

REPORT ON THE WORKING OF THE PLANTATIONS LABOUR ACT, 1951 FOR THE YEAR 2013*

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 2012 may be seen on Labour Bureau website and published in February, 2015 issue of the Indian Labour Journal (pages 129-143).

(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 3796 plantations that are registered under the Act. Of the total number of plantations registered, 1184 (31.19 per cent) are in the State of Karnataka, followed by 790 (20.81 per cent) in Assam, 723 (19.04 per cent) in Kerala, 679 (17.89 per cent) in Tamil Nadu, 286 (7.53 per cent) in West Bengal and 104 (2.74 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 18.92 per cent.

Table-2 shows the area of plantations submitting returns. The largest area of 340254.07 hectares has been reported from Assam, followed by 79528.91 hectares from Tripura, 59740.16 hectares from West Bengal, 55771.33 hectares from Kerala, 54157.71 hectares from Tamil Nadu, 26753.00 hectares from Karnataka, 1900.60 hectares from Uttarakhand, 1749.00 hectares from Andaman & Nicobar Islands and 332.71 hectares from Himachal Pradesh.

Table-1 (a) Number and type of Estates / Plantations covered under the Act during 2013

State/ Union Territory	Number of Estates/Plantations covered								Total
	Tea	Coffee	Rubber	Cardamom	Cinchona	Cocoa	Oil Palm	Others (Mixed)	
1. Assam	790	-	-	-	-	-	-	-	790(20.81)
2. Himachal Pradesh	17	-	-	-	-	-	-	-	17(.45)
3. Karnataka	14	1068	102	-	-	-	-	-	1184(31.19)
4. Kerala	123	170	265	131	-	-	3	31	723(19.05)
5. Tamil Nadu	305	305	59	10	-	-	-	-	679(17.89)
6. Tripura	49	-	55	-	-	-	-	-	104(2.74)
7. Uttarakhand	9	-	-	-	-	-	-	-	9(.24)
8. West Bengal	283	-	-	-	3	-	-	-	286(7.53)
9. A & N Islands	-	-	3	-	-	-	1	-	4(.11)
Total	1590	1543	484	141	3	0	4	31	3796(100)

‘ - ’ = 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 2013

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	675	-	-	-	-	-	-	-	675 (85.44)	790
2. Himachal Pradesh	11	-	-	-	-	-	-	-	11 (64.71)	17
3. Karnataka	4	125	95	-	-	-	-	-	224 (18.92)	1184
4. Kerala	56	48	96	10	-	-	3	14	227 (31.40)	723
5. Tamil Nadu	231	275	45	10	-	-	-	-	561 (82.62)	679
6. Tripura	23	-	10	-	-	-	-	-	33 (31.73)	104
7. Uttarakhand	9	-	-	-	-	-	-	-	9 (100)	9
8. West Bengal	134	-	-	-	1	-	-	-	135 (47.20)	286
9. A & N Islands	-	-	3	-	-	-	1	-	4 (100)	4
Total	1143	448	249	20	1		4	14	1879 (49.50)	3796

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

Table-2 Number and Area of Estates / Plantations submitting returns and the employment therein during 2013

State/Union Territory	Employment in Plantations Submitting Returns	Number of Estates / Plantations submitting returns	Total Area of Estates/ Plantations submitting returns (in Hectares)
1	3	4	5
1. Assam	650562	675 (790)	340254.07
2. Himachal Pradesh	169	11 (17)	332.71
3. Karnataka	12476	224 (1184)	26753.00
4. Kerala	38414	227 (723)	55771.33
5. Tamil Nadu	49362	561 (679)	54157.71
6. Tripura	6133	33 (104)	79528.91
7. Uttarakhand	1219	9 (9)	1900.60
8. West Bengal	123857	135 (286)	59740.16
9. A & N Islands	896	4 (4)	1749.00
Total	883088	1879 (3796)	620187.49

Note:- Figures in brackets indicate the total number of Estates/Plantations covered under the Act.

4 Pattern of Employment

The average daily employment in plantations by age group and sex wise during the year 2013 is given in Table 3 and 4. During the year 2013, maximum number of workers i.e. 6,50,562 (73.67 per cent) were employed in the state of Assam, followed by 1,23,857 (14.03 per cent) in West Bengal, 49,362 (5.59 per cent) in Tamil Nadu, 38,414 (4.35 per cent) in Kerala, 12,476 (1.41 per cent) in Karnataka and 6,133 (0.69 per cent) in Tripura. Out of the total employment (8,83,088) in plantations submitting returns, 8,29,579 (93.94 per cent) were adults and 53,509 (6.06 per cent) were adolescents. The employment in plantations has been dominated by the female workers which accounted for 53.75 per cent (4,74,654) of total employment as against 46.25 per cent (4,08,434) male workers.

The workers employed in Tea plantations accounted for the highest proportion of 95.81 per cent (i.e.8,46,068). This was followed by Coffee 1.87 per cent (i.e.16,551), Rubber 1.72 per cent (i.e.15,208), Cinchona 0.13 per cent (i.e.1164), Oil Palm 0.12 per cent (i.e.1,094), Cardamom 0.09 per cent (i.e.753), and Others (mixed) accounted for 0.25 per cent (i.e.2,250). There was no Cocoa plantation reported from any state.

Table – 3 Average daily number of workers employed in the Plantations submitting returns during 2013

State/Union Territory	Average daily number of workers employed						Grand Total
	Adult		Adolescent		Total		
	Male	Female	Male	Female	Male	Female	
1.Assam	269236	328088	41002	12236	310238	340324	650562 (73.67)
2.Himachal Pradesh	39	130	-	-	39	130	169 (0.02)
3.Karnataka	6217	6259	-	-	6217	6259	12476 (1.41)
4.Kerala	15219	23195	-	-	15219	23195	38414 (4.35)
5.Tamil Nadu	18668	30694	-	-	18668	30694	49362 (5.59)
6.Tripura	2779	3354	-	-	2779	3354	6133 (0.69)
7.Uttarakhand	494	725	-	-	494	725	1219 (0.14)
8.West Bengal	53899	69687	145	126	54044	69813	123857 (14.03)
9. A & N Islands	736	160	-	-	736	160	896 (0.10)
Total	367287	462292	41147	12362	408434	474654	883088

‘ - ’ = 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 2013

State / Union Territory		Assam	Himachal Pradesh	Karnataka	Kerala	Tamil Nadu	Tripura	Uttarakhand	West Bengal	A & N Islands	Total
Tea	Male	310238	39	572	7165	14377	2319	494	53386		388590
	Female	340324	130	489	16366	26898	3239	725	69307		457478
	Total	650562	169	1061	23531	41275	5558	1219	122693	-	846068 (95.81)
Coffee	Male			5192	600	2083					7875
	Female			5111	483	3082					8676
	Total	-	-	10303	1083	5165	-	-	-	-	16551(1.87)
Rubber	Male			453	5942	2190	460			271	9316
	Female			659	4328	701	115			89	5892
	Total	-	-	1112	10270	2891	575	-	-	360	15208 (1.72)
Cardamom	Male				321	18					339
	Female				401	13					414
	Total	-	-	-	722	31	-	-	-	-	753 (0.09)
Cinchona	Male								658		658
	Female								506		506
	Total	-	-	-	-	-	-	-	1164	-	1164 (0.13)
Cocoa	-										0 (0)
Oil Palm	Male				186					465	651
	Female				372					71	443
	Total	-	-	-	558	-	-	-	-	536	1094 (0.12)
Others (mixed)	Male				1005						1005
	Female				1245						1245
	Total	-	-	-	2250	-	-	-	-	-	2250 (0.25)
Grand Total	Male	310238	39	6217	15219	18668	2779	494	54044	736	408434
	Female	340324	130	6259	23195	30694	3354	725	69813	160	474654
	Total	650562	169	12476	38414	49362	6133	1219	123857	896	883088

‘ - ’ = 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 2013

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	675	8451	12256	40317	61126	220468	254706	-	-	269236	328088
2. Himachal Pradesh	11	-	-	-	-	39	130	-	-	39	130
3. Karnataka	224	-	-	1548	3683	4669	2544	-	32	6217	6259
4. Kerala	227	-	-	1191	1617	14028	21578	-	-	15219	23195
5. Tamil Nadu	561	65	63	856	1535	17354	28203	393	893	18668	30694
6. Tripura	33	-	-	-	-	-	-	2779	3354	2779	3354
7. Uttarakhand	9	-	-	-	-	494	725	-	-	494	725
8. West Bengal	135	6352	8888	6301	7376	41246	53423	-	-	53899	69687
9. A & N Islands	4	-	-	-	-	629	160	107	-	736	160
Total	1879	14868	21207	50213	75337	298927	361469	3279	4279	367287	462292

' - ' = Nil.

6 Leave with wages

The number of workers granted leave with wages during the year 2013 is presented in Table-6. The Table reveals that 98.64 percent workers entitled for leave with wages were granted leave with wages. Of which 7.72 percent workers were allowed leave for 30 days or more. In the state of Himachal Pradesh all workers were allowed leave for 30 days or more during the year under report.

Table – 6 Number of workers granted leave with wages during 2013

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	650562	650562	41050
2. Himachal Pradesh	169	169	169
3. Karnataka	9653	7036	7036
4. Kerala	28423	20371	-
5. Tamil Nadu	46313	45496	11196
6. Tripura	6133	6133	-
7. Uttarakhand	159	159	-
8. West Bengal	123857	123857	6013
9. A & N Islands	896	600	511
Total	866165	854383 (98.64)	65975 (7.72)

' - ' = 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 2013 in different States/Union Territories.

7.1 Drinking Water

In Assam 81,811 water taps existed in In 790 tea plantations(675 Plantations submitting return) returns in 2013. There was adequate arrangement of water supply in the State of Karnataka, Tamil Nadu and Andman & 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 2,64,658 Latrines for the families of resident workers, only 1,82,808 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 Andman 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 531 Garden Hospitals with 12,662 beds, 686 Dispensaries with 1,332 detention beds, 480 Qualified Medical Practitioners, 322 Visiting Doctors, 801 Qualified Pharmacists, 658 Qualified Nurses, 616 Qualified Midwives, 593 Qualified Nurse-cum-Midwives, 926 Trained Nursing Attendants and 577 Trained Health Assistants during the year 2013. In Tamilnadu there are about 136 Dispensaries, 23 Group Dispensaries, 29 Group Hospitals and 4 Group Garden Hospital which are maintained by Plantation in Tamilnadu. 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 2013, from the concerned authorities has been presented in the following paragraphs.

8.1 Educational facilities

In 790 tea plantations(675 Plantations submitting return) in the State of Assam, there were 912 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 during the academic year, 2012-13. 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, in 790 tea plantations(675 Plantations submitting return), there were 1005 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, 59.61 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, Kerala, Assam, Andaman & Nicobar Islands, Himachal Pradesh, and West Bengal where 97.97 percent, 82.60 per cent, 65.20 percent, 54.58 per cent, 21.89 percent, and 6.51 percent of workers have been provided with housing accommodation. However Tripura have not reported any information on the Housing facility for workers.

Table –7 Number of Plantation workers provided housing accommodation during 2013

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	675	650562	358653	233826 (65.20)	124827	18187
2. Himachal Pradesh	11	169	169	37 (21.89)	132	-
3. Karnataka	224	12476	9570	9570 (100)	-	-
4. Kerala	227	38414	29702	24535 (82.60)	5167	2002
5. Tamil Nadu	561	49362	45498	44574 (97.97)	924	924
6. Tripura	33	6133	-	-	-	-
7. Uttarakhand	9	1219	140	140 (100)	-	-
8. West Bengal	135	123857	90676	5900 (6.51)	84776	-
9. A & N Islands	4	896	896	489 (54.58)	407	407
Total	1879	883088	535304	319071 (59.61)	216233	21520

‘ - ’ = Nil.

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 931 plantations employing 150 or more workers, 67.88 percent (i.e. 632) of the plantations have provided canteen facility. In Assam, 363 plantations have provided canteen facilities while in Himachal Pradesh and Uttarakhand 3 estates each have provided canteen facilities as majority of the workers were residing just near their place of work. In the State of West Bengal, 88 plantations have canteen facility for the workers. In Tamil Nadu, there were 74 plantations which have provided for canteen facility. In Kerala, there were 68 plantations which have provided canteens facility to their workers. In Karnataka, the canteen facility was provided in 31 plantations. In A & N Islands, there

were 2 plantations which have provided for canteen facility. However, Tripura have not reported any information on the number of canteens being maintained for workers.

Table-8 Number of Plantations providing canteen facilities to their workers during 2013

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	790	415	363
2. Himachal Pradesh	17	-	3
3. Karnataka	1184	183	31
4. Kerala	723	100	68
5. Tamil Nadu	679	100	74
6. Tripura	104	-	-
7. Uttarakhand	9	3	3
8. West Bengal	286	128	88
9. A & N Islands	4	2	2
Total	3796	931	632

' - ' = Nil.

8.5 Creches

As per the Act, creche 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, 56.63 percent of the plantations employed 50 or more female workers and thus were expected to make provision for creches. It is however observed that in the States of West Bengal the number of plantations maintaining creches was less than the number of plantations required to provide crèche facilities. The total number of plantations providing/maintaining crèches were 1,138 as against 1,064 plantations required to provide creches. In all the States, the creches provide milk, food, refreshment, toys, etc. to the children.

Table –9 Number of Plantations providing Creche facilities during 2013

State/Union Territory	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	790	675	596	675	2,190	@	@	@
2. Himachal Pradesh	17	11	1	1	1	8	6	14
3. Karnataka	1,184	224	93	93	93	189	490	679
4. Kerala	723	227	92	92	200	446	586	1032
5. Tamil Nadu	679	561	142	143	227	733	1139	1,872
6. Tripura	104	33	-	-	-	-	-	-
7. Uttarakhand	9	9	3	5	5	-	-	-
8. West Bengal	286	135	135	127	308	2,213	1,527	3,740
9. A & N Islands	4	4	2	2	2	7	16	23
Total	3,796	1,879	1,064	1,138	3,026	3,596	3,764	7,360

‘ - ’ = Nil. @ = Not reported/ Partly reported/data inconsistent

8.6 Protection from weather:

In the State of Assam tea gardens have made provisions for 2,65,169 Umbrellas, 1,74,815 Rain Coats, 1,95,863 Blankets, 22,640 Jerseys and 2,62,897 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 2013 are presented in Table-10. The maximum amount of ₹ 10,32,38,833 as sickness benefits was paid to the 3,69,368 workers as against 3,75,538 workers who claimed for sickness benefit in the State of Assam followed by ₹ 3,19,21,027 to 21,478 in Kerala and ₹ 36,25,339 to 3,307 in Karnataka. It can also be seen from the table that in the state of Tamil Nadu, Tripura, 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 2013

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	650562	375538	369368	103238833
2. Himachal Pradesh	169	-	-	-
3. Karnataka	12476	3317	3307	3625339
4. Kerala	38414	23374	21478	31921027
5. Tamil Nadu	49362	26465	26465	12119288
6. Tripura	6133	2510	2510	741257
7. Uttarakhand	1219	101	101	239774
8. West Bengal	123857	@	@	@
9. A & N Islands	896	21	21	37896
Total	883088	431326	423250	151923414

' - ' = Nil.

9.2 Maternity benefit

The number of women workers who received maternity benefits and the amount paid thereof during the year 2013 are presented in Table-11. A maximum amount of ₹ 6,43,49,790 was paid as maternity benefit to women workers in the state of Assam. This was followed by West Bengal (₹ 1,06,15,372), Kerala (₹ 22,76,022), Tamil Nadu (₹ 22,28,182), Karnataka (₹ 6,50,705) and Andaman & Nicobar Islands (₹ 41,910). However there was no such claims from the State Himachal Pradesh, Tripura and Uttarakhand under the reports.

Table –11 Number of women workers who received maternity benefits and the amount paid thereof during the year 2013

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 the year	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	790	675	340324	158813	23342	22431	9415	64349790
2. Himachal Pradesh	17	11	130	-	-	-	-	-
3. Karnataka	1184	224	6259	3186	810	91	84	650705
4. Kerala	723	227	23195	14460	157	157	157	2276022
5. Tamil Nadu	679	561	30694	23076	226	135	100	2228182
6. Tripura	104	33	3354	3354	-	-	-	-
7. Uttarakhand	9	9	725	-	-	-	-	-
8. West Bengal	286	135	69813	44477	1588	1516	345	10615372
9. A & N Islands	4	4	160	160	7	7	7	41910
Total	3796	1879	474654	247526	26130	24337	10108	80161981

‘ - ’ = 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 2013 have been presented in Table 12. The table shows that in the State of Assam, maximum number of inspections were made during the year followed by Kerala, Tamil Nadu and Karnataka. Number of Prosecutions launched was highest in West Bengal while Convictions obtained and amount of fine realized was highest in the State of Tamil Nadu , (i.e. 214 and ₹ 1,07,000) followed by West Bengal (i.e. 12 and ₹ 45,000) and Kerala (i.e. 7 and ₹ 24,500).

Table – 12 State-Wise Number of Inspections made, Prosecutions launched and Convictions obtained during 2013

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	966	32	-	-
2. Himachal Pradesh	6	-	-	-
3. Karnataka	152	-	-	-
4. Kerala	809	17	7	24500
5. Tamil Nadu	679	541	214	107000
6. Tripura	-	-	-	-
7. Uttarakhand	-	-	-	-
8. West Bengal	56	635	12	45000
9. A & N Islands	3	-	-	-
Total	2671	1225	233	176500

' - ' = Nil.

11. Limitation:

The present report is based on information received from 50% 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 it accounted for 31.19 percent of the total plantations registered.