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**REPORT**  
**OF THE**  
**STUDY GROUP FOR**  
**PLANTATIONS (COFFEE/RUBBER)**



**NAL COMMISSION ON LABOUR**

Printed in India By M/s Samrat Press, Delhi in 1968.  
Published by Manager of Publications, Civil Lines, Delhi-6.

*Price* { Inland : Rs. 0.55 P.  
          { Foreign : 1 Sh. 4 d. or 20 Cents.

## FOREWORD

The National Commission on Labour appointed the Study Group for Plantations (Coffee and Rubber) in its attempt to understand the changes in conditions of Labour in that industry since Independence. This was one of the series of Study Groups set up for different industries. The Study Group was required to analyse available information and project its thinking on labour problems in the industry for the years to come taking into account the possible developments in the industry.

The views expressed in the report are the views of the Study Group. In examining them for framing its final recommendations, the Commission will attach due importance to these views coming as they do from knowledgeable persons in the Plantations (Coffee and rubber). In the meanwhile, the report is being published by the Commission with a view to seeking comments on it from persons/institutions interested in the development of that industry.

The Commission is grateful to the Chairman and Members of the Study Group individually for completing their work within the time limit fixed for them. The Commission is also grateful to all persons/institutions who may have helped the Study Group in reaching conclusions.

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## CONTENTS

<i>Chapter</i>	<i>Page</i>
<b>I</b> Introduction	1
<b>II</b> Enquiries and Methods of Investigation	3
<b>III</b> Background and Development of the Industry	5
<b>IV</b> Recruitment and Induction	15
<b>V</b> Employment	17
<b>VI</b> Conditions of Work	20
<b>VII</b> Trade Unions and Employers' Organisations	25
<b>VIII</b> Industrial Relations	27
<b>IX</b> Fixation and Revision of Wages	30
<b>X</b> Productivity and Incentive System	32
<b>XI</b> Social Security	35
<b>XII</b> Labour Laws	36
<b>XIII</b> Labour Research	38
<b>XIV</b> Conclusions	39
Acknowledgements	42
 <i>Appendix</i>	
<b>I</b> Proforma used by the Study Group for collecting information.	43
<b>II</b> Statement showing existing wages and recommended wages in coffee plantation industry.	46
<b>III</b> Wage rates recommended by the Central Wage Board for Rubber Plantation Industry as modified by Central Government.	48
<b>IV</b> List of Employers' and Workers' Representatives who met the Study Group in the course of its enquiry.	51
<b>V</b> List of Rubber and Coffee Estates visited by the Study Group.	55
Select Bibliography	56

## CHAPTER I

### INTRODUCTION

The National Commission on Labour appointed by the Government of India to review the changes in the conditions of labour since Independence and to make recommendations, inter-alia, on the levels of workers' earning, standard of living, labour legislation and existing arrangements for labour intelligence and research etc., constituted a Study Group for Plantations (Coffee/Rubber) under Notification No. 3 (24)/67-NCL dtd. 4th July, 1967, with the following personnel :

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By a subsequent Notification of the National Commission on Labour No. 3 (24)/67-NCL dtd. 10-8-67, Shri. A. Gopalankutty Vydjar was appointed as the Member-Secretary of the Study Group in place of Shri Mir Masood Ali Khan and Mr. Khan continued as a Member of the Study Group.

2. The terms of reference of the Study Group were indicated in the letter constituting the Study Group as follows : "The Study Group will, in regard to the subject allocated to it, ascertain facts from available literature on the subject, draw conclusions and suggest solutions to the problems posed by the Group for the consideration of the Commission. The Commission may also pose problems for consideration of the Group from time to time." The Chairman of the National Commission has further elaborated the terms of reference in his letter No. 3 (24)/67-NCL dtd. 24th May, 1967, as follows : "In view of the comprehensive nature of the enquiry and the need for tapping the expertise available within the country on labour problems in different industries on the various aspects of the Commission's terms of reference, the Commission has decided to set up a large number of expert study groups. A fair amount of information is available in the country on different industries. The study groups are expected to draw upon the relevant material on the whole area of the Commission's enquiry in the concerned industry and project their thinking on labour problems in the industry in the years to come... The Group is free to evolve its own procedure for work and frame-work of its report. However the emphasis will be on interpretation of existing data and not on collection of additional information".

## CHAPTER II

### ENQUIRIES AND METHODS OF INVESTIGATION

3. At its first meeting held at Bangalore on the 21st and 22nd of July, 1967, the Study Group decided not to issue a detailed questionnaire, but to contact the representatives of employers, workers and State Government officials concerned with labour problems and collect the relevant information covered by the terms of reference of the Study Group. For this purpose, a simplified proforma was prepared and sent to various organisations of employers, trade unions and State Governments to serve as a guideline for discussions.

4. After the first meeting of the Study Group, the Convenor met the Member-Secretary of the National Commission on Labour on the 10th of August, 1967, at New Delhi and discussed the details of work and the method of enquiry of the Study Group. Relevant materials were also collected from the Central Government and State Governments, Associations of Workers and Employers.

5. At the second meeting of the Study Group held at Kottayam on 3-10-67, the Study Group decided to establish personal contacts with the representatives of various interests concerned with the industry and to make on-the-spot studies of the conditions of Coffee and Rubber Plantation workers. Accordingly, the Study Group visited the following centres in the States of Kerala, Madras and Mysore.

<i>States</i>	<i>Coffee</i>	<i>Rubber</i>
Kerala	Kalpetta	Mundakayam & Punalur
Madras	Coonoor & Yercaud	Kulasekharam & Nagercoil
Mysore	Urvinkhan Estate, Chikmagalur & Mercara	Mercara

6. Meetings of the Study Group had to be called and on-the-spot visits and hearings of the parties had to be arranged at short notice. Those who appeared before the Study Group also expressed that they should have been given more time to come prepared. In spite of this, the Study Group held several meetings. The representatives of the employers and employees were present at the hearings at the various places. Free and frank exchange of views could be had on the points covered by the terms of reference of the Study Group. The Study Group places on record its appreciation of the kindness and courtesies extended to it by the workers' and employers' organisations and Government officials in the course of its investigation without which it would not have been possible for the Study Group to complete its task.



CHAPTER III  
BACKGROUND AND DEVELOPMENT OF THE  
INDUSTRY

7. Plantations are defined as "any agricultural undertaking regularly employing hired workers which is situated in the tropical or sub-tropical regions and which is mainly concerned with the cultivation or production for commercial purposes of coffee, tea, sugarcane, rubber etc ; it does not include family or small-scale holdings producing for local consumption and not regularly employing hired workers".

(1) Although plantation is generally referred to as an industry, it is not strictly an industry in the real sense of the term. According to the Rege Committee, "work in plantations is essentially agricultural, though the plantation system has many features in common with organised industry". (2) Plantations Labour Act 1951 applies "to any land used or intended to be used for growing tea, coffee, rubber or cinchona which admeasures 10.117 hectares or more and in which 30 or more persons are employed or were employed on any day of the preceding twelve months". (3) This Study Group is concerned only with the conditions of labour in the coffee and rubber plantations.

A. COFFEE

8. The beginning of plantation industry in South India was with coffee. The date when coffee was first introduced in India from Abyssinia or Arabia is disputed. According to popular belief, it was brought from Mecca by a pilgrim named Baba-ud-Din in 1600. According to Ulker's Publication on Coffee, the date is given as 1695. Whatever may be the exact year of appearance of coffee plants in South India, the systematic cultivation of coffee began in Mysore State and the neighbouring districts of Madras some time in 1830.

- (1) Convention concerning conditions of employment adopted by ILO in 1958.
- (2) Report on enquiry into conditions of labour in plantations in India by N.V. Rege, ICS, 1946, P. 1.
- (3) Section 1 (4) (a), the Plantations Labour Act 1951, Act No. LXIX of 1951.

9. Coffee plantations began as small proprietary farms. The more successful among the early pioneers later formed partnerships and companies. The industry began to expand and by 1872 the area under cultivation was 1,20,000 hectares and India was able to export a little over 25,000 tonnes of coffee. Competition in the world market, general depression in the thirties and the slump in coffee production resulted in the decline of Indian Coffee Industry which was depending very largely on its export market. The area under coffee shrank to 73,000 hectares in 1940. To meet the situation, the Indian Coffee Market Expansion Board was formed under the Indian Coffee Expansion Ordinance with the object of controlling and marketing coffee in India and abroad. This Board was the predecessor of the present Coffee Board and since its formation the industry entered a period of recovery and stability.

10. Coffee cultivation is confined mostly to the three States of Southern India, viz. Mysore, Kerala & Madras. Besides these States, there are small areas under coffee in the States of Andhra Pradesh, West Bengal, Orissa, Assam, Madhya Pradesh and the centrally administered area of Andamans. The area planted with coffee in different States at the end of the 1964-65 season is given below :

Table I

State		Planted area under Coffee (in hectares)
Mysore	—	75,809
Kerala	—	27,685
Madras	—	25,714
Other States	—	522
	Total	1,29,730

11. A noteworthy feature of the coffee plantation industry is the existence of a large number of small holdings. In 1961, more than 96 per cent of the holdings were below 10.117 hectares in extent and only about 4 per cent of the holdings were 10.117 hectares or more in extent. The number of units mentioned above relates to the entire coffee plantation industry in the country, but most of these units do not come under the purview of the Plantations Labour Act 1951. According to the list of plantations maintained by the State Governments, the number of coffee plantations covered by the Plantations Labour Act is only 833, thereby

indicating the existence of a large number of plantations outside the purview of the Plantations Labour Act. The table below shows the number of units in Mysore, Kerala and Madras, according to size and the coverage under the Plantations Labour Act.

Table II

Size-group (in hectares)	STATE*			**Coverage under Plantations Labour Act.				
	Mysore	Kerala	Madras	Total	Mysore	Kerala	Madras	Total
0 to 2	11,337	15,742	7,665	34,744	—	—	—	—
2.00 to 4.05	2,399	1,417	886	4,702	—	—	—	—
4.05 to 10.117	2,035	851	671	3,557	—	—	—	—
Over 10.117	1,020	201	242	1,463	646	56	131	833
Total:-	16,791	18,211	9,464	44,466	646	56	131	833

\* Figures relate to the end of June 1964

\*\* Figures relate to the end of 1967

12 There are two species of coffee commercially cultivated in this country, viz., arabica and robusta. Out of the total estimated crop of 71,500 tonnes in the 1967-68 season, arabica coffee accounts for 46,500 tonnes and robusta 25,000 tonnes; i.e. arabica coffee accounts for 65% and robusta 35% of the total production.

13. The coffee plants begin to yield from the 4th year, though they attain full maturity only from the 7th year. There is only one crop in the year. The plants blossom in March/April with the first summer showers. The time taken for the crop to mature is more in the case of robusta, compared to arabica. In the case of the latter, the usual harvesting season is from November to January (in some areas it may start as early as September/October), whereas in the case of robusta, the harvesting period usually extends from January to March (it may start in December or may go upto April in some areas). Harvesting, in the case of arabica is usually carried out in two to four rounds. During each round, only the fully ripe berries are harvested to ensure quality of the product. In the case of robusta, however, only one round of harvesting is usually carried out.

### Operations in Coffee Plantations

14. The cultural operations usually practised in coffee plantations include regular weeding, cultivation operations like taking of renovation pits, trenches, contour drains, periodical regulation of overhead shade, pruning of the coffee bushes, fertiliser applications, plant protection operations like spraying against leaf disease and sucking insects, stemborer tracing and application of suitable pesticide, harvesting of crop and processing at the estate level etc. In coffee, however, as in all plantations, the most important part is harvesting of the crop, coffee berries in this case. This operation is known as coffee picking. For the picking of berries, a large number of workers is required. In fact, during the picking season, almost the entire labour force is utilised for picking of coffee berries. The workers employed in coffee estates for the normal cultivation and field work, etc., are commonly known as field workers. Depending on the processing technique adopted, there are two types of coffee, viz., Plantation or Parchment coffee and Cherry coffee. In plantations where water facilities are available, the coffee is usually processed for the plantation grade. Pulping, fermenting, washing and drying are the different operations attended to at the estate level. Further processing is carried out at the curing works. There are no factories attached to the coffee estates, for coffee curing is carried on separately. There is, therefore, no such category as factory workers in relation to the coffee plantation industry. Besides the field work, there are operations connected with the upkeep and maintenance of roads and buildings, dispensaries, creches, schools, etc. If there are a large number of workers employed in an estate, supervision becomes necessary and hence supervisors are employed. These workers are generally known as Maistries. Occupations in coffee plantations differ from place to place. Different kinds of works are done in coffee estates in different seasons and the workers are generally interchangeable.

### Future of the Coffee Plantation Industry

#### IVth Plan targets

15. The production target of coffee as revised by the Working Group for the Fourth Plan is as follows :

Fourth Plan		
1966—67	—	76,000 tonnes
1967—68	—	78,000 „
1968—69	—	80,000 „
1969—70	—	83,000 „
1970—71	—	85,000 „

India is a signatory to the "International Coffee Agreement". Under the Agreement, the basic quota for India has been restricted to 25,380 tonnes for 1968/69. Taking non-quota exports at about 10,000 tonnes at the current level and projecting the total exports to 1970-'71, India can export only about 40,000 tonnes by that period. Taking the internal consumption at about 42,000 tonnes (as against 39,000 tonnes at present) and providing for carry-over of 3,000 tonnes, India will be able to dispose of the 85,000 tonnes targetted for 1970-'71 with some effort. As the International Coffee Organisation is also clamping down production goals on member producing countries from 1968-'69, this country will just be able to achieve the targets. It will not be possible to exceed the target without creating marketing difficulties.

16. The increase to 85,000 tonnes can easily be achieved with increased productivity in the existing acreage coupled with the small extent of new plantings now going on and by the small increase in per-hectare productivity. The scope for bringing large tracts of fresh land under coffee is limited, in spite of the availability of land, because of internal and international marketing conditions. As such, additional employment potential is not expected to be much in this industry.

## B. RUBBER

### Background of Rubber

17. The commercial cultivation of rubber commenced only at the beginning of the present century. The invention of the pneumatic tyre resulted in an increased demand for raw rubber and plantations sprung up, particularly in the erstwhile Travancore-Cochin State to meet this new demand. The area under rubber in 1925 was approximately 30,000 hectares, yielding about 6,300 tonnes. As a result of the depression in 1929-'30, the price of rubber slumped to a very low level. With a view to bringing stability to the industry, India along with other rubber producing countries joined the International Rubber Regulation Agreement in 1934, whereby exports, new planting of rubber and production were sought to be regulated.

Under the protection offered by the Agreement, price of rubber began to rise steadily and the area under rubber also rose to the extent permitted by the Agreement. In 1934, a Licensing Committee was constituted under the Indian Rubber Control Act for the implementation of the Inter-

national Rubber Regulation Agreement. This committee was the predecessor of the Indian Rubber Production Board and the Rubber Board. The Rubber Board was constituted by an Act of Parliament in 1947 to promote the development of the rubber plantation industry in India. The Board has initiated research, supply of technical advice, distribution of planting materials etc., with a view to increasing the production of natural rubber in India.

18. World War II created an abnormal demand for rubber in India. India and Ceylon were the only sources of natural rubber for the Allied Nations. All restrictions on new planting and re-planting were, therefore, removed in 1942 and rubber growers in India were encouraged to maximise production by intensive tapping, slaughter tapping and by new planting. By the end of 1949, the area under rubber in India rose to 67,900 hectares and the production of rubber to 16,000 tonnes. At the close of 1955, the area was 83,900 hectares and production 23,700 tonnes.

19. Area under rubber at the end of March 1967 was 1.71 lakh hectares distributed in the various States and centrally administered areas as follows :

		(area in hectares)
Kerala	...	1,61,074
Madras	...	8,082
Mysore	...	1,844
Andaman and Others	...	260
	Total	<u>1,71,260</u>

20. India has a well-established rubber manufacturing industry whose demand outstrips the supply of natural rubber from the country's production. Due to this, India has changed from an exporting country to an importer of rubber. As against a production of 15,000 tonnes in 1948, 54,800 tonnes of rubber were produced by India in 1966-67 and yet the output of rubber is far below the country's requirements. India, in the recent years has, therefore, been importing both natural and synthetic rubber which means a drain on her scarce foreign exchange resources. All possible efforts are, therefore, being made to increase natural rubber production by bringing under cultivation all the suitable land in the country and by raising the yield per hectare. By the end of 1975, India is expected to produce at least one lakh tonnes of natural rubber.

21. Distribution of rubber plantations, according to size and the coverage under the Plantations Labour Act in different States at the end of 1967 is as under :

Table IV

Size group (in hectares)	STATE*					Coverage under the Plantations Labour Act.			
	Mysore	Madras	Kerala	Other States	Total	Mysore	Madras	Kerala	Total
0 to 2.00	25	840	70230	—	71095	—	—	—	—
2.00 to 4.05	14	187	6357	—	6558	—	—	—	—
4.05 to 10.117	9	136	2992	1	3138	—	—	—	—
10.117 and above.	18	86	1436	4	1544	4	20	146	170
<b>Total</b>	<b>66</b>	<b>1249</b>	<b>81015</b>	<b>5</b>	<b>82335</b>	<b>4</b>	<b>20</b>	<b>146</b>	<b>170</b>

\* Figures relate to the end of March, 1967.

22. The main feature of the rubber plantation industry in India is the existence of a large number of small holdings and the relatively small area under corporate ownership. About 55 per cent of the area is owned by small holdings of 10.117 hectares and less. At the end of March 1967, there were nearly 81 000 holdings in this category accounting for an area of 95,000 hectares.

#### Nature of Work in Rubber Plantation Industry

23. Work in rubber plantations can be broadly classified into field operations, factory work, supervision and work in offices, hospitals, schools etc. Establishment and maintenance of nurseries, preparation of land, planting, weeding, manuring, plant protection operations, opening and maintenance of roads, paths and drains, and protection against cattle, fire etc., are operations common to all plantations. In addition to the above, tapping collection of latex and processing are items of work special to rubber plantations.

24. Rubber tree becomes tappable when its trunk attains a specified girth at the height at which tapping cut is to be opened. This standard growth is obtained by about the seventh year from planting. The tapping cut slopes down at a specified angle along one side of the trunk of the tree in a half spiral fashion. From the lower end of the tapping

cut a shallow vertical channel is opened to allow the latex to flow down for a distance of six to nine inches from where a spout fixed on to the tree will lead it to a coconut shell cup held in place below it with the help of a loop of wire tied round the trunk. Tapping consists of cutting a thin slice of bark about one to one and half millimeters thick to a depth of about one to one and half millimeters outside the wood with a special implement called the tapping knife. Latex immediately begins to exude and flow along the cut and through the spout into the cup. Tapping is usually started at about 7 O'Clock in the morning. The flow of latex ceases in three to four hours. The crop in the cups is then collected in a bucket and carried to the processing factory. In India, 250 to 300 trees forming a 'block' are tapped by each tapper. Tapping in each block is usually done on alternate days. Tapping systems, varying in frequency and intensity from the above standard, are also employed in order to extract more latex from old trees. In India, rubber trees are usually given rest from tapping for about a month in February when the tree refoliates after wintering. Tapping operation requires skill and experience. Careless tapping causes wounding of the inner delicate tissues of the bark thereby leading to permanent damage to the tree. At the same time, failure to do tapping deep enough or along the proper angle of slope results in appreciable reduction in crop. Labour engaged in tapping are mostly mcr. Women tappers are also employed to some extent.

25. After the collection of latex, there may be a further flow forming a lump in the cup called the cup-lump. A portion of the latex dries up on the tapping cut during the course of the day and this is known as tree scrap. The scraps are pulled out from the tree every day by the tapper before carrying out fresh tapping and they are collected in a basket and delivered at the factory. The cup-lumps are also periodically collected and taken to the factory. The lumps and scraps after processing give inferior quality raw rubber.

26. The tappers have to carry latex to the estate factory where it is weighed and its content of dry rubber assessed. In bigger estates, tappers have often to carry heavy load of latex over long distances to the weighing shed. In some estates, transport facilities are provided for carrying latex.

27. The main forms in which raw rubber is processed and marketed in India are : smoked sheets, crepe and preserved



normal or concentrated latex. Smoked sheets form the larger proportion of raw rubber produced. For making smoked sheets, the field latex is sieved, diluted with water, and coagulated by adding and mixing thoroughly the correct quantity of diluted formic acid or acetic acid in small aluminium pans or large aluminium tanks provided with suitable partitions. The coagula are then pressed, passed through manually or electrically operated rollers and turned into thin sheets. The sheets after washing and dripping are dried and smoke-cured for 4 to 6 days in special smoke chambers. The smoked sheets are thereafter sorted into different grades and packed. Crepe rubbers are processed from coagulated latex or from scraps and lumps brought from the field. Special sets of rollers are used for this. In the case of scraps and lumps, washing and milling are required before rolling. Crepes produced from coagulated latex are of superior quality. Latex preservation is achieved by adding ammonia, usually in the form of gas. Concentrated latex is prepared by creaming or centrifuging. Preparation of smoked sheets is common in almost all estates. Processing of the crop into crepes and preserved normal or concentrated latex are undertaken only on some estates. There are also agencies outside the estates undertaking crepeing of scraps and lumps and concentration of latex.

#### Future of Natural Rubber Plantation Industry

28. In 1963, a factory producing synthetic rubber was started in Bareilly in U.P. with a production capacity of 30,000 tonnes per annum. During the year 1966/67, the factory produced 22,000 M.tonnes of synthetic rubber. To-day the proportion of natural and synthetic rubber consumption in India is 75 : 25. There is an increasing trend in the use of synthetic rubber by big manufacturers. The future of the natural rubber industry is stable, because the internal consumption of both natural and synthetic rubber is increasing at a fast rate so that all the natural rubber produced in the country can be consumed by the rubber manufacturing industry. India is importing natural and synthetic rubber as seen from the Table below :

Table V  
Import of Natural and Synthetic Rubber (M. Tonnes)

Year	NR	SR
1962/63	23360	10297
1963/64	26275	8812
1964/65	15003	3315
1965/66	16357	2735
1966/67	23544	5606

The country is making all efforts to increase the production of natural rubber by bringing more areas under rubber cultivation. By the end of 1970/71, the production of natural rubber is expected to be 85,000 M. tonnes and by that time the country will be in a position to reduce the import of natural rubber considerably. With the rising tempo of industrialisation, more and more natural rubber will be used in the future. This will be clear from the fact that our per capita consumption of natural rubber is only 0.2 kgs., whereas the figures for highly developed countries like U.S.A., U.K. and West Germany are 10, 6 and 6 kgs. respectively. Therefore, we can very well hope that with industrialisation, the consumption of all types of rubber will increase and the existence of synthetic rubber industry will not pose any threat to natural rubber plantation industry. This leads to the conclusion that there is good scope for expansion of employment opportunities in this industry.

CHAPTER IV  
RECRUITMENT AND INDUCTION  
RECRUITMENT

29. Due to isolated location of plantations and to the difficulties in securing labour in those regions in the earlier stages of the plantation industry, the system of recruitment prevalent was recruitment of labour through agents, viz., *Kanganyies*, on family-basis. The Rege Committee pointed out the abuses of this system, but the Central Government felt that it was not necessary to undertake any legislation beyond the State Government's extending the Payment of Wages Act 1936 to plantations. It was, however, recommended that the system should be abolished on a gradual and phased manner. The Ministry of Labour laid down in October 1951, certain criteria for eliminating the abuses of the Kangany System and gradually abolishing it altogether. This process of abolition which started in 1951 was completed in Madras in 1958 and in Kerala in 1962. In Mysore, the Kangany System was not wide-spread and has since gone out of existence, following its abolition in Madras and Kerala, in pursuance of settlements signed in these States. For many years now, recruitment of labour is effected directly by the plantations themselves. There is a settled labour population in plantations and preference in employment is generally given to the dependants of existing workers. Recruitment in plantations does not present any particular problem. The plantation operations used to be conducted on a seasonal basis and to suit this, recruitment of labour was made on a season to season basis which extended over a period of 9 or 10 months. There was a "Settlement" at the end of the season. This practice of annual settlement was discontinued several years ago.

30. The family system of employment is more common in coffee plantations than rubber plantations. As the level of employment of women has risen in coffee and rubber, it cannot be said that the existing statutory provisions regarding maternity benefits, etc. have adversely affected the employment of women in the plantations.

31. Subordinate staff employed in plantations as clerks in the offices, field supervisors, medical personnel etc., forms a distinct class of employees in the industry. Although most of them are covered by the definition of workers under the Plantations Labour Act, their conditions of employment are different from other workers. As far as the staff in the coffee and rubber plantations are concerned, they are well organised under an inter-State organisation viz., Estates Staff Union of South India with its headquarters at Coonoor and branches in all the three States of Madras, Mysore and Kerala. Recruitment and other conditions of service of the staff are governed by industry-wide settlements between the U. P. A. S. I. representing the employers and the E. S. U. S. I. representing the staff.

32. A survey conducted by the Labour Bureau in 1961 revealed that the percentage of casual labour in coffee and rubber estates was 15 and 25 respectively. Employment of casual labour was more in evidence in small plantations than in large ones. This was evidently due to the seasonal nature of most of the operations. Whereas the large plantations could spread out the work more or less evenly throughout the year among the permanent labour force, the small plantations had to rush through the work in the particular seasons by employing a large number of casual labour. While enabling uneconomic units to avoid the burden of surplus labour, the system also leads to malpractices like denial of security of employment to workers with long periods of service. The observations made by the One Man Committee on Employment in Plantations also reveal that there is some reason to suppose that in some smaller gardens there is a tendency towards casualisation of employment. It was noted by the Study Group that some gardens did not maintain clear records of casual, contract and temporary labour employed by them. So it was not possible to get a clear idea of the extent of the employment of casual labour. Even though certain plantation occupations are seasonal, the Study Group considers that decasualisation of employment to the extent recommended by the Wage Board for Coffee in para 5-136 of its report is necessary in the case of rubber also. As in the case of coffee, this should be taken up at the appropriate level, as early as possible.

**CHAPTER V**  
**EMPLOYMENT**

33. Viewed from the point of employment, coffee plantation industry takes the second place, next only to tea among the plantation industries in India. The Labour Investigation Committee which conducted a detailed investigation into the plantation industries estimated the employment in the coffee plantation industry at 1,10,760 and in the rubber plantation industry at 50,400 in 1944. There has been a significant increase in the employment in both coffee and rubber plantation industries since then. The statistics of average daily employment in coffee and rubber plantations for the years 1951 to 1965 are given below :

**Table VI**  
**Average Daily Employment in Coffee and Rubber Plantations, 1951-1965\***

Year	Coffee	Index Numbers Base : 1951-100	Rubber	Index Numbers Base: 1951-100
1951	175111	100.0	43184	100.0
1953	164604	94.0	40387	93.5
1955	202859	115.8	57813	133.9
1957	199153	113.7	71032	164.5
1958	260654	148.8	88721	205.4
1960	283616	162.0	93754	217.1
1961	285444	163.0	101776	235.7
1962	259967	148.5	106363	246.3
1963 (P)	204114	116.6	111820	258.9
1964 (P)	—	—	114106	264.1
1965 (P)	—	—	122000	282.5

\*Source: Indian Labour Statistics

34. The percentage of men, women and children employed in coffee and rubber plantations in 1944 and 1961 is given in the next page :

Table—VII

Year	MEN		WOMEN		CHILDREN (Inc. adolescents)	
	Coffee/Rubber		Coffee/Rubber		Coffee/Rubber	
1944*	49%	72%	40%	24%	11%	4%
1961**	50%	69%	44%	30%	6%	1%

\* Source:—Rege Committee P. 114

\*\* Source:—Labour Bureau Survey of labour conditions in coffee plantations 1961-62—P. 9

\*\* Source:—Labour Bureau Survey of labour conditions in rubber plantations—P. 8

35. The work relating to construction and maintenance of buildings, roads, bridges, etc., are mainly given on contract basis. It is also seen that items of regular work like weeding, manuring etc. in some estates are given to outside contractors. The Study Group is of the opinion that work of normal and regular nature relating to cultivation and production should not be given to outside contractors.

36. As the work in plantations is manual in nature, there is very little scope for employing physically handicapped persons.

37. The Study Group has not found any discrimination in the matter of recruitment on grounds of caste, community, religion, language etc.

38. Excepting tapping in rubber estates and pruning in coffee estates, no other work in these plantations requires any special training in the estates. In the existing family system of recruitment, the new recruits generally study the work by observing the work done by elders.

39. However, tapping work in rubber estates requires systematic training. The Rubber Board has already started a Tappers' Training School. The Study Group feels that this should be developed on a more extensive scale by opening regional centres for tappers' training and starting refresher courses for tappers already employed.

40. There is, at present, no system of granting study leave to workers except for attending classes under the Workers Education Scheme. The Study Group recommends that workers, especially tappers' in rubber plantations, should be allowed study leave for attending tappers' training courses.

41. The introduction of the gratuity scheme with qualifying period ranging from 5 to 10 years has led to trained and

experienced workers relinquishing employment in the plantation industry and seeking employment in other industries. As gratuity is given for long and meritorious service, too short a qualifying period for its eligibility would not be in the interests of the workers or the industry. The workers should be enabled to understand the purpose of the gratuity scheme, so that they would not seek employment elsewhere.

42. The Study Group notes that the promotion opportunities of plantation labourers are very meagre. An ordinary plantation labourer can go up to the level of Supervisor and in the case of staff, they can be promoted from the general grade to senior selection grade. The Study Group recommends that a rational promotion policy should be evolved on the basis of qualification, seniority and suitability.

43. Since most of the workers form a settled population in the estates, the problem of migration of labour is not a serious one

44. From the tables II and IV it will be seen that only a small number of estates has been covered by the Plantations Labour Act in the States of Madras, Mysore and Kerala. The number of workers employed in the above States covered by the Plantations Labour Act is only 60,000, as against the number of workers engaged in the entire Coffee and Rubber plantation industry which is estimated at 3.3 lakhs, including self-employed owners of small holdings of less than 4 hectares. As such, a large number of workers is left out of the purview of the Plantations Labour Act. This is a problem which deserves serious consideration. The employers' view is that as long as there is no special legislation relating to agricultural labour in India, it is not justifiable to bring under the purview of the Plantations Labour Act, the workers engaged in small units raising coffee or rubber. As a new development in rubber plantation industry, the Government of Kerala have allotted land to educated unemployed persons in various places in the State. These areas have been planted with rubber and have reached bearing stage. Some of these areas are located contiguously. It is not fair to deprive the majority of workers in the industry of the benefits of the various statutes. The question of providing housing, medical and other facilities to these workers should engage attention. In this connection, the possibilities of starting Co-operative Housing Societies and extending the ESI Scheme to plantations not covered by the Plantations Labour Act have to be explored.

CHAPTER VI  
CONDITIONS OF WORK

45. Before Independence, there was no law regulating the conditions of work in plantations. The Labour Investigation Committee reported in 1944-45 that the conditions varied widely from place to place. While some estates provided pipe water, others depended on wells or streams for water supply. These sources were not always situated near the workers' quarters. Bore-hole or trench-type latrines were provided in a few estates only. The workers in South Indian plantations enjoyed free medical aid, but the kind of aid varied widely from a few drugs dispensed by the estate managers to special care and hospitalisation. In rubber estates, generally, there were no dispensaries, but there was some arrangement either with the doctor in the nearby Government Hospital or with a private Medical practitioner to render medical aid to the workers in plantations. Canteens, creches, recreation grounds and playing fields were provided in very few estates. Primary Schools existed in some estates, even though attendance was not very satisfactory. Free housing was provided to workers other than casual and temporary, but the labour lines in coffee and rubber estates were generally inferior to those in tea estates. Blankets were issued to the workers on payment and cost realised was refunded on the basis of attendance during a particular season. Hours of work were not regulated, but generally, the working hours extended to 8 or 9 with an interval of 1 hour. Cash payments towards sickness benefits were very rare.

46. The Labour Investigation Committee recommended that conditions of work should be regulated by law and accordingly the Plantations Labour Act 1951 was enacted. This law regulates the conditions of work in plantations as detailed below :

HYGIENE

47. Section 8 of the Act provides for the supply of drinking water at convenient places and the Rules framed thereunder make abundant provision for the adequacy and cleanliness of the water supplied. The Study Group does not consider it necessary to alter the existing provisions.



48. Section 9 of the Plantations Labour Act and the Rules framed thereunder have adequately provided for sufficient latrine facilities separately for men and women, the standards of latrines, privacy and proper maintenance. In this also the Study Group does not feel the need for any change.

#### MEDICAL FACILITIES

49. Section 10 of the Plantations Labour Act and the Rules thereunder have brought in elaborate regulations to provide for free medical facilities. Provision has been made for group hospitals, garden hospitals, dispensaries and first-aid boxes to be maintained in plantations according to the level of employment. The Rules also provide for Tripartite Medical Advisory Boards at State level representing employers, workers and State Governments to review the progress of implementation of these provisions and to prescribe standards of medical facilities and drugs to be supplied free of cost.

50. While the garden hospitals are intended to deal with outpatients, inpatients not requiring elaborate treatment, infectious cases, midwifery, simple pre-natal and post-natal care, care of infants and children and periodical inspection of workers, the Group hospitals have to deal efficiently with all types of cases other than routine cases. It is provided that plantations employing 1,000 or more workers shall maintain their own garden hospitals, while smaller plantations may have combined garden hospitals. In the case of a number of small plantations having a combined garden hospital, those plantations in which such hospital is not situated, have to maintain their own dispensaries with detention beds and auxiliary medical staff and visited periodically by a doctor. The scale of medical and auxiliary staff, beds in the wards, equipments, stores, kitchens, latrines, ambulance etc., in the hospitals has been prescribed in such an elaborate manner that in actual practice, it is extremely difficult for small plantations to comply with all the requirements of law. In view of these practical difficulties, it has been suggested that plantations should be covered by the ESI Scheme. The employers are generally against this proposal, mainly because a large amount of capital has already been invested by them in establishing well-equipped hospitals and other institutions, at least in the big plantations. However, the provision of free medical facilities in small plantations is a difficult problem which cannot be solved by the strict enforcement of

the existing provisions of the Plantations Labour Act and the Rules thereunder. The Study Group is of the opinion that this responsibility should be taken up either by the State directly or by some machinery created for this purpose.

#### CANTEENS

51. Section 11 of the Plantations Labour Act was provided for canteens in plantations employing 150 workers or more. As it is found in actual practice that canteens are not generally availed of by the resident workers, the Study Group is of the view that the Act should be amended, so as to require the provision of canteens only when a plantation employs 150 or more non-resident workers. This view is not shared by a member representing labour who is against making any distinction between resident and non-resident workers as regards the provision of canteens. The Study Group has also noted that in some plantations, especially in Madras State, free tea or coffee is being supplied once a day, instead of providing canteens. This practice may be allowed to continue as it is more beneficial to the workers.

#### CRECHES

52. Section 12 of the Plantations Labour Act has provided for creches in plantations employing 50 or more women workers on any one day. As this is likely to cause hardship to small plantations who have to employ more than 50 women workers for a few days in the year for casual work, the Study Group is of the opinion that creches need be insisted upon, only when a plantation "ordinarily" employs 50 women or more. In this also, a member representing labour holds a view different from the other members. According to this member, the number of women employed is material only for the purpose of fixing the number of attendants and creches should be provided wherever women of child-bearing age are employed irrespective of their number.

#### RECREATION FACILITIES

53. Section 13 of the Plantations Labour Act and Rules framed thereunder have provided for recreation centres with facilities for indoor and outdoor games. Such centres are provided in most of the big plantations. This Study Group is of the opinion that the existing statutory provisions are adequate.

#### EDUCATIONAL FACILITIES

54. Section 14 of the Plantations Labour Act and the Rules thereunder have laid down the standards of the Primary

Schools to be provided in plantations where the number of children between the ages of 6 and 12 is above 25. These provisions are also adequate. In addition to the above, educational stipends are also allowed by the Coffee Board and Rubber Board to the children of the workers employed in the coffee and rubber plantations.

#### HOUSING

55. Section 15 and 16 of the Plantations Labour Act and the Rules framed thereunder make it obligatory on the employers to provide and maintain necessary housing accommodation of the prescribed standard to every worker and his family residing in the plantations. The Rules allow the employers to complete the construction of houses according to a phased programme at the rate of 8% every year. The statistics regarding the number of houses required to be built and the number already built up to 30-6-67 are given below :

State	Total No. of houses reqd. to be provided.	No. of houses already provided up to 30-6-1967	Percentage of Col. 3 on Col. 2
Madras	3156	2462	78
Kerala	9581	8903	93
Mysore	N.A.	4695	—

56. The existing provision requires the employers to provide houses only to workers 'residing' in the plantations. Thus the workers who are living outside the plantations for want of accommodation are not eligible to get this benefit. The Study Group has noted that the Industrial Committee on Plantations had already recommended that the Act should be amended so as to enable the workers "who wish to reside" in the plantations to get housing accommodation. It is hoped that necessary legislation will be enacted soon to provide for this.

57. In order to help the employers to complete the housing programme without delay, the Subsidised Housing Scheme for Plantations has recently been formulated by the Government of India. According to this scheme, planters have to avail themselves of a loan of 50% of the cost of construction of houses to qualify for the subsidy of 25%. The Study Group recommends that the rules to be framed under the scheme should provide for the 25% subsidy to be paid to those employers who apply for the same without insisting on the 50% loan being availed of. The Rules

should also be simplified. As the houses provided under the PL Act are rent free and in as much as they do not generally get any civic amenities from the Panchayats, the Study Group finds no justification for levying Panchayat Tax on these houses. Hence it is recommended that this levy should be discontinued. The Study Group also suggests that whenever temporary labourers are employed in the estates, they should be provided with accommodation conforming to hygienic standards.

#### PROTECTIVE CLOTHING

58. Section 17 of the Plantations Labour Act provides for free issue of *cumblies* or other protective materials every year. Accordingly, in higher altitudes, two *cumblies* and in lower altitudes only one *cumbly* are being issued. The existing provisions are adequate.

#### HOURS OF WORK

59. Section 19 of the Plantations Labour Act prescribes weekly hours of work as 54 hours for adults and 40 hours for adolescents and children. However, the rules framed under Sec.13 and 14 of the Minimum Wages Act provide for 9 hours a day or 48 hours a week and for the payment of over-time work. The Study Group is of the opinion that these provisions of the Minimum Wages Act should be incorporated in the Plantations Labour Act also, in substitution of Section 19 of the Plantations Labour Act to permit over-time work in the Plantations.

#### SICKNESS BENEFITS

60. Section 32 of the Plantations Labour Act provides for payment of sickness benefit at the rate of 2/3 of the wages for a maximum period of 14 days in a year. However, the Sub-Committee of the Industrial Committee on Plantations at the 11th Session has made certain recommendations regarding accumulation of sick leave to cover prolonged or chronic illness and this has been accepted by the 12th Session of the Industrial Committee on Plantations. The Study Group recommends that necessary rules be framed as early as possible to implement the above recommendation.

61. The Study Group notes that in addition to the statutory benefits provided under the Plantations Labour Act, other facilities such as way expenses, gratuity, free firewood, etc. are being provided under the various agreements or customs and practice.

## CHAPTER VII

### TRADE UNIONS AND EMPLOYERS' ORGANISATIONS

#### TRENDS IN THE DEVELOPMENT OF TRADE UNIONS. AND EMPLOYERS' ORGANISATIONS SINCE INDEPENDENCE

62 While the employers' organisations were in existence before Independence, trade unions entered the plantation field almost wholly after Independence. At the time of the enquiry conducted by the Rege Committee, there was no trade union worth the name in any of the coffee or rubber plantations. A survey conducted by the Labour Bureau in 1961-62 revealed that 18.5% of the workers in the coffee estates and 66.5% of the workers in the rubber estates were members of trade unions. The present strength of the unionised workers is much higher.

#### TRADE UNION LEADERSHIP AND MULTIPLICITY OF TRADE UNIONS

63. There is no gainsaying the fact that outside leadership retards the growth of the democratic spirit among workers and multiplicity of unions reduces their capacity or collective bargaining. While outside leadership had helped very much the growth of trade unions in the initial stages, it is high time that the unions develop their own leadership from within. This will ultimately lead to the elimination of splinter unions also. The intensification of the workers' education scheme will be the right step in this direction. This general view of the Study Group is not shared by one of the members representing labour. According to this member, the outsider leads the trade union only when the workers want him to lead them. This member does not consider that the outside leadership has in any way retarded the growth of trade unions. Similarly, the member finds no harm in more than one union functioning in an establishment. It is the fundamental right of a worker as of any other citizen to organise. This fundamental right should not be curtailed under any circumstance. If there is only one trade union, there is the danger of what might be called trade union terrorism. However, all members of the Study Group agree that along with

concerted measures to raise the standard of living, a vigorous programme of workers' education also has to be pushed through in order to combat the forces retarding the healthy growth of trade unions.

64. According to this member, trade unionism in our country has sufficiently developed to grasp recognition from an unwilling employer. If, however, the trade union is weak, the employer can afford to ignore it and mere *de jure* recognition will be of no avail to trade unions.

65. With due respect to the different view held by the above member, the Study Group recommends that in order to prevent the growth of mushroom trade unions, the Indian Trade Unions Act 1926 should be amended to provide for compulsory recognition. For purposes of recognition, the representative character should be ascertained through secret ballot.

66. It is, therefore, suggested by the Study Group that unions may be recognised through the process of secret ballot at the group level (i.e. where owners have groups of plantations) or region-wise as a beginning. The ballot should be held by the Labour Department in consultation with and co-operation of all registered trade unions. It should normally be held simultaneously in all units. In the conducting of the ballot, all parties should be consulted. While the ballot will be open to all the workers, any union which secures more than 50% of the votes shall have the sole right of collective bargaining on fundamental issues of the workers in the group or region. The union which receives the next place will have the right to represent individual grievances of its members which do not touch the general demands of the workers as a whole. The ballot may be held every two or three years.

#### ROLE OF TRADE UNIONS AND EMPLOYERS' ORGANISATIONS IN THE FUTURE SET UP

67. Both the trade unions and the employers' organisations have to play a very important role in the economic development of the country through successful implementation of the Five Year Plans by safeguarding industrial peace and ensuring increased production. In this regard, the responsibility of trade unions is onerous. Hereafter, they should project themselves more and more in constructive activities like workers' education and welfare in co-operation with the employers' organisations and the government.

CHAPTER VIII  
INDUSTRIAL RELATIONS

**ADEQUACY OF EXISTING LEGAL PROVISIONS AND  
MACHINERY FOR RESOLVING DISPUTES**

68. The ultimate aim of the industrial relations policy being the economic development of the country through steady increase in production uninterrupted by industrial strife, one of the criteria to measure the success of the existing provisions is the progress of industrial production. The results achieved so far are fairly satisfactory. The existence of industrial strife is no proof of the inadequacy of the machinery. It only goes to show that proper use of the machinery is not being made. The cornerstone of the industrial relations policy should be collective bargaining for which a strong and responsible trade union movement is a pre-requisite.

69. The existing provisions in the Industrial Disputes Act regarding joint consultation, conciliation, arbitration and adjudication are adequate. The Works Committee provided for under the Industrial Disputes Act is eminently suited for promoting settlement of grievances at the unit level. This useful machinery should be fully utilised. The list of the functions of the Works Committee evolved by the Indian Labour Conference in 1959 is exhaustive. While providing full scope for the Works Committees to function, it leaves a wide margin of activities for the trade unions also. It is observed that the main cause for the dissatisfaction of the working of the Industrial Disputes Act is on account of delay in the course of conciliation, reference and adjudication. The Study Group is of the opinion that this should be rectified, as far as possible.

70. The efficacy of conciliation depends largely on the status of the Conciliation Officer. The Officer should be able to command the respect and confidence of both parties to a dispute. The Study Group is of the opinion that due care should be exercised in selecting the proper type of persons capable of discharging the onerous responsibility of Conciliation Officers and in giving them proper training and status. We are also of the opinion that the dual func-

tions of prosecution under various labour laws and conciliation should not be combined. There should be separate cadres of Conciliation Officers and Implementation Officers.

71. Since the abolition of the Labour Appellate Tribunal, litigation on industrial disputes has increased, thereby causing much delay and consequent industrial unrest. This is because whenever parties have thought it fit to move the High Courts or Supreme Court against the decisions of Industrial Tribunals, the cases drag on for a long time. In order to curtail delay, the Study Group is of the opinion that a special authority like the erstwhile Labour Appellate Tribunal should be constituted. We also recommend that the authority for appointing Industrial Tribunals and Labour Appellate Tribunal should be vested in the High Courts and the Supreme Court, as the case may be.

#### CODE OF DISCIPLINE

72. The Code of Discipline, though not observed in full, has succeeded in creating awareness among both employers and workers of the need to observe certain elementary rules of conduct. As voluntary agreement is the very foundation of the Code, any attempt to legalise it, will only undermine its strength. The unsuccessful working of the Code of Discipline is to a large extent due to the ineffective nature of the evaluation and implementation machinery in the States and at the Centre.

#### VOLUNTARY ARBITRATION

73. The Study Group is of the opinion that voluntary arbitration should be encouraged to the maximum extent possible, except in cases involving heavy financial stakes, wide repercussions or creation of new responsibilities or substantial questions of law. The main objection has been that there is no safeguard against capricious arbitration. The success of voluntary arbitration depends upon the availability of experienced and suitable arbitrators. It should also be provided by law that the arbitrators even in voluntary arbitration should give their reasons for their findings or awards and that it should be appealable in certain circumstances.

#### ROLE OF TRIPARTITE COMMITTEES

74. The Industrial Committee on Plantations at the Central Level and State Level Committees like the Plantation Labour Committee in Kerala have played a very important role in laying down the general labour policy and resolving industry-wide issues.



75. The Industrial Committee on Plantations was one of the various tripartite bodies initiated by the Government of India in pursuance of the recommendation of the Royal Commission on Labour. The Committee was formed in 1947 and during the past 20 years twelve Sessions were held. This Committee prepared the blueprint for the Plantations Labour Act and the Rules thereunder. It has also considered and taken decision on various important issues like abolition of Kangani System, setting up of Wage Boards, formulating the Plantation Labour Housing Scheme, initiating studies on the trends in employment in plantations etc.

76. State-level committees like the Plantation Labour Committee in Kerala have also played a vital role in resolving various problems facing the industry like bonus, gratuity etc. But for the timely intervention of the Kerala Plantation Labour Committee, the situation arising out of the recommendation of the Wage Board (Rubber) as modified by the Government of India could not have been tackled so easily.

77. The Study Group recommends that the Industrial Committee should meet at least once in a year and State Committees at least twice a year.

## CHAPTER IX

### FIXATION AND REVISION OF WAGES

78. Wages in coffee and rubber plantations were very low in pre-Independence days. According to the Regge Committee, the wages of male workers in coffee and rubber plantations were only 6 annas per day. After Independence, the enactment of the Minimum Wages Act 1948 and the various wage settlements brought about through collective bargaining have resulted in enhancing the wages. Minimum Wages fixed for coffee and rubber plantation workers in all the 3 concerned States, namely, Mysore, Madras and Kerala, many years back were subsequently revised. The wage levels were further improved by agreements. According to the decision of the 9th Session of the Industrial Committee on Plantations, the Central Wage Boards for Tea, Coffee and Rubber were constituted. The Wage Boards for Coffee and Rubber submitted their recommendations in 1965 and 1966, respectively. The Wage Board's recommendations will be in force for a period of 5 years. The recommendations of the Central Wage Board for Rubber were further modified by the Central Government and certain adjustments were also made by the Plantation Labour Committee in Kerala. The existing wages in coffee and rubber plantations are given in Appendix II and Appendix III respectively.

79. On account of the delay experienced so far in finalising the recommendations of the Wage Boards, all parties have lost faith in the efficacy of the Wage Boards. In order to restore the confidence of parties, it is highly necessary that a time limit should be prescribed for submitting the reports and procedure should be laid down before the constitution of the Wage Boards.

#### DEARNESS ALLOWANCE

80. The Rubber Wage Board's recommendations provide for payment of a separate D.A. linked to cost of living index. The Coffee Wage Board, however, fixed an escalatory wage structure with consolidated wages to compensate for the possible rise in the cost of living.

81. The question of D.A. requires review on an all-India basis after a detailed study of its effect on the national economy and holding the price line. Until such a study is completed, the existing system of D.A. will have to continue. A view was expressed that foodgrains at concessional rates should be made available to the workers. The employers' representatives were of the opinion that, if the Government could ensure uninterrupted supply of foodgrains, the managements would have no objection in distributing the foodgrains to the workers on a "no profit no loss" basis.

#### EQUAL WAGES FOR EQUAL WORK

82. The principle of equal wages for equal work has been increasingly stressed by the ILO and India has ratified the convention. It has also been laid down as one of the directive principles of our Constitution. The Fair Wages Committee felt that when the work done by men or women was demonstrably identical, no differentiation should be made between men and women workers, regarding wages payable. The Study Group accepts this principle.

#### BONUS

83. There is no system of profit sharing bonus in coffee and rubber plantations. However, an annual bonus at an ad-hoc rate related to the estimated prosperity of the industry in the year in question has been paid for the last several years. The system was first introduced in the erstwhile Travancore State in 1947 as a result of the deliberations in a tripartite conference convened by the State Government. Subsequently, the practice was followed in the other States also. The rate of bonus is decided by industry-wide settlements.

## CHAPTER X

### PRODUCTIVITY AND INCENTIVE SYSTEM

#### PRODUCTIVITY

84. Productivity in a plantation industry depends on both agricultural operations and factory processes. Yield per hectare and efficiency of capital and labour are some of the factors affecting productivity in plantation industry.

85. Problems relating to planting materials and cultural practices have a direct bearing on the yield per hectare. The yield per hectare has been showing promising trends in respect of rubber. But the position regarding coffee is fluctuating due to climatic conditions etc. The yield per hectare in rubber plantations has been steadily increasing as shown in the statement below :

Year		Yield per Hectare (in Kgs.)
1950—51	—	284
1955—56	—	353
1960—61	—	365
1965—66	—	448
1966—67	—	483

86. In respect of coffee, the increase has not been uniform, even though the overall picture shows considerable progress as shown by the table below :

Year		Yield per Hectare (in Kgs.)
1950—51	—	202
1955—56	—	340
1960—61	—	567
1964—65	—	470

87. Labour productivity is dependent on various factors such as conditions of work, security of service, incentives etc. Work Study and Method Study are useful in fixing the norms for increasing labour productivity through better use of existing resources and by improved methods of operation. The National Productivity Council can play an important part in studying problems in plantations also as in the case of manufacturing industries.

88. The changes required to increase productivity could be put through only if the labour is taken into confidence. They should be made to realise the reasonableness and the possibilities of increasing earnings. There are cultural, social and psychological problems involved in the question of increased labour productivity. The gap between the employers' and workers' attitudes regarding the methods of increasing productivity has to be narrowed down for implementing new productivity techniques. Generally, workers are suspicious of new techniques in production. This is a field where workers and managements have to take steps with mutual understanding. Labour is bound to co-operate in such schemes if they can be assured of a share in the gains arising out of productivity.

#### B. INCENTIVE SYSTEMS

89. Incentive systems are essentially based on the psychological law that human behaviour is largely conditioned by stimulus. Numerous schemes of incentive system have been evolved and a wide variety of them are now in force. The essential aim of all the schemes is to encourage workers to augment productivity by establishing a more or less direct relationship between output and earnings. There are different varieties of incentive schemes.

90. The conditions regarding the mode of incentive payment as observed by the Rege Committee have not changed much to-day, both in respect of coffee and rubber plantations.

91. In coffee plantations, the system in existence is to pay incentive wages on the basis of bushels or boxes or other volume-unit of coffee picked. Generally, one box or bushel is the unit for a piece-rate and any extra quantity above the task brought in is paid in cash.

92. It is found that incentive schemes in piece-rates in coffee plantations differ from region to region and estate to estate in the same region and in some cases even in the different parts of the same estate, depending upon several factors. For this reason, there can be no standardised piece-rates for picking. The picking rates are, however, fixed by the employers every year taking into account the condition of the crop and other relevant circumstances. The Coffee Wage Board has recommended that since the wages of time-rated workmen have been increased the picking rates also require to be increased correspondingly.

93. In rubber plantation industry, the system of payment by results has been in existence for a long time. The Rege Committee reported that tappers were paid at piece-rate or on a combination of piece-rate and daily rates. Where the piece-rate alone was enforced, it varied from 7 Ps. to 15 Ps. per pound of dry rubber. A tapping task of 250 to 300 trees was fixed for the worker. Apart from the incentive system applicable to tapping, no other system was in vogue in rubber plantations. The Rubber Wage Board has recommended a piece-rate system with over pound rates varying according to yield classification as modified by the Plantation Labour Committee of Kerala (vide Appendix III). Piece-rates for tappers in rubber estates do not provide for separate rates in respect of latex and scrap rubber. As a result of this, it has been pointed out to the Study Group that the tappers are not interested in bringing in as much latex as possible. As scrap rubber is priced lower in the market, this is detrimental to the interests of the industry. The Study Group recommends that this should be set right by initiating an incentive scheme for maximum production of good quality latex.

94. Assisted tapping is another method which will raise productivity of tappers. The usual practice is for the tapper to collect the latex himself. Under the system of assisted tapping, there are other workers to collect the latex and the tapper could utilise the time thus saved for tapping a few more trees. Therefore, the Study Group recommends that the system of assisted collection of rubber suggested by the Wage Board should be introduced.

95. The Study Group considers that the system of payment by results should be extended to operations other than tapping and picking. However, for successful operation of any scheme of incentive, certain conditions should precede. The introduction of a scheme of payment by results will be most practicable and easy to handle in works where standardisation can be obtained and works which can be easily measured.

CHAPTER XI  
SOCIAL SECURITY

96. Before Independence, the only social security enjoyed by the workers in plantations was the compensation in the case of accidents payable under the Workmen's Compensation Act. Subsequently they have been brought under the purview of the Employees' Provident Funds Act 1952 and the Maternity Benefit Acts enacted by the various State Governments.

97. A scheme for the payment of gratuity to the workers in the rubber plantations was first introduced in 1956 as a result of an agreement reached by the managements and workers in the erstwhile Malabar area of Kerala State. This was followed by an agreement by the UPASI and the ESUSI in 1957, by which gratuity was payable to the members of staff employed in plantations. Subsequently, a regular gratuity scheme for workers was introduced in all the three States of Madras, Mysore and Kerala as a result of industry-wide settlements between the employers and workers in the respective States. The qualifying period of service for eligibility varies from 5 years in Mysore to 7 years in Madras and 10 years in Kerala. The amount of gratuity payable is half a months' salary or 15 days' wages for each completed year of service subject to a maximum of 15 months' salary for staff and 15 months' wages for workers in Mysore and Madras. In the case of workers in Kerala, the maximum limit is 12 months' wages.

**CHAPTER XII**  
**LABOUR LAWS**

98. The Study Group, after examining the existing labour laws, has come to the conclusion that certain Acts require amendments as detailed below :

**PLANTATIONS LABOUR ACT**

99. The Study Group notes with appreciation that the 12th Session of the Industrial Committee on Plantations has decided to amend the definition of 'worker' under the Plantations Labour Act so as to bring those who draw upto Rs. 500/- per month within the definition of 'worker'.

100. It is suggested that a provision analogous to Sec. 85 of the Factories Act should be incorporated in the Plantations Labour Act empowering the State Governments to notify plantations to come within the purview of the Act, irrespective of the area or the number of workers. This is necessary in order to enable the enforcement machinery to implement the law effectively.

101. Section 18 of the Plantations Labour Act requires the appointment of Welfare Officers. This Study Group recommends that the appointment of Welfare Officers under the Plantations Labour Act is not necessary and hence suitable amendments to the Act should be made. Certain other amendments to the Plantations Labour Act have been dealt with in the Chapter on 'Conditions of Work'.

**WORKMEN'S COMPENSATION ACT**

102. The Study Group recommends that the employees doing clerical work should be included in the schedule to the Workmen's Compensation Act.

**IMPLEMENTATION**

103. The Study Group agrees that labour legislation on plantations is comprehensive and covers most of the points. It is, however, noticed that facilities provided to the inspecting staff of the labour department especially in respect of transport are unsatisfactory in some States. Because of the scattered nature of the plantations and of transport and



communication facilities, inspections could not be carried out. The State Governments should provide adequate transport facilities to the inspecting staff. It is also very important that the inspecting staff should be given reasonable remuneration and status in order to protect them from undue influence. The Study Group also recommends that sufficient staff should be provided for the enforcement machinery. It was also represented to the Study Group that even matters like certification of standing orders and notification of officers as Inspectors under the Plantations Labour Act were delayed for an unduly long time at the State Government level. Such defects can be rectified only by streamlining the administrative set-up of the labour departments under the State Governments.

104. Some States have introduced Advisory Boards contemplated under the Plantations Labour Act. For the effective implementation of the provisions relating to housing and medical facilities, these Boards should meet more regularly and should be constituted wherever they do not exist.

CHAPTER XIII  
LABOUR RESEARCH

105. During the discussions, the Study Group found that the representatives of employers and employees were in favour of improving the quality of labour research. The Commodity Boards can also make their valuable contribution by organising labour research.

106. The existing practice of collecting the returns under the various labour laws applicable to plantations, through different agencies, has resulted in a good deal of unproductive work and unnecessary duplication. This can be avoided, if consolidated returns on the data relating to various laws like the Plantations Labour Act, Payment of Wages Act, Minimum Wages Act and Maternity Benefit Act are prescribed.

107. The Labour Bureau should also conduct regular surveys at frequent intervals on the trends of employment, wages, industrial relations, labour welfare etc., and publish the findings. This will enable the concerned parties to watch the developments and take remedial steps whenever there is an unhealthy trend.

CHAPTER XIV  
CONCLUSIONS

1. The scope for expansion of the employment potential in the coffee plantation industry is limited whereas that in the rubber plantation industry appears bright.
2. Decasualisation of employment to the extent recommended by the Wage Board for coffee should be effected. In respect of rubber plantations also, the question should be taken up at the appropriate level.
3. During the period of 12 years from 1951 to 1963 the average daily employment in coffee and rubber plantations increased by 16.6% and 158.9% respectively.
4. Percentage of women employed in coffee and rubber plantations increased from 40% and 24% respectively in 1944 to 44% and 30% respectively in 1961.
5. The practice of giving items of regular work like weeding, manuring etc. to outside contractors followed by some estates should be discontinued.
6. The tappers' training scheme started by the Rubber Board should be developed on a more extensive scale by opening regional centres and study leave should be allowed to the workers for attending the training course.
7. The gratuity scheme for plantation workers should be framed in such a way that it should induce the workers to remain in the industry.
8. A rational promotion policy based on qualification, seniority and suitability should be evolved.
9. Out of 1463 coffee plantations and 1544 rubber plantations measuring more than 10.117 hectares each, only 833 coffee plantations and 170 rubber plantations are brought within the purview of the Plantations Labour Act. The number of workers who enjoy the benefits of the Plantations Labour Act is 60,000 out of the 3.30 lakhs of workers employed in the coffee and rubber plantation industry including self-employed owners of small holdings of less than 4 hectares. In order to remove this disparity, the possibilities of providing housing facilities through co-operative

societies and medical facilities through some institution like the ESI to the plantation workers who are not covered by the Plantations Labour Act, have to be explored.

10. As the provision of medical facilities in small plantations is a difficult problem which cannot be solved satisfactorily by the strict enforcement of the Plantations Labour Act, the responsibility must be taken over by the State or by some machinery created for this purpose.

11. Canteens are necessary only if the plantation employs 150 or more non-resident workers, and creches are to be provided only when the plantation ordinarily employs 50 or more women workers.

12. Housing accommodation should be provided to all workers who wish to reside in the plantations.

13. Subsidy of 25% under the Subsidised Housing Scheme for Plantations should be given to all employers who apply for the same without insisting on 50% loan being availed of.

14. The provisions of the Rules framed under Sections 13 and 14 of the Minimum Wages Act should be incorporated in the Plantations Labour Act also in order to limit the working hours to 9 hours a day and 48 hours a week and to provide for payment of over-time wages.

15. Accumulation of sickness benefits not availed of should be permitted in case of prolonged or chronic illness as recommended by the 12th Session of the Industrial Committee on Plantations.

16. The Indian Trade Unions' Act 1926 should be amended, so as to provide for compulsory recognition of trade unions after ascertaining their representative character through secret ballot.

17. The dual functions of conciliation officers and enforcement officers should not be combined. There should be separate cadres of conciliation officers and enforcement officers.

18. A Labour Appellate Tribunal should be constituted to reduce delay in final disposal of disputes.

19. The Code of Discipline should not be given statutory basis.

20. Voluntary arbitration should be encouraged to the greatest possible extent.

21 Tripartite Committees like the Industrial Committee on Plantations at Central level and the Plantation Labour Committee in Kerala State are very effective in resolving industry-wise issues.

22. A time-limit should be laid down for the submission of the reports of Wage Boards.

23. The wage rates for latex and scrap rubber being equal, there is no incentive for the tappers to produce good quality latex. This should be set right by an incentive scheme for maximum production of good quality rubber. The system of assisted collection recommended by the Wage Board for Rubber should also be introduced.

24. The definition of "worker" in the Plantations Labour Act should be amended so as to bring those getting upto Rs. 500/- within its ambit.

25. A provision analogous to Section 85 of the Factories Act should be incorporated in the Plantations Labour Act in order to enable the State Governments to notify plantations to come within the purview of the Act irrespective of the area or the number of workers.

26. Section 18 of the Plantations Labour Act may be repealed.

27. Employees doing clerical work should be included in the schedule to the Workmen's Compensation Act 1923.

28. The Inspection and Enforcement machinery in the States should be strengthened and the officers should be given reasonable remuneration and status. They should also be given necessary transport facilities.

29. Instead of separate returns under the various statutes like the Plantations Labour Act, Minimum Wages Act etc., consolidated returns should be prescribed for facilitating statistical work.

## ACKNOWLEDGEMENTS

The Study Group expresses its sincere thanks to the various employers' organisations, trade unions, the State Governments, the Coffee Board and the Rubber Board for all the help and co-operation extended to it in the course of the study. As the Study Group did not have a staff of its own, all the secretarial work was undertaken by the Rubber Board. We are extremely thankful to the staff of the Rubber Board who gave us unstinted co-operation. In particular, we thank Shri V. Haridas, Economic Research Officer of the Board who was responsible for providing the Study Group with all the materials and information throughout the Study. The Study Group also expresses its sincere thanks to the Member-Secretary Shri A. Gopalankutty Vydier, who cheerfully shouldered the brunt of the work.

1. Sd/- Shri P.S. Habeeb Mohamed
2. Sd/- Shri A. Gopalankutty Vydier
3. Shri. A.E. Antony
4. Sd/- Shri U.K. Laxmangowda
5. Sd/- Shri T.V. Joseph
6. Sd/- Shri C.M. Stephen
7. Sd/- Smt. Parvathy Krishnan
8. Sd/- Shri P.L. Perumal
9. Sd/- Shri Mir Masood Ali Khan

## NOTE

All the members excepting Sri A.E. Antony, Industrial Relations Officer, UPASI, Coonoor, have signed the report. As Mr. Antony severed his connection with the UPASI in March 1968, he thought it was not proper on his part to sign the report. In this connection, I would like to record the Study Group's appreciation of the valuable contributions made by Sri A.E. Antony to the work of the Study Group. Sri Antony attended all the meetings of the Study group excepting the last one held at Bangalore.

CONVENOR

## APPENDIX I

### PROFORMA USED BY THE STUDY GROUP FOR COLLECTING INFORMATION

#### RECRUITMENT AND INDUCTION

1. What is the present system of recruitment? Do you find the present arrangement satisfactory?
2. How far is the principle of equal wage for equal work enforceable in the context of the employment of women on plantations?
3. What is the extent of employment of casual labour? What are the advantages and disadvantages?
4. What is the extent of contract labour?
5. Please give comments on on-the-job training in the industry.
6. To what extent is plantation labour migratory?

#### CONDITIONS OF WORK

1. Are the existing provisions in the Plantation Labour Act regarding conditions of work, health, housing, medical facilities, education, etc., adequate? If not, what are your suggestions in this regard?
2. Do you think that the workers should be given any responsibility in the implementation of the provisions regarding welfare amenities? If so, in what manner?
3. What is the extent and incidence of indebtedness in plantations? What remedial measures, including co-operative credit societies, can you suggest?

#### TRADE UNIONS AND EMPLOYERS' ORGANISATIONS

1. What are the trends in the development of trade unions and employers' organisations since Independence?
2. What are the factors which, in your opinion, have helped the growth or retardation of trade unions?
3. What should be the pattern of trade unions and employers' organisation in the future set-up?
4. What are your views on trade union leadership and multiplicity of trade unions?

### INDUSTRIAL RELATIONS

1. Do you consider the existing legal provisions and machinery for collective bargaining, joint consultation, conciliation, arbitration and adjudication adequate? If not, what are your suggestions?
2. Has the Code of Discipline served its purpose? If not, what are your suggestions?
3. Do you advocate unfettered right for workers to strike and employers to declare lockout? If not, what should be the reasonable restrictions?
4. What is the role of Tripartite Committees at the Central and State levels?

### WAGES

1. Do you consider the existing arrangements regarding fixation/revision of wages including D.A., fringe benefits and wage differentials adequate? Please comment on the working of the Minimum Wages Act, Payment of Wages Act and Payment of Bonus Act and Wage Boards.
2. In view of the fair wage fixation in Coffee and Rubber, do you still consider whether these plantations should be covered by Minimum Wages Act?
3. Do you consider the present mode of payment of wages satisfactory? If not what are your suggestions?

### INCENTIVE SCHEME AND PRODUCTIVITY

1. What are the existing incentive schemes for increasing productivity? Can you suggest any modification or improvement?
2. What are your views on introducing an attendance bonus to reduce absenteeism?
3. Do you consider that work study and job evaluation will increase productivity?
4. Do you consider the linking of wages to production will improve productivity? If so, what should be the role of Labour, Management and Government in this respect?

### SOCIAL SECURITY

1. Do you consider a single comprehensive legislation covering social security benefits desirable?
2. What are the existing provisions for payment of gratuity? Can you suggest any improvement?



**LABOUR LEGISLATION**

1. Do you consider the allocation of spheres for collective bargaining and legislation necessary?
2. (a) In your opinion, are the existing provisions in the following labour laws adequate? If not, what are your suggestions?
  - i. Plantations Labour Act 1951
  - ii. Payment of Wages Act 1936
  - iii. Minimum Wages Act 1948
  - iv. Industrial Employment (Standing Orders) Act 1946
  - v. Industrial Disputes Act 1947
  - vi. Indian Trade Unions Act 1926
  - vii. Industrial Establishment (National & Festival) Holidays Act
  - viii. Employment of Children Act 1938
  - ix. Maternity Benefit Acts (Central/States)
  - x. Workmen's Compensation Act 1923
  - xi. Employees' Provident Funds Act 1952
  - xii. Payment of Bonus Act 1966
- (b) What have been the factors that have affected the proper and effective implementation of the above Acts with particular reference to Plantations Labour Act?
3. Labour is a concurrent subject. Do you feel that any constitutional change is required in this respect?

**LABOUR RESEARCH AND INFORMATION**

1. What are your suggestions for improving the quality of labour research and information?

## APPENDIX—II

## STATEMENT SHOWING EXISTING WAGES AND RECOMMENDED WAGES IN COFFEE PLANTATION INDUSTRY

(In Rs. per day)

Region	Planted acreage	Categories of workers (field workers)	Existing wages		Recommended wages from					
					1.7.64	1.1.65	1.7.65	1.7.66	1.7.67	1.7.68
1	2	3	4		5	6	7	8	9	10
<b>MYSORE</b>										
All Dis- tricts,	50 acres & above	Men	1.65		1.80	1.85	1.90	2.00	2.10	2.20
		Women	1.25		1.40	1.45	1.50	1.60	1.68	1.76
		Adolescents	1.02		1.10	1.12	1.15	1.20	1.26	1.32
		Children	0.82		0.90	0.92	0.95	1.00	1.05	1.10
All Dis- tricts,	Below 50 acres.	Men	1.56		1.71	1.76	1.82	1.90	2.00	2.12
		Women	1.14		1.37	1.42	1.45	1.52	1.60	1.70
		Adolescents	0.97		1.03	1.06	1.10	1.15	1.20	1.28
		Children	0.82		0.85	0.88	0.90	0.95	1.00	1.05
<b>MADRAS</b>										
Above 50 to 100 100 acres acres										
Districts other than Madurai & Salem	Above 50 acres	Men	1.66	1.64	1.80	1.85	1.90	2.00	2.10	2.20
		Women	1.24	1.20	1.40	1.45	1.50	1.60	1.68	1.76
		Adolescents	1.00	0.98	1.10	1.12	1.15	1.20	1.26	1.32
		Children	0.77	0.75	0.90	0.92	0.95	1.00	1.05	1.10
Districts other than Madurai & Salem	Below 50 acres.	Men	1.64		1.78	1.78	1.82	1.90	2.00	2.12
		Women	1.20		1.42	1.42	1.45	1.52	1.60	1.70
		Adolescents	0.98		1.08	1.08	1.10	1.15	1.20	1.28
		Children	0.75		0.88	0.88	0.90	0.95	1.00	1.05

(Contd. from previous page)

1	2	3	4	5	6	7	8	9	10
Districts of Madurai & Salem	All estates	Men	1.50	1.65	1.70	1.78	1.88	2.00	2.12
		Women	1.26	1.32	1.36	1.42	1.50	1.60	1.70
		Adolescents	1.00	1.02	1.05	1.08	1.12	1.20	1.28
		Children	0.78	0.82	0.85	0.90	0.95	1.00	1.05
<b>KERALA</b>									
Wynad	300 acres and above	Men	1.65	1.80	1.85	1.90	2.00	2.10	2.20
		Women	1.23	1.40	1.45	1.50	1.60	1.68	1.76
		Adolescents	1.00	1.10	1.12	1.15	1.20	1.26	1.32
		Children	0.76	0.90	0.92	0.95	1.00	1.05	1.10
Wynad	below 300 acres.	Men	1.54	1.68	1.72	1.78	1.88	2.00	2.12
		Women	1.14	1.32	1.36	1.42	1.50	1.60	1.70
		Adolescents	0.75	1.02	1.05	1.08	1.12	1.20	1.28
		Children	0.74	0.82	0.85	0.90	0.95	1.00	1.05
Other areas	All estates	Men	1.68	1.83	1.88	1.90	2.00	2.10	2.20
		Women	1.28	1.45	1.50	1.55	1.60	1.68	1.76
		Adolescents	1.06	1.10	1.12	1.15	1.20	1.26	1.32
		Children	0.84	0.90	0.92	0.95	1.00	1.05	1.10
<b>MYSORE</b>									
Places other than Coorg.	All estates	Maistries	1.88	2.10	2.15	2.20	2.30	2.40	2.50
Coorg.	All estates	Maistries	2.15	2.30	2.35	2.40	2.50	2.60	2.70
<b>MADRAS AND KERALA</b>									
All regions	All estates	Maistries	Differ not only from estate to estate but also from person to person.	0.24	0.29	0.34	0.44	0.54	0.64*

Wages rates as on 30-6-64 should be increased by the above amount from respective dates.

**APPENDIX—III**  
**WAGE RATES RECOMMENDED BY THE CENTRAL WAGE BOARD FOR RUBBER PLANTATION**  
**INDUSTRY AS MODIFIED BY CENTRAL GOVERNMENT**

**Daily Rates of Wages**

State	Category of workers	For estates of 100 acres or more					For estates of less than 100 acres.				
		From 1.5.64	From 1.4.65	From 1.4.66	From 1.4.67	From 1.4.68	From 1.5.64	From 1.4.65	From 1.4.66	From 1.4.67	From 1.4.68
1	2	3	4	5	6	7	8	9	10	11	12
Kerala and Madras States	Field Workers										
	Men	2.10	2.20	2.50	See foot note (A)		2.03	2.13	2.43	See foot note (A)	
	Women	1.80	1.90	2.20			1.76	1.86	2.16		
	Adolescents	1.31	1.38	1.57			1.29	1.36	1.55		
	Children	1.05	1.10	1.25			1.03	1.08	1.24		
	Factory Workers.										
	Men	2.30	2.40	2.70			2.23	2.33	2.63		
Mysore State	Women	1.95	2.05	2.35			1.91	2.01	2.31		
	Adolescents	1.44	1.51	1.70			1.39	1.46	1.65		
	Field Workers										
	Men	1.80	1.90	2.25			1.71	1.81	2.16		
	Women	1.40	1.50	1.85			1.29	1.39	1.74		
	Adolescents	1.10	1.15	1.36			1.05	1.10	1.31		
	Children	0.90	0.95	1.13			0.90	0.95	1.13		
Factory Workers											
Men	1.90	2.00	2.35			1.81	1.91	2.26			
Women	1.50	1.60	1.93			1.39	1.49	1.82			
Adolescents	1.13	1.20	1.42			1.10	1.15	1.36			

*Note(A)* The daily wage rates mentioned in Col. (5) and (10) above will correspond to the average consumer price index number (1960-100) for Mundakayam for the year 1965, which stood at 135. Wages should be revised on 1.4.67 and 1.4.68 by adding dearness allowance at the rate of 1.1 paise per day per point for the rise in the average consumer price index number for Mundakayam for the Calendar years 66 and 67 respectively, over the level for 65. This will however be subject to the condition that no dearness allowance will be payable in respect of any rise in the average index number over the level of 160 points.

## PIECE RATES

### I. Fall back wages for tappers.

From	Kerala and Madras (Rs.)	Mysore (Rs.)
1-3-1964	1.04	0.74
1-4-1965	1.11	0.81
1-4-66 to 31-3-69 } }	1.32	1.07

### II. In addition to the fall back wages mentioned above, the minimum piece rates recommended for tappers :-

Class of Rubber field	Yield per acre (Kg)	Standard output per tapping block (Kg)	Rate in paise per $\frac{1}{2}$ Kg. upto standard output	Rate in paise per $\frac{1}{2}$ Kg. for output above the std. output,
I	Upto 110	1 $\frac{1}{2}$	39	7
II	More than 110 upto 180	3	20	7
III	More than 180 upto 270	5	13	8
IV	More than 270 upto 360	7	9.50	8
V	More than 360 upto 450	10	8.30	10
VI	More than 450 upto 540	12 $\frac{1}{2}$	6.64	10
VII	More than 540	15	5.00	10

The Plantation Labour Committee of Kerala at its meeting held on 15-12-66 amended the above piece rate structure to the following extent :-

- (a) The class of rubber fields will be the same as was adopted in the Travancore-Cochin Minimum Wages Notification of the 30th June, 1952. The classification is as shown below :-
- I. Yielding below 113 kg. per acre per annum
  - II. Yielding 114 to 181 kg. per acre per annum
  - III. Yielding above 181 kg. to 272 kg. per acre per annum
  - IV. Yielding over 272 kg. per acre per annum.
- (b) The piece rates will be such that with a G.T.R. (fall back rate) of Rs. 1.32 they will yield an earning of approximately Rs. 2.65 on the standard output in each class. The piece rates are shown below :-

Class of Rubber field	Standard output (Kg.)	Rate in paise per $\frac{1}{4}$ kg. upto the standard output	Rate in paise per $\frac{1}{4}$ kg. for output above the standard output.
I	1.5	44.3	7
II	2.5	26.6	7
III	4.5	14.8	10
IV	6.5	10.2	10

- (c) Whenever the wage rates indicated in columns 5 and 10 under the heading "Daily rates of wages" given earlier are escalated by DA as per the foot-note thereto, an amount equal to the DA will be added to the fall-back rate in the case of piece-rated workers.

APPENDIX—IV

LIST OF EMPLOYERS' AND WORKERS' REPRESENTATIVES WHO MET THE STUDY GROUP IN THE COURSE OF ITS ENQUIRY

MUNDAKAYAM (16th October, 1967)

Employers' representatives :

1. Mr. W.H. Armstrong —Chairman, Mundakayam Planters' Association
2. Shri Chacko A. Kallivayalil —Member, Coffee Board
3. „ S. Sreenivasan —Superintendent, Nenmeny Estate
4. „ K.S. Scaria (Jr.) —Planter

Workers' representatives :

1. Shri P.P. Varghese —General Secretary, Akhila Kerala Plantation Labour Union
2. „ P.K. Kunjumor —Joint Secretary, Akhila Kerala Plantation Labour Union.
3. „ T.C. Kurian —Vice-President, High Land Estate Employees' Association
4. „ A. Gopalan Nair —Secretary, High Land Estate Employees' Association
5. „ P. D. George —General Secretary, Thirukochi Thottam Thozhilali Union

PUNALUR (17th October, 1967)

1. Shri K.G. Rao —Visiting Agent, M/s A.V. Thomas and Co.
2. Mr. Walter Seshaiya —Superintendent, Shaliakare Estate

KULASEKHARAM (18th October, 1967)

Employers' representatives :

1. Mr. Jeferry W. Walt Carter —Superintendent, New Ambadi Estate
2. „ Panicker —Superintendent, Bedani Estate

**Workers' representatives :**

1. Shri James, M.L.A. —President, Thadikaram-konam Plantation Workers' Union
2. „ Thomas —President, Estate Super-  
visors' Association

**NAGERCOIL (18th October, 1967)****Employers' representatives :**

1. Shri A.A. Arunachalam —Secretary, Kanyakumari-  
District Planters' Asso-  
ciation
2. Shri M.M. George —Planter
3. „ M.R. Stephen —Planter
4. „ Ramanathan Chettiar —Planter
5. „ Varghese —Planter
6. „ Raman Chettiar —Planter

**COONOOR (24th October, 1967)****Employers' representatives :**

1. Shri V.I. Chacko —Secretary and Adviser.,  
UPASI
2. „ N. Kannan —Asst. Secretary, Associa-  
tion of Planters of  
Madras

**Workers' representatives :**

1. Shri Rajagopal —Estate Staff Union of  
South India
2. „ K.R. Bellie —South Indian Estate Staff  
Union and Nilgiri Estate  
Workers' Union
3. „ Manickam —Nilgiri Progressive  
Workers' Union
4. „ Cheralladan —Nilgiri District Estate-  
Workers' Union

**YERCAUD (26th October, 1967)****Employers' representatives :**

1. Shri M.S.P. Rajes —Chairman, Sheveroy  
Planters' Association
2. „ M.K. Veeriah Pillai —Member „
3. „ C.V. Engu —do „
4. „ H.S. Mehta —do „
5. Fr. J.J. Schembry —do „



- |                    |   |
|--------------------|---|
| 6. Fr. Solomon     | Member, Sheveroy<br>Planters' Association |
| 7. „ San Jose      | „   |
| 8. Mr. Guthr       | „   |
| 9. „ Luke Devapyan | „   |

**CHIKMAGALUR (9th November, 1967)**

**Employers' representatives :**

- |                           |  |
|---------------------------|--|
| 1. Shri A.M. Basava Gowda | —Chairman, Mysore State<br>Planters' Association               |
| 2. „ H.K. Chandrasekhar   | —Secretary, Mysore State<br>Planters' Association              |
| 3. „ K. Rama Das          | —Assistant Secretary,<br>Mysore State Planters'<br>Association |
| 4. Mr. G. P. O'Brien      | —Member, Mysore State<br>Planters' Association                 |
| 5. Shri M. Subramanian    | —do  |
| 6. „ A.C. Shiva Gowda     | —do  |
| 7. „ K. Sangappa Shetty   | —do  |

**Workers' representatives :**

- |                       |  |
|-----------------------|--|
| 1. Shri P.H. Pinto    | —Secretary, Mysore Estate<br>Workers' Union  |
| 2. „ S.M. John Taylor | —Secretary, Inter-District<br>Plantation Workers'<br>Union, Saklasapur             |
| 3. „ V. Athiseshan    | —Secretary, Mysore Thotta<br>Thozhilalar Munntra.<br>Sangam                        |
| 4. „ C.V. Dhruva Rao  | —Trade Union Leader,<br>Chikmagalur  |
| 5. „ B.G.N. Murthy    | —Trade Union Leader,<br>Chikmagalur  |
| 6. „ Dr. E. Pushpam   | —President, Mysore State<br>Plantation and General<br>Labour Union                 |
| 7. „ A.K. Viswanath   | —Assistant Secretary,<br>K.P.P.W. Union,<br>Chikmagalur                            |
| 8. „ A. Susainathan   | —General Secretary,<br>Mysore National Planta-<br>tion Workers' Union,<br>Jayapura |

9. Shri V.S. Govindan —General Secretary,  
Mysore Plantation  
Workers' Union,  
Chikmagalur.

**MERCARA (10th November, 1967)**

**Employers' representatives :**

1. Shri B.S. Kusalappa —Chairman, Coorg  
Planters' Association
2. „ Gundu Rao —Secretary, Coorg  
Planters' Association
3. Dr. Sheshadri —Planter
4. Shri K.C. Appayya —do
5. „ D. Sivappa —do
6. „ C.P. Appanna —do
7. „ H.K. Chandrasekhar —Secretary, Mysore State  
Planters' Association.

**Workers' representatives :**

1. Shri Joseph Hridayaswami —Trade Union Leader
2. „ M. Kunju Muhammed —do
3. „ C. Muhammed —do
4. „ C. Moidu —do

**KALPETTA (11th November, 1967)**

1. Shri Eapen —President, Coffee  
Growers' Association,  
Kalpetta
2. „ M.K. Jinachandran —Planter
3. „ P.M. Vardhamanan —do
4. „ K.H. Changadakkari —do
5. „ M.D. Venkita  
Subramanian —do

**Workers' representatives :**

1. Shri K.K. Kunjeeran —Kinalur Estate Workers'  
Union

**ERNAKULAM (22nd Dec., 1967)**

The following representatives of the Association of Planters of Kerala met the Study Group :

1. Shri. M.M. Varghese
2. „ O.C. Mathew
3. „ George John
4. „ K.C. Thomas
5. „ P.K. Menon

**APPENDIX V**  
**LIST OF RUBBER AND COFFEE ESTATES.**  
**VISITED BY THE STUDY GROUP**

**RUBBER ESTATES**

**Mundakayam**

1. Boyce Estate
2. Manickal Estate

**Punalur**

1. Shaliakara Estate
2. Velimala Estate
3. Pulinchimala Estate

**Kulasekharam**

1. Bedani Estate
2. New Ambadi Estate

**COFFEE ESTATES**

**Coonoor**

1. Singara Estate
2. Benhope Estate

**Yercaud**

1. Stanmore Estate
2. Caveri Peak Estate
3. Mohanad Peak Estate

**Chickmagalur**

1. Thippana Hally Estate
2. Urvinkhan Estate

**Polibetta**

1. Wudder Hally Estate

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