

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
STARRED QUESTION NO. 105  
TO BE ANSWERED ON 08.12.2025**

**JOB SECURITY AND WELFARE MEASURES FOR TEA GARDEN  
WORKERS IN ASSAM**

**\*105. SHRI GAURAV GOGOI:**

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

- (a) whether the Government has data on the number of tea garden workers in Assam who lack formal job contracts, access to sanitation facilities and receipt of Provident Fund benefits and if so, the details thereof;**
- (b) the details of the specific measures taken by the Government to improve social security coverage, maternity benefits and workplace conditions for tea garden workers, especially for women workers;**
- (c) whether the Government proposes to extend the coverage of the Employees' State Insurance (ESI) and Ayushman Bharat Yojana to all the tea garden workers and their families in Assam; and**
- (d) whether any monitoring or grievance redressal mechanism has been established to ensure effective implementation of welfare and labour laws in the tea garden sector?**

**ANSWER**

**MINISTER OF LABOUR AND EMPLOYMENT  
(DR. MANSUKH MANDAVIYA)**

**(a) to (d): A statement is laid on the Table of the House.**

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**STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF THE  
LOK SABHA STARRED QUESTION NO.105 DATED 08.12.2025 BY SHRI  
GAURAV GOGOI REGARDING “JOB SECURITY AND WELFARE  
MEASURES FOR TEA GARDEN WORKERS IN ASSAM”.**

**(a) to (d): In the State of Assam, approximately 3,21,516 workers—comprising 1,20,670 males and 2,00,846 females—are engaged in casual nature work during the production period by the Tea Garden Management.**

**Tea garden workers are provided with, and avail, sanitation facilities as mandated under the Plantations Labour Act, 1951 and the rules framed thereunder. This Act has now been subsumed under the Occupational Safety, Health and Working Conditions Code, 2020 and the Code on Social Security, 2020 which have come into force from 21/11/2025.**

**As regards Provident Fund coverage, the Assam Tea Employees Provident Fund Organisation (ATEPFO) undertakes regular inspections of tea estates to monitor compliance with Provident Fund regulations. These inspections help identify workers who may have been deprived of Provident Fund benefits due to non-enrolment, under-reporting, or other lapses on the part of management. Whenever such cases are detected, ATEPFO initiates necessary legal action under the relevant rules to ensure that all eligible workers are promptly covered and their statutory entitlements are safeguarded.**

**The Government has implemented various initiatives for pregnant women in tea garden areas, including:**

**i. Wage Compensation Scheme for Pregnant Women of Tea Garden Areas, launched on 1st October 2018 by the State Government of Assam, aims to provide better health and nutrition for pregnant women. A cash benefit of ₹15,000, provided in four instalments, enables women to take care of themselves and their unborn child without compromising household livelihood. The amount is transferred directly to beneficiaries' bank accounts. More than 1,75,000 beneficiaries have received benefits so far.**

**ii. Tea garden workers are also covered under schemes such as Janani Suraksha Yojana (JSY) and Janani Shishu Suraksha Karyakram (JSSK) for free delivery, drugs, diagnostics, transport, and newborn care.**

**iii. Under the Pradhan Mantri Cha Shramik Protsahan Yojana (PM-CSY), with an outlay of ₹999 crore for 2024–25 to 2025–26, resting sheds are being constructed in tea gardens.**

**iv. Under the Maternity Benefit Act, 1961, maternity leave of 6 months with wages is available for up to two children; for the third child onward, 84 days of maternity leave with wages is applicable.**

**In addition to welfare measures under the Plantations Labour Act, 1951, the Tea Board, through its Tea Development & Promotion Scheme (TDPS), undertakes the following activities across the country, including Assam:**

- Health awareness camps for workers**
- Educational support and awards for meritorious students (Class X and XII) who are wards of big tea garden workers and small tea growers (upto 1.00 ha)**
- Book and uniform grants to wards of workers from closed tea estates and to workers affected by natural calamities**
- Assistance for disabled and critically ill dependents of workers in closed tea gardens**

**Further, ATEPFO regularly conducts awareness programmes, workshops, and interactive sessions across tea estates to educate workers about social security benefits under the Provident Fund Scheme, Pension Scheme, Deposit Linked Insurance, and Gratuity Scheme. These initiatives aim to improve financial literacy, address worker queries, and ensure understanding of rights and benefit procedures.**

**The Occupational Safety, Health and Working Conditions Code, 2020 together with the Code on Social Security, 2020 provide an expanded and comprehensive welfare framework for plantation workers. These codes have provisions for health benefits either directly by the employer or through ESIC arrangements. The Codes mandate adequate housing facilities including safe drinking water, kitchen and toilet facilities to the plantation workers. Welfare provisions have been strengthened with compulsory canteens for establishments with 100 or more workers, crèches where 50 or more employees are engaged, and educational facilities wherever 25 or more children (6–12 years) of plantation workers reside.**

**The First Schedule of the Code on Social Security, 2020 provides an enabling provision allowing plantation owners to register their workers under the Employees' State Insurance Corporation (ESIC).**

**Under Ayushman Bharat – Pradhan Mantri Jan Arogya Yojana (AB-PMJAY), a health cover of ₹5 lakh per family per year for secondary and tertiary care is provided to 12 crore families constituting the bottom 40% of India's population. In Assam, all tea garden workers with valid ration cards, along with their family members, are covered under the scheme.**

**Under the Industrial Relations Code, 2020, every industrial establishment employing twenty or more workers must constitute a Grievance Redressal Committee for resolution of individual disputes. An aggrieved worker may file an application before the Committee within one year of the cause of action. The Committee is expected to complete proceedings within thirty days of receipt.**

**Further, in industrial establishments with one hundred or more workers, the appropriate Government may direct the employer to constitute a Works Committee. The Committee is responsible for promoting harmonious relations between employer and workers, discussing matters of common interest, and attempting to resolve significant differences of opinion.**

**In addition, a worker may raise a dispute before the Conciliation Officer; if conciliation fails, the matter may be referred to the Tribunal for adjudication.**

**Further, The Government of Assam has approved a structured grievance redressal mechanism for tea garden areas. ATEPFO also operates grievance systems through designated nodal officers. A statutory Primary Committee, comprising representatives of employers and employees, works with nodal officers to address grievances. Additionally, the development of an online grievance redressal platform has also commenced.**

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