

June 28, 1961.

The General Secretary,
Plantation Labour Association,
Coonoor, R.S.

Dear Comrade,

Reference your letter dated 15.6.61. This is to inform you that the Govt. of India had already sent the copies of questionnaire on Central Wage Board to all the registered trade unions in the tea plantation industry. We had also sent copies to Tamilnad Trade Union Congress.

In case you have not yet received the copy of the questionnaire you may get one from the Tamilnad T.U.C. or from the Wage Board office at the following address:-

Central Wage Board for Tea Plantation Industry,
22, Raja Santosh Road,
Calcutta.27.

With Greetings,

Yours fraternally,


(K.G. SRIWASTAVA)
SECRETARY.

Cable : "AITUCONG"

Telephones : 48771
43414

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

T. U. LAW BUREAU :
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

4, ASHOK ROAD,
NEW DELHI.

President: S. S. MIRAJKAR
General Secretary: S. A. DANGE, M.P.

No. 337/WBQ/61
June 17, 1961

The Secretary,
STUC,
WEST BENGAL/TAMILNAD/
KARNATAK/KERALA/ASSAM
&
Com. Parvathi Krishnan.

Dear Comrade,

Enclosed please find a copy of
the questionnaire issued by the Central
Wage Board for Tea Industry, for your
necessary action and information.

We are given to understand by the
Board that copies of the questionnaire
have been sent directly to all unions
operating in the tea plantations.

With greetings,

Yours fraternally,

P. V. K. S. P.
for SECRETARY



GOVERNMENT OF INDIA
CENTRAL WAGE BOARD
FOR
TEA PLANTATION INDUSTRY

Phone : 45-5616
Gram : WAGEBOARDS

22, RAJA SANTOSH ROAD,
ALIPORE, CALCUTTA-27.
5TH JUNE, 1961.

Dear Sir,

The Government of India in the Ministry of Labour and Employment has by a Resolution of the 5th December, 1960 set up a Central Wage Board for the Tea Plantation Industry in 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 investigations.

2. This Board has prepared a questionnaire to be issued to employers and workmen of the Tea 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 5th August, 1961.

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,

(L. P. DAVE)

Chairman

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT

DATED, NEW DELHI, the 5th December, 1960.

RESOLUTION

No. WB-3(12)/59.—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 Tea Plantation Industry.

2. The composition of the Board will be as follows :—

Chairman

SHRI L. P. DAVE

Independent Members

1. Shri T. Manan, M.P.
2. Dr. R. Balakrishna.

Members representing employers

1. Shri L. T. Carmichael.
2. Shri J. B. Souter.

Members representing workers

1. Shri G. Ramamujam.
2. Shri B. Bhagwati, M.P.

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 a minimum (fall-back) wage and also to safeguard against overwork 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 Tea Plantation Industry, 22, Raja Santosh Road, Alipore, Calcutta-27.

Sd/- P. M. MENON,

Secretary.

No. WB-3(12)/59

NEW DELHI, *the 5th December, 1960.*

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 worker it must examine the nature and extent of those benefits. Where a benefit goes directly to reduce the expenses of a worker on items of expenditure which are taken into account for the calculation of the fair wage, it must necessarily be taken into account in fixing the actual fair wage payable.
- (h) The Committee decided that if the standard family was reckoned as one requiring three consumption units and providing one earner that 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.

QUESTIONNAIRE

1. Please give—
 - (a) Your name.
 - (b) Your designation.
 - (c) Your address.
- 2.(a) Organisation, if any, with which you are connected.
 - (b) The Nature of Establishment.
 - (c) The Geographical situation.
 - (d) The area under Tea.
 - (e) The size of the labour force employed.

Categories

3. What are the present categories of employees now working on your plantation ?
(Plantations for the purpose of this questionnaire will mean Tea Gardens, Reserve Areas—grants, as well as factories, workshops, offices, hospitals, schools, etc. on the estates.)
4. Do you consider that the present occupational classification requires any modification ? If so, how ?
5. Do you consider that a single set of nomenclature with uniform definition of duties involved should be adopted in the industry for the whole country ?
6. Do you want to introduce any new category ? If so, please give details and reasons therefor.
7. Is there a system of temporary workers, casual workers, non-residential workers, apprentices or learners ?
If so, give details. Do you want the system, if in existence, to continue ?
8. What in your opinion should be the categories of employees that should be covered by the Board's recommendations ?

The Wage Structure

9. What are the present rates of wages and dearness allowance for each category of your workers, coming within the definition of the term 'workmen' under the I. D. Act ?
(Other allowances, if any, should be mentioned under separate heads).
10. Do you consider the existing rates of wages require modification ? If so, how and why ?
11. What are the systems of wages in vogue at present in your establishments ?
 - (a) Consolidated wages.
 - (b) Split into basic wage and dearness allowance and if so, whether the dearness allowance is linked to—
 - (i) Cost of living index, or
 - (ii) Basic Pay as a percentage of it, or
 - (iii) Simply flat rates ?
12. Is there a piece-rate system for plucking or for any other occupations ? If so, give details.

Does the piece-rate relate only to basic pay or does it include the dearness allowance also ?

- 13.(a) Are the workers receiving from the Management foodgrains at a fixed price, regardless of market fluctuations ? If so, what is the fixed price ? Is it generally lower than market rates ? Please give an estimate of the monetary value of this concession for each of the years 1950 to 1960.

(b) To what other fringe benefits such as, free housing, medical attention, free primary education, free fuel, etc. are your workers entitled from the Management? Give details.

14. What were the wages in your estate or area as originally fixed under the Minimum Wages Act? When were they so fixed?

15.(a) Do you favour the introduction of separate dearness allowance linked to—

- (i) Local or Regional Cost of Living Index.
- (ii) Linked as a percentage of the basic pay.
- (iii) Simply flat rate?

What should be the details of the scheme of dearness allowance depending upon your choice of the aforesaid alternatives?

(b) Do you favour the idea that the entire dearness allowance or a part of it should be merged with the basic wage? If so, give reasons.

16. Do you take the view that the basic wage should first be calculated on the 1939 base as cost of living or with any other year as the base, then provide a dearness allowance to neutralise the rise in the cost of living or should it be on the basis of the current cost of living, taking the unanimous resolution of the 15th Indian Labour Conference as the guiding factor (copy of resolution appended—see annexure 'A')? Will it make any difference in your opinion?

17. If the system of separate dearness allowance is to be continued or introduced, what would you suggest as a fair method of computing such dearness allowance for workers in the unskilled lowest category and those above?

18. To what extent should changes in the cost of living indices be neutralised by changes in the rates or quantum of dearness allowance?

19. Are you satisfied with the present system of arriving at the Cost of Living Indices for the plantation areas? If not, give reasons.

20. In the compilation of a family budget of a worker on the minimum wage, what provision would you make for education, medical requirements and amenities? Give details.

21. In compiling a family budget for a worker on the fair wage, what provision would you make for education, medical requirements and amenities? Give details.

22. 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 fall-back rate to be paid?

23.(a) Do you think there should be time-scale of wages for all or any of the categories of employees? Give reasons in either case.

(b) What other way would you recognise to remunerate seniority and service of existing employees?

24. 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 Tea industry?

Wages

25.(a) Please state what you consider to be fair wage 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:—

- (i) Lowest category of unskilled manual worker.
 - (ii) Lowest in each of the other categories.
- (b) Please give details that enabled you to come to such conclusions.

26. Is it a condition of service on your plantation—

- (a) that only families are to be employed? Please attach a *proforma* of appointment order.
- (b) Please give the number of families employed as well as the number of individual worker employed in 1955 and 1960.

27. What according to you will be the requirements of a family of one adult male, one adult female and 2 children (one of 9 to 13 years and one of 7 to 9 years) on the basis of a balanced diet and other fair requirements to maintain health and efficiency on the basis of the resolution adopted at the 15th Indian Labour Conference. (Please fill in Annexure 'B'.)

28. What in your opinion would be the Living Wage for categories mentioned in Question No. 25? Give details and reasons.

Women's Wages

29.(a) Please state whether there is differentiation in any form in the wages paid at present to men and women workers doing the same or similar type of work.

(b) Please state the number of women workers employed by you and what proportion it bears to the men workers employed by you in 1950, 1953, 1956, 1959 and 1960?

(c) The nature of work given to women workers.

30. If there is any differentiation, is it justifiable in your opinion to continue such differentiation? If so, please give reasons.

31. Should the minimum rates of wages for men and women workers be the same?

32. The Committee on Fair Wages are of the opinion that the adoption of a different method of calculation in the case of women engaged on work done exclusively by women does not infringe the principle of equal pay for equal work. Are there any such occupations in the industry?

Children and Adolescents

33. Is it the practice to employ children and adolescents on your plantations? If so, please give their number in 1950, 1953, 1956, 1959 and 1960.

34. What is the work generally assigned to Children and adolescents?

35. What is the number of hours of work on a normal working day for adolescents and children? And what were their wages per day in 1950 and in 1960.

36. Do you think it desirable to continue the system of employment of children?

37. At what age do you make adolescents full adult workers in practice?

Piece Rates Work

38.(a) Please give the percentage of labour employed on piece-rates and time-rates or partly time-rated and partly piece-rated.

(b) Name all the occupations on the piece 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.

39. Do you favour the continuance of the present piece-rate system or would you advocate a scheme of piece-rates where the rate increases with the quantum of production so as to provide an incentive?

40. 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.

41. What changes, if any, are called for in the present piece-rate system?

42. Is there a system of fall-back wages in respect of piece-rated occupations? If so, give details. Do you think any changes are called for in the system?

Task Rates

43. What are the present task rates for—

- (a) Pruning.
- (b) Weeding.
- (c) Hoeing.
- (d) Planting.
- (e) Manuring.
- (f) Clearing undergrowth.
- (g) Uprooting.
- (h) Any other important occupations.

44. What time is required generally to complete the task for each of the works for a normal diligent worker on --

(a) the plains.

(b) the hills.

45. What changes, if any, do you propose in the task rates ?

46. Can task work rates be standardised --

(a) on a regional basis, or

(b) on any other basis.

Productivity of Labour

47. How many hours should a worker work per day to earn a fair wage ?

48. Please give details of steps taken by managements and Unions to improve productivity.

49. Please give the number of man-per-acre of planted Tea in 1950, 1955 and in 1960.

50. What in your opinion is the impact of the present productivity of labour on the question and quantum of Fair Wages ?

51. Do you consider that the present productivity of labour is lower than what it ought to be ?

If so, please give reasons and remedies.

52. If in your opinion productivity of labour has increased or decreased please give particulars.

Please also give a list of factors for which you had to make allowances, like changes in character of production, introduction of new machinery, etc.

53. How were the present work-loads fixed and when ? Are they working satisfactorily ?

54. Have you any agreed basis for ascertaining work-loads ?

55. Do you consider that Time and Motion Studies will be helpful in properly fixing the work-loads of workers ?

56. In the absence of Time and Motion Studies, what basis should in your opinion be adopted for the ascertainment of work-loads ?

57. 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.

58. 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 ?

59. Give statistics to show present level of absenteeism in your area. What do you consider the chief reasons for absenteeism ?

(N.B.--Only absence without leave is to be treated as absenteeism.)

Clerical

Clerks, Medical staff, educational staff and others generally classed along with them.

60. Please give a list of categories of clerks employed with the present scales of pay and dearness allowance applicable to each category.

61. Do you think there are too many grades and they can be reduced to a compact number. If so, please give your suggestions.

62. When were the present scales of pay and dearness allowance fixed and how ?

63. Was the question of Clerk's pay ever a subject matter of adjudication ? If so, please furnish a copy of the award.

64. What in your opinion would represent a Fair Wage to the clerk of the lowest category at start ?

65. Is there a system of promotions? Are you satisfied with the present system? If not, what should be the revised basis and avenue of promotions?

66. What proportion should the number of higher grade clerks bear to the number of lower grade clerks?

67. Are you giving any special allowances to clerks and supervisors? If so, please give details.

Artisans and Technicians

68. Please give a list of categories of artisans and technicians employed with the present scales of pay and dearness allowance applicable to each category.

69. Do you think there are too many grades and they can be reduced to a compact number? If so, please give your suggestions.

70. When were the present scales of pay and dearness allowance fixed and how?

71. Was the question of artisans and technicians' pay ever a subject matter of adjudication? If so, please furnish a copy of the award.

72. What in your opinion would represent a Fair Wage to the artisan and technician of the lowest category at start?

73. Is there a system of promotions? Are you satisfied with the present system? If not, what should be the revised basis and avenue of promotions?

74. What proportion should the number of higher grade artisans and technicians bear to number of the lower grade artisans and technicians?

75. Are you giving any special allowances to artisans and technicians? If so, please give details.

Prevailing Rates of Wages

76. What weight in your opinion should be given to the factor of 'prevailing rates of wages in the region' in determining the Fair Wages of Tea Plantation workers at —

(a) lower levels.

(b) higher levels.

77. Have the wages for any category of workers in your plantations been fixed as a result of any award or settlement? If so, please enclose a copy of the award or settlement.

National Income

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

Mixed Crops

79. Do you have crops other than Tea on your plantations? If so, what percentage of the total acreage will be Tea?

80. Do you recruit labour separately for the different crops? After recruitment, are they transferable from work on one crop to another crop?

81. If you have mixed crops and have only one consolidated Balance Sheet and Profit and Loss A/c., how would you allocate the various common expenses to find out the trading results of Tea alone?

82. Do you pay the same rates of wages for time-rated workers on all the crops on your plantations? If so, since how long have you been paying so?

Wage Differentials

83. Give roughly the percentage of —

(i) Unskilled manual;

(ii) Semi-skilled;

(iii) Skilled workers out of the total labour force.

84. Do you consider the present differentials fully reflect the differences in skill, work-load, etc. or, do you consider the existing differentials are not proper? In either view give your reasons.

85. 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?

86. 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:—

- (a) Degree of skill,
- (b) Strain of work,
- (c) Experience involved,
- (d) Education and Training required,
- (e) Responsibility undertaken,
- (f) Mental and physical requirements,
- (g) Disagreeableness of the task,
- (h) Hazard attendant on the work, and
- (i) The fatigue involved.

87. 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.

Factories and Workshops

88.(a) Have you a factory and/or workshop?

(b) When was the factory installed? What is its capacity? How many shifts does it work per day? Has there been any modernisation or expansion? If so, give details.

89. Is it the practice to transfer workers from the field to the factory and from factory to field?

90. What are the daily working hours in force now?

91. Is there any difference between the wages of unskilled workers in the field and in the factory and/or workshop? If so, what is the difference and why?

92. Is there any privilege enjoyed by a worker in the factory and/or workshop not available to the workers in the field? If so, give details.

Capacity to Pay

93. Please give an objective picture of the financial position of the industry in your region.

94. What is your view about the place of the Tea Industry in the economy of the country and to what extent should its importance in the national economy affect the fixation of a Fair Wage?

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

96. What in your opinion are the essential needs of this industry in a developing economy?

97. Being also an export industry, what in your opinion are the safeguard necessary to maintain its foreign markets?

98. What is the nature and extent of competition, if any, the industry has to face now in the foreign markets? Do you consider that any wage increase will affect very adversely the competitive capacity of the industry in the foreign markets?

99. Please state the quantum and value of export of Indian Tea to different countries since 1950 to 1960, year by year.

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

101. 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.

102. 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?

103. Do you consider the capacity of the most prosperous and most weak 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?

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

105. 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?

Explanation :

Management includes Managing Agents, Managing Directors, etc.

106. Do you consider that the interests of social justice will be satisfied if the increases go substantially to the lowest paid?

107. Do you agree with the view that the cost of living of three 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?

108. Give the bonus history in your unit and regions for the last 10 years :—

(a) The total amount paid in each year to :—

- (i) Managerial staff,
- (ii) Supervisory staff,
- (iii) Clerical and Allied staff,
- (iv) labour.

(b) The percentage the total bonus formed of the total wage bill for each year.

(c) Whether the amount was paid by agreement or award of a tribunal?

Explanation :

Bonus includes commission also.

109. Is the practice of paying bonus to workmen, industry-cum-region-wise or unit-wise?

110. 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?

111. Please give the percentage breakdown of the main components of cost of production and selling expenses to the Gross Realisations based on Cochin or Calcutta auction equivalent prices for the years 1950, 1952, 1954, 1959 and 1960. (Please fill in Annexures C-1 and C-2.)

112. Please give the figures of profits or losses for the years 1950, 1952, 1954, 1957, 1959 and 1960. If there was loss in any year, what, in your opinion, were the reasons therefor?

Explanation :

Profits for purposes of this question should be construed to mean trading surplus, without deducting Depreciation, Agents Commission, Donation, Taxes on Profits, provision for bonus for the year in question and after adding thereto payment of bonus during the year for previous years; and loss should be construed similarly as a trading loss.

113. (a) Give the capital history of your concern.
 (b) Have your concerns issued Bonus Shares? If so, please give details of the issue or issues.
114. Please give dividend history of your concern since 1950 and in particular please give the percentage of dividend declared on :—
 (a) The original paid-up capital.*
 (b) Total Paid-up capital including bonus shares.
 (c) Whether subject to tax or free of tax.
 (d) Whether dividends were paid from profits, and/or from Reserve Funds in any particular year.
- (*The effective dividend on Original paid-up capital should be given where bonus shares have been issued and the dividend is also on Bonus shares.)
115. 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.
116. Please supply 10 copies of Balance Sheets and Profits and Loss a/cs. of your undertaking/s for each of the years from 1950 to 1960.
117. Please give details of your Managing Agency or Managing Directorship contract, if any.
118. Any selling agency? The terms of their contract, if any.
119. What in your opinion is the average economic life of a Tea Bush? To what account are the 'Replanting Costs' debited? To what account are the 'Supplying (Filling) Vacancies Costs' debited?
120. What is the present age of your tea bushes? Have you any scheme of replanting? If so, give details of the working of the scheme.
121. Have you a Depreciation Reserve? How is it being utilised?
122. Are you under-capitalised, over-capitalised? Or is it being utilised?
123. What is the rate of interest on borrowings you have been paying for the last three years?
 (a) On overdrafts.
 (b) On short-term borrowings.
 (c) On long-term borrowings.
124. Has the management of the undertaking changed hands since its inception? If so, please give details.
125. Has the plantations been split up in size since the last ten years? If so, please give details.
126. Please fill in Annexures 'D' and 'E'.

Present Financial Position

127. Please give the details of the following reserves as at the end of 1959 :—
 (a) Reserve Fund.
 (b) Depreciation Fund.
 (c) Machinery Renewal and/or Replanting Fund.
 (d) Capital Reserve Fund.
 (e) Other Funds.
128. Please give the following information regarding Block :—
 (a) Original value of the block at the end of 1959.
 (b) Written down value as in 1959.
 (c) Total of Depreciation accumulation.
 (d) How this Depreciation accumulated has been utilised?
129. Please give details of Capital employed as at the end of 1959 :—
 (a) In Fixed assets.
 (b) In working capital.
 (c) In investments.

130. What is your loan capital as at the end of 1959 and how raised and at what rate of interest ?

Explanation :

1959 in the above questions from 127 to 130 also means 1959-60.

131. Please give information on the following points :—

Replacement and Rehabilitation

This means maintenance of Plantation, Building and machinery in healthy condition.

- (a) Funds required in the next 10 years.
- (b) Amount already available as at the end of 1959.
- (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.
- (f) Estimated savings in cost as a result.

Development—Extension

- (a) Funds required in the next 10 years.
- (b) Funds already available as at end of 1959-60.
- (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 output :—
 - (i) in lbs.
 - (ii) in value at current prices.

132. Please state whether the industry is getting assistance from Government and Tea Board now ? Whether any further assistance is required. Please give details.

Provident Funds and Gratuity

133. Is there a Provident Fund system in force for all workers ? If so, what is the rate of contribution ?

134. Is there a scheme of Gratuity and/or Pension ? If so, please give details.

Statistical Information

135. Please give particulars of :—

- (a) Rainfall per year (Average during last 10 years).
- (b) Yield per acre for each of the 10 years from 1950.
- (c) Percentage of production sold within India and outside for each of the 10 years from 1950.

136. Give details of the Housing accommodation to the workers, the area, nature of building, etc. and the no. of houses available as on 1st January, 1961.

137. Please give details of labour and staff unions functioning in your area, their membership, their affiliation to any Central Trade Union Organisation.

138. Please give details of Employers' Organisations functioning in your area, their membership and their affiliation to any Central Employer's organisation.

139. Please give an estimate of the number of employers outside the employers' organisation in your area and the acreage and number of workers covered by such employers.

140. Please give the acreage of planted tea and number of workers in your area employed by employers classified into —

(a) Proprietary :

(i) Sterling.

(ii) Rupee.

(b) Private Ltd. :

(i) Sterling.

(ii) Rupee.

(c) Public Ltd :

(i) Sterling.

(ii) Rupee.

(d) Co-operative :

(i) Sterling.

(ii) Rupee.

Any other Matter

Please give expression to any other matters which in your opinion are relevant to this enquiry.

ANNEXURE ' A '

(See question No. 16)

The recommendations of the Committee as adopted with certain modifications, are given below :—

- “(1) Two important aspects of wage policy, as stated in the Second Five Year Plan, are (1) the laying down of principles to bring wages in conformity with the aspirations of the working class and (2) the appropriate machinery for the application of these principles to cases referred to it. The Committee considered the four notes placed before it and felt that they would be useful as background material for wage fixation. The Committee took note of the difficulties in assessing quantitatively the individual importance of various factors affecting wage fixation, such as productivity, cost of living, the relation of wages to national income and so on and proceeded to discuss the wage policy with specific reference to minimum wages and fair wages.
- (2) With regard to the minimum wage fixation it was agreed that the minimum wage was ‘ need-based ’ and should ensure the minimum human needs of the industrial worker, irrespective of any other considerations. To calculate the minimum wage, the Committee accepted the following norms and recommended that they should guide all wage fixing authorities, including minimum wage committees, wage boards, adjudicators, etc. :—
- (i) In calculating the minimum wage, the standard working class family should be taken to consist of 3 consumption units for one earner ; the earnings of women, children and adolescents should be disregarded.
 - (ii) Minimum food requirements should be calculated on the basis of a net intake of 2,700 calories, as recommended by Dr. Aykroyd for an average Indian adult of moderate activity.
 - (iii) Clothing requirements should be estimated at a *per capita* consumption of 18 yards per annum which would give for the average workers family of four, a total of 72 yards.
 - (iv) In respect of housing the norm should be the minimum rent charged by Government in any area for houses provided under the Subsidised Industrial Housing Scheme for low income groups.
 - (v) Fuel, lighting and other ‘ miscellaneous ’ items of expenditure should constitute 20 per cent of the total minimum wage.
- (3) While agreeing to these guide lines for fixation of the minimum wage for industrial workers throughout the country, the Committee recognised the existence of instances where difficulties might be experienced in implementing these recommendations. Wherever the minimum wage fixed went below the recommendations, it would be incumbent on the authorities concerned to justify the circumstances which prevented them from the adherence to the norms laid down.
- (4) The Committee took note of the steps taken by Government for conducting (a) a wage census and (b) family budget enquiries in various industrial centres.
- (5) As regards fair wages, it was agreed that the wage Boards should go into the details in respect of each industry on the basis of the recommendations contained in the report of the Committee on Fair Wages. These recommendations of the Fair Wages Committee should also be made applicable to employees in the public sector.

ANNEXURE 'B'

(See question No .27)

Item	Quantity per family as described in the question	Present cost of column 2 at the average price from 1st Jan. '60 to 31st Decem. '60
Rs. nP.		
1. FOOD :		
Cereals		
Pulses		
Green Leafy vegetables		
Root vegetables		
Other vegetables		
Fruits		
Milk		
Sugar		
Jaggery		
Sweet Oil		
Ghee		
Fish and meat		
Eggs		
2. FUEL AND LIGHTING (on the basis of actual consumption) .		
3. CLOTHING :		
Dhoties		
Sari		
Shirting		
Underwears		
Under Pants		
Coat		
Cap		
Blouses		
Children :		
Half Pant		
Shirts		
Caps		
Frocks		
Stitching charges for the above		
Pairs of shoes or chappals for adults		
Pairs of shoes or chappals for children		

ANNEXURE 'B'—*contd.*

Item	Quantity per family as described in the question	Present cost of column 2 at the average price from 1st Jan. '60 to 21st Dec. '60
		Rs. nP.
3. CLOTHING—<i>contd.</i>		
Bed Sheet		
Chaddar		
Towel		
Blanket		
Carpet		
4. HOUSING :		
(Two rooms and a kitchen of total 400 sq. ft. area with a small verandah.)		
5. MISCELLANEOUS :		
Barbar		
Washing Soap		
Hair Oil		
Medical Fees		
Medical Prescriptions		
Pan Supari		
Tobacco		
Bidis		
Cigarettes		
Union subscription		
Combs		
Bangles		
Newspaper		
Postage		
Transport : Tram, Bus or Train fares		
Travelling		
Provident Fund		
State Insurance contribution		
School fees for 4th and 7th Standards		
Monthly quota of annual school requirements of Books, Stationery, etc.		
Cinema and other amusements		
Social subscription		
Social obligations—such as marriage, funerals, etc.		

ANNEXURE 'C-1'
(See question No. 111)

	Amount	Percentage
Gross realisation, in terms of Calcutta or Cochin quotation prices		
Investment income		
Other revenue income		
Total receipts		
Depreciation charged in accounts		
Interest on borrowings		
Director's fees		
Managing Agency, Secretariat and other administrative expenses		
Transport charges to auction centre		
Selling charges at auction		
Insurance		
Garden management expenses		
Garden—field, factory and office subordinate staff expenses		
Garden Supervisory (equivalent to foremen) expenses		
Labour pay, D.A. and piece rate payment		
Labour Bonus payment :		
Protective clothing		
Gratuity		
Provident fund		
Leave with wages		
Sickness benefit		
Maternity allowance		
Cost of issue of rice and foodgrains at fixed price		
Other labour expenses		
Medical expenditure		
Expenditure on education		
Fertilisers		
Dusting, Spraying materials		
Other chemicals for crop protection		
Repairs and renovations to buildings		
Repairs to machinery		
Packing materials		
Estate stores not covered by the above items		
Land rent and Land tax		
Green leaf transport		
Fuel, oil and electric power		
Give details of other major items of expenditure		
Remaining expenditure on minor items		
Total expenditure		
NET PROFITS		

ANNEXURE 'C-2'
 (See question No. 111)
 Appropriation of Profits

	Amount	Percentage
Profits shown in Annexure 'C-1'		
Taxation		
Capital expenditure on Plantation Labour Act items		
Other Capital expenditure on gardens, buildings and machinery		
Payment of debts and other liabilities		
Appropriations to Reserve funds and additions to or deductions from carry forward.		
State which is applicable		
Investments		
Dividends		

ANNEXURE 'D'

(See question No. 126)

Capacity of The Industry to Pay

	1950	1954	1955	1956	1957	1958	1959
1. Please state the amount of net profits or loss made by your Company in the years (if loss give a minus against the figure or red figures).							
2. How did you utilise the profits for the year for different purposes :—							
(i) Profits of the year							
(ii) Balance from last year carried forward							
(iii) Fund for stipulated Capital Expenditure if available from Reserves or other sources							
(vi) Total available sum							
Utilised in :—							
(a) Paying taxes on Profits :—							
(i) Income-tax, etc.							
(ii) Agr. Income-tax							
(iii) Wealth Tax							
(iv) Gift Tax							
(v) Any other tax levied on Profits							
(b) Paying Dividends							
(c) Paying Labour Bonus							

ANNEXURE 'D'—contd.

	1950	1954	1955	1956	1957	1958	1959
(d) Paying other Bonuses							
(e) Paying past debts and liabilities							
(f) Development expenditure of the Properties							
(g) Reserve Funds and other funds and appropriations							
(h) Construction of Labour houses, hospitals, etc. required under P. L. Act.							
(i) Investment in properties							
(j) Purchase of Machinery or equipments or transports							
(k) Other purchases							
Carry forward 2(iv)—2a to k)							
Company's own liquid position in relation to carry forward amount on above basis and in case of financial dearth the extent of borrowing facilities (to cover any financial deficit).							
3. What in your opinion is a fair return needed on your paid capital and working capital. State how you arrived at the figure.							
4. What are your development plans for works in the years 1961—1971 :—							
(a) For extensions, additions or replacements of the Factory and allied buildings.							
(b) For replacement of the present machinery							
(c) For addition of new machinery and equipment							

	1950	1954	1955	1956	1957	1958	1959
--	------	------	------	------	------	------	------

ANNEXURE 'D'—contd.

	1950	1954	1955	1956	1957	1958	1959
(d) For extensions, replacements or replanting of tea							
(e) For fencing of the Garden, Factory or for protection of properties (State the yearly needs in approximate value or costs.)							
5. How do you propose to get the necessary funds for the purposes— 4(a) to 4(c).							
6. What is your liability for construction of labour houses in the 5 years 1961 to 1965 year by year under P. L. Act. (state the number of pucca houses to be constructed).							
7. State the estimate of costs required for the construction of houses as envisaged in No. 6.							
8. How do you propose to meet the costs as required under No. 7							
9. What proportion of your total revenue cost is represented by wages in the years 1954, 1955, 1957, 1958 and 1959 (state percentage).							
10. Any special or peculiar feature in relation to this subject which may be stated as an ancillary to these questionnaire.							

ANNEXURE ' E '

(See question No. 126)

Statement showing expenditure incurred in the Production of Tea during 1950-60

	1950	1954	1955	1956	1957	1958	1959
A.—CULTIVATION							
I. General field works							
II. Filling in vacancies including cost of nursery							
III. Manuring :—							
Cost of Chemical manures							
Labour for application							
Cost of Organic manure and application							
IV. Spraying and dusting :—							
Cost of Spraying and dusting materials							
Cost of equipment and accessories, if any							
Cost of application							
V. Other pest control measures :—							
Cost of Materials							
Cost of equipment and accessories, if any							
Cost of application including labour							
TOTAL							

ANNEXURE 'E'--contd.

	1950	1954	1955	1956	1957	1958	1959
B.—CHARGES OF GATHERING CROP							
VI. Plucking							
VII. Other crop gathering charges including transport of tea to factory.							
TOTAL							
C.—MANUFACTURE							
VIII. Salaries and wages :—							
Salaries of factory staff							
(Tea house establishment)							
Wages of Factory							
Labour							
IX. Coal and other fuel, power and lighting							
X. Maintenance of factory buildings, plant and machinery including cleaning the tea houses.							
XI. General stores and local purchases							
XII. Other charges							
TOTAL							

ANNEXURE 'E'—contd.

	1950	1954	1955	1956	1957	1958	1959
D.—GENERAL CHARGES							
XIII. Upkeep of buildings, roads, bridges and other assets excluding factory and its machinery.							
XIV. Cost of recruitment and Medical facilities :—							
Recruiting expenses							
Medical benefits							
Other labour benefits							
XV. Bonus (other than to labour) :—							
Bonus to staff							
Commission to Managers and other senior staff							
Commission to Managing Director or Agents and Agency allowance.							
XVI. Bonus to Labour							
XVII. Salaries and allowances to staff :—							
Estate							
Head Office							
XVIII. General and other office expenses :—							
Estate							
Head office							

ANNEXURE 'E'--contd.

	1950	1954	1955	1956	1957	1958	1959
XVIII: (a) Holidays with wages							
Provident Fund							
Maternity Benefit							
Workmen's compensations							
Employees State Insurance paid during the year							
Retirement gratuity during the year							
Retrenchment compensation paid during the year							
Any other compensation for rationalisation							
Concessional foodstaff Charities							
TOTAL							
E.—PACKING							
XIX. Cost of tea chests and other containers							
XX. Other materials							
XXI. Labour for packing							
TOTAL							

ANNEXURE 'E'—contd.

	1950	1954	1955	1956	1957	1958	1959
F.—SELLING EXPENSES							
XXII. Freight and transport charges to sale centres in India or port of shipping.							
XXIII. Stock and transit insurance							
XXIV. Other forwarding and selling expenses (Sale charges, brokers' commission, etc.).							
XXV. Export quota charges							
TOTAL							
G.—DUTIES AND CESS							
XXVI. Excise duty :—							
Tea Cess							
Export duty							
TOTAL							
H.—OTHER EXPENSES							
XXVII. Interest paid on loan or debentures or to Financing Houses .							
XXVIII. Income-tax and other taxes on income							
TOTAL							

ANNEXURE 'E'—contd.

	1950	1954	1955	1956	1957	1958	1959
I.—CAPITAL EXPENDITURE							
XXIX. Cost of planting on virgin jungle :—							
I year							
II year							
III year							
IV year							
and so on up to bearing							
Cost of re-planting reclaimed land :—							
I year							
II year							
III year							
IV year							
and so on up to bearing							

ANNEXURE 'E'—concl'd.

	1950	1954	1955	1956	1957	1958	1959
Cost of re-planting existing old cultivation :—							
I year							
II year							
III year							
IV year							
and so on upto bearing							
Other capital expenditure :—							
Building							
Machinery							
Other items							
TOTAL							
GRAND TOTAL							

PHONE: 45-5616
GRAM: "WAGEBOARDS"

A. I. T. U. C.
I. R. No. 2547 Date. 3.1. JUL 1961
File No..... Replied on.....

GOVERNMENT OF INDIA
CENTRAL WAGE BOARD FOR TEA PLANTATION INDUSTRY
CALCUTTA.

22, Raja Santosh Road,
Alipore, Calcutta-27.

No. 3/1-2/TWB-1778

Dated the 28th July, 1961.

29 JUL 1961

From

The Assistant Secretary,
Central Wage Board for Tea Plantation Industry,
Calcutta.

To

The Secretary,
All India Trade Union Congress,
4, Ashok Road,
New Delhi-1.

Subject :- Submission of replies to Questionnaire.

S i r,

With reference to your letter dated 25th July, 1961 on the subject cited above I am to state that the last date for submission of replies to the Questionnaire issued by the Board is extended to 20th August, 1961. It will therefore be appreciated if you please note that as the Board is anxious to finish the work, you may send your replies by 20th August, 1961. It is regretted that no further extension beyond that date will be granted thereafter.

Yours faithfully,

Coimbatore
21 July 1961

337

Dear Com. K.G.,

We held a meeting of representatives from Kerala and Tamilnad plantation unions to discuss reply to the Wage Board on the 19th and arrived at certain conclusions. We are now drafting our reply- This will be finalised at a further meeting on the 25th. Perumal of the Noelamalai Plantation Workers' Union will also be attending that meeting at his own suggestion. We may send a reply jointly with him if that is possible.

Secondly, we have decided to draft the memorandum demanding interim wage increase, in which we are demanding Rs 2.25. I am writing to Com. Manoranjan about this.

As soon as our reply is ready I shall send you copies of the same. As you have written the AITUC reply can be finalised at the time of the General Council meeting.

With greetings,

Yours fraternally,

Write to the Wage Board that we get gain which be sent to the W.A. 15.6.61

M.A. Pawan Kumar

A. I. T. U. C.
I.R. No. 2427. Date 24 JUL 1961.
File No.....Replied on.....

The Plantation Labour Association (1659)

(AFFILIATED TO A. I. T. U. C., & W. F. T. U.,)

PRESIDENT:
PARVATHIKRISHNAN, M.P.
GEN. SECRETARY:
P. VRIDDHAGIRI.

Ref:
Date: 5th July 1961

COONOOR, R. S.
(NILGIRIS.)

Dear Comrade,

The Wage Board for tea plantations has sent the questionnaire and expects the replies before the 5th August.

I hope that you would have already got a copy of the same.

I hope that you would agree that a Uniform reply is sent by all the AITUC Unions. please let me know what you proposed to do towards that.

Early reply in the matter will be helpful.

Thanking you,

Yours fraternally,

P. Vridhagiri

air

A. I. T. U. C.	
I. R. No. 2192	Date: 8 JUL 1961
File No.	Reg. No.

based on these 25 cases.
Mr. Council - Co. Parvath
in the Council

Agg.
of this

has an in confidence
with Co. Parvath to be
+ Mr. Roy in the Council
for Co. Parvath in the
in fact, I am afraid, along
Co. Parvath has cases a weekly
A similar reply for note will
be sent. Parvath will be
in the Council

July 11, 1961

Com.P.Vriddhagiri,
Plantation Labour Association,
COONOR

Dear Comrade,

Yours of 5th July 1961.

With regard to the drafting of replies to the Questionnaire of Tea Wage Board, we are in correspondence with Com.Parvathi Krishnan and Com.Monoranjan Roy. I am informed that comrades working in plantations in South are meeting in this connection. A similar meeting of comrades in North East will be held shortly. Following this, mutual consultations could be arranged in order to draft a uniform reply. We would suggest that you may consult Com.Parvathi Krishnan in this respect.

With greetings,

Yours fraternally,

ml.

(K.G.Sriwastava)
Secretary

A. I. T. U. C.
I.R. No. 2690 Date..... 7. AUG. 1961
File No..... Replied on.....

A.I.T.U.C.

To
The Chairman and Members of
The Central Wage Board for Tea Plantations,
Calcutta 27.

Respected Sirs,

ANSWERS TO THE QUESTIONNAIRE:
FORWARDED.

We, the undersigned forward our joint answers to
the questionnaire. (ten copies.)

We will be sending our supplementaries in course of
time.

We would like that one representative from each
Union is enabled to appear before the Board, personally
to support the views.

Thanking you,

Yours faithfully,

Camp: Coimbatore.
3rd August, 1961-

A.R. ...
General Secretary,
The Kamalad Plantation Workers' Union,
Valparai.

P. ...
General Secretary,
The Plantation Labour Association,
Coonoor S.S.

P.M. Sheriff (P.M. SHERIFF)
Secretary,
The S.I. Plantation Workers' Union
Valparai.

M.P. ...
Secretary,
The Nilgiri District Workers'
Progressive Union, Coonoor.S.S.

...
President,
The Keelamalai Plantation Workers' Union,
Coonoor R.S.

AITUC

2683
1957
Department

ANSWERS TO THE QUESTIONNAIRE
Of the
CENTRAL WAGE BOARD
for
TEA PLANTATION INDUSTRY.

*Herewith
to submit*

BY

1. The Tamil Nad Plantation Workers' Union
Regd. No. 1491, VALPARAI
Coimbatore District.
2. The Plantation Labour Association,
Regd. No. 1659, COONOOR R.S.,
Nilgiris District
3. The Noelamalai Plantation Workers'
Union, Regd. No. 1855, COONOOR R.S.,
Nilgiris District

Questions 1 and 2

1. The Tamil Nad Plantation Workers' Union, Regd. No. 1491, VALPARAI.
 2. The Plantation Labour Association, (Regd. No. 1659), COONOOR R.S.
- (Both affiliated to The All-India Trade Union Congress)
3. The Neelamelalai Plantation Workers' Union, Regd. No. 1855), COONOOR R.S.

SITUATED in the Districts of Coimbatore and Nilgiris covering about 70 Thousand workers. On an average at 0.9 workers per acre.

Note: According to the Madras Labour Gazette (April 1951) number of workers coming under the Plantation Labour Act is only 62,389.

Questions 3 to 8 (Both inclusive of).

CATEGORIES

The categories of workers now obtaining in the Tea Plantations are -

- | | |
|--------------------|---------------------------------|
| 1. Field workers, | 2. Factory workers |
| 3. Medical workers | 4. Sanitary and other workers |
| 5. Supervisory | 6. Workshop & Transport workers |
| 7. Artisans | 8. Clerical |

There are no occupational classifications as such. All the workers are classified as Grade I, Grade II and Adolescents. Generally Grade I is Men and Grade II is Women, irrespective of the work done by them. The general impression that would be given out by the Planters is that in the Plantation Industry there is no skill required and it is after all an agricultural occupation requiring merely unskilled physical labour. The matter has been gone into even by the Plantation Enquiry Committee and came to the correct conclusion that the work in the plantation requires skill. We wish that classification is made on the basis of skill as follows:

Skilled: (a) All artisans; workshop workers; Tractor, Lorry, car and Engine Drivers; Mechanics, Box Makers, Pipe fitters, etc.,

(b) Pluckers, pruners, sifting workers, Driers, Sprayers, Loppers, Nursery workers, manuring workers.

Semi-Skilled: Stencillers and all other factory workers

Un-Skilled: All other field workers.

Special Grade: Rat catchers, Hospital workers, Crèche workers and Attendants, Tapalman, Watchman, Office and Bungalow Attendants, Sanitary workers, Teachers, etc.

Supervisory Grade: Supervisors and Assistant Supervisors (Kole-maistries)

As a convention certain of the jobs in the field and the factory are paid extra wages at the discretion of the managements which vary from Estate to Estate. At the same time

time Crocha, Bungalow, Office attendars are paid regular Grade I wages. There are temporary and other category of workers, who do not have only jobs of temporary nature, but also regular jobs such as weeding, plucking, etc.

More and more of non-permanent workers are being employed by the Managements (a) to escape from the enactment and deny the benefits to the workers, (b) to keep them as reserve force and increase - intensify work-load.

It can be confidently said that the number of non-permanent (regular - check roll) workers, would be equal to the number of permanent workers. There are also shameful instances, where number of non-permanent workers - non-check roll workers are twice or thrice that of permanent check roll workers to give only few instances of company estates, Woodbriar Estates Ltd., Devarshola West and Tattapallem Estates, Nilgiris.

Since 1956, the number of permanent workers have been reduced by at least 25%.

We are strongly for the total abolition of these "categorics". It is to be noted that plantations are considered to be one of the sweated industries and to allow these categorics means something more than "Sweated".

At the same time, we do not deny the need the need for extra labour in certain periods of the year, i.e., for plucking during the flush (or rush) seasons.

But we stress, that the managements should maintain a Check Roll for these Temporaries (as expected by the Plantation Labour Act) and assure them of future work temporary, or permanent and permanent vacancies should be filled up with them alone.

We opine that all the categories mentioned above including the Temporary should be covered by the recommendations of the Wage Board.

Questions 9 to 24 (Both Inclusive Of)

WAGE STRUCTURE

Wages as at present:

Grade I	Rs. 1-9-0	&	Rs. 1-11-6
Grade II	Rs. 1-2-6	&	Rs. 1- 5-0

Factory and miscellaneous workers are paid extra, which vary from one to three annas and from Estate to Estate.

Supervisors	Rs. 2-00 to Rs. 5-00
Kole-Maistrics (Asst. Supervisors)	Rs. 1-11-6 to Rs. 2-0-0

We consider the existing rates of wages require modification, that too urgently.

The present rates of wages do not conform to the principles of wage fixation known to the civilized world.

British Planters, who bought the land for Plantations (as they belonged to the Ruling Class of those days) for a song. There is a whole history to tell about, how workers were brought to these estates. Till 1947, why 1950 wages paid to the workers was less than Re. 1-00 per diem, all

all inclusive of. There were also days, where workers were paid at Re. 0-6-0 (Rupee Nil, Annas six only), and Re. 0-4-0 (Rupee nil, Annas Four). (Please refer to Rego Committee's Report - at Page 131).

After the advent of the Independence, the National Government considered the Plantations to be a sweated industry and added on to the schedule to fix Minimum Wages. But the things have not changed basically, as could be seen from the history hereafter.

The Minimum Wages Committee set up by the Government of Madras recommended Re. 1-7-0 per day for Grade I workers. But the method of calculation and procedure adopted by the Committee is next to ludicrous!

We give below exhaustive extracts from the Award of the Special Industrial for Plantations, Coimbatore (G.O.Ms.No. 4411) dated 15th October, 1956). The Special Tribunal came to the correct conclusion that though legally the wages fixed by the Minimum Wages Committee is to be called Minimum Wages. It is not in reality so.

"According to the publication of the Reserve Bank of India, the rate of dividend was the highest, 27 per cent in plantations ~~for~~ in a period of ten years, 1937-1947. Whereas the wages paid to the labour in other major industries, such as, textiles, etc., were progressing, in the plantations in this State the wages did not adequately progress. At Page 131 of Rego's Report there is a Table showing the rates of the daily wages in Plantations. From 1934 to 1938 the daily wages in Anamallais as mentioned in that table were the same, namely, 6 annas for a man and four annas for a woman and from 1939 to 1943 the daily rates were only 7 annas for a man and 5 annas for a woman. In Nilgiris, Wynad, Malabar and Shevaroy's the wage was stepped up. But the daily rates did not progress with a place in tune with dire needs of the labour in the plantations sufficiently. The result was that unfortunately the plantation industry though a major prospering industry was included in the Schedule of the Minimum Wages Act as one of the sweated industries. As stated in the Madras Minimum wage Committee's Report (Exhibit M-50), the very fact that the plantation was included in Part I of the Schedule appended to the Minimum Wages Act would show that in the opinion of the Central Government, Plantation Labour speaking on an All-India basis, has still not gained an equitable share of the monetary returns accruing from the sale of plantation products either by way of wages, or in the shape of amenities.

In the early days when the plantations were introduced and then when they were expanded, recruitment of labour to the plantation estates was from the villages in the plains in and near the districts of the plantation areas. In South India the Kanganies, or Maistry system prevailed. As recruits the Kanganies or ~~Maistry~~ maistries attracted the poor and un-employed villagers, especially the Harijans by good and bad methods for employment in the plantation estates. Poverty and illiteracy and extreme un-employment drove them to the plantations. Even now the most of the labour in the plantations in the Madras State are of the depressed classes, or, scheduled classes. Their poverty and illiteracy as well as their age-long apathy made them indifferent and they were extremely unorganised till recently. In Rego's Report one of the Special features of the plantation labour is stated as follows:-

"the plantation labour is absolutely unorganised and helpless, though the Planters are extremely well organised and

In some cases of the same Company owning estates in the Madras State and Estates in Travancore-Cochin pays at the above said different rates of Minimum Wages to the workers in those estates respectively. Thus, wages to the workers the estates of Travancore-Cochin at rates higher than the rates in the estate of the same company in the Madras State. But it is argued that the difference is due to the fact that the Minimum Wages Committee for Plantations appointed by the Travancore-Cochin Government recommended higher rates on different considerations. Taking the total Weekly expenditure of the family of a workman with 329 consumption units at Rs. 21-15-9 and adding the dearness allowance of 161/389 of the total weekly wage by 6, that Committee fixed the rates as above shown.

The Report of the Madras Minimum Wages Committee (Exhibit M-50), shown that the Committee decided to apply the concept of a subsistence plus level to the standard of living of plantation workers. Then, the Committee considered the calorific and nutritional requirements of a plantation workers family. As stated therein, a family budget for plantation workers was prepared by Sri Adyantayya, the Statistical Authority, in the usual manner and was put up before the committees for consideration. The attention of that Committee was also drawn to the case between Buckingham and Carnatic Mills, Limited and their workers, reported in 1951-II-L.L.J., Page 314, where it is held that Dr. Aykroyd's figure of 2,600 calories per day should be taken as the standard for a worker's family in Madras City. The Committee has also observed thus:-

"If at all, this figure should be increased suitably when making provision for a worker's family which has to live in and face the rigours of a hill climate at elevations varying from 2,500 to 7,000 feet above sea level."

But the Committee came to the conclusion that the figure of 2600 calories should be adopted, and not to step up further for climatic reasons. The reason given is as follows:

"On a practical consideration of the issues involved, however, the Committee thought it wise to adopt the figure of 2,600 calories and not to step it up further for climatic reasons."

There is absolutely nothing in that report to show as to what the practical consideration of the issues involved were, when the main issue to be decided was a very important one relating to the very diet of the worker and his family doing arduous work in inclement weather, against vagaries of climate and on high elevations, and at regions where the cost of living is much more than on the plains. The representatives of the managements (members of the U.P.S.I who were the Committee) could not argue even to the figure of Rs. 20-2-0 per week, as acceptable cost of that budget, giving some allowance for the difference in prices. Then, on this point a vote was taken and the majority decided to accept the figure Rs. 20-2-0 as the cost of the family budget for fixing Minimum Wages for Plantation Workers.

With regard to the consumption of the worker's family, i.e., the number of consumption units and the number of wage earners per family of the plantation worker, there was agreement on the figure of the consumption units as 3, but there was no agreement about the figure of average wage earners to be taken into consideration by the Committee. Again, the point was put to vote and it was decided by a majority that 2.25 wage earners per family should be taken as the proper figure for all the estates and for all the areas. With regard to the fundamental principle of equal pay for equal work, the Committee's

the principle thought that the system of work obtaining in plantations would not warrant its application to estate workers in practice and divided the total amount of the family budget of the plantation worker Rs. 20-2-0, in the ratio of $1\frac{3}{4} : \frac{1}{2}$, or 8:6:4 and fixed the basic rates of wages separately for a man, woman, and child. For purposes of regulating the dearness allowance the Committee adopted the cost of living index level of 160 and calculating the dearness allowance with 75 per cent neutralisation, the dearness allowance was fixed at Rs. 0-10-0 Rs. 0-8-0 and Rs. 5-6 for man, woman, and child respectively. Thus the daily rates of composite wage were fixed at Rs. 1-7-9 for a man worker, Rs. 1-1-9 for a woman worker, and annas 12 for a child worker.

In the Buckingham and Carnatic Mills Case above cited the Labour Appellate Tribunal took Rs. 5-8-0 as the cost of the diet for one consumption unit of an industrial worker in the plains stating that he must be provided with means to buy food required for a balanced diet as recommended by Dr. Aykroyd. It works out to Rs. 16-8-0 for 3 consumption units. Deducting Rs. 16-8-0 from Rs. 20-2-0 the balance (Rs. 3-10-0) represents the other portion of the entire budget. Under the minimum wages Act the term 'wage' does not include the value of house accommodation. Supply of light, water, medical attendance, or any other amenity, or service (excluded by the order of the Government). Therefore, the value of any of the amenities provided, if any, to the plantation workers should not be taken into consideration by the Minimum Wages Committee. If this sum of Rs. 3-10-0 is the cost of the other things than food, to be purchased by the worker, it works out at 22 per cent of the entire budget. To say that Rs. 3-10-0 is the cost of other items required as the barest minimum for a plantation worker's family for a month, even on the pre-war level of prices, is not realistic or logical approach. It will thus, be seen that the level at which the wage was fixed by the Committee is the poverty level i.e., below the subsistence plus level. In spite of a representation that the calorific value should be increased suitably, the Madras Committee did not take even the figure of 2,800 calories, whereas the Travancore-Cochin Minimum Wages Committee took that figure of 2,800 calories into consideration as recommended by Dr. Pattwardhan for an average adult (Vide Paragraph 33 of the report of the Minimum Wages Committee for Travancore-Cochin). Even though the Madras Minimum Wages Committee decided to proceed on the basis of subsistence plus level, yet in practical working of the cost of the budget the Committee did not apply any of the important considerations or principles to work out the budget of a plantation worker's family on the standard of subsistence plus level. In the present case, the evidence is clear that very few children in a family, i.e., only about $4\frac{1}{2}\%$ of the total number of workers are working (Vide Exhibit M-9) and only in about 70 out of the 100 families both the husband and the wife are the workers in each of those 70 families. Therefore, according to the evidence in the case the figure of 2.25 wage earners is not correct. It passes one's comprehension how at the end of 1951 the employees' delegate agreed before the Minimum Wages Committee to the figure of 2.25 as wage earners in a plantation worker's family, when child child workers have been only about $4\frac{1}{2}$ per cent, and when in every worker's family a worker's wife also is not provided with work as a rule perhaps expediency weighed with him in the then circumstances to agree to that figure as wages paid till then were abnormally low. If the minimum rates of wages in other major industries, which are comparable at least to some extent, are considered, it will be clear beyond doubt that the rates of wages fixed by the Madras Minimum Wages Committee are not at all of subsistence

Unfortunately for the worker they did not accept, or adopt even these rates recommended by that Committee. It is therefore crystal clear that the rates of Minimum Wages, as fixed in the notification by the Government, dated 25th March, 1952, are not of subsistence plus level but below that, and as such those rates are actually of poverty level. Under law what ever is fixed under the Minimum Wages Act, even if it be one anna per worker per day has to be taken as the Minimum Wage as per the ruling of the Madras High Court in the Writ Petition. In that view, even though the rate fixed by the Government under the Minimum Wages Act is the standard of wage pertaining to poverty level, i.e., below subsistence plus level, i.e., below the level of 'Minimum Wages' as defined in the report of the Fair Wages Committee, yet it has to be considered the rock bottom minimum wage and whatever amount of increase is given over that rate must be taken to be 'fair wage'.

"According to the report of the Fair Wages Committee the Minimum Wage has to make provisions not only for the bare sustenance of the life of the worker and his family but also for the preservation of efficiency and it should also provide for some measure of education, medical requirements and amenities. In that view, a reading of the report of the Minimum Wages Committee shows that they did not take into consideration at all the most important factor of preservation of the efficiency of the worker (because they did not take 2,800 calories per one consumption unit in the diet of a plantation worker, or even Rs. 5-8-0 as the cost of diet of an industrial worker on the plains in other less arduous industries, as in the Buckingham and Carnatic Mills case) and they even ignored the consideration of the other factors, i.e., providing for some measure, or education, medical requirements and amenities of the plantation worker. There can therefore, be no doubt of the fact that actually the rates fixed by the Committee and the rates fixed in the notification by the Government are actually, below the subsistence plus level, i.e., below 'minimum wage' in the sense in which that term is used in the Fair Wages Committee's Report.

"It has, therefore, to be considered on the evidence, and in the special circumstances in this case what the 'minimum wage' or the wage of subsistence plus level of a plantation worker should be, even though it has to be regarded now as 'Fair Wage' under law, and therefore, that the factor of the capacity of the industry has to be taken into consideration before fixing a 'Fair Wage'.

"As observed very aptly in the Rego's Report "the first thing that attracts attention about plantations in the low cash wages paid to the labourers. Though this plantation industry has been one of the major industries of India and from the point of view of employment, it is easily the biggest, yet when compared to the rates of wages paid even to the lowest grade of workers in other major industries which have paid lesser ~~dividends~~ dividends comparatively, such daily rates of wages in the plantations are very low. Such low wages have been one of the main causes for the low cost of production of the plantation crops. One of the most important factors is the practice of dividing the wage of male worker by the average number of the earning members of his family, a practice not obtaining in any other industry in India, except the plantation industry, and if I may say so not obtaining in any other part of the industrial world in civilised countries. In Rego's Report he has quoted from "The Plantation Labour in India" by R.K.Dass.

"A system of wages which requires the worker to depend upon

industry just in order to earn the necessaries of life, not to talk of decencies, luxuries and savings, can scarcely justify its existence from the point of view of social welfare or national economy."

"The inadequacy of cash wages has been criticised by both the Assam Labour Enquiry Committee and by the Royal Commission; but the wages rates remained un-altered, even in war-time, in North India and only slightly altered in the South. It is essential that cash wages should be adequate. The standard of living of plantations labour is appallingly low and their real wages have fallen during the war as the concessions given have not kept pace with the increase in the cost of living. Most of the concessions which are adduced to justify the low wages or no concessions in the circumstances of the plantation industry."

In the report of the Committee on work on Plantations by the International Labour Organization "Basic Problems of Plantation Labour" it is observed that in the plantation system the rapid and extensive growth has been achieved through low labour costs.

Thus it is a hard fact that compared to wages in other major industries, wages in plantations are very low.

It is to be noted that to the mis-fortune of the workers, the Government notification reduced the rates recommended by the Minimum Wages Committee to Annas 10 a day. Though the Minimum Wages Committee provided for raise in the wages, with the raise in Cost of Living Index, the scheme was never put in practice.

While the Special Industrial Tribunal for Plantations argued about the wages fixed by Minimum Wages notification not being real wages has not done full justice to the workers as a perusal of the Award portion pertaining to wage fixation. We have not gone into other factors, such as reliability of cost of living index, needs of the workers, etc., which were taken by the Special Industrial Tribunal For Plantations, as a basis for its calculations.

1. The Special Industrial Tribunal for Plantations has taken 1.75 wages earners in 1 family.
2. It has taken only 2800 calories for 1 unit. Though it argued for more than 3,000 calories because of the hardous nature of work and hill terrain, etc.
3. It did not give full neutralisation for Cost of Living above 160 points, when it fixed wages for 350 points.
4. Nor did the Industrial Tribunal provide for raise in the Cost of Living above 350.
5. Though it came to the conclusion that 350 points for a family of 3 consumption units Rs. 156-10-11 will be required for a month. It awarded only Rs. 104-00 (divided between Grade I and Grade II workers, assuming 1.75 wage earners in every family.

In dealing with a diet, it is well to remember the distinction between an optimum and an adequate diet. An optimum diet is one which ensures the functioning of the various life processes at their very best; whereas an adequate diet maintains these processes, but not at their peak levels.

"While it is desirable to work up to standards laid down for an optimum diet, it is essential to know whether enough is being provided; every effort should be made to ensure at least the standard fixed for an adequate diet.

"The ~~gross~~ quantitative food requirements are usually estimated in terms of heat units - 'calories'.

"After referring to the basic calory requirements according to the standard of the expert commission of the League of Nations Dr. Nykroyd says that in view of the some what lower basal metabolism of Indians, there may be reasons for reducing such basic calory requirements. At page 15 of the Bulletin, he has given the actual calory allowances for Indians, as adopted by the Nutrition Advisory Committee of the Indian Research Fund Association.

It is therein stated further thus:

"Sound common sense must be exercised in drawing up a new diet schedule, or in assessing the adequacy of existing ones. It is safer to err on the side of the excess by 100 or 200 calories to allow for waste of all kinds including the inevitable leakage of food) which occurs in a large institution. The relation between calory requirements and factors as work, activity and the climate should be borne in mind."

"Vitamins are organic compounds present in minute amounts in fresh natural food stuffs which are essential for health and well being. They are commonly named by letters of the alphabet such as vitamins A, D, E and K belonging to one group called fat soluble group, and B Complex and C belonging to the group of water soluble vitamins."

Table I in that bulletin gives the daily requirements of calories ~~in~~ of some essential nutrients. In that table, a man doing moderate work requires net calories of 3,000 and a man of very hard work would require 3,600 calories net. A woman doing moderate work requires 2,500 calories and a woman doing very hard work requires 3,000. In the notes under the table, it is stated that the 'net calory' means the energy available from the food actually assimilated, that proteins of animal origin are generally superior in biological value, vegetable proteins, some animal proteins should be included in that diet, and that facts must be included in a balanced diet. Table II is about the composition of a balanced diet for a day is adequate for the maintenance of good health. The items mentioned therein in terms of ounces contain 3000 calories. Table IV gives the composition of an improved diet. The ~~gross~~ items are 39 ounces in total.

"In the 1954 publication of the Memorandum prepared by the Nutrition Advisory Committee of the Indian Council of Medical Research and the Animal Nutrition Committee of the Indian Council of Agricultural Research under heading: Human Nutrition (vis-a-vis) Animal Nutrition in India it is stated (at page 12 referring to Table I on the previous page which is the same as Table II of the Bulletin thus:-

"Thus calorific value of the diet composed as in the above is roughly 3,000 calories gross. The net calories available from this diet would be less by ten per cent, i.e., about 2,700 calories. This net calories intake has been considered to be adequate for an average Indian adult of moderate activity."

"Before considering the contentions on this aspect of the case bearing on the cost of one. Consumption unit, a reference

a reference to the conditions of living in the plantation estates is necessary to understand the back ground in which the claim, or demand for a Fair Wage is made. Due to very low wage a worker, especially for the requirements of food for himself, his family and dependants. Improvement only in other conditions of life such as provision of houses. Without provision of for adequate diet will not result in acquiring the necessary efficiency. It is true that in most of the plantation estates workers are provided with free houses and construction of new houses with better accommodation has been going on and U.P.A.S.I. has been helping its member estates to a great extent but still, the problem of over crowding remains unsolved. It has to be said to the credit of some of the Managers with genuine sympathy and wide out-look that they take a lot of interest in constructing more and more of workers lines and providing the necessary accommodation for as many workers in their estates as possible. However, it appears to me that the pace of construction of new lines is not generally speaking, as speedy as the requirements demand. In Shevaroy's and Anamallais, I had occasion to see some of the workers lines which stand comparison only to some bad slums in a town or city. Some of the old houses in which workers are obliged to live look worst than cattle shed as sufficient number of new houses have not been speedily built to accommodate them. In most of the estates, which I visited the frequent complaint was about in-sufficiency of accommodation. They pointed out several instances of the workers using the same room for a kitchen, and for a bed room while other workers are provided with kitchen portions. In some estates there were complaints about the lack of protected water supply and lack of clean latrines. In all the workers' houses, generally, there are no electric lights. As stated in the report of Sri Rego the dirty state in which the houses are kept gives the first impression of the extreme poverty. Several of the workers have insufficient clothing. Women, in many cases, do not possess more than four saris at the most. Generally, young children looked dirty with insufficient clothing and in rags. In most of the houses workers do not have cots, but sleep on the floor with the only mats, or jute hassians to be up on. The single cumby given for use in the fields has been used by the worker even at home for spreading it on the floor with the only mats as he has no spare cumby, or other warm clothing which he cannot afford to purchase. In most of the houses, they do not have brass vessels but only earthen are as cooking utensils. It has also to be mentioned that in most of the estates there are no Co-operative Stores, where workers can purchase daily requirements of diet at fair, or at reasonable rates and though there are primary schools in several estates, yet they are not in sufficient numbers and there are no facilities for workers to send their children to schools in the neighbouring villages. It is needless to mention that there is no scope for any entertainment or amusement during respite, though in a very few estates the Managers have opened reading rooms for the workers, and in some estates some Managers are even encouraging Scouting and some estates have Co-operative Stores. It is no doubt, true, that the dirty condition of the workers' lines and the surroundings is generally due also to the ignorance, indifference and illiteracy of the workers and also the lack of adequate interest taken by the workers' Union to do sufficient health propaganda among the workers to keep their houses and their surroundings clean, tidy, and healthy and also to become literate, and improve their standards of living. When I generally questioned some of the workers about their living conditions such as insufficient clothing, etc., the general reply was "when the wage is not sufficient for our food, how can we afford to purchase other things?"

"The information given above should convince any one that the diets of the Plantation Labour in South India are extremely poor both in quality and in quantity. In the interests of the efficiency of labour and its effect on productivity, it is essential to pay attention to the improvement of the diet by utilizing all suitable means. Since, I do not possess the information concerning the daily wages of these labourers, I cannot give any opinion whether this dietary ~~efficiency~~ deficiency is due to the inability of the labourers to purchase foodstuffs in adequate quantities."

"The daily rates of wages for men, women and children in Tea Estates in Madras State were eight annas for a man, 4 annas for a woman and four annas for a child (during the period of that enquiry). In Table VIII the weekly expenditure is shown as Rs. 21-7-3 for the group of weekly income Rs. 20-00 and above, and the average total weekly expenditure in respect of income groups of all incomes as Rs. 11-11-7. Another significant point in that report is that the weekly expenditure per family on food was Rs. 8-10-5, or 73.79 per cent of the total weekly expenditure on all items, that weekly expenditure per family on meat, fish and eggs was 11 annas 6 pios, or 6.13 per cent of the total, that the average weekly expenditure per ~~xxx~~ family on milk was only Rs. 0-1-3, and there was no expenditure on ghee, that the expenditure on condiments as chillies, coriander, tamarind and salt was Rs. 0-12-5 or 6.71 per cent of the total. In Table IX it is stated that the expenditure on food per consumption unit in various income groups was Rs. 3-2-3 in respect of income group of Rs. 15-00 and below Rs. 20-0-0 and in respect of the all income groups it was Rs. 2-14-3. The above passages and the figures quoted will show clearly that the diet of the plantation workers has been poor, inadequate and un-balanced. Therefore, their efficiency could not be but be very low. As shown in the above cited Table XXVIII of Mr. Deshpande's report the rates of wages of the labour in Plantations till 1947 were abnormally low, inspite of the increase in production, especially tea. The diet of the workers had, therefore, to be poor, un-balanced and very deficient in protective food stuffs, as stated in more than one report, made after wide enquiries into the living conditions of plantation workers in India (including South India) by committees with experts as Mr. Rege, Sri Deshpande and Mr. Lloyd Jones and by Dr. ~~xxx~~ Ramanujaswamy. The poor standard of nutrition was one of the most important single causes of ill-health, decrease and in-efficiency of the labour in plantations. Mr. Lloyd Jones, has therefore, stated in his report thus:-

"The reasons for the poverty of diet or in turn many but the general lack of proper food distribution initially caused by the war, combined with low paid wages to the labour in the past are probably the most important."

"Nutrition is the most important single factor in the maintenance of health (Page 551)"

"Provision of adequate health protection to the rural population is by far the most important need. (Page 534)"

"In view of the fact, that this dispute concerns matters touching thousands and thousands of workers in a major industry in the private sector of the Madras State, I think, this Tribunal is in duty bound, to take a very broad view in the present conflict of changes in the industrial side in the countries activities. It is, therefore, necessary to refer to the Industrial Policy Resolution, dated 30th April, 1956, of

of the Government of India. It is quoted in annexure to the chapter of the summary of the Second Five year plan above said.

"Paragraph II of the Resolution is the relevant portion to be quoted it is as follows:

"Industrial undertakings in the Private Sector have necessarily to fit the frame work of the social and economic policy of the state and will be subject to control and regulation in terms of the industries (Development and Regulation) Act and other relevant legislation. The Government of India, however, recognise that it would be, in general, be desirable to allow such undertakings to develop with as much freedom as possible consistent with the targets and objectives of the National Plan."

At page 287 of the Summary of the Second Five Year Plan, it is stated thus:-

"The Second Five Year plan accords high priority to industrialisation. Unless, step one taken to augment rapidly the output, the means of production and to build up the fuel and energy resources which are so vital to development, the scale and pace of advance in the coming years will be inhibited - correspondingly large is the effort that it calls forth by way of mobilisation and application of real and financial resources."

"Private and Public Sector have to function in unison and are to be viewed as parts of a single mechanism. The plan has a whole can work there only on the basis of simultaneous and balanced development in the two sectors. It is appropriate to think more and more in terms of an-inter-penetration of the public and private sectors rather than of two separate sectors."

"Article 39 of the Constitution of India, which I have quoted elsewhere above, lays down definitely that the State should particularly direct its policy towards securing that the citizens have the right to and adequate means of livelihood, that the ownership and control of the material resources of the community are so distributed as best to subscribe the common good, that the operation of the economic system does not result in the concentration of wealth and means of production to the common detriment, and that the health and strength of the workers are not abused and that these citizens are not forced by economic necessity to enter vocations un-suited to their age or strength. In the context of the above said directive principles of the Constitution of India, therefore, the workers in any of the industries of the State, whether in the private or public sector have a right to get from the employer in that industry adequate wages, which should be not less than the Minimum Wages at any stage of industry in fair wages justified a proper increase over the Minimum Wages. At page 576 of the Summary of the Second Five Year Plan, it is clearly stated that "workers right to fair wages has been recognised" though "in practice it has been found difficult to guarantee it."

"In view of all what I have stated above, and in the light of the quotations above made to consider this structure, or the family budget of a plantation worker, or, the adequacy of the wage of a plantation worker on the basis of old practices or, on the basis of reasons which will not be proper or, equitable in the context of present day conditions in the plantation industry in particular and conditions in the country in general, or to construct the wage or, family budget of a plantation worker merely on the pattern of the

of the Budget of an industrial worker, in non-plantations industry, in the plains, by being blind to, or, by paying only a slight consideration to the special needs and circumstances obtaining in the remote and high level plantation estates, and about all, without reference to the sworn testimony of about 100 witnesses for the staffs will be unjust and un-realistic, and also will be in flagrant violations of the principle of natural or social justice, i.e., Dharma in Indian which any Industrial Tribunal has to remember while adjudicating an industrial dispute of this kind and magnitude.

In this case 102 witnesses were examined on the side of the workers. They are W.Ws. 1 to 102. Several of the witnesses are illiterate. But, on the whole they are intelligent. A perusal of their evidence shows that they are given simple and straight forward answers. They were cross examined. It is not considered that all these witnesses are not to be believed. There is nothing material to shake the credibility of their witnesses in general. There is no evidence to the contrary so far as their statements about their necessities of food, clothing and other expenses, involving in all expenditure for more than three consumption units in most cases are concerned. No other independent and dis-interested workers are examined on these material particulars concerning the ~~the~~ basis requirements of food and clothing of plantation workers to prove that the evidence of these witnesses is wrong, or exaggerated, or, unrealistic.

In Sir Deshpande's Report, Table IV shows that the average number of dependents in a plantation worker's family was 1.39 out of the average number of persons in the family of 3.80. Whatever may be the average number of consumption units in a plantation worker's family at present, on the evidence adduced is not less than 3.6 consumption units in a family. Generally a worker or staff comes to plantations which are remote regions he or she comes with one of his or her relations or his wife's relations as they are remote regions such as his or parents or sisters or brothers and generally, when such dependants get employment, or when the number of children increase, the other dependants go away or live separately. With the result that the plantation worker has always to meet the expenses of more than 3.0 consumption units generally. Therefore, I am definitely of opinion that the number of consumption units of a plantation worker's family has always been not less than 3.6 on the average and he has therefore to meet expenses of not less than 3 consumption units.

"As the leader of the workers' delegates proposed before the Minimum Wages Committee for Plantations, Madras, that on average three consumption units and 2.25 wage earners ~~was~~ should be taken as the appropriate figures it was decided by that committee by taking a vote that three consumption units for a worker's family and 2.25 wage-earners should be taken for the purpose of calculations of the plantation worker's family budget.

"The method of voting to reach such an important decision is bad indeed as it concerns the very daily bread of a worker's family in remote regions. However, it is not difficult to imagine that in the other conditions prevailing when there was no trade union prior to 1946 and therefore, the bargaining capacity on the part of the workers or their representatives was at very low ebbs, the workers' delegate would have felt in the then exigencies to agree to some

to some position, which he expected to bring some increase at least in daily wages, since an increase even by half anna in the daily wage meant and even now means much to the worker in the plantations as he has to put up a struggle for existence in peculiar circumstances such as high cost of living, vagaries of climate and working on the hills with strain more than on the plains, and maintaining himself, his family and children and dependents.

The report of the Minimum Wages Committee does not disclose that the committee endeavoured to take a realistic approach to the actual conditions and basic needs of the plantation workers' families and fix a wage of 'subsistence plus level'. This Tribunal, is therefore not bound to accept the findings of that committee, or, the alleged conceding on the part of the workers' representatives because the ~~stated~~ actual true facts and figures disclosed by the evidence adduced in the case disprove the justness and propriety of such conceding by the workers' representatives before that committee which conceding must have been in the interest of expediency in the then conditions as I said above.

CHART I

1. Composition of a balanced diet:-
(adequate for the maintenance of good health)

	Ounces:		Grams.	
Cereals	14		398	
Pulses	do 3	do	85	
Green leafy vegetables	do 4	do	114	
Root Vegetables	do 3	do	85	
Other vegetables	do 3	do	85	
Fruits	do 3	do	85	
Milk	do 10	do	284	
Sugar & Jaggery	do 2	do	51	
Fish and meat	do 3	do	85	
Eggs		One egg		

(Extract from Health Bulletin No. 23 by W.R.Aykroyd, Fourth edition - fully revised by V.N.Patwardhan, Director and S.Ranganathan, Chief Chemist, Nutrition Research Laboratories, Indian Research Fund Association, Coonoor)

2. Plantation Labour in India:-

Madras	Grams	(in terms of essential nutrients calories 2,050)
Rice	292	
Wheat	20	
other cereals	61	
Pulses	45	
Vegetables:		
Tubers	73	
Non-leafy	74	
Leafy	-	
Fruits	1	
Milk and Butter		
milk	7	
Fats and oils	12	
Sugar & Jaggery	41	
Coconut	13	

3. Effects of deficiencies of calories and proteins:-

Diarrehoes
(lack of vision)

On muscle	--	Wasting (loss of weight) loss of tissues in the muscle
On Stomach	--	Loss of Urine by small quantities
On bones	--	Stunted growth

"In view of the expert opinions by nutrition experts as stated in the Health Bulletin No. 23, which I have quoted above to the effect that animal proteins in the diet of a worker should be of high proportion as it is of higher biological value than vegetable proteins, that the requirements that salt and condiments extra should form part of the diet of an industrial worker, that the requirements of a diet of a moderate worker are 3,000 calories net, that salt and condiments extra should form part of the diet of an industrial worker especially of a South Indian worker in plantations, as they take away the monotony of the diet, that the factor of climate should be taken into consideration when considering the requirements of the diet of a plantation worker, that it is a fact that the prices in the markets nearest to the plantations are not less, but 10 per cent higher than the cost at Coimbatore and much more than the prices at Madras, that Table I in the Memorandum prepared by the Nutrition Advisory Committee in 1954 is the latest one of the balanced diet of an ordinary Indian (with 3000 calories gross) and that it tallies with Table II in the Health Bulletin 23 in all respects except with regard to the addition of fish, meat, and eggs, that even M.W. 7 is still of opinion that if money is not the consideration, he will prescribe the balanced diet in Table II of Health Bulletin No. 23. Above all, in view of the fact that the arduous nature of the plantation worker is much more than the industrial worker in ~~any~~ Bombay, or Madras, who works on plains and not on slopes, I think it proper and just, in the circumstances of the case, to adopt the Table in Exhibit S-27 as the minimum balanced diet for the purpose of considering a fair wage, in this case. I, therefore, adopt Exhibit S-27 as the basis for further calculations and in that Exhibit S-27, I adopt the calculations in column 6, since in that column, there is provision for jaggery and ghee which are absolutely necessary, especially, in the dietary of a South Indian worker, who if he is a vegetarian takes of more milk and ghee instead of fish, meat and eggs, whereas if he is a non-vegetarian he takes more of fish, meat and eggs and less of milk and ghee.

"It is a different thing that considering the present capacity of the industry to pay, I find it difficult to grant the claim or demand in its entirety because the permanent interests of the industry as a whole dictate, that, at the present stage, it is neither just nor equitable to grant the claim or demand for increase in wage of a worker in its entirety.

"It has to be noted that the items in Exhibit S-27 provide for only 3,000 calories in Table II of the Health Bulletin or Table I of the Memorandum of the Nutrition Advisory Committee (Vide Appendix II and Appendix V of this Award). Therefore, to the cost mentioned in column 6 in Exhibit S-27, one-tenth thereof has to be added and for condiments and salt 9 per cent of the cost in column 6 has

has also be added. The total is Rs. 29-2-6, plus 1/10th of Rs. 29-2-6, i.e., Rs. 2-14-7 and 4/5 or taking the nearest pie Rs. 2-14-8, plus 9 per cent of Rs. 2-9-11 and ~~53/100~~, 29-2-6// taking the nearest annas Rs. 2-10-0. The total comes to Rs. 34-11-2.

"As I have said above, the calculations in Exhibit S-27 are based on the prices which were current at Coonoor in December, 1954, i.e., they are based on those prices, taking 333 points as cost of living index. By calculating on that basis the cost of 100 points cost of living index pre-war it comes to Rs. 10-5-8 and 44/67, i.e., taking the nearest pie it comes to Rs. 10-5-9. Thus on the basis of Exhibit S-27, the cost of consumption unit of 3,300 calories gross for 100 cost of living index pre-war comes to Rs. 10-5-9.

"The weekly expenditure per family on food comes to Rs. 80-10-5 or 73.79 per cent of the weekly expenditure per family on all items. The average weekly expenditure per family on milk comes to only Re. 0-1-3. No expenditure, however was reported on ghee. The total weekly expenditure per family on oils comes to Re. 0-7-11.

"In the salt and spices group, the expenditure comes to Re. 0-12-7, or 6 to 7 per cent of the total.

"Sugar as such does not appear to be consumed at all and the expenditure reported in this group is only on jaggery and gur comes to Re. 0-5-0 and Re. 0-3-1, respectively, or 4.31 per cent.

"In that report, Table IX relates to expenditure on food per consumption unit in the various income groups. The average in respect of all the incomes is Rs. 8-10-5 per week in which the weekly expenditure on food on ~~the~~ one consumption unit was Rs. 2-14-3. These figures gives an idea about the very poor standard of diet of plantation worker.

"In the report of Sri Adyanthayya the per centage of expenditure on food is stated to be 52.63 per cent on the average in the total budget. Considering that the plantation workers has to spend on warm clothing which is very necessary for himself, his wife and child, and in the special circumstances of the case of a plantation worker, which I have already stated above, I think it reasonable to take the per centage of the food expenditure at 60 per cent of the total monthly budget.

"Therefore, it follows that if Rs. 10-5-9 is the cost of the food basket of a plantation worker taking 100 ~~per~~ cost of living index pre-war level, the other (non-food) portion of that budget works out to Rs. 6-14-6. Thus the total cost of one consumption unit is Rs. 17-4-3. This is the basis I adopt for calculating the budget of the level of the 'minimum wage' in their report, i.e., a wage which provides not merely for the bare sustenance of life but for the preservation of the efficiency of the worker by providing for some measure of education, medical requirements and amenities. But this amount will represent, in law, fair wage, as it is above the rate fixed in the notification, dated 25th March, 1952, by the Government of Madras.

"In fixing the fair wage the Committee on Fair Wages ~~of that report thus:-~~

"The Committee came to the conclusion, that the basis adopted by the Central Pay Commission should be used for the calculation of fair wages and that ~~the~~ according to it the basic wages should be fixed in respect of the cost of living index number of 1939 as 100. This principle is followed by the Appellate Tribunals where the Minimum Wages of a lower grade industrial worker is fixed.

Referring the Madras Committee of Minimum Wage it was conceded by the employers that the minimum wage of a plantation worker should be fixed taking ~~the~~ 100 cost of living index pre-war as the base (Wide Exhibit M-50).

"Therefore, after giving my very anxious consideration to the requirements of the worker and the paramount interests of the industry and considering the past and present prosperity, and future prospects of the industry. I have to fix a rate which is reasonable, viz., 12 annas above the rate of Re. 1-00 which the lowest paid worker in the plantations is already receiving.

"For the above reasons, I fix the daily rate of wages of the lowest grade (Second grade worker) at Rs. 1-12-0. The lowest grade worker is already getting Re. 1-1-0 under the interim award. Therefore, actually the increase should be only Re. 0-11-0 in the case of the second grade worker.

"In the case of first grade worker, the proportionate increase, i.e., at 75 per cent of the original rate comes to Re. 0-15-0. The total comes to Re. 1-5-0, plus ~~XXXXX~~ Re. 0-15-0, ~~XX~~ i.e., 2-4-0.

"As I said above, if we take the increase by annas 11 in the wage of the Second Grade worker into consideration and if a difference of annas Two between the First Grade worker and the Second Grade worker is allowed, the First Grade worker will have to get an increase by Re. 0-13-0.

On the average, the increase is (Re. 0-11-0, plus Re. 0-13-0, i.e., 24/2) Annas Twelve. As I have mentioned in the calculations above, an increase in the wage of a worker by Re. 0-12-0 works out to Rs. 151.2 lakhs in respect of the two grades of workers in the 42 Companies, who are already 50 and 50 per cent, respectively.

Therefore, considering the extra commitment, I think it reasonable to allow, in the case of the First Grade worker an increase by 2 annas more, i.e., Annas 11, plus annas 2, i.e., annas 13 over the daily rate of the First Grade worker, as fixed in the Interim Award. Thus the increased rate of wage comes to Re. 1-7-0, plus Re. 0-13-0, i.e., Rs. 2-4-0.

"I, therefore, fix the daily rate of the worker of the First Grade at Rs. 2-4-0.

"On the basis of Rs. 1-12-0 per day, the wage of the Second Grade worker for 26 days comes to Rs. 45-8-0 and at Rupees 2-4-0 per day, the wage of the First Grade worker for 26 days comes to ~~XXXXX~~ Rs. 58-8-0.

"It will be seen that these rates are lower than what the man worker and woman worker will get if the cost of the total family budget of the plantation worker are divided in the ~~XXXXXX~~ ratio of 8:6:4.

Taking the other view, viz., that the cost of the family budget has to be divided in the ratio of 1:2 by the

the principle of the co-efficient, as the plantation worker has another earner, viz., his wife, then, in that ratio the amount work out as follows:

For a man worker	Rs. 89-8-6
For a female worker	Rs. 67-2-5

"The monthly wages of the first grade worker, viz., Rupees 86-8-0 is far below Rs. 89-8-6 and the monthly wage of the Second Grade worker, viz., Rs. 45-8-0 is far below Rupees 67-2-5.

Taking a Third view, the monthly minimum wage of a worker in the sugar mills in the Bombay State, as evident from the Holtom Sugar Mills Case above said, is Rs. 52-00, whether male or female. If the male worker in the sugar mills and his wife are both earning, they get a minimum monthly wage of Rs. 104-00. The monthly earnings of the plantation worker and his wife come to Rs. 104-00, and this is fair wage.

As I have stated above, if the daily rates of wage as above fixed are compared to the rates of a male or female worker in the Textiles Mills in any of the plantation districts, the monthly wages are comparatively lower, but I have no alternative but to fix the lower rates as the capacity of the industry is the most important factor which I have to take into consideration and I have taken it into consideration as the paramount interests of the industry are also as important as the welfare of the workers.

I, therefore, find that the daily rate of wages of the First Grade worker in the estates under reference shall be Rs. 2-4-0 per day (Rupees Two and annas four only) and the daily rate of wage of the Second Grade worker in the estates under reference shall be Rs. 1-12-0 (Rupees one and annas twelve only).

"With regard to the factory workers, the differences as they are obtaining shall be paid irrespective of this increase. For example, if the Second Grade worker in the field is paid Re. 1-00 the same worker is paid one anna more if she is to work in the factory. So, also in the case of the First Grade worker in the field, if the same worker is to work in the factory he is paid an increase of annas Two or annas Three as the case may be. The same difference shall be paid to the First Grade worker above Rs. 2-4-0 and the same difference of increase shall be paid to the Second Grade worker, i.e., above Rs. 1-12-0.

"Again for example, if, in any estate a worker in the factory is paid annas 8 or annas 12 or even Re. 1-00 more than the rate which he or she will get if he or she works in the field, then he or she shall be paid the same rate as if he or she works in the factory. In other words, the same wage differentials shall be maintained as above said in the illustrations but without proportionate increase in the wage differentials.

"To put the matter still more clear, suppose a worker in the factory is paid a basic wage of Rs. 3-00 per day, add a difference of say annas 9 for working in the factory, then, he should get Rs. 3-00, plus Re. 0-13-0, plus the wage differential of 9 annas, if he works in the field and if he is paid only Rs. 3-00. Without the difference of annas 9, then he should be paid Rs. 3-00, plus Re. 0-13-0.

The managements refused to implement the award and took the matter to the Supreme Court an Appeal which is still pending.

A Section of the Trade Union movement came forward to make settlements at Rs. 69-00 to Rs. 78-00 per family of 1.75 wage earners and also with an assurance that there would be no demand for wages for 5 years, i.e., till 31st March 1961.

It could be seen from the above, even the Special Industrial Tribunal has not followed the recommendations of the 15th Labour Conference of 1957. Same thing further nullified by the Agreement.

Now the cost of living stands at 494, i.e., 144 points above 350 at which the Special Industrial Tribunal for Plantations fixed wages. But since then, i.e., 1957 no raise in wages has been registered and the workers are allowed not with same old reduced wages. As a matter of fact there had been real wage not for the plantation workers.

Real reason for such a plight of the plantation workers is till recently that there are weakly organized and less class conscious than rest of the working class. It is better to quote Rego's Report, at which it appears as follows:

"Comparing wages of estate labour with those of hired labour in general farming might be mis-leading as this would ignore some fundamental aspects of the plantation system. While plantation work is predominantly agricultural in nature it has many features in common with industry; in fact there are to be found on plantations many methods of Western Industry in organization, investment, etc. It is therefore more appropriate to compare estate wages with those of industry."

The Rego's Committee has also observed thus:-

"There was no trade union in any of the estates included in the sample. But one estate, viz., the Koney Estate in South Travancore mentions ~~the existence of a trade union~~ in its reply the existence of a trade union with very small membership among the workers. The reply also states that in the events of a any dispute the Union officials are expected to co-operate with the Manager. It is therefore unnecessary to comment on the strength of the representative character of this trade union, or its power of bargaining, vis-a-vis, the Manager."

But conditions have since vastly changed, especially after this country attained independence. So far as the Plantations are concerned the formation and growth of trade unions among the plantation workers are of recent date. Their Unions began to grow only during the last ten years. However, till recently the labour could not be sufficiently assertive for want of the purposive leadership. As observed in Rego's Report "the best safe guard for labour is ultimately the evolution of trade unionism and the introduction of collective bargaining."

So modification of wages rates is urgent and we demand that the basic wages for an unskilled manual worker should be at Rs. 220/- per month.

(Note: The Special Industrial Tribunal for Plantations after elaborate enquiry and in verifications came to the conclusion that Rs. 156-10-11 is required for one wage earner with cost of living at 350 points. 75 per cent neutralisation above 160 points as the basis. Concerned portion of the Award already quoted. We ask for full neutralisation and 3,000 calories to be taken as the basis.)

(Pago Ninotton)

If at 100 points for	Rs. 10-5-9
Base 160 points	Rs. 27-0-0
At 350 points (cost of living) full neutralisation	Rs. 180-73
At 400 points (cot of living) - full Neutralisation	Rs. 220-00

(Giving allowance for warm clothing, transport, etc.)

There is only system of consolidated wages in the plantations, as far as the workers are concerned. No Dearness Allowance in any form. No piece rate system. No supply of food grains at concessional rates. No doubt workers had to be provided with some shelter by the management as the workers were brought from the plains and Estate out off from any Town, or living locality. There are more shelters and nothing more. Even after the coming into force of the Plantation Labour Act the management themselves do not claim to have provided houses to the workers, which are upto standard as the figures furnished by them will itself show:

Number of Families	3,80,230
Number of houses	3,41,783
Number of huses which are upto standard	96,956

The fact remains that more than one family consisting of four each live in a tenement.

Medical attendance is no doubt available to a limited extent for serious illness and for treatment of all dependants no arrangement is made.

Very few estates maintain Primary Schools at Managements cost. Even here, we find good many un-trained - coolly rated Teachers.

Logs and pruned branches of Tea bushes are occasionally made available to the workers, which the management claim to be the free supply of fuel. The problem of fuel has become acute in all Estates.

Minimum Wages was fixed in 1952 and then revised in 1957. Shame nature of which we have already explained.

Separate Dearness Allowance, linked to Regional cost of living index should be introduced. For places like Nilgiris and Valparai cost of living at Coimbatore can be taken as the basis, though with some addition for Transport charges.

(It is a fact that the cost of living, ~~is~~ i.e., not only the prices of food stuffs are higher but even in clothing.) Expenditure on warm clothing, education and medical attendance is also to be added.

When basic wages are fixed 1939 base is always taken as 100 points. Minimum Wages Committee took 160 points as base, so also the Special Industrial Tribunal for Plantations Various Wage Boards have different stand on the question. Whichever is taken as the basis for fixing the Basic Wages, Provision should be made to meet the rising cost of living.

Further provision for 100 per cent neutralisation should be made.

20 per cent of the family budget should be provided over and above. What is said to be provided for such items

(Page Twenty)

such items by the managements. We have already explained the position obtaining on the Estates, regarding Education and Medical attendance.

Medical attendance is not provided for near dependants and for High School Education the children have to be sent to nearby Towns, or Public Schools - on payment and condongance charges, etc. In the case of serious ailments of the worker concerned, medical attendance has to be sought out side - at workers' cost.

Time scale of wages should be fixed to remunerate service and seniority of the workers, a form of incentive to the workers.

Basic wage should be fixed only on the basis of one wage earner for 3 consumption units at 3,000 calories, with full neutralisation for the raise in the cost of living.

WAGES

As already pointed out Basic wage for a un-skilled manual worker should be Rs. 220/- per mensem, being the Minimum of Fair wages.

It is neither a condition for even a practice on the Estates to work, workers in family gang. (May be in days of old) when the industry was started to attract labour - as a man coming from the plains will not like to lead a lonely life - they were recruited in family. Such a situation could be said to have continued till such a time where labour force has not settled. But as things stand now, not only the labour force is settled down after decades of life in the hills, but there are more than enough cheap surplus labour, who can be employed on a temporary casual basis. As we have already explained, with a view to reduce labour ~~is~~ labour cost - denying amenities, etc. - the management have begun to reduce ~~labor~~ permanent labour and employ more of temporary and contract labour.

During the Enquiry by the Special Industrial Tribunal for Plantations, it was found out that 20 per cent of the workers are employed singly and 4½ per cent of the total number of workers alone are adolescents.

More than 50 per cent are women as women are best suited for the skilled job of plucking. But women workers also do other jobs such as weeding, carrying loads, etc.

Employment of adolescents and children should be completely stopped.

Piece rate system has not been in existence, because of the nature of Tea industry is such that no uniform ~~fixing~~ piece rate can be fixed for all estates and even in an Estate it is not possible for all seasons and areas.

Tasks fixed arbitrarily by the Managements. The time taken for the tasks to be finished vary. It is dependant upon such factors as climate, soil, growth, terrain, etc., etc. No doubt tasks can be fixed taking into consideration the above factors obtaining in each and every estate.

Questions 47 to 59 (Both inclusive of) PRODUCTIVITY OF LABOUR

Eight hours' work should include the time taken by the worker to go to the work-spot from the Muster and and come and for weighing, etc. - If the Steep terrain and climate, etc., is taken into consideration the strain of the worker could be understood (it is not as if the workers put the token at the time office, directly proceed to the machine, and work under handified roof and shelter')

Though it is claimed by the planters that they employ 1.25 workers per acre of Tea plantation it is contrary to reality:-

Total acreage of Tea)	Year 1947 -	XXXXXX	1,64,229
in South India)	Year 1955 -	Acres	1,74,461
Increase in acreage		Acres	10,232
Number of workers employed			
do in 1946	--		10,06,836
do in 1947	--		9,83,505
do in 1955	--		10,17,483

Increase in number of workers 89,978

PRODUCTIVITY has increased on the Estates as figures would show

1951 -	669 lbs. per acre	114,364 million lbs.
1954 -	734 lbs. do	127,991 do
1957 -	875 lbs. do	154,168 do
1958 -	846 lbs. do	157,732 do

Note on these figures:

These figures are as given by Kothari's Industries Encyclopedea 1959 Edition. How far these figures are reliable are subject to question, E.g., in 1946 the number of workers given in 10,06,836; in 1949 it is 9,83,505; in 1955 it is 10,17,483. There is a wide fluctuation not corresponding to the acreage.

With regard to Production per acre also in Anamallais the per acre Production is above 1000. There are also Estates in Nilgiris with more than 1000 lbs. yield per acre production.

Further our contention is that number of permanent workers has been reduced by 25 per cent. So according to our estimate the total of permanent workers would be somewhere 79 Thousand.

According to Plantation Enquiry Commission the number of workers employed stood at 970 Thousand, out of ~~XXXX~~ which 915 Thousand is permanent and 55 Thousand is Temporary. This is for whole of India. (Vide Page 12 of the Plantation Enquiry Commission Report)

According to Kothari's Industrial Encyclopedea there had been an increase of 9 per cent annually, i.e., 12.5 millions lbs a year from 1933 to 1958.

Because of the nature of industry, (i.e., Agriculture in character) Productivity depends upon the maintenance and nature. Periodical and regular pruning, weeding, manuring, spraying, etc., etc., The managements may claim that the increase in productivity is due to intensive cultivation, i.e., the increase in number of bushes per acre. But the fact also is that there is more of neglect of Tea. (because the interests are elsewhere as for as the Foreigners are

are concerned need for Indian Capital lakh of Reserves, etc., to earn quick money)

All told Sea plantations are being neglected. But as far as the workers are concerned work is intensified. Labour costs are lowered by employing Temporary and contract labour. It can be ascertained that Productivity per man has increased and it can have been considerably increased or at least maintained if the worker is saved from ill-health, anemia, etc., etc.

Because the workers are not being paid even subsistence level of wages, the sanitary conditions are very bad, the workers get exhausted and quicker and could not work all the days in the month. Mr. Rego, Mr. Lloyd Jones, etc., have dealt on this subject in their respective reports, elaborately.

In Rego's report one of the special features of the plantation labour is stated as follows:

"the plantation labour is absolutely unorganised and helpless though the Planters are extremely well organised and powerful."

It is also stated thus:

"A remarkable feature about the plantations is that while the employers are well organised and powerful, economically as well as practically, the workers are un-organized and ignorant with no one to represent their case before the public, or the Government. The Planters have so far neither encouraged, nor sympathized with any attempt towards the organization of labour in their estates."

"The result was that they could not organize themselves with Trade Unions. There was not with the quality of dynamic leadership and bargaining capacity to help them. As stated in the Travancore-Cochin Minimum Wages Committee's Report, 'the isolated nature of plantation areas, the illiteracy of the labour force and their heterogeneous character have been obstacles in the development of trade unionism in this industry.'"

So without doing away with the cause it is wishful thinking that absenteeism can be done away with. At times it is argued by the management that the workers absent themselves.

Questions 68 to 75 (Both are inclusive of)

ARTISANS AND TECHNICIANS

The list of Artisans, a black smiths, carpenters, masons, box makers, etc. Not all the estates employ Technicians. In the case of Artisans they are employed through Contractors - indirect, non-check roll workers, working for the estate. They are employed throughout the year. They are paid varying rates from Rs. 1-11-6 to Rs. 3-12-0 a day.

The Special Industrial Tribunal for Plantations took up their case and said that these artisans should be regularised and paid 1½ times the Grade I wages, i.e., Rs. 3-6-0 a day.

There are no doubt that pipe fitters, engine drivers, lorry drivers, etc., in most Estates whose wages vary from

Questions 76 & 77

PREVAILING RATES OF WAGES

Because the plantations are situated in remote, hills, far away from other parts of country, covering vast areas by itself, the wages in plantations could not be compared with any other region, or industry. Even the sugar industry which is of agricultural in character and as such could be equated to plantations, should not be taken for comparing the wages for (1) one is in the plains whilst the other is in the hills, everything of human needs has to come from the plains, thus increasing the prices, due to Transport charges,

So the wages in the plantations in Nilgiris and Valparai should be higher than in Coimbatore.

Question 78

NATIONAL INCOME

We do not think that the wages of the plantation workers can be decided with reference to the national income as India happens to be mainly an Agricultural country whose level of wages is far low. Under such circumstances, the quantum of National Income and per capita income can never be such as can be accepted even as a guide for fixing the wages of the workers. Further the peculiar conditions obtaining in this industry with regard to not only nature of work, but also capital invested, etc., should be taken into consideration while fixing the wages.

Questions 79 to 82 (Both are inclusive of)

MIXED CROPS

There are plantations with mixed crops Tea, Coffee and Rubber. Except in the case of Rubber the workers are not recruited separately for the crop concerned and they are inter-changeable.

Questions 83 to 87 (Both are inclusive of)

WAGE DIFFERENTIALS

As things stand today at present there are no wage differentials, but certain jobs are being paid, etc., at the discretion of the management. We feel that wages should be fixed on the basis of skill at 30 per cent variation. It would be far better that the Board itself fixes the differentials for the various categories instead of leaving it as a dispute for the parties concerned.

Questions 88 to 92 (Both are inclusive of)

FACTORIES AND WORKSHOPS

Though there are certain number of workers who are permanently employed on the factories, because of the skill required to attend such jobs. During rush seasons workers are also sent to Factory. The Factory workers are paid extra One Anna for most of the workers. Factory workers are said to be transferrable to field, which practice should be given up.

Questions 93 to 126 (Both are inclusive of)

CAPACITY OF THE INDUSTRY TO PAY

It has been the usual cry of the Managements, when even the demand of for higher wages was raised, to say that there is no capacity.

At the out set, we want to make it clear that the Trade Unions cannot be expected to know the full details and

and implications of the financial position of the any company. But we try to give certain quotations to show how the industry has developed and certain figures called from the Plantation Enquiry Commission and Kothar's Industries Encyclopaedia to show the growth of the industry.

In the end we formulate certain conclusion for the Wage Board to consider.

Below is an extract from the Award of the Special Industrial Tribunal for Plantations:

"The Plantation industry is one of the biggest industries in India, judged either by capital invested, value of production, or the number of persons employed. In fact, from the point of view of employment, it is easily the biggest organized industry in India."

In a booklet "Plantations in India's Economy" published by the information service of the United Planters' Association of Southern India (U.P.A.S.I.) - 1955 - it is stated that the plantations provide gainful employment to nearly fifteen lakhs of people in India.

"In Roge's report it is stated thus:-

"A Plantation strictly speaking involves the existence of a regular labour force under the control of more or less elaborate management and frequently a considerable capital outlay, though plantation crops, except Tea, are also grown in small holdings.

"Among the plantation crops Tea is by far the most important. Next in importance come coffee and rubber.

"In the (1952) Report of the Minimum Wages Committee for Plantations of Travancore-Cochin State, the Committee has stated thus:-

"Tea is, in respect of acreage, number of workers employed and earnings, the most important of the plantation crops. India is perhaps the largest Tea producer in the world producing about 600 million pounds of tea every year. In 1949 alone it contributed Rs. 70 Crores to the country's earnings from Foreign Exchange, including Rs. 11 Crores of hard as currency."

"In the (1952) report of the official Team on the Tea Industry, published by the Ministry of Commerce and Industry of the Government of India, it is stated thus:-

"A large labour force numbering about one million is dependant on tea industry. The industry also contributes a very substantial amount to the Central Exchequer by way of export and Excise duties, income-tax and super-tax, besides contributing to the tea producing States' Exchequers substantial amounts by way of agricultural income-tax. The industry also contributes to several States' revenues by way of Sales Tax, local cess and other imposts. The railways, river steam ship Companies, and aviation companies earn considerable freight from tea and tea garden stores. Any fluctuations in the economic conditions of this industry are, therefore, of considerable importance to India's Economy."

"The expansion of the British Empire in South India as in other parts of India, marked a turning point in the growth

growth of planting industry. The Book "U.P.A.S.I." - 1893 to 1953, published by the United Planters' Association of Southern India to commemorate the Diamond Jubilee of that Association gives ~~invaluable~~ an idea of the work of pioneers in this industry in South India and the difficulties they had to face in expanding the plantation area. As stated in the Book "Basic Problems of Plantation Labour" published by the International Labour Organization (1950) (Vide page 6), "such large scale agricultural undertaking necessarily depended on (1) the acquisition of fairly extensive areas in those regions suitable for the cultivation of the particular crops; (2) the application of considerable ~~sums~~ amounts of foreign capital; (3) the employment of large numbers of labourers; (4) foreign supervision and management in the majority of cases and (5) crops specialization and plantations have provided attractive openings for capital investment. The introduction of external capital into colonial agricultural primary production has mainly taken the form of the development as the most obvious economic instrument for establishing a raw material exporting economy in countries either with a local population previously content to supply their own primitive needs, or in which labour could be made available from external resources. Although Foreign capital greatly assisted in the development of plantations during the initial stages and still dominates the field of production at the present time, local capital has also played some part in the developments. The plantation system therefore has continued to be dependant to a very large extent on the investment of foreign capital, although a large number of ~~foreign~~ territories concerned have politically passed from colonial to national status."

Now we give below some figures:

1. Paid up Capital:

1939	--	29,77,64,000
1954	--	36,91,02,000

(Source - Plantation Enquiry Commission at Page 28 and 30)

2. Reserves on 30-6-1954 Rs. 40.99 crores

(Source: Plantation Enquiry Commission Report Page 33)

3. Net profit per acre (after taxation)

1939	-	Rs. 79.10
1953	-	Rs. 298.53

& (Source: As per Plantation Enquiry Commission's Report Page 476)

and

1939	-	Rs. 79.12
1954	-	Rs. 601.30

(Source: Kothari's Investor's Encyclopaedia at page 1811)

4. EXPORT:

1932	-	54.5 Million pounds
1955	-	367,523 lbs. Rs. 15,66,132
1956	-	523,557 lbs. Rs. 14,28,249
1957	-	442,651 lbs. Rs. 12,33,858

6. REVENUE

1949-'50	Ex-Post	10.99	Excise	2.59
1957-'58	"	18.00	"	440
1959-'60	"	13.50	"	7.65

(Source: Kothari's Investor's Encyclopaedia)

6. General Prosperity

Paid up Capital increased by	18%
Reserves increased by	131%
Other Reserves increased by	425%
Tax Reserves increased by	386%

(Source: Plantation Enquiry Commission's report page 43)

7. Year	Gross Profit per centage of capital	Managing Agents and Director Ra. in Lakhs	Dividend per centage of capital	Profit %
1939	11.4	1.30	6.4	8.3
1954	32.2	1.46	24.2	27.4

Source: Kothari's Investors Encyclopaedia

8. Selling Expenses has increased by 42 per cent between the years 1950 and 1953. (Source: Plantation Enquiry Commission Report at page 519)

From all the above, it is easy to see the position and the growth of the industry as a whole.

In those early days the land was bought for a song as it were. For the first entrants in this industry were those who belonged to the Ruling class.

Since then, their hold on the industry has not materially changed. Though of late that the same dignitaries are seeking new avenues for the industry in South Africa, because of the political climate. So it is no surprise that plantations are being sold, are being regulated.

There had been ups and downs in the industry as a whole. But these ups and downs were not due to causes beyond the control of those who control the industry. 1952 was said to be a crisis year for the industry. But L.W.I before the Special Industrial Tribunal for Plantations said it is imaginary.

These plantation interests in India control every Branch - from ware housing to Foreign Trade of the Tea Industry, they are the deciding force in every thing.

On the whole the Industry has advanced as the figures given above would show.

Paid up Capital has increased only by 18 per cent, while the Reserves, many more times. Net Profit per acre has increased from 79.10 to 298.53 between 1939 to 1953, according to Plantation Enquiry Commission and 79.12 to 601.30 as per Kothari's Investors Encyclopaedia.

Before we go into the subject, who has been benefited by this growth, we would like to deal with certain of the arguments raised by the managements.

1. It is only agriculture and should not be compared to any other industry. Though the Managements would like to repeat the same, much has already been said about by International Labour Organization and other Government bodies set up to investigate into the plantation positions. Therefore we do not propose to go into it except to say that the plantation though agricultural in character has been held to be an industry, because of the way in which whole industry is run.

2. Additional burdens have been imposed on the industry because of the introduction of Plantation Labour Act. To be mild, the argument is not true, for

- 1) The Act was passed in 1952. It came into force partially in 1954 and the rest in 1959.
- 2) All most all the benefits provided for in the Act were there even before the Act, may be except for the provision on earned leave.
- 3) If the estate-war particulars can be gathered, it could be seen that almost nothing has been done after the Act came into force.
- 4) On the contrary the planters are trying to bring pressure on the Government, either to get exemption, or at least post-ponement.

3. This argument was brought forward before the Special Industrial Tribunal for Plantations, which made provision for the same while taking into consideration the capacity of the industry to the tune of Rs. 3 Crores as recurring expenditure and Re. 1 Crores for Capital Expenditure for every year. This has only helped to reduce the wages of the workers, but in practice nothing has been done.

3. TAXATION: such a prosperous industry whose resources and Reserves should be available for National Economy, growth is not playing its part because it is dominated by Foreign interests. The financial power they have and the consequent political pressure on the Govt. invariably force the Government to retreat many a time.

4. We are not going in details about the issue of Bonus shares, accumulation of various reserves, The percentage of retained profits, etc. These will give a fair picture of the capacity of the industry.

5. We would take these opportunity to state that Nationalisation of the foreign interest or at least Foreign trade (i.e. Auctions) would go on long way to help the Country and the workers employed on it.

6. We are of the opinion that the Managing Agency houses should be abolished, who take away a lion share of the income by way of Commission, Salary, etc., etc. A perusal of the Companies' Balance Sheets would convince any one on this point.

With regard to the future of the industry:

1. Nationalisation
2. New Foreign Markets
3. Expansion of International Market
(Rothschild's Investors Encyclopedia Page 1807)

The Industry has a great future if with national interest in view, whole industry is look at. In short nationalisation of Auctions - Foreign trade would open up new avenues of trade. The very fact that the International Tea Agreement has been broken is enough proof to show that the concerned interests are not far increase India Tea in the International Market. Further United Kingdom entering R.O.M. is going to have telling effect on the Tea Trade.

In spite of all these, there is over expanding Internal Market, i.e., domestic consumption is growing by year. Internal Market can be increased further if the purchasing power of the worker is substantially increased.

We consider that an allowance of 3 per cent interest on working capital should be more than adequate and 4 to 5 per cent Dividend, subject to Tax, when we take into consideration the large Reserves and the high rate of dividends all through.

In short, we are of the opinion that Wage Board in fixing the wages for the workers should not to be by the published accounts and mathematical calculations. The determination of their wages has to be given a direction consistent with the pattern of Society envisaged by the community and the Constitution. The aim also should be reduce the Gap between the low of highly paid in the industry.

As pointed out by the Bank Award demand for Fair Wages should be considered in the back ground of the Social and Political climate and also the need to maintain worker satisfaction and enthusiasm to put forward his or her.

Though the Industry as a whole has grown has grown in prosperity, the worker's share in the same has been negligence as has already been narrated by us earlier because

- 1) The Government policy has been one of giving way to the by the Planters;
- 2) Till recently bargaining power of the workers is weak, as they are mainly under a weak leadership "which could not be sufficiently assured and want of purpose".

The Trade Unions cannot allow the threat that any increase in the level of wages would adversely affect the level of employment - to be used against the just claims of the workers.

The capacity of the industry is to be judged by across section of the industry region-wise.

For paying the need based minimum of the fair wage the capacity of the industry should not be taken into

(Page Twenty Nine)

BONUS

Bonus was statrated to be paid in 1948 and it is paid only on ad hoc basis with no relation, whatsoever to profits of the Estates. It has been an industry-wide payment. Further it is to be noted because of this system of payment of Bonus it is mainly more prosperous non-Indian Companies which stand to gain as they need to pay only a minimum quantum. There are complaints from the less prosperous non-Indian Companies against this system of payment. Quite contrary to the principles laid down by Courts of this land, different quantum is paid to the staff and labour. Because of all the aforesaid Bonus has been an issue of continous constant agitation by the workers.

*Very
Till
this
page*

Questions 133 & 134

PROVIDENT FUNDS & GRATUITY

Since 1956 October, both Provident Fund and Gratuity were introduced as a result of an Award. Gratuity Scheme as such is defective and has to be revised not only to the quantum of payment, but some improvement is also necessary to the Scheme.

FURTHER POINTS

Incentives: There is a practice of payment of incentive for leaves plucked. The amount varies from area to area, viz., in Anamallais 4 pies, in Nilgiris 6 pies - 9 pies and 8 pies - 12 pies in Kerala. An uniform incentive should be fixed by bringing the lowest to a higher level.

Occupational necessities

A part from the tools and implements provided by the management every worker requires jute hessian as an occupational necessity. This was dealt with in the Award of the Special Industrial Tribunal for Plantations and was ordered to be provided 6 yards and this was not sufficient since every worker requires at least 9 yards. But even this 6 yards was not given and only 1 to 3 ~~yards~~ yards which varies from estate to estate is given. So this has also to be recommended by the Board.

An amenity, viz., Two way expenses, awarded by the Special Industrial Tribunal for Plantations was not given. Workers have been recruited from far away places and they should have an opportunity to visit their place once in a year was accepted but they are paid only one way expenses. This should be corrected.

- 0 - 000 - 0 -

For The Tamil Nad Plantation Workers' Union,

GENERAL SECRETARY

For The Plantation Labour Association,

GENERAL SECRETARY

To

The Chairman and Members of
The Central Wage Board for Tea Plantations,
Calcutta 27.

AITV
✓

Respected Sirs,

MEMORANDUM ON BEHALF OF THE TEA PLANTATION
WORKERS REPRESENTED BY THE UNIONS SIGNED
HEREUNDER
ON
INTERIM WAGE INCREASE.

We place the following for the Board and its members to consider and take necessary steps at an early date.

The plantation workers are the lowest paid in of all the industrial workers in India. It has been their lot since they came into existence. In days of old they were paid annas six and four as daily wages; even in the year 1950 their wages were round about Re.1/- all inclusive wage while all other unskilled manual workers got Re.1/- per day basic pay alone in addition to some D.A.

The National Government after its advent considered the plantations as a sweated industry and included the same in the minimum wages schedule.

But, the Government of Madras reduced the all inclusive minimum rates recommended by the Minimum Wages Committee i.e. from Rs.1-7-0 to Rs.1-5-0 per day. Though the Minimum Wages Committee recommended for raise in the wage rate with the rise in the cost of living, it was never implemented.

In the correct sense of the word, as defined by the Fair Wages Committee or by the standards of the 15th Indian Labour Conference, can this be called a Minimum rate of Wages?

An Industrial Tribunal(Special) for Plantations was set up by the Government of Madras in 1952 to go into the question of wages etc., The

of the Tribunal for two years by way of a Writ petition before the High Court of Madras.

But, the agitation among the workers was so great that the Industrial Tribunal (Special) thought it just to award an interim wage increase of two annas .

In 1957, the Industrial Tribunal gave an award fixing the wages at Rs.2-4-0- and Rs.1-12-0 per day for Grade I and Grade II workers respectively. Though the wage fixation by the Tribunal was defective in its own way, because of the fact that the Tribunal did not give full neutralisation for the rise in the cost of living ; did not take 3000 calories as the basis; nor the principle of one wage earner was given effect and above all nor make any provision for the rise in the cost of living the managements were not prepared to implement the award and took it up on appeal before the Supreme Court, where it is still pending.

In this background a section of the Trade Union movement thought it fit to have a settlement with the Planters and agreed to reduce the wages fixed by the Tribunal by 25%. Even the period of the said agreement has expired on 31-3-61.

In 1957, i.e. when the wages were fixed last, the COL was 350. Now, the COL has risen to 492. There is no provision existing for the plantation workers to meet the rise in the cost of living.

The workers, naturally agitated over this state of affairs and all the Unions were forced to issue notices of strike on the issue of wages, though the action was waived as the Wage Board is expected to have its sittings in August. Further we are aware of the fact that the Board may take a considerable lot of time, due to the voluminous nature of the work, and the fact that many of the Plantation companies are having their Head Offices in other Foreign Countries, and for other obvious reasons.

Therefore, we urge upon the Wage Board to take


At least an interim wage of Rs.2-4-0 and Rs.1-12-0 per day should be fixed . This was the wage fixed by the Special Industrial Tribunal for Plantations in 1957, at the COI of 350.

It will not be out of place to mention here that interim wage increase has been granted by all other Wage Boards namely, Sugar, Cement etc.,

In conclusion we urge that the Wage Board be pleased to take into consideration the long injustices done to the workers, rise in the cost of living, the long time to be taken for the Board to give its recommendations and finally the growing agitation among the workers, to be pleased to recommend an interim wage increase, in order that there may be Industrial peace till the final recommendations are published.

Thanking You,

Yours faithfully,



GENERAL SECRETARY
TAMILNAD PLANTATION WORKERS UNION. VALPARI

GENERAL SECRETARY
PLANTATION LABOUR ASSOCIATION. COONOR.R.



PRESIDENT.

NEELAMALAI PLANTATION WORKERS UNION. COONOR

SECRETARY
SOUTH INDIAN PLANTATION WORKERS UNION. VALPARAI

High School Valparai



SECRETARY

NILGIRI DISTRICT WORKERS PROGRESSIVE UNION.
GLENDALE. COONOR

Am

The Plantation Labour Association (1659)

(AFFILIATED TO A. I. T. U. C., & W. F. T. U.,)

PRESIDENT:
PARVATHI KRISHNAN, M. P.,
GEN. SECRETARY:
P. VRIDDHAGIRI.

Ref: 35/61
Date: 35/61

COONOOR, R. S.
(NILGIRIS.)

25th August 1961.

To
The Hon. Minister for Labour,
Government of India, New Delhi

A. I. T. U. C.
J. R. No. 2007
Date: 12.8.61
File No.
Replied on:

Hon' sir,

plantations - Wage Board - Madras State -
Attempts to scuttle - protested --

It is reliably understood that attempts are being made to scuttle the wage board for the plantations. As far as we could know none of the Trade Unions has come forward to opt out of the Wage Board. But the Labour Department for reasons best known to themselves - has taken the initiative to do the job. It is learnt that a meeting is being convened at Tiruvandram on 30-8-61 to discuss the final settlement of wage issue.

So also in the case of bonus issue. It was agreed two months ago by all the parties that the issue shall be referred for adjudication. Though legally the department should have referred the issue by this time, the department writes to the parties to express their final opinion on the issue when they meet again on 5-9-61 to discuss some other issues. It is again an attempt to avoid reference to adjudication.

It is really painful to note that it has been the lot of the plantation workers never to have a fair justice but only ad hoc settlements. The authorities instead of using their good offices to get the backward workers a fair justice always use their office on such major issues to get some ad hoc - partial justice - settlement taking advantage of starvation level of wages in the plantations.

We urge that such steps are given up and the workers rendered fair justice.

Thanking you,
Copy to -

Hon. Labour Minister, Madras

yours faithfully,

P. J. Srinivasan

No.337/S/61
August 26, 1961

The Asstt. Secretary,
Central Wage Board for Tea Plantation Industry,
22 Raja Santosh Road,
Calcutta 27

Sub: Reply to Questionnaire

Dear Sir,

Ref: Our previous letter dated 25th July 1961

The AITUC General Council is meeting from
31st August to 2nd September 1961 and thereafter our
Plantation Trade Group will meet, when the reply
to the Questionnaire shall be finalised.

This is therefore to inform you that we shall
send the reply to the questionnaire by 20th September
1961.

Yours faithfully,

V.G.

(K.G.Sriwastava)
Secretary

Wageboards.

GOVERNMENT OF INDIA
CENTRAL WAGE BOARD FOR TEA PLANTATION INDUSTRY
CALCUTTA.

A. I. T. U. C.

I. R. No. 3062 Date 26/8/61

File No. 3/1-2/TWB-2005

22, Raja Santosh Road,
Alipore, Calcutta- 27.

Dated, 29/8/61 1961.

From : Sri J. K. Jain,
Assistant Secretary.

To the Secretary

All-India Trade Union Congress,
4, Ashok Road, New Delhi - I

Sub: Submission of replies to Questionnaire.

S i r,

With reference to your letter No. 337/5/61 dated the 26/8/61, 1961 on the subject mentioned above, I am to state that the Question of your request for extension of time beyond 20th August, 1961 fixed by the Wage Board as the last date for submission of replies to Questionnaire is under consideration of the Board. It will, therefore, be appreciated if in the meantime you submit your replies immediately.

Yours faithfully,

J. K. Jain
(J. K. Jain)
Assistant Secretary.

PHONE : 45-5616
GRAM : "WAGEBOARDS"

337
Central Wage Board for
Tea Plantation Industry,
22, Raja Santosh Road,
Alipore, Calcutta-27.

No. 3/1-2/TWB/2133.

Dated 11th September, 1961.

From : Shri J. K. Jain,
Assistant Secretary.

To The General Secretary,
All India Trade Union Congress,
4 Anand Road, New Delhi-I.

A. I. T. U. C.
I. P. N. 2220 Date: 19/9/61
Fi. No. P. No.

Subject : Submission of replies to Questionnaire.
.....

Sir,

With reference to ^{the office} your letter No. 1. Even No.
dated 29. 8. 61, on the subject cited above I am to state
that the last date for submission of replies to the
Questionnaire issued by the Board is extended to ^{15th August} ~~20th August~~;
1961. As the Board is anxious to finalise its work as
expeditiously as possible, you may submit your replies so as
to reach this office on or before the ^{above date} ~~20th August~~, 1961.
It is regretted that no further extension of time beyond that
date will be granted thereafter.

Yours faithfully,

J. K. Jain
(J. K. Jain)
Assistant Secretary.

WEST BENGAL COMMITTEE

All India Trade Union Congress

249, BEPIN BEHARI GANGULI STREET, CALCUTTA-12

R-f.....

A. I. T. U. C. I. R. No. 3085. Date 15th September, 1961.

File No. 18/9

My dear Coms Parvati,

I am sorry I could not write to you earlier, I was too busy with my wife's illness on the one hand and multifarious jobs of the State Centre of the T.U.C., which I could not naturally avoid. I was as much anxious and worried about the reply to Wage Board Questionnaire as you were. But due to my absence, no one in Plantations took any interest in the matter. Ultimately I had to do it in a hurry. I have somehow finished it with the help of Com. T.N. Siddhanta here only today and submitting it before the Board. I have got copies of replies by INTUC and Employers of N.E. India.

I can stay for a day or two after the Plantation Committee meeting. If you have not yet prepared the reply and submitted, we can do it within 2 days i.e. by 23rd. we can finish the job. In case you are out of Delhi, would you kindly come down to Delhi by 20th positively? I shall reach Delhi by 20th morning and can immediately begin our work. Although late it will be of help if we submit something before the Board on behalf of the AITUC. Please don't fail to come or stay in Delhi on 20th.

With greetings,

Yours Comradely,

Honoranjan Roy

(HONORANJAN ROY)

Copy to:

Coms K.G. SRIVASTAVA.

Sending a copy of our reply today.

13/21 Peeraswami Road

R. S. Puram

Coimbatore.

30 October 1968.

A. I. T. U. C.	
I. R. No. 2849	Date.....
File No.....	Ref. edon.....

Dear Com. K. G.,

I received the letter you had sent through Com. Gini from Bangalore. I could not come to Bangalore as we were in the midst of the Kesava Satyagraha and the campaign following it.

It is good you were able to represent the matter to Nanda so that had its effect on the planers and the Labour Department and the question of bonus has been settled and an understanding arrived at regarding wages which is good as far as it goes.

I went to Madras on 25th and met the Chairman of the Wage Board - he told me that the question of interim relief for tea has already been decided - and as there was no one there to put our point of view and there was the earlier agreement to Com. Marasimhan in the Industrial Committee, the ^{odds} chances were against us, apparently. Anyway, I met Narasimhan and Gini after my talk with him and they will put up a stiff fight for Coffee - if we

get that, we might get tea reopened. But I think a memorandum on this question from ATVE to the Wage Board will be helpful - I do not think you can expect much from Manojanjan as they are not in the least bothered about Indians in Bengal. Anyway, has he at least written to Nanda after receiving your letter of the 14 October? I hope so.

Another point I want to write about is that whenever you send anything to Valparai please send a copy to Gov. Vaidhajan at Coonoor also - because the Valparai office does not function well as yet and Gov is often in the dark as to what is happening.

Please let me know if there is anything more to be done in this matter.

With greetings,

Yours

P. Venkatesh.

P.S. Where is Asha now? Has she come to Delhi again? Give her my greetings - I'll be in the Bari when I come (did you say one or two?)

PHONE : 45-5616
GRAM : "WAGEBOARDS"

A. I. T. U.
I. R. No. 3919 Date: 4 NOV 1961.
File No. Registered

No. 2/2/TWB-2480

Central Wage Board for
Tea Plantation Industry,
22, Raja Santosh Road,
Alipore, Calcutta-27.

Dated November 3, 1961.

From : Shri J.K. Jain,
Asstt. Secretary.

To : The General Secretary,
All India Trade Union Congress,
4, Ashoka Road, New Delhi.

Dear Sir,

The Central Wage Board for Tea Plantation Industry proposes to hear the Principal Associations of employers' and employees' regarding their case at their next meeting to be held at Calcutta. You are, therefore, requested to appear before the Board to state your case on 28.11.1961 at 10.30 a.m. at 43, Sarat Bose Road (old Lansdown Road), Calcutta.

2. The representatives of Labour Associations will be first called upon to state their case and thereafter the representatives of Employers' Associations will be called upon to state their case.

3. Please note that the hearing before the Board will continue for a day to-day from 28.11.61 till it is over.

4. No ^{evidence} ~~enclosure~~ will be recorded at this meeting.