

REPORT ON THE WORKING OF THE MOTOR TRANSPORT WORKERS ACT, 1961 FOR THE YEAR 2015

1. Scope, Objective and Main Provisions

The Motor Transport Workers Act, 1961 which came into force in March, 1962 is intended to take care of the welfare of the motor transport workers and to regulate the conditions of their work. It applies to every motor transport undertaking employing five or more workers in all the States / Union Territories in the country. The State Governments are, however, empowered to apply all or any of the provisions of this Act to any motor transport undertaking employing less than five workers. In Delhi, the Motor Transport Undertakings are covered under the Shops and Commercial Establishments Act.

The main provisions of the Act, *inter-alia*, relate to (i) welfare and health; (ii) hours of work; (iii) employment of young persons; and (iv) wages, over-time payment and leave.

2. Administration of the Act

The Act, which makes it obligatory for every employer of a motor transport undertaking, to which the Act is applicable, to have the undertaking registered under the Act, is administered by the State Governments.

It also makes obligatory for the employers to provide every reasonable facility to the Inspectorate Staff for making any inspection, examination or inquiry, as it deemed fit, so as to ensure the scrupulous implementation of the provisions of the Act or the Rules made there-under.

Besides, the Act also provides for appointment of qualified medical practitioners as “Certifying Surgeons” by the State Governments for the examination and certification of motor transport workers and to exercise medical supervision on the employment of adolescents.

3. Distribution of Motor Transport Undertakings

The details of the number of registered motor transport undertakings during the year 2015 are presented in **Table-1**. The Table shows that a total of 1,30,206 Motor Transport Undertakings were registered as on 31st December, 2015, of which 10,665 were registered during 2015. Of the total registered motor transport undertakings, Assam has the highest share of 43.35% (56,445), followed by Meghalaya 19.90% (25,913) and Bihar 9.92% (12,917).

Table – 1

Number of Registered Motor Transport Undertakings during 2015

State / Union Territory	Number of undertakings				On Register at the end of the year
	On Register at the beginning of the year	Newly Registered during the year	Removed from the Register during the year		
1	2	3	4	5	
1.Assam	56442	5944	5941	56445	(43.35)
2.Bihar	12542	381	6	12917	(9.92)
3.Goa	1744	0	1	1743	(1.34)
4.Gujarat	191	6	0	197	(0.15)
5.Haryana	91	6	0	97	(0.07)
6.Himachal Pradesh	126	0	0	126	(0.10)
7.Jammu & Kashmir	2125	212	0	2337	(1.79)
8.Karnataka	1206	10	24	1192	(0.92)
9.Kerala	8518	1426	634	9310	(7.15)
10.Meghalaya	24041	1872	0	25913	(19.90)
11.Odisha	2753	149	21	2881	(2.21)
12.Punjab	164	0	0	164	(0.13)
13.Rajasthan	4416	9	174	4251	(3.26)
14.Tamil Nadu	2839	125	0	2964	(2.28)
15.Telangana	1990	116	419	1687	(1.30)
16.Tripura	2863	75	9	2929	(2.25)
17.Uttar Pradesh	3643	311	201	3753	(2.88)
18.Uttarakhand	932	12	24	920	(0.71)
19.A & N Islands	1	0	0	1	(0.00)
20.Chandigarh	9	0	0	9	(0.01)
21.Puducherry	359	11	0	370	(0.28)
Total	1,26,995	10,665	7,454	1,30,206	

0 = Nil,

Note: 1. Figures of Registered Transport Undertakings may not tally over the years because of difference in updation of the Register of Establishments by the States/Union Territories at different times.

2. Figures in the brackets indicate state-wise percentage share to the total.

4. Employment

As per the Act a motor transport worker is one who is employed in a motor transport undertaking directly or through any agency, whether for wages or not, to work in a professional capacity on a transport vehicle or to attend to duties in connection with the arrival, departure, loading or unloading of such transport vehicle and includes a driver, conductor, cleaner, station staff, line checking staff, booking clerk, cash clerk, depot clerk, time-keeper, watchman or attendant. It does not include (a) any such person who is employed in a factory as defined in the Factories Act, 1948 and (b) any such person to whom the provisions of any law for the time being in force regulating the conditions of service of persons employed in Shops or Commercial Establishments apply.

The Act prohibits the employment of a person who has not completed his fifteenth year. Adolescents (i.e., those who have completed their fifteenth year but have not completed their eighteenth year) are also not allowed to work as motor transport workers unless a certificate of fitness is granted by a Certifying Surgeon and the same is kept in the custody of the employer. The concerned adolescent is also required to carry a token to this effect while at work. The certificate of fitness so granted is valid only for a period of 12 months and can be renewed again.

State-wise information on the number of registered motor transport undertakings and average daily employment therein during 2015 is presented in **Table-2**. The Table shows that out of the 1,21,370 registered working undertakings, only 17.01% units submitted their annual returns. The employment figures for the units not submitting returns have however been estimated by the concerned agencies from the following sources in order of their preference:

- i) Recent inspection report,
- ii) Previous year's employment data and
- iii) Employment figures indicated in the application for registration or grant or renewal of license.

The total average daily employment in the motor transport industry in a state has been derived by adding up the estimated average daily employment in the units not submitting returns with the employment figures of undertakings submitting returns. Of the total number of 7,12,720 motor transport workers during 2015, Assam accounted for the highest number of workers i.e., 1,76,713 (24.79%) followed by Tamil Nadu 1,40,998 (19.78%), Karnataka 96,501 (13.54%), Telangana 77,087 (10.82%) and Rajasthan 44,180 (6.20%). These five states taken together accounted for 75 per cent of the total average daily employment in motor transport undertakings. Though the all-India average daily employment per undertaking was 6, it varied from state to state. Andaman & Nicobar Islands (UT) was on the top with an average daily employment per undertaking of 1,237 workers in 1 Motor Transport Undertaking whereas Bihar, Kerala and Meghalaya were at the bottom with 2 workers employed on an average in 7,500, 9,310 and 25,913 Motor Transport Undertakings respectively.

Table – 2

Motor Transport Undertakings and Workers Employed therein during 2015

State / Union Territory	Employment Strength			
	Number of Motor Transport Undertakings submitting returns	Average daily employment in the Undertakings submitting returns	Number of Motor Transport Undertakings not submitting returns	Estimated average daily employment in the Undertakings not submitting returns
1	2	3	4	5
1.Assam	13622	47126	42066	129587
2.Bihar	145	3671	7355	13115
3.Goa	7	323	1736	Not reported
4.Gujarat	55	534	142	2584
5.Haryana	24	2249	73	6862
6.Himachal Pradesh	44	3173	82	4530
7.Jammu & Kashmir	1412	7978	925	1332
8.Karnataka	136	87089	1056	9412
9.Kerala	0	0	9310	19223
10.Meghalaya	2043	3065	23870	35805
11.Odisha	36	760	2845	35497
12.Punjab	18	1706	146	7658
13.Rajasthan	32	153	4219	44027
14.Tamil Nadu	2454	134026	510	6972
15.Telangana	100	48	1339	77039
16.Tripura	256	487	259	197
17.Uttar Pradesh	21	48	3732	14928
18.Uttarakhand	74	2272	846	1620
19.A & N Islands	1	1237	0	0
20.Chandigarh	7	828	2	1044
21.Puducherry	156	2225	214	2290
Total	20,643	2,98,998	1,00,727	4,13,722
	(17.01)	(41.95)	(82.99)	(58.05)

0 = Nil

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Table - 2

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State / Union Territory	Employment Strength		
	Total Number of working Motor Transport Undertakings (col.2+col.4)	Average daily Employment in the Registered Motor Transport Undertakings (col.3+col.5)	Average daily employment per Undertakings (col.7, col.6)
1	6	7	8
1.Assam	55688	176713 (24.79)	3
2.Bihar	7500	16786 (2.36)	2
3.Goa	1743	323 (0.05)	0
4.Gujarat	197	3118 (0.44)	16
5.Haryana	97	9111 (1.28)	94
6.Himachal Pradesh	126	7703 (1.08)	61
7.Jammu & Kashmir	2337	9310 (1.31)	4
8.Karnataka	1192	96501 (13.54)	81
9.Kerala	9310	19223 (2.70)	2
10.Meghalaya	25913	38870 (5.45)	2
11.Odisha	2881	36257 (5.09)	13
12.Punjab	164	9364 (1.31)	57
13.Rajasthan	4251	44180 (6.20)	10
14.Tamil Nadu	2964	140998 (19.78)	48
15.Telangana	1439	77087 (10.82)	54
16.Tripura	515	684 (0.10)	1
17.Uttar Pradesh	3753	14976 (2.10)	4
18.Uttarakhand	920	3892 (0.55)	4
19. A & N Islands	1	1237 (0.17)	1237
20.Chandigarh	9	1872 (0.26)	208
21.Puducherry	370	4515 (0.63)	12
Total	1,21,370	7,12,720 (100.00)	6

0 = Nil Figure under column no.8 have been rounded.

Notes: 1. Figures in the brackets in total indicate percentage share of Motor Transport Undertakings submitting and not submitting returns to the total number of Motor Transport Undertakings.

2. Figures in brackets in col.7 indicate state-wise percentage share to the total average daily employment in all Motor Transport Undertakings.

5. Distribution of undertakings which submitted returns by Size of Employment

Data on state-wise distribution of motor transport undertakings (submitting returns) by employment size during the year 2015 has been presented in **Table-3**. It reveals that bulk of the motor transport undertakings (58.15%) employ less than 10 workers whereas bigger units employing 1,000 or more workers constitutes only 0.09 percent.

Table – 3

Distribution of Registered Motor Transport Undertakings which submitted returns by Employment Strength during 2015

State/Union Territory	Employment Strength									
	Less than 10 workers		10 or more but less than 20 workers		20 or more but less than 50 workers		50 or more but less than 100 workers		100 or more but less than 250 workers	
	A	B	A	B	A	B	A	B	A	B
1	2	3	4	5	6	7	8	9	10	11
1.Assam	6521	21495	6441	24269	42	126	0	0	0	0
2.Bihar	0	0	144	774	0	0	0	0	0	0
3.Goa	5	4	0	0	0	0	0	0	1	32
4.Gujarat	9	12	27	54	16	226	3	242	0	0
5.Haryana	3	10	10	143	6	162	0	0	2	285
6.Himachal Pradesh	9	64	6	85	10	320	9	683	6	924
7.J & Kashmir	1159	4914	171	848	63	506	12	290	7	1420
8.Karnataka	65	250	30	362	16	467	10	925	8	1250
9.Kerala	0	0	0	0	0	0	0	0	0	0
10.Meghalaya	2043	3065	0	0	0	0	0	0	0	0
11.Odisha	24	90	6	297	4	275	2	98	0	0
12.Punjab	2	12	3	37	6	190	1	58	3	471
13.Rajasthan	9	32	0	0	23	121	0	0	0	0
14.Tamil Nadu	1601	13128	542	9647	198	8653	68	6324	21	4846
15.Telangana	100	48	0	0	0	0	0	0	0	0
16.Tripura	256	487	0	0	0	0	0	0	0	0
17.Uttar Pradesh	21	48	0	0	0	0	0	0	0	0
18.Uttarakhand	47	180	13	153	11	169	1	90	1	112
19. A & N Islands	0	0	0	0	0	0	0	0	0	0
20.Chandigarh	2	14	2	24	0	0	0	0	1	186
21.Puducherry	127	635	11	205	11	471	4	284	1	122
Total	12,003	44,488	7,406	36,898	406	11,686	110	8,994	51	9,648
	(58.15)	(14.88)	(35.27)	(12.34)	(1.97)	(3.91)	(0.53)	(3.01)	(0.25)	(3.23)

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Table-3 Concl.

State/Union Territory	Employment Strength							
	250 or more but less than 500 workers		500 or more but less than 1000 workers		1000 or more workers		All Transport Undertakings/Workers (i.e., Total)	
	A	B	A	B	A	B	A	B
1	12	13	14	15	16	17	18	19
1.Assam	0	0	618	1236	0	0	13622	47126
2.Bihar	0	0	0	0	1	2897	145	3671
3.Goa	0	0	0	0	1	287	7	323
4.Gujarat	0	0	0	0	0	0	55	534
5.Haryana	1	290	2	1359	0	0	24	2249
6.Himachal Pradesh	4	1097	0	0	0	0	44	3173
7.J & Kashmir	0	0	0	0	0	0	1412	7978
8.Karnataka	2	702	0	0	5	83133	136	87089
9.Kerala	0	0	0	0	0	0	0	0
10.Meghalaya	0	0	0	0	0	0	2043	3065
11.Odisha	0	0	0	0	0	0	36	760
12.Punjab	3	938	0	0	0	0	18	1706
13.Rajasthan	0	0	0	0	0	0	32	153
14.Tamil Nadu	9	4329	5	4860	10	82239	2454	134026
15.Telangana	0	0	0	0	0	0	100	48
16.Tripura	0	0	0	0	0	0	256	487
17.Uttar Pradesh	0	0	0	0	0	0	21	48
18.Uttarakhand	0	0	0	0	1	1568	74	2272
19.A & N Islands	0	0	0	0	1	1237	1	1237
20.Chandigarh	2	604	0	0	0	0	7	828
21.Puducherry	2	508	0	0	0	0	156	2225
Total	23	8,468	625	7,455	19	1,71,361	20,643	2,98,998
	(0.11)	(2.83)	(3.03)	(2.49)	(0.09)	(57.31)	(100.00)	(100.00)

0 = Nil.

A = Number of Motor Transport Undertakings,

B =Average daily Employment.

Note:-Figures in brackets indicate size-wise percentage share to the total.

Table 3A given below presents the number of motor transport undertakings submitting returns and average daily employment therein by various size groups during 2015.

Table 3A: Average Daily Employment in Motor Transport Undertakings by Employment Size-Groups

Employment Size-Groups	Number of Motor Transport Undertakings Submitting Returns		Average Daily Number of Workers Employed	
	Number	Percentage to Total	Number	Percentage to Total
1	2	3	4	5
Below 50	19815	95.99	93072	31.13
50-99	110	0.53	8994	3.01
100-249	51	0.25	9648	3.23
250-499	23	0.11	8468	2.83
500-999	625	3.03	7455	2.49
1000 & above	19	0.09	171361	57.31
All Groups	20,643	100	2,98,998	100

The above Table reveals that the number of Motor Transport Undertakings employing less than 50 workers account for 95.99% of the total undertakings submitting returns but only 31.13% of the total employment. On the other hand, the number of undertakings employing 1,000 or more workers constitutes only 0.09% of the total undertakings but they account for 57.31% of the total employment.

6. Hours of work

The Act forbids the employment of any adult worker for more than 8 hours per day and 48 hours per week. However, workers engaged in the running of any motor transport service on long distance routes or on festive and other occasions have been permitted to work for more than 8 hours in a day and 48 hours in any week but not exceeding 10 hours in a day and 54 hours in a week. Workers can also be allowed to work beyond the prescribed limits of work in the event of breakdown or dislocation of transport service or interruption of traffic etc. Adolescents are not permitted to be employed or required to work (a) for more than 6 hours a day including rest interval of half-an-hour, and (b) between 10 p.m. and 6 a.m. In case of adults, the period of work should not exceed five hours before a rest interval of at least half-an-hour is given. The spread-over of the hours of work inclusive of interval of rest, is not to exceed 12 hours on any day in the case of adult workers and 9 hours in the case of adolescent workers. The hours of work of workers cannot be split into more than two spells on any day.

It is obligatory for the grant of a day of rest to every worker in every period of seven days of work under this Act. If a worker is required to attend duty on any day of rest in order to prevent any dislocation of a motor transport service, in such cases it is to be ensured that he does not work consecutively for more than ten days without a day of rest. If an employer is granted exemption under the Act and is not able to grant any of the

prescribed days of rest to workers, the worker is entitled to avail compensatory days of rest equal to the number of days of rest lost by him within the month in which the days of rest are due to him or within two months immediately following that month.

Table-4 Shows the number of motor transport undertakings and employment therein according to normal daily hours of work and rest interval enjoyed by the workers. It can be seen from this Table that 94.83% of the workers worked for 8 hours a day. So far as the rest intervals are concerned 93.48% workers enjoyed rest interval ranging from half-an-hour to one hour.

Table-4

Number of Registered Motor Transport Undertakings submitting returns and Employment therein according to the Normal Daily Hours of Work and Rest Interval during 2015

State/Union Territory	Normal daily hours of work							
	Less than 8 hours		8 hours		More than 8 hours		Total	
	A	B	A	B	A	B	A	B
1	2	3	4	5	6	7	8	9
1.Assam	544	859	7473	35123	5605	11144	13622	47126
2.Bihar	0	0	145	3671	0	0	145	3671
3.Goa	3	3	4	320	0	0	7	323
4.Gujarat	0	0	55	534	0	0	55	534
5.Haryana	0	0	24	2249	0	0	24	2249
6.Himachal Pradesh	6	256	36	2791	2	126	44	3173
7.Jammu & Kashmir	0	0	1412	7978	0	0	1412	7978
8.Karnataka	3	129	123	86651	10	309	136	87089
9.Kerala	0	0	0	0	0	0	0	0
10.Meghalaya	1	1	2040	3061	2	3	2043	3065
11.Odisha	0	0	36	760	0	0	36	760
12.Punjab	0	0	18	1706	0	0	18	1706
13.Rajasthan	0	0	32	153	0	0	32	153
14.Tamil Nadu	115	797	2298	131412	41	1817	2454	134026
15.Telangana	0	0	100	48	0	0	100	48
16.Tripura	0	0	256	487	0	0	256	487
17.Uttar Pradesh	0	0	21	48	0	0	21	48
18.Uttarakhand	0	0	74	2272	0	0	74	2272
19.A & N Islands	0	0	1	1237	0	0	1	1237
20.Chandigarh	0	0	7	828	0	0	7	828
21.Puducherry	0	0	156	2225	0	0	156	2225
Total	672	2,045	14,311	2,83,554	5,660	13,399	20,643	2,98,998
	(3.26)	(0.68)	(69.33)	(94.83)	(27.42)	(4.48)	(100.00)	(100.00)

0 = Nil,

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Table - 4 conclud.

State/Union Territory	Rest Intervals							
	Less than ½ hour		½ hour to 1 hour		More than 1 hours		Total	
	A	B	A	B	A	B	A	B
1	10	11	12	13	14	15	16	17
1.Assam	178	719	5408	31002	8036	15405	13622	47126
2.Bihar	0	0	145	3671	0	0	145	3671
3.Goa	0	0	3	320	4	3	7	323
4.Gujarat	0	0	55	534	0	0	55	534
5.Haryana	0	0	24	2249	0	0	24	2249
6.Himachal Pradesh	0	0	44	3173	0	0	44	3173
7.J & Kashmir	0	0	1403	7958	9	20	1412	7978
8.Karnataka	0	0	136	87089	0	0	136	87089
9.Kerala	0	0	0	0	0	0	0	0
10.Meghalaya	1	1	2032	3049	10	15	2043	3065
11.Odisha	0	0	36	760	0	0	36	760
12.Punjab	0	0	18	1706	0	0	18	1706
13.Rajasthan	0	0	32	153	0	0	32	153
14.Tamil Nadu	112	549	2066	130691	276	2786	2454	134026
15.Telangana	0	0	100	48	0	0	100	48
16.Tripura	0	0	256	487	0	0	256	487
17.Uttar Pradesh	0	0	21	48	0	0	21	48
18.Uttarakhand	0	0	74	2272	0	0	74	2272
19.A & N Islands	0	0	1	1237	0	0	1	1237
20.Chandigarh	0	0	7	828	0	0	7	828
21.Puducherry	0	0	156	2225	0	0	156	2225
Total	291	1,269	12,017	2,79,500	8,335	18,229	20,643	2,98,998
	(1.41)	(0.43)	(58.21)	(93.48)	(40.38)	(6.10)	(100.00)	(100.00)

0 = Nil,

A = Number of Motor Transport Undertakings submitting returns.

B = Average daily Employment.

Note:- Figures in brackets indicate percentage share of ranges of Normal daily hours of work and rest intervals to their totals in respect of Number of Motor Transport Undertakings submitting returns and average daily employment.

7. Wages, Overtime Payment and Leave

All workers engaged in motor transport undertakings are covered under the Payment of Wages Act, 1936 where an adult worker works for more than eight hours on any day or where he is required to work on any day of rest, he is entitled to the wages at the rate of twice his ordinary rate of wages in respect of the overtime work or the work done on the day of rest, as the case may be. Similarly, an adolescent required to work on rest days is also entitled to wages at the rate of twice his ordinary rate of wages (basic wage plus dearness allowance).

Under Section 27 of the Motor Transport Workers Act, every adult motor transport worker who works for a period of 240 days or more during a calendar year is entitled to leave with wages during the subsequent years at the rate of one day for every 20 days of work performed. In the case of adolescent worker, leave is to be calculated at the rate of one day for every 14 days of work performed by him during the pervious calendar year. The Act also provides that if a motor transport worker is not granted leave to which he was entitled under sub-section (3) of Section 27 of the Act, he should be paid wages in lieu thereof at the rate prescribed in sub-section (1) of Section 28 of the Act. A worker whose service commences otherwise than on the first day of January, is entitled to leave with wages at the prescribed rate, provided he works for two third of the total number of days in the remainder of the calendar year. If a worker is discharged or dismissed from service during the course of the year, he is entitled to leave with wages at the prescribed rate even if he has not worked for the entire period as specified above. The leave admissible as above will exclude weekly holidays or closed holidays falling during or at either end of the period of leave. It can be accumulated to the extent of 30 days in the case of an adult and 40 days in the case of an adolescent. Wages for the days of leave are to be paid on the basis of average daily full-time wages for the days the workers worked during the month immediately preceding the leave including dearness allowance and cash equivalent of concessional supply of food-grains but excluding over-time earnings and bonus. A worker who is granted leave for more than four days is entitled to receive, in advance, the wages payable for the period of his leave. The data relating to the entitlement of leave, leave granted and the amount paid to workers as wages in lieu of leave etc. are presented in **Table-5**. During the year 2015, out of the 3,19,940 workers who were entitled to leave with wages 2,36,657 (73.97%) were provided leave with wages and an amount of Rs.114,020,140 was paid as leave wages. During the year 2,039 workers, who were discharged, had also been paid leave wages.

The highest number of workers (90,978) who were granted leave was in Tamil Nadu followed by Karnataka (47,291). The highest amount of wages in lieu of leave was paid in Tamil Nadu (Rs.7,89,68,948) followed by Karnataka (Rs.2,68,29,511) and Gujarat (Rs.31,61,280).

Table – 5

Leave with wages during 2015

State/Union Territory	No. of workers entitled to annual leave with wages during the year	No. of workers who were granted leave during the year	No. of workers who were discharged or dismissed during the year	No. of discharged workers who were paid wages in lieu of leave during the year	Total amount paid to workers as wages in lieu of leave during the year (in Rs.)
1	2	3	4	5	6
1.Assam	57098	42849	23	23	2525176
2.Bihar	0	0	0	0	0
3.Goa	1894	1622	80	71	0
4.Gujarat	534	534	0	0	3161280
5.Haryana	1376	622	65	64	204647
6.Himachal Pradesh	3173	3173	0	0	0
7.Jammu & Kashmir	6320	5726	0	0	1602000
8.Karnataka	82608	47291	6740	1816	26829511
9.Kerala	0	0	0	0	0
10.Meghalaya	38870	38870	0	0	0
11.Odisha	760	760	0	0	0
12.Punjab	1006	47	3	3	27850
13.Rajasthan	153	7	0	0	0
14.Tamil Nadu	120836	90978	49	38	78968948
15.Telangana	0	0	0	0	0
16.Tripura	604	238	18	18	576328
17.Uttar Pradesh	..	..	..	..	..
18.Uttarakhand	418	418	6	6	124400
19.A & N Islands	1237	469	0	0	0
20.Chandigarh	828	828	0	0	0
21.Puducherry	2225	2225	0	0	0
Total	3,19,940	2,36,657	6,984	2,039	11,40,20,140
		(73.97)			

0 = Nil, .. = Not Reported

Note:- Figure in bracket indicates percentage of workers granted leave to total number of workers entitled to annual leave.

8. Welfare and Health

The State Governments are empowered to frame Rules requiring the employers of motor transport undertakings employing 100 or more workers to provide and maintain canteens of the prescribed standards. Such Rules may provide for the constitution of Managing Committees for the canteens and the representation of the workers in the management of the canteens. The Act provides for clean, comfortable, well-lighted and ventilated rest rooms or such other alternative accommodation at every place wherein the workers are required to halt at night. The State Governments may prescribe the standard of construction, accommodation, furniture and other equipment for restrooms or the alternative accommodation to be provided. The employers are also required to provide uniforms, raincoats or other such amenities to the drivers, conductors and line-checking staff for their protection from rain and cold. The employers, who do not have arrangements for the washing of uniforms at their cost, have to pay washing allowance to such staff at the prescribed rate.

It is obligatory for the employers to provide and maintain such medical facilities as may be readily available for the workers at such operating centres and the halting stations as may be prescribed by the concerned State Governments. In addition, a first-aid box equipped with the prescribed contents is required to be maintained by the employer in every transport vehicle so that first-aid facilities are readily available during all working hours. The first-aid box shall be kept under the charge of the driver or the conductor of the vehicle who shall be provided facilities for training in the use thereof.

Table-6 Presents the State-wise information regarding the number of undertakings providing canteens and rest rooms. All the States/Union Territories covered under the Act have not supplied the information in respect of these welfare activities. However, the available information shows that 298 units have provided canteen facilities and 1,329 units have provided rest rooms. From the table it is evident that the welfare facilities provided by the units located in different states are quite satisfactory. There are units which are also providing these facilities though they are not bounded by the Act to provide such facilities.

Table – 6
Canteens and Rest Rooms Facilities provided by Motor Transport Undertakings
during 2015

State /Union Territory	Canteens			Rest Rooms		
	No. of Undertakings required to provide Canteens	No. of Units providing Canteens	No. of Canteen provided	No. of Undertakings required to provide Rest Rooms	No. of Units providing Rest Rooms	No. of Rest Rooms Provided
1	2	3	4	5	6	7
1.Assam	59	29	29	47	35	35
2.Bihar	0	0	0	0	0	0
3.Goa	0	2	4	0	3	8
4.Gujarat	1	1	1	1	1	7
5.Haryana	24	17	23	24	23	34
6.Himachal Pradesh	6	21	23	44	44	48
7.Jammu & Kashmir	20	17	17	14	28	13
8.Karnataka	71	12	12	8	8	8
9.Kerala	0	0	0	0	0	0
10.Meghalaya	0	0	0	0	0	0
11.Odisha	12	12	12	35	35	42
12.Punjab	18	18	18	18	18	18
13.Rajasthan	8	8	8	8	8	8
14.Tamil Nadu	121	143	202	863	906	954
15.Telangana	1	1	1	1	1	1
16.Tripura	0	0	0	0	0	0
17.Uttar Pradesh	..	..	..	..	..	..
18.Uttarakhand	12	12	6	6	6	6
19.A & N Islands	1	0	0	1	8	8
20.Chandigarh	3	2	2	9	7	7
21.Puducherry	3	3	3	94	112	132
Total	360	298	361	1173	1243	1329

0 = Nil, .. = Not reported

Table - 7 Presents the State-wise information regarding the number of undertakings providing dispensaries, doctors and nurses. While the table shows that the medical facilities provided to motor transport workers is quite satisfactory as the number of units providing these facilities, except in the States of Haryana, Himachal Pradesh, Jammu and Kashmir, Punjab, Tamil Nadu and Uttarakhand are more or less in tune with the prescribed norms, it also shows that Assam, Bihar, Karnataka, Kerala, Meghalaya, Odisha, Tripura, and A& N Island are the only States which has not provided any medical facilities to the motor transport workers.

Table-7
Medical Facilities provided by Motor Transport Undertakings during 2015

State /Union Territory	Medical Facilities				
	No. of Undertakings required to provide Medical facilities	No. of Units providing Medical facilities	No. of Dispensaries provided	No. of Doctors provided	No. of Nurses/Compounders provided
1	2	3	4	5	6
1.Assam	36	15	0	0	0
2.Bihar	0	0	0	0	0
3.Goa	0	2	5	3	3
4.Gujarat	1	1	1	1	0
5.Haryana	24	13	17	17	24
6.Himachal Pradesh	44	7	0	4	7
7.Jammu & Kashmir	32	27	17	5	16
8.Karnataka	0	0	0	0	0
9.Kerala	0	0	0	0	0
10.Meghalaya	0	0	0	0	0
11.Odisha	0	0	0	0	0
12.Punjab	18	7	2	2	2
13.Rajasthan	8	8	0	0	0
14.Tamil Nadu	408	404	101	130	441
15.Telangana	1	1	0	0	0
16.Tripura	0	0	0	0	0
17.Uttar Pradesh	..	..	..	..	..
18.Uttarakhand	6	6	6	6	8
19.A & N Islands	0	0	0	0	0
20.Chandigarh	9	7	0	0	0
21.Puducherry	156	156	0	0	0
Total	743	654	149	168	501

0 = Nil, .. = Not Reported

9. Enforcement

The Inspectorate Staff in the States / Union Territories are required to ensure proper implementation of the provisions of the Motor Transport Workers Act, 1961 relating to hours of work, daily interval for rest, spread over of working hours, weekly rest, etc. The Inspectorates in various States / Union Territories carry out inspections of the undertakings to check infringement of the provisions of the Motor Transport Workers Act, 1961.

Table-8 presents information relating to number of inspections made, prosecutions launched, convictions obtained and fines realized during the year under reference. The number of inspections carried out are highest in Assam (3,420) whereas, conviction obtained are maximum in Kerala (162) and also the highest amount of fine realized in Kerala i.e. Rs. 2,03,950.

Table –8
Inspections Made, Prosecutions Launched, Convictions Obtained and Amount of Fine Realized during 2015

State/Union Territory	No. of Inspections made	Prosecutions						
		No. of cases pending at the commencement of the year	No. of fresh cases filed during the year	No. of cases in which conviction obtained	No. of cases acquitted	No. of cases withdrawn	No. of cases pending at the end of the year	Total amount realized towards fines (Rs.)
1	2	3	4	5	6	7	8	9
1.Assam	3420	0	0	0	0	0	0	0
2.Bihar	985	419	0	0	0	0	419	0
3.Goa	0	0	0	0	0	0	0	0
4.Gujarat	0	280	0	31	0	0	249	25500
5.Haryana	31	0	0	0	0	0	0	0
6.Himachal Pradesh	64	30	1	1	1	0	29	500
7.Jammu & Kashmir	1970	87	41	21	2	0	105	21200
8.Karnataka	63	2	1	0	0	0	3	0
9.Kerala	4612	348	188	162	22	0	352	203950
10.Meghalaya	428	0	5	5	0	0	0	900
11.Odisha	385	309	19	1	0	0	327	0
12.Punjab	0	0	0	0	0	0	0	0
13.Rajasthan	57	5	0	0	0	0	5	0
14.Tamil Nadu	2964	563	0	1	0	0	562	5000
15.Telangana	617	0	0	0	0	0	0	0
16.Tripura	2920	0	0	0	0	0	0	0
17.Uttar Pradesh	53	151	3	58	4	0	92	20000
18.Uttarakhand	36	4	0	2	0	0	2	400
19.A & N Islands	0	0	0	0	0	0	0	0
20.Chandigarh	0	0	0	0	0	0	0	0
21.Puducherry	139	0	0	0	0	0	0	0
Total	18,744	2,198	258	282	29	0	2,145	2,77,450

0 = Nil

10. Limitations

This Act extends to the whole of India and applies to every motor transport undertaking employing five or more workers in all the States / Union Territories in the country. As such all the States / Union Territories in the country are under obligation to submit the returns by stipulated date to the Labour Bureau. However, there are number of States/Union Territories which have not submitted the returns by stipulated time despite repeated reminders thereby resulting into delay in bringing out the report.

The present report is based on the information received from 18 States and 3 Union Territories. The other States / Union Territories have either not submitted the returns or have submitted defective/inconsistent figures. Arunachal Pradesh, Andhra Pradesh, Chhattisgarh, Madhya Pradesh, Maharashtra, Manipur and West Bengal (not submitted) Jharkhand (submitted but defective) were among them. Similarly, the review does not include information pertaining to Mizoram, Nagaland, Sikkim, Dadra & Nagar Haveli, Daman & Diu, Lakshadweep and Delhi as the Act has not been implemented or administered in these States / Union Territories.