

# ATTITUDE OF YOUTH TOWARDS WOMEN WORKING IN THE TEA GARDENS OF DIBRUGARH, ASSAM

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**Abstract:** This study is undertaken to find out the attitude of the youth towards the women working in the tea gardens of Assam. With the change of the time the women have started to become bread winners of many families. Therefore, it is important to know the attitude of the people and in special way the attitude of the youth towards the women who are working to support the families. The support system of a working women depends on the attitude the significant others have on her profession. Working in the tea gardens has never been looked at as a favourable job by many. This is obvious from the way the women who are working in the tea gardens are being treated by the society. Youth being the future of any community it is important to understand their attitude towards the women who are working in the tea gardens. The study is an attempt to describe the attitude of the youth towards the women who are working in the tea gardens of Assam.

**Key terms:** Attitude, youth, working women, tea gardens, behaviour.

## Introduction

Assam tea is famous all over the world for its aromatic quality. Assam produces about 51% of the tea produced in India and about 1/6<sup>th</sup> of the tea produced in the world. About 17% of the workers of Assam are engaged in the tea industry. There are more than 850 tea estates and more than 2500 tea gardens in Assam that covers thousands of acres of land. The tea industry in Assam also gives average daily employment to more than six lakh persons in the state, which is around 50 percent of the total average daily number of labour employed by tea industry in the country. The tea industry's contribution to the economy of Assam is very significant as far as employment is concerned; it provides direct employment to more than half-a-million workers in Assam, of which fifty percent are women workers (Arya, July 2013). This industry on an average employs about 531 thousand workers per day in Assam as against 789 thousand in All India. Tea industry in Assam accounts for 66.6 percent of the total labour employed in North India and 54.8 percent of all India.

Thus it is seen that the tea industry in Assam greatly depends on the women work force. The women in the tea garden are the assigned the lower status in the functional and social hierarchy. (Borah, 2013). Narayan Borah also states that due to lack of exposure and knowledge about their rights they are subjected to all kinds of ill-treatment and abuse in the hands of the management.

## Statement of the problem

The women have been instrumental in making Assam economically sound. Their hard labour in the tea gardens has brought laurels to the state. But their condition as it is seen today is one of oppression, abused and ill-treated. Such treatment is perhaps because of the Attitude that the common people have towards these huge labour force the tea industry has. Their condition needs to be improved people's outlook toward them needs to be changed.

The future of these women of the tea garden depends upon the Attitude of the youth of today. The behaviour of the youth towards will depend on the type of Attitude they have on the women working in the tea gardens.

Some intervention to shape the Attitude can be possible only when one has understood the type of Attitude the youth have towards these working women.

## Significance of the study

This study is expected to bring about understanding of the various types of Attitude the youth of today have towards the working women. Once the Attitude is know the interventions can be planned for moulding the Attitude of the youth so that their outlook towards the women is changed. Their behaviour towards the working women will help in improving the condition of the women in the society.

This study in particular can help the civil societies which are working for gender sensitization in understanding the Attitude of the youth towards the women from various aspects. The youth can be a potential target group to bring about equity and equality in the society.

## Introduction

Various opinions have been raised and noted by various writers about women issue which are pertaining to the condition of women. It is important to refer to those literatures to draw dynamic dimensions for the present study. Therefore, various books, journals and articles were reviewed for this research.

## Status of the women in society today

The women in general are found to be engaged in house activities like cooking and cleaning, managing the poultry, fisheries, kitchen gardening, tending to children and farmed their small fields (Krishna, 2007). Based on the Census 2001 report which shows that 52 per cent of the male are workers compared to only 25 per cent of women, Sumi Krishna (2007) also argues that 80 per cent of women are engaged in agriculture and allied occupations. According to her the women of today do job which are poorly paid, requires low-skills, low productive and no prospects for vertical mobility.

There is very less participation by the women in decision-making in house-hold matters. A national survey report of 1998-99 depicted that the participation of the women in the decision-making in the house hold matters negligible. In comparison the urban women had greater participation in the decision-making than the women of the rural women.

Widowhood still lies as an area to be studied upon. The availability of very less literature on the issues of the widows is itself assign that they are neglected in the society (Menon, 2008). is a sign of considered as

Widows often are left at the mercy of the son and the daughter-in laws. Number of early literatures mentioned the word "to be inherited" for widows, a term which is commonly used for property. The widows were inherited as property or commodity by her husband's brothers. This gives an understanding that the widows were/are also considered as properties/ commodities. But widowhood is also often considered as female house hold heads and breadwinners for many families. As Dreze points out, as many as 30 per cent of Indian households are de facto headed by women (Sen, 2007).

## Women in public bodies:

Today women are also largely found in the fields of health, education, training, agriculture, office administration and catering. Even in these sectors they are hardly visible in policy making. Latika Menon (2008) mentions them as "low lying clouds content to drift across the sky." Majority of the public institutions are being controlled and managed by men, therefore there is every chance that the power vested by dint of the position held by the men can be used to abuse women (Sen, 2007).

## Legal provisions for the welfare of women:

Bimla Sen (2007) is of the opinion that the Indian women still face huge gulf between the constitutional guarantees of formal equality and everyday reality of inequalities generated by divisions of casts and class. The MGNREGA (2005) was an attempt to fulfil the promise made by the Indian constitution under Article 39A, which states all men and women should have equal and adequate means of livelihood. The act gives special priority and at least two-third of the labourers has to be women.

The law has not been able to provide the women easy access to economic resources, therefore legal and social reforms should go hand in hand (Krishna, 2007)

## Women in the tea gardens:

More than 50 per cent of workers engaged in the tea gardens are women. This indicates that the women of have a very large stake in the production of tea of the country. They are engaged as permanent workers and also temporary labourers in the tea gardens. The tea industry of Assam has also been empowering women by giving them job opportunities in the tea garden. But the various mechanisms used to empower the women has not worked well (Saikia, Development of Tea Garden Community and Adivasi Identity politics in Assam, 2008). The agony is in seeing that they are all placed under the supervisions of the male sardars (the incharge), very few women are appointed as the sardars. The women are employed as the tea leaf pluckers and looking after tender tea plants in the tea nurseries. Though the job profile sounds easy, but it is not so. Their work demands that they remain on their foot the whole day. The trees provide them with shades when the weather is very hot, but during rainy season they struggle to balance between holding the umbrella and plucking the tea leaves. The snakes and animals which are commonly found add up to their misery at work place. In spite of the hard work the salary they receive is Rs. 160 (approx.) which is much below the government rate of Rs.300 as per the order of the Chief Labour Commissioner (Centre) dated 17-03-2017.

It has been observed that during pregnancy and post-natal period, women continue to engage in hard works. Due to the poor socio-economic condition, illiteracy, over-crowded and unhygienic living conditions in the residential colonies makes tea garden populations helpless to various communicable diseases and underfeeding (Mrs. Sangeeta Saikia, 2013). The women folk are the worst victims of such situation. A survey report of the ministry of labour and employment, government of India stated that majority of the women were not aware of their legal entitlement, and thus they never raise voice to demand for their entitlements (Ministry of Labour and Employment, 2008-2009).

The women in the tea garden live a very busy life and with the changes in norms of the society along with the time the role of these women becomes more challenging (Devi, 2014). Devi also highlights that the women are having a large role in the labour market. In other words the women working in the tea gardens of Assam are contributing largely to the economy of the country. In her research paper Devi found that 72.25 per cent of the tea garden employed women are illiterate and the highest level of education found among them was up to graduation (1.25 per cent). Their monthly salary ranges from Rs.1000 to Rs. 5000 only. Devi also found that 82 per cent of the women working in the tea gardens were with family sizes consisting of 6 to 10 members. While describing the housing facilities provided to these women, Saikia (2008) mentions, that the women live in the tea garden coolie lines, which is always kept under developed so that the tea management companies can easily procure cheap labour. He recognises the contribution these people make to the economy of the state and thus he proposes that high priority for development be given to the people living in the tea gardens. Highlighting on the status of women of the tea gardens Saikia says that the women in the tea gardens undertake physically strenuous works even during their pregnancies and post-delivery periods.

### **The role of youth in the tea gardens (status of the youth)**

The youth of the tea gardens are largely seen joining the student unions to press for the demands for the welfare of the people of the tea gardens. There are two prominent student unions existing in the tea gardens of Assam today, viz. All Adivasi students Association of Assam (AASAA) and All tea tribes Association of Assam (ATTSA). Through these unions they are trying to exercise control over the vital issues concerning the welfare of the tea garden community in Assam (Saikia, 2008). In recent years, many educated youth of the community have been opting for jobs outside the tea gardens but since there are no schemes for people living in the tea gardens but working outside, these youths are unable to receive any benefit under the PMRY. Saikia in his article entitled "Development of Tea Garden Communities and Adivasi Identity Politics in Assam" states that there are a large number of youth from the tea gardens of Assam who have left the tea gardens in pursuit of higher studies or better job to other states of India. The youth of the tea gardens have very few sport facilities. The very common outdoor sports played by the youth in the tea gardens are football and Kabadi. The indoor games commonly found are carom and cards. (Singh, Narain, & Kumar, 2006). One can say that there is hardly any proper development opportunity for the youth in the tea gardens.

### **Importance of youth involvement in the development of women**

"There can be no greater cause, no better investment, and no greater priority for development consensus than bringing the needs, rights and expectations of the youth to the centre-stage of development concern". This statement was made by Her Excellency, Pratibha Patil, President of India, as she addressed the nation on the eve of 60<sup>th</sup> anniversary of India's Independence-15<sup>th</sup> August 2007. The youth plays a very vital role in the development of the country. The various concerns of development can be handled if there is the involvement of the youth in addressing those issues. The youth of this country has led a number of movements to success. The importance of the role of youth need recognised. Once their importance is recognised they can be assigned with larger responsibilities in leading the society forward.

### **Importance of Attitudes**

#### **Age and Attitude**

With the maturity of age people start looking at things in a matured way. We have "definite timetable for learning". Poor adjustment comes with, when one gets atypical for a particular age (Hurlock, 1981). The learning leads one to make opinions about the phenomena. A study done on the preference of bike riding done at Technical University of Denmark found that age stands as a strong factor in determining one attitude towards ones choice (Haustein, Sonja, Moller, & Mette, 2016). The age influences the choices made by persons. In an article published on journal of Personality and Social Psychology it argued that the people undergo most amount of attitudinal formation when they are in the age group of 18 to 25 years (Jon & Duane, 1989). The reason cited for the influence on the attitude of the people of this age group is 'greater exposure to change-inducing events' which include graduating from school, going to college, starting a first job, getting married, moving from one place to another and so on.

#### **Sex and Attitude**

In a study done under University of Nebrasaka-Lincoln, it was proved that there is vast difference among the male and the female regarding their attitude towards sexual behaviour. One of the finding was that the "Latina females were shown to be significantly less likely to engage in non-relationship sexual intercourse and relationship intercourse versus remaining virgins." (Simon, 2011). The above finding brings to light that the way we look at things and phenomena is also influenced by sex. The effect of gender on the attitude may also vary with the type of services or the phenomena over which one is trying to understand the effect of gender on attitude. A study done by Bain and Rice (2006-07) on the influence of gender on attitude over the use of technology, it was found that there is no significant difference of attitude with regards to use of technology among students of opposite sexes (Bain & Rice, 2007). Attitudes developed with regards to sex role is also due to the cultural practices existing in some of our societies. Women are expected to busy with more of the house hold works while the men are still seen as the main bread winners in the families (Vanyeren & Buunk, 1991).

#### **Education and Attitude:**

It also helps promote and sustain healthy lifestyles and positive choices, supporting and nurturing human development, human relationships and personal, family and community well-being. (Feinstein, 2006). Leon argues that education influences the attitude towards others and also on self concept. Self-concepts are associated with learning across the lifespan, education plays a significant role in helping one acquire

knowledge about own self. The study by Leon further states that a child develops perceptions of her/himself from her/his academic successes and failures, and also from her/his relationships with peers and teachers. In another article Heyneman (2001) states that education affect individual behaviours and attitudes that influence community.(Heyneman, 2001). The perceptions and the attitudes of a person are largely influenced by the type of education he or she receives.

### Attitude and behaviour

The way one behaves is largely influenced by his or her Attitude towards that particular phenomenon. The thought process is the outcome of the observed or experienced facts in our lives. Ferguson and Bargh (2004) argued that the behaviour responses might be among the forms of knowledge that are automatically activated in response to perceiving a social stimulus. (Ferguson & Bargh, 2004). They have stated that perceiving a given action can also lead to the performance of that same action. Thus from this angle it is important to depict a positive response to the working women for the younger ones to observe and learn for their life. They will react to the women as they see the present day reactions meted on the women by the present society. Ferguson and Bargh also give importance to the social set up. They say that the Attitude of social setting influences the actual behaviour of the people. It is therefore necessary that the women are given enough importance and a well-respected place in the society.

### Methodology

In this chapter the outline used for this research paper is laid down. This outline was helpful in keeping the process of the research in focus. This chapter also helped in shaping the final paper keeping in mind the objectives of the paper.

### Objectives of the study

The objective of this research is to understand the Attitude of the youth living in the tea gardens towards the women working as employees in the tea industry. The attempt was also made to understand how the Attitudes can be influenced by the variables like age, sex, education and Religion.

### Design

The undertaken research was descriptive in nature. Since, the perception as a phenomenon, already exists among the youth, this research is only to describe the same in a scientific manner.

### Area of study

This particular research was conducted under Lahoal Development Block of Dibrugarh District. This research takes into consideration the Attitude of the youth of the 16 tea gardens under Lahoal development block of Dibrugarh district.

### Sampling

Cluster sampling was used for this research. There are approximately 200 youth (18-25 years) in these gardens. Ten tea estates were randomly selected. Following the Krejcie and Morgan formula the sample size was decided to be 120. Again following the disproportionate stratified sampling method 12 youth were randomly selected from these tea gardens to be the respondents for the research.

### Inclusion and exclusion

This research included all the youth who are in the age group of 18-25 years of age. The other criteria for inclusion were that they should be permanent residents of the tea gardens under Lahoal block, should belong to either Oraon, Munda, Santhalor Kharia tribe.

The mentally and physically challenged youth were excluded from the research.

### Tools and methods of data collection

Interview method was used for data collection, as it provides sufficient space for rapport building, interaction and clarification. Some of the youth of tea garden are illiterate or dropout, therefore they would not be able to read and understand the interview schedule which was in English for the data collection, therefore the interview method was the best suited for the research.

The scale used for the data collection was developed by Sultana Akhtar.

### Operational definition

**Work:** Work is usually termed as the any physical labour done against which monetary return is awarded. In this research work refers the various form of work the female members of the tea garden are engaged by the tea garden employers. Some of the common types of jobs that the women folk is engaged in the tea garden are: Plucking the tea leaves, tending the tea plants at the nurseries, domestic servants at the bungalows of the managers and the staff-members etc.

**Women:** The term “women” in this research refers to the female folk of the tea gardens. They are paid for the various works they are engaged into by the tea garden management.

**Attitude:** attitude refers to the way the youth think and feel about the women who work in the tea gardens of Assam. The behaviour towards the women working in the tea gardens is often moved by the attitude they youth have towards the women.

**Youth:** For this particular research, the youngsters who are in the age group of 18-25 are termed as Youth. These youths are the family members of those living and working within the tea gardens.

### Analysis and Interpretation

The raw data which was collected from the field needs to be well analysed and clearly interpreted to give meaningful conclusions. The data was analysed using SPSS, the findings were presented in the form of tables to add value to the raw data. The frequencies, the percentages, the standard deviations and the chi square tests are explained to draw inferences and conclusions.

### Personal profile

The following is the presentation of personal information of the respondents. The variables which have been analysed are sex, age, educational qualification, tribe and religions. Each of the above variables has the potential to influence the opinion of the respondents.

**Table 1**  
**Personal profile of the respondents**

Variables	Distributions	Frequencies	Percentage
Sex	Male	54	45.0
	female	66	55.0
	<b>Total</b>	<b>120</b>	<b>100.0</b>
Age	Teenager	35	29.2
	Early adult	59	49.2
	Adult	26	21.7
	<b>Total</b>	<b>120</b>	<b>100.0</b>
Educational qualifications	Illiterate	10	8.3
	High school	62	51.7
	Matric	11	9.2
	HS	18	15.0
	Graduate	19	15.8
	<b>Total</b>	<b>120</b>	<b>100.0</b>

Variables	Distributions	Frequencies	Percentage
Tribe	Oraon	45	37.5
	Munda	35	29.2
	Kharia	28	23.3
	Santhal	12	10.0
	<b>Total</b>	<b>120</b>	<b>100.0</b>
Religion	Hindu	67	55.8
	Christian	53	44.2
	<b>Total</b>	<b>120</b>	<b>100.0</b>

The above table depicts the age, gender, educational qualifications and the tribe of the respondents. There were 120 respondents for this research. The table shows that the data is dominated by the female respondents (55 per cent). One common feature observed during the data collection was that there are a number of male adults who have migrated to other parts of the country to earn their living. Young girls are not so much advised to go out from their homes but are rather advised to take care of the house hold works.

The respondents were categorised using quartile as teenagers (14 to 19 years), early adults (20 to 22 years) and adults (23 to 24 years). From the above table it is clearly shown that there was a large representation (49.2per cent) from the early adults group followed by Teenagers (29.2 per cent) for the research. This stage of life from 14 years of age to 24 years of age is most crucial. This period is marked with physical

changes which an individual has to balance with maintaining the raising social expectations. The youth of this age also look for reliable persons to share the concerns and the anxieties they face.

This also the period where the foundation is laid to build the adult attitudes and behaviour patterns (Hurlock B. E., 2007). This also the period when the values are developed, they strive to be self-dependent, select their mates, their social participation increases, build moral code, some of them become bread winners, learn to handle personal and professional life, some end their formal education and learn to be more creative to adjust to the real life situations.

Another highlight of the above table is the depiction of the educational qualification of the respondents. The table shows that the data is dominated by the respondents who are with high school's level of education. A large number of the respondents (51.7) per cent) were studying in the high schools. Another important highlight of the data is that there are very few who have done their higher studies. the reasons for such a situation of education in the tea gardens are that there is the availability of only primary level schools in the tea gardens, the children have to walk a long distance to get higher studies. Another reason is the lack of proper care by the parents in the field of educating the children. The fact in the tea gardens is that both the parents keep themselves busy working in the tea gardens and have hardly any time to spend with the children to follow up their studies (Saikia, Misra, & Misra, 2013). It is also to be noted that 8.3 per cent of the respondents belonging to the age group of 14 to 24 years were illiterate even after so many missions and programmes run by the government to bring about literacy rate higher in the country. But there is also a promising factor where it is found that 15.8 per cent of the respondents were from the graduate background.

The above table shows that there is larger representation from the Oraon community, the Munda community is represented by 29.2 per cent, Kharia community is 23.3 per cent and 10 per cent is from the Santhal community. The Oraons are one of the numerical dominant people working in the tea gardens of Dibrugarh district (Sengupta, 2009). Patriarchal system of society is found among the above mentioned communities of the tea gardens of Dibrugarh. The women in most of the tea gardens are treated as inferior to the other male members. The male members relax and enjoy after they come back from their work in the tea garden, but the women are expected to busy themselves with household works. There are cases where women are ill-treated by the male members in the families. There are reports of high rates of wife beating, repeated pregnancy and abuses in the families of the people who work in the tea gardens. They are still looked down upon as doormats by tier husbands (Shodgganga). The women are not encouraged to take up active union works. They are still deprived of the basic facilities like urinal, rest houses and proper crèche facilities at the work places. Since most of the tea gardens have men as *Babus* (Staff incharges) and *Sardars* (labour incharge), there is hardly any interest to improve the working conditions of the women in the tea gardens.

From the data collected it is seen that the two major religions found among the samples were the Hindu religion and the Christian religion. Majority of the respondents (55.8 per cent) were from the Hindu religion and the rest were Christians.

### Attitude of Youth

Sultana Akhtar's nineteen itemed scale was used to measure the attitude of the youth towards the women working women in the tea gardens. The various items were computed and regrouped as Unfavourable attitude, Neutral and Favourable.

**Table 2**  
**Attitude of youth towards the women working in the tea gardens of Assam**

Distribution	Frequency	Percentage
Unfavourable	62	51.7
Neutral	13	10.8
Favourable	45	37.5
Total	120	100.0

The above table shows that a large number of the youth (51.7 per cent) do not have favourable attitude towards the women working in the tea gardens. Only 37.5 per cent of the youth taken for this research had favourable attitude towards the women working in the tea gardens. Another highlight of the table is that there are 10.8 per cent of youth who are unable to decide whether to vote in favour or against the women who work in the tea gardens.

Tea industry has engaged large number of women as its work force since its inception. The finding from this analysis shows that the present generation does not favour the women to work in the tea gardens. This also indicates that the present generation in the tea gardens do not approve of the hardships faced by the women as they work in the tea gardens. The wages paid to the women in the tea garden are also not very encouraging. There is demand from many corners to raise the wage paid to the workers in the tea industries.

On the other hand, the tea industry has also provided job scope to so many women. The women have become bread earners to a number of families, they have become decision maker in the family and social matters. Thus there is an empowerment aspect which is acknowledged by 37.5 per cent of the respondents in this study. The employment opportunity supports a number of women to send their children to better schools, afford for cloth and kitchen requirements.

**Attitude and Gender**

The Adivasis working in the tea gardens of Assam belong to the patriarchal society. This fact itself states that the gender is an important aspect in the social matters. The following bivariate table is an attempt to explain the association between the gender and the attitude of the youth towards the women working in the tea gardens of Assam.

**Table 3**  
**Gender and Attitude of youth towards the women working in the tea gardens of Assam**

Gender	Attitude			Total
	Unfavourable	Neutral	Favourble	
Male	32 (59.3)	2 (3.7)	20 (37.0)	54 (100.0)
Female	30 (45.5)	11 (16.7)	25 (37.9)	66 (100.0)
TOTAL	62 (51.7)	13 (10.8)	45 (37.5)	120 (100.0)

X<sup>2</sup>= 5.708                      df 2                      P value .058                      c=.213

Bivariate data analysis was done to see the association between the Gender of the respondents and the attitudes. Gender is divided into male and female and each gender is grouped in terms of “unfavaourble” “Neutral” and “favourable” Attitudes. Male youth and female youth were compared in terms of attitude towards the women who are working in the tea gardens.

The above table shows that more male youth (59.3 per cent) have unfavourable attitude towards the women who are working in the tea gardens in comparison to female youth (45.5 per cent).

Thus we can infer that the male youth have unfavourable attitude towards the women who are working in the tea gardens than the female youth.

To examine if the gender and attitude are associated Chi square test was applied. The result shows that there is no association between the gender and the attitude as the p value was found to be .058 which is higher than the conventional value of .05.

**Attitude and educational qualification**

The attitude and the patterns of behaviour is moulded by education. Education helps us to look at the social realities in a matured way. The following table is an attempt to present the association of the attitude with the educational qualification of the youth of the tea gardens.

**Table 4**  
**Educational qualification and Attitude of youth towards the women working in the tea gardens of Assam**

Educational qualification	Attitude			Total
	Unfavourable	Neutral	Favourble	
Illiterate	7(70.0)	2(20.0)	1(10.0)	10 (100.0)
Primary	0	0	0	0
Middle	0	0	0	0
High school	40 (58.0)	5(7.2)	24(34.8)	69(100.0)
Matric	9 (69.2)	0 (0.0)	4 (30.8)	13 (100.0)
HS	2(22.2)	4(44.4)	3(33.3)	9(100.0)
Graduate	4(21.1)	2(10.5)	13 (68.4)	19 (100.0)
TOTAL	62 (51.7)	13 (10.8)	45 (37.5)	120 (100.0)

X<sup>2</sup>= 26.500                      df8                      P value .001                      c=.425

The above bivariate data analysis was done to see the association between the educational qualification of the respondents and their attitude towards the women working in the tea gardens. The educational qualifications found among the respondents were illiterate, High school, Matriculate, Higher Secondary (HS) and Graduates.

The analysis showed that majority of the respondents who are doing their graduations (68.4 per cent ) have favourable attitude towards the women who work in the tea gardens and the respondents who are illiterate have unfavourable attitude towards the women working in the tea gardens. 70.0 per cent of the illiterates have unfavourable attitude.

Thus it can be inferred that with the increase in the educational qualification the attitude of the youth towards women working in the tea gardens becomes more favourable.

The chi square test showed that the p value was at .001 which proves that there is significant association between the attitude towards working women and the education of the respondents.

Hence it can be inferred that educational qualification and the attitude are associated. To be more specific, with the increase in the level of education, the attitude of the youth towards the working women also becomes favourable. The Coefficient of contingency is found to be at .425 which means a positive and moderate association.

### Age and Attitude

Maturity comes with the age, with maturity comes the change in the outlook towards the existing phenomena. The table below explains the association of age and the attitude of the youth.

**Table 5**  
**Age and attitude of youth towards women working in the tea gardens of Assam**

Age	Attitude			Total
	Unfavourable	Neutral	Favourable	
Teenagers	24 (68.6)	6 (17.1)	5 (14.3)	35 (100.0)
Early adults	25 (42.4)	5 (8.5)	29 (49.2)	59 (100.0)
Adults	13 (50.0)	2 (7.7)	11 (42.3)	26 (100.0)
<b>TOTAL</b>	<b>62 (51.7)</b>	<b>13 (10.8)</b>	<b>45 (37.5)</b>	<b>120 (100.0)</b>

$\chi^2 = 12.088$        $df = 4$        $P \text{ value} = .017$        $c = .303$

Above bivariate data analysis was done to see the association between the age of the respondents and the attitude of the respondents towards the women working in the tea gardens. The age of the respondents was categorised as teenager, early adults and adults.

The analysis shows that the attitude of the adults is in favour of the working women (42.3 per cent) while the younger ones do not have favourable attitude towards the working attitude.

The chi square test proves that there is significant association between the age and the attitude of the respondents towards the working women as the p value was found to be at .017. However, the co efficiency of contingency is found to be at .303 which indicates that the association is positive and moderate.

Hence it can be inferred that, with maturity in age the attitude of the respondents become more favourable. This finding is in congruence with what Elizabeth Hurlock has mentioned in her book "Development Psychology, A Life-Span Approach" (2007), where it was mentioned that age helps in moulding the attitudes of a person.

It has been that the age and educational qualification of the respondents are significantly associated. It is further worth to substantiate the findings and to draw casual inference. The following tables help us to understand deeper the pattern of association between the variables and thereby draw casual inference for this research.

It is needed to examine if the bivariate relationship between Educational qualification and attitude is not due to age we have to re-examine this bi-variate association by controlling the effect of age

**Table 6.a**  
**Educational qualification and attitude**  
**(Controlling for Age)**

Age	Educational qualification	Attitude			Total
		Unfavourable	Neutral	Favourable	
Teenagers	Illiterate	0	2	0	2
	High school	24	4	5	33
	<b>Total</b>	<b>24</b>	<b>6</b>	<b>5</b>	<b>35</b>
$\chi^2 = 10.253$		$df = 2$		$p = .006$ Significant	

**Table 6.b**  
**Educational qualification and attitude**  
**(Controlling for Age)**

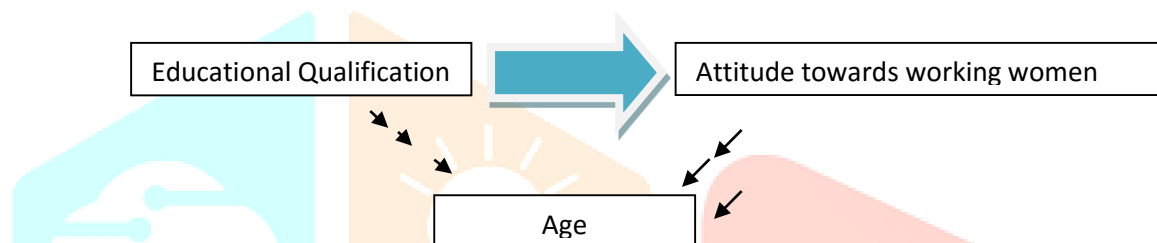
Age	Educational qualification	Attitude			Total
		Unfavourable	Neutral	Favourable	
	Illiterate	7	0	0	7



Early Adults	High school	4	1	10	15
	Matric	8	0	0	8
	HS	4	4	10	18
	Graduate	2	0	9	11
	Total	25	5	29	59
$\chi^2 = 32.996$		df = 8		p = .000 (Significant)	

**Table 6.c**  
Educational qualification and attitude  
(Controlling for Age)

Age	Educational qualification	Attitude			Total
		Unfavourable	Neutral	Favourable	
Adults	Illiterate	0	0	1	1
	High school	12	0	2	14
	Matric	1	0	2	3
	Graduate	0	2	6	8
	Total	13	2	11	26
$\chi^2 = 18.565$		df = 6		p = .005 (Significant)	



Therefore, the association between the education and the attitude of the respondent is non spurious. The original association is not affected by the third variable. There is an empirical correlation between them. The relationship between the educational qualification and the attitude is not found to be the result of the effects of some third variable (sex), and the cause precedes the effect in time.

## Conclusion

A person needs a convenient environment to work. If one has positive attitude towards someone profession, it also tends to change his or her behaviours towards that person positively. The women may feel safe and more secure if they get proper support and encouragement from the people and in particular way from the youth. Thus, youth with supportive attitude is of outmost importance for the women to make their earning. From the research, it was found that majority of the youth have unfavourable attitude towards the women working in the tea garden of Assam. Another finding is that the age and education of the youth have significant association with attitude of the youth towards the women working in the tea gardens of Assam. From this finding one can feel the need to groom the youth at their younger age. Gender sensitivity is an important aspect to be taught to the youth. The early ages of a person are crucial to instil in their minds the issues regarding the women. The curriculums of the schools need to have gender concerns represented in an unbiased manner. There are still a number of reading materials which depict that men and women are meant for occupations fitted for them, such literatures have adverse effect on the attitude of the youth towards the women. This research also brought to light that the relation between the educational qualification and the attitude of the youth is non spurious, therefore educational institutions should create an atmosphere where the students can mingle freely with each other, irrespective of different sexes they belong.

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