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CEYLON LABOUR GAZETTE

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INDUSTRIAL COURT AWARD

No. W 105/250

In the matter of an industrial dispute

between

The Ceylon Workers' Congress, 84/4, Lauries Road,

Colombo 4

and

The Management of Henfold Estate, Lindula

THE AWARD

THIS is an award under section 17 of the Industrial Disputes Act, No. 43 of 1950, as amended by the Industrial Disputes (Amendment) Acts, No. 25 of 1956, and Nos. 14 and 62 of 1957. It relates to an industrial dispute between the Ceylon Workers' Congress (hereinafter referred to as the "Union") and the management of Henfold Estate, Lindula (hereinafter referred to as the "Management").

2. The Honourable Minister of Labour and Nationalised Services by his Order dated 1st November, 1960, made by virtue of the powers vested in him by section 4 (1) of the Industrial Disputes Act referred the aforesaid dispute to me for settlement by arbitration. The statement of the matter in dispute as set out by the Deputy Commissioner of Labour on the 24th February, 1960, annexed to the reference, is whether the failure of the management to offer work to the following workers is justified and to what relief they are entitled to :—

- (1) Palaniyandy
- (2) Mariaie
- (3) Periya Velu
- (4) Ahilandam
- (5) Sinna Velu
- (6) Vanasatchy
- (7) Valliammah.

3. At my hearing Mr. Advocate N. Nadarasa with Mr. Advocate K. Kandaswamy, instructed by Mr. M. P. Sundaram, appeared for the Union. Mr. Advocate R. A. Kannangara, instructed by Messrs. F. J. & G. de Saram, appeared for the Management.

4. Eildon Hall is a division of Henfold Estate. The dispute is in regard to the failure of the Management to give work on Eildon Hall to Palaniyandi and six others who are members of one family of which Palaniyandi is the head. Valliammah is his mother, Periya Velu and Sinna Velu are his brothers, and the other three are the wives of Palaniyandi and his brothers. Prior to the 5th of July, 1958, they were working on Stanford Hill Estate. About the end of June, 1958, the Management decided to recruit about twenty-five additional labourers and information of this intention was given to Ponnusamy K. P. who announced this fact on the muster ground. The workers who assembled on the muster ground were asked to inform their friends and relatives. As there was a shortage of labour lines relatives of the labourers already housed on the estate were desired as they could be accommodated on the verandahs of the rooms occupied by the relatives till new labour lines were erected by the end of the year. Karuppiah, a brother of Palaniyandi, who works as a car driver of a person living close to the estate heard the news of the decision of the Management to recruit additional labour and conveyed it to Palaniyandi. According to Palaniyandi and Ponnusamy K. P., Palaniyandi and Karuppiah met Ponnusamy K. P. at about 10 or 11 a.m. on 26th June, 1958, and verified the information. A doubt is thrown on this meeting by the evidence of Mr. Sinnathamby, the Superintendent of Stanford Hill Estate, who says that according to his check-roll Palaniyandi worked on his estate the whole of the 26th of June. According to Palaniyandi, Ponnusamy K. P. said at this meeting "labour is being recruited, but I won't be in a position to tell you without discussing it with the Superintendent; if you come by about the 28th or 29th I would be able to tell you about it having spoken to the Superintendent." So Palaniyandi according to him, went back to Ponnusamy K. P. on the 28th June. Here the same doubt is evident as Mr. Sinnathamby says that Palaniyandi worked the full day on the 28th of June. At this meeting according to Palaniyandi, the K. P. said that the Superintendent (meaning Mr. Jackson) was leaving the Island on 15th July, 1958, and that before that date a number of labourers had to be registered; that if Palaniyandi could bring his discharge tickets by the 5th July, he could get registration. So according to Palaniyandi he went back to Stanford Hill and asked the Superintendent for the discharge tickets. The latter demanded the usual one month's notice. On 1st July, 1958, there was a conference at the Labour Office at Hatton over some other matter at which the Superintendent of Stanford Hill and the Union leaders were present including Mr. Thondaman. At Mr. Thondaman's request Mr. Sinnathamby agreed to waive the month's notice and give the discharge tickets on 5th July. The evidence of Mr. Sinnathamby is different. I shall refer to it later. According to Palaniyandi he went to Eildon Hall on 5th July, 1958, and handed over the discharge tickets to Ponnusamy K. P. The latter asked him when he would be coming to the estate. Palaniyandi replied that he could go on the next day. On the 6th July, a Sunday, he went by car with his family, their goods being transported by lorry. Ponnusamy K. P. assigned a line room and kitchen and got two men to assist in the unloading of the goods. On the 7th July, the Assistant Superintendent, Mr. Aldons, and the K. P. got two men to clear the surrounding area of weeds. The men Ulaganathan and Baliah worked on the 8th too. The days immediately following were inauspicious to commence work and so on the 11th July, 1958, Palaniyandi asked the K. P. whether they could commence work. The K. P. replied that as the Superintendent (Mr. Jackson) was going

on furlough they were all very busy and asked him to wait for a few more days ; that others newly recruited were also waiting. On 17th July others newly recruited were given work while Palaniyandi and his family were refused work.

5. According to Mr. Aldons he was Assistant Superintendent from about March, 1958. On or about 15th July, 1958, Mr. Jackson went on 11 weeks' leave and he was appointed to act as Superintendent. In June, 1958, it was decided to recruit some additional labour. The procedure in regard to recruiting new labour is for the need to be made known ; when applicants come they should bring their discharge tickets. If a person comes without a discharge ticket he is regarded with suspicion as an illicit immigrant. When the discharge tickets are brought, the Superintendent communicates with the previous employers by letter or by telephone with a view to knowing the past conduct of the applicants. On being satisfied that there is nothing of a serious nature against them they are registered, line accommodation provided, and they are given work. He followed the practice in this case. The discharge tickets were given to him some day in July ; he took down the particulars and gave them back to the K. P. in the case of Palaniyandi and his family. Mr. Aldons observed that these people had been working at one time on High Forest Estate where there had been a strike. So by letter R. 1 of 8.7.58, he wrote to the Superintendent of High Forest making inquiries. The latter replied by R. 3 of 15th July, replying adversely. Mr. Aldons then decided not to employ them. According to Mr. Aldons he was unaware of all that is alleged to have transpired between Palaniyandi and Ponnusamy K. P. The allocation of line rooms is a function of the Superintendent while the keys are kept by the K. P. Mr. Aldons was unaware that the K. P. had assigned line rooms to Palaniyandi and his family. It is not true that he ordered labourers to clear the weeds in the neighbourhood of the line rooms.

6. The question submitted to me by the Hon'ble Minister of Labour is whether the failure of the Management to offer work to these labourers is justified and to what relief they are entitled. If there had been a contract of employment between the Management and the labourers then obviously the failure to offer work would be unjustified and they should be entitled to relief. The question therefore is whether there was a contract of employment. I have to answer this question although it is a stale question. The refusal to give work was on 17th July, 1958. As recorded earlier the statement of matter in dispute was set out by the Deputy Commissioner of Labour on 24th February, 1960, and the reference was made to me on 1st November, 1960.

7. It is not seriously contended that any person other than the Company which owns the estate or the Superintendent to whom authority is delegated can enter into a valid contract with the labourers. But it was argued that in the past years when labour used to be recruited in India the K. P. or the Head Kangany was authorized to go there and recruit and the labourers recruited by them were given employment ; therefore it must be presumed that K. P's had authority to recruit and labourers believed that they had the authority and came to agreements with them. I do not think that any inference can be drawn from the practice that prevailed in the distant past. Direct recruitment from India was stopped in this country many years ago. There is no evidence to contradict the evidence of Mr. Aldons that it

is the Superintendent who examines the discharge tickets and decides to engage an applicant for work or to reject. Mr. Nadarasa urged that I should not take too legalistic a view of the matter ; that I should consider first the extent of the K. P's authority, secondly, the extent of his apparent authority, thirdly, whether anything had transpired in the conduct of both parties—the labourers and the management—which estops the management from taking up the position that it will not employ Palaniyandi ; fourthly, whether under the Industrial Disputes Act the circumstances reveal a situation in which the Court will require the Superintendent to employ Palaniyandi and his family.

8. I am therefore considering the points raised by Mr. Nadarasa. The evidence of Ponnusamy K. P. and that of Palaniyandi is relevant in regard to this matter. They both say that on the first day when they met, the K. P. told Palaniyandi to go away and come on another day and that he would speak to the Superintendent. If the K. P. was clothed with authority to recruit or believed that he had authority and so did Palaniyandi, then why should there be any speaking with the Superintendent. The K. P. further says that when he spoke to the Superintendent and told him that seven or eight persons were ready to come from Stanford Hill the Superintendent replied that if they could come before the 10th July, they could be taken into employment. That means the Superintendent was fixing the conditions on which he would take them into employment. When two or three days later Palaniyandi turned up, the K. P. told him that the Superintendent had said he could be taken ; that the Superintendent had said that he would take them if they came before the 10th. Ponnusamy further stated that the Superintendent said that if others besides Palaniyandi and his family came they would be taken. This evidence shows that the K. P. was under no belief that he had a free hand in recruiting although he also says " the Superintendent asked me to recruit people I liked ". In answer to Mr. Kannangara's question " do you have authority to recruit labour " he replied " No. I have no authority on my own to recruit labour, but I do so on the instructions of the Superintendent." The above is sufficient to dispose of the first two questions posed by Mr. Nadarasa. The K. P. had no authority to enter into contracts of employment with labourers. He had authority to notify to the public that there are vacancies and to bring the applicants for work before the Superintendent. There is no difference between the authority he had and the apparent authority. Palaniyandi was under no delusion that the K. P. could enter into a contract of employment with him.

9. With regard to the question as to whether anything transpired in the conduct of both parties which estops the Management from taking up the position that it will not employ Palaniyandi and whether under the Industrial Disputes Act the circumstances revealed a situation in which the Court will require the Superintendent to employ Palaniyandi and his family, Mr. Nadarasa had undoubtedly in mind the causing of these labourers to throw up their jobs at Stanford Hill and their being accommodated in labour lines on Eildon Hall. In regard to the causing of these labourers to throw up their jobs, the evidence of Mr. Aldons is that it is the inveterate practice on all estates to ask an applicant for a job to produce his discharge tickets. A discharge ticket cannot be obtained unless a labourer resigns a job he is holding. The explanation given is that a man without a discharge ticket may be an illicit immigrant and even with a discharge ticket if it showed that he had been employed only for a short period on some

estate he might still be an illicit immigrant. Also that an estate does not wish to crimp labourers from another estate ; if a discharge ticket is produced it would mean that he had been discharged and engaging him would not be crimping. These reasons are un-impressive. If a man is already employed on another estate, he may be questioned and inquiries made from his employer as to whether he has any objection to releasing him before he is promised employment. With regard to the applicant being an illicit immigrant if on questioning him and on checking up he is found to be, for example, an eighteen year old boy who had been born on an estate where his parents are working then obviously he cannot be an illicit immigrant even if he had not been employed on an estate and had no discharge ticket. I have no hesitation in condemning this practice of getting a man to resign his job before he is considered for employment as thoroughly pernicious. If after as in this case, a man had resigned his job in order to apply for employment on another estate and is subsequently refused employment it causes great hardship. I trust the Estate Employers Federation will device some reasonable way in which a labourer working on an estate may apply for a job on another estate without having first to resign the post he is holding. There will always be circumstances in which a man employed on one estate may wish to work on another estate or desires to offer his services if there are vacancies. With regard to estoppel however the law is quite clear. The doctrine of estoppel is that if a person represents expressly or impliedly that a set of circumstances is true and thereby induces another person to do or omit to do something which he would not otherwise have done or omitted to do then the former is estopped from denying the truth of the circumstances. Here there is no denial that any set of circumstances as represented is true and there can be no question of estoppel. If in this case the Superintendent or his Agent the K. P. had represented that if Palaniyandi and his family resigned their jobs in Stanford Hill the Management would employ them, then the Management must employ them and failure to do so would be a good cause of action for damages in a Civil Court which is a very different thing from an estoppel. But I am told that the production of the discharge ticket, to be obtained only on resignation, is a necessary preliminary for considering the suitability of the man for employment and is not a promise of employment; that the person who resigns in order that his application may be considered takes a risk. This as I said earlier is an iniquitous practice. But so long as the practice is there and it is a well known practice I am unable to say that the Management would be liable in damages. With regard to the equity of the matter however the position is different and I shall deal with it later.

10. With regard to giving living accommodation on the estate there is an apparent contradiction. According to the K. P. it was Mr. Aldons who assigned the line rooms and the K. P. put them in occupation on Sunday, the 6th July. On the following day at the instance of Mr. Aldons he got the area round about cleared of weeds. It is corroborated by Palaniyandi, Ulaganathan and Baliah. Mr. Aldons denies this. According to him when on the 17th July he refused to employ these people the K. P. expressed horror and said "Sir, what can I do, they brought a lorry load of goods and said 'we have come, give us accommodation.' there was this line room available and I put them in". The K. P's evidence on this point is as follows:—"I told the Superintendent that seven or eight persons are ready to come from

Stanford Estate and the Superintendent asked me when they would be coming. I told the Superintendent that they had just inquired from me ; that they would have to give a month's notice and then come. The Superintendent said 'I want 25 workers before the 10th of the month, can these people come before the 10th'. I told the Superintendent that I have to ask them whether they could come before the 10th. Then the Superintendent said that if they were to give a month's notice they cannot possibly come ; if they can come before the 10th they could be taken into employment. Then I asked the Superintendent which line room could be given. Then the Superintendent examined the book and said that line room No. 12 which is the end room could be given ; that the other room near the school building could be given to the men coming from Kartmore Estate ; if any other people come they could be put on the verandah." The K. P. also said that when Palaniyandi brought the discharge tickets on 5th July, he asked him when they could come and he replied that they would come the next day. I believe the evidence of the K. P. which is a simple and natural story and think that both versions are consistent with each other. The Superintendent had said earlier that the people from Stanford Hill could be accommodated in the particular line room if they came before the 10th and the K. P. had so accommodated them. When the Superintendent refused to give work the K. P. was "horrified", and said that they had arrived with their things and he had given them accommodation. The question is whether this circumstance that with prior approval of the Superintendent living accommodation was given to these workers creates a situation in which the Management should be compelled to give them employment I think not. At the time the Superintendent gave his prior approval he undoubtedly presumed that the people coming from Stanford Hill were people of unblemished records. There can be no distinction between their throwing up their jobs at Stanford Hill in the hope of getting employment at Eildon Hall and their vacating the line rooms at Stanford Hill and moving into Eildon Hall in the same hope ; their being induced to give up their jobs at Stanford Hill in the hope of employment in Eildon Hall and their being given living accommodation on Eildon Hall in the same hope.

11. With regard to the question as to whether the Superintendent of Eildon Hall had acted unfairly in refusing employment to Palaniyandi and his family, Palaniyandi's temperament and character become relevant. It would appear that Palaniyandi was an employee on High Forest Estate during the strike there. The Management of that estate dismissed Palaniyandi and got rid of Palaniyandi and his family paying a sum of Rs. 2,500 as compensation. They were given employment on Wavendon Estate at Ramboda. After sometime they left Wavendon and went to Stanford Hill. The reason given by Palaniyandi for leaving Wavendon is that the place was too warm and too steep and the children got prickly heat. Ramboda, as everyone is aware, is close to Nuwara Eliya, and is one of the coldest places in the Island. But Palaniyandi says that the place was too warm and his children got prickly heat. Can he be regarded as a truthful man ? When he was in Stanford Hill the K. P. of that estate detailed him for duty as the gardener of the estate bungalow. He promptly went to the District Representative of the Union and lodged a complaint that he had been victimised without even asking the Superintendent to give him some other work. Gardening is the most enjoyable of all occupations and is

indulged in with great pleasure by the highest in all lands; but Palaniyandi preferred the drudgery of weeding. He obviously has a peculiar temperament. While one can appreciate the temperament of a man like Palaniyandi one cannot appreciate the mentality of the District Representative who wrote to the Superintendent of Stanford Hill that he had victimised Palaniyandi by putting him on to do gardening work. The Superintendent of Stanford Hill stated in evidence that he took these people on a written agreement with the Union that they would be removed the moment he asked for their removal. After this incident of his being charged with victimisation he asked for their removal. At a conference with regard to some other matter at the Labour Office, at Hatton, Mr. Thondaman requested him to give these people their discharge tickets without observance of the one month's notice rule and he readily agreed and gave their discharge tickets. At no time had he been previously asked and he had not demanded one month's notice. When Mr. Sinnathamby asked Palaniyandi as to which estate they were going to Palaniyandi replied that he did not know and that the Union was making arrangements. Can Palaniyandi be regarded as an honest man? He has also spoken an untruth that he used to work in cleaning up the temple and that therefore on days he was absent from work he was given a name and the check-roll was entered as if he had worked on that day. If Mr. Aldons refused to give employment to a man of this temperament and character I am unable to say that he had acted unfairly. I hold that the failure to offer work to the workers whose names are mentioned in the reference and of which Palaniyandi is the head is justified.

12. But that does not conclude the matter. It was no doubt in pursuance of a practice which I have already condemned, but the fact remains that these people have been induced to throw up their jobs on Stanford Hill and to obtain their discharge tickets on an understanding that they would be employed on Eildon Hall. They had been induced to throw up their jobs without even a month's notice during which they would have earned some money. They have been put to the expense of moving from Stanford Hill. Mr. Kannangara argued that all that had happened was the result of a conspiracy between the K. P. and the Union. I do not think that the K. P. who had loyally served on this estate for about thirty years entered into any such conspiracy. In my view it is but just and equitable that these workers should be compensated. I direct that each of these seven workers be paid two and a half months' wages and allowances computed on the hypothetical basis that they had worked on every working day from Monday the 7th July, 1958. This money should be paid through the Labour Department within a month of the publication of this award. I make award accordingly.

R. R. SELVADURAI,
Arbitrator.

Dated this 28th day of July, 1961.

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 August, 1961, is 105.4 as against 104.5 for the month of July, 1961, an increase of .9

Wage Rates

(a) The basic wages payable for the month of September, 1961, to workers in the trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged except in Plumbago Trade, where there is an increase.

(b) The Special Allowances payable for the month of September, 1961, in the Coconut Growing Trade, the Coconut Manufacturing Trade, the Rubber Growing and Manufacturing Trade and the Tea Growing and Manufacturing Trade will be slightly higher than that for the month of August, 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 the same as that for the month of August, 1961.

Strikes

THERE were altogether 5 strikes during the month of June, 1961, involving 1,341 workers and a loss of 1,341 man-days as against 4 strikes during the month of May, 1961, involving 495 workers and a loss of 8,308 man-days.

Three of these strikes were in the Tea Plantations involving 1,231 workers and a loss of 1,231 man-days, one was in a Rubber Plantation involving 35 workers and a loss of 35 man-days and the other one was in the Tea Export Trade involving 75 workers and a loss of 75 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 June, 1961, and July, 1961, was as given below :—

	June, 1961			July, 1961		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	16,474	11,000	27,474	16,658	11,159	27,817
Skilled	13,849	3,717	17,566	14,184	3,869	18,053
Semi-skilled	27,372	7,025	34,397	27,752	6,812	34,564
Unskilled	67,344	4,600	71,944	68,201	4,478	72,679
Total	125,039	26,342	151,381	126,795	26,318	153,113

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

	June, 1961			July, 1961		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	83	21	104	82	26	108
Skilled	51	9	60	81	2	83
Semi-skilled	73	14	87	111	4	115
Unskilled	434	3	437	287	9	296
Total	641	47	688	561	43	604

NOTES OF CURRENT INTEREST

Trade Unions Registered in August, 1961

Regd. No.	Name of the Union
1773 ..	Jatika Lunu Sansthawe Sewakayange Vurthiya Samitiya.
1774 ..	Minindoru Departhamentuwe Ketayam Rakakha Sangamaya.
1775 ..	Running Shed Sewaka Eksath Sangamaya.
1776 ..	Weyangoda Eksath Motor Riyeduru Samitiya.
1777 ..	Siyane Gangaboda Samupakara Sewakayange Vurthiya Samitiya.
1778 ..	Yaal Varthaga Ooliyar Sangam.
1779 ..	Kandakadu Rajaye Sathwa Palana Govipole Kamkaru Vurthiya Samitiya.
1780 ..	Balangoda Group Workers' Union.
1781 ..	Association of the Royal Ceylon Air Force Civilian Employees.
1782 ..	United Paper Industrial Employees Union.
1783 ..	Samastha Lanka Samupakara Sewaka Vurthiya Samitiya.
1784 ..	Ceylon Transport Board Technical Officers Union.
1785 ..	Seemasahitha Clerk Spence Saha Samagame Eksath Waraya Sewaka Sangamaya.
1786 ..	Deepa Wyaptha Dheewara Departhamentuwe Kamkaru Samitiya.

WAGES BOARDS

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

XV.—The Engineering Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Engineering Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, No. 27 of 1941, published in *Ceylon Government Gazette* No. 9,224 of January 7, 1944, and came into force on January 31, 1944. Orders varying the original description of the trade were published in *Gazette* No. 9,335 of November 24, 1944, and *Gazette Extraordinary* No. 11,463 of July 31, 1958, and came into force on November 24, 1944, and August 1, 1958, respectively.

ORDER

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

The engineering trade, that is to say—

- (1) civil engineering ;
- (2) mechanical engineering ; and
- (3) electrical engineering ;

including—

(A) the work of the following workers :—

- (1) turners ;
- (2) machinists (iron and steel working) ;
- (3) machinists (wood working) ;
- (4) coppersmiths ;
- (5) tinsmiths ;
- (6) plumbers ;
- (7) fitters ;
- (8) wiremen and electricians ;
- (9) electroplaters ;
- (10) armature winders ;
- (11) switchboard attendants ;
- (12) boiler-makers, rivetters, and caulkers ;
- (13) blacksmiths ;
- (14) blacksmiths' strikers and hammer-men ;
- (15) welders and burners ;
- (16) power-hammer operators ;
- (17) moulders (iron and brass) ;
- (18) driver mechanics ;
- (19) joiners ;
- (20) coremakers ;
- (21) fettlers (iron and brass) ;
- (22) smelters (iron and brass) ;
- (23) pattern makers ;
- (24) carpenters, joiners, and cabinet makers ;
- (25) boat builders ;
- (26) checkers (timber) ;

- (27) sawyers ;
- (28) caulkers (deck) ;
- (29) saw sharpeners ;
- (30) machine knife sharpeners ;
- (31) painters ;
- (32) sign writers ;
- (33) polishers (appliers of French polish) ;
- (34) masons ;
- (35) crane drivers ;
- (36) boiler attendants ;
- (37) launch-tindals, drivers and bowmen ;
- (38) splicers (rope and sail-makers) ;
- (39) glaziers ;
- (40) drivers (engine) ;
- (41) oil and steam roller drivers and firemen ;
- (42) shipwrights ;
- (43) body builders ;
- (44) hoodmakers ;
- (45) greasers ;
- (46) cleaners ;
- (47) washers ;
- (48) mechanics ;
- (49) tyre repairers ;
- (50) tyre vulcanizers ;
- (51) tinkers (motor) ;
- (52) kanganies ;
- (53) unskilled labourers ;
- (54) trade learners and apprentices ;
- (55) watchers ;
- (56) engineering store-keepers ;

and (B) any other operation connected with or incidental to the work specified in the preceding paragraph (A) but excluding the work of the workers in the Dock, Harbour and Port Transport Trade, specified in the Order published in *Gazette* No. 9,790 of October 24, 1947, as subsequently amended.

(B) ESTABLISHMENT OF THE BOARD

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

(C) DECISIONS OF THE BOARD

The original decisions in respect of the Engineering Trade made by the Wages Board for that trade related mainly to rates of wages and they came into force on August 13, 1945. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette* No. 9,447 of August 10, 1945. Decisions varying the earlier decisions were published in notifications appearing in *Gazettes* No. 9,523 of February 22, 1946, No. 9,837 of February 27, 1948, *Gazette Extraordinary* No. 10,229 of March 30, 1951, No. 10,542 of June 29, 1953, No. 10,811 of June 30, 1955, *Gazette* No. 11,224 of December 27, 1957, *Gazette* No. 11,268 of February 28, 1958, *Gazette Extraordinary* No. 11,509 of August 30, 1958, *Gazette* No. 11,603 of November 28, 1958, *Gazette Extraordinary* No. 11,657 of January 31, 1959, No. 11,733 of April 29, 1959, and *Gazette* No. 12,617 of August 25, 1961.

Decisions in regard to weekly and annual holidays came into force on March 1, 1946, and were published in *Gazette* No. 9,523 of February 22, 1946 and No. 11,224 of December 27, 1957. Decisions in regard to public holidays were published in a notification appearing in *Gazette Extraordinary* No. 11,733 of April 29, 1959.

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

PART I

Direction under section 20 (2) (b)

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

The special allowance for a normal working day in any month shall be computed on the cost of living index number for the month immediately preceding that month.

Definition of a normal working day (Section 24)

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

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

2. The provisions of paragraph 1 shall not apply to watchers.

Definition of a normal working week (Section 24)

1. The number of hours (exclusive of the intervals for meals or rest) constituting a normal working week shall not exceed forty-five and a half.

2. The provisions of paragraph 1 shall not apply to workers other than watchers.

PART II

The minimum rate of wages for time work shall consist of—

- (1) a basic rate, and
- (2) a special allowance, as set out hereunder—

1 Class of Workers	2 Basic rate for a normal working day		3 Rate of Special Allowance for a normal working day in any month		
	(a) Where the cost of living index number for the preceding month is 100·1 the special allowance shall be—	(b) Where the cost of living index number for the preceding month is 100·0 the special allowance shall be—	(c) Where the cost of living index number for the preceding month is above 100·1 or below 100·0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance pres- cribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively.		
	Rs. c.	Rs. c.	Rs. c.		
Unskilled labourers ..	1 40	2 0	1 97		
Semi-skilled workers, Grade I—					
Wiremen; electroplaters; blacksmiths' strikers and hammer-men; fettlers (iron and brass); smellters (iron and brass); checkers (timber), sawyers; caulkers (deck); boiler attendants; drivers (engine); firemen; tyre repairers; tyre vulcanizers ..	1 65				
Semi-skilled workers, Grade II—					
Painters; bowmen; greasers; cleaners and washers; mason mates and blacksmith mates, employed in repairing, constructing and maintenance of roads, including workers employed in cutting side drains, scarifying the road surface, metal spreading, loading, unloading and piling of metal, tarring roads and concrete mixing by hand ..	1 45				
Skilled workers—					
Turners; machinists (iron and steel working); machinists (wood working); coppersmiths; plumbers; fitters; electricians; armature winders; switchboard attendants; boiler-makers; blacksmiths; welders and burners; power-hammer operators; moulders (iron and brass); joiners; coremakers; pattern-makers; carpenters, joiners and cabinet-makers; boat-builders; saw-sharpeners; machine-knife sharpeners; sign writers; polishers (applicers of French polish); masons; launch tindals, drivers; splicers (rope and sail makers); glaziers; driver mechanics, oil and steam roller drivers; slip-wrights, body-builders, hood-makers; mechanics; tinkers (motor); tinsmiths; rivetters and caulkers; crane drivers; miners (blasters and drillers) and sledgers, employed in repairing, constructing and maintenance of roads ..	2 0	2 10	2 7	3 cents	
Kanganies ..	1 80				
Watchers ..	1 70				
Trade learners and apprentices—					
First year ..	0 50	1 10	1 9	1 cents	
Second year ..	0 66	1 20	1 19		
Third year ..	0 85	1 48	1 46	2 cents	
Fourth year ..	1 10	1 63	1 61		

Table I

Special Allowances payable in the event of a rise in the Index Number

Index Numbers	Un-skilled labourers		Semi-skilled workers Grade I and Grade II and Skilled Workers including Kanganies and Watchers		Trade Learners and Apprentices							
	Rs. c.		Rs. c.		1st Year	2nd Year	3rd Year	4th Year				
	Rs.	c.	Rs.	c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.				
100.1-101.8	..	2 0	..	2 10	..	1 10	..	1 20	..	1 48	..	1 63
101.9-103.6	..	2 3	..	2 13	..	1 11	..	1 21	..	1 50	..	1 65
103.7-105.4	..	2 6	..	2 16	..	1 12	..	1 22	..	1 52	..	1 67
105.5-107.2	..	2 9	..	2 19	..	1 13	..	1 23	..	1 54	..	1 69
107.3-109.0	..	2 12	..	2 22	..	1 14	..	1 24	..	1 56	..	1 71

Table II

Special Allowances payable in the event of a fall in the Index Number

Index Numbers	Un-skilled labourers		Semi-skilled workers Grade I and Grade II and Skilled Workers including Kanganies and Watchers		Trade Learners and Apprentices							
	Rs. c.		Rs. c.		1st Year	2nd Year	3rd Year	4th Year				
	Rs.	c.	Rs.	c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.				
100.0-98.3	..	1 97	..	2 7	..	1 9	..	1 19	..	1 46	..	1 61
98.2-96.5	..	1 94	..	2 4	..	1 8	..	1 18	..	1 44	..	1 59
96.4-94.7	..	1 91	..	2 1	..	1 7	..	1 17	..	1 42	..	1 57
94.6-92.9	..	1 88	..	1 98	..	1 6	..	1 16	..	1 40	..	1 55
92.8-91.1	..	1 85	..	1 95	..	1 5	..	1 15	..	1 38	..	1 53

In this Schedule, the word "year" in relation to any trade learner or apprentice shall be deemed to consist of 365 days of continuous employment, including—

- (a) every holiday allowed by the employer, under section 25, to such learner or apprentice ;
- (b) every day of absence with the approval of the employer ;
- (c) every day of absence due to an injury to such learner or apprentice caused by an accident arising out of and in the course of his employment ;
- (d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ; and
- (e) every day on which the employer fails to provide work to such learner or apprentice ;

but not including the day fixed as a weekly holiday under section 24 :

Provided, however, that the aggregate number of days included under clauses (a), (b), (c), (d) and (e) mentioned above, shall not exceed 77 in respect of any such year.

PART III

Overtime Rate

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

2. In respect of each hour of work in excess of the minimum number of hours constituting a normal working day performed by a worker on a day declared as a public holiday by the Wages Board for the Engineering Trade under section 25 of the Wages Boards Ordinance, No. 27 of 1941, the minimum overtime rate shall be 3 times the minimum hourly rate ascertained by dividing the minimum daily rate by 8.

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

Provided, however, that a watcher shall not be entitled, in respect of any hour of work, to both an overtime-pay for working in excess of the normal working day and an overtime-pay for working in excess of the normal working week.

DECISION RELATING TO WEEKLY, ANNUAL AND PUBLIC HOLIDAYS

Weekly Holiday (section 24)

EVERY employer shall allow each Sunday as the weekly holiday to all workers employed under him.

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

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ; and
- (2) that in respect of work done on a Sunday that worker shall be paid as remuneration the minimum rate of wages for a normal working day increased by—
 - (a) 50 per cent of such minimum rate for the first 9-hours (inclusive of one hour for a meal) ; and
 - (b) 100 per cent of the minimum hourly rate (ascertained by dividing the daily minimum time rate by 8) for each subsequent hour of work.

The preceding provisions of this paragraph shall not apply to—

- (a) watchers ; and
- (b) workers engaged on work outside the business premises of the employer for periods exceeding 12 days, in respect of duration of each such period.

Annual Holidays (section 25)

1. If a worker has been in continuous employment and has worked under the same employer for more than 232 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next

succeeding year a holiday or holidays, calculated at the rate of one holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 232 :

Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

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

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

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

2. (i) If the number of holidays that a worker is entitled to does not exceed seven, such worker shall be allowed, and he shall take, those holidays on consecutive days.

(ii) If the number of holidays that a worker is entitled to exceeds seven, such worker shall be allowed, and he shall take, seven of those holidays on consecutive days.

3. Subject to the provisions of paragraph 2, a worker shall be allowed his holiday or holidays on a day or days to be mutually agreed upon between him and his employer.

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

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

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

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

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

Public Holidays

1. (a) Subject to the provisions of paragraph 2, every employer shall allow as holidays with remuneration to all workers employed under him, the following public holidays within the meaning of the Holidays Ordinance (Chapter 135) :—

- (1) The Tamil Thai Pongal Day ;
- (2) Independence Commemoration Day (February 4) ;
- (3) The Sinhala and Hindu New Year's Day ;
- (4) May Day (May 1) ;
- (5) The Full Moon Day of the Sinhala month of Wesak ;
- (6) The Birthday of the Holy Prophet Mohamed (On Whom Be Peace, Meelad-un-Nabi) ; and
- (7) Christmas Day.

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

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

- (a) a day on or before the thirty-first day of December next succeeding such public holiday shall be granted to the worker as a holiday with remuneration calculated at the daily minimum rate applicable in respect of the month in which the alternative holiday is granted ; or
- (b) such worker shall be remunerated for work done on any such public holiday at double the minimum daily rate for work done during the number of hours constituting a normal working day for that day.

DECISIONS OF THE WAGES BOARD FOR THE BRICK AND TILE MANUFACTURING TRADE

L. D.—B. 34/57.

THE WAGES BOARDS ORDINANCE, No. 27 OF 1941

Notification

IT is hereby notified under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, as amended by Ordinance No. 40 of 1943, that the decisions of the Wages Board for the Brick and Tile Manufacturing Trade, applicable to workers employed in the manufacture of tiles in a factory, and made under sections 20, 24 and 25 of the first-mentioned Ordinance and specified in the Schedule hereto, have been approved by the Acting Minister of Labour and Nationalised Services.

The decisions shall come into force on the first day of September, 1961.

Colombo, August 16, 1961.

C. B. KUMARASINHA,
Additional Permanent Secretary,
Ministry of Labour and Nationalised Services.

SCHEDULE

PART I

Direction under section 20 (2) (b)

1. The special allowance shall be computed and published monthly by the Commissioner of Labour.
2. The special allowance for a normal working day in any month shall be computed on the cost of living index number for the month immediately preceding that month.

Definition of a normal working day (section 24)

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

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

PART II

The minimum rate of wages for time work shall consist of—

- (1) a basic rate; and
- (2) a special allowance, as set out hereunder—

(1) Class of Workers	(2) Basic rate for a normal worki'g day	(3) Rate of Special Allowance for a normal working day in any month		
		(a) Where the cost of living index number for the preceding month is 100·1 the special allowance shall be—	(b) Where the cost of living index number for the preceding month is 100·0 the special allowance shall be—	(c) Where the cost of living index number for the preceding month is above 100·1 or below 100·0 the rate of special allo- wance prescribed in the preceding column 3 (a) shall be in- creased or the rate of special allowance prescribed in the pre- ceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number ex- ceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out here- under as illustrated in Tables I and II below respectively

	Rs. c.	Rs.	Rs. c.		
A.—Male Workers (not under 18 years of age): Skilled Workers, Grade I— press feeders (machine), firemen engaged in the kiln (burners) ..	2 0	} 1 88	.. 1 85	} 3 cents	
Skilled Workers, Grade II— press feeders (hand), setters engaged in loading or stacking the tiles inside the kiln for baking, sorters ..	1 80				
Semi-skilled Workers— winchmen, block cutters, tile slab oiler and polisher, trimmers, green tile sorters, workers engaged in stacking tiles in vehicles for transport ..	1 60				
Unskilled Workers— workers engaged in mixing and tempering clay, truck fillers, claymen, block carriers, workers engaged in mixing and pugging by machinery, workers engaged in stacking tiles on racks, workers engaged in sun drying tiles, workers engaged in helping the sorters, workers engaged in helping green tile sorters, firewood carriers, pug-mill feeders, workers engaged in removing baked tiles from the kiln, workers engaged in stacking tiles, workers engaged in moving blocks of clay to presses or other parts of the store, helpers engaged in loading and stacking tiles inside the kiln for baking ..	1 40				
B.—Female Workers, not under 18 years of age ..	1 15	.. 1 78	.. 1 75		
	.. 1 15	.. 1 67	.. 1 64		
C.—Workers (irrespective of sex) under 18 years of age—					
Workers over 14 years but under 15 years	0 80	.. 1 34	.. 1 32		} 2 cents
Workers over 15 years but under 16 years	0 90	.. 1 39	.. 1 37		
Workers over 16 years but under 17 years	1 0	.. 1 44	.. 1 42		
Workers over 17 years but under 18 years	1 10	.. 1 54	.. 1 52		

TABLE ILLUSTRATING THE APPLICATION OF THE DIRECTIONS SET OUT IN COLUMN 3 (c) ABOVE

Table I—Special allowance payable in the event of a rise in the index number

Index Numbers	Male Workers (not under 18 years of age)			Female Workers (not under 18 years of age)	Workers irrespective of sex and under 18 years			
	Skilled Workers Grades I and II	Semi-skilled Workers	Unskilled Workers		Over 14 but under 15	Over 15 but under 16	Over 16 but under 17	Over 17 but under 18
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.1-101.8	.. 1 88	.. 1 88	.. 1 78	.. 1 67	.. 1 34	.. 1 39	.. 1 44	.. 1 54
101.9-103.6	.. 1 91	.. 1 91	.. 1 81	.. 1 70	.. 1 36	.. 1 41	.. 1 46	.. 1 56
103.7-105.4	.. 1 94	.. 1 94	.. 1 84	.. 1 73	.. 1 38	.. 1 43	.. 1 48	.. 1 58
105.5-107.2	.. 1 97	.. 1 97	.. 1 87	.. 1 76	.. 1 40	.. 1 45	.. 1 50	.. 1 60
107.3-109.0	.. 2 0	.. 2 0	.. 1 90	.. 1 79	.. 1 42	.. 1 47	.. 1 52	.. 1 62

Table II—Special allowance payable in the event of a fall in the index number

100.0-98.3	.. 1 85	.. 1 85	.. 1 75	.. 1 64	.. 1 32	.. 1 37	.. 1 42	.. 1 52
98.4-96.5	.. 1 82	.. 1 82	.. 1 72	.. 1 61	.. 1 30	.. 1 35	.. 1 40	.. 1 50
96.4-94.7	.. 1 79	.. 1 79	.. 1 69	.. 1 58	.. 1 28	.. 1 33	.. 1 38	.. 1 48
94.6-92.9	.. 1 76	.. 1 76	.. 1 66	.. 1 55	.. 1 26	.. 1 31	.. 1 36	.. 1 46
92.8-91.1	.. 1 73	.. 1 73	.. 1 63	.. 1 52	.. 1 24	.. 1 29	.. 1 34	.. 1 44

PART III

Overtime Rate

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

PART IV

Weekly Holiday (section 24)

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

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

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday and
- (2) that in respect of work done on a Sunday that worker shall be paid as remuneration the minimum rate of wages for a normal working day increased by—
 - (a) 50 per cent of such minimum rate for the first 9 hours (inclusive of one hour for a meal); and
 - (b) 100 per cent of the minimum hourly rate (ascertained by dividing the daily minimum time rate by 8) for each subsequent hour of work.

PART V

Annual Holidays (section 25)

1. If a worker has been in continuous employment and has worked under the same employer for more than 232 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays, calculated at the rate of one holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 232;

Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

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

- (a) every holiday allowed by the employer to the worker under section 25, at any earlier time in any year under consideration;
- (b) every day of absence on any grounds approved by the employer;
- (c) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment;
- (d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117);
- (e) every day on which the employer fails to provide work for the worker; and
- (f) every day of absence due to a strike or lockout that is not illegal and that does not continue for more than 30 days but shall not include the day fixed as the weekly holiday under section 24.

2. (i) If the number of holidays that a worker is entitled to does not exceed seven, such worker shall be allowed, and he shall take those holidays on consecutive days.

(ii) If the number of holidays that a worker is entitled to exceeds seven, such worker shall be allowed, and he shall take seven of those holidays on consecutive days.

3. Subject to the provisions of paragraph 2, a worker shall be allowed his holiday or holidays on a day or days to be mutually agreed upon between him and his employer.

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

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

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

7. The foregoing decisions shall not apply in respect of employment at any time prior to January 1, 1960.

Explanatory Note

(This note is not part of the decisions but is intended to indicate its general purport.)

1. These decisions were published in *Government Gazette* No. 12,617 of August 25, 1961, and shall be effective from September 1, 1961. The application of these decisions is limited to workers employed in the manufacture of tiles in a factory.
2. The extracts of the *Government Gazette*, referred to above are available for sale in the Sinhala, Tamil and English languages at the Government Publications Bureau, Colombo 1.—Price 10 cents; Postage 10 cents.

S. W. B.

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base: November, 1938-April, 1939=100

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

INDEX NUMBERS

Base: November, 1938-April, 1939 = 100

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

Index Number
Nov., 1942
= 100

Base: November, 1942 = 100

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

† Average for 5 months only.

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base: Average Prices 1952=100

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

INDEX NUMBERS

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

1960—

January	105.12	101.61	101.53	93.56	114.51	105.4
February	104.95	101.61	101.53	93.80	114.46	105.3
March	105.18	102.31	101.53	93.76	114.83	105.6
April	102.19	104.15	101.53	94.15	115.41	104.0
May	99.92	100.58	101.53	94.07	115.73	102.4
June	99.94	102.65	101.53	94.36	115.15	102.5
July	97.66	102.00	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
April	98.65	103.46	101.53	104.15	121.83	103.9
May	98.91	102.65	101.53	104.43	121.94	104.0
June	99.70	102.65	101.53	104.65	121.86	104.5
July	99.85	103.00	101.53	104.35	121.09	104.5
August	99.76	106.69	101.53	104.86	125.03	105.4

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	Minimum Wage Rate Index No.	Index No. of Real Wages	Average Monthly Rate of Wages	Wage Rate Index No.	Index No. of Real Wages
	Rs. c.			Rs. c.		
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	108.40	99.16	110.44	107.43
1958 .. — ..	2.14	111.46	106.21	113.74	126.67	120.70
1959 .. — ..	2.14	111.46	105.95	113.74	126.67	120.41
1960 .. — ..	2.12	110.42	106.69	113.74	126.67	122.39
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
April	2.12	110.42	106.28	113.74	126.67	121.92
May	2.12	110.42	106.17	113.74	126.67	121.80
June	2.12	110.42	105.67	113.74	126.67	121.22
July	2.12	110.42	105.67	113.74	126.67	121.22
August	2.12	110.42	104.76	113.74	126.67	120.18

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		
	April	.. 2.16 .. 110.20..	3.72 .. 127.40..	2.28 .. 111.76		
	May	.. 2.16 .. 110.20..	3.75 .. 128.42..	2.28 .. 111.76		
	June	.. 2.16 .. 110.20..	3.75 .. 128.42..	2.28 .. 111.76		
	July	.. 2.16 .. 110.20..	3.75 .. 128.42..	2.28 .. 111.76		
	August	.. 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	19,338
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	33,544
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	28,393	17,549	35,974	75,323	157,239
‡ March	26,596	17,113	33,995	72,811	150,515
April	26,948	16,813	34,162	70,761	148,684
May	26,979	16,924	33,897	70,873	148,673
June	27,474	17,566	34,397	71,944	151,381
July	27,817	18,053	34,564	72,679	153,113

* 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 Exchange 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	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	T Trincomalee	Anuradhapura	Arissoiwella	Haputale	Matara	Vaunmya	Kegalla	Male	Total
1941	20,458	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20,458
1942	19,333	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19,333
1943	8,385	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,385
1944	1,053	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	1,497	-	-	-	-	-	-	-	21,366*
1946	25,805	1,117	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	284	323	-	-	-	-	-	-	52,707
1952	32,124	3,028	3,263	3,331	3,730	547	1,162	1,435	909	663	422	252	437	678	-	-	-	-	-	53,023
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	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	1,567	884	1,377	396	1,589	-	-	-	63,304
1955	36,451	3,395	4,740	6,391	4,877	638	2,767	2,199	1,962	619	455	776	1,104	1,532	392	2,411	-	-	-	71,010
1956	48,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	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	1,252	1,168	2,226	840	5,331	551	1,947	-	\$110,856
1958	52,563	7,721	7,300	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	1,188	1,380	2,925	1,110	5,324	531	2,465	-	117,799
1959	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	1,365	1,733	2,965	1,198	5,812	611	2,786	970	128,013

TABLE V—(contd.)

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapure	Badulla	Batticaloa	Kalmunna**	Trincomalee	Anuradhapura	Awisawella	Haputale	Makara	Vavuniya	Kegalla	Matale	Total
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	981	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	6,276	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	5,090	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	787	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 ..	57,983	10,508	7,250	15,710	6,062	1,595	5,158	3,317	2,869	1,841	1,217	1,681	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	7,853	652	3,068	933	47,761
November ..	63,203	15,889	8,236	15,010	6,481	2,006	5,540	3,579	3,551	2,295	1,168	693	1,695	2,394	3,694	1,122	8,093	724	3,097	964	149,409
December 1961—	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
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	7,335	2,369	5,873	3,819	3,977	2,538	1,207	830	1,632	2,654	3,899	1,304	8,136	829	3,259	1080	157,239
March** ..	63,439	17,099	8,900	14,960	7,236	2,254	5,622	—	3,926	2,553	1,096	825	1,639	2,616	3,816	1,353	8,005	786	3,226	1114	150,515
April ..	60,800	16,489	8,591	14,929	7,288	2,352	5,621	2,847	3,861	2,535	973	761	1,649	2,480	3,557	1,358	7,636	748	3,104	1105	148,684
May ..	60,452	16,223	8,770	15,367	7,049	2,481	5,679	2,871	3,856	2,934	1,054	851	1,066	2,514	3,516	1,392	7,606	717	3,155	1120	148,673
June ..	62,311	16,139	9,022	15,486	7,144	2,670	5,624	2,081	3,897	3,026	1,123	721	1,117	2,531	3,512	1,391	7,628	659	3,175	1174	151,381
July ..	62,886	15,968	9,342	15,771	7,096	2,970	5,566	3,184	3,932	3,131	1,218	770	1,270	2,556	3,569	1,395	7,598	560	3,185	1146	153,113

* 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 1946 and 1946.)

‡ Revised 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	3,550	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	1,814	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	869	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	609	17,543	1,371	27,643	2,820	66,028	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	83,883	8,203
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	27,839	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	1,836	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	1,863	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	5,473	217	11,180	444
December	2,554	91	1,373	30	2,265	78	5,258	138	11,450	337
1961 January	3,123	93	1,376	20	2,844	106	5,170	235	12,518	454
February	1,966	164	1,136	24	2,200	60	4,418	231	9,720	479
† March	1,390	67	946	68	1,749	62	3,165	186	7,250	383
April	955	67	717	61	1,356	82	2,816	199	5,844	409
May	2,027	85	1,447	44	2,172	107	5,463	266	11,109	502
June	2,251	104	1,614	60	2,586	87	5,375	437	11,826	688
July	1,933	108	1,497	83	2,206	115	4,525	296	10,161	604

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

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	671	61	472	32	969	55	1,864	67	3,976	217
Negombo	114	4	121	—	117	8	324	27	676	39
Kalutara	163	—	159	—	162	2	269	—	753	2
Galle	132	2	168	—	89	1	218	4	607	7
Kandy	114	4	57	2	113	2	250	11	534	19
Nawalapitiya	84	—	122	11	90	3	253	8	549	22
Kurunegala	58	1	44	1	68	5	90	3	260	10
Jaffna	90	7	66	26	111	8	161	29	368	70
Ratnapura	60	1	28	2	95	2	160	12	343	17
Badulla	102	4	41	5	39	4	39	3	221	16
Batticaloa	23	4	13	—	38	5	98	5	172	14
Kalmunai	22	—	11	—	24	—	96	43	153	43
Trincomalee	40	2	34	2	36	11	143	9	253	24
Anuradhapura	35	1	20	—	30	2	110	30	195	38
Awissawelli	36	4	25	—	38	—	123	—	222	4
Haputale	12	—	2	—	15	—	36	6	86	6
Matara	81	1	48	—	80	—	233	33	442	34
Vavuniya	37	10	11	2	37	4	10	—	95	16
Kegalla	45	2	25	—	42	3	78	6	190	11
Matale	14	—	9	—	13	—	30	—	66	—
Total	1,933	108	1,497	83	2,206	115	4,525	296	10,161	604

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	Not available	Not available	4	Not available	Not available
1940	36	9,732	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66‡	12,399	25,937
1945	28	3,514	4,285*	53	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,188	46,960
1953	33	363,600	430,686	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	42,523	259,943	37	4,830	15,139‡
1961 January to June §	39	10,930	215,052	18	2,790	4,451
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	2,836	57,826	2	27	239
August	5	1,782	6,458	8	1,094	4,081
September	8	1,336	4,308	1	45	225
October	8	1,867	6,992	7	1,661	2,688‡
November	10	3,435	20,410	8	790	4,226
December	11	4,370	37,449	—	—	—
1961 January §	12	4,046	29,533	—	—	—
February §	7	1,385	13,707	4	1,004	1,086
March §	6	1,006	1,500	9	261	1,290
April §	6	2,732	160,738	4	1,450	2,000
May §	4	495	8,308	—	—	—
June §	4	1,266	1,266	1	75	75

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

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

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

§The figures are provisional and subject to amendment.

** Amended figures.

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

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

TABLE IX—CLASSIFICATION OF THE STRIKES IN JUNE, 1961, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
	Plantations	Others	Plantations	Others	Plantations	Others
Plantations—Tea ..	3	—	1,231	—	1,231	—
Rubber ..	1	—	35	—	35	—
Tea-cum-Rubber ..	—	—	—	—	—	—
Coconut ..	—	—	—	—	—	—
Coconut-cum-Rubber ..	—	—	—	—	—	—
Total ..	4	—	1,266	—	1,266	—
Engineering ..	—	—	—	—	—	—
Printing ..	—	—	—	—	—	—
Motor Transport ..	—	—	—	—	—	—
Tea Export ..	1	—	75	—	75	—
Rubber Export ..	—	—	—	—	—	—
Coconut Manufacturing ..	—	—	—	—	—	—
Toddy, Arrack and Vinegar ..	—	—	—	—	—	—
Cigar Manufacturing ..	—	—	—	—	—	—
Tea & Rubber Manufacturing ..	—	—	—	—	—	—
Cinema ..	—	—	—	—	—	—
Dock, Harbour and Port Transport ..	—	—	—	—	—	—
Building Trade ..	—	—	—	—	—	—
Local Government Services ..	—	—	—	—	—	—
Service Institutions ..	—	—	—	—	—	—
Factories, Workshops, &c., run by the State ..	—	—	—	—	—	—
Textile ..	—	—	—	—	—	—
Relief Schemes ..	—	—	—	—	—	—
Wholesale and Retail Distribution ..	—	—	—	—	—	—
Aerated Waters and Ice Manufacturing ..	—	—	—	—	—	—
Beedi Manufacturing ..	—	—	—	—	—	—
Hotel ..	—	—	—	—	—	—
Tile Manufacturing ..	—	—	—	—	—	—
Miscellaneous ..	—	—	—	—	—	—
Total ..	—	—	—	—	—	—
Grand Total ..	5	—	1,341	—	1,341	—

TABLE X—CLASSIFICATION OF THE STRIKES IN JUNE, 1961, IN CAUSES

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work ..	1	—	35	—
2. Wage increases, Higher rates for piece work, &c. ..	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	—	—	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	2	1	1,032	75
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Factional disputes and domestic matters ..	—	—	—	—
8. External matters (e.g., arrest by Police, &c.) ..	—	—	—	—
9. Assaults by employer or agent or others ..	—	—	—	—
10. General demands ..	1	—	199	—
11. Sympathetic strikes ..	—	—	—	—
Total ..	4	1	1,266	75

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: September, 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	..	57	90	.. 127 90
Class " B " Worker : dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators ..	55	0	..	53	75	.. 108 75
Class " C " Worker : flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen ..	39	0	..	41	53	.. 80 53
(2) Beedi Manufacturing Trade						
<i>Piece Rates :</i>						
" Nool " (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with " beedi tobacco ", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—						
(a) beedies 2 ins. long	5	0	..	—	..	5 0
(b) beedies 2½ ins. long	6	0	..	—	..	6 0
(c) beedies 3 ins. long	7	0	..	—	..	7 0
" Nool " (thread) beedi rolling (inclusive of filling wrappers with " beedi tobacco ", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—						
(a) beedies 2 ins. long	3	34	..	—	..	3 34
(b) beedies 2½ ins. long	4	0	..	—	..	4 0
(c) beedies 3 ins. long	4	66	..	—	..	4 66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—						
(a) beedies 2 ins. long	1	67	..	—	..	1 67
(b) beedies 2½ ins. long	2	0	..	—	..	2 0
(c) beedies 3 ins. long	2	34	..	—	..	2 34
Fixing ring labels to rolled beedies, per 1,000 beedies	0	50	..	—	..	0 50

Class of Worker

Month September, 1961

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

(3) Brick and Tile Manufacturing Trade

Daily Rates :

In the manufacture of tiles in a factory—

A—Male workers (18 and above) :

Skilled Workers, Grade I: press feeders (machine), firemen engaged in kiln (burners)	2 0	..	1 94	..	3 94
Skilled Workers, Grade II: press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters	1 80	..	1 94	..	3 74
Semi-skilled Workers: Winchmen, block cutters, tile slab oiler and polisher, trimmers, green tile sorters, workers engaged in stacking tiles in vehicles for transport	1 60	..	1 94	..	3 54

Unskilled Workers :

Workers engaged in—mixing and tempering clay ; mixing and pugging by machinery, stacking tiles on racks ; sun drying tiles ; helping the sorters ; helping green tile sorters ; removing baked tiles from the kiln ; stacking tiles ; moving blocks of clay to presses or other parts of the store ; truck fillers, claymen, block carriers, fire-wood carriers, pug-mill feeders, helpers engaged in loading and stacking tiles ..	1 40	..	1 84	..	3 24
---	------	----	------	----	------

B—Female Workers (18 and above) : ..	1 15	..	1 73	..	2 88
---	------	----	------	----	------

C—Workers (under 18 years) :					
Over 14 years but under 15 ..	0 80	..	1 38	..	2 18
Over 15 years but under 16 ..	0 90	..	1 43	..	2 33
Over 16 years but under 17 ..	1 0	..	1 48	..	2 48
Over 17 years but under 18 ..	1 10	..	1 58	..	2 68

(4) Building Trade

Daily Rates :

Unskilled labourers—

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

Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(5) 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 100 or under, per 1,000 cigars ..	11 0 ..	— ..	11 0

(6) Cinema Trade

Monthly Rates :

Within the Municipal Areas

A—Non-clerical—

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

B—Clerical—

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

Outside the Municipal Areas

A—Non-clerical—

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

B—Clerical—

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

(7) Cinnamon Trade

Daily Rates :

Pruning, draining and terracing	3 0* ..	— ..	3 0
Weeding, removing illuk grass and clearing boundaries :			
(a) male workers	2 50* ..	— ..	2 50
(b) female workers	2 0* ..	— ..	2 0

Month : September, 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>

Piece Rates :

Cinnamon peeling (inclusive of cutting sticks from bushes, cutting and carrying them to peeling house, scraping the outer covering of bark, peeling sticks, forming barks into quills, stacking and bundling quills), per pound of cinnamon peeled	0 75	—	0 75
Pruning per acre	15 0	—	15 0
Draining a linear chain of drain 18" × 18"	4 0	—	4 0
Annual weeding, per acre	40 0	—	40 0

(8) **Cocoa, Cardamom and Pepper Growing and Manufacturing Trade**

Daily Rates :

Male worker not under 16 years	1 10	1 18	2 28
Female worker not under 15 years	0 90	0 88	1 78
Child worker	0 65	0 81	1 46

(9) **Coconut Growing Trade**

Daily Rates :

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

Kangany	1 40	1 18	2 58
Male not under 16 years	1 25	1 18	2 43
Female not under 15 years	1 5	0 88	1 93
Male worker under 16 years or Female worker under 15 years	0 80	0 81	1 61

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

(10) **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 3	3 83
Male not under 18 years	1 40	2 3	3 43
Female not under 18 years	1 15	1 68	2 83
Worker, irrespective of sex, under 18 years	1 15	1 61	2 76

* These rates are the consolidated minimum wages, no special allowances have been prescribed—Editor.

Month : September, 1961

Class of Worker

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

(10) Coconut Manufacturing Trade (contd.)

Piece Rates :

(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 perings, per 1,000 nuts ..	1	13	..	—	..	1	13
(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

(11) Dock, Harbour and Port Transport Trade

Monthly Rates :

Manual Work—

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

Women Workers—

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

Non-manual Workers—

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

Piece Rates :

Lighters from 20 to 60 tons—

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

Month : September, 1961

Class of Worker	Month : September, 1961		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(11) 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 : September, 1961

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(12) Engineering Trade					
<i>Daily Rates :</i>					
Unskilled labourer	1 40	2 6	3 46
Semi-skilled, Grade I	1 65	2 16	3 81
Semi-skilled, Grade II	1 45	2 16	3 61
Skilled worker	2 0	2 16	4 16
Kangany	1 80	2 16	3 96
Watcher	1 70	2 16	3 86
<i>Trade Learners and Apprentices—</i>					
1st year	0 50	1 12	1 62
2nd year	0 66	1 22	1 88
3rd year	0 85	1 52	2 37
4th year	1 10	1 67	2 77
(13) Match Manufacturing Trade					
<i>Daily Rates :</i>					
<i>Grade I—</i>					
Male 18 years and over	2 0	1 79	3 79
Female 18 years and over	1 64	1 69	3 33
Young person over 14 years but under 18 years	1 25	1 38	2 63
<i>Grade II—</i>					
Male 18 years and over	1 60	1 79	3 39
Female 18 years and over	1 32	1 69	3 1
Young person over 14 years but under 18 years	1 0	1 38	2 38
<i>Grade III—</i>					
Male 18 years and over	1 40	1 69	3 9
Female 18 years and over	1 15	1 57	2 72
Young person over 14 years but under 16 years	0 70	1 17	1 87
Young person 16 years and over but under 18 years	0 90	1 38	2 28
<i>Grade IV—</i>					
Watcher	1 70	1 79	3 49
(14) Motor Transport Trade					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100 0	61 42	161 42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt.	90 0	61 42	151 42

Month : September, 1961

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

Daily Rates :

Class A worker ..	4	0	2	57	6 57
„ B „ ..	4	0	2	57	6 57
„ C „ ..	3	25	2	57	5 82
„ D „ ..	4	0	2	57	6 57
„ E „ ..	2	75	2	32	5 7
„ F „ ..	2	75	2	57	5 32
„ G „ ..	2	50	2	57	5 7
„ H „ ..	2	25	2	57	4 82
„ K „ ..	1	50	1	79	3 29

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

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

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

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(15) Plumbago Trade					
<i>Daily Rates :</i>					
Underground workers—					
Basses	3	00	1	24	4 24
Kanganies } Loaders } Overseers }	2	50	1	24	3 74
Shift bosses	2	33	1	24	3 57
Blasters } Drillers (hand and machine) } Shaft drivers } Stoppers (excavators) } Timbermen }	2	25	1	24	3 49
Muckers } Trolleyman } Unskilled labourers }	1	75	1	24	2 99
Onsetters or Donakatarayas ..	2	50	1	24	3 74
Underground and surface workers—					
Electricians } Enginemen } Fitters } Hoistmen } Mechanics } Pumpmen } Winchmen }	2	75	1	24	3 99
Checkers	2	50	1	24	3 74
Electricians (assistants) } Fitters (assistants) } Windlassmen (dabare workers) } Mechanics (assistants) }	1	75	1	24	2 99
Surface workers—					
Carpenters } Masons }	2	75	1	24	3 99
Overseers	2	50	1	24	3 74
Blacksmiths } Boilerman } Drill sharpeners }	2	25	1	24	3 49
Firewood carriers and splitters ..	1	85	1	24	3 09
Carters } Watchers }	1	75	1	24	2 99
Bakkikarayas or Bankamen ..	2	25	1	24	3 49
Cooks } Smithy boys } Unskilled labourers }	1	49	1	24	2 73

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 85 cents.

Month : September, 1961

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(15) Plumbago Trade (contd.)						
Workers employed in curing and dressing—						
(A) as overseers and kanganyias ..	2	25	1	44	3	69
(B) on different jobs—						
Male workers not under 18 years ..	1	50	1	44	2	94
Female workers not under 18 years ..	1	25	1	12	2	37
Worker under 18 years ..	0	75	1	5	1	80
(16) Printing Trade						
<i>Monthly Rates :</i>						
Class A Workers : Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, press camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists and readers (employed in the production of newspapers)						
	110	0	100	42	210	42
Class B Workers : Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)						
	87	50	80	92	168	42
Class C, Grade I Workers : Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters						
	65	0	71	17	136	17
Class C, Grade II Workers : Platen Machine Minders						
	60	0	66	20	126	20
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers						
	50	0	61	42	111	42
Class E Workers : Unskilled workers not under 18 years of age						
	42	0	59	3	101	03
Class F Workers : Unskilled workers under 18 years of age						
	20	0	39	97	59	97
Class G Workers : Watchers						
Class A—1st year learner ..	33	0	43	32	76	32
„ B „ „ ..	26	0	37	47	63	47
„ C Grade I, 1st year learner ..	24	0	39	42	63	42
„ C „ II, „ „ ..	22	0	37	47	59	47
„ D—1st year learner ..	19	0	35	32	54	52

Month : September, 1961

Class of Worker	Month : September, 1961								
	Basic Wage		Special Allowance		Total				
	Rs.	c.	Rs.	c.	Rs.	c.			
(16) Printing Trade (contd.)									
Class A—2nd year learner	44	0	..	51	62	..	95	62
" B " "	36	0	..	49	67	..	85	67
" C Grade I, 2nd year learner	29	0	..	44	70	..	73	70
" C " II, " "	27	0	..	42	31	..	69	31
" D—2nd year learner	23	0	..	39	92	..	62	92
Class A—3rd year learner	56	0	..	59	92	..	115	92
" B " "	49	0	..	56	2	..	105	2
" C Grade I, 3rd year learner	36	0	..	50	17	..	86	17
" C " II, " "	32	0	..	47	15	..	79	15
" D—3rd year learner	28	0	..	44	32	..	72	32
Class A—4th year learner	71	0	..	72	12	..	143	12
" B " "	64	0	..	65	20	..	129	20
" C Grade I, 4th year learner	44	0	..	58	3	..	102	3
" C " II, " "	39	0	..	54	25	..	93	25
" D—4th year learner	34	0	..	50	67	..	84	67
Class A—5th year learner	88	0	..	84	82	..	172	82

(17) Rubber Export Trade

Daily Rates :

A. Male workers not under 18 years—

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

B. Female workers not under 18 years of age—

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

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

(18) Rubber Growing and Manufacturing Trade

Daily Rates :

Male worker not under 16 years ..	..	1	40	..	1	18	..	2	58
Female worker not under 15 years ..	..	1	30	..	0	88	..	2	18
Child worker ..	..	1	5	..	0	81	..	1	86

Month : September, 1961

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(21) 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 September, 1961, to workers in the Baking Trade**

No. of Days	Class A	Class B	Class C	No. of Days
	Rs. e.	Rs. e.	Rs. c.	
½	2 46	2 9	1 55	½
1	4 92	4 18	3 10	1
2	9 84	8 37	6 19	2
3	14 76	12 55	9 29	3
4	19 68	16 73	12 39	4
5	24 60	20 91	15 49	5
6	29 52	25 10	18 58	6
7	34 43	29 28	21 68	7
8	39 35	33 46	24 78	8
9	44 27	37 64	27 88	9
10	49 19	41 83	30 97	10
11	54 11	46 1	34 7	11
12	59 03	50 19	37 17	12
13	63 95	54 37	40 26	13
14	68 87	58 56	43 36	14
15	73 79	62 74	46 46	15
16	78 71	66 92	49 56	16
17	83 63	71 11	52 65	17
18	88 55	75 29	55 75	18
19	93 47	79 47	58 85	19
20	98 38	83 65	61 95	20
21	103 30	87 84	65 4	21
22	108 22	92 2	68 14	22
23	113 14	96 20	71 24	23
24	118 06	100 38	74 34	24
25	122 98	104 57	77 43	25
26	127 90	108 75	80 53	26

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

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

APPENDIX III

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 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 73	1 58	1 48	1 90½	1 98	2 08	½
1	3 46	3 16	2 96	3 81	3 96	4 16	1
2	6 92	6 32	5 92	7 62	7 92	8 32	2
3	10 38	9 48	8 88	11 43	11 88	12 48	3
4	13 84	12 64	11 84	15 24	15 84	16 64	4
5	17 30	15 80	14 80	19 05	19 80	20 80	5
6	20 76	18 96	17 76	22 86	23 76	24 96	6
7	24 22	22 12	20 72	26 67	27 72	29 12	7
8	27 68	25 28	23 68	30 48	31 68	33 28	8
9	31 14	28 44	26 64	34 29	35 64	37 44	9
10	34 60	31 60	29 60	38 10	39 60	41 60	10
11	38 06	34 76	32 56	41 91	43 56	45 76	11
12	41 52	37 92	35 52	45 72	47 52	49 92	12
13	44 98	41 08	38 48	49 53	51 48	54 08	13
14	48 44	44 24	41 44	53 34	55 44	58 24	14
15	51 90	47 40	44 40	57 15	59 40	62 40	15
16	55 36	50 56	47 36	60 96	63 36	66 56	16
17	58 82	53 72	50 32	64 77	67 32	70 72	17
18	62 28	56 88	53 28	68 58	71 28	74 88	18
19	65 74	60 04	56 24	72 39	75 24	79 04	19
20	69 20	63 20	59 20	76 20	79 20	83 20	20
21	72 66	66 36	62 16	80 01	83 16	87 36	21
22	76 12	69 52	65 12	83 82	87 12	91 52	22
23	79 58	72 68	68 08	87 63	91 08	95 68	23
24	83 04	75 84	71 04	91 44	95 04	99 84	24
25	86 50	79 00	74 00	95 25	99 00	104 00	25
26	89 96	82 16	76 96	99 06	102 96	108 16	26
27	93 42	85 32	79 92	102 87	106 92	112 32	27
28	96 88	88 48	82 88	106 68	110 88	116 48	28
29	100 34	91 64	85 84	110 49	114 84	120 64	29
30	103 80	94 80	88 80	114 30	118 80	124 80	30

“ 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 September, 1961, to workers in the Cinema Trade**

Within the Municipal Areas

<i>No. of Days</i>	<i>A—Non-Clerical</i>				<i>B—Clerical</i>			<i>No. of Days</i>
	<i>Unskilled</i>	<i>Semi-Skilled</i>	<i>Skilled Grade II</i>	<i>Skilled Grade I</i>	<i>Grade III</i>	<i>Grade II</i>	<i>Grade I</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 73	1 90½	2 17	2 38	1 98	2 13½	3 29	½
1	3 46	3 81	4 34	4 76	3 96	4 27	6 58	1
2	6 92	7 62	8 68	9 53	7 92●	8 54	13 15	2
3	10 38	11 43	13 02	14 29	11 88	12 81	19 73	3
4	13 84	15 24	17 36	19 06	15 85	17 08	26 31	4
5	17 30	19 05	21 70	23 82	19 81	21 35	32 88	5
6	20 76	22 86	26 04	28 58	23 77	25 62	39 46	6
7	24 21	26 66	30 39	33 35	27 73	29 88	46 04	7
8	27 67	30 47	34 73	38 11	31 69	34 15	52 62	8
9	31 13	34 28	39 07	42 87	35 65	38 42	59 19	9
10	34 59	38 09	43 41	47 64	39 62	42 69	65 77	10
11	38 05	41 90	47 75	52 40	43 58	46 96	72 35	11
12	41 51	45 71	52 09	57 17	47 54	51 23	78 92	12
13	44 97	49 52	56 43	61 93	51 50	55●50	85 50	13
14	48 43	53 33	60 77	66 69	55 46	59 77	92 08	14
15	51 89	57 14	65 11	71 46	59 42	64 04	98 65	15
16	55 35	60 95	69 45	76 22	63 38	68 31	105 23	16
17	58 81	64 76	73 79	80 99	67 35	72 58	111 81	17
18	62 27	68 57	78 13	85 75	71 31	76 85	118 38	18
19	65 73	72 38	82 47	90 51	75 27	81 12	124 96	19
20	69 18	76 18	86 82	95 28	79 23	85 38	131 54	20
21	72 64	79 99	91 16	100 04	83 19	89 65	138 12	21
22	76 10	83 80	95 50	104 80	87 15	93 92	144 69	22
23	79 56	87 61	99 84	109 57	91 12	98 19	151 27	23
24	83 02	91 42	104 18	114 33	95 08	102 46	157 85	24
25	86 48	95 23	108 52	119 10	99 04	106 73	164 42	25
26	89 94	99 04	112 86	123 86	103 00	111 00	171 00	26
27	95 34	104 98	119 63	131 29	109 18	117 66●	181 26	27
28	100 74	110 92	126 40	138 72	115 36	124 32	191 52	28
29	106 14	116 86	133 17	146 15	121 54	130 98	201 78	29
30	111 54	122 80	139 94	153 58	127 72	137 64	212 04	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 September, 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 73	1 84½	2 01½	2 28½	1 88½	2 04	3 29	½
1	3 46	3 69	4 03	4 57	3 77	4 08	6 58	1
2	6 92	7 39	8 07	9 14	7 54	8 15	13 15	2
3	10 38	11 08	12 10	13 71	11 31	12 23	19 73	3
4	13 84	14 78	16 13	18 29	15 08	16 31	26 31	4
5	17 30	18 47	20 17	22 86	18 85	20 38	32 88	5
6	20 76	22 16	24 20	27 43	22 62	24 46	39 46	6
7	24 21	25 86	28 23	32 00	26 38	28 54	46 04	7
8	27 67	29 55	32 26	36 57	30 15	32 62	52 62	8
9	31 13	33 24	36 30	41 14	33 92	36 69	59 19	9
10	34 59	36 94	40 33	45 72	37 69	40 77	65 77	10
11	38 05	40 63	44 36	50 29	41 46	44 85	72 35	11
12	41 51	44 33	48 40	54 86	45 23	48 92	78 92	12
13	44 97	48 02	52 43	59 43	49 00	53 00	85 50	13
14	48 43	51 71	56 46	64 00	52 77	57 08	92 08	14
15	51 89	55 41	60 50	68 57	56 54	61 15	98 65	15
16	55 35	59 10	64 53	73 14	60 31	65 23	105 23	16
17	58 81	62 80	68 56	77 72	64 08	69 31	111 81	17
18	62 27	66 49	72 60	82 29	67 85	73 38	118 38	18
19	65 73	70 18	76 63	86 86	71 62	77 46	124 96	19
20	69 18	73 88	80 66	91 43	75 38	81 54	131 54	20
21	72 64	77 57	84 69	96 00	79 15	85 62	138 12	21
22	76 10	81 26	88 73	100 57	82 92	89 69	144 69	22
23	79 56	84 96	92 76	105 15	86 69	93 77	151 27	23
24	83 02	88 65	96 79	109 72	90 46	97 85	157 85	24
25	86 48	92 35	100 83	114 29	94 23	101 92	164 42	25
26	89 94	96 74	104 86	118 86	98 00	106 00	171 00	26
27	95 34	101 80	111 15	125 99	103 88	112 36	181 26	27
28	100 74	107 56	117 44	133 12	109 76	118 72	191 52	28
29	106 14	113 32	123 73	140 25	115 64	125 08	201 78	29
30	111 54	119 08	130 02	147 38	121 52	131 44	212 04	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 as earn the minimum wages for the month as unauthorized absence.

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

APPENDIX V

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

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	0 55	0 59	1 14	0 45	0 44	0 89	0 32½	0 40½	0 73	1
2	1 10	1 18	2 28	0 90	0 88	1 78	0 65	0 81	1 46	2
3	2 20	2 36	4 56	1 80	1 76	3 56	1 30	1 62	2 92	3
4	3 30	3 54	6 84	2 70	2 64	5 34	1 95	2 43	4 38	4
5	4 40	4 72	9 12	3 60	3 52	7 12	2 60	3 24	5 84	5
6	5 50	5 90	11 40	4 50	4 40	8 90	3 25	4 05	7 30	6
7	6 60	7 08	13 68	5 40	5 28	10 68	3 90	4 86	8 76	7
8	7 70	8 26	15 96	6 30	6 16	12 46	4 55	5 67	10 22	8
9	8 80	9 44	18 24	7 20	7 04	14 24	5 20	6 48	11 68	9
10	9 90	10 62	20 52	8 10	7 92	16 02	5 85	7 29	13 14	10
11	11 00	11 80	22 80	9 00	8 80	17 80	6 50	8 10	14 60	11
12	12 10	12 98	25 08	9 90	9 68	19 58	7 15	8 91	16 06	12
13	13 20	14 16	27 36	10 80	10 56	21 36	7 80	9 72	17 52	13
14	14 30	15 34	29 64	11 70	11 44	23 14	8 45	10 53	18 98	14
15	15 40	16 52	31 92	12 60	12 32	24 92	9 10	11 34	20 44	15
16	16 50	17 70	34 20	13 50	13 20	26 70	9 75	12 15	21 90	16
17	17 60	18 88	36 48	14 40	14 08	28 48	10 40	12 96	23 36	17
18	18 70	20 06	38 76	15 30	14 96	30 26	11 05	13 77	24 82	18
19	19 80	21 24	41 04	16 20	15 84	32 04	11 70	14 58	26 28	19
20	20 90	22 42	43 32	17 10	16 72	33 82	12 35	15 39	27 74	20
21	22 00	23 60	45 60	18 00	17 60	35 60	13 00	16 20	29 20	21
22	23 10	24 78	47 88	18 90	18 48	37 38	13 65	17 01	30 66	22
23	24 20	25 96	50 16	19 80	19 36	39 16	14 30	17 82	32 12	23
24	25 30	27 14	52 44	20 70	20 24	40 94	14 95	18 63	33 58	24
25	26 40	28 32	54 72	21 60	21 12	42 72	15 60	19 44	35 04	25
26	27 50	29 50	57 00	22 50	22 00	44 50	16 25	20 25	36 50	26
27	28 60	30 68	59 28	23 40	22 88	46 28	16 90	21 06	37 96	27
28	29 70	31 86	61 56	24 30	23 76	48 06	17 55	21 87	39 42	28
29	30 80	33 04	63 84	25 20	24 64	49 84	18 20	22 68	40 88	29
30	31 90	34 32	66 12	26 10	25 52	51 62	18 85	23 49	42 34	30
30	33 00	35 40	68 40	27 00	26 40	53 40	19 50	24 30	43 80	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 September, 1961, to workers in the Coconut Growing and Manufacturing Trades

<i>No. of Days</i>	<i>The Coconut Growing Trade</i>				<i>The Coconut Manufacturing Trade</i>				<i>No. of Days</i>
	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 29	1 21½	0 96½	0 80½	1 91½	1 71½	1 41½	1 38	½
1	2 58	2 43	1 93	1 61	3 83	3 43	2 83	2 76	1
2	5 16	4 86	3 86	3 22	7 66	6 86	5 66	5 52	2
3	7 74	7 29	5 79	4 83	11 49	10 29	8 49	8 28	3
4	10 32	9 72	7 72	6 44	15 32	13 72	11 32	11 04	4
5	12 90	12 15	9 65	8 05	19 15	17 15	14 15	13 80	5
6	15 48	14 58	11 58	9 66	22 98	20 58	16 98	16 56	6
7	18 06	17 01	13 51	11 27	26 81	24 01	19 81	19 32	7
8	20 64	19 44	15 44	12 88	30 64	27 44	22 64	22 08	8
9	23 22	21 87	17 37	14 49	34 47	30 87	25 47	24 84	9
10	25 80	24 30	19 30	16 10	38 30	34 30	28 30	27 60	10
11	28 38	26 73	21 23	17 71	42 13	37 73	31 13	30 36	11
12	30 96	29 16	23 16	19 32	45 96	41 16	33 96	33 12	12
13	33 54	31 59	25 09	20 93	49 79	44 59	36 79	35 88	13
14	36 12	34 02	27 02	22 54	53 62	48 02	39 62	38 64	14
15	38 70	36 45	28 95	24 15	57 45	51 45	42 45	41 40	15
16	41 28	38 88	30 88	25 76	61 28	54 88	45 28	44 16	16
17	43 86	41 31	32 81	27 37	65 11	58 31	48 11	46 92	17
18	46 44	43 74	34 74	28 98	68 94	61 74	50 94	49 68	18
19	49 02	46 17	36 67	30 59	72 77	65 17	53 77	52 44	19
20	51 60	48 60	38 60	32 20	76 60	68 60	56 60	55 20	20
21	54 18	51 03	40 53	33 81	80 43	72 03	59 43	57 96	21
22	56 76	53 46	42 46	35 42	84 26	75 46	62 26	60 72	22
23	59 34	55 89	44 39	37 03	88 09	78 89	65 09	63 48	23
24	61 92	58 32	46 32	38 64	91 92	82 32	67 92	66 24	24
25	64 50	60 75	48 25	40 25	95 75	85 75	70 75	69 00	25
26	67 08	63 18	50 18	41 86	99 58	89 18	73 58	71 76	26
27	69 66	65 61	52 11	43 47	103 41	92 61	76 41	74 52	27
28	72 24	68 04	54 04	45 08	107 24	96 04	79 24	77 28	28
29	74 82	70 47	55 97	46 69	111 07	99 47	82 07	80 04	29
30	77 40	72 90	57 90	48 30	114 90	102 90	84 90	82 80	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 September, 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 73	1 90½	1 80½	2 08	1 98	1 93	0 81	0 94	1 18½	1 38½	½
1	3 46	3 81	3 61	4 16	3 96	3 86	1 62	1 88	2 37	2 77	1
2	6 92	7 62	7 22	8 32	7 92	7 72	3 24	3 76	4 74	5 54	2
3	10 38	11 43	10 83	12 48	11 88	11 58	4 86	5 64	7 11	8 31	3
4	13 84	15 24	14 44	16 64	15 84	15 44	6 48	7 52	9 48	11 08	4
5	17 30	19 05	18 05	20 80	19 80	19 30	8 10	9 40	11 85	13 85	5
6	20 76	22 86	21 66	24 96	23 76	23 16	9 72	11 28	14 22	16 62	6
7	24 22	26 67	25 27	29 12	27 72	27 02	11 34	13 16	16 59	19 39	7
8	27 68	30 48	28 88	33 28	31 68	30 88	12 96	15 04	18 96	22 16	8
9	31 14	34 29	32 49	37 44	35 64	34 74	14 58	16 92	21 33	24 93	9
10	34 60	38 10	36 10	41 60	39 60	38 60	16 20	18 80	23 70	27 70	10
11	38 06	41 91	39 71	45 76	43 56	42 46	17 82	20 68	26 07	30 47	11
12	41 52	45 72	43 32	49 92	47 52	46 32	19 44	22 56	28 44	33 24	12
13	44 98	49 53	46 93	54 08	51 48	50 18	21 06	24 44	30 81	36 01	13
14	48 44	53 34	50 54	58 24	55 44	54 04	22 68	26 32	33 18	38 78	14
15	51 90	57 15	54 15	62 40	59 40	57 90	24 30	28 20	35 55	41 55	15
16	55 36	60 96	57 76	66 56	63 36	61 76	25 92	30 08	37 92	44 32	16
17	58 82	64 77	61 37	70 72	67 32	65 62	27 54	31 96	40 29	47 09	17
18	62 28	68 58	64 98	74 88	71 28	69 48	29 16	33 84	42 66	49 86	18
19	65 74	72 39	68 59	79 04	75 24	73 34	30 78	35 72	45 03	52 63	19
20	69 20	76 20	72 20	83 20	79 20	77 20	32 40	37 60	47 40	55 40	20
21	72 66	80 01	75 81	87 36	83 16	81 06	34 02	39 48	49 77	58 17	21
22	76 12	83 82	79 42	91 52	87 12	84 92	35 64	41 36	52 14	60 94	22
23	79 58	87 63	83 03	95 68	91 08	88 78	37 26	43 24	54 51	63 71	23
24	83 04	91 44	86 64	99 84	95 04	92 64	38 88	45 12	56 88	66 48	24
25	86 50	95 25	90 25	104 00	99 00	96 50	40 50	47 00	59 25	69 25	25
26	89 96	99 06	93 86	108 16	102 96	100 36	42 12	48 88	61 62	72 02	26
27	93 42	102 87	97 47	112 32	106 92	104 22	43 74	50 76	63 99	74 79	27
28	96 88	106 68	101 08	116 48	110 88	108 08	45 36	52 64	66 36	77 56	28
29	100 34	110 49	104 69	120 64	114 84	111 94	46 98	54 52	68 78	80 33	29
30	103 80	114 30	108 30	124 80	118 80	115 80	48 60	56 40	71 10	83 10	30

APPENDIX VIII

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

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

APPENDIX IX

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

No. of Days	Class A Class D	Class B	Class C	Class E	Class F	Class G Class I	Class H	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 10½	2 91	2 77	2 43	2 48	2 26	2 07	2 83½	1 78½	½
1	6 21	5 82	5 54	4 86	4 96	4 52	4 14	5 67	3 57	1
2	12 42	11 65	11 07	9 72	9 92	9 04	8 27	11 35	7 15	2
3	18 63	17 47	16 61	14 59	14 88	13 56	12 41	17 02	10 72	3
4	24 83	23 30	22 14	19 45	19 83	18 08	16 54	22 70	14 30	4
5	31 04	29 12	27 68	24 31	24 79	22 60	20 68	28 37	17 87	5
6	37 25	34 94	33 21	29 17	29 75	27 12	24 81	34 04	21 44	6
7	43 46	40 77	38 75	34 04	34 71	31 64	28 95	39 72	25 02	7
8	49 67	46 59	44 28	38 90	39 67	36 16	33 08	45 39	28 59	8
9	55 88	52 41	49 82	43 76	44 63	40 68	37 22	51 06	32 16	9
10	62 08	58 24	55 35	48 62	49 58	45 20	41 35	56 74	35 74	10
11	68 29	64 06	60 89	53 49	54 54	49 72	45 49	62 41	39 31	11
12	74 50	69 89	66 42	58 35	59 50	54 24	49 62	68 09	42 89	12
13	80 71	75 71	71 96	63 21	64 46	58 76	53 76	73 76	46 46	13
14	86 92	81 53	77 50	68 07	69 42	63 28	57 90	79 43	50 03	14
15	93 13	87 36	83 03	72 93	74 38	67 80	62 03	85 11	53 61	15
16	99 34	93 18	88 57	77 80	79 34	72 32	66 17	90 78	57 18	16
17	105 54	99 01	94 10	82 66	84 29	76 84	70 30	96 46	60 76	17
18	111 75	104 83	99 64	87 52	89 25	81 36	74 44	102 13	64 33	18
19	117 96	110 65	105 17	92 38	94 21	85 88	78 57	107 80	67 90	19
20	124 17	116 48	110 71	97 25	99 17	90 40	82 71	113 48	71 48	20
21	130 38	122 30	116 24	102 11	104 13	94 92	86 84	119 15	75 05	21
22	136 59	128 12	121 78	106 97	109 09	99 44	90 98	124 82	78 62	22
23	142 79	133 95	127 31	111 83	114 04	103 96	95 11	130 50	82 20	23
24	149 00	139 77	132 85	116 70	119 00	108 48	99 25	136 17	85 77	24
25	155 21	145 60	138 38	121 56	123 96	113 00	103 38	142 85	89 35	25
26	161 42	151 42	143 92	126 42	128 92	117 52	107 52	147 52	92 92	26
27	171 11	160 51	152 56	134 01	136 66	124 57	113 97	156 37	98 50	27
28	180 80	169 60	161 20	141 60	144 40	131 62	120 42	165 22	104 08	28
29	190 49	178 69	169 84	149 19	152 14	138 67	126 87	174 07	109 66	29
30	200 18	187 78	178 48	156 78	159 88	145 72	133 32	182 92	115 24	30

APPENDIX X

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

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 28½	2 91	2 53½	2 66	2 41	1 64½	½
1	6 57	5 82	5 07	5 32	4 82	3 29	1
2	13 14	11 64	10 14	10 64	9 64	6 58	2
3	19 71	17 46	15 21	15 96	14 46	9 87	3
4	26 28	23 28	20 28	21 28	19 28	13 16	4
5	32 85	29 10	25 35	26 60	24 10	16 45	5
6	39 42	34 92	30 42	31 92	28 92	19 74	6
7	45 99	40 74	35 49	37 24	33 74	23 03	7
8	52 56	46 56	40 56	42 56	38 56	26 32	8
9	59 13	52 38	45 63	47 88	43 38	29 61	9
10	65 70	58 20	50 70	53 20	48 20	32 90	10
11	72 27	64 02	55 77	58 52	53 02	36 19	11
12	78 84	69 84	60 84	63 84	57 84	39 48	12
13	85 41	75 66	65 91	69 16	62 66	42 77	13
14	91 98	81 48	70 98	74 48	67 48	46 06	14
15	98 55	87 30	76 05	79 80	72 30	49 35	15
16	105 12	93 12	81 12	85 12	77 12	52 64	16
17	111 69	98 94	86 19	90 44	81 94	55 93	17
18	118 26	104 76	91 26	95 76	86 76	59 22	18
19	124 83	110 58	96 33	101 08	91 58	62 51	19
20	131 40	116 40	101 40	106 40	96 40	65 80	20
21	137 97	122 22	106 47	111 72	101 22	69 09	21
22	144 54	128 04	111 54	117 04	106 04	72 38	22
23	151 11	133 86	116 61	122 36	110 86	75 67	23
24	157 68	139 68	121 68	127 68	115 68	78 96	24
25	164 25	145 50	126 75	133 00	120 50	82 25	25
26	170 82	151 32	131 82	138 32	125 32	85 54	26
27	177 39	157 14	136 89	143 64	130 14	88 83	27
28	183 96	162 96	141 96	148 96	134 96	92 12	28
29	190 53	168 78	147 03	154 28	139 78	95 41	29
30	197 10	174 60	152 10	159 60	144 60	98 70	30

APPENDIX XI

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

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

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

Apprentices

No. of Days	Class A					Class B				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	5th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.									
½	1 47	1 84	2 23	2 75	3 32½	1 22	1 65	2 02	2 48½	½
1	2 94	3 68	4 46	5 50	6 65	2 44	3 30	4 04	4 97	1
2	5 87	7 36	8 92	11 01	13 29	4 88	6 59	8 08	9 94	2
3	8 81	11 03	13 38	16 51	19 94	7 32	9 89	12 12	14 91	3
4	11 74	14 71	17 83	22 02	26 59	9 76	13 18	16 16	19 88	4
5	14 68	18 39	22 29	27 52	33 23	12 21	16 48	20 20	24 85	5
6	17 61	22 07	26 75	33 03	39 88	14 65	19 77	24 24	29 82	6
7	20 55	25 74	31 21	38 53	46 53	17 09	23 07	28 27	34 78	7
8	23 48	29 42	35 67	44 04	53 18	19 53	26 36	32 31	39 75	8
9	26 42	33 10	40 13	49 54	59 82	21 97	29 66	36 35	44 72	9
10	29 35	36 78	44 58	55 05	66 47	24 41	32 95	40 39	49 69	10
11	32 29	40 45	49 04	60 55	73 12	26 85	36 25	44 43	54 66	11
12	35 22	44 13	53 50	66 06	79 76	29 29	39 54	48 47	59 63	12
13	38 16	47 81	57 96	71 56	86 41	31 74	42 84	52 51	64 60	13
14	41 10	51 49	62 42	77 06	93 06	34 18	46 13	56 55	69 57	14
15	44 03	55 17	66 88	82 57	99 70	36 62	49 43	60 59	74 54	15
16	46 97	58 84	71 34	88 07	106 35	39 06	52 72	64 63	79 51	16
17	49 90	62 52	75 79	93 58	113 00	41 50	56 02	68 67	84 48	17
18	52 84	66 20	80 25	99 08	119 64	43 94	59 31	72 71	89 45	18
19	55 77	69 88	84 71	104 59	126 29	46 38	62 61	76 75	94 42	19
20	58 71	73 55	89 17	110 09	132 94	48 82	65 90	80 78	99 38	20
21	61 64	77 23	93 63	115 60	139 59	51 26	69 20	84 82	104 35	21
22	64 58	80 91	98 09	121 10	146 23	53 71	72 49	88 86	109 32	22
23	67 51	84 59	102 54	126 61	152 88	56 15	75 79	92 90	114 29	23
24	70 45	88 26	107 00	132 11	159 53	58 59	79 08	96 94	119 26	24
25	73 38	91 94	111 46	137 62	166 17	61 03	82 38	100 98	124 23	25
26	76 32	95 62	115 92	143 12	172 82	63 47	85 67	105 02	129 20	26
27	82 43	103 27	125 19	154 57	186 65	68 55	92 52	113 42	139 54	27
28	88 54	110 92	134 46	166 02	200 48	73 63	99 37	121 82	149 88	28
29	94 65	118 57	143 73	177 47	214 31	78 71	106 22	130 22	160 22	29
30	100 76	126 22	153 00	188 92	228 14	83 79	113 07	138 62	170 56	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 September, 1961, to workers in the Printing Trade

Apprentices

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

* 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 Wage Boards decisions.

APPENDIX XI—(contd.)

*** Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 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>	
1	1 05	1 21	1 39	1 63	1
2	2 10	2 42	2 78	3 26	2
3	4 19	4 84	5 56	6 51	3
4	6 29	7 26	8 34	9 77	4
5	8 39	9 68	11 13	13 03	5
6	10 48	12 10	13 91	16 28	6
7	12 58	14 52	16 69	19 54	7
8	14 68	16 94	19 47	22 80	8
9	16 78	19 36	22 25	26 05	9
10	18 87	21 78	25 03	29 31	10
11	20 97	24 20	27 82	32 57	11
12	23 07	26 62	30 60	35 82	12
13	25 16	29 04	33 38	39 08	13
14	27 26	31 46	36 16	42 33	14
15	29 36	33 88	38 94	45 59	15
16	31 45	36 30	41 72	48 85	16
17	33 55	38 72	44 50	52 10	17
18	35 65	41 14	47 29	55 36	18
19	37 74	43 56	50 07	58 62	19
20	39 84	45 98	52 85	61 87	20
21	41 94	48 40	55 63	65 13	21
22	44 04	50 82	58 41	68 39	22
23	46 13	53 24	61 19	71 64	23
24	48 23	55 66	63 98	74 90	24
25	50 33	58 08	66 76	78 16	25
26	52 42	60 50	69 54	81 41	26
27	54 52	62 92	72 32	84 67	27
28	58 88	67 95	78 11	91 44	28
29	63 24	72 98	83 90	98 21	29
30	67 60	78 01	89 69	104 98	30
	71 96	83 04	95 48	111 75	

* 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 September, 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>Intermediate Grade</i>	<i>Grade I</i>	<i>Watchers</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 73	1 88	1 98	1 93	1 54½	1 62	1 7½	1 25	1 32½	1 45	½
1	3 46	3 76	3 96	3 86	3 09	3 24	2 35	2 50	2 65	2 90	1
2	6 92	7 52	7 92	7 72	6 18	6 48	4 70	5 00	5 30	5 80	2
3	10 38	11 28	11 88	11 58	9 27	9 72	7 05	7 50	7 95	8 70	3
4	13 84	15 04	15 84	15 44	12 36	12 96	9 40	10 00	10 60	11 60	4
5	17 30	18 80	19 80	19 30	15 45	16 20	11 75	12 50	13 25	14 50	5
6	20 76	22 56	23 76	23 16	18 54	19 44	14 10	15 00	15 90	17 40	6
7	24 22	26 32	27 72	27 02	21 63	22 68	16 45	17 50	18 55	20 30	7
8	27 68	30 08	31 68	30 88	24 72	25 92	18 80	20 00	21 20	23 20	8
9	31 14	33 84	35 64	34 74	27 81	29 16	21 15	22 50	23 85	26 10	9
10	34 60	37 60	39 60	38 60	30 90	32 40	23 50	25 60	26 50	29 00	10
11	38 06	41 36	43 56	42 46	33 99	35 64	25 85	27 50	29 15	31 90	11
12	41 52	45 12	47 52	46 32	37 08	38 88	28 20	30 00	31 80	34 80	12
13	44 98	48 88	51 48	50 18	40 17	42 12	30 55	32 50	34 45	37 70	13
14	48 44	52 64	55 44	54 04	43 26	45 36	32 90	35 00	37 10	40 60	14
15	51 90	56 40	59 40	57 90	46 35	48 60	35 25	37 50	39 75	43 50	15
16	55 36	60 16	63 36	61 76	49 44	51 84	37 60	40 00	42 40	46 40	16
17	58 82	63 92	67 32	65 62	52 53	55 08	39 95	42 50	45 05	49 30	17
18	62 28	67 68	71 28	69 48	55 62	58 32	42 30	45 00	47 70	52 20	18
19	65 74	71 44	75 24	73 34	58 71	61 56	44 65	47 50	50 35	55 10	19
20	69 20	75 20	79 20	77 20	61 80	64 80	47 00	50 00	53 00	58 00	20
21	72 66	78 96	83 16	81 06	64 89	68 04	49 35	52 50	55 65	60 90	21
22	76 12	82 72	87 12	84 92	67 98	71 28	51 70	55 00	58 30	63 80	22
23	79 58	86 48	91 08	88 78	71 07	74 52	54 05	57 50	60 95	66 70	23
24	83 04	90 24	95 04	92 64	74 16	77 76	56 40	60 00	63 60	69 60	24
25	86 50	94 00	99 00	96 50	77 25	81 00	58 75	62 50	66 25	72 50	25
26	89 96	97 76	102 96	100 36	80 34	84 24	61 10	65 00	68 90	75 40	26
27	93 42	101 52	106 92	104 22	83 43	87 48	63 45	67 50	71 55	78 30	27
28	96 88	105 28	110 88	108 08	86 52	90 72	65 80	70 00	74 20	81 20	28
29	100 34	109 04	114 84	111 94	89 61	93 96	68 15	72 50	76 85	84 10	29
30	103 80	112 80	118 80	115 80	92 70	97 20	70 50	75 00	79 50	87 00	30

APPENDIX XIII

**Ready Reckoner showing the Basic Wages, Special Allowances,
and the Minimum Wages payable for the number of days
worked during September, 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 59	1 29	0 65	0 44	1 09	0 52½	0 40½	0 93	½
1	1 40	1 18	2 50	1 30	0 88	2 18	1 05	0 81	1 86	1
2	2 80	2 36	5 16	2 60	1 76	4 36	2 10	1 62	3 72	2
3	4 20	3 54	7 74	3 90	2 64	6 54	3 15	2 43	5 58	3
4	5 60	4 72	10 32	5 20	3 52	8 72	4 20	3 24	7 44	4
5	7 0	5 90	12 90	6 50	4 40	10 90	5 25	4 05	9 30	5
6	8 40	7 08	15 48	7 80	5 28	13 08	6 30	4 86	11 16	6
7	9 80	8 26	18 06	9 10	6 16	15 26	7 35	5 67	13 02	7
8	11 20	9 44	20 64	10 40	7 04	17 44	8 40	6 48	14 88	8
9	12 60	10 62	23 22	11 70	7 92	19 62	9 45	7 29	16 74	9
10	14 00	11 80	25 80	13 00	8 80	21 80	10 50	8 10	18 60	10
11	15 40	12 98	28 38	14 30	9 68	23 98	11 55	8 91	20 46	11
12	16 80	14 16	30 96	15 60	10 56	26 16	12 60	9 72	22 32	12
13	18 20	15 34	33 54	16 90	11 44	28 34	13 65	10 53	24 18	13
14	19 60	16 52	36 12	18 20	12 32	30 52	14 70	11 34	26 04	14
15	21 0	17 70	38 70	19 50	13 20	32 70	15 75	12 15	27 90	15
16	22 40	18 88	41 28	20 80	14 08	34 88	16 80	12 96	29 76	16
17	23 80	20 06	43 86	22 10	14 96	37 06	17 85	13 77	31 62	17
18	25 20	21 24	46 44	23 40	15 84	39 24	18 90	14 58	33 48	18
19	26 60	22 42	49 02	24 70	16 72	41 42	19 95	15 39	35 34	19
20	28 00	23 60	51 60	26 00	17 60	43 60	21 00	16 20	37 20	20
21	29 40	24 78	54 18	27 30	18 48	45 78	22 05	17 01	39 06	21
22	30 80	25 96	56 76	28 60	19 36	47 96	23 10	17 82	40 92	22
23	32 20	27 14	59 34	29 90	20 24	50 14	24 15	18 63	42 78	23
24	33 60	28 32	61 92	31 20	21 12	52 32	25 20	19 44	44 64	24
25	35 00	29 50	64 50	32 50	22 00	54 50	26 25	20 25	46 50	25
26	36 40	30 68	67 08	33 80	22 88	56 68	27 30	21 06	48 36	26
27	37 80	31 86	69 66	35 10	23 76	58 86	28 35	21 87	50 22	27
28	39 20	33 04	72 24	36 40	24 64	61 04	29 40	22 68	52 08	28
29	40 60	34 22	74 82	37 70	25 52	63 22	30 45	23 49	53 94	29
30	42 00	35 40	77 40	39 00	26 40	65 40	31 50	24 30	55 80	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 September, 1961, to workers in the Tea Export Trade

<i>No. of Days</i>	<i>Male Workers not under 18 years of age</i>					<i>Female Workers not under 18 years of age</i>	<i>Workers (irrespective of sex) under 18 years of age</i>				<i>No. of Days</i>
	<i>Grade II</i>	<i>Inter-mediate Grade</i>	<i>Grade I</i>	<i>Box Makers and Repairers</i>	<i>Watchers</i>		<i>over 14 under 15 years</i>	<i>over 15 under 16 years</i>	<i>over 16 under 17 years</i>	<i>over 17 under 18 years</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>		<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 73	1 88	1 98	1 88	1 93	1 54½	1 17½	1 25	1 32½	1 45	½
1	3 46	3 76	3 96	3 76	3 86	3 09	2 35	2 50	2 65	2 90	1
2	6 92	7 52	7 92	7 52	7 72	6 18	4 70	5 00	5 30	5 80	2
3	10 38	11 28	11 88	11 28	11 58	9 27	7 05	7 50	7 95	8 70	3
4	13 84	15 04	15 84	15 04	15 44	12 36	9 40	10 00	10 60	11 60	4
5	17 30	18 80	19 80	18 80	19 30	15 45	11 75	12 50	13 25	14 50	5
6	20 76	22 56	23 76	22 56	23 16	18 54	14 10	15 00	15 90	17 40	6
7	24 22	26 32	27 72	26 32	27 02	21 63	16 45	17 50	18 55	20 30	7
8	27 68	30 08	31 68	30 08	30 88	24 72	18 80	20 00	21 20	23 20	8
9	31 14	33 84	35 64	33 84	34 74	27 81	21 15	22 50	23 85	26 10	9
10	34 60	37 60	39 60	37 60	38 60	30 90	23 50	25 00	26 50	29 00	10
11	38 06	41 36	43 56	41 36	42 46	33 99	25 85	27 50	29 15	31 90	11
12	41 52	45 12	47 52	45 12	46 32	37 08	28 20	30 00	31 80	34 80	12
13	44 98	48 88	51 48	48 88	50 18	40 17	30 55	32 50	34 45	37 70	13
14	48 44	52 64	55 44	52 64	54 04	43 26	32 90	35 00	37 10	40 60	14
15	51 90	56 40	59 40	56 40	57 90	46 35	35 25	37 50	39 75	43 50	15
16	55 36	60 16	63 36	60 16	61 76	49 44	37 60	40 00	42 40	46 40	16
17	58 82	63 92	67 32	63 92	65 62	52 53	39 95	42 50	45 05	49 30	17
18	62 28	67 68	71 28	67 68	69 48	55 62	42 30	45 00	47 70	52 20	18
19	65 74	71 44	75 24	71 44	73 34	58 71	44 65	47 50	50 35	55 10	19
20	69 20	75 20	79 20	75 20	77 20	61 80	47 00	50 00	53 00	58 00	20
21	72 66	78 96	83 16	78 96	81 06	64 89	49 35	52 50	55 65	60 90	21
22	76 12	82 72	87 12	82 72	84 92	67 98	51 70	55 00	58 30	63 80	22
23	79 58	86 48	91 08	86 48	88 78	71 07	54 05	57 50	60 95	66 70	23
24	83 04	90 24	95 04	90 24	92 64	74 16	56 40	60 00	63 60	69 60	24
25	86 50	94 00	99 00	94 00	96 50	77 25	58 75	62 50	66 25	72 50	25
26	89 96	97 76	102 96	97 76	100 36	80 34	61 10	65 00	68 90	75 40	26
27	93 42	101 52	106 92	101 52	104 22	83 43	63 45	67 50	71 55	78 30	27
28	96 88	105 28	110 88	105 28	108 08	86 52	65 80	70 00	74 20	81 20	28
29	100 34	109 04	114 84	109 04	111 94	89 61	68 15	72 50	76 85	84 10	29
30	103 80	112 80	118 80	112 80	115 80	92 70	70 50	75 00	79 50	87 00	30

APPENDIX XV

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during September, 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 59	1 21½	0 52½	0 44	0 96½	0 40	0 40½	0 80½	½
1	1 25	1 18	2 43	1 05	0 88	1 93	0 80	0 81	1 61	1
2	2 50	2 36	4 86	2 10	1 76	3 86	1 60	1 62	3 22	2
3	3 75	3 54	7 29	3 15	2 64	5 79	2 40	2 43	4 83	3
4	5 00	4 72	9 72	4 20	3 52	7 72	3 20	3 24	6 44	4
5	6 25	5 90	12 15	5 25	4 40	9 65	4 00	4 05	8 05	5
6	7 50	7 08	14 58	6 30	5 28	11 58	4 80	4 86	9 66	6
7	8 75	8 26	17 01	7 35	6 16	13 51	5 60	5 67	11 27	7
8	10 00	9 44	19 44	8 40	7 04	15 44	6 40	6 48	12 88	8
9	11 25	10 62	21 87	9 45	7 92	17 37	7 20	7 29	14 49	9
10	12 50	11 80	24 30	10 50	8 80	19 30	8 00	8 10	16 10	10
11	13 75	12 98	26 73	11 55	9 68	21 23	8 80	8 91	17 71	11
12	15 00	14 16	29 16	12 60	10 56	23 16	9 60	9 72	19 32	12
13	16 25	15 34	31 59	13 65	11 44	25 09	10 40	10 53	20 93	13
14	17 50	16 52	34 02	14 70	12 32	27 02	11 20	11 34	22 54	14
15	18 75	17 70	36 45	15 75	13 20	28 95	12 00	12 15	24 15	15
16	20 00	18 88	38 88	16 80	14 08	30 88	12 80	12 96	25 76	16
17	21 25	20 06	41 31	17 85	14 96	32 81	13 60	13 77	27 37	17
18	22 50	21 24	43 74	18 90	15 84	34 74	14 40	14 58	28 98	18
19	23 75	22 42	46 17	19 95	16 72	36 67	15 20	15 39	30 59	19
20	25 00	23 60	48 60	21 00	17 60	38 60	16 00	16 20	32 20	20
21	26 25	24 78	51 03	22 05	18 48	40 53	16 80	17 01	33 81	21
22	27 50	25 96	53 46	23 10	19 36	42 46	17 60	17 82	35 42	22
23	28 75	27 14	55 89	24 15	20 24	44 39	18 40	18 63	37 03	23
24	30 00	28 32	58 32	25 20	21 12	46 32	19 20	19 44	38 64	24
25	31 25	29 50	60 75	26 25	22 00	48 25	20 00	20 25	40 25	25
26	32 50	30 68	63 18	27 30	22 88	50 18	20 80	21 06	41 86	26
27	33 75	31 86	65 61	28 35	23 76	52 11	21 60	21 87	43 47	27
28	35 00	32 04	68 04	29 40	24 64	54 04	22 40	22 68	45 08	28
29	36 25	34 22	70 47	30 45	25 52	55 97	23 20	23 49	46 69	29
30	37 50	35 40	72 90	31 50	26 40	57 90	24 00	24 30	48 30	30

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