

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 1342  
TO BE ANSWERED ON 08.12.2025**

**IMPLEMENTATION OF LABOUR LAWS**

**1342. SHRI RAJU BISTA:**

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

- (a) the details of number of central inspections conducted in the tea gardens of Darjeeling, Kalimpong and North Dinajpur districts of West Bengal during the last five years to verify compliance with labour codes;**
- (b) the details of the violations recorded in the said inspections during the last five years and the actions taken against the defaulting tea gardens;**
- (c) whether the Government is aware of the delays in the implementation of Four New Labour Codes the Code, viz. on Wages, the industrial Relations Code, the Code on Social Security and the Occupational Safety, Health and Working Conditions Code in the tea gardens of North Bengal, if so, the reasons therefor; and**
- (d) the details of the steps taken by the Government to expedite the implementation of the said Labour Codes in tea gardens, particularly in the North Bengal region?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SUSHRI SHOBHA KARANDLAJE)**

**(a) & (b): The conditions of work in tea gardens are regulated by the respective State Governments 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, both of which have come into force from 21.11.2025.**

**These Codes contain comprehensive provisions requiring employers to provide workers with housing, medical care, sickness and maternity benefits, and other social security measures. They also mandate facilities such as educational support for workers' children,**

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**drinking water, conservancy arrangements, canteens, crèches, and recreational amenities for the welfare of tea plantation workers and their families in and around the estates.**

**(c) & (d): The Code on Wages, 2019; the Industrial Relations Code, 2020; the Code on Social Security, 2020; and the Occupational Safety, Health and Working Conditions Code, 2020 have all been brought into force with effect from 21st November, 2025. These Codes, taken together, provide an integrated framework for wage protection, social security, workplace safety, and labour welfare, thereby strengthening the regulatory and oversight mechanisms applicable to sectors including tea plantations.**

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