

# **APPENDICES**

## APPENDIX - I

### Profile of Tea Garden Panchayats in Jalpaiguri District\*

| SL: No. | Block                    | Panchayat                             | Male  | Female | SC   | ST    |
|---------|--------------------------|---------------------------------------|-------|--------|------|-------|
| 1       | <b>Alipurduar-I</b>      | <b>Mathura (T.G)</b>                  | 4797  | 4752   | 159  | 8013  |
| 2       | <b>Kalchini</b>          | <b>Malangi (T.G)</b>                  | 16082 | 16517  | 3105 | 17963 |
| 3       | <b>Kalchini</b>          | <b>Chuapara (T.G)</b>                 | 12390 | 12579  | 3656 | 9643  |
| 4       | <b>Kalchini</b>          | <b>Kalchini (T.G)</b>                 | 14072 | 13810  | 4678 | 12180 |
| 5       | <b>Kalchini</b>          | <b>Garopara (T.G)</b>                 | 14194 | 14268  | 3512 | 13609 |
| 6       | <b>Kumargram</b>         | <b>Raidak (TG)</b>                    | 8207  | 7908   | 414  | 11980 |
| 7       | <b>Kumargram</b>         | <b>Newland-Kumargram-Sankosh (TG)</b> | 9896  | 9674   | 2081 | 1204  |
| 8       | <b>Madarihat-Birpara</b> | <b>Bandapani (T.G)</b>                | 5590  | 5502   | 541  | 5762  |
| 9       | <b>Madarihat-Birpara</b> | <b>Sishujhumra (T.G)</b>              | 14217 | 13671  | 1398 | 18887 |
| 10      | <b>Madarihat-Birpara</b> | <b>Birpara-II (T.G)</b>               | 6645  | 6685   | 1965 | 3327  |
| 11      | <b>Madarihat-Birpara</b> | <b>Hantapara (T.G)</b>                | 9298  | 9591   | 2632 | 6817  |
| 12      | <b>Nagrakata</b>         | <b>Looksan (T.G)</b>                  | 16868 | 16134  | 5034 | 18412 |
| 13      | Nagrakata                | Champaguri (T.G)                      | 16127 | 16203  | 4718 | 17501 |
| 14      | Malbazar                 | Bagarakote (T.G)                      | 12864 | 12744  | 2149 | 12190 |
| 15      | Malbazar                 | Rangamatee (T.G)                      | 15915 | 15903  | 2199 | 19856 |
| 16      | Malbazar                 | Damdin(T.G)                           | 15578 | 15439  | 820  | 10983 |
| 17      | Matiali                  | IndongMatiali (T.G)                   | 12274 | 12113  | 1707 | 13169 |
| 18      | Matiali                  | Matiali-Hat (T.G)                     | 9778  | 10062  | 2381 | 6349  |
| 19      | Dhupguri                 | Banarhat-I (T.G)                      | 18918 | 18601  | 2857 | 15513 |
| 20      | Dhupguri                 | Banarhat-II (T.G)                     | 13104 | 13317  | 2402 | 10868 |
| 21      | Dhupguri                 | Chamurchi (T.G)                       | 16595 | 16365  | 4083 | 15134 |
| 22      | Dhupguri                 | Binnaguri (T.G)                       | 14930 | 14625  | 2652 | 17935 |
| 23      | Alipurduar-II            | Kohinoor (T.G)                        | 2789  | 5036   | 3964 | 11789 |

**Source: Constructed from data obtained from District Panchayat Officer, Jalpaiguri**

\*Among the 23 Tea Garden Panchayats of Jalpaiguri District first 12 Panchayats (**shows in bold**) are exclusively TG Panchayats. Besides, in the remaining Panchayats some of the Panchayat members are elected from either revenue village or forest village or partially from both types of villages though numerically Panchayat members from Tea Garden Sansad are dominant in those listed Panchayats.

## APPENDIX II

### NATIONAL POLICY FOR THE EMPOWERMENT OF WOMEN

(2001)

#### Introduction

The principle of gender equality is enshrined in the Indian Constitution in its Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The Constitution not only grants equality to women, but also empowers the State to adopt measures of positive discrimination in favour of women.

Within the framework of a democratic polity, our laws, development policies, Plans and programmes have aimed at women's advancement in different spheres. From the Fifth Five Year Plan (1974-78) onwards has been a marked shift in the approach to women's issues from welfare to development. In recent years, the empowerment of women has been recognized as the central issue in determining the status of women. The National Commission for Women was set up by an Act of Parliament in 1990 to safeguard the rights

and legal entitlements of women. The 73<sup>rd</sup> and 74<sup>th</sup> Amendments (1993) to the Constitution of India have provided for reservation of seats in the local bodies of Panchayats and Municipalities for women, laying a strong foundation for their participation in decision making at the local levels.

1.3 India has also ratified various international conventions and human rights instruments committing to secure equal rights of women. Key among them is the ratification of the Convention on Elimination of All Forms of Discrimination Against Women (CEDAW) in 1993.

1.4 The Mexico Plan of Action (1975), the Nairobi Forward Looking Strategies (1985), the Beijing Declaration as well as the Platform for Action (1995) and the Outcome Document adopted by the UNGA Session on Gender Equality and Development & Peace for the 21<sup>st</sup> century, titled "Further actions and initiatives to implement the Beijing Declaration and the Platform for Action" have been unreservedly endorsed by India for appropriate follow up.

1.5 The Policy also takes note of the commitments of the Ninth Five Year Plan and the other Sectoral Policies relating to empowerment of Women.

1.6 The women's movement and a wide-spread network of non-Government Organisations which have strong grass-roots presence and deep insight into women's concerns have contributed in inspiring initiatives for the empowerment of women.

1.7 However, there still exists a wide gap between the goals enunciated in the Constitution, legislation, policies, plans, programmes, and related mechanisms on the one hand and the situational reality of the status of women in India, on the other. This has been analyzed extensively in the Report of the Committee on the Status of Women in India, "Towards Equality", 1974 and highlighted in the National Perspective Plan for Women, 1988-2000, the Shramshakti Report, 1988 and the Platform for Action, Five Years After- An assessment"

1.8 Gender disparity manifests itself in various forms, the most obvious being the trend of continuously declining female ratio in the population in the last few decades. Social stereotyping and violence at the domestic and societal levels are some of the other manifestations. Discrimination against girl children, adolescent girls and women persists in parts of the country.

1.9 The underlying causes of gender inequality are related to social and economic structure, which

## APPENDIX II

is based on informal and formal norms, and practices.

1.10 Consequently, the access of women particularly those belonging to weaker sections

including Scheduled Castes/Scheduled Tribes/ Other backward Classes and minorities, majority of whom are in the rural areas and in the informal, unorganized sector – to education, health and productive resources, among others, is inadequate. Therefore, they remain largely marginalized, poor and socially excluded.

### Goal and Objectives

1.11 The goal of this Policy is to bring about the advancement, development and empowerment of women. The Policy will be widely disseminated so as to encourage active participation of all stakeholders for achieving its goals. Specifically, the objectives of this Policy include

- (i) Creating an environment through positive economic and social policies for full development of women to enable them to realize their full potential
- (ii) The **de-jure** and **de-facto** enjoyment of all human rights and fundamental freedom by women on equal basis with men in all spheres – political, economic, social, cultural and civil
- (iii) Equal access to participation and decision making of women in social, political and economic life of the nation
- (iv) Equal access to women to health care, quality education at all levels, career and vocational guidance, employment, equal remuneration, occupational health and safety, social security and public office etc.
- (v) Strengthening legal systems aimed at elimination of all forms of discrimination against women
- (vi) Changing societal attitudes and community practices by active participation and involvement of both men and women.
- (vii) Mainstreaming a gender perspective in the development process.
- (viii) Elimination of discrimination and all forms of violence against women and the girl child; and
- (ix) Building and strengthening partnerships with civil society, particularly women's organizations.

### Policy Prescriptions

#### Judicial Legal Systems

Legal-judicial system will be made more responsive and gender sensitive to women's needs, especially in cases of domestic violence and personal assault. New laws will be enacted and

## APPENDIX II

existing laws reviewed to ensure that justice is quick and the punishment meted out to the culprits is commensurate with the severity of the offence.

2.2 At the initiative of and with the full participation of all stakeholders including community and religious leaders, the Policy would aim to encourage changes in personal laws such as those related to marriage, divorce, maintenance and guardianship so as to eliminate discrimination against women.

2.3 The evolution of property rights in a patriarchal system has contributed to the subordinate status of women. The Policy would aim to encourage changes in laws relating to ownership of property and inheritance by evolving consensus in order to make them gender just.

### Decision Making

3.1 Women's equality in power sharing and active participation in decision making, including decision making in political process at all levels will be ensured for the achievement of the goals of empowerment. All measures will be taken to guarantee women equal access to and full participation in decision making bodies at every level, including the legislative, executive, judicial, corporate, statutory bodies, as also the advisory Commissions, Committees, Boards, Trusts etc. Affirmative action such as reservations/quotas, including in higher legislative bodies, will be considered whenever necessary on a time bound basis. Women-friendly personnel policies will also be drawn up to encourage women to participate effectively in the developmental process.

### Mainstreaming a Gender Perspective in the Development Process

4.1 Policies, programmes and systems will be established to ensure mainstreaming of women's perspectives in all developmental processes, as catalysts, participants and recipients. Wherever there are gaps in policies and programmes, women specific interventions would be undertaken to bridge these. Coordinating and monitoring mechanisms will also be devised to assess from time to time the progress of such mainstreaming mechanisms. Women's issues and concerns as a result will specially be addressed and reflected in all concerned laws, sectoral policies, plans and programmes of action.

### Economic Empowerment of women

#### ***Poverty Eradication***

5.1 Since women comprise the majority of the population below the poverty line and are very often in situations of extreme poverty, given the harsh realities of intra-household and social discrimination, macro economic policies and poverty eradication programmes will specifically address the needs and problems of such women. There will be improved implementation of programmes which are already women oriented with special targets for women. Steps will be taken for mobilization of poor women and convergence of services, by offering them a range of economic and social options, along with necessary support measures to enhance their capabilities

#### ***Micro Credit***

5.2 In order to enhance women's access to credit for consumption and production, the establishment of new, and strengthening of existing micro-credit mechanisms and micro-finance institution will be undertaken so that the outreach of credit is enhanced. Other supportive measures would be taken to

## APPENDIX II

ensure adequate flow of credit through extant financial institutions and banks, so that all women below poverty line have easy access to credit.

### ***Women and Economy***

5.3 Women's perspectives will be included in designing and implementing macro-economic and social policies by institutionalizing their participation in such processes. Their contribution to socio-economic development as producers and workers will be recognized in the formal and informal sectors (including home based workers) and appropriate policies relating to employment and to her working conditions will be drawn up. Such measures could include:

Reinterpretation and redefinition of conventional concepts of work

wherever necessary e.g. in the Census records, to reflect women's contribution as producers and workers.

Preparation of satellite and national accounts.

Development of appropriate methodologies for undertaking (i) and (ii) above.

### ***Globalization***

Globalization has presented new challenges for the realization of the goal of women's equality, the gender impact of which has not been systematically evaluated fully. However, from the micro-level studies that were commissioned by the Department of Women & Child Development, it is evident that there is a need for re-framing policies for access to employment and quality of employment. Benefits of the growing global economy have been unevenly distributed leading to wider economic disparities, the feminization of poverty, increased gender inequality through often deteriorating working conditions and unsafe working environment especially in the informal economy and rural areas. Strategies will be designed to enhance the capacity of women and empower them to meet the negative social and economic impacts, which may flow from the globalization process.

### ***Women and Agriculture***

5.5 In view of the critical role of women in the agriculture and allied sectors, as producers, concentrated efforts will be made to ensure that benefits of training, extension and various programmes will reach them in proportion to their numbers. The programmes for training women in soil conservation, social forestry, dairy development and other occupations allied to agriculture like horticulture, livestock including small animal husbandry, poultry, fisheries etc. will be expanded to benefit women workers in the agriculture sector.

### ***Women and Industry***

5.6 The important role played by women in electronics, information technology and food processing and agro industry and textiles has been crucial to the development of these sectors. They would be given comprehensive support in terms of labour legislation, social security and other support services to participate in various industrial sectors.

## APPENDIX II

5.7 Women at present cannot work in night shift in factories even if they wish to. Suitable measures will be taken to enable women to work on the night shift in factories. This will be accompanied with support services for security, transportation etc.

### ***Support Services***

5.8 The provision of support services for women, like child care facilities, including crèches at work places and educational institutions, homes for the aged and the disabled will be expanded and improved to create an enabling environment and to ensure their full cooperation in social, political and economic life. Women-friendly personnel policies will also be drawn up to encourage women to participate effectively in the developmental process.

### Social Empowerment of Women

#### ***Education***

6.1 Equal access to education for women and girls will be ensured. Special measures will be taken to eliminate discrimination, universalize education, eradicate illiteracy, create a gender-sensitive educational system, increase enrolment and retention rates of girls and improve the quality of education to facilitate life-long learning as well as development of occupation/vocation/technical skills by women. Reducing the gender gap in secondary and higher education would be a focus area. Sectoral time targets in existing policies will be achieved, with a special focus on girls and women, particularly those belonging to weaker sections including the Scheduled Castes/Scheduled Tribes/Other Backward Classes/Minorities. Gender sensitive curricula would be developed at all levels of educational system in order to address sex stereotyping as one of the causes of gender discrimination.

#### ***Health***

6.2 A holistic approach to women's health which includes both nutrition and health services will be adopted and special attention will be given to the needs of women and the girl at all stages of the life cycle. The reduction of infant mortality and maternal mortality, which are sensitive indicators of human development, is a priority concern. This policy reiterates the national demographic goals for Infant Mortality Rate (IMR), Maternal Mortality Rate (MMR) set out in the National Population Policy 2000. Women should have access to comprehensive, affordable and quality health care. Measures will be adopted that take into account the reproductive rights of women to enable them to exercise informed choices, their vulnerability to sexual and health problems together with endemic, infectious and communicable diseases such as malaria, TB, and water borne diseases as well as hypertension and cardio-pulmonary diseases. The social, developmental and health consequences of HIV/AIDS and other sexually transmitted diseases will be tackled from a gender perspective.

6.3 To effectively meet problems of infant and maternal mortality, and early marriage the availability of good and accurate data at micro level on deaths, birth and marriages is required. Strict implementation of registration of births and deaths would be ensured and registration of marriages would be made compulsory.

6.4 In accordance with the commitment of the National Population Policy (2000) to population stabilization, this Policy recognizes the critical need of men and women to have access to safe, effective and affordable methods of family planning of their choice and the need to suitably address the issues of early marriages and spacing of children. Interventions such as spread of education,

## APPENDIX II

compulsory registration of marriage and special programmes like BSY should impact on delaying the age of marriage so that by 2010 child marriages are eliminated.

6.5 Women's traditional knowledge about health care and nutrition will be recognized through proper documentation and its use will be encouraged. The use of Indian and alternative systems of medicine will be enhanced within the framework of overall health infrastructure available for women.

### ***Nutrition***

6.6 In view of the high risk of malnutrition and disease that women face at all the three critical stages viz., infancy and childhood, adolescent and reproductive phase, focussed attention would be paid to meeting the nutritional needs of women at all stages of the life cycle. This is also important in view of the critical link between the health of adolescent girls, pregnant and lactating women with the health of infant and young children. Special efforts will be made to tackle the problem of macro and micro nutrient deficiencies especially amongst pregnant and lactating women as it leads to various diseases and disabilities.

6.7 Intra-household discrimination in nutritional matters vis-à-vis girls and women will be sought to be ended through appropriate strategies. Widespread use of nutrition education would be made to address the issues of intra-household imbalances in nutrition and the special needs of pregnant and lactating women. Women's participation will also be ensured in the planning, superintendence and delivery of the system.

### ***Drinking Water and Sanitation***

6.8 Special attention will be given to the needs of women in the provision of safe drinking water, sewage disposal, toilet facilities and sanitation within accessible reach of households, especially in rural areas and urban slums. Women's participation will be ensured in the planning, delivery and maintenance of such services.

### ***Housing and Shelter***

6.9 Women's perspectives will be included in housing policies, planning of housing colonies and provision of shelter both in rural and urban areas. Special attention will be given for providing adequate and safe housing and accommodation for women including single women, heads of households, working women, students, apprentices and trainees.

### ***Environment***

6.10 Women will be involved and their perspectives reflected in the policies and programmes for environment, conservation and restoration. Considering the impact of environmental factors on their livelihoods, women's participation will be ensured in the conservation of the environment and control of environmental degradation. The vast majority of rural women still depend on the locally available non-commercial sources of energy such as animal dung, crop waste and fuel wood. In order to ensure the efficient use of these energy resources in an environmental friendly manner, the Policy will aim at promoting the programmes of non-conventional energy resources. Women will be involved in spreading the use of solar energy, biogas, smokeless chulahs and other rural application so as to have a visible impact of these measures in influencing eco system and in changing the life styles of rural women.

## APPENDIX II

### ***Science and Technology***

6.11 Programmes will be strengthened to bring about a greater involvement of women in science and technology. These will include measures to motivate girls to take up science and technology for higher education and also ensure that development projects with scientific and technical inputs involve women fully. Efforts to develop a scientific temper and awareness will also be stepped up. Special measures would be taken for their training in areas where they have special skills like communication and information technology. Efforts to develop appropriate technologies suited to women's needs as well as to reduce their drudgery will be given a special focus too.

### ***Women in Difficult Circumstances***

6.12 In recognition of the diversity of women's situations and in acknowledgement of the needs of specially disadvantaged groups, measures and programmes will be undertaken to provide them with special assistance. These groups include women in extreme poverty, destitute women, women in conflict situations, women affected by natural calamities, women in less developed regions, the disabled widows, elderly women, single women in difficult circumstances, women heading households, those displaced from employment, migrants, women who are victims of marital violence, deserted women and prostitutes etc.

#### Violence against women

7.1 All forms of violence against women, physical and mental, whether at domestic or societal levels, including those arising from customs, traditions or accepted practices shall be dealt with effectively with a view to eliminate its incidence. Institutions and mechanisms/schemes for assistance will be created and strengthened for prevention of such violence, including sexual harassment at work place and customs like dowry; for the rehabilitation of the victims of violence and for taking effective action against the perpetrators of such violence. A special emphasis will also be laid on programmes and measures to deal with trafficking in women and girls.

#### Rights of the Girl Child

8.1 All forms of discrimination against the girl child and violation of her rights shall be eliminated by undertaking strong measures both preventive and punitive within and outside the family. These would relate specifically to strict enforcement of laws against prenatal sex selection and the practices of female foeticide, female infanticide, child marriage, child abuse and child prostitution etc. Removal of discrimination in the treatment of the girl child within the family and outside and projection of a positive image of the girl child will be actively fostered. There will be special emphasis on the needs of the girl child and earmarking of substantial investments in the areas relating to food and nutrition, health and education, and in vocational education. In implementing programmes for eliminating child labour, there will be a special focus on girl children.

#### Mass Media

9.1 Media will be used to portray images consistent with human dignity of girls and women. The Policy will specifically strive to remove demeaning, degrading and negative conventional stereotypical images of women and violence against women. Private sector partners and media networks will be involved at all levels to ensure equal access for women particularly in the area of information and communication technologies. The media would be encouraged to develop codes of conduct, professional guidelines and other self regulatory mechanisms to remove gender

## APPENDIX II

stereotypes and promote balanced portrayals of women and men.

### Operational Strategies

#### Action Plans

10.1 All Central and State Ministries will draw up time bound Action Plans for translating the Policy into a set of concrete actions, through a participatory process of consultation with Centre/State Departments of Women and Child Development and National /State Commissions for Women. The Plans will specifically including the following: -

- i) Measurable goals to be achieved by 2010.
- ii) Identification and commitment of resources.
- iii) Responsibilities for implementation of action points.
- iv) Structures and mechanisms to ensure efficient monitoring, review and gender impact assessment of action points and policies.
- v) Introduction of a gender perspective in the budgeting process.

10.2 In order to support better planning and programme formulation and adequate allocation of resources, Gender Development Indices (GDI) will be developed by networking with specialized agencies. These could be analyzed and studied in depth. Gender auditing and development of evaluation mechanisms will also be undertaken along side.

10.3 Collection of gender disaggregated data by all primary data collecting agencies of the Central and State Governments as well as Research and Academic Institutions in the Public and Private Sectors will be undertaken. Data and information gaps in vital areas reflecting the status of women will be sought to be filled in by these immediately. All Ministries/Corporations/Banks and financial institutions etc will be advised to collect, collate, disseminate and maintain/publish data related to programmes and benefits on a gender disaggregated basis. This will help in meaningful planning and evaluation of policies.

#### Institutional Mechanisms

11.1 Institutional mechanisms, to promote the advancement of women, which exist at the Central and State levels, will be strengthened. These will be through interventions as may be appropriate and will relate to, among others, provision of adequate resources, training and advocacy skills to effectively influence macro-policies, legislation, programmes etc. to achieve the empowerment of women.

11.2 National and State Councils will be formed to oversee the operationalisation of the Policy on a regular basis. The National Council will be headed by the Prime Minister and the State Councils by the Chief Ministers and be broad in composition having representatives from the concerned Departments/Ministries, National and State Commissions for Women, Social Welfare Boards, representatives of Non-Government Organizations, Women's Organisations, Corporate Sector,

## APPENDIX II

Trade Unions, financing institutions, academics, experts and social activists etc. These bodies will review the progress made in implementing the Policy twice a year. The National Development Council will also be informed of the progress of the programme undertaken under the policy from time to time for advice and comments.

11.3 National and State Resource Centres on women will be established with mandates for collection and dissemination of information, undertaking research work, conducting surveys, implementing training and awareness generation programmes, etc. These Centers will link up with Women's Studies Centres and other research and academic institutions through suitable information networking systems.

11.4 While institutions at the district level will be strengthened, at the grass-roots, women will be helped by Government through its programmes to organize and strengthen into Self-Help Groups (SHGs) at the Anganwadi/Village/Town level. The women's groups will be helped to institutionalize themselves into registered societies and to federate at the Panchyat/Municipal level. These societies will bring about synergistic implementation of all the social and economic development programmes by drawing resources made available through Government and Non-Government channels, including banks and financial institutions and by establishing a close Interface with the Panchayats/ Municipalities.

### Resource Management

12.1 Availability of adequate financial, human and market resources to implement the Policy will be managed by concerned Departments, financial credit institutions and banks, private sector, civil society and other connected institutions. This process will include:

(a) Assessment of benefits flowing to women and resource allocation to the programmes relating to them through an exercise of gender budgeting. Appropriate changes in policies will be made to optimize benefits to women under these schemes;

(b) Adequate resource allocation to develop and promote the policy outlined earlier based on (a) above by concerned Departments.

(c) Developing synergy between personnel of Health, Rural Development, Education and Women & Child Development Department at field level and other village level functionaries'

(d) Meeting credit needs by banks and financial

credit institutions through suitable policy initiatives and development of new institutions in coordination with the Department of Women & Child Development.

12.2 The strategy of Women's Component Plan adopted in the Ninth Plan of ensuring that not less than 30% of benefits/funds flow to women from all Ministries and Departments will be implemented effectively so that the needs and interests of women and girls are addressed by all concerned

## APPENDIX II

sectors. The Department of Women and Child Development being the nodal Ministry will monitor and review the progress of the implementation of the Component Plan from time to time, in terms of both quality and quantity in collaboration with the Planning Commission.

12.3 Efforts will be made to channelize private sector investments too, to support programmes and projects for advancement of women

### Legislation

13.1 The existing legislative structure will be reviewed and additional legislative measures taken by identified departments to implement the Policy. This will also involve a review of all existing laws including personal, customary and tribal laws, subordinate legislation, related rules as well as executive and administrative regulations to eliminate all gender discriminatory references. The process will be planned over a time period 2000-2003. The specific measures required would be evolved through a consultation process involving civil society, National Commission for Women and Department of Women and Child Development. In appropriate cases the consultation process would be widened to include other stakeholders too.

13.2 Effective implementation of legislation would be promoted by involving civil society and community. Appropriate changes in legislation will be undertaken, if necessary.

13.3 In addition, following other specific measures will be taken to implement the legislation effectively.

**(a)** Strict enforcement of all relevant legal provisions and speedy redressal of grievances will be ensured, with a special focus on violence and gender related atrocities.

**(b)** Measures to prevent and punish sexual harassment at the place of work, protection for women workers in the organized/ unorganized sector and strict enforcement of relevant laws such as Equal Remuneration Act and Minimum Wages Act will be undertaken,

**(c)** Crimes against women, their incidence, prevention, investigation, detection and prosecution will be regularly reviewed at all Crime Review fora and Conferences at the Central, State and District levels. Recognised, local, voluntary organizations will be authorized to lodge Complaints and facilitate registration, investigations and legal proceedings related to violence and atrocities against girls and women.

**(d)** Women's Cells in Police Stations, Encourage Women Police Stations Family Courts, Mahila

Courts, Counselling Centers, Legal Aid Centers and Nyaya Panchayats will be strengthened and expanded to eliminate violence and atrocities against women.

## APPENDIX II

(e) Widespread dissemination of information on all aspects of legal rights, human rights and other entitlements of women, through specially designed legal literacy programmes and rights information programmes will be done.

### Gender Sensitization

14.1 Training of personnel of executive, legislative and judicial wings of the State, with a special focus on policy and programme framers, implementation and development agencies, law enforcement machinery and the judiciary, as well as non-governmental organizations will be undertaken. Other measures will include:

(a) Promoting societal awareness to gender issues and women's human rights.

(b) Review of curriculum and educational materials to include gender education and human rights issues

(c) Removal of all references derogatory to the dignity of women from all public documents and legal instruments.

(d) Use of different forms of mass media to communicate social messages relating to women's equality and empowerment.

### Panchayati Raj Institutions

15.1 The 73<sup>rd</sup> and 74<sup>th</sup> Amendments (1993) to the Indian Constitution have served as a breakthrough towards ensuring equal access and increased participation in political power structure for women. The PRIs will play a central role in the process of enhancing women's participation in public life. The PRIs and the local self Governments will be actively involved in the implementation and execution of the National Policy for Women at the grassroots level.

### Partnership with the voluntary sector organizations

16.1 The involvement of voluntary organizations, associations, federations, trade unions, non-governmental organizations, women's organizations, as well as institutions dealing with education, training and research will be ensured in the formulation, implementation, monitoring and review of all policies and programmes affecting women. Towards this end, they will be provided with appropriate support related to resources and capacity building and facilitated to participate actively in the process of the empowerment of women.

### International Cooperation

17.1 The Policy will aim at implementation of international obligations/commitments in all sectors on empowerment of women such as the Convention on All Forms of Discrimination Against Women (CEDAW), Convention on the Rights of the Child (CRC), International Conference on Population and Development (ICPD+5) and other such instruments. International, regional and

## **APPENDIX II**

sub-regional cooperation towards the empowerment of women will continue to be encouraged through sharing of experiences, exchange of ideas and technology, networking with institutions and organizations and through bilateral and multi-lateral partnerships

## APPENDIX - III

### Plantations Labour Act, 1951

[Act No. 69 of 1951 as amended by Acts Nos. 42 of 1953, 34 of 1960, 53 of 1961, 58 of 1981 and 61 of 1986]

#### CHAPTER I PRELIMINARY

##### 1.Short title, extent, commencement and application-

1.3 This Act may be called the Plantations Labour Act, 1951.

1.4 It extends to the whole of India except the State of Jammu and Kashmir.

1.5 It shall come into force on such date as the Central Government may by notification in the Official Gazette, appoint.

<sup>1</sup>[(3)It applies to the following plantations, that it to say,-

(a)To any land used or intended to be used for growing tea, coffee, rubber [, cinchona<sup>2</sup> or cardamom]<sup>2</sup> which admeasures [5]<sup>2</sup> hectares or more and in which [fifteen]<sup>2</sup> or more persons are employed or were employed on any day of the preceding twelve months-

(b)To any land used or intended to be used for growing any other plant, which admeasures [5]<sup>2a</sup> hectares or more and in which <sup>2a</sup>[fifteen] or more persons are employed or were employed on any day of the preceding twelve months, if after obtaining the approval of the Central Government, the State Government by notification in the Official Gazette, so directs.

<sup>3</sup>**[Explanation.** --- Where any piece of land used for growing, any plant referred to in clause (a) or clause (b) of this sub-section admeasures less than 5 hectares and is contiguous to any other piece of land not being so used, but capable of being so used, and both such pieces of land are under the management of the same employer. then, for the purposes of this subsection, the piece of land first mentioned shall be deemed to be a plantation, if the total area of both such pieces of land admeasures 5 hectares or more.]

(5) The State Government may, by notification in the Official Gazette declare that all or any of the provisions of this Act shall apply also to any land used or intended to be used for crowing any plant referred to in clause (a) or clause (b) of sub-section (4), not with standing that ---

(a)It admeasures less than [5]<sup>2a</sup> hectares, or

(b)The number of persons employed therein is less than [fifteen]<sup>2a</sup> :

Provided that no such declaration shall be made in respect of such land which admeasured less than [5]<sup>2a</sup> hectares or in which less than <sup>2a</sup>[fifteen] persons were employed, immediately before the commencement of this Act.]

**1.5 Subs. by Act No. 34 of 1960.**

**1.6 Subs. by Act No. 58 of 1981 (w.e.f. 26-1-1982).**

**2a. Ibid.**

## APPENDIX - III

### 3. Ins. by Act No. 58 of 1981 (w.e.f. 26-1-1982).

**2. Definitions.** - In this Act, unless the context otherwise requires-

(a)“Adolescent” means a person who has completed his <sup>1a</sup>[fourteenth] year but has not completed his eighteenth year,

(b)“Adult” means a person who has completed his eighteenth year,

(c)“Child” means a person who has not completed his <sup>1a</sup>[fourteenth] year,

(d)“Day” means a period of twenty-four hours beginning at midnight;

(e)“Employer” when used in relation to a plantation, means the person who has the ultimate control over the affairs of the plantation, and where the affairs of any plantation are entrusted to any other person (whether called a managing agent, manager, superintendent or by any other name) such other person shall be deemed to be the employer in relation to that plantation;

<sup>2</sup>[(ee) “Family”, when used in relation to a worker means-

(i)His or her spouse, and

(ii)The legitimate and adopted children of the worker dependent upon him or, who have not completed their eighteenth year And includes, where the worker is a male, his parents dependent upon him;]

“Inspector” means an inspector of plantations appointed under subsection (1) of Section 4 and includes an additional inspector of plantations appointed under subsection (I-A) of that section ;]

<sup>4</sup>[(f)“Plantation” means any plantation to which this Act, whether wholly or in part, applies and includes offices, hospitals, dispensaries, schools, and any other premises used for any purpose connected with such plantation, but does not include any factory on the premises to which the provisions of the Factories Act, 1948 (63 of 1948), apply]

(g)“Prescribed” means prescribed by rules under this Act,

<sup>4</sup>[(h)“Qualified medical practitioner” means a person holding a qualification granted by an authority specified or notified under Section 3 of the Indian Medical Degrees Act, 1916 (7 of 1916), or specified in the Schedules to the Indian Medical Council Act, 1956 (102 of 1956), and includes any person having, a certificate granted under any Provincial or State Medical Council Act;]

(i)“Wages” has the meaning assigned to it in clause (h) of Section 2 of the Minimum Wages Act, 1948 (11 of 1948)

(j)“Week” means a period of seven days beginning at midnight on Saturday night or such other night as may be fixed by the State Government in relation to plantations in any area after such consultation as may be prescribed with reference to the plantations concerned in that area

## APPENDIX - III

<sup>5</sup> [(k) "Worker" means a person employed in a plantation for hire or reward, whether directly or through any agency, to do any work skilled, unskilled, manual or clerical, but does not include-

(i) A medical officer employed in the plantation

(ii) Any person employed in the plantation (including any member of the medical staff) whose monthly wages exceed [rupees seven hundred and fifty] <sup>6</sup> ;

(iii) Any person employed in the plantation primarily in a managerial capacity, notwithstanding that his monthly wages do not exceed [rupees seven hundred and fifty] <sup>6</sup> ;

(iv) Any person temporarily employed in the plantation in any work relating to the construction, development or maintenance of buildings, roads, bridges, or canals ;]

(l) "Young person means a person who is either a child or an adolescent the extent of permanent partial disablement is expressed in percentages of loss of earning capacity. These percentages are percentages of the compensation which would be payable in the case of permanent total disablement.

### **1a Subs. by Act 61 of 1986.**

(i) **Ins. by Act No. 34 of 1960.**

(ii) **Ins. by Act No. 58 of 1981 (w.e.f. 26-1-1982).**

(iii) **Subs. by Act No. 34 of 1960.**

(iv) **Subs. by Act No. 34 of 1960.**

(v) **Subs by Act No. 58 of 1981 (w.e.f. 26-1-1982).**

**3.Reference to time of day.** -In this Act, references to time of day are references to Indian Standard Time being five and a half Hours ahead of Greenwich Mean Time: --

Provided that for any area in which the Indian Standard Time is not ordinarily observed, the State Government may make rules-

(a) Specifying the area

(b) Defining the local mean time ordinarily, observed therein; and

(c) Permitting such time to be observed in all or any of the plantations situated in that area.

## **REGISTRATION OF PLANTATIONS**

### **1. Chap. I-A ins. by Act No. 58 of 1981 (w.e.f. 26-1-1982).**

**3-A.Appointment of registering officers.** -The State Government may, by notification in the Official Gazette,-

(a) Appoint such persons, being Gazetted Officers of Government as it thinks fit, to be registering officers for the purposes of this Chapter, and

## APPENDIX - III

(b) Define the limits within which a registering officer shall exercise the powers and discharge the functions conferred or imposed on him by or under this Chapter.

### **3-B. Registration of plantations. -**

(1) Every employer of a plantation, existing at the commencement of the Plantations Labour (Amendment) Act. 1981 shall, within a period of sixty days of such commencement, and every employer of any other plantation coming into existence after such commencement shall, within a period of sixty days of the coming into existence of such plantation, make an application to the registering officer for the registration of such plantation

Provided that the registering officer may entertain any such application after the expiry of the period aforesaid if he is satisfied that the applicant was prevented by sufficient cause from making the application within such period.

(2) Every application made under sub-section (1) shall be in such form and shall contain such particulars and shall be accompanied by such fees as may be prescribed.

(3) After the receipt of an application under sub-section (1), the registering officer shall register the plantation.

(4) Where a plantation is registered under this section, the registering officer shall issue a certificate of registration to the employer thereof in such form as may be prescribed.

(5) Where, after the registration of a plantation under this section, any change occurs in the ownership or management or in the extent of the area or other prescribed particulars in respect of such plantation, the particulars regarding such change be intimated by the employer to the registering officer within thirty days of such change in such form as may be prescribed.

(6) Where as a result of any intimation received under sub-section (5), the registering officer is satisfied that the plantation is no longer required to be registered under this section, he shall, by order in writing, cancel the registration thereof and shall as soon as practicable, cause such order to be published in any one newspaper in the language of, and having circulation in, the area where the plantation is situated.

### **3-C. Appeals against orders of registering officer. -**

(1) Any person aggrieved by the order of a registering officer under sub-section (6) of Section 3-B may, within thirty days of the publication of such order in the newspaper under that sub-section, prefer an appeal to such authority as may be prescribed:

Provided that the appellate authority may entertain an appeal under this sub-section after the expiry of the aforesaid period if it is satisfied that the appellant was prevented by sufficient cause from preferring the appeal within such period.

(2) After the receipt of an appeal under sub-section (1), the appellate authority may, after giving the appellant, the employer referred to in sub-section (5) of Section 3-B and the registering officer an opportunity of being heard in the matter, dispose of the appeal as expeditiously as possible.

## APPENDIX - III

### **3-D.Power to make rules. -**

(1)The State Government may, by notification in the Official Gazette, make rules to carry out the purposes of this Chapter.

(2)In particular, and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely: -

(a)The form of application for the registration of a plantation, the particulars to be contained in such application and the fees to be accompanied along with such application;

(b)The form of the certificate of registration

(c)The particulars regarding any change in respect of which intimation shall be given by the employer to the registering officer under sub-section (5) of Section 3-B and the form in which such change shall be intimated

5.6 The authority to which an appeal may be preferred under Section 3-C and the fees payable in respect of such appeal;

5.7The registers to be kept and maintained by a registering officer.]

### **INSPECTING STAFF**

#### **4. Chief inspector and inspectors-**

(1) The State Government may, by notification in the Official Gazette, appoint for the State duly qualified person to be chief inspector of plantations, and so many duly qualified persons to be inspectors of plantations subordinate to the chief inspector as it thinks fit.

[( I-A) The State Government may also, by notification in the Official Gazette, appoint such officers of the State Government or of any local authority under its control as it thinks fit, to be additional inspectors of plantations for all or any of the purposes of this Act]

(2)Subject to such rules as may be made in this behalf by the State Government, the chief inspector may declare that local area or areas within which or the plantations with respect to which, inspectors shall exercise their powers under this Act, and may himself exercise the powers of an inspector within such limits as may be assigned to him by the State Government.

(3) The Chief Inspector and if inspectors shall be deemed to be public servants within the meaning of the Indian Penal Code (45 of 1860).

#### **1. Ins. by Act No. 59 of 11, I (w.e.f. 26-1-1982)**

**5.Powers and functions of inspectors. -** Subject to any rules made by the StateGovernment in this behalf, an inspector may within the local limits for which he is appointed--

## APPENDIX - III

(a) Make such examination and inquiry as he thinks fit in order to ascertain whether the provisions of this Act and of the rules made thereunder are being observed in the case of any plantation;

(b) With such assistants, if any, as he thinks fit, enter, inspect and examine any plantation or part thereof at any reasonable time for the purpose of carrying out the objects of this Act;

(c) Examine the crops grown in any plantation or any worker employed therein or require the production of any register or other document maintained in pursuance of this Act and take on the spot or otherwise statements on any person which he may consider necessary for carrying out the purposes of this Act;

(d) Exercise such other powers as may be prescribed:

Provided that no person shall be compelled under this section to answer any question or make any statement tending to incriminate himself.

**6. Facilities to be afforded to inspectors.** - Every employer shall afford the inspector all reasonable facilities for making any entry, inspection, examination or inquiry under this Act.

**7. Certifying surgeons.** -

(1) The State Government may appoint qualified medical practitioners to be certifying surgeons for the purposes of this Act within such local limits or for such plantation or class of plantation as it may assign to them respectively.

(2) The certifying surgeon shall carry out such duties as may be prescribed in connection with-

(a) The examination and Certification of workers;

(b) The exercise of such medical supervision as may be prescribed where adolescents and children are, or are to be, employed in any work in any plantation which is likely to cause injury to their health.

### PROVISIONS AS TO HEALTH

**8. Drinking water.** - In every plantation effective arrangements shall be made by the employer to provide and maintain at convenient places in the plantation a sufficient supply of wholesome drinking water for all workers.

**9. Conservancy.** -

(1) There shall be provided separately for males and females in every plantation a sufficient number of latrines and urinals of prescribed types so situated as to be convenient and accessible to workers employed therein.

(2) All latrines and urinals provided under sub-section (1) shall be maintained in a clean and sanitary condition.

**10. Medical Facilities-**

## APPENDIX - III

(1) In every plantation there shall be provided and maintained so as to be readily available such medical facilities for the workers [and their families]<sup>1</sup> as may be prescribed by the State Government.

(2) If in any plantation medical facilities are not provided and maintained as required by sub-section (1) the chief inspector may cause to be provided and maintained therein such medical facilities, and recover the cost thereof from the defaulting employer.

(3) For the purposes of such recovery the chief inspector may certify the costs to be recovered to the collector, who may recover the amount as an arrear of land revenue.

### **1. Ins. by Act No. 34 of 1960.**

#### **WELFARE**

##### **11. Canteens. —**

(1) The State Government may make rules requiring that in every plantation wherein one hundred and fifty workers are ordinarily employed, one or more canteens shall be provided and maintained by the employer for the use of the workers.

(2) Without prejudice to the generality of the foregoing power such rules may provide for-

(a) The date by which the canteen shall be provided;

(b) The number of canteens that shall be provided and the standards in respect of construction, accommodation, furniture and other equipment of the canteen;

(c) The foodstuffs which may be served therein and the charges which may be made therefor;

(d) The constitution of a managing committee for the canteen and the representation of the workers in the management of the canteen;

(e) The delegation to the chief inspector, subject to such conditions as may be prescribed, of the power to make rules under clause (c).

##### **12. Crèches. —**

(1) In every plantation wherein fifty or more women workers (including women workers employed by any contractor) are employed or were employed on any day of the preceding twelve months, or where the number of children of women workers (including women workers employed by any contractor) is twenty or more, there shall be provided and maintained by the employer suitable rooms for the use of children of such women workers.

**Explanation.** - For the purposes of this sub-section and sub-section (1-A), "children" means persons who are below the age of six years.]

## APPENDIX - III

(I-A) Notwithstanding anything contained in sub-section (1), if, in respect of any plantation wherein less than fifty women workers (including women workers employed by any contractor) are employed or were employed on any day of the preceding twelve months, or where the number of children of such women workers is less than twenty, the State Government, having regard to the number of children of such women workers deems it necessary that suitable rooms for the use of such children should be provided and maintained by the employer, it may, by order, direct the employer to provide and maintain such rooms and thereupon the employer shall be bound to comply with such direction.

(2)[The rooms referred to in sub-section (1) or sub-section 1-A] **1**

shall-(a)Provide adequate accommodation;

(b) Be adequately lighted and ventilated;

(c)Be maintained in a clean and sanitary condition; and

(d)Be under the charge of a woman trained in the care of children and infants.

(3)The State Government may make rules prescribing the location and the standards of <sup>3</sup>[the rooms referred to in sub-section (1) or sub-section (1-A) in respect of their construction and accommodation and the equipment and amenities to be provided therein.

**1.Subs. by Act No. 58 of 1981 w.e.f. 26-1-1982.**

**6.2 Ins. by Act No. 58 of 1981 w.e.f. 26-1-1982.**

**6.3 Subs. by Act No. 58 of 1981 w.e.f. 26-1-1982.**

**13. Recreational facilities.** -The State Government may make rules requiring every employer to make provision in his plantation for such recreational facilities for the workers and children employed therein as may be prescribed.

**14.Educational facilities.** -Where the children between the ages of six and twelve of workers employed in any plantation exceed twenty-five in number, the State Government may make rules, requiring every employer to provide educational facilities for the children in such manner and of such standard as may be prescribed.

**[15.Housing facilities.** -- It shall be the duty of every employer to provide and maintain necessary housing accommodation-

(a)For every worker (including his family) residing in the plantation;

(b)For every worker (including his family) residing outside the plantation, who has put in six months of continuous service in such plantation and who has expressed a desire in writing to reside in the plantation:

Provided that the requirement of continuous service of six months under this clause shall not apply to a worker who is a member of the family, of a deceased worker who, immediately before his death, was residing in the plantation.]

**1.Subs. by Act No. 58 of 1981 w.e.f. 26-1-1982.**

**16.Power to make rules relating to housing.** -The State Government may make rule for the purposes of giving effect to the provisions of Section 15 and, in particular providing for--

## APPENDIX - III

- (a)The standard and specification of the accommodation to be provided;
- (b)The selection and preparation of sites for the construction of houses and the size of such plot;
- (c)The constitution of advisory boards consisting of representatives of the State Government, the employer and the workers for consultation in regard to matters connected with housing and the exercise by them of such powers, functions and duties in relation thereto as may be specified ;
- (d)The fixing of rent, if any, for the housing accommodation provided for workers;
- (e)The allotment to workers and their families of housing accommodation and suitable strips of vacant land adjoining such accommodation for the purposes of maintaining kitchen gardens, [\* \* \*]<sup>1a</sup> and for the eviction of workers and their families from such accommodation;
- (f)Access to the public to those parts of the plantation wherein the workers are housed.

### **1a.Omitted by Act No. 34 of 1960.**

### **16-A. Liability of employer in respect of accidents resulting from collapse of houses provided by him. -**

(1)If death or injury is caused to any worker or a member of his family as a result of the collapse of a house provided under Section 15, and the collapse is not solely and directly attributable to a fault on the part of any occupant of the house or to a natural, calamity, the employer shall be liable to pay compensation.

(2) The provisions of Section 4 of, and Schedule IV to, the Workmen's Compensation Act, 1923 (8 of 1923), as in force for the time being,, regarding the amount of compensation payable to a workman under that Act shall, so far as may be, apply for the determination of the amount of compensation payable under sub-section (1).

### **1. Sections 16-A 16-G ins. by Act No. 58 of 1981 w.e.f. 26-1-1982.**

**16-B. Appointment of Commissioners. -** The State Government may,by notification in the Official Gazette, appoint as many persons, possessing the prescribed qualifications, as it thinks fit, to be Commissioners to determine the amount of compensation payable under Section 16-A and may define the limits within which each such Commissioner shall exercise the powers and discharge the functions conferred or imposed on him by, or under this Act.

### **16-C.Application for compensation. -**

(1)An application for payment of compensation under Section 16-A may be made to the Commissioner-

(a)By the person who has sustained the injury; or

(b)By any agent duly authorised by the person who has sustained the injury; or

## APPENDIX - III

(c)Where the person who has sustained the injury is a minor, by his guardian; or

(d)Where death has resulted out of the collapse of the house, by any dependant of the deceased or by any agent duly authorised by such dependent or, if such dependant is a minor, by his guardian.

(2)Every application under sub-section (1) shall be in such form and shall contain such particulars as may be prescribed.

(3)No application for compensation under this section shall be entertained unless it is made within six months of the collapse of the house:

Provided that the Commissioner may, if he is satisfied that the applicant was prevented by sufficient cause from making the application within the aforesaid period of six months, entertain such application within a further period of six months.

**Explanation.** - In this section, the expression "dependant" has the meaning assigned to it in clause (d) of Section 2 of the Workmen's Compensation Act, 1923 (8 of 1923).

### **16-D. Procedure and powers.** -

(1) On receipt of an application under Section 16-C, the Commissioner may make an inquiry into the matter covered by the application.

(2)In determining the amount of compensation payable under Section 16-A, the Commissioner may, subject to any rules that may be-made in this behalf, follow such summary procedure as he thinks fit.

(3) The Commissioner shall have all the powers of a civil court while trying a suit under the Code of Civil Procedure, 1908 (5 of 1908) in respect of the following matters, namely: -

(a)Summoning and enforcing the attendance of any person and examining him on oath;

(b)Requiring the discovery and production of any document;

(c)Receiving evidence on affidavits;

(d)Requisitioning any public record or copy thereof from I any court or officer;

(e)Issuing commissions for the examination of witnesses or documents;

(f)Any other matter which may be prescribed.

(4)Subject to any rules that may be made in this behalf, the Commissioner may, for the purpose of determining any claim or compensation, choose one or more persons possessing special knowledge of any matter relevant to the inquiry to assist him in holding the inquiry.

### **16-E. Liability to pay compensation, etc., to be decided by Commissioner.** -

## APPENDIX - III

(1) Any question as to the liability of an employer to pay compensation under Section 16-A, or as to the amount thereof, or as to the person to whom such compensation is payable, shall be decided by the Commissioner.

(2) Any person aggrieved by a decision of the Commissioner refusing to grant compensation, or as to the amount compensation granted to him, or to the apportionment thereof, may prefer an appeal to the High Court having jurisdiction over the place where the collapse of the house has occurred, within ninety days of the communication of the order of the Commissioner to such person:

Provided that the High Court may entertain any such appeal after the expiry of the period aforesaid if it is satisfied that the appellant was prevented by sufficient cause from preferring the appeal within such period:

Provided further that nothing in this sub-section shall be deemed to authorise the High Court to grant compensation in excess of the amount of Compensation payable under Section 16-A.

(3) Subject to the decision of the High Court in cases in which an appeal is preferred under sub-section (2), the decision of the Commissioner under sub-section (1) shall be final and shall not be called in question in any court.

**16-F. Saving as to certain rights.** -The right of any person to claim compensation under Section 16-A shall be without prejudice to the right of such person to recover compensation payable under any other law for the time being in force; but no person shall be entitled to claim compensation more than once in respect of the same collapse of the house.

### **16-G. Power to make rules. -**

(1) The State Government may, by notification in the Official Gazette, make rules for giving effect to the provisions of Sections 16-A to 16-F (both inclusive).

(2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for-

(i) The qualifications and conditions of service of Commissioners;

(ii) The manner in which claims for compensation may be inquired into and determined by the Commissioner;

(iii) The matters in respect of which any person may be chosen to assist the Commissioner under Section 16-D and the functions that may be performed by such person;

(iv) Generally for the effective exercise of any powers conferred on the Commissioner.]

**17. Other facilities.** -The State Government may make rules requiring that in every plantation the employer shall provide the workers with such number and type of umbrellas, blankets, rain coats or other tile amenities for the protection of workers from rain or cold as may be prescribed

## APPENDIX - IV

Government of West Bengal  
Department of Panchayats & Rural Development  
Panchayats Branch  
11A, K.S.Roy Road, Calcutta-700 001.

No.207/PN/O/I/IM-1/97.

Dated, Calcutta the 21.1.1999.

### MEMORANDUM

At the time of Fifth Panchayat General Elections held in 1998, areas under the Tea Gardens and Forest Villages within different districts of this State, were brought within the operational jurisdiction of the West Bengal Panchayat Act, 1978 as subsequently amended (hereinafter referred to as the Act). Consequently, elections were held from such Tea Garden and Forest Village areas to 3-tier panchayats and at present such areas together with other rayati land areas in most cases, constitute various units of different tiers of Panchayat i.e. Gram Panchayat, Panchayat Samiti and Zilla Parishad.

Various measures for infrastructural development in such areas recently included in the panchayats as also a number of welfare measures for the inhabitants of such area are being provided exclusively by the Lessee of the land and/or Tea Garden Management (hereinafter referred to as the Management) in Tea Garden areas and by the Forest Department of this State and as its behest, by the Forest Directorate and/or the West Bengal Forest Development Corporation (hereinafter referred to as the Department) in forest villages. In terms of the provisions under plantation Labour Act, 1951 (Act 69 of 1951) and rules thereunder in force, the Management is obliged to take appropriate measures in the field of health, sanitation, education and different social welfare measures in the tea garden. The Department on the other hand is maintaining communication facilities and implementing other infrastructural development programmes in the forest villages. It is also observed that in such areas, the entire land is leased out to the Management of the tea gardens and is under control of the latter; similarly the entire set of forest lands within which the forest villages are located, are under the ownership of the Department. Consequently, within the Tea Gardens and Forest Villages, there is no land available for use of the general public where jurisdiction and authority of the panchayats statutorily extends.

In view of the aforesaid special features obtained in the tea garden and forest village areas, it is considered necessary to clearly define the powers, functions and duties of the panchayats, specially the Gram Panchayats, in relation to the powers, functions and duties of the Management and the Department. After careful consideration, the state Government is of the view that pending

Contd.....P/2 ....

## APPENDIX - IV

-2-

amendment of the relevant rules and other provisions of law as be necessary, powers, functions and duties of the Panchayats and other units of administration operating in such areas need be defined by an order issued in this behalf.

Now, therefore, in exercise of the power conferred by section 212 of the West Bengal Panchayat Act, 1973 as subsequently amended, the Governor is pleased hereby to issue directions as follows :-

(1) In tea garden areas, the Management concerned shall continue to remain responsible for the facilities and benefits now being provided as also required to be provided in future, to the workers of the tea gardens and the people inhabiting the tea garden area in terms of the provisions under the Plantation Labour Act, 1951 (69 of 1951), any rule made thereunder and any other provision of law for the time being in force. The Gram Panchayat or any other Panchayat shall not interfere in any manner, by any act of commission or omission, in valid performance of the aforesaid functions of the Management. Without prejudice to the generality of the aforesaid provisions, the facility and benefits at present made available by the management as enumerated hereunder shall continue uninterrupted without any interference from any Panchayat body :

(a) Ration facility : The Management is providing ration at subsidised rate to garden workers and their dependants. The facility shall continue.

(b) Medical facility : The Management provides free medical facility to the workers and their dependants including non-worker adult family-members. Free ambulance service is also provided on occasions. Such facilities shall continue to exist.

(c) The Management provides free house-hold requirements of fuel to the garden workers in commensurate with their working status. The arrangement shall continue.

(d) Under a statutory provision, the Management provides safe drinking water to the workers and their families by sinking deep tube-wells, big bore tube-wells or pucca wells as may be appropriate. Bathing enclosures for the women are also provided by the management. Such facilities will continue in the same manner as necessary.

(e) The Management provides electricity to the labour quarters. Installation charge, internal wiring and maintenance charges are borne by the Management while the workers pay for consumption at the lower rates applicable to the rural areas. The

Contd...P/3.

APPENDIX - V

The



Kolkata

Gazatte

सत्यमेव जयते

*Extraordinary*  
Published by Authority

JYAISTHA 26]

MONDAY, JUNE 16, 2008

[SAKA 1930

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

**GOVERNMENT OF WEST BENGAL**  
**DIRECTORATE OF PANCHAYATS & RURAL DEVELOPMENT**  
**11A, KiranSankar Roy Road**  
**Panchayat Bhavan, Kolkata-700 001**

No. 2248/II/DP/1E-2/2008

Kolkata, the 4th June, 2008

*NOTIFICATION*

In exercise of the power conferred by sub-section (4) of section 4 of the West Bengal Panchayat Act, 1973 (West Bengal Act XLI of 1973) read with Notification No. 1975/PN/O/I/1E-9/03 dated 07.05.2008 of the Department of Panchayats & Rural Development, Government of West Bengal and also in terms of sub-rule (2) of rule 107 of the West Bengal Panchayat Elections Rules, 2006, I, Sri S. K. Gupta, Commissioner, Panchayats & Rural Development, West Bengal, do hereby notify in the official gazette the Gram Panchayats constituted in the District of Jalpaiguri as mentioned in the Table below and also publish the names of the persons elected in the Seventh Panchayat General Elections, 2008, to each of such Gram Panchayats showing the corresponding Gram Panchayat constituencies from which they are elected along with the ex-officio members of the respective Gram Panchayat.

MADARIHAT-BIRPARA BLOCK

## APPENDIX - V

### BANDAPANI GRAM PANCHAYAT

|   |                 |                 |            |
|---|-----------------|-----------------|------------|
| 1 | SWASTIKA DARJEE | Bandapani/I-1   |            |
| 2 | SUKRA ORAON     | Bandapani/II-2  |            |
| 3 | AJAY KHARIYA    | Bandapani/III-3 |            |
| 4 | MANU TAMANG     | Bandapani/IV-4  |            |
| 5 | JIBAN BARAIK    | Bandapani/V-5   |            |
| 6 | NANI ORAON      | Bandapani/VI-6  |            |
| 7 | SAKHI KHARIY    | Bandapani/VII-7 |            |
| 8 | BHAGWATI ORAON  | Bandapani/PS-1  | Ex-officio |
| 9 | GYANU CHHETRI   | Bandapani/PS-2  | Ex-officio |

### BIRPARA-II GRAM PANCHAYAT

|    |                    |                  |            |
|----|--------------------|------------------|------------|
| 1  | KAMALA ORAON       | Birpara-II/I-1   |            |
| 2  | SASHI KAMI         | Birpara-II/II-2  |            |
| 3  | MADHU CHHETRI      | Birpara-II/II-3  |            |
| 4  | SHER BAHADUR SUBBA | Birpara-II/III-4 |            |
| 5  | KANCHA MOKTAN      | Birpara-II/III-5 |            |
| 6  | DASHRAM TOPPO      | Birpara-II/IV-6  |            |
| 7  | BHAGAN DAS MUNDA   | Birpara-II/IV-7  |            |
| 8  | KALPANA LOHAR      | Birpara-II/V-8   |            |
| 9  | BUDDHA LAMA        | Birpara-II/VI-9  |            |
| 10 | SARSAWATI LOHAR    | Birpara-II/PS-9  | Ex-officio |
| 11 | KISHORE PALCHOK    | Birpara-II/PS-10 | Ex-officio |

|  |  |  |  |
|--|--|--|--|
|  |  |  |  |
|--|--|--|--|

### HANTAPARA GRAM PANCHAYAT

|    |                  |                   |  |
|----|------------------|-------------------|--|
| 1  | JAMUNAMEHAR      | Hantapara/I-1     |  |
| 2  | MAYA LAMA        | Hantapara/II-2    |  |
| 3  | AMAR TIRKEY      | Hantapara/III-3   |  |
| 4  | MINU KARJEE      | Hantapara/IV-4    |  |
| 5  | ANITA BISWAKARMA | Hantapara/IV-5    |  |
| 6  | SANJIB MEHAR     | Hantapara/V-6     |  |
| 7  | PREMLAL ORAON    | Hantapara/VI-7    |  |
| 8  | INDU MUNDA       | Hantapara/VII-8   |  |
| 9  | HITESH KR. TOPPO | Hantapara/VIII-9  |  |
| 10 | SULCHANI ORAON   | Hantapara/VIII-10 |  |
| 11 | ASHA MOKTAN      | Hantapara/IX-11   |  |

## APPENDIX - V

|    |                     |                 |            |
|----|---------------------|-----------------|------------|
| 12 | SHASHI MANGAR       | Hantapara/X-12  |            |
| 13 | BHABI MOKTAN        | Hantapara/XI-13 |            |
| 14 | PRAHLAD BISWAKARMA  | Hantapara/PS-14 | Ex-officio |
| 15 | BIJOY MAJHI         | Hantapara/PS-15 | Ex-officio |
| 16 | UPAMA LAMA SYANGDAN | Hantapara/PS-16 | Ex-officio |
|    |                     |                 |            |

TABLE  
KUMARGRAM BLOCK

|                       |                   |               |            |
|-----------------------|-------------------|---------------|------------|
| RAIDAK GRAM PANCHAYAT |                   |               |            |
| 1                     | LILA BARAIK       | Raidak/I-1    |            |
| 2                     | ANDRIUS TETE      | Raidak/II-2   |            |
| 3                     | PRATIMA TAMANG    | Raidak/III-3  |            |
| 4                     | LAGNU TOPPO       | Raidak/IV-4   |            |
| 5                     | SUNITA KUJUR      | Raidak/V-5    |            |
| 6                     | ELIB DAMINO BAROA | Raidak/V-6    |            |
| 7                     | BIREN RAM         | Raidak/VI-7   |            |
| 8                     | HELENA TIRKEY     | Raidak/VII-8  |            |
| 9                     | RAGHU NATH RABHA  | Raidak/VIII-9 |            |
| 10                    | SONIRAM RAVA      | Raidak/IX-10  |            |
| 11                    | CLOCTILDABARLA    | Raidak/PS-3   | Ex-officio |
| 12                    | RAMESH KUJUR      | Raidak/PS-4   | Ex-officio |

TABLE KALCHINI  
BLOCK  
JAIGAON-I GRAM PANCHAYAT

|    |                        |                  |  |
|----|------------------------|------------------|--|
| 1  | PADMA DAS              | Jaigaon-I/I-1    |  |
| 2  | RINKU KHATI BISWAKARMA | Jaigaon-I/I-2    |  |
| 3  | KABITA LAMA            | Jaigaon-I/II-3   |  |
| 4  | ARUNA BISWA            | Jaigaon-I/III-4  |  |
| 5  | KAMAL LAMA             | Jaigaon-I/III-5  |  |
| 6  | GANESH THAPA           | Jaigaon-I/IV-6   |  |
| 7  | MANJU DARJEE           | Jaigaon-I/IV-7   |  |
| 8  | LILA TAMANG            | Jaigaon-I/V-8    |  |
| 9  | BIKASH LAMA            | Jaigaon-I/VI-9   |  |
| 10 | DHAN BAHADUR LAMA      | Jaigaon-I/VII-10 |  |

## APPENDIX - V

|    |                        |                   |            |
|----|------------------------|-------------------|------------|
| 11 | CHITRA BAHADUR CHHETRI | Jaigaon-I/VII-11  |            |
| 12 | BUDDHIMAN LAMA         | Jaigaon-I/VIII-12 |            |
| 13 | PREM LAMA              | Jaigaon-I/IX-13   |            |
| 14 | BAHAL GURIA            | Jaigaon-I/X-14    |            |
| 15 | GOLAPI ORAON           | Jaigaon-I/XI-15   |            |
| 16 | AMBIKA THAPA           | Jaigaon-I/PS-1    | Ex-officio |
| 17 | BUNU BISWAKARMA        | Jaigaon-I/PS-2    | Ex-officio |
| 18 | CHANDRABAHADUR CHHETRI | Jaigaon-I/PS-3    | Ex-officio |
|    |                        |                   |            |

### GAROPARA GRAM PANCHAYAT

|    |                      |                  |            |
|----|----------------------|------------------|------------|
| 1  | JAMUNA ORAON         | Garopara/I-1     |            |
| 2  | LOLANTI KUJUR        | Garopara/II-2    |            |
| 3  | PUNAI BHAGAT         | Garopara/III-3   |            |
| 4  | BENJAMIN XAXA        | Garopara/IV-4    |            |
| 5  | ROMA BISWAKARMA      | Garopara/IV-5    |            |
| 6  | BISHUN MUNDA         | Garopara/V-6     |            |
| 7  | MANJU SONAR          | Garopara/V-7     |            |
| 8  | JESTA KUJUR(NAG)     | Garopara/VI-8    |            |
| 9  | LAWRENCE KERKETTA    | Garopara/VII-9   |            |
| 10 | ELBILIUSH MINJ       | Garopara/VIII-10 |            |
| 11 | THIODOR XAXA         | Garopara/IX-11   |            |
| 12 | KABITA KERKETTA      | Garopara/X-12    |            |
| 13 | URMILA NAG           | Garopara/X-13    |            |
| 14 | TELESFARMINJ         | Garopara/XI-14   |            |
| 15 | JITNI ORAON          | Garopara/XI-15   |            |
| 16 | GANGA ROUTH          | Garopara/XII-16  |            |
| 17 | UDUR RAVA            | Garopara/XIII-17 |            |
| 18 | SHIBRAM NAIK         | Garopara/PS-27   | Ex-officio |
| 19 | PUSHPA INDWAR(KURMI) | Garopara/PS-28   | Ex-officio |
| 20 | SHALMI BARLA(MAHALI) | Garopara/PS-29   | Ex-officio |

By Order,

S. K. GUPTA  
Commissioner, Panchayats &  
Rural Development, West Bengal

## APPENDIX - V

## APPENDIX - VI

### Schedule for obtaining Data from the Elected Women Representatives of Tea-Garden Panchayats in North Bengal

Schedule No.

Date:

Time:

#### A: Basic Information

|                           |                                       |
|---------------------------|---------------------------------------|
| Block:                    | GP:                                   |
| Total EWR in GP:          | No of Sansad Reserved for Women (33%) |
| Ruling Party / Coalition: | Opposition:                           |

1. Name of the Respondent:

2. Sansad Name & No.

3. Tea Garden's Name:

4. Sex: M / F

5. Age:

6. Marital Status: Married / Unmarried / Widow

7. Religion:

8. Caste: GEN / SC / ST / OBC

9. Community:

10. APL / BPL

11. Education:

|            |         |           |     |    |  |  |
|------------|---------|-----------|-----|----|--|--|
| Illiterate | Primary | Secondary | H.S | BA |  |  |
|            |         |           |     |    |  |  |

12. Occupation

|  |
|--|
|  |
|--|

13. Monthly Income

|                    |            |           |           |             |             |
|--------------------|------------|-----------|-----------|-------------|-------------|
| No personal Income | Up to 1000 | 1001-3000 | 3001-6000 | 6001-100000 | 10000 above |
|                    |            |           |           |             |             |

14. Family Size:

|            |              |          |            |       |
|------------|--------------|----------|------------|-------|
| Adult Male | Adult Female | U/C Male | U/C Female | Total |
|            |              |          |            |       |

## APPENDIX - VI

15. Standard of living (Cross the relevant box).

|    |              |                |            |  |
|----|--------------|----------------|------------|--|
| a) | Electricity  | Yes            | No         |  |
| b) | House-I      | Own            | Company    |  |
| c) | House-II     | Pucca          | Semi Pucca |  |
| d) | Sanitation   | Pucca          | Semi pakka |  |
| e) | Drinking     | Tube Well/Well | Pipe Water |  |
| f) | Bank Account | Yes            | No         |  |
| g) | Post office  | Yes            | No         |  |
| h) | Insurance    | Yes            | No         |  |

### B: Political Position & Views

1. How many times you are elected as member of PRI? (Cross & fill up the relevant box)

| Contested            | Year           | Elected              | Year           | Name of Party | Ruling | Opposition |
|----------------------|----------------|----------------------|----------------|---------------|--------|------------|
| 1 <sup>st</sup> time | 1998-2003      | 1 <sup>st</sup> time | 1998-2003      |               |        |            |
| 2 <sup>nd</sup> time | 2003-2008      | 2 <sup>nd</sup> time | 2003-2008      |               |        |            |
| 3 <sup>rd</sup> time | 2008-till date | 3 <sup>rd</sup> time | 2008-till date |               |        |            |

2.If you have ever shifted the party loyalty please mention the reason?

|  |
|--|
|  |
|--|

3.What is your current position in the Panchayat? (Tick the appropriate box)

| Member of GP | Upa-Pradhan | Pradhan | Member of PS | Remarks |
|--------------|-------------|---------|--------------|---------|
|              |             |         |              |         |

4.If you are Sanchalak/Karmadhakya of the Upasamity. Please specify

| Artha O Parikalpana | Krishi O Pranisampad Bikas | Siksha O Janaswashthya | Shilpa O Parikathama | Nari, Sishu Unnayan O Samaj Kalyan |
|---------------------|----------------------------|------------------------|----------------------|------------------------------------|
|                     |                            |                        |                      |                                    |

5. What is your position in party? a) Member b) Executive c) None

6. Name of the Tea Garden Union she belongs to

7. What is your position in the trade union? a) Member b) Executive c) None

8. Did you have exposure in politics before getting elected? a) Yes b) No

## APPENDIX - VI

9. How have you come in politics?

|  | Influenced by family | Influenced by political leaders | Influenced by an incident | Own Choice |
|--|----------------------|---------------------------------|---------------------------|------------|
| Detail comments about the reason Behind entering into politics |                      |                                 |                           |            |

10. Do you think that women reservation in PRI brings women empowerment in reality?

- a) Yes    b) Partially    c) No

11. Give reasons in favor of your answer?

### C: Support & Honor

1. After being elected what supports have you got?

- a) Training by govt.  
 b) Training by NGO  
 c) Training by Both  
 d) No Training

2. How does your party support you?

- a) Advising  
 b) Help in Planning & monitoring works of Panchayats regularly  
 c) Supplying party-workers for implementing any scheme.  
 d) Nothing

3. How do you get family support performing the role?

- a) Full support  
 b) Husband/Father supports but also dominates  
 c) Husband/Father helps when I need  
 d) On behalf of me husband fully performs

4. Do the majority of women in your Sansad support you in programmes?

- a) Yes, Full Support  
 b) Partial Support  
 c) No

## APPENDIX - VI

5. Do the Panchayat Staffs help you?

- a) Yes, Full Support
- b) Partial Support
- c) No
- d) NA

6. Do the Govt. officials from Block or District level help you?

- a) Yes, Full Support
- b) Partial Support
- c) No

7. Do you think that the reason behind non/inadequate assistance is womanhood?

- a) Yes,
- b) No

8. Do you think that you are more honored by the villagers after being elected?

|     |                     |
|-----|---------------------|
| Yes | <b>Explanation:</b> |
| No  |                     |

9. Do you think that you are more honored in the family after being elected?

|     |                     |
|-----|---------------------|
| Yes | <b>Explanation:</b> |
| No  |                     |

### D: Working as Panchayat Member

1. You participate in the Gram Panchayat meeting

- a) Regularly
- b) Frequently
- c) Occasionally

2. You participate in the discussion at the Panchayat meeting

- a) Regularly
- b) Frequently
- c) Occasionally

## APPENDIX - VI

3. Your participation at the decision making at the Panchayat meeting is

- a) Full
- b) Partial
- c) To fill up the quorum

4. Do you feel that your opinion in Panchayat meeting is overlooked / ignored as you are women

- a) Yes
- b) No
- c) Undecided

5. What kinds of problem do you feel in full fledged participation in the decision making?

- a) Illiterate & Lack of Confidence
- b) Literate but lack of confidence
- c) Literate but lack of information due to lack of communication with the public life
- d) Harsh language used by male members
- e) Did not get importance by the male members
- f) Not required as male members are capable enough to make decision

6. How do you make your plan for GP?

- a) With the help of GUC
- b) Through Gram Sansad
- c) Both through Gram Sansad and GUC

7. What are the constraints are you facing in working with the Panchayats?

| No training | No monitoring/ supervision | Distant location/Lacking communication | Male intervention | Party Intervention | Party Conflict |  |
|-------------|----------------------------|--|-------------------|--------------------|----------------|--|
|             |                            |  |                   |                    |                |  |

8. What works you have done in your Sansad?

| SL | Schemes   | Parameters | SL | Schemes                                       | Parameters |
|----|---|------------|----|---|------------|
| a  | NREGA (2009-10)<br>Approx<br>(Average man days) |            |    |   |            |
| b  | PMGSY   | Yes / No   | k  | JSY   | Yes / No   |
| c  | Swajaldhara (DW)                                | Yes / No   | l  | Immunization for pregnant mother and children | Yes / No   |
| d  | Sanitation                                      | Yes / No   | m  | Annapurna                                     | Yes / No   |
| e  | Drainage  | Yes / No   | n  | Antyodaya                                     | Yes / No   |
| f  | Health Sub-center                               | Yes / No   | o  | ICDS  | Yes / No   |
| g  | Electricity                                     | Yes / No   | p  | SSK   | Yes / No   |
| h  | IAY   | Yes / No   | q  | MSK   | Yes / No   |
| i  | Old-Age Pension                                 | Yes / No   | r  | Family planning camp                          | Yes / No   |
| j  | Widow pension                                   | Yes / No   |    |   |            |

## APPENDIX - VI

9. Do you know the programmes regarding Women and child development?

- i) No, not at all
- ii) Yes, Fully
- iii) Yes Partly-----
  - a). Monitoring ICDS
  - b) Monitoring Mid-day meal.
  - c) Health Sub centre
  - d) Old-age Pension
  - e) IAY
  - f) SHG
  - g) Sanitation
  - h) SSK

10. Please tell the status of exclusively women SHGs in her Sansad

| No. of SHGs in her Sansad       | No Gradation | Grade-I | Grade-II | Grade-III |
|---------------------------------|--------------|---------|----------|-----------|
|                                 |              |         |          |           |
| Activities used to done by SHGs |              |         |          |           |

11. What you have done to make women SHG's more effective in your Sansad

12. What are the major problems of women of your locality?

| Child marriage | Infant mortality | Dowry Problem | Migrated child & women | Drinking alcohol | Insecurity problem | Girl trafficking |  |
|----------------|------------------|---------------|------------------------|------------------|--------------------|------------------|--|
|                |                  |               |                        |                  |                    |                  |  |

13. Beyond schemes what have you done for women?

- a) Awareness generation against early marriage
- b) Awareness generation against child labour
- c) Awareness generation against dowry
- d) Awareness against girl-trafficking
- e) Awareness generation against alcohol
- f) Awareness generation for Birth control & family planning camp
- g) Breaking the wine shops
- h) Providing legal aids
- i) Health camp
- j) Arranging school-sports
- k) Conservation of Eco-system of Forest

## APPENDIX - VI

### E: Tea Garden's Problems & Initiative

1. Is there any tea garden was closed during tea-crisis of 2003-05 in your Sansad?

- a) Yes                      b) No

2. If yes please tell the name of the garden?

3. Were you the Panchayat member during the period (2003-08)?

- a) Yes                      b) No

4. Whether the tea workers received unemployment allowance during the closure?

- a) Yes                      b) No

5. If No, then what steps you took as Panchayat member to support the workers?

6. Is there any problem of ration system in the tea garden of your Sansad?

- a) Yes                      b) No

7. Is there any problem of Housing in the tea garden of your Sansad?

- a) Yes                      b) No

8. Is there any problem of drinking water in the tea garden of your Sansad?

- a) Yes                      b) No

9. Is there any problem in realizing benefit from BPL in the tea garden of your Sansad?

- a) Yes                      b) No

10. If so tell the problem and steps taken by you to solve it?

## APPENDIX - VI

11. What type of crèches do you have in your tea garden

- a) Permanent                      b) Tent                      c) None

12. How many eligible and enlisted tea-workers received AAY assistance (BPL) in your Sansad?

- a) All of them                      b) Most of them                      c) A Section of them

13. How many eligible and enlisted tea-workers received IAY assistance (BPL) in your Sansad?

- a) All of them                      b) Most of them                      c) A Section of them

14. How many eligible and enlisted tea-workers received IGNOAPS assistance in your Sansad?

- a) All of them                      b) Most of them                      c) A Section of them

15. Whether women tea workers are received maternity benefit from tea garden in your Sansad?

- a) Yes                      b) No

16. Have you Introduced Swajaldhara in your Sansad

- a) Yes                      b) No                      c) Not required

17. Have you taken any initiative to introduce permanent crèches in your Sansad?

- a) Yes                      b) No                      c) Not required

18. Please tell any significant or innovative initiative taken by you to uplift the condition of women tea workers of your Sansad?

19. Is the interview prompted by male?                      a) Yes                      b) No

Closing Time:

**Interviewer: Monalisa Chakravorty. (M) 9475806820  
K.G.T.M, Bagdogra**

## APPENDIX - VII

### **Semi-Structured Schedule for Interviewing TG GP's Prdhan and Upa-Pradhan**

1. What is your name?
2. What is your age?
3. What is your designation and the name of Sansad?
4. How long you are in politics?
5. How have you come in politics?
6. How many times you are elected as member of PRIs?
7. What was your position in previous period?
8. After being elected what supports have your got?
9. What functions women members perform in your panchayats?
10. How do you help women members?
11. What demand have you put before General Meeting of G.P.?
12. How many female members are from your party?
13. How does party help them?
14. Do you support Reservation? Reasons.
15. Has this reservation brought any change in the work style of PRI?
16. Do the female members of your G.P. know about "Women & Child development Programme"?
17. Do you know the "Women & Child development Programme"?
18. Do the panchayat staffs & govt. officials co-operate with the women members?
19. How the female members are incorporated in decision making?
20. Is there any women oriented subject in your plan?
21. What programmes for women have been taken by this panchayats?
22. What is the future programmes would you take for women?
23. How far the women forums in your locality are active?
24. What are the constraints faced by you?
25. What are your suggestions to overcome this?