

## **Chapter-8**

Strategies for development of Women of the study  
area



**8.0 Introduction:** In a wider perspective, the development covers all aspects of community life where may incline maximum production, high employments, economically self-sufficiency and equal social justice have emphasized promoting education and economic strength to weaker sections of people especially women because they are handicapped by social customs and tradition. Since the tea industry is a labour intensive and agro-based industry so, women have a tremendous scope of employment opportunities besides assured more employment to new generations. For tea tourism and organic farming within tea gardens (Verma & Gupta, 2015). But tea gardens people are backward due to their illiteracy and ignorances and focused on the development of their livelihood. Due to their illiteracy, there is need to implement comprehensive public health policy and emphasis on better sanitation, drinking water, better housing, food supply, medical care even implementation of community health programme, Mother Club should be organized in every tea gardens (Medhi et al, 2006). For socio-economic development of tea gardens people, many grants should be comprehensively implemented such as FOIGS, Grants for Non-Government Educational Institutions, Grants for Non-Government Organisation, Grants for TB. and malignant diseases, Grants for Cultural Activities (i.e. Education Tour), Grants for Purchasing Book and Uniform and also Pre and Post-Matric Scholarship. On the other hand, the tea gardens workers may develop with grants initiatives by organizations such as NGOs, UNICEF, WHO regarding education, health-hygiene and nutrition (Baishya, D. 2016). There should be looked upon for uplifting of livelihood of the tea gardens peoples by introducing revised wages structure, financial inclusion schemes, girls education schemes, and program, food security schemes, employment generation and vocational skilled programmes and proper implementation of infra-structural schemes i.e. electricity, drinking water, sanitation, housing and social security (Debnath & Debnath, 2017). The girl education should be emphasized for the development of their livelihood because girls will take the position of the mother in future and nuclear and small families should be encouraged to tea gardens people (Kurmi, 2014). Although the lack of awareness and knowledge in different schemes and problems are the reason for the backwardness of tribal people of tea gardens (Ramya, 2014).

### **8.1 Programmes for Women Empowerment:**

Active participation of the community in the development process is considered as its empowerment. In India, the participation of women ensures the overall development

where the Ministry of Rural Development implemented various poverty alleviation and rural development programs. There are various central and state government schemes for empowering women in society. The schemes are categorized into four broad categories:

**8.1.1 Schemes related to Educational Development:** Education is the key to the progress of a society by providing knowledge among women about every aspect of life. Education also helps to reduce maternal mortality, infant mortality.

❖ **Condensed Courses of Education for Women:** This scheme was introduced in 1958. The Central Social Welfare Board (CSWB) introduced a condensed course of education for women in 1958 for providing education to adolescents (aged above 25 yrs) girls/women who are school dropouts and not joined in the informal system of education and finally to provide skill development training. They are provided qualification certificates (primary, middle and metric) after vocational training which leads the employment opportunities among the girls.

❖ **Sarva Shiksha Abhiyan (SSA):** The SSA (2003) a national program launched a central government of India was focused that on the education of all girls at a higher level through residential school with mid-day meal scheme. As a result, children get proper nutrition and decrease gender disparity in the educational attainment of rural areas and emphasized women's teachers in a rural school, hostel facilities and scholarship for girls increased awareness regarding women's rights.

❖ **Saakshar Bharat:** Saakshar Bharat is launched in 2009 as an alternative to the National Literacy Mission. It was aimed at adult education, especially women aged 15 years and above. Its target was to raise the literacy rate by up to 80% by 2012. The scheme focused on women of SCs, STs, minorities, other disadvantaged groups and adolescents in rural areas.

❖ **Kasturba Gandhi Balika Vidyalaya:** Educationally backward blocks were targeted to improve literacy (funded by the government of India under SSA). Actually, the scheme was aimed to give a second chance for mainstreaming rural girls who are deprived and socially backward and finally not attends education beyond class V.

❖ **Mahila Samakhya:** The main aim of Mahila Samakhya was to ensure the education becomes to the social economically marginalized women and girls encouraged participating women and girls to informal and non-formal education. Education department (under Human Resource Development, Government of India) introduced Mahila Samakhya for developing and empowering women in 1989 in 6 states of India (Twelfth five-year plan, 2012-2017).

❖ **Kanyashree Prakalpa:** Government of West Bengal initiated Kanyashree Prakalpa for empowering the girls' education by providing an amount of money who are economically backward. The annual scholarship of Rs. 750 and Rs. 2500 are provided girl for higher education. This annual scholarship is for those girls who are less than 18 years old and continuing their studies. The aim of this scheme was to increase the attainment of the girl child to higher education and to decrease the rate of child marriage and to decrease the gender disparity (priority of son than daughter). It also found that due to economic problem parents arranged the marriage of their girl children before their legal age (<18 yrs old) and they are deprived of higher study. Although there are two stages for cash benefit: the first is an annual scholarship of Rs. 1000 to be paid annually (K1) to the girls of 13 to 18 years of the age group for every year (in years 2013-14 and 2014-15 the annual scholarship was Rs. 500) and the grant of Rs. 25,000 (K2) are paid when girls turn 18 years.

❖ **Beti Bachao Beti Padhao:** The scheme Beti Bachao Beti Padhao was launched in January 2015 in the state of Haryana, where sex ratio at birth (SRB) was only 775 girls per 1000 boys. So the target of the scheme was for improving gender inequality through education, creating awareness, improving the public service delivery of women. The issue of the decline of child sex ratio (CSR) is a vital curse for women's un-empowerment. There are strong socio-cultural and religious biases for the preferences of sons in all the Indian communities has to be inclined towards girls.

❖ **National Literacy Mission Programme:** The Indian government initiated to set up the National Literacy Mission on 5<sup>th</sup> may, 1988 to eradicate illiteracy with an initiative to provide infrastructural facilities (like setup new school, supplied books, pen, etc.) and monitoring programs. Its target was to attain three "R" i.e. Reading, Writing and Arithmetic.

### **8.1.2 Schemes related to Economic Development:**

❖ **The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA):** For attaining the economic development of the country and to provide the work assurance to rural poor, organized people, Government of India initiated scheme named Mahatma Gandhi National Rural Employment Guarantee Act (MGNAREGA) which was launched in 2006 under the Ministry of Rural Development for assurance of 100 days work in a year for rural poor. The priority has been given to women for involvement in work (Annual Report, 2012-13, report 1, p89). For the participation of women in scheme, the Ministry initiated individual bank account, post office account for credited their wages to their own account.

❖ **Swarnjayanti Gram Swarozgar Yojana (SGSY):** The scheme named Swarnjayanti Gram Swarozgar Yojana was restructured as National Rural Livelihood Mission (NRLM) in 2011 under Ministry of Rural Development. It was first launched on April 1, 1999. Its prime building was a group of women (10-20 members) as a Self Help Group who will serve at the village and higher levels as a cooperation and a collective way for social and economic development. Its target was to cover women-headed households, single women, women victims of trafficking, women with a disability and other such vulnerable categories because they are marginalized in the economy, polity, and society.

❖ **Sampoorna Gramin Rozgar Yojana (SGRY):** The scheme Sampoorna Gramin Rozgar Yojana was initiated under the Ministry of Rural Development on September 25, 2001, and finally shaped as Rural Self Employment (July 15, 2015). Its aim was to provide employment opportunities and food to rural people who lived below the poverty line.

❖ **Pradhan Mantri Jeevan Jyoti Beema Yojana:** The scheme Pradhan Mantri Jeevan Jyoti Beema Yojana was launched under the Ministry of Finance on May 9, 2015, for life insurance and death insurance due to many causes. This scheme is for people of 18 to 50 years with bank accounts with an annual premium of Rs. 330. In case of death due to any cause, the nominee will get Rs. 2 lakh as compensation.

❖ **Sayabhiman:** The government of India and the Indian bank association took the financial incentive for minimization of the economic gap of rural and urban people and for retaining the socio-economic inequality of the backward section of society. The scheme ensured access to financial services like savings and deposition, remittance, credit, insurance, and pension. The Financial Inclusion was launched on 28<sup>th</sup> august 2014 by P.M Narendra Modi and advances this scheme on 15<sup>th</sup> august 2014 with a special opportunity of an individual age above 18 years who may get insurance of Rs. 1 lakh.

❖ **Sayamsidhya:** The ministry of women and child welfare department introduced a holistic program in 2001 by merging Mahila Samriddhi Yojna. Its target was to empower women by confidence, awareness among SHGs regarding their education, health, hygiene, sanitation, legal right, mobility, autonomy, economic upliftment with the active involvement of local government. The ministry initiated the Sayamsidhya scheme in 650 community development blocks across India in 2000-01. It is an integrated scheme by SHGs where 85 per cent are involved for income-generating activities. ([www.arthapedia.in](http://www.arthapedia.in)).

### **8.1.3 Schemes related to Health improvement:**

❖ **National Rural Health Mission (NRHM):** The scheme National Rural Health Mission (NRHM) launched on 12<sup>th</sup> April 2005 for providing accessibly, affordability and quality of health care to rural people, especially vulnerable groups. The scheme focused on Empowered Action Group (EAG) states, Jammu & Kashmir, Arunachal Pradesh, Himachal Pradesh, North Eastern states and Hilly states regarding reproduction, maternal, newborn child health, and adolescence (Twelfth five year plan, 2012-2017).

❖ **Sabla or Rajiv Gandhi Scheme for Empowerment of Adolescent Girls:** The scheme Sabla launched on 1<sup>st</sup> April 2011 under the Ministry of Women and Child Development and its target was to develop the girls of 11-18 years and initiated 210 districts of all states/UTs of the country. The aims of the schemes were to enable adolescence girls for self-development, improve nutrition and health status, promote awareness health, hygiene, nutrition, reproductive and sexual health and family and childcare, improve home-based skills, life skills and vocational skills, provide

information existing public services (such as PHC, CHC, post office, bank, police station etc).

❖ **Rashtriya Swasthya Bima Yojana (RSBY):** RSBY literally National Health Insurance Programme launched on 1<sup>st</sup> April 2008 for covering the health insurance of the people involved in the unorganized sector and BPL people. So, the main aim of this scheme is to BPL family regarding the quality of medical care for treatment related to hospitalization and surgery with identifying healthcare providers. While beneficiaries of RSBY enjoyed the insurance coverage of Rs. 3000 after registration fee of Rs. 30 yearly.

❖ **Pradhan Mantri Suraksha Bima Yojana:** The Pradhan Mantri Suraksha Bima Yojana is launched under the Ministry of Finance on 9<sup>th</sup> May 2015 under the Finance Minister for the purpose of death insurance of a year. Where all the savings bank account holders of age 18-70 years may include these schemes with Aadhar as KYC for the bank account. The amount of premium of each member is Rs. 12 which ensures coverage of Rs. 2 Lakh.

❖ **Janani Suraksha Yojana (JSY):** Janani Suraksha Yojana is an intervention of safe motherhood under the National Rural Health Mission. Its prime objectives were the reduction of maternal and infant mortality rates by promoting the institutional delivery of pregnant mothers. JSY was launched on 12<sup>th</sup> April 2005 under the Ministry of Health and Family welfare where pregnant women belong to Below Poverty Line (BPL) household and STs category and JSY eligible pregnant women are benefitted for cash and materials irrespective of maternal age, the number of Child giving birth in government or accredited private health centre.

❖ **Pradhan Mantri Matru Vandana Yojana (PMMVY):** Indira Gandhi Matriva Sahyog Yojana (IGMSY) is restructured as PMMVY introduced in 2016 under Ministry of Women and Child Development. The scheme is a conditional cash transfer scheme for pregnant and lactating women aged 19 or above.

#### **8.1.4 Schemes related to Social Security:**

❖ **Pradhan Mantri Gramin Awaas Yojana (PMGAY):** Previously known as Indira Awaas Yojana (IAY) launched in 1985 by Rajiv Gandhi former prime minister of India to provide houses for rural poor and urban poor launched in 2015

(under the Ministry of Rural Development) to constructs houses for BPL population of villages. Since 1985 around 25.2 million homes have been constructed under this scheme.

❖ **Bharat Nirman Programme:** The program launched in 2005 by Dr. Manmohan Singh to improve the basic rural infrastructure, irrigation, road, housing, water supply, electrification, and telecommunication connectivity. The basic accessibility of rural infrastructure and services improve the living condition of women their health and productivity. So, the proper implementation of the entire rural infrastructural project empowers women involved in income-generating activities.

❖ **Integrated Child Development Scheme (ICDS):** The scheme ICDS was launched on 2<sup>nd</sup> October 1975 under the Ministry of Women and Child Development to provide pre-school education, primary health care, immunization, health check-up, the services and food to children under 6 years age and their mothers. The scheme was discontinued by the government of Morarji Deshai and relaunched by the 10<sup>th</sup> five-year plan and finally covers 8.63 crore children, pregnant and lactating women. The scheme is considered as the world's largest program for early childhood development and cares.

❖ **Ujjawala:** Ujjawala Yojana was launched on 1<sup>st</sup> May 2016 by Narendra Modi to provide LPG connections to BPL households of the country and replace the unclean cooking fuels used in rural India. Where WHO (World Health Organisation) estimates about 5 lakh deaths in India because of unclean cooking fuels and also reported an open fire of kitchen to burn 400 cigarettes an hour. So, due to the reduction of such health problems or deaths, the government of India introduced to this scheme.

❖ **Swadhar Greh Scheme:** The scheme is introduced under the Ministry of Women and Child Development for victimized women in different circumstances to provide rehabilitation so that they can lead their life with dignity. The scheme also ensured to provide shelter, food, clothing, health, economic and social security. The benefit is available for women aged above 18 years not have any social and economic supports and survivors of natural disasters and homeless.

❖ **Sukanya Samridhi Yojana (SSY or girl child's prosperity schemes):** SSY is a saving scheme as part of 'Beti Bachao Beti Padhao Yojana' to empower the girl child. Where the parents of a girl child can open an account for a girl child who is below age of 10 years. The tenure of account is 21 years of girl and getting marriage after the age of 18 years.

❖ **Atal Pension Yojana:** The scheme Atal Pension Yojana launched on 9<sup>th</sup> May 2015 by Prime Minister Narendra Modi which also previously known Swabalamban Yojana aimed to cover people engaged in the unorganized sector.

Up to 2015, only 20 per cent of the Indian population are entitled in a pension scheme and its target was to increase the number by adding working poor people in the unorganised sector. The scheme assured to provide a defined pension which depends on its contribution and period. Where the minimum age of joining in this scheme is 18 years and maximum age is 40 years.

❖ **National Social Assistance Programme:** The scheme was launched on 15<sup>th</sup> August 1995 under the Ministry of Rural Development implemented in rural and urban areas for ensuring the standard of living, public health, provide free and compulsory education for children, etc. Presently NSAP comprised of five schemes.

*i) National Old Age Pension Scheme (NOAPS):* Presently under this scheme, BPL persons aged 60 years or above are entitled a monthly pension of Rs. 200 up to 79 years of age and Rs.500 thereafter.

*ii) Indira Gandhi National Widow Pension Scheme (IGNWPS):* BPL widows (aged 40-59 years) are entitled to a monthly pension of Rs. 200.

*iii) National Family Benefit Scheme (NFBS):* A grant of Rs. 5000 for death in natural causes and Rs. 10,000 for the accidental death of the "primary breadwinner" (18-64 years) is provided to the bereaved household under this scheme.

*iv) National Maternity Benefit Scheme (NMBS):* Rs. 300 per pregnancy up to the first two live births is provided under this scheme and it was increased in Rs. 500 in 1998 and emphasised on Below the Poverty Line (BPL) families.

v) **Annapurna:** Under the scheme, 10 kg of food grains per month are provided free of cost to senior citizens who are uncovered under NOAPS.

❖ **Udisha:** Udisha, a voluntary and social organization under the ministry of women and child developments for ensuring childcare practices and effective services.

❖ **National Pension Scheme:** The government of India took the initiative to enroll the entire citizen under the voluntary National Pension Scheme which was launched on 1<sup>st</sup> May 2009. It was defined as the contribution of the retirement saving scheme during the subscriber's working life .it ensures an adequate retirement income of the citizen of India.

## **8.2 Strategies for Development:**

On the basis of the observation and findings of the fact in the study, the following strategies are highly suggested for the development of the livelihood of the people of the study area.

### **8.2.1 Social Strategies:**

- I. Since marriage before legal age is a burning problem in the tea gardens of the study area. In this respect, tea garden authority, NGOs and govt. may organize frequent awareness campaigns within the tea gardens related to the problem of early marriage and its offense.
- II. There is need to review the content of education especially for the tea garden people and it should emphasis a vocational training program, food processing, sex education, nutrition, farm program where women take a productive role for a decent livelihood.
- III. Although there was a provision of health facilities to the employee of the tea garden workers but they are deprived of the healthcare facility. There should be awareness programme for healthcare and hygiene. There is a need to visit the the household of tea garden people regularly by heath workers and organize the composite hospital with proper infrastructure (doctor, nurse, bed, medicine and medical tools) in the tea belt of the study area. Emphasis should be given on comprehensive care of workers and the dependent children including curative and preventive measures, antenatal care and family planning measures.

- IV. To create health awareness among the tea garden workers. The local people's participation is very important. There is need to frame an organization with local youth literates of tea garden and need to train them for health facilities such as health centers, water supply and decision making in health and hygiene environments. So, their training may only be geared to the existing condition of tea garden workers.
- V. In the educational institution of the tea garden, the local people especially female teacher should be recruited to increase the female participation in schooling. Besides, the parents-teacher association should be organized the academic environment in the study area.
- VI. The Educational facilities in each tea garden should be improved the primary school or Shishu Sikhsha Kenda (SSK) and Integrated Child Development Services (ICDS) found in every tea garden. In this regard, people of the tea garden should be made aware of education and its future because female education is vital for the development of a society. Government, NGOs and tea estate authorities should take an initiative for improvement of the girl education in tea gardens. There should be at least one secondary school nearby the tea gardens areas, Where children of the workers can get the opportunity for studying and may be aware of the educational environment. Women's education is an important factor for attaining children's education and yet it should be emphasized on girls' education because today girls will take the position of mother in near future.
- VII. For the children of the tea garden workers, elementary education should be made compulsory where drop-out students and their constraints should be monitored. Besides the human resource development program should be introduced with emphasis on adult education, vocational and technical education. Attempt should be taken to raise awareness in nutrition, health, and sanitation through education.
- VIII. High schools should be set up near the tea estate area. So, the children of the workers can be inspired. Local literate and skilled people should be integrated into the educational process.
- IX. The Government should take a number of inevitable measures for uplifting the deprived tribes, where integrated and concentrated effort is essential to bring these backward sections into the mainstream of society.

### 8.2.2 Livelihood Strategies:

- I. For the livelihood improvement of the tea garden workers, there is need to resume the provisional welfare properly and emphasis should be given on aspects of deprivation such as poverty, education, drinking water, sanitation, nutrition, and health. Because of their physical appearances, it seems that every tea garden worker and their children are suffering from malnutrition. The Mid-day meal, Kishori Shakti Yojana, Janani Suraksha Yojana and another nutrition program of the govt. should be properly implemented especially in the tea gardens of Terai, where local people's participation is much important.
- II. Some spaces for kitchen gardening in the tea gardens should be given, where workers should courage for planting the daily consumed vegetables and rearing livestock for better dietary habits and become economically involve.
- III. Every worker should be given (casual and permanent) during the work the protective measure such as *triple*, umbrella (*Japi*), gloves (*Tholi*), masks, apron, helmets, *chappal* (Shoes). On the other hand, they should be provide with protective measure (such as goggles or face shields, chemical-resistant gloves, boots, and respirator) to the workers who work in tea plantation field for avoiding hazardous problems.
- IV. The proper sanitation strategy should be implemented in the households of tea gardens. The government and NGOs may take initiatives for improving sanitation conditions in the tea garden. The panchayat along with government officials may arrange awareness camps in the tea garden regarding the health and hygiene of the tea garden workers especially in open defecation and unhygienic living.
- V. People of tea gardens should be aware and conscious about the importance of health, benefits of safe drinking water, use mosquito nets during sleeping, cleanliness of surroundings and stagnant water. On the other hand, every material and space within factories should be kept clean and hygienic.
- VI. Most of the tea garden workers are suffering from lower back injuries due to lifting of heavy goods, this may be avoided by introducing mechanical device such as vacuum lifts and assign more workers in this section and rotational duties should be assigned to avoid the ill effect of workers especially who work in factory and spraying in the tea plantation of the study area.
- VII. The tea garden workers should be aware of their nutritional food habit which is essential for the health of the workers. Government and NGOs may take some

initiatives to distribute some low cost of nutrients to get garden people in subsidized rates.

VIII. The sick and disabled tea garden workers should be taken under care by tea gardens authorities immediately, so that they can resume their work quickly.

### **8.2.3 Economic Strategies:**

- I. The wage structure of the tea garden should be reviewed, where it should be minimum Rs. 250 from Rs.132 for their better and healthy livelihood. There is a need for a decent alternative job in the lean season for casual or temporary workers of the tea garden.
- II. Women of the study area should encourage involving co-operatives, training centers, credit institutions such as agriculture, animal husbandries, horticulture and kitchen garden. On the other hand, credit facilities and managerial training should be provided to women for trade and commerce.
- III. Women's associations should be generated in the study area for community participation in development work in the tea garden and to make them self reliant and autonomous.
- IV. The tea garden people who are unemployed and under-employed should be encourage to involve in productive work in the outside tea garden.
- V. The government should take and implement various financial inclusion schemes for tea garden peoples for the financial strengthening of the workers, especially female workers. So that they become financially independent and started a new job for income generation.
- VI. There are many women who discontinued their education due to poverty. So governments should introduce the various employment generation activities and vocational training programs for the tea gardens workers, so that unemployed people of the tea gardens can get job opportunities to meet their financial needs.
- VII. The adequate credit facility among tea gardens people should be provided, so that they can start the opportunities of new income generation such as small business, petty business, kitchen gardening, cultivation for the betterment of livelihood.
- VIII. Self-help groups within tea gardens should be organized properly to gear up their socio-economic conditions.

#### **8.2.4 Infrastructure Strategies:**

- I. In every TG, infrastructural facilities should be developed like Separate buildings for health care. Recruiting more health employees (Doctors, nurses, and pharmacists). Health awareness camps should be organized for this.
- II. Most of the households are electrified in the study areas. Yet households do not have a connection due to huge electric bills, observed in Matigara TG, Kiran Ch TG, Kamala TG.
- III. Infra-structurally the existing health sub-center within TGs and its adjacent should be improved properly so that Tea gardens workers can avail the medical facilities quickly.
- IV. The infrastructural scenario of tea gardens such as Factories, roads, water, electricity, and transportation should be developed, so that the residential environments of the workers remain healthy.
- V. The workers should be encouraged by rewards and discipline for their best performance at work.
- VI. Awareness campaigns related to various social and contemporary issues (Health, Maternity, Family benefits, economic progression) should be arranged in tea gardens areas.
- VII. In tea gardens, labours union should be properly organized especially with women, even a separate women's wing is to be formed against discrimination.
- VIII. The number of casual workers is high than permanent workers, so they are deprived of social benefits that are allotted for permanent workers. The tea gardens authority should need to recruit casual workers as permanent workers than other employment opportunities.
- IX. The tea gardens workers are engaged in factory works and should be provided proper training for handling tools and machines before operating the factory machines.
- X. The Workman's Compensation Act and the Employees State Insurance (ESI) should be enforced in the tea gardens and made aware about these to workers and The Plantation Labour Act, 1951, should be enforced so that the physical, social and emotional/psychological securities of the workers are not compromised by the tea gardens authority.

- XI. The authority should adopt the new technology for producing tea and another efficiency which is very helpful in the present day.
- XII. There is a need action-oriented research at the grassroots level, particularly on women and economic activities for framing policy and Labour Welfare Department (LWD) should regularly investigate Social Security measures for the tea gardens workers of the study areas.

**8.3 Conclusion:** Generally tea gardens people are backward among them women,s condition is much worst. It is noteworthy that to develop society. Women should be pioneered because without proper upliftment of women it is not possible to develop society. Working in tea gardens, women should be encouraged to work in co-operate in income-generating activities (i.e handicraft, animal husbandry, organic farming, preparing incense stricks, net meshing, Bidi binding, etc) which is possible to earn much more by staying at home. There is need for vocational training for income-generating activities besides, it may open huge employment opportunities in the tea gardens. Women should be engaged in some govt sections such as school teachers, health workers, and another administrative field. For the development of women, another important focus should be given on the health of the workers. For this, health infrastructural facilities should be developed. So, the women in the tea gardens should be made aware of problems associated with high birth rate, family planning, maternal health care, hygienic practices against common diseases and health risks associated with alcohol, tobacco and other toxications and tea gardens workers must be made aware of their basic rights and needs.

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**Report:**

Twelfth Five Year Plan (2012–2017) Social Sectors-Vol-III, Planning Commission, Government of India.