

Appendix I

List of Tribes and Castes of the Tea Community

1. Arya Mala	34. Goraa	67. Mahato
2. Asur	35. Gonda	68. Modi
3. Ahir Goala	36. Ghatowar	69. Nonia
4. Bhokta	37. Ganjoo	70. Nagasia
5. Bauri	38. Hori	71. Nagobonshi
6. Bhuyan(Bhuiya)	39. Holora(Holar)	72. Oraons, Orang
7. Bedia	40. Keot	73. Pasi
8. Beldar	41. Kotwa	74. Paidi
9. Basor	42. Khodal	75. Panika
10. Baijara	43. Kohar	76. Pans
	44. Kumar, Kumhar,	
11. Basphor(Bansphor)	Kumbhakar	77. Patratanti
12. Beddi	45. Koiri	78. Puran
13. Bhil	46. Kowar	79. Potja
14. Boiga	47. Karmali	80. Pradhan
15. Bhumij	48. Korwn	81. Rajwar
16. Binjia	49. kul	82. Rajput
17. Birhar	50. Kharia	83. Sawar, Sabar
		84. Santhals,
18. Birijia	51. Kherwar	Santals
19. Bharak	52. Koya	85. Sawra

20. Barhoi	53. Kundapan	86. Saho
21. Bhonda	54. Kisan	87. Turi
22. Chamar	55. Kurmi	88. Teli
23. Chero	56. kalahandi	89. Telega
24. Chick Barik	57. Lohar, Karmakar	90. Tassa
25. Dandari	58. Lodha	91. Tantrabai
26. Bandasi	59. Lodhi	92. Tanti
27. Dusad	60. Madari	
28. Dhanowar	61. Mirdha	
29. Ganda	62. Majwar	
30. Ghansi	63. Mahli	
31. Goala	64. Malpahariya	
32. Gond	65. Manki	
33. Gaur	66. Munda	

APPENDIX II
CHARTER OF DEMANDS PRESENTED BY ATTSA TO THE
GOVERNMENT OF ASSAM, 3:10.1997

1. Immediate inclusion of tea tribes in list of Scheduled tribes.
2. Amendment of PLA 1951 to provide for punishment of employer in case of non-implementation of its provisions, and pending such amendment, the state government should take adequate measures for enforcement of the existing Act.
3. Constitution of a full-fledged cabinet portfolio in the State ministry for all-round development of the tea tribes including tea labour welfare, so that the Labour ministry can concentrate on other sections of labour.
4. Census operations to bring out the number of tea tribe population, so that there is no under-estimation of their population and the government and other agencies may have a proper idea of the scale on which welfare measures for tea tribes are to be carried out.
5. Reservation of 10% posts in all recruitments for administrative jobs carried out by Assam Public Service Commission.
6. Drawing up a list of all gazetted state government officers belonging to tea tribes who have served for ten years or more, and considering them for promotion on preferential basis. Preference in the matter of promotion should also be accorded to 2nd, 3rd and 4th grade employees, and regularization of service of all temporarily appointed state government employees (under 3-F clause) belonging to tea tribes.
7. Reservation of 27.5 % of government jobs for tea tribe candidates. Relaxation of rules regarding qualifications in case of tea tribe candidates for the post of teacher and appointment of tea tribe candidates only as teacher in all schools in tea tribe inhabited areas. Recruitment of 2000 tea tribe youths as constable in Assam Police, relaxing rules regarding educational qualifications, age limit, etc., if necessary. Recruitment of tea tribe candidates in State Secretariat and transfer of high-ranking officers belonging to tea tribe to the Secretariat, as it is the seat of power.
8. Facilitation of loans for tea tribe youths to gain training in the district industrial training centres. Preferential loans to tea tribe youths under prime minister's Rojgar Yojana, and

implementation of District Rural Development Authority (DRDA) schemes in tea tribe inhabited areas.

9. Immediate setting up of post-primary schools in tea tribe inhabited areas, provincialisation of existing non-provincialised primary, post primary and -secondary schools in tea tribe inhabited areas; establishment of anganwadi kendras under integrated child development scheme (ICDS); measures to ensure proper functioning of the provincialised tea garden schools in undivided Sibsagar and Cachar Districts; complete implementation of schemes for non-formal education in tea tribe inhabited areas; reintroduction of Midday Meal Scheme to make primary education more attractive; expansion of adult education schemes among tea tribes.

10. Upgradation of Tea Cell in Education Department to full-fledged directorate for pension of education among tea tribes.

11. Establishment of one Middle English (ME) school for each 3 or 5 gardens or each 3 or 5 lower primary (LP) schools; and constitution of special fund for high schools in tea tribe inhabited areas for proper utilization of human resources.

12. Lowering of minimum percentage of marks required for admission into any educational course to forty percent in case of tea tribe candidates; reservation of seats in educational courses for tea tribe candidates as follows: 5 seats in MBBS course and 2 in each MD course in medical colleges of the state; 5 seats in each engineering college; 4 seats in veterinary College; 10 in forestry college; 10 in fishery college; 5 in each department in government colleges; 10 in B.Sc. nursing course in each nursing college; 10 in D.Pharm and 2 in B.Pharm courses; 10 in each polytechnic; 10 in each department in industrial training centres; 5 in each sericulture training institute; 5 in each stream of study in universities; 5 in each class in government schools; 5 in each arts college. Reservation for tea tribe children in Navodaya Vidyalayas, and also (fee-exempted) in the Assam Valley Public School at Tezpur, which is run by the tea industry.

13. Exemption of tuition fees for tea tribe students in government schools and colleges.
14. Hostels for tea tribe students in each district and sub-divisional headquarters of the state.
15. Reopening of Health Training Institute at Chabua.
16. Granting of state-sponsored training facilities to teachers of non-provincialised and private schools in tea tribe inhabited areas.
17. Extension of Operation Blackboard to tea garden schools.
18. Proper inspection of primary schools in tea tribe inhabited areas.
19. Upgradation of Industrial Training Institute run by ATEWB at Rowriah
20. Establishment of Industrial Training Institute on land allotted for Tea Labour Welfare Centre at Podumoni near Tinsukia.
21. Inclusion of tea garden authorities in the managing committees of schools located in tea areas.
22. Total prohibition of child labour, to prevent exploitation of tea tribe children.
23. Enforcing use of Assamese language in tea garden offices.

24. Enforcing improvement of tea garden hospitals with proper equipment and personnel; free basic treatment for ex-tea garden people in garden hospitals; proper implementation of family planning schemes; and allotment of work in rural areas to government doctors.
25. Allotment of ceiling-surplus land of tea gardens to landless tea tribe people only; granting of *patta* to tea tribe settlers on ceiling-surplus land; and protection of such land belonging to tea tribes by making it non-alienable.
26. Conferment of financial viability to Assam Tea employees' Welfare Board (ATEWB) by an annual grant of Rs. 50 lakh, and implementation of all its current schemes
27. Upgradation of Tea and Ex-Tea Tribes' Welfare Directorate to a department, and its incorporation in the proposed cabinet ministry for tea tribes.
28. Sanction of a certain amount of money exclusively for tea tribes' welfare in the annual budget.
29. Utilization of entire amount of existing Tea Cess (50 paise per k.g. of green leaf) for tea tribes' welfare.
30. Empowerment of Labour Department to take necessary steps for complete implementation of all labour statutes and all agreements involving tea managements and labour.
31. Recognition of ATTSA as legitimate spokesperson of tea workers and accordance of due consideration to all labour grievances forwarded by it.
32. Empowerment of ATEWB as sole authority to issue certificate of proof to members of tea tribe community.
33. Establishment of Zonal Cultural Centre for research on culture, language and literature of tea tribes and their dissemination; publication of literary works by tea tribe writers on tea tribes; training for sportspersons from the community; construction of an auditorium; holding of workshops on tea tribe culture; and strengthening of cultural interaction between tea tribes and local people.
34. Paid holidays for tea workers on festivals of tea tribe people including *karam puja* and *tusu puja*.

35. Removal of hurdles in receiving old age pension by members of tea tribes and empowering Tea and Ex-tea Tribes Directorate in this regard.
36. Implementation of women's welfare schemes among tea tribes.
37. Supply of electricity to tea garden labour lines and ex-tea worker settlements.
38. Expansion of public water supply schemes to cover tea gardens and ex-tea worker settlements.
39. Extension of minor irrigation schemes to agricultural fields of tea and ex tea garden workers.
40. Payment of Sunday wages to tea workers.
41. Ending of difference in tea worker's wages between Brahmaputra and Barak valleys.
42. Incorporation of gratuity in existing provident fund scheme for tea workers; punitive action against gardens that err on provident fund (PF) payments; clearing of all PF dues within 3 months of workers' retirement; and 80% reservation of jobs in tea workers' provident fund scheme for tea tribes.
43. MLAs and MPs elected from constituencies having substantial tea tribe population should spend a part of Local Area Development (LAD) funds allotted to them on welfare of tea tribes.

Source: *Protibedon* (in Assamese), Memorandum submitted to the State Government's Advisory Committee on Welfare of Tea Tribes by the All Assam Tea Tribes Students' Union (ATTSA), Guwahati, 3 October, 1997.

Appendix III

Questionnaire on Identity Consciousness

1. Name :
2. Age :
3. Sex : (a) Male (b) Female
4. Education Qualification :
(a) Illiterate (b) Below HSLC (c) HSLC
(d) HS/10+2 (e) Graduate (f) Any Other
5. Occupation :
6. What is the original place of your forefathers? :
7. When did you come to Assam? :
8. Do you visit your place of origin? (If yes how frequently) :
9. Do you know what identity is meant? (If yes what do you understand by the term?) :
10. Have you heard about the recent identity issue of your community?
11. Do you know that the other people of Assam (even of your community members) identify you by various identities? :
12. What do you prefer to identify yourself and why? :