

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2522
TO BE ANSWERED ON 18.12.2023**

SOCIAL SECURITY SCHEMES FOR TEA PLANTATION WORKERS

**2522. SHRI RAJA AMARESHWARA NAIK:
SHRI BHOLA SINGH:
DR. SUKANTA MAJUMDAR:
SHRIMATI SANGEETA KUMARI SINGH DEO:
SHRI VINOD KUMAR SONKAR:**

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

- (a) whether the Government has any social security schemes including ESI for tea plantation workers in the country and if so, the details thereof;**
- (b) whether the Government has taken any action on plantation owners who do not pay their share of Provident Fund and if so, the details thereof;**
- (c) whether Tea Garden workers are not getting the prescribed minimum daily wages and if so, the details thereof and if not, the reasons therefor;**
- (d) whether the Government has any scheme to pay compensations to dependents of labourers of Tea Gardens in case of death and if so, the details thereof;**
- (e) whether the Government has any plan to improve the health and wellness conditions of the plantation labourers in the country and if so, the details thereof; and**
- (f) other steps being taken by the Government for welfare of tea plantation workers in the country?**

ANSWER

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

(a) to (f): Welfare measures for tea plantation workers are implemented by concerned State governments in line with the Plantation Labour Act, 1951 which mandates the tea estates to provide basic welfare services and amenities viz. housing, medical and primary education, water supply, sanitation etc. to the tea workers.

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The Plantation Labour Act has now been subsumed in the Labour Code on Occupational, Safety, Health and Working Conditions, 2020 and Social Security Code, 2020. The Code on Social Security 2020 envisages giving option to plantation owners to enrol its workers as member of ESIC (Employees State Insurance Corporation).

The workers of the tea industry are also covered by all social security legislations like Gratuity, Pension, Bonus, Maternity Benefit, Wages etc. Plantation workers are not covered under Employees' State Insurance Act, 1948.

Besides, the government implements various welfare activities for tea plantation workers and their dependants in tea estates through the Tea Board.

The fixation of minimum wages for tea garden workers falls under the purviews of State Governments as per the Minimum Wages Act, 1948.

In case of non-payment of provident fund share by plantation owners, action is taken in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952.
