



GOVERNMENT OF TRAVANCORE-COCHIN

**REPORT OF THE
MINIMUM WAGES COMMITTEE
FOR PLANTATIONS**

Price Rs. 3-8-0.

PRINTED BY
G. P. AT THE GOVERNMENT CENTRAL PRESS,
TRIVANDRUM.
1955.

PREFACE

Constitution of the Committee:—The Minimum Wages Committee for Plantations was appointed by the Government of Travancore-Cochin by Notification No. 9632|51|DD., dated 29th August 1952.

“NOTIFICATION

No. 4-9632|51|DD.

In exercise of the powers conferred by Clause (a) of subsection (1) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948) the Government of the Travancore-Cochin State are pleased to appoint a Committee consisting of the following persons to hold enquiries and advise Government in fixing minimum rates of wages in respect of scheduled employments and under section 9 of the said Act Government are further pleased to appoint Sri. V. R. Pillai as the Chairman of the said Committee.

Sri. V. R. Pillai, Professor of Economics—Chairman.

I. Representing Employers

Members—

1. Mr. J. B. Soutar, C/o The Kannar Devan Hills Produce Co., Ltd., Headquarters Office, Munnar.
2. „ F. Hawkings, Kumbazha Estate, Pathanamthitta.
3. „ N. A. Mehrban (Honorary Labour Adviser to the A. P. T.) Glenview, Coonoor.

II. Representing Employees

1. Sri B. K. Nair, High Range Workers' Union, Munnar.
2. „ K. Karunakaran, President, Vellanikkara and Thattil Estate, Workers' Union, Mannuthi, Trichur.
3. „ P. P. Wilson, President, Akhila Kerala Thottam Thozhilali Union, Kalthurutty.

Government Secretariat, }
Development Department, }
Labour Section, }
Trivandrum, }
29th August 1951.” }

By order of His Highness
the Rajpramukh,

(Sd.) JOHN SAMUEL,

Secretary to Government.

Sri A. I. Mathew, Labour Officer, Munnar was appointed the Secretary of the Committee.

The Question of an interim minimum wage—The Committee was appointed at a time when a protracted strike of about 2,000 workers organised by the Nedumangad Taluk Estate

Workers Union was going on in the Ponmudi area. With a view to restoring industrial peace in the Plantations, Government in their letter No. L. 1-9632/51/DD, dated 10th September 1951 directed the Committee to "investigate the possibility of declaring an interim minimum wage".

The Committee considered all aspects of this question at its first meeting at Ernakulam on 17th September 1951 and came to the conclusion that it was impossible at the initial stage of its investigations to recommend an interim minimum wage in the absence of the factual data which must be collected before any recommendation could be made.

The subject was again fully considered at the meeting at Nedumangad on 9th October 1951, in the light of the evidence given by the Nedumangad Taluk Estate Workers' Union the South Travancore Planters' Association, etc. But the Committee could not make any recommendation to Government before the findings of the Family Budget Enquiry were available.

Changes in the Composition of the Committee—Government subsequently enlarged the membership of the committee to make it more representative by the addition of two members, viz., Sri. K. P. Nilakanta Pillai, President of the Nedumangad Taluk Estate Workers' Union and Sri. M. M. Varghese, C/o A. V. Thomas & Co. Ltd., Alleppey, by a Notification No. L1-9632/51/DD, dated 18th October 1951. At the instance of Sri. K. P. Nilakanta Pillai, the question of an interim minimum wage was again reviewed at the meeting at Pathanamthitta on 17th November 1951. But the Committee could not find its way to modify its views on the question. Sri K. P. Nilakanta Pillai, thereupon submitted his resignation of membership on 1st December 1951. As it was felt that the appointment of a substitute at this late stage of the investigations of the Committee would hamper its smooth working, the A. P. T. offered to withdraw one of the representatives of employers in the Committee in order to satisfy the statutory obligation to maintain equality of membership between employers and employees. Government in their order No. L. 1-9632/51/DD, dated 25th January 1952 approved of this course and Sri. N. A. Mehrban submitted his resignation on 9th February 1952. Government accepted the resignations of Sri. K. P. Nilakanta Pillai and Sri. N. A. Mehrban (L. 1-9632/51/DD (2), dated 25th February 1952) and notified the deletion of their names from the list of members of the Committee.

The final composition of the Committee, was, therefore, as follows.—

"Sri V. R. Pillai, Professor of Economics, Travancore University, Trivandrum—Chairman.

I. Representing Employers

1. Mr. J. B. Soutar, C/o The Kannan Devan Hills Produce Company Ltd., Headquarters Office, Munnar.

2. Mr. F. Hawkings, Kumbazha Estate, Pathanamthitta,
3. Mr. M. M. Varghese, C/o A. V. Thomas & Co. Ltd., Alleppey.

II. Representing Employees

1. Sri B. K. Nair, High Range Workers' Union, I. N. T. U. C. Office, Alleppey.
2. Sri K. Karunakaran, President, Vellanikkara & Thattil Estate Workers' Union, Trichur.
3. Sri P. P. Wilson, President, Akhila Kerala Thottam Thozhilali Union, Kalthurutti."

Proceedings.—It has all along been our endeavour to determine the minimum wage for Plantation workers on scientific lines and not on *a-priori* assumptions or agreed compromises. The Committee therefore at its preliminary meeting at Ernakulam on 17th September 1951 laid down the procedure for the investigation. It resolved, firstly, to conduct a Family Budget Enquiry, secondly, to request the Chairman and Secretary to make fact finding visits to representative estates in all Plantation centres, and thirdly, to collect evidence from the representatives of employers and employees in different districts.

The Committee at the outset of its investigations found it impossible to proceed with its work without correct data regarding the family budgets of Plantation workers in this State. The Association of Planters of Travancore generously offered the services of Sri. H. K. Chandrasekhara of the U. P. A. S. I. for the collection of the necessary data. The Committee accepted the offer, and family budget enquiry was conducted on the lines of 'An Enquiry, into the Cost and Standard of Living of Plantation Workers in South India' by Sri S. R. Deshpande, Director of the Labour Bureau of the Government of India. The data was analysed by the Statistics Department of the Travancore University.

Regarding fact finding visits it was not possible to visit more than six estates because both the Chairman and the Secretary were attending to the work of the Committee in addition to their normal duties. The estates visited are :—

- | | | |
|--------------------------------|---|---------------------|
| 1. Silent Valley | } | Munnar area |
| 2. Chokanad | | |
| 3. Ponmudi Tea and Rubber Co. | } | Ponmudi area |
| 4. Merchiston | | |
| 5. Glenmary | | .. Peermade area |
| 6. Kadamangulam (T. T. R. Co.) | | .. Mundakayam group |

For the collection of evidence, the Committee held six meetings as follows:—

1. Munnar on the 24th and 25th September 1951.
2. Nedumangad on the 9th October 1951.

3. Peermade on the 21st October 1951.
4. Pathanamthitta on the 17th November 1951.
5. Trichur on the 5th January 1952.
6. Ernakulam on the 6th January 1952 (to take the evidence of the A. P. T.)

The discussion of issues was taken up at the 8th meeting at Ernakulam on the 24th and 25th January 1952. At the next meeting at Ernakulam on the 8th and 9th February 1952, tentative conclusions were reached. The Draft Report was considered at another meeting at Ernakulam on 25th February 1952. The final meeting of the Committee was held at Ernakulam on 5th and 6th March 1952 when the Report was adopted. The Committee held eleven meetings in all.

Acknowledgements.

We wish to place on record our sense of gratification at the spirit of understanding, co-operation and goodwill shown by both sides, employers, and employees alike in this Committee. This has enabled us to reach unanimous conclusions on every point without hitch or hindrance. We hope that this will be a good augury for the progress of Minimum Wage Regulation in this State and will usher in a new period of Industrial Peace when Capital and labour will pull their weight together to promote our national welfare.

We also wish to express our deep appreciation of the help and encouragement which we have received from the Government of Travancore-Cochin, whose prompt attention to the various needs of the Committee have greatly facilitated its work, and enabled us to submit this Report in so short a time. The Labour Commissioner of the State has also evinced a keen interest in the conduct of our investigations and rendered us all possible help. The Statistics Department of the University has been of immense assistance to us and the efficient and expeditious manner in which they have analysed in detail the 274 Budgets presented to them is really commendable. The Public Health Laboratory of the University has also helped us in the analysis of food-stuffs and in the determination of the nutritional needs of working class families.

Our thanks are also due to the Association of Planters of Travancore for placing the necessary staff and facilities at our disposal for the conduct of the Family Budget Enquiry, to the various Employers and Labour representatives who have appeared before us to give evidence, and to the U. P. A. S. I. and the managements of all estates who have spared no pains to furnish all the information required for the conduct of our investigations. We are also thankful to Sri H. K. Chandrasekhara of the U. P. A. S. I. for the thoroughness with which he conducted the Family Budget Enquiry.

Sri N. A. Mehrban, one of our esteemed colleagues, though not a signatory to this Report, has helped us throughout with his wise counsel and ripe experience. The Secretary of the Committee Sri A. I. Mathew has discharged his duties with efficiency and zeal in spite of the difficulties involved in attending to this work in addition to his normal duties as Labour Officer in Munnar. The clerk of the Committee Sri Y. Rosa Abel; who was also its stenographer has all along been 'the man of all work' and the successful conduct of this Committee owes not a little to his unremitting toil.

CHAPTER I.

The Plantation Industry in Travancore-Cochin.

1. *Importance.*—The Plantation Industry is one of the most important organised industries of India, and "from the point of view of employment, it is easily the biggest"*. The main Plantation crops are Tea, Rubber and Coffee in Travancore-Cochin. Tea and Rubber are the principal crops while Coffee is relatively unimportant, and is mostly grown in small holdings.

2. The following table gives the acreage of the principal crops in Travancore-Cochin together with figures of employment and productivity.

Crop.	Acreage.	Product 1950.	Labour employed.	Total acreage in India.	Percentage of Travancore-Cochin acreage to total acreage in India.
		Lbs.			
Tea	81,170	50,340,000	93,000	776,899	10.5
Rubber	1,36,278	29,697,920	45,000	170,928	80
Coffee	5,691	...	2,500	232,695	2.5

Tea is in respect of acreage, number of workers employed and earnings the most important of the plantation crops. India is perhaps the largest tea producer in the world producing about 600 Million pounds of Tea every year and meeting nearly 40 per cent. of the world's demand. Tea exports from India are on an

average 400 Million pounds a year. In 1949 alone it contributed Rs. 70 Crores to the country's earnings from foreign Exchange including Rs. 11 Crores of hard currency.

3. Government draws a considerable revenue from the Plantation Industry. The main sources are, the Income-tax on 40 per cent of tea profits, the Agricultural Income-tax, Sales taxes, Excise duties and Export duties. The Agricultural Income-tax is chargeable on 60 per cent of Tea and 100 per cent of Rubber profits. Plantations in this State have to bear the additional burden of the Agricultural Income-tax compared to the Plantations in Madras State. The K. D. H. P. Company which has 27,168 acres of Tea estimated that in 1950 the Central and State Governments received a revenue from the Company's operations to the tune of Rs. 83 lakhs from various sources.

4. *Planting Districts in Travancore-Cochin Employers' Organisation.*—There are five important planting districts in Travancore-Cochin. They are, South Travancore, Peermade and Vandiperiar, Mundakayam, Munnar and Cochin. In South Travancore the crops grown are Tea and Rubber in elevations ranging from 500 to 3,000 ft. Peermade and Vandiperiar are almost exclusively Tea districts while Mundakayam is primarily a Rubber area. Kannan Devans in Munnar has an elevation of 4500 to 7500 ft. and produces some of the best quality tea in India. In Cochin also there are Rubber, Tea and Coffee estates.

5. Each of the five districts has a District Association of its own. They are, the South Travancore Planters' Association, the Central Travancore Planters' Association, the Mundakayam Planters' Association, the Kannan Devan Planters' Association, and Nelliampathy Planters' Association. Besides these there is the Association of Planters of Travancore which looks after matters of common interest for the Plantations in Travancore-Cochin. All these six Associations are members of the United Planters' Association of South India.

6. *Plantation Labour—Growth of Unionism.*—The Plantation Industry being a "large scale enterprise in agriculture", employs a large labour force numbering over 140,000 in Travancore-Cochin. Most of the operations of the industry have to be done by human labour and the proportion of labour cost to total cost is about 50 per cent for both Tea and Rubber. The total wage bill for the industry in this State is about Rs. 5 Crores per annum.

7. A unique feature of the recruitment of labour in Plantations is that it is generally done in family units. Whole families go and settle in the Plantations and are attached to the estates. Men, women and children find suitable employments in the estates, and the family income is composed of earnings of all these groups. This is particularly so in respect of Tamil labour which has migrated to these estates in large numbers. Another feature is the large proportion of women workers. About 50 per cent of the workers in tea estates and 20 per cent in rubber estates are women.

8. The isolated nature of the Plantation areas, the illiteracy of the labour force and their heterogeneous character have been obstacles in the development of Trade Unionism in this industry. As the Rege Committee observes, (page 174), "There was no trade union in any of the estates included in the sample. But one estate, viz., the Koney estate in South Travancore mentions in its reply the existence of a trade union with very small membership among the workers. The reply also states that in the event of any dispute the union officials are expected to cooperate with the Manager! It is, therefore, unnecessary to comment on the strength or the representative character of this trade union or its power of bargaining *vis-a-vis* the Manager".

9. But conditions have improved in recent years, The following table gives the available information regarding the Unions of Plantation workers registered in Travancore-Cochin, their membership, financial position, etc.

Name of Union.	Registration number.	Total membership.	Subscriptions collected in 1950-51
1. The South Travancore Estate Labour Association, Kulasekharapuram	97/1123	...	...
2. The Central Travancore Estate Workers' Congress Punalur	88/1123	...	...
3. The Dakshina Kerala Thottam Thozhilali Union, Vithurai	45/1950	...	...
4. *The Nedumangad Taluk Estate Workers' Union, Vithurai	22/1123	295	147 6 0
5. *The Nedumangad Taluk Thottam Thozhilali Union, Vithurai	31/1123	...	...
6. The Koodal Estate Workers' Union, Koodal Muri, Kunnathur Taluk	19/1124	...	...
7. The Pathanapuram Taluk Estate Thozhilali Union Punalur	41/50	365	235 0 0

* Unions which gave evidence before the Committee,

Name of Union.	Registration number.	Total membership.	Subscriptions collected in 1950—51.
8. Akhila Kerala Thottam Thozhilali Union, Kalthurutty, Thenmalai	122/24	1795	300 0 0
9. The Pathanamthitta Taluk Estate Workers' Union, Vadasserikara	15/1124	1400	563 0 0
10. The Eastern Estate Workers' Union, Vadasserikara, Ranni	107/24	520	451 0 0
11. The Kunnathur Taluk Estate Workers' Union, Parakode Kunnathur	42/1124	243	323 9 3
12. *The Travancore High Range Estate Labourers' Union Mundakayam	10/14	...	...
13. *The Peermade Taluk Estate Labour Union Vandiperiyar	54/50	...	...
14. *The High Range Workers' Union, Munnar	8/25	12627	6,335 0 0
15. The South Indian Plantation Workers' Union, Munnar	42/50	8200	4,100 0 0
16. The Kaliar Thottam Thozhilali Union, Kailiyar Estate, Thodupuzha	126/48	182	501 4 0
17. The Muvattupuzha Taluk Rubber Thottam Thozhilali Union, Nellimattam	17/1125	100	35 0 0
18. The Thodupuzha Taluk Thottam Thozhilali Union, Thodupuzha	14/51	95	50 0 0

* Unions which gave evidence before the Committee.

Name of Union.	Registration number.	Total membership.	Subscriptions collected in 1950—51.
19. *The Rubber Estate Workers' Union, Edathingapadam, Palapilly	6/50	1171	568 8 0
20. *Trichur Rubber Workers' Union, Meppadom, Ramavarmapuram	44/49	40	...
21. *The Vellanikkara and Thattil Rubber Estate Thozhilali Union, Vellanikkara, Mammootti, Trichur	...	...	...
22. The Kerala Union Plantation Workers' Union Malakkipara	7/50	784	784 0 0

*Unions which gave evidence before the Committee.

10. The Plantation Unions vary greatly in size, membership and activities. In recent years the Unions have grown considerably in strength and stature. It is noteworthy that in 1951 the Nedumangad Taluk Estate Workers' Union was able to organise a strike of over 2000 workers extending to a period of 23 days. The Eastern Estate Workers' Union, Vadasserikara, organised another strike of 1200 workers extending to 52 days. The Unions have negotiated various settlements through the medium of Tripartite Conferences. They have been able to negotiate several concessions to labour such as maternity and sickness benefits, the increase of $3\frac{1}{2}$ annas in the Dearness Allowance in 1948, Bonus agreements from 1946 and new programmes of housing.

11. *Systems of wage payment.*—At present the workers' wage consists of a basic wage, district allowance, tripartite dearness allowance and grain concession allowance (refer Appendix A). Besides these, they are also entitled to an annual bonus amounting to $8\frac{1}{3}$ per cent. of total earnings in tea and $6\frac{1}{4}$ per cent in rubber estates, and a number of amenities and concessions.

12. There are two main systems of wage payment, *viz.*, time rates and piece rates. Factory labourers are paid on time rates, Field workers also get time rates when engaged in such operations as weeding, pruning, forking, etc. Generally speaking it is the harvesting of crop alone, *i. e.*, plucking in tea

estates, tapping in rubber, and picking in coffee [which is paid by the result on piece rates while all other types of field work are paid for, on time rates. There is also a system of setting tasks for time rate workers. The task set is such that an average worker till be able to complete it within the normal period of work. These tasks vary from district to district and from estate to estate according to the nature of the soil and climatic conditions.

13. For plucking and tapping, piece rates have been the custom for many years. In Tea estates nearly 50% of the workers are employed in plucking on piece rates. The rates themselves vary from district to district and from season to season. For tea the rate per pound plucked is generally lower during the flush months and higher during the slack months. By the Tripartite agreements, no reduction is to be made for moisture in weighing green leaf, but in Mundakayam district alone the old practice of making deduction for moisture content continues during the wet season. For tapping also the rate varies from block to block according to the yield of the trees, which in its turn depends on the variety of rubber, the age of the trees, etc.

14. *Food Concessions.* The scarcity of food during the war and post-war years presented a serious problem for the Plantations. In the absence of a rationing system in these areas the Managers of estates took up the responsibility of supplying foodgrains. The Association of Planters of Travancore gets lump allotment of rationed foodgrains which it distributed to the estates on an acreage basis. The general practice of estates used to be to supply foodgrains at pre-war rates and suffer the loss on food account. But this system was discontinued in most districts when the Payment of Wages Act was extended to Plantations in this State and the practice of paying a Grain Compensation Allowance was adopted. In Munnar and Mundakayam the old system continues while in other districts food articles are supplied at fixed prices, but the estates suffer a small loss on that account also.

15. *Amenities.* The Plantations afford various amenities to workers, the like of which is not to be found in any other industry. The most important of them is free housing. The type of accommodation provided, however, varies from estate to estate. The new tenements are generally of a set pattern of one living room, a kitchen and verandah, but the old tenements are generally ill-ventilated and do not have separate kitchens. On the whole, however, the accommodation provided in the estates is not commensurate to the size of the labour force so that many tenements are heavily overcrowded. Though many estates have launched programmes of new constructions, progress in this direction has been slow.

16. The provision of the medical aid is the prevalent practice in all large estates. In the bigger companies like K. D. H. P., Malayalam Plantations, T. T. Company, etc., there are small

dispensaries in each estate in charge of a Compounder or Apothecary, with a Midwife in some cases, and a group hospital for say 3 to 4 estates. In Munnar there is also a General Hospital with up-to-date equipment. These hospitals are fairly well equipped with beds, maternity wards, etc., and are generally in charge of qualified Doctors. In some areas where qualified Doctors are not employed there is an arrangement for the Doctor in charge of the nearest Government hospital to visit the estate once a week. All serious cases are sent to the nearest Government District Hospitals. But the so-called dispensaries in many of the smaller estates are ill-equipped. Further, most of the estates have no provision for conveying patients to the group or district hospitals.

17. Most of the estates run Primary Schools for the benefit of the children of the working classes. But the standard of educational facilities offered varies considerably. The majority of the Schools are unrecognised and many of the Teachers employed are unqualified.

18. There are a number of other amenities provided by the estates. Maternity benefit to women workers is given for 8 weeks at Rs. 5-4-0 a week provided they have put in a qualifying period of service. Sickness benefit at $\frac{2}{3}$ of the average daily wage is also given. But there is some variation in the computation of the average. In some estates it is $\frac{2}{3}$ of the Check Roll Rate plus District Allowance; in others it is $\frac{2}{3}$ of the average daily allowance; while in still others it is $\frac{2}{3}$ of the total wages including all allowances. A free noon-day meal for children between 2 and 12 years is a practice on many estates. There is a further cash allowance of 5 annas a week being paid to children of this group in most estates where a Grain Compensation Allowance is paid. One way expenses are paid annually to the workers to enable them to visit their homes. Firewood is supplied free in many estates and at a nominal cost in others. Some estates employ cattle keepers to look after the cattle of the workers. The services of the cattle keeper are either free or charged at a nominal rate. Cumblies are provided in most Tea estates. In some, the workers are given a refund of 50 per cent of the price at the end of the year. In others an allowance of Rs. 7 to Rs. 9 per year is paid for cumblies provided the workers have put in a qualifying period of service. Creches for children are provided in some of the larger estates only. Some estates give land free for vegetable gardening to the workers. Recreational facilities are given in some of the estates. These include grounds for foot-ball and volley-ball and free cinema shows.

19. An idea of the per capita cost of the amenities offered by the Plantations can be gathered from the following representative table relating to the T. T. Company in Peermade and Vandiperiar.

Expenditure head.	Amenities in Pies per day.		
	Men	Women	Adolescents
1 Hospitalisation expenses including sickness benefit, maternity benefit, Creches, etc. ...	10'04	16'71	5'13
2 Hot Tea supplied to labour ...	0'21	...	...
3 Canteens and free food to children ...	7'00	7'00	7'00
4 Annual bonus (8½ per cent) ...	12'00	9'00	7'00
5 School ...	0'47	0'47	0'47
6 Cumbly allowance ...	5'58	5'58	3'17
7 Way expenses ...	5'02	5'02	3'17
8 Holiday pay ...	0'98	0'79	0'57
9 Loss on food ...	6'54	4'35	3'82
10 Free housing (calculated on the basis of upkeep plus depreciation plus 4% interest on capital) ...	17'19	17'19	17'19
11 Cattle keepers ...	0'48	0'48	0'48
12 Water supply to labour ...	0'49	0'49	0'49
13 Free firewood and free fanning ...	0'50	0'50	0'50
14 Christmas presents ...	0'40	0'40	0'40
15 Sanitation and Sweepers ...	3'78	3'78	3'78
TOTAL OF AMENITIES PER DAY ...	0 5 11	0 6 0	0 4 5

The cost of amenities per day in three estates in the K. D. H. P. Group are as follows :—

	Madupatty Rs. As. P.	Munnar Rs. As. P.	Pallivasal Rs. As. P.
Man ...	0 3 5	0 4 1	0 3 3
Woman ...	0 3 5	0 4 1	0 3 3
Adolescent ...	0 3 5	0 4 1	0 3 3

20. *The Economic Position of the Industry.*—The Plantation Industry in the State has been enjoying a spell of prosperity during the last decade. This is particularly true of tea which has reaped the advantages of high prices as well as increased productivity due to the improvements in methods of fertilisation and the fight against insect pests. Tea has been enjoying a sellers' market during these years, but it is reported that artificial fertilisation of the plants has affected the quality of the tea so much so our products do not command the same high position in the American market as they used to do. Further, the prospects of the industry are also uncertain and a tendency to a fall in prices is visible in the Calcutta Auctions in 1951—52 as compared with 1950—51. With the existing level of taxation to day and with the steady increase in the requirements of working capital which is progressing in inverse proportion to the fall in the value of the Rupee, the industry has to face problems of its own, though it is now placed in a better position compared to other Plantation industries. Rubber Plantations on the other hand have not been able to make large profits in recent years due to the price control policy of the Government. Rubber interests have vehemently protested that the present level of prices leaves little margin for an enhancement of wage rates and that unless the price is revised a higher minimum wage would have disastrous consequences on the industry leading to the virtual closing down of a number of substandard estates. This is a matter which should receive the sympathetic consideration of the Government in the larger interests of the industry as well as the labour force employed therein.

CHAPTER II.

The Family Budget Enquiry

21. The Minimum Wages Committee for Plantations had to face the problem of insufficient data in respect of family composition, income and expenditure of Plantation workers. Official enquiries had been conducted into family budgets of workers in the Tea gardens of Assam and Bengal and later in the Tea, Coffee and Rubber Plantations in South India. The enquiry into the Cost and Standard of Living of Plantation Workers in South India conducted by Sri. S. R. Deshpande, Director of the Labour Bureau of the Government of India did not include Travancore. It was therefore important that correct and up-to-date data should be collected on the basis of which an assessment of a reasonable minimum wage for Plantation Workers can be made. The Committee therefore, decided to conduct an enquiry into the family budgets of Plantation Workers in the Tea and Rubber Plantations of Travancore-Cochin on the lines of Deshpande's enquiry in South India.

22. *Scope of the enquiry and the Method of Sampling.*—The enquiry was restricted to Tea and Rubber estates only, as the vast majority of plantation workers are employed in them. The number employed on Coffee and other plantation crops is comparatively negligible. It was decided to make the investigation on the random sampling method. The selection of estates was made from all the important plantation areas in Travancore-Cochin in such a way as to ensure proper representation to different regions and sizes. Tea estates below 100 acres and Rubber estates below 300 acres in area were excluded from the selection, in view of the relatively small number of workers engaged in them. The estates selected for the Enquiry represent a cross section of the industry in Travancore-Cochin. On the whole 305 budgets were investigated from 16 selected estates, 9 Tea estates and 7 Rubber estates. The selected estates represent an area of 4937 acres under Tea and 7861 acres under Rubber, roughly 6 per cent of their relative acreage.

23. The following is a detailed list of the estates selected: -

Statement showing the names of estates selected for Family Budget Enquiry in Travancore-Cochin and the approximate number of Budgets collected from each of them.

25/1002-B

Serial No.	Area	Name of Estate	Postal address	Nature of Industry	Acreege	Estimated number of workers	No. of budgets collected
1	Cochin	Mooply	Palapilly	Rubber	2725	778	31
2	Munnar K. D. H. P.	Perriavurrai	Munnar	Tea	1074	1141	48
3	Do.	Parvithi	do.	Tea	429	456	15
4	Thodupuzha	Malankara	Thodupuzha	Rubber	1765	504	20
5	Mundakayam	Kuttikul	Mundakayam	Rubber	1281	366	16
6	Do.	Yendayar	do.	Rubber	468	697	27
7	Do.	Paloor	do.	Rubber	426	121	5
8	Do.	Kokayar	do.	Tea	209	222	9
9	Central Travancore	Ashley	Peermade	Tea	451	479	19
10	Do.	Penshurst	Fairfield	Tea	261	277	10
11	Do.	Chinnar	do.	Tea	300	319	14
12	Do.	Chidambaram	Peermade	Tea	205	218	6
13	South Travancore	Nagamallay	Kalthucitty	Tea	619	658	25
14	Do.	Bonaccord	Kallar Bridge	Tea	982	1043	39
15	Do.	Perinaad	Vadasserikara	Rubber	1089	311	11
16	Do.	Kandankulam and Madamon	do.	Tea	407	432	10
				Rubber	107	31	
			Total	{ Tea { Rubber	4937 7861	5890 2244	305

15

The selection of families was made on the systematic random sampling method. The family budget of every 25th person on the current Check Roll was investigated. This gave a 4 per cent random sample. In the case of Rubber Estate, however, in view of the fact that a large number of workers on these Estates are living single, 2 different sets of budgets—family budgets and single man's budgets in their correct proportions—were investigated.

24. *Method of Investigation.*—The Form of Enquiry (Appendix C) adopted by Sri S. R. Deshpande was employed for the investigation. The Interview method was followed in filling up the schedule. The Enquiry was restricted to working class families, the heads of which are in continuous or permanent employment in the Plantation. In recording the income of the family the income from employment in the estate as well as from other sources were taken into account. The income from employment consists of basic wages, dearness allowance, district allowance, grain compensation allowance, cash bonus, etc. and they were verified in each case from the Check Rolls. In regard to expenditure the actual expenditure incurred during the week (except for those in the groups of clothing and bedding household requisites and the item of umbrella in the miscellaneous group) were recorded. For clothing, bedding, household requisites and umbrella, the inventory method was followed. For example, the actual number of cloths, in use, for men, women and children, was ascertained separately. The probable life of each article was estimated and the average weekly cost was worked out by dividing the total cost of each article by the number of weeks it was expected to last. The collection of data was undertaken by Sri H. K. Chandrasekhara with the help of 4 Investigators from 18th October 1951 to 26th November 1951.

25. The budgets were analysed by the Statistics Department of the University. With regard to Mooply Estate, it was found that the total number of workers was 336 as against the estimated figure of 778. Thus the selection of 31 budgets was disproportionate to the actual number of workers. Further, about 26 out of the 31 budgets were single man's budgets. It was therefore decided by the Statistics Department to exclude that estate from the analysis of the Family Budget Enquiry. Thus the number of budgets accepted for tabulation was 274 (which number by a curious coincidence is the same as in the Deshpande Enquiry.)

26. *Size and Composition of the Family.*—The average number of persons per family comes to 4.24 (as against 3.80 for the Madras Province). The family consists of 1.25 adult males, 1.03 adult females, 0.97 boys, and 0.99 girls (under 16). Of the total budgets analysed 29.2 per cent. are in the weekly income group of Rs. 15—20 and 34.3 per cent. in the group of Rs. 20 and above and only 36.5 per cent. were in the income group below Rs. 15. It will be seen that there is a close relationship between the number of members in the family and the family income

The average number of persons per family in the income group of Rs. 5—10 is 1·45, Rs. 10—15 is 3·27, Rs. 15—20 is 4·35, and Rs. 20 and above is 5·97. This tendency is noticeable in the family composition in Madras also. The two tables below give the composition of families by income groups [and the frequency distribution of families by size and income groups :—

TABLE I.
Composition of Families by Income Groups.

Weekly Income Groups.	Total number of Budgets.	Average number of persons per family with the worker.				Average membership per family.	Average number of persons per family living away.	Total of Columns 7 and 8.
		Adults.		Children.				
		Male.	Female.	Male.	Female.			
Less than Rs. 5	1	1	...	...	...	1·00	...	1·00
Rs. 5—10	40	1·00	0·20	0·15	0·10	1·45	0·08	1·53
Rs. 10—15	59	1·03	0·88	0·88	0·48	3·27	0·02	3·29
Rs. 15—20	80	1·06	1·06	1·01	1·20	4·35	0·11	4·46
Rs. 20 and above	94	1·63	1·47	1·36	1·51	5·97	...	5·97
All Incomes	274	1·25	1·03	0·97	0·99	4·24	0·05	4·29

TABLE II.
Frequency distribution of Families by Size and Income Groups.

Weekly Income Groups.	Total No. of Budgets.	Number of Families having the following number of persons.										Average No. of persons per family.	
		1	2	3	4	5	6	7	8	9	10		
Less than Rs. 5	1	1	...	...	...	...	...	...	...	...	...	...	1·00
Rs. 5—10	40	30	4	4	2	...	...	...	...	...	...	...	1·45
Rs. 10—15	59	7	14	12	16	5	2	3	...	...	...	...	3·27
Rs. 15—20	80	...	8	18	19	14	16	4	1	...	...	...	4·35
Rs. 20 and above	94	...	2	4	15	13	27	15	11	5	2	...	5·97
All Incomes	274	38	28	38	52	32	45	22	12	5	2	...	4·24

27. *Earners and Dependents.*—The proportion of earners in the family is fairly high as is generally the case with Tea and to a less extent with Rubber estates. It is seen that in a family of 4·24 members, 2·39 are earners and 1·85 are dependents. Of the earners, 1·2 are adult males, 0·89 adult females. 0·15 male children and 0·15 female children. The proportion of earners to dependents is slightly less in Travancore-Cochin than in Madras where there are 2·41 earners to 1·39 dependents in the family. The following table gives the average number of wage earners and dependents per family according to income groups :

TABLE III.

Average number of wage-earners and dependents per family according to Income Groups.

Weekly Income Groups.	Average No. of persons per family.	Average number of wage-earners per family.					Average number of dependents per family.				
		Adults.		Children.		Total.	Adults.		Children.		Total.
		Male.	Female.	Male.	Female.		Male.	Female.	Male.	Female.	
Less than Rs. 5	1.00	1.00	..	..	..	1.00	..	..	..	..	..
Rs. 5—10	1.45	0.95	0.15	0.025	..	1.125	0.05	0.05	0.125	0.10	0.325
Rs. 10—15	3.27	0.97	0.68	0.05	0.05	1.75	0.07	0.20	0.83	0.42	1.52
Rs. 15—20	4.35	1.06	0.96	0.10	0.10	2.22	0.02	0.10	0.91	1.10	2.13
Bs. 20 and above	5.97	1.59	1.29	0.30	0.31	3.49	0.04	0.18	1.06	1.20	2.46
All Incomes	4.24	1.20	0.89	0.15	0.15	2.39	0.04	0.14	0.83	0.84	1.65

28. *Income and Expenditure.* The average weekly income per family of 4.24 persons is Rs. 18—14—9. This includes all income including other sources than employment in the estates. But it does not include the value of the concessions and benefits given to the workers excepting foodgrains. The average weekly expenditure per family comes to Rs. 17—2—1. While in the income groups below Rs. 10 a week the budgets show a clear deficit, in the groups from Rs. 20 and above, the budgets are balanced and there is even a small margin for saving.

29. Of the total weekly expenditure, Rs. 13—1—8 is for food, Rs. 1—9—2 for clothing, 0—5—2 for lighting, 0—3—0 for household requisites and Rs. 1—15—1 for miscellaneous items. Thus food accounts for 76.5 per cent of the total weekly expenditure. This is in conformity with Engel's Law of family Expenditure and it goes to show the low standard of living of the workers. The following table gives the weekly income and expenditure of the Family by income groups :—

TABLE IV.

Income & Expenditure of the Family by Income Groups.

Weekly Income Groups.	No. of Budgets.	Average No. of persons per family.	Average weekly income per family.	Average weekly expenditure per family on					Total weekly expenditure.
				Food.	Clothing.	Lighting.	House-hold requisites.	Miscellaneous.	
				Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.
Below Rs. 5	1	1.00	4 13 4	4 8 3	0 8 9	0 3 0	0 1 5	0 5 9	5 11 2
Rs. 5—10	40	1.45	7 14 8	7 5 0	0 10 4	0 4 1	0 1 8	1 1 7	9 6 8
Rs. 10—15	59	3.27	12 9 1	9 8 7	1 5 1	0 4 1	0 2 5	1 4 11	12 9 1
Rs. 15—20	80	4.35	17 4 11	12 12 1	1 7 6	0 4 7	0 3 1	1 9 4	16 4 7
Rs. 20 & above	94	5.97	29 2 1	18 1 6	2 3 8	0 6 9	0 3 9	2 10 7	28 10 3
All Incomes	274	4.24	18 14 9	13 1 8	1 9 2	0 5 2	0 3 0	1 15 1	17 2 1

30. *Consumption Coefficients.* For calculating the consumption units in the family the Committee has adopted Lusk's Coefficients as adapted by Dr. Aykroyd for Indian Conditions:—

Adult male	..	1.0
Adult female	..	0.9
Male child above 12	..	1.0
Female child above 12	..	0.9
Children under 12	..	0.5

With regard to children we have taken 0.5 as the average for all age groups under 12, whereas 0.6 is the figure given by Dr. Aykroyd. This change was necessary in view of the fact that we have adopted Dr. Patwardan's recommendation to allow 2,800 calories for an average adult as against 2,600 which was the figure recommended earlier. The requirement of an average child under 12 being 1,400 calories, it was considered that 0.5 would be a more correct coefficient for the calculation of consumption units for our purpose.

31. The average number of adult equivalent consumption units per family comes to 3.29 (as against 2.99 for Madras). The following table gives the expenditure on food per consumption unit by income groups:—

TABLE V
Expenditure on Food per consumption unit by Income Groups

Weekly income groups	Number of Budgets	Average No. of persons per family	Average No. of adult equivalent consumption units per family	Average weekly expenditure on food per family			Average weekly expenditure on food per equivalent adult consumption unit		
				Rs.	A.	P.	Rs.	A.	P.
Below Rs. 5	1	1.00	1.00	4	8	3	4	8	3
Rs. 5—10	40	1.45	1.82	7	5	0	5	8	8
Rs. 10—15	59	3.27	2.55	9	8	7	3	11	10
Rs. 15—20	80	4.85	3.28	12	12	1	3	15	2
Rs. 20 and above	94	5.97	4.66	18	1	6	3	14	1
All Incomes	274	4.24	3.29	13	1	8	3	15	9

32. In order to ascertain the consumption habits of the workers, an analysis was made of the food articles consumed by a family of 3.29 consumption units per week. The following table gives the items with the respective quantities consumed.

TABLE VI

Average quantity of food articles consumed per week by
a family of 3.29 Consumption Units

1. Rice	..	3.74	Edangalis
2. Cereals	..	3.41	do.
3. Pulses	..	2.00	do.
4. Leafy vegetables	..	-	
5. Non-leafy vegetables	..		
6. Tubers	..	16.41	lbs.
7. Cocoanuts	..	1.95	Nos.
8. Onions	..	0.79	lb.
9. Fruits	..	0.89	No.
10. Salt	..	1.35	Edangalis
11. Coriander	..	0.23	do.
12. Tamarind	..	0.29	lb.
13. Turmeric	..	0.12	lb.
14. Chillies	..	0.26	lb.
15. Other spices	..	0.10	lb.
16. Mutton	..	0.45	lb.
17. Beef	..	0.45	lb.
18. Fish	..	0.72	lb.
19. Eggs	..	0.34	No.
20. Milk	..	0.74	Edangali
21. Curd	..	0.01	do.
22. Ghee	..	0.0009	lb.
23. Vegetable Ghee	..	0.0009	lb.
24. Gingely Oil	..	0.09	Edangali
25. Coconut oil	..	0.13	do.
26. Groundnut oil	..	0.01	do.
27. Sugar	..	0.08	lb.
28. Jaggery	..	1.50	lb.
29. Gur	..	0.02	lb.
30. Pappad	..	0.15	Bundle
31. Sweet and others	..	0.16	Rupee

33. With regard to clothing also the inventory method has yielded figures not only on expenditure, but also on the items of clothing and the number under each item. The following table gives the detailed analysis of the items of clothing in an average family.

TABLE VII

		Nos.
1. Dhoties	..	3.83
2. Sarees	..	2.23
3. Shirts	..	3.08
4. Vests (Buniyans)	..	0.93
5. Shorts	..	1.56
6. Coats	..	0.18
7. Blouses	..	3.21
8. Towels	..	2.17

		Nos.
9.	Upper clothes	0'38
10.	Other clothes	0'93
11.	Pull-overs	0'08
12.	Blankets	1'34
13.	Other Woollen stuffs	0'01
14.	Shoes and Chappals	0'20 (Pairs)
15.	Others	0'77 (No.)

CHAPTER III.

Methods of Procedure.

34. *Basic principles.* The Minimum Wages Act, 1948, gives considerable latitude in the fixation of the minima, as it has not prescribed any principle to be followed. This is inevitable because the diversity of conditions of different industries in different parts of India make it impracticable to lay down definite bases for the fixation of minimum wages. However, the Act has to be read along with the provision in the Indian Constitution (Article 43) that "the State shall endeavour to secure a living wage to all workers".

35. The 'living wage' has come to be accepted as the basis for fixing the minimum wage in most countries. But the living wage is an elastic concept the content of which should be determined in the light of the circumstances of the particular time and country. "Estimates of the living wage may be classified into at least three groups :—

- i. the amount necessary for mere subsistence ;
- ii. the amount necessary for health and decency ; and
- iii. the amount necessary to provide a standard of comfort".*

Unfortunately, the term 'living wage' in India has quite unjustifiably come to be associated in the popular mind with a wage which will ensure some fair measure of comfort. The Fair Wages Committee also has countenanced this view.

36. 'Fair Wages' is another principle followed in several countries for fixing minimum wages. Wages in an occupation may be considered to be fair, "When they are about on a level with the average payment for tasks in other trades which are of equal difficulty and disagreeableness, which require equally rare natural abilities and an equally expensive training". (Marshall). A fair wage may be arrived at in relation to the wages for work of similar difficulty in other industries or of workers in the same trade in other districts. But this principle would not be satisfactory in a country where the general level of wages is itself low, and the absence of a well developed system of collective bargaining makes wages in comparable occupations unsuitable as a guide for fixing minimum wages.

*I. L. O. Publication on Minimum Wage Fixing Machinery.

37. The capacity of industry to pay is a third principle which wages boards everywhere have to take into account in fixing minimum wages. For, obviously it is futile to recommend a wage which the industry can ill-afford to pay.

38. *Minimum standards.* "There is at any given time a generally accepted idea that there is some more or less vague standard below which no member of the community should be allowed to fall and that this standard should be provided by the lowest wage". § In the conditions of India today the general opinion seems to correspond to the recommendation of the Fair Wages Committee that, "A minimum wage must provide not merely for the bare sustenance of life but for the preservation of the efficiency of the worker. For this purpose the minimum wage must also provide for some measure of education, medical requirements and amenities". We have accepted this standard for fixing minimum wages for the Plantations.

39. The task of a Wages Committee is to translate this standard into terms of commodities and prices. There are two alternative methods. "One method is to draw up a budget of the commodities considered necessary, and then to determine the cost of the budget at ruling prices. Generally enquiries are made as to the quantities of different commodities actually consumed by a number of families. Data are obtained from the families of unskilled workers in different industries and serve as an important corrective against the establishment of too high a standard. They indicate the standard of living which industry is actually maintaining for the class under consideration. The second method, which is largely a variation of the first and leads to very similar results, bases the living wage on the wages actually paid in a number of different industries".*

40. We have chosen the first of these alternatives. It was decided to draw up a standard budget for an average family on the basis of the consumption habits as revealed by the Family Budget Enquiry; a budget which would not only ensure the minimum for subsistence, but also promote the efficiency of the workers.

41. *The size of the Family.* The conception of the family needs careful definition. There are two methods of approach: (i) the normal family and (ii) the average family. The two are not very different and are often used as interchangeable terms. The normal family would be whatever is considered normal in an area. This conception is often based on experience of local conditions but it introduces an element of opinion of the person determining the norm. The "average family", strictly speaking, must be arrived at only by statistical enquiry in the area or group of workers concerned. It would provide a more correct criterion of needs than the fixing of a norm. We have adopted the average family (estimated by a Family Budget Enquiry) as the basis for fixing the minimum wage.

§ 'Wages and the State' by E. M. Burns.

* I. L. O. Monograph on Minimum Wage fixing Machinery.

42. *Number of Earners.* The Committee on Fair Wages has recommended that "the standard family should be taken as one requiring 3 consumption units and providing one wage earner. If provision had to be made for more than 3 consumption units, there is no reason why account should not be taken of the actual number of wage earners in the family". (para 31). We find it difficult to accept this recommendation because of the peculiar characteristics of the Plantation Industry in Travancore-Cochin. Recruitment in the Plantations is generally on a family basis and it is the usual practice for women and children to supplement the earnings of the head of the family. In fact the earnings of women, especially pluckers working on piece rates, often exceed those of the men during the flush season. It would therefore be quite unjustifiable to ignore these facts and approach the problem of wage fixation on an arbitrary basis quite unrelated to the actual number of earners in the family. Further the adoption of the basis recommended by the Fair Wages Committee would lead to an estimate of a minimum wage beyond the capacity of Industry to pay and would give a family income far in excess of minimum standards. We have, therefore, resolved to take the average family for computing the family expenditure, and the average number of earners of all categories in the family, men, women, and children, for determining the sufficiency of the family income to maintain minimum standards

43. *Wage differentials.*—The Committee had to consider three important questions :—

- i. Are the requirements different from one district to another ?
- ii. Are there differences between rubber and tea plantations which would warrant differential rates ?
- iii. Is the cost of living different from one district to another ?

On the first question, our investigations showed that the differences in the requirements of workers in different plantation areas are negligible. The colder climate in the High Ranges would necessitate woollen blankets and more fuel during winter. But the Plantation Act of 1951 provides for the free supply of blankets to workers while in most estates firewood is either free or can be had at nominal prices. Thus, there is no case for wage differentials on the basis of requirements.

44. With regard to rubber and tea estates, there are significant differences in the nature of the work, in the regularity of employment, in the composition of families and in the capacity to pay. For our purpose the last two are the more vital points. We have not separately analysed the Family Budget data for rubber and tea estates. But from the evidence before us it is clear that the proportion of single workers is greater and the

number of earners in the family tends to be less in rubber than in tea plantations. Further, rubber has not shared the general prosperity attendant on the present inflationary price-level, thanks to the policy of controls adopted by the Government. Thus, the capacity to pay of the rubber industry cannot be deemed to be the same as the tea industry. However, there are certain considerations which militate against differentiation in wages between rubber and tea workers. *A minimum wage as we conceive it sets only the basic standard which all workers should be enabled to reach.* There is little justification for denying to the workers their minimum wage on the ground of incapacity to pay, especially when such in capacity, if any at present, is due not to any inherent factors in the industry but to the present price-control policy of the Government, which is subject to change. Further, rubber and tea estates are found adjacent to one another, and there are also several companies which have both rubber and tea on the same estates, so that any invidious distinction between rubber and tea workers would lead to industrial disharmony and discontent. Coffee Plantations have the same disadvantages as rubber. But Coffee is a relatively unimportant crop in Travancore-Cochin. In the light of these considerations the Association of Planters of Travancore, in their memorandum submitted to this Committee have themselves pleaded for "the same minimum wage for rubber, tea and coffee". We have, therefore, accepted the principle of a uniform minimum wage for all Plantations in Travancore-Cochin.

45. Regarding the cost of living, we have collected figures of prices in different plantation areas and also examined the lists of prices for different districts collected by the Statistics Department of the Travancore University. We came to the conclusion that though there are local variations in the prices of certain articles largely determined by the distance from the ports, there was no uniform increase in prices for all items in any area as compared with another. For example, goods locally produced such as tapioca, milk, vegetables, etc. and goods brought from markets in the adjoining areas of the Madras Presidency are found to be cheaper in some centres where certain other items like cereals and jaggery are dearer. Thus there was no ground for concluding that the cost of living for the working classes in any Plantation district was definitely higher than that in another. Consequently, we have decided against any district-wise differentiation in minimum wage rates.

46. *Factory and Field Work.*—Another important problem connected with wage differentials is the distinction between field workers and factory workers. In the course of the collection of evidence the employers have generally maintained the view that there is no clear cut division between these two groups of workers and that they are often interchangeable. On this ground, they have opposed any differentiation in the minimum wages for these two groups. The Labour point of view, on

the other hand, has been that Factory work in the Plantations stands on an altogether different footing from field work and that the wages of factory workers must be fixed on the "Fair Wages" principle, i. e., their wages must be on a level with wages of similar workers or work of like nature in other factories.

47. We have given considerable thought to this difficult question and have come to the conclusion that neither point of view is entirely right. It is true that there is greater facility for supervision in the factory than in the field. Further, the operations of the factory do involve a little more care or attention, if not skill, than field work. The factory worker has also to spend more on clothing in order to maintain the standards of decency, cleanliness and decorum expected in the atmosphere of a factory. But it is equally true that any field worker will find himself quite at home in a factory, at any rate, in a few days' time, so that there is not much ground for distinction on the basis of skill. With regard to the contention that wages of factory workers must be comparable to those in other factories, we find little justification for adopting a different principle for these workers, especially a principle which has been found to be impracticable for the purpose of fixing minimum wages in India. We are of the view that factory work in an estate is not strictly comparable to factory work in an industrial centre for 3 reasons. Firstly, living standards as well as the cost of living tend to be different in the two areas. Secondly, the estate factory worker gets all the amenities like free housing, medical aid, etc., which are prescribed by the Plantation Code. Thirdly, he has also the opportunity of supplementing this income by the earnings of his wife and children working in the estate itself. These considerations have led the Committee to determine the minimum wage for factory workers on the same principle as in the case of field workers.

48. But in applying this principle to estate factory workers we have to take into account the small increase in the expenditure on clothing of factory workers and the fact that they have less facilities for increasing their earnings than field workers on piece rates. Differential wages to this extent have been conceded by the employers themselves in the practice, universal in Travancore-Cochin, of paying something extra to factory workers. We have, therefore, resolved to maintain the customary difference in fixing minimum wages for field and factory workers.

49. *Amenities.*—Plantation workers are in a sense a protected group. By force of custom and usage they get a number of amenities the like of which very few other categories of workers get. But there are considerable differences in the type and quality of these amenities from one estate to another. The

Plantation Labour Act of 1951 makes it compulsory for Plantations to provide the following facilities.—

- (i) Canteens,
- (ii) Creches for children,
- (iii) Recreational facilities,
- (iv) Educational facilities,
- (v) Housing,
- (vi) Other facilities like umbrellas, blankets, etc.,
- (vii) Sickness and maternity benefits,
- (viii) Free medical aid.

The State is authorised to set standards for these amenities such as housing, medical aid, education, and recreation and to enforce these standards. It can therefore be expected that the wide differences in the amenities now provided from one estate to another will be levelled up and uniform standards set up. We are thus left with the problem of determining the money wage which will enable the labourers to maintain their health and efficiency.

CHAPTER IV.

The determination of the minimum wage

(a) *The Food Budget.*

50. It is now our task to translate the principles laid down in Chapter III into concrete terms in the light of the requirements of an average family of 3.29 Consumption Units. The first problem to tackle is the food-budget. We have chosen the method of constructing an ideal standard budget on the basis of the consumption habits as revealed by the Family Budget Enquiry. The latest revised edition (1951) of Dr. Aykroyd's Health Bulletin* considers 2800 calories as the average adult daily requirements in India, and recommends an 'Improved Diet' giving the essential nutrients adequate for the maintenance of good health. We have adopted this diet as the model and in consultation with the Nutrition Research Section of the Public Health Laboratory of the Travancore University the following standard diet has been prepared composed of foodstuffs available in Travancore-Cochin and generally used by working class families.

51. Standard diet for an average adult giving 2800 calories per day.

Sl. No.	Item	Quantity in ounces	Caloric value
1	Rice	9·0	891·0
2	Millets :		
	Ragi & Cholan	5·0	497·5
3	Pulses:		
	Black-gram & Green-gram	3·0	291·0
4	Tubers:		
	Tapioca	1·5	67·5
	Yams	1·0	33·0
	Colocasia	0·5	14·5
5	Non-leafy vegetables:		
	Brinjal, Cucumber, Green Plantains, Ladies Finger	6·0	67·5
6	Leafy Vegetables:		
	Amaranthus	8·0	104·0
7	Milk	4·0	100·0
8	Fats & Oils:		
	Cocoanut oil and Gingely oil	2·0	512·0
9	Sugar	2·0	218·0
10	Condiments	..	4·0
	Total	..	2800 calories

52. In preparing the family food budget we took into consideration the dietic habits of the workers and made allowances for certain items of food which, though not important from the nutritional point of view are either indispensable or have become conventional necessities. Condiments and spices belong to the first category and do not come under the "Improved Diet" table. But as Dr. Aykroyd has himself stated. "Their value in improving the palatability of the diet is to be particularly stressed and as such their use in moderate quantities is desirable". * We have therefore decided to allow 10 Annas a week for condiments. Tea and Coffee belong to the second category of conventional necessities. We have decided to allow 1/4 lb. of tea or coffee for a family which would satisfy normal requirements.

53. The pricing of these foodstuffs presents another problem because of the variations in retail prices from one centre to another. For calculating the cost of this standard diet we have fixed the prices for the articles taking into consideration the schedule of prices for January 1952 in different centres collected by the Statistics Department of the University, prices

*Health Bulletin page 17.

published in the Government Gazette and also the data collected by the Committee from various Plantation centres. Though all individual prices may not tally with prevailing rates in any centre, we believe that the total cost will be approximately the same in all centres.

54. The following is the list of prices approved by the Committee as the basis for calculating the cost of the food budget.—

Item.	Quantity.	Rs.	A.	P.
Rice ..	Cut Edangaly	0	9	0
Wheat ..	do.	0	9	8
Other Cereals ..	do.	0	9	8
Pulses ..	Edangaly	0	13	0
Amaranthus ..	Pound	0	2	6
Tapioca ...	do.	0	0	8
Colocasia, Yams ..	do.	0	2	0
Other Vegetables ..	do.	0	1	6
Oils ..	do.	1	2	0
Milk ..	20 oz.	0	6	0
Sugar ..	Pound	0	8	0
Tea and Coffee ..	do.	2	8	0

Weights and Measures.

1 Edangaly of ration cereals (cut)	..	36 oz.
1 Edangaly of Pulses (heaped)	..	40 oz.
1 Pound	..	16 oz.

55. The cost of the food budget for an average family of 3·29 adult consumption units can now be calculated as follows:—

The Weekly Food-budget.

No.	Item.	Quantity per C. U. per day.	Quantity per week for an average family of 3·29 C. U.	Price.
		oz.	oz.	Rs. A. P.
1	Rice	9·0	207·27	3 3 10
2	Millets:			
	Ragi and Cholam	5·0	115·15	1 14 11
3	Pulses:			
	Blackgram and Green-gram	3·0	69·09	1 6 5
4	Tubers:			
	Tapioca	1·5	34·545	0 1 5
	Yams	1·0	23·03	0 2 10
	Colocasia	0·5	11·515	0 1 5

No.	Item.	Quantity per C. U. per day.	Quantity per week for an average family of 3.29 C. U.		Price.
			oz.	oz.	
5	Non-leafy Vegetables: Brinjal, Cucumber, Green Plantains, Ladies Finger	6.0	138.18	0 12 11	
6	Leafy Vegetables: Amaranthus	8.0	184.24	1 12 8	
7	Milk	4.0	92.12	1 11 8	
8	Fats and Oils: Coconut oil and Gin- gely oil	2.0	46.06	3 3 10	
9	Sugar	2.0	46.06	1 7 0	
10	Condiments	..	4.0	0 10 0	
11	Tea or Coffee	..	4.0	0 10 0	
Total				17 3 0	

(b) *Clothing and Bedding.*

56. The Family Budget Enquiry has yielded data regarding the items of clothing in an average family, the number of each item and the weekly expenditure. But the figures pertain to a period when high food prices had swallowed up the bulk of a worker's earnings leaving only a small margin for other needs and the non-availability of clothing had imposed a severe limitation on the expenditure on that head. We have therefore arrived at a standard of the minimum annual requirements of clothing for men, women and children belonging to the working class families in plantations which takes into account their consumption habits and makes allowance for a fair measure of decency. The expenditure for each item of clothing has been calculated at current prices.

Item.	Quantity.	Cost.		Total cost.	
		Rs.	A. P.	Rs.	A. P.
<i>Adult Male:</i>					
1. Dhoties	4	10	0 0		
2. Shirts	2	6	8 0		
3. Banians	2	2	8 0		
4. Towel (upper cloth)	1	1	10 0		
5. Shorts	1	3	12 0		
6. Chappals (pair)	1	4	0 0		
				28	6 0

Item.	Quantity.	Cost.			Total cost.		
		Rs.	A.	P.	Rs.	A.	P.
<i>Adult Female :</i>							
1. Sarees	.. 3	20	4	0			
2. Blouses	.. 4	6	2	0			
3. Bodice	.. 4	3	4	0			
4. Petti coats	.. 2	5	8	0			
							35 2 0
<i>Male child :</i>							
1. Shorts	.. 4	7	8	0			
2. Shirts	.. 3	6	0	0			
							13 8 0
<i>Female child :</i>							
1. Petti coats and Blouses..	4pairs	19	2	0			
							19 2 0
<i>Bedding, etc.</i>							
1. Sheets	.. 4	20	0	0			
2. Pillows	.. 4	6	0	0			
3. Thorthu	.. 4	4	8	0			
							30 8 0

The average family of 4.24 persons consists of 1.25 adult men, 1.03 women, 0.97 boys and 0.99 girls. For purposes of calculating the clothing needs we have taken 1.25 men, 1 woman, 1 male child and 1 female child. For bedding, etc., provision was made for 4 sheets, 4 pillows and 4 thorthus costing in all Rs. 30-8-0. (Screwpine mats have been included under Miscellaneous items). The expenditure for clothing and bedding for the average family has been worked out as follows :—

		Rs.	A.	P.
1.25 men	..	35	7	6
1 woman	..	35	2	0
1 male child	..	13	8	0
1 female child	..	19	2	0
Bedding, etc.	..	30	8	0
Total	..	133	11	6 per annum

The weekly expenditure under the head of 'clothing and bedding' comes to Rs. 2-9-2,

(c) *Fuel and Lighting :*

57. The existing level of expenditure, viz., annas 5—2 ps. per week has been adopted for the Family Budget.

(d) *Household Requisites :*

58. The same principle has been followed for this item also, and 3 annas per week which is the expenditure under this head according to the Family Budget Enquiry has been included.

(e) *Miscellaneous items :*

59. The Family Budget Enquiry included a number of items which are either superfluous because they are provided free by the Companies or are luxuries like alcoholic drinks. Therefore, we have decided to exclude such items and to allow only the following items :—

1. Barber,
2. Dhoby,
3. Washing soap,
4. Toilet soap,
5. Hair oil,
6. Betel nuts,
7. Betel leaves,
8. Snuff,
9. Tobacco (chewing),
10. Beedies,
11. Churuts,
12. Cigarettes,
13. Amusements,
14. Postage,
15. Education of children, and
16. Travelling expenses.

Of the total expenditure of Rs. 1—15—1 under Miscellaneous items, the above 16 items, which we have decided to allow in the Budget account for Rs. 1—11—5 per week.

60. *Total Weekly Expenditure.* The total expenditure of the Standard Budget for a family of 4·24 persons (3·29 consumption units) works out as follows :—

		Rs.	A.	P.
1. Food	..	17	3	0
2. Clothing and bedding	..	2	9	2
3. Fuel and lighting	..	0	5	2
4. Household requisites	..	0	3	0
5. Miscellaneous	..	1	11	5
		<hr/>		
Total	..	21	15	9 per week
		<hr/>		

61. *Extent of Neutralisation of the increase in Cost of Living.* The Central Pay Commission has recommended that Basic Wages should be fixed in respect of a cost of living index number of 160 to 175 taking 1939 as the Base year. The extent to which wage earners should be compensated for the increased cost of living today is a matter which has been the subject of several awards by Industrial Tribunals. But there is no uniformity in the degree of compensation allowed by these awards in different centres and different industries. While in Ahamedabad, the President of the Industrial Court declared that the workers of the Cotton Textile Industry should be compensated for the increase in the cost of living to the full extent of 100%, the Bombay Industrial Court dealing with the same class of workers awarded only 90% neutralisation. In Madras, on the other hand, the extent of neutralisation varies from 60 to 75 per cent. The Pay Commission has recommended that low-paid employees should be reimbursed to the full extent of the rise in the cost of living. But in view of the recent decisions of the Labour Appellate Tribunal of India, against the principle of cent per cent neutralisation in the increase in the Cost of Living, for example, in the Buckingham and Carnatic Mills Case in June 1951 and in the case of the Silk and Arts Silk Mills in January 1952, we have also resolved that complete neutralisation of the increase in the Cost of Living need not be given.

62. As the price level in India has not been stabilised, and present prices are highly inflationary, we consider that the system of apportioning the minimum wage into the Basic Wage and Dearness Allowance has much to commend it. In fixing the Basic Wage the Pay Commission's recommendation seems to us to be out of date because of the subsequent increases in the Cost of Living. We therefore decided to fix the Basic Wage at the cost of Living index number of 200. We have also decided to give 85% neutralisation of the increase in the Cost of Living. This figure is higher than that of the figure generally allowed in Madras, though lower than that allowed to the Cotton Mill Workers in Bombay and Ahamedabad. But we consider it to be a fair measure of compensation to the workers taking into account the high cost of living in this State. In the absence of a working class cost of living index for the Plantation areas, we have adopted the cost of living index for Ernakulam as the basis of our calculations. In October 1951 this index stood at 389 (Base 1939). Thus 200/389 of the weekly budget would be the weekly Basic Wage of an average family. Out of the balance of 189 points the workers will get compensation for 85%, i. e., for 161 points. The weekly Dearness Allowance for the family will therefore be 161/389 of the weekly budget.

63. *Ratio of Wage Rates, for men, women and children.*—Regarding the Ratio of the Wages for men, women and children we have resolved to continue the present system of differential rates. The principle of 'equal pay for equal work' has been strongly put forward by the Labour representatives. But in the

case of Plantations, it is seldom that men and women are employed in the same jobs on time rates. For example, men alone are employed for jobs involving heavy manual work such as pruning, while women are generally employed as pluckers, weeders, etc. Therefore the system of differentiation in rates for men and women in the Plantations does not necessarily violate the principle of 'equal pay for equal work'. What the proportion should be between men, women and children cannot be determined on the basis of their productivity in the absence of scientific tests of productivity. We have therefore taken the present margins of difference between the wages of these groups of workers as our guide. An examination of prevailing Wage Rates shows that the ratio of 8 : 6 : 4 for men, women and children is almost universal in the Plantation Industry. We have therefore adopted this ratio.

64. *Factory Workers.*—We have already seen that both in tea and rubber it has been the practice to give workers on certain jobs in the factory slightly higher wages than the field rate. But due to the seasonal nature of the industry, requiring transfers of labour from field to factory and back again as requisite, these enhanced rates have never been accepted as the permanent perquisite of the individuals who obtained them. On reversion to the field a factory worker reverted to the field rate of pay. The Committee has accepted the principle of maintaining the customary difference between the wages of field and factory workers. Factory workers' wages in the pre-war period were 14% higher than that of the field workers. The same proportionate increase of 14% has been allowed in the minimum wages of factory workers. This higher rate shall apply to women workers also who are employed in the factory except those solely employed in picking and washing pans. The term 'factory' for this purpose may be defined as "any place where the manufacturing process is carried on irrespective of the number of workers employed". But we wish to emphasise that the higher wage rate is for the job and not for the individual.

65. *Minimum Wages.*—Minimum Wages can now be worked out on the above principles. The total weekly expenditure of the family of 3.29 consumption units is Rs. 21-15-9. Of this total, 200/389 will be the basic wage of 1.20 adult males, 0.89 adult females, 0.15 male children and 0.15 female children for a week. Dividing the basic weekly wage in the proportion of 8 : 6 : 4 we get the weekly wages of the above members of men, women and children. From this, the weekly wage of a single adult male, adult female and children can be worked out. Taking six working days as normal for a week we get the daily basic wage of each category of workers by dividing the weekly wage by 6. Dearness allowance comes to 161/389 of the total weekly budget. Applying the same formula we can work out the daily dearness allowance of men, women and children,

The minimum wages of field and factory labourers, worked out on the above formula are as follows :—

	Basic wage			Dearness allowance.			Total wage.		
	Rs.	As.	P.	Rs.	As.	P.	Rs.	As.	P.
(a) Field workers									
Man ..	0	15	0	0	12	0	1	11	0
Woman ..	0	11	3	0	9	0	1	4	3
Children ..	0	7	6	0	6	0	0	13	6
(b) Factory workers									
Man ..	1	1	0	0	13	6	1	14	6
Woman ..	0	13	0	0	10	3	1	7	3

These rates assume, that the present system of paying Grain Compensation Allowance or issuing rations at concession rates will be discontinued.

66. *Cost of Living Sliding Scales.*—The adjustment of wages to changes in the Cost of Living is now an accepted principle in all Wage Regulating Countries. We have reduced the margin of adjustment by fixing the Basic Wage at 200 points of the Ernakulam Index of 389 for October 1951 and computing the Dearness Allowance on the basis of an 85 per cent compensation for the remaining points, viz., 189. Thus, it is the Dearness Allowance which will be subject to a sliding scale with changes in the cost of living. Adjustments should be related to changes of every 10 points upwards or downwards in the index number. The Sliding Scale will be according to the following formula:—

Dearness Allowance × 10

—————
189

This would give a sliding scale for every unit of 10 points in the Ernakulam Cost of Living Index as follows :—

Man —8 pies per day
Woman —6 ”
Children —4 ”

This scale will apply to both field and factory workers.

67. *Adolescents.* The Plantations Labour Act 1951 (Act No. LXIX of 1951) defines an adolescent as “a person who has completed his fifteenth year but has not completed his eighteenth year”. There is some inconsistency between the provisions of the Plantation Act and the Rules under the Minimum Wages Act

in respect of the hours of work for adolescents. According to the Plantation Act "no adolescent or child shall be required or allowed to work for more than forty hours a week", while the limit for adult workers is fifty-four hours. But the Rules passed by the Government of Travancore-Cochin under the Minimum Wages Act of 1948 provide that "the number of hours of work in the case of an adolescent shall be the same as that of an adult or a child according as he is certified to work as an adult or a child by a competent medical practitioner approved by the Government". (Rule 24 (4)). We recommend that so long as this rule is in operation an adolescent shall be given an adult's wage when working the same number of hours as an adult and a child's wage when working the number of hours prescribed for children. If and when the Rules are amended in conformity with the provisions for the Plantations Act an adolescent's wage shall be $\frac{5}{8}$ of that of an adult male worker in the field or the factory as the case may be.

68. *Minimum Wages and Full Employment.* The minimum wage we have arrived at is based on the assumption that the wage earner is employed throughout the year. The Plantation Industry being somewhat seasonal in character, there are many days on which work is not provided. In fixing the minimum wage at the subsistence level, it is very important that the worker should be assured of his subsistence during days of unemployment also. The workers being mostly attached to the estates are not in a position to seek outside employments during off days. This problem can be solved in 3 ways:

- i. By raising the minimum wage to cover the needs of the worker during unemployed days also:
- ii. By giving an allowance for the days of unemployment;
- iii. By giving full employment.

The first alternative would give rise to intractable problems of estimating the probable number of working days in a year in an industry which works by the weather and not by the clock. The second alternative would, on the one hand, raise the question of the industry's capacity to pay and, on the other, the question of the sufficiency of any allowance less than the minimum wage itself. We are therefore left with the third alternative only.

69. The Minimum wage which we recommend is based on the understanding that employers will provide work for their labour force throughout the year, failing which the labourers will be given their minimum wage for the days on which they are involuntarily unemployed. But the work in the Plantation Industry being of a seasonal character, it is obvious that the employer may not be in a position to provide for each worker throughout the year the same type of work which he or she is generally accustomed to do. We, therefore, wish to make it quite clear that the obligation of employers is only to offer some

kind of work connected with the estate and a worker who refuses to accept that work will automatically forfeit his claim to the wage also.

70. *Piece Rates.*—The Minimum Wages Act 1948 provides for the fixing of not only “a minimum time rate” but also a minimum rate of wages for piece-work referred to as “a minimum piece rate” This is very important for the Plantation Industry because the main work of harvesting the crop is customarily done on a piece rate basis and about 50 per cent of the labour force in Tea and 80 per cent in Rubber are on piece rates. The Association of Planters of Travancore have in their Memorandum represented as follows:—

“For both Plucking and Tapping the system of payment by results on Piece Rates has been the custom for many years past. Any change in this system may have a very serious effect on production, efficiency and costs. The Association feels that a continuation of the system of payment by results on Piece Rates is essential to the productivity and efficiency of the Industry. It holds very strongly that no recommendation of the Committee should preclude the adoption of such a system which may be adequately related to the Minimum Wage.”

We have therefore resolved to recommend minimum piece rates also for plucking in Tea estates and tapping in Rubber estates. The terms plucking and tapping shall be understood to mean the jobs under these heads customarily done in the localities concerned.

71. Plucking and tapping averages per worker vary greatly from one estate to another and from season to season (*vide* Appendix B). Consequently it is impossible to evolve uniform rates applicable to all estates and all months of the year. We have therefore taken the averages of plucking and tapping during 1950 and 1951 as our guide. Our scheme seeks to give the average worker on piece rates the minimum time rates plus a premium throughout the year and in all districts. It is based on fixing a standard output for plucking and tapping which a worker of average ability would be able to reach. For this purpose we have classified plucking and tapping on the basis of yield. In plucking it is found that the average is generally low in all Districts during the months of January, February and August. Therefore, we have fixed the standard output per plucker per day at 6 lbs. for these months and 21 lbs. for the other months. In tapping also the yield varies according to the type of rubber, such as old seedling rubber, budded rubber and clonal seedling rubber, etc. Therefore, we have classified rubber into four classes.—

Class I yielding below 250 lbs. per acre per annum :

Class II yielding 250 to 400 lbs. per acre per annum ;

Class III yielding 401 to 600 lbs. per acre per annum; and

Class IV yielding 601 lbs. and above per acre per annum.

The standard output per tapper per day for these classes have been fixed at 3 lbs., 6 lbs. 10 lbs. and 14 lbs. respectively.

72. '*The Guaranteed Time Rate.*' The piece rates have to be related to a 'guaranteed time rate', i. e., "a minimum rate of remuneration to apply in the case of employees employed on piece work for the purpose of securing to such employees a minimum rate of wages on a time work basis". Workers will be entitled to get this guaranteed minimum irrespective of results. The piece rate will supplement this guaranteed minimum to enable the average worker to get a wage equal to the minimum wage plus a premium. The guaranteed time rate shall be as follows :—

Men	..	Annas 14 a day ;
Women	..	Annas 10 Pies 6 a day ;
Children	..	Annas 7 a day.

The above rates will also be subject to the sliding scale applicable to dearness allowance.

73. *Minimum Piece Rates.* The standard plucking and tapping averages will be the basic for fixing the piece rates up to the point where the full minimum wage plus the premium is earned. The rate is calculated on the basis of this standard average after deducting 10 per cent. Thus, when the standard plucking average is 16, a deduction of 10 per cent is made from it and the rate is worked out in such a way that 14'4 lbs. will give the plucker the difference between the minimum wage of a woman worker and the guaranteed time rates, viz., As. 9 Ps. 9 (Rs. 1-4-3 minus As. 10 Ps. 6). It will give a rate of 6 Pies per lb. plucked on a day. The plucker will be paid at this rate up to the standard average for the month so that the total wage will give a premium over the minimum wage. Similarly, in Rubber where the standard average is 10 lbs. (class III) the rate will be calculated on 9 lbs. The piece rate will be such as to give the tapper collecting 9 lbs. the difference between the minimum wage of an adult male worker and the guaranteed time rate, viz., Annas 13 (Rs. 1-11-0 minus Annas 14). The rate in this example will be 1 Anna 5 Pies per lb. and this rate shall be paid up to 10 lbs. of rubber collected by a tapper on a day.

74. The minimum piece rates worked out on this basis will be as follows :—

(a) *Pluckers in Tea Estates.*

8 pies per lb. of leaf for the first 16 lbs. plucked on a day, during the months of January, February and August; and

6 pies per lb. of leaf for the first 21 lbs. plucked on a day, during the other months of the year.

(b) *Tappers in Rubber Estates* shall be paid at the following rates:—

Class I—4 Annas 10 Pies per lb. for the first 3 lbs. of rubber collected on a day ;

Class II—2 Annas 5 Pies per lb. for the first 6 lbs. of rubber collected on a day ;

Class III—1 Anna 5 Pies per lb. for the first 10 lbs. of rubber collected on a day ; and

Class IV—1 Anna per lb. for the first 14 lbs. of rubber collected on a day.

75. *Adjustment of minimum piece rates.* The minimum piece rates have been worked out on the basis of a standard output for an average worker for the particular month in the case of plucking, and for the class of rubber in the case of tapping. The standard adopted for Tea is 16 lbs. of leaf per day for the months of January, February and August and 21 lbs. for other months. In the case of Rubber, it is 3 lbs. per day for a tapper in Class I rubber, 6 lbs. per day in Class II, 10 lbs. a day in Class III and 14 lbs. a day in Class IV. Where the plucking average for an estate over a month is found to be less than the standard output, wages for that month shall be paid at a revised piece rate calculated on the basis of the actual average for the month which should be taken as the standard. The rate should be such that after deducting 10 % from the revised standard output the remaining quantity will give the worker an amount equal to the difference between the minimum wage and the guaranteed time rate of a woman worker. A plucker shall be entitled to receive this rate for leaf plucked on every day of that month up to the revised standard daily output for that month.

76. In the case of Rubber also, when the tapping average in any month falls below the standard output for the particular class of rubber concerned, the actual average should be taken as the standard for that month and tappers should be paid for rubber collected on each day of that month up to the new standard output at a revised piece rate. This rate shall be such that after deducting 10% from the new standard output, the balance of the quantity will give an amount equal to the difference between the minimum wage and the guaranteed time rate of a male worker. The standard minimum piece rates for plucking and tapping as well as the revised piece rates adjusted to a lower average productivity in a month shall apply equally to men and women workers though the guaranteed time rate will be different as recommended above.

Summary of Recommendations and Conclusions.

The following is a summary of our main recommendations and conclusions:—

1. *The Minimum Time Rates* for Plantation workers shall be as follows :—(Para 65).

	Basic wage			Dearness allowance			Total wage		
	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.
(a) Field workers :									
Men	0	15	0	0	12	0	1	11	0
Women	0	11	3	0	9	0	1	4	3
Children	0	7	6	0	6	0	0	13	6

(b) Factory workers:

Men	1	1	0	0	13	6	1	14	6
Women	0	13	0	0	10	3	1	7	3

(c) Adolescents—(Para. 67). So long as the existing Rules under the Minimum Wages Act are in operation, an adolescent shall be given an adult's wage when working the same number of hours as an adult under a certificate from a competent medical practitioner approved by the Government, and shall be given a child's wage when working the number of hours prescribed for children. If and when the Rules are amended in conformity with the provisions of the Plantations Labour Act, 1951, which prescribes 40 hours a week for an adolescent, an adolescent's wage shall be $\frac{5}{8}$ of that of an adult male worker in the field or the factory as the case be.

II. Guaranteed Time Rates—(Para. 72). Workers working on piece rates shall be entitled to receive a guaranteed time rate over and above the piece rates and irrespective of results. The rates shall be :—

- a. Men .. 14 annas per day.
- b. Women .. 10 annas 6 pies a day.
- c. Children .. 7 annas a day.

III. The Minimum Piece Rates shall be as follows :—(Paras 71 and 78).

a. Pluckers in Tea Estates :

8 pies per pound of leaf for the first 16 pounds plucked on a day, during the months of January, February and August ;

6 pies per pound of leaf for the first 21 pounds plucked on a day, during the other months of the year.

b. Tappers in Rubber Estates. shall be paid at the following rates varying with the yield of the estates concerned according to the following classification. In the case of estates where different types of rubber are grown each type may be classified on the basis of the average yield per acre during the previous year :—

Class I—i. e., (yielding below 250 lbs. per acre per annum)
4 annas 10 pies per lb. for the first 3 lbs. of rubber collected on a day ;

Class II—i. e., (yeilding 250 to 400 lbs. per acre per annum 2 annas 5 pies for the first 6 lbs. of rubber collected on a day ;

Class III—i. e., (yielding 401 to 600 lbs. per acre per annum) 1 anna 5 pies per lb. for the first 10 lbs. ; and

Class IV—i. e., (yielding 601 lbs. and above per acre per annum) 1 anna per lb. for the first 14 lbs.

N. B.—The terms plucking and tapping to which these rates apply shall be understood to mean the jobs under these heads that are customarily done in the localities concerned.

IV. *Adjustment of minimum piece rates*—(Paras 75 & 76). The minimum piece rates have been worked out on the basis of a standard output for an average worker for the particular month in the case of plucking and for the class of rubber in the case of tapping. The standard adopted for tea is 16 pounds of leaf per day for the months of January, February and August and 21 pounds for other months. In the case of rubber it is 3 lbs. per day for a tapper in Class I rubber, 6 lbs. per day in Class II, 10 lbs. a day in Class III and 14 lbs. a day in Class IV. Where the plucking average for an estate over a month is found to be less than the standard output wages for that month shall be paid at a revised piece rate calculated on the basis of the actual average for the month which should be taken as the standard. The rate should be such that after deducting 10 per cent from the revised standard output the remaining quantity will give the worker an amount equal to the difference between the minimum wage and the gauranteed time rate of a woman worker. A plucker shall be entitled to receive this rate for leaf plucked on every day of that month up to the revised standard daily output for that month.

In the case of Rubber also, when the tapping average in any month falls below the standard output for the particular class of rubber concerned, the actual average should be taken as the standard for that month and tappers should be paid for rubber collected on each day of that month up to the new standard output at a revised piece rate. This rate shall be such that after deducting 10 per cent from the new standard output, the balance of the quantity will give an amount equal to the difference between the minimum wage and the gauranteed time rate of a male worker. The standard minimum piece rates for plucking and tapping as well as the revised piece rates adjusted to a lower average productivity in a month shall apply equally to men and women workers though the guaranteed time rate will be different as recommended above.

V. *Sliding Scales*—(Para 66). The adjustment to changes in the Cost of Living of dearness allowance for time rate workers and gauranteed time rate for piece rate workers should be effected when the Cost of Living Index number for Ernakulam

changes by 10 points from 389. The rate of adjustment for every unit of 10 points shall be as follows:—

Men	(Field and Factory)	..	8 Pies
Women	(do.)	..	6 Pies
Children	(Field)	...	4 Pies

VI. *Full Employment*—(Para 68). The Minimum Wage we have recommended is based on the assumption that employers will provide work for their labour force throughout the year, failing which the labourers will be given their Minimum Wage for the days on which they are involuntarily unemployed. But the obligation of employers is only to offer some kind of work connected with the estate and a worker who refuses to accept that work will automatically forfeit his claim to the wage also.

VII. *Factory Workers*—(Para 64). The wages of factory workers have been fixed on a level 14 per cent higher than that of field workers. This rate shall apply to women workers also who are employed in the factory except those solely employed in picking, and washing pans. The term 'Factory' for this purpose, may be defined as 'any place where a manufacturing process is carried on irrespective of the number of workers employed'. We wish to emphasise however that this higher wage rate is for the job and not for the individual.

VIII. *The Basic Wage*.—The basic wage has been fixed at 200 points in the 'Cost of Living Index for Ernakulam (1939 Base Year)'.
 •

IX. *Dearness allowance*.—Dearness allowance has been given to compensate the worker for the increase in the cost of living over 200 points to the extent of 85 per cent. Present rates of dearness allowance have been calculated on the basis of the index number for October 1951 which stood at 389.

X. *Wage Differentials*.—We have concluded that (a) there is no case for differentiation in Minimum Wages between the different plantation districts in this State, and (b) that differentiation in wages between workers in rubber, tea and coffee estates is not feasible.

V. R. PILLAI	(Chairman)	(Sd.)
J. B. SOUTAR		(Sd.)
F. HAWKINGS		(Sd.)
M. M. VARGHESE		(Sd.)
B. K. NAIR		(Sd.)
K. KARUNAKARAN		(Sd.)
P. P. WILSON		(Sd.)

Guest House,
Ernakulam,
6th March 1952. }

APPENDIX A

Statements of prevailing wage rates in the Plantations of
Travancore-Cochin

I. South Travancore.

1. The Poonmudi Tea and Rubber Company, Limited.
(Poonmudi, Bonaccord and Braemore Estate):

Rates of Wages.

	Basic	D. A.	T. D. A.	F. A.	Total.	
	As.	As.	As.	As.	Rs.	A. P.
<i>Man-Adult.</i>						
Unskilled—1st year of service	7	4	3½	5	1	3 6
Unskilled—thereafter	7½	4	3½	5	1	4 0
Semi-skilled—1st year of service	7½	4	3½	5	1	4 0
Semi-skilled—thereafter	8	4	3½	5	1	4 6
<i>Women-Adults</i>	6	3	3½	4	1	0 6
<i>Adolescents</i>						
Over 12 under 14	5½	2½	2	3½	0	13 6
Over 14 under 16	6	2½	2	3½	0	14 0
Over 16 under 18	6½	2½	2	3½	0	14 6

Under Amenities :

Maternity allowance Rs. 5—4—0 per week for 8 weeks.

Sick allowance 2/3 total pay for 14 days per annum.

Hospital with qualified Staff—free medical treatment therein including free feeding—free out-patient attention.

School—Qualified teacher and free mid-day meal to school children.

Free housing, firewood, water, sweepers, cattle-keepers.

Bonus as declared (8 1/3 per cent).

Shop—articles at controlled price—free lorry transport from Trivandrum.

Canteen—run by contractor—free meal for late shift workers.

Reading room provided with amenities.

Creche and attendants for children—free milk provided.

Cumblies provided at 50 per cent rebate.

2 Holidays with pay per annum.

Way expenses paid annually.

Weekly cash allowance 5 annas to children between 2 and 12.

2. The Midland Rubber and Produce Company Limited.
(Perinad Estate):

Workers.	Basic wage.	Dearness allowance and Tripartite D.A.	G. C. A.
	As.	As.	As.
Tappers:			
Men ..	8	7½	5
Women ..	8	6½	4
Factory Labour:			
Men ..	8 to 10	7½	5
Women ..	7	6½	4
Field workers:			
Skilled—Men ..	8	7½	5
Unskilled—Men ..	7	7½	5
Women ..	6	6½	4
Adolescents ..	5½	4½	3½

Note: Tappers' wages have been fixed at 6½ cents per pound of rubber harvested in the Old rubber, and 5 cents per pound of rubber harvested in the Clearings.

Amenities:

5 Annas per child per week is given free to the non-working children, between 2 to 12 years' age, of Labourers resident on the estate.

Medical aid accorded free.

Rent-free quarters are provided for the resident workers.

Primary education up to Classes two is given free to the children of the workers.

3. Malayalam Plantations, Limited.
(Koney Estate):

	Basic rate.	Food allowance.	D. A.	T. D. A.	Total		
	As.	As.	As.	As.	Rs.	As.	P.
<i>Tea Factory:</i>							
Rolling Coolies	9	5	4	3½	1	5	6
Pickers	6	4	3	3½	1	0	6Women
Leaf Spreading Coolies	8 to 9	5	4	3½	1	4	6 to
Firing Coolies	9	5	4	3½	1	5	6
Engine do.	9	5	4	3½	1	5	6
Leaf Transport do.	8 to 9	5	4	3½	1	4	6/
Watchmen	10	5	4	3½	1	6	6
Sorting Coolies	8 to 9	5	4	3½	1	4	6/
					1	5	6
<i>Rubber Factory:</i>							
Rolling Coolies	8 to 9½	5	4	3½	1	4	6/
Trimming do.	8½	5	4	3½	1	5	0
Watchers	8½	5	4	3½	1	5	0
Engine do.	9	5	4	3½	1	5	6
Sole Crepe Builders	6	4	3	3½	1	0	6Women
Packing Coolies	9/10	5	4	3½	1	5	6/
					1	6	6
<i>Field Coolies:</i>							
Purners	8	5	4	3½	1	4	6
Weeders	6	4	3	3½	1	0	6
Tappers	8	5	4	3½	1	4	6
Cattle keepers	7	5	4	3½	1	3	6
Watchers	8	5	4	3½	1	4	6
Sweepers	8	5	4	3½	1	4	6
Creche Attendants	6	4	3	3½	1	0	6Women

Amenities:

Maternity 42 for 150 days work in 12 months.
Sickness Allowance at 2/3 of 14 days' pay in an year.
Free medical aid qualified apothecary and nurse.
Free primary education in Tamil and Malayalam.
Creche attendants provided.
Way expenses paid on arrival on Estate.

- Free mid-day meal to all children below 12 years.
 8 1/3 per cent bonus in an year on earnings.
 Cumbly enam to all who do 200 days work in an year.
 2 Holidays with full pay.
 A Food allowance of 5 annas per child per week to all parents.

II. Central Travancore Planters' Association Peermade and Vandiperiar

	Basic pay	District allowance	T. D. A.	G. C. A.	Total		
	As.	As.	As.	As.	Rs.	A.	P.
Men ..	8	4	3½	5	1	4	6
Women ..	6	3	3½	4	1	0	6
Children ..	4/6	2/3	2	3/4			..

Plucking rates :

- (a) For 6 flushing months 3 Pies per lb. For other months 4 Pies per lb.
 (b) Estates with large hybrid tea area are paying up to 4 Pies per lb. throughout the year.
 (c) Maimalli Estate is paying 5 Pies per lb. for 6 months and 4 Pies per lb. for the rest of the year.
 (d) No deduction when weighing green leaf.

Bonus :

8 1/3 per cent of total earnings.

Amenities:

1. Cumbly allowance of Rs. 7 per adult and a proportionate rate for children. Qualifying period 200 days.
2. Travelling allowance Rs. 7 per head for Tamils and Rs. 3—8—0 for Malayalees—qualifying period 200 days.
3. Maternity benefits—56 days' name at 12 Annas per day. Foodgrains also issued during this period at cost price. Qualifying period 150 days.
4. Sickness benefit. 2/3 of the check roll rate and 2/3 of the District allowance up to 14 days in an year for permanent labourers.
5. Paid holidays—Republic day and Independence day.
6. Medical attendance—free on lines based on Dr. Lloyed Jones' recommendations.
7. Free noon-day meal for all non-working children.
8. Firewood free for collection.
9. Housing—free.
10. Creches—provided with attendants.
11. Vegetable garden and paddy land sites provided free wherever possible.

12. Cattle keepers provided free.
 13. Elementary Education—free for non-working children.
 14. Christmas Presents—1 Anna and 1 Edangaly of grains
 Check Roll Workers.

III. Mundakayam

Mundakayam Planters' Association, Mundakayam

	Basic wage	District allowance	T. D. A.	Other allowance	Total		
	As.	As.	As.	As.	Rs.	As.	P.
Men ..	8	3½	3½	..	0	15	0
Women ..	6	3	3½	..	0	12	6
Children ..	4	1½	2	..	0	7	6

Tapping rates.—Bulk of tappers on contract rates earn above 15 annas a day.

Plucking rates.—5 Pies per lb. of green leaf with deduction for moisture during the rainy season. T. D. Allowance also paid.

Factory workers.—For tea and rubber are given 1 anna extra per day. Women tappers if paid by name receive the same basic pay as men but the District Allowance is only 6½ annas.

Food concessions.—Rice, wheat and other grains issued weekly at 3 Annas per Padi (68 Padis = 1 bag of 160 lbs.) in the following scale :

Men—5 Padis per week; women 4; working children 3 to 4. Additional foodgrains issued to every non-working child at one unit per child up to 3 children at concession rates. Where free mid-day meal is given, it is reduced to half a unit per child.

Way expenses.—Locals Rs. 3; Palaghats Rs. 6; Malapuram Rs. 6 and Canarese Rs. 9 per head.

Other amenities.—(As in Central Travancore).

IV. High Ranges

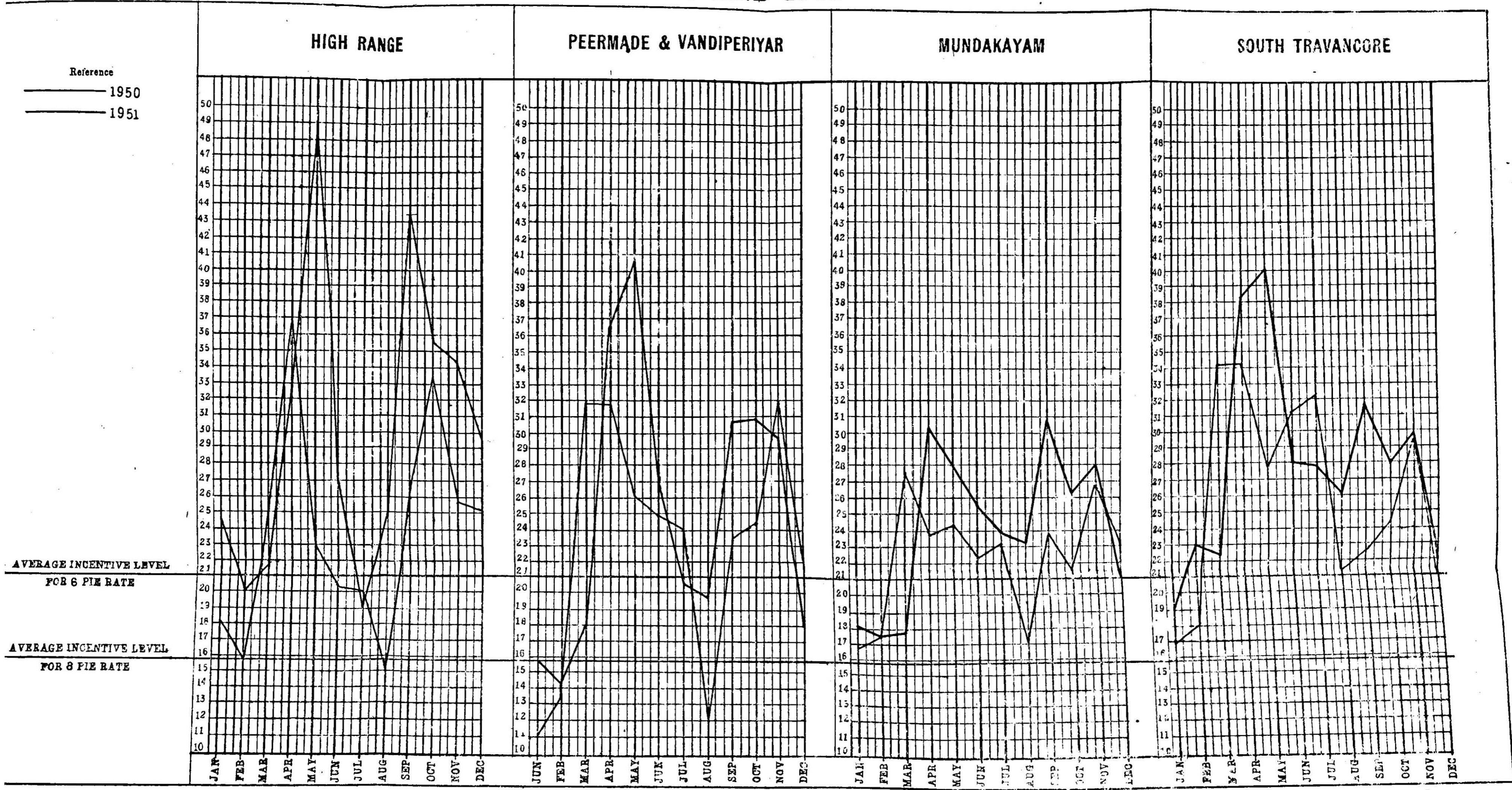
Kanan Devan Hills Produce Company, Munnar

Schedule of Men's Wages from 1939 to 5—10 - 1951

Pre-war Daily Rate	7 Annas (Estate Labour)
	7 to 9 Annas (Factory Labour)
1943 (December)	7 to 8 Annas (Estate Labour)
	8 to 10 Annas (Factory Labour)
	2 Annas extra per pruner per day (for the actual day pruned only).
	Out-turn Bonus of 8 Annas a week for 6 days' work and 4 Annas for 5 days' work.
	Dear Provision Allowance 1 Anna per day.

PLUCKING AVERAGE PER DAY

1950 AND 1951



- 1946 (October) 1 Anna increase in basic pay, thus making :—
 8 to 9 Annas (Estate Labour) .
 9 to 11 Annas (Factory Labour) .
 D. A. increased to 3 1/2 Annas per day.
 4 per cent Bonus.
- 1947 (June) D. A. increased by 1 Anna per day, thus making 4 1/2 Annas per day.
- 1948 (May) Delhi Tripartite Allowance.
 Addition of 3 1/2 Annas per day.
- 1951 (June) Bonus increased to 8 1/3 per cent.

Men's rates as on 5—10—1951.

	As.	P.	
Basic Pay	8	0	per day.
D. A.	8	0	"
Food Concession	6	10	"
8 1/3 per cent Bonus.			

Schedule of Women's Wages from 1939 to 5—10—1951.

- Pre-war Daily Rate 4 Annas.
- 1943 Out-turn Bonus of 8 annas a week for 6 days' work and 4 annas for 5 days' work.
- 1946 One anna increase in basic pay, Dear Provision allowance at the rate of 1 anna 6 pies a day. A woman who worked regularly earned 7 annas 10 pies a day.
- September 1946 Meppadi Formula introduced giving 100 per cent compensation for increase in cost of living.
- October 1946 4 per cent Bonus.
 Result of these last two for a woman plus withdrawal of out-turn Bonus :—
- | | | |
|------------------|----|--------------|
| Daily Rate | .. | 5 1/2 Annas. |
| D. A. | .. | 2 1/2 |
| 4 per cent Bonus | | 5 Pies. |

As. 8 Pies 5.

- 1948 Delhi Tripartite Allowance.
 Addition of 3 1/2 annas per day.

Women's rates as on 5—10—1951.

Basic Pay	..	5 1/2 annas.
D. A.	..	6 1/2 annas.
Plus Food Concession.		

V. Cochin.

Mooply Estate.

	Basic pay.	G. C. A.	Dear Provision allowance.	T. D. A.	Total.		
	As.	As.	As.	As.	Rs.	A.	P.
Tappers ...	8	5	3 1/2	3 1/2	1	4	0
Factory workers ...	9	5	3 1/2	3 1/2	1	5	0
Field Workers							
Men ..	8	5	2 1/2	3 1/2	1	8	0
Women ...	6	4	2	3 1/2	0	15	6

Tappers are paid a Check Roll name of Rs. 1—4—0 a day during March, June and July. The balance of the year they are on contract rate of Re. 0—1—3 per lb. This enables them to make a considerably higher basic wage than 8 annas. Last season the average over the whole year was Re. 0—10—6.

When it is not possible to tap owing to inclement weather, the tappers and factory workers are given a Grain Concession Allowance of 5 annas, a day.

In addition, a 6 1/4 per cent bonus on total earnings over the whole year is paid.

There is a hospital on the estate and free medical treatment is given to all workers. A Maternity Benefit amounting in all to Rs. 42 is paid to women workers who have worked for a minimum period of 6 months in the 12 months immediately preceding the date of claiming the benefit.

A Sickness allowance of 12 annas a day is also given for each day of certified sickness up to 14 days in any one year.

Facilities for recreation such as, Football, Volley-ball etc., are also provided free.

Line accommodation is provided free for all permanent workers and firewood is also given free.

APPENDIX B

Plucking and tapping averages for season 1950 & 1951

I. PLUCKING AVERAGES

i. *High Range (K. D. H. P.)*

Months.	Season 1950.	Season 1951.
	lbs.	lbs.
January	18.32	24.75
February	15.96	20.00
March	24.87	21.88
April	36.78	32.49
May	22.98	48.40
June	20.80	26.49
July	19.88	18.79
August	14.97	24.73
September	25.87	43.15
October	23.44	35.58
November	25.64	34.47
December	25.25	29.64

ii. *Peermade and Vandiperiyar.*

Months.	Season 1950.	Season 1951.
	lbs.	lbs.
January	10.83	15.88
February	13.58	14.17
March	31.92	17.29
April	31.82	36.27
May	26.19	40.51
June	24.79	26.64
July	24.01	20.63
August	11.65	19.95
September	23.57	30.84
October	24.38	31.88
November	32.12	29.85
December	22.12	18.58

iii. *Mundakayam.*

Months.	Season 1950.	Season 1951.
	lbs.	lbs.
January	16·93	18·23
February	17·39	17·56
March	27·64	17·71
April	23·50	30·36
May	24·46	27·92
June	22·14	22·52
July	23·24	23·87
August	17·13	23·11
September	23·93	30·90
October	21·55	26·20
November	26·65	28·04
December	23·07	21·10

iv. *South Travancore.*

Months.	Season 1950.	Season 1951.
	lbs.	lbs.
January	16·80	19·11
February	18·20	23·10
March	34·14	22·47
April	34·21	38·34
May	27·48	40·18
June	31·83	28·82
July	32·33	27·95
August	21·52	25·98
September	22·85	31·70
October	24·44	27·88
November	29·52	29·58
December	21·18	21·48

II. Statement showing Tapping Averages.
 (Intake per Tapper per day) for Estates in Travancore-Cochin
 for 1950-51
 i. Old Rubber

Name of Estate.	Acreage under tapping.	Tapping average.	
		1950	1951
	Acres.	lb.	lb.
1. Mundakayam	2408	8	7.5
2. Kadamankulam	1194	7	8
3. Malankara	852	6	6
4. Cheruvally	1403	10.5	9.5
5. Valleyenad	1818	6.5	6
6. Kumbazha	582	9	8
7. Kaliyar	1081	8	7.5
8. Nōgamallay	1103	8.5	8
9. Perinad	722	11.5	12
10. Rājagiri	120	9	9
11. Erumely	1046	8	11
12. Venture	786	11	10
13. Sittar	891	10	10
14. Vengathanam	653	10.5	10.5
15. Koney	680	9	8
16. Vellanadi	634	9.5	10.5
17. Nunmery	502	11.5	11.5
18. Pazhoothadan	600	5.5	5.5
19. Eldorado	420	7	5.5
20. Velliamattam	394	6	6
21. Yendayar	486	11.5	14.5
22. Mar Thoma	428	4	4.5
23. Chittadi	387	9.5	7.5
24. Paalafi	366	12	11.5
25. Ambamaad	317	9	9.5
26. Chimpikade	100	4	4
27. Parappenchira	329	4	4
28. Luiz Opra	287	3.5	3.5
29. Choati	157	8	10
30. Vellappara	125	11	11.5
31. Pallur Valley	108	4.5	5
32. Maloram	88	2	2
33. Mary Villa	75	3	3
34. Murinjakal	45	3	3
35. Vidhiagiri	65	3	3.5
36. Arayanpara	...	7	5
37. Achenkoil	...	6	5.5
38. Thamarapally	...	8	10
39. Devaroli	...	10	9
40. Sramby	...	15.5	16.5
41. Teekoy	...	10	2
42. Karumbanad	...	6	7
43. Pudukad	...	7.5	9
44. Kandankulam	...	7.5	8
45. Rajaratnam	...	6.5	6

ii. Budded Rubber.

Name of Estate.	Acreage under tapping.	Tapping Average.	
		1950	1951
	Acres.	lbs.	lbs.
1. Mundakkayam ...	74	14	13.5
2. Kadamankulam ...	534	9.5	11
3. Malankara ...	762	10	9.5
4. Valleyenad ...	45	6.5	7
5. Kumbazha ...	366	9	9
6. Kaliar ...	173	10.5	11.5
7. Nagamollay ...	105	14	16
8. Perianad ...	366	13	14
9. Rajagiri ...	929	10.5	12
10. Venture ...	125	12	11.5
11. Vengathanam ...	109	10	13.5
12. Koney ...	37	12	14
13. Nunmery ...	36	8.5	12.5
14. Eldorado ...	95	11.5	9
15. Velliamattam ...	120	8.5	7.5
16. Vellappara ...	18	...	10
17. Thamarapally ...	...	7	15
18. Pudukad ...	...	8.5	11
19. Kandankulam ...	...	8.5	9

iii. Clonal Rubber.

Name of Estate.	Acreage under tapping.	Tapping Average.	
		1950	1951
	Acres.	lbs.	lbs.
1. Mundakkayam ...	54	9	9
2. Kumbazha ...	582	15	14
8. Nunmery ...	70	12.5	11.5
4. Ambamaad ...	48	13	14.5

APPENDIX C.

Form for an enquiry into Family Budgets of workers in Tea and Rubber Plantations in United State of Travancore-Cochin.

25-1002 B.

Date.....
 Garden.....
 Crop : Tea
 Rubber

Circle.....
 Post Office.....
 District.....
 Area under cultivation.....
 Area under lease.....

Name of the worker.....
 Native Province.....
 Religion and Caste.....

SIZE AND COMPOSITION OF FAMILY.

	Working men.	Working women.	Working Children.				Non-working men.	Non-working women.	Non-working Children.		Total.	Dependants living away from the family.						
			Below 12		Above 12				Male	Female		Male	Female	Children	Total			
			M.	F.	M.	F.												
			M.	F.	M.	F.												
No. of persons ...																		
Age ...																		
Relationship to the head of the Family.																		

Note. 'Child' means a person below 16 years of age.
 M. = Male. F. = Female.

SUMMARY

Total Weekly family income Rs.....

Expenditure.—		
Food	...	
Clothing, bedding, etc.	...	
Fuel and Lighting	...	
Household Requisites	...	
House Rent	...	
Miscellaneous	...	
Total expenditure		...

Surplus	...	...	How deficit is met	...	...
Deficit	...	...	Savings	...	...

INCOME OF THE FAMILY

Income of the family for the week ending

WAGE EARNERS

		Relationship with the head of the family	Occupation on the garden	No. of days worked during the wage period	Wages	Overtime	Dearness allowance and bonuses	Additional income	Source of additional income	Total income
Men	1									
	2									
Women	1									
	2									
Children	1									
	2									
	3									
Total										

Details of concessions given by the employers e. g., food concession, etc.

WEEKLY REQUIREMENTS OF THE FAMILY

A. Food

Commodity.	Unit.	Rate.	Actual Consumption.	
			Quantity.	Cost.
Rice	..			
Paddy	..			
Wheat	..			
Ragi	..			
Cholam	..			
Bajra	..			
Cumbu	..			
Pulses:—				
Arhar (Dhall)	..			
Moong	..			
Other pulses*	..			
<i>Vegetables—</i>				
Tapioca	..			
Potato	..			
Sweet Potato	..			
Plantains	..			
Cocoanut	..			
Brinjal	..			
Drumstick	..			
Ladysfinger	..			
Tomato	..			
Leafy vegetable	..			
Onion	..			
Others	..			
<i>Fruits—</i>				
Plantains	..			
Mango	..			
Jack	..			
Papaya	..			
Others	..			

*Specify.

A. Food—(contd.)

Commodity.	Unit.	Rate.	Actual Consumption.	
			Quantity.	Cost.
<i>Salt and Spices—</i>				
Salt ..				
Coriander ..				
Tamarind ..				
Turmeric ..				
Chillies ..				
Others ..				
<i>Meat, Fish and Eggs—</i>				
Mutton ..				
Beef ..				
Fish ..				
Eggs ..				
<i>Milk and Milk Products—</i>				
Milk ..				
Curd ..				
Ghee-Pure ..				
Ghee-Vegetable ..				
<i>Oils—</i>				
Gingely oil ..				
Cocoanut oil ..				
Groundnut oil ..				
<i>Miscellaneous—</i>				
Tea ..				
Coffee ..				
Sugar ..				
Jaggery ..				
Gur ..				
Papad ..				
Sweets and other food-stuffs not prepared at home ..				
Total ..				

Note.—Cost to be recorded at market price

B. Clothing, Bedding, Etc.

Commodity.	No.	Estimated average cost.	Estimated life.	Estimated average cost per week.
Dhoties ..				
Saries ..				
Shirts ..				
Vests ..				
Shorts ..				
Coats ..				
Blouses ..				
Towels ..				
Upper Cloth ..				
Other cloth (cotton) ..				
Pull-overs ..				
Blankets ..				
Other Wollen Stuff ..				
Shoes and Chappals ..				
Others ..				
Total ..				

Note—No deduction should be made on account of supplies given at concession rates. Cost should be estimated at market rates.

C. Fuel and Lighting.

Commodity.	Unit.	Rate.	Actual Consumption.	
			Quantity.	Cost.
Firewood ..				
Kerosene Oil ..				
Matches ..				
Others ..				
Total ..				

B. Clothing, Bedding, Etc.

Commodity.	No.	Estimated average cost.	Estimated life.	Estimated average cost per week.
Dhoties ..				
Saries ..				
Shirts ..				
Vests ..				
Shorts ..				
Coats ..				
Blouses ..				
Towels ..				
Upper Cloth ..				
Other cloth (cotton) ..				
Pull-overs ..				
Blankets ..				
Other Wollen Stuff ..				
Shoes and Chappals ..				
Others ..				
Total ..				

Note—No deduction should be made on account of supplies given at concession rates. Cost should be estimated at market rates.

C. Fuel and Lighting.

Commodity.	Unit.	Rate.	Actual Consumption.	
			Quantity.	Cost.
Firewood ..				
Kerosene Oil ..				
Matches ..				
Others ..				
Total ..				

D. Household Requisites

Commodity.	No.	Estimated average cost.	Estimated life.	Estimated average cost per week.
Utensils—				
Earthen ..				
Metal ..				
Cots ..				
Mats ..				
Other furniture ..				
Total ..				

E. Miscellaneous.

Items.	Cost.
Medical attendance and medicine ..	
Barber ..	
Dhoby ..	
Washing Soap ..	
Toilet Soap ..	
Hair oil ..	
Betel leaves ..	
Betel nuts ..	
Tobacco (Chewing) ..	
Snuff ..	
Bidis ..	
Cheroot ..	
Cigarette ..	
Tailor ..	
Amusements ..	
Postage ..	
Education of children ..	
Travelling expenses ..	
Umbrella ..	
Arak ..	
Toddy ..	
Ganja ..	
Opium ..	
Interest on loans ..	
Remittances to dependants ..	
Any other expenditure ..	
Total ..	

Scrutiny Notes

General Remarks

***Signature of Employers' Representative
in charge of the enquiry.***

Signature of Labour Representative.

APPENDIX D.

List of persons who gave evidence before the Committee.

- I. Munnar—24th and 25th September 1951.
- A. Employers :
1. Kannan Devan Planters' Association represented by :—
 - i. Mr. D. H. Mc' Intyre, (K. D. H. P. Co., Ltd., Munnar);
 - ii. Mr. J. S. Seabrooke, (The Malayalam Plantations Ltd.);
 - iii. Sri K. M. Narayana Ayyar, (The Talayar Tea Co. Ltd.);
- B. Employees' representatives :
1. The High Range Workers' Union, Munnar, represented by :—
 - i. Sri N. Ganapathy, President,
 - ii. Sri K. M. Kumar, Vice-President;
 - iii. Sri M. P. Rajan, Group Secretary.
- II. Nedumangad—9th October 1951.
- A. Employers :
1. The South Travancore Planters' Association represented by :—
 - i. Mr. R. A. McKay, President;
 - ii. Mr. R. S. A. Pryde, Manager Ponmudi Estate.
 2. Marigold Estate, represented by :—
 - i. Mr. Mathew I. Thomas, Manager.
- B. Employees' representatives :
1. The Nedumangad Taluk Estate Workers' Union, Vithurai, represented by :—
 - i. Sri K. P. Nilakanta Pillai, President;
 - ii. Sri A. Subbiah, Secretary;
 - iii. Sri K. A. Nainar, Bonoccord Estate.
 2. The Nedumangad Taluk Thottam Thozhilali Union, Vithurai represented by :—
 - i. Sri P. C. John, President;
 - ii. Sri T. G. Verghese, Treasurer;
 - iii. Sri M. Abubaker, Secretary.
- III. Peermade—21st October 1951.
- A. Employers :
1. Mundakayam Planters' Association, represented by :—
 - i. Mr. E. P. Tatlock, Superintendent, Mundakayam Estate.
 - ii. Mr. K. L. Kershaw, Chairman, and Hon. Secretary;
 - iii. Mr. A. V. John, Superintendent, Elderado Estate.

2. The Central Travancore Planters' Association represented by :—
 - i. Mr. J. F. Caldwell, Thangamalai Estate, Vandiperiyar ;
 - ii. Mr. J. Stephenson, Wallardi Estate ;
 - iii. Sri A. V. Narayanaswamy, Manager, Twyford Estate, Peermade.

B. Employees' representatives ;

1. Peermade Taluk Estate Labour Union, Vandiperiyar, represented by :—
 - i. Sri B. P. Dorapandian Nadar, President ;
 - ii. Sri C. M. Narayana Pillai, Vice-President ;
 - iii. Sri Devapitchai, General Secretary.
2. Travancore High Range Estate Labourers' Union Mundakayam, represented by :—
 - i. Sri K. V. Mathew, President ;
 - ii. Sri P. R. Atchuthan, Secretary.

IV. Trichur—5th January 1952.

A. Employers :

1. Mr. J. T. Murray, Superintendent, Mooply Estate.
2. Sri A. K. Rajapadmanabhan, Superintendent, Puducaud Estate.

B. Employees' representatives :

1. The Rubber Estate Workers' Congress, Palapilly, represented by :—
 - i. Sri T. P. Sitharam, President ;
 - ii. Sri K. K. Raman, Secretary.
2. The Vellanikkara & Thattil Rubber Estate Thozhilali Union, Vellanikkara, Trichur, represented by :—
 - i. Sri M. K. Kunjan, Member, Executive Committee.
3. Trichur Rubber Workers' Union, Mepadam, Ramavarnapuram, represented by :—
 - i. Sri C. V. Narayanan.

V. Ernakulam—6th January 1952.

1. The Association of Planters of Travancore represented by :—
 - i. Mr. H. C. Swayne, Chairman, A. P. T ; and
 - ii. Mr. H. C. Calderwood.