CONTENTS

Preface i
Acronyms vi
List of tables vii-ix

Chapter I INTRODUCTION 1-10
1.1 Objectives of the Study 4
1.2 Significance of the Study 4
1.3 Hypotheses 8
1.4 Scope and Limitation 8
1.5 Chapter Scheme 10

Chapter II TEA PLANTATIONS IN SOUTH ASSAM 11-33
2.1 Early History 11
2.2 Growth of the Industry 14
2.3 Labour Intensity of Tea Manufacturing 20
2.4 Wage Structure and the Welfare and Amenities 22
2.5 Ownership of Tea Estates 28
2.6 Producers’ Associations 29
2.7 Workers’ Organisations 31

Chapter III CONCEPTUAL FRAMEWORK AND METHODOLOGY 31-47
3.1 Gender: A Social Construction 34
3.2 Gender Relation in Household domain 35
3.3 Gender Relation in the Workplace 37
3.4 Methodology and Sample Design 43

Chapter IV WOMEN WORKERS IN THEIR WORKPLACES 48-74
4.1 Women’s Status in their Workplaces: Parameters of Enquiry 48
4.2 Proportion of women in the total workforce 52
4.3 Plantation and manufacture of tea and the tasks assigned to women 54
4.4 The organisational hierarchy in tea estates and women workers’ placement pattern 58
4.5 Nature of Employment of women workers 62
4.6 Promotion prospects of women labourers 66
4.7 Wages of Women Labourers 68
4.8 Working Condition of Women Labourers 69
4.9 Women’s Dignity in their Work Places 72
4.10 Summing up the Chapter 73

Chapter V THE WORKING WOMEN IN THEIR FAMILIES 75-100
5.1 The Status of Working Women in their Families: Parameters of Enquiry 75
5.2 Gendered Division of Roles 78
5.3 Participation in Family Decisions 86
5.4 Right to Spend 89
5.5 Right to Save Out of Own Income 93
5.6 Freedom of Mobility 94
5.7 Social attitude concerning the Place of Women Within and outside the Family 96
5.8 Summing up the Chapter 98

Chapter VI WOMEN’S RESPONSE TO DEPRIVATION 101-134
6.1 The Linkage Between Perception and Response 101
6.2 Respondents’ perception with respect to the prevailing gender relation in their workplaces 104
6.3 Attitude of the respondents towards the gender-relation in their families 110
6.4 Respondents’ perception of the value and role of women 115
6.5 Women’s response to deprivation 127

Chapter VII EMPOWERMENT OF WOMEN IN THE TEA PLANTATIONS 135-157
7.1 Empowerment Defined 135
7.2 Indicators of empowerment of women 136
7.3 Status of women’s empowerment in sample tea estates 139
7.4 Women’s empowerment: Some relevant issues in the context of tea plantations 147

Chapter VIII SUMMARY OF FINDINGS 158-175

BIBLIOGRAPHY 176-182

ANNEXURE: INTERVIEW SCHEDULE 183-200