

**1. THE BENEFITS EXTENDED TO CASUAL FARM WORKERS
WORKING IN CSB UNITS**

- (i) Daily wages and Variable Dearness Allowance as applicable to the unskilled agricultural Labourers/workers, fixed by the Chief Labour Commissioner (Central) New Delhi;
- (ii) To be converted as Time Scale Farm Worker on completion of two years continuous services.

**II. THE BENEFITS EXTENDED TO TIME SCALE FARM WORKERS
WORKING IN CSB UNITS**

- (i) Time Scale of Wages viz., Rs.2000-75-2750-100-3250;
- (ii) Variable Dearness Allowance as applicable to unskilled agricultural Labourers/Workers, fixed by the Chief Labour Commissioner (Central) New Delhi;
- (iii) House Rent Allowance per month shall be at the uniform rate of 15% of the basic wages irrespective of the place of work;
- (iv) Grant of maximum of three stagnating increments to TSWs who have stagnated at the maximum pay scale, once in two years equivalent to the rate of increment last drawn in the applicable wage scale on completion of every two years from the date a TSW reaches maximum basic wage in the given time-scale.
- (v) Ad-hoc bonus as Sanctioned by Govt. of India to the Casual Labourers.
- (vi) 18 days of Earned Leave with a facility to accumulate upto 90 days

III. The service benefits extended for both Casual/Time Scale Farm Workers

1. Leave Benefits

- (a) 5 days National Holidays and 3 days Festival Holidays in a year;
- (b) 10 days Sick Leave with a facility to accumulate sick leave upto 30 days;

2. EPF, death & retirement benefits

- a) The age of retirement or superannuation of a TSW shall be on completion of 55 years of age. The retirement or superannuation is effective from the afternoon of the date on which he attains the age of 55 years. The date of retirement is treated as a working day.
- b) Employees Provident Fund, Pension and other Miscellaneous benefits under EPF and MP Act;
- c) Gratuity at the rate of one month's wages for every completed year of service subject to a maximum period of 15 years;
- d) Gratuitous relief of Rs.5,000 to the family/legal heir of the deceased farm worker in the event of death while in service;

3. Medical benefits and other health measures

- a) Fixed Monthly Medical Allowance of Rs.150/- and also reimbursement of Medical expenses incurred for in-patient treatment in Govt. Hospitals for themselves and their dependent family members (only to TSWs);
- b) Women Farm Workers are eligible to Maternity benefit as per the provisions contained under Maternity Benefit Act;
- c) Masks, hand gloves aprons and other protective items to prevent health hazards;
- d) The women farm workers are provided conducive working atmosphere with provision for separate toilet facilities, rest rooms wherever facilities are available.

- e) For protecting workers from occupational health hazards, the following facilities have been provided for the Farm Workers in CSB Units.
- a. Installation of exhaust fans in the grainages in order to reduce the concentration of silkmoth scales, dust as also acid/formaldehyde fumes.
 - b. Facility for attending moth picking, pairing, depairing etc. in open space [verandah]. All the new grainage buildings have been provided with cross ventilation.
 - c. The Masks, Hand gloves and aprons etc. are provided.
 - d. Adequate drinking water facilities.
 - e. First- Aid medical kit is provided in each Unit.
 - f. One film in respect of Seed Production Centres has been produced giving all the information about the nature of diseases associated with grainage operations, preventive and curative measures to be taken etc. to educate the Farm Workers.
 - g. Soap/Soap solution to wash their hands soon after completion of work.

4. Welfare & other measures

- a) Covered under the Group Insurance Scheme extended by the Insurance Company;
- b) Bi-cycle advance to an extent of Rs.2,000.00 or the anticipated price including sales tax of bi-cycle whichever is less. The said advance is recoverable in 30 equal installments;
- c) Festival Advance of Rs.1,500.00 recoverable in 10 equal installments;
- d) Disturbance allowance in the event of shifting from one unit to another in exigencies of work.
