

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1379
TO BE ANSWERED ON 30.07.2026**

WELFARE OF TEA GARDEN WORKERS IN ASSAM

1379. SHRI BIRENDRA PRASAD BAISHYA:

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

- (a) the current notified minimum wage for tea garden workers in Assam, date of last revision and coverage of ESI/EPFO and Ayushman Bharat across registered estates; and**
- (b) the details regarding pending employer contributions and the steps taken to ensure crèche, housing and potable water facilities compliance by December, 2026?**

ANSWER

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

(a) & (b): The Code on Wages, 2019 came into effect from 21.11.2025 by subsuming the provisions of 4 central labour laws including the Minimum Wages Act, 1948, with an aim, inter-alia, to universalize the applicability of the minimum wages.

Under the provisions of the Code on Wages, 2019, the appropriate Governments, both the Central Government and the State Governments, are empowered to fix, review, revise and enforce the minimum rates of wages for all the employments falling under their respective jurisdictions. State Govt is the appropriate in respect of the tea garden workers in Assam. Hence, the minimum rates of wages notified by the Government of Assam are applicable.

The Plantations Labour Act, 1951, whose provisions are now subsumed under the Occupational, Safety, Health and Working Conditions, 2020 and the Code on Social Security, 2020 mandates employers to provide basic welfare services and amenities like housing, medical, primary education, water supply, sanitation etc. for the plantation workers including tea plantations. The State Government of Assam also oversees relevant labour laws to enforce crèche, housing and potable water facilities.

Further, any Tea Plantation where ten or more employees are employed or were employed on any preceding twelve months of the enforcement of the scheme or any tea factory manufacturing tea where ten or more employees are employed shall have to be compulsorily covered under the Assam Tea Plantation Provident Fund & Pension Fund & DLI Fund Scheme Act, 1955 (Assam Act X of 1955).

The Code on Social Security, 2020 provides option to plantation owners to enrol its workers as members of ESIC.

Furthermore, all the workers under registered Tea Estates who are in possession of the NFSA ration Cards are covered under Ayushman Bharat.
