

Code on Social Security 2020 gives option to plantation owners to enrol its workers as member of ESIC

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Welfare measures for tea plantation workers are implemented by concerned State Government in line with the provisions of the Plantation Labour Act, 1951 which mandates the tea estates to provide basic welfare services and amenities viz. housing, medical and primary education, water supply, sanitation etc. to tea plantation workers. Moreover, the workers of the tea industry are covered by all social security legislations like the Employees' Compensation Act, 1923, the Payment of Gratuity Act, 1972, the Employees' Provident Fund & Miscellaneous Provision Act, 1952, the Payment of Bonus Act, 1965, the Maternity Benefit Act, 1961, the Payment of Wages Act, 1936, the Equal Remuneration Act, 1976, Factories Act and Industrial Employment (Standing Order) Act, 1946 Industrial Disputes Act, 1947, the Assam Tea Provident Fund, Pension Fund and Deposit Link Insurance Fund Scheme Act, 1955-only in Assam.

To make it more useful, unambiguous and welfare oriented, the Plantation Labour Act, 1947 has been subsumed in the labour code on Occupational, Safety, Health and Working Conditions, 2020 and Social Security Code, 2020.

The Code on Social Security 2020 envisages giving option to plantation owners to enrol its workers as member of ESIC (Employees State Insurance Corporation). The ESIC provides multiple benefits like sickness benefits, maternity benefit etc. besides medical benefits to its members.

With an outlay of Rs. 967.78 crore, Tea Development & Promotion Scheme is implemented through Tea Board for the 15th Finance Commission (2021-22 to 2025-26) for holistic development of Tea industry which includes components of Plantation Development for small tea growers and Welfare of Workers (wards of the small tea growers).

This information was provided by Minister of State for Labour and Employment, Shri Rameswar Teli in a written reply in the Lok Sabha.

MJPS/SSV

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