

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT**

**LOK SABHA**

**UNSTARRED QUESTION NO. 3451  
TO BE ANSWERED ON 16.03.2020**

**MISERABLE LIVES OF LABOURERS**

**3451. SHRI M. BADRUDDIN AJMAL:**

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

- (a) whether the Government is aware of the fact that labourers working in the tea gardens are living miserable lives in Assam tea garden areas being deprived of proper healthcare facility, proper shelter to live in and educational facility for their children;**
- (b) if so, the steps taken by the Government to provide them with healthy lives;**
- (c) whether it is a fact that these workers are paid very less wage by the companies and tea garden owners;**
- (d) if so, whether the Government has made/will make policy for a proper payment compulsory to these workers; and**
- (e) if so, the details thereof and if not, the reasons therefor?**

**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.**

**Contd..2/-**

Moreover, the workers of the tea industry are also 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, the Factories Act and Industrial Employment (Standing Order) Act, 1946.

Tea Board also supports and extends various 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. Disbursement made by tea board under the HRD schemes to Assam tea garden during the ongoing MTF period (2017-18 to 2019-20) is as under:

Schemes	Year			
	2017-18	2018-19	2019-20 (upto February 2020- provisional)	Total
Total	1.32 crs.	0.75 crs.	0.32 crs.	2.39 crs.

As per Tea Board Baseline Survey, 2018 data, facilities under different welfare measures with reference to health care sector, shelter and educational facilities covering number of labour quarters, hospitals, doctors, nurses, schools etc. as available in the tea gardens of Assam is as under:-

<b><u>Welfare measures.</u></b>		
<b>Number of workers provided with houses</b>	<b>Standard</b>	<b>196313</b>
	<b>Non standard</b>	<b>79729</b>
<b>Number of hospitals</b>		<b>439</b>
<b>Number of beds in hospitals</b>		<b>12051</b>
<b>Number of dispensaries existing in tea states</b>		<b>460</b>
<b>Number of ambulances existing in tea states</b>		<b>740</b>
<b>Number of doctors available in tea gardens</b>	<b>Full time</b>	<b>319</b>
	<b>Part time</b>	<b>307</b>
<b>No. of Paramedical staff available in tea gardens</b>	<b>Nurses</b>	<b>1154</b>
	<b>Compounders</b>	<b>807</b>
	<b>Dressers</b>	<b>785</b>
	<b>Attendants</b>	<b>1201</b>
<b>No. of toilets in tea gardens</b>		<b>231970</b>
<b>No. of water points in tea gardens</b>		<b>94591</b>
<b>No. of school going children in tea gardens</b>	<b>Boys</b>	<b>119209</b>
	<b>Girls</b>	<b>117233</b>
<b>Type of schools existing in tea gardens</b>	<b>Lower Primary</b>	<b>78370</b>
	<b>Primary</b>	<b>55899</b>
	<b>Secondary</b>	<b>33370</b>
	<b>Higher secondary</b>	<b>13269</b>
<b>No. of children &lt; 5 yrs of age</b>		<b>81611</b>
<b>No. of crèches available in tea gardens</b>		<b>1378</b>
<b>No. of crèche attendants</b>		<b>1196</b>

(c) to (e): 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.

**Daily wages of worker in the tea gardens in Assam are as under:**

<b>Name of the State</b>	<b>Plantation District</b>	<b>Effective Date</b>	<b>Daily Wages</b>
<b>Assam</b>	<b>a)Assam valley</b>	<b>01.03.2018</b>	<b>167.00</b>
	<b>b) Barak Valley</b>		<b>145.00</b>

**Apart from the above daily wages, as per PLA, 1951, the workers are eligible to get other fringe in-kind benefits covering provision of drinking water, latrine accommodation at work sites, medical facilities, canteens, crèches, housing accommodation, education, firewood, free tea, food grains etc. are provided to the workers in Assam.**

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