

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2236
TO BE ANSWERED ON 06.08.2026**

OCCUPATIONAL SAFETY FOR TEA GARDEN WORKERS

2236. SHRI PRAMOD BORO:

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

- (a) the details of action taken by Government to ensure that the transition to the new Codes, namely, Occupational Safety, Health and Working Conditions Code, 2020 and the Code on Social Security, 2020, result in immediate compliance by tea estate owners for dues, PF, Gratuity and ESIC and all needed for protection of tea garden workers;**
- (b) whether Government is aware that a significant portion of the tea garden workforce remains outside the formal social security net; and**
- (c) if so, the roadmap to integrate these workers into national schemes like the e-Shram portal or ESIC to ensure universal coverage?**

ANSWER

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

(a) to (c): The Central Government has enacted the Occupational Safety, Health and Working Conditions (OSH&WC) Code, 2020 and Code on Social Security (CoSS), 2020, which have come into force from 21.11.2025, to regulate occupational safety, health and working conditions of the persons employed in an establishment including plantation sector and to extend social security to all employees and workers either in the organized or unorganized sectors, respectively. The Government has also notified OSH & WC (Central) Rules 2026 and Social Security (Central) Rules 2026 on 8th May 2026.

As per the CoSS, 2020, Employees' Provident Fund is applicable to every establishment employing 20 or more employees. Also, establishments with lesser employment strength may obtain voluntary coverage.

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Further, the Government has notified new schemes of Provident Fund (Employees' Provident Funds Scheme, 2026), Pension (Employees' Pension Scheme 2026) and Insurance (Employees' Deposit Linked Insurance Scheme 2026). The Scheme codifies the duties of employers, contractors and employees, facilitates digital compliance and provides a robust enforcement framework to ensure continued provident fund coverage and compliance by all covered establishments, including tea garden.

Tea plantation workers in Assam are covered under the Assam Tea Employees Provident Fund Organization (ATEPFO). Tea gardens other than in Assam are covered under EPFO.

The CoSS, 2020 envisages to give option to plantation owners to enroll its workers with Employees State Insurance Corporation (ESIC).

EPFO and ESIC have been conducting awareness programs and seminars to disseminate information related to Code and the Schemes. The information is also disseminated through social media.
