

REPORT ON THE WORKING OF THE PLANTATIONS LABOUR ACT, 1951 FOR THE YEAR 2014*

1 Introduction

The Plantations Labour Act was enacted in 1951 to provide for the welfare of plantation labour by regulating the conditions of work in plantations. The Act covers the entire country except the State of Jammu & Kashmir. It applies to all Tea, Coffee, Rubber, Cinchona, Cocoa, Oil Palm and Cardamom plantations, which admeasures five hectares or more and in which fifteen or more persons are employed or were employed on any day of the preceding twelve months. The Act also covers workers employed in offices, hospitals, dispensaries, schools / *balwadis* and crèches, etc., in the plantations but it does not apply to those factory premises to which the provisions of the Factories Act, 1948 apply.

The State Governments are, however, empowered to extend all or any of the provisions of the Act to any plantation notwithstanding that it admeasures less than five hectares or the number of persons employed therein is less than fifteen provided that no such declaration shall be made in respect of such land which admeasured less than five hectares or in which less than 15 persons were employed, immediately before the commencement of this Act.

2 Important Provisions of the Act

The main provisions of the Act pertain to:

- (i) Health and Welfare,
- (ii) Hours of Work, Rest Intervals etc.,
- (iii) Employment of children / adolescents and
- (iv) Annual leave with wages.

A brief description of these provisions is given below:

(i) Health and Welfare

- (a) **Medical** - Every plantation is required to provide and maintain, readily available, medical facilities for the workers and their families as may be prescribed by the State Governments.
- (b) **Housing** - The Act makes it obligatory for the employers to provide and maintain necessary housing accommodation for every worker and his family residing in the plantation. The Act also requires every employer to provide and maintain necessary housing accommodation for those desiring workers, who have put in six months of continuous service, but are residing outside the plantation. The State Governments are, however, empowered to frame rules to decide the standard and specification of the accommodation.
- (c) **Recreation** - The Act lays down that the State Governments may frame rules for providing such recreational facilities for the workers and children employed in the plantations as are prescribed.
- (d) **Education** - The State Governments are also empowered to make rules requiring every employer to provide educational facilities of such standard as may be prescribed in his/her plantation, where the number of workers' children in the age group of six and twelve years exceeds twenty five.
- (e) **Canteens** - In plantations employing 150 or more workers, the employers are required to provide and maintain one or more canteens of the standard prescribed by the State Governments for use of the workers.

* Report for the year 2013 may be seen on Labour Bureau website and published in December, 2015 issue of the Indian Labour Journal (pages 1261-1276).

(f) **Creches** - In every plantation wherein 50 or more women workers are employed or were employed on any day of the preceding twelve months or where the number of children (below the age of six years) is 20 or more, creche facility for the use of children of such women workers is required to be provided and maintained by the employer.

(g) **Other basic amenities** - Adequate supply of drinking water; maintenance of sufficient number of latrines and urinals in clean and sanitary conditions separately for men and women; supply of prescribed number and type of umbrellas, blankets, raincoats or similar amenities for the protection of workers from rain or cold; and appointment of welfare officers in the plantations, wherein 300 or more workers are ordinarily employed, are some of the other facilities required to be made available under the Act, for plantation workers by the employer.

(ii) **Hours of Work, Rest Intervals, etc.**

The Act provides that no adult worker is required or allowed to work in any plantation in excess of 48 hours a week and no adolescent for more than 27 hours a week. Nonetheless, when an adult worker works on any day in excess of the number of hours constituting a normal working day or for more than 48 hours in any week, he shall, in respect of such overtime work, be entitled to twice the rates of ordinary wages, provided that no such worker shall be allowed to work for more than nine hours on any day and more than 54 hours in any week.

It is obligatory under the Act that for any work done on any closed holiday in the plantation or on any day of rest, a worker shall be entitled to twice the rates of ordinary wages as in the case of overtime work. Though the Act does not fix daily hours of work, yet it lays down that the period of work of an adult worker shall be so arranged that it does not exceed beyond 12 hours a day, including rest intervals and the time spent in waiting for work. The Act provides that no woman or child worker be employed in any plantation except between 6 a.m. and 7 p.m. without the permission of the State Government. However, this restriction does not apply to the midwives and nurses employed in any plantation.

As per the Act, workers are required to be given a rest interval of at least half an hour each day after 5 hours of work. The hours of work for a normal working day for the purpose of wages and overtime are to be fixed under the rules framed by the State Governments. The Act empowers an employer to refuse to employ a worker on any day when he turns up more than half an hour after the scheduled time for the commencement of the work. The State Governments under the Rules, have to provide for (a) weekly day of rest and (b) payment for work done on the weekly day of rest at a rate not less than the overtime rate prevailing in a particular area. Where there is no such rate, the State Governments may fix such rate as they may consider proper. The workers are not allowed to work more than 10 days at a stretch without a day's rest. However, they have the option to work on any day which is not a closed holiday. The Act further facilitates that where, on any day, a worker has been prevented from working by reasons of tempest, fire, rain or other natural causes, if he so desires, that day may be treated as his weekly day of rest for the week concerned. Persons whose total period of employment in any week is less than 6 days are, however, not entitled to a weekly day of rest.

(iii) Annual Leave with Wages

As per the Plantations Labour Act, 1951, every worker is allowed annual leave with wages, calculated at the rate of one day for every 20 days of work for adult worker and in case of young person, one day for every 15 days of work. Every worker is entitled to accumulate leave upto a maximum of 30 days. The wages of an employee, if employed wholly on a time-rate basis, will be paid at a rate equal to the daily wages payable to him immediately before the commencement of the leave, and in all other cases, at the average daily wage rate calculated over the preceding twelve calendar months. If the employment of a worker is terminated before he has taken the entire leave to which he is entitled, the employer shall pay him the amount payable in respect of leave not taken and such payment shall have to be made before the expiry of the second working day after such termination.

3 Number and Area of Plantations

Tables 1(a), 1(b) and 2 present the number and area of various categories of plantations by States. Table 1(a) shows that, in all, there are 3811 plantations that are registered under the Act. Of the total number of plantations registered, 1194 (31.33 per cent) are in the State of Karnataka, followed by 792 (20.78 per cent) in Assam, 725 (19.02 per cent) in Kerala, 680 (17.84 per cent) in Tamil Nadu, 286 (7.50 per cent) in West Bengal and 104 (2.73 per cent) in Tripura. The other States/Union Territories which have plantations registered with them are Himachal Pradesh, Uttarakhand and A & N Islands, while the remaining States/Union Territories have no plantations.

Table 1(b) shows the percentage response of the plantations submitting returns. Among States/Union Territories, the response rate from Karnataka was lowest at 18.26 per cent.

Table-2 shows the area of plantations submitting returns. The largest area of 353233.87 hectares has been reported from Assam, followed by 66491.53 hectares from Kerala, 54742.51 hectares from Tamil Nadu, 52703.78 hectares from West Bengal, 23851 hectares from Karnataka, 9452 hectares from Tripura, 1900.60 hectares from Uttarakhand and 1749 hectares from Andaman & Nicobar Islands.

Table-1 (a)**Number and type of Estates / Plantations covered under the Act during 2014**

| State/ Union Territory | Number of Estates/Plantations covered | | | | | | | | |
|------------------------|---------------------------------------|-------------|------------|------------|----------|----------|----------|----------------|---------------------|
| | Tea | Coffee | Rubber | Cardamom | Cinchona | Cocoa | Oil Palm | Others (Mixed) | Total |
| 1. Assam | 792 | - | - | - | - | - | - | - | 792(20.78) |
| 2. Himachal Pradesh | 17 | - | - | - | - | - | - | - | 17(0.45) |
| 3. Karnataka | 14 | 1078 | 102 | - | - | - | - | - | 1194(31.33) |
| 4. Kerala | 123 | 170 | 267 | 131 | - | - | 3 | 31 | 725(19.02) |
| 5. Tamil Nadu | 282 | 307 | 59 | 10 | - | - | - | 22 | 680(17.84) |
| 6. Tripura | 49 | - | 55 | - | - | - | - | - | 104(2.73) |
| 7. Uttarakhand | 9 | - | - | - | - | - | - | - | 9(0.24) |
| 8. West Bengal | 283 | - | - | - | 3 | - | - | - | 286(7.50) |
| 9. A & N Islands | - | - | 3 | - | - | - | 1 | - | 4(0.10) |
| Total | 1569 | 1555 | 486 | 141 | 3 | 0 | 4 | 53 | 3811(100.00) |

‘ - ’ = Nil. Figures in brackets indicate percentage share of State in total Plantation covered.

Table-1 (b)**Number of Plantations submitting returns and their percentage response during 2014**

| State/ Union Territory | Number of Estates/Plantations submitting returns | | | | | | | | | Total number of Estates/Plantations covered under the Act |
|------------------------|--|------------|------------|-----------|----------|----------|----------|----------------|--------------------|---|
| | Tea | Coffee | Rubber | Cardamom | Cinchona | Cocoa | Oil Palm | Others (Mixed) | Total | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 1 Assam | 621 | - | - | - | - | - | - | - | 621(78.41) | 792 |
| 2 Himachal Pradesh | 12 | - | - | - | - | - | - | - | 12(70.59) | 17 |
| 3 Karnataka | 4 | 112 | 102 | - | - | - | - | - | 218(18.26) | 1194 |
| 4 Kerala | 52 | 48 | 98 | 13 | - | - | 3 | 17 | 231(31.86) | 725 |
| 5 Tamil Nadu | 199 | 278 | 44 | 10 | - | - | - | 19 | 550(80.88) | 680 |
| 6 Tripura | 32 | - | 20 | - | - | - | - | - | 52(50.00) | 104 |
| 7 Uttarakhand | 9 | - | - | - | - | - | - | - | 9(100.00) | 9 |
| 8 West Bengal | 118 | - | - | - | 1 | - | - | - | 119(41.61) | 286 |
| 9 A & N Islands | - | - | 3 | - | - | - | 1 | - | 4(100.00) | 4 |
| Total | 1047 | 438 | 267 | 23 | 1 | - | 4 | 36 | 1816(47.65) | 3811 |

‘ - ’ = Nil. Figures in brackets indicate response rate.

Table-2**Number and Area of Estates / Plantations submitting returns and the employment therein during 2014**

| State/Union Territory | Plantation Labour Act Rules came into force (Month and Year) | Total number of Estates/Plantations covered under the Act | Number of Estates / Plantations submitting returns | Total Area of Estates/Plantations submitting returns (in Hectares) |
|-----------------------|--|---|--|--|
| 1 | 2 | 3 | 4 | 5 |
| 1 Assam | January, 1956 | 792 | 621 | 353233.87 |
| 2 Himachal Pradesh | September, 1955 | 17 | 12 | 332.71 |
| 3 Karnataka | October, 1956 | 1194 | 218 | 23851 |
| 4 Kerala | April, 1956 | 725 | 231 | 66491.63 |
| 5 Tamil Nadu | January, 1956 | 680 | 550 | 54742.51 |
| 6 Tripura | September, 1955 | 104 | 52 | 9452 |
| 7 Uttarakhand | March, 1957 | 9 | 9 | 1900.60 |
| 8 West Bengal | November, 1957 | 286 | 119 | 52703.78 |
| 9 A & N Islands | September, 1957 | 4 | 4 | 1749 |
| Total | | 3811 | 1816 | 564457.10 |

4 Pattern of Employment

The average daily employment in plantations by age group and sex wise during the year 2014 is given in Table 3 and 4. During the year 2014 maximum number of workers i.e. 5,32,787 (70.49 per cent) were employed in the State of Assam, followed by 1,12,519 (14.89 per cent) in West Bengal, 49,355 (6.53 per cent) in Tamil Nadu, 39,155 (5.18 per cent) in Kerala, 9,836 (1.30 per cent) in Tripura and 9,320 (1.23 per cent) in Karnataka. Out of the total employment (7,55,839) in plantations submitting returns 7,01,162 were adults and 54,677 were adolescents. The employment in plantations has been dominated by the female workers which accounted for 4,11,489 of total employment as against 3,44,350 male workers.

The workers employed in Tea plantations accounted for the highest proportion of 95.08 per cent (i.e.7,18,615). This was followed by Rubber 2.11 per cent (i.e.15,973), Coffee 1.74 per cent (i.e.13,160), Others 0.67 per cent (i.e.5,094), Cinchona 0.18 per cent (i.e.1,338), Oil Palm 0.15 per cent (i.e.1,123), and Cardamom accounted for 0.07 per cent (i.e.536). There was no Cocoa plantation reported from any state.

Table – 3**Average daily number of workers employed in the Plantations submitting returns during 2014**

| State/Union Territory | Average daily number of workers employed | | | | | | Grand Total |
|-----------------------|--|---------------|--------------|--------------|---------------|---------------|---------------|
| | Adult | | Adolescent | | Total | | |
| | Male | Female | Male | Female | Male | Female | |
| 1.Assam | 223315 | 254957 | 27213 | 27302 | 250528 | 282259 | 532787(70.49) |
| 2.Himachal Pradesh | 65 | 75 | - | - | 65 | 75 | 140(0.02) |
| 3.Karnataka | 3696 | 5624 | - | - | 3696 | 5624 | 9320(1.23) |
| 4.Kerala | 17537 | 21618 | - | - | 17537 | 21618 | 39155(5.18) |
| 5.Tamil Nadu | 18120 | 31235 | - | - | 18120 | 31235 | 49355(6.53) |
| 6.Tripura | 4740 | 5096 | - | - | 4740 | 5096 | 9836(1.30) |
| 7.Uttarakhand | 732 | 1095 | - | - | 732 | 1095 | 1827(0.24) |
| 8.West Bengal | 48131 | 64226 | 65 | 97 | 48196 | 64323 | 112519(14.89) |
| 9. A & N Islands | 736 | 164 | - | - | 736 | 164 | 900(0.12) |
| Total | 317072 | 384090 | 27278 | 27399 | 344350 | 411489 | 755839 |

' - ' = Nil.

Note: Figures in brackets are percentage share of States in the total employment in Plantations.

Table – 4

Average daily number of workers employed in various types of Plantations during 2014

| State / Union Territory | | Assam | Himachal Pradesh | Karnataka | Kerala | Tamil Nadu | Tripura | Uttarakhand | West Bengal | A & N Islands | Total |
|-------------------------|---------------|---------------|------------------|-------------|--------------|--------------|-------------|-------------|---------------|---------------|----------------------|
| Tea | Male | 250528 | 65 | 332 | 9892 | 13111 | 3514 | 732 | 47417 | - | 325591 |
| | Female | 282259 | 75 | 529 | 14483 | 26703 | 4116 | 1095 | 63764 | - | 393024 |
| | Total | 532787 | 140 | 861 | 24375 | 39814 | 7630 | 1827 | 111181 | - | 718615(95.08) |
| Coffee | Male | - | - | 2822 | 225 | 2394 | - | - | - | - | 5441 |
| | Female | - | - | 4235 | 333 | 3151 | - | - | - | - | 7719 |
| | Total | - | - | 7057 | 558 | 5545 | - | - | - | - | 13160(1.74) |
| Rubber | Male | - | - | 542 | 5597 | 2175 | 1226 | - | - | 269 | 9809 |
| | Female | - | - | 860 | 3541 | 694 | 980 | - | - | 89 | 6164 |
| | Total | - | - | 1402 | 9138 | 2869 | 2206 | - | - | 358 | 15973(2.11) |
| Cardamom | Male | - | - | - | 196 | 18 | - | - | - | - | 214 |
| | Female | - | - | - | 309 | 13 | - | - | - | - | 322 |
| | Total | - | - | - | 505 | 31 | - | - | - | - | 536(0.07) |
| Cinchona | Male | - | - | - | - | - | - | - | 779 | - | 779 |
| | Female | - | - | - | - | - | - | - | 559 | - | 559 |
| | Total | - | - | - | - | - | - | - | 1338 | - | 1338(0.18) |
| Cocoa | - | - | - | - | - | - | - | - | - | - | - (0.00) |
| Oil Palm | Male | - | - | - | 317 | - | - | - | - | 467 | 784 |
| | Female | - | - | - | 264 | - | - | - | - | 75 | 339 |
| | Total | - | - | - | 581 | - | - | - | - | 542 | 1123(0.15) |
| Others (mixed) | Male | - | - | - | 1310 | 422 | - | - | - | - | 1732 |
| | Female | - | - | - | 2688 | 674 | - | - | - | - | 3362 |
| | Total | - | - | - | 3998 | 1096 | - | - | - | - | 5094(0.67) |
| Grand Total | Male | 250528 | 65 | 3696 | 17537 | 18120 | 4740 | 732 | 48196 | 736 | 344350 |
| | Female | 282259 | 75 | 5624 | 21618 | 31235 | 5096 | 1095 | 64323 | 164 | 411489 |
| | Total | 532787 | 140 | 9320 | 39155 | 49355 | 9836 | 1827 | 112519 | 900 | 755839 |

' - ' = Nil.

Note: The figures in brackets indicate the percentage share in various categories of Plantations to the total employment.

5. Hours of Work

The average number of weekly hours worked by adult workers in plantations submitting returns in various States /Union Territories is presented in Table-5. It may be observed that the majority of the workers were in the category of above 45 and upto 48 hours worked.

Table –5
Number of adult workers by average number of hours worked per week during 2014

| State / Union Territory | Number of Plantations submitting returns | Average daily number of workers with Average number of weekly hours worked | | | | | | | | | |
|-------------------------|--|--|--------------|----------------------------|--------------|----------------------------|---------------|----------------|------------|---------------|---------------|
| | | Upto 42 hours | | Above 42 and upto 45 hours | | Above 45 and upto 48 hours | | Above 48 hours | | Total | |
| | | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1. Assam | 621 | 8451 | 9730 | 41866 | 49677 | 131357 | 150855 | 490 | - | 182164 | 210262 |
| 2. Himachal Pradesh | 12 | - | - | - | - | 65 | 75 | - | - | 65 | 75 |
| 3. Karnataka | 218 | 63 | 1452 | 487 | 1490 | 2525 | 2682 | 621 | - | 3696 | 5624 |
| 4. Kerala | 231 | - | - | - | - | 17537 | 21618 | - | - | 17537 | 21618 |
| 5. Tamil Nadu | 550 | 80 | 78 | 761 | 1132 | 17810 | 29242 | 413 | 933 | 19064 | 31385 |
| 6. Tripura | 52 | - | - | - | - | 4740 | 5096 | - | - | 4740 | 5096 |
| 7. Uttarakhand | 9 | - | - | - | - | 732 | 1095 | - | - | 732 | 1095 |
| 8. West Bengal | 119 | 5175 | 7505 | 6986 | 8870 | 35970 | 47851 | - | - | 48131 | 64226 |
| 9. A & N Islands | 4 | - | - | - | - | 629 | 164 | 107 | - | 736 | 164 |
| Total | 1816 | 13769 | 18765 | 50100 | 61169 | 211365 | 258678 | 1631 | 933 | 276865 | 339545 |

' - ' = Nil.

6 Leave with wages

The number of workers granted leave with wages during the year 2014 is presented in Table-6. The Table reveals that 95.03 percent workers entitled for leave with wages were granted leave with wages. Of which 5.68 percent workers were allowed leave for 30 days or more. In the state of Karnataka, Himachal Pradesh and A & N Island all workers who granted leave were allowed leave for 30 days or more during the year under report.

Table – 6**Number of workers granted leave with wages during 2014**

| State/Union Territory | Number of workers entitled to leave with wages | Number of workers granted leave with wages | Number of workers allowed leave amounting to 30 days or more |
|-----------------------|--|--|--|
| 1 | 2 | 3 | 4 |
| 1. Assam | 532787 | 532787 | 16714 |
| 2. Himachal Pradesh | 140 | 140 | 140 |
| 3. Karnataka | 9320 | 5575 | 5575 |
| 4. Kerala | 39155 | 25012 | 70 |
| 5. Tamil Nadu | 47298 | 38111 | 10692 |
| 6. Tripura | 7073 | 5532 | 3274 |
| 7. Uttarakhand | 95 | 95 | - |
| 8. West Bengal | 138762 | 129202 | 4855 |
| 9. A & N Islands | 900 | 510 | 510 |
| Total | 775530 | 736964 (95.03) | 41830 (5.68) |

'-' = Nil.

7. Health

The details of facilities in respect of (i) Supply of drinking water; (ii) Arrangements for proper conservancy and (iii) Provision of medical facilities to the workers made available during the year 2014 in different States/Union Territories.

7.1 Drinking Water

In Assam 92,755 water taps existed in 792 tea plantations(621 Plantations submitting return) returns in 2014. There was adequate arrangement of water supply in the State of Karnataka, Tamil Nadu and Andaman & Nicobar Island. Other States/Union Territories did not furnish any information in this regard.

7.2 Arrangements for Conservancy

As against the total requirement of 2,88,373 Latrines for the families of resident workers, only 2,02,663 have been provided in all the Plantations in Assam. Whereas in Tamil Nadu latrine facilities were provided in every plantation on the scale of one latrine for every fifty hectares of the area under cultivation or part thereof in addition to the latrine provided to the houses of workers. In Andaman and Nicobar Island separate Latrine and Urinal accommodation for men and women are maintained properly. Other States/Union Territories have not furnished information in this regard for the year under report.

7.3 Medical Facilities

Adequate medical facilities were provided to the plantation workers in Assam. In Assam there were 555 Garden Hospitals with 11,287 beds, 641 Dispensaries with 1,161 detention beds, 403 Qualified Medical Practitioners, 390 Visiting Doctors, 662 Qualified Pharmacists, 658 Qualified Nurses, 616 Qualified Midwives, 593 Qualified Nurse-cum-Midwives, 797 Trained Nursing Attendants and 599 Trained Health Assistants during the year 2014. In Tamil Nadu there are about 136 Dispensaries, 23 Group Dispensaries, 29 Group Hospitals and 4 Group Garden Hospital which are maintained by Plantation in Tamil Nadu. No information, however, was received from Himachal Pradesh, Karnataka, Kerala, Tamil Nadu, Tripura, Uttarakhand, West Bengal and A & N Islands in this regard.

8 Welfare

The information received on the Welfare measures for the year 2014 from the concerned authorities has been presented in the following paragraphs.

8.1 Educational facilities

In 792 tea plantations(621 Plantations submitting return) in the State of Assam, there were 1071 Primary schools with Building and Teachers. The schools falling in the areas of Sivsagar, Golaghat, Jorhat, Cachar, Karimganj and Hailakandi civil districts have already been provincialised by the State Government. In Karnataka, Primary schools with trained teachers exist in all the plantations. In Kerala, study materials such as Note Books, Text Books, School bags, Umbrellas, Instruments Box etc. were being distributed to the children of workers in the crisis affected Plantation during the academic year, 2014-15. Himachal Pradesh, Tamil Nadu, Tripura, Uttarakhand, West Bengal and A & N Islands have not reported any information on educational facilities.

8.2 Recreational facilities

In the state of Assam, out of 792 tea plantations (621 Plantations submitting return), there were 1060 recreational centers with building and open air play grounds etc. The recreational facilities are provided in the tea plantations as statutory requirement for the adult and adolescent workers. The employers of tea plantations have also additionally provided television sets in the recreational centers.

8.3 Housing

Of the total plantation workers eligible for housing accommodation, 76.61 percent workers have been provided with housing accommodation. The Plantation Establishments in the State of Uttarakhand and Karnataka have provided housing accommodation to all the workers followed by the States of Tamil Nadu, Assam, Tripura, Kerala, Andaman & Nicobar Islands, Himachal Pradesh, and West Bengal where 97.96 percent, 96.23 per cent, 83.63 percent, 82.66 per cent, 54.33 percent, and 47.14 percent of workers have been provided with housing accommodation.

Table –7**Number of Plantation workers provided housing accommodation during 2014**

| State/Union Territory | Number of plantations submitting returns | Number of workers employed | Number of plantations workers eligible for housing accommodation | Number of plantation workers provided housing accommodation | Number of workers remaining to be provided with accommodation | Shortage of Houses |
|-----------------------|--|----------------------------|--|---|---|--------------------|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1. Assam | 621 | 532787 | 227222 | 218648(96.23) | 8574 | 37243 |
| 2. Himachal Pradesh | 12 | 140 | 140 | 66(47.14) | 74 | - |
| 3. Karnataka | 218 | 9320 | 3850 | 3850(100.00) | - | - |
| 4. Kerala | 231 | 39155 | 20798 | 17192(82.66) | 3606 | 891 |
| 5. Tamil Nadu | 550 | 52140 | 45263 | 44339(97.96) | 924 | - |
| 6. Tripura | 52 | 9836 | 7430 | 6214(83.63) | 1216 | - |
| 7. Uttarakhand | 9 | 1827 | 136 | 136(100.00) | - | - |
| 8. West Bengal | 119 | 148684 | 78932 | 3753(4.75) | 75179 | - |
| 9. A & N Islands | 4 | 900 | 900 | 489(54.33) | 411# | # |
| Total | 1816 | 794789 | 384671 | 294687(76.61) | 89984 | 38134 |

-: Nil, #: Stay in their own houses.

Note: The figures in brackets indicate percentage of workers provided with housing accommodation to the total number of workers eligible for housing accommodation.

8.4 Canteens

The plantations employing 150 or more workers are expected to provide for canteen facility for the workers. Information received in this regard shows that out of 714 plantations employing 150 or more workers, 78.01 percent (i.e. 557) of the plantations have provided canteen facility. In Assam, 324 plantations have provided canteen facilities. In the State of West Bengal 73 plantations have canteen facility for the workers. In Kerala, there were 69 plantations which have provided canteens facility to their workers. In Tamil Nadu, there were 60 plantations which have provided canteen facility. In Karnataka the canteen facility was provided in 23 plantations. Andaman & Nicobar Islands and Uttarakhand 2 estates each have provided canteen facilities as majority of the workers were residing just near their place of work.

Table-8
Number of Plantations providing canteen facilities to their workers during 2014

| State/Union Territory | Number of Plantations covered | Number of Plantations employing 150 or more workers | Number of Plantations having canteens |
|-----------------------|-------------------------------|---|---------------------------------------|
| 1 | 2 | 3 | 4 |
| 1. Assam | 792 | 390 | 324 |
| 2. Himachal Pradesh | 17 | - | 4 |
| 3. Karnataka | 1194 | 23 | 23 |
| 4. Kerala | 725 | 87 | 69 |
| 5. Tamil Nadu | 680 | 91 | 60 |
| 6. Tripura | 104 | - | - |
| 7. Uttarakhand | 9 | 4 | 2 |
| 8. West Bengal | 286 | 117 | 73 |
| 9. A & N Islands | 4 | 2 | 2 |
| Total | 3811 | 714 | 557 |

' - ' = Nil.

8.5 Crèches

As per the Act, crèche facility for the children below six years of age in every plantation employing 50 or more female workers is required to be provided. Out of the registered plantations which submitted returns, 57.43 percent of the plantations employed 50 or more female workers and thus were expected to make provision for crèches. The total number of plantations providing/maintaining crèches were 957 as against 1,043 plantations required to provide crèches. In all the States, the crèches provide milk, food, refreshment, toys, etc. to the children.

Table –9**Number of Plantations providing Creche facilities during 2014**

| State/Union | No. of Plantations covered | No. of Plantations submitting returns | No. of Plantations employing 50 or more women workers | No. of Plantations maintaining creches | Number of creches | Average daily attendance in creches | | |
|---------------------|----------------------------|---------------------------------------|---|--|-------------------|-------------------------------------|---------------|--------------|
| | | | | | | 2 years and below | Above 2 years | Total |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1. Assam | 792 | 621 | 572 | 528 | 2,293 | 7397 | 5013 | 12410 |
| 2. Himachal Pradesh | 17 | 12 | - | - | - | - | - | - |
| 3. Karnataka | 1194 | 218 | 103 | 93 | 106 | 12 | 25 | 37 |
| 4. Kerala | 725 | 231 | 87 | 57 | 117 | 289 | 407 | 696 |
| 5. Tamil Nadu | 680 | 550 | 128 | 123 | 218 | 717 | 1084 | 1801 |
| 6. Tripura | 104 | 52 | 32 | 32 | 42 | 457 | 509 | 966 |
| 7. Uttarakhand | 9 | 9 | - | 3 | 3 | - | - | - |
| 8. West Bengal | 286 | 119 | 119 | 119 | 273 | 2,753 | 1,937 | 4690 |
| 9. A & N Islands | 4 | 4 | 2 | 2 | 2 | 7 | 16 | 23 |
| Total | 3811 | 1816 | 1043 | 957 | 3054 | 11632 | 8991 | 20623 |

‘ - ’ = Nil.

8.6 Protection from weather:

In the State of Assam tea gardens have made provisions for 2,66,755 Umbrellas, 1,79,608 Rain Coats, 1,89,730 Blankets, 29,049 Jerseys and 3,07,063 Chappals.

9. Sickness and Maternity benefits**9.1 Sickness benefit**

State-wise total number of workers who received sickness benefits and the amount paid to them during 2014 are presented in Table-10. The maximum amount of Rs. 14,88,22,381 as sickness benefits was paid to the 3,28,073 workers as against 4,20,718 workers who claimed for sickness benefit in the State of Assam followed by Rs. 6,23,94,360 to 17,846 in Kerala and Rs. 2,53,97,739 to 28,270 in Tamil Nadu. It can also be seen from the table that in the state Kerala, Tamil Nadu, Uttarakhand and A & N Islands all the workers who claimed for sickness benefit were given this benefit.

Table –10**Number of Workers who received Sickness benefits and the amount paid thereof during 2014**

| State/Union Territory | Number of workers employed | Number of workers who claimed sickness benefit | Number of workers who received the benefit | Amount paid (in Rs.) |
|-----------------------|----------------------------|--|--|-------------------------|
| 1 | 2 | 3 | 4 | 5 |
| 1. Assam | 532787 | 420718 | 328073 | 148822381 |
| 2. Himachal Pradesh | 140 | - | - | - |
| 3. Karnataka | 9320 | 4763 | 4651 | 4573995 |
| 4. Kerala | 39155 | 17846 | 17846 | 62394360 |
| 5. Tamil Nadu | 49355 | 28270 | 28270 | 25397739 |
| 6. Tripura | 9836 | 704 | 554 | 136867 |
| 7. Uttarakhand | 1827 | 95 | 95 | 278030 |
| 8. West Bengal | 148684 | @ | @ | @ |
| 9. A & N Islands | 900 | 31 | 31 | 48488 |
| Total | 792004 | 472427 | 379520 | 241651860 |

'-' = Nil. @ = Data inconsistent

9.2 Maternity benefit

The number of women workers who received maternity benefits and the amount paid thereof during the year 2014 are presented in Table-11. A maximum amount of Rs. 5,10,12,533 was paid as maternity benefit to women workers in the state of Assam. This was followed by West Bengal (94,12,180), Tamil Nadu (25,67,389), Kerala (16,32,424), Tripura (6,82,410) Karnataka 2,85,967) and Andaman & Nicobar Islands (30,360). However there were no such claims from the State Himachal Pradesh and Uttarakhand under the reports.

Table –11
Number of women workers who received maternity benefits and the amount paid thereof during the year 2014

| State/Union Territory | Number of plantations covered by Maternity Benefit Act | Number of plantations submitted returns | Total number of women workers employed in plantations submitted returns during the year | Number of women workers who worked for a period of not less than 150 days during | Number of women workers who claimed maternity benefit during the year | Number of claims accepted and paid either fully or partially | | Total amount of maternity benefit paid (in Rs.) |
|-----------------------|--|---|---|--|---|--|--------------------------|---|
| | | | | | | Total | From current year claims | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 1. Assam | 792 | 621 | 314506 | 84646 | 23125 | 23592 | 9207 | 51012533 |
| 2. Himachal Pradesh | 17 | 12 | - | - | - | - | - | - |
| 3. Karnataka | 1187 | 218 | 5624 | 869 | 56 | 21 | 14 | 285967 |
| 4. Kerala | 647 | 231 | 21618 | 14144 | 133 | 133 | 101 | 1632424 |
| 5. Tamil Nadu | 495 | 392 | 30661 | 26833 | 191 | 124 | 73 | 2567389 |
| 6. Tripura | 104 | 52 | 5096 | 1066 | 102 | 102 | - | 682410 |
| 7. Uttarakhand | 9 | 9 | 1095 | - | - | - | - | - |
| 8. West Bengal | 286 | 119 | 84820 | 52005 | 1453 | 1432 | 1370 | 9412180 |
| 9. A & N Islands | 4 | 4 | 164 | 164 | 13 | 8 | 8 | 30360 |
| Total | 3541 | 1658 | 463584 | 179727 | 25073 | 25412 | 10773 | 65623263 |

‘ - ’ = Nil.

10 Enforcement

Under the Act, the State-wise total number of inspections made, prosecutions launched and convictions obtained for various offences during the year 2014 have been presented in Table 12. The table shows that in the State of Tamil Nadu, maximum number of inspections was made during the year followed by Assam, Kerala and Karnataka. Number of Prosecutions launched was highest in Tamil Nadu while Convictions obtained and amount of fine realized was highest in the State of Tamil Nadu , (i.e. 223 and Rs. 32,16,00) followed by West Bengal (i.e. 10 and Rs.88,000) and Kerala (i.e. 6 and Rs.26,400).

Table – 12**State-Wise Number of Inspections made, Prosecutions launched and Convictions obtained during 2014**

| State/Union Territory | Number of inspections made | Number of prosecutions launched | Number of convictions obtained | Amount of fine realized (in Rs.) |
|-----------------------|----------------------------|---------------------------------|--------------------------------|----------------------------------|
| 1 | 2 | 3 | 4 | 5 |
| 1. Assam | 642 | 33 | - | 4000 |
| 2. Himachal Pradesh | 6 | 1 | - | - |
| 3. Karnataka | 194 | - | - | - |
| 4. Kerala | 546 | 11 | 6 | 26400 |
| 5. Tamil Nadu | 679 | 415 | 223 | 321600 |
| 6. Tripura | 188 | 5 | - | - |
| 7. Uttarakhand | - | - | - | - |
| 8. West Bengal | 69 | 297 | 10 | 88000 |
| 9. A & N Islands | 3 | - | - | - |
| Total | 2327 | 762 | 239 | 440000 |

‘ - ’ = Nil.

11. Limitation:

The present report is based on information received from 48% of Total Plantations covered under the Act throughout India, wherever the Act is applicable. From the State of Karnataka the response rate was merely 18.92 percent wherein this State accounted for 31.33 percent of the total plantations registered.