

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 3138  
TO BE ANSWERED ON 20.03.2023**

**NORMS IN TEA FACTORIES IN ASSAM**

**3138. SHRI PRADYUT BORDOLOI:**

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

- (a) whether the Government has taken cognizance of flouting of norms in tea factories in Assam under the Factories Act, 1948, if so, the details thereof;**
- (b) whether the Government intends to amend the Plantation Labour Act, 1951, if so, the details thereof;**
- (c) whether the Government has taken any steps to ensure the implementation of labour regulations and monitoring of non-compliance in tea factories in Assam;**
- (d) whether the Government has taken cognizance of independent reports citing failure to provide safety equipment to tea factory workers in Assam and if so, the steps taken in this regard and if not, the reasons therefor;**
- (e) whether the Government is maintaining data on accidents in Assam's tea factories and if so, the details thereof; and**
- (f) whether compensation is provided to the victims for the same and if so, the details thereof and if not, the reasons therefor?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SHRI RAMESWAR TELI)**

**(a): The Government has enacted the Factories Act, 1948, for ensuring the occupational safety, health and welfare of the workers employed in the factories registered under the Act. The Factories Act, 1948 and the rules framed thereunder are enforced by States/ Union Territories through their Chief Inspector of Factories (CIF) / Director of Industrial Safety & Health (DISH).**

**Contd..2/-**

**As per the information received by Directorate General of Factory Advice Service and Labour Institutes (DGFASLI), an attached office of Ministry of Labour & Employment, from the State Government of Assam, inspections are conducted by them to assess the implementation of the Act in tea factories. In case of non-compliance of the provisions of the Act, prosecutions are launched against the errant factory management.**

**(b): The Plantation Labour Act, 1951 and 12-other labour laws have been subsumed in the Occupational Safety, Health and Working Conditions Code, 2020 which has been notified on 20<sup>th</sup> September, 2020. However, the Code is yet to come into force.**

**(c): Apart from the regular inspections of tea factories by State Government of Assam, steps are also undertaken to ensure implementation of labour laws applicable thereto and monitoring of their non-compliance, if any. These steps includes to issue directives to install CCTV cameras at worksite, use of Personal Protective Equipments, conducting awareness session on Safety & Health etc.**

**(d): State Government of Assam has informed that they are not in receipt of such report citing failure to provide safety equipment to tea factory workers in Assam.**

**(e): As per the information collected by Directorate General Factory Advice Service and Labour Institutes (DGFASLI) through correspondence with the Chief Inspector of Factories of Assam, the details of fatal and non-fatal injuries occurred in the factories including the tea factory registered under the Factories Act, 1948 as well as the number of prosecutions launched and convictions made for the calendar years 2019 to 2021 is annexed.**

**(f): The compensation to the labourers and employees for the accidents occurred in the factories are provided by the respective factory owners in terms of relevant provisions of the Employees' Compensation Act, 1923.**

**Annexure referred to in reply to part (e) of Lok Sabha Unstarred Question No. 3138 for answer on 20.03.2023 regarding Norms in Tea Factories in Assam.**

Details of fatal and non-fatal injuries, the number of prosecutions launched and convictions made under section 92 and 96A in the factories (including tea factories) registered under the Factories Act, 1948, year-wise is as under:

Years	Injuries		Prosecutions launched	Convictions made
	Fatal	Non-Fatal		
2019	4	21	11	Not reported
2020	10	19	5	Not reported
2021	4	40	Not reported	Not reported

\*\*\*\*\*