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 File No. Replied on.

GOVERNMENT OF INDIA
CENTRAL WAGE BOARD
RUBBER INDUSTRY.

339

Phone : { Chairman
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22, RAJA SANTOSH ROAD,
 ALIPORE, CALCUTTA-27.
 26th March 1962.

The General Secretary,
 All India Trade Union Congress,
 4, Ashoka Road, NEW DELHI.



DEAR SIR,

The Government of India in the Ministry of Labour and Employment has by a Resolution of the 7th July, 1961 set up a Central Wage Board for the Rubber Plantation Industry of India. On the next page you will find the terms of reference to the Board for working out a wage structure for the employees of the industry based on the principles set forth in the Report of the Committee on Fair Wages, together with certain 'explanations' stated in the Resolution. On page 4 by way of introduction you will find extracts from the Report of the Committee on Fair Wages which is to be taken as the basis of this Board's investigation.

2. This Board has prepared a questionnaire to be issued to employers and workmen of the Rubber Plantation Industry and their organisations, to the Central Government and the State Governments, and to associations and individuals who are in a position to assist the Board in the matters under investigation. The Board will be grateful if you will be so good as to peruse the questionnaire and let us have your answers with *ten copies* to the questions which have been framed.

3. Furthermore, please be so good as to let us know whether you would like to appear personally before the Board to support the views which you may express in your answers to the questionnaire.

4. As the Board desires to proceed with the work as fast as possible, it is requested that your response to this questionnaire may please reach us by the 26th May 1962.

5. Any contribution which you are able to make to the subject will be greatly appreciated.

6. The managements of the plantations to whom this questionnaire is addressed are requested to post copies of the questionnaire (sent herewith) on their notice board and at the place of work for the information of the workmen.

Yours faithfully,

[Handwritten signature]

*See it to our Bureau
 K. S. Paul*

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT

DATED, NEW DELHI, THE 7TH JULY, 1961.

RESOLUTION

No. WB-3(5)/61/II.—In pursuance of the recommendation contained in para 25 of Chapter XXVII of the Second Five Year Plan regarding the establishment of Tripartite Wage Boards for individual industries, the Government of India have set up a Central Wage Board for the Rubber Plantation Industry.

2. The Composition of the Board will be as follows :

CHAIRMAN

SHRI L. P. DAVE

INDEPENDENT MEMBERS

1. SHRI T. MANAEN, M.P.

*2. SHRI V. L. D'SOUZA.

MEMBERS REPRESENTING EMPLOYERS

1. SHRI M. M. VARGHESE.

2. SHRI C. H. S. LONDON.

MEMBERS REPRESENTING WORKERS

1. SHRI B. K. NAIR.

2. SHRI P. RAMALINGAM.

*Appointed vide Govt. Resolution No WB-3(5)/61/II, dated 16-10-61 in place of Dr. R. Balakrishna who resigned.

3. The following will be the terms of reference of the Board :—

“To work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages as far as practicable”.

4. In evolving a wage structure, the Board should, in addition to the considerations relating to fair wages also take into account :—

- (i) the needs of the industry in a developing economy ;
- (ii) the system of payment by results ;
- (iii) the special characteristics of the industry in various regions and areas ;
- (iv) categories of workers to be covered (this may be according to the definition of workmen in the Industrial Disputes Act) ;
- (v) working hours in the industry.

EXPLANATION

Whenever applying the system of payment by results the Board shall keep in view the need for fixing the minimum (fall-back) wage and also to safeguard against over work and undue speed.

5. The headquarters of the Board will be located at Calcutta and correspondence intended for the Board shall be addressed to the Chairman, Central Wage Board for Rubber Plantation Industry, 22, Raja Santosh Road, Alipore, Calcutta-27.

No. WB-3(5)/61/II

NEW DELHI, dated the 7th July, 1961.

Order.—Ordered that a copy of the Resolution be communicated to :—

- (i) All State Governments and Union Territories.
- (ii) All Ministries of the Government of India, Planning Commission, Programme Evaluation Organisation and the Committee on Plan Projects.
- (iii) All India Organisations of Employers and Workers.

Ordered also that the Resolution be published in the Gazette of India for general information.

Sd./- P. M. MENON,
Secretary.

THE FAIR WAGES COMMITTEE'S REPORT.

As the wage structure is to be based on the principle of fair wages as set forth in the Report of the Committee on Fair Wages, the following extracts from that Report are reproduced :—

- (a) We consider that a minimum wage must provide not merely for the bare sustenance of the life but for the preservation of the efficiency of the worker. For this purpose the minimum wage must also provide for some measure of education, medical requirements and amenities.
- (b) It will be seen from this summary of the concept of the living wage held in various parts of the world that there is general agreement that the living wage should enable the male earner to provide for himself and his family not merely the bare essentials of food, clothing and shelter but a measure of frugal comfort including education for his children, protection against ill health, requirements of essential social needs and a measure of insurance against the more important misfortunes including old age.
- (c) The attainment of the living wage is therefore our objective too but nevertheless it is the duty of this Committee to examine how far present day circumstances permit us to approach the living wage and how a wage that might be considered fair could be fixed having regard to the many limitations that prevent the immediate attainment of the objective. On one point there is complete unanimity of opinion, *viz.*, that the fair wage should on no account be less than the minimum wage.
- (d) While the lower limit of the fair wage must obviously be the minimum wage the upper limit is equally set by what may broadly be called the capacity of industry to pay. This will depend not only on the present economic position of the industry but on its future prospects. Between these two limits the actual wages will depend on a consideration of the following factors and in the light of the comments given below :—
 - (i) the productivity of labour ;
 - (ii) the prevailing rates of wages in the same or of similar occupations in the same or neighbouring localities ;
 - (iii) the level of the national income and its distribution ; and
 - (iv) the place of the industry in the economy of the country.
- (e) As regards the measure of the capacity the Committee consider that in this context the main objective of the fixation of fair wages should not be lost sight of. The objective is not merely to determine wages which are fair in the abstract, but to see that employment at existing levels is not only maintained, but if possible increased. From this point of view it will be clear that the level of wages should enable the industry to maintain production with efficiency. The capacity of industry to pay should, therefore, be assessed by the Wage Boards in the light of this very important consideration. The Wage Boards should also be charged with the duty of seeing that fair wages so fixed for any particular industry are not very much out of line with wages in other industries in that region.
- (f) We are of the view that in determining the capacity of an industry to pay it would be wrong to take the capacity of a particular unit or the capacity of all industries in the country. The relevant criterion should be the capacity of a particular industry in a specified region and, as far as possible, the same wages should be prescribed for all units of that industry in that region.
- (g) We feel that before a wage-fixing machinery decides to make any allowance for benefits, statutory or otherwise, granted to workers it must examine the nature and extent of those benefits. Where a benefit goes directly to

- (h) The committee decided that if the standard family was reckoned as one requiring three consumption units and providing one earner the decision would be in accord with the results of the family budget enquiries.
- (i) The Committee considered that in the fixation of wage differentials the following factors should be taken into account:—
- (1) the degree of skill ;
 - (2) the strain of work ;
 - (3) the experience involved ;
 - (4) the training required ;
 - (5) the responsibility undertaken ;
 - (6) the mental and physical requirements ;
 - (7) the disagreeableness of the task ;
 - (8) the hazard attendant on the work ;
 - (9) the fatigue involved.
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QUESTIONNAIRE.

PART I

(To be answered mainly by Estates and Companies)

1. (a) Name and address, including Managing Agents, if any.

(b) Company (Public/Private Ltd., Proprietor/Partnership).

(c) Estates owned with area in acres in

(If more than one estate please give details of each)

	1950	1955	1958	1960
Rubber :—				
Clonal—				
Under tapping				
Not Under tapping				
TOTAL				
Budded—				
Under tapping				
Not Under tapping				
TOTAL				
Old Seedling—				
(Rubber)—				
Under tapping				
Not Under tapping				
TOTAL				
Tea				
Coffee				
Cardamom				
Other Crops (specify)				

2. Organisations with which you are connected.

EMPLOYMENT

3. Number of Employees on Roll during		1950	1955	1958	1960
(If more than one estate, please give details of each.)					
(a) Staff (to include all Supervisory, Office, Field, Medical, Educational, etc. staff).					
(b) Artisans	{ Permanent .				
	{ Temporary .				
(c) Workers—					
Adults	{ Men				
	{ Permanent .				
	{ Temporary .				
	{ Women				
	{ Permanent .				
	{ Temporary .				
Adolescents	{ Male				
	{ Permanent .				
	{ Temporary .				
	{ Female				
	{ Permanent .				
	{ Temporary .				
Children	{ Boys				
	{ Permanent .				
	{ Temporary .				
	{ Girls				
	{ Permanent .				
	{ Temporary .				

(NOTE—

- (i) If any casual labour employed, please state the number of man-days for each year.
(ii) In the case of contract labour state total amount paid for each of the above year under each item of work.)

	1950	1955	1958	1960
(d) Of the number of workers under (c) state the number of workers in the Factory or Smoke House.				
(e) Number of families resident of the Estate—				
(i) Number of members working				
(ii) Number of members not working				
(f) Number of non-resident permanent workers				
4. Number of permanent workers per acre				
5. What is the resting period ?				
6. Please give statistics to show absenteeism on your estate—				
(i) Actual number of working days each year				
(ii) Average daily attendance of permanent workers				

7. Number of tapping days in 1950, 1955, 1958 and 1960.

(i) Number of tapping days lost due to rain during these years.

8. Do you provide alternative employment to tappers when there is no tapping?

9. What are the systems of tapping employed in your Estate with the number of trees allotted under each system?

HOUSING

10. Give details of the housing accommodation available to workers during the years 1950, 1955, 1958 and 1960.

(i) Number of units

(ii) Area per unit

PIECE-RATE AND TASK

11. (a) Have you a system of piece-rates/incentive? If so, give details of the scheme. Is it working satisfactorily? If not, what changes do you suggest?

(b) Please give the percentage of labour employed on piece-rates/ incentive rates and time-rates.

(c) Have you a system of Task Work? If so, please give details of the scheme and name all the occupations on task work, together with the present task rates for each of such occupations. Are they working satisfactorily? If not, what changes would you suggest?

(d) What time is required generally to complete the task for each of the works for a normal diligent worker?

(e) Please name all occupations on time-rates.

SUBORDINATE STAFF

(Clerks, Medical, Educational, Technical and Kanganies staff generally classed along with them.)

12. Please give a list of the subordinate staff employed by you, with the present scales of pay and dearness allowance applicable to them. Also mention special allowances paid, if any.

13. Please enumerate the benefits to which your staff are entitled together with the cost thereof for each of the years 1950, 1955, 1958 and 1960.

ARTISANS AND TECHNICIANS

14. Please give pay and allowances applicable to Artisans and Technicians for each of the years 1950, 1955, 1958 and 1960.

PRODUCTION

15. Please give your total production of Rubber and yield per acre for each of the last 4 years mentioned (separately for Clonal, Budded and Seedling) and for each estate for each of the years 1950, 1955, 1958 and 1960.

CAPITAL HISTORY AND CAPACITY TO PAY

16. Please give the capital history of your concern:

(a) original paid-up Capital

(b) capital raised by fresh issue

(c) total of (a) and (b)]

(d) issue of Bonus Shares

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CAPITAL HISTORY AND CAPACITY TO PAY—*contd.*

17. Is any part of the funds of your unit lent or otherwise utilised to finance other undertakings? If so, please give details of such loan or investments and the reasons therefor as well as any relationship between such undertakings and yours.
18. Please give details of capital employed as at the end of 1959 :
- (a) in fixed assets
 - (b) in working capital
 - (c) in investments or to finance other undertakings
19. Please give the extent of your borrowings for each of the years 1950, 1955, 1958 and 1960 with the rate of interest and the closing balances at the end of each year :
- (i) overdrafts ;
 - (ii) short-term borrowings ; and
 - (iii) long-term borrowings.
20. Give, for each of the above years, the total amounts standing to the credit of or allocated to :
- (a) depreciation fund
 - (b) reserves
 - (c) machinery renewal fund
 - (d) replanting fund
 - (e) capital reserve fund
 - (f) replanting subsidy
 - (g) other funds
21. Has the management of the estate changed hands since its inception? If so, give the following details :
- (i) year or years of purchase
 - (ii) purchase price
22. Has your plantation been split up or extended in size since the last 10 years? If so, give details.

REHABILITATION AND REPLACEMENT.

23. (a) Have you a Factory or Smoke House ?
- (b) When was it installed and with what capacity ?
 - (c) How many days in the year do your Factory or Smoke House works ?
(Give the number of days for each of the above four years *i. e.* 1950, 1955, 1958 and 1960.)
 - (d) Has there been any modernisation or expansion? If so, give details.
24. Please give the following information regarding block, *i. e.*, Fixed Assets :
- (a) original value of the block at the end of 1959 or 1960

REHABILITATION AND REPLACEMENT—contd.

25. Please give the age of your Rubber Trees according to the following groups :

- (a) less than 10 years
- (b) between 10 and 30 years
- (c) between 30 and 50 years
- (d) above 50 years

26. Have you any scheme of replanting? If so, give details of the working of the scheme.

27. Please give :—

- (a) Funds required in the next 10 years for replacement and rehabilitation of plantation (replanting), building and machinery etc.
- (b) Amount already available as at the end of 1959 or 1960
- (c) Amount expected to be available during the next 10 years in the normal course
- (d) Balance to be found
- (e) How do you propose to make good the balance ?

Development—Extension (New Planting, addition to machinery, buildings etc.)

- (a) Funds required in the next 10 years
- (b) Funds already available as at the end of 1959 or 1960.
- (c) New capital required
- (d) Plant and Machinery required (Give details)
- (e) Whether new acreage is available
- (f) Probable effect on employment
- (g) Estimated increase in tons

28. Please fill in the Annexure—Financial

ANNEXURE--contd.

	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	1960
Depreciation charged in accounts											
Interest paid on borrowings											
Directors' Fees											
Managing Agency (Secretaries and Treasurers), Head Office and other expenses including agency commission outside the estate.											
1. General and Supervision Charges											
3. Cultivation and General upkeep charges.											
7. Harvesting and Manufacturing charges.											
8. Transport charges outside the estate											
9. TOTAL of II (1 to 8)											

ANNEXURE—contd.

	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	1960
Estate Managers and Assistants :											
Salaries and allowances											
Provident Fund											
Bonus											
Gratuity											
Other expenses											
Field Supervisory and Office Staff :											
Salaries and allowances											
Provident Fund											
Bonus											
Gratuity											
Other expenses											
Labour :											
Wages including incentives											
Bonus											
Gratuity											

ANNEXURE—contd.

	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	1960
<i>—contd.</i>											
Protective clothing											
Provident Fund											
Gratuity Wages											
Medical Expenses											
Annual Holidays											
Life Insurance Benefit											
Maternity Benefit											
Medical Expenses											
Maintenance of educational facilities											
Maintenance of housing amenities and fixtures.											
Club facilities											
Employers' State Insurance											
Professional foodstuffs											
Workmen's Compensation											
Other labour welfare expenses											
Total of III (1, 2 and 3)											

	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	1960
ies and Services :											
Fertilisers											
Dusting, spraying materials and chemicals for crop protection.											
Repairs and renovation to buildings other than labour housing, creche, etc.											
Repairs and maintenance of machinery, transport and equipment.											
Packing materials											
Cost of internal transport											
Fuel, oil and electric power											
State stores											
TOTAL of IV (1 to 8)											
rent, land-tax and Panchayat tax . .											
Other items of expenditure (Give tails).											
EXPENDITURE (II, III, IV, and VI).											
Profit or Loss for each year before taxation as in IX (i.e. I—VII).											

ANNEXURE—contd.

	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	1960
Income including wealth excess dividends tax paid the year :											
Other income											
Investment income											
Other revenue income											
Wealth Tax											
Excess Dividends Tax											
Other Taxes											
Of past debts and other liabilities during the year.											
Assets purchased during the year .											
Expenditure incurred during the											
Investing under P. L. Act											
Other buildings											
Hospitals											
Schools											
Trucks											
Machinery											

ANNEXURE—contd.

	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	1960
7. Equipments											
8. Vehicles											
9. New Clearing											
10. Replanting											
11. Other items (give details)											
. Balance : Surplus or Deficit . (VIII less total of IX, X, XI and XII).											
. Dividends : (i.e. amounts distributed or set aside out of profits earned for the accounting year).											
Balance, i.e. Carry forward (XIII—XIV)											
. State your liquid position at the end of the accounting years based on your accounts.											
. State your debt position at the end of the accounting years based on your accounts.											
. State your reserve position at the end of the accounting years based on your accounts.											

ANNEXURE—concl.

	1950	1951	1952	1953	1954	1955	1956	1957	1958	1959	1960
Please give an estimate of your cost of replanting per acre :											
1st year											
2nd year											
3rd year											
4th year											
5th year											
and so on up to bearing.											
Please give an estimate of your cost of new planting per acre :											
1st year including value of land											
2nd year											
3rd year											
4th year											
5th year											
and so on up to bearing											

RUBBER WAGE BOARD.

PART II

(To be answered by associations of employers and workers)

1.(a) Name and Address :

(b) All India Organisations, if any, with which you are connected.

CATEGORIES

2. What are the categories of employees now working on Rubber Plantations ?

3. Do you consider that the present occupational classifications require any modification ? If so, how ?

4. What in your opinion should be the categories of employees that should be covered by the Board's recommendations ?

5. Is there a system of temporary workers, contract workers, casual workers, non-residential workers, apprentices or learners ? If so, give details. Do you want the system, if in existence, to continue ?

6. Is it a condition of service that only families are to be employed ?

7. Please state the nature of work given to women workers, children and adolescents.

WAGE STRUCTURE

8. (a) What are the present rates of wages and dearness allowance for each category of your workers ? (Other allowances, if any, should be mentioned under separate heads.)

(b) Have the wages of workers been fixed as a result of an award or settlement ? Please furnish a copy.

9. What were the wages in the industry as originally fixed under the Minimum Wages Act ? When were they so fixed ?

10. Do you consider the existing rates of wages require any modification ? If so, how and why ?

11. (a) Do you agree that Fair Wages should be determined on the basis of each adult male worker being presumed to have to satisfy the needs of 3 consumption units, or do you consider a different basis should be adopted for the Rubber Industry ?

(b) What according to you will be the requirements of a family of 1 adult male, 1 adult female and 2 children (one of 9 to 13 years and one of 7 to 9 years) on the basis of the resolution of the 15th Session of the Indian Labour Conference ?

12. Please state what you consider to be fair wages for employees in the field, factory, office etc., taking into consideration your reply to the previous question, the recommendations of the Fair Wages Committee and the norms recommended by the 15th Session of the Indian Labour Conference, or on the basis of your alternative suggestion, if any, referred to in Q.11(a) :—

(i) Lowest category of unskilled manual worker ;

(ii) lowest in each of the other categories.

Please give details that enabled you to come to such conclusion.

13. What in your opinion would be the Living Wage for categories mentioned in Q. 12 ? Give details and reasons.

14.(a). Do you favour the introduction of a separate Basic wage and separate dearness allowance, the latter linked to :—

(i) Local or regional cost of living index ;

(ii) linked as a percentage of the basic pay ;

(iii) simply flat rate ?

(b) If the system of separate Basic Wage and D. A. is favoured, give details of the scheme for the determination of the basic wage and the scheme of dearness allowance depending upon your choice of the aforesaid alternatives.

15. Are you satisfied with the present system of arriving at the Cost of Living indices for the plantation areas ? If not, please give reasons and your suggestions.

16. In compiling a family budget for a worker, what provision would you make for education, medical requirements and amenities :

(i) on the minimum wage level ;

(ii) on the fair wage level.

Please give details.

17. Do you think there should be a time-scale of Wages, meaning thereby incremental scales of wages for all or any of the categories of employees ? What other way would you suggest to remunerate seniority and service of existing employees ?

social justice will be satisfied if the increase goes substantially to

PIECE RATES & TASK RATES

19. Please name all occupations on piece-rates and all occupations on time-rates in the industry.
20. What changes, if any, are called for in the present piece-rate system? Are you in favour of extending the piece-rate system to other occupations which are at present time-rated, or partly time-rated and partly piece-rated? If so, please give reasons and particulars of such occupations.
21. What is your view regarding a guaranteed fall-back wage for workers on the piece-rate system? What should be the relation between the level of expected earnings and the fall-back rate to be paid?
22. Would you advocate a scheme of piece-rates where the rate increases with the quantum of production so as to provide an incentive?
23. If you wish to retain the system of task-rates, do you propose any change in the task rates according to region or any other basis?

WAGE DIFFERENTIALS

24. Do you consider the present differentials reflect the differences in skill, work-load, etc., or do you consider the existing differentials are not satisfactory? In either view, give reasons.
25. Do you take the view that the difference between the higher and lower levels of wages should be narrowed down? If so, can you suggest ways for narrowing down the differences without at the same time taking away the incentives for the workers to advance their skill?
26. (a) In fixing the differentials for each category of workers, how would you assess the weightage to be given for the following, among other factors, which according to the Fair Wages Committee's Report, should be taken into account:—
- (1) Degree of skill; (2) Strain of work; (3) Experience involved; (4) Education and training required; (5) Responsibility undertaken; (6) Mental and physical requirements; (7) Disagreeableness of the task; (8) Hazard attendant on the work, and (9) the fatigue involved.
- (b) Do you think that the Board itself should fix the differentials for the various categories? Or, should the Board fix only the minimum and leave the question of differentials to be settled by parties by negotiation?

PRODUCTIVITY OF LABOUR

27. Please state whether there has been any increase in production in your industry and how does it relate to output per worker?
28. Please give details of steps taken by managements and unions to improve productivity.
29. What in your opinion is the impact of the present productivity of labour on the question and quantum of Fair Wages?
30. Do you consider that the present productivity of labour is lower than what it ought to be? If so, please give reasons and remedies.
31. Do you consider that time and motion studies will be helpful in properly fixing the work-loads of workers?
32. In the absence of time and motion studies, what basis should, in your opinion, be adopted for the ascertainment of work-loads?
33. Do you subscribe to the view that higher earnings lead to higher productivity? Or, do you consider that higher earnings lead to less productivity and/or deterioration in quality? Please give relevant facts for the position you take.
34. Are you of the opinion that the piece-rate extension or the introduction of a progressive piece-rate system will result in overstrain and undue speed in the current context of conditions? Give illustrations. If so, can you suggest the necessary safeguards against overwork and undue speed?
35. Do you consider absenteeism is high for your industry? If so, what do you consider the chief reasons for such high absenteeism?

SUBORDINATE STAFF

(Clerks, Medical Staff, Educational Staff and Field, Clerical and other Technical Staff, generally classed along with them.)

36. Please give a list of the categories of subordinate staff generally employed in the industry, with the scales of pay and D.A. applicable to each category. Also mention special allowances paid, if any.
37. Do you think there are too many grades and they can be reduced to a compact number? If so, please give your suggestions. What proportion should the number of higher grade clerks bear to the number of lower grade clerks?

39. (a) When were the present scales of pay and D.A. fixed and how? Please furnish a copy of the Agreement, if the scales of pay and D.A. were fixed by an agreement.

(b) Was the question of staff pay scales ever a subject-matter of adjudication? If so, please furnish a copy of the award.

40. What in your opinion would represent a fair wage to a subordinate staff of the lowest category at start?

41. Are you satisfied with the present scheme of D.A.? If not, give details of the scheme for the determination of the basic wage and the scheme of D.A., having regard to your choice of linking D.A. to:

- (i) local or regional cost of living index;
- (ii) linked as a percentage of the basic pay;
- (iii) simply flat rate.

ARTISANS, TECHNICIANS AND KANGANIES

42. Please give a list of the categories of artisans, technicians and Kanganies generally employed in the industry, with the scales of pay and D.A. applicable to each category. Mention also any special allowances given to such categories.

43. When were the present scales of pay and D.A. fixed and how? Please furnish a copy of the award and/or agreement, if any.

44. What in your opinion would represent a fair wage for the artisan, technicians and kanganies of the lowest category at start?

PARITY OF WAGE RATES

45. What is the extent of disparity, if any, which exists between agricultural wages and wages on Rubber plantations?

46. What weight in your opinion should be given to the factor or "prevailing rates of wages in the region" in determining the Fair Wages of Rubber plantation workers at:

- (i) lower levels;
- (ii) higher levels.

47. How far in your opinion should the level of national income be taken as a guide in fixing the need-based minimum and the fair wage itself?

BONUS

48. (a) Give the bonus history of your industry for the last 10 years.

(b) Is the practice of paying bonus industry-cum-regionwise or unit-wise?

(c) Is the bonus linked to the profits of the unit? Or, is it paid even if there is no profit for the unit, or legal liability to pay bonus?

PROVIDENT FUND & GRATUITY

49. Please give details of the Provident Fund and/or Gratuity Scheme in operation in the industry.

REHABILITATION.

50. What, in your opinion, is the average economic life of Rubber Trees? What is your estimate of replanting an acre of Rubber?

51. Are Rubber estates under-capitalised, over-capitalised? Or, is it normal?

52. What, in your opinion, are the requirements of the industry in the next ten years on account of;

- (i) replacement and rehabilitation of existing assets;
- (ii) development and extension.

CAPACITY TO PAY

53. Please give an objective picture of the financial position of the Rubber plantation industry.

54. What is your view about the place of the Rubber Planting industry in the economy of the country, and to what extent should its importance in the national economy effect the fixation of a Fair Wage?

55. What are the present trends in the industry and what in your opinion is the reasonable future for this industry?

58. What is the nature and extent of competition, if any, the industry has to face with synthetic rubber? Do you consider that any wage increase will affect very adversely the competitive capacity of the industry?

59. The Third Five-Year Plan has laid down certain targets of production. Can the targets be reached, in your opinion? If not, give reasons and remedies.

60. According to the Fair Wages Committee's Report, the objective of fixation of a fair wage is not merely to determine wages which are fair in the abstract but to see that employment at existing level is not only maintained, but if possible, increased. Viewed in this light, will any upward revision of existing wage level in your region affect the present or future level of employment or the capacity of the industry to maintain production and efficiency? Please give full reasons for your answers.

61. How, in your opinion, should the capacity to pay of the industry be judged? Would you take the industry as a whole in the country? Or, the industry in a region? If so, what in your opinion should be the regions for this purpose? Or, should the capacity be judged by a cross-section of the industry in the region? If so, what according to you, is the cross-section?

62. Do you consider the capacity of the most prosperous and weakest units should be ignored and that only the capacity of the average units should be considered for arriving at the capacity of the industry to pay? Or, do you have any other method to propose?

63. For finding the capacity to pay, what are the charges that should be deducted, in your opinion from the Gross Earnings? Or, is it your view that for paying the need-based minimum, the capacity to pay should not be considered after such deductions and it must have priority?

64. Do you consider that for determining the capacity to pay, priority should be given to a fair return on capital, remuneration to management and a fair allocation to reserves and to depreciation so as to keep the industry in a healthy condition? Please state your views fully and the reasons supporting your views?

65. Do you agree with the view that the cost of living of 3 consumption units, on the basis of the lower level of the fair wage, founded on the Fair Wages Committee's recommendations, should be assured to the workmen? Or, do you take the view, if the quantum so found becomes impracticable by reason of want of capacity to pay, it should be reduced? If so, what are the curbs and safeguards needed?

OTHER STATISTICS.

66. Please give details of Labour and Staff Unions in the industry, their membership, their affiliation to any Central Trade Union Organisation, etc.

67. Please give details of Employers' Organisations functioning in your area, their membership and affiliation to any Central Employers' Organisation, etc.

68. Please give an estimate of the number of employers outside the Employer's Organisations in your area and the acreage and the number of workers covered by such employers.

69. Please give the acreage of planted Rubber and the number of workers in the industry :

(a) Proprietary	{ Sterling :
	{ Rupee :
(b) Private Ltd.	{ Sterling :
	{ Rupee :
(c) Public Ltd.	{ Sterling :
	{ Rupee :
(d) Co-operative	{ Sterling :
	{ Rupee :