

REPORT ON THE WORKING OF THE MOTOR TRANSPORT WORKERS ACT, 1961 FOR THE YEAR 2022

1. Scope, Objective and Main Provisions

The Motor Transport Workers Act, 1961, which came into effect in March 1962, is designed to ensure the welfare of motor transport workers and regulate their working conditions. This Act applies to every motor transport undertaking that employs five or more workers across all States and Union Territories in the country. However, State Governments have the authority to extend any or all provisions of this Act to motor transport undertakings with fewer than five workers. In Delhi, motor transport undertakings are governed by the Shops and Commercial Establishments Act.

The key provisions of the Act include:

A. Welfare and Health:

- Canteen
- Rest Room
- Uniform
- Medical Facility
- First Aid Facility, etc.

B. Hours of Work:

- Working hours for adult motor transport workers
- Working hours for adolescents employed as motor transport workers
- Daily rest intervals
- Split duty
- Notice of working hours
- Weekly rest, etc.

C. Employment of Young Persons:

- Prohibition of child employment
- Requirement for adolescents employed as motor transport workers to carry tokens
- Certificate of fitness, etc.

D. Wages and Leave:

- Application of the Payment of Wages Act, 1936 (Act 4 of 1936) to motor transport workers
- Extra wages for overtime
- Annual leave with wages
- Wages during leave period, etc.

2. Administration of the Act

The Act mandates that every employer of a motor transport undertaking covered by the Act must register the undertaking under its provisions. The Act is enforced by State Governments, who are also responsible for ensuring that employers provide all necessary facilities to the Inspectorate Staff for conducting inspections, examinations, or inquiries as deemed appropriate. This is to ensure strict compliance with the Act and the Rules framed under it.

Additionally, the Act authorizes State Governments to appoint qualified medical practitioners as "Certifying Surgeons." These surgeons are responsible for the examination and certification of motor transport workers and for overseeing the medical supervision of adolescent workers.

3. Distribution of Motor Transport Undertakings

Table-1 provides details on the number of registered motor transport undertakings during the year 2022. The table presents an analysis of these undertakings across various states and union territories in India, showing data at the beginning and end of the year, newly registered undertakings, and those removed from the register. It highlights trends, state-wise performance, and overall growth in the transport sector.

As of December 31, 2022, there were 1,82,917 registered motor transport undertakings, with 6,752 registered during the year. Assam had the highest share of registered undertakings at 33.87% (61,947), despite a significant number of removals (2,812). Meghalaya followed with 19.87% (36,337), and Telangana with 8.95% (16,371). Meghalaya showed notable growth, increasing its number of undertakings from 33,946 to 36,337, while Telangana also saw a rise from 15,573 to 16,371. Minimal changes were observed in states like Goa, Himachal Pradesh and Ladakh.

States such as Meghalaya, Telangana, and Odisha exhibited positive growth trends, while Assam, Bihar, and Andhra Pradesh experienced net decreases despite new registrations.

Overall, the transport sector saw a net increase of 1,469 registered undertakings, indicating a positive trend in the industry. The total number of undertakings rose from 1,81,448 to 1,82,917, reflecting overall growth and a generally positive trend in the registration of transport undertakings across states, although some states experienced significant fluctuations.

Table – 1**Number of Registered Motor Transport Undertakings during 2022**

State / Union Territory		Number of undertakings			
		On Register at the beginning of the year	Newly Registered during the year	Removed from the Register during the year	On Register at the end of the year
1		2	3	4	5
1	Andhra Pradesh	15,705	209	268	15,646 (8.55)
2	Assam	63,111	1,648	2,812	61,947 (33.87)
3	Bihar	16,299	123	514	15,908 (8.70)
4	Goa	1,759	1	-	1,760 (0.96)
5	Gujarat	296	10	-	306 (0.17)
6	Haryana	273	11	-	284 (0.16)
7	Himachal Pradesh	136	3	-	139 (0.08)
8	Karnataka	958	12	2	968 (0.53)
9	Kerala	7,547	761	1,115	7,193 (3.93)
10	Madhya Pradesh	4,888	33	3	4,918 (2.69)
11	Meghalaya	33,946	2,391	-	36,337 (19.87)
12	Odisha	3,440	187	-	3,627 (1.98)
13	Rajasthan	4,145	15	216	3,944 (2.16)
14	Tamil Nadu	3,509	79	150	3,438 (1.88)
15	Telangana	15,573	1,001	203	16,371 (8.95)
16	Tripura	3,230	13	-	3,243 (1.77)
17	Uttar Pradesh	3,221	90	-	3,311 (1.81)
18	Andaman & Nicobar Islands	1	-	-	1 (0.00)
19	Chandigarh	17	-	-	17 (0.01)
20	Jammu & Kashmir	3,369	164	-	3,533 (1.93)
21	Ladakh	25	1	-	26 (0.01)
Total		1,81,448	6,752	5,283	1,82,917 (100)

Note-I: - = Nil,

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

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

4. Employment

According to the Act, a motor transport worker is defined as an individual employed in a motor transport undertaking, either directly or through an agency, whether paid or not, to perform professional duties related to a transport vehicle. This includes tasks such as attending to the arrival, departure, loading, or unloading of such vehicles. It also encompasses roles such as drivers, conductors, cleaners, station staff, line checking staff, booking clerks, cash clerks, depot clerks, time-keepers, watchmen, or attendants. However, the Act excludes individuals employed in a factory as defined by the Factories Act, 1948, and those covered by any law regulating the conditions of service in Shops or Commercial Establishments.

The Act prohibits the employment of individuals under the age of fifteen. Adolescents, defined as those who have completed their fifteenth but not their eighteenth year, are also prohibited from working as motor transport workers unless they possess a certificate of fitness issued by a Certifying Surgeon, which must be kept by the employer. Additionally, the adolescent must carry a token indicating this certification while at work. The certificate of fitness is valid for 12 months and can be renewed thereafter.

State-wise Information on Motor Transport Undertakings and Employment (2022):

Table-2 provides state-wise data on the number of operational motor transport undertakings and the average daily employment within them during 2022. Out of 1,63,496 registered working undertakings, only 39.56%, or 64,673 units, submitted their annual returns.

Employment figures for units that did not submit returns were estimated by the relevant agencies using the following sources in order of preference: i) Recent inspection reports, ii) Employment data from the previous year, and iii) Employment figures provided in applications for registration, license grants, or renewals. The total average daily employment in a state's motor transport industry was calculated by adding the estimated average daily employment from non-reporting units to the employment figures from reporting undertakings. In 2022, the total number of motor transport workers was 646,288, with Assam accounting for the highest number of workers at 125,894 (19.48%), followed by Tamil Nadu with 110,786 (17.14%), Karnataka with 73,938 (11.44%), and Meghalaya with 54,434 (8.42%). These four states together represented 56.48% of the total average daily employment in motor transport undertakings.

The all-India average daily employment per undertaking was 3.95, though this figure varied significantly across states. The Andaman & Nicobar Islands had the highest daily employment per undertaking, with 1,259 workers in a single Motor Transport Undertaking, while Telangana and Meghalaya had the lowest, with an average of 1.60 and 1.50 workers employed per undertaking in 15,370 and 36,337 Motor Transport Undertakings, respectively.

The total average daily employment in reporting undertakings was 2,80,535, representing 43.41% of the total average daily employment, while the estimated average daily employment in non-reporting undertakings was 3,65,753, accounting for 56.59%.

Table – 2

Motor Transport Undertakings and Workers Employed therein during 2022

State / Union Territory	Employment Strength			
	Number of Motor Transport Undertakings submitting returns	Average daily employment in the Undertakings submitting returns	Number of Motor Transport Undertakings not submitting returns	Estimated average daily employment in the Undertakings not submitting returns
1	2	3	4	5
1 Andhra Pradesh	-	-	15,646	23,685
2 Assam	59,469	1,20,938	2,478	4,956
3 Bihar	-	-	9,342^	..
4 Goa	2	1,771	1,758	3,516
5 Gujarat	1	146	305	4,444
6 Haryana	28	1,351	256	12,288
7 Himachal Pradesh	53	5,876	86	1,542
8 Karnataka	12	30,453	956	43,485
9 Kerala	-	-	7,123	14,675
10 Madhya Pradesh	742	3,710	4,176	34,364
11 Meghalaya	137	137	36,200	54,300
12 Odisha	39	771	3,588	39,934
13 Rajasthan	24	407	3,920	43,472
14 Tamil Nadu	2,843	1,04,062	595	6,724
15 Telangana	144	432	15,226	24,142
16 Tripura	434	933	367	699
17 Uttar Pradesh	46	1,530	3,265	47,328
18 Andaman & Nicobar Islands	1	1,259	-	-
19 Chandigarh	2	1,143	15	513
20 Jammu & Kashmir	696	5,616	2,837	5,556
21 Ladakh	-	-	26	130
Total	64,673 (39.56)	2,80,535 (43.41)	98,823 (60.44)	3,65,753 (56.59)

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Table - 2

State / Union Territory	Employment Strength		
	Total Number of working Motor Transport Undertakings (col.2+col.4)	Average daily Employment in the Working Motor Transport Undertakings (col.3+col.5)	Average daily employment per Undertakings (col.7/col.6)
1	6	7	8
1 Andhra Pradesh	15,646	23,685 (3.66)	1.51
2 Assam	61,947	1,25,894 (19.48)	2.03
3 Bihar	9,342^	- -	-
4 Goa	1,760	5,287 (0.82)	3.00
5 Gujarat	306	4,590 (0.71)	15.00
6 Haryana	284	13,639 (2.11)	48.02
7 Himachal Pradesh	139	7,418 (1.15)	53.37
8 Karnataka	968	73,938 (11.44)	76.38
9 Kerala	7,123	14,675 (2.27)	2.06
10 Madhya Pradesh	4,918	38,074 (5.89)	7.74
11 Meghalaya	36,337	54,437 (8.42)	1.50
12 Odisha	3,627	40,705 (6.30)	11.22
13 Rajasthan	3,944	43,879 (6.79)	11.13
14 Tamil Nadu	3,438	1,10,786 (17.14)	32.22
15 Telangana	15,370	24,574 (3.80)	1.60
16 Tripura	801	1,632 (0.25)	2.04
17 Uttar Pradesh	3,311	48,858 (7.56)	14.76
18 Andaman & Nicobar Islands	1	1,259 (0.19)	1,259.00
19 Chandigarh	17	1,656 (0.26)	97.41
20 Jammu & Kashmir	3,533	11,172 (1.73)	3.16
21 Ladakh	26	130 (0.02)	5.00
Total	1,63,496	6,46,288 (100.00)	3.95

Notes - I: - = Nil, = Not reported.

Figures under column no.8 have been rounded.

^= The data/figures have not be included in the total as the corresponding data for the estimated avergae daily employment in the respective undertaking has not been reported.

Notes - II: 1) Figures in brackets in col.7 indicate state-wise percentage share to the total average daily employment in all Motor Transport Undertakings.

2) Figures of Registered Transport Undertakings may not tally over the years because of difference in updating of the Register of Establishments by the States/Union Territories at different times.

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

Table-3 The table presents the state-wise distribution of motor transport undertakings by employment size during 2022, specifically for those submitting returns. The data is categorized by the number of workers employed, offering insights into employment distribution and the prevalence of undertakings of various sizes. It shows that the majority of motor transport undertakings (97.87%) employ fewer than 10 workers, while larger units with 1,000 or more workers make up just 0.02% of the total.

In Assam, a significant portion of undertakings are small, with 59,304 units employing a total of 1,15,039 workers. There are also a few larger undertakings that contribute significantly to overall employment in the state. Tamil Nadu is notable for its high employment figures, particularly in larger categories, with a total of 1,04,062 workers employed across all categories, including a substantial number in the 500 to 999 and 1,000 or more worker categories.

States like Haryana and Himachal Pradesh display a varied distribution across different employment categories, reflecting a diverse employment structure. The data indicates that larger undertakings, particularly in states like Karnataka and Tamil Nadu, are central to employment concentration. Karnataka, in particular, stands out with an average daily employment of 30,453, with a significant number of workers in the 1,000 or more category.

Table – 3

**Distribution of Motor Transport Undertakings which submitted returns by Employment
Strength during 2022**

State/Union Territory	Employment Strength									
	Less than 10 workers		10 or more but less than 20 workers		20 or more but less than 50 workers		50 or more but less than 100 workers		100 or more but less than 250 workers	
	A	B	A	B	A	B	A	B	A	B
1	2	3	4	5	6	7	8	9	10	11
1.Andhra Pradesh	*	*	*	*	*	*	*	*	*	*
2.Assam	59,304	1,15,039	97	1,164	29	638	21	1,071	10	1,010
3.Bihar	*	*	*	*	*	*	*	*	*	*
4.Goa	-	-	-	-	1	32	-	-	-	-
5.Gujarat	-	-	-	-	-	-	-	-	1	146
6.Haryana	4	29	9	123	7	202	4	321	4	676
7.Himachal Pradesh	8	48	10	134	12	428	10	665	1	240
8.Karnataka	7	45	1	16	-	-	1	90	1	161
9.Kerala	*	*	*	*	*	*	*	*	*	*
10.Madhya Pradesh	742	3,710	-	-	-	-	-	-	-	-
11.Meghalaya	137	137	-	-	-	-	-	-	-	-
12.Odisha	25	83	5	67	7	150	-	-	1	149
13.Rajasthan	8	35	3	46	13	326	-	-	-	-
14.Tamil Nadu	1,951	7,346	556	7,716	238	7,077	53	3,452	22	2,917
15.Telangana	144	432	-	-	-	-	-	-	-	-
16.Tripura	434	933	-	-	-	-	-	-	-	-
17.Uttar Pradesh	-	-	-	-	46	1,530	-	-	-	-
18.Andaman & Nicobar Islands	-	-	-	-	-	-	-	-	-	-
19.Chandigarh	1	5	-	-	-	-	-	-	-	-
20.Jammu & Kashmir	529	1,164	67	743	86	1,984	13	683	-	-
21. Ladakh	*	*	*	*	*	*	*	*	*	*
Total	63,294	1,29,006	748	10,009	439	12,367	102	6,282	40	5,299
	(97.87)	(45.99)	(1.16)	(3.57)	(0.68)	(4.41)	(0.16)	(2.24)	(0.06)	(1.89)

Notes-I : - = Nil, *= Not available as no Motor Transport Undertaking (MTW) submitted return

A = Number of Motor Transport Undertakings,

B =Average daily Employment.

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

Table-3 Contd.

State/Union Territory	Employment Strength							
	250 or more but less than 500 workers		500 or more but less than 1000 workers		1000 or more workers		All Transport Undertakings/Workers (i.e., Total)	
	A	B	A	B	A	B	A	B
1	12	13	14	15	16	17	18	19
1.Andhra Pradesh	*	*	*	*	*	*	*	*
2.Assam	8	2,016	-	-	-	-	59,469	1,20,938
3.Bihar	*	*	*	*	*	*	*	*
4.Goa	-	-	-	-	1	1,739	2	1,771
5.Gujarat	-	-	-	-	-	-	1	146
6.Haryana	-	-	-	-	-	-	28	1,351
7.Himachal Pradesh	11	3,795	1	566	-	-	53	5,876
8.Karnataka	-	-	1	985	1	29,156	12	30,453
9.Kerala	*	*	*	*	*	*	*	*
10.Madhya Pradesh	-	-	-	-	-	-	742	3,710
11.Meghalaya	-	-	-	-	-	-	137	137
12.Odisha	1	322	-	-	-	-	39	771
13.Rajasthan	-	-	-	-	-	-	24	407
14.Tamil Nadu	10	3,130	3	2,665	10	69,759	2,843	1,04,062
15.Telangana	-	-	-	-	-	-	144	432
16.Tripura	-	-	-	-	-	-	434	933
17.Uttar Pradesh	-	-	-	-	-	-	46	1,530
18.Andaman & Nicobar Islands					1	1,259	1	1,259
19.Chandigarh	-	-	1	1,138	-	-	2	1,143
20.Jammu & Kashmir	-	-	-	-	1	1,042	696	5,616
21. Ladakh	*	*	*	*	*	*	*	*
Total	30	9,263	6	5,354	14	1,02,955	64,673	2,80,535
	(0.05)	(3.30)	(0.01)	(1.91)	(0.02)	(36.70)	(100.00)	(100.00)

Notes-I : - = Nil, *= Not available as no Motor Transport Undertaking (MTW) submitted return

A = Number of Motor Transport Undertakings,

B =Average daily Employment.

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

Table: 3A presents the number of motor transport undertakings submitting returns and average daily employment therein by various size groups during 2022.

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

Employment Size- Groups	Number of Motor Transport Undertakings Submitting Returns		Average Daily Number of Workers Employed	
	Number	Percentage to Total	Number	Percentage to Total
1	2	3	4	5
Below 50	64,481	99.70	1,51,382	53.96
50 - 99	102	0.16	6,282	2.24
100 - 249	40	0.06	5,299	1.89
250 - 499	30	0.05	9,263	3.30
500 - 999	6	0.01	5,354	1.91
1000 & above	14	0.02	1,02,955	36.70
All Groups	64,673	100	2,80,535	100

The table highlights that motor transport undertakings employing fewer than 50 workers make up 99.70% of the total undertakings that submitted returns, yet they account for only 53.96% of the total employment. In contrast, undertakings with 1,000 or more workers represent just 0.02% of the total undertaking submitting returns but contribute 36.70% of the total employment.

6. Hours of Work

The Act stipulates that adult workers cannot be employed for more than 8 hours per day and 48 hours per week. However, exceptions are made for workers involved in long-distance motor transport services or during festive and other special occasions, allowing them to work up to 10 hours per day and 54 hours per week. In cases of breakdowns, dislocation of transport services, or traffic interruptions, workers may also be required to work beyond these prescribed limits. Adolescents, however, are restricted to working no more than 6 hours per day, including a half-hour rest interval, and are prohibited from working between 10 p.m. and 6 a.m.

For adults, the work period cannot exceed five hours before a rest interval of at least half an hour is provided. The total spread of work hours, including rest intervals, must not exceed 12 hours in a day for adults and 9 hours for adolescents. Additionally, work hours cannot be split into more than two sessions per day.

The Act mandates that every worker is granted a day of rest within every seven-day work period. If a worker is required to work on a rest day to prevent disruption of motor transport services, they must not work more than ten consecutive days without a rest day. In cases where an employer is exempt from granting a rest day, the worker is entitled to compensatory rest days equal to the number of missed rest days, to be taken within the month or the two months immediately following.

Table-4 details the distribution of motor transport undertakings and their employment based on normal daily working hours and rest intervals. The working hours are divided into three categories:

- Less than 8 hours
- Exactly 8 hours
- More than 8 hours

Rest intervals are categorized as:

- Less than ½ hour
- ½ hour to 1 hour
- More than 1 hour

The table reveals that 66.14% of workers adhered to an 8-hour workday. Additionally, 65.48% of workers took rest intervals ranging from half an hour to one hour, indicating a common practice of work breaks that supports worker welfare.

Table-4

**Number of Motor Transport Undertakings submitting returns and Employment therein
according to the Normal Daily Hours of Work and Rest Interval during 2022**

State/Union Territory	Normal daily hours of work							
	Less than 8 hours		8 hours		More than 8 hours		Total	
	A	B	A	B	A	B	A	B
1	2	3	4	5	6	7	8	9
1.Andhra Pradesh	*	*	*	*	*	*	*	*
2.Assam	51,456	77,251	7,878	40,312	135	3,375	59,469	1,20,938
3.Bihar	*	*	*	*	*	*	*	*
4.Goa	-	-	2	1,771	-	-	2	1,771
5.Gujarat	-	-	1	146	-	-	1	146
6.Haryana	-	-	28	1,351	-	-	28	1,351
7.Himachal Pradesh	-	-	53	5,876	-	-	53	5,876
8.Karnataka	-	-	12	30,453	-	-	12	30,453
9.Kerala	*	*	*	*	*	*	*	*
10.Madhya Pradesh	-	-	742	3,710	-	-	742	3,710
11.Meghalaya	-	-	137	137	-	-	137	137
12.Odisha	-	-	39	771	-	-	39	771
13.Rajasthan	-	-	24	407	-	-	24	407
14.Tamil Nadu	77	778	2,527	90,141	239	13,143	2,843	1,04,062
15.Telangana	-	-	-	-	144	432	144	432
16.Tripura	-	-	434	933	-	-	434	933
17.Uttar Pradesh	-	-	46	1,530	-	-	46	1,530
18.Andaman & Nicobar Islands	-	-	1	1,259	-	-	1	1,259
19.Chandigarh	-	-	2	1,143	-	-	2	1,143
20.Jammu & Kashmir	-	-	696	5,616	-	-	696	5,616
21.Ladakh	*	*	*	*	*	*	*	*
Total	51,533	78,029	12,622	1,85,556	518	16,950	64,673	2,80,535
	(79.68)	(27.81)	(19.52)	(66.14)	(0.80)	(6.04)	(100.00)	(100.00)

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State/Union Territory	Rest Intervals							
	Less than ½ hour		½ hour to 1 hour		More than 1 hours		Total	
	A	B	A	B	A	B	A	B
1	10	11	12	13	14	15	16	17
1.Andhra Pradesh	*	*	*	*	*	*	*	*
2.Assam	51,456	77,251	7,878	40,312	135	3,375	59,469	1,20,938
3.Bihar	*	*	*	*	*	*	*	*
4.Goa	-	-	2	1,771	-	-	2	1,771
5.Gujarat	-	-	1	146	-	-	1	146
6.Haryana	-	-	28	1,351	-	-	28	1,351
7.Himachal Pradesh			52	5,868	1	8	53	5,876
8.Karnataka	-	-	12	30,453	-	-	12	30,453
9.Kerala	*	*	*	*	*	*	*	*
10.Madhya Pradesh	-	-	742	3,710	-	-	742	3,710
11.Meghalaya	-	-	137	137	-	-	137	137
12.Odisha	-	-	39	771	-	-	39	771
13.Rajasthan	-	-	24	407	-	-	24	407
14.Tamil Nadu	35	451	2,351	87,853	457	15,758	2,843	1,04,062
15.Telangana	-	-	144	432	-	-	144	432
16.Tripura	-	-	434	933	-	-	434	933
17.Uttar Pradesh	-	-	46	1,530	-	-	46	1,530
18.Andaman & Nicobar Islands	-	-	1	1,259	-	-	1	1,259
19.Chandigarh	-	-	2	1,143	-	-	2	1,143
20.Jammu & Kashmir	-	-	696	5,616	-	-	696	5,616
21. Ladakh	*	*	*	*	*	*	*	*
Total	51,491	77,702	12,589	1,83,692	593	19,141	64,673	2,80,535
	(79.62)	(27.70)	(19.47)	(65.48)	(0.92)	(6.82)	(100.00)	(100.00)

Notes - I: - = Nil,

A = Number of Motor Transport Undertakings submitting returns.

B = Average daily Employment.

* = Not available as no Motor Transport Undertaking (MTW) submitted return.

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

7. Wages, Overtime Payment and Leave

All workers employed in motor transport undertakings fall under the purview of the Payment of Wages Act, 1936. Under this Act, an adult worker who works more than eight hours in a day or is required to work on a rest day is entitled to receive wages at twice their ordinary rate for the overtime or work done on the rest day. Similarly, an adolescent worker who works on rest days is also entitled to wages at double their ordinary rate, including basic wage and dearness allowance. According to Section 27 of the Motor Transport Workers Act, any adult motor transport worker who works for 240 days or more within a calendar year is eligible for leave with wages in the subsequent year at a rate of one day for every 20 days of work. For adolescent workers, leave is calculated at a rate of one day for every 14 days of work performed during the previous calendar year. The Act also mandates that if a motor transport worker is not granted the leave to which they are entitled under subsection (3) of Section 27, they should be compensated with wages in lieu of leave at the rate specified in subsection (1) of Section 28.

Workers who begin service after January 1st are entitled to leave with wages at the prescribed rate, provided they work for two-thirds of the remaining days in that calendar year. Even if a worker is discharged or dismissed during the year, they are still entitled to leave with wages at the specified rate, regardless of whether they have worked the full period as outlined above. The leave, as granted, does not include weekly or public holidays that occur during or at the start or end of the leave period. Leave can be accumulated up to 30 days for adults and 40 days for adolescents. Wages for leave days are based on the average daily full-time wages earned during the month preceding the leave, including dearness allowance and the cash equivalent of concessional food supplies, but excluding overtime and bonus payments. Workers granted more than four days of leave are entitled to receive their wages for the leave period in advance.

Table-5 presents data on the entitlement to leave, leave granted, and wages paid in lieu of leave. The table details the number of workers eligible for annual leave with wages, those granted leave, those discharged or dismissed, and the total amount paid in lieu of leave during the year. The data shows that a substantial percentage of eligible workers were granted annual leave. In 2022, out of 1,29,527 workers entitled to leave with wages, 1,00,406 (77.52%) were granted leave, with a total of ₹1,00,86,05,415 paid as leave wages. Additionally, of the 446 workers who were discharged or dismissed, 1,488 received leave wages.

States such as Karnataka and Haryana show a high percentage of workers granted leave. In Tamil Nadu, despite a large number of workers entitled to leave, the percentage of leave granted was 77.98%. Tamil Nadu had the highest number of workers (60,868) granted leave, followed by

Karnataka (29,351). Tamil Nadu also led in the amount paid in lieu of leave, with ₹68,65,80,589, followed by Karnataka with ₹31,84,58,013, and Assam with ₹22,82,340.

Table – 5
Leave with wages during 2022

State/Union Territory	No. of workers entitled to annual leave with wages during the year	No. of workers who were granted leave during the year	No. of workers who were discharged or dismissed during the year	No. of discharged workers who were paid wages in lieu of leave during the year	Total amount paid to workers as wages in lieu of leave during the year (in Rs.)
1	2	3	4	5	6
1 Andhra Pradesh	*	*	*	*	*
2 Assam	1,497	393	229	229	22,82,340
3 Bihar	*	*	*	*	*
4 Goa	1,588	1,110	123	117	-
5 Gujarat	-	-	-	-	-
6 Haryana	1,351	1,337	94	40	4,18,882
7 Himachal Pradesh	4,796	3,042	-	-	-
8 Karnataka	30,453	29,351	-	1,102	31,84,58,013
9 Kerala	*	*	*	*	*
10 Madhya Pradesh	2,969	1,069	-	-	-
11 Meghalaya	-	-	-	-	-
12 Odisha	771	327	-	-	-
13 Rajasthan	407	-	-	-	-
14 Tamil Nadu	78,084	60,868	-	-	68,65,80,589
15 Telangana	432	-	-	-	-
16 Tripura	933	544	-	-	8,65,591
17 Uttar Pradesh	-	..	..	..	..
18 Andaman & Nicobar Islands	1,259	537	-	-	-
19 Chandigarh	1,143	1,143	-	-	-
20 Jammu & Kashmir	3,844	685	-	-	-
21 Ladakh	*	*	*	*	*
Total	1,29,527	1,00,406	446	1,488	1,00,86,05,415
					(77.52)

Note – I: - = Nil,

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

II: *=Not available as no Motor Transport Undertaking Submitted return.

8. Welfare and Health

State Governments have the authority to establish rules mandating that employers of motor transport undertakings with 100 or more workers provide and maintain canteens that meet

prescribed standards. These Rules may also call for the formation of Managing Committees for the canteens, with worker representation included in their management. Additionally, the Act requires the provision of clean, comfortable, well-lighted, and ventilated restrooms or alternative accommodation at locations where workers are required to stay overnight. The State Governments can set standards for the construction, accommodation, furniture, and equipment of these restrooms or alternative accommodations.

Employers must also provide uniforms, raincoats, or other amenities to drivers, conductors, and line-checking staff to protect them from rain and cold. If employers do not have facilities for washing uniforms, they must pay a washing allowance to staff at the prescribed rate.

It is mandatory for employers to provide and maintain medical facilities at operating centers and halting stations as prescribed by the State Governments. Additionally, a first-aid box with the required contents must be kept in every transport vehicle, with the driver or conductor responsible for its maintenance and training in its use.

Table-6 displays State-wise data on the provision of canteens and restrooms. The key indicators include:

1. Number of undertakings required to provide canteens.
2. Number of units providing canteens.
3. Total number of canteens provided.
4. Number of undertakings required to provide restrooms.
5. Number of units providing restrooms.
6. Total number of restrooms provided.

While not all States/Union Territories have provided complete information on these welfare activities, available data indicates that 337 units offer canteen facilities and 1,673 units provide restrooms. The data suggests that the welfare facilities provided by units in various states are generally satisfactory. Some units even provide these amenities beyond the requirements of the Act. Tamil Nadu leads with the highest number of canteens (239) and restrooms (1,499), demonstrating effective implementation of worker amenities. Himachal Pradesh shows a commendable balance with all required canteens and a surplus of restrooms. In contrast, Chandigarh has a notable shortfall in the number of canteens provided, with only 1 out of the 17 required.

Table – 6**Canteens and Rest Rooms Facilities provided by Motor Transport Undertakings during 2022**

State /Union Territory	Canteens			Rest Rooms		
	No. of Undertakings required to provide Canteens	No. of Units providing Canteens	No. of Canteen provided	No. of Undertakings required to provide Rest Rooms	No. of Units providing Rest Rooms	No. of Rest Rooms Provided
1	2	3	4	5	6	7
1 Andhra Pradesh	23	23	23	9	9	18
2 Assam	164	27	27	46	22	22
3 Bihar	-	-	-	-	-	-
4 Goa	-	3	3	-	4	4
5 Gujarat	1	-	-	-	-	-
6 Haryana	..	9	9	..	26	38
7 Himachal Pradesh	13	13	14	16	16	27
8 Karnataka	-	-	-	4	4	4
9 Kerala	-	-	-	-	-	-
10 Madhya Pradesh	..	..	..	..	..	..
11 Meghalaya	-	-	-	-	-	-
12 Odisha	..	9	9	..	9	9
13 Rajasthan	8	8	8	8	8	8
14 Tamil Nadu	45	227	239	1,391	1,465	1,499
15 Telangana	1	1	1	1	1	1
16 Tripura	-	-	-	95	95	95
17 Uttar Pradesh	..	..	..	..	..	..
18 Andaman & Nicobar Islands	1	-	-	1	1	1
19 Chandigarh	17	1	1	17	1	1
20 Jammu & Kashmir	19	16	16	13	12	12
21 Leh Ladakh	..	..	..	..	..	..
Total	292	337	350	1,601	1,673	1,739

Notes: - = Nil,.. = Not reported,

Table-7 provides State-wise data on the provision of dispensaries, doctors, and nurses by various undertakings across states and union territories in India. The key indicators include:

1. Number of undertakings required to provide medical facilities.
2. Number of units providing medical facilities.
3. Total number of dispensaries provided.
4. Total number of doctors provided.
5. Total number of nurses/compounders provided.

Tamil Nadu is notable for having a substantial number of units offering medical facilities (1,015) and a considerable number of nurses (305), although the number of doctors is relatively lower (39). States such as Assam, Rajasthan, and Tripura have a high number of required undertakings but provide limited data on medical facilities. Incomplete or missing data from states like Karnataka, Kerala, and Uttar Pradesh hampers a comprehensive assessment of the healthcare landscape. Overall, the availability and reporting of medical resources vary significantly across states and union territories. Some states show effective provision of medical facilities, while others encounter challenges with compliance and data reporting.

Table-7**Medical Facilities provided by Motor Transport Undertakings during 2022**

State /Union Territory	Medical Facilities				
	No. of Undertakings required to provide medical facilities	No. of Units providing medical facilities	No. of Dispensaries provided	No. of Doctors provided	No. of Nurses/Compounders provided
1	2	3	4	5	6
1 Andhra Pradesh	9	9	-	10	10
2 Assam	6,414	6,375	-	-	-
3 Bihar	-	-	-	-	-
4 Goa	-	-	3	-	1
5 Gujarat	-	-	-	-	-
6 Haryana	..	5	5	4	1
7 Himachal Pradesh	1	1	1	1	1
8 Karnataka	-	-	-	-	-
9 Kerala	-	-	-	-	-
10 Madhya Pradesh	..	..	..	..	..
11 Meghalaya	-	-	-	-	-
12 Odisha	..	9	9	-	9
13 Rajasthan	8	8	-	-	-
14 Tamil Nadu	1,191	1,015	71	39	305
15 Telangana	1	1	-	-	-
16 Tripura	95	95	-	-	-
17 Uttar Pradesh	..	..	..	..	..
18 Andaman & Nicobar Islands	-	-	-	-	-
19 Chandigarh	17	1	-	-	-
20 Jammu & Kashmir	21	21	8	4	16
21 Leh Ladakh	..	..	..	..	..
Total	7,757	7,540	97	58	343

Notes: - = Nil, ..= Not Reported.

9. Enforcement

The Inspectorate Staff across States and Union Territories are tasked with ensuring the proper implementation of the Motor Transport Workers Act, 1961, which covers regulations such as working hours, daily rest intervals, spread-over of working hours, and weekly rest periods. These Inspectorates conduct inspections to monitor compliance with the Act.

Table-8 provides data on inspections, prosecutions, convictions, and fines for the year. Assam recorded the highest number of inspections (38,105), while Andhra Pradesh led in convictions with 95 cases, and total fines collected amounted to ₹1,85,850. Kerala was significant contributor to the fines, with amounts of ₹1,78,450. Andhra Pradesh has the highest number of pending cases (466), while Odisha has all 417 cases unresolved. Uttar Pradesh reported 50 pending cases following three convictions. The table highlights considerable variations among states in terms of inspections, prosecutions, and case resolutions.

Table –8**Inspections Made, Prosecutions Launched, Convictions Obtained and Amount of Fine Realized during 2022**

State/Union Territory	No. of Registered Motor Transport Undertakings Inspected during the year	Prosecutions						
		No. of cases pending at the commencement of the year	No. of fresh cases filed during the year	No. of cases in which conviction obtained	No. of cases acquitted	No. of cases withdrawn	No. of cases pending at the end of the year	Total amount realized towards fines (Rs.)
1	2	3	4	5	6	7	8	9
1 Andhra*	-	549	12	95	-	-	466	-
Pradesh								
2 Assam	38,105	-	-	-	-	-	-	-
3 Bihar	-	-	-	-	-	-	-	-
4 Goa	1	-	-	-	-	-	-	-
5 Gujarat	11	26	-	2	-	-	24	2,000
6 Haryana	27	23	11	-	2	-	32	-
7 Himachal Pradesh	59	45	-	-	-	-	45	-
8 Karnataka*	14	2	1	-	-	-	3	-
9 Kerala	-	167	48	34	3	-	178	1,78,450
10 Madhya Pradesh	..	-	-	-	-	-	-	-
11 Meghalaya	354	-	-	-	-	-	-	-
12 Odisha	107	384	33	-	-	-	417	-
13 Rajasthan	-	-	-	-	-	-	-	-
14 Tamil Nadu	2,444	3	-	-	-	-	3	-
15 Telangana	-	-	2	-	-	-	2	-
16 Tripura	3,114	-	-	-	-	-	-	-
17 Uttar Pradesh	..	53	-	3	-	-	50	2,700
18 Andaman & Nicobar Islands	1	-	-	-	-	-	-	-
19 Chandigarh	-	-	-	-	-	-	-	-
20 Jammu & Kashmir	1,237	105	5	10	6	-	94	2,700
21 Leh Ladakh	-	-	-	-	-	-	-	-
Total	45,474	1,357	112	144	11	-	1,314	1,85,850

Notes: - = Nil, ..= Not Reported.

* No. of cases pending at the commencement of the year has been taken from the Annual Report of motor transport Workers act, 1961 for the year 2021

10. Limitations

This Act applies throughout India, regulating every motor transport undertaking employing five or more workers in all States and Union Territories. As such, all States and Union Territories are obligated to submit their returns to the Labour Bureau by the designated deadline.

However, several States and Union Territories have not met this requirement, despite receiving multiple reminders. This non-compliance has hindered the timely compilation and analysis of data, resulting in delays in preparing and publishing this report.

The current report is based on data from 17 States and 4 Union Territories. Unfortunately, other States and Union Territories either failed to submit their returns or provided incomplete or zero figures. Specifically, Arunachal Pradesh, Chhattisgarh, Dadra and Nagar Haveli and Daman and Diu, Delhi, Jharkhand, Manipur, Maharashtra, Punjab, Puducherry, Uttarakhand and West Bengal.

Furthermore, the report does not include information from Mizoram, Nagaland, Sikkim, Lakshadweep. This exclusion is due to the Act not being implemented or administered in these regions.
