APPENDIX-I

List of sample Tea Estates
1. Attareekhat Tea Estate
2. Bhootachang Tea Estate
3. Borengajuli Tea Estate
4. Budlapara Tea Estate
5. Corramore Tea Estate
6. Dimakuchi Tea Estate
7. Hattigarh Tea Estate
8. Orangajuli Tea Estate
9. Paneery Tea Estate
10. Suola Tea Estate

Tea Estate Managers and Officials with whom interviews were held
1. Raktim Pratim Chaudhuri, Manager, Attareekhat Tea Estate
   Provat Boiragi, Head Clerk, Attareekhat Tea Estate
2. Birbal Roy, Manager, Suola Tea Estate
   Baleswar Baro, Head Clerk
3. Dwipen Kumar Bardalai, General Manager, Borengajuli Tea Estate.
   Hem Chandra Deka, Head Clerk
4. Hridayesh Chettri, Manager, Dimakusi Tea Estate
   Jhon Mestan, Head Clerk.
5. Anand Wats, Senior Manager, Paneery Tea Estate.
Mukul Paul, Head Clerk.

6. A.P. Sing, Manager, Bhoo teachang Tea Estate.
   Manik Kalita, Head Clerk.

7. Kenal Shekhawat, Senior Manager, Corramore Tea Estate.

8. Dhiren Kumar Prasad, Manager, Budlapara Tea Estate.
   Kripa Basumatary, Assistant Manager.
   Hiren Chandra Nath, Head Clerk.

Personal interviews with ACMS, ATTSA and AASAA members

1. Alexander Surin, Ex-President, ACMS Borengajuli T.E. Unit.

2. Kristadan Tanty, Ex-Secretary, ACMS Borengajuli T.E. Unit.

3. Stanish Kerka tta, President AASAA, Dimakuchi Anchalik.

4. Akela Purty, ATTSA leader, Paneery Unit.

5. Robertson Tanti, Vice-President, ATTSA

6. Folinson Sahu, Founder President, Darrang district ATTSA

7. Doyalu Tanty, Ex-Secretary, ACMS Borengajuli T.E. UNIT.

8. Doyal Sylvian Kujur, Secretary, ACMS Mangaldai Circle.


10. Laurentius Bagh, Ex-Assistant Secretary, ACMS Borengajuli T.E. UNIT and retired
    Employee Borengajuli T.E.

11. Ajai Gond, Ex-Secretary, AASAA Dimakuchi Anchalik.

12. Bijay Nayak, Ex-Secretary, ACMS Borengajuli T.E.
APPENDIX-II

Questionnaire/Schedule for Households
(Socio-economic & education based)

1. Name of the household head:

2. Qualification: Father: Mother:
   Age: Father: Mother:

3. Occupation/ Nature of job-------------------------------Permanent/Casual ----------------

4. Type of family ------ Nuclear/Joint

5. No. of family members-------------

6. No of children: Male_________ Female ___________
   Age:

   Educational Status of household members

<table>
<thead>
<tr>
<th>Illiterate</th>
<th>M</th>
<th>F</th>
<th>Literate</th>
<th>M</th>
<th>F</th>
<th>Elementary</th>
<th>M</th>
<th>F</th>
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<th>Above HSLC</th>
<th>M</th>
<th>F</th>
<th>Degree &amp; above</th>
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<tr>
<td>Children &amp; Other</td>
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</table>

7. Have/do you heard/know about SSA, RTE & PLA? Yes_________ No________________

8. Approximate monthly income Rs.____________________

9. Is your monthly income sufficient for maintenance of your family? Yes / No.

10. Do your children earn money? Yes/No
11. No. of school going children: Male___________ Female _____________

12. Level of education of school going children

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<thead>
<tr>
<th>Class</th>
<th>Boys</th>
<th>Girls</th>
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<tbody>
<tr>
<td>I-V</td>
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</tr>
<tr>
<td>VI-VIII</td>
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<td></td>
</tr>
<tr>
<td>IX-X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>XI &amp; above</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

13. No. of out of school children: Male___________ Female _____________

14. Reasons for out of school___________________
   (a) Poverty, (b) Parental Illiteracy/lack of parental awareness, (c) Involvement in domestic work/sibling care, (d) Poor health, (e) Language problem/medium and (f) Children not interested.

15. No. of school dropped out children: Male___________ Female _____________

16. Reasons for dropped out ______________________
   (a) Inadequate family income/support family income (b) Lack of interest/lack of motivation (c) Family tension (d) Lack of adequate school & nearby educational institutions (e) early marriage (f) Overage (g) Engagement in domestic work.

17. Religion ______________________ Caste ______________________

18. Mother tongue ________________ Common language________________


286
21. How many: ________________ What type of festivals do you celebrate?

For School Dropped Out Children

1. Age of the child: ______________

2. Is there any educational institution within your tea garden? Yes/ No.

3. Are your parents educated? Yes/ No.

4. In which class did you get dropped out from school?
   (a) Class I-II   (b) Class III-V (c) Class VI-VII (d) Class IX-X   (e) Class XI and above.

5. Do you work somewhere?
   Yes: Boys___________ Girls___________
    No: Boys___________ Girls___________

6. If yes, in what type of work are you engaged? (i) Tea factory (ii) Tea garden (iii) Domestic work (iv) Any other.
APPENDIX-III
Questionnaire cum Schedule for Head Teachers

1. Name of the school : ________________________________

2. Name of the Headmaster : __________________________

3. No. of teacher : Male_________ Female______________

4. Academic qualification:

5. Professional qualification: Trained_________ Untrained______

6. Duration of training:

7. Name of the tea garden : ____________________________

8. Physical facility of school: No. of rooms_______________

9. Basic facilities in school:

10. Year of school establishment : ______________________

11. No. of students (male & female) enrolled in your school during the last five years:

   Enrolment data of L.P. School.

   For 5 Years (From 2008 to 2012)

<table>
<thead>
<tr>
<th>Class</th>
<th>2008 M</th>
<th>2008 F</th>
<th>Total</th>
<th>Remarks</th>
<th>2011 M</th>
<th>2011 F</th>
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<th>Remarks</th>
</tr>
</thead>
<tbody>
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<td></td>
<td></td>
</tr>
<tr>
<td>II</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>III</td>
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<td></td>
</tr>
<tr>
<td>IV</td>
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<td>V</td>
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<table>
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<tr>
<td>Total</td>
<td></td>
<td></td>
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</tbody>
</table>


13. If yes what are the problems in functioning of the school?

   (i) Infrastructural problem    (ii) Pure drinking water problem
   (iii) Financial problem        (iv) Inadequate teacher problem


15. If yes tick the following reason

   (a) By supervising teacher’s regularity
   (b) By supervising students’ regularity
   (c) By supervising infrastructural facilities

16. What are the reasons for school dropped out students?
17. If the Sarba Siksha Abhijan Mission extends help or provides facility in tea garden schools?

Yes/No

18. If yes, what facilities does it provide?

(i) Mid Day Meal

(ii) Fund for infrastructural development

(iii) Supply teaching learning material (iv) Any other.
From, Sri D. Jhingran, IAS  
Mission Director  
A.S.S.A.M  
To, District Project Coordinator/District Mission Coordinator  
Sub: Strategy Outline Special Areas.  
Sir/Madame,  
Please find the enclosed herewith the broad strategy outline for the Special Areas. It may be noted that this is an operational framework and is to be adapted to local situations and contexts while designing interventions. Area-specific strategy outlines, specifically for Tea Garden Areas, with probable action points is being communicated soon.  
Yours faithfully  
Sd/  
(D. JHINGRAN)
Universalisation of Elementary Education in tea gardens of Assam

Kindly refer to your letter No. SSA/SFG/Tea Garden /249/2003/Pt1/dated 21.08.03 enclosing a modified format of the Agreement to be executed between the tea estates and the Axom Sarba Sikhsa Abhiyan Mission for implementation of the Universalisation of Elementary Programmed in tea estates.

We write confirm that the same is in order and necessary advice is being issued by us to our members to execute the agreement.

Yours faithfully,
D. Chakrabarty
Secretary General
AR: IB
Ye: ar: assam

Copy to: 1 The Secretary
ABITA
No. SSA/SFG/Tea Gardens/249/2003 Pr1/
Received from the Mission Director, Assam
Kindly issue necessary advice to all members And also inform other Constituent Associations of Assam valley, CCPA

2. The Secretary
ABITA
For information
Agreement

The deed of agreement is made this…………day of ………………………20…………………
between Axom Sarba Siksha Abhijan Mission (therein after referred to as Management)

Whereas free and compulsory elementary education for children in 6-14 years age group
is now a Fundamental Right. The tea Garden Management has a major role and influence over
the affairs of the Plantation Workers within the Gardens. The management, therefore, the best
suited agencies to work for and ensure quality basic education for all children residing in the Tea
Gardens areas. From gardens-wise survey it is seen that the basic educational facilities like
adequate teachers, school buildings etc. are inadequate in a large number of Tea Gardens.

AND

Whereas the Axom Sarba Siksha Abhijan Mission through a series of discussions and
negations with stakeholders in the Tea Gardens viz. Tea Gardens managements, Tea Garden
owners Associations, Labour union, Tea Tribe Students associations etc. has decided that the
task of universalization of elementary education in Tea Garden areas would be the joint
responsibility of SSA Mission (as a representative of the State Government) and the Tea Garden
Management/owners. In pursuance of this decision, the State Government and Azom Sarba
Abijan Mission have already extended the following provision to the Management run schools:

1. Mid-day Meal (food grain)
2. Free textbooks
3. Academic supervision and teacher training

As the Tea Garden Managements will have primary responsibility for facilitating and
spearheading the UEE effort in view of their influence over the plantation labourers and their
families, the Tea Gardens Management- Mission partnership would be responsible for achieving
of UEE. The partnership would on the basis of following agreements.

1. The Mission would bear the entire financial cost for the provisions as follows:
   - Education Volunteers for running of the bridge course centers(suitable space to
     provided by the Management)
   - Additional Para-teachers for schools after children are mainstreamed in the garden
     managed schools.
Para-teachers would be paid consolidated pay by SSA per month (as determined by SSA). It is clearly agreed and understood that the Management will have no responsibility regarding future employment or to any subsequent claim for regularization.

- Costs for major enrolment drives etc.
- Costs for providing food grains as per mid day meal schemes (the responsibility for transportation will be with the Management)
- Supply of free-textbook to all existing and future enrolment of primary school children
- Interventions like running courses, EGS centers, other alternative educational arrangement, mobilization activities including enrolment drives etc. will be implemented through TGEC.

2. The Tea management will be responsible for ensuring the following with assistance from SSA

- Active and functional Tea Garden Education Committee (TGEC) including opening of bank accounts (for receiving BC, EGS centers, other alternative arrangement, mobilization activity related funds).
- Maintenance of the updating of the Tea Garden Educational Register. (TGER)
- Attendance of the provided by Management for the entire school hours (5 1/2 Hours) and that the teachers are not engaged outside school during school hours.
- Provision of space for bridge course/EGS centers/or other alternative intervention.
- Conduct of enrolment drives for which financial assistance will be provided by SSA
- Enrolment of the learners of the Bridge Course Center conducted in the Garden are from time by Mission in their (Management–run) schools
- Participation of the works in TGEC meetings, other mobilization meeting Enrolment drive etc. by granting leave with pay.
- Facilitate visits to schools by educational functionaries for academic support.
- Participation of teachers in Teacher training Programmers.
- Transportation of food grains allocated under Mid-day Meal Schemes.
- Collection of free textbooks from DI Schools.
- Making classroom child up n schools and Bridge Course Centers.
- Involvement of Mothers Clubs/Groups n enrolment drives and attendance monitoring.

3. There will be a Task Force in tea garden (division) headed by the manager to plan and supervise the UEE efforts in gardens. The task Force will be constituted of the following members.
   1) The manager of the Garden (Division), Chairperson.
   2) The Welfare Officer and President, TGEC of the Garden (Division)
   3) The Working President of TGEC (if any)
   4) The concerned Cluster Resource Center Coordinator (CRCC)
   5) Field level motivator, if engaged from SSA (LOW/LWA)
   6) Head Teacher of School

The task Force will ensure preparation of requirement regarding various educational classroom and submission of the proposal to SSA.

4. The task Force will operate bank account in accordance with SSA norms. Funds for Para-teachers in schools and construction works will be remitted to this account by SSA as and when necessary bass. The account will be operated jointly by the Chairperson of the Task Force and the Cluster Resource Center Coordinator (CRCC).

In witness where of parties above mentioned set their hands and seals on the date above written in token of acceptance of this agreement.

Deputy Commissioner ............ district
On behalf of Government of Assam. By Lawful Attorney of the management of the .......... Tea Estate

District Mission Coordinator, SSA
.........................district
On behalf of A.S.S.A.M
In presence of witness
(representative of ACMS)
### APPENDIX-VI

**Total number of Tea Estates in Udalguri District**

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name</th>
<th>Contact Nos.</th>
</tr>
</thead>
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<td>1</td>
<td>Chandana T.E.</td>
<td>03711-224432/224721</td>
</tr>
<tr>
<td>2</td>
<td>Hattigarth T.E.</td>
<td>03711-236024</td>
</tr>
<tr>
<td>3</td>
<td>Pancery T. E.</td>
<td>03711-242283/242282</td>
</tr>
<tr>
<td>4</td>
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</table>

**Source:** Office of the Deputy Commissioner, Udalguri District
APPENDIX-VII

Plate-1

Classroom situations in the Tea Garden Schools
Plate-2

Children outside school education system & their involvement in various works in the Tea Gardens
Plate-3

Children in the Anganvadi Centre in the Tea Gardens
Plate-4

Corramore Tea Estate on the foothills of Bhutan in Udalguri district
APPENDIX-VIII

Performance of Candidate in High School Leaving Certificate Examination, 2015, under Udalguri District.

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<th>Total Pass</th>
<th>Pass %</th>
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<td>3</td>
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<td>11768</td>
<td>6058</td>
<td>51.48</td>
</tr>
</tbody>
</table>

Source: Inspector of Schools, Udalguri District Circle, Udalguri
APPENDIX-IX

Plantation Labour Act, 2010