

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1205
TO BE ANSWERED ON 01.08.2024**

FIXING MINIMUM WAGES FOR TEA GARDEN LABOURERS

1205. SHRI AJIT KUMAR BHUYAN:

Will the Minister of Labour and Employment be pleased to state:

- (a) whether it is a fact that there is no National Minimum Wage Act being implemented in the tea industry;**
- (b) if so, the details thereof;**
- (c) whether the tea garden labourers get very low wages, even lower than the unorganised sector workers, and it varies to a great extent from region to region and across different tea producing areas/States;**
- (d) if so, the details thereof;**
- (e) whether Government has any plan to fix a minimum wage for the tea garden labourers and centralising a Central Wage Board for the tea industry; and**
- (f) if so, the details thereof?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (d): Under the provisions of the Minimum Wages Act, 1948, the fixation of minimum wages for tea garden workers falls under the purview of State Governments which are the appropriate Governments to fix/revise the minimum wages. Moreover, the wages of tea garden workers are fixed as per bipartite /tripartite agreement reached among producer associations, workers unions and the State Government. The tea garden workers and their families are also provided benefits of Health facilities (Drinking water, Conservancy, Medical) and Welfare facilities (Canteens, Crèches, Recreation, Housing, Education) etc. under the Plantations Labour Act, 1951.

The wages of the workers of the tea gardens in various regions of the Country are as under:

Contd..2/-

Sl. No.	Name of the State	Plantation District	Effective Date/Period	Daily wages
				(in Rs.)
1	Assam	Brahmaputra valley	1/10/2023	250
		Barak valley		228
2	West Bengal	Dooars	1/6/2023	250
		Terai		
		Darjeeling		
3	Tripura		01.01.2022	176
4	Tamil Nadu	Anamallais, Nilgiris	01-07-2021 (For the period of from 01-07-2024 to 30-09-2024)	450.57
		Nilgiri-Wayanad		
5	Kerala	All planting districts	01-01-2023 (For the period of from 01-07-2024 to 30-09-2024)	482.89
6	Karnataka	All planting districts	1/8/2023	451.22
7	Himachal Pradesh		1/4/2023	375
8	Uttarakhand		1/8/2022	347
9	Sikkim		1/7/2022	500
10	Bihar		1/7/2023	190

Source: Tea Board, Ministry of Commerce and Industry, Govt. of India.

(e) & (f): The Minimum Wages Act, 1948 has been subsumed in the Code on Wages, 2019. The Code provides for the universal minimum wage across employments in organized and unorganized sector. The Code stipulates that the floor wage should be determined based on the minimum living standards required for workers and different floor wage may be fixed for different geographical areas. The code is yet to be implemented.
