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CEYLON LABOUR GAZETTE

VOLUME XIV No. 2

FEBRUARY, 1963

S. C. 32 of 1961

Labour Tribunal No. 3625

The Ceylon Transport Board Employer-Appellant.

Vs.

The Samastha Lanka Motor Sevaka Samithiya Applicant-Respondent

Present : Sri Skanda Rajah, J.

Counsel : G. E. Chitty, Q.C., with Desmond Fernando for Employer-Appellant.

S. Shanmugalingam with Prins Gunasekera and M. T. M. Sivardeen for Applicant-Respondent.

Argued on : 19th and 20th November, 1962.

Decided on : 7th January, 1963.

Sri Skanda Rajah, J.—

This is an appeal from the decision of the Labour Tribunal ordering the re-instatement of a workman and the payment to him of accumulated wages.

The workman, D. S. Randeniya, was employed as an omnibus driver under the Ceylon Transport Board. He was dismissed after inquiry on charges of insubordination. Therefore, the respondent-union, of which Randeniya is a member, applied to the Labour Tribunal on his behalf to have him "reinstated with all privileges and back wages".

During the pendency of this application the workman was re-employed by the employer-appellant as a lorry driver. He was later dismissed even from that employment on 12.7.1961, and another application dated 10.10.1961 was made to the Labour Tribunal in respect of that dismissal.

In the course of the inquiry into the present application it was admitted by the employers' representative that the inquiry in respect of the first dismissal was not a proper one and that, therefore, "there was no valid dismissal."

It was agreed at the argument in this Court that when the inquiry by the domestic tribunal was not valid it was open to the Labour Tribunal to hold an inquiry into the facts afresh. That is what happened in this matter. But, though the matter of the second dismissal was not before the Labour Tribunal at this inquiry, it being the subject of another application, the Labour Tribunal proceeded to take that also into consideration and held that the second dismissal too was wrong.

Mr. Chitty argued that :

(1) The Labour Tribunal is a body vested with judicial power. Under Article 55 of the Ceylon (Constitution) Order in Council, 1946, such a body could be validly appointed by the Judicial Service Commission alone. That has not been done. Therefore, the Labour Tribunal is an unconstitutional body and is not competent to make the orders it purported to make, and

(2) Even if this contention fails, the Labour Tribunal has misdirected itself in law in taking into consideration the second dismissal and making an order in respect of that too at the inquiry into the matter of the first dismissal, though a separate application is pending regarding that.

It was not contested that appointment of persons vested with judicial power can be validly made by the Judicial Service Commission alone. Suffice it to mention three cases in which this has been decided :

- (1) *Senadhira v. The Bribery Commissioner* (1961)—63
N. L. R. 313.
- (2) *Don Anthony v. The Bribery Commissioner* (1962)—64
N. L. R. 93.
- (3) *Piyadasa v. The Bribery Commissioner* (1962)—62
C. L. W. 73.

Therefore, it is unnecessary to set down Article 55 of the Ceylon (Constitution) Order in Council, 1946.

It is not disputed that the Labour Tribunal has not been appointed by the Judicial Service Commission.

In order to consider Mr. Chitty's first submission, it is necessary to examine the nature and scope of the Industrial Disputes Act, No. 43 of 1950, as amended by Acts 25 of 1956, 62 of 1957 and 4 of 1962.

As was pointed out by Viscount Simonds in the case of *Attorney-General of Australia v. Regniam* (The Boilermakers Case) (1957) 2 A. E. R. 45 at 47, the title of the Act is not without importance. It is intitled: "An Act to provide for the Prevention, Investigation and Settlement of Industrial Disputes and for matters connected therewith or incidental thereto."

Part II of the Act deals with the functions of the Commissioner of Labour and circumstances in which Industrial Disputes will be referred for "settlement by conciliation or arbitration." In the sections in Part II phrases such as the following are used: "with a view to promoting a settlement," "settlement of disputes," "to settle by conciliation," "settlement by conciliation," "settlement by arbitration to an arbitrator or to a Labour Tribunal."

Part III of the Act deals with (a) Collective Agreements, (b) Settlement by Conciliation, and (c) Settlement by Arbitration.

Section 15A, which comes under part III (c) runs thus: "In the succeeding provisions of this Act the expression 'Arbitrator' includes a Labour Tribunal."

Part IV of the Act deals with Industrial Court. Section 24 states that the Industrial Court shall "take such decision or make such award as may appear to the Court *just and equitable*."

Part IV A deals with Labour Tribunals. This part is reproduced in its entirety:

"31A. (1) There shall be established for the purposes of this Act such number of Labour Tribunals as the Minister shall determine. Each Labour Tribunal shall consist of one person.

(2) Regulations may be made prescribing the manner in which applications under section 31B may be made to a Labour Tribunal.

31B. (1) A workman or a trade union on behalf of a workman who is a member of that union, may make an application in writing to a Labour Tribunal for relief or redress in respect of any of the following matters:—

- (a) the termination of his services by his employer;
- (b) the question whether any gratuity or other benefits are due to him from his employer on termination of his services and the amount of such gratuity and the nature and extent of such benefits;
- (c) such other matters relation to the terms of employment or the conditions of labour, or a workman as may be prescribed.

(2) A Labour Tribunal shall—

- (a) where it is satisfied after such inquiries as it may deem necessary that the matter to which an application under sub-section (1) of this section relates is under discussion with the employer of the workman to whom that application relates by a trade union of which that workman is a member, make order suspending its proceedings upon that application until the conclusion of that discussion, and upon such conclusion shall resume the proceedings upon that application, and, if a settlement is reached in the course of that discussion, shall make order according to the terms of such settlement, and

(b) where it is so satisfied that such matter, constitutes, or forms part of, an industrial dispute referred by the Minister under section 4 for settlement by arbitration to an arbitrator, or for settlement to an Industrial Court, make order dismissing the application without prejudice to the rights of the parties in the industrial dispute.

(3) Where an application under sub-section (1) relates—

(a) to any matter which, in the opinion of the Tribunal, is similar to or identical with a matter constituting or included in an industrial dispute to which the employer to whom that application relates is a party and into which an inquiry under this Act is held, or

(b) to any matter the facts affecting which are, in the opinion of the Tribunal, facts affecting any proceedings under any other law,

the Tribunal shall make order suspending its proceedings upon that application until the conclusion of the said inquiry or the said proceedings under any other law, and upon such conclusion the Tribunal shall resume the proceedings upon that application and shall, in making an order upon that application, have regard to the award or decision in the said inquiry or the said proceedings under any other law.

(4) Any relief or redress may be granted by a Labour Tribunal to a workman upon an application made under sub-section (1) notwithstanding anything to the contrary in any contract of service between him and his employer.

(5) Where an application under sub-section (1) is entertained by a Labour Tribunal and proceedings there on are taken and concluded, the workman to whom the application relates shall not be entitled to any other legal remedy in respect of the matter to which that application relates, and where he has first resorted to any other legal remedy, he shall not thereafter be entitled to the remedy under sub-section (1).

(6) Notwithstanding that any person has ceased to be an employer—

(a) an application claiming relief or redress from such person may be made under sub-section (1) in respect of any period during which the workman to whom the application relates was employed by such person, and proceedings thereon may be taken by a Labour Tribunal,

(b) if any such application was made while such person was employer, proceedings thereon may be commenced or continued and concluded by a Labour Tribunal, and

(c) a Labour Tribunal may on any such application order such person to pay to that workman any sum as wages in respect of any period during which that workman was employed by such person or as compensation as an alternative to the reinstatement of that workman or as gratuity payable to that workman by such person and such order may be enforced against such person in like manner as if he were such employer.

31c. (1) Where an application under section 31B is made to Labour Tribunal, it shall be the duty of the Tribunal to make all such inquiries into that application and hear all such evidence as the Tribunal may consider necessary, and thereafter *make such order as may appear to the Tribunal to be just and equitable.*

(2) Subject to such regulations as may be made under section 39 (1) (ff) in respect of procedure, a Labour Tribunal conducting an inquiry may lay down the procedure to be observed by it in the conduct of the inquiry.

31d. (1) Save as provided in sub-section (2) an order of a Labour Tribunal shall be final and shall not be called in question in any Court.

(2) Where the workman who, or the trade union which, makes an application to a Labour Tribunal or the employer to whom that application relates is dissatisfied with the order of the Tribunal of that application, such workman, trade union or employer may, by written petition in which the other party is mentioned as the respondent, appeal to the Supreme Court from that order on a question of law.

(3) Every petition of appeal to the Supreme Court shall bear uncanceled stamps to the value of five rupees and shall be filed in the Supreme Court within a period of fourteen days reckoned from the date of the order from which the appeal is preferred.

(4) In computing the time within which an appeal must be preferred to the Supreme Court the day on which the order appealed from was made shall be included, but all Sundays and public holidays shall be excluded.

(5) The provisions of Chapter XXX of the Criminal Procedure Code shall apply *mutatis mutandis* in regard to all matters connected with the hearing and disposal of an appeal preferred under this section."

Part VI—General

"36 (4) In the conduct of proceedings under this Act, any Industrial Court, Tribunal, arbitrator or authorised officer or the Commissioner shall not be bound by any of the provisions of the Evidence Ordinance."

"43 (4) Any person who in any proceedings before an arbitrator, Industrial Court or Labour Tribunal offers any insult or causes any interruption to such arbitrator, Court or Tribunal or any member arbitrator, Court or Tribunal and where such person is tried and punished by an arbitrator, Industrial Court or a Labour Tribunal, such arbitrator, Court or Labour Tribunal shall exercise the same powers and perform the same duties as a District Court exercises and performs in similar circumstances under section 381 of the Criminal Procedure Code."

"46A. No suit, prosecution or other legal proceeding shall lie against any person or anything which is *in good faith* done or intended to be done in pursuance of this Act or any regulations made thereunder."

This section affords only a qualified protection to a Labour Tribunal. But, in the case of an officer vested with judicial power the protection is absolute. His acts are privileged even if his acts are not done bona fide.

It would, therefore, appear that the chief objects of the Act are to establish an expeditious system for preventing and settling industrial disputes by conciliation and arbitration.

Section 15A, which has been reproduced above, indicates that the intention of the Legislature in creating a new body called the Labour Tribunal was to constitute it an arbitral body and not one vested with judicial power. It is also clear that the orders and awards made under this Act have to be '*just and equitable*' quite unlike the decisions of a Court.

To borrow the words of Viscount Simonds in the *Boilermakers Case* (supra) at p.48, such being the title of the Act and such its chief objects, it cannot be denied that its primary purpose, and in effect, its only purpose, is the settlement of industrial disputes by conciliation and arbitration. It is necessary, however, to see what part is to be played by the Labour Tribunal established under the Act in a field apparently so remote from the proper exercise of the judicial function.

It is apparent that there have been vested in the Labour Tribunal arbitral functions. "The function of an industrial arbitrator is completely outside the realm of judicial power and is of a different order, As was said by Issacs and Rich, JJ., in *Waterside Workers Federation v. Alexander* (1918) 25 C. L. R. 434 at 463 '..... the essential difference is that the judicial power is concerned with the ascertainment, declaration and enforcement of the rights and liabilities as they exist, or are deemed to exist, at the moment the proceedings are instituted; whereas the function of the arbitral power in relation to industrial disputes is to ascertain and declare, but not to enforce, what in the opinion of the arbitrator ought to be the respective rights and liabilities of the parties in relation to each other.'": *Boilermakers Case* (supra) at 49 and 50.

Said Lord Sankey, L. C., in the case of *Shell Company of Australia, Ltd. v. Federal Commissioner of Taxation* 47 The Law Times Reports 115 at 117: "The authorities are clear to show that there are tribunals with many of the trappings of a Court which, nevertheless, are not Courts in the strict sense of exercising judicial power It may be useful to enumerate some negative propositions on this subject.

1. A Tribunal is not necessarily a Court in the strict sense because it gives a final decision.
2. Nor because it hears witnesses on oath.
3. Nor because two or more contending parties appear before it and between whom it has to decide.
4. Nor because it gives decisions which affect the rights of subjects.
5. Nor because there is an appeal to a Court.
6. Nor because it is a body to which a matter is referred by another body.

(See *Rex v. Electricity Commissioners*—39 The Times Law Reports 715) "

At page 118 the Lord Chancellor said further: "An administrative tribunal may act judicially but still remain an administrative tribunal as distinguished from a Court, strictly so called. Mere externals do not make a direction to an administrative officer by an ad hoc tribunal an exercise by a Court of judicial power."

It will be seen that enforcement of the decision or award of the Labour Tribunal is by recourse to the ordinary Courts and all contempts of its authority, except under Section 43 (4), are punishable by the Supreme Court.

I would point out that Section 43 (4) alone is ultra vires, as being an attempt to vest the Labour Tribunal with judicial power. The rest of the provisions of the Act regarding the Labour Tribunal are valid because they do not vest the Labour Tribunal with judicial power but only with arbitral power. For these reasons, I hold that Mr. Chitty's first submission is not valid.

There is substance in the second submission made by Mr. Chitty. I am of opinion that there was a misdirection in law in the Labour Tribunal taking into consideration the matter of the second dismissal, which was the subject of another application, in arriving at its decision in this application.

Therefore, I set aside the order, I further direct that the other application be dealt with first by another Labour Tribunal and that this application be dealt with thereafter by still another Labour Tribunal.

The respondent will pay Rs. 157.50 as costs of this appeal to the appellant.

(Sgd.) P. SRI SKANDA RAJAH,
Puisne Justice.

STATISTICS FOR THE MONTH IN BRIEF

The following is the summary of 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 Consumers' Price Index for the month of January, 1963 is 107.1 as against 106.4 for the month of December, 1962—an increase of .7.

Wage Rates

(a) The basic wages payable for the month of February, 1963, to workers in the trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

(b) The Special Allowances payable to workers in all the trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

Strikes

There were altogether 8 strikes during the month of November, 1962, involving 3,211 workers and a loss of 25,650 man-days as against 14 strikes in October, 1962, involving 2,851 workers and a loss of 4,721 man-days. Three of these strikes were in Tea Plantations involving 1,118 workers and a loss of 1,550 man-days; three in Rubber Plantations involving 1,159 workers and a loss of 18,230 man-days; one in a Tea-cum-Rubber Plantation involving 898 workers and a loss of 5,726 man-days whilst the other one was in the Tile Manufacturing Trade involving 36 workers and a loss of 144 man-days.

REGISTRANTS FOR EMPLOYMENT OR BETTER EMPLOYMENT

The total number of registrants for employment or better employment, according to registers of the Employment Exchanges, as at the end of November, 1962, and December, 1962, was as given below :—

	November, 1962			December, 1962		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	17,333	15,593	32,926	17,658	16,167	33,825
Skilled	13,529	3,757	17,286	13,740	3,612	17,352
Semi-Skilled	28,848	6,752	35,600	28,784	6,809	35,593
Unskilled	60,576	4,984	65,560	60,129	5,310	65,439
Total	120,286	31,086	151,372	120,311	31,898	152,209

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

	November, 1962			December, 1962		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	61	29	90	51	11	62
Skilled	24	1	25	37	3	40
Semi-skilled	54	3	57	70	3	73
Unskilled	211	—	211	184	—	184
Total	350	33	383	342	17	359

NOTES OF CURRENT INTEREST

List of Trade Unions registered in January, 1963

<i>Regtd. No.</i>	<i>Name</i>
1982 ..	Ford Rhodes Thornton & Company Staff Association
1983 ..	Badureliye Arthadayaka Swadeena Riyaduru Samithiya
* 1984 ..	Lanka Dumriya Departhamentuwe Pataweeme Ansaye Kamkaru Sangamaya
* 1985 ..	Maradane Dumriya Godanegili Kamkaru Sangamaya
* 1986 ..	Irigation Kanganies' Union
1987 ..	Sri Lanka Eksath Welanda Sewaka Vurthiya Samithiya
* 1988 ..	Samastha Lanka Vanija Vidya Guru Sangamaya
E 1989 ..	Sri Lanka Wathu Godanegili Konthrath Karuwange Samithiya
* 1990 ..	Puhunu Upadidhari Guru Sangamaya
* 1991 ..	Lanka Eksath Upa Thapal Sthanadhipathi Sangamaya
1992 ..	Jathika Sulu Karmantha Sanyuktha Mandaleeya Eksath Vurthiya Sanwidhanaya
* 1993 ..	Rajaye Viduli Departhamentuwe Dura Kathana Kriya-karawannange Sangamaya
1994 ..	Waaddu Waskadu Badda Samupakara Sewaka Vurthiya Samithiya
* 1995 ..	Lanka Jathika Dumriyapathi Sangamaya
1996 ..	North Ceylon Private Hospital Staff Union
* 1997 ..	Government Electrical Department Power Stations and Electrical Employees' Union
1998 ..	Batahira Siyane Samupakara Sewaka Vurthiya Samithiya
1999 ..	Dehiwela Mount Lavinia Municipal Council Local Government Service Employees Union
* 2000 ..	Idam Sanwardhana Departhamentuwe Karmika Saha Podu Sewaka Kamkaru Samithiya

* — Unions of Public Servants

E — Employers' Unions

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base: November, 1938-April, 1939 = 100

<i>Year</i>	<i>Food</i>	<i>Fuel and Light</i>	<i>Rent</i>	<i>Clothing</i>	<i>Miscellaneous</i>	<i>Final Index Number</i>
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

<i>Year</i>	<i>Food</i>	<i>Fuel and Light</i>	<i>Rent</i>	<i>Clothing</i>	<i>Miscellaneous</i>	<i>Final Index Number</i>
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 .. 280

† Average for 5 months only.

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base: Average Prices 1952 = 100

<i>Year</i>	<i>Food</i>	<i>Fuel and Light</i>	<i>Rent</i>	<i>Clothing</i>	<i>Miscellaneous</i>	<i>Final Index Number</i>
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

1962—

January	100.09	106.69	101.53	106.87	123.84	105.5
February	100.51	106.00	101.53	106.82	124.61	105.9
March	101.02	106.00	101.53	106.58	128.85	106.2
April	101.19	106.00	101.53	107.42	124.29	106.3
May	101.61	105.65	101.53	107.69	123.84	106.5
June	101.88	104.50	101.53	107.58	123.84	106.6
July	101.42	104.50	101.53	107.16	124.56	106.4
August	100.71	106.00	101.53	108.33	124.74	106.2
September	100.10	106.00	101.53	108.91	126.41	106.2
October	100.67	104.84	101.53	109.75	126.06	106.5
November	101.53	105.65	101.53	110.70	126.54	107.2
December	100.46	104.84	101.53	110.73	125.83	106.4

1963—

January	101.49	104.15	101.53	111.65	125.56	107.1
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TABLE II—WAGES INDEX NUMBERS

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

A

Base : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo		
	Average Minimum Daily rate of Wages	Minimum Wage Rate Index No.	Index No. of Real Wages	Average Monthly Rate of Wages	Wage Rate Index No.	Index No. of Real Wages
	Rs. c.			Rs. c.		
1939 ..	.. 41	.. 100	.. 100	.. 16.64	.. 100	.. 100
1940 ..	.. 41	.. 100	.. 93	.. 16.64	.. 100	.. 96
1941 ..	.. 45	.. 110	.. 92	.. 18.45	.. 111	.. 98
1942 ..	.. 68	.. 166	.. 111	.. 24.23	.. 145	.. 97
1943 ..	.. 83	.. 202	.. 102	.. 28.98	.. 174	.. 96
1944 ..	.. 87	.. 212	.. 101	.. 34.03	.. 204	.. 110
1945 ..	.. 1.00	.. 244	.. 110	.. 41.92	.. 252	.. 133
1946 ..	.. 1.15	.. 280	.. 123	.. 68.52	.. 412	.. 194
1947 ..	.. 1.20	.. 293	.. 123	.. 75.74	.. 455	.. 195
1948 ..	.. 1.29	.. 315	.. 122	.. 78.16	.. 470	.. 195
1949 ..	.. 1.31	.. 320	.. 121	.. 77.81	.. 468	.. 196
1950 ..	.. 1.53	.. 373	.. 136	.. 83.11	.. 499	.. 198
1951 ..	.. 1.90	.. 463	.. 161	.. 89.79	.. 540	.. 206
1952 ..	.. 1.92	.. 468	.. 163	.. 89.79	.. 540	.. 207

B

Base : 1952=100

1953 ..	.. 1.95	.. 101.56	.. 99.96	.. 90.97	.. 101.31	.. 99.71	
1954 ..	.. 1.99	.. 103.65	.. 102.52	.. 91.04	.. 101.39	.. 100.29	
1955 ..	.. 2.06	.. 107.29	.. 106.76	.. 94.94	.. 105.74	.. 105.21	
1956 ..	.. 2.08	.. 108.33	.. 108.11	.. 96.24	.. 107.18	.. 106.97	
1957 ..	.. 2.10	.. 109.38	.. 106.40	.. 99.16	.. 110.44	.. 107.43	
1958 ..	.. 2.14	.. 111.46	.. 106.21	.. 113.74	.. 126.67	.. 120.70	
1959 ..	.. 2.14	.. 111.46	.. 105.95	.. 113.74	.. 126.67	.. 120.41	
1960 ..	.. 2.12	.. 110.42	.. 106.69	.. 113.74	.. 126.67	.. 122.39	
1961 ..	.. 2.13	.. 110.94	.. 105.86	.. 113.74	.. 126.67	.. 120.82	
1962 ..	.. 2.16	.. 112.50	.. 105.83	.. 113.74	.. 126.67	.. 119.16	
1962 ..	January	.. 2.15	.. 111.98	.. 106.14	.. 113.74	.. 126.67	.. 120.07
	February	.. 2.15	.. 111.98	.. 105.74	.. 113.74	.. 126.67	.. 119.61
	March	.. 2.15	.. 111.98	.. 105.44	.. 113.74	.. 126.67	.. 119.27
	April	.. 2.15	.. 111.98	.. 105.34	.. 113.74	.. 126.67	.. 119.16
	May	.. 2.15	.. 111.98	.. 105.15	.. 113.74	.. 126.67	.. 118.94
	June	.. 2.17	.. 113.02	.. 106.02	.. 113.74	.. 126.67	.. 118.83
	July	.. 2.17	.. 113.02	.. 106.22	.. 113.74	.. 126.67	.. 119.05
	August	.. 2.17	.. 113.02	.. 106.42	.. 113.74	.. 126.67	.. 119.27
	September	.. 2.15	.. 111.98	.. 105.44	.. 113.74	.. 126.67	.. 119.27
	October	.. 2.15	.. 111.98	.. 105.15	.. 113.74	.. 126.67	.. 118.94
	November	.. 2.17	.. 113.02	.. 105.43	.. 113.74	.. 126.67	.. 118.16
	December	.. 2.17	.. 113.02	.. 106.22	.. 113.74	.. 126.67	.. 119.05
1963 ..	January	.. 2.17	.. 113.02	.. 105.53	.. 113.74	.. 126.67	.. 118.27

* Amended figures.

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	113.10	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
1962 .. January	2.18	111.22	3.78	129.45	2.31	113.24
February	2.18	111.22	3.78	129.45	2.31	113.24
March	2.18	111.22	3.78	129.45	2.31	113.24
April	2.18	111.22	3.78	129.45	2.31	113.24
May	2.18	111.22	3.78	129.45	2.31	113.24
June	2.21	112.76	3.78	129.45	2.33	114.22
July	2.21	112.76	3.78	129.45	2.33	114.22
August	2.21	112.76	3.78	129.45	2.33	114.22
September	2.18	111.22	3.78	129.45	2.31	113.24
October	2.18	111.22	3.78	129.45	2.31	113.24
November	2.21	112.76	3.78	129.45	2.33	114.22
December	2.21	112.76	3.78	129.45	2.33	114.22
1963 .. January	2.21	112.76	3.78	129.45	2.33	114.22

* Includes Tea Growing and Manufacturing, Rubber Growing and Manufacturing and Coconut Growing Trades only.

† Includes Coconut Manufacturing, Engineering, Printing, Match Manufacturing, Motor Transport, Dock, Harbour and Port Transport, Tea Export, Rubber Export, Cinema and Building Trades only.

†† Amended figures.

TABLE IV

The number of Registrants for employment or better employment according to Registers maintained at the Employment Exchanges in the Island †

Year	Technical and Clerical	Skilled	Semi-skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,338
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,651
1945	2,258	11,025	3,267	4,816	21,366
1946	5,636	10,012	7,527	13,369	36,544
1947	2,883	7,325	8,113	16,423	34,744
1948	4,474	13,027	12,443	36,712	66,656
1949	5,132	11,994	13,591	39,015	69,732
1950	5,627	10,525	13,523	35,447	65,122
1951	5,515	8,186	12,520	26,486	52,707
1952	6,883	7,522	13,795	24,823	53,029
1953	8,374	6,462	13,676	23,034	51,546
1954	11,728	7,919	16,287	27,370	63,304
1955	14,498	8,544	20,142	27,826	71,010
1956	16,091	9,794	25,808	34,259	85,952
1957	18,582	13,439	30,864	47,971	110,856
1958	19,803	13,674	32,973	51,346	117,796
1959	20,869	13,859	33,723	59,567	128,018
1960	26,252	16,928	34,887	73,025	151,092
1961 January	28,057	17,301	35,668	74,640	155,666
February	28,393	17,549	35,974	75,323	157,239
March	26,596	17,113	33,995	72,811	150,515
April	26,948	16,813	34,162	70,761	148,684
May	26,979	16,924	33,897	70,873	148,673
June	27,474	17,566	34,397	71,944	151,381
July	27,817	18,053	34,564	72,679	153,113
August	27,687	18,140	34,240	72,601	152,668
September	26,747	18,175	33,998	69,865	148,785
October	26,906	18,042	33,624	69,208	147,780
November	27,120	18,214	33,864	69,978	149,176
December	27,629	18,201	34,212	71,223	151,265
1962 January	28,506	18,065	34,618	71,420	152,609
February	28,826	17,923	34,578	70,213	151,540
March	29,080	17,429	34,529	69,184	150,222
April	29,123	17,109	34,055	67,796	148,083
May	29,756	17,149	34,079	68,140	149,124
June	30,526	17,150	34,309	67,993	149,978
July	31,324	17,264	34,524	68,056	151,168
August	31,568	17,127	34,672	67,288	150,655
†September	31,720	16,906	34,457	66,487	149,570
October	32,339	17,117	34,998	65,651	150,105
November	32,926	17,286	35,600	65,560	151,372
December	33,825	17,352	35,593	65,439	152,209

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

† These figures comprise:

(a) employed persons seeking better employment; and

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

‡ Amended figures.

TABLE V—The number of Registrants for employment or better employment
CLASSIFICATION BY

<i>Year</i>	<i>Colombo</i>	<i>Negombo</i>	<i>Katutura</i>	<i>Galle</i>	<i>Kandy</i>	<i>Nawalapitiya</i>	<i>Kurunegala</i>	<i>Jaffna</i>	<i>Ratnapura</i>	<i>Badulla</i>	<i>Batticaloa</i>	<i>Kalmunai</i>
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	3,636	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	1,180	1,294	1,002	417	344	333
1954 ..	33,410	2,909	3,484	6,024	3,148	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	3,684	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—												
January ..	62,589	13,132	10,291	13,626	7,593	2,936	4,928	3,359	4,283	3,167	1,456	720
February ..	61,872	14,975	10,334	13,709	7,489	2,819	4,846	3,476	4,267	3,165	1,440	715
March ..	61,256	14,756	10,315	13,809	7,389	2,632	4,673	3,425	4,212	3,105	1,538	665
April ..	60,423	14,499	10,269	13,826	7,280	2,632	4,591	3,384	4,091	3,067	1,493	594
May ..	60,446	14,297	10,397	14,246	7,095	2,715	4,576	3,706	4,195	3,186	1,477	604
June ..	60,606	13,973	10,668	14,644	6,998	2,713	4,642	3,731	4,157	3,173	1,400	621
July ..	61,012	14,200	10,771	14,889	6,922	2,622	4,779	3,644	4,233	3,143	1,298	600
August ..	60,590	13,813	10,774	15,094	7,066	2,564	4,792	3,600	4,311	3,198	1,264	602
September ..	59,562	11,646	10,660	15,193	7,089	1,824*	4,801	3,564	4,423	3,231	1,179	574
October ..	58,765	12,389	10,792	15,604	7,206	1,268	4,828	3,628	4,284	3,241	1,170	584
November ..	59,025	12,736	10,801	15,927	7,327	1,227	4,968	3,639	4,434	3,276	1,215	608
December ..	59,273	12,940	10,514	16,258	7,422	1,240	4,981	3,910	4,544	3,138	1,447	641

* Amended figures.

according to registers maintained at the Employment Exchanges
EXCHANGE AREAS

<i>Trincomalee</i>	<i>Anuradhapura</i>	<i>Avisawella</i>	<i>Haputale</i>	<i>Matara</i>	<i>Varuniya</i>	<i>Kegalle</i>	<i>Matale</i>	<i>Chilaw</i>	<i>Hatton</i>	<i>Nuwara 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	3,664	1,368	8,060	574	3,301	1,199	—	—	—	150,231
1,441	2,579	3,639	1,332	8,218	639	3,409	1,272	—	—	—	152,609
1,465	2,579	3,554	1,317	8,148	691	3,413	1,266	—	—	—	151,540
1,468	2,548	3,603	1,293	8,165	746	3,364	1,260	—	—	—	150,222
1,457	2,421	3,433	1,266	8,049	762	3,277	1,269	—	—	—	148,083
1,578	2,468	3,428	1,267	8,148	736	3,282	1,277	—	—	—	149,124
1,853	2,453	3,376	1,310	8,251	799	3,317	1,293	—	—	—	149,978
2,007	2,557	3,480	1,330	8,265	814	3,300	1,302	—	—	—	151,163
1,915	2,576	3,584	1,371	8,218	768	3,230	1,275	—	—	—	150,655
1,864	2,597	3,712	1,360	8,058	734	3,231	1,272	2,290	706	—	149,570*
1,580	2,691	3,741	1,340	8,123	702	3,196	1,299	2,262	687	733	150,105
1,480	2,677	3,808	1,244	7,919	716	3,200	1,252	2,342	709	792	151,372
1,431	2,742	3,804	1,188	7,811	737	3,230	1,259	2,109	768	822	152,209

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	5,937	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	869	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	13,294	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	10,770
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,306
1952	13,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,453
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	32,392	3,791	83,883	8,208
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	23,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,839	1,247	65,481	4,744	133,430	8,162
1961	22,558	1,259	14,784	631	24,791	964	50,390	2,794	112,523	5,648
1961 January	3,128	93	1,376	20	2,844	106	5,170	235	12,518	454
February	1,966	164	1,136	24	2,200	60	4,418	231	9,720	479
† March	1,390	67	946	68	1,749	62	3,165	186	7,250	383
April	955	67	717	61	1,356	82	2,816	199	5,844	409
May	2,027	85	1,447	44	2,172	107	5,463	266	11,109	502
June	2,251	104	1,614	60	2,586	87	5,375	437	11,826	638
July	1,933	108	1,497	83	2,206	115	4,525	296	10,161	604
August	1,665	141	1,325	84	1,799	87	3,702	273	8,491	585
September	1,859	135	1,284	67	2,053	52	3,516	136	8,712	390
October	1,732	96	1,200	43	1,996	44	3,957	161	8,885	344
November	1,544	72	1,092	37	1,830	79	3,652	178	8,118	366
December	2,108	125	1,150	40	2,000	83	4,631	196	9,889	444
1962 January	2,384	108	1,092	43	2,273	113	3,819	144	9,568	408
February	1,623	132	913	44	1,662	61	2,706	144	6,904	381
March	1,836	196	831	50	1,824	102	3,332	171	7,823	519
April	1,497	82	785	38	1,429	50	2,662	239	6,373	409
May	2,000	45	1,041	25	1,912	68	3,633	150	8,586	288
June	2,377	105	1,155	34	2,207	47	4,232	303	9,971	489
July	2,260	105	996	49	1,984	51	3,923	177	9,163	382
August	1,863	139	958	46	1,826	76	3,566	179	8,212	440
*September	1,913	100	758	54	1,825	41	3,110	194	7,606	359
October	1,967	99	1,061	50	2,161	70	3,673	219	8,862	438
November	1,973	90	999	25	2,135	57	3,939	211	9,046	383
December	2,453	62	1,027	40	1,741	73	3,800	184	9,021	359

* Amended figures.

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

TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of December, 1962

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	749	31	416	20	730	39	1,323	72	3,218	162
Negombo	150	2	141	—	122	3	435	8	848	13
Kalutara	140	1	44	—	78	1	84	7	346	19
Galle	265	2	69	—	94	5	368	9	796	19
Kandy	152	5	48	5	89	2	252	7	541	1
Nawalapitiya	20	—	10	—	18	—	49	—	97	—
Kuru negala	108	5	22	1	55	3	66	4	251	13
Jaffna	144	3	47	—	121	1	133	6	445	10
Ratnapura	116	1	31	—	65	1	126	2	338	4
Badulla	17	1	8	—	21	1	21	—	67	2
Batticaloa	55	1	31	—	53	1	181	1	320	3
Kalmunai	29	2	5	—	21	—	35	—	90	2
Trincomalee	16	1	9	1	25	4	92	27	142	33
Anuradhapura	71	3	11	1	26	—	103	10	211	14
Avissawella	82	—	24	—	31	—	88	—	225	—
Haputale	10	—	6	2	17	5	27	—	60	7
Matara	117	—	42	5	55	2	185	13	399	20
Vauniya	33	2	4	—	18	1	8	—	63	3
Fegalla	88	—	11	—	46	1	40	1	185	2
Matale	31	—	7	—	19	1	24	2	81	3
Chilaw	45	—	19	5	20	—	82	12	166	17
Hatton	8	1	17	—	11	2	65	3	101	6
Nuwara-Eliya	7	1	5	—	6	—	13	—	31	1
Total	2,453	62	1,027	40	1,741	73	3,800	184	9,021	359

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	Not available	Not available	4	Not available	Not available
1940	36	9,732	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66‡	12,399	937
1945	28	3,514	4,285*	53	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	363,600	430,586	54	14,482	31,996
1954	59	86,450	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,293	36,016
1956	99	56,908	200,888	115	31,852	152,966
1957	177	297,061	618,050	127	70,239	190,443
1958	123	39,372	340,632	96	42,713	399,228
1959	177	47,318	352,145	71	42,933	463,119
1960	123	42,528	259,948	37	4,830	15,139‡
1961	90	29,223	317,866	39	38,013	170,372
1962 January–November §	123	38,522	177,352	35	21,589	726,276
1961 January	13	4,614	31,237	—	—	—
February	11	3,152	32,188	4	1,004	1,086
March	8	1,251	2,913	11	2,138	6,059
April	20	10,683	173,986	4	3,747	81,883
May	4	495	8,308	—	—	—
June*	5	1,792	48,824	2	366	366
July	4	603	662	2	321	366
August	4	661	639	3	40	109
September	2	323	795	1	9	45
October	4	1,192	3,285	3	4,435	15,225
November	7	1,595	3,683	4	9,493	9,741
December	8	2,862	11,346	5	16,460	55,492
1962 January	10	3,905	18,718	1	22	199
February	6	2,476	16,590	3	13,950	531,006
March	6	2,245	6,382	2	2,550	165,370
April	13	2,090	5,527	3	1,078	1,078
May	14	3,817	6,477	3	1,196	1,916
June	16	5,278	16,150	2	175	644
July §	14	4,737	20,469	10	1,268	18,087
August §	12	4,478	18,236	6	731	5,802
September	12	3,561	38,750	3	492	1,656
October §	13	2,760	4,547	1	91	174
November §	7	3,175	25,506	1	36	144

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

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

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

§ The figures are provisional and subject to amendment.

** Amended figures.

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

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

TABLE IX—CLASSIFICATION OF THE STRIKES IN NOVEMBER, 1962, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
	Plantations	Others	Plantations	Others	Plantations	Others
Plantations—Tea ..	3	..	1,118	..	1,550	..
Rubber ..	3	..	1,159	..	18,230	..
Tea-cum-Rubber ..	1	..	898	..	5,726	..
Coconut ..	—	..	—	..	—	..
Coconut-cum-Rubber ..	—	..	—	..	—	..
Total ..	7		3,175		25,506	
Engineering ..	—	..	—	..	—	..
Printing ..	—	..	—	..	—	..
Motor Transport ..	—	..	—	..	—	..
Tea Export ..	—	..	—	..	—	..
Rubber Export ..	—	..	—	..	—	..
Coconut Manufacturing ..	—	..	—	..	—	..
Toddy, Arrack and Vinegar ..	—	..	—	..	—	..
Cigar Manufacturing ..	—	..	—	..	—	..
Tea & Rubber Manufacturing ..	—	..	—	..	—	..
Cinema ..	—	..	—	..	—	..
Dock, Harbour and Port Transport ..	—	..	—	..	—	..
Building Trade ..	—	..	—	..	—	..
Local Government Services ..	—	..	—	..	—	..
Service Institutions ..	—	..	—	..	—	..
Factories, Workshops, &c., run by the State ..	—	..	—	..	—	..
Textile ..	—	..	—	..	—	..
Relief Schemes ..	—	..	—	..	—	..
Wholesale and Retail Distribution ..	—	..	—	..	—	..
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—	..
Beedi Manufacturing ..	—	..	—	..	—	..
Hotel ..	—	..	—	..	—	..
Tile Manufacturing ..	1	..	36	..	144	..
Miscellaneous ..	—	..	—	..	—	..
Total ..	1		36		144	
Grand Total ..	8		3,211		25,650	

TABLE X—CLASSIFICATION OF THE STRIKES IN NOVEMBER, 1962, IN CAUSES

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work ..	1	.. 1	50	.. 36
2. Wage increases, Higher rates for piece work, &c. ..	—	.. —	—	.. —
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	.. —	—	.. —
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	2	.. —	682	.. —
5. Food matters. Welfare ..	—	.. —	—	.. —
6. Right of association and meeting ..	—	.. —	—	.. —
7. Factional disputes and domestic matters ..	1	.. —	170	.. —
8. External matters (e.g., arrest by Police, &c.) ..	1	.. —	949	.. —
9. Assaults by employer or agent or others ..	1	.. —	426	.. —
10. General demands ..	1	.. —	898	.. —
11. Sympathetic strikes ..	—	.. —	—	.. —
Total ..	7	1	3,175	36

APPENDIX I

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

Class of Worker	Month : February 1963		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(1) Baking Trade			
<i>Monthly Rates :</i>			
Class "A" Worker : foreman, head bakers, head basses, cooks, "short eats" makers, pastry makers, cake decorators	70 0 ..	59 35 ..	129 35
Class "B" Worker : dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators	55 0 ..	55 0 ..	110 0
Class "C" Worker : flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread 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 ..	42 34 ..	81 34
(2) Beedi Manufacturing Trade			
<i>Piece Rates :</i>			
"Nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—			
(a) beedies 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 : February, 1963

Class of Worker	Basic Wages		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(3) Brick and Tile Manufacturing Trade						
<i>Daily Rates :</i>						
In the manufacture of tiles in a factory—						
A—Male workers (18 and above) :						
Skilled Workers, Grade I : press feeders (machine), firemen engaged in kiln (burners) ..	2	0	1	97	3	97
Skilled Workers, Grade II : press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters ..	1	80	1	97	3	77
Semi-skilled Workers : winchmen, block cutters, tile slab oiler and polisher, trimmers, green tile sorters, workers engaged in stacking tiles in vehicles for transport ..	1	60	1	97	3	57
Unskilled Workers :						
Workers engaged in—mixing and tempering clay, mixing and pugging by machinery, stacking tiles on racks ; sun drying tiles ; helping the sorters ; helping green tile sorters ; removing baked tiles from the kiln ; stacking tiles ; moving blocks of clay to presses or other parts of the store ; truck fillers, claymen, block carriers, firewood carriers, pug-mill feeders, helpers engaged in loading and stacking tiles ..	1	40	1	87	3	27
B—Female Workers (18 and above) :	1	15	1	76	2	91
C—Workers (under 18 years) :						
Over 14 years but under 15 ..	0	80	1	40	2	20
Over 15 years but under 16 ..	0	90	1	45	2	35
Over 16 years but under 17 ..	1	0	1	50	2	50
Over 17 years but under 18 ..	1	10	1	60	2	70

(4) Building Trade

Daily Rates :

Unskilled :

Male labourers not under 18 years of age ..	1	40	2	09	3	49
Female labourers not under 18 years of age ..	1	10	2	09	3	19
Unskilled labourers (irrespective of sex) under 18 years of age ..	0	90	2	09	2	99

Semi-skilled, Grade II :

Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1	65	2	19	3	84
Semi-skilled, Grade I :						
Kanganies ..	1	80	2	19	3	99

Skilled :

Masons (building), carpenters (building), plumbers ; erectors (construction steel) ; equipment maintenance men ; tinkers ..	2	0	2	19	4	19
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Class of Worker	Month : February, 1963		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(5) Cigar Manufacturing Trade			
<i>Piece Rates :</i>			
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			
<i>Monthly Rates :</i>			
A.—NON-CLERICAL			
<i>Unskilled</i>			
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 ..	54 22 ..	90 72
<i>Semi-skilled</i>			
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 ..	56 82 ..	99 82
(b) Outside the Municipal areas ..	40 0 ..	56 82 ..	96 82
<i>Skilled, Grade II</i>			
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 ..	58 64 ..	113 64
(b) Outside the Municipal areas ..	47 0 ..	58 64 ..	105 64
<i>Skilled, Grade I</i>			
Armature winder; Electrician, Grade I; Engine Driver; Film room repairer, Grade I; Head operator; Tent maker:—			
(a) Within the Municipal areas ..	66 0 ..	58 64 ..	124 64
(b) Outside the Municipal areas ..	61 0 ..	58 64 ..	119 64

Month : February, 1963

Class of Worker	Month : February, 1963		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(6) Cinema Trade (contd.)			
B.—CLERICAL			
<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	.. 53 50	.. 103 50
(b) Outside the Municipal areas	.. 45 0	.. 53 50	.. 98 50
<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	.. 56 50	.. 111 50
(b) Outside the Municipal areas	.. 50 0	.. 56 50	.. 106 50
<i>Grade I</i>			
Head clerk	..	.. 110 0	.. 61 50 .. 171 50

(7) Cinnamon Trade

Daily Rates :

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

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 75	..	—	..	0 75
Pruning per acre	..	15 0	..	—	..	15 0
Draining a linear chain of drain 18" × 18"	..	4 0	..	—	..	4 0
Annual weeding, per acre	..	40 0	..	—	..	40 0

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

Daily Rates :

Male worker not under 16 years	..	1 10	..	1 21	..	2 31
Female worker not under 15 years	..	0 90	..	0 90	..	1 80
Child worker	..	0 65	..	0 83	..	1 48

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

Month : February, 1963

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(9) Coconut Growing Trade						
<i>Daily Rates :</i>						
In the raising and maintenance of a coconut plantation and in the manufacture of copra—						
Kangany	1	40	1	21	2	61
Male not under 16 years	1	25	1	21	2	46
Female not under 15 years	1	5	0	90	1	95
Male worker under 16 years or Female worker under 15 years	0	80	0	83	1	63

Piece Rates :

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

(10) Coconut Manufacturing Trade

Daily Rates :

In the manufacture of (1) desiccated coconuts, (2) coconut oil, (3) fibre and (4) coir products—						
Kangany	1	80	2	6	3	86
Male not under 18 years	1	40	2	6	3	46
Female not under 18 years	1	15	1	70	2	85
Worker, irrespective of sex under 18 years	1	15	1	63	2	78

Piece Rates :

(a) In the manufacture of desiccated coconuts—						
(1) husking nuts, per 1,000 nuts	2	19	—	—	2	19
(2) removing shells (hatchetting) per 1,000 nuts	1	13	—	—	1	13
(3) removing parings, per 1,000 nuts	1	13	—	—	1	13
(4) washing coconut meat and disintegrating, per 1,000 pounds	0	88	—	—	0	88
(5) drying, per 1,000 pounds	1	31	—	—	1	31
(6) sifting and grading, per 1,000 pounds	1	6	—	—	1	6
(7) packing and stencilling per case of 120 to 130 pounds	0	10	—	—	0	10
(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—						
(1) crushing husks per cwt. (wet weight of bristle fibre)	0	94	—	—	0	94
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre)	0	94	—	—	0	94
(3) cleaning mattress fibre, drying and baling per cwt.	0	31	—	—	0	31
(4) hanking bristle fibre and tying, per cwt.	1	50	—	—	1	50
(5) manufacture of mats and matting—						
• (i) mats, per sq. ft.	0	44	—	—	0	44
• (ii) matting, per square yard	0	15	—	—	0	15
(6) hacking bristle fibre and tying, per cwt.	3	25	—	—	3	25

Month : February, 1963

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	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	9	.. 3 49
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	19	.. 3 79
Grade I—						
Workers employed in—packing baling boxes with or without mechanical trampers ; 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	19	.. 3 99
Head baling press operator ..	2	0	..	2	19	.. 4 19
B. Female workers (not under 18 years of age) ..	1	15	..	1	97	.. 3 12
C. Workers (irrespective of sex) under 18 years of age—						
Over 14 years but under 15 years ..	0	80	..	1	57	.. 2 37
Over 15 years but under 16 years ..	0	90	..	1	62	.. 2 52
Over 16 years but under 17 years ..	1	0	..	1	67	.. 2 67
Over 17 years but under 18 years ..	1	15	..	1	77	.. 2 92

Month : February, 1963

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(11) Coir Mattress and Bristle Fibre Export Trade (contd.)						
<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	34	75	99	75
Skilled Grade	55	0	30	75	85	75
Semi-skilled Grade	45	0	27	75	72	75
Unskilled, Grade I	37	0	27	75	64	75
Unskilled, Grade II	31	0	27	75	58	75

Women Workers—

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

Non-manual Workers—

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

Piece Rates :

Lighters from 20 to 60 tons—

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

* 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: February, 1963

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(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 transshipment of cargo from ship to ship ;

(b) each trip where cargo is “ shut out ” and subsequently re-directed to another vessel ;

(c) each trip where cargo is discharged into a lighter from hatch and subsequently loaded to another hatch of the same vessel ;

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Month : February, 1963

Class of Worker	Month : February, 1963		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(13) Engineering Trade			
<i>Daily Rates :</i>			
Unskilled labourers	1 40 ..	2 9 ..	3 49
Semi-skilled workers, Grade I—			
Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fettlers (iron and brass) ; smellters (iron and brass) ; checkers (timber), sawyers ; caulkers (deck) ; boiler attendants ; drivers (engine) ; firemen ; tyre repairers ; tyre vulcanizers	1 65 ..	2 19 ..	3 84
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 19 ..	3 64
Skilled workers—			
Turners ; machinists (iron and steel working) ; machinists (wood working) ; coppersmiths ; • plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; coremakers ; pattern-makers ; carpenters, joiners and cabinet-makers ; boat-builders ; saw sharpeners ; machine-knife sharpeners ; sign writers ; polishers (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 19 ..	4 19
Kanganies	1 80 ..	2 19 ..	3 99
Watchers	1 70 ..	2 19 ..	3 89
Trade learners and apprentices—			
First year	0 50 ..	1 13 ..	1 63
Second year	0 66 ..	1 23 ..	1 89
Third year	0 85 ..	1 54 ..	2 39
Fourth year	1 10 ..	1 69 ..	2 79

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(14) 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 82 ..	3 82
(b) Female Workers, 18 years and over ..	1 64 ..	1 72 ..	3 36
(c) Young persons, over 14 years, but under 18 years ..	1 25 ..	1 40 ..	2 65

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 82 ..	3 42
(b) Female Workers, 18 years and over ..	1 32 ..	1 72 ..	3 04
(c) Young persons, over 14 years but under 18 years ..	1 0 ..	1 40 ..	2 40

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 72 ..	3 12
(b) Female Workers, 18 years and over ..	1 15 ..	1 60 ..	2 75
(c) Young persons, over 14 years but under 16 years ..	0 70 ..	1 18 ..	1 88
(d) Young persons, over 16 years but under 18 years ..	0 90 ..	1 40 ..	2 30

Grade IV—

Watcher ..	1 70 ..	1 82 ..	3 52
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Month: February, 1963

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(15) Motor Transport Trade					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100	0	62	42	162 42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt.	90	0	62	42	152 42
Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses	85	0	59	92	144 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate)	100	0	62	42	162 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	57	42	127 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	62	42	129 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt.	60	0	58	42	118 42
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses	50	0	58	42	108 42
Class I Workers : Omnibus checkers or time-keepers	60	0	58	42	118 42
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90	0	58	42	148 42
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items	45	0	48	67	93 67
<i>Daily Rates :</i>					
Class A worker	4	0	2	62	6 62
.. B	4	0	2	62	6 62
.. C	3	25	2	62	5 87
.. D	4	0	2	62	6 62
.. E	2	75	2	37	5 12
.. F	2	75	2	62	5 37
.. G	2	50	2	62	5 12
.. H	2	25	2	62	4 87
.. K	1	50	1	82	3 32

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

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

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

Month : February, 1963

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(16) Plumbago Trade					
<i>Daily Rates :</i>					
Worker other than those employed in curing and dressing—					
Underground workers—					
Basses	3	0	1	27	4 27
Kanganies	..	2	50	1	27
Loaders					
Onsetters or Donakatarayas					
Overseers					
Shift bosses	2	33	1	27	3 60
Blasters	..	2	25	1	27
Drillers (hand and machine)					
Shaft drivers					
Stoppers (excavators)					
Timbermen	..	1	75	1	27
Muckers					
Trolleyman					
Unskilled labourers					3 2
Underground and surface workers—					
Electricians	..	2	75	1	27
Enginemen					
Fitters					
Hoistmen					
Mechanics					
Pumpmen					
Winchmen					4 2
Checkers	2	50	1	27	3 77
Electricians (assistants)	..	1	75	1	27
Fitters (assistants)					
Windlassmen (dabare workers)					
Mechanics (assistants)					
Surface workers—					
Carpenters	..	2	75	1	27
Masons					
Overseers	2	50	1	27	3 77
Bakkikarayas or Banksmen	..	2	25	1	27
Blacksmiths					
Boilerman					
Drill sharpeners					
Firewood carriers and splitters	1	85	1	27	3 12
Carters	..	1	75	1	27
Watchers					
Cooks	..	1	49	1	27
Smithy boys					
Unskilled labourers					
					2 76

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 allowances are as follows :—

- (a) female worker, not under 18 years of age .. 0.94 cents
- (b) worker, irrespective of sex, under 18 years of age .. 0.87 cents

Month : February, 1963

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(16) Plumbago Trade (contd.)					
Workers employed in curing and dressing—					
(a) As overseers and kanganies	2	25	1	47	3 72
(b) On different jobs—					
Male workers not under 18 years	1	50	1	47	2 97
Female workers not under 18 years	1	25	1	14	2 39
Worker under 18 years	0	75	1	7	1 82

(17) Printing Trade

Monthly Rates :

Class A Workers : 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	102	42	212 42
Class B Workers : Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)	87	50	82	42	169 92
Class C, Grade I Workers : Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	65	0	72	42	137 42
Class C, Grade II Workers : Platen Machine Minders	60	0	67	32	127 32
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50	0	62	42	112 42
Class E Workers : Unskilled workers not under 18 years of age	42	0	59	97	101 97
Class F Workers : Unskilled workers under 18 years of age	20	0	40	42	60 42
Class G Workers : Watchers	44	0	62	42	106 42
Class A—1st year learner	33	0	43	92	76 92
„ B „ „	26	0	37	92	63 92
„ C Grade I, 1st year learner	24	0	39	92	63 92
„ C Grade II „ „	22	0	37	92	59 92
„ D—1st year learner	19	0	35	92	54 92
Class A—2nd year learner	44	0	52	42	96 42
„ B „ „	36	0	50	42	86 42
„ C Grade I, 2nd year learner	29	0	45	32	74 32
„ C Grade II „ „	27	0	42	87	69 87
„ D—2nd year learner	23	0	40	42	63 42
Class A—3rd year learner	56	0	60	92	116 92

Month : February, 1963

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Printing Trade—(contd.)						
Class B—3rd year learner ..	49	0	56	92	105	92
„ C Grade I, 3rd year learner ..	36	0	50	92	86	92
„ C Grade II „ „ ..	32	0	47	82	79	82
„ D—3rd year learner ..	28	0	44	92	72	92
Class A—4th year learner ..	71	0	73	42	144	42
„ B „ „ ..	64	0	66	32	130	32
„ C Grade I, 4th year learner ..	44	0	58	97	102	97
„ C Grade II „ „ ..	39	0	55	9	94	9
„ D—4th year learner ..	34	0	51	42	85	42
Class A—5th year learner ..	88	0	86	42	174	42

(18) Rubber Export Trade

Daily Rates :

A.—Male workers not under 18 years of age—

(a) Grade II :

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 9 .. 3 49

(b) Intermediate Grade :

Workers employed in weighing ; grading and sorting ; the work of press operators ..

1 60 .. 2 19 .. 3 79

(c) Grade I :

Workers employed in loading ,unloading and carrying bales ; stacking ..

1 80 .. 2 19 .. 3 99

(d) Watchers ..

1 70 .. 2 19 .. 3 89

B.—Female workers not under 18 years of age—

(a) Grade II :

Workers employed in work other than sorting ..

1 15 .. 1 97 .. 3 12

(b) Grade I :

Workers employed in sorting ..

1 30 .. 1 97 .. 3 27

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

Over 14 years but under 15 years ..

0 80 .. 1 57 .. 2 37

Over 15 years but under 16 years ..

0 90 .. 1 62 .. 2 52

Over 16 years but under 17 years ..

1 0 .. 1 67 .. 2 67

Over 17 years but under 18 years ..

1 15 .. 1 77 .. 2 92

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(19) Rubber Growing and Manufacturing Trade					
<i>Daily Rates :</i>					
Male worker not under 16 years ..	1	40	1	21	2 61
Female worker not under 16 years ..	1	30	0	90	2 20
Child worker ..	1	5	0	83	1 88
(20) Tea Export Trade					
<i>Daily Rates :</i>					
A.—Male workers not under 18 years of age—					
(a) Grade II—					
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	09	3 49
(b) Intermediate Grade—					
Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..	1	60	2	19	3 79
(c) Grade I—					
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	19	3 99
(d) Box makers and repairers ..	1	60	2	19	3 79
(e) Watchers ..	1	70	2	19	3 89
B.—Female workers (not under 18 years of age) ..					
	1	15	1	97	3 12
C.—Workers (irrespective of sex) under 18 years of age—					
Over 14 years but under 15 years ..	0	80	1	57	2 37
Over 15 years but under 16 years ..	0	90	1	62	2 52
Over 16 years but under 17 years ..	1	0	1	67	2 67
Over 17 years but under 18 years ..	1	15	1	77	2 92
(21) Tea Growing and Manufacturing Trade					
<i>Daily Rates :</i>					
Male worker not under 16 years ..	1	25	1	21	2 46
Female worker not under 15 years ..	1	5	0	90	1 95
Child worker ..	0	80	0	83	1 63

Month : February, 1963

Class of Worker

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

(22) 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 February, 1963, to workers in the Baking Trade**

No. of Days	Class A	Class B	Class C	No. of Days
	Rs. c.	Rs. c.	Rs. c.	
½	2 69½	2 29	1 69½	½
1	5 39	4 58	3 39	1
2	10 78	9 17	6 78	2
3	16 17	13 75	10 17	3
4	21 56	18 23	13 56	4
5	26 95	22 92	16 95	5
6	32 34	27 50	20 34	6
7	37 73	32 08	23 72	7
8	43 12	36 67	27 11	8
9	48 51	41 25	30 50	9
10	53 90	45 83	33 89	10
11	59 29	50 42	37 28	11
12	64 67	55 00	40 67	12
13	70 06	59 58	44 06	13
14	75 45	64 17	47 45	14
15	80 84	68 75	50 84	15
16	86 23	73 33	54 23	16
17	91 62	77 92	57 62	17
18	97 01	82 50	61 01	18
19	102 40	87 08	64 39	19
20	107 79	91 67	67 78	20
21	113 18	96 25	71 17	21
22	118 57	100 83	74 56	22
23	123 96	105 42	77 95	23
24	129 35	110 00	81 34	24

* 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.

APPENDIX III

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1963, to workers in the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
<i>Normal working days</i> ½	Rs. c. 1 74½	Rs. c. 1 59½	Rs. c. 1 49½	Rs. c. 1 92	Rs. c. 1 99½	Rs. c. 2 09½	<i>Normal working days</i> ½
1	3 49	3 19	2 99	3 84	3 99	4 19	1
2	6 92	6 38	5 98	7 68	7 98	8 38	2
3	10 47	9 57	8 97	11 52	11 97	12 57	3
4	13 96	12 76	11 96	15 36	15 96	16 76	4
5	17 45	15 95	14 95	19 20	19 95	20 95	5
6	20 94	19 14	17 94	23 04	23 94	25 14	6
7	24 43	22 33	20 93	26 88	27 93	29 33	7
8	27 92	25 52	23 92	30 72	31 92	33 52	8
9	31 41	28 71	26 91	34 56	35 91	37 71	9
10	34 90	31 90	29 90	38 40	39 90	41 90	10
11	38 39	35 09	32 89	42 24	43 89	46 09	11
12	41 88	38 28	35 88	46 08	47 88	50 28	12
13	45 37	41 47	38 87	49 92	51 87	54 47	13
14	48 86	44 66	41 86	53 76	55 86	58 66	14
15	52 35	47 85	44 85	57 60	59 85	62 85	15
16	55 84	51 04	47 84	61 44	63 84	67 04	16
17	59 33	54 23	50 83	65 28	67 83	71 23	17
18	62 82	57 42	53 82	69 12	71 82	75 42	18
19	66 31	60 61	56 81	72 96	75 81	79 61	19
20	69 80	63 80	59 80	76 80	79 80	83 80	20
21	73 29	66 99	62 79	80 64	83 79	87 99	21
22	76 78	70 18	65 78	84 48	87 78	92 18	22
23	80 27	73 37	68 77	88 32	91 77	96 37	23
24	83 76	76 56	71 76	92 16	95 76	100 56	24
<i>Sunday work</i>							<i>Sunday work</i>
1	5 24	4 79	4 49	5 76	5 99	6 29	1
2	10 48	9 58	8 98	11 52	11 98	12 58	2
3	15 72	14 37	13 47	17 28	17 97	18 87	3
4	20 96	19 16	17 96	23 04	23 96	25 16	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 24 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 February, 1963, to workers in the Cinema Trade**

Within the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 89	2 08	2 37	2 59½	2 15½	2 32½	3 57½	½
1	3 78	4 16	4 74	5 19	4 31	4 65	7 15	1
2	7 56	8 32	9 47	10 39	8 63	9 29	14 29	2
3	11 34	12 48	14 21	15 58	12 94	13 94	21 44	3
4	15 12	16 64	18 94	20 77	17 25	18 58	28 58	4
5	18 90	20 80	23 68	25 97	21 56	23 23	35 73	5
6	22 68	24 96	28 41	31 16	25 88	27 87	42 87	6
7	26 46	29 11	33 15	36 35	30 19	32 52	50 02	7
8	30 24	33 37	37 88	41 55	34 50	37 17	57 17	8
9	34 02	37 43	42 62	46 74	38 81	41 81	64 31	9
10	37 80	41 59	47 35	51 93	43 13	46 46	71 46	10
11	41 58	45 75	52 09	57 13	47 44	51 10	78 60	11
12	45 36	49 91	56 82	62 32	51 75	55 75	85 75	12
13	49 14	54 07	61 56	67 51	56 06	60 40	92 90	13
14	52 92	58 23	66 29	72 71	60 38	65 04	100 04	14
15	56 70	62 39	71 03	77 90	64 69	69 69	107 19	15
16	60 48	66 55	75 76	83 09	69 00	74 33	114 33	16
17	64 26	70 71	80 50	88 29	73 31	78 98	121 48	17
18	68 04	74 87	85 23	93 48	77 63	83 62	128 62	18
19	71 82	79 02	89 97	98 67	81 94	88 27	135 77	19
20	75 60	83 18	94 70	103 87	86 25	92 92	142 92	20
21	79 38	87 34	99 44	109 06	90 56	97 56	150 06	21
22	83 16	91 50	104 17	114 25	94 88	102 21	157 21	22
23	86 94	95 66	108 91	119 45	99 19	106 85	164 35	23
24	90 72	99 82	113 64	124 64	103 50	111 50	171 50	24
25	96 16	105 81	120 46	132 12	109 71	118 19	181 79	25
26	101 60	111 80	127 28	139 60	115 92	124 88	192 08	26
27	107 04	117 79	134 10	147 08	122 13	131 57	202 37	27
28	112 48	123 78	140 92	154 56	128 34	138 26	212 66	28

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

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

APPENDIX IV—(contd.)

***Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1963, to workers in the Cinema Trade**

Outside the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 89	2 01½	2 20	2 49½	2 05	2 22	3 57½	½
1	3 78	4 03	4 40	4 99	4 10	4 44	7 15	1
2	7 56	8 07	8 80	9 97	8 21	8 88	14 29	2
3	11 34	12 10	13 21	14 96	12 31	13 31	21 44	3
4	15 12	16 14	17 61	19 94	16 42	17 75	28 58	4
5	18 90	20 17	22 01	24 93	20 52	22 19	35 73	5
6	22 68	24 21	26 41	29 91	24 63	26 63	42 87	6
7	26 46	28 24	30 81	34 90	28 73	31 06	50 02	7
8	30 24	32 27	35 21	39 88	32 83	35 50	57 17	8
9	34 02	36 31	39 62	44 87	36 94	39 94	64 31	9
10	37 80	40 34	44 02	49 85	41 04	44 38	71 46	10
11	41 58	44 38	48 42	54 84	45 15	48 81	78 60	11
12	45 36	48 41	52 82	59 82	49 25	53 25	85 75	12
13	49 14	52 44	57 22	64 81	53 35	57 69	92 90	13
14	52 92	56 48	61 62	69 79	57 46	62 13	100 04	14
15	56 70	60 51	66 03	74 78	61 56	66 56	107 19	15
16	60 48	64 55	70 43	79 76	65 67	71 00	114 33	16
17	64 26	68 58	74 83	84 75	69 77	75 44	121 48	17
18	68 04	72 62	79 23	89 73	73 88	79 88	128 62	18
19	71 82	76 65	83 63	94 72	77 98	84 31	135 77	19
20	75 60	80 68	88 03	99 70	82 08	88 75	142 92	20
21	79 38	84 72	92 44	104 69	86 19	93 19	150 06	21
22	83 16	88 75	96 84	109 67	90 29	97 63	157 21	22
23	86 94	92 79	101 24	114 66	94 40	102 06	164 35	23
24	90 72	96 82	105 64	119 64	98 50	106 50	171 50	24
25	96 16	102 63	111 98	126 82	104 41	112 89	181 79	25
26	101 60	108 44	118 32	134 00	110 32	119 28	192 08	26
27	107 04	114 25	124 66	141 18	116 23	125 67	202 37	27
28	112 48	120 06	131 00	148 36	122 14	132 06	212 66	28

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

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

APPENDIX V

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during February, 1963, 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	
Normal Working Days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. ¢.	Rs. c.	Rs. c.	Normal Working Days
½	0 55	0 60½	1 15½	0 45	0 45	0 90	0 32½	0 41½	0 74	½
1	1 10	1 21	2 31	0 90	0 90	1 80	0 65	0 83	1 48	1
2	2 20	2 42	4 62	1 80	1 80	3 60	1 30	1 66	2 96	2
3	3 30	3 63	6 93	2 70	2 70	5 40	1 95	2 49	4 44	3
4	4 40	4 84	9 24	3 60	3 60	7 20	2 60	3 32	5 92	4
5	5 50	6 05	11 55	4 50	4 50	9 00	3 25	4 15	7 40	5
6	6 60	7 26	13 86	5 40	5 40	10 80	3 90	4 98	8 83	6
7	7 70	8 47	16 17	6 30	6 30	12 60	4 55	5 81	10 36	7
8	8 80	9 68	18 48	7 20	7 20	14 40	5 20	6 64	11 84	8
9	9 90	10 89	20 79	8 10	8 10	16 20	5 85	7 47	13 32	9
10	11 00	12 10	23 10	9 00	9 00	18 00	6 50	8 30	14 80	10
11	12 10	13 31	25 41	9 90	9 90	19 80	7 15	9 13	16 28	11
12	13 20	14 52	27 72	10 80	10 80	21 60	7 80	9 96	17 76	12
13	14 30	15 73	30 03	11 70	11 70	23 40	8 45	10 79	19 24	13
14	15 40	16 94	32 34	12 60	12 60	25 20	9 10	11 62	20 72	14
15	16 50	18 15	34 65	13 50	13 50	27 00	9 75	12 45	22 20	15
16	17 60	19 36	36 96	14 40	14 40	28 80	10 40	13 28	23 68	16
17	18 70	20 57	39 27	15 30	15 30	30 60	11 05	14 11	25 16	17
18	19 80	21 78	41 58	16 20	16 20	32 40	11 70	14 94	26 64	18
19	20 90	22 99	43 89	17 10	17 10	34 20	12 35	15 77	28 12	19
20	22 00	24 20	46 20	18 00	18 00	36 00	13 00	16 60	29 60	20
21	23 10	25 41	48 51	18 90	18 90	37 80	13 65	17 43	31 08	21
22	24 20	26 62	50 82	19 80	19 80	39 60	14 30	18 26	32 56	22
23	25 30	27 83	53 13	20 70	20 70	41 40	14 95	19 09	34 04	23
24	26 40	29 04	55 44	21 60	21 60	43 20	15 60	19 92	35 52	24
Sunday Work										Sunday work
1			3 46			2 70			2 22	1
2			6 92			5 40			4 44	2
3			10 38			8 10			6 66	3
4			13 84			10 80			8 88	4

Note 1.—The information shown for the number of days up to 24 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 February, 1963, to workers in the Coconut Growing and Manufacturing Trade

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Female	Young Person	Kan-gany	Male	Female	Young Person	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 30½	1 23	0 97½	0 81½	1 93	1 73	1 42½	1 39	½
1	2 61	2 46	1 95	1 63	3 86	3 46	2 85	2 78	1
2	5 22	4 92	3 90	3 26	7 72	6 92	5 70	5 56	2
3	7 83	7 33	5 85	4 89	11 58	10 38	8 55	8 34	3
4	10 44	9 84	7 80	6 52	15 44	13 84	11 40	11 12	4
5	13 05	12 30	9 75	8 15	19 30	17 30	14 25	13 90	5
6	15 66	14 76	11 70	9 78	23 16	20 76	17 10	16 68	6
7	18 27	17 22	13 65	11 41	27 02	24 22	19 95	19 46	7
8	20 88	19 68	15 60	13 04	30 88	27 68	22 80	22 24	8
9	23 49	22 14	17 55	14 67	34 74	31 14	25 65	25 02	9
10	26 10	24 60	19 50	16 30	38 60	34 60	28 50	27 80	10
11	28 71	27 06	21 45	17 93	42 46	38 06	31 35	30 58	11
12	31 32	29 52	23 40	19 56	46 32	41 52	34 20	33 36	12
13	33 93	31 98	25 35	21 19	50 18	44 98	37 05	36 14	13
14	36 54	34 44	27 30	22 82	54 04	48 44	39 90	38 92	14
15	39 15	36 90	29 25	24 45	57 90	51 90	42 75	41 70	15
16	41 76	39 36	31 20	26 08	61 76	55 36	45 60	44 48	16
17	44 37	41 82	33 15	27 71	65 62	58 82	48 45	47 26	17
18	46 98	44 28	35 10	29 34	69 48	62 28	51 30	50 04	18
19	49 59	46 74	37 05	30 97	73 34	65 74	54 15	52 82	19
20	52 20	49 20	39 00	32 60	77 20	69 20	57 00	55 60	20
21	54 81	51 66	40 95	34 23	81 06	72 66	59 85	58 38	21
22	57 42	54 12	42 90	35 86	84 92	76 12	62 70	61 16	22
23	60 03	56 58	44 85	37 49	88 78	79 58	65 55	63 94	23
24	62 64	59 04	46 80	39 12	92 64	83 04	68 40	66 72	24
Sunday work									
1	3 92	3 69	2 92	2 44	5 79	5 19	4 28	4 17	1
2	7 84	7 38	5 84	4 88	11 58	10 38	8 56	8 34	2
3	11 76	11 07	8 76	7 32	17 37	15 57	12 84	12 51	3
4	15 68	14 76	11 68	9 76	23 16	20 76	17 12	16 68	4

Note 1.—The information shown for the number of days up to 24 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. on 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 February, 1963, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
1	1 74½	1 92	1 82	2 09½	1 99½	1 94½	0 81½	0 94½	1 19½	1 39½	1
2	3 49	3 84	3 64	4 19	3 99	3 89	1 63	1 89	2 39	2 79	2
3	6 98	7 68	7 28	8 38	7 98	7 78	3 26	3 78	4 78	5 58	3
4	10 47	11 52	10 92	12 57	11 97	11 67	4 89	5 67	7 17	8 37	4
5	13 96	15 36	14 56	16 76	15 96	15 56	6 52	7 56	9 56	11 16	5
6	17 45	19 20	18 20	20 95	19 95	19 45	8 15	9 45	11 95	13 95	6
7	20 94	23 04	21 84	25 14	23 94	23 34	9 78	11 34	14 34	16 74	7
8	24 43	26 88	25 48	29 33	27 93	27 23	11 41	13 23	16 73	19 53	8
9	27 92	30 72	29 12	33 52	31 92	31 12	13 04	15 12	19 12	22 32	9
10	31 41	34 56	32 76	37 71	35 91	35 01	14 67	17 01	21 51	25 11	10
11	34 90	38 40	36 40	41 90	39 90	38 90	16 30	18 90	23 90	27 90	11
12	38 39	42 24	40 04	46 09	43 89	42 79	17 93	20 79	26 29	30 69	12
13	41 88	46 08	43 68	50 28	47 88	46 68	19 56	22 68	28 68	33 48	13
14	45 37	49 92	47 32	54 47	51 87	50 57	21 19	24 57	31 07	36 27	14
15	48 86	53 76	50 96	58 66	55 86	54 46	22 82	26 46	33 46	39 06	15
16	52 35	57 60	54 60	62 85	59 85	58 35	24 45	28 35	35 85	41 85	16
17	55 84	61 44	58 24	67 04	63 84	62 24	26 08	30 24	38 24	44 64	17
18	59 33	65 28	61 88	71 23	67 83	66 13	27 71	32 13	40 63	47 43	18
19	62 82	69 12	65 52	75 42	71 82	70 02	29 34	34 02	43 02	50 22	19
20	66 31	72 96	69 16	79 61	75 81	73 91	30 97	35 91	45 41	53 01	20
21	69 80	76 80	72 80	83 80	79 80	77 80	32 60	37 80	47 80	55 80	21
22	73 29	80 64	76 44	87 99	83 79	81 69	34 23	39 69	50 19	58 59	22
23	76 78	84 48	80 08	92 18	87 78	85 58	35 86	41 58	52 58	61 38	23
24	80 27	88 32	83 72	96 37	91 77	89 47	37 49	43 47	54 97	64 17	24
25	83 76	92 16	87 36	100 56	95 76	93 36	39 12	45 36	57 36	66 96	25
<i>Sunday work</i>											<i>Sunday work</i>
1	5 24	5 76	5 46	6 29	5 99	5 84	2 45	2 84	3 59	4 19	1
2	10 48	11 52	10 92	12 58	11 98	11 68	4 90	5 68	7 18	8 38	2
3	15 72	17 28	16 38	18 87	17 97	17 52	7 35	8 52	10 77	12 57	3
4	20 96	23 04	21 84	25 16	23 96	23 36	9 80	11 36	14 36	16 76	4

Note I.—The information shown for the number of days up to 24 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 February, 1963, to workers in the Match Manufacturing Trade

No. of Days	Grade I			Grade II			Grade III				Grade IV	No. of Days	
	Adults		Young Persons	Adults		Young Persons	Adults		Young Persons		Watchers		
	Male	Female		Male	Female		Male	Female	Over 14 Under 16 Years	Over 16 Under 18 Years			
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
Normal working days	1	1 91	1 68	1 32½	1 71	1 52	1 20	1 56	1 37½	0 94	1 15	1 76	1
	2	3 82	3 36	2 65	3 42	3 04	2 40	3 12	2 75	1 88	2 30	3 52	2
	3	7 64	6 72	5 30	6 84	6 08	4 80	6 24	5 50	3 76	4 60	7 04	3
	4	11 46	10 08	7 95	10 26	9 12	7 20	9 36	8 25	5 64	6 90	10 56	4
	5	15 28	13 44	10 60	13 68	12 16	9 60	12 48	11 00	7 52	9 20	14 08	5
	6	19 10	16 80	13 25	17 10	15 20	12 00	15 60	13 75	9 40	11 50	17 60	6
	7	22 92	20 16	15 90	20 52	18 24	14 40	18 72	16 50	11 28	13 80	21 12	7
	8	26 74	23 52	18 55	23 94	21 28	16 80	21 84	19 25	13 16	16 10	24 64	8
	9	30 56	26 88	21 20	27 36	24 32	19 20	24 96	22 00	15 04	18 40	28 16	9
	10	34 38	30 24	23 85	30 78	27 36	21 60	28 08	24 75	16 92	20 70	31 68	10
	11	38 20	33 60	26 50	34 20	30 40	24 00	31 20	27 50	18 80	23 00	35 20	11
	12	42 02	36 96	29 15	37 62	33 44	26 40	34 32	30 25	20 68	25 30	38 72	12
	13	45 84	40 32	31 80	41 04	36 48	28 80	37 44	33 00	22 56	27 60	42 24	13
	14	49 66	43 68	34 45	44 46	39 52	31 20	40 56	35 75	24 44	29 90	45 76	14
	15	53 48	47 04	37 10	47 88	42 56	33 60	43 68	38 50	26 32	32 20	49 28	15
	16	57 30	50 40	39 75	51 30	45 60	36 00	46 80	41 25	28 20	34 50	52 80	16
	17	61 12	53 76	42 40	54 72	48 64	38 40	49 92	44 00	30 08	36 80	56 32	17
	18	64 94	57 12	45 05	58 14	51 68	40 80	53 04	46 75	31 96	39 10	59 84	18
	19	68 76	60 48	47 70	61 56	54 72	43 20	56 16	49 50	33 84	41 40	63 36	19
	20	72 58	63 84	50 35	64 98	57 76	45 60	59 28	52 25	35 72	43 70	66 88	20
	21	76 40	67 20	53 00	68 40	60 80	48 00	62 40	55 00	37 60	46 00	70 40	21
	22	80 22	70 56	55 65	71 82	63 84	50 40	65 52	57 75	39 48	48 30	73 92	22
	23	84 04	73 92	58 30	75 24	66 88	52 80	68 64	60 50	41 36	50 60	77 44	23
	24	87 86	77 28	60 95	78 66	69 92	55 20	71 76	63 25	43 24	52 90	80 96	24
Sunday work	1	5 73	5 04	3 98	5 13	4 56	3 60	4 68	4 13	2 82	3 45	5 28	1
	2	11 46	10 08	7 96	10 26	9 12	7 20	9 36	8 26	5 64	6 90	10 56	2
	3	17 19	15 12	11 94	15 39	13 68	10 80	14 04	12 39	8 46	10 35	15 84	3
	4	22 92	20 16	15 92	20 52	18 24	14 40	18 72	16 52	11 28	13 80	21 12	4

* The information shown for the number of days up to 24 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 February, 1963, to Monthly-paid workers in the Motor Transport Trade

No. of Days	Class A Class D	Class B	Class C	Class E	Class F	Class G Class I	Class H	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 38½	3 17½	3 02	2 65½	2 70½	2 46½	2 26	3 09	1 95	½
1	6 77	6 35	6 04	5 31	5 41	4 93	4 52	6 18	3 90	1
2	13 54	12 70	12 08	10 62	10 83	9 87	9 04	12 37	7 81	2
3	20 30	19 05	18 11	15 93	16 24	14 80	13 55	18 55	11 71	3
4	27 07	25 40	24 15	21 24	21 65	19 74	18 07	24 74	15 61	4
5	33 84	31 75	30 19	26 55	27 07	24 67	22 59	30 92	19 51	5
6	40 61	38 10	36 23	31 86	32 48	29 61	27 11	37 11	23 42	6
7	47 37	44 46	42 27	37 16	37 89	34 54	31 62	43 29	27 32	7
8	54 14	50 81	48 31	42 47	43 31	39 47	36 14	49 47	31 22	8
9	60 91	57 16	54 34	47 78	48 72	44 41	40 66	55 66	35 13	9
10	67 68	63 51	60 38	53 09	54 13	49 34	45 18	61 84	39 03	10
11	74 44	69 86	66 42	58 40	59 55	54 28	49 69	68 03	42 93	11
12	81 21	76 21	72 46	63 71	64 96	59 21	54 21	74 21	46 84	12
13	87 98	82 56	78 50	69 02	70 37	64 14	58 73	80 39	50 74	13
14	94 75	88 91	84 54	74 33	75 79	69 08	63 25	86 58	54 64	14
15	101 51	95 26	90 57	79 64	81 20	74 01	67 76	92 76	58 54	15
16	108 28	101 61	96 61	84 95	86 61	78 95	72 28	98 95	62 45	16
17	115 05	107 96	102 65	90 26	92 03	83 88	76 80	105 13	66 35	17
18	121 82	114 31	108 69	95 57	97 44	88 82	81 32	111 32	70 25	18
19	128 68	120 67	114 73	100 87	102 85	93 75	85 83	117 50	74 16	19
20	135 85	127 02	120 77	106 18	108 27	98 68	90 35	123 68	78 06	20
21	142 12	133 37	126 80	111 49	113 68	103 62	94 87	129 87	81 96	21
22	148 89	139 72	132 84	116 80	119 09	108 55	99 39	136 05	85 86	22
23	155 65	146 07	138 88	122 11	124 51	113 49	103 90	142 24	89 77	23
24	162 42	152 42	144 92	127 42	129 92	118 42	108 42	148 42	93 67	24
25	172 17	161 57	153 62	135 07	137 72	125 53	114 93	157 33	99 29	25
26	181 92	170 72	162 92	142 72	145 52	132 64	121 44	166 24	104 91	26
27	191 67	179 87	171 02	150 37	153 32	139 75	127 95	175 15	110 53	27
28	201 42	189 02	179 72	158 02	161 12	146 86	134 46	184 06	116 15	28

APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1963, to Daily-paid workers in
the Motor Transport Trade

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 31	2 93½	2 56	2 68½	2 43½	1 66	½
1	6 62	5 87	5 12	5 37	4 87	3 32	1
2	13 24	11 74	10 24	10 74	9 74	6 64	2
3	19 86	17 61	15 36	16 11	14 61	9 96	3
4	26 48	23 48	20 48	21 48	19 48	13 28	4
5	33 10	29 35	25 60	26 85	24 35	16 60	5
6	39 72	35 22	30 72	32 22	29 22	19 92	6
7	46 34	41 09	35 84	37 59	34 09	23 24	7
8	52 96	46 96	40 96	42 96	38 96	26 56	8
9	59 58	52 83	46 08	48 33	43 83	29 88	9
10	66 20	58 70	51 20	53 70	48 70	33 20	10
11	72 82	64 57	56 32	59 07	53 57	36 52	11
12	79 44	70 44	61 44	64 44	58 44	39 84	12
13	86 06	76 31	66 56	69 81	63 31	43 16	13
14	92 68	82 18	71 68	75 18	68 18	46 48	14
15	99 30	88 05	76 80	80 55	73 05	49 80	15
16	105 92	93 92	81 92	85 92	77 92	53 12	16
17	112 54	99 79	87 04	91 29	82 79	56 44	17
18	119 16	105 66	92 16	96 66	87 66	59 76	18
19	125 78	111 53	97 28	102 03	92 53	63 08	19
20	132 40	117 40	102 40	107 40	97 40	66 40	20
21	139 02	123 27	107 52	112 77	102 27	69 72	21
22	145 64	129 14	112 64	118 14	107 14	73 04	22
23	152 26	135 01	117 76	123 51	112 01	76 36	23
24	158 88	140 88	122 88	128 88	116 88	79 68	24
25	165 50	146 75	128 00	134 25	121 75	83 00	25
26	172 12	152 62	133 12	139 62	126 62	86 32	26
27	178 74	158 49	138 24	144 99	131 49	89 64	27
28	185 36	164 36	143 36	150 36	136 36	92 96	28

APPENDIX XI

* Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1963, to workers in the Printing Trade

No. of Days	Workers other than Apprentices								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	4 42½	3 54	2 86½	2 65½	2 34	2 12½	1 26	2 21½	½
1	8 85	7 08	5 73	5 31	4 68	4 25	2 52	4 43	1
2	17 70	14 16	11 45	10 61	9 37	8 50	5 04	8 87	2
3	26 55	21 24	17 18	15 92	14 05	12 75	7 55	13 30	3
4	35 40	28 32	22 90	21 22	18 74	17 00	10 07	17 74	4
5	44 25	35 40	28 63	26 53	23 42	21 24	12 59	22 17	5
6	53 10	42 48	34 35	31 83	28 11	25 49	15 11	26 61	6
7	61 96	49 56	40 08	37 14	32 79	29 74	17 62	31 04	7
8	70 81	56 64	45 81	42 44	37 47	33 99	20 14	35 47	8
9	79 66	63 72	51 53	47 75	42 16	38 24	22 66	39 91	9
10	88 51	70 80	57 26	53 05	46 84	42 49	25 18	44 34	10
11	97 36	77 88	62 98	58 36	51 53	46 74	27 69	48 78	11
12	106 21	84 96	68 71	63 66	56 21	50 99	30 21	53 21	12
13	115 06	92 04	74 44	68 97	60 89	55 23	32 73	57 64	13
14	123 91	99 12	80 16	74 27	65 58	59 48	35 25	62 08	14
15	132 76	106 20	85 89	79 58	70 26	63 73	37 76	66 51	15
16	141 61	113 28	91 61	84 88	74 95	67 98	40 28	70 95	16
17	150 46	120 36	97 34	90 19	79 63	72 23	42 80	75 38	17
18	159 31	127 44	103 06	95 49	84 32	76 43	45 32	79 82	18
19	168 17	134 52	108 79	100 80	89 00	80 73	47 83	84 25	19
20	177 02	141 60	114 52	106 10	93 68	84 98	50 35	88 68	20
21	185 87	148 68	120 24	111 41	98 37	89 22	52 87	93 12	21
22	194 72	155 76	125 97	116 71	103 05	93 47	55 39	97 55	22
23	203 57	162 84	131 69	122 02	107 74	97 72	57 90	101 99	23
24	212 42	169 92	137 42	127 32	112 42	101 97	60 42	106 42	24
25	229 41	183 51	148 41	137 51	121 41	110 13	65 25	114 93	25
26	246 40	197 10	159 40	147 70	130 40	118 29	70 08	123 44	26
27	263 39	210 69	170 39	157 89	139 39	126 45	74 91	131 95	27
28	280 38	224 28	181 38	168 08	148 38	134 61	79 74	140 46	28
Extra Payment for work done on Sundays									
1	7 08	5 66	4 58	4 24	3 75	3 40	2 01	3 55	1
2	14 16	11 32	9 16	8 48	7 50	6 80	4 02	7 10	2
3	21 24	16 98	13 74	12 72	11 25	10 20	6 03	10 65	3
4	28 32	22 64	18 32	16 96	15 00	13 60	8 04	14 20	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 24 is applicable to workers engaged in the production and distribution of a daily news paper. 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 February, 1963, 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 60½	2 01	2 43½	3 01	3 63½	1 33	1 80	2 20½	2 71½	½
1	3 21	4 02	4 87	6 02	7 27	2 66	3 60	4 41	5 43	1
2	6 41	8 04	9 74	12 04	14 54	5 33	7 20	8 83	10 86	2
3	9 62	12 05	14 62	18 05	21 80	7 99	10 80	13 24	16 29	3
4	12 82	16 07	19 49	24 07	29 07	10 65	14 40	17 65	21 72	4
5	16 03	20 09	24 36	30 09	36 34	13 32	18 00	22 07	27 15	5
6	19 23	24 11	29 23	36 11	43 61	15 98	21 60	26 48	32 58	6
7	22 44	28 12	34 10	42 12	50 87	18 64	25 21	30 89	38 01	7
8	25 64	32 14	38 97	48 14	58 14	21 31	28 81	35 31	43 44	8
9	28 85	36 16	43 85	54 16	65 41	23 97	32 41	39 72	48 87	9
10	32 05	40 18	48 72	60 18	72 68	26 63	36 01	44 13	54 30	10
11	35 26	44 19	53 59	66 19	79 94	29 30	39 61	48 55	59 73	11
12	38 46	48 21	58 46	72 21	87 21	31 96	43 21	52 96	65 16	12
13	41 67	52 23	63 33	78 23	94 48	34 62	46 81	57 37	70 59	13
14	44 87	56 25	68 20	84 25	101 75	37 29	50 41	61 79	76 02	14
15	48 08	60 26	73 08	90 26	109 01	39 95	54 01	66 20	81 45	15
16	51 28	64 28	77 95	96 28	116 28	42 61	57 61	70 61	86 88	16
17	54 49	68 30	82 82	102 30	123 55	45 28	61 21	75 03	92 31	17
18	57 69	72 32	87 69	108 32	130 82	47 94	64 81	79 44	97 74	18
19	60 90	76 33	92 56	114 33	138 08	50 60	68 42	83 85	103 17	19
20	64 10	80 35	97 43	120 35	145 35	53 27	72 02	88 27	108 60	20
21	67 31	84 37	102 31	126 37	152 62	55 93	75 62	92 68	114 03	21
22	70 51	88 39	107 18	132 39	159 89	58 59	79 22	97 09	119 46	22
23	73 72	92 40	112 05	138 40	167 15	61 26	82 82	101 51	124 89	23
24	76 92	96 42	116 92	144 42	174 42	63 92	86 42	105 92	130 32	24
25	83 97	104 13	126 27	155 97	188 37	69 03	93 33	114 39	140 75	25
26	89 22	111 84	135 62	167 52	202 32	74 14	100 24	122 86	151 18	26
27	95 37	119 55	144 97	179 07	216 27	79 25	107 15	131 33	161 61	27
28	101 52	127 26	154 32	190 62	230 22	84 36	114 06	139 80	172 04	28
Extra Payment for work done on Sundays										
1	2 56	3 21	3 90	4 81	5 81	2 13	2 88	3 53	4 34	1
2	5 12	6 42	7 80	9 62	11 62	4 26	5 76	7 06	8 68	2
3	7 68	9 63	11 70	14 43	17 43	6 39	8 64	10 59	13 02	3
4	10 24	12 84	15 60	19 24	23 24	8 52	11 52	14 12	17 36	4

(For footnotes see page 103)

APPENDIX XI—(contd.)

***Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1963, to workers in the Printing Trade**

Apprentices

No. of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 33	1 55	1 81	2 14½	1 25	1 45½	1 66½	1 96	½
1	2 66	3 10	3 62	4 29	2 50	2 91	3 33	3 92	1
2	5 33	6 19	7 24	8 58	4 99	5 82	6 65	7 84	2
3	7 99	9 29	10 87	12 87	7 49	8 73	9 98	11 76	3
4	10 65	12 39	14 49	17 16	9 99	11 65	13 30	15 68	4
5	13 32	15 48	18 11	21 45	12 48	14 56	16 63	19 60	5
6	15 98	18 58	21 73	25 74	14 98	17 47	19 95	23 52	6
7	18 64	21 68	25 35	30 03	17 48	20 38	23 28	27 44	7
8	21 31	24 77	28 97	34 32	19 97	23 29	26 61	31 36	8
9	23 97	27 87	32 60	38 61	22 47	26 20	29 93	35 28	9
10	26 63	30 97	36 22	42 90	24 97	29 11	33 26	39 20	10
11	29 30	34 06	39 84	47 19	27 46	32 02	36 58	43 12	11
12	31 96	37 16	43 46	51 49	29 96	34 94	39 91	47 05	12
13	34 62	40 26	47 08	55 78	32 46	37 85	43 24	50 97	13
14	37 29	43 35	50 70	60 07	34 95	40 76	46 56	54 89	14
15	39 95	46 45	54 33	64 36	37 45	43 67	49 89	58 81	15
16	42 61	49 55	57 95	68 65	39 95	46 58	53 21	62 73	16
17	45 28	52 64	61 57	72 94	42 44	49 49	56 54	66 65	17
18	47 94	55 74	65 19	77 23	44 94	52 40	59 86	70 57	18
19	50 60	58 84	68 81	81 52	47 44	55 31	63 19	74 49	19
20	53 27	61 93	72 43	85 81	49 93	58 23	66 52	78 41	20
21	55 93	65 03	76 06	90 10	52 43	61 14	69 84	82 33	21
22	58 59	68 13	79 68	94 39	54 93	64 05	73 17	86 25	22
23	61 26	71 22	83 30	98 68	57 42	66 96	76 49	90 17	23
24	63 92	74 32	86 92	102 97	59 92	69 87	79 82	94 09	24
25	69 03	80 27	93 87	111 21	64 71	75 46	86 21	101 62	25
26	74 14	86 22	100 82	119 45	69 50	81 05	92 60	109 15	26
27	79 25	92 17	107 77	127 69	74 29	86 64	98 99	116 68	27
28	84 36	98 12	114 72	135 93	79 08	92 23	105 38	124 21	28
Extra Payment for work done on Sundays									
1	2 13	2 48	2 90	3 43	2 00	2 33	2 66	3 14	1
2	4 26	4 96	5 80	6 86	4 00	4 66	5 32	6 28	2
3	6 39	7 44	8 70	10 29	6 00	6 99	7 98	9 42	3
4	8 52	9 92	11 60	13 72	8 00	9 32	10 64	12 56	4

(For footnotes see page 103)

APPENDIX XI—(contd.)

* Ready Reckoner showing the minimum wages payable for the number of days worked during February, 1963, to workers in the Printing Trade

Apprentices

No. of Days	Class D				No. of Days
	1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	1 14 1/2	1 32	1 52	1 78	1/2
1	2 29	2 64	3 04	3 56	1
2	4 58	5 29	6 08	7 12	2
3	6 86	7 93	9 11	10 68	3
4	9 15	10 57	12 15	14 24	4
5	11 44	13 21	15 19	17 80	5
6	13 73	15 86	18 23	21 36	6
7	16 02	18 50	21 27	24 91	7
8	18 31	21 14	24 31	28 47	8
9	20 59	23 78	27 34	32 03	9
10	22 88	26 43	30 38	35 59	10
11	25 17	29 07	33 42	39 15	11
12	27 46	31 71	36 46	42 71	12
13	29 75	34 35	39 50	46 27	13
14	32 04	37 00	42 54	49 83	14
15	34 32	39 64	45 57	53 39	15
16	36 61	42 28	48 61	56 95	16
17	38 90	44 92	51 65	60 51	17
18	41 19	47 57	54 69	64 07	18
19	43 48	50 21	57 73	67 62	19
20	45 77	52 85	60 77	71 18	20
21	48 05	55 49	63 80	74 74	21
22	50 34	58 14	66 84	78 30	22
23	52 63	60 78	69 88	81 86	23
24	54 92	63 42	72 92	85 42	24
25	59 31	68 40	78 75	92 25	25
26	63 70	73 56	84 58	99 08	26
27	68 09	78 63	90 41	105 91	27
28	72 48	83 70	96 24	112 74	28
Extra Payment for work done on Sundays					
1	1 83	2 11	2 43	2 85	1
2	3 66	4 22	4 86	5 70	2
3	5 49	6 33	7 29	8 55	3
4	7 32	8 44	9 72	11 40	4

(For footnote see page 103)

APPENDIX XII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1963, to workers in the Rubber Export Trade

No. of Days	Male Workers not under 18 years of age				Female workers not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of Days	
	Grade II	Intermediate Grade	Grade I	Watchers	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
½	1 74½	1 89½	1 99½	1 94½	1 56	1 63½	1 18½	1 26	1 33½	1 46	1 46	½
1	3 49	3 79	3 99	3 89	3 12	3 27	2 37	2 52	2 67	2 92	2 92	1
2	6 98	7 58	7 98	7 78	6 24	6 54	4 74	5 04	5 34	5 84	5 84	2
3	10 47	11 37	11 97	11 67	9 36	9 81	7 11	7 56	8 01	8 76	8 76	3
4	13 96	15 16	15 96	15 56	12 48	13 08	9 48	10 08	10 68	11 68	11 68	4
5	17 45	18 95	19 95	19 45	15 60	16 35	11 85	12 60	13 35	14 60	14 60	5
6	20 94	22 74	23 94	23 34	18 72	19 62	14 22	15 12	16 02	17 52	17 52	6
7	24 43	26 53	27 93	27 23	21 84	22 89	16 59	17 64	18 69	20 44	20 44	7
8	27 92	30 32	31 92	31 12	24 96	26 16	18 96	20 16	21 36	23 36	23 36	8
9	31 41	34 11	35 91	35 01	28 08	29 43	21 33	22 68	24 03	26 28	26 28	9
10	34 90	37 90	39 90	38 90	31 20	32 70	23 70	25 20	26 70	29 20	29 20	10
11	38 39	41 69	43 89	42 79	34 32	35 97	26 07	27 72	29 37	32 12	32 12	11
12	41 88	45 48	47 88	46 68	37 44	39 24	28 44	30 24	32 04	35 04	35 04	12
13	45 37	49 27	51 87	50 57	40 56	42 51	30 81	32 76	34 71	37 96	37 96	13
14	48 86	53 06	55 86	54 46	43 68	45 78	33 18	35 28	37 38	40 88	40 88	14
15	52 35	56 85	59 85	58 35	46 80	49 05	35 55	37 80	40 05	43 80	43 80	15
16	55 84	60 64	63 84	62 24	49 92	52 32	37 92	40 32	42 72	46 72	46 72	16
17	59 33	64 43	67 83	66 13	53 04	55 59	40 29	42 84	45 39	49 64	49 64	17
18	62 82	68 22	71 82	70 02	56 16	58 86	42 66	45 36	48 06	52 56	52 56	18
19	66 31	72 01	75 81	73 91	59 28	62 13	45 03	47 88	50 73	55 48	55 48	19
20	69 80	75 80	79 80	77 80	62 40	65 40	47 40	50 40	53 40	58 40	58 40	20
21	73 29	79 59	83 79	81 69	65 52	68 67	49 77	52 92	56 07	61 32	61 32	21
22	76 78	83 38	87 78	85 58	68 64	71 94	52 14	55 44	58 74	64 24	64 24	22
23	80 27	87 17	91 77	89 47	71 76	75 21	54 51	57 96	61 41	67 16	67 16	23
24	83 76	90 96	95 76	93 36	74 88	78 48	56 88	60 48	64 08	70 08	70 08	24
Sunday Work												Sunday Work
1	5 24	5 69	5 99	5 84	4 68	4 91	3 56	3 78	4 01	4 38	4 38	1
2	10 48	11 38	11 98	11 68	9 36	9 82	7 12	7 56	8 02	8 76	8 76	2
3	15 72	17 07	17 97	17 52	14 04	14 73	10 68	11 34	12 03	13 14	13 14	3
4	20 96	22 76	23 96	23 36	18 72	19 64	14 24	15 12	16 04	17 52	17 52	4

Note 1.—The information shown for the number of days up to 24 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 February, 1963, to workers in the Rubber Growing and Manufacturing Trade

*No. of Days	Men			Women			Child Workers †			No. of Days
	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working day
½	0 70	0 60½	1 30½	0 65	0 45	1 10	0 52½	0 41½	0 94	½
1	1 40	1 21	2 61	1 30	0 90	2 20	1 05	0 83	1 88	1
2	2 80	2 42	5 22	2 60	1 80	4 40	2 10	1 66	3 76	2
3	4 20	3 63	7 83	3 90	2 70	6 60	3 15	2 49	5 64	3
4	5 60	4 84	10 44	5 20	3 60	8 80	4 20	3 32	7 52	4
5	7 00	6 05	13 05	6 50	4 50	11 00	5 25	4 15	9 40	5
6	8 40	7 26	15 66	7 80	5 40	13 20	6 30	4 98	11 28	6
7	9 80	8 47	18 27	9 10	6 30	15 40	7 35	5 81	13 16	7
8	11 20	9 68	20 88	10 40	7 20	17 60	8 40	6 64	15 04	8
9	12 60	10 89	23 49	11 70	8 10	19 80	9 45	7 47	16 92	9
10	14 00	12 10	26 10	13 00	9 00	22 00	10 50	8 30	18 80	10
11	15 40	13 31	28 71	14 30	9 90	24 20	11 55	9 13	20 68	11
12	16 80	14 52	31 32	15 60	10 80	26 40	12 60	9 96	22 56	12
13	18 20	15 73	33 93	16 90	11 70	28 60	13 65	10 79	24 44	13
14	19 60	16 94	36 54	18 20	12 60	30 80	14 70	11 62	26 32	14
15	21 00	18 15	39 15	19 50	13 50	33 00	15 75	12 45	28 20	15
16	22 40	19 36	41 76	20 80	14 40	35 20	16 80	13 28	30 08	16
17	23 80	20 57	44 37	22 10	15 30	37 40	17 85	14 11	31 96	17
18	25 20	21 78	46 98	23 40	16 20	39 60	18 90	14 94	33 84	18
19	26 60	22 99	49 59	24 70	17 10	41 80	19 95	15 77	35 72	19
20	28 00	24 20	52 20	26 00	18 00	44 00	21 00	16 60	37 60	20
21	29 40	25 41	54 81	27 30	18 90	46 20	22 05	17 43	39 48	21
22	30 80	26 62	57 42	28 60	19 80	48 40	23 10	18 26	41 36	22
23	32 20	27 83	60 03	29 90	20 70	50 60	24 15	19 09	43 24	23
24	33 60	29 04	62 64	31 20	21 60	52 80	25 20	19 92	45 12	24
Sunday Work										Sunday Work
1			3 92			3 30			2 82	1
2			7 84			6 60			5 24	2
3			11 76			9 90			8 46	3
4			15 68			13 20			11 28	4

* The information shown for the number of days up to 24 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 January, 1963, to workers in
the Tea Export Trade

No. of Days	• Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 74½	1 89½	1 99½	1 89½	1 94½	1 56	1 18½	1 26	1 33½	1 46	½
1	3 49	3 79	3 99	3 79	3 89	3 12	2 37	2 52	2 67	2 92	1
2	6 98	7 58	7 98	7 58	7 78	6 24	4 74	5 04	5 34	5 84	2
3	10 47	11 37	11 97	11 37	11 67	9 36	7 11	7 56	8 01	8 76	3
4	13 96	15 16	15 96	15 16	15 56	12 48	9 48	10 08	10 68	11 68	4
5	17 45	18 95	19 95	18 95	19 45	15 60	11 85	12 60	13 35	14 60	5
6	20 94	22 74	23 94	22 74	23 34	18 72	14 22	15 12	16 02	17 52	6
7	24 43	26 53	27 93	26 53	27 23	21 84	16 59	17 64	18 69	20 44	7
8	27 92	30 32	31 92	30 32	31 12	24 96	18 96	20 16	21 36	23 36	8
9	31 41	34 11	35 91	34 11	35 01	28 08	21 33	22 68	24 03	26 28	9
10	34 90	37 90	39 90	37 90	38 90	31 20	23 70	25 20	26 70	29 20	10
11	38 39	41 69	43 89	41 69	42 79	34 32	26 07	27 72	29 37	32 12	11
12	41 88	45 48	47 88	45 48	46 68	37 44	28 44	30 24	32 04	35 04	12
13	45 37	49 27	51 87	49 27	50 57	40 56	30 81	32 76	34 71	37 96	13
14	48 86	53 06	55 86	53 06	54 46	43 68	33 18	35 28	37 38	40 88	14
15	52 35	56 85	59 85	56 85	58 35	46 80	35 55	37 80	40 05	43 80	15
16	55 84	60 64	63 84	60 64	62 24	49 92	37 92	40 32	42 72	46 72	16
17	59 33	64 43	67 83	64 43	66 13	53 04	40 29	42 84	45 39	49 64	17
18	62 82	68 22	71 82	68 22	70 02	56 16	42 66	45 36	48 06	52 56	18
19	66 31	72 01	75 81	72 01	73 91	59 28	45 03	47 88	50 73	55 48	19
20	69 80	75 80	79 80	75 80	77 80	62 40	47 40	50 40	53 40	58 40	20
21	73 29	79 59	83 79	79 59	81 69	65 52	49 77	52 92	56 07	61 32	21
22	76 78	83 38	87 78	83 38	85 58	68 64	52 14	55 44	58 74	64 24	22
23	80 27	87 17	91 77	87 17	89 47	71 76	54 51	57 96	61 41	67 16	23
24	83 76	90 96	95 76	90 96	93 36	74 88	56 88	60 48	64 08	70 08	24
Sunday work											San-day work
1	5 24	5 69	5 99	5 69	5 84	4 68	3 56	3 78	4 01	4 38	1
2	10 48	11 38	11 98	11 38	11 68	9 36	7 12	7 56	8 02	8 76	2
3	15 72	17 07	17 97	17 07	17 52	14 04	10 68	11 34	12 03	13 14	3
4	20 96	22 76	23 96	22 76	23 36	18 72	14 24	15 12	16 04	17 52	4

Note 1.—The information shown for the number of days up to 24 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 February, 1963, to workers in the Tea Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	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 62½	0 60½	1 23	0 52½	0 45	0 97½	0 40	0 41½	0 81½	½
1	1 25	1 21	2 46	1 05	0 90	1 95	0 80	0 83	1 63	1
2	2 50	2 42	4 92	2 10	1 80	3 90	1 60	1 66	3 26	2
3	3 75	3 63	7 38	3 15	2 70	5 85	2 40	2 49	4 89	3
4	5 00	4 84	9 84	4 20	3 60	7 80	3 20	3 32	6 52	4
5	6 25	6 05	12 30	5 25	4 50	9 75	4 00	4 15	8 15	5
6	7 50	7 26	14 76	6 30	5 40	11 70	4 80	4 98	9 78	6
7	8 75	8 47	17 22	7 35	6 30	13 65	5 60	5 81	11 41	7
8	10 00	9 68	19 68	8 40	7 20	15 60	6 40	6 64	13 04	8
9	11 25	10 89	22 14	9 45	8 10	17 55	7 20	7 47	14 67	9
10	12 50	12 10	24 60	10 50	9 00	19 50	8 00	8 30	16 30	10
11	13 75	13 31	27 06	11 55	9 90	21 45	8 80	9 13	17 93	11
12	15 00	14 52	29 52	12 60	10 80	23 40	9 60	9 96	19 56	12
13	16 25	15 73	31 98	13 65	11 70	25 35	10 40	10 79	21 19	13
14	17 50	16 94	34 44	14 70	12 60	27 30	11 20	11 62	22 82	14
15	18 75	18 15	36 90	15 75	13 50	29 25	12 00	12 45	24 45	15
16	20 00	19 36	39 36	16 80	14 40	31 20	12 80	13 28	26 08	16
17	21 25	20 57	41 82	17 85	15 30	33 15	13 60	14 11	27 71	17
18	22 50	21 78	44 28	18 90	16 20	35 10	14 40	14 94	29 34	18
19	23 75	22 99	46 74	19 95	17 10	37 05	15 20	15 77	30 97	19
20	25 00	24 20	49 20	21 00	18 00	39 00	16 00	16 60	32 60	20
21	26 25	25 41	51 66	22 05	18 90	40 95	16 80	17 43	34 23	21
22	27 50	26 62	54 12	23 10	19 80	42 90	17 60	18 26	35 86	22
23	28 75	27 83	56 58	24 15	20 70	44 85	18 40	19 09	37 49	23
24	30 00	29 04	59 04	25 20	21 60	46 80	19 20	19 92	39 12	24
Sunday Work										Sun-day work
1			3 69			2 92			2 44	1
2			7 38			5 84			4 88	2
3			11 07			8 76			7 32	3
4			14 76			11 68			9 76	4

Note 1.—The information shown for the number of days up to 24 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.