

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1694
TO BE ANSWERED ON 13.03.2025**

WELFARE OF TEA AND CINCHONA PLANTATION WORKERS

1694. SHRI PRAKASH CHIK BARAIK:

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

- (a) whether Government has any strategy to extend social welfare protection to tea and cinchona workers;**
- (b) if so, the details thereof, if not, the reasons therefor;**
- (c) whether Government is aware to significant gap in health insurance coverage among tea and cinchona workers; and**
- (d) if so, the steps Government has taken to bridge this gap and improve insurance coverage for tea and cinchona workers?**

ANSWER

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

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

The plantation workers in the country are covered under Workmen's Compensation Act, 1923, Payment of Gratuity Act, 1972, Payment of Bonus Act, 1965, Maternity Benefit Act, 1961, Payment of Wages Act, 1936, Minimum Wages Act, 1948, Equal Remuneration Act, 1976, Industrial Disputes Act, 1947, Industrial Employment (Standing Order) Act, 1946 which are implemented by the respective State Governments. In addition, plantation workers are also covered under Provident Fund & Miscellaneous Provisions Act, 1952 implemented by the Employees Provident Fund Organisation (EPFO). Tea Plantation workers in Assam are covered under the Assam Tea Plantation Provident Fund Scheme, 1955.

The Plantations Labour Act has been subsumed in the Occupational, Safety, Health and Working Conditions Code, 2020 and the Code on Social Security, 2020. The Code on Social Security 2020 envisages giving option to plantation owners to enroll its workers with Employees State Insurance Corporation.
