

**LABOUR WELFARE SUB COMPONENT
UNDER THE HUMAN RESOURCE
DEVELOPMENT SCHEME
OF THE RUBBER BOARD**



**LABOUR WELFARE
MEASURES**

2018-2020

A. EDUCATIONAL STIPEND SUB COMPONENT

Under this sub component, the following schemes are implemented by Board to encourage academic performance of children of workers in rubber plantation sector.

A.1 Educational Stipend for children of rubber plantation workers

A.2 Merit Award for children of rubber plantation workers

A.3 Cash Award for exceptional achievement of children of rubber plantation workers in sports, games and arts.

A.1 Educational Stipend for children of rubber plantation workers

1. Introduction

The scheme is to provide financial assistance to the children of workers in the rubber plantation sector who are pursuing higher education. The assistance include educational stipend and monthly hostel fees for a maximum period of eight months.

2. Definition

a) **Small Holding** means any rubber plantation area admeasuring not less than 0.40 ha having not less than 150 regularly tapped rubber trees and **Large holding** means any rubber plantations which is covered under the Plantations LabourAct,1951

b) **Workers** mean

- i) Rubber tappers engaged in tapping throughout the year and having a minimum of one year experience in small holdings/ large holdings preceding the date of submission of application or
- ii) General workers/non-supervisory workers of large holdings/ workers of the rubber factory situated in the large holdings, having an experience of at least one year or

- iii) Workers who are presently employed in the Group Processing Centre's(GPC) under Rubber Producers societies(RPs) or tappers presently enrolled in tapper's bank under RPs and who have an experience for at least an year

c) **Workers** do not include:

- i) Who is employed in small holdings owned by the worker/ spouse/parents/sons/unmarried daughters and applicant's or spouse's close blood relatives or
- ii) Whose total wages exceed Rs.15,000/- per month.

d) **Children of workers** in rubber plantation mean:

- i) Children who are wholly dependent on those workers coming under the definition clause 2 (b)or
- ii) Brother/sister/grand child of worker wholly dependent on him provided that the parents of such brother/sister/grandchild are not alive, or incapacitated to do any work due to old age or remaining unemployed owing to prolonged illness, or an orphan adopted and dependent on the worker.

e) **Student worker** means a person above 18 years of age, who is pursuing higher education and working in small holdings other than small holdings owned by the applicant/spouse/parents and applicant's or spouse's close blood relatives or who is presently working in the Group Processing Centre under Rubber Producer's society and who have an experience for at least an year.

f) **Course** means full time/regular course/correspondence course pursued by the children/student in schools/colleges/institutions (government/private)/universities recognised by state Government/ Central Government.

g) **Hostel** means hostel attached to or which is approved by the schools/colleges/institutions.

h) **Educational Stipend** means lump sum grant paid for one academic session of course together with hostel fees.

i) **Institution** means any educational institution (recognised by the Government or University)

- j) **Academic session** means the period between commencement and completion of each academic year of a course or the period consisting of two consecutive semesters in the same academic year of a course as applicable.

3. Quantum of stipend

The courses under the scheme are categorised into five groups and the amount fixed as educational stipend is as follows. Professional degree means all degree courses relating to engineering, medicine, nursing, law, journalism, education, MBA, MCA, CA/ICWA and other professional/technical degree courses which are approved by All India Council for technical education (AICTE) or Medical Council of India (MCI) or University Grants Commission(UGC).

Sl. no.	name of course	Educational stipend for one academic session(Rs.)	monthly Hostel Fee (Rs.)
1	Class XI & XII or equivalent	2500	700
2	Degree	3000	800
3	Post Graduation/M.Phil	3500	800
4	Professional/Technical		
	a Certificate (one year)	2500	700
	b Diploma	4000	800
	c Degree	8000	900
	d Post Graduation/M.Phil	9000	900
5	e Ph D/Post Doctoral course	10000	1000

Children of women tappers or tappers enrolled in tapper's bank under RPS, are eligible for an additional amount of Rs.1000/-as educational stipend for an academic session.

If the quantum of educational stipend exceeds Rs.5000/- per year, the same shall be granted based on the field verification report to ascertain the genuineness of employment of applicant. For semester wise courses,

(in case, the total amount exceeds Rs.5000/- in an year) field verification has to be conducted only at the time of initial submission of application for that academic session.

4. Conditions

Educational stipend is awarded to the children of workers and student worker as defined under clause 2 (d) and 2(e) respectively subject to following conditions:

- i) Educational stipend is limited to two children and is for attending a single course at a time and cannot be claimed again for the same course except if the course is discontinued due to ill health and is continued/pursued in the next year. The reason for discontinuance due to ill health is to be certified by the Principal/ head of the institution concerned.
- ii) The amount of educational stipend is fixed for one academic session. For courses following semester system, proportionate educational stipend can be paid for each semester on submission of application with relevant documents in time.
- iii) Hostel fees to a maximum period of eight months in an academic session or actual course period whichever is less would be reimbursed at the stipulated rates. For courses following semester system, maximum of four months hostel fees for each semester at the stipulated rates can be reimbursed upon production of hostel fee receipt.
- iv) The student who receives scholarship or stipend from any other sources will be eligible for this stipend.
- v) Children who are continuing their studies after the death/ permanent disability of the worker, the payment of educational stipend shall be continued, till the completion of the said course, provided such children have availed educational stipend for atleast once for that course before the said event. In such cases children have to submit attested copy of hall ticket with application form for availing educational stipend during further years.
- vi) If both the parents are workers (as defined in sub clause 2(b) of educational stipend as mentioned above) the application for educational stipend shall be submitted only by any one of them.

5. Mode of Application

The application for claiming educational stipend shall be submitted by the worker in the prescribed form available free of cost from the Rubber Board Head Office at Kottayam or from Regional Offices of the Board.

Applications for the Classes XI and XII should be submitted only after two months from the date of commencement of the course but before 28th February of that academic session. For all other courses, the application should be submitted within four months from the date of issuance of hall ticket of the annual/semester examination concerned.

In semester system, application has to be submitted within 4 months from the date of issuance of hall ticket. This can be either

- i) separately for each semesters of the academic sessions or
- ii) Yearly by combining together two semesters of the same academic sessions.

(In the latter case, application has to be submitted within 4 months of date of issuance of hall ticket for second semester in the same academic session.)

For courses following semester system, proportionate educational stipend for each semester will be paid on submission of application along with relevant documents/certificates in time. If there is no specific hall ticket issued for any examination of a course, the application should be submitted within three months from the date of issuance of mark list/course certificate issued by the Universities/ authorities concerned.

In case, the date of issuance is not mentioned in the hall ticket, the application can be accepted by considering that the semester examination is conducted during

November /April(unlessno convincing documents are submitted) and month wise calculation is to be taken for reckoning the time limit of submission of application .

Application should reach the Dy. Rubber Production Commissioner/ Development Officer of the Regional Office having jurisdiction over the small holdings/large holdings including factories in large holdings/RPs in which the worker is employed.

The application form along with documents submitted pertaining to the scheme shall be kept for 5 years from the date of receipt of application and thereafter it shall be weeded out.

6. Documents to be submitted

The following documents are to be submitted along with the application form for educational stipend.

- a) Employment certificate in the prescribed form certified by the employer of the small holding/large holding specifying the nature of work, area of work, wages, service period, permit/ registration number issued by board and address of the employer. If permit/ registration number is not available with the employer of small holdings, the employment details has to be certified by the president of the Rubber Producers society(RPs) concerned. For workers in the Group Processing Centres of the Rubber Producers societies/ tappers in the tappers bank, the employment certificate has to be countersigned by Field Officers/Technical Officers of the Regional Office concerned. If the Rubber Board Officer certifies the employment certificate and other details specified in the application, or based on the inspection report, the sanctioning authority can waive the requirement of employment certificate from the employer/RPS President.
- b) Certificate in the prescribed form with signature and seal from the Head of the institution.
- c) Actual boarding/hostel fee receipt. Hostel fee receipt to be countersigned by the Head of the Institution in case student is residing in hostel approved by the educational institutions. An original certificate from Head of institution/ Principal specifying the amount remitted as hostel fee by the applicant can also be accepted instead of hostel fee receipt.
- d) A certificate from the elected member of the Local Bodies/ President of Rubber Producer's society concerned is to be submitted showing the dependency of the children to the applicant, in case where the father and mother of the children are not alive or incapacitated to do any work.

- e) Photocopy of the hall ticket duly attested by the Gazetted Officer/ Rubber Board Officer except for students studying in Class XI and XII.
- f) Copy of Aadhar card

Note: _____

1. Applications submitted without complying with the formalities as required in the scheme will be summarily rejected.
2. All amendments, additions/deletions that may be subsequently made thereto by the Board from time to time shall be part of this scheme rule. The Executive Director has the power to suitably modify the Scheme rule and may suitably relax terms and conditions in favour of workers for the payment of educational stipend in genuine cases.
3. In case of any dispute, the decision of the Executive Director , Rubber Board shall be final and binding on the applicants.
4. Stipend may be withdrawn at any time or suspended for such period as the Executive Director of the Board may think fit. The Executive Director, Rubber Board shall have the right to recover the amount granted under the scheme wholly or partly, if the claim is subsequently found to be based on misrepresentation of facts/guilty of misconduct or fail to make satisfactory progress in his and her studies.
5. Old applications already pending with the Board for the payment of educational stipend shall be disposed of in accordance with the instruction issued from time to time.

A 1.1 Educational Stipend For Children Of Rubber Plantation Workers In The North Eastern Region

1) Definition

- a) **Small holdings** mean the rubber plantation area admeasuring not less than 0.40ha, having not less than 150 regularly tapped rubber trees in which the Rubber Plantation Development scheme of the Rubber Board has been implemented.
- b) **Large holdings** mean any rubber plantation area covered under the Plantations Labour Act,1951 to which Rubber Plantation Development scheme of the Rubber Board has been extended.
- c) **Worker** means
 - i) A Rubber tapper who after completion of SDITT/TTS course conducted by the Rubber Board has been engaged in tapping work throughout the year in small holdings or large holdings and with minimum one year experience before the date of submission of application or
 - ii) General workers/non- supervisory workers of large holdings / workers of the Rubber factory situated in the large holdings, having an experience of at least one year or
 - iii) Workers who are presently employed in the Group Processing Centres under Rubber Producers societies(RPs) or tappers presently enrolled in tappers bank under RPs, and who have an experience for at least an year
- d) **Worker** does not include
 - i) Who is employed in small holdings owned by the worker/ spouse/parents/sons/unmarried daughters and applicant's/ spouse's close blood relatives and
 - ii) Whose total wages exceeds Rs.15,000/- per month.
- e) **Owner tapper** means a woman tapper who after the completion of SDITT/TTS course conducted by the Rubber Board has been engaged in tapping work throughout the year in own small holdings having an area up to 2 ha for atleast one year.
- f) **Children of Workers**, student worker, Course, Hostel, Educational Stipend, Institution would be same as defined in educational stipend for children of rubber plantation workers (A.1) under Definition 2 d,2 e, 2 f, 2 g, 2 h and 2i respectively.

In northeastern Region, the Rubber tapper, student worker, owner tapper who has undergone SDITT/TTS course conducted by the Rubber Board are only eligible to apply.

2) Quantum of Stipend

As explained in sub clause 3 of educational stipend for children of rubber plantation workers(A .1).

3) Conditions

educational stipend is awarded to the Children of Worker, owner tapper, student worker subject to the conditions explained in sub clause 4 (i to vi) of educational stipend for children of rubber plantation workers (A.1)

4) Mode of Application

As explained in sub clause 5 of educational stipend (A.1).

5) Documents to be submitted

the following documents are to be submitted along with the application form for educational stipend:

- a) Employment certificate in the prescribed form certified by the employer of the smallholding/large holding specifying the nature of work, area of work, wages, service period and address of the employer. In case of workers in small holding and for owner tapper, it can be certified by the president of the Rubber Producers society(RPs) concerned. For workers in the Group Processing Centres of the Rubber Producers societies/tappers in the tappers bank, the employment certificate has to be countersigned by Field Officers/Technical Officers of the Regional Office concerned. If the Rubber Board Officer certifies the employment certificate and other details specified in the application, or based on the inspection report, the sanctioning authority can waive the requirement of employment certificate from the employer/RPS President.
- b) Certificate received after completing the tappers training course under SDITT/TTS conducted by the Rubber Board or any document issued by the Rubber Board which certifies as a tapper.
- c) Copy of permit/registration certificate issued for the small holdings/large holdings by Rubber Board or any document showing permit number and area, issued by the Board.

- d) Certificate in the prescribed form with signature and seal of the Head of the Institution
- e) Actual boarding/hostel fee receipt. Hostel fee receipt to be countersigned by the Head of the Institution in case student is residing in hostel approved by the educational institution. An original certificate from Head of institution/ Principal specifying the amount remitted as hostel fee by the applicant can also be accepted instead of hostel fee receipt.
- f) A certificate from the elected member of the Local Bodies/ President of Rubber Producer's society concerned is to be submitted showing the dependency of the student to the applicant, in case where the father and mother of the children are not alive or incapacitated to do any work.
- g) Photocopy of the hall ticket/admit card duly attested by the Gazetted Officer/Rubber Board officer except for students studying in Class XI and XII.
- h) Copy of Aadhar card
- i) Any document showing relationship of the applicant with children.

Note:

1. Applications submitted without complying with the formalities as required in the scheme will be summarily rejected.
2. All amendments, additions/deletions that may be subsequently made thereto by the Board from time to time shall be part of this scheme rule. The Executive Director has the power to suitably modify the Scheme rule and may suitably relax terms and conditions in favour of workers for the payment of educational stipend in genuine cases.
3. In case of any dispute, the decision of Executive Director, Rubber Board shall be final and binding on the applicants.
4. Stipend may be withdrawn at any time or suspended for such period as the Executive Director of the Board may think fit. The Executive Director, Rubber Board shall have the right to recover the amount granted under the scheme wholly or partly, if the claim is subsequently found to be based on misrepresentation of facts/guilty of misconduct or fail to make satisfactory progress in his and her studies.
5. old applications already pending with the Board for the payment of educational stipend shall be disposed of in accordance with the instruction issued from time to time.

A.2 Merit Award for Children of Rubber Plantation Workers

1. Introduction

the objective of the scheme is to provide encouragement for academic excellence by giving financial assistance to meritorious children of rubber plantation workers studying in recognised institutions.

2. Definition

small and large holdings, Worker, Children of worker, student worker and Course carry the same definition as used in Educational stipend for children of rubber plantation workers (A.1) under Definition 2 a, 2 b &c, 2 d, 2 e, 2 f respectively

3. Quantum of merit award

Merit Award will be granted to children of Workers/student workers who have passed the course by scoring minimum aggregate percentage of marks/grade as prescribed below along with the eligible amount for each course.

Sl. N	name of course	minimum Aggregate marks/grade	Amount (Rs.)
1	SSLC or equivalent	60% or B grade	2000
2	Plus two or equivalent	60% or B grade	2500
3	Degree Course	60% or B grade	3500
4	Post Graduate Course	60% or B grade	4500
5	Professional/technical Course		
	a) Certificate Course (one year)	60% or B grade	2500
	b) Diploma Course	60% or B grade	3500
	c) Degree Course	60% or B grade	6000
	d) Post Graduate Degree Course	60% or B grade	7000

Note:

Any dispute with regard to the course shall be decided by Executive Director, Rubber Board and shall be final.

4. Mode of application

The application for claiming Merit Award shall be submitted by the worker in the prescribed form available from the Rubber Board Head Office at Kottayam or from all Regional Offices of the Board, free of cost. If both the parents are workers (as defined in sub clause 2(b) of educational stipend (A1), the application for merit award shall be submitted only by any one of them. Application for Merit Award shall be submitted in the prescribed form within 6 months from the date of publication of the result of the course for which the Merit Award is claimed. Application should reach the Dy. Rubber Production Commissioner/Development Officer of the Regional Office having jurisdiction over the small/large holdings and factories in large holdings/RPs in which the Worker/student Worker is employed. If the quantum of Merit Award exceed Rs.5000/-per year, the same shall be granted only based on the field verification report to ascertain the genuineness of employment of applicant.

The application form along with documents submitted pertaining to the scheme shall be kept for 5 years from the date of receipt of application and thereafter it shall be weeded out.

5. Documents to be submitted

The following documents are to be submitted along with the application form for Merit Award:

- a) Employment certificate in the prescribed form certified by the employer of the smallholding/large holding specifying the nature of work, area of work, wages, service period, permit/registration number issued by board and address of the employer. If permit/ registration number is not available with the employer of the small holdings, the employment details has to be certified by the president of the Rubber Producers Society(RPS) concerned. For workers in the Group Processing Centres of the Rubber Producers Societies(RPS)/tappers in the tappers bank under RPS, the employment certificate has to be countersigned by Field Officers/Technical Officers of the Regional Office concerned. If the Rubber Board Officer certifies the employment certificate and other details specified in the application, or based on the inspection report, the sanctioning authority can waive the requirement of employment certificate from the employer/RPS President.

- b) A certificate from the elected member of the Local Bodies/ President of Rubber Producer's Society concerned is to be submitted showing the dependency of the children to the applicant, in case where the father and mother of the children are not alive or incapacitated to do any work.
- c) Photocopy of the mark list /provisional certificate of the respective courses, attested by a Gazetted Officer or by any officer in the Rubber Board service.
- d) Copy of Aadhar card

Note: _____

1. Applications submitted without complying with the formalities as required in the scheme will be summarily rejected.
2. Merit award may be withdrawn at any time or suspended for such period as the Executive Director of the Board may think fit. The Executive Director, Rubber Board shall have the right to recover the amount granted under the scheme wholly or partly, if the claim is subsequently found to be based on misrepresentation of facts/ guilty of misconduct or fail to make satisfactory progress in his and her studies.
3. All amendments, additions/deletions that may be subsequently made thereto by the Board from time to time shall be part of this scheme rule. The Executive Director has the power to suitably modify the Scheme rule and may suitably relax terms and conditions in favour of workers for the payment of merit award in genuine cases.
4. In case of any dispute, the decision of Executive Director, Rubber Board shall be final and binding on the applicants.
5. Old applications already pending with the Board for the payment of merit award shall be disposed of in accordance with the instruction issued from time to time.

A.2.1 Merit award for children of Rubber Plantation Workers in North Eastern Region

1. Definition

Small holdings, Large holdings, Worker, owner tapper, Children of Workers, Student Worker and Course are defined as given in Definition 1(a), 1(b), 1(c&d), 1(e), 1(f) of Educational Stipend for children of Rubber Plantation workers in north eastern Region A.1.1

Merit Award will be granted to children of Worker/owner tapper, student worker and the quantum of merit award, mode of application should be same as explained in subclauses 3 and 4 of the aforesaid Merit Award for children of Rubber Plantation workers A.2.

2. Documents to be submitted

The following documents are to be submitted along with the application form for Merit Award :

- a) Employment certificate in the prescribed form certified by the employer of small holding/large holding specifying the nature of work, area of small holding, wages, service period and address of the employer. In case of workers in small holdings and for Owner tapper, it can be certified by the president of the Rubber Producers societies(RPs) concerned. For workers in the Group Processing Centres of the Rubber Producers societies/tappers in the tappers bank, the employment certificate has to be countersigned by Field Officers/Technical Officers of the Regional Office concerned. If the Rubber Board Officer certifies the employment certificate and other details specified in the application, or based on the inspection report, the sanctioning authority can waive the requirement of employment certificate from the employer/RPS President.
- b) Certificate received after completing the tappers training course under SDITT/TTS conducted by the Rubber Board or any document issued by the Rubber Board which certifies as tapper.
- c) A certificate from the elected member of the Local Bodies/ President of Rubber Producer's society concerned is to be submitted showing the dependency of the children to the applicant, in case where the father and mother of the children

are not alive or incapacitated to do any work.

- d) Copy of permit/registration certificate issued for the small/large holdings by Rubber Board or any document showing permit number and area issued by the Board.
- e) Photocopy of the mark list/certificate of the respective examination, attested by a Gazetted Officer or by any officer in the Rubber Board service.
- f) Copy of Aadhar card
- g) Any document showing the relationship of the applicant with children.

Note:

1. Applications submitted without complying with the formalities as required in the scheme will be summarily rejected.
2. Merit award may be withdrawn at any time or suspended for such period as the Executive Director of the Board may think fit. The Executive Director, Rubber Board shall have the right to recover the amount granted under the scheme wholly or partly, if the claim is subsequently found to be based on misrepresentation of facts/ guilty of misconduct or fail to make satisfactory progress in his studies.
3. All amendments, additions/deletions that may be subsequently made thereto by the Board from time to time shall be part of this scheme rule. The Executive Director has the power to suitably modify the Scheme rule and may suitably relax terms and conditions in favour of workers for the payment of merit award in genuine cases.
4. In case of any dispute, the decision of Executive Director, Rubber Board shall be final and binding on the applicants.
5. old applications already pending with the Board for the payment of merit award shall be disposed of in accordance with the instruction issued from time to time.

A.3. Cash Award for Exceptional Achievement of Children of Rubber Plantation Workers in Sports/Games and Arts

1. Introduction

The objective of the scheme is to provide encouragement for exceptional achievement in arts and sports/games by giving financial assistance to the meritorious children of rubber plantation workers studying in the recognized institutions.

2. Definitions

Cash award means the award given in cash as listed in clause 3(Quantum of cash award in Arts/sports/games)of this scheme rule to the children of rubber plantation workers for their highest level of achievement in various events in sports/games and arts competitions conducted for them by the educational authorities of the state/central government during the academic year.

Small and large holdings, Worker, Children of worker in rubber plantations, Student worker and Institution are defined as given in Educational Stipend for children of rubber plantation workers(A .1) under Definition 2 a, 2 b&c, 2 d,2 e,2i respectively.

3. Quantum of cash award in Arts/Sports/games

Level of Achievement in Arts/Sports/Games	Amount (Rs)
Winning 1st place at District school/University Competitions	4000
Winning 2nd place at District school/University Competitions	3500
Winning 1st place at state school /Inter University Competitions	5000
Winning 2nd place at state school/ Inter University Competitions	4500
Winning 1st place at national school/All India University Competitions	6000
Winning 2nd place at national school/All India University competitions	5500

4. Conditions

Children of workers in the age group of 10 to 23 years and studying in class V and above in schools/ colleges recognized by the government/university in the country and student Worker are eligible. If both parents are workers as defined in sub clause 2(b) of educational stipend schemes (A1), the application should be submitted by one among them.

Separate cash awards are given for the exceptional performance for the children of workers in various events conducted by the educational authorities of schools/ universities, limited to a maximum of three events per academic year for a worker.

Children who win competitions in various levels will be awarded only for the highest level of achievement for that event in an academic year. If the Children has an opportunity to compete in higher levels of competition then the application has to be submitted after competing in the highest level of competition in that event in that academic year. The Children who win first prize or second prize in District (Revenue District) level, state level, national level competitions held by the educational authorities of the state/central government during the academic year are eligible to apply under the scheme.

The cash award shall be granted only after the receipt of inspection report regarding the employment details of the applicant.

Winner in sports and games/arts above national level competitions, by the children of workers will be given special cash awards as decided by the Executive Director on receipt of the applications with relevant documents.

5. Mode of Application

The application for claiming cash award shall be submitted by the worker in the prescribed form available free of cost from the Rubber Board Head Office at Kottayam or from Regional Offices of the Board. If both the parents are workers (as defined in sub-clause 2(b) of educational stipend(A1)), the application shall be submitted only by any one of them. Application claiming for cash award shall be submitted to the Asst. Director(LM), Labour Welfare Division, Rubber Board, HO, Kottayam 686 002 in the prescribed form within 6 months of the completion of the academic year or within 6 months of the announcement/receipt of the

award/certificate of the item in the highest level of that event for which the children has participated, along with the documents mentioned hereunder.

The application form along with documents submitted pertaining to the scheme shall be kept for 5 years from the date of receipt of application and thereafter it shall be weeded out.

6. Documents to be submitted

- i) The applications submitted should be accompanied by photocopy of the certificate of excellence in sports/ games and arts awarded along with the press clippings if any, attested by a Gazetted Officer or any officer in Rubber Board service.
- ii) Employment certificate as specified in sub clause 6(a) of the educational stipend for Rubber Plantation Workers A.1.
- iii) Certificate in the prescribed form with signature and seal from the Head of the Institution
- iv) Copy of Aadhar card

Note:

- 1. Applications submitted without complying with the formalities as required in the scheme will be summarily rejected.
- 2. Cash award may be withdrawn at any time or suspended for such period as the Executive Director of the Board may think fit. The Executive Director, Rubber Board shall have the right to recover the amount granted under the scheme wholly or partly, if the claim is subsequently found to be based on misrepresentation of facts/ guilty of misconduct or fail to make satisfactory progress in his/ her studies.
- 3. All amendments, additions/deletions that may be subsequently made thereto by the Board from time to time shall be part of this scheme rule. The Executive Director has the power to suitably modify the Scheme rule and may suitably relax terms and conditions in favour of workers for the payment of cash award in genuine cases.
- 4. In case of any dispute, the decision of Executive Director, Rubber Board shall be final and binding on the applicants.
- 5. old applications already pending with the Board for the payment of cash award shall be disposed of in accordance with the instruction issued from time to time.

A.3.1 Cash Award For Exceptional Achievement Of Children Of Rubber Plantation Workers In Sports/Games And Arts In North Eastern Region

1. Definition

Small holdings, Large holdings, Worker, owner tapper, Children of Workers, Student Worker and Course are defined as given in Definition 1(a),1(b),1(c & d), 1(e), 1(f) of Educational Stipend for children of Rubber Plantation workers in north eastern Region A.1.1

Cash award for exceptional achievement will be granted to children of Worker/owner tapper, student worker and the quantum of cash award, mode of application etc should be same as explained in sub clauses 3 and 5 of the aforesaid Cash Award for exceptional achievement to children of Rubber Plantation workers A.3.

2. Documents to be submitted

The following documents are to be submitted along with the application form for Cash Award for exceptional achievement:

- a) Employment certificate in the prescribed form certified by the employer of small holding/large holding specifying the nature of work, area of small holding, wages, service period and address of the employer. In case of workers in small holdings and for Owner tapper, it can be certified by the president of Rubber Producers societies (RPs) concerned. For workers in the Group Processing Centres of the Rubber Producers societies/tappers in the tappers bank, the employment certificate has to be countersigned by Field Officers/Technical Officers of the Regional Office concerned. If the Rubber Board Officer certifies the employment certificate and other details specified in the application, or based on the inspection report, the sanctioning authority can waive the requirement of employment certificate from the employer/RPs President.
- b) Certificate received after completing the tappers training course under SDITT/TTS conducted by the Rubber Board or any document issued by the Rubber Board which certifies as tapper.

- c) A certificate from the elected member of the Local Bodies/ President of Rubber Producer's society concerned is to be submitted showing the dependency of the children to the applicant, in case where the father and mother of the children are not alive or incapacitated to do any work.
- d) Copy of permit/registration certificate issued for the small/large holdings by Rubber Board or any document showing permit number and area issued by the Board.
- e) Photocopy of the certificate of excellence in sports/games and arts awarded along with the press clippings if any, attested by a Gazetted Officer or any officer in Rubber Board service.
- f) Copy of Aadhar card.
- g) Any document showing the relationship of the applicant with children.

Note: _____

1. Applications submitted without complying with the formalities as required in the scheme will be summarily rejected.
2. Cash award may be withdrawn at any time or suspended for such period as the Executive Director of the Board may think fit. The Executive Director, Rubber Board shall have the right to recover the amount granted under the scheme wholly or partly, if the claim is subsequently found to be based on misrepresentation of facts/ guilty of misconduct or fail to make satisfactory progress in his/her studies.
3. All amendments, additions/deletions that may be subsequently made thereto by the Board from time to time shall be part of this scheme rule. The Executive Director has the power to suitably modify the Scheme rule and may suitably relax terms and conditions in favour of workers for the payment of cash award in genuine cases.
4. In case of any dispute, the decision of Executive Director, Rubber Board shall be final and binding on the applicants.
5. Old applications already pending with the Board for the payment of cash award shall be disposed of in accordance with the instruction issued from time to time.

B. MEDICAL ATTENDANCE SUB COMPONENT

Under this sub component, the following schemes are implemented by Board to provide reimbursement of expenses incurred for medical treatment by tappers in the unorganized sector (small holdings) of rubber plantations, tappers enrolled in tappers bank under Rubber Producers society as well as by workers in GPC.

B.1 Scheme for reimbursement of medical expenses for minor diseases

B.2 Scheme for reimbursement of medical expenses for major diseases

B.3 Financial assistance for sterilization operation

Definition

- a) **Small Holding** means any rubber plantation area admeasuring not less than 0.40 ha having not less than 150 regularly tapped rubber trees and not covered under the Plantations Labour Act, 1951.
- b) **Worker** means
 - i) Rubber tappers engaged in tapping throughout the year, having a minimum of one year tapping experience in small holdings or
 - ii) Workers who are presently employed in the Group Processing Centres under Rubber Producers societies and who have an experience for at least an year or
 - iii) Tappers presently enrolled in tappers bank under Rubber Producers society and who have an experience of at least an year or
 - iv) student worker above 18 years of age, pursuing higher education, and employed as a worker in small holdings or who is presently working in the Group Processing Centres

under Rubber Producer's societies and having one year experience.

c) **Workers** does not include:

- i) Who is employed in small holdings owned by the worker/ spouse/parents/sons/unmarried daughters and applicant's/ spouse's close blood relatives or
- ii) Whose total wages exceeds Rs.15,000/- per month.

d) **Illness** means illness for a minimum duration of five days duly certified by a Medical Practitioner or Medical Officer of a recognized hospital in the case of Allopathic treatment and from a Registered Medical Practitioner of a Government Ayurvedic Hospital or recognized hospital in case of Ayurvedic treatment. The period of illness would include the period of rest prescribed by the doctor as essential for full recovery before re-joining duties.

B.1 Scheme for reimbursement of medical expenses for minor diseases

I. Quantum of medical assistance

The quantum of reimbursement for the different categories is as mentioned below:

Sl. No	Category	Amount (Rs)
1	Workers as defined in definition (b)	5000/-
2	Tappers enrolled in the Tappers Bank under RPSs and tappers belongs to SC/ST Category	7000/-
3	Woman Tappers	7500/-

The above amount includes the entitlement for a worker to claim a maximum of Rs. 1500/- (Rupees One thousand and five hundred only) @ Rs.100/- per day for a maximum of fifteen days during an year in lieu of loss of wages arising from hospitalization/rest from employment as advised by the Medical Practitioner provided he has not worked and has not received wages during that period. Consultation fee is to be included in the above amount, limited to a maximum of two consultations per ailment and the maximum amount for each consultation is Rs.150/- or actual bill submitted.

2. Conditions

- i) This scheme is to reimburse the medical expenses incurred by worker for illness.
- ii) The worker should have rendered a minimum of 90 days of work during the preceding 12 months of the date of submitting the application.
- iii) Bills relating to purchase of medicines and bills relating to lab charges should be produced in original together with the prescription of a registered medical practitioner concerned, in support of their claims. In the case of bills from recognized and reputed hospitals, prescription need not be insisted upon. However in such medical bills, the name of the applicant has to be mentioned. Suka chikilsa not covered in Ayurvedic treatment.
- iv) A medical certificate can either be in the prescribed application form or as a certificate from a registered medical practitioner showing the nature and duration of illness of the worker including rest period. However the sanctioning authority can waive the requirement of said certificate, if the applicant has been admitted (for a minimum continuous period of five days) in a recognised and reputed hospital and proper discharge certificate and medical bills are enclosed with application submitted.
- v) If the applicant passes away before receiving the sanctioned assistance, the spouse/nominee otherwise the dependants shall be entitled for getting the eligible amount under the scheme subject to the production of family membership certificate or equivalent certificate.

3. Mode of application

- a) The application shall be submitted by the worker in the prescribed form available free of cost from the Rubber Board Head Office at Kottayam or from Regional Offices of the Board.
- b) Claims under the scheme will have to be submitted before the Dy. Rubber Production Commissioner/Development Officer of the Regional Office having jurisdiction over the small holdings in which the worker is employed, within 3 months of the date of commencement of treatment or date of discharge from the hospital. (In case illness is prolonged for more than 3 months, the first claim should be submitted within 3 months and

subsequent claims in every 3months).

4. Documents to be submitted

The following documents are to be submitted along with application for medical attendance.

- a) Employment certificate in the prescribed form certified by the employer of the small holding specifying the nature of work, area of work, wages, service period, permit/registration number issued by board and address of the employer. If permit/registration number is not available with employer, the employment details has to be certified by the president of the Rubber Producers society (RPs) concerned. For workers in the Group Processing Centres of the Rubber Producers societies/tappers in the tappers bank, the employment certificate has to be countersigned by Field Officers/Technical Officers of the Regional Office concerned. If the Rubber Board Officer certifies the employment certificate and other details specified in the application, or based on the inspection report, the sanctioning authority can waive the requirement of employment certificate from the employer/RPs President. In the event of any doubt regarding the genuineness of application, the same may be got verified by the sanctioning authority.
- b) Medical Bills/bills relating to lab charges and consultation charges should be produced in original. If such bills are from a recognised and reputed hospital, it needn't be countersigned by the doctor concerned, otherwise it shall be countersigned. Prescription of medical practitioner as mentioned in sub clause 2(iii).
- c) A certificate from the doctor concerned as mentioned in sub clause 2(iv)
- d) A certificate from the medical practitioner and employer indicating the period of non- employment (including rest period) due to illness.
- e) A certificate from the employer stating that the small holdings in which the worker is working is not covered by the provisions of the Plantations Labour Act, 1951.
- f) Copy of Aadhar card

B.2. Scheme for reimbursement of expenditure for Major Diseases:

I. Conditions:

- a) 'Worker' as defined above (in definition (B(b))) having minimum three years' experience is eligible for reimbursement of medical expenses under this scheme.
- b) The worker should have rendered a minimum of 90 days of work during the preceding 12 months of the date of submitting the initial application.
- c) The expenses incurred for treatment of major diseases like Cancer, tuberculosis, stroke/paralysis, amputation resulting from Diabetes mellitus, chronic diseases affecting brain, heart, kidney or liver etc. would be reimbursed.
- d) The maximum amount eligible to be reimbursed for a worker under the category of major disease is Rs.30,000/- once in 5 years. This amount can be reimbursed wholly or partly, subject to the availability of the original bills. The scheme is extended to the spouse of the worker also in case he/she is wholly dependent on the worker (provided an undertaking is given as to certify the relationship and dependency with the worker). The worker is again eligible to get the benefits under this scheme after a period of five years from the date of submitting the initial application under major disease category.
- e) Applicant/spouse undergoing treatment for major disease should produce the original medical bills and also certificate from the registered medical practitioner to prove it as a major disease.
- f) Field verification to ascertain the genuineness of the employment of the applicant is to be done before sanctioning of the claim.
- g) The worker can claim the benefits under this scheme, in addition to the reimbursement of expenditure incurred for minor disease simultaneously.

Note:

Mode of application and documents to be submitted would be same as defined in scheme for reimbursement of expenditure for minor diseases (B.1). If the application is submitted for the spouse, a document issued by a competent authority to support the same also should be submitted.

B.3. Financial assistance for sterilization operation

1. Introduction

This scheme is applicable to the Rubber tappers in small holdings, workers in GPC or his/ her spouse who have undergone the operation for sterilization.

2. Definition

small Holdings, Rubber tappers and Workers in GPC would be same as mentioned in definition (B(a), B(bi) B(bii) respectively of Medical Attendance sub component (B)

3. Quantum of Assistance

The amount of financial assistance will be Rs. 3000/-

4. Conditions

The applicants who have undergone sterilization operation are required to comply with the following requirements, in addition to the conditions B1(2) under the Medical Attendance sub Component.

1. At the time of operation, the tapper/worker should have at least one surviving child and not more than three children.
2. The worker or his spouse can undergo sterilization operation. If the applicant is a male his age should not be over 50 years and his wife should be between 20 and 45 years of age and in the case of female her age should be between 20 and 45 and her husband should be below 50 years of age.
3. The benefit will be granted only to either husband or wife.
4. The sterilization operation should be conducted in a Hospital recognized by the Government for the purpose and the claim should be supported with a certificate in the prescribed form from the same hospital.
5. The applications should be submitted in the Regional Office within six months of the sterilization operation.

5. Mode of Application

- a) The application shall be submitted by the worker in the prescribed form available free of cost from the Rubber Board Head Office at Kottayam or from Regional Offices of the Board.

- b) Claims under the scheme will have to be submitted before the the Dy. Rubber Production Commissioner/Development Officer of the Regional Office having jurisdiction over the small holdings in which the worker is employed.

6. Documents to be Submitted

The following documents are to be submitted along with the application for sterilisation

1. statement of the applicant regarding number of his/her children, attested by the Village Officer or a family membership certificate issued by village officer or any equivalent certificate issued by the appropriate authority.
2. Attested copy of age certificate (Ration card, Driving licence, SSLC book, Aadhar card etc).
3. Certificate regarding the operation in the prescribed form issued by the medical officer or of the hospital in which the applicant was operated.
4. For workers in the Group Processing Centres of the Rubber Producers societies/tappers in the tappers bank, the employment certificate has to be countersigned by Field Officers/Technical Officers of the Regional Office concerned. For tappers in small holdings, employment certificate has to be certified by the employer/RPS president concerned.
5. Copy of Aadhar card

Note: _____

1. The decision of the Executive Director, Rubber Board shall be final as to whether the applicant is eligible for grant of payment under the scheme.
2. the Executive Director , Rubber Board shall have the right to recover the amount granted under the scheme wholly or partially, if the claim is subsequently found to be based on misrepresentation of facts or fraud.
3. In case of any dispute, the decision of Executive Director , Rubber Board shall be final and binding on the applicants
4. All amendments, additions/deletions that may be subsequently thereto by the Board from time to time shall be part of this scheme

rule. The Executive Director has the power to suitably modify the Scheme rule and may suitably relax terms and conditions in favour of workers for the payment of medical attendance in genuine cases.

5. The application form along with documents submitted pertaining to the scheme shall be kept for 5 years from the date of receipt of application and thereafter it shall be weeded out.

B.I Medical Attendance for Rubber Plantation workers in NE region

1. Introduction

All the three schemes as explained in B1, B2 and B3 is to be implemented in north eastern Region for workers in small holdings and workers in GPC. The scheme B1 and B2 is extended to student workers also.

2. Definition

- a) **Small Holdings** and Student Worker carry the same definition as given in "Definition" 1(a), 1(f) respectively of Educational stipend for children of Rubber Plantation workers in north eastern RegionA.1.1
- b) **Worker** means
 - (bi)A Rubber tapper who after completion of SDITT/TTS course conducted by the Rubber Board has been engaged in tapping work through out the year in small holdings and with minimum one year experience before the date of submission of application or
 - (b ii) Workers who are presently employed in the Group Processing Centres under Rubber Producers societies or tappers presently enrolled in tappers bank under Rubber Producers society, and who have an experience for at least an year.

And

Worker does not include

- i) Who is employed in small holdings owned by the worker/ spouse/ parents/sons/unmarried daughters and applicant's/ spouse's close blood relatives or
- ii) Whose total wages exceeds Rs.15000/- per month.

3. Eligibility

- a) The quantum of medical assistance, conditions, the mode of application etc should be same as explained in sub clause B.1, sub clause B.2 and sub clause B.3 of Medical Attendance sub component respectively.
- b) Medical expenditure incurred for major diseases as mentioned in sub clause B.2 can also be claimed by the worker in the region having minimum three years experience.

4. Documents to be submitted

In addition to the documents mentioned in Medical Attendance sub component (sub. Clause B1, B2, B3) the following are also to be submitted:

- a) Certificate received after completing the tappers training course under SDITT/TTS conducted by the Rubber Board or any document issued by the Rubber Board which certifies as tapper.
- b) Copy of permit/registration certificate issued for the small holdings by Rubber Board or any document showing permit number and area issued by the Board.

Note:

1. The decision of the Executive Director , Rubber Board shall be final as to whether the applicant is eligible for grant of payment under the scheme.
2. The Executive Director , Rubber Board shall have the right to recover the amount granted under the scheme wholly or partially, if the claim is subsequently found to be based on misrepresentation of facts or fraud.
3. In case of any dispute, the decision of Executive Director , Rubber Board shall be final and binding on the applicants
4. All amendments, additions/deletions that may be subsequently made thereto by the Board from time to time shall be part of this scheme rule. The Executive Director has the power to suitably modify the Scheme rule and may suitably relax terms and conditions in favour of workers for the payment of medical attendance in genuine cases.
5. The application form along with the documents submitted pertaining to the scheme shall be kept for 5 years from the date of receipt of application and thereafter it shall be weeded out.

C. Housing Subsidy for Rubber Plantation Workers

1. Introduction

The scheme is to provide financial assistance to construct a new dwelling house in their own land for workers in both organized and unorganized sectors of rubber plantations.

2. Definition

- a) **Small holdings** (unorganized sector) mean any rubber plantation area admeasuring not less than 0.75 ha having not less than 200 regularly tapped rubber trees and large holdings(organized sector) means any rubber plantations which is covered under the Plantations Labour Act, 1951.
- b) **Worker** means
 - i) Rubber tappers engaged in tapping throughout the year in small holdings or large holdings and having a minimum of five years experience preceding the date of submission of application or
 - ii) General workers/non-supervisory workers of large holdings / workers of the Rubber factory situated in the large holdings having an experience of at least five years or
 - iii) Workers who are presently employed in the Group Processing Centres(GPC) under Rubber Producers societies(RPs)/ tappers enrolled in tappers bank under Rubber Producers Society and who hold at least five years of experience.
- c) **Worker** does not include:
 - i) Who is employed in small holdings owned by the worker/ spouse/parents/sons/unmarried daughters and applicant's/ spouse's close blood relatives or
 - ii) Whose total wages exceeds Rs.15,000/- per month.

3. Quantum of assistance

The amount of subsidy will be 25% of the estimated cost of construction or the amount as mentioned in the table, whichever is less, provided, the subsidy from the Board and the total assistance from other agencies does not exceed the total cost of construction.

Sl. no.	category	Amount (Rs.)
1	Tappers in small holdings or tapper/general worker/ non-supervisory worker of large holdings/workers of factory in the large holdings	30,000/-
2	Worker in GPC/tappers in tappers bank under RPSs	32,000/-
3	Tappers in small holdings belonging to SC/ST or Woman tapper in smallholdings	35,000/-

4. Conditions for Granting Housing Subsidy

Housing subsidy can be granted to workers (as mentioned in sub clause 2(b) of the aforesaid Definition) subject to the following conditions.

- a) The land on which the house is to be constructed should be either:
 - i) In the absolute ownership and possession of the applicant / spouse or in joint ownership of both applicant and spouse.
 - ii) In the ownership and possession of either applicant's parents or spouse's parents subject to the condition that there is no legal successor or title holder for the said property other than the applicant/spouse.
 - iii) If the land in which the house is to be constructed is allotted by the state Government/authorities concerned or in forest land (pattayam /title is not in favour of the applicant/spouse), in such cases, a certificate from Revenue Authorities/ Tahsildar concerned shall be produced showing the continued possession and enjoyment of land for more than twelve years in the immediate past.

- b) The assistance under housing subsidy scheme shall be granted to the worker only once, during their life time for construction of their new dwelling house. If both the worker and his/her spouse come under sub clause 2(b) of a foresaid definition, the application for housing subsidy shall be submitted only by any one of them.
- c) The worker who receives assistance from any other sources will be eligible for this subsidy but the total assistance does not exceed the total cost of construction.
- d) The worker/spouse should not possess any other house in his/her own name.
- e) The application shall be submitted when the house being constructed reaches the roof level.
- f) Application should be submitted by the worker within the jurisdiction of Regional Office concerned where he is employed.
- g) The house should be constructed with proper foundation, basement and walls etc. The roofing should be either of asbestos sheet, tin sheet, tiles, concrete and the walls with burnt bricks or concrete blocks. However, the above standards are of minimum requirement and there would be no objection to adopt better specification and higher standards.
- h) Field verification to ascertain the genuineness of employment of applicant and regarding the construction of house is to be done before sanctioning the financial assistance.
- i) The financial assistance shall be disbursed as a single payment on completing the structure of the house, after due verification and on receipt of satisfactory report.
- j) There lease of assistance would be subject to the availability of funds for the purpose during the financial year.
- k) The financial assistance will be given in favour of the worker.
- l) The tapper in the unorganized sector(smallholdings) who belong to SC/ST community only are eligible for enhanced rate of subsidy and they should have rendered a minimum period of three years service in smallholdings.

5. Mode of Application

The application for claiming financial assistance under Housing subsidy shall be submitted by the worker in the prescribed form available free of cost from the Rubber Board Head Office at Kottayam or from Regional Offices of the Board. Application should reach the Dy.Rubber Production Commissioner/Development Officer of the Regional Office having jurisdiction over the small/large holdings including factory situated in large holdings/RPs in which the worker is employed.

6. Documents to be Submitted

- a) Attested copy of original title deed or certificate from Revenue authorities/Tahsildar concerned, showing the continued possession and enjoyment of the said land for more than twelve years in case the Pattayam/title deed is not in favour of the applicant.
- b) If the land on which the house is to be constructed is in the ownership and possession of either applicant's parents or spouse's parents, then a certificate(viz., family membership certificate) has to be obtained from village officer or competent authority to show that the title holder has no other legal successor than the applicant/ spouse and also a consent letter from the title holder of the property, giving right to the applicant to reside with his family in the house constructed.
- d) Latest land tax receipt.
- e) Certificate from the Executive Officer of the Local authority concerned/Rubber Board Field Officers stating that the applicant/ spouse does not own any other house.
- f) Certificate showing the building number issued by the local authority/No Objection Certificate received from local authorities signifying the sanction for the construction of the house.
- g) Employment certificate in the prescribed form certified by the employer of the smallholding/large holding specifying the nature of work, area of small holding, wages, service period permit/ registration number issued by the Board and address of the employer. If permit/registration number is not available with

employer of small holding, the employment details has to be certified by the president of Rubber Producers Society(RPS) concerned. For workers in the Group Processing Centres of the Rubber Producers societies/tappers in the tappers bank, the employment certificate has to be counter signed by Field Officers/ Technical Officers of the Regional Office concerned. Separate form is to be submitted in case the applicant is employed in more than one small holding. If the Rubber Board Officer certifies the employment certificate and other details specified in the application or based on the inspection report, the sanctioning authority can waive the requirement of employment certificate from the employer/RPS President.

- h) Latest community/caste certificate of the applicant(for SC/ST category)from the Tahasildar or competent authority.
- i) Copy of Aadhar card

Note: _____

1. Any applicant making forged / false claim is liable to prosecution in addition to recovery of the amount granted.
2. The Executive Director may make amendments to the scheme as regards the rates of assistance and eligibility for assistance in special cases, by recording reasons thereto. The Executive Director may suitably relax the terms and conditions in favour of workers for the payment of financial assistance in genuine cases.
3. In case of any dispute, the decision of Executive Director , Rubber Board shall be final and binding on the applicants
4. All amendments, additions/deletions that may be subsequently made thereto by the Board from time to time shall be part of the scheme rule. The Executive Director has the power to suitably modify the Scheme rule.
5. Old applications already pending with the Board for the payment of housing subsidy shall be disposed of in accordance with the instruction issued from time to time.
6. The application form along with documents submitted pertaining to the scheme shall be kept for 10 years from the date of receipt of application and thereafter it shall be weeded out.

C.I. Housing Subsidy for Rubber Plantation Workers in the North Eastern Region

I. Definition

- a) **Small Holdings** means the rubber plantation area admeasuring not less than 0.75 ha, having not less than 200 tapped rubber trees in which the Rubber Plantation Development scheme of the Rubber Board has been implemented
- ai) **Large holdings** mean any rubber plantation area covered under the Plantations Labour Act, 1951 in which Rubber Plantation Development scheme of the Rubber Board has been implemented.
- b) **Worker** means
 - i) A Rubber tapper who after completion of SDITT/TTS course conducted by the Rubber Board has been engaged in tapping work throughout the year in small holdings or large holdings and with minimum three years' experience before the date of submission of application.
 - ii) General workers/non-supervisory workers of large holdings / workers of the Rubber factory situated in the large holdings having an experience of at least three years.
 - iii) Workers who are presently employed in the Group Processing Centres under Rubber Producers societies/tappers enrolled in tappers bank under Rubber Producers society and who have an experience for at least three years.
- c) **Worker** does not include
 - i) Who is employed in small holdings owned by the worker/ spouse/parents/sons/unmarried daughters and applicants spouse's close blood relatives or
 - ii) Whose total wages exceeds Rs.15,000/- per month.
- d) **Owner tapper** means a woman tapper who after the completion of SDITT/TTS course conducted by the Rubber Board has been engaged in tapping work throughout the year in own small holdings having an area up to 2 ha for at least three years.

2. Conditions for Granting Housing Subsidy

The scheme is applicable to workers coming under sub clause 1(b&c) and workers coming under sub clause 1(d) in the above definitions (C.I.1) as per the conditions mentioned in sub clause 4(a) (i&ii), 4(b) to 4(f), 4(h) to (k) of Housing subsidy for rubber plantation workers (C) in addition to following conditions:

- a) If the land in which the house is to be constructed is allotted by the authorities concerned without proper document or title for the proposed land, in such cases, a certificate from the Nokma/ village headman/Gaonburah/Revenue authorities concerned shall be produced showing the continued possession and enjoyment of land for minimum five years.

3. Quantum of assistance

- a) The house constructed with mud wall/brick/wooden wall/ equivalent and thatched with GI sheet roof/ equivalent roofing will be given 50% of the cost of construction or Rs.35000/- whichever is less subject to the fulfillment of other conditions of the scheme rules.
- b) The house constructed with split bamboo wall/half mud wall with split bamboo wall with or without wooden frames/equivalent and roof thatched with GI roof sheet/equivalent will be given 60% of the cost of construction or Rs.30,000 which ever is less subject to the fulfillment of other conditions of the scheme rules.

The amount of subsidy should be given in such a way that ,the subsidy from the Board and the total assistance from other agencies does not exceed the total cost of construction.

The above standards are of minimum requirement and there would be no objection to adopt better specification and higher standards

4. Mode of Application

The application for claiming financial assistance under housing subsidy shall be submitted in the prescribed form available free of cost from the Office of the Board in the North Eastern region. Application should reach the Dy. Rubber Production Commissioner/ Development Officer of the Regional Office having jurisdiction over

the holdings in which the worker is employed. Application not in the prescribed format shall be summarily rejected.

5.Documents to be Submitted

the following documents are to be submitted along with the application form for housing subsidy.

- a) Attested copy of Parcha/Allotment order from revenue authority.
Any registered deed/title deed showing the ownership of the land in which proposed house is to be constructed. If the land in which the house is to be constructed is in allotment land without proper document for title, in such cases, a certificate from the nokma/Village Headman/Gaonburah/Revenue authorities concerned shall be produced showing the continued possession and enjoyment of land for minimum five years.
- b) Certificate from Nokma/Village Headman/Gaonburah/Local authorities that the applicant/spouse does not possess any other house.
- c) Employment certificate in the prescribed form certified by the employer of the small holding/large holding specifying the nature of work, area of small holding, wages, service period and address of the employer. In case of workers engaged in small holding and for owner tapper, it can be certified by the president of Rubber Producers society(RPs) concerned. For workers in the Group Processing Centres of the Rubber Producers societies/ tappers in the tappers bank, the employment certificate has to be countersigned by Field Officers/Technical Officers of the Regional Office concerned. Separate form is to be submitted in case the applicant is employed in more than one holding. If the Rubber Board Officer certifies the employment certificate and other details specified in the application or on the basis of inspection report, the sanctioning authority can waive the requirement of employment certificate from the employer/RPS President.
- d) A copy of certificate for completing the tappers training course under SDITT/TTS conducted by the Rubber Board or any document issued by the Rubber Board which certifies as tapper.

- e) A copy of permit issued for the holdings by the Rubber Board or any document showing permit number and area issued by the Board.
- f) Copy of Aadhar card

Note:_____

1. Any applicant making forged / false claim is liable to prosecution in addition to recovery of the amount granted.
2. The Executive Director may make suitable amendments to the scheme as regards the rates of assistance and eligibility for assistance in special cases, by recording reasons thereto. The Executive Director may suitably relax the terms and conditions in favour of workers for the payment of financial assistance in genuine cases.
3. In case of any dispute, the decision of Executive Director, Rubber Board shall be final and binding on the applicants
4. All amendments, additions/deletions that may be subsequently made thereto by the Board from time to time shall be part of the scheme rule. The Executive Director has the power to suitably modify the Scheme rule.
5. The application form along with documents submitted pertaining to the scheme shall be kept for 10 years from the date of receipt of application and thereafter it shall be weeded out.

D.Sanitary Subsidy For Rubber Plantation Workers In North Eastern Region

1. Introduction

The objective of the scheme is to maintain better hygienic condition by giving financial assistance for construction of sanitary facilities in their own land to workers both in small holdings and large holdings of Rubber Plantations in north eastern Region.

2. Definition

small holdings, Large Holdings, Worker, owner tapper would be same as defined in Definition (C.I.1) of Housing Subsidy for Rubber Plantation Workers in north eastern Region.

3. Conditions

The scheme is applicable to the workers and owner tappers working in both small holdings and large holdings of rubber plantations in north east region subject to the following conditions.

- i) The land on which the latrine is proposed to be constructed should be in the ownership and possession of the applicant/ spouse or joint ownership of applicant and spouse or it should be constructed as a part of existing house in their own land and which does not already have a latrine or it should be part of a new house.
- ii) The applicant/spouse should have an existing house or a house under construction in their own land.
- iii) The applicant/spouse should not at present possess a latrine
- iv) The latrine should be newly and permanently constructed with proper foundation, cement basement, cement/porcelain closet and with proper concrete rings in the pit with standard size. The latrine should be constructed either with mud wall/brick/wooden wall/equivalent and thatched with GI sheet roof/equivalent

roofing. The above standards are of minimum requirement and there would be no objection to adopt better specification and higher standards

- v) The application should be submitted before the completion of construction of the latrine. Delayed application will be summarily rejected.
- vi) The amount will be released in one installment, if found satisfactory after due verification by the Field Officer/technical officer concerned.
- vii) The worker who belong to SC/ST community should have rendered a minimum period of three years service in small holdings.
- viii) The assistance under the scheme shall be eligible either to the worker or spouse only once, during their lifetime.

Note: _____

Field verification to ascertain the genuineness of employment of applicant and regarding the construction of latrine is to be done before sanctioning the financial assistance.

4. Quantum of Assistance

The amount of subsidy will be 75% of the cost of construction or Rs.8000/- whichever is less, provided the subsidy from the Board and the total assistance from other agencies shall not exceed the total cost of construction.

5. Mode of Application

The application for claiming financial assistance under sanitary subsidy shall be submitted in the prescribed form. The application forms can be had free of cost from the offices of the Rubber Board in north eastern Region. The application should reach the Dy. Rubber Production Commissioner/Development Officer of the Regional Office having jurisdiction over the small/large holdings including factory situated in large estate/RPs in which the worker is employed. Application not in the prescribed format will be summarily rejected.

6. Documents to be submitted

The following documents are to be submitted along with the application form for sanitary subsidy.

- i) Attested copy of Parcha/Allotment order from revenue authority/ any registered deed showing the ownership of the land in which latrine is to be constructed. If the land on which the latrine is to be constructed is allotted by the authorities concerned without proper documents for the title for the proposed land, in such cases, a certificate from the Nokma/Village Headman/ Gaonburah/Revenue authorities concerned shall be produced showing the continued possession and enjoyment of land for minimum five years.
- ii) Employment certificate in the prescribed form certified by the employer of the small holding/large holding specifying the nature of work, area of small holding, wages, service period and address of the employer. In case of workers engaged in small holding and for owner tapper, it can be certified by the president of Rubber Producers society(RPs) concerned. For workers in the Group Processing Centres of the Rubber Producers societies/ tappers in the tappers bank, the employment certificate has to be countersigned by Field Officers/Technical Officers of the Regional Office concerned. If the Rubber Board Officer certifies the employment certificate and other details specified in the application or based on the inspection report, the sanctioning authority can waive the requirement of employment certificate from the employer/RPS President.
- iii) A copy of certificate received after completing the tappers training course under **SDITT/TTS** conducted by the Rubber Board or any document issued by the Rubber Board which certifies as tapper.
- iv) A copy of permit/registration certificate issued for the small/large holdings by the Rubber Board or any document showing permit number and area issued by the Board.
- v) Copy of Aadhar card

Note:

1. The Executive Director may make amendments to the scheme as regards the rates of assistance and eligibility for assistance in special cases, by recording reasons thereto.
2. In case of any dispute, the decision of Executive Director , Rubber Board shall be final and binding on the applicants.
3. The Executive Director , Rubber Board shall have the right to recover the amount granted under the scheme wholly or partly if the claim is subsequently found to be based on misrepresentation of facts or forged claim and is liable to be prosecuted.
4. Rubber Board reserves the right to alter or withdraw any of the rules and add new rules during the implementation of the scheme.
5. The application form along with documents submitted pertaining to the scheme shall be kept for 10 years from the date of receipt of application and thereafter it shall be weeded out.

E. Empowerment Of Women Tapper Sub Component

Under this sub component, the following schemes are implemented by Board for women tappers tapping in the unorganised sector of plantations and to the women workers working in the Group Processing Centres.

E.1. Financial assistance for marriage

E. 2. Financial assistance in connection with Confinement and Delivery

Definition:

- a) **Small Holdings** (Unorganised sector) means any rubber plantation area admeasuring not less than 0.40 ha, having not less than 150 regularly tapped rubber trees and not covered under Plantations Labour Act,1951
- b) **Woman tapper** means
 - (i) A woman engaged in rubber tapping throughout the year in small holdings as tapper or a woman presently employed as tapper in tappers bank under Rubber Producers society and having a minimum of three years tapping experience and
 - (ii) Who is not employed in small holdings owned by the applicant/ husband/parents/sons/unmarried daughters and applicant's/ spouse's close blood relatives and
 - (iii) Whose total wages does not exceed Rs.15,000/- per month
- c) **Women worker in Group Processing Centre(GPC)** means a woman worker who is presently employed in the Group Processing Centre under Rubber Producers societies and who have an experience for minimum three years and whose total wages does not exceed Rs.15,000/- per month.
- d) **Marriage** means first marriage conducted in accordance with law in force on the date of marriage.
- e) **Daughter of a woman tapper/woman worker** means legitimate daughter of the woman tapper/woman worker whose age is not less than 18 years and who has been brought up and wholly dependent on the woman tapper/woman worker.

E.1. Financial assistance for marriage

The scheme is applicable to a woman tapper/a woman worker in GPC/woman tapper in tappers bank for her first marriage and for two daughters of woman tapper/ woman worker in GPC/woman tapper in tappers bank for their first marriage. The applicant should have rendered a minimum of 90 days of work during the preceding 12 months of the date of submitting the application.

1. Conditions

The application for the benefits under this scheme has to be submitted within ninety days after the date of the marriage. Bride shall attain the age of eighteen years and the bride groom 21 years on the date of marriage. The benefit under this scheme is restricted for the marriage of a woman tapper/a woman worker in GPC/woman tapper in tappers bank for her first marriage and two daughters of woman tapper/a woman worker in GPC/woman tapper in tappers bank for their first marriage. In respect of the marriage for two daughters of a widowed/divorced/single woman tapper, the benefit under the scheme will be paid at enhanced rate, provided the applicant remains in the same status at the time of submission of application, otherwise the normal rates are applicable. Field verification report to ascertain the genuineness of employment of applicant is essential before sanctioning the financial assistance.

2. Quantum of assistance

The quantum of financial assistance for the marriage of different categories is as mentioned below:

Sl.no.	category	Amount (Rs)
1	Woman tapper/woman worker in GPC	10,000/-
2.	Daughter of woman tapper/woman worker in GPC/woman tapper in tappers bank (Limited to two daughters)	10,000/-
3	Woman tapper in tappers bank	12,500/-
4	Daughter of Widowed, divorced, single woman	12,500/-

3. Mode of Application

The application for claiming financial assistance under this sub component shall be submitted in the prescribed form available free of cost from the Rubber Board Head Office at Kottayam or from Regional Offices of the Board. Application should reach the Dy. Rubber Production Commissioner/Development Officer of the Regional Office having jurisdiction over the small holdings in which the woman tapper/woman worker in GPC is employed.

4. Documents to be submitted

The following documents are to be submitted along with the application form for financial assistance

- i) Attested copy of the age proof of the bride/groom.(Aadhar card, Ration card, SSLC certificate etc)
- ii) Attested copy of Identity proof to ascertain the relationship with daughter.(Aadhar card, Ration card, SSLC certificate of daughter etc)
- iii) Death certificate of husband in case the applicant is widowed or divorce certificate in case of divorced woman. Also any document issued by the Government authorities to prove their relationship.
- iv) Certificate from elected member of the Local Bodies/President of Rubber Producer's society concerned to prove that the applicant is a single woman.
- v) Attested copy of Marriage certificate from the local administration.
- vi) A certificate from the elected member of local bodies authorizing that the applicant is applying for her first marriage or for the first marriage of her two daughters.
- vii) Employment certificate in the prescribed form certified by the employer/RPs President specifying the area of small holdings, wages, service period and address of the employer etcIf permit/registration number is not available with employer of small holding, the employment details has to be certified by the

president of Rubber Producers society(RPs) concerned. For workers in the Group Processing Centres of the Rubber Producers societies/tappers in the tappers bank, the employment certificate has to be countersigned by Field Officers/Technical Officers of the Regional Office concerned. Separate form is to be submitted in case the applicant is employed in more than one small holding. If the Rubber Board Officer certifies the employment certificate and other details specified in the application or based on the inspection report, the sanctioning authority can waive the requirement of employment certificate from the employer/RPs President.

viii) Copy of Aadhar card

E.2. Financial assistance in connection with Confinement and Delivery

The purpose of the scheme is to provide financial assistance to woman tapper, woman worker in GPC for the expenses incurred in connection with the confinement and delivery on two occasions in her lifetime. the applicant should have rendered a minimum of 90 days of work during the preceding 12 months of the date of submitting the application.

1. Conditions

The application under this scheme shall be submitted within three months from the date of delivery. The payment may be made after getting the birth certificate of child and an undertaking stating that the applicant will resume tapping work after 90 days from the date of delivery. Field verification to ascertain the genuineness of employment of applicant is to be done before sanctioning the financial assistance.

2. Quantum of Assistance

The amount of assistance under this scheme is Rs.7000/- per delivery and is limited to first two delivery in her life time.

3. Mode of Application

The application for claiming financial assistance under the

scheme shall be submitted in the prescribed form available free of cost from the Rubber Board Head Office at Kottayam or from Regional Offices of the Board. Application should reach the Dy. Rubber Production Commissioner/Development Officer of the Regional Office having jurisdiction over the small holdings in which the women tapper is tapping/women worker in GPC is employed.

4. Documents to be submitted

the following documents are to be submitted along with the application form for financial assistance.

- i) Employment certificate in the prescribed form certified by the employer/RPs President specifying the area of small holdings, service period, wages and address of the employer etc. If permit/ registration number is not available with employer of small holdings, the employment details has to be certified by the president of Rubber Producers society(RPs) concerned. For workers in the Group Processing Centres of the Rubber Producers societies/tappers in the tappers bank, the employment certificate has to be countersigned by Field Officers/Technical Officers of the Regional Office concerned. If the Rubber Board Officer certifies the employment certificate and other details specified in the application or based on the inspection report, the sanctioning authority can waive the requirement of employment certificate from the employer/RPS President.
- ii) Birth certificate of the child.
- iii) Undertaking from the applicant stating that she will resume tapping work after 90 days from the date of birth of child.
- iv) self declaration from the applicant stating that the applicant is applying for her first two deliveries itself.
- v) Copy of Aadhar card of the applicant.

Note:

1. Financial assistance under this scheme will be withdrawn at any time or suspended for such period as the Executive Director of the Board may think fit.
2. Any applicant making forged/false claim is liable to prosecution in addition to recovery of the financial assistance granted.
3. In case of any dispute, the decision of Executive Director, Rubber Board shall be final and binding on the applicants
4. The Executive Director may make amendments to the scheme as regards the rates of assistance and eligibility for assistance in special cases, by recording reasons thereto. The Executive Director may suitably relax the terms and conditions in favour of workers for the payment of financial assistance in genuine cases.
5. All amendments, additions, deletions that may be made subsequently thereto by the Board from time to time shall be part of the scheme rule. The Executive Director has the power to suitably modify the Scheme rule .
6. The application form along with documents submitted pertaining to the scheme shall be kept for 5 years from the date of receipt of application and thereafter it shall be weeded out.

E.I. Empowerment Of Women Tapper/Workers In North Eastern Region

I. Definition

- i) **Small Holdings** means the rubber plantation area admeasuring not less than 0.40 ha, having not less than 150 regularly tapped rubber trees in which the Rubber Plantation Development scheme of the Rubber Board has been implemented and not covered under Plantations LabourAct,1951.
- ii) **Woman Tapper** means
 - a) Women who after completion of SDITT/TTS training conducted by the Rubber Board has been engaged in rubber tapping throughout the year in small holdings as tapper or a woman presently employed as tapper in tappers bank under Rubber Producers society and having a minimum of three years tapping experience and
 - b) Who is not employed in small holdings owned by the applicant/ husband/parents/sons/unmarried daughters and

applicants/ spouse's close blood relatives and

c) Whose total wages does not exceed Rs.15,000/- per month.

- ii) **Owner tapper** means a woman tapper who after the completion of SDITT/TTS course conducted by the Rubber Board has been engaged in tapping work throughout the year in own small holdings having an area up to 2 ha for atleast three years.
- iv) **Women worker** in Group Processing Centre(GPC) means a woman worker who is presently employed in the Group Processing Centre under Rubber Producers societies and have an experience of minimum three years and whose total wages does not exceed Rs.15,000/- per month.
- v) **Marriage** means the first marriage in accordance with law in force on the date of marriage.
- vi) **Daughter of a woman tapper/ women worker** means legitimate daughter of the woman tapper/woman worker whose age is not less than 18 years and who has been brought up and wholly dependent on the woman tapper/woman worker.

E.1.1 Financial assistance for marriage

The scheme is applicable to a woman tapper/woman worker in GPC/woman tapper in tappers bank/owner tapper for her first marriage and two daughters of woman tapper/ woman worker in GPC/woman tapper in tappers bank under Rubber Producers Society for their first marriage. The applicant should have rendered a minimum of 90 days of work during the proceeding 12 months of the date of submitting the application.

1. Conditions

The application has to be submitted within four months from the date of marriage. other conditions as mentioned in sub clause e.1 (1) of financial assistance for marriage

2. Quantum of assistance

The quantum of assistance for the marriage of owner tapper for her first marriage would be Rs.10,000/-. For the other categories, the amount of financial assistance for marriage shall be the same as mentioned in sub clause E.1.(2) of financial assistance for marriage.

3. Mode of application

As mentioned in sub clause E.1.(3) of financial assistance for marriage

4. Documents to be submitted

The following documents are to be submitted along with the application form.

- a) Documents as mentioned in sub clause E.1.(4).
- b) Certificate from the Nokma/Village Headman/Gaonburah regarding the details of marriage shall also be accepted. A certificate from the Nokma/Village Headman/Gaonburah to state that the applicant is applying for her first marriage or for her two daughters for their first marriage.
- c) Employment certificate in the prescribed form certified by the employer/RPs President/Village headman specifying the area of employment, wage, service period and address of the employer etc. In case of owner tapper it can be certified by president of Rubber Producer's society concerned. For workers in the Group Processing Centres of the Rubber Producers societies/women tappers in the tappers bank, the employment certificate has to be countersigned by Field Officers/Technical Officers of the Regional Office concerned. If the Rubber Board Officer certifies the employment certificate and other details specified in the application, or based on inspection report, the sanctioning authority can waive the employment certificate from the employer/RPs President.
- d) A copy of certificate received after completing the tappers training course under SDITT/TTS conducted by the Rubber Board or any document issued by the Rubber Board which certifies as tapper.
- e) A copy of permit issued for the small holdings by the Rubber Board or any document showing permit number and area issued by the Board.
- f) Copy of Aadhar card of applicant.

E.1.2 Financial assistance in connection with Confinement and Delivery

The purpose of the scheme is to provide financial assistance to woman tapper, woman worker in GPC for the expenses incurred in connection with the confinement and delivery for two such occasions in her life time. The applicant should have rendered a minimum of 90 days of work during the proceeding 12 months of the date of submitting the application.

1. Conditions

The application has to be submitted within four months from the date of delivery. other conditions as mentioned in sub clause e.2(1) of financial assistance in connection with confinement and delivery.

2. Quantum of Assistance

the quantum of assistance would be same as in sub clause E2(2) of financial assistance for delivery of woman tapper/worker.

3. Mode of Application

The quantum of assistance would be same as in sub clause E.2(3) of financial assistance for delivery of woman tapper/worker.

4. Documents to be Submitted

The following documents are to be submitted along with the application form.

- a) Documents as mentioned in sub clause e.2(4) ii to iv.
- b) In case of delivery at home, payment of assistance should be made, subject to production of birth certificate of the child. Certificate from the Nokma/Village Headman/Gaonburah regarding the details of child birth shall also be accepted.
- c) Employment certificate in the prescribed form certified by the employer/RPs President/Village headman specifying the area of small holdings, service period, wages and address of the employer etc. For workers in the Group Processing Centres of the Rubber Producers societies/women tappers in the tappers bank ,the employment certificate has to be countersigned by

Field Officers/Technical Officers of the Regional Office concerned. If the Rubber Board Officer certifies the employment certificate and other details specified in the application, or based on inspection report, the sanctioning authority can waive the employment certificate from the employer/RPS President.

- d) A copy of certificate received after completing the tappers training course under SDITT/TTS conducted by the Rubber Board or any document issued by the Rubber Board which certifies as tapper.
- e) A copy of permit issued for the holdings by the Rubber Board or any document showing permit number and area issued by the Board.
- f) Copy of Aadhar card of applicant.

Note: _____

1. Financial assistance may be withdrawn at any time or suspended for such period as the Executive Director of the Board may think fit, if due to the default of the applicant or due to any other reason.
2. Any applicant making forged/false claim is liable to prosecution in addition to recovery of the financial assistance granted.
3. In case of any dispute, the decision of Executive Director, Rubber Board shall be final and binding on the applicants
4. All amendments, additions, deletions that may be subsequently made thereto by the Board from time to time shall be part of the scheme rule. The Executive Director has the power to suitably modify the Scheme rule .
5. The Executive Director may make amendments to the scheme as regards the rates of assistance and eligibility for assistance in special cases, by recording reasons there to. The Executive Director may suitably relax the terms and conditions in favour of workers for the payment of financial assistance in genuine cases.
6. The application form along with documents submitted pertaining to the scheme shall be kept for 5 years from the date of receipt of application and thereafter it shall be weeded out.

F. Group Life Insurance Cum Terminal Benefit Scheme (GLITBS)

1. Introduction

The objective of the scheme is to provide socio economic security to tappers by providing insurance coverage for natural as well as accidental death, permanent/partial disability, terminal benefit and also scholarship to the selected children of the insured members enrolled in the scheme.

2. Definition

- i) nodal agency means the Rubber Board
- ii) Corporation means Life Insurance Corporation of India
- iii) Scheme means Group Life Insurance cum Terminal Benefit scheme(GLITBS)
- iv) **Member** means:
 - a) Rubber tappers in the age group of 18-59 years, engaged in tapping throughout the year in the small holding (not covered under the Plantations Labour Act, 1951), having an area of not less than 0.40 ha with 150 to 200 tappable rubber trees and who have a minimum period of one year experience as tapper or
 - b) Workers in the age group of 18-59 years who are presently employed in Group Processing Centres(GPC) of the Rubber Producer's societies and who have a minimum period of one year experience.
- iv(a) Member does not include :
 - i) Who is employed in small holdings owned by the worker/ spouse/parents/sons/unmarried daughters and applicant's or spouse's close blood relatives or
 - ii) Whose total wages exceeds Rs.15,000/- per month.

- v) **Contribution** means any amount not less than Rs.300/- contributed by each insured member to the scheme annually.
- vi) **Policy period** means the period from the date of enrolment as an insured member in corporation to the date of next annual renewal date (which is twelve months). Annual renewal date means the date of renewing the scheme in each subsequent year.
- vii) **Nominee/beneficiary** means the person who has been appointed/nominated by the insured member and whose name have been entered in the register/application form of GLITBS kept by the nodal Agency.
- viii) **Insured member** means a member who satisfies the eligible conditions and who has been enrolled as a member of the scheme in the corporation and who has renewed the policy at regular intervals of time by remitting their contribution.

3. Benefits under the scheme

The insured member who joins the scheme are eligible for three benefits during a policy period.

a) Group insurance Scheme

The insured members under the scheme are covered under natural/accidental death benefit. The sum assured is Rs.75,000/- No claim is payable if the death is due to suicide during the first year of joining the scheme or if normal/natural death of the insured member occur within 60 days after enrolling in the scheme. The benefit under the scheme is extended to the insured member only upto the age of 60 years. (As per the date of birth submitted along with application form.)

b) Terminal Benefit Scheme

The nodal agency will invest the total contribution (contribution of insured member and Rubber Board) after deducting the insurance premium amount to each individual's account in the Corporation on every annual renewal date. The rate of interest shall vary from year to year and the Corporation will declare the rate of interest. The insured member can either withdraw the corpus fund accumulated in their individual account either on attaining the age of sixty years or can be extended till the age attains 75 years by contributing to terminal benefit scheme alone. Those insured members who are remitting their

contribution after 60 years to terminal benefit scheme alone are not eligible for insurance coverage and their total contribution will be invested in their terminal account.

Note: _____

the nodal Agency retain the right to alter the premium amount and insurance coverage in consultation with the Corporation. Also the contributions can be modified as decided by Executive Director, Rubber Board.

4. Conditions

The scheme is extended to all members as defined in clause 2(iv) of the definitions. The Nodal Agency will act for and on behalf of the insured members in all matters relating to the scheme. every act done by agreement made with and notice given to the Corporation by the nodal Agency shall be binding on the insured members. Tappers in the age group of 18-59 years are eligible to join the scheme. each member has to contribute a minimum of Rs.300/- annually to the scheme. If any tapper wants to get more terminal Benefit, they can contribute additional amount(in multiples of Rs.100/-each) under this scheme. The employer can also contribute in addition to the tapper's contribution. A person after submitting the application, if met with an accident will not get benefits unless the insurance premium is remitted in the Corporation by the nodal agency. The Board will also contribute an amount of Rs.600/-per tapper annually during the current plan period for the insured members who has renewed their policy. Any tapper who join the scheme will have to continue till the age of 59 or for a continuous period of ten years. In the event of cessation of membership in the scheme due to other than death or reaching terminal age, and the member does not complete ten years of membership from the date of joining in the scheme, in such cases Rubber Board contribution can be forfeited as decided by the nodal Agency. Mere remittance of money along with the application form/renewal form to nodal agency will not guarantee insurance coverage/benefits to the insured member unless it is confirmed by the Corporation after due verification of their application.

The insured member who continues to be a member throughout the year has to apply in the prescribed renewal form along with the subscription amount for renewal of scheme/policy every year. The

Insured member who fails to renew their scheme/policy annually, can remit the contribution during next annual renewal date, but those members will be treated as fresh enrolment and their benefit will be same as that for the new entrants. However, they will not lose the contribution remitted in their terminal account. Those insured members who have not renewed their scheme/ policy on annual renewal date are not eligible to get any benefit including insurance coverage under the scheme for the policy period. The premium amount as decided by the Corporation is applicable to each member from time to time. The Corporation will issue a single master policy incorporating all the assurance affected under the scheme. The Corporation/nodal agency reserves the right to discontinue the scheme at any time or to amend the rules thereof on any annual renewal date subject to three months notice. no member shall withdraw from the scheme during the policy period. In case of normal/accidental death of an insured member, the nominee should submit an application along with attested copy of death certificate and necessary forms for claiming the benefit to nodal agency within the reasonable time. Rubber board reserves the right to nullify the benefit eligible to the insured members at any time on detection of any forged/false information submitted. The amount credited in the Terminal Benefit account of each member are eligible to withdraw only on completion of 60 years or on completion of 10 years from the date of enrollment or further to the stopping of tapping job due permanent disablement.

5. Mode of application

The application for Group Life Insurance cum Terminal Benefit Scheme shall be submitted at Regional Offices of the Board or as directed, when the scheme is made open.

During the renewal of membership of the scheme, a prescribed application form certified either by the employer/RPS President/ Field officer concerned along with their contribution has to be submitted. For workers in the Group Processing Centres of the Rubber Producers Societies the employment certificate along with the application has to be countersigned by

Field Officers/Technical Officers of the Regional Office concerned for fresh enrolment as well as renewal.

6. Documents to be submitted

The following documents are to be submitted along with the application form for Group Life Insurance cum Terminal Benefit Scheme.

- i) self declaration of health
- ii) nomination form
- iii) Age proof (Copy of Aadhar card)
- iv) Renewal application form(for insured members)

7. Personal Accident Insurance Scheme(PAIS)

An additional coverage of Rs 1 lakh under PAIS will be given to the members who had enrolled under GLITBS. The members who had enrolled and renewed every year under GLITBS are only eligible to get benefits under PAIS.

The members under this scheme are eligible for the following benefits :

- | | | |
|---|---|------------|
| 1. Accidental Death | - | Rs 1 Lakh |
| 2. Permanent Disability of more than one organs | - | Rs. 1 Lakh |
| 3. Permanent disability of one organ | - | Rs 50,000 |

(The disability occurred further to accident are only considered under this scheme)

Note:

1. The Rubber Board retains the right to alter the premium amount and insurance coverage in consultation with the Corporation. Also the contribution can be modified as decided by Executive Director.
2. Any applicant making forged/false claim is liable to prosecution in addition to recovery of the claim amount granted.
3. All amendments, additions, deletions that may be subsequently made thereto by the Board from time to time shall be part of the

scheme rules. The Executive Director has the power to suitably modify the Scheme rule .

4. Rubber Board reserves the right to alter or withdraw any of the rules/ schemes or add new rules during the implementation of the scheme.
5. All matters relating to interpretation of the clauses of the scheme, eligibility of any claim under the scheme etc., will be decided by the Executive Director, Rubber Board.
6. The application form along with documents submitted pertaining to the scheme shall be kept for 5 years from the date of closure of the scheme and thereafter it shall be weeded out.
7. In case of any dispute, the decision of the Executive Director, Rubber Board will be final and binding on the applicant.