

**REPORT ON THE WORKING OF THE MOTOR TRANSPORT
WORKERS ACT, 1961 FOR THE YEAR 2014**

1. Scope, Objective and Main Provisions

The Motor Transport Workers Act, 1961 which came into force in March, 1962 is intended to take care of the welfare of the motor transport workers and to regulate the conditions of their work. It applies to every motor transport undertaking employing five or more workers in all the States / Union Territories in the country. The State Governments are, however, empowered to apply all or any of the provisions of this Act to any motor transport undertaking employing less than five workers. In Delhi, the Motor Transport Undertakings are covered under the Shops and Commercial Establishments Act.

The main provisions of the Act, *inter-alia*, relate to (i) welfare and health; (ii) hours of work; (iii) employment of young persons; and (iv) wages, over-time payment and leave.

2. Administration of the Act

The Act, which makes it obligatory for every employer of a motor transport undertaking, to which the Act is applicable, to have the undertaking registered under the Act, is administered by the State Governments.

It also makes obligatory for the employers to provide every reasonable facility to the Inspectorate Staff for making any inspection, examination or inquiry, as it deemed fit, so as to ensure the scrupulous implementation of the provisions of the Act or the Rules made there-under.

Besides, the Act also provides for appointment of qualified medical practitioners as “Certifying Surgeons” by the State Governments for the examination and certification of motor transport workers and to exercise medical supervision on the employment of adolescents.

3. Distribution of Motor Transport Undertakings

The details of the number of registered motor transport undertakings during the year 2014 are presented in **Table-1**. The Table shows that a total of 1,39,887 Motor Transport Undertakings were registered as on 31st December, 2014, of which 11,608 were registered during 2014. Of the total registered motor transport undertakings, Assam has the highest share of 40.35% (56,442), followed by Meghalaya 17.19% (24,041), Bihar 8.97% (12,542), and Andhra Pradesh 7.50% (10,489).

Table – 1 Number of Registered Motor Transport Undertakings during 2014

State / Union Territory	Number of undertakings				
	On Register at the beginning of the year	Newly Registered during the year	Removed from the Register during the year	On Register at the end of the year	
1	2	3	4	5	
1. Andhra Pradesh	10,879	572	962	10,489	(7.50)
2. Assam	54,736	6,194	4,488	56,442	(40.35)
3. Bihar	12,033	523	14	12,542	(8.97)
4. Goa	1,742	2	-	1,744	(1.25)
5. Gujarat	200	3	-	203	(0.15)
6. Haryana	80	11	-	91	(0.07)
7. Himachal Pradesh	123	3	-	126	(0.09)
8. Jammu & Kashmir	2,025	154	54	2,125	(1.52)
9. Karnataka	1,236	18	48	1,206	(0.86)
10. Kerala	7,790	1,410	682	8,518	(6.09)
11. Meghalaya	22,022	2,019	-	24,041	(17.19)
12. Odisha	2,682	81	10	2,753	(1.97)
13. Punjab	164	-	-	164	(0.12)
14. Rajasthan	4,500	21	105	4,416	(3.16)
15. Tamilnadu	2,807	32	-	2,839	(2.03)
16. Telangana	1,887	151	48	1,990	(1.42)
17. Tripura	2,710	153	-	2,863	(2.05)
18. Uttar Pradesh	3,713	241	311	3,643	(2.60)
19. Uttarakhand	959	2	29	932	(0.67)
20. West Bengal	2,750	18	18	2,750	(1.97)
21. A & N Island	1	-	-	1	(0.00)
22. Chandigarh	9	-	-	9	(0.01)
Total	1,35,048	11,608	6,769	1,39,887	

- = Nil,

Note: 1. Figures of Registered Transport Undertakings may not tally over the years because of difference in updation of the Register of Establishments by the States/Union Territories at different times.

2. Figures in the brackets indicate state-wise percentage share to the total.

4. Employment

As per the Act a motor transport worker is one who is employed in a motor transport undertaking directly or through any agency, whether for wages or not, to work in a professional capacity on a transport vehicle or to attend to duties in connection with the arrival, departure, loading or unloading of such transport vehicle and includes a driver, conductor, cleaner, station staff, line checking staff, booking clerk, cash clerk, depot clerk, time-keeper, watchman or attendant. It does not include (a) any such person who is employed in a factory as defined in the Factories Act, 1948 and (b) any such person to whom the provisions of any law for the time being in force regulating the conditions of service of persons employed in Shops or Commercial Establishments apply.

The Act prohibits the employment of a person who has not completed his fifteenth year. Adolescents (i.e., those who have completed their fifteenth year but have not completed their eighteenth year) are also not allowed to work as motor transport workers unless a certificate of fitness is granted by a Certifying Surgeon and the same is kept in the custody of the employer. The concerned adolescent is also required to carry a token to this effect while at work. The certificate of fitness so granted is valid only for a period of 12 months and can be renewed again.

State-wise information on the number of registered motor transport undertakings and average daily employment therein during 2014 is presented in **Table-2**. The Table shows that out of the 1,32,407 registered working undertakings, only 19.07% units submitted their annual returns. The employment figures for the units not submitting returns have however been estimated by the concerned agencies from the following sources in order of their preference:

- i) Recent inspection report,
- ii) Previous year's employment data and
- iii) Employment figures indicated in the application for registration or grant or renewal of license.

The total average daily employment in the motor transport industry in a state has been derived by adding up the estimated average daily employment in the units not submitting returns with the employment figures of undertakings submitting returns. Of the total number of 7,82,862 motor transport workers during 2014, Assam accounted for the highest number of workers i.e., 1,40,459 (17.94%) followed by Tamilnadu 1,37,583 (17.57%), Karnataka 1,35,543 (17.31%), Telangana 69,344 (8.86%), Andhra Pradesh 49,965 (6.38%), Kerala 45,703 (5.84%), and Rajasthan 44,490 (5.68%). These Six states taken together accounted for 71 per cent of the total average daily employment in motor transport undertakings. Though the all-India average daily employment per undertaking was 6, it varied from state to state. A & N Island (UT) was on the top with an average daily employment per undertaking of 1,243 workers in 1 Motor Transport Undertaking whereas Bihar and Meghalaya were at the bottom with 2 workers employed on an average in 7,498 and 24,041 Motor Transport Undertakings respectively.

Table – 2 Number of Motor Transport Undertakings and Workers Employed therein during 2014

State / Union Territory	Employment Strength			
	Number of Motor Transport Undertakings submitting returns	Average daily employment in the Undertakings submitting returns	Number of Motor Transport Undertakings not submitting returns	Estimated average daily employment in the Undertakings not submitting returns.
1	2	3	4	5
1. Andhra Pradesh	596	2,927	9,893	47,038
2. Assam	15,287	47,596	39,350	92,863
3. Bihar	149	3,666	7,349	13,110
4. Goa	6	33	1,738	..
5. Gujarat	27	658	176	..
6. Haryana	34	3,554	57	3,870
7. Himachal Pradesh	39	2,873	87	4,872
8. Jammu & Kashmir	1,265	6,879	860	1,011
9. Karnataka	115	95,358	1,091	40,185
10. Kerala	-	-	8,518	45,703
11. Meghalaya	1,121	1,682	22,920	34,380
12. Odisha	35	735	2,718	34,994
13. Punjab	27	2,482	137	6,659
14. Rajasthan	13	1,209	4,403	43,281
15. Tamilnadu	2,490	1,30,188	349	7,395
16. Telangana	1	34	1,209	69,310
17. Tripura	1,294	5,275	1,718	2,983
18. Uttar Pradesh	167	668	3,476	13,904
19. Uttarakhand	78	2,362	854	1,665
20. West Bengal	2,500	8,345	250	..
21. A & N Island	1	1,243	-	-
22. Chandigarh	5	312	4	1,560
Total	25,250	3,18,079	1,07,157	4,64,783
	(19.07)	(40.63)	(80.93)	(59.37)

- = Nil, .. = Not Reported

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Table 2 Concl..

State / Union Territory	Employment Strength			
	Total Number of working Motor Transport Undertakings (col.2+col.4)	Average daily Employment in the Registered Motor Transport Undertakings (col.3+col.5)		Average daily employment per Undertakings (col.7, col.6)
1	6	7		8
1. Andhra Pradesh	10,489	49,965	(6.38)	5
2. Assam	54,637	1,40,459	(17.94)	3
3. Bihar	7,498	16,776	(2.14)	2
4. Goa	1,744	33	(0.00)	..
5. Gujarat	203	658	(0.08)	..
6. Haryana	91	7,424	(0.95)	82
7. Himachal Pradesh	126	7,745	(0.99)	61
8. Jammu & Kashmir	2,125	7,890	(1.01)	4
9. Karnataka	1,206	1,35,543	(17.31)	112
10. Kerala	8,518	45,703	(5.84)	5
11. Meghalaya	24,041	36,062	(4.61)	2
12. Odisha	2,753	35,729	(4.56)	13
13. Punjab	164	9,141	(1.17)	56
14. Rajasthan	4,416	44,490	(5.68)	10
15. Tamilnadu	2,839	1,37,583	(17.57)	48
16. Telangana	1,210	69,344	(8.86)	57
17. Tripura	3,012	8,258	(1.05)	3
18. Uttar Pradesh	3,643	14,572	(1.86)	4
19. Uttarakhand	932	4,027	(0.51)	4
20. West Bengal	2,750	8,345	(1.07)	..
21. A & N Island	1	1,243	(0.16)	1,243
22. Chandigarh	9	1,872	(0.24)	208
Total	1,32,407	7,82,862	(100.00)	6

- = Nil Figure under column no.8 have been rounded.

.. = Not Reported

Notes: 1. Figures in the brackets in total indicate percentage share of Motor Transport Undertakings submitting and not submitting returns to the total number of Motor Transport Undertakings.

2. Figures in brackets in col.7 indicate state-wise percentage share to the total average daily employment in all Motor Transport Undertakings.

5. Distribution of undertakings which submitted returns by Size of Employment

Data on state-wise distribution of motor transport undertakings (submitting returns) by employment size during the year 2014 has been presented in **Table-3**. It reveals that bulk of the motor transport undertakings (77.89%) employ less than 10 workers whereas bigger units employing 1,000 or more workers constitutes only 1.30 percent.

Table – 3 Distribution of Registered Motor Transport Undertakings which submitted returns by Employment Strength during 2014

State/Union Territory	Employment Strength									
	Less than 10 workers		10 or more but less than 20 workers		20 or more but less than 50 workers		50 or more but less than 100 workers		100 or more but less than 250 workers	
	A	B	A	B	A	B	A	B	A	B
1	2	3	4	5	6	7	8	9	10	11
1. Andhra Pradesh	534	1,595	21	217	35	748	6	367	-	-
2. Assam	13,900	26,123	1,000	11,200	327	6,812	50	1,821	7	850
3. Bihar	-	-	148	770	-	-	-	-	-	-
4. Goa	5	7	-	-	-	-	-	-	1	26
5. Gujarat	6	31	6	82	5	204	10	341	-	-
6. Haryana	12	45	10	149	5	150	-	-	3	402
7. Himachal Pradesh	7	49	5	75	10	320	8	596	5	736
8. Jammu & Kashmir	564	5,143	324	603	103	463	-	-	-	-
9. Karnataka	56	275	24	365	13	560	10	999	6	891
10. Kerala	-	-	-	-	-	-	-	-	-	-
11. Meghalaya	1,121	1,682	-	-	-	-	-	-	-	-
12. Odisha	23	82	6	285	4	270	2	98	-	-
13. Punjab	2	12	4	50	6	155	7	429	5	981
14. Rajasthan	3	306	2	344	4	231	1	88	1	85
15. Tamilnadu	1,662	12,465	514	8,995	167	6,959	90	6,960	18	4,086
16. Telangana	-	-	-	-	1	34	-	-	-	-
17. Tripura	1,294	5,275	-	-	-	-	-	-	-	-
18. Uttar Pradesh	167	668	-	-	-	-	-	-	-	-
19. Uttarakhand	46	194	14	183	15	215	1	90	1	112
20. West Bengal	261	8	240	15	816	42	385	70	360	238
21. A & N Island	-	-	-	-	-	-	-	-	-	-
22. Chandigarh	3	18	1	10	-	-	-	-	-	-
Total	19,666	53,978	2,319	23,343	1,511	17,163	570	11,859	407	8,407
	(77.89)	(16.97)	(9.18)	(7.34)	(5.98)	(5.40)	(2.26)	(3.73)	(1.61)	(2.64)

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Table-3 conold.

State/Union Territory	Employment Strength							
	250 or more but less than 500 workers		500 or more but less than 1000 workers		1000 or more workers		All workers (i.e., Total)	
	A	B	A	B	A	B	A	B
1	12	13	14	15	16	17	18	19
1. Andhra Pradesh	-	-	-	-	-	-	596	2,927
2. Assam	3	790	-	-	-	-	15,287	47,596
3. Bihar	-	-	-	-	1	2,896	149	3,666
4. Goa	-	-	-	-	-	-	6	33
5. Gujarat	-	-	-	-	-	-	27	658
6. Haryana	-	-	4	2,808	-	-	34	3,554
7. Himachal Pradesh	4	1,097	-	-	-	-	39	2,873
8. Jammu & Kashmir	-	-	-	-	274	670	1,265	6,879
9. Karnataka	1	366	-	-	5	91,902	115	95,358
10. Kerala	-	-	-	-	-	-	-	-
11. Meghalaya	-	-	-	-	-	-	1,121	1,682
12. Odisha	-	-	-	-	-	-	35	735
13. Punjab	3	855	-	-	-	-	27	2,482
14. Rajasthan	2	155	-	-	-	-	13	1,209
15. Tamilnadu	18	8,496	9	7,848	12	74,379	2,490	1,30,188
16. Telangana	-	-	-	-	-	-	1	34
17. Tripura	-	-	-	-	-	-	1,294	5,275
18. Uttar Pradesh	-	-	-	-	-	-	167	668
19. Uttarakhand	-	-	-	-	1	1,568	78	2,362
20. West Bengal	265	412	140	825	33	6,735	2,500	8,345
21. A & N Island	-	-	-	-	1	1,243	1	1,243
22. Chandigarh	1	284	-	-	-	-	5	312
Total	297	12,455	153	11,481	327	1,79,393	25,250	3,18,079
	(1.18)	(3.92)	(0.61)	(3.61)	(1.30)	(56.40)	(100.00)	(100.00)

- = Nil. .. = Not Reported

A = Number of Motor Transport Undertakings.

B = Average daily Employment.

Note:-Figures in brackets indicate size-wise percentage share to the total.

Table 3A given below presents the number of motor transport undertakings submitting returns and average daily employment therein by various size groups during 2014.

Table 3A: Average Daily Employment in Motor Transport Undertakings by Employment Size-Groups

Employment Size-Groups	Number of Motor Transport Undertakings Submitting Returns		Average Daily Number of Workers Employed	
	Number	Percentage to Total	Number	Percentage to Total
1	2	3	4	5
Below 50	23,496	93.05	94,484	29.70
50-99	570	2.26	11,859	3.73
100-249	407	1.61	8,407	2.64
250-499	297	1.18	12,455	3.92
500-999	153	0.61	11,481	3.61
1000 & above	327	1.29	1,79,393	56.40
All Groups	25,250	100.00	3,18,079	100.00

The above Table reveals that the number of Motor Transport Undertakings employing less than 50 workers account for 93.05% of the total undertakings submitting returns but only 29.70% of the total employment. On the other hand, the number of undertakings employing 1,000 or more workers constitutes only 1.29% of the total undertakings but they account for 56.40% of the total employment.

6. Hours of work

The Act forbids the employment of any adult worker for more than 8 hours per day and 48 hours per week. However, workers engaged in the running of any motor transport service on long distance routes or on festive and other occasions have been permitted to work for more than 8 hours in a day and 48 hours in any week but not exceeding 10 hours in a day and 54 hours in a week. Workers can also be allowed to work beyond the prescribed limits of work in the event of breakdown or dislocation of transport service or interruption of traffic etc. Adolescents are not permitted to be employed or required to work (a) for more than 6 hours a day including rest interval of half-an-hour, and (b) between 10 p.m. and 6 a.m. In case of adults, the period of work should not exceed five hours before a rest interval of at least half-an-hour is given. The spread-over of the hours of work inclusive of interval of rest, is not to exceed 12 hours on any day in the case of adult workers and 9 hours in the case of adolescent workers. The hours of work of workers cannot be split into more than two spells on any day.

It is obligatory for the grant of a day of rest to every worker in every period of seven days of work under this Act. If a worker is required to attend duty on any day of rest in order to prevent any dislocation of a motor transport service, in such cases it is to be ensured that he does not work consecutively for more than ten days without a day of rest.

If an employer is granted exemption under the Act and is not able to grant any of the prescribed days of rest to workers, the worker is entitled to avail compensatory days of rest equal to the number of days of rest lost by him within the month in which the days of rest are due to him or within two months immediately following that month.

Table-4 Shows the number of motor transport undertakings and employment therein according to normal daily hours of work and rest interval enjoyed by the workers. It can be seen from this Table that 89.97% of the workers worked for 8 hours a day. So far as the rest intervals are concerned 86.99% workers enjoyed rest interval ranging from half-an-hour to one hour.

Table-4 Number of Registered Motor Transport Undertakings submitting returns and Employment therein according to the Normal Daily Hours of Work and Rest Interval during 2014

State/Union Territory	Normal daily hours of work							
	Less than 8 hours		8 hours		More than 8 hours		Total	
	A	B	A	B	A	B	A	B
1	2	3	4	5	6	7	8	9
1. Andhra Pradesh	81	738	416	1,824	99	365	596	2,927
2. Assam	2,051	2,345	7,195	22,773	6,041	22,478	15,287	47,596
3. Bihar	-	-	149	3,666	-	-	149	3,666
4. Goa	-	-	6	33	-	-	6	33
5. Gujarat	-	-	27	658	-	-	27	658
6. Haryana	-	-	34	3,554	-	-	34	3,554
7. Himachal Pradesh	5	249	31	2,491	3	133	39	2,873
8. Jammu & Kashmir	-	-	1,265	6,879	-	-	1,265	6,879
9. Karnataka	-	-	115	95,358	-	-	115	95,358
10. Kerala	-	-	-	-	-	-	-	-
11. Meghalaya	-	-	1,121	1,682	-	-	1,121	1,682
12. Odisha	-	-	35	735	-	-	35	735
13. Punjab	1	56	26	2,426	-	-	27	2,482
14. Rajasthan	-	-	13	1,209	-	-	13	1,209
15. Tamilnadu	58	745	2,263	1,28,320	169	1,123	2,490	1,30,188
16. Telangana	-	-	1	34	-	-	1	34
17. Tripura	127	346	537	1,611	630	3,318	1,294	5,275
18. Uttar Pradesh	-	-	167	668	-	-	167	668
19. Uttarakhand	-	-	78	2,362	-	-	78	2,362
20. West Bengal	-	-	2,500	8,345	-	-	2,500	8,345
21. A & N Island	-	-	1	1,243	-	-	1	1,243
22. Chandigarh	-	-	5	312	-	-	5	312
Total	2,323	4,479	15,985	2,86,183	6,942	27,417	25,250	3,18,079
	(9.20)	(1.41)	(63.31)	(89.97)	(27.49)	(8.62)	(100.00)	(100.00)

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Table 4 Concl.

State/Union Territory	Rest Intervals							
	Less than ½ hour		½ hour to 1 hour		More than 1 hours		Total	
	A	B	A	B	A	B	A	B
1	10	11	12	13	14	15	16	17
1. Andhra Pradesh	-	-	596	2,927	-	-	596	2,927
2. Assam	1,916	21,268	6,625	11,961	6,746	14,367	15,287	47,596
3. Bihar	-	-	149	3,666	-	-	149	3,666
4. Goa	-	-	6	33	-	-	6	33
5. Gujarat	-	-	27	658	-	-	27	658
6. Haryana	-	-	34	3,554	-	-	34	3,554
7. Himachal Pradesh	-	-	39	2,873	-	-	39	2,873
8. Jammu & Kashmir	-	-	1,221	6,795	44	84	1,265	6,879
9. Karnataka	-	-	115	95,358	-	-	115	95,358
10. Kerala	-	-	-	-	-	-	-	-
11. Meghalaya	-	-	1,121	1,682	-	-	1,121	1,682
12. Odisha	-	-	35	735	-	-	35	735
13. Punjab	-	-	27	2,482	-	-	27	2,482
14. Rajasthan	-	-	13	1,209	-	-	13	1,209
15. Tamilnadu	21	132	2,310	1,28,251	159	1,805	2,490	1,30,188
16. Telangana	-	-	1	34	-	-	1	34
17. Tripura	120	332	512	1,554	662	3,389	1,294	5,275
18. Uttar Pradesh	-	-	167	668	-	-	167	668
19. Uttarakhand	-	-	78	2,362	-	-	78	2,362
20. West Bengal	-	-	2,500	8,345	-	-	2,500	8,345
21. A & N Island	-	-	1	1,243	-	-	1	1,243
22. Chandigarh	-	-	5	312	-	-	5	312
Total	2,057	21,732	15,582	2,76,702	7,611	19,645	25,250	3,18,079
	(8.15)	(6.83)	(61.71)	(86.99)	(30.14)	(6.18)	(100.00)	(100.00)

- = Nil,

A = Number of Motor Transport Undertakings submitting returns.

B = Average daily Employment.

Note:- Figures in brackets indicate percentage share of ranges of Normal daily hours of work and rest intervals to their totals in respect of Number of Motor Transport Undertakings submitting returns and average daily employment.

7. Wages, Overtime Payment and Leave

All workers engaged in motor transport undertakings are covered under the Payment of Wages Act, 1936 where an adult worker works for more than eight hours on any day or where he is required to work on any day of rest, he is entitled to the wages at the rate of twice his ordinary rate of wages in respect of the overtime work or the work done on the day of rest, as the case may be. Similarly, an adolescent required to work on rest days is also entitled to wages at the rate of twice his ordinary rate of wages (basic wage plus dearness allowance).

Under Section 27 of the Motor Transport Workers Act, every adult motor transport worker who works for a period of 240 days or more during a calendar year is entitled to leave with wages during the subsequent years at the rate of one day for every 20 days of work performed. In the case of adolescent worker, leave is to be calculated at the rate of one day for every 14 days of work performed by him during the pervious calendar year. The Act also provides that if a motor transport worker is not granted leave to which he was entitled under sub-section (3) of Section 27 of the Act, he should be paid wages in lieu thereof at the rate prescribed in sub-section (1) of Section 28 of the Act. A worker whose service commences otherwise than on the first day of January, is entitled to leave with wages at the prescribed rate, provided he works for two third of the total number of days in the remainder of the calendar year. If a worker is discharged or dismissed from service during the course of the year, he is entitled to leave with wages at the prescribed rate even if he has not worked for the entire period as specified above. The leave admissible as above will exclude weekly holidays or closed holidays falling during or at either end of the period of leave. It can be accumulated to the extent of 30 days in the case of an adult and 40 days in the case of an adolescent. Wages for the days of leave are to be paid on the basis of average daily full-time wages for the days the workers worked during the month immediately preceding the leave including dearness allowance and cash equivalent of concessional supply of food-grains but excluding over-time earnings and bonus. A worker who is granted leave for more than four days is entitled to receive, in advance, the wages payable for the period of his leave. The data relating to the entitlement of leave, leave granted and the amount paid to workers as wages in lieu of leave etc. are presented in **Table-5**. During the year 2014, out of the 3,26,451 workers who were entitled to leave with wages, 1,37,460 (42.11%) were provided leave with wages and an amount of Rs.25,90,23,727 was paid as leave wages. During the year 5,599 workers, who were discharged, had also been paid leave wages.

The highest number of workers (78,452) who were granted leave was in Karnataka followed by Assam (35,461). The highest amount of wages in lieu of leave was paid in Karnataka (Rs.17,11,62,521) followed by Tamilnadu (Rs.6,71,77,151) and Aasam (Rs.1,80,40,250).

Table -5 Leave with wages during 2014

State/Union Territory	No. of workers entitled to annual leave with wages during the year	No. of workers who were granted leave during the year	No. of workers who were discharged or dismissed during the year	No. of discharged workers who were paid wages in lieu of leave during the year	Total amount paid to workers as wages in lieu of leave during the year (in Rs.)
1	2	3	4	5	6
1. Andhra Pradesh	2,927	1,642	-	-	-
2. Assam	52,903	35,461	21	21	1,80,40,250
3. Bihar	-	-	-	-	-
4. Goa	202	196	-	-	-
5. Gujarat	658	658	-	-	45,212
6. Haryana	2,264	1,670	8	6	4,71,834
7. Himachal Pradesh	2,873	2,873	-	-	-
8. Jammu & Kashmir	5,262	4,792	-	-	13,47,700
9. Karnataka	81,289	78,452	5,566	5,566	17,11,62,521
10. Kerala	-	-	-	-	-
11. Meghalaya	36,062	..	..	..	..
12. Odisha	735	735	-	-	-
13. Punjab	1,123	509	2	-	2,88,492
14. Rajasthan	1,209	202	-	-	-
15. Tamilnadu	1,30,188	5,537	-	-	6,71,77,151
16. Telangana	-	-	-	-	-
17. Tripura	3,428	3,428	-	-	3,38,192
18. Uttar Pradesh	..	..	..	..	..
19. Uttarakhand	1,273	512	6	6	1,52,375
20. West Bengal	2,500	..	..	..	..
21. A & N Island	1,243	481	-	-	-
22. Chandigarh	312	312	-	-	-
Total	3,26,451	1,37,460	5,603	5,599	25,90,23,727
		(42.11)			

- = Nil., .. = Not Reported

Note:- Figure in bracket indicates percentage of workers granted leave to total number of workers entitled to annual leave.

8. Welfare and Health

The State Governments are empowered to frame Rules requiring the employers of motor transport undertakings employing 100 or more workers to provide and maintain canteens of the prescribed standards. Such Rules may provide for the constitution of Managing Committees for the canteens and the representation of the workers in the management of the canteens. The Act provides for clean, comfortable, well-lighted and ventilated rest rooms or such other alternative accommodation at every place wherein the workers are required to halt at night. The State Governments may prescribe the standard of construction, accommodation, furniture and other equipment for restrooms or the alternative accommodation to be provided. The employers are also required to provide uniforms, raincoats or other such amenities to the drivers, conductors and line-checking staff for their protection from rain and cold. The employers, who do not have arrangements for the washing of uniforms at their cost, have to pay washing allowance to such staff at the prescribed rate.

It is obligatory for the employers to provide and maintain such medical facilities as may be readily available for the workers at such operating centres and the halting stations as may be prescribed by the concerned State Governments. In addition, a first-aid box equipped with the prescribed contents is required to be maintained by the employer in every transport vehicle so that first-aid facilities are readily available during all working hours. The first-aid box shall be kept under the charge of the driver or the conductor of the vehicle who shall be provided facilities for training in the use thereof.

Table 6 Presents the State-wise information regarding the number of undertakings providing canteens and rest rooms. All the States/Union Territories covered under the Act have not supplied the information in respect of these welfare activities. However, the available information shows that 451 units have provided canteen facilities and 1142 units have provided rest rooms. From the table it is evident that the welfare facilities provided by the units located in different states are quite satisfactory. There are units which are also providing these facilities though they are not bounded by the Act to provide such facilities.

Table-6 Canteens and Rest Rooms Facilities provided by Motor Transport Undertakings during 2014

State /Union Territory	Canteens			Rest Rooms		
	No. of Undertakings required to provide Canteens	No. of Units providing Canteens	No. of Canteen provided	No. of Undertakings required to provide Rest Rooms	No. of Units providing Rest Rooms	No. of Rest Rooms Provided
1	2	3	4	5	6	7
1. Andhra Pradesh	179	172	172	246	239	246
2. Assam	47	29	29	41	35	35
3. Bihar	-	-	-	-	-	-
4. Goa	-	1	1	-	1	3
5. Gujarat	1	1	1	1	1	7
6. Haryana	..	27	27	..	30	43
7. Himachal Pradesh	12	16	18	39	39	43
8. Jammu & Kashmir	19	17	17	16	21	23
9. Karnataka	65	14	14	4	4	4
10. Kerala	-	-	-	-	-	-
11. Meghalaya	-	-	-	-	-	-
12. Odisha	..	10	10	..	30	39
13. Punjab	27	27	27	27	27	27
14. Rajasthan	108	8	8	8	8	8
15. Tamilnadu	86	121	152	509	687	859
16. Telangana	1	1	1	1	1	1
17. Tripura	-	-	-	-	-	-
18. Uttar Pradesh	..	..	..	..	..	..
19. Uttarakhand	12	6	6	6	6	6
20. West Bengal	..	..	..	..	..	..
21. A & N Island	1	-	-	1	8	8
22. Chandigarh	3	1	1	9	5	5
Total	561	451	484	908	1,142	1,357

- = Nil, .. = Not reported

Table - 7 Presents the State-wise information regarding the number of undertakings providing dispensaries, doctors and nurses. While the table shows that the medical facilities provided to motor transport workers is quite satisfactory as the number of units providing these facilities, except in the States of Assam, Himachal Pradesh, Jammu and Kashmir, Rajasthan and Punjab, are more or less in tune with the prescribed norms, it also shows that Bihar, Karnataka, Kerala, Meghalaya, Tripura, and A& N Island are the only States which has not provided any medical facilities to the motor transport workers.

Table-7 Medical Facilities provided by Motor Transport Undertakings during 2014

State /Union Territory	Medical Facilities				
	No. of Undertakings required to provide Medical facilities	No. of Units providing Medical facilities	No. of Dispensaries provided	No. of Doctors provided	No. of Nurses/Compounders provided
1	2	3	4	5	6
1. Andhra Pradesh	208	201	153	153	157
2. Assam	27	16	-	-	-
3. Bihar	-	-	-	-	-
4. Goa	-	1	4	2	2
5. Gujarat	1	1	1	1	-
6. Haryana	..	..	23	22	27
7. Himachal Pradesh	39	5	-	4	5
8. Jammu & Kashmir	31	27	8	11	16
9. Karnataka	-	-	-	-	-
10. Kerala	-	-	-	-	-
11. Meghalaya	..	..	..	..	..
12. Odisha	..	-	-	-	-
13. Punjab	27	7	5	5	5
14. Rajasthan	258	8	-	-	-
15. Tamilnadu	251	314	125	93	267
16. Telangana	1	1	-	-	-
17. Tripura	-	-	-	-	-
18. Uttar Pradesh	..	..	..	..	..
19. Uttarakhand	6	6	6	6	8
20. West Bengal	..	..	..	..	..
21. A & N Island	-	-	-	-	-
22. Chandigarh	9	5	-	-	-
Total	858	592	325	297	487

- = Nil, .. = Not Reported,

9. Enforcement

The Inspectorate Staff in the States / Union Territories are required to ensure proper implementation of the provisions of the Motor Transport Workers Act, 1961 relating to hours of work, daily interval for rest, spread over of working hours, weekly rest, etc. The Inspectorates in various States / Union Territories carry out inspections of the undertakings to check infringement of the provisions of the Motor Transport Workers Act, 1961.

Table-8 Presents information relating to number of inspections made, prosecutions launched, convictions obtained and fines realized during the year under reference. The number of inspections carried out are highest in Assam (19,420) whereas, prosecutions launched are maximum in Kerala (257) and the highest amount of fine realized in Kerala i.e. Rs. 2,18,190.

Table –8 Inspections Made, Prosecutions Launched, Convictions Obtained and Amount of Fine Realized during 2014

State/Union Territory	No. of Inspections made	Prosecutions						Total amount realized towards fines (Rs.)
		No. of cases pending at the commencement of the year	No. of fresh cases filed during the year	No. of cases in which conviction obtained	No. of cases acquitted	No. of cases withdrawn	No. of cases pending at the end of the year	
1	2	3	4	5	6	7	8	9
1. Andhra Pradesh	1,549	688	68	73	-	-	683	24,100
2. Assam	19,420	-	-	-	-	-	-	-
3. Bihar	705	419	-	-	-	-	419	-
4. Goa	-	-	-	-	-	-	-	-
5. Gujarat	5	273	11	3	-	1	280	8,000
6. Haryana	185	-	-	-	-	-	-	-
7. Himachal Pradesh	78	24	6	-	-	-	30	-
8. Jammu & Kashmir	1,734	85	11	6	3	-	87	2,550
9. Karnataka	104	1	2	1	-	-	2	1,000
10. Kerala	3,872	298	257	179	28	-	348	2,18,190
11. Meghalaya	110	-	-	-	-	-	-	-
12. Odisha	303	309	-	-	-	-	309	-
13. Punjab	164	1	-	-	-	-	1	-
14. Rajasthan	60	5	-	-	-	-	5	-
15. Tamilnadu	2,839	619	-	10	10	-	599	1,100
16. Telangana	537	-	-	-	-	-	-	-
17. Tripura	2,070	-	-	-	-	-	-	-
18. Uttar Pradesh	65	179	9	37	-	-	151	14,000
19. Uttarakhand	-	95	-	4	-	-	91	800
20. West Bengal	2,716	525	173	5	-	-	693	2,100
21. A & N Island	-	-	-	-	-	-	-	-
22. Chandigarh	-	-	-	-	-	-	-	-
Total	36,516	3,521	537	318	41	1	3,698	2,71,840

- = Nil

10. Limitations

This Act extends to the whole of India and applies to every motor transport undertaking employing five or more workers in all the States / Union Territories in the country. As such all the States / Union Territories in the country are under obligation to submit the returns by stipulated date to the Labour Bureau. However, there are number of States/Union Territories which have not submitted the returns by stipulated time despite repeated reminders thereby resulting into delay in bringing out the report.

The present report is based on the information received from 20 States and 2 Union Territories. The other States / Union Territories have either not submitted the returns or have submitted defective/inconsistent figures. Arunachal Pradesh, Chhattisgarh, Madhya Pradesh, Maharashtra, Manipur, and Pudducherry (not submitted), Meghalaya and Jharkhand (submitted but defective) were among them. Similarly, the review does not include information pertaining to Mizoram, Nagaland, Sikkim, Dadra & Nagar Haveli, Daman & Diu and Lakshadweep as the Act has not been implemented in these States / Union Territories.