

# **CHAPTER- IV**

## **Analysis on Health, Safety, and Welfare of the Tea Workers**

## **4.1: Analysis of the Exact State of Health, Safety, and Welfare measures for the Tea Workers**

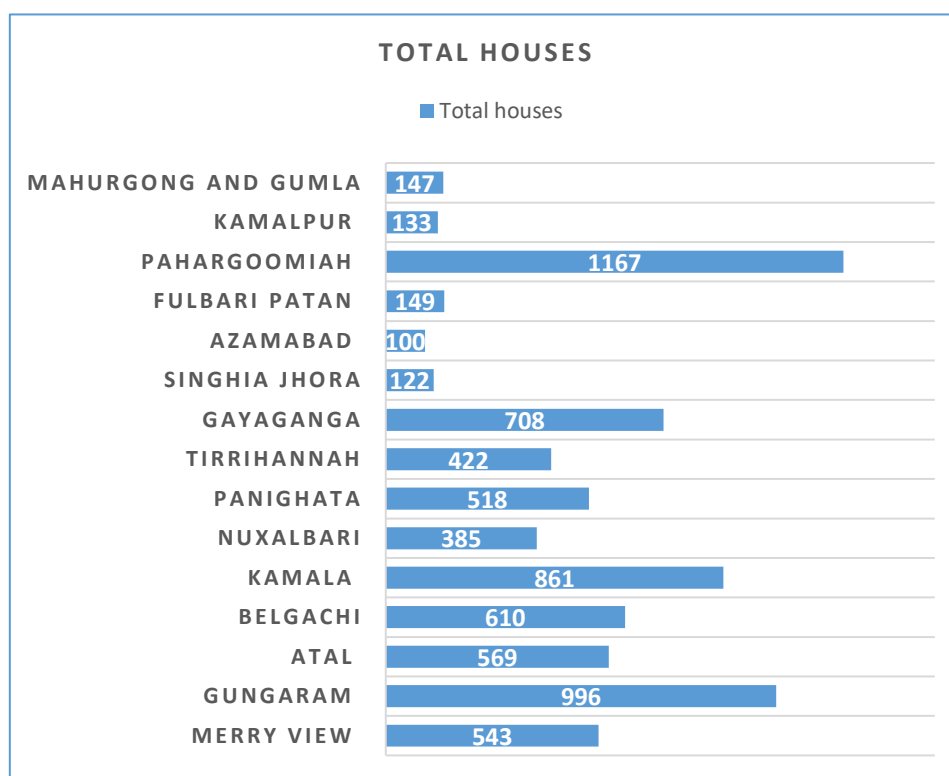
On the basis of the collected data, through the questionnaire, from the selected individual tea gardens, firstly, we will be discussing on the exact state of health, safety, welfare measures that are provided to the workers. For a better understanding, we have discussed the main topics after categorizing these under a few broad topics.

### **4.1.1: Welfare Measures**

We have conducted the survey on welfare measures that have been taken into consideration by the management either on a voluntary basis or on the basis of the Plantation Labour Act, 1951.

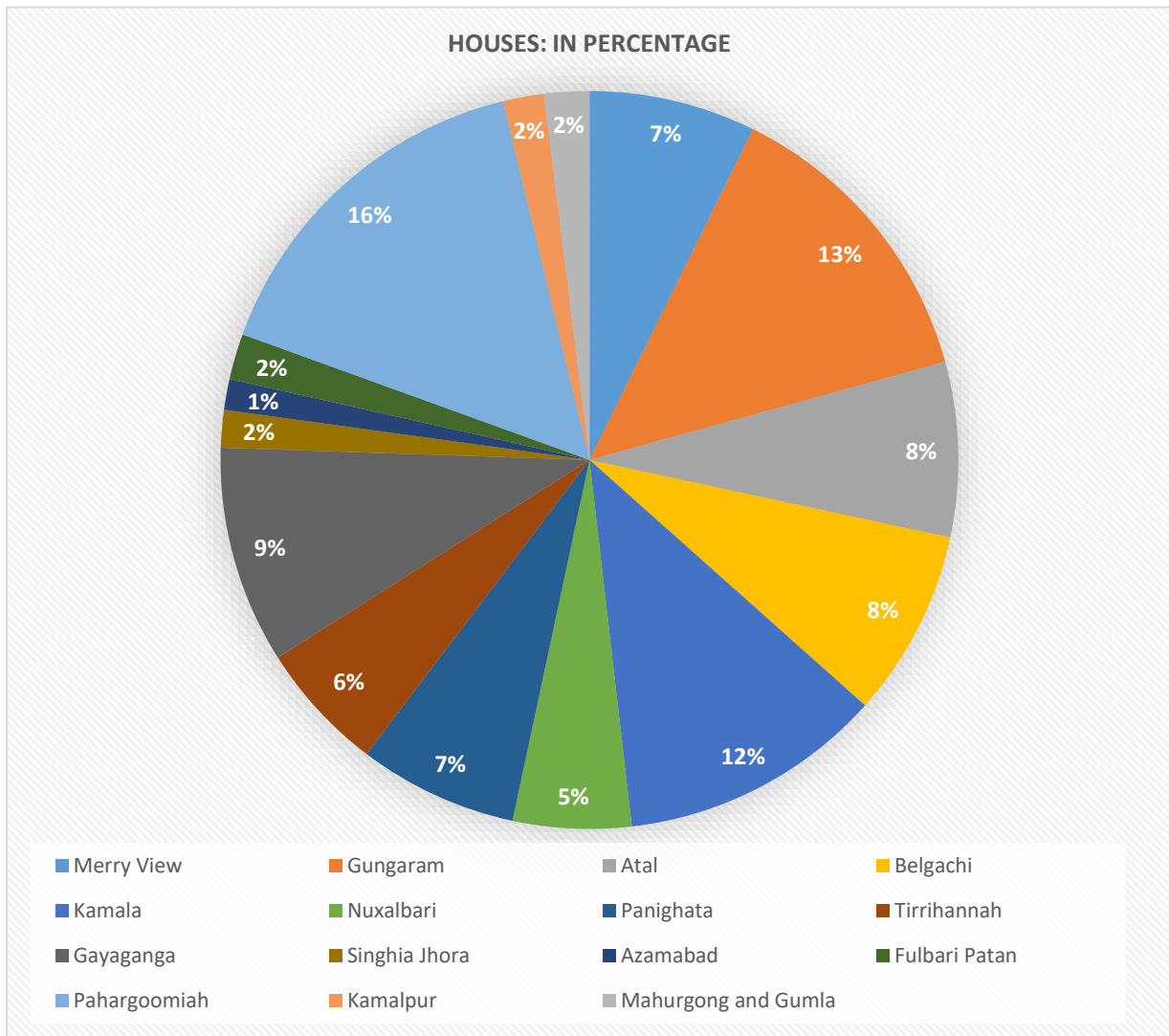
#### **4.1.1.1: Housing Facilities**

**Graph: 4.1**



*Source: Field Survey*

**Graph: 4.2**

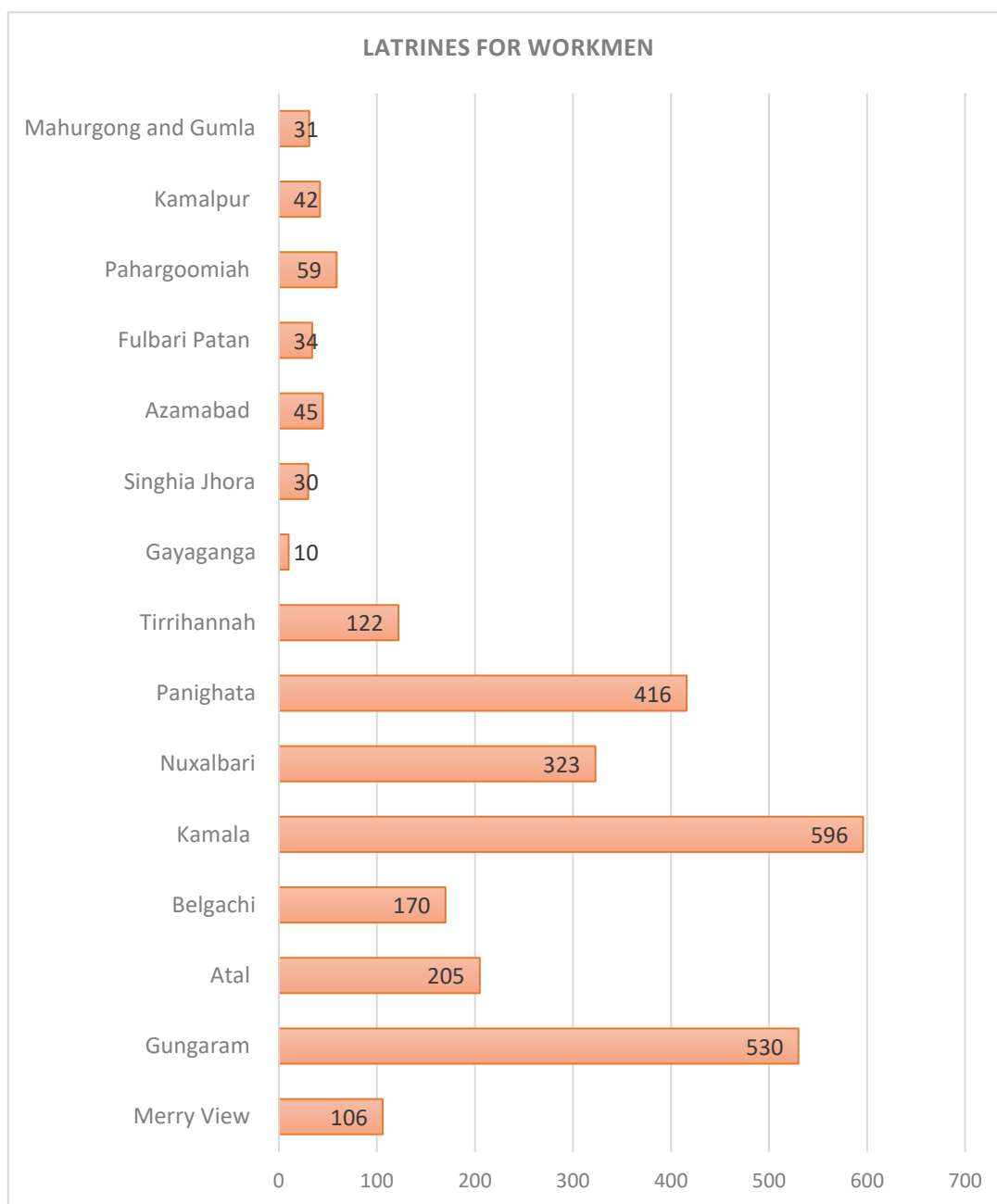


*Source: Computed by the author*

Graph- 4.1, and graph- 4.2 illustrate us the number of houses that exist for the workers. Here we can see the highest number of houses exist in Pahargoomiah Tea Estate which is 13% of the total houses in selected tea estates; and Azambad Tea Estate has the lowest number of houses, only 1% of the total houses. Now let us focus on latrine and urinal facility.

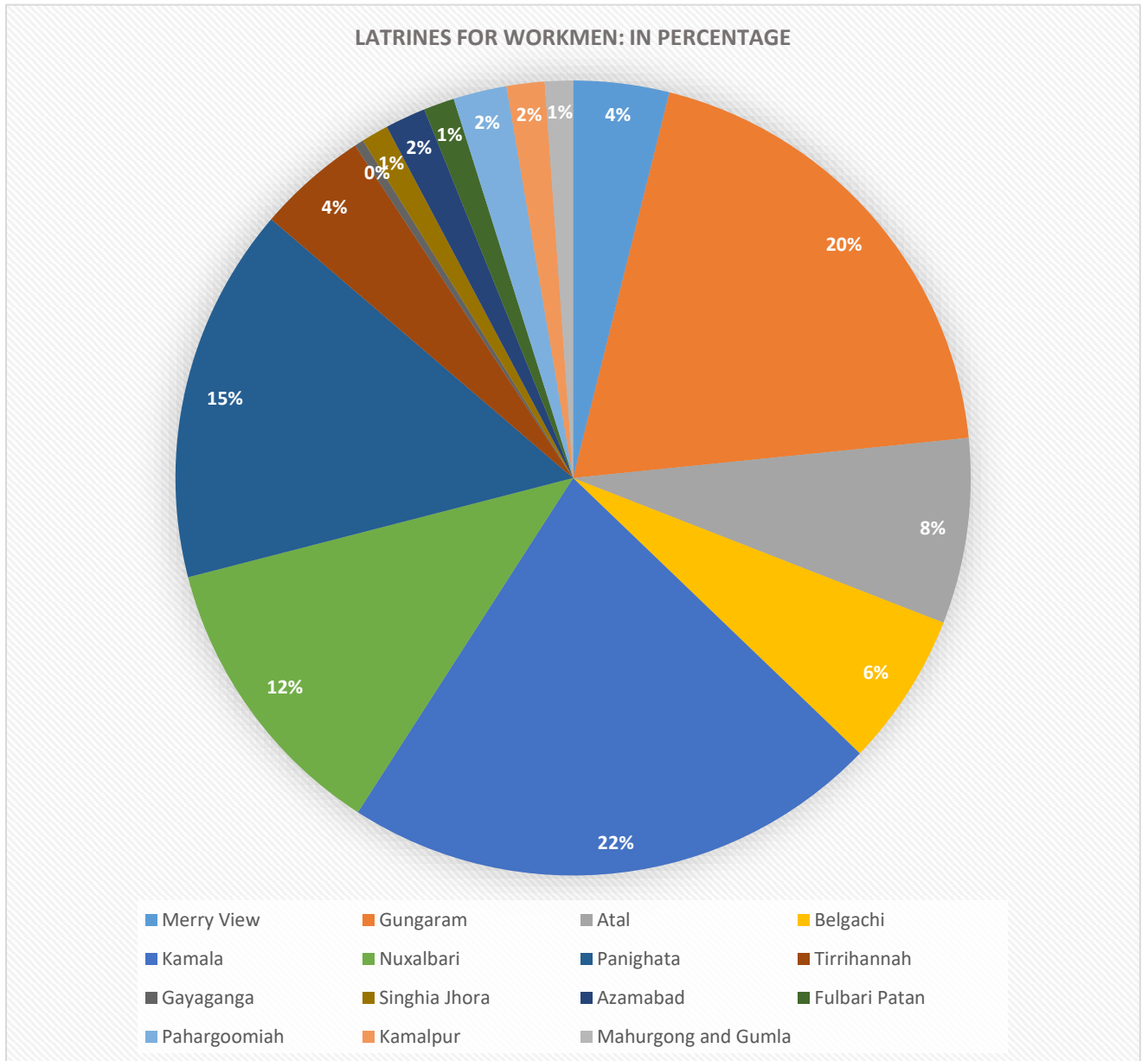
**4.1.1.2: Latrine and Urinal Facility**

**Graph: 4.3**



*Source: Field Survey*

**Graph: 4.4**

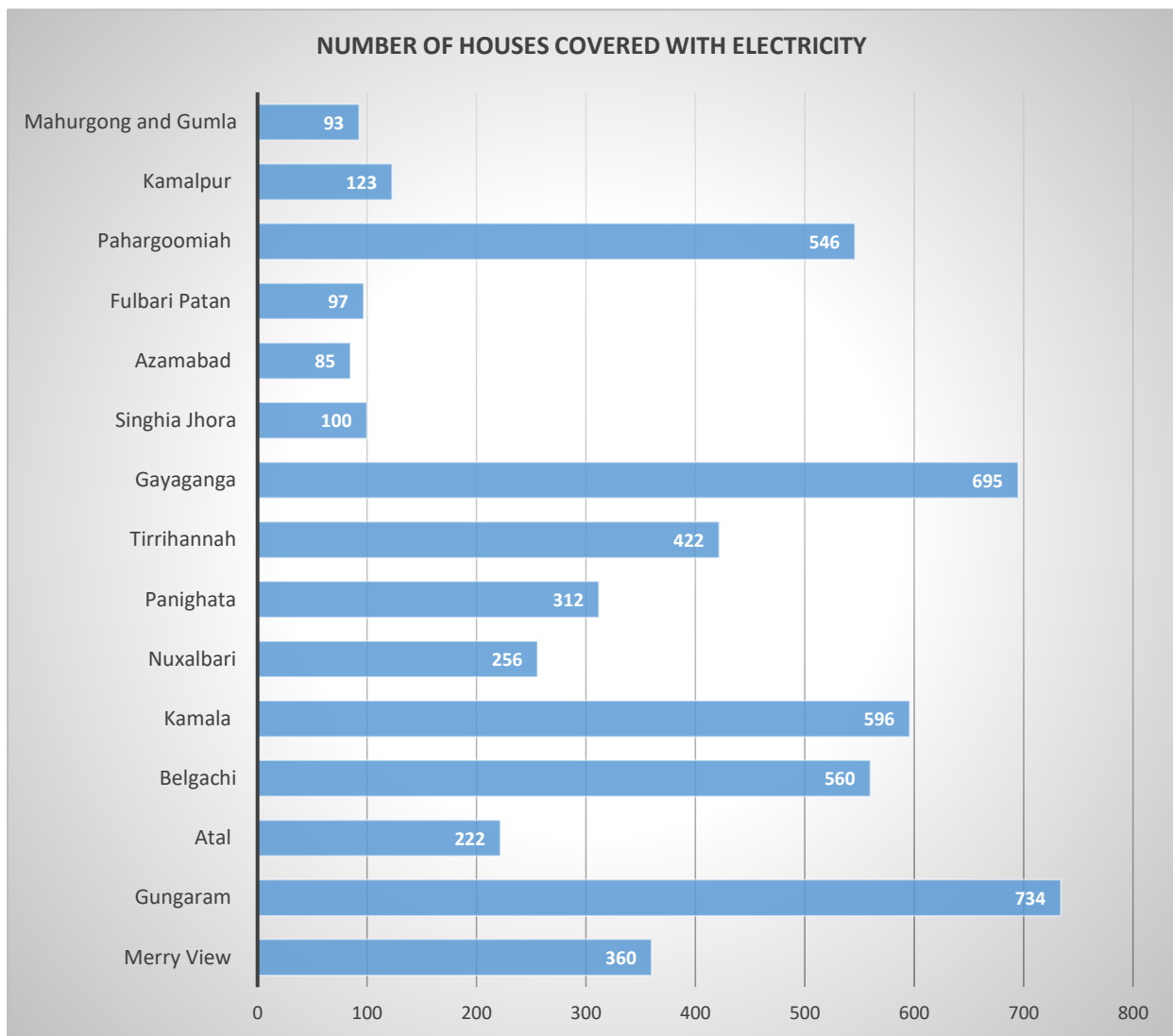


*Source: Computed by the author*

Graph- 4.3, and graph- 4.4 show us the number of latrines for the workers in the selected tea estates. Here we can see the highest number of latrines exist in Kamala Tea Estate which is 22% of total latrines in selected tea estates whereas GayaGanga Tea Estate has the lowest number of latrines. Now let us see the status of supply of electricity to the households.

### 4.1.1.3: Supply of Electricity

**Graph: 4.5**



*Source: Field Survey*

The graph- 4.5 shows us the number of households which are covered with electricity. Here we can see in Gungaram Tea Estate highest number of households are covered with electricity whereas Azambad Tea estate having the lowest number. But it will make more sense if we look into this matter from the aspect of the total number of houses and houses covered with electricity ratio.

**Table: 4.1****Ratio of Total Number of Houses and Houses Covered with Electricity**

Name of the Tea Garden	Total number of houses : Houses covered with electricity
Merry View	1 : 1.508333
Gungaram	1 : 1.356948
Atal	1 : 2.563063
Belgachi	1 : 1.089286
Kamala	1 : 1.444631
Nuxalbari	1 : 1.503906
Panighata	1 : 1.660256
Tirrihannah	1 : 1
Gayaganga	1 : 1.018705
Singhia Jhora	1 : 1.22
Azamabad	1 : 1.176471
Fulbari Patan	1 : 1.536082
Pahargoomiah	1 : 2.137363
Kamalpur	1 : 1.081301
Mahurgong and Gumla	1 : 1.580645

*Source: Computed by the author*

Here from the table- 4.1, it is apparent that Tirrihannah Tea Estate has the perfect 1:1 ratio of existing houses and houses covered with electricity; that means in this tea estate, all the households enjoy the facility of electricity supply. The worst condition has been observed in Atal tea estate, where the ratio is 1: 2.56.

#### 4.1.1.4: Supply of Water

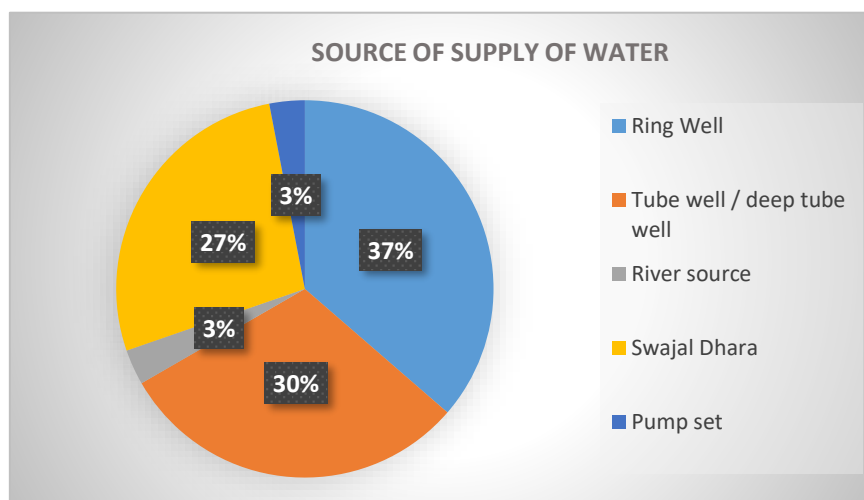
**Table: 4.2**

**Sources of Supply of Water**

Sources of supply of water	No of the tea gardens covered
Ring Well	12
Tube well / deep tube well	10
River source/ pipeline supply	1
Swajal Dhara	9
Pump set	1

*Source: Field survey*

**Graph: 4.6**



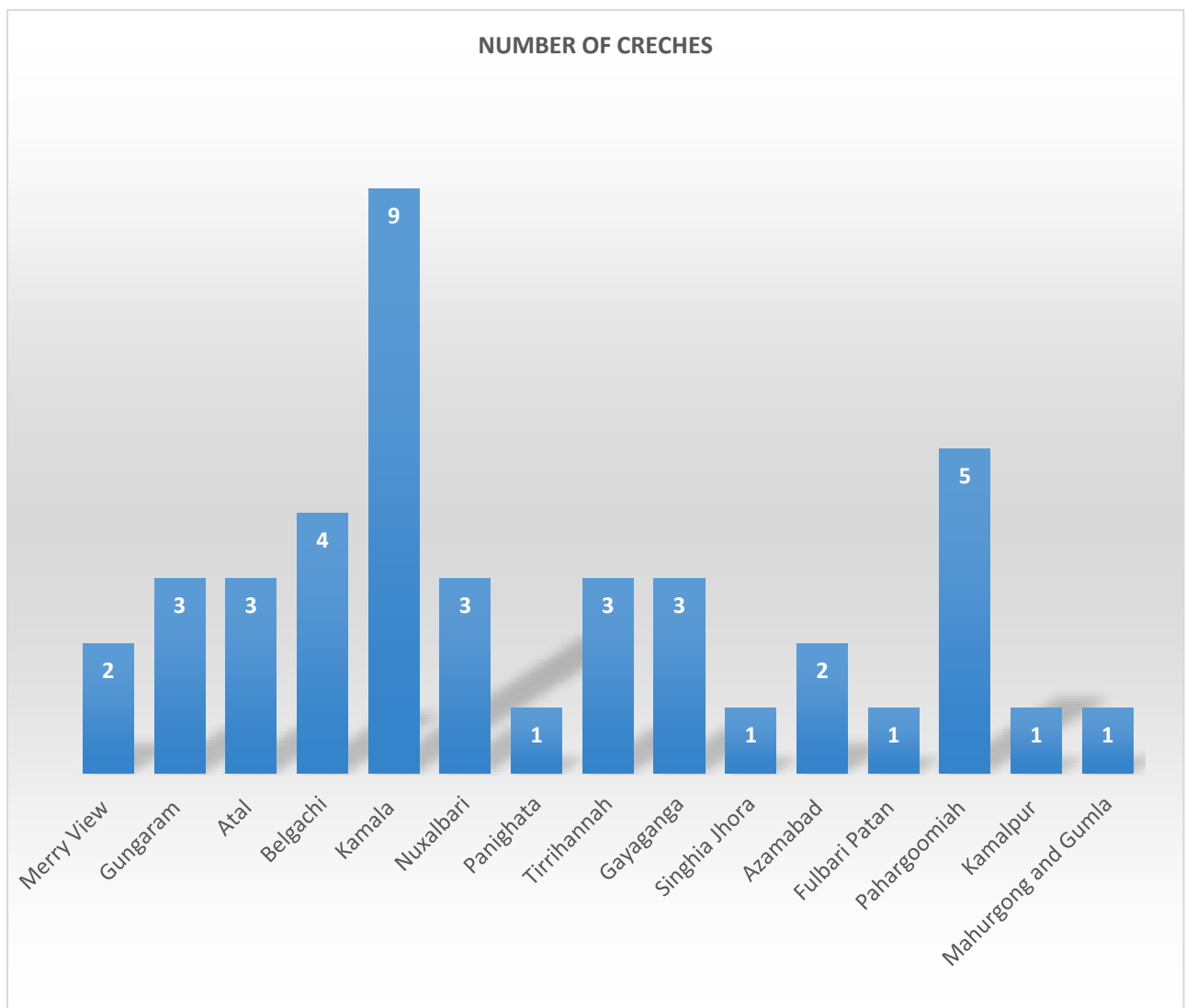
*Source: Computed by the author*



Table- 4.2, and graph- 4.6 show us the sources of supply of water to the selected tea estates. Here we can see that the most important source of supply of water is ring well. Ring wells are the sources of supply of water in 12 tea estates; which is 37% of all different kind of sources of water. Similarly, 27% of the supply of water comes from Sajaldhara, 30% from the tube well and deep tube well, 3% from river source and 3% of the supply of water come from Pump set.

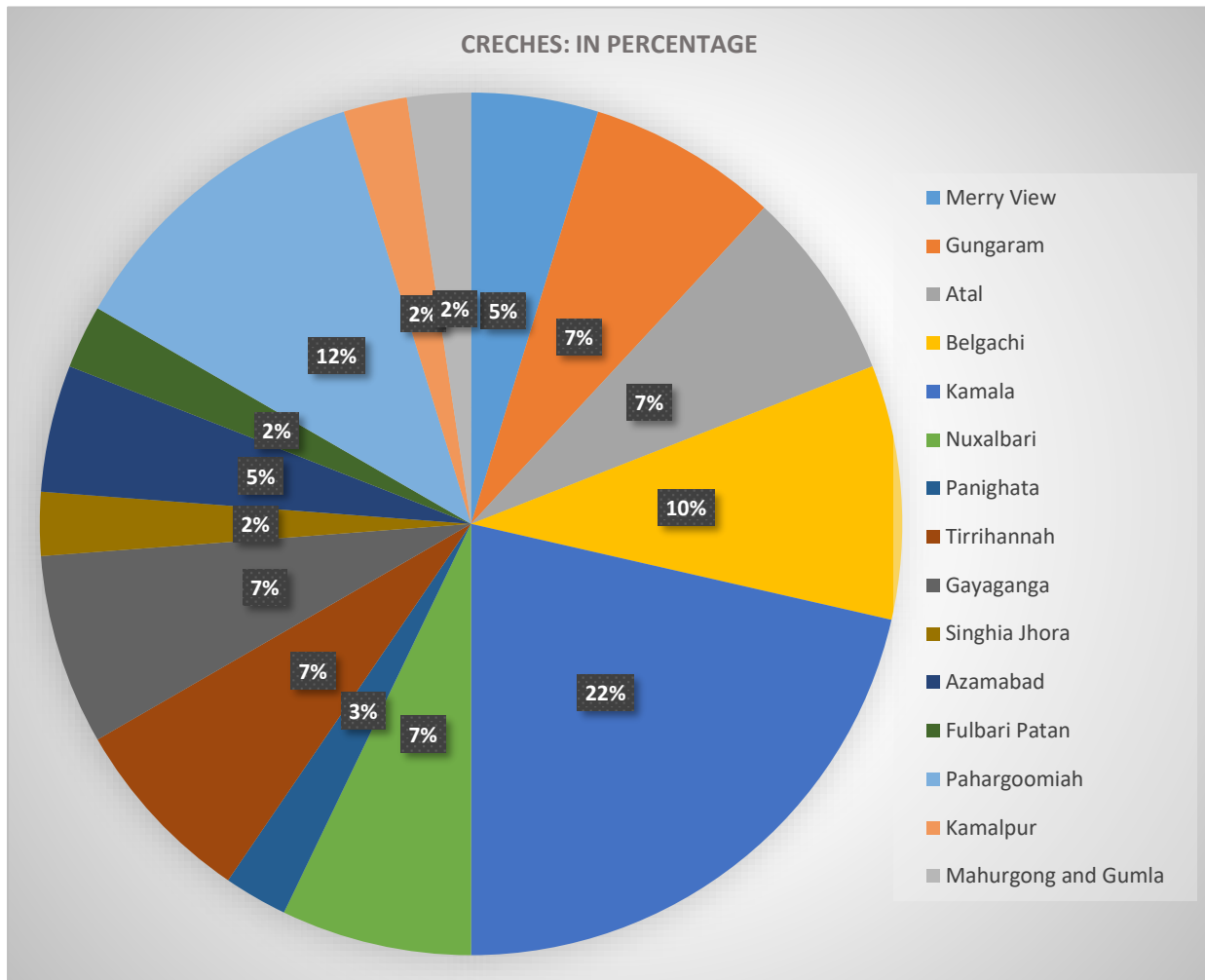
#### 4.1.1.5: Crèche Facility

**Graph: 4.7**



*Source: Field survey*

**Graph: 4.8**

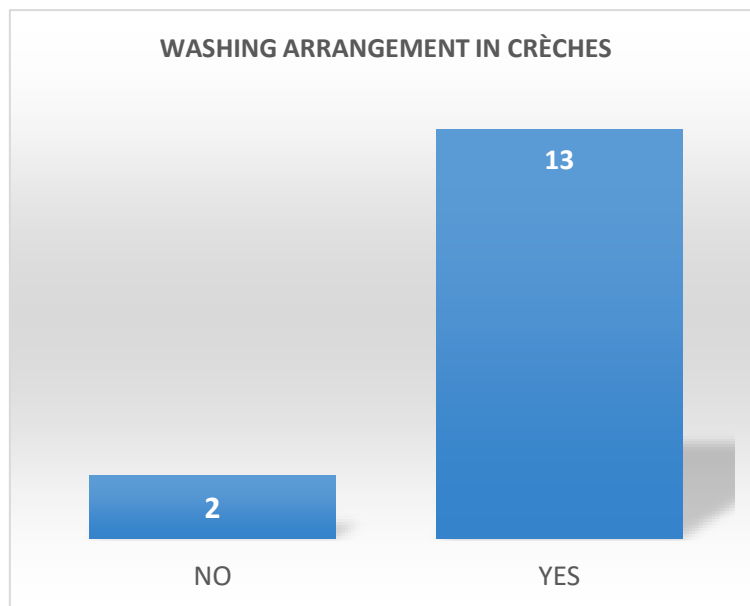


*Source: Computed by the author*

Graph- 4.7, and graph- 4.8 show us the number of crèches present in the tea estates. Here we can see that highest number of crèches are present in Kamala Tea estate which contributes 22 % of total crèches in our selected tea estates and second highest number of crèches are present in Pahargoomiah tea estate which contributes 12 % of total crèches in our selected tea estates.

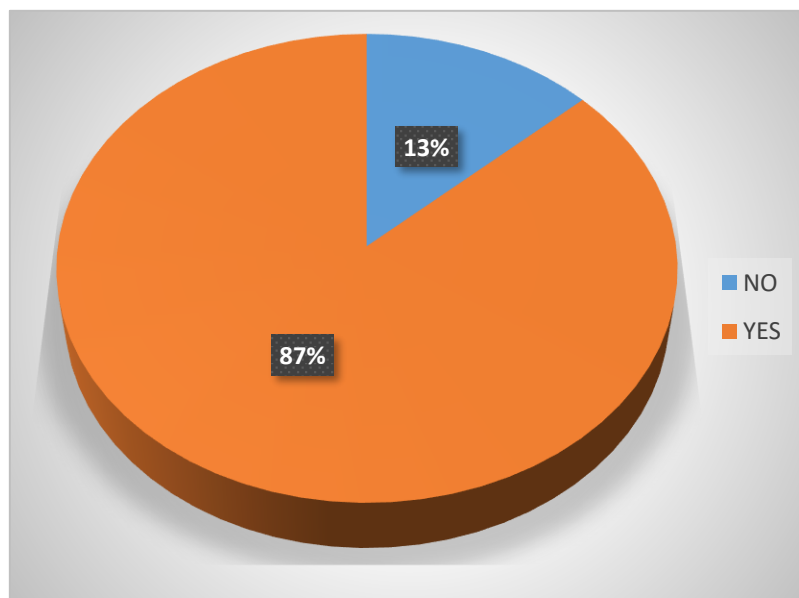
**4.1.1.6: Washing facility in Crèches**

**Graph: 4.9**



*Source: Field survey*

**Graph: 4.10**

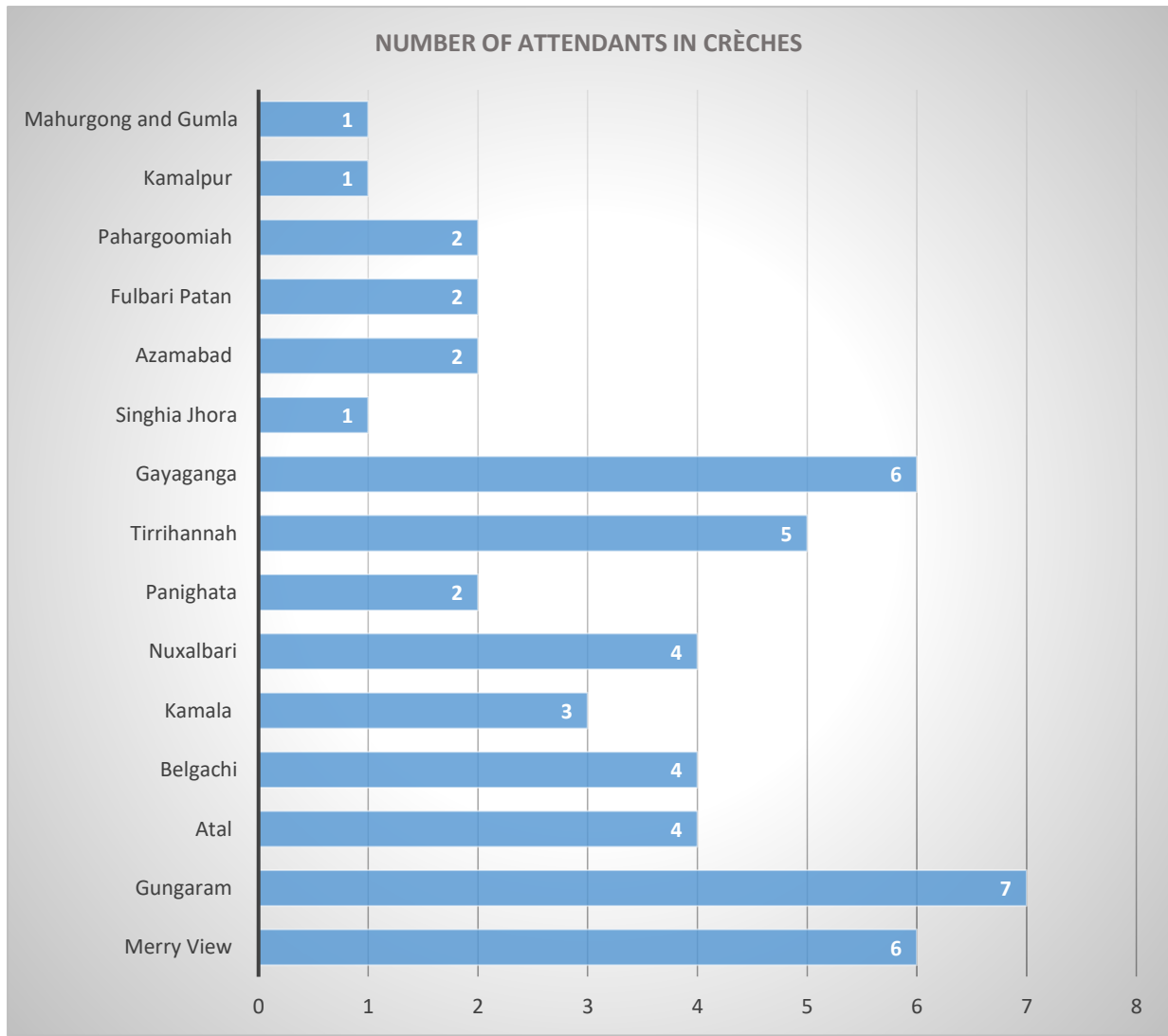


*Source: Computed by the author*

Graphs- 4.9, and graph- 4.10 show us that 13 tea estates have the washing facility in crèches, which means that around 87 % of our sample tea estates have washing facilities in crèches whereas 13 % of them does not have.

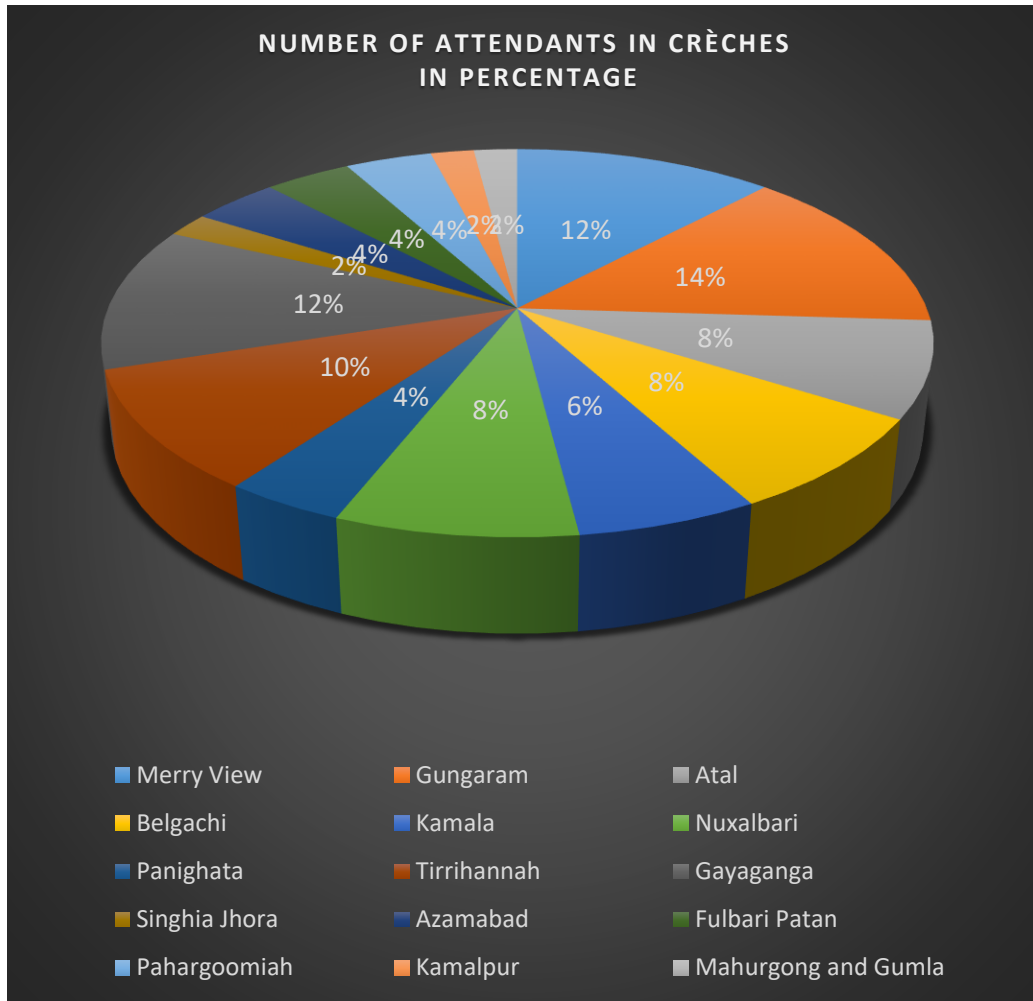
**4.1.1.7: Number of Attendants in Crèches**

**Graph: 4.11**



*Source: Field survey*

**Graph: 4.12**

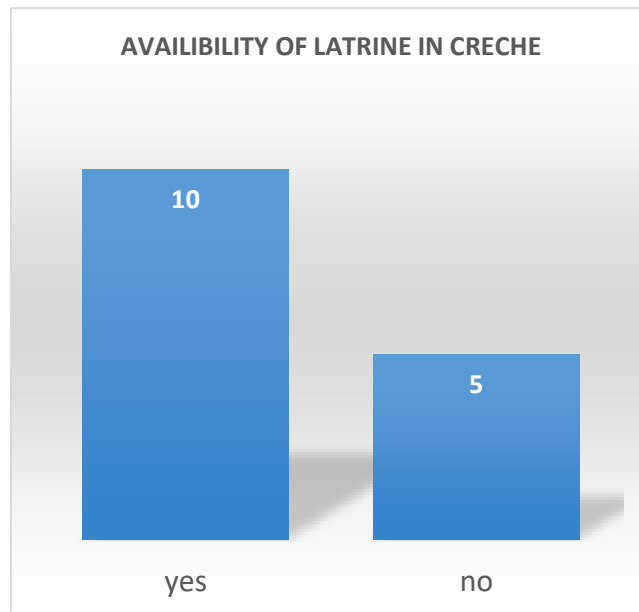


*Source: Computed by the author*

Graph 4.11, and graph- 4.12 show us the number of attendants in the tea estates. Here we can see that the highest number of attendants are present in Gungaram Tea estates that mean 14 % of attendants are present in Gungaram Tea estates.

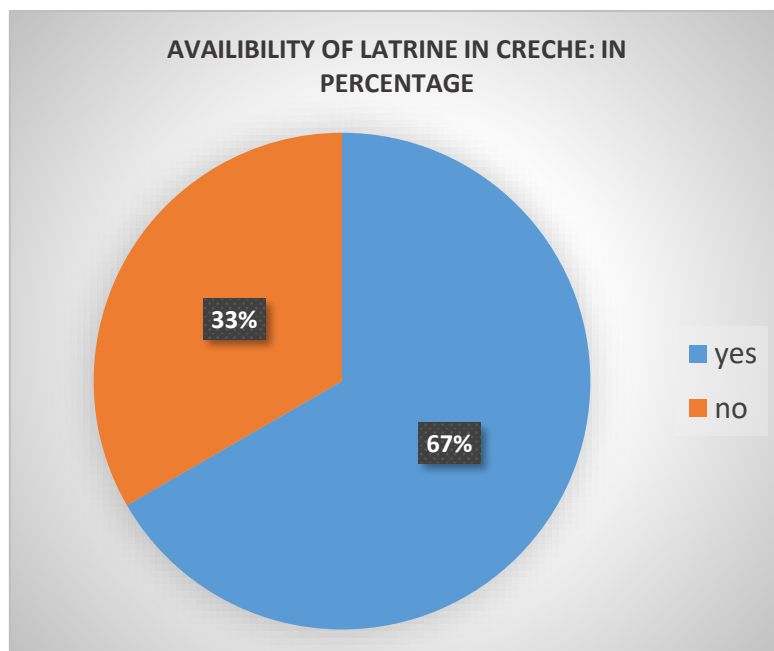
**4.1.1.8: Facility of Latrine in Crèches**

**Graph: 4.13**



*Source: Field survey*

**Graph: 4.14**

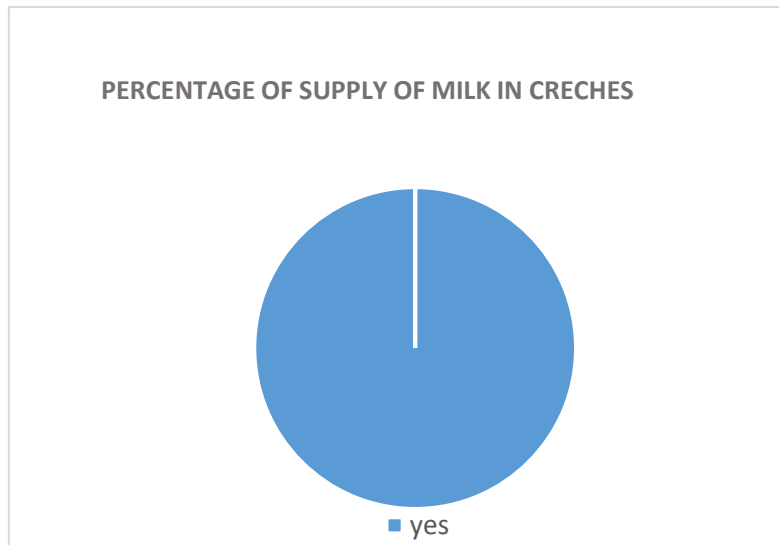


*Source: Computed by the author*

Graph- 4.13, and graph- 4.14 show us the number of latrines exists in the creches of the tea estates. Here we can see that 10 out of 15 tea estates; that means 67 % of them has latrine facility in the crèches; whereas 33% of them does not have.

#### 4.1.1.9: Status of Supply of Milk in Crèches

**Graph: 4.15**

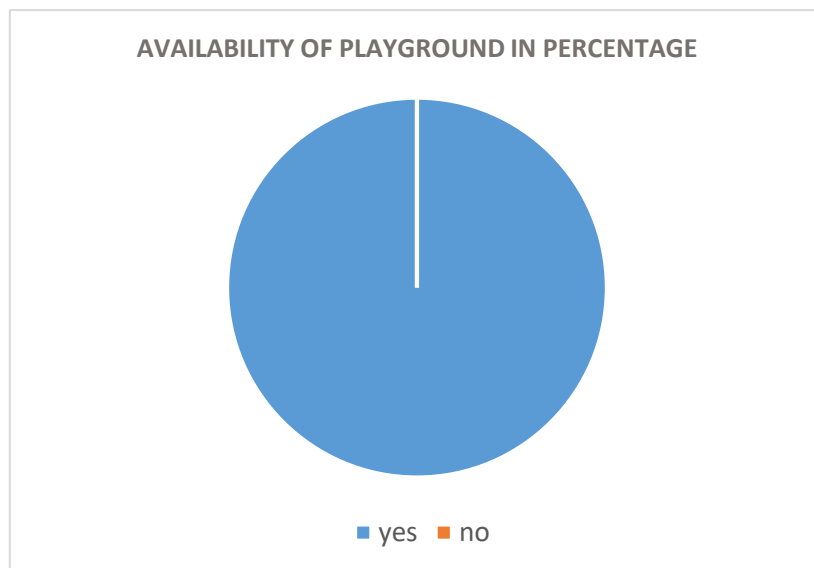


*Source: Computed by the author*

The above graph shows us the percentage of tea estates where milk is supplied in creches. Here we can see that all of the selected tea estates have milk supply facility in the crèches.

**4.1.1.10: Availability of Playground**

**Graph: 4.16**

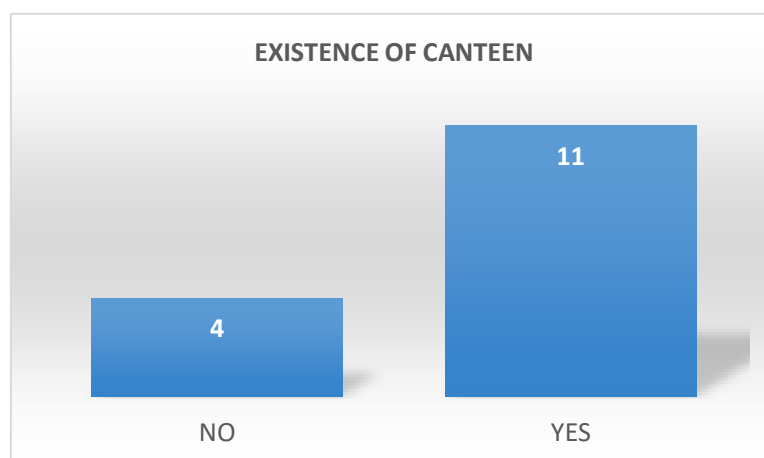


*Source: Computed by the author*

The above graph indicates the percentage of tea estates where playgrounds are available. Here we can see that playgrounds are available in all of the tea estates.

**4.1.1.11: Canteen Facility**

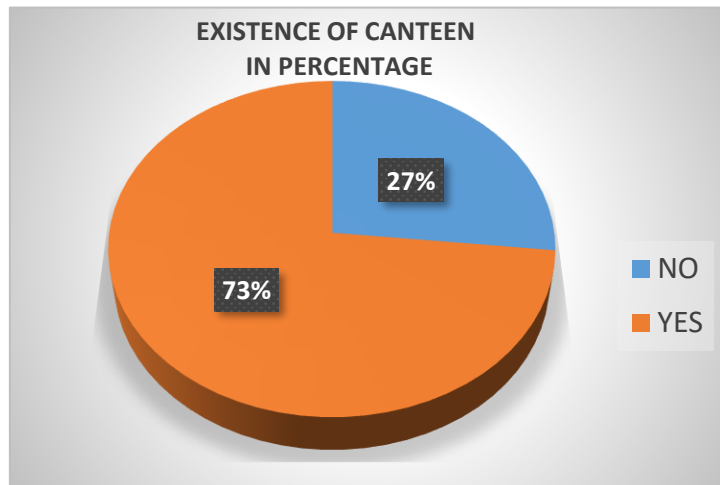
**Graph: 4.17**



*Source: Field survey*



**Graph: 4.18**

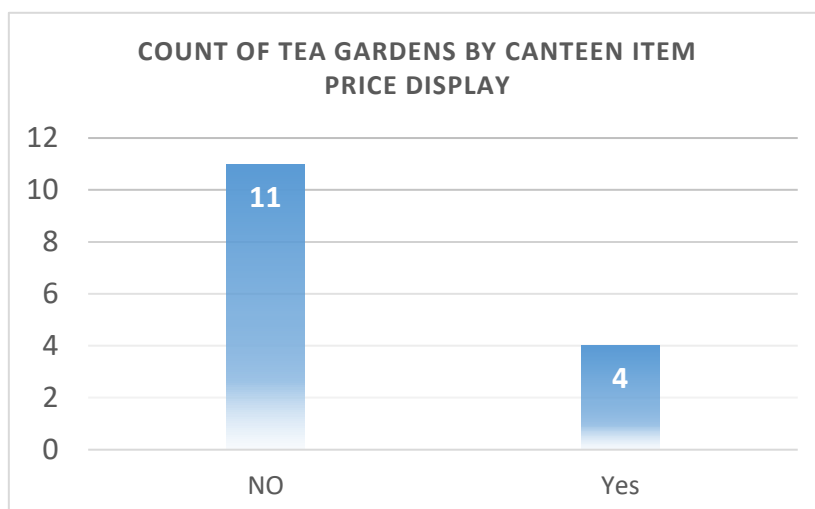


*Source: Computed by authors*

Graph- 4.17, and graph- 4.18 show us the existence of canteen in the tea estates. Here we can see that 11 out of 15 tea estates; that means 73 % of them has canteen facility; whereas 27% of them does not have.

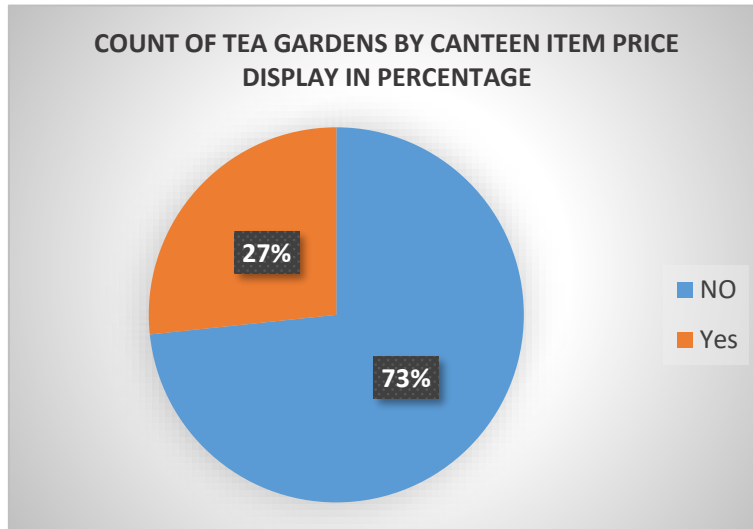
**4.1.1.12: Display of Price of Item in Canteen**

**Graph: 4.19**



*Source: Field survey*

**Graph: 4.20**

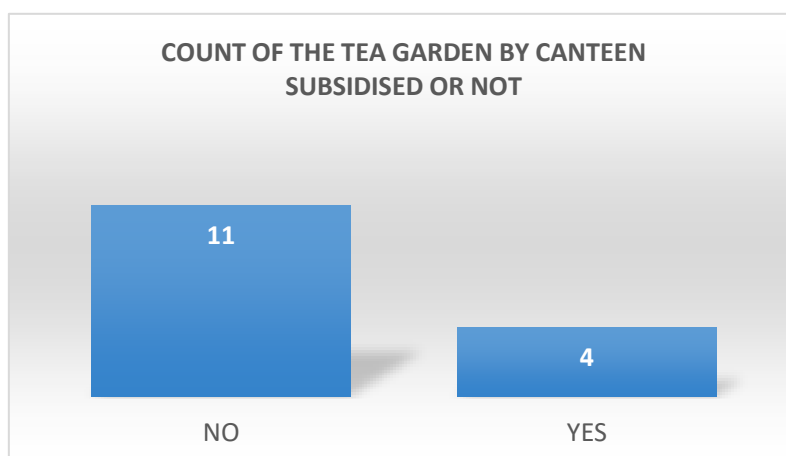


*Source: Computed by the author*

Graph- 4.19, and graph- 4.20 show us whether the price of the item is displayed in the canteens. Here we can see that 11 out of 15 tea estates; that means in 73 % of the tea estates item price is displayed in canteen.

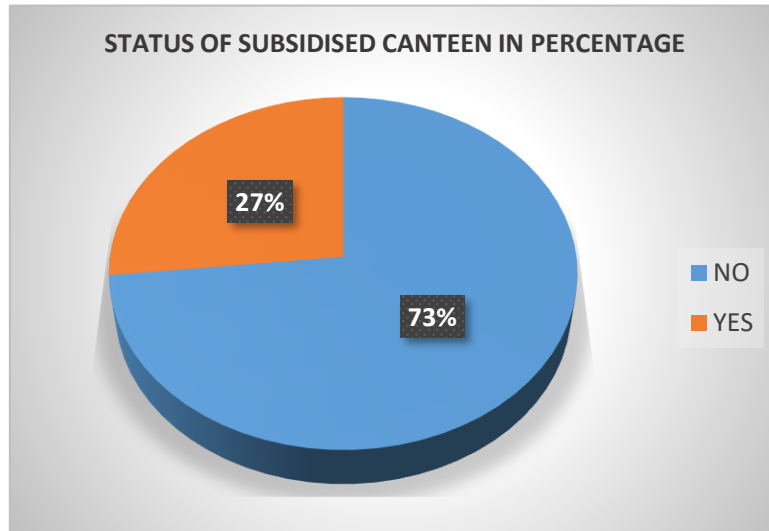
**4.1.1.13: Status of Subsidized Canteen**

**Graph: 4.21**



*Source: Field survey*

**Graph: 4.22**

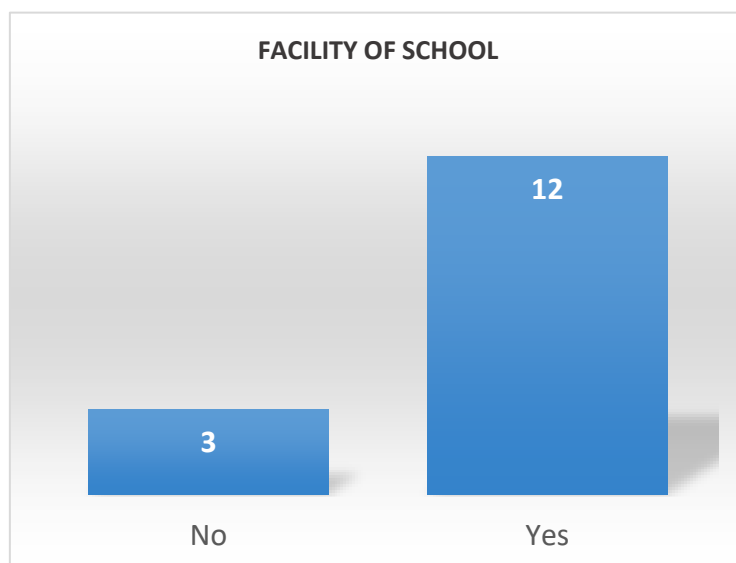


*Source: Computed by the author*

Graph- 4.21, and graph- 4.22 illustrate to us the number of the subsidized canteen. Here we can see that in 11 out of 15 tea estates; that means in 73 % of the tea estates canteens are subsidized.

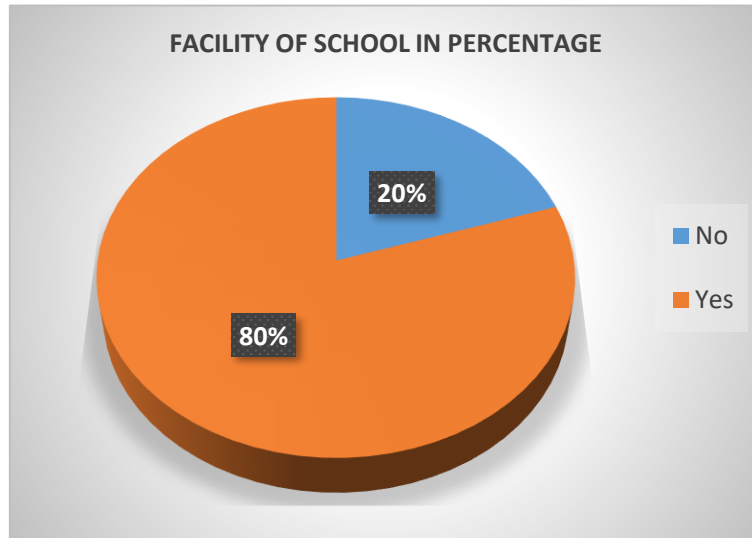
**4.1.1.14: Provision of School**

**Graph: 4.23**



*Source: Field Survey*

**Graph: 4.24**

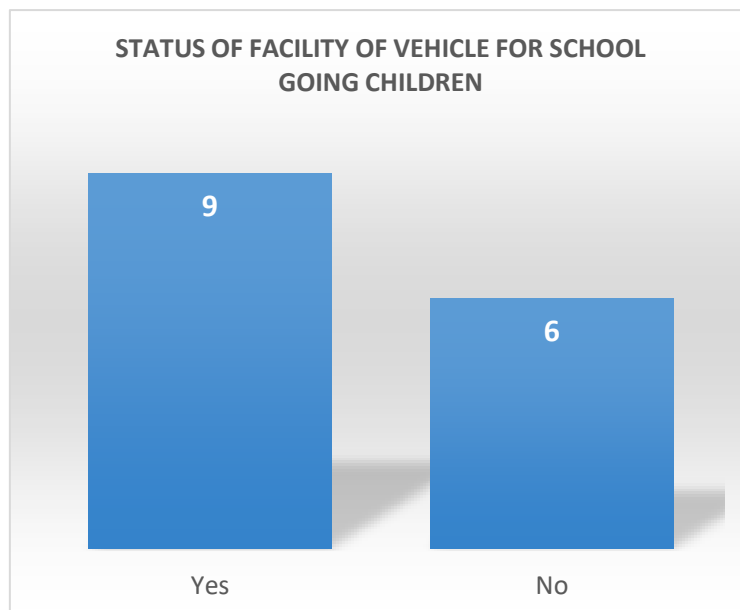


*Source: Computed by the author*

Graph- 4.23, and graph- 4.24 show us the status of provision for school. Here we can see that in 12 out of 15 tea estates; that means in 80 % of the tea estates provision for school is there.

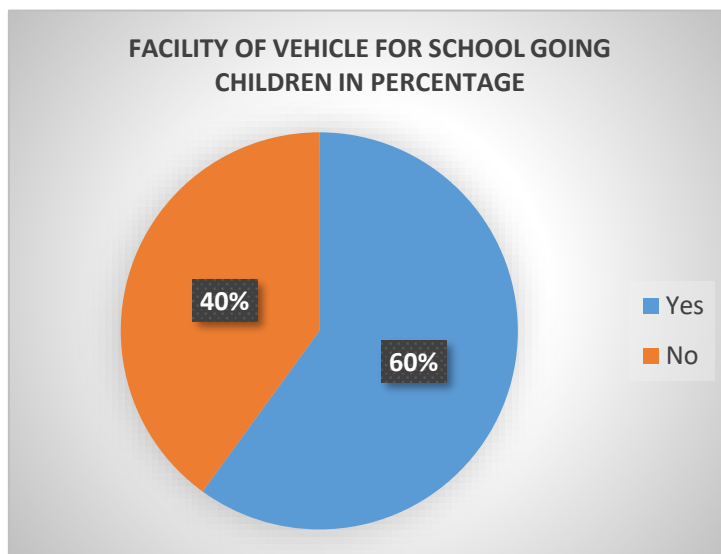
**4.1.1.15: Facility of Vehicle for School Going Children**

**Graph: 4.25**



*Source: Field Survey*

**Graph: 4.26**

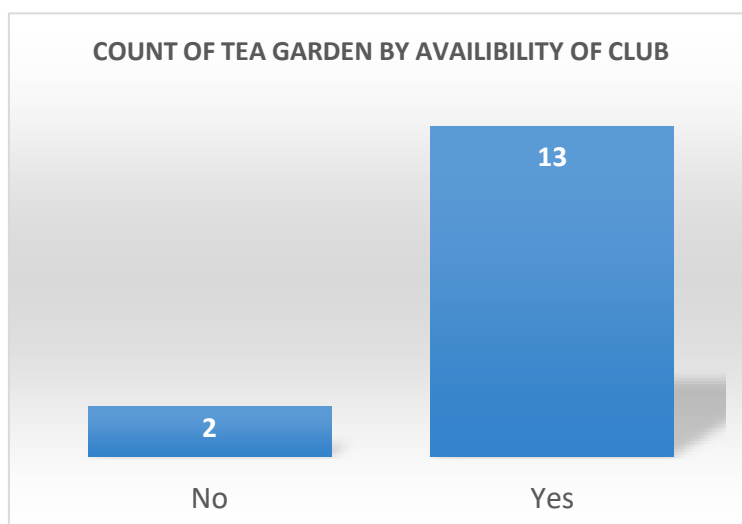


*Source: Computed by the author*

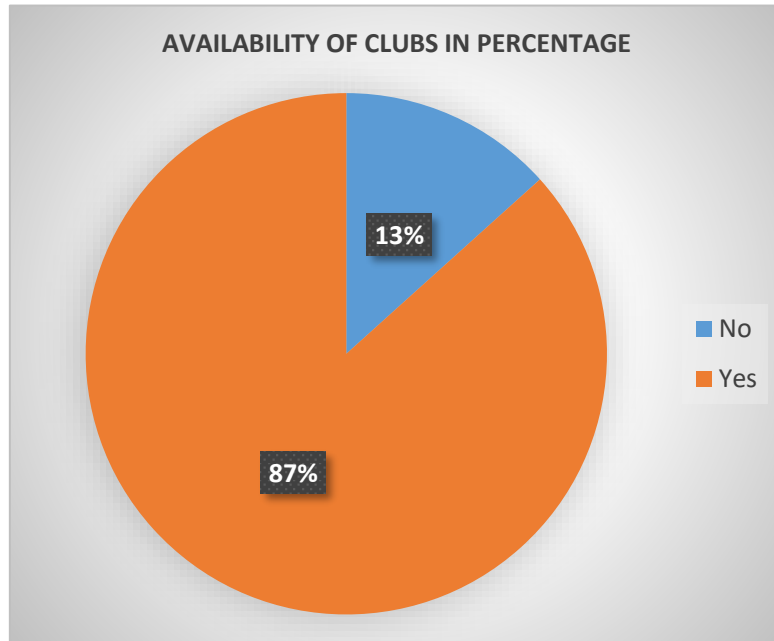
Here we can see, from graph- 4.25, and graph- 4.26, that 9 out of 15 tea estates; that means 60 % of the tea estates have vehicle facility for school going children.

**4.1.1.16: Availability of Clubs**

**Graph: 4.27**



*Source: Field Survey*

**Graph: 4.28**

*Source: Computed by the author*

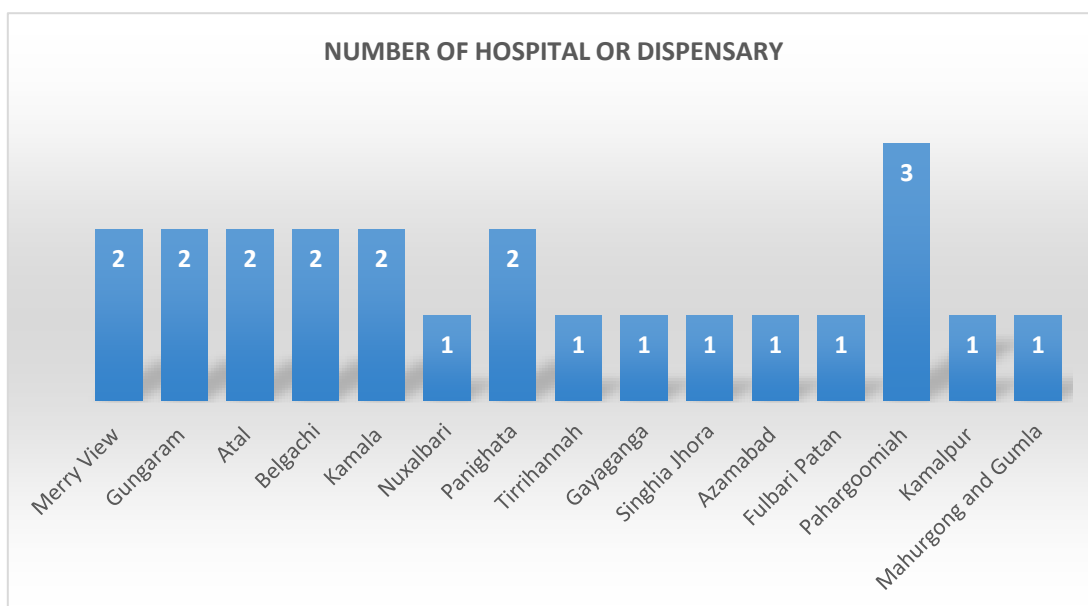
Here we can see, from graph- 4.27, and graph- 4.28, that 13 out of 15 tea estates; that means 87 % of the tea estates have club facility for recreation, where as 13 % does not have.

#### **4.1.2: Health and Safety Measures**

As our topic suggests, health is also an important variable that we had to take into consideration. Health measures has been analyzed from different aspects. One by one we will analyse different important components of health and safety measures.

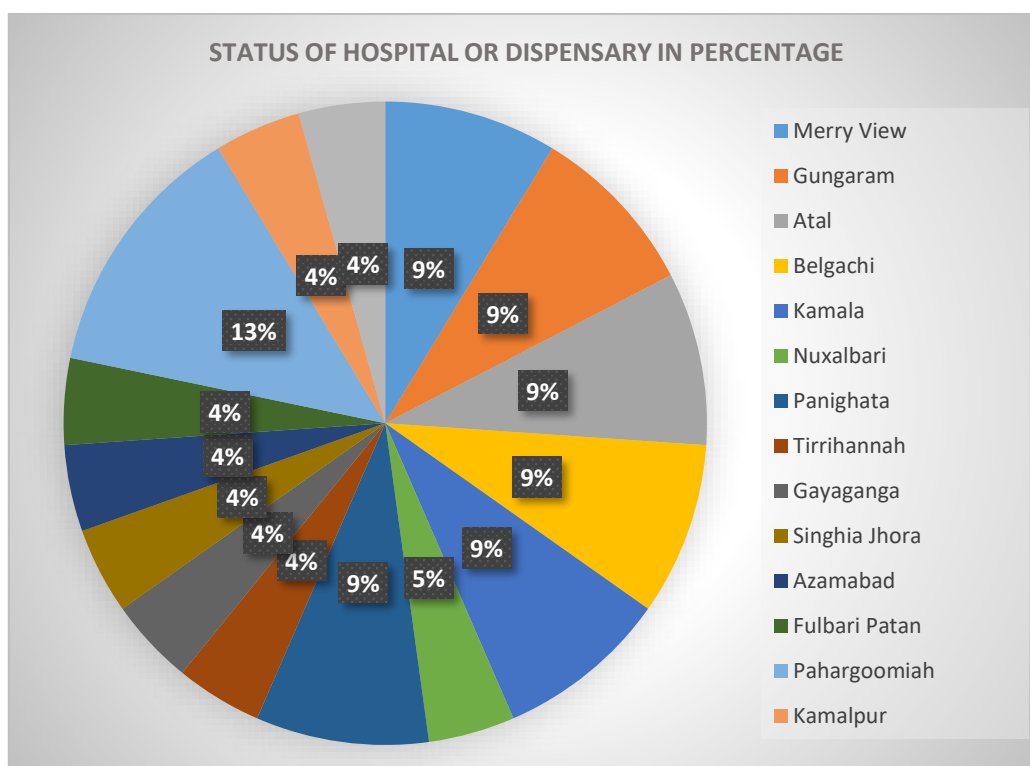
**4.1.2.1: Status of Hospital or Dispensary**

**Graph: 4.29**



Source: Field survey

**Graph: 4.30**

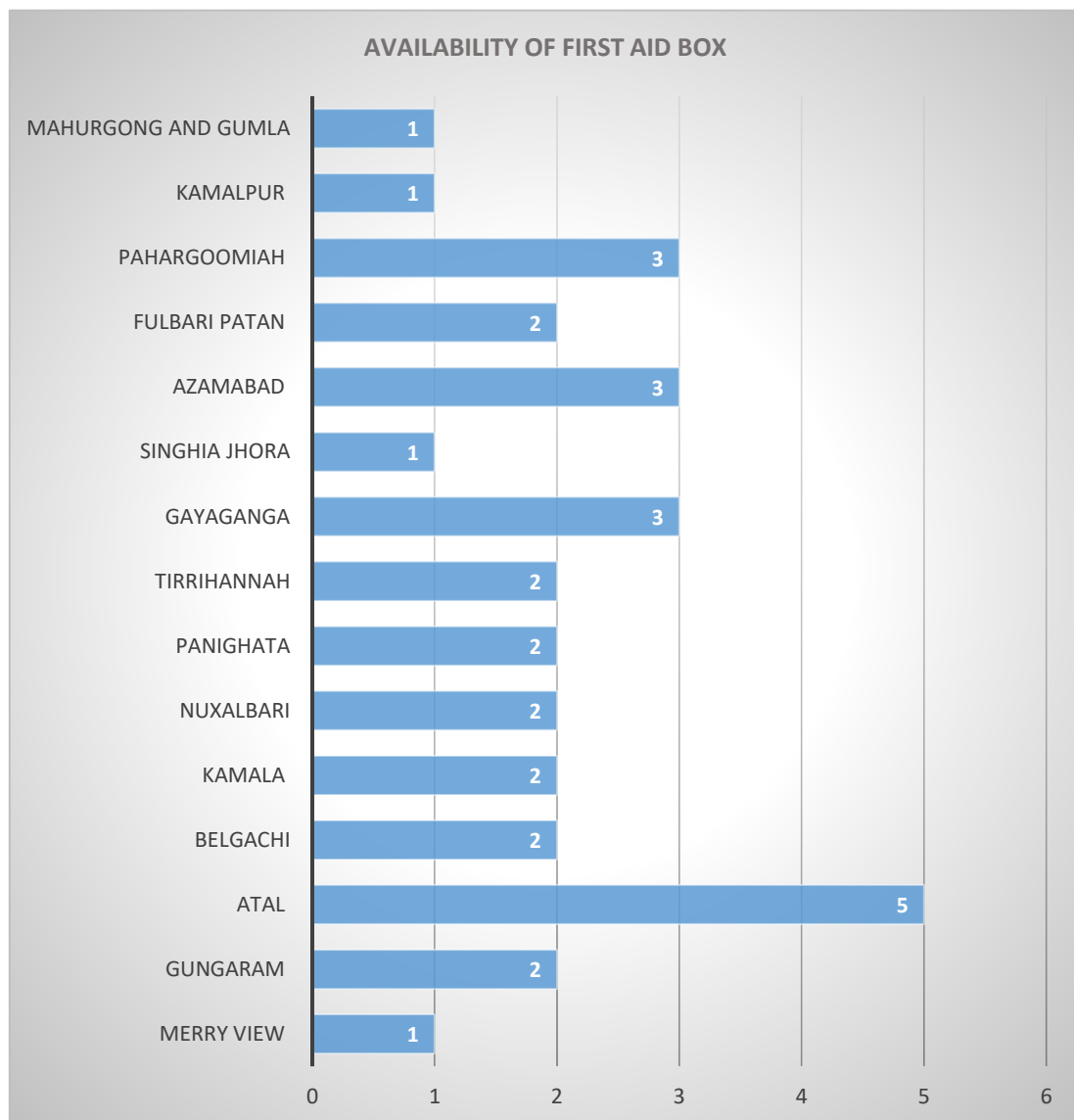


Source: Computed by the author

The above two graphs- graph 4.29 and graph 4.30 explain the number and percentage of hospital and dispensaries in the selected tea estates. It is clearly visible that Pahargoomiah tea estate has highest number of hospital or dispensaries which is 13% of total hospital or dispensaries in selected tea estates.

#### 4.1.2.2. Availability of First Aid Box

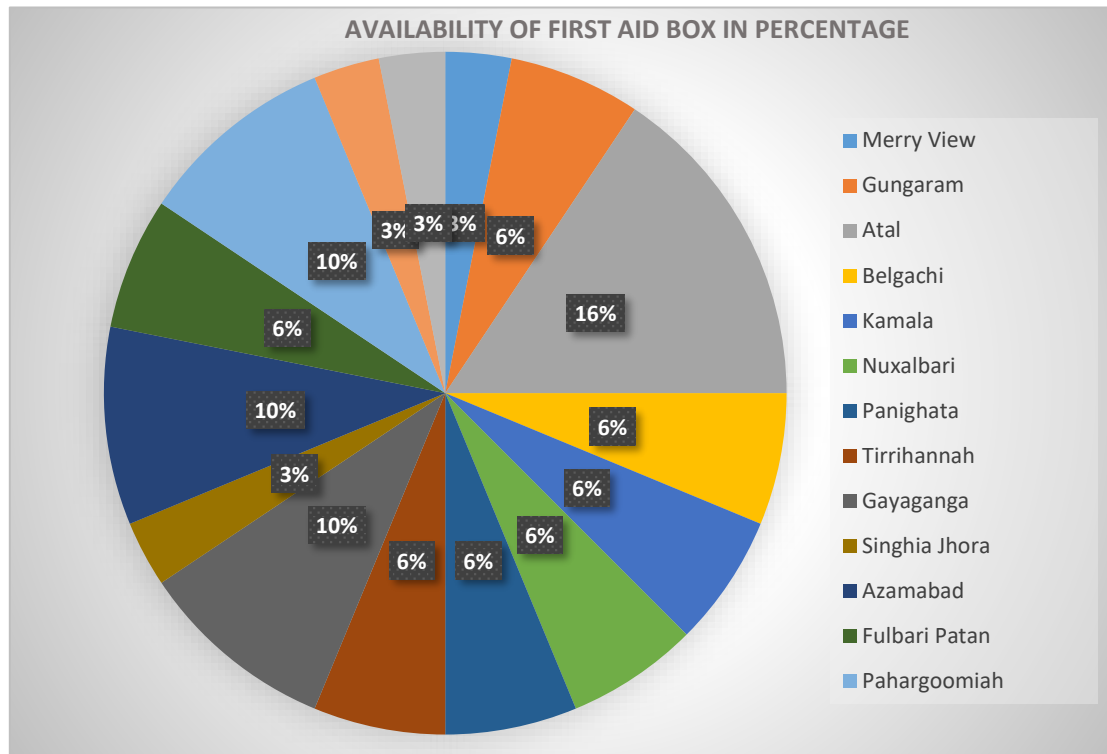
**Graph: 4.31**



*Source: Field survey*



**Graph: 4.32**

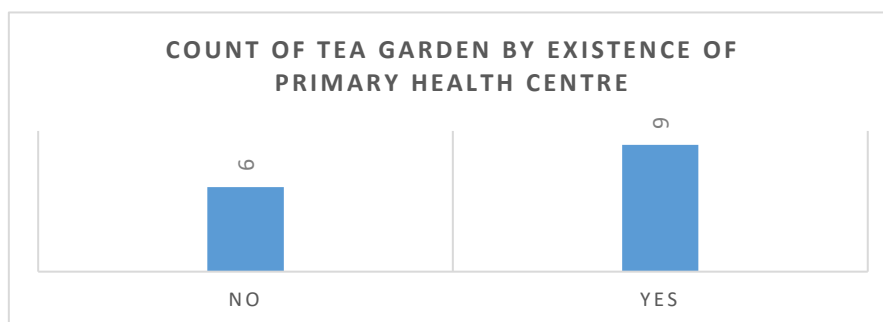


*Source: Computed by the author*

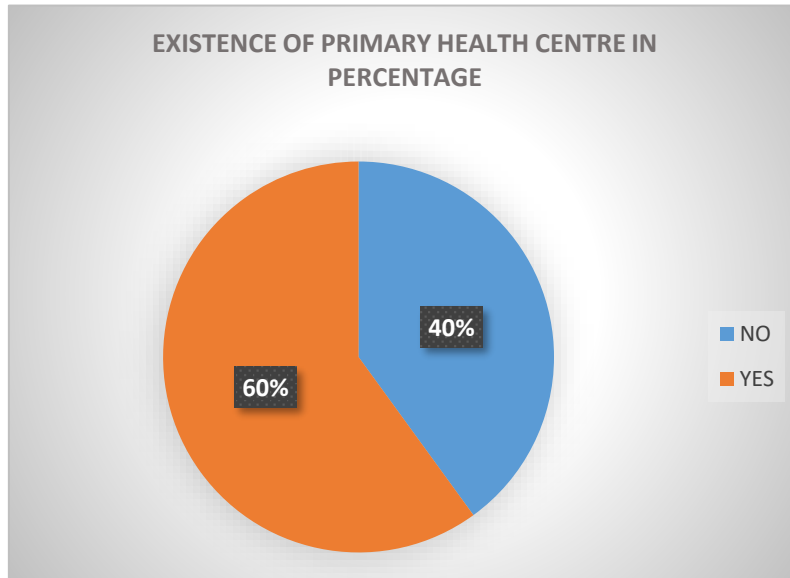
Graph- 4.31, and Graph- 4.32 reveal the status of availability of first aid boxes in tea estates. Here we can see that Atal tea estate has highest number of first aid boxes- 5 boxes, which is 16 % of total first aid boxes, available in the selected tea estates. Whereas Mohurgong, Kamalpur, Singhiajhora Tea Estate have only 1 first aid box each.

**4.1.2.3: Existence of Primary Health Centre**

**Graph: 4.33**



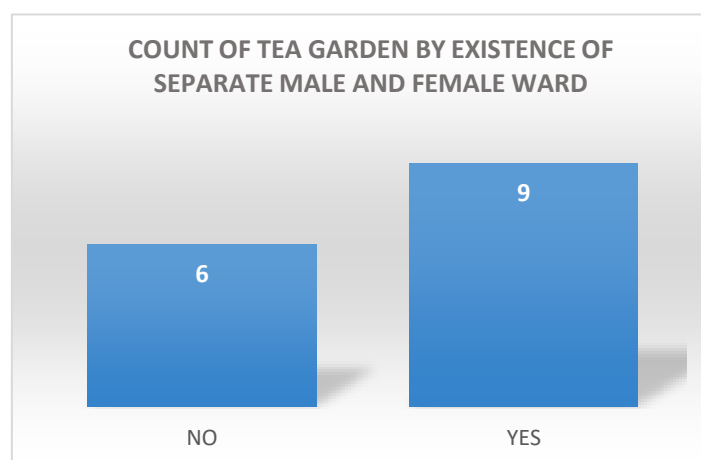
*Source: Field survey*

**Graph: 4.34**

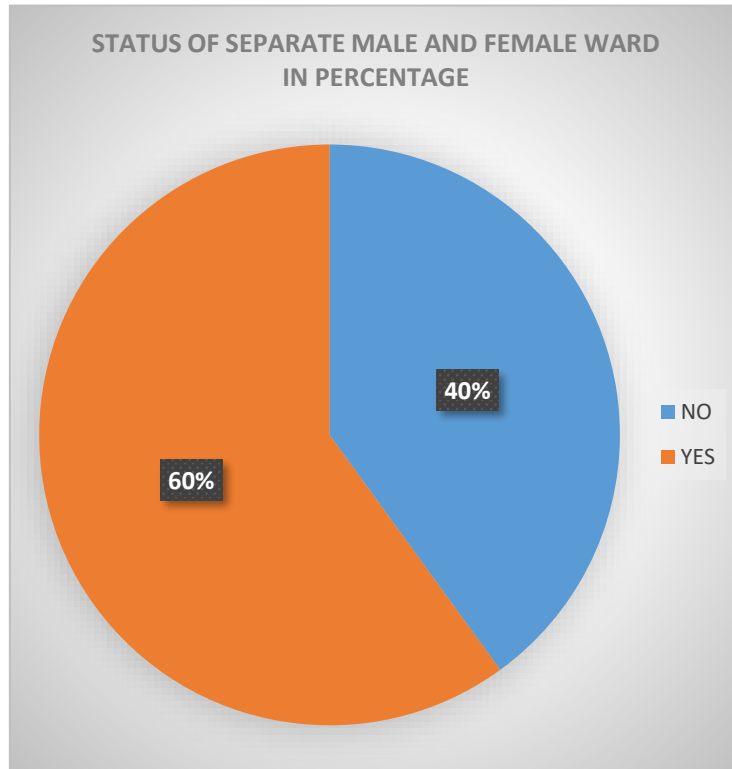
*Source: Computed by the author*

The above two graphs- graph- 4.33, and graph- 4.34 reveal the status of existence of primary health centre in the tea gardens. Here we can see that only 9 gardens out of 15 selected tea estates that means 60 % of total selected tea estates have primary health centre; whereas 40% of the selected tea estates do not have.

#### **4.1.2.4. Existence of Separate Male and Female Ward**

**Graph: 4.35**

*Source: Field survey*

**Graph: 4.36**

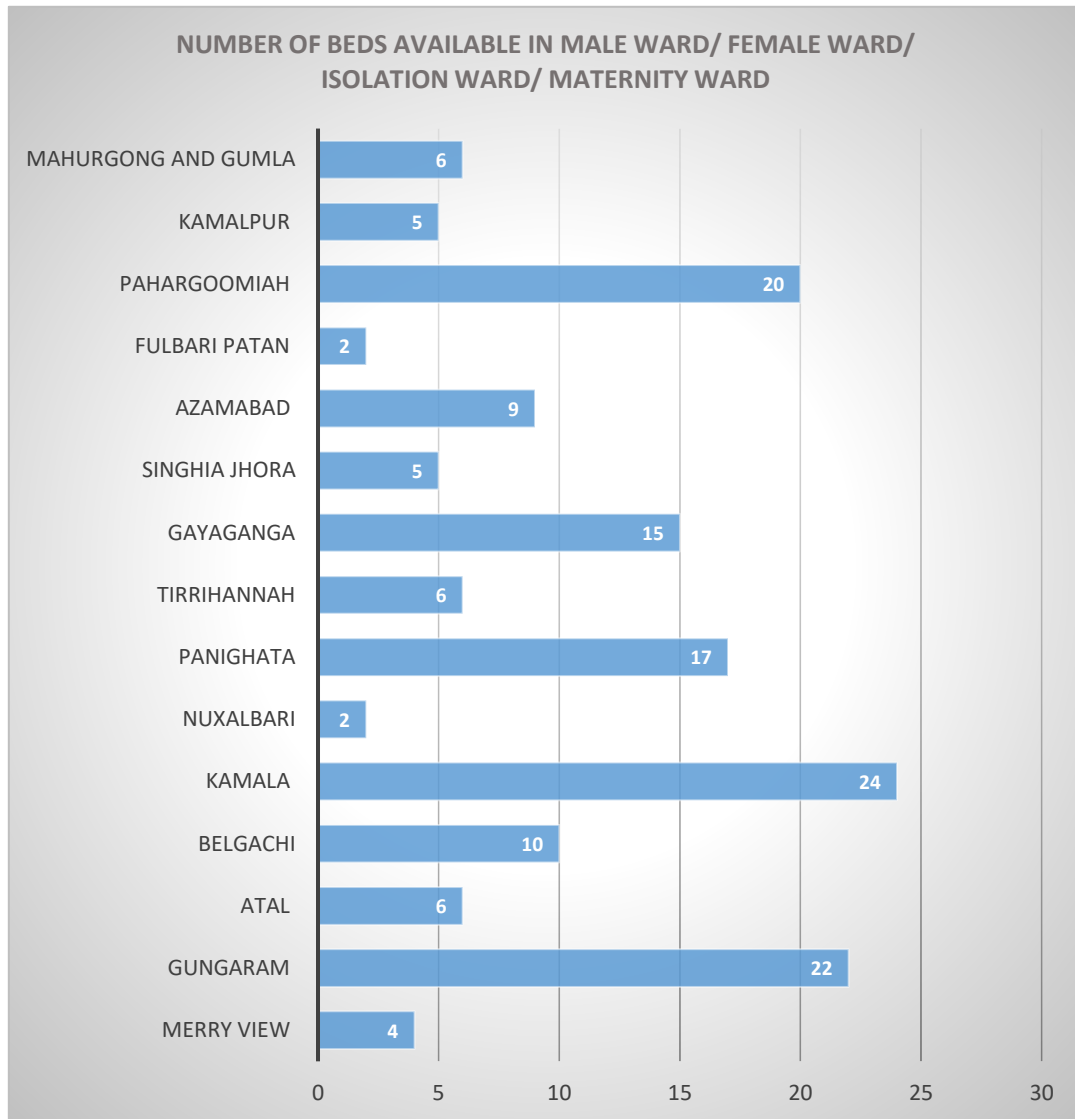
*Source: Computed by the author*

Graph- 4.35, and graph- 4.36 reveal the status of separate male and female wards, exist in tea estates. Here it is clear that 9 tea estates means 60 % of the tea estates have separate male and female ward; whereas 6 tea estates means 40 % of tea estates do not have separate male and female ward.

**4.1.2.5. Availability of Beds in Male Ward/ Female Ward/ Isolation Ward/ Maternity**

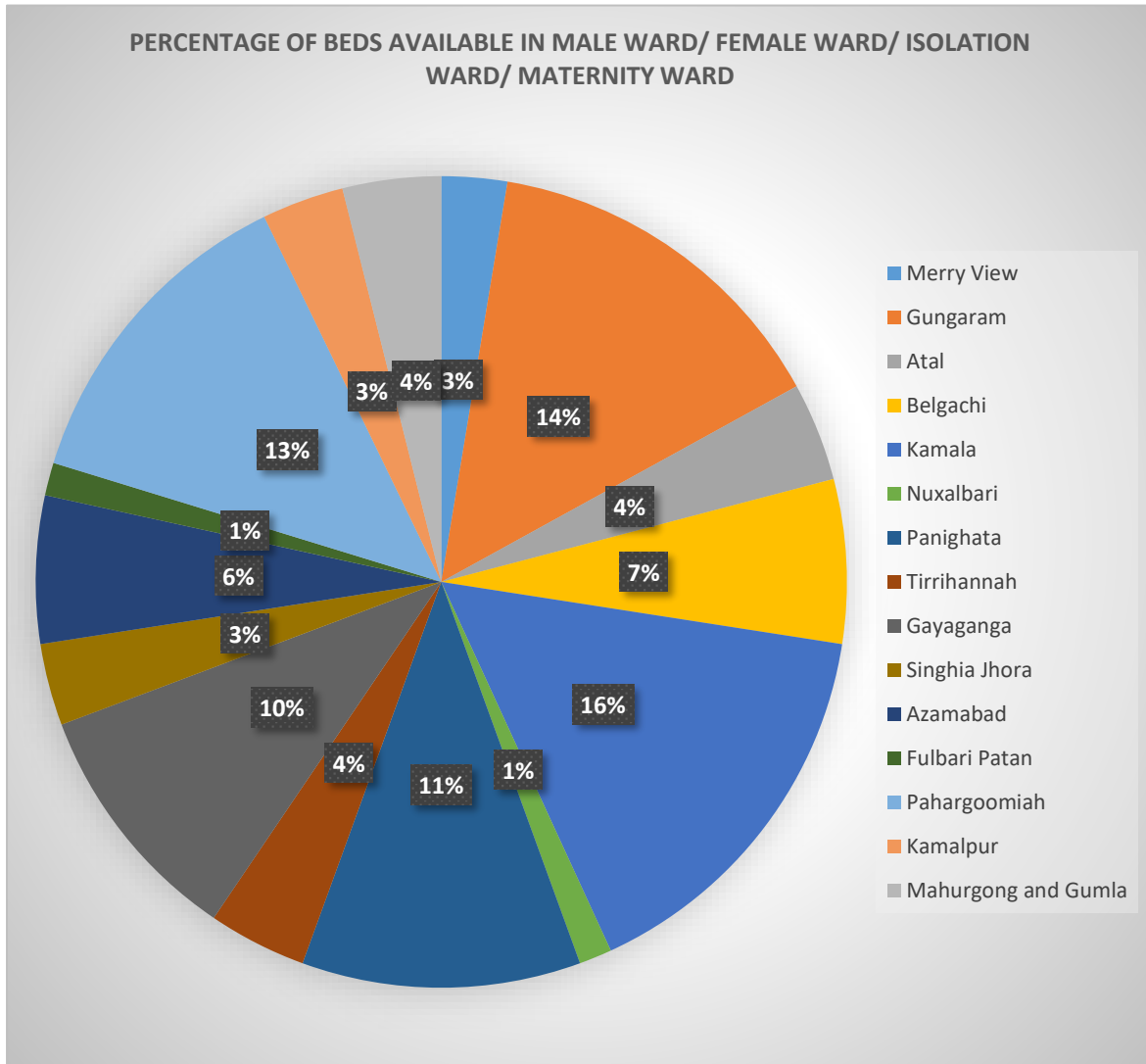
**Ward**

**Graph: 4.37**



*Source: Field Survey*

**Graph: 4.38**

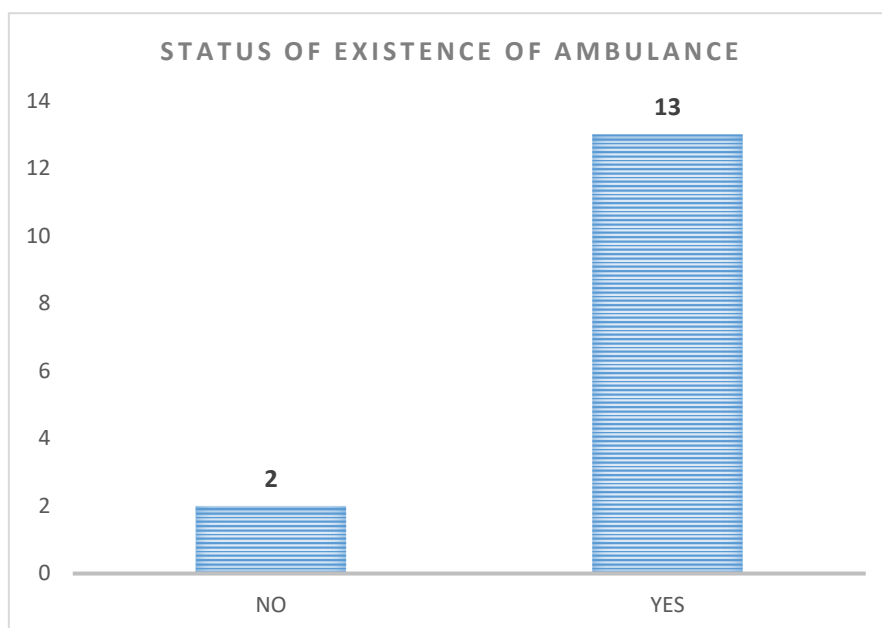


*Source: Computed by the author*

The above two graphs- graph- 4.37, and graph- 4.38 show us the availability of beds in the male ward or female ward or isolation ward or maternity ward in the selected tea estates. The highest number of beds are available in Kamala tea estate- 24 beds, followed by Gungaram and Pahargoomiah tea estate where 22 and 20 beds are available respectively.

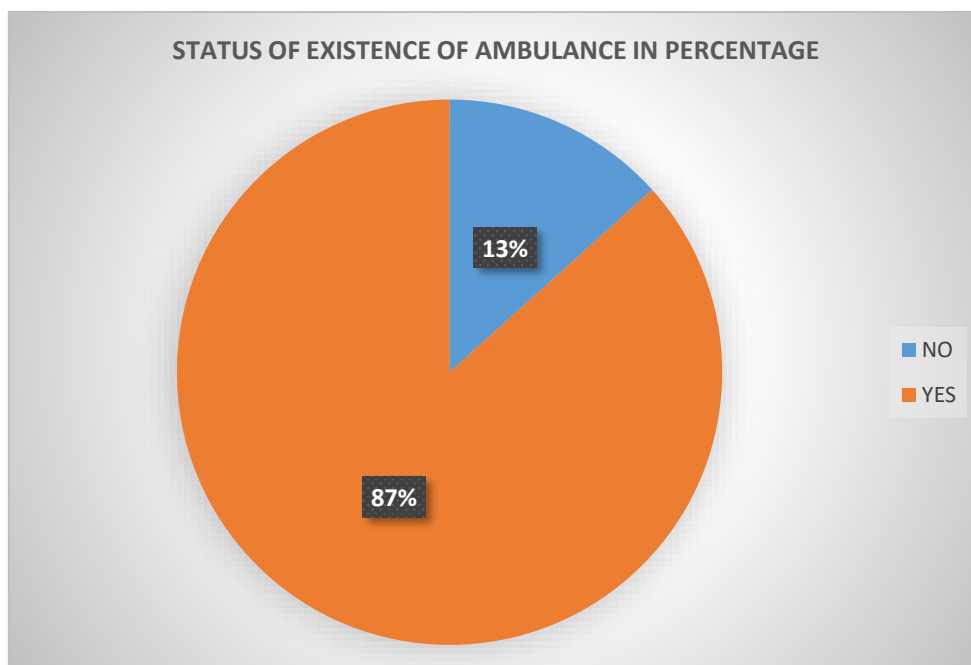
**4.1.2.6: Status of Existence of Ambulance**

**Graph: 4.39**



*Source: Field Survey*

**Graph: 4.40**

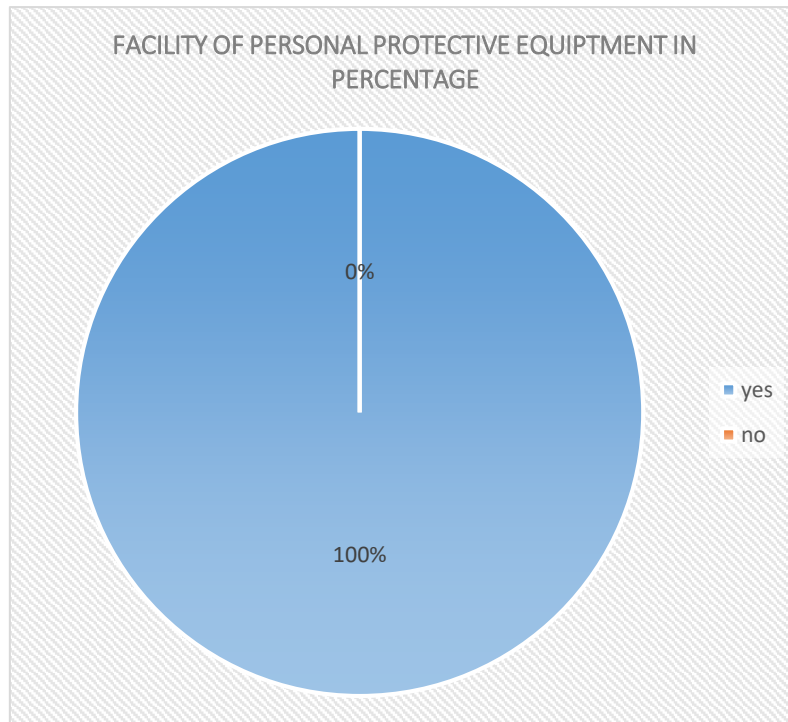


*Source: Computed by the author*

Graph- 4.39, and graph- 4.30 show us the status of availability of ambulance in selected tea gardens in case of a health emergency. Here we can see that 13 out of 15 tea estates that means 87% have ambulance facility whereas 13% does not have.

#### 4.1.2.7: Facility of Personal Protective Equipment (PPE)

**Graph: 4.41**

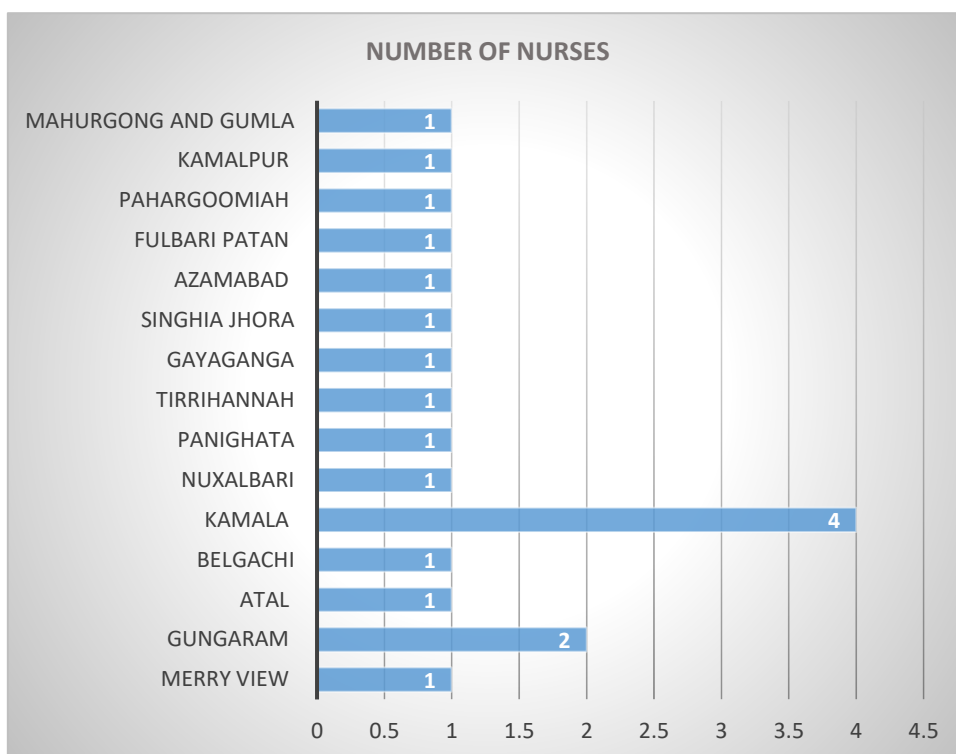


*Source: Computed by the author*

It is good to find that all the tea estates are very much concerned about personal protective equipment including goggles, safety footwear, gloves, and nose mask; this means, tea gardens are very much concerned about the safety of the workers.

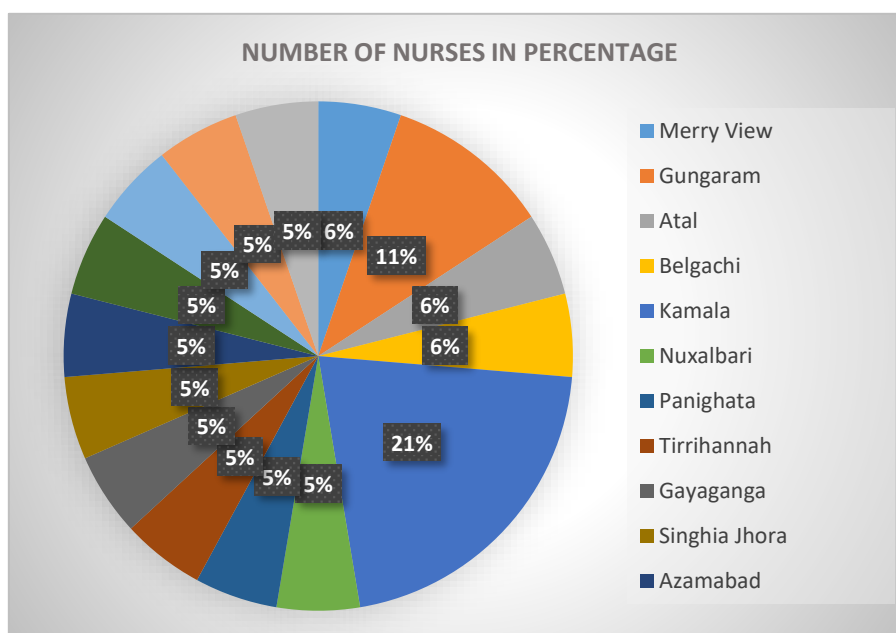
4.1.2.8: Number of Nurses

Graph: 4.42



Source: Field Survey

Graph: 4.43



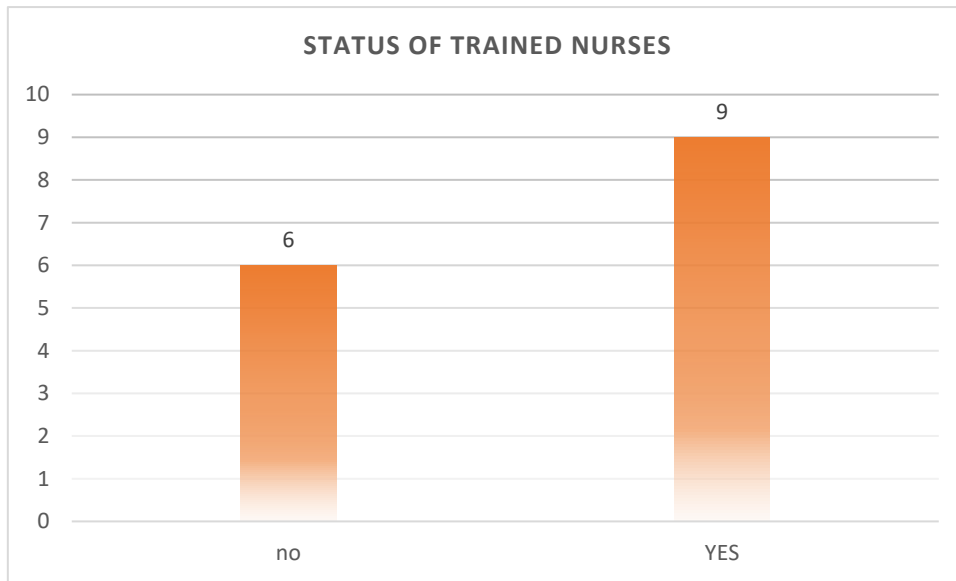
Source: Computed by the author



The above two graphs- graph- 4.42, and graph- 4.43 show us the status of the number of nurses in the selected tea estates. Here we can see only Kamala tea estate has 4 nurses, whereas others have only 1 nurse each, except Gungaram tea estate where 2 nurses are there.

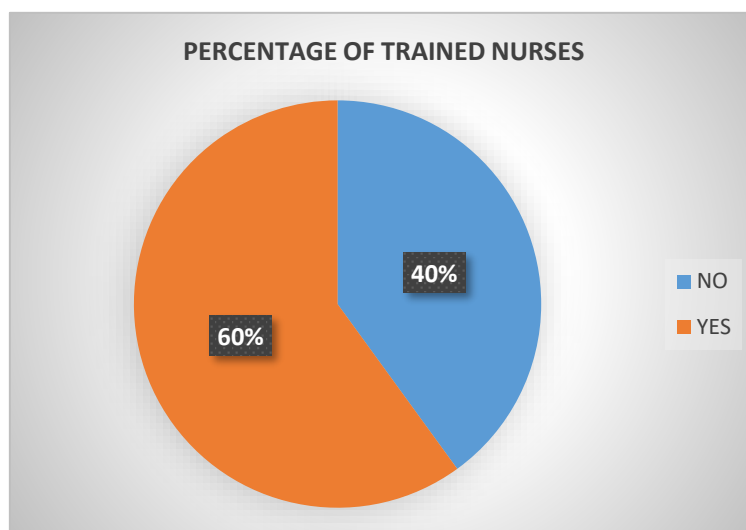
**4.1.2.9: Status of Trained Nurses**

**Graph: 4.44**



*Source: Field survey*

**Graph: 4.45**

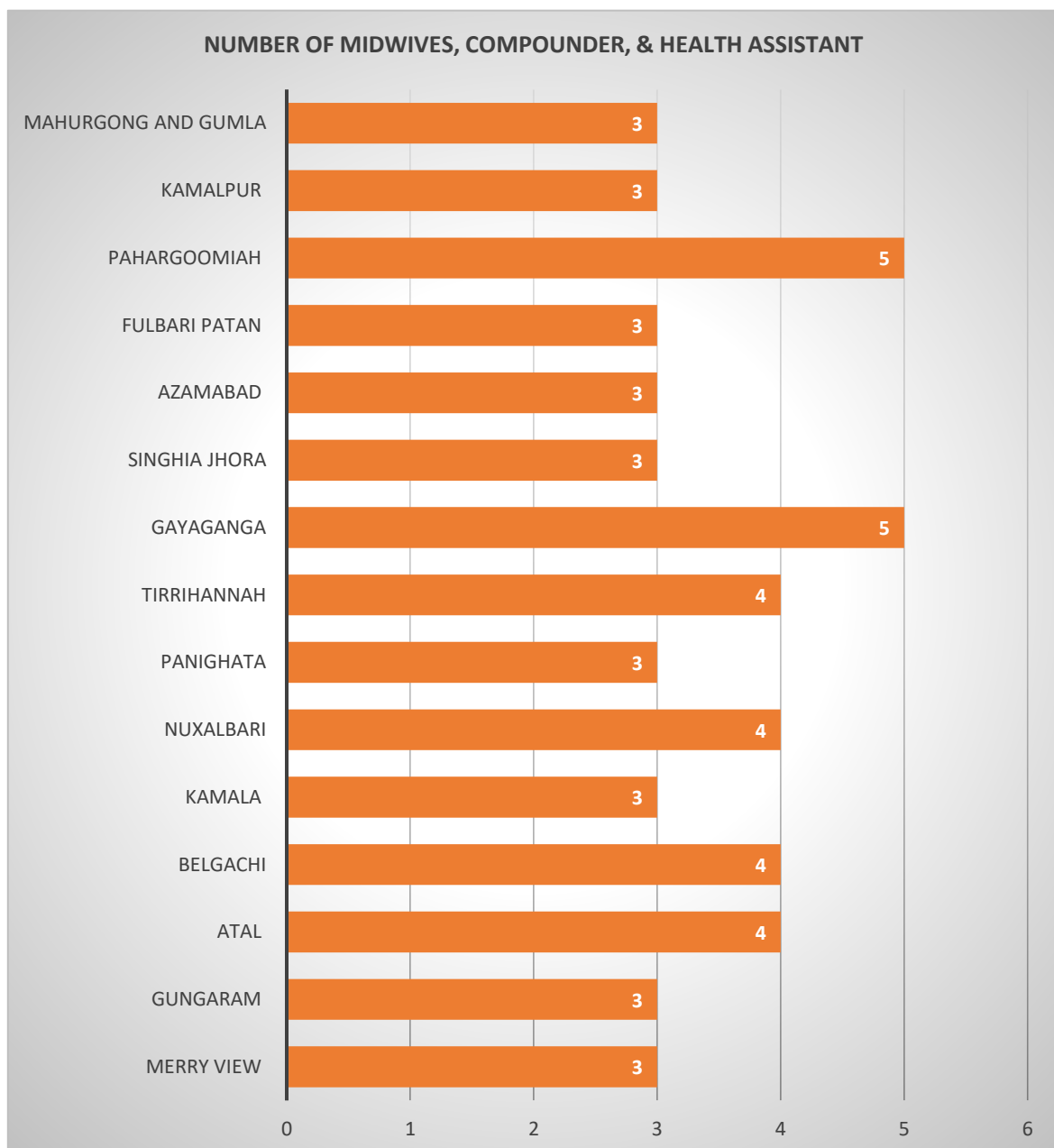


*Source: Computed by the author*

The above two graphs- graph- 4.44, and graph- 4.45 show us the number and the percentage of selected tea estate with trained and untrained nurses. Here we can see that 9 out of 15 tea estates that mean 60 per cent of selected tea estates trained nurses. Whereas 40 per cent of tea estate does not have trained nurses.

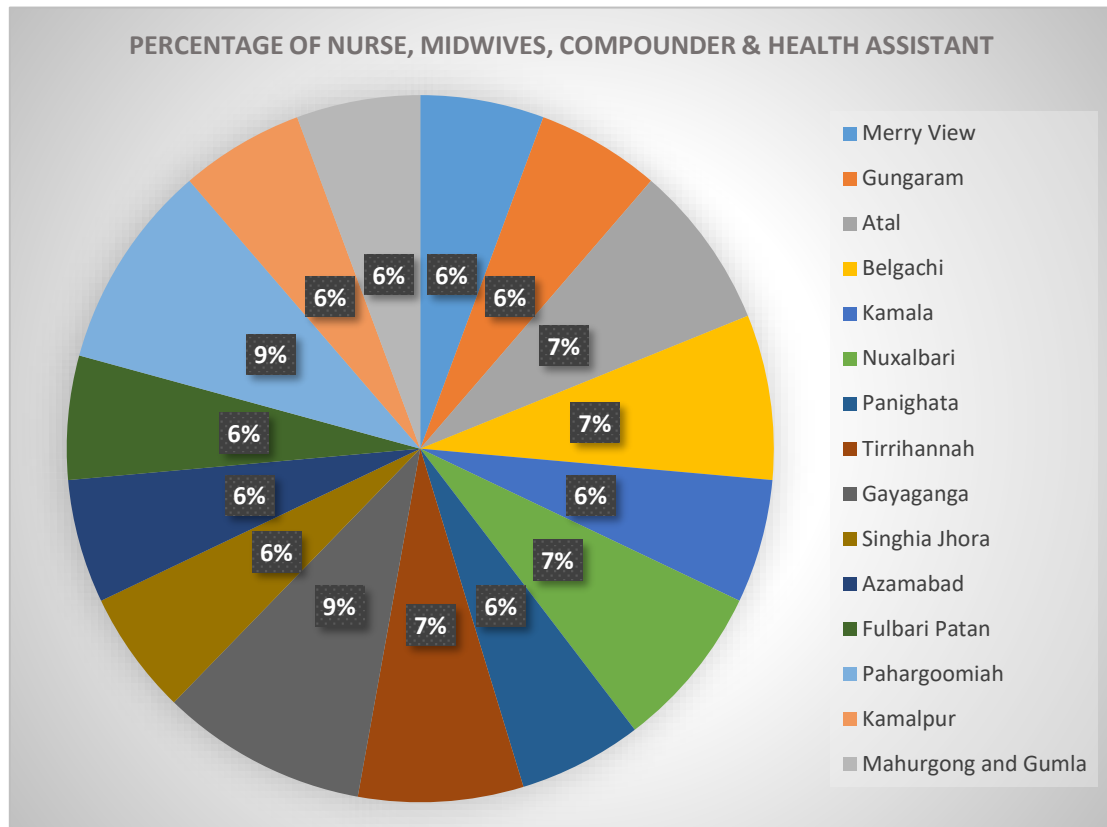
**4.1.2.10: Status of Midwives, Compounder, and Health Assistant**

**Graph: 4.46**



*Source: Field Survey*

**Graph: 4.47**



*Source: Computed by the author*

Graph- 4.45, and graph- 4.46 explain to us the total number of the nurses, midwives, compounders, and health assistants. Here we can see Pahargoomiah, and Gayaganga have the highest total number of the nurse, midwives, compounder & health assistants and each of the tea estates contributes to 9% to the total number of these in the selected tea estates, individually.