CHAPTER V

Labour Welfare in India and in Assam

* Introduction 114
* Importance of Labour Welfare 117
* Evolution of Labour Welfare 119
* Labour Welfare and Central Government 120
* Central Government empowered to set-up advisory committee 121
* Analysis of various welfare Acts 122
  - The Factories Act 1948 125
  - The Plantations Labour Act 1951 126
  - The Employees Provident Fund Scheme Act 1952 127
  - The Employees State Insurance Act 1948 128
  - The Minimum Wages Act 1948 129
  - Payment of Bonus Ordinance 1965 129
* Concept of Labour Welfare to tea garden employees of Assam 130
* Employees' Provident Fund Act 1952 and Assam Act X of 1955 132
Implementation of Labour Welfare Schemes in sampled gardens

Life Insurance Scheme Act 1963 (optional)

Assam Plantation Labour Rules 1956 with Plantation Labour Act 1951

Deposit Linked Insurance Scheme 1984 (DLI)

Pension-cum Family Pension Scheme 1972

Board of trustees

Assam Tea Plantation Employees' Welfare Fund Act 1959 etc.

Implementation of Schemes like games, sports etc. in sampled gardens

Rest House for tea gardens patients

Free Hostel Accommodation for college students

Fook Grants

Stipends to students for pursuing technical subjects

Stipends to trainees in Nursing in Indian Red cross hospitals

Medical aid to patients of tea garden workers

Eye relief Camps

Grants-in-aid to welfare organisations

Ex-Gratia payments

Educational Excursion Tour

Immunisation to tea garden children

Enforcement of Prohibitions

New Welfare Schemes

Conclusion
CHAPTER - V
Labour Welfare in India and in Assam.

Introduction:

The term labour welfare is a very comprehensive one. It includes all activities like-intellectual, moral, legal, physical, ethical, political and economic. It is being increasingly recognised as a dynamic concept and widely influenced the social and economic policies of the developing countries of the world. In a modern welfare state like India, the labour welfare is a very broad based concept and it covers all welfare activities provided arbitrarily or voluntarily and as a result of contractual agreement arrived at between management and workers.

The workers are very frequently feeling uncertainty regarding unforeseen contingencies particularly sickness, unemployment, death, widowhood, invalidity and orphanhood. The welfare measures are primarily aimed at fighting against these contingencies as the individual poor workers can not afford by themselves.

With the growth of industrialisation under the impact of modern economic forces, migration of workers from villages to urban areas led to gradual increase of industrial workers in the whole country. This led to generation of demands for protection and improvement in working and living conditions of industrial workers and the beginning of Govt. attention to social contingencies from the second decade of the present century.
India being a member of International Labour Organisation (ILO) has been taking keen interest in all matters of policy formulation and implementation of the labour welfare schemes recommended and suggested by the ILO. According to ILO, the term labour welfare includes activities like feeding activities in or near the undertaking, rest and recreation facilities, transportation to and from work place where ordinary transport system is inadequate¹".

The labour welfare is a relative concept associated with the standard of living of the workers. Few other pioneering definitions of labour welfare are reproduced below:-

Prof. Richardson defines welfare as "any arrangement of working conditions organisations of social and sports club and establishment of funds by a firm which contributes to the workers health and safety, comfort, efficiency, economic security, education and recreation²".

The Encyclopaedia of social science defines welfare work as "voluntary efforts of an employer to establish within the existing industrial system working and sometimes living and cultural conditions of his employees beyond what is required by law the customs of industry and conditions of the markets ³".

1. Tyagi, B.P.(Dr.)-Labour Economics and Social Welfare P-648
2. ibid P-647
3. ibid P-647
Thus various organisations, committees and commissions appointed by Government from time to time to go in-to details about labour welfare measures to be taken or already taken or any lapses and recommendation made by those committees, commissions for taking effective measures for the well-being of the working class people for improving the standard of living which will ultimately lead to increase in the efficiency of workers.

According to different social customs degree of industrialisation and educational development of workers, the labour welfare is an elastic term depending on the circumstances of each individual country or industry or area. However anything done for the intellectual, physical, moral and economic betterment of the workers either by employers or by Government are called welfare activities. These may be part of contractual benefits or may be provisions of law or normally provided by employers.

The basic aim of welfare services in any industry is to improve the living and working conditions of the workers and their families. All amenities like adequate canteen facilities rest and recreational facilities sanitary and medical facilities transport facilities to and from place of work housing accommodations social security measures like provident fund gratuity benefits and insurance benefits for the security and well being of the workers at the old age or retirement benefits are covered under the term labour welfare measures.
All welfare activities are grouped under two heads viz. (1) Intra-mural and (2) Extra-mural activities. All activities undertaken inside the factory are called Intra-mural activities like-provision for latrines and urinals, creches, rest shelters, canteens, drinking water arrangement for prevention of fatigue, health services, uniform and protective clothing and shift allowance. To look after that all these welfare activities are carried on properly, administrative arrangements have to be made inside the factory which is a part and parcel of Intra-mural activities.

Again the activities which are provided outside the factory are called Extra-mural activities. Activities under this category are maternity benefits, social insurance measures, including gratuity, pension, provident fund, medical facilities, housing accommodation, recreational facilities, leave travel, facilities, worker's co-operative society, vocational training facilities, to dependants of workers and transport facilities to and from the place of work.

Importance of Labour Welfare:

The industrial relations between employers and employees depend to a great extent on the labour welfare activities. The industrial workers are sometimes frustrated and very frequently over burdened with family worryiness and

---

4. ibid P-650
5. ibid P-650
health hazards for which necessary welfare measures are to be taken to overcome or fulfil the requirements. The welfare measures are of important to reduce absenteeism and labour turn-over in industries. Further in plantation and other industries special welfare activities are required due to isolated location of plantation. Sometimes financial assistance are provided to workers to go to their place of work and at the same time feeding facilities are also provided to them.

Lastly, cheap clean and balanced food are provided to workers in canteens to improve the health of workers. Provisions of medical aid maternity and child welfare reduce the mortality of infants educational facilities increase the mental efficiency and economic productivity.

Thus the labour welfare activities are of national importance and as such all labour problems are to be solved on priority basis and thus create congenial atmosphere in the industry for greater interest. The International Labour Organisation (ILO) also stress the need for providing adequate nutrition, housing accommodation and facilities for recreation and culture.
Evolution of Labour Welfare in India and Assam:

The evolution of labour welfare arose during the first world war (1914-18) mainly as a product of stresses and strains. On humanitarian grounds, welfare work was done by outside agencies during pre-first world war period. In 1927-28 the British Trade Union Congress Delegation visited India and remarked "nothing has been done for the welfare of the workers, only exploitation and delusion".

Thus very few things have been done in the name of labour welfare before the first World War in organised factories in the whole of India. The welfare activities have been done after second World War and the colonial British Government took keen interest to introduce and increase welfare activities during the Second World War to increase production of arms and ammunitions and other war productions required during war time and post war periods particularly in ordinance ammunition and other factories.

The labour welfare activities introduced and expanded in more and more new industries after India attained independence in 1947 India being wedded to the ideals of Welfare State under the Indian Constitution.

6. Mehrotra, S.N.(Dr), Labour Problems in India P-170
Labour Welfare and the Central Govt. :

In 1934 the Central Government passed the Factory Act for the first time and introduced labour welfare activities like water-supply for drinking and washing purposes, rest room to use by workers during leisure hours if the number of workers are 150 or more rest room for children and women workers and first aid appliances. Similar welfare measures were introduced by the Central Government during Second World War in ordinance, ammunitions and other factories engaged for war productions.

The Central Government appointed Mr. R. S. Nimbkar as Labour welfare Adviser in 1942 to look after welfare activities. The Central Government further promulgated the Coal Mines Labour Welfare Ordinance in 1944 and instituted the Coal Mines Labour Welfare Fund for undertaking various welfare activities to the coal mines.

In order to finance the welfare activities, the Government introduced the principle of levying a cess on the output of the industry. In the ordinance there were provisions for making expenses in connection with welfare activities like improvement of housing, water supply and washing facilities, educational facilities recreation provision for medical treatment and transport facilities to and from place of work.

7. ibid P-171
8. ibid P-171
The Central Government empowered to Set-up Advisory Committees:

The Central Government was empowered to set-up "Advisory Committees" in which owners and workers have equal representations. The administration and working of the fund were based on the advice of the committee. The Central Government initiated for promoting various non-statutory welfare services on an experimental basis in 1946 among workers of the Government owned industrial establishments. The workers and the Government contributed equal amounts to the fund and also Government grants, receipts from various other sources like fines, rebates from contractors, profits of canteens and income from cinema shows. The Railway Board and Major Ports of India have separate administrative set-ups for their own employee's Welfare funds.

The other Welfare Funds created and necessary Acts enacted by the Central Government are :-

(2) Coal Mines Labour Welfare Fund Act 1947
(4) The Factories Act 1948
(5) The Plantation Labour Act 1951
(6) The Employees Provident Fund Act 1952
(7) The employees State Insurance Act 1948

9. ibid P-171
10. ibid P-174
(8) The Minimum Wages Act 1948
(9) The Payment of Bonus Ordinance 1965
(10) The Assam Act X of 1955 i.e.
The Assam Tea Plantations Provident Fund and Pension Fund and Insurance Fund Scheme Act 1955.

Apart from these Welfare Schemes already implemented in India from time to time according to necessity other statutory Welfare schemes are there introduced and implemented in India for the Welfare and well-being of Indian labourers.

Analysis of various welfare Acts:


The main aim of the Mica Mines Labour Welfare Fund Act 1946 is to provide welfare amenities to the mica mine workers. In the initial stage this act was applicable to mica miners of Bihar, Andhra Pradesh and Rajasthan. The fund was created by levy of ad-valorem customs duty and all mica exported from India. The Central Government in consultation with the advisory committee administered the fund.

The workers and their family members are provided medical facilities and for such purpose three hospitals in Andhra Pradesh, six in Bihar and five in Rajasthan were established at the initial stage. In the later stage the act has been extended to the whole country.

11. Memoria & Doshi, Labour Problems and Social Welfare in India P-320
The Coal Mines Labour Welfare Fund Act, 1947:

In 1944 the Coal Mines Labour Welfare Fund was created for providing welfare amenities to coal mine workers and other members of their families. The welfare activities were mainly divided into two categories viz, (a) General Welfare and (b) Housing.\(^\text{12}\)

Under the General Welfare category, two central hospitals were established one at Dhanbad in 1950 and the other at Asansol in 1955 having 250 beds capacity in each hospital. Each of these two hospitals is well equipped and provides all kinds of treatments to workers at free of cost. The maternity and child welfare centres are run according to the standard provisions of the Indian Red Cross Society and provide maternity and child welfare facilities to women workers and their children. Moreover free distribution of medicines, milk, fruits etc. are done among patients. Under the category housing the workers and their families are provided housing accommodations in proximity to the coal fields.

Iron Ore Mines Labour Welfare Cess Act 1961 and The Indian Mines Act 1901:

This Act was passed in 1901 and enforced from the said year. The main provisions of the Act were (a) the Central Government was empowered to appoint Inspector of

\(^{12}\) ibid P-320
Mines (b) the State Government may appoint Inspectors and Subordinate officers (c) the child labour up to the age of 12 years was prohibited (d) the Chief Inspector was empowered to prohibit employment of women and child labours in hazardous works and night shifts (e) the Mining Boards and Committees were to be appointed (f) both central and state Governments were empowered to frame rules and regulations for the health and safety of mining workers

In 1923 the definition of "Mining" was enlarged to include all kinds of mining activities within its purview. The following are the provisions of the Act 1923-

(1) It includes all kinds of excavations
(2) the age limit of children is raised to 13 years
(3) the weekly hours were limited to 54 hours below ground and 60 hours above ground
(4) the working days were limited to 6 days in a week
(5) there were provisions for making bye-laws by mining concerns
(6) the supervision and inspections were entrusted to Chief Inspector and Inspector for carrying out the provisions
(7) the functions between Central and State Governments were clearly defined.

13. Tyagi, B.P.(Dr.) Labour Economics & Social Welfare P-760
14. Mehrotra ,S.N. (Dr.) Labour Problems in India P-174
The weekly and daily hours of works were reduced to 54 hours and 9 hours respectively in the amendment Act, 1935, and further reduced to 48 hours in 1952 amendment Act for the safety and regulation of labour in mining.

The Factories Act 1948:

In 1881 the first Factory Act was passed and subsequently amendments were made several times in 1891, 1911, 1922 and 1948 incorporating various measures including reductions of daily hours of works providing safety health and welfare of workers. The services of women and children have been restricted in hazardous and night shifts.

The Act applies to all establishments employing 10 or more workers in the whole country. The Act provides welfare activities like cleanliness, lighting, ventilation, passage, sanitation, disposal of water and effluents, elimination of dust and fumes, provision of spittoons, control of temperature, creche facilities, drinking water, washing facilities, first aid appliances, canteens, rest shelters and shifting arrangements for workers. Leave with wages has been granted to the extent of 12 weeks to women workers on maternity grounds (leave) under the amendment Act of 1954.

15. ibid P-416
The Plantation Labour Act 1951:

The Plantation Labour Act 1951 was passed on 15th October 1951. The Act is applicable in the whole country except Jammu & Kashmir in all plantations like tea, coffee, rubber and cinchona having 25 acres or more land under plantation. The Act was amended in 1960 in order to make the Act more effective particularly in regard to (a) health and welfare (b) hours of work, rest, intervals etc. (c) leave with pay and (d) restrictions on employment of women workers and children in hazardous works and at night._16_

As regards health and welfare the employers has to supply pure drinking water to all employees and provide latrines and urinals of prescribed standards separately for men and women workers. The medical facilities have to be provided to all workers free of cost housing accommodations have to be provided to all permanent workers. Moreover other essential materials like umbrella, rain coat, blankets, sandals, fire wood, ration at subsidised rates etc, have to be provided under the Act.

Leave with wages:

Annual leave with wages should be allowed at the following rates (a) one day for every 20 days of work to adult and (b) one day for every 15 days work to children.

_16_, ibid P-416
The Employees Provident Fund Scheme Act 1952:

The Employees Provident Fund Act was passed in the floor of the Indian Parliament on February 1952\(^\text{17}\). Except Jammu and Kashmir, the act is applicable in the whole country.

The Act was originally applied to 6 major industries viz. (a) textile (cotton, silk and jute) (b) iron and steel (c) cement (d) electrical medical and engineering products (e) paper and (f) cigarette industries where number of workers employed were 50 or more\(^\text{18}\). The Government factories were excluded from the purview of the Act. But in 1958, the Act was amended and restrictions were removed to cover all establishments located in the country including plantation industries like tea coffee and rubber but it excluded the tea plantations located in Assam. For such purpose a separate Act was passed in the Assam Assembly in 1955 to cover all tea plantation industries of Assam. This Act is known as "Assam Act X of 1995" i.e. "The Assam Tea Plantations Provident Fund and Pension Fund and Insurance Fund Scheme Act 1955\(^\text{19}\)" which is more fully described latter in this chapter.

---

17. The Plantation Labour Act 1951—Orient Law House
   New Delhi 1991 Edition
   Ps-62,63
   & 69

18. Memoria & Doshi, Labour Problem and Social
   Welfare in India
   P-389

   P.F., Ghy. -28
   P -1
The Employees State Insurance Act 1948:

The Employees State Insurance Act 1948 which received the assent of the then Governor General of India on April 19, 1948 marks the happy beginning of a comprehensive plan for social security measures to factory workers. Owing to lack of infrastructure facilities like medical staff accommodations for office and dispensaries etc., the implementation of the scheme was delayed and implemented in a phased manner. In July 1959 the scheme was first implemented in Delhi and Kanpur and subsequently extended to other places of the country.

The scheme covered all factory workers in the whole country involving all risks connected with sickness, maternity and employment injury. The Act provides five-fold benefits to all employees viz. (a) sickness (b) maternity (c) disablement (d) dependent (e) medical.

In the Act there is provision for creation of the "Employees State Insurance Fund" which is mainly derived from sources like (a) contribution from employers and employees (b) subsidiary from both Central and State Governments (c) grants donations and gifts from the Central Government. The employees contribution is proportionate to their wages. The administration of the Insurance Fund has been entrusted to a corporation known as "Employee's State Insurance Corporation" created by an Act of Parliament for efficient administration of the fund.

20. ibid P-389
21. ibid P-358
The Minimum Wages Act 1948:

The payment of wages Act 1936 is an important milestone of labour legislation which ensures regular and prompt payment of wages. But it did not help the workers to secure a living wage. As such it was felt necessary to introduce the Minimum Wages Act 1948\textsuperscript{22} which was the right step in this regard. This Act was passed by the Parliament in 1948. The Act provides fixation of minimum wages for agricultural workers according to their category minimum time rate of wages minimum piece rate a guaranteed time rate and overtime rate. This Act was amended several times in 1950, 1951, 1954, 1957 and 1961 respectively and it removed the defects of the original Act.

The Payment of Bonus Ordinance 1965:

The Payment of Bonus Ordinance 1965 was promulgated on May 29, 1965\textsuperscript{23} and has been enforced in all factories establishments and manufacturing organisations but it does not apply to newly established industrial and other organisations. At the initial stage the minimum bonus was equivalent to 4\% of basic wages plus dearness allowances of every worker irrespective of any profits earned or incurred losses during the year. The maximum limit of such bonus can not exceed 20\% of earnings of the employees\textsuperscript{24}.

\begin{itemize}
\item[22.] ibid \ \ P-430
\item[23.] Tyagi, B.P. (Dr) Labour Economics & Social Welfare \ \ P-789
\item[24.] ibid \ \ P-460
\end{itemize}
are the eligible employees entitled for bonus (i) who has worked in an establishment for a period of at least 30 days in any year (ii) who is not an apprentice (iii) who is in receipt of salary or wages not exceeding Rs. 1,600 and (iv) who has not been dismissed from service for fraudulent acts or riotous or violent behaviour in the premises of the establishment or for any other undesirable activities.

The Concept of Labour Welfare to Tea Plantation Employees in Assam:

The Indian Constitution provided the "Welfare of the people" irrespective of cast creed religion and sex (i.e. male or female). The policy of welfare has been enshrined in the "directive principles of State policy" chapter of the Indian constitution. The constitution is the main driving force behind all welfare activities of the Government in organised sector of public or private sector organisations unorganised sectors rural and urban areas.

Thus the constitution of India has safeguards the welfare of the tea garden employees and other rights due from employers, Government and other agencies directly or indirectly.
India being a developing country majority of her populations are unfortunate victims of five evil giants eg. want, disease ignorance squalor and idleness. Under the concept of Welfare State is to attack the problem of poverty. The causes of economic tensions is to be removed from the economic structure and has to try to restore the balance in the state. The goal of economic justice is to be, equality of opportunity to all citizens to develop their individual personalities of life. Again the social justice is based on social structure like caste and communities which creates walls and barriers of superiority and inferiority. All inequalities has to remove from the society and has to afford equal opportunity to all citizens in social affairs as well as economic activities.

The Indian constitution safeguards the fundamental rights and interests of our citizens and it is the backbone of our nation. The State has to secure a social order for the promotion of welfare of the tea plantation workers.

All citizens have equal rights to an adequate means of livelihood and all material resources are to be distributed in the best possible manner for the common good and well being. Moreover all workers have to be paid equal wages for equal work irrespective of both men and women workers. Apart from these provisions one of the most important provision is that the health and strength of workers are not abused. The other provisions are unemployment.

26. Tyagi, B.P.(Dr.) Labour Economics & Social Welfare, P-525
27. ibid, P-140
old age, sickness and disablement free education of children up to 14 years of age nutrition and standard of living, right to have living wages and maternity benefits. The workers also have the right to participate in the management.

The rights, interests, duties and responsibilities of each and every citizen of the country including tea plantation workers are safeguarded in the constitution.

During the long tenure of British Colonial Rule the welfare of workers in the tea plantation industry was a far-cry. The Colonial British people exploited the workers like anything in all respects. The workers were underpaid and most neglected. They were left nothing at their disposal for future. On the basis of this background the Government made provisions for some sort of savings out of their earnings upon which the workers could fall back upon during their lean days.

The Employee's Provident Fund Act, 1952, and Assam Act X of 1955:

In 1952 the Employee's Provident Fund envisaged savings for the workers in the organised sector industries in the whole country excepting the tea plantations in Assam. The Government of Assam made provision for the tea plantation workers in Assam. In 1955 the Government of Assam passed the much needed "Assam Tea Plantations Provident Fund Scheme"
commonly known as "Assam Act X of 1955\textsuperscript{28}" and implemented in the State with effect from September 12, 1955. This is the first major milestone in the welfare legislation for the tea plantation workers of Assam.

At the initial state all permanent workers were treated as members of the Provident Fund (P.F.) and had to contribute 6\% of total monthly wages excluding bonus and commission and an equal amount contributed by employers. The amount of Provident Fund collections both from workers and management has to be deposited in any branch of State Bank of India within 30 days. In 1966 the rate of P.F. contribution has been raised to 8\% of monthly wages, subject to monthly wage ceiling of Rs. 1000/-\textsuperscript{29} (i.e. for the purpose of membership of the Provident Fund). Again, in 1989-90 the ceiling of monthly wages was raised to Rs. 1600/- (but managerial and executive personnel's are excluded from the purview) and the rate of P.F. contribution was raised to 10\% of gross monthly wages\textsuperscript{30}.

In any case if any employer failed to deposit the P.F. amount collected (i.e. every month) within 30 days of collection then such defaulting employer is statutorily liable to pay interest at the rate of 15\%\textsuperscript{31} on the outstanding amount up-to the date of deposit.

\textsuperscript{28.} Bhattacharjee, S.C. concept of Welfare of Plantation Labour in Assam P-26
\textsuperscript{29.} ibid P-27
\textsuperscript{30.} ibid P-27
Every employer has to deposit an amount equal to one percent of total wages of each worker to the Insurance Fund at regular intervals (U/S 4 (a)).

The Central Government has been contributing an amount of one half of employee's contributions against each worker to the Insurance Fund (U/S 4 (b)).

The Board of Trustee is the controlling authority of the P.F. and pension Fund and Deposit Linked Insurance Fund

In order to meet emergency expenses or expenses like-marriage or death ceremony in the family economic hardship purchase of share of co-operative society payment of Insurance premium, purchase of dwelling house/site treatment of family members and educational expenses for the children the members can take as Advance from the provident Fund.

Such loan or advance can be granted by the primary committee subject to a limit of 25% of total amount at the credit of a member or 9 (nine) months wages whichever is less.

In every tea garden there is one Primary committee constituted by the Board of Trustee at the grass-root level to look after the interest of members. The Primary Committee co-operate with the management at the unit level.

32. ibid P-8
33. ibid P-41
34. ibid P-5
A copy of Annual Statement of Accounts of every member is being given to each member showing details of Provident Fund deposit up-to date.

A declaration to be signed and submitted to the tea plantation authority that in the event of his/her pre-mature death his/her amount of deposits at the credit of Provident Fund Account be received by his/her nominee/nominees.

The nominee/nominees may be modified or changed if and when necessity arise.

Any member of the Provident Fund, may withdraw his/her deposits lying at his/her credit by submitting an application in proper proforma (e.g. Form No. 4) to the Primary Committee due to any of the following grounds:–

(1) if he/she retires
(2) if his/her services are terminated
(3) if he/she ceases to be employed in the plantation for more than 6 (six) months or
(4) if he/she is an emigrant labour and is exercising his/her right of repatriation.

35. ibid P-27
36. ibid P-27
Further if a member is promoted to a post of executive cadre like-manager assistant manager or if his/her wages exceed Rs.1,600 per month, he/she may withdraw his/her Provident Fund amount standing to his/her credit at the time of promotion. The welfare schemes introduced and implemented so far in the tea plantation industry in Assam for the benefits of employees are:

(a) Assam Act X of 1955
The Assam Tea Plantation Provident Fund and pension Fund and Insurance Fund Scheme Act 1955.
(b) The Life Insurance Fund Scheme Act 1963 (optional)
(c) Assam Plantation Labour Rules 1956 with the Plantation Labour Act 1951
(d) The Pension Scheme Act 1967
(e) The Maternity Benefit Act 1961
(f) The Payment of Bonus Act 1965
(g) The Family Pension Scheme Act 1972
(h) The Payment of Gratuity Act 1972
(i) The Deposit Linked Insurance Scheme Act 1984 and
(j) The Invalid Pension Scheme 1984.

The above welfare schemes are being implemented in 28 tea gardens of the district which were taken as sample. The information received from the above 28 gardens are given in a tabular form in the following Table No.5.1 and 5.2.

---
37. Assam Act X of 1955
Office of the ATTPPF & PF Scheme, Ghy-28
Table No. 5.1
Social security and welfare measures in a sample tea garden:

<table>
<thead>
<tr>
<th>Private Co.</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Code No</td>
<td>2</td>
<td>3</td>
<td>5</td>
<td>9</td>
<td>10</td>
<td>11</td>
<td>13</td>
<td>17</td>
<td>21</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Yes, in Full</th>
<th>Full</th>
<th>Full</th>
<th>Full</th>
<th>Full</th>
<th>Full</th>
<th>Full</th>
<th>Full</th>
<th>Full</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assam Plantations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Labour Rules 1956</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Assam Act X, 1955</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Payment of Wages</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Act, 1936</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Factories Act, 1948</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Payment of Bonus</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Act, 1965</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Maternity Benefits</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Act, 1961</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Workmen's Compensation Act, 1923</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Payment of Gratuity</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Act, 1972</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Industrial Dispute</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Act, 1947</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Trade Union Act 1926</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Pension including</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>family pension</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
</tbody>
</table>

Source: Compiled from Field Survey Data
Table No. 5.2
Social Security and Welfare measures in 19 sample tea gardens:

<table>
<thead>
<tr>
<th>Joint Stock Co.</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
</tr>
</thead>
<tbody>
<tr>
<td>Code No</td>
<td>1</td>
<td>4</td>
<td>6</td>
<td>7</td>
<td>8</td>
<td>12</td>
<td>14</td>
<td>15</td>
<td>16</td>
</tr>
<tr>
<td>Assam Plantations</td>
<td>Yes, in Full</td>
<td>Full</td>
<td>Full</td>
<td>Full</td>
<td>Full</td>
<td>Full</td>
<td>Full</td>
<td>Full</td>
<td>Full</td>
</tr>
<tr>
<td>Labour Rules 1956</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Assam Act X, 1955</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Payment of Wages Act, 1936</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Factories Act, 1948</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Payment of Bonus Act, 1965</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Maternity Benefits Act, 1961</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Workmen's Compensation Act, 1923</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Payment of Gratuity Act, 1972</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Industrial Dispute Act, 1947</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Trade Union Act, 1926</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
<tr>
<td>Pension including family pension</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
<td>&quot;</td>
</tr>
</tbody>
</table>

Source: compiled from Field Survey Data
<table>
<thead>
<tr>
<th>Joint Stock Co.</th>
<th>10</th>
<th>11</th>
<th>12</th>
<th>13</th>
<th>14</th>
<th>15</th>
<th>16</th>
<th>17</th>
<th>18</th>
<th>19</th>
</tr>
</thead>
<tbody>
<tr>
<td>Code No</td>
<td>18</td>
<td>19</td>
<td>20</td>
<td>22</td>
<td>23</td>
<td>24</td>
<td>25</td>
<td>26</td>
<td>27</td>
<td>28</td>
</tr>
<tr>
<td>Assam Plantations</td>
<td>Full</td>
<td>Full</td>
<td>Full</td>
<td>Full</td>
<td>Full</td>
<td>Full</td>
<td>Full</td>
<td>Full</td>
<td>Full</td>
<td>Full</td>
</tr>
<tr>
<td>Labour Rules 1956</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Assam Act X, 1955</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Payment of Wages</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Act, 1936</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Factories Act, 1948</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Payment of Bonus</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Act, 1965</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Maternity Benefits</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Act, 1961</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Workmen's Compensation Act, 1923</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Payment of Gratuity</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Act, 1972</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Industrial Dispute</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Act, 1947</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Trade Union Act 1926</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
<tr>
<td>Pension including family pension</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
<td>&quot;&quot;</td>
</tr>
</tbody>
</table>

Source: Compiled from Field Survey Data.
The actual implementation of above mentioned social security schemes in 28 sample tea gardens (i.e. private 9+ joint stock co.19) it appears that, all employers have marked as "implemented in full" against each welfare and social security measures.

**Life Insurance Scheme 1963 (optional):**

The Life Insurance Scheme 1963 has been an optional one and the following payments have been made during the year 1989-90:

**Table No.5.3**

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Particulars</th>
<th>No.of claims settled</th>
<th>Amount Paid</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i)</td>
<td>60% refund of premium</td>
<td>28</td>
<td>Rs. 7,189</td>
</tr>
<tr>
<td>(ii)</td>
<td>Death claims</td>
<td>7</td>
<td>Rs. 3,375</td>
</tr>
<tr>
<td>(iii)</td>
<td>Maturity Value</td>
<td>1,145</td>
<td>Rs. 4,17,546</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>1,180</strong></td>
<td><strong>Rs. 4,28,110</strong></td>
</tr>
</tbody>
</table>

Thus during the year 1989-90 total number of claims settled under 3(three) categories was 1,180 and total amount paid amounted to Rs.4,28,110/-.

38. ibid P-5
Assam Plantations Labour Rules 1956 with The Plantations Labour Act 1951:

Under the Assam Plantations Labour Rules 1956 with the Plantations Labour Act 1951 all Welfare activities both intra-mural and extra-mural amenities are included. The appointment of "Health Officers", "Inspectors", their functions, duties and responsibilities are appended clause-wise in details. The compulsory registration of all tea plantation industry are also to be strictly followed. For such registration certificate from Medical Health Officers is also a statutory requirement. Similarly under "health", drinking water facilities cleanliness, distribution of water like water tape or manual distribution, latrines and urinals for both men and women workers separately are to be provided. There should be drainage facilities from all latrines and urinals as well as tubewells and wells.

Again under "medical" head the size of hospital number of beds in the hospital supply of life saving medicines number of qualified doctors nurse health assistants ward-boy or attendant have to be provided and all should be standardised according to the provisions laid down in their rules. Further the hospital should be well equipped with modern equipment's for treatment.

39. Plantation Labour Act, 1951 P-61
The appointment of Welfare Officer is also a statutory requirement under this Act. All other statutory amenities has to be provided to tea plantation workers according to the standards laid down in the said Act.

Deposit-linked Insurance 1984 (DLI):

Under the deposit-Linked Insurance Scheme (DLI) each member of the provident fund offer the benefits of the Linked-Insurance automatically.

The family of the deceased gets the benefits equal to his/her deposit at the credit of provident fund on the date of his/her death but subject to a maximum of Rs. 10,000.

The Central Government contributes at the rate of 0.25% and respective tea plantation employer's at the rate of 0.5% of wages of each member form the Deposits - Linked Insurance Fund.

Pension cum Family Pension Scheme 1972:

Each member of the Provident Fund becomes beneficiary of Pension-cum-Family Pension Scheme automatically. The member has to pay no contribution for such purpose. The member of the fund will get pension after his/her retirement under this scheme.

40. Plantation Labour Act-1951 P-66
41. Assam Act X of 1955 P-27
42. Bid P-27
A legal successor of any deceased member (while in service) is entitled to get family pension.

Benefit under the scheme:

The pension amounts are to be paid to the retiring member depending upon-

(a) age on the date of retirement
(b) period of membership
(c) balance on the credit of Provident Fund on the retirement day.

The admissible family pension is linked with the provident fund balance at the credit of the concerned member retired which may vary from Rs.125/- to Rs.400/- per month for the whole life and a lump-sum amount of Rs.2,000/- at a time.

Composition of the Board of Trustee and Executive Committee:

The administration of the fund is a very noble and voluminous work which requires systematic functioning. With this aim in view the Government of Assam have constituted the "Board of Trustee" and vested the board with such powers and functions as may deemed fit for smooth functioning of the fund for maximising the welfare activities to the needy toiling masses of the state.

43. ibid P-27
The Assam Tea Plantation Employees Welfare Fund Act 1959 and Assam Tea Plantation Employees Welfare Board:

The Government of Assam have constituted the "Assam Tea Plantation Employees' Welfare Board" as per the provisions of the "Assam Tea Plantation Employees' Welfare Fund Act 1959" for gearing up the Welfare activities to the tea plantation employees. The Hon'ble Minister of Labour by virtue of his office is the Chairman of the Board, the Welfare Commissioner is the Ex-officio Secretary of the Board and he is Principal Executive Officer.

In the initial stage the Board was a skeleton office with one officer and a peon. But now the office has seven Zonal Offices. The State Government has appointed Inspectors for one each of the five offices situated at Sonari, Nowgang, Mangaldai, North Lakhimpur and Karimganj for efficient functioning of all Welfare activities. The following are some of the Welfare activities carried on by the Board for the exclusive benefits of the tea plantation employees.

1. 18 community centres have been functioning for imparting various kinds of training to needy workers in the State.

2. Socio-cultural schemes like-
   (a) adult education programme
   (b) community and social education scheme


45. ibid P-13
(c) for improving social conditions of tea garden workers to ensure better health, hygiene and living conditions

(d) recreational and entertainment facilities like games, sports and cultural activities.

(3) Socio-economic schemes for improvement of standard of living viz.

(i) technical training through craftsmanship training in tailoring knitting embroidery weaving and carpentry.

(ii) providing incentives for establishment of cottage and subsidiary industries and

(iii) Self employment training.

(4) The Mazenga Female Labour Welfare Training Centre have been imparting training on:-

(a) health hygiene and first aid
(b) Family Welfare
(c) care of children including creche attendance
(d) industrial relations and
(e) vocational training like tailoring, knitting, embroidery and weaving.

Other Welfare activities like-games and sports, inter-garden competitions safety measures are being provided in 9 sampled gardens for peace and harmony.
Table No. 5.4

Other Welfare activities like games and sports, inter-garden competition, safety measures etc. are as follows:

<table>
<thead>
<tr>
<th>Classification</th>
<th>code No.</th>
<th>Indoor games</th>
<th>Outdoor games</th>
<th>Sports competition</th>
<th>Inter-garden competition</th>
<th>Safety measure adopted</th>
<th>Peace and harmony maintained</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private Co. = 9</td>
<td>2</td>
<td>yes</td>
<td>Football etc.</td>
<td>Held every years</td>
<td>Held every years</td>
<td>Adopted</td>
<td>maintained</td>
<td>for last 20 years</td>
</tr>
<tr>
<td></td>
<td>3</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>&quot; , , 20 &quot;</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>&quot; , , 25 &quot;</td>
</tr>
<tr>
<td></td>
<td>9</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>&quot; , , 20 &quot;</td>
</tr>
<tr>
<td></td>
<td>10</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>&quot; , , 25 &quot;</td>
</tr>
<tr>
<td></td>
<td>11</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>&quot; , , 25 &quot;</td>
</tr>
<tr>
<td></td>
<td>13</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>&quot; , , 20 &quot;</td>
</tr>
<tr>
<td></td>
<td>17</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>&quot; , , 25 &quot;</td>
</tr>
<tr>
<td></td>
<td>21</td>
<td>yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>&quot; , , 20 &quot;</td>
</tr>
<tr>
<td>Total</td>
<td>9</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>9</td>
</tr>
</tbody>
</table>

Source: Compiled from field survey data.
Table No. 5.5

Other welfare activities like games and sports, inter-garden competitions etc. are being provided in 19 sampled gardens for peace and harmony:

<table>
<thead>
<tr>
<th>Classification</th>
<th>Code No.</th>
<th>Indoor games</th>
<th>Outdoor games</th>
<th>Sports competition</th>
<th>Inter-garden competition</th>
<th>Safety measure adopted</th>
<th>Peace and harmony maintained</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Joint</td>
<td>1</td>
<td>yes</td>
<td>Football etc. held</td>
<td>Held every year</td>
<td>Held every year</td>
<td>Adopted maintained</td>
<td>peace and harmony maintained</td>
<td></td>
</tr>
<tr>
<td>Stock</td>
<td>4</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td>Company</td>
<td>6</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td>=19</td>
<td>7</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>8</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>12</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>14</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>15</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>16</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>18</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>19</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>20</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>22</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>23</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>24</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>25</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>26</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>27</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td></td>
<td>28</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td>''</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>19</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Compiled from Field Survey data.
It is observed from above two tables (T.No. 5.4 & 5.5) that, all 28 sampled gardens have been providing welfare activities like games and sports and inter-garden competitions are held every year. The safety measures are also taken for the prevention of accidents inside the industries. Again peace and harmony are being maintained in all sampled gardens for the last two decades and in some of the sample gardens for three and half decades. This is very much essential for tea plantations in Assam to increase the efficiency of workers which has got direct link to increase the productivity.

Rest houses for tea garden patients:

Rest houses are provided to tea garden patients coming from interior tea gardens for treatment in medical colleges of Assam situated at Dibrugarh, Guwahati and Silchar. The Board has constructed one rest house at Ghungoor Silchar and another such rest house has been constructed at Dibrugarh. The rest house have been serving the interior rural tea garden labourers who come for medical treatment.

Free hostel accommodations for college students coming from tea gardens:

The sons and daughters of tea garden labourers who have been studying in different colleges of the state particularly in district headquarters and sub-divisional
headquarters rented houses are provided at free of cost. Such hostel accommodations is available in the following towns viz-Dibrugarh, Jorhat, N. Lakhimpur Tezpur (boys) Tezpur (girls) Nogoang Silchar, Diphu Biswanath Chariali Karimganj and Shillong (Meghalaya).

Book Grants:

The Board have been providing financial assistance for purchase of books by tea garden students pursuing studies from class VIII up to college and university level at different rates varying from Rs.40/- to Rs.500/- depending upon the classes in which they are studying. More than 1,500 students studying in various institutions have been receiving such book grants every year from the Board.

Stipends to students pursuing technical subjects viz. Engineering, Medical etc.:

The tea garden students who are studying in technical subjects like- Medical Engineering Agriculture and Veterinary Sciences are receiving regular monthly stipends under the scheme from the Board.
Stipends to trainees in Nursing in Indian Red Cross Hospitals:

The eligible girl students of tea gardens of the state can avail themselves of the chance of taking training in Nursing in Indian Red Cross Hospitals\(^{47}\) situated at Guwahati and Silchar every year. For this purpose the Welfare Board has received 17 seats in Guwahati and 4 seats in Silchar Red Cross Hospitals respectively to such girls in each session. Further 10 seats are reserved in Assam Medical College Dibrugarh for the said course. All those trainees who have undergone training are receiving monthly stipends and other allowances according to Government rules at regular intervals.

After successful completion of training they are either employed in tea garden hospitals or employed in Government Hospitals dispensaries or primary health centres of the state according to number of vacancies.

Medical Aid to patients of tea garden workers:

The employees of tea plantations, who suffer from deadly diseases are given financial assistance for a maximum period of six months\(^{48}\) to each patient, for treatment and balanced diet. This is given purely on humanitarian grounds.

---

47. ibid P-16
48. Tiru, G. P-16
Eye Relief Camps:

The Welfare Baord organises mobile eye camps every year for treatment of eyes including operations and supply of contact lenses and medicines to every patient free of cost.

Grants-in-aid including sewing machines etc. to non-official voluntary organisation:

The Welfare Board has granted sewing and knitting machines and other materials to tea garden's Lady's Club|Samities  which are registered under the Societies Registration Act,1880. The Board further provides furniture's books maps lamps kerosene oil and other materials that is, grants in kinds to non-official organisations of tea gardens who are serving or doing Welfare activities for the benefit of the garden employees of the state.

Ex-Gratia Payments:

The Board provides financial assistance to victims of natural calamities like flood fire, earthquake and so on due to which, tea garden workers or employees may suffer or lose or get broken one or more parts of body permanently or temporarily. This is also granted on humanitarian ground.

49. ibid P-17
50. TIRU, G. Welfare Commissioner P-17
Educational Excursion tour:

The Board has organised Educational Excursion tours for the college students of tea gardens of the state and Mazanga Female Labour Welfare Training Centre's trainees every year at free of cost.

Immunisation of tea garden children under 5 years of age:

The Board is administering the immunisation programme among children of tea garden employees under 5 years of age, particularly, D.P.T.D.T, B.C.G. and O.P.V in order to check and prevent the high mortality rate among the children.

Enforcement of prohibition in tea garden areas of the state:

The tea garden workers of the state are very much addicted to liquor and spend their major portion of hard earnings on drinking. This was one of the main exploitation policy of the British Tea Planters who were sole owners of the tea plantations since its inception. Unfortunately those undesirable habits have been deeply rooted among tea garden workers during the last one and half century long journey. It is high time that, such undesirable ill habits has to bid farewell forever particularly among low income group of tea garden workers. In this respect the Mohila Samities of each

51. ibid P-18
garden have to take a leading role to root out such an ill habits of their respective counterparts collectively. The young generations who are educated and enlightened have to take effective measures in this respect for all round development of tea garden workers.

New Welfare Schemes introduced by the Welfare Board:

The Board has further taken up the following ambitious schemes for the tea garden employees in a phased manner:

1. Augmentation of community centres
2. Additional schemes for Mazenga Female Labour Welfare Training Centre.
3. "Build Your Own House" Scheme for non residential permanent workers.
4. Permanent hostels for tea plantation college students in all major towns of the state.
5. Holiday Home facilities for the tea plantation workers.

All these are very high ambitious Schemes undertaken by the Board and as such the Board seek co-operation from all concerned tea plantation authority for faithful implementation of all those humanitarian tasks for the welfare of the poor tea plantation employees to ameliorate the lots of sufferings and shortcomings in their day to day

52. ibid P-18
Life both short term and long term welfare schemes. The labour welfare schemes are productivity linked Schemes and at the same time, welfare Schemes are welfare link schemes in the real sense of the term.

Conclusion:

It is observed that all the above mentioned Welfare and Social Security Schemes should be implemented in full by all employers of tea plantation industry of the state. However it has been observed from field study that certain measures of Welfare Schemes has been undertaken by employers even though it can be said that there is sufficient scope to enhance and augment the Welfare Schemes in tea gardens for the greater interest of employers as well as workers. As all these schemes are welfare oriented to the toiling masses which has got direct relation to maintain and increase the efficiency of workers.