

Challenges and Opportunities of Gender Equality and Social Work Intervention among Youth Living in Tea Gardens of Cachar, Assam

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Abstract

This study examines Cachar's tea gardens in Assam, including their history, economy, and socio-environmental issues. The study emphasizes gender equality and youth social work interventions to sustain the tea industry's growth. Empowering women on tea plantations, where they make up a large workforce but are marginalized, requires gender equality. Youth in tea gardens face socioeconomic challenges that require social work interventions to improve education, healthcare, and employment. Gender equality promotes inclusive growth, fights violence and prejudice, and breaks the poverty cycle with long-term economic advantages. The study examines gender equality issues experienced by Cachar Tea Garden youths and proposes social work solutions. Tea garden youth profiles, gender equality, obstacles, and social work interventions are goals. Despite women's efforts, Cachar's tea gardens show prejudice, abuse, and poor working conditions. Social norms theory, feminist theory, and gender analysis provide a foundation for understanding and addressing gender inequities in social work. A quantitative research design was used to obtain data via interviews. Convenient sampling yielded 300 respondents. Data analysis strictly followed informed permission and privacy guidelines. Tea Garden youth demographics include age, gender, marital status, and education. A statistical examination of respondents' views on gender-related obstacles and opportunities in the tea garden shows differences. Important issues include decision-making, job possibilities, legal procedures, cultural activities, property rights, and sports. This study emphasizes the need to address gender inequities and empower women and youth in Cachar's tea gardens through social work. A nuanced awareness of obstacles and opportunities allows for focused solutions to create a more equitable and prosperous community.

Keywords: Gender Equality, Tea Garden Community, Youth, Challenges, Opportunities

I. Introduction

Background and context of the tea gardens in Cachar

Cachar, Assam's tea plantations have a complex historical context and play a significant economic role in the region. Assam is one of the greatest tea-producing regions in the globe, and Cachar is an important tea-growing region within the state.

The origins of tea cultivation in Cachar date back to the colonial era. In the 1830s, following the end of the East India Company's monopoly on the Chinese tea trade, the British government decided to begin tea cultivation in India. Assam was designated as the optimal location for tea cultivation due to its favorable climatic conditions and suitable soil (Wright, 2023).

Establishing tea plantations in Cachar was not a simple endeavour. The earliest cultivators faced numerous obstacles, such as carving their way through impenetrable rainforests, coping with diseases and untamed animals, and recruiting and managing a diverse workforce from various provinces. They had to learn the cultivation and manufacturing techniques for tea (Wright, 2023).

The tea industry in Assam, including Cachar, expanded and flourished over time. Assam continues to be an important tea-producing region, contributing more than fifty percent of India's total tea production. The tea plantations in Cachar continue to play a vital role in the regional economy, employing and supporting a substantial number of people (Wright, 2023).

The cultivation of tea in Assam, including Cachar, is not devoid of difficulties. Socio-environmental factors, such as climate change, pose hazards to tea production and those who depend on the industry for their livelihoods. Through multi-stakeholder initiatives and a landscape-scale approach, efforts are being made to address these encounters and safeguard the enduring viability of tea manufacture (Biggs et al., 2018).

Cachar, Assam's tea plantations have historical significance stretching back to the colonial era. They contribute to India's tea production and are an integral part of the region's economy. To assure the sustained growth and success of the tea industry in Cachar, however, climate change and sustainability-related challenges must be addressed.

Importance of addressing gender equality and social work intervention among youth

Gender equality and social work intervention among tea garden-dwelling adolescents are crucial for a number of reasons. Women make up a considerable portion of the workforce on tea plantations, but they are frequently marginalized and exploited. In order to recognize the contributions of women and empower them within the tea industry, it is essential to address gender equality. By promoting gender equality, women can gain access to greater opportunities, equitable wages, better healthcare, and a higher quality of life overall (Gurung & Sanchari Roy Mukherjee, 2018).

Youth residing in tea gardens are frequently confronted with socioeconomic obstacles, such as limited access to education, healthcare, and employment opportunities. Social work interventions designed to promote gender equality can assist in removing these obstacles. By providing adolescents, particularly young women, with equal opportunities and resources, they can escape destitution, receive access to education and healthcare, and enhance their overall quality of life (UNDP, 2017).

Increasing gender equality in tea plantations contributes to inclusive growth. It aids in overcoming structural discrimination and promotes social inclusion by empowering women and youth. Inclusive development ensures that no one is left behind and that all individuals have equal participation opportunities in social, economic, and political spheres (UNDP, 2017).

Addressing gender equality is essential for combating violence and discrimination women and adolescents face in tea gardens. It assists in combating discriminatory practices, stereotypes, and unequal gender roles. Social work interventions can create a secure environment, reduce gender-based violence, and cultivate respect, dignity, and equality among individuals by promoting gender equality (UNDP, 2017).

Long-term economic benefits can result from achieving gender equality in tea gardens. When women and young people have equal access to education and employment opportunities, they can contribute to economic growth and development more effectively. Economic empowerment of women has positive effects on their families and communities, breaking the cycle of poverty.

In conclusion, addressing gender equality and implementing social work interventions among tea garden youth are crucial for empowering women, overcoming socioeconomic challenges, fostering inclusive development, reducing violence and

discrimination, and unlocking long-term economic benefits. By giving these issues priority, societies can create more equitable and prosperous communities.

Purpose and objectives of the research article

The drive of the research is to examine some of the issues and challenges of tea garden youths in Cachar district of Assam in relation to gender equality and discussion on practical social work intervention as to encounter the challenges of gender equality.

Objectives:

1. To study the profile of tea garden youths of Cachar district, Assam
2. To understand the status of gender equality among the tea garden youth
3. To determine issues and challenges faced by tea garden youths
4. To bring about social work intervention for reducing the gender inequality gap among the tea garden youths

II. Literature Review

Overview of gender equality issues in tea gardens

Cachar, Assam's tea plantations confront a number of gender equality issues. Women play a crucial position in the tea industry, as they make up half of the workforce and produce over fifty percent of India's tea (Fraats, 2023). However, they face discrimination, violence, and inadequate working conditions frequently. Here is a summary of the gender equality issues in Cachar, Assam's tea gardens:

Women in the tea gardens of Assam encounter both domestic and public forms of violence. Domestic violence, harassment, and assault may occur to them (Bahous, 2022). This type of violence can have severe physical, emotional, and psychological effects on women, impeding their health and productivity (Fraats, 2023).

Despite their substantial contributions to tea production, women typically occupy the lowest-paying, physically demanding positions, such as harvesting and pruning (Fraats, 2023). This discrimination on the basis of gender hinders their economic empowerment and perpetuates gender disparities.

Human rights indicators have been concerned with the living and working conditions of tea garden laborers, including women. In the tea gardens, prevalent problems include child marriage, human trafficking, maternal mortality; anemia, malnutrition, and lack of access to healthcare are indicators of gender inequality within communities (Fraats, 2023).

In the socioeconomic context of Assam, women who labor in tea gardens frequently experience marginalization. They have limited access to resources, wage disparities, and unequal growth and development opportunities. In the tea garden industries, patriarchal structures and historical factors contribute to the marginalization of women (Dhanaraju & Das, 2019). Multiple organizations are making efforts to resolve these gender equality issues. UN Women has supported the formation of Jugnu Clubs in Assam's tea plantations, empowering women to speak out against violence and mobilize action for safety and equality (Bahous, 2022). Together with its collaborators, IDH has implemented programs to combat gender-based violence and empower women in the tea industry. Focus is being placed on establishing safe workplaces, integrating human rights, and bolstering prevention mechanisms (Fraats, 2023).

While progress is being made, sustained efforts are still required to endorse gender impartiality, ensure females' safety and enablement, and enhance the overall well-being of Cachar, Assam's tea garden employees.

Theoretical frameworks and concepts related to gender equality and social work

In the context of gender equality and social work, there are numerous relevant theoretical frameworks and concepts. Social norms theory investigates the influence of social norms on individual behavior and the difficulty of altering detrimental gender norms. Low- and middle-income nations have tackled female genital mutilation, child marriage, and intimate partner abuse (Beniamino Cislighi & Heise, 2020). This concept challenges traditional social work approaches to gender.

It implies that gender is not a fixed characteristic, but rather an accomplishment that occurs in different settings or contexts. It emphasizes the need to comprehend gender dynamics and address them practically (Hicks, 2015).

Feminist theory focuses on recognizing and combating gender-based inequality and oppression. It emphasizes the significance of recognizing and addressing power disparities between the sexes and advancing women's rights (Hicks, 2015).

Gender analysis frameworks provide a methodical examination of how gender roles, relations, and norms influence social phenomena and experiences. These frameworks enable the identification of gender disparities, the comprehension of their root causes, and the development of strategies to promote gender equality (Warren, 2023).

These frameworks and concepts provide a basis for comprehending and addressing gender disparities in the field of social work. They inform strategies and interventions designed to advance gender equality, empower marginalized groups, and combat discriminatory practices and norms.

III. Methodology

Research design and approach

Researchers used a quantitative research design. Quantitative Research is the compilation and analysis of numerical data to establish relationships, test hypotheses, and generalize findings. Quantitative research frequently employs questionnaires, experiments, or structured observations to collect data, which is then analyzed using statistical techniques.

Data collection methods

The interview schedule was used by the experts to get information. It is a method for collecting data that consists of a structured set of predetermined questions addressed in a particular order during an interview. The interview schedule provides a methodical structure for conducting interviews and assures data collection consistency.

Sample selection and recruitment process

The researchers used convenient sampling technique for collecting 300 samples. Convenience sampling involves identifying individuals who are easily accessible and readily available to the researchers. This technique is practical, but the sample may not be representative of the population, which may induce bias.

Ethical considerations and data analysis procedures

The researchers practiced basic research ethics. Ethical considerations in research are crucial for assuring the integrity, safety, and well-being of research participants, as well as the research's credibility. These factors direct researchers in conducting ethical and responsible research. Some of the most important ethical considerations and data analysis techniques utilized by researchers are 1) Informed Consent and 2) Privacy and Confidentiality

IV. Findings

Interpretation and synthesis of the findings

Table 1 Age of the Respondents				
	Frequency	Percent	Mean	Std. Deviation
Age 18 to 25 (Early youthhood)	166	55.3	1.4467	0.49798
age 26 to 29 (Late youthhood)	134	44.7		
Total	300	100.0		

Table 1 illustrates the age structure of the respondents. For the study, youth between 18 and 29 years old were considered. Again, youth are divided into two groups, early youthhood and late youthhood, respectively from 18 to 25 years and 26 to 29 years. There are 55.3% of respondents in early youth and 44.7% in late youth. A mean value of 1.4467 and a standard deviation of 0.49798 are reported for the respondents' age. The ability and knowledge of an individual are often determined by their age. Therefore, understanding the demographic profile of the youth represented in this study requires current data on age structure.

Table 2
Sex of the Respondents

	Frequency	Percent	Mean	Std. Deviation
Male	105	35.0	1.6500	0.47777
Female	195	65.0		

Table 2 provides information regarding the sex of the respondents. There are 35.0% of males and 65.0% of females in the data. Based on the data collected, it is found that the mean value and standard deviation of respondents' sex are 1.6500 and 0.47777, respectively. There is a very significant difference between the representation of males and females in this study based on the sex data of the respondents.

Table 3
Marital status of the Respondents

	Frequency	Percent	Mean	Std. Deviation
Unmarried	110	36.7	1.6333	0.48270
Married	190	63.3		

In Table 3, the marital status of the respondents is presented. An understanding of marital status is essential for the study of other demographic phenomena. According to the findings of this study, 36.7% of young people were married and 63.3% were not. The married status of the respondents has a mean value of 1.6333 and a standard deviation of 0.48270. The fraction of married and single persons fluctuates very little. According to the study, the study included almost equal representation of young married and unmarried adults.

Table 4
Level of Education

	Frequency	Percent	Mean	Std. Deviation
Under metric	247	82.3	1.3500	1.08540
H.S.L.C complete	31	10.3		
H.S complete	16	5.3		
Illiterate	6	2.0		
Total	300	100		

Table 4 shows how much schooling young people in tea fields have. The sample data collected indicates that 82.3% of respondents were under metric, 10.3% had finished schooling, 5.3% had accomplished schooling, and 2.0% were illiterate. The data represent a mean value of 1.3500 and a standard deviation of 1.08540. Even though the data analysis reveals a very low percentage (2.0% of illiteracy among tea garden youth), the under metric is overwhelming (82.3%). Therefore, the researcher can conclude that the level of educational attainment among the youth in the tea gardens is very low.

The given histogram information below are the responses to a set of statements regarding the challenges and opportunities for women and girls in a tea garden community. Each statement is assessed on a scale of 1 to 5, where 1 represents a

positive response and 5 represents a negative response. The statistics include the number of valid responses, mean (average), standard deviation, and the distribution of responses.

Figure 1



Figure 1: The mean response for this statement is 2.9133, indicating that, on average; the respondents do not strongly agree that women have equal opportunities in community decision-making. The standard deviation of 1.12993 suggests some variation in the responses, indicating differing opinions among the respondents.

Figure 2:

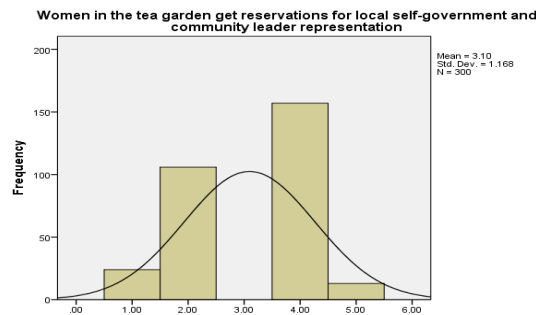


Figure 2: The mean response for this statement is 3.0967, suggesting a moderate disagreement that women in the tea garden get reservations for self-government and community leader representation. The standard deviation of 1.16842 indicates some variation in the responses, suggesting differing opinions.

Figure 3

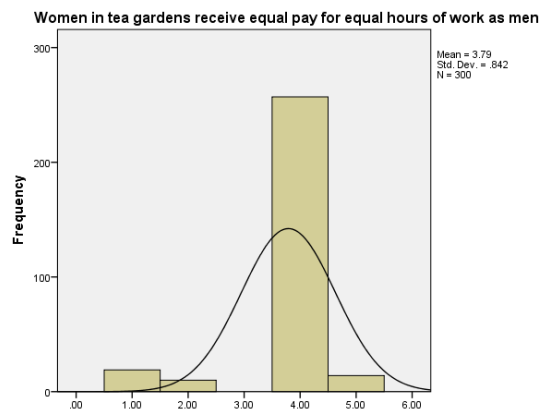


Figure 3: The mean response for this statement is 3.79, indicating a moderate disagreement that women receive equal pay for equal work hours as men. The standard deviation of 0.84158 suggests relatively less variation in the responses, indicating a relatively consistent perception of equal pay.

Figure 4

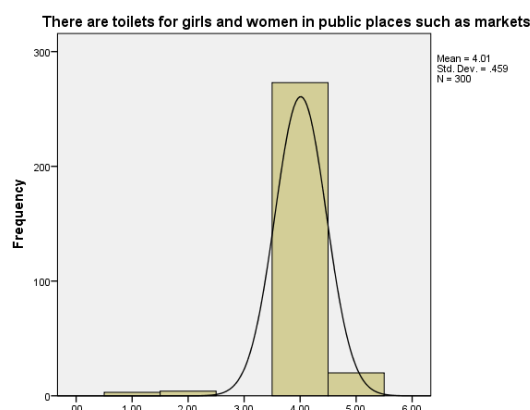


Figure 4: The mean response for this statement is 4.01, indicating a relatively high disagreement that toilets for girls and women exist in public places like markets. The standard deviation of 0.45891 suggests less variation in the responses, indicating a consistent perception of the provision of toilets.

Figure 5

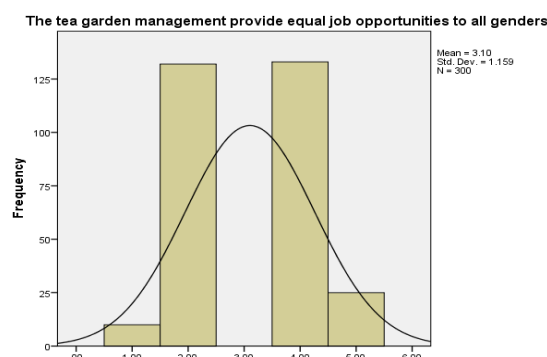


Figure 5: The mean response for this statement is 3.1033, indicating a moderate disagreement that the tea garden management provides equal job opportunities. The standard deviation of 1.15922 suggests some variation in the responses, indicating differing opinions among the respondents.

Figure 6

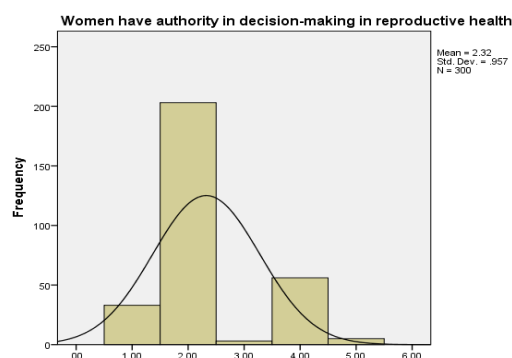


Figure 6: The mean response for this statement is 2.3233, indicating that, on average; the respondents do not strongly agree that women have authority in decision-making related to reproductive health. The standard deviation of 0.95665 suggests some variation in the responses, indicating differing opinions.

Figure 7



Figure 7: The mean response for this statement is 4.12, indicating a relatively high disagreement that child marriages have not been witnessed in the tea garden. The standard deviation of 0.73988 suggests relatively less variation in the responses, indicating a consistent perception of the presence of child marriages.

Figure 8

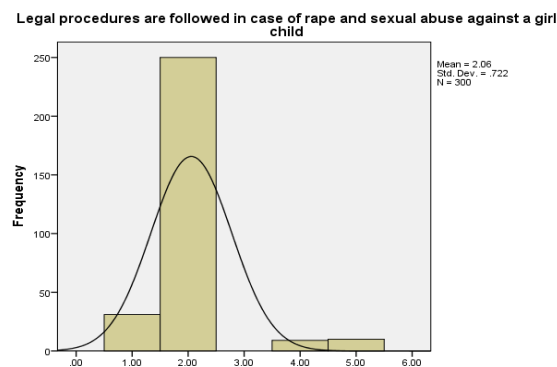


Figure 8: The mean response for this statement is 2.0567, indicating that, on average; the respondents do not strongly agree that legal procedures are followed in cases of rape and sexual abuse against a girl child. The standard deviation of 0.72240 suggests some variation in the responses, indicating differing opinions among the respondents.

Figure 9

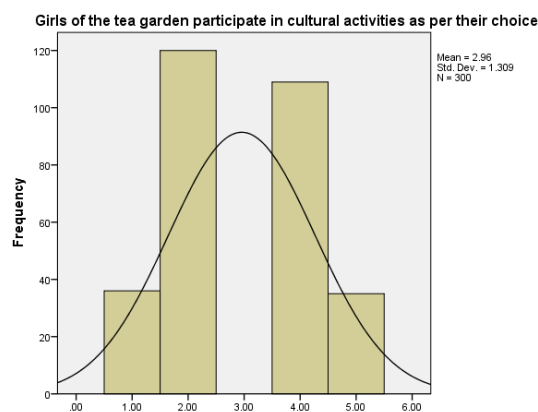


Figure 9: The mean response for this statement is 2.9567, indicating a moderate disagreement that girls participate in cultural activities of their choice. The standard deviation of 1.30914 suggests a relatively higher variation in the responses, indicating differing opinions among the respondents.

Figure 10

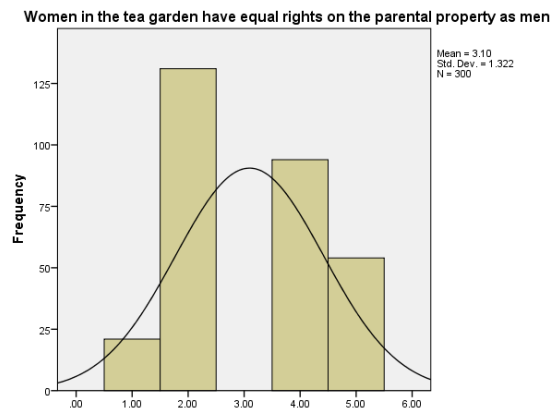


Figure 10: The mean response for this statement is 3.0967, indicating a moderate disagreement that women have equal rights on parental property. The standard deviation of 1.32154 suggests a relatively higher variation in the responses, indicating differing opinions among the respondents.

Figure 11

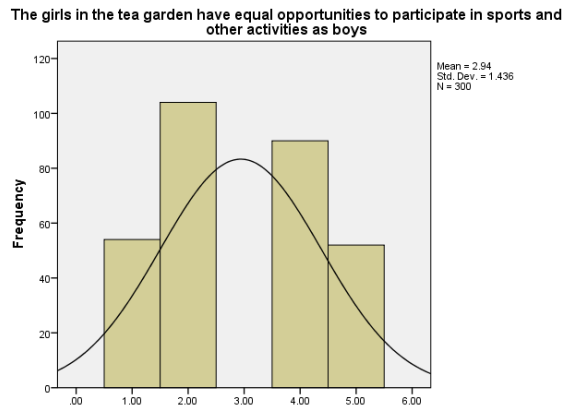


Figure 11: The mean response for this statement is 2.94, indicating that, on average; the respondents do not strongly agree that girls have equal opportunities to participate in sports and other activities as boys. The standard deviation of 1.43641 suggests a relatively higher variation in the responses, indicating differing opinions among the respondents.

Overall, based on the mean and standard deviation values, it can be inferred that there are varying perceptions and opinions among the respondents regarding the challenges and opportunities for women and girls in the tea garden community. There are some aspects such as the provision of toilets, absence of child marriage, and equal pay receive relatively negative perceptions with less variation, which draws more attention and concerns. There are areas such as decision-making authority, job opportunities, legal procedures, cultural activities, property rights, and sports opportunities show concerns more diverse opinions. These statistics provide insights into the range of views and perspectives regarding gender-related conditions and opportunities in the tea garden community.

V. Discussion

Comparison with existing literature and theoretical frameworks

The finding of the current research highlights the variation in perceptions and concerns regarding gender-related challenges and opportunities in the tea garden community. It emphasizes that certain aspects, such as the provision of toilets, the absence of child marriage, and equal pay, receive relatively negative perceptions with less variation, drawing more attention

and raising more concerns. On the other hand, areas like decision-making authority, job opportunities, legal procedures, cultural activities, property rights, and sports opportunities show more diverse opinions. Let's examine each aspect individually to provide a discussion comparing these aspects with existing literature and theoretical frameworks:

Access to proper sanitation facilities, including toilets, is crucial for promoting hygiene, health, and well-being. Inadequate sanitation disproportionately affects women and girls, making them more vulnerable to various health risks. Existing literature emphasizes the importance of providing safe and accessible toilets to address gender disparities and promote women's dignity and privacy (Fan & Koski, 2022).

Child marriage is recognized as a violation of human rights and a consequence of gender inequality (Heribertus Rinto Wibowo et al., 2021). Numerous studies have documented the adverse health consequences of child marriage, particularly in terms of early childbirth, increased fertility rates, limited access to healthcare, and higher risks of intimate partner violence (UNICEF, 2019). Efforts to end child marriage focus on addressing the underlying factors such as poverty, limited education, and harmful gender norms (Parsons et al., 2015). Local interventions and programs tailored to specific regions can be effective in reducing child marriages (Ahmed, 2015).

Achieving gender pay equity remains a persistent challenge globally. Existing literature and theoretical frameworks emphasize the need to eliminate gender-based wage gaps and ensure fair compensation for women. Policies and practices promoting pay transparency, addressing occupational segregation, and combating discrimination are crucial for narrowing the gender pay gap and promoting gender equality in the workforce (Fan & Koski, 2022).

Decision-making authority is an important aspect of women's empowerment and gender equality. Literature highlights the significance of increasing women's participation and representation in decision-making processes across various domains, including politics, economy, and households. Encouraging women's leadership, providing training and support, and challenging traditional gender roles are essential strategies to promote women's decision-making authority (Fan & Koski, 2022).

Gender disparities in job opportunities and employment conditions are well-documented. Women often face barriers in accessing decent work, including occupational segregation, limited access to education and training, and discriminatory practices. Efforts to address these disparities involve promoting equal opportunities, enhancing vocational training, and challenging gender biases in hiring and promotion processes (Fan & Koski, 2022).

Gender biases in legal procedures can hinder women's access to justice and protection of their rights. Existing literature emphasizes the need for gender-sensitive legal frameworks and reforms to ensure equal treatment and protection for women. This includes addressing discriminatory laws, improving access to legal aid, and promoting awareness of women's legal rights (Fan & Koski, 2022).

Cultural activities play a significant role in shaping societal norms and gender roles. Literature recognizes the potential of cultural interventions to challenge harmful gender norms and promote gender equality. Engaging communities, promoting positive role models, and encouraging inclusive cultural practices can contribute to changing perceptions and attitudes towards gender (Fan & Koski, 2022).

Secure property rights are vital for women's economic empowerment and autonomy. Women often face obstacles in accessing and owning property, which limits their economic opportunities and exposes them to vulnerabilities. Literature emphasizes the importance of legal reforms, awareness campaigns, and capacity-building to promote women's property rights and challenge discriminatory practices (Fan & Koski, 2022).

Sports can serve as a platform for promoting gender equality, empowerment, and social inclusion. Research highlights the benefits of providing equal opportunities for girls and women to participate in sports. This includes addressing barriers such as limited access to sports facilities, cultural norms, and gender stereotypes. Promoting girls' participation in sports and challenging discriminatory practices can contribute to breaking down gender barriers and promoting gender equity (Fan & Koski, 2022).

Overall, existing literature supports the notion that addressing gender-related conditions and opportunities requires comprehensive efforts encompassing legal, social, and economic dimensions. It emphasizes the importance of promoting women's rights, challenging discriminatory norms, and ensuring equal opportunities across various spheres of life. By considering these insights, the tea garden community can work towards creating a more gender-equal and inclusive environment.

However, studies and publications highlight the challenges tea garden women confront and their restricted work choices. Women's tea industry involvement is often overlooked despite their cheap and plentiful labour. They are undervalued and given the lowest places (Gurung & Mukherjee, 2018)]. This undervaluing and the view of women as cheap labor rather than skilled employees marginalize them in the business.

Examining the repercussions for social work policy and practice

A comprehensive strategy that incorporates social work strategy and practice is required, to reduce the gender inequality disparity among tea garden adolescents. Let's examine the implications of the provided information for both domains.

The data from (Hazel & Kleyman, 2019) demonstrates that gender inequality is a global problem, and that progress has been sluggish in closing the gender divide, particularly in economic participation and health. This knowledge is essential for social workers to contextualize the challenges encountered by tea garden adolescents within the larger global landscape of gender inequality.

According to (Hazel & Kleyman, 2019), persistent gender wage disparities should be a central focus of both social work practice and policy. Social workers can engage in awareness campaigns and advocacy efforts to combat discriminatory pay practices and promote policies that guarantee pay equity for all genders.

The wage disparity is exacerbated for women of color, highlighting the need for an intersectional approach in social work practice. To ensure inclusivity and equality, policies should be designed to address the unique challenges encountered by various groups of women.

According to the IMF paper in (Shang, 2022), addressing gender inequality necessitates both general and targeted gender policies. Social workers can contribute to policy formulation by providing empirical evidence and advocating for comprehensive strategies that address the fundamental causes of gender inequality in tea garden communities.

Social workers can play a crucial role in promoting gender equality through educational programs that challenge traditional gender roles and stereotypes. By collaborating with schools, families, and community leaders, they can cultivate an environment that promotes gender equality and equips youth to challenge discriminatory practices.

Gender disparities in health, as mentioned in the global context, should also be addressed by inclusive healthcare services. Social workers can advocate for improved access to healthcare services that are sensitive to the specific needs of tea garden adolescents, focusing on reproductive health and family planning in particular.

Effective social work practice and policy development must be supported by research and evaluation. Social workers should conduct research and evaluations to identify the unique challenges encountered by tea garden adolescents and the efficacy of interventions, ensuring that resources are adequately targeted.

Reducing the gender inequality gap among tea garden adolescents requires a multifaceted approach that includes social work practice and policy interventions. Social workers can contribute to the creation of a more equitable society for tea garden adolescents and beyond by addressing economic empowerment, employment opportunities, education, healthcare, and Intersectionality.

VI. Recommendations

Strategies for improving gender equality in tea gardens

Strategies for increasing gender equality in tea plantations should address the unique challenges women employees face and encourage their empowerment and inclusion.

Enhance Education and Skill Development: In tea estates, women need more education and training. By providing women with educational opportunities, such as literacy and vocational training, they can acquire the skills necessary to access higher-paying positions and break the cycle of poverty and marginalization (Gurung & Sanchari Roy Mukherjee, 2018).

Empower Women's Leadership: Women should take on more leading roles in tea gardens and work unions. Encouraging women to participate in decision-making makes sure that their thoughts and points of view are heard (Xianbailey, 2019).

Address Gender-Based Violence: In tea gardens, implement comprehensive measures to combat gender-based violence and harassment. This includes safe ways to report problems, training on how to stop and deal with abuse, and supporting respect and equal rights for men and women in the tea garden community (Fraats, 2023).

Ensure reasonable remuneration and Benefits: Advocate for equal pay and reasonable remuneration for women tea garden laborers. This entails undertaking wage audits, instituting transparent wage structures, and addressing any potential gender pay disparities. In addition, it is essential to ensure access to social security benefits and acceptable working conditions (Xianbailey, 2019).

Improve Access to Healthcare: Expand women's access to high-quality healthcare services in tea gardens. This includes providing reproductive health care, maternal health support, and addressing prevalent health issues among female employees. Accessible healthcare facilities within or near tea gardens can improve health outcomes and well-being overall (Gurung & Sanchari Roy Mukherjee, 2018).

Advocate for the Implementation of Gender-Responsive Policies: Promote the implementation of gender-responsive policies in tea gardens. This includes policies promoting maternity leave, flexible work arrangements, child care facilities, and protection from discrimination and harassment. These policies create an environment conducive to the participation and advancement of women (Xianbailey, 2019).

Awareness Programmes: Conduct awareness campaigns and seminars to combat gender stereotypes and encourage gender equality in the tea garden community. Men and boys must be involved in these initiatives for support and understanding of women's rights and empowerment to grow (Xianbailey, 2019).

Promote Collaboration and Partnerships: Implement gender equality initiatives in tea plantations in collaboration with NGOs, trade unions, government agencies, and tea companies. By merging resources and knowledge, these partnerships can leverage collective efforts to effect sustainable change (Fraats & Tarmahomed, 2022).

Collect and Use Data: Collect gender-disaggregated data to track progress and inform decisions based on evidence. Data on women's employment, wages, education, and health can help identify gaps and monitor the efficacy of interventions, allowing for the implementation of targeted strategies (Gurung & Mukherjee, 2018).

It is possible to nurture gender equality and create an inclusive and empowering environment for women in tea plantations by implementing these strategies. These efforts will contribute to the improvement of the well-being and socioeconomic status of women laborers and promote sustainable development in regions that produce tea.

VII. Conclusion

Final thoughts on the potential for addressing gender equality and social work intervention in tea gardens

In tea plantations, addressing gender equality and implementing social work interventions have the potential to generate positive change and empower women. Here are some concluding observations on the subject:

Women tea garden labourers face a number of obstacles, including limited access to education, healthcare, and respectable wages. They are frequently undervalued and viewed as an inexpensive labour force as opposed to specialized employees (Gurung & Sanchari Roy Mukherjee, 2018). Gender-based violence and discrimination exacerbate the inequalities women face in these communities (Fraats, 2023).

Promoting gender equality is essential for attaining social and economic progress in tea-producing communities. Putting more power in the hands of women could improve health, education, and growth (Xianbailey, 2019).

Social work interventions are crucial to confronting gender inequality in tea gardens. In addition to addressing issues of gender-based violence and discrimination, these interventions can concentrate on providing education, skill development, and healthcare services to female employees (Fraats, 2023).

Addressing gender inequality necessitates collaboration among various stakeholders, such as tea companies, non-governmental organizations, trade unions, government agencies, and international organizations. Collaboration can aggregate resources, expertise, and influence to implement sustainable solutions and effect meaningful change (Xianbailey, 2019).

Interventions should employ a comprehensive strategy that includes education, healthcare, economic opportunities, social protection, and legal frameworks, among others to effectively address gender inequality. This comprehensive strategy may empower women and solve the core causes of gender inequality in tea gardens (Xianbailey, 2019).

Regular monitoring and evaluation of interventions is essential for determining their efficacy and making any necessary modifications. Collecting gender-disaggregated data can provide insight into the progress made and aid in identifying problem areas (Gurung & Sanchari Roy Mukherjee, 2018).

Obtaining gender equality is crucial for advancing social justice, empowering youth, and establishing inclusive communities. It is crucial for confronting the fundamental causes of gender inequality (UNDP, 2017) to recognize the structural discrimination women, particularly young women, face.

Empowering young people residing in Cachar's tea plantations is essential for their personal growth, education, health, and economic prospects. Social work should ensure young people have equitable access to education, skill development, and employment (Haan, 2023).

Social work interventions should challenge patriarchal norms, discriminatory practices, and stereotypes that perpetuate gender-based discrimination in order to combat it. These actions may promote gender equality, young women's rights, and awareness (The White House, 2021).

It is essential for effective social work interventions to recognize the significance of context at micro, meso, and macro levels. Understanding the unique challenges encountered by youth in Cachar's tea gardens, such as limited access to resources and rights, can guide the development of interventions tailored to meet the particular requirements of this community (Guthridge et al., 2022).

Achieving gender equality and addressing the challenges encountered by adolescents in tea gardens necessitates collaboration between diverse stakeholders. Collaboration between government agencies, non-governmental organizations, tea companies, and local communities can combine resources, expertise, and influence to implement sustainable solutions with enduring effects (Haan, 2023).

It is possible to create a more equitable and inclusive environment in tea plantations by implementing these strategies and engaging in social work interventions, where women have access to education, healthcare, fair remuneration, and opportunities for leadership and decision-making. Such initiatives have the potential to enhance the well-being and socioeconomic status of women laborers and contribute to the sustainable growth of tea-producing communities.

In conclusion, addressing gender equality issues and implementing social work interventions among youth residing in Cachar's tea gardens requires a multifaceted approach that empowers young women and men, challenges discriminatory practices, and promotes collaboration among stakeholders. It is possible to create a more equitable and inclusive environment that allows youth to flourish and contribute to the sustainable development of their communities through collaboration and the adoption of contextually relevant strategies.

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