

**REPORT ON
THE WORKING OF
THE PLANTATIONS LABOUR ACT, 1951
DURING THE
YEAR 2008**



**GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT
LABOUR BUREAU
SHIMLA/CHANDIGARH**

REPORT ON THE WORKING OF THE PLANTATIONS LABOUR ACT, 1951 DURING THE YEAR 2008*

1 Introduction

The Plantations Labour Act was enacted in 1951 to provide for the welfare of plantation labour and to regulate 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 the 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

* Report for the year 2007 may be seen in October, 2010 issue of the Indian Labour Journal (pages 941-957).

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.
- (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 or child 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) Employment of Children and Adolescents

The employment of children and adolescents is prohibited under the Plantations Labour Act, 1951 unless they are certified as fit for work by a duly appointed Certifying Surgeon in which case, the worker should carry a token to this effect while at work.

(iv) 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 child and adolescent, 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 states of Assam, Himachal Pradesh and Uttarakhand, only Tea plantations were registered under the Act. The maximum number 1125 plantations (31.14 per cent) are registered in the State of Karnataka, followed by 803 (22.23 per cent) in Assam, 654 (18.10 per cent) in Tamil Nadu, 626 (17.33 per cent) in Kerala, 271 (7.50 per cent) in West Bengal and 106 (2.93 per cent) in Tripura. The least number only 3 plantations (i.e. 0.08 per cent) are registered in A & N Islands, while the remaining 26 states/union territories have no plantations.

Table 1(b) shows the percentage response of the plantations submitting returns. Among States/Union Territories, the response from Karnataka was lowest at 33.78 per cent.

Table-2 shows the area of plantations submitting returns. The largest area of 3,05,514 hectares has been reported from Assam, followed by 81,476 hectares from West Bengal, 81,439 hectares from Kerala, 52,742 hectares from Tamil Nadu, 34,680 hectares from Karnataka, 14,460 hectares from Tripura, 1,291 hectares from Uttarakhand and 337 hectares from Himachal Pradesh. The information in respect of A & N Islands has not been received.

Table-1 (a) Number and type of Estates / Plantations covered under the Act during 2008

State/ Union Territory	Number of Estates/Plantations covered								
	Tea	Coffee	Rubber	Cardamom	Cinchona	Cocoa	Oil Palm	Others (Mixed)	Total
1. Assam	803	-	-	-	-	-	-	-	803(22.23)
2. Himachal Pradesh	16	-	-	-	-	-	-	-	16 (0.44)
3. Karnataka	9	1015	100	1	-	-	-	-	1,125(31.14)

4. Kerala	86	161	220	130	-	-	4	25	626(17.33)
5. Tamil Nadu	285	322	37	10	-	-	-	-	654(18.10)
6. Tripura	51	-	55	-	-	-	-	-	106 (2.93)
7. Uttarakhand	9	-	-	-	-	-	-	-	9 (0.25)
8. West Bengal	267	-	-	-	4	-	-	-	271 (7.50)
9. A & N Islands	-	-	3	-	-	-	-	-	3 (0.08)
Total	1,526	1,498	415	141	4	-	4	25	3,613(100.00)

‘ - ‘ = Nil.

Note:- Figures in brackets are percentages to the total.

Table-1 (b) Number of Plantations submitting returns and their percentage response during 2008

State/ Union Territory	Number of Estates/Plantations submitting returns									
	Tea	Coffee	Rubber	Cardamom	Cinchona	Coconut	Oil Palm	Others (Mixed)	Total	Percentage response
1	2	3	4	5	6	7	8	9	10	11
1. Assam	544	-	-	-	-	-	-	-	544	67.75
2. Himachal Pradesh	14	-	-	-	-	-	-	-	14	87.50
3. Karnataka	7	279	94	-	-	-	-	-	380	33.78
4. Kerala	68	85	120	75	-	-	4	20	372	59.42
5. Tamil Nadu	219	292	37	10	-	-	-	-	558	85.32
6. Tripura	27	-	30	-	-	-	-	-	57	53.77
7. Uttarakhand	9	-	-	-	-	-	-	-	9	100.00
8. West Bengal	198	-	-	-	2	-	-	-	200	73.80
9. A & N Islands	-	-	3	-	-	-	-	-	3	100.00
Total	1,086	656	284	85	2	-	4	20	2,137	59.15

‘ - ‘ = Nil.

Table-2 Number and Area of Estates / Plantations covered during 2008

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	803	544	3,05,513.720
2. Himachal Pradesh	September, 1955	16	14	337.040
3. Karnataka	October, 1956	1,125	380	34,680.000

4. Kerala	April, 1956	626	372	81,439.000
5. Tamil Nadu	January, 1956	654	558	52,741.933
6. Tripura	September, 1955	106	57	14,460.330
7. Uttarakhand	March, 1957	9	9	1,290.570
8. West Bengal	November, 1957	271	200	81,476.270
9. A & N Islands	September, 1957	3	3	..
Total		3,613	2,137	5,71,938.863

‘ .. ‘ = Information not received.

4 Pattern of Employment

The average daily employment in plantations by age and sex during the year 2008 is given in Tables 3 and 4. During the year 2008, maximum number 4,48,332 workers were employed in the state of Assam (59.14 per cent), followed by West Bengal 1,70,897 (22.54 per cent), Tamil Nadu 57,813 (7.63 per cent) and Kerala 54,043 (7.13 per cent). Out of the total employment (7,58,083) in plantations submitting returns, 7,35,586 were adults (97.03 per cent) and 22,491 adolescents (2.97 per cent). The female workers in plantations accounted for higher proportion of 53.27 as against 46.73 male workers. The adult female workers to the total employment during 2008 are 51.52 per cent.

The workers employed in Tea Plantations accounted for the highest proportion of 94.18 per cent. This was followed by Coffee 2.87 per cent, Rubber 2.26 per cent, Cinchona 0.24 per cent, Cardamom 0.21 per cent and Oil Palm 0.09 per cent. Others (mixed) accounted for 0.15 per cent. There was no cocoa plantation reported from any state.

Table – 3 Average daily number of workers employed in the Plantations submitting returns during 2008

State/Union Territory	Average daily number of workers employed								Grand Total
	Adult		Adolescent		Children		Total		
	Male	Female	Male	Female	Male	Female	Male	Female	
1.Assam	2,06,653	2,20,321	8,646	12,712	-	-	2,15,299	2,33,033	4,48,332 (59.14)
2.Himachal Pradesh	65	155	-	-	-	-	65	155	220 (0.03)
3.Karnataka	6,759	9,649	-	-	-	-	6,759	9,649	16,408 (2.16)

4.Kerala	26,290	27,753	-	-	-	-	26,290	27,753	54,043 (7.13)
5.Tamil Nadu	22,287	35,526	-	-	-	-	22,287	35,526	57,813 (7.63)
6.Tripura	4,665	4,031	-	-	-	-	4,665	4,031	8,696 (1.15)
7.Uttarakhand	463	851	-	-	-	-	463	851	1,314 (0.17)
8.West Bengal	77,549	92,209	573	566	-	-	78,122	92,775	1,70,897 (22.54)
9. A & N Islands	272	88	-	-	-	-	272	88	360 (0.05)
Total	3,45,003	3,90,583	9,219	13,278	-	-	3,54,222	4,03,861	7,58,083 (46.73) (53.27) (100.00)

‘ - ‘ = Nil.

Note: The figures in brackets in the Grand Total column 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 2008

State / Union Territory	Average daily employment in Plantations					
	Tea			Coffee		
	Male	Female	Total	Male	Female	Total
1	2	3	4	5	6	7
1. Assam	2,15,299	2,33,033	4,48,332	-	-	-
2. Himachal Pradesh	65	155	220	-	-	-
3. Karnataka	738	1,067	1,805	4,851	7,765	12,616
4. Kerala	17,678	21,235	38,913	686	942	1,628
5. Tamil Nadu	17,484	29,818	47,302	2,768	4,729	7,497
6. Tripura	3,665	3,290	6,955	-	-	-
7. Uttarakhand	463	851	1,314	-	-	-

8. West Bengal	77,065	92,025	1,69,090	-	-	-
9. A & N Islands	-	-	-	-	-	-
Total	3,32,457	3,81,474	7,13,931	8,305	13,436	21,741
			(94.18)			(2.87)

Table 4 Contd.

State / Union Territory	Average daily employment in Plantations					
	Rubber			Cardamom		
	Male	Female	Total	Male	Female	Total
1	8	9	10	11	12	13
1. Assam	-	-	-	-	-	-
2. Himachal Pradesh	-	-	-	-	-	-
3. Karnataka	1,170	817	1,987	-	-	-
4. Kerala	6,327	3,800	10,127	567	948	1,515
5. Tamil Nadu	2,003	925	2,928	32	54	86
6. Tripura	1,000	741	1,741	-	-	-
7. Uttarakhand	-	-	-	-	-	-
8. West Bengal	-	-	-	-	-	-
9. A & N Islands	272	88	360	-	-	-
Total	10,772	6,371	17,143	599	1,002	1,601
			(2.26)			(0.21)

Table 4 Contd.

State / Union Territory	Average daily employment in Plantations					
	Cinchona			Cocoa		
	Male	Female	Total	Male	Female	Total
1	14	15	16	17	18	19
1. Assam	-	-	-	-	-	-
2. Himachal Pradesh	-	-	-	-	-	-
3. Karnataka	-	-	-	-	-	-
4. Kerala	-	-	-	-	-	-
5. Tamil Nadu	-	-	-	-	-	-
6. Tripura	-	-	-	-	-	-
7. Uttarakhand	-	-	-	-	-	-
8. West Bengal	1,057	750	1,807	-	-	-
9. A & N Islands	-	-	-	-	-	-
Total	1,057	750	1,807	-	-	-
			(0.24)			

Table 4 Contd.

State / Union Territory	Average daily employment in Plantations					
	Oil Palm			Others (mixed)		
	Male	Female	Total	Male	Female	Total
1	20	21	22	23	24	25
1. Assam	-	-	-	-	-	-
2. Himachal Pradesh	-	-	-	-	-	-
3. Karnataka	-	-	-	-	-	-
4. Kerala	487	201	688	545	627	1,172
5. Tamil Nadu	-	-	-	-	-	-
6. Tripura	-	-	-	-	-	-
7. Uttarakhand	-	-	-	-	-	-
8. West Bengal	-	-	-	-	-	-
9. A & N Islands	-	-	-	-	-	-
Total	487	201	688	545	627	1,172
			(0.09)			(0.15)

‘ - ‘ = Nil.

Table 4 Concl.

State / Union Territory	Average daily employment in Plantations		
	Grand Total		
	Male	Female	Total
1	26	27	28
1. Assam	2,15,299	2,33,033	4,48,332(59.14)
2. Himachal Pradesh	65	155	220(0.03)
3. Karnataka	6,759	9,649	16,408(2.16)
4. Kerala	26,290	27,753	54,043(7.13)
5. Tamil Nadu	22,287	35,526	57,813(7.63)
6. Tripura	4,665	4,031	8,696(1.15)
7. Uttarakhand	463	851	1,314(0.17)
8. West Bengal	78,122	92,775	1,70,897(22.54)
9. A & N Islands	272	88	360(0.05)
Total	3,54,222	4,03,861	7,58,083(100.00)

Note: The figures in brackets indicate the percentage share of States in the total employment in Plantations and also 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. The majority of the workers, 85.66 per cent, worked for above 45 and upto 48 hours.

Table –5 Number of adult workers by average number of hours worked per week during 2008

State / Union Territory	Number of Planta tions submi tting return s	Average daily number of adult 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	544	-	-	8,445	48,342	1,98,208	1,71,979	-	-	2,06,653	2,20,321
2. Himachal Pradesh	14	-	-	-	-	65	155	-	-	65	155
3. Karnataka	380	54	19	1,150	3,028	5,310	6,847	-	-	6,514	9,894
4. Kerala	372	-	-	-	-	26,290	27,753	-	-	26,290	27,753
5. Tamil Nadu	558	70	52	1,534	1,925	14,942	35,626	1,210	1,679	17,756	39,282
6. Tripura	57	..	..	..	..	..	..	..	..	..	..
7. Uttarakhand	9	-	-	-	-	82	192	-	-	82	192
8. West Bengal	200	9,687	11,548	7,126	8,100	60,736	72,561	-	-	77,549	92,209
9. A & N Islands	3	-	-	-	-	272	88	-	-	272	88
Total	2,137	9,811	11,619	18,255	61,395	3,05,905	3,15,201	1,210	1,679	3,35,181	3,89,894

‘ - ‘ = Nil.

‘ .. ‘ = Information not received.

6 Leave with wages

The number of workers granted leave with wages during the year 2008 is presented in Table-6. Out of workers entitled for leave with wages, 96.39 per cent were granted leave with wages. Further, out of these who were granted leave, 1.92 per cent workers were allowed leave for 30 days or more. In the state of Himachal Pradesh, all workers availed leave during the year under report.

Table – 6 Number of workers granted leave with wages during 2008

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	9,98,483	9,68,216	797
2. Himachal Pradesh	220	220	220
3. Karnataka	15,718	15,718	13,804
4. Kerala	54,043	54,043	84
5. Tamil Nadu	56,477	42,827	8,045
6. Tripura	..	..	..
7. Uttarakhand	230	230	..
8. West Bengal	2,02,007	1,98,059	1,366
9. A & N Islands	360	241	230
Total	13,27,538	12,79,554 (96.39)	24,546 (1.92)

- = Nil

‘ .. ‘ = Information not received.

Note: The figure in brackets in col.3 indicates the percentage share to total number of workers entitled for leave with wages and in col. 4 it indicates percentage share to number of workers granted leave.

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 2008 in different States/Union Territories are given below :-

7.1 Drinking Water

In Assam 40,654 water taps, 38,457 tube-wells and 22,263 ring wells existed in the plantations submitting returns in 2008. There is adequate arrangement of water supply in the states such as Karnataka, Kerala and Tamil Nadu. Others States/Union Territories did not furnish any information in this regard.

7.2 Arrangements for Conservancy

Latrines have been provided in all the Plantations in Assam and Tamil Nadu during 2008. Other States/Union Territories have not furnished information in this regard.

7.3 Medical Facilities

Adequate medical facilities were provided to the plantation workers in Assam and Tamil Nadu. In Assam there were 566 Hospitals, 678 Dispensaries along with 569 Qualified Medical Practitioners, 406 Visiting Doctors, 652 Qualified Pharmacists, 654 Nurses, 548 Midwives, 533 Health Assistants, 526 Nurse-cum-Midwives and 827 Nursing attendants functioning for the plantation workers during the year 2008. In Tamil Nadu, there were 29 Garden Hospitals, 126 Dispensaries, 4 Group Hospitals and 23 Group Dispensaries. In Kerala health facilities included the functioning of Hospitals, Mobile clinics, Medical camps, Awareness programmes against cancer, HIV etc. provided at the instance of the plantation workers Relief Committee in Idukki District. No information, however, was received from Himachal Pradesh, Karnataka, Tripura, Uttarakhand, West Bengal and A & N Islands in this regard.

8 Welfare

The information received on the Welfare measures for the year 2008, from the concerned authorities has been presented in the following paragraphs.

8.1 Educational facilities

In the State of Assam, in 638 tea plantations, there were 478 Primary schools with Building and 998 teachers to provide education to 49,388 students. The schools falling in the areas of Sivsagar, Jorhat, Golaghat Cachar, Karimganj and Hailakandi Civil districts have already been provincialised by the State Government. In Tamil Nadu, 129 schools have been provided for the plantation workers. In Karnataka, Primary schools with trained teachers exist in all the plantations. In Kerala, study materials such as Note Books, Text Books, Uniforms, Schoolbags, Umbrellas, Instruments Box etc. were being distributed every year to the children of workers in crisis affected plantations. Himachal Pradesh, Karnataka, 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 638 tea plantations, there were 1,070 recreational centres 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 centres.

8.3 Housing

Of the total plantation workers eligible for housing accommodation, 78.03 per cent workers had been provided with housing accommodation. The Plantation Establishments in

the State of Karnataka have provided housing accommodation to 100.00 per cent workers followed by the States of Kerala, Assam, Uttarakhand, West Bengal and Tamil Nadu where 92.06 per cent, 80.70 per cent, 77.83 per cent, 60.93 per cent and 50.92 per cent workers respectively were provided housing facility. In Himachal Pradesh, only 15.91 per cent of the Plantation workers were provided housing facility. However, Tripura and A & N Islands have not reported any information on the number of housing accommodation being provided for workers.

Table –7 Number of Plantation workers provided housing accommodation during 2008

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	544	4,39,633	1,54,004	1,24,288 (80.70)	29,716	29,716
2. Himachal Pradesh	14	220	220	35 (15.91)	185	185
3. Karnataka	380	15,688	15,688	15,688 (100.00)	-	-
4. Kerala	372	54,043	50,042	46,071 (92.06)	3,971	3,971
5. Tamil Nadu	654	558	47,165	24,015 (50.92)	23,150	23,150
6. Tripura	57	..	..	..	..	..
7. Uttarakhand	9	230	230	179 (77.83)	51	51
8. West Bengal	200	1,25,768	9,781	5,960 (60.93)	3,821	3,821
9. A & N Islands	3	..	..	..	..	..
Total	2,233	6,36,140	2,77,130	2,16,236 (78.03)	60,894	60,894

‘ – ‘ = Nil.

‘ .. ‘ = Information not received.

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. Data received in this regard shows that out of 866 plantations employing 150 or more workers, facility of canteen had been provided to only 73.4 per cent of the plantations. In Assam, 341 plantations provided canteen facilities while in Himachal Pradesh and Uttarakhand, 2 and 3 estates respectively provided canteen facilities as majority of the workers were residing just near their place of work. In the State of West Bengal, 124 plantations have canteen facility for the workers. In Kerala, there were 88 plantations which provided for canteens. In Tamil Nadu, there were 56 plantations which provided for canteen facility. In Karnataka, the canteen facility was provided in 22 plantations. However, Tripura and A & N Islands 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 2008

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	803	453	341
2. Himachal Pradesh	16	-	2
3. Karnataka	1125	31	22
4. Kerala	626	88	88
5. Tamil Nadu	654	93	56
6. Tripura	106	..	..
7. Uttarakhand	9	-	3
8. West Bengal	271	200	124
9. A & N Islands	3	1	..
Total	3,613	866	636

‘ - ‘ = Nil.

‘ .. ‘ = Information not received.

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, 51.29 per cent of the plantations employed 50 or more female workers and thus were expected to make provision for creches. The information received from the States show that the number of plantations maintaining creches was more than the plantations required to provide for creche facilities. It has also been noticed that 2,137 plantations submitting returns had a total of 2,908 creches. In the State of Assam, there were 1,712 creches being managed for the 9,475 children of below 2 years of

age and 7,799 children of above 2 years of age. In the State of Himachal Pradesh, there was 1 creche functioning for 3 children below 2 years of age and 13 children above 2 years of age. In Karnataka, 163 creches existed for 510 children below 2 years of age and 660 children above 2 years of age. In the state of Kerala, there were 313 creches functioning for 304 children below 2 years of age and 438 children above 2 years of age. In Tamil Nadu, 291 creches were in existence for 1,230 children below 2 years of age and 1,698 children above two years of age. In West Bengal, 422 creches functioning for 3,255 children below 2 years of age and 2,071 children above 2 years of age. In A & N Islands, there was 1 crech functioning for 20 children above 2 years of age. In all the States, the creches provided milk, food, refreshment, toys, etc. to the children. The States of Tripura and Uttarakhand have not reported any information on the number of children provided facility in the creches.

Table –9 Number of Plantations providing Creche facilities during 2008

State/Union Territory	No. of Plantations covered	No. of Plantations submitting returns	No. of Plantations employing 50 or more 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	803	544	494	468	1,712	9,475	7,799	17,274
2. Himachal Pradesh	16	14	2	1	1	3	13	16
3. Karnataka	1,125	380	101	163	163	510	660	1,170
4. Kerala	626	372	157	107	313	304	438	742
5. Tamil Nadu	654	558	135	148	291	1,230	1,698	2,928
6. Tripura	106	57	..	..	..	..	..	..
7. Uttarakhand	9	9	6	5	5	-	-	-
8. West Bengal	271	200	200	167	422	3,255	2,071	5,326
9. A & N Islands	3	3	1	1	1	-	20	20
Total	3,613	2,137	1,096	1,060	2,908	14,777	12,699	27,476

‘ - ‘ = Nil.

‘ .. ‘ = Information not received.

8.5 Protection from weather:

In the state of Assam, 638 tea gardens have made provisions for 2,38,231 Umbrellas, 1,46,637 Raincoats, 1,70,838 Blankets, 39,803 Jerseys and 2,82,871 Chappals.

9. Sickness and Maternity benefits

9.12 Sickness benefit

State-wise total number of workers who received sickness benefits and the amount paid to them during 2008 are presented in Table-10. The maximum amount of Rs 13,75,61,742 as sickness benefits was paid to the workers of Assam followed by Rs.4,79,32,469 in West Bengal and Rs.1,45,09,386 in Kerala. In case of Himachal Pradesh and Tripura, no information has been received for the Payment of sickness benefit.

Table –10 Number of Workers who received Sickness benefits and the amount paid therefor during 2008

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	4,40,672	3,75,832	3,72,513	13,75,61,742
2. Himachal Pradesh	220	..	..	..
3. Karnataka	16,408	7,017	7,017	32,74,596
4. Kerala	54,043	21,590	21,590	1,45,09,386
5. Tamil Nadu	61,123	34,819	34,819	85,01,291
6. Tripura	..	..	..	..
7. Uttarakhand	135	135	135	1,71,017
8. West Bengal	2,84,441	2,84,441	2,77,947	4,79,32,469
9. A & N Islands	360	115	115	97,195
Total	8,57,402	7,23,949	7,14,136	21,20,47,696

‘ – ‘ = Nil.

‘ .. ‘ = Information not received.

9.2 Maternity benefit

The number of women workers who received maternity benefits and the amount paid therefor during the year 2008 are presented in Table-11. A maximum amount of Rs.3,39,76,438 was paid as maternity benefit to women workers in the state of Assam. This was followed by Rs.97,85,790 in West Bengal, Rs.30,06,955 in Tamil Nadu and Rs.22,24,508 in Kerala. No maternity benefits were reportedly paid in Himachal Pradesh, Uttarakhand, Tripura and A & N Islands.

Table –11 Number of women workers who received maternity benefits and the amount paid therefor during the year 2008

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	803	544	2,20,321	1,21,605	24,863	24,863	8,932	3,39,76,438
2. Himachal Pradesh	16	14	..	..	..	..	..	..
3. Karnataka	1,125	380	9,967	8,160	175	175	175	9,18,148
4. Kerala	626	372	27,753	285	285	285	285	22,24,508
5. Tamil Nadu	654	558	32,436	26,773	691	691	-	30,06,,955
6. Tripura	106	57	..	..	..	..	..	..
7. Uttarakhand	9	9	148	148	..	..	..	..
8. West Bengal	271	200	85,369	54,390	3,071	2,494	2,494	97,85,790
9. A & N Islands	3	3	89	89	..	..	..	..
Total	3,613	2,137	3,76,083	2,11,450	29,085	28,508	11,886	4,99,11,839

‘ – ‘ = Nil.

‘ .. ‘ = Information not received.

10 Enforcement

Under the Act, the State-wise total number of inspections made, prosecutions launched and convictions obtained for various offences during the year 2008 have been presented in Table 12.

Table – 12 State-Wise Number of Inspections made, Prosecutions launched and Convictions obtained during 2008

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	1,016	47	1	..
2. Himachal Pradesh	18	1	1	..
3. Karnataka	237	1	-	-
4. Kerala	513	30	6	5,600
5. Tamil Nadu	878	..	..	..
6. Tripura	..	..	..	..
7. Uttarakhand	..	..	..	..
8. West Bengal	47	93	51	26,500
9. A & N Islands	-	-	-	-
Total	2,709	172	59	32,100

‘ - ‘ = Nil.

‘ .. ‘ = Information not received.