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CEYLON LABOUR GAZETTE

VOLUME XIV No. 3

MARCH, 1963

INDUSTRIAL COURT AT COLOMBO

No. I. D. 298

In the matter of an industrial dispute
between

The Nidahas Karmika Saha Velanda Sevaka Vurthiya Samithiya, 5, Dematagoda Road, Colombo 9 and The United Engineering, Workers' Union, 123, Union Place, Colombo 2, of the one part,

and

The Directors of Elasto Products, Bentota, of the other part

THE AWARD

THIS is an award under section 24 of the Industrial Disputes Act, (Cap. 131) of the Legislative Enactments of Ceylon (Revised Edition, 1956), as amended by the Industrial Disputes (Amendment) Acts, Nos. 14 and 62 of 1957 and 4 of 1962. It relates to an industrial dispute between the Nidahas Karmika Saha Velanda Sevaka Vurthiya Samithiya and the United Engineering Workers' Union, of the one part, and the Directors of Elasto Products, Bentota, of the other part.

2. The Hon. the Minister of Labour and Nationalised Services by his Order dated 11th March, 1961, made by virtue of the powers vested in him by section 4 (2) of the Industrial Dispute Act referred the dispute to a Court consisting of the President, Mr. S. A. Wijayatilake, and the late Mr. C. V. Ranawake, for settlement. The Deputy Commissioner of Labour by his statement dated 3rd March, 1961, annexed to the reference set out the matter in dispute as whether the non-employment of the 111 workers whose names are mentioned in Schedule A below is justified and to what relief they are entitled. During the pendency of the proceedings the much regretted death of Mr. Ranawake occurred. The Hon. the Minister acting under the provisions of section 31(2) of the Act by his Order dated 11th April, 1962, appointed Mr. D. R. P. Goonetilleke to take his place.

3. The making of the Award has unfortunately been long delayed, first by the illness of the President for about three months, and later by the delay, also of about the same period, in appointing a successor to Mr. Ranawake. These delays are regretted. The proceedings too have been long, comprising 24 sittings of the Court.

4. At the hearing Mr. N. Shanmugathan, General Secretary of the Ceylon Trade Union Federation, represented the United Engineering Workers' Union. The Nidahas Karmika Saha Velanda Sevaka Vurthiya Samithiya was originally represented by Mr. A. Ameresekera, Proctor, and later by Mr. Advocate S. D. Jayawardena with Mr. Advocate, Tudor Siriwardena, instructed by Mr. Stanley Rajapakse. Mr. Advocate S. J. Kadirgamar with Mr. Advocate Desmond Fernando instructed by Mr. E. R. de Silva, Proctor, and assisted by Mr. Lyn Wirasekera of the Employers' Federation of Ceylon appeared for the Directors of Elasto Products.

5. The two Unions filed a joint statement under regulation 20 of the regulations framed under the Act in which they alleged that the workers were under-paid and had no paid holidays, and that therefore a section of the workers enrolled themselves as members of the Nidahas Karmika Saha Velanda Sevaka Vurthiya Samithiya in September, 1960; the Management held meetings of the workers on the 8th October, 1960, 15th and 22nd October, 1960, and tried to dissuade them from forming a trade union and asked those who had joined the Union to resign their membership; the workers refused to do so; on 26th October, 1960, a notice was issued to the workers that as the Technical Director was absent the technical branch of establishment would be closed as from that date and that payments due to the workers would be made according to the rules of the Labour Department, and about 150 workers, including members of the Trade Union, were refused work; after that about 40 workers who were not members of the Union were given employment. The Unions further stated that four conferences were held by the Labour Department but these did not result in the 111 workers mentioned in the list of the Deputy Commissioner of Labour being re-employed, and the matter was referred to the Industrial Court. According to the Unions the non-employment was due to no other reason than victimisation, because the workers had attempted to organise themselves into a trade union to obtain redress of their just grievances.

6. The Directors of Elasto Products filed a statement in which they stated that of the 111 names mentioned in the Deputy-Commissioner of Labour's list, 78 were those of workers who had been retrenched on the cessation of a considerable amount of engineering work; 22, later corrected to 23, were those of workers whose services had been terminated for reasons other than retrenchment; that six were those of workers whose services had not been terminated; and that five were those of persons who did not appear in the check roll. Along with the statement, the Directors submitted lists of names of those mentioned in the above categories. They further stated that they carried on business in the manufacture of rubber shoes and other rubber goods; that for this purpose an engineering department was established to manufacture the machinery for turning out shoes and other rubber goods; that all the machinery required had been completed, except that required for a particular process; that no new machinery would require to be manufactured, and therefore there was no need to continue to employ a large work force. Hence on 26th October, 1960, the 78 workers referred to above who were workers in the engineering department were discontinued and they were paid two weeks' wages

in lieu of notice. The workers retained are those needed for the completion of the particular process referred to above and for repairs and maintenance. The statement further alleged that of the 22 workers who were discontinued for reasons other than retrenchment some had already filed cases in the Labour Tribunal for redress. According to the Directors the termination of employment of the workers had been effected in good faith and had been forced upon the Management because of business conditions in this industry which is highly competitive.

7. In the answer filed by the Unions they admitted that 6 of the workers mentioned in the Deputy-Commissioner of Labour's list had not had their services terminated and stated that their names had been included in the list through an error and submitted six other names as the names which should have been included. With regard to the statement of the Directors that five names of workers mentioned in the Deputy Commissioner of Labour's list are not in the Company's check roll, the Unions admitted that there again there had been an error; that in regard to one of the five, the name of R. D. Danidasa should be inserted in place of R. V. Mahidasa, and that the other four names should be omitted.

8. On the first date of hearing it was agreed that because they had not been discontinued, the names of D. A. Albert (No. 63), M. P. de Silva (No. 101), D. C. B. Dissanayake (No. 102), L. G. Sirisena (No. 106), P. M. Gunawardena (No. 107) and W. B. Wimalasena (No. 108) be not considered in making the award. With regard to the request of the Unions that the names of W. Siripala, H. L. Piyadasa, K. W. Wimalasena, M. V. D. Karunadasa, R. Sirisena and M. A. D. Sirisena be substituted in place of those mentioned above. Mr. Wira-sekera, for the Directors, stated that W. Siripala is one of those retrenched; that H. L. Piyadasa's name should not be substituted because he was not retrenched, but left of his own accord having resigned on 12th November, 1960; that in regard to K. W. Wimalasena, there is no such person employed by the Company; that M. V. D. Karunadasa may be substituted; with regard to R. Sirisena, his name already appears in the list as No. 33; with regard to M. A. D. Sirisena, there is no such person employed by the Company. In the result, then, there being no evidence to the contrary, the names of H. L. Piyadasa, K. W. Wimalasena and M. A. D. Sirisena are not substituted; R. Sirisena's name being already in the list, his name is not substituted. The names of W. Siripala, and R. V. D. Karunadasa were of consent substituted. The Award will bind them. With regard to the allegation that five of the workers whose names appear in the list, to wit, R. V. Mahidasa (No. 17), W. D. Ratnapala (No. 56), W. G. Jinadasa (No. 74), H. L. Ariyadasa (No. 103), and S. V. Albert (No. 105), are not names in the check roll, it is agreed that the name R. V. Mahidasa (No. 17) be read as R. D. Danidasa and that his name appears in the Company's check roll. So the Award will bind him under that name. With regard to the others the Unions accept the position that they were not employees of the Company. So the Award will not bind them. With regard to the statement of the Directors that the 22 persons (later corrected to 23) whose names are mentioned in the annex to the statement were discontinued at different times for reasons other than retrenchment, and that 12 of them had filed cases in the Labour Tribunal, it would appear that the following have filed cases; E. H. Sirisena (No. 6), Arthur Wijesekera (No. 50), N. V. K. Gunasekera

(No. 83), L. Abeywickrema (No. 84), W. D. Cyril Perera (No. 85), W. G. Sugathadasa (No. 86), S. Wijeyesinghe (No. 87), P. K. Thomas (No. 88), D. Mahavitarne (No. 89), M. K. Jinadasa (No. 90), B. D. Sugathadasa (No. 91) and M. K. Piyadasa (No. 110). Since it would be contrary to all principles of justice for any person to ask that his grievance be adjudicated by two different Courts at the same time and since proceedings had been instituted in the Labour Tribunals earlier, the Award of this Court will not bind them. With regard to the other 11 persons, the Unions stated at the proceedings on the 11th July, 1962, that they withdraw the names of Y. N. Madduma Banda (No. 105) and N. L. D. Lionel (No. 108), so that there were nine persons left in regard to whom individual consideration had to be paid as to the justifiability of their dismissals. In order to save the time of the Court it was agreed by all parties that these nine persons be treated as if the cause of their discontinuance was also retrenchment. The Unions also withdrew from the list supplied by the Deputy-Commissioner of Labour certain other names, and an agreed list, marked X, containing 78 names was submitted to Court as the names of workers from the engineering section affected by the retrenchment. To this must be added the nine names referred to above, making a total of 87. Their names appear in list X 1 with the dates of employment and rates of wage.

9. At an early stage of the hearing after the opening addresses, Mr. Kadirgamar suggested the following issues with the object of keeping the inquiry within bounds :—

- (1) Is the employer entitled to close down the machine shop?
- (2) If the employer for any reason whatsoever closes or proposes to close down a part of his business, e.g., the machine shop, are the employees entitled to an order of reinstatement in employment?
- (3) Are the employees entitled to any compensation consequent upon any closure of the machine shop?

Mr. Shanmugathan suggested—

- (a) Is the retrenchment *bona fide*?

At a little later stage Mr. Jayawardena suggested in regard to issue (1) of Mr. Kadirgamar—

Is the Engineering Department closed? The above issues are set down to show in what matters the parties have been at dispute.

10. The evidence shows that the business of Elasto Products which consists mainly in the manufacture of rubber shoes and other rubber goods commenced in 1950. D 12 is a photostat copy of a certificate of registration under the Business Names Ordinance. The names of the partners are given as Wilson Gunasekera, Albert Wijegunawardena and Donald Gunasekera, and the place of business as Bentota. Mr. Donald Gunasekera, the prime mover in the formation of this partnership, is a person who had shown exceptional skill in handwork while at school. While he was yet a student in the Ceylon Technical College, the Department of Industries sent him on a scholarship to Batanagar in Calcutta to study the manufacture of rubber shoes.

Some time after his return he proceeded to McGill University in Canada, where he achieved high distinctions in his engineering studies and obtained his degree. He then worked in the Public Works Department for some time but resigned and started the manufacture of rubber shoes in his own village of Bentota, though his father owned an extensive piece of land at Maradana in the city of Colombo where he could have erected his factory. Mr. Shanmugathan for the Unions alleged that Mr. Donald Gunasekera had chosen Bentota so that he might obtain cheap labour and exploit the workers by under-paying them. The Court is convinced that that was not his object at all; his object was entirely patriotic and he was motivated by a desire to better the living conditions of his fellow-villagers of Bentota by providing them with work in their own residential areas. At the time of the discontinuance, 26th October, 1960, there were over 600 men and women living at Bentota and in the neighbouring villages for whom his firm had provided employment and livelihood. Their rates of pay compared with the rates of pay in other similar industries in places outside the city of Colombo are not unfavourable. Mr. Donald Gunasekera stated in his evidence that whenever anybody from the neighbourhood turned up at his factory and pleaded with him for work he found work for such persons even though he had no vacancy and the establishment was already over-staffed. The Court believes him. The extent to which the people of that area appreciated the services rendered to the community by Elasto Products is shown by the contents of the petition D7 which they addressed to Mr. Albert Kariyawasam, their member of Parliament, when they invited him to intervene in this dispute. An extract from the petition (translated) reads as follows :—

“ You may be aware of the “Foamtreads” institution which may be called a “celestial tree” to Bentota. The services rendered by this institution to the villagers who were suffering for lack of jobs, to the societies, associations, religious institutions and to the poor should be mentioned with pride. But unfortunately, the situation which has now arisen is very pathetic. At this stage it is apparent that several selfish and jealous persons with cunning ideas are trying to mislead the innocent labourers and thereby hamper the progress of the institution and destroy it. Alas! this will result in blasting the future of this village. We should like to invite your attention to the fate of over 600 employees and the large number of their dependents. As constituents we humbly request you not to discourage the Directors who have an intention of making Bentota an industrial town in another few years by providing employment for over 2,500 persons Anyhow the existence of this institution is vital to the village.” The Court would associate itself with the village folks of Bentota and its neighbourhood and express its appreciation of the patriotic endeavours of Mr. Donald Gunasekera and his love for his fellow-villagers.

11. The evidence for the Management shows that the institution started from small beginnings. In a land at Bentota belonging to his father Mr. Donald Gunasekera erected some semi-permanent buildings, purchased at cheap rates large quantities of aluminium and other junk discarded by the military authorities at the termination of the Second World War and commenced the manufacture of rubber shoes. By dint of great skill and tireless application he turned out the machinery needed for their manufacture rather than purchase such machinery which would have been expensive. He trained and taught men to turn

out the parts for the machinery and with a few purchased sewing machines he taught men and women to manufacture shoes and sandals with the machinery turned out in his machine shop. Various types of shoes and sandals have been manufactured from time to time to suit the changing tastes and fashions of the consumer-public—Foamtreads, Koochocks, Micro-Cellular, Reka, Midas, &c. In 1958 Mr. Gunasekera did a world-wide business-cum-study tour. He then came across a new process patented in America, called Process 82, which has been invited in 1957 and was said to be twenty-five years in advance of the times. On his return he purchased one machine to serve as a model and started manufacturing similar machines. According to the Management by October, 1960, there was in the establishment an ample supply of all the other machinery needed for manufacturing shoes and sandals, and there was no need to manufacture any more. At about this time there was keen competition with other manufacturers of shoes and sandals, and nationalisation engaged the attention of the Management. They were able to manufacture any number of shoes but were not able to sell them fast enough. At the end of September, 1960, the Management engaged the services of one Mr. G. C. Francis Pillai as Economic Adviser on the high salary of Rs. 1,500 a month to look into matters connected with sales promotion, distribution, &c. At this time the Management seriously considered giving up the manufacture of all machines except those required for the manufacture of Process 82 shoes. The machines they had were capable of producing anything up to 4,000 pairs of shoes a day, but the marketing capacity was only about half that number. Along with other junk discarded by the military authorities the Management had also purchased tools for manufacturing machinery. Now, however, new tools would need to be purchased if machinery was to continue to be manufactured, and these were expensive. In the opinion of the Management, it would be more economical to use imported machinery than to make their own machinery. The Management, which had also been producing its own supply of electrical power on four Diesel engines, had recently made application to the Government for power supply from its mains. If the Government supplied electricity there would be no need for the electricity maintenance staff on these engines. They were old engines and had to be frequently repaired and maintained. The contract with the Government for a supply of electricity was signed on 5.7.61. The Management had also ordered a large rubber-milling machine from a foreign firm to take the place of five smaller machines which were very old. The import of this rubber-milling machine would necessitate the termination of the services of the men engaged in repair and maintenance of these five machines. Hence Mr. Donald Gunasekera, as Technical Director of the firm, decided to close the machine shop as such and thereafter to make arrangements for the repair and maintenance of the machines in use. For this a small staff of about 15 men consisting of very skilled machinists and fitters alone would suffice; he would also need a few very skilled men to complete the manufacture of Process 82 machines. This decision had not yet taken final shape nor had a sorting out of the men who would have to be retained for this and the men who would have to be given notice of termination of services yet been done when trouble started in the establishment. There was a meeting of the workers summoned by the Management on 8th October, 1960, to introduce Mr. Francis Pillai. According to Mr. Donald Gunasekera, Mr. Albert Wijegunawardena took that occasion to give

a pep talk to the workers because the quality of the work was suffering and in general the work was not up to the mark. After this, on 14th October, Mr. Donald Gunasekera received a letter, D 30, purporting to come from a trade union and listing 10 demands, including the discontinuance of the Managing Director, Mr. Wilson Gunasekera, who is Mr. Donald Gunasekera's brother. Both trade unions have disclaimed authorship of this letter. Mr. Donald Gunasekera did not know of the formation of a trade union in this establishment or from which Union the letter came, but he was, according to him, greatly upset and hurt. So another meeting was convened on the 15th October, 1960, at which Mr. Donald Gunasekera addressed the workers. It also happened that at this time Mr. Donald Gunasekera was not in good health; he was suffering from palatal sinus, and had to undergo an operation. So when addressing the workers he betrayed great emotion and left the meeting suddenly. Discipline and work deteriorated in the place after the 15th October. Mr. Donald Gunasekera was absent from work from that date on account of his illness. The others could not control the place. There was chaos. Some men were getting on the tables and singing bailas and disturbing those who wanted to work. On the 22nd October, there was another meeting addressed by Mr. Albert Wijegunawardena. He asked the workers not to create chaos, but to work together; that if their unsettled state was due to union trouble they should all join one union and not have factions. The 23rd was a Sunday and the 24th was a holiday. On the 25th the workers did no work. Those who were opposed to the formation of a union did not want to work with those who wanted to form a union. If things had gone on normally, the closure of the machine shop would have been effected about the end of November, 1960, after due notice to the workers. But because of the situation it was definitely decided to close it forthwith, and the machine shop was closed on the 26th October. No notice of intention to close was given because it was feared that within the period of notice there might be sabotage.

12. This is in conflict with the position of the Unions that the non-employment of the workers discontinued was due to no other reason than victimisation, because they organised themselves into a trade union, and is not *bona fide*. So we would advert our minds to the issue raised by Mr. Shanmugathan. A considerable amount of evidence has been led on this point and a large proportion of the time of the Court was taken up in investigating it. The answer will have a bearing on the question of re-instatement and compensation. The evidence of M. W. Arthur and T. L. Wilbert shows that a branch of the Nidahas Karmika Saha Velanda Sevaka Vurthiya Samithiya was formed at this establishment in October, 1960. A branch of the Engineering Workers' Union was formed in January, 1961. Though nobody claims authorship of letter D 30 making 10 demands received by the Management on 14th October, 1960, the fact that such a letter was sent would be an indication to the Management that a union had been formed, or was in the course of formation. According to the witnesses mentioned above, the Nidahas Karmika Saha Velanda Sevaka Vurthiya Samithiya has been formed before the meeting of 8th October, and at the meeting Mr. Wijegunawardena and Mr. Donald Gunasekera said that a union had been formed and that it had to be disbanded. This is denied by the Management. However, on 14th October, the Management had received proof of the formation of a

union. Admittedly at the meeting of 15th October, Mr. Donald Gunasekera spoke in tones of high emotion. There can be no doubt that he referred to the formation of a union. Wilbert's evidence is that after addressing the meeting Mr. Donald Gunasekera went away saying that he would not come back until the union was disbanded. Thereafter the meeting dispersed. There was a meeting again on 22nd October, at which Mr. Wijegunawardena addressed the workers. According to these witnesses, Mr. Wijegunawardena asked that the Union be disbanded before 12 noon; but no such decision was taken. In the meantime a petition was taken round by some workers asking Mr. Donald Gunasekera to come back and promising that the Union would be disbanded. Some signed and some refused to sign. There was trouble between the pro-union men and the anti-union men. 23rd October was a Sunday and the 24th was a holiday. When the workers turned up for work on the 25th there were demonstrations and processions by the workers and no work was done. It is quite clear there was chaos. On the 26th a notice was put up refusing work to the workers though there is a divergence of evidence as to the exact terms—whether it was as worded in P. 1 or not. Then the Labour Department conferences started. The first was an investigation on 26th October, after Mr. T. L. A. Fernando, Labour Officer, met the workers and the Management. The workers told him that the stoppage of work occurred because they had formed a trade union and had refused to disband. P 15 is a copy of the report made by Mr. Fernando to his superior officer, Mr. L. R. de Silva, A. C. L. That report says *inter alia*, "First I contacted M/s. Wilson Gunasekera, Eton Wijegunawardena, Directors of Foamtreads. They made me understand that it is not possible to provide work for those in the engineering section as their Technical Director, Mr. Donald Gunasekera, has left them. It is not possible to go on as there is none competent to supervise the mechanical section. It was more difficult in view of the fact that Mr. Donald Gunasekera was utilising the engineering workers to manufacture certain machines to put two of the newest shoes into the market, called Process 82 and 83. On account of Mr. Donald Gunasekera's departure work in the engineering section has come to a complete halt. The same Director made me understand that Mr. Gunasekera, the Technical Director, who was responsible for the designing of shoes and the making of all the weighing machinery (probably meaning presses) has left them for good, never to return. The reason for his departure seems to be the formation of a union by the workers, the majority of whom are in the engineering section. The work in the engineering section has had to be stopped and according to the Management has to be closed down completely." The sentence "the reason for his departure seems to be the formation of a union by the workers the majority of whom are in the engineering section" represents possibly Mr. Fernando's impression, but it has to be observed that the reason given for the closure is the departure of Mr. Gunasekera and not that the need to make more machines had ended. The next conference was held on 28th October by Mr. L. R. de Silva, A. C. L. A copy of the notes of the conference has been produced and is marked D 5. At that conference Mr. Wijegunawardena, Mr. Wilson Gunasekera and Mr. Francis Pillai represented the Management and Mr. S. Kaikawela, Mr. D. P. Wijesena, Mr. E. L. Wilbert Silva, and Mr. G. Waraliyagoda represented the Nidahas Karmika Saha Velanda Sevaka Vurthiya Samithiya. The notes states *inter alia*, "Mr. Wijegunawardena states that a notice was posted on

the 26th that due to the absence of the Technical Engineer there would be no work as from October 26th. The Management states that the Engineer, Mr. Gunasekera, is sick and that without him this section cannot carry on. Mr. Francis who has been employed to go into the financial aspects of this firm states that this Co. is over-staffed, that it is not economical to continue the Engineering section. The Management cannot state now as to whether work would start as Mr. Gunasekera cannot make up his mind as to when he will be able to work again." Here again the position of the Management was not that work was stopped because the machinery needed for the manufacture of shoes had been completed. Mr. Francis Pillai's statement that the Company is over-staffed and that it is not economic to continue the engineering section was not given as the reason for the stoppage of work. The reason given for the stoppage was that the Engineer was sick and that in his absence this section could not carry on. Before the next conference on 14th November, Mr. Kariyawasam, M. P. for the area, who had received the petition referred to earlier, intervened. He met Mr. Wijegunawardena, Mr. Wilson Gunasekera and Mr. Francis Pillai at the Guest House at Bentota and had a talk with them. From the nature of the talks he says he inferred that the Management was opposed to the formation of any trade union and that because of the trade union the men were discontinued. The conference on 14th November, 1960, was held by Mr. F. J. W. Serasinghe, Labour Officer. A copy of the notes of this conference has been produced, marked P 4. At this conference Mr. Wijegunawardena and Mr. Francis Pillai only were present. These notes state *inter alia*, "the management points out that the closure of this section was due to the sudden change in the illness of Mr. Donald Gunasekera due perhaps more to the disturbed conditions which were existent in the establishment at the time. It is also pointed out that this new section cannot be worked without Mr. Donald Gunasekera and the re-start of work will mainly depend upon his ability to resume duties The Management is prepared to review the full situation in respect of this section during the 3rd week of December, when something more definite about the health of Mr. Gunasekera will be known." Here again it will be seen that "all the machinery needed had been completed", was not given as a reason. The only reason given for the stoppage was the illness of Mr. Donald Gunasekera. The next conference as contemplated was held on 22nd December, also under the chairmanship of Mr. Serasinghe. At this conference Mr. Donald Gunasekera, Mr. Wijegunawardena and Mr. Francis Pillai were present for the Management, and Mr. Saranapala and Mr. Kaikawela for the workers. A copy of the notes of the Conference has been produced, marked P 8. Prior to this date a certain number of workers had been re-employed. The representatives of the Union pressed for re-instatement of the others. The notes say *inter alia*, "the Management states that taking all matters into consideration, the Management is unable to find employment for all the remainder workers due to the following reasons:

- (a) The physical inability of the Technical Director Mr. Donald Gunasekera to devote 14 hours a day to work;
- (b) It is much cheaper to import more efficient units of production than manufacture them in the present set of circumstances;

- (c) The technical revolution in the manufacture of sandals dispenses with the use of machinery, such as presses ; the system in vogue at present is fabrication ;
- (d) There is ample machinery in relation to present sales ;
- (e) The position is still more difficult when one considers the fact that all the displaced workers are from the machine side. ”

It will thus be seen that on 22nd December, nearly two months after the stoppage, at the conference at which Mr. Donald Gunasekera was present, the reason is put forward for the first time that there is ample machinery in relation to present sales, and that it is more economical to import efficient units than to manufacture them. There have been subsequent conferences. It is not necessary to go into them, In view of the fact that it was only on 22nd December, nearly 2 months after the stoppage of work, the reason that there was no need to manufacture any further machinery, and that it was not economic, was put forward, it is difficult to accept that as the reason for the stoppage on 26th October, 1960. The reason for the stoppage is clear. It was the formation of a union and the consequential chaos. Whatever may have been the substance of the speeches made on 8th October, there is no doubt that on 15th and 22nd October, the Management expressed its vehement opposition to the formation of a union. One can sympathetically understand Mr. Donald Gunasekera's attitude. Because he loved his own fellow-villagers of Bentota and the surrounding villages, he planted his factory in his home village when he could well have constructed it in the heart of Colombo on land belonging to his father, and was giving employment to a very much larger number of men and women than his actual requirements, for the only reason that he desired to uplift them. He employed a much larger number of workers than Batas, a rival firm. He looked upon himself as a benefactor of his people, wishing their welfare and doing all he could for them. Then suddenly he discovered a small number of his employees forming a trade union. From his point of view trade unions always give trouble. One of the demands in D 30 was that his brother who was himself a hard worker, who used to rise very early in the morning to start the factory fires, should be dismissed. It completely upset him and he felt hurt. He was also ill during this period. He naturally wanted the union disbanded. There was opposition to it by the pro-union workers. The others took his side. Hence the chaos. There would have been no chaos if he had had no objection to the formation of the union. The entire engineering section workers were refused work on 26th October. The pro-unionists and those who opposed the formation of a union both suffered. Later some men were taken back for the work that is now going on there—maintenance and repairs and manufacture of Process 82. Arthur said in his evidence that in addition to this, some other work was being done in the engineering section. He said that new parts are being made for the old machines. He however, added that no new machines are being assembled of the old types, but that these newly made parts are being used for repairing the old machines. He said that an advertisement board for fluorescent lighting was being made, and that

within the time he was employed about 10 such advertisement boards had been made. The evidence of Mr. Donald Gunasekara with regard to making advertisement boards is that he had obtained a patent for a vibrating sign-board in the field of advertising and had made certain sign-boards to advertise the goods of Elasto Products which have been erected at various places in Colombo; but that the making of sign-boards is not a permanent feature of their business; that they were not making any sign-boards at this time. There is no evidence that sign-boards are being made by Elasto Products to advertise other people's goods. It therefore cannot be considered as part of their business if occasionally they manufacture advertisement boards to advertise their own goods, and it obviously would not need a permanent staff. It would appear that tubular furniture is manufactured in another building on these grounds by a firm styled "Delta Steel Tube Furniture" constituted by the same three partners. It is a separate business with a separate check roll, staff and accounts. Arthur stated that while tubular chairs are manufactured in another section, bushes and axles for these chairs are manufactured in the engineering section. Mr. Donald Gunasekara's evidence on this point is that bushes, axles, nuts, and screws are necessary for revolving chairs. They obtain these from aeroplane junk parts which they had purchased along with aluminium for making machinery; that they also purchased nuts and screws from Panchikawatta. These are superior to any nuts or screws they can turn out. When this source of supply was exhausted, Melder Motors turned them out for them. He produced receipts D 22, D 22A and D 22B for payments made to Melder Motors. They are dated 26.1.62, 15.5.61 and 10.4.61. According to Mr. Donald Gunasekara, Arthur is confusing the manufacture of bushes and axles for Process 82 machines and for Reka with bushes and axles needed for revolving chairs. We think this is quite possible. We see no reason to reject the evidence of Mr. Donald Gunasekera on this point. We were told that the manufacture of calendars was done in the engineering section. Here, too, we accept the evidence of Mr. Donald Gunasekera that it is seasonal work done outside the engineering section by temporary workers. We are satisfied that from and after 26th October, 1960, the engineering section is being made use of only for repairs and maintenance of existing machinery and for the manufacture of the new Process 82.

13. In the result we held that, in terms of the reference to us by the Hon. Minister, the non-employment of the workers set out in Schedule B below is not justified.

14. In view of our finding that the non-employment of the workers set out in Schedule B is not justified and also our finding that at present there is no manufacture of machines for the manufacture of shoes and sandals, except Process 82, the question arises as to what relief the discontinued workers are entitled to. A considerable amount of time was taken up in arguing as to whether the act of the Management is a closure or retrenchment. It is quite clear that it is a partial closure and it has been followed by retrenchment of the superfluous workers. The Indian Industrial Disputes Act defies the word "retrenchment" as meaning the termination by the employer of the services of a workman for any reason whatsoever, otherwise than as a punishment inflicted by way of disciplinary action, but

as not including voluntary retirement, retirement on reaching the age of superannuation or termination of the services of a workman on the ground of continued ill-health. Where the retrenchment is not *bona fide* as we have found in this case and there has been a partial closure, will a Court order re-instatement? Ordering re-instatement will be tantamount to ordering the Management to re-start that part of the business which has been closed down, because otherwise the re-instated men will have no work to do but will be merely on the pay roll of the establishment. The Court will not stultify itself by ordering the Management to re-start the closed part of its business as it cannot enforce its decision. Besides an employer has a fundamental right even *mala fide* to close down the whole or part of his business. No case law is really necessary to support this proposition. However, as some case law has been cited before the Court we would refer to *Standard Coal Co. v. their workmen*, 1955 *Labour Appeal Cases*, 691. In that case the High Court of Calcutta held "there is no doubt that a man has got the fundamental right to carry on a business or to close it down whenever he wants to, of course subject to the rights and claims that may have come into existence in connection therewith. Now, if a man refuses to carry on business even though unreasonably he cannot be compelled to do so. Retrenchment follows closure. If the closure is not justified or unreasonable, in other words, where it is intended to harass, and victimise the workmen, in that case the closure may be *mala fide*. In that event the tribunal will take the fact into consideration in assessing compensation to be paid to the workmen, but there cannot be any re-instatement of the unemployed workmen because the tribunal cannot ask a person to carry on business against his will. In other words, a man is at liberty to carry on or not to carry on or close down a business; and he cannot be compelled to carry on business against his will." What applies to complete closure must apply with equal force to a partial closure. The Court therefore refuses to order re-instatement asked by the Unions. Before we advert our minds to the question of the quantum of compensation we would like to state that it was conceded by the Management that when it is retrenching, the ordinary rule of "last to come first to go all things being equal" must be observed. A special sitting of the Court was held on 8th October, 1962, to consider this matter. Document D 2 contains the names of the 21 workers who had been retained in the engineering section and D 2A the nature of their work and dates of employment while X 1A contains the names of the men who had been discontinued, the nature of their work and the dates of their employment; in D 2A the names are re-arranged according to the date of employment. The first 13 are men engaged prior to 1955 and are all senior to the men whose names appear in X 1A. With regard to the others, beginning with P. A. Gunasena, motor mechanic, who was engaged on 27.8.55, and ending with M. K. Sirisena, engaged on 4.9.58, explanations were given to us as to why they have been preferred to some whose names appear on list X 1A who are senior to them. They are specialists in the jobs they are doing in the engineering section, the only exception being Liyanoris, who was engaged on 10.1.57. He is an extra security man, and he has been retained because the Management has confidence in him. It is essential that a security man must be a person in whom the Management has confidence. On 8th October, Mr. Shanmugathan stated

that he would require a date to check the accuracy of the statements made on behalf of the Management. After ascertaining whether he challenged the accuracy in regard to any of these men, 26th November, 1962, was fixed to hear his representations, and for leading evidence with regard to the men whose position as specialists is challenged. On that date nobody appeared for the Unions. So we have no option but to accept the statements made on behalf of the Management.

15. With regard to the quantum of the compensation, list X 1 sets out the daily wage paid to each of the discontinued workers, including those who were said to have resigned or said to have been sent away for reasons other than retrenchment and their dates of employment. Normally in cases of *bona fide* retrenchment a Court orders payment of half a month's wages for each completed year of employment up to a maximum of 5 years. In this case, since we have arrived at the finding that the retrenchment is not *bona fide* we direct that double that sum, to wit, a full month's wage, be paid. A month is to be taken as consisting of 26 working days. From this sum two weeks' wages, which have already been paid, are to be deducted. Schedule B below sets out the names of the workers, their dates of employment, rates of pay, and the amounts to be paid to them. The amounts are to be paid through the Assistant Commissioner of Labour, Galle, within two months of the publication of this Award in the *Ceylon Government Gazette*.

R. R. SELVADURAI,
President.

S. A. WIJAYATILAKA,
Member.

D. R. P. GOONETILLEKE,
Member.

Colombo, February 19, 1963.

SCHEDULE "A"

B. H. Martin
M. G. Edwin
M. D. Piyatileke
K. P. D. Dharmasena
D. M. Wimaladasa
R. P. Lenora
M. L. Ranaweera
G. W. Somapala
M. K. Kumarasinghe
D. S. Alwis
W. P. Premasiri
A. A. Premadasa
T. A. Karunasena
Arthur Wijesekera
A. Aron
W. D. Ratnapala
K. P. Somadasa
U. K. Laurence

Gunasena Veraniyagoda
K. L. Gunasena
W. Ranaweke
O. K. D. Dharmadasa
W. Gunapala
S. Hettiarachchi
W. D. Dayawansa
I. W. M. D. Somapala
S. Kannangara
M. K. Ariyaratne
K. A. Upasena
K. P. Wijesena
H. A. Dharmadasa
W. Karunaratne
W. G. Karunadasa
M. D. Kulatunga
T. Lees Kumarasinghe
D. A. Albert

D. P. Wijesena
E. H. Sirisena
D. Maduwagoda
D. W. David
K. A. Victor
Sirisena Mullewithana
K. P. Odiris
R. V. Mahidasa
M. K. Moses
B. Siripala
Lionel Wijesekera
P. D. Bennet
D. M. Baddawithana
K. D. Sirisena
G. P. Somasiri
M. K. Somaratne
M. W. Opel
W. L. H. Alwis

L. S. Gunasena	M. V. Sirisena	N. D. S. Weerasinghe
L. S. Somadasa	P. K. D. Gunasena	M. G. D. Pathmasiri
Galis Withana	T. A. G. Alwis	Y. D. Somaratne
K. P. Wilson	K. A. D. Gunasena	G. D. Karunatileke
I. D. Gunadasa de Alwis	E. L. Wilbert Silva	B. O. V. Gunaratne
W. D. Hendrew	G. W. D. M. Ranasinghe	R. Sirisena
I. G. D. Weerasinghe	W. G. Jinadasa	D. K. Kumarasinghe
S. W. W. Silva	D. M. Wimaladasa	N. L. D. Lionel
N. U. D. David	G. A. Wijepala	L. N. Samaranayake
K. D. Wimalasena	M. V. K. Gunasekera	L. Abeywickrema
W. D. Siril Perera	W. G. Sugathadasa	S. Wijesinghe
P. K. Thomas	Dayaratne Mahavitharne	M. K. Dinadasa
V. D. Sugathadasa	Y. M. Madduma Banda	R. Gunasekera
S. W. Sirimanne	D. A. Gilbert	W. S. Hector
G. D. Hendrick	M. D. Ariyasena	K. H. Seeman
H. A. Winne	M. P. de Silva	D. C. B. Dissanayake
H. S. Ariyadasa	M. D. Yasanayagam	S. V. Albert
L. G. Sirisena	P. M. Gunawardena	W. B. Wimalasena
D. Piyasena	M. K. Piyadasa	K. P. D. L. Jayawardene

SCHEDULE " B "

Name of Worker	Date of Employment	No. of Years' Service		Present Daily Wage Rs. c.	Total Amount Due Rs. c.	Two Weeks' Wages (12 days) Rs. c.	Balance Amount Due Rs. c.
		Yrs.	Mths.				
B. H. Martin	12. 3.57	3	7	3 50	273 00	42 00	231 00
Gunasena Veraniyagoda	1. 6.57	3	4	2 80	218 40	33 60	184 80
D. P. Wijesena	2. 11.59	1	—	1 65	42 90	19 80	23 10
M. G. Edwin	17. 5.58	2	5	3 40	176 80	40 80	136 00
K. L. Gunasena	8. 5.59	1	5	1 90	49 40	22 80	26 60
M. D. Piyathilake	1. 1.60	—	11	1 65	Service less than 1 year ; nil		
K. A. Victor	1. 10.60	—	1	3 50	do.		
R. P. Lenora	22. 9.57	3	1	2 80	218 40	33 60	184 80
S. Hettiarachchi	16. 2.56	4	8	3 50	364 00	42 00	322 00
Sirisena Mullevithana	1. 6.59	1	5	2 30	59 80	27 60	32 20
M. L. Ranaweera	23. 11.56	4	—	2 80	291 20	33 60	257 60
W. D. Dayawansa	2. 2.59	1	8	1 90	49 40	22 80	26 60
K. P. Odiris	10. 7.58	2	3	1 90	98 80	22 80	76 00
G. W. Somapala	15. 1.58	2	9	2 80	145 60	33 60	112 00
R. D. Daneedasa	25. 5.59	1	5	1 90	49 40	22 80	26 60
W. Ranawaka	7. 5.59	1	5	1 90	49 40	22 80	26 60
D. Mathuwagoda	9. 11.55	5	—	3 50	455 00	42 00	413 00
K. P. D. Dharmasena	10. 7.58	2	3	1 90	98 80	22 80	76 00
O. K. D. Dharmadasa	16. 4.57	3	6	3 50	273 00	42 00	231 00
D. W. David	5. 12.57	2	10	2 80	153 60	33 60	120 00
D. M. Wimaladasa	20. 8.58	2	2	2 40	124 80	28 80	96 00
W. Gunapala	25. 1.57	3	9	2 25	175 50	27 00	148 50
K. P. Wilson	16. 10.57	3	—	2 80	218 40	33 60	184 80
K. A. D. Gunasena*	10. 7.58	2	3	1 90	98 80	22 80	76 00
G. D. Karunathilake	8. 2.58	2	8	2 40	124 80	28 80	96 00
I. D. Gunadasa de Alwis	30. 10.58	2	—	1 90	98 80	22 80	76 00
E. L. Wilbert Silva	12. 6.59	1	3	1 90	49 40	22 80	26 60
W. B. Andrew	11. 3.58	2	7	2 40	124 80	28 80	96 00
R. Sirisena	16. 10.58	2	—	2 40	124 80	28 80	96 00
I. G. D. Weerasinghe	1. 4.57	3	6	2 80	218 40	33 60	184 80
M. K. Kumarasinghe	10. 5.57	3	5	2 80	218 40	33 60	184 80
S. Kannangara	1. 7.60	—	3	1 65	Service less than 1 year ; nil		
M. K. Moses	28. 4.59	1	6	1 90	49 40	22 80	26 60
D. S. Alwis	12. 7.59	1	3	1 90	49 40	22 80	26 60
M. K. Ariyaratne	26. 10.53	7	—	4 20	546 00	50 40	495 60
B. Siripala	13. 10.59	1	—	1 90	49 40	22 80	26 60
W. P. Premasiri	3. 10.57	3	—	2 80	218 40	33 60	184 80
K. A. Upasena	9. 6.59	1	4	1 90	49 40	22 80	26 60
Lionel Wijesekera	8. 7.60	6	—	1 65	214 50	19 80	194 70
A. A. Premadasa	21. 6.54	6	4	4 15	539 50	49 80	489 70
K. P. Wijesena	1. 8.59	1	2	2 40	62 40	28 80	33 60
T. D. Benet	1. 9.58	2	1	2 40	124 80	28 80	96 00
T. A. Karunasena	25. 5.59	1	5	1 90	49 40	22 80	26 60
H. A. Dharmadasa	30. 10.58	2	—	2 40	124 80	28 80	96 00

Name of Worker	Date of Employment	No. of Years' Service		Present Daily Wage	Total Amount Due	Two Weeks' Wages (12 days)	Balance Amount Due
		Yrs.	Mths				
D. M. Baddewithana ..	20. 9.59..	2	1	2 80..	145 60..	33 60..	112 0
K. D. Sirisena ..	1. 6.59..	1	4	1 90..	49 40..	22 80..	26 60
G. P. Somasiri ..	2. 9.57..	3	1	2 80..	218 40..	33 60..	184 80
M. D. Kulathunga ..	27. 3.56..	4	7	3 50..	364 0..	42 0..	322 0
N. K. Somaratne ..	3. 6.57..	3	4	2 80..	218 40..	33 60..	184 80
T. Lees Kumarasinghe..	16.12.57..	2	10	2 80..	145 60..	33 60..	112 0
M. W. Opal ..	20. 7.59..	1	3	1 90..	49 40..	22 80..	26 60
U. R. Lawrence ..	12. 5.58..	2	5	2 40..	124 80..	28 80..	96 0
L. S. Gunasena ..	25. 1.57..	3	9	3 50..	273 0..	42 0..	231 0
N. D. S. Weerasinghe ..	3.12.56..	3	10	3 50..	273 0..	42 0..	231 0
L. S. Somadasa ..	9.12.57..	2	10	2 80..	145 60..	33 60..	112 0
M. G. D. Padmasiri ..	1. 2.59..	1	9	1 90..	49 40..	22 80..	26 60
Garlis Withana ..	16.9.56..	4	—	3 50..	364 0..	42 0..	322 0
Y. S. Somaratne ..	18. 8.58..	2	2	2 40..	124 80..	28 80..	96 0
D. M. Wimaladasa ..	20. 7.58..	2	3	2 40..	124 80..	28 80..	96 0
N. U. D. David ..	7. 2.58..	2	8	2 80..	145 60..	33 60..	112 0
N. L. Samaranayake ..	1. 6.59..	1	4	1 90..	49 40..	22 80..	26 60
D. Piyasena ..	2. 5.57..	3	5	2 80..	218 40..	33 60..	184 80
M. K. Piyadasa ..	3. 9.59..	1	1	1 90..	49 40..	22 80..	26 60
K. P. D. L. Jayawardana	19.10.57..	3	—	3 50..	273 0..	42 0..	231 0
W. Siripala ..	23.11.56..	3	11	2 80..	218 40..	33 60..	184 80
M. V. D. Karunadasa ..	1.10.57..	3	—	2 30..	179 40..	27 60..	151 80
I. M. W. D. Hemapala..	1. 8.58..	2	2	2 40..	124 80..	28 80..	96 0
G. D. Aron ..	22. 8.56..	4	2	3 50..	364 0..	42 0..	322 0
B. O. P. Gunaratne ..	1.10.60..	—	1	1 65..	Service less than 1 year; nil		
G. W. D. M. Ranasinghe	30. 7.59..	1	3	1 90..	49 40..	22 80..	26 60
N. L. W. Karunaratne..	1. 8.58..	2	2	2 40..	124 80..	28 80..	96 0
R. B. K. Karunadasa ..	7. 2.58..	2	8	2 80..	145 60..	33 60..	112 0
K. V. Somadasa ..	20. 5.52..	8	8	3 80..	494 0..	46 10..	447 90
K. A. D. Gunasena*	10. 7.59..	1	3	1 90..	49 40..	22 80..	26 60
T. A. G. Alwis (W. L. Hemachandra Alwis)	18. 1.59..	1	9	1 90..	49 40..	22 80..	26 60
S. W. Wimaladasa ..	1. 4.60..	—	7	2 50..	32 50..	30 0..	2 50
P. A. Wijepala ..	3. 6.57..	3	4	2 40..	187 20..	28 80..	158 40
D. K. Kumarasinghe ..	15. 9.58..	2	1	2 40..	124 80..	28 80..	96 0
G. A. Gilbert ..	1. 4.50..	10	6	3 35..	435 50..	40 20..	395 30
W. S. Hector ..	17.12.58..	1	10	2 25..	58 50..	27 0..	31 50
R. Gunasekera ..	8.10.58..	2	—	2 75..	143 0..	33 0..	110 0
S. W. Sirimanne ..	7.11.55..	4	11	3 30..	343 20..	39 60..	303 60
G. D. Hendrick ..	1. 4.56..	4	6	3 0..	312 0..	36 0..	276 0
M. D. Ariyasena ..	4. 8.58..	2	2	2 75..	143 0..	33 0..	110 0
K. H. Seemon ..	4. 8.58..	2	2	2 10..	109 20..	25 20..	84 0
H. A. Winnie ..	4. 8.58..	2	2	2 75..	143 0..	33 0..	110 0
W. G. L. Alwis ..	2. 2.59..	1	8	1 90..	49 40..	22 80..	26 60
					14,007 70	2,558 30	11,449 40

* This worker's name appears in two different places showing two different dates of employment. We direct that the earlier date, viz., 10.7.58, be accepted and payment made accordingly to the worker concerned.

R. R. SELVADURAI,
President.

S. A. WIJAYATILAKE,
Member.

D. R. P. GOONETILLEKE,
Member.

STATISTICS OF THE MONTH IN BRIEF

THE following is the summary of the principal statistics listed this month. Further details will be found in the tables and the appendices appearing in this issue.

Cost of Living

The Colombo Consumer's Price Index for the month of February, 1963, is 107.8 as against 107.1 for the month of January, 1963, an increase of .7.

Wage Rate

(a) The basic wages payable for the month of March, 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 for the month of March, 1963, to workers in the Cocoa, Cardamom and Pepper Growing Trade, Coconut Growing Trade, Coconut Manufacturing Trade, Rubber Growing and Manufacturing Trade, Tea Growing and Manufacturing Trade and the Plumbago Trade will remain unchanged.

(c) The special allowances payable to workers in all the other trades to which Part II of the Wages Boards Ordinance has been applied will be slightly more than that for the month of February, 1963.

Strikes

There were altogether 12 strikes during December, 1962, involving 1,700 workers and a loss of 10,053 man-days as against 8 strikes in November, 1962, involving 3,211 workers and a loss of 25,650 man-days. Six of these strikes were in Tea Plantations involving 1,328 workers and a loss of 9,315 man-days, one in a Rubber Plantation involving 57 workers and a loss of 114 man-days, one in the Engineering Trade involving 176 workers and a loss of 440 man-days, one in the Cinema Trade involving 14 workers and a loss of 14 man-days, two in the Dock Harbour and Port Transport Trade involving 51 workers and a loss of 66 man-days whilst the other one was in the Tile Manufacturing Trade involving 74 workers and a loss of 104 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 December, 1962, and January, 1963, was as given below—

	<i>December, 1962</i>			<i>January, 1963</i>		
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Technical and Clerical..	17,658..	16,167..	33,825..	18,297..	16,158..	34,455
Skilled ..	13,740..	3,612..	17,352..	14,085..	3,959..	17,680
Semi-skilled ..	28,784..	6,809..	35,593..	29,592..	6,706..	36,298
Unskilled ..	60,129..	5,310..	65,439..	60,187..	5,359..	65,546
• Total ..	120,311	31,898	152,209	122,161	31,818	153,979

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

	December, 1962			January, 1963		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	51..	11..	62..	51..	87..	138
Skilled ..	37..	3..	40..	32..	4..	36
Semi-skilled ..	70..	3..	73..	95..	7..	102
Unskilled ..	184..	— ..	184..	193..	15..	208
Total ..	342	17	359	371•	113	484

NOTES OF CURRENT INTEREST

List of Trade Unions registered in February, 1963

Registered No.	Name
2001 ..	Tamankadu Eksat We Mole Sewaka Samitiya.
*2002 ..	National Tamil Teachers Union.
*2003 ..	Ahara Nishpadaka Overseer Sangamaya.
*2004 ..	Waraya Sancharakshaka Sangamaya.
2005 ..	Rajarata Samupakara Sewaka Vurthiya Samithiya.
*2006 ..	Idam Sanwardana Departamentuwe Kanishta Sewaka Samitiya.
2007 ..	All Ceylon Petroleum Corporation Dealers Union.
*2008 ..	Sri Lanka Dumriya Engine Mediri ha Gel Kamkaru Samitiya.
2009 ..	Samasta Lanka Palath Palana Riyaduru Sangamaya.

* Public Servants Trade Unions.

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base: November, 1938-April, 1939 = 100

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

INDEX NUMBERS

Base: November, 1938-April, 1939 = 100

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

*Index Number
Nov., 1942
= 100*

Base: November, 1942 = 100

Group Weights	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24	
1943	103	94	105	138	118	107 .. 197*
1944	102	94	105	156	127	109 .. 200
1945	110	94	112	165	158	121 .. 221
1946	113	111	124	180	155	125 .. 229
1947	126	121	136	213	157	138 .. 252
1948	138	101	148	189	157	142 .. 260
1949	144	97	129	156	148	141 .. 258
1950	154	102	129	155	154	149 .. 272
1951	155	112	129	197	160	154 .. 283
1952	153	104	131	192	168	153 .. 280

† Average for 5 months only.

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base: Average Prices 1952=100

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

INDEX NUMBERS

1953	105.97	93.82	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
February	102.24	105.19	101.53	113.58	125.77	107.8

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	120.87
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
February	2.17	113.02	104.84	113.74	126.67	117.50

* 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 ..	—	100.00	2.92	100.00	2.04	100.00
1953 ..	—	101.53	2.95	101.03	2.07	101.47
1954 ..	—	103.06	2.94	100.68	2.09	102.45
1955 ..	—	106.63	2.96	101.37	2.16	105.88
1956 ..	—	107.14	3.00	102.74	2.17	106.37
1957 ..	—	108.67	3.15	107.88	2.20	107.84
1958 ..	—	110.20	3.39	113.10	2.26	110.78
1959 ..	—	110.20	3.76	128.77	2.29	112.25
1960 ..	—	110.20	3.74	128.08	2.28	111.76
1961 ..	—	110.71	3.75	128.42	2.29	112.25
1962 ..	—	111.73	3.78	129.45	2.32	113.73
1962 ..	January	111.22	3.78	129.45	2.31	113.24
	February	111.22	3.78	129.45	2.31	113.24
	March	111.22	3.78	129.45	2.31	113.24
	April	111.22	3.78	129.45	2.31	113.24
	May	111.22	3.78	129.45	2.31	113.24
	June	112.76	3.78	129.45	2.33	114.22
	July	112.76	3.78	129.45	2.33	114.22
	August	112.76	3.78	129.45	2.33	114.22
	September	111.22	3.78	129.45	2.31	113.24
	October	111.22	3.78	129.45	2.31	113.24
	November	112.76	3.78	129.45	2.33	114.22
	December	112.76	3.78	129.45	2.33	114.22
1963 ..	January	112.76	3.78	129.45	2.33	114.22
	February	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	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	68,100	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
1963 January	34,455	17,680	36,298	65,546	153,979

* 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

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapviya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Katunayake
1947 ..	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—
1948 ..	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—
1949 ..	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—
1950 ..	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—
1951 ..	33,125	3,422	2,886	4,350	2,209	537*	886	1,587	569	904	418	1,207
1952 ..	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992
1953 ..	30,203	2,561	3,316	3,949	3,030	735	1,160	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	3,689	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
1963—												
January ..	59,402	13,013	10,362	16,521	7,569	1,285	5,033	4,132	4,573	3,092	1,917	654

* Amended figures.

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

<i>Trincomalee</i>	<i>Anuradhapura</i>	<i>Avissawella</i>	<i>Haputale</i>	<i>Matara</i>	<i>Varuniya</i>	<i>Kegalle</i>	<i>Matale</i>	<i>Chilaw</i>	<i>Hattion</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	—	—	—	151,168
1,915	2,576	3,584	1,371	8,218	768	3,290	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
1,456	2,839	3,842	1,190	7,964	778	3,304	1,295	2,152	728	878	153,979

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	3,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,416	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	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,162
1961	22,558	1,259	14,784	631	24,791	964	50,390	2,794	112,523	5,648
1962	24,155	1,263	11,626	468	22,994	809	42,404	2,317	101,179	4,857
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	953	46	1,826	76	3,566	179	8,213	440
*September	1,922	100	763	24	1,840	41	3,119	196	7,649	361
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
1963 January	2,227	138	1,115	36	2,386	102	3,848	208	9,576	484

* Amended figures.

TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of January, 1963

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	640	40	389	8	1,072	62	1,159	91	3,260	201
Negombo	123	—	116	7	166	4	420	21	825	35
Kalutara	128	21	38	2	114	3	109	1	389	27
Galle	219	10	71	1	109	4	304	2	703	10
Kandy	168	5	69	2	120	3	192	—	549	12
Nawalapitiya	20	3	13	1	24	—	27	1	84	7
Kurunegala	86	12	30	1	58	—	73	1	247	14
Jaffna	144	8	59	—	124	—	97	8	424	16
Ratnapura	65	—	32	—	71	5	100	25	268	30
Badulla	35	6	24	—	44	—	25	2	128	8
Batticaloa	64	11	53	—	73	14	397	2	587	27
Kalmuna i	21	3	3	—	16	—	24	—	64	3
Trincomalee	24	1	22	3	23	2	91	4	160	10
Anuradhapura	67	1	16	—	45	4	73	22	201	27
Avissawella	86	10	23	—	46	—	129	—	284	10
Haputale	11	1	5	—	15	—	50	—	81	1
Matara	129	1	85	3	108	—	334	16	656	20
Vauniya	27	—	3	—	26	—	22	—	78	—
Kegalla	69	3	16	1	59	1	35	—	179	5
Matale	31	2	10	1	26	—	38	—	105	3
Chilaw	49	—	25	6	23	—	97	12	194	18
Hatton	7	—	6	—	7	—	34	—	54	—
Nawara-Eliya	14	—	7	—	17	—	18	—	56	—
Total	2,227	138	1,115	36	2,386	102	3,848	208	9,576	484

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	46,940
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	11,298	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	42,932	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-December §	137	42,511	193,734	48	25,527	801,534
1961 January	13	4,614	31,237	—	—	—
February	11	3,152	32,188	4	1,004	1,036
March	8	1,251	2,913	11	2,138	6,059
April	20	10,633	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	165,870
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	**4	**681	**12,696
October §	**18	5,127	**11,026	**3	**1,202	**12,171
November §	**9	**3,112	**25,980	**6	**2,359	**51,441
December	7	1,385	9,429	5	315	624

* 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
DECEMBER, 1962, BY INDUSTRIES OR TRADES**

<i>Industry or Trade</i>	<i>Number of</i>		<i>Number of</i>		<i>Number of</i>	
	<i>Strikes</i>	<i>Workers</i>	<i>involved</i>	<i>Man-days</i>	<i>lost</i>	
Plantations—Tea ..	6	1,328	..	9,315	..	
Rubber ..	1	57	..	114	..	
Tea-cum-Rubber ..	—	—	..	—	..	
Coconut ..	—	—	..	—	..	
Coconut-cum-Rubber ..	—	—	..	—	..	
Total ..	7	1,385		9,429		
Engineering ..	1	176	..	440	..	
Printing ..	—	—	..	—	..	
Motor Transport ..	—	—	..	—	..	
Tea Export ..	—	—	..	—	..	
Rubber Export ..	—	—	..	—	..	
Coconut Manufacturing ..	—	—	..	—	..	
Toddy, Arrack and Vinegar ..	—	—	..	—	..	
Cigar Manufacturing ..	—	—	..	—	..	
Tea & Rubber Manufacturing ..	—	—	..	—	..	
Cinema ..	1	14	..	14	..	
Dock Harbour and Port Transport ..	2	51	..	66	..	
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	74	..	104	..	
Miscellaneous ..	—	—	..	—	..	
Total ..	5	315		624		
Grand Total ..	12	1,700		10,053		

**TABLE X—CLASSIFICATION OF THE STRIKES IN
DECEMBER, 1962, IN CAUSES**

<i>Causes</i>	<i>Number of</i>				<i>Number of</i>			
	<i>Strikes</i>		<i>Workers Involved</i>		<i>Strikes</i>		<i>Workers Involved</i>	
	<i>Plantations</i>	<i>Others</i>	<i>Plantations</i>	<i>Others</i>	<i>Plantations</i>	<i>Others</i>	<i>Plantations</i>	<i>Others</i>
1. Dismissal or loss of employment in any way. Failure to provide work ..	2	2	196	20	..	..	..	..
2. Wage increases, Higher rates for piece work, &c. ..	—	—	—	—	..	..	..	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	2	—	250	..	..	..	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	3	1	454	45	..	..	..	..
5. Food matters. Welfare ..	—	—	—	—	..	..	..	..
6. Right of association and meeting ..	—	—	—	—	..	..	..	..
7. Factional disputes and domestic matters ..	—	—	—	—	..	..	..	..
8. External matters (e.g., arrest by Police, &c.) ..	1	—	465	—	..	..	..	..
9. Assaults by employer or agent or others ..	—	—	—	—	..	..	..	..
10. General demands ..	1	—	270	—	..	..	..	..
11. Sympathetic strikes ..	—	—	—	—	..	..	..	..
Total ..	7	5	1,385	315				

APPENDIX I

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

Month : March, 1963

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	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	60	80	130	80
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	56	25	111	25
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	43	15	82	15
(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

Class of Worker

Basic Wages Rs. c.	Special Allowance		Total Rs. c.
	Rs. c.	Rs. c.	

(3) Brick and Tile Manufacturing Trade

Daily Rates :

In the manufacture of tiles in a factory—

A—Male workers (18 and above) :

Skilled Workers, Grade I : press feeders (machine), firemen engaged in kiln (burners) ..	2 0 ..	2 0 ..	4 0
Skilled Workers, Grade II : press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters ..	1 80 ..	2 0 ..	3 80
Semi-skilled Workers : winchmen, block cutters, tile slab oiler and polisher, trimmers, green tile sorters, workers engaged in stacking tiles in vehicles for transport ..	1 60 ..	2 0 ..	3 60

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 90 ..	3 30
---	---------	---------	------

B—Female Workers (18 and above) : .. 1 15 .. 1 79 .. 2 94

C—Workers (under 18 years) :

Over 14 years but under 15 ..	0 80 ..	1 42 ..	2 22
Over 15 years but under 16 ..	0 90 ..	1 47 ..	2 37
Over 16 years but under 17 ..	1 0 ..	1 52 ..	2 52
Over 17 years but under 18 ..	1 10 ..	1 62 ..	2 72

(4) Building Trade

Daily Rates :

Unskilled :

Male labourers not under 18 years of age ..	1 40 ..	2 12 ..	3 52
Female labourers not under 18 years of age ..	1 10 ..	2 12 ..	3 22
Unskilled labourers (irrespective of sex) under 18 years of age ..	0 90 ..	2 12 ..	3 02

Semi-skilled, Grade II :

Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1 65 ..	2 22 ..	3 87
Semi-skilled, Grade I : Kanganies ..	1 80 ..	2 22 ..	4 02

Skilled :

Masons (building), carpenters (building), plum- bers ; erectors (construction steel) ; equipment maintenance men ; tinkers ..	2 0 ..	2 22 ..	4 22
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Class of Worker

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

Piece Rates :

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

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

(6) Cinema Trade

Monthly Rates :

A.—NON-CLERICAL

Unskilled

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

36 50	55 0	91 50
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Semi-skilled

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

(a) Within the Municipal areas ..	43 0	57 60	100 60
(b) Outside the Municipal areas ..	40 0	57 60	97 60

Skilled, Grade II

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

(a) Within the Municipal area ..	55 0	59 42	114 42
(b) Outside the Municipal areas ..	47 0	59 42	106 42

Skilled, Grade I

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

(a) Within the Municipal areas ..	66 0	59 42	125 42
(b) Outside the Municipal areas ..	61 0	59 42	120 42

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	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	..	54 0	.. 104 0
(b) Outside the Municipal areas	..	45 0	..	54 0	.. 99 0
<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	..	57 0	.. 112 0
(b) Outside the Municipal areas	..	50 0	..	57 0	.. 107 0
<i>Grade I</i>					
Head clerk	..	110 0	..	62 0	.. 172 0

(7) Cinnamon Trade

Daily Rates :

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

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	..	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.

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
<i>Piece Rates :</i>						
(1) In the raising and maintenance of plantations:						
Picking nuts, per 1,000 trees	18	0	—	—	18	0
(2) In the manufacture of copra :						
(a) husking nuts, per 1,000 nuts	3	50	—	—	3	50
(b) splitting nuts, copra curing and sorting, per 1,000 nuts	2	50	—	—	2	50
(10) Coconut Manufacturing Trade						
<i>Daily Rates :</i>						
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
<i>Piece Rates :</i>						
(a) In the manufacture of desiccated coconuts—						
(1) husking nuts, per 1,000 nuts	2	19	—	—	2	19
(2) removing shells (hatchetting) per 1,000 nuts	1	13	—	—	1	13
(3) removing parings, per 1,000 nuts	1	13	—	—	1	13
(4) washing coconut meat and disintegrating, per 1,000 pounds	0	88	—	—	0	88
(5) drying, per 1,000 pounds	1	31	—	—	1	31
(6) sifting and grading, per 1,000 pounds	1	6	—	—	1	6
(7) packing and stencilling per case of 120 to 130 pounds	0	10	—	—	0	10
(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—						
(1) crushing husks per cwt. (wet weight of bristle fibre)	0	94	—	—	0	94
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre)	0	94	—	—	0	94
(3) cleaning mattress fibre, drying and baling per cwt.	0	31	—	—	0	31
(4) hanking bristle fibre and tying, per cwt.	1	50	—	—	1	50
(5) manufacture of mats and matting—						
(i) mats, per sq. ft.	0	44	—	—	0	44
(ii) matting, per square yard	0	15	—	—	0	15
(6) hacking bristle fibre and tying, per cwt.	3	25	—	—	3	25

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(11) Coir Mattress and Bristle Fibre Export Trade						
<i>Daily Rates :</i>						
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	12	.. 3 52
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	22	.. 3 82
Grade I—						
Workers employed in—packing baling boxes with or without mechanical trawlers ; 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	22	.. 4 2
Head baling press operator ..	2	0	..	2	22	.. 4 22
B. Female workers (not under 18 years of age) ..	1	15	..	2	0	.. 3 15
C. Workers (irrespective of sex) under 18 years of age—						
Over 14 years but under 15 years ..	0	80	..	1	59	.. 2 39
Over 15 years but under 16 years ..	0	90	..	1	64	.. 2 54
Over 16 years but under 17 years ..	1	0	..	1	69	.. 2 69
Over 17 years but under 18 years ..	1	15	..	1	79	.. 2 94

Month : March, 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*						
<i>Monthly Rates :</i>						
<i>Manual Work—</i>						
Special Grade	65	0	35	50	100	50
Skilled Grade	55	0	31	50	86	50
Semi-skilled Grade	45	0	28	50	73	50
Unskilled, Grade I	37	0	28	50	65	50
Unskilled, Grade II	31	0	28	50	59	50
<i>Women Workers—</i>						
Female kanganies	35	0	28	50	63	50
Female labourers	30	0	28	50	58	50
<i>Non-manual Workers—</i>						
Special Grade	75	0	42	0	117	0
Grade I	55	0	31	50	86	50
<i>Piece Rates :</i>						
<i>Lighters from 20 to 60 tons—</i>						
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.

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(12) Dock, Harbour and Port Transport Trade (contd.)					
Lighters over 60 ⁰ but under 80 tons—					
Lightermen, per trip	7 0	..	7 0
Assistant Tindals, per trip	7 25	..	7 25
Tindals, per trip	7 50	..	7 50
Lighters 80 tons and over—					
Lightermen, per trip	8 0	..	8 0
Assistant Tindals, per trip	8 50	..	8 50
Tindals, per trip	9 0	..	9 0

Note.—The above rates shall be increased by—

(i) 50 cents for—

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

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Month : March, 1963

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(13) Engineering Trade						
<i>Daily Rates :</i>						
Unskilled labourers	1	40	2	12	3	52
Semi-skilled workers, Grade I—						
Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fitters (iron and brass) ; smelters (iron and brass) ; checkers (timber), sawyers ; caulkers (deck) ; boiler attendants ; drivers (engine) ; firemen ; tyre repairers ; tyre vulcanizers	1	65	2	22	3	87
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	22	3	67
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	22	4	22
Kanganies	1	80	2	22	4	02
Watchers	1	70	2	22	3	92
Trade learners and apprentices—						
First year	0	50	1	14	1	64
Second year	0	66	1	24	1	90
Third year	0	85	1	56	2	41
Fourth year	1	10	1	71	2	81
(14) Ice and Aerated Waters Manufacturing Trade						
<i>Daily Rates :</i>						
<i>Grade I :</i>						
Kanganies, Head Syrup Makers, Water Filtration Plant Operators, Can Makers, Carpenters, Fillers (Automatic), Checkers	2	0	2	22	4	22
<i>Grade II :</i>						
Can Repairers, CO ₂ Gas Control Men, Asst. Syrup Makers, Syrupers, Crowners, Clean Bottle Examiners, Carbonator Operators, Production Counters, Fillers (Hand), Labelers (Automatic), Bottle Washer off-loaders, any other workers engaged in automatic machines in the production of mineral or aerated waters, Ice Harvestors	1	65	2	22	3	87

தேசிய நூலகப் பிரிவு
மாநகர நூலக சேவை
சென்னை

	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(14) Ice and Aerated Waters Manufacturing Trade (contd.)			
<i>Grade III :</i>			
Ice Storers, Ice Packers, Ice Loaders, Syrup Room Labourers, Bottle Unpackers, Bottle Sorters or Cleaners, Bottle Washer Loaders, Case Fillers, Bottle Packers, Cleaners or Sweepers, Hand Washers, Case Carriers or Stackers, Stores Labourers, Labellers (Hand), Van Loaders	1 40	2 12	3 52
(15) Match Manufacturing Trade			
<i>Daily Rates :</i>			
<i>Grade I—</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 85	3 85
(b) Female Workers, 18 years and over ..	1 64	1 75	3 39
(c) Young persons, over 14 years, but under 18 years	1 25	1 42	2 67
<i>Grade II—</i>			
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 85	3 45
(b) Female Workers, 18 years and over ..	1 32	1 75	3 07
(c) Young persons, over 14 years but under 18 years	1 0	1 42	2 42
<i>Grade III—</i>			
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 75	3 15
(b) Female Workers, 18 years and over ..	1 15	1 63	2 78
(c) Young persons, over 14 years but under 16 years	0 70	1 19	1 89
(d) Young persons, over 16 years but under 18 years	0 90	1 42	2 32
<i>Grade IV—</i>			
Watcher	1 70	1 85	3 55

Month : March, 1963

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(16) Motor Transport Trade					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100	0	63	42	163 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	63	42	153 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	60	92	145 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	63	42	163 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	58	42	128 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	63	42	130 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt.	60	0	59	32	119 32
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	59	32	109 32
Class I Workers : Omnibus checkers or time-keepers	60	0	59	32	119 32
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90	0	59	32	149 32
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items	45	0	49	42	94 42
<i>Daily Rates :</i>					
Class A worker	4	0	2	67	6 67
" B " "	4	0	2	67	6 67
" C " "	3	25	2	67	5 92
" D " "	4	0	2	67	6 67
" E " "	2	75	2	42	5 17
" F " "	2	75	2	67	5 42
" G " "	2	50	2	67	5 17
" H " "	2	25	2	67	4 92
" K " "	1	50	1	85	3 35

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 : March, 1963

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(17) 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	3	77
Loaders						
Onsetters or Donakatarayas						
Overseers						
Shift bosses	2	33	1	27	3	60
Blasters	2	25	1	27	3	52
Drillers (hand and machine)						
Shaft drivers						
Stoppers (excavators)						
Timbermen						
Muckers	1	75	1	27	3	2
Trolleyman						
Unskilled labourers						
Underground and surface workers—						
Electricians	2	75	1	27	4	2
Enginemmen						
Fitters						
Hoistmen						
Mechanics						
Pumpmen						
Winchmen						
Checkers	2	50	1	27	3	77
Electricians (assistants)	1	75	1	27	3	2
Fitters (assistants)						
Windlassmen (dabare workers)						
Mechanics (assistants)						
Surface workers—						
Carpenters	2	75	1	27	4	2
Masons						
Overseers	2	50	1	27	3	77
Bakkikarayas or Banksmen	2	25	1	27	3	52
Blacksmiths						
Boilerman						
Drill sharpeners						
Firewood carriers and splitters	1	85	1	27	3	12
Carters	1	75	1	27	3	2
Watchers						
Cooks	1	49	1	27	2	76
Smithy boys						
Unskilled labourers						

Note.—The basic rates given above are applicable to all workers in the above group irrespective of sex or age. However the special allowance (and therefore the total itself) given above applies only to male workers not under 18 years of age. The total minimum wages applicable to female workers not under 18 years of age and workers (irrespective of sex) under 18 years of age will have to be worked out by adding the respective basic rate given above to the special allowance applicable to them. The special 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 : March, 1963

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(17) Plumbago Trade (contd.)						
Workers employed in curing and dressing—						
(a) As overseers and kangannies	..	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
(18) Printing Trade						
<i>Monthly Rates :</i>						
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	..	104 42	..	214 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	..	83 92	..	171 42
Class C, Grade I Workers : Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	..	65 0	..	73 67	..	138 67
Class C, Grade II Workers : Platen Machine Minders	..	60 0	..	68 44	..	128 44
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	..	50 0	..	63 42	..	113 42
Class E Workers : Unskilled workers not under 18 years of age	..	42 0	..	60 91	..	102 91
Class F Workers : Unskilled workers under 18 years of age	..	20 0	..	40 87	..	60 87
Class G Workers : Watchers	..	44 0	..	63 42	..	107 42
Class A—1st year learner	..	33 0	..	44 52	..	77 52
„ B „ „	..	26 0	..	38 37	..	64 37
„ C Grade I, 1st year learner	..	24 0	..	40 42	..	64 42
„ C Grade II „ „	..	22 0	..	38 37	..	60 37
„ D—1st year learner	..	19 0	..	36 32	..	55 32
Class A—2nd year learner	..	44 0	..	53 22	..	97 22
„ B „ „	..	36 0	..	51 17	..	87 17
„ C Grade I, 2nd year learner	..	29 0	..	45 94	..	74 94
„ C Grade II „ „	..	27 0	..	43 43	..	70 43
„ D—2nd year learner	..	23 0	..	40 92	..	63 92
Class A—3rd year learner	..	56 0	..	61 92	..	117 92

Month : March, 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	57	82	106	82
„ C Grade I, 3rd year learner ..	36	0	51	67	87	67
„ C Grade II „ „ ..	32	0	48	49	80	49
„ D—3rd year learner ..	28	0	45	52	73	52
Class A—4th year learner ..	71	0	74	72	145	72
„ B „ „ ..	64	0	67	44	131	44
„ C Grade I, 4th year learner ..	44	0	59	91	103	91
„ C Grade II „ „ ..	39	0	55	93	94	93
„ D—4th year learner ..	34	0	52	17	86	17
Class A—5th year learner ..	88	0	88	2	176	2

(19) 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 12 .. 3 52

(b) Intermediate Grade :

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

1 60 .. 2 22 .. 3 82

(c) Grade I :

Workers employed in loading ,unloading and carrying bales ; stacking

1 80 .. 2 22 .. 4 2

(d) Watchers

1 70 .. 2 22 .. 3 92

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

(a) Grade II :

Workers employed in work other than sorting ..

1 15 .. 2 0 .. 3 15

(b) Grade I :

Workers employed in sorting

1 30 .. 2 0 .. 3 30

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

Over 14 years but under 15 years ..

0 80 .. 1 59 .. 2 39

Over 15 years but under 16 years ..

0 90 .. 1 64 .. 2 54

Over 16 years but under 17 years ..

1 0 .. 1 69 .. 2 69

Over 17 years but under 18 years ..

1 15 .. 1 79 .. 2 94

Month : March, 1963

Class of Worker	Month : March, 1963		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(20) 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
(21) 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 wiretying, 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 12	3 52
(b) Intermediate Grade—			
Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..	1 60	2 22	3 82
(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 22	4 2
(d) Box makers and repairers ..	1 60	2 22	3 82
(e) Watchers ..	1 70	2 22	3 92
B.—Female workers (not under 18 years of age) ..			
	1 15	2 0	3 15
C.—Workers (irrespective of sex) under 18 years of age—			
Over 14 years but under 15 years ..	0 80	1 59	2 39
Over 15 years but under 16 years ..	0 90	1 64	2 54
Over 16 years but under 17 years ..	1 0	1 69	2 69
Over 17 years but under 18 years ..	1 15	1 79	2 94
(22) 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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(23) Toddy, Arrack and Vinegar Trade						
<i>Monthly Rates :</i>						
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
<i>Daily Rates :</i>						
Bottling, corking and labelling arrack bottles ..	3	0	..	—	..	3 0
Unskilled labourers ..	3	0	..	—	..	3 0
<i>Piece Rates :</i>						
Coupling of coconut palms, for each coupling ..	0	70	..	—	..	0 70
Changing ropes, for each coupling ..	0	35	..	—	..	0 35
Cutting and removing ropes, for each coupling ..	0	30	..	—	..	0 30
Laddering coconut palms, for each tope not exceeding 110 palms ..	35	0	..	—	..	35 0
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns, for each gallon of toddy delivered by worker—						
Galle District ..	0	54	..	—	..	0 54
Western Province ..	0	61	..	—	..	0 61
Chilaw District ..	0	64	..	—	..	0 64
Nuwara Eliya or Kandy District ..	0	65	..	—	..	0 65
Matara, Jaffna or Matale District ..	0	72	..	—	..	0 72
Puttalam, Anuradhapura or Hambantota District ..	0	77	..	—	..	0 77
Badulla, Ratnapura, Kurunegala or 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 March, 1963, to workers in the Baking Trade**

No. of Days	Class A	Class B	Class C	No. of Days
<i>Normal working days</i>	Rs. e.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	2 51½	2 14	1 58	½
1	5 03	4 28	3 16	1
2	10 06	8 56	6 32	2
3	15 09	12 84	9 48	3
4	20 12	17 12	12 64	4
5	25 15	21 39	15 80	5
6	30 18	25 67	18 96	6
7	35 22	29 95	22 12	7
8	40 25	34 23	25 28	8
9	45 28	38 51	28 44	9
10	50 31	42 79	31 60	10
11	55 34	47 07	34 76	11
12	60 37	51 35	37 92	12
13	65 40	55 62	41 08	13
14	70 43	59 90	44 23	14
15	75 46	64 18	47 39	15
16	80 49	68 46	50 55	16
17	85 52	72 74	53 71	17
18	90 55	77 02	56 87	18
19	95 58	81 30	60 03	19
20	100 62	85 58	63 19	20
21	105 65	89 86	66 35	21
22	110 68	94 13	69 51	22
23	115 71	98 41	72 67	23
24	120 74	102 69	75 83	24
25	125 77	106 97	78 99	25
26	130 80	111 25	82 15	26
Extra Payment for work done on Weekly Holidays.				
1	5 23	4 45	3 29	1
2	10 46	8 90	6 58	2
3	15 69	13 35	9 87	3
4	20 92	17 80	13 16	4
5	26 15	22 25	16 45	5

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

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

3. The amounts shown as payable for different days up to 24 days are wages payable for working that number of normal working days other than weekly holidays. If the number of days worked includes weekly holidays, the amounts payable has to be computed by reckoning separately the wages payable for the number of normal working days worked and the extra remuneration due for work on the number of weekly holidays.

APPENDIX III

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 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>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
1	1 76	1 61	1 51	1 93½	01	2 11	1
2	3 52	3 22	3 02	3 87	4 02	4 22	2
3	7 04	6 44	6 04	7 74	8 04	8 44	3
4	10 56	9 66	9 06	11 61	12 06	12 66	4
5	14 08	12 88	12 08	15 48	16 08	16 88	5
6	17 60	16 10	15 10	19 35	20 10	21 10	6
7	21 12	19 32	18 12	23 22	24 12	25 32	7
8	24 64	22 54	21 14	27 09	28 14	29 54	8
9	28 16	25 76	24 16	30 96	32 16	33 76	9
10	31 68	28 98	27 18	34 83	36 18	37 98	10
11	35 20	32 20	30 20	38 70	40 20	42 20	11
12	38 72	35 42	33 22	42 57	44 22	46 42	12
13	42 24	38 64	36 24	46 44	48 24	50 64	13
14	45 76	41 86	39 26	50 31	52 26	54 86	14
15	49 28	45 08	42 28	54 18	56 28	59 08	15
16	52 80	48 30	45 30	58 05	60 30	63 30	16
17	56 32	51 52	48 32	61 92	64 32	67 52	17
18	59 84	54 74	51 34	65 79	68 34	71 74	18
19	63 36	57 96	54 36	69 66	72 36	75 96	19
20	66 88	61 18	57 38	73 53	76 38	80 18	20
21	70 40	64 40	60 40	77 40	80 40	84 40	21
22	73 92	67 62	63 42	81 27	84 42	88 62	22
23	77 44	70 84	66 44	85 14	88 44	92 84	23
24	80 96	74 06	69 46	89 01	92 46	97 06	24
25	84 48	77 28	72 48	92 88	96 48	101 28	25
26	88 00	80 50	75 50	96 75	100 50	105 50	26
27	91 52	83 72	78 52	100 62	104 52	109 72	27
<i>Sunday work</i>							<i>Sunday work</i>
1	5 28	4 83	4 53	5 81	6 03	6 33	1
2	10 56	9 66	9 06	11 62	12 06	12 66	2
3	15 84	14 49	13 59	17 43	18 09	18 99	3
4	21 12	19 32	18 12	23 24	24 12	25 32	4
5	26 40	24 15	22 65	29 05	30 15	31 65	5

"Unskilled Male" means a male unskilled labourer not under 18 years of age.

"Unskilled Female" means a female unskilled labourer not under 18 years of age.

"Unskilled Young Person" means a labourer (irrespective of sex) under 18 years of age.

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

APPENDIX IV

***Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 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 69½	1 86½	2 12	2 32½	1 92½	2 07½	3 18½	½
1	3 39	3 73	4 24	4 65	3 85	4 15	6 37	1
2	6 78	7 45	8 48	9 29	7 70	8 30	12 74	2
3	10 17	11 18	12 71	13 94	11 56	12 44	19 11	3
4	13 56	14 90	16 95	18 58	15 41	16 59	25 48	4
5	16 94	18 63	21 19	23 23	19 26	20 74	31 85	5
6	20 33	22 36	25 43	27 87	23 11	24 89	38 22	6
7	23 72	26 08	29 66	32 52	26 96	29 04	44 59	7
8	27 11	29 81	33 90	37 16	30 81	33 19	50 96	8
9	30 50	33 53	38 14	41 81	34 67	37 33	57 33	9
10	33 89	37 26	42 38	46 45	38 52	41 48	63 70	10
11	37 28	40 99	46 62	51 10	42 37	45 63	70 07	11
12	40 67	44 71	50 85	55 74	46 22	49 78	76 44	12
13	44 06	48 44	55 09	60 39	50 07	53 93	82 31	13
14	47 44	52 16	59 33	65 03	53 93	58 07	89 19	14
15	50 83	55 89	63 57	69 68	57 78	62 22	95 56	15
16	54 22	59 61	67 80	74 32	61 63	66 37	101 93	16
17	57 61	63 34	72 04	78 97	65 48	70 52	108 30	17
18	61 00	67 07	76 28	83 61	69 33	74 67	114 67	18
19	64 39	70 79	80 52	88 26	73 19	78 81	121 04	19
20	67 78	74 52	84 76	92 90	77 04	82 96	127 41	20
21	71 17	78 24	88 99	97 55	80 89	87 11	133 78	21
22	74 56	81 97	93 23	102 19	84 74	91 26	140 15	22
23	77 94	85 70	97 47	106 84	88 59	95 41	146 52	23
24	81 33	89 42	101 71	111 48	92 44	99 56	152 89	24
25	84 72	93 15	105 94	116 13	96 30	103 70	159 26	25
26	88 11	96 87	110 18	120 77	100 15	107 85	165 63	26
27	91 50	100 60	114 42	125 42	104 00	112 00	172 00	27
28	96 99	106 64	121 29	132 95	110 24	118 72	182 32	28
29	102 48	112 68	128 16	140 48	116 48	125 44	192 64	29
30	107 97	118 72	135 03	148 01	122 72	132 16	202 96	30
31	113 46	124 76	141 90	155 54	128 96	138 88	213 28	31

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

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

APPENDIX IV—(contd.)

*Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 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 69½	1 80½	1 97	2 23	1 83½	1 98	3 18½	½
1	3 39	3 61	3 94	4 46	3 67	3 96	6 37	1
2	6 78	7 23	7 88	8 92	7 33	7 93	12 74	2
3	10 17	10 84	11 82	13 38	11 00	11 89	19 11	3
4	13 56	14 46	15 77	17 84	14 67	15 85	25 48	4
5	16 94	18 07	19 71	22 30	18 33	19 81	31 85	5
6	20 33	21 69	23 65	26 76	22 00	23 78	38 22	6
7	23 72	25 30	27 59	31 22	25 67	27 74	44 59	7
8	27 11	28 92	31 53	35 68	29 33	31 70	50 96	8
9	30 50	32 53	35 47	40 14	33 00	35 67	57 33	9
10	33 89	36 15	39 41	44 60	36 67	39 63	63 70	10
11	37 28	39 76	43 36	49 06	40 33	43 59	70 07	11
12	40 67	43 38	47 30	53 52	44 00	47 56	76 44	12
13	44 06	46 99	51 24	57 98	47 67	51 52	82 81	13
14	47 44	50 61	55 18	62 44	51 33	55 48	89 19	14
15	50 83	54 22	59 12	66 90	55 00	59 44	95 56	15
16	54 22	57 84	63 06	71 36	58 67	63 41	101 93	16
17	57 61	61 45	67 01	75 82	62 33	67 37	108 30	17
18	61 00	65 07	70 95	80 28	66 00	71 33	114 67	18
19	64 39	68 68	74 89	84 74	69 67	75 30	121 04	19
20	67 78	72 30	78 83	89 20	73 33	79 26	127 41	20
21	71 17	75 91	82 77	93 66	77 00	83 22	133 78	21
22	74 56	79 53	86 71	98 12	80 67	87 19	140 15	22
23	77 94	83 14	90 65	102 58	84 33	91 15	146 52	23
24	81 33	86 76	94 60	107 04	88 00	95 11	152 89	24
25	84 72	90 37	98 54	111 50	91 67	99 07	159 26	25
26	88 11	93 99	102 48	115 96	95 33	103 04	165 63	26
27	91 50	97 60	106 42	120 42	99 00	107 00	172 00	27
28	96 99	103 46	112 81	127 65	104 94	113 42	182 32	28
29	102 48	109 32	119 20	134 88	110 88	119 84	192 64	29
30	107 97	115 18	125 59	142 11	116 82	126 26	202 96	30
31	113 46	121 04	131 98	149 34	122 76	132 68	213 28	31

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

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

APPENDIX V

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during March, 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 Allowances	Minimum Wage	Basic Wage	Special Allowance	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 days
1/2	0 55	0 60 1/2	1 15 1/2	0 45	0 45	0 90	0 32 1/2	0 41 1/2	0 74	1/2
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 88	6
7	7 70	8 47	16 17	6 30	6 30	12 60	4 55	5 31	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
25	27 50	30 25	57 75	22 50	22 50	45 00	16 25	20 75	37 00	25
26	28 60	31 46	60 06	23 40	23 40	46 80	16 90	21 58	38 48	26
<i>Sunday work</i>										<i>Sunday work</i>
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
5			17 30			13 50			11 10	5

Note 1.—The information shown for the number of days up to 27 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 March, 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	Fe-male	Young person	Kan-gany	Male	Fe-male	Young Person	
Normal Working Days	Rs. c.-	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal Working Days
1/2	1 30½	1 23	0 97½	0 81½	1 93	1 73	1 42½	1 39	1/2
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 38	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
25	65 25	61 50	48 75	40 75	96 50	86 50	71 25	69 50	25
26	67 86	63 96	50 70	42 38	100 36	89 96	74 10	72 28	26
Sunday Work									Sunday Works
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
5	19 60	18 45	14 60	12 20	28 95	25 95	21 40	20 85	5

Note 1.—The information shown for the number of days up to 25 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 16 years of age and Young Persons to male workers under 16 years of age and female workers under 16 years of age respectively.

APPENDIX VII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 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		
Normal working days	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Normal working days
1	1 76	1 93½	1 83½	2 11	2 01	1 96	82	95	1 20½	1 40½	½	
2	3 52	3 87	3 67	4 22	4 02	3 92	1 64	1 90	2 41	2 81	1	
3	7 04	7 74	7 34	8 44	8 04	7 84	3 28	3 80	4 82	5 62	2	
4	10 56	11 61	11 01	12 66	12 06	11 76	4 92	5 70	7 23	8 43	3	
5	14 08	15 48	14 68	16 88	16 08	15 68	6 56	7 60	9 64	11 24	4	
6	17 60	19 35	18 35	21 10	20 10	19 60	8 20	9 50	12 05	14 05	5	
7	21 12	23 22	22 02	25 32	24 12	23 52	9 84	11 40	14 46	16 86	6	
8	24 64	27 09	25 69	29 54	28 14	27 44	11 48	13 30	16 87	19 67	7	
9	28 16	30 96	29 36	33 76	32 16	31 36	13 12	15 20	19 28	22 48	8	
10	31 68	34 83	33 03	37 98	36 18	35 28	14 76	17 10	21 69	25 29	9	
11	35 20	38 70	36 70	42 20	40 20	39 20	16 40	19 00	24 10	28 10	10	
12	38 72	42 57	40 37	46 42	44 22	43 12	18 04	20 90	26 51	30 91	11	
13	42 24	46 44	44 04	50 64	48 24	47 04	19 68	22 80	28 92	33 72	12	
14	45 76	50 31	47 71	54 86	52 26	50 96	21 32	24 70	31 33	36 53	13	
15	49 28	54 18	51 38	59 08	56 28	54 88	22 96	26 60	33 74	39 34	14	
16	52 80	58 05	55 05	63 30	60 30	58 80	24 60	28 50	36 15	42 15	15	
17	56 32	61 92	58 72	67 52	64 32	62 72	26 24	30 40	38 56	44 96	16	
18	59 84	65 79	62 39	71 74	68 34	66 64	27 88	32 30	40 97	47 77	17	
19	63 36	69 66	66 06	75 96	72 36	70 56	29 52	34 20	43 38	50 58	18	
20	66 88	73 53	69 73	80 18	76 38	74 48	31 16	36 10	45 79	53 39	19	
21	70 40	77 40	73 40	84 40	80 40	78 40	32 80	38 00	48 20	56 20	20	
22	73 92	81 27	77 07	88 62	84 42	82 32	34 44	39 90	50 61	59 01	21	
23	77 44	85 14	80 74	92 84	88 44	86 24	36 08	41 80	53 02	61 82	22	
24	80 96	89 01	84 41	97 06	92 46	90 16	37 72	43 70	55 43	64 63	23	
25	84 48	92 88	88 08	101 28	96 48	94 08	39 36	45 60	57 84	67 44	24	
26	88 00	96 75	91 75	105 50	100 50	98 00	41 00	47 50	60 25	70 25	25	
26 Sunday work	91 52	100 62	95 42	109 72	104 52	101 92	42 64	49 40	62 66	73 06	26 Sunday work	
1	5 28	5 81	5 51	6 33	6 03	5 88	2 46	2 85	3 62	4 22	1	
2	10 56	11 62	11 02	12 66	12 06	11 76	4 92	5 70	7 24	8 44	2	
3	15 84	17 43	16 53	18 99	18 09	17 64	7 38	8 55	10 86	12 66	3	
4	21 12	23 24	22 04	25 32	24 12	23 52	9 84	11 40	14 48	16 88	4	
5	26 40	29 05	27 55	31 65	30 15	29 40	12 30	14 25	18 10	21 10	5	

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

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

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

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 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.	
Normal working days												Normal working days
1/2	1 92½	1 69½	1 33½	1 72½	1 53½	1 21	1 57½	1 39	0 94½	1 16	1 77½	1/2
1	3 85	3 39	2 67	3 45	3 07	2 42	3 15	2 78	1 89	2 32	3 55	1
2	7 70	6 78	5 34	6 90	6 14	4 84	6 30	5 56	3 78	4 64	7 10	2
3	11 55	10 17	8 01	10 35	9 21	7 26	9 45	8 34	5 67	6 96	10 65	3
4	15 40	13 56	10 68	13 80	12 28	9 68	12 60	11 12	7 56	9 28	14 20	4
5	19 25	16 95	13 35	17 25	15 35	12 10	15 75	13 90	9 45	11 60	17 75	5
6	23 10	20 34	16 02	20 70	18 42	14 52	18 90	16 68	11 34	13 92	21 30	6
7	26 95	23 73	18 69	24 15	21 49	16 94	22 05	19 46	13 23	16 24	24 85	7
8	30 80	27 12	21 36	27 60	24 56	19 36	25 20	22 24	15 12	18 56	28 40	8
9	34 65	30 51	24 03	31 05	27 63	21 78	28 35	25 02	17 01	20 88	31 95	9
10	38 50	33 90	26 70	34 50	30 70	24 20	31 50	27 80	18 90	23 20	35 50	10
11	42 35	37 29	29 37	37 95	33 77	26 62	34 65	30 58	20 79	25 52	39 05	11
12	46 20	40 68	32 04	41 40	36 84	29 04	37 80	33 36	22 68	27 84	42 60	12
13	50 05	44 07	34 71	44 85	39 91	31 46	40 95	36 14	24 57	30 16	46 15	13
14	53 90	47 46	37 38	48 30	42 98	33 88	44 10	38 92	26 46	32 48	49 70	14
15	57 75	50 85	40 05	51 75	46 05	36 30	47 25	41 70	28 35	34 80	53 25	15
16	61 60	54 24	42 72	55 20	49 12	38 72	50 40	44 48	30 24	37 12	56 80	16
17	65 45	57 63	45 39	58 65	52 19	41 14	53 55	47 26	32 13	39 44	60 35	17
18	69 30	61 02	48 06	62 10	55 26	43 56	56 70	50 04	34 02	41 76	63 90	18
19	73 15	64 41	50 73	65 55	58 33	45 98	59 85	52 82	35 91	44 08	67 45	19
20	77 00	67 80	53 40	69 00	61 40	48 40	63 00	55 60	37 80	46 40	71 00	20
21	80 85	71 19	56 07	72 45	64 47	50 82	66 15	58 38	39 69	48 72	74 55	21
22	84 70	74 58	58 74	75 90	67 54	53 24	69 30	61 16	41 58	51 04	78 10	22
23	88 55	77 97	61 41	79 35	70 61	55 66	72 45	63 94	43 47	53 36	81 65	23
24	92 40	81 36	64 08	82 80	73 68	58 08	75 60	66 72	45 36	55 68	85 20	24
25	96 25	84 75	66 75	86 25	76 75	60 50	78 75	69 50	47 25	58 00	88 75	25
26	100 10	88 14	69 42	89 70	79 82	62 92	81 90	72 28	49 14	60 32	92 30	26
Sunday work												Sunday work
1	5 78	5 09	4 01	5 18	4 61	3 63	4 73	4 17	2 84	3 48	5 33	1
2	11 56	10 18	8 02	10 36	9 22	7 26	9 46	8 34	5 68	6 96	10 66	2
3	17 34	15 27	12 03	15 54	13 83	10 89	14 19	12 51	8 52	10 44	15 99	3
4	23 12	20 36	16 04	20 72	18 44	14 52	18 92	16 68	11 36	13 92	21 32	4
5	28 90	25 45	20 05	25 90	23 05	18 15	23 65	20 85	14 20	17 40	26 65	5

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

APPENDIX IX

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

No. of Days	Class A	Class	Class	Class	Class	Class G	Class	Class	Class	No. of Days
	Class D	B	C	E	F	Class I	H	J	K	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 02½	2 84	2 70	2 38	2 42½	2 21	2 02½	2 76½	1 75	½
1	6 05	5 68	5 40	4 76	4 85	4 42	4 05	5 53	3 50	1
2	12 11	11 36	10 81	9 51	9 70	8 84	8 10	11 06	6 99	2
3	18 16	17 05	16 21	14 27	14 55	13 26	12 15	16 59	10 49	3
4	24 21	22 73	21 62	19 03	19 40	17 68	16 20	22 12	13 99	4
5	30 26	28 41	27 02	23 78	24 24	22 10	20 24	27 65	17 49	5
6	36 32	34 09	32 43	28 54	29 09	26 52	24 29	33 18	20 98	6
7	42 37	39 78	37 83	33 29	33 94	30 93	28 34	38 71	24 48	7
8	48 42	45 46	43 24	38 05	38 79	35 35	32 39	44 24	27 98	8
9	54 47	51 14	48 64	42 81	43 64	39 77	36 44	49 77	31 47	9
10	60 53	56 82	54 04	47 56	48 49	44 19	40 49	55 30	34 97	10
11	66 58	62 50	59 45	52 32	53 34	48 61	44 54	60 83	38 47	11
12	72 63	68 19	64 85	57 08	58 19	53 03	48 59	66 36	41 96	12
13	78 68	73 87	70 26	61 83	63 04	57 45	52 64	71 89	45 46	13
14	84 74	79 55	75 66	66 59	67 88	61 87	56 68	77 43	48 96	14
15	90 79	85 23	81 07	71 34	72 73	66 29	60 73	82 96	52 46	15
16	96 84	90 92	86 47	76 10	77 58	70 71	64 78	88 49	55 95	16
17	102 89	96 60	91 88	80 86	82 43	75 13	68 83	94 02	59 45	17
18	108 95	102 28	97 28	85 61	87 28	79 55	72 88	99 55	62 95	18
19	115 00	107 96	102 68	90 37	92 13	83 97	76 93	105 08	66 44	19
20	121 05	113 64	108 09	95 13	96 98	88 39	80 98	110 61	69 94	20
21	127 10	119 33	113 49	99 88	101 83	92 80	85 03	116 14	73 44	21
22	133 16	125 01	118 90	104 64	106 68	97 22	89 08	121 67	76 93	22
23	139 21	130 69	124 30	109 39	111 52	101 64	93 12	127 20	80 43	23
24	145 26	136 37	129 71	114 15	116 37	106 06	97 17	132 73	83 93	24
25	151 31	142 06	135 11	118 91	121 22	110 48	101 22	138 26	87 43	25
26	157 37	147 74	140 52	123 66	126 07	114 90	105 27	143 79	90 92	26
27	163 42	153 42	145 92	128 42	130 92	119 32	109 32	149 32	94 42	27
28	173 23	162 63	154 68	136 13	138 78	126 48	115 88	158 28	100 09	28
29	183 04	171 84	163 44	143 84	146 64	133 64	122 44	167 24	105 76	29
30	192 85	181 05	172 20	151 55	154 50	140 80	129 00	176 20	111 43	30
31	202 66	190 26	180 96	159 26	162 36	147 96	135 56	185 16	117 10	31

APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number
of days worked during March, 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.				
½	3 33½	2 96	2 58½	2 71	2 46	1 67½	½
1	6 67	5 92	5 17	5 42	4 92	3 35	1
2	13 34	11 84	10 34	10 84	9 84	6 70	2
3	20 01	17 76	15 51	16 26	14 76	10 05	3
4	26 68	23 68	20 68	21 68	19 68	13 40	4
5	33 35	29 60	25 85	27 10	24 60	16 75	5
6	40 02	35 52	31 02	32 52	29 52	20 10	6
7	46 69	41 44	36 19	37 94	34 44	23 45	7
8	53 36	47 36	41 36	43 36	39 36	26 80	8
9	60 03	53 28	46 53	48 78	44 28	30 15	9
10	66 70	59 20	51 70	54 20	49 20	33 50	10
11	73 37	65 12	56 87	59 62	54 12	36 85	11
12	80 04	71 04	62 04	65 04	59 04	40 20	12
13	86 71	76 96	67 21	70 46	63 96	43 55	13
14	93 38	82 88	72 38	75 88	68 88	46 90	14
15	100 05	88 80	77 55	81 30	73 80	50 25	15
16	106 72	94 72	82 72	86 72	78 72	53 60	16
17	113 39	100 64	87 89	92 14	83 64	56 95	17
18	120 06	106 56	93 06	97 56	88 56	60 30	18
19	126 73	112 48	98 23	102 98	93 48	63 65	19
20	133 40	118 40	103 40	108 40	98 40	67 00	20
21	140 07	124 32	108 57	113 82	103 32	70 35	21
22	146 74	130 24	113 74	119 24	108 24	73 70	22
23	153 41	136 16	118 91	124 66	113 16	77 05	23
24	160 08	142 08	124 08	130 08	118 08	80 40	24
25	166 75	148 00	129 25	135 50	123 00	83 75	25
26	173 42	153 92	134 42	140 92	127 92	87 10	26
27	180 09	159 84	139 59	146 34	132 84	90 45	27
28	186 76	165 76	144 76	151 76	137 76	93 80	28
29	193 43	171 68	149 93	157 18	142 68	97 15	29
30	200 10	177 60	155 10	162 60	147 60	100 50	30
31	206 77	183 52	160 27	168 02	152 52	103 85	31

APPENDIX XI

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 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 12½	3 29½	2 66½	2 47	2 18	1 98	1 17	2 06½	½
1	8 25	6 59	5 33	4 94	4 36	3 96	2 34	4 13	1
2	16 49	13 19	10 67	9 88	8 72	7 92	4 68	8 26	2
3	24 74	19 78	16 00	14 82	13 09	11 87	7 02	12 39	3
4	32 99	26 37	21 33	19 76	17 45	15 83	9 36	16 53	4
5	41 23	32 97	26 67	24 70	21 81	19 79	11 71	20 66	5
6	49 48	39 56	32 00	29 64	26 17	23 75	14 05	24 79	6
7	57 73	46 15	37 33	34 58	30 54	27 71	16 39	28 92	7
8	65 98	52 74	42 67	39 52	34 90	31 66	18 73	33 05	8
9	74 22	59 34	48 00	44 46	39 26	35 62	21 07	37 18	9
10	82 47	65 93	53 33	49 40	43 62	39 58	23 41	41 32	10
11	90 72	72 52	58 67	54 34	47 99	43 54	25 75	45 45	11
12	98 96	79 12	64 00	59 28	52 35	47 50	28 09	49 58	12
13	107 21	85 71	69 34	64 22	56 71	51 46	30 44	53 71	13
14	115 46	92 30	74 67	69 16	61 07	55 41	32 78	57 84	14
15	123 70	98 90	80 00	74 10	65 43	59 37	35 12	61 97	15
16	131 95	105 49	85 34	79 04	69 80	63 33	37 46	66 10	16
17	140 20	112 08	90 67	83 98	74 16	67 29	39 80	70 24	17
18	148 44	118 68	96 00	88 92	78 52	71 25	42 14	74 37	18
19	156 69	125 27	101 34	93 86	82 88	75 20	44 48	78 50	19
20	164 94	131 86	106 67	98 80	87 25	79 16	46 82	82 63	20
21	173 19	138 45	112 00	103 74	91 61	83 12	49 16	86 76	21
22	181 43	145 05	117 34	108 68	95 97	87 08	51 51	90 89	22
23	189 68	151 64	122 67	113 62	100 33	91 04	53 85	95 03	23
24	197 93	158 23	128 00	118 56	104 70	94 99	56 19	99 16	24
25	206 17	164 83	133 34	123 50	109 06	98 95	58 53	103 29	25
26	214 42	171 42	138 67	128 44	113 42	102 91	60 87	107 42	26
27	231 57	185 13	149 76	138 72	122 49	111 14	65 74	116 01	27
28	248 72	198 84	160 85	149 00	131 56	119 37	70 61	124 60	28
29	265 87	212 55	171 94	159 28	140 63	127 60	75 48	133 19	29
30	283 02	226 26	183 03	169 56	149 70	135 83	80 35	141 78	30
31	300 17	239 97	194 12	179 84	158 77	144 06	85 22	150 37	31
Extra Payment for work done on Sundays									
1	7 15	5 71	4 62	4 28	3 78	3 43	2 03	3 58	1
2	14 30	4 42	9 24	8 56	7 56	6 86	4 06	7 16	2
3	21 45	17 13	13 86	12 84	11 34	10 29	6 09	10 74	3
4	28 60	22 84	18 48	17 12	15 12	13 72	8 12	14 32	4
5	35 75	28 55	23 10	21 40	18 90	17 15	10 15	17 90	5

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

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

3. The information shown for the number of days in excess of 26 is applicable to workers engaged in the production and distribution of a daily 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 March, 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.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 49	1 87	2 27	2 80	3 38½	1 24	1 67½	2 05½	2 53	½
1	2 98	3 74	4 54	5 60	6 77	2 48	3 35	4 11	5 06	1
2	5 96	7 48	9 07	11 21	13 54	4 95	6 71	8 22	10 11	2
3	8 94	11 22	13 61	16 81	20 31	7 43	10 06	12 33	15 17	3
4	11 93	14 96	18 14	22 42	27 08	9 90	13 41	16 43	20 22	4
5	14 91	18 70	22 68	28 02	33 85	12 38	16 76	20 54	25 28	5
6	17 89	22 44	27 21	33 63	40 62	14 85	20 12	24 65	30 33	6
7	20 87	26 17	31 75	39 23	47 39	17 33	23 47	28 76	35 39	7
8	23 85	29 91	36 28	44 84	54 16	19 81	26 82	32 87	40 44	8
9	26 83	33 65	40 82	50 44	60 93	22 28	30 17	36 98	45 50	9
10	29 82	37 39	45 35	56 05	67 70	24 76	33 53	41 08	50 55	10
11	32 80	41 13	49 89	61 65	74 47	27 23	36 88	45 19	55 61	11
12	35 78	44 87	54 42	67 26	81 24	29 71	40 23	49 30	60 66	12
13	38 76	48 61	58 96	72 86	88 01	32 18	43 58	53 41	65 72	13
14	41 74	52 35	63 50	78 46	94 78	34 66	46 94	57 52	70 78	14
15	44 72	56 09	68 03	84 07	101 55	37 14	50 29	61 63	75 83	15
16	47 70	59 83	72 57	89 67	108 32	39 61	53 64	65 74	80 89	16
17	50 69	63 57	77 10	95 28	115 09	42 09	57 00	69 84	85 94	17
18	53 67	67 31	81 64	100 88	121 86	44 56	60 35	73 95	91 00	18
19	56 65	71 05	86 17	106 49	128 63	47 04	63 70	78 06	96 05	19
20	59 63	74 78	90 71	112 09	135 40	49 52	67 05	82 17	101 11	20
21	62 61	78 52	95 24	117 70	142 17	51 99	70 41	86 28	106 16	21
22	65 59	82 26	99 78	123 30	148 94	54 47	73 76	90 39	111 22	22
23	68 58	86 00	104 31	128 91	155 71	56 94	77 11	94 49	116 27	23
24	71 56	89 74	108 85	134 51	162 48	59 42	80 46	98 60	121 33	24
25	74 54	93 48	113 38	140 12	169 25	61 89	83 82	102 71	126 38	25
26	77 52	97 22	117 92	145 72	176 02	64 37	87 17	106 82	131 44	26
27	83 72	105 00	127 35	157 38	190 10	69 52	94 14	115 37	141 96	27
28	89 92	112 78	136 78	169 04	204 18	74 67	101 11	123 92	152 48	28
29	96 12	120 56	146 21	180 70	218 26	79 82	108 08	132 47	163 00	29
30	102 32	128 34	155 64	192 36	232 34	84 97	115 05	141 02	173 52	30
31	108 52	136 12	165 07	204 02	246 42	90 12	122 02	149 57	184 40	31
Extra Payment for work done on Sundays										
1	2 58	3 24	3 93	4 86	5 87	2 15	2 91	3 56	4 38	1
2	5 16	6 48	7 86	9 72	11 74	4 30	5 82	7 12	8 76	2
3	7 74	9 72	11 79	14 58	17 61	6 45	8 73	10 68	13 14	3
4	10 32	12 96	15 72	19 44	23 48	8 60	11 64	14 24	17 52	4
5	12 90	16 20	19 65	24 30	29 35	10 75	14 55	17 80	21 90	5

APPENDIX XI—(contd.)

***Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 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 24	1 44	1 68½	2 00	1 16	1 35½	1 55	1 82½	½
1	2 48	2 88	3 37	4 00	2 32	2 71	3 10	3 65	1
2	4 96	5 76	6 74	7 99	4 64	5 42	6 19	7 30	2
3	7 43	8 65	10 12	11 99	6 97	8 13	9 29	10 95	3
4	9 91	11 53	13 49	15 99	9 29	10 84	12 38	14 60	4
5	12 39	14 41	16 86	19 98	11 61	13 54	15 48	18 26	5
6	14 87	17 29	20 23	23 98	13 93	16 25	18 57	21 91	6
7	17 34	20 18	23 60	27 98	16 25	18 96	21 67	25 56	7
8	19 82	23 06	26 98	31 97	18 58	21 67	24 77	29 21	8
9	22 30	25 94	30 35	35 97	20 90	24 38	27 86	32 86	9
10	24 78	28 82	33 72	39 97	23 22	27 09	30 96	36 51	10
11	27 25	31 71	37 09	43 96	25 54	29 80	34 05	40 16	11
12	29 73	34 59	40 46	47 96	27 86	32 51	37 15	43 81	12
13	32 21	37 47	43 83	51 95	30 19	35 21	40 24	47 47	13
14	34 69	40 35	47 21	55 95	32 51	37 92	43 34	51 12	14
15	37 17	43 23	50 58	59 95	34 83	40 63	46 44	54 77	15
16	39 64	46 12	53 95	63 94	37 15	43 34	49 53	58 42	16
17	42 12	49 00	57 32	67 94	39 47	46 05	52 63	62 07	17
18	44 60	51 88	60 69	71 94	41 79	48 76	55 72	65 72	18
19	47 08	54 76	64 07	75 93	44 12	51 47	58 82	69 37	19
20	49 55	57 65	67 44	79 93	46 44	54 18	61 92	73 02	20
21	52 03	60 53	70 81	83 93	48 76	56 89	65 01	76 67	21
22	54 51	63 41	74 18	87 92	51 08	59 59	68 11	80 33	22
23	56 99	66 29	77 55	91 92	53 40	62 30	71 20	83 98	23
24	59 46	69 18	80 93	95 92	55 73	65 01	74 30	87 63	24
25	61 94	72 06	84 30	99 91	58 05	67 72	77 39	91 28	25
26	64 42	74 94	87 67	103 91	60 37	70 43	80 49	94 93	26
27	69 57	80 94	94 68	112 22	65 20	76 06	86 93	102 52	27
28	74 72	86 94	101 69	120 53	70 03	81 69	93 37	110 11	28
29	79 87	92 94	108 70	128 84	74 86	87 32	99 81	117 70	29
30	85 02	98 94	115 71	137 15	79 69	92 95	106 25	125 29	30
31	90 17	104 94	122 72	145 46	84 52	98 58	112 69	132 88	31
Extra Payment for work done on Sundays									
1	2 15	2 50	2 92	3 46	2 01	2 35	2 68	3 16	1
2	4 30	5 00	5 84	6 92	4 02	4 70	5 36	6 32	2
3	6 45	7 50	8 76	10 38	6 03	7 05	8 04	9 48	3
4	8 60	10 00	11 68	13 84	8 04	9 40	10 72	12 64	4
5	10 75	12 50	14 60	17 30	10 05	11 75	13 40	15 80	5

(For footnotes see page 163)

APPENDIX XI—(contd.)

*** Ready Reckoner showing the minimum wages payable for the number of days worked during March, 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	1 06½	1 23	1 41½	1 65½	1
1	2 13	2 46	2 83	3 31	1
2	4 26	4 92	5 66	6 63	2
3	6 38	7 38	8 48	9 94	3
4	8 51	9 83	11 31	13 26	4
5	10 64	12 29	14 14	16 57	5
6	12 77	14 75	16 97	19 89	6
7	14 89	17 21	19 79	23 20	7
8	17 02	19 67	22 62	26 51	8
9	19 15	22 13	25 45	29 83	9
10	21 28	24 58	28 28	33 14	10
11	23 40	27 04	31 10	36 46	11
12	25 53	29 50	33 93	39 77	12
13	27 66	31 96	36 76	43 09	13
14	29 79	34 42	39 59	46 40	14
15	31 92	36 88	42 42	49 71	15
16	34 04	39 34	45 24	53 03	16
17	36 17	41 79	48 07	56 34	17
18	38 30	44 25	50 90	59 66	18
19	40 43	46 71	53 73	62 97	19
20	42 55	49 17	56 55	66 28	20
21	44 68	51 63	59 38	69 60	21
22	46 81	54 09	62 21	72 91	22
23	48 94	56 54	65 04	76 23	23
24	51 06	59 00	67 86	79 54	24
25	53 19	61 46	70 69	82 86	25
26	55 32	63 92	73 52	86 17	26
27	59 75	69 03	79 40	93 06	27
28	64 18	74 14	85 28	99 95	28
29	68 61	79 25	91 16	106 84	29
30	73 04	84 36	97 04	113 73	30
31	77 47	89 47	102 92	120 62	31
Extra Payment for work done on Sundays					
1	1 84	2 13	2 45	2 87	1
2	3 68	4 26	4 90	5 74	2
3	5 52	6 39	7 35	8 61	3
4	7 36	8 52	9 80	11 48	4
5	9 20	10 65	12 25	14 35	5

APPENDIX XII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 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	Inter-mediate Grade	Grade I	Watch-ers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years		
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 76	1 91	2 01	1 96	1 57½	1 65	1 19½	1 27	1 34½	1 47	½	
1	3 52	3 82	4 02	3 92	3 15	3 30	2 39	2 54	2 69	2 94	1	
2	7 04	7 64	8 04	7 84	6 30	6 60	4 78	5 08	5 38	5 88	2	
3	10 56	11 46	12 06	11 76	9 45	9 90	7 17	7 62	8 07	8 82	3	
4	14 08	15 28	16 08	15 68	12 60	13 20	9 56	10 16	10 76	11 76	4	
5	17 60	19 10	20 10	19 60	15 75	16 50	11 95	12 70	13 45	14 70	5	
6	21 12	22 92	24 12	23 52	18 90	19 80	14 34	15 24	16 14	17 64	6	
7	24 64	26 74	28 14	27 44	22 05	23 10	16 73	17 78	18 83	20 58	7	
8	28 16	30 56	32 16	31 36	25 20	26 40	19 12	20 32	21 52	23 52	8	
9	31 68	34 38	36 18	35 28	28 35	29 70	21 51	22 86	24 21	26 46	9	
10	35 20	38 20	40 20	39 20	31 50	33 00	23 90	25 40	26 90	29 40	10	
11	38 72	42 02	44 22	43 12	34 65	36 30	26 29	27 94	29 59	32 34	11	
12	42 24	45 84	48 24	47 04	37 80	39 60	28 68	30 48	32 28	35 28	12	
13	45 76	49 66	52 26	50 96	40 95	42 90	31 07	33 02	34 97	38 22	13	
14	49 28	53 48	56 28	54 88	44 10	46 20	33 46	35 56	37 66	41 16	14	
15	52 80	57 30	60 30	58 80	47 25	49 50	35 85	38 10	40 35	44 10	15	
16	56 32	61 12	64 32	62 72	50 40	52 80	38 24	40 64	43 04	47 04	16	
17	59 84	64 94	68 34	66 64	53 55	56 10	40 63	43 18	45 73	49 98	17	
18	63 36	68 76	72 36	70 56	56 70	59 40	43 02	45 72	48 42	52 92	18	
19	66 88	72 58	76 38	74 48	59 85	62 70	45 41	48 26	51 11	55 86	19	
20	70 40	76 40	80 40	78 40	63 00	66 00	47 80	50 80	53 80	58 80	20	
21	73 92	80 22	84 42	82 32	66 15	69 30	50 19	53 34	56 49	61 74	21	
22	77 44	84 04	88 44	86 24	69 30	72 60	52 58	55 88	59 18	64 68	22	
23	80 96	87 86	92 46	90 16	72 45	75 90	54 97	58 42	61 87	67 62	23	
24	84 48	91 68	96 48	94 08	75 60	79 20	57 36	60 96	64 56	70 56	24	
25	88 00	95 50	100 50	98 00	78 75	82 50	59 75	63 50	67 25	73 50	25	
26	91 52	99 32	104 52	101 92	81 90	85 80	62 14	66 04	69 94	76 44	26	
Sunday Work											Sunday Work	
1	5 28	5 73	6 03	5 88	4 73	4 95	3 59	3 81	4 04	4 41	1	
2	10 56	11 46	12 06	11 76	9 46	9 90	7 18	7 62	8 08	8 82	2	
3	15 84	17 19	18 09	17 64	14 19	14 85	10 77	11 43	12 12	13 23	3	
4	21 12	22 92	24 12	23 52	18 92	19 80	14 36	15 24	16 16	17 64	4	
5	26 40	28 65	30 15	29 40	23 65	24 75	17 95	19 05	20 20	22 05	5	

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

APPENDIX XIII

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during March, 1963, to workers in the Rubber Growing and Manufacturing Trade

*No. of Days	Men			Women			Child Workers †			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working day</i>
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
25	35 00	30 25	65 25	32 50	22 50	55 00	26 25	20 75	47 00	25
26	36 40	31 46	67 86	33 80	23 40	57 20	27 30	21 58	48 88	26
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
5			19 60			16 50			14 10	5

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

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

APPENDIX XIV

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 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
1/2	1 76	1 91	2 01	1 91	1 96	1 57½	1 19½	1 27	1 34½	1 47	1/2
1	3 52	3 82	4 02	3 82	3 92	3 15	2 39	2 54	2 69	2 94	1
2	7 04	7 64	8 04	7 64	7 84	6 30	4 78	5 08	5 38	5 88	2
3	10 56	11 46	12 06	11 46	11 76	9 45	7 17	7 62	8 07	8 82	3
4	14 08	15 28	16 08	15 28	15 68	12 60	9 56	10 16	10 76	11 76	4
5	17 60	19 10	20 10	19 10	19 60	15 75	11 95	12 70	13 45	14 70	5
6	21 12	22 92	24 12	22 92	23 52	18 90	14 34	15 24	16 14	17 64	6
7	24 64	26 74	28 14	26 74	27 44	22 05	16 73	17 78	18 83	20 58	7
8	28 16	30 56	32 16	30 56	31 36	25 20	19 12	20 32	21 52	23 52	8
9	31 68	34 38	36 18	34 38	35 28	28 35	21 51	22 86	24 21	26 46	9
10	35 20	38 20	40 20	38 20	39 20	31 50	23 90	25 40	26 90	29 40	10
11	38 72	42 02	44 22	42 02	43 12	34 65	26 29	27 94	29 59	32 34	11
12	42 24	45 84	48 24	45 84	47 04	37 80	28 68	30 48	32 28	35 28	12
13	45 76	49 66	52 26	49 66	50 96	40 95	31 07	33 02	34 97	38 22	13
14	49 28	53 48	56 28	53 48	54 88	44 10	33 46	35 56	37 66	41 16	14
15	52 80	57 30	60 30	57 30	58 80	47 25	35 85	38 10	40 35	44 10	15
16	56 32	61 12	64 32	61 12	62 72	50 40	38 24	40 64	43 04	47 04	16
17	59 84	64 94	68 34	64 94	66 64	53 55	40 63	43 18	45 73	49 98	17
18	63 36	68 76	72 36	68 76	70 56	56 70	43 02	45 72	48 42	52 92	18
19	66 88	72 58	76 38	72 58	74 48	59 85	45 41	48 26	51 11	55 86	19
20	70 40	76 40	80 40	76 40	78 40	63 00	47 80	50 80	53 80	58 80	20
21	73 92	80 22	84 42	80 22	82 32	66 15	50 19	53 34	56 49	61 74	21
22	77 44	84 04	88 44	84 04	86 24	69 30	52 58	55 88	59 18	64 68	22
23	80 96	87 86	92 46	87 86	90 16	72 45	54 97	58 42	61 87	67 62	23
24	84 48	91 68	96 48	91 68	94 08	75 60	57 36	60 96	64 56	70 56	24
25	88 00	95 50	100 50	95 50	98 00	78 75	59 75	63 50	67 25	73 50	25
26	91 52	99 32	104 52	99 32	101 92	81 90	62 14	66 04	69 94	76 44	26
Sunday work											Sun-day work
1	5 28	5 73	6 03	5 73	5 88	4 73	3 59	3 81	4 04	4 41	1
2	10 56	11 46	12 06	11 46	11 76	9 46	7 18	7 62	8 08	8 82	2
3	15 84	17 19	18 09	17 19	17 64	14 19	10 77	11 43	12 12	13 23	3
4	21 12	22 92	24 12	22 92	23 52	18 92	14 36	15 24	16 16	17 64	4
5	26 40*	28 65	30 15	28 65	29 40	23 65	17 95	19 05	20 20	22 05	5

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

APPENDIX XV

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during March, 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	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1/2	0 62½	0 60½	1 23	0 52½	0 45	0 97½	0 40	0 41½	0 81½	1/2
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
25	31 25	30 55	61 50	26 25	22 50	48 75	20 00	20 75	40 75	25
26	32 50	31 46	63 96	27 30	23 40	50 70	20 80	21 58	42 38	26
Sunday Work										Sunday 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
5			18 45			14 60			12 20	5

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

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