

# **REPORT ON THE WORKING OF THE PLANTATIONS LABOUR ACT, 1951 DURING THE YEAR 2010\***

## **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 Limitations**

Annual Reports for the year, 2010 from the States of Tamil Nadu and Uttarakhand were not received.

## **3 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

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\* Report for the year 2009 may be seen in December, 2012 issue of the Indian Labour Journal (pages 1187-1204).

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.

## **4 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 4297 plantations that are registered under the Act. Of the total number of plantations registered, 2410 (56.09 per cent) are in the State of Karnataka, followed by 808 (18.80 per cent) in Assam, 672 (15.64 per cent) in Kerala, 282 (6.56 per cent) in West Bengal, and 106 (2.47 per cent) in Tripura. The other States/Union Territories which have plantations registered with them are Himachal Pradesh, 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 14.23 per cent.

Table-2 shows the area of plantations submitting returns. The largest area of 342804.88 hectares has been reported from Assam, followed by 82850.00 hectares from Kerala, 78572.43 hectares from West Bengal, 41250.00 hectares from Karnataka and 329.34 hectares from Himachal Pradesh. The information regarding area in respect of Tripura and A & N Islands has not been received.

**Table-1 (a) Number and type of Estates / Plantations covered under the Act during 2010**

State/ Union Territory	Number of Estates/Plantations covered								Total
	Tea	Coffee	Rubber	Cardamom	Cinchona	Cocoa	Oil Palm	Others (Mixed)	
1. Assam	808	-	-	-	-	-	-	-	808(18.80)
2. Himachal Pradesh	16	-	-	-	-	-	-	-	16 (0.37)
3. Karnataka	14	2290	106	-	-	-	-	-	2410(56.09)
4. Kerala	95	160	254	128	-	-	4	31	672(15.64)
5. Tripura	51	-	55	-	-	-	-	-	106 (2.47)
6. West Bengal	278	-	-	-	4	-	-	-	282 (6.56)
7. A & N Islands	-	-	3	-	-	-	-	-	3 (0.07)
<b>Total</b>	<b>1262</b>	<b>2450</b>	<b>418</b>	<b>128</b>	<b>4</b>	<b>-</b>	<b>4</b>	<b>31</b>	<b>4297(100.00)</b>

**Table-1 (b) Number of Plantations submitting returns and their percentage response during 2010**

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	608	-	-	-	-	-	-	-	608 (75.25)	808
2. Himachal Pradesh	14	-	-	-	-	-	-	-	14 (87.50)	16
3. Karnataka	9	233	101	-	-	-	-	-	343 (14.23)	2,410
4. Kerala	77	85	167	75	-	-	4	26	434 (64.58)	672
5. Tripura	35	-	25	-	-	-	-	-	60 (56.60)	106
6. West Bengal	191	-	-	-	2	-	-	-	193 (68.44)	282
7. A & N Islands	-	-	3	-	-	-	-	-	3 (100)	3
<b>Total</b>	<b>934</b>	<b>318</b>	<b>296</b>	<b>75</b>	<b>2</b>	<b>-</b>	<b>4</b>	<b>26</b>	<b>1655 (38.52)</b>	<b>4297</b>

‘ - ‘ = Nil.

Note:- Figures in brackets indicate response rate.

**Table-2 Number and Area of Estates / Plantations submitting returns and the employment therein during 2010**

State/Union Territory	Plantation Labour Act Rules came into force (Month and Year)	Employment in Plantations Submitting Returns	Number of Estates / Plantations submitting returns	Total Area of Estates/ Plantations submitting returns (in Hectares)
1	2	3	4	5
1. Assam	January, 1956	4,16,369	608 (808)	342804.88
2. Himachal Pradesh	September, 1955	198	14 (16)	329.34
3. Karnataka	October, 1956	14,495	343 (2410)	41250.00
4. Kerala	April, 1956	55,237	434 (672)	82850.00
5. Tripura	September, 1955	12,347	60 (106)	..
6. West Bengal	November, 1957	1,64,501	193 (282)	78572.43
7. A & N Islands	September, 1957	360	3 (3)	..
<b>Total</b>		<b>6,63,507</b>	<b>1655 (4297)</b>	<b>545806.65</b>

‘ .. ‘ = Information not received.

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 2010 is given in Table 3 and 4. During the year 2010, maximum number of workers i.e. 4,16,369 (62.76 per cent) were employed in the state of Assam, followed by 1,64,501 (24.79 per cent) in West Bengal, 55,237 (8.33 per cent) in Kerala and 14,495 (2.18 per cent) in Karnataka. Out of the total employment (6,63,507) in plantations submitting returns, 6,37,537 (96.09 per cent) were adults and 25,970 (3.91 per cent) were adolescents. The employment in plantations has been dominated by the female workers which accounted for 54.45 percent (3,61,288) of total employment as against 45.55 percent (3,02,219) male workers.

The workers employed in Tea plantations accounted for the highest proportion of 94.95 per cent (i.e.6,29,995). This was followed by Coffee 1.95 per cent (i.e.12,916), Rubber 2.32 per cent (i.e.15,370), Cinchona 0.26 per cent (i.e.1,753), Cardamom 0.23 per cent (i.e.1,552) and Oil Palm 0.10 per cent (i.e.686). Others (mixed) accounted for 0.19 per cent (i.e.1,235). There was no cocoa plantation reported from any state.

**Table – 3 Average daily number of workers employed in the Plantations submitting returns during 2010**

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	1,77,404	2,13,951	12,108	12,906	-	-	1,89,512	2,26,857	4,16,369 (62.76)
2.Himachal Pradesh	69	129	-	-	-	-	69	129	198 (0.03)
3.Karnataka	5,752	8,740	2	1	-	-	5,754	8,741	14,495 (2.18)
4.Kerala	27,004	28,233	-	-	-	-	27,004	28,233	55,237 (8.33)
5.Tripura	5,585	6,762	-	-	-	-	5,585	6,762	12,347 (1.86)
6.West Bengal	73,542	90,006	481	472	-	-	74,023	90,478	1,64,501 (24.79)
7. A & N Islands	272	88	-	-	-	-	272	88	360 (0.05)
<b>Total</b>	<b>2,89,628</b>	<b>3,47,909</b>	<b>12,591</b>	<b>13,379</b>	<b>-</b>	<b>-</b>	<b>3,02,219</b>	<b>3,61,288</b>	<b>6,63,507</b> <b>(100.00)</b>

‘ - ‘ = 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 2010**

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	1,89,512	2,26,857	4,16,369	-	-	-
2. Himachal Pradesh	69	129	198	-	-	-
3. Karnataka	587	748	1,335	4,378	6,926	11,304
4. Kerala	18,288	21,650	39,938	683	929	1,612
5. Tripura	3,710	5,697	9,407	-	-	-
6. West Bengal	73,043	89,705	1,62,748	-	-	-
7. A & N Islands	-	-	-	-	-	-
<b>Total</b>	<b>2,85,209</b>	<b>3,44,786</b>	<b>6,29,995</b>	<b>5,061</b>	<b>7,855</b>	<b>12,916</b>
			<b>(94.95)</b>			<b>(1.95)</b>

**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	789	1,067	1,856	-	-	-
4. Kerala	6,395	3,819	10,214	580	972	1,552
5. Tripura	1,875	1,065	2,940	-	-	-
6. West Bengal	-	-	-	-	-	-
7. A & N Islands	272	88	360	-	-	-
<b>Total</b>	<b>9,331</b>	<b>6,039</b>	<b>15,370</b>	<b>580</b>	<b>972</b>	<b>1,552</b>
			<b>(2.32)</b>			<b>(0.23)</b>

**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. Tripura	-	-	-	-	-	-
6. West Bengal	980	773	1,753	-	-	-
7. A & N Islands	-	-	-	-	-	-
<b>Total</b>	<b>980</b>	<b>773</b>	<b>1,753</b>	<b>-</b>	<b>-</b>	<b>-</b>
			<b>(0.26)</b>			

**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	484	202	686	574	661	1,235
5. Tripura	-	-	-	-	-	-
6. West Bengal	-	-	-	-	-	-
7. A & N Islands	-	-	-	-	-	-
<b>Total</b>	<b>484</b>	<b>202</b>	<b>686</b>	<b>574</b>	<b>661</b>	<b>1,235</b>
			<b>(0.10)</b>			<b>(0.19)</b>



**Table 4 Concl.**

State / Union Territory	Average daily employment in Plantations		
	Grand Total		
	Male	Female	Total
1	26	27	28
1. Assam	1,89,512	2,26,857	4,16,369(62.76)
2. Himachal Pradesh	69	129	198(0.03)
3. Karnataka	5,754	8,741	14,495(2.18)
4. Kerala	27,004	28,233	55,237(8.33)
5. Tripura	5,585	6,762	12,347(1.86)
6. West Bengal	74,023	90,478	1,64,501(24.79)
7. A & N Islands	272	88	360(0.05)
<b>Total</b>	<b>3,02,219</b>	<b>3,61,288</b>	<b>6,63,507(100.00)</b>

‘ – ‘ = Nil.

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. 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 2010**

State / Union Territory	Number of Plantations submitting returns	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	608	-	-	31,125	45,627	1,46,279	1,68,324	-	-	1,77,404	2,13,951
2. Himachal Pradesh	14	-	-	-	-	69	129	-	-	69	129
3. Karnataka	343	85	199	1,208	1,977	4,459	6,564	-	-	5,752	8,740
4. Kerala	434	-	-	-	-	27,004	28,233	-	-	27,004	28,233
5. Tripura	60	-	-	-	-	5,585	6,762	-	-	5,585	6,762
6. West Bengal	193	11,391	12,772	6,121	7,118	56,030	70,116	-	-	73,542	90,006
7. A & N Islands	3	-	-	-	-	272	88	-	-	272	88
<b>Total</b>	<b>1,655</b>	<b>11,476</b>	<b>12,971</b>	<b>38,454</b>	<b>54,722</b>	<b>2,39,698</b>	<b>2,80,216</b>	<b>-</b>	<b>-</b>	<b>2,89,628</b>	<b>3,47,909</b>

‘ - ‘ = Nil.

## 6 Leave with wages

The number of workers granted leave with wages during the year 2010 is presented in Table-6. 99.98 per cent workers entitled for leave with wages were granted leave with wages. Of which 4.62 per cent workers were allowed leave for 30 days or more. In the state of Himachal Pradesh and Tripura, 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 2010**

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	4,16,369	4,16,369	3,597
2. Himachal Pradesh	198	198	198
3. Karnataka	14,495	14,495	10,695
4. Kerala	55,237	55,237	93
5. Tripura	6,360	6,360	6,360
6. West Bengal	1,64,501	1,64,501	9,227
7. A & N Islands	360	241	230
<b>Total</b>	<b>6,57,520</b>	<b>6,57,401</b> <b>(99.98)</b>	<b>30,400</b> <b>(4.62)</b>

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 2010 in different States/Union Territories are given below:

### **7.1 Drinking Water**

In Assam 40,046 water taps, 33,105 tube-wells and 16,692 ring wells existed in 608 plantations submitting returns in 2010. There was adequate arrangement of water supply in the State of Karnataka. Other States/Union Territories did not furnish any information in this regard.

## **7.2 Arrangements for Conservancy**

As against the total requirement of 2,82,552 Latrines for the families of resident workers, only 1,85,567 have been provided in all the Plantations in Assam. 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 508 Garden Hospitals with 13,194 beds, 650 Dispensaries with 1,220 detention beds, 465 Qualified Medical Practitioners, 376 Visiting Doctors, 675 Qualified Pharmacists, 718 Qualified Nurses, 469 Qualified Midwives, 434 Qualified Nurse-cum-Midwives, 916 Trained Nursing Attendants and 571 Trained Health Assistants during the year 2010. In Kerala the workers are getting mobile clinical and other medical facilities and financial assistance @ Rs.1000/- to the workers affected by natural calamities such as draught, fatal and epidemic diseases, floods etc. during the year, 2010. No information, however, was received from Himachal Pradesh, Karnataka, Tripura, West Bengal and A & N Islands in this regard.

## **8 Welfare**

The information received on the Welfare measures for the year 2010, from the concerned authorities has been presented in the following paragraphs.

### **8.1 Educational facilities**

In 608 tea plantations in the State of Assam, there were 1,418 Primary schools with Building and 1,026 teachers to provide education to 49,833 students. 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, 2010. Himachal Pradesh, Tripura, West Bengal and A & N Islands have not reported any information on educational facilities.

### **8.2 Recreational facilities**

In the state of Assam, in 608 tea plantations, there were 993 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, 68.80 per cent workers have been provided with housing accommodation. The Plantation Establishments in the State of Kerala have provided housing accommodation to all the workers followed by the States of Karnataka, Assam, Himachal Pradesh, West Bengal and Tripura where 67.65 per cent, 64.65 per cent, 43.43 per cent, 42.33 per cent and 27.77 per cent of workers have been provided with housing accommodation. However, A & N Islands has not reported any information on the number of housing accommodation being provided to the workers.

**Table –7 Number of Plantation workers provided housing accommodation during 2010**

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	608	4,16,369	2,41,668	1,56,237 (64.65)	85,431	85,431
2. Himachal Pradesh	14	198	198	86 (43.43)	112	112
3. Karnataka	343	14,495	14,495	9,806 (67.65)	4,689	4,689
4. Kerala	434	55,237	49,990	49,990 (100.00)	-	-
5. Tripura	60	12,347	7,250	2,013 (27.77)	5,237	5,237
6. West Bengal	193	1,64,501	8,948	3,788 (42.33)	5,160	5,160
7. A & N Islands	3	360	..	..	..	..
<b>Total</b>	<b>1,655</b>	<b>6,63,507</b>	<b>3,22,549</b>	<b>2,21,920</b> <b>(68.80)</b>	<b>1,00,629</b>	<b>1,00,629</b>

‘ - ‘ = 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. Information received in this regard shows that out of 799 plantations employing 150 or more workers, 69.7 per cent (i.e. 557) of the plantations have provided canteen facility. In Assam, 379 plantations have provided canteen facilities while in Himachal Pradesh 3 estates have provided canteen facilities as majority of the workers were residing just near their place of work. In the State of West Bengal, 127 plantations have canteen facility for the workers. In Kerala, there were 30 plantations which have provided canteens facility to their workers. In Karnataka, the

canteen facility was provided in 18 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 2010**

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	808	492	379
2. Himachal Pradesh	16	-	3
3. Karnataka	2410	23	18
4. Kerala	672	91	30
5. Tripura	106	-	-
6. West Bengal	282	193	127
7. A & N Islands	3	..	..
<b>Total</b>	<b>4,297</b>	<b>799</b>	<b>557</b>

‘ - ‘ = 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, 63.14 per cent 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 Assam, Tripura and 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 1,044 as against 1,045 plantations required to provide creches. In the State of Assam, there were 1,726 creches for the 9,042 children of below 2 years of age and 8,191 children of above 2 years of age. In the State of Himachal Pradesh, there were 2 creches for 16 children below 2 years of age and 9 children above 2 years of age. In Karnataka, 199 creches were functional for 459 children below 2 years of age and 723 children above 2 years of age. In the state of Kerala, there were 373 creches for 190 children below 2 years of age and 208 children above 2 years of age. In Tripura, 25 creches were in existence for 575 children below 2 years of age and 446 children above 2 years of age. In West Bengal, 431 creches were functioning for 3,318 children below 2 years of age and 2,534 children above 2 years of age. In A & N Islands, there was 1 creach for 20 children above 2 years of age. In all the States, the creches provide milk, food, refreshment, toys, etc. to the children.

**Table –9 Number of Plantations providing Creche facilities during 2010**

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	808	608	572	501	1,726	9,042	8,191	17,233
2. Himachal Pradesh	16	14	1	2	2	16	9	25
3. Karnataka	2,410	343	85	171	199	459	723	1,182
4. Kerala	672	434	153	153	373	190	208	398
5. Tripura	106	60	40	25	25	575	446	1,021
6. West Bengal	282	193	193	191	431	3,318	2,534	5,852
7. A & N Islands	3	3	1	1	1	-	20	20
<b>Total</b>	<b>4,297</b>	<b>1,655</b>	<b>1,045</b>	<b>1,044</b>	<b>2,757</b>	<b>13,600</b>	<b>12,131</b>	<b>25,731</b>

‘ - ‘ = Nil.

## 8.6 Protection from weather:

In the State of Assam, 608 tea gardens have made provisions for 2,18,623 Umbrellas, 1,52,182 Rain Coats, 2,14,597 Blankets, 41,277 Jerseys and 2,78,697 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 2010 are presented in Table-10. The maximum amount of Rs 16,09,11,883 as sickness benefits was paid to the 2,84,062 workers as against 3,33,978 workers who claimed for sickness benefit in the State of Assam followed by Rs.5,90,36,423 to 1,58,285 workers in West Bengal and Rs.1,61,55,291 to 42,106 in Kerala as against 1,64,501 and 42,106 workers respectively who claimed for sickness benefit. It can also be seen from the table that in the state of Kerala 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 2010**

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	4,16,369	3,33,978	2,84,062	16,09,11,883
2. Himachal Pradesh	198	-	-	-
3. Karnataka	14,495	5,550	5,550	34,38,234
4. Kerala	55,237	42,106	42,106	1,61,55,291
5. Tripura	12,347	6,403	6,403	2,73,987
6. West Bengal	1,64,501	1,64,501	1,58,285	5,90,36,423
7. A & N Islands	360	115	115	97,195
<b>Total</b>	<b>6,63,507</b>	<b>5,52,653</b>	<b>4,96,521</b>	<b>23,99,13,013</b>

‘ - ‘ = Nil.



## 9.2 Maternity benefit

The number of women workers who received maternity benefits and the amount paid thereof during the year 2010 are presented in Table-11. A maximum amount of Rs.3,88,49,404 was paid as maternity benefit to women workers in the state of Assam. This was followed by West Bengal(Rs.1,22,47,774), Kerala (Rs.68,94,618) and Tripura (Rs.9,52,919).

**Table –11 Number of women workers who received maternity benefits and the amount paid thereof during the year 2010**

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	808	608	2,13,951	1,33,351	23,977	23,400	6,814	3,88,49,404
2. Himachal Pradesh	16	14	-	-	-	-	-	-
3. Karnataka	2,410	343	8,740	1,561	115	115	115	8,83,506
4. Kerala	672	434	28,233	480	480	480	480	68,94,618
5. Tripura	106	60	6,762	110	328	328	328	9,52,919
6. West Bengal	282	193	90,006	89,123	2,791	2,571	2,518	1,22,47,774
7. A & N Islands	3	3	88	88	-	-	-	-
<b>Total</b>	<b>4,297</b>	<b>1,655</b>	<b>3,47,780</b>	<b>2,24,713</b>	<b>27,691</b>	<b>26,894</b>	<b>10,255</b>	<b>5,98,28,221</b>

' - ' = 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 2010 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 and Karnataka. Number of Prosecutions launched was highest in West Bengal whereas, Number of Convictions obtained and amount of fine realized was highest in the State of West Bengal (i.e. 37 and Rs.18,500) followed by Kerala (i.e. 2 and Rs. 2,100).

**Table – 12 State-Wise Number of Inspections made, Prosecutions launched and Convictions obtained during 2010**

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	1140	32	-	-
2. Himachal Pradesh	7	1	-	-
3. Karnataka	360	2	-	-
4. Kerala	672	13	2	2,100
5. Tripura	-	-	-	-
6. West Bengal	53	363	37	18,500
7. A & N Islands	..	..	..	..
<b>Total</b>	<b>2,232</b>	<b>411</b>	<b>39</b>	<b>20,600</b>

‘ - ‘ = Nil.

‘ .. ‘ = Information not received.