

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 3001
TO BE ANSWERED ON 31.12.2018**

TEA GARDEN WORKERS

3001. SHRI VINCENT H. PALA:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether any steps have been taken by the Government to ameliorate the appalling working conditions of tea-garden workers in the country;**
- (b) if so, the details thereof;**
- (c) whether any steps have been taken/proposed to be taken to implement a uniform minimum wage for tea garden workers in the country; and**
- (d) if so, the details thereof?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)**

(a) & (b): The Plantations Labour (PL) Act, 1951 regulates the conditions of work in plantations and provide for the welfare of plantation labour. 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 facility for the worker's children, drinking water, conservancy, canteens, crèches and recreational facilities for the benefit of the tea plantation workers and their families in and around the work places in the tea estates. The PL Act is implemented through the concerned State Governments for which separate Rules have been framed by them.

Moreover, the workers of the tea industry are covered by various industrial and social security legislations like Employees' Compensation Act, 1923, Payment of Gratuity Act, 1972, Provident Funds & Miscellaneous Provisions Act, 1952, (Assam Tea Plantation Provident Fund, Pension Fund and Deposit Link Insurance Fund Scheme Act 1955 – only for Assam), Payment of Bonus Act, 1965, Maternity Benefit Act, 1961, Payment of Wages Act, 1936, Equal Remuneration Act, 1976, Industrial Disputes Act, 1947, and Industrial Employment (Standing Order) Act, 1946.

Contd..2/-

Tea Board also supports and extends certain welfare measures for the welfare of tea workers and their wards/dependants, which is supplemental in nature. The labour welfare measures are undertaken within the ambit of the Plan scheme of the Board i.e. Human Resource Development component (HRD) under the overall “Tea Development & Promotion Scheme”. This HRD component aims at achieving improvements in the life and living conditions of the Tea Plantation workers and their dependents under the three broad areas viz. (a) Improving the health and hygiene of workers and their dependants; (b) Education of wards of workers & (c) Training to the wards/dependants on workers.

(c) to (d): The fixation of minimum wages for tea garden workers, falls under the purview of State Governments which are the appropriate Government to fix/revise the minimum wages as per the provision under the Minimum Wages Act, 1948. Moreover, the wages of tea garden workers are fixed as per agreement reached between producer associations and workers unions.
