

## Wages Diversity and Negligence: A Comparative Study of Tea Garden Workers in Sylhet Region, Bangladesh

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### ABSTRACT

Wages diversity and negligence has now been placed a wider significance among the mass employees of tea garden workers, Sylhet region. Sylhet has a bright prospect to develop its tea cultivation as its treasures foreign earnings by exporting tea. A large number of people have been working in tea garden in Sylhet region for around 150 years, but tea workers live a very miserable life as they are one of the least paid workers in the country. In fact, the right and privileges of tea garden workers are going to miserable situation in the absence of proper working legislation for tea workers and realistic steps for them. Therefore, the aim of the research is to investigate the wages diversity and negligence of tea garden workers in Sylhet region with the observation of primary and secondary data. Tea garden workers are found very industrious and laborious to flourish tea industry in Bangladesh and this study results some good indications for improving wages diversity and negligence of tea garden labor community. In order to make a labor friendly nation, a renovation of wages diversity policy for tea garden workers, which should be in tune with the new national economic, social, environmental policies and trends and the government should monitor all actors and factors related to labor sector in Bangladesh.

**Keywords:** Wages Diversity, Negligence, Tea Garden, Workers, Discrimination

### INTRODUCTION

This paper has tried to identify the wages diversity and negligence of tea garden labor community, Sylhet region, Bangladesh that affect the productivity of tea industry. In Bangladesh, tea garden workers plays a significant role for cultivating tea as a great foreign earning revenue source, but pay gap reporting has shown a light on the structural barriers to progression in this industry being discrimination of tea garden workers' pay which are considering merely; women, age, gender, education and ethnicity including a lack of application models and flexible practice of labor law. Wages diversity and negligence is rising up the agenda in many organizations in Bangladesh even tea garden workers who have been suffering much more for last 150 years. For a sound development of tea industry and remove slavery environment from very growing tea industry, there should be practiced a stable pay polices for tea garden workers. Unstructured and discriminative pay system is a part of workforce diversity which is existed in tea industry more with different phases. Workforce diversity e.g. wages diversity has important implications toward management practices and policies

(Robbins, 2009). These policies are meant diversity management which focuses on valuing difference in addition to non-discrimination and concerns on respecting every individual in the workplace regardless of their race and gender among other variables. Not only tea garden workers but also every organization should be conscious to comply with legislative requirements and have recruitment targets and therefore bring out various workplace programs outlawing discrimination. Despite equality legislation and recognition by many organizations that diversity of wages and negligence is exist and workers are sufferings more. This study focuses that inequality and wages discrimination still exists for the tea garden workers in Bangladesh. However, the pace of progress towards realizing equality of opportunity of wages for tea garden worker is still painfully slow.

### BACKGROUND OF THE STUDY

The history of tea production in Bangladesh is more than 150 years old and tea is also one of the largest sectors in the country established in 1875 from British region. The British East India Company first introduced tea plantation in

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Bangladesh in 1840, but it was only in 1857 that tea became a commercial production. And, it was concentrated mainly in greater Sylhet and Chittagong districts. Sylhet, in the northeast of Bangladesh, is renowned for the beauty of its tea gardens, and among the lot, tea garden is considered the most scenic as well as one of the important source of foreign income. Particularly, Sylhet is the place where tea and tea gardens are available due to its climate and tea production in Sylhet has been contributing for improving economic growth of Bangladesh for more than hundred years. There are found mainly in those districts of upper Sylhet, Maulavibazar, and Hobigonj belt where there is high concentration of tea gardens. Table 1 has presented the number of tea gardens in Sylhet region.

**Table1.** No. of Tea Gardens in Sylhet Region

District	No. Tea Estates
Moulvibazar	90
Hobigonj	23
Sylhet	20

*Source:* [http://en.banglapedia.org/index.php?title=Tea\\_Industry](http://en.banglapedia.org/index.php?title=Tea_Industry)

Tea is one of the major cash crops and an export item of Bangladesh. The yield of tea however, is quite low compared to other tea growing countries of the world (Saha; Rahman, & Hoque, 2015). Sreemangal is a district under Sylhet division is known as the tea capital of Bangladesh which covers an overall are of 450 sq. km of tea garden and the tea of highest quality is produced here. There are total 163 tea gardens are exists at different places in Bangladesh and among these three are the largest tea gardens and the rest are comparatively small. Productions of tea from these three are also remarkable in the world. In 2012, Bangladesh produced more than 70,000 tons of tea (BTB Report, 2012). In spite of its small size, the South Asian country is the 12th-largest tea producer in the world, employing more than 300,000 people. The industry is supervised by the Bangladesh Tea Board and the Bangladesh Tea Research Institute (BTB Report, 2012).

A sizeable section of tea garden workers particularly those having scheduled tribe status in their state of origin prefers to call themselves "Adivasi" who works in tea garden in Sylhet region. According to Tea Workers' Union, around 1.3 lakh registered tea workers are employed in 163 gardens across the country.

Out of these 3 lakhs (BTB Report, 2012) majorities are women say almost 75% workers are women and rest 25% are male workers. In the tea garden, tribal people and also female workers are preferred, because for tea leaf plucking from the tea garden females do the better than male workers (Available at: [www.offroadBangladesh.com](http://www.offroadBangladesh.com)).

### STATEMENT OF THE PROBLEM

Tea garden workers are heterogeneous and multi-ethnic groups which includes many tribal and caste groups. They work in tea garden and remain totally dependent on this profession having no other skills, and they cannot escape from this life. A century ago, tea workers in Sylhet left their gardens and started a journey back to the lands of their origin--Bihar, Odisha and Assam. It was a protest march against lower wage and they called "Mulluke Cholo" (Let's go back home). On account of poorer wages, tea garden workers of Bangladesh are not able to consume food with sufficient nutrition still now. In comparison with other workers like; agricultural workers even gets a good wages. There have a law for paying to tea garden workers which labor law is regularly violated at tea gardens and the workers remain isolated from the mainstream, said National Coordinator of ILO Alexius Chicham (The Daily Star, May 19).

In addition, May 19, 2018 the Daily Star newspaper reported that since then, in the last 97 years, little change has come into the lives of tea garden workers. This change was not sufficient and/or not implemented. As a result, they could barely live by the wage they earn, many of them go to bed half-fed, and their families cram into small quarters lacking any sanitation facilities. All their sufferings are related to their meager income -- BDT 85 a day (barely equivalent to \$1). It is more than three times less than the average farm worker earns daily -- BDT 300. Together, this amounts to around Tk. 83 or more per day per person as calculated by the Bangladesh Tea Association (BTA), the tea owner's association, Bangladesh Cha Sramik Union (BCSU) (Ahmed, 2011).

Despite, the tea workers in the country have long been demanding a raise to make their income on par with laborers of other sectors, but their call almost always went unheard. Their living standard has not improved because we get very low wages. They compared their incomes with that of a farm laborer and shed light on

how a tea worker's family could survive with this small amount. They work for protecting the tea industry but the salary is too scanty to provide minimum requirements for the family. Most of the tea workers are passing days half-starved even they can hardly meet our family needs, including children's education. The tea companies have been making millions of BDTs every year while their live an inhumane life. They demand BDT 300 per day along with a provision for revision of the wage every six months considering inflation. They want the government to intervene and give a permanent solution (Kormokar, M. L. president of Bangladesh Tea Workers' Union). There is needed an industry-wise fixed wage for maintaining a minimum living standard, shade and toilet facilities, and pension benefits and the tenure. In this civilized world, having this low wages, the tea workers have to sweat throughout the day. A tea worker must collect 20kg to 23kg of tealeaves a day, working from 8:00am to 5:00pm, to be able to claim his daily wage (Kormokar, M. L. president of Bangladesh Tea Workers' Union).

Furthermore, with their meager earning, tea workers cannot improve their life unable to buy property and remain totally dependent on landowners. In addition, they cannot fill up their basic need and deprived of education, quality housing and health facilities. As a result, on May 20, 1921, around 30,000 tea workers left their workplace in Sylhet region and started walking towards Chandpur Meghna Ghat. When they reached there, the Assamese police opened fire on the protesters and many of the workers were killed, and their bodies were thrown into the river. The rest of tea workers fled and marking the incident, Tea Workers Day will be observed tomorrow like every year (The Daily Star, 2018).

## **LITERATURE REVIEW**

The aspect of the research is diversity of wages for tea garden workers in Sylhet, Bangladesh which remain untouched or a few researches are available. Previous literatures were examined but they lacked completeness, as more research will be required to answer gaps. Here literatures are divided into two points of view whereas; prescriptive in exploring the relationship between workforce diversity practices and organizational productivity as well as the research gap and unavailability of study regarding tea garden worker community in

Sylhet. There is, so far, no study statistically examining the contribution of wages diversity and negligence for tea garden workers in Sylhet region to organizational performance from financial and non-financial perspectives as paper suggest wages diversity can vastly affect on productivity of tea garden workers.

Weiliang, E. C. & et al. (2011) investigated about the effects of workforce diversity towards the employee performance in an organization which diversity is increasingly recognized and utilized as an important organizational resource in regards to whether the goal is to be an employer of choice, to provide excellent customer service, or to maintain a competitive edge. Workplace diversity is a multi-faceted concept that will continue to evolve as more industries move toward a global marketplace. The research focuses on workforce diversity i. e. discrimination of wages which includes the gender, age, ethnic and education background of the employees of airline industry which is the most critical variables among all the others.

Niroula, A. (2017) studied about managing diversity and equality in the workplace. This study identified the relationship of leadership role, performance appraisal and equal pay, equal employment opportunities and affirmative action in managing diversity and equality. In this regard Equal Employment Opportunity (EEO) and Affirmative Action (AA) laws were enforced by the US government to ensure the organizations meet minimum requirements but it often came down to organizational commitments, in which loops hole in these law saw firms take advantages. This study found that organizations have to develop diversity management system and promote culture audits to bring diversity and equality in the workplace.

Islam, (2012); Ahammed, (2012); Samdur, (2015); Das, (2006) and Hassan, (2014), were focused on social and economic related issues in their study. They said in their papers that tea workers are largely illiterate and socially excluded from the mainstream Bangalee population, live in a poor condition, sometimes as many as 10 persons cramming into a single room measuring 8 x 12 feet along with the castles have poor water and sanitation facilities, poor child nutrition, suffer from respiratory and gut diseases, and undergoing severe human rights violations. But, they ignored the discrimination of wages pay, deprived and miserable life of tea garden workers.

Barkat, & Mahiyuddin, (2010); Poddar, (2013); Osman, (2015) and Rahman, & Ara, (2010) investigated in their papers regarding the rights of tea garden workers. Neither they are well known about their rights such as basic need rights, labor rights, hierarchical right of property, suffrage (right of vote), right of taking decision, mohorana or right of marriage separation, job facilities rights, citizen rights, child and women rights nor wages.

### **OBJECTIVE OF THE STUDY**

This study focuses on direct impact on addressing wages diversity issues for tea garden workers in Sylhet. In contemporary issues, it is needed to research on the negligence practices of wages and facilities of tea garden workers. To gain a competitive edge in towards globalized world, it is clear that managing wages diversity and equality play a vital role for removing the discrimination of labor value for them. However, there is lack of sufficient research focusing on the inhumanity of wages diversity for tea garden workers. This present position of the tea industry has been acquired by the hard works of laborers those are mostly women but they are as good as captives and live in near servitude (IFPAAW 1986). The present study is relevant application to develop the current miserable situation of tea garden workers and how to manage to sustainable tea industry in Sylhet, Bangladesh.

For instance, Rahaman, M. M. (2018) has revealed on this presentation that in the year of 2016 a serious food crisis was broken out among the 2400 family members of Boikunthapur Tea Estate in Madhabpur upazila of Habiganj, stopped paying them wages and ration 13 weeks ago. These people were struggling for existence, living on liquid extract from boiled rice and mashed tea leaves and chilies while the authorities continue receiving their labor (The Daily Star, 2016). On the basis of these phenomena, this study has identified the following objectives;

1. To identify the diversity of wages and discrimination faced by tea garden workers,
2. To evaluate existing facilities of tea garden workers which is practiced over the century?
3. To find out the future prospects of tea industry in Sylhet even Bangladesh, and
4. Identify the implementation of development strategy of tea garden workers.

### **RESEARCH METHODOLOGY**

This research has been conducted based on explanatory and descriptive design. Quantitative data of this study have the potential to provide measurable evidence regarding wages diversity and negligence of tea garden workers in the area of Sylhet. For this reason, quantitative method has been used to identify the research problems based on survey method. A survey was conducted on tea garden workers who were undertaken to identify current miserable wages situation. Structured questionnaires were used to collect attitudinal and socio-demographic data. The local tea garden workers of Sylhet region are the interview participants of this study. Besides, secondary data have been gathered from different books, journals, documentaries, newspapers, internet etc. For secondary data both qualitative (descriptive) or quantitative (numerical) tools has been used in this study. The advantage of using secondary data is the freedom from arbitration “by the interaction between the researcher and researched” (Jennings, 2001). Secondary data have been analyzed from the analysis of an existing dataset.

#### **Population and Sampling Design**

The data were collected from different tea garden spots in Sylhet division from June, 2019 to November, 2019 who has been working in tea garden for one or more years. The sample size was 60 and sampling method adopted was a combination of judgmental and convenience (Table 2).

#### **Sample Characteristics**

The respondents were chosen irrespective of gender, age, family members, wages rate, working hour, life standard, transportation, natural threat, current demand and location. All the interviewed respondents were tea garden workers in Sylhet division, Bangladesh.

#### **Instrumentation**

The instrument used for data collection was a questionnaire developed to identify the factors that affect tea garden workers' perception. The data collection method used is a questionnaire (Agustina, N. K. W. 2019). The scale of data collection used in this study is the Likert scale. According to (Sugiyono, 2017) the Likert scale can be used to measure attitudes, opinions and perceptions of a person or group about social phenomena. A five point scale of strongly agree (5), Agree (4), Neutral (3), Disagree (2) and strongly disagree (1) were used to measure the

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responses for the main reasons of working in tea garden (Table 5).

### Demographic Profile

Data was collected from 60 tea garden workers from different spots of Sylhet, Hobigonj, and Moulavibazar in Sylhet division. During collecting information regarding problems and facilities of tea garden labors, their demographic details also collected. The demographic descriptions of the respondents are presented in table-2.

### Data Analysis and Presentation

This study is a theoretical analysis of the combination of both primary and secondary

data. So, its cover the information from Bangladesh Labour Act - 2006, ILO Library, Bangladesh Labour Act - 2006 (XLII of 2006), Bangladesh Tea Board (BTB), Statistics on Bangladesh Tea Industry and previous researches, journals, websites, brochures, and presentations. Using some simple statistical tools, all the data obtained from primary and secondary sources are analyzed and finally a conclusion is drawn. Collected data were analyzed through descriptive analysis and percentage of frequencies.

**Table2.** Respondents' Profile

Items		Frequency	Percent
Gender	Male	17	28.33%
	Female	43	71.67%
	Total	60	100
Age	< 25 Years	13	21.67%
	26-35 Years	16	26.67%
	36-45 Years	15	25%
	46-55 Years	11	18.33%
	56 > Years	5	8.33%
	Total	60	100
Marital Status	Married	38	63.33%
	Single	22	36.67%
	Total	60	100
Monthly Income	<1800	6	10%
	1900-2400	42	70%
	2500-3500	9	15%
	3600-4500	3	5%
	Total	60	100

Table 2 shows that out of 60 respondents, the age of majority number of respondents (26.67%) was between 26-35 years. The second highest age number of 25% of the respondents fall on the age range between 36 to 45 years while the lowest number of respondents" (nearly 8.33%) age was more than 56 years. Moreover,

**Table3.** Working Hours

Working Hours	Frequency	Percentage
8 Hours	8	13.33%
8-10 Hours	45	75%
More than that	7	11.67%
Total	60	100

According to the table 3, 75% of the respondents have minimum working hour is 8-10 hours and around 11.67 % of respondents have been working for more than 10 hours in a day.

according to the figure 2, the majority number of respondents were female (71.67%), whereas only a bare minimum number of respondents were male (28.33%). Monthly income of respondents has been presented and discussed in the table 6.

**Table4.** Residents of Respondents

Residents of Respondents	Frequency	Percentage
Local	49	81.67%
Non-local	11	18.33%
Total	60	100

Table 4 refers that majority number of workers were in local of Sylhet region (81.67%), where only 18.33% workers from outside of the Sylhet division.

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**Table5.** Main Reason for working

Reasons of Working		Strongly Agree (5)	Agree (4)	Neutral (3)	Disagree (2)	Strongly disagree (1)
Working place which preserves and comfortable in nature	Frequency	4	14	42	0	0
	Percentages	6.67%	23.33%	70%	0%	0%
Enjoy work in tea garden	Frequency	13	29	7	9	2
	Percentages	21.67%	43.33%	11.67%	15%	3.33%
Better wages	Frequency	0	0	0	51	9
	Percentages	0%	0%	0%	85%	15%
Getting not another job	Frequency	12	24	17	4	3
	Percentages	20%	40%	28.33%	6.67%	5%
Unskilled in other works	Frequency	5	10	20	12	13
	Percentages	8.33%	16.67%	33.33%	20%	21.67%
Place with convenient transportation	Frequency	9	27	11	10	3
	Percentages	15%	45%	18.33%	16.67%	5%

Table 5 has been indicated that the reasons of working in tea garden, where respondents have chosen this work for several causes. The respondent's answers of the questions (reason for working) were assessed with 5 rating points. A five point scale of strongly agree (5), Agree (4), Neutral (3), Disagree (2) and strongly

disagree (1) were used to measure the responses for the respondents. It was seen that six different reasons of working in tea garden and the most of determinates proved that they were dissatisfied on their getting benefits like; working environment, wages, and other facilities.

**Table6.** Frequency of Income of Respondents

Freq. of Wages (In a Month)	Number of workers	Percentage
<1800	6	10%
1900-2400	42	70%
2500-3500	9	15%
3600-4500	3	5%
<b>Total</b>	60	100

The table 6 presents that wages paid to selected respondents, where major 70% of the respondents are getting the range of monthly wages of between BDT 1900- 2400. Lesser productive workers are getting less than that of figure and second highest range of monthly wages are between BDT 2500-3500 which is getting by 15% of respondents considering their

productivity. There is a small number of respondents are getting between 3600-4500 BDT for additional duties and responsibilities. It is very little in term of per day wages for maintain their livelihood. It is found that tea garden workers live a very miserable life as they are one of the least paid laborers in the Sylhet region even country.

**Table7.** Difficulties During Working

<b>Insect attacking</b>		
Respondents -60	Frequency -49	Percentage -81.67%
<b>Harmfulness of chemical and pesticide</b>		
Respondents -60	Frequency – 33	Percentage -55%
<b>Animal threat</b>		
Respondents -60	Frequency – 39	Percentage -65%
<b>Natural threat</b>		
Respondents -60	Frequency – 33	Percentage -55%
<b>Food poisoning</b>		
Respondents -60	Frequency – 32	Percentage -53.33%
<b>Safety and Security</b>		
Respondents -60	Frequency – 40	Percentage -66.67%

Table 7 represents the difficulties during working in tea garden whereas six difficulties were identified and asked to respondents. It

appears from the table 7 that about 82% of respondents faces the difficulty by attacking insect during working in the garden. For

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protecting insects, most of the garden uses chemical and pesticide which often harm them opined by 55% of respondents. They face several kinds of animal threat by insects, snake, monkey and other animals which are opined y 65% of respondents. Besides, they face others difficulties and harassment like natural disaster, food poisoning and safety and security. A significant portion of the respondents did response with the issue of difficulties.

### RECOMMENDATIONS AND SUGGESTIONS

This research was undertaken to know the impact that wages diversity has had on tea garden workers around the Sylhet region. It was found that, most successful tea garden owners in

Sylhet have embraced about wages diversity and negligence towards workers, such interviews represented in data can help understand how to further understand wages discrimination practices in current organizations. In this context, the findings of the research work could be generalized to some degree, and with some exceptions. The information can only be generalized for tea garden workers who believe in wages diversity and negligence is existed as well as its implementation and management over the century. After observation of data analysis, there are some areas have been identified for improvement of miserable condition of tea gardens workers which are presented in the Table 8.

**Table8.** Suggestion for Improvement of Wages Diversity

Suggestions	“Yes” Sign
Raising wages and salary	100%
Occasional incentive and bonus	97%
Medical facilities	88%
Transportation	76%
Fringe benefit	70%
Food and drink	98%
Safety and security	70%

*Source: Interview Data & Haque and Islam, (2015)*

According to table 8, several suggestions were approached from the tea garden workers such as raising wages and salary, incentives and bonus, medical facilities, transportation facilities, fringe benefit, food and drink at working hours and safety and security. Authorities should be conscious and have to offer and generate required sorts of facilities.

From the prospective of their basic needs they are totally deprived in compare to the other labor of Bangladesh (Ahmed, Hoque, Sarkar, Chowdhury, & Begum, 2006).

They are deprivation from fundamental needs which also have been indentified from taking their opinions (Table 8) and these required demands are found positive. Majority 100% of the respondents opined that “wages and salary “ would be increased, 97% of the respondents was answered for “incentive and bonus”, 88% of the respondents noticed “medical facilities” 76% of the respondents noticed “transport facilities, 70% of the respondents noticed “fringe benefit, 98% of the respondents opined “food and drink” facilities at lunch break, and lastly 70% of the respondents demanded “ safety and security” of job and health in favor of improvement of wages diversity.

Now days, the act regarding the tea plantation and tea garden was not satisfactory in Bangladesh (Rahaman, 2018). The Labor Act was introduced in 2006, which when it came into force negated the other existing laws such as the Tea Plantation Ordinance, 1962 and The Tea Plantation Labor Rules, 1977 ignoring a huge cry from the tea plantation workers that the minimum wage rate was not sufficient (Ahmmed & Hossain, 2016). In this consequence, related parties should be emphasized on a realistic policy of wages and its implementation which would be supported to annihilate wages diversity. And, it also found that those supports effect on the development of tea industry and earning foreign currency and usually part of removing wages diversity. The policy that the tea garden authority will use has been successful even though there are some challenges such as discrimination or nepotism, communication problems and resistance to change by coworkers, racism etc. existed.

In conclusion, there some steps should be taken for abolishing wages diversity for sustainable labor environment. Government should make a law regarding the tea garden workers and their rights such as Tea Garden Worker’s Act and the existing law of labor properly can’t work in tea

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garden. Bangladesh Tea Board should play as a guardian role in providing all facilities of each and every tea garden worker. The labor union should be formatted in all tea gardens and determine a minimum pay scale for tea garden workers as like as others workers in Bangladesh. The full health and educational facilities should be provided by the tea garden authorities and monitoring body of government. The housing and residential facilities should be increased in according with the number of family members by the tea garden authorities and monitoring bodies. The government must set up a maximum working hours for the tea garden workers and should be ensured all the citizen rights for tea garden workers in Bangladesh.

## CONCLUSION

The research revealed that industry's success when authorizes and responsible decide to diversify the wages is contingent upon the kind of commitments and the willingness to dedicate time and resources crucial to safeguard the accomplishment of the implemented plan and was very much relevant tea industry. The economy and main occupation of northeast part of the Bangladesh is mainly depends on the tea and tea gardens. As a result, various researchers has opined the key rationale point in favor of removing wages discrimination of tea garden workers, thus, considering that the following potentiality have been identified in the table 9.

**Table 9.** Potentiality/Contribution of Tea Industry

Contributions	Opinions
Employment	Now, about 0.35 million people are directly involved and many more people are indirectly involved with the tea industry in Bangladesh. In the 1970s, some 120,000 permanent workers both men and women with 350,000 dependants were employed (Retrieved: <a href="https://image.slidesharecdn.com/bangladeshteaindustry-160717162538/95/bangladesh-tea-industry-5-638.jpg?cb=1468772968">https://image.slidesharecdn.com/bangladeshteaindustry-160717162538/95/bangladesh-tea-industry-5-638.jpg?cb=1468772968</a> ). These workers have been living in the tea gardens permanently in houses specifically made for them. Tea industry of the country faces problems as some gardens become sick and their workers are 'surplus'. [Ashfaque Hossain] (Retrieved: <a href="http://en.banglapedia.org/index.php?title=Tea_Industry">http://en.banglapedia.org/index.php?title=Tea_Industry</a> )
Economic diversification	Like other countries of Indian sub-continent, the most of the major tea producing countries e.g. India, Kenya, Sri Lanka, Indonesia etc. are greatly established with small holding tea cultivations coexisting with tea estates. In Sri Lanka, tea smallholdings sector is considered as the most dynamic segment of the tea sector as it represents 59% of its total tea extent and contributes more than 65% to the national tea production (Amarathunga <i>et al.</i> , 2008). The idea of establishing small holding tea cultivation in Bangladesh is rather new and first introduced in the Tea Policy of 1984-85 (Ahmed, 2014). Soon a joint venture project of Bangladesh Tea Board and Rajshahi Krishi Unnayan Bank (Agricultural Development Bank) was launched entitled "Development of Small Holding Tea Cultivation in Northern Bangladesh". With a humble beginning of tea cultivation in 2000 A.D, the area and production both are gradually increasing. (Ahmed, and Ahmed, 2015)
Tea Yield	Islam, Iqbal, Quddus & Ali, (2005) has investigated that world tea production has been showing an annual increment of 3 % while in Bangladesh the production has increased by 1.84 % and contributes 1.37 in export in the world tea trade and earns near about 1775 million Taka (Taka 63 = USD 1.00) every year. They also found that the activities of tea industry fall into two categories: production of tea and manufacturing & marketing of tea. Low productivity, poor quality and higher cost of production compared to the dividend in price for tea is the crux of the problem. They recommended that Bangladesh have to make quality tea, which must satisfy the prescribed criterion of the of the European countries especially Maximum Residue Level (MRL) value of pesticides to restore its name and fame. This paper attempts at focusing on the present condition and support required of tea industry in the country.
Environmental benefits	Sylhet region has different attractive places for sightseeing, relaxation, health, work, and fun were identified as reasons of visiting. Although at some points, the reasons were varied but as a whole tourist suggested that Sylhet region has a great potentiality of expanding tourism as it has ability to fulfill the purpose of the tourists. Their observation was travelling places are not yet popular to the tourist due to proper maintenance and obviously tourist visiting places are found limited in a range of a few only. It's not a positive syndrome found to extend the spaces of tourism in Sylhet region due to limited number of availability of proper environments (Haque, & Islam, (2015).

Earning foreign currency	As a developing country, we have a few export items and among those tea is a legend one. In fact, due to high population growth and rapid urbanization these days we have a little share of tea to export after meeting up the domestic consumption. It is pertinent to mention here that tea production in Bangladesh is increasing @ 1.1% per year where as domestic consumption of tea is increasing @ 3.5% per year (BTB, 2015). It is predicted by the experts that if substantial increase in production does not take place then Bangladesh will become a net tea importer in next few years. Bangladesh Tea Board and Government of Bangladesh have taken decision to extend the tea plantation in different areas of Bangladesh for earning foreign currency. After implementing that decision, more than 2.5 million kg made tea added from the northern districts to the national tea in 2015 and total tea production of the country was about 67.38 million kg (Anonymous, 2015). Moreover, many unemployed people of this area have been involved in tea sector for their earning. Anyone can consider it as a small revolution of socio-economic condition of this backward community which has occurred due to adopt the small holding tea cultivation concept in this area. (Director (PRL), Principal Scientific Officer, Agronomy Division, Bangladesh Tea Research Institute, Srimangal, Moulvibazar, Bangladesh).
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Furthermore, tea has highly demand for human consumption in all over the world but a few countries are producing ever. Our internal consumption is increasing so rapidly that our production can hardly manage both our consumption and export to different countries. In Bangladesh, present yield per hectare is quite low compared to other tea growing countries of the world due to various reasons. To meet up the domestic consumption as well as to export this commodity, it was a challenge to increase the total production of tea through cultivating in new areas (Ahmed, & Ahmed, 2015). The area around Sylhet is the naturally famous for tea cultivation and that's why this tea is also called the national resources of Bangladesh which also help for earning foreign currency. Since wages diversity could have a negative impact on an industry. Therefore, it is up to the tea industry to figure out the best strategies that will successfully fit into the target market and sustainability of the industry. If the industry then feels diversifying its wages is the best strategy to improve productivity, then it has to implement it.

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