

MEMO FOR CABINETMINIMUM WAGE AND CONDITIONS OF EMPLOYMENT

At its sitting of the 30th October, 1964, the House of Representatives appointed a Select Committee to make representations regarding the minimum wage and other conditions of work of employees in private industry who are not yet covered by Wage Regulation Orders. The report of the Select Committee was laid on the table of the House on the 1st February, 1965, and on the 31st May, 1965, the Hon. Prime Minister made a formal motion that the recommendations made therein be approved. The Debate that ensued was adjourned and was not resumed by the time Parliament was dissolved in 1966.

Careful study has been made of the repercussions which the recommendations would have on existing Wages Councils Wage Regulation Orders. A comparative statement (copy attached) has been drawn up showing to what extent wages, paid holidays, sick leave and bereavement leave proposed by the Committee vary from those fixed by Wage Regulation Orders. Insofar as wages are concerned, only wages which fall short of those proposed by the Committee have been shown. Wages fixed by Wage Regulation Orders which are higher than those proposed by the Committee have not been included.

As may be seen from the statement, the range of discrepancies between wages fixed by Wage Regulation Orders and wages proposed by the Select Committee is very wide and to eliminate or narrow that gap it would be necessary either to revise all Wage Regulation Orders or else to reduce the rates proposed by the Committee. If the proposals of the Committee come into effect it would mean that workers not coming within the fields of operation of Wages Councils would be better off than those whose conditions of work are established by Wage Regulation Orders after careful study by interested parties of the economic possibilities of the particular industry. The natural consequence would be a gradual betterment of conditions established by Wage Regulation Orders at least to the level of the proposals of the Select Committee where the former are less favourable.

Honourable Ministers are requested to decide to what extent recommendations made by the Select Committee are to be met.
21st July, 1966.

21 JUL 1966

Conditions of employment proposed by Select Committee compared with those fixed by Wage Reg. Orders

W A G E S

Wages fixed by Wage Reg. Orders which are lower than those proposed by Select Committee

Class of Employers	M A L E S		F E M A L E S				
	Over 19 yrs	Under 19 yrs	Over 19 yrs	Under 19 yrs			
	W.R.O. Committee	W.R.O. Committee	W.R.O. Committee	W.R.O. Committee			
	Beverage Industries		Over 19 yrs under 21 yrs & over				
Over 19 yrs	Under 21 yrs	104/-	120/-	67/-	80/-	78/-	80/-
16	16½	52/-	60/-	Over 16 under 16½	33/-	40/-	40/-
16½	17	52/-	70/-	16½	33/-	46/8	46/8
17	17½	73/-	80/-	17	46/-	53/4	53/4
17½	18	73/-	90/-	17½	46/-	60/-	60/-
18	18½	73/-	100/-	18	46/-	66/8	66/8
18½	19	73/-	110/-	18½	46/-	73/4	73/4
		Canning Industry					
Over 16½	Under 17	60/-	70/-	Over 16½ under 17	40/-	46/8	46/8
17	17½	70/-	80/-	17	50/-	53/4	53/4
17½	18	70/-	90/-	17½	50/-	60/-	60/-
18	18½	90/-	100/-	18	60/-	66/8	66/8
18½	19	90/-	110/-	18½	60/-	73/4	73/4

Wages fixed by Wage Regulation Orders which are lower than those proposed by Select Committee

Class of Employees	M A L T A				F E M A L E S			
	Over 19 years		Under 19 years		Over 19 years		Under 19 years	
	W.R.O. Committee	Sel. Committee	W.R.O. Committee	Sel. Committee	W.R.O. Committee	Sel. Committee	W.R.O. Committee	Sel. Committee
Asst. Projectionist	110/9	120/-	104/11	110/-				
Staff Manager	116/7	120/-	104/11	110/-				
Barman	116/7	120/-	104/11	110/-				
Cashier	110/9	120/-	104/11	110/-				
Usher	104/11	120/-	104/11	110/-				
Controller	104/11	120/-	104/11	110/-				
Improver 1st. year	70/-	120/-	104/11	110/-				
Improver 2nd. year	85/-	120/-	104/11	110/-				
after 2nd. year	110/9	120/-	104/11	110/-				
Other Employees	104/11	120/-	104/11	110/-	Other Employees	78/8	80/-	
Usher (over 18½ under 19)			104/11	110/-				
Controller (over 18½ under 19)			104/11	110/-				
Learner Projectionist								
1st. year								
Over 16 under 19 yrs								

Rates fixed by W.R.O. vary according to experience as follows:-
 1st 6 months 17/6
 2nd " " 23/4
 3rd " " 29/2
 4th " " 35/-
 5th " " 40/10
 6th " " 46/8
 For difference between W.R.O. rates and rates proposed by Committee. See Appendix A.

Wages fixed by Wage Regulation Orders which are lower than those proposed by Select Committee

Class of Employees	M A L E S				F E M A L E S			
	Over 19 years		Under 19 years		Over 19 years		Under 19 years	
	W. R. O. Committee	Sel. Committee	W. R. O. Committee	Sel. Committee	W. R. O. Committee	Sel. Committee	W. R. O. Committee	Sel. Committee
Over 16½ Under 17	17	17½	60/-	70/-	Over 18½ Under 19 yrs.	73/-	73¼	
	17	18	78/-	80/-				
	17½	18	78/-	90/-				
	18	18½	97/-	100/-				
	18½	19	97/-	110/-				
			<u>Construction</u>					
			<u>Hotels and Clubs</u>					
Over 16½ Under 17	17	17½	60/7	70/-	Over 16½ Under 17 yrs.	45/5	46/8	
	17	18	78/9	80/-				
	17½	18	78/9	90/-		59/1	60/-	
	18	18½	97/-	100/-				
	18½	19	97/-	110/-		72/9	73¼	

M A L E S

F E M A L E S

Class of Employees	Over 19 years		Under 19 years		Class of Employees	Over 19 years		Under 19 years	
	W.R.O. Comtee	Sel. Comtee	W.R.O. Comtee	Sel. Comtee		W.R.O. Comtee	Sel. Comtee	W.R.O. Comtee	Sel. Comtee
Teachers	18 $\frac{1}{2}$ - 19	P. Month £22	19	P. Month £26	19 years & Over	70/-	80/-	1st. year of work 40/- 2nd. " " " 50/- 3rd. " " " 60/- and after	For difference between above rates and rates proposed by Comtee., See Appendix C
	21 & Over	£24	21	£26		74/3	80/-		
Other Employees	18 $\frac{1}{2}$ - 19	P. Month £22	19 years & Over	P. Month £23.16.9d	19 years & Over	70/-	80/-	1st. year of work 40/- 2nd. " " " 50/- 3rd. " " " 60/- and after	For difference between above rates and rates proposed by Comtee., See Appendix C
	19 & Over	£24	21	£26		74/3	80/-		
Other Employees	18 $\frac{1}{2}$ - 19	P. Month £22	19 years & Over	P. Month £23.16.9d	19 years & Over	70/-	80/-	1st. year of work 40/- 2nd. " " " 50/- 3rd. " " " 60/- and after	For difference between above rates and rates proposed by Comtee., See Appendix C
	19 & Over	£24	21	£26		74/3	80/-		
Other Employees	18 $\frac{1}{2}$ - 19	P. Month £22	19 years & Over	P. Month £23.16.9d	19 years & Over	70/-	80/-	1st. year of work 40/- 2nd. " " " 50/- 3rd. " " " 60/- and after	For difference between above rates and rates proposed by Comtee., See Appendix C
	19 & Over	£24	21	£26		74/3	80/-		

Laundries
Wages fixed by W.R.O. to Employees under 19 yrs vary according to experience, as follows:-
1st. year of work 60/-
2nd. " " " 80/-
3rd. " " " 100/-
and after

For difference between above rates and rates proposed by Comtee., See Appendix B

Private Schools

Wages fixed by Wage Regulation Orders which are lower than those proposed by Select Committee

Class of Employees	M A L E S				Class of Employees	F E M A L E S			
	Over 19 years		Under 19 years			Over 19 years		Under 19 years	
	W.R.O.	Sel. Comtee.	W.R.O.	Sel. Comtee.		W.R.O.	Sel. Comtee.	W.R.O.	Sel. Comtee.
Administrative and Clerical. Other Employees	118/-	120/-			70/10	80/-			
	112/-	120/-			73/1	80/-			
					74/5	80/-			
					74/5	80/-			
					74/5	80/-			
					74/5	80/-			
					74/5	80/-			
					74/5	80/-			
					74/5	80/-			
					74/5	80/-			
Employees doing clerical work or any other trade process.	44/-	63/-			26/5	40/-			
	44/-	70/-			26/5	46/8			
	66/-	80/-			39/7	53/4			
	66/-	90/-			39/7	60/-			
	73/2	100/-			43/11	66/8			
	73/2	110/-			43/11	73/4			

Continued.....

Wages fixed by Trade Regulation Orders which are lower than those proposed by Select Committee

Class of Employees	M A L E S				F E M A L E S			
	Over 19 years		Under 19 years		Over 19 years		Under 19 years	
	W.R.O. Sel. Comtee	W.R.O. Comtee	W.R.O. Sel. Comtee	W.R.O. Comtee	W.R.O. Sel. Comtee	W.R.O. Comtee	W.R.O. Sel. Comtee	
Other Employees	16	16†	44/-	60/-	16	16†	26/5	40/-
	16†	17	44/-	70/-	16†	17	26/5	46/8
	17	17†	55/-	80/-	17	17†	33/-	53/4
	17†	18	55/-	90/-	17†	18	33/-	60/-
	18	18†	60/6	100/-	18	18†	36/4	66/8
18†	19	60/6	110/-	18†	19	36/4	73/4	
Learners	16	16†	40/2	60/-	Learners	16†	73/2	73/4
	16†	17	47/4	70/-	16†	17	73/2	73/4
	17	17†	56/8	80/-	17	17†	73/2	73/4
	17†	18	66/-	90/-	17†	18	73/2	73/4
	18	18†	73/2	100/-	18	18†	73/2	73/4
18†	19	73/2	110/-	18†	19	73/2	73/4	

Printing and Publishing (Continued)

Wages fixed by Trade Regulation Orders which are lower than those proposed by Select Committee

Class of Employees	M A J E S		Class of Employees	F E M A L E S	
	Over 19 years	Under 19 years		Over 19 years	Under 19 years
	W.R.O. Committee	W.R.O. Committee	W.R.O. Committee	W.R.O. Committee	
	<u>Textiles and Allied Industries</u>				
	Wages vary according to experience, as follows:-				
	Employees in tailoring establishments:				
	1st. year of Employment	35/-	1st. year of Employment	26/3	
	2nd. year	50/-	2nd. year	37/6	
	3rd. year	70/-	3rd. year	52/6	
	4th. year	100/-	4th. year	75/-	
	5th. year	120/9	5th. year	90/6	
	Other Employees and after				
	1st. 6 mths. of Empl.	48/-	1st. 6 mths. of Empl.	38/-	
	2nd.	60/-	2nd.	48/-	
	2nd. year of Employment	78/-	2nd. year of Employment	63/-	
	3rd.	97/-	3rd.	73/-	
	4th.	120/9	4th.	90/6	
	Adult wage 120/9 p.w. at 21 years				
	Wages to employes who enter trade for first time at 21 years and over:-				
	1st. 6 months	90/-	1st. 6 months	90/-	
	2nd. 6 months	95/-	2nd. 6 months	95/-	
	For difference between W.R.O. rates and Committee rates, see Appendices D and E.				
	For difference between W.R.O. rates and Committee rates, see Appendices F, G, H, I.				

Class of Employees	M A L T E S				Class of Employees	F E M A L E S				
	Over 19 years		Under 19 years			Over 19 years		Under 19 years		
	W.R.O.	Sel. Comtee	W.R.O.	Sel. Comtee		W.R.O.	Sel. Comtee	W.R.O.	Sel. Comtee	
Inspectors Drivers Conductors Ticket Sellers Booth Attendants	<u>Public Transport</u>				Booth Attendants					
	80/-	120/-	80/- 80/- 80/-	90/- 100/- 110/-		18 18½ 19 and over	60/-	80/-	60/- 66/8 73/4	
All above Employees	<u>Transport Equipment, Metal and Allied Industries</u>									
17½ 18 18½ 19 19 and over	Wages vary according to experience, as follows:-					Wages vary according to experience, as follows:-				
	1st. Year of Employment	2nd. Year	3rd. Year	4th. Year	and after	1st. Year of Employment	2nd. Year	3rd. Year	4th. Year	and after
	44/-	63/-	84/-	108/-		74/-	48/-	63/-	81/-	
	Adult wage 120/9 at 21 years. For difference between W.R.O. rates and Committee rates, See Appendix J.									
	Adult wage 90/6 at 21 years. For difference between W.R.O. rates and Committee rates, See Appendix K.									

Class of Employees	M A L E S				F E M A L E S					
	Over 19 years		Under 19 years		Over 19 years		Under 19 years			
	W.R.O.	Sel. Comtee	W.R.O.	Sel. Comtee	W.R.O.	Sel. Comtee	W.R.O.	Sel. Comtee		
Over 16½ under 17			<p style="text-align: center;"><u>Wholesale and Retail Trades</u></p> <p style="text-align: center;"><u>Woodworks</u></p> <p>Wages fixed by WRO to employees under 19 yrs. vary according to experience, as follows</p> <p>1st. year 35/- 2nd. year 55/- 3rd. year 80/- 4th. year 100/- 5th. year 120/-</p> <p>For difference between above rates and rates proposed by Committee, see Appendix L.</p>							
17	17½	60/-					70/-	Over 18½ under 19	73/-	73/4
17½	18	78/-					80/-			
18	18½	78/-					90/-			
18½	19	97/-					100/-			
Over 19 under 21	110/-	120/-								

HOURS OF WORK

Proposed by Committee: 48 per week spread over 6 days
 Not more than 9 hrs per day excluding overtime

Beverage Industries	Outside workers	50	Watchmen	72	Other Employees	48
Canning Industry	All Employees	50	Watchmen	72	Other Employees	48
Cinemas and Theatres			Watchmen	72	Other Employees	48
Construction	Empl. on maintenance, (hotels)	48	Watchmen	72	Other Employees	54
Hotels and Clubs			Watchmen	72	Other Employees	48
Laundries			Watchmen	72	Other Employees	48
Printing and Publishing	{ Day workers (Night workers)	48 42½	Watchmen	48	Other Employees	54
Private Schools	Teachers	25				
Public Transport			Maximum number of hours not fixed			
Textiles			Watchmen	72	Other Employees	48
Transport Equipment, Metal and Allied Industries			Watchmen	72	Other Employees	48
Wholesale and Retail	All Employees	48	Watchmen	72	Other Employees	48
Woodworks						

PAID HOLIDAYS

Proposed by Committee: 14 holidays with pay viz,
 12 to be chosen, in agreement between employer and employee, out of the following:

- | | | |
|-------------------|--------------------|----------------------------|
| 1) 1st. January | 7) Corpus Christi | 13) Carnival (2 half days) |
| 2) 6th. January | 8) 29th. June | 14) 1st. May |
| 3) 10th. February | 9) 15th August | 15) 24th. May |
| 4) 19th. March | 10) 1st. November | 16) Queen's Birthday |
| 5) Good Friday | 11) 8th. December | 17) 8th. September |
| 6) Ascension Day | 12) 25th. December | 18) 21st. September |
- and 2 other days, one to be determined by employer and the other by employee

Beverage Industries	After one year's service	Watchmen	14 days
		Other Employees	14 Statutory Holidays (1-12, 14 and 17)
Gaming Industry	- do -	All Employees	14 days (determined by Employer)
	Before completion of 1 year's service:		In proportion to number of months in employment
Cinemas and Theatres	After one year's service	All Employees	7 days (or 1 day + 12 half-days)
Construction	- do -	All Employees	14 days (determined by Employer)
Hotels and Clubs	After 6 months service	All Employees	3 days
	.. 1 year's	6 days
	Thereafter	1 day for each complete month of service up to a maximum of 12 days.

(Continued)

PAID HOLIDAYS

(Continued)

Laundries
Printing and Publishing
Private Schools

After one year's service

All employees 14 days (determined by employer)
All employees 12 days - 11 holidays of obligation and Good Friday (1 - 12)

Teachers School holidays, including Xmas, Carnival and Easter holidays plus 5 holidays for each complete school term.

Public Transport
Textile and Allied Industries

Not provided for.

Other employees 1 day (1st. May)

Transport, Equipment
Metal and Allied Industries

After 1 year's service
Before completion of 1 year's service

All employees 15 days (determined by employer) in proportion to number of months in employment

After 6 months service
Over 6 but less than 12 months' service

All employees 15 days (on customary holidays including 1-12, 14+17) or on other days at employer's discretion.

Wholesale and Retail Trades
Woodworks

After 6 months service
After 1 year's service

All employees 1 day for each complete month in employment up to a maximum of 12 days.
All employees 14 days (on customary holidays, 1-12, 14 + 17 or on other days determined by employer).

SICK LEAVE

Proposed by Committee: 15 days on full pay } less sickness benefit under
 15 days on half pay } National Insurance Act.

No pay for absences of less than three days

Beverage Industries	7 days full pay less N.I. benefit	24 days half pay less	After 1 year's service
Gannine Industry	12 - do -	half N.I. benefit	- do -
	Before completion of 1 year's service in proportion to number of months in employment		
	No pay for first day of each period of sickness.		
	7 days full pay		After 1 year's service
Cinemas and Theatres	12 less N.I. benefit	12 days half pay	- do -
Construction	12 - do -		- do -
Hotels and Clubs	Before completion of 1 year's service in proportion to number of months in employment		
	12 days full pay less N.I. benefit	36 days half pay	After 1 year's service
Laundries	6 days	6	- do -
Printing and Publishing	10 school days full pay less	(10 schooldays half pay	After 3 months service
Private schools	Teachers	(10 schooldays no pay	
	6 working days full pay less	(6 working days half pay	- do -
Other Employees	N.I. benefit	(12 working days no pay	(Continued...)

SICK LEAVE (Contd.)

	Not provided for.		
Public Transport	12 days full pay less N.I. benefit		After 1 year's service
Textiles	Before completion of 1 year's service in proportion to number of months in employment		
	No payment for first three days of each period of sickness		
Transport Equipment Metal & Allied Industries	20 days full pay less N.I. benefit		After 6 months service
	Before completion of 1 year's service in proportion to number of months in employment		
	No pay for first three days of each period of sickness		
Wholesale and Retail Trades	12 days full pay less N.I. benefit	36 days half pay	After 6 months service
Woodworks	12 - do -	12	After 1 year's service
	No pay for incapacity of just one day, unless this is due to an industrial accident.		

BEREAVEMENT LEAVE

Proposed by Committee: 2 days on full pay on death of husband, wife son, daughter, brother, sister, father, mother

Bereavement leave of 2 days on full pay provided for in all Wage Regulation Orders except the following:

Cinemas and Theatres
 Printing and Publishing
 Private Schools
 Public Transport

The Construction Wages Council Wage Regulation Order and the Woodworks Wages Council Wage Regulation Order do not provide for leave on death of brother and sister. They provide for leave on death of husband, wife, son, daughter, father and mother.

WAGES TO CASUAL EMPLOYEES

	Males	Females
Proposed by Committee: up to 2 hours work	10/-	6/8
2 hours - 4½ hours work	12/-	8/-
Over 4½ hours work	20/-	13/4

Public Transport:- Not more than 3 hours in 1 day 1/8 p.hr 1/5 p.hr.

None of the other Wage Regulation Orders specifically provides for minimum wage to Casual Employees

Climbers and PaintersJourney Productionists (Hulks)Over 16 Under 19 Years

Rates varying according to experience in trade

Age on commencement of employment	16	16½	17	17½	18	18½
(x)	60/-	70/-	80/-	90/-	100/-	110/-
16	17/6	23/4	29/2	35/-	40/10	46/8
16½		17/6	23/4	29/2	35/-	40/10
17			17/6	23/4	29/2	35/-
17½				17/6	23/4	29/2
18					17/6	23/4
18½						17/6

Wages from age 19
Fixed by W.R.O. 104/11 (Other employees)
Proposed by Committee 120/-

W.R.O. rates for all ages 16 - 18½ are lower than those proposed by Committee (as at (x) above) independently of age at which employee starts work.

Laundries - Males under 19 years

Wages varying according to experience in trade

Age on commencement of employment		14	14½	15	15½	16	16½	17	17½	18	18½
14	60/-	60/-	80/-	80/-	100/-	100/-	100/-	100/-	100/-	100/-	100/-
14½		60/-	60/-	80/-	80/-	100/-	100/-	100/-	100/-	100/-	100/-
15			60/-	60/-	80/-	80/-	100/-	100/-	100/-	100/-	100/-
15½				60/-	60/-	80/-	80/-	100/-	100/-	100/-	100/-
16					60/-	60/-	80/-	80/-	100/-	100/-	100/-
16½						60/-	60/-	80/-	80/-	100/-	100/-
17							60/-	60/-	80/-	80/-	80/-
17½								60/-	60/-	80/-	80/-
18									60/-	60/-	60/-
18½											60/-

Adult rate 120/- p.w. from age 19

Wages below 17th in columns for ages 14½-18 are null in wages for 18½ yrs and all below those proposed above

Laundries - Females under 19 Years

Appendix C

Wages varying according to experience in trade

Age on Commencement of employment											
	14	14½	15	15½	16 (x) 40/-	16½ 40/-	17 53/4	17½	18	18½	19½
14	40/-	40/-	50/-	50/-	60/-	60/-	60/-	60/-	60/-	60/-	60/-
14½		40/-	40/-	50/-	50/-	60/-	60/-	60/-	60/-	60/-	60/-
15			40/-	40/-	50/-	50/-	60/-	60/-	60/-	60/-	60/-
15½				40/-	40/-	50/-	50/-	60/-	60/-	60/-	60/-
16					40/-	40/-	50/-	50/-	60/-	60/-	60/-
16½						40/-	40/-	50/-	50/-	60/-	60/-
17							40/-	40/-	50/-	50/-	50/-
17½								40/-	40/-	50/-	50/-
18									40/-	40/-	40/-
18½										40/-	40/-

Adult rate 70/- from age 19.

.O. wages below line in columns for ages 16½ - 17½ as well as wages for 18 - 18½ are all below value prescribed by the Act.

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Textiles - Tailoring Establishments - Males - Per 21

Appendix D

Wages varying according to experience in trade

Age on commencement of employment	14	14½	15	15½	16	16½	17	17½	18	18½	19	19½	20	20½
14	35/-	35/-	50/-	50/-	70/-	70/-	100/-	100/-	120/9	120/9	120/9	120/9	120/9	120/9
14½		35/-	35/-	50/-	50/-	70/-	70/-	100/-	100/-	120/9	120/9	120/9	120/9	120/9
15			35/-	35/-	50/-	50/-	70/-	70/-	100/-	100/-	120/9	120/9	120/9	120/9
15½				35/-	35/-	50/-	50/-	70/-	70/-	100/-	100/-	120/9	120/9	120/9
16					35/-	35/-	50/-	50/-	70/-	70/-	100/-	100/-	120/9	120/9
16½						35/-	35/-	50/-	50/-	70/-	70/-	100/-	100/-	120/9
17							35/-	35/-	50/-	50/-	70/-	70/-	100/-	100/-
17½								35/-	35/-	50/-	50/-	70/-	70/-	100/-
18									35/-	35/-	50/-	50/-	70/-	70/-
18½										35/-	35/-	50/-	50/-	70/-
19											35/-	35/-	50/-	50/-
19½												35/-	35/-	50/-
20													35/-	35/-
20½														35/-

Adult rate 120/9 p. wk. from age 21.

W.R.O. Wages below the line in columns for ages 16 - 20½ are all below those provided by Committee (as at (x) above.)

Wages varying according to experience in trade

		Age on commencement of Employment													
		14	14½	15	15½	16 (x)60/-	16½	17	17½	18	18½	19	19½	20	20½
14	48/-	60/-	78/-	78/-	97/-	97/-	120/9	120/9	120/9	120/9	120/9	120/9	120/9	120/9	120/9
14½	48/-	60/-	78/-	78/-	97/-	97/-	120/9	120/9	120/9	120/9	120/9	120/9	120/9	120/9	120/9
15		48/-	60/-	78/-	78/-	97/-	120/9	120/9	120/9	120/9	120/9	120/9	120/9	120/9	120/9
15½			48/-	60/-	78/-	78/-	97/-	120/9	120/9	120/9	120/9	120/9	120/9	120/9	120/9
16				48/-	60/-	60/-	78/-	78/-	97/-	97/-	120/9	120/9	120/9	120/9	120/9
16½					48/-	48/-	60/-	60/-	78/-	78/-	97/-	97/-	120/9	120/9	120/9
17							48/-	48/-	60/-	60/-	78/-	78/-	97/-	97/-	120/9
17½								48/-	48/-	60/-	60/-	78/-	78/-	97/-	120/9
18									48/-	48/-	60/-	60/-	78/-	78/-	97/-
18½										48/-	48/-	60/-	60/-	78/-	97/-
19											48/-	48/-	60/-	60/-	78/-
19½												48/-	48/-	60/-	78/-
20													48/-	48/-	60/-
20½														48/-	60/-

Adult rate 120/9 p.w. from age 21

W.R.O. Wages below the line in columns for ages 16 - 20½ are all below those proposed by Committee.
(as at (x) above)

Age on commencement of Employment		14	14½	15	15½	16	16½	17	17½	18	18½
						(x)40/-	46/8	53/4	60/-	66/8	73/4
14	26/3	26/3	37/6	37/6	52/6	52/6	75/-	75/-	90/6	90/6	
14½		26/3	26/3	37/6	37/6	52/6	52/6	75/-	75/-	90/6	90/6
15			26/3	26/3	37/6	37/6	52/6	52/6	75/-	75/-	90/6
15½				26/3	26/3	37/6	37/6	52/6	52/6	75/-	75/-
16					26/3	26/3	37/6	37/6	52/6	52/6	52/6
16½						26/3	26/3	37/6	37/6	52/6	52/6
17							26/3	26/3	37/6	37/6	37/6
17½								26/3	26/3	37/6	37/6
18									26/3	26/3	26/3
18½											26/3

W.R.O. wages below line in columns for ages

16 - 18½ are all below those proposed by Committee (as at (x) above).

Textiles - Tailoring Establishments - Females over 19 years

Appendix G

Wages varying according to experience in trade.
Females who attain 19 years during first four

Years of employment

Age on commencement of employment		19	19½	20	20½	21	21½	22	22½
	(x)80/-	80/-	80/-	80/-	80/-	80/-	80/-	80/-	80/-
15½	75/-	<u>90/6</u>							
16	75/-	75/-	<u>90/6</u>						
16½	52/6	75/-	75/-	<u>90/6</u>					
17	52/6	52/6	75/-	75/-	<u>90/6</u>				
17½	37/6	52/6	52/6	75/-	75/-	<u>90/6</u>			
18	37/6	37/6	52/6	52/6	75/-	75/-	<u>90/6</u>		
18½	26/3	37/6	37/6	52/6	52/6	75/-	75/-	<u>90/6</u>	

W.R.O. wages below line in columns for ages 19½ - 22 as well as those for age 19 are all below wages proposed by Committee.
Females who start work at any age over 19 years (as at (x) above).

Wages accord. to W.R.O. Proposed by Committee	1st.yr.	2nd.yr.	3rd.yr.	4th.yr.	5th.yr.
	80/-	26/3	37/6	52/6	75/-
80/-	80/-	80/-	80/-	80/-	80/-

Textiles - Other Establishments - Females under 19 years

Appendix H

Wages varying according to experience in trade

Age on commencement of employment		14	14½	15	15½	16 (x)40/-	16½ 46/8	17 53/4	17½ 60/-	18 66/8	18½ 73/4
14	38/-	48/-	63/-	63/-	73/-	73/-	90/6	90/6	90/6	90/6	90/6
14½	38/-	48/-	63/-	63/-	73/-	73/-	90/6	90/6	90/6	90/6	90/6
15		38/-	48/-	63/-	63/-	73/-	73/-	90/6	90/6	90/6	90/6
15½			38/-	48/-	63/-	63/-	73/-	73/-	90/6	90/6	90/6
16				38/-	48/-	63/-	63/-	73/-	73/-	90/6	90/6
16½					38/-	48/-	63/-	63/-	73/-	73/-	90/6
17						38/-	48/-	63/-	63/-	73/-	90/6
17½							38/-	48/-	63/-	63/-	90/6
18								38/-	48/-	63/-	90/6
18½									38/-	48/-	90/6

W.R.O. wages below line in columns for ages 16 - 18½ are all below those proposed by Committee (as at (x) above).

Textiles - Other Establishments - Females over 19 years

Appendix I

Wages varying according to experience in trade

Females who attain 19 years during first three years of employment.

Age on commencement of Employment	19	19½	20	20½	21	21½
19	(x)80/-	80/-	80/-	80/-	80/-	80/-
16½	73/-	90/6				
17	73/-	73/-	90/6			
17½	63/-	73/-	73/-	90/6		
18	63/-	63/-	73/-	73/-	90/6	
18½	48/-	63/-	63/-	73/-	73/-	90/6

W.R.O. wages below line in columns for ages 19½ - 21 as well as those for age 19 are all below wages proposed by Committee (as at (x) above).

Females who start work at any age over 19 years

	1st. Months	2nd Months	2nd. year	3rd. year	4th year
Wages accord. to W.R.O.	38/-	48/-	63/-	73/-	90/6
Wages proposed by Comtee.	80/-	80/-	80/-	80/-	80/-

Wages varying according to experience in trade

Age on commencement of Employment	14	14½	15	15½	16	16½	17	17½	18	18½	19	19½	20	20½
14	44/-	44/-	63/-	63/-	84/-	84/-	108/-	108/-	108/-	108/-	108/-	108/-	108/-	108/-
14½	44/-	44/-	44/-	63/-	63/-	84/-	84/-	108/-	108/-	108/-	108/-	108/-	108/-	108/-
15			44/-	44/-	63/-	63/-	84/-	84/-	108/-	108/-	108/-	108/-	108/-	108/-
15½				44/-	44/-	63/-	63/-	84/-	84/-	108/-	108/-	108/-	108/-	108/-
16					44/-	44/-	63/-	63/-	84/-	84/-	108/-	108/-	108/-	108/-
16½						44/-	44/-	63/-	63/-	84/-	84/-	108/-	108/-	108/-
17							44/-	44/-	63/-	63/-	84/-	84/-	108/-	108/-
17½								44/-	44/-	63/-	63/-	84/-	84/-	108/-
18									44/-	44/-	63/-	63/-	84/-	84/-
18½										44/-	44/-	63/-	63/-	84/-
19											44/-	44/-	63/-	63/-
19½												44/-	44/-	63/-
20													44/-	44/-
20½														44/-

Adult rate 120/9 p.wk. from 21 years.

W.R.O. wages below line in columns for ages 16 - 18 as well as those for ages 16½ - 20½ are all below those proposed by Committee, (as at (x) above).

Transport Equipment, Metal and Allied Industries - Females under 21 years

Appendix K

Wages varying according to experience in trade

Age on commencement of Employment		14	14½	15	15½	16	16½	17	17½	18	18½	19	19½	20	20½
14	34/-	34/-	48/-	48/-	63/-	63/-	81/-	81/-	81/-	81/-	81/-	81/-	81/-	81/-	81/-
14½	34/-	34/-	48/-	48/-	48/-	63/-	63/-	81/-	81/-	81/-	81/-	81/-	81/-	81/-	81/-
15	34/-	34/-	34/-	34/-	48/-	48/-	63/-	63/-	81/-	81/-	81/-	81/-	81/-	81/-	81/-
15½				34/-	34/-	48/-	48/-	63/-	63/-	81/-	81/-	81/-	81/-	81/-	81/-
16					34/-	34/-	48/-	48/-	63/-	63/-	81/-	81/-	81/-	81/-	81/-
16½						34/-	34/-	48/-	48/-	63/-	63/-	81/-	81/-	81/-	81/-
17							34/-	34/-	48/-	48/-	63/-	63/-	81/-	81/-	81/-
17½								34/-	34/-	48/-	48/-	63/-	63/-	63/-	81/-
18									34/-	34/-	48/-	48/-	63/-	63/-	63/-
18½										34/-	34/-	48/-	48/-	48/-	48/-
19											34/-	34/-	48/-	48/-	48/-
19½												34/-	34/-	34/-	48/-
20													34/-	34/-	34/-
20½														34/-	34/-

Adult rate 90/6 p.w. from 21 years

W.R.O. wages below line in column for ages 16 - 20½ are all below those proposed by Committee,
(as at (x) above).

L-ARKIVJI NAZZIONALI TA' MALTA

Woodworks

Males under 19 years

Appendix I

Wages varying according to experience in trade

Age on commencement of Employment		14	14½	15	15½	16 (x)60/-	16½ 70/-	17 80/-	17½ 90/-	18 100/-	18½ 110/-
14	35/-	35/-	55/-	55/-	80/-	80/-	100/-	100/-	120/-	120/-	
14½	35/-	35/-	55/-	55/-	55/-	80/-	80/-	100/-	100/-	120/-	
15	35/-	35/-	35/-	35/-	55/-	55/-	80/-	80/-	100/-	100/-	
15½			35/-	35/-	35/-	55/-	55/-	80/-	80/-	100/-	
16					35/-	35/-	55/-	55/-	80/-	80/-	
16½						35/-	35/-	55/-	55/-	80/-	
17							35/-	35/-	55/-	55/-	
17½								35/-	35/-	55/-	
18									35/-	35/-	
18½										35/-	

From age 19 wages payable as follows:-
 up to age 21 110/- p.wk.
 from age 21 130/- p.wk.

L.F.O. Wages below line in columns for ages 16 - 18½ are all below those proposed by Committee, (as at (x) above).

L-ARKIVJI NAZZJONALI TA' MALTA

Woodworks - Females under 19 years

Appendix M

Wages varying according to experience in trade

Age on commencement of employment	14	14½	15	15½	16	16½	17	17½	18	18½
14	26/3	26/3	41/3	41/3	60/-	60/-	75/-	75/-	90/-	90/-
14½		26/3	26/3	41/3	41/3	60/-	60/-	75/-	75/-	90/-
15			26/3	26/3	41/3	41/3	60/-	60/-	75/-	75/-
15½				26/3	26/3	41/3	41/3	60/-	60/-	75/-
16					26/3	26/3	41/3	41/3	60/-	60/-
16½						26/3	26/3	41/3	41/3	60/-
17							26/3	26/3	41/3	41/3
17½								26/3	26/3	41/3
18									26/3	26/3
18½										26/3

From age 19 wages payable as follows:-

up to age 21
from age 21

82/6 p.wk.
97/6 p.wk.

W.R.O. wages below line in columns for ages 16 - 18½ are all below those proposed by Committee (as at (x) above).