

TABLE OF CONTENTS

Particulars	Paragraph Number	Page Number
<i>Preface</i>		iii
<i>Executive Summary</i>		v
Chapter I: Introduction		
<i>A Brief History of Tea and Tea Tribes in Assam</i>	1.1	1
<i>Key Departments</i>	1.2	3
<i>Why we chose the topic?</i>	1.3	5
<i>Audit Objectives</i>	1.4	5
<i>Scope of Audit and Audit Methodology</i>	1.5	6
<i>Sampling</i>	1.6	6
<i>Audit Criteria</i>	1.7	7
<i>Acknowledgement</i>	1.8	7
Chapter II: Planning and Financial Management		
<i>Introduction</i>	2.1	9
<i>Population data of tea tribes</i>	2.2	9
<i>Formulation of Action Plan</i>	2.3	10
<i>Selection of schemes</i>	2.4	10
<i>Compliance with the mandate</i>	2.5	12
<i>Coverage of tea tribes under schemes of Central/State sector</i>	2.6	14
<i>Utilisation of budget grant of Tea Tribes Welfare Department</i>	2.7	15
Chapter III: Implementation of Welfare Schemes		
<i>Welfare Schemes for Tea Workers</i>	3.1	17
<i>Implementation of schemes by other departments as per budget announcement</i>	3.2	17
<i>Schemes implemented by Tea Tribes Welfare Department</i>	3.3	29
<i>General awareness about schemes as assessed during beneficiary survey</i>	3.4	39
Chapter IV: Compliance to Plantations Labour Act, 1951		
<i>Labour and Welfare Department</i>	4.1	41
<i>Provisions of the Plantations Labour Act, 1951 and the Assam Plantations Labour Rules, 1956</i>	4.2	41
<i>Introduction about Test-Checked Tea Estates and Workers Interviewed</i>	4.3	42
<i>Audit findings on Implementation of Plantations Labour Act</i>	4.4	43
<i>Overview of Health facilities and indicators in the sampled districts</i>	4.5	44
<i>Health Facilities in the Tea Gardens</i>	4.6	47
<i>Overview of Education Facilities</i>	4.7	52
<i>Overview of Housing Facilities</i>	4.8	57
<i>Roads and Street Lights</i>	4.9	61
<i>Canteen, Crèche and Recreational Facilities</i>	4.10	61
<i>Protective Equipment</i>	4.11	63
<i>Water Supply and Sanitation</i>	4.12	64
<i>Miscellaneous</i>	4.13	65

Particulars	Paragraph Number	Page Number
Chapter V: Compliance to Minimum Wages Act, 1948		
<i>Implementation of Minimum Wages Act, 1948 in Tea Plantations of Assam</i>	5.1	67
<i>Prevailing wage structure for tea workers</i>	5.2	67
<i>Government's initiative in Wage regulation</i>	5.3	67
<i>Wages among tea workers of Barak and Brahmaputra Valley</i>	5.4	69
<i>Payment of wages in kind</i>	5.5	69
<i>Statutory/Mandatory items under in-kind benefits</i>	5.6	70
<i>Comparison of Wages for scheduled employment and tea workers</i>	5.7	72
<i>Comparison of Wage Rate in Tea Producing States</i>	5.8	73
<i>Variable Dearness Allowance for tea workers</i>	5.9	74
<i>Gaps in payment of prevailing wage rates and other facilities</i>	5.10	74
<i>Inspection of Tea gardens</i>	5.11	76
<i>Assam Tea Employees Labour Welfare Board</i>	5.12	76
<i>Departments' views</i>	5.13	77
<i>Audit summation</i>	5.14	78
Appendices		81