

**GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA**

UNSTARRED QUESTION NO:3660
ANSWERED ON:19.04.2010
CONDITION OF CASHEW WORKERS
Kurup Shri N.Peethambara

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

- (a) whether the conditions of cashew workers is pitiable in the country;
- (b) if so, the details thereof alongwith the number of such workers living below poverty line in the country, State-wise;
- (c) whether the Government proposes to introduce suitable welfare measures like pension, gratuity and ESI facilities for the said workers; and
- (d) if so, the details thereof alongwith the necessary orders issued by the Union Government to States in this regard?

Answer

MINISTER OF THE STATE IN THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI HARISH RAWAT)

(a) to (d): The Employees State Insurance Act, 1948 applies to non-seasonal power using factories employing 10 or more persons and non-power using factories and certain specified establishments employing 20 or more persons. Employees of factories and establishments covered under the Act and drawing wages upto Rs.10,000/- per month are covered under the Act. Cashew workers working in cashew factories satisfying the above coverage requirements are covered under the Act and are provided medical and cash benefits available under the Scheme. Similarly, the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 applies to an employee who is in receipt of pay upto Rs.6500/- employed in factories/establishments employing 20 or more in industries mentioned in Schedule of the Act or notified by the Central Government in the Official Gazette. Also, as per Section 2 (e) of Payment of Gratuity Act, 1972, an employee working in Cashew factories or Plantation is eligible for gratuity provided he/she rendered a continuous service of five years on superannuation, retirement/resignation. In case of death or disablement, continuous service of five years is not necessary as per section 4 of the Payment of Gratuity Act, 1972. The maximum permissible gratuity is Rs. 3,50,000/.