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JOINT CONSULTATION IN INDUSTRY

BY

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“EXPERIENCE in other countries has proved that joint councils of employers and workers at workplaces can prevent or remove causes of friction and misunderstanding and help to establish cordial relations besides being generally of mutual benefit. Joint councils have been established in a few workplaces in this country too and they have proved their value. No appreciable progress was made in the formation of joint councils though the department was prepared to advise and give every encouragement”, says the Commissioner of Labour in his Administration Report for the year 1959 commenting on the attempts made to establish Joint Councils or “Joint Consultative Committees” in workplaces.

The purpose of this article is to study the growth and development of these Consultative Committees in some of the Western countries and the conditions that proved conducive to them in development with a view to exploring the best possibility of establishing these Councils in Ceylon and eliminating the opposition that is against them today.

For purposes of convenience this article will be confined to the study of the development of Joint Consultative Machinery in two Western countries, namely the Netherlands and the United Kingdom, both of which the writer had the good fortune to visit to study Industrial Relations. The United Kingdom and Netherlands were selected not merely because the writer visited them but also because each of them represent a different type of development of Joint Consultative Committees. In the United Kingdom Joint Consultative Committees developed on a voluntary basis whereas in the Netherlands they were built up on the foundations of legislative enactment though enforced with the consent of the parties concerned.

Joint Consultative in Netherlands :

Joint Consultative Committees have been established for a long time in the Netherlands and the United Kingdom. In the Netherlands the prototypes of Joint Consultative Committees developed late in the last century.

About seventy-five years ago the first bodies representing the employees were set up in a number of concerns in the Netherlands. They gave concrete shape to the idea which was beginning to gain ground here and there in those days that a business ought to be more than a source of profit for its owner and a place where the worker earned his money.

This idea of the business concern as a harmonious working community gradually developed further. In the course of the years—and particularly after the First World War—organizations representing the staff came into being in numerous large and small firms. They were voluntary and were characterized both in structure and in name by considerable variety. For instance, in some cases they were called 'cadres', in others 'works' councils' or 'labour committees'.

Joint Consultative Committees Act of 1950 :

After the Second World War the need was generally felt for a legal basis to be given to consultation and co-operation between employer and employees within the concern. And so the Joint Consultative Committees Act came into being in 1950.

In order to realize the most harmonious working community, the Act—apart from certain exceptions—imposes in principle on every employer who has in his service more than 25 workers entitled to vote the obligation to set up a joint consultative committee.

The Act speaks of joint consultative committees and not of cadres, works' councils, or the like, to stress the fact that these bodies are not concerned with representing the staff against the employer, but, on the contrary, are organs of joint consultation—with the accent on joint—to which the head of the concern belongs along with his staff.

Functions :

According to the generally worded description given in the Act, the function of the joint consultative committee is to do all it can to help the concern operate as well as possible, whilst recognizing the independent function of the employer. The joint consultative committee is principally envisaged as a body of consultation between the employer on the one hand and the representatives of the staff on the other hand. The Act does not give the committee powers of decision. The ultimate right of decision regarding the matters dealt with by the committee is and remains in the hands of the employer.

Besides this general description of the function of the committee, the Act summarizes the following concrete powers which the joint consultative committee possesses in any case for performing its function :—

- (a) dealing with the wishes, complaints and comments brought to the notice of the committee by the staff, in-so-far as these are of importance to the position of the employees in the concern ;
- (b) consultation with regard to the fixing of holidays, duty rosters shifts and breaks, in-so-far as this work is not done at a higher level per branch of industry.

- (c) supervising observance of the conditions of employment applicable for the concern ;
- (d) supervising observance of the legal regulations for the protection of the employees in the concern, and also supervising the installations in the interests of safety, health and hygiene, and the canteens and changing rooms ;
- (e) participating in the administration of institutions attached to the firm for the benefit of the employees, if and in-so-far as this has not been provided for by law in another way ;
- (f) advising and making suggestions with regard to measures which may contribute to an improvement of the technical and economic development of the firm.

Obligations of Employers :

In order to make it possible for the joint consultative committee to exercise its powers, the Act imposes a number of obligations on the employer. Thus the employer, insofar as it is in keeping with his independent function recognized by the same Act, is obliged—

- (a) fully to assist the joint consultative committee and in particular to give it all the information which the committee needs to fulfil the functions allotted to it and to exercise the powers granted it ;
- (b) to inform the joint consultative committee periodically about the economic developments in the firm.

Furthermore, in those firms whose working hours, &c., are specially regulated, the employer should consult the committee before drawing up, amending or supplementing these regulations.

Composition of Committees :

With regard to the composition of a joint consultative committee, the Act gives a number of organizational regulations. The employer or his representative is ex-officio chairman of the committee. The Act allows the size of the committee to increase in proportion to the size of the concern. Not counting the employer/chairman, who is an ex-officio member, a joint consultative committee has not less than 3 and at most 25 employee members.

The members of the committee, with the exception of the chairman, are elected by those employees in the concern who are eligible to vote.

Employees eligible to vote are those who have attained the age of 21, have been employed by the concern for an uninterrupted period of at least one year and who have not been disqualified from voting by the courts.

Persons eligible for election to the committee are those who are themselves eligible to vote, are 23 years of age and have been in the service of the concern for an uninterrupted period of at least three years. In its regulations the joint consultative committee can lay down different criteria regarding age and length of service with regard to both eligibility to vote and eligibility for election.

Since in practice certain officials of a firm, though legally employees, must be regarded rather as representatives of the employer in view of their managerial positions, the Act makes it possible to exclude such senior staff both from voting and from standing for election.

Nomination for elections :

The method of nomination for a joint consultative committee is regulated as follows. The right to nominate candidates is granted in the first place to employees' unions which are considered suitable by the industrial committees. (The industrial committees are bodies set up for each branch of industry to supervise the joint consultative committees). If the composition of the staff of the concern is such as to make it desirable, the industrial committee may, however, lay down the extent to which candidates can be nominated by persons not belonging to a union. Finally, the industrial committee can, if necessary, make entirely different arrangements, subject to the approval of the Social and Economic Council.

The list of candidates must be drawn up in such a way that the ultimate composition of the joint consultative committee will represent every category of staff, e.g., both manual and white-collar workers, as much as possible.

The members of a joint consultative committee retire simultaneously every two years. They are immediately eligible for re-election.

In the implementation of the Joint Consultative Committee Act organized industry plays an important part. For instance, the Social and Economic Council has set up industrial committees, composed on a basis of parity from delegates of what are considered to be representative employers' and employees' organizations, for a large number of branches of industry.

Dispensation has been granted to the building industry and to the ocean shipping business. By order of the Ministry of Social Affairs various Government undertakings are also exempt from the provisions of the Act, since in these organizations the staff are represented in a special manner.

Industrial Committees :

Besides the work done by the Social and Economic Council in the implementation of the Joint Consultative Committees Act, in particularly the Committee for joint consultative committees, reference should also be made to the function of the industrial committees in this respect. These industrial committees have a comprehensive task. Some of their functions are :

- (a) approving the rules of procedure of the joint consultative committees, and any amendment of or addition to them ;
- (b) making proposals to the Social and Economic Council with regard to granting more powers to the joint consultative committees coming under them than are specified by the Act ;

- (c) approving provisions concerning the size of the joint consultative committee which deviates from that contained in the Act ;
- (d) indicating to the employees' organizations who is entitled to submit lists of candidates for the elections to the joint consultative committees ;
- (e) making deviating regulations with regard to nomination, if the circumstances render this necessary or desirable ;
- (f) arbitrating on disputes which might arise concerning the powers of the joint consultative committees or the interpretation of the rules of procedure ;
- (g) finally, generally speaking, furthering proper implementation of the Act in the branch of industry concerned.

It will be evident from this list that the industrial committee occupies an important position as a supervisory body with regard to the joint consultative committees. If the decisions of the industrial committee are at variance with law or the public interest, they can be suspended in part or in whole or annulled by the Minister of Social Affairs.

For those branches of industry for which there is no special committee the Social and Economic Council set up a general industrial committee at the end of 1954.

Furthermore, the Act states that in those branches of industry for which a main industrial board or an industrial board is set up, the function of the committee automatically passes to the Board, and the committee is disbanded.

No Penal Provisions :

One had the good fortune of visiting the Joint Consultative Committee at one of the larger industrial concerns in the Netherlands—AKU. This organisation is one of the largest in the Netherlands and one of the most successful Consultative Committees. I had discussions with various officials of the management as well as members of the committee. I would be committing an unpardonable error if I tried to talk of management and union because members of the Consultative Committee seldom think of themselves as any thing but members of a Joint Committee.

This establishment has published a number of hand-bills, and brochures regarding these Councils, giving instructions how meetings should be arranged and conducted. A few of these pamphlets, Economy of Time and Monies at Meetings and a Guide for Meetings are extremely interesting and very useful.

The Dutch claim to be perfectionists and their perfectionism finds expression even in the Joint Consultative Committee Act ! Although this Act requires by law every employer employing more than 25 persons to set up consultative committees—no penal provisions have been attached to the law to punish those who fail to do so because the fundamental idea behind joint consultation is co-operation between employers and employees !

Smooth Industrial Relations :

With such encouragement given by the employer and the State and an appreciable enthusiasm shown by the workers it is not a matter of surprise that these committees are functioning very satisfactorily in the Netherlands.

The Netherlands enjoys a reputation for harmonious industrial relations. Strikes in this country are few and far between. This happy state of industrial relations is in a large measure due to the successful working of Joint Consultative Committees, whose smooth functioning has helped to iron out many a difficulty between the employer and the worker.

United Kingdom :

The growth and development of Joint Consultative Machinery follows a different pattern in the United Kingdom. Its earliest stages can be traced to 1917. In 1917, the Whitley Committee among others recommended the establishment of Work Committees, and considerable progress was made in this direction in the period between the 1st and 2nd World War. The 2nd World War gave a further impetus to the development of these arrangements particularly in the engineering, ship building, coal mining and building industries where a large number of Joint Committees were established for the specific purpose of discussing all matters affecting production. These bodies were of immense value in the productive effort made by the British industry during the war.

After the war further efforts were made to encourage the practice of joint consultation and the development of suitable machinery. This became necessary because many of these war-time Consultative Committees tendered to decline since pressure of war no longer existed. Even among those industries where such committees existed there were varying forms and functions. The Government attempted to secure a rapid development throughout the field of industry in order to make what was the practice in some firms a universal phenomenon.

In attempting to secure this development the Government took care to safeguard the position of employers' associations and trade unions and the existing machinery of industrial relations which had been built up at national and local levels.

National Joint Advisory Council Recommendation :

The National Joint Advisory Council, composed of representatives of the British Employers' Confederation and of the British Trade Union Congress, discussed in detail the question of setting up of Joint Consultative Committees and in June, 1947, and the Council recommended to employers' organisations and trade unions the setting up of Joint Consultative Machinery where it did not exist for the regular exchange of views between employers and workers on matters of production provided, it was clearly understood :

- (a) that such machinery would be purely voluntary and advisory in character ;

- (b) that it would not deal with questions relating to terms and conditions of employment which are normally dealt with through the ordinary machinery of joint negotiations ;
- (c) that it left to each industry through its ordinary negotiation any arrangements to adjust the form of machinery best suited to its own particular circumstances and to decide in particular whether such machinery could be established at the factory level or cover a wider area.

This recommendation provided a very valuable initial impetus to the desired development but in view of the importance of securing results on a wide field of industry within a reasonable short period, the Government decided to take other complementary steps within the general framework of the recommendation to persuade and assist the industries in the matter.

State Activities :

Since one of the conditions attached to the recommendation was that it should be left to each industry through its ordinary and negotiating arrangements to adjust the form of machinery best suited for its own particular circumstances it was obviously necessary that the National Organisation for Employers and Workers should consider the matter before any appreciable progress was made at the factory level.

The Ministry of Labour contacted the National Organisation in most of the main industries and as a result of the Government's efforts by middle of 1950 arrangements for joint consultation existed in each industry at the factory level and covered over an average of 50 per cent of employees in each industry.

In Nationalised industries the various Acts placing them under public ownership imposed obligations on the management except where adequate machinery already existed, to consult the appropriate Trade Unions to establish such machinery for promoting measures affecting the safety, health, and welfare of the employees and for discussing matters of mutual interest including efficiency. Arrangements for consultation have been made in all nationalised industries according to the trades and needs of each industry.

Full use of Machinery :

The Government has assisted the development by advice on techniques, the supply of posters, pamphlets, films and other publicity materials and by encouraging and promoting joint consultation. Personnel Management Advisers of the Ministry of Labour are often approached by firms seeking advice on the establishment of work councils or on ways in which the activities can be made more effective.

The Joint Consultative Machinery is spread far and wide in the British industry. Its value has been fully realised and full use of machinery has been made to increase production, without which the national economy cannot progress.

Development in Ceylon

In Ceylon efforts to introduce this system were made a few years ago. The idea of joint consultation has been hawked about by the Department of Labour from door to door to most of the larger establishments but, with a very little success. Recent investigations have revealed that six larger industrial establishments besides the three oil companies have adopted Joint Consultation Machinery while efforts are being made to establish them in 16 others.

The investigation also revealed that resistance to the setting up of Joint Consultative Committees comes not only from the employers but also from the trade unions. The resistance to the Joint Consultative Committees whether from the management or from the unions would appear to arise from wrong conception of the functions and the purpose of Joint Consultative Committees.

Popular Misconception :

It is popularly believed in Ceylon that Joint Consultative Committees would discuss all matters relating to disputes between management and workers. This is not so. A recent seminar on Nationalised Industries, a question has been asked from Sir Henry Self who conducted the Seminar about the functions of Joint Councils. The distinguished visitor stated very clearly that the functions of Joint Councils were advisory in character and that in the final analysis the management's decision shall prevail.

It has been pointed out earlier that in the Netherlands discussions of matters relating to wages and conditions of employment have been strictly excluded by law. In the United Kingdom these matters are not placed on the agenda.

If controversial matters like discussions relating to wages and conditions of employment are excluded from the agenda of the meetings of these Committees a large measure of agreement can be found easily. This will also remove the causes of friction and help to promote cordial relations between the employer and the employee.

Trade Union Fears :

The main fear of the trade unions it would appear is that these Committees would exist in competition with them and would undermine the influence of the workers. I cannot see any basis for this fear. The subjects in which trade unions are mostly interested, namely, wages and conditions of employment would still be matters for them to negotiate and as such the influence cannot, anyway be undermined.

The trade unions can further be guaranteed that the Committees in most of industrial places would have a fair representation of trade unionists. In fact, in the Netherlands, the complaint is made that it is almost impossible for a non-unionist to be a member of these Committees although only 30 per cent of the entire working population is organised in trade unions. It will be most unfortunate if trade unions in Ceylon should oppose the setting up of these Committees on the wrong presumption that these Committees would function in competition with them.

Assurance to Employers :

The fears of the employers can be allayed if they can be persuaded to see that these Committees are set up for the essential purpose of increasing the production of the industry and that controversial matters relating to wages or conditions of employment would not be discussed in these Committees. They can be further assured that these Committees are advisory in character and that in any dispute the employers' decision shall be final.

The establishment of Joint Consultative Committees can either be promoted by persuasion voluntarily or by compulsion by legislation. Voluntary bodies exist in Mexico, in Japan, in India and in the United Kingdom. Joint Consultative Committees have been set up by legislative requirements in the various branches of industries in Belgium, in the Netherlands, in Norway, and in New Zealand.

In Ceylon efforts have been so far made to "sell" the idea of joint consultation by persuasion. This has not proved very successful and in the opinion of the writer an Act on the same lines on the Joint Consultative Committees' Act of Netherlands would prove very effective in this direction.

Agenda :

The success of these discussions depends on the type of agenda, on the action taken as a result of the Committees' deliberations and on satisfactory methods being found of reporting back to the employees. Adequate steps should also be taken to promote supervisory support and many firms in the West have found that Departmental Committees and the provision of means of regular consultation between management and supervisors greatly assist in the effective operation of Joint Consultative Committees.

The range of subjects which these Committees can fruitfully discuss is wide and includes safety, health, efficiency of production, absenteeism, labour turn-over, training, education, and employees services. These Committees must be informed about the state of trade and production and the firms prospects and should consider problems resulting from decisions of changed production methods.

Proper Attitude :

Mere legislation and persuasion by the State cannot promote successful joint consultation. The most essential thing is the proper attitude and a change of heart on the part of the employer and trade unions. In this connection, it will be most appropriate to quote from the report of the conference on Joint Consultation in 1948 published by the Ministry of Labour and National Service of the United Kingdom :

"Successful joint consultation implies willingness on the part of the management to treat its employees collectively as an intelligent and responsible force in the factory who are potentially capable of making and indeed anxious to make their contribution to the performance and solution of the tasks and problems which arise. Experience has shown that where this attitude is sincerely adopted by the management and is embodied in the direction of the work of the few it calls forth the corresponding spirit of incorporation on the

part of the workers. While in very small establishments employing only a very few workers cannot, although arrangements may be needed for this purpose. The advantage of having some kind of formal machinery of joint consultation in all firms of any size is today generally recognised by good employers.

While practical suggestions for technical improvements in methods of production made through the medium of joint consultation will no doubt be in themselves of the greatest value. One of the most important advantageous which can result from the instruction of effective arrangements to joint consultation is a progressive improvement of relations between management and employees at factory level. It is not sufficient merely to secure the establishment of Joint Consultative Machinery; the machinery must embody an intention and determination of the parties to make it a success.

Mutual Confidence :

The existence of this spirit must in turn spring from mutual confidence between employers and work-people. On the one hand, the employers must be assured that the establishment of Joint Consultative Machinery in factories is not designed to encroach upon what they would regard as the proper functions of management. On the other hand, the workers and the trade union representatives must be assured that the appropriate interests of organised workers are being preserved. Both sides must be convinced of the value of joint consultation in the common interest".

In the present context of the national economy of Ceylon, these Joint Consultative Committees have a vital role to play in the development of industries in particular, and national economy in general of this country. When one says industries one includes the plantation industry which accounts for a substantial number of the labour force.

The urgent need of the country at present is, to improve the national economy by increased production. This can be done by increasing efficiency. One of the principal factors necessary for efficient working is harmonious relations between employers and workers. Full use of the Joint Consultative Machinery can make all the difference between an uninformed an apathetic body of workers and an actively co-operative team.

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 March, 1961, is 103.3 as against 103.9 for the month of February, 1961, a decrease of .6.

Wages Rates

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

(b) The special allowances payable for the month of April, 1961, to workers in the Tea Growing and Manufacturing Trade, Cocoa, Cardamom and Pepper Growing and Manufacturing Trade, Coconut Growing Trade and the Coconut Manufacturing Trade will be the same as that for the month of March, 1961.

(c) The special allowances payable to workers in all other trades to which Part II of the Wages Boards Ordinance has been applied will be slightly less than that for the month of March, 1961.

Strikes

There were altogether 10 strikes during the month of January, 1961, involving, 3,539 workers and a loss of 23,894 man-days.

Seven of these strikes were in the Tea Plantations involving 3,267 workers and a loss of 23,198 man-days, one was in a Rubber Plantation involving 41 workers and a loss of 123 man-days, whilst the other 2 were in Coconut-cum-Rubber Plantations involving 231 workers and a loss of 573 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 January, 1961, and February, 1961, was as given below :—

	January, 1961			February, 1961*		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	17,532	10,525	28,057	16,275	10,484	26,759
Skilled	13,552	3,749	17,301	13,437	3,819	17,256
Semi-skilled	28,191	7,477	35,668	27,288	7,467	34,755
Unskilled	69,384	5,256	74,640	69,444	5,206	74,650
Total	128,659	27,007	155,666	126,444	26,976	153,420

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

	January, 1961			February, 1961*		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	75	18	93	88	76	164
Skilled	19	1	20	21	1	22
Semi-skilled	99	7	106	53	5	58
Unskilled	233	2	235	210	6	216
Total	426	28	454	372	88	460

* Information in respect of Jaffna Exchange is not available. The information shown is for all exchange other than Jaffna.

NOTES OF CURRENT INTEREST

Trade Unions registered in March, 1961

Regd. No.	Date of Register	Name
1721 ..	1961 March 3 ..	Kanthale Seeni Karmantha Sala Kamkaru Samitiya.
1722 ..	1961 March 7 ..	Village Officers' Association, Gal Oya Development Board
1723 ..	1961 March 7 ..	Government Architects' Association.
X 1724 ..	1961 March 14 ..	Sabaragamu Disthrikkuwe Wathu Mura Sewaka Vurthiya Samiti.
1725 ..	1961 March 15 ..	Sri Lanka Viduli Bala Peshakarma Kamkaru Samitiya.
1726 ..	1961 March 15 ..	Anduwe Karmantha Salawe Madu Lipikaru Samitiya.
1727 ..	1961 March 27 ..	Samastha Lanka Ahara Gabada Sewaka Samitiya.
1728 ..	1961 March 28 ..	Tug Yathra Sewaka Samitiya.
1729 ..	1961 March 28 ..	All Ceylon English Assistant Teachers' Association.
1730 ..	1961 March 28 ..	Lanka Guwan Viduli Engineru Sewa Kamkaru Samitiya.
1731 ..	1961 March 28 ..	Rajya Bhasha Departamentuwe Prakasana Ansaye Sabda Kosha Sahayakayange Samitiya.
1732 ..	1961 March 29 ..	Rajaye Minindoru Riyeduru Sangamaya.

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 .. 197*
1944	.. 102 ..	94 ..	105 ..	156 ..	127 ..	109 .. 200
1945	.. 110 ..	94 ..	112 ..	165 ..	158 ..	121 .. 221
1946	.. 113 ..	111 ..	124 ..	180 ..	155 ..	125 .. 229
1947	.. 126 ..	121 ..	136 ..	213 ..	157 ..	138 .. 252
1948	.. 138 ..	101 ..	148 ..	189 ..	157 ..	142 .. 260
1949	.. 144 ..	97 ..	129 ..	156 ..	148 ..	141 .. 258
1950	.. 154 ..	102 ..	129 ..	155 ..	154 ..	149 .. 272
1951	.. 155 ..	112 ..	129 ..	197 ..	160 ..	154 .. 283
1952	.. 153 ..	104 ..	131 ..	192 ..	168 ..	153 .. 281

† 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
February	.. 99.25 ..	103.00 ..	101.53 ..	102.03 ..	121.17 ..	103.9
March	.. 98.03 ..	102.65 ..	101.53 ..	102.10 ..	122.15 ..	103.3

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
February	2.12	110.42	106.28	113.74	126.67	121.92
March	2.12	110.42	106.89	113.74	126.67	122.62

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		
	February	.. 2.16 .. 110.20..	3.75 .. 128.42..	2.28 .. 111.76		
	March	.. 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	..	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
1961	January	28,057	..	17,301	..	35,668	..	74,640	..	155,666
	February	26,759	..	17,256	..	34,755	..	74,650	..	**153,420

* 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.

**Information in respect of Jaffna Exchange is not available. The information shown is for all exchanges other than Jaffna.

TABLE V

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

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Aissaipella	Haputale	Matara	Vavuniya	Kegalla	Male	Total
1939	26,677	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26,677
1940	27,645	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27,645
1941	20,458	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20,458
1942	19,333	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19,333
1943	8,335	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,335
1944	1,053	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,053
1945	10,784	378	2,128	1,239	2,368	259	431	841	120	46	65	-	1,497	-	-	-	-	-	-	-	21,386*
1946	25,805	1,117	808	993	3,397	726	352	816	119	438	727	-	611	-	-	-	-	-	-	-	36,544†
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	-	-	-	-	-	-	-	-	-	-	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	-	283	-	-	-	-	-	-	-	66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	-	696	-	-	-	-	-	-	-	69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	-	348	-	-	-	-	-	-	-	65,122
1951	33,125	3,422	2,886	4,350	2,209	537†	886	1,587	569	904	418	1,207	284	323	-	-	-	-	-	-	52,707
1952	32,124	3,028	3,263	3,381	3,780	547	1,162	1,485	909	663	422	992	252	437	678	-	-	-	-	-	53,023
1953	30,203	2,561	3,316	3,949	3,080	735	1,190	1,294	1,002	417	344	833	239	548	477	526	1,382	-	-	-	51,546
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,877	396	1,589	-	-	-	63,304
1955	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	281	776	1,104	1,592	892	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	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501§	1,252	1,168	2,226	840	5,331	551	1,947	-	110,856

TABLE V—(contd.)

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapure	Badulla	Batticaloa	Kalmunna**	Trencomalee	Anuradhapura	Avisawella	Haputale	Matale	Vavuniya	Kegalla	Male	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	1,880	2,925	1,110	5,324	531	2,465	—	117,799
1959	55,875	8,940	7,303	15,726	6,688	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	2,663	793	128,205
May ..	56,912	9,205	7,041	15,453	6,023	1,221	5,047	3,414	2,647	1,690	1,291	1,006	1,198	1,825	2,891	1,044	5,778	640	2,633	737	127,697
June ..	58,128	9,138	7,126	15,684	6,071	1,429	5,068	3,317	2,688	1,826	1,469	883	1,273	1,864	3,000	873	6,163	603	2,619	753	129,975
July ..	57,923	10,508	7,250	15,710	6,062	1,595	5,158	3,317	2,869	1,841	1,217	1,691	1,286	1,931	3,032	848	6,219	591	2,668	795	132,497
August ..	60,277	13,028	7,611	16,059	6,245	1,489	5,382	3,315	3,089	1,998	1,353	1,952	1,288	2,032	3,243	924	6,486	609	2,847	864	140,091
September	61,547	15,589	7,896	15,644	6,329	1,782	5,477	3,371	3,314	2,119	1,245	721	1,363	2,185	3,494	989	7,402	614	2,945	904	144,930
October ..	62,742	6,035	8,033	15,265	6,304	1,793	5,520	3,480	3,467	2,218	1,274	737	1,535	2,240	3,565	1,047	7,353	652	3,068	933	47,761
November	63,203	15,889	8,236	15,010	6,481	2,006	5,540	3,579	3,551	2,295	1,168	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
1961—																					
January ..	64,843	16,626	8,751	15,061	7,271	2,284	5,946	3,749	3,898	2,468	1,166	698	1,755	2,636	3,884	1,277	8,224	791	3,271	1067	155,666
February ..	65,003	17,567	8,931	15,007	7,385	2,309	5,873	—	3,977	2,538	1,207	830	1,632	2,654	3,899	1,304	8,136	829	3,259	1080	**153,420

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

** Information in respect of Jaffna Exchange is not available.

† 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 registered and the number placed in employment since 1938

Year	Technical and Clerical		Skilled		Semi-Skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,779
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,306
1952	13,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,453
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	32,392	3,791	83,813	8,208
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,162
1960 January	2,091	156	1,102	47	2,554	145	5,207	114	10,954	462
February	1,886	117	1,151	43	2,242	148	4,742	235	10,021	543
March	1,492	170	915	46	2,061	83	3,271	182	7,739	481
April	1,430	179	846	56	1,698	86	3,092	238	7,066	559
May	1,687	138	874	84	2,095	104	3,959	245	8,615	571
June	1,868	127	1,134	49	2,300	140	5,241	206	10,543	522
July	1,924	75	1,658	22	2,227	87	5,522	862	11,331	1,046
August	2,332	97	2,318	119	3,073	78	8,988	484	16,711	778
September	2,536	118	2,190	106	2,698	99	8,609	1,609	16,033	1,932
October	2,072	65	1,294	97	2,307	111	6,114	214	11,787	487
November	1,923	67	1,410	72	2,369	88	5,478	217	11,180	444
December	2,554	91	1,373	30	2,265	78	5,258	138	11,450	337
1961 January	3,128	93	1,376	20	2,844	106	5,170	235	12,518	454
February	1,806	164	1,086	22	2,113	58	4,294	216	9,299	*460

*Information in respect of Jaffna Exchange is not available. The information shown is for all exchanges other than Jaffna.

TABLE VII—The Number of Persons registered and the Number placed in employment during the Month of February, 1961

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	647	114	403	11	949	32	1,793	62	3,792	219
Negombo	218	1	196	—	238	—	759	26	1,411	27
Kalutara	188	2	53	—	116	—	166	—	523	2
Galle	136	4	44	—	120	2	213	80	513	86
Kandy	93	—	73	3	83	1	166	—	415	4
Nawalapitiya	42	1	32	—	47	2	79	—	200	3
Kurunegala	72	8	33	—	63	5	103	1	271	14
Jaffna	—	—	—	—	—	—	—	—	—	—
Ratnapura	61	12	22	2	81	—	146	25	310	39
Badulla	40	4	24	—	32	1	62	—	158	5
Batticaloa	32	1	12	1	29	5	80	—	153	7
Kalmunai	15	—	25	—	16	—	121	—	177	—
Trincomalee	18	—	27	—	22	1	69	4	146	5
Anuradhapura	47	4	20	—	26	—	66	11	159	15
Avissawella	23	—	14	—	48	—	140	—	225	—
Haputale	7	—	19	—	13	2	47	—	86	2
Matara	78	3	31	2	87	2	197	2	393	9
Vavuniya	25	1	33	1	41	4	12	3	111	9
Kegalla	34	4	20	2	59	—	49	1	162	7
Matale	30	5	5	—	33	1	26	1	94	7
Total	1,806	164	1,086	22	2,113	58	4,294	216	9,299	** 460

** Information in respect of Jaffna Exchange is not available.

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	4	.. Not available	Not available
1940	.. 36	.. 9,732	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048‡	.. 66‡	.. 12,399	.. 25,937
1945	.. 28	.. 3,514	.. 4,285*	.. 53	.. 28,875	.. 153,388½
1946	.. 87	.. 15,259	.. 31,830‡	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,174
1948	.. 33	.. 23,100	.. 49,933‡	.. 20	.. 1,065	.. 2,497½
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	.. 123	.. 42,528	.. 259,948	.. 37	.. 4,830	.. 15,139½
1960 January	.. 17	.. 6,509	.. 42,424	.. —	.. —	.. —
February	.. 15	.. 3,101	.. 23,517	.. 3	.. 178	.. 2,272
March	.. 13	.. 4,527	.. 11,725	.. —	.. —	.. —
April	.. 10	.. 7,076	.. 12,336	.. 2	.. 188	.. 188
May	.. 13	.. 3,344	.. 29,060	.. 4	.. 639	.. 736
June	.. 4	.. 1,845	.. 7,442	.. 2	.. 208	.. 484
July	.. 9	.. 2,336	.. 57,826	.. 2	.. 27	.. 239
August	.. 5	.. 1,782	.. 6,458	.. 8	.. 1,094	.. 4,081
September	.. 8	.. 1,836	.. 4,308	.. 1	.. 45	.. 225
October	.. 8	.. 1,867	.. 6,992	.. 7	.. 1,661	.. 2,688½
November	.. 10	.. 3,435	.. 20,410	.. 8	.. 790	.. 4,226
December	.. 11	.. 4,370	.. 37,449	.. —	.. —	.. —
1961 January §	.. 10	.. 3,539	.. 23,894	.. —	.. —	.. —

*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.

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
JANUARY, 1961, 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	7	..	3,267	..	23,198	..
Rubber	1	..	41	..	123	..
Tea-cum-Rubber	—	..	—	..	—	..
Coconut	—	..	—	..	—	..
Coconut-cum-Rubber	2	..	231	..	573	..
Total	10		3,539		23,894	
Engineering	—	..	—	..	—	..
Printing	—	..	—	..	—	..
Motor Transport	—	..	—	..	—	..
Tea Export	—	..	—	..	—	..
Rubber Export	—	..	—	..	—	..
Coconut Manufacturing	—	..	—	..	—	..
Toddy, Arrack and Vinegar	—	..	—	..	—	..
Cigar Manufacturing	—	..	—	..	—	..
Coconut & Rubber Manufacturing	—	..	—	..	—	..
Cinema	—	..	—	..	—	..
Dock, Harbour and Port Transport	—	..	—	..	—	..
Building Trade	—	..	—	..	—	..
Local Government Services	—	..	—	..	—	..
Service Institutions	—	..	—	..	—	..
Factories, Workshops, &c., run by the State	—	..	—	..	—	..
Textile	—	..	—	..	—	..
Relief Schemes	—	..	—	..	—	..
Wholesale and Retail Distribution	—	..	—	..	—	..
Aerated Waters and Ice Manufacturing	—	..	—	..	—	..
Beedi Manufacturing	—	..	—	..	—	..
Hotel	—	..	—	..	—	..
Tile Manufacturing	—	..	—	..	—	..
Miscellaneous	—	..	—	..	—	..
Total	—		—		—	
Grand Total	10		3,539		23,894	

**TABLE X—CLASSIFICATION OF THE STRIKES IN
JANUARY, 1961, 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	1	..	—	..	807	..	—	..
2. Wage increases, Higher rates for piece work, &c.	—	..	—	..	—	..	—	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	1	..	—	..	290	..	—	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	6	..	—	..	1,703	..	—	..
5. Food matters. Welfare	—	..	—	..	—	..	—	..
6. Right of association and meeting	—	..	—	..	—	..	—	..
7. Factional disputes and domestic matters	—	..	—	..	—	..	—	..
8. External matters (e.g., arrest by Police, &c.)	—	..	—	..	—	..	—	..
9. Assaults by employer or agent or others	1	..	—	..	171	..	—	..
10. General demands	—	..	—	..	568	..	—	..
11. Sympathetic strikes	—	..	—	..	—	..	—	..
Total	10		—		3,539		—	

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: April, 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>c.</i>
(1) Baking Trade						
<i>Monthly Rates :</i>						
Class "A" Worker: foreman, cooks, "short eats" makers, pastry makers, cake decorators ..	70	0	..	56	45	.. 126 45
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	..	52	50	.. 107 50
Class "C" Worker: flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trays, bun trays, cake trays, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen ..	39	0	..	40	72	. 79 72
(2) Beedi Manufacturing Trade						
<i>Piece Rates :</i>						
"Nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—						
(a) beedies 2 ins. long	5	0	..	—	..	5 0
(b) beedies 2½ ins. long	6	0	..	—	..	6 0
(c) beedies 3 ins. long	7	0	..	—	..	7 0
"Nool" (thread) beedi rolling (inclusive of filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—						
(a) beedies 2 ins. long	3	34	..	—	..	3 34
(b) beedies 2½ ins. long	4	0	..	—	..	4 0
(c) beedies 3 ins. long	4	66	..	—	..	4 66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—						
(a) beedies 2 ins. long	1	67	..	—	..	1 67
(b) beedies 2½ ins. long	2	0	..	—	..	2 0
(c) beedies 3 ins. long	2	34	..	—	..	2 34
Fixing ring labels to rolled beedies, per 1,000 beedies	0	50	..	—	..	0 50

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(3) Building Trade					
<i>Daily Rates :</i>					
Unskilled labourers—					
Male labourers not under 18 years	1	40	2	3	3 43
Female labourers not under 18 years	1	10	2	3	3 13
Labourers irrespective of sex, under 18 years	0	90	2	3	2 93
Semi-skilled Grade II	1	65	2	13	3 78
Semi-skilled Grade I	1	80	2	13	3 93
Skilled	2	0	2	13	4 13

(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	52	66	89	16
Semi-skilled	43	0	55	26	98	26
Skilled Grade II	55	0	57	8	112	08
Skilled Grade I	66	0	57	8	123	08

B—Clerical—

Grade III	50	0	52	50	102	50
Grade II	55	0	55	50	110	50
Grade I	110	0	60	50	170	50

Outside the Municipal Areas

A—Non-clerical—

Unskilled	36	50	52	66	89	16
Semi-skilled	40	0	55	26	95	26
Skilled Grade II	47	0	57	08	104	08
Skilled Grade I	61	0	57	08	118	08

B—Clerical—

Grade III	45	0	52	50	97	50
Grade II	50	0	55	50	105	50
Grade I	110	0	60	50	170	50

Month : April, 1961

Class of Worker

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

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

Daily Rates :

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

(7) Coconut Growing Trade

Daily Rates :

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

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

Piece Rates :

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

(8) Coconut Manufacturing Trade

Daily Rates :

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

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

Piece Rate :

(a) In the manufacture of desiccated coconuts :—

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

Month: April, 1961

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(8) Coc nut 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	33	25	98	25
Skilled Grade	55	0	29	25	84	25
Semi-skilled Grade	45	0	26	25	71	25
Unskilled Grade I	37	0	26	25	63	25
Unskilled Grade II	31	0	26	25	57	25

Women Workers—

Female kanganies	35	0	26	25	61	25
Female labourers	30	0	26	25	56	25

Non-manual Workers—

Special Grade	75	0	39	0	114	0
Grade I	55	0	29	25	84	25

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

159
R C

Month : April, 1961

Class of Worker

<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Total</i>
<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>

(9) Dock, Harbour and Port Transport Trade (*contd.*)

Lighters over 60 but under 80 tons—

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

Lighters 80 tons and over—

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

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

(i) 50 cents for—

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

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

Lightermen ..	..	55 0	..	—	..	55 0
Assistant Tindals ..	..	55 0	..	—	..	55 0
Tindals ..	..	60 0	..	—	..	60 0

Month : April, 1961

Class of Worker	Month : April, 1961		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(10) Engineering Trade			
<i>Daily Rates :</i>			
Unskilled labourer	1 40 ..	2 3 ..	3 43
Semi-skilled, Grade I	1 65 ..	2 13 ..	3 78
Semi-skilled, Grade II	1 45 ..	2 13 ..	3 58
Skilled worker	2 0 ..	2 13 ..	4 13
Kangany	1 80 ..	2 13 ..	3 93
Watcher	1 70 ..	2 13 ..	3 83
<i>Trade Learners and Apprentices—</i>			
1st year	0 50 ..	1 11 ..	1 61
2nd year	0 66 ..	1 21 ..	1 87
3rd year	0 85 ..	1 50 ..	2 35
4th year	1 10 ..	1 65 ..	2 75
(11) Match Manufacturing Trade			
<i>Daily Rates :</i>			
<i>Grade I—</i>			
Male 18 years and over	2 0 ..	1 76 ..	3 76
Female 18 years and over	1 64 ..	1 66 ..	3 30
Young person over 14 years but under 18 years	1 25 ..	1 36 ..	2 61
<i>Grade II—</i>			
Male 18 years and over	1 60 ..	1 76 ..	3 36
Female 18 years and over	1 32 ..	1 66 ..	2 98
Young person over 14 years but under 18 years	1 0 ..	1 36 ..	2 36
<i>Grade III—</i>			
Male 18 years and over	1 40 ..	1 66 ..	3 6
Female 18 years and over	1 15 ..	1 54 ..	2 69
Young person over 14 but under 16 years	0 70 ..	1 16 ..	1 86
Young person 16 years and over but under 18 years	0 90 ..	1 36 ..	2 26
<i>Grade IV—</i>			
Watcher	1 70 ..	1 76 ..	3 46
(12) Motor Transport Trade			
<i>Monthly Rates :</i>			
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100 0 ..	60 42 ..	160 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 ..	60 42 ..	150 42

Month : April, 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	57	92	142 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	60	42	160 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate ..	70	0	55	42	125 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	60	42	127 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. ..	60	0	56	62	116 62
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	56	62	106 62
Class I Workers : Omnibus checkers or time-keepers	60	0	56	62	116 62
Class J Workers : Omnibus Inspectors and omnibus stand supervisors ..	90	0	56	62	146 62
Class K Workers : All other workers other than those workers specified in the preceding items ..	45	0	47	17	92 17

Daily Rates :

Class A worker ..	4	0	2	52	6 52
.. B ..	4	0	2	52	6 52
.. C ..	3	25	2	52	5 77
.. D ..	4	0	2	52	6 52
.. E ..	2	75	2	27	5 02
.. F ..	2	75	2	52	5 27
.. G ..	2	50	2	52	5 02
.. H ..	2	25	2	52	4 77
.. K ..	1	50	1	76	3 26

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 : April, 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 : April, 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 workers not under 18 years ..	1	25	1	41	2	66
Female workers 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	98	42	208	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	79	42	166	92
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	69	92	134	92
Class C, Grade II Workers: Platen Machine Minders	60	0	65	08	125	08
Class D Workers: Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50	0	60	42	110	42
Class E Workers: Unskilled workers not under 18 years of age	42	0	58	9	100	09
Class F Workers: Unskilled workers under 18 years of age	20	0	39	52	59	52
Class G Workers: Watchers	44	0	60	42	104	42
Class A—1st year learner	33	0	42	72	75	72
„ B „ „	26	0	37	02	63	2
„ C Grade I, 1st year learner	24	0	38	92	62	92
„ C „ II, „ „	22	0	37	02	59	2
„ D—1st year learner	19	0	35	12	54	12

Month : April, 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	50	82	94 82
" B " " " ..	36	0	48	92	84 92
" C Grade I, 2nd year learner ..	29	0	44	8	73 8
" C " II, " " ..	27	0	41	75	68 75
" D—2nd year learner ..	23	0	39	42	62 42
Class A—3rd year learner ..	56	0	58	92	114 92
" B " " " ..	49	0	55	12	104 12
" C Grade I, 3rd year learner ..	36	0	49	42	85 42
" C " II, " " ..	32	0	46	48	78 48
" D—3rd year learner ..	28	0	43	72	71 72
Class A—4th year learner ..	71	0	70	82	141 82
" B " " " ..	64	0	64	8	128 08
" C Grade I, 4th year learner ..	44	0	57	9	101 9
" C " II, " " ..	39	0	53	41	92 41
" D—4th year learner ..	34	0	49	92	83 92
Class A—5th year learner ..	88	0	83	22	171 22

(15) Rubber Export Trade

Daily Rates :

A. Male workers not under 18 years—

(a) Grade II ..	1	40	2	3	3 43
(b) Intermediate Grade ..	1	60	2	13	3 73
(c) Grade I ..	1	80	2	13	3 93
(d) Watchers ..	1	70	2	13	3 83

B. Female workers not under 18 years of age—

(a) Grade II					
Workers employed in work other than sorting ..	1	15	1	91	3 6
(b) Grade I					
Workers employed in sorting ..	1	30	1	91	3 21

C. Workers over 14 years but under 15 years ..	0	80	1	53	2 33
" 15 " 16 ..	0	90	1	58	2 48
" 16 " 17 ..	1	0	1	63	2 63
" 17 " 18 ..	1	15	1	73	2 88

(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 : April, 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 3	..	3 43
(b) Intermediate Grade	..	..	1 60	..	2 13	..	3 73
(c) Grade I	..	..	1 80	..	2 13	..	3 93
(d) Box makers and repairers	1 60	..	2 13	..	3 73
(e) Watchers	1 70	..	2 13	..	3 83

B. Female workers not under 18 years

..	..	1 15	..	1 91	..	3 6
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C. Workers over 14 years but under 15 years

..	..	0 80	..	1 53	..	2 33
----	----	------	----	------	----	------

..	15	..	16	..	0 90	..	1 58	..	2 48
..	16	..	17	..	1 0	..	1 63	..	2 63
..	17	..	18	..	1 15	..	1 73	..	2 88

(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

Class of Worker	Month : April, 1961		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total 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 April, 1961, to workers in the Baking Trade**

<i>No. of Days</i>	<i>Class A</i>	<i>Class B</i>	<i>Class C</i>	<i>No. of Days</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	2 53	2 15	1 59½	½
1	5 6	4 30	3 19	1
2	10 12	8 60	6 38	2
3	15 17	12 90	9 57	3
4	20 23	17 20	12 76	4
5	25 29	21 50	15 94	5
6	30 35	25 80	19 13	6
7	35 41	30 10	22 32	7
8	40 46	34 40	25 51	8
9	45 52	38 70	28 70	9
10	50 58	43 0	31 89	10
11	55 64	47 30	35 8	11
12	60 70	51 60	38 27	12
13	65 75	55 90	41 45	13
14	70 81	60 20	44 64	14
15	75 87	64 50	47 83	15
16	80 93	68 80	51 02	16
17	85 99	73 10	54 21	17
18	91 04	77 40	57 40	18
19	96 10	81 70	60 59	19
20	101 16	86 0	63 78	20
21	106 22	90 30	66 96	21
22	111 28	94 60	70 15	22
23	116 33	98 90	73 34	23
24	121 39	103 20	76 53	24
25	126 45	107 50	79 72	25

*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 April 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.	Rs. c.	
½	1 71½	1 56½	1 46½	1 89	1 96½	2 06½	½
1	3 43	3 13	2 93	3 78	3 93	4 13	1
2	6 86	6 26	5 86	7 56	7 86	8 26	2
3	10 29	9 39	8 79	11 34	11 79	12 39	3
4	13 72	12 52	11 72	15 12	15 72	16 52	4
5	17 15	15 65	14 65	18 90	19 65	20 65	5
6	20 58	18 78	17 58	22 68	23 58	24 78	6
7	24 01	21 91	20 51	26 46	27 51	28 91	7
8	27 44	25 04	23 44	30 24	31 44	33 04	8
9	30 87	28 17	26 37	34 02	35 37	37 17	9
10	34 30	31 30	29 30	37 80	39 30	41 30	10
11	37 73	34 43	32 23	41 58	43 23	45 43	11
12	41 16	37 56	35 16	45 36	47 16	49 56	12
13	44 59	40 69	38 09	49 14	51 09	53 69	13
14	48 02	43 82	41 02	52 92	55 02	57 82	14
15	51 45	46 95	43 95	56 70	58 95	61 95	15
16	54 88	50 08	46 88	60 48	62 88	66 08	16
17	58 31	53 21	49 81	63 26	66 81	70 21	17
18	61 74	56 34	52 74	68 04	70 74	74 34	18
19	65 17	59 47	55 67	71 82	74 67	78 47	19
20	68 60	62 60	58 60	75 60	78 60	82 60	20
21	72 03	65 73	61 53	79 38	82 53	86 73	21
22	75 46	68 86	64 46	83 16	86 46	90 86	22
23	78 89	71 99	67 39	86 94	90 39	94 99	23
24	82 32	75 12	70 32	90 72	94 32	99 12	24
25	85 75	78 25	73 25	94 50	98 25	103 25	25
26	89 18	81 38	76 18	98 28	102 18	107 38	26
27	92 61	84 51	79 11	102 06	106 11	111 51	27
28	96 04	87 64	82 04	105 84	110 04	115 64	28
29	99 47	90 77	84 97	109 62	113 97	119 77	29
30	102 90	93 90	87 90	113 40	117 90	123 90	30

“ 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 April, 1961, to workers in the Cinema Trade

Within the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 71½	1 89	2 15½	2 36½	1 97	2 12½	3 28	½
1	3 43	3 78	4 31	4 73	3 94	4 25	6 56	1
2	6 86	7 56	8 62	9 47	7 88	8 50	13 12	2
3	10 29	11 34	12 93	14 20	11 83	12 75	19 67	3
4	13 72	15 12	17 24	18 94	15 77	17 00	26 23	4
5	17 15	18 90	21 55	23 67	19 71	21 25	32 79	5
6	20 58	22 68	25 86	28 40	23 65	25 50	39 35	6
7	24 00	26 45	30 18	33 14	27 60	29 75	45 90	7
8	27 43	30 23	34 49	37 87	31 54	34 00	52 46	8
9	30 86	34 01	38 80	42 60	35 48	38 25	59 02	9
10	34 29	37 79	43 11	47 34	39 42	42 50	65 58	10
11	37 72	41 57	47 42	52 07	43 37	46 75	72 13	11
12	41 15	45 35	51 73	56 81	47 31	51 00	78 69	12
13	44 58	49 13	56 04	61 54	51 25	55 25	85 25	13
14	48 01	52 91	60 35	66 27	55 19	59 50	91 81	14
15	51 44	56 69	64 66	71 01	59 13	63 75	98 37	15
16	54 87	60 47	68 97	75 74	63 08	68 00	104 92	16
17	58 30	64 25	73 28	80 48	67 02	72 25	111 48	17
18	61 73	68 03	77 59	85 21	70 96	76 50	118 04	18
19	65 16	71 81	81 90	89 94	74 90	80 75	124 60	19
20	68 58	75 58	86 22	94 68	78 85	85 00	131 15	20
21	72 01	79 36	90 53	99 41	82 79	89 25	137 71	21
22	75 44	83 14	94 84	104 14	86 73	93 50	144 27	22
23	78 87	86 92	99 15	108 88	90 67	97 75	150 83	23
24	82 30	90 70	103 46	113 61	94 62	102 00	157 38	24
25	85 73	94 48	107 77	118 35	98 56	106 25	163 94	25
26	89 16	98 26	112 08	123 08	102 50	110 50	170 50	26
27	94 51	104 16	118 80	130 46	108 65	117 13	180 73	27
28	99 86	110 06	125 52	137 84	114 80	123 76	190 96	28
29	105 21	115 96	132 24	145 22	120 95	130 39	201 19	29
30	110 56	121 86	138 96	152 60	127 10	137 02	211 42	30

* The amounts shown as payable for different number of days in this ready reckoner have been arrived at taking the difference between the number of days shown and the minimum number of days to be worked in the months 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 April, 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 71½	1 83	2 00	2 27	1 87½	2 03	3 28	½
1	3 43	3 66	4 00	4 54	3 75	4 06	6 56	1
2	6 86	7 33	8 01	9 08	7 50	8 12	13 12	2
3	10 29	10 99	12 01	13 62	11 25	12 17	19 67	3
4	13 72	14 66	16 01	18 17	15 00	16 23	26 23	4
5	17 15	18 32	20 02	22 71	18 75	20 29	32 79	5
6	20 58	21 98	24 02	27 25	22 50	24 35	39 35	6
7	24 00	25 65	28 02	31 79	26 25	28 40	45 90	7
8	27 43	29 31	32 02	36 33	30 00	32 46	52 46	8
9	30 86	32 97	36 03	40 87	33 75	36 52	59 02	9
10	34 29	36 64	40 03	45 42	37 50	40 58	65 58	10
11	37 72	40 30	44 03	49 96	41 25	44 63	72 13	11
12	41 15	43 97	48 04	54 50	45 00	48 69	78 69	12
13	44 58	47 63	52 04	59 04	48 75	52 75	85 25	13
14	48 01	51 29	56 04	63 58	52 50	56 81	91 81	14
15	51 44	54 96	60 05	68 12	56 25	60 87	98 37	15
16	54 87	58 62	64 05	72 66	60 00	64 92	104 92	16
17	58 30	62 29	68 05	77 21	63 75	68 98	111 48	17
18	61 73	65 95	72 06	81 75	67 50	73 04	118 04	18
19	65 16	69 61	76 06	86 29	71 25	77 10	124 60	19
20	68 58	73 28	80 06	90 83	75 00	81 15	131 15	20
21	72 01	76 94	84 06	95 37	78 75	85 21	137 71	21
22	75 44	80 60	88 07	99 91	82 50	89 27	144 27	22
23	78 87	84 27	92 07	104 46	86 25	93 33	150 83	23
24	82 30	87 93	96 07	109 00	90 00	97 38	157 38	24
25	85 73	91 60	100 08	113 54	93 75	101 44	163 94	25
26	89 16	95 26	104 08	118 08	97 50	105 50	170 50	26
27	94 51	100 98	110 32	125 16	103 35	111 83	180 73	27
28	99 86	106 70	116 56	132 24	109 20	118 16	190 96	28
29	105 21	112 42	122 80	139 32	115 05	124 49	201 19	29
30	110 56	118 14	129 04	146 40	120 90	130 82	211 42	30

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

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

APPENDIX V

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 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
29	31 90	33 35	65 25	26 10	24 94	51 04	18 85	22 91	41 76	29
30	33 00	34 50	67 50	27 00	25 80	52 80	19 50	23 70	43 20	30

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

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

Note.—“ Male ” refers to male workers not under 18 years of age ; “ Female ” to females workers not under 18 years of age and “ Young Persons ” to workers under 18 years of age in the Coconut Manufacturing Trades 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 April, 1961, to workers in
the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 71½	1 89	1 79	2 06½	1 96½	1 91½	0 80½	0 93½	1 17½	1 37½	½
1	3 43	3 78	3 58	4 13	3 93	3 83	1 61	1 87	2 35	2 75	1
2	6 86	7 56	7 16	8 26	7 86	7 66	3 22	3 74	4 70	5 50	2
3	10 29	11 34	10 74	12 39	11 79	11 49	4 83	5 61	7 05	8 25	3
4	13 72	15 12	14 32	16 52	15 72	15 32	6 44	7 48	9 40	11 00	4
5	17 15	18 90	17 90	20 65	19 65	19 15	8 05	9 35	11 75	13 75	5
6	20 58	22 68	21 48	24 78	23 58	22 98	9 66	11 22	14 10	16 50	6
7	24 01	26 46	25 06	28 91	27 51	26 81	11 27	13 09	16 45	19 25	7
8	27 44	30 24	28 64	33 04	31 44	30 64	12 88	14 96	18 80	22 00	8
9	30 87	34 02	32 22	37 17	35 37	34 47	14 49	16 83	21 15	24 75	9
10	34 30	37 80	35 80	41 30	39 30	38 30	16 10	18 70	23 50	27 50	10
11	37 73	41 58	39 38	45 43	43 23	42 13	17 71	20 57	25 85	30 25	11
12	41 16	45 36	42 96	49 56	47 16	45 96	19 32	22 44	28 20	33 00	12
13	44 59	49 14	46 54	53 69	51 09	49 79	20 93	24 31	30 55	35 75	13
14	48 02	52 92	50 12	57 82	55 02	53 62	22 54	26 18	32 90	38 50	14
15	51 45	56 70	53 70	61 95	58 95	57 45	24 15	28 05	35 25	41 25	15
16	54 88	60 48	57 28	66 08	62 88	61 28	25 76	29 92	37 60	44 00	16
17	58 31	64 26	60 86	70 21	66 81	65 11	27 37	31 79	39 95	46 75	17
18	61 74	68 04	64 44	74 34	70 74	68 94	28 98	33 66	42 30	49 50	18
19	65 17	71 82	68 02	78 47	74 67	72 77	30 59	35 53	44 65	52 25	19
20	68 60	75 60	71 60	82 60	78 60	76 60	32 20	37 40	47 00	55 00	20
21	72 03	79 38	75 18	86 73	82 53	80 43	33 81	39 27	49 35	57 75	21
22	75 46	83 16	78 76	90 86	86 46	84 26	35 42	41 14	51 70	60 50	22
23	78 89	86 94	82 34	94 99	90 39	88 09	37 03	43 01	54 05	63 25	23
24	82 32	90 72	85 92	99 12	94 32	91 92	38 64	44 88	56 40	66 00	24
25	85 75	94 50	89 50	103 25	98 25	95 75	40 25	46 75	58 75	68 75	25
26	89 18	98 28	93 08	107 38	102 18	99 58	41 86	48 62	61 10	71 50	26
27	92 61	102 06	96 66	111 51	106 11	103 41	43 47	50 49	63 45	74 25	27
28	96 04	105 84	100 24	115 64	110 04	107 24	45 08	52 36	65 80	77 00	28
29	99 47	109 62	103 82	119 77	113 97	111 07	46 69	54 23	68 15	79 75	29
30	102 90	113 40	107 40	123 90	117 90	114 90	48 30	56 10	70 50	82 50	30

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 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	Fe-male		Male	Fe-male		Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years		
			Rs. c.			Rs. c.					Rs. c.	
1/4	1 88	1 65	1 30½	1 68	1 49	1 18	1 53	1 34½	0 93	1 13	1 73	1/4
1	3 76	3 30	2 61	3 36	2 98	2 36	3 06	2 69	1 86	2 26	3 46	1
2	7 52	6 60	5 22	6 72	5 96	4 72	6 12	5 38	3 72	4 52	6 92	2
3	11 28	9 90	7 83	10 08	8 94	7 08	9 18	8 07	5 58	6 78	10 38	3
4	15 04	13 20	10 44	13 44	11 92	9 44	12 24	10 76	7 44	9 04	13 84	4
5	18 80	16 50	13 05	16 80	14 90	11 80	15 30	13 45	9 30	11 30	17 30	5
6	22 56	19 80	15 66	20 16	17 88	14 16	18 36	16 14	11 16	13 56	20 76	6
7	26 32	23 10	18 27	23 52	20 86	16 52	21 42	18 83	13 02	15 82	24 22	7
8	30 08	26 40	20 88	26 88	23 84	18 88	24 48	21 52	14 88	18 08	27 68	8
9	33 84	29 70	23 49	30 24	26 82	21 24	27 54	24 21	16 74	20 34	31 14	9
10	37 60	33 00	26 10	33 60	29 80	23 60	30 60	26 90	18 60	22 60	34 60	10
11	41 36	36 30	28 71	36 96	32 78	25 96	33 66	29 59	20 46	24 86	38 06	11
12	45 12	39 60	31 32	40 32	35 76	28 32	36 72	32 28	22 32	27 12	41 52	12
13	48 88	42 90	33 93	43 68	38 74	30 68	39 78	34 97	24 18	29 38	44 98	13
14	52 64	46 20	36 54	47 04	41 72	33 04	42 84	37 66	26 04	31 64	48 44	14
15	56 40	49 50	39 15	50 40	44 70	35 40	45 90	40 35	27 90	33 90	51 90	15
16	60 16	52 80	41 76	53 76	47 68	37 76	48 96	43 04	29 76	36 16	55 36	16
17	63 92	56 10	44 37	57 12	50 66	40 12	52 02	45 73	31 62	38 42	58 82	17
18	67 68	59 40	46 98	60 48	53 64	42 48	55 08	48 42	33 48	40 68	62 28	18
19	71 44	62 70	49 59	63 84	56 62	44 84	58 14	51 11	35 34	42 94	65 74	19
20	75 20	66 00	52 20	67 20	59 60	47 20	61 20	53 80	37 20	45 20	69 20	20
21	78 96	69 30	54 81	70 56	62 58	49 56	64 26	56 49	39 06	47 46	72 66	21
22	82 72	72 60	57 42	73 92	65 56	51 92	67 32	59 18	40 92	49 72	76 12	22
23	86 48	75 90	60 03	77 28	68 54	54 28	70 38	61 87	42 78	51 98	79 58	23
24	90 24	79 20	62 64	80 64	71 52	56 64	73 44	64 56	44 64	54 24	83 04	24
25	94 00	82 50	65 25	84 00	74 50	59 00	76 50	67 25	46 50	56 50	86 50	25
26	97 76	85 80	67 86	87 36	77 48	61 36	79 56	69 94	48 36	58 76	89 96	26
27	101 52	89 10	70 47	90 72	80 46	63 72	82 62	72 63	50 22	61 02	93 42	27
28	105 28	92 40	73 08	94 08	83 44	66 08	85 68	75 32	52 08	63 28	96 88	28
29	109 04	95 70	75 69	97 44	86 42	68 44	88 74	78 01	53 94	65 54	100 34	29
30	112 80	99 00	78 30	100 80	89 40	70 80	91 80	80 70	55 80	67 80	103 80	30

APPENDIX IX

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

<i>No. of Days</i>	<i>Class A</i> <i>Class D</i>	<i>Class B</i>	<i>Class C</i>	<i>Class E</i>	<i>Class F</i>	<i>Class G</i> <i>Class I</i>	<i>Class H</i>	<i>Class J</i>	<i>Class K</i>	<i>No. of Days</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	3 08½	2 89½	2 75	2 41	2 46	2 24½	2 05	2 82	1 77½	½
1	6 17	5 79	5 50	4 82	4 92	4 49	4 10	5 64	3 55	1
2	12 34	11 57	10 99	9 65	9 84	8 97	8 20	11 28	7 09	2
3	18 51	17 36	16 49	14 47	14 76	13 46	12 30	16 92	10 64	3
4	24 68	23 14	21 99	19 30	19 68	17 94	16 40	22 56	14 18	4
5	30 85	28 93	27 48	24 12	24 60	22 43	20 50	28 20	17 73	5
6	37 02	34 71	32 98	28 94	29 52	26 91	24 60	33 84	21 27	6
7	43 19	40 50	38 48	33 77	34 44	31 40	28 71	39 47	24 82	7
8	49 36	46 28	43 98	38 59	39 36	35 88	32 81	45 11	28 36	8
9	55 53	52 07	49 47	43 41	44 28	40 37	36 91	50 75	31 91	9
10	61 70	57 85	54 97	48 24	49 20	44 85	41 01	56 39	35 45	10
11	67 87	63 64	60 47	53 06	54 12	49 34	45 11	62 03	39 00	11
12	74 04	69 42	65 96	57 89	59 04	53 82	49 21	67 67	42 54	12
13	80 21	75 21	71 46	62 71	63 96	58 31	53 31	73 31	46 09	13
14	86 38	81 00	76 96	67 53	68 88	62 80	57 41	78 95	49 63	14
15	92 55	86 78	82 45	72 36	73 80	67 28	61 51	84 59	53 18	15
16	98 72	92 57	87 95	77 18	78 72	71 77	65 61	90 23	56 72	16
17	104 89	98 35	93 45	82 01	83 64	76 25	69 71	95 87	60 27	17
18	111 06	104 14	98 94	86 83	88 56	80 74	73 81	101 51	63 81	18
19	117 23	109 92	104 44	91 65	93 48	85 22	77 91	107 15	67 36	19
20	123 40	115 71	109 94	96 48	98 40	89 71	82 02	112 78	70 90	20
21	129 57	121 49	115 44	101 30	103 32	94 19	86 12	118 42	74 45	21
22	135 74	127 28	120 93	106 12	108 24	98 68	90 22	124 06	77 99	22
23	141 91	133 06	126 43	110 95	113 16	103 16	94 32	129 70	81 54	23
24	148 08	138 85	131 93	115 77	118 08	107 65	98 42	135 34	85 08	24
25	154 25	144 63	137 42	120 60	123 00	112 13	102 52	140 98	88 63	25
26	160 42	150 42	142 92	125 42	127 92	116 62	106 62	146 62	92 17	26
27	170 05	159 45	151 50	132 95	135 60	123 62	113 02	155 42	97 70	27
28	179 68	168 48	160 08	140 48	143 28	130 62	119 42	164 22	103 23	28
29	189 31	177 51	168 66	148 01	150 96	137 62	125 82	173 02	108 76	29
30	198 94	186 54	177 24	155 54	158 64	144 62	132 22	181 82	114 29	30

APPENDIX X

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

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 26	2 88½	2 51	2 63½	2 38½	1 63	½
1	6 52	5 77	5 02	5 27	4 77	3 26	1
2	13 04	11 54	10 04	10 54	9 54	6 52	2
3	19 56	17 31	15 06	15 81	14 31	9 78	3
4	26 08	23 08	20 08	21 08	19 08	13 04	4
5	32 60	28 85	25 10	26 35	23 85	16 30	5
6	39 12	34 62	30 12	31 62	28 62	19 56	6
7	45 64	40 39	35 14	36 89	33 39	22 82	7
8	52 16	46 16	40 16	42 16	38 16	26 08	8
9	58 68	51 93	45 18	47 43	42 93	29 34	9
10	65 20	57 70	50 20	52 70	47 70	32 60	10
11	71 72	63 47	55 22	57 97	52 47	35 86	11
12	78 24	69 24	60 24	63 24	57 24	39 12	12
13	84 76	75 01	65 26	68 51	62 01	42 38	13
14	91 28	80 78	70 28	73 78	66 78	45 64	14
15	97 80	86 55	75 30	79 05	71 55	48 90	15
16	104 32	92 32	80 32	84 32	76 32	52 16	16
17	110 84	98 09	85 34	89 59	81 09	55 42	17
18	117 36	103 86	90 36	94 86	85 86	58 68	18
19	123 88	109 63	95 38	100 13	90 63	61 94	19
20	130 40	115 40	100 40	105 40	95 40	65 20	20
21	136 92	121 17	105 42	110 67	100 17	68 46	21
22	143 44	126 94	110 44	115 94	104 94	71 72	22
23	149 96	132 71	115 46	121 21	109 71	74 98	23
24	156 48	138 48	120 48	126 48	114 48	78 24	24
25	163 00	144 25	125 50	131 75	119 25	81 50	25
26	169 52	150 02	130 52	137 02	124 02	84 76	26
27	176 04	155 79	135 54	142 29	128 79	88 02	27
28	182 56	161 56	140 56	147 56	133 56	91 28	28
29	189 08	167 33	145 58	152 83	138 33	94 54	29
30	195 60	173 10	150 60	158 10	143 10	97 80	30

APPENDIX XI

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

<i>No. of Days</i>	<i>Workers other than Apprentices</i>								<i>No. of Days</i>
	<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 17	3 34	2 70	2 50	2 21	2 00	1 19	2 09	½
1	8 34	6 68	5 40	5 00	4 42	4 00	2 38	4 18	1
2	16 67	13 35	10 79	10 01	8 83	8 01	4 76	8 35	2
3	25 01	20 03	16 ⁹ 19	15 01	13 25	12 01	7 14	12 53	3
4	33 35	26 71	21 59	20 01	17 67	16 01	9 52	16 71	4
5	41 68	33 38	26 98	25 01	22 08	20 02	11 90	20 88	5
6	50 02	40 06	32 38	30 02	26 50	24 02	14 28	25 06	6
7	58 36	46 74	37 78	35 02	30 92	28 03	16 67	29 24	7
8	66 69	53 41	43 17	40 03	35 33	32 03	19 05	33 41	8
9	75 03	60 09	48 57	45 03	39 75	36 03	21 43	37 59	9
10	83 37	66 77	53 97	50 03	44 17	40 04	23 81	41 77	10
11	91 70	73 44	59 36	55 04	48 58	44 04	26 19	45 94	11
12	100 04	80 12	64 76	60 04	53 00	48 04	28 57	50 12	12
13	108 38	86 80	70 16	65 04	57 42	52 05	30 95	54 30	13
14	116 72	93 48	75 56	70 04	61 84	56 05	33 33	58 48	14
15	125 05	100 15	80 95	75 05	66 25	60 05	35 71	62 65	15
16	133 39	106 83	86 35	80 05	70 67	64 06	38 09	66 83	16
17	141 73	113 51	91 75	85 05	75 09	68 06	40 47	71 01	17
18	150 06	120 18	97 14	90 06	79 50	72 06	42 85	75 18	18
19	158 40	126 86	102 54	95 06	83 92	76 07	45 24	79 36	19
20	166 74	133 54	107 94	100 06	88 34	80 07	47 62	83 54	20
21	175 07	140 21	113 33	105 07	92 75	84 08	50 00	87 71	21
22	183 41	146 89	118 73	110 07	97 17	88 08	52 38	91 89	22
23	191 75	153 57	124 13	115 07	101 59	92 08	54 76	96 07	23
24	200 08	160 24	129 52	120 08	106 00	96 09	57 14	100 24	24
25	208 42	166 92	134 92	125 08	110 42	100 09	59 52	104 42	25
26	225 09	180 27	145 71	135 09	119 25	108 10	64 28	112 77	26
27	241 76	193 62	156 50	145 10	128 08	116 11	69 04	121 12	27
28	258 43	206 97	167 29	155 11	136 91	124 12	73 80	129 47	28
29	275 10	220 32	178 08	165 12	145 74	132 13	78 56	137 82	29
30	291 77	233 67	188 87	175 13	154 57	140 14	83 32	146 17	30

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

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

APPENDIX XI (contd.)

*** Ready Reckoner showing the minimum wages payable for the number of days worked during April, 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.	
½	1 51½	1 89½	2 30	2 83½	3 42½	1 26	1 70	2 08	2 56	½
1	3 03	3 79	4 60	5 67	6 85	2 52	3 40	4 16	5 12	1
2	6 06	7 59	9 19	11 35	13 70	5 04	6 79	8 33	10 25	2
3	9 09	11 38	13 79	17 02	20 55	7 56	10 19	12 49	15 37	3
4	12 12	15 17	18 39	22 69	27 40	10 08	13 59	16 66	20 49	4
5	15 14	18 96	22 98	28 36	34 24	12 60	16 98	20 82	25 62	5
6	18 17	22 76	27 58	34 04	41 09	15 12	20 38	24 99	30 74	6
7	21 20	26 55	32 18	39 71	47 94	17 65	23 78	29 15	35 86	7
8	24 23	30 34	36 77	45 38	54 79	20 17	27 17	33 32	40 99	8
9	27 26	34 14	41 37	51 06	61 64	22 69	30 57	37 48	46 11	9
10	30 29	37 93	45 97	56 73	68 49	25 21	33 97	41 65	51 23	10
11	33 32	41 72	50 56	62 40	75 34	27 73	37 36	45 81	56 36	11
12	36 35	45 51	55 16	68 07	82 19	30 25	40 76	49 98	61 48	12
13	39 37	49 31	59 76	73 75	89 03	32 77	44 16	54 14	66 60	13
14	42 40	53 10	64 36	79 42	95 88	35 29	47 56	58 31	71 72	14
15	45 43	56 89	68 95	85 09	102 73	37 81	50 95	62 47	76 85	15
16	48 46	60 68	73 55	90 76	109 58	40 33	54 35	66 64	81 97	16
17	51 49	64 48	78 15	96 44	116 43	42 85	57 75	70 80	87 09	17
18	54 52	68 27	82 74	102 11	123 28	45 37	61 14	74 97	92 22	18
19	57 55	72 06	87 34	107 78	130 13	47 90	64 54	79 13	97 34	19
20	60 58	75 86	91 94	113 46	136 98	50 42	67 94	83 30	102 46	20
21	63 60	79 65	96 53	119 13	143 82	52 94	71 33	87 46	107 59	21
22	66 63	83 44	101 13	124 80	150 67	55 46	74 73	91 63	112 71	22
23	69 66	87 23	105 73	130 47	157 52	57 98	78 13	95 79	117 83	23
24	72 69	91 03	110 32	136 15	164 37	60 50	81 52	99 96	122 96	24
25	75 72	94 82	114 92	141 82	171 22	63 02	84 92	104 12	128 08	25
26	81 78	102 41	124 11	153 17	184 92	68 06	91 71	112 45	138 33	26
27	87 84	110 00	133 30	164 52	198 62	73 10	98 50	120 78	148 58	27
28	93 90	117 59	142 49	175 87	212 32	78 14	105 29	129 11	158 83	28
29	99 96	125 18	151 68	187 22	226 02	83 18	112 08	137 44	169 08	29
30	106 02	132 77	160 87	198 57	239 72	88 22	118 87	145 77	179 33	30

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

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

APPENDIX XI—(contd.)

*** Ready Reckoner showing the minimum wages payable for the number of days worked during April, 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.	
½	1 26	1 46	1 71	2 02	1 18	1 37½	1 57	1 85	½
1	2 52	2 92	3 42	4 04	2 36	2 75	3 14	3 70	1
2	5 03	5 85	6 83	8 09	4 72	5 50	6 28	7 39	2
3	7 55	8 77	10 25	12 13	7 08	8 25	9 42	11 09	3
4	10 07	11 69	13 67	16 17	9 44	11 00	12 56	14 79	4
5	12 58	14 62	17 08	20 22	11 80	13 75	15 70	18 48	5
6	15 10	17 54	20 50	24 26	14 16	16 50	18 84	22 18	6
7	17 62	20 46	23 92	28 31	16 53	19 25	21 97	25 87	7
8	20 13	23 39	27 33	32 35	18 89	22 00	25 11	29 57	8
9	22 65	26 31	30 75	36 39	21 25	24 75	28 25	33 27	9
10	25 17	29 23	34 17	40 44	23 61	27 50	31 39	36 96	10
11	27 68	32 16	37 58	44 48	25 97	30 25	34 53	40 66	11
12	30 20	35 08	41 00	48 52	28 33	33 00	37 67	44 36	12
13	32 72	38 00	44 42	52 57	30 69	35 75	40 81	48 05	13
14	35 24	40 92	47 84	56 61	33 05	38 50	43 95	51 75	14
15	37 75	43 85	51 25	60 65	35 41	41 25	47 09	55 45	15
16	40 27	46 77	54 67	64 70	37 77	44 00	50 23	59 14	16
17	42 79	49 69	58 09	68 74	40 13	46 75	53 37	62 84	17
18	45 30	52 62	61 50	72 78	42 49	49 50	56 51	66 54	18
19	47 82	55 54	64 92	76 83	44 86	52 25	59 64	70 23	19
20	50 34	58 46	68 34	80 87	47 22	55 00	62 78	73 93	20
21	52 85	61 39	71 75	84 92	49 58	57 75	65 92	77 62	21
22	55 37	64 31	75 17	88 96	51 94	60 50	69 06	81 32	22
23	57 89	67 23	78 59	93 00	54 30	63 25	72 20	85 02	23
24	60 40	70 16	82 00	97 05	56 66	66 00	75 34	88 71	24
25	62 92	73 08	85 42	101 09	59 02	68 75	78 48	92 41	25
26	67 95	78 93	92 25	109 18	63 74	74 25	84 76	99 80	26
27	72 98	84 78	99 08	117 27	68 46	79 75	91 04	107 19	27
28	78 01	90 63	105 91	125 36	73 18	85 25	97 32	114 58	28
29	83 04	96 48	112 74	133 45	77 90	90 75	103 60	121 97	29
30	88 07	102 33	119 57	141 54	82 62	96 25	109 88	129 36	30

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

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

APPENDIX XI—(contd.)

*** Ready Reckoner showing the minimum wages payable for the number of days worked during April, 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>	
$\frac{1}{2}$	1 08	1 25	1 43½	1 68	$\frac{1}{2}$
1	2 16	2 50	2 87	3 36	1
2	4 33	4 99	5 74	6 71	2
3	6 49	7 49	8 61	10 07	3
4	8 66	9 99	11 48	13 43	4
5	10 82	12 48	14 34	16 78	5
6	12 99	14 98	17 21	20 14	6
7	15 15	17 48	20 08	23 50	7
8	17 32	19 97	22 95	26 85	8
9	19 48	22 47	25 82	30 21	9
10	21 65	24 97	28 69	33 57	10
11	23 81	27 46	31 56	36 92	11
12	25 98	29 96	34 43	40 28	12
13	28 14	32 46	37 29	43 64	13
14	30 31	34 96	40 16	47 00	14
15	32 47	37 45	43 03	50 35	15
16	34 64	39 95	45 90	53 71	16
17	36 80	42 45	48 77	57 07	17
18	38 97	44 94	51 64	60 42	18
19	41 13	47 44	54 51	63 78	19
20	43 30	49 94	57 38	67 14	20
21	45 46	52 43	60 24	70 49	21
22	47 63	54 93	63 11	73 85	22
23	49 79	57 43	65 98	77 21	23
24	51 96	59 92	68 85	80 56	24
25	54 12	62 42	71 72	83 92	25
26	58 45	67 41	77 46	90 63	26
27	62 78	72 40	83 20	97 34	27
28	67 11	77 39	88 94	104 05	28
29	71 44	82 38	94 68	110 76	29
30	75 77	87 37	100 42	117 47	30

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

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

APPENDIX XII

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

No. of Days	<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>				No. of Days
	<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>	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 71½	1 86½	1 96½	1 91½	1 53	1 60½	1 16½	1 24	1 31½	1 44	½
1	3 43	3 73	3 93	3 83	3 06	3 21	2 33	2 48	2 63	2 88	1
2	6 86	7 46	7 86	7 66	6 12	6 42	4 66	4 96	5 26	5 76	2
3	10 29	11 19	11 79	11 49	9 18	9 63	6 99	7 44	7 89	8 64	3
4	13 72	14 92	15 72	15 32	12 24	12 84	9 32	9 92	10 52	11 52	4
5	17 15	18 65	19 65	19 15	15 30	16 05	11 65	12 40	13 15	14 40	5
6	20 58	22 38	23 58	22 98	18 36	19 26	13 98	14 88	15 78	17 28	6
7	24 01	26 11	27 51	26 81	21 42	22 47	16 31	17 36	18 41	20 16	7
8	27 44	29 84	31 44	30 64	24 48	25 68	18 64	19 84	21 4	23 4	8
9	30 87	33 57	35 37	34 47	27 54	28 89	20 97	22 32	23 67	25 92	9
10	34 30	37 30	39 30	38 30	30 60	32 10	23 30	24 80	26 30	28 80	10
11	37 73	41 03	43 23	42 13	33 66	35 31	25 63	27 28	28 93	31 68	11
12	41 16	44 76	47 16	45 96	36 72	38 52	27 96	29 76	31 56	34 56	12
13	44 59	48 49	51 09	49 79	39 78	41 73	30 29	32 24	34 19	37 44	13
14	48 02	52 22	55 02	53 62	42 84	44 94	32 62	34 72	36 82	40 32	14
15	51 45	55 95	58 95	57 45	45 90	48 15	34 95	37 20	39 45	43 20	15
16	54 88	59 68	62 88	61 28	48 96	51 36	37 28	39 68	42 08	46 08	16
17	58 31	63 41	66 81	65 11	52 02	54 57	39 61	42 16	44 71	48 96	17
18	61 74	67 14	70 74	68 94	55 08	57 78	41 94	44 64	47 34	51 84	18
19	65 17	70 87	74 67	72 77	58 14	60 99	44 27	47 12	49 97	54 72	19
20	68 60	74 60	78 60	76 60	61 20	64 20	46 60	49 60	52 60	57 60	20
21	72 03	78 33	82 53	80 43	64 26	67 41	48 93	52 08	55 23	60 48	21
22	75 46	82 06	86 46	84 26	67 32	70 62	51 26	54 56	57 86	63 36	22
23	78 89	85 79	90 39	88 09	70 38	73 83	53 59	57 04	60 49	66 24	23
24	82 32	89 52	94 32	91 92	73 44	77 04	55 92	59 52	63 12	69 12	24
25	85 75	93 25	98 25	95 75	76 50	80 25	58 25	62 00	65 75	72 00	25
26	89 18	96 98	102 18	99 58	79 56	83 46	60 58	64 48	68 38	74 88	26
27	92 61	100 71	106 11	103 41	82 62	86 67	62 91	66 96	71 01	77 76	27
28	96 04	104 44	110 04	107 24	85 68	89 88	65 24	69 44	73 64	80 64	28
29	99 47	108 17	113 97	111 07	88 74	93 09	67 57	71 92	76 27	83 52	29
30	102 90	111 90	117 90	114 90	91 80	96 30	69 90	74 40	78 90	86 40	30

APPENDIX XIII

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

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
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 0	5 75	12 75	6 50	4 30	10 80	5 25	3 95	9 30	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 0	11 50	25 50	13 0	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 0	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
29	40 60	33 35	73 95	37 70	24 94	62 64	30 45	22 91	53 36	29
30	42 00	34 50	76 50	39 00	25 80	64 80	31 50	23 70	55 20	30

*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 April, 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.	Rs. c.	
½	1 71½	1 86½	1 96½	1 86½	1 91½	1 53	1 16½	1 24	1 31½	1 44	½
1	3 43	3 73	3 93	3 73	3 83	3 06	2 33	2 48	2 63	2 88	1
2	6 86	7 46	7 86	7 46	7 66	6 12	4 66	4 96	5 26	5 76	2
3	10 29	11 19	11 79	11 19	11 49	9 18	6 99	7 44	7 89	8 64	3
4	13 72	14 92	15 72	14 92	15 32	12 24	9 32	9 92	10 52	11 52	4
5	17 15	18 65	19 65	18 65	19 15	15 30	11 65	12 40	13 15	14 40	5
6	20 58	22 38	23 58	22 38	22 98	18 36	13 98	14 88	15 78	17 28	6
7	24 01	26 11	27 51	26 11	26 81	21 42	16 31	17 36	18 41	20 16	7
8	27 44	29 84	31 44	29 84	30 64	24 48	18 64	19 84	21 04	23 04	8
9	30 87	33 57	35 37	33 57	34 47	27 54	20 97	22 32	23 67	25 92	9
10	34 30	37 30	39 30	37 30	38 30	30 60	23 30	24 80	26 30	28 80	10
11	37 73	41 03	43 23	41 03	42 13	33 66	25 63	27 28	28 93	31 68	11
12	41 16	44 76	47 16	44 76	45 96	36 72	27 96	29 76	31 56	34 56	12
13	44 59	48 49	51 09	48 49	49 79	39 78	30 29	32 24	34 19	37 44	13
14	48 02	52 22	55 02	52 22	53 62	42 84	32 62	34 72	36 82	40 32	14
15	51 45	55 95	58 95	55 95	57 45	45 90	34 95	37 20	39 45	43 20	15
16	54 88	59 68	62 88	59 68	61 28	48 96	37 28	39 68	42 08	46 08	16
17	58 31	63 41	66 81	63 41	65 11	52 02	39 61	42 16	44 71	48 96	17
18	61 74	67 14	70 74	67 14	68 94	55 08	41 94	44 64	47 34	51 84	18
19	65 17	70 87	74 67	70 87	72 77	58 14	44 27	47 12	49 97	54 72	19
20	68 60	74 60	78 60	74 60	76 60	61 20	46 60	49 60	52 60	57 60	20
21	72 03	78 33	82 53	78 33	80 43	64 26	48 93	52 08	55 23	60 48	21
22	75 46	82 06	86 46	82 06	82 46	67 32	51 26	54 56	57 86	63 36	22
23	78 89	85 79	90 39	85 79	88 09	70 38	53 59	57 04	60 49	66 24	23
24	82 32	89 52	94 32	89 52	91 92	73 44	55 92	59 52	63 12	69 12	24
25	85 75	93 25	98 25	93 25	95 75	76 50	58 25	62 00	65 75	72 00	25
26	89 18	96 98	102 18	96 98	99 58	79 56	60 58	64 48	68 38	74 88	26
27	92 61	100 71	106 11	100 71	103 41	82 62	62 91	66 96	71 01	77 76	27
28	96 04	104 44	110 04	104 44	107 24	85 68	65 24	69 44	73 64	80 64	28
29	99 47	108 17	113 97	108 17	111 07	88 74	67 57	71 92	76 27	83 52	29
30	102 90	111 90	117 90	111 90	114 90	91 80	69 90	74 40	78 90	86 40	30

APPENDIX XV

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 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
29	36 25	33 35	69 60	30 45	24 94	55 39	23 20	22 91	46 11	29
30	37 50	34 50	72 00	31 50	25 80	57 30	24 00	23 70	47 70	30

* 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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IN THE
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KILLS FLIES

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