

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 198
TO BE ANSWERED ON 01.12.2025**

LABOUR WELFARE SCHEMES FOR TEA ESTATES WORKERS

198. DR. D RAVI KUMAR:

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

- (a) whether the Government is aware of the persistent problems faced by the workers in tea estates across Tamil Nadu including low wages, poor living conditions, lack of access to healthcare, irregular payment of statutory benefits such as provident fund, gratuity and unsafe working conditions;**
- (b) if so, the details of steps taken by the Government to ensure fair wages, timely payment of benefits, provision of housing, healthcare, education facilities and implementation of labour welfare schemes in tea estates during the last three years and the current year;**
- (c) whether the Government has taken any measures to protect the livelihoods of tea estate workers amid estate closures or reduced operations and if so, the details thereof; and**
- (d) whether the Government proposes any additional schemes to revive struggling tea estates and improve the overall welfare of tea estate labourers in Tamil Nadu?**

ANSWER

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

(a) to (d): Under the Code on Wages, 2019, the responsibility for fixing and revising minimum wages for tea garden workers lies with the respective State Governments, which are the “appropriate Governments” for this sector. Moreover, the wage rates for tea garden workers are determined through bipartite or tripartite agreements among producers’ associations, workers’ unions, and the State Government.

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The Occupational Safety, Health and Working Conditions Code, 2020, and the Code on Social Security, 2020, contain provisions relating to health and welfare facilities in plantations, such as drinking water, conservancy, medical care, canteens, crèches, recreation, housing, and education. The Code on Social Security, 2020, also provides an enabling provision under which plantation owners may opt to register their workers under the Employees' State Insurance Corporation.

Further, for the holistic development of the tea sector—including in Tamil Nadu—the Government of India implements the Tea Development and Promotion Scheme through the Tea Board.

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