

THE WOMEN, CHILDREN, AND FAMILIES IN ASSAM COMMITMENT

This vision document sets out the shared principles and collective goals that we as buyers, packers, producers and concerned stakeholders, commit to upholding and pursuing in support of the children, women and their families in the Assam tea gardens.

They are based on international human and labour rights frameworks and build on a child rights impact assessment carried out during the first phase of the partnership in 2014 – 2018 which sought to understand the complex situation for families on the estates.

The research included extensive consultation with tea garden workers and their children, tea garden management, healthcare professionals, childcare providers, civil society organisations, trade unions, representatives from tea industry associations, international tea buyers, and government representatives.

SHARED PRINCIPLES

- To respect human rights, and to promote respect for human rights, across the supply chain
- To act in the best interests of the child
- To uphold the principle of the equality between women and men, and boys and girls
- To work as individual organisations, and collectively, to achieve lasting change for the tea sector
- To respect and support the right of workers to make decisions about their lives and futures

GOALS

1. Tea garden workers, their families and communities have increased access to high quality healthcare
2. Tea garden workers, their families and communities have access to food that meets their nutritional needs
3. Systemic drivers that keep children out of school are better understood and being addressed on the tea estates
4. Children and women are being better protected from gender-based violence, abuse, neglect, exploitation, unsafe migration and child marriage
5. Children have increased access to quality primary and secondary school education, as well as vocational skill training, which develops their personality, talents and abilities
6. Women workers have better access to equal employment opportunities and maternity benefits that protect the health and development of themselves and their children, enabling them to achieve a decent standard of living
7. Lactating women are better able to breastfeed in safe spaces without being penalised for taking time out of the working day
8. Parents have increased access to quality childcare facilities
9. Living conditions for workers and their families are safe, clean and decent

Signatories