

CONTENTS

	PAGE
1. The Management of Nationalised Industries and Government Commercial Ventures by Sir Henry Self, K.C.B., K.C.M.G., K.B.E.	63
2. Statistics of the Month in Brief	68
3. Notes of Current Interest	69

LIST OF TABLES

<i>Table</i>	PAGE
I Cost of Living Index Numbers—Colombo Working Class since 1939 ..	71
II Wages Index Numbers—Tea and Rubber Estate Labourers and Unskilled Labourers in Government Employment	72
III General Wage Rate (Minimum) Index Numbers	73
IV The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939	74
V The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island (classification by Exchanges areas) since 1939	75
VI The number of persons placed in employment since 1939	77
VII The number of persons registered and the number placed in employments during the month of December, 1960	77
VIII Strikes in Ceylon since 1939	78
IX Classification of the Strikes in November, 1960, by Industries or Trades ..	79
X Classification of the Strikes in November, 1960, by Causes ..	79

APPENDICES

PAGE

Appendix

I	Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established (February, 1961)	..	..	..	80
II	Ready Reckoners showing the Basic Wages, Special Allowances, and the Minimum Wages payable for the number of days worked during February, 1961, to workers in the Baking Trade	..			92
III	Building Trade	..	..	..	93
IV	Cinema Trade	..	..	..	94
V	Cocoa, Cardamom and Pepper Growing and Manufacturing Trades				96
VI	Coconut Growing and Manufacturing Trade	..		..	97
VII	Engineering Trade	..	..	..	98
VIII	Match Manufacturing Trade	..	..	..	99
IX	Motor Transport Trade (Monthly-paid)		..	..	100
X	Motor Transport Trade (Daily-paid)		..	..	101
XI	Printing Trade	..	..	..	102
XII	Rubber Export Trade	..	..	..	106
XIII	Rubber Growing and Manufacturing Trade	107
XIV	Tea Export Trade	108
XV	Tea Growing and Manufacturing Trade	..			109

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யாழ்ப்பாணம்.

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CONTENTS

PART I

PART II

PART III

PART IV

PART V

PART VI

PART VII

PART VIII

PART IX

PART X

PART XI

PART XII

PART XIII

PART XIV

PART XV

GUYANA

1966

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THE MANAGEMENT OF NATIONALISED INDUSTRIES AND GOVERNMENT COMMERCIAL VENTURES

By Sir Henry Self, K.C.B., K.C.M.G., K.B.E.

THE public corporation is becoming a world-wide means to the administering of undertakings exercising constitutional responsibility, but yet demanding the flexibility of commercial enterprise. The problems of management involved are at least 75 per cent common to them all, and this gathering today testifies to the value of exchange of ideas and experience between the various countries.

A new type of public service is in the shaping, even though it may well take another 25 years to bring it to full expression.

In the United Kingdom, nationalised industries are those representing vital strands of the national economy—such as coal, electricity, gas and transport—which give the nation-wide services needed to support the life and industry of the country. Their plans must be far-reaching and long-term, giving equal service to all sections of the community. On their efforts will depend the progressive expansion of the national-economy, the steady increase in productivity so essential in the modern world, and the realisation of higher standards of living.

Responsibilities

These crucial responsibilities must be fulfilled with a keen realisation of the need to conserve the demand for scarce resources (such as capital investment, trained technical personnel, and materials in short supply), whilst yet giving the maximum impetus to economic growth generally. Their situation is typified by the need for electric power development: increased power means industrial growth: but that increase depends on rapid technological development and is expensive in capital investment.

A nationalised industry must thus manage its affairs so as to give the best possible forward growth within the limits of capital investment which the Government can allow having regard to the competing claims of all sections of the national economy.

The management of public corporations must ensure (a) constitutional responsibility combined with business enterprise ; (b) organisational flexibility between the national control at the centre and the direct local responsibilities to consumers.

Human Relations

A national plan demands national co-ordination of its execution : but co-ordination must not over-ride that decentralisation so necessary for the efficiency of a widespread public service. National co-ordination is quite compatible with regional autonomy, which is itself best exercised through local management being given full and well-defined responsibility for the direct service to the consumers.

At the same time a public corporation must have healthy industrial relations with its employees. This entails an accepted network of "human relations", with adequate machinery both for wage negotiation and for joint consultation at all levels. The importance of joint consultation for a happy industry is not generally appreciated.

Joint Consultation

Joint consultation is especially vital to the growth of the sense of public service. Nationalised industries have potentially stronger incentive than the profit incentive, if they can permeate their organisations with this sense of public service.

A man will work best for a cause in which he believes. But such a sense can only develop through its manifestation by management at every level.

The key to efficient functioning of public enterprise is the training of management at every level from the top down to the charge-hand. That training must be more than that required for the job : it must cover training in human relations, and in leadership.

Art of Management

Management is an art as well as a science. As an art, it seeks to bring the personal touch throughout the whole organisation, from the centre out to the periphery. The dangers for the individual in large-scale undertakings are basic to the problem of human relations in industry.

Size in itself tends to create impersonality and frustration. Over-centralisation will dampen initiative and enterprise. It is wrongly assumed that it is inherent in a public service for the individual to suffer from frustration and the fear of being submerged in the organisation.

Impersonality, remoteness, frustration, and anxiety can be dealt with—but only through the personal touch forthcoming from an enlightened management at all levels.

That personal touch needs also the machinery of joint consultation, not only at the centre and in the regions, but right down to the local advisory committees. In the United Kingdom, this has now developed beyond its first preoccupations with welfare and allied problems : it

serves as an invaluable medium for employee understanding and collaboration in the shaping of plans and policies, and their effective execution.

Consumer Satisfaction

But, if joint consultation is a necessary condition for happy working within the industry, it is equally essential for healthy relations with the consumers. The United Kingdom has operated a well organised system of consumer relations for discussing plans and policies and for appeals on the incidence of tariffs. The system is comprehensive and has thoroughly justified itself.

The ultimate criterion of efficiency of management is consumer satisfaction, and the system to promote that end relieves the strain on ventilation of complaints to the Government and Parliament.

In its internal working, the organisation must also ensure (i) a two-way traffic of exchange of working experience between the centre and the periphery ; (ii) a clearly-defined chain of devolution of responsibility throughout the whole organisation ; and (iii) a system of communications which prevents distortion of interpretation as messages pass up or down the lines between the board room and the shop floor. These are vital problems for a large-scale organisation.

Delegation of Powers

Effective decentralisation turns on efficient financial and budgetary control guiding adequate delegation of powers. Likewise there must be genuine technical delegation where projects are to be executed regionally or locally : these would normally be established designs, whereas new and advanced designs may well have to be engineered and controlled at the centre.

But where delegation is sanctioned, the responsibility for its execution should be clearly defined and respected at the centre. Individual responsibility must equally be accepted and fulfilled. The two aspects are the opposite sides of the single coin of over-all efficiency.

Professional responsibility (such as engineering, accountancy, &c.) can be maintained throughout the organisation and in parallel with the chain of managerial responsibility, without internal conflict and without impairment of managerial control, by the system known as "dotted line" professional responsibility. This system will be explained later.

Similarly, it is practicable to secure the benefits of establishing large-size mechanised units (e.g. for billing) and computer establishments to service many managerial units, without undermining managerial responsibility.

Ministerial Responsibility

The foregoing are but a few of the problems of management for nationalised industries. They clearly indicate the need for education

159
R.C.

and training of the staff and workers at all levels. For example, organised residential courses are given in Britain for all grades of staff and skilled workers, supplemented by technical college and correspondence courses, and also by summer schools for cross-sections of the whole industry.

It is fundamental to relations with Government that there should be a full inter-change of working knowledge between the sponsoring Minister and the industry. Only so can he be sufficiently informed to fulfil his responsibilities to the Government and Parliament.

He has not only to fulfil his over-all responsibility for the industry, but he must be satisfied that it is genuinely marrying commercial operation with constitutional responsibility and accountability. Day-to-day interchanges on background information, the shaping of forward planning, and financial prospects are essential to proper relationship between the industry and its sponsoring department.

Capital Needs

This becomes acutely manifest when the industry seeks endorsement by the Government and Parliament of its forward planning and its capital needs. In the United Kingdom, the nationalised industries are the backbone and ribs of the economic body but their capital needs cannot be provided to the detriment of that body or beyond the limits of available capital investment. Close collaboration is thus necessary with the Government in the shaping of long-term plans.

Here, the nationalised industry can help towards its rightful destiny by efficiency of management leading to financial margins which will help the self-financing of forward development. Research and development are all important, as yielding technological advances giving better use of scarce materials and limited technical personnel.

For example, the United Kingdom consumption of coal per unit of electricity has fallen from $3\frac{1}{2}$ lb. to below 1 lb., whilst the labour force has only grown from 150,000 to 200,000 for a threefold development of capacity. But likewise capital costs per unit of capacity have been reduced by roughly a third through technical development.

Forward Development

These facts show the great importance of growth of assets of modern design—but the capital finance may not be practicable owing to over-all economic limitations. The industry must therefore seek internal working margins to help its self-financing.

The United Kingdom Electricity industry is earning between 45 per cent and 50 per cent of its capital needs: it is not a "profit-earning" corporation but a "capital-earning" industry. In addition to provision of full depreciation and interest charges, it has ploughed back into the industry extra earnings of nearly £150,000,000 towards forward development.

Such a policy can enable industry to function with "snowball" effect on the growth of the national economy, because more electric power means more and better industry and higher standards of living.

Composition of Boards

In addition to his responsibility for the industry in its board working impact on the nation and for the control (with the Treasury) of its capital investment, the sponsoring Minister in Britain has the power of appointing the members of the Boards, and of giving general directions on matters affecting the national interests.

In regard to the first head, it is now accepted in the United Kingdom that the full-time executive members of the Boards should be recruited from within the industry concerned, whilst the part-time members are appointed as having special knowledge in outside fields of public, industrial, agricultural, labour or other essential experience. This ensures a well-balanced representation of all relevant interests.

As to the giving of directions, the British outlook has always tended to a give-and-take attitude between public organisations. This has eased the impact of this ministerial power, which is only used where unavoidable as a step of technical procedure.

Normally the close working understanding between the Minister and the industry ensures an accord on what is necessary in the national interest, without the issue of such directions. For example, the United Kingdom electricity industry voluntarily spent £150,000,000 on a comprehensive plan of rural electrification.

Relations with Parliament

In addition, the sponsoring Minister has appellate jurisdiction on the consumer side and he makes the appointments to the Councils representing the consumers. He appoints the auditors of the industries. He also sanctions the superannuation schemes worked out in the industries themselves.

Finally, he approves both the programme for research and technical development, and the programme for education and training. These two fields are particularly important for the proper expansion of the industry, with modern plant and staffs trained in advance.

These are but a few points indicating the close working relations between Government and the nationalised industries. They naturally lead to the further question of the industries' relationship to Parliament, especially in the field of accountability.

This does not fall within the title, to which I was invited to speak, so I will merely comment that we think we have found a working compromise to the vexed issue of intrusion on day-to-day management and the statutory responsibilities of public corporations.

The compromise is that Boards will be forthcoming by giving full information in their annual reports and by being ready to discuss those reports with a special Parliamentary committee, in a spirit of frankness and openness, without standing on statutory rights. Such "forthshining" by the Boards will, they hope, be reciprocated by forbearance from undue Parliamentary intrusion on management, whether in debate or by Parliamentary questions.

*(Summary of an address to the Ceylon Institute of
Public Administration)*

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 January, 1961, is 104.1, the same as that of December, 1960.

Wages Rates

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

Strikes

There were altogether 14 strikes during the month of November, 1960, involving 3,704 workers and a loss of 24,115 man-days as against 9 strikes during the month of October, 1960, involving 1,886 workers and a loss of 7,030 man-days.

Three of these strikes were in the Tea Plantation involving 1,413 workers and a loss of 14,713 man-days, six were in the Rubber Plantation involving 1,814 workers and a loss of 5,489 man-days, one strike each in the Cinema, Dock-Harbour and Port Transport and Building trades involving 34 workers and a loss of 3,274 man-days, 246 workers and a loss of 246 man-days and 94 workers and a loss of 235 man-days respectively whilst the other two were in the Post Office at Galle and the Chest Hospital at Kandana involving in all 103 workers and a loss of 158 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 November, 1960, and December, 1960 was as given below :

	<i>November, 1960</i>			<i>December, 1960</i>		
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Technical and Clerical ..	16,356 ..	8,810 ..	25,166 ..	..	..
Skilled ..	13,136 ..	3,478 ..	16,614 ..	..	..
Semi-skilled ..	27,641 ..	7,086 ..	34,727 ..	..	..
Unskilled ..	67,826 ..	5,076 ..	72,902 ..	..	..
Total* ..	124,959	24,450	149,409*			

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

	November, 1960			December, 1960		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	57	10	67	..	..	..
Skilled ..	69	3	72	..	..	..
Semi-skilled ..	85	3	88	..	..	..
Unskilled ..	178	39	217	..	..	..
Total ..	389	55	444			

NOTES OF CURRENT INTEREST

Trade Unions Registered in January, 1961

Regd. No.	Name of Union
1669 ..	Department of Agriculture Lecturers' Association.
1670 ..	Samastha Lanka Dumkola Kamkaru Sewaka Samitiya.
1671 ..	Eelattu Suruttu Kai Tholilalars' Sangam.
1672 ..	Colombo Port National Workers' Union.
1673 ..	Official Language Department Publication Staff Officers' Union.
1674 ..	Rajaye Kohu Karmikayange Vurthiya Samitiya.
1675 ..	Polonnaru Distrkkaye Samupakara Sewaka Vurthiya Samitiya.
1676 ..	Lanka Krushikarma, Karmika Saha Velanda Sewaka Samitiya.
1677 ..	Lanka Peshakarma Ha Mahum Karmika Kamkaru Samitiya.
1678 ..	Lanka Samupakara Sewaka Samitiya.
1679 ..	Golinda Wathuyaye Wathu Kamkaruwange Samitiya. X
1680 ..	Samastha Lanka Mahum Kamkaru Samitiya.
1681 ..	The Local Government Service Book-keepers' Union.
1682 ..	Kolonnawa Palath Andu Sabha Sewaka Sangamaya.
1683 ..	Lanka Rajaye Wevili Mandalaye Sewaka Samitiya.
1684 ..	Hansard Staff Reporters' Union.
1685 ..	Vavuniya District Permanent Residents' Govt. Teachers' Union.
1686 ..	Govt. Food Supply Workers' Union.
1687 ..	Thiuppavuthi Arasinal Asiriyars' Sangam
1688 ..	Samastha Lanka Dumriya Viduli Sagna Saha Viduli Panivuda Vurthiya Samitiya.
1689 ..	Thapal Departhamentuwe Lipikaru Sangamaya.
1690 ..	Wesley Mudranala Sewakayinge Sangamaya.

*Regd. No.**Name of Union*

- 1691 .. Halawatha Puttalam Dedisawe Samupakara Sewaka Samitiya.
- 1692 .. Samastha Lanka Samupakara Niladaringe Sangamaya.
- 1693 .. Association of Inspectors of Factories.
- 1694 .. Atthanagalu Pradesaye Peshakarmantha Vurthiya Kantha Samithiya.
- 1695 .. Sri Lanka Seamen's Union.
- 1696 .. The Govt. Factory Shop Assistants' Union.
- 1697 .. Sri Lanka Rajaye Krushikarma Kamkaru Samitiya.
- 1698 .. Samastha Lanka Pitthala Ha Aluminium Karmanthakaruwange Sangamaya.
- 1699 .. National Small Industries Corporation Employees' Union.

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	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	Miscellaneous	Final Index Number
Group Weights	61.89	4.29	5.70	9.42	18.71	

INDEX NUMBERS

1953	105.97	99.82	101.32	82.82	97.17	101.6
1954	106.13	103.35	101.53	79.52	94.43	101.1
1955	105.09	102.34	101.53	80.50	94.62	100.5
1956	103.32	101.30	101.53	81.76	98.60	100.2
1957	104.94	97.32	101.53	84.39	106.92	102.8
1958	105.75	101.04	101.53	87.51	113.05	105.0
1959	104.67	102.31	101.49	92.10	115.22	105.2
1960	100.77	102.63	101.53	95.10	117.51	103.5

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	101.61	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	97.64	121.73	104.1

1961—

January	99.96	103.46	101.53	97.64	121.73	104.1
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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 Daily rate of Wages Rs. c.	Minimum Wage Rate Index No.	Index No. of Real Wages	Average Monthly Rate of Wages Rs. c.	Wage Rate Index No.	Index No. of Real Wages
1939 .. — ..	41	100	100	16.64	100	100
1940 .. — ..	41	100	93	16.64	100	96
1941 .. — ..	45	110	92	18.45	111	98
1942 .. — ..	68	166	111	24.23	145	97
1943 .. — ..	83	202	102	28.98	174	96
1944 .. — ..	87	212	101	34.03	204	110
1945 .. — ..	1.00	244	110	41.92	252	123
1946 .. — ..	1.15	280	123	68.52	412	194
1947 .. — ..	1.20	293	123	75.74	455	195
1948 .. — ..	1.29	315	122	78.16	470	195
1949 .. — ..	1.31	320	121	77.81	468	196
1950 .. — ..	1.53	373	136	83.11	499	198
1951 .. — ..	1.90	463	161	89.79	540	206
1952 .. — ..	1.92	468	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
1960 .. — ..	2.12	110.42	106.69	113.74	126.67	122.39
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
1961 .. January	2.12	110.42	106.07	113.74	126.67	121.68

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952 = 100

Year	Agriculture *		Trades other than Agriculture †		Agriculture and Trades other than Agriculture Combined	
	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.
	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		
1960 ..	—	.. 2.16 .. 110.20..	3.74 .. 128.08..	2.28 .. 111.76		
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		
1961 ..	January	.. 2.16 .. 110.20..	3.75 .. 128.42..	2.28 .. 111.76		

* 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

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
	December	26,252	16,928	34,887	73,025	151,092

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

† These figures comprise :

- (a) employed persons seeking better employment; and
- (b) under-employed persons seeking full-time employment, as well as unemployed persons seeking the assistance of the Employment Exchanges to secure employment.

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	Kalpapurra	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Ampassawella	Haputale	Matara	Vavuniya	Kegalla	Matale	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	378	2,128	1,239	2,363	259	431	841	120	46	65	-	1,497	-	-	-	-	-	-	-	21,366*
1946	25,805	1,117	803	993	3,397	726	852	816	119	438	727	-	611	-	-	-	-	-	-	-	36,544†
1947	21,589	2,239	1,643	2,133	4,955	564	430	481	170	490	-	-	-	-	-	-	-	-	-	-	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	-	238	-	-	-	-	-	-	-	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	41,983	3,696	3,501	6,032	2,904	943	1,208	1,991	553	928	980	-	348	-	-	-	-	-	-	-	65,122
1951	33,125	3,422	2,866	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	333	239	548	477	526	1,382	-	-	-	51,546
1954	33,410	2,909	3,434	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	393	1,589	-	-	-	63,304
1955	36,451	3,395	4,740	6,391	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	-	-	-	71,010
1956	43,039	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	Katara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Tritcomalee	Anuradhapura	Avisawella	Haputale	Matara	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	1,110	5,324	531	2,465	—	117,799
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	2,588	—	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	15,426	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	2,668	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	5,773	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	1,631	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	5,332	3,315	3,030	1,998	1,353	1,952	1,288	2,032	3,243	924	6,486	609	2,847	864	140,091
September	61,547	15,539	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	7,853	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	1,168	693	1,695	2,394	3,694	1,122	8,068	724	3,097	964	149,409
December	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,084	680	1,756	2,550	3,784	1,222	8,179	772	3,143	986	151,092

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

† 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	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total		
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	4,537		
1946	..	1,303	..	3,012	..	1,341	..	10,130	15,786		
1947	..	915	..	1,417	..	911	..	4,161	7,404		
1948	..	1,355	..	1,563	..	1,311	..	6,118	10,347		
1949	..	1,807	..	1,616	..	1,767	..	9,590	14,780		
1950	..	2,059	..	1,509	..	1,438	..	5,773	10,779		
1951	..	2,019	..	1,546	..	1,867	..	5,874	11,306		
1952	..	3,107	..	1,802	..	1,887	..	5,657	12,453		
1953	..	1,528	..	669	..	1,371	..	2,820	6,388		
1954	..	1,097	..	879	..	922	..	4,660	7,558		
1955	..	2,166	..	1,064	..	1,187	..	3,791	8,208		
1956	..	1,913	..	845	..	1,565	..	4,162	8,485		
1957	..	1,176	..	709	..	1,180	..	3,053	6,118		
1958	..	1,827	..	800	..	1,006	..	2,251	5,884		
1959	..	1,667	..	1,045	..	1,275	..	3,218	7,205		
1959	..	January	..	106	..	59	..	86	..	140	391
	..	February	..	196	..	67	..	98	..	199	560
	..	March	..	159	..	59	..	87	..	147	452
	..	April	..	194	..	64	..	81	..	169	508
	..	May	..	102	..	63	..	80	..	193	438
	..	June	..	96	..	58	..	111	..	276	541
	..	July	..	108	..	109	..	131	..	608	956
	..	August	..	157	..	106	..	141	..	505	909
	..	September	..	110	..	83	..	117	..	154	464
	..	October	..	86	..	146	..	114	..	297	643
	..	November	..	169	..	164	..	123	..	256	712
	..	December	..	184	..	67	..	106	..	274	631
1960	..	January	..	156	..	47	..	145	..	114	462
	..	February	..	117	..	43	..	148	..	235	543
	..	March	..	170	..	46	..	83	..	182	481
	..	April	..	179	..	56	..	86	..	238	559
	..	May	..	138	..	84	..	104	..	245	571
	..	June	..	127	..	49	..	140	..	206	522
	..	July	..	75	..	22	..	87	..	862	1,046
	..	August	..	97	..	119	..	78	..	484	778
	..	September	..	118	..	106	..	99	..	1,609	1,932
	..	October	..	65	..	97	..	111	..	214	487
	..	November	..	67	..	72	..	88	..	217	444
	..	December	..	91	..	30	..	78	..	138	337

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
	Colombo	761	41	460	22	884	39	1,998	40	4,103	142
Negombo	328	2	323	1	248	1	687	9	1,591	13
Kalutara	186	10	50	—	121	5	216	1	573	16
Galle	159	—	52	—	100	—	278	1	589	1
Kandy	131	1	55	—	111	1	236	—	583	2
Nawalapitiya	35	5	31	—	54	1	101	—	221	6
Kurunegala	130	—	30	—	95	1	153	3	408	4
Jaffna	205	1	35	4	106	1	95	10	441	16
Ratnapura	76	16	38	—	85	4	176	11	375	31
Badulla	41	1	33	1	43	—	102	12	219	14
Batticaloa	39	1	26	1	33	2	54	4	152	8
Kalmunai	28	—	19	—	32	—	24	1	103	1
Trincomalee	29	—	22	—	26	—	215	14	292	14
Anuradhapura	80	6	57	—	33	—	128	1	298	7
Avissawella	59	—	27	—	45	—	190	—	321	—
Haputale	20	—	17	—	43	3	68	3	148	6
Matara	110	3	43	—	88	3	369	11	610	17
Vavuniya	48	4	9	1	54	12	12	—	123	17
Kegalla	58	—	34	—	40	4	67	11	199	15
Matale	31	—	7	—	24	1	39	6	101	7
Total	2,554	91	1,373	30	2,265	78	5,258	138	11,450	337

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	4,048½	66‡	12,399	25,937
1945	28	3,514	4,285*	53	28,875	153,388½
1946	87	15,259	31,830½	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933½	20	1,065	2,497½
1949	66	477,412	681,340	28	2,874	14,576½
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
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 November §	111	36,338	214,653	28	2,680	11,366½
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	4,223	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 §	**16	**4,880	**34,575	—	—	—
February	**15	**3,092	**23,417	2	162	2,256
March	**13	**4,527	**11,725	—	—	—
April	**10	**7,076	**12,336	2	188	188
May	**13	**3,344	**29,060	3	279	620
June	4	1,845	7,442	2	208	484
July	**9	**2,836	**57,826	2	27	239
August	5	1,782	6,458	**5	**156	**982
September	**9	**1,862	**4,620	1	45	225
October	8	1,867	6,992	**6	**1,138	**2,459½
November	9	3,227	20,202	5	477	3,913

*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
NOVEMBER, 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 ..	3	..	1,413	..	14,713	
Rubber ..	6	..	1,814	..	5,489	
Tea-cum-Rubber ..	—	..	—	..	—	
Coconut ..	—	..	—	..	—	
Coconut-cum-Rubber ..	—	..	—	..	—	
Total ..	9		3,227		20,202	
Engineering ..	—	..	—	..	—	
Printing ..	—	..	—	..	—	
Motor Transport ..	—	..	—	..	—	
Tea Export ..	—	..	—	..	—	
Rubber Export ..	—	..	—	..	—	
Coconut Manufacturing ..	—	..	—	..	—	
Toddy, Arrack and Vinegar ..	—	..	—	..	—	
Cigar Manufacturing ..	—	..	—	..	—	
Coconut & Rubber Manufacturing ..	—	..	—	..	—	
Cinema ..	1	..	34	..	3,274	
Dock, Harbour and Port Transport ..	1	..	246	..	246	
Building Trade ..	1	..	94	..	235	
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 ..	2	..	103	..	158	
Total ..	5		477		3,913	
Grand Total ..	14		3,704		24,115	

**TABLE X—CLASSIFICATION OF THE STRIKES IN
NOVEMBER, 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	..	—	..	988	..	—
2. Wage increases, Higher rates for piece work, &c. ..	—	..	—	..	—	..	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	..	1	..	—	..	34
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	2	..	3	..	663	..	365
5. Food matters. Welfare ..	—	..	—	..	—	..	—
6. Right of association and meeting ..	—	..	—	..	—	..	—
7. Factional disputes and domestic matters ..	2	..	—	..	590	..	—
8. External matters (e.g., arrest by Police, &c.) ..	1	..	1	..	551	..	78
9. Assaults by employer or agent or others ..	1	..	—	..	148	..	—
10. General demands ..	1	..	—	..	287	..	—
11. Sympathetic strikes ..	—	..	—	..	—	..	—
Total ..	9		5		3,227		477

APPENDIX I

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

<i>Class of Worker</i>	<i>Month: February, 1961</i>					
	<i>Basic Wage</i>		<i>Special Allowance</i>		<i>Total</i>	
	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>¢.</i>
(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 trayers, bun trayers, cake trayers, 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

Month : February, 1961

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(3) Building Trade					
<i>Daily Rates :</i>					
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 : February, 1961

Class of Worker

Basic Wage	Special Allowances	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 : February, 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 kanganies	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 : February, 1961

Class of Worker

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

(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 transhipment 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 : February, 1961

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(10) Engineering Trade					
<i>Daily Rates :</i>					
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
<i>Trade Learners and Apprentices—</i>					
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					
<i>Daily Rates :</i>					
<i>Grade I—</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
<i>Grade II—</i>					
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
<i>Grade III—</i>					
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
<i>Grade IV—</i>					
Watcher	1 70	.. 1 79	.. 3 49
(12) Motor Transport Trade					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100 0	.. 61 42	.. 161 42
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

Month : February, 1961

Class of Worker

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 : February, 1961

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(13) Plumbago Trade					
<i>Daily Rates :</i>					
Underground workers—					
Basses	2	75	1	21	3 96
Kanganies } Loaders } Overseers }	2	25	1	21	3 46
Shift bosses	2	8	1	21	3 29
Blasters } Drillers (hand and machine) } Shaft drivers } Stoppers (excavators) } Timbermen }	2	0	1	21	3 21
Muckers } Trolley-men } Unskilled labourers }	1	50	1	21	2 71
Onsetters or Donakatarayas	2	25	1	21	3 46
Underground and surface workers—					
Electricians } Enginemen } Fitters } Hoistmen } Mechanics } Pumpmen } Winchmen }	2	50	1	21	3 71
Checkers	2	25	1	21	3 46
Electricians (assistants) } Fitters (assistants) } Windlassmen (dabare workers) } Mechanics (assistants) }	1	50	1	21	2 71
Surface workers—					
Carpenters } Masons }	2	50	1	21	3 71
Overseers	2	25	1	21	3 46
Blacksmiths } Boilermen } Drill sharpeners }	2	0	1	21	3 21
Firewood carriers and splitters	1	60	1	21	2 81
Carters } Watchers }	1	50	1	21	2 71
Bakkikarayas or Banksmen	2	0	1	21	3 21
Cooks } Smithy boys } Unskilled labourers }	1	24	1	21	2 45

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 83 cents.

Month : February, 1961

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	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
„ B „ „	..	..	26 0	..	37 47
„ C Grade I, 1st year learner	..	..	24 0	..	39 42
„ C „ II, „ „	..	..	22 0	..	37 47
„ D—1st year learner	..	..	19 0	..	35 52

Month : February, 1961

Class of Worker

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

(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 : February, 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

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 : February, 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 February, 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. e.</i>	<i>Rs. e.</i>	<i>Rs. c.</i>	
½	2 66½	2 26½	1 68	½
1	5 33	4 53	3 36	1
2	10 66	9 06	6 71	2
3	15 99	13 59	10 07	3
4	21 32	18 13	13 42	4
5	26 65	22 66	16 78	5
6	31 98	27 19	20 13	6
7	37 30	31 72	23 49	7
8	42 63	36 25	26 84	8
9	47 96	40 78	30 20	9
10	53 29	45 31	33 55	10
11	58 62	49 84	36 91	11
12	63 95	54 38	40 27	12
13	69 28	58 91	43 62	13
14	74 61	63 44	46 98	14
15	79 94	67 97	50 33	15
16	85 27	72 50	53 69	16
17	90 60	77 03	57 04	17
18	95 93	81 56	60 40	18
19	101 25	86 09	63 75	19
20	106 58	90 63	67 11	20
21	111 91	95 16	70 46	21
22	117 24	99 69	73 82	22
23	122 57	104 22	77 17	23
24	127 90	108 75	80 53	24

*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 February, 1961, to workers in the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
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

"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 February, 1961, to workers in the Cinema Trade**

Within the Municipal Areas

<i>No. of Days</i>	<i>A—Non-Clerical</i>				<i>B—Clerical</i>			<i>No. of Days</i>
	<i>Unskilled</i>	<i>Semi-Skilled</i>	<i>Skilled Grade II</i>	<i>Skilled Grade I</i>	<i>Grade III</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>	<i>Rs. c.</i>	
½	1 87½	2 06½	2 35	2 58	2 14½	2 31½	3 56½	½
1	3 75	4 13	4 70	5 16	4 29	4 63	7 13	1
2	7 50	8 25	9 41	10 32	8 58	9 25	14 25	2
3	11 24	12 38	14 11	15 48	12 88	13 88	21 38	3
4	14 99	16 51	18 81	20 64	17 17	18 50	28 50	4
5	18 74	20 63	23 51	25 80	21 46	23 13	35 63	5
6	22 49	24 76	28 22	30 96	25 75	27 75	42 75	6
7	26 23	28 89	32 92	36 13	30 04	32 38	49 88	7
8	29 98	33 01	37 62	41 29	34 33	37 00	57 00	8
9	33 73	37 14	42 32	46 45	38 63	41 63	64 13	9
10	37 48	41 27	47 03	51 61	42 92	46 25	71 25	10
11	41 22	45 39	51 73	56 77	47 21	50 88	78 38	11
12	44 97	49 52	56 43	61 93	51 50	55 50	85 50	12
13	48 72	53 65	61 13	67 09	55 79	60 13	92 63	13
14	52 47	57 77	65 84	72 25	60 08	64 75	99 75	14
15	56 21	61 90	70 54	77 41	64 38	69 38	106 88	15
16	59 96	66 03	75 24	82 57	68 67	74 00	114 00	16
17	63 71	70 15	79 94	87 73	72 96	78 63	121 13	17
18	67 46	74 28	84 65	92 89	77 25	83 25	128 25	18
19	71 20	78 41	89 35	98 06	81 54	87 88	135 38	19
20	74 95	82 53	94 05	103 22	85 83	92 50	142 50	20
21	78 70	86 66	98 75	108 38	90 13	97 13	149 63	21
22	82 45	90 79	103 46	113 54	94 42	101 75	156 75	22
23	86 19	94 91	108 16	118 70	98 71	106 38	163 88	23
24	89 94	99 04	112 86	123 86	103 00	111 00	171 00	24
25	95 34	104 98	119 63	131 29	109 18	117 66	181 26	25
26	100 74	110 92	126 40	138 72	115 36	124 32	191 52	26
27	106 14	116 86	133 17	146 15	121 54	130 98	201 78	27
28	111 54	122 80	139 94	153 58	127 72	137 64	212 04	28

*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 February, 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 87½	2 00	2 18½	2 47½	2 04	2 21	3 56½	½
1	3 75	4 00	4 37	4 95	4 08	4 42	7 13	1
2	7 50	8 00	8 74	9 91	8 17	8 83	14 25	2
3	11 24	12 01	13 11	14 86	12 25	13 25	21 38	3
4	14 99	16 01	17 48	19 81	16 33	17 67	28 50	4
5	18 74	20 01	21 85	24 76	20 42	22 08	35 63	5
6	22 49	24 01	26 22	29 72	24 50	26 50	42 75	6
7	26 23	28 01	30 58	34 67	28 58	30 92	49 88	7
8	29 98	32 01	34 95	39 62	32 67	35 33	57 00	8
9	33 73	36 02	39 32	44 57	36 75	39 75	64 13	9
10	37 48	40 02	43 69	49 53	40 83	44 17	71 25	10
11	41 22	44 02	48 06	54 48	44 92	48 58	78 38	11
12	44 97	48 02	52 43	59 43	49 00	53 00	85 50	12
13	48 72	52 02	56 80	64 38	53 08	57 42	92 63	13
14	52 47	56 02	61 17	69 34	57 17	61 83	99 75	14
15	56 21	60 03	65 54	74 29	61 25	66 25	106 88	15
16	59 96	64 03	69 91	79 24	65 33	70 67	114 00	16
17	63 71	68 03	74 28	84 19	69 42	75 08	121 13	17
18	67 46	72 03	78 65	89 15	73 50	79 50	128 25	18
19	71 20	76 03	83 01	94 10	77 58	83 92	135 38	19
20	74 95	80 03	87 38	99 05	81 67	88 33	142 50	20
21	78 70	84 04	91 75	104 00	85 75	92 75	149 63	21
22	82 45	88 04	96 12	108 96	89 83	97 17	156 75	22
23	86 19	92 04	100 49	113 91	93 92	101 58	163 88	23
24	89 94	96 04	104 86	118 86	98 00	106 00	171 00	24
25	95 34	101 80	111 15	125 99	103 88	112 36	181 26	25
26	100 74	107 56	117 44	133 12	109 76	118 72	191 52	26
27	106 14	113 32	123 73	140 25	115 64	125 08	201 78	27
28	111 54	119 08	130 02	147 38	121 52	131 44	212 04	28

*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 (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 February, 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.	
½	0 55	0 57½	1 12½	0 45	0 43	0 88	0 32½	0 39½	0 72	½
1	1 10	1 15	2 25	0 90	0 86	1 76	0 65	0 79	1 44	1
2	2 20	2 30	4 50	1 80	1 72	3 52	1 30	1 58	2 88	2
3	3 30	3 45	6 75	2 70	2 58	5 28	1 95	2 37	4 32	3
4	4 40	4 60	9 00	3 60	3 44	7 04	2 60	3 16	5 76	4
5	5 50	5 75	11 25	4 50	4 30	8 80	3 25	3 95	7 20	5
6	6 60	6 90	13 50	5 40	5 16	10 56	3 90	4 74	8 64	6
7	7 70	8 05	15 75	6 30	6 02	12 32	4 55	5 53	10 08	7
8	8 80	9 20	18 00	7 20	6 88	14 08	5 20	6 32	11 52	8
9	9 90	10 35	20 25	8 10	7 74	15 84	5 85	7 11	12 96	9
10	11 00	11 50	22 50	9 00	8 60	17 60	6 50	7 90	14 40	10
11	12 10	12 65	24 75	9 90	9 46	19 36	7 15	8 69	15 84	11
12	13 20	13 80	27 00	10 80	10 32	21 12	7 80	9 48	17 28	12
13	14 30	14 95	29 25	11 70	11 18	22 88	8 45	10 27	18 72	13
14	15 40	16 10	31 50	12 60	12 04	24 64	9 10	11 06	20 16	14
15	16 50	17 25	33 75	13 50	12 90	26 40	9 75	11 85	21 60	15
16	17 60	18 40	36 00	14 40	13 76	28 16	10 40	12 64	23 04	16
17	18 70	19 55	38 25	15 30	14 62	29 92	11 05	13 43	24 48	17
18	19 80	20 70	40 50	16 20	15 48	31 68	11 70	14 22	25 92	18
19	20 90	21 85	42 75	17 10	16 34	33 44	12 35	15 01	27 36	19
20	22 00	23 00	45 00	18 00	17 20	35 20	13 00	15 80	28 80	20
21	23 10	24 15	47 25	18 90	18 06	36 96	13 65	16 59	30 24	21
22	24 20	25 30	49 50	19 80	18 92	38 72	14 30	17 38	31 68	22
23	25 30	26 45	51 75	20 70	19 78	40 48	14 95	18 17	33 12	23
24	26 40	27 60	54 00	21 60	20 64	42 24	15 60	18 96	34 56	24
25	27 50	28 75	56 25	22 50	21 50	44 00	16 25	19 75	36 00	25
26	28 60	29 90	58 50	23 40	22 36	45 76	16 90	20 54	37 44	26
27	29 70	31 05	60 75	24 30	23 22	47 52	17 55	21 33	38 88	27
28	30 80	32 20	63 00	25 20	24 08	49 28	18 20	22 12	40 32	28

*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 February, 1961, to workers in the Coconut Growing and Manufacturing Trade

<i>No. of Days</i>	<i>The Coconut Growing Trade</i>				<i>The Coconut Manufacturing Trade</i>				<i>No. of Days</i>
	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
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

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 February, 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.								
½	1 73	1 90½	1 80½	2 08	1 98	1 93	0 81	0 94	1 18½	1 38½	½
1	3 46	3 81	3 61	4 16	3 96	3 86	1 62	1 88	2 37	2 77	1
2	6 92	7 62	7 22	8 32	7 92	7 72	3 24	3 76	4 74	5 54	2
3	10 38	11 43	10 83	12 48	11 88	11 58	4 86	5 64	7 11	8 31	3
4	13 84	15 24	14 44	16 64	15 84	15 44	6 48	7 52	9 48	11 08	4
5	17 30	19 05	18 05	20 80	19 80	19 30	8 10	9 40	11 85	13 85	5
6	20 76	22 86	21 66	24 96	23 76	23 16	9 72	11 28	14 22	16 62	6
7	24 22	26 67	25 27	29 12	27 72	27 02	11 34	13 16	16 59	19 39	7
8	27 68	30 48	28 88	33 28	31 68	30 88	12 96	15 04	18 96	22 16	8
9	31 14	34 29	32 49	37 44	35 64	34 74	14 58	16 92	21 33	24 93	9
10	34 60	38 10	36 10	41 60	39 60	38 60	16 20	18 80	23 70	27 70	10
11	38 06	41 91	39 71	45 76	43 56	42 46	17 82	20 68	26 07	30 47	11
12	41 52	45 72	43 32	49 92	47 52	46 32	19 44	22 56	28 44	33 24	12
13	44 98	49 53	46 93	54 08	51 48	50 18	21 06	24 44	30 81	36 01	13
14	48 44	53 34	50 54	58 24	55 44	54 04	22 68	26 32	33 18	38 78	14
15	51 90	57 15	54 15	62 40	59 40	57 90	24 30	28 20	35 55	41 55	15
16	55 36	60 96	57 76	66 56	63 36	61 76	25 92	30 08	37 92	44 32	16
17	58 82	64 77	61 37	70 72	67 32	65 62	27 54	31 96	40 29	47 09	17
18	62 28	68 58	64 98	74 88	71 28	69 48	29 16	33 84	42 66	49 86	18
19	65 74	72 39	68 59	79 04	75 24	73 34	30 78	35 72	45 03	52 63	19
20	69 20	76 20	72 20	83 20	79 20	77 20	32 40	37 60	47 40	55 40	20
21	72 66	80 01	75 81	87 36	83 16	81 06	34 02	39 48	49 77	58 17	21
22	76 12	83 82	79 42	91 52	87 12	84 92	35 64	41 36	52 14	60 94	22
23	79 58	87 63	83 03	95 68	91 08	88 78	37 26	43 24	54 51	63 71	23
24	83 04	91 44	86 64	99 84	95 04	92 64	38 88	45 12	56 88	66 48	24
25	86 50	95 25	90 25	104 00	99 00	96 50	40 50	47 00	59 25	69 25	25
26	89 96	99 06	93 86	108 16	102 96	100 36	42 12	48 88	61 62	72 02	26
27	93 42	102 87	97 47	112 32	106 92	104 22	43 74	50 76	63 99	74 79	27
28	96 88	106 68	101 08	116 48	110 88	108 08	45 36	52 64	66 36	77 56	28

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 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	Adults		Young Persons	Adults		Young Persons		Watchers	
	Male	Female		Male	Female		Over 14 Under 18 Years	Male	Female	Over 14 Under 16 Years			Over 16 Under 18 Years
			Rs. c.			Rs. c.					Rs. c.	
1/2	1 89½	1 66½	1 31½	1 69½	1 50½	1 19	1 54½	1 36	0 93½	1 14	1 74½	1/2
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 98	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

APPENDIX IX

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

No. of Days	Class A	Class B	Class C	Class E	Class F	Class G	Class H	Class J	Class K	No. of Days
	Class D					Class I				
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 36½	3 15½	3 00	2 63½	2 68½	2 45	2 24	3 07½	1 93½	½
1	6 73	6 31	6 00	5 27	5 37	4 90	4 48	6 15	3 87	1
2	13 45	12 62	11 99	10 54	10 74	9 79	8 96	12 29	7 74	2
3	20 18	18 93	17 99	15 80	16 12	14 69	13 44	18 44	11 62	3
4	26 90	25 24	23 99	21 07	21 49	19 59	17 92	24 59	15 49	4
5	33 63	31 55	29 98	26 34	26 86	24 48	22 40	30 73	19 36	5
6	40 35	37 86	35 98	31 61	32 23	29 38	26 88	36 88	23 23	6
7	47 08	44 16	41 98	36 87	37 60	34 28	31 36	43 03	27 10	7
8	53 81	50 47	47 97	42 14	42 97	39 17	35 84	49 17	30 97	8
9	60 53	56 78	53 97	47 41	48 35	44 07	40 32	55 32	34 85	9
10	67 26	63 09	59 97	52 68	53 72	48 97	44 80	61 47	38 72	10
11	73 98	69 40	65 96	57 94	59 09	53 86	49 28	67 61	42 59	11
12	80 71	75 71	71 96	63 21	64 46	58 76	53 76	73 76	46 46	12
13	87 44	82 02	77 96	68 48	69 83	63 66	58 24	79 91	50 33	13
14	94 16	88 33	83 95	73 75	75 20	68 55	62 72	86 05	54 20	14
15	100 89	94 64	89 95	79 01	80 58	73 45	67 20	92 20	58 08	15
16	107 61	100 95	95 95	84 28	85 95	78 35	71 68	98 35	61 95	16
17	114 34	107 26	101 94	89 55	91 32	83 24	76 16	104 49	65 82	17
18	121 06	113 57	107 94	94 82	96 69	88 14	80 64	110 64	69 69	18
19	127 79	119 87	113 94	100 08	102 06	93 04	85 12	116 79	73 56	19
20	134 52	126 18	119 93	105 35	107 43	97 93	89 60	122 93	77 43	20
21	141 24	132 49	125 93	110 62	112 81	102 83	94 08	129 08	81 31	21
22	147 97	138 80	131 93	115 89	118 18	107 73	98 56	135 23	85 18	22
23	154 69	145 11	137 92	121 15	123 55	112 62	103 04	141 37	89 05	23
24	161 42	151 42	143 92	126 42	128 92	117 52	107 52	147 52	92 92	24
25	171 11	160 51	152 56	134 01	136 66	124 57	113 97	156 37	98 50	25
26	180 80	169 60	161 20	141 60	144 40	131 62	120 42	165 22	104 08	26
27	190 49	178 69	169 84	149 19	152 14	138 67	126 87	174 07	109 66	27
28	200 18	187 78	178 48	156 78	159 88	145 72	133 32	182 92	115 24	28
29										29
30										30
31										31

APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number
of days worked during February, 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.				
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							29
30							30
31							31

APPENDIX XI

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

No. of Days	<i>Workers other than Apprentices</i>								No. of Days
	<i>Class A</i>	<i>B</i>	<i>C I</i>	<i>C II</i>	<i>D</i>	<i>E</i>	<i>F</i>	<i>G</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	4 38½	3 51	2 83½	2 63	2 32	2 10½	1 25	2 19½	½
1	8 77	7 02	5 67	5 26	4 64	4 21	2 50	4 39	1
2	17 54	14 04	11 35	10 52	9 29	8 42	5 00	8 79	2
3	26 30	21 05	17 02	15 77	13 93	12 63	7 50	13 18	3
4	35 07	28 07	22 70	21 03	18 57	16 84	10 00	17 57	4
5	43 84	35 09	28 37	26 29	23 21	21 05	12 49	21 96	5
6	52 61	42 11	34 04	31 55	27 86	25 26	14 99	26 36	6
7	61 37	49 12	39 72	36 81	32 50	29 47	17 49	30 75	7
8	70 14	56 14	45 39	42 07	37 14	33 68	19 99	35 14	8
9	78 91	63 16	51 06	47 32	41 78	37 89	22 49	39 53	9
10	87 68	70 18	56 74	52 58	46 43	42 10	24 99	43 93	10
11	96 44	77 19	62 41	57 84	51 07	46 31	27 49	48 32	11
12	105 21	84 21	68 09	63 10	55 71	50 51	29 99	52 71	12
13	113 98	91 23	73 76	68 36	60 35	54 72	32 48	57 10	13
14	122 75	98 25	79 43	73 62	65 00	58 93	34 98	61 50	14
15	131 51	105 26	85 11	78 87	69 64	63 14	37 48	65 89	15
16	140 28	112 28	90 78	84 13	74 28	67 35	39 98	70 28	16
17	149 05	119 30	96 45	89 39	78 92	71 56	42 48	74 67	17
18	157 82	126 32	102 13	94 65	83 57	75 77	44 98	79 07	18
19	166 58	133 33	107 80	99 91	88 21	79 98	47 48	83 46	19
20	175 35	140 35	113 48	105 17	92 85	84 19	49 98	87 85	20
21	184 12	147 37	119 15	110 42	97 49	88 40	52 47	92 24	21
22	192 89	154 39	124 82	115 68	102 14	92 61	54 97	96 64	22
23	201 65	161 40	130 50	120 94	106 78	96 82	57 47	101 03	23
24	210 42	168 42	136 17	126 20	111 42	101 03	59 97	105 42	24
25	227 25	181 89	147 06	136 30	120 33	109 11	64 77	113 85	25
26	244 08	195 36	157 95	146 40	129 24	117 19	69 57	122 28	26
27	260 91	208 83	168 84	156 50	138 15	125 27	74 37	130 71	27
28	277 74	222 30	179 73	166 60	147 06	133 35	79 17	139 14	28
29									29
30									30
31									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 February, 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. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 59	1 99	2 41½	2 98	3 60	1 32	1 78½	2 19	2 69	½
1	3 18	3 98	4 83	5 96	7 20	2 64	3 57	4 38	5 38	1
2	6 36	7 97	9 66	11 93	14 40	5 29	7 14	8 75	10 77	2
3	9 54	11 95	14 49	17 89	21 60	7 93	10 71	13 13	16 15	3
4	12 72	15 94	19 32	23 85	28 80	10 58	14 28	17 50	21 53	4
5	15 90	19 92	24 15	29 82	36 00	13 22	17 85	21 88	26 92	5
6	19 08	23 91	28 98	35 78	43 20	15 87	21 42	26 25	32 30	6
7	22 26	27 89	33 81	41 74	50 41	18 51	24 99	30 63	37 68	7
8	25 44	31 87	38 64	47 71	57 61	21 16	28 56	35 01	43 07	8
9	28 62	35 86	43 47	53 67	64 81	23 80	32 13	39 38	48 45	9
10	31 80	39 84	48 30	59 63	72 01	26 45	35 70	43 76	53 83	10
11	34 98	43 83	53 13	65 60	79 21	29 09	39 27	48 13	59 22	11
12	38 16	47 81	57 96	71 56	86 41	31 73	42 83	52 51	64 60	12
13	41 34	51 79	62 79	77 52	93 61	34 38	46 40	56 89	69 98	13
14	44 52	55 78	67 62	83 49	100 81	37 02	49 97	61 26	75 37	14
15	47 70	59 76	72 45	89 45	108 01	39 67	53 54	65 64	80 75	15
16	50 88	63 75	77 28	95 41	115 21	42 31	57 11	70 01	86 13	16
17	54 06	67 73	82 11	101 38	122 41	44 96	60 68	74 39	91 52	17
18	57 24	71 72	86 94	107 34	129 61	47 60	64 25	78 76	96 90	18
19	60 42	75 70	91 77	113 30	136 82	50 25	67 82	83 14	102 28	19
20	63 60	79 68	96 60	119 27	144 02	52 89	71 39	87 52	107 67	20
21	66 78	83 67	101 43	125 23	151 22	55 54	74 96	91 89	113 05	21
22	69 96	87 65	106 26	131 19	158 42	58 18	78 53	96 27	118 43	22
23	73 14	91 64	111 09	137 16	165 62	60 83	82 10	100 64	123 82	23
24	76 32	95 62	115 92	143 12	172 82	63 47	85 67	105 02	129 20	24
25	82 43	103 27	125 19	154 57	186 65	68 55	92 52	113 42	139 54	25
26	88 54	110 92	134 46	166 02	200 48	73 63	99 37	121 82	149 88	26
27	94 65	118 57	143 73	177 47	214 31	78 71	106 22	130 22	160 22	27
28	100 76	126 22	153 00	188 92	228 14	83 79	113 07	138 62	170 56	28

* 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 February, 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 32	1 53½	1 79½	2 12½	1 24	1 44½	1 65	1 94½	½
1	2 64	3 07	3 59	4 25	2 48	2 89	3 30	3 89	1
2	5 29	6 14	7 18	8 50	4 96	5 78	6 60	7 77	2
3	7 93	9 21	10 77	12 75	7 43	8 66	9 89	11 66	3
4	10 57	12 28	14 36	17 01	9 91	11 55	13 19	15 54	4
5	13 21	15 35	17 95	21 26	12 39	14 44	16 49	19 43	5
6	15 86	18 42	21 54	25 51	14 87	17 33	19 79	23 31	6
7	18 50	21 50	25 13	29 76	17 35	20 22	23 09	27 20	7
8	21 14	24 57	28 72	34 01	19 82	23 10	26 38	31 08	8
9	23 78	27 64	32 31	38 26	22 30	25 99	29 68	34 97	9
10	26 43	30 71	35 90	42 51	24 78	28 88	32 98	38 85	10
11	29 07	33 78	39 49	46 76	27 26	31 77	36 28	42 74	11
12	31 71	36 85	43 09	51 02	29 74	34 66	39 58	46 63	12
13	34 35	39 92	46 68	55 27	32 21	37 54	42 87	50 51	13
14	37 00	42 99	50 27	59 52	34 69	40 43	46 17	54 40	14
15	39 64	46 06	53 86	63 77	37 17	43 32	49 47	58 28	15
16	42 28	49 13	57 45	68 02	39 65	46 21	52 77	62 17	16
17	44 92	52 20	61 04	72 27	42 12	49 09	56 06	66 05	17
18	47 57	55 27	64 63	76 52	44 60	51 98	59 36	69 94	18
19	50 21	58 35	68 22	80 77	47 08	54 87	62 66	73 82	19
20	52 85	61 42	71 81	85 03	49 56	57 76	65 96	77 71	20
21	55 49	64 49	75 40	89 28	52 04	60 65	69 26	81 59	21
22	58 14	67 56	78 99	93 53	54 51	63 53	72 55	85 48	22
23	60 78	70 63	82 58	97 78	56 99	66 42	75 85	89 36	23
24	63 42	73 70	86 17	102 03	59 47	69 31	79 15	93 25	24
25	68 49	79 60	93 06	110 19	64 23	74 85	85 48	100 71	25
26	73 56	85 50	99 95	118 35	68 99	80 39	91 81	108 17	26
27	78 63	91 40	106 84	126 51	73 75	85 93	98 14	115 63	27
28	83 70	97 30	113 73	134 67	78 51	91 47	104 47	123 09	28

* 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 February, 1961, to workers in the Printing Trade**

Apprentices

<i>No. of Days</i>	<i>Class D</i>				<i>No. of Days</i>
	<i>1st Year</i>	<i>2nd Year</i>	<i>3rd Year</i>	<i>4th Year</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 13½	1 31	1 50½	1 76½	½
1	2 27	2 62	3 01	3 53	1
2	4 54	5 24	6 03	7 06	2
3	6 82	7 87	9 04	10 58	3
4	9 09	10 49	12 05	14 11	4
5	11 36	13 11	15 07	17 64	5
6	13 63	15 73	18 08	21 17	6
7	15 90	18 35	21 09	24 70	7
8	18 17	20 97	24 11	28 22	8
9	20 45	23 60	27 12	31 75	9
10	22 72	26 22	30 13	35 28	10
11	24 99	28 84	33 15	38 81	11
12	27 26	31 46	36 16	42 34	12
13	29 53	34 08	39 17	45 86	13
14	31 80	36 70	42 19	49 39	14
15	34 08	39 33	45 20	52 92	15
16	36 35	41 95	48 21	56 45	16
17	38 62	44 57	51 23	59 97	17
18	40 89	47 19	54 24	63 50	18
19	43 16	49 81	57 25	67 03	19
20	45 43	52 43	60 27	70 56	20
21	47 71	55 06	63 28	74 09	21
22	49 98	57 68	66 29	77 61	22
23	52 25	60 30	69 31	81 14	23
24	54 52	62 92	72 32	84 67	24
25	58 88	67 95	78 11	91 44	25
26	63 24	72 98	83 90	98 21	26
27	67 60	78 01	89 69	104 98	27
28	71 96	83 04	95 48	111 75	28

* 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 February, 1961, to workers in the Rubber Export Trade

<i>No. of Days</i>	<i>Male Workers not under 18 years of age</i>				<i>Female workers not under 18 years of age</i>		<i>Workers (irrespective of sex) under 18 years of age</i>				<i>No. of Days</i>
	<i>Grade II</i>	<i>Inter-mediate Grade</i>	<i>Grade I</i>	<i>Watch-ers</i>	<i>Grade II</i>	<i>Grade I</i>	<i>over 14 under 15 years</i>	<i>over 15 under 16 years</i>	<i>over 16 under 17 years</i>	<i>over 17 under 18 years</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 73	1 88	1 98	1 93	1 54½	1 62	1 17½	1 25	1 32½	1 45	½
1	3 46	3 76	3 96	3 86	3 09	3 24	2 35	2 50	2 65	2 90	1
2	6 92	7 52	7 92	7 72	6 18	6 48	4 70	5 00	5 30	5 80	2
3	10 38	11 28	11 88	11 58	9 27	9 72	7 05	7 50	7 95	8 70	3
4	13 84	15 04	15 84	15 44	12 36	12 96	9 40	10 00	10 60	11 60	4
5	17 30	18 80	19 80	19 30	15 45	16 20	11 75	12 50	13 25	14 50	5
6	20 76	22 56	23 76	23 16	18 54	19 44	14 10	15 00	15 90	17 40	6
7	24 22	26 32	27 72	27 02	21 63	22 68	16 45	17 50	18 55	20 30	7
8	27 68	30 08	31 68	30 88	24 72	25 92	18 80	20 00	21 20	23 20	8
9	31 14	33 84	35 64	34 74	27 81	29 16	21 15	22 50	23 85	26 10	9
10	34 60	37 60	39 60	38 60	30 90	32 40	23 50	25 00	26 50	29 00	10
11	38 06	41 36	43 56	42 46	33 99	35 64	25 85	27 50	29 15	31 90	11
12	41 52	45 12	47 52	46 32	37 08	38 88	28 20	30 00	31 80	34 80	12
13	44 98	48 88	51 48	50 18	40 17	42 12	30 55	32 50	34 45	37 70	13
14	48 44	52 64	55 44	54 04	43 26	45 36	32 90	35 00	37 10	40 60	14
15	51 90	56 40	59 40	57 90	46 35	48 60	35 25	37 50	39 75	43 50	15
16	55 36	60 16	63 36	61 76	49 44	51 84	37 60	40 00	42 40	46 40	16
17	58 82	63 92	67 32	65 62	52 53	55 08	39 95	42 50	45 05	49 30	17
18	62 28	67 68	71 28	69 48	55 62	58 32	42 30	45 00	47 70	52 20	18
19	65 74	71 44	75 24	73 34	58 71	61 56	44 65	47 50	50 35	55 10	19
20	69 20	75 20	79 20	77 20	61 80	64 80	47 00	50 00	53 00	58 00	20
21	72 66	78 96	83 16	81 06	64 89	68 04	49 35	52 50	55 65	60 90	21
22	76 12	82 72	87 12	84 92	67 98	71 28	51 70	55 00	58 30	63 80	22
23	79 58	86 48	91 08	88 78	71 07	74 52	54 05	57 50	60 95	66 70	23
24	83 04	90 24	95 04	92 64	74 16	77 76	56 40	60 00	63 60	69 60	24
25	86 50	94 00	99 00	96 50	77 25	81 00	58 75	62 50	66 25	72 50	25
26	89 96	97 76	102 96	100 36	80 34	84 24	61 10	65 00	68 90	75 40	26
27	93 42	101 52	106 92	104 22	83 43	87 48	63 45	67 50	71 55	78 30	27
28	96 88	105 28	110 88	108 08	86 52	90 72	65 80	70 00	74 20	81 20	28

APPENDIX XIII

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during February, 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. e.	Rs. c.	Rs. e.	Rs. e.	Rs. c.	Rs. e.	Rs. e.	Rs. c.	Rs. e.	
½	0 70	0 57½	1 27½	0 65	0 43	1 08	0 52½	0 39½	0 92	½
1	1 40	1 15	2 55	1 30	0 86	2 16	1 05	0 79	1 84	1
2	2 80	2 30	5 10	2 60	1 72	4 32	2 10	1 58	3 68	2
3	4 20	3 45	7 65	3 90	2 58	6 48	3 15	2 37	5 52	3
4	5 60	4 60	10 20	5 20	3 44	8 64	4 20	3 16	7 36	4
5	7 00	5 75	12 75	6 50	4 30	10 80	5 25	3 95	9 20	5
6	8 40	6 90	15 30	7 80	5 16	12 96	6 30	4 74	11 04	6
7	9 80	8 05	17 85	9 10	6 02	15 12	7 35	5 53	12 88	7
8	11 20	9 20	20 40	10 40	6 88	17 28	8 40	6 32	14 72	8
9	12 60	10 35	22 95	11 70	7 74	19 44	9 45	7 11	16 56	9
10	14 00	11 50	25 50	13 00	8 60	21 60	10 50	7 90	18 40	10
11	15 40	12 65	28 05	14 30	9 46	23 76	11 55	8 69	20 24	11
12	16 80	13 80	30 60	15 60	10 32	25 92	12 60	9 48	22 08	12
13	18 20	14 95	33 15	16 90	11 18	28 08	13 65	10 27	23 92	13
14	19 60	16 10	35 70	18 20	12 04	30 24	14 70	11 06	25 76	14
15	21 00	17 25	38 25	19 50	12 90	32 40	15 75	11 85	27 60	15
16	22 40	18 40	40 80	20 80	13 76	34 56	16 80	12 64	29 44	16
17	23 80	19 55	43 35	22 10	14 62	36 72	17 85	13 43	31 28	17
18	25 20	20 70	45 90	23 40	15 48	38 88	18 90	14 22	33 12	18
19	26 60	21 85	48 45	24 70	16 34	41 04	19 95	15 01	34 96	19
20	28 00	23 00	51 00	26 00	17 20	43 20	21 00	15 80	36 80	20
21	29 40	24 15	53 55	27 30	18 06	45 36	22 05	16 59	38 64	21
22	30 80	25 30	56 10	28 60	18 92	47 52	23 10	17 38	40 48	22
23	32 20	26 45	58 65	29 90	19 78	49 68	24 15	18 17	42 32	23
24	33 60	27 60	61 20	31 20	20 64	51 84	25 20	18 96	44 16	24
25	35 00	28 75	63 75	32 50	21 50	54 00	26 25	19 75	46 00	25
26	36 40	29 90	66 30	33 80	22 36	56 16	27 30	20 54	47 84	26
27	37 80	31 05	68 85	35 10	23 22	58 32	28 35	21 33	49 68	27
28	39 20	32 20	71 40	36 40	24 08	60 48	29 40	22 12	51 52	28

*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 February, 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	Inter-mediate 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.	
½	1 73	1 88	1 98	1 88	1 93	1 54½	1 17½	1 25	1 32½	1 45	½
1	3 46	3 76	3 96	3 76	3 86	3 09	2 35	2 50	2 65	2 90	1
2	6 92	7 52	7 92	7 52	7 72	6 18	4 70	5 00	5 30	5 80	2
3	10 38	11 28	11 88	11 28	11 58	9 27	7 05	7 50	7 95	8 70	3
4	13 84	15 04	15 84	15 04	15 44	12 36	9 40	10 00	10 60	11 60	4
5	17 30	18 80	19 80	18 80	19 30	15 45	11 75	12 50	13 25	14 50	5
6	20 76	22 56	23 76	22 56	23 16	18 54	14 10	15 00	15 90	17 40	6
7	24 22	26 32	27 72	26 32	27 02	21 63	16 45	17 50	18 55	20 30	7
8	27 68	30 08	31 68	30 08	30 88	24 72	18 80	20 00	21 20	23 20	8
9	31 14	33 84	35 64	33 84	34 74	27 81	21 15	22 50	23 85	26 10	9
10	34 60	37 60	39 60	37 60	38 60	30 90	23 50	25 00	26 50	29 00	10
11	38 06	41 36	43 56	41 36	42 46	33 99	25 85	27 50	29 15	31 90	11
12	41 52	45 12	47 52	45 12	46 32	37 08	28 20	30 00	31 80	34 80	12
13	44 98	48 88	51 48	48 88	50 18	40 17	30 55	32 50	34 45	37 70	13
14	48 44	52 64	55 44	52 64	54 04	43 26	32 90	35 00	37 10	40 60	14
15	51 90	56 40	59 40	56 40	57 90	46 35	35 25	37 50	39 75	43 50	15
16	55 36	60 16	63 36	60 16	61 76	49 44	37 60	40 00	42 40	46 40	16
17	58 82	63 92	67 32	63 92	65 62	52 53	39 95	42 50	45 05	49 30	17
18	62 28	67 68	71 28	67 68	69 48	55 62	42 30	45 00	47 70	52 20	18
19	65 74	71 44	75 24	71 44	73 34	58 71	44 65	47 50	50 35	55 10	19
20	69 20	75 20	79 20	75 20	77 20	61 80	47 00	50 00	53 00	58 00	20
21	72 66	78 96	83 16	78 96	81 06	64 89	49 35	52 50	55 65	60 90	21
22	76 12	82 72	87 12	82 72	84 92	67 98	51 70	55 00	58 30	63 80	22
23	79 58	86 48	91 08	86 48	88 78	71 07	54 05	57 50	60 95	66 70	23
24	83 04	90 24	95 04	90 24	92 64	74 16	56 40	60 00	63 60	69 60	24
25	86 50	94 00	99 00	94 00	96 50	77 25	58 75	62 50	66 25	72 50	25
26	89 96	97 76	102 96	97 76	100 36	80 34	61 10	65 00	68 90	75 40	26
27	93 42	101 52	106 92	101 52	104 22	83 43	63 45	67 50	71 55	78 30	27
28	96 88	105 28	110 88	105 28	108 08	86 52	65 80	70 00	74 20	81 20	28

APPENDIX XV

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during February, 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.	
½	0 62½	0 57½	1 20	0 52½	0 43	0 95½	0 40	0 39½	0 79½	½
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

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

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