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# CEYLON LABOUR GAZETTE

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## THE RECOGNITION OF TRADE UNIONS

### The Struggle for Recognition

IN the early days of trade unionism in Western Europe, the United States and other countries many employers were hostile to organisation among workpeople. They had established factories or opened mines and considered themselves entitled to fix wages and working conditions as they pleased, without interference from their workpeople the government or anybody else. If people wanted to work for them they had to accept the conditions offered, and the employer would decide questions of promotion and the amount of the extra wages to be paid to skilled workers. He would also dismiss workers whenever it suited him, whether because he was not satisfied with their work or for other reasons. He might meet representatives of his own workpeople and promise to consider any grievances they might raise, but he made the actual decisions himself. When workers in a number of factories formed a union the employers systematically refused to discuss working conditions with officials of the union who did not work for them but might be employed by the union and were therefore more independent than employees of the company.

When unions in any industry were first formed they were often weak and unstable, bearing little resemblance to the mature unions of today with many years of experience, a large, steady membership, big funds and leaders skilled in organisation and negotiation. In the beginning only a small minority of the workers were members, many being afraid to join because they knew that their employers were opposed to unions. They might be aware that some employers exchanged "black lists" of workers who were active in trade union affairs and refused to employ them. The leaders of new unions were inexperienced and might make unreasonable demands. Membership and funds were small, and some workers might suddenly stop paying their contributions and cease to be members, perhaps after an unsuccessful strike. The union itself would sometimes break up after a few months or years because it seemed to be getting no results. It was a vicious circle. The union could not win improvements while it was weak and unable to gain recognition. Without something to show in better wages and working conditions, the workers who joined would lose interest. Yet, as long as the union was weak, unrepresentative and unstable, the employer could justify a refusal to recognise it by arguing that its members were merely a small minority of irresponsible agitators.

The difficulty of securing union recognition is still experienced in advanced countries in those industries in which union membership is small. It is also acute in many industries in the industrially under-developed countries, where often such trade unions as have been formed have not yet established themselves as representative, well administered and permanent. In such countries some employers may refuse to recognise unions because they seem to lack stability and sound leadership or for other reasons.

In view of the obstacles which unions have frequently had to overcome in the early stages of their growth, including opposition by employers, apathy or doubt about their usefulness among the workers themselves, and restrictive legislation, it is not surprising that progress in gaining recognition has been slow. In Great Britain, which led the way in the nineteenth century in trade union organisation, the struggle to win recognition lasted for many decades, during which the unions in one industry after another built up their membership. Recognition was essential both to enable trade unions to perform their functions effectively and for collective bargaining to begin.

Better conflicts—lockouts as well as strikes—often took place. Usually the subjects of the dispute was wages, hours of work or some grievance about which the workers felt strongly, but the recognition issue was indirectly involved. If a strike went badly for the workers and they were forced to return to work on terms dictated by the employer, the union was weakened and its efforts to secure recognition were frustrated. This frequently happened in periods of unemployment, when employers had little difficulty in finding workers to take the place of the strikers and would often refuse to allow the more active union members to go back to their jobs. However, in times of labour shortage and business prosperity employers were reluctant to have a stoppage of work as it would reduce their profits and might even result in their losing trade to competitors. In these circumstances, rather than incur the risks involved in a stoppage, they might agree to meet representatives of the union and work out the terms of a settlement. Alternatively, if a strike had actually begun they would be anxious to bring it to an end as soon as possible, and this again led them to negotiate with the men's leaders. If the union could thus gain even temporary recognition and secure some improvements in working conditions it would enhance its prestige among the workers and its membership would probably increase. This would strengthen its position when it demanded recognition on some future occasion. Moreover, if its leaders had conducted the negotiations on behalf of the workers fairly and reasonably, the employers would gain a better understanding of the trade union movement, and the foundations of mutual respect would be laid.

### **Rivalry Between Unions**

A special problem arises if, as not infrequently happens (especially in the early and intermediate stages of trade union development), two or more rival unions each claim to represent the workers at a factory or mine, particularly where collective agreements are normally concluded at the level of the undertaking. Each union may assert that it has more workers who pay their dues regularly than any of its rivals, but how are the facts to be established? The unions may not wish to

disclose their records to the employer. In these conditions it may be difficult to ascertain which union is the most representative. In favourable circumstances the employer can bargain collectively by having meetings attended by representatives from each union in approximate proportion to their individual membership. Often, however, if the unions cannot agree on a common strategy, bargaining on this basis will break down, as each union will be striving to prove how much more effective it is than its rivals in winning advantages for the workers ; this is likely to be detrimental to the progress of negotiations with the employer. Generally, therefore, there are advantages in any given group of workers in one undertaking being represented by a single union.

One of the main reasons for the existence of rival unions each competing for recognition is the fact that workers may be organised in different ways. They may be organised by craft or occupation skilled workers being in a different union from unskilled labourers. Alternatively, they may be organised on an industrial basis, so that, for example, all workers in the engineering industry, whether fitters, turners patternmakers, machinists or labourers (and sometimes including even the clerical and professional staff), are eligible for membership of a single union covering the whole industry. Such an industrial union might compete for membership with a union of fitters and turners, and each union might claim the right to represent these workers for purposes of collective bargaining. Then again there are general workers' Unions with members from many industries and with a variety of degrees of skill.

In countries which have been industrialised for many years these rivalries tend to a considerable extent to be set aside for practical purposes. This is sometimes achieved by forming federations of unions. Often round the bargaining table, however, there will be representatives of a number of unions, and in industry-wide negotiations in a big industry as many as 20 or more different unions, each representing a substantial number of workers is one or another craft or grade, may have their place ; each has secured recognition and the right to take part in the bargaining processes because it speaks for a sufficiently large group of workers. In countries or industries where trade unionism is less developed there are still many uncertainties about recognition and participation of unions in collective bargaining, and these can be resolved only as experience is gained. Even in countries with highly integrated trade union movements, clashes over recognition occur from time to time.

Another form of rivalry between unions is to be found in countries where the trade union movement is divided for ideological reasons. Such rivalry does not, however, necessarily affect the collective-bargaining process directly. It often happens that several trade union organisations have members in one undertaking, but the question of recognition of a union by the employer as the representative bargaining agent for the whole staff of his undertaking does not arise because bargaining usually takes place at the industry level and because even if supplementary agreements are concluded at the works level, there are cases in which they can only be entered into by unions which have been recognised as representative at a higher level. In any case, the

fact that there are two or more competing unions does not preclude the possibility of their agreeing on courses of action to attain particular objectives either at the works level or at a higher level.

### **Choice of Representative Unions for Bargaining Purposes**

WHENEVER there is more than one union claiming to represent all the workers of a given unit, particularly in countries where collective bargaining takes place at the level of the undertaking, the employer will have to find out, before opening negotiations, which union is at that time most representative of the workers concerned. This raises some difficult issues. The employers may recognise one union in preference to another because they think it will be less vigorous in promoting the interests of the workers. However, a union which has been recognised and accepted for collective bargaining purposes has an advantage in recruiting members ; and this fact may indirectly enable employers to influence the growth of unions. Vigilance is therefore necessary among the workers to make certain that their leaders secure the best bargains that the circumstances permit. Although established unions which have secured recognition dislike the challenge of a rival union, this possibility must be admitted. If members of a union become dissatisfied with its leadership and policy they may try to make changes from within, but if this fails an alternative is to form a new union. Breakway and splinter groups may greatly weaken the organisation of workers and give employers the opportunity of refusing to recognise any union at all while serious divisions continue to exist in the ranks of organised labour.

One method which has been tried by employers is to recognise a union if it has a membership of not less than a specified percentage of all the workers concerned. Thus, soon after the end of the Second World War, the Post Office in the United Kingdom announced that it would consider requests for recognition for negotiating purposes from any union which had a membership of not less than 40 per cent. of the post office workers in a given grade. Such a percentage is often fixed much too high, especially in underdeveloped countries, and in practice many unions with much smaller percentages have proved effective instruments for collective bargaining. There is also the danger that the use of such a formula might lead to the formation and recognition of a number of small unions, each representing a separate special section or grade of workers, which might hamper the framing of broadly based agreements.

In some countries the recognition of unions has been left to the decision of employers, and gradually as a result of union pressures a state of fairly stable equilibrium has been reached as regards the representation of unions at bargaining conferences. In other countries unions must obtain official recognition from a government authority before they may take part in collective bargaining. The government of a country may also establish procedures for deciding which of a number of rival unions is to represent the workers of an undertaking or occupation for purposes of collective bargaining.

These systems can be illustrated from experience in the United States. When the National Labor Relations Act of 1935 gave workers "the right to bargain collectively through representatives of their

own choosing" there were many industries with little or no experience of trade unions or of collective bargaining. Very quickly large numbers of unions were formed, and employers frequently had difficulty in deciding which of several rival unions they should bargain with. In order to assist in solving this dilemma the federal Government introduced a system of elections in which the workers would decide by secret ballot (conducted by labour officers appointed by the Government) which union they wished to represent them. Each of the rival unions had to satisfy the labour officer that it had sufficient members to justify its inclusion in the ballot. All workers, whether union members or not, had the right to vote, and the union which obtained the largest number of votes was given the right to represent the workers concerned for purposes of collective bargaining. If however, later on its membership fell and another union grew stronger a new election could be held so that the workers could change their representatives if they wishes to do so.

Individual employers are not faced with these problems in countries in which the trade union movement and the employers' organisations are highly centralised and bargaining is carried on for the whole profession or industry at the regional or national level. This practice is particularly well developed in Western and Northern Europe, where in addition the question of recognition of trade unions is not so much a matter for individual employers as for employers' associations. In the Scandinavian countries, for instance, the central workers' and employers' organisations have concluded basis agreements which are in fact treaties of mutual recognition and which have subsequently been confirmed either by legislation or by law courts. Similar agreements also existed, especially in the inter-war years, in other European countries such as Belgium, France and Germany. At the present time the trade union movement is so powerful and so centralised in most European countries that problems of recognition by individual employers rarely arise.

Extract from—International Labour Office—COLLECTIVE BARGAINING—  
A Workers' Education Manual—Geneva, 1960.

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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 the appendices appearing in this issue.

### Cost of Living

The Colombo Consumer's Price Index for the month of March, 1964, is 111.4 as against 111.5 for the month of February, 1964, a decrease of .1.

### Wage Rate

- (a) The basic wages payable for the month of April, 1964, to workers in the trades to which Part II of the Wages Boards Ordinance has been applied remains unchanged.

(b) The Special Living Allowances payable for the month of April, 1964, to workers in all the trades to which Part II of the Wages Boards Ordinance has been applied will be the same as that for the month March, 1964.

## Strikes

There were altogether 15 strikes during January 1964, involving 4,944 workers and a loss of 108,219 man-days as against 16 strikes during December 1963, involving 3,317 workers and a loss of 10,130 man-days. Eight of these strikes were in Tea Plantations involving 4,126 workers and a loss of 88,390 man-days; three in Rubber Plantations involving 351 workers and a loss of 1,171 man-days; one in Tea cum Rubber Plantations involving 200 workers and a loss of 11,600 man-days; one in the Engineering Trade involving 53 workers and a loss of 636 man-days; one in the Tea Export Trade involving 134 workers and a loss of 4,422 man-days; whilst the remaining one was in the Coconut Manufacturing Trade involving 80 workers and a loss of 2,000 man-days.

## REGISTRANTS FOR EMPLOYMENT OR BETTER EMPLOYMENT

THE total number of registrants for employment or better employment, according to registers of the Employment Exchanges, as at the end of January, 1964, and February, 1964, was as given below :—

	<i>January, 1964</i>			<i>February, 1964</i>		
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Technical and Clerical ..	19,938..	17,146..	37,084..	20,288..	17,219..	37,507
Skilled ..	13,893..	3,044..	16,937..	14,135..	2,990..	17,125
Semi-skilled ..	31,108..	6,113..	37,221..	31,515..	6,022..	37,537
Unskilled ..	58,580..	4,783..	63,363..	59,211..	4,729..	63,940
<b>Total</b> ..	<b>123,519</b>	<b>31,086</b>	<b>154,605</b>	<b>125,149</b>	<b>30,960</b>	<b>156,109</b>

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

	<i>January, 1964</i>			<i>February, 1964</i>		
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Technical and Clerical ..	39 ..	21 ..	60 ..	191 ..	20 ..	211
Skilled ..	23 ..	1 ..	24 ..	34 ..	— ..	34
Semi-skilled ..	69 ..	5 ..	74 ..	47 ..	2 ..	49
Unskilled ..	321 ..	4 ..	325 ..	365 ..	2 ..	367
<b>Total</b> ..	<b>452</b>	<b>31</b>	<b>483</b>	<b>637</b>	<b>24</b>	<b>661</b>

## WAGES BOARDS

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

#### XXXIII—The Printing Trade

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

THE description of the Printing Trade appeared in an Order made under section 6 of the Wages Boards Ordinance (Chapter 136) published in *Ceylon Government Gazette* No. 9,224 of January 7, 1944, and came into force on January 31, 1944. Orders varying the original description of the trade were published in *Government Gazettes* No. 9,335 of November 24, 1944 and No. 12,885 of January 26, 1962, and came into force on November 24, 1944, and February 1, 1962, respectively.

##### *Order*

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

The printing trade, including—

(A) the work of the following workers :—

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

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

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

#### (B) ESTABLISHMENT OF THE BOARD

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

#### (C) DECISIONS OF THE BOARD

The original decisions in respect of the Printing Trade made by the Wages Board for that trade related mainly to rates of wages and they came into force on August 1, 1945. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance (Chapter 136), in *Ceylon Government Gazette Extraordinary* No. 9,436 of July 21, 1945. Decisions varying earlier decisions were published in notifications appearing in *Government Gazette* No. 9,523 of February 22, 1946, No. 9,634 of November 22, 1946, No. 10,002 of July 29, 1949, *Government Gazette Extraordinary*

No. 10,229 of March 30, 1951, No. 10,429 of July 30, 1952, No. 10,542 of June 29, 1953, *Government Gazette* No. 10,821 of July 29, 1955, *Government Gazette Extraordinary* No. 11,056 of January 30, 1957, *Government Gazettes* No. 11,246 of January 24, 1958, No. 11,291 of March 28, 1958, and *Government Gazette Extraordinary* No. 11,509 of August 30, 1958.

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

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

### PART I

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

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

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

#### *Definition of a normal working day (section 24)*

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

on any day other than a Saturday	..	9
on a Saturday	..	6

#### *Definition of a normal working week (section 24)*

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

### PART II

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

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

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

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

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

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

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

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

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

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

Class of Worker

Basic Rates for a Month

Rate of Special Allowance for a Month

Class of Worker	Basic Rates for a Month					(a) Where the cost of living index number for the preceding month is 100.1 the special allowance shall be—					(b) Where the cost of living index number for the preceding month is 100.0 the special allowance shall be—					(c) Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding Column 3 (b), shall be decreased, as the case may be for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of the unit) by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively																								
	For learners and apprentices					For learners and apprentices					For learners and apprentices					For learners and apprentices																								
	1st year	2nd year	3rd year	4th year	5th year	1st year	2nd year	3rd year	4th year	5th year	1st year	2nd year	3rd year	4th year	5th year	1st year	2nd year	3rd year	4th year	5th year																				
Class A Worker : Linotype operators, monotype keyboard operators, linotype mechanics, process camera operators, process etchers, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists and readers (employed in the production of newspapers)	Rs. c	Rs. c	Rs. c	Rs. c	Rs. c.	Rs. c	Rs. c	Rs. c	Rs. c	Rs. c.	Rs. c	Rs. c	Rs. c	Rs. c	Rs. c	Rs. c	Rs. c	Rs. c	Rs. c	Rs. c																				
	110	0	33	0	44	0	56	0	71	0	88	0	96	42	42	12	50	02	57	92	69	52	81	62	94	42	41	52	49	22	56	92	68	22	88	82				

1 Class of Worker	2 Basic Rates for a Month	3 Rate Special Allowance for a Month
	<p>(a)</p> <p>Where the cost of living index number for the preceding month is 100.1 the special allowance shall be—</p>	<p>(b)</p> <p>Where the cost of living index number for the preceding month is 100.0 the special allowance shall be—</p>
	<p>(c)</p> <p>Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding Column 3 (b), shall be decreased, as the case may be for each complete unit or 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of the unit) by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively</p>	
	<p>For workers other than learners and apprentices</p>	<p>For workers other than learners and apprentices</p>
	<p>For learners and apprentices</p>	<p>For learners and apprentices</p>
	<p>1st year Rs. c.</p>	<p>1st year Rs. c.</p>
	<p>2nd year Rs. c.</p>	<p>2nd year Rs. c.</p>
	<p>3rd year Rs. c.</p>	<p>3rd year Rs. c.</p>
	<p>4th year Rs. c.</p>	<p>4th year Rs. c.</p>
	<p>5th year Rs. c.</p>	<p>5th year Rs. c.</p>
	<p>77</p>	<p>1 50</p>
	<p>36 57 48 17 54 22 62 96</p>	<p>0 45</p>
	<p>0 64 0</p>	<p>0 75</p>
	<p>0 36 0 49 0 64 0</p>	<p>0 90</p>
	<p>87 50 26</p>	<p>1 12</p>
	<p>—</p>	<p>—</p>

Class B Worker :

Litho transformers, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)

Class C Worker : Grade I— Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine opera- tors, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters ..	65	0	24	0	29	0	36	0	44	0	—	68	67	38	42	43	51	48	67	56	15	—	67	42	37	92	42	84	47	92	55	21	—	1	25	0	50	0	62	0	75	0	94	—	
Class C Worker : Grade II— Platen machine minders	60	0	22	0	27	0	32	0	39	0	—	63	96	36	57	41	19	45	81	52	57	—	62	84	36	12	40	63	45	14	51	73	—	1	12	0	45	0	56	0	67	0	84	—	
Class D Worker : Foundry plate chippers, foundry labourers, rotary labourers, roller- casters, feeders, packers, counters and checkers	50	0	19	0	23	0	28	0	34	0	—	59	42	34	72	38	92	43	12	49	17	—	58	42	34	32	38	42	42	52	48	42	—	1	0	0	40	0	50	0	60	0	75	—	
Class E Worker : Unskilled workers not under 18 years of age..	42	0	—	—	—	—	—	—	—	—	—	57	15	—	—	—	—	—	—	—	—	—	56	21	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Class F Worker : Unskilled workers under 18 years of age	20	0	—	—	—	—	—	—	—	—	—	39	7	—	—	—	—	—	—	—	—	—	38	62	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Class G Worker : Watchers	44	0	—	—	—	—	—	—	—	—	—	59	42	—	—	—	—	—	—	—	—	58	42	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

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

Table I

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

		Index numbers				Index numbers					
		100.1	101.9	103.7	105.5	107.3	100.0	98.2	96.4	94.6	92.8
		to	to	to	to	to	to	to	to	to	to
		101.8	103.6	105.4	107.2	109.0	98.3	96.5	94.7	92.9	91.1
		Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.

Class A :

Worker other than Learner or Apprentice	..	96 42 ..	98 42 ..	100 42 ..	102 42 ..	104 42 ..	94 42 ..	92 42 ..	90 42 ..	88 42 ..	86 42 ..
Learner or Apprentice—											
1st Year	..	42 12 ..	42 72 ..	43 32 ..	43 92 ..	44 52 ..	41 52 ..	40 92 ..	40 32 ..	39 72 ..	39 12 ..
2nd Year	..	50 2 ..	50 82 ..	51 62 ..	52 42 ..	53 22 ..	49 22 ..	48 42 ..	47 62 ..	46 82 ..	46 2 ..
3rd Year	..	57 92 ..	58 92 ..	59 92 ..	60 92 ..	61 92 ..	56 92 ..	55 92 ..	54 92 ..	53 92 ..	52 92 ..
4th Year	..	69 52 ..	70 82 ..	72 12 ..	73 42 ..	74 72 ..	68 22 ..	66 92 ..	65 62 ..	64 32 ..	63 2 ..
5th Year	..	81 62 ..	83 22 ..	84 82 ..	86 42 ..	88 2 ..	80 2 ..	78 42 ..	76 82 ..	75 22 ..	73 62 ..

Class B :

Worker other than Learner or Apprentice	..	77 92 ..	79 42 ..	80 92 ..	82 42 ..	83 92 ..	76 42 ..	74 92 ..	73 42 ..	71 92 ..	70 42 ..
Learner or Apprentice—											
1st Year	..	36 57 ..	37 2 ..	37 47 ..	37 92 ..	38 37 ..	36 12 ..	35 67 ..	35 22 ..	34 77 ..	34 32 ..
2nd Year	..	48 17 ..	48 92 ..	49 67 ..	50 42 ..	51 17 ..	47 42 ..	46 67 ..	45 92 ..	45 17 ..	44 42 ..
3rd Year	..	54 22 ..	55 12 ..	56 2 ..	56 92 ..	57 82 ..	53 32 ..	52 42 ..	51 52 ..	50 62 ..	49 72 ..
4th Year	..	62 96 ..	64 8 ..	65 20 ..	66 32 ..	67 44 ..	61 84 ..	60 72 ..	59 60 ..	58 48 ..	57 36 ..

Class C—Grade I :

Worker other than Learner or Apprentice	..	68 67 ..	69 92 ..	71 17 ..	72 42 ..	73 67 ..	67 42 ..	66 17 ..	64 92 ..	63 67 ..	62 42 ..
Learner or Apprentice—											
1st Year	..	38 42 ..	38 92 ..	39 42 ..	39 92 ..	40 42 ..	37 92 ..	37 42 ..	36 92 ..	36 42 ..	35 92 ..
2nd Year	..	43 46 ..	44 8 ..	44 70 ..	45 32 ..	45 94 ..	42 84 ..	42 22 ..	41 60 ..	40 98 ..	40 36 ..
3rd Year	..	48 67 ..	49 42 ..	50 17 ..	50 92 ..	51 67 ..	47 92 ..	47 17 ..	46 42 ..	45 67 ..	44 92 ..
4th Year	..	56 15 ..	57 9 ..	58 3 ..	58 97 ..	59 91 ..	55 21 ..	54 27 ..	53 33 ..	52 39 ..	51 45 ..

*Class C—Grade II :*

Worker other than Learner or Apprentice	63 96 ..	65 8 ..	66 20 ..	67 32 ..	68 44 ..	62 84 ..	61 72 ..	60 60 ..	59 48 ..	58 36
Learner or Apprentice—										
1st Year	..	36 57 ..	37 2 ..	37 47 ..	38 37 ..	36 12 ..	35 67 ..	35 22 ..	34 77 ..	34 32
2nd Year	..	41 19 ..	41 75 ..	42 31 ..	43 43 ..	40 63 ..	40 7 ..	39 51 ..	38 95 ..	38 39
3rd Year	..	45 81 ..	46 48 ..	47 15 ..	48 49 ..	45 14 ..	44 47 ..	43 80 ..	43 13 ..	42 46
4th Year	..	52 57 ..	53 41 ..	54 25 ..	55 9 ..	51 73 ..	50 89 ..	50 5 ..	49 21 ..	48 37

*Class D :*

Worker other than Learner or Apprentice	..	59 42 ..	60 42 ..	61 42 ..	62 42 ..	63 42 ..	58 42 ..	57 42 ..	56 42 ..	55 42 ..	54 42
Learner or Apprentice—											
1st Year	..	34 72 ..	35 12 ..	35 52 ..	35 92 ..	36 32 ..	34 32 ..	33 92 ..	33 52 ..	33 12 ..	32 72
2nd Year	..	38 92 ..	39 42 ..	39 92 ..	40 42 ..	40 92 ..	38 42 ..	37 92 ..	37 42 ..	36 92 ..	36 42
3rd Year	..	43 12 ..	43 72 ..	44 32 ..	44 92 ..	45 52 ..	42 52 ..	41 92 ..	41 32 ..	40 72 ..	40 12
4th Year	..	49 17 ..	49 92 ..	50 67 ..	51 42 ..	52 17 ..	48 42 ..	47 67 ..	46 92 ..	46 17 ..	45 42

*Class E :*

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

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

All workers ..	..	59 42 ..	60 42 ..	61 42 ..	62 42 ..	63 42 ..	58 42 ..	57 42 ..	56 42 ..	55 42 ..	54 42
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In this Schedule, the word "year" in relation to a learner or apprentice shall be deemed to consist of 288 days of continuous employment including—  
 (a) every holiday allowed by the employer under section 25 to such learner or apprentice  
 (b) every day of absence, with the approval of the employer;  
 (c) every day of absence due to an injury to a worker caused by an accident arising out of and in the course of his employment;  
 (d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117);  
 (e) every day on which the employer fails to provide work to such learner or apprentice; but not including the day fixed as a weekly holiday under section 24.

## PART III

### *Overtime Rate*

1. In respect of each hour of work in excess of the normal working day the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the minimum monthly rate by 240) increased by 50 per cent. of such minimum hourly rate.

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

## DECISIONS RELATING TO WEEKLY, ANNUAL AND PUBLIC HOLIDAYS

### *Weekly Holiday (section 24)*

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

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

(a) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ;

(b) that in respect of work done on a Sunday that worker shall be paid in addition to the wages paid on a monthly basis a remuneration of not less than  $\frac{1}{30}$  of the minimum monthly rate ;

(c) that for each hour of work performed on a Sunday in excess of nine hours (the nine hours being computed so as to include 1 hour for a meal), the worker shall be remunerated at not less than the minimum monthly rate divided by 120 ; and

(d) that the remuneration due to a worker for work done on the weekly holiday during any period shall be paid within the time prescribed for the payment of wages for such period by section 2 (b) of the Wages Boards Ordinance.

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

## Annual Holidays (section 25)

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

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

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

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

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

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

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

and he shall be remunerated for each such holiday taken in any month at the rate of one day's wage in respect of that month computed in accordance with the provisions of Part II of the Schedule to the notification under section 27 (3) of the Wages Boards Ordinance published in *Gazette Extraordinary* No. 9,436 of July 21, 1946, as amended from time to time :

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

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

7. For the purposes of the foregoing provisions—

(a) "year" means a continuous period of 12 months ;

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

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

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

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

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

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

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

#### *Public Holidays*

9. (a) Subject to the provisions of this paragraph and of paragraph 10, every employer shall allow as a holiday with remuneration to every worker employed by him, each of the following public holidays within the meaning of the Holidays Ordinance (Chapter 135) :—
- (1) The Tamil Thai Pongal Day ;
  - (2) Independence Commemoration Day (February 4) ;
  - (3) The Sinhala and Hindu New Year's Day ;
  - (4) May Day (May 1) ;
  - (5) The Full Moon Day of the Sinhala month of Wesak ;
  - (6) The Birthday of the Holy Prophet Mohamed (On Whom Be Peace, Meelad-un-Nabi) ;
  - (7) Bandaranaike Commemoration Day (September 26, 1961) ; and
  - (8) Christmas Day.
- (b) The provisions of sub-paragraph (a) of this paragraph shall not apply to a worker in any case where a public holiday referred to in that sub-paragraph occurs during a period when such worker is on strike.
- (c) The remuneration payable to a worker for each holiday referred to in sub-paragraph (a) of this paragraph shall be included in the wage for the month in which the holiday is allowed, such holiday being reckoned as an ordinary working day for the purpose of computing the wage for the month.

10. An employer may employ any worker on any public holiday referred to an sub-paragraph (a) of paragraph 9, subject to the following conditions :—

(a) a day on or before the thirty-first of December next succeeding such public holiday shall be granted to the worker as a holiday and that day shall be reckoned as an ordinary working day for the purpose of computing the wage for the month in which such alternative holiday is granted ; or

(b) The worker shall be paid in addition to the wage for the month, wages at not less than  $1/30$ th of the minimum monthly rate for work done during the number of hours constituting a normal working day, and at not less than three times the normal hourly rate (obtained by dividing the minimum monthly rate by 240) for work done in excess of the number hours constituting a normal working day.

# TABLE I—COST OF LIVING INDEX NUMBERS

## A—Colombo Working Class

Base : November, 1938–April, 1939 = 100

Year	Food	Fuel and Light	Rent	Clothing	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

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
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 Consumer's 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
1961	99.66	104.35	101.53	106.13	123.26	104.8
1962	100.93	105.56	101.53	108.21	124.95	106.3
1963	103.02	103.03	101.53	118.16	126.58	108.8

1963—

January	101.49	104.15	101.53	111.65	125.56	107.1
February	102.24	105.19	101.53	113.58	125.77	107.8
March	102.36	103.34	101.53	116.24	125.77	108.0
April	103.60	103.00	101.53	119.31	125.93	109.1
May	103.52	103.34	101.53	119.72	125.67	109.1
June	103.68	103.00	101.53	119.80	125.80	109.2
July	103.64	103.34	101.53	120.95	125.77	109.3
August	101.95	103.34	101.53	121.03	126.83	108.4
September	101.37	103.00	101.53	119.77	127.02	108.0
October	103.45	102.65	101.53	117.81	127.57	109.2
November	104.07	101.15	101.53	118.53	128.79	109.8
December	104.90	100.81	101.53	119.56	128.52	110.3

1964—

January	105.70	102.19	101.53	122.87	128.71	111.2
February	105.44	102.65	101.53	126.75	128.97	111.5
March	104.91	103.34	101.53	128.31	129.45	111.4

TABLE II—WAGES INDEX NUMBERS

Tea and Rubber Estate Labourers and Unskilled Male Workers in Government Employment

A

Base : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo		
	Average Minimum	Minimum Wage Rate	Index No. of Real Wages	Average Monthly Rate of Wages	Wage Rate Index No.	Index No. of Real Wages
	Rs. c.	Rs. c.		Rs. c.		
1939	—	—	100	16.64	100	100
1940	—	—	100	16.64	100	96
1941	—	—	110	18.45	111	98
1942	—	—	166	24.23	145	97
1943	—	—	202	28.98	174	96
1944	—	—	212	34.03	204	110
1945	—	—	244	41.92	252	133
1946	—	—	280	68.52	412	194
1947	—	—	293	75.74	455	165
1948	—	—	315	78.16	470	165
1949	—	—	320	77.81	468	196
1950	—	—	373	83.11	499	198
1951	—	—	463	89.79	540	206
1952	—	—	468	89.79	540	207

B

Base : 1952=100

1953	—	—	101.56	99.96	90.97	101.31	99.71
1954	—	—	103.65	102.52	91.04	101.39	100.29
1955	—	—	107.29	106.76	94.94	105.74	105.21
1956	—	—	108.33	108.11	96.24	107.18	106.91
1957	—	—	109.38	106.40	99.16	110.44	107.43
1958	—	—	111.46	106.21	113.74	126.67	120.70
1959	—	—	111.46	105.95	113.74	126.67	120.41
1960	—	—	110.42	106.69	113.74	126.67	122.39
1961	—	—	110.94	105.86	113.74	126.67	120.87
1962	—	—	112.50	105.83	113.74	126.67	119.16
1963	—	—	114.06	104.83	113.74	126.67	116.42
1963	—	January	113.02	105.53	113.74	126.67	118.27
		February	113.02	104.84	113.74	126.67	117.50
		March	113.02	104.65	113.74	126.67	117.29
		April	113.02	103.59	113.74	126.67	116.10
		May	114.58	105.02	113.74	126.67	116.10
		June	114.58	104.93	113.74	126.67	116.00
		July	114.58	104.83	113.74	126.67	115.89
		August	114.58	105.70	113.74	126.67	116.85
		September	114.58	106.09	113.74	126.67	117.29
		October	113.02	103.50	113.74	126.67	116.00
		November	114.58	104.35	113.74	126.67	115.36
		December	114.58	103.88	113.74	126.67	114.84
1964	—	January	115.63	103.98	113.74	126.67*	113.91
		February	115.63	103.70	113.74	126.67	113.61
		March	115.63	103.80	113.74	126.67	113.71

**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
1961 .. — ..	2·17 ..	110·71..	3·75 ..	128·42..	2·29 ..	112·25
1962 .. — ..	2·19 ..	111·73..	3·78 ..	129·45..	2·32 ..	113·73
1963 .. — ..	2·22 ..	113·27..	3·82 ..	130·82..	2·35 ..	115·20
1963 — January ..	2·21 ..	112·76..	3·78 ..	129·45..	2·33 ..	114·22
February ..	2·21 ..	112·76..	3·78 ..	129·45..	2·33 ..	114·22
March ..	2·21 ..	112·76..	3·81 ..	130·48..	2·34 ..	114·71
April ..	2·21 ..	112·76..	3·81 ..	130·48..	2·34 ..	114·71
May ..	2·23 ..	113·78..	3·84 ..	131·51..	2·36 ..	115·69
June ..	2·23 ..	113·78..	3·84 ..	131·51..	2·36 ..	115·69
July ..	2·23 ..	113·78..	3·84 ..	131·51..	2·36 ..	115·69
August ..	2·23 ..	113·78..	3·84 ..	131·51..	2·36 ..	115·69
September ..	2·23 ..	113·78..	3·82 ..	130·82..	2·35 ..	115·20
October ..	2·21 ..	112·76..	3·81 ..	130·48..	2·34 ..	114·71
November ..	2·23 ..	113·78..	3·84 ..	131·51..	2·36 ..	115·69
December ..	2·23 ..	113·78..	3·84 ..	131·51..	2·36 ..	115·69
1964 — January ..	2·26 ..	115·31..	3·85 ..	131·85..	2·38 ..	116·67
February ..	2·26 ..	115·31..	3·87 ..	132·53..	2·39 ..	117·16
March ..	2·26 ..	115·31..	3·87 ..	132·53..	2·39 ..	117·16

\* 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.

TABLE IV

The Number of Registrants for Employment or Better Employment according to Registers maintained at the Employment Exchanges in the Island †

Year	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,333
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,651
1945	2,258	11,025	3,267	4,316	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	24,323	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	26,252	16,928	34,887	73,025	151,092
1961	27,629	18,201	34,212	71,223	151,265
1962	33,825	17,352	35,593	65,439	152,209
1963 January	34,455	17,680	36,298	65,546	153,979
February	34,987	17,405	36,610	64,897	153,899
March	35,179	17,278	36,647	64,034	153,138
April	35,070	17,004	36,347	62,688	151,109
May	35,271	16,674	36,168	61,668	149,781
June	35,954	16,418	36,250	61,313	149,935
July	36,748	16,739	36,687	62,336	152,510
August	37,300	17,605	37,071	62,523	153,799
September	36,821	16,816	37,360	62,324	153,321
October	36,311	16,823	37,090	63,008	153,232
November	35,557	16,686	36,775	63,388	152,406
December	35,924	16,584	36,255	63,159	151,922
1964 January	37,084	16,937	37,221	63,363	154,605
February	37,507	17,125	37,537	63,940	156,109

\* 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) Unemployed persons seeking employment ;
- (b) Under-employed persons seeking full-time employment ; and
- (c) Employed persons seeking better employment.

**TABLE V—The Number of Registrants for Employment or Better Employment**  
**CLASSIFICATION BY**

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Navalpititiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai
1947 ..	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—
1948 ..	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—
1949 ..	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—
1950 ..	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—
1951 ..	33,125	3,422	2,886	4,350	2,209	537	886	1,587	569	904	418	1,207
1952 ..	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992
1953 ..	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333
1954 ..	33,410	2,909	3,484	6,024	3,143	1,708	2,220	1,992	1,471	440	388	297
1955 ..	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261
1956 ..	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694
1957 ..	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501
1958 ..	52,563	7,721	7,300	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354
1959 ..	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422
1960 ..	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,634	3,722	2,377	1,084	680
1961 ..	62,515	14,821	9,995	13,414	7,600	3,013	5,196	3,327	4,173	3,126	1,273	711
1962 ..	59,273	12,940	10,514	16,258	7,422	1,240	4,981	3,910	4,544	3,138	1,447	641
1963—												
January ..	59,402	13,013	10,362	16,521	7,569	1,285	5,033	4,132	4,573	3,092	1,917	654
February ..	59,326	12,809	10,378	16,735	7,569	1,271	5,128	4,299	4,429	3,019	2,066	643
March ..	59,059	12,742	10,296	16,793	7,479	1,204	5,101	4,287	4,440	3,083	2,021	599
April ..	58,183	12,321	10,215	16,724	7,424	1,189	5,097	4,370	4,361	3,066	1,805	634
May ..	57,109	12,183	10,126	16,652	7,325	1,140	5,071	4,388	4,444	3,067	1,746	670
June ..	56,918	11,818	10,285	17,102	7,343	1,169	5,310	3,911	4,518	3,092	1,741	671
July ..	57,157	11,872	10,509	17,653	7,477	1,091	5,604	3,812	4,793	3,043	1,723	694
August ..	57,461	11,862	10,744	17,991	7,444	1,028	5,791	3,780	4,833	2,999	1,705	696
September	56,564	11,642	10,995	18,213	7,465	1,000	5,860	3,848	4,844	2,913	1,592	665
October ..	57,010	11,758	11,001	17,726	7,514	1,086	5,910	3,803	4,844	2,932	1,568	600
November	56,567	11,770	11,180	17,066	7,576	1,065	6,110	3,500	4,828	2,899	1,511	507
December	55,904	11,768	1,237	16,658	7,529	1,022	6,438	3,593	4,949	2,910	1,508	540
1964—												
January ..	56,362	12,066	11,426	16,849	7,616	983	6,688	3,791	5,184	3,059	1,612	557
February ..	56,938	12,137	11,643	16,671	7,598	1,007	6,921	3,881	5,283	3,048	1,676	573

according to registers maintained at the Employment Exchanges  
EXCHANGE AREAS

<i>Trincomeles</i>	<i>Anuradhapura</i>	<i>Avessewella</i>	<i>Haputale</i>	<i>Makara</i>	<i>Vasuniya</i>	<i>Kegalle</i>	<i>Makala</i>	<i>Chilaw</i>	<i>Hation</i>	<i>Newara Eliya</i>	<i>Total</i>
—	—	—	—	—	—	—	—	—	—	—	34,744
283	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,732
348	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	52,707
252	437	678	—	—	—	—	—	—	—	—	53,023
239	548	477	526	1,382	—	—	—	—	—	—	51,546
1,567	884	1,377	396	1,589	—	—	—	—	—	—	63,304
776	1,104	1,582	392	2,411	—	—	—	—	—	—	71,010
939	1,651	1,984	721	4,206	—	—	—	—	—	—	85,952
1,252	1,198	2,226	840	5,331	551	1,947	—	—	—	—	110,856
1,188	1,380	2,925	1,110	5,324	531	2,465	—	—	—	—	117,799
1,365	1,733	2,965	1,198	5,812	611	2,786	970	—	—	—	128,018
1,756	2,550	3,784	1,222	8,179	772	3,143	986	—	—	—	151,092
1,372	2,563	364	1,368	8,060	574	3,301	1,199	—	—	—	150,231
1,431	2,742	3,804	1,188	7,811	737	3,230	1,259	2,109	763	822	152,209
1,456	2,839	3,842	1,190	7,964	778	3,304	1,295	2,152	728	878	153,979
1,472	2,840	3,701	1,206	8,038	758	3,363	1,310	2,163	712	664	153,899
1,409	2,809	3,671	1,230	8,056	746	3,347	1,279	2,152	672	663	153,133
1,239	2,703	3,512	1,241	8,154	724	3,286	1,259	2,239	672	691	151,109
1,144	2,746	3,510	1,261	8,194	712	3,321	1,282	2,267	726	697	149,781
1,135	2,753	3,547	1,253	8,151	705	3,400	1,305	2,400	752	656	149,935
1,207	2,904	3,764	1,326	8,313	711	3,606	1,355	2,438	805	653	152,510
1,240	3,055	3,789	1,328	8,362	683	3,715	1,402	2,431	798	662	153,799
1,318	3,208	3,735	1,338	8,406	681	3,794	1,397	2,392	802	649	153,321
1,350	3,177	3,579	1,325	8,358	684	3,846	1,387	2,277	881	616	153,232
1,361	3,265	3,578	1,356	8,536	690	3,901	1,369	2,303	871	597	152,406
1,389	3,128	3,528	1,414	8,606	671	4,049	1,345	2,269	889	578	151,922
1,467	3,122	3,553	1,471	8,753	654	4,185	1,383	2,334	881	609	154,605
1,493	3,097	3,441	1,493	8,846	664	4,380	1,419	2,421	843	636	156,109

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	423	702	693	2,753	1,875
1945	3,116	869	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,137	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	3,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,458
1953	13,386	1,523	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	2,392	3,791	83,883	8,203
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,162
1961	22,558	1,259	14,784	631	24,791	964	50,390	2,794	112,523	5,648
1962	24,155	1,263	11,626	468	22,994	809	42,404	2,317	101,179	4,857
1963	24,997	1,322	11,953	502	24,951	939	43,400	2,466	105,301	5,129
1963 January	2,227	138	1,115	36	2,386	102	3,848	208	9,576	483
1963 February	2,289	201	913	54	2,122	58	3,027	183	8,351	496
1963 March	2,156	161	817	41	1,958	76	3,187	184	8,118	462
1963 April	1,617	94	721	60	1,532	24	2,632	183	6,502	361
1963 May	1,986	101	785	37	1,815	61	3,061	112	7,647	311
1963 June	2,600	109	917	63	2,224	62	3,865	172	9,606	406
1963 July	2,651	107	1,204	54	2,475	131	4,446	248	10,776	540
1963 August	2,274	97	1,143	40	2,106	61	3,521	207	9,044	405
1963 September	1,707	70	1,009	25	2,145	55	3,692	279	8,553	429
1963 October	1,675	77	1,153	33	2,241	99	3,980	314	9,054	523
1963 November	1,467	90	1,069	37	2,014	68	4,091	150	8,641	345
1963 December	2,343	77	1,102	22	1,933	42	4,050	226	9,433	367
1964 January	2,996	60	1,263	24	2,808	74	4,100	325	11,167	483
1964 February	2,627	211	1,288	34	2,507	49	3,880	367	10,302	661

\* Revised figures.

**TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of February, 1964**

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	762	65	519	13	998	17	1,632	244	3,911	339
Negombo	140	4	96	1	176	2	248	1	660	8
Kalutara	149	1	73	—	179	2	203	1	604	4
Galle	188	4	62	—	103	5	337	21	690	30
Kandy	161	11	78	—	147	5	173	4	559	20
Nawalapitiya	24	4	5	—	29	2	22	—	80	6
Kurunegala	171	—	81	—	127	—	130	—	509	—
Jaffna	112	1	32	—	75	4	144	7	363	12
Ratnapura	89	5	57	11	98	—	167	11	411	27
Badulla	58	28	14	4	62	—	65	3	199	35
Batticaloa	81	21	14	—	53	1	51	1	204	23
Kalmunai	41	18	7	—	29	—	9	—	86	18
Trincomalee	17	12	7	2	25	2	69	7	118	23
Anuradhapura	73	17	24	—	45	3	72	31	214	51
Avissawella	76	—	11	—	4	—	49	28	140	28
Haputale	33	2	11	—	28	—	43	—	115	2
Matara	167	10	83	—	123	2	230	2	603	14
Vavuniya	19	—	3	—	15	1	10	—	47	1
Kegalla	143	—	53	—	60	1	84	—	340	1
Matale	39	—	12	—	31	—	41	3	123	3
Chilaw	59	7	31	3	57	2	45	—	192	12
Hatton	12	—	6	—	14	—	21	2	53	2
Nuwara Eliya	13	1	9	—	24	—	35	1	81	2
Total	2,627	211	1,288	34	2,507	49	3,880	367	10,302	661

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
1930	.. 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	.. 544,714
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	.. 25	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	.. 39	.. 6,168	.. 46,900
1953	.. 33	.. 363,600	.. 430,586	.. 54	.. 14,482	.. 31,996
1954	.. 59	.. 86,450	.. 391,200	.. 55	.. 15,381	.. 85,569
1955	.. 60	.. 11,437	.. 69,913	.. 47	.. 11,293	.. 36,016
1956	.. 99	.. 56,908	.. 200,888	.. 115	.. 31,852	.. 152,966
1957	.. 177	.. 297,061	.. 618,050	.. 127	.. 70,239	.. 190,443
1958	.. 123	.. 39,372	.. 340,632	.. 96	.. 42,713	.. 399,228
1959	.. 177	.. 47,318	.. 352,145	.. 71	.. 42,952	.. 463,119
1960	.. 123	.. 42,528	.. 259,948	.. 37	.. 4,830	.. 15,189‡
1961	.. 90	.. 29,223	.. 317,866	.. 39	.. 38,013	.. 170,372
1962	.. 138	.. 42,569	.. 193,792	.. 50	.. 25,730	.. 801,882
1963 January to Dec.	.. 174	.. 62,511	.. 359,905	.. 49	.. 27,994	.. 470,100
1963 January	.. 14	.. 3,330	.. 10,429	.. 3	.. 84	.. 874
February	.. 7	.. 3,291	.. 8,475	.. 3	.. 15,222	.. 203,846
March	.. 19	.. 4,226	.. 15,338	.. 1	.. 103	.. 909
April	.. 25	.. 7,966	.. 53,867	.. 4	.. 477	.. 1,713
May	.. 9	.. 3,383	.. 17,469	.. 5	.. 996	.. 1,943
June	.. 12	.. 4,007	.. 47,909	.. 6	.. 620	.. 4,014
July	.. 22	.. 14,753	.. 81,067	.. 6	.. 1,261	.. 16,719
August	.. 10	.. 2,613	.. 36,247	.. **3	.. **5,109	.. **11,302
September	.. 16	.. 5,348	.. 26,023	.. **7	.. **1,092	.. **6,316
October §	.. 15	.. 5,658	.. 31,361	.. 4	.. 429	.. 721
November §	.. **15	.. **4,892	.. **22,123	.. **1	.. **2,323	.. **221,160
December §	.. **10	.. **3,044	.. **9,547	.. 6	.. 273	.. 583
1964 January §	.. 12	.. 4,677	.. 101,161	.. 3	.. 267	.. 7,058

\* 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  
JANUARY, 1964, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes	Number of Workers involved		Number of Man-days lost
Plantations—Tea ..	8	..	4,126	.. 88,390
Rubber ..	3	..	351	.. 1,171
Tea-cum-Rubber ..	1	..	200	.. 11,600
Coconut ..	—	..	—	.. —
Coconut-cum-Rubber ..	—	..	—	.. —
<b>Total</b> ..	<b>12</b>		<b>4,677</b>	<b>101,161</b>
Engineering ..	1	..	53	.. 636
Printing ..	—	..	—	.. —
Motor Transport ..	—	..	—	.. —
Tea Export ..	1	..	134	.. 4,422
Rubber Export ..	—	..	—	.. —
Coconut Manufacturing ..	1	..	80	.. 2,000
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 ..	—	..	—	.. —
Coir Mattress and Bristle Fibre Export ..	—	..	—	.. —
<b>Total</b> ..	<b>3</b>		<b>267</b>	<b>7,508</b>
<b>Grand Total</b> ..	<b>15</b>		<b>4,944</b>	<b>108,219</b>

TABLE X—CLASSIFICATION OF THE STRIKES IN  
JANUARY, 1964, 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 ..	2	.. 1	.. 499	.. 53
2. Wage increases, Higher rates for piece work, &c. ..	—	.. 1	.. —	.. 134
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	1	.. 1	.. 70	.. 80
4. Estate rules, working arrangements, dis- cipline, disputes with sub-staff, &c. ..	3	.. —	.. 2,700	.. —
5. Food matters. Welfare ..	—	.. —	.. —	.. —
6. Right of association and meeting ..	1	.. —	.. 69	.. —
7. Factional disputes and domestic matters ..	—	.. —	.. —	.. —
8. External matters (e.g., arrest by Police, &c.) ..	—	.. —	.. —	.. —
9. Assaults by employer or agent or others ..	2	.. —	.. 417	.. —
10. General demands ..	3	.. —	.. 922	.. —
11. Sympathetic strikes ..	—	.. —	.. —	.. —
<b>Total</b> ..	<b>12</b>	<b>3</b>	<b>4,677</b>	<b>267</b>

## APPENDIX I

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

<i>Class of Worker</i>	<i>Month : April, 1964</i>		
	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
<b>(1) Baking Trade</b>			
<i>Monthly Rates :</i>			
Class "A" Worker : foreman, head bakers, head basses, cooks, "short eats" makers, pastry makers, cake decorators .. .. .	70 0 ..	63 70 ..	133 70
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 ..	58 75 ..	113 75
Class "C" Worker : flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, deliverymen .. .. .	39 0 ..	44 77 ..	83 77
<b>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 not more than 2 ins. long ..	5 0 ..	— ..	5 0
(b) beedies more than 2 ins. long but less than 3 ins. ..	6 0 ..	— ..	6 0
(c) beedies not less than 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 not more than 2 ins. long ..	3 34 ..	— ..	3 34
(b) beedies more than 2 ins. long but less than 3 ins. ..	4 0 ..	— ..	4 0
(c) beedies not less than 3 ins. long ..	4 66 ..	— ..	4 66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—			
(a) beedies not more than 2 ins. long ..	1 67 ..	— ..	1 67
(b) beedies more than 2 ins. long but less than 3 ins. ..	2 0 ..	— ..	2 0
(c) beedies not less than 3 ins. long ..	2 34 ..	— ..	2 34
Fixing ring labels round rolled beedies, per 1,000 beedies .. .. .	0 50 ..	— ..	0 50

Month : April, 1964

Class of Worker

	Basic Wages		Special Allowance		Total
	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	..	2	06	..	4	06
Skilled Workers, Grade II : press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters ..	1	80	..	2	06	..	3	86
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	..	2	06	..	3	66

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, pug-mill feeders, helpers engaged in loading and stacking tiles ..	1	40	..	1	96	..	3	36
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B—Female Workers (18 and above) ..	1	15	..	1	85	..	3	00
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C—Workers (under 18 years) :

Over 14 years but under 15 ..	0	80	..	1	46	..	2	26
Over 15 years but under 16 ..	0	90	..	1	51	..	2	41
Over 16 years but under 17 ..	1	0	..	1	56	..	2	56
Over 17 years but under 18 ..	1	10	..	1	66	..	2	76

(4) Building Trade

Daily Rates :

Unskilled:

Male labourers under 18 years of age ..	1	40	..	2	18	..	3	58
Female labourers not under 18 years of age ..	1	10	..	2	18	..	3	28
Unskilled labourers (irrespective of sex) under 18 years of age ..	0	90	..	2	18	..	3	08

Semi-skilled, Grade II:

Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1	65	..	2	28	..	3	93
Semi-skilled, Grade I:								
Kanganies ..	1	80	..	2	28	..	4	08

Skilled:

Masons (building), carpenters (building), plumbers; erectors (construction steel); equipment maintenance men; tinkers ..	2	0	..	2	28	..	4	28
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Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(5) Cigar Manufacturing Trade

Piece Rates :

Cigar rolling (inclusive of cleaning up of fillers, the preparation of wrappers for rolling, the preparation of fillers for rolling including filling up with cuttings, the tying up of rolled cigars with thread, and the bundling of cigars into tens)—

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

(6) Cinema Trade

Monthly Rates :

A.—NON-CLERICAL

Unskilled

Advertisement cart puller; Advertisement or poster boy; Bathroom boy; Car or cycle park attendant; Chocolate boy; Cleaner; Cloak room boy; Conservancy labourer; Garden labourer; Gate-keeper; Hall boy; Peon; Sandwich boy; Soft drinks keeper; Unskilled labourer; Usher; Usherette; Waiter; Watcher (day); Watcher (night) .. ..

36 50 ..	56 56 ..	93 06
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Semi-skilled

Assistant bar-keeper; Assistant Engine-driver; Checker; Cook, Grade II (lower); Re-winder; Telephone operator; Third Assistant operator:

(a) Within the Municipal areas .. ..	43 0 ..	59 16 ..	102 16
(b) Outside the Municipal areas .. ..	40 0 ..	59 16 ..	99 16

Skilled, Grade II

Assistant operator; Bar-keeper; Carpenter; Cook, Grade I (higher); Electrician, Grade II; Film room repairer, Grade II; Non synch operator; Second Assistant operator; Supervisor or head checker; Tent master; Wireman; Fireman:—

(a) Within the Municipal area .. ..	55 0 ..	60 98 ..	115 98
(b) Outside the Municipal areas .. ..	47 0 ..	60 98 ..	107 98

Skilled, Grade I

Armature winder; Electrician, Grade I; Engine Driver; Film room repairer, Grade I; Head operator; Tent maker:—

(a) Within the Municipal areas .. ..	66 0 ..	60 98 ..	126 98
(b) Outside the Municipal areas .. ..	61 0 ..	60 98 ..	121 98

Month : April, 1964

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(6) Cinema Trade (contd.)</b>						
<b>B.—CLERICAL</b>						
<i>Grade III</i>						
Advertisement clerk; Assistant cashier clerk; Despatch and clearing clerk; Advance booking clerk; Booking clerk:—						
(a) Within the Municipal areas	..	50 0	..	55 00	..	105 00
(b) Outside the Municipal areas	..	45 0	..	55 00	..	100 00
<i>Grade II</i>						
Advertisement manager; Cashier clerk; Clerk (accounts and general); Typist; Wharf clerk; Storekeeper; Book-keeper:—						
(a) Within the Municipal areas	..	55 0	..	58 00	..	113 00
(b) Outside the Municipal areas	..	50 0	..	58 00	..	108 00
<i>Grade I</i>						
Head clerk	..	110 0	..	63 00	..	173 00

**(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

*Piece Rates :*

Cinnamon peeling (inclusive of cutting sticks from bushes, cutting sticks 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 80	..	—	..	0 80
Pruning per acre	..	15 0	..	—	..	15 0
Draining a linear chain of drain 18" × 18"	..	4 0	..	—	..	4 0
Annual weeding, per acre	..	40 0	..	—	..	40 0

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

*Daily Rates :*

Male worker not under 16 years	..	1 10	..	1 27	..	2 37
Female worker not under 15 years	..	0 90	..	0 94	..	1 84
Child worker	..	0 65	..	0 87	..	1 52

**(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 27	..	2 67
Male not under 16 years	..	1 25	..	1 27	..	2 52
Female not under 15 years	..	1 5	..	0 94	..	1 99
Male worker under 16 years or Female worker under 15 years	..	0 80	..	0 87	..	1 67

\* 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.
<b>(9) Coconut Growing Trade (contd.)</b>						
<i>Monthly Rates :</i>						
Conductor employed in—						
(a) any coconut plantation of not less than 75 acres but less than 100 acres in extent, per month .. .. .	100	0*	—	..	100	0
(b) any coconut plantation of not less than 100 acres but less than 150 acres in extent, per month .. .. .	125	0*	—	..	125	0
(c) any coconut plantation of not less than 150 acres but less than 200 acres in extent, per month .. .. .	150	0*	—	..	150	0
(d) any coconut plantation of not less than 200 acres but less than 250 acres in extent, per month .. .. .	175	0*	—	..	175	0
(e) any coconut plantation of not less than 250 acres in extent, per month .. .. .	200	0*	—	..	200	0
<i>Piece Rates :</i>						
(1) In the raising and maintenance of plantations:						
Picking nuts, per 1,000 trees .. .. .	18	0	—	..	18	0
(2) In the manufacture of copra :						
(a) husking nuts, per 1,000 nuts .. .. .	3	50	—	..	3	50
(b) splitting nuts, copra curing and sorting, per 1,000 nuts .. .. .	2	50	—	..	2	50
<b>(10) Coconut Manufacturing Trade</b>						
<i>Daily Rates :</i>						
In the manufacture of (1) desiccated coconuts, (2) coconut oil, (3) fibre and (4) coir products—						
Kangany .. .. .	1	80	2	12	3	92
Male not under 18 years .. .. .	1	40	2	12	3	52
Female not under 18 years .. .. .	1	15	1	74	2	89
Worker, irrespective of sex under 18 years .. .. .	1	15	1	67	2	82
<i>Piece Rates :</i>						
(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) hacking bristle fibre and tying, per cwt. .. .. .	3	25	—	..	3	25

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

Month : April, 1964

*Class of Worker*

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

(11) Coir Mattress and Bristle Fibre Export Trade

Daily Rates :

A. Male workers (not under 18 years of age) :

Grade II—

Workers employed in—receiving fibre into stores from lorries or carts; counting ballots and bundles; weighing ballots and bundles; sorting fibre; stacking ballots and bundles; breaking stacks of ballots and bundles; unwrapping ballots and bundles; picking and teasing; bundling loose fibre; drying loose fibre; removing ballots and bundles from one part of the stores to another; trimming of cut bristle fibre hanks; curling, balloting or coiling of twisted fibre; cutting firewood for dyeing; issuing oil for hackling; cutting bristle fibre ties; sweeping of stores and drains; carting coir dust and rubbish; placing coir dust and rubbish in vehicles for removal; sifting coir dust; bagging coir dust and rubbish; preparing tea; distributing meals and tea; receiving, counting, weighing, stacking, removing, cutting, preparing sundry materials used in packing and processing fibre; removing ballots and bundles from stores, bleaching chambers or drying ground to baling press; passing fibre to press packers; operating winches for moving press boxes; sawing and splitting bamboos; cutting hoop iron; stretching coir ropes; sweeping and cleaning press, platform, pit and surroundings; covering bales with jute hessian and stitching; wrapping ballots with paper or jute hessian and marking all packages for shipment ..

1 40 .. 2 18 .. 3 58

Intermediate Grade—

Workers employed in—throwing fibre from ground level to press platform (if elevated); feeding fibre into teasing machines; balloting fibre in balloting boxes; twisting coir ropes from coir yarn; the process of bleaching fibre with sulphur; cutting bristle fibre hanks to specified lengths and the process of dyeing fibre ..

1 60 .. 2 28 .. 3 88

Grade I—

Workers employed in—packing baling boxes with or without mechanical trammers; controlling and operating the baling press; strapping the bale with hoop iron or rope; stacking, unstacking, carrying, moving, loading, and unloading bales; twisting and curing fibre ..

1 80 .. 2 28 .. 4 08

Head baling press operator ..

2 0 .. 2 28 .. 4 28

B. Female workers (not under 18 years of age) ..

1 15 .. 2 06 .. 3 21

C. Workers (irrespective of sex) under 18 years of age—

Over 14 years but under 15 years ..

0 80 .. 1 63 .. 2 43

Over 15 years but under 16 years ..

0 90 .. 1 68 .. 2 58

Over 16 years but under 17 years ..

1 9 .. 1 73 .. 2 73

Over 17 years but under 18 years ..

1 15 .. 1 83 .. 2 98

Month : April, 1964

Class of Worker	Month : April, 1964		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
<b>(11) Coir Mattress and Bristle Fibre Export Trade (contd.)</b>			
<i>Piece Rates :</i>			
Hackling (that is dressing for export) partly or wholly by hand and tying Bristle Fibre into hanks of standard " 3 tie Grade ", per hundred weight .. .. .	8 75	—	8 75
Hackling (that is dressing for export) partly or wholly by hand and tying Bristle Fibre into hanks of standard " 2 tie Grade ", per hundred weight .. .. .	8 25	—	8 25
Hackling (that is dressing for export) partly or wholly by hand without tying into hanks in preparation for dyeing, per hundred weight ..	4 12	—	4 12
Hackling (that is dressing for export) partly or wholly by hand and tying into hanks dyed Bristle Fibre, per hundred weight ..	9 25	—	9 25

**(12) Dock, Harbour and Port Transport Trade\***

*Monthly Rates :*

*Manual Work—*

Special Grade .. .. .	65 0	37 0	102 0
Skilled Grade .. .. .	55 0	33 0	88 0
Semi-skilled Grade .. .. .	45 0	30 0	75 0
Unskilled, Grade I .. .. .	37 0	30 0	67 0
Unskilled, Grade II .. .. .	31 0	30 0	61 0

*Women Workers—*

Female kangaries .. .. .	35 0	30 0	65 0
Female labourers .. .. .	30 0	30 0	60 0

*Non-manual Workers—*

Special Grade .. .. .	75 0	44 0	119 0
Grade I .. .. .	55 0	33 0	88 0

*Piece Rates :*

*Lighters from 20 to 60 tons—*

Lightermen, per trip .. .. .	6 0	—	6 0
Assistant Tindals, per trip .. .. .	6 25	—	3 25
Tindals, per trip .. .. .	6 50	—	6 50

\* A more detailed classification of various class of workers into group will be found in the decisions of the Wages Board for this trade published in *Government Gazette Extraordinary* No. 10,542 of June 29, 1953.

Month : April, 1964

*Class of Worker*

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

(12) Dock, Harbour and Port Transport Trade (contd.)

Lighters over 60 but under 80 tons—

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

Lighters 80 tons and over—

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

Note.—The above rates shall be increased by—

(i) 50 cents for—

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

(ii) Re. 1·00 for each trip made beyond the locks to the Beira Lake ; and

(iii) Rs. 2·00 for each trip on which the lighter carries dangerous cargo.

*Guaranteed Time Rate (Monthly) :*

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Month : April, 1964

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(13) Engineering Trade</b>						
<i>Daily Rates :</i>						
Unskilled labourers .. ..	1	40	2	18	3	58
Semi-skilled workers, Grade I—						
Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fettleers (iron and brass) ; smellters (iron and brass) ; checkers (timber), sawyers ; caulkers (wood) ; boiler attendants ; drivers (engine) ; firemen ; tyre repairers ; tyre vulcanizers .. ..	1	65	2	28	3	93
Semi-skilled workers, Grade II—						
Painters ; bowmen ; greasers ; cleaners and washers ; mason, mates and blacksmith mates, employed in repairing, constructing and maintenance of roads, including workers employed in cutting side drains, scarifying the road surface, metal spreading, loading, unloading and piling of metal, tarring roads and concrete mixing by hand .. ..	1	45	2	28	3	73
Skilled workers—						
Turners ; machinists (iron and steel working) ; machinists (wood working) ; copper-smiths ; plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; core-makers ; pattern-makers ; carpenters, joiners and cabinet-makers ; boat-builders ; saw sharpeners ; machine-knife sharpeners ; sign writers ; polishers (appliers of French polish) ; masons ; launch tindals, drivers ; splicers (rope and sail makers) ; glaziers ; driver mechanics ; oil and steam roller drivers ; shipwrights, body-builders ; hood-makers ; mechanics ; tinkers (motor) ; tinsmiths ; rivetters and caulkers ; crane drivers ; miners (blasters and drillers) and sledgers employed in repairing, constructing and maintenance of roads .. ..	2	0	2	28	4	28
Kanganies .. ..	1	80	2	28	4	08
Watchers .. ..	1	70	2	28	3	98
Trade learners and apprentices—						
First year .. ..	0	50	1	16	1	66
Second year .. ..	0	66	1	26	1	92
Third year .. ..	0	85	1	60	2	45
Fourth year .. ..	1	10	1	75	2	85
<b>(14) Ice and Aerated Waters Manufacturing Trade</b>						
<i>Daily Rates :</i>						
<i>Grade I :</i>						
Kanganies, Head Syrup Makers, Water Filtration Plant Operators, Can Makers, Carpenters, Fillers (Automatic), Checkers .. ..	2	0	2	28	4	28
<i>Grade II :</i>						
Can Repairers, CO <sub>2</sub> Gas Control Men, Asst. Syrup Makers, Syrupers, Crowners, Clean Bottle Examiners, Carbonator Operators, Production Counters, Fillers (Hand), Labelers (Automatic), Bottle Washer off-loaders, any other workers engaged in automatic machines in the production of mineral or aerated waters, Ice Harvestors .. ..	1	65	2	28	3	93

Class of Worker

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

(14) Ice and Aerated Waters Manufacturing Trade (contd.)

Grade III :

Ice Storers, Ice Packers, Ice Loaders, Syrup Room Labourers, Bottle Unpackers, Bottle Sorters or Cleaners, Bottle Washer Loaders, Case Fillers, Bottle Packers, Cleaners or Sweepers, Hand Washers, Case Carriers or Stackers, Stores Labourers, Labellers (Hand), Van Loaders .. ..

1	40	..	2	18	..	3	58
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(15) Match Manufacturing Trade

Daily Rates :

Grade I—

Splint chopping by machine driver ; peeling splints, rims, outside veneers and bottom veneers by machine driver ; sharpening knives and tools by machine driver ; filling frames by machine driver ; dipping of sticks in chemical composition by machine driver ; frictioning by machine driver ; mixing composition for match head by mixer ; paper slitting by machine driver ; the work of an overseer or kangany ; box filling by machine driver :—

(a) Male Workers, 18 years and over ..	2	0	..	1	91	..	3	91
(b) Female Workers, 18 years and over ..	1	64	..	1	81	..	3	45
(c) Young persons, over 14 years, but under 18 years ..	1	25	..	1	46	..	2	71

Grade II—

Cross-cutting by hand ; cross-cutting by machine driver ; splint levelling ; cutting outside, rim and bottom veneers by cutter ; inner box making by machine ; sharpening knives and tools by machine by helper ; paraffining by hand ; emptying frames ; side painting of boxes ; checking filled boxes ; banderolling by machine driver and assistant ; mixing composition for painting sides of boxes outer box making by machine ; feeding boxes by machine for box filling ; dipping sticks in chemical composition by hand :—

(a) Male Workers, 18 years and over ..	1	60	..	1	91	..	3	51
(b) Female Workers, 18 years and over ..	1	32	..	1	81	..	3	13
(c) Young persons over 14 years but under 18 years ..	1	0	..	1	46	..	2	46

Grade III—

The work (in the Match Manufacturing Trade) of all workers not specified in Grade I or Grade II above other than the work of a watcher—

(a) Male Workers, 18 years and over ..	1	40	..	1	81	..	3	21
(b) Female Workers, 18 years and over ..	1	15	..	1	69	..	2	84
(c) Young persons, over 14 years but under 16 years ..	0	70	..	1	21	..	1	91
(d) Young persons, over 16 years but under 18 years ..	0	90	..	1	46	..	2	36

Grade IV—

Watcher ..	1	70	..	1	91	..	3	61
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Month : April, 1964

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(16) Motor Transport Trade</b>					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers .. .. .	100	0	65	42	165 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	65	42	155 42
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	62	92	147 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	65	42	165 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate .. .. .	70	0	60	42	130 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses .. .. .	67	50	65	42	132 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. .. .. .	60	0	61	12	121 12
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	61	12	111 12
Class I Workers : Omnibus checkers or time-keepers .. .. .	60	0	61	12	121 12
Class J Workers : Omnibus Inspectors and omnibus stand supervisors .. .. .	90	0	61	12	151 12
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items .. .. .	45	0	50	92	95 92
<i>Daily Rates :</i>					
Class A worker .. .. .	4	0	2	77	6 77
"  B  " .. .. .	4	0	2	77	6 77
"  C  " .. .. .	3	25	2	77	6 02
"  D  " .. .. .	4	0	2	77	6 77
"  E  " .. .. .	2	75	2	52	5 27
"  F  " .. .. .	2	75	2	77	5 52
"  G  " .. .. .	2	50	2	77	5 27
"  H  " .. .. .	2	25	2	77	5 02
"  K  " .. .. .	1	50	1	91	3 41

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

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

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

Month : April, 1964

Class of Worker

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

(17) Plumbago Trade

Daily Rates :

Worker other than those employed in curing and dressing—

Underground workers—

Basses	..	..	..	3 0	..	1 33	..	4 33
Kanganies	}	..	..	2 50	..	1 33	..	3 83
Loaders								
Onsetters or Donakatarayas								
Overseers								
Shift bosses	..	..	..	2 33	..	1 33	..	3 66
Blasters	}	..	..	2 25	..	1 33	..	3 58
Drillers (hand and machine)								
Shaft drivers								
Stoppers (excavators)								
Timbermen								
Muckers	}	..	..	1 75	..	1 33	..	3 08
Trolleyman								
Unskilled labourers								

Underground and surface workers—

Electricians	}	..	..	2 75	..	1 33	..	4 08
Enginemen								
Fitters								
Hoistmen								
Mechanics								
Pumpmen								
Winchmen								
Checkers	..	..	..	2 50	..	1 33	..	3 83
Electricians (assistants)	}	..	..	1 75	..	1 33	..	3 08
Fitters (assistants)								
Windlassmen (dabare workers)								
Mechanics (assistants)								

Surface workers—

Carpenters	}	..	..	2 75	..	1 33	..	4 08
Masons								
Overseers	..	..	..	2 50	..	1 33	..	3 83
Bakkikarayas or Banksman	}	..	..	2 25	..	1 33	..	3 58
Blacksmiths								
Boilerman								
Drill sharpeners								
Firewood carriers and splitters	..	..	..	1 85	..	1 33	..	3 18
Carters	}	..	..	1 75	..	1 33	..	3 08
Watchers								
Cooks	}	..	..	1 49	..	1 33	..	2 82
Smithy boys								
Unskilled labourers								

Note.—The basic rates given above are applicable to all workers in the above group irrespective of sex or age. However the special allowance (and therefore the total itself) given above applies only to male workers not under 18 years of age. The total minimum wages applicable to female workers not under 18 years of age and workers (irrespective of sex) under 18 years of age will have to be worked out by adding the respective basic rate given above to the special allowance applicable to them. The special allowance are as follows :—

(a) female worker, not under 18 years of age	..	0.98 cents
(b) worker, irrespective of sex, under 18 years of age	..	0.91 cents

Month : April, 1964

Class of Worker	Month : April, 1964		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
<b>(17) Plumbago Trade (contd.)</b>			
Workers employed in curing and dressing—			
(a) As overseers and kanganies ..	2 25	1 53	3 78
(b) On different jobs—			
Male workers not under 18 years ..	1 50	1 53	3 03
Female workers not under 18 years ..	1 25	1 18	2 43
Worker under 18 years ..	0 75	1 11	1 86

**(18) Printing Trade**

*Monthly Rates :*

<b>Class A Workers :</b> Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, process camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists ..	110 0	108 42	218 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	86 92	174 42
<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	76 17	141 17
<b>Class C, Grade II Workers :</b> Platen Machine Minders ..	60 0	70 68	130 68
<b>Class D Workers :</b> Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers ..	50 0	65 42	115 42
<b>Class E Workers :</b> Unskilled workers not under 18 years of age ..	42 0	62 79	104 79
<b>Class F Workers :</b> Unskilled workers under 18 years of age ..	20 0	41 77	61 77
<b>Class G Workers :</b> Watchers ..	44 0	65 42	109 42
Class A—1st year learner ..	33 0	45 72	78 72
„ B „ „ ..	26 0	39 27	65 27
„ C Grade I, 1st year learner ..	24 0	41 42	65 42
„ C Grade II „ „ ..	22 0	39 27	61 27
„ D—1st year learner ..	19 0	37 12	56 12
Class A—2nd year learner ..	44 0	54 82	98 82
„ B „ „ ..	36 0	52 67	88 67
„ C Grade I, 2nd year learner ..	29 0	47 18	76 18
„ C Grade II „ „ ..	27 0	44 55	71 55
„ D—2nd year learner ..	23 0	41 92	64 92
Class A—3rd year learner ..	56 0	63 92	119 92

Month : April, 1964

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(18) Printing Trade—(contd.)</b>						
Class B—3rd year learner ..	49	0	59	62	108	62
„ C Grade I, 3rd year learner ..	36	0	53	17	89	17
„ C Grade II „ „ ..	32	0	49	83	81	83
„ D—3rd year learner ..	28	0	46	72	74	72
Class A—4th year learner ..	71	0	77	32	148	32
„ B „ „ ..	64	0	69	68	133	68
„ C Grade I, 4th year learner ..	44	0	61	79	105	79
„ C Grade II „ „ ..	39	0	57	61	96	61
„ D—4th year learner ..	34	0	53	67	87	67
Class A—5th year learner ..	88	0	91	22	179	22
<b>(19) Rubber Export Trade</b>						
<i>Daily Rates :</i>						
<b>A.—Male workers not under 18 years of age—</b>						
<b>(a) Grade II :</b>						
Workers employed in stripping ; clipping and bark-cutting ; washing and re-smoking moulding rubber ; general labour including moving to presses, weighing machines and other parts of the store ; assembling, wrapping and picking rubber for baling ; pressing, hooping and wire tying ; cutting jute hessian covers ; painting, drying, assembling and marking ; treating jute hessian for special packing ; covering bales with jute hessian and stitching ; laying out bales ; cleaning and sweeping of stores and drains ..	1	40	2	18	3	58
<b>(b) Intermediate Grade :</b>						
Workers employed in weighing ; grading and sorting ; the work of press operators ..	1	60	2	28	3	88
<b>(c) Grade I :</b>						
Workers employed in loading, unloading and carrying bales ; stacking ..	1	80	2	28	4	08
<b>(d) Watchers ..</b>	1	70	2	28	3	98
<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	2	06	3	21
<b>(b) Grade I :</b>						
Workers employed in sorting ..	1	30	2	06	3	36
<b>C.—Workers (irrespective of sex) under 18 years of age</b>						
Over 14 years but under 15 years ..	0	80	1	63	2	43
Over 15 years but under 16 years ..	0	90	1	68	2	58
Over 16 years but under 17 years ..	1	0	1	73	2	73
Over 17 years but under 18 years ..	1	15	1	83	2	98

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
<b>(20) Rubber Growing and Manufacturing Trade</b>					
<i>Daily Rates :</i>					
Male worker not under 16 years ..	1	40	1	27	2 67
Female worker not under 16 years ..	1	30	0	94	2 24
Child worker ..	1	5	0	87	1 92
<b>(21) Tea Export Trade</b>					
<i>Daily Rates :</i>					
<b>A.—Male workers not under 18 years of age—</b>					
<b>(a) Grade II—</b>					
Workers employed in—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wire-tying, scraping out old marks, marking and stencilling, marking and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and re-firing and polishing green tea ..	1	40	2	18	3 58
<b>(b) Intermediate Grade—</b>					
Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..	1	60	2	28	3 88
<b>(c) Grade I—</b>					
Workers employed in—unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and re-stacking and laying out chests and loading for shipping ..	1	80	2	28	4 08
<b>(d) Box makers and repairers ..</b>	1	60	2	28	3 88
<b>(e) Watchers ..</b>	1	70	2	28	3 98
<b>B.—Female workers (not under 18 years of age) ..</b>					
1	15	2	06	3 21	
<b>C.—Workers (irrespective of sex) under 18 years of age—</b>					
Over 14 years but under 15 years ..	0	80	1	63	2 43
Over 15 years but under 16 years ..	0	90	1	68	2 58
Over 16 years but under 17 years ..	1	0	1	73	2 73
Over 17 years but under 18 years ..	1	15	1	83	2 98
<b>(22) Tea Growing and Manufacturing Trade</b>					
<i>Daily Rates :</i>					
Male worker not under 16 years ..	1	25	1	27	2 52
Female worker not under 15 years ..	1	5	0	94	1 99
Child worker ..	0	80	0	87	1 67

Month : April, 1964

Class of Worker

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

(23) Toddy, Arrack and Vinegar Trade

Monthly Rates :

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

Daily Rates :

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

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 April, 1964, to workers in the Baking Trade**

No. of Days	Class A	Class B	Class C	No. of Days
<i>Normal working days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working days</i>
½	2 57	2 19	1 61	½
1	5 14	4 38	3 22	1
2	10 28	8 75	6 44	2
3	15 43	13 13	9 67	3
4	20 57	17 50	12 89	4
5	25 71	21 88	16 11	5
6	30 85	26 25	19 33	6
7	36 00	30 63	22 55	7
8	41 14	35 00	25 78	8
9	46 28	39 38	29 00	9
10	51 42	43 75	32 22	10
11	56 57	48 13	35 44	11
12	61 71	52 50	38 66	12
13	66 85	56 88	41 88	13
14	71 99	61 25	45 11	14
15	77 13	65 63	48 33	15
16	82 28	70 00	51 55	16
17	87 42	74 38	54 77	17
18	92 56	78 75	57 99	18
19	97 70	83 13	61 22	19
20	102 85	87 50	64 44	20
21	107 99	91 88	67 66	21
22	113 13	96 25	70 88	22
23	118 27	100 63	74 10	23
24	123 42	105 00	77 33	24
25	128 56	109 38	80 55	25
26	133 70	113 75	83 77	26
<b>Extra payment for work done on weekly holidays.</b>				
1	5 35	4 55	3 35	1
2	10 70	9 10	6 70	2
3	16 05	13 65	10 05	3
4	21 40	18 20	13 40	4

\* 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. 3 of part II of the Wages Boards decisions.

3. The amounts shown as payable for different days up to 26 days are wages payable for working that number of normal working days other than weekly holidays. If the number of days worked includes weekly holidays, the amounts payable have to be computed by reckoning separately the wages payable for the number of normal working days worked and the extra remuneration due for work on the number of weekly holidays.

### APPENDIX III

Ready Reckoner showing the Minimum Wages payable for the  
number of days worked during April, 1964, to workers in  
the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I	Rs. c.	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	1 79	1 64	1 54	1 96½	2 04	2 14	½
1	3 58	3 28	3 08	3 93	4 08	4 28	1
2	7 16	6 56	6 16	7 86	8 16	8 56	2
3	10 74	9 84	9 24	11 79	12 24	12 84	3
4	14 32	13 12	12 32	15 72	16 32	17 12	4
5	17 90	16 40	15 40	19 65	20 40	21 40	5
6	21 48	19 68	18 48	23 58	24 48	25 68	6
7	25 06	22 96	21 56	27 51	28 56	29 96	7
8	28 64	26 24	24 64	31 44	32 64	34 24	8
9	32 22	29 52	27 72	35 37	36 72	38 52	9
10	35 80	32 80	30 80	39 30	40 80	42 80	10
11	39 38	36 08	33 88	43 23	44 88	47 08	11
12	42 96	39 36	36 96	47 16	48 96	51 36	12
13	46 54	42 64	40 04	51 09	53 04	55 64	13
14	50 12	45 92	43 12	55 02	57 12	59 92	14
15	53 70	49 20	46 20	58 95	61 20	64 20	15
16	57 28	52 48	49 28	62 88	65 28	68 48	16
17	60 86	55 76	52 36	66 81	69 36	72 76	17
18	64 44	59 04	55 44	70 74	73 44	77 04	18
19	68 02	62 32	58 52	74 67	77 52	81 32	19
20	71 60	65 60	61 60	78 60	81 60	85 60	20
21	75 18	68 88	64 68	82 53	85 68	89 88	21
22	78 76	72 16	67 76	86 46	89 76	94 16	22
23	82 34	75 44	70 84	90 39	93 84	98 44	23
24	85 92	78 72	73 92	94 32	97 92	102 72	24
25	89 50	82 00	77 00	98 25	102 00	107 00	25
26	93 08	85 28	80 08	102 18	106 08	111 28	26
<i>Sunday work</i>							<i>Sunday work</i>
1	5 37	4 92	4 62	5 90	6 12	6 42	1
2	10 74	9 84	9 24	11 80	12 24	12 84	2
3	16 11	14 76	13 86	17 70	18 36	19 26	3
4	21 48	19 68	18 48	23 60	24 48	25 68	4

"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.

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

## APPENDIX IV

\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1964, to workers in the Cinema Trade

### Outside the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Semi-Skilled Grade II	Semi-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 79	1 90½	2 07½	2 34½	1 92½	2 07½	3 32½	½
1	3 58	3 81	4 15	4 69	3 85	4 15	6 65	1
2	7 16	7 63	8 31	9 38	7 69	8 31	13 31	2
3	10 74	11 44	12 46	14 07	11 54	12 46	19 96	3
4	14 32	15 26	16 61	18 77	15 38	16 62	26 62	4
5	17 90	19 07	20 77	23 46	19 23	20 77	33 27	5
6	21 48	22 88	24 92	28 15	23 08	24 92	39 92	6
7	25 05	26 70	29 07	32 84	26 92	29 08	46 58	7
8	28 63	30 51	33 22	37 53	30 77	33 23	53 23	8
9	32 21	34 32	37 38	42 22	34 62	37 38	59 88	9
10	35 79	38 14	41 53	46 92	38 46	41 54	66 54	10
11	39 37	41 95	45 68	51 61	42 31	45 69	73 19	11
12	42 95	45 77	49 84	56 30	46 15	49 85	79 85	12
13	46 53	49 58	53 99	60 99	50 00	54 00	86 50	13
14	50 11	53 39	58 14	65 68	53 85	58 15	93 15	14
15	53 69	57 21	62 30	70 37	57 69	62 31	99 81	15
16	57 27	61 02	66 45	75 06	61 54	66 46	106 46	16
17	60 85	64 84	70 60	79 76	65 38	70 62	113 12	17
18	64 43	68 64	74 76	84 45	69 23	74 77	119 77	18
19	68 01	72 46	78 91	89 14	73 08	78 92	126 42	19
20	71 58	76 28	83 06	93 83	76 92	83 08	133 08	20
21	75 16	80 09	87 21	98 52	80 77	87 23	139 73	21
22	78 74	83 90	91 37	103 21	84 62	91 38	146 38	22
23	82 32	87 72	95 52	107 91	88 46	95 54	153 04	23
24	85 90	91 53	99 67	112 60	92 31	99 69	159 69	24
25	89 48	95 35	103 83	117 29	96 15	103 85	166 35	25
26	93 06	99 16	107 98	121 98	100 00	108 00	173 00	26
27	98 64	105 11	114 46	129 30	106 00	114 48	183 38	27
28	104 22	111 06	120 94	136 62	112 00	120 96	193 76	28
29	109 80	117 01	127 42	143 94	118 00	127 44	204 14	29
30	115 38	122 96	133 90	151 26	124 00	133 92	214 52	30

\* The amounts shown as payable for different number of days in this ready reckoner have been arrived taking the difference between the number of days shown and the minimum number of days to be worked 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 IV—(contd.)**

**\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1964, to workers in the Cinema Trade**

*Within the Municipal Areas*

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Semi-Skilled Grade II	Semi-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 79	1 97½	2 23	2 44	2 02	2 17½	3 32½	½
1	3 58	3 93	4 46	4 88	4 04	4 35	6 65	1
2	7 16	7 86	8 92	9 77	8 08	8 69	13 31	2
3	10 74	11 79	13 38	14 65	12 12	13 04	19 96	3
4	14 32	15 72	17 84	19 54	16 15	17 38	26 62	4
5	17 90	19 65	22 30	24 42	20 19	21 73	33 27	5
6	21 48	23 58	26 76	29 30	24 23	26 08	39 92	6
7	25 05	27 50	31 23	34 19	28 27	30 42	46 58	7
8	28 63	31 43	35 69	39 07	32 31	34 77	53 23	8
9	32 21	35 36	40 15	43 95	36 35	39 12	59 88	9
10	35 79	39 29	44 61	48 84	40 38	43 46	66 54	10
11	39 37	43 22	49 07	53 72	44 42	47 81	73 19	11
12	42 95	47 15	53 53	58 61	48 46	52 15	79 85	12
13	46 53	51 08	57 99	63 49	52 50	56 50	86 50	13
14	50 11	55 01	62 45	68 37	56 54	60 85	93 15	14
15	53 69	58 94	66 91	73 26	60 58	65 19	99 81	15
16	57 27	62 87	71 37	78 14	64 62	69 54	106 46	16
17	60 85	66 80	75 83	83 03	68 65	73 88	113 12	17
18	64 43	70 73	80 29	87 91	72 69	78 23	119 77	18
19	68 01	74 66	84 75	92 79	76 73	82 58	126 42	19
20	71 58	78 58	89 22	97 68	80 77	86 92	133 08	20
21	75 16	82 51	93 68	102 56	84 81	91 27	139 73	21
22	78 74	86 44	98 14	107 44	88 85	95 62	146 38	22
23	82 32	90 37	102 60	112 33	92 88	99 96	153 04	23
24	85 90	94 30	107 06	117 21	96 92	104 31	159 69	24
25	89 48	98 23	111 52	122 10	100 96	108 65	166 35	25
26	93 06	102 16	115 98	126 98	105 00	113 00	173 00	26
27	98 64	108 29	122 94	134 60	111 30	119 78	183 38	27
28	104 22	114 42	129 90	142 22	117 60	126 56	193 76	28
29	109 80	120 55	136 86	149 84	123 90	133 34	204 14	29
30	115 38	126 68	143 82	157 46	130 20	140 12	214 52	30

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

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

## APPENDIX V

Ready Reckoner showing the Basis Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 1964, 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	
<i>Normal Working days</i>	Rs. e.	Rs. c.	Rs. c.	Rs. e.	Rs. c.	Rs. e.	Rs. e.	Rs. c.	Rs. e.	<i>Normal working days</i>
1	0 55	0 63½	1 18½	0 45	0 47	0 92	0 32½	0 43½	0 76	1
2	1 10	1 27	2 37	0 90	0 94	1 84	0 65	0 87	1 52	2
3	2 20	2 54	4 74	1 80	1 88	3 68	1 30	1 74	3 04	3
4	3 30	3 81	7 11	2 70	2 82	5 52	1 95	2 61	4 56	4
5	4 40	5 08	9 48	3 60	3 76	7 36	2 60	3 48	6 08	5
6	5 50	6 35	11 85	4 50	4 70	9 20	3 25	4 35	7 60	6
7	6 60	7 62	14 22	5 40	5 64	11 04	3 90	5 22	9 12	7
8	7 70	8 89	16 59	6 30	6 58	12 88	4 55	6 09	10 64	8
9	8 80	10 16	18 96	7 20	7 52	14 72	5 20	6 96	12 16	9
10	9 90	11 43	21 33	8 10	8 46	16 56	5 85	7 83	13 68	10
11	11 00	12 70	23 70	9 00	9 40	18 40	6 50	8 70	15 20	11
12	12 10	13 97	26 07	9 90	10 34	20 24	7 15	9 57	16 72	12
13	13 20	15 24	28 44	10 80	11 28	22 03	7 80	10 44	18 24	13
14	14 30	16 51	30 81	11 70	12 22	23 92	8 45	11 31	19 76	14
15	15 40	17 78	33 18	12 60	13 16	25 76	9 10	12 18	21 28	15
16	16 50	19 05	35 55	13 50	14 10	27 60	9 75	13 05	22 80	16
17	17 60	20 32	37 92	14 40	15 04	29 44	10 40	13 92	24 32	17
18	18 70	21 59	40 29	15 30	15 98	31 28	11 05	14 79	25 84	18
19	19 80	22 86	42 66	16 20	16 92	33 12	11 70	15 66	27 36	19
20	20 90	24 13	45 03	17 10	17 86	34 96	12 35	16 53	28 88	20
21	22 00	25 40	47 40	18 00	18 80	36 80	13 00	17 40	30 40	21
22	23 10	26 67	49 77	18 90	19 74	38 64	13 65	18 27	31 92	22
23	24 20	27 94	52 14	19 80	20 68	40 48	14 30	19 14	33 44	23
24	25 30	29 21	54 51	20 70	21 62	42 32	14 95	20 01	34 96	24
25	26 40	30 48	56 88	21 60	22 56	44 16	15 60	20 88	36 48	25
26	27 50	31 75	59 25	22 50	23 50	46 00	16 25	21 75	38 00	26
27	28 60	33 02	61 62	23 40	24 44	47 84	16 90	22 62	39 52	27
<i>Sunday work</i>										<i>Sunday work</i>
1			3 56			2 76			2 28	1
2			7 12			5 52			4 56	2
3			10 68			8 28			6 84	3
4			14 24			11 04			9 12	4

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

\* Note 2.—A "child worker" means a male worker under 16 years of age or a female worker under 15 years of age.

**APPENDIX VI**

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1964, 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	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 33½	1 26	0 99½	0 83½	1 96	1 76	1 44½	1 41	½
1	2 67	2 52	1 99	1 67	3 92	3 52	2 89	2 82	1
2	5 34	5 04	3 98	3 34	7 84	7 04	5 78	5 64	2
3	8 01	7 56	5 97	5 01	11 76	10 56	8 67	8 46	3
4	10 68	10 08	7 96	6 68	15 68	14 08	11 56	11 28	4
5	13 35	12 60	9 95	8 35	19 60	17 60	14 45	14 10	5
6	16 02	15 12	11 94	10 02	23 52	21 12	17 34	16 92	6
7	18 69	17 64	13 93	11 69	27 44	24 64	20 23	19 74	7
8	21 36	20 16	15 92	13 36	31 36	28 16	23 12	22 56	8
9	24 03	22 68	17 91	15 03	35 28	31 68	26 01	25 38	9
10	26 70	25 20	19 90	16 70	39 20	35 20	28 90	28 20	10
11	29 37	27 72	21 89	18 37	43 12	38 72	31 79	31 02	11
12	32 04	30 24	23 88	20 04	47 04	42 24	34 68	33 84	12
13	34 71	32 76	25 87	21 71	50 96	45 76	37 57	36 66	13
14	37 38	35 28	27 86	23 38	54 88	49 28	40 46	39 48	14
15	40 05	37 80	29 85	25 05	58 80	52 80	43 35	42 30	15
16	42 72	40 32	31 84	26 72	62 72	56 32	46 24	45 12	16
17	45 39	42 84	33 83	28 39	66 64	59 84	49 13	47 94	17
18	48 06	45 36	35 82	30 06	70 56	63 36	52 02	50 76	18
19	50 73	47 88	37 81	31 73	74 48	66 88	54 91	53 58	19
20	53 40	50 40	39 80	33 40	78 40	70 40	57 80	56 40	20
21	56 07	52 92	41 79	35 07	82 32	73 92	60 69	59 22	21
22	58 74	55 44	43 78	36 74	86 24	77 44	63 58	62 04	22
23	61 41	57 96	45 77	38 41	90 16	80 96	66 47	64 86	23
24	64 08	60 48	47 76	40 08	94 08	84 48	69 36	67 68	24
25	66 75	63 00	49 75	41 75	98 00	88 00	72 25	70 50	25
26	69 42	65 52	51 74	43 42	101 92	91 52	75 14	73 32	26
Sunday work									Sunday work
1	4 00	3 78	2 98	2 50	5 88	5 28	4 34	4 23	1
2	8 00	7 56	5 96	5 00	11 76	10 56	8 68	8 46	2
3	12 00	11 34	8 94	7 50	17 64	15 84	13 02	12 69	3
4	16 00	15 12	11 92	10 00	23 52	21 12	17 36	16 92	4

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

Note 2.—“Male” refers to male workers not under 18 years of age. “Female” to female workers not under 18 years of age and “Young Persons” to workers under 18 years of age in the Coconut Manufacturing Trade. In the Coconut Growing Trade, “Male”, “Female” and “Child Worker” refers to male workers not under 16 years of age; Female workers not under 15 years of age and Young Persons to male workers under 16 years of age and female workers under 15 years of age respectively.

**APPENDIX VII**

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1964, to workers in the Engineering Trade

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

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

2. Watchers governed by the decision of the Wages Board for the Engineering Trade are not entitled to enhanced rate of wages for work done on any Sunday merely by virtue of the fact that they worked on such Sunday.

3. Workers in the Engineering trade engaged on work outside the business premises of the employer for periods exceeding 12 days will not be entitled to the enhanced rate for Sunday work during that period.

### APPENDIX VIII

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1964, to workers in the Match Manufacturing Trade**

No. of Days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons Over 14 Under 18 Years	Adults		Young Persons Over 14 Under 18 Years	Adults		Young Persons		Watchers	
	Male	Fe- male		Male	Fe- male		Male	Fe- male	Over 14 Under 17 Years	Over 17 Under 18 Years		
			Rs. e.			Rs. c.					Rs. e.	
<i>Normal Working days</i>												<i>Normal working days</i>
1/2	1 95½	1 72½	1 35½	1 75½	1 56½	1 23	1 60½	1 42	0 95½	1 18	1 80½	1/2
1	3 91	3 45	2 71	3 51	3 13	2 46	3 21	2 84	1 91	2 36	3 61	1
2	7 82	6 90	5 42	7 02	6 26	4 92	6 42	5 68	3 82	4 72	7 22	2
3	11 73	10 35	8 13	10 53	9 39	7 38	9 63	8 52	5 73	7 08	10 83	3
4	15 64	13 80	10 84	14 04	12 52	9 84	12 84	11 36	7 64	9 44	14 44	4
5	19 55	17 25	13 55	17 55	15 65	12 30	16 05	14 20	9 55	11 80	18 05	5
6	23 46	20 70	16 26	21 06	18 78	14 76	19 26	17 04	11 46	14 16	21 66	6
7	27 37	24 15	18 97	24 57	21 91	17 22	22 47	19 88	13 37	16 52	25 27	7
8	31 28	27 60	21 68	28 08	25 04	19 68	25 68	22 72	15 28	18 88	28 88	8
9	35 19	31 05	24 39	31 59	28 17	22 14	28 89	25 56	17 19	21 24	32 49	9
10	39 10	34 50	27 10	35 10	31 30	24 60	32 10	28 40	19 10	23 60	36 10	10
11	43 01	37 95	29 81	38 61	34 43	27 06	35 31	31 24	21 01	25 96	39 71	11
12	46 92	41 40	32 52	42 12	37 56	29 52	38 52	34 08	22 92	28 32	43 32	12
13	50 83	44 85	35 23	45 63	40 69	31 98	41 73	36 92	24 83	30 68	46 93	13
14	54 74	48 30	37 94	49 14	43 82	34 44	44 94	39 76	26 74	33 04	50 54	14
15	58 65	51 75	40 65	52 65	46 95	36 90	48 15	42 60	28 65	35 40	54 15	15
16	62 56	55 20	43 36	56 16	50 08	39 36	51 36	45 44	30 56	37 76	57 76	16
17	66 47	58 65	46 07	59 67	53 21	41 82	54 57	48 28	32 47	40 12	61 37	17
18	70 38	62 10	48 78	63 18	56 34	44 28	57 78	51 12	34 38	42 48	64 98	18
19	74 29	65 55	51 49	66 69	59 47	46 74	60 99	53 96	36 29	44 84	68 59	19
20	78 20	69 00	54 20	70 20	62 60	49 20	64 20	56 80	38 20	47 20	72 20	20
21	82 11	72 45	56 91	73 71	65 73	51 66	67 41	59 64	40 11	49 56	75 81	21
22	86 02	75 90	59 62	77 22	68 86	54 12	70 62	62 48	42 02	51 92	79 42	22
23	89 93	79 35	62 33	80 73	71 99	56 58	73 83	65 32	43 93	54 28	83 03	23
24	93 84	82 80	65 04	84 24	75 12	59 04	77 04	68 16	45 84	56 64	86 64	24
25	97 75	86 25	67 75	87 75	78 25	61 50	80 25	71 00	47 75	59 00	90 25	25
26	101 66	89 70	70 46	91 26	81 38	63 96	83 46	73 84	49 66	61 36	93 86	26
<i>Sunday Work</i>												<i>Sunday Work</i>
1	5 87	5 18	4 07	5 27	4 70	3 69	4 82	4 26	2 87	3 54	5 42	1
2	11 74	10 36	8 14	10 54	9 40	7 38	9 64	8 52	5 74	7 08	10 84	2
3	17 61	15 54	12 21	15 81	14 10	11 07	14 46	12 78	8 61	10 62	16 26	3
4	23 48	20 72	16 28	21 08	18 80	14 76	19 28	17 04	11 48	14 16	21 68	4

\* The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

## APPENDIX IX

**Ready Reckoner showing the Minimum Wages payable for the  
number of days worked during April, 1964, to Monthly-paid workers**

### in the Motor Transport Trade

<i>No. of Days</i>	<i>Class A</i>	<i>Class</i>	<i>Class</i>	<i>Class</i>	<i>Class</i>	<i>Class G</i>	<i>Class</i>	<i>Class</i>	<i>Class</i>	<i>No. of Days</i>
	<i>Class D</i>	<i>B</i>	<i>C</i>	<i>E</i>	<i>F</i>	<i>Class I</i>	<i>H</i>	<i>J</i>	<i>K</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
<b>½</b>	3 18	2 99	2 84½	2 51	2 55½	2 33	2 13½	2 90½	1 84½	<b>½</b>
<b>1</b>	6 36	5 98	5 69	5 02	5 11	4 66	4 27	5 81	3 69	<b>1</b>
<b>2</b>	12 72	11 96	11 38	10 03	10 22	9 32	8 55	11 62	7 38	<b>2</b>
<b>3</b>	19 09	17 93	17 07	15 05	15 34	13 98	12 82	17 44	11 07	<b>3</b>
<b>4</b>	25 45	23 91	22 76	20 06	20 45	18 63	17 10	23 25	14 76	<b>4</b>
<b>5</b>	31 81	29 89	28 45	25 08	25 56	23 29	21 37	29 06	18 45	<b>5</b>
<b>6</b>	38 17	35 87	34 14	30 10	30 67	27 95	25 64	34 87	22 14	<b>6</b>
<b>7</b>	44 54	41 84	39 82	35 11	35 79	32 61	29 92	40 69	25 82	<b>7</b>
<b>8</b>	50 90	47 82	45 51	40 13	40 90	37 27	34 19	46 50	29 51	<b>8</b>
<b>9</b>	57 26	53 80	51 20	45 15	46 01	41 93	38 46	52 31	33 20	<b>9</b>
<b>10</b>	63 62	59 78	56 89	50 16	51 12	46 58	42 74	58 12	36 89	<b>10</b>
<b>11</b>	69 99	65 75	62 58	55 18	56 24	51 24	47 01	63 94	40 58	<b>11</b>
<b>12</b>	76 35	71 73	68 27	60 19	61 35	55 90	51 29	69 75	44 27	<b>12</b>
<b>13</b>	82 71	77 71	73 96	65 21	66 46	60 56	55 56	75 56	47 96	<b>13</b>
<b>14</b>	89 07	83 69	79 65	70 23	71 57	65 22	59 83	81 37	51 65	<b>14</b>
<b>15</b>	95 43	89 67	85 34	75 24	76 68	69 88	64 11	87 18	55 34	<b>15</b>
<b>16</b>	101 80	95 64	91 03	80 26	81 80	74 54	68 38	93 00	59 03	<b>16</b>
<b>17</b>	108 16	101 62	96 72	85 27	86 91	79 19	72 66	98 81	62 72	<b>17</b>
<b>18</b>	114 52	107 60	102 41	90 29	92 02	83 85	76 93	104 62	66 41	<b>18</b>
<b>19</b>	120 88	113 58	108 10	95 31	97 13	88 51	81 20	110 43	70 10	<b>19</b>
<b>20</b>	127 25	119 55	113 78	100 32	102 25	93 17	85 48	116 25	73 78	<b>20</b>
<b>21</b>	133 61	125 53	119 47	105 34	107 36	97 83	89 75	122 06	77 47	<b>21</b>
<b>22</b>	139 97	131 51	125 16	110 36	112 47	102 49	94 02	127 87	81 16	<b>22</b>
<b>23</b>	146 33	137 49	130 85	115 37	117 58	107 14	98 30	133 68	84 85	<b>23</b>
<b>24</b>	152 70	143 46	136 54	120 39	122 70	111 80	102 57	139 50	88 54	<b>24</b>
<b>25</b>	159 06	149 44	142 23	125 40	127 81	116 46	106 85	145 31	92 23	<b>25</b>
<b>26</b>	165 42	155 42	147 92	130 42	132 92	121 12	111 12	151 12	95 92	<b>26</b>
<b>27</b>	175 35	164 75	156 80	138 25	140 90	128 39	117 79	160 19	101 68	<b>27</b>
<b>28</b>	185 28	174 08	165 68	146 08	148 88	135 66	124 46	169 26	107 44	<b>28</b>
<b>29</b>	195 21	183 41	174 56	153 91	156 86	142 93	131 13	178 33	113 20	<b>29</b>
<b>30</b>	205 14	192 74	183 44	161 74	164 84	150 20	137 80	187 40	118 96	<b>30</b>

## APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number  
of days worked during April, 1964, to Daily-paid workers in  
the Motor Transport Trade

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.		Rs. c.				
½	3 38½	3 01	2 63½	2 76	2 51	1 70½	½
1	6 77	6 02	5 27	5 52	5 02	3 41	1
2	13 54	12 04	10 54	11 04	10 04	6 82	2
3	20 31	18 06	15 81	16 56	15 06	10 23	3
4	27 08	24 08	21 08	22 08	20 08	13 64	4
5	33 85	30 10	26 35	27 60	25 10	17 05	5
6	40 62	36 12	31 62	33 12	30 12	20 46	6
7	47 39	42 14	36 89	38 64	35 14	23 87	7
8	54 16	48 16	42 16	44 16	40 16	27 28	8
9	60 93	54 18	47 43	49 68	45 18	30 69	9
10	67 70	60 20	52 70	55 20	50 20	34 10	10
11	74 47	66 22	57 97	60 72	55 22	37 51	11
12	81 24	72 24	63 24	66 24	60 24	40 92	12
13	88 01	78 26	68 51	71 76	65 26	44 33	13
14	94 78	84 28	73 78	77 28	70 28	47 74	14
15	101 55	90 30	79 05	82 80	75 30	51 15	15
16	108 32	96 32	84 32	88 32	80 32	54 56	16
17	115 09	102 34	89 59	93 84	85 34	57 97	17
18	121 86	108 36	94 86	99 36	90 36	61 38	18
19	128 63	114 38	100 13	104 88	95 38	64 79	19
20	135 40	120 40	105 40	110 40	100 40	68 20	20
21	142 17	126 42	110 67	115 92	105 42	71 61	21
22	148 94	132 44	115 94	121 44	110 44	75 02	22
23	155 71	138 46	121 21	126 96	115 46	78 43	23
24	162 48	144 48	126 48	132 48	120 48	81 84	24
25	169 25	150 50	131 75	138 00	125 50	85 25	25
26	176 02	156 52	137 02	143 52	130 52	88 66	26
27	182 79	162 54	142 29	149 04	135 54	92 07	27
28	189 56	168 56	147 56	154 56	140 56	95 48	28
29	196 33	174 58	152 83	160 08	145 58	98 89	29
30	203 10	180 60	158 10	165 60	150 60	102 30	30

## APPENDIX XI

**\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1964 to workers in the Printing Trade**

No. of Days	<i>Workers other than Apprentices</i>								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 20	3 35½	2 71½	2 51½	2 22	2 01½	1 19	2 10½	½
1	8 40	6 71	5 43	5 03	4 44	4 03	2 38	4 21	1
2	16 80	13 42	10 86	10 05	8 88	8 06	4 75	8 42	2
3	25 20	20 13	16 29	15 08	13 32	12 09	7 13	12 63	3
4	33 60	26 83	21 72	20 10	17 76	16 12	9 50	16 83	4
5	42 00	33 54	27 15	25 13	22 20	20 15	11 88	21 04	5
6	50 40	40 25	32 58	30 16	26 64	24 18	14 25	25 25	6
7	58 81	46 96	38 01	35 18	31 07	28 21	16 63	29 46	7
8	67 21	53 67	43 44	40 21	35 51	32 24	19 01	33 67	8
9	75 61	60 38	48 87	45 24	39 95	36 27	21 38	37 88	9
10	84 01	67 08	54 30	50 26	44 39	40 30	23 76	42 08	10
11	92 41	73 79	59 73	55 29	48 83	44 33	26 13	46 29	11
12	100 81	80 50	65 16	60 31	53 27	48 36	28 51	50 50	12
13	109 21	87 21	70 58	65 34	57 71	52 40	30 88	54 71	13
14	117 61	93 92	76 01	70 37	62 15	56 43	33 26	58 92	14
15	126 01	100 63	81 44	75 39	66 59	60 46	35 64	63 13	15
16	134 41	107 34	86 87	80 42	71 03	64 49	38 01	67 34	16
17	142 81	114 04	92 30	85 44	75 47	68 52	40 39	71 54	17
18	151 21	120 75	97 73	90 47	79 91	72 55	42 76	75 75	18
19	159 61	127 46	103 16	95 50	84 35	76 58	45 14	79 96	19
20	168 02	134 17	108 59	100 52	88 78	80 61	47 52	84 17	20
21	176 42	140 88	114 02	105 55	93 22	84 64	49 89	88 38	21
22	184 82	147 59	119 45	110 58	97 66	88 67	52 27	92 59	22
23	193 22	154 29	124 88	115 60	102 10	92 70	54 64	96 79	23
24	201 62	161 00	130 31	120 63	106 54	96 73	57 02	101 00	24
25	210 02	167 71	135 74	125 65	110 98	100 76	59 39	105 21	25
26	218 42	174 42	141 17	130 68	115 42	104 79	61 77	109 42	26
27	235 89	188 37	152 46	141 13	124 65	113 17	66 71	118 17	27
28	253 36	202 32	163 75	151 58	133 88	121 55	71 65	126 92	28
29	270 83	216 27	175 04	162 03	143 11	129 93	76 59	135 67	29
30	288 30	230 22	186 33	172 48	152 34	138 31	81 53	144 42	30
<b>Extra Payment for work done on Sundays</b>									
1	7 28	5 81	4 71	4 36	3 85	3 49	2 06	3 65	1
2	14 56	11 62	9 42	8 72	7 70	6 98	4 12	7 30	2
3	21 84	17 43	14 13	13 08	11 55	10 47	6 18	10 95	3
4	29 12	23 24	18 84	17 44	15 40	13 96	8 24	14 60	4

\* 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 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.

3. The information shown for the number of days in excess of 26 is applicable to workers engaged in the production and distribution of a daily newspaper. The information shown as extra payment for Sunday work is applicable for all other workers.

**APPENDIX XI—(contd.)**

**\*Ready Reckoner showing the Minimum wages payable for the number of days worked during April, 1964, 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 51½	1 90	2 30½	2 85	3 44½	1 25½	1 70½	2 09	2 57	½
1	3 03	3 80	4 61	5 70	6 89	2 51	3 41	4 18	5 14	1
2	6 06	7 60	9 22	11 41	13 79	5 02	6 82	8 36	10 28	2
3	9 08	11 40	13 84	17 11	20 68	7 53	10 23	12 53	15 42	3
4	12 11	15 20	18 45	22 82	27 57	10 04	13 64	16 71	20 57	4
5	15 14	19 00	23 06	28 52	34 47	12 55	17 05	20 89	25 71	5
6	18 17	22 80	27 67	34 23	41 36	15 06	20 46	25 07	30 85	6
7	21 19	26 61	32 29	39 93	48 25	17 57	23 87	29 24	35 99	7
8	24 22	30 41	36 90	45 64	55 14	20 08	27 28	33 42	41 13	8
9	27 25	34 21	41 51	51 34	62 04	22 59	30 69	37 60	46 27	9
10	30 28	38 01	46 12	57 05	68 93	25 10	34 10	41 78	51 42	10
11	33 30	41 81	50 74	62 75	75 82	27 61	37 51	45 95	56 56	11
12	36 33	45 61	55 35	68 46	82 72	30 12	40 92	50 13	61 70	12
13	39 36	49 41	59 96	74 16	89 61	32 64	44 34	54 31	66 84	13
14	42 39	53 21	64 57	79 86	96 50	35 15	47 75	58 49	71 98	14
15	45 42	57 01	69 18	85 57	103 40	37 66	51 16	62 67	77 12	15
16	48 44	60 81	73 80	91 27	110 29	40 17	54 57	66 84	82 26	16
17	51 47	64 61	78 41	96 98	117 18	42 68	57 98	71 02	87 41	17
18	54 50	68 41	83 02	102 68	124 08	45 19	61 39	75 20	92 55	18
19	57 53	72 21	87 63	108 39	130 97	47 70	64 80	79 38	97 69	19
20	60 55	76 02	92 25	114 09	137 86	50 21	68 21	83 55	102 83	20
21	63 58	79 82	96 86	119 80	144 75	52 72	71 62	87 73	107 97	21
22	66 61	83 62	101 47	125 50	151 65	55 23	75 03	91 91	113 11	22
23	69 64	87 42	106 08	131 21	158 54	57 74	78 44	96 09	118 26	23
24	72 66	91 22	110 70	136 91	165 43	60 25	81 85	100 26	123 40	24
25	75 69	95 02	115 31	142 62	172 33	62 76	85 26	104 44	128 54	25
26	78 72	98 82	119 92	148 32	179 22	65 27	88 67	108 62	133 68	26
27	85 02	106 73	129 51	160 19	193 56	70 49	95 76	117 31	144 37	27
28	91 32	114 64	139 10	172 06	207 90	75 71	102 85	126 00	155 06	28
29	97 62	122 55	148 69	183 93	222 24	80 93	109 94	134 69	165 75	29
30	103 92	130 46	158 28	195 80	236 58	86 15	117 03	143 38	176 44	30
<b>Extra Payment for work done on Sundays</b>										
1	2 62	3 29	4 00	4 94	5 97	2 18	2 96	3 62	4 46	1
2	5 24	6 58	8 00	9 88	11 94	4 36	5 92	7 24	8 92	2
3	7 86	9 87	12 00	14 82	17 91	6 54	8 88	10 86	13 38	3
4	10 48	13 16	16 00	19 76	23 88	8 72	11 84	14 48	17 84	4

(For footnotes see page 221)

**APPENDIX XI—(contd.)**

**\* Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1964, 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 26	1 46½	1 71½	2 03½	1 18	1 37½	1 57½	1 86	1/2
1	2 52	2 93	3 43	4 07	2 36	2 75	3 15	3 72	1
2	5 03	5 86	6 8	8 14	4 71	5 50	6 29	7 43	2
3	7 55	8 79	10 29	12 21	7 07	8 26	9 44	11 15	3
4	10 06	11 72	13 72	16 28	9 43	11 01	12 59	14 86	4
5	12 58	14 65	17 15	20 34	11 78	13 76	15 74	18 58	5
6	15 10	17 58	20 58	24 41	14 14	16 51	18 88	22 29	6
7	17 61	20 51	24 01	28 48	16 50	19 26	22 03	26 01	7
8	20 13	23 44	27 44	32 55	18 85	22 02	25 18	29 73	8
9	22 65	26 37	30 87	36 62	21 21	24 77	28 33	33 44	9
10	25 16	29 30	34 30	40 69	23 57	27 52	31 47	37 16	10
11	27 68	32 23	37 73	44 76	25 92	30 27	34 62	40 87	11
12	30 19	35 16	41 16	48 83	28 28	33 02	37 77	44 59	12
13	32 71	38 09	44 58	52 89	30 63	35 77	40 92	48 30	13
14	35 23	41 02	48 01	56 96	32 99	38 53	44 06	52 02	14
15	37 74	43 95	51 44	61 03	35 35	41 28	47 21	55 74	15
16	40 26	46 88	54 87	65 10	37 70	44 03	50 36	59 45	16
17	42 77	49 81	58 30	69 17	40 06	46 78	53 50	63 17	17
18	45 29	52 74	61 73	73 24	42 42	49 53	56 65	66 88	18
19	47 81	55 67	65 16	77 31	44 77	52 29	59 80	70 60	19
20	50 32	58 60	68 59	81 38	47 13	55 04	62 95	74 32	20
21	52 84	61 53	72 02	85 45	49 49	57 79	66 09	78 03	21
22	55 36	64 46	75 45	89 51	51 84	60 54	69 24	81 75	22
23	57 87	67 39	78 88	93 58	54 20	63 29	72 39	85 46	23
24	60 39	70 32	82 31	97 65	56 56	66 05	75 54	89 18	24
25	62 90	73 25	85 74	101 72	58 91	68 80	78 68	92 89	25
26	65 42	76 18	89 17	105 79	61 27	71 55	81 83	96 61	26
27	70 65	82 27	96 30	114 25	66 17	77 27	88 88	104 34	27
28	75 88	88 36	103 43	122 71	71 07	82 99	94 93	112 07	28
29	81 11	94 45	110 56	131 17	75 97	88 71	101 48	119 80	29
30	86 34	100 54	117 69	139 63	80 87	94 43	108 03	127 53	30

  

Extra Payment for work done on Sundays									
1	2 18	2 54	2 97	3 53	2 04	2 39	2 73	3 22	1
2	4 36	5 08	5 94	7 06	4 08	4 78	5 46	6 44	2
3	6 54	7 62	8 91	10 59	6 12	7 17	8 19	9 66	3
4	8 72	10 16	11 88	14 12	8 16	9 56	10 92	12 88	4

(For footnotes see page 221)

**APPENDIX XI—(contd.)**

**\* Ready Reckoner showing the minimum wages payable for the number of days worked during April, 1964, to workers in the Printing Trade**

*Apprentices*

<i>No. of Days</i>	<i>Class D</i>				<i>No. of Days</i>
	<i>1st Year</i>	<i>2nd Year</i>	<i>3rd Year</i>	<i>4th Year</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 08	1 25	1 43½	1 68½	½
1	2 16	2 50	2 87	3 37	1
2	4 32	4 99	5 75	6 74	2
3	6 48	7 49	8 62	10 12	3
4	8 63	9 99	11 50	13 49	4
5	10 79	12 48	14 37	16 86	5
6	12 95	14 98	17 24	20 23	6
7	15 11	17 48	20 12	23 60	7
8	17 27	19 98	22 99	26 98	8
9	19 43	22 47	25 86	30 35	9
10	21 58	24 97	28 74	33 72	10
11	23 74	27 47	31 61	37 09	11
12	25 90	29 98	34 49	40 46	12
13	28 06	32 46	37 36	43 83	13
14	30 22	34 96	40 23	47 21	14
15	32 38	37 45	43 11	50 58	15
16	34 54	39 95	45 98	53 95	16
17	36 69	42 45	48 86	57 32	17
18	38 85	44 94	51 73	60 69	18
19	41 01	47 44	54 60	64 07	19
20	43 17	49 94	57 48	67 44	20
21	45 33	52 44	60 35	70 81	21
22	47 49	54 93	63 22	74 18	22
23	49 64	57 43	66 10	77 55	23
24	51 80	59 93	68 97	80 93	24
25	53 96	62 42	71 85	84 30	25
26	56 12	64 92	74 72	87 67	26
27	60 61	70 11	80 70	94 68	27
28	65 10	75 30	86 68	101 69	28
29	69 59	80 49	92 66	108 70	29
30	74 08	85 68	98 64	115 71	30
<b>Extra Payment for work done on Sundays</b>					
1	1 87	2 16	2 49	2 92	1
2	3 74	4 32	4 98	5 84	2
3	5 61	6 48	7 47	8 76	3
4	7 48	8 64	9 96	11 68	4

*(For footnotes see page 221)*

**APPENDIX XII**

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1964, to workers in the Rubber Export Trade**

No. of Days	Male Worker 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		
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1/2	1 79	1 94	2 04	1 99	1 60½	1 68	1 21½	1 29	1 36½	1 49	1 49	1/2
1	3 58	3 88	4 08	3 98	3 21	3 36	2 43	2 58	2 73	2 98	2 98	1
2	7 16	7 76	8 16	7 96	6 42	6 72	4 86	5 16	5 46	5 96	5 96	2
3	10 74	11 64	12 24	11 94	9 63	10 08	7 29	7 74	8 19	8 94	8 94	3
4	14 32	15 52	16 32	15 92	12 84	13 44	9 72	10 32	10 92	11 92	11 92	4
5	17 90	19 40	20 40	19 90	16 05	16 80	12 15	12 90	13 65	14 90	14 90	5
6	21 48	23 28	24 48	23 88	19 26	20 16	14 58	15 48	16 38	17 88	17 88	6
7	25 06	27 16	28 56	27 86	22 47	23 52	17 01	18 06	19 11	20 86	20 86	7
8	28 64	31 04	32 64	31 84	25 68	26 88	19 44	20 64	21 84	23 84	23 84	8
9	32 22	34 92	36 72	35 82	28 89	30 24	21 87	23 22	24 57	26 82	26 82	9
10	35 80	38 80	40 80	39 80	32 10	33 60	24 30	25 80	27 30	29 80	29 80	10
11	39 38	42 68	44 88	43 78	35 31	36 96	26 73	28 38	30 03	32 78	32 78	11
12	42 96	46 56	48 96	47 76	38 52	40 32	29 16	30 96	32 76	35 76	35 76	12
13	46 54	50 44	53 04	51 74	41 73	43 68	31 59	33 54	35 49	38 74	38 74	13
14	50 12	54 32	57 12	55 72	44 94	47 04	34 02	36 12	38 22	41 72	41 72	14
15	53 70	58 20	61 20	59 70	48 15	50 40	36 45	38 70	40 95	44 70	44 70	15
16	57 28	62 08	65 28	63 68	51 36	53 76	38 88	41 28	43 68	47 68	47 68	16
17	60 86	65 96	69 36	67 66	54 57	57 12	41 31	43 86	46 41	50 66	50 66	17
18	64 44	69 84	73 44	71 64	57 78	60 48	43 74	46 44	49 14	53 64	53 64	18
19	68 02	73 72	77 52	75 62	60 99	63 84	46 17	49 02	51 87	56 62	56 62	19
20	71 60	77 60	81 60	79 60	64 20	67 20	48 60	51 60	54 60	59 60	59 60	20
21	75 18	81 48	85 68	83 58	67 41	70 56	51 03	54 18	57 33	62 58	62 58	21
22	78 76	85 36	89 76	87 56	70 62	73 92	53 46	56 76	60 06	65 56	65 56	22
23	82 34	89 24	93 84	91 54	73 83	77 28	55 89	59 34	62 79	68 54	68 54	23
24	85 92	93 12	97 92	95 52	77 04	80 64	58 32	61 92	65 52	71 52	71 52	24
25	89 50	97 00	102 00	99 50	80 25	84 00	60 75	64 50	68 25	74 50	74 50	25
26	93 08	100 88	106 08	103 48	83 46	87 36	63 18	67 08	70 98	77 48	77 48	26
Sunday work												Sunday work
1	5 37	5 82	6 12	5 97	4 82	5 04	3 65	3 87	4 10	4 47	4 47	1
2	10 74	11 64	12 24	11 94	9 64	10 08	7 30	7 74	8 20	8 94	8 94	2
3	16 11	17 46	18 36	17 91	14 46	15 12	10 95	11 61	12 30	13 41	13 41	3
4	21 48	23 28	24 48	23 88	19 28	20 16	14 60	15 48	16 40	17 88	17 88	4

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

### APPENDIX XIII

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 1964, 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	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	0 70	0 63½	1 33½	0 65	0 47	1 12	0 52½	0 43½	0 96	½
1	1 40	1 27	2 67	1 30	0 94	2 24	1 05	0 87	1 92	1
2	2 80	2 54	5 34	2 60	1 88	4 48	2 10	1 74	3 84	2
3	4 20	3 81	8 01	3 90	2 82	6 72	3 15	2 61	5 76	3
4	5 60	5 08	10 68	5 20	3 76	8 96	4 20	3 48	7 68	4
5	7 0	6 35	13 35	6 50	4 70	11 20	5 25	4 35	9 60	5
6	8 40	7 62	16 02	7 80	5 64	13 44	6 30	5 22	11 52	6
7	9 80	8 89	18 69	9 10	6 58	15 68	7 35	6 09	13 44	7
8	11 20	10 16	21 36	10 40	7 52	17 92	8 40	6 96	15 36	8
9	12 60	11 43	24 03	11 70	8 46	20 16	9 45	7 83	17 28	9
10	14 00	12 70	26 70	13 00	9 40	22 40	10 50	8 70	19 20	10
11	15 40	13 97	29 37	14 30	10 34	24 64	11 55	9 57	21 12	11
12	16 80	15 24	32 04	15 60	11 28	26 88	12 60	10 44	23 04	12
13	18 20	16 51	34 71	16 90	12 22	29 12	13 65	11 31	24 96	13
14	19 60	17 78	37 38	18 20	13 16	31 36	14 70	12 18	26 88	14
15	21 00	19 05	40 05	19 50	14 10	33 60	15 75	13 05	28 80	15
16	22 40	20 32	42 72	20 80	15 04	35 84	16 80	13 92	30 72	16
17	23 80	21 59	45 39	22 10	15 98	38 08	17 85	14 79	32 64	17
18	25 20	22 86	48 06	23 40	16 92	40 32	18 90	15 66	34 56	18
19	26 60	24 13	50 73	24 70	17 86	42 56	19 95	16 53	36 48	19
20	28 00	25 40	53 40	26 00	18 80	44 80	21 00	17 40	38 40	20
21	29 40	26 67	56 07	27 30	19 74	47 04	22 05	18 27	40 32	21
22	30 80	27 94	58 74	28 60	20 68	49 28	23 10	19 14	42 24	22
23	32 20	29 21	61 41	29 90	21 62	51 52	24 15	20 01	44 16	23
24	33 60	30 48	64 08	31 20	22 56	53 76	25 20	20 88	46 08	24
25	35 00	31 75	66 75	32 50	23 50	56 00	26 25	21 75	48 00	25
26	36 40	33 02	69 42	33 80	24 44	58 24	27 30	22 62	49 92	26
<i>Sunday Work</i>										<i>Sunday work</i>
1			4 00			3 36			2 88	1
2			8 00			6 72			5 76	2
3			12 00			10 08			8 64	3
4			16 00			13 44			11 52	4

*Note 1.*— The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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

## APPENDIX XIV

**Ready Reckoner showing the Minimum Wages payable for the  
number of days worked during April, 1964, to workers in  
the Tea Export Trade**

<i>No. of Days</i>	<i>Male Workers not under 18 years of age</i>					<i>Female Workers not under 18 years of age</i>	<i>Workers (irrespective of sex) under 18 years of age</i>				<i>No. of Days</i>
	<i>Grade II</i>	<i>Intermediate Grade</i>	<i>Grade I</i>	<i>Box Makers and Repairers</i>	<i>Watchers</i>		<i>over 14 under 15 years</i>	<i>over 15 under 16 years</i>	<i>over 16 under 17 years</i>	<i>over 17 under 18 years</i>	
<i>Normal working days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working days</i>
1/2	1 79	1 94	2 04	1 94	1 99	1 60½	1 21½	1 29	1 36½	1 49	1/2
1	3 58	3 88	4 08	3 88	3 98	3 21	2 43	2 58	2 73	2 98	1
2	7 16	7 76	8 16	7 76	7 96	6 42	4 86	5 16	5 46	5 96	2
3	10 74	11 64	12 24	11 64	11 94	9 63	7 29	7 74	8 19	8 94	3
4	14 32	15 52	16 32	15 52	15 92	12 84	9 72	10 32	10 92	11 92	4
5	17 90	19 40	20 40	19 40	19 90	16 05	12 15	12 90	13 65	14 90	5
6	21 48	23 28	24 48	23 28	23 88	19 26	14 58	15 48	16 38	17 88	6
7	25 06	27 16	28 56	27 16	27 86	22 47	17 01	18 06	19 11	20 86	7
8	28 64	31 04	32 64	31 04	31 84	25 68	19 44	20 64	21 84	23 84	8
9	32 22	34 92	36 72	34 92	35 82	28 89	21 87	23 22	24 57	26 82	9
10	35 80	38 80	40 80	38 80	39 80	32 10	24 30	25 80	27 30	29 80	10
11	39 38	42 68	44 88	42 68	43 78	35 31	26 73	28 38	30 03	32 78	11
12	42 96	46 56	48 96	46 56	47 76	38 52	29 16	30 96	32 76	35 76	12
13	46 54	50 44	53 04	50 44	51 74	41 73	31 59	33 54	35 49	38 74	13
14	50 12	54 32	57 12	54 32	55 72	44 94	34 02	36 12	38 22	41 72	14
15	53 70	58 20	61 20	58 20	59 70	48 15	36 45	38 70	40 95	44 70	15
16	57 28	62 08	65 28	62 08	63 68	51 36	38 88	41 28	43 68	47 68	16
17	60 86	65 96	69 36	65 96	67 66	54 57	41 31	43 86	46 41	50 66	17
18	64 44	69 84	73 44	69 84	71 64	57 78	43 74	46 44	49 14	53 64	18
19	68 02	73 72	77 52	73 72	75 62	60 99	46 17	49 02	51 87	56 62	19
20	71 60	77 60	81 60	77 60	79 60	64 20	48 60	51 60	54 60	59 60	20
21	75 18	81 48	85 68	81 48	83 58	67 41	51 03	54 18	57 33	62 58	21
22	78 76	85 36	89 76	85 36	87 56	70 62	53 46	56 76	60 06	65 56	22
23	82 34	89 24	93 84	89 24	91 54	73 83	55 89	59 34	62 79	68 54	23
24	85 92	93 12	97 92	93 12	95 52	77 04	58 32	61 92	65 52	71 52	24
25	89 50	97 00	102 00	97 00	99 50	80 25	60 75	64 50	68 25	74 50	25
26	93 08	100 88	106 08	100 88	103 48	83 46	63 18	67 08	70 98	77 48	26
<i>Sunday work</i>										<i>Sunday work</i>	
1	5 37	5 82	6 12	5 82	5 97	4 82	3 65	3 87	4 10	4 47	1
2	10 74	11 84	12 24	11 64	11 94	9 64	7 30	7 74	8 20	8 94	2
3	16 11	17 46	18 36	17 46	17 91	14 46	10 95	11 61	12 30	13 41	3
4	21 48	23 28	24 48	23 28	23 88	19 28	14 60	15 48	16 40	17 88	4

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

## APPENDIX XV

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 1964, 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	
<i>Normal working days</i>	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	<i>Normal working days</i>
½	0 62½	0 63½	1 26	0 52½	0 47	0 99½	0 40	0 43½	0 83½	½
1	1 25	1 27	2 52	1 05	0 94	1 99	0 80	0 87	1 67	1
2	2 50	2 54	5 04	2 10	1 88	3 98	1 60	1 74	3 34	2
3	3 75	3 81	7 56	3 15	2 82	5 97	2 40	2 61	5 01	3
4	5 00	5 08	10 08	4 20	3 76	7 96	3 20	3 48	6 68	4
5	6 25	6 35	12 60	5 25	4 70	9 95	4 00	4 35	8 35	5
6	7 50	7 62	15 12	6 30	5 64	11 94	4 80	5 22	10 02	6
7	8 75	8 89	17 64	7 35	6 58	13 93	5 60	6 09	11 69	7
8	10 00	10 16	20 16	8 40	7 52	15 92	6 40	6 96	13 36	8
9	11 25	11 43	22 68	9 45	8 46	17 91	7 20	7 83	15 03	9
10	12 50	12 70	25 20	10 50	9 40	19 90	8 00	8 70	16 70	10
11	13 75	13 97	27 72	11 55	10 34	21 89	8 80	9 57	18 37	11
12	15 00	15 24	30 24	12 60	11 28	23 88	9 60	10 44	20 04	12
13	16 25	16 51	32 76	13 65	12 22	25 87	10 40	11 31	21 71	13
14	17 50	17 78	35 28	14 70	13 16	27 86	11 20	12 18	23 38	14
15	18 75	19 05	37 80	15 75	14 10	29 85	12 00	13 05	25 05	15
16	20 00	20 32	40 32	16 80	15 04	31 84	12 80	13 92	26 72	16
17	21 25	21 59	42 84	17 85	15 98	33 83	13 60	14 79	28 39	17
18	22 50	22 86	45 36	18 90	16 92	35 82	14 40	15 66	30 06	18
19	23 75	24 13	47 88	19 95	17 86	37 81	15 20	16 53	31 73	19
20	25 00	25 40	50 40	21 00	18 80	39 80	16 00	17 40	33 40	20
21	26 25	26 67	52 92	22 05	19 74	41 79	16 80	18 27	35 07	21
22	27 50	27 94	55 44	23 10	20 68	43 78	17 60	19 14	36 74	22
23	28 75	29 21	57 96	24 15	21 62	45 77	18 40	20 01	38 41	23
24	30 00	30 48	60 48	25 20	22 56	47 76	19 20	20 88	40 08	24
25	31 25	31 75	63 00	26 25	23 50	49 75	20 00	21 75	41 75	25
26	32 50	33 02	65 52	27 30	24 44	51 74	20 80	22 62	43 42	26
<i>Sunday work</i>										<i>Sunday work</i>
1			3 78			2 98			2 50	1
2			7 56			5 96			5 00	2
3			11 34			8 94			7 50	3
4			15 12			11 92			10 00	4

*Note 1.*—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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