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FUNCTION OF THE MEDIATOR IN COLLECTIVE BARGAINING

(Arthur S. Meyer)

THOSE interested in semantics may question whether the words "collective bargaining" are properly applied to a transaction involving contending monopolies, where the purchaser cannot ordinarily buy elsewhere or the seller readily find another market, where there is no marginal product, where delayed consummation causes irreparable loss, and the effect of a deferred closing depends on the relative ability of buyer and seller to absorb punishment.

I do not intend, however, to write a new language of industrial relations. I only want to note that the strike is an extension of the tough process which we call collective bargaining. It is another way to reach a bargain when other methods have failed. It is neither illogical nor immoral. It is often defensible even if we assume that maximization of production is the sole determinant of economic policy. But it is usually an expensive method and its availability merely points the reason for resorting to alternatives which may, with greater economy, sometimes reach a roughly similar result.

The parties to an industrial dispute may seem to be reaching for the moon, but the settlement must be made within narrow limits fixed by custom, history, the changing times, and the power content of the situation. The demands of the parties may be represented by two large circles that barely touch, but the important fact is that they do usually intersect and that it is this common segment which represents the not impossible area of agreement. The precise point of accord may fall anywhere within this field, but it cannot appropriately fall outside of it. Justice may sometimes appear to point to another result—but what is justice? Is it a fixed rule based on the logical selection and weighting of equitable determinants? Or is it a changing thing which, from moment to moment, satisfies the probable expectation of contending parties? It is, I apprehend, the presence of such an area of expectation which normally leads to the peaceful adjustment of industrial disputes. It is the willingness to step away from the rest of the two circles and approach the common segment which Mr. George Taylor has called "a willingness to lose." It is the shrewd apprehension of the extent of this segment, and of its changing position, that makes the mediator a trustworthy guide. For, though in

this paper I intend mainly to explore the tactics of conciliation, these tactics must be supported by a strategy whose only objective is peace ; not peace based on some ethical constant but peace sought within the little area of possible concord which shifts with the changing relations of the parties and the evolving group relations within the body politic of which they are a part.

The industrialization of a democracy and the organization of its labour force cause an increase in the relative number and power of the employed, and a corresponding decrease in the political power of the employing group and the self-employed. The course may be checked by exceptions and countercurrents, but the reasonable expectation of the parties to industrial disputes tends to include an appreciation of the growing strength of labour. Consider, for example, the attrition of the once broad prerogatives of management and the extent to which shop control has passed to the unions over the past fifteen years. Or look forward and measure, if you can, the probable power mutations in even the most stable portion of a turbulent world.

Social changes can sometimes be achieved by peaceful methods when the parties recognize that they are inevitable. And there is a place for the mediator in such a process. He senses the degree to which the area of expectation is being modified. He knows that the parties will measure their relative strength within a power field which limits the extent and the form of practicable demands. And he applies this calculus, however grossly defined, in the shrewd conduct of the individual case.

Mediation as the Art of Personality

YOU will not, I believe, gather from what I have said that the task of a labour mediator is an easy one. The sea that he sails is only roughly charted and its changing contours are not clearly discernible. Worse still, he has no science of navigation, no fund inherited from the experience of others. He is a solitary artist recognizing, at most, a few guiding stars and depending mainly on his personal power of divination. And, whatever his conclusions, he has no power to enforce them.

Mediation is a voluntary process. Involuntary mediation is not only without efficacy, it is a contradiction in terms. The parties to the controversy should neither be forced to appear nor be subject to pressure that steps beyond persuasion. Some years ago the members of the New York State Board of Mediation spent several hours in convincing the Ives' Committee of the truth of this proposition. Here was a joint legislative committee asking an administrative board to accept more power, including the power to enforce appearance before it, and here was the board answering: "We do not want more power ; more power would merely hurt our simple and cordial relations with both management and labour, who now come to us willingly precisely because they need not come to us at all. If they are swayed by any consideration save their own interest, let them continue to be swayed, as they have been in the past, by public opinion and a growing sense of the importance of public relations."

Mediation, being an art rather than a science, is essentially personal. The only mediation that a mediator really understands is his own. In the early days of the New York State Mediation Board we attempted

mediation by committees and, in one instance, mediation by the entire board. The plan was found to work badly. Speaking for myself, I soon discovered that other mediators would speak at the very moment I would have remained silent, pursue a line of inquiry that I would have dropped, frown when I would have laughed, and keep the parties together when I would have separated them. Of course, I do not mean that I was right and the others wrong. I only mean that we were different and that in the practice of a subtle art, where timing and inspiration are everything, you can no more collaborate with others than you can improvise music together.

The mediator is a catalytic agent. The mere presence of an outsider, aside from anything he may do or say, will cause a change, and almost certainly a change for the better, in the behaviour of the disputing parties. The importance of such a change will be clear when we recognize that the economic aspects of a dispute never account entirely for the asperities that accompany it. Rudeness, irritation, and the habit of not listening—these are as vexing as the untenable arguments that accompany them. Progress has been made through the mediator's presence, though that presence has brought nothing more than temperate speech.

Pure catalysis at times is sufficient. I recall that on one occasion, after a disagreeable strike had begun, I brought together the presidents of the union and the employer corporation. I came with a complement of facts and a theory of settlement. But I waited to see what would happen. The presidents started to talk. By the end of a quarter of an hour it was clear that progress had been made. By the end of the first hour the rough outlines of a compromise had been blocked out. By the end of the second hour the details had been filled in and the job was done. I had contributed nothing but my presence.

More often, however, pure catalysis is not sufficient and the agent must act. How, then, should he behave?

Advice to a Young Mediator

LET us suppose that I were instructing Mr. X, an accomplished man who was starting out on the hard road of labour adjustments, how would I advise him? I think that, with many doubts, for that type of instruction is almost impossible, I would tell him:

Learn all the facts you can before you meet the parties, the facts regarding the industry and the parties as well as the dispute. Do not disclose what you know, but make the parties themselves supply the particulars required to instruct you. Since they are teaching you, there is no proper place for your opinion. Do not interrupt. Wait till each speaker finishes. Then prick each balloon of generalities, but prick it gently, by asking for more facts. The aptness of your questions and the speed of your responses, born of your prior knowledge, will not only beget confidence in your ability but will prove that you possess that sympathy of comprehension which is the most important weapon in the mediator's arsenal. Listen intently with your eyes as well as your ears. Be polite and appreciative. Make the parties feel, without definitely saying so, that the dexterity of their exposition has made a difficult matter easy to understand. By the very modesty of this approach you will induce the parties to define the issues even

more precisely and narrowly. You will awaken in them the delight of persuading and of teaching, and they will accept your precocity as a virtue of their own. Every so often repeat the statements you have heard. Repeat them with all the eloquence you can command. Make your sympathetic understanding clear, while withholding your approbation, and let each advocate enjoy your vivid summary of his argument.

The sessions will be long ones and only you can supply the relief. Employ all of your knowledge of travel, history, philosophy, art, everything you command, for purposes of illustration and metaphor, or to bring a little variety that will be appreciated by all. But do it in a smiling way, free from vanity and scholasticism. A certain amount of comic relief is always near the surface. Don't overdo it, but use the happy occasions that arise. Even humour at the expense of one of the parties is not amiss. It should be free from irony, but a little malice is like a dash of bitters. Your jokes will be appreciated, but do not be elated. You will be in the enviable position of a judge whose witticisms must be applauded.

Be lively in your appreciation of the wit, adroitness, and audacity of both parties. There will usually be much that is worthy of admiration; but whether or not, remember there is practically no limit to man's capacity to assimilate praise.

When, in private conversation, the separate parties register complaints with you regarding the errors of their adversaries, examine these errors to see if they follow a familiar pattern. If they do, make it clear that they run true to type and thus laugh them away. When possible, point out that both sides have been something lower than the angels and drown the specific complaint in words of good-natured cynicism.

At all sessions have an extra room available so that you can part the disputants and talk to them separately, as occasion demands. Weaknesses can thus be pointed out more graciously and compromises can be indicated. Neither party will question the taste of such a proceeding, for both will recognize its necessity. They will speak more frankly to you than they will to each other, and when you have won their confidence they will tell you their true goal, which is almost always something less than their bargaining position. Reserve for your own the concessions you thus procure and hold them in trust to be used, with their consent but as you suggest, at the right moment. Both sides will be flattered at this collaboration even though they know you are meeting the other side and are presumably also collaborating with them.

Meet the parties separately in your own office and talk to them constantly in small groups and in large. Be as sympathetic as you can in regard to the instant problem, but try to be completely sympathetic in regard to related problems (the employer's taxes, for example, or the union's coming election) concerning which they are likely to speak to you and on which you may safely be an eloquent partisan.

Awaken in each side a feeling of sympathetic understanding for the other, but do it without preaching. Take for granted that they have already seen the point and agree with you. If, for example, you are discussing the question of discharge, say to one of the employers

who has been particularly assertive concerning his general sympathy with labour: "Not everyone on management's side has enough imagination to recognize what the loss of a job means when another job is probably unprocurable. We are all creatures of imperfect sympathy and only feel the predicament that might perhaps be ours. That's why the tragedian deals in death, the universal solvent, just because it is shared by all. But the loss of a job is a kind of death; it's the industrial equivalent of capital punishment; and I know that you at least understand and agree with me."

Or suppose the conversation has changed, as it often will, from the sins of the particular union to the unregenerate character of labour generally, accompanied, as such lamentations sometimes are, by an expansive expression favoring the better unionism that never was on land or sea. Then, instead of bucking a granite centre, try skirting the end with something like this: "Gentlemen, you have brains, leadership, personnel, technical skill, plant, money, credit, and tradition—everything that time and culture can bestow; and yet I wonder whether, with all these advantages, you might not hesitate to fling your battle line from coast to coast and increase your business four-fold in the course of little more than ten years. But the unions, lacking most of these things, have done just that. Of course, they have made mistakes; at times very bad mistakes; but we who understand their difficulties can forgive their blunders."

Notice that little word "we," Mr. X. Drop into it every so often when you address the parties alone. For the time being you must really feel yourself a part of the group to which you are speaking. There is no impropriety in this. Both sides will understand that there are reservations.

Not infrequently one side or both have some special objective dear to their heart for which other goals will, if necessary, cheerfully be sacrificed. Sense what the main desire is and see whether it cannot be gratified. Of course, when such particular objects run athwart each other, that solution is impossible; but it is curious how often both of them can be satisfied. Sometimes a mediator can manufacture a desire for some objective which he believes is reasonable and obtainable. For example, I happen to be opposed to short contracts, and my opposition is not solely my disinclination to be bothered with renewals more than once every two years. Well, then, after enough time has been spent and enough that is vexing and wearing has occurred, I will confess to the employer that I am tired out. I will add that I view with some distaste the prospect of renewing these negotiations before even a year has passed. It is a tiny drop, but it is a potent drug. It may induce a susceptible employer, who is much more tired and much less patient than you, to make a reasonable offer coupled with the condition that the period of the proposed contract must be lengthened.

It may happen that you wish, on a certain point, to favour one side and yet are aware that you will meet with strong, if misguided, opposition from the other. Sometimes the result can be achieved by uniting your decision with a reprimand of the favored party. The criticism will act so agreeable a stimulus that the adversaries in their pleasure and excitement will not realize what has occurred. For example, a union desires that the clauses of a contract submitted by them be taken up in order, and that procedure is being followed. The employer, quite

realistically, continues to demand that his answers be considered as a whole and weighed in their entirety. The mediator waits until near the end of a tedious session and then, out of the blue and with sudden asperity, asserts that he cannot follow the unorganized arguments of the employer. He demands that the employer place in his hands, for such use as he may elect to make of it, a complete and clear set of replies to the complete and clear set of the union's demands. After the meeting, the president of the union whispers to the mediator, "You gave the employers just what was coming to them." The mediator agrees and everyone is happy.

TACTICAL AIDS TO DISPUTE SETTLEMENT

Mediation and arbitration have conceptually nothing in common. The one involves helping people to decide for themselves; the other involves helping people by deciding for them. However, the two processes have a way of shading into each other. Many an arbitration ends in a mediated agreement; just as certain mediations end in an agreement to arbitrate some or all of the undecided issues. What is more common, though less generally understood, is a kind of informal arbitration of minor difficulties that creeps into a situation after days of work, when the parties are tired and silently wish that details could be disposed of for them; when they have gained confidence in the mediator and have lost the zest needed to debate a mass of relatively unimportant issues. The mediator in such cases should, whenever possible, delay his decision until after all other points have been settled. His award should usually represent the compromise which is the hidden expectation of both contestants. After a score of such instances, you will come to sense the moment when one of the wearied partisans will say, "For God's sake, let the mediator decide," and the rest will nod their approval.

Though no prescription save patience and fortitude exists for the really difficult case, there is still one rarely used remedy that may succeed after all others have failed. The Industrial Commissioner [of New York State] has the power to appoint a fact-finding board and that board, in turn, has the power to subpoena witnesses and records. Not every case can stand an investigation and not every employer or every union is entirely blind to the fact. And so, Mr. X, the time may come when you will talk to one or both of your irreconcilable clients as follows: "I seem to be making no progress in this case. I'm sorry that all of us have spent so much time to no purpose. I'll have to send a report to the Industrial Commissioner and the chances are that, in a case like this, a fact-finding board will be appointed. I don't like to do this. No mediator wants to have voluntary and confidential relations supplanted by an inquisitorial board which will probably not accomplish much and is likely to prove annoying." Sometimes, when the parties are really publicity-minded and have enough reason to be so, that brings the desired response.

But not always. The final demand is still for patience and endurance. Be patient, be patient, and evermore be patient. Be not too patient! Never tire, but watch for the gathering signs of fatigue in others. Then push over the pins that are already trembling. How? I cannot

tell you. A sudden change in attitude, a deepening of the voice, a strident, unexpected urgency, a suggestion of the ticket that must be written and an intimation that it must be written now ! But no two cases are alike and, even if they were, no two mediators would attack them on parallel lines.

The object of the mediator is the settlement of the dispute, and his universe of discourse is the relatively narrow area within which a settlement is at all possible. Various factors tend to fix that area. In the background are vague precedents flowing out of trade customs and the agreements in prior contracts as modified, perhaps, by general business trends. Somewhat nearer are the business conditions in the industry itself and the capacity of the individual employer to pay.

In the foreground, in fact so near that it sometimes shuts out all less immediate considerations and forces the universe of discourse into the narrowest of limits, is the power content of the situation. Where power disparity is great, it is practically conclusive, and little can be salvaged for the weak antagonist. In fact, cases arise where the best advice that can be given is to yield gracefully. I am thinking of an important industry where the union is strong and aggressive. In the course of a dispute, the badly organized employer association finally asked my advice. "It seems to us," they said, "that the demands of the union are both exorbitant and stupid. Do you think we should accept them ?" "You are right," I said, "the demands of the union are excessive and the worst of it is they intend to stick to them. If I were you I would refuse and fight the matter out. But," I added, "I give this advice with one reservation and that is that you will fight it out with a united front. If within ten minutes after you have left this room one of you will have telephoned the union ; if tomorrow two more will have sued for a separate peace ; if within a week nothing but a line of stragglers will remain, then settle now and keep your self-respect. Next time, build your defense before you get into a fight." The contract was signed that night.

When, on the other hand, bargaining power is equal—when each side knows that the other side can and, under certain provocations, will fight—the area of negotiations is broader and the usefulness of the mediator is correspondingly increased. It is then that something can be accomplished, or, shall we say, something can be done which the mediator counts an accomplishment. For the mediator seldom injects his opinions or his will into the situation. Labour disputes are exhausting processes and the mediator, like the participants, will think of nothing so much as of a settlement, any settlement, for according to the conventions of the game, each settlement is a victory and there is little to choose between one and another. Catalysis is the guiding principle and peace the constant objective.

A good labour mediator must really like people. He must sympathize with them. He must understand their problems. He must enjoy the help he is able to give. But love and understanding are not enough. The mediator is an actor in an important play. Being an artist, his

primary concern must be to evoke the appropriate emotion in his audience. That implies something more complex than ingenuous feeling. It is perhaps what Blake had in mind when he said :

There is a Smile of Love,
And there is a Smile of Deceit,
And there is a Smile of Smiles
In which these two Smiles meet. *

For Blake was a realist, as well as a mystic, and his motto may well have been "unashamed."

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STATISTICS OF THE MONTH IN BRIEF

The following is the summary of the principal statistics listed this month. Further details will be found in the tables and appendices appearing in this issue.

Cost of Living

The Colombo Consumers' Price Index for the month of December 1960 is 104.1 as against 104.9, for November 1960 a decrease of .8.

Wages rates

(a) The basic Wages payable for the month of January 1961, to workers in the trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

(b) The special allowances payable for the month January 1961, to workers in Tea growing and manufacturing trade, Cocoa, cardamom and pepper growing and manufacturing trade, Rubber growing and manufacturing trade, Coconut growing trade, Coconut manufacturing trade and the Plumbago trade will be slightly less than that for the month of December 1960.

(c) The special allowances payable to workers in all other trades to which Part II of the Wages Boards Ordinance has been applied will be the same as that for the month of December 1960.

Strikes

There were altogether 9 strikes during the month of October 1960 involving 1886 workers and a loss of 7030 man-days as against 8 strikes during the month of September 1960, involving 1448 workers and a loss of 4100 man-days.

* "Smiles," *Blake's Poetry and Prose*, Centenary ed. (New York : Random House, Inc., 1927), p. 109.

One of these strikes was in a Tea plantation involving 535 workers and a loss of 1015 man-days, five were in the Rubber plantations involving 1113 workers and a loss of 5640 man-days, two were in Tea-cum-Rubber plantations involving 219 workers and a loss of 337 man-days and the other in the Coconut manufacturing trade involving 19 workers and a loss of 38 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 October 1960, and November, 1960 was as given below :—

	October, 1960			November, 1960		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	16,192 ..	8,505 ..	24,697 ..	16,356 ..	8,810 ..	25,166
Skilled ..	12,912 ..	3,527 ..	16,439 ..	13,136 ..	3,478 ..	16,614
Semi-skilled	27,286 ..	7,060 ..	34,346 ..	27,641 ..	7,086 ..	34,727
Unskilled	67,324 ..	4,955 ..	72,279 ..	67,826 ..	5,076 ..	72,902
Total	123,714	24,047	147,761	124,959	24,450	149,409

The total number of persons placed in employment during these two months is shown below :—

	October, 1960			November, 1960		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	49 ..	16 ..	65 ..	57 ..	10 ..	67
Skilled	96 ..	1 ..	97 ..	69 ..	3 ..	72
Semi-skilled	105 ..	6 ..	111 ..	85 ..	3 ..	88
Unskilled	213 ..	1 ..	214 ..	178 ..	39 ..	217
Total	463	24	487	389	55	444

NOTES OF CURRENT INTEREST

Trade Unions Registered in December, 1960

Regd. No.	Date of Registration	Name of the Union
1640 ..	6.12.1960 ..	Trincomalee Harbour Workers' Union.
1641 ..	6.12.1960 ..	Independent Port Workers' Union.
1642 ..	2.12.1960 ..	Lanka Ahara Departhamentuwe Mura Sewaka Samitiya.

<i>Regd. No.</i>	<i>Date of Registration</i>	<i>Name of the Union</i>
1638 ..	6.12.1960 ..	Kolamba Nagarika Samupakara Badu Gabada Sewaka Samitiya.
1644 ..	2.12.1960 ..	Sri Lanka Pol Mol Karmanthaye Eksath Kamkaru Samitiya.
1645 ..	3.12.1960 ..	Samastha Lanka Palath Palana Kanista Sewaka Sangamaya.
1646 ..	6.12.1960 ..	North Ceylon Mercantile Employees' Union.
1647 ..	6.12.1960 ..	Thenmaradchi Tree Tappers' Union.
1648 ..	6.12.1960 ..	Ahara Departhamentuwe Thawakalika Lipikaru Samitiya.
1649 ..	6.12.1960 ..	Colomba Parama Vignanartha Bauddha Sangamaye Pradhana Karyalaye Sewaka Sangamaya.
1650 ..	6.12.1960 ..	All Ceylon Trade Union of Government Senior Apothecaries.
1651 ..	9.12.1960 ..	Samastha Lanka Palath Palana Sewa Ayurwedawydy Sangamaya.
1652 ..	15.12.1960 ..	Karathivu Workers' Union.
1653 ..	15.12.1960 ..	The Ceylon Tea Propaganda Board Employees' Union.
1654 ..	19.12.1960 ..	Sri Lanka Insurance Employees' Union.
1655 ..	20.12.1960 ..	Sri Lanka Nidahas Paksaye Lanka Jatika Sewaka Samitiya.
1656 ..	16.12.1960 ..	Association of Postal & Telecommunication Traffic and Administrative Staff Officers
1657 ..	16.12.1960 ..	The Government Zoo Workers' Union.
1658 ..	16.12.1960 ..	Pathegama Dakuna Saha Awata Pradesaye Vurthiya Kamkaru Samitiya.
1659 ..	16.12.1960 ..	Lanka Jatika Dumriyapathi Sangamaya.
1660 ..	21.12.1960 ..	Wathu Kamkaru Samitiya.
1661 ..	24.12.1960 ..	Lanka Sewaka Samitiya.
1662 ..	22.12.1960 ..	The Fishery Inspectors' Union.
1663 ..	22.12.1960 ..	Land Development Officers' Association.
1664 ..	28.12.1960 ..	Sri Lanka Jatika Pravahana Sewaka Samitiya.
1665 ..	26.12.1960 ..	Yuddha Hamuda Karya Sewa Ingineru Kamkaru Samitiya.
1666 ..	28.12.1960 ..	Uve Rajakariya Itukireeme Mul Guru Sangamaya.
1667 ..	28.12.1960 ..	Northern Province C. T. B. Workers' Union.
1668 ..	29.12.1960 ..	Association of Senior Supervisors of Rural Development.

WAGES BOARDS

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

XIV—The Printing Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Printing Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, No. 27 of 1941, published in *Ceylon Government Gazette* No. 9,224 of January 7, 1944, and came into force on January 31, 1944. Order varying the original description of the trade was published in *Government Gazette* No. 9,335 of November 24, 1944, and came into force on November 24, 1944.

Order

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

The printing trade, including—

(A) the work of the following workers:—

- (1) monotype keyboard operators ;
- (2) monotype caster attendants ;
- (3) linotype operators ;
- (4) readers ;
- (5) cylinder machine minders ;
- (6) platen machine minders ;
- (7) binders ;
- (8) sewing machine operators ;
- (9) folding machine operators ;
- (10) relief stampers ;
- (11) packers, counters, and checkers ;
- (12) litho machine minders ;
- (13) watchers ;
- (14) learners and apprentices ;
- (15) unskilled labourers ;
- (16) cutters (hand and machine) ;
- (17) rulers (hand and machine) ;
- (18) compositors (hand) ;
- (19) linotype mechanics ;
- (20) process camera operators ;

- (21) process etchers ;
- (22) process artists ;
- (23) rotary machine minders ;
- (24) printing machine mechanics ;
- (25) litho artists ;
- (26) litho transferors ;
- (27) litho provers ;
- (28) process hand engravers and mounters ;
- (29) process printer down ;
- (30) stone hands ;
- (31) pressmen ;
- (32) stamp makers ;
- (33) stereotypers ;
- (34) manglemen ;
- (35) gilders ;
- (36) foundry plate casters ;
- (37) type casters ;
- (38) foundry plate chippers ;
- (39) foundry labourers ;
- (40) rotary labourers ;
- (41) roller casters ;
- (42) feeders.

and (B) any other operation connected with or incidental to the work specified in the preceding paragraph (A).

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Printing Trade was established on May 17, 1944, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,272 of May 19, 1944.

(C) DECISIONS OF THE BOARD

The original decisions in respect of the Printing Trade made by the Wages Board for that trade related mainly to rates of wages and they came into force on August 1, 1945. 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 Extraordinary* No. 9,436 of July 21, 1945. Decisions varying earlier decisions were published in notifications appearing in *Government Gazettes* No. 9,523 of February 22, 1946, No. 9,634 of November 22, 1946, No. 10,002 of July 29, 1949, *Government Gazette Extraordinary* No. 10,229 of

March 30, 1951, No. 10,429 of July 30, 1952, No. 10,542 of June 29, 1953, *Government Gazette* No. 10,821 of July 29, 1955, *Government Gazette Extraordinary* No. 11,056 of January 30, 1957, *Government Gazettes* No. 11,246 of January 24, 1958, No. 11,291 of March 28, 1958, and *Government Gazette Extraordinary* No. 11,509 of August 30, 1958.

Decisions in regard to weekly and annual holidays came into force on January 1, 1946, and a notification in respect of those decisions was published in *Government Gazette Extraordinary* No. 9,497 of December 24, 1945. Decisions varying earlier decisions were published in notifications appearing in *Government Gazette* No. 9,686 of March 28, 1947, and *Government Gazette Extraordinary* No. 10,429 of July 30, 1952. Decisions in regard to public holidays were published in a notification appearing in *Government Gazette* No. 12,255 of December 23, 1960.

DECISIONS RELATING TO RATES OF WAGES, OVERTIME RATES AND OTHER MATTERS

PART I

Direction under section 20(2) (b)

The special allowance shall be computed and published monthly by the Commissioner of Labour.

The special allowance for each month shall be computed on the cost of living index number for the month immediately preceding that month.

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	..	6

Definition of a normal working week (section 24)

The number of working hours constituting a normal working week shall not exceed forty-five.

PART II

(1) Wages for the printing trade shall be paid on a monthly basis.

(2) The minimum rate of wages for time work shall consist of a basic rate and a special allowance as set out below.

(3) (a) A worker of any class specified in this Part shall be paid as wages for any month mentioned in column I below an amount equal to the minimum monthly rate specified in respect of that class in this Part, if he has worked during the minimum number of working days specified in respect of that month in column II below:

Provided, however, that the minimum number of working days specified in the aforesaid column II shall be reduced by one in respect of any month which has five Sundays.

For the purposes of this sub-paragraph, any day on which the employer fails to provide work to any worker who presents himself therefor shall be deemed to be a day on which such worker has worked.

I Month	II Minimum number of working days
January ..	27
February ..	24
March ..	27
April ..	26
May ..	27
June ..	26
July ..	27
August ..	27
September ..	26
October ..	27
November ..	26
December ..	27

(b) In respect of each such day of work in any month as is in excess of the minimum number of working days specified in respect of that month in sub-paragraph (a) of this paragraph, the minimum rate of wages payable shall be an amount equal to twice the minimum daily rate ascertained by dividing the minimum monthly rate by 25.

(4) Where a worker has not been in employment for a full month he shall be paid as wages an amount which bears to the minimum monthly rate the proportion which the period of employment bears to the number of days in the month.

(5) Where by reason of any unauthorized absence a worker of any class specified in this Part has not worked in any month during the minimum number of working days specified in respect of that month in paragraph 3 (a), he shall be paid as wages for that month an amount which bears to the minimum monthly rate specified in respect of that class in this Part the proportion which the difference between such minimum number of working days and the number of days of unauthorized absence bears to such minimum number of working days.

(6) Absence from work on holidays or on days for which leave with full pay is allowed shall not be deemed to be unauthorized absence.

1 Class of Worker	2 Basic Rate for a Month		3 Rate of Special Allowance for a 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 the unit) by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively	
Class A Worker : Linotype operators, monotype keyboard operators, mechanics, process camera operators, process etchers, rotary machine minders, litho machine minders, printing machine mechanics, litho artists and readers (employed in the production of newspapers)	For learners and apprentices					For learners and apprentices					For learners and apprentices	
	For workers other than learners and apprentices					For workers other than learners and apprentices					For workers other than learners and apprentices	
	1st year	2nd year	3rd year	4th year	5th year	1st year	2nd year	3rd year	4th year	5th year	1st year	5th year
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
	110 0 33	0 44	0 56	0 71	0 88	0 96	42 42	12 50	02 57	92 69	52 81	62 94
											2 0	0 60
											0 80	1 0
											1 30	1 60

Class of Worker ¹	Basic Rate for a Month ²					Rate of Special Allowance for a Month ³																	
						(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 respectively							
Class B Worker :	For learners and apprentices					For learners and apprentices					For learners and apprentices					For learners and apprentices							
	For workers other than learners and apprentices					For workers other than learners and apprentices					For workers other than learners and apprentices					For workers other than learners and apprentices							
	1st year Rs. c.	2nd year Rs. c.	3rd year Rs. c.	4th year Rs. c.	5th year Rs. c.	1st year Rs. c.	2nd year Rs. c.	3rd year Rs. c.	4th year Rs. c.	5th year Rs. c.	1st year Rs. c.	2nd year Rs. c.	3rd year Rs. c.	4th year Rs. c.	5th year Rs. c.	1st year Rs. c.	2nd year Rs. c.	3rd year Rs. c.	4th year Rs. c.	5th year Rs. c.			
Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)	87 50 26	0 36	0 49	0 64	0 —	77 92	36 57	48 17	54 22	62 96	—	76 42	36 12	47 42	53 32	61 84	—	1 50	0 45	0 75	0 90	1 12	—

Class C Worker:
Grade I—

Compositors (hand),
cylinder machine
minders, cutters (hand
and machine), binders,
stone hands, pressmen,
stamp makers, relief
stampers, sewing
machine operators,
folding machine opera-
tors, rulers (hand and
machine), stereotypers,
manglemen, guilders,
foundry plate casters,
type casters ..

65 0 24 0 29 0 36 0 44 0 — 68 67 38 42 43 51 48 67 56 15 — 67 42 37 92 42 84 47 92 55 21 — 1 25 0 50 0 62 0 75 0 94 —

Class C Worker:
Grade II—

Platen machine minders

60 0 22 0 27 0 32 0 39 0 — 63 96 36 57 41 19 45 81 52 57 — 62 84 36 12 40 63 45 14 51 73 — 1 12 0 45 0 56 0 67 0 84 —

Class D Worker:

Foundry plate chippers,
foundry labourers,
rotary labourers, roller-
casters, feeders, packers,
counters and checkers

50 0 19 0 23 0 28 0 34 0 — 59 42 34 72 38 92 43 12 49 17 — 58 42 34 32 38 42 42 52 48 42 — 1 0 0 40 0 50 0 60 0 75 —

Class E Worker:

Unskilled workers not
under 18 years of age..

42 0 — — — — — 57 15 — — — — — 56 21 — — — — — 0 94 — — — — — —

Class F Worker:

Unskilled workers under
18 years of age ..

20 0 — — — — — 39 7 — — — — — 38 62 — — — — — 0 45 — — — — — —

Class G Worker:

Watchers

44 0 — — — — — 59 42 — — — — — 58 42 — — — — — 1 0 — — — — — —

Tables Illustrating the Application of the Directions set out in Column 3 above

Table I

Special allowances payable in the event of a rise in the index number

Table II

Special allowances payable in the event of a fall in the index number

		Index numbers					Index numbers				
		100-1 to	101-9 to	103-7 to	105-5 to	107-3 to	100-0 to	98-2 to	96-4 to	94-6 to	92-8 to
		Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
Class A:											
Worker other than Learner or Apprentice											
Learner or Apprentice—											
1st Year	..	42 12	42 72	43 32	43 92	44 52	41 52	40 92	40 32	39 72	39 12
2nd Year	..	50 2	50 82	51 62	52 42	53 22	49 22	48 42	47 62	46 82	46 2
3rd Year	..	57 92	58 92	59 92	60 92	61 92	56 92	55 92	54 92	53 92	52 92
4th Year	..	69 52	70 82	72 12	73 42	74 72	68 22	66 92	65 62	64 32	63 2
5th Year	..	81 62	83 22	84 82	86 42	88 2	80 2	78 42	76 82	75 22	73 62
Class B:											
Worker other than Learner or Apprentice											
Learner or Apprentice—											
1st Year	..	36 57	37 2	37 47	37 92	38 37	36 12	35 67	35 22	34 77	34 32
2nd Year	..	48 17	48 92	49 67	50 42	51 17	47 42	46 67	45 92	45 17	44 42
3rd Year	..	54 22	55 12	56 2	56 92	57 82	53 32	52 42	51 52	50 62	49 72
4th Year	..	62 96	64 8	65 20	66 32	67 44	61 84	60 72	59 60	58 48	57 36
Class C—Grade I:											
Worker other than Learner or Apprentice											
Learner or Apprentice—											
1st Year	..	38 42	38 92	39 42	39 92	40 42	37 92	37 42	36 92	36 42	35 92
2nd Year	..	43 46	44 8	44 70	45 32	45 94	42 84	42 22	41 60	40 98	40 36
3rd Year	..	48 67	49 42	50 17	50 92	51 67	47 92	47 17	46 42	45 67	44 92
4th Year	..	56 15	57 9	58 3	58 97	59 91	55 21	54 27	53 33	52 39	51 45

Class C—Grade II :

Worker other than Learner or Apprentice	63 96 ..	65 8 ..	66 20 ..	67 32 ..	68 44 ..	62 84 ..	61 72 ..	60 60 ..	59 48 ..	58 36
Learner or Apprentice—										

1st Year	36 57 ..	37 2 ..	37 47 ..	37 92 ..	38 37 ..	36 12 ..	35 67 ..	35 22 ..	34 77 ..	34 32
2nd Year	41 19 ..	41 75 ..	42 31 ..	42 87 ..	43 43 ..	40 63 ..	40 7 ..	39 51 ..	38 95 ..	38 39
3rd Year	45 81 ..	46 48 ..	47 15 ..	47 82 ..	48 49 ..	45 14 ..	44 47 ..	43 80 ..	43 13 ..	42 46
4th Year	52 57 ..	53 41 ..	54 25 ..	55 9 ..	55 93 ..	51 73 ..	50 89 ..	50 5 ..	49 21 ..	48 37

Class D :

Worker other than Learner or Apprentice	59 42 ..	60 42 ..	61 42 ..	62 42 ..	63 42 ..	58 42 ..	57 42 ..	56 42 ..	55 42 ..	54 42
Learner or Apprentice—										

1st Year	34 72 ..	35 12 ..	35 52 ..	35 92 ..	36 32 ..	34 32 ..	33 92 ..	33 52 ..	33 12 ..	32 72
2nd Year	38 92 ..	39 42 ..	39 92 ..	40 42 ..	40 92 ..	38 42 ..	37 92 ..	37 42 ..	36 92 ..	36 42
3rd Year	43 12 ..	43 72 ..	44 32 ..	44 92 ..	45 52 ..	42 52 ..	41 92 ..	41 32 ..	40 72 ..	40 12
4th Year	49 17 ..	49 92 ..	50 67 ..	51 42 ..	52 17 ..	48 42 ..	47 67 ..	46 92 ..	46 17 ..	45 42

Class E :

All workers	57 15 ..	58 9 ..	59 3 ..	59 97 ..	60 91 ..	56 21 ..	55 27 ..	54 33 ..	53 39 ..	52 45
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Class F :

All workers	39 7 ..	39 52 ..	39 97 ..	40 42 ..	40 87 ..	38 62 ..	38 17 ..	37 72 ..	37 27 ..	36 82
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Class G :

All workers	59 42 ..	60 42 ..	61 42 ..	62 42 ..	63 42 ..	58 42 ..	57 42 ..	56 42 ..	55 42 ..	54 42
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In this Schedule, the word "year" in relation to a learner or apprentice shall be deemed to consist of 288 days of continuous employment including—

(a) every holiday allowed by the employer under section 25 to such learner or apprentice ;

(b) every day of absence, with the approval of the employer ;

(c) every day of absence due to an injury to a worker caused by an accident arising out of and in the course of his employment ;

(d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ;

(e) every day on which the employer fails to provide work to such learner or apprentice ; but not including the day fixed as a weekly holiday under section 24.

PART III

Overtime Rate

1. 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 monthly rate by 240) increased by 50 per cent. of such minimum hourly rate.

2. In respect of each hour of work which is on any such day of work in any month as is in excess of the minimum number of working days specified in respect of that month in paragraph (3) (i) of Part II and which is in excess of the number of hours constituting a normal working day, the minimum overtime rate shall be an amount equal to three times the minimum hourly rate ascertained by dividing the minimum monthly rate by 200.

DECISIONS RELATING TO WEEKLY, ANNUAL AND PUBLIC HOLIDAYS

Weekly Holiday (section 24)

1. 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 condition—

- (a) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ;
- (b) that in respect of work done on a Sunday that worker shall be paid in addition to the wages paid on a monthly basis a remuneration of not less than $\frac{1}{30}$ of the minimum monthly rate ;
- (c) that for each hour of work performed on a Sunday in excess of nine hours (the nine hours being computed so as to include 1 hour for a meal), the worker shall be remunerated at not less than the minimum monthly rate divided by 120 ; and
- (d) that the remuneration due to a worker for work done on the weekly holiday during any period shall be paid within the time prescribed for the payment of wages for such period by section 2 (b) of the Wages Boards Ordinance.

The preceding provisions of this paragraph shall not apply to workers engaged in the production or distribution of a daily newspaper.

Annual Holidays (section 25)

2. If a worker has worked for more than 232 days in any year under the same employer he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of 1 holiday for each unit of four 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.

3. If a worker is entitled to more than 6 holidays, he shall be allowed, and he shall take, six of those holidays on consecutive days.

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

5. Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal—

(a) every holiday that he was entitled to in respect of the previous year which he has not already taken ; and

(b) in case the worker has during the current year complied with the provisions relating to employment and work set out in paragraph 2, every holiday that he would have otherwise been entitled to in the next succeeding year :

and he shall be remunerated for each such holiday taken in any month at the rate of one day's wage in respect of that month computed in accordance with the provisions of Part II of the Schedule to the notification under section 27 (3) of the Wages Boards Ordinance published in *Gazette Extraordinary* No. 9,436 of July 21, 1945, as amended from time to time :

Provided, however, that the total number of holidays that such a worker might take in any year shall not exceed 21.

6. For the purposes of the computation of remuneration, each holiday referred to in paragraphs 2, 3, 4 and 5 shall be reckoned as an ordinary working day.

7. For the purposes of the foregoing provisions—

(a) “ year ” means a continuous period of 12 months ;

(b) “ days on which the worker has worked ” shall include—

(i) every holiday allowed by the employer to the worker under section 25, at any earlier time in any year under consideration ;

(ii) every day of absence on any ground approved by the employer ;

(iii) 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 ;

- (iv) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ;
- (v) every day on which the employer fails to provide work for the worker ;
- (vi) every day of absence due to a strike or lockout that is not illegal and that does not continue for more than 30 days ; and
- (vii) 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 ;

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

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

9. (a) Subject to the provisions of this paragraph and of paragraph 10, every employer shall allow as a holiday with remuneration to every worker employed by him, each of the following public holidays within the meaning of the Holidays Ordinance (Chapter 135) :—

- (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) The Birthday of the Holy Prophet Mohamed (On Whom Be Peace, Meelad-un-Nabi) ;
- (7) Bandaranaike Commemoration Day (September 26, 1961) ; and
- (8) Christmas Day.

(b) The provisions of sub-paragraph (a) of this paragraph shall not apply to a worker in any case where a public holiday referred to in that sub-paragraph occurs during a period when such worker is on strike.

(c) The remuneration payable to a worker for each holiday referred to in sub-paragraph (a) of this paragraph shall be included in the wage for the month in which the holiday is allowed, such holiday being reckoned as an ordinary working day for the purpose of computing the wage for the month.

10. An employer may employ any worker on any public holiday referred to in sub-paragraph (a) of paragraph 9, subject 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 and that day shall be reckoned as an ordinary working day for the purpose of computing the wage for the month in which such alternative holiday is granted; or
- (b) The worker shall be paid in addition to the wage for the month, wages at not less than $\frac{1}{30}$ th of the minimum monthly rate for work done during the number of hours constituting a normal working day, and at not less than three times the normal hourly rate (obtained by dividing the minimum monthly rate by 240) for work done in excess of the number of hours constituting a normal working day.

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

Year	Food	Fuel and Light	Rent	Clothing	Miscel- laneous	Final Index Number
Group Weights	52.40 ..	6.28 ..	15.96 ..	8.36 ..	17.00 ..	(Nov. 1938-April 1939 = 100)

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

1939	..	112	..	102	..	97	..	112	..	104	..	108†
1940	..	115	..	103	..	97	..	128	..	111	..	112
1941	..	129	..	108	..	96	..	153	..	116	..	122*
1942	..	183	..	171	..	93	..	194	..	144	..	162

Index Number
Nov., 1942
= 100

Base : November, 1942 = 100

Group Weights	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24							
1943	..	103	..	94	..	105	..	138	..	118	..	107
1944	..	102	..	94	..	105	..	156	..	127	..	109
1945	..	110	..	94	..	112	..	165	..	158	..	121
1946	..	113	..	111	..	124	..	180	..	155	..	125
1947	..	126	..	121	..	136	..	213	..	157	..	138
1948	..	138	..	101	..	148	..	189	..	157	..	142
1949	..	144	..	97	..	129	..	156	..	148	..	141
1950	..	154	..	102	..	129	..	155	..	154	..	149
1951	..	155	..	112	..	129	..	197	..	160	..	154
1952	..	153	..	104	..	131	..	192	..	168	..	153

† Average for 5 months only.

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

Year	Food	Fuel and Light	Rent	Clothing	Miscel- laneous	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

1959—

January	..	104.75	..	102.65	..	101.53	..	90.93	..	114.67	..	105.0
February	..	102.03	..	102.03	..	101.05	..	91.01	..	114.05	..	103.5
March	..	103.47	..	102.65	..	101.53	..	91.33	..	115.20	..	104.4
April	..	105.50	..	102.65	..	101.53	..	91.49	..	116.20	..	105.8
May	..	105.34	..	102.31	..	101.53	..	91.58	..	114.67	..	105.4
June	..	106.48	..	101.96	..	101.53	..	91.31	..	114.99	..	106.2
July	..	105.36	..	102.31	..	101.53	..	92.31	..	115.31	..	105.6
August	..	103.44	..	102.31	..	101.53	..	93.12	..	116.26	..	104.7
September	..	102.98	..	103.00	..	101.53	..	93.27	..	116.07	..	104.4
October	..	104.66	..	102.65	..	101.53	..	92.79	..	115.91	..	105.4
November	..	106.51	..	101.96	..	101.53	..	92.91	..	114.67	..	106.3
December	..	105.54	..	101.27	..	101.53	..	93.10	..	114.64	..	105.7

1960—

January	..	105.12	..	101.61	..	101.53	..	93.56	..	114.51	..	105.4
February	..	104.95	..	101.61	..	101.53	..	93.80	..	114.46	..	105.3
March	..	105.18	..	102.31	..	101.53	..	93.76	..	114.83	..	105.6
April	..	102.19	..	104.15	..	101.53	..	94.15	..	115.41	..	104.0
May	..	99.92	..	100.58	..	101.53	..	94.07	..	115.73	..	102.4
June	..	99.94	..	102.65	..	101.53	..	94.36	..	115.15	..	102.5
July	..	97.66	..	103.00	..	101.53	..	94.84	..	115.44	..	101.2
August	..	95.87	..	103.46	..	101.53	..	95.81	..	118.42	..	100.7
September	..	97.54	..	103.46	..	101.53	..	96.40	..	122.44	..	102.6
October	..	99.10	..	104.61	..	101.53	..	95.68	..	121.52	..	103.2
November	..	101.53	..	104.15	..	101.53	..	96.33	..	121.62	..	104.9
December	..	100.23	..	103.00	..	101.53	..	98.42	..	120.67	..	104.1

TABLE II—WAGES INDEX NUMBERS
Tea and Rubber Estate Labourers and Unskilled Male Workers in
Government Employment

A

BASE : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo		
	Average	Minimum	Index	Average	Wage	Index
	Minimum	Wage	No. of	Monthly	Rate	No. of
	Daily rate of Wages	Rate Index No.	Real Wages	Rate of Wages	Index No.	Real Wages
	Rs. c.			Rs. c.		
1939 ..	—	.. 41	.. 100	.. 16.64	.. 100	.. 100
1940 ..	—	.. 41	.. 93	.. 16.64	.. 100	.. 96
1941 ..	—	.. 45	.. 92	.. 18.45	.. 111	.. 98
1942 ..	—	.. 68	.. 111	.. 24.23	.. 145	.. 97
1943 ..	—	.. 83	.. 102	.. 28.98	.. 174	.. 96
1944 ..	—	.. 87	.. 101	.. 34.03	.. 204	.. 110
1945 ..	—	.. 1.00	.. 110	.. 41.92	.. 252	.. 123
1946 ..	—	.. 1.15	.. 123	.. 68.52	.. 412	.. 194
1947 ..	—	.. 1.20	.. 123	.. 75.74	.. 455	.. 195
1948 ..	—	.. 1.29	.. 122	.. 78.16	.. 470	.. 195
1949 ..	—	.. 1.31	.. 121	.. 77.81	.. 468	.. 196
1950 ..	—	.. 1.53	.. 136	.. 83.11	.. 499	.. 198
1951 ..	—	.. 1.90	.. 161	.. 89.79	.. 540	.. 206
1952 ..	—	.. 1.92	.. 163	.. 89.79	.. 540	.. 207

B

BASE : 1952=100

1953 ..	—	.. 1.95	.. 101.56	.. 99.96	.. 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	.. 106.97
1957 ..	—	.. 2.10	.. 109.38	.. 106.40	.. 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
1959 ..	January	.. 2.12	.. 110.42	.. 105.16	.. 113.74	.. 126.67	.. 120.64
	February	.. 2.15	.. 111.98	.. 108.19	.. 113.74	.. 126.67	.. 122.39
	March	.. 2.12	.. 110.42	.. 105.77	.. 113.74	.. 126.67	.. 121.33
	April	.. 2.12	.. 110.42	.. 104.37	.. 113.74	.. 126.67	.. 119.73
	May	.. 2.15	.. 111.98	.. 106.24	.. 113.74	.. 126.67	.. 120.18
	June	.. 2.15	.. 111.98	.. 105.44	.. 113.74	.. 126.67	.. 119.27
	July	.. 2.15	.. 111.98	.. 106.04	.. 113.74	.. 126.67	.. 119.95
	August	.. 2.15	.. 111.98	.. 106.95	.. 113.74	.. 126.67	.. 120.98
	September	.. 2.15	.. 111.98	.. 107.26	.. 113.74	.. 126.67	.. 121.33
	October	.. 2.12	.. 110.42	.. 104.76	.. 113.74	.. 126.67	.. 120.18
	November	.. 2.15	.. 111.98	.. 105.34	.. 113.74	.. 126.67	.. 119.16
	December	.. 2.15	.. 111.98	.. 105.94	.. 113.74	.. 126.67	.. 119.84
1960 ..	January	.. 2.15	.. 111.98	.. 106.24	.. 113.74	.. 126.67	.. 120.18
	February	.. 2.15	.. 111.98	.. 106.34	.. 113.74	.. 126.67	.. 120.29
	March	.. 2.15	.. 111.98	.. 106.04	.. 113.74	.. 126.67	.. 119.95
	April	.. 2.15	.. 111.98	.. 107.67	.. 113.74	.. 126.67	.. 121.80
	May	.. 2.12	.. 110.42	.. 107.83	.. 113.74	.. 126.67	.. 123.70
	June	.. 2.10	.. 109.38	.. 106.71	.. 113.74	.. 126.67	.. 123.58
	July	.. 2.10	.. 109.38	.. 108.08	.. 113.74	.. 126.67	.. 125.17
	August	.. 2.10	.. 109.38	.. 108.62	.. 113.74	.. 126.67	.. 125.79
	September	.. 2.07	.. 107.81	.. 105.08	.. 113.74	.. 126.67	.. 123.46
	October	.. 2.10	.. 109.38	.. 105.99	.. 113.74	.. 126.67	.. 122.74
	November	.. 2.12	.. 110.42	.. 105.26	.. 113.74	.. 126.67	.. 120.75
	December	.. 2.15	.. 111.98	.. 107.57	.. 113.74	.. 126.67	.. 121.68

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952 = 100

*Agriculture ***Trades other than
Agriculture †**Agriculture and Trades
other than Agriculture
Combined*

Year			Minimum		Minimum		Minimum		Minimum		Minimum			
			Average		Wage rate		Average		Wage rate		Average			
			daily rates		Index No.		daily rates		Index No.		daily rates			
			of Wages				of Wages				of Wages			
			Rs. c.				Rs. c.				Rs. c.			
1952	..	—	..	1·96	..	100·00	..	2·92	..	100·00	..	2·04	..	100·00
1953	..	—	..	1·99	..	101·53	..	2·95	..	101·03	..	2·07	..	101·47
1954	..	—	..	2·02	..	103·06	..	2·94	..	100·68	..	2·09	..	102·45
1955	..	—	..	2·09	..	106·63	..	2·96	..	101·37	..	2·16	..	105·88
1956	..	—	..	2·10	..	107·14	..	3·00	..	102·74	..	2·17	..	106·37
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
1959	..	January	..	2·15	..	109·69	..	3·73	..	127·74	..	2·27	..	111·27
		February	..	2·17	..	110·71	..	3·74	..	128·08	..	2·29	..	112·26
		March	..	2·15	..	109·69	..	3·71	..	127·05	..	2·27	..	111·27
		April	..	2·15	..	109·69	..	3·73	..	128·08	..	2·28	..	111·27
		May	..	2·17	..	110·71	..	3·77	..	129·11	..	2·30	..	112·75
		June	..	2·17	..	110·71	..	3·76	..	128·77	..	2·29	..	112·25
		July	..	2·17	..	110·71	..	3·78	..	129·45	..	2·30	..	112·74
		August	..	2·17	..	110·71	..	3·78	..	129·45	..	2·30	..	112·75
		September	..	2·17	..	110·71	..	3·76	..	128·77	..	2·29	..	112·25
		October	..	2·15	..	109·69	..	3·75	..	128·42	..	2·28	..	111·76
		November	..	2·17	..	110·71	..	3·76	..	128·77	..	2·29	..	112·25
		December	..	2·18	..	111·22	..	3·78	..	129·45	..	2·31	..	113·24
1960	..	January	..	2·18	..	111·22	..	3·78	..	129·45	..	2·31	..	113·24
		February	..	2·18	..	111·22	..	3·76	..	128·77	..	2·30	..	112·75
		March	..	2·18	..	111·22	..	3·76	..	128·77	..	2·30	..	112·75
		April	..	2·18	..	111·22	..	3·78	..	129·45	..	2·31	..	113·24
		May	..	2·16	..	110·20	..	3·75	..	128·42	..	2·28	..	111·76
		June	..	2·13	..	108·67	..	3·72	..	127·40	..	2·25	..	110·29
		July	..	2·13	..	108·67	..	3·72	..	127·40	..	2·25	..	110·29
		August	..	2·13	..	108·67	..	3·69	..	126·37	..	2·25	..	110·29
		September	..	2·11	..	107·65	..	3·68	..	126·03	..	2·23	..	109·31
		October	..	2·13	..	108·67	..	3·72	..	127·40	..	2·25	..	110·29
		November	..	2·16	..	110·20	..	3·72	..	127·40	..	2·28	..	111·76
		December	..	2·18	..	111·22	..	3·76	..	128·77	..	2·30	..	112·75

* 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.

** Amended figures.

TABLE IV AFFNA.

The number of Registrants for employment or better employment according to Registers maintained at the Employment Exchanges in the Island

Year		Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	..	3,712	11,964	5,034	5,967	26,677
1940	..	4,734	13,130	4,800	4,981	27,645
1941	..	5,274	8,882	2,351	3,951	20,458
1942	..	6,589	9,411	1,882	1,451	19,333
1943	..	2,282	2,872	1,312	1,869	8,335
1944*	..	295	358	227	173	1,651
1945	..	2,258	11,025	3,267	4,816	21,366
1946	..	5,636	10,012	7,527	13,369	36,544
1947	..	2,883	7,325	8,113	16,423	34,744
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	52,707
1952	..	6,883	7,522	13,795	24,823	53,029
1953	..	8,374	6,462	13,676	23,034	51,546
1954	..	11,728	7,919	16,287	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	January	20,266	14,135	33,380	52,352	120,133
	February	20,265	13,999	33,287	51,859	119,410
	March	19,921	13,965	33,356	52,372	119,614
	April	19,559	13,620	32,955	52,804	118,938
	May	19,616	13,649	33,288	53,685	120,238
	June	19,889	13,578	33,936	55,538	122,941
	July	20,339	13,816	35,226	59,779	129,160
	August	20,254	13,780	35,042	58,692	127,768
	September	20,225	13,791	34,515	58,228	126,759
	October	20,216	13,701	34,299	56,812	125,028
	November	20,144	13,609	34,123	57,438	125,314
	December	20,869	13,859	33,723	59,567	128,018
1960	January	21,173	13,962	33,426	61,319	129,880
	February	21,679	13,890	33,497	61,743	130,809
	March	21,447	13,801	33,030	61,643	129,921
	April	21,420	13,691	32,611	60,483	128,205
	May	21,754	13,464	32,581	59,898	127,697
	June	22,016	13,551	32,829	61,579	129,975
	July	22,464	14,271	33,253	62,509	132,497
	August	23,201	15,425	34,127	67,338	140,091
	September	24,152	16,431	34,273	70,074	144,930
	October	24,697	16,439	34,346	72,279	147,761
	November	25,166	16,614	34,727	72,902	149,409

* Up to 1944 there was only 1 Employment Exchange in Colombo. In 1945, Exchanges were opened in all the principal towns of the Island.

TABLE V

The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges
CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Aissaawella	Haputale	Matara	Vavuniya	Kegalla	Male	Total
1939 ..	26,677	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	26,677
1940 ..	27,645	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	27,645
1941 ..	20,458	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942 ..	19,333	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943 ..	8,335	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944 ..	1,053	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945 ..	10,784	878	2,128	1,239	2,363	259	431	841	120	46	65	—	1,497	—	—	—	—	—	—	—	21,366*
1946 ..	25,805	1,117	808	993	3,397	726	352	816	119	488	727	—	611	—	—	—	—	—	—	—	36,544†
1947 ..	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	—	—	—	—	—	—	34,744
1948 ..	42,209	7,235	2,414	3,995	4,577	1,068	851	1,526	607	704	1,189	—	283	—	—	—	—	—	—	—	66,656
1949 ..	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	—	—	—	—	—	—	69,732
1950 ..	41,988	3,698	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	848	—	—	—	—	—	—	—	65,122
1951 ..	33,125	3,422	2,886	4,350	2,209	537†	886	1,587	569	904	418	1,207	284	323	—	—	—	—	—	—	52,707
1952 ..	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992	252	437	678	—	—	—	—	—	53,023
1953 ..	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	328	239	548	477	526	1,382	—	—	—	51,546
1954 ..	38,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	—	—	—	63,304
1955 ..	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	5,411	—	—	—	71,010
1956 ..	48,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	—	—	—	85,952
1957 ..	49,899	9,633	6,772	9,225	7,462	794	5,651	2,631	3,180	1,079	631	501§	1,252	1,198	2,226	840	5,331	551	1,947	—	110,856

TABLE V—(contd.)

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapure	Badulla	Batticaloa	Kalmunai**	Trincomalee	Anuradhapure	Avisawella	Haputale	Matale	Vavuniya	Kegalla	Matale	Total
1958—	52,563	7,721	7,300	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354	1,188	1,380	2,925	1,116	5,324	531	2,465	—	117,796
1959—																					
May	54,621	7,418	6,821	14,638	6,645	1,015	4,431	3,406	3,471	1,399	1,179	326	1,162	1,507	2,764	1,297	5,002	553	2,583	—	120,238
June	56,321	7,412	6,932	14,952	6,065	1,009	4,461	3,280	3,799	1,493	1,162	361	1,313	1,565	2,795	1,293	4,998	583	2,628	519	122,941
July	57,814	7,398	7,771	15,408	6,448	973	5,245	3,321	4,094	1,653	1,219	401	1,464	1,718	3,126	1,316	5,702	563	2,753	773	29,160
August	55,875	7,518	7,725	15,671	6,543	970	5,334	3,256	4,077	1,588	1,061	390	1,484	1,730	3,091	1,243	5,881	576	2,775	980	127,768
September	55,627	7,879	7,639	15,586	6,464	899	5,363	3,247	3,674	1,549	1,072	400	1,411	1,701	3,108	1,200	5,729	574	2,790	847	126,759
October	54,383	8,159	7,447	15,645	6,358	837	5,013	3,164	3,832	1,531	1,063	415	1,273	1,684	2,978	1,185	5,829	594	2,755	883	125,028
November	54,617	8,321	7,292	15,702	6,472	944	4,917	3,277	3,759	1,542	1,016	432	1,289	1,644	2,914	1,150	5,711	604	2,760	951	125,314
December	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422	1,365	1,733	2,965	1,198	5,812	611	2,786	970	128,018
1960—																					
January	57,228	8,920	7,350	15,243	7,009	1,374	5,269	3,549	2,848	1,787	1,072	530	1,417	1,869	2,975	1,236	5,817	655	2,801	931	129,880
February	58,388	9,111	7,327	15,420	6,182	1,510	5,221	3,646	2,453	1,818	1,099	967	1,406	1,890	2,895	1,245	5,841	721	2,776	887	130,809
March	58,003	9,183	7,291	15,400	6,278	1,464	5,021	3,552	2,530	1,747	1,066	1,028	1,342	1,922	2,911	1,217	5,737	697	2,706	826	129,921
April	57,251	9,215	7,080	15,396	6,034	1,325	5,000	3,550	2,625	1,649	1,134	1,027	1,325	1,828	2,909	1,090	5,635	676	2,663	793	128,205
May	56,912	9,205	7,041	15,453	6,023	1,221	5,047	3,414	2,647	1,690	1,291	1,006	1,198	1,825	2,891	1,044	5,778	640	2,633	737	127,697
June	58,128	9,138	7,126	15,684	6,071	1,429	5,068	3,317	2,688	1,826	1,469	883	1,273	1,864	3,000	873	6,163	603	2,619	753	129,975
July	57,923	10,508	7,250	15,710	6,062	1,595	5,158	3,317	2,869	1,841	1,217	1,691	1,286	1,931	3,032	848	6,219	591	2,668	795	132,497
August	60,277	13,028	7,611	16,059	6,245	1,489	5,382	3,315	3,089	1,998	1,353	1,952	1,288	2,032	3,243	924	6,486	609	2,847	864	140,091
September	61,547	15,589	7,896	15,644	6,329	1,782	5,477	3,371	3,314	2,119	1,245	721	1,363	2,185	3,494	989	7,402	614	2,945	904	144,930
October	62,742	6,035	8,033	15,265	6,304	1,793	5,520	3,480	3,467	2,218	1,274	737	1,535	2,240	3,565	1,047	7,353	652	3,068	933	47,761
November	63,203	15,889	8,236	15,010	6,481	2,006	5,540	3,579	3,551	2,295	1,183	693	1,695	2,394	3,694	1,122	8,068	724	3,097	964	149,409

* Total includes 127 registered at Matugama, 164 at Chilaw, 272 at Matale, 97 at Avisawella, and 555 at Veyangoda.

† Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avisawella. (These Exchanges functioned only during 1945 and 1946.)

‡ Revised figures.
§ Amended figures.

**TABLE VI—The number of Persons placed in employment
since 1939**

Year	<i>Technical and Clerical</i>		<i>Skilled</i>		<i>Semi- skilled</i>		<i>Unskilled</i>		<i>Total</i>
1939	—	..	—	..	—	..	2,583
1940	—	..	—	..	—	..	5,089
1941	—	..	—	..	—	..	9,071
1942	—	..	—	..	—	..	8,129
1943	—	..	—	..	—	..	4,170
1944	—	..	—	..	—	..	1,875
1945	369	..	1,104	..	411	..	2,653
1946	1,303	..	3,012	..	1,341	..	10,130
1947	915	..	1,417	..	911	..	4,161
1948	1,355	..	1,563	..	1,311	..	6,118
1949	1,807	..	1,616	..	1,767	..	9,590
1950	2,059	..	1,509	..	1,438	..	5,773
1951	2,019	..	1,546	..	1,867	..	5,874
1952	3,107	..	1,802	..	1,887	..	5,657
1953	1,528	..	669	..	1,371	..	2,820
1954	1,097	..	879	..	922	..	4,660
1955	2,166	..	1,064	..	1,187	..	3,791
1956	1,913	..	845	..	1,565	..	4,162
1957	1,176	..	709	..	1,180	..	3,053
1958	1,827	..	800	..	1,006	..	2,251
1959	1,667	..	1,045	..	1,275	..	3,218
1959	..	January	106	..	59	..	86	..	140
	..	February	196	..	67	..	98	..	199
	..	March	159	..	59	..	87	..	147
	..	April	194	..	64	..	81	..	169
	..	May	102	..	63	..	80	..	193
	..	June	96	..	58	..	111	..	276
	..	July	108	..	109	..	131	..	608
	..	August	157	..	106	..	141	..	505
	..	September	110	..	83	..	117	..	154
	..	October	86	..	146	..	114	..	297
	..	November	169	..	164	..	123	..	256
	..	December	184	..	67	..	106	..	274
1960	..	January	156	..	47	..	145	..	114
	..	February	117	..	43	..	148	..	235
	..	March	170	..	46	..	83	..	182
	..	April	179	..	56	..	86	..	238
	..	May	138	..	84	..	104	..	245
	..	June	127	..	49	..	140	..	206
	..	July	75	..	22	..	87	..	862
	..	August	97	..	119	..	78	..	484
	..	September	118	..	106	..	99	..	1,609
	..	October	65	..	97	..	111	..	214
	..	November	67	..	72	..	88	..	217

**TABLE VII—The Number of Persons registered and the Number placed in employment
during the Month of November, 1960**

<i>Employment Exchange</i>	<i>Technical and Clerical</i>		<i>Skilled</i>		<i>Semi-skilled</i>		<i>Unskilled</i>		<i>Total</i>	
	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>
Colombo	.. 609	.. 30	.. 558	.. 57	.. 1,000	.. 44	.. 1,980	.. 85	.. 4,147	.. 216
Negombo	.. 228	.. 4	.. 228	.. 3	.. 173	.. 1	.. 639	.. 10	.. 1,268	.. 18
Kalutara	.. 142	.. 4	.. 52	.. —	.. 106	.. 2	.. 251	.. 9	.. 551	.. 15
Galle	.. 104	.. 1	.. 57	.. 2	.. 93	.. 2	.. 253	.. 1	.. 507	.. 6
Kandy	.. 131	.. 4	.. 76	.. 1	.. 175	.. 5	.. 280	.. —	.. 662	.. 10
Nawalapitiya	.. 37	.. 4	.. 42	.. —	.. 93	.. 3	.. 351	.. 28	.. 523	.. 35
Kurunegala	.. 102	.. —	.. 56	.. 2	.. 108	.. 2	.. 185	.. 3	.. 451	.. 7
Jaffna	.. 146	.. 3	.. 41	.. —	.. 101	.. 10	.. 123	.. —	.. 411	.. 13
Ratnapura	.. 44	.. —	.. 18	.. —	.. 77	.. 4	.. 145	.. 4	.. 284	.. 8
Badulla	.. 42	.. 10	.. 14	.. 1	.. 46	.. 2	.. 65	.. —	.. 167	.. 13
Batticaloa	.. 37	.. 3	.. 15	.. —	.. 28	.. 1	.. 59	.. 3	.. 139	.. 7
Kalmunai	.. 15	.. —	.. 5	.. —	.. 23	.. 1	.. 28	.. 2	.. 71	.. 3
Trincomalee	.. 32	.. —	.. 32	.. —	.. 34	.. —	.. 177	.. 14	.. 275	.. 14
Anuradhapura	.. 53	.. —	.. 38	.. —	.. 30	.. —	.. 123	.. 10	.. 244	.. 10
Awissawella	.. 26	.. 1	.. 44	.. —	.. 31	.. —	.. 213	.. 2	.. 314	.. 3
Haputale	.. 22	.. —	.. 17	.. —	.. 35	.. 3	.. 80	.. 1	.. 154	.. 4
Matara	.. 78	.. 1	.. 63	.. —	.. 100	.. 3	.. 372	.. 44	.. 613	.. 48
Vavuniya	.. 33	.. 1	.. 17	.. 6	.. 56	.. 3	.. 27	.. —	.. 133	.. 10
Kegalla	.. 16	.. 1	.. 31	.. —	.. 40	.. 2	.. 94	.. 1	.. 181	.. 4
Matale	.. 26	.. —	.. 6	.. —	.. 20	.. —	.. 33	.. —	.. 85	.. —
Total	.. 1,923	.. 67	.. 1,410	.. 72	.. 2,369	.. 88	.. 5,478	.. 217	.. 11,180	.. 444

TABLE VIII—STRIKES IN CEYLON SINCE 1939

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
1939	18	Not available	Not available	4	Not available	Not available
1940	36	9,732	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66‡	12,399	25,937
1945	28	3,514	4,285*	53	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,808	85,837	28	5,471	22,677
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,910
1953	33	363,600	430,586	54	14,482	31,996
1954	59	86,450	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,293	36,016
1956	99	56,908	200,888	115	31,852	152,966
1957	177	297,061	618,050	127	70,239	190,443
1958	123	39,372	340,632	96	42,713	399,228
1959	177	47,318	352,145	71	42,933	463,119
1960 Jan. to October §	91	28,651	181,493	17	906	2,664
1959 January	18	4,095	21,904	8	4,947	21,180
February	13	3,789	10,566	11	2,618	13,595
March	10	4,115	19,888	3	265	1,245
April	18	5,235	29,181	3	278	833
May	17	4,472	22,449	9	1,169	3,919
June	12	2,785	21,044	20	17,717	77,384
July	23	4,690	37,783	7	15,118	343,025
August	11	4,229	22,983	1	31	141
September	13	2,438	8,034	2	632	973
October	12	3,300	57,806	Nil	—	—
November	20	5,098	54,192	1	20	40
December	10	3,073	46,315	6	138	784
1960 January §	15	4,580	33,975	—	—	—
February	14	2,820	23,145	1	24	48
March	12	2,344	9,542	1	—	—
April	9	6,708	11,416	2	188	188
May	11	2,819	24,860	3	279	620
June	4	1,845	7,442	2	208	484
July	6	2,483	53,788	2	27	239
August	5	1,782	6,458	**4	**116	**822
September	7	1,403	3,875	1	45	225
October	8	1,867	6,992	1	19	38

*Number of workers involved in one strike is not available.

†Number of man-days lost in one strike is not available.

‡Number of workers involved and man-days lost in respect of one strike are not available.

§The figures are provisional and subject to amendment.

**Amended figures.

From January, 1952, strikes involving less than 5 workers or lasting less than 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.

**TABLE IX—CLASSIFICATION OF THE STRIKES IN
OCTOBER, 1960, BY INDUSTRIES OR TRADES**

<i>Industry or Trade</i>		<i>Number of Strikes</i>	<i>Number of Workers involved</i>	<i>Number of Man-days lost</i>
Plantations—Tea ..	..	1	535	1,015
Rubber ..	..	5	1,118	5,640
Tea-cum-Rubber ..	..	2	219	337
Coconut ..	..	—	—	—
Coconut-cum-Rubber ..	..	—	—	—
Total ..	..	8	1,867	6,992
Engineering ..	..	—	—	—
Printing ..	..	—	—	—
Motor Transport ..	..	—	—	—
Tea Export ..	..	—	—	—
Rubber Export ..	..	—	—	—
Coconut Manufacturing ..	..	1	19	38
Toddy, Arrack and Vinegar ..	..	—	—	—
Cigar Manufacturing ..	..	—	—	—
Coconut & 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 ..	..	—	—	—
Miscellaneous ..	..	—	—	—
Total ..	..	1	19	38
Grand Total ..	..	9	1,886	7,030

**TABLE X—CLASSIFICATION OF THE STRIKES IN
OCTOBER, 1960, IN CAUSES**

<i>Causes</i>		<i>Number of Strikes</i>		<i>Number of Workers Involved</i>	
		<i>Plantations</i>	<i>Others</i>	<i>Plantations</i>	<i>Others</i>
1. Dismissal or loss of employment in any way. Failure to provide work ..	..	2	—	738	—
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. ..	..	2	—	172	—
5. Food matters. Welfare ..	..	—	—	—	—
6. Right of association and meeting ..	..	—	—	—	—
7. Factional disputes and domestic matters ..	..	1	1	132	19
8. External matters (e.g., arrest by Police, &c.) ..	..	2	—	290	—
9. Assaults by employer or agent or others ..	..	—	—	—	—
10. General demands ..	..	1	—	535	—
11. Sympathetic strikes ..	..	—	—	—	—
Total ..	..	8	1	1,867	19

APPENDIX I

Statement showing the Minimum Rates of Wages payable to Workers in different Trades for which Wages Boards have been established

Class of Worker	Month: January, 1961					
	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(1) Baking Trade						
<i>Monthly Rates :</i>						
Class "A" Worker: foreman, cooks, "short eats" makers, pastry makers, cake decorators ..	70	0	57	90	127	90
Class "B" Worker: dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators ..	55	0	53	75	108	75
Class "C" Worker: flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trays, bun trays, cake trays, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen ..	39	0	41	53	80	53
(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 2 ins. long	5	0	—	—	5	0
(b) beedies 2½ ins. long	6	0	—	—	6	0
(c) beedies 3 ins. long	7	0	—	—	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 2 ins. long	3	34	—	—	3	34
(b) beedies 2½ ins. long	4	0	—	—	4	0
(c) beedies 3 ins. long	4	66	—	—	4	66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—						
(a) beedies 2 ins. long	1	67	—	—	1	67
(b) beedies 2½ ins. long	2	0	—	—	2	0
(c) beedies 3 ins. long	2	34	—	—	2	34
Fixing ring labels to rolled beedies, per 1,000 beedies	0	50	—	—	0	50

Class of Worker

<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
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(3) Building Trade

Daily Rates :

Unskilled labourers—

Male labourers not under 18 years ..	1 40 ..	2 6 ..	3 46
Female labourers not under 18 years ..	1 10 ..	2 6 ..	3 16
Labourers irrespective of sex, under 18 years ..	0 90 ..	2 6 ..	2 96
Semi-skilled Grade II ..	1 65 ..	2 16 ..	3 81
Semi-skilled Grade I ..	1 80 ..	2 16 ..	3 96
Skilled ..	2 0 ..	2 16 ..	4 16

(4) Cigar Manufacturing Trade

Piece Rates :

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 ..	10 0 ..	— ..	10 0
(b) where the number of cigars per pound is 110 or under, per 1,000 cigars ..	11 0 ..	— ..	11 0

(5) Cinema Trade

Monthly Rates :

Within the Municipal Areas

A—Non-clerical—

Unskilled ..	..	..	36 50 ..	53 44 ..	89 94
Semi-skilled ..	..	..	43 0 ..	56 4 ..	99 4
Skilled Grade II ..	..	..	55 0 ..	57 86 ..	112 86
Skilled Grade I ..	..	..	66 0 ..	57 86 ..	123 86

B—Clerical—

Grade III ..	..	..	50 0 ..	53 0 ..	103 0
Grade II ..	..	..	55 0 ..	56 0 ..	111 0
Grade I ..	..	..	110 0 ..	61 0 ..	171 0

Outside the Municipal Areas

A—Non-clerical—

Unskilled ..	..	..	36 50 ..	53 44 ..	89 94
Semi-skilled ..	..	..	40 0 ..	56 4 ..	96 4
Skilled Grade II ..	..	..	47 0 ..	57 86 ..	104 86
Skilled Grade I ..	..	..	61 0 ..	57 86 ..	118 86

B—Clerical—

Grade III ..	..	..	45 0 ..	53 0 ..	98 0
Grade II ..	..	..	50 0 ..	56 0 ..	106 0
Grade I ..	..	..	110 0 ..	61 0 ..	171 0

Month : January, 1961

Class of Worker

Basic Wage	Special Allowance	Total
Rs. c.	Rs. c.	Rs. c.

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

Daily Rates :

Male worker not under 16 years ..	..	1 10	..	1 15	..	2 25
Female worker not under 15 years ..	..	0 90	..	0 86	..	1 76
Child worker ..	..	0 65	..	0 79	..	1 44

(7) Coconut Growing Trade

Daily Rates :

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

Kangany ..	..	1 40	..	1 15	..	2 55
Male not under 16 years ..	..	1 25	..	1 15	..	2 40
Female not under 15 years ..	..	1 5	..	0 86	..	1 91
Male worker under 16 years or Female worker under 15 years ..	..	0 80	..	0 79	..	1 59

Piece Rates :

(1) In the raising and maintenance of plantations : Picking nuts, per 1,000 trees ..	..	18 0	..	—	..	18 0
(2) In the manufacture of copra : (a) husking nuts, per 1,000 nuts ..	..	3 50	..	—	..	3 50
(b) splitting nuts, copra curing and sorting, per 1,000 nuts ..	..	2 50	..	—	..	2 50

(8) Coconut Manufacturing Trade

Daily Rates :

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

Kangany ..	..	1 80	..	2 0	..	3 80
Male not under 18 years ..	..	1 40	..	2 0	..	3 40
Female not under 18 years ..	..	1 15	..	1 66	..	2 81
Worker, irrespective of sex, under 18 years ..	..	1 15	..	1 59	..	2 74

Piece Rate :

(a) In the manufacture of desiccated coconuts :—

(1) husking nuts, per 1,000 nuts ..	..	2 19	..	—	..	2 19
(2) removing shells (hatchetting) per 1,000 nuts ..	..	1 13	..	—	..	1 13
(3) removing parings, per 1,000 nuts ..	..	1 13	..	—	..	1 13

Month : January, 1961

Class of Worker

Basic Wage	Special Allowance	Total
Rs. c.	Rs. c.	Rs. c.

(8) Coconut Manufacturing Trade (contd.)

(4) washing coconut meat and disintegrating, per 1,000 pounds	0 88 ..	— ..	0 88
(5) drying, per 1,000 pounds	1 31 ..	— ..	1 31
(6) sifting and grading, per 1,000 pounds	1 6 ..	— ..	1 6
(7) packing and stencilling per case of 120 to 130 pounds	0 10 ..	— ..	0 10
(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 ..	— ..	0 94
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre)	0 94 ..	— ..	0 94
(3) cleaning mattress fibre, drying and baling per cwt.	0 31 ..	— ..	0 31
(4) hanking bristle fibre and tying, per cwt.	1 50 ..	— ..	1 50
(5) manufacture of mats and matting—			
(i) mats, per sq. ft.	0 44 ..	— ..	0 44
(ii) matting, per square yard	0 15 ..	— ..	0 15
(6) hackling bristle fibre and tying, per cwt.	3 25 ..	— ..	3 25

(9) Dock, Harbour and Port Transport Trade

Monthly Rates :

Manual Work—

Special Grade	65 0 ..	34 0 ..	99 0
Skilled Grade	55 0 ..	30 0 ..	85 0
Semi-skilled Grade	45 0 ..	27 0 ..	72 0
Unskilled Grade I	37 0 ..	27 0 ..	64 0
Unskilled Grade II	31 0 ..	27 0 ..	58 0

Women Workers—

Female kangannies	35 0 ..	27 0 ..	62 0
Female labourers	30 0 ..	27 0 ..	57 0

Non-manual Workers—

Special Grade	75 0 ..	40 0 ..	115 0
Grade I	55 0 ..	30 0 ..	85 0

Piece Rates :

Lighters from 20 to 60 tons—

Lightermen, per trip	6 0 ..	— ..	6 0
Assistant Tindals, per trip	6 25 ..	— ..	6 25
Tindals, per trip	6 50 ..	— ..	6 50

Month : January, 1961

Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(9) Dock, Harbour and Port Transport Trade (contd.)

Lighters over 60 but under 80 tons—

Lightermen, per trip ..	7 0 ..	—	7 0
Assistant Tindals, per trip ..	7 25 ..	—	7 25
Tindals, per trip ..	7 50 ..	—	7 50

Lighters 80 tons and over—

Lightermen, per trip ..	8 0 ..	—	8 0
Assistant Tindals, per trip ..	8 50 ..	—	8 50
Tindals, per trip ..	9 0 ..	—	9 0

(Note.—The above rates shall be increased by—

(i) 50 cents for—

- (a) each trip involving transshipment of cargo from ship to ship ;
- (b) each trip where cargo is “ shut out ” and subsequently re-directed to another vessel ;
- (c) each trip where cargo is discharged into a lighter from hatch and subsequently loaded to another hatch of the same vessel.

(ii) Re. 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) :

Lighters, under 80 tons—

Lightermen ..	105 0 ..	—	105 0
Assistant Tindals ..	108 75 ..	—	108 75
Tindals ..	112 50 ..	—	112 50

Lighters of 80 tons and over—

Lightermen ..	122 0 ..	—	122 0
Assistant Tindals ..	126 0 ..	—	126 0
Tindals ..	130 0 ..	—	130 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 ..	—	55 0
Assistant Tindals ..	55 0 ..	—	55 0
Tindals ..	60 0 ..	—	60 0

Month : January, 1961

Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(10) Engineering Trade

Daily Rates :

Unskilled labourer	1 40	..	2 6	..	3 46
Semi-skilled, Grade I	1 65	..	2 16	..	3 81
Semi-skilled, Grade II	..	..	1 45	..	2 16	..	3 61
Skilled worker ..	..	..	2 0	..	2 16	..	4 16
Kangany ..	..	..	1 80	..	2 16	..	3 96
Watcher ..	..	..	1 70	..	2 16	..	3 86

Trade Learners and Apprentices—

1st year	..	..	0 50	..	1 12	..	1 62
2nd year	..	..	0 66	..	1 22	..	1 88
3rd year	..	..	0 85	..	1 52	..	2 37
4th year	..	..	1 10	..	1 67	..	2 77

(11) Match Manufacturing Trade

Daily Rates :

Grade I—

Male 18 years and over	..	..	2 0	..	1 79	..	3 79
Female 18 years and over	..	..	1 64	..	1 69	..	3 33
Young person over 14 years but under 18 years	..	..	1 25	..	1 38	..	2 63

Grade II—

Male 18 years and over	..	..	1 60	..	1 79	..	3 39
Female 18 years and over	..	..	1 32	..	1 69	..	3 1
Young person over 14 years but under 18 years	..	..	1 0	..	1 38	..	2 38

Grade III—

Male 18 years and over	..	..	1 40	..	1 69	..	3 9
Female 18 years and over	..	..	1 15	..	1 57	..	2 72
Young person over 14 but under 16 years	..	..	0 70	..	1 17	..	1 87
Young person 16 years and over but under 18 years	0 90	..	1 38	..	2 28

Grade IV—

Watcher	1 70	..	1 79	..	3 49
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(12) Motor Transport Trade

Monthly Rates :

Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100 0	..	61 42	..	161 42
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Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt.	90 0	..	61 42	..	151 42
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Class of Worker	Month : January, 1961		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(12) Motor Transport Trade (contd.)			
Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses ..	85 0 ..	58 92 ..	143 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate) ..	100 0 .	61 42 ..	161 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70 0 ..	56 42 ..	126 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67 50 ..	61 42 ..	128 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. ..	60 0 ..	57 52 ..	117 52
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses	50 0 ..	57 52 ..	107 52
Class I Workers : Omnibus checkers or time-keepers	60 0 ..	57 52 ..	117 52
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90 0 ..	57 52 ..	147 52
Class K Workers : All other workers other than those workers specified in the preceding items ..	45 0 ..	47 92 ..	92 92

Daily Rates :

Class A worker	4 0 ..	2 57 ..	6 57
" B "	4 0 ..	2 57 ..	6 57
" C "	3 25 ..	2 57 ..	5 82
" D "	4 0 ..	2 57 ..	6 57
" E "	2 75 ..	2 32 ..	5 07
" F "	2 75 ..	2 57 ..	5 32
" G "	2 50 ..	2 57 ..	5 07
" H "	2 25 ..	2 57 ..	4 82
" K "	1 50 ..	1 79 ..	3 29

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

* "cleaners" means workers employed (otherwise than in clerical capacities) in connection with the maintenance of the mechanism of lorries, omnibuses, hiring cars, cabs, vans, ambulances or hearses.

† "porters" means workers employed in loading or unloading goods into or from lorries, omnibuses, hiring cars, cabs, vans, ambulances or hearses, and required to travel in the vehicles in the performance of their work.

Month : January, 1961

Class of Worker

Basic Wage	Special Allowance	Total
Rs. c.	Rs. c.	Rs. c.

(13) Plumbago Trade

Daily Rates :

Underground workers—

Basses	2 75	..	1 21	..	3 96
Kanganies	}	2 25	..	1 21	..	3 46
Loaders								
Overseers								
Shift bosses	2 8	..	1 21	..	3 29
Blasters	}	2 0	..	1 21	..	3 21
Drillers (hand and machine)								
Shaft drivers								
Stoppers (excavators)								
Timbermen								
Muckers	}	1 50	..	1 21	..	2 71
Trolleyman								
Unskilled labourers								
Onsetters or Donakatarayas			..	2 25	..	1 21	..	3 46

Underground and surface workers—

Electricians	}	2 50	..	1 21	..	3 71
Enginemen								
Fitters								
Hoistmen								
Mechanics								
Pumpmen								
Winchmen								
Checkers	2 25	..	1 21	..	3 46
Electricians (assistants)	}	1 50	..	1 21	..	2 71
Fitters (assistants)								
Windlassmen (dabare workers)								
Mechanics (assistants)								

Surface workers—

Carpenters	}	..	..	2 50	..	1 21	..	3 71
Masons								
Overseers	..	..	..	2 25	..	1 21	..	3 46
Blacksmiths	}	..	..	2 0	..	1 21	..	3 21
Boilermen								
Drill sharpeners								
Firewood carriers and splitters			..	1 60	..	1 21	..	2 81
Carters	}	..	..	1 50	..	1 21	..	2 71
Watchers								
Bakkikarayas or Banksmen	..		..	2 0	..	1 21	..	3 21
Cooks	}	..	..	1 24	..	1 21	..	2 45
Smithy boys								
Unskilled labourers								

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 3 cents.

Month: January, 1961

Class of Worker	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(13) Plumbago Trade (contd.)			
Workers employed in curing and dressing—			
(A) as overseers and kanganies ..	2 0	1 41	3 41
(B) on different jobs—			
(i) Within the Colombo area—			
Male worker not under 18 years ..	1 25	1 41	2 66
Female worker not under 18 years ..	1 0	1 10	2 10
Worker under 18 years ..	0 50	1 3	1 53
(ii) Outside the Colombo area—			
Male worker not under 18 years ..	1 0	1 41	2 41
Female worker not under 18 years ..	0 84	1 10	1 94
Worker under 18 years ..	0 40	1 3	1 43
("Colombo area" includes any place within 5 miles of the Municipal limits of Colombo.)			

(14) Printing Trade

Monthly Rates :

Class A Workers: Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, press camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists and readers (employed in the production of newspapers)	110 0	100 42	210 42
Class B Workers: Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)	87 50	80 92	168 42
Class C, Grade I Workers: Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	65 0	71 17	136 17
Class C, Grade II Workers: Platen Machine Minders	60 0	66 20	126 20
Class D Workers: Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50 0	61 42	111 42
Class E Workers: Unskilled workers not under 18 years of age	42 0	59 3	101 3
Class F Workers: Unskilled workers under 18 years of age	20 0	39 97	59 97
Class G Workers: Watchers	44 0	61 42	105 42
Class A—1st year learner	33 0	43 32	76 32
" B " "	26 0	37 47	63 47
" C Grade I, 1st year learner	24 0	39 42	63 42
" C " II " "	22 0	37 47	59 47
" D—1st year learner	19 0	35 52	54 52

Month : January, 1961

<i>Class of Worker</i>		<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Total</i>
		<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. e.</i>
(14) Printing Trade (contd.)				
Class A—2nd year learner ..	..	44 0	.. 51 62	.. 95 62
„ B „ „ ..	..	36 0	.. 49 67	.. 85 67
„ C Grade I, 2nd year learner ..	..	29 0	.. 44 70	.. 73 70
„ C „ II „ „ ..	..	27 0	.. 42 31	.. 69 31
„ D—2nd year learner ..	..	23 0	.. 39 92	.. 62 92
Class A—3rd year learner ..	..	56 0	.. 59 92	.. 115 92
„ B „ „ ..	..	49 0	.. 56 2	.. 105 2
„ C Grade I, 3rd year learner ..	..	36 0	.. 50 17	.. 86 17
„ C „ II „ „ ..	..	32 0	.. 47 15	.. 79 15
„ D—3rd year learner ..	..	28 0	.. 44 32	.. 72 32
Class A—4th year learner ..	..	71 0	.. 72 12	.. 143 12
„ B „ „ ..	..	64 0	.. 65 20	.. 129 20
„ C Grade I, 4th year learner ..	..	44 0	.. 58 3	.. 102 3
„ C „ II „ „ ..	..	39 0	.. 54 25	.. 93 25
„ D—4th year learner ..	..	34 0	.. 50 67	.. 84 67
Class A—5th year learner ..	..	88 0	.. 84 82	.. 172 82

(15) Rubber Export Trade

Daily Rates :

A. Male workers not under 18 years—

(a) Grade II ..	..	1 40	..	2 6	..	3 46
(b) Intermediate Grade ..	..	1 60	..	2 16	..	3 76
(c) Grade I ..	..	1 80	..	2 16	..	3 96
(d) Watchers ..	..	1 70	..	2 16	..	3 86

B. Female workers not under 18 years of age—

(a) Grade II						
Workers employed in work other than sorting ..	..	1 15	..	1 94	..	3 9
(b) Grade I						
Workers employed in sorting ..	..	1 30	..	1 94	..	3 24

C. Workers over 14 years but under 15 years ..	..	0 80	..	1 55	..	2 35
„ 15 „ 16 „ ..	..	0 90	..	1 60	..	2 50
„ 16 „ 17 „ ..	..	1 0	..	1 65	..	2 65
„ 17 „ 18 „ ..	..	1 15	..	1 75	..	2 90

(16) Rubber Growing and Manufacturing Trade

Daily Rates :

Male worker not under 16 years ..	..	1 40	..	1 15	..	2 55
Female worker not under 15 years ..	..	1 30	..	0 86	..	2 16
Child worker ..	..	1 5	..	0 79	..	1 84

Month : January, 1961

Class of Worker

Basic Wage		Special Allowance		Total	
Rs.	c.	Rs.	c.	Rs.	c.

(17) Tea Export Trade

Daily Rates :

A. Male workers not under 18 years—

(a) Grade II	..	..	1 40	..	2 6	..	3 46
(b) Intermediate Grade	..	..	1 60	..	2 16	..	3 76
(c) Grade I	..	..	1 80	..	2 16	..	3 96
(d) Box makers and repairers	1 60	..	2 16	..	3 76
(e) Watchers	1 70	..	2 16	..	3 86

B. Female workers not under 18 years	1 15	..	1 94	..	3 9
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C. Workers over 14 years but under 15 years	0 80	..	1 55	..	2 35
" 15 " 16 "	0 90	..	1 60	..	2 50
" 16 " 17 "	1 0	..	1 65	..	2 65
" 17 " 18 "	..	..	1 15	..	1 75	..	2 90

(18) Tea Growing and Manufacturing Trade

Daily Rates :

Male worker not under 16 years	..	..	1 25	..	1 15	..	2 40
Female worker not under 15 years	..	..	1 5	..	0 86	..	1 91
Child worker ..	..	..	0 80	..	0 79	..	1 59

(19) Toddy, Arrack and Vinegar Trade

Monthly Rates :

Tope kangany ..	..	..	115 0	..	—	..	115 0
Toddy tavern watcher	..	..	63 0	..	—	..	63 0
Arrack tavern watcher	..	..	63 0	..	—	..	63 0
Tope watcher ..	..	..	50 0	..	—	..	50 0
Collecting station manager	..	..	85 0	..	—	..	85 0
Selling toddy at tavern	..	..	80 0	..	—	..	80 0
Selling arrack at tavern	..	..	75 0	..	—	..	75 0
Collecting toddy from trees in the toddy section of the trade ..	..	..	80 0	..	—	..	80 0
Collecting toddy from trees in the arrack section of the trade ..	..	..	60 0	..	—	..	60 0
Collecting toddy from trees in the vinegar section of the trade	..	..	52 50	..	—	..	52 50
Distilling toddy at distillery	..	..	100 0	..	—	..	100 0

Daily Rates :

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

Month : January, 1961

Class of Worker						
	Basic Wage	Special Allowance	Total	Rs. c.	Rs. c.	Rs. c.
(19) Toddy, Arrack and Vinegar Trade (contd.)						
<i>Piece Rates :</i>						
Coupling of coconut palms, for each coupling ..	0 70	..	—	..	0 70	
Changing ropes, for each coupling ..	0 35	..	—	..	0 35	
Cutting and removing ropes, for each coupling ..	0 30	..	—	..	0 30	
Laddering coconut palms, for each tope not exceeding 110 palms ..	35 0	..	—	..	35 0	
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns, for each gallon of toddy delivered by worker—						
Galle District ..	0 54	..	—	..	0 54	
Western Province ..	0 61	..	—	..	0 61	
Chilaw District ..	0 64	..	—	..	0 64	
Nuwara Eliya or Kandy District ..	0 65	..	—	..	0 65	
Matara, Jaffna or Matale District ..	0 72	..	—	..	0 72	
Puttalam, Anuradhapura or Hambantota District ..	0 77	..	—	..	0 77	
Badulla, Ratnapura, Kurunegala or Kegalle District ..	0 80	..	—	..	0 80	
Trincomalee, Batticaloa, Mannar or Mullaitivu District ..	1 5	..	—	..	1 5	
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	..	—	..	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	..	—	..	62 50	
(b) for every palm in excess of 100 such palms ..	0 62½	..	—	..	0 62½	
Tapping spadices for supplying toddy to taverns, for 25–40 coconut, kitul or palmyrah palms ..						
	60 0	..	—	..	60 0	

APPENDIX II

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1961, to workers in the Baking Trade

<i>No. of Days</i>	<i>Class A</i>	<i>Class B</i>	<i>Class C</i>	<i>No. of Days</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
$\frac{1}{2}$	2 46	2 09	1 55	$\frac{1}{2}$
1	4 92	4 18	3 10	1
2	9 84	8 37	6 19	2
3	14 76	12 55	9 29	3
4	19 68	16 73	12 39	4
5	24 60	20 91	15 49	5
6	29 52	25 10	18 58	6
7	34 43	29 28	21 68	7
8	39 35	33 46	24 78	8
9	44 27	37 64	27 88	9
10	49 19	41 83	30 97	10
11	54 11	46 01	34 07	11
12	59 03	50 19	37 17	12
13	63 95	54 37	40 26	13
14	68 87	58 56	43 36	14
15	73 79	62 74	46 46	15
16	78 71	66 92	49 56	16
17	83 63	71 11	52 65	17
18	88 55	75 29	55 75	18
19	93 47	79 47	58 85	19
20	98 38	83 65	61 95	20
21	103 30	87 84	65 04	21
22	108 22	92 02	68 14	22
23	113 14	96 20	71 24	23
24	118 06	100 38	74 34	24
25	122 98	104 57	77 43	25
26	127 90	108 75	80 53	26

1. 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 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 in accordance with para. 3 of Part II of the Wages Boards decisions.

APPENDIX III

**Ready Reckoner showing the Minimum Wages payable for the
number of days worked during January, 1961, to workers in
the Building Trade**

<i>No. of Days</i>	<i>Unskilled</i>			<i>Semi-skilled</i>		<i>Skilled</i>	<i>No. of Days</i>
	<i>Male</i>	<i>Female</i>	<i>Young Persons</i>	<i>Grade II</i>	<i>Grade I</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>	
½	1 73	1 58	1 48	1 90½	1 98	2 08	½
1	3 46	3 16	2 96	3 81	3 96	4 16	1
2	6 92	6 32	5 92	7 62	7 92	8 32	2
3	10 38	9 48	8 88	11 43	11 88	12 48	3
4	13 84	12 64	11 84	15 24	15 84	16 64	4
5	17 30	15 80	14 80	19 05	19 80	20 80	5
6	20 76	18 96	17 76	22 86	23 76	24 96	6
7	24 22	22 12	20 72	26 67	27 72	29 12	7
8	27 68	25 28	23 68	30 48	31 68	33 28	8
9	31 14	28 44	26 64	34 29	35 64	37 44	9
10	34 60	31 60	29 60	38 10	39 60	41 60	10
11	38 06	34 76	32 56	41 91	43 56	45 76	11
12	41 52	37 92	35 52	45 72	47 52	49 92	12
13	44 98	41 08	38 48	49 53	51 48	54 08	13
14	48 44	44 24	41 44	53 34	55 44	58 24	14
15	51 90	47 40	44 40	57 15	59 40	62 40	15
16	55 36	50 56	47 36	60 96	63 36	66 56	16
17	58 82	53 72	50 32	64 77	67 32	70 72	17
18	62 28	56 88	53 28	68 58	71 28	74 88	18
19	65 74	60 04	56 24	72 39	75 24	79 04	19
20	69 20	63 20	59 20	76 20	79 20	83 20	20
21	72 66	66 36	62 16	80 01	83 16	87 36	21
22	76 12	69 52	65 12	83 82	87 12	91 52	22
23	79 58	72 68	68 08	87 63	91 08	95 68	23
24	83 04	75 84	71 04	91 44	95 04	99 84	24
25	86 50	79 00	74 00	95 25	99 00	104 00	25
26	89 96	82 16	76 96	99 06	102 96	108 16	26
27	93 42	85 32	79 92	102 87	106 92	112 32	27
28	96 88	88 48	82 88	106 68	110 88	116 48	28
29	100 34	91 64	85 84	110 49	114 84	120 64	29
30	103 80	94 80	88 80	114 30	118 80	124 80	30
31	107 26	97 96	91 76	118 11	122 76	128 96	31

"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.

APPENDIX IV

***Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1961, to workers in the Cinema Trade**

Within the Municipal Areas

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.	
$\frac{1}{2}$	1 66 $\frac{1}{2}$	1 83 $\frac{1}{2}$	2 09	2 29 $\frac{1}{2}$	1 90 $\frac{1}{2}$	2 05 $\frac{1}{2}$	3 16 $\frac{1}{2}$	$\frac{1}{2}$
1	3 33	3 67	4 18	4 59	3 81	4 11	6 33	1
2	6 66	7 34	8 36	9 17	7 63	8 22	12 67	2
3	9 99	11 00	12 54	13 76	11 44	12 33	19 00	3
4	13 32	14 67	16 72	18 35	15 26	16 44	25 33	4
5	16 66	18 34	20 90	22 94	19 07	20 56	31 67	5
6	19 99	22 01	25 08	27 52	22 89	24 67	38 00	6
7	23 32	25 68	29 26	32 11	26 70	28 78	44 33	7
8	26 65	29 35	33 44	36 70	30 52	32 89	50 67	8
9	29 98	33 01	37 62	41 29	34 33	37 00	57 00	9
10	33 31	36 68	41 80	45 87	38 15	41 11	63 33	10
11	36 64	40 35	45 98	50 46	41 96	45 22	69 67	11
12	39 97	44 02	50 16	55 05	45 78	49 33	76 00	12
13	43 30	47 69	54 34	59 64	49 59	53 44	82 33	13
14	46 64	51 35	58 52	64 22	53 41	57 56	88 67	14
15	49 97	55 02	62 70	68 81	57 22	61 67	95 00	15
16	53 30	58 69	66 88	73 40	61 04	65 78	101 33	16
17	56 63	62 36	71 06	77 99	64 85	69 89	107 67	17
18	59 96	66 03	75 24	82 57	68 67	74 00	114 00	18
19	63 29	69 69	79 42	87 16	72 48	78 11	120 33	19
20	66 62	73 36	83 60	91 75	76 30	82 22	126 67	20
21	69 95	77 03	87 78	96 34	80 11	86 33	133 00	21
22	73 28	80 70	91 96	100 92	83 93	90 44	139 33	22
23	76 62	84 37	96 14	105 51	87 74	94 56	145 67	23
24	79 95	88 04	100 32	110 10	91 56	98 67	152 00	24
25	83 28	91 70	104 50	114 69	95 37	102 78	158 33	25
26	86 61	95 37	108 68	119 27	99 19	106 89	164 67	26
27	89 94	99 04	112 86	123 86	103 00	111 00	171 00	27
28	95 34	104 98	119 63	131 29	109 18	117 66	181 26	28
29	100 74	110 92	126 40	138 72	115 36	124 32	191 52	29
30	106 14	116 86	133 17	146 15	121 54	130 98	201 78	30
31	111 54	122 80	139 94	153 58	127 72	137 64	212 04	31

* 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 January, 1961, to workers in the Cinema Trade**

Outside the Municipal Areas

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	1 66½	1 78	1 94	2 20	1 81½	1 96½	3 16½	½
1	3 33	3 56	3 88	4 40	3 63	3 93	6 33	1
2	6 66	7 11	7 77	8 80	7 26	7 85	12 67	2
3	9 99	10 67	11 65	13 21	10 89	11 78	19 00	3
4	13 32	14 23	15 53	17 61	14 52	15 70	25 33	4
5	16 66	17 79	19 42	22 01	18 15	19 63	31 67	5
6	19 99	21 34	23 30	26 41	21 78	23 56	38 00	6
7	23 32	24 90	27 19	30 82	25 41	27 48	44 33	7
8	26 65	28 46	31 07	35 22	29 04	31 41	50 67	8
9	29 98	32 01	34 95	39 62	32 67	35 33	57 00	9
10	33 31	35 57	38 84	44 02	36 30	39 26	63 33	10
11	36 64	39 13	42 72	48 42	39 93	43 19	69 67	11
12	39 97	42 68	46 60	52 83	43 56	47 11	76 00	12
13	43 30	46 24	50 49	57 23	47 19	51 04	82 33	13
14	46 64	49 80	54 37	61 63	50 81	54 96	88 67	14
15	49 97	53 36	58 26	66 03	54 44	58 89	95 00	15
16	53 30	56 91	62 14	70 44	58 07	62 81	101 33	16
17	56 63	60 47	66 02	74 84	61 70	66 74	107 67	17
18	59 96	64 03	69 91	79 24	65 33	70 67	114 00	18
19	63 29	67 58	73 79	83 64	68 96	74 59	120 33	19
20	66 62	71 14	77 67	88 04	72 59	78 52	126 67	20
21	69 95	74 70	81 56	92 45	76 22	82 44	133 00	21
22	73 28	78 25	85 44	96 85	79 85	86 37	139 33	22
23	76 62	81 81	89 33	101 25	83 48	90 30	145 67	23
24	79 95	85 37	93 21	105 65	87 11	94 22	152 00	24
25	83 28	88 93	97 09	110 06	90 74	98 15	158 33	25
26	86 61	92 48	100 98	114 46	94 37	102 07	164 67	26
27	89 94	96 04	104 86	118 86	98 00	106 00	171 00	27
28	95 34	101 80	111 15	125 99	103 88	112 36	181 26	28
29	100 74	107 56	117 44	133 12	109 76	118 72	191 52	29
30	106 14	113 32	123 73	140 25	115 64	125 08	201 78	30
31	111 54	119 08	130 02	147 38	121 52	131 44	212 04	31

*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 V

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during January, 1961, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

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	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	0 55	0 57½	1 12½	0 45	0 43	0 88	0 32½	0 39½	0 72	1
2	1 10	1 15	2 25	0 90	0 86	1 76	0 65	0 79	1 44	2
3	2 20	2 30	4 50	1 80	1 72	3 52	1 30	1 58	2 88	3
4	3 30	3 45	6 75	2 70	2 58	5 28	1 95	2 37	4 32	4
5	4 40	4 60	9 00	3 60	3 44	7 04	2 60	3 16	5 76	5
6	5 50	5 75	11 25	4 50	4 30	8 80	3 25	3 95	7 20	6
7	6 60	6 90	13 50	5 40	5 16	10 56	3 90	4 74	8 64	7
8	7 70	8 05	15 75	6 30	6 02	12 32	4 55	5 53	10 08	8
9	8 80	9 20	18 00	7 20	6 88	14 08	5 20	6 32	11 52	9
10	9 90	10 35	20 25	8 10	7 74	15 84	5 85	7 11	12 96	10
11	11 00	11 50	22 50	9 00	8 60	17 60	6 50	7 90	14 40	11
12	12 10	12 65	24 75	9 90	9 46	19 36	7 15	8 69	15 84	12
13	13 20	13 80	27 00	10 80	10 32	21 12	7 80	9 48	17 28	13
14	14 30	14 95	29 25	11 70	11 18	22 88	8 45	10 27	18 72	14
15	15 40	16 10	31 50	12 60	12 04	24 64	9 10	11 06	20 16	15
16	16 50	17 25	33 75	13 50	12 90	26 40	9 75	11 85	21 60	16
17	17 60	18 40	36 00	14 40	13 76	28 16	10 40	12 64	23 04	17
18	18 70	19 55	38 25	15 30	14 62	29 92	11 05	13 43	24 48	18
19	19 80	20 70	40 50	16 20	15 48	31 68	11 70	14 22	25 92	19
20	20 90	21 85	42 75	17 10	16 34	33 44	12 35	15 01	27 36	20
21	22 00	23 00	45 00	18 00	17 20	35 20	13 00	15 80	28 80	21
22	23 10	24 15	47 25	18 90	18 06	36 96	13 65	16 59	30 24	22
23	24 20	25 30	49 50	19 80	18 92	38 72	14 30	17 38	31 68	23
24	25 30	26 45	51 75	20 70	19 78	40 48	14 95	18 17	33 12	24
25	26 40	27 60	54 00	21 60	20 64	42 24	15 60	18 96	34 56	25
26	27 50	28 75	56 25	22 50	21 50	44 00	16 25	19 75	36 00	26
27	28 60	29 90	58 50	23 40	22 36	45 76	16 90	20 54	37 44	27
28	29 70	31 05	60 75	24 30	23 22	47 52	17 55	21 33	38 88	28
29	30 80	32 20	63 00	25 20	24 08	49 28	18 20	22 12	40 32	29
30	31 90	33 35	65 25	26 10	24 94	51 04	18 85	22 91	41 76	30
31	33 00	34 50	67 50	27 00	25 80	52 80	19 50	23 70	43 20	31
31	34 10	35 65	69 75	27 90	26 66	54 56	20 15	24 49	44 64	31

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

APPENDIX VI

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1961, to workers in the Coconut Growing and Manufacturing Trade

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 27½	1 20	0 95½	0 79½	1 90	1 70	1 40½	1 37	½
1	2 55	2 40	1 91	1 59	3 80	3 40	2 81	2 74	1
2	5 10	4 80	3 82	3 18	7 60	6 80	5 62	5 48	2
3	7 65	7 20	5 73	4 77	11 40	10 20	8 43	8 22	3
4	10 20	9 60	7 64	6 36	15 20	13 60	11 24	10 96	4
5	12 75	12 00	9 55	7 95	19 00	17 00	14 05	13 70	5
6	15 30	14 40	11 46	9 54	22 80	20 40	16 86	16 44	6
7	17 85	16 80	13 37	11 13	26 60	23 80	19 67	19 18	7
8	20 40	19 20	15 28	12 72	30 40	27 20	22 48	21 92	8
9	22 95	21 60	17 19	14 31	34 20	30 60	25 29	24 66	9
10	25 50	24 00	19 10	15 90	38 00	34 00	28 10	27 40	10
11	28 05	26 40	21 01	17 49	41 80	37 40	30 91	30 14	11
12	30 60	28 80	22 92	19 08	45 60	40 80	33 72	32 88	12
13	33 15	31 20	24 83	20 67	49 40	44 20	36 53	35 62	13
14	35 70	33 60	26 74	22 26	53 20	47 60	39 34	38 36	14
15	38 25	36 00	28 65	23 85	57 00	51 00	42 15	41 10	15
16	40 80	38 40	30 56	25 44	60 80	54 40	44 96	43 84	16
17	43 35	40 80	32 47	27 03	64 60	57 80	47 77	46 58	17
18	45 90	43 20	34 38	28 62	68 40	61 20	50 58	49 32	18
19	48 45	45 60	36 29	30 21	72 20	64 60	53 39	52 06	19
20	51 00	48 00	38 20	31 80	76 00	68 00	56 20	54 80	20
21	53 55	50 40	40 11	33 39	79 80	71 40	59 01	57 54	21
22	56 10	52 80	42 02	34 98	83 60	74 80	61 82	60 28	22
23	58 65	55 20	43 93	36 57	87 40	78 20	64 63	63 02	23
24	61 20	57 60	45 84	38 16	91 20	81 60	67 44	65 76	24
25	63 75	60 00	47 75	39 75	95 00	85 00	70 25	68 50	25
26	66 30	62 40	49 66	41 34	98 80	88 40	73 06	71 24	26
27	68 85	64 80	51 57	42 93	102 60	91 80	75 87	73 98	27
28	71 40	67 20	53 48	44 52	106 40	95 20	78 68	76 72	28
29	73 95	69 60	55 39	46 11	110 20	98 60	81 49	79 46	29
30	76 50	72 00	57 30	47 70	114 00	102 00	84 30	82 20	30
31	79 05	74 40	59 21	49 29	117 80	105 40	87 11	84 94	31

Note.—“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 Workers” refer 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 January, 1961, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 73	1 90½	1 80½	2 08	1 98	1 93	0 81	0 94	1 18½	1 38½	1
2	3 46	3 81	3 61	4 16	3 96	3 86	1 62	1 88	2 37	2 77	2
3	6 92	7 62	7 22	8 32	7 92	7 72	3 24	3 76	4 74	5 54	3
4	10 38	11 43	10 83	12 48	11 88	11 58	4 86	5 64	7 11	8 31	4
5	13 84	15 24	14 44	16 64	15 84	15 44	6 48	7 52	9 48	11 08	5
6	17 30	19 05	18 05	20 80	19 80	19 30	8 10	9 40	11 85	13 85	6
7	20 76	22 86	21 66	24 96	23 76	23 16	9 72	11 28	14 22	16 62	7
8	24 22	26 67	25 27	29 12	27 72	27 02	11 34	13 16	16 59	19 39	8
9	27 68	30 48	28 88	33 28	31 68	30 88	12 96	15 04	18 96	22 16	9
10	31 14	34 29	32 49	37 44	35 64	34 74	14 58	16 92	21 33	24 93	10
11	34 60	38 10	36 10	41 60	39 60	38 60	16 20	18 80	23 70	27 70	11
12	38 06	41 91	39 71	45 76	43 56	42 46	17 82	20 68	26 07	30 47	12
13	41 52	45 72	43 32	49 92	47 52	46 32	19 44	22 56	28 44	33 24	13
14	44 98	49 53	46 93	54 08	51 48	50 18	21 06	24 44	30 81	36 01	14
15	48 44	53 34	50 54	58 24	55 44	54 04	22 68	26 32	33 18	38 78	15
16	51 90	57 15	54 15	62 40	59 40	57 90	24 30	28 20	35 55	41 55	16
17	55 36	60 96	57 76	66 56	63 36	61 76	25 92	30 08	37 92	44 32	17
18	58 82	64 77	61 37	70 72	67 32	65 62	27 54	31 96	40 29	47 09	18
19	62 28	68 58	64 98	74 88	71 28	69 48	29 16	33 84	42 66	49 86	19
20	65 74	72 39	68 59	79 04	75 24	73 34	30 78	35 72	45 03	52 63	20
21	69 20	76 20	72 20	83 20	79 20	77 20	32 40	37 60	47 40	55 40	21
22	72 66	80 01	75 81	87 36	83 16	81 06	34 02	39 48	49 77	58 17	22
23	76 12	83 82	79 42	91 52	87 12	84 92	35 64	41 36	52 14	60 94	23
24	79 58	87 63	83 03	95 68	91 08	88 78	37 26	43 24	54 51	63 71	24
25	83 04	91 44	86 64	99 84	95 04	92 64	38 88	45 12	56 88	66 48	25
26	86 50	95 25	90 25	104 00	99 00	96 50	40 50	47 00	59 25	69 25	26
27	89 96	99 06	93 86	108 16	102 96	100 36	42 12	48 88	61 62	72 02	27
28	93 42	102 87	97 47	112 32	106 92	104 22	43 74	50 76	63 99	74 79	28
29	96 88	106 68	101 08	116 48	110 88	108 08	45 36	52 64	66 36	77 56	29
30	100 34	110 49	104 69	120 64	114 84	111 94	46 98	54 52	68 73	80 33	30
31	103 80	114 30	108 30	124 80	118 80	115 80	48 60	56 40	71 10	83 10	31
32	107 26	118 11	111 91	128 96	122 76	119 66	50 22	58 28	73 47	85 87	32

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1961, to workers in the Match Manufacturing Trade

No. of Days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons Over 14 Under 18 Years	Adults		Young Persons Over 14 Under 18 Years	Adults		Young Persons		Watchers	
	Male	Female		Male	Female		Male	Female	Over 14 Under 16 Years	Over 16 Under 18 Years		
Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
1	1 89½	1 66½	1 31½	1 69½	1 50½	1 19	1 54½	1 36	0 93½	1 14	1 74½	1
1	3 79	3 33	2 63	3 39	3 01	2 38	3 09	2 72	1 87	2 28	3 49	1
2	7 58	6 66	5 26	6 78	6 02	4 76	6 18	5 44	3 74	4 56	6 98	2
3	11 37	9 99	7 89	10 17	9 03	7 14	9 27	8 16	5 61	6 84	10 47	3
4	15 16	13 32	10 52	13 56	12 04	9 52	12 36	10 88	7 48	9 12	13 96	4
5	18 95	16 65	13 15	16 95	15 05	11 90	15 45	13 60	9 35	11 40	17 45	5
6	22 74	19 93	15 78	20 34	18 06	14 28	18 54	16 32	11 22	13 68	20 94	6
7	26 53	23 31	18 41	23 73	21 07	16 66	21 63	19 04	13 09	15 96	24 43	7
8	30 32	26 64	21 04	27 12	24 08	19 04	24 72	21 76	14 96	18 24	27 92	8
9	34 11	29 97	23 67	30 51	27 09	21 42	27 81	24 48	16 83	20 52	31 41	9
10	37 90	33 30	26 30	33 90	30 10	23 80	30 90	27 20	18 70	22 80	34 90	10
11	41 69	36 63	28 93	37 29	33 11	26 18	33 99	29 92	20 57	25 08	38 39	11
12	45 48	39 96	31 56	40 68	36 12	28 56	37 08	32 64	22 44	27 36	41 88	12
13	49 27	43 29	34 19	44 07	39 13	30 94	40 17	35 36	24 31	29 64	45 37	13
14	53 06	46 62	36 82	47 46	42 14	33 32	43 26	38 08	26 18	31 92	48 86	14
15	56 85	49 95	39 45	50 85	45 15	35 70	46 35	40 80	28 05	34 20	52 35	15
16	60 64	53 28	42 08	54 24	48 16	38 08	49 44	43 52	29 92	36 48	55 84	16
17	64 43	56 61	44 71	57 63	51 17	40 46	52 53	46 24	31 79	38 76	59 33	17
18	68 22	59 94	47 34	61 02	54 18	42 84	55 62	48 96	33 66	41 04	62 82	18
19	72 01	63 27	49 97	64 41	57 19	45 22	58 71	51 68	35 53	43 32	66 31	19
20	75 80	66 60	52 60	67 80	60 20	47 60	61 80	54 40	37 40	45 60	69 80	20
21	79 59	69 93	55 23	71 19	63 21	49 98	64 89	57 12	39 27	47 88	73 29	21
22	83 38	73 26	57 86	74 58	66 22	52 36	67 98	59 84	41 14	50 16	76 78	22
23	87 17	76 59	60 49	77 97	69 23	54 74	71 07	62 56	43 01	52 44	80 27	23
24	90 96	79 92	63 12	81 36	72 24	57 12	74 16	65 28	44 88	54 72	83 76	24
25	94 75	83 25	65 75	84 75	75 25	59 50	77 25	68 00	46 75	57 00	87 25	25
26	98 54	86 58	68 38	88 14	78 26	61 88	80 34	70 72	48 62	59 28	90 74	26
27	102 33	89 91	71 01	91 53	81 27	64 26	83 43	73 44	50 49	61 56	94 23	27
28	106 12	93 24	73 64	94 92	84 28	66 64	86 52	76 16	52 36	63 84	97 72	28
29	109 91	96 57	76 27	98 31	87 29	69 02	89 61	78 88	54 23	66 12	101 21	29
30	113 70	99 90	78 90	101 70	90 30	71 40	92 70	81 60	56 10	68 40	104 70	30
31	117 49	103 23	81 53	105 09	93 31	73 78	95 79	84 32	57 97	70 68	108 19	31

APPENDIX IX

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1961, to Monthly-paid workers in the Motor Transport Trade

No. of Days	Class A Class D	Class B	Class C	Class E	Class F	Class G Class I	Class H	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
$\frac{1}{2}$	2 99	2 80 $\frac{1}{2}$	2 66 $\frac{1}{2}$	2 34	2 38 $\frac{1}{2}$	2 17 $\frac{1}{2}$	1 99	2 73	1 72	$\frac{1}{2}$
1	5 98	5 61	5 33	4 68	4 77	4 35	3 98	5 46	3 44	1
2	11 96	11 22	10 66	9 36	9 55	8 71	7 96	10 93	6 88	2
3	17 94	16 82	15 99	14 05	14 32	13 06	11 95	16 39	10 32	3
4	23 91	22 43	21 32	18 73	19 10	17 41	15 93	21 85	13 77	4
5	29 89	28 04	26 65	23 41	23 87	21 76	19 91	27 32	17 21	5
6	35 87	33 65	31 98	28 09	28 65	26 12	23 89	32 78	20 65	6
7	41 85	39 26	37 31	32 78	33 42	30 47	27 88	38 25	24 09	7
8	47 83	44 87	42 64	37 46	38 20	34 82	31 86	43 71	27 53	8
9	53 81	50 47	47 97	42 14	42 97	39 17	35 84	49 17	30 97	9
10	59 79	56 08	53 30	46 82	47 75	43 53	39 82	54 64	34 41	10
11	65 76	61 69	58 63	51 50	52 52	47 88	43 80	60 10	37 86	11
12	71 74	67 30	63 96	56 19	57 30	52 23	47 79	65 56	41 30	12
13	77 72	72 91	69 29	60 87	62 07	56 58	51 77	71 03	44 74	13
14	83 70	78 51	74 63	65 55	66 85	60 94	55 75	76 49	48 18	14
15	89 68	84 12	79 96	70 23	71 62	65 29	59 73	81 96	51 62	15
16	95 66	89 73	85 29	74 92	76 40	69 64	63 72	87 42	55 06	16
17	101 63	95 34	90 62	79 60	81 17	73 99	67 70	92 88	58 51	17
18	107 61	100 95	95 95	84 28	85 95	78 35	71 68	98 35	61 95	18
19	113 59	106 55	101 28	88 96	90 72	82 70	75 66	103 81	65 39	19
20	119 57	112 16	106 61	93 64	95 50	87 05	79 64	109 27	68 83	20
21	125 55	117 77	111 94	98 33	100 27	91 40	83 63	114 74	72 27	21
22	131 53	123 38	117 27	103 01	105 05	95 76	87 61	120 20	75 71	22
23	137 51	128 99	122 60	107 69	109 82	100 11	91 59	125 67	79 15	23
24	143 48	134 60	127 93	112 37	114 60	104 46	95 57	131 13	82 60	24
25	149 46	140 20	133 26	117 06	119 37	108 81	99 56	136 59	86 04	25
26	155 44	145 81	138 59	121 74	124 15	113 17	103 54	142 06	89 48	26
27	161 42	151 42	143 92	126 42	128 92	117 52	107 52	147 52	92 92	27
28	171 11	160 51	152 56	134 01	136 66	124 57	113 97	156 37	98 50	28
29	180 80	169 60	161 20	141 60	144 40	131 62	120 42	165 22	104 08	29
30	190 49	178 69	169 84	149 19	152 14	138 67	126 87	174 07	109 66	30
31	200 18	187 78	178 48	156 78	159 88	145 72	133 32	182 92	115 24	31

APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1961, to Daily-paid workers in the Motor Transport Trade

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 28½	2 91	2 53½	2 66	2 41	1 64½	½
1	6 57	5 82	5 07	5 32	4 82	3 29	1
2	13 14	11 64	10 14	10 64	9 64	6 58	2
3	19 71	17 46	15 21	15 96	14 46	9 87	3
4	26 28	23 28	20 28	21 28	19 28	13 16	4
5	32 85	29 10	25 35	26 60	24 10	16 45	5
6	39 42	34 92	30 42	31 92	28 92	19 74	6
7	45 99	40 74	35 49	37 24	33 74	23 03	7
8	52 56	46 56	40 56	42 56	38 56	26 32	8
9	59 13	52 38	45 63	47 88	43 38	29 61	9
10	65 70	58 20	50 70	53 20	48 20	32 90	10
11	72 27	64 02	55 77	58 52	53 02	36 19	11
12	78 84	69 84	60 84	63 84	57 84	39 48	12
13	85 41	75 66	65 91	69 16	62 66	42 77	13
14	91 98	81 48	70 98	74 48	67 48	46 06	14
15	98 55	87 30	76 05	79 80	72 30	49 35	15
16	105 12	93 12	81 12	85 12	77 12	52 64	16
17	111 69	98 94	86 19	90 44	81 94	55 93	17
18	118 26	104 76	91 26	95 76	86 76	59 22	18
19	124 83	110 58	96 33	101 08	91 58	62 51	19
20	131 40	116 40	101 40	106 40	96 40	65 80	20
21	137 97	122 22	106 47	111 72	101 22	69 09	21
22	144 54	128 04	111 54	117 04	106 04	72 38	22
23	151 11	133 86	116 61	122 36	110 86	75 67	23
24	157 68	139 68	121 68	127 68	115 68	78 96	24
25	164 25	145 50	126 75	133 00	120 50	82 25	25
26	170 82	151 32	131 82	138 32	125 32	85 54	26
27	177 39	157 14	136 89	143 64	130 14	88 83	27
28	183 96	162 96	141 96	148 96	134 96	92 12	28
29	190 53	168 78	147 03	154 28	139 78	95 41	29
30	197 10	174 60	152 10	159 60	144 60	98 70	30
31	203 67	180 42	157 17	164 92	149 42	101 99	31

APPENDIX XI

* Ready Reckoner showing the minimum wages payable for the number of days worked during January, 1961, to workers in the Printing Trade

No. of Days	Workers other than Apprentices								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	4 04½	3 24	2 62	2 42½	2 14½	1 94½	1 15½	2 02½	½
1	8 09	6 48	5 24	4 85	4 29	3 89	2 31	4 05	1
2	16 19	12 96	10 47	9 71	8 57	7 77	4 61	8 11	2
3	24 28	19 43	15 71	14 56	12 86	11 66	6 92	12 16	3
4	32 37	25 91	20 95	19 42	17 14	15 54	9 23	16 22	4
5	40 47	32 39	26 19	24 27	21 43	19 43	11 53	20 27	5
6	48 56	38 87	31 42	29 12	25 71	23 31	13 84	24 33	6
7	56 65	45 34	36 66	33 98	30 00	27 20	16 15	28 38	7
8	64 74	51 82	41 90	38 83	34 28	31 09	18 45	32 44	8
9	72 84	58 30	47 14	43 68	38 57	34 97	20 76	36 49	9
10	80 93	64 78	52 37	48 54	42 85	38 86	23 07	40 55	10
11	89 02	71 25	57 61	53 39	47 14	42 74	25 37	44 60	11
12	97 12	77 73	62 85	58 25	51 42	46 63	27 68	48 66	12
13	105 21	84 21	68 08	63 10	55 71	50 51	29 98	52 71	13
14	113 30	90 69	73 32	67 95	60 00	54 40	32 29	56 76	14
15	121 40	97 17	78 56	72 81	64 28	58 29	34 60	60 82	15
16	129 49	103 64	83 80	77 66	68 57	62 17	36 90	64 87	16
17	137 58	110 12	89 03	82 52	72 85	66 06	39 21	68 93	17
18	145 68	116 60	94 27	87 37	77 14	69 94	41 52	72 98	18
19	153 77	123 08	99 51	92 22	81 42	73 83	43 82	77 04	19
20	161 86	129 55	104 75	97 08	85 71	77 72	46 13	81 09	20
21	169 95	136 03	109 98	101 93	89 99	81 60	48 44	85 15	21
22	178 05	142 51	115 22	106 78	94 28	85 49	50 74	89 20	22
23	186 14	148 99	120 46	111 64	98 56	89 37	53 05	93 26	23
24	194 23	155 46	125 70	116 49	102 85	93 26	55 36	97 31	24
25	202 33	161 94	130 93	121 35	107 13	97 14	57 66	101 37	25
26	210 42	168 42	136 17	126 20	111 42	101 03	59 97	105 42	26
27	227 25	181 89	147 06	136 30	120 33	109 11	64 77	113 85	27
28	244 08	195 36	157 95	146 40	129 24	117 19	69 57	122 28	28
29	260 91	208 83	168 84	156 50	138 15	125 27	74 37	130 71	29
30	277 74	222 30	179 73	166 60	147 06	133 35	79 17	139 14	30
31	294 57	235 77	190 62	176 70	155 97	141 43	83 97	147 57	31

* 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 XI—(contd.)

* Ready Reckoner showing the minimum wages payable for the number of days worked during January, 1961, to workers in the Printing Trade

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. s.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 47	1 84	2 23	2 75	3 32½	1 22	1 65	2 02	2 48½	1
2	2 94	3 68	4 46	5 50	6 65	2 44	3 30	4 04	4 97	2
3	5 87	7 36	8 92	11 01	13 29	4 88	6 59	8 08	9 94	3
4	8 81	11 03	13 38	16 51	19 94	7 32	9 89	12 12	14 91	4
5	11 74	14 71	17 83	22 02	26 59	9 76	13 18	16 16	19 88	5
6	14 68	18 39	22 29	27 52	33 23	12 21	16 48	20 20	24 85	6
7	17 61	22 07	26 75	33 03	39 88	14 65	19 77	24 24	29 82	7
8	20 55	25 74	31 21	38 53	46 53	17 09	23 07	28 27	34 78	8
9	23 48	29 42	35 67	44 04	53 18	19 53	26 36	32 31	39 75	9
10	26 42	33 10	40 13	49 54	59 82	21 97	29 66	36 35	44 72	10
11	29 35	36 78	44 58	55 05	66 47	24 41	32 95	40 39	49 69	11
12	32 29	40 45	49 04	60 55	73 12	26 85	36 25	44 43	54 66	12
13	35 22	44 13	53 50	66 06	79 76	29 29	39 54	48 47	59 63	13
14	38 16	47 81	57 96	71 56	86 41	31 74	42 84	52 51	64 60	14
15	41 10	51 49	62 42	77 06	93 06	34 18	46 13	56 55	69 57	15
16	44 03	55 17	66 88	82 57	99 70	36 62	49 43	60 59	74 54	16
17	46 97	58 84	71 34	88 07	106 35	39 06	52 72	64 63	79 51	17
18	49 90	62 52	75 79	93 58	113 00	41 50	56 02	68 67	84 48	18
19	52 84	66 20	80 25	99 08	119 64	43 94	59 31	72 71	89 45	19
20	55 77	69 88	84 71	104 59	126 29	46 38	62 61	76 75	94 42	20
21	58 71	73 55	89 17	110 09	132 94	48 82	65 90	80 78	99 38	21
22	61 64	77 23	93 63	115 60	139 59	51 26	69 20	84 82	104 35	22
23	64 58	80 91	98 09	121 10	146 23	53 71	72 49	88 86	109 32	23
24	67 51	84 59	102 54	126 61	152 88	56 15	75 79	92 90	114 29	24
25	70 45	88 26	107 00	132 11	159 53	58 59	79 08	96 94	119 26	25
26	73 38	91 94	111 46	137 62	166 17	61 03	82 38	100 98	124 23	26
27	76 32	95 62	115 92	143 12	172 82	63 47	85 67	105 02	129 20	27
28	82 43	103 27	125 19	154 57	186 65	68 55	92 52	113 42	139 54	28
29	88 54	110 92	134 46	166 02	200 48	73 63	99 37	121 82	149 88	29
30	94 65	118 57	143 73	177 47	214 31	78 71	106 22	130 22	160 22	30
31	100 76	126 22	153 00	188 92	228 14	83 79	113 07	138 62	170 56	31
31	106 87	133 87	162 27	200 37	241 97	88 87	119 92	147 02	180 90	31

* 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 XI—(contd.)

* Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1961, to workers in the Printing Trade

Apprentices

No. of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th 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.	
½	1 22	1 41½	1 65½	1 96	1 14½	1 33½	1 52	1 79½	½
1	2 44	2 83	3 31	3 92	2 29	2 67	3 04	3 59	1
2	4 88	5 67	6 63	7 85	4 57	5 33	6 09	7 17	2
3	7 32	8 50	9 94	11 77	6 86	8 00	9 13	10 76	3
4	9 76	11 34	13 26	15 70	9 15	10 66	12 18	14 35	4
5	12 20	14 17	16 57	19 62	11 44	13 33	15 22	17 93	5
6	14 64	17 01	19 89	23 55	13 72	15 99	18 27	21 52	6
7	17 07	19 84	23 20	27 47	16 01	18 66	21 31	25 11	7
8	19 51	22 68	26 51	31 39	18 30	21 33	24 35	28 69	8
9	21 95	25 51	29 83	35 32	20 59	23 99	27 40	32 28	9
10	24 39	28 35	33 14	39 24	22 87	26 66	30 44	35 87	10
11	26 83	31 18	36 46	43 17	25 16	29 32	33 49	39 45	11
12	29 27	34 02	39 77	47 09	27 45	31 99	36 53	43 04	12
13	31 71	36 85	43 08	51 01	29 74	34 65	39 57	46 62	13
14	34 15	39 68	46 40	54 94	32 02	37 32	42 62	50 21	14
15	36 59	42 52	49 71	58 86	34 31	39 99	45 66	53 80	15
16	39 03	45 35	53 03	62 79	36 60	42 65	48 71	57 38	16
17	41 47	48 19	56 34	66 71	38 88	45 32	51 75	60 97	17
18	43 91	51 02	59 66	70 64	41 17	47 98	54 80	64 56	18
19	46 35	53 86	62 97	74 56	43 46	50 65	57 84	68 14	19
20	48 78	56 69	66 28	78 48	45 75	53 32	60 88	71 73	20
21	51 22	59 53	69 60	82 41	48 03	55 98	63 93	75 32	21
22	53 66	62 36	72 91	86 33	50 32	58 65	66 97	78 90	22
23	56 10	65 20	76 23	90 26	52 61	61 31	70 02	82 49	23
24	58 54	68 03	79 54	94 18	54 90	63 98	73 06	86 08	24
25	60 98	70 87	82 86	98 11	57 18	66 64	76 11	89 66	25
26	63 42	73 70	86 17	102 03	59 47	69 31	79 15	93 25	26
27	68 49	79 60	93 06	110 19	64 23	74 85	85 48	100 71	27
28	73 56	85 50	99 95	118 35	68 99	80 39	91 81	108 17	28
29	78 63	91 40	106 84	126 51	73 75	85 93	98 14	115 63	29
30	83 70	97 30	113 73	134 67	78 51	91 47	104 47	123 09	30
31	88 77	103 20	120 62	142 83	83 27	97 01	110 80	130 55	31

* 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 XI—(contd.)

* Ready Reckoner showing the minimum wages payable for the number of days worked during January, 1961, to workers in the Printing Trade

Apprentices

No. of Days	Class D				No. of Days
	1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 05	1 21	1 39	1 63	1
2	2 10	2 42	2 78	3 26	2
3	4 19	4 84	5 56	6 51	3
4	6 29	7 26	8 34	9 77	4
5	8 39	9 68	11 13	13 03	5
6	10 48	12 10	13 91	16 28	6
7	12 58	14 52	16 69	19 54	7
8	14 68	16 94	19 47	22 80	8
9	16 78	19 36	22 25	26 05	9
10	18 87	21 78	25 03	29 31	10
11	20 97	24 20	27 82	32 57	11
12	23 07	26 62	30 60	35 82	12
13	25 16	29 04	33 38	39 08	13
14	27 26	31 46	36 16	42 33	14
15	29 36	33 88	38 94	45 59	15
16	31 45	36 30	41 72	48 85	16
17	33 55	38 72	44 50	52 10	17
18	35 65	41 14	47 29	55 36	18
19	37 74	43 56	50 07	58 62	19
20	39 84	45 98	52 85	61 87	20
21	41 94	48 40	55 63	65 13	21
22	44 04	50 82	58 41	68 39	22
23	46 13	53 24	61 19	71 64	23
24	48 23	55 66	63 98	74 90	24
25	50 33	58 08	66 76	78 16	25
26	52 42	60 50	69 54	81 41	26
27	54 52	62 92	72 32	84 67	27
28	56 88	67 95	78 11	91 44	28
29	63 24	72 98	83 90	98 21	29
30	67 60	78 01	89 69	104 98	30
31	71 96	83 04	95 48	111 75	31
32	76 32	88 07	101 27	118 52	32

* 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 XII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1961, to workers in the Rubber Export Trade

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	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.	
1	1 73	1 88	1 98	1 93	1 54½	1 62	1 17½	1 25	1 32½	1 45	1
2	3 46	3 76	3 96	3 86	3 09	3 24	2 35	2 50	2 65	2 90	2
3	6 92	7 52	7 92	7 72	6 18	6 48	4 70	5 00	5 30	5 80	3
4	10 38	11 28	11 88	11 58	9 27	9 72	7 05	7 50	7 95	8 70	4
5	13 84	15 04	15 84	15 44	12 36	12 96	9 40	10 00	10 60	11 60	5
6	17 30	18 80	19 80	19 30	15 45	16 20	11 75	12 50	13 25	14 50	6
7	20 76	22 56	23 76	23 16	18 54	19 44	14 10	15 00	15 90	17 40	7
8	24 22	26 32	27 72	27 02	21 63	22 68	16 45	17 50	18 55	20 30	8
9	27 68	30 08	31 68	30 88	24 72	25 92	18 80	20 00	21 20	23 20	9
10	31 14	33 84	35 64	34 74	27 81	29 16	21 15	22 50	23 85	26 10	10
11	34 60	37 60	39 60	38 60	30 90	32 40	23 50	25 00	26 50	29 00	11
12	38 06	41 36	43 56	42 46	33 99	35 64	25 85	27 50	29 15	31 90	12
13	41 52	45 12	47 52	46 32	37 08	38 88	28 20	30 00	31 80	34 80	13
14	44 98	48 88	51 48	50 18	40 17	42 12	30 55	32 50	34 45	37 70	14
15	48 44	52 64	55 44	54 04	43 26	45 36	32 90	35 00	37 10	40 60	15
16	51 90	56 40	59 40	57 90	46 35	48 60	35 25	37 50	39 75	43 50	16
17	55 36	60 16	63 36	61 76	49 44	51 84	37 60	40 00	42 40	46 40	17
18	58 82	63 92	67 32	65 62	52 53	55 08	39 95	42 50	45 05	49 30	18
19	62 28	67 68	71 28	69 48	55 62	58 32	42 30	45 00	47 70	52 20	19
20	65 74	71 44	75 24	73 34	58 71	61 56	44 65	47 50	50 35	55 10	20
21	69 20	75 20	79 20	77 20	61 80	64 80	47 00	50 00	53 00	58 00	21
22	72 66	78 96	83 16	81 06	64 89	68 04	49 35	52 50	55 65	60 90	22
23	76 12	82 72	87 12	84 92	67 98	71 28	51 70	55 00	58 30	63 80	23
24	79 58	86 48	91 08	88 78	71 07	74 52	54 05	57 50	60 95	66 70	24
25	83 04	90 24	95 04	92 64	74 16	77 76	56 40	60 00	63 60	69 60	25
26	86 50	94 00	99 00	96 50	77 25	81 00	58 75	62 50	66 25	72 50	26
27	89 96	97 76	102 96	100 36	80 34	84 24	61 10	65 00	68 90	75 40	27
28	93 42	101 52	106 92	104 22	83 43	87 48	63 45	67 50	71 55	78 30	28
29	96 88	105 28	110 88	108 08	86 52	90 72	65 80	70 00	74 20	81 20	29
30	100 34	109 04	114 84	111 94	89 61	93 96	68 15	72 50	76 85	84 10	30
31	103 80	112 80	118 80	115 80	92 70	97 20	70 50	75 00	79 50	87 00	31
32	107 26	116 56	122 76	119 66	95 79	100 44	72 85	77 50	82 15	89 90	32

APPENDIX XIII

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during January, 1961, to workers in the Rubber Growing and Manufacturing Trade

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	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	0 70	0 57½	1 27½	0 65	0 43	1 08	0 52½	0 39½	0 92	1
2	1 40	1 15	2 55	1 30	0 86	2 16	1 05	0 79	1 84	2
3	2 80	2 30	5 10	2 60	1 72	4 32	2 10	1 58	3 68	3
4	4 20	3 45	7 65	3 90	2 58	6 48	3 15	2 37	5 52	4
5	5 60	4 60	10 20	5 20	3 44	8 64	4 20	3 16	7 36	5
6	7 00	5 75	12 75	6 50	4 30	10 80	5 25	3 95	9 20	6
7	8 40	6 90	15 30	7 80	5 16	12 96	6 30	4 74	11 04	7
8	9 80	8 05	17 85	9 10	6 02	15 12	7 35	5 53	12 88	8
9	11 20	9 20	20 40	10 40	6 88	17 28	8 40	6 32	14 72	9
10	12 60	10 35	22 95	11 70	7 74	19 44	9 45	7 11	16 56	10
11	14 00	11 50	25 50	13 00	8 60	21 60	10 50	7 90	18 40	11
12	15 40	12 65	28 05	14 30	9 46	23 76	11 55	8 69	20 24	12
13	16 80	13 80	30 60	15 60	10 32	25 92	12 60	9 48	22 08	13
14	18 20	14 95	33 15	16 90	11 18	28 08	13 65	10 27	23 92	14
15	19 60	16 10	35 70	18 20	12 04	30 24	14 70	11 06	25 76	15
16	21 00	17 25	38 25	19 50	12 90	32 40	15 75	11 85	27 60	16
17	22 40	18 40	40 80	20 80	13 76	34 56	16 80	12 64	29 44	17
18	23 80	19 55	43 35	22 10	14 62	36 72	17 85	13 43	31 28	18
19	25 20	20 70	45 90	23 40	15 48	38 88	18 90	14 22	33 12	19
20	26 60	21 85	48 45	24 70	16 34	41 04	19 95	15 01	34 96	20
21	28 00	23 00	51 00	26 00	17 20	43 20	21 00	15 80	36 80	21
22	29 40	24 15	53 55	27 30	18 06	45 36	22 05	16 59	38 64	22
23	30 80	25 30	56 10	28 60	18 92	47 52	23 10	17 38	40 48	23
24	32 20	26 45	58 65	29 90	19 78	49 68	24 15	18 17	42 32	24
25	33 60	27 60	61 20	31 20	20 64	51 84	25 20	18 96	44 16	25
26	35 00	28 75	63 75	32 50	21 50	54 00	26 25	19 75	46 00	26
27	36 40	29 90	66 30	33 80	22 36	56 16	27 30	20 54	47 84	27
28	37 80	31 05	68 85	35 10	23 22	58 32	28 35	21 33	49 68	28
29	39 20	32 20	71 40	36 40	24 08	60 48	29 40	22 12	51 52	29
30	40 60	33 35	73 95	37 70	24 94	62 64	30 45	22 91	53 36	30
31	42 00	34 50	76 50	39 00	25 80	64 80	31 50	23 70	55 20	31
31	43 40	35 65	79 05	40 30	26 66	66 96	32 55	24 49	57 04	31

*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 January, 1961, to workers in the Tea Export Trade

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	Intermediate Grade	Grade I	Box Makers and Repairers	Watchers		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.	
1	1 73	1 88	1 98	1 88	1 93	1 54½	1 17½	1 25	1 32½	1 45	1
2	3 46	3 76	3 96	3 76	3 86	3 09	2 35	2 50	2 65	2 90	2
3	6 92	7 52	7 92	7 52	7 72	6 18	4 70	5 00	5 30	5 80	3
4	10 38	11 28	11 88	11 28	11 58	9 27	7 05	7 50	7 95	8 70	4
5	13 84	15 04	15 84	15 04	15 44	12 36	9 40	10 00	10 60	11 60	5
6	17 30	18 80	19 80	18 80	19 30	15 45	11 75	12 50	13 25	14 50	6
7	20 76	22 56	23 76	22 56	23 16	18 54	14 10	15 00	15 90	17 40	7
8	24 22	26 32	27 72	26 32	27 02	21 63	16 45	17 50	18 55	20 30	8
9	27 68	30 08	31 68	30 08	30 88	24 72	18 80	20 00	21 20	23 20	9
10	31 14	33 84	35 64	33 84	34 74	27 81	21 15	22 50	23 85	26 10	10
11	34 60	37 60	39 60	37 60	38 60	30 90	23 50	25 00	26 50	29 00	11
12	38 06	41 36	43 56	41 36	42 46	33 99	25 85	27 50	29 15	31 90	12
13	41 52	45 12	47 52	45 12	46 32	37 08	28 20	30 00	31 80	34 80	13
14	44 98	48 88	51 48	48 88	50 18	40 17	30 55	32 50	34 45	37 70	14
15	48 44	52 64	55 44	52 64	54 04	43 26	32 90	35 00	37 10	40 60	15
16	51 90	56 40	59 40	56 40	57 90	46 35	35 25	37 50	39 75	43 50	16
17	55 36	60 16	63 36	60 16	61 76	49 44	37 60	40 00	42 40	46 40	17
18	58 82	63 92	67 32	63 92	65 62	52 53	39 95	42 50	45 05	49 30	18
19	62 28	67 68	71 28	67 68	69 48	55 62	42 30	45 00	47 70	52 20	19
20	65 74	71 44	75 24	71 44	73 34	58 71	44 65	47 50	50 35	55 10	20
21	69 20	75 20	79 20	75 20	77 20	61 80	47 00	50 00	53 00	58 00	21
22	72 66	78 96	83 16	78 96	81 06	64 89	49 35	52 50	55 65	60 90	22
23	76 12	82 72	87 12	82 72	84 92	67 98	51 70	55 00	58 30	63 80	23
24	79 58	86 48	91 08	86 48	88 78	71 07	54 05	57 50	60 95	66 70	24
25	83 04	90 24	95 04	90 24	92 64	74 16	56 40	60 00	63 60	69 60	25
26	86 50	94 00	99 00	94 00	96 50	77 25	58 75	62 50	66 25	72 50	26
27	89 96	97 76	102 96	97 76	100 36	80 34	61 10	65 00	68 90	75 40	27
28	93 42	101 52	106 92	101 52	104 22	83 43	63 45	67 50	71 55	78 30	28
29	96 88	105 28	110 88	105 28	108 08	86 52	65 80	70 00	74 20	81 20	29
30	100 34	109 04	114 84	109 04	111 94	89 61	68 15	72 50	76 85	84 10	30
31	103 80	112 80	118 80	112 80	115 80	92 70	70 50	75 00	79 50	87 00	31
31	107 26	116 56	122 76	116 56	119 66	95 79	72 85	77 50	82 15	89 90	31

APPENDIX XV

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during January, 1961, to workers in the Tea Growing and Manufacturing Trade

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	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	0 62 1/2	0 57 1/2	1 20	0 52 1/2	0 43	0 95 1/2	0 40	0 39 1/2	0 79 1/2	1/2
1	1 25	1 15	2 40	1 05	0 86	1 91	0 80	0 79	1 59	1
2	2 50	2 30	4 80	2 10	1 72	3 82	1 60	1 58	3 18	2
3	3 75	3 45	7 20	3 15	2 58	5 73	2 40	2 37	4 77	3
4	5 00	4 60	9 60	4 20	3 44	7 64	3 20	3 16	6 36	4
5	6 25	5 75	12 00	5 25	4 30	9 55	4 00	3 95	7 95	5
6	7 50	6 90	14 40	6 30	5 16	11 46	4 80	4 74	9 54	6
7	8 75	8 05	16 80	7 35	6 02	13 37	5 60	5 53	11 13	7
8	10 00	9 20	19 20	8 40	6 88	15 28	6 40	6 32	12 72	8
9	11 25	10 35	21 60	9 45	7 74	17 19	7 20	7 11	14 31	9
10	12 50	11 50	24 00	10 50	8 60	19 10	8 00	7 90	15 90	10
11	13 75	12 65	26 40	11 55	9 46	21 01	8 80	8 69	17 49	11
12	15 00	13 80	28 80	12 60	10 32	22 92	9 60	9 48	19 08	12
13	16 25	14 95	31 20	13 65	11 18	24 83	10 40	10 27	20 67	13
14	17 50	16 10	33 60	14 70	12 04	26 74	11 20	11 06	22 26	14
15	18 75	17 25	36 00	15 75	12 90	28 65	12 00	11 85	23 85	15
16	20 00	18 40	38 40	16 80	13 76	30 56	12 80	12 64	25 44	16
17	21 25	19 55	40 80	17 85	14 62	32 47	13 60	13 43	27 03	17
18	22 50	20 70	43 20	18 90	15 48	34 38	14 40	14 22	28 62	18
19	23 75	21 85	45 60	19 95	16 34	36 29	15 20	15 01	30 21	19
20	25 00	23 00	48 00	21 00	17 20	38 20	16 00	15 80	31 80	20
21	26 25	24 15	50 40	22 05	18 06	40 11	16 80	16 59	33 39	21
22	27 50	25 30	52 80	23 10	18 92	42 02	17 60	17 38	34 98	22
23	28 75	26 45	55 20	24 15	19 78	43 93	18 40	18 17	36 57	23
24	30 00	27 60	57 60	25 20	20 64	45 84	19 20	18 96	38 16	24
25	31 25	28 75	60 00	26 25	21 50	47 75	20 00	19 75	39 75	25
26	32 50	29 90	62 40	27 30	22 36	49 66	20 80	20 54	41 34	26
27	33 75	31 05	64 80	28 35	23 22	51 57	21 60	21 33	42 93	27
28	35 00	32 20	67 20	29 40	24 08	53 48	22 40	22 12	44 52	28
29	36 25	33 35	69 60	30 45	24 94	55 39	23 20	22 91	46 11	29
30	37 50	34 50	72 00	31 50	25 80	57 30	24 00	23 70	47 70	30
31	38 75	35 65	74 40	32 55	26 66	59 21	24 80	24 49	49 29	31

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