

# REPORT ON THE WORKING OF THE PLANTATIONS LABOUR ACT, 1951 FOR THE YEAR 2015\*

## 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.

---

\* Report for the year 2014 may be seen on Labour Bureau website and published in March, 2017 issue of the Indian Labour Journal (pages 227-242).

(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 3814 plantations that are registered under the Act. Of the total number of plantations registered, 1194 (31.31 per cent) are in the State of Karnataka, followed by 793 (20.79 per cent) in Assam, 727 (19.06 per cent) in Kerala, 683 (17.91 per cent) in Tamil Nadu, 286 (7.50 per cent) in West Bengal and 104 (2.73 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 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 210202.39 hectares has been reported from Assam, followed by 83518.06 hectares from Kerala, 46097 hectares from West Bengal, 44182.46 hectares from Tamil Nadu, 22891 hectares from Karnataka, 11353 hectares from Tripura, 2010 hectares from Uttarakhand and 1749 hectares from Andaman & Nicobar Islands.

**Table-1 (a)****Number and type of Estates / Plantations covered under the Act during 2015**

State/ Union Territory	Number of Estates/Plantations covered								
	Tea	Coffee	Rubber	Cardamom	Cinchona	Cocoa	Oil Palm	Others (Mixed)	Total
1. Assam	793	-	-	-	-	-	-	-	793(20.79)
2. Himachal Pradesh	13	-	-	-	-	-	-	-	13(0.34)
3. Karnataka	14	1078	102	-	-	-	-	-	1194(31.31)
4. Kerala	124	170	268	131	-	-	3	31	727(19.06)
5. Tamil Nadu	282	310	59	10	-	-	-	22	683(17.91)
6. Telangana	-	-	-	-	-	-	1	-	1(0.03)
7. Tripura	49	-	55	-	-	-	-	-	104(2.73)
8. Uttarakhand	9	-	-	-	-	-	-	-	9(0.24)
9. West Bengal	283	-	-	-	3	-	-	-	286(7.50)
10. A & N Islands	-	-	3	-	-	-	1	-	4(0.10)
<b>Total</b>	<b>1567</b>	<b>1558</b>	<b>487</b>	<b>141</b>	<b>3</b>	<b>-</b>	<b>5</b>	<b>53</b>	<b>3814(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 2015**

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	651	-	-	-	-	-	-	-	651(82.09)	793
2 Himachal Pradesh	9	-	-	-	-	-	-	-	9(69.23)	13
3 Karnataka	7	78	102	-	-	-	-	-	187(15.66)	1194
4 Kerala	46	55	89	38	-	-	3	17	248(34.11)	727
5 Tamil Nadu	182	241	44	10	-	-	-	16	493(72.18)	683
6 Telangana	-	-	-	-	-	-	1	-	1(100.00)	1
7 Tripura	43	-	16	-	-	-	-	-	59(56.73)	104
8 Uttarakhand	9	-	-	-	-	-	-	-	9(100.00)	9
9 West Bengal	104	-	-	-	-	-	-	-	104(36.36)	286
10 A & N Islands	-	-	3	-	-	-	1	-	4(100.00)	4
<b>Total</b>	<b>1051</b>	<b>374</b>	<b>254</b>	<b>48</b>	<b>-</b>	<b>-</b>	<b>5</b>	<b>33</b>	<b>1765(46.28)</b>	<b>3814</b>

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

**Table-2****Number and Area of Estates / Plantations submitting returns and the employment therein during 2015**

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	793	651	210202.39
2 Himachal Pradesh	September, 1955	13	9	220.81
3 Karnataka	October, 1956	1194	187	22891
4 Kerala	April, 1956	727	248	83518.06
5 Tamil Nadu	January, 1956	683	493	44182.46
6 Telangana	June, 2014	1	1	12.15
7 Tripura	September, 1955	104	59	11353
8 Uttarakhand	March, 1957	9	9	2010
9 West Bengal	November, 1957	286	104	46097.63
10 A & N Islands	September, 1957	4	4	1749
<b>Total</b>		<b>3814</b>	<b>1765</b>	<b>422236.50</b>

**4 Pattern of Employment**

The average daily employment in plantations by age group and sex wise during the year 2015 is given in **Table 3 and 4**. During the year 2015 maximum number of workers i.e. 5,42,216 (72.78 per cent) were employed in the State of Assam, followed by 99,831 (13.40 per cent) in West Bengal, 49,978 (6.71 per cent) in Tamil Nadu, 30,379 (4.08 per cent) in Kerala, 10,803 (1.45 per cent) in Tripura and 8,742 (1.17 per cent) in Karnataka. Out of the total employment (7,45,057) in plantations submitting returns 7,09,706 were adults and 35,351 were adolescents. The employment in plantations has been dominated by the female workers which accounted for 4,09,372 of total employment as against 3,35,685 male workers.

The workers employed in Tea plantations accounted for the highest proportion of 95.42 per cent (i.e.7,11,000). This was followed by Rubber 2.04 per cent (i.e.15,216), Coffee 1.78 per cent (i.e.13,261), Others 0.55 per cent (i.e. 4,161), Oil Palm 0.14 per cent (i.e.1,054), and Cardamom accounted for 0.05 per cent (i.e.365). 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 2015**

State/Union Territory	Average daily number of workers employed						
	Adult		Adolescent		Total		Grand Total
	Male	Female	Male	Female	Male	Female	
1.Assam	232981	274002	15706	19527	248687	293529	542216(72.78)
2.Himachal Pradesh	71	60	-	-	71	60	131(0.02)
3.Karnataka	3804	4938	-	-	3804	4938	8742(1.17)
4.Kerala	15115	15264	-	-	15115	15264	30379(4.08)
5.Tamil Nadu	18580	31398	-	-	18580	31398	49978(6.71)
6.Telangana	6	-	-	-	6	-	6(0.00)
7.Tripura	5849	4954	-	-	5849	4954	10803(1.45)
8.Uttarakhand	727	1354	-	-	727	1354	2081(0.28)
9.West Bengal	42045	57668	58	60	42103	57728	99831(13.40)
10. A & N Islands	743	147	-	-	743	147	890(0.12)
<b>Total</b>	<b>319921</b>	<b>389785</b>	<b>15764</b>	<b>19587</b>	<b>335685</b>	<b>409372</b>	<b>745057</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 2015**

State / Union Territory		Assam	Himachal Pradesh	Karnataka	Kerala	Tamil Nadu	Telangana	Tripura	Uttarakhand	West Bengal	A & N Islands	Total
<b>Tea</b>	Male	248687	71	277	7702	13687	-	3914	727	42103	-	317168
	Female	293529	60	497	9757	26363	-	4544	1354	57728	-	393832
	<b>Total</b>	<b>542216</b>	<b>131</b>	<b>774</b>	<b>17459</b>	<b>40050</b>	<b>-</b>	<b>8458</b>	<b>2081</b>	<b>99831</b>	<b>-</b>	<b>711000(95.42)</b>
<b>Coffee</b>	Male	-	-	3008	381	2185	-	-	-	-	-	5574
	Female	-	-	3610	479	3598	-	-	-	-	-	7687
	<b>Total</b>	<b>-</b>	<b>-</b>	<b>6618</b>	<b>860</b>	<b>5783</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>13261(1.78)</b>
<b>Rubber</b>	Male	-	-	519	5369	2214	-	1935	-	-	320	10357
	Female	-	-	831	2816	734	-	410	-	-	68	4859
	<b>Total</b>	<b>-</b>	<b>-</b>	<b>1350</b>	<b>8185</b>	<b>2948</b>	<b>-</b>	<b>2345</b>	<b>-</b>	<b>-</b>	<b>388</b>	<b>15216(2.04)</b>
<b>Cardamom</b>	Male	-	-	-	137	18	-	-	-	-	-	155
	Female	-	-	-	197	13	-	-	-	-	-	210
	<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>334</b>	<b>31</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>365(0.05)</b>
<b>Cinchona</b>	-	-	-	-	-	-	-	-	-	-	-	<b>- (0.00)</b>
<b>Cocoa</b>	-	-	-	-	-	-	-	-	-	-	-	<b>- (0.00)</b>
<b>Oil Palm</b>	Male	-	-	-	310	-	6	-	-	-	423	739
	Female	-	-	-	236	-	-	-	-	-	79	315
	<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>546</b>	<b>-</b>	<b>6</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>502</b>	<b>1054(0.14)</b>
<b>Others (mixed)</b>	Male	-	-	-	1216	476	-	-	-	-	-	1692
	Female	-	-	-	1779	690	-	-	-	-	-	2649
	<b>Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>2995</b>	<b>1166</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>4161(0.55)</b>
<b>Grand Total</b>	Male	<b>248687</b>	<b>71</b>	<b>3804</b>	<b>15115</b>	<b>18580</b>	<b>6</b>	<b>5849</b>	<b>727</b>	<b>42103</b>	<b>743</b>	<b>335685</b>
	Female	<b>293529</b>	<b>60</b>	<b>4938</b>	<b>15264</b>	<b>31398</b>	<b>-</b>	<b>4954</b>	<b>1354</b>	<b>57728</b>	<b>147</b>	<b>409372</b>
	<b>Total</b>	<b>542216</b>	<b>131</b>	<b>8742</b>	<b>30379</b>	<b>49978</b>	<b>6</b>	<b>10803</b>	<b>2081</b>	<b>99831</b>	<b>890</b>	<b>745057</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 2015

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	651	9229	11076	77254	49681	146498	213245	-	-	232981	274002
2. Himachal Pradesh	9	-	-	3	1	25	27	43	32	71	60
3. Karnataka	187	42	1657	360	1397	3064	1884	338	-	3804	4938
4. Kerala	248	-	-	-	-	15115	15264	-	-	15115	15264
5. Tamil Nadu	493	80	78	937	1666	15206	22542	2357	7112	18580	31398
6. Telangana	1	6	-	-	-	-	-	-	-	6	-
7. Tripura	59	-	-	-	-	5849	4954	-	-	5849	4954
8. Uttarakhand	9	-	-	-	-	727	1354	-	-	727	1354
9. West Bengal	104	4454	6727	5639	7423	30313	41391	1639	2127	42045	57668
10. A & N Islands	4	-	-	-	-	743	147	-	-	743	147
<b>Total</b>	<b>1765</b>	<b>13811</b>	<b>19538</b>	<b>84193</b>	<b>60168</b>	<b>217540</b>	<b>300808</b>	<b>4377</b>	<b>9271</b>	<b>319921</b>	<b>389785</b>

‘ - \* = Nil.

## 6 Leave with wages

The number of workers granted leave with wages during the year 2015 is presented in **Table-6**. The Table reveals that 98.34 percent workers entitled for leave with wages were granted leave with wages. Of which 6.37 percent workers were allowed leave for 30 days or more. In the state of Himachal Pradesh and 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 2015**

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	474640	474640	20838
2. Himachal Pradesh	131	131	131
3. Karnataka	7057	5163	5163
4. Kerala	30379	30379	15
5. Tamil Nadu	47032	42912	10353
6. Telangana	4	4	-
7. Tripura	7481	5595	3643
8. Uttarakhand	154	154	-
9. West Bengal	118186	115100	2819
10. A & N Islands	890	510	..
Total	<b>685954</b>	<b>674588</b> <b>(98.34)</b>	<b>42962</b> <b>(6.37)</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 2015 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. In Andaman and Nicobar Island separate Latrine and Urinal accommodation for men and women are maintained properly. 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 123 Dispensaries, 23 Group Dispensaries, 31 Garden Hospitals and 4 Group Garden Hospitals which are maintained by Plantation 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 2015 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, 72.74 percent workers have been provided with housing accommodation. The Plantation Establishments in the State of Uttarakhand and Karnataka have provided housing accommodation to all the workers followed by the States of Tamil Nadu, Kerala, Tripura, Assam, Himachal Pradesh and Andaman & Nicobar Islands where 97.85 percent, 85.56 per cent, 83.67 percent, 83.20 per cent, 57.25 percent, and 54.94 percent of workers respectively have been provided with housing accommodation.

**Table –7****Number of Plantation workers provided housing accommodation during 2015**

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	651	542216	278100	231383(83.20)	46717	46717
2. Himachal Pradesh	9	131	131	75(57.25)	56	-
3. Karnataka	187	8742	6705	6705(100.00)	-	-
4. Kerala	248	30379	30379	25992(85.56)	4387	-
5. Tamil Nadu	493	49978	43024	42100(97.85)	924	-
6. Telangana	1	6	6	-(0.00)	6	-
7. Tripura	59	10803	7533	6303(83.67)	1230	-
8. Uttarakhand	9	159	130	130(100.00)	-	-
9. West Bengal	104	124984	68099	3230(4.74)	64869	64869
10. A & N Islands	4	890	890	489(54.94)	395	-
<b>Total</b>	<b>1765</b>	<b>768288</b>	<b>434997</b>	<b>316407(72.74)</b>	<b>118584</b>	<b>111586</b>

-: Nil

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 886 plantations employing 150 or more workers, 76.96 percent (i.e. 682) of the plantations have provided canteen facility. In Assam, 339 plantations have provided canteen facilities. In the State of Kerala, there were 174 plantations which have provided canteens facility to their workers. In West Bengal 76 plantations have canteen facility for the workers. In Tamil Nadu, there were 54 plantations which have provided canteen facility. In Karnataka the canteen facility was provided in 30 plantations. Himachal Pradesh, Uttarakhand and Andaman & Nicobar Islands have 4, 3 and 2 estates respectively provided canteen facilities as majority of the workers were residing just near their place of work.

**Table-8****Number of Plantations providing canteen facilities to their workers during 2015**

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	793	411	339
2. Himachal Pradesh	13	-	4
3. Karnataka	1194	36	30
4. Kerala	727	253	174
5. Tamil Nadu	683	80	54
6. Telangana	1	-	-
7. Tripura	104	-	-
8. Uttarakhand	9	-	3
9. West Bengal	286	104	76
10. A & N Islands	4	2	2
<b>Total</b>	<b>3814</b>	<b>886</b>	<b>682</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, 60.34 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 955 as against 1,065 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 2015**

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	793	651	594	524	2240	7181	4611	11792
2. Himachal Pradesh	13	9	-	-	-	-	-	-
3. Karnataka	1194	187	115	88	72	46	40	86
4. Kerala	727	248	85	57	172	382	592	974
5. Tamil Nadu	683	493	125	140	228	581	1010	1591
6. Telangana	1	1	-	-	-	-	-	-
7. Tripura	104	59	40	40	45	468	515	983
8. Uttarakhand	9	9	-	-	-	-	-	-
9. West Bengal	286	104	104	104	240	2068	1493	3561
10. A & N Islands	4	4	2	2	2	4	12	16
<b>Total</b>	<b>3814</b>	<b>1765</b>	<b>1065</b>	<b>955</b>	<b>2999</b>	<b>10730</b>	<b>8273</b>	<b>19003</b>

‘ - \* = Nil.

## 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 2015 are presented in **Table-10**. The maximum amount of Rs. 8,14,72,391.45 as sickness benefits was paid to the 2,99,309 workers in the State of Assam followed by Rs. 5,26,68,361.00 to 16,501 workers in Kerala and Rs. 1,92,86,731.00 to 19,161 workers in Tamil Nadu. It can also be seen from the table that in the state Kerala, Tamil Nadu, Uttarakhand and A & N Islands 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 2015**

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	542216	383082	299309	81472391.45
2. Himachal Pradesh	131	-	-	-
3. Karnataka	8742	4975	2290	3802844.00
4. Kerala	30379	16501	16501	52668361.00
5. Tamil Nadu	49978	19161	19161	19286731.00
6. Telangana	6	-	-	-
7. Tripura	10803	1204	1204	756246.00
8. Uttarakhand	159	95	95	296352.00
9. West Bengal	124984	@	@	@
10. A & N Islands	890	31	31	48488.00
<b>Total</b>	<b>768288</b>	<b>425049</b>	<b>338591</b>	<b>158331413.45</b>

‘ - \* = Nil. @ = Data inconsistent

**9.2 Maternity benefit**

The number of women workers who received maternity benefits and the amount paid thereof during the year 2015 are presented in **Table-11**. A maximum amount of Rs. 78,82,92,650.18 was paid as maternity benefit to women workers in the state of Assam. This was followed by West Bengal (99,02,916.08), Tamil Nadu (38,34,687.94), Kerala (19,23,361.00), Karnataka (10,42,419.00), Tripura (9,16,215.00) and Andaman & Nicobar Islands (4,56,000.00). However there were no such claims from the State Himachal Pradesh and Uttarakhand under the reports.

**Table –11****Number of women workers who received maternity benefits and the amount paid thereof during the year 2015**

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	793	651	474889	91155	30032	27647	7504	788292650.18
2. Himachal Pradesh	13	9	-	-	-	-	-	-
3. Karnataka	1194	187	4938	4859	54	53	53	1042419.00
4. Kerala	727	248	15264	15264	135	135	90	1923361.00
5. Tamil Nadu	683	493	31398	27909	181	138	50	3834687.94
6. Telangana	1	1	-	-	-	-	-	-
7. Tripura	104	59	4544	1006	122	122	-	916215.00
8. Uttarakhand	9	9	66	-	-	-	-	-
9. West Bengal	286	104	71875	37159	1451	1425	1365	9902916.08
10. A & N Islands	4	4	147	147	21	19	19	456000.00
<b>Total</b>	<b>3814</b>	<b>1765</b>	<b>603121</b>	<b>177499</b>	<b>31996</b>	<b>29539</b>	<b>9081</b>	<b>806368249.20</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 2015 have been presented in **Table 12**. The table shows that in the State of Assam, maximum number of inspections was made during the year followed by, Kerala, Tamil Nadu and Karnataka. Number of Prosecutions launched was highest in West Bengal while Convictions obtained and amount of fine realized was highest in the State of Tamil Nadu , (i.e. 150 and Rs. 3,55,500.00) followed by Assam (i.e. 37 and Rs.1,96,300.00).

**Table – 12****State-Wise Number of Inspections made, Prosecutions launched and Convictions obtained during 2015**

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	793	78	37	196300.00
2. Himachal Pradesh	13	-	-	-
3. Karnataka	238	-	-	-
4. Kerala	727	11	5	8200.00
5. Tamil Nadu	683	131	150	355500.00
6. Telangana	1	-	-	-
7. Tripura	104	6	-	-
8. Uttarakhand	-	-	-	-
9. West Bengal	38	422	1	5000.00
10. A & N Islands	3	-	-	-
<b>Total</b>	<b>2600</b>	<b>648</b>	<b>193</b>	<b>565000.00</b>

‘ - \* = Nil.

**11. Limitation:**

The present report is based on information received from 46% 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 31.31 percent of the total plantations registered.