

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

**LOK SABHA**

**UNSTARRED QUESTION NO. 922  
TO BE ANSWERED ON 26.07.2021**

**LABOURERS IN TEA PRODUCTS**

**922. 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 who work day & night to provide the best Tea products to the country, are living a miserable life 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 making a proper payment compulsory to these workers;**
- (e) if so, the detail thereof and if not, the reasons therefor?**

**ANSWER**

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

**(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/dependents, which are supplemental in nature. The labour welfare measures are undertaken within the ambit of the Plan scheme of the Board i.e. "Tea Development & Promotion Scheme". The Human Resource Development 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 dependents; (b) Education of wards of workers and (c) Training to the wards/dependents on workers.**

**(c) to (e): The fixation of minimum wages for tea garden workers, falls under the purview of State Government which are the appropriate Government to fix/revise the minimum wages as per the provision under the Minimum Wages Act, 1948. Wages are notified by the Assam Government from time to time following stakeholders' consultations. The present daily wages of tea garden worker (cash component only) is**

- a) Brahmaputra valley: Rs. 205/-**
- b) Barak Valley: Rs. 183/-**

**In addition to the cash component, tea garden workers are also provided facilities, which include housing, medical facilities, sickness and maternity benefits and other forms of social security measure as covered under the Plantation Labour Act, 1951.**