

# REPORT ON THE WORKING OF THE PLANTATIONS LABOUR ACT, 1951 FOR THE YEAR 2019\*

## 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.

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\* Report for the year 2018 may be seen on Labour Bureau website.

**(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 3525 plantations that are registered under the Act. Of the total number of plantations registered, 1194 (33.87 per cent) are in the State of Karnataka, followed by 788 (22.35 per cent) in Assam, 728 (20.65 per cent) in Kerala, 687 (19.49 per cent) in Tamil Nadu, and 104 (2.95 per cent) in Tripura. The other States/Union Territories which have plantations registered with them are Himachal Pradesh, Telangana, Uttarakhand and A & N Islands, while the remaining States/Union Territories either not submitted return or 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 15.66 per cent.

**Table-2** shows the area of plantations submitting returns. The largest area of 337681.00 hectares has been reported from Assam, followed by 53031.25 hectares from Kerala, 41109.82 hectares from Tamil Nadu, 19059 hectares from Karnataka, 2156.50 hectares from Uttarakhand, 1749 hectares from Andaman & Nicobar Islands and 655 hectares from Tripura.

### **Table-1 (a)**

### Number and type of Estates / Plantations covered under the Act during 2019

State/ Union Territory	Number of Estates/Plantations covered								
	Tea	Coffee	Rubber	Cardamom	Cinchona	Cocoa	Oil Palm	Others (Mixed)	Total
1. Assam	788	-	-	-	-	-	-	-	788(22.35)
2. Himachal Pradesh	10	-	-	-	-	-	-	-	10(0.28)
3. Karnataka	14	1075	105	-	-	-	-	-	1194(33.87)
4. Kerala	125	170	268	131	-	-	3	31	728(20.65)
5. Tamil Nadu	283	306	59	10	-	-	-	29	687(19.49)
6. Telangana	-	-	-	-	-	-	1	-	1(0.03)
7. Tripura	49	-	55	-	-	-	-	-	104(2.95)
8. Uttarakhand	9	-	-	-	-	-	-	-	9(0.26)
9. A & N Islands	-	-	3	-	-	-	1	-	4(0.11)
<b>Total</b>	<b>1278</b>	<b>1551</b>	<b>490</b>	<b>141</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>60</b>	<b>3525(100.00)</b>

‘ - \* = 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 2019

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	Total	
1	2	3	4	5	6	7	8	9	10	11
1. Assam	652	-	-	-	-	-	-	-	652(82.74)	788
2. Himachal Pradesh	9	-	-	-	-	-	-	-	9(100.00)	9
3. Karnataka	3	79	105	-	-	-	-	-	187(15.66)	1194
4. Kerala	43	74	89	11	-	-	3	18	238(32.69)	728
5. Tamil Nadu	169	252	17	10	-	-	-	19	467(67.98)	687
6. Telangana	-	-	-	-	-	-	1	-	1(100.00)	1
7. Tripura	32	-	20	-	-	-	-	-	52(50.00)	104
8. Uttarakhand	9	-	-	-	-	-	-	-	9(100.00)	9
9. A & N Islands	-	-	3	-	-	-	1	-	4(100.00)	4
<b>Total</b>	<b>917</b>	<b>405</b>	<b>234</b>	<b>21</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>37</b>	<b>1619(45.94)</b>	<b>3524</b>

‘ - \* = Nil. Figures in brackets indicate response rate.

**Table-2****Number and Area of Estates / Plantations submitting returns and the employment therein during 2019**

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	788	652	337681.00
2 Himachal Pradesh	September, 1955	10	9	254.58
3 Karnataka	October, 1956	1194	187	19059.00
4 Kerala	April, 1956	728	238	53031.25
5 Tamil Nadu	January, 1956	687	467	41109.82
6 Telangana	June, 2014	1	1	12.15
7 Tripura	September, 1955	104	52	655.00
8 Uttarakhand	March, 1957	9	9	2156.50
9 A & N Islands	September, 1957	4	4	1749
<b>Total</b>		<b>3525</b>	<b>1619</b>	<b>454808.30</b>

**4 Pattern of Employment**

The average daily employment in plantations by age group and sex wise during the year 2019 is given in **Table 3 and 4**. During the year 2019 maximum number of workers i.e. 447522 (82.75 per cent) were employed in the State of Assam, followed by 37862 (7.00 per cent) in Tamilnadu, 32088 (5.93 per cent) in Kerela, 9836 (1.82 per cent) in Tripura and 9751 (1.80) per cent) in Karnataka. Out of the total employment (540840) in plantations submitting returns were reported for adult and Nil reported for adolescents. The employment in plantations has been dominated by the female workers which accounted for 322296 of total employment as against 218544 male workers.

The workers employed in Tea plantations accounted for the highest proportion of 93.79 per cent (i.e.507234). This was followed by Coffee 2.60 per cent (i.e.14079), Rubber 2.48 per cent (i.e.13408), Others 0.85 per cent (i.e.4593), Cardamom 0.15 per cent (i.e.795), and Oil Palm accounted for 0.14 per cent (i.e.731). There was no Cinchona and Cocoa plantation reported from any state.

**Table – 3**

**Average daily number of workers employed in the Plantations submitting returns during 2019**

State/Union Territory	Average daily number of workers employed						
	Adult		Adolescent		Total		Grand Total
	Male	Female	Male	Female	Male	Female	
1.Assam	177149	270373	-	-	177149	270373	447522(82.75)
2.Himachal Pradesh	76	104	-	-	76	104	180(0.03)
3.Karnataka	4094	5657	-	-	4094	5657	9751(1.80)
4.Kerala	16646	15442	-	-	16646	15442	32088(5.93)
5.Tamil Nadu	14107	23755	-	-	14107	23755	37862(7.00)
6.Telangana	6	-	-	-	6	-	6(0.00)
7.Tripura	5221	4615	-	-	5221	4615	9836(1.82)
8.Uttarakhand	834	2245	-	-	834	2245	3079(0.57)
9. A & N Islands	411	105	-	-	411	105	516(0.10)
<b>Total</b>	<b>218544</b>	<b>322296</b>	<b>-</b>	<b>-</b>	<b>218544</b>	<b>322296</b>	<b>540840</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 2019**

State / Union Territory		Assam	PradeshHimachal	Karnataka	Kerala	Tamil Nadu	Telangana	Tripura	Uttarakhand	A & N Islands	Total
<b>Tea</b>	Male	177149	76	123	7815	11210	-	4320	834	-	201527
	Female	270373	104	146	9077	20452	-	3310	2245	-	305707
	<b>Total</b>	<b>447522</b>	<b>180</b>	<b>269</b>	<b>16892</b>	<b>31662</b>	<b>-</b>	<b>7630</b>	<b>3079</b>	<b>-</b>	<b>507234(93.79)</b>
<b>Coffee</b>	Male	-	-	3571	609	1987	-	-	-	-	6167
	Female	-	-	4836	599	2477	-	-	-	-	7912
	<b>Total</b>	<b>-</b>	<b>-</b>	<b>8407</b>	<b>1208</b>	<b>4464</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>14079(2.60)</b>
<b>Rubber</b>	Male	-	-	400	4955	431	-	901	-	227	6914
	Female	-	-	675	4197	244	-	1305	-	73	6494
	<b>Total</b>	<b>-</b>	<b>-</b>	<b>1075</b>	<b>9152</b>	<b>675</b>	<b>-</b>	<b>2206</b>	<b>-</b>	<b>300</b>	<b>13408(2.48)</b>
<b>Cardamom</b>	Male	-	-	-	156	245	-	-	-	-	401
	Female	-	-	-	263	131	-	-	-	-	394
	<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>419</b>	<b>376</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>795(0.15)</b>
<b>Cinchona</b>	-	-	-	-	-	-	-	-	-	-	<b>-(0.00)</b>
<b>Cocoa</b>	-	-	-	-	-	-	-	-	-	-	<b>-(0.00)</b>
<b>Oil Palm</b>	Male	-	-	-	295	-	6	-	-	184	485
	Female	-	-	-	214	-	-	-	-	32	246
	<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>509</b>	<b>-</b>	<b>6</b>	<b>-</b>	<b>-</b>	<b>216</b>	<b>731(0.14)</b>
<b>Others (mixed)</b>	Male	-	-	-	2816	234	-	-	-	-	3050
	Female	-	-	-	1092	451	-	-	-	-	1543
	<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3908</b>	<b>685</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4593(0.85)</b>
<b>Grand Total</b>	<b>Male</b>	<b>177149</b>	<b>76</b>	<b>4094</b>	<b>16646</b>	<b>14107</b>	<b>6</b>	<b>5221</b>	<b>834</b>	<b>411</b>	<b>218544</b>
	<b>Female</b>	<b>270373</b>	<b>104</b>	<b>5657</b>	<b>15442</b>	<b>23755</b>	<b>-</b>	<b>4615</b>	<b>2245</b>	<b>105</b>	<b>322296</b>
	<b>Total</b>	<b>447522</b>	<b>180</b>	<b>9751</b>	<b>32088</b>	<b>37862</b>	<b>6</b>	<b>9836</b>	<b>3079</b>	<b>516</b>	<b>540840</b>

‘ - \* = 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 2019

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	652	4060	20963	3295	11465	14865	22900	1673	2819	17273	26425
2. Himachal Pradesh	9	-	-	-	-	76	104	-	-	76	104
3. Karnataka	187	276	769	298	651	1575	-	194	4237	4094	5657
4. Kerala	238	1443	2987	4299	1551	8735	10247	216	657	16646	15442
5. Tamil Nadu	467	80	78	94	98	11634	19958	229	3615	14107	37862
6. Telangana	1	6	-	-	-	-	-	-	-	6	-
7. Tripura	52	-	-	-	-	5221	4615	-	-	5221	4615
8. Uttarakhand	9	-	-	-	-	834	-	-	2245	834	2245
9. A & N Islands	4	-	-	-	-	411	105	-	-	411	105
<b>Total</b>	<b>1619</b>	<b>5865</b>	<b>24797</b>	<b>7986</b>	<b>13765</b>	<b>17713</b>	<b>26403</b>	<b>2314</b>	<b>13573</b>	<b>21413</b>	<b>33028</b>

R - \* = Nil.

## 6 Leave with wages

The number of workers granted leave with wages during the year 2019 is presented in **Table-6**. The Table reveals that 93.95 percent workers entitled for leave with wages were granted leave with wages. Of which 3.74 percent workers were allowed leave for 30 days or more. In the state of Karnataka all workers who were granted leave were allowed leave for 30 days or more during the year under report.

**Table – 6**  
**Number of workers granted leave with wages during 2019**

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	380392	361374	9668
2. Himachal Pradesh	180	53	14
3. Karnataka	7761	4999	4999
4. Kerala	30371	29683	57
5. Tamil Nadu	19037	17564	1625
6. Telangana	4	4	-
7. Tripura	8247	5388	-
8. Uttarakhand	96	96	-
9. A & N Islands	516	435	359
Total	<b>446604</b>	<b>419596</b> <b>(93.95)</b>	<b>16722</b> <b>(3.74)</b>

Nil.                    ..=Not available

## 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 2019 in different States/Union Territories.

### 7.1 Drinking Water

Drinking water facilities are provided in all plantations in the State of Karnataka and there was adequate arrangement of water supply in the state of Tamil Nadu. Other States/Union Territories did not furnish any information in this regard.

### 7.2 Arrangements for Conservancy

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. Other States/Union Territories have not furnished information in this regard for the year under report.

### **7.3 Medical Facilities**

Medical facilities were provided to the plantation workers in Tamil Nadu. In Tamil Nadu, there are about 124 Dispensaries, 19 Group Dispensaries, 31 Garden Hospitals and 4 Group Garden Hospitals, which are maintained by Plantations in Tamil Nadu. No information, however, was received from Assam, Himachal Pradesh, Karnataka, Kerala, Tripura, Telangana, Uttarakhand, West Bengal and A & N Islands in this regard.

## **8 Welfare**

The information received on the Welfare measures for the year 2019 from the concerned authorities has been presented in the following paragraphs.

### **8.1 Educational facilities**

In Karnataka, Primary schools with trained teachers exist in all the plantations. Himachal Pradesh, Kerala, Tamil Nadu, Tripura, Uttarakhand, West Bengal and A & N Islands have not reported any information on educational facilities.

### **8.2 Housing**

Of the total plantation workers eligible for housing accommodation, 87.48 percent workers have been provided with housing accommodation. The Plantation Establishments in the State of Himachal Pradesh and Uttarakhand have provided housing accommodation to all the workers followed by the States of Assam, Tripura, Kerala, Andaman & Nicobar Islands, and Tamil Nadu where 94.05 percent, 83.63 percent, 80.97 percent, 65.50 percent and 57.65 percent of workers respectively have been provided with housing accommodation.

**Table –7****Number of Plantation workers provided housing accommodation during 2019**

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	652	436993	324482	305165(94.05)	19317	19317
2. Himachal Pradesh	9	180	52	54(103.84)	-	-
3. Karnataka	187	9751	9751	-	-	-
4. Kerala	238	32088	29808	24135(80.97)	5673	-
5. Tamil Nadu	467	37862	34988	20171(57.65)	14817	-
6. Telangana	1	6	6	- (0.00)	6	-
7. Tripura	52	9836	7430	6214(83.63)	1216	-
8. Uttarakhand	9	96	90	90 (100.00)	-	-
9. A & N Islands	4	516	516	338(65.50)	#	#
<b>Total</b>	<b>1619</b>	<b>527328</b>	<b>407123</b>	<b>356167(87.48)</b>	<b>41029</b>	<b>19317</b>

-: Nil # = Remaining workers are staying in their own house.

Note: The figures in brackets indicate percentage of workers provided with housing accommodation to the total number of workers eligible for housing accommodation.

### 8.3 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 672 plantations employing 150 or more workers, 62.79 percent (i.e. 422) of the plantations have provided canteen facility. In Assam, 315 plantations have provided canteen facilities. In Kerala, there were 54 plantations which have provided canteen facility. In the State of Tamil Nadu, there were 32 plantations which have provided canteens facility to their workers. In Karnataka the canteen facility was provided in 19 plantations. Andaman & Nicobar Islands has 2 estates provided canteen facilities.

**Table-8****Number of Plantations providing canteen facilities to their workers during 2019**

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	788	416	315
2. Himachal Pradesh	10	-	-
3. Karnataka	1194	110	19
4. Kerala	728	87	54
5. Tamil Nadu	687	57	32
6. Telangana	1	-	-
7. Tripura	104	-	-
8. Uttarakhand	9	-	-
9. A & N Islands	4	2	2
<b>Total</b>	<b>3525</b>	<b>672</b>	<b>422</b>

‘ - \* = Nil.

**8.4 Crèches**

As per the Act, crèche 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, 45.93 percent of the plantations employed 50 or more female workers and thus were expected to make provision for crèches. The total number of plantations providing/maintaining crèches were 804 as against 901 plantations required to provide crèches. In all the States, the crèches provide milk, food, refreshment, toys, etc. to the children.

**Table –9****Number of Plantations providing Creche facilities during 2019**

State/Union	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	788	652	502	502	2305	4325	5466	9791
2. Himachal Pradesh	10	9	1	1	4	13	7	20
3. Karnataka	1194	187	238	43	126	40	40	80
4. Kerala	728	238	77	60	139	273	447	720
5. Tamil Nadu	687	467	44	159	159	178	968	1146
6. Telangana	1	1	-	-	-	-	-	-
7. Tripura	104	52	32	32	177	457	509	966
8. Uttarakhand	9	9	5	5	5	-	-	-
9. A & N Islands	4	4	2	2	2	8	16	24
<b>Total</b>	<b>3525</b>	<b>1619</b>	<b>901</b>	<b>804</b>	<b>2917</b>	<b>5294</b>	<b>7453</b>	<b>12747</b>

‘ - \* = Nil.

**9. Sickness benefits**

State-wise total number of workers who received sickness benefits and the amount paid to them during 2019 are presented in **Table-10**. The maximum amount of Rs. 199636994 as sickness benefits was paid to the 268513 workers in the State of Assam followed by Rs. 40588549.56 to 20,679 workers in Kerala and Rs. 17355591.76 to 23173 workers in Tamilnadu. It can also be seen from the table that in the state Tamilnadu, Tripura, Assam Uttarakhand 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 2019**

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	447522	268513	268513	199636994.00
2. Himachal Pradesh	180	-	-	-
3. Karnataka	9751	5327	2693	2718004.00
4. Kerala	32088	20917	20679	40588549.56
5. Tamil Nadu	37862	23173	23173	17355591.76
6. Telangana	6	-	-	-
7. Tripura	9836	6910	6910	1555567.00
8. Uttarakhand	3079	54	54	153590.00
9. A & N Islands	516	32	21	27943.30
<b>Total</b>	<b>540840</b>	<b>324926</b>	<b>322043</b>	<b>262036239.62</b>

‘ - \* = Nil. \* = The number of persons includes the number of workers and dependents of these workers.

**10 Enforcement**

Under the Act, the State-wise total number of inspections made, prosecutions launched and convictions obtained for various offences during the year 2019 have been presented in **Table 11**. The table shows that in the State of Kerala, maximum number of inspections was made during the year followed by Tamilnadu, Assam, Tripura, Himachal Pradesh and A & N Islands and Telangana. Number of Prosecutions launched, Convictions obtained was highest in the State of Assam, (i.e. 137 and 2 respectively).

**Table – 11****State-Wise Number of Inspections made, Prosecutions launched and Convictions obtained during 2019**

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	543	137	2	-
2. Himachal Pradesh	3	-	-	-
3. Karnataka	-	-	-	-
4. Kerala	738	46	-	-
5. Tamil Nadu	635	47	-	-
6. Telangana	1	-	-	-
7. Tripura	52	8	-	-
8. Uttarakhand	-	-	-	-
9. A & N Islands	3	-	-	-
<b>Total</b>	<b>1975</b>	<b>238</b>	<b>2</b>	<b>-</b>

‘ - \* = Nil.

**11. Limitation:**

The present report is based on information received from 45.94 percent of Total Plantations covered under the Act throughout India, wherever the Act is applicable. From the State of Karnataka the response rate was merely 15.66 percent wherein this State accounted for 33.88 percent of the total plantations registered.