



**बागान श्रम अधिनियम, 1951**  
**Plantations Labour Act, 1951**

**Report for the year 2022**

**भारत सरकार/ Government of India**  
**श्रम एवं रोज़गार मंत्रालय/ Ministry of Labour & Employment**  
**श्रम ब्यूरो/ Labour Bureau**  
**चंडीगढ़/Chandigarh**

## 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. 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.
  - (f) **Crèches** - 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, crèches 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 up to 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 3,559 plantations that are registered under the Act. Of the total number of plantations registered, 1185 (33.30 per cent) are in the State of Karnataka, followed by 813 (22.84 per cent) in Assam, 761 (21.38 per cent) in Kerala, 683 (19.19 per cent) in Tamil Nadu, and 104 (2.92 per cent) in Tripura. The other States/Union Territories which have plantations registered with them are Himachal Pradesh, Telangana, 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 18.57 per cent.

**Table-2** shows the area of plantations submitting returns. The largest area of 1,61,938 hectares has been reported from Assam, followed by 72,361.38 hectares from Kerala, 45,266.37 hectares from Tamil Nadu, 414 hectares from Tripura, and 393.83 hectares from Himachal Pradesh.

**Table-1 (a)**  
**Number and type of Estates / Plantations covered under the Act during 2022**

| S. No. | State/ Union Territory | Number of Estates/Plantations covered |             |            |            |          |       |          |                |                        |
|--------|------------------------|---------------------------------------|-------------|------------|------------|----------|-------|----------|----------------|------------------------|
|        |                        | Tea                                   | Coffee      | Rubber     | Cardamom   | Cinchona | Cocoa | Oil Palm | Others (Mixed) | Total                  |
| 1      | Assam                  | 813                                   | -           | -          | -          | -        | -     | -        | -              | <b>813</b><br>(22.84)  |
| 2      | Himachal Pradesh       | 11                                    | -           | -          | -          | -        | -     | -        | -              | <b>11</b><br>(0.31)    |
| 3      | Karnataka              | 15                                    | 1056        | 114        | -          | -        | -     | -        | -              | <b>1185</b><br>(33.30) |
| 4      | Kerala                 | 125                                   | 170         | 293        | 137        | -        | -     | 5        | 31             | <b>761</b><br>(21.38)  |
| 5      | Tamil Nadu             | 286                                   | 300         | 59         | 10         | -        | -     | -        | 28             | <b>683</b><br>(19.19)  |
| 6      | Telangana              | -                                     | -           | -          | -          | -        | -     | 1        | -              | <b>1</b><br>(0.03)     |
| 7      | Tripura                | 49                                    | -           | 55         | -          | -        | -     | -        | -              | <b>104</b><br>(2.92)   |
| 8      | A & N Islands          | -                                     | -           | 1          | -          | -        | -     | -        | -              | <b>1</b><br>(0.03)     |
|        | <b>Total</b>           | <b>1299</b>                           | <b>1526</b> | <b>522</b> | <b>147</b> | -        | -     | <b>6</b> | <b>59</b>      | <b>3559</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 2022**

| Sr. No.  | 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                  |   |
| <b>1</b> | <b>2</b>               | <b>3</b>   | <b>4</b>   | <b>5</b>   | <b>6</b>  | <b>7</b> | <b>8</b> | <b>9</b> | <b>10</b>      | <b>11</b>              | <b>12</b>   |
| 1        | Assam                  | 504  | -          | -          | -         | -        | -        | -        | -              | 504<br>(61.99)         | <b>813</b>  |
| 2        | Himachal Pradesh       | 10   | -          | -          | -         | -        | -        | -        | -              | 10<br>(90.91)          | <b>11</b>   |
| 3        | Karnataka              | 13   | 98         | 109        | -         | -        | -        | -        | -              | 220<br>(18.57)         | <b>1185</b>   |
| 4        | Kerala                 | 45   | 48         | 90         | 23        | -        | -        | 3        | 23             | 232<br>(30.49)         | <b>761</b>  |
| 5        | Tamil Nadu             | 183  | 261        | 25         | 10        | -        | -        | -        | 14             | 493<br>(72.18)         | <b>683</b>  |
| 6        | Telangana              | -  | -          | -          | -         | -        | -        | 1        | -              | 1<br>(100)             | <b>1</b>  |
| 7        | Tripura                | 41   | -          | 19         | -         | -        | -        | -        | -              | 60<br>(57.69)          | <b>104</b>  |
| 8        | A & N Islands          | -  | -          | 1          | -         | -        | -        | -        | -              | 1<br>(100)             | <b>1</b>  |
|          | <b>Total</b>           | <b>796</b>                                       | <b>407</b> | <b>244</b> | <b>33</b> | -        | -        | <b>4</b> | <b>37</b>      | <b>1521</b><br>(42.74) | <b>3559</b>   |

- = Nil, Figures in brackets indicate response rate.

**Table-2**  
**Number and Area of Estates/ Plantations submitting returns and the employment therein during 2022**

| Sr. No. | 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   | 6   |
| 1       | Assam                 | January, 1956  | 813  | 504   | 161938  |
| 2       | Himachal Pradesh      | September, 1955  | 11   | 10  | 393.83  |
| 3       | Karnataka             | October, 1956  | 1185   | 220   | *   |
| 4       | Kerala                | April, 1956  | 761  | 232   | 72361.38  |
| 5       | Tamil Nadu            | January, 1956  | 683  | 493   | 45266.37  |
| 6       | Telangana             | June, 2014   | 1  | 1   | 12.15   |
| 7       | Tripura               | September, 1955  | 104  | 60  | 414   |
| 8       | A & N Islands         | September, 1957  | 1  | 1   | 38  |
|         | <b>Total</b>          |  | <b>3559</b>  | <b>1521</b>                                       | <b>280423.73</b>  |

\*- Area not reported from the state.

#### 4 Pattern of Employment

The average daily employment in plantations by age group and sex wise during the year 2022 is given in **Table 3 and 4**. During the year 2022 maximum number of workers i.e. 6,86,852 (88.67 per cent) were employed in the State of Assam, followed by 37,264 (4.81 per cent) in Kerala, 30,431 (3.93 per cent) in Tamil Nadu, 11,668 (1.51 per cent) in Karnataka and 8,085 (1.04 per cent) in Tripura. Out of the total employment (7,74,641) in plantations submitting returns were reported for adult and none reported for adolescents. The employment in plantations has been dominated by the female workers which accounted for 4,32,234 of total employment as against 3,42,407 male workers.

The workers employed in Tea plantations accounted for the highest proportion of 95.71 per cent (i.e.7,41,400). This was followed by Coffee 1.91 per cent (i.e.14,799), Rubber 1.82 per cent (i.e.14,074), others 0.44 per cent (i.e. 3,427), and Cardamom 0.05 per cent (i.e. 382), Oil Palm accounted for 0.07 per cent (i.e. 559). 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 2022**

| Sr. No. | State/Union Territory | Average daily number of workers employed |        |            |        |        |        | Grand Total              |
|---------|-----------------------|--|--------|------------|--------|--------|--------|--------------------------|
|         |                       | Adult                                    |        | Adolescent |        | Total  |        |                          |
|         |                       | Male                                     | Female | Male       | Female | Male   | Female |                          |
| 1       | 2                     | 3  | 4      | 5          | 6      | 7      | 8      | 9                        |
| 1       | Assam                 | 301759                                   | 385093 | -          | -      | 301759 | 385093 | <b>686852</b><br>(88.67) |
| 2       | Himachal Pradesh      | 99                                       | 203    | -          | -      | 99     | 203    | <b>302</b>               |

|          |               |               |               |   |   |               |               |                        |
|----------|---------------|---------------|---------------|---|---|---------------|---------------|------------------------|
|          |               |               |               |   |   |               |               | (0.04)                 |
| <b>3</b> | Karnataka     | 5140          | 6528          | - | - | 5140          | 6528          | <b>11668</b><br>(1.51) |
| <b>4</b> | Kerala        | 18014         | 19250         | - | - | 18014         | 19250         | <b>37264</b><br>(4.81) |
| <b>5</b> | Tamil Nadu    | 13599         | 16832         | - | - | 13599         | 16832         | <b>30431</b><br>(3.93) |
| <b>6</b> | Telangana     | 6             | -             | - | - | 6             | -             | <b>6</b><br>(0.00)     |
| <b>7</b> | Tripura       | 3768          | 4317          | - | - | 3768          | 4317          | <b>8085</b><br>(1.04)  |
| <b>8</b> | A & N Islands | 22            | 11            | - | - | 22            | 11            | <b>33</b><br>(0.00)    |
|          | <b>Total</b>  | <b>342407</b> | <b>432234</b> | - | - | <b>342407</b> | <b>432234</b> | <b>774641</b>          |

- = Nil. 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 2022

| State / Union Territory |               | Assam         | Himachal Pradesh | Karnataka    | Kerala       | Tamil Nadu   | Telangana | Tripura     | A & N Islands | Total                    |
|-------------------------|---------------|---------------|------------------|--------------|--------------|--------------|-----------|-------------|---------------|--------------------------|
| <b>Tea</b>              | Male          | 301759        | 99               | 808          | 8588         | 11032        | -         | 2938        | -             | <b>325224</b>            |
|                         | Female        | 385093        | 203              | 962          | 12138        | 13691        | -         | 4089        | -             | <b>416176</b>            |
|                         | <b>Total</b>  | <b>686852</b> | <b>302</b>       | <b>1770</b>  | <b>20726</b> | <b>24723</b> | -         | <b>7027</b> | -             | <b>741400</b><br>(95.71) |
| <b>Coffee</b>           | Male          | -             | -                | 3994         | 1037         | 1709         | -         | -           | -             | <b>6740</b>              |
|                         | Female        | -             | -                | 4991         | 573          | 2495         | -         | -           | -             | <b>8059</b>              |
|                         | <b>Total</b>  | -             | -                | <b>8985</b>  | <b>1610</b>  | <b>4204</b>  | -         | -           | -             | <b>14799</b><br>(1.91)   |
| <b>Rubber</b>           | Male          | -             | -                | 338          | 6575         | 636          | -         | 830         | 22            | <b>8401</b>              |
|                         | Female        | -             | -                | 575          | 4549         | 310          | -         | 228         | 11            | <b>5673</b>              |
|                         | <b>Total</b>  | -             | -                | <b>913</b>   | <b>11124</b> | <b>946</b>   | -         | <b>1058</b> | <b>33</b>     | <b>14074</b><br>(1.82)   |
| <b>Cardamom</b>         | Male          | -             | -                | -            | 116          | 12           | -         | -           | -             | <b>128</b>               |
|                         | Female        | -             | -                | -            | 241          | 13           | -         | -           | -             | <b>254</b>               |
|                         | <b>Total</b>  | -             | -                | -            | <b>357</b>   | <b>25</b>    | -         | -           | -             | <b>382</b><br>(0.05)     |
| <b>Cinchona</b>         | -             | -             | -                | -            | -            | -            | -         | -           | -             | -                        |
| <b>Cocoa</b>            | -             | -             | -                | -            | -            | -            | -         | -           | -             | -                        |
| <b>Oil Palm</b>         | Male          | -             | -                | -            | 309          | -            | 6         | -           | -             | <b>315</b>               |
|                         | Female        | -             | -                | -            | 244          | -            | -         | -           | -             | <b>244</b>               |
|                         | <b>Total</b>  | -             | -                | -            | <b>553</b>   | -            | <b>6</b>  | -           | -             | <b>559</b><br>(0.07)     |
| <b>Others (mixed)</b>   | Male          | -             | -                | -            | 1389         | 210          | -         | -           | -             | <b>1599</b>              |
|                         | Female        | -             | -                | -            | 1505         | 323          | -         | -           | -             | <b>1828</b>              |
|                         | <b>Total</b>  | -             | -                | -            | <b>2894</b>  | <b>533</b>   | -         | -           | -             | <b>3427</b><br>(0.44)    |
| <b>Grand Total</b>      | <b>Male</b>   | <b>301759</b> | <b>99</b>        | <b>5140</b>  | <b>18014</b> | <b>13599</b> | <b>6</b>  | <b>3768</b> | <b>22</b>     | <b>342407</b><br>(44.20) |
|                         | <b>Female</b> | <b>385093</b> | <b>203</b>       | <b>6528</b>  | <b>19250</b> | <b>16832</b> | -         | <b>4317</b> | <b>11</b>     | <b>432234</b><br>(55.80) |
|                         | <b>Total</b>  | <b>686852</b> | <b>302</b>       | <b>11668</b> | <b>37264</b> | <b>30431</b> | <b>6</b>  | <b>8085</b> | <b>33</b>     | <b>774641</b>            |

- = Nil. 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 up to 48 hours worked.

**Table -5**  
**Number of adult workers by average number of hours worked per week during 2022**

| S. No. | State / Union Territory | Number of Plantations submitting return | Average daily number of workers with Average number of weekly hours worked |              |                             |             |
|--------|-------------------------|---|--|--------------|-----------------------------|-------------|
|        |                         |   | Up to 42 hours   |              | Above 42 and up to 45 hours |             |
|        |                         |   | Male   | Female       | Male                        | Female      |
| 1      | 2                       | 3                                       | 4  | 5            | 6                           | 7           |
| 1      | Assam                   | 504                                     | 24884  | 18662        | 2587                        | 8084        |
| 2      | Himachal Pradesh        | 10                                      | 16   | 13           | 4                           | 104         |
| 3      | Karnataka               | 220                                     | 4  | 13           | 15                          | 26          |
| 4      | Kerala                  | 232                                     | 7  | 11           | 1                           | 1016        |
| 5      | Tamil Nadu              | 493                                     | 80   | 78           | 439                         | 70          |
| 6      | Telangana               | 1                                       | 6  | -            | -                           | -           |
| 7      | Tripura                 | 60                                      | -  | -            | -                           | -           |
| 8      | A & N Islands           | 1                                       | -  | -            | -                           | -           |
|        | <b>Total</b>            | <b>1521</b>                             | <b>24997</b>   | <b>18777</b> | <b>3046</b>                 | <b>9300</b> |

- = Nil

**Contd:**

| S. No. | State / Union Territory | Average daily number of workers with Average number of weekly hours worked |               |                |              |               |               |
|--------|-------------------------|--|---------------|----------------|--------------|---------------|---------------|
|        |                         | Above 45 and up to 48 hours  |               | Above 48 hours |              | Total         |               |
|        |                         | Male   | Female        | Male           | Female       | Male          | Female        |
| 1      | 2                       | 8  | 9             | 10             | 11           | 12            | 13            |
| 1      | Assam                   | 220794   | 310112        | 53494          | 48235        | 301759        | 385093        |
| 2      | Himachal Pradesh        | 79   | 86            | -              | -            | 99            | 203           |
| 3      | Karnataka               | 3832   | 4637          | 1289           | 1852         | 5140          | 6528          |
| 4      | Kerala                  | 12333  | 11997         | 5673           | 6226         | 18014         | 19250         |
| 5      | Tamil Nadu              | 10762  | 6053          | 2318           | 10631        | 13599         | 16832         |
| 6      | Telangana               | -  | -             | -              | -            | 6             | -             |
| 7      | Tripura                 | 3768   | 4317          | -              | -            | 3768          | 4317          |
| 8      | A & N Islands           | 22   | 11            | -              | -            | 22            | 11            |
|        | <b>Total</b>            | <b>251590</b>  | <b>337213</b> | <b>62774</b>   | <b>66944</b> | <b>342407</b> | <b>432234</b> |

- = Nil



## 6 Leave with wages

The number of workers granted leave with wages during the year 2022 is presented in **Table-6**. The Table reveals that 94.97 percent workers entitled for leave with wages were granted leave with wages. Of which 15.37 percent workers were allowed leave for 30 days or more.

**Table - 6**  
**Number of workers granted leave with wages during 2022**

| Sr. No. | 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  | 5  |
| 1       | Assam                 | 441285   | 416976                                     | 76597  |
| 2       | Himachal Pradesh      | 295  | 295  | 14   |
| 3       | Karnataka             | 11668  | 11120                                      | -  |
| 4       | Kerala                | 31728  | 31728                                      | 18   |
| 5       | Tamil Nadu            | 28221  | 27161                                      | 1734   |
| 6       | Telangana             | 4  | 4  | -  |
| 7       | Tripura               | 8013   | 7705                                       | -  |
| 8       | A & N Islands         | 33   | 33   | 17   |
|         | <b>Total</b>          | <b>521247</b>                                  | <b>495022</b> (94.97)                      | <b>78380</b> (15.37)   |

- = Nil, the figures in brackets indicate the percentage share of workers entitled for leave with wages.

## 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 2022 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 2022 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 (**Table-7**), 96.32 percent workers have been provided with housing accommodation. The Plantation Establishments in the State of Himachal Pradesh have provided housing accommodation to all the workers followed by the States of Tamil Nadu, Assam, Kerala, Tripura, Karnataka and, Andaman & Nicobar Islands, where 98.26 percent, 96.96 percent, 91.50 percent, 86.72 percent, 86.14 percent and 81.82 percent of workers, respectively have been provided with housing accommodation.

**Table -7**  
**Number of Plantation workers provided housing accommodation during 2022**

| S. No. | 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   | 8                  |
| 1      | Assam                 | 504                                      | 686852                     | 263157   | 255154 (96.96)  | 7877  | 8014               |
| 2      | Himachal Pradesh      | 10                                       | 302                        | 153  | 153 (100)   | -   | -                  |
| 3      | Karnataka             | 220                                      | 11668                      | 4749   | 4091 (86.14)  | 1649  | -                  |
| 4      | Kerala                | 232                                      | 37264                      | 28741  | 26297 (91.50)   | 2444  | -                  |
| 5      | Tamil Nadu            | 493                                      | 30431                      | 28666  | 28168 (98.26)   | 498   | -                  |
| 6      | Telangana             | 1  | 6                          | 6  | -   | 6   | -                  |
| 7      | Tripura               | 60                                       | 8085                       | 3621   | 3140 (86.72)  | 481   | -                  |
| 8      | A & N Islands         | 1  | 33                         | 33   | 27 (81.82)  | -   | -                  |
|        | <b>Total</b>          | <b>1521</b>                              | <b>774641</b>              | <b>329126</b>  | <b>317030 (96.32)</b>                                       | <b>12955</b>  | <b>8014</b>        |

- = Nil, 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 (**Table- 8**) shows that out of 674 plantations employing 150 or more workers, 68.99 percent (i.e. 465) of the plantations have provided canteen facility. In Assam, 304 plantations have provided canteen facilities. In Kerala, there were 71 plantations which have provided canteen facility. In Tamil Nadu, there were 69 plantations which have provided canteen facility. In Karnataka the canteen facility was provided in 14 plantations, 5 in Himachal Pradesh and 2 in Tripura State.

**Table-8**  
**Number of Plantations providing canteen facilities to their workers during 2022**

| S. No. | State/Union Territory | Number of Plantations covered | Number of Plantations employing 150 or more workers | Number of Plantations having canteens |
|--------|-----------------------|-------------------------------|---|---------------------------------------|
| 1      | 2                     | 3                             | 4   | 5                                     |
| 1      | Assam                 | 813                           | 493   | 304                                   |
| 2      | Himachal Pradesh      | 11                            | -   | 5                                     |
| 3      | Karnataka             | 1185                          | 31  | 14                                    |
| 4      | Kerala                | 761                           | 77  | 71                                    |
| 5      | Tamil Nadu            | 683                           | 73  | 69                                    |
| 6      | Telangana             | 1                             | -   | -                                     |
| 7      | Tripura               | 104                           | -   | 2                                     |
| 8      | A & N Islands         | 1                             | -   | -                                     |
|        | <b>Total</b>          | <b>3559</b>                   | <b>674</b>  | <b>465</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, 47.92 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 755 as against 729 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 Crèche facilities during 2022**

| S. No. | State/Union Territory | No. of Plantations covered | No. of Plantations submitting returns | No. of Plantations employing 50 or more women workers | No. of Plantations mantaining 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             | 10          |
| 1      | Assam                 | 813                        | 504                                   | 501   | 488                                   | 757               | 1351                                | 2827          | <b>4178</b> |
| 2      | Himachal Pradesh      | 11                         | 10                                    | 2   | 2                                     | 4                 | 17                                  | 7             | <b>24</b>   |
| 3      | Karnataka             | 1185                       | 220                                   | 44  | 24                                    | 36                | 77                                  | 107           | <b>184</b>  |

|   |               |             |             |            |            |             |             |             |             |
|---|---------------|-------------|-------------|------------|------------|-------------|-------------|-------------|-------------|
| 4 | Kerala        | 761         | 232         | 77         | 70         | 170         | 409         | 683         | 1092        |
| 5 | Tamil Nadu    | 683         | 493         | 72         | 145        | 181         | 416         | 902         | 1318        |
| 6 | Telangana     | 1           | 1           | -          | -          | -           | -           | -           | -           |
| 7 | Tripura       | 104         | 60          | 33         | 25         | 34          | 54          | 90          | 144         |
| 8 | A & N Islands | 1           | 1           | -          | 1          | 1           | 1           | -           | 1           |
|   | <b>Total</b>  | <b>3559</b> | <b>1521</b> | <b>729</b> | <b>755</b> | <b>1183</b> | <b>2325</b> | <b>4616</b> | <b>6941</b> |

- = Nil.

## 9. Sickness benefits

State-wise total number of workers who received sickness benefits and the amount paid to them during 2022 are presented in **Table-10**. The maximum amount of Rs. 12,15,27,749 as sickness benefits was paid to the 2,31,371 workers in the State of Assam followed by Rs. 10,95,02,141.5 to 26,709 workers in Kerala and Rs. 1,58,15,158.59 to 15,185 workers in Tamil Nadu. It can also be seen from the table that in the state Kerala, Karnataka, and UT Andaman & Nicobar 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 2022**

| S. No. | 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  | 6                    |
| 1      | Assam                 | 686852                     | 232882   | 231371                                     | 121527749            |
| 2      | Himachal Pradesh      | 302                        | 1  | 1  | 22386                |
| 3      | Karnataka             | 11668                      | 4221   | 4221                                       | 4245594              |
| 4      | Kerala                | 37264                      | 26709  | 26709                                      | 109502141.5          |
| 5      | Tamil Nadu            | 30431                      | 15212  | 15185                                      | 15815158.59          |
| 6      | Telangana             | 6                          | -  | -  | -                    |
| 7      | Tripura               | 8085                       | 4820   | 4747                                       | 2162615              |
| 8      | A & N Islands         | 33                         | 5  | 5  | 4683.35              |
|        | <b>Total</b>          | <b>774641</b>              | <b>283850</b>                                  | <b>282239</b>                              | <b>253280327.4</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 2022 have been presented in **Table 11**. The table shows that in the State of Tamil Nadu, maximum number of inspections was made during the year followed by Karnataka, Kerala, Assam, Tripura, Himachal Pradesh, A & N Islands and Telangana. Number of Prosecutions launched, Convictions obtained was highest in the State of Tamil Nadu, (i.e. 106 and 97 respectively).

**Table - 11**  
**State-Wise Number of Inspections made, Prosecutions launched and Convictions obtained during 2022**

| <b>S. No.</b> | <b>State/Union Territory</b> | <b>Number of inspections made</b> | <b>Number of prosecutions launched</b> | <b>Number of convictions obtained</b> | <b>Amount of fine realized (in Rs.)</b> |
|---------------|------------------------------|-----------------------------------|--|---------------------------------------|---|
| <b>1</b>      | <b>2</b>                     | <b>3</b>                          | <b>4</b>                               | <b>5</b>                              | <b>6</b>                                |
| 1             | Assam                        | 480                               | 20                                     | -                                     | -                                       |
| 2             | Himachal Pradesh             | 4                                 | -                                      | -                                     | -                                       |
| 3             | Karnataka                    | 588                               | -                                      | -                                     | -                                       |
| 4             | Kerala                       | 553                               | -                                      | -                                     | -                                       |
| 5             | Tamil Nadu                   | 670                               | 106                                    | 97                                    | 542500                                  |
| 6             | Telangana                    | 1                                 | -                                      | -                                     | -                                       |
| 7             | Tripura                      | 60                                | -                                      | -                                     | -                                       |
| 8             | A & N Islands                | 1                                 | -                                      | -                                     | -                                       |
|               | <b>Total</b>                 | <b>2357</b>                       | <b>126</b>                             | <b>97</b>                             | <b>542500</b>                           |

- = Nil.

### 11. Limitation:

The present report is based on information received from 42.74 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 18.57 percent wherein this State accounted for 33.30 percent of the total plantations registered. The state west Bengal could not submit the annual return for the year 2022 despite repeated reminders, The returns submitted by the state of Uttarakhand contained entirely inconsistent data.

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