

# BASELINE SURVEY REPORT



Socio-Economic and Vulnerability Study on Tea Garden Workers in Five  
Districts of Assam

## LEGAL CELL FOR HUMAN RIGHTS

JAGRITI, 3rd Floor, Arunodoi Path, GMCH Road, Christian Basti, Guwahati - 781 005, Assam, India



**Conference Development Office, Jesuit Conference of India**  
Indian Social Institute, 10 Institutional Area, Lodhi Road, New Delhi-110003, India

# Contents

<b>INTRODUCTION</b>	<b>06</b>
1.1. About the Districts	07
1.2. Objectives of the Baseline Study	09
<b>METHODOLOGY</b>	<b>11</b>
2.1 Survey Design	11
2.2 Desk Review	11
2.3 Sample Frame and Sample Size	11
2.4 Profile of Respondents	13
2.5 Data Collection: Methods and Tools	14
2.6 Data Analysis and Reporting	14
2.7 Challenges and Limitations	15
<b>KEY FINDINGS</b>	<b>16</b>
3.1 District wise Findings	16
a) Demography	16
b) Household Profile	20
c) Awareness on Legal Rights and Entitlements	22
d) Findings from Focus Group Discussions (FGDs)	29
<b>CONCLUSIONS AND RECOMMENDATIONS</b>	<b>52</b>
<b>ANNEXURES</b>	<b>54</b>
1. BASELINE SURVEY QUESTIONNAIRE:	54
2. FOCUS GROUP DISCUSSION	60
3. BASELINE SURVEY PLAN AND FGD SCHEDULE	64

## EXECUTIVE SUMMARY

Legal Cell for Human Rights (LCHR), Guwahati, is a programme initiative of Prachodaya Trust started in 2007. It is a civil society organization, for the integral development of the people in North East India. LCHR visualizes itself as people's initiative for the protection and promotion of their inalienable human, socio-cultural and civil rights to restore human dignity. LCHR mainly focuses on groups such as politically powerless, economically poor, socially backward, culturally unorganized, exploited, and vulnerable sections of the society such as the poor, women, children, ages, minorities, physically and mentally challenged, tribal communities, SCs and other most backward and vulnerable sections of the society. The legal awareness programmes of LCHR have successfully resulted in 100 enrolments of dropouts in the lower primary school, resolved 13 domestic cases, 34 cases of child marriage & rescue of trafficked children, and settled 8 land disputes in the area as per the annual report 2020-2021 of LCHR.

LCHR in collaboration with Jesuit Conference of India-Conference Development of India (JCI-CDO) initiated to carry out a baseline study to understand the present socio-economic and legal status of people inhabiting or dependent in tea gardens of Lakhimpur, Nagaon, Udalguri, Tinsukia and Dibrugarh districts of Assam. The plan of baseline was initiated in the month of March 2022 and its final report was prepared in the month of May 2022. The major objective of the study was to access the socio-economic and human rights condition of the marginalized and vulnerable communities in the tea garden and other rural areas.

The study was based on quantitative and qualitative approaches by interacting with different tea garden communities in the area. The research tools were finalized by the CDO team in consultation with LCHR in Hindi and English language. A number of consultation meetings were organized to equip LCHR team with the necessary knowledge and skill. The CDO team members Mr. Nideesh and Mr. Charles even visited the LCHR project area to capacitate and facilitate the LCHR team on technical components and sort out field-level issues. They used household survey and FGD to collect the major information. A total of 1000 household survey samples were collected from selected 24 villages from 21 gram Panchayat, 9 blocks of 5 districts, 21 FGD to explore more qualitative aspects of the people.

The findings of the baseline study are summarised by computing the quantitative and qualitative data mentioned in four major themes such as demography, household profile, awareness on legal rights and entitlements, and findings from FGD.

A total of 1000 households taking 200 each from 5 districts were selected as samples for the study. As the household survey was done with the head of the household so the demographic characteristics resemble the same. 85.1% of the respondents were from the age group 30-65 years. There were 77.9% of male respondents and 22.1% female respondents. 83.4% of the respondents were married. The education status of the respondents seems very low as 37% had attended primary school, 29.2% high school and 28.5% were illiterate. 61% of the respondents were having a family size 4-6 members and 30.4% have 1-3 members. This shows that tea garden workers prefer to have a small family. 72.2% of the respondents have children in their family.

The household profile shows that 65.8% respondents were dependent on tea garden work for income and 22.9% depends on temporary or wage work. The vulnerability status of the respondents shows that 38% of the respondents were belonging to the category below poverty line. There were internally displaced (0.1%), drug dependent (0.3%), living with chronic diseases (1.5%), person with special needs (1.1%) in the area but with very less in number. 43% respondents reported to have no vulnerable members in their family.

The findings in awareness on legal rights and entitlements show that 61.9% of the respondents were aware about the fundamental rights given in the Constitution of India. People Udalguri and Lakhimpur districts seems more aware on the constitutional rights compared to others. Land disputes and domestic violence is the most common form of local issues which was found in all the five districts.

Whereas, other forms such as civil dispute is not present in Nagaon and Tinsukia, crime is not reported in Dibrugarh and Tinsukia, drug use is not reported in Dibrugarh and Nagaon. The study found that the awareness level of people about free legal aid is very low. Only 16.5% respondents have heard about free legal aid. The data also suggests that very less respondents have approached legal agencies in the last 5 years. 33.7% respondents were satisfied with the support received from legal agencies whereas 29.7% respondents were neither satisfied nor dissatisfied. However, 36.1% respondents strongly believe that the major role of legal agencies is to protect human rights.

The findings of FGDs show that the tea garden workers in all 5 districts are struggling to meet their basic needs and fighting for justice. The permanent and temporary workers are paid low compared to similar industry standards. The vulnerability for the temporary worker is very much as they get work only for 6 month a year. The FGD further shows that the area is prone to many diseases, high anemic cases in women, high cases of malnutrition, unhealthy sanitary practices, poor medical facilities, high cases of child marriage, poor awareness on legal system and government programmes, lack of employment opportunities, poor education facilities, lack of counseling for children, migration through agencies, lack of basic infrastructures for tea garden workers and poor implementation of development programmes have deprived these group of people very much. As a result they get exploited by tea garden companies and other agencies now and then.

On the basis of the findings, the study made a few recommendations such as to increase awareness on various legal provisions, government programmes, rights and entitlements. There is a need to improve formal and informal education in the area to reduce school drop outs. There is a need to provide career guidance and boost skill training programmes to increase their income opportunity. There is also a need to work on safe migration in the area and facilitate the migrants to access appropriate agencies at the time of crisis. There is a need to focus on women's health as it was found that many are anemic, malnourished, forced to get married at the early age and high cases of domestic violence. There is a need for greater liaisoning with Government departments, CBOs and the community for effective implementation of welfare measures.

The baseline study sufficiently highlighted the basic socio-economic situation of the area. Barring a few limitations, the study can provide the much-needed information to understand their situation and address the concerns of the people of the tea garden of Assam.

## INTRODUCTION

Assam is one of the states in India with a poor development index. Though the state exports a large quantity of finest tea powder to the rest of the world and food crop such as rice and fruits, etc still the fruits of its development yet to reach the last mile, especially the people who are engaged in the tea estate works.

The Tea Garden workers are officially recognized as Tea Tribes by the Government of Assam. They are the descendants of tribals and backward caste people brought by the British colonial planters as indentured labourers from the regions of Jharkhand, Odisha, Chhattisgarh, West Bengal and Andhra Pradesh into colonial Assam during 1860-90s in multiple phases. They were mainly brought for the purpose of being employed in the tea gardens industry as labourers. These multi-ethnic earlier settlers continue to engage in the tea garden work for generations.

Assam, the gateway to North East India, is the largest state in the North –East and has its journey and challenges since Independence as it shares borders with Bangladesh, Bhutan, Burma, China, Sikkim and Tibet. Beginning the 1960s, seven north eastern states were carved out of the old Assam, one of which retained the name. Assam has been the site of separatist movements and violent insurgencies since India's independence in 1947. The most serious has been the campaign waged by the United Liberation Front of Asom (ULFA) since 1979. In attempting to crush the ULFA organization and several other groups, the Indian government has launched counterinsurgency campaigns that have been fraught with widespread human rights violations. This has affected the growth of the state. Though the situation is gradually improving, however, it has not come to a normal state yet. The condition of marginalized migrant

ethnic groups in a state like Assam doesn't need any emphasis. The socio-economic and human rights situation need focus in the state, especially with a focus on the marginalized and vulnerable communities. The state also suffers from other social issues such as child marriage, child trafficking, child labour, women abuse, labour exploitation, etc.

The Legal Cell for Human Rights (LCHR) is an initiative by the Jesuits of the Kohima Region of the Society of Jesus in keeping with a comprehensive and strategic action-plan for social transformation of people of the North East India. Legal Cell for Human Rights (LCHR), Guwahati, is a programme initiative of Prachodaya Trust started in 2007. It is a civil society organization, for the integral development of the people in North East India. LCHR visualizes itself as people's initiative for the protection and promotion of their inalienable human, socio-cultural and civil rights to restore human dignity.

LCHR in collaboration with the Conference Development Office of Jesuit Conference of India conducted a baseline survey among the tea garden workers and other marginalized groups in five backward districts of Assam namely Lakhimpur, Nagaon, Udalguri, Tinsukia and Dibrugarh. These districts share many common features such as tea production, large number of tribal settlements, poor socio-economic development, reliance on the primary sector, backwardness, etc.

### **1.1. About the Districts**

Lakhimpur is an administrative district in the state of Assam. The district headquarter is located at North Lakhimpur. Lakhimpur district occupies an area of 2,277 square kilometres. According to the 2011 census Lakhimpur district has a population of 1,042,137. **Average Sex Ratio of the district is 968.** 8.8% people lives in Urban areas while 91.2% lives in the Rural areas. **The total literacy rate of the district is 77.2%.** The male literacy rate is 70.9% and the female literacy rate is 60.09% in the district. Scheduled Castes and Tribes make up 7.85% and 23.93% of the population respectively. There are 9 tea estates in the districts.

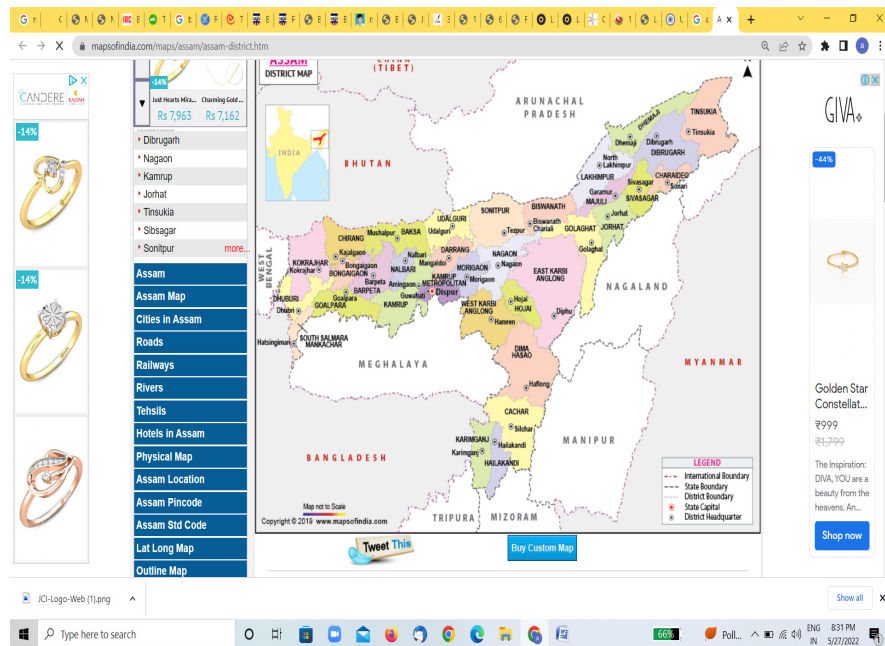


Figure 1: District map of Assam (Source: Mapsfindia)

Nagaon is one of the largest districts of Assam. It sprawls across almost 4000 sqkm of fertile alluvial plains and thickly forested hills. **As per census 2011, the** district has total population of 2,823,768. Out of which 1,439,112 are males while 1,384,656 are females. The Average Sex Ratio of Nagaon district is 962. 13.1% people lives in Urban areas while 86.9% lives in the Rural areas. **The total literacy rate of the district is 72.37%**. The male literacy rate is 64.06% and the female literacy rate is 56.97% in Nagaon district. Schedule Caste (SC) constitutes 9.4% while Schedule Tribe (ST) is 4.1% of total population in the district. There are 21 tea estates in the district.

Udalguri is a district in the Bodoland Territorial Region of the state of Assam. Udalguri town is the headquarters of the district. As per the census, the district has population of 831668. Out of that 421,617 are males and 410051 are females. The sex ratio of the district is 973. As per the census, 4.5% people lives in urban area while 95.5% lives in the rural area. Schedule tribe (ST) constitutes 32.1% and Schedule caste (SC) 4.6% of the total population in the district. The total literacy rate of the district is 65.41% where the male literacy rate is 62.69% and the female literacy is 50.14%. Udalguri district has total 24 tea estates.

Tinsukia is the last district in the upper Assam. The district occupies an area of 3790 sqkms and 84 kilometres away from the border of Arunachal Pradesh. The district shares borders with the 3 districts of Assam. The district is inhabited by various communities mainly Moran, Motok, Adivasi, Tai Ahom,



Sonowal Kachari, Nepali, Singpho, Bengali, Marwari and Bihari. As per census 2011, the district has total population of 1327929. Out of which 680231 are males and 647698 are females. The average sex ratio of the district is 952. 19.9% of the population live in urban area while 80.1% lives in the rural area. Schedule tribe (ST) constitutes 6.2% and Schedule caste (SC) 2.8% of the total population in the district. Total literacy rate of the district is 69.66%. The male literacy rate is 66.66% and the female literacy rate is 53.25%. The district has total 122 tea estates.

Dibrugarh is another district of Assam which occupies an area of 3381 sq. km, and it is sharing border with Dimeji district on the north, Tinsukia district in the east, Tirap district of Arunachal Pradesh on the southeast and Sivasagar district on the north and southwest. As per census, it has total population of 1326335. Out of which 676434 are males and 649901 are females. Its sex ratio is 961. 18.4% of the population lives in urban area while 81.6% lives in the rural area. Schedule tribe (ST) constitutes 7.8% and Schedule caste (SC) 4.4% of the total population in the district. The total literacy rate of the district is 76.05%. Its male literacy rate is 72.64% and the female literacy rate is 60.5%. Dibrugarh district has the highest number of tea estates in the state. It has 177 tea estates.

## **1.2. Objectives of the Baseline Study**

The baseline study laid down two major objectives as,

To understand the current socio economic and human rights condition of the marginalized and vulnerable communities such as Dalits, Tribals, Migrant workers, Women, Children and elderly in the tea garden and other rural areas in these districts.

To identify the gaps and immediate concerns of the communities.

## **1.3 Baseline Survey Process**

The study was initiated in the mid of March 2022 and completed in the month of May 2022. During this period, the whole baseline survey went into four stages such as 1) planning, 2) designing training and testing, 3) Implementation and 4) Tabulation, Analysis reporting and documentation. Major activities done in each stage are discussed as below.

### **Stage-1: Planning phase**

1. Telephonic discussion with the local director
2. Desk review
3. Designing a TOR
4. Brainstorming with Conference development team and LCHR key team members

### **Stage-2: Designing, Training and Testing**

1. Drafting the purpose, objectives, methodology and tools
2. Reviewing redrafting of Interview schedule, TOR, purpose and Objectives
3. Training of local staff KoboCollect and Household interview schedule
4. Testing of the Household interview schedule and field relevance and logic check
5. Finalization and digitalizing the household interview schedule

### **Stage-3: Implementation**

1. Physical field visit
2. Face to face capacity building of the para legal volunteers
3. On field solving of KoboCollect technical glitches in the android phones of the para legal volunteers
4. Physical Village visit on field focus group and in-depth interview

### **Stage-4: Tabulations, Analysis, Reporting & Documentation**

1. Tabulations by Manager research and extraction of Consolidated and district wise data and tables
2. Focus Group and In-depth interview report preparation
3. Debriefing presentation preparation and re verification with local key staff
4. Reporting and documentation

# METHODOLOGY

## 2.1 Survey Design

The baseline survey design used a mix of quantitative and qualitative methods to establish baseline values and nature of the current situation on demography, household profile, awareness on legal system, etc. of the target communities. It was planned to have survey method to collect quantitative data and Focus Group Discussion to collect qualitative aspects of the people.

## 2.2 Desk Review

The research team reviewed various secondary documents, intervention area of LCHR, census data, previous reports to understand the nature of problems prevailing in the area to frame questions for the survey, frame sample sizes for the survey, and identify key deliverables and parameters of the baseline survey.

## 2.3 Sample Frame and Sample Size

The research team selected five districts namely Nagaon, Lakhimpur, Udalguri, Dibrugarh and Tinsukia where the socio developmental progress is slow and one of the districts selected which is Udalguri also falls under the category of aspirational districts according to the government of India. The sample universe was consisted of all households and villages in the 5 districts. From the sample universe, 24 villages from 21 gram Panchayat, 9 blocks were selected to carry out the survey.

Convenience sampling or purposive sampling technique was used to collect the samples which means the researcher collected samples that were conveniently

located around the target locations. The study proposed tentative sample size of 2157 households from the 24 village of 5 districts for household survey. However, the collected data for all the five districts were not uniform in total number. Some districts had very high and some had a very less number of collected samples. So, the research team standardized the sample size to 200 each for all five districts. After this, the total number of sample size for household survey became 1000 households.

**Table no. 2.1. District Wise Household Interview Schedule Plan**

Sl. No	District Name	Total samples proposed	Total samples collected
1	Dibrugarh	327	200
2	Lakhimpur	313	200
3	Nagaon	333	200
4	Tinsukia	753	200
5	Udalguri	431	200
<b>Total</b>		<b>2157</b>	<b>1000</b>

The study also carried out 21 Focus group discussions and 4 in-depth interviews of Anganwadi/Asha workers, Children, Women, Youth, Tea Garden Workers, Panchayat members and Para legal volunteers to capture qualitative aspects for the study.

**Table no. 2.2. District wise Plan for FGDs and In- depth Interviews**

Sl. No	District Name	FGD	Groups defined	In-depth Interviews	Groups defined
1	Dibrugarh	5	Children, women, Youth, Para legal Volunteers, Tea Garden workers	2	Asha/ Aganwadi Workers, Panchayat members
2	Lakhimpur	4	Tea garden workers, Youth, Para legal volunteers, supplementary education teachers	0	NA
3	Nagaon	3	Children, women, youth, women	0	NA
4	Tinsukia	5	Children, women, Youth, Para legal Volunteers, Tea Garden workers	2	Asha/ Aganwadi Workers, Panchayat members
5	Udalguri	4	Village leaders and elders, Tea Garden workers, youth	0	NA

## 2.4 Profile of Respondents

The respondents of the target locations mainly comprise of tribal and marginalised people. They were living mainly in the village areas in the tea gardens and other than tea gardens prefer to call themselves “Adivasi”. These communities have been fighting for decades to receive Schedule Tribe (ST) status, which is being denied to them in Assam although in the other states of India their counterparts fully enjoy that status. The communities are mainly composed of many large tribes like Oraon, Munda, Santhal, Gonds, Bhumij and many others. These respondents were mainly working in tea gardens as permanent as well as temporary workers. Along with that they were also engaged in different roles

like Anganwadi workers, para legal volunteers, Panchayat members, youth group, women group, etc.

## **2.5 Data Collection: Methods and Tools**

The data collection was done in the month of April-May 2022. The primary data was collected through Household survey schedule and Focus Group Discussion methods. For household survey, an interview schedule was prepared in English and Hindi language in KoboCollect tool app. The Para legal volunteers were trained by the team of CDO. The technical glitches of the KoboCollect in their android devices were also solved by the CDO staffs live on the field after a half day aggressive virtual session on zoom. There was also a Virtual Remote support team of CDO, who was constantly in touch with the Para Legal Volunteers if they faced any problem. The household interview schedule specifically focused on 2 key areas which were location socio economic and household information and the second was Awareness on legal and justice system. Surveyors collected the data after meeting with each individual and asking questions as per the framed questions, and making entries of their answers simply by clicking on the given codes on the KoboCollect App. This facilitated the speedy data entry by the field staffs/volunteers.

For Focus Group Discussion (FGD), a set of open-ended questions were prepared specifically for Anganwadi/Asha workers, Children, Women, Youth, Tea Garden Workers, Panchayat members and Para legal volunteers to capture their issues and concerns which can fill the information gap of the Household survey. The focus group discussion was usually started after the initial introduction and then questions were asked according to the set of questions that were prepared. The moderators/researchers tried his/her best to facilitate the discussion within the framed questions and finish in an approximate time of 1 hour.

## **2.6 Data Analysis and Reporting**

All the data collected through KoboCollect app was exported to computer in excel format. The data were analyzed through advance analysis tool using SPSS software. The analyzed data was cross-checked for consistency and presented in the form of tables and figures where appropriate. For ease of understanding, important sections of the data were explained in brief narratives. Information gathered from desk review was also added to the main report wherever required. After all the above, the baseline report was prepared as per the standard report layout structure.

## 2.7 Challenges and Limitations

1. There were a few challenges faced in completing the study as,
2. Although the survey questions were administered in the Hindi language but the surveyors faced difficulties in comprehending the questions and conveying the right message to the respondents who are more comfortable in speaking their tribal language.
3. Technical glitches in KoboCollect app required close monitoring of the application software and the concerns of the volunteers.
4. People were unwilling to share sensitive information about the tea garden.
5. The risk of not answering all the survey questions due to unavoidable factors beyond the control of the surveyor.
6. In spite of detailed analysis made in the study, this study is not free from limitations. The following are the important limitations.
7. The study is purely based on the views of 1000 respondents only and hence the results may not be universally applicable.
8. The geographical area of this study is confined only to a few villages of 5 Districts of Assam.
9. The study is period specific. It means the study captured the situation of people during the survey period (April-May2022). Hence, future studies may have different numbers, dynamics and issues exactly with the same group of people.
10. The survey used convenient sampling method. Hence, the results cannot be generalized to the whole population.

# KEY FINDINGS

## 3.1 District wise Findings

The baseline survey collected responses from 200 individuals each from Dibrugarh, Lakhimpur, Nagaon, Tinsukia and Udalguri districts, bringing the total number of respondents to 1000. This chapter presents the district wise findings on demography, household profile, awareness on legal rights and entitlements, and findings of the FGDs collected from the field visits.

### a) Demography

#### Age distribution:

Out of 1000 respondents, 85.1% of the respondents were from the age group 30-65 years and this trend was more or less same in all the districts. This was followed by 12.7% respondents belonging to 15-29 years and 2.2% respondents of above 65 years.

**Table 3.1 Age distribution**

District Name	Age Distribution		
	15--29 years	30--65 years	Above 65 years
Dibrugarh	3.6%	15.8%	.6%
Lakhimpur	1.8%	17.8%	.4%
Nagaon	2.1%	17.8%	.1%



Tinsukia	2.6%	16.4%	1.0%
Udalguri	2.6%	17.3%	.1%
<b>Total</b>	<b>12.7%</b>	<b>85.1%</b>	<b>2.2%</b>

### Gender distribution:

77.9% of the total respondents were male and 22.1% were female. Male percentage for Dibrugarh(16.6%), Lakhimpur(16.1%), Nagaon(15.7%), and Tinsukia(15.8%) was almost same but for Udalguri, it was slightly less(13.7%).

**Table 3.2 Gender distribution**

District Name	Gender	
	Female	Male
Dibrugarh	3.4%	16.6%
Lakhimpur	3.9%	16.1%
Nagaon	4.3%	15.7%
Tinsukia	4.2%	15.8%
Udalguri	6.3%	13.7%
<b>Total</b>	<b>22.1%</b>	<b>77.9%</b>

### Marital Status:

83.4% of the total respondents were married. 8.9% respondents were widow and found in all the districts. There were 1.2%, 1%, 1.1%, 3.1% and 2.5% of the total respondents as widow found in Dibrugarh, Lakhimpur, Nagaon, Tinsukia and Udalguri districts respectively. 0.5% respondents from Udalguri (0.4%) and Tinsukia (1%) were separated. 0.1% respondent only from Udalguri district was divorced. Rest 7.1% respondents were single.

**Table 3.3 Marital status**

District Name	Marital status				
	Divorced	Married	Separated	Single	Wid-ow
Dibrugarh	0	16.4%	0	2.4%	1.2%
Lakhimpur	0	17.4%	0	1.6%	1.0%
Nagaon	0	18.2%	0	0.7%	1.1%
Tinsukia	0	15.9%	0.1%	0.9%	3.1%
Udalguri	0.1%	15.5%	0.4%	1.5%	2.5%
<b>Total</b>	<b>0.1%</b>	<b>83.4%</b>	<b>0.5%</b>	<b>7.1%</b>	<b>8.9%</b>

**Literacy status:**

Literacy level is another key indicator of a community's development and used as a parameter in almost all major surveys. The study shows that the literacy level of the respondents have only had primary education (37%) followed by 29.2% respondents having completed high school. A closer look at the district level shows variations among the districts surveyed. The lowest percentage of respondents who have completed high school education was observed in Udalguri district (2.6%) followed by Nagaon (4.6%). Under the No formal education or illiterate category, again Udalguri (7.8%) and Nagaon (9.8%) registered the highest respondents. Respondents with having university Degree level education were lowest for all the districts.

**Table no. 3.4 Literacy level of the respondents**

District Name	Literacy level of the Respondent			
	High school	No formal education/ illiterate	Primary school	University
Dibrugarh	7.6%	3.5%	7.0%	1.9%
Lakhimpur	8.7%	2.2%	7.6%	1.5%
Nagaon	4.6%	9.8%	5.2%	.4%
Tinsukia	5.7%	5.2%	8.7%	.4%
Udalguri	2.6%	7.8%	8.5%	1.1%
<b>Total</b>	<b>29.2%</b>	<b>28.5%</b>	<b>37.0%</b>	<b>5.3%</b>

**Family Size:**

61.1% of the total respondents have family size 4-6 members followed by 30.4% respondents having family size 1-3 members. There were only 8.5% respondents having family size more than 6 members. Tinsukia district slightly differs in the sense that it has registered more number of families with a family size of 1 to 3 as compared to other districts.

**Table no. 3.5 Family size**

Name of the District	Family Size		
	1-3	4-6	Above 6
Udalguri	49	126	25
Tinuskia	114	68	18
Nagaon	54	133	13
Lakhimpur	32	150	18
Dibrugarh	55	134	11
<b>Total</b>	<b>304</b>	<b>611</b>	<b>85</b>

**Families with minor members:**

There were 72.2% of the respondents mentioned that they have children in their family whereas 27.8% families were without children members. Respondents from Tinsukia district (9.2%) were having less children compared to rest of the districts. Lakhimpur district has the highest percentage (17.1%) of families with minor population followed by Udalguri (16.6%) and Nagaon(15.3%).

**Table no. 3.6 Families with minor members**

District Name	Are there minors (< 18 years) in your household?	
	No	Yes
Dibrugarh	6.0%	14.0%
Lakhimpur	2.9%	17.1%
Nagaon	4.7%	15.3%
Tinsukia	10.8%	9.2%
Udalguri	3.4%	16.6%
<b>Total</b>	<b>27.8%</b>	<b>72.2%</b>

**b) Household Profile****Main Source of Income:**

65.8% of the total respondents were having the main source of income from the tea garden work. 22.9% respondents were making money from temporary work or wage work. 10.1% respondents were making their income from agriculture and its allied activities. 1.8% respondents were mainly dependent on pension or unemployment benefits. 3.4% respondents were doing petty business and street vending for making money. 1.5% respondents were found to have income from private or Government employment. 0.7% respondents were found making income from fishing activities. 2.5% respondents were found to have no income. It was found that only 3.7% respondents from Lakhimpur district found which is less compared to 16.1%, 17.1%, 12.6% and 16.9% from Dibrugarh, Nagaon, Tinsukia and Udalguri districts respectively.

**Table no. 3.7 Main source of income**

Name of the district	Main Source of Income							
	Unemployed/ No income	Temporary/ Wage Work	Tea Garden Work	Pension/ Unemployment Benefit	Petty Business/ Street vending	Agriculture/ Farming/ Live-stock	Fishing	Private/ Govt. Employment
Dibrugarh	0.5%	3.9%	16.2%	0.1%	0.3%	1.5%	0.1%	0.3%
Lakhimpur	0.3%	8.9%	3.0%	0.1%	1.2%	6.0%	0.3%	0.3%
Nagaon	0.9%	2.2%	17.1%	0	0.8%	2.1%	0.2%	0.6%
Tinsukia	0.6%	4.6%	12.6%	1.1%	0.9%	0.1%	0.1%	0.2%
Udalguri	0.2%	3.3%	16.9%	.5%	0.2%	0.4%	0	0.1%
<b>Total</b>	<b>2.5%</b>	<b>22.9%</b>	<b>65.8%</b>	<b>1.8%</b>	<b>3.4%</b>	<b>10.1%</b>	<b>0.7%</b>	<b>1.5%</b>

**Vulnerability status:**

38% of respondents belonged to the Families Living Below Poverty Line. The high percentage (16.5%) of BPL respondents were from Tinsukia districts followed by 8.7%, 7%, 5.8% and 0.9% in Nagaon, Udalguri, Lakhimpur and Dibrugarh districts. 1.5% respondents found to have elderly family members. There were 0.6%, 0.8% and 0.1% respondents have elderly members in Udalguri, Tinsukia and Nagaon districts. 1.5% of the total respondents were living with chronic diseases. Out of that, 0.8%, 0.6% and 0.1% respondents were from Dibrugarh, Udalguri and Tinsukia district. 10.9% respondents mentioned to have women members in their house. 1.1% of the total respondents were having people with special needs in their family. Under this category, three districts namely Dibrugarh, Nagaon and Udalguri were having 0.3%, 0.3% and 0.5% of respondents were

having people with special needs. There were 2.5% of respondents mentioned to have vulnerable juvenile population in their family. This category was only found in Nagaon district. Similarly, 0.1% respondents (only in Lakhimpur) and 0.3% respondents (only in Udalguri) found to have internally displaced person and drug dependent person in the family. 43% of the total respondents mentioned to have no vulnerable members in their family. Under this category, respondents from Dibrugarh district (17.3%) were much higher followed by Udalguri (9.7%), Lakhimpur (8%), Nagaon (5.7%) and Tinsukia (2.3%).

**Table no. 3.8 Vulnerability status of the family**

Dis- trict Name	BPL house- hold	Drug de- pendent	Elderly person (above 65 years)	Internal- ly dis- placed person (IDP)	Juvenile (under 18 years)	Living with a chronic disease	Mi- grant worker	Not a member of the following groups	Person living with special needs.	Wom- en
Dibru- garh	0.9%	0	0	0	0	0.8%	0	17.3%	0.3%	0.7%
Lakh- impur	5.8%	0	0	0.1%	0	0	0	8.0%	0	6.1%
Na- gaon	8.7%	0	0.1%	0	2.5%	0	0	5.7%	0.3%	2.7%
Tin- sukia	16.5%	0	0.8%	0	0	0.1%	0	2.3%	0	0.3%
Udal- guri	7.0%	0.3%	0.6%	0	0	0.6%	0.2%	9.7%	0.5%	1.1%
<b>Total</b>	<b>38.9%</b>	<b>0.3%</b>	<b>1.5%</b>	<b>0.1%</b>	<b>2.5%</b>	<b>1.5%</b>	<b>0.2%</b>	<b>43.0%</b>	<b>1.1%</b>	<b>10.9%</b>

### c) Awareness on Legal Rights and Entitlements

#### Constitutional awareness among the respondents:

Udalguri district has highest percentage (16.4%) of respondents showing awareness about the Constitution followed by Lakhimpur (15.4%) and Tinsukia district (11.4%). Nagaon district recorded the highest percentage (11.2%) of respondents not having awareness about the Indian Constitution followed by Dibrugarh district (10.1%) while Udalguri recorded the lowest percentage (3.6%) of respondents not having awareness about the Constitution of India.

**Table no. 3.9 Awareness about constitutional rights**

District Name	Awareness about Constitution that outlines the fundamental rights to its citizens	
	No	Yes
Dibrugarh	10.1%	9.9%
Lakhimpur	4.6%	15.4%
Nagaon	11.2%	8.8%
Tinsukia	8.6%	11.4%
Udalguri	3.6%	16.4%
<b>Total</b>	<b>38.1%</b>	<b>61.9%</b>

**Type of Legal Issues faced:**

District level analysis of Legal Issues faced by the respondents revealed that both Lakhimpur and Udalguri districts recorded incidences of all the six legal issues defined in the survey questionnaire such as Civil Disputes, Major Crimes, Drug use, Land/ Environment Disputes, Physical/ Domestic Violence and Thefts where as other districts recorded varied responses.

Dibrugarh district recorded legal issues on categories such as Civil disputes, Land/Environment Disputes, Physical/Domestic Violence and Thefts. Nagaon district has Crime, Physical/Domestic Violence and Thefts and Tinsukia has Drug use and Physical/Domestic Violence as major legal issues.



**Table no. 3.10 Types of legal issues faced**

District Name	Type of legal issues faced					
	Civil disputes (within family (child custody, maintenance, divorce), with neighbour, employer, damage to property/ livestock, contract)	Crime	Drug use	Land or environment disputes	Physical including domestic violence	Theft
Dibrugarh	Yes	No	No	Yes	Yes	Yes
Lakhimpur	Yes	Yes	Yes	Yes	Yes	Yes
Nagaon	No	Yes	No	Yes	Yes	Yes
Tinsukia	No	No	Yes	Yes	Yes	No
Udalguri	Yes	Yes	Yes	Yes	Yes	Yes

### **Awareness about Free Legal Aid:**

The study reveals that a vast majority of respondents from all the five districts are not aware of the Free Legal Aid. 83.5% respondents were not aware of any free legal aid whereas, only 16.5% respondents found to have aware of free legal aid. Nagaon district recorded the highest percentage (18.6%) of responses of not being aware of Free Legal Aid among the five districts. Udalguri recorded the highest percentage (6.3%) of respondents having knowledge about the availability of Free Legal Aid followed by Dibrugarh (3.5%). Nagaon district has the lowest percentage (1.4%) of respondents having awareness about Free Legal Aid.

Among the respondents having awareness about the Free Legal Aid, Dibrugarh recorded the relatively highest (1.7%) respondents who also know to apply for Free Legal Aid and Tinsukia (0.2%) has the lowest percentage of respondents know to apply for Free Legal Aid.

**Table no. 3.11 Awareness about free legal aid**

District Name	Have you heard of free Legal Aid?		Know to apply for Free Legal Aid
	No	Yes	
Dibrugarh	16.5%	3.5%	1.7%
Lakhimpur	16.6%	3.4%	0.7%
Nagaon	18.6%	1.4%	0.4%
Tinsukia	18.1%	1.9%	0.2%
Udalguri	13.7%	6.3%	0.4%
<b>Total</b>	<b>83.5%</b>	<b>16.5%</b>	<b>3.4%</b>

**Percentage of respondents accessed Legal Mechanism in the last 5 years:**

All the five districts scored very poorly when it comes to accessing the Legal Mechanisms such as Police Department, Lawyers, Court of Law and Correctional Services. It was noted that only a fraction of the surveyed respondents have accessed these mechanisms to avail justice for their cases. 3.4% of the total respondents have approached police department in the last 5 years. 3.5% respondents have approached layers, 2.5% have approached court and 1.6% has approached correctional services in the last 5 years. Among the districts, Lakhimpur recorded the highest percentage of respondents approaching all the legal mechanisms followed by Udalguri and Nagaon. Dibrugarh and Tinsukia districts recorded lowest level of access to the outlined Legal Mechanisms in the survey.

**Table no. 3.12 Access to legal mechanism in the last 5 years**

District Name	Percentage of respondents approached police/lawyers/court/correctional services			
	Police Department	Lawyers	Court	Correctional Services
Dibrugarh	0.3%	0.4%	0.3%	0
Lakhimpur	1.8%	1.8%	1.3%	0.7%
Nagaon	0.7%	0.3%	0.3%	0.2%
Tinsukia	0.1%	0.3%	0.1%	0.2%
Udalguri	0.5%	0.7%	0.5%	0.5%
<b>Total</b>	<b>3.4%</b>	<b>3.5%</b>	<b>2.5%</b>	<b>1.6%</b>

**Level of Satisfaction on support received from Legal Mechanisms:**

District level analysis of level of satisfaction on support received from Legal Mechanisms differed from district to district. Tinsukia district recorded the highest percentage (17.2%) of respondents satisfied with the support received from the legal mechanisms followed by Udalguri district (6%).

Nagaon district recorded the 7.7% of respondents with moderately satisfied as a response to the support received from the Legal Mechanisms followed by Lakhimpur district (7.6%). Dibrugarh has recorded the highest percentage of responses as “No Support Received” (5.1%) and also on “Neither Satisfied nor dissatisfied” (10%) projecting the condition in the district.

**Table 3.13 Level of Satisfaction on support received from Legal Mechanisms**

District Name	Level of satisfaction with the kind of support received from police/lawyers/court/ correctional services			
	Moderately satisfied	Neither satisfied nor dissatisfied	No Support Received	Satisfied
Dibrugarh	2.4%	10.0%	5.1%	2.5%
Lakhimpur	7.6%	7.0%	.4%	5.0%
Nagaon	7.7%	5.9%	3.4%	3.0%
Tinsukia	2.6%	.2%	0	17.2%
Udalguri	2.6%	6.6%	4.8%	6.0%
<b>Total</b>	<b>22.9%</b>	<b>29.7%</b>	<b>13.7%</b>	<b>33.7%</b>

**Perceived important function of the Legal and Justice Agencies:**

The district level analysis of perception of respondents on the function of the Legal and Justice Agencies shows that 36.1% perceive that protecting the human rights of citizen is the major function of the legal and justice agencies. 33.1% respondents perceive that the main function is to ensure everyone is treated the same way under the law of land. 13.7% perceive that the function of legal system is to ensure public safety and security by punishing criminals, and 12% perceive the major role is to assist in claiming rights against others or the government and in settling disputes quickly and peacefully.

Tinsukia district recorded the highest percentage (14.5%) of response with the main function of legal and justice agencies should be to protect the human rights of citizens. Lakhimpur recorded the highest response (4.5%) among the districts on assisting and claiming rights and disputes settlements. Nagaon district recorded highest (7.2%) respondents opting for Ensuring public safety and punishing the criminals. These responses seems to be in away reflective of the nature of issues faced by the respondents in their respective districts.

**Table 3.14 Perceived important function of the Legal and Justice Agencies**

District Name	Perceived important function of the Legal & Justice agencies				
	Assisting in claiming rights against others or the government and in settling disputes quickly and peacefully	Ensuring public safety and security by punishing criminals	Ensuring that everyone is treated the same way under the law of the land	No opinion	Protecting the human rights of citizens
Dibrugarh	1.3%	.6%	13.0%	.6%	4.5%
Lakhimpur	4.5%	1.6%	9.0%	0	4.9%
Nagaon	1.5%	7.2%	2.0%	4.2%	5.1%
Tinsukia	2.6%	1.6%	1.3%	0	14.5%
Udalguri	2.1%	2.7%	7.8%	.3%	7.1%
<b>Total</b>	<b>12.0%</b>	<b>13.7%</b>	<b>33.1%</b>	<b>5.1%</b>	<b>36.1%</b>

**d) Findings from Focus Group Discussions**

Tinsukia District

<b>1. Asha and Anganwadi Workers</b>
<p><b>Total no. of FGD:1</b></p> <p><b>Total No. of Participants:3</b></p> <p><b>Gender: 100% female</b></p> <p><b>Village: Niz Makum Gaon, Derok TE -6 Number line, Dompani</b></p> <p><b>Panchayat: Bhitorpawoi, Kamarpatty, Enthem</b></p> <p><b>Block: Margarita</b></p>

**Key findings:**

- The district is prone to natural disasters as result water and vector borne diseases like Diarrhoea, Typhoid, Jaundice and Pneumonia are very common. Tuberculosis is also very common among men.
- The number of anemic women is very high. They had experienced other health issues due to the consumption of vitamin, iron and calcium supplement received from the local Public Health Department.
- Cases of scabies are prevalent in the area. People who work as pesticide sprayers in the tea gardens have been continuously facing skin burns, reddish skin and breathing difficulties.
- There have been also cases of mild and severe malnutrition in the villages, but the children turn to recover as fast as possible.
- Unhealthy sanitary practices are very high among women leading to poor situation of menstrual and reproductive health.
- Inadequate medical facilities result in an increase in the cases of still births, infant and maternal mortality in the area.

**Suggestions:**

- Increase in sensitization and awareness program in the district in the sectors of pregnancy, reproductive health, and childcare apart from the anemia that the women suffer.
- **Access to health facilities and schemes should be improved**

**2. Women****Total no. of FGD:3****Total No. of Participants FGD-1:13, FGD-2:10, FGD-3: 15****Gender: 100% Female****Village: Nahorani Kharia Gaon, Ulup Pathar, Rajgarh Tea Estate****Panchayat: Bhitorpawoi, Enthem, Tengapanni****Block: Margarita, Ithakuli**

**Key findings:**

- Temporary work in nearby tea gardens available during March to November is the major livelihood opportunities for women.
- There are no basic facilities like toilets, changing rooms and no portable or drinking water facilities for women in tea gardens.
- There is inequality in payment for temporary workers. Women workers get 150 rupees per day while their male counterparts get 205 rupees per day.
- 50% women agreed that men seek the opinions and concerns of the women while making decisions related to the household.
- More than half of the women mentioned that underage marriage is prevalent.
- There is a high number of anemic women in the area.
- The prevalence of unhygienic menstrual practices is very high.
- Males are the prime ownership of properties.
- People have poor access to legal support systems due to illiteracy and awareness.

**Suggestions:**

- Women need support in doing adult literacy programmes in the villages.
- Awareness on legal support and government programmes.
- More livelihood programmes should be introduced such as skill development, livestock development, etc.

**3. Youth**

Total no. of FGD:1

Total No. of Participants:14

Gender: Male & Female

Village: Dirok Te Tonng Lines

Panchayat: Kumarpatty

Block: Margarita

**Key findings:**

- 35% of youth work in tea gardens at the daily wage of Rs. 200 while 30% of the youth migrate for work to other districts and to the southern part of the country.
- Migrated youths are continuously experiencing exploitations such as irregular pay, longer working hours and withholding of the original certificates by the contractors. Many have lost birth certificate, PRC certificate, HSLC passed Certificate.
- Poor education and finance is the major challenges faced by the youth.
- There are lack of proper counseling facilities in the villages to guide the youth.
- Awareness on legal literacy is very low.

**Suggestions:**

- There is a need of skill development to enhance their livelihood opportunities.
- There must be counseling support for education, legal awareness, and sensitization programs, together with safe migration assistance.
- Youths need support in recovering their certificates which were lost in the hands of contractors and intermediaries during migration.

**4. Para Legal Volunteers**

Total no. of FGD:2

Total No. of Participants FGD-1:10, FGD-2: 10

Gender: 100% Female(FGD-1), Male & Female(FGD-2)

Village: Dirok Te Tonng Lines, Niza Makum

Panchayat: Kumarpatty, Bhitari Powai

Block: Margarita



**Key findings:**

- They were facing difficulty in tracking and releasing the child labours and the victims of human trafficking.
- They do not have much experience in promoting safe migration for work.
- Most of the victims have lost their original certificates.
- There is a rising need to accelerate the networking and advocacy among the organizations.
- There should be an encouragement for case exchanges and information exchanges between source and destination states to ensure safe work migration, and prevention of human trafficking and child labour.
- PLVs are not aware of many legal provisions for the victims. So, their knowledge and skills should be strengthened.
- Land disputes, domestic violence cases, child marriage cases are common legal issues faced by PLVs.

**Suggestions:**

- Need to increase the awareness level of PLVs
- Strengthening of networking and advocacy components for speedy case tracking and information sharing.

**5. Panchayat Members**

Total no. of FGD:1

Total No. of Participants: 4

Gender: 100% Male

Village: Khaman Pathar

Panchayat: Ketetong

Block: Margarita

**Key findings:**

- There is a lack of basic facilities like library, public toilet, etc. in the villages.
- High prevalence of red tapism in bureaucracy leading to poor implementation of developmental projects.
- All the pensioners enlisted in the Panchayat are getting the benefits.

**Suggestions:**

- Increase in capacity and awareness on various development programmes.
- Infrastructural work in the panchayats and wards must be completed.
- There is a need to increase in livelihood opportunities through skill development.

**6. Children**

Total no. of FGD:1

Total No. of Participants: 15

Gender: 100% Female

Village: Tongg Line

Panchayat: Kumarpatty

Block: Margarita

**Key findings:**

- Children are regularly going to school and there are very few dropouts in the villages.
- They are getting midday meals as part of the government program at least 3 days in a week.
- There are separate toilets for girls and boys in the school.
- There is a lack of resource availability in the school such as lack of computer Lab, Library, sports materials, etc.
- There are no children's group or clubs in the schools.
- Children are not aware of their child rights and entitlements.
- There is no career guidance or counseling services for children.

**Suggestions:**

- Increase of awareness on child rights and entitlements.
- There must be effective efforts for the allocation of educational and extra-curricular activity materials for the children in the government schools.
- There is a need of psychosocial and career-oriented counseling for children in the schools.

**7. Tea Garden Workers**

Total no. of FGD:1

Total No. of Participants: 25

Gender: Male & Female

Village: Rajgarh Tea Estate ward number-6

Panchayat: Tengapanni

Block: Ithakuli

**Key findings:**

- Tea garden workers work 8 hours per day, and they pluck around twenty-four kilos of tea leaves in a day.
- The wages are paid daily for both permanent and temporary in cash.
- The extra kilos of leaf which is plucked after the completion of twenty-four kilos per day, the workers do not get any payment or incentives.
- The workers carry out tea leaf plucking, chopping, cleaning, drain building and pesticide spraying in the tea gardens.
- The temporary workers do not get PF, medical insurance and pension.
- Women are given 3 months of parental leave.
- The people who are entrusted with spraying the pesticides in the tea gardens are given a medical check-up once in a year, but no medical reports are shared with them.
- There are cases of breathing trouble, Itching, skin burns, reddish skin and allergies faced by the tea garden workers.
- The tea garden workers are not provided any dress changing or toilet facility in the tea gardens.
- There are poor ration supplies and no crutches for the children in the tea garden.
- The hospitals and schools do not have enough of resources.
- The quarters of the tea garden workers are not repaired for last 30 years.
- There are no proper water supplies, toilets, and other facilities in the quarters.
- There is a lack of awareness on their legal provisions and entitlements.

**Suggestions:**

- There is a need of adult literacy and legal literacy programmes.
- Basic infrastructures provided by the tea garden should be improved.
- Awareness on various entitlements and government programmes.

## II. Dibrugarh District

### 1. Asha and Anganwadi Workers

Total no. of FGD:1

Total No. of Participants: 2

Gender: 100% Female

Village: Julibari TE, Kamakhya Gaon

Panchayat: Nowhalia, Jokai

Block: Tenghakhat, Barbaruah

#### Key findings:

- There is a high prevalence of TB due to the use of the same glass among the villagers while they sit to take their drinks.
- The women are anemic and most of them also suffer from Diabetics, skin diseases and delivery-related anemia.
- The children mostly suffer from fever, diarrhea, and cough.
- The ANC and PNC visits are regular normally the visits mount more than five.
- There were cases of maternal and infant mortality in the villages.
- The vitamin supplements are given to the expectant mother but since they suffer from constipation, they try to avoid taking the tablet.
- There are also vector borne and water borne diseases in the villages.

#### Suggestions:

- There is a need to increase awareness on health programmes, especially for pregnant women.
- There is a need to organize health check-up camps in the villages.

### 2. Women

**Total no. of FGD:**1

**Total No. of Participants:** 15

**Gender:** 100% Female

**Village:** Chapatali No- 3

**Panchayat:** Bhadoi

**Block:** Tenghakhat,

**Key findings:**

- Women face wage discrimination.
- Women get 130 rupees while the men get two hundred rupees per day in tea garden.
- Men are the main decision makers in the family.
- Child marriage is prevalent in the area.
- Women also migrate for work.
- The working condition of the women is also extremely poor there is no dress changing rooms and toilets for women.

**Suggestions:**

- Increase in awareness on legal issues, livelihood, Plantation labour act and adult literacy.
- There should be campaigns for adult literacy through establishing a night school in the area.
- There must be dustbin installed in the villages for proper disposal of waste.
- They need water filter for portable drinking water.

**3. Youth****Total no. of FGD:1****Total No. of Participants: 14****Gender: Male & Female****Village: Kamakhya Gaon****Panchayat: Jokai****Block: Barbaruah**

**Key findings:**

- There are community-based organizations for the youth in the villages.
- Most of the youth are migrating to southern part of India for work.
- They have poor skills and greater financial vulnerabilities.
- They need awareness on the legal issues and counseling or career guidance services.
- The vocational training institutes and variety of courses are also not available in the area.

**Suggestions:**

- There is a need to push for skill development programs specifically focusing on livelihood and income.
- They need counseling and career guidance service.
- They need awareness of legal and entitlements.

**4. Para Legal Volunteers****Total no. of FGD:** 1**Total No. of Participants:** 10**Gender:** 100% Male**Village:** Temtoo Tea Estate**Panchayat:** Khanikar**Block:** Barbaruah

**Key findings:**

- PLVs get very less support from the community.
- They work in isolation without any collaboration and networking at the higher levels and destination states for tracing out missing personnel and solving job related disputes in the southern destination states.
- Most of the disputes are solved within the village through the head of the village and through village committees present in the village.
- The key issues faced by PLVs are land disputes, child marriages, family disputes, domestic violence, and child labour in the district.
- They have not encountered any cases of human trafficking in the area till now.

**Suggestions:**

- PLVs need support and training on investigation and tracing out missing people, and rehabilitation of victims.

**5. Panchayat Members****Total no. of FGD: 1****Total No. of Participants: 4****Gender: 100% Male****Village: Bor Temtow Gaon****Panchayat: Jokai****Block: Barbaruah****Key findings:**

- The Gram Panchayat has a community hall, Anganbadi centre and one temple.
- The Gram Panchayat is effectively providing various pensions.
- The Panchayat also has school in its area and it effectively functioning.
- The government scheme outreach is very little in the Gram Panchayat due to a lack of awareness.

**Suggestions**

- Infrastructure development for the tea garden workers such as toilets and water supply units should be done.
- Banking services should be made accessible in the Gram Panchayat.
- Increase in awareness in Government schemes and entitlements.



## 6. Children

**Total no. of FGD:**1

**Total No. of Participants:** 15

**Gender:** Male & Female

**Village:** Jutlibari T.E.

**Panchayat:** Nowhalia

**Block:** Tenghakhata

### Key findings:

- There are school dropouts present in the village. The reasons behind the dropout rates are distance of the school, financial vulnerabilities of the family, peer pressure and drinking habits of the parents etc.
- Toilet is available and functioning in the schools.
- There is a lack of proper functional computer lab and library.
- Earlier the children used to get midday meal from the school with 3 days eggs but after the resumption of schools post Covid-19, the midday meal has not yet started.
- Children are getting school uniforms and books from the school at free of cost.
- There is prevalence of child labour in the villages. They used to work in hotels, small shops and tea gardens. In tea garden, the children are paid two hundred rupees per day.
- There were children's group earlier in the village but now the groups are not operational in the village.

### Suggestions

- Measures should be taken to prevent school dropout and to improve the learning outcomes in the schools.
- Children should be aware on their rights, midday meal scheme, and entitlements.
- There is a need to have Children's community-based organization for leadership and skill development.
- Children should be give career guidance.

## 7. Tea Garden Workers

**Total no. of FGD:**1

**Total No. of Participants:** 20

**Gender:** Male & Female

**Village:** Bolai Bori Gaon (Mahabir Tea Estate)

**Panchayat:** Kutha

**Block:** Barbaruah

### **Key findings:**

- The housing and sanitation facilities inside the tea garden are extremely poor.
- The workers are given payment in cash.
- Each tea garden workers are entrusted to pluck 24 kgs of tea leaves.
- The company's benefits are extended to permanent workers only.
- There is no medical insurance for the workers.
- The workers who do the job of pesticide spraying is taken once in a year to the hospital for medical check-up, but no medical reports are shared with them.
- To improve the roofing conditions of the worker quarters 4 tin sheets are provided in a year.
- The workers are also provided with sandals and umbrella but no masks or boots during their work.
- Workers engaged in pesticide spraying face reddish skin, skin burns and breathing trouble.
- The permanent employees are entitled for 3 months parental leave while the temporary get none.
- The women tea garden workers pluck leaves while their counter parts men work in the production, levelling, drainage making, cutting, cleaning and pesticide spraying.
- The legal issues are solved in the tea garden using the local committees.

### **Suggestions:**

- The workers need interface meetings to improve the labour welfare and living conditions in the tea gardens.
- There is a need to have adult literacy and legal awareness program.
- Women need skill development programs for income enhancement.

### III.Lakhimpur District

#### 1. Youth

**Total no. of FGD:1**

**Total No. of Participants: 35**

**Gender: Male & Female**

**Village: Dhemagarh**

**Panchayat: Pulbari**

**Block: Nowboicha**

#### **Key findings:**

- The village youths are interested in studies however their family situation and lack of guidance and support at home/village leads to school and college dropouts. The dropout youths work in construction and agriculture related activities.
- State and Central Government schemes have not reached them properly. There is malpractice in the PDS, and ration is not provided according to the number of family members in a family as mentioned in the Ration Card.
- They get the drinking water from the hand pump at times it is not sufficient for the number of families living in the village.
- No hospital facility is available in the village and the nearest hospital is three kilo meters away from the village.
- Many youths have left the village in search of gainful employment opportunities and visit the village during festival season.
- Some of the major social issues prevailing in the village include child labour, child marriage, personal conflicts (on property matters), use of alcohol, severe unemployment or under employment, etc. General and legal disputes are resolved by the village leader.
- Lack of awareness on legal system has made them stick to the Gram Panchayat system to find justice and for resolving disputes.
- Migrated youths face lot of challenges during their course of migration.

#### **Suggestions:**

- Need of promoting skill development and safe migration for the youth.
- Increase awareness on government schemes and entitlements.

## 2. Para Legal Volunteers

Total no. of FGD:1

Total No. of Participants: 10

Gender: Male & Female

Village: Doolahat

Panchayat: Doolahat

Block: Nowboicha

Key findings:

- Land disputes, exploitation of tea garden workers, and their rights, alcoholism, domestic violence, Child labour, Child marriage, Sexual harassment at workplace are more prevalent in the area.
- They have done awareness creation and extended advisory services to the people.
- Lack of awareness is the major concern for violations and exploitations.
- Poor access to legal system due to lack of awareness.
- People are afraid to come forward to fight for their rights due to their socio-economic condition and vulnerabilities.

Suggestions:

- Awareness building on rights and legal provisions.
- Need to have interface meetings and networking with different stakeholders.

## 3. Tea Garden Workers

Total no. of FGD:1

Total No. of Participants: 35

Gender: Male & Female

Village: Kathoni

Panchayat: Laluk

Block: Nowboicha

**Key findings:**

- Permanent tea garden workers get to work all the 12 months in a year whereas the temporary workers get work only for 6 months in a year. They work 8 hours a day and get a salary of Rs. 205 per day (for both permanent and temporary workers).
- Permanent workers get benefits such as house free of rent, water, electricity, and other benefits.
- The workers pluck tea leaves fifty kilo grams in a day and the basket that they carry while in the field can fetch tea leaves up to ten kilo grams.
- August and September months are the peak season for plucking tea leaves and during these months, the workers get to work extra hours and get additionally paid.
- There is a staff union for the tea garden workers however lack of education and general awareness about the outside world keeps them away from getting many benefits.
- The workers are often found at the mercy of their employers and can be easily replaced.
- Revising of tea garden workers age to 18 to 40 years has disappointed many tea garden workers as they must leave this work and find another alternate employment. This makes people above 40 years lives more difficult.
- Meeting all the family and children's educational needs becomes a challenge for these workers. Some of the works they are engaged in include agriculture and construction-related works, selling of rice beer, etc.
- There are no basic facilities available at the worksite of tea garden.
- Mostly, female members of the family are engaged in the tea garden works and the male members tend to either employed at the tea garden maintenance work or migrate to nearby areas in search of gainful employment opportunities.
- The workers found to be completely unaware of their employment terms and conditions.
- The workers are facing difficulty in getting Adhaar and Ration cards, and accessing government entitlements.

**Suggestions**

- Increase in awareness and accessibility on various welfare schemes and entitlements.

## IV. Nagaon District

<b>1. Women</b>
<p><b>Total no. of FGD:</b>2</p> <p><b>Total No. of Participants FGD-1:</b> 10, <b>FGD-2:</b> 15</p> <p><b>Gender:</b> 100% Female</p> <p><b>Village:</b> Missa Tea Estate, Bijuvalley</p> <p><b>Panchayat:</b> Amlokhi, Anjukapani</p> <p><b>Block:</b> Bajiagaon, Paschim Kalibhar</p>
<p><b>Key findings:</b></p> <ul style="list-style-type: none"><li>• They work 8 hours a day and get a wage of Rs.205 per day in tea garden.</li><li>• The women were found to be a part of SHGs in the village and some of them even able to access Government loan/schemes for their groups.</li><li>• Domestic violence, financial issues in the families, women safety are key issues for women.</li><li>• Role of women in the committees and other decision-making forum is lacking.</li><li>• There is also lack of free mobility of women in the villages.</li><li>• They face problems over the lack of proper ration, pension, no proper housing, hospital, and medical facilities in their village.</li><li>• The major health issues faced by women were anaemia, BP, and related health issues in the family.</li></ul> <p><b>Suggestions</b></p> <ul style="list-style-type: none"><li>• Increase awareness on legal provisions concerning domestic violence.</li><li>• Women's decision-making forums must be functionalized and capacitated.</li></ul>
<b>2. Youth</b>
<p><b>Total no. of FGD:</b>1</p> <p><b>Total No. of Participants:</b> 35</p> <p><b>Gender:</b> Male &amp; Female</p> <p><b>Village:</b> Jagdamba Tea Estate</p> <p><b>Panchayat:</b> Kuthoris</p> <p><b>Block:</b> Kalibhar</p>

**Key findings:**

- Domestic Violence, Corrupt Public Distribution System, Child Labor, Child Marriage, Human Trafficking are the major problems of the area.
- They face problems related to employment are Contract labourer, poor wages, unemployment, and underemployment.

**Suggestions**

- Labor welfare issues need to be addressed properly.
- There is a need to have more employment opportunities, networking and interface building for the prevention of human trafficking and child labor.
- Increase awareness on legal provisions, entitlements and outreach for women concerning domestic violence.

**3. Children****Total no. of FGD:**1**Total No. of Participants:** 15**Gender:** Female**Village:** Missa Tea Estate**Panchayat:** Kuthoris**Block:** Kalibhar**Key findings:**

- The Elementary school is in a walk able distance and the middle and high schools are in the radius of 4 and 8 kilo meters.
- Teachers were not able to teach difficult concepts.
- The students get books and school uniform from the schools every year.
- Facilities such as table, chairs, sport items, toilets, etc are either poor or not in good conditions.
- Little or no focus is given to sports in the school.
- Few students complained about not getting scholarship even after applying for it. They tend to keep quiet and only a few have dared to inform their school teachers about any issue.
- Students were made to clean the classroom and school toilet, etc.

**Suggestions**

- There must be some activities based on STEM for the children.
- Children must be oriented on child rights, counseling and career guidance.

## V. Udalguri District

### **1. Village Leaders and Elders**

Total no. of FGD:1

Total No. of Participants: 10

Gender: 100% Male

Village: Orang Tea Estate

Panchayat: Orang

Block: Mazbhat



**Key findings:**

- A total of seven hundred families are living in this estate and they are a migrated population from Bihar and settled in Assam for generation and into the Tea Garden work.
- The members of Village Council Development Committee are elected from the GPs and often influenced by the local political parties and by the influential people. This nullifies the opportunity for the tea garden workers to get elected to the VCDC and even the elected few are often voiceless, and majority are from other groups and sections from the GPs and Block. There was no female in the VCDC so far.
- The labor union in the estate is part of the larger network of Assam Chah Mazdoor Sangha (Assam Tea Workers Union).
- They have raised voice for the rights of the Tea Garden workers. The peaceful approach for rights and entitlements has not yielded much and the elected group and union members' job is also under threat as company many replace them with another worker(s). Job security has always been a major factor for the tea garden workers to comply with the terms and conditions of the tea estate owners.
- Housing, Electricity, drinking water, Transportation, Hospital facility, Toilet, Waste Disposal and Drainage system need significant improvement.
- Housing facilities are provided to the permanent workers and few of the temporary workers also able to get housing facilities.
- The hospital facilities provided by the company inside the estate is ill equipped to meet both major and minor health issues as no doctor is available and only a health assistant attend to the workers approaching the hospital facilities. Only medicines are provided to the patients and no treatment for prolonged diseases, etc.
- The house provided by the company is also not big enough to accommodate a family size of 5 or 6 as only two small rooms, one kitchen and Verandah are there along with space for storage.
- Company ration system is helpful to the workers. However, the quantity and quality of food items provided through it can be improved a lot.
- School facilities are also not adequate to meet the education needs of the garden workers children. The elementary school run by the company is inside the estate making it easy for the children to go to the school whereas the middle and higher secondary schools are six kilo meters away from the village. With transportation as a major issue, many fail to complete secondary or higher secondary education levels.

**Suggestions**

- There is a need to mainstream women leadership, and improve public welfare and the distribution system.
- Increase awareness on legal provisions, government schemes and entitlements.

## 2. Youth

Total no. of FGD:2

Total No. of Participants FGD-1: 10, FGD-2: 15

Gender: Male & Female

Village: Bhootteachang Tea Estate, Nonaipara Tea Estate

Panchayat: Automounts Area

Block: Automounts Area

### Key findings:

- Graduates youths do not have any employment opportunities. They are very discouraged and disheartened. Lack of knowledge about career options has also crippled them.
- Skilled youths could not find opportunities in their locality and many had to migrate to other cities to find employment.
- The adolescent girls who had tailoring training could not find employment opportunities end up doing patch works in the village.
- No entrepreneurship-related trainings were provided to the youth.
- The tea estate is in a very remote place and not well connected making it vulnerable for the children and youth in the village to pursue studies and come up in life.
- The school is not running properly and does not have an adequate number of teachers.
- There is no proper hospital facility available in the estate and major health issues cannot be diagnosed nor get treated in the local hospital.
- The drinking water from the handpump is of extremely inferior quality and people are suffering without having proper drinking water while many must walk long distance to get good water.
- Child labor is a major issue in the village as there are many school dropouts both to due to uneducated parents, poor performance in studies, financial constraints at home, etc.
- Tea garden workers get a wage of Rs.205 per day however managing and running a family in a remote location is exceedingly difficult and this make them barrow money or live on credit, etc.
- Many in the village found not received their caste certificate and Government schemes were manipulated and diverted to other villages or only a limited number of families close to leaders/ government officials get the benefits.
- Many are yet to receive their government ration cards. Few of them were found to be aware of their rights however lack of voice and power has made them remain silent.

### Suggestions

- There is a need to have interfacing and capacity building for skill development, infrastructure development, Government programmes and legal and adult literacy programs.
- Child marriage and domestic violence must be tackled through sensitization and awareness programs.

## 4. CONCLUSIONS AND RECOMMENDATIONS

### Conclusions:

It can be concluded that the male folks were the main head and decision maker of the family. Their education attainment is very low. The majority of the respondents have attained only primary education and at the same time, less than one-third of respondents were illiterate. It was also noticed that may be because of eligibility criteria for the tea garden quarter or some other reason, more than 90% of the respondents are living with less than 6 members. The trend of the large joint family was not seen although they are residing in the same location for many generations.

The household profile shows that the vast majority of the people i.e. 65.8% respondents were completely dependent on tea garden work for income. 22.9% respondents were dependent on the temporary or wage work available in the area. This shows that more than 80% of the people are dependent on the tea industry who get approx. Rs. 200 per day as wage. This was observed in all the five districts. There were 38% respondents found to have BPL card but seems slightly less seeing the vulnerable populations. It can be concluded that the tea garden workers in Lakhimpur, Nagaon, Udalguri, Tinsukia and Dibrugarh districts of Assam live in poor condition. Their living and working conditions are lacking basic amenities of life.

The findings in awareness on legal rights and entitlements show that more than half of the population were aware about the fundamental rights given in the Constitution of India. The awareness level of people about free legal aid is very low. The data also suggests that very less people have approached legal agencies in the last 5 years and among those who accessed, 33.7% respondents were satisfied with the support received from legal agencies whereas 29.7% respondents were neither satisfied nor dissatisfied. It was also found that the tea garden workers are struggling to meet their basic needs. The permanent and temporary workers are paid low compared to similar industry standards. The vulnerability for the temporary worker is very much as they get work only for 6 months a year. The tea garden area is prone to many diseases, high anemic cases in women, high cases of malnutrition, unhealthy sanitary practices, poor medical facilities, high cases of child marriage, poor awareness on the legal system and government programmes, lack of employment opportunities, poor education facilities, lack of counseling for children, migration through agencies,

lack of basic infrastructures for tea garden workers and poor implementation of development programmes have deprived these group of people very much.

The nature and gravity of the issues faced by the reference communities in the target districts are unique and need an appropriate approach involving key stakeholders. The prolonged and continuing socio-economic and human rights issues of the tea garden and other vulnerable communities need a multi-facet and holistic approach to see some progress and results among these communities. The baseline survey along with the focus group discussion has unearthed some of the fundamental challenges and human rights violations faced by the reference communities. The findings throw a very sad reality and picture of these communities who have been settled and working in these districts for generations. One can also say that these communities are stuck in a vicious cycle of poverty trying to come up in life.

We believe this report has brought to light the needs and suffering of the Tea Tribes in the five districts of Assam. The lack of education, poor access to education and quality education, low income and poor livelihood opportunities, high incidence of social evils such as child labour, child trafficking, child marriage, drug abuse, gender discrimination, labour issues, etc reflects the quality of life these tea garden workers. A comprehensive community development approach involving all key stakeholders is the only way out for these poor and ignorant communities to see some light for them and for their generations to come.

The recommendations provided in this report will certainly address some of the core issues and challenges faced by the reference communities while paving way for them to come up in life. In addition to State and Central mechanisms, CSOs can come forward and play a role in liberating these poor and vulnerable communities both from the social evils and from the poverty. Empowering the reference communities is equally important and this will go a long way in their journey to socio-economic justice. It is the duty of the society to make them educated, culturally reach, and economically stable so that they can live in the beautiful world happily and peacefully.

### **Recommendations:**

Following recommendations are made from the study.

- Government should make regulations to safeguard tea garden labourers from the exploitation of authority.
- Tea garden authority should increase wages and basic amenities for workers.
- Special attention should be given to improve education attainment in the tea garden area.

- The government plan and policy should be properly implemented for the development of the tea communities.
- Livelihood and Skill development programmes should be promoted to enhance their income.
- Awareness on Legal provisions, Government Schemes, programmes and entitlements to increase their access.
- Legal and technical support should be given to the people who are finding difficulty in availing certificates, official documents, Ration Card, Aadhaar Card, claiming justice, etc.
- Health Awareness creation, health camps and enhanced medical facilities for the tea garden workers.
- Women empowerment program and access to credit/ Government schemes to the women in the target districts.
- There is a need to work on safe migration in the area to facilitate the migrants to access appropriate agencies at the time of crisis.
- More focus on women's health and rights should be given as it was found that many are anemic, malnourished, forced to get married at an early age and have high cases of domestic violence.
- Greater liasioning with Government departments, CBOs and the community for effective implementation of welfare measures.

# ANNEXURES

## 1. BASELINE SURVEY QUESTIONNAIRE:

### PART I

#### Location, Socio-Economic and Household Information

1	District:	2) Block:
3	Panchayat:	4) Village:
5	Name of the Respondent:	6) Age: <ul style="list-style-type: none"><li>• 15--29 years</li><li>• 30--65 years</li><li>• Above 65 years</li></ul>
7	Sex <ul style="list-style-type: none"><li>• Male</li><li>• Female</li><li>• Other</li></ul>	8) Marital status: <ul style="list-style-type: none"><li>• Single</li><li>• Married</li><li>• Separated</li><li>• Divorced</li><li>• Widowed</li></ul>
9	Literacy level of the Respondent: <ul style="list-style-type: none"><li>• No formal education/illiterate</li><li>• Primary school</li><li>• High school</li><li>• University</li><li>• Other</li></ul>	10) Number of people currently living in your household (who regularly share food, income and expenses):
1	Are there minors (< 18 years) in your household? <ul style="list-style-type: none"><li>• Yes</li><li>• No</li></ul>	12) Number of minors (<18 years) in your household, if any?

13	<p>What is the main source of income of your household currently?</p> <ul style="list-style-type: none"> <li>• No sources of income/unemployed</li> <li>• Temporary/wage work</li> <li>• Work in tea garden</li> <li>• Pension or unemployment benefit</li> <li>• Street vending/Own small business/Income Generating Activity</li> <li>• Agriculture/farming/livestock</li> <li>• Fishing</li> <li>• Salaried/Wage employment (Private or government)</li> </ul>	<p>14) If there is no source of income, how do you manage your household expenses?</p> <ul style="list-style-type: none"> <li>• Support from family and friends</li> <li>• Mortgages and loans</li> </ul>
15	<p>Are you a member of any of the following vulnerable groups? (If no, go to Question 17)</p> <ul style="list-style-type: none"> <li>• Women</li> <li>• Juvenile (under 18 years)</li> <li>• Elderly person (above 65 years)</li> <li>• BPL household</li> <li>• Person living with a mental or physical disability or special need. Please specify (e.g. blind, either fully or partially, inability to move or walk, mental disability, speech impediment, etc)</li> <li>• Living with a chronic disease</li> <li>• Drug dependent</li> <li>• Migrant worker</li> <li>• Internally displaced person (IDP)</li> <li>• Any other, please specify:</li> </ul>	<p>16) Given that you are a member of one of the above groups, is it difficult for you to seek help with your legal issues?</p> <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>
<p><b>PART II</b> Awareness on Legal and Justice System</p>		
	<ul style="list-style-type: none"> <li>• Do you know that India has a Constitution, which provides fundamental rights to its citizens?</li> <li>• Yes</li> <li>• No</li> </ul>	<p>18) Have you faced any legal issues?</p> <ul style="list-style-type: none"> <li>• Yes</li> <li>• No</li> </ul>

19	<ul style="list-style-type: none"> <li>• If yes, what kind of legal issues?</li> <li>• Crime</li> <li>• Theft</li> <li>• Drug use</li> <li>• Land or environment disputes</li> <li>• Physical including domestic violence</li> <li>• Civil disputes (within family (child custody, maintenance, divorce), with neighbour, employer, damage to property/livestock, contract)</li> <li>• Any other, please specify:</li> </ul>	<ul style="list-style-type: none"> <li>• 20) What challenges do you face when seeking help with your legal issues?</li> <li>• Difficulty in understanding the law or legal procedures and filing applicable forms/complaints</li> <li>• Difficulty in access to justice agencies (police, Courts, legal services, advocates)</li> <li>• Discrimination</li> <li>• Fear of the authorities</li> <li>• Any other, please specify:</li> </ul>
21	<ul style="list-style-type: none"> <li>• What support is required to help you in accessing justice agencies (police, Courts, legal services, advocates)?</li> <li>• Information on laws and legal procedures</li> <li>• Free legal aid</li> <li>• Any other, please specify:</li> </ul>	<ul style="list-style-type: none"> <li>• 22) In what circumstances do you have the right to legal representation?</li> <li>• When charged with a minor criminal offence</li> <li>• When charged with a serious criminal offence</li> <li>• Any other, please specify:</li> </ul>
23	<ul style="list-style-type: none"> <li>• Have you heard of free Legal Aid?</li> <li>• Yes</li> <li>• No</li> </ul>	<ul style="list-style-type: none"> <li>• 24) If yes, do you know how to apply for free legal aid?</li> <li>• Yes</li> <li>• No</li> </ul>
25	<ul style="list-style-type: none"> <li>• How did you settle your disputes, if any?</li> <li>• Going to the police station</li> <li>• Informal discussion with the parties concerned</li> <li>• Informal discussion with the help of a third party, community member, etc.</li> <li>• Formal settlement reached outside court with legal aid (advocate)</li> <li>• Any other, please specify:</li> </ul>	<ul style="list-style-type: none"> <li>• 26) Have you or your household had contacted the police department over the last 5 years? If NO, go to Question 29.</li> <li>• Yes</li> <li>• No</li> </ul>



27	<ul style="list-style-type: none"> <li>• If Yes, have you faced any challenges when seeking help from the police?</li> <li>• Yes</li> <li>• No</li> </ul>	<ul style="list-style-type: none"> <li>• 28) What challenges did you face when seeking help from the police?</li> <li>• Lack of information on how to access police station services</li> <li>• Difficulty in contacting the police</li> <li>• Delays by police officers (in responding to or investigating complaints)</li> <li>• Inaction from police</li> <li>• Corruption</li> <li>• Abuse and threats</li> <li>• Political interference</li> <li>• Any other, please specify:</li> </ul>
29	<ul style="list-style-type: none"> <li>• Have you or your household had contacted lawyer/s over the last 5 years? If NO, go to Question 31.</li> <li>• Yes</li> <li>• No</li> </ul>	<ul style="list-style-type: none"> <li>• 30) What challenges did you face when seeking help from lawyers?</li> <li>• Lack of information on lawyers available</li> <li>• Difficulty in knowing how to contact a lawyer</li> <li>• Delays by lawyers in preparing cases to court</li> <li>• No information provided about the progress of cases</li> <li>• Misconduct by lawyers</li> <li>• High legal fees</li> <li>• Lack of competency or poor legal skills of lawyer</li> <li>• Any other, please specify:</li> </ul>
31	<ul style="list-style-type: none"> <li>• Have you or your household had contacted the courts over the last 5 years? If NO, go to Question 33.</li> <li>• Yes</li> <li>• No</li> </ul>	<ul style="list-style-type: none"> <li>• 32) What challenges did you face when seeking help from the court?</li> <li>• Lack of information on courts and court proceedings</li> <li>• Lack of victim/witness support</li> <li>• Delays by judges and magistrates in finalising cases</li> <li>• Delays in proceedings</li> <li>• Delays by judges and magistrates in finalising cases</li> <li>• Expensive to go to courts (loss of daily work, travel expenses, etc.)</li> <li>• Any other, please specify:</li> </ul>

33	<ul style="list-style-type: none"> <li>• Have you or your household had contacted the correctional services (prisons) over the last 5 years?</li> <li>• Yes</li> <li>• No</li> </ul>	<ul style="list-style-type: none"> <li>• 34) What challenges did you face when contacting/accessing correctional services (prisons)?</li> <li>• Lack of information on prison services</li> <li>• Expensive to go to prison services (loss of daily work, travel expenses, etc.)</li> <li>• Lack of access to people in prison</li> <li>• Abuse by prison officers</li> <li>• Any other, please specify:</li> </ul>
35	<ul style="list-style-type: none"> <li>• Are you satisfied with the kind of support you received from police/lawyers/court/ correctional services?</li> <li>• Satisfied.</li> <li>• Moderately satisfied.</li> <li>• Neither satisfied nor dissatisfied</li> <li>• Any other, Please specify:</li> </ul>	<ul style="list-style-type: none"> <li>• 36) In your opinion, what is the most important function of the justice agencies?</li> <li>• Ensuring that everyone is treated the same way under the law of the land</li> <li>• Assisting in claiming rights against others or the government and in settling disputes quickly and peacefully</li> <li>• Protecting the human rights of citizens</li> <li>• Ensuring public safety and security by punishing criminals</li> <li>• Any other, please specify:</li> </ul>

## **2. FOCUS GROUP DISCUSSION – QUESTIONS ( FEW SAMPLES)**

### **Focus Groups for discussion:**

1. Village Development Committees/ village leaders
2. Tea Garden Workers
3. Village Women – Migrant/ Local residents
4. Children/Children's group
5. Village Adults ( Daily labourers, Contractual workers, etc)
6. Existing organizations in the identified areas
7. Para Legal Workers
8. Village representatives, Elected leaders, Panchayat President, Councillors, etc

### **FGD Questions for the Village Development Committees/ Panchayat Leader/ Elected Representative, etc:**

1. Sharing of purpose of the gathering and self-introduction of facilitator.
2. Make a note of the all the discussion points, village and district names.
3. Tell us about your village, its history and uniqueness.
4. Tell us about your engagement in the village as a VDC/ elected representative/ Panchayat leader and your contributions.
5. Do you feel your village and your petitions get the adequate attention and response by the officer bearers and Govt. Line Departments??
6. If no, what are some of the reasons?
7. Have you ever approached collector for a need or a cause of your villages and share your experience.
8. Tell us about some of the problems in your village and their main causes??
9. What can be done to resolve those concerns and issues?
10. Thank them for their participation and inputs in this exercise.

## FGD Questions for Tea Garden Workers:

1. Sharing of purpose of the gathering and self-introduction of facilitator.
2. Start with a general question which will allow them to share about them/ their work, etc
3. Tell us about your family background and where are you all from??
4. What made you to come here- the main reason(s) for migration?
5. What is your educational qualification? ( to get a sense of groups literacy levels)
6. How long you get to do this work on annual basis and for how many years you are doing this tea garden work??
7. Tell us about your nature of work and how many hours you work in a day generally.
8. What is your daily wage or monthly income?
9. Is your wages are paid in cash, is it regular and on time??
10. How many of you are here with your family??
11. Where do you live here and is your accommodation provided by your employer?
12. Do you send your children to school? If no why? What are the main reasons?
13. What do the children do if they are not going to school?
14. Have your heard about Child Labour Act? And consequences of violating the Act?
15. Tell us about challenges and problem in your work
16. Whom do you approach to resolve your concerns or problems at work?
17. Does anyone has unattended concern or problem. Tell us about it.
18. What kind of health related issues there in your village? Where do people

get treatment generally?? Free or paid??

19. Do you have a leader?
20. In a month how many times do you overwork and are you getting paid for the extra work done?
21. Do you know anything about Plantations' Labour Act and what are some of your legal rights under the Act?
22. how can you find solution(s) for your problems ( what according to them will resolve the issue)
23. Encourage and appreciate the work that they are doing and conclude the meeting by thanking them all for their participation and inputs.
24. Record the discussion points and mention the village and district names.

**FGD Questions for Village Women (can be done with a help of a female staff/volunteer):**

1. Sharing of purpose of the gathering and self-introduction of facilitator.
2. Tell us about general life in your village
3. How long are you living in this village and where are you all basically from??
4. Tell us about your type of house and what basic facilities are there in your village?
5. Do you go to work to make a living or house wives?
6. What type of work you do to earn a living? ( note the types of work that represents the group)
7. How do you come to know about this work opportunity?
8. Are you getting paid adequately for the work done by you?? If not what are the reasons?
9. Have they heard about the Minimum wages Act and the provisions available for them under the Act?
10. Does your employer treats you properly and whom do you approach for any concerns or problem in your work place?

11. Has anyone in this group left their job due to some disputes and problem at workplace? If yes can you share it?
12. What do you do with your earnings??
13. How do you manage your household affairs and do you get to have a say on major decisions in running and managing the household affairs??
14. Do you send your children to school? If no why? What are the main reasons?
15. What do the children do if they are not going to school?
16. Have you heard about Child Labour Act? And consequences of violating the Act?
17. Where do you get your groceries? If PDS – how effective is the PDS in your village and any quality and management issues??
18. What is the problem faced by women generally at the household level?
19. Are you free to move and roam in the village without fear? If no why?
20. Could you save money?? And do you have any properties?? If yes what are they?
21. On whose name the properties are there??
22. What kind of health related issues there in your village? Where do people get treatment generally?? Free or paid??
23. Thank them for their participation in the exercise and make a note of the village/district names.

### 3. BASELINE SURVEY PLAN AND FGD SCHEDULE

Sl. No	Scheduled Activity	Date
1	Collecting of the list of the name of districts, Gram Panchayats, village hamlets	21 <sup>st</sup> March 2022
2	Basic data research and consolidation	22 to 24 <sup>th</sup> of March 2022
3	Designing of baseline data collection	25 <sup>th</sup> to 28 <sup>th</sup> March 2022
4	Review, content Finalization	29 <sup>th</sup> March 2022
5	Kobo collect training and field test of the baseline tool	31 <sup>st</sup> March 2022
6	Travelling of CDO team to Assam	6 <sup>th</sup> April 2022
7	Meeting with the Director	6 <sup>th</sup> April 2022
8	Baseline field engagement	6 <sup>th</sup> April 2022 to 12 <sup>th</sup> April 2022
9	Debriefing with the Local Team	13 <sup>th</sup> April 2022
10	Setting up of action plan	13 <sup>th</sup> April 2022
11	Travelling back of CDO team to base station	14 <sup>th</sup> April 2022
12	Monitoring and Data collection	7 <sup>th</sup> to 25 <sup>th</sup> April 2022
13	Data Consolidation and Tabulation	25 <sup>th</sup> to 28 <sup>th</sup> April 2022
14	FGD and In-depth Interview Reporting	22 <sup>nd</sup> to 27 <sup>th</sup> April 2022
15	Debriefing Presentation	28 <sup>th</sup> April 2022
16	Analysis, Draft Reporting and Documentation	28 <sup>th</sup> April to 5 <sup>th</sup> May 2022
17	Review and Finalization	6 <sup>th</sup> to 10 <sup>th</sup> May 2022



**Conference Development Office, Jesuit Conference of India**  
Indian Social Institute, 10 Institutional Area, Lodhi Road, New Delhi-110003, India