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Aims and Scope

International Journal in Management and Social Science is a double blind peer reviewed, refereed monthly international journal that provides rapid publication of articles in all areas of Management and Social Science through research and its relevant appropriation and inferential application. The journal hopes to accelerate development and governance in both developed and developing countries. The maximum length of intended articles for publication in the journal is 5000 words. A short abstract of 150-250 words with 4-5 key words should precede the introduction. We appreciate innovative and evolutionary contemplation over popular management ethics, differing from the humdrum bulk of monotonous content. The journal welcomes publications of high quality papers, book reviews and reports.

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A Study of Human Trafficking in India: An Overview

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ABSTRACT

The concept of human trafficking refers to the criminal practice of exploiting human beings by treating them like commodities for profit. Even after being trafficked victims are subjected to long term exploitation. Human trafficking particularly trafficking in women and children has developed as an important social subject matter of concern in many parts of the world. UN protocol definition trafficking of human beings includes different actions such as to recruit, transport, transfer, harbor or receive by means of threat or force or other forms of coercion, within the purpose of exploitations. Children particularly females, teenagers, orphans and women are the most prominent victims of human trafficking in the world. The subject of human Trafficking is defined as a trade in something that should not be traded on for various social, economic or political reasons. Trafficking both for commercial sexual exploitation and for non sex based exploitation is a transnational and complex challenge as it is an organized criminal activity, an extreme form of human rights violation and an issue of economic empowerment and social justice.

Key words: Women Trafficking, Social Justice, Women Education, Constitutional and Legal Provisions.

INTRODUCTION:

The concept of human trafficking refers to the criminal practice of exploiting human beings by treating them like commodities for profit. Even after being trafficked victims are subjected to long term exploitation. Human trafficking particularly trafficking in women and children has developed as an important social subject matter of concern in many parts of the world. UN protocol definition trafficking of human beings includes different actions such as to recruit, transport, transfer, harbor or receive by means of threat or force or other forms of coercion, within the purpose of exploitations. Children particularly females, teenagers, orphans and women are the most prominent victims of human trafficking in the world.

DEFINITION OF TRAFFICKING:

According to United Nations protocol definition : Trafficking in persons can be defined as the recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of

force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefit to achieve the consent of a person having control over another person, for the purpose of exploitation, exploitation should include, at a minimum, the exploitation of the prostitution of others or others or other forms of sexual exploitation, forced labor or services, slavery or practices similar slavery, servitude or the removal of organ.

sociologist Kevin bales explains is the Human trafficking as – modern day slavery, is the second largest and fastest growing illicit activity in the world, women and girls are disproportionately affected by trafficking, as criminal syndicates exploit women and girls in marginalized socioeconomic conditions, coercing women and girls into sexual slavery and or forced labor. When women and girls are trafficked for the purpose of sexual slavery and prostitution, it is called sex trafficking.

Article 3 of the protocol defines trafficking as:

- a) "trafficking in persons" shall mean the recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or another forms of coercion, of abduction, of fraud, of deception, of the abuse of power or a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation, exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or removal of organs.
- b) The consent of a victim of trafficking in persons to the intended exploitation set forth in subparagraph (a) of this article shall be irrelevant where any of the means set forth in subparagraph (a) have been used;
- c) The recruitment, transportation, transfer, harboring or receipt of a child for the purpose of exploitation shall be considered "trafficking in persons" even if this does not involve any of the means set forth in subparagraph (a) of this article;
- d) "Child" shall mean any person under eighteen years of age.

METHODOLOGY:

The study is primarily based on qualitative literature survey method. It facilitates in depth analysis of the issues related to human trafficking in India and the crime against women India. Extensive review of the literature provided useful insight about the various factors that are responsible for the human trafficking of Indian women. The present study is exclusively based on secondary data which has been collected from the various issues of annual reports, books, magazines, bulletins, other related documents and

national crime record bureau reports. Information collecting from different sources was analyzed in a qualitative way for taking inference.

OBJECTIVES OF THE STUDY:

The present study comprises of the following objectives.

- This present tries to find to deliver an analytical framework for planning more effective laws against human trafficking.
- The main aim and objectives of this paper are to understand the impacts, reasons and social taboos incorporated with women trafficking in India and attempt to analyses its impact on society, preventive measures and also to study how women education can bring awareness and knowledge about human trafficking.
- To study the causes of vulnerability to trafficking among women.
- To study the range and magnitude of the impact of this crime among women

What are children trafficked for?

1) Labour: Bonded labor, Domestic work, Agricultural labour, Construction work, Carpet industry, Garment industry, Fish/ shrimp export as well as other sites of work in the formal and informal economy.

2) Illegal Activities: Begging, Organ trade, Drug peddling smuggling.

3) Sexual Exploitation: forced Prostitution, Socially and Religiously sanctified forms of Prostitutions, Sex Tourism, Pornography.

4) Entertainment and Sports: Circus, Dance troupes, Beer Bars, Camel Jockeys

5) For and through Marriage

6) For and Through Adoption

7) As Child Soldiers or Combatants in armed Conflicts

Scenario of human trafficking in India:

The trafficking in persons report 2011, observes that India is a destination of women and girls from Nepal and for the purpose of commercial sexual exploitation. According to the report, India does not

fully comply with the minimum standards for the elimination of trafficking. However, the report also points out that India in making significant efforts to control it. Despite the efforts there has not been sufficient progress in its law enforcement to address human trafficking. Child- trafficking for so called „sex – tourism“ is increasing in places like Goa, Kerala, Karwar, Himachal Pradesh as poor parents use their poverty as an excuse. Agents enter the picture; they bribe the police to turn a blind eye. Andhrapradesh, West Bengal, Maharastra, Tamilnadu, Karnataka, Bihar, Orissa and Delhi have been identified as the most affected states. All the cross border level, the major victims trafficked into India for the purpose of commercial sexual exploitation, belong to Nepal and Bangladesh.

Causes and Effects of trafficking:

Human trafficking is a global problem which result in a number of factors which include the widespread of poverty, lack of livelihood opportunities, deep-rooted gender discrimination, displacement, the demand for young girls (in part due to the fear of HIV/AIDS), the upheaval associated with natural disasters conflict in parts of the country and the profits to be made. In some cases, socio-cultural and religious factors have an impact on child trafficking, as where religious figures have made use of their position to traffic girls prostitution. Frequently, trafficking is accomplished through the deception of girls and their families. In many villages in west Bengal it is reported that traffickers have obtained access to girls by pretending to be grooms without dowry demands. In other cases, trafficking has been facilitated by relatives or friends of the victims, as well as teachers and placement agencies. Girls who have been exploited are also commonly used to lure girls from source area.

India“s biggest trafficking problems has been linked to men, women and children who are held in debt bondage and face forced labour working in bricks factories. Rice mills, and other small scale rural workings. While no inclusive study of forced and bonded labour has been concluded. NGOs have calculated approximately that this problem affects 20 to 65 million Indians. Women and girls are trafficked inside the country for the purpose of commercial sexual exploitation and forced marriage especially in those areas where the sex ratio is extremely distorted in favors of men. Children are forced to work in factories or employed as agriculture workers, and however some others have been used as armed combatants by some terrorist and rebel groups.

Impact of Human Trafficking on Human Security:

The impacts of human Trafficking on human security include the following:

- Threats to border integrity, as millions of people are transported annually across national boundaries under false pretences.

- Threats to human health, through the spread of HIV/ AIDS and STDs to the victims, their clients, their clients, wives, and so on.
- Threats to national and international security, since it is believed that many of the world's major sex traffickers are connected to organized crime groups, which many then use the proceeds to fund other criminal activities such as terrorism.
- Threats to the very health of our global human conscience, since slavery often proudly touted as having been wiped out in the 19th century is actually alive and well, right in all our own backyards.

Role of Women Education in Human Trafficking:

An important aspect of prevention of human trafficking is education making sure people is aware of the existence, as well as the nature of human trafficking. Education further helps empowerment of women by developing "intrinsic capacity, inner transformation of one's consciences to overcome barriers, access resources and traditional ideologies". It is through education that we can elicit the most direct influences in the fight against human trafficking. Promotion of technical education emphasizes on the acquisition of employable skills and therefore well placed to train skilled and entrepreneurial workforce that developing countries needs to create wealth and emerge out of poverty. Technical education can be delivered at different levels of sophistication can respond to the different training needs of learners from different social economic and academic backgrounds and prepare them for gainful employment and sustainable livelihood. The ultimate aim technical education is employment. This means it has to be linked with job market and therefore enhance its social economic relevance. Where there is employment, poverty level goes down, which therefore means the vulnerability to human trafficking will be reduced. Therefore, promotion of technical education among women is also necessary to reduce the serious problem of human trafficking.

Methods and strategies of prevention with women trafficking in India:

The UN's protocol contains a number of provisions aimed at preventing trafficking. State parties are required to establish policies, programmes and other measures aimed at preventing trafficking and protecting trafficked persons from re-victimization. The existence of vulnerable situations of inequality and injustice coupled with the exploration of the victim's circumstances by the traffickers and others cause untold harm to the trafficked victim who faces a multiplicity of rights violations.

Therefore policies, programmes and strategies that address prevention have to be unique with a focus on and an orientation towards all the issues.

- The best method of prevention is its integration it with prosecution and protection, prosecution includes several tasks like the identification of the traffickers bringing them to the book, confiscating their illegal assets.

- The strategies should address the issues of livelihood options opportunities by focusing on efforts to eradicate poverty, illiteracy etc.
- Gender discrimination and patriarchal mindset are important constituents and catalysts of the vulnerability of women and girl children.
- Natural calamities and manmade disturbances do exacerbate the vulnerability situation, Therefore relief and aftercare programmes need to have specific components focused on the rights of women and children.
- Political will is an essential requirement to combat trafficking.
- Creating legal awareness is one of the most important functions of any social action programme because without legal awareness it is not possible to promote any real social activism.
- Immigration officials at the borders need to be sensitized so that they can network with the police as well as with NGOs working on preventing trafficking.
- At the micro level the prevention of trafficking in the source areas requires a working partnership between the police and NGOs, public awareness campaigns and community participation are key to prevention programmes, prevention is best achieved by community policing.
- The ministry so social justice and empowerment is considering collaboration between government agencies and NGOs for setting up help lines and help booths that can provide timely assistance to child victims. it will be appropriate if the child lines all over India.

Constitutional Provisions and Legal Framework to Address Trafficking in India:

Article 14 – Equality before Law: The state shall not deny to any person equality before the law or equal protection of the laws within territory of India.

Article 15 – Prohibition of discrimination on grounds of religion, race, caste, sex, or place of birth:

(1) the state shall not discriminate against any citizen on grounds only of religion, caste, race, sex, place of birth or any of them. (2) Nothing in this article shall prevent the state from making any special provision for women and children.

Article 21 – Protection of life and personal liberty: No person shall be provided of his life or personal liberty except according to procedure established by law.

Article 21-A – Right to Education: The state shall provide free and compulsory education to all children of the age of six to fourteen years in such manner as the state may, by law, determine.

Article 23 – Prohibition of traffic in human beings and forced labour: (1) Traffic in human beings and beggar other similar forms forced labour are prohibited and any contravention of this provision shall be an offence punishable in accordance with law. (2) Nothing in this article shall prevent the state from imposing compulsory service for public purpose, and in imposing such service the state shall not make any discrimination on grounds only of religion, race, caste and class or any of them.

Article 24 – Prohibition of employment of children in factories, etc: No child below the age of 14 years shall be employed to work in any factory or mine or engaged in any other hazardous employment.

Article 39 A – Equal justice and free legal aid: the state shall secure that the operation of the legal system promotes justice, on a basis of equal opportunity, and shall, in particular, provide free legal aid, by suitable legislation or schemes or in any other way, to ensure that opportunities for securing justice are not denied to any citizen by reason of economic or other disabilities.

Some Suggestions and solutions of Human Trafficking: First of all raise awareness about human trafficking by different sources like media both print as well as visual and inform people about this crime and mobilize people to stop it. try to know the rare facts about human trafficking. Empowering women improving material health, combating HIV/AIDS, eradicating poverty, improving education and developing a global partnership for development. Society in general and police, doctors, and also their parents particular should treat these victims as human beings and psychologically motivate them in such a way so that they will live a new and happy life again.

Strengthen prevention warn vulnerable groups and alleviate the factors that make people vulnerable to trafficking. Such as poverty, underdevelopment and lack of opportunity enrich knowledge – deepen understanding of the scope and nature of human trafficking through more data collection and analysis, joint research initiatives and the creation of an evidence - based report on global trafficking trends having knowledge regarding state laws having knowledge regarding health care professionals and law enforcement professionals keep learning about trafficking.

- Raising Social awareness- informs the world of this crime and mobilizes people to stop it.
- Come out from social pressure and social fear
- Having knowledge regarding state law.
- Strengthen prevention – warn vulnerable groups and alleviate the factors that make people vulnerable to trafficking, such as poverty, underdevelopment and lack of opportunity.
- People have to be literate, hence illiteracy rate need to be reduced.
- Opportunity of employment and self-employment should be increased.

- Keep learning about trafficking, its victims and its survivors.
- Enrich knowledge- Deepen understanding of the scope and nature of human trafficking, through more data collection and analysis, joint research initiatives and the creation of an evidence-based report on global trafficking trends.
- Traditional works need more financial uplift by the government
- Empowering women- improving maternal health, combating HIV/AIDS, eradicating poverty, improving education and developing a global partnership for development.
- A child should be announced as a national property.
- Knowing the facts about human trafficking.
- Having knowledge regarding health care professionals, social services professionals and law enforcement professionals.

Women and children trafficked in India in 2016:

07th may 2016, New Delhi: as per government data, almost 20,000 women and children were victims of human trafficking in India in 2016, a rise of nearly 25 percent compared to 2015. Trafficking of child and women is a serious concern prevalent in India. According to a report published by the US department of state, India is the source, destination and transit country for human trafficking who then get involved in forced labor and sex trafficking. The statistics of the ministry of women and child development states that 19,223 women and children were trafficked in against 13,448 in 2015, with highest number of victims being recorded in the eastern states of west Bengal. People from the lower cast or the tribal communities and the women and children from the excluded groups of the society are generally lured of a better lifestyle and employment opportunity and sold by the agents.

Human trafficking is considered the third largest organized crime, globally and the number is increasing every year, poverty, uneven employment, gender discrimination harmful traditional and cultural practices and lack of proper policy implementation to end this grave condition are some of the causes of human trafficking in India.

Almost 80% of all worldwide trafficking is for sexual exploitation, with an estimated 1.2 million children being bought and sold into sexual slavery every year. India as a nation is still being used by the traffickers as receiving, sending and transit country. Women and girls are the main victims of human trafficking in India. They are than forced into prostitution, forced marriage, and domestic work. Based a report published by the Government of India, there are approximately 10 million sex workers in India out of which 1,00,000 belonging to Mumbai alone which is Asia's largest sex industry center. 300,000 to 500,000 under 18 years of age children are involved in the sex trade. Such is the extent of trafficking

within the boundaries of the country, forget about the trafficking in addition to trafficking for prostitution, girls and women are also bought sold into forced marriages in women deflected areas due to female infanticide. The forced children are subjected to physical and sexual abuse and treated as slaves. In many cases, trafficked children and women are at risk of all manner of ills, from unwanted pregnancy, HIV/AIDS, cervical cancer, severe physical injury, violence, drug abuse and more, not to mention the emotional trauma and long-run psychological impact.

Conclusion: Human trafficking is one of the worst criminal activities that spread its infection over the planet. It is one of the wicked acts that have made the lives of millions as worse as the hell. This kind of modern slave trade has washed away the humanity among those who have been involved. The moral values, ethos and sense of belongings as a member of same human race has been curbed by the individual interest and pleasure. Human trafficking thrives because it generates lot of money and the desire to improve the standard of living and social status leads to trafficking. The procedures, process, means, methods as well as the rate of involvement is increasing in this crime each day due lack of resources, highest demand in the market, very few income options and impotent legal watch system. However, prevention through public awareness and education of professionals is not enough to combat human trafficking. Interventions by competent social work practitioners need to include not only case management and advocacy skills, but also an understanding of the ecological perspective in assessment and treatment techniques to work with the multidimensional and comprehensive needs of the survivor.

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Combating Youth Restiveness and Social Vices as A Panacea for Self-Reliance and National Security in Nigeria

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ABSTRACT

With the advent of new world order, there have been various efforts put in place in order to summon the attendant challenges therein. These challenges are more pronounced in the sub-Saharan Africa. However, the critical aspect of these upheavals is that of youth restiveness and the related social vices. The case of Nigeria is becoming alarming thereby threatening the socio-economic and political stability. Particularly, the geopolitical zones namely South- South, South East, North- North, North West, North Central and North East in one way or another recorded violent destructions. For instance, Militia group known as Independent people of Biafra (IPOB), the Oduduwa peoples progress (OPC), the prolong Jukun- Tiv violence in the North Central and the most violent activities of the Farmers- Herders violent, the youth restiveness in the North West of Zamfara State characterized by adoption and kidnapping, the North East recorded yet another humanitarian crises of our times known as the Boko- Haram. The paper strongly argues that most of the participants in all these violent destructions are youths. Illicit Drugs have been identified as cardinal inspiration for violence. Under the influence of narcotics and related substances enormously contributed to youth restiveness. This restiveness to large extent threatens the corporate existence of Nigeria as a political entity. Thus, National security of Nigeria remains bleak as a result of these forms of threats in the political zones in the Nigerian polity. This paper recommends that good governance and social justice can go a long way in combating youth restiveness in Nigeria.

INTRODUCTION

With the advent of new world order, there have been various attempts on the part of number nation states especially in the sub Saharan Africa to liberalize politics and democratic processes. With little difference, some of these countries are moving towards consolidating gains on acquisition and utility of power. These efforts tend to face pressures of different magnitude .Largely; new strategies have been evolved in the economy, and economic relationships (Gelinas, 1994). Therein are evolutions of new social organizations including belief systems characterized by contradictions in the learned and shared customs? As significant creative energies have been driven towards mechanisms for expansion and consolidation of influence and power, governments' faces two major challenges.

Firstly, there are new commitments and doggedness in establishing structures and institutions of governance. Secondly, there are behavioral tendencies contradicting the desired goals of good governance and service provision. Thus, the scenario witnesses constitutional amendments and

attendant challenges of the parliamentarians. This is more so, with the leadership of the parliaments manifesting in form of legislative and executive recklessness. Many attempts have been made to either impeach or sack judges or otherwise of counter actions. Political discourse of the body polity has been characterized by Executive, judicial and Legislative Squabbles (Hassan, 2005). Political elites employed divisive ways by inciting the members of their various constituencies against each other using the syphoned funds main for constituency projects. The executives' branches are faced with stiff opposition through violent behaviors'. These and many more of the events are featured at the National and State levels of governance. Hence, there are emerging militia groups with ethnic, regional and political party colorations. At times, national security can equally be threatened, especially secession (Abdu, 2019).

However, new rules are put in place to curtail violent activities thereby mounting pressures on deployment of military and paramilitary at various locations. Serving chiefs and Police Bosses are frequently appointed and removed. Violent crimes move at geometric progression. National security at times becomes hopeless and meaningless. National life is preoccupied by hysteria and total confusion from all quarters (Chinye, 2005, Adeniyi, 2011)).

Historically, the current situation can be equated or a replica to the period of Industrial revolution of the 18th century. Basically, the bottom line is between the old ways of life clashing with new ways at individual and national life. New socio economic and cultural elements have been introduced, thereby contradicting the entire processes of governance. Most times, transition periods are usually marked by degeneration and regeneration in values and orientation that are detrimental to the philosophy and principles nationhood (Damian and Kerker, 2005). The populace experienced what Emile Durkheim described as anomie. New crimes both violent and non-violent crimes become order of the day. New epidemic diseases erupt which could equally be linked to attendant problems of epileptic health services and mass poverty among others (Hahu, 1990). Social vices increased tremendously with complexities such as commercial prostitution, vagrancy, drug abuse widely known destitution and illegal begging for help and assistance among others. These indeed and many of these challenges can be compared to the current outbreak of diseases and violence in communities in Nigeria (Bamisaye and Awofeso, 2001).

The challenge of governance in the 21st century is to a large extent influenced by the communication revolution. Specifically, the internet service converted the earlier disintegrated world into what have been described in modern literature as global village. There are cases of mixed benefits and easy access to information and terrorist network across the globe. These events and many more are symptoms of clashes of civilization and ideologies. Politics has been characterize by scandalous propaganda, gross

income inequality preoccupied national economic life, art and process of governance becomes a battle ground, and above all, religion becomes over monetized and radicalized (Yusuf, 1987). There is little or no censorship in national life. The entire process of governance is faced with the challenge of maintaining harmony among interest groups at the domestic level (Abdu, 2010). Presence of the Military was observed in about thirty-two (32) states of the Federation (Mungono, 2013). Another dimension of chaotic incidence of violent attacks on the Igbos was the Maitatsine uprising and the Darnish cartoon of the Prophet of Islam. On the other hand, there is enormous quest to project and liaise with international community for recognition and development.

It is in view of the above background that this piece of work examines how combating youth restiveness and social vices could enhance self-reliance and national security in Nigeria.

CLARIFICATION OF CONCEPTS

Who is a Youth?

This concept of youth is one of the porously abuse one in Nigeria body polity. Professionals and experts vary in views as to who is actually a youth. To demographers, a youth is a member of a population structure who is within the age bracket of 18-35. To a psychologists, a youth is an individual whose physiologically ripe enough to reason properly. (S) He possesses behavioral tendencies that are not considerably strong to be diligent in thinking and action (Bottommore, 1972). To a legal luminary, a youth is a minor who cannot pass reason man's test. Conventionally, a child is the one who is above the age of seventeen. To the political elite, a parlance is where abuse of the youth concept is prolific thereby making it so opened. In this work, youth refers to human creature regardless of age that have creative capacity when employed can be fruitful in the determined goal. In the political cycle, a youth is machinery used by a self-centered politician to achieve political victory for self-aggrandized purpose.

YOUTH RESTIVENESS

Youth restiveness is a phenomenon of collective behavior. It is also a violent behavior that occurs in crowd or mass. Youth restiveness are broad base behavior that include riots, mob, mass hysteria, fads, fashions, rumors and public actions in a given socio-economic and political contexts. Youth restiveness occurs when people largely and youths in particular surrender their individuality and moral judgment in crowds and give hypnotic powers to the leaders who shapes the crowd as they like (Ojokwu, Ukatu, and Nnakwe, 2016). In addition, youth restiveness is not organized structures or institutionalized norms. It is always reinforce by people or individuals of like minds with shared dispositions for certain form of behavior or actions.

Aside from these individuals converging for actions arising from shared beliefs and conditions, the behavior and actions are also contagious. In other words, these aggrieved individuals have been contaminated or infected by other people's thoughts, emotions and ideas. In other words, such actors are mentally infected by an emerging norm (Turner and Killian, 1993 in Ojukwu, Ukatu, Nnakwue, 2016)). The actors are the norm following human beings believed in the prevailing norms as against the conventional norms. Mostly, the youths who indulge in the act of restiveness are convinced that the conventional behavior is no longer paying. Not only had that, but even the ones who deviate received no consequences of their actions or inactions.

In this piece of work, youth restiveness has been operationalized as army like and energetic category of human population who by act of omission or commission misguided by orientation of ideology to embark on undesirable and violent activities capable of creating chaotic and ruthless circumstance in given social system or body polity (Kiriwin, 1996, Patril, 2013). Youth restiveness comes to bear the said society is been held to ransom of irrational thought and action. Youth restiveness is mostly the manifestation of dysfunctional basic institutions of that society in question. Instances could draw from failures of the family, religion, economy and polity (Damian and Kerker, 2005). It further occurs when action of the youth could lead to mass destruction of life and property. The youth under the said category can destroy the material and immaterial products of the family(life) religion mosques and churches, economy, banks, cars, buildings, governance or polity, offices, schools, hospitals and killings using devices like stones, knives, and explosives (Terrorism Act, 2011). The socio-economic and political landscape records ugly trends of humanitarian crises.

POLITICAL THUGGERY

Political thuggery is a new concept in Nigeria body polity. It is easy to describe the concept than defining it. It is pervasive action influence by neurotic feelings against life and property. To put it differently, thuggery refers to bizarre expression of verbal and physical violence or threat of violence by the opposition parties and groups (Mingione, 1972 in Abdu, 2010). Thuggery occurs when expectation becomes very high and little or none of the expectations have not been met. It is a manifestation of bitterness when desirable goals and ambition are not. Thuggery includes backbiting, unguided utterances, bickering, intimidation, assault, and harassment to public office holder by taking laws in to their hands (Okonkwo, 2001, Abdu, 2010). It is a pervasion from socio-legal procedure for redress. Thuggery is a manifestation of failure in the judicial system and gross failure of the rule of law by those in authority. A nation where political thuggery is rampant, many militia groups will emerge.

However, controversy tends to arise when individual is forced to negotiate and sometimes compromise in decisions making and taking action. It is not only applicable to individuals and communities including nation states. In practical terms, self-reliance is a utopia concept both in psychological and national life. Dependency and interdependency is a practical reality of human life (Bamisaye, Awofeso, 2011).

Nevertheless, individuals and nations get trapped in a web for trying to do away with phenomenon that cannot be removed either intentionally or practically. There has been ever-increasing confusion between the body and mind on one hand and that of nation states (Gelinias, 1994). To an individual, it is egoistic for the purpose of proving a point. The effort of image building and image management are indeed an endless battle field for individuals, communities and nations. Therefore, set the standard of self-reliance to not only the youths including the nations are mirage. To be practicable, it is more of condition rather than circumstantial. Self-reliance is a confusing and most perplexing concept in social sciences. Hence, to minimize the trends in international politics is further compounding problems and confusion in the contemporary world.

Carefully analyzed, political thuggery, drug abuse, prostitution are all vices that generate nation and international tension. At the centre of self-reliance is man but not things. The anticipated freedom linked to self-reliance has no meaning and relevance when man is not the centre stage of discourse and action. Therefore, the reconciliation between combating drug abuse and social vices on one hand self-reliance on the other is egoistic to the individual concern or the collective concern of the people as a nation. Self-reliance is indeed a mere manipulative and restrictive gesture to distract the real freedom and alienation of things versus people. The frustration the people especially the youth is the undesirable frustration of modern (Jacob, 2010).

Thus, the youths and the wider society at large conceived self-reliance as limited opportunity to enjoy freedom. The reaction to these restrictions from inflation and shrinking welfare programme people into drug abuse and all forms of social vices. The capacity people of citizens has incapacitated from self-fulfillment and aspiration. Leaders who are supposed to be captains of higher thoughts neck deep into bizarre display of wealth and power. In modern times, doors and windows are widely opened under globalization with alarming recklessness. Leaders possess little or moral justification for blaming the youths who are mostly into drugs and vices. The assertion and many depicts the view of Lord Keynes who DRUG ABUSE.

There are a lot of misconceptions about the meaning of drugs. Literarily drug refers to any substance in liquid, gas or solid form that when added to the body chemistry it alters the functions of the body. The

intent behind any drug is altering the activities of the body. There are two major classes of drugs. It is either a stimulant or depressant. Examples of stimulant are cannabis; horse powers any drug that enhances the activity of the central nervous system. While the depressants are the ones weakens the activity of the central nervous system. These include diazepam, codeine (Ngatida, 2018). Having said this, one could attest that every day food we eat is a drug. On the other hand, Drug abuse, is the misuse of drugs. These acts include among many others self-medication, over dosage, or any irrational intake of drugs. In this work, drug abuse has been operationally to mean honorific applicable or use of any drug with the intention of deliberately influencing the body to perform specific tasks. Comments from the abusers are always on getting high. Sometimes, it could gear towards inducing sleep or getting extraordinary strength for self-assigned tasks or tasks assigned by the organization in which one works.

Drug abuse and related social vices continue to threaten the security of Nigeria as a people and nation. It is on record that for past two decades, Nigeria witnessed series of violent crime and violent. Most of these killings are usually linked youth restiveness. Many militia groups emerged in Nigeria's body polity. There have cases of ethnic and militia groups spread across the six geo-political zones (Abdu, 2010).

In the South West have been cases of attacks from Oduduwa People's Congress (OPC). This militia a group at a point held the Nigerian state to ransom by throwing explosives in the city of Lagos (Bamisaye, Awofeso, 2011). Similar violent was recorded such as Ife- Modukeke in Osun State, Yoruba- Hausa clashes at Shagamu, The South- South also experienced yet other brazen destruction oil pipes of the oil companies. Petrol has been the major source national income. These activities drastically affected the revenue base of Nigeria. In the South- South State was also the Eleme- Okrika in Rivers state In the South East; the youths continue to threaten the corporate existence of Nigeria as a political entity (Hassan, 2005). Similarly, the Odi violence and subsequent invasion to the people of the Niger Delta marked another point of violence in the zone. The indigenous people of Biafra (IPOB) over the years have agitating for sovereign nation. This group has yearning for secession for independent Sovereign nation from Nigeria. The violent situation arising from this seems to be the most threatening youth violence in the Nigeria's national life. The militia threatened election boycott in General elections since the return of democracy in 1999 (Hassan, 2005).

Furthermore, the North- North there has cases of ethnic violence attacks on the Igbos who are indigenes of the South East. The shops mostly owned by the Igbos were looted and vandalized (Iman, 2006 in Mungono, 2015). These attacks always are reprisal in nature and character. The activities of pro-government and anti- regime violent protests were recorded in the City of Kano. North central and the

Benue valley have not been left out in perpetuating violence with ethnic coloration. The prolonged Tiv-Jukun and Farmers- Herders attacks among communities have been unprecedented (Abdu, 2010).

The North-East witnesses one the worst form of humanitarian crises by a terror group known as the Boko Haram. This group preaches radical Islamic ideology and doctrines detrimental to the corporate existence of Nigeria as a political entity. The activities of this Islamic sect involves adoption, kidnapping, burning of worship centres such as Churches and Mosques, The activities of the Boko Haram violence have been said to be worse than the destructions during the Nigerian Civil war. The devastating effects of Boko Haram was not only the thousands of lives lost but schools, Churches, Mosques, Schools and government establishments were destroyed. In July 2014 an International Organization for migrants (IOM) placed the displacement matrix as at April, 2015 about 1,491,706 in Adamwa, Borno, Bauchi, Gombe and Taraba (Mungono, 2015)

Economic activities were brought to haul. In most recent times, the North West also witnessed violent extremism from cattle rustlers and kidnapers. Destructions from that zone made life unbearable for the inhabitants and beyond.

SELF AND SELF RELIANCE

The concept of self continues to occur in literature of personality scholars, especially George Horton Cooley, William James, George Herbert Mead, and Sigmund Freud (Ritzer, Stephisky, 2016). The centre stage of this premise is anchored on the presumption that self is a psycho-social aspect of human behavior. Three cardinal issues are involved in self-formation and development, namely, the mind, self and society. However, the self process is seen from two phases, I. and Me whereas, I is the spontaneous, inner, creative and subject identity of an individual. On the other hand I refer to the organized attitudes of others in wider social context of the society which is socially determined. Mead define mind as the basis of self as a process and not a thing. Mind is also an inner conversation with one's self. It is not found within an individual; rather it develops within the social process and as an integral part of that process. The distinctive characteristics of the mind is the ability of an individual to call out himself not simply a response of the other but the response of the community or wider social context under which the situation arises. The mind involves thought processes oriented towards solving a problem. In other words, the real world is rife with problems, and it is the function of the mind to try to solve those problems and further permit people to operate effectively in society and the world at large. So, why people are so unhappy and experienced frustration, they will engage in youth restiveness, drug abuse and related social vices, unless they are provided with clear definition of the problem.

In this regard therefore leaders and intellectuals provide such statements that once accepted, it can help reduce uncertainty and ambiguity to the socio-economic and political predicaments (Thandike, 2005). The activities of youth restiveness and related social vices cannot be exhibited unless there is a particular event or action that takes place. It is this particular event no matter how minute can precipitate youth restiveness and violent crime. These activities and behavioral tendencies are only possible when there is partial information or at times misguided information (Ngatida, 2018). Misguided information or partial information and guide may reinforce youth restiveness and related vices. These activities are sometimes contagious arising from emerging norms as it contravenes the conventional norms of the society in context.

By and large, self-concept exists at the memory, mind, and the wider society. Broadly, self is purposely employed to explain behavioral tendencies which an individual is known or identified with (Mead in Ritzer, 2016).

Practically, self is not an object. It is indeed subjective, meaning it is perceptive understanding and explanation of actions and reactions arising from an individual. To an individual, self is an inner motive or rationale for a given behavior Therefore, self is both psychological and societal values and virtues that explain desired behavior in which the very individual and the significant others have about a behavior Self is an inherent contradictions navigating in the psychic of an individual for identity and esteem (Bloomsbary, 1991).

Aside from the self as an individualistic affair, it also transcends to community and national and international image processes. This scenario made self and self-image to either generate or degenerate into image crises posited that political problem of mankind to ability or otherwise of it to combine economic efficiency, social justice and individual liberty (Lewis, 1994).

NATIONAL SECURITY

Nigeria is sovereign country with a Federal Constitution which stressed as we the people of the Federal Republic of Nigeria having firmly and solemnly resolved to live in Unity and harmony as one indivisible and indissoluble Sovereign Nation under God dedicated to promotion of inter- African Solidarity, World peace International co-operation and understanding. And to provide for a constitution for the purpose of promoting good governance and welfare of all the persons in our country on the principles of Freedom, Equality and Justice, and for the purpose of consolidating the Unity of purpose (1999 Constitution).

In line with this backdrop, one would be tempted ask if these noble national aspirations and objective have been attained. If yes, to what extent has the national goals and expectations been achieved or actualized? If not, what are the forces responsible for the non- attainment. From the foregoing literature, it seems National aspirations in Nigeria has fallen far below expectations. This is because having living in perpetual fear and intimidation. People suffer from real and perceived danger and national hysteria. People hold the impression that the Nigerian State has not been protected as stated in the Constitution. People through multiple voices have expressed high sense of insecurity. This is more so when there are cases of outright rejection to co-exist in different parts of Nigeria.

There have been verbal voice outcries through Mass media about social exclusion among ethnic nationalities in Nigeria. Political scenario becomes scandalous and mischievous in character and content Institutions of governance failed to perform in a right direction. Political parties are highly factionalized. There is total absence of internal democracy even within the political parties. Everyone is bent to pursue individual or group interests. There is general political apathy among the electorates. Citizens owned allegiance and loyalty to their ethnic extractions. Religious institutions are over radicalized and monetized. Economic sphere is in shamble. There double digit inflation in the economy. Poverty rate increases at geometric rate. Social investment schemes are affected by widespread corrupt and sharp practices. The gap between the rich and the poor continue to widen. Social services are grossly inadequate. The power sector continues to be a ground for opposition parties continue to play blame game between and among regimes. Public policies are lopsided. Development agenda is urban biased and fragmented. Both public and private sectors are infected and contaminated by corrupt practices, (Alanana, 2006).

CONCLUSION AND RECOMMENDATIONS

In conclusion, trends in youth restiveness and related social vices are not mitigated; National security will continue to threaten. More dissidents and economic dregs may at a point hold the entire country at ransom. The population of youths as unemployed is rising rapidly. So, if joblessness, especially among the energetic youths, neck-cut ambitious individuals' especially wealthy politicians can engineer collective behavior that could hamper the corporate existence of Nigeria as indivisible and insoluble country.

In order to avert these ugly and unhealthy trends, the following measures shall be put in place at all levels both locally and the international levels:

- Nigerian government in collaboration with members of international community collaborates on illicit drug management mechanisms using preventive, management and control measures.

- National action plan on youth restiveness and illicit drugs intake
- Judicial officers and related professionals required synergy in combating the menace of youth restiveness and social vices.
- Strong and co-ordinated social investment to be urgently implemented to reduce widespread poverty in Nigeria.
- Educational services which is key to all forms development to be reviewed in order to tally with international best practices.
- The media outfits to be censored in information dissemination, especially hate speeches.
- Advocacy programmes are to emphasized in sensitizing the populace on the dangers of youth restiveness and social vices.
- Researches are to be conducted to provide data base for policy actions

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Enhance of Cases Female Entrepreneurs' Barriers in Stepping up the Game: Empirical Evidence from North Sulawesi Province, Indonesia

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ABSTRACT

The number of female entrepreneurs is developing has contributed to the Indonesian economy. Although the number of female-owned businesses exceeds the number of male-owned business, men have more large-scale business than women's. This study examines the personal and business characteristics to search for the barriers faced by female entrepreneurs to step up the business. A logistics regression model is used to analyze primary data from a survey conducted in North Sulawesi province, Indonesia. The study finds that an increase in age and family time reduces the probability of business expansion. Likewise, when interacted with age groups, income and number of family time exhibit negative impact. Different age groups display different relationships between a decision to step up and the personal characteristics of the female entrepreneurs including income, work-life balance and reasons to do business. The finding may shed light on potential solutions to increase the probability of business expansion.

Keywords: *entrepreneurs, bussiness characteristics, bussiness expansion.*

1. INTRODUCTION.

Both male and female entrepreneurs are the drivers for economic growth, competitiveness and job creation and furthermore can become a vehicle for personal development and help resolve social issues (Thurik & Wennekers, 2004). Female entrepreneurs alone are viewed as potential sources of economic and social developments (Kelley et al., 2017). In Indonesia, the existence of female entrepreneurship has been a serious concern, particularly, related to the barriers to expanding their businesses. Starting the business does not seem to be a crucial issue to female entrepreneurs. By 2015, female entrepreneurs dominate the MSMEs by 60% of total entrepreneurs. Poverty problems and lack of better job opportunities are two contributors to the growth of female entrepreneurship (Tambunan, 2015). However, although small businesses in Indonesia contributes the most to Indonesian GDP, the increase of numbers of SMEs actors can be a threat to the national economy because these actors are of the subsistence civilians (i.e., in the poor and susceptible to poor condition). Therefore it is difficult to create innovation and increase the business capacity. These entrepreneurs prefer not to expand the business to a larger scale. There is 85% of members of Indonesian Female Entrepreneurs Association (IWAPI) are running micro and small-scale businesses like home businesses and the businesses are usually unregistered to the government institution while 2% of them are running large-scale businesses. Although female entrepreneurs have instituted innovative systems, the business world is still a male's domain. Female owners are seldom of a large business (Bowen & Hisrich, 2014).

The small portion of female entrepreneurs in large-scale business is due to several observed problems. Arifin (2004) argues that being viewed as weak economic players may be a discrimination issue that affects female entrepreneurs' performance. Additionally, these entrepreneurs suffer unequally from legislation and social stereotypes (Winn, 2005). Low level of education and lack of training opportunities also make these entrepreneurs severely disadvantaged in the society (Tambunan, 2015).

Aside from the needs to have access to markets, money, business and human capital, female entrepreneurs also have to manage their time investment in business and family. Families and businesses have often been treated as naturally separate institutions. However, Aldrich & Cliff (2003) argue that they are inextricably intertwined. Consider this fact, Brush, Bruin, & Welter (2009) also incorporate motherhood facet in their framework of female entrepreneurship. Unlike for male that place work and family complementary, for female, work and family present a dilemma (Winn, 2005). Female entrepreneurs experience greater work- family conflict relative to their male counterparts (Jennings, Mcdougald, & Mcdougald, 2014). When women are expected to excel without relief, their families suffer. When women are expected to be primary caregivers, their businesses suffer. Business ownership often requires long hours, without regard to one's family needs or personal preferences. Entrepreneurs must be willing to change course when the environment dictates (Winn, 2005).

In micro-level business, the most important barrier faced by a female is lacking skills and experience, while the financial issues display as the most important organizational barrier. Additionally, work interaction with a male is the most important macro (Modarresi, Arasti, Talebi, & Farasatkah, 2017). Besides, gender also plays an important role in the business growth. Factors like discrimination, choice of business type, and educational background appear to be less critical for explaining growth propensity (Morris, Miyasaki, Watters, & Coombes, 2006).

Given the importance of business size as a predictor of economic success, it is imperative that future research uncover the reasons for the tendency of female's businesses to be smaller than men's (Loscocco et al., 2014). In this study, we want to examine whether personal characteristics, business characteristics, and external factors affect the business expansion decision. Personal characteristics include marital status, age, abilities, time invested for family and business, etc. Business characteristics like business and human capitals, saving invested in the business, etc. External factors include environment and macro conditions.

II. LITERATURE REVIEW

Female entrepreneurs often came from economically deprived backgrounds and tied their business success to the situation of poverty in their youth that forced them to learn to make money (Morris et al., 2006). Female in micro-level business mostly operated their business at home and only employed a very limited number of people. This situation showed that female-owned home-based businesses lacked the motivation or ability needed for business expansion (Modarresi, 2013). Size of the business became one of the considerations in starting the businesses (Brush et al., 2006). A survey conducted by Eurochambers (2004) showed that ability to control one's decisions, e.g., life choices, was the most important one while profit-seeking and a search for self-achievement came as the second and third in the list. However, according to Morris et al. (2006), wealth or achievement factors motivated the business growth orientation while achieving wealth and long-term financial security-motivated female entrepreneur.

One of the challenges in expanding the business was that female entrepreneur had to balance out their work and family lives. Female business owners were not only more likely to experience greater work-family conflict than their male counterparts but also more likely to use coping strategies that constrained rather than enhanced the growth of their firms (Jennings et al., 2014). Female whose motive was to pursue a better work-life balance was less likely to succeed rather than those who had a risk-taking behavior (Rey-martí, Tur, & Mas-tur, 2015). However, this perspective was usually applied to the survival of the business and which motives had a relationship with business success. Female spent as many hours in their businesses as male entrepreneurs. However, at times when male entrepreneurs could relax, female entrepreneurs were continuing to work to complete their household tasks (Müller, 2006).

The choice between work and family life was somewhat challenging. Spending more time for business could result in less time for family and vice versa. When being an entrepreneur was conceived as a life form, the discourse on work-family life balance was challenged (Gherardi, 2015). Female entrepreneurs' propensity for risk had a positive relationship with business success. On the other hand, the need to strike a work-life balance seemed to have a positive relationship with non-survival and a negative relationship with business success. Rey-martí et al. (2015) stated that female who decided to launch a business because they sought to combine work and family commitments had lower chances of achieving medium-term business survival in contrast if their motive was to assume business risks. The processes through which the female small business owner generated sales and derived income were quite similar to the male counterpart, but small business size might be of particular disadvantage tied to female when it came to lack of focus and work interruption. Females viewed their job as part of their daily activities, particularly home-based business. However, it was acceptable for a female to run a market-based

business as long as their family responsibilities did not suffer, which most often was the case, once the children were grown up (Müller, 2006). Additionally, mature female entrepreneurs might find it easier to balance work-family conflicts as their children were likely older and required less attention, and the overall family situation was more settled (Welsh, Kaciak, & Shamah, 2017). Welsh et al. (2017) argued that organizational support from the family was unrelated to firm performance.

This conflict corresponded to the argument that the reliance on family advice and household size differentially affected male and female. Female tended to rely on family advice while male was less likely to rely on the advice which provided higher expectations for growth (Brush, Bruin, & Welter, 2010). Existing study suggested that research should evaluate the possibilities that female kept their businesses small because of their inability to balance work and family (Loscocco et al., 2014). Modarresi et al. (2017) recommended that female entrepreneurs needed to manage their time and develop more flexible schedules. This recommendation, however, might limit the amount of time devoted to the business (Loscocco et al., 2014).

All entrepreneurs, regardless of gender, required information, capital, skills, and labor to successfully establish and develop their businesses whether they could get these resources themselves or from others (Roomi & Parrott, 2008). However, gender discrimination contributed as one of the barriers to access financial support. There was considerable anecdotal evidence that financial institutions preferred to deal with men (Loscocco et al., 2014). Even so, there was also evidence that female entrepreneurs avoided external funding to grow their businesses and only turned to debt when necessary (Morris et al., 2006).

Various business sizes associated with female's social networks, particularly, networks that could provide access to financial resources, financial reserves and strategy for funding their businesses (Brush et al., 2006). Individuals with lower levels of internal resources, e.g., human, financial, and social capital would have lower growth expectations for their new ventures and would invest less money and time in their ventures. As a consequence, they would grow slower than the ventures established by entrepreneurs with higher levels of available internal resources, higher growth expectations and more investment and time in their new ventures (Watson, Stuetzer, & Zolin, 2017).

Another constraint faced by female entrepreneurs was a marketplace. Almost half of the female producers could only sell their products in exhibitions. Without exhibitions, not only they could not improve their businesses, but they also limit their economic activities (Modarresi et al., 2017). The central bank of Indonesia in the research named KPJU Unggulan that suggested that one way to improve their business and product sale was by maintaining and promoting local specialty (Bank Indonesia,

2016). Unique products that a local business could offer made the best brand differentiation and value for small businesses. This uniqueness could become the source of scalability and sustainability for a small business. Businesses with good branding, clearly defined niches, and a process for measuring and increasing value could grow across many geographic boundaries, customer segments and even industries. Engaging in global-local marketing could fill the gap between local culture, preference and the globalization of marketing activities. In the end, it could re-establish the connection between global brands and different cultures. People could experience both global and local brands – brands that made them feel part of a broader international community but also brands that rooted them in their home culture and represented their tastes (Dumitrescu & Vinerean, 2010).

III. RESULT AND DISCUSSION

To capture what barriers contribute to the business stepping-up, we have surveyed in 4 districts (i.e., cities and regencies) in North Sulawesi province of Indonesia. The districts are Manado, Minahasa, Bitung, and Tomohon. These four districts represent all potential geographic and demographic characteristics of North Sulawesi. Manado is the capital city of North Sulawesi province which is also the business center of North Sulawesi, especially retail and service industries. Minahasa is the most populated regency in North Sulawesi, the second populated district after Manado, and located in the mountainous area. Bitung is the only city in North Sulawesi which is the heart of North Sulawesi's fishery industries. Tomohon is a young city in North Sulawesi and the only city located in the mountainous area of North Sulawesi. We select the sample based on some criteria including the individual must be a female entrepreneur who owns a business, has run the business for at least one year, and has potential to expand the business. We have managed to meet 142 entrepreneurs who meet our criteria and have the willingness to share information. For the survey, we use questionnaire covering questions that sufficiently describe the personal and business characteristics of the entrepreneur. In getting the most accurate answer possible, along with questionnaire distribution, we have also interviewed each entrepreneur. To make sure that the entrepreneur was the one we expected to meet, we visited the business and asked if the owner was present. Otherwise, we moved to another business. To increase the accuracy of the answer, we asked several different questions that might lead to the same answer to enforce the honesty and consistency of the entrepreneur. We found that some the answers were not consistent due to the unwillingness of the entrepreneur to reveal the true information. Therefore, in this study, we dropped these answers and used the most consistent answers that we found. The business types vary from culinary to furniture vendors, and from service to manufacturing industries.

To analyze the data, we use logistics regression model of whether an entrepreneur expands a business. Suppose the business expansion takes one of two values:

$$\text{Business Expansion} = \begin{cases} 0, & \text{with probability } p \\ 1, & \text{with probability } 1 - p. \end{cases} \quad (1)$$

A regression model is formed by parameterizing p when an entrepreneur does not have business expansion to depend on an index function $x'\beta$, where x is a $K \times 1$ regressor vector and β is a vector of unknown parameters. In this logistic regression model, the conditional probability has the form

$$p_i \equiv \Pr(y_i = 1 | x) = \frac{e^{x_i \beta}}{1 + e^{x_i \beta}} \quad (2)$$

In this study, the regressors include entrepreneur's personal and business characteristics. Personal characteristics consist of age¹, ability to overcome economic problems, ability to overcome supporting facilities (infrastructure), income in a 2-million-IDR interval, daily hours spent for business in a 2-hour interval, and daily hours spent for a family in a 2-hour interval. Business characteristics include capital needs that shows whether the entrepreneur needs additional capital in running the business; saving being invested; number of male employees in a 2-employee interval; local specialty that describes whether the business carries local specialty; whether to have life choice control is the reason of doing business; and whether seeking profit is the reason of doing business. Besides the business expansion model, we also study how the same personal and business characteristics may alter the intention of expanding the business using specifications (1) and (2). Table 1 presents the summary statistics of the variables used in this study.

$$\text{Business Expansion} = \begin{cases} 0, & \text{with probability } p \\ 1, & \text{with probability } 1 - p. \end{cases} \quad (3)$$

A regression model is formed by parameterizing p when an entrepreneur does not have business expansion to depend on an index function $x'\beta$, where x is a $K \times 1$ regressor vector and β is a vector of unknown parameters. In this logistic regression model, the conditional probability has the form

$$p_i \equiv \Pr(y_i = 1 | x) = \frac{e^{x' \beta}}{1 + e^{x' \beta}}. \quad (4)$$

In this study, the regressors include entrepreneur's personal and business characteristics. Personal characteristics consist of age¹, ability to overcome economic problems, ability to overcome supporting facilities (infrastructure), income in a 2-million-IDR interval, daily hours spent for business in a 2-hour interval, and daily hours spent for a family in a 2-hour interval. Business characteristics include capital needs that shows whether the entrepreneur needs additional capital in running the business; saving being invested; number of male employees in a 2-employee interval; local specialty that describes whether the business carries local specialty; whether to have life choice control is the reason of doing business; and whether seeking profit is the reason of doing business. Besides the business expansion model, we also study how the same personal and business characteristics may alter the intention of expanding the business using specifications (1) and (2). Table 1 presents the summary statistics of the variables used in this study.

Table 1. Summary Statistics

Variables	Obs	Mean	Std. Dev	Min	Max
Business expansion 0_1	141	0.284	0.452	0	1
Expand intention 0_1	135	0.844	0.364	0	1
Age in 10-year interval	137	3.898	1.285	2	6
Age in 5-year interval	137	6.372	2.612	2	11
Capital needs 0_1	140	0.607	0.490	0	1
Percentage of saving invested in 5 intervals	138	2.551	1.081	1	5
Income in 2-million-IDR interval	129	3.450	2.997	1	16
Number of male employee in 2-employee interval	132	1.576	1.133	1	7
Daily hours spent for business in 2-hour interval	141	4.674	1.365	2	9
Daily hours spent for family in 2-hour interval	133	5.902	2.198	1	9
Local Specialty 0_1	141	0.426	0.496	0	1
Reason doing business: life choice control 0_1	142	0.099	0.299	0	1
Reason doing business: profit 0_1	142	0.592	0.493	0	1

IV. CONCLUSION AND RECOMMENDATION

It is unfortunate that 85% of female entrepreneurs dominate the micro and small-scale business in Indonesia. Some researchers argue that women jump to entrepreneurship for some reasons. One of which is improving income. That said, once income improved, they tend to stop innovating, creating or expanding the business. Not only sufficient income inhibits the willingness to expand the business, local specialty, human capital, business capital and work- life balance has also become key inhibitors. North Sulawesi province is rich of resources as it contains mountainous, low-land, high-land and coastal areas that endow uncountable accesses to natural resources. For this reason, we can rule out the constraints coming from natural resources and focus on an investigation about what prevent female entrepreneurs from expanding the business so that male entrepreneurs mostly dominate the next stage of the business size.

In our research, we control for personal characteristics that include marital status, age, abilities, time invested for family and business, etc. as well as business characteristics like business and human capital, saving invested in the business, etc. We also control for the external factors that include environmental and macro conditions. We analyze how these characteristics may alter the business expansion decision and intention to expand the business.

Our findings show that having local specialty, business capital needs, more income, and more male employees can increase the probability of business expansion while more hours spent for the family can reduce the probability. Before we control for the female entrepreneurs' reasons of doing business, business capital needs exhibit the most influential factor in business expansion. However, after we include two reasons of doing business (i.e., profit and life choice control), the controlling life choice as the reason outnumbers the impact size of capital needs. In contrast, profit reason displays the lowest positive effect. Like time spent for family, age variables also negatively affect the probability of business expansion and expansion intention. When we break down the age groups and examine the impact of income of different groups of age on the probability of business expansion, we find that when income increases, entrepreneurs tend to reduce the probability. Additionally, income of some groups of age are very influential. Female entrepreneurs aged 57 years old and above who have income and need to spend time with the family tend to reduce the probability of business expansion higher than other age groups. One possible reason behind this is that they are too old to think about expanding the business and dealing with all requirements and processes.

On the other hand, those aged from 37 to 46 years old (age group 4) comes as the second most influential in reducing the probability of expanding the business, particularly when they consider family time. An explanation for this finding is that this group owns all young couple who have just got married or had children. They spend more time for family than for business. On the other hand, in term of income, age group 3 where entrepreneurs aged from 27 to 36 years old are those who have just built their career. Having income from whatever jobs they work for may make them feel safe and comfortable. Having income makes them enjoy first and think about expansion in later age. To our surprise, all other personal and business characteristics that we have examined turn out to be statistically insignificant, for example, marital status, entrepreneur's abilities, environment, and macro conditions. Due to the fact that these characteristics are not statistically significant, we do not include the analysis in this study. However, these characteristics worth discussion. Whether the entrepreneur is married does not affect the probability of expansion since many cases of business start-up and expansion occur before the marriage takes place. Entrepreneur's abilities to overcome the potential barriers that we list in our survey include environmental and macro conditions seem not to affect the probability of expansion as well. Perhaps rich natural resources of North Sulawesi province has blurred the impact of abilities. However, this issue has become one drawback of this research and calls for further research to examine the presence of natural resources altogether with other variables.

That said, programs of government or entrepreneur association that can enhance the entrepreneurs' control over their life choice, for example, providing more access market, capital and other needs that

can allow them to be more creative, will help increase the probability of expansion. Concerns about time spent with family and growing age also require more attention. Female entrepreneurs who care much about their families need a solution to how they can maintain both the business and family. Perhaps providing caregiver or daycare to the young children of the entrepreneurs can help mitigate the family time issue. Together with schools, the government can also provide interesting education programs for students and the teachers to increase their schooling hours so the students, the children of the entrepreneurs can stay longer in the school.

Incentives to older entrepreneurs to stay in business and innovate are also a must because these entrepreneurs have had enough experience in running the business compared to the younger ones. The incentives can be a reduced business tax rate, training on what old entrepreneurs can do in old age, and many more.

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Effective Strategies on Building Productive and High Performance Teams - A Conceptual Study

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ABSTRACT

This paper discusses and provides clear ways to improve team building strategies that can enhance the work quality and performance. It throws light into needs of goal setting and also discusses a conceptual team building model, which explains in detail the team building need assessment, process of setting up goals, action planning and implementing process. To ensure effectiveness, the proposed model also discusses the follow-up steps to be adopted for achieving the targeted objectives. This article provides details on team building process that establishes and develops greater sense of collaboration and co-ordination between the team members. It also intends to bring out the importance of the team building stages that strive to build a higher degree of mutual trust between the team members. It proposes the team building attributes that are both strategic and critical and explains their influence over building a high performance team in a given period of time. This paper details on the influence of an effective team building process over clarifications on customer expectations, operational agreements and also on the changes in the people's approaches that directly impacts the collective team abilities. It also emphasizes the effects of team building initiatives/interventions over the overall team productivity and performance. This analyzes the effective team building strategies that can improvise the learning capacities of the team members and the factors that can lead to performance adjustments and increased productivity. It reinforces the importance of building a good team culture in workplace and its impact, need for sustaining the creativity, innovation and competency around the changes that happen during the whole team building process (i.e) from initial stages of team setting to goal accomplishment.

Keywords: *High performance teams, Team Building Model, team leadership, team trust, team dynamics, Team motivation*

INTRODUCTION

In any organization, a team is something that can complement each other's skills within a small work group and is committed to a common purpose and a set of performance goals. Building a team is nothing but a cultural change that includes acquiring knowledge, understanding how the teams function, learning skills to perform new teaming behaviours, internalizing attitudes and beliefs, and creating clarity over the organization's vision(Mackin, 2007) . Such a process can be done effectively by setting up importance on the individual roles and responsibilities within the team and also making sure there

exists a co-operation climate for its progressive operations. Any healthier organization can be expected by its ability to voice the differences and appreciate conflict, its willingness to work towards the greater good of the team and its proposal to set up a vision and value for the whole team (Cook, 2009). For building high performance teams, it is very vital to make sure whether all the team members get the support and security they need to pursue their work in an efficient and productive way. While building a team, following aspects should be considered for achieving high performance and quality work (Kanaga & Kossler, 2004).

- Building organizational support
- Creating an empowering team structure
- Identifying key relationships
- Setting a clear direction
- Monitoring external factors

On top of the above said crucial, assessing the team's dynamics, knowledge and skills, tactics and efforts, by an efficient leader becomes an important key to keep the team intact and also helps in achieving continuous team progress. Any successful team should be able to clearly define its team's convictions, and should be able to demonstrate high level of competency in every role within the team (Harkavy, 2007).

OBJECTIVES

With the growing technology demands and the increased competitors all over the world, an organization should be able to clearly define and execute their strategies and goals in a very efficient way to be stable and successful in the trending market. Therefore building efficient and high performance teams become mandatory when it comes to planning and implementation. For teams to achieve superior performance, four C's should be managed thorough out the whole process (Dyer, Dyer & Dyer, 2013). They are

- The Context for the team
- The Composition of the team
- The Competencies of the team
- The Change management skills of the team

The type of team needed, culture and structure that supports the teamwork, tracking the performance of the team members and making changes when needed are some of the crucial factors to be considered for achieving the at most productivity in a team. So building high performance teams become really crucial to manage the team's competencies like dealing and managing conflict when it arises, effectively communicating, giving and receiving feedbacks, risk-taking and decision making ability. To accomplish

the team objectives/targets, the team should be able to construct a team building process that can initiate the changes that are needed to be done and also be able to evaluate them periodically for a better performance. Team building objectives can focus on continued improvement only if, it could track its performance and understand its strengths and weaknesses and bring up a positive attitude within the team. So building a highly productive team is very crucial because it helps indulge in itself the team member's trust, determination and their passion towards bringing in team spirit and innovation.

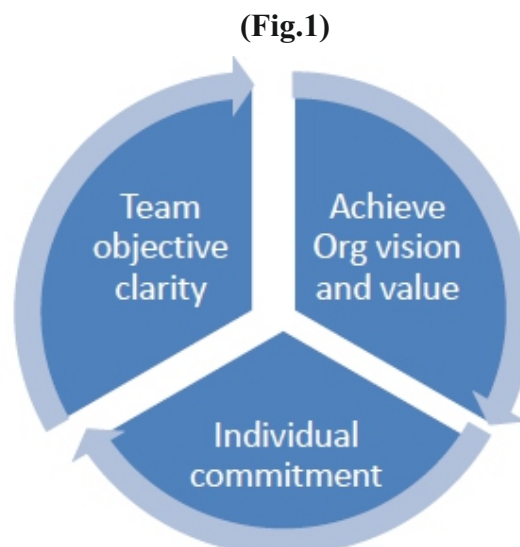
EFFECTIVE TEAM BUILDING ESSENTIALS

a) Team goal setting:

For any successful organization, setting up team/ group goals- both immediate and long term are very essential. Goal setting within a team has to be adopted, keeping in mind the fact that it can be achieved within a reasonable amount of time but should be in consensus with all the team members.

A team before setting objectives should be able to have a collective perception of unity (i. e) ability to act in a unitary manner. Factors like well defined membership, high group consciousness should be highly enabled in a team for its success in achieving a common shared goal (Adair, 2009). Keeping in mind the longer term organization's motto and team member's work ability and commitment to achieve the objectives, proper steps should be adopted and administered to correct the flaws that might rise up in the future. Group goal setting should involve effective action plan as well as customized plan/ agenda for effective implementation. The need for Team goal setting is shown below in Fig. 1.

Team goal setting Need:



Source: Primary data

b) High performance team traits:

A team needs to have the following essential traits for its successful Performance and its effectiveness.

- Individual Accountability
- Individual Engagement
- Collaborative skills
- Interpersonal Competencies

Every individual is supposed to have self- efficacy skills and should have group co-ordination skills- (i.e) They should contribute to all the group actions and processing in terms of decision making and trust building.

Group members should be able to collaborate with the others in the team by praising each other for their achievements and also have self-monitoring and self-efficacious thoughts which will determine their persistence and Success (Sarason and Potter,1983). For effective team performance, any organization should plan for Group Sessions to amplify the collaborative skill set of the group members, to emphasize on the group participatory skills and to achieve targeted behavioural skills within the group as well (Johnson, 2018). These group cohesive skills not only directly contribute to overall productivity of the team but can lead to successful goal accomplishment and also can reduce the conflicts within the members to a greater extent.

EFFECTIVE TEAM BUILDING MODEL DESIGN

An effective team building framework is given below in Fig.2. It is a four step process which is explained below.

1. Team building need assessment:

An effective team building framework should start off by discussing and clarifying the goals in both short and comprehensive terms and also should put forth the organizational perspective of what to expect in terms of business model and company's culture (Barner, 2012). When a team building model is constructed, the critical aspects like trust building, conceptual understanding, ability to identify the strength and weakness should be given the most priority. It should be made sure and assessed in a team building process, that the individual skill sets and resources are integrated into a united effort for a successful team formation. Proper evaluation should be done to understand the collective team purpose to accomplish the objectives and assessment should be done to estimate the balance between the extent of team member's mutual accountability and the overall team motto.

2. Setting up the right team goals and culture:

The agendas and objectives should be set by keeping in mind the critical deadlines, task completion dates and an explicit assumption of who is doing what- by- when. Given the fact of consistently changing organization's expectations, team goals should be checked and ensured periodically for their alignment with the management's objectives. A good Team culture is very crucial in building a high performance team since it encourages team empowerment, provides a better team future and develops efficient team leaders as well. A well set goals and a healthier team culture that rewards collective achievement, always provides an inspiring vision which in turn results in effective and highly productive teams.

3. Plan and Implement Actions:

A team building process happens by finding out what needs to be done to achieve the team objectives by consensus, identifying the obstacles, overcome them and finally meeting the deadlines (McClay, 2009).

Planning and Implementation of building a team can be executed by the following steps:

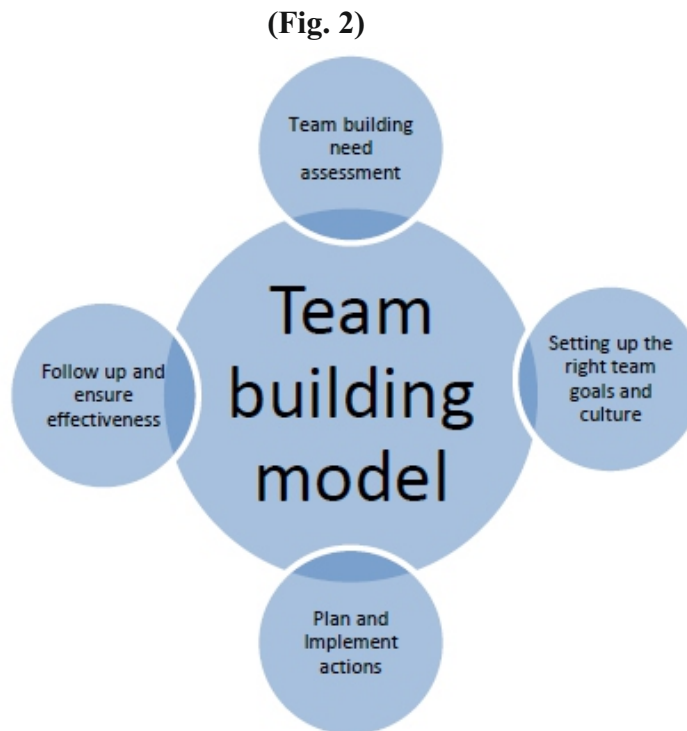
- Define the roles clearly
- Explain the Tentative project plan and agenda
- Provide opportunities for better communication
- Emphasize the importance of team morale and strong relationships
- Facilitate plans to track progress
- Periodical Team evaluations
- Encouraging creativity and Innovation
- Provide Conflict Resolution Tips throughout the team building process
- Identify, encourage and motivate work excellence

4. Follow-up and Ensure Effectiveness:

An effective team building completes with a periodical follow up to make sure whether there is a right balance between the strategical and operational focus. It is very essential that in spite of the team functionally working together, it has to be made sure that the team's objectives still align with the organization's goals and directions. To achieve consistent productivity and collective success, it should be ensured that,

- Conflict level, team structure, flexibility are taken care of
- Team members work towards achieving the peak in their learning curves
- Necessary technical facilitation and support is provided during difficult and challenging times.
- the employees are happy and excited, meaning "work matters" to them and necessary steps are taken to control and nibble the communication issues that potentially lower the team's effectiveness
- team lead brings in impact and influence over the team members

Effective Team building Model



Source: Primary Data

STRATEGICAL AND CRITICAL TEAM BUILDING ATTRIBUTES

Every team member within the team should possess certain group skills/attributes and focus on their own individualistic goals, co-operative behaviour and interpersonal communication skills, thereby enabling the task accomplishment. Their cognitive, emotive and inter-intra personal attributes along with effective leadership and cohesive strategies within the team, play a major impact on the behaviour of the entire team and its performance. The overall value of the team is predominantly determined by whether the team is dominant in cooperative strategies rather than indulging on competitive or individualistic relations. In order to manage the conflicts, challenges and disagreements, certain strategical and critical team building factors play a vital role in building a high performance team with characteristics pertaining to operational, target oriented, and a well inter-supportive-group and they are discussed below. Along with building these attributes, monitoring the Team health in the overall process and evaluating the progress are also vital phases that contribute to the effective Team building.

1) Strategical Attributes:

Important strategical areas that influence a successful team building process are explained below in Fig.3. They fall under four major categories namely learning, challenging, working with each other and working as one.

Team building Strategic factors

(Fig.3)



Source: Primary Data

2) Critical attributes:

For a team to get the job done effectively and smoothly without any inappropriate situations and to function as a single unit, the following critical factors are very essential.

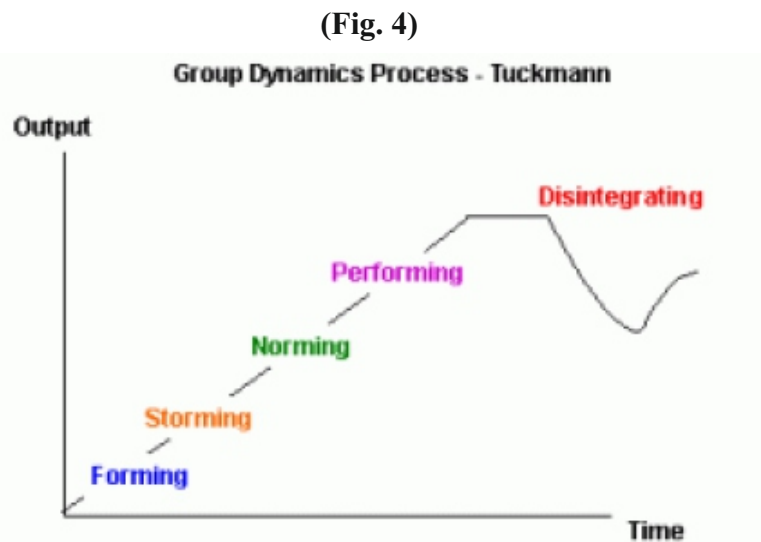
- Team dynamics
- Team trust
- Sustained Team Innovation
- Team Motivation
- Effective Leadership
- Team spirit

a) Team dynamics :

Team dynamics is the force that can influence the team's behaviour and performance towards achieving a common goal in an effective way. Strengthening team's dynamics is very important since it paves way for the team to work with cohesion. For building effective team dynamics, team leaders should know their team well and have good delegation skills and should also be able to define every team member's role and responsibilities through effective communication.(McDermott, 2014). Because of the fact that team dynamics play an important role in the process of team shaping and developing, it obviously has a lot to contribute towards the team performance and even productivity for that matter. The process of

team dynamics by Tuckmann (shown in Fig. 4) involves five stages- Forming (Establishing ground rules), Storming(Start to communicate their feeling), Norming (Start feeling to be a part of the team), Performing (Working on the basis of trust, not in hierarchy and feeling united), disintegrating (Recognitions, Rewards and Role Transitions)

Tuckmann Team dynamics stages



Source: <http://www.lifemasters.co.za/team-building-facilitators-gauteng/real-team-building-activities/>

b)Team Trust:

A productive team should have a common agreement on the performance expectations (Evans, 2015). As a matter of fact, distrust within the team members can contribute to the following situations:

- Cannot understand the team roles properly
- Exhibiting poor work quality due to internal conflicts
- Team members will start to stew the issues privately rather than being open and honest
- Hesitate to provide feedback or offer / ask for help
- Not recognizing their peer's experiences and skills

This lack of trust may be due to them being over-whelmed, intensively stressed, or even being given too much of pressure or challenges. Also team trust is strongly associated with team attitudes like commitment, motivation, synergy and satisfaction as well. Team trust gives freedom to every person in the team to act on every other's behalf as well as on behalf of the company's best interest.

c) Sustained team innovation:

Innovation is a crucial strategic way to cope up and come out as a successful team. That being said, less exposure and minimal access to current cutting edge practices lead a team to not only lag behind but also get deprived of evolving industry trends. Many factors like less structured teams, non-integral teams, and groups with improper guidance at needed times can contribute to a less innovative and a less creative environment. So consistent and committed teams with constant efforts to learn, can not only survive during the hardest times and face the challenges, but can make a big difference with great innovation and higher degree of creativity.

d) Team Motivation:

Team motivation can be achieved in a team by bringing in encouragement and persuasive attitude that will strive the entire team to adopt and exceed (Freemantle, 2005). Motivation can be indulged in a team by:

- Finding the best approaches to be adopted
- Setting the right standards in their respective fields.
- Providing environment for creative and innovative thinking that will excite the team members
- Providing enthusiastic, helpful and positive feedback at difficult times
- Offering spot-bonuses and better pays
- Stimulating and inspiring the team members by personalizing relationship with each and every one in the team
- Providing opportunities for self- development

Higher the degree of motivation within a team, better the work quality and productivity. For long term success of a team, the team members should be motivated to perform certain roles throughout the process both for working towards the goal and also for their improvement and development. These roles include supporting, confronting, gate keeping, mediating, harmonizing, and process observing.(Quick, 1992)

e) Effective Leadership :

A team leadership process involves defining goals, problem solving, strategic planning, developing and maintaining relationships, negotiations and decision making (Gaines, 2006). An effective leader should be able to

- Influence behaviours
- Initiate the team to work towards the set goals
- Coach the team members for self-management and risk taking

- Effective delegation and communication
- Cultivate credibility
- Demonstrate integrity
- Acknowledge Contributions
- Set directions and mobilize individual commitment

Depending on the situation/need, an effective leader should be able to adopt a style (whether be commanding, inspirational, logical or visionary) and it sure does has a major influence and impact towards a team's performance and productivity.

f) Team Spirit:

Team spirit is the attitude that brings in willingness towards work and a passion to perform in an interdependent way to accomplish a common shared goal and also builds reliability upon each other (Top chick, 2007). This interdependence, mutual support and accountability among the team members boost up the team enthusiasm multifold. The more recognized and rewarded the team members are, the better the team spirit would be. Ultimately, if the team members are excited and are able to share their thoughts, opinions and energy in a constructive manner, it paves way to the team's success. Nevertheless, a team with high- spirit can always be highly productive and performing even during the challenging times.

SUGGESTION

The primary focus of this article is to help establish an effective and high quality team building model that can promote the overall team performance and to provide clarity over the team building strategies. For increased team productivity, appropriate team building initiatives should be taken and customized team building interventions should be conducted depending on the team's needs and objectives in a long run. These initiatives and interventions should be experiential learning ones, thereby allowing the team members to use their skill sets to experience the team dynamics and evaluate themselves after the program (Rose & Buckley, 1999) . These initiatives and interventions will obviously have a direct impact over the overall team's problem solving ability, communication skills, attitude and self-development. Efficient Team building should always facilitate Team building programs for the members that promote trust building, provide valuable problem solving practices and encourage open sharing of thoughts and feelings (Newstorm & Scannell, 1998). These activities should be able to provide opportunities for a better interaction with each other and help them learn from their interaction. Real time team building interventions should be facilitated to deliver real values and benefits, achieve the set-goals and optimize team management. Team building activities that add emotional element to the team

will definitely bring in cooperation within the team members and also cultivate a healthy competition across the teams (Thiagarajan & Parker, 1999).

CONCLUSION

Thus to conclude, an effective team building is one in which a manager should fill a role by looking into a hire with a possibility of long term professional growth for both the team and for himself/herself (hire). A proactive manager should be able to cultivate an environment that can stimulate learning, facilitate engagement and motivation (Johnson, 2018). Nevertheless, a team building process should be able to focus and bring in employees who are capable of showing highly engaged growth, maximized efficiency and productivity in a longer run. Having done due diligence in framing the team building model, hiring process and having set a clear goal, roles and responsibilities, a team manager with the organizational support will be able to build a high performance team in a very short period of time. That being said, keeping consistent track of team member's learning curve (whether being in the bottom, middle or on the top) will help achieve engagement, learning, innovation and success in the so formed teams. So in spite of an effective team building framework with well-designed team building interventions based on the team's requirement, efficient managers with best team building strategies and enthusiastic, innovative group members are the prime resources to propel a team to its peak performance and to influence team effectiveness.

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Children of Nomadic Tribe Getting Education in Karnataka Public Schools

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ABSTRACT

Nomads means wanderers they do not have particular place or village. They traditionally have their own occupations such as selling of pins, threads, plastic items. They wander from one place to another and settle nearby towns or cities or a village. They also have their families and children but the children of Nomads have no basic facilities as the other children getting in public schools their educational condition is very pathetic but the government has started several plans to promote education to the deprived children. That is why they have started tent school to the children of Nomads.

Nomad Tribes in Karnataka Sindhollu, Sudugadu Siddaru, Bayalupattar, Helavas, Sillekyathas, Dombidasa, Budga Jangama, Hakkipikki, Rajagonda, Dakkaliga, Dombaru, Gosai are found in Karnataka State.

CONTENTS :

1. Introduction
2. Objectives of the Study
3. Research Method
4. Meaning of Tribe
5. Nomadic Tribe Communities in Karnataka.
6. Parents Responsibility.
7. Meaning of Education.
8. Educational Law
9. Implementation of Generalization of Primary Education.
10. Facilities in Karnataka public government schools (1-10 standard.)
11. Duties of Teacher
12. Findings of the study
13. Conclusion
14. Reference.

INTRODUCTION :

Every human being needs Basic facilities, they are 'Food, Health and Education', these are the words quoted by Noble Prize winner and Economist Amartya Sen. May be these three issues seems to be different but these are inter linked with each other. India is considered as the Democratic Country, Every citizen of this country has the Rights which were given by the constitution. In India, there is a lot of discrimination, Inequality, between the people. The Economic facilities are not given to everyone equally. But the education is made compulsory to every children. Every state governments are committed to provide free and quality education to every children from primary to higher education i.e., degree level. So, government has several schemes such as, 'Sarva Shikshana Abhiyana', 'Marali Ba Shalege' (Back to school), Tent school (for nomadic tribes), Mid day Meal Scheme, Bicycle distribution scheme for BPL families, etc., are some of the programmes which have been conducted by the government.

OBJECTIVES OF THE STUDY :

1. Observation of Karnataka Nomadic Tribes.
2. Analysis of Tribal and meaning and Laws of Education.
3. The role of parents in tribal nomadic communities.
4. Analysis of infrastructure in Karnataka Government Schools.

RESEARCH METHODS :

Datas were obtained about the Nomadic tribes of Bellary, Chithradurga and Davanagere districts in Karnataka by field work. Questionnaire, interview, observation and sampling procedures were used for the collection of information. Information has been collected from Secondary Sources Karnataka Tribal Nomadic Communities Texts, Published Texts, Government Reports, Gazetteer, Karnataka Government department of Public Education and other sources.

MEANING OF NOMADIC TRIBES :

Tribe means community of people who were living in a particular place, with Socio Economic, Religious practices.

- According to sociologist R.C. Varma Tribe has specific group of people who were living in a particular place, practising their own religious cultural, Society, Economic practices.
- According imperial Gazetteer tribe means "A Group of people living in a particular place. Speaking same language connection with people of their community.
- According to Sociologist Dr. K. Metry. The hunting and livestock tribes were originally nomadic tribes. Even today the Chenchy, Chenchawar, Pardi, Advichanchar, Fansay, Pardi, Rajagowda,

tribes in the Karnataka Region of Hyderabad. Continue to live the life of a nomad Rajagonda used to travel to the states of Goa, Tamilnadu, Maharashtra and Andhra Pradesh for Ayurvedic trade.

Nomadic Tribe Communities in Karnataka.

There are so many Nomadic tribal communities in Karnataka like Sindhollu, Budga Jangama, Chinnadasar, Dakkaliga, Dombidasaru, Gosangi, Handi Jogis, Shillekyatha, Rajagonda, Bilapattara, Gondalli, Panathi, Helava, Madikara, Chakkaligara and many more tribal communities have their own Folk Culture, tradition and on that they are leading life.

Sindollu, community people are beggars holding statue of goddess in a basket, Sudugadu Siddaru practice the Jyothishya, Shillekyathas exhibit Togalugombe, Budga Jangamas performing various indicates of Ramayana and Mahabharatha epics with a typical dress. These communities are living in outside village, cities, in temple yards and railway stations, in tents, still today they are facing untouchability. They are leading their life by selling broomstick, pin, needle, etc., they were wandering in search of Food they have no land, no shelter, No clothes to wear. There live in a very poor and bad economic condition. Even after the nation is celebrating 73 years in Independence Day but these people are living in a very pathetic condition they have no future, they have not been provided education to their children.

PARENTS RESPONSIBILITY :

In recent days there is a little bit changes are occurring in Nomadic tribal communities that parents of the Nomadic community have decided to send their children to school. Children to providing Nomadic tribal people sending their children to school, this is one of the positive sign.

MEANING OF EDUCATION :

- According to sociologist Durkhem Education is the sociolisation of the young generation. It is a continuous effort to impose on the child ways of seeing, feeling and acting which he could not have arrived at spontaneously.
- According to F.J. Broun and J.S. Riycej Education is the sum total the experience which moulds the attitudes and determines the conduct of both the child and the adult.

EDUCATIONALLAW :

- According to the Education law section 46, government should strengthen and preserve the Educational and Economic facilities, scheduled caste, tribes to provide education for everyone there is an amendment in constitution of our India (86) 2002, section 21(A) is added.
- Section 45, assures free and compulsory education to the children under 6-14 years.

According to the Free Education Act and children Education Right Act 2009, 'Scheduled Caste', 'Scheduled Tribal' communities children, who were Economically, Socially backward must be given proper Education facility.

Implementation of Generalisation of Primary Education :

In 1970 UNESCO's (Learning to be) started a scheme to implement education to all the sections of the society who were Educationally, Economically, Socially backward.

- On the implementation of primary education to all. In Britain free and compulsory education programme were started to the children up to the age of 15 years.
- In America up to 16 years, in Japan up to 15 years, In Canada up to 14 years free. Education is provided for the children.
- In India also government has implemented of free education act up to the age of 14 years without considering the caste, creed, religion, community region. (Basic education for all).

Facilities in Karnataka Public Government Schools (1-10 standard) :

1. Free and compulsory primary education
2. Free text books
3. Free uniform and shoes.
4. Free notebooks, stationary, bags etc.,
5. Scholarship to students who have bright talent in science.
6. Home education for the physically deserved students.
7. Free medical (checkup) treatment for deserved students.
8. Monthly scholarship for students.
9. Hostel facility
10. Summer camps, Tour (Jilla Darshana), facility for selected students.
11. Midday Meal scheme.
12. Milk providing scheme (Ksheera Bhagya)
13. Free medical checkup.
14. Weekly three days Iron tablets and Albendazole tablets provided.
15. Free computer education (selected school)
16. Free bicycle (for 8th Std. Students).
17. Free Shoes and Sacks.
18. Well infrastructure building facility.
19. Library facilities.
20. Bathroom, washroom facility.

21. Filter water facility.
22. Tent school facility.
23. Mobile schools
24. National child labour scheme
25. Special admission andolan
26. Special tour.

Duties of Teacher :

1. Compulsory classroom teaching
2. Preparation of schemes
3. Observation of pre preparation of teachers
4. Inspection of classroom
5. Visiting classroom and introspecting the programmes.
6. Evaluation work
7. Conducting meeting and teachers.
8. SDMC meetings.
9. Conducting co – curricular activities.

FINDINGS:

1. The tribal nomadic communities in Karnataka are leading their life by begging and their clan careers.
2. Tribal nomadic communities temporary living in a hut.
3. Social status is like that of Dalits and their economic status is very poor.
4. It is found that some tribal nomadic children are attending government schools

CONCLUSION :

The tribal communities of Karnataka like, Sindholu and others, nowadays are ready to send their children to schools. Nomadic tribes are able to get the facilities of the government provided for them. But some of the children of their community still now involved in begging, But most of the community children are in the process of getting education is a good sign.

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ICT in Capacity Building : A Study of Tea Garden Community of Assam in India

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ABSTRACT

ICTs are playing a very important role, now-a-days, in development of rural areas. The application of ICT is improving the quality of life of the backward communities in India, more particularly by building their capacity. The tea industry in Barak Valley in Southern Assam of India provides employment to about 30% of the working population. In this regard a study was conducted in the three tea gardens of Barak Valley to identify the needs and role of ICTs in capacity building of the Tea Garden Community. In the study, the data was collected through the participants' observation as well as interview schedule. The respondents were union leaders, executives and workers selected purposefully on first-met-first response basis. On the basis of findings, the paper analyses the relationship between ICT and development in the tea garden community. ICT offers communication facilities that support various activities in their livelihood. The main discussion of this paper is primarily to assist the tea garden community of the Barak Valley of Assam as well as to improve their productivity and the standard of living through the implementation of ICT.

Keywords: *ICT, capacity building, development, tea garden.*

1. INTRODUCTION

Information and communications technology (ICT) refers to all the technology used to handle telecommunications, broadcast media, intelligent building management systems, audiovisual processing and transmission systems, and network-based control and monitoring functions. Although ICT is often considered an extended synonym for information technology (IT), its scope is broader. ICT has more recently been used to describe the convergence of several technologies and the use of common transmission lines carrying very diverse data and communication types and formats.

1.1 Information and Communication Technology

The term Information and Communication Technology (ICT) is also used to refer to the convergence of audiovisual and telephone networks with computer networks through a single cabling or link system. There are large economic incentives (huge cost savings due to the elimination of the telephone network) to merge the telephone network with the computer network system using a single unified system of cabling, signal distribution, and management. ICT is an umbrella term that includes any communication device, encompassing radio, television, cell phones, computer and network hardware, satellite systems

and so on, as well as the various services and appliance with them such as video conferencing and distance learning.

1.2 Capacity Building

Capacity building (or capacity development) is the process by which individuals and organizations obtain, improve, and retain the skills, knowledge, tools, equipment and other resources needed to do their jobs competently or to a greater capacity (larger scale, larger audience, larger impact, etc.). Capacity building and capacity development are often used interchangeably.

Capacity building often refers to strengthening the skills and competencies of people and communities in small businesses and local grassroots movements in order to achieve their goals.

1.3 Importance of ICT in Capacity Building

ICT plays a very important role in capacity building. However, the tea gardens are not able to avail the maximum benefits from the domain of development of ICTs. The main reasons for this are poor ICT infrastructure in rural areas, poor ICT awareness among agency officials working in rural areas and local language issues. Agriculture is an important sector with more than 70% of the Indian population living in rural areas and earns its live hood by agriculture and allied means of income. In rural communities of developing countries, with limited capacities and resources to respond to the effects of extreme natural hazards, drought, landslides, floods, and to the impacts of these events on local social systems (e.g. health, infrastructure, transportation, migration), ICT tools (the potential of tele-centres for disaster preparedness and response) are emerging as an area of increasing interest. Communities and farmers' organizations can be helped through the use of ICTs to strengthen their own capacities and better represent their constituencies when negotiating input and output prices, land claims, resource rights and infrastructure projects. ICT enables rural communities to interact with other stakeholders, thus reducing social isolation.

1.4 Tea Garden Community in Southern Assam

Chinese Emperor, Chen Nungmore, declared tea, the miracle drink originated in China, a health drink 5000 years ago. While boiling water below a tea tree, a leaf fell into his pot and the king found the drink refreshing. Chinese believe it to be the Divine Healer. The tribes of Assam for a long time, who are of the oriental stock and took tea as a health drink. Local tribal Singpho chief, Bisa Gaum helped C. A. Bruce in 1823, to discover Assam variety of Tea Plant 'Camelia Sinesis Var Assamica'. The discovery of tea and its commercial production changed Assam's economy.

Vast wild forestlands were transformed into beautiful tea gardens, along the Brahmaputra and Barak valley. Today, Assam produces 400 million kg of tea, per year. Tea is an integral part of the hospitable Assamese people. They start their day with a cup of the brew and end it with one in the evening. Guests are welcomed by offering a cup of tea. The traditional way to taste the brew is in Bell Metal Bowl called "Banbati".

The present study area Barak Valley of Southern Assam is a creation of the nineteenth century and is a result of almost accidental involvement of British Indian Government in the affairs of neighboring States. The British were responsible for introducing Tea in Barak Valley between 1840 and 1850 and today Barak Valley is famous for its world famous tea which is called the Champagne of Tea. The tea industry in Barak Valley provides employment to about 30% of the working population directly and indirectly. Along the line, 40% of the directly employed are woman. This is because right from the beginning women were absorbed since all field jobs such as weeding, sticking, plucking of tea leaves are well handled by women workers.

But recently the tea industry of Barak valley is in a bad shape, instead of the great demand from the abroad to promote tea as health drink. This is remarkably a dilemma where there is a great demand but the supply is less. This is due to certain problems like the market trends related to tea is changing day by day. The quality of raw material in the valley is also deteriorating day by day. So it can't be possible to maintain the consistency in quality of tea. Thus the gardens have to face the stress.

Since, these are the common problems facing by the tea gardens, it definitely increases high production cost. So they cannot face the market. These also include no trained manpower and no proper interaction with scientist, academicians, marketing manager and union. Peace and prosperity must be a part of it. Insufficient money flow and poor access to other resources are some other important problems faced by the tea gardens in Barak Valley. There is an urgent need to understand these confounding problems plagued the tea gardens of Barak Valley. There is dearth of studies on this subject those, which pertain to Barak Valley. Considering this gap in the body of knowledge this study is undertaken by the present researchers.

2. STATEMENT OF PROBLEM

The family, the kin group and the society as a whole provide knowledge to their members through the way of participation in their everyday lives. Basic literacy and Information and Communication Technology (ICT) and knowledge are the significant ways of increasing human capacity in a society. Without the knowledge and skills required to increase human capacity, the use of the new

communication technologies, will be impossible. Therefore, information literacy, that is, basic skills in acquiring, managing and communicating information is essential to familiarize with new technologies and their use.

ICTs are playing a very important role in transforming the mode of imparting knowledge now-a-days. While the interactive videos sessions are increasingly becoming common in the social platforms, popularity of online training are helping in improving access and quality of skill based knowledge. The application of ICTs in the mode of imparting knowledge is thus improving the quality of life of the minorities in India. Minority can be defined on the basis of language, gender, ethnicity and religion. In terms of religion, Muslims, Sikhs, Buddhists, Christians and Jains are the minority in India. But if we considered Hindu as majorities in India, these tea garden communities come under the minority under Hindu religion. All people belonging to this community are Hindu. Till now a very few person has convergent to any other religion so far. From the point of view of the present research work, there is a need to understand the role of ICTs in capacity building among the Tea Garden Community who constitute an important minority group among Hindus not only in Barak Valley of Assam but also in India at large.

In keeping with their complex nature and multiple applications, ICTs may be viewed in different ways. ICTs —refer to technologies people use to share, distribute, gather information and to communicate through computers and computer networks|. (ESCAP 2000). In other words, ICTs represent a cluster of associated technologies defined by their functional usage in information access and communication, of which one embodiment is the Internet. The Internet is considered an effective tool that can reach the remotest and most excluded rural poor provided there is connectivity. Hargittai(1999 : 701-718) defines the Internet technically and functionally as — a worldwide network of computers, but sociologically it is also important to consider it as a network of people using computers that make vast amounts of information available. Given the two basic services of the system communication and information retrieval, the multitude of services allowed is unprecedented. Thus, ICTs can be described as all kinds of electronic systems used for broadcasting, telecommunications and computer mediated communications. The techno-centric perspective emphasizes the historical discontinuity of ICTs in which the imperative of technological development determines social development (Zuboff 1988). Castells (1989), Bell (1973) and Schiller (1984) conceptualize the present society as 'information society' in Webster's (1996) work. Castells analyzes the information society as a combination of capitalist restructuring and technological innovation which transform the society. Bell defines it as 'post industrial society' which emerges from changes in social structures only. His perception of the 'information age' is characterized by the current epoch of capitalism in which information and

communications have a pronounced significance in the economic stability. The access to ICTs in among the Bishnupriya Manipuris is variable in the context of place, culture and economy. At the same time, it is different in a backward region like North East India. Therefore, a question is raised here: What is the pattern of access to ICTs for capacity building among the tea garden communities in North East India, especially in Barak Valley of Assam.

3. RESEARCH QUESTIONS

- Does ICT access make the learning process more effective among the Tea Garden Communities of Barak Valley?
- Does ICT access enhance the skills among the Tea Garden laborers of Barak Valley?
- Does ICT access lead to the community development among the Tea Garden Community of Barak Valley?

4. PURPOSE OF THE STUDY

The specific purpose of the present study was:

1. To examine the extent of usage of ICTs among the tea garden community of Assam.
2. To assess the role of ICTs in capacity building particularly in terms of education, skill and knowledge of tea garden community of Assam in India.

5. RESEARCH METHODOLOGY

The study will use descriptive research design to analyze the role of ICTs in capacity building among the tea garden communities of Barak Valley. It will mainly focus on the new communication technologies, namely, digital TV, satellite communication, computer, and Internet for empirical understanding.

The study was conducted in Dewan Tea garden and Aainakhal Tea Garden in Barak valley of southern Assam where 95 tea garden laborers from each garden were randomly selected. The primary data was collected through the participant observation as well as interview schedule where the union leaders, executives and workers, selected randomly and personally met on first-met-first response basis.

6. FINDINGS

6.1. Access of ICT

This section deals with the analysis of media used among the selected tea gardens in Barak valley region in Assam. The items included in the schedule were different print and visual media like newspapers, television, radio, Internet etc. The frequency and percentage analysis with respect to the selected three

tea gardens were done to know the level of media usage among the sample respondents. They are as follows:

6.1.1 Education of the Respondents

This category deals with the education of the respondents from the selected tea gardens Barak valley region in Assam. The frequency and percentage analysis of the whole sample were carried out. They are as follows

Table 1.1 Education Levels of the Respondents

Sl. No.	Level of education	Frequency	Percentage
1	Illiterate	66	34.73
2	Primary	62	32.63
3	Middle School	40	21.02
4	High school	22	11.62

The above table shows the education level of the respondents of the selected tea gardens of Barak Valley Region in Assam. 34.73% of the respondents are illiterate, 32.63% of the respondents had primary level education, 21.02% of the selected respondents have middle school level of education. Whereas only 11.62% of the respondents are only high school passed out. So it is clear from the analysis that a very minimal percentage of respondents have higher level of education.

6.1.2 Family income

This category deals with the family income of the respondents from the selected tea gardens Barak valley region in Assam. The frequency and percentage analysis of the whole sample were carried out. They are as follows:

Table 1.2 Family Incomes of the Respondents

Sl.No.	Income Group	Frequency	Percentage
1	Below Rs. 1000	20	10.52
2	Rs. 1001-3000	140	73.68
3	Rs. 3001 and above	30	15.80

The above table shows that 10.52% of the selected respondents have a family income that is below Rs. 1000. 73.68% of the respondents have an income of Rs. 1001 to Rs. 3000. And 15.80% of the respondents have a family income of Rs. 3001 and above. On the whole it can be inferred that maximum of the respondents have family income of Rs. 1001- Rs. 3000.

6.1.3 Newspaper Use among the Respondents of Selected Tea Gardens

This item deals with the newspaper use among the respondents from the selected tea gardens of Barak valley region in Assam. The frequency and percentage analysis of the sample of respective tea gardens were carried out to know the average use of newspaper among the respondents. They are as follows:

Table 1.3 Newspaper Use among the Respondents of Selected Tea Gardens

Name of the Tea Garden	Criterion	Frequency	Percentage
Dewan Tea Garden	Yes	40	42
	No	55	58
Total		95	100

Table 1.3.1 Newspaper Use among the Respondents of Selected Tea Gardens

Name of the Tea Garden	Criterion	Frequency	Percentage
Aainakhal Tea Garden	Yes	38	40
	No	57	60
Total		95	100

The above two tables show that the newspaper use among the respondents of two specific selected tea gardens namely Dewan tea gardens and Aainakhal tea gardens respectively. From Dewan tea garden number of respondents reading newspapers are 42.10% and 57.90% of the respondents do not read newspapers. Again the table 1.3.1 shows the newspaper use among the respondents of Aainakhal Tea estate. 40% of the respondents read newspaper in this estate whereas 60% of the respondents do not read newspapers. On a whole it can be inferred that in both the tea gardens the number of respondents not using newspapers is greater than the respondents using it.

6.1.4 Radio Use among the Respondents of Selected Tea Gardens

This item deals with the radio use among the respondents from the selected tea gardens of Barak Valley region in Assam. The frequency and percentage analysis of the sample of respective tea gardens were carried out to know the average use of radio among the respondents. They are as follows:

Table 1.4 Radio Use among the Respondents of Selected Tea Garden

Name of the Tea Garden	Criterion	Frequency	Percentage
Dewan Tea Estate	Yes	42	44.21
	No	53	55.79
Total		95	100

Table 1.4.1 Radio Use among the Respondents of Selected Tea Garden

Name of the Tea Garden	Criterion	Frequency	Percentage
Aainakhal Tea Garden	Yes	59	62.11
	No	36	37.89
Total		95	100

Table 1.4 and table 1.4.1 show that the radio use among the respondents of Dewan tea garden and Aainakhal tea garden respectively. It is clear from the tables that in case of Dewan tea estate 44.21% of the selected respondents use radio whereas 55.79% of the respondents do not use radio. Again in case of Aainakhal tea garden 62.10% of the respondents use radio and 37.90% of the respondents do not use radio. On a whole it can be inferred that respondents using radio is higher in Aainakhal tea garden is higher in comparison to Dewan tea estate. Moreover, selected respondents not using radio is higher than using radio in Dewan tea estate. Whereas in Aainakhal tea garden the case is not the same. The respondents using radio is higher than the respondents not using it.

6.1.5 Television use among the Respondents of Selected Tea Gardens

This item deals with the television use among the respondents from the selected tea gardens of Barak valley region in Assam. The frequency and percentage analysis of the sample of respective tea gardens were carried out to know the average use of television among the respondents. They are as follows:

Table 1.5 Television Use among the Respondents of Selected Tea Gardens

Name of the Tea Garden	Criterion	Frequency	Percentage
Dewan Tea Garden	Yes	78	82.10
	No	17	17.90
Total		95	100

Table 1.5.1 Television Use among the Respondents of Selected Tea Gardens

Name of the Tea Garden	Criterion	Frequency	Percentage
Aainakhal Tea Garden	Yes	68	71.58
	No	27	28.42
Total		95	100

The above tables show the use of television among the respondents of tea garden in Barak valley region, Assam. It is clear from the tables that in case of Dewan tea estate 82.10% of the selected respondents use television whereas 17.90% of the respondents do not use television. Again in case of Aainakhal tea garden 71.58% of the respondents use television and 28.42% of the respondents do not use television.

On a whole it can be inferred that respondents using television is higher in Dewan tea garden is higher in comparison to Aainakhal tea estate. Moreover, selected respondents using television is higher than not using television in Dewan tea estate.

6.1.6 Internet use among the Respondents of Selected Tea Gardens

This item deals with the television use among the respondents from the selected tea gardens of Barak valley region in Assam. The frequency and percentage analysis of the sample of respective tea gardens were carried out to know the average use of television among the respondents. They are as follows:

Table 1.6 Internet Use among the Respondents of Selected Tea Gardens

Name of the Tea Garden	Criterion	Frequency	Percentage
Dewan Tea Garden	Yes	18	18.95
	No	77	81.05
Total		95	100

Table 1.6.1 Internet Use among the Respondents of Selected Tea Gardens

Name of the Tea Garden	Criterion	Frequency	Percentage
Aainakhal Tea Garden	Yes	23	24.21
	No	72	75.79
Total		95	100

The above table shows the use of Internet among the respondents of tea garden in Barak valley region, Assam. It is clear from the tables that in case of Dewan tea estate 18.95% of the selected respondents use Internet whereas 81.05% of the respondents do not use Internet. Again in case of Aainakhal tea garden 24.21% of the respondents use Internet and 75.79% of the respondents do not use Internet. On a whole it can be inferred that respondents of both Dewan tea estate and Aainakhal tea estate are not very keen in using Internet and therefore the percentage of not using Internet is higher in comparison to respondents using it.

6.2 The role of ICTs in capacity building

This segment deals with the analysis of ICT access of respondents with respect to the various programs from the selected tea gardens of Barak valley region in Assam. The frequency and percentage analysis with respect to the selected tea gardens were done to know the level of ICT access on various programs

among the sample respondents. The same were conducted to know the average level of media exposure among respondents.

6.2.1 ICT access on listening Agriculture programs

This item deals with the media exposure on listening Agriculture programs among the respondents from the selected tea gardens of Barak valley region in Assam. The frequency and percentage analysis of the sample of respective tea gardens were carried out to know the average level of media exposure on listening Agriculture programs among the respondents. They are as follows:

Table 2.1 ICT access on listening Agricultural Programs

Name of the Tea Garden	Criterion	Frequency	Percentage
Dewan Tea Garden	Yes	72	75.78
	No	23	24.22
Total		95	100

Table 2.1.2 ICT Access on Listening Agriculture Programs

Name of the Tea Garden	Criterion	Frequency	Percentage
Aainakhal Tea Garden	Yes	69	72.63
	No	26	27.37
Total		95	100

The above table shows that the ICT access of listening the Agriculture programs among the respondents of tea garden in Barak valley region Assam. From Dewan tea estate out of 95 sample respondents, 72 respondents (75.78 percent) and in Aainakhal tea estate out of 95 sample respondents 69 respondents (72.63 percent) were listening Agriculture programs.

6.2.2 Media exposure on listening Entertainment programs

This item deals with the media exposure on listening Entertainment programs among the respondents from the selected tea gardens of Barak valley region in Assam. The frequency and percentage analysis of the sample of respective tea gardens were carried out to know the average level of media exposure on listening Entertainment program among the respondents. They are as follows:

Table 2.2 ICT access on listening Entertainment programs

Name of the Tea Garden	Criterion	Frequency	Percentage
Dewan Tea Garden	Yes	85	89.48
	No	10	10.52
Total		95	100

Table 2.2.1 ICT access on listening Entertainment programs

Name of the Tea Garden	Criterion	Frequency	Percentage
Aainakhal Tea Garden	Yes	77	81.05
	No	18	18.95
Total		95	100.0

The above table shows the ICT access of listening Entertainment programs among the respondents of tea garden in Barak valley region Assam. From Dewan tea estate out of 95 sample respondents 85 respondents (89.48 percent) and Aainakhal tea estate out of 95 sample respondents 77 respondents (81.05 percent) are listening to Entertainment programs. While comparing the status of two tea gardens shows that there are more than 80% of the respondents were listening Entertainment programs and the remaining were not listening to Entertainment programs for enhancing their media exposure.

6.2.3 Media exposure on listening Women's Programs

This item deals with the media exposure on listening Women's Programs among the respondents from the selected tea gardens of Barak valley region in Assam. The frequency and percentage analysis of the sample of respective tea gardens were carried out to know the average level of media exposure on listening Women's Programs among the respondents. They are as follows:

Table 2.3 Media exposure on listening Women's Programs

Name of the Tea Garden	Criterion	Frequency	Percentage
Dewan Tea Garden	Yes	45	47.36
	No	50	52.64
Total		95	100.0

Table 2.3.1 Media exposure on listening Women's Programs

Name of the Tea Garden	Criterion	Frequency	Percentage
Aainakhal Tea Garden	Yes	41	43.15
	No	54	56.84
Total		95	100.0

The above Table 2.3 and Table 2.3.1 shows the ICT access on listening Women's programs among the respondents of tea garden in Barak valley region Assam. From Dewan tea estate out of 95 sample respondents, 45 respondents (47.36 percent) and Aainakhal tea estate out of 95 sample respondents, 41 respondents (43.15 percent) are listening to women's programs.

6.2.4 ICT access on listening Educational programs

This item deals with the media exposure on listening Educational programs among the respondents from the selected tea gardens of Barak valley region in Assam. The frequency and percentage analysis of the sample of respective tea gardens were carried out to know the average level of media exposure on listening Educational programs among the respondents. They are as follows:

Table 2.4 ICT access on listening Educational programs

Name of the Tea Garden	Criterion	Frequency	Percentage
Dewan Tea Garden	Yes	38	40
	No	57	60
Total		95	100.0

Table 2.4.1 ICT access on listening Educational programs

Name of the Tea Garden	Criterion	Frequency	Percentage
Aainakhal Tea Garden	Yes	42	44.21
	No	53	55.79
Total		95	100.0

The above tables show that the ICT access on listening educational programs among the respondents of tea garden in Barak valley region Assam. From Dewan tea estate out of 95 sample respondents, 38 respondents (40 percent) and Aainakhal tea estate out of 95 sample respondents, 42 respondents (44.21 percent) are listening to educational programs.

7. CONCLUSION

It has been observed during the study that this tea garden community is practically kept under iron curtain. They have not been allowed to interact with people outside the garden. Thus, they are deprived of opportunities to exchange their views on socio-economic and political issues confronting the region and the country as a whole. The exchange of views would surely widen their mental horizon. The habit of reading newspapers listening to radio and watching TV should be promoted among the labourers through the fruitful implementation of ICT.

There is no doubt that the tea garden people are one of the most backward and socially neglected communities of Assam in India. To be precise they are poor, ignorant, uncared, unclad, exploited, unhealthy, and the majority of them are therefore still living below poverty line even after more than seventy years of our independence with all immortalized and glorified slogans like Garibi Hatao Jai (Remove Property), and Health For All etc. It is needless to say that until and unless the Centre and the State Governments are serious about upliftment of this community we really cannot expect anything worthwhile to come to their rescue because they are trapped in the vicious cycle of poverty and poverty is the source of all evil.

So with the help of modern technology the government should come forward without any further delay to carry out education, skill base training and can generate new employment scheme to do justice to these backward community. In fact, real development of Assam is never possible if large sections of the people are languishing. However, this tea garden community must also know that if they are serious about solving their perennial problem permanently, they must come forward joining hands together to fight for their own cause without pinning hope on the Government to do something miracle to solve their problems

Community participation is very crucial to the success of any capacity building of a community. Therefore effort should be made by educated section and social worker from the tea laborer for proper sanitation, personal hygiene, safe drinking water and dispelling the misbelieve, taboos and major religious practices which are posing impediment in achieving good health and stressed the need of creating awareness regarding the disease and chalk out some programme for eradication.

The good health of the tea laborer is very important for running the garden. Therefore, more emphasis should be given by the management to medical facilities, especially on increasing the availability of medicine, instrument, equipment and good number of medical staff (trained personnel). Vigorous campaign should be carried out to immunize the expectant mother and the children as well for availing of effective family planning measures. Here the ICT facility can be fruitfully utilized from promoting to record keeping to monitoring implementation; deliverance of medical facilities and online health advisory can do a miracle in this regard.

Education is the door through which the people can enlighten themselves in every sphere of life. Most of them are not interested in formal education even in case of their children also. Education of children and adult workers should be made compulsory in the garden so that they can develop their personality and realized their needs. Government is now trying to extend "Total Literacy Campaign" (TLC.) among the workers of the garden through the implementation of ICT.

The meager income of the community from the garden is not sufficient to provide basic requirements for the large sized family in which the number of dependents is increasing day by day. The management is finding difficulty in providing job to the whole lot. The unemployed member of the family remained starved. For them, technical training or promotion of a small-scale cottage industry in the garden is indispensable necessary to cope up with large-scale unemployment. The use of ICT can be more effective to provide the technical training in a cost effective way.

Tea garden workers are addicted to alcohol, which is viewed in every garden as social evil. The British planters are partly responsible for making them alcoholic. This bad habit, which is like a cancer in the happy life of a worker, has to be stopped with a strong hand. Drinking should be made punishable in the garden, not only on paper, but in actual practice. Through the use of ICT, awareness can be made to convey the message about the ill effects of alcohol.

Practically garden labour is politically dwarfed. Even the Cachar Cha Sramik Union — a trade union organization, has not inculcated the political awareness in their minds, during election there is high percentage of voting in each garden. This is not due to political awareness in them rather political maneuvering by the leaders. In this regards the implementation of ICT will also be helpful. Julian Kwabena.(2008) Information and Communication Technology and Global Education:

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