

Social security schemes for tea plantation workers

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Welfare measures for tea plantation workers are implemented by concerned State governments in line with 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 the tea workers.

The Plantation Labour Act has now 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 workers of the tea industry are also covered by all social security legislations like Gratuity, Pension, Bonus, Maternity Benefit, Wages etc. Plantation workers are not covered under Employees' State Insurance Act, 1948.

Besides, the government implements various welfare activities for tea plantation workers and their dependants in tea estates through the Tea Board.

The fixation of minimum wages for tea garden workers falls under the purviews of State Governments as per the Minimum Wages Act, 1948.

In case of non-payment of provident fund share by plantation owners, action is taken in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952.

This information was given by Union Minister of State for Labour and Employment Shri Rameshwar Teli in a written reply in the Lok Sabha today.

MJPS/NSK

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