

DECLARATION

I, Sreyashi Ganguli, hereby declare that the subject matter of this thesis is record of research work done by me, that the content of this thesis did not form the basis of the award of any previous degree to me or to do the best my knowledge to anybody else, and that the thesis has not been submitted by me for my research degree in any other University or Institute.

This is being submitted to the University of North Bengal for the degree of Doctor of Philosophy in Geography and Applied Geography.

Dated: 30/08/2023



Sreyashi Ganguli

Research Scholar

Department of Geography and Applied Geography

University of North Bengal



समानो मन्त्रः समितिः समानी

DEPARTMENT OF GEOGRAPHY & APPLIED GEOGRAPHY
UNIVERSITY OF NORTH BENGAL

ACCREDITED BY NAAC WITH GRADE B++

RAJA RAMMOHUNPUR, P.O. NORTH BENGAL UNIVERSITY, DIST. DARJEELING, WEST BENGAL, PIN - 734013
Ph. No. +91-0353-2776342, FAX +91-0353-2699001, URL: www.nbu.ac.in

From: **Dr. Sudip Kumar Bhattacharya**

30.08.2023

CERTIFICATE

This is to certify that **Ms. Sreyashi Ganguli**, a Research Scholar of the Department of Geography & Applied Geography, University of North Bengal, Raja Rammohunpur has carried out this research work entitled "ROLE OF WOMEN WORKERS, THEIR PROBLEMS AND PROSPECTS IN THE TEA GARDENS OF DARJEELING DISTRICT, WEST BENGAL, INDIA" under my supervision which is being submitted to the University of North Bengal for the award of Doctor of Philosophy in Geography & Applied Geography under the Faculty of Science.

This Thesis is based on the original work done by the researcher. She has fulfilled all the requirements as per the regulation of the University for submission of the Ph. D Thesis.

This Thesis as a whole or any part of it has not been submitted to any other University/ Institution for any other degree.

S.K. Bhattacharya
20/08/2023

(Sudip Kumar Bhattacharya)
(Retd., Associate Professor)

Document Information

Analyzed document	Sreyashi Ganguli_Geography and Applied Geography.pdf (D173217965)
Submitted	8/29/2023 11:14:00 AM
Submitted by	University of North Bengal
Submitter email	nbuplg@nbu.ac.in
Similarity	0%
Analysis address	nbuplg.nbu@analysis.arkund.com

Sources included in the report

Entire Document

ROLE OF WOMEN WORKERS, THEIR PROBLEMS AND PROSPECTS IN THE TEA GARDENS OF DARJEELING DISTRICT, WEST BENGAL, INDIA A Thesis Submitted to the University of North Bengal for the Award of the Doctor of Philosophy in Geography and Applied Geography Submitted by SREYASHI GANGULI Under the Supervision of Dr. Sudip Kumar Bhattacharya Associate Professor (Retired) Department of Geography and Applied Geography UNIVERSITY OF NORTH BENGAL 2023

CHAPTER I INTRODUCTION

1 CHAPTER I Introduction 1.0 Introduction In the Indian context tea industry is one of the oldest labour-intensive industries. Sub Himalayan belt is the most dominating tea-producing area of the country. Among these areas, Darjeeling District is the most remarkable one. In Darjeeling District, the first tea factory was established by the Britishers in the year 1859. (Syamroy, 1985) Since then, the Darjeeling tea industry has had a prolonged glorious historical background and is renowned for its excellence worldwide. The tea industry is primarily women labour intensive. Most workers in Darjeeling tea estates are women, and they play significant roles, from plucking tea leaves to processing tea in the factory. However, in the post-colonial period, the tea industry was passing through various crisis which influenced the life and working potential of the women workers. Women workers are responsible for improving the tea gardens and playing double role in the plantation and household. So, the betterment of the women workers from the management can enhance the overall livelihood of the gardens. With better livelihood and living conditions, women workers positively affect the conditions of tea gardens in the Darjeeling District. Women workers are ignorant and deprived part of the tea plantation. However, women workers play a positive gesture in those gardens where facilities are adequate. It is observed that those tea gardens are performing well with time and provide good livelihood and facilities like education, health, sanitation, and hygiene to their women workers. Women workers are more liable and attentive to their work. They always show a positive gesture to improve the condition of gardens as well as the level of production. So, women workers with good health conditions and educational levels can play a significant role in garden society and industry. Because still now, women workers are confined to plucking work in tea gardens, but with time, they can play an important role in garden factories and offices. So, there is a scope for the upgradation of women workers in the tea industry. The socio-economic conditions of tea plantation women workers need to improve in the Darjeeling District due to the low income. The plantation labour act secures some of the facilities for women workers in the plantation industry. Most of the time, lack of information education are not provided to the women workers, or women workers are not asking for their rights. (Bhadra, 1992) Better livelihood can enhance the lives of women workers in Darjeeling

S. S. Bhattacharya,
25/08/2023

Dedicated to
My Respected and Reverent Parents
Sri. Rupendra Nath Ganguli
And
Smt. Dipali Ganguli

Preface

Tea is the most celebrated beverage in the world. In India, the Darjeeling district is known for its excellent tea production. Darjeeling Tea is known for its flavour and excellence. In Darjeeling District, the first tea factory was established by the Britishers in the year 1859. Since then, the Darjeeling tea industry has had a prolonged glorious historical background and is renowned for its excellence worldwide. The tea industry is an agro-based, labour-intensive industry. Women workers constitute sixty per cent of the total labourer force in the tea industry of Darjeeling district. In this way, women workers of tea plantations also hold a pivotal role in garden production and garden society. Tea gardens have a different structural existence. They have a hierarchy which maintains the class economy and the life of workers and planters. Tea gardens are a unique social and cultural milieu. It is a product of colonialism. The development of plantations needs two main requirements: a large area of land and a remarkable number of labourers. Women workers are the main working force in the Darjeeling district's tea gardens, from plucking the two leaves and a bud from the garden to processing the tea in the factory, which achieves excellence in the world market. Therefore, this research attempts to overview the role of women workers and their problems and prospects regarding the present set-up of thirty tea gardens in the Darjeeling district.

Sixty Percentage of the total labourer in tea gardens are women. Women labourers are working in large numbers in tea gardens, particularly in the Terai region and Hill areas of the Darjeeling district. Many workers are needed in the early phases of the development of tea plantations. In the Nineteenth century, workers for Darjeeling tea gardens were collected from Bihar, Orissa Madhya Pradesh, and east Nepal. The entire tea plantation economy is based on a cheap labour force. So, authorities seek labourers at a minimum cost.

Women workers are the main bearing in the tea plantation system. The women's work participation in the tea industry of Darjeeling district is much higher than in other industries. Most Asian tea plantations have a family employment policy; thus, socio-economically, their importance becomes a vital issue for the tea plantation system. Their livelihood, and their association with the establishment, are all controlled by the plantation's authorities. The quality of life of the women workers, backed up by facilities provided by the tea gardens, provides a grade of service which determines the positional

status of the tea gardens. It has been found that those tea gardens provide basic facilities to the women workers in the form of a standard regular wage, medical facilities, rationing, sanitation in the quarters, congenial environment etc., which in turn insists the women workers provide better service to the respective tea gardens. Therefore, those tea gardens have a smooth-running environment compared to those lacking basic facilities for women workers. As the tea industry depends upon women workers to a great extent, consequently, the growth, survival and status of the production of any tea garden depend upon the women labour force. Therefore, an investigation has been done on the role of women workers in the tea garden and their quality of life shaped by the facilities provided by the tea gardens, which in turn provokes the women workers to render varied slandered of services that determine the relative position of the tea gardens about the quality of production status in respect to the contiguous ones.

Women workers are responsible for the effectiveness of tea production. Regular attendance affects the production level of the tea garden. Problems among the women workers increased in terms of absenteeism in the tea garden, leading to a fall in tea production in the Darjeeling district. In the gardens, women labourers live in a unique milieu. The life and livelihood of women workers in the plantation system have a distinctive shape. It is observed in the study area that women workers are more committed towards their work than their male counterparts. Alcohol addiction is one of the primary reasons for male workers to avoid their duties.

Nevertheless, women workers are more responsible during the working period. It is observed that women workers pluck more than male workers. Women workers are more sincere and obedient to the management. So, no such agitation comes from the side of women workers.

Women workers play a 'double role' in the plantation society. First, they have to perform in the field of plantation. Then they are the mothers and housewives of the household. Many household chores they have to perform include washing, cooking, childbearing, fuel collection, fetching the water etc. Further, they have to collect fuels from the nearby forests and water from the nearby water source.

Employment in the plantation gives economic stability and social security to the women workers. Their social life outside the workplace and their work within the plantation is an integral part of the same world rather than a separate sector of activities. Therefore, the present researcher seeks to investigate the problems and prospects of thirty tea gardens of Darjeeling Hills and the Terai region of West Bengal, India. After a detailed

survey and discussion, strategies for improving the quality of women workers have been considered. For the development strategies, it is observed that there is no training and proper motivational planning for the women workers.

As far as the tea industry is concerned, it is found that the suitable condition of tea production in the Darjeeling district is inadequate. Production reduced during the last few years because of the situation of garden facilities offered to the labourer. Labour dissatisfaction caused a decrease in production. Only those gardens have gained benefits, offering security and good facilities for their workers. Brand loyalty of buyers is high in the Darjeeling tea industry; thus, the market is entirely secure. So, using a skilled, motivated or trained workforce, high investment, and an efficient management system can uplift the production of the Darjeeling tea industry.

The entire work has been framed into eight thematic chapters. The First chapter deals with the introduction, which begins with a statement of the problem. The Second chapter stresses the physical background of the study area; geology, physiographic divisions, soil, climate etc. So detailed discussions regarding the physical background are essential. The Third chapter highlights the historical and cultural background of the study area. Chapter Four deals with the condition of tea plantations in the Darjeeling district. Investment, production, yields and condition of tea factories have been discussed in detail in this chapter. Chapter Five focuses on the socio-economic dimensions of the women workers in the tea gardens of the study area. A detailed survey has been conducted to frame this chapter in light of education, income, health status, marital status etc. Chapter Six emphasizes the problems associated with the women workers in the tea garden. Relationships with the garden authority and the problem of women workers have been discussed thoroughly in this chapter. Chapter Seven deals with the prospects of the plantation women workers. The findings of the study have been discussed in this chapter. The perception of women workers regarding gardens has been considered in this chapter. Chapter Eight concludes with the developmental strategies and recommendations of the entire work.

Ultimately, I am grateful to the women workers of tea gardens in the Darjeeling district. With their cooperation and courage, this study was completed. They sincerely opened up and shared their thoughts to fulfil all the queries that are helpful for the study.

Dated: 30/08/2023


Sreyashi Ganguli

Acknowledgements

In completing my study, I received considerable help and encouragement from my guide Dr. Sudip Kumar Bhattacharya, Associate Professor (Retired), Department of Geography and Applied Geography, NBU. I want to express my profound gratitude to my guide for all the help and support he extended to me during the research. This is my proud gratitude to express my deep sense of gratitude to my guide because, without his constant living guidance, inspiring encouragement and painstaking efforts throughout the entire process, the present study would not have been completed.

I am grateful to eminent Professor Dr. Subir Sarkar, Department of Geography and Applied Geography, NBU, for his active interest and guidance in my study. I am thankful to the Women's Study Centre, NBU, for helping me to use their resource-full library. I am grateful to Professor Dr. Sushma Rohatgi, Director of the Women's Study Centre, NBU, for her cooperation and insightful comments and suggestions.

Throughout my entire work period, I am thankful to all the respected heads of the department (Sirs and Madams) of Geography and Applied Geography.

I thank my teacher Dr. Sharmistha Mukherjee, Associate Professor, P. D. Women's College, Jalpaiguri, for her mental support and encouragement. She is a great support, and her involvement in the study extended beyond recognition. Not only she took an interest in the study but also provided valuable feedback.

I also thank Mrs. Sriparna Sarkar, Associate Professor, P. D. Women's College, Jalpaiguri, for her suggestions, cooperation and advice. Dr. Ranjit Mitra, retired Assistant Librarian at NBU, has greatly supported my study. I am especially indebted to Dr Mitra for his constant support and guidance.

I want to express my extreme gratitude to Dr. Jayanta Das, Assistant Professor of Rampurhat College, for all his generous help and support expressed during the research.

I am indebted to the Darjeeling Tea Association, Darjeeling and Darjeeling Tea Research Centre (DTRC), Kurseong, for allowing me to consult documents and related papers and give information. I thank Mr. Sanjib Mukherjee, DTA and Mr M.K. Chetri, Secretary DITA, Darjeeling, for their extreme support during my fieldwork. My gratitude to the official persons of Terai Branch Indian Tea Association, Bagdogra, Darjeeling Tea

Research and Management Association, Shivmandir, Siliguri, North Bengal Small Tea Planter's Association, Siliguri, is very much for their support and necessary cooperation.

Words are inadequate to express my profound gratitude to the officials of the Tea Board of India, Siliguri and Tea Board of India Jalpaiguri for providing sufficient materials and relevant documents for my study. I sincerely thank the Director of Quality Control Lab (QCL), Tea Board of India, Siliguri.

I am especially indebted to the managers of the thirty surveyed tea gardens for their constant support during fieldwork and permission to survey them. It was only possible for me to complete the fieldwork with their total involvement.

I am grateful to Mr. Sanjay Das, Manager, Makaibari Tea Estate, Mr. Makrand. P. Dee. Manager, Marionbarie Tea Estate, Mr. I. Basu, Gungaram Tea Estate, Mr. S. K. Gupta, and Mohurganj Tea Estate for their support and suggestions during the fieldwork. I am also grateful to them for their generous help during the field survey and the valuable discussions we had with them regarding the conditions of the women workers in the tea gardens. I shall succeed in my duty if I express my deep gratitude to the Planters, Supervisory Staff, Office Staff and Sardars, including unskilled women workers, for their help and cordial response during the field survey.

The help and support of Mr. Shamshul Hauque during the fieldwork are gratefully acknowledged. I am grateful to my co-researcher, Dr Shubhankar Kar, for his support, generous help, and information. I am also thankful to the office and non-teaching staff of the Department of Geography and Applied Geography, NBU.

I express my heartfelt thanks to the Librarians of Central Library, NBU, Library of Women's Study Centre, NBU, Library of Himalayan Study, NBU, Library of Geography and Applied Geography, NBU, Library of P.D. Women's College, Jalpaiguri, District Library of Jalpaiguri, others Departmental Libraries (Plantation's Associations) for allowing me to consult books, thesis and other rare collections including various reports of commissions and committee.

I am also obliged to Mr. Ajit Kumar Shingha, Miss. Debarati Chowdhury and Mr. Avishek Barmam Pramanik for their interest and enthusiastic technical support during my research work. I am thankful to my elder brother Mr. Dipanjan Ganguli for the help in the necessary rhetoric corrections.

I also express my gratitude to my family, my father, Mr. Rupendra Nath Ganguli; my mother, Mrs. Dipali Ganguli; my elder brother Mr. Sukanta Ganguli and my sister-

in-law Mrs. Sunanda Ganguli for their ungrudging assistance, tremendous patience, sacrificial tenacity and unwavering fortitude helped me to complete the research work. Further, I am grateful to my father, Mr. Rupendra Nath Ganguli, for the financial support for the study.

Last but not least, I am expressing my gratitude to the women workers and villagers, who not only spread their valuable time to answer the queries but also extended warm hospitality. I am grateful to many unnamed kind-hearted residents of Darjeeling and the surrounding areas; without their generosity, the study would not have been possible.

Dated: 30/ 08/2023



Sreyashi Ganguli

Research Scholar

Department of Geography and Applied Geography

University of North Bengal

List of Tables

Table No.	Title	Page No.
1.1	Sample Determination	18
2.1.	Lithology and Rocks Structure of Darjeeling District	27-28
2.2.	Climatic Condition and Productivity of Darjeeling District	38
3.1	Enhancement of Tea Plantation in Darjeeling District	46
3.2	Trend of Production and Labourer in Darjeeling District	51
3.3	Number of Gardens, Area under Cultivation, Outturn and Employment (1886-1905)	52
3.4	Total Tea Labourer in Darjeeling	53
4.1. (A)	Date of Establishment of Tea Gardens in Hill	57
4.1. (B)	Date of Establishment of Tea Gardens in Terai	57
4.2. (A)	Annual Investment in the Tea Gardens (Terai Region)	59
4.2. (B)	Annual Investment in the Tea Gardens (Hill Area)	59
4.3.	Unit cost of 1 Hector of Tea Plantation in Darjeeling District	61-63
4.4.	Annual Production of Tea in Selected Countries	65
4.5.	Total Production of Tea in Darjeeling Hill (Final Crop Received- Season 2016)	66-68
4.6.	Area under Production	74
4.7.	Yields of Tea Gardens in the Study Area (Year – 2015 – 2016)	77-78
4.8.	t-testing for tea gardens of Hill area of Darjeeling district	79-80
4.9.	t-testing for tea gardens of Terai region of Darjeeling district	81-82
5.1.	Role of Women Workers in household Decision Making around production and income generation in Study Area	99-100
5.2.	Indicators of Health Condition	124-125
5.3.	Rank of Tea gardens according to the provided health facilities	126
5.4. (A)	Women Worker’s Decision Making (Hill Area of Darjeeling District)	140
5.4. (B)	Women Worker’s Decision Making (Terai Area of Darjeeling District)	140

Table No.	Title	Page No.
5.5.	Wage rate of Darjeeling District	148
5.6.	Daily Rated Wage Distribution	148-149
5.7.	Work Participation Rate of Women Workers	152
5.8.	Amenities Provided to Women Workers	155
5.9. (A)	ANOVA Testing for the Relationship between Income, Production and Socio-economic Conditions in Hill Area of Darjeeling District	162-163
5.9. (B)	ANOVA Testing for the relationship between Income, Production and Socio-economic Conditions in Terai Region of Darjeeling District	163-164
5.10.	Scores for Udai Pareek's Socio-Economic Status Index	165-166
5.11.	Socio-Economic Status of Women Workers in Study Area	167
5.12.	Scores for the Standard of Living Index (SLI)	169-170
5.13.	Standard of Living of Women Workers in Study Area	170
6.1.	Relationship between Women Workers and Condition of tea plantations	186-187
6.2.	Food habits in the study area	192
6.3.	Problems of Plantation Women Workers	197-198
6.4.	Physical and Environmental Problems in Plantation	199
6.5.	Work and Health Challenges in Plantation	200
6.6.	Social and Welfare Issues in Plantation	200
7.1.	Women Workers' Perception Towards Garden Society	210-211

List of Figures

Figure No.	Title	Page No.
2.1.	Temperature and Rainfall	39
4.1.	Production level of Tea Gardens of Darjeeling District	68-73
4.2. (A)	Sex-wise Distribution of Workers in Hill Area	85
4.2. (B)	Sex-wise Distribution of Workers in Terai Region	86
5.1.	Women Worker's Participations in Development in Tea Gardens.	94
5.2.	Women Worker's Participation in Evaluation Activities in Tea Gardens	94
5.3.	Women Worker's Participation in Developmental Decisions in Tea Gardens	95
5.4.	Proportion of total time in Garden Activities by Women Workers in Study Area.	96
5.5.	Role of Women Workers in household Decision Making around production and income generation in study area	100
5.6.	Educational Status of Women Workers	108
5.7.	Educational Status of Children of Women Workers	109
5.8. (A)	Level of education of tea gardens of Hill Area	112
5.8. (B)	Level of education of tea gardens of Terai Region	113
5.9.	Type of House of Women Workers	116
5.10.	Presence of Separated Kitchen	117
5.11.	Type of Bathroom of Women Workers	118
5.12.	Type of Drainage System of Women Workers	119
5.13.	Source of Drinking Water for Household	120
5.14.	Type of Storages of Water for Household	121
5.15.	Physical Stats of Women Workers	123
5.16.	Type of Diseases of Women Workers	130
5.17.	Age-specific Birth Rate of First Child of Women Workers	132
5.18.	Type of Delivery of Women Workers	132

Figure No.	Title	Page No.
5.19.	Medical facilities in the Study area	135
5.20.	Marital status of women workers	139
5.21.	Financial Help for the Women Workers	145
5.22.	Relation Between Family Members & Income Level of Workers	150
5.23.	Type of Fuel in the Household of Women Workers	157
5.24.	Amenities in the Households of Women Workers	158
6.1.	Structure of Garden Management	184
8.1.	Proposed Developmental Strategies for the Hill Area	224
8.2.	Proposed Developmental Strategies for the Terai Region	226

List of Maps

Map No.	Title	Page No.
1.1.	Location Map	4
1.2.	Location Map of tea gardens of Darjeeling District	5
1.3.	Location map of tea gardens in the Hill area of Darjeeling District	5
1.4.	Location map of tea gardens in the Terai region of Darjeeling District	6
2.1.	Geological map of Darjeeling District	30
2.2.	Slope Map of Darjeeling District	32
2.3.	Elevation map of Darjeeling District	33
2.4.	Soil map of Darjeeling District	36
2.5.	Vegetation map of Darjeeling District	40
4.1.	Area under tea plantation in Darjeeling District	75
4.2.	Area under tea plantation in Hill area of Darjeeling District	76
4.3.	Area under tea plantation in Terai region of Darjeeling District	76
5.1.	Health condition in tea gardens of Darjeeling District	127
5.2.	Work Participation Rate of Women Workers	153
5.3.	Amenities for Women Workers	156
5.4.	Relationship between Production & Socio-economic Conditions (Value of R Squared)	161

List of Plates

Plate No.	Description of Plates	Page No.
5.1	A) Women Workers at Bagdogra Tea Garden, Women workers are the main working force. B) <i>Mela</i> at Badamtam Tea Garden, the main plucking area of a tea garden. C) Source of Drinking Water Gaya Ganga Tea Garden, Well, tube wells are the main source of drinking water. D) Paniwala near Mela, Sanyashithan Tea Garden, they are the men of the main source of drinking water in the time of mela in the tea garden. E) Community Bathroom, New Chamta Tea Garden, community bathroom are not very hygienic to use and conditions are not up to the mark. F) Bathrooms at Phuguri Tea Garden, These are the unused bathrooms in the garden mainly not used because of their poor condition.	176
5.2	A) Livestock at Gungaram Tea Garden, Livestock are the other source of income in the study area. B) Livestock beside the home, Marionbari Tea Garden, Livestock with the surrounding with the living room is very unhygienic for the livelihood. C) Housing pattern, Lohagarh Tea Garden, The Housing pattern shows some facilities are there in some tea gardens like dish antenna pucca house etc. D) Type of House, Soureni Tea Garden, some gardens show that the housing conditions are very poor and not up to the mark for living. E) Separate Kitchen, Kamala Tea Garden, separate kitchen are necessary but the conditions are very poor, they are mainly made by wooden walls. F) Permanent Drainage, Tukvar Tea Garden, some gardens have pucca planed drainage but they are very few in number.	177
5.3	A) ICDS Centre at ORD Tea Garden, ICDS are the main service provider in tea gardens. B) School at Sellim Hill Tea Garden, schools within garden premises are essential facilities for the gardeners. C) Hospital at Kiran Chandra Tea Garden, hospital facilities are the main necessary facilities that should be secured in every garden. D) Place of Worship, Tarrinnaha Tea Garden, there are places of worship at the garden premises, Chirstan, Hindu, Muslim all centre of worship are present at the tea gardens.	178
6.1	A) Garden at the high slope, Bannockburn Tea Garden, tea gardens of the Hill area of Darjeeling district are the main problem for the women workers. B) Old Age Tea Factory, Mohurganj Tea Garden, hundred-year-old tea machinery and factories are the main causes of production fall in the tea garden. C) At work during rain, Singbuli Tea Garden, climatic factors are not always favourable for the women workers at	204

the time of plucking. D) Plastic is used at plucking, Marybong Tea Garden, to protect from the rain and insects, women workers wear plastic which is a very unscientific way of protection. E) Small Crèche at Sourenee Tea Garden. F) Crèche at Phuguri Tea Garden, the Creche is the main facility for the women workers but the conditions of the Creche are not suitable for the child.

- 6.2 A) Bathroom in bad condition, Kamalpur Tea Garden, most of the tea gardens shows unused bathroom because they are very unhygienic and unhealthy to use. B) Firewood storage place at Sukna Tea Garden, fire woods are the main source of fuel, they store it in the kitchen, bathroom and veranda very carefully. C) Working at Bad Climate, Happy Valley Tea Garden, working in the bad climate is a curse to the women workers and the main reason for the bad health conditions. D) Poor houses at Kanchan View Tea Garden, housing conditions mainly the kutcha houses are very vulnerable. 205
- 7.1 A) Banking facility at Atal Tea Garden, Banking facilities are available at some tea garden premises. B) Women at work, Phoobsering Tea Garden, shopkeeping, hotels, homestay are some other sources of income for the women workers. C) Community Centre at Makaibari Tea Garden, this kind of facilities should be encouraged in the study area. D) Hygiene Centre at Phuguri Tea Garden, health measures are very encouraging in some tea gardens where hygrine get primary focus. E) Women at daily work, Orange Valley Tea Garden, women are also involved in factory work. F) Women at office work, Gayabare & Millikthong Tea Garden, office work involvement should be encouraged in the tea garden. 218
- 7.2 A) Women with a child during work, Rishiehat Tea Garden, this is the dual role that depicts the pressure of women workers at the study area. B) Workers returning home, ORD Tea Garden, cycle is the main mode of transport communication for the women workers. C) Women as a teacher, Lohagarh Tea Garden, women's other role is important in tea gardens like teacher, nurse etc. D) Primary School at Trrihannahha Tea Garden, education is the main future for the betterment of tea garden society as a whole. 219

Local Term and Terminology

- Arkathi- Recruiting agents
- Babu- Official persons
- Bargader- Landowner
- Bakshish- Extra earning, Commission
- Benia- Businessman
- Biga- Seasonal labour
- Bigha- cultivated land
- Chut-kuli- Temporary workers
- Danngor- Workers from Chatanagpur
- Dafadar- Supervisor
- Diku- Outsiders
- Dubly- Extra labour
- Faguya- Holi Festival
- Girmitias- Agreement
- Gudri- Small hat
- Gunin- Traditional Doctor
- Hajira- Daily Wages
- Hariya- Country liquor
- Hat-Dubli- works at a holiday
- Kamin- Female worker
- Kaul-sahib- Engineer
- Kaya- Marwari businessman

Kuli- Male Worker

Kuli line- Labour residential area

Mela- Plucking area

Nicha Line- labour residential area

Paniwala- water supply person or sub staff

Ratforwaya- Working at 6 a.m.

Saheb- Britishers, Managers

Samsar- Semi Hindu labourer

Sarder- Sub Staff

Task- Daily work

Ticca- Over time job

Thika- Temporary workers

Terai- Plain land at the foothill of the Himalayas

Uncha Line- labour residential area

List of Appendices

	Page No.
Appendix I	
Annual Production Level of Tea Gardens Hill Area	244
Annual Production Level of Tea Gardens Terai Region	245
Appendix II	
Relation Between Family Members & Income Level of Women Workers Hill Area of Darjeeling District	246-248
Relation Between Family Members & Income Level of Women Workers Terai Region of Darjeeling District	249-251
Appendix III	
Regression Analysis Data of Surveyed Tea Gardens	252-253
Appendix IV	
Relationship between Income, Production and Socio-Economic Conditions Hill Area of Darjeeling	254-265
Relationship between Production and Socio-Economic Conditions Terai Region of Darjeeling	266-277
Appendix V	
ANOVA Testing for the relationship between Income, Production and Socio-economic Conditions in Hill Area of Darjeeling District	278-281

	Page No.
ANOVA Testing for the relationship between Income, Production and Socio-economic Conditions in Terai Region of Darjeeling District	282-285
 Appendix VI	
Questionnaire Schedule for sample collection of Tea Garden Women Worker	286-299
Filled Sample Questionnaire of Tea Garden Women Worker (Hill Area)	300-313
Filled Sample Questionnaire of Tea Garden Women Worker (Terai Region)	314-327
 Appendix VII	
List of Publications	328