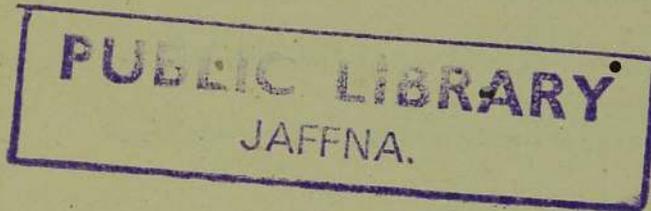


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**The Ceylon Labour Gazette is not responsible  
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# CEYLON LABOUR GAZETTE

VOLUME XII No. 12

DECEMBER, 1961

## INDUSTRIAL COURT AWARD

In the Matter of an Industrial Dispute

between

The Tea, Rubber, Coconut and General Produce Workers' Union,  
123, Union Place, Colombo 2

and

Messrs. A. F. Jones & Company, Limited,  
Braybrooke Place, Colombo 2.

## 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, No. 14 of 1957, and No. 62 of 1957.

2. The Deputy Commissioner of Labour, by his Order made under section 3 (1) (d) of the aforesaid Act, referred the above dispute to me for settlement by arbitration.

3. It relates to an industrial dispute between The Tea, Rubber, Coconut and General Produce Workers' Union (hereinafter referred to as the "Union"), and Messrs. A. F. Jones & Company, Limited (hereinafter referred to as the "Company"). The matter in dispute is whether the non-employment of the following workers is justified and to what relief they are entitled:—H. A. Wilson, M. Richard Perera, Walter Fernando, W. Somapala, W. K. A. Appuhamy, H. Jamis Appuhamy, William Singho, L. D. Perera, P. M. Premadasa, D. K. Kumaradasa, L. Somadasa, Wini Fernando, Dharmadasa, Mohideen, David, U. M. Banda and V. G. Premadasa.

4. The dispute appears to have arisen in the following manner: The firm of Messrs. A. F. Jones & Company is engaged in the Tea Export trade and had in addition to its other departments, a Box Making Department which employed about seventeen men. The Municipality compelled the Company to close down this department on the ground that it was being carried on in a prohibited area. This was done after several protests by the Company, and it is conceded by the representative of the Union that the closure by the Company of its Box Making Department was due to circumstances entirely beyond its control. It was repeatedly stressed by Mr. Advocate

Satyendran, who appeared for the Company, and not denied by the representative of the Union, that there was no victimization. The only complaint by the Union was that all the employees of the Company should have been treated as one unit and the rule of "last to come first to go" rigorously applied.

5. The Company was represented by Mr. Advocate Satyendran and the Union by Mr. N. Shanmugathan. It was admitted that the retrenchment pay offered by the Company was not ungenerous, and that some of the employees had accepted the pay and left. There were, at the time of the commencement of the inquiry, only ten men whose cases had to be considered. Mr. Advocate Satyendran contended that the rule of last to come first to go could not be applied indiscriminately in every case and particularly not in the present case. The workers in the Box Making Department were in a separate category and paid a salary on a different scale. It was the merest common sense, he argued, that when a department was closed down, the workers in that Department and not those in another department, should be retrenched. The rule of last to come first to go should, he stated, be applied only in the case of those of the same or comparable category. Mr. Shanmugathan on the other hand stated that his variety of common sense told him something entirely different. Length of service, he pointed out, had its claims. There was no question of different categories where the men were unskilled. The men in the Box Making Department had worked in other departments and could be absorbed in those departments. It was only fair and just that those who had spent most of their life time in the Company's services should be preferred to later recruits.

6. In support of their respective cases witnesses were called. Mr. Satyendran called Mr. Merrill Fernando, a Director of the Company. According to him the type of work done by the box makers was not similar to the type of work done by Grade I or Grade II labourers, and the workers were on a different scale of salary. "The workers in the Box Making Department have always treated the others as separate". He further stated that when there was a shortage of workers in other sections of their business, workers in the Box Making business were approached but he could not remember a single instance in which they responded favourably. These workers were not used to doing the work of other departments and if they were to be taken into those other department it would impair the efficient working of those departments. Grade II work, though so called, was not really unskilled work. When questioned about three conferences that were held to settle the dispute between the Company and the Union, Mr. Fernando stated that he was not present at them. When confronted with the notes of a conference (R.7) and asked whether the Company did not agree to prepare a list of persons to be retrenched on the principle last to come first to go he stated that what the Company agreed to do was "to go back review the position, and then prepare a list and discuss it." Whether what was agreed upon was to apply the principle of last to come first to go, and whether, if so, the Company was entitled to resile from such an agreement, I am, I think, not called upon to decide.

7. Mr. Shanmugathan called as a witness, Mr. E. S. Appadurai, an Assistant Commissioner of Labour, to give evidence as to the conferences that were held with a view to resolving the dispute. He summed up his views as to what should be done when a necessity for

retrenchment arose thus : " My own view is, when retrenchment is resorted to in any particular section, we must take into account the services of the workers and *if they could be fitted in the Company* in a different section, a section in which they could work *within their capabilities*, they should be employed there. The fact that they have worked for a long period of time should be taken into consideration. If the employee, on the other hand, cannot do the job into which he could be put that would not be the fault of the Company ". I think this is an admirable statement of what would be equitable whenever the necessity for retrenchment arose. Mr. Appadurai also admitted that different categories should be taken separately. The following bit of evidence given by him, I consider important. When asked by Mr. Satyendran whether when an entire department is closed down he would concede that the principle of last to come first to go would not be applicable he said " Yes, quite correct ". Apart from Mr. Appadurai, Mr. Shanmugathan called a number of retrenched employees. Their evidence was to the effect that given time they could do the work in other departments. They had, on occasion, done so. They had never refused to work overtime in the stores. The fact that workers in the Box Making Department had worked in the Stores was, said Mr. Shanmugathan, proof that workers could be interchanged. The retrenched box makers could, he said, be given work in other departments because they had on occasions done work in those departments. But I think a distinction must be drawn between the box makers doing work in other departments *in addition* to work done by the regular workers, and *replacing* regular workers by others not used to doing it regularly. Mr. Shanmugathan sought to meet the argument that the rule of last to come first to go does not apply to different categories by contending that there is no question of categories in the case of unskilled workers. The box makers could do the work of unskilled workers in other departments. Mr. Satyendran replied that the unskilled in this case were only *technically* unskilled and that the men in each department would have acquired a certain amount of *competence* in the work of that department. He further argued that in applying the rule above referred to two matters have to be considered. Firstly, whether the application of the rule would be just and fair to all the workers. He suggested that it would cause disaffection among the workers. I am not satisfied that it would cause disaffection. As the Union seems to include the majority of workers, it would seem to be what the majority desire. Secondly, the other question to be considered, says Mr. Satyendran, is whether it would impair the efficient running of the business of the Company. With regard to this question, I think he is on fairly strong ground.

8. According to the Union's witnesses, they would be able, *given* time, to learn to do the work of other departments. But, while they were acquiring the necessary competence, the Company was likely to suffer loss—it may be considerable loss. As Mr. Merrill Fernando stated, industrial organizations are run on a profit-making basis. If a whole department is closed down, is it fair that all the other workers in the Company should be formed into a pool for the purpose of deciding which of them should be retrenched? It has been held by the Labour Appellate Tribunal of India in the Halar Salt and Chemical Works, Jamnayar, that such a course of action would be manifestly unfair. In the present case too, a whole department has been closed down and I don't think it is fair to treat all the workers as one Unit. Who is to judge what course of action is likely to conduce to

efficient working of the business of the Company? Mr. Satyendran argued that unless it has acted *male fide* or capriciously, it is the management that must decide. I cannot think of any other answer to this question nor had any other answer been suggested. Mr. Shanmugathan objected that the question of efficient working was not mentioned by Mr. Satyendran in his opening address and that Mr. Satyendran did not depend on the argument that retrenching other workers and replacing them by box makers would impair efficiency. Here, I think, Mr. Shanmugathan is quite right despite Mr. Satyendran protests. Mr. Satyendran did not mention in his opening address that one of the grounds on which the Company was resisting the claim of the Union was that to concede it would impair the efficiency of its working.

Mr. Merill Fernando in his evidence, given quite early in these proceedings, relied strongly on this argument. This is not a straightforward case of retrenchment. The rights and interests of the box makers, of the rest of the Company's employees, and of the Company itself must be considered. If the box makers are not retrenched some other unfortunate workers will have to leave. I think the rule that should be followed is that as stated by Mr. Appadurai that when retrenchment is resorted to in any particular section they should be absorbed in some other section only if they could be fitted into that section and if the work in that particular section was within their capabilities.

9. In this case there is no proof that the employees of the Box Making Department could be fitted into a different department without loss of efficiency or a reduction of the Company's output. Also, as Mr. Appadurai admitted, where an entire department is closed down the principle of last to come first to go would not be applicable. This was also held by the Labour Appellate Tribunal of India in the case cited by Mr. Satyendran.

10. I am of opinion, therefore, that the retrenchment of the workers of the Box Making Department was justified. They will however be entitled to retrenchment pay offered to them—two weeks pay for every year of service up to a limit of five years.

I would commend to the Company a suggestion I made to its representatives—that a list be kept of the men retrenched and that whenever an opportunity presents itself they should be re-employed.

E. B. S. COREA,  
Arbitrator.

Colombo, 28th October, 1961.

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## STATISTICS OF THE MONTH IN BRIEF

THE following is the summary of the Principal Statistics listed this month. Further details will be found in the tables and appendices appearing in this issue :—

### Cost of Living

The Colombo Consumers' Price Index for the month of November, 1961, is 105.9, the same figure as that for the month of October, 1961.

## Wage Rates

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

(b) The Special Allowances payable to workers in the trades to which Part II of the Wages Boards Ordinance has been applied will be the same as that for the month of October, 1961.

## Strikes

There were altogether 3 strikes during the month of September, 1961, involving 332 workers and a loss of 840 man-days as against 5 strikes involving 687 workers and a loss of 678 man-days during the month of August, 1961.

One of these strikes was in a Tea Plantation involving 175 workers and a loss of 350 man-days, one was in a Rubber Plantation involving 148 workers and a loss of 445 man-days, and the other one was in the Engineering Trade involving 9 workers and a loss of 45 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 September, 1961, and October, 1961, was as given below :

	September, 1961			October, 1961		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	15,184 ..	11,563 ..	26,747 ..	15,247 ..	11,659 ..	26,906
Skilled	.. 14,069 ..	.. 4,106 ..	.. 18,175 ..	.. 14,006 ..	.. 4,036 ..	.. 18,042
Semi-skilled	.. 27,204 ..	.. 6,794 ..	.. 33,998 ..	.. 26,944 ..	.. 6,680 ..	.. 33,624
Unskilled	.. 65,382 ..	.. 4,483 ..	.. 69,865 ..	.. 64,740 ..	.. 4,468 ..	.. 69,208
Total	.. 121,839	26,946	148,785	120,937	26,843	147,780

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

	September, 1961			October, 1961		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	108 ..	27 ..	135 ..	77 ..	19 ..	96
Skilled	.. 66 ..	.. 1 ..	.. 67 ..	.. 41 ..	.. 2 ..	.. 43
Semi-skilled	.. 46 ..	.. 6 ..	.. 52 ..	.. 42 ..	.. 2 ..	.. 44
Unskilled	.. 132 ..	.. 4 ..	.. 138 ..	.. 159 ..	.. 2 ..	.. 161
Total	.. 354	38	392	319	25	344

ST. No. 1032/59.

## NOTES OF CURRENT INTEREST

### Trade Unions Registered in November, 1961

Regd. No.	Name of the Union
1804 ..	Ceylon State Mortgage Bank Employees Union.
1807 ..	Inter Ratiol Employees Union.
1809 ..	Trincomalee Tally Contractors Association.
1810 ..	Chalmers Dhanyagaraye Sri Lanka Vurthiya Samitiya.
1811 ..	Nidahas Thunee Lali Kamkaru Samitiya.
1812 ..	Lanka Dumriya Dhawanagara Enginemenwarunge Sangamaya.
1814 ..	Galle Un Employment Relief Workers' Union.
1815 ..	Samanthurai G. P. S. Workers' Union.
1816 ..	Rajaye Masika Wetup Labana Thawakalika Yathuru Lekhaka Sewa Sangamaya.
1817 ..	Customs Launch Staff's Union.
1819 ..	The Estate Launderers' and Barberers' Union.

## WAGES BOARDS

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

#### XVIII—The Coconut Manufacturing Trade

##### (A) DESCRIPTION OF THE TRADE

THE description of the Coconut Manufacturing Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, No. 27 of 1941, published in *Ceylon Government Gazette* No. 9,961 of March 30, 1949, and came into force on April 1, 1949.

##### Order

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

The coconut manufacturing trade consisting of any one or more of the following three activities :—

(1) The manufacture of desiccated coconut, including—

- (a) husking nuts ;
- (b) removing shells (hatchetting) ;
- (c) removing parings ;
- (d) washing coconut meat, disintegrating and drying ;
- (e) sifting, grading and packing ;
- (f) stencilling cases ;
- (g) weighing, loading and transporting ;
- (h) collecting parings, drying, and pressing parings for oil ;
- (i) filtering oil and pumping to storage or drums ;
- (j) cleaning and washing filter cloths, cleaning expeller and pumps ;

- (k) collecting effluent water, removing sediment and preparing sediment oil and poonac ;
- (l) the work of kangany ;
- (m) any other operation connected with or incidental to work specified in this paragraph ;

but excluding the work of the following workers :—

clerk, engine driver, mechanic, fitter, carpenter, lorry and van driver, storekeeper and watcher.

(2) The manufacture of coconut oil otherwise than by means of "Chekkus" including—

- (a) disintegrating copra, heating or steaming copra meal, moulding ;
- (b) pressing or expelling copra meal ;
- (c) filtering oil, pumping oil to storage or to drums ;
- (d) cleaning or washing filter cloths, cleaning presses and pumps ;
- (e) packing poonac ;
- (f) weighing, loading and transporting ;
- (g) where oil is manufactured from fresh nuts and not from copra, operations specified in sub-paragraphs (a), (b) and (d) of paragraph (1) ;
- (h) the work of kangany ;
- (i) any other operation connected with or incidental to work specified in this paragraph ;

but excluding the work of the following workers :—

clerk, engine driver, mechanic, fitter, carpenter, lorry and van driver, storekeeper and watcher.

(3) The manufacture of fibre and coir products otherwise than as a cottage industry, including—

- (a) transporting of husks to and from retting tanks ;
- (b) crushing husks ;
- (c) breaking and cleaning husks ;
- (d) hackling bristle fibre and tying ;
- (e) cleaning mattress fibre, drying and baling ;
- (f) bleaching and dyeing fibre ;
- (g) manufacture of coir mats and matting ;
- (h) weighing, loading and transporting ;
- (i) the work of kangany ;
- (j) hanking bristle fibre and tying ;
- (k) any other operation connected with or incidental to work specified in this paragraph ;

but excluding the work of the following workers :—

clerk, engine driver, mechanic, fitter, carpenter, lorry and van driver, storekeeper and watcher.

## (B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Coconut Manufacturing Trade was established on April 1, 1949, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,963 of April 1, 1949.

## (C) DECISIONS OF THE BOARD

The original decisions of the Wages Board for the Coconut Manufacturing Trade came into force on May 1, 1949. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette Extraordinary* No. 9,971 of April 30, 1949. Decisions varying earlier decisions were published in notifications appearing in *Gazette* No. 10,073 of February 17, 1950, *Gazette Extraordinary* No. 10,131 of July 28, 1950, *Gazette* No. 10,205 of January 26, 1951, *Gazette Extraordinary* No. 10,229 of March 30, 1951, *Gazette* No. 10,240 of April 27, 1951, *Gazette Extraordinary* No. 10,542 of June 29, 1953, and No. 11,208 of November 29, 1957, *Gazette* No. 11,573 of October 31, 1958, and *Gazette Extraordinary* No. 11,605 of November 29, 1958.

### PART I

#### *Direction under section 20 (2) (b)*

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

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

(a) for workers in the "Colombo area" engaged in the manufacture of desiccated coconut, in the manufacture of coconut oil or in the manufacture of fibre and coir products other than workers engaged in transporting husks to and from retting tanks—

	<i>Hours</i>
on a day except Saturday ..	9
on a Saturday ..	7

(b) for other workers .. .. . 9

In this paragraph "Colombo area" includes any place within 5 miles of the Municipal limits of Colombo.

### PART II

Minimum rates of wages for piece work applicable to certain processes in the activities of the Coconut Manufacturing Trade described in the notification under section 6 of the Ordinance for the time being in force.

<i>Process</i>	<i>Rate</i>
(1) In the manufacture of desiccated Coconut	
	<i>Rs. c.</i>
Husking nuts .. .. .	2 19 per 1,000 nuts
Removing shells (hatchetting) .. .. .	1 13 per 1,000 nuts
Removing parings .. .. .	1 13 per 1,000 nuts
Washing coconut meat and disintegrating .. .. .	0 88 per 1,000 pounds
Drying .. .. .	1 31 per 1,000 pounds
Sifting and grading .. .. .	1 06 per 1,000 pounds
Packing and stencilling .. .. .	0 10 per case of 120 to 130 pounds

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

	<i>Rs. c.</i>
● Crusing husks .. ..	0 94 per cwt. (wet weight of bristle fibre)
Breaking and cleaning husks .. ..	0 94 per cwt. (wet weight of bristle fibre)
Cleaning mattress fibre, drying and baling .. ..	0 31 per cwt.
Hanking bristle fibre and tying .. ..	1 50 per cwt.
<b>Manufacture of mats and matting—</b>	
Mats .. ..	0 44 per square foot
Matting .. ..	0 15 per square yard
Hackling bristle fibre and tying .. ..	3 25 per cwt.

### PART III

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

- (1) a basic rate, and
- (2) a special allowance, as set out hereunder, and shall be applicable in the case of activities of the coconut manufacturing trade which are specified in column I to all processes other than the processes for which minimum rates of wages for piece work have been prescribed in Part II.

<i>1</i>	<i>2</i>	<i>3</i>
<i>Activities</i>	<i>Basic rate for a normal working day</i>	<i>Rate of special allowance for a normal working day in any month</i>
	<i>Rs. c.</i>	Where the cost of living index number for the preceeding month is 99.2, the special allowance shall be—
		<i>Rs. c.</i>
		For a male worker not under 18 years of age (including a kangany) .. 1 94
		For a female worker not under 18 years of age .. 1 62
		For a worker, irrespective of sex, under 18 years of age .. 1 55
		Where the cost of living index number for the preceding month is above 99.2, the rate of special allowance hereinbefore prescribed shall be increased for each complete unit of 1.8 points by which the index number exceeds 99.2 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table I below—
		3 cents in the case of a male worker not under 18 years of age (including a kangany)
		2 cents in the case of a female worker not under 18 years of age
		2 cents in the case of a worker, irrespective of sex, under 18 years of age.
		Where the cost of living index number for the preceding month is 99.1, the special allowance shall be—
		<i>Rs. c.</i>
		For a male worker not under 18 years of age (including a kangany) .. 1 91
		For a female worker not under 18 years of age .. 1 60
		For a worker, irrespective of sex, under 18 years of age .. 1 53
		Where the cost of living index number for the preceding month is below 99.1, the rate of special allowance hereinbefore prescribed shall be decreased for each complete unit of 1.8 points by which the index number falls short of 99.1 (no account being taken of any fraction of the unit) by an amount computed at the rates set out hereunder as illustrated in Table II below—
		3 cents in the case of a male worker not under 18 years of age (including a kangany)
		2 cents in the case of a female worker not under 18 years of age
		2 cents in the case of a worker, irrespective of sex, under 18 years of age.

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

Table I

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

Index Number	Special Allowances		
	For a male worker not under 18 years of age (including a kangany)	For a female worker not under 18 years of age	For a worker (irrespective of sex), under 18 years of age
	Rs. c.	Rs. c.	Rs. c.
99.2-100.9 .. ..	1 94	1 62	1 55
101.0-102.7 .. ..	1 97	1 64	1 57
102.8-104.5 .. ..	2 0	1 66	1 59
104.6-106.3 .. ..	2 3	1 68	1 61
106.4-108.1 .. ..	2 6	1 70	1 63

Table II

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

Index Number	Special Allowances		
	For a male worker not under 18 years of age (including a kangany)	For a female worker not under 18 years of age	For a worker (irrespective of sex), under 18 years of age
	Rs. c.	Rs. c.	Rs. c.
99.1-97.4 .. ..	1 91	1 60	1 53
97.3-95.6 .. ..	1 88	1 58	1 51
95.5-93.8 .. ..	1 85	1 56	1 49
93.7-92.0 .. ..	1 82	1 54	1 47
91.9-90.2 .. ..	1 79	1 52	1 45

PART IV

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 centum of such minimum hourly rate.

PART V

Weekly holding (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 ;

(2) that in respect of work done on a Sunday—

(a) a worker who has worked for nine hours (inclusive of one hour for a meal), or for any period that falls short of nine hours by reason of the failure of the employer to provide him with work, shall be paid at one and a half times the minimum rate of wages for a normal working day ;

(b) a worker who has worked for less than nine hours (inclusive of one hour for a meal) by reason of his unwillingness to work, shall, for each hour that he has worked, be paid at one and a half times the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by eight); and

(3) that no worker shall be employed on such Sunday for more than nine hours (inclusive of one hour for a meal).

The remuneration due to a worker for work done on the weekly holiday during any period shall be paid along with the wages payable for that period.

### *Annual Holidays (section 25)*

1. (a) If a male worker, not under 18 years of age, has been in continuous employment and has worked under the same employer for more than 228 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 four days by which the number of days on which the worker has worked exceeds 228: 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 284 days.

(b) If a female worker or a worker (irrespective of sex) under 18 years of age has been in continuous employment and has worked under the same employer for more than 204 days in any year (hereinafter called the "qualifying year"), such worker shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of four days by which the number of days on which the worker has worked exceeds 204: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 260 days.

(c) If a male worker, not under 18 years of age, has been in continuous employment and has hackled and tied for the same employer more than 9,576 pounds of bristle fibre 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 180 pounds by which the number of pounds of bristle fibre hackled and tied by the worker exceeds 9,576 pounds:

Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any quantity of bristle fibre hackled and tied in excess of 12,096 pounds.

(d) If a female worker, or a worker (irrespective of sex, under 18 years of age, has been in continuous employment and has hackled and tied for the same employer more than 8,568 pounds of bristle fibre in any year (hereinafter called the "qualifying year"), such worker shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 180 pounds by which the number of pounds of bristle fibre hackled and tied by the worker exceeds 8,568 pounds:

Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any quantity of bristle fibre hackled and tied in excess of 11,088 pounds.

In sub-paragraphs (a) and (b) of his 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 (Cap. 117) ;
- (e) every day on which the employer fails to provide work for the worker ;
- (f) every day of absence due to a strike or lockout that is not illegal, provided such days do not in the aggregate exceed 30 days a year ; and
- (g) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance ;

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

For the purposes of sub-paragraphs (c) and (d) of this paragraph, a worker shall be deemed to have hackled and tied 42 pounds of bristle fibre on—

- (a) every day allowed as a holiday by the employer to the worker under section 25 of the Wages Boards Ordinance, No. 27 of 1941, in any year under consideration ;
- (b) every day on which the worker is absent on any grounds approved by the employer ;
- (c) every day on which the worker is absent on account of any injury caused by an accident arising out of and in the course of his employment ;
- (d) every day on which the worker is absent on account of any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ;
- (e) every day on which the employer is unable or fails to supply raw materials sufficient for the worker to hackle and tie 42 pounds of bristle fibre ;
- (f) every day on which the worker is absent on account of a strike or lockout that is not illegal, the number of such days not exceeding thirty ;
- (g) every day of absence from work to which the worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance ;

but not on the day fixed as the weekly holiday under section 24 of the Wages Boards Ordinance, No. 27 of 1941.

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.

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

4. Payment for the holiday or holidays shall be made before the commencement of such holiday or holidays.

5. Where a worker intends to leave his employment of his own accord, or is to be discontinued or dismissal from employment, on any date, he shall be entitled to take and shall take before that date—

- (a) every holiday which he was entitled to in respect of the last preceding year and which he has not already taken ; and
- (b) where the worker has during the current year complied with the provisions relating to employment and work set out in paragraph 1, every holiday which, but for the termination of his employment, he would be entitled to in the next succeeding year ;

and he shall be remunerated for such holidays in accordance with the provisions of paragraph 3 of these decisions.

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

7. 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.

### Explanatory Note

Originally, the wages and other conditions of employment in the Coconut Growing and the Coconut Manufacturing Trades were regulated by one and the same Wages Board, viz. the Wages Board for the Coconut Trade. The description of the latter trade appeared in an Order made under section 6 of the Ordinance, published in *Government Gazette* No. 9,224 of January 7, 1944 (as subsequently amended) and a Wages Board for that trade was established by an order under section 8 of the Ordinance, published in *Government Gazette* No. 9,272 of May 19, 1944. The decisions made by this Board ceased to be operative on April 1, 1949, when the Orders under reference were rescinded by new Orders published in *Government Gazette* No. 9,961 of March 30, 1949 and No. 9,963 of April 1, 1949, respectively. Simultaneously with the rescission two separate Wages Boards, i.e. for the Coconut Growing and the Coconut Manufacturing Trades, were established.

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

† Average for 5 months only.

\* Average for 11 months only.

**B**

**Colombo Consumers' Price Index**

*Base : Average Prices 1952=100*

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

**INDEX NUMBERS**

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

1960—

January	105.12	101.61	101.53	93.56	114.51	105.4
February	104.95	101.61	101.53	93.80	114.46	105.3
March	105.18	102.31	101.53	93.76	114.83	105.6
April	102.19	104.15	101.53	94.15	115.41	104.0
May	99.92	100.58	101.53	94.07	115.73	102.4
June	99.94	102.65	101.53	94.36	115.15	102.5
July	97.66	103.00	101.53	94.84	115.44	101.2
August	95.87	103.46	101.53	95.81	118.42	100.7
September	97.54	103.46	101.53	96.40	122.44	102.6
October	99.10	101.61	101.53	95.68	121.52	103.2
November	101.53	104.15	101.53	96.33	121.62	104.9
December	100.23	103.00	101.53	97.64	121.73	104.1

1961—

January	99.96	103.46	101.53	97.64	121.73	104.1
February	99.25	103.00	101.53	102.03	121.17	103.9
March	98.03	102.65	101.53	102.10	122.15	103.3
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	99.25	103.00	101.53	104.35	121.09	104.5
August	99.76	106.69	101.53	104.86	125.03	105.4
September	99.82	106.34	101.53	105.13	124.98	105.4
October	100.56	106.69	101.53	105.47	125.01	105.9
November	100.00	105.65	101.53	105.62	123.79	105.9

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	Minimum	Index	Average	Wage	Index
	Daily rate of Wages	Wage Rate Index No.	No. of Real Wages	Monthly Rate of Wages	Rate Index No.	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	.. 106.40	.. 99.16	.. 110.44	.. 107.43
1958	..	.. 2.14	.. 111.46	.. 106.21	.. 113.74	.. 126.67	.. 120.70
1959	..	.. 2.14	.. 111.46	.. 105.95	.. 113.74	.. 126.67	.. 120.41
1960	..	.. 2.12	.. 110.42	.. 106.69	.. 113.74	.. 126.67	.. 122.39
1960	.. January	.. 2.15	.. 111.98	.. 106.24	.. 113.74	.. 126.67	.. 120.18
	.. February	.. 2.15	.. 111.98	.. 106.34	.. 113.74	.. 126.67	.. 120.29
	.. March	.. 2.15	.. 111.98	.. 106.04	.. 113.74	.. 126.67	.. 119.95
	.. April	.. 2.15	.. 111.98	.. 107.67	.. 113.74	.. 126.67	.. 121.80
	.. May	.. 2.12	.. 110.42	.. 107.83	.. 113.74	.. 126.67	.. 123.70
	.. June	.. 2.10	.. 109.38	.. 106.71	.. 113.74	.. 126.67	.. 123.58
	.. July	.. 2.10	.. 109.38	.. 108.08	.. 113.74	.. 126.67	.. 125.17
	.. August	.. 2.10	.. 109.38	.. 108.62	.. 113.74	.. 126.67	.. 125.79
	.. September	.. 2.07	.. 107.81	.. 105.08	.. 113.74	.. 126.67	.. 123.46
	.. October	.. 2.10	.. 109.38	.. 105.99	.. 113.74	.. 126.67	.. 122.74
	.. November	.. 2.12	.. 110.42	.. 105.26	.. 113.74	.. 126.67	.. 120.75
	.. December	.. 2.15	.. 111.98	.. 107.57	.. 113.74	.. 126.67	.. 121.68
1961	.. January	.. 2.12	.. 110.42	.. 106.07	.. 113.74	.. 126.67	.. 121.68
	.. February	.. 2.12	.. 110.42	.. 106.28	.. 113.74	.. 126.67	.. 121.92
	.. March	.. 2.12	.. 110.42	.. 106.89	.. 113.74	.. 126.67	.. 122.62
	.. 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
	.. September	.. 2.15	.. 111.98	.. 106.24	.. 113.74	.. 126.67	.. 120.18
	.. October	.. 2.15	.. 111.98	.. 105.04	.. 113.74	.. 126.67	.. 119.61
	.. November	.. 2.15	.. 111.98	.. 105.74	.. 113.74	.. 126.67	.. 119.61

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
September	2.18	111.22	3.76	128.77	2.30	112.75
October	2.18	111.22	3.76	128.77	2.30	112.75
November	2.18	111.22	3.78	129.45	2.31	113.24

\* 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	36,544
1947 ..	2,883	7,325	8,113	16,423	34,744
1948 ..	4,474	13,027	12,443	36,712	66,656
1949 ..	5,132	11,994	13,591	39,015	69,732
1950 ..	5,627	10,525	13,523	35,447	65,122
1951 ..	5,515	8,186	12,520	26,486	52,707
1952 ..	6,883	7,522	13,795	24,823	53,029
1953 ..	8,374	6,462	13,676	23,034	51,546
1954 ..	11,728	7,919	16,287	27,370	63,304
1955 ..	14,498	8,544	20,142	27,826	71,010
1956 ..	16,091	9,794	25,808	34,259	85,952
1957 ..	18,582	13,439	30,864	47,971	110,856
1958 ..	19,803	13,674	32,973	51,346	117,796
1959 ..	20,869	13,859	33,723	59,567	128,018
1960 January	21,173	13,962	33,426	61,319	129,880
February	21,679	13,890	33,497	61,743	130,809
March	21,447	13,801	33,030	61,643	129,921
April	21,420	13,691	32,611	60,483	128,205
May	21,754	13,464	32,581	59,898	127,697
June	22,016	13,551	32,829	61,579	129,975
July	22,464	14,271	33,253	62,509	132,497
August	23,201	15,425	34,127	67,338	140,091
September	24,152	16,431	34,273	70,074	144,930
October	24,697	16,439	34,346	72,279	147,761
November	25,166	16,614	34,727	72,902	149,409
December	26,252	16,928	34,887	73,025	151,092
1961 January	28,057	17,301	35,668	74,640	155,666
February	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
August	27,687	18,140	34,240	72,601	152,668
September	26,747	18,175	33,998	69,865	148,785
October	26,906	18,042	33,624	69,208	147,780

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

† These figures comprise :

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

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

TABLE V

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

## CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Awisawella	Haputale	Matara	Vavuniya	Kegalla	Matale	Total
1944 ..	1,053	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945 ..	10,784	378	2,128	1,239	2,863	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	—	233	—	—	—	—	—	—	—	66,656
1949 ..	44,552	5,041	4,125	5,429	8,195	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 ..	38,125	3,422	2,886	4,350	2,209	537†	886	1,587	569	904	418	1,207	284	323	—	—	—	—	—	—	52,707
1952 ..	32,124	3,028	3,263	3,881	3,780	547	1,162	1,435	909	663	422	992	252	487	678	—	—	—	—	—	53,023
1953 ..	30,203	2,561	3,316	3,949	3,080	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	—	—	—	51,546
1954 ..	33,410	2,909	3,484	6,024	3,143	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	—	—	—	63,304
1955 ..	36,451	3,395	4,740	6,381	4,377	638	2,767	2,199	1,962	619	455	261	776	1,104	1,532	392	2,411	—	—	—	71,010
1956 ..	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	—	—	—	85,952
1957 ..	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501‡	1,252	1,198	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	354	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	422	1,365	1,733	2,965	1,198	5,812	611	2,786	970	128,018
1960—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Jan. ..	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	5,317	655	2,801	931	129,880
February	58,388	9,111	7,327	15,426	6,182	1,510	5,221	3,646	2,453	1,818	1,099	967	1,406	1,890	2,895	1,245	5,341	721	2,776	887	130,802
March ..	58,003	9,183	7,291	15,400	6,278	1,464	5,021	3,552	2,530	1,747	1,066	1,028	1,342	1,922	2,911	1,217	5,737	697	2,706	826	129,921

TABLE V—(contd.)

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapure	Badulla	Batticaloa	Kalmunai**	Trincomalie	Anuradhapure	Avisawella	Haputale	Matare	Vavuniya	Kegalla	Matale	Total
1960—																					
April	57,251	9,215	7,080	15,396	6,034	1,325	5,000	3,550	2,625	1,649	1,184	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	735	127,697
June	58,128	9,138	7,126	15,684	6,071	1,429	5,068	3,317	2,688	1,826	1,469	883	1,273	1,864	3,000	873	6,163	603	2,619	753	129,975
July	57,923	10,508	7,250	15,710	6,062	1,595	5,158	3,317	2,869	1,841	1,217	1,681	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	861	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	2,135	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	8,063	724	3,097	964	149,409
December	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,084	680	1,756	2,550	3,784	1,222	8,179	772	3,143	986	151,092
1961—																					
January	64,843	16,626	8,751	15,061	7,271	2,284	5,946	3,749	3,898	2,468	1,166	698	1,755	2,636	3,884	1,277	8,224	791	3,271	1,067	155,666
February	65,003	17,567	8,931	15,007	7,385	2,309	5,873	3,819	3,977	2,538	1,207	830	1,632	2,654	3,899	1,304	8,136	829	3,259	1,080	157,239
March**	63,439	17,099	8,900	14,960	7,286	2,254	5,622	—	3,926	2,553	1,096	825	1,639	2,616	3,816	1,353	8,005	786	3,226	1,114	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	1,105	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	1,120	148,673
June	62,311	16,139	9,022	15,486	7,144	2,670	5,624	3,031	3,897	3,026	1,123	721	1,117	2,531	3,512	1,391	7,628	659	3,175	1,174	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	1,146	153,113
August	63,016	15,625	9,575	15,857	7,148	3,040	5,092	3,170	3,897	3,047	1,210	753	1,268	2,601	3,461	1,421	7,544	586	3,248	1,109	152,668
September	62,012	15,452	9,464	13,606	7,090	3,032	4,930	3,185	3,986	3,067	1,097	719	1,310	2,482	3,464	1,379	7,611	573	3,221	1,105	148,785
October	61,556	15,194	9,410	12,726	7,357	3,054	4,858	3,221	4,024	3,085	1,160	730	1,279	2,526	3,541	1,412	7,745	578	3,202	1,122	147,780

\* Total includes 127 registered at Matugama, 164 at Chilaw, 272 at Matale, 97 at Avisawella, and 555 at Vevangoda.  
 † Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avisawella.  
 ‡ Revised figures.  
 \*\* Information in respect of Jaffna Exchange is not available.  
 (These Exchanges functioned only during 1948 and 1949.)

**TABLE VI—The Number of Persons registered and the number placed in employment since 1938**

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	3,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,779
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,306
1952	13,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,453
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	32,392	3,791	83,883	8,208
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	20,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,162
1960 January	2,091	156	1,102	47	2,554	145	5,207	114	10,954	462
February	1,886	117	1,151	43	2,242	148	4,742	235	10,021	543
March	1,492	170	915	46	2,061	83	3,271	182	7,739	481
April	1,430	179	846	56	1,698	86	3,092	238	7,066	559
May	1,687	138	874	84	2,095	104	3,959	245	8,615	571
June	1,868	127	1,134	49	2,300	140	5,241	206	10,543	522
July	1,924	75	1,658	22	2,227	87	5,522	862	11,331	1,046
August	2,332	97	2,318	119	3,073	78	8,988	484	16,711	778
September	2,536	118	2,190	106	2,698	99	8,609	1,609	16,033	1,932
October	2,072	65	1,294	97	2,307	111	6,114	214	11,787	487
November	1,923	67	1,410	72	2,369	88	5,478	217	11,180	444
December	2,554	91	1,373	30	2,265	78	5,258	138	11,450	337
1961 January	3,128	93	1,376	20	2,844	106	5,170	235	12,518	454
February	1,966	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
August	1,665	141	1,325	84	1,799	87	3,702	273	8,491	585
September	1,859	135	1,284	67	2,053	52	3,516	136	8,712	390
October	1,732	96	1,200	43	1,996	44	3,957	161	8,885	344

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

**TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of October, 1961**

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	528	84	460	22	804	17	1,461	51	3,253	174
Negombo	120	2	121	—	146	2	347	4	734	8
Kalutara	119	—	104	7	137	2	182	14	542	23
Galle	139	—	105	—	102	—	278	15	624	15
Kandy	96	1	71	—	83	1	251	12	501	14
Nawalapitiya	73	—	60	—	61	1	140	10	334	11
Kurunegala	71	1	18	3	44	—	70	13	203	17
Jaffna	107	—	31	—	98	4	83	2	319	6
Ratnapura	56	—	33	—	70	4	127	13	286	17
Badulla	39	2	18	—	33	3	78	2	168	7
Batticaloa	31	—	17	—	35	—	88	—	171	—
Kalmunai	32	—	6	3	29	—	35	10	102	13
Trincomalee	18	2	15	5	25	3	66	3	124	13
Anuradhapura	42	—	28	—	44	—	100	9	214	9
Avissawella	51	—	24	—	71	—	130	—	276	—
Haputale	13	—	19	—	19	—	73	—	124	—
Matara	102	4	39	1	88	2	387	1	616	8
Vavuniya	17	—	5	1	47	3	7	2	76	6
Kegalla	49	—	17	1	42	1	30	—	138	2
Matale	29	—	9	—	18	—	24	—	80	1
Total	1,732	96	1,200	43	1,996	44	3,957	161	8,885	344

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	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	6,168	46,990
1953	33	363,600	430,586	54	14,482	31,996
1954	59	86,450	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,293	36,016
1956	99	56,908	200,888	115	31,852	152,066
1957	177	297,061	618,050	127	70,239	190,443
1958	123	39,372	340,632	96	42,713	399,228
1959	177	47,318	352,145	71	42,933	463,119
1960	123	42,528	259,948	37	4,830	15,139‡
1961 January to September §	51	13,067	264,802	22	3,146	4,901
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	6,453	8	1,094	4,081
September	8	1,836	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 §**	7	2,756	160,834	4	1,450	2,000
May §	4	495	8,308	—	—	—
June §	5	1,792	48,824	1	75	75
July §	4	603	662	2	321	366
August §	4	661	639	1	26	39
September §	2	323	795	1	—	45

\*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 SEPTEMBER, 1961, BY INDUSTRIES OR TRADES**

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea ..	1	..	175	..	350	
Rubber ..	1	..	148	..	445	
Tea-cum-Rubber ..	—	..	—	..	—	
Coconut ..	—	..	—	..	—	
Coconut-cum-Rubber ..	—	..	—	..	—	
<b>Total</b> ..	<b>2</b>		<b>323</b>		<b>795</b>	
Engineering ..	1	..	9	..	45	
Printing ..	—	..	—	..	—	
Motor Transport ..	—	..	—	..	—	
Tea Export ..	—	..	—	..	—	
Rubber Export ..	—	..	—	..	—	
Coconut Manufacturing ..	—	..	—	..	—	
Toddy, Arrack and Vinegar ..	—	..	—	..	—	
Cigar Manufacturing ..	—	..	—	..	—	
Tea & Rubber Manufacturing ..	—	..	—	..	—	
Cinema ..	—	..	—	..	—	
Dock, Harbour and Port Transport ..	—	..	—	..	—	
Building Trade ..	—	..	—	..	—	
Local Government Services ..	—	..	—	..	—	
Service Institutions ..	—	..	—	..	—	
Factories, Workshops, &c., run by the State ..	—	..	—	..	—	
Textile ..	—	..	—	..	—	
Relief Schemes ..	—	..	—	..	—	
Wholesale and Retail Distribution ..	—	..	—	..	—	
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—	
Beedi Manufacturing ..	—	..	—	..	—	
Hotel ..	—	..	—	..	—	
Tile Manufacturing ..	—	..	—	..	—	
Miscellaneous ..	—	..	—	..	—	
<b>Total</b> ..	<b>1</b>		<b>9</b>		<b>45</b>	
<b>Grand Total</b> ..	<b>3</b>		<b>332</b>		<b>840</b>	

**TABLE X—CLASSIFICATION OF THE STRIKES IN SEPTEMBER, 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	.. 1	175	.. 9
2. Wage increases, Higher rates for piece work, &c. ..	—	.. —	—	.. —
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	.. —	—	.. —
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	1	.. —	148	.. —
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 ..	—	.. —	—	.. —
11. Sympathetic strikes ..	—	.. —	—	.. —
<b>Total</b> ..	<b>2</b>	<b>1</b>	<b>323</b>	<b>9</b>

## APPENDIX I

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

Month: December, 1961

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(1) Baking Trade</b>						
<i>Monthly Rates :</i>						
Class "A" Worker : foreman, cooks, "short eats" makers, pastry makers, cake decorators ..	70	0	59	35	129	35
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	55	0	110	0
Class "C" Worker : flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trays, bun trays, cake trays, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen ..	39	0	42	34	81	34
<b>(2) Beedi Manufacturing Trade</b>						
<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
						591

Class of Worker

Month: December, 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 97 ..	3 97
Skilled Workers, Grade II: press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters .. .. .	1 80 ..	1 97 ..	3 77
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 97 ..	3 57

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, firewood carriers, peg-mill feeders, helpers engaged in loading and stacking tiles .. .. .	1 40 ..	1 87 ..	3 27
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B—Female Workers (18 and above) : .. 1 15 .. 1 76 .. 2 91

C—Workers (under 18 years) :			
Over 14 years but under 15 .. .. .	0 80 ..	1 40 ..	2 20
Over 15 years but under 16 .. .. .	0 90 ..	1 45 ..	2 35
Over 16 years but under 17 .. .. .	1 0 ..	1 50 ..	2 50
Over 17 years but under 18 .. .. .	1 10 ..	1 60 ..	2 70

(4) Building Trade

Daily Rates :

Unskilled labourers—

Male labourers not under 18 years .. .. .	1 40 ..	2 09 ..	3 49
Female labourers not under 18 years .. .. .	1 10 ..	2 09 ..	3 19
Labourers, irrespective of sex, under 18 years .. .. .	0 90 ..	2 09 ..	2 99
Semi-skilled Grade II .. .. .	1 65 ..	2 19 ..	3 84
Semi-skilled Grade I .. .. .	1 80 ..	2 19 ..	3 99
Skilled .. .. .	2 0 ..	2 19 ..	4 19

Class of Worker

Basic Wage	Special Allowance		Total
	Rs.	c.	

(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	54	22	90	72
Semi-skilled ..	43	0	56	82	99	82
Skilled Grade II ..	55	0	58	64	113	64
Skilled Grade I ..	66	0	58	64	124	64

B—Clerical—

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

Outside the Municipal Areas

A—Non-clerical—

Unskilled ..	36	50	54	22	90	72
Semi-skilled ..	40	0	56	82	96	82
Skilled Grade II ..	47	0	58	64	105	64
Skilled Grade I ..	61	0	58	64	119	64

B—Clerical—

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

(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

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

Class of Worker

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

(7) Cinnamon Trade (contd.)

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" x 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
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(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

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 parings, 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	75	..	99	75
Skilled Grade ..	55	0	..	30	75	..	85	75
Semi-skilled Grade ..	45	0	..	27	75	..	72	75
Unskilled, Grade I ..	37	0	..	27	75	..	64	75
Unskilled, Grade II ..	31	0	..	27	75	..	58	75

Women Workers—

Female kanganies ..	35	0	..	27	75	..	62	75
Female labourers ..	30	0	..	27	75	..	57	75

Non-manual Workers—

Special Grade ..	75	0	..	41	0	..	116	0
Grade I ..	55	0	..	30	75	..	85	75

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(11) Dock, Harbour and Port Transport Trade (contd.)</b>						
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

Class of Worker	Basic Wage		Special Allowances		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(12) Engineering Trade</b>					
<i>Daily Rates :</i>					
Unskilled labourer	1	40	2	9	3 49
Semi-skilled, Grade I	1	65	2	19	3 84
Semi-skilled, Grade II	1	45	2	19	3 64
Skilled worker	2	0	2	19	4 19
Kangany	1	80	2	19	3 99
Watcher	1	70	2	19	3 89

*Trade Learners and Apprentices—*

1st year	0	50	1	13	1 63
2nd year	0	66	1	23	1 89
3rd year	0	85	1	54	2 39
4th year	1	10	1	69	2 79

**(13) Match Manufacturing Trade**

*Daily Rates :*

*Grade I—*

Male 18 years and over	2	0	1	82	3 82
Female 18 years and over	1	64	1	72	3 36
Young person over 14 years but under 18 years	1	25	1	40	2 65

*Grade II—*

Male 18 years and over	1	60	1	82	3 42
Female 18 years and over	1	32	1	72	3 4
Young person over 14 years but under 18 years	1	0	1	40	2 40

*Grade III—*

Male 18 years and over	1	40	1	72	3 12
Female 18 years and over	1	15	1	60	2 75
Young person over 14 years but under 16 years	0	70	1	18	1 88
Young person 16 years and over but under 18 years	0	90	1	40	2 30

*Grade IV—*

Watcher	1	70	1	82	3 52
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**(14) Motor Transport Trade**

*Monthly Rates :*

Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100	0	62	42	162 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	62	42	152 42

Class of Worker

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(14) Motor Transport Trade (contd.)</b>					
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	59	92	144 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	62	42	162 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate ..	70	0	57	42	127 42
Class F Workers : Conductors, Clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses ..	67	50	62	42	129 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. ..	60	0	58	42	118 42
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	58	42	108 42
Class I Workers : Omnibus checkers or time-keepers ..	60	0	58	42	118 42
Class J Workers : Omnibus Inspectors and omnibus stand supervisors ..	90	0	58	42	148 42
Class K Workers : All other workers other than those referred to in the preceding items ..	45	0	48	67	93 67

Daily Rates :

Class A worker ..	4	0	2	62	6 62
" B " ..	4	0	2	62	6 62
" C " ..	3	25	2	62	5 87
" D " ..	4	0	2	62	6 62
" E " ..	2	75	2	37	5 12
" F " ..	2	75	2	62	5 37
" G " ..	2	50	2	62	5 12
" H " ..	2	25	2	62	4 87
" K " ..	1	50	1	82	3 32

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.
<b>(15) Plumbago Trade</b>					
<i>Daily Rates :</i>					
<b>Underground workers—</b>					
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 } Trolley-men } Unskilled labourers }	..	1 75	..	1 24	2 99
Onsetters or Donakatakarayas	..	2 50	..	1 24	3 74
<b>Underground and surface workers—</b>					
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
<b>Surface workers—</b>					
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 9
Carters } Watchers }	..	1 75	..	1 24	2 99
Bakkikarayas or Banksmen ..	..	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.

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(15) Plumbago Trade (contd.)</b>					
Workers employed in curing and dressing—					
(A) as overseers and kanganyies ..	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**

*Monthly Rates :*

<b>Class A Workers:</b> 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	102	42	212 42
<b>Class B Workers:</b> 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	82	42	169 92
<b>Class C, Grade I Workers:</b> 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	72	42	137 42
<b>Class C, Grade II Workers:</b> Flaten Machine Minders	60	0	67	32	127 32
<b>Class D Workers:</b> Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50	0	62	42	112 42
<b>Class E Workers:</b> Unskilled workers not under 18 years of age	42	0	59	97	101 97
<b>Class F Workers:</b> Unskilled workers under 18 years of age	20	0	40	42	60 42
<b>Class G Workers:</b> Watchers	44	0	62	42	106 42
Class A—1st year learner	33	0	43	92	76 92
" B " "	26	0	37	92	63 92
" C Grade I, 1st year learner	24	0	39	92	63 92
" C " II, " "	22	0	37	92	59 92
" D—1st year learner	19	0	35	92	54 92
Class A—2nd year learner	44	0	52	42	96 42
" B " "	36	0	50	42	86 42
" C Grade I, 2nd year learner	29	0	45	32	74 32
" C " II, " "	27	0	42	87	69 87
" D—2nd year learner	23	0	40	42	63 42
Class A—3rd year learner	56	0	60	92	116 92
" B " "	49	0	56	92	105 92
" C Grade I, 3rd year learner	36	0	50	92	86 92
" C " II, " "	32	0	47	82	79 82
" D—3rd year learner	28	0	44	92	72 92

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(16) Printing Trade (contd.)</b>						
Class A—4th year learner ..	71	0	73	42	144	42
.. B ..	64	0	66	32	130	32
.. C Grade I, 4th year learner ..	44	0	58	97	102	97
.. C .. II, ..	39	0	55	09	94	09
.. D—4th year learner ..	34	0	51	42	85	42
Class A—5th year learner ..	88	0	86	42	174	42

**(17) Rubber Export Trade**

*Daily Rates :*

<b>A. Male workers not under 18 years—</b>						
(a) Grade II ..	1	40	2	9	3	49
(b) Intermediate Grade ..	1	60	2	19	3	79
(c) Grade I ..	1	80	2	19	3	99
(d) Watchers ..	1	70	2	19	3	89
<b>B. Female workers not under 18 years of age—</b>						
<b>(a) Grade II</b>						
Workers employed in work other than sorting ..	1	15	1	97	3	12
<b>(b) Grade I</b>						
Workers employed in sorting ..	1	30	1	97	3	27
<b>C. Workers over 14 years but under 15 years ..</b>						
.. 15 .. 16 ..	0	80	1	57	2	37
.. 16 .. 17 ..	0	90	1	62	2	52
.. 17 .. 18 ..	1	0	1	67	2	67
.. 17 .. 18 ..	1	15	1	77	2	92

**(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

**(19) Tea Export Trade**

*Daily Rates :*

<b>A. Male workers not under 18 years—</b>						
(a) Grade II ..	1	40	2	9	3	49
(b) Intermediate Grade ..	1	60	2	19	3	79
(c) Grade I ..	1	80	2	19	3	99
(d) Box makers and repairers ..	1	60	2	19	3	79
(e) Watchers ..	1	70	2	19	3	89
<b>B. Female workers not under 18 years ..</b>						
..	1	15	1	97	3	12
<b>C. Workers over 14 years but under 15 years ..</b>						
.. 15 .. 16 ..	0	80	1	57	2	37
.. 15 .. 16 ..	0	90	1	62	2	52
.. 16 .. 17 ..	1	0	1	67	2	67
.. 17 .. 18 ..	1	15	1	77	2	92

**(20) Tea Growing and Manufacturing Trade**

*Daily Rates :*

Male worker not under 16 years ..	1	25	1	18	2	43
Female worker not under 15 years ..	1	5	0	88	1	93
Child worker ..	0	80	0	87	1	61

Class of Worker

(21) Toddy, Arrack and Vinegar Trade

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

Monthly Rates :

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

Daily Rates :

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

Piece Rates :

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 Kegalla 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 December, 1961, to workers in the Baking Trade

No. of Days	Class A	Class B	Class C	No. of Days
	Rs. c.	Rs. c.	Rs. c.	
½	2 49	2 11½	1 56½	½
1	4 98	4 23	3 13	1
2	9 95	8 46	6 26	2
3	14 93	12 69	9 39	3
4	19 90	16 92	12 51	4
5	24 88	21 15	15 64	5
6	29 85	25 38	18 77	6
7	34 83	29 62	21 90	7
8	39 80	33 85	25 03	8
9	44 78	38 08	28 16	9
10	49 75	42 31	31 28	10
11	54 73	46 54	34 41	11
12	59 70	50 77	37 54	12
13	64 68	55 00	40 67	13
14	69 65	59 23	43 80	14
15	74 63	63 46	46 93	15
16	79 60	67 69	50 06	16
17	84 58	71 92	53 18	17
18	89 55	76 15	56 31	18
19	94 53	80 38	59 44	19
20	99 50	84 62	62 57	20
21	104 48	88 85	65 70	21
22	109 45	93 08	68 83	22
23	114 43	97 31	71 95	23
24	119 40	101 54	75 08	24
25	124 38	105 77	78 21	25
26	129 35	110 00	81 34	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 authorised 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 December, 1961, to workers in the Building Trade

No. of Days	<i>Unskilled</i>			<i>Semi-skilled</i>		<i>Skilled</i>	No. of Days
	<i>Male</i>	<i>Female</i>	<i>Young Persons</i>	<i>Grade II</i>	<i>Grade I</i>		
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 74½	1 59½	1 49½	1 92	1 99½	2 09½	½
1	3 49	3 19	2 99	3 84	3 99	4 19	1
2	6 98	6 38	5 98	7 68	7 98	8 38	2
3	10 47	9 57	8 97	11 52	11 97	12 57	3
4	13 96	12 76	11 96	15 36	15 96	16 76	4
5	17 45	15 95	14 95	19 20	19 95	20 95	5
6	20 94	19 14	17 94	23 04	23 94	25 14	6
7	24 43	22 33	20 93	26 88	27 93	29 33	7
8	27 92	25 52	23 92	30 72	31 92	33 52	8
9	31 41	28 71	26 91	34 56	35 91	37 71	9
10	34 90	31 90	29 90	38 40	39 90	41 90	10
11	38 39	35 09	32 89	42 24	43 89	46 09	11
12	41 88	38 28	35 88	46 08	47 88	50 28	12
13	45 37	41 47	38 87	49 92	51 87	54 47	13
14	48 86	44 66	41 86	53 76	55 86	58 66	14
15	52 35	47 85	44 85	57 60	59 85	62 85	15
16	55 84	51 04	47 84	61 44	63 84	67 04	16
17	59 33	54 23	50 83	65 28	67 83	71 23	17
18	62 82	57 42	53 82	69 12	71 82	75 42	18
19	66 31	60 61	56 81	72 96	75 81	79 61	19
20	69 80	63 80	59 80	76 80	79 80	83 80	20
21	73 29	66 99	62 79	80 64	83 79	87 99	21
22	76 78	70 18	65 78	84 48	87 78	92 18	22
23	80 27	73 37	68 77	88 32	91 77	96 37	23
24	83 76	76 56	71 76	92 16	95 76	100 56	24
25	87 25	79 75	74 75	96 00	99 75	104 75	25
26	90 74	82 94	77 74	99 84	103 74	108 94	26
27	94 23	86 13	80 73	103 68	107 73	113 13	27
28	97 72	89 32	83 72	107 52	111 72	117 32	28
29	101 21	92 51	86 71	111 36	115 71	121 51	29
30	104 70	95 70	89 70	115 20	119 70	125 70	30
31	108 19	98 89	92 69	119 04	123 69	129 89	31

"Unskilled Male" means a male unskilled labourer not under 18 years of age.  
 "Unskilled Female" means a female unskilled labourer not under 18 years of age.  
 "Unskilled Young Person" means a labourer (irrespective of sex) under 18 years of age.

## APPENDIX IV

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

*Within the Municipal Areas*

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 68	1 85	2 10½	2 31	1 91½	2 06½	3 17½	½
1	3 36	3 70	4 21	4 62	3 83	4 13	6 35	1
2	6 72	7 39	8 42	9 23	7 67	8 26	12 70	2
3	10 08	11 09	12 63	13 85	11 50	12 39	19 06	3
4	13 44	14 79	16 84	18 47	15 33	16 52	25 41	4
5	16 80	18 49	21 04	23 08	19 17	20 65	31 76	5
6	20 16	22 18	25 25	27 70	23 00	24 78	38 11	6
7	23 52	25 88	29 46	32 31	26 83	28 91	44 46	7
8	26 88	29 58	33 67	36 93	30 67	33 04	50 81	8
9	30 24	33 27	37 88	41 55	34 50	37 17	57 17	9
10	33 60	36 97	42 09	46 16	38 33	41 30	63 52	10
11	36 96	40 67	46 30	50 78	42 17	45 43	69 87	11
12	40 32	44 36	50 51	55 40	46 00	49 56	76 22	12
13	43 68	48 06	54 72	60 01	49 83	53 69	82 57	13
14	47 04	51 76	58 92	64 63	53 67	57 81	88 93	14
15	50 40	55 46	63 13	69 24	57 50	61 94	95 28	15
16	53 76	59 15	67 34	73 86	61 33	66 07	101 63	16
17	57 12	62 85	71 55	78 48	65 17	70 20	107 98	17
18	60 48	66 55	75 76	83 09	69 00	74 33	114 33	18
19	63 84	70 24	79 97	87 71	72 83	78 46	120 69	19
20	67 20	73 94	84 18	92 33	76 67	82 59	127 04	20
21	70 56	77 64	88 39	96 94	80 50	86 72	133 39	21
22	73 92	81 33	92 60	101 56	84 33	90 85	139 74	22
23	77 28	85 03	96 80	106 17	88 17	94 98	146 09	23
24	80 64	88 73	101 01	110 79	92 00	99 11	152 44	24
25	84 00	92 43	105 22	115 41	95 83	103 24	158 80	25
26	87 36	96 12	109 43	120 02	99 67	107 37	165 15	26
27	90 72	99 82	113 64	124 64	103 50	111 50	171 50	27
28	96 16	105 81	120 46	132 12	109 71	118 19	181 79	28
29	101 60	111 80	127 28	139 60	115 92	124 88	192 08	29
30	107 04	117 79	134 10	147 08	122 13	131 57	202 37	30
31	112 48	123 78	140 92	154 56	128 34	138 26	212 66	31

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

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

**APPENDIX IV—(contd.)**

**\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 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 68	1 79½	1 95½	2 21½	1 82½	1 97	3 17½	½
1	3 36	3 59	3 91	4 43	3 65	3 94	6 35	1
2	6 72	7 17	7 83	8 86	7 30	7 89	12 70	2
3	10 08	10 76	11 74	13 29	10 94	11 83	19 06	3
4	13 44	14 34	15 65	17 72	14 59	15 78	25 41	4
5	16 80	17 93	19 56	22 16	18 24	19 72	31 76	5
6	20 16	21 52	23 48	26 59	21 89	23 67	38 11	6
7	23 52	25 10	27 39	31 02	25 54	27 61	44 46	7
8	26 88	28 69	31 30	35 45	29 19	31 56	50 81	8
9	30 24	32 27	35 21	39 88	32 83	35 50	57 17	9
10	33 60	35 86	39 13	44 31	36 48	39 44	63 52	10
11	36 96	39 45	43 04	48 74	40 13	43 39	69 87	11
12	40 32	43 03	46 95	53 17	43 78	47 33	76 22	12
13	43 68	46 62	50 86	57 60	47 43	51 28	82 57	13
14	47 04	50 20	54 78	62 04	51 07	55 22	88 93	14
15	50 40	53 79	58 69	66 47	54 72	59 17	95 28	15
16	53 76	57 37	62 60	70 90	58 37	63 11	101 63	16
17	57 12	60 96	66 51	75 33	62 02	67 06	107 98	17
18	60 48	64 55	70 43	79 76	65 67	71 00	114 33	18
19	63 84	68 12	74 34	84 19	69 31	74 94	120 69	19
20	67 20	71 72	78 25	88 62	72 96	78 89	127 04	20
21	70 56	75 30	82 16	93 05	76 61	82 83	133 39	21
22	73 92	78 89	86 08	97 48	80 26	86 78	139 74	22
23	77 28	82 48	89 99	101 92	83 91	90 72	146 09	23
24	80 64	86 06	93 90	106 35	87 56	94 67	152 44	24
25	84 00	89 65	97 81	110 78	91 20	98 61	158 80	25
26	87 36	93 23	101 73	115 21	94 85	102 56	165 15	26
27	90 72	96 82	105 64	119 64	98 50	106 50	171 50	27
28	96 16	102 63	111 98	126 82	104 41	112 89	181 79	28
29	101 60	108 44	118 32	134 00	110 32	119 28	192 08	29
30	107 04	114 25	124 66	141 18	116 23	125 67	202 37	30
31	112 48	120 06	131 00	148 06	122 14	132 06	212 66	31

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

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

## APPENDIX V

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

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 59	1 14	0 45	0 44	0 89	0 32½	0 40½	0 73	½
1	1 10	1 18	2 28	0 90	0 88	1 78	0 65	0 81	1 46	1
2	2 20	2 36	4 56	1 80	1 76	3 56	1 30	1 62	2 92	2
3	3 30	3 54	6 84	2 70	2 64	5 34	1 95	2 43	4 38	3
4	4 40	4 72	9 12	3 60	3 52	7 12	2 60	3 24	5 84	4
5	5 50	5 90	11 40	4 50	4 40	8 90	3 25	4 05	7 30	5
6	6 60	7 08	13 68	5 40	5 28	10 68	3 90	4 86	8 76	6
7	7 70	8 26	15 96	6 30	6 16	12 46	4 55	5 67	10 22	7
8	8 80	9 44	18 24	7 20	7 04	14 24	5 20	6 48	11 68	8
9	9 90	10 62	20 52	8 10	7 92	16 02	5 85	7 29	13 14	9
10	11 00	11 80	22 80	9 00	8 80	17 80	6 50	8 10	14 60	10
11	12 10	12 98	25 08	9 90	9 68	19 58	7 15	8 91	16 06	11
12	13 20	14 16	27 36	10 80	10 56	21 36	7 80	9 72	17 52	12
13	14 30	15 34	29 64	11 70	11 44	23 14	8 45	10 53	18 98	13
14	15 40	16 52	31 92	12 60	12 32	24 92	9 10	11 34	20 44	14
15	16 50	17 70	34 20	13 50	13 20	26 70	9 75	12 15	21 90	15
16	17 60	18 88	36 48	14 40	14 08	28 48	10 40	12 96	23 36	16
17	18 70	20 06	38 76	15 30	14 96	30 26	11 05	13 77	24 82	17
18	19 80	21 24	41 04	16 20	15 84	32 04	11 70	14 58	26 28	18
19	20 90	22 42	43 32	17 10	16 72	33 82	12 35	15 39	27 74	19
20	22 00	23 60	45 60	18 00	17 60	35 60	13 00	16 20	29 20	20
21	23 10	24 78	47 88	18 90	18 48	37 38	13 65	17 01	30 66	21
22	24 20	25 96	50 16	19 80	19 36	39 16	14 30	17 82	32 12	22
23	25 30	27 14	52 44	20 70	20 24	40 94	14 95	18 63	33 58	23
24	26 40	28 32	54 72	21 60	21 12	42 72	15 60	19 44	35 04	24
25	27 50	29 50	57 00	22 50	22 00	44 50	16 25	20 25	36 50	25
26	28 60	30 68	59 28	23 40	22 88	46 28	16 90	21 06	37 96	26
27	29 70	31 86	61 56	24 30	23 76	48 06	17 55	21 87	39 42	27
28	30 80	33 04	63 84	25 20	24 64	49 84	18 20	22 68	40 88	28
29	31 90	34 22	66 12	26 10	25 52	51 62	18 85	23 49	42 34	29
30	33 00	35 40	68 40	27 00	26 40	53 40	19 50	24 30	43 80	30
31	34 10	36 58	70 68	27 90	27 28	55 18	20 15	25 11	45 26	31

\* "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 December, 1961, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 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
31	79 98	75 33	59 83	49 91	118 73	103 33	87 73	85 56	31

*Note.*—“ Male ” refers to male workers not under 18 years of age ; “ Female ” to female workers not under 18 years of age and “ Young Persons ” to workers under 18 years of age in the Coconut Manufacturing 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 December, 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 74½	1 92	1 82	2 09½	1 99½	1 94½	0 81½	0 94½	1 19½	1 39½	½
1	3 49	3 84	3 64	4 19	3 99	3 89	1 03	1 89	2 39	2 79	1
2	6 98	7 68	7 28	8 38	7 98	7 78	3 26	3 78	4 78	5 58	2
3	10 47	11 52	10 92	12 57	11 97	11 67	4 89	5 67	7 17	8 37	3
4	13 96	15 36	14 56	16 76	15 96	15 56	6 52	7 56	9 56	11 16	4
5	17 45	19 20	18 20	20 95	19 95	19 45	8 15	9 45	11 95	13 95	5
6	20 94	23 04	21 84	25 14	23 94	23 34	9 78	11 34	14 34	16 74	6
7	24 43	26 88	25 48	29 33	27 93	27 23	11 41	13 23	16 73	19 53	7
8	27 92	30 72	29 12	33 52	31 92	31 12	13 04	15 12	19 12	22 32	8
9	31 41	34 56	32 76	37 71	35 91	35 01	14 67	17 01	21 51	25 11	9
10	34 90	38 40	36 40	41 90	39 90	38 90	16 30	18 90	23 90	27 90	10
11	38 39	42 24	40 04	46 09	43 89	42 79	17 93	20 79	26 29	30 69	11
12	41 88	46 08	43 68	50 28	47 88	46 68	19 56	22 68	28 68	33 48	12
13	45 37	49 92	47 32	54 47	51 87	50 57	21 19	24 57	31 07	36 27	13
14	48 86	53 76	50 96	58 66	55 86	54 46	22 82	26 46	33 46	39 06	14
15	52 35	57 60	54 60	62 85	59 85	58 35	24 45	28 35	35 85	41 85	15
16	55 84	61 44	58 24	67 04	63 84	62 24	26 08	30 24	38 24	44 64	16
17	59 33	65 28	61 88	71 23	67 83	66 13	27 71	32 13	40 63	47 43	17
18	62 82	69 12	65 52	75 42	71 82	70 02	29 34	34 02	43 02	50 22	18
19	66 31	72 96	69 16	79 61	75 81	73 91	30 97	35 91	45 41	53 01	19
20	69 80	76 80	72 80	83 80	79 80	77 80	32 60	37 80	47 80	55 80	20
21	73 29	80 64	76 44	87 99	83 79	81 69	34 23	39 69	50 19	58 59	21
22	76 78	84 48	80 08	92 18	87 78	85 58	35 86	41 58	52 58	61 38	22
23	80 27	88 32	83 72	96 37	91 77	89 47	37 49	43 47	54 97	64 17	23
24	83 76	92 16	87 36	100 56	95 76	93 36	39 12	45 36	57 36	66 96	24
25	87 25	96 00	91 00	104 75	99 75	97 25	40 75	47 25	59 75	69 75	25
26	90 74	99 84	94 64	108 94	103 74	101 14	42 38	49 14	62 14	72 54	26
27	94 23	103 68	98 28	113 13	107 73	105 03	44 01	51 03	64 53	75 33	27
28	97 72	107 52	101 92	117 32	111 72	108 92	45 64	52 92	66 92	78 12	28
29	101 21	111 36	105 56	121 51	115 71	112 81	47 27	54 81	69 31	80 91	29
30	104 70	115 20	109 20	125 70	119 70	116 70	48 90	56 70	71 70	83 70	30
31	108 19	119 04	112 84	129 89	123 69	120 59	50 53	58 59	74 09	86 49	31

## APPENDIX VIII

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

No. of Days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons	Adults		Young Persons	Adults		Young Persons		Watchers	
	Male	Female		Male	Female		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.		
1/2	1 91	1 68	1 32 1/2	1 71	1 52	1 20	1 56	1 37 1/2	0 94	1 15	1 76	1/2
1	3 82	3 36	2 65	3 42	3 04	2 40	3 12	2 75	1 88	2 30	3 52	1
2	7 64	6 72	5 30	6 84	6 08	4 80	6 24	5 50	3 76	4 60	7 04	2
3	11 46	10 08	7 95	10 26	9 12	7 20	9 36	8 25	5 64	6 90	10 56	3
4	15 28	13 44	10 60	13 68	12 16	9 60	12 48	11 00	7 52	9 20	14 08	4
5	19 10	16 80	13 25	17 10	15 20	12 00	15 60	13 75	9 40	11 50	17 60	5
6	22 92	20 16	15 90	20 52	18 24	14 40	18 72	16 50	11 28	13 80	21 12	6
7	26 74	23 52	18 55	23 94	21 28	16 80	21 84	19 25	13 16	16 10	24 64	7
8	30 56	26 88	21 20	27 36	24 32	19 20	24 96	22 00	15 04	18 40	28 16	8
9	34 38	30 24	23 85	30 78	27 36	21 60	28 08	24 75	16 92	20 70	31 68	9
10	38 20	33 60	26 50	34 20	30 40	24 00	31 20	27 50	18 80	23 00	35 20	10
11	42 02	36 96	29 15	37 62	33 44	26 40	34 32	30 25	20 68	25 30	38 72	11
12	45 84	40 32	31 80	41 04	36 48	28 80	37 44	33 00	22 56	27 60	42 24	12
13	49 66	43 68	34 45	44 46	39 52	31 20	40 56	35 75	24 44	29 90	45 76	13
14	53 48	47 04	37 10	47 88	42 56	33 60	43 68	38 50	26 32	32 20	49 28	14
15	57 30	50 40	39 75	51 30	45 60	36 00	46 80	41 25	28 20	34 50	52 80	15
16	61 12	53 76	42 40	54 72	48 64	38 40	49 92	44 00	30 08	36 80	56 32	16
17	64 94	57 12	45 05	58 14	51 68	40 80	53 04	46 75	31 96	39 10	59 84	17
18	68 76	60 48	47 70	61 56	54 72	43 20	56 16	49 50	33 84	41 40	63 36	18
19	72 58	63 84	50 35	64 98	57 76	45 60	59 28	52 25	35 72	43 70	66 88	19
20	76 40	67 20	53 00	68 40	60 80	48 00	62 40	55 00	37 60	46 00	70 40	20
21	80 22	70 56	55 65	71 82	63 84	50 40	65 52	57 75	39 48	48 30	73 92	21
22	84 04	73 92	58 30	75 24	66 88	52 80	68 64	60 50	41 36	50 60	77 44	22
23	87 86	77 28	60 95	78 66	69 92	55 20	71 76	63 25	43 24	52 90	80 96	23
24	91 68	80 64	63 60	82 08	72 96	57 60	74 88	66 00	45 12	55 20	84 48	24
25	95 50	84 00	66 25	85 50	76 00	60 00	78 00	68 75	47 00	57 50	88 00	25
26	99 32	87 36	68 90	88 92	79 04	62 40	81 12	71 50	48 88	59 80	91 52	26
27	103 14	90 72	71 55	92 34	82 08	64 80	84 24	74 25	50 76	62 10	95 04	27
28	106 96	94 08	74 20	95 76	85 12	67 20	87 36	77 00	52 64	64 40	98 56	28
29	110 78	97 44	76 85	99 18	88 16	69 60	90 48	79 75	54 52	66 70	102 08	29
30	114 60	100 80	79 50	102 60	91 20	72 00	93 60	82 50	56 40	69 00	105 60	30
31	118 42	104 16	82 15	106 02	94 24	74 40	96 72	85 25	58 28	71 30	109 12	31

## APPENDIX IX

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

No. of Days	Class A	Class B	Class C	Class E	Class F	Class G	Class H	Class J	Class K	No. of Days
	Class D					Class I				
	Rs. c.									
1/2	3 01	2 82½	2 68½	2 36	2 40½	2 19½	2 01	2 75	1 73½	1/2
1	6 02	5 65	5 37	4 72	4 81	4 39	4 02	5 50	3 47	1
2	12 03	11 29	10 73	9 44	9 62	8 77	8 03	10 99	6 94	2
3	18 05	16 94	16 10	14 16	14 44	13 16	12 05	16 49	10 41	3
4	24 06	22 58	21 47	18 88	19 25	17 54	16 06	21 99	13 88	4
5	30 08	28 23	26 84	23 60	24 06	21 93	20 08	27 49	17 35	5
6	36 09	33 87	32 20	28 32	28 87	26 32	24 09	32 98	20 82	6
7	42 11	39 52	37 57	33 03	33 68	30 70	28 11	38 48	24 28	7
8	48 12	45 16	42 94	37 75	38 49	35 09	32 12	43 98	27 75	8
9	54 14	50 81	48 31	42 47	43 31	39 47	36 14	49 47	31 22	9
10	60 16	56 45	53 67	47 19	48 12	43 86	40 16	54 97	34 69	10
11	66 17	62 10	59 04	51 91	52 93	48 25	44 17	60 47	38 16	11
12	72 19	67 74	64 41	56 63	57 74	52 63	48 19	65 96	41 63	12
13	78 20	73 39	69 78	61 35	62 55	57 02	52 20	71 46	45 10	13
14	84 22	79 03	75 14	66 07	67 37	61 40	56 22	76 96	48 57	14
15	90 23	84 68	80 51	70 79	72 18	65 79	60 23	82 46	52 04	15
16	96 25	90 32	85 88	75 51	76 99	70 17	64 25	87 95	55 51	16
17	102 26	95 97	91 25	80 23	81 80	74 56	68 26	93 45	58 98	17
18	108 28	101 61	96 61	84 95	86 61	78 95	72 28	98 95	62 45	18
19	114 30	107 26	101 98	89 67	91 43	83 33	76 30	104 44	65 92	19
20	120 31	112 90	107 35	94 39	96 24	87 72	80 31	109 94	69 39	20
21	126 33	118 55	112 72	99 10	101 05	92 10	84 33	115 44	72 85	21
22	132 34	124 19	118 08	103 82	105 86	96 49	88 34	120 93	76 32	22
23	138 36	129 84	123 45	108 54	110 67	100 88	92 36	126 43	79 79	23
24	144 37	135 48	128 82	113 26	115 48	105 26	96 37	131 93	83 26	24
25	150 39	141 10	134 19	117 98	120 30	109 65	100 39	137 43	86 73	25
26	156 40	146 77	139 55	122 70	125 11	114 03	104 40	142 92	90 20	26
27	162 42	152 42	144 92	127 42	129 92	118 42	108 42	148 42	93 67	27
28	172 17	161 57	153 62	135 07	137 72	125 53	114 93	157 33	99 29	28
29	181 92	170 72	162 32	142 72	145 52	132 64	121 44	166 24	104 91	29
30	191 67	179 87	171 02	150 37	153 32	139 75	127 95	175 15	110 53	30
31	201 42	189 02	179 72	158 02	161 12	146 86	134 46	184 06	116 15	31

## APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 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 31	2 93½	2 56	2 68½	2 43½	1 66	½
1	6 62	5 87	5 12	5 37	4 87	3 32	1
2	13 24	11 74	10 24	10 74	9 74	6 64	2
3	19 86	17 61	15 36	16 11	14 61	9 96	3
4	26 48	23 48	20 48	21 48	19 48	13 28	4
5	33 10	29 35	25 60	26 85	24 35	16 60	5
6	39 72	35 22	30 72	32 22	29 22	19 92	6
7	46 34	41 09	35 84	37 59	34 09	23 24	7
8	52 96	46 96	40 96	42 96	38 96	26 56	8
9	59 58	52 83	46 08	48 33	43 83	29 88	9
10	66 20	58 70	51 20	53 70	48 70	33 20	10
11	72 82	64 57	56 32	59 07	53 57	36 52	11
12	79 44	70 44	61 44	64 44	58 44	39 84	12
13	86 06	76 31	66 56	69 81	63 31	43 16	13
14	92 68	82 18	71 68	75 18	68 18	46 48	14
15	99 30	88 05	76 80	80 55	73 05	49 80	15
16	105 92	93 92	81 92	85 92	77 92	53 12	16
17	112 54	99 79	87 04	91 29	82 79	56 44	17
18	119 16	105 66	92 16	96 66	87 66	59 76	18
19	125 78	111 53	97 28	102 03	92 53	63 08	19
20	132 40	117 40	102 40	107 40	97 40	66 40	20
21	139 02	123 27	107 52	112 77	102 27	69 72	21
22	145 64	129 14	112 64	118 14	107 14	73 04	22
23	152 26	135 01	117 76	123 51	112 01	76 36	23
24	158 88	140 88	122 88	128 88	116 88	79 68	24
25	165 50	146 75	128 00	134 25	121 75	83 00	25
26	172 12	152 62	133 12	139 62	126 62	86 32	26
27	178 74	158 49	138 24	144 99	131 49	89 64	27
28	185 36	164 36	143 36	150 36	136 36	92 96	28
29	191 98	170 23	148 48	155 73	141 23	96 28	29
30	198 60	176 10	153 60	161 10	146 10	99 60	30
31	205 22	181 97	158 72	166 47	150 37	102 92	31

## APPENDIX XI

\* Ready Reckoner showing the minimum wages payable for the number of days worked during December, 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 08½	3 27	2 64½	2 45	2 16	1 96	1 31	2 04½	½
1	8 17	6 54	5 29	4 90	4 32	3 92	2 32	4 09	1
2	16 34	13 07	10 57	9 79	8 65	7 84	4 65	8 19	2
3	24 51	19 61	15 86	14 69	12 97	11 77	6 97	12 28	3
4	32 68	26 14	21 14	19 59	17 30	15 69	9 30	16 37	4
5	40 85	32 68	26 43	24 48	21 62	19 61	11 62	20 47	5
6	49 02	39 21	31 71	29 38	25 94	23 53	13 94	24 56	6
7	57 19	45 75	37 00	34 28	30 27	27 45	16 27	28 65	7
8	65 36	52 28	42 28	39 18	34 59	31 38	18 59	32 74	8
9	73 53	58 82	47 57	44 07	38 91	35 30	29 91	36 84	9
10	81 70	65 35	52 85	48 97	43 24	39 22	23 24	40 93	10
11	89 87	71 89	58 14	53 87	47 56	43 14	25 56	45 02	11
12	98 04	78 42	63 42	58 76	51 89	47 06	27 89	49 12	12
13	106 21	84 96	68 71	63 66	56 21	50 98	30 21	53 21	13
14	114 38	91 50	74 00	68 56	60 53	54 91	32 53	57 30	14
15	122 55	98 03	79 28	73 45	64 86	58 83	34 86	61 40	15
16	130 72	104 57	84 57	78 35	69 18	62 75	37 18	65 49	16
17	138 89	111 10	89 85	83 25	73 51	66 67	39 51	69 58	17
18	147 06	117 64	95 14	88 14	77 83	70 59	41 83	73 68	18
19	155 23	124 17	100 42	93 04	82 15	74 52	44 15	77 77	19
20	163 40	130 71	105 71	97 94	86 48	78 44	46 48	81 86	20
21	171 57	137 24	110 99	102 84	90 80	82 36	48 80	85 95	21
22	179 74	143 78	116 28	107 73	95 12	86 28	51 12	90 05	22
23	187 91	150 31	121 56	112 63	99 45	90 20	53 45	94 14	23
24	196 08	156 85	126 85	117 53	103 77	94 13	55 77	98 23	24
25	204 25	163 38	132 13	122 42	108 10	98 05	58 10	102 33	25
26	212 42	169 92	137 42	127 32	112 42	101 97	60 42	106 42	26
27	229 41	183 51	148 41	137 51	121 41	110 13	65 25	114 93	27
28	246 40	197 10	159 40	147 70	130 40	118 29	70 08	123 44	28
29	263 39	210 69	170 39	157 89	139 39	126 45	74 91	131 95	29
30	280 38	224 28	181 38	168 08	148 38	134 61	79 74	140 46	30
31	297 37	237 87	192 37	178 27	157 37	142 77	84 57	148 97	31

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

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

**APPENDIX XI—(contd.)**

**\* Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 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 48	1 85½	2 25	2 77½	3 35½	1 23	1 66	2 03½	2 50½	½
1	2 96	3 71	4 50	5 55	6 71	2 46	3 32	4 07	5 01	1
2	5 92	7 42	8 99	11 11	13 42	4 92	6 65	8 15	10 02	2
3	8 88	11 13	13 49	16 66	20 13	7 38	9 97	12 22	15 04	3
4	11 83	14 83	17 90	22 22	26 83	9 83	13 30	16 30	20 05	4
5	14 79	18 54	22 48	27 77	33 54	12 29	16 62	20 37	25 06	5
6	17 75	22 25	26 98	33 33	40 25	14 75	19 94	24 44	30 07	6
7	20 71	25 96	31 48	38 88	46 96	17 21	23 27	28 52	35 09	7
8	23 67	29 67	35 98	44 44	53 67	19 67	26 59	32 59	40 10	8
9	26 63	33 38	40 47	49 99	60 38	22 13	29 91	36 66	45 11	9
10	29 58	37 08	44 97	55 55	67 08	24 58	33 24	40 74	50 12	10
11	32 54	40 79	49 47	61 10	73 79	27 04	36 56	44 81	55 14	11
12	35 50	44 50	53 96	66 66	80 50	29 50	39 89	48 89	60 15	12
13	38 46	48 21	58 46	72 21	87 21	31 96	43 21	52 96	65 16	13
14	41 42	51 92	62 96	77 76	93 92	34 42	46 53	57 03	70 17	14
15	44 38	55 63	67 45	83 32	100 63	36 88	49 86	61 11	75 18	15
16	47 34	59 34	71 95	88 87	107 34	39 34	53 18	65 18	80 20	16
17	50 29	63 04	76 45	94 43	114 04	41 79	56 51	69 26	85 21	17
18	53 25	66 75	80 94	99 98	120 75	44 25	59 83	73 33	90 22	18
19	56 21	70 46	85 44	105 54	127 46	46 71	63 15	77 40	95 23	19
20	59 17	74 17	89 94	111 09	134 17	49 17	66 48	81 48	100 25	20
21	62 13	77 88	94 44	116 65	140 88	51 63	69 80	85 55	105 26	21
22	65 09	81 59	98 93	122 20	147 59	54 09	73 12	89 62	110 27	22
23	68 04	85 29	103 43	127 76	154 29	56 54	76 45	93 70	115 28	23
24	71 00	89 00	107 93	133 31	161 00	59 00	79 77	97 77	120 30	24
25	73 96	92 71	112 42	138 87	167 71	61 46	83 10	101 85	125 31	25
26	76 92	96 42	116 92	144 42	174 42	63 92	86 42	105 92	130 32	26
27	83 07	104 13	126 27	155 97	188 37	69 03	93 33	114 39	140 75	27
28	89 22	111 84	135 62	167 52	202 32	74 14	100 24	122 86	151 18	28
29	95 37	119 55	144 97	179 07	216 27	79 25	107 15	131 33	161 61	29
30	101 52	127 26	154 32	190 62	230 22	84 36	114 06	139 80	172 04	30
31	107 67	134 97	163 67	202 17	244 17	89 47	120 97	148 27	182 47	31

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

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

**APPENDIX XI—(contd.)**

**\* Ready Reckoner showing the minimum wages payable for the number of days worked during December, 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.	
1/2	1 23	1 43	1 67	1 98	1 15	1 34 1/2	1 53 1/2	1 81	1/2
1	2 46	2 86	3 34	3 96	2 30	2 69	3 07	3 62	1
2	4 92	5 72	6 69	7 92	4 61	5 37	6 14	7 24	2
3	7 38	8 58	10 03	11 88	6 91	8 06	9 21	10 83	3
4	9 83	11 43	13 37	15 84	9 22	10 75	12 28	14 48	4
5	12 29	14 29	16 72	19 80	11 52	13 44	15 35	18 09	5
6	14 75	17 15	20 06	23 76	13 83	16 12	18 42	21 71	6
7	17 21	20 01	23 40	27 72	16 13	18 81	21 49	25 33	7
8	19 67	22 87	26 74	31 68	18 44	21 50	24 56	28 95	8
9	22 13	25 73	30 09	35 64	20 74	24 19	27 63	32 57	9
10	24 58	28 58	33 43	39 60	23 05	26 87	30 70	36 19	10
11	27 04	31 44	36 77	43 56	25 35	29 56	33 77	39 81	11
12	29 50	34 30	40 12	47 52	27 66	32 25	36 84	43 43	12
13	31 96	37 16	43 46	51 48	29 96	34 94	39 91	47 04	13
14	34 42	40 02	46 80	55 45	32 26	37 62	42 98	50 66	14
15	36 88	42 88	50 15	59 41	34 57	40 31	46 05	54 28	15
16	39 34	45 74	53 49	63 37	36 87	43 00	49 12	57 90	16
17	41 79	48 59	56 83	67 33	39 18	45 68	52 19	61 52	17
18	44 25	51 45	60 18	71 29	41 48	48 37	55 26	65 14	18
19	46 71	54 31	63 52	75 25	43 79	51 06	58 33	68 76	19
20	49 17	57 17	66 86	79 21	46 09	53 75	61 40	72 38	20
21	51 63	60 03	70 20	83 17	48 40	56 43	64 47	76 00	21
22	54 09	62 89	73 55	87 13	50 70	59 12	67 54	79 61	22
23	56 54	65 74	76 89	91 09	53 01	61 81	70 61	83 23	23
24	59 00	68 60	80 23	95 05	55 31	64 50	73 68	86 85	24
25	61 46	71 46	83 58	99 01	57 62	67 18	76 75	90 47	25
26	63 92	74 32	86 92	102 97	59 92	69 87	79 82	94 09	26
27	69 03	80 27	93 87	111 21	64 71	75 46	86 21	101 62	27
28	74 14	86 22	100 82	119 45	69 50	81 05	92 60	109 15	28
29	79 25	92 17	107 77	127 69	74 29	86 64	98 09	116 68	29
30	84 36	98 12	114 72	135 93	79 08	92 23	105 38	124 21	30
31	89 47	104 07	121 67	144 17	83 87	97 82	111 77	131 74	31

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

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

**APPENDIX XI—(contd.)**

**\* Ready Reckoner showing the Minimum Wages payable for the number of days worked during December 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 05½	1 22	1 40	1 64½	1
2	2 11	2 44	2 80	3 29	2
3	4 22	4 88	5 61	6 57	3
4	6 34	7 32	8 41	9 86	4
5	8 45	9 76	11 22	13 14	5
6	10 56	12 20	14 02	16 43	6
7	12 67	14 64	16 83	19 71	7
8	14 79	17 07	19 63	23 00	8
9	16 90	19 51	22 44	26 28	9
10	19 01	21 95	25 24	29 57	10
11	21 12	24 39	28 05	32 85	11
12	23 24	26 83	30 85	36 14	12
13	25 35	29 27	33 66	39 42	13
14	27 46	31 71	36 46	42 71	14
15	29 57	34 15	39 26	46 00	15
16	31 68	36 59	42 07	49 28	16
17	33 80	39 03	44 87	52 57	17
18	35 91	41 47	47 68	55 85	18
19	38 02	43 91	50 48	59 14	19
20	40 13	46 35	53 29	62 42	20
21	42 25	48 78	56 09	65 71	21
22	44 36	51 22	58 90	68 99	22
23	46 47	53 66	61 70	72 28	23
24	48 58	56 10	64 51	75 56	24
25	50 70	58 54	67 31	78 85	25
26	52 81	60 98	70 12	82 13	26
27	54 92	63 42	72 92	85 42	27
28	59 31	68 49	78 75	92 25	28
29	63 70	73 56	84 58	99 08	29
30	68 09	78 63	90 41	105 91	30
31	72 48	83 70	96 24	112 74	31
	76 87	88 77	102 07	119 57	

\* 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. 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 December, 1961, to workers in  
the Rubber Export Trade**

No. of Days	Male Workers not under 18 years of age				Female workers not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of Days	
	Grade II	Inter-mediate Grade	Grade I	Watch-ers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	1 74 1/2	1 89 1/2	1 99 1/2	1 94 1/2	1 56	1 63 1/2	1 18 1/2	1 26	1 33 1/2	1 46	1/2	
1	3 49	3 79	3 99	3 89	3 12	3 27	2 37	2 52	2 67	2 92	1	
2	6 98	7 58	7 98	7 78	6 24	6 54	4 74	5 04	5 34	5 84	2	
3	10 47	11 37	11 97	11 67	9 36	9 81	7 11	7 56	8 01	8 76	3	
4	13 96	15 16	15 96	15 56	12 48	13 08	9 48	10 08	10 68	11 68	4	
5	17 45	18 95	19 95	19 45	15 60	16 35	11 85	12 60	13 35	14 60	5	
6	20 94	22 74	23 94	23 34	18 72	19 62	14 22	15 12	16 02	17 52	6	
7	24 43	26 53	27 93	27 23	21 84	22 89	16 59	17 64	18 69	20 44	7	
8	27 92	30 32	31 92	31 12	24 96	26 16	18 96	20 16	21 36	23 36	8	
9	31 41	34 11	35 91	35 01	28 08	29 43	21 33	22 68	24 03	26 28	9	
10	34 90	37 90	39 90	38 90	31 20	32 70	23 70	25 20	26 70	29 20	10	
11	38 39	41 69	43 89	42 79	34 32	35 97	26 07	27 72	29 37	32 12	11	
12	41 88	45 48	47 88	46 68	37 44	39 24	28 44	30 24	32 04	35 04	12	
13	45 37	49 27	51 87	50 57	40 56	42 51	30 81	32 76	34 71	37 96	13	
14	48 86	53 06	55 86	54 46	43 68	45 78	33 18	35 28	37 38	40 88	14	
15	52 35	56 85	59 85	58 35	46 80	49 05	35 55	37 80	40 05	43 80	15	
16	55 84	60 64	63 84	62 24	49 92	52 32	37 92	40 32	42 72	46 72	16	
17	59 33	64 43	67 83	66 13	53 04	55 59	40 29	42 84	45 39	49 64	17	
18	62 82	68 22	71 82	70 02	56 16	58 86	42 66	45 36	48 06	52 56	18	
19	66 31	72 01	75 81	73 91	59 28	62 13	45 03	47 88	50 73	55 48	19	
20	69 80	75 80	79 80	77 80	62 40	65 40	47 40	50 40	53 40	58 40	20	
21	73 29	79 59	83 79	81 69	65 52	68 67	49 77	52 92	56 07	61 32	21	
22	76 78	83 38	87 78	85 58	68 64	71 94	52 14	55 44	58 74	64 24	22	
23	80 27	87 17	91 77	89 47	71 76	75 21	54 51	57 96	61 41	67 16	23	
24	83 76	90 96	95 76	93 36	74 88	78 48	56 88	60 48	64 08	70 08	24	
25	87 25	94 75	99 75	97 25	78 00	81 75	59 25	63 00	66 75	73 00	25	
26	90 74	98 54	103 74	101 14	81 12	85 02	61 62	65 52	69 42	75 92	26	
27	94 23	102 33	107 73	105 03	84 24	88 29	63 99	68 04	72 09	78 84	27	
28	97 72	106 12	111 72	108 92	87 36	91 56	66 36	70 56	74 76	81 76	28	
29	101 21	109 91	115 71	112 81	90 48	94 83	68 73	73 08	77 43	84 68	29	
30	104 70	113 70	119 70	116 70	93 60	98 10	71 10	75 60	80 10	87 60	30	
31	108 19	117 49	123 69	120 59	96 72	101 37	73 47	78 12	82 77	90 52	31	

## APPENDIX XIII

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

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	0 70	0 59	1 29	0 65	0 44	1 09	0 52½	0 40½	0 93	1
2	1 40	1 18	2 58	1 30	0 88	2 18	1 05	0 81	1 86	2
3	2 80	2 36	5 16	2 60	1 76	4 36	2 10	1 62	3 72	3
4	4 20	3 54	7 74	3 90	2 64	6 54	3 15	2 43	5 58	4
5	5 60	4 72	10 32	5 20	3 52	8 72	4 20	3 24	7 44	5
6	7 00	5 90	12 90	6 50	4 40	10 90	5 25	4 05	9 30	6
7	8 40	7 08	15 48	7 80	5 28	13 08	6 30	4 86	11 16	7
8	9 80	8 26	18 06	9 10	6 16	15 26	7 35	5 67	13 02	8
9	11 20	9 44	20 64	10 40	7 04	17 44	8 40	6 48	14 88	9
10	12 60	10 62	23 22	11 70	7 92	19 62	9 45	7 29	16 74	10
11	14 00	11 80	25 80	13 00	8 80	21 80	10 50	8 10	18 60	11
12	15 40	12 98	28 38	14 30	9 68	23 98	11 55	8 91	20 46	12
13	16 80	14 16	30 96	15 60	10 56	26 16	12 60	9 72	22 32	13
14	18 20	15 34	33 54	16 90	11 44	28 34	13 65	10 53	24 18	14
15	19 60	16 52	36 12	18 20	12 32	30 52	14 70	11 34	26 04	15
16	21 00	17 70	38 70	19 50	13 20	32 70	15 75	12 15	27 90	16
17	22 40	18 88	41 28	20 80	14 08	34 88	16 80	12 96	29 76	17
18	23 80	20 06	43 86	22 10	14 96	37 06	17 85	13 77	31 62	18
19	25 20	21 24	46 44	23 40	15 84	39 24	18 90	14 58	33 48	19
20	26 60	22 42	49 02	24 70	16 72	41 42	19 95	15 39	35 34	20
21	28 00	23 60	51 60	26 00	17 60	43 60	21 00	16 20	37 20	21
22	29 40	24 78	54 18	27 30	18 48	45 78	22 05	17 01	39 06	22
23	30 80	25 96	56 76	28 60	19 36	47 96	23 10	17 82	40 92	23
24	32 20	27 14	59 34	29 90	20 24	50 14	24 15	18 63	42 78	24
25	33 60	28 32	61 92	31 20	21 12	52 32	25 20	19 44	44 64	25
26	35 00	29 50	64 50	32 50	22 00	54 50	26 25	20 25	46 50	26
27	36 40	30 68	67 08	33 80	22 88	56 68	27 30	21 06	48 36	27
28	37 80	31 86	69 66	35 10	23 76	58 86	28 35	21 87	50 22	28
29	39 20	33 04	72 24	36 40	24 64	61 04	29 40	22 68	52 08	29
30	40 60	34 22	74 82	37 70	25 52	63 22	30 45	23 49	53 94	30
31	42 00	35 40	77 40	39 00	26 40	65 40	31 50	24 30	55 80	31
31	43 40	36 58	79 98	40 30	27 28	67 58	32 55	25 11	57 66	31

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

APPENDIX XIV

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

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	1 74 1/2	1 89 1/2	1 99 1/2	1 89 1/2	1 94 1/2	1 56	1 18 1/2	1 26	1 33 1/2	1 46	1/2
1	3 49	3 79	3 99	3 79	3 89	3 12	2 37	2 52	2 67	2 92	1
2	6 98	7 58	7 98	7 58	7 78	6 24	4 74	5 04	5 34	5 84	2
3	10 47	11 37	11 97	11 37	11 67	9 36	7 11	7 56	8 01	8 76	3
4	13 96	15 16	15 96	15 16	15 56	12 48	9 48	10 08	10 68	11 68	4
5	17 45	18 95	19 95	18 95	19 45	15 60	11 85	12 60	13 35	14 60	5
6	20 94	22 74	23 94	22 74	23 34	18 72	14 22	15 12	16 02	17 52	6
7	24 43	26 53	27 93	26 53	27 23	21 84	16 59	17 64	18 69	20 44	7
8	27 92	30 32	31 92	30 32	31 12	24 96	18 96	20 16	21 36	23 36	8
9	31 41	34 11	35 91	34 11	35 01	28 08	21 33	22 68	24 03	26 28	9
10	34 90	37 90	39 90	37 90	38 90	31 20	23 70	25 20	26 70	29 20	10
11	38 39	41 69	43 89	41 69	42 79	34 32	26 07	27 72	29 37	32 12	11
12	41 88	45 48	47 88	45 48	46 68	37 44	28 44	30 24	32 04	35 04	12
13	45 37	49 27	51 87	49 27	50 57	40 56	30 81	32 76	34 71	37 96	13
14	48 86	53 06	55 86	53 06	54 46	43 68	33 18	35 28	37 38	40 88	14
15	52 35	56 85	59 85	56 85	58 35	46 80	35 55	37 80	40 05	43 80	15
16	55 84	60 64	63 84	60 64	62 24	49 92	37 92	40 32	42 72	46 72	16
17	59 33	64 43	67 83	64 43	66 13	53 04	40 29	42 84	45 39	49 64	17
18	62 82	68 22	71 82	68 22	70 02	56 16	42 66	45 36	48 06	52 56	18
19	66 31	72 01	75 81	72 01	73 91	59 28	45 03	47 88	50 73	55 43	19
20	69 80	75 80	79 80	75 80	77 80	62 40	47 40	50 40	53 40	58 40	20
21	73 29	79 59	83 79	79 59	81 69	65 52	49 77	52 92	56 07	61 32	21
22	76 78	83 38	87 78	83 38	85 58	68 64	52 14	55 44	58 74	64 24	22
23	80 27	87 17	91 77	87 17	89 47	71 76	54 51	57 96	61 41	67 16	23
24	83 76	90 96	95 76	90 96	93 36	74 88	56 88	60 48	64 08	70 08	24
25	87 25	94 75	99 75	94 75	97 25	78 00	59 25	63 00	66 75	73 00	25
26	90 74	98 54	103 74	98 54	101 14	81 12	61 62	65 52	69 42	75 92	26
27	94 23	102 33	107 73	102 33	105 03	84 24	63 99	68 04	72 09	78 84	27
28	97 72	106 12	111 72	106 12	108 92	87 36	66 36	70 56	74 76	81 76	28
29	101 21	109 91	115 71	109 91	112 81	90 48	68 73	73 08	77 43	84 68	29
30	104 70	113 70	119 70	113 70	116 70	93 60	71 10	75 60	80 10	87 60	30
31	108 19	117 49	123 69	117 49	120 59	96 72	73 47	78 12	82 77	90 52	31

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## APPENDIX XV

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

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	0 62½	0 59	1 21½	0 52½	0 44	0 96½	0 40	0 40½	0 80½	1
2	1 25	1 18	2 43	1 05	0 88	1 93	0 80	0 81	1 61	2
3	2 50	2 36	4 36	2 10	1 76	3 86	1 60	1 62	3 22	3
4	3 75	3 54	7 29	3 15	2 64	5 79	2 40	2 43	4 83	4
5	5 00	4 72	9 72	4 20	3 52	7 72	3 20	3 24	6 44	5
6	6 25	5 90	12 15	5 25	4 40	9 65	4 00	4 05	8 05	6
7	7 50	7 08	14 58	6 30	5 28	11 58	4 80	4 86	9 66	7
8	8 75	8 26	17 01	7 35	6 16	13 51	5 60	5 67	11 27	8
9	10 00	9 44	19 44	8 40	7 04	15 44	6 40	6 48	12 88	9
10	11 25	10 62	21 87	9 45	7 92	17 37	7 20	7 29	14 49	10
11	12 50	11 80	24 30	10 50	8 80	19 30	8 00	8 10	16 10	11
12	13 75	12 98	26 73	11 55	9 68	21 23	8 80	8 91	17 71	12
13	15 00	14 16	29 16	12 60	10 56	23 16	9 60	9 72	19 32	13
14	16 25	15 34	31 59	13 65	11 44	25 09	10 40	10 53	20 93	14
15	17 50	16 52	34 02	14 70	12 32	27 02	11 20	11 34	22 54	15
16	18 75	17 70	36 45	15 75	13 20	28 95	12 00	12 15	24 15	16
17	20 00	18 88	38 88	16 80	14 08	30 88	12 80	12 96	25 76	17
18	21 25	20 06	41 31	17 85	14 96	32 81	13 60	13 77	27 37	18
19	22 50	21 24	43 74	18 90	15 84	34 74	14 40	14 58	28 98	19
20	23 75	22 42	46 17	19 95	16 72	36 67	15 20	15 39	30 59	20
21	25 00	23 60	48 60	21 00	17 60	38 60	16 00	16 20	32 20	21
22	26 25	24 78	51 03	22 05	18 47	40 53	16 80	17 01	33 81	22
23	27 50	25 96	53 46	23 10	19 36	42 46	17 60	17 82	35 42	23
24	28 75	27 14	55 89	24 15	20 24	44 39	18 40	18 63	37 03	24
25	30 00	28 32	58 32	25 20	21 12	46 32	19 20	19 44	38 64	25
26	31 25	29 50	60 75	26 25	22 00	48 25	20 00	20 25	40 25	26
27	32 50	30 68	63 18	27 30	22 88	50 18	20 80	21 06	41 86	27
28	33 75	31 86	65 61	28 35	23 76	52 11	21 60	21 87	43 47	28
29	35 00	33 04	68 04	29 40	24 64	54 04	22 40	22 68	45 08	29
30	36 25	34 22	70 47	30 45	25 52	55 97	23 20	23 49	46 69	30
31	37 50	35 40	72 90	31 50	26 40	57 90	24 00	24 30	48 30	31
31	38 75	36 58	75 33	32 55	27 28	59 83	24 80	25 11	49 91	31

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