



Sustainable Women Empowerment among the Tea Garden Women Workers in Assam: A Stepping Stone For Holistic Development

Swapna Sikha Das

Research Scholar, Department of Education,
Tezpur University, Napaam, Assam,
Pin-784028,
Email:swapnasikhadas233@gmail.com

Dr Nil Ratan Roy

Associate Professor & Head,
Department of Education, Tezpur
University, Napaam, Assam, Pin-
784028, E-mail: niledn@tezu.ernet.in

Abstract

In recent years, the Empowerment of women has been recognized as the prime concern in developing the status of women. They have been discriminated in all aspect of social, political, economic, education, and access to rights, health and so on. Women worker are the major labour source in various tea gardens of Assam. They play a major role in the establishment of tea industry in this region. Women workers are the most potential labour force in the tea industry of Assam. The inequality between the men and the women extends to almost every sphere of life, in unequal job mobility, wage-rate, occupational and social status. At present the problems of poor need based wages including other benefits; education, increasing unemployment and Socio-Economic backwardness are the most burning issues which can bring healthy working atmosphere of the tea gardens of Assam (Devi,2014). The women are socialized in a way that social institutions condition them to accept their exploitation. In this paper the investigator attempts to discuss the problems faces by the Tea Garden Women Workers in Assam and highlights the Socio-Economic backwardness of the Tea Garden women workers in Assam. Some suggestions for their upliftment and Sustainable Empowerment has been put forwarded .

Keywords: Sustainable Women Empowerment, Tea Garden Women Workers ,Socio-Economic Status, and Development.

Introduction:

Empowerment refers to the way towards enhancing the capacity of individuals or groups to make choices and to change those choices into desired actions and outcomes. Thus empowerment is multi-dimensional increasing self-confidence and meaningful participation in decision making.

Women Empowerment is a process, which enables women to establish self-control, autonomy and confidence in a situation of oppressive society. Self-depending and economic liberty are the main resource for empowering women. Deprivation of all forms, inferioritization, limits of choices, and lack of confidence among women are some basic obstacles of Women Empowerment(Haloi,2015). Kabeer (1989) interprets it as a redial transformation of power relations between women and men ‘so that women have greater power over their own lives and men have less power over women’s lives’. According to Kate Young (1993), Empowerment enables women to take control of their own lives, set their own objective , organize to help each other

and make demands on the state for support and on the society itself for change'. In recent years, the Empowerment of Women has been perceived as the prime issue in developing the status of women. We as a whole realize that no society can stroll ahead and accomplish The Millennium Development Goals and Sustainable Development without the dynamic support of the women. Be that as it may, because of the male centric subjugation, women experience different types of separation, disparities, persecution, harassments and so forth. They have been segregated in all aspects like-social, political, financial, education ,training, and access to rights, wellbeing, etc. Aside from that because of the overwhelmingly man centric culture, women have dependably been consigned to secondary position.

The outcome document *Transforming our world: the 2030 Agenda for Sustainable Development* agreed to by Member states in the 2015 Development Summit,

which took place in New York in September 2015 acknowledges throughout the preamble and the Declaration that achieving Women's Empowerment, gender equality and women's human rights are a prerequisite for sustainable development. The Sustainable Development Goals are more equality sensible with more cross-cutting commitments to gender equality and a stand-alone goal dedicated to gender equality and the Empowerment of all women and girls.

In the modern Society of India, where some of the regions are backward, it is important to have a look at the society which is considered as backward. The participation of women in every section ought to be recognized. Generally, women face greater limitations and constraints, since independence many attempts have been made by government to develop women. Women are the backbone of the society. A good number of women around the world are subjected to intellectual, economic and social discrimination no matter how loud the drums of women empowerment are pounded up by the ruling governments across the world. There are various policies have always been introduced and enacted towards women empowerment, yet the instances of violence against women- both in public and private spaces reveal new dimensions of women persecution. According to **Haloi (2015)** the Empowerment of women in India is not so easy. Because in this vast country, different communities are living with a long history of injustice and discrimination towards women as a whole.

Social Status of Women in Assam:

The status of women in the North Eastern region is marginally unique in comparison to rest of the regions. The social evils like pardha system, dowry, violence is absent in the state of Assam to a extend. Still there is lack of mobility for women in the state. **Assam Human Development Report (2003)** sheds light on disparity in the achievement between men and women of Assam in different spheres of life. The report viewed that poverty; violence and lack of participation and awareness were the main issues of concern for Assam. It passed the Act of Assam State Commission for Women in January, 1994. It is a statutory body under the State Act which strives to achieve equity and justice. It provides a platform for realizing the expectation of millions of women in the state and gives them an opportunity to work hand in hand & shoulder with the men in the development process of the state. **Dighe (2016)** states

that Assam State Commission for Women is working to cherish the goal of equality and justice in the state.

The movement for Empowerment of women in Assam is almost as old as the freedom movement of the country. Despite this, majority of women are living in a position of deprivation, ignorance, exploitation, negligence in Assam. There is absence of economic empowerment among the women in Assam due to absence of awareness to acquire basic knowledge and information regarding their rights, advantages and facilities. Though, the educated women belonging to the middle classes to some extent are becoming aware of their rights and facilities but women belonging to the lower class and rural areas are still not aware of their rights. So, it is very much important to awaken the women folk of our society and make them aware of their certified rights for their Empowerment. For that female literacy rate in Assam must be increased.

There are various schemes for the women in Assam which are centrally sponsored as well as state sponsored. These schemes are focused on issues of employment, education, health, etc

Various Schemes under central and state government:

1. Sawayamsidha:

The Sawayamsidha (under the ICDS scheme of The Social Welfare Department of Assam) is an integrated Scheme for women's empowerment formally launched in 2001 replacing the erstwhile India Mahila Yojana and the Mahila Sambridhi Yojana. The programme is based on the formation of Women Self Help Groups (SHGs) and enable the SHG to take up schemes and programmes for the social and economic empowerment of women. Swayamsiddha is one such scheme for empowering the Indian women both socially and economically to enable them live with dignity and self-reliance. The scheme lays stress on access to micro-credit and envisages block and panchayat-level participation among women, cutting across all regional, economic and social groups.

Though the various schemes under the Welfare Department have benefitted many, there are many loopholes in the functioning of this programme. This is due to the irresponsibility of the different blocks that are supposed to look after the various implementation of the Social Welfare Scheme to the beneficiaries.

2.Swadhar:

The Ministry of Women and Child Development under Government of India set up a scheme for women in difficult circumstance known as Swadhar. The Swadhar scheme is targeted to provide institutional support to women victims of difficult circumstances and rehabilitate them so that they could lead their life with dignity. The scheme envisages providing shelter, food, clothing and health as well as economic and social security for these women. The scheme envisions a supportive institutional framework for women victims of difficult circumstances so that they could lead their life with dignity and conviction. It also envisions that the special needs of these women are properly taken care of and under no circumstances they should be left unattended or abandoned which could lead to their exploitation and desolation.

3. Janani Suraksha Yojana:

Janani Suraksha Yojana (JSY) is a safe motherhood intervention under the National Rural Health Mission (NHM). Janani Suraksha Yojana was launched in April 2005 by modifying the National Maternity Benefit Scheme (NMBS). It is a scheme to provide safe motherhood, by promoting institutional delivery among the poor pregnant women. Beneficiaries under this scheme are to receive cash assistance during their child delivery. This scheme has been successfully implemented in the state of Assam and therefore the MMR has remarkably improved. But improving safe motherhood still remains a challenge in the state and still has the highest MMR in the country. This scheme could not be accessed by women from rural areas when Asha worker failed to inform the women about the scheme.

4. Na- Bowari Scheme:

The state government launched this scheme and it is implemented by the State Social Welfare Department. This scheme is mainly to discourage marriage among girls before they turn 20 years of age. Under this scheme, BPL women who tied knot after attaining the age of 20 years will be paid 10,000 by the state government. The beneficiaries have to produce their marriage certificate or affidavit signed and attested by a magistrate to avail the benefit of the scheme.

5. Baideu and Nabou Schemes:

These schemes are made to provide empowerment of unemployed single women and widows. Under the Baidu scheme, one time financial relief of 10,000 will be given to each unmarried unemployed women of 45 years and above for BPL families. Under Nabou scheme, one time financial assistance is provided to unemployed widows. But these schemes are launched in the state by state government in order to provide assistance in the form of cash, there are no data for the beneficiaries of the scheme.

6. Swarnajayanti Gram Swarozgar Yojana:

This scheme is centrally sponsored to provide sustainable income to the rural poor. The programme aims at establishing a large number of micro-enterprises in the rural areas, based upon the potential of the rural poor. The SGSY has a definite objective of improving the family incomes of the rural poor and, at the same time, providing for a flexibility of design at the grassroots level to suit the local needs and resources.

7. Janani Sishu Suraksha Karyakram (JSSK): This scheme is also a centrally sponsored scheme which was launched on 1st June 2011 to provide completely free and cashless services to pregnant women including both normal deliveries and caesarean operations and sick new born up-to 30 days after birth in governmental health institutions of rural and urban areas.

Regardless of diverse steps are taken by government however numerous lacunas are still very strong. It is important to build a positive attitude towards women. While government actions and steps are necessary for removing gender inequalities and injustices and for empowering women, these can become effective only if society's attitudes and outlook towards women change. Women's empowerment would be achieved only when the attitudes-ways of thinking, feeling and willing-as also ways of behaving of men, women and society towards women become congenial and positive, so as to respect her as a person with an identity of her

own, to be treated, as an equally worthy human being rather than taking her as a commodity and primarily as a sex object to be abused, exploited, discriminated and ill-treated (Devi,2013).

Women Workers in Tea Garden Areas of Assam:

Assam is the place that is known for tea gardens. It is the most oldest and the largest tea producing state in India with about 55% of the production in the country. The total area under Tea Gardens in the State is 322 thousand Hectare. Tea Plantation requires exceptionally extensive labor force. Women have been employed in the tea industry from its inception. Women are more than half of the labour force of tea gardens in Assam.

These plantations are located in remote areas and sparsely populated areas during the colonial period. As a result, families were employed thus absorbing women in the labour force. Permanent labour women and temporary labour women were engaged in large numbers in tea estates of Assam for plucking the tea leaves. Temporary labours are employed by the managers directly or indirectly mainly to carry out the works in the Tea Estates for a limited period. These temporary Women Workers are employed to, meet with the increasing demand of leaf harvesting and other works related to tea plantations. They are economically insecure as they do not have security of employment and are deprived from availing other amenities available to permanent workers. Thus, temporary women labourers are engaged in plucking tasks in large numbers and avail less benefit from the Management. Like other permanent labour women, they also perform labour-intensive tasks in the Tea Estates and are thus burdened with heavy workload. For them social welfare benefits under Plantation Labour Act (PLA) including maternity and medical benefits do not exist. It is believed that their names on registration, are changed each time so that they cannot claim permanency and remain casual workers only (Binod, 2008).

Although plantations gives equal opportunity to sexes, working conditions, and work facilities, a female worker is still treated as inferior to the other male members. While male members relax, drink and enjoy themselves after working hours, the female members are left to do the house-hold tasks all by themselves and at times are abused by the dominating male members. Various legislative measures like the Plantation Labour Act 1951; the Minimal Wage Act,1948;the Assam Tea Plantation Employment Welfare Fund Act,1959;the Maternity Benefit Act,1961 etc so forth have been enacted but the ground reality remained unaffected.The tea garden management authorities show a wider preference towards the women workers as they are prepared to work at lower wages are expected to be more docile and submissive and hence faced physical or sexual assault at the work place which added to their problem (Banik,2013).

Socio-Economic Status of Tea Garden Women Workers:

It is a pity that although Women Workers play a very important role in the tea industry, very little is known about them in the world outside. They are portrayed as a

deprived lot, exploited by their employers, society and family members. The socio-economic condition of The Tea Garden Women Workers is pathetic right from the day they put their feet in the garden. The British planters in the past and now the present managements have taken undue advantage of the illiteracy, ignorance and socio-economic backwardness of the women folk. Physically and mentally underdeveloped and socially cut-off, they live in a isolated society, as a result the level of political consciousness among them is dismal.

These women are from the most backward and economically weaker section of society and hence are extremely vulnerable to all forms of exploitation. They are exploited and dominated by men at both domestic and occupational levels. The exploitation of Women Workers was common on tea plantations and still exists even to this day, only the forms and degree of extent have changed over the years. The management can exploit them because of their helplessness. Moreover, if management violate any labour related rights nothing harm can be done to the management. Legal procedure is too lengthy and monetary penalty is too little for the management. Women are not taking any financial help from Government agencies because they have not heard of several incentives available (**Sharma and Gowalla,2014**). It is found that tea garden workers, children and women in particular, have been a disadvantaged, deprived, under-served, exploited and alienated group.

Although Government is familiar with the situation, yet it continues to remain a problem area due to non-availability of reliable statistical data and other information pertaining to living and socio-conditions of women workers(**Gogoi,2012**). The ineffective implementation of the statutory provisions has impeded the progress in the direction of alleviating the plight of women workers in this industry (**Hazarika, 2013**). The trade unions are not giving special attention to the specific needs and interest of Women Workers on their agenda. It is because women themselves are not ready to take up their own issues and problems. Women's wages tend to be lower than wages for corresponding work by men. Much of women's labour is non- waged since it is categorized as household labour, even when it is for market consumption. Consequently, even if women's share of work is larger, and this is true of most societies, their share of income is lower (**Assam Human Development Report 2003**).Recently state launched the Wage Compensation Scheme for Pregnant Women in Tea Gardens of Assam .Under the scheme, pregnant tea garden women have been entitled to a monetary benefit of Rs 12,000 that will be paid in four installments till six months of child birth so that they can look after themselves and their babies. Women living in tea garden areas above 18 years of age and conforming to the 2-child norm of the government will be eligible for the financial benefit.

Devi (2014) examined the socio-economic status of the tea garden women workers of four tea estates of Sonitpur District, Assam and revealed that there are various problems faced by the tea garden women workers. Most of the women are illiterate and the majority has their average monthly income of Rs. 5000. **Enamol (2014)** reveals the terrible scenario of work environment of the female labourers of

tea gardens. Their social dignity and awareness level is very low. It shows that female workers are oppressed in each and every sphere of life from family residence to job field. It is seen that various socio economic and cultural factors like restless working at the household and then going to the site of work in the tea garden, coming back and again doing the household tasks at home without measures taken like proper food diet, health services and others have implied to the vulnerability of this section of female workers. It has helped to understand the pressure of domestic work and the load of working in the tea garden and the impact of these work on the health of the women. Although Tea workers are contributing in national economy but poor socio economic conditions, ignorance, illiteracy, overcrowded and unhygienic living conditions made their life vulnerable to various communicable diseases and malnutrition (**Gogoi, 2014**). It is observed that tea workers working have been leading a pathetic life because of unhygienic practices and unsafe sanitation condition (**Saha, 2001**). Studies explored that they have no safe and healthy living space and home and wages are too low to meet minimum requirements. Although As permanent worker's tea workers get house from the authority with water and sanitation facilities but these are not adequate and satisfactory (**Majumder & Roy, 2012**).

Moreover, these women are ignorant and illiterate. Negligence of female education among the plantation workers is another major factor for high illiteracy among female workers in the gardens. **Basumatari & Goyari(2013)** found that the female dropout rates are higher than male. Illiterate women workers were not able to get proper education owing to their engagement of their childhood in cooking of food, fetching of water, collection of firewood, baby sitting etc. The general impression among the workers is that for a girl learning household works is more important than getting educated in institutions (**Basumatari & Goyari, 2013**). There is little awareness of good health practices. Many, for instance, still depend on herbal medicine and practices. Illiterate workers do not understand how to access government schemes and entitlements. Some don't even know their rights as workers.

Major Constrains of Women Empowerment among the Tea Garden Women Workers:

Empowered women can play role in the social revolution because they know the roles and duties towards the society which leads to development. But due to various constraints and burden of responsibilities tea garden women worker are not able to step up towards the door of growth. Below mentioned are some of them.

a. Equality of opportunity: In a tea garden, women workers were engaged in tea plucking, while factory workers, supervisors and security guards were predominantly men workers. There are some gender biased beliefs and practices amongst management in the tea industry (**Partha,2019**). It is generally believed that women are more efficient and skilled in plucking tea due to their nimble fingers. Gender discrimination is one of the biggest problem which female faces.

b. Maternity Protection and Child Care: Participation of women is high in this industry. But getting proper access to maternity protection and childcare facilities are found to be neglected. This issue is given high importance in national and

international labour rights. In tea gardens, they work in ever worsening conditions. Although female workers are entitled to maternity leave with their daily compensation for their first two births, they have poor access to other services including medical checkups and special allowances during .Pregnant women sometimes fail to meet the targets and are at risk of wage cuts by the management. There is no provision of paternity leave in the tea industry. Childcare contributes to the productivity of working parents, which ultimately benefits the industry. Both parents are found to be engaged at work in tea garden and therefore childcare facility is essential (**International Labour Organisation, 2016**).

Despite having provisions to establish childcare facilities in every tea estate there are few gardens where childcare facilities were introduced by tea garden management. Most working mothers keep their children at home where the child is cared by their siblings who are also children. This reality prohibits many tea garden children from receiving education. Tea garden children are also deprived of breastfeeding. Some workers, who don't have alternative facilities, keep their children with them in the open spaces around their workplace. For instance, UNICEF (2009) made an assessment on the situation of children and women in the tea gardens of Bangladesh (**Abul Barkat et al., 2010**). It was found that the situation of children and women is considerably worse in some areas than for their peers in Bangladesh as a whole. The levels of extreme poverty and of poor nutrition also exceed the national average.

c. Child labour and human trafficking: These practices are present in tea garden areas from time immemorial. Illiteracy, poverty and presence of labour intensive industry force parents to send children into the folds of labour force. Poverty along with several socio-economic factors, management and government heedlessness are responsible for existing child labour in the tea gardens. Along with it ,children have gone missing from the tea gardens of Assam , feared to have been lured by traffickers active in an economically-backward region. And the tea workers have turned out to be the most vulnerable to trafficking, according to activists and the government. In Assam, 9,500 children went missing from different places between 2007 and June 2014. Only 3,840 children have been recovered so far (**Hindustan Times,2015**).

d. Access to education: Now days, tea plantation workers are becoming conscious about the importance of education and many of them send their boys and girls to both primary and secondary schools. But Parents often do not feel that it is safe to send their daughters to high school or college as they have to walk long distances alone. As a result, there is a low attendance of girls in high schools and colleges and an increased rate of drop-out. Parents engage their daughters in household activities such as cooking, taking care of siblings, and collection of firewood and as a result, they are unable to attend school. Few children are engaged as helpers for their parents or working elsewhere. Tea garden management prefers to recruit girls as they are considered to be more manageable and sincere than boys. The number of boys and girls receiving higher education is increasing in the tea plantation community but most educated youth are not eligible for the quota system for government employment.

e. Early Marriage and Dowry System : The anxiety of parents towards the girl's future becomes hindrance in her development. It can be seen more in the rural areas where lack of awareness is existing. The dowry system is widely practiced in the tea garden community of Assam. It has often created a burden on the family and many of them had to quit their jobs before their retirement to arrange money for their daughter's marriage. Premature retirement of workers is commonly known as "selling permanent position" and creates economic insecurity for the family but without alternatives, they choose this decision to take money from their provident fund (Interanational Labour Organisation,2016). The dowry system creates insecurity for entire families of tea plantation workers.

f. Social Discrimination also has its roots. Boys are always regarded as an assets for the family and girl are problem, as a result of this no importance is given to the education of girls. The prevailing notion among the society is that women solely can look after the household work and also take care of her children. This conception increases her burden of double work and ultimately women do not get time for herself which again results into health issues. Even now cases of witch hunting is also increasing in tea garden areas. The social evil- poverty, which leads to the dropouts of the children has further complicated the problem; even though Government has made many efforts through policies and programmes like Sarva Shiksha Abhiyan and District Primary Education Programme are among the various education plans.

g. Alcoholism of the men in tea gardens is a serious problem. Women are working hard and earning money. Their husbands used to drink country bear and lead an idle life. They often beat their wives bitterly. Cases of domestic violence are in alarming rate in the tea garden areas. Due to excessive consumption of drinks male lost their mental balance and beat their wives mercilessly.

Thus, there is urgent need to develop and empower the women in the tea gardens, so that they can achieve real and lasting improvement in their life.

Few Ways to Empower the Women Workers in Tea Gardens of Assam:

- Government must take appropriate steps with the participation of masses in order to bring the girl child to the main stream of education. The policies which are designed should go hand in hand.
- Education is the only answer for women empowerment. Women should be educated to comprehend that they require a change for the betterment of themselves.
- The parents of girl child belonging to poor families must be specially educated to understand the importance of education for their girl child as base for women empowerment.
- To construct consciousness concerning rights and responsibilities relating to laws governing to women's status in the society.
- Women in tea gardens should be given to be given social security. Societal attention ought to be given to women in the complicated and difficult

circumstances like domestic violence, social discrimination, early marriage, dowry etc.

- Any policies or programmes which are framing even at the grassroots level should be gender just.
- Building a constructive image of women in the society and recognizing their contribution in social, economic and political sphere.
- Media campaigns should also be done to highlight the issues of women. Others will also understand the importance of it.
- Non-Governmental Organization(NGO) and the Self Help Group(SHG) should be strengthen so that majority of women can take the benefits out of it. The collective support will facilitate in the progress and growth.

Conclusion:

An improved condition of women workers is imperative for the wellbeing of workers. The wellbeing could fundamentally be achieved by taking into account the aforesaid suggestions. After going through the discussions it can be understood that empowerment is needed as a tool for development. Severe lack of awareness of rights and benefits is predominantly there amongst workers, which henceforth the major cause of exploitation of workers. Therefore, the need for state interventions is necessary. There is urgent need to remove the hindrances. If we believe that women and girls everywhere deserve equal rights, then the rights must be protected by us. Further, the need of an integrated approach of government, management, workers unions, local bodies, voluntary organization and women organization, for ensuring and safeguarding the rights and interest of workers. Very concentrated effort is essential to bring this backward section of the society into the mainstream and uplift them with holistic development.

Bibliography

- Ahmad, I., Yasin.M., Rowshon A., Hoque,R., A.K.M. (2015). Study on Socio-Economic and Educational condition of Tea Worker at Sylhet in Bangladesh. *Journal of Tea Science Research*, 5(5), doi: 10.5376/jtsr.2015.05.0005.
- Arya, N. (2013). Growth and Development of Tea Industry in Assam. *International Journal of Scientific & Engineering Research*, 4 (7), P. 1-43.
- Arya, N. (2013). Indian Tea Scenario. *International Journal of Scientific and Research Publications*,3(7).1-10
- Borah, N. (2013). The rights of women workers in the tea gardens of Assam. *The Clarion*, 2 (2), 128-131.
- Baro,S.N.(2016). Child labour situations in the Tea gardens of Assam. *The Clarion*, 5 (1),116-121.

Retrieved

from

:<http://www.theclarion.in/index.php/clarion/article/view/257/263>

- Bosumatari,D. & Goyari ,P.(2013). Educational Status of Tea Plantation Women Workers in Assam:An Empirical Analysis. *Asian Journal of Multidisciplinary Studies* 1(3)
- Barkat, Abul et al. (2010).Assessment of the Situation of Children and Women in the Tea Gardens of Bangladesh.
- Banik,P(2013). Food Security and Migrant Women Workers: A Study Of Tea Estates In Assam. *South Asian Journal Of Multidisciplinary Studies (Sajms)* 2(3).
Retrived:<https://pdfs.semanticscholar.org/385c/ff7a34e20323ae2ca0e5fd7975aca1890604.pdf>
- Center, N. I. (2016, January 6). Assam State Commisin for Women. Assam, India.
- Debnath,S. & Debnath,P.(2017). Socio-Economic Condition of Tea Garden Workers of West Tripura District with Special Reference to Meghlipara Tea Estate.*International Journal of Humanities & Social Science Studies*,4(1),248-261.
- Deka,M.(2017,June 16).Tea Garden Children’s Dream of Education. *NorthEast India*. Retrieved from <https://www.northeasttoday.in/tea-garden-childrens-dream-ofeducation/>.
- Dighe.P.(2016). Empowerment of Women in the North Eastern state; Assam. *International Journal of Research in Engineering, IT and Social Sciences*, 6 (04).
- Dutta,P.(2014). *Study of Women’s Empowerment In The District Of Bankura*. (Doctoral Thesis,The University Of Burdwan ,West Bengal) Retrieved From: [Shodhganga.Inflibnet.Ac.In/Bitstream/10603/.../Papita%20dutta%20ph.D.%20thesis.Pdf](https://shodhganga.inflibnet.ac.in/bitstream/10603/.../Papita%20dutta%20ph.D.%20thesis.Pdf)
- Devi, P. (2014). Socio-economic status of the tea garden women workers in Assam: A case study with special reference to Sonitpur District. *Reviews of Literature* ,2 (2),1-7.
- Devi,T.(2013). Women Status in Assam. *Journal of Business Management & Social Sciences Research*,2(1)Retrived from: <https://zdoc.site/women-status-in-assam-citeseerx.html>
- Gogoi, S.(2014). Status of water supply, Sanitation and Hygiene practices among the Tea Garden population of Assam-A case study in Barbaruah and Jamira Tea Estate of Dibrugarh District, India. *International Research Journal of Social Sciences*, 3(12): 46-53.
- Gogoi,D.& Handique,M.(2014). Girl Child Education Among Tea Tribes: A Case Study Of Rajgarh Tea Estate Of Dibrugarh District Of Assam. *Interdisciplinary Multilingual Referred Journal*.
- Haloi,N.(2015). Women Empowerment: A brief overview in the context of Assam.*International Journal of Humanities & Social Science Studies*. 2, (2)Retrieved from: https://www.ijhsss.com/files/Nipon-Haloi_i3bb00id.pdf

- Hassan, A. B. M. E. (2014). Deplorable Living Conditions of Female Workers: A Study in a Tea Garden of Bangladesh. *American Journal of Humanities and Social Sciences*, 2(2), 121- 132.
- Illiteracy behind violence in tea estates. (2012, December 29). *Assam tribune*. Retrieved from <http://www.assamtribune.com/scripts/detailsnew.asp?id=dec2912/state07>
- Mahanta, B. & Nayak, P. (2009). Women Empowerment in India. Retrieved: https://www.researchgate.net/publication/254259041_Gender_Inequality_in_North_East_India
- Lohani, M., & Aburaida, L. (2017). Women Empowerment: A Key To Sustainable Development. *The Social Ion*, 6 (2), 26-29 Doi: 10.5958/2456-7523.2017.00006.4
- M. Devi, T. (2013). Women Status in Assam. *Journal of Business Management & Social Sciences Research* 2(1).
- Majumder, S. C. & Roy, S. C. (2012). Socio-Economic Conditions of Tea Plantation Workers in Bangladesh: A Case Study on Sreemongal. *Indian Journal of Applied Research Gujarat India*, 1(10), 1-6.
- Naila, K. (2003). Reversed Realities: Gender Hierarchies in Development. *London Thought*, 69(79), 130-136.
- Purkayastha, N. & Kalita, P. (2016). Tea Garden Labourer And Their Living Condition: A Study In Borsillah Tea Estate Of Sivsagar District, Assam. *Interenational Journal for Advance Research*. 4(10), 163-169
- Rahman, A. (2013). Women's Empowerment: Concept and Beyond. *Global Journals Inc*, 13(6). Retrieved from: https://globaljournals.org/GJHSS_Volume13/2-Womens-Empowerment-Concept.pdf
- Ramdoo, G. S. and Anwar Bhai Rumjaun, B. A. (2017). *Journal of learning for development*, 4(1), 72-89. <https://files.eric.ed.gov/fulltext/EJ1141544.pdf>
- Saikia, R. (2016). A Scenario of Primary Education in Tea Garden Areas of Assam, India. *The International Journal Of Humanities & Social Studies*, 4(4), 232-236.
- Sarma, G. (April 2013). A historical background of tea in Assam. *An Online Journal of Humanities and Social Science*, 1 (4). Retrieved from: <https://www.thecho.in/files/a-historical-background-of-tea-in-assam.pdf>
- Sarma, N. (1997). A Critical Analysis of the utilization of Educational facilities of Primary level available to the Tea-Tribe community of Assam with special reference to Darrang District, DPEP, Guwahati, Assam.
- Sharma, A., & Bhuyan, B. (2016). Livelihood pattern among the Tea garden labours: Some Observations. *International Journal of Advanced Research* 4(8):1608-1611
DOI: 10.21474/IJAR01/1369

- Sarma, G.(2013). A Case Study on Socio-Economic Condition of Tea Garden Labourers –Lohpohia Tea Estate of Jorhat District Assam. *A journal of Humanities & Social Science, 1(3)*.
- Saha, J. K. (2001). A Study to assess the socio-Economic Status in the Context of Working Efficiency of Tea Workers in Bangladesh. Bangladesh Tea Research Institute-Bangladesh Agricultural Research Council.
- Sahoo,D., Konwar,K.,& Sahoo,K.B.(2010). Health Condition and Health Awarenessn Among the Tea Garden Laborers: A Case Study of a Tea Garden in Tinsukia District of Assam. *Journal of Agricultural Economics,7(4)*

Links :

- <https://thewire.in/politics/politicians-want-their-votes-but-provide-no-relief-for-assams-tea-garden-workers>
- <https://www.youthkiawaaz.com/2016/05/slavery-in-assam-tea-gardens-india/>
- <https://www.youthkiawaaz.com/2017/06/is-plucking-regarded-as-a-skilled-work-in-tea-plantation/>
- <http://www.census2011.co.in/news/93-assam-population-goes-upto-3-11-crore-census-2011.html>
- http://articles.timesofindia.indiatimes.com/2012-03-31/guwahati/31265807_1primary-schools-dropout-elementary-education
- <http://www.rediff.com/news/report/assam-high-rate-of-crimes-against-women-concerns-nhre/20120529.htm>
- <https://www.dnaindia.com/analysis/column-the-plight-of-women-workers-in-assam-s-tea-gardens-1981349>
- <https://scroll.in/pulse/812175/young-mothers-are-dying-in-assams-tea-gardens-at-a-rate-higher-than-anywhere-in-india>
- <https://www.hindustantimes.com/india/assam-s-tea-gardens-become-hunting-ground-for-child-traffickers/story-MLuOTIMOheHKBpw8FDro1I.html>
- <http://learningforsustainability.net/capacity-building-empowerment/>
- <http://newslivetv.com/2018/10/01/assam-govt-launches-scheme-for-pregnant-tea-garden-women/>
- <https://scroll.in/pulse/812175/young-mothers-are-dying-in-assams-tea-gardens-at-a-rate-higher-than-anywhere-in-india>
- <https://dailyasianage.com/news/164852/story-of-tea-garden-workers>
- http://cuisinedocbox.com/Coffee_and_Tea/88961290-A-study-report-on-working-conditions-of-tea-plantation-workers-in-bangladesh.html
- <https://xojagogs.wordpress.com/2017/09/10/best-icds-in-assam/>