



**Synopsis on
Survey of Tea Gardens
Conducted by
Regional Labour Offices under jurisdiction of
Joint Labour Commissioner, North Bengal Zone**

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INTRODUCTION

Very first time in the history of tea industry in North Bengal an in-depth survey has been conducted by the officers of Labour Directorate under kind and benevolent guardianship of Shri Purnendu Basu, Hon'ble MIC, Labour Department, Government of West Bengal and under candid and active supervision of Shri Amal Roy Chowdhury, IAS, Secretary of Labour Department (Labour Commissioner at the time of survey), Govt. of West Bengal. The survey of 273 tea estates out of 276 organised (set) tea estates could be conducted in record time of sixty working days. The survey of three tea estates i.e. Dheklapara T.E., Dalmore T.E., and Ringtone T.E. could not be conducted for being under suspension of work at the time of survey. An attempt of very précised survey was taken in 2009-10 but it could not be completed.

On one fine day in the month of September, 2012 Hon'ble MIC, Labour Department expressed his desire to conduct a detailed survey in such a manner that it should have coverage of all the aspects of tea estates with following objects:

- a)** To have data about tea estates and management thereof.
- b)** To know about operation of trade unions.
- c)** To ascertain facts about plantation, productivity etc.
- d)** To study the working conditions, livelihood, housing, health etc. of workmen engaged in tea estates.
- e)** To determine the viability and sustainability of tea estates in the light of financial and other supports.
- f)** To assess the statutory and non-statutory responsibilities and liabilities of employers.

Before starting the survey in order to formulate and to plan the herculean task, a series of meetings were held with the representatives of all seven planters' Associations and all operating Trade Unions of tea estates.

Finally a six-page survey format was approved by the Labour Commissioner, Govt. of West Bengal. The survey was started just after Durga Puja vacation of 2012. The responsibility of survey was entrusted with Assistant Labour Commissioners posted at Regional Labour Offices. They had to visit every tea garden of their area and they conducted survey very minutely by physical verification of every subject in question. The survey could be conducted successfully only with the tireless, dedicated and sincere efforts of the following key- persons:

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|--|--|
| 1) Shri. Shyamal Roy Chowdhury, | Assistant Labour Commissioner, Malbazar. |
| 2) Shri. Amiya Das, | Assistant Labour Commissioner, Birpara. |
| 3) Shri. Arther Horo, | Assistant Labour Commissioner, Jalpaiguri. |
| 4) Shri. Hiralal Pan, | Assistant Labour Commissioner, Jalpaiguri. |
| 5) Shri. Sumanta Sekhar Ray, | Assistant Labour Commissioner, Alipurduar. |
| 6) Shri. Rathin Sen, | Assistant Labour Commissioner, Siliguri. |
| 7) Shri. Mrinal Kanti Naskar, | Assistant Labour Commissioner, Siliguri. |
| 8) Shri. Nil Chettri, | Assistant Labour Commissioner, Darjeeling. |

- 9) Shri. Chewang Sherpa,
10) Shri. Sanju Simik,
11) Shri. T.T. Bhutia,

Assistant Labour Commissioner, Darjeeling.
Assistant Labour Commissioner, Kurseong.
Assistant Labour Commissioner, Kalimpong.

In addition to these Assistant Labour Commissioners Shri B.P. Chettri, MWI and some other MWIs also played important role by assisting the Assistant Labour Commissioners in survey. All seven Planters' Associations and operating Trade Unions extended all out support to our Officers to conduct the survey without any obstacle.

All the Assistant Labour Commissioners submitted survey reports of individual tea garden and after that compilation work began. For want of software programming the entire process of data compilation took three months. With the assistance of CKCOs posted within jurisdiction of R.L.O. Siliguri, a software programme was developed. Some personnel were outsourced for data entry. After several rounds of correction of data, final compilation of data in excel sheets (30 sheets) was successfully completed.

We could be able to complete the survey in record minimum time and with minimum expenditure of Rs. 4.5 lac (4.05 Lac for hiring vehicles which has already been disbursed and Rs. 45,000 towards remuneration for out sourced personnel and miscellaneous expenses which are yet to be disbursed).

I, on behalf of survey team, like to pay gratitude to our beloved and careful guardian Shri Purnendu Basu, Hon'ble MIC, whose inspiration and motivation gave us wonderful experience of touching every fringe of tea estate while going through the survey process. We could have missed a lot about a tea estate if we would have not conducted this survey. Thanks giving to Shri Amal Roy Chowdhury, IAS, Secretary, Labour Department will be very little words as he has given such worthy supports in all respects in his previous as well as in present capacity. His good self has made possible an allotment of fund against hiring of vehicles for survey purpose.

Last but not the least we are thankful to our present Labour Commissioner, Janab Jawaid Akhtar and Addl. Labour Commissioner, Shri. Pashupati Ghosh who have encouraged our endeavours and extended supports.

Date: *The 10th May, 2013.*
Place: *Siliguri.*

(Md. Rizwan)
Joint Labour Commissioner,
North Bengal Zone
Siliguri: Darjeeling

PARTICULARS OF TEA ESTATES IN NORTH BENGAL

- There are 276 organised tea estates in North Bengal
- These tea estates are spread over Darjeeling and Jalpaiguri Districts. Only one set tea estate i.e. Cooch Behar T.E. is located in Cooch-Behar District.
- Sub Division wise breakup of tea estates is as follows

Hill Area:-

Darjeeling Sub-Division-	46 Tea Estates
Kurseong Sub-Division-	29 Tea Estates
Kalimpong Sub-Division-	06 Tea Estates
Total -	81 Tea Estates

Terai Region:-

Siliguri Sub Division -	45 Tea Estates
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Dooars Area:-

Jalpaiguri Sub Division –	33 Tea Estates
Malbazar Sub Division –	56 Tea Estates
Alipurduar Sub Division –	61 Tea Estates (Alipurduar 37 + Birpara 24)
Total -	150 Nos.

- Upto 1900 A.D 134 Tea Estates came into operation (67 in Dooars, 08 in Terai and 59 in Hill areas)
- Bannackburn Tea Estate and Lingia T.E in Darjeeling are first tea estates which came into existences in 1835 A.D.
- From 1901 A.D to 1947, 95 Tea Estates came into being making the total figure of 229 Tea Estates before independence.
- The year of establishment of 27 Tea Estates could not be known.
- 8 Tea Estates started plantation after Independence.

- 87 T.Es could not produce/provide Registration Certificate/Number under Plantation Labour Act, 1951.
- A special drive is required to be taken for new registration as R.L.O.s do not have proper record of registration.
- 5 Tea Estates could not provide registration number granted by Tea Board of India
- 185 Tea Estates could not provide Certified Standing Orders under Industrial Employment (Standing Orders) Act, 1946.
- It is reported that most of the tea Estate regulate service conditions of their workmen through the standing orders certified in Group which were certified in 1956, 1960 etc.
- One D.L.C. posted at Kolkata functions as Certifying Officer under Standing Orders under Industrial Employment (Standing Orders) Act, 1946. D.L.C., Jalpaiguri, and D.L.C., Siliguri may also be delegated the power of certifying officer so that the provision of this Act should be implemented in respect of Tea Estates of North Bengal.

Particulars of Employers (Management)

There are 7 management (planters) Association working as advisors to the management of Tea estates. They are

1. Dooars Branch of Indian Tea Association (DBITA)
 2. Terai Branch of Indian Tea Association (TBITA)
 3. Darjeeling Tea Association (DTA)
 4. Darjeeling Branch of Indian Tea Association (DITA)
 5. Indian Tea Planters Association (ITPA)
 6. Tea Association of India (TAI)
 7. Terai Indian Planters' Association (TIPA)
- 11 Tea Estates do not belong to any management association
 - DBITA is the largest association having membership of 94 Tea Estate
 - 79 Tea Estates are exclusive members of DBITA.
 - 53 Tea Estates are exclusive members of DTA.
 - 25 Tea Estates are exclusive members of ITPA.
 - 20 Tea Estates are exclusive members of TAI.
 - 19 Tea Estates are exclusive members of DTA.
 - 17 Tea Estates are exclusive members of TIPA.
 - Tea Estates are run by the same management in respect of the period as follows
 - a. 160 Tea Estates for more than 10 years
 - b. 120 Tea Estates for more than 20 years
 - c. 101 Tea Estates for more than 30 years
 - d. 67 Tea Estates for more than 40 years
 - e. 55 Tea Estates for more than 50 years

- 116 T.Es have been run by different management in lasts ten years. Some of these tea estates suffer a lot in respect of development and sustainability. Some of the tea estates are run by the promoters who hardly care for long term development planning.
- A Tea Estate is run by managerial executives. They are responsible for the smooth and efficient functioning of tea estates to maintain desired development, industrial peace and harmony.
 1. Changmari T.E has the highest no of 23 managerial executives.
 2. 36 Tea Estate have engaged 10 or more managerial executives.
 3. There are 146 Tea Estates who have engaged five to nine managerial executives.
 4. 90 Tea estate have engaged two to four managerial executives
 5. 07 Tea Estates have to depend on single manager.
- 188 Tea Estates have managers who are simply graduate and having no any professional or technical diploma / degree in tea.
- The managers of 35 Tea Estates are simply post graduate without any professional or technical background.
- 53 managers have professional / Technical background i.e. degree/ diploma to manage the tea estate.

Operating Trade Unions

- There are twenty two (22) operating trade unions in tea industry of North Bengal
The tea estates have representation of trade unions in the following manner.
 - 90 Tea Estates have single union.
 - 42 Tea Estates have two unions.
 - 45 Tea Estates have three unions.
 - 28 Tea Estates have four unions.
 - 36 Tea Estates have five unions.
 - 20 Tea Estates have six unions.
 - 11 Tea Estates have seven unions.
 - 01 Tea Estate has nine unions.

- 70 out of 81 tea estates of hill area have representation of single union i.e. DTDPLU.
03 Tea Estates of Terai & Dooars region have representation of DTDPLU as only union.
Thus DTDPLU operates as only single union in 73 tea estates.

- 11 Tea Estates have PTWU as single union.

- CBMU and NUPW operate as single union in 03 Tea Estates each.

- DDCKMU is single operating union in 01 Tea Estate.

- The Existence of all operating trade unions in Tea Estates follows as :

Sl. No	Name of Union	Affiliation	No. of Tea Estates
1.	Progressive Tea Workers Union (PTWU)	AVP	159
2.	Darjeeling Terai Dooars Plantation Labour Union (DTDPLWU)	GJMM	128
3.	Cha Bagan Mazdoor Union (CBMU)	CITU	121
4.	National Union of Plantation Workers (NUPW)	INTUC	113
5.	Darjeeling Cha Bagan Workers Union (DCBWU)	UTUC(BB)	66
6.	Terai Dooars Plantation Workers Union (TDPWU)	INTTUC	40
7.	Darjeeling District Chia Kaman Mazdoor Union(DDCKMU)	CITU	35
8.	Trinamool Tea Plantation Worker Union (TTPWU)	INTUC	30
9.	Tea Employees Association of West Bengal (TEAWB)	CITU	24
10.	West Bengal Tea Garden Employees Association (WBTGEA)	Not affiliated	27
11.	West Bengal Cha Mazdoor Sabha (WBCMS)	HMS	19
12.	West Bengal Cha Shramik Union (WBCSU)	HMKP	10
13.	All West Bengal Tea Garden Labour Union (AWBTGLU)	AIFTU (New)	7
14.	North Bengal Cha Bagan Employees Union (NBCBEU)	UTUC(BB)	5
15.	Jatiya Cha Mazdoor Congress (JCMC)	Not affiliated	4
16.	Zilla Cha Bagan Workers Union (ZCBWU)	AITUC (CPI)	4
17.	Rastriya Cha Mazdoor Congress (RCMC)	Not affiliated	3
18.	Paschim Banga Cha Bagan Shramik Karmachari Union (PBCBSKU)	Not affiliated	2
19.	Terai Sangrami Cha Shramik Union (TSCHU)	AICCTU	2
20.	Progressive Plantation Workers' Union (PPWU)	Not affiliated	2
21.	Himalayan Plantation Workers Union (HPWU)	GNLF	2
22.	North Bengal Tea Plantation Employees Union (NBTPEU)	UTUC(LS)	1

AREA, PLANTATION AND YIELD

A. Hill Tea Estates

- Selimhill T.E. has the largest grant area of 996 Hec., whereas Aloobari T.E. has the smallest grant area of 48.24 Hec.
- Longview T.E. has the largest planted area of 506.59 Hec., whereas Aloobari T.E. has the smallest planted area of 22.58 Hec.
- Tukvar T.E. has done the maximum uprooting and replanting i.e. 92.52 Hec. of land.
- 24 tea estates of hill area have not any irrigation system.
- The standard average yield of tea estates in hill area should be 500 Kg/ Hectare or more but only 34 tea estates out of 81 have yield 500 Kg/ hec. or more.

B. Terai- Tea Estates

- 12 out of 45 tea estates have grant area of 500 hectare or more. 02 Tea Estates have grant area lesser than 100 hectare of land.
- Pahargoomiah T.E. has the largest grant area of 994.48 hectares, whereas Girish Chandra T.E. has the smallest grant area of 79.44 Hect.
- Mohorga & Gulma has the largest planted area of 716.8 hectares, whereas Kamalpur T.E. has the smallest planted area of 64.81 hectares.
- Atal T.E. has done the maximum uprooting of 144.69 Hec. of land but replanted only 18.22 hectares whereas Bhojnarayan T.E. has done the maximum replantation of 88.34 hec. of land.
- 0.5 Tea Estates have neither replanted nor uprooted.
- The standard average yield of tea estates in Terai region should be 1,900 Kg/ hec. or more but only 14 Tea Estates of 45 have yield of 1,900 Kg/ hec. or more.

C. Dooars Area-Tea Estates

- Chemgmari T.E. has the largest grant area of 1,851.37 hectares, whereas Trisakti T.E. has smallest grant area of 61.37 hec.
- 25 Tea Estates out of 150 have grant area of 1,000 hectares or more.

- Chengmari T.E. has the largest planted area of 1,340.81 hectares, whereas Lakshmikanta T.E. has the smallest planted area of 50 hectares.
- 13 Tea Estates have uprooted more than 100 hectares of land, out of these 08 Tea Estates have replanted more than 100 hectares of land.
- Batabari T.E. has uprooted and replanted maximum area of 308.7 hectares. Bharnabri T.E., Chanmurchi T.E., Demdima T.E., Kalchini T.E., Karala Valley T.E., Ramjhora T.E. and Shikarpur- Bhandarpur T.E. are the other Tea Estates who have replanted more than 100 hectares of land.
- 05 Tea Estates have replanted the area lesser than uprooted. These are:
 1. Jogesh Chandra T.E. (96.8 out of 128 hecs.)
 2. Kattalguri T.E. (94.51 out of 216.15 hecs.)
 3. Makrapara T.E. (75.3 out of 284.08 hecs.)
 4. Dalsinghpara T.E. (50 out of 110 hecs.)
 5. Sankosh T.E. (17.6 out of 181.27 hecs.)
- Mathura T.E., Ellenbari T.E., Majerdhabri T.E., Birpara T.E., Samsing T.E., Satali T.E., Palasbari T.E. have replanted the uprooted area entirely whereas Hilla T.E. and Hantapara T.E. have replanted a little lesser than uprooted area.
- The standard average yield of tea estates in Dooars area should be 2,000 Kg/ hec. or more but only 40 out of 150 tea estates have yield of 2,000 kg./ hec. or more 10 Tea Estates have very good yield of 2,500 kg./ hec. or more these are :

Sl. No.	Name of the Tea Garden	Yield of Tea in Kg/ Hec.	Sl. No.	Name of the Tea Garden	Yield of Tea in Kg/ Hec.
1.	Kurti T.E.	2,964	2.	Oodlabari T.E.	2,777
3.	Lakshipara T.E.	2,737	4.	Bhandiguri T.E.	2,630
5.	Soongachi T.E.	2,610	6.	Washabari T.E.	2,552
7.	Joypur T.E.	2,508	8.	Karala Valley	2,501
9.	Trisakti T.E.	2,500			

FAMILY, POPULATION, NON-WORKERS AND WORKERS IN Tea Estates

A. Family

- 1,86,559 families reside in the tea estates of hill, Terai and Dooars areas of North Bengal.
- Chengmari T.E. has the highest no. of families i.e. 4,950 whereas Girish Chandra T.E. has the lowest no. of families i.e. 05.
- 03 Tea Estates have more than 2,000 families each.
- 62 Tea Estates have families between 1,000 and 2,000.
- 106 Tea Estates have families between 500 and 1,000.
- 94 Tea Estates have families between 100 and 500.
- Remaining tea estates have families less than 100.

B. Population

- Tea estates of Hill, Terai and Dooars have population of 11, 24, 907.
- Chengmari T.E. has the highest population of 15,000 plus.
- 09 T.E. have population more than 10,000 each.
- 83 Tea Estates have population between 5,000 and 10,000.
- 101 Tea Estates have population between 2,000 and 5,000.
- 52 Tea Estates have population between 1,000 and 2,000.
- Remaining Tea Estates have population less than 1,000.

C. Workers

(i) Daily Rated Workers:

- There are 2,18,968 daily rated workers in the Tea Estates of Hill, Terai and Dooars.
- Chengmari T.E. has the highest number of daily rated workers i.e. 2,765 whereas Aloorbari T.e. has the lowest number of daily rated workers i.e. 26.
- 29 Tea Estates have more than 1,500 daily rated workers.
- 59 Tea Estates have Daily rated workers between 1,000 and 1,500.
- 97 Tea Estates have Daily rated workers between 500 and 1,500.

- 83 T.E. s have Daily rated workers between 100 and 500.
- 5 Tea Estates have below 100 daily rated workers.

(ii) Casual (Bigha) Workers:

67,440 Casual (Bigha) Workers were engaged by the Tea Estates of Hill, Terai and Dooars during 2012.

(iii) Nayaginti Workers:

As per tripartite industry wise settlement of 1999 'Nayaginti Workers' (5778) have been engaged by 158 Tea Estates have engaged. 115 Tea Estates are yet to engage 'Nayaginti Workers'.

(iv) Staff/ Sub-Staff/ Workers in factory:

15,362 workmen including staff and sub-staff have been engaged in factories of 235 Tea Estates. 38 Tea Estates have not engaged any worker in factory.

(v) Bastiyar Labour:

8,522 bastiyar Labours have been engaged in Tea Estates. Only 31 Tea Estates have engaged bastiyar Labour.

(vi) Contract Labour:

2,892 Contract Labours have been engaged by only 20 Tea Estates remaining Tea Estates have not yet engaged any contract Labour.

(vii) Computer Operator:

250 Computer operators have been engaged by 143 Tea Estates. 130 Tea Estates are yet to engage any Computer operation.

(viii) Sub-Staff (OMRE)

- There are 16,347 Sub-staff (OMRE) engaged by 269 Tea Estates of Hill, Terai and Dooars region.
- 4 Tea Estates have not engaged any sub-staff (OMRE).
- Chengmari T.E. has the highest No. of OMRE i.e. 327.

(ix) Sub-Staff (Medical)

- There are 564 Sub-staff (Medical) engaged by 132 Tea Estates.
- 141 Tea Estates have not engaged any Sub-staff (Medical)
- Central Duars T.E. has the highest no. of Sub-staff (Medical) i.e. 28.

(x) STAFF (CLERICAL / TECHNICAL):

- There are 4,775 staff (clerical/ technical) engaged by 267 Tea Estates of Hill, Terai and Dooars region.
- 6 Tea Estates have not engaged any staff (clerical/ technical).
- Mujnei T.E. has engaged highest no. of Staff (clerical/ technical) i.e. 75.

(xi) Staff (Medical):

- There are 400 staff (Medical) engaged by 175 Tea Estates of Hill, Terai and Dooars region.
- 98 Tea Estates have not engaged any Staff (Medical)
- Baintguri T.E. has engaged highest no. of Staff (Medical) i.e. 11.

(xii) WORKMEN (Daily Rated + Nayaginti + Factory workers + Computer Operation + Sub Staff + Staff):

- There are 2, 62,426 permanent workmen engaged by 273 Tea Estates of Hill, Terai and Dooars region.
- Chengmari T.E. has the highest number of permanent workmen i.e. 3,719 whereas Aloobari T.E. has the lowest number of permanent workmen i.e. 26.
- 14 Tea Estates have more than 2,000 permanent workmen.
- 41 Tea Estates have permanent workmen between 1,500 and 2,000.
- 55 Tea Estates have permanent workmen between 1,000 and 1,500.
- 92 Tea Estates have permanent workmen between 500 and 1,000.
- 69 Tea Estates have permanent workmen between 100 and 500.
- 2 Tea Estates have permanent workmen less than 100.

C. Non- Workers:

- There are 8,72,938 non-workers in the Tea Estates of Hill, Terai and Dooars region.
- Bhagotpur T.E. has the highest no. of non-workers i.e. 1,375.

MANDAYS UTILIZED

A. PLUCKING:

Total mandays utilized in plucking during 2009, 2010 and 2011 was 11,67,81,286.

Year wise break up is

2009 = 3, 72, 02,844

2010 = 3, 83, 55,817

2011 = 4, 02, 03,869

B. NON- PLUCKING:

Total mandays utilized in job other than plucking during 2009, 2010 and 2011 was 13, 78, 63,517.5.

Year wise breakup is

2009 = 4, 45, 41,421

2010 = 4, 28, 11,306

2011 = 4, 92, 53,075

PRODUCTION OF TEA

A. Nature of Tea:

There are three categories of tea estates.

- (i) Organic: 50 Tea Estates produce exclusively organic tea.
- (ii) Inorganic: 210 Tea Estates produce inorganic tea.
- (iii) Both : 13 Tea Estates produce both organic and inorganic tea.

B. Type of Tea:

- CTC, Green Tea and Orthodox Tea are the three types of tea which are being produced by the Tea Estates of Hill, Terai and Dooars area. It can be seen in the following tabular form.

Sr. No.	Type(s) of tea	No. of Tea Estates in Hill Area	No. of Tea Estates in Terai + Dooars Region.	Total no. of Tea Estates
1.	CTC	01	161	162
2.	GREEN TEA	00	10	10
3.	ORTHODOX TEA	60	00	60
4.	CTC + GREEN TEA	01	21	22
5.	GREEN TEA + ORTHODOX TEA	18	00	18
6.	CTC + GREEN + ORTHODOX	00	01	01
	TOTAL	80	193	273

- Out of 273 Tea Estates 07 Tea Estates do not have factories. They sell green leaves to the other Tea Estates.
- Lohagarh T.E. is the only Tea Estate who makes all three types of tea i.e. CTC, Green Tea and Orthodox Tea.
- Fagu T.E. is the only tea estate in hill area who makes CTC else all other tea estates of Hill area make Orthodox Tea or Green Tea.

C. Quantity of Production:

(i) 2010-2011:

- 21 tea estates could not make any quantity of tea, in 2010-2011.
- 18,92,05,592 Kg. of tea was produced in Hill, Terai and Dooars area.
- Gandrapara T.E. produced the highest quantity of tea i.e. 57,15,916 kg.
- 13 Tea Estates produced more than 20,00,000 Kg. of tea in 2010-11.

(ii) 2011-2012:

- 18,35,55,614 Kgs. of tea was produced in the tea estates of Hill, Terai and Dooars area.
- Gandrapara T.E. produced highest quantity Tea, i.e. 49,38,112 kg. in 2011-12.
- 11 Tea Estates produced more than 20 lacs kgs.of tea.

Financial & Other support to Tea Estates

- 84 Tea Estates get support of SGRY/ MGNREGS.
- The following banks provide finance to 165 Tea Estates as follows.

1. UCO Bank	= 29 Tea Estates
2. UBI Bank	= 24 Tea Estates
3. SBI Bank	= 22 Tea Estates
4. Federal Bank	= 12 Tea Estates
5. Bank of Baroda	= 11 Tea Estates
6. Central Bank of India	= 14 Tea Estates
7. Allahabad Bank	= 08 Tea Estates
8. Axis Bank	= 06 Tea Estates
9. HDFC Bank	= 06 Tea Estates
10. HSBC Bank	= 06 Tea Estates
11. Canara Bank	= 05 Tea Estates
12. Punjab National Bank	= 06 Tea Estates
13. Bank of India	= 02 Tea Estates
14. Union Bank	= 02 Tea Estates
15. Vijaya Bank	= 02 Tea Estates
16. Oriental Bank of Commerce	= 01 Tea Estates
17. Karnataka Bank	= 01 Tea Estates
18. Indian Overseas Bank	= 01 Tea Estates
19. Indian Bank	= 01 Tea Estates
20. ICICI Bank	= 01 Tea Estates
21. Dena Bank	= 01 Tea Estates
22. Bank of Maharashtra	= 01 Tea Estates
	162 Tea Estates
- 14 Tea Estates did not provide the name of bank from where they are getting finance.
- Lease of 114 Tea Estates have been expired. Out of 114, 105 have applied for the renewal of the lease.

Housing

- 1,66,591 workmen out of 2,62,426 have been provided houses. It means 95,835 workmen are yet to be provided houses.
- 06 tea estates (3 in Hills & 3 in Dooars) have not provided even single house to their worker.
- No. of pacca houses provided to the workmen is 1,15,689.
- No. of Semi pacca houses provided to the workmen is 20,457.
- No. of other houses provided to the workmen is 27,289.
- No. of houses under Govt. Scheme is 3,156.
- Beach T.E. has provided maximum no. of houses that is 1,802.
- There are 51 Tea Estates who have provided houses to 80% or more workmen of their Tea Estates.
- There are 51 Tea Estates who could not provide houses to 50% or more workmen.
- The workmen of 10 Tea Estates are the worst sufferer as near 20% of them could not be provide their houses.

Total Expenditure incurred on New Construction, Repairing & Maintenance of houses for the workers.

2009

- In 2009 a total amount of Rs. 9,96,66,077 was incurred on the New Construction, maintenance and repairing of houses in Hill, Terai and Dooars area.
- Moharga & Gulma T.E. spent the highest amount of Rs. 62,54,460 on this subject in the year 2009.
- 09 Tea Estates spent more than 25 lacs each on this subject
- 24 Tea Estates spent between 10 lacs and 25 lacs on this subject.
- 37 Tea Estates spent between 5 lacs and 10 lacs on this subject.
- 98 Tea Estates spent between 1 lac and 5 lacs on this subject.
- 52 Tea Estates spent less than 1 lac on this subject.
- 53 Tea Estates did not spend a single penny.

2010

- In 2010 a total amount of Rs. 20,66,81,096 was incurred on the new construction, maintenance and repairing of houses in Hill, Terai and Dooars area.

- Coochbehar T.E. spent highest amount of Rs. 73,60,376 on this subject.
- 17 Tea Estates spent more than 25 lacs each on this subject
- 30 Tea Estates spent between 10 lacs and 25 lacs on this subject.
- 41 Tea Estates spent between 10 lacs and 5 lacs on this subject.
- 105 Tea Estates spent between 1 lac and 5 lacs on this subject.
- 40 Tea Estates spent less than 1 lack on this subject.
- 50 Tea Estates did not spend a single penny.

2011

- An amount of Rs. 15,89,62,753 was incurred on this subject.
- Dalgaon T.E. spent highest amount of Rs. 2,29,65,963 on this subject.
- 03 Tea Estates spent more than 50 lacs on this subject.
- 11 Tea Estates spent more than 25 lacs each on this subject
- 45 Tea Estates spent between 10 lacs and 25 lacs on this subject.
- 33 Tea Estates spent between 10 lacs and 5 lacs on this subject.
- 96 Tea Estates spent between 1 lac and 5 lacs on this subject.
- 37 Tea Estates spent less than 1 lack on this subject.
- 48 Tea Estates did not spend a single penny.

2012

- An amount of Rs. 11, 35, 99,169 was incurred on this subject.
- Bhatpara T.E. spent highest amount of Rs. 61,83,000 on this subject.
- 7 Tea Estates spent more than 25 lacs each on this subject
- 37 Tea Estates spent between 10 lacs and 25 lacs on this subject.
- 36 Tea Estates spent between 10 lacks and 5 lacks on this subject.
- 88 Tea Estates spent between 1 lacks and 5 lacks on this subject.
- 43 Tea Estates spent less than 1 lack on this subject.
- 62 Tea Estates did not spend a single penny.

2009 to 2012 (Four Years)

- 37 T.E. did not spend a single penny during last four years.
- 191 T.E. have spent on this subject all the last four years.
- Dalgaon T.E. has spent the highest amount of Rs. 2,62,67,419
- Washibari T.E., Changmari T.E., Gandrapara T.E., Bhatpara T.E., Oodlabari T.E., Mathura T.E. and Mateli T.E. are other seven Tea Estates who have spent more than 1 crore in last four years on this subject.
- 8 Tea Estates spent more than 1 crore each on this subject
- 25 Tea Estates spent between 50 lacs and 1 crore on this subject.
- 42 Tea Estates spent between 25 lacs and 50 lacs on this subject.
- 66 Tea Estates spent between 10 lacs and 25 lacs on this subject.
- 41 Tea Estates spent between 5 lacs and 10 lacs on this subject.
- 48 Tea Estates spent between 1 lac and 5 lacs on this subject.
- 6 Tea Estates spent less than 1 lac on this subject.

In last 4 years i.e from 2009 to 2012 the employers have spent Rs. 59,49,08,112 towards construction of new houses repairing and maintenance. By calculating average cost per annum per worker we find that an amount of Rs. 893 has been incurred on the subject for each workman per annum which seems to be very nominal. The permanent workmen of T.E. s have been considered as industrial workers and they have been enlisted as APL. They are not eligible for Indira Avas Yojana (**IAY**).

Latrines

- Aibheel T.E. has the highest no. of 1,328.
- 44 Tea Estates have not any latrine.

Electricity in Tea Estates

Out of 1,66,591 house of the workmen 1,05,492 houses are covered under separate individual meter and 32,037 houses are covered under cluster meter. 28,519 houses are not covered either under separate meter or cluster meter. These houses are yet to be electrified. In some of these not electrified houses, R.E Scheme is going on.

The houses of the following Tea Eastates of Dooars are under complete darkness.

1. Tasati T.E.
2. Sorugaon T.E.
3. Dharanipur T.E.
4. Bamandanga T.E.
5. Carron T.E.
6. Hilla T.E.
7. Surendranagar T.E.
8. Ramjhora T.E.
9. Kathalguri T.E.
10. Dima T.E.
11. Chinchula T.E.
12. Raimatong Tea Estate.

Drinking Water in Tea Estates

The Workmen of Tea Estates suffer badly for supply of drinking water both in quality and quantity. 1,32,379 out of 1,66,591 houses are covered under supply of drinking water by different methods like –

1. Deep tube wells
2. Hand tube wells
3. Ring wells
4. Kucha wells
5. Pipe lines etc.

“Sajal Dhara” was introduced in only 61 Tea Estates (5 in Hill, 24 in Terai and 32 in Dooars). The Tea Estates of hill area i.e Darjeeling, Kurseong and Kalimpong Sub Division have severe scarcity of drinking water. Natural spring water and Jhora are only sources of water. Most of the Tea Estates of Hill area have not properly distributed the sources through pipelines.

Health and Medical facilities

- Out of 273 Tea Estates only 166 Tea Estates have hospitals. Out of these 166 Tea Estates only 56 Tea Estates have full time residential doctors. Other 110 Tea Estates hospitals depend on visiting doctors. Out of doctors of 166 Tea Estates only 74 doctors have degree of MBBS, others are non- MBBS. Out of 166 Tea Estates having hospitals, 116 hospitals have not any nurse.
- 107 Tea Estates (Hill -64, Terai- 20 and Dooars-23) have not any hospital.
- Out of 273 Tea Estates, 85 Tea Estates have not any dispensary.
- 10 Tea Estates have neither hospital nor dispensary.
- Out of 273 Tea Estates Primary Health Center exists in only 160 Tea Estates, 113 Tea Estates (Hill-38. Terai-23 and Dooars-52) have not any existence of Primary Health Center.
- Out of 273 Tea Estates, 160 Tea Estates provide ambulance. Many of these ambulances are not up to the standard.
- There are two group hospitals out of these one run by Goodricke Group is maintained well.

Labour Welfare Officers

- There is no Labour welfare officer in 175 Tea Estates.
- 12 Tea Estates have 2 Labour Welfare Officers ~each.
- 86 Tea Estates have 1 Labour Welfare Officers~ each.
- 79 Tea Estates have Labour Welfare Officers who have professional qualification.
- 19 Labour Welfare Officers have not required professional qualification.
- 55 Labour Welfare Officers have passed the viva voce test of Labour Department.
- 24 Labour Welfare Officers have applied or appeared in viva voce test of Labour Department.

Canteen

- 125 Tea Estates have no canteen.
- 148 Tea Estates have canteen.
- The canteen of 43 Tea Estates are subsidised by the management.
- In 33 out of 148 canteens item price is displayed.

Crèche

- In 3 Tea Estates, there is no crèche.
- The crèche of Bhagotpur T.E. dose not have any attendant for the children.
- Drinking water is available in the crèches of 144 Tea Estates out of 270 Tea Estates
- Dress is provided to the attendants of 128 Tea Estates out of 270 Tea Estates
- Milk is supplied to the children in the crèches of 144 Tea Estates out of 270 Tea Estates
- Latrine exists in the crèches of 119 Tea Estates out of 270 Tea Estates
- Washing arrangement exists in the crèches of 133 Tea Estates out of 270 Tea Estates

School & Recreation

- In 231 Tea Estates out of 273 there is provision for school. The wards of the workmen of remaining 42 Tea Estates go to nearby schools for education.
- In 143 Tea Estates out of 273 Tea Estates vehicles are provided for school going children. These vehicles are School Bus, General Bus, Maruti Van, Maximo, Jeep, covered Trailor, covered Tractor, covered Cantor etc.
- Club is available for recreational purpose in 197 Tea Estates out of 273 Tea Estates.
- Play ground is available in 262 Tea Estates out of 273 Tea Estates.

Provident Fund

2009-10

- 24 Tea Estates did not deposit any amount towards Provident Fund contribution.
- Rs. 107,48,15,544 was deposited by the Tea Estates for the Financial Year 2009-10.
- Birpara T. E. deposited the highest amount of Rs. 1, 89,47,602 towards P. F. Contribution for 2009-2010.
- 19 Tea Estates deposited more than Rupees one crore each towards P. F. Contribution.

2010-2011

- 18 Tea Estates did not deposit any amount towards Provident Fund contribution.
- Rs. 117,13,17,698 was deposited by the Tea Estates for the Financial Year 2010-11
- Anandapur T. E. deposited the highest amount of Rs. 5, 58,61,691 towards P. F. Contribution for 2010-11
- 23 Tea Estates deposited more than Rupees one crore each towards P. F. Contribution.

2011-12

- 13 Tea Estates did not deposit any amount towards Provident Fund contribution.
- Rs. 148,17,85,469 was deposited by the Tea Estates for the Financial Year 2011-12
- New Lands T. E. deposited the highest amount of Rs. 10,35,55,596 towards P. F. Contribution for 2011-2012
- 38 Tea Estates deposited more than Rupees one crore each towards P. F. Contribution.

2012-2013

- 41 Tea Estates did not deposit any amount towards Provident Fund contribution.
- Rs. 88,65,23,465 was deposited by the Tea Estates for the Financial Year 2012-13
- Teesta Valley T. E. deposited the highest amount of Rs. 4,22,80,233 towards P. F. Contribution for 2012-13
- 10 Tea Estates deposited more than Rupees one crore each towards P. F. Contribution.

Workers' Contribution

- In 227 Tea Estates there is no any P. F. due on the part of workers' contribution.
- In 46 Tea Estates total due of P. F. on the part of workers' contribution is Rs. 17,14,02,978

Managements' Contribution

- In 218 Tea Estates there is no P. F. due on the part of managements' contribution.
- In 55 Tea Estates total due of P. F. on the part of managements' contribution is Rs. 33,79,11,088

Wages, Ration, Firewood, Umbrella etc.

- 08 Tea Estates have wages due to be paid to the workmen.
- 35 Tea Estates have ration due to be disbursed to the workmen
- 22 Tea estates are under AAY Scheme
- In 29 Tea Estates blankets are due to be provided to the workmen.
- In 31 Tea Estates firewood is due to be provided to the workmen.
- In 24 Tea Estates Umbrella is due to be provided to the workmen.
- In 25 Tea Estates Chappal is due to be provided to the workmen.
- The workmen of 35 Tea Estates are yet to be paid arrear wages as per last wage settlement.
- Workmen of two Tea Estates are not paid their wages as per existing agreement.

Gratuity

2009-2010

- 46 Tea Estates did not pay gratuity to any workmen.
- Total amount of Rs. 18,38,80,975/- was paid to workmen of Tea estates of Hill, Terai and Dooars area in 2009-10.
- Meen Glass Tea Estate paid the highest amount of gratuity i.e Rs. 46,63,336/- to their 125 workmen in 2009-10.

2010-2011

- 39 Tea Estates did not pay gratuity to any workmen.
- Total amount of Rs. 22,43,68,930/- was paid to 9295 workmen of Tea Estates of Hill, Terai and Dooars area in 2010-11.
- Chulsa Tea Estate paid the highest amount of gratuity i.e Rs. 37,57,805/- to their 89 workmen in 2010-11.

2011-2012

- 30 Tea Estates did not pay gratuity to any workmen.
- Total amount of 22,28,18,482/- was paid to 8845 workmen of the Tea Estates of Hill, Terai and Dooars area in 2011-12.
- Neora Nuddy Tea Estate paid the highest amount of Rs. 77,56,414/- as gratuity to their 48 workmen in 2011-12.

2012-13

- 66 Tea Estates did not pay gratuity to any workmen.
- Total amount of Rs. 15, 48, 38,210 was paid to 4931 workmen of Tea Estates of Hill, Terai and Dooars area in 2012-13.
- Dooteriah Tea Estate paid the highest amount of gratuity i.e. Rs. 57, 74,179 to their 103 workmen in 2012-13.

2009-10 to 2012-13 (Four Years)

- 22 Tea estates did not pay gratuity to any workmen in last four years.
- Total amount of Rs. 78, 14, 06,597 was paid to 31,942 workmen of Tea Estates of Hill, Terai and Dooars area in 2012-13.
- Karballa Tea Estate paid the highest amount of gratuity i.e. Rs. 1, 36, 04,800/- to their 332 workmen in last four years.
- 210 out of 273 Tea estates issue Form 'L' properly.
- Only 129 Tea Estates out of 273 have obtained nomination in Form 'F'.

Bonus paid to the workmen of Tea Estates

- 236 out of 273 Tea Estates have paid bonus to their workmen @ 20% for the year 2011 – 2012. Other 37 Tea Estates have paid bonus to their workmen for the year 2011 ~ 2012 as follows:

1. 1 Tea Estate	= 19.5 %
2. 1 Tea Estate	= 19 %
3. 7 Tea Estates	= 18%
4. 3 Tea Estates	= 17 %
5. 4 Tea Estates	= 16 %
6. 2 Tea Estates	= 15.5 %
7. 3 Tea Estates	= 15 %
8. 1 Tea Estate	= 14.5 %
9. 1 Tea Estate	= 14 %
10. 2 Tea Estates	= 12 %
11. 2 Tea Estates	= 11 %
12. 7 Tea Estates	= 10 %
13. 2 Tea Estate	= 9%
14. 2 Tea Estates	= 8.33%

- Total amount of Rs. 129, 03, 28,820.00 was paid to the workmen of Tea Estates of Hill, Terai and Dooars area as bonus for Financial Year 2011-12.
- Some Tea Estates made part payment of bonus to their workmen for the Financial Year 2011-12. Such un-paid partly due bonus amounts to Rs. 83, 94,142.00.

Recommendations based on the observation of survey

⌘ Plantation Labour Act, 1951:

As 87 Tea Estates could not produce/provide Registration Certificate / Registration No. under the Plantation Labour Act, 1951 and most of our Regional Labour Offices do not have proper record of registration under the Act, a fresh drive of de novo registration may be taken.

⌘ Industrial Employment Standing Orders Act, 1946:

One D.L.C. posted at Kolkata functions as Certifying Officer under Standing Orders under Industrial Employment (Standing Orders) Act, 1946. D.L.C., Jalpaiguri, and D.L.C., Siliguri may also be delegated the power of certifying officer so that the provision of this Act should be implemented in respect of Tea Estates of North Bengal.

⌘ Operating Trade Unions:

In industry wise meeting we invite 37 trade unions but as per survey only 22 trade unions exist. We may drop inviting other 15 trade unions who do not exist after maintaining procedure of the Trade unions Act, 1926

⌘ Area, Plantation and Yield:

Most of the tea estates have maximum old bushes of tea resulting low yield. Efforts are required to be taken for maximum uprooting and replanting for better yield.

⌘ Workmen: Sub-Staff & Staff:

In most of the tea estates Sub-Staff and Staff have been engaged in much lesser number in comparison to the number of daily rated workmen. There should be uniform ratio scale in respect of engaging the three categories of workmen for better management.

⌘ Housing in Tea Estates :

In spite of being industrial workers, the tea garden workmen get the wages lesser than any other employment and to live the livelihood at this lower wages is really unaffordable of the workmen be made eligible for IAY scheme by making the required exceptional provision in the scheme, the remaining 96,892 workmen may be provided houses under IAY scheme on any other housing scheme.

⌘ Cost factor:

As per provision of P.L Act, 1951 the employer is responsible for providing house and repairing and maintenance thereof for their workmen. The employer already incurs expenses on this subject in whatever quantum may be. "Workmen Housing Cess" may be imposed on the employer according to number of their workmen or according to production of tea (Per KG). The cess to be collected may afford the recurring cost for repairing and maintenance of houses.

⌘ Electricity in Tea Estates:

Rural electrification Scheme should be provided to the houses of Twelve Tea Estates which are under complete darkness.

⌘ Drinking Water in Tea Estates:

In Teari and Dooars more number of Deep Tube wells is required. The workmen may be supplied drinking water through a good numbers of Taps provided at cluster points in Labour lines. The Tea Board of India may support the supply of drinking water as per Labour Welfare Scheme under HRD Schemes for twelfth five year plan.

⌘ Health and Medical Facilities:

Group Hospitals may be provided to the workmen of tea estates in the following manner:

In every Sub- Division I,e Alipur, Malbazar, Jalpaiguri, Siliguri, Darjeeling, Kurseong and Kalimpong Central Group Hospitals may be constructed and run in such a way that one Central Group Hospital may be utilizes by the workmen of near Group Hospital tea estates. Examples-

Sl no.	Proposed Venue of Group Hospital	Tea Gardens Covered	Remarks
1.	Ramjhora Tea Estate	Makrapara, Sin Group, Dalmore, Lankapara, Tulsipara, Dumchipara, Garganda, Hantapara, Mujnei, ,Gopalpur Ramjhora	11 TE within a radius of 10-20 Kms are covered
2.	Birpara Tea Estate	Birpara , Coochbehar T.E, Tasati, Sorugaon, Kadambini, Dalgaon, Ethelbari, Rahimpur, Dimdiam, Nagdala, Jaybirapara, Dheklapara, Bundapani,	13 T. E Covered
3.	Beech T.E	Beech, Toorsa, Dalsingpara, Mahua, Beech, Madhu, Satali, Bharnobari, Subhasini, and Mathura	10 TE Covered
4.	Kalchini Tea Garden	Kalchini, Raimatang, Chinchula, Chuapara, mechpara, Bhatpara, Radharani, Central Dooars, Atiabari, Dima, bhatkhowa, Rajabhat, Nimtijhora, and patkapara	14 T.E. Covered
5.	Kartick Tea Estate	Chuniajhora, Jayanti, Phashowa, Rahimabad, Turturi, Rydak, Kartik, Kohinoor, and Dhowlahjora,	9 TE Covered
6.	Kumargram Tea Garden	Newland, Kumargram, and Sankosh	3 TE Covered
* Remaining two gardens of Alipurduar Sub-division, namely Majherdabri and Srinathpur won't fit into any cluster and can opt for any nearby hospital of their choice.			

Sl no.	Proposed Venue of Group Hospital	Tea Gardens Covered	Remarks
7.	Banarhat T.E	Banarhat T.E, Binnaguri T.E, Gandrapara T.E, Red Bank T.E, Surendranagar T.E, Lakhipara T.E	6 TE Covered
8.	Chamurchi T.E	Kathalguri T.E, New Dooars T.E, Karbela T.E, Palashbari T.E, and Chunabhutti T.E, Chamurchi TE	6 T.E. Covered
9.	Gairkata Tea Estate	Huldibari T.E, Mogulkata T. E. Moraghat T. E. Rehabari T.E, and Telepara T.E, Gairkata TE	6 T.E. Covered
10.	Debpara Tea Estate	Totapara T.E, Ambari T.E, Lakshikanta T.E, and Diana T.E , Debpara TE	5 TE Covered
11.	Bhandiguri Tea Estate	Bhandiguri T.E, Shikarpur-Bhadapur T.E, Saraswatipur T.E, Dengujhar T.E, Raipur T.E, Joypur T.E, and Karalavally T.E,	7 T.E Covered
12.	Jadabpur Tea Estate	Amarpur T.E, Trishakti T.E, and Sonamati T.E, Jadavpur TE	4 TE Covered
13.	Bagrakote T.G	Bagrakote T.G, Ellenbari T.G , Washabarie T.G, Sonali T.G, Leeshriver T.G.	5 TE Covered within a radius of 5 km.
14.	Oodlabari T.G	Oodlabari T.G, Jogesh Ch. T.G, Anandapur T.G, Manabari T.G, Puthorjhora T.G, and Ranicherra T.G	6 TE Covered within a radius 5 km
15.	Goodhope Tea Garden	Goodhope T.G, New Glencoe T.G, Sylee T.G, Kimlai T.G, Baintgooti T.G, Raja T.G, Rungamuttee T.G, and Damdim T.G	8 TE Covered within a radius 5 km
16.	Malnady T.G	Malnady T.G, Meenglass T.G, Needam T.G, Toonbarie T.G, Gurganjhora T.G, and Soongachi T.G	6 TE Covered within a radius 5 km
17.	Nagaissurree T.G	Nagaissurree T.G, Chalouni T.G, Samsing T.G, Matelli T.G, Zuranttee T.G, Engo T.G, Chulsha T.G, Indong T.G, Killcott T.G, and Aibheel T.G	10 TE covered within a radius 5 km
18.	Batabari T.G	Batabari T.G, Baradighi T.G, Newranady T.G, and Nepuchapur T.G	4 TE Covered within a radius 5 km
19.	Naya Sylee T.G	Naya Sylee T.G, Hope T.G, Jiti T.G, Kurti T.G, Nagrakata T.G, Hila T.G, and Bhogotpur T.G	7 TE Covered within a radius 5 km
20.	Carron T.G	Carron T.G, Looksan T.G, Ghatia T.G, Chengmari T.G, Dharanipur T.G, Grassmore T.G, and Bamandanga T.G	7 TE Covered within a radius of 5 – 10 kms.
21.	Matidhar T.G	Matidhar T.G, Bijlimoni T.G, Gayaganga T.G, Hansqua T.G, Bhojnarayan T.G, Taipoo T.G, Debijhora T.G, Bagdogra T.G, Gangaram T.G, Kamala T.G, Jayantika T.G, and Sayedabad T.G	12 TE Covered within a radius of 5 – 10 kms.

Sl no.	Proposed Venue of Group Hospital	Tea Gardens Covered	Remarks
22.	Atal Tea Estate	Atal T.E, Sannayasithan T.E, Naxalbari T.E, Kiranchandra T.E, Bijaynagar T.E, Azamabad T.E, Pahargoomiah T.E , Merryview T.E, Sihgiajhora T.E, Girishchandra T.E, and Kamalpur T.E,	11 TE Covered within a radius of 5 – 10 kms.
23.	Thanjhota T.E	Thanjhota T.E, Satishchandra T.E, Sachindra Chandra T.E, and Fulbari T.E,	4 TE Covered within a radius of 5 – 10 kms.
24.	Mohurgang and Gulma T.E	Mohurgang and Gulma T.E, New Chamta T.E, Dagapur T.E, Sukna T.E, Matigara T.E and Nischintapur T.E	7 TE Covered within a radius of 5 – 10 kms.
25.	Simulbari Tea Estate	Simulbari T.E, Marronbarie T.E, Fulbari T.E and Putinbari T.E	4 TE Covered within a radius of 5 – 10 kms
26.	Trihannah T.E	Trihannah T.E, Ord Terai T.E, Ashapur T.E, Panighata T.E, Marapur T.E, Manjha T.E, Lohagarh T.E, Potong T.E and Bengdubi T.E	9 TE Covered within a radius of 5 – 10 kms
27.	Ambootia T.E	Ambootia T.E, Montevoit T.E, Springside T.E, Castleton T.E, Singell T.E, Makaibari T.E, and Giddhapahar T.E	7 TE Covered within a radius of 5 – 10 kms
28.	Selim Hill T.E	Selim Hill T.E, Tindharia T.E, Jogmay T.E, Sivitar T.E, and Goomtee T.E	5 TE Covered
29.	Singbulli T.E	Singbulli T.E, Phuguri T.E, Soureni T.E, Gayabari & Millikthong T.E	5 TE Covered
30.	Seepoydhura T.E	Seepoudhura T.E, Norbung T.E, Longview T.E,	3 TE Covered
31.	Margarets Hope T.E	Margarets Hope T.E, Balasun T.E, and Dilaram T.E	3 TE Covered
32.	Samabeong T.E	Samabeong T.E . Upper Fagu T.E, Kumai T.E, Mission Hill T.E, Ambiok T.E & Fagu T.E.	6 TE Covered
* Mahaldiram T.E, Mollootar T.E, Thurbo T.E, Okayti T.E, Gopaldhara T.E, and Seeyok Tea Estates are located separately far away from any other T.E. Thus they may not come into Central Group Hospital.			

₹ Cost Factor:

- a.** As per Labour welfare Scheme under HRD Scheme during twelfth five years plan Tea Board of India can give the financial support for construction of hospitals / Medical clinics/ Health centers and for purchase of medical equipment and accessories including ambulance.
- b.** As per provision of Plantation Labour Act, 1951 the employer is responsible for the hospital and medical facility to the extended to their workmen. The employer already incurs expenditure on the subject in whatever quantum may be.

“Workmen health Cess” may be imposed according to number of their workmen or according to production of tea (Per kg). The cess to be collected may afford the recurring cost for maintaining the hospital and for providing medical benefit of the workmen.

- c. Labour Welfare Officers: Many of the Labour Welfare Officers could not be appeared in Viva-Voce Test of Labour Department. Campus Test at SLI, Siliguri should organise for Viva-Voce.

⌘ **Crèche:**

After coming into being of ICDS project, the provision of crèche seems redundant. Anganwadi Centre may be allotted by the CDPO for female (lactating) workers and for this purpose the management of Tea Estate may be asked to provide the place.

⌘ **School Bus:**

Trailors, Tractors and Cantors are risky for transportation of students. These are required to be replaced by School Bus.

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