

GOVERNMENT OF INDIA  
MINISTRY OF WOMEN AND CHILD DEVELOPMENT

**RAJYA SABHA**  
**UNSTARRED QUESTION NO. 2549**  
TO BE ANSWERED ON 22.03.2023

**LIVING STANDARDS OF WOMEN AND CHILDREN WORKING IN TEA  
GARDEN OF ASSAM**

2549 SHRI KAMAKHYA PRASAD TASA:

Will the Minister of Women and Child Development be pleased to state:

- a. whether it is a fact that the life and health of women and child workers engaged in tea gardens of Assam are dangerously affected by the environment hazards created from pesticides;
- b. if so, details thereof;
- c. whether Government has any plan to identify such families and lift their living standards by educating their children and carrying out skill development of women; and
- d. if so, the details of results of the concrete steps taken in this direction during the last three years?

**ANSWER**

MINISTER OF WOMEN AND CHILD DEVELOPMENT  
(SHRIMATI SMRITI ZUBIN IRANI)

(a) to (d): The working conditions and the welfare measures for workers working in the tea gardens in the country are governed by 'the Plantation Labour Act, 1951 (PLA)'. The Act requires the employers to provide the workers, including women, with housing, medical facilities, sickness & maternity benefits and other forms of social security measures. There are provisions for educational facility for the children, drinking water, conservancy, canteens, crèches and recreational facilities for the benefit of the plantation workers including tea workers and their families in and around the work places in the tea plantations.

Besides PLA, number of other industrial and social security legislations such as Workmen's Compensation Act, 1923, Payment of Gratuity Act, 1972, The Employee's Provident Funds & Miscellaneous Provisions Act, 1952 (Assam Tea Plantation Provident Fund, Pension Fund and Deposit Linked Insurance Fund Scheme Act 1955 – only for Assam), Payment of Bonus Act, 1965, Maternity Benefit Act 1961, Payment of Wages Act 1936 etc. provide various benefits like gratuity, bonus, provident fund, equal remuneration etc. to tea and coffee plantation workers. The provisions of these Acts have now been subsumed in four labour codes-the Occupational Safety, Health and Working Conditions Code, 2020, Social Security Code, 2020, Code on Industrial Relations, 2020 and Code on Wages 2019.

Further, benefits and services available under the three missions of the Ministry of Women and Child Development i.e. 'Mission Poshan 2.0', 'Mission Vatsalya' and 'Mission Shakti', particularly with regard to nutrition, early childhood care and education, children in need of care and protection, direct cash benefits to pregnant women and lactating mothers, etc. are available to the children, adolescent girls and women workers of tea gardens.

Tea Board has also implemented certain welfare activities under Human Resource Development (HRD) component of the "Tea Development and Promotion Scheme" during the Medium Term Framework(MTF) period from 2017-18 to 2019-20 and extended till 2020-21, aimed at improving the health and hygiene of workers, education of wards of workers and imparting training to improve skills for growers/workers. Financial assistance of Rs. 18.11 Cr. was extended under HRD component during MTF period.

The "Tea Development & Promotion Scheme" approved for implementation by Tea Board during the 15th Finance Commission period from 2021-22 to 2025-26 also has a component for the welfare of small Tea growers and their workers.

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