CONTENTS

Contents	*Page No.*
Certificate	**i**
Abstract	**ii - vii**
Declarations	**viii**
Acknowledgements	**ix**
Contents	**x - xx**
List of Tables	**xxi - xxvi**
List of Figures	**xxvii**
List of Graphs	**xxviii-xxxi**
Abbreviations	**xxxii-xxxiii**
Chapter I: Introduction	**1-71**
1.1: Employee Health	2--26
1.1.1: Definition and Meaning of Health	2-6
1.1.2: Importance of Health	6
1.1.3: Occupational Hazards	6--11
1.1.3.1: Physical Hazards	7-9
1.3.1.2: Chemical Hazards	9-10
1.1.3.3: Biological Hazards	11
1.1.3.4: Mechanical Hazards	11

1.1.3.5: Psychosocial Hazards 11

1.1.4: Occupational Disease 12

1.1.4.1: Meaning of Disease 12

1.1.4.2: Environmental Factors Allied to Disease 12

1.1.5: Protection Against Hazards 13

1.1.6: Statutory Provisions Concerning Health 14-16

1.1.6.1: Employee Health Provisions as per The Factories Act, 1948 14-15

1.1.6.2: Health Provisions as per Plantation Labour Act, 1951 16

1.1.7: Industrial Accidents: Types and Causes 17-26

1.1.7.1: Meaning of Industrial Accident 17

1.1.7.2: Types of Accidents 18

1.1.7.3: Reasons for Industrial Accidents 19-26

1.2: Industrial Safety 26-36

1.2.1: Objectives of Industrial Safety 26

1.2.2: Significance of Industrial Safety 27

1.2.3: Measures of Industrial Safety 28-

1.2.3.1: Safety Measures to Avoid Unsafe Acts 28

1.2.3.2: Safety Measures to Avoid Unsafe Conditions 28

1.2.4: Safety Programmes 29

1.2.5: Safety Committee 30

1.2.5.1: Functions of Safety Committee 30

1.2.6: Statutory Provisions Concerning Safety in India 31-36

1.2.6.1. Safety Provisions under Factories Act, 1948 31-35

1.2.6.2: Safety Provisions under The Mines Act, 1952 35

1.2.6.3: Safety Provisions under Plantation Labour Act, 1951 36

1.3: Employee Welfare 36-51

1.3.1: Meaning and Definition of Labour Welfare 36-37

1.3.2: Objectives of Employee Welfare 38

1.3.3: Scope of Labour Welfare 40-45

1.3.3.1: Statutory and Non-Statutory or Voluntary Welfare Activities 40

1.3.3.1.1: Statutory Welfare Provision 40

1.3.3.1.1.1: Labour Welfare Facilities under the Factories Act, 1948 40

1.3.3.1.1.2: Labour Welfare Facilities under the Mines Act, 1952 41

1.3.3.1.1.4: Labour Welfare Facilities under the Motor Transport Workers Act, 1961 42

1.3.3.1.1.5: Labour Welfare Facilities under the Contract Labour Act, 1970 43

1.3.3.1.1.6: Labour Welfare Facilities under the Merchant Shipping Act, 1958 43

1.3.3.1.1.7: Labour Welfare Facilities under the Dock Workers (Safety, Health, and Welfare) Scheme, 1961 44

1.3.3.1.2: Voluntary Welfare Activities 44

1.3.3.2: Intramural and Extramural Welfare Activities 45

1.3.4: Theories of Labour Welfare 45-47

1.3.5: Principles of Labour Welfare 47

1.3.6: Approaches of Labour Welfare 49

1.4: Concept of Productivity 51-63

1.4.1: Production and Productivity 52

1.4.2: Earlier Approaches to Productivity 53

1.4.3: Modern Concept of Productivity 55

1.4.4: Labour Productivity 57

1.4.5: Factors Affecting Labour Productivity 58-59

1.4.6: Causes of Poor Productivity among the Plantation Workers in India 60-63

1.4.8: Ways to Improve Productivity 63

References 64- 71

Chapter- II: History and Growth of Indian Tea Industry with Special Reference to Terai Region of West Bengal **72-114**

2.1: An Introduction to the History of Tea Cultivation in India 73-75

2.2: Common Features of Tea Plantation 75

2.3: Organization of Work 75-79

2.3.1: Organization Structure in a Tea Garden 80

2.4: History, Growth, and Development of Tea Industry in General in India and West Bengal in Particular, with special reference to Terai Region 81-104

2.5: Challenges before the Indian Tea Industry 105-107

2.6: Opportunities to Indian Tea Industry 108-112

References 113-114

Chapter – III: Literature Review & Methodology 115-147

3.1: Review of Existing Literature 116-133

3.2: Research Gap 134

3.3: Objectives of the Study 134-135

3.4: Research Questions 135

3.5: Scope of the Study 135

3.6: Rationale of the Study 136

3.7: Area of the Study 137

3.8: Period of the Study 137

3.9: Sources of Data 138

3.10: Sampling Technique 138-139

3.11: Standardization of Parameter 139

3.12: Hypotheses of the Study 139

3.13: Research Design 140

References 141-147

Chapter- IV: Analysis on Health, Safety, and Welfare of the Tea Workers 148-182

4.1: Analysis of the Exact State of Health, Safety, and Welfare measures for the Tea Workers 149

4.1.1: Welfare Measures

4.1.1.1: Housing Facilities 149

4.1.1.2: Latrine and Urinal Facility 151

4.1.1.3: Supply of Electricity 153

4.1.1.4: Supply of Water 155

4.1.1.5: Crèche Facility 156

4.1.1.6: Washing facility in Crèches 158

4.1.1.7: Number of Attendants in Crèches 159

4.1.1.8: Facility of Latrine in Crèches 160

4.1.1.9: Status of Supply of Milk in Crèches 162

4.1.1.10: Availability of Playground 163

4.1.1.11: Canteen Facility 163

4.1.1.12: Display of Price of Item in Canteen 164

4.1.1.13: Status of Subsidized Canteen 165

4.1.1.14: Provision of School 166

4.1.1.15: Facility of Vehicle for School Going Children 167

4.1.1.16: Availability of Clubs 168

4.1.2: Health and Safety Measures 169

4.1.2.1: Status of Hospital or Dispensary 170

4.1.2.2. Availability of First Aid Box 171

4.1.2.3: Existence of Primary Health Centre 172

4.1.2.4. Existence of Separate Male and Female Ward 173

4.1.2.5. Availability of Beds in Male Ward/ Female Ward/ Isolation Ward/ Maternity Ward 175

4.1.2.6: Status of Existence of Ambulance 177

4.1.2.7: Facility of Personal Protective Equipment (PPE) 178

4.1.2.8: Number of Nurses 179

4.1.2.9: Status of Trained Nurses 180

4.1.2.10: Status of Midwives, Compounder, and Health Assistant 181-182

Chapter- V: Analysis on Impact of Health, Safety, and Welfare on the Productivity of the Tea Workers **183-198**

5.1: Regression Analysis Considering all the Tea Estates 184

5.1.1: Descriptive Statistics Results 184

5.1.2: Unit Root Test Results 185

5.1.3: Relation between Welfare, Health, Safety, and Labour Productivity: Multiple Regression Model 185

5.1.4: Relation between Welfare, Health, Safety, and Labour Productivity: Simple Regression Model 189

5.1.4.1: Relation between Welfare and Productivity: Simple Regression Model 189-192

5.1.4.2: Relation between Health and Productivity: Simple Regression Model 193-195

5.1.4.3: Relation between Safety and Productivity: Simple Regression Model 195-198

Chapter- VI: A Comparative Study among the Tea Estates in Terai Region of West Bengal 199-242

6.1: Impact of Welfare, Health, and Safety on Productivity of the Tea Workers: Ownership Pattern Wise 200

6.1.1: Regression Analysis: Partnership Tea Estates 200

6.1.1.1: Descriptive Statistics Results 200

6.1.1.2: Unit Root Test Results 201

6.1.1.3: Relation between Welfare, Health, Safety, and Labour Productivity: Multiple Regression Model Considering the Partnership Tea Estates 202

6.1.1.4: Impact of Welfare on Productivity of the Tea Workers: Simple Regression Model Considering Partnership Tea Estates 205

6.1.1.5: Impact of Health on Productivity of the Tea Workers: Simple Regression Model Considering the Partnership Tea Estates 209

6.1.1.6: Impact of Safety on Productivity of the Tea Workers: Simple Regression Model Considering the Partnership Tea Estates 211

6.1.2: Regression Analysis: Proprietorship Tea Estates 214

6.1.2.1: Descriptive Statistics Results 214

6.1.2.2: Unit Root Test Results 215

6.1.2.3: Relation between Welfare, Health, Safety, and Labour Productivity: Multiple Regression Model Considering the Proprietorship Tea Estates 216

6.1.2.4: Impact of Welfare on Productivity of the Tea Workers: Simple Regression Model Considering the Proprietorship Tea Estates 220

6.1.2.5: Impact of Health on Productivity of the Tea Workers: Simple Regression Model Considering Proprietorship Tea Estates 223

6.1.2.6: Impact of Safety on Productivity of the Tea Workers: Simple Regression Model Considering Proprietorship Tea Estates 225

6.1.3: Regression analysis- Public Tea estates 228

6.1.3.1: Descriptive Statistics Results 228

6.1.3.2: Unit Root Test Results 229

6.1.3.3: Relation between Welfare, Health, Safety, and Labour Productivity: Multiple Regression Model Considering Public Tea Estates 230

6.1.3.4: Impact of Welfare on Productivity of the Tea Workers: Simple Regression Model Considering the Public Tea Estates 234

6.1.3.5: Impact of Health on Productivity of the Tea Workers: Simple Regression Model Considering Public Tea Estates 237

6.1.3.6: Impact of Safety on Productivity of the Tea Workers: Simple Regression Model Considering Public Tea Estates 239

Chapter – VII: Summary of Observations, Conclusions, and Recommendations **243-262**

7.1: Introduction 244

7.2: Findings of the Study 249

7.2.1: Exact Picture of Health, Safety, and Welfare Measures in the Tea Estates 249

7.2.2: Impact of Health, Safety, and Welfare Measures on the Productivity of the Tea Workers 251

7.2.2.1: Extraction from Simple Regression Analysis in the Context of the Partnership Tea Estates 252

7.2.2.2: Extraction from Simple Regression Analysis in the Context of the Proprietorship Tea Estates 252

7.2.2.3: Extraction from Simple Regression Analysis in the Context of the Public Tea Estates 253

7.2.3: Comparative Study on Welfare, Health, and Safety Measures and Impact of these on the Productivity of the Workers 253

7.2.3.1: Comparative Study on Different Types of Ownership Patterns: Based on Multiple Regressions 253

7.2.3.2: Comparative Study on the Impact of Welfare Expenses on Labour Productivity: Based on Simple Regression 254

7.2.3.3: Comparative Study on the Impact of Health Expenses on Labour Productivity: Based on Simple Regression 254

7.2.3.4: Comparative Study on the Impact of Safety Expenses on Labour Productivity: Based on Simple Regression 255

7.3: Concluding Remarks 259

7.4: Suggestive Measures 259

7.5: Limitations of the Study 261

7.6: Scope for Further Research 261

References 262

Bibliography **263-274**

Annexure **275-300**