

Ceylon LABOUR GAZETTE



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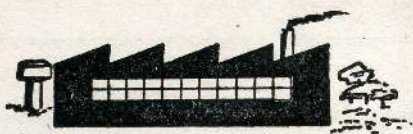
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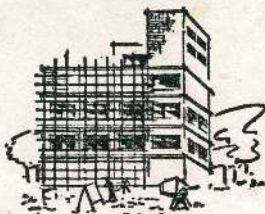
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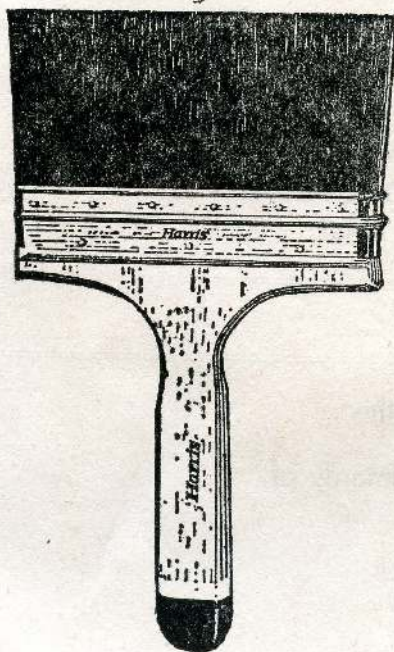
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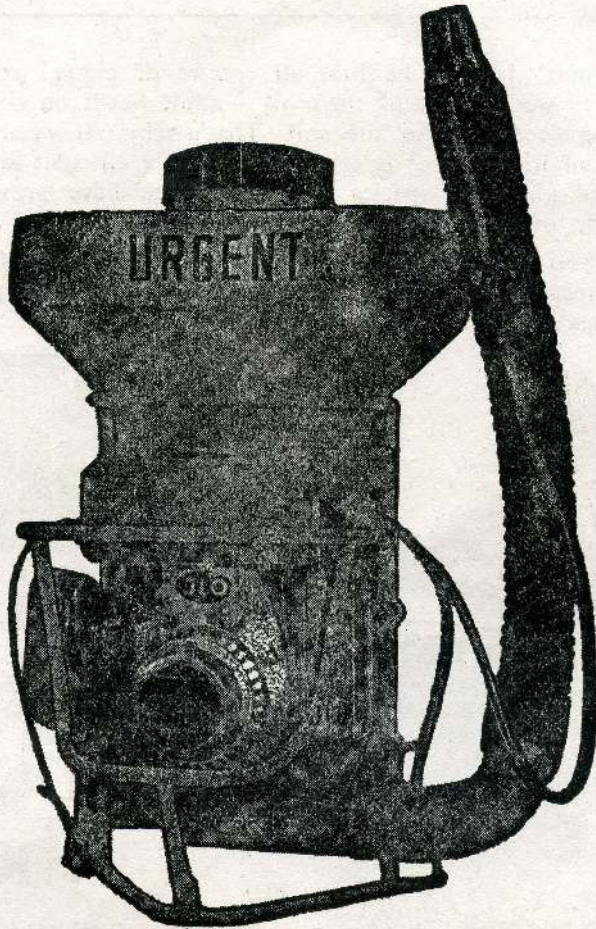
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Responsibility for the opinions expressed in signed articles rests with the authors. Inquiries regarding the *Gazette* may be made from the Editor, U. Kariyawasam, *Ceylon Labour Gazette*, Labour Secretariat, P. O. Box 575, Colombo 5. Telephone : 84094

ILO surveys Changing Situation of World's Workers in 1970

THE total number of employed people continued to rise generally in the industrialised countries in 1970, but unemployment was also rising in a growing number of them, according to information gathered by the International Labour Office.

In the developing countries, for which statistics remain sparse and uneven, unemployment and under-employment affected an increasingly large proportion of workers.

The data, just published in the 1970 edition of the ILO Year Book of Labour Statistics, show that real wages continued to increase in most of the industrialised countries, though price rises accelerated there, particularly towards the end of the year.

There are at present some 1,500 million workers in the world, of whom about half are wage-earners. The active population in the developing countries amounts to somewhat more than 1,000 million people, and more than 20 million additional workers will join them each year between now and 1980. These figures give some idea of the size and gravity of the employment problem, and underline the importance which is attached to the execution of the World Employment Programme launched by the International Labour Organisation in 1969.

Overall trends

Employment in general increased, though at a slower pace, particularly towards the end of the year. While the increase in employment in the manufacturing industries exceeded five per cent. in one country out of five, it diminished in some countries, including important industrial ones.

Rising unemployment, already noted in one country in four in 1969, spread in 1970 to nearly half the countries for which figures are available, in particular to the major industrialised countries, and most notably in the last month of the year.

The unemployment rate in most industrialised countries remained below three per cent of the total labour force, however. It exceeded five per cent. only in Canada, Ireland, United States and Yugoslavia in the course of the latest 12-month period for which statistics are available. The inability of labour to adapt to structural changes hampered the integration of the unemployed in productive work, particularly unskilled young people and the older workers.

The rise in consumer prices continued in 1970, generally at a faster rate than in 1969, particularly towards the end of the year. The increase exceeded five per cent. in almost half the countries reviewed and it was more than 10 per cent. in one country in six. Decreases, generally on a small scale, were however noted in some developing countries.

The increase in average nominal wages was in general noticeably greater than that recorded in 1969. Prices having risen less than wages in most of the countries for which data are available, real wages also rose. In one country in four, workers' real wages rose by five per cent. or more. However, the rise in nominal wages was almost entirely absorbed by rising prices in several countries, and workers' purchasing power even decreased in some others.

Employment

Employment was already tending to rise in 1969, and this movement continued in almost all the countries supplying data to the International Labour Office.

Information on the *general level of employment* was available for only 19 countries and territories. This showed that the number of workers as a whole increased in almost all the countries concerned, though the rise over the last 12 months for which figures are available was less in general than it had been in 1969.

It exceeded 3 per cent. in only four countries: Australia, China (Taiwan), Puerto Rico and Yugoslavia. In about ten countries, including Canada, Federal Republic of Germany, New Zealand, Poland and the Republic of Korea, the increase ranged between one and three per cent. In Italy, Japan and the United States, the annual rate of increase was less than one per cent. from the summer or autumn of 1970. Reductions of some two per cent. were recorded for the Ryukyu Islands and the United Kingdom.

In the United States, the labour force passed 80 million in July 1970 (having reached the 70 million mark in June 1964). The general level of employment was however only 0.3 per cent. higher for the period August-October than for the corresponding period of 1969, though the annual rate of increase during the first five months of 1970 had fluctuated between 1.5 and 2.6 per cent.

The general rise in the level of employment continued to be braked in most of the industrialised countries by the fall in employment in agriculture, and in several countries it was also affected adversely by diminishing employment in the manufacturing industries. The drop in agricultural employment was particularly sharp in Japan, where the number of people engaged in this sector fell by 560,000 between October 1969 and October 1970. In Italy, more than 300,000 workers left the land for industry and the service sector between July 1969 and July 1970.

Statistics for 23 countries indicate that *employment in the non-agricultural sectors* is rising almost everywhere, and that in one country in two (Australia, China (Taiwan), Finland, Israel, Italy, Luxembourg, New Zealand, Norway, Puerto Rico, Republic of Korea, Republic of South Africa and Yugoslavia) the increase exceeded three per cent. over the last 12 months for which information is available.

The increase was of the order of one to three per cent. in Canada, Federal Republic of Germany, Hungary, India, Japan, Poland and Sweden. The smallest increases (less than one per cent.) recorded during the last 12 months for which information is available were noted in France and the United States.

Employment in the manufacturing industries increased in 21 of 26 countries in the latest 12-month review period. The greatest increases—exceeding five per cent.—were noted in Finland, Federal Republic of Germany, Greece, New Zealand, Republic of Korea and Republic of South Africa. Increases ranging from three to five per cent. took place in Italy, Norway, Rumania and Yugoslavia. Increases of between one and three per cent. were noted in 10 countries (Australia, Austria, Bulgaria, Denmark, France, Ireland, Japan, Netherlands, Poland and Sweden). There was a rise of less than one per cent. in Hungary.

The level of employment in the manufacturing industries decreased in five countries (Canada, Puerto Rico, Switzerland, United Kingdom and United States). In the United States the reduction was progressive, rising from an annual rate of less than one per cent. in February to five per cent. in August and September, and more than seven per cent. in October 1970. At that time there were about 1,500,000 wage-earners fewer than in October 1969, a reflection of the strike in the automobile industry. In Canada, where the employment rate in the manufacturing industries had reached a national record level in June 1969, a decline set in, and in October 1970 the level was 3.2 per cent. lower than that for October 1969.

Unemployment

Unemployment, which had fallen in 1969 in the large majority of countries publishing statistics on this subject, often continued to diminish in 1970, but the number of countries recording an increase over the year grew noticeably, particularly towards the end of the year.

A drop in unemployment was reported in almost 30 countries, including 13 in Europe. In two-thirds of the countries concerned, the number of jobless was lower for each month of 1970 than the corresponding figure for 1969. They included Australia, Austria, Finland, Greece, Italy, Netherlands, Norway, Singapore, Spain, Sweden and Switzerland.

However, unemployment increased in 1970 in more than 20 countries for which figures are available—particularly Canada, Ceylon, Chile, France, Ghana, India, Morocco, Pakistan, United Kingdom and United States and, in addition at the end of the year, in Burma, Denmark, Federal Republic of Germany, Japan and Malta. The increase in the number of unemployed in the latest 12-month period for which statistics have been received was particularly noticeable in Canada, France, Japan, Morocco and the United States.

In Canada the unemployment rate in 1970 exceeded an average of five per cent. of the labour force for the first time since 1963. There were 476,000 unemployed persons in November 1970, compared with 354,000 in November 1969 and 338,000 in November 1968.

The rate also exceeded five per cent. in the United States from June 1970, a level which had not been reached since the first quarter of 1965. There were 4,600,000 unemployed in November, or 1,900,000 more than in November 1969. Hardest hit were young people, women and coloured workers. A new factor emerged in October 1970 when a sharp increase was noted in unemployment among white-collar workers.

In France, the monthly total of registered unemployed, which had dropped in 1969, rose sharply from the end of summer 1970, passing 300,000 for the first time in November 1970, which represented an increase of more than 80,000 in a year. (It should be noted however that half this increase can be ascribed to intensified checking of the unemployed, particularly young people, by the National Employment Agency).

In Japan, the unemployment level from January to July 1970 was equal to or less than that of the corresponding month of the previous year, but from August it was higher. In the Federal Republic of Germany, where unemployment fell sharply in 1968 and 1969, the downward trend continued in 1970, to reach during the summer one of the lowest levels recorded since the end of the war. The number of registered unemployed in October and November was however greater than in the corresponding months of 1969, because of a sharp increase in the number of unemployed women; male unemployment continued to fall.

In the United Kingdom the number of workers unemployed or laid off totalled about 600,000, or about 2.6 per cent. of the labour force, from 1967 to 1969; but in 1970 the upward trend noted from July 1969 continued, and the figures recorded for certain months in 1970 were the highest since the war.

Consumer prices

Figures available for 110 countries show that consumer prices on the whole continued to rise in all parts of the world in 1970, and that the rate of increase was faster than in 1969 in 64 countries. Prices went up by more than five per cent. in 52 countries during the latest 12-month period for which information has been supplied.

The increase exceeded 10 per cent. in 19 countries and territories including Brazil, Chile, Republic of Korea, Republic of Viet-Nam and Uruguay. It was the seventh year running that these countries had recorded an annual increase of more than 10 per cent.

Increases ranging from five to 10 per cent. were observed in 33 countries and territories—six in Africa, nine in America, six in Asia, ten in Europe and two in Oceania. Among them were Colombia, France, Indonesia, Japan, New Zealand, Peru, Sweden, United Kingdom and United States. The rate of increase was between two and five per cent. in 36 countries, including Australia, Belgium, Canada, Ceylon, Finland, Federal Republic of Germany, India, Madagascar, United Arab Republic and Venezuela.

Consumer prices have risen, during the last 12-month period for which information is available, by less than two per cent. in 10 countries (Bolivia, Czechoslovakia, Dominican Republic, Iran, Haiti, Hungary, Kenya, Malaysia, Poland and Zambia). The level was practically unchanged in Burundi, Niger, Paraguay, Singapore and Thailand. In Cambodia, prices were on average lower between February and July, 1970 than for each corresponding month of 1969; but there was a rise of 20 per cent. between July and August, 1970, and October, 1970, prices were 17 per cent. higher than those for October, 1969.

Nominal and real wages

There are difficulties in presenting a picture of world developments in wages. Only 30 countries publish regular wage statistics, and the information available is often limited to the manufacturing sector; moreover, statistical data on wages are published after considerable delay, and for many of these countries information relating to 1970 refers only to the first half of the year.

In the 30 countries, nominal wages rose. But reductions in working hours led to a slower rate of increase for weekly wages than for hourly wages.

Despite accelerating consumer price rises, real wages (nominal wages corrected for price changes) went up in 24 of the 27 countries for which information has been received. The greatest increases over the latest 12-month period for which information is available were noted in Italy and the Republic of Korea, where they exceeded 10 per cent. In eight countries (Austria, Canada, Finland, Federal Republic of Germany, Greece, Ireland, Japan and Spain) the increase ranged between five and 10 per cent. There were increases of between two and five per cent. in nine countries including France, Hungary, New Zealand, Puerto Rico, Sweden and the United Kingdom. Small increases of some one per cent. were noted in Czechoslovakia, Norway and Yugoslavia.

In Mexico, real wages moved erratically during the year but on average over the first eight months of 1970, the overall trend was slightly downward in the manufacturing industries.

In the United States, average hourly wages did not rise sufficiently to offset the increase in consumer prices, and the fall in purchasing power was accentuated by the reduction in the number of paid working hours. Weekly real wages were down by 3.5 per cent. in September, 1970, and by 4.5 per cent. in October, 1970, in comparison with the corresponding months of 1969.

(Issued by the Public Information Branch of the ILO)

STATISTICS OF THE MONTH BRIEF

The following is the summary of the principal statistics listed this month :—

Consumer's Price Index Number

The Colombo Consumers' Price Index Number for the month of October, 1971 is 144.4 an increase of 1.9 points as against 142.5 for the month of September, 1971.

(a) The basic wages payable for the month of November, 1971, to workers in all trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

(b) The Special Allowance* payable to workers in all other trades will be slightly more than that for the month of October, 1971.

Strike

There were 3 strikes in August, 1971, involving 697 workers and a loss of 4,708 man-days, as against 2 strikes in July 71, involving 534 workers and a loss of 967 man-days. 2 of these were in Tea Estates involving 510 workers and a loss of 4,521 man-days and 1 in Rubber Estate, involving 187 workers and a loss of 187 man-days.

Registrants for Employment or Better Employment

The total number of registrants for employment or better employment according to registers of the Employment Exchanges, as at the end of July, 1971 and August, 1971 was as given below :—

	July 1971			†August 1971		
	Males	Females	Total	Males	Female	Total
Technical & Clerical ..	45,964..	49,190..	95,154..	46,079..	50,145..	96,224
Skilled ..	27,471..	11,871..	39,342..	28,100..	12,251..	40,351
Semi-skilled ..	76,182..	18,713..	94,895..	78,186..	18,954..	97,140
Unskilled ..	148,557..	37,585..	186,142..	151,446..	38,593..	190,039
Total ..	298,174	117,359	415,533	303,811	119,943	423,754

The total number of persons placed in employment during two months is shown below.

	July 1971			†August 1971		
	Males	Females	Total	Males	Females	Total
Technical & Clerical ..	22 ..	34 ..	56 ..	24 ..	14 ..	38
Skilled ..	36 ..	10 ..	46 ..	50 ..	— ..	50
Semi-skilled ..	47 ..	3 ..	50 ..	22 ..	3 ..	25
Unskilled ..	172 ..	23 ..	195 ..	132 ..	8 ..	140
Total ..	277	70	347	228	25	253

Further details will be found in the tables and appendices appearing in this issue.

*This allowance will apply only to those categories of workers who are not liable to contribute to the Employees' Provident Fund. In respect of other workers please see details given in Appendix I.

†Provisional.

JUDICIAL DECISIONS

In the Supreme Court of the Island of Ceylon

S. C. 61/68 with Applications
595 & 596/1968.

L. T. Case No : 10/698.

Present : WEERAMANTRY, J.

Parties : The Superintendent, Kelaneiya Estate, Maskeliya.....Em-
ployer-Appellant.

Vs.

The Ceylon Workers' Congress, No. 217, Dimbula Road,
Hatton.....Applicant-Respondent.

Counsel : I. Fernando with N. T. S. Kularatne and P. Fonseka for the
Employer-Appellant in Appeal and for the Petitioner in
S. C. 595.

N. Satyendra for the Applicant-Respondent in S. C. 61 and
for the 2nd and 3rd Respondents in S. C. 595 & 596.

Sam Silva for the petitioner in S. C. 596 and for the 5th
Respondent in S. C. 595.

Argued and Decided on : September 5, 1970.

Weeramantry, J.

In this case the appellant, the Superintendent of an estate, has filed a petition of appeal on 8th March, 1968, seeking the dismissal of an application of an employee. This application had been allowed by the President of the Labour Tribunal and the applicant had been granted re-instatement together with a sum of Rs. 400 as back wages.

The grounds of appeal as stated in the petition of appeal all centre around the question of the party who should have been made respondent to the original application, for it is urged in the petition of appeal that relief lay not against the Superintendent of the estate but against the proprietors, that the proprietors had neither participated in nor been represented at the inquiry before the Tribunal, that the President had erred in law in proceeding to inquiry upon the application without the proprietors participating or being represented and that the President had erred in law in making an order against the Superintendent, the Superintendent not being a legal or natural person.

The petition of appeal was framed presumably upon the basis of the law as understood at that time in the light of the judgement of Siva Supramaniam, J. in *The Superintendent, Deeside Estate Maskeliya Vs. Ilankai Thozhilar Kazhakam*¹ In that case it was held that under the Industrial Disputes Act the person against whom the Labour Tribunal was empowered to make an order must be a natural or legal person for it was only against such a person that the order could be enforced. Although in the later case of *The Manager, Ury Group, Passara Vs. The Democratic Workers' Congress*, Samarawickrama, J. took the view that in such a case the caption in the pleading may be suitably amended so as to satisfy the requirement that Labour Tribunal orders can only be made against a natural or legal person, Wijayatilake, J. in *The Superintendent Nakiadeniya Group Vs. Cornelis Hamy*² preferred to follow the earlier view and hold that the designation of the employer could not be amended so as to substitute a natural or legal person retroactively.

¹ (1968) 70 N.L.R. 279.

² (1968) 71 N.L.R. 47.

³ (1968) 71 N.L.R. 142.

In view of the uncertainty resulting from these authorities the legislature intervened by Act No. 39 of 1968 whereby it declared that where the employer of any workman employed on any estate is a person who is called or known as the "Superintendent" or the "Manager" it shall be sufficient to designate such person in such application or such reference as the "Superintendent" of the estate or the "Manager" of that estate as the case may be, without the addition of the name or any further description of such Superintendent or Manager as the case may be. By Section 2 (b) of this Act this amendment was declared to have retroactive effect as from December 30th, 1957.

In consequence of this amendment of the law the appellant in the present case found the ground cut under his feet so to speak, as all the grounds urged in his petition of appeal ceased to have validity subsequent to the Act. In consequence of the position resulting from the Act, two applications were filed subsequently in this Court, S. C. 595 and 596 of 1968, both of 10th November, 1968 by the Superintendent and the proprietors respectively.

In these applications various questions of law are urged which were not urged in the original petition of appeal. Among these are the contentions that the order of the Tribunal is erroneous on the face of the record, that the 1st respondent the President of the Tribunal has acted without jurisdiction or in excess of jurisdiction, that he has misdirected himself in determining that the employee was a "workman" as defined in Section 48 of the Act, and other legal questions.

Learned Counsel appearing for the Superintendent, who is the appellant in the appeal, concedes that in consequence of the alteration in the law he cannot now urge any one of the grounds taken in his petition of appeal. He submits however that he would be entitled to urge the various matters set out in his application for a writ of Certiorari. In this he is supported by counsel appearing for the petitioner in S. C. Application 596.

The question then arises, in view of the fact that the appeal cannot be sustained, whether any relief can be granted to the respective petitioners upon their applications for Writs of Certiorari.

I am afraid this Court is not in a position to enter upon an inquiry into the matters set out in these petitions for the following reasons: In the first place every one of the legal questions urged in the application for a writ, is a question that could properly, have been urged in the petition of appeal that was originally filed. To permit petitioners to canvass by way of a prerogative writ matters in respect of which they already had a remedy which they did not choose to exercise, would constitute a violation of one of the fundamental principles relating to the prerogative writs. No sufficient reason has been urged before me as to why these questions of law were not included in the petition of appeal as they should have been. In the second place, there is a delay of nearly 8 months between the filing of the petition of appeal and the filing of the applications for writs, but on this matter perhaps it may be that some of the delay is attributable to the uncertainty of the law resulting from the decisions to which I have referred, which uncertainty was finally resolved only in October, 1968 by Act 39 of 1968.

By way of an argument in support of the contention that this Court should entertain the application for Writs of Certiorari, Learned Counsel for the petitioner in S. C. 596 submitted that he is in a

position to show upon the evidence placed before the Tribunal that the case the Tribunal was inquiring into was not a case of a workman but a case of an independent contractor, and that therefore the Tribunal was altogether without jurisdiction to make the order it did. On this matter however it seems clear that the original application to the Tribunal by the workman as well as the answer of the employer both proceeded on the basis that the applicant was a workman. The fact that he was a workman in terms of the ordinance was never canvassed before the Tribunal and it would be correct to say that that was common ground upon which the inquiry proceeded.

The question whether a person is a workman or not for the purpose of the Act is a matter which involves evidence in cases where it is canvassed, and to permit such an argument to be urged before this Court for the first time, would be to deprive the party who could have contested that position of the opportunity he would have had of leading evidence on the matter before the Tribunal.

On this matter I would refer firstly to the general principle applicable where an objection is taken to the jurisdiction of a Court or Tribunal for the first time in appeal. Where there was an opportunity of taking that objection before the Tribunal or before the lower Court, and the party seeking in appeal to challenge jurisdiction did not do so in the Tribunal or Court below, unless it is a case of patent want of jurisdiction, that party would not be permitted to raise such a contention for the first time in appeal. The principles governing this matter have been discussed very fully by Sansoni, J in *Kandy omnibus Co. Ltd. vs. T. W. Roberts*⁴ There is also another judgement in point on this matter to which Mr. Satyendra has referred me, the case of *British Ceylon Corporation Ltd. vs. Crossette Thambiah*⁵ in which a Divisional Bench of this Court observed that where both sides had put their cases on the footing that there was a trade dispute, the objection that there was no trade dispute cannot be raised for the first time before the Supreme Court in an application for a Writ of Certiorari.

The objection that in this case there was no jurisdiction because the applicant was not a workman, is not an objection so apparent on the face of the record that I can say it demonstrated a patent want of jurisdiction, and as I have already observed it is necessarily a matter which involves evidence. I am therefor quite unable to uphold the contention that the proceedings revealed such a total want of jurisdiction as would make this Court inquire into that question in Certiorari proceedings despite the objection not having been taken in the Tribunal below.

For all these reasons I do not consider that the petitioners are entitled to be heard in this Court upon the various grounds of objection which they have set out in the petition. In the result I make order dismissing the appeal and the two petitions with costs.

(Sgd.) C. G. WEERAMANTRY,
Puisne Justice.

⁴ (1954) 56 N.L.R. 293 at 301.

⁵ (1947) 48 N.L.R. 219.

Issued by.—The Secretary, Labour Tribunals.

WAGES BOARDS

CONSOLIDATED ORDERS RELATING TO THE DESCRIPTION OF THE TRADES FOR WHICH WAGES BOARDS HAVE BEEN ESTABLISHED AND CONSOLIDATED DECISIONS OF SUCH BOARDS

No. 10 of 1971—The Match Manufacturing Trade (Revised)

(A) DESCRIPTION OF THE TRADE

THE description of the Match Manufacturing Trade appeared in an Order made under section 6 of the Wages Board Ordinance (No. 27 of 1941, published in *Ceylon Government Gazette* No. 9,594 of August 30, 1946, and came into force on September 1, 1946.

Order

The provisions of Part II of the Wages Boards Ordinance, No. 27 of 1941, shall apply to the following trade :—

The match manufacturing trade, that is to say—

- (1) the manufacture of safety matches ; and
- (2) the process of box making, filling and despatching ; including—
 - (a) unloading and arranging logs in the log yard ;
 - (b) transporting logs to the cross cut ;
 - (c) cross cutting ;
 - (d) unbarking ;
 - (e) splint chopping ;
 - (f) impregnating splint ;
 - (g) splint drying and polishing ;
 - (h) splint levelling ;
 - (i) peeling splints and rims ;
 - (j) peeling outside veneers ;
 - (k) peeling bottom veneers ;
 - (l) cutting veneers (outside, rim and bottom) ;
 - (m) dyeing veneers ;
 - (n) inner box making (hand and machine) ;
 - (o) outer box making (hand and machine) ;
 - (p) sharpening knife and lancet ;
 - (q) carrying splints to the framing machine ;
 - (r) filling frames ;
 - (s) paraffining ;
 - (t) dipping of sticks in chemical composition ;
 - (u) drying of dipped sticks ;
 - (v) emptying frames ;
 - (w) drying boxes ;
 - (x) filling boxes ;
 - (y) painting boxes ;
 - (z) checking filled boxes ;
 - (z1) banderoling ;
 - (z2) labelling (hand and machine) ;
 - (z3) mending labelled boxes ;
 - (z4) drying of banderoled and labelled boxes ;
 - (z5) arranging filled boxes for frictioning ;
 - (z6) mixing composition for painting the sides of boxes ;
 - (z7) frictioning ;
 - (z8) checking frictioned boxes ;
 - (z9) mending frictioned boxes ;

- (z10) packing (dozen, gross and ten gross) ;
- (z11) making gross and ten gross packets ;
- (z12) making composition for match head ;
- (z13) pasting and paste making ;
- (z14) paper slitting ;
- (z15) cutting and arranging banderols ;
- (z16) cutting and arranging paper for packing in dozens ;
- (z17) sorting bottoms ;
- (z18) cleaning and sweeping ;
- (z19) the work of an overseer or kangany ;
- (z20) the work of a watcher ;
- (z21) the work of an unskilled labourer ;
- (z22) any other operation connected with or incidental to the work specified in this paragraph, but excluding the work of the following workers :—

Agents for purchasing logs, lorry and van drivers, clerks, managers, supervisors, store-keepers and storeboys.

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Match Manufacturing Trade was established on November 7, 1946, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,629 of November 15, 1946.

(C) DECISIONS OF THE BOARD

The original decisions in respect of the Match Manufacturing Trade made by the Wages Board for that trade came into force on June 1, 1947. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette* No. 9,708 of May 30, 1947. Decisions varying the earlier decisions were published in notifications appearing in *Gazette* No. 9,840 of March 12, 1948, No. 9,881 of June 25, 1948, *Gazette Extraordinary* No. 10,229 of March 30, 1951. *Gazette* No. 10,247 of May 11, 1951. *Gazette Extraordinary* No. 10,542 of June 29, 1953 *Gazette* No. 11,246 of January 24, 1958, No. 11,752 of May 29, 1959 and *Extraordinary* No. 14,977/10 of September 30, 1971 and came into force with effect from 30.9.1971.

Part I

Direction under section 20 (2) (b)

The special allowance shall be computed and published once a month by the Commissioner of Labour.

The Special allowance for a normal working day in any month shall be computed on the cost of living index number for the month immediately preceding the month in respect of which such allowance is to be computed.

Intervals at which Wages shall be paid (Section 23 (1).)

Wages shall be paid fortnightly and within 5 days of the end of the fortnight.

Definition of a Normal Working Day (Section 24)

The number of hours constituting a normal working day (inclusive of one hour for a meal) shall be—

on any day other than a Saturday	..	9
on a Saturday	..	6½

PART II—THE MINIMUM RATE OF WAGES FOR TIME WORK

A. The minimum rate of wages for time work for a normal working day applicable to workers in Grades I II and III specified in Column I shall be at the appropriate rate set out in the corresponding entry in Column II

Column I Class of Workers	Column II	
	For a male worker Rs. c.	For a female worker Rs. c.
Adults (18 years and over)		
Grade I— Splint chopping by machine driver ; peeling splints, rims, outside veneers and bottom veneers by machine driver ; sharpening knives and tools by machine driver ; filling frames by machine driver ; dipping of sticks in chemical composition by machine driver ; frictioning by machine driver ; mixing composition for match heads by mixer ; paper slitting by machine driver ; the work of an overseer or kangany ; box filling by machine driver	4 80	4 35
Grade II— Cross-cutting by hand ; cross-cutting by machine driver ; splint levelling ; cutting outside, rim and bottom veneers by cutter ; inner box making by machine ; sharpening knives and tools by machine by helper ; paraffining by hand ; emptying frames ; side-painting of boxes ; checking filled boxes ; bande-rolling by machine driver ; mixing composition for painting sides of boxes ; outer box making by machine ; feeding boxes by machine for box-filling ; dipping sticks in chemical composition by hand ..	4 20	3 35
Grade III— The work (in the match manufacturing trade) of all workers not specified in Grade I or Grade II, above, other than the work of a watcher ..	3 90	3 55

B. The minimum rate of wages for time work for a normal working day applicable to adult workers in Grade IV and Young Persons in Grade I, II and III shall consist of—

- (1) a basic rate, and
(2) a Special Allowance, as set out hereunder :—

Class of Worker	Basic Rate for a normal working day	Rate of Special Allowance for a normal working day in any month					
		(a)		(b)		(c)	
		Where the Cost of Living index number for the preceding month is 100.1, the Special Allowance shall be	Where the Cost of Living index number for the preceding month is 100.0 the Special Allowance shall be	Where the Cost of Living index number for the preceding month is above 100.1 or below 100.0, the rate of Special Allowance prescribed in the preceding column 3 (a) shall be increased or the rate of Special Allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in Tables I and II below	Where the Cost of Living index number for the preceding month is above 100.1 or below 100.0, the rate of Special Allowance prescribed in the preceding column 3 (a) shall be increased or the rate of Special Allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in Tables I and II below	Where the Cost of Living index number for the preceding month is above 100.1 or below 100.0, the rate of Special Allowance prescribed in the preceding column 3 (a) shall be increased or the rate of Special Allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in Tables I and II below	Where the Cost of Living index number for the preceding month is above 100.1 or below 100.0, the rate of Special Allowance prescribed in the preceding column 3 (a) shall be increased or the rate of Special Allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in Tables I and II below
Grade IV— The work of a watcher	1 70 ..	1 78 ..	1 70 ..	0 03 ..			
	Irrespective of Sex Rs. c.	Irrespective of Sex Rs. c.	Irrespective of Sex Rs. c.	Irrespective of Sex Rs. c.			
Young Persons— Grade I— Over 14 years but under 18 years	1 25 ..	1 34 ..	1 32 ..	0 02			
Grade II— Over 14 years but under 18 years	1 0 ..	1 34 ..	1 32 ..	0 02			
Grade III— Over 14 years but under 16 years	0 70 ..	1 15 ..	1 14 ..	0 01			
16 years and over but under 18 years	0 90 ..	1 34 ..	1 32 ..	0 02			

TABLES ILLUSTRATING THE APPLICATION OF THE DIRECTIONS SET OUT IN COLUMN 3 (C) ABOVE

TABLE I—(1) SPECIAL ALLOWANCES PAYABLE IN THE EVENT OF A RISE IN THE INDEX NUMBER

Index Number	For adult workers in Grade IV and Young Persons in Grades I and II		Young Persons, Grade III	
	For male workers	For young persons over 14 years but under 18 years	For young persons over 14 years but under 16 years	For young persons 16 years and over but under 18 years
	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.1-101.8	.. 1 73	.. 1 34	.. 1 15	.. 1 34
101.9-103.6	.. 1 76	.. 1 36	.. 1 16	.. 1 36
103.7-105.4	.. 1 79	.. 1 38	.. 1 17	.. 1 38
105.5-107.2	.. 1 82	.. 1 40	.. 1 18	.. 1 40
107.3-109.0	.. 1 85	.. 1 42	.. 1 19	.. 1 42

TABLE II—(2) SPECIAL ALLOWANCES PAYABLE IN THE EVENT OF A FALL IN THE INDEX NUMBER

	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.0-98.3	.. 1 70	.. 1 32	.. 1 14	.. 1 32
98.2-96.5	.. 1 67	.. 1 30	.. 1 13	.. 1 30
96.4-94.7	.. 1 64	.. 1 28	.. 1 12	.. 1 28
94.6-92.9	.. 1 61	.. 1 26	.. 1 11	.. 1 26
92.8-91.1	.. 1 58	.. 1 24	.. 1 10	.. 1 24

Part III

Overtime Rate

In respect of each hour of work in excess of the normal working day, the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the minimum daily rate by 8) increased by 50 per cent. of such minimum hourly rate.

Part IV

Weekly Holiday (Section 24)

Every employer shall allow each Sunday as the weekly holiday to all workers employed under him :

Provided, however, that an employer may employ any worker on a Sunday, subject to the conditions—

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ; and
- (2) that in respect of work done on a Sunday—
 - (a) a worker who has worked for less than 9 hours (inclusive of one hour for a meal) by reason of his unwillingness to work, shall, for each hour that he has worked, be paid $1\frac{1}{2}$ times the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by 8.)
 - (b) a worker who has worked for 9 hours (inclusive of one hour for a meal) or for any period that falls short of nine hours by reason of the failure of the employer to provide him with work, shall be remunerated at $1\frac{1}{2}$ times the minimum rate of wages for a normal working day.
 - (c) a worker who has worked for more than 9 hours (inclusive of one hour for a meal) shall be remunerated at twice the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by 8) for each hour of work in excess of 9 hours.

Annual Holidays (Section 25)

1. (a) If a male worker has been in continuous employment and has worked under the same employer for more than 232 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 232: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

(b) If a female worker has been in continuous employment and has worked under the same employer for more than 204 days in any year (hereinafter called the "qualifying year"), she shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 4 days by the number of days on which the worker has worked exceeds 204: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 260 days.

In this paragraph "days on which a worker has worked" includes—

- (a) every holiday allowed by the employer to the worker under section 25 at any earlier time in any year under consideration;
- (b) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance;
- (c) every day of absence on any grounds approved by the employer;
- (d) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment;
- (e) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 117);
- (f) every day on which the employer fails to provide work for the worker; and
- (g) every day of absence due to a strike or lockout that is not illegal and that does not continue for more than 30 days;

but shall not include the day fixed as the weekly holiday under section 24.

2. A worker shall be allowed and shall take the holidays to which he is entitled on consecutive days.

3. A worker shall be allowed his holiday or holidays on a day or days to be mutually agreed upon between him and his employer.

4. Where a worker leaves of his own accord or is discontinued or dismissed from employment, he shall, at the time of such leaving, discontinuance or dismissal, be paid one day's wage for each holiday to which he was entitled at the date of such leaving, discontinuance or dismissal.

5. The remuneration for each holiday shall be the average daily wage of the worker obtained by dividing the total wage (excluding overtime and bonuses) earned by the worker for the days on which he has actually worked in the last 60 days of the qualifying year by the number of such days.

6. The remuneration due to a worker in respect of his holiday or holidays shall be paid to him before such holiday or holidays but not earlier than seven days before such holiday or holidays.

7. In these paragraphs, "year" means a continuous period of 12 months.

8. The foregoing decisions shall not apply in respect of employment at any time more than 12 months prior to the date on which the decisions come into force.

Public Holidays

1. (a) Subject to the provisions of paragraph 2, every employer shall allow as holidays with remuneration to all workers employed under him, the following public holidays within the meaning of the Holidays Act, No. 29 of 1971 :—

1. The Tamil Thai Pongal Day ;
2. Independence Commemoration Day (February 4) ;
3. The Sinhala and Hindu New Year's Day ;
4. May Day (May 1) ;
5. The Full Moon Day of the Sinhala month of Wesak ;
6. Good Friday ; and
7. Christmas Day.

(b) The remuneration payable to a worker for each such holiday as is referred to in the preceding sub-paragraph shall be the minimum rate of wages prescribed for a normal working day in the month in which such holiday occurs.

2. An employer may employ any worker on any such public holiday as is referred to in the preceding paragraph, subject, however, to the following conditions :—

- (a) a day on or before the thirty-first day of December next succeeding such public holiday shall be granted to the worker as a holiday with remuneration calculated at the daily minimum rate applicable in respect of the month in which the alternative holiday is granted ; or
- (b) such worker shall be remunerated for work done on any such public holiday at double the minimum daily rate for work done during the number of hours constituting a normal working day for that day ; and
- (c) such worker shall not be employed on such public holiday in excess of the number of hours constituting the normal working for that day.

NOTES OF CURRENT INTEREST

Training in Labour Policy and Administration

The following officers of the Department of Labour left Ceylon on 9th October, 1971, to undergo a course of training in Labour Policy and Administration in Tokyo :—

- (i) Mr. J. R. N. Tisseverasinghe—Asst. Commissioner of Labour
- (ii) Mr. E. T. Ranatunga — Labour Officer

This training course was held from 11th to 30th October, 1971 and was organised by the International Labour Organisation.

Training Award under Colombo Plan

Mr. M. Premaratne, Labour Officer, left Ceylon on 3rd October, 1971, to undergo a three months' course in Training within Industry in India under the Colombo Plan Technical Co-operation Scheme.

The course commenced on 5th October, 1971.

Trade Unions registered during the month of September, 1971

<i>Regd. No.</i>	<i>Name of the Union</i>
3380 ..	Uva Sinhala Wathu Kamkaru Samitiya
3381* ..	Kolonnawe Rajaye Karmanthasalawe Ingineru Karmika Paripalaka Niladhari Sangamaya
3382* ..	Ruhunu Waraye Arakshaka Samitiya
3383* ..	Government Librarians Union
3384 ..	Sri Lanka Kuleeratha Riyaduru Sangamaya
3385 ..	Technical Assistants Association of State Fertilizer Manufacturing Corporation
3386 ..	Melvick Karmantha Sevaka Vurtheeya Samitiya
3387 ..	The Milk Board Executives Association
3388* ..	Upadhidharee Abhysalabheenge Sangamaya
3389* ..	Samastha Lanka Upadhidharee Seva Sangamaya
3390 ..	Vancy Sansthawe Sri Lanka Sevaka Sangamaya
3391 ..	Richard Peiris & Company United Engineering Workers Union
3392 ..	Rajagahawatte Eksath Kamkaru Vurtheeya Samitiya
3393* ..	Janalekhana Ha Sankyalekhana Departamentuve Aganaka Ha Daththa Sekasum Sevaka Samitiya
3394 ..	Williams Biscuits Sevaka Samitiya
3395* ..	Eastern Region Graduate Teachers Association
3396* ..	Buildings Department Inspectors Association.

Trade Unions cancelled during the month of September, 1971

2989** ..	Samastha Lanka Nidahas Dheevara Karmika Vurtheeya Samitiya
3133** ..	Lanka Simenthi Sanyuktha Mandalaye Podu Seva Vurtheeya Samitiya
3117** ..	Lanka Guvan Viduli Sevaka Sangamaya.

** Trade Unions Dissolved

* Denotes Trade Unions of Public Servants

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TABLE I.—COST OF LIVING INDEX NUMBERS

Colombo Consumer's Price Index

Base : Average Prices 1952 = 100

Year	Food	Fuel and Light	Rent	Clothing	Misce- llaneous	Final Index Number
Group Weights	61.89 ..	4.29 ..	5.70 ..	9.42 ..	18.71	
INDEX NUMBERS						
1953	.. 105.97 ..	99.82 ..	101.32 ..	82.82 ..	97.17 ..	101.6
1954	.. 106.13 ..	103.35 ..	101.53 ..	79.52 ..	94.43 ..	101.1
1955	.. 105.09 ..	102.34 ..	101.53 ..	80.50 ..	94.62 ..	100.5
1956	.. 103.32 ..	101.30 ..	101.53 ..	81.76 ..	98.60 ..	100.2
1957	.. 104.94 ..	97.32 ..	101.53 ..	84.39 ..	106.92 ..	102.8
1958	.. 105.75 ..	101.04 ..	101.53 ..	87.51 ..	113.05 ..	105.0
1959	.. 104.67 ..	102.31 ..	101.49 ..	92.10 ..	115.22 ..	105.2
1960	.. 100.77 ..	102.63 ..	101.53 ..	95.10 ..	117.51 ..	108.5
1961	.. 99.66 ..	104.35 ..	101.53 ..	106.13 ..	123.26 ..	104.8
1962	.. 100.93 ..	105.56 ..	101.53 ..	108.21 ..	124.95 ..	106.3
1963	.. 103.02 ..	103.03 ..	101.53 ..	118.16 ..	126.58 ..	108.8
1964	.. 106.39 ..	103.20 ..	101.53 ..	129.15 ..	129.34 ..	112.2
1965	.. 107.34 ..	100.70 ..	101.53 ..	126.75 ..	128.28 ..	112.5
1966	.. 109.13 ..	95.88 ..	101.53 ..	117.27 ..	127.33 ..	112.3
1967	.. 112.68 ..	96.47 ..	101.53 ..	116.68 ..	128.88 ..	114.8
1968	.. 121.16 ..	103.20 ..	101.53 ..	120.06 ..	133.56 ..	121.5
1969	.. 127.92 ..	124.92 ..	108.38 ..	130.85 ..	147.09 ..	130.5
1970	.. 136.55 ..	136.07 ..	109.75 ..	137.28 ..	153.23 ..	138.2
1970—						
January	.. 137.33 ..	129.41 ..	109.75 ..	133.46 ..	149.64 ..	137.4
February	.. 136.09 ..	129.41 ..	109.75 ..	134.59 ..	152.45 ..	137.2
March	.. 136.15 ..	129.41 ..	109.75 ..	135.09 ..	153.16 ..	137.4
April	.. 136.63 ..	138.29 ..	109.75 ..	135.98 ..	153.66 ..	138.3
May	.. 137.22 ..	138.29 ..	109.75 ..	137.20 ..	152.89 ..	138.6
June	.. 137.11 ..	138.29 ..	109.75 ..	137.90 ..	153.00 ..	138.6
July	.. 134.71 ..	138.29 ..	109.75 ..	138.63 ..	153.48 ..	137.3
August	.. 134.98 ..	138.29 ..	109.75 ..	138.70 ..	153.26 ..	137.5
September	.. 136.74 ..	138.29 ..	109.75 ..	138.85 ..	153.87 ..	138.7
October	.. 136.85 ..	138.29 ..	109.75 ..	138.92 ..	153.37 ..	138.7
November	.. 137.49 ..	138.29 ..	109.75 ..	138.88 ..	154.82 ..	139.3
December	.. 137.28 ..	138.29 ..	109.75 ..	139.10 ..	155.11 ..	139.3
1971—						
January	.. 137.49 ..	138.29 ..	109.75 ..	139.42 ..	155.04 ..	139.4
February	.. 135.93 ..	138.29 ..	109.75 ..	140.31 ..	155.17 ..	138.5
March	.. 135.82 ..	141.29 ..	109.75 ..	143.03 ..	157.20 ..	139.3
April	.. 136.81 ..	141.29 ..	109.75 ..	143.44 ..	157.28 ..	139.9
May	.. 137.52 ..	141.29 ..	109.75 ..	144.26 ..	156.33 ..	140.2
June	.. 137.45 ..	141.29 ..	109.75 ..	145.13 ..	160.75 ..	141.1
July	.. 137.48 ..	141.29 ..	109.75 ..	145.53 ..	159.13 ..	140.9
August	.. 137.37 ..	141.29 ..	109.75 ..	146.00 ..	160.56 ..	141.1
September	.. 139.53 ..	141.29 ..	109.75 ..	146.80 ..	160.53 ..	142.5
October	.. 142.21 ..	141.29 ..	109.75 ..	146.80 ..	161.96 ..	144.4

TABLE II.—WAGES INDEX NUMBERS

Tea and Rubber Estate Labourers and Unskilled Male Workers in Government Employment

Base: 1952=100

Year	Tea and Rubber Estate Workers			Unskilled Male Worker in Government Employment in Colombo		
	Average Minimum Daily rate of Wages Rs. c.	Minimum Wage Rate Index No.	Index No. of Real Wages	Average Monthly Rate of Wages Rs. c.	Wage Rate Index No.	Index No. of Real Wages
1953	1.95	101.56	99.98	90.97	101.31	99.71
1954	1.99	103.65	102.52	91.04	101.39	100.29
1955	2.06	107.29	106.76	94.94	105.74	105.21
1956	2.08	108.33	108.11	96.24	107.18	106.91
1957	2.10	109.33	108.40	99.16	110.44	107.43
1958	2.14	111.46	106.21	113.74	126.67	120.70
1959	2.14	111.46	105.95	113.74	126.67	120.41
1960	2.12	110.42	106.69	113.74	126.67	122.39
1961	2.13	110.94	105.86	113.74	126.67	120.87
1962	2.16	112.50	105.83	113.74	126.67	119.16
1963	2.19	114.06	104.83	113.74	126.67	116.42
1964	2.24	116.67	103.98	113.74	126.67	112.90
1965	2.25	117.19	104.17	113.74	126.67	112.60
1966	2.25	117.19	104.35	113.74	126.67	112.80
1967	2.33	121.35	105.71	119.99	133.63	116.40
1968	2.68	139.58	114.88	148.74	165.65	136.34
1969	2.68	139.58	106.96	150.56	167.68	128.49
1970	2.71	141.15	102.13	156.00	173.74	125.7
1970—						
January	2.68	139.58	101.59	156.00	173.74	126.45
February	2.71	141.15	102.88	156.00	173.74	126.63
March	2.71	141.15	102.73	156.00	173.74	126.45
April	2.71	141.15	102.06	156.00	173.74	125.63
May	2.71	141.15	101.84	156.00	173.74	125.35
June	2.71	141.15	101.84	156.00	173.74	125.35
July	2.71	141.15	102.80	156.00	173.74	126.54
August	2.71	141.15	102.65	156.00	173.74	126.36
September	2.71	141.15	101.77	156.00	173.74	125.26
October	2.71	141.15	101.77	156.00	173.74	125.26
November	2.71	141.15	101.33	156.00	173.74	124.72
December	2.72	141.67	101.70	156.00	173.74	124.72
1971—						
January	2.72	141.67	101.63	156.00	173.74	124.63
February	2.72	141.67	102.29	156.00	173.74	125.44
March	2.71	141.15	101.33	156.00	173.74	124.72
April	2.72	141.67	101.27	156.00	173.74	124.19
May	2.72	141.67	101.05	156.00	173.74	123.92
June	2.72	141.67	100.40	156.00	173.74	123.13
July	2.73	142.19	100.92	156.00	173.74	123.31
August	2.73	142.19	100.77	156.00	173.74	123.13
September	2.73	142.19	99.78	156.00	173.74	121.92
October	2.75	143.23	99.19	156.00	173.74	120.32

TABLE III.—GENERAL WAGES RATE (MINIMUM) INDEX NUMBER

Base : 1952=100

Year	Agriculture*		Trades other than Agriculture†		Agriculture and Trades other than Agriculture Combined	
	Minimum Average daily rate of wages	Minimum Wage rate Index No.	Minimum Average daily rate of wages	Minimum Wage rate Index No.	Minimum Average daily rate of wages	Minimum Wage rate Index No.
	Rs. c.		Rs. c.		Rs. c.	
1957 ..	2.13	108.67	3.15	107.88	2.20	107.84
1958 ..	2.16	110.20	3.39	116.10	2.26	110.78
1959 ..	2.16	110.20	3.76	128.77	2.29	112.25
1960 ..	2.16	110.20	3.74	128.08	2.28	111.76
1961 ..	2.17	110.71	3.75	128.42	2.29	112.25
1962 ..	2.19	111.73	3.78	129.45	2.32	113.73
1963 ..	2.22	113.27	3.82	130.82	2.35	115.20
1964 ..	2.27	115.82	3.88	132.88	2.40	117.65
1965 ..	2.28	116.33	3.88	132.79	2.41	118.14
1966 ..	2.28	116.33	3.90	133.56	2.41	118.14
1967 ..	2.36	120.41	4.05	138.70	2.49	122.06
1968 ..	2.72	138.78	4.72	161.64	2.88	141.18
1969 ..	2.72	138.78	4.72	161.64	2.88	141.18
1970 ..	2.75	140.31	4.85	166.10	2.91	142.65
1970 —January	2.72	138.78	4.73	161.99	2.88	141.18
February	2.75	140.31	4.74	162.33	2.91	142.65
March	2.75	140.31	4.74	162.33	2.91	142.65
April	2.75	140.31	4.74	162.33	2.91	142.65
May	2.75	140.31	4.74	162.33	2.91	142.65
June	2.75	140.31	4.74	162.33	2.91	142.65
July	2.75	140.31	4.74	162.33	2.91	142.65
August	2.75	140.31	4.74	162.33	2.91	142.65
September	2.75	140.31	5.02	171.92	2.93	143.63
October	2.75	140.31	5.04	172.60	2.93	143.63
November	2.75	140.31	5.11	175.00	2.94	144.12
December	2.76	140.82	5.11	175.00	2.94	144.12
1971 —January	2.76	140.82	5.11	175.00	2.94	144.12
February	2.76	140.82	5.12	175.34	2.95	144.61
March	2.75	140.31	5.12	175.34	2.94	144.12
April	2.76	140.82	5.12	175.34	2.95	144.61
May	2.76	140.82	5.13	175.68	2.95	144.61
June	2.76	140.82	5.13	175.68	2.95	144.61
July	2.77	141.33	5.13	175.68	2.96	145.10
August	2.77	141.33	5.13	175.68	2.96	145.10
September	2.77	141.33	5.13	175.68	2.96	145.10
October	2.79	142.35	5.15	176.37	2.98	146.08

* Includes Tea Growing and Manufacturing, Rubber Growing and Manufacturing and Coconut Growing Trades only.

† Includes Coconut Manufacturing, Engineering, Printing, Match Manufacturing, Motor Transport, Dock, Harbour and Port Transport, Tea Export, Rubber Export, Cinema and Building Trades only.

Note.—Interim Devaluation Allowance included from December 1967.

TABLE IV

The Number of Registrants for Employment or Better Employment according to Registers maintained at the Employment Exchanges in the Island since 1948*

Year	Technical and Clerical	Skilled	Semi-skilled	Unskilled	Total
1948	4,474	13,027	12,443	36,712	66,656
1949	5,132	11,994	13,591	39,015	69,732
1950	5,627	10,525	13,523	35,447	65,122
1951	5,515	8,186	12,520	26,486	52,706
1952	6,883	7,522	13,795	24,823	53,023
1953	8,374	6,462	13,676	23,034	51,546
1954	11,738	7,919	16,237	27,370	63,304
1955	14,498	8,544	20,142	27,826	71,010
1956	16,091	9,794	25,808	34,259	85,952
1957	18,582	13,439	30,864	47,971	110,856
1958	19,803	13,674	32,973	51,346	117,796
1959	20,869	13,859	33,723	59,567	128,018
1960	26,252	16,928	34,887	73,025	151,095
1961	27,629	18,201	34,212	71,223	151,262
1962	33,825	17,352	35,593	65,439	152,209
1963	35,924	16,584	36,255	63,159	151,922
1964	41,208	17,942	38,165	68,141	165,456
1965	55,238	20,051	48,907	75,459	199,655
1966	65,924	21,739	60,126	91,112	238,901
1967	72,400	23,684	66,651	94,335	257,070

The Number of Registrants for Employment according to Registers maintained at the Employment Exchanges in the Island †

1968—	75,725	25,229	71,021	104,424	276,399
1969—	85,814	31,147	86,492	137,833	341,286
1970—January	87,369	31,816	88,334	141,938	349,457
February	88,321	32,428	90,069	145,104	355,922
March	88,824	33,057	91,743	147,903	361,527
April	89,372	33,178	92,333	148,901	363,784
May	89,147	33,109	92,320	148,573	363,149
June	92,597	34,018	96,619	157,051	380,285

The Number of Registrants for Employment or Better Employment according to Registers maintained at the Employment Exchanges in the Island.*

1970—July	95,221	35,397	99,989	164,995	395,593
August	96,913	35,993	101,382	168,809	403,091
September	95,859	35,333	93,363	162,838	387,398
October	97,421	36,047	94,799	167,295	395,566
November	98,587	37,385	96,239	172,637	404,848
December	99,103	37,876	96,923	177,018	410,920
1971—January	98,767	38,290	97,577	180,843	415,477
February	98,520	38,700	97,506	182,721	417,447
March	96,913	38,116	96,982	182,650	414,661
April	95,456	37,978	95,025	179,439	407,898
May	95,201	37,963	93,430	178,514	405,108
June	96,100	38,889	94,035	181,515	410,537
July	95,154	39,342	94,895	186,142	415,533
August ††	96,224	40,351	97,140	190,039	423,754

* These figures comprise—

- unemployed persons seeking employment;
- under-employed persons seeking full-time employment, and
- employed persons seeking better employment.

† These figures comprise of totally unemployed persons seeking employment.

†† Provisional.

TABLE VII.—Strikes in Ceylon since 1948

Year	Plantations			Others		
	Number of Strikes	Number of Workers involved	Number of Man-days lost	Number of Strikes	Number of Workers involved	Number of Man-days lost
1948	33	23,100	49,933½	20	1,065	2,497
1949	66	477,412	681,340	28	2,874	14,576½
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	49	6,168	46,990
1953	33	363,600	430,586	54	14,482	21,996
1954	59	86,540	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,293	36,010
1956	99	56,908	200,838	115	31,852	152,966
1957	177	297,061	618,050	127	70,329	190,442
1958	123	89,372	340,632	96	42,713	399,223
1959	177	47,318	352,135	71	42,933	463,119
1960	123	42,528	259,948	37	4,830	15,139
1961	90	29,223	317,866	39	38,013	170,372
1962	138	42,569	193,792	50	25,730	801,882
1963	174	62,511	359,905	58	29,819	479,678
1964	201	68,009	611,060	103	21,409	274,623
1965	175	70,929	482,259	55	10,085	89,952
1966	132	138,259	4,117,264	32	4,592	34,351
1967	194	74,968	414,636	36	14,883	284,709
1968	171	65,909	722,690	26	11,308	265,726
1969	146	56,861	406,150	43	6,317	58,015
1970	244	122,929	1,030,430	75	16,383	253,381
1971—Jan.-August	82	31,916	191,502	8	352	1,807
1970—January	18	7,414	91,660	15	2,902	66,952
February	21	42,965	182,482	13	6,419	102,124
March	19	12,070	80,822	3	1,849	3,871
April	16	8,756	159,008	3	491	4,154
May	16	7,392	77,256	5	1,572	1,920
June	19	5,097	42,177	4	204	1,595
July	19	4,430	17,142	4	305	2,109
Aug.	25	6,853	55,246	7	684	20,482
Sept.	26	8,348	55,138	8	775	15,179
Oct.	23	6,092	33,287	7	524	20,273
Nov.	19	5,151	52,376	3	519	13,823
Dec.	23	8,361	183,836	3	139	899
1971—January	24	8,091	90,287	2	98	560
Feb.	15	7,376	23,525	3	62	238
*March	27	11,409	55,565	1	134	134
*April	7	2,910	13,780	2	58	875
*May	3	764	2,537	—	—	—
*June	1	135	135	—	—	—
July	2	534	967	—	—	—
August	3	697	4,708	—	—	—

From January, 1952, strikes involving less than 5 workers or lasting 1 day are excluded from the statistics except in cases where the aggregate number of man-days lost exceed 50.

Note.—The number of strikes shown against each month relate to the number of strikes that ended during the month.

* Provisional.

TABLE VIII.—Classification of Strikes in August, 1971
by Industries or Trades

Industry or Trade	Number of Strikes	Number of Workers Involved	Number of Man-days lost
Plantations—Tea ..	2	510	4,521
Rubber ..	1	187	187
Tea-cum-Rubber ..	—	—	—
Coconut-cum-Rubber ..	—	—	—
Total ..	3	697	4,708
Engineering ..	—	—	—
Printing ..	—	—	—
Motor Transport ..	—	—	—
Tea Export ..	—	—	—
Rubber Export ..	—	—	—
Coconut Manufacturing ..	—	—	—
Toddy, Arrack and Vinegar ..	—	—	—
Cigar Manufacturing ..	—	—	—
Tea & Rubber Manufacturing ..	—	—	—
Cinema ..	—	—	—
Dock, Harbour and Port Transport ..	—	—	—
Building Trade ..	—	—	—
Local Government Services ..	—	—	—
Service Institutions ..	—	—	—
Factories, Workshops, &c., run by the State ..	—	—	—
Textile ..	—	—	—
Relief Schemes ..	—	—	—
Wholesale and Retail Distribution ..	—	—	—
Aerated Waters and Ice Manufacturing ..	—	—	—
Beedi Manufacturing ..	—	—	—
Hotel ..	—	—	—
Tile Manufacturing ..	—	—	—
Coir Mattress and Bristle Fibre Export ..	—	—	—
Match Manufacturing ..	—	—	—
Miscellaneous ..	—	—	—
Total ..	—	—	—
Grand Total ..	3	697	4,708

TABLE IX.—Classification of the Strikes in August, 1971
In Causes

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way, Failure to provide work ..	1	—	319	—
2. Wage increases, higher rates for piece work, &c. ..	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	—	—	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	1	—	187	—
5. Food matters, welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Factional disputes and domestic matters ..	—	—	—	—
8. External matters (e.g., arrest by Police, &c.) ..	—	—	—	—
9. Assaults by employer or agent or others ..	—	—	—	—
10. General demands ..	1	—	191	—
11. Sympathetic strikes ..	—	—	—	—
Total ..	3	—	697	—

APPENDIX I

Statement showing the Minimum Rates of Wages payable to Workers in different Trades for which Wages Boards have been established including the rates of Interim Devaluation Allowance payable in respect of those workers who are liable to contribute to the Employees Provident Fund

Class of Worker	Month : November, 1971			
	Basic Wage	Special Allowance **	Interim Devaluation Allowance	Total
	Rs. c.	Rs. c.	Rs. c.	Rs. c.
(1) Baking Trade				
<i>Monthly Rates :</i>				
Class "A" Worker ..	85 0	68 05	†11 75 10 0	174 80
Class "B" Worker ..	70 0	62 50	†8 75 10 0	151 25
Class "C" Worker ..	54 0	47 20	†2 15 10 0	113 35
(2) Beedi Manufacturing Trade				
<i>Piece Rates :</i>				
"Nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting, wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—				
(a) beedies not more than 2 ins. long ..	5 0	—		
(b) beedies more than 2 ins. long but less than 3 ins. ..	6 0	—		
(c) beedies not less than 3 ins. long ..	7 0	—		
"Nool" (thread) beedi rolling (inclusive of filling wrappers with "beedi tobacco", beedi rolling, and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—				
(a) beedies not more than 2 ins. long ..	3 34	—		
(b) beedies more than 2 ins. long but less than 3 ins. ..	4 0	—		
(c) beedies not less than 3 ins. long ..	4 66	—		
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—				
(a) beedies not more than 2 ins. long ..	1 67	—		
(b) beedies more than 2 ins. long but less than 3 ins. ..	2 0	—		
(c) beedies not less than 3 ins. long ..	2 34	—		
Fixing ring labels round rolled beedies, per 1,000 beedies ..	0 50	—		

I.D.A.
Calculated in the following manner:—

Total monthly remuneration
————— × 40 cts.
Rs. 4.0

Up to a maximum of 40 cts. × 26 days or the number of days actually worked, whichever is greater.

† These additional sums have been added in accordance with the proviso to section 4 (1) of the Interim Devaluation Allowance of Employees Act, No. 40 of 1968.

** This was the special allowance applicable in December, 1967. This applies only to workers who are paid Interim Devaluation Allowance. For other workers please see special allowance notification at page.

Biscuits and Confectionery Manufacturing Trade
(Including Chocolate Manufacturing)

Month : November, 1971

	Minimum Consolidated Wage		Interim Devaluation Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<i>Class "A" Workers (Skilled)</i>						
(a) Biscuit Manufacturing:	—	—	—	—	—	—
(b) Confectionery Manufacturing:						
(For workers in mechanized factories)	..	155 0	..	—	..	155 0
(For workers in non-mechanized factories)	..	120 0	..	—	..	120 0
<i>Class "B" Workers (Semi-skilled)</i>						
(a) Biscuit Manufacturing:	..	—	..	—	..	—
(b) Confectionery Manufacturing:						
(For workers in mechanized factories)	..	132 50	..	—	..	132 50
(For workers in non-mechanized factories)	..	105 0	..	—	..	105 0
<i>Class "C" Workers (Unskilled)</i>						
(a) Biscuit Manufacturing:	..	—	..	—	..	—
(b) Confectionery Manufacturing:						
(For workers in mechanized factories)	..	110 0	..	—	..	110 0
(For workers in non-mechanized factories)	..	90 0	..	—	..	90 0

Class of Worker

(4) Brick and Tile Manufacturing Trade

Daily Rates :

In the manufacture of tiles in a factory—	Basic Wage	Special Allowance**	I. D. A.	Total
A—Male workers (18 and above) :				
Skilled Workers, Grade I	.. 2 0	.. 2 15	.. †0 05 } 0 40	4 60
Skilled Workers, Grade II	.. 1 80	.. 2 15	.. †0 05 } 0 40	4 40
Semi-skilled Workers	.. 1 60	.. 2 15	.. †0 05 } 0 40	4 20
Unskilled Workers	.. 1 40	.. 2 05	.. †0 05 } 0 40	3 90
B—Female Workers (18 and above)	.. 1 15	.. 1 94	.. †0 05 } 0 40	3 54
C—Workers (under 18 years) :				
Over 14 years but under 15	.. 0 80	.. 1 52	.. 0 40	2 72
Over 15 years but under 16	.. 0 90	.. 1 57	.. 0 40	2 87
Over 16 years but under 17	.. 1 0	.. 1 62	.. 0 40	3 02
Over 17 years but under 18	.. 1 10	.. 1 72	.. 0 40	3 22

(5) Building Trade

Daily Rates :

Unskilled:

Male labourers not under 18 years of age	1 40	.. 2 27	.. †0 05 } 0 40	4 12
Female labourers not under 18 years of age	1 10	.. 2 27	.. †0 05 } 0 40	3 82
Unskilled labourers (irrespective of sex) under 18 years of age	.. 0 90	.. 2 27	.. †0 05 } 0 40	3 62
Semi-skilled, Grade II	.. 1 65	.. 2 37	.. †0 05 } 0 40	4 47
Semi-skilled, Grade I:				
Kanganies	.. 1 80	.. 2 37	.. †0 05 } 0 40	4 62
Skilled	.. 2 0	.. 2 37	.. †0 05 } 0 40	4 82

† These additional sum.....

No. 40 of 1968

Class of Worker	Basic Wages		Special Allowance**		Interim Devaluation Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.
(6) Cigar Manufacturing Trade								
<i>Piece Rates:</i>								
Cigar rolling (inclusive of cleaning up of fillers, the preparation of wrappers for rolling, the preparation of fillers for rolling including filling up with cuttings, the tying up of rolled cigars with thread, and the bundling of cigars into tens)—								
(a) where the number of cigars per pound is over 110, per 1,000 cigars ..	13	0	..	..	..	..	..	..
(b) where the number of cigars per pound is 110 or under, per 1,000 cigars ..	..	13	0	..	..	..	..	..
					I. D. A. Calculated in the following manner:— Total monthly remuneration ----- × 40 cts. Rs. 4.0 Up to a maximum of 40 cts. × 26 days or the number of days actually worked, whichever is greater.			
(7) Cinema Trade								
<i>Monthly Rates</i>								
A.—NON-CLERICAL								
<i>Unskilled</i>	..	36	50	..	58	90	..	107 10
							†1 70	
<i>Semi-skilled</i>							†1 70	
(a) Within the Municipal areas	..	43	0	..	61	50	..	116 20
(b) Outside the Municipal areas	..	40	0	..	61	50	..	113 20
							†1 70	
<i>Skilled, Grade II</i>							†1 70	
(a) Within the Municipal areas	..	55	0	..	63	32	..	130 02
(b) Outside the Municipal areas	..	47	0	..	63	32	..	122 02
							†1 70	
<i>Skilled, Grade I</i>							†1 70	
(a) Within the Municipal areas	..	66	0	..	63	32	..	141 02
(b) Outside the Municipal areas	..	61	0	..	63	32	..	136 02
							†1 70	
B.—CLERICAL								
<i>Grade III</i>								
(a) Within the Municipal areas	..	50	0	..	56	50	..	116 50
(b) Outside the Municipal areas	..	45	0	..	56	50	..	111 50
<i>Grade II</i>								
(a) Within the Municipal areas	..	55	0	..	59	50	..	124 50
(b) Outside the Municipal areas	..	50	0	..	59	50	..	119 50
<i>Grade I</i>								
Head Clerk	..	110	0	..	64	50	..	184 50

† These additional sums

Class of Worker	Minimum Consolidated Wage		Interim Devaluation Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(8) Cinnamon Trade					
<i>Daily Rates :</i>					
Pruning, draining and terracing	..	3 50*	..	0 30	.. 3 80
Weeding, removing illuk grass and clearing boundaries :					
(a) male workers	..	3 0*	..	0 30	.. 3 30
(b) female workers	..	2 50*	..	0 30	.. 2 80

Piece Rates :

Cinnamon peeling per pound of cinnamon peeled	..	0 95	..	—	I.D.A. Calculated in the following manner:— Total monthly remuneration ————— × 30 cts. Rs. 2.70 Up to a maximum of 30 cts. × 26 days or the number of days actually worked, whichever is greater.
Pruning per acre	..	15 0	..	—	
Draining a linear chain of drain 18" + 18"	..	4 0	..	—	
Annual weeding per acre	..	40 0	..	—	

(9) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

<i>Daily Rates :</i>	Basic Wage	S. A. **	I.D.A.	Total
Male worker not under 16 years	.. 1 10	.. 1 36	† 0 18 } 0 30	2 94
Female worker not under 15 years	.. 0 90	.. 1 0	† 0 02 } 0 30	.. 2 22
Child worker	.. 0 65	.. 0 93	† 0 02 } 0 30	.. 1 90

(10) Coconut Growing Trade

Daily Rates :

In the raising and maintenance of a coconut plantation and in the manufacture of copra—

Kangany	..	1 55	..	1 36	..	† 0 18 } 0 30	3 39
Male not under 16 years	..	1 40	..	1 36	..	† 0 18 } 0 30	3 24
Female not under 15 years	..	1 20	..	1 0	..	† 0 02 } 0 30	.. 2 52
Child worker under 16 years or female worker under 15 years	..	0 95	..	0 93	..	† 0 02 } 0 30	.. 2 20

* These rates are the consolidated minimum wages. No special allowances have been prescribed.

† These additional sums have been added in accordance with the proviso to Section 4 (1) of the Interim Devaluation Act, No. 40 of 1968.

Class of Worker	Minimum Consolidated Wage		Interim Devaluation Allowance	Total	
	Rs.	c.		Rs.	c.
(10) Coconut Growing Trade—(contd.)					
<i>Monthly Rates :</i>					
Conductor employed in—					
(a) any coconut plantation or any division thereof not less than 75 acres but less than 100 acres in extent..	125	0*	7 50	132	50
(b) any coconut plantation or any division thereof not less than 100 acres but less than 150 acres in extent..	150	0*	7 50	157	50
(c) any Coconut plantation or any division thereof not less than 150 acres but less than 200 acres in extent..	175	0*	7 50	182	50
(d) any coconut plantation or any division thereof not less than 200 acres but less than 250 acres in extent..	200	0*	7 50	207	50
(e) any coconut plantation or any division thereof not less than 250 acres in extent ..	225	0*	7 50	232	50

Piece Rates :

(1) In the raising and maintenance of plantations:

Picking nuts, per 1,000 trees .. 18 0 ..

(2) In the manufacture of copra :

(a) husking nuts, per 1,000 nuts .. 3 50 ..

(b) splitting nuts, copra curing and sorting per 1,000 nuts .. 2 50 ..

I.D.A.

Calculated in the following manner:—

Total monthly remuneration

Rs. 2.70 × 30 cts.

Up to a maximum of 30 cts. × 26 days or the number of days actually worked, whichever is greater.

(11) Coconut Manufacturing Trade

Daily Rates :

In the manufacture of (1) desiccated coco-nuts, (2) coconut oil, (3) fibre and (4) coir products—

Kangany .. 1 80 .. 2 21 .. †0 08 } .. 4 49

Male not under 18 years .. 1 40 .. 2 21 .. †0 08 } .. 4 09

Female not under 18 years .. 1 15 .. 1 80 .. 0 40 .. 3 35

Worker, irrespective of sex, under 18 years 1 15 .. 1 73 .. 0 40 .. 3 28

Basic Wage	Special Allowance **	I. D. A.	Total
1 80	2 21	†0 08	4 49
1 40	2 21	†0 08	4 09
1 15	1 80	0 40	3 35
1 15	1 73	0 40	3 28

Piece Rates :

(a) In the manufacture of desiccated coconuts—

(1) husking nuts, per 1,000 nuts .. 3 19 ..

(2) removing shells (hatchetting) per 1,000 nuts .. 2 00 ..

(3) removing parings, per 1,000 nuts .. 2 00 ..

(4) washing coconut meat and disintegrating, per 1,000 pounds .. 1 20 ..

(5) drying, per 1,000 pounds .. 1 60 ..

(6) sifting and grading per 1,000 pounds 1 6 ..

(7) packing and stencilling per case of 120 to 130 pounds .. 0 16 ..

(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—

(1) crushing husks per cwt. (wet weight of bristle fibre) .. 0 94 ..

(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre) .. 0 94 ..

(3) cleaning mattress fibre, drying and baling per cwt. .. 0 31 ..

(4) hacking bristle fibre and tying, per cwt. .. 1 50 ..

(5) manufacture of mats and matting—

(i) mats, per sq. ft. .. 0 44 ..

(ii) matting, per square yard .. 0 15 ..

(6) hacking bristle fibre and tying, per cwt. .. 3 25 ..

I.D.A.
Calculated in the following manner:—

Total monthly remuneration

Rs. 4.0 × 40 cts.

Up to a maximum of 40 cts. × 26 days or the number of days actually worked, whichever is greater.

*These rates are the consolidated minimum Wages, No special allowances have been prescribed.

† These additional sums have been added in accordance with the proviso to Section 4 (1) of the Interim Devaluation allowance of Employees Act, No. 40 of 1968.

	Minimum consolidated Wage		Interim Devaluation Allowances		Total
	Rs.	c.	Rs.	c.	
12) Coir Mattress and Bristle Fibre Export Trade					
<i>Daily Rates:</i>					
A. Male workers (not under 18 years of age)					
Grade II	4	33	0	40	4 73
Intermediate Grade	4	59	0	40	4 99
Grade I	4	95	0	40	5 35
Head baling press operator	5	35	0	40	5 75
B. Female workers (not under 18 years of age)	4	02	0	40	4 42
C. Workers (irrespective of sex under 18 years of age)—					
	Basic Wage	S.A.**	I.D.A.	Total	
Over 14 years but under 15 years	0 80	1 69	0 40	2 89	
Over 15 years but under 16 years	0 90	1 74	0 40	3 04	
Over 16 years but under 17 years	1 0	1 79	0 40	3 19	
Over 17 years but under 18 years	1 15	1 89	0 40	3 44	

Piece Rates :

Hackling (that is dressing for export) partly or wholly by hand and tying Bristle Fibre into hanks of standard "3 tie Grade" per hundredweight	10 50	..	—	I.D.A. Calculated in the following manner:— Total monthly remuneration × 40 cts. Rs. 4.0 Up to a maximum of 40 cts. × 26 days or the number of days actually worked, whichever is greater.
Hackling (that is dressing for export) partly or wholly by hand and tying Bristle Fibre into hanks of standard "2 tie Grade", per hundredweight	9 70	..	—	
Hackling (that is dressing for export) partly or wholly by hand without tying into hanks in preparation for dyeing, per hundredweight	5 80	..	—	
Hackling (that is dressing for export) partly or wholly by hand and tying into hanks dyed Bristle Fibre of standard "3 tie Grade" per hundredweight	11 20	..	—	
Hackling (that is dressing for export) partly or wholly by hand and tying into hanks dyed Bristle Fibre of standard "2 tie Grade" per hundredweight	11 0	..	—	

13) Dock, Harbour and Port Transport Trade *

Monthly Rates :

Manual Work—

Special Grade	65 0	39 25	† 1 25	}	115 50
			10 0		
Skilled Grade	55 0	35 25	† 1 25	}	101 50
			10 0		
Semi-skilled Grade	45 0	32 25	† 1 25	}	88 50
			10 0		
Unskilled, Grade I	37 0	32 25	† 1 25	}	80 50
			10 0		
Unskilled, Grade II	31 0	32 25	† 1 25	}	74 50
			10 0		

* A more detailed classification of various class of workers into groups will be found in the decisions of the Wages Board for this trade published in *Government Gazette Extraordinary* No. 10,542 of June 29, 1953.

† The additional Sums.....No. 40 of 1968

	Month : November, 1971			
	Basic Wage	Special Allowance**	Interim Devaluation Allowance	Total
	Rs. c.	Rs. c.	Rs. c.	Rs. c.
(13) Dock, Harbour and Port Transport Trade—(contd.)				
Women Workers—				
Female kanganies ..	.. 35 0	.. 32 25	.. †1 25 10 0	78 50
Female labourers ..	.. 30 0	.. 32 25	.. †1 25 10 0	
Non-manual Workers—				
Special Grade ..	.. 75 0	.. 47 0	.. †5 0 10 0	137 0
Grade I ..	.. 55 0	.. 35 25	.. †1 25 10 0	

Women Workers—

Female kanganies 35 0	.. 32 25	.. †1 25 10 0	78 50
Female labourers 30 0	.. 32 25	.. †1 25 10 0	

Non-manual Workers—

Special Grade 75 0	.. 47 0	.. †5 0 10 0	137 0
Grade I 55 0	.. 35 25	.. †1 25 10 0	

Piece Rates :**Lighters from 20 to 60 tons—**

Lightermen, per trip 6 0	.. —	} I.D.A. Calculated in the following manner:—
Assistant Tindals, per trip ..	.. 6 25	.. —
Tindals, per trip ..	.. 6 50	.. —

Lighters over 60 but under 80 tons—

Lightermen, per trip 7 0	.. —	} Total monthly remuneration ————— × 40 cts. Rs. 4.0
Assistant Tindals, per trip ..	.. 7 25	.. —
Tindals, per trip ..	.. 7 50	.. —

Lighters 80 tons and over—

Lightermen, per trip 8 0	.. —	} Up to a maximum of 40 cts. × 26 days or the number of days actually worked, whichever is greater.
Assistant Tindals, per trip ..	.. 8 50	.. —
Tindals, per trip ..	.. 9 0	.. —

Note.—The above rates shall be increased by—

(i) 50 cents for—

- each trip involving transshipment of cargo from ship to ship;
- each trip where cargo is "shut out" and subsequently re-directed to another vessel;
- each trip where cargo is discharged into lighter from hatch and subsequently loaded to another hatch of the same vessel;

(ii) Rs. 1.00 for each trip made beyond the locks to the Beira Lake; and

(iii) Rs. 2.00 for each trip on which the lighter carries dangerous cargo.

Guaranteed Time Rate (Monthly) :

	Minimum Consolidated Wage	I. D. A.	Total
Lighters under 80 tons—			
Lightermen ..	..105 0	.. 10 0	..115 0
Assistant Tindals ..	..108 75	.. 10 0	..118 75
Tindals ..	..112 50	.. 10 0	..122 50

† This additional sum has been added in accordance with the proviso to Section 4 (1) of the Interim Devaluation Act, No. 40 of 1968.

Class of Worker	Minimum Consolidated Wage	Interim Devaluation Allowance	Total
	Rs. c.	Rs. c.	Rs. c.

(13) Dock, Harbour and Port Transport Trade—(contd.)

Lighters of 80 tons and over—

Lightermen ..	.. 122 0*	.. —	.. 10 0	.. 132 0
Assistant Tindals ..	.. 128 0*	.. —	.. 10 0	.. 136 0
Tindals ..	.. 130 0*	.. —	.. 10 0	.. 140 0

When the lighter is awaiting or undergoing repair in the Boat Repair Yard and in the event of the employer failing to provide employment in another lighter during such period—

Lightermen ..	.. 55 0*	.. —	.. 10 0	.. 65 0
Assistant Tindals ..	.. 55 0*	.. —	.. 10 0	.. 65 0
Tindals ..	.. 60 0*	.. —	.. 10 0	.. 70 0

(14) Engineering Trade

Daily Rates :

Unskilled labourers ..	.. 5 85*	.. —	.. 0 40	.. 6 25
Semi-skilled workers ..	.. 6 35*	.. —	.. 0 40	.. 6 75
Skilled workers ..	.. 6 95*	.. —	.. 0 40	.. 7 35
Kanganies ..	.. 6 45*	.. —	.. 0 40	.. 6 85
Watchers ..	.. 6 35*	.. —	.. 0 40	.. 6 75

Trade learners and apprentices—

First year ..	.. 3 95*	.. —	.. 0 40	.. 4 35
Second year ..	.. 4 45*	.. —	.. 0 40	.. 4 85
Third year ..	.. 4 95*	.. —	.. 0 40	.. 5 35
Fourth year ..	.. 5 45*	.. —	.. 0 40	.. 5 85

(15) Garment Manufacturing Trade

Daily Rates :

	Basic Wage	S. A. **	I.D.A.	Total
Grade I (a) ..	.. 4 0	.. 3 67	.. † 35 0 40	8 42
Grade I (b) ..	.. 3 10	.. 3 67	.. † 35 0 40	7 52
Grade II ..	.. 1 95	.. 3 12	.. † 0 05 0 40	5 52
Grade III ..	.. 1 65	.. 3 02	.. † 0 05 0 40	5 12
Grade IV ..	.. 1 40	.. 2 80	.. † 0 05 0 40	4 65
Grade V ..	.. 1 05	.. 2 56	.. 0 40	4 01

(16) Hosiery Manufacturing Trade

Daily Rates :

Grade I ..	.. 4 10*	.. —	.. 0 40	.. 4 50
Grade II ..	.. 3 75*	.. —	.. 0 40	.. 4 15
Grade III ..	.. 3 35*	.. —	.. 0 40	.. 3 75
Grade IV ..	.. 2 80*	.. —	.. 0 40	.. 3 20

† These additional sums have been added in accordance with the proviso to Section 4 (1) of the Interim Devaluation of Employees Act, No. 40 of 1968.

* These rates are the consolidated minimum wages. No Special allowances have been prescribed.

Class of Worker

Basic Wages	Special Allowances **	Interim Devaluation Allowance	Total
Rs. c.	Rs. c.	Rs. c.	Rs. c.

(17) Ice and Aerated Water Manufacturing Trade

Daily Rates :

Grade I 2 0	.. 2 37	.. †0 05 0 40	} 4 82
Grade II ..	.. 1 65	.. 2 37	.. †0 05 0 40
Grade III ..	.. 1 40	.. 2 27	.. †0 05 0 40

(18) Liquor and Vinegar Trade

Minimum Consolidated Wage

I.D.A.

Total

Monthly Rates :

Tope kangany ..	.. 115 0	.. —	.. 10 0	.. 125 0
Toddy tavern watcher ..	.. 63 0	.. —	.. 10 0	.. 73 0
Arrack tavern watcher ..	.. 63 0	.. —	.. 10 0	.. 73 0
Tope watcher ..	.. 50 0	.. —	.. 10 0	.. 60 0
Collecting station manager ..	.. 85 0	.. —	.. 10 0	.. 95 0
Selling toddy at tavern ..	.. 80 0	.. —	.. 10 0	.. 90 0
Selling arrack at tavern ..	.. 75 0	.. —	.. 10 0	.. 85 0
Collecting toddy from trees in the toddy section of the trade ..	.. 80 0	.. —	.. 10 0	.. 90 0
Collecting toddy from trees in the arrack section of the trade—				
for 80 or less than 80 palms ..	.. 60 0	.. —	.. 10 0	.. 70 0
for not less than 81 and not more than 90 palms ..	.. 65 0	.. —	.. 10 0	.. 75 0
for not less than 91 and not more than 100 palms ..	.. 70 0	.. —	.. 10 0	.. 80 0
for not less than 101 and not more than 110 palms ..	.. 75 0	.. —	.. 10 0	.. 85 0
for not less than 111 and not more than 120 palms ..	.. 80 0	.. —	.. 10 0	.. 90 0
for not less than 121 and not more than 130 palms ..	.. 85 0	.. —	.. 10 0	.. 95 0
for not less than 131 and more than 131 palms ..	.. 90 0	.. —	.. 10 0	.. 100 0
Collecting toddy from trees in the vinegar section of the trade ..	.. 52 50	.. —	.. 10 0	.. 62 50
Distilling toddy at distillery ..	.. 175 0	.. —	.. 10 0	.. 185 0

Daily Rates :

Bottling, corking and labelling arrack bottles ..	.. 3 0	.. —	.. 0 40	.. 3 40
Unskilled labourers ..	.. 5 0	.. —	.. 0 40	.. 5 40

Price Rates :

Coupling of coconut palms for each coupling ..	.. 0 70	.. —	
Changing ropes, for each coupling ..	.. 0 35	.. —	
Cutting and removing ropes, for each coupling ..	.. 0 30	.. —	
Laddering coconut palms, for each tope not exceeding 110 palms ..	.. 35 0	.. —	

I.D.A.

Calculated in the following manner:—
 Total monthly remuneration
 ————— × 40 cts.
 Rs. 4.0
 Up to a maximum of 40 cts. × 26 days or the number of days actually worked whichever is greater.

Month : November, 1971

Class of Worker	Month : November, 1971			Total
	Basic Wage	Special Allowance**	Interim Devaluation Allowance	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.
(18) Liquor and Vinegar Trade—(contd.)				
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns, for each gallon of toddy delivered by worker—				
Galle District ..	0 54	..	—	I.D.A. Calculated in the following manner:— Total monthly remuneration × 40 cts. Rs. 4.0 Up to a maximum of 40 cts. × 26 days or the number of days actually worked, whichever is greater.
Western Province ..	1 15	..	—	
Chilaw District ..	1 10	..	—	
Nuwara Eliya or Kandy District ..	1 20	..	—	
Matara, Jaffna or Matale District ..	1 10	..	—	
Puttalam, Anuradhapura, Kurunegala or Hambantota District ..	1 15	..	—	
Badulla or Ratnapura, District ..	1 20	..	—	
Batticaloa or Mannar District ..	1 20	..	—	
Kegalle District ..	0 80	..	—	
Trincomalee or Mullativu District ..	1 05	..	—	
Tapping coconut, kitul or palmyrah palms for supplying toddy to distilleries or for the manufacture of vinegar, for each gallon of toddy delivered by worker ..				
	0 41	..	—	
Tapping spadices for supplying toddy to distilleries or for the manufacture of vinegar—				
(a) for not exceeding 100 coconut, kitul or palmyrah palms ..	62 50	..	—	
(b) for every palm in excess of 100 such palms ..	0 62½	..	—	
Tapping spadices for supplying toddy to taverns for 25-40 coconut, kitul or palmyrah palms ..				
	60 0	..	—	

19) Match Manufacturing Trade

Daily Rates :

Grade I—

(a) Male Workers, 18 years and over ..	4 80	..	—	0 40	5 20
(b) Female Workers, 18 years and over ..	4 35	..	—	0 40	4 75
(c) Young persons, over 14 years, but under 18 years ..	1 25	..	1 52	0 40	3 17

Grade II—

(a) Male Workers, 18 years and over ..	4 20	..	—	0 40	4 60
(b) Female Workers, 18 years and over ..	3 35	..	—	0 40	3 75
(c) Young persons over 14 years but under 18 years ..	1 0	..	1 52	0 40	2 92

Grade III—

(a) Male Workers, 18 years and over ..	3 90	..	—	0 40	4 30
(b) Female Workers, 18 years and over ..	3 55	..	—	0 40	3 95
(c) Young persons, over 14 years but under 16 years ..	0 70	..	1 24	0 40	2 34
(d) Young persons, over 16 years but under 18 years ..	0 90	..	1 52	0 40	2 82

Grade IV—

Watcher ..	1 70	..	2 0	† 0 05 0 40	4 15
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† These additional Sums have been added in accordance with the proviso to section 4 (1) of the Interim Devaluation of Employees Act. No. 40 of 1968.

Month : November, 1971

Class of Worker	Month : November, 1971			Total
	Basic Wage	Special Allowance**	Interim Devaluation Allowance	
(20) Motor Transport Trade*—(contd.)	Rs. c.	Rs. c.	Rs. c.	Rs. c.
<i>Monthly Rates :</i>				
Class A Workers	.. 100 0 ..	68 42 ..	$\left[\begin{matrix} \uparrow 5 & 0 \\ 10 & 0 \end{matrix} \right]$	..183 42
Class B Workers	.. 90 0 ..	68 42 ..	$\left[\begin{matrix} \uparrow 5 & 0 \\ 10 & 0 \end{matrix} \right]$	..173 42
Class C Workers	.. 85 0 ..	65 92 ..	$\left[\begin{matrix} \uparrow 5 & 0 \\ 10 & 0 \end{matrix} \right]$	..165 92
Class D Workers	.. 100 0 ..	68 42 ..	$\left[\begin{matrix} \uparrow 5 & 0 \\ 10 & 0 \end{matrix} \right]$	..183 42
Class E Workers	.. 70 0 ..	63 42 ..	$\left[\begin{matrix} \uparrow 5 & 0 \\ 10 & 0 \end{matrix} \right]$	..148 42
Class F Workers	.. 67 50 ..	68 42 ..	$\left[\begin{matrix} \uparrow 5 & 0 \\ 10 & 0 \end{matrix} \right]$	..150 92
Class G Workers Cleaners and Porters	.. 60 0 ..	63 82 ..	$\left[\begin{matrix} \uparrow 3 & 50 \\ 10 & 00 \end{matrix} \right]$	..137 32
Class H Workers Cleaners and Porters	.. 50 0 ..	63 82 ..	$\left[\begin{matrix} \uparrow 3 & 50 \\ 10 & 00 \end{matrix} \right]$	..127 32
Class I Workers	.. 60 0 ..	63 82 ..	$\left[\begin{matrix} \uparrow 3 & 50 \\ 10 & 00 \end{matrix} \right]$	..137 32
Class J Workers	.. 90 0 ..	63 82 ..	$\left[\begin{matrix} \uparrow 3 & 50 \\ 10 & 00 \end{matrix} \right]$	..167 32
Class K Workers	.. 45 0 ..	53 17 ..	$\left[\begin{matrix} \uparrow 1 & 25 \\ 10 & 0 \end{matrix} \right]$	..109 42

Daily Rates :

Class A work	.. 4 0 ..	2 92 ..	$\left[\begin{matrix} \uparrow 0 & 35 \\ & 0 & 40 \end{matrix} \right]$	7 67
.. B ..	.. 4 0 ..	2 92 ..	$\left[\begin{matrix} \uparrow 0 & 35 \\ & 0 & 40 \end{matrix} \right]$	7 67
.. C ..	.. 3 25 ..	2 92 ..	$\left[\begin{matrix} \uparrow 0 & 35 \\ & 0 & 40 \end{matrix} \right]$	6 92
.. D ..	.. 4 0 ..	2 92 ..	$\left[\begin{matrix} \uparrow 0 & 35 \\ & 0 & 40 \end{matrix} \right]$	7 67
.. E ..	.. 2 75 ..	2 67 ..	$\left[\begin{matrix} \uparrow 0 & 35 \\ & 0 & 40 \end{matrix} \right]$	6 17
.. F ..	.. 2 75 ..	2 92 ..	$\left[\begin{matrix} \uparrow 0 & 35 \\ & 0 & 40 \end{matrix} \right]$	6 42
.. G ..	.. 2 50 ..	2 92 ..	$\left[\begin{matrix} \uparrow 0 & 35 \\ & 0 & 40 \end{matrix} \right]$	6 17
.. H ..	.. 2 25 ..	2 92 ..	$\left[\begin{matrix} \uparrow 0 & 35 \\ & 0 & 40 \end{matrix} \right]$	5 92
.. K ..	.. 1 50 ..	2 0 ..	$\left[\begin{matrix} \uparrow 0 & 05 \\ & 0 & 40 \end{matrix} \right]$	3 95

(21) Paddy Hulling Trade	Minimum Consolidated Wage	I.D.A.	Total
<i>Daily Rate :</i>			
Male Workers	.. 4 00 ..	0 40 —	4 40
Female Workers	.. 3 00 ..	0 40 —	3 40

* N.B.—Monthly rates for permanent workers and daily rates for temporary workers.

† These additional sums have been added in accordance with the proviso to section 4 (1) of the Interim Devaluation Allowance of Employees Act, No. 40 of 1968.

Month: November, 1971

Class of Workers	Month: November, 1971			Total Rs. c.
	Basic Wage Rs. c.	Special Allowance** Rs. c.	Interim Devaluation Allowance Rs. c.	
(22) Plumbago Trade*				
<i>Daily Rates :</i>				
Workers other than those employed in curing and dressing—	Basic Wage	S.L.A.	I.D.A.	Total
Underground workers—				
Baases ..	3 0 ..	1 42 ..	{ †0 08 0 40 }	.. 4 90
Kanganies	2 50 ..	1 42 ..	{ †0 08 0 40 }	.. 4 40
Loaders ..				
Onsetters or Donakatarayas	2 33 ..	1 42 ..	{ †0 08 0 40 }	.. 4 23
Overseers				
Shift bosses ..	2 25 ..	1 42 ..	{ †0 08 0 40 }	.. 4 15
Blasters				
Drillers (hand and machine)	1 75 ..	1 42 ..	{ †0 08 0 40 }	.. 3 65
Shaft drivers				
Stoppers (excavators)	2 75 ..	1 42 ..	{ †0 08 0 40 }	.. 4 65
Timbermen				
Muckers	2 50 ..	1 42 ..	{ †0 08 0 40 }	.. 4 40
Trolleyman				
Unskilled labourers				
Underground and surface workers—				
Electricians	2 75 ..	1 42 ..	{ †0 08 0 40 }	.. 4 65
Mechanics				
Enginemen	2 50 ..	1 42 ..	{ †0 08 0 40 }	.. 4 40
Pumpmen				
Fitters				
Hoistmen				
Winchmen				
Checkers ..				
Underground and Surface Workers—				
Electricians (assistants)	1 75 ..	1 42 ..	{ †0 08 0 40 }	3 65
Fitters (assistants)				
Windlassmen (dabare workers)				
Mechanics (assistants)				
Surface workers—				
Carpenters ..	2 75 ..	1 42 ..	{ †0 08 0 40 }	4 65
Masons ..				
Overseers ..	2 50 ..	1 42 ..	{ †0 08 0 40 }	4 40
Bakkikarayas or Banksmen				
Blacksmiths ..	2 25 ..	1 42 ..	{ †0 08 0 40 }	4 15
Boilerman ..				
Drill sharpeners ..				
Firewood carriers and splitters	1 85 ..	1 42 ..	{ †0 08 0 40 }	3 75
Carters ..	1 75 ..	1 42 ..	{ †0 08 0 40 }	3 65
Watchers ..				
Cooks ..	1 49 ..	1 42 ..	{ †0 08 0 40 }	3 39
Smithy boys ..				
Unskilled labourers ..				
Workers employed in curing and dressing—				
(a) As overseers and kanganies	2 25 ..	1 62 ..	{ †0 08 0 40 }	4 35
(b) On different jobs—				
Male workers not under 18 years	1 50 ..	1 62 ..	{ †0 08 0 40 }	3 60
Female workers not under 18 years	1 25 ..	1 24 ..	0 40 ..	2 89
Worker under 18 years	0 75 ..	1 17 ..	0 40 ..	2 32

* Note.—The basic rates given above are applicable to all workers other than those employed in curing and dressing in the above group irrespective of sex or age. However the special allowance (and therefore the total itself) given above applies only to male workers not under 18 years of age. The total minimum wages applicable to female workers not under 18 years of age and workers (irrespective of sex) under 18 years of age will have to be worked out by adding the respective basic rate given above to the special allowance applicable to them. The special allowances are as follows:—

	Rs. c.	Rs. c.
(a) female worker, not under 18 years of age	.. 1 04	.. 0 40
(b) worker, irrespective of sex, under 18 years of age	0 97	.. 0 40

† These additional sums have been added in accordance with the proviso to Section 4 (1) of the Interim Devaluation Allowance of Employees Act, No. 40 of 1968.

Class of Worker	Basic Wages		Special Allowance **		Interim Devaluation Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.
(23) Printing Trade								
<i>Monthly Rates :</i>								
Class A Workers	..	121 18	..	114 42	..	{ 20 0† 10 0 }	..	265 60
Class B Workers	..	109 99	..	91 42	..	{ 12 50† 10 0 }	..	223 91
Class C Workers	..	84 63	..	79 92	..	{ 8 75† 10 0 }	..	183 30
Class D Workers : Unskilled workers not under 18 years of age	..	57 05	..	65 61	..	{ 4 10† 10 0 }	..	136 76
Class E Workers : Unskilled workers under 18 years of age	..	37 28	..	43 12	..	10 0	..	90 40
Class F Workers : Watchers	..	58 04	..	68 42	..	{ 5 0† 10 0 }	..	141 46
Class A — 1st year learner	..	39 0	..	47 52	..	10 0	..	96 52
" B — " " "	..	32 0	..	40 62	..	10 0	..	82 62
" C — " " "	..	30 0	..	42 92	..	10 0	..	82 92
Class A—2nd year learner	..	51 0	..	57 22	..	{ 12 00† 10 0 }	..	120 22
" B " " "	..	43 0	..	54 92	..	{ 1 25† 10 0 }	..	109 17
" C 2nd year learner	..	36 0	..	49 04	..	10 0	..	95 04
Class A—3rd year learner	..	64 0	..	66 92	..	{ 5 0† 10 0 }	..	145 92
Class B—3rd year learner	..	57 0	..	62 32	..	{ 3 50† 10 0 }	..	132 82
" C 3rd year learner	..	44 0	..	55 42	..	1 25 10 50	..	110 67
Class A—4th year learner	..	80 0	..	81 22	..	{ 9 50† 10 0 }	..	180 72
" B " " "	..	73 0	..	73 04	..	{ 6 80† 10 0 }	..	162 84
" C 4th year learner	..	53 0	..	64 61	..	{ 4 10† 10 0 }	..	131 71
Class A—5th year learner	..	98 0	..	96 02	..	{ 14 00† 10 0 }	..	218 02

(24) Rubber Export Trade	Minimum Consolidated Wage		I.D.A.		Total	
	Rs.	c.	Rs.	c.		
<i>Daily Rates :</i>						
A.—Male workers not under 18 years of age —						
(a) Grade II	..	4 50	..	0 40	..	4 90
(b) Intermediate Grade	..	4 80	..	0 40	..	5 20
(c) Grade I	..	5 10	..	0 40	..	5 50
(d) Watchers	..	5 0	..	0 40	..	5 40
B.—Female workers not under 18 years of age —						
(a) Grade II :						
Workers employed in work other than sorting	4 20	..	..	0 40	..	4 60
(b) Grade I :						
Workers employed in sorting	4 35	..	..	0 40	..	4 75
C.—Workers (irrespective of sex) under 18 years of age —						
Over 14 years but under 15 years	..	3 30	..	0 40	..	3 70
Over 15 years but under 16 years	..	3 60	..	0 40	..	4 0
Over 16 years but under 17 years	..	3 90	..	0 40	..	4 30
Over 17 years but under 18 years	..	4 20	..	0 40	..	4 60

† These additional sums have been added in accordance with the proviso to section 4 (1) of the Interim Devaluation Allowance of Employee's Act, No. 40 of 1968.

Month: November, 1971

Class of Worker	Month: November, 1971			Total
	Basic Wage	Special Allowance**	Interim Devaluation Allowance	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.
(25) Rubber Growing and Manufacturing Trade				
<i>Daily Rates :</i>				
Male worker not under 16 years	.. 1 40	.. 1 36	.. [†0 18 0 30]	.. 3 24
Female worker not under 15 years	.. 1 30	.. 1 0	.. †0 02 0 30	.. 2 62
Child worker	.. 1 05	.. 0 93	.. †0 02 0 30	.. 2 30

(26) Tea Export Trade

Daily Rates :	Minimum Consolidated Wage		I.D.A.	Total
A.—Male workers not under 18 years of age —				
(a) Grade II	.. 5 85	.. —	.. 0 40	.. 6 25
(b) Intermediate Grade	.. 6 15	.. —	.. 0 40	.. 6 55
(c) Grade I	.. 6 45	.. —	.. 0 40	.. 6 85
(d) Boxmakers and repairers	.. 6 15	.. —	.. 0 40	.. 6 55
(e) Watchers	.. 6 35	.. —	.. 0 40	.. 6 75
B.—Female workers not under 18 years of age				
	5 55	.. —	.. 0 40	.. 5 95
C.—Workers (irrespective of sex) under 18 years of age—				
Over 14 years but under 15 years	.. 4 65	.. —	.. 0 40	.. 5 05
Over 15 years but under 16 years	.. 4 95	.. —	.. 0 40	.. 5 35
Over 16 years but under 17 years	.. 5 25	.. —	.. 0 40	.. 5 65
Over 17 years but under 18 years	.. 5 55	.. —	.. 0 40	.. 5 95

(27) Tea Growing and Manufacturing Trade

Daily Rates :	Basic Wage	S.A.**	I.D.A.	Total
Male worker not under 16 years	.. 1 35	.. 1 36	.. [†0 18 0 30]	.. 3 19
Female worker not under 15 years	.. 1 15	.. 1 0	.. †0 02 0 30	.. 2 47
Child worker	.. 0 90	.. 0 93	.. †0 02 0 30	.. 2 15

NOTE :—PLEASE REFER TO THE MAY '70 ISSUE OF THE LABOUR GAZETTE FOR DETAILS OF CLASSIFICATION OF WORKERS.

The Special Allowances payable for the month of Nov., 1971, in respect of workers who are not liable to contribute to the Employees' Provident Fund are given in the pages 736-739

† These additional sums have been added in accordance with the proviso to section 4 (1) of the Interim Devaluation Allowance of Employees Act, No. 40 of 1968.

Class of Worker	Month : November, 1971		
	Minimum Consolidated Wage	Interim Devaluation Allowance	Total
	Rs. c.	Rs. c.	Rs. e.
(28) Textile Trade			
Daily Rate			
Grade I (Skilled)			
Designers, Engravers, Fancy Jobbers (weaving)			
Front Sizers, Fitters—			
carding			
speed frame			
spinning			
winding			
warping			
sizing			
weaving			
Head Jobbers—			
Speed frame			
spinning			
weaving			
Jobbers—			
finishing			
sizing			
combing			
carding			
Line Jobbers—			
weaving	6 90	0 40	7 30
Grade II (Skilled)			
Beam gaiters, Jobbers—			
warehouse			
printing			
dyeing			
bleaching			
doubling			
winding			
warping			
drawing-in			
mixing and blow room			
Jobber Assistants—			
carding			
Line Jobbers			
spinning, speed frame	6 69	40	7 00
Bmash hands			
weavers			
Semi-skilled			
Balers, (bundling and bailing) Banders, Bundlers, Calendermen, carpenters, chemiemen, cooling plant men, counters-thread, coverers-roller, creel boys, cutters-card, cutlookers/head cutlookers, (Warping) doffers, doublers, drawers-in, dressers-yarn, drying, range men, dyeingmen-cheese and beam, gaugers-spindle, examiners-first piece cloth, fitters-Assistant, Grinders-card flat, hydro extractormen, jobbers-doffing, jigger-men, kanganyies, kiermen, machine attendants, tubuler banding machinemen—			
ageing			
combing			
cropping and shearing			
padding			
printing			
ribbon lap			
sliver lap			
soaping			
Machine women—			
bed spread			

Class of Worker

Consolidated Wage	Interim Allowance	Total

(28) Textile Trade—(contd.)

Mercerisemen, mixers—
colour, size

Reacher, realers, repairers—
combing needle
flange
heald and reed
spindle
shuttle tongue

Samplers, sanforisemen, screenmakers, screen printers,
setters-card, sewingmen, singeing, and designmen,
sizers-back, sley-makers, spinners-mule ring, stenter-
men, stitchers, stitchers-tape, tenters—
card
drawing
inter-roving
simplex
Slubbing
waste card

Vatmen—
hank bleaching
cotton dyeing
hank dyeing

Warpers, weavers—
handloom

Winders—
automatic prin grey,
cheese cone,
doubler, universal prin

Wrapping boys (Spinning) .. 6 20 .. 0 40 .. 6 60

Unskilled

Back fillers, balers, (ware house) balemarkers, baling
checkers, battery fillers, carriers—
beam, bobbin, cotton, doff, lap, tallyboard

Cleaners—
loom, reed (Carpet Section)

Cloth pilers, creel boys, cutters—
loop

Fly gatherers, folders—
crease, hand

Helpers, labourers, machinemen—
ginning, willow, blending, washing

Number markers/workers, oilers, packers,
waste Pickers

Plaiters—
front/back

Roller cover assistants, roving waste openers, seed
collectors and packers skewars—
Skower repairers

Sley maker assistants
assistants

Stamping and bundlingmen stitchers—
bag, belt

Strippers, scutchormen, sweepers, thread extractormen
weighers/scalemen, winder—
pirm Winder (Carpet Section)

Yarn conditioners-cum-distributors .. 5 80 .. 0 40 .. 6 20

In the foregoing decisions "Weaver" shall refer in the
Rayon and Synthetic Textile Manufacturing Trade to
workers who operate not less than founnon automatic
looms.

(29) Tobacco Trade

Daily Rates :

	Minimum Consolidated Wage	I.D.A.	Total
(a) Male worker not under 16 years of age ..	3 30 .. —	0 30 ..	3 60
(b) Female worker not under 15 years of age	3 0 .. —	0 30 ..	3 30
(c) Child works ..	2 50 .. —	0 30 ..	2 80

(Special Allowance for workers who are not liable to contribute to the Employees' Provident Fund and who are not entitled to the Interim Devaluation Allowance)

SPECIAL ALLOWANCES PAYABLE TO WORKERS IN THE TEA GROWING AND MANUFACTURING, THE RUBBER GROWING AND MANUFACTURING, THE COCOA, CARDAMOM AND PEPPER GROWING AND MANUFACTURING, THE COCONUT GROWING, THE COCONUT MANUFACTURING, THE PLUMBAGO, THE PRINTING, THE MOTOR TRANSPORT, THE MATCH MANUFACTURING, THE CINEMA, THE DOCK, HARBOUR AND PORT TRANSPORT, THE BUILDING, THE BAKING, THE BRICK AND TILE MANUFACTURING, THE COIR MATTRESS AND BRISTLE FIBRE EXPORT, THE ICE AND AERATED WATERS MANUFACTURING, AND GARMENTS MANUFACTURING TRADES.

IT is hereby notified, under section 20 (2) (b) of the Wages Boards Ordinance (Chapter 136) that the cost of living index number for the above trades for the month of October, 1971, being 144.4, the special allowance payable in respect of the month of November, or for a normal working day in the month of November, 1971, as the case may be, will be as follows:—

(1) The Tea Growing and Manufacturing, The Rubber Growing and Manufacturing, and The Cocoa, Cardamom and Pepper Growing and Manufacturing Trades.

<i>Class of Worker</i>	<i>Special Allowance for a normal working day</i>	<i>Rs. c.</i>
1) Male Workers not under 16 years of age	1 84
Female Workers not under 15 years of age	1 32
Child Workers	1 25

(2) The Coconut Growing Trade :

Male worker not under 16 years of age (including Kangany) .. .. .	.. .. .	1 84
Female worker not under 15 years of age .. .. .	.. .. .	1 32
Male worker under 16 years or female worker under 15 years of age .. .. .	.. .. .	1 25

(3) The Coconut Manufacturing Trade :

Male worker not under 18 years of age (including Kangany) .. .. .	.. .. .	2 69
Female worker not under 18 years of age .. .. .	.. .. .	2 12
Worker (irrespective of sex) under 18 years of age .. .. .	.. .. .	2 05

4) Plumbago Trade :

<i>Class of Worker</i>	<i>Special Allowance for a normal working day</i>	
	<i>Workers other than workers employed in tasks connected with curing and dressing of marketable plumbago</i>	<i>Workers employed in tasks connected with curing and dressing of marketable plumbago</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>
Male worker not under 18 years of age	1 90	2 10
Female worker not under 18 years of age	1 36	1 56
Workers (irrespective of sex) under 18 years of age	1 29	1 49

(5) Printing Trade :

Class of Worker	Special Allowance for the month				
	Rs. c.				
Class A worker other than learner or apprentice .. .. .	..	..	..	..	146 42
Class B worker other than learner or apprentice .. .. .	..	..	..	..	113 92
Class C worker other than learner or apprentice .. .. .	..	..	..	..	98 67
Class D worker other than learner or apprentice .. .. .	..	..	..	..	79 71
Class E worker .. .. .	..	..	..	..	49 87
Class F worker .. .. .	..	..	..	..	83 43
	<i>1st Year</i>	<i>2nd Year</i>	<i>3rd Year</i>	<i>4th Year</i>	<i>5th Year</i>
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
Class A learner or apprentice .. .. .	.. 56 52..	69 22..	81 92..	100 72	120 02
Class B learner or apprentice .. .. .	.. 47 37..	66 17..	75 82..	89 84..	—
Class C learner or apprentice .. .. .	.. 50 92..	58 34..	66 67..	78 71..	—

(6) Motor Transport Trade :

Class of Worker	Special Allowance	
	For the month	For a normal working day in the month
	Rs. c.	Rs. c.
Class A, B, D and F .. .. .	.. 83 42 ..	3 67
Class C .. .. .	.. 80 92 ..	3 67
Class E .. .. .	.. 78 42 ..	3 42
Class G and H .. .. .	.. 77 32 ..	3 67
Class I and J .. .. .	.. 77 32 ..	—
Class K .. .. .	.. 64 42 ..	2 45

(7) Match Manufacturing Trade :

Class of Worker	Special Allowance for a normal working day	
	For men	For women
	Rs. c.	Rs. c.
A. Adults (18 years and over)—		
Grade IV .. .. .	.. 2 45 ..	—
B. Young Persons (irrespective of sex)—		
Grade I and II—over 14 years but under 18 years ..	1 82	
Grade III—16 years and over but under 18 years ..	1 82	
Over 14 years but under 16 years	1 39	

(8) Cinema Trade :

<i>Class of Worker</i>		<i>Special Allowance for the month Rs. c.</i>
A. Non-Clerical—		
Unskilled workers	.. ..	70 60
Semi-skilled workers	.. ..	73 20
Skilled workers, Grade I and II	.. ..	75 02
B. Clerical—		
Grade III	.. ..	64 00
Grade II	.. ..	67 00
Grade I	.. ..	72 00

(9) Dock, Harbour and Port Transport Trade :

<i>Class of Worker</i>		<i>Special Allowance for the month Rs. c.</i>
Manual Work—		
Special Grade	.. ..	50 50
Skilled Grade	.. ..	46 50
Semi-skilled Grade, Unskilled Grades I and II, and women workers	.. ..	43 50
Non-manual Work—		
Special Grade	.. ..	62 00
Grade I	.. ..	46 50

(10) Building Trade :

<i>Class of Worker</i>		<i>Special Allowance for a normal working day Rs. c.</i>
Unskilled labourers	.. ..	2 72
Semi-skilled Grade II, Semi-skilled Grade I and Skilled workers	.. ..	2 82

(11) Baking Trade :

<i>Class of Worker</i>		<i>Special Allowance for the month Rs. c.</i>
Class A Worker	.. ..	89 80
Class B Worker	.. ..	81 25
Class C Worker	.. ..	59 35

(12) The Brick and Tile Manufacturing Trade :

<i>Class of Worker</i>		<i>Special Allowance for a normal working day Rs. c.</i>
A. Male worker (not under 18 years of age)—		
Skilled workers, Grade I and II, and Semi-skilled worker	.. ..	2 60
Unskilled worker	.. ..	2 50
B. Female worker (not under 18 years of age) ..		
	.. ..	2 39
C. Worker (irrespective of sex under 18 years of age)—		
Over 14 years but under 15 years	.. ..	1 82
Over 15 years but under 16 years	.. ..	1 87
Over 16 years but under 17 years	.. ..	1 92
Over 17 years but under 18 years	.. ..	2 02

(13) The Coir Mattress and Bristle Fibre Export Trade :

<i>Class of Worker</i>	<i>Special Allowance for a normal working day</i>	
	<i>Rs. c.</i>	
C. Worker (irrespective of sex) under 18 years of age—		
Over 14 years but under 15 years	1	99
Over 15 years but under 16 years	2	04
Over 16 years but under 17 years	2	09
Over 17 years but under 18 years	2	19

(14) The Ice and Aerated Waters Manufacturing Trade :

<i>Class of Worker</i>	<i>Special Allowance for a normal working day</i>	
	<i>Rs. c.</i>	
Grade I and Grade II workers	2	82
Grade III workers	2	72

(15) The Garments Manufacturing Trade :

<i>Class of Worker</i>	<i>Special Allowance for a normal working day</i>	
	<i>Rs. c.</i>	
Grade I (a) and (b) Worker	4	42
Grade II Worker	3	57
Grade III Worker	3	47
Grade IV Worker	3	25
Grade V Worker	2	86
(Learners and Apprentices)		

W. L. P. DE MEL
Commissioner of Labour.

Department of Labour,
Labour Secretariat,
Narahenpita,
Colombo 5, October 30, 1971.

DEARNESS ALLOWANCE PAYABLE TO LABOURERS COVERED BY THE PROVISIONS OF THE MINIMUM WAGES (INDIAN LABOUR) ORDINANCE (CAP. 135), BUT TO WHOM WAGES BOARDS DECISIONS DO NOT APPLY

IT is hereby notified for general information that the Dearness Allowance payable for each working day in the month of October, 1971, to a labourer covered by the provisions of the Minimum Wages (Indian Labour) Ordinance, but to whom minimum wages under the Wages Boards Ordinance are not payable, is as follows :—

	<i>Up-Country</i>	<i>Mid-Country</i>	<i>Low-Country</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>
A male labourer	1 27 ..	1 22..	1 18
A female labourer	1 02 ..	0 98..	0 94
A child labourer	1 02 ..	0 98..	0 94

The classification of an estate as Up, Mid or Low shall be as in Notification No. 281 of December 21, 1940, published in *Government Gazette* of December 23, 1940.

Department of Labour,
Labour Secretariat,
Narahenpita,
Colombo 5, September 30, 1971.

W. L. P. DE MEL
Commissioner of Labour.

APPENDIX II

***Ready Reckoner showing the Minimum Wages payable for the Number of days worked during November, 1971, to workers in the Baking Trade who are liable to contribute to the Employees' Provident Fund**

<i>No. of Days</i>	<i>Class A</i>	<i>Class B</i>	<i>Class C</i>	<i>No. of Days</i>
<i>Normal working Days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working Days</i>
1	3 36	2 91	2 18	1
2	6 72	5 82	4 36	2
3	18 45	11 63	8 72	3
4	20 17	17 45	13 08	4
5	26 89	23 27	17 44	5
6	33 62	29 09	21 80	6
7	40 34	34 90	26 16	7
8	47 06	40 72	30 52	8
9	53 78	46 54	34 88	9
10	60 51	52 36	39 24	10
11	67 23	58 17	43 60	11
12	73 95	63 99	47 96	12
13	80 68	69 81	52 32	13
14	87 40	75 63	56 68	14
15	94 12	81 44	61 03	15
16	100 85	87 26	65 39	16
17	107 57	93 08	69 75	17
18	114 29	98 89	74 11	18
19	121 02	104 71	78 47	19
20	127 74	110 53	82 83	20
21	134 46	116 35	87 19	21
22	141 18	122 16	91 55	22
23	147 91	127 98	95 91	23
24	154 63	133 80	100 27	24
25	161 35	139 62	104 63	25
26	168 08	145 43	108 99	26
26	174 80	151 25	113 35	26
Extra payment for work done on Sundays				
1	6 99	6 05	4 53	1
2	13 98	12 10	9 06	2
3	20 97	18 15	13 59	3
4	27 96	24 20	18 12	4

* The amounts shown as payable for different number of days in this ready reckoner have been arrived at taking the difference between the number of days to be worked in the month to earn minimum wages for the month as unauthorized absence.

2. The amounts payable for different number of days worked by workers who have not been in employment for a full month should be arrived in accordance with para. 3 of Part II of the Wages Boards decisions.

3. The amounts shown as payable for different number of days up to 26 days are wages payable for working that number of normal working days other than Weekly holidays. If the number of days worked includes Weekly holidays, the amounts payable have to be computed by reckoning separately the wages payable for the number of normal working days worked and the extra remuneration due for work on the number of Weekly holidays.

APPENDIX III

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1971, to workers in the Building Trade who are liable to contribute to the Employees' Provident Fund

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
<i>Normal working days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working Days</i>
½	2 06	1 91	1 81	2 23½	2 31	2 41	½
1	4 12	3 82	3 62	4 47	4 62	4 82	1
2	8 24	7 64	7 24	8 94	9 24	9 64	2
3	12 36	11 46	10 86	13 41	13 86	14 46	3
4	16 48	15 28	14 48	17 88	18 48	19 28	4
5	20 60	19 10	18 10	22 35	23 10	24 10	5
6	24 72	22 92	21 72	26 82	27 72	28 92	6
7	28 84	26 74	25 34	31 29	32 34	33 74	7
8	32 96	30 56	28 96	35 76	36 96	38 56	8
9	37 08	34 38	32 58	40 23	41 58	43 38	9
10	41 20	38 20	36 20	44 70	46 20	48 20	10
11	45 32	42 02	39 82	49 17	50 82	53 02	11
12	49 44	45 84	43 44	53 64	55 44	57 84	12
13	53 56	49 66	47 06	58 11	60 06	62 66	13
14	57 68	53 48	50 68	62 58	64 68	67 48	14
15	61 80	57 30	54 30	67 05	69 30	72 30	15
16	65 92	61 12	57 92	71 52	73 92	77 12	16
17	70 04	64 94	61 54	76 99	78 54	81 94	17
18	74 16	68 76	65 16	80 46	83 16	86 76	18
19	78 28	72 58	68 78	84 93	87 78	91 58	19
20	82 40	76 40	72 40	89 40	92 40	96 40	20
21	86 52	80 22	76 02	93 87	97 02	101 22	21
22	90 64	84 04	79 64	98 34	101 64	106 04	22
23	94 76	87 86	83 26	102 81	106 26	110 86	23
24	98 88	91 68	86 88	107 28	110 88	115 68	24
25	103 00	95 50	90 50	111 75	115 50	120 50	25
26	107 12	99 32	94 12	116 22	120 12	125 32	26
<i>Sunday work</i>							<i>Sunday work</i>
1	6 18	5 73	5 43	6 71	6 93	7 23	1
2	12 36	11 46	10 86	13 42	13 86	14 46	2
3	18 54	17 19	16 29	20 13	20 79	21 69	3
4	24 72	22 92	21 72	26 84	27 72	28 92	4

"Unskilled Male" means a male unskilled labourer not under 18 years of age.

"Unskilled Female" means a female unskilled labourer not under 18 years of age.

"Unskilled Young Person" means a labourer (irrespective of sex) under 18 years of age.

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sunday as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and the Sundays.

APPENDIX IV

***Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1971, to workers in the Cinema Trade who are liable to contribute to the Employees' Provident Fund**

Within the Municipal Area

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	2 06	2 23½	2 50	2 71	2 24	2 39½	3 55	½
1	4 12	4 47	5 00	5 42	4 48	4 79	7 10	1
2	8 24	8 94	10 00	10 85	8 96	9 58	14 19	2
3	12 36	13 41	15 00	16 27	13 44	14 37	21 29	3
4	16 48	17 88	20 00	21 70	17 92	19 15	28 38	4
5	20 60	22 35	25 00	27 12	22 40	23 94	35 48	5
6	24 72	26 82	30 00	32 54	26 88	28 73	42 58	6
7	28 83	31 28	35 01	37 97	31 37	33 52	49 67	7
8	32 95	35 75	40 01	43 39	35 85	38 31	56 77	8
9	37 07	40 22	45 01	48 81	40 33	43 10	63 87	9
10	41 19	44 69	50 01	54 24	44 81	47 88	70 96	10
11	45 31	49 16	55 01	59 66	49 29	52 67	78 06	11
12	49 43	53 63	60 01	65 09	53 77	57 46	85 15	12
13	53 55	58 10	65 01	70 51	58 25	62 25	92 25	13
14	57 67	62 57	70 01	75 93	62 73	67 04	99 35	14
15	61 79	67 04	75 01	81 36	67 21	71 83	106 44	15
16	65 91	71 51	80 01	86 78	71 69	76 62	113 54	16
17	70 03	75 93	85 01	92 21	76 17	81 40	120 63	17
18	74 15	80 45	90 01	97 63	80 65	86 19	127 73	18
19	78 27	84 92	95 01	103 05	85 13	90 98	134 83	19
20	82 38	89 38	100 02	108 48	89 62	95 77	141 92	20
21	86 50	93 85	105 02	113 90	94 10	100 56	149 02	21
22	90 62	98 32	110 02	119 32	98 58	105 35	156 12	22
23	94 74	102 79	115 02	124 75	103 06	110 13	163 21	23
24	98 86	107 26	120 02	130 17	107 54	114 92	170 31	24
25	102 98	111 73	125 02	135 60	112 02	119 71	177 40	25
26	107 10	116 20	130 02	141 02	116 50	124 50	184 50	26
27	113 53	123 17	137 82	149 48	123 49	131 97	193 57	27
28	119 96	130 14	145 62	157 94	130 48	139 44	206 64	28
29	126 39	137 11	153 42	166 40	137 47	146 91	217 71	29
30	132 82	144 08	161 22	174 86	144 46	154 88	228 78	30

* The amounts shown as payable for different number of days in this ready reckoner have been arrived at taking the difference between the number of days shown and the minimum number of days to be worked in the month to earn the minimum wages for the month as unauthorized absence.

2. The amounts payable for different number of days worked by workers who have not been in employment for a full month should be arrived in accordance with para. 4 of Part II of the Wages Boards decisions.

APPENDIX IV—(contd.)

***Ready Reckoner showing the Minimum Wages payable for the Number of days worked during November, 1971, to workers in the Cinema Trade who are liable to contribute to the Employees' Provident Fund**

Outside the Municipal Area

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi Skilled	Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	2 06	2 17½	2 34½	2 61½	2 14½	2 30	3 55	½
1	4 12	4 35	4 60	5 23	4 29	4 60	7 10	1
2	8 24	8 71	9 39	10 46	8 58	9 19	14 19	2
3	12 36	13 06	14 08	15 69	12 87	13 79	21 29	3
4	16 48	17 42	18 77	20 93	17 15	18 38	28 38	4
5	20 60	21 77	23 47	26 16	21 44	22 98	35 48	5
6	24 72	26 12	28 16	31 39	25 73	27 58	42 58	6
7	28 83	30 48	32 85	36 62	30 02	32 17	49 67	7
8	32 95	34 83	37 54	41 85	34 31	36 77	56 77	8
9	37 07	39 18	42 24	47 08	38 60	41 37	63 87	9
10	41 19	43 54	46 93	52 32	42 8	45 96	70 96	10
11	45 31	47 89	51 62	57 55	47 17	50 56	78 06	11
12	49 43	52 25	56 32	62 78	51 46	55 15	85 15	12
13	53 55	56 60	61 01	68 01	55 75	59 75	92 25	13
14	57 67	60 95	65 70	73 24	60 04	64 35	99 35	14
15	61 79	65 31	70 40	78 47	64 33	68 94	106 44	15
16	65 91	69 66	75 09	83 70	68 62	73 54	113 54	16
17	70 03	74 02	79 78	88 94	72 90	78 13	120 63	17
18	74 15	78 37	84 48	94 17	77 19	82 73	127 73	18
19	78 27	82 72	89 17	99 40	81 48	87 33	134 83	19
20	82 38	87 08	93 86	104 63	85 77	91 92	141 92	20
21	86 50	91 43	98 55	109 86	90 06	96 52	149 02	21
22	90 62	95 78	103 25	115 09	94 35	101 12	156 12	22
23	94 74	100 14	107 94	120 33	98 63	105 71	163 21	23
24	98 86	104 49	112 63	125 56	102 92	110 31	170 31	24
25	102 98	108 85	117 33	130 79	107 21	114 90	177 40	25
26	107 10	113 20	122 02	136 02	111 50	119 50	184 50	26
27	113 53	119 99	129 34	144 18	118 19	126 67	195 57	27
28	119 96	126 78	136 66	152 34	124 88	133 84	206 64	28
29	126 39	133 57	143 98	160 50	131 57	141 01	217 71	29
30	132 82	140 36	151 30	168 66	138 26	148 14	228 78	30

* The amounts shown as payable for different number of days in this ready reckoner have been arrived at taking the difference between the number of days shown and the minimum number of days to be worked in the month to earn the minimum wages for the month as unauthorized absence.

† The amounts payable for different number of days worked by workers who have not been in employment for a full month should be arrived in accordance with para. 4 of Part II of the Wages Boards decisions.

APPENDIX V

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during November, 1971, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade who are liable to contribute to the Employees' Provident Fund

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowances†	Minimum Wage	Basic Wage	Special Allowances†	Minimum Wage	Basic Wage	Special Allowances†	Minimum Wage	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1	0 55	0 92	1 47	0 45	0 66	1 11	0 32½	0 62½	0 95	1
2	1 10	1 84	2 94	0 90	1 32	2 22	0 65	1 25	1 90	2
3	2 20	3 68	5 88	1 80	2 64	4 44	1 30	2 50	3 80	3
4	3 30	5 52	8 82	2 70	3 96	6 66	1 95	3 75	5 70	4
5	4 40	7 36	11 76	3 60	5 28	8 88	2 60	5 00	7 60	5
6	5 50	9 20	14 70	4 50	6 60	11 10	3 25	6 25	9 50	6
7	6 60	11 04	17 64	5 40	7 92	13 32	3 90	7 50	11 40	7
8	7 70	12 88	20 58	6 30	9 24	15 54	4 55	8 75	13 30	8
9	8 80	14 72	23 52	7 20	10 56	17 76	5 20	10 00	15 20	9
10	9 90	16 56	26 46	8 10	11 88	19 96	5 85	11 25	17 10	10
11	11 00	18 40	29 40	9 00	13 20	22 20	6 50	12 50	19 00	11
12	12 10	20 24	32 34	9 90	14 52	24 42	7 15	13 75	20 90	12
13	13 20	22 08	35 28	10 80	15 84	26 64	7 80	15 00	22 80	13
14	14 30	23 92	38 22	11 70	17 16	28 86	8 45	16 25	24 70	14
15	15 40	25 76	41 16	12 60	18 48	31 08	9 10	17 50	26 60	15
16	16 50	27 60	44 10	13 50	19 80	33 30	9 75	18 75	28 50	16
17	17 60	29 44	47 04	14 40	21 12	35 52	10 40	20 00	30 40	17
18	18 70	31 28	49 98	15 30	22 44	37 74	11 05	21 25	32 30	18
19	19 80	33 12	52 92	16 20	23 76	39 96	11 70	22 50	34 20	19
20	20 90	34 96	55 86	17 10	25 08	42 18	12 35	23 75	36 10	20
21	22 00	36 80	58 80	18 00	26 40	44 40	13 00	25 00	38 00	21
22	23 10	38 64	61 74	18 90	27 72	46 62	13 65	26 25	39 90	22
23	24 20	40 48	64 68	19 80	29 04	48 84	14 30	27 50	41 80	23
24	25 30	42 32	67 62	20 70	30 36	51 06	14 95	28 75	43 70	24
25	26 40	44 16	70 56	21 60	31 68	53 28	15 60	30 00	45 60	25
26	27 50	46 00	73 50	22 50	33 00	55 50	16 25	31 25	47 50	26
27	28 60	47 84	76 44	23 40	34 32	57 72	16 90	32 50	49 40	27
Sunday work										
1	1 65	2 76	4 41	1 35	1 98	3 33	0 98	1 88	2 85	1
2	3 30	5 52	8 82	2 70	3 96	6 66	1 96	3 76	5 70	2
3	4 95	8 28	13 23	4 05	5 94	9 99	2 94	5 64	8 55	3
4	6 60	11 04	17 64	5 40	7 92	13 31	3 92	7 52	11 40	4

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

**Note 2.*—"A child worker" means a male worker under 16 years of age or a female worker under 15 year of age.

†Includes Interim Devaluation Allowance.

APPENDIX VI

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1971, to workers in the Coconut Growing and Manufacturing Trades who are liable to contribute to the Employees' Provident Fund

No. of days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of days
	Kan-gany	Male	Fe-male	Child workers	Kan-gany	Male	Fe-male	Young Person	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	1 69½	1 62	1 26	1 10	2 24½	2 04½	1 67½	1 64	½
1	3 39	3 24	2 52	2 20	4 49	4 09	3 35	3 28	1
2	6 78	6 48	5 04	4 40	8 98	8 18	6 70	6 56	2
3	10 17	9 72	7 56	6 60	13 47	12 27	10 05	9 84	3
4	13 56	12 96	10 08	8 80	17 96	16 36	13 40	13 12	4
5	16 95	16 20	12 60	11 00	22 45	20 45	16 75	16 40	5
6	20 34	19 44	15 12	13 20	26 94	24 54	20 10	19 68	6
7	23 73	22 68	17 64	15 40	31 43	28 63	23 45	22 96	7
8	27 12	25 92	20 16	17 60	35 92	32 72	26 80	26 24	8
9	30 51	29 16	22 68	19 80	40 41	36 81	30 15	29 52	9
10	33 90	32 40	25 20	22 00	44 90	40 90	33 50	32 80	10
11	37 29	35 64	27 72	24 20	49 39	44 99	36 85	36 08	11
12	40 68	38 88	30 24	26 40	53 88	49 08	40 20	39 36	12
13	44 07	42 12	32 76	28 60	58 37	53 17	43 55	42 64	13
14	47 46	45 36	35 28	30 80	62 86	57 26	46 90	45 92	14
15	50 85	48 60	37 80	33 00	67 35	61 35	50 25	49 20	15
16	54 24	51 84	40 32	35 20	71 84	65 44	53 60	52 48	16
17	57 63	55 08	42 84	37 40	76 33	69 53	56 95	55 76	17
18	61 02	58 32	45 36	39 60	80 82	73 62	60 30	59 04	18
19	64 41	61 56	47 88	41 80	85 31	77 71	63 65	62 32	19
20	67 80	64 80	50 40	44 00	89 80	81 80	67 00	65 60	20
21	71 19	68 04	52 92	46 20	94 29	85 89	70 35	68 88	21
22	74 58	71 28	55 44	48 40	98 78	89 98	78 70	72 16	22
23	77 97	74 52	57 96	50 60	103 27	94 07	77 05	75 44	23
24	81 36	77 76	60 48	52 80	107 76	98 16	80 40	78 72	24
25	84 75	81 00	63 00	55 00	112 25	102 25	83 75	82 00	25
26	88 14	84 24	65 52	57 20	116 74	106 34	87 10	85 28	26
<i>Sunday work</i>									<i>Sunday work</i>
1	5 09	4 86	3 78	3 30	6 74	6 14	5 02	4 92	1
2	10 18	9 72	7 56	6 60	13 48	12 28	10 04	9 84	2
3	15 27	14 58	11 34	9 90	20 22	18 42	15 06	14 76	3
4	20 36	19 44	15 12	13 20	26 96	24 56	20 08	19 68	4

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

Note 2.—"Male" refers to male workers not under 18 years of age. "Female" to female workers not under 18 years of age and "Young Persons" to workers under 18 years of age in the Coconut Manufacturing Trade. In the Coconut Growing Trade, "Male", "Female" and "Child Worker" refers to male workers not under 16 years of age; Female workers not under 15 years of age and young persons to male workers under 16 years of age and female workers under 15 years of age respectively.

APPENDIX VII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1971, to workers in the Engineering Trade who are liable to contribute to the Employees' Provident Fund

No. of days	Un-skilled	Semi-skilled	Skilled	Kan-ganias	Watchers	Trade Learners and Apprentices				No. of days
						1st Year	2nd Year	3rd Year	4th Year	
<i>Normal working days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working day</i>
1	8 12½	8 37½	8 67½	8 42½	8 37½	2 17½	2 42½	2 67½	2 92½	1
2	8 25	8 75	7 95	6 85	6 75	4 35	4 85	5 35	5 85	2
3	12 50	13 50	14 70	13 70	13 50	8 70	9 70	10 70	11 70	3
4	18 75	20 25	22 05	20 55	20 25	13 05	14 55	16 05	17 55	4
5	25 00	27 00	29 40	27 40	27 00	17 40	19 40	21 40	23 40	5
6	31 25	33 75	36 75	34 25	33 75	21 75	24 25	26 75	29 25	6
7	37 50	40 50	44 10	41 10	40 50	26 10	29 10	32 10	35 10	7
8	43 75	47 25	51 45	47 95	47 25	30 45	33 95	37 45	40 95	8
9	50 00	54 00	58 80	54 80	54 00	34 80	38 80	42 80	46 80	9
10	56 25	60 75	66 15	61 65	60 75	39 15	43 65	48 15	52 65	10
11	62 50	67 50	73 50	68 50	67 50	43 50	48 50	53 50	58 50	11
12	68 75	74 25	80 85	75 35	74 25	47 85	53 35	58 85	64 35	12
13	75 00	81 00	88 20	82 20	81 00	52 20	58 20	64 20	70 20	13
14	81 25	87 75	95 55	89 05	87 75	56 55	63 05	69 55	76 05	14
15	87 50	94 50	102 90	95 90	94 50	60 90	67 90	74 90	81 90	15
16	93 75	101 25	110 25	102 75	101 25	65 25	72 75	80 25	87 75	16
17	100 00	108 00	117 60	109 60	108 00	69 60	77 60	85 60	93 60	17
18	106 25	114 75	124 95	116 45	114 75	73 95	82 45	90 95	99 45	18
19	112 50	121 50	132 30	123 30	121 50	78 30	87 30	96 30	105 30	19
20	118 75	128 25	139 65	130 15	128 25	82 65	92 15	101 65	111 15	20
21	125 00	135 00	147 00	137 00	135 00	87 00	97 00	107 00	117 00	21
22	131 25	141 75	154 35	143 85	141 75	91 35	101 85	112 35	122 85	22
23	137 50	148 50	161 70	150 70	148 50	95 70	106 70	117 70	128 70	23
24	143 75	155 25	169 05	157 55	155 25	100 05	111 55	123 05	134 55	24
25	150 00	162 00	176 40	164 40	162 00	104 40	116 40	128 40	140 40	25
26	156 25	168 75	183 75	171 25	168 75	108 75	121 25	133 75	146 25	26
26	162 50	175 50	191 10	178 10	175 50	113 10	126 10	139 10	152 10	26
<i>Sunday work</i>										<i>Sunday work</i>
1	9 38	10 13	11 03	10 28	10 13	6 53	7 28	8 03	8 78	1
2	18 76	20 26	22 06	20 56	20 26	13 06	14 56	16 06	17 56	2
3	28 14	30 39	33 09	30 84	30 39	19 59	21 84	24 09	26 34	3
4	37 52	40 52	44 12	41 12	40 52	26 12	29 12	32 12	35 12	4

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

2. Watchers governed by the decision of the Wages Board for the Engineering Trade, are not entitled to enhanced rate of wages for work done on any Sunday merely by virtue of the fact that they worked on such Sundays.

3. Workers in the Engineering trade engaged on work outside the business premises of the employer for periods exceeding 12 days will not be entitled to the enhanced rate for Sunday work during that period.

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days Worked during November, 1971, to workers in the Match Manufacturing Trade who are liable to contribute to the Employees' Provident Fund

No. of Days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons	Adults		Young Persons	Adults		Young Persons		Waiters	
	Male	Female		Male	Female		Male	Female	Over 14 Under 18 Years	Over 17 Under 18 Years		
			Over 14 Under 18 Years			Over 14 Under 18 Years					Over 14 Under 18 Years	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
1	2 60	2 37½	1 58½	2 30	1 87½	1 46	2 15	1 97½	1 17	1 41	2 07½	1
2	5 20	4 75	3 17	4 60	3 75	2 92	4 30	3 95	2 34	2 82	4 15	2
3	10 40	9 50	6 34	9 20	7 50	5 84	8 60	7 90	4 68	5 64	8 30	3
4	15 60	14 25	9 51	13 80	11 25	8 76	12 90	11 85	7 02	8 46	12 45	4
5	20 80	19 00	12 68	18 40	15 00	11 68	17 20	15 80	9 36	11 28	16 60	5
6	26 00	23 75	15 95	23 00	18 75	14 60	21 50	19 75	11 70	14 10	20 75	6
7	31 20	28 50	19 02	27 60	22 50	17 52	25 80	23 70	14 04	16 92	24 90	7
8	36 40	33 25	22 19	32 20	26 25	20 44	30 10	27 65	16 38	19 74	29 05	8
9	41 60	38 00	25 36	36 80	30 00	23 36	34 40	31 60	18 72	22 56	33 20	9
10	46 80	42 75	28 53	41 40	33 75	26 28	38 70	35 55	21 06	25 38	37 35	10
11	52 00	47 50	31 70	46 00	37 50	29 20	43 00	39 50	23 40	28 20	41 50	11
12	57 20	52 25	34 87	50 60	41 25	32 12	47 30	43 45	25 74	31 02	45 65	12
13	62 40	57 00	38 04	55 20	45 00	35 04	51 60	47 40	28 08	33 84	49 80	13
14	67 60	61 75	41 21	59 80	48 75	37 96	55 90	51 35	30 42	36 66	53 95	14
15	72 80	66 50	44 38	64 40	52 50	40 88	60 20	55 30	32 76	39 48	58 10	15
16	78 00	71 25	47 55	69 00	56 25	43 80	64 50	59 25	35 10	42 30	62 25	16
17	83 20	76 00	50 72	73 60	60 00	46 72	68 80	63 20	37 44	45 12	66 40	17
18	88 40	80 75	53 89	78 20	63 75	49 64	73 10	67 15	39 78	47 94	70 55	18
19	93 60	85 50	57 06	82 80	67 50	52 56	77 40	71 10	42 12	50 76	74 70	19
20	98 80	90 25	60 23	87 40	71 25	55 48	81 70	75 05	44 46	53 58	78 85	20
21	104 00	95 00	63 40	92 00	75 00	58 40	86 00	79 09	46 80	56 40	83 00	21
22	109 20	99 75	66 57	96 60	78 75	61 32	90 30	82 95	49 14	59 22	87 15	22
23	114 40	104 50	69 74	101 20	82 50	64 24	94 60	86 90	51 48	62 04	91 30	23
24	119 60	109 25	72 91	105 80	86 25	67 16	98 90	90 85	53 82	64 86	95 45	24
25	124 80	114 00	76 08	110 40	90 00	70 08	103 20	94 80	56 16	67 68	99 60	25
26	130 00	118 75	79 25	115 00	93 75	73 00	107 50	98 75	58 50	70 50	103 75	26
26	135 20	123 50	82 42	119 60	97 50	75 92	111 80	102 70	60 84	73 32	107 90	26
<i>Sunday work</i>												<i>Sunday work</i>
1	7 80	7 13	4 76	6 90	5 63	4 38	6 45	5 93	3 51	4 23	6 23	1
2	15 60	14 26	9 52	13 80	11 26	8 76	12 90	11 86	7 02	8 46	12 46	2
3	23 40	21 39	14 28	20 70	16 89	13 14	19 35	17 79	10 53	12 69	18 69	3
4	31 20	28 52	19 04	27 60	22 52	17 52	25 80	23 72	14 04	16 92	24 92	4

*The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

APPENDIX IX

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1971, to Monthly-paid workers in the Motor Transport Trade who are liable to contribute to the Employees' Provident Fund

No. of Days	Class A	Class B	Class C	Class E	Class F	Class G	Class H	Class J	Class K	No. of Days
	Class D					Class I				
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	3 52½	3 33½	3 19	2 85½	2 90	2 64	2 45	3 22	2 10½	1
2	7 05	6 67	6 38	5 71	5 80	5 28	4 90	6 44	4 21	2
3	14 11	13 34	12 76	11 42	11 61	10 56	9 79	12 87	8 42	3
4	21 16	20 01	19 14	17 13	17 41	15 84	14 69	19 31	12 63	4
5	28 22	26 68	25 53	22 83	23 22	21 13	19 59	25 74	16 83	5
6	35 27	33 35	31 91	28 54	29 02	26 41	24 48	32 18	21 04	6
7	42 33	40 02	38 29	34 25	34 83	31 69	29 38	38 01	25 25	7
8	49 38	46 69	44 67	39 96	40 63	36 97	34 23	45 05	29 46	8
9	56 44	53 36	51 05	45 67	46 44	42 25	39 18	51 48	33 67	9
10	63 49	60 03	57 43	51 38	52 24	47 53	44 07	57 92	37 88	10
11	70 55	66 70	63 82	57 08	58 05	52 32	48 97	64 35	42 08	11
12	77 60	73 37	70 20	62 79	63 85	58 10	53 87	70 79	46 29	12
13	84 66	80 04	76 58	68 50	69 66	63 38	58 76	77 22	50 50	13
14	91 71	86 71	82 96	74 21	75 46	68 66	63 66	83 66	54 71	14
15	98 76	93 38	89 34	79 92	81 26	73 94	68 56	90 10	58 92	15
16	105 82	100 05	95 72	85 63	87 07	79 22	73 45	96 53	63 13	16
17	112 87	106 72	102 10	91 34	92 87	84 50	78 35	102 97	67 34	17
18	119 93	113 39	108 49	97 04	98 68	89 79	83 25	109 40	71 54	18
19	126 98	120 06	114 87	102 75	104 48	95 07	88 14	115 84	75 75	19
20	134 04	126 73	121 25	108 46	110 29	100 35	93 04	122 27	79 96	20
21	141 09	133 40	127 63	114 17	116 09	105 63	97 94	128 71	84 17	21
22	148 15	140 07	134 01	119 88	121 90	110 91	102 84	135 14	88 38	22
23	155 20	146 74	140 39	125 59	127 70	116 19	107 73	141 58	92 59	23
24	162 26	153 41	146 78	131 29	133 51	121 48	112 63	148 01	96 79	24
25	169 31	160 03	153 16	137 00	139 31	126 76	117 53	154 45	101 00	25
26	176 37	166 75	159 54	142 71	145 12	132 04	122 42	160 88	105 21	26
27	183 42	173 42	165 92	148 42	150 92	137 32	127 32	167 32	109 42	27
28	194 43	183 33	175 88	157 33	159 98	145 56	134 96	177 36	115 99	28
29	205 44	194 24	185 84	166 24	169 04	153 80	142 60	187 40	122 56	29
30	216 45	204 65	195 80	175 15	178 10	162 04	150 24	197 44	129 13	30
30	227 46	215 06	205 76	184 06	187 16	170 23	157 88	207 43	135 70	30

APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1971, to Daily-paid workers in the Motor Transport Trade who are liable to contribute to the Employees' Provident Fund

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 83½	3 46	3 08½	3 21	2 96	1 67½	½
1	7 67	6 92	6 17	6 42	5 92	3 95	1
2	15 34	13 84	12 34	12 84	11 84	7 90	2
3	23 01	20 76	18 51	19 26	17 76	11 85	3
4	30 68	27 68	24 63	25 68	23 68	15 80	4
5	38 35	34 60	30 85	32 10	29 60	19 75	5
6	46 02	41 52	37 02	38 52	35 52	23 70	6
7	53 69	48 44	43 19	44 94	41 44	27 65	7
8	61 36	55 36	49 36	51 36	47 36	31 60	8
9	69 03	62 23	55 53	57 73	53 23	35 55	9
10	76 70	69 20	61 70	64 20	59 20	39 50	10
11	84 37	76 12	67 87	70 62	65 12	43 45	11
12	92 04	83 04	74 04	77 04	71 04	47 40	12
13	99 71	89 96	80 21	83 46	76 96	51 35	13
14	107 38	96 88	86 38	89 88	82 88	55 30	14
15	115 05	103 80	92 55	96 30	88 80	59 25	15
16	122 72	110 72	98 72	102 72	94 72	63 20	16
17	130 39	117 64	104 89	109 14	100 64	67 15	17
18	138 06	124 56	111 06	115 56	106 56	71 10	18
19	145 73	131 48	117 23	121 98	112 48	75 05	19
20	153 40	138 40	123 40	128 40	118 40	79 00	20
21	161 07	145 32	129 57	134 82	124 32	82 95	21
22	168 74	152 24	135 74	141 24	130 24	86 90	22
23	176 41	159 16	141 91	147 06	136 16	90 85	23
24	184 08	166 08	148 08	154 08	142 08	94 80	24
25	191 75	173 00	154 25	160 50	148 00	98 75	25
26	199 42	179 92	160 42	166 92	153 92	102 70	26
27	207 09	186 84	166 59	173 34	159 84	106 65	27
28	214 76	193 76	172 76	179 76	165 76	110 60	28
29	222 43	200 68	178 93	186 18	171 68	114 55	29
30	230 10	207 60	185 10	192 60	177 60	118 50	30

APPENDIX XI

***Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1971, to workers in the Printing Trade who are liable to contribute to the Employees' Provident Fund**

No. of Days	Worker other than Apprentices						No. of Days
	Class A	B	C	D	E	F	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	5 11	4 30½	3 52½	2 63	1 74	2 72	½
1	10 22	8 61	7 05	5 26	3 48	5 44	1
2	20 43	17 22	14 10	10 52	6 95	10 88	2
3	30 65	25 84	21 15	15 78	10 43	16 32	3
4	40 86	34 45	28 20	21 04	13 91	21 76	4
5	51 08	43 06	35 25	26 30	17 38	27 20	5
6	61 29	51 67	42 30	31 56	20 86	32 64	6
7	71 51	60 28	49 35	36 82	24 34	38 09	7
8	81 72	68 90	56 40	42 03	27 82	43 53	8
9	91 94	77 51	63 45	47 34	31 29	48 97	9
10	102 15	86 12	70 50	52 60	34 77	54 41	10
11	112 37	94 73	77 55	57 86	38 25	59 85	11
12	122 58	103 34	84 60	63 12	41 72	65 29	12
13	132 80	111 96	91 05	68 38	45 20	70 73	13
14	143 02	120 57	98 70	73 64	48 68	76 17	14
15	153 23	129 18	105 75	78 90	52 15	81 61	15
16	163 45	137 79	112 80	84 16	55 63	87 05	16
17	173 66	146 40	119 85	89 42	59 11	92 49	17
18	183 88	155 01	126 90	94 68	62 58	97 93	18
19	194 09	163 63	133 95	99 94	66 06	103 37	19
20	204 31	172 24	141 00	105 20	69 54	108 82	20
21	214 52	180 85	148 05	110 46	73 02	114 26	21
22	224 74	189 46	155 10	115 72	76 49	119 70	22
23	234 95	198 07	162 15	120 98	79 97	125 14	23
24	245 17	206 69	169 20	126 24	83 45	130 58	24
25	255 38	215 30	176 25	131 50	86 92	136 02	25
26	265 60	223 91	183 30	136 76	90 40	141 46	26
27	286 85	241 82	197 96	147 70	97 63	152 78	27
28	308 10	259 73	212 62	158 64	104 86	164 10	28
29	329 35	277 64	227 28	169 58	112 09	175 42	29
30	350 60	295 55	241 94	180 52	119 32	186 74	30
Extra payment for work done on Sundays							
1	8 35	7 46	6 11	4 56	3 01	4 71	1
2	17 70	14 92	12 22	9 12	6 02	9 42	2
3	26 55	22 38	18 33	13 68	9 03	14 13	3
4	35 40	29 84	24 44	18 24	12 04	18 84	4

*The amounts shown as payable for different number of days in this ready reckoner have been arrived at taking the difference between the number of days shown and the minimum number of days to be worked in the month to earn minimum wages for the month as unauthorised absence.

2. The amounts payable for different number of days worked by workers who have not been in employment for a full month should be arrived at in accordance with Para. 4 of Part II of the Wages Boards decision.

3. The information shown for the number of days in excess of 26 days is applicable to workers engaged in the production and distribution of a daily newspaper. The information shown as extra Payments for Sunday work is applicable for all other workers.

APPENDIX XI—(contd.)

* Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1971, to workers in the Printing Trade who are liable to contribute to the Employees' Provident Fund

Apprentices

No. of Days	Class A					Class B				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	5th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 85½	2 31	2 80½	3 47½	4 10½	1 59	2 10	2 55½	3 13	½
1	3 71	4 62	5 61	6 95	8 39	3 18	4 20	5 11	6 26	1
2	7 42	9 25	11 22	13 90	16 77	6 36	8 40	10 22	12 53	2
3	11 14	13 87	16 84	20 85	25 16	9 53	12 60	15 33	18 79	3
4	14 85	18 50	22 45	27 80	33 54	12 71	16 80	20 43	25 05	4
5	18 56	23 12	28 06	34 75	41 93	15 89	20 99	25 54	31 32	5
6	22 27	27 74	33 67	41 70	50 31	19 07	25 19	30 65	37 58	6
7	25 99	32 37	39 29	48 66	58 70	22 24	29 39	35 76	43 84	7
8	29 70	36 99	44 90	55 61	67 08	25 42	33 59	40 87	50 10	8
9	33 41	41 61	50 51	62 56	75 47	28 60	37 79	45 98	56 37	9
10	37 12	46 24	56 12	69 51	83 85	31 78	41 99	51 08	62 63	10
11	40 84	50 86	61 74	76 46	92 24	34 95	46 19	56 19	68 89	11
12	44 55	55 49	67 35	83 41	100 62	38 13	50 39	61 30	75 16	12
13	48 26	60 11	72 96	90 36	109 01	41 31	54 59	66 41	81 42	13
14	51 97	64 73	78 57	97 31	117 40	44 49	58 78	71 52	87 68	14
15	55 68	69 36	84 18	104 26	125 78	47 67	62 98	76 63	93 95	15
16	59 40	73 98	89 80	111 21	134 17	50 84	67 18	81 74	100 21	16
17	63 11	78 61	95 41	118 16	142 55	54 02	71 38	86 84	106 47	17
18	66 82	83 23	101 02	125 11	150 94	57 20	75 58	91 95	112 74	18
19	70 53	87 85	106 63	132 06	159 32	60 38	79 78	97 06	119 00	19
20	74 25	92 48	112 25	139 02	167 71	63 55	83 98	102 17	125 26	20
21	77 96	97 10	117 86	145 97	176 09	66 73	88 18	107 28	131 52	21
22	81 67	101 72	123 47	152 92	184 48	69 91	92 37	112 39	137 79	22
23	85 38	106 35	129 08	159 87	192 86	73 09	96 57	117 49	144 05	23
24	89 10	110 97	134 70	166 82	201 25	76 26	100 77	122 60	150 31	24
25	92 81	115 60	140 31	173 77	209 63	79 44	104 97	127 71	156 58	25
26	96 52	120 22	145 92	180 72	218 02	82 62	109 17	132 82	162 84	26
27	104 24	129 84	157 59	195 18	235 46	89 23	117 90	143 45	175 87	27
28	111 96	139 46	169 26	209 64	252 90	95 84	126 63	154 08	188 90	28
29	119 68	149 08	180 93	224 10	270 34	102 45	135 36	164 71	201 93	29
30	127 40	158 70	192 60	238 56	287 78	109 06	144 09	175 34	214 96	30

Extra payment for work done on Sundays

1	3 22	4 01	4 86	6 02	7 27	2 75	3 64	4 43	5 43	1
2	6 44	8 02	9 72	12 04	14 54	5 50	7 28	8 86	10 86	2
3	9 66	12 08	14 58	18 06	21 81	8 25	10 92	13 29	16 29	3
4	12 88	16 04	19 44	26 08	29 08	11 00	14 56	17 72	21 72	4

(For footnotes see page 750)

APPENDIX XI—(contd.)

* Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1971, to workers in the Printing Trade who are liable to contribute to the Employees' Provident Fund

Apprentices

No. of Days	Class C				No. of Days
	1st Year	2nd Year	3rd Year	4th Year	
Normal Working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal Working days
½	1 50½	1 83	2 13	2 53½	½
1	3 19	3 66	4 26	5 07	1
2	6 38	7 31	8 51	10 13	2
3	9 57	10 09	12 77	15 20	3
4	12 76	14 62	17 03	20 26	4
5	15 95	18 28	21 28	25 33	5
6	19 14	21 93	25 54	30 39	6
7	22 32	25 59	29 80	35 46	7
8	25 51	29 24	34 05	40 53	8
9	28 70	32 90	38 31	45 59	9
10	31 89	36 55	42 57	50 66	10
11	35 08	40 21	46 82	55 72	11
12	38 27	43 86	51 08	60 79	12
13	41 46	47 52	55 34	65 86	13
14	44 65	51 18	59 59	70 92	14
15	47 84	54 83	63 85	75 99	15
16	51 03	58 49	68 10	81 05	16
17	54 22	62 14	72 36	86 12	17
18	57 41	65 80	76 62	91 18	18
19	60 60	69 45	80 87	96 25	19
20	63 78	73 11	85 13	101 32	20
21	66 97	76 76	89 39	106 38	21
22	70 16	80 42	93 64	111 45	22
23	73 35	84 07	97 90	116 51	23
24	76 54	87 73	102 16	121 58	24
25	79 73	91 38	106 41	126 64	25
26	82 92	95 04	110 67	131 71	26
27	86 11	102 64	119 52	142 25	27
28	89 30	110 24	128 37	152 79	28
29	92 49	117 84	137 22	163 33	29
30	95 68	125 44	146 07	173 87	30
Extra payment for work done on Sundays					
1	2 76	3 17	3 69	4 39	1
2	5 52	6 34	7 38	8 78	2
3	8 28	9 51	11 07	13 17	3
4	11 04	12 68	14 76	17 56	4

(For Footnotes see page 752)

APPENDIX XII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1971, to workers in the Rubber Export Trade who are liable to contribute to the Employees' Provident Fund

No. of Days	Male Worker not under 18 years of age				Female worker not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Intermediate Grade	Grade I	Watchers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
Normal Working days											Normal Working days
1/2	2 45	2 60	2 75	2 70	2 30	2 37 1/2	1 85	2 00	2 15	2 30	1/2
1	4 90	5 20	5 50	5 40	4 60	4 75	3 70	4 00	4 30	4 60	1
2	9 80	10 40	11 00	10 80	9 20	9 50	7 40	8 00	8 60	9 20	2
3	14 70	15 60	16 50	16 20	13 80	14 25	11 10	12 00	12 90	13 80	3
4	19 60	20 80	22 00	21 60	18 40	19 00	14 80	16 00	17 20	18 40	4
5	24 50	26 00	27 50	27 00	23 00	23 75	18 50	20 00	21 50	23 00	5
6	29 40	31 20	33 00	32 40	27 60	28 50	22 20	24 00	25 80	27 60	6
7	34 30	36 40	38 50	37 80	32 20	33 25	25 90	28 00	30 10	32 20	7
8	39 20	41 60	44 00	43 20	36 80	38 00	29 60	32 00	34 40	36 80	8
9	44 10	46 80	49 50	48 60	41 40	42 75	33 30	36 00	38 70	41 40	9
10	49 00	52 00	55 00	54 00	46 00	47 50	37 00	40 00	43 00	46 00	10
11	53 90	57 20	60 50	59 40	50 60	52 25	40 70	44 00	47 80	50 60	11
12	58 80	62 40	66 00	64 80	55 20	57 00	44 40	48 00	51 60	55 20	12
13	63 70	67 60	71 50	70 20	59 80	61 75	48 10	52 00	55 90	59 80	13
14	68 60	72 80	77 00	75 60	64 40	66 50	51 80	56 00	60 20	64 40	14
15	73 50	78 00	82 50	81 00	69 00	71 25	55 50	60 00	64 60	69 00	15
16	78 40	83 20	88 00	86 40	73 60	76 00	59 20	64 00	68 80	73 60	16
17	83 30	88 40	93 50	91 80	78 20	80 75	62 90	68 00	73 10	78 20	17
18	88 20	93 60	99 00	97 20	82 80	85 50	66 60	72 00	77 40	82 80	18
19	93 10	98 80	104 50	102 60	87 40	90 25	70 30	76 00	81 70	87 40	19
20	98 00	104 00	110 00	108 00	92 00	95 00	74 00	80 00	86 00	92 00	20
21	102 90	109 20	115 50	113 40	96 60	99 75	77 70	84 00	90 30	96 60	21
22	107 80	114 40	121 00	118 80	101 20	104 50	81 40	88 00	94 60	101 20	22
23	112 70	119 60	126 50	124 20	105 80	109 25	85 10	92 00	98 90	105 80	23
24	117 60	124 80	132 00	129 60	110 40	114 00	88 80	96 00	103 20	110 40	24
25	122 50	130 00	137 50	135 00	115 00	118 75	92 50	100 00	107 50	115 00	25
26	127 40	135 60	143 20	140 40	119 60	123 50	96 20	104 00	111 80	119 60	26
Sunday work											Sunday work
1	7 35	7 80	8 25	8 10	6 90	7 12	5 55	6 00	6 45	6 90	1
2	14 70	15 60	16 50	16 20	13 80	14 24	11 10	12 00	12 90	13 80	2
3	22 05	23 40	24 75	24 30	20 70	21 36	16 65	18 00	19 35	20 70	3
4	29 40	31 20	33 00	32 40	27 60	28 48	22 20	24 00	25 80	27 60	4

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

APPENDIX XIII

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during November, 1971, to workers in the Rubber Growing and Manufacturing Trade who are liable to contribute to the Employees' Provident Fund

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance†	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working day</i>
1	0 70	0 92	1 02	0 65	0 65	1 31	0 52½	0 62½	1 15	1
2	1 40	1 84	3 24	1 30	1 32	2 62	1 05	1 25	2 30	2
3	2 80	2 68	6 48	2 60	2 64	5 24	2 10	2 50	4 60	3
4	4 20	5 52	9 72	3 90	3 96	7 86	3 15	3 75	6 90	4
5	5 60	7 36	12 96	5 20	5 28	10 48	4 20	5 00	9 20	5
6	7 00	9 20	16 20	6 50	6 60	13 10	5 25	6 25	11 50	6
7	8 40	11 04	19 44	7 80	7 92	15 72	6 30	7 50	13 80	7
8	9 80	12 88	22 68	9 10	9 24	18 34	7 35	8 75	16 10	8
9	11 20	14 72	25 92	10 40	10 56	20 96	8 40	10 00	18 40	9
10	12 60	16 56	29 16	11 70	11 88	23 58	9 45	11 25	20 70	10
11	14 00	18 40	32 40	13 00	13 20	26 20	10 50	12 50	23 00	11
12	15 40	20 24	35 64	14 30	14 52	28 82	11 55	13 75	25 30	12
13	16 80	22 08	38 88	15 60	15 84	31 44	12 60	15 00	27 60	13
14	18 20	23 92	42 12	16 90	17 16	34 06	13 65	16 25	29 90	14
15	19 60	25 76	45 36	18 20	18 48	36 68	14 70	17 50	32 10	15
16	21 00	27 60	48 60	19 50	19 80	39 30	15 75	18 75	34 50	16
17	22 40	29 44	51 84	20 80	21 12	41 92	16 80	20 20	36 80	17
18	23 80	31 28	55 08	22 10	22 44	44 54	17 85	21 25	39 10	18
19	25 20	33 12	58 32	23 40	23 76	47 16	18 90	22 50	41 40	19
20	26 60	34 96	61 56	24 70	25 08	49 78	19 95	23 75	43 70	20
21	28 00	36 80	64 80	26 00	26 49	52 40	21 00	25 00	46 00	21
22	29 40	38 64	68 04	27 30	27 72	55 02	22 05	26 25	48 30	22
23	30 80	40 48	71 28	28 60	29 04	57 64	23 10	27 50	50 60	23
24	32 20	42 32	74 52	29 90	30 36	60 26	24 15	28 75	52 90	24
25	33 60	44 16	77 76	31 20	31 68	62 88	25 20	30 00	55 20	25
26	35 00	46 00	81 00	32 50	33 00	65 50	26 25	31 25	57 50	26
27	36 40	47 84	84 24	33 80	34 32	68 12	27 30	32 50	59 80	27
<i>Sunday work</i>										<i>Sunday work</i>
1	2 10	2 76	4 86	1 95	1 98	3 93	1 58	1 88	3 45	1
2	4 20	5 52	9 72	3 90	3 98	7 86	3 16	3 76	6 90	2
3	6 30	8 28	14 58	5 85	5 94	11 79	4 74	5 64	10 35	3
4	8 40	11 04	19 44	7 80	7 92	15 72	6 32	7 52	13 80	4

Notes 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

*A "Child worker" means a male worker under 16 years of age or a female worker under 15 years of age

APPENDIX XIV

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1971, to workers in the Tea Export Trade who are liable to contribute to the Employees' Provident Fund

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of days
	Grade II	Inter-mediate Grade	Grade I	Box Makers and Repairs	Watchers		Over 14 under 15 years	Over 15 under 16 years	Over 16 under 17 years	Over 17 under 18 years	
Normal working days	Rs. a.	Rs. c.	Rs. c.	Rs. c.	Rs. e.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. e.	Normal working days
1	8 12½	3 27½	3 42½	3 27½	3 37½	2 97½	2 52½	2 67½	2 82½	2 97½	1
1	6 25	6 55	6 85	6 55	6 75	5 95	5 05	5 35	5 65	5 95	1
2	12 50	13 10	13 70	13 10	13 50	11 90	10 10	10 70	11 30	11 90	2
3	18 75	19 65	20 55	19 65	20 25	17 85	15 15	16 05	16 95	17 85	3
4	25 00	26 20	27 40	26 20	27 00	23 80	20 20	21 40	22 60	23 80	4
5	31 25	32 75	34 25	32 75	33 75	29 75	25 25	26 75	28 25	29 75	5
6	37 50	39 30	41 10	39 30	40 50	35 70	30 30	32 10	33 90	35 70	6
7	43 75	45 85	47 95	45 85	47 25	41 65	35 35	37 45	39 55	41 65	7
8	50 00	52 40	54 80	52 40	54 00	47 60	40 40	42 80	45 20	47 60	8
9	56 25	58 95	61 65	58 95	60 75	53 55	45 45	48 15	50 85	53 55	9
10	62 50	65 50	68 50	65 50	67 50	59 50	50 50	53 50	56 50	59 50	10
11	68 75	72 05	75 35	72 05	74 25	65 45	55 55	58 85	62 15	65 45	11
12	75 00	78 60	82 20	78 60	81 00	71 40	60 60	64 20	67 80	71 40	12
13	81 25	85 15	89 05	85 15	87 75	77 35	65 65	69 55	73 45	77 35	13
14	87 50	91 70	95 90	91 70	94 50	83 30	70 70	74 90	79 10	83 30	14
15	93 75	98 25	102 75	98 25	101 25	89 25	75 75	80 25	84 75	89 25	15
16	100 00	104 80	109 60	104 80	108 00	95 20	80 80	85 60	90 40	95 20	16
17	106 25	111 35	116 45	111 35	114 75	101 15	85 85	90 95	96 05	101 15	17
18	112 50	117 90	123 30	117 90	121 50	107 10	90 90	96 30	101 70	107 10	18
19	118 75	124 45	130 15	124 45	128 25	113 05	95 95	101 65	107 35	113 05	19
20	125 00	131 00	137 00	131 00	135 00	119 00	101 00	107 00	113 00	119 00	20
21	131 25	137 55	143 85	137 55	141 75	124 95	106 05	112 35	118 65	124 95	21
22	137 50	144 10	150 70	144 10	148 50	130 90	111 10	117 70	124 30	130 90	22
23	143 75	150 65	157 55	150 65	155 25	136 85	116 15	123 05	129 95	136 85	23
24	150 00	157 20	164 40	157 20	162 00	142 80	121 20	128 40	135 60	142 80	24
25	156 25	163 75	171 25	163 75	168 75	148 75	126 25	133 75	141 25	148 75	25
26	162 50	170 30	178 10	170 30	175 50	154 70	131 30	139 10	146 90	154 70	26
Sunday work											Sunday work
1	9 38	9 83	10 28	9 83	10 13	8 93	7 58	8 03	8 48	8 93	1
2	18 76	19 66	20 56	19 66	20 26	17 86	15 16	16 06	16 96	17 86	2
3	28 14	29 49	30 84	29 49	30 39	26 79	22 74	24 09	25 44	26 79	3
4	37 52	39 32	41 12	39 32	40 52	35 72	30 32	32 12	33 92	35 72	4

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

APPENDIX XV

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during November, 1971, to workers in the Tea Growing and Manufacturing Trade who are liable to contribute to the Employees' Provident Fund

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal working days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working days</i>
1	0 67½	0 92	1 59½	0 67½	0 66	1 23½	0 45	0 62½	1 07½	1
1	1 35	1 84	3 19	1 15	1 32	2 47	0 90	1 25	2 15	1
2	2 70	3 68	6 38	2 30	2 64	4 94	1 80	2 50	4 30	2
3	4 05	5 52	9 57	3 45	3 96	7 41	2 70	3 75	6 45	3
4	5 40	7 36	12 76	4 60	5 28	9 88	3 60	5 00	8 60	4
5	6 75	9 20	15 95	5 75	6 60	12 35	4 50	6 25	10 75	5
6	8 10	11 04	19 14	6 90	7 92	14 82	5 40	7 50	12 90	6
7	9 45	12 88	22 33	8 05	9 24	17 29	6 30	8 75	15 05	7
8	10 80	14 72	25 52	9 20	10 56	19 76	7 20	10 00	17 20	8
9	12 15	16 56	28 71	10 35	11 88	22 23	8 10	11 25	19 35	9
10	13 50	18 40	31 90	11 50	13 20	24 70	9 00	12 50	21 50	10
11	14 85	20 24	35 09	12 65	14 52	27 17	9 90	13 75	23 65	11
12	16 20	22 08	38 28	13 80	15 84	29 64	10 80	15 00	25 80	12
13	17 55	23 92	41 47	14 95	17 16	32 11	11 70	16 25	27 95	13
14	18 90	25 76	44 66	16 10	18 48	34 58	12 60	17 50	30 10	14
15	20 25	27 60	47 85	17 25	19 80	37 05	13 50	18 75	32 25	15
16	21 60	29 44	51 04	18 40	21 12	39 52	14 40	20 00	34 40	16
17	22 95	31 28	54 23	19 55	22 44	41 99	15 30	21 25	36 55	17
18	24 30	33 12	57 42	20 70	23 76	44 46	16 20	22 50	38 70	18
19	25 65	34 96	60 61	21 85	25 08	46 93	17 10	23 75	40 85	19
20	27 00	36 80	63 80	23 00	26 40	49 40	18 00	25 00	43 00	20
21	28 35	38 64	66 99	24 15	27 72	51 87	18 90	26 25	45 15	21
22	29 70	40 48	70 18	25 30	29 04	54 34	19 80	27 50	47 30	22
23	31 05	42 32	73 37	26 45	30 36	56 81	20 70	28 75	49 45	23
24	32 40	44 16	76 56	27 60	31 68	59 28	21 60	30 00	51 60	24
25	33 75	46 00	79 75	28 75	33 00	61 75	22 50	31 25	53 75	25
26	35 10	47 84	82 94	29 90	34 32	64 22	23 40	32 50	55 90	26
<i>Sun-days work</i>										<i>Sun-days work</i>
1	2 03	2 76	4 79	1 73	1 98	3 71	1 35	1 88	3 23	1
2	4 06	5 52	9 58	3 46	3 96	7 42	2 70	3 76	6 48	2
3	6 09	8 28	14 37	5 19	5 94	11 13	4 05	5 64	9 69	3
4	8 12	11 04	19 16	6 92	7 92	14 84	5 40	7 52	12 92	4

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

*A "Child worker" means a male worker under 16 years of age or a female worker under 15 years of age.

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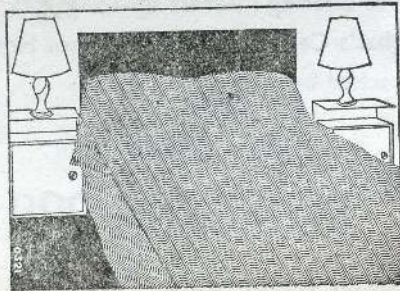
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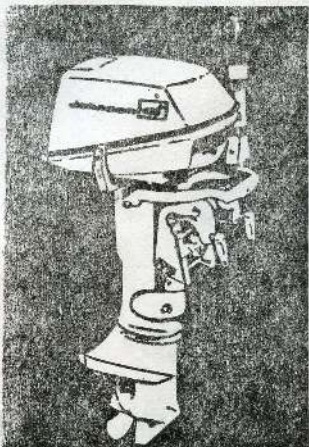
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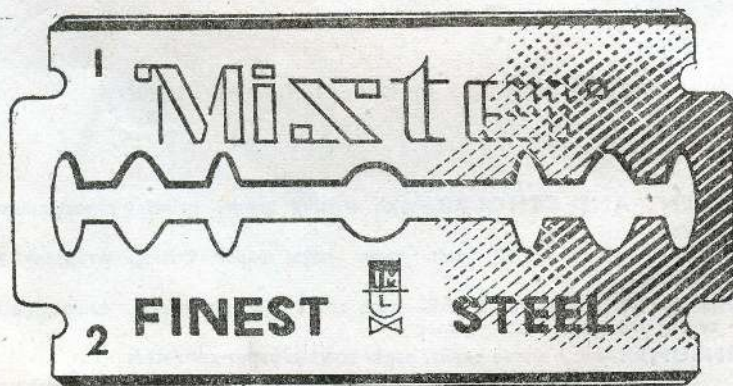
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