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 சட்டமன்றப் பேரவை
 ஊராட்சித் துறை

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**The Ceylon Labour Gazette is not responsible
for opinions expressed in signed articles.**

CEYLON LABOUR GAZETTE

VOLUME XVI. No. 1

JANUARY, 1965

1963 S. C. 428—APPLICATION FOR THE ISSUE OF A MANDATE IN THE NATURE OF A WRIT OF CERTIORARI

STRATHEDEN TEA CO. LTD., Petitioner and
R. R. SELVADURAI et al., Respondents

Present : Weerasooriya, S. P. J., and Herat, J.

Industrial Disputes Act (Cap. 131)—Section 17(1)—Meaning of expression “just and equitable”—Invalidity of award ordering payment of compensation to a labourer without a decision as to re-instatement—Certiorari.

Although the power conferred by section 17(1) of the Industrial Disputes Act on an arbitrator is a wide one, it must be exercised in accordance with justice and equity, and not arbitrarily. As between two innocent parties, one of whom has sustained a loss, there is no ground in justice or equity for shifting the burden of the loss to the other party. The rule in such a case is that the loss must lie where it falls.

An estate labourer who sought employment in an estate was not selected by the management of the estate. The arbitrator to whom the dispute was referred under section 4(1) of the Industrial Disputes Act held that there had been no contract for the employment of the labourer but, nevertheless, awarded him compensation on compassionate grounds.

Held, that the order for compensation was made on a misconstruction of the expression “just and equitable” in section 17(1) of the Industrial Disputes Act, and was an error of law. As the error of law appeared on the face of the record, it was liable to be quashed by writ of certiorari.

Held further, that an order for payment of compensation could not be made except as an alternative to re-instatement.

APPLICATION for a writ of certiorari to quash an award made by an arbitrator in respect of an industrial dispute referred to him under section 4(1) of the Industrial Disputes Act.

H. V. Perera, Q. C., with L. Kadirgamar, for the Petitioner

M. Tiruchelvam, Q. C., with K. Kandaswamy, for the 2nd Respondent.

Cur. adv. vult.

December 20, 1963. WEERASOORIYA, S. P. J.

This is an application for a writ of certiorari to quash an award made by the 1st respondent in his capacity as an arbitrator in respect of an industrial dispute referred to him under section 4(1) of the Industrial Disputes Act

(Cap. 131) for settlement by arbitration. The dispute was whether the failure of the management of Henfold Estate, Lindula, to offer work to one Palaniyandy and six other members of his family named in the reference was justified and to what relief they were entitled. The petitioner company is the owner of Henfold Estate.

Prior to the 5th July, 1958, Palaniyandy and the six others were working on Stanford Hill Estate. Towards the end of June, 1958, the management of Henfold Estate was desirous of recruiting about twentyfive additional labourers and this fact was announced at the muster ground of the estate by the Kanakapulle Ponnusamy. Palaniyandy, who came to hear of the proposed recruitment, decided that he and his family should leave Stanford Hill Estate and obtain employment on Henfold Estate. Having obtained their discharge tickets on the 5th July, 1958, from the Superintendent of Stanford Hill Estate, who in this instance waived the usual one month's notice, Palaniyandy and the six others went to Henfold Estate on the following day, after informing Ponnusamy of their arrival. When they got there Ponnusamy arranged accommodation for them in the estate lines pending their employment.

Just at this time the Superintendent of Henfold Estate was going on furlough and the question of the employment of the newcomers was kept in abeyance. It was only on the 17th July that, while certain other labourers who had also come to the estate at the same time as Palaniyandy in search of employment were taken on, Palaniyandy and the six members of this family were told that they would not be employed. This decision was made by the Acting Superintendent who, as a result of information obtained by him in the meantime regarding the antecedents of Palaniyandy, had come to the conclusion that it was not in the interests of the estate to employ him or the others. In the result they were left stranded as they had already terminated their employment on Stanford Hill Estate. The 2nd respondent is a union of which the workers employed on Henfold Estate were members. It is not clear whether Palaniyandy and the six others were also members, but on their behalf the 2nd respondent took up the position that the management of Henfold Estate had, through their agent Ponnusamy, entered into a contract for their employment and that the refusal on the 17th July to give them work amounted to a breach of contract. This position was contested by the management. Hence the reference to arbitration.

Section 4(1) of the Industrial Disputes Act provides for the reference of a minor industrial dispute for settlement by arbitration notwithstanding that the parties to the dispute do not consent to such a reference. Mr. Tiruchelvam, who appeared for the 2nd respondent-union, conceded that the award of the arbitrator on such a reference could be quashed by writ of certiorari.

The 1st respondent held that there was no contract for the employment of Palaniyandy and the other members of his family as contended for by the 2nd respondent-union. He had several adverse comments to make regarding Palaniyanandy's character and his temperament as a worker. He also held that the Acting Superintendent of Henfold Estate did not act unfairly in refusing to employ Palaniyandy and the six others and that in the circumstances the non-employment of those persons was justified. He held, further, that no question of estoppel arose against the management in respect of the non-employment. Notwithstanding these findings, which were in favour of the management of Henfold Estate, the 1st respondent ordered that Palaniyandy and the six others should be compensated by the management to the extent

of paying each of them two and a half months' wages and allowances, computed on the hypothetical basis that they had worked on every working day from Monday the 7th July, 1958.

The 1st respondent held that it was "but just and equitable" that Palaniandy and his family should be compensated in the manner indicated. Section 17(1) of the industrial Disputes Act empowers an arbitrator to whom a dispute is referred under section 4(1) for settlement by arbitration to make "such award as may appear to him just and equitable". Mr. H. V. Peiera submitted on behalf of the petitioner that the order for compensation is based on a misconception on the part of the 1st respondent as to the meaning of the words "just and equitable" in section 17(1) and on that ground he asked that the order be quashed for an error of law on the face of the record.

In making the order for compensation, the 1st respondent stated that he took into account that Palaniandy and his family threw up their jobs on Stanford Hill Estate, that they were put to the expense of moving from there to Henfold Estate and that they had been "induced" to do so on the understanding that they would be employed on Henfold Estate. But the findings of the 1st respondent on the issue relating to the alleged contract of employment absolve the management of Henfold Estate from any liability, legal or moral, towards Palaniandy and his family. On these findings it is clear that whatever inducement was offered to them as a result of which they terminated their employment on Stanford Hill Estate came from a quarter other than the management. It would appear that there is a universal practice requiring an applicant for employment on one estate to produce his discharge ticket from another estate where he had previously worked. The practice was condemned by the 1st respondent as "thoroughly pernicious", but, even so, he held that when Palaniandy and his family obtained their discharge tickets from Stanford Hill Estate before setting out for Henfold Estate, it was a risk which they knowingly took and that the management of Henfold Estate was not liable in damages on that ground.

The question then arises whether in the circumstances stated above it was open to the 1st respondent to make an order for compensation against the management of Henfold Estate on the just and equitable ground in section 17(1) of the Industrial Disputes Act. Although the power conferred by that section is a wide one, there are limitations to the exercise of it which are implicit in the wording of the section. That is to say, the power is to be exercised in accordance with justice and equity, and not arbitrarily. "In the most general sense, we are accustomed to call that Equity, which, in human transactions, is founded in natural justice, in honesty and right, and which properly arises *ex aequo et bono*"—Story on Equity (2nd ed.) Vol. 1, page 1. As between two innocent parties, one of whom has sustained a loss, I can see no ground in justice or equity for shifting the burden of the loss to the other party. The rule in such a case is that the loss must lie where it falls. As indicated by the Privy Council in *David & Co. Ltd. v Brunswick (Australia) Ltd.* where the meaning of the phrase "just and equitable" in the New South Wales Companies Act. 1899 was considered, the Court is required to hold "an even hand" between the conflicting interests.

The order for compensation in the present case seems to be based entirely on charitable or compassionate grounds and, in my view, is not in accordance with the findings. I do not mean to say that an arbitrator should put aside all considerations as these in determining what is just and equitable. But such sentiments should not be the deciding factor in making an order to the detriment of a party who has been held to be as free from blame as the party

whom the order is intended to benefit. In my opinion, the order for compensation made by the 1st respondent against the management of Henfold Estate has proceeded on a misconstruction of the expression "just and equitable" in section 17(1) of the Industrial Disputes Act, and is an error of law. As the error of law appears on the face of the record, I quash so much of the award as relates to the payment of compensation.

Apart from the reasons which have weighed with me in coming to the above conclusion, it was decided recently by a Divisional Bench of this Court in *Taos Ltd. vs. P. O. Fernando and Others* that an order for payment of compensation cannot be made in an award except as an alternative to re-instatement. The decision in that case, which is binding on us, proceeded on a consideration of section 33(1) of the Industrial Disputes Act. In the award of the 1st respondent there is, of course, no order for re-instatement as the question did not arise. If the ratio decidendi of the case which I have just cited is applicable to the present case, as I think it is, the order for compensation is ultra vires of the powers of an arbitrator appointed under the Industrial Disputes Act. This would be an additional ground for quashing the order for compensation.

The 2nd respondent will pay the petitioner-Company the costs of this application, which I fix at Rs. 262.50.

HERAT, J.—I agree.

Application allowed.

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.

2. The Colombo Consumer's Price Index Number for the month of December, 1964, is 112.4 as against 113.2 for the month of November, 1964, a decrease of .8.

3. WAGE RATES.

- (a) The Basic Wages payable for the month of January, 1965, to workers in trades to which Part II of the Wages Boards Ordinance has been applied remain un-changed.
- (b) The Special Allowances payable for the month of January, 1965 to workers in Tea Growing and Manufacturing Trade, Rubber Growing and Manufacturing Trade, Cocoa, Cardamom and Pepper Growing and Manufacturing Trade, Coconut Growing Trade, Coconut Manufacturing Trade and the Plumbago Trade will remain un-changed.
- (c) The Special Allowances payable to workers in all the other Trades to which Part II of the Wages Board Ordinance has been applied will be slightly less than that for the month of December, 1964.

STRIKES.—

There were altogether 15 strikes in October, 1964, involving 3,336 workers and a loss of 27,564 man-days as against 24 strikes in September, 1964, involving 9,392 workers and a loss of 26,680 man-days. Ten of these strikes

were in Tea Estates involving 2,544 workers and a loss of 26,228 man-days ; two in Rubber Estates involving 313 workers and a loss of 752 man-days ; one in a Tea Cum Rubber Estate involving 438 workers and a loss of 438 man-days ; one in Cinema Trade involving 12 workers and a loss of 30 man-days and the remaining one in a Miscellaneous Trade involving 29 workers and a loss of 116 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 October, 1964, and November, 1964 was as given below :

	October, 1964			November, 1964		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	22,128..	18,518..	40,646..	22,183..	18,754..	40,937
Skilled	14,329..	2,866..	17,195..	14,599..	3,191..	17,790
Semi-skilled	32,167..	6,231..	38,398..	32,179..	6,161..	38,340
Unskilled	61,658..	4,610..	66,268..	62,602..	4,591..	67,193
Total	130,282	32,225	162,507	131,563	32,697	164,260

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

	October, 1964			November, 1964		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	145..	62..	207..	96..	52..	148
Skilled	41..	—	41..	44..	1..	45
Semi-skilled	60..	7..	67..	114..	4..	118
Unskilled	311..	8..	319..	327..	4..	331
Total	557	77	634	581	61	642

PUBLIC HOLIDAYS WHICH SHOULD BE ALLOWED AS HOLIDAYS FOR WORKERS/EMPLOYEES IN THE PRIVATE SECTOR, UNDER THE PROVISIONS OF THE SHOP AND OFFICE EMPLOYEES ACT AND THE WAGES BOARDS ORDINANCE DURING THE YEAR 1965

Nature of employment of the worker or employee	Public Holidays
(1) Employment in any shop or office within the meaning of the Shop and Office Employees (Regulation of Employment and Remuneration) Act (Chapter 129)	(1) The Thaipongal Day (January 14) ; (2) The Duruthu Full Moon Day (January 16) ; (3) The Independence Commemoration Day (February 4) ; (4) The Sinhala and Hindu New Year's Day (April 13) (5) The May Day (May 1) ; (6) The Full Moon Day of the Sinhala month of Wesak (May 14) ; (7) The day following the Full Moon day of the Sinhala month of Wesak (May 15) ; (8) The Birthday of the Holy Prophet Mohamed (July 12) ; (9) The Christmas Day (December 25).

- (2) Employment in the following trades*—
- (a) Baking ;
 - (b) Brick and Tile manufacturing ;
 - (c) Building ;
 - (d) Cinema ;
 - (e) Coconut manufacturing ;
 - (f) Coir Mattress and Bristle Fibre Export ;
 - (g) Engineering ;
 - (h) Ice and Aerated Waters manufacturing ;
 - (i) Motor Transport ;
 - (j) Printing ;
 - (k) Rubber Export ;
 - (l) Tea Export.
- (1) The Thaipongal Day (January 14) ;
- (2) The Independence Commemoration Day (February 4) ;
- (3) The Sinhala and Hindu New Year's Day (April 13) ;
- (4) The May Day (May 1) ;
- (5) The Full Moon Day of the Sinhala month of Wesak (May 14) ;
- (6) The Birthday of the Holy Prophet Mohamed (July 12) ;
- (7) The Christmas Day (December 25).

- (3) Employment in the Match manufacturing Trade
- All public holidays referred to in item (2) above excepting “(6) The Birthday of the Holy Prophet Mohamed (July 12)”, in lieu of which “Good Friday (April 16)” should be allowed.

Note (a).—These public holidays were declared to be holidays under the relevant provisions of the legislative enactments referred to above and are subject to alteration at any time during the year.

Note (b).*—The workers employed in the Liquor and Vinegar Trade and the Plumbago Trade too will become entitled to the public holidays referred to in cage (2) above if the tentative decisions taken by the relevant Wages Boards become law.

LEGISLATIVE ENACTMENTS ON LABOUR MATTERS

(Revised up to December 31, 1964).

List A—Ordinances and Acts of Parliament

<i>Short Title</i>	<i>Chapter or Number and Year</i>
1. The Abolition of Slavery Ordinance	.. (Chapter 75)
2. The Chauffeurs Regulation Ordinance	.. (Chapter 73)
3. The Diseases (Labourers) Ordinance	.. (Chapter 225)
4. The Employees' Holidays Act ..	.. No. 6 of 1959
5. The Employees' Provident Fund Act	.. No. 15 of 1958
6. (i) The Employment of Women, Young Persons and Children Act ..	.. No. 47 of 1956
(ii) The Employment of Women, Young Persons and Children (Amendment) Act ..	.. No. 43 of 1964
7. The Estate Labour (Indian) Ordinance	.. (Chapter 133)
8. (i) The Factories Ordinance ..	.. (Chapter 128)
(ii) The Factories (Amendment) Act	.. No. 54 of 1961
9. The Fee-charging Employment Agencies Act	.. No. 37 of 1956
10. The Indian Immigrant Labour Ordinance	.. (Chapter 132)
11. (i) The Industrial Disputes Act ..	.. (Chapter 131)
(ii) The Industrial Dispute (Amendment) Act	.. No. 14 of 1957 }
(iii) The Industrial Disputes (Amendment) Act	.. No. 62 of 1957 } *
(iv) The Industrial Disputes (Amendment) Act	.. No. 4 of 1962
12. The Inspector of Labour (Change of Designation) Act	No. 7 of 1958
13. The Labour Inspection (Maintenance of Secrecy) Act	(Chapter 51)

<i>Short Title</i>	<i>Chapter or Number and Year</i>
14. (i) The Maternity Benefits Ordinance ..	(Chapter 140)
(ii) The Maternity Benefits (Amendment) Act ..	No. 6 of 1958
(iii) The Maternity Benefits (Amendment) Act ..	No. 24 of 1962
15. (i) The Medical Wants Ordinance ..	(Chapter 226)
(ii) The Medical Wants (Amendment) Act ..	No. 46 of 1957*
(iii) The Medical Wants (Amendment) Act ..	No. 35 of 1958
16. The Mines & Machinery Ordinance ..	(Chapter 163—1938 Revision)†
17. The Mines (Prohibition of Female Labour Under- grounds) Ordinance ..	(Chapter 130)
18. The Mines, Quarries & Minerals Ordinance ..	(Chapter 210)
19. The Minimum Wages (Indian Labour) Ordinance ..	(Chapter 135)
20. The Registration of Domestic Servants Ordinance ..	(Chapter 137)
21. The Service Contracts Ordinance ..	(Chapter 72)
22. (i) The Shop and Office Employees (Regulation of Employment and Remuneration) Act ..	(Chapter 129)
(ii) The Shop and Office Employees (Regulation of Employment and Remuneration) (Amendment) Act ..	No. 60 of 1957*
(iii) The Shop and Office Employees (Regulation of Employment and Remuneration) (Amendment) Act ..	No. 28 of 1962
23. (i) The Trade Unions Ordinance ..	(Chapter 138)
(ii) The Trade Unions (Amendment) Act ..	No. 18 of 1958
24. The <i>Tundu</i> Prohibition Ordinance ..	(Chapter 134)
25. (i) The Wages Boards Ordinance ..	(Chapter 136)
(ii) The Wages Boards (Amendment) Act ..	No. 27 of 1957*
(iii) The Wages Boards (Amendment) Act ..	No. 27 of 1962
26. (i) The Workmen's Compensation Ordinance ..	(Chapter 139)
(ii) The Workmen's Compensation (Amendment) Act ..	No. 31 of 1957*
(iii) The Workmen's Compensation (Amendment) Act ..	No. 22 of 1959

Note (1).—In addition to the legislative enactments referred to above, the following also form part of the statute law of this country :—

- (a) The Volunteer Forces (Reinstatement in Civil Employment) Ordinance, No. 35 of 1941 (including amending Ordinance No. 29 of 1944) ;
- (b) The Reserve Forces (Reinstatement in Civil Employment) Ordinance, No. 36 of 1941 (including amending Ordinance No. 30 of 1944) ;
- (c) The Persons on Compulsory War Service (Reinstatement in Civil Employment) Ordinance, No. 31 of 1944 ;
- (d) The Controller of Labour (Change of Designation) Ordinance, No. 22 of 1945 ;
- (e) The Volunteers (Reinstatement in Civil Employment) Ordinance, No. 28 of 1947.

However, due to the fact that they have outlived their period of usefulness, they have found no place in the Revised Edition of Legislative Enactments of Ceylon (1956).

Note (2).—The Stay-in Strikes Act, No. 12 of 1955, notwithstanding the fact that it is incorporated in Volume II, Chapter 51 of the Revised Edition (1956), yet remains to be a repealed legislation in view of the Stay-in Strikes (Repeal) Act, No. 23 of 1958.

Note (3).—*denotes that the enactments referred have been revised and incorporated in the Supplement, currently in force, to the Revised Edition (1956). Any reference to these enactments should be related to the current Supplement or to any future Supplement as the case may be.

Note (4).—†That part of the Mines and Machinery Ordinance relating to factories has already been repealed by the Factories Ordinance. The remaining provisions which are those relating to mines will be in force until such time the Mines, Quarries and Mineral Ordinance (Chapter 210) is brought into operation.

**LIST B—SUBSIDIARY LEGISLATION OTHER THAN THOSE RELATING TO
WAGES BOARDS ESTABLISHED UNDER THE WAGES BOARDS ORDINANCE**

<i>Section of Enactment</i>	<i>Gazette Number and Date</i>
1. Diseases (Labourers) Ordinance	
Section 2—Proclamations	No. 6,818 of 11.8.1916 * No. 6,884 of 29.6.1917
Section 3—Orders	No Orders have been made yet
Section 12—Rules	No. 10,168 of 27.10.1950 No. 10,707 of 3.9.1954 No. 10,794 of 13. 5.1955 No. 11,221 of 20.12.1957 No. 12,797 of 8.1.1961 No. 13,441 of 21.12.1962
2. Employees Holidays Act, No. 6 of 1959 :	
Section 1—Notification	No. 11,862 of 25.9.1959
Section 2—Holiday Order	No orders have been made yet.
Section 17—Regulations	No. 13,200 of 6.7.1962
3. Employees Provident Fund Act, No. 15 of 1958 :	
Section 1—Notification	No. 11,328 of 30.5.1958
Section 4(3) Appointment of Officers	No. 11,579 of 7.11.1958 No. 11,590 of 21.11.1958 No. 11,619 of 20.12.1958 No. 11,732 of 29.4.1959 No. 11,755 of 30.5.1959 No. 11,790 of 26.6.1959 No. 11,817 of 29.7.1959 No. 11,871 of 25.9.1959 No. 11,924 of 26.10.1959 No. 11,983 of 30.11.1959 No. 12,018 of 24.12.1959 No. 13,653 of 30.5.1963
Regulation 47—Appointment of Tribunal	Omitted from this list
Section 46—Regulations	No. 11,573 of 31.10.1958 No. 13,101 of 11.5.1962 No. 13,200 of 6.7.1962 (Correction of error)
Section 10(3)—Orders	No. 14,200 of 16.10.1964
4. Employment of Women, Young Persons and Children Act, No. 47 of 1956 :	
Section 34(1)—Appointment of Officers	No. 11,479 of 22.8.1958
Section 3(7)—Regulations	No. 11,302 of 25.4.1958
Section 9(3)—Regulations	No. 11,302 of 25.4.1958
Section 14—Regulations	No. 11,302 of 25.4.1958
Section 21—Regulations	No. 11,302 of 25.4.1958
Section 23—Regulations	No. 11,302 of 25.4.1958
5. Estate Labour (Indian) Ordinance :	
Section 16—Order	No. 7,894 of 20.11.1931 (s) No. 9,517 of 8.2.1946 No. 10,657 of 26.3.1954
6. Factories Ordinance :	
Section 2—Notification	No. 12,617 of 25.8.1961
Section 103 and 105—Regulation	No. 14,196 of 9.10.1964
Section 105—Regulation	No. 12,494 of 23.6.1961
7. Fee-charging Employment Agencies Act, No. 37 of 1956 :	
Section 1(2)—Notification	No. 11,263 of 21.2.1958
Section 14—Regulations	No. 11,253 of 31.1.1958 No. 13,279 of 31.8.1962
8. Indian Immigrant Labour Ordinance :	
Section 14—Regulations	No. 7,339 of 13.7.1923 No. 7,358 of 26.10.1923 No. 7,823 of 26.6.1931 No. 7,930 of 16.6.1932 } *

<i>Section of Enactment</i>	<i>Gazette Number and Date</i>
Sections 12 and 23—Regulations	No. 7,341 of 27.7.1923 No. 7,359 of 2.11.1923 No. 7,929 of 10.6.1932 No. 7,930 of 16.6.1932 No. 7,947 of 7.10.1932 } *
Appointed date for purposes of the Immigration Fund	No. 7,341 of 27.7.1923
Rules of the Immigration Contributory Provident Fund	No. 8,712 of 14.2.1941 No. 8,841 of 2.1.1942
Section 23—Regulations	No. 8,583 of 1.3.1940 (s)
Section 14 and Regulation 1A—Notifications	Omitted from this List
9. Industrial Disputes Act :	
Section 4(1) —Orders	Omitted from this list
Section 10(2)—Orders	No. 11,606 of 1.12.1958(four) No. 11,936 of 2.11.1959
Section 31A (Read with Regulation 10(1))—Setting up of Labour Tribunals	No. 11,771 of 12.6.1959 No. 12,143 of 10.6.1960 No. 12,449 of 30.6.1961 No. 13,961 of 28.2.1964
Section 39—Regulations	No. 11,688 of 2.3.1959 No. 12,731 of 27.10.1961
Section 48 (read with section 32)—“ Essential Servi- ces ” Order	No. 11,012 of 29.11.1956 No. 11,806 of 10.7.1959
10. Maternity Benefits Ordinance :	
Section 15—Regulations	No. 9,634 of 22.11.1946 No. 11,046 of 11.1.1957 No. 13,387 of 9.11.1962
11. Medical Wants Ordinance :	
Section 3—Notification	No. 8,304 of 23.7.1937
Section 28—Notification	No. 8,082 of 5.10.1934 No. 8,246 of 30.9.1936 No. 8,356 of 25.2.1938 } *
Section 30(d)—	Omitted from their List
Section 32(1)—Rules	No. 6,549 of 21.2.1913 No. 6,695 of 22.1.1915 No. 6,698 of 12.2.1915 No. 6,744 of 1.10.1915 No. 7,283 of 27.10.1916 No. 7,764 of 28.2.1930 No. 8,271 of 12.2.1937 No. 8,309 of 13.8.1937 No. 8,415 of 25.11.1938 } (s) No. 8,567 of 12.1.1940 (s) No. 9,471 of 12.10.1945 No. 10,935 of 31.8.1956 No. 11,207 of 29.11.1957 } *
Section 33	Omitted from this list
12. Mines and Machinery Ordinance :	
Section 4—Rules (relating to Mines)	No. 6,260 of 11.9.1908 } * No. 6,510 of 28.6.1912 } No. 8,625 of 21.6.1940 (s) No. 8,746 of 16.5.1941 No. 8,883 of 13.3.1942
Section 4—Boiler Examination Rules	No. 6,361 of 24.3.1910
Section 4—Rules for the prevention and spread of Anchylostomiasis	No. 6,912 of 23.11.1917 } * No. 7,301 of 15.12.1922 } No. 7,553 of 29.10.1926 }
13. Minimum Wages (Indian Labour) Ordinance :	
Section 10—Notification	No. 8,889 of 31.3.1942 (read with No. 8,698 of 23.12.1940)

<i>Section of Enactment</i>			<i>Gazette Number and Date</i>
14.	<i>Registration of Domestic Servants Ordinance :</i>		
	Section 2—Proclamation	..	No. 3,873 of 6. 4.1872 No. 4,265 of 13.12.1878 No. 5,448 of 31.12.1896 No. 8,133 of 12. 7.1935 No. 8,366 of 29. 4.1938
15.	<i>Shop and Office Employees (Regulation of Employment and Remuneration) Act :</i>		
	Section 2—Order	..	No. 10,724 of 15.10.1954
	Section 7—Order	..	No. 11,664 of 13. 2.1959 No. 11,743 of 15. 5.1959 No. 12,068 of 26. 2.1960 No. 12,241 of 2.12.1960 No. 12,776 of 17.11.1961 No. 13,434 of 14.12.1962 No. 13,998 of 28. 3.1964 No. 10,872 of 23.12.1955
	Section 23—Determination by Consent	..	No. 11,794 of 30. 6.1959
	Section 29 (3)—Determination by Remuneration Tribunals	..	No. 12,237 of 28.11.1960
	Section 40—Closing Order	..	No. 10,517 of 10. 4.1953 No. 10,644 of 26. 2.1954 No. 13,187 of 29. 6.1962
	Section 46 (3)—Appointment of Officers	..	No. 10,755 of 21. 1.1955 No. 10,850 of 21.10.1955
	Section 66—Regulations	..	No. 10,724 of 15.10.1954 No. 10,899 of 2. 3.1956 No. 11,174 of 27. 9.1957 No. 11,564 of 24.10.1958 No. 12,553 of 21. 7.1961
16.	<i>Trade Unions Ordinance :</i>		
	Section 3—Appointment of Officers	..	No. 8,160 of 25.10.1935*
	Section 4—Appointment of Officers	..	No. 8,160 of 25.10.1935*
	Section 4—Appointment of Officers	..	No. 8,615 of 17. 5.1940 (s)
	Sections 52 and 53—Regulations	..	No. 8,160 of 25.10.1935*
17.	<i>Wages Boards Ordinance :</i>		
	Section 9—Notifications	..	Omitted from this list
	Section 2 (a) (para (i) of 1st proviso)—Notifications	..	} Please see List C attached
	Section 6 (2)—Notifications	..	
	Section 8—Notifications	..	
	Section 20 (2) (d) Notifications	..	
	Section 29 (3)—Notifications	..	Omitted from the list
	Section 20 (2)—Notifications	..	No. 10,236 of 20. 4.1951
	Section 53—Appointment of Officers	..	No. 9,162 of 27. 8.1943
	Section 57—Regulations	..	No. 9,209 of 3.12.1943 No. 9,455 of 31. 8.1945 No. 9,496 of 21.12.1945
18.	<i>Workmen's Compensation Ordinance :</i>		
	Section 18—Regulation	..	Regulation 54 of regulations made under Section 54
	Section 26—Appointment of Officers	..	No. 9,843 of 19. 3.1948
	Section 27—Appointment of Officers	..	do.
	Section 54—Regulations	..	No. 8,134 of 19. 7.1935* No. 11,023 of 14.12.1956 No. 11,152 of 2. 8.1957
	Section 55—Regulations—	..	No. 9,264 of 28. 4.1944 (R) No. 10,161 of 6.10.1950

Note :

- * denotes that these subsidiary legislations appear in the Subsidiary Legislations of Ceylon (1938) ;
- (s) denotes that these subsidiary legislations are reproduced in the Annual Supplement (1941) to the Subsidiary Legislations of Ceylon.
- (R) denotes that this subsidiary legislation has already been incorporated in the Revised Edition of Legislative Enactments of Ceylon (1956).

LIST C—SUBSIDIARY LEGISLATION RELATING TO WAGES BOARDS AND THE TRADES FOR WHICH THEY HAVE BEEN ESTABLISHED UNDER THE WAGES BOARDS ORDINANCE

<i>Trades</i>	<i>Decision of Wages Boards Notifications (Sec. 29 (3)) Gazette No. and Date</i>	<i>Description of Trades Notifications (Sec. 6(2)) Gazette No. and Date</i>	<i>Establishment of Wages Boards—Order (Section 8) Gazette No. and Date</i>	<i>Appointment of Competent Authority under Section 20(2)(d) Gazette No. and Date</i>	<i>Deductions Limits under Part (I) of 1st Proviso to Para. (a) Sec. 2 Gazette No. and Date</i>
1. Baking Trade	11,605 of 29. 11. 58 .. 12,940 of 24. 2. 62	11,015 of 30. 11. 56 ..	11,095 of 22. 3. 57 ..	11,568 of 27. 10. 58 ..	No notification was published
2. Beedi Manufacturing Trade	11,208 of 29. 11. 57 .. 11,902 of 16. 10. 59 12,885 of 26. 1. 62	10,960 of 10. 8. 56 ..	11,041 of 4. 1. 57 ..	No appointment was made	No notification was published
3. Brick and Tile Manufacturing Trade	12,617 of 25. 8. 61 .. 13,742 of 30. 8. 63	11,328 of 30. 5. 58 ..	11,810 of 17. 7. 59 ..	12,508 of 7. 7. 61 ..	No notification was published
4. Building Trade	10,141 of 25. 8. 50 .. 10,229 of 30. 3. 51 .. 10,542 of 29. 6. 53 10,850 of 21. 10. 55 11,306 of 30. 4. 58 11,542 of 30. 9. 58 11,605 of 29. 11. 58 12,018 of 24. 12. 59	10,054 of 16. 12. 49 .. 11,914 of 23. 10. 59	10,085 of 17. 3. 50 ..	10,108 of 2. 6. 50 ..	No notification was published
5. Cigar Manufacturing Trade	9,585 of 26. 7. 46 .. 10,501 of 28. 2. 53 11,959 of 20. 11. 59	9,410 of 25. 5. 45 ..	9,435 of 20. 7. 45 ..	No appointment was made	No notification was published
6. Cinema Trade	9,961 of 30. 3. 49 .. 9,999 of 15. 7. 49 (2) 10,019 of 23. 9. 49 10,047 of 25. 11. 49 10,229 of 30. 3. 51 10,542 of 29. 6. 53 11,291 of 28. 3. 58 11,687 of 28. 2. 59 11,733 of 29. 4. 59 14,178 of 24. 9. 64	9,859 of 30. 4. 48 .. 9,992 of 1. 7. 49 10,045 of 18. 11. 49 10,209 of 2. 2. 51	9,895 of 13. 8. 48 ..	9,928 of 10. 12. 48 ..	No notification was published
7. Cinnamon Trade	12,460 of 9. 6. 61 .. 13,618 of 27. 4. 63 14,081 of 27. 6. 64	11,410 of 4. 7. 58 ..	11,732 of 29. 4. 59 ..	No appointment was made	No notification was published

LIST C—SUBSIDIARY LEGISLATION RELATING TO WAGES BOARDS AND THE TRADES FOR WHICH THEY HAVE BEEN ESTABLISHED UNDER THE WAGES BOARDS ORDINANCE—Contd.

Trades	Decision of Wages Boards Notifications (Sec. 29(3)) Gazette No. and Date	Description of Trades Notifications (Sec. 6 (2)) Gazette No. and Date	Establishment of Wages Boards—Order (Section 8) Gazette No. and Date	Appointment of Competent Authority under Section 20 (2)(d) Gazette No. and Date	Deductions Limits under Part (1) of 1st Proviso to Para (a) Sec. 2 Gazette No. and Date
8. Cocoa, Cardamom and Pepper Growing and Manufacturing Trade	9,629 of 15.11.46 .. 10,229 of 30. 3.51 10,429 of 30. 7.52 10,542 of 29. 6.53 10,811 of 30. 6.55 10,850 of 21.10.55	No order was made under section 6(2) as the functions of the Wages Board for Tea Growing and Manufacturing Trade was been extended to this trade under section 8 (1) (b) 9,961 of 30. 3.49 .. 12,887 of 27. 1.62	9,546 of 26. 4.46 ..	10,541 of 25. 6.53 ..	9,686 of 28. 3.47
9. Coconut Growing Trade	9,971 of 30. 4.49 .. 10,098 of 28. 4.50 10,154 of 22. 9.50 10,542 of 29. 6.53 11,035 of 27.12.56 11,208 of 29.11.57 11,980 of 27.11.59 13,863 of 20.12.63 9,971 of 30. 4.49 .. 10,073 of 17. 2.50 10,131 of 28. 7.50 10,205 of 26. 1.51 10,229 of 30. 3.51 10,240 of 27. 4.51 10,542 of 29. 6.53 11,208 of 29.11.57 11,573 of 31.10.58 11,605 of 29.11.58 14,039 of 19. 5.64 13,187 of 29. 6.62 .. 13,263 of 17. 8.62 (Correction of error) 13,939 of 31. 1.64 10,022 of 27. 9.49 (2) 10,542 of 29. 6.53	9,963 of 1. 4.49 ..	9,963 of 1. 4.49 ..	10,541 of 25. 6.53 ..	9,978 of 27. 5.49
10. Coconut Manufacturing Trade	9,961 of 30. 3.49 ..	9,963 of 1. 4.49 ..	9,963 of 1. 4.49 ..	10,541 of 25. 6.53 ..	9,978 of 27. 5.49
11. Coir Mattress and Bristle Fibre Export Trade	12,156 of 8. 7.60 ..	12,262 of 30.12.60 ..	13,179 of 22. 6.62 ..	No notifications was published	
12. Dock, Harbour and Transport Trade	9,790 of 24.10.47 .. 10,064 of 20. 1.50 11,463 of 31. 7.58	9,683 of 14. 5.48 ..	9,963 of 1. 4.49 ..	10,031 of 14.10.49	

13. Engineering Trade	9,447 of 10. 8. 45 .. 9,523 of 22. 2. 46 (2) 9,837 of 27. 2. 48 10,229 of 30. 3. 51 10,542 of 29. 6. 53 10,811 of 30. 6. 55 11,224 of 27. 12. 57 11,268 of 28. 2. 58 11,509 of 30. 8. 58 11,603 of 28. 11. 58 11,657 of 31. 1. 59 11,733 of 29. 4. 59 12,617 of 25. 8. 61 13,801 of 25. 10. 63 14,071 of 20. 6. 64	9,224 of 7. 1. 44 .. 9,335 of 24. 11. 44 11,463 of 31. 7. 58	9,272 of 19. 5. 44 ..	9,327 of 3. 11. 44 ..	No notification was published
14. Garments Manufacturing Trade	No. decisions have been made yet	13,745 of 31. 8. 63 ..	13,801 of 25. 10. 63 ..	No appointment has been made yet	No notification has been published yet
15. Hosiery Manufacturing Trade..	No decisions have been made yet	13,788 of 11. 10. 63 ..	13,870 of 27. 12. 63 ..	No appointment has been made yet	No notification has been published yet
16. Ice and Aerated Waters Manufacturing Trade	13,535 of 27. 2. 63 .. 14,071 of 20. 6. 64	12,153 of 1. 7. 60 ..	12,262 of 30. 12. 60 ..	13,529 of 22. 2. 63 ..	No notification was published
17. Liquor and Vinegar Trade (formerly "Toddy, Arrack and Vinegar Trade")	9,560 of 24. 5. 46 .. 9,594 of 30. 8. 46 9,671 of 21. 2. 47 10,312 of 26. 10. 51 10,345 of 25. 1. 52 10,976 of 28. 9. 56 12,073 of 4. 3. 60	9,312 of 22. 9. 44 .. 9,483 of 9. 11. 45 14,142 of 14. 8. 64	9,362 of 2. 2. 45 ..	No appointment was made	No notification was published
18. Match Manufacturing Trade ..	9,708 of 30. 5. 47 .. 9,840 of 12. 3. 48 9,881 of 25. 6. 48 10,229 of 30. 3. 51 10,247 of 11. 5. 51 10,542 of 29. 6. 53 11,246 of 24. 1. 58 11,752 of 29. 5. 59	9,594 of 30. 8. 46 ..	9,629 of 15. 11. 46 ..	9,683 of 21. 3. 47 ..	No notification was published

LIST C—SUBSIDIARY LEGISLATION RELATING TO WAGES BOARDS AND THE TRADES FOR WHICH THEY HAVE BEEN ESTABLISHED
 UNDER THE WAGES BOARDS ORDINANCE—Contd.

Trades	Decision of Wages Boards Notifications (Sec. 29 (3)) Gazette No. and Date	Description of Trades Notifications (Sec. 6 (2)) Gazette No. and Date	Establishment of Wages Boards—Order (Section 8) Gazette No. and Date	Appointment of Com- petent Authority under Section 20 (2) (d) Gazette No. and Date	Deductions Limits under Part (1) of 1st Proviso to Para (a) Sec. 2 Gazette No. and Date
19. Motor Transport Trade	9,667 of 14. 2. 47 .. 9,693 of 25. 4. 47 .. 10,147 of 1. 9. 50 .. 10,229 of 30. 3. 51 .. 10,542 of 29. 6. 53 .. 10,811 of 30. 6. 55 .. 11,509 of 30. 8. 58 .. 11,573 of 31. 10. 58 .. 12,237 of 28. 11. 60 ..	9,481 of 2. 11. 45 .. 13,690 of 29. 6. 63 ..	9,549 of 3. 5. 46 ..	9,591 of 15. 8. 46 ..	No notification was published
20. Plumbago Trade	9,453 of 24. 8. 45 .. 9,523 of 22. 2. 46 .. 9,914 of 22. 10. 48 .. 10,113 of 23. 6. 50 .. 10,263 of 29. 6. 51 .. 10,542 of 29. 6. 53 .. 10,821 of 29. 7. 55 .. 12,562 of 28. 7. 61 ..	9,224 of 7. 1. 44 .. 9,335 of 24. 11. 44 .. 9,801 of 28. 11. 47 .. 10,002 of 29. 7. 49 ..	9,272 of 19. 5. 44 ..	10,541 of 25. 6. 53 ..	No notification was published
21. Printing Trade	9,436 of 21. 7. 45 .. 9,497 of 24. 12. 45 .. 9,523 of 22. 2. 46 .. 9,634 of 22. 11. 46 .. 9,686 of 28. 3. 47 .. 10,002 of 29. 7. 49 .. 10,229 of 30. 3. 51 .. 10,429 of 30. 7. 52 .. 10,463 of 16. 10. 52 .. (Correction of error)	9,224 of 7. 1. 44 .. 9,335 of 24. 11. 44 .. 12,885 of 26. 1. 62 ..	9,272 of 19. 5. 44 ..	9,327 of 3. 11. 44 ..	No notification was published
	10,542 of 29. 6. 53 .. 10,821 of 29. 7. 55 .. 11,056 of 30. 1. 57 .. 11,246 of 24. 1. 58 .. 11,291 of 23. 3. 58 .. 11,509 of 30. 8. 58 .. 12,255 of 23. 12. 60 .. 14,178 of 24. 9. 64 ..				

22. Rubber Export Trade	9,436 of 21. 7.45	9,282 of 16. 6.44	9,299 of 7. 8.44	9,327 of 3.11.44	No notification was published
	9,524 of 25. 2.46	9,356 of 19. 1.45			
	9,528 of 8. 3.46	9,523 of 22. 2.46			
	9,671 of 21. 2.47				
	10,229 of 30. 3.51				
	10,542 of 29. 6.53				
	10,821 of 29. 7.55				
	11,100 of 29. 3.57				
	11,268 of 28. 2.58				
	11,509 of 30. 8.58				
	11,733 of 29. 4.59				
23. Rubber Growing and Manufacturing Trade	10,047 of 25.11.49	10,035 of 22.10.49	10,036 of 24.10.49	10,541 of 26. 6.53	9,447 of 10. 8.45
	10,115 of 30. 6.50				
	10,168 of 27.10.50				
	10,229 of 30. 3.51				
	10,429 of 30. 7.52				
	10,542 of 29. 6.53				
	10,820 of 22. 7.55				
	10,843 of 30. 9.55				
24. Tea Export Trade	9,436 of 21. 7.45	9,282 of 16. 6.44	9,299 of 7. 8.44	9,327 of 3. 11.44	No notification was published
	9,524 of 25. 2.46	9,356 of 19. 1.45			
	9,528 of 8. 3.46	9,523 of 22. 2.46			
	9,671 of 21. 2.47				
	10,229 of 30. 3.51				
	10,542 of 29. 6.53				
	10,821 of 29. 7.55				
	11,268 of 28. 2.58				
	11,509 of 30. 8.58				
	11,733 of 29. 4.59				
25. Tea Growing and Manufacturing Trade	9,441 of 31. 7.45	9,224 of 7. 1.44	9,272 of 19. 5.44	10,541 of 25. 6.53	9,447 of 10. 8.45
	9,592 of 23. 8.46 (2)				
	9,634 of 22.11.46 (2)				
	10,047 of 25.11.49				
	10,177 of 24.11.50				
	10,429 of 30. 7.52				
	10,542 of 29. 6.53				
	10,698 of 31. 7.54				
	10,790 of 29. 4.55				
	10,850 of 21.10.55				
26. Tobacco Trade	No decisions have been made yet	13,713 of 31. 7.63	13,769 of 27. 9.63	No appointment has been made yet	No notification has been published yet

WAGES BOARDS

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

V—The Cocoa, Cardamom and Pepper Growing and Manufacturing Trade*

(A) DESCRIPTION OF THE TRADE

THE description of the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade appeared in the Schedule to an Order made under section 8 (1) (b) of the Wages Boards Ordinance (Chapter 136), published in *Ceylon Government Gazette*, No. 9,546 of April 26, 1946, and came into force with effect from May 1, 1946.

Schedule

1. The cocoa growing and manufacturing trade, that is to say :—

(1) the raising and maintenance of a cocoa plantation of over 25 acres in extent ; and

(2) the manufacture of marketable cocoa ;

including—

- (a) felling, clearing and thinning out ;
- (b) draining and terracing ;
- (c) pegging, lining and holing ;
- (d) planting or lopping shade trees ;
- (e) preparing nurseries and planting seeds ;
- (f) planting seedlings and supplying vacancies ;
- (g) weeding, pruning, manuring and boundary clearing ;
- (h) canker scraping and work connected with disease and pests ;
- (i) picking and collecting pods ;
- (j) breaking and cutting pods and extracting beans ;
- (k) washing beans ;
- (l) curing beans, including fermenting and drying ;
- (m) winnowing, sorting and grading ;
- (n) weighing ;
- (o) packing and stencilling ;
- (p) transporting ;
- (q) constructing, repairing, and maintaining roads and buildings ;
- (r) cleaning and sweeping lines and premises and conserving latrines ;
- (s) the work of a kangany ;
- (t) the work of a watcher ;
- (u) the work of a creche attendant ;
- (v) cattle-keeping ;
- (w) roasting beans ;
- (x) rolling, breaking and winnowing beans ;
- (y) grinding, pressing, sifting and refining ; and
- (z) any other operation connected with or incidental to the work specified in sub-paragraph (1) or (2) of paragraph 1 ;

but excluding the work of the following workers :—

cocoa maker, engine driver, lorry and van driver, mechanic, clerk, conductor, kanakapulle, storekeeper, dispenser, midwife, bungalow-servant, dhoby, barber, teacher and ward attendant.

* Reprinted from the "Ceylon Labour Gazette", Volume XI, No. 5 of May, 1960.

2. The cardamom growing and manufacturing trade, that is to say :—

(1) the raising and maintenance of a cardamom plantation ; and

(2) the manufacture of marketable cardamom ;

including :—

- (a) clearing undergrowth and thinning out jungle ;
- (b) lining holding and supplying vacancies ;
- (c) filling of holes with earth and preparation of soil ;
- (d) planting bulbs or tubers ;
- (e) pruning and weeding ;
- (f) manuring ;
- (g) constructing, repairing, and maintaining roads and buildings ;
- (h) lopping shade trees ;
- (i) plucking and transporting green cardamoms to factory ;
- (j) weighing ;
- (k) withering, firing and curing ;
- (l) clipping or filing or cutting tails ;
- (m) sorting, grading and weighing ;
- (n) packing ;
- (o) transporting ;
- (p) cutting and splitting firewood ;
- (q) cleaning and sweeping lines and premises and conserving latrines ;
- (r) the work of a kangany ;
- (s) the work of a creche attendant ;
- (t) the work of a watcher ; and
- (u) any other operation connected with or incidental to the work specified in sub-paragraph (1) or (2) of paragraph 2 ;

but excluding the work of the following workers :—

cardamom maker, engine driver, lorry and van driver, mechanic, clerk, conductor, kanakapulle, storekeeper, dispenser, midwife, bungalow-servant, dobby, barber, teacher and ward attendant.

3. The pepper growing and manufacturing trade, that is to say :—

(1) the raising and maintenance of pepper plantation ; and

(2) the manufacture of marketable pepper ;

Including—

- (a) felling and clearing of jungle and dead vines ;
- (b) draining ;
- (c) planting shade trees and lopping ;
- (d) planting pepper cuttings and vines ;
- (e) weeding ;
- (f) forking and manuring ;
- (g) climbing and picking pepper ;
- (h) transporting green pepper to factory or curing shed ;
- (i) measuring or weighing green pepper ;
- (j) bagging green pepper for soaking ;
- (k) soaking pepper ;
- (l) washing pepper ;
- (m) drying pepper ;
- (n) sifting and grading ;
- (o) winnowing ;

- (p) trampling pepper to separate berry from stalk ;
- (q) weighing ;
- (r) packing and stencilling ;
- (s) transporting ;
- (t) constructing, repairing, and maintaining roads and buildings ;
- (u) cleaning and sweeping lines and premises and conserving latrines ;
- (v) cattle-keeping ;
- (w) the work of a kangany ;
- (x) the work of a watcher ;
- (y) the work of a creche attendant ; and
- (z) any other operation connected with or incidental to the work specified in sub-paragraph (1) or (2) of paragraph 3 ;

but excluding the work of the following workers :—

engine driver, lorry and van driver, mechanic, clerk, conductors, kanakapulle, storekeeper, dispenser, midwife, bungalow-servant, dhoby, barber, teacher and ward attendant.

(B) ESTABLISHMENT OF THE BOARD

The powers, duties and functions of the Wages Board for the Tea Growing and Manufacturing Trade (which was established on May 17, 1944, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,272 of May 19, 1944), were extended to the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade with effect from May 1, 1946, by an Order under section 8 (1) (b) of the Ordinance, published in *Ceylon Government Gazette* No. 9,546 of April 26, 1946.

(C) DECISIONS OF THE BOARD

The original decisions in respect of the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade, made by the Wages Board for the Tea Growing and Manufacturing Trade, came into force on December 1, 1946. A notification relating to those decisions was published under section 29 (3) of the Ordinance in *Ceylon Government Gazette* No. 9,629 of November 15, 1946. Decisions varying earlier decisions were published in notifications appearing in *Ceylon Government Gazettes Extraordinary* No. 10,229 of March 30, 1951, No. 10,429 of July 30, 1952, No. 10,542 of June 29, 1953, No. 10,811 of June 30, 1955, and *Gazette* No. 10,850 of October 21, 1955.

PART I

Direction under section 20 (2) (b)

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

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

Definition of a normal working day (section 24)

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

PART II

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

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

<i>Class of Worker</i>	<i>Basic rate for a normal working day Rs. c.</i>	<i>Rate of special allowance for a normal working day in any month</i>
		Where the cost of living index number for the preceding month is 99.2, the special allowance shall be—
		<i>Rs. c.</i>
		for a male worker not under 16 years of age .. 1 9
		for a female worker not under 15 years of age .. 0 82
		for a child worker .. 0 75
Male worker not under 16 years of age	1 10	Where the cost of living index number for the preceding month is above 99.2, the rate of special allowance hereinbefore prescribed shall be increased, for each complete unit of 1.8 points by which the index number exceeds 99.2 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table I below :—
		3 cents in the case of a male worker not under 16 years of age
		2 cents in the case of a female worker not under 15 years of age
		2 cents in the case of a child worker
Female worker not under 15 years of age	0 90	Where the cost of living index number for the preceding month is 99.1, the special allowance shall be—
		<i>Rs. c.</i>
		for a male worker not under 16 years of age .. 1 6
		for a female worker not under 15 years of age .. 0 80
		for a child worker .. 0 73
Child Worker ..	0 65	Where the cost of living index number for the preceding month is below 99.1, the rate of special allowance hereinbefore prescribed shall be decreased, for each complete unit of 1.8 points by which the index number falls short of 99.1 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table II below :—
		3 cents in the case of a male worker not under 16 years of age
		2 cents in the case of a female worker not under 15 years of age
		2 cents in the case of a child worker

TABLES ILLUSTRATING THE APPLICATION OF THE FOREGOING PARAGRAPHS

Table I

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

<i>Index numbers</i>	<i>Special Allowances</i>		
	<i>For a male worker not under 16 years of age</i>	<i>For a female worker not under 15 years of age</i>	<i>For a child worker</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>
99.2-100.9 ..	1 9	0 82	0 75
101.0-102.7 ..	1 12	0 84	0 77
102.8-104.5 ..	1 15	0 86	0 79
104.6-106.3 ..	1 18	0 88	0 81
106.4-108.1 ..	1 21	0 90	0 83

Table II

Special allowances payable in the event of a fall in the index number.

Index numbers	Special Allowance		
	For a male worker not under 16 years of age	For a female worker not under 15 years of age	For a child worker
	Rs. c.	Rs. c.	Rs. c.
99.1-97.4	1 6	0 80	0 73
97.3-95.6	1 3	0 78	0 71
95.5-93.8	1 0	0 76	0 69
93.7-92.0	0 97	0 74	0 67
91.9-90.2	0 94	0 72	0 65

“Child worker” means a male worker under 16 years of age or a female worker under 15 years of age.

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum rate of wages for time work for any worker engaged in watching (field) and cattle-keeping on a Sunday shall be one and a half times the minimum rate of wages for time work fixed for such worker in respect of a normal working day.

PART III

Overtime Rates

In respect of each hour of work in excess of the normal working day, the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the daily minimum rate of wages for time work by 8) increased by—

- (a) 25 per cent. of such minimum hourly rate, in case such work is performed between the hours 7 a.m. and 7 p.m.; and
- (b) 50 per cent. of such minimum hourly rate, in case such work is performed between the hours 7 p.m. and 7 a.m.

In the computation of the overtime rate—

- (1) a fraction of a cent which is less than one-half of a cent shall not be taken in account;
- (2) one-half of a cent shall be calculated according to the even number rule, that is, to the nearest even number; and
- (3) a fraction of a cent which is greater than one-half of a cent shall be counted as one cent.

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum overtime rate for any worker engaged in watching (field) and cattle-keeping on a Sunday shall, in respect of each hour of work in excess of the normal working day, be twice the minimum hourly rate applicable to him (such hourly rate being ascertained by dividing the daily minimum rate of wages for time work applicable to him by 8).

PART IV

Weekly Holiday (section 24)

Every employer shall allow each Sunday as the weekly holiday to all workers employed under him : Provided, however, that an employer may employ any worker on a Sunday, subject to the conditions—

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ;
- (2) that in respect of work done on such Sunday—
 - (a) a worker who has worked for 9 hours (inclusive of one hour for a meal) or for any period that falls short of nine hours by reason of the failure of the employer to provide him with work, shall be remunerated at $1\frac{1}{2}$ times the minimum rate of wages for a normal working day,
 - (b) a worker who has worked for less than 9 hours (inclusive of one hour for a meal) by reason of his unwillingness to work, shall, for each hour that he has worked, be paid $1\frac{1}{2}$ times the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by 8),
 - (c) a worker who has worked for more than 9 hours (inclusive of one hour for a meal) shall be remunerated at twice the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by 8) for each hour of work in excess of 9 hours ; and
- (3) that the remuneration due to a worker for work done on the weekly holiday during any period shall be paid within the time prescribed for the payment of wages for such period by section 2 (b) of the Wages Boards Ordinance.

The preceding provisions of this paragraph shall not apply to workers engaged in watching (field) and cattle-keeping.

Annual Holidays (section 25)

1. (a) If a male worker of not less than 16 years of age has been in continuous employment under the same employer and has worked for more than 228 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 228 : Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

(b) If a female worker or a child worker has been in continuous employment under the same employer and has worked for more than 204 days in any year (hereinafter called the "qualifying year"), such worker shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the

worker has worked exceed 204 : Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 264 days.

2. (i) If a worker is entitled in any year to seven holidays he shall be allowed, and he shall take, those seven holidays on consecutive days.

(ii) If a worker is entitled in any year to more than seven holidays he shall be allowed, and he shall take, at least seven of those holidays on consecutive days.

3. Subject to the provisions of paragraph 2, a worker shall be allowed his holiday or holidays on a day or days to be mutually agreed upon between him and his employer, but he shall not be allowed such holiday or holidays during the period April to June.

4. (1) The remuneration payable in respect of each holiday which a worker is entitled to under paragraph 1 (including a holiday which such worker is entitled to under that paragraph read with paragraph 6 (a), by reason of work performed during the preceding year, shall be his average daily wages ascertained by dividing his total wages (exclusive of overtime and bonuses) earned by him during that year by the number of days on which the worker has actually worked during that year.

(2) The remuneration payable in respect of each holiday which a worker is entitled to under paragraphs 6 (b) and 6 (c), by reason of work performed during the current year, shall be his average daily wages ascertained by dividing his total wages (exclusive of overtime and bonuses) earned by him during the current year by the number of days on which the worker has actually worked during that year.

5. The remuneration due to a worker in respect of his holiday or holidays shall be paid to him before such holiday or holidays, but not earlier than 10 days before such holiday or holidays.

6. (a) Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, every holiday that he was entitled to in respect of the previous year which he has not already taken.

(b) Where male worker of not less than 16 years of age intends to leave his employment of his own accord or is to be discontinued or dismissed from employment by his employer during the current year, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 19 :

Provided, however, that it shall not be obligatory on an employer to allow any holidays in excess of the maximum number of holidays which that worker would have been entitled to under the provisions of paragraph 1 if that worker had continued in employment.

(c) Where a female worker or a child worker intends to leave the worker's employment of the worker's own accord or is to be discontinued or dismissed from employment by the worker's employer during the current year, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 17 :

Provided, however, that it shall not be obligatory on an employer to allow any holidays in excess of the maximum number of holidays which that worker would have been entitled to under the provisions of paragraph 1 if that worker had continued in employment.

7. For the purposes of the foregoing provisions—

“ child worker ” means a male worker under 16 years of age or a female worker under 15 years of age ;

“ days on which the worker has worked ” shall be deemed to include—

- (i) every holiday allowed by the employer to the worker under section 25 ;
- (ii) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than Wages Boards Ordinance ;
- (iii) every day of absence on any grounds approved by the employer other than absence from the Island except on a holiday allowed by the employer under section 25 ;
- (iv) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment, provided such injury had been notified to the employer ;
- (v) every day of absence due to the disease of anthrax or due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 117) ;
- (vi) every day on which the employer fails to provide work for the worker ; and
- (vii) every day of absence due to a strike or lockout that is not illegal, in case such days do not in the aggregate exceed 30 days a year ;

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

“ year ” means a continuous period of 12 months.

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

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	162
1942	183	171	93	194	144	

Index Number
Nov., 1942
= 100

Base : November, 1942 = 100

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

† Average for 5 months only.

* Average for 11 months only.

B—Colombo Consumers' Price Index

Base : Average Prices 1952=100

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

INDEX NUMBERS

1953	105.97	99.82	101.32	82.82	97.17	101.6
1954	106.13	103.35	101.53	79.52	94.43	101.1
1955	105.09	102.34	101.53	80.50	94.62	100.5
1956	103.32	101.30	101.53	81.76	98.60	100.2
1957	104.94	97.32	101.53	84.39	106.92	102.8
1958	105.75	101.04	101.53	87.51	113.05	105.0
1959	104.67	102.31	101.49	92.10	115.22	105.2
1960	100.77	102.63	101.53	95.10	117.51	103.5
1961	99.66	104.35	101.53	106.13	123.26	104.8
1962	100.93	105.56	101.53	108.21	124.95	106.3
1963	103.02	103.03	101.53	118.16	126.58	108.8
1963—						
January	101.49	104.15	101.53	111.65	125.56	107.1
February	102.24	105.19	101.53	113.58	125.77	107.8
March	102.36	103.34	101.53	116.24	125.77	108.0
April	103.60	103.00	101.53	119.31	125.93	109.1
May	103.52	103.34	101.53	119.72	125.67	109.1
June	103.68	103.00	101.53	119.80	125.80	109.2
July	103.64	103.34	101.53	120.95	125.77	109.3
August	101.95	103.34	101.53	121.03	126.83	108.4
September	101.37	103.00	101.53	119.77	127.02	108.0
October	103.45	102.65	101.53	117.81	127.57	109.2
November	104.07	101.15	101.53	118.53	128.79	109.8
December	104.90	100.81	101.53	119.56	128.52	110.3
1964—						
January	105.70	102.19	101.53	122.87	128.71	111.2
February	105.44	102.65	101.53	126.75	128.97	111.5
March	104.91	103.34	101.53	128.31	129.45	111.4
April	105.65	104.50	101.53	129.32	129.45	112.1
May	106.65	103.69	101.53	130.50	129.45	112.7
June	107.18	102.31	101.53	129.53	128.73	112.8
July	106.77	102.31	101.53	127.82	129.00	112.4
August	106.42	102.65	101.53	124.85	129.34	112.0
September	106.32	103.69	101.53	125.04	129.90	112.1
October	107.15	103.69	101.53	126.25	130.13	112.8
November	107.87	103.69	101.53	127.18	129.39	113.2
December	106.58	103.69	101.53	127.41	129.53	112.4

TABLE II—WAGES INDEX NUMBERS

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

A

Base : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo		
	Average Minimum	Minimum Wage	Index	Average Monthly	Wage Rate	Index
	Daily rate of Wages	Rate Index No.	No. of Real Wages	Rate of Wages	Index No.	No. of Real Wages
	Rs. c.			Rs. c.		
1939	.. 41	.. 100	.. 100	.. 16.64	.. 100	.. 100
1940	.. 41	.. 100	.. 93	.. 16.64	.. 100	.. 96
1941	.. 45	.. 110	.. 92	.. 18.45	.. 111	.. 98
1942	.. 68	.. 166	.. 111	.. 24.23	.. 145	.. 97
1943	.. 83	.. 202	.. 102	.. 28.98	.. 174	.. 96
1944	.. 87	.. 212	.. 101	.. 34.03	.. 204	.. 110
1945	.. 1.00	.. 244	.. 110	.. 41.92	.. 252	.. 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	.. 488	.. 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	.. 106.91	
1957	.. 2.10	.. 109.38	.. 108.40	.. 99.16	.. 110.44	.. 107.43	
1958	.. 2.14	.. 111.46	.. 106.21	.. 113.74	.. 126.67	.. 120.70	
1959	.. 2.14	.. 111.46	.. 105.95	.. 113.74	.. 126.67	.. 120.41	
1960	.. 2.12	.. 110.42	.. 106.69	.. 113.74	.. 126.67	.. 122.39	
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	
1963	.. 2.19	.. 114.06	.. 104.83	.. 113.74	.. 126.67	.. 116.42	
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
	March	.. 2.17	.. 113.02	.. 104.65	.. 113.74	.. 126.67	.. 117.29
	April	.. 2.17	.. 113.02	.. 103.59	.. 113.74	.. 126.67	.. 116.10
	May	.. 2.20	.. 114.58	.. 105.02	.. 113.74	.. 126.67	.. 116.10
	June	.. 2.20	.. 114.58	.. 104.93	.. 113.74	.. 126.67	.. 116.00
	July	.. 2.20	.. 114.58	.. 104.83	.. 113.74	.. 126.67	.. 115.89
	August	.. 2.20	.. 114.58	.. 105.70	.. 113.74	.. 126.67	.. 116.85
	September	.. 2.20	.. 114.58	.. 106.09	.. 113.74	.. 126.67	.. 117.29
	October	.. 2.17	.. 113.02	.. 103.50	.. 113.74	.. 126.67	.. 116.00
	November	.. 2.20	.. 114.58	.. 104.35	.. 113.74	.. 126.67	.. 115.36
	December	.. 2.22	.. 115.63	.. 103.88	.. 113.74	.. 126.67	.. 114.84
1964	— January	.. 2.22	.. 115.63	.. 103.98	.. 113.74	.. 126.67	.. 113.91
	February	.. 2.22	.. 115.63	.. 103.70	.. 113.74	.. 126.67	.. 113.61
	March	.. 2.22	.. 115.63	.. 103.80	.. 113.74	.. 126.67	.. 113.71
	April	.. 2.22	.. 115.63	.. 103.15	.. 113.74	.. 126.67	.. 113.00
	May	.. 2.25	.. 117.19	.. 103.98	.. 113.74	.. 126.67	.. 112.40
	June	.. 2.25	.. 117.19	.. 103.89	.. 113.74	.. 126.67	.. 112.30
	July	.. 2.25	.. 117.19	.. 104.26	.. 113.74	.. 126.67	.. 112.70*
	August	.. 2.25	.. 117.19	.. 104.63	.. 113.74	.. 126.67	.. 113.10
	September	.. 2.25	.. 117.19	.. 104.54	.. 113.74	.. 126.67	.. 113.00
	October	.. 2.25	.. 117.19	.. 103.89	.. 113.74	.. 126.67	.. 112.30
	November	.. 2.25	.. 117.19	.. 103.52	.. 113.74	.. 126.67	.. 111.90
	December	.. 2.25	.. 117.19	.. 104.26	.. 113.74	.. 126.67	.. 112.70

* Amended figure.

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952 = 100

Year	Agriculture *		Trades other than Agriculture †		Agriculture and Trades other than Agriculture Combined	
	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.
	Rs. c.		Rs. c.		Rs. c.	
1952 .. — ..	1.96	100.00	2.92	100.00	2.04	100.00
1953 .. — ..	1.99	101.53	2.95	101.03	2.07	101.47
1954 .. — ..	2.02	103.06	2.94	100.68	2.09	102.45
1955 .. — ..	2.09	106.63	2.96	101.37	2.16	105.88
1956 .. — ..	2.10	107.14	3.00	102.74	2.17	106.37
1957 .. — ..	2.13	108.67	3.15	107.88	2.20	107.84
1958 .. — ..	2.16	110.20	3.39	116.10	2.26	110.78
1959 .. — ..	2.16	110.20	3.76	128.77	2.29	112.25
1960 .. — ..	2.16	110.20	3.74	128.08	2.28	111.76
1961 .. — ..	2.17	110.71	3.75	128.42	2.29	112.25
1962 .. — ..	2.19	111.73	3.78	129.45	2.32	113.73
1963 .. — ..	2.22	113.27	3.82	130.82	2.35	115.20
1963 — January	2.21	112.76	3.78	129.45	2.33	114.22
February	2.21	112.76	3.78	129.45	2.33	114.22
March	2.21	112.76	3.81	130.48	2.34	114.71
April	2.21	112.76	3.81	130.48	2.34	114.71
May	2.23	113.78	3.84	131.51	2.36	115.69
June	2.23	113.78	3.84	131.51	2.36	115.69
July	2.23	113.78	3.84	131.51	2.36	115.69
August	2.23	113.78	3.84	131.51	2.36	115.69
September	2.23	113.78	3.82	130.82	2.35	115.20
October	2.21	112.76	3.81	130.48	2.34	114.71
November	2.23	113.78	3.84	131.51	2.36	115.69
December	2.23	113.78	3.84	131.51	2.36	115.69
1964 — January	2.26	115.31	3.85	131.85	2.38	116.67
February	2.26	115.31	3.87	132.53	2.39	117.16
March	2.26	115.31	3.87	132.53	2.39	117.16
April	2.26	115.31	3.87	132.53	2.39	117.16
May	2.28	116.33	3.87	132.53	‡2.41	118.14
June	2.28	116.33	3.90	133.56	2.41	118.14
July	2.28	116.63	3.90	133.56	2.41	118.14
August	2.28	116.33	3.87	132.53	2.41	118.14
September	2.28	116.33	3.87	132.53	2.41	118.14
October	2.28	116.33	3.87	132.53	2.41	118.14
November	2.28	116.33	3.90	133.56	2.41	118.14
December	2.28	116.33	3.90	133.56	2.41	118.14

* 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 figure.

TABLE IV

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

Year	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,333
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,053
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	33,825	17,352	35,593	65,439	152,209
1963—January	34,455	17,680	36,298	65,546	153,979
February	34,987	17,405	36,610	64,897	153,899
March	35,179	17,278	36,647	64,034	153,138
April	35,070	17,004	36,347	62,688	151,109
May	35,271	16,674	36,168	61,668	149,781
June	35,954	16,418	36,250	61,313	149,935
July	36,748	16,739	36,687	62,336	152,510
August	37,300	17,605	37,071	62,523	153,799
September	36,821	16,816	37,360	62,324	153,321
October	36,311	16,823	37,090	63,008	153,232
November	35,557	16,686	36,775	63,388	152,406
December	35,924	16,584	36,255	63,159	151,922
1964—January	37,084	16,937	37,221	63,363	154,605
February	37,507	17,125	37,537	63,940	156,109
March	37,834	17,270	38,064	64,197	157,365
April	37,318	17,100	37,849	63,541	155,808
May	37,831	16,610	37,684	63,878	156,003
June	38,636	16,720	37,775	64,563	157,694
July	39,412	16,988	38,134	66,005	160,539
August	39,845	17,047	38,436	65,970	161,298
September	39,959	16,942	38,038	65,494	160,433
October	40,646	17,195	38,398	66,268	162,507
November	40,937	17,790	38,340	67,193	164,260

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

† These figures comprise—

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

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

Year	Colombo	Negombo	Katutura	Galle	Kandy	Navalaplitiya	Kurunegula	Jaffna	Ratnapura	Badulla	Batticaloa	Kaimunas
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	1,203	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	3,023	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333
1954	33,410	2,909	3,484	6,024	3,148	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	15,900	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	59,273	12,940	10,514	16,258	7,422	1,240	4,981	3,910	4,544	3,138	1,447	641
1963—												
January	59,402	13,013	10,362	16,521	7,569	1,285	5,033	4,132	4,573	3,092	1,917	654
February	59,326	12,809	10,378	16,735	7,569	1,271	5,128	4,299	4,429	3,019	2,066	643
March	59,059	12,742	10,296	16,793	7,479	1,204	5,101	4,287	4,440	3,033	2,021	599
April	58,183	12,321	10,215	16,724	7,424	1,189	5,097	4,370	4,361	3,066	1,805	634
May	57,109	12,183	10,126	16,652	7,325	1,140	5,071	4,388	4,444	3,067	1,746	670
June	56,918	11,818	10,285	17,102	7,343	1,169	5,310	3,911	4,518	3,092	1,741	671
July	57,157	11,872	10,509	17,653	7,477	1,091	5,604	3,812	4,793	3,043	1,723	694
August	57,461	11,862	10,744	17,991	7,444	1,028	5,791	3,780	4,833	2,999	1,705	696
September	56,564	11,642	10,995	18,213	7,465	1,000	5,860	3,848	4,844	2,913	1,592	665
October	57,010	11,758	11,001	17,726	7,514	1,086	5,910	3,803	4,844	2,932	1,568	600
November	56,567	11,770	11,180	17,066	7,576	1,065	6,110	3,500	4,828	2,899	1,511	507
December	55,904	11,768	11,237	16,658	7,529	1,022	6,438	3,593	4,949	2,910	1,508	540
1964—												
January	56,362	12,066	11,426	16,849	7,616	983	6,688	3,791	5,184	3,059	1,612	557
February	56,938	12,137	11,643	16,671	7,598	1,007	6,921	3,881	5,283	3,048	1,676	573
March	57,498	12,217	11,738	16,418	7,717	1,043	7,094	3,934	5,376	3,080	1,630	579
April	56,942	11,934	11,661	16,255	7,794	1,026	6,976	3,913	5,312	2,972	1,679	589
May	56,775	11,706	12,088	16,674	7,976	977	6,885	3,795	5,378	2,937	1,699	600
June	57,236	11,572	13,259	16,804	8,306	1,041	6,808	3,714	5,417	3,034	1,672	615
July	58,129	11,866	13,936	16,826	8,602	986	6,817	3,630	5,580	3,008	1,663	612
August	57,900	11,854	14,247	16,845	8,869	930	6,816	3,758	5,650	2,956	1,621	632
September	57,744	11,945	13,854	17,029	8,262	919	6,849	3,729	5,645	2,996	1,634	622
October	58,250	12,337	13,728	17,301	8,634	926	6,885	3,805	5,661	3,023	1,673	657
November	58,330	12,900	13,718	17,378	9,004	934	7,016	3,903	5,155	3,115	1,664	715

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

<i>Trincmalee</i>	<i>Anuradhapura</i>	<i>Awisawella</i>	<i>Hoputale</i>	<i>Matara</i>	<i>Vacuniya</i>	<i>Kegalle</i>	<i>Matale</i>	<i>Chilaw</i>	<i>Hambion</i>	<i>Nuwara Eliya</i>	<i>Total</i>
—	—	—	—	—	—	—	—	—	—	—	34,744
283	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,732
848	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	53,307
252	437	678	—	—	—	—	—	—	—	—	53,023
239	548	477	526	1,382	—	—	—	—	—	—	51,546
1,567	884	1,377	396	1,589	—	—	—	—	—	—	68,304
776	1,104	1,582	392	2,411	—	—	—	—	—	—	71,010
939	1,651	1,984	721	4,206	—	—	—	—	—	—	85,952
1,252	1,198	2,226	840	5,331	551	1,947	—	—	—	—	110,856
1,188	1,380	2,925	1,110	5,324	531	2,465	—	—	—	—	117,799
1,365	1,733	2,965	1,198	5,812	611	2,786	970	—	—	—	128,018
1,756	2,550	3,784	1,222	8,179	772	3,143	986	—	—	—	151,092
1,372	2,563	364	1,368	8,060	574	3,301	1,199	—	—	—	150,231
1,431	2,742	3,804	1,188	7,811	737	3,230	1,259	2,109	768	822	152,092
1,456	2,839	3,842	1,190	7,964	778	3,304	1,295	2,152	728	878	153,979
1,472	2,840	3,701	1,206	8,038	758	3,363	1,310	2,163	712	664	153,890
1,409	2,809	3,671	1,230	8,056	746	3,347	1,279	2,152	672	663	153,133
1,239	2,703	3,512	1,241	8,154	724	3,286	1,259	2,239	672	691	151,110
1,144	2,746	3,510	1,261	8,194	712	3,321	1,282	2,267	726	697	149,781
1,135	2,753	3,547	1,253	8,151	705	3,400	1,305	2,400	752	656	149,910
1,207	2,904	3,764	1,326	8,313	711	3,606	1,355	2,431	805	653	152,110
1,240	3,055	3,789	1,328	8,362	683	3,715	1,402	2,431	798	662	153,799
1,318	3,208	3,735	1,338	8,406	681	3,794	1,397	2,392	802	649	153,320
1,350	3,177	3,579	1,325	8,358	684	3,846	1,387	2,277	881	616	153,230
1,361	3,265	3,578	1,356	8,536	690	3,901	1,369	2,303	871	597	152,466
1,389	3,123	3,523	1,414	8,606	671	4,049	1,345	2,269	889	578	151,920
1,467	3,122	3,553	1,471	8,753	654	4,185	1,383	2,334	881	609	154,605
1,493	3,097	3,441	1,493	8,846	664	4,380	1,419	2,421	843	636	156,110
1,621	3,200	3,412	1,563	8,902	642	4,379	1,410	2,436	827	599	157,365
1,710	3,141	3,371	1,574	8,865	564	4,276	1,355	2,437	842	620	155,808
1,743	3,156	3,460	1,596	8,700	579	4,136	1,327	2,388	800	578	156,003
1,825	2,838	3,475	1,611	8,745	544	4,049	1,343	2,387	817	582	157,694
1,893	3,015	3,594	1,614	8,835	544	4,084	1,363	2,482	853	557	160,539
1,913	3,039	3,795	1,605	8,943	547	4,103	1,370	2,447	873	535	161,298
1,923	3,063	3,775	1,625	9,017	562	4,133	1,369	2,314	903	506	160,433
1,935	2,869	3,743	1,629	9,127	589	4,323	1,432	2,377	1,033	510	162,507
1,764	2,946	3,806	1,652	9,260	707	4,693	1,486	2,384	1,189	541	164,260

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	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	29,225	10,180	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	22,764	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,779
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,306
1952	3,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,458
1953	13,386	1,528	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	23,392	3,791	83,883	8,203
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,162
1961	22,558	1,259	14,784	631	24,791	964	50,890	2,794	112,523	5,648
1962	24,155	1,263	11,626	468	22,994	809	42,404	2,317	101,179	4,851
1963	24,997	1,322	11,953	502	24,951	939	43,400	2,466	105,301	5,129
1963 January	2,227	138	1,115	36	2,386	102	3,848	208	9,576	483
1963 February	2,289	201	913	54	2,122	58	3,027	183	8,351	496
1963 March	2,156	161	817	41	1,958	76	3,187	184	8,118	462
1963 April	1,617	94	721	60	1,532	24	2,632	183	6,502	361
1963 May	1,986	101	785	37	1,815	61	3,061	112	7,647	311
1963 June	2,600	109	917	63	2,224	62	3,865	172	9,606	406
1963 July	2,651	107	1,204	54	2,475	131	4,446	248	10,776	540
1963 August	2,274	97	1,143	40	2,106	61	3,521	207	9,044	405
1963 September	1,707	70	1,009	25	2,145	55	3,692	279	8,553	429
1963 October	1,675	77	1,158	33	2,241	99	3,980	314	9,054	523
1963 November	1,467	90	1,069	37	2,014	68	4,091	150	8,641	345
1963 December	2,348	77	1,102	22	1,933	42	4,050	226	9,433	367
1964 January	2,996	60	1,263	24	2,808	74	4,100	325	11,167	483
1964 February	2,627	211	1,288	34	2,507	49	3,880	367	10,302	661
1964 March	2,336	117	1,147	65	2,529	69	4,036	407	10,048	658
1964 April	1,632	168	776	49	1,716	68	3,034	232	7,158	517
1964 May	2,468	105	891	32	1,914	73	3,902	235	9,175	445
1964 June	2,966	152	1,085	30	2,472	43	4,764	322	11,287	547
1964 July	2,562	138	1,099	48	2,411	61	4,478	132	10,550	379
1964 August	2,381	183	1,211	63	2,501	49	3,769	373	9,862	668
1964 September	2,343	167	1,138	51	2,292	89	3,720	249	9,493	556
1964 October	2,862	207	1,269	41	2,528	67	4,315	319	10,974	634
1964 November	2,415	148	1,739	45	2,502	118	4,686	331	11,342	642

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	615	81	416	16	985	68	1,590	85	3,606	250
Negombo	136	4	212	—	148	4	566	5	1,062	13
Kalutara	149	22	76	—	194	2	335	1	754	25
Galle	197	10	80	—	163	6	446	95	886	111
Kandy	168	4	162	—	109	5	234	15	673	24
Nawalapitiya	21	—	23	—	11	2	26	—	81	2
Kurunegala	159	—	80	—	75	—	152	—	466	—
Jaffna	102	6	61	—	90	8	130	10	383	24
Ratnapura	141	3	53	—	65	3	104	12	363	18
Batticaloa	68	1	51	6	59	—	85	—	263	7
Batticaloa V	31	1	17	—	33	1	31	20	112	22
Kidunna	31	—	22	—	26	—	28	1	107	1
Trincomalee	10	2	26	20	25	—	26	48	87	70
Anuradhapura	83	2	59	—	81	—	74	—	297	2
Ampawella	77	—	38	—	70	—	123	—	308	—
Haputale	25	1	11	—	26	—	37	1	99	2
Matara	152	7	81	1	119	9	285	13	637	30
Vavuniya	27	1	7	—	31	—	81	1	146	2
Kezala	130	1	151	—	108	—	80	—	469	1
Matale	33	1	50	—	25	6	34	1	142	8
Chilaw	40	1	15	—	22	3	89	—	166	4
Horton	10	—	22	2	22	—	100	23	154	25
Nuwara Eliya	10	—	26	—	15	1	30	—	81	1
Total	2,415	148	1,739	45	2,502	118	4,686	331	11,342	642

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	4,048½	66†	12,899	987
1945	28	3,514	4,285*	53	28,875	153,388‡
1946	87	15,259	31,830½	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,714
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	363,600	430,586	54	14,482	81,996
1954	59	86,450	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,292	36,016
1956	99	56,908	200,888	115	31,852	152,966
1957	177	297,061	618,050	127	70,239	190,443
1958	123	39,372	340,632	96	42,713	399,228
1959	177	47,318	352,145	71	42,933	463,119
1960	123	42,528	259,948	37	4,830	15,189‡
1961	90	29,223	317,866	39	38,013	170,372
1962	138	42,569	193,792	50	25,730	801,882
1963	174	62,511	359,905	58	29,819	479,678
1964 January to October	154	54,353	519,406	75	15,693	207,558
1963 January	14	3,330	10,429	3	84	874
February	7	3,291	8,475	3	15,222	203,846
March	19	4,226	15,388	1	103	909
April	25	7,966	53,867	4	477	1,713
May	9	3,383	17,469	5	996	1,943
June	12	4,007	47,909	7	697	4,078
July	22	14,753	81,067	6	1,261	16,719
August	10	2,613	36,247	3	5,109	11,302
September	16	5,348	26,023	7	1,092	6,316
October	15	5,658	31,361	5	629	1,921
November	15	4,892	22,123	3	2,791	222,560
December §	10	3,044	9,547	11	1,358	7,497
1964 January §	13	4,726	101,406	**7	**6,785	**119,703
February §	16	4,932	46,510	9	1,160	12,085
March §	13	5,397	107,028	**11	**1,828	**13,133
April §	12	3,641	17,123	7	344	4,108
May §	16	3,832	24,946	7	1,404	8,644
June §	19	5,764	76,724	**8	1,606	**20,896
July §	16	7,884	33,725	13	1,729	22,136
August §	18	5,762	58,773	4	435	5,237
September §	18	9,120	25,748	**7	**361	**1,470
October §	13	3,295	27,418	2	41	146

* 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 October, 1964, by Industries or Trades

Industry or Trade	Number of		Number of Workers involved	Number of Man-days lost
	Strikes			
Plantations—Tea	10	..	2,544	.. 26,228
Rubber	2	..	313	.. 752
Tea-cum-Rubber	1	..	438	.. 438
Coconut	—	..	—	.. —
Coconut-cum-Rubber	—	..	—	.. —
Total	13		3,295	27,418
Engineering	—	..	—	.. —
Printing	—	..	—	.. —
Motor Transport	—	..	—	.. —
Tea Export	—	..	—	.. —
Rubber Export	—	..	—	.. —
Coconut Manufacturing	—	..	—	.. —
Toddy, Arrack and Vinegar	—	..	—	.. —
Cigar Manufacturing	—	..	—	.. —
Tea & Rubber Manufacturing	—	..	—	.. —
Cinema	1	..	12	.. 30
Dock, Harbour and Port Transport	—	..	—	.. —
Building Trade	—	..	—	.. —
Local Government Services	—	..	—	.. —
Service Institutions	—	..	—	.. —
Factories, Workshops, &c., run by the State	—	..	—	.. —
Textile	—	..	—	.. —
Relief Schemes	—	..	—	.. —
Wholesale and Retail Distribution	—	..	—	.. —
Aerated Waters and Ice Manufacturing	—	..	—	.. —
Beedi Manufacturing	—	..	—	.. —
Hotel	—	..	—	.. —
Tile Manufacturing	—	..	—	.. —
Miscellaneous	1	..	29	.. 116
Coir Mattress and Bristle Fibre Export	—	..	—	.. —
Match Manufacturing	—	..	—	.. —
Total	2		41	146
Grand Total	15		3,336	27,564

TABLE X—Classification of the Strikes in October, 1964, in Causes

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work	3	.. —	.. 600	.. —
2. Wage increases, Higher rates for piece work, &c.	—	.. 1	.. —	.. 12
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	1	.. —	.. 246	.. —
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	7	.. 1	.. 1,491	.. 29
5. Food matters. Welfare	1	.. —	.. 520	.. —
6. Right of association and meeting	—	.. —	.. —	.. —
7. Factional disputes and domestic matters	—	.. —	.. —	.. —
8. External matters (e.g., arrest by Police, &c.)	1	.. —	.. 438	.. —
9. Assaults by employer or agent or others	—	.. —	.. —	.. —
10. General demands	—	.. —	.. —	.. —
11. Sympathetic strikes	—	.. —	.. —	.. —
Total	13	2	3,295	41

APPENDIX I

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

Class of Worker	Month : January, 1965		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(1) Baking Trade			
<i>Monthly Rates :</i>			
Class " A " Worker : foreman, head bakers, head basses, cooks, " short eats " makers, pastry makers, cake decorators	70 0 ..	63 70 ..	133 70
Class " B " Worker : dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators ..	55 0 ..	58 75 ..	113 75
Class " C " Worker : flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trays, bun trays, cake trays, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, deliverymen	39 0 ..	44 77 ..	83 77
Beedi Manufacturing Trade			
<i>Piece Rates</i>			
" Nool " (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with " beedi tobacco ", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—			
(a) beedies not more than 2 ins. long ..	5 0 ..	— ..	5 0
(b) beedies more than 2 ins. long but less than 3 ins. ..	6 0 ..	— ..	6 0
(c) beedies not less than 3 ins. long ..	7 0 ..	— ..	7 0
" Nool " (thread) beedi rolling (inclusive of filling wrappers with " beedi tobacco ", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—			
(a) beedies not more than 2 ins. long ..	3 34 ..	— ..	3 34
(b) beedies more than 2 ins. long but less than 3 ins. ..	4 0 ..	— ..	4 0
(c) beedies not less than 3 ins. long ..	4 66 ..	— ..	4 66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—			
(a) beedies not more than 2 ins. long ..	1 67 ..	— ..	1 67
(b) beedies more than 2 ins. long but less than 3 ins. ..	2 0 ..	— ..	2 0
(c) beedies not less than 3 ins. long ..	2 34 ..	— ..	2 34
Fixing ring labels round rolled beedies, per 1,000 beedies ..	0 50 ..	— ..	0 50

Month : January, 1965

Class of Worker	Basic Wages		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(3) Brick and Tile Manufacturing Trade					
<i>Daily Rates :</i>					
In the manufacture of tiles in a factory—					
A—Male workers (18 and above) :					
Skilled Workers, Grade I : press feeders (machine), firemen engaged in kiln (burners) ..	2	0	2	06	4 06
Skilled Workers, Grade II : press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters ..	1	80	2	06	3 86
Semi-skilled Workers : winchmen, block cutters, tile slab oiler and polisher, trimmers, green tile sorters, workers engaged in stacking tiles in vehicles for transport ..	1	60	2	06	3 66
Unskilled Workers :					
Workers engaged in—mixing and tempering clay, mixing and pugging by machinery, stacking tiles on racks ; sun drying tiles ; helping the sorters ; helping green tile sorters ; removing baked tiles from the kiln ; stacking tiles ; moving blocks of clay to presses or other parts of the store ; truck fillers, claymen, block carriers, firewood carriers, pug-mill feeders, helpers engaged in loading and stacking tiles ..	1	40	1	96	3 36
B—Female Workers (18 and above) ..	1	15	1	85	3 00
C—Workers (under 18 years) :					
Over 14 years but under 15 ..	0	80	1	46	2 26
Over 15 years but under 16 ..	0	90	1	51	2 41
Over 16 years but under 17 ..	1	0	1	56	2 56
Over 17 years but under 18 ..	1	10	1	66	2 76

(4) Building Trade

Daily Rates :

Unskilled:

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

Semi-skilled, Grade II:

Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1	65	2	23	3 93
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Semi-skilled, Grade I:

Kanganies ..	1	80	2	23	4 08
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Skilled:

Masons (building), carpenters (building), plumbers ; erectors (construction steel) ; equipment maintenance men ; tinkers ..	2	0	2	23	4 23
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Class of Worker

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

(5) Cigar Manufacturing Trade

Piece Rates :

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

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

(6) Cinema Trade

Monthly Rates:

A.—NON-CLERICAL

Unskilled

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

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

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

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

Skilled, Grade II

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

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

Skilled, Grade I

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

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

Month : January, 1965

Class of Worker	Month : January, 1965		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(6) Cinema Trade (contd.)			
B.—CLEBICAL			
Grade III			
Advertisement clerk; Assistant cashier clerk; Despatch and clearing clerk; Advance booking clerk; Booking clerk:—			
(a) Within the Municipal areas	.. 50 0	.. 55 0	.. 105 0
(b) Outside the Municipal areas	.. 45 0	.. 55 0	.. 100 0
Grade II			
Advertisement manager; Cashier clerk; Clerk (accounts and general); Typist; Wharf clerk; Storekeeper; Book-keeper:—			
(a) Within the Municipal areas	.. 55 0	.. 58 0	.. 113 0
(b) Outside the Municipal areas	.. 50 0	.. 58 0	.. 108 0
Grade I			
Head clerk	.. 110 0	.. 63 0	.. 173 00
(7) Cinnamon Trade			
Daily Rates :			
Pruning, draining and terracing	.. 3 0*	.. —	.. 3 0
Weeding, removing illuk grass and clearing boundaries :			
(a) male workers	.. 2 50*	.. —	.. 2 50
(b) female workers	.. 2 0*	.. —	.. 2 0
Piece Rates :			
Cinnamon peeling (inclusive of cutting sticks from bushes, cutting sticks and carrying them to peeling house, scraping the outer covering of bark, peeling sticks, forming barks into quills, stacking and bundling quills), per pound of cinnamon peeled			
..	.. 0 80	.. —	.. 0 80
Pruning per acre	.. 15 0	.. —	.. 15 0
Draining a linear chain of drain 18" x 18"	.. 4 0	.. —	.. 4 0
Annual weeding, per acre	.. 40 0	.. —	.. 40 0
(8) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade			
Daily Rates :			
Male worker not under 16 years	.. 1 10	.. 1 30	.. 2 40
Female worker not under 15 years	.. 0 90	.. 0 96	.. 1 86
Child worker	.. 0 65	.. 0 89	.. 1 54
(9) Coconut Growing Trade			
Daily Rates :			
In the raising and maintenance of a coconut plantation and in the manufacture of copra—			
Kangany	.. 1 40	.. 1 30	.. 2 70
Male not under 16 years	.. 1 25	.. 1 30	.. 2 55
Female not under 15 years	.. 1 5	.. 0 96	.. 2 01
Male worker under 16 years or Female worker under 15 years	.. 0 80	.. 0 89	.. 1 69

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

Class of Worker

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

(9) Coconut Growing Trade (contd.)

Monthly Rates :

Conductor employed in—

(a) any coconut plantation of not less than 75 acres but less than 100 acres in extent, per month	100	0*	..	—	..	100	0
(b) any coconut plantation of not less than 100 acres but less than 150 acres in extent, per month	125	0*	..	—	..	125	0
(c) any coconut plantation of not less than 150 acres but less than 200 acres in extent, per month	150	0*	..	—	..	150	0
(d) any coconut plantation of not less than 200 acres but less than 250 acres in extent, per month	175	0*	..	—	..	175	0
(e) any coconut plantation of not less than 250 acres in extent, per month	200	0*	..	—	..	200	0

Piece Rates :

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

(10) Coconut Manufacturing Trade

Daily Rates :

In the manufacture of (1) desiccated coconuts, (2) coconut oil, (3) fibre and (4) coir products—

Kangany	1	80	..	2	15	..	3	95
Male not under 18 years	1	40	..	2	15	..	3	55
Female not under 18 years	1	15	..	1	76	..	2	91
Worker, irrespective of sex under 18 years	1	15	..	1	69	..	2	84

Piece Rates :

(a) In the manufacture of desiccated coconuts—

(1) husking nuts, per 1,000 nuts	2	19	..	—	..	2	19
(2) removing shells (hatchetting) per 1,000 nuts	1	13	..	—	..	1	13
(3) removing parings, per 1,000 nuts	1	13	..	—	..	1	13
(4) washing coconut meat and disintegrating, per 1,000 pounds	0	88	..	—	..	0	88
(5) drying, per 1,000 pounds	1	31	..	—	..	1	31
(6) sifting and grading, per 1,000 pounds	1	6	..	—	..	1	6
(7) packing and stencilling per case of 120 to 130 pounds	0	10	..	—	..	0	10

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

(1) crushing husks per cwt. (wet weight of bristle fibre)	0	94	..	—	..	0	94
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre)	0	94	..	—	..	0	94
(3) cleaning mattress fibre, drying and baling per cwt.	0	31	..	—	..	0	31
(4) hanking bristle fibre and tying, per cwt.	1	50	..	—	..	1	50
(5) manufacture of mats and matting—							
(i) mats, per sq. ft	0	44	..	—	..	0	44
(ii) matting, per square yard	0	15	..	—	..	0	15
(6) hacking bristle fibre and tying, per cwt.	3	25	..	—	..	3	25

* 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.

(11) Coir Mattress and Bristle Fibre Export Trade

Daily Rates :

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

Grade II—

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

1 40	..	2 18	..	3 58
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Intermediate Grade—

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

1 60	..	2 28	..	3 88
------	----	------	----	------

Grade I—

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

1 80	..	2 28	..	4 08
------	----	------	----	------

Head baling press operator ..

2 0	..	2 28	..	4 28
-----	----	------	----	------

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

1 15	..	2 06	..	3 21
------	----	------	----	------

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

Over 14 years but under 15 years ..

0 80	..	1 63	..	2 43
------	----	------	----	------

Over 15 years but under 16 years ..

0 90	..	1 68	..	2 58
------	----	------	----	------

Over 16 years but under 17 years ..

1 0	..	1 73	..	2 73
-----	----	------	----	------

Over 17 years but under 18 years ..

1 15	..	1 83	..	2 98
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Month : January, 1965

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

(12) Dock, Harbour and Port Transport Trade*

Monthly Rates :

Manual Work—

Special Grade	65	0	37	00	102	00
Skilled Grade	55	0	33	00	88	00
Semi-skilled Grade	45	0	30	00	75	00
Unskilled, Grade I	37	0	30	00	67	00
Unskilled, Grade II	31	0	30	00	61	00

Women Workers—

Female kangannies	35	0	30	00	65	00
Female labourers	30	0	30	00	60	00

Non-manual Workers—

Special Grade	75	0	44	00	119	00
Grade I	55	0	33	00	88	00

Piece Rates :

Lighters from 20 to 60 tons—

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

* A more detailed classification of various class of workers into group will be found in the decisions of the Wages Board for this trade published in *Government Gazette Extraordinary* No. 10.542 of June 29, 1953.

Month: January, 1965

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

Note.—The above rates shall be increased by—

(i) 50 cents for—

(a) each trip involving transshipment of cargo from ship to ship;

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

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

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

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

Guaranteed Time Rate (Monthly):

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Month: January, 1965

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

Class of Worker	Month : January, 1965		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(14) Ice and Aerated Waters Manufacturing Trade (contd.)			
Grade III :			
Ice Storers, Ice Packers, Ice Loaders, Syrup Room Labourers, Bottle Unpackers, Bottle Sorters or Cleaners, Bottle Washer Loaders, Case Fillers, Bottle Packers, Cleaners or Sweepers, Hand Washers, Case Carriers or Stackers, Stores Labourers, Labellers (Hand), Van Loaders	1 40 ..	2 18 ..	3 58
(15) Match Manufacturing Trade			
Daily Rates :			
Grade I—			
Splint chopping by machine driver ; peeling splints, rims, outside veneers and bottom veneers by machine driver ; sharpening knives and tools by machine driver ; filling frames by machine driver ; dipping of sticks in chemical composition by machine driver ; frictioning by machine driver ; mixing composition for match head by mixer ; paper slitting by machine driver ; the work of an overseer or kangany ; box filling by machine driver :—			
(a) Male Workers, 18 years and over ..	2 0 ..	1 91 ..	3 91
(b) Female Workers, 18 years and over ..	1 64 ..	1 81 ..	3 45
(c) Young persons, over 14 years, but under 18 years	1 25 ..	1 46 ..	2 71
Grade II—			
Cross-cutting by hand ; cross-cutting by machine driver ; splint levelling ; cutting outside, rim and bottom veneers by cutter ; inner box making by machine ; sharpening knives and tools by machine by helper ; paraffining by hand ; emptying frames ; side painting of boxes ; checking filled boxes ; banderolling by machine driver and assistant ; mixing composition for painting sides of boxes outer box making by machine ; feeding boxes by machine for box filling ; dipping sticks in chemical composition by hand :—			
(a) Male Workers, 18 years and over ..	1 60 ..	1 91 ..	3 51
(b) Female Workers, 18 years and over ..	1 32 ..	1 81 ..	3 13
(c) Young persons over 14 years but under 18 years	1 0 ..	1 46 ..	2 46
Grade III—			
The work (in the Match Manufacturing Trade) of all workers not specified in Grade I or Grade II above other than the work of a watcher—			
(a) Male Workers, 18 years and over ..	1 40 ..	1 81 ..	3 21
(b) Female Workers, 18 years and over ..	1 15 ..	1 69 ..	2 84
(c) Young persons, over 14 years but under 16 years	0 70 ..	1 21 ..	1 91
(d) Young persons, over 16 years but under 18 years	0 90 ..	1 46 ..	2 36
Grade IV—			
Watcher	1 70 ..	1 91 ..	3 61

Month : January, 1965 *

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	65	42	165 42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt.	90	0	65	42	155 42
Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses	85	0	62	92	147 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate)	100	0	65	42	165 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	60	42	130 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	65	42	132 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt.	60	0	61	12	121 12
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses	50	0	61	12	111 12
Class I Workers : Omnibus checkers or time-keepers	60	0	61	12	121 12
Class J Workers : Omnibus inspectors and omnibus stand supervisors	90	0	61	12	151 12
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items	45	0	50	12	95 92
<i>Daily Rates :</i>					
Class A worker	4	0	2	77	6 77
" B "	4	0	2	77	6 77
" C "	3	25	2	77	6 02
" D "	4	0	2	77	6 77
" E "	2	75	2	52	5 27
" F "	2	75	2	77	5 52
" G "	2	50	2	77	5 27
" H "	2	25	2	77	5 02
" K "	1	50	1	91	3 41

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

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

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

Month : January, 1965

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(17) Plumbago Trade					
Daily Rates :					
Worker other than those employed in curing and dressing—					
Underground workers—					
Basses	3	0	1	36	4 36
Kanganias Loaders Onsetters or Donakatarayas Overseers	2	50	1	36	3 86
Shift bosses	2	33	1	36	3 66
Blasters Drillers (hand and machine) Shaft drivers Stoppers (excavators) Timbermen	2	25	1	36	3 61
Muckers Trolleyman Unskilled labourers	1	75	1	36	3 11
Underground and surface workers—					
Electricians Enginemmen Fitters Hoistmen Mechanics Pumpmen Winchmen	2	75	1	36	4 11
Checkers	2	50	1	36	3 86
Electricians (assistants) Fitters (assistants) Windlassmen (dabare workers) Mechanics (assistants)	1	75	1	36	3 11
Surface workers—					
Carpenters Masons	2	75	1	36	4 11
Overseers	2	50	1	36	3 86
Bakkikarayas or Banksmen Blacksmiths Boilerman Drill sharpeners	2	25	1	36	3 61
Firewood carriers and splitters	1	85	1	36	3 21
Carters Watchers	1	75	1	36	3 11
Cooks Smithy boys Unskilled labourers	1	49	1	36	2 85

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

- (a) female worker, not under 18 years of age .. Rs. 1.00
- (b) worker, irrespective of sex, under 18 years of age .. 0.93 cents

Month : January, 1965

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(17) Plumbago Trade (contd.)					
Workers employed in curing and dressing—					
(a) As overseers and kanganies	..	2 25	..	1 56	.. 3 81
(b) On different jobs—					
Male Workers not under 18 years	..	1 50	..	1 56	.. 3 06
Female workers not under 18 years	..	1 25	..	1 20	.. 2 45
Worker under 18 years	..	0 75	..	1 13	.. 1 88
(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	..	108 42	.. 218 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	..	86 92	.. 174 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	..	76 17	.. 141 17
Class C, Grade II Workers: Platen Machine Minders	..	60 0	..	70 68	.. 130 68
Class D Workers: Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	..	50 0	..	65 42	.. 115 42
Class E Workers: Unskilled workers not under 18 years of age	..	42 0	..	62 79	.. 104 79
Class F Workers: Unskilled workers under 18 years of age	..	20 0	..	41 77	.. 61 77
Class G Workers: Watchers	..	44 0	..	65 42	.. 109 42
Class A—1st year learner	..	33 0	..	45 72	.. 78 72
" B " "	..	26 0	..	39 27	.. 65 27
" C Grade I, 1st year learner	..	24 0	..	41 42	.. 65 42
" C Grade II " "	..	22 0	..	39 27	.. 61 27
" D—1st year learner	..	19 0	..	37 12	.. 56 12
Class A—2nd year learner	..	44 0	..	54 82	.. 98 82
" B " "	..	36 0	..	52 67	.. 88 67
" C Grade I, 2nd year learner	..	29 0	..	47 18	.. 76 18
" C Grade II " "	..	27 0	..	44 55	.. 71 55
" D—2nd year learner	..	23 0	..	41 92	.. 64 92
Class A—3rd year learner	..	56 0	..	63 92	.. 119 92

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(18) Printing Trade—(contd.)						
Class B—3rd year learner ..	49	0	59	62	108	62
„ C Grade I, 3rd year learner ..	36	0	53	17	89	17
„ C Grade II „ „ ..	32	0	49	83	81	83
„ D—3rd year learner ..	28	0	46	72	74	72
Class A—4th year learner ..	71	0	77	32	148	32
„ B „ „ ..	64	0	69	68	133	68
„ C Grade I, 4th year learner ..	44	0	61	79	105	79
„ C Grade II „ „ ..	39	0	57	61	96	61
„ D—4th year learner ..	34	0	53	67	87	67
Class A—5th year learner ..	88	0	91	22	179	22

(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 18 .. 3 58

(b) Intermediate Grade :

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

1 60 .. 2 28 .. 3 88

(c) Grade I :

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

1 80 .. 2 28 .. 4 08

(d) Watchers ..

1 70 .. 2 28 .. 3 98

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

(a) Grade II :

Workers employed in work other than sorting ..

1 15 .. 2 06 .. 3 21

(b) Grade I :

Workers employed in sorting ..

1 30 .. 2 06 .. 3 36

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

Over 14 years but under 15 years ..

0 80 .. 1 63 .. 2 43

Over 15 years but under 16 years ..

0 90 .. 1 68 .. 2 58

Over 16 years but under 17 years ..

1 0 .. 1 73 .. 2 73

Over 17 years but under 18 years ..

1 15 .. 1 83 .. 2 98

Month : January, 1965

Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(20) Rubber Growing and Manufacturing Trade

Daily Rates :

Male worker not under 16 years	1 40	..	1 30	..	2 70
Female worker not under 16 years ..	..	1 30	..	0 96	..	2 26
Child worker ..	..	1 5	..	0 89	..	1 94

(21) Tea Export Trade

Daily Rates :

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

(a) Grade II—

Workers employed in—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wire-tying, scraping out old marks, marking and stencilling, marking and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and re-firing and polishing green tea ..

..	..	1 40	..	2 18	..	3 58
----	----	------	----	------	----	------

(b) Intermediate Grade—

Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..

..	..	1 60	..	2 28	..	3 88
----	----	------	----	------	----	------

(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 28	..	4 08
----	----	------	----	------	----	------

(d) Box makers and repairers ..

..	..	1 60	..	2 28	..	3 88
----	----	------	----	------	----	------

(e) Watchers ..

..	..	1 70	..	2 28	..	3 98
----	----	------	----	------	----	------

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

..	..	1 15	..	2 06	..	3 21
----	----	------	----	------	----	------

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

Over 14 years but under 15 years ..	..	0 80	..	1 63	..	2 43
Over 15 years but under 16 years ..	..	0 90	..	1 68	..	2 58
Over 16 years but under 17 years ..	..	1 0	..	1 73	..	2 73
Over 17 years but under 18 years ..	..	1 15	..	1 83	..	2 98

(22) Tea Growing and Manufacturing Trade

Daily Rates :

Male worker not under 16 years ..	..	1 25	..	1 30	..	2 55
Female worker not under 15 years ..	..	1 5	..	0 96	..	2 01
Child worker ..	..	0 80	..	0 89	..	1 69

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 January, 1965, to workers in the Baking Trade

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

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

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

APPENDIX III

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1965, to workers in the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1	1 79	1 64	1 54	1 96½	2 04	2 14	1
2	3 58	3 28	3 08	3 93	4 08	4 28	2
3	7 16	6 56	6 16	7 86	8 16	8 56	3
4	10 74	9 84	9 24	11 79	12 24	12 84	4
5	14 32	13 12	12 32	15 72	16 32	17 12	5
6	17 90	16 40	15 40	19 65	20 40	21 40	6
7	21 48	19 68	18 48	23 58	24 48	25 68	7
8	25 06	22 96	21 56	27 51	28 56	29 96	8
9	28 64	26 24	24 64	31 44	32 64	34 24	9
10	32 22	29 52	27 72	35 37	36 72	38 52	10
11	35 80	32 80	30 80	39 30	40 80	42 80	11
12	39 38	36 08	33 88	43 23	44 88	47 08	12
13	42 96	39 36	36 96	47 16	48 96	51 36	13
14	46 54	42 64	40 04	51 09	53 04	55 64	14
15	50 12	45 92	43 12	55 02	57 12	59 92	15
16	53 70	49 20	46 20	58 95	61 20	64 20	16
17	57 28	52 48	49 28	62 88	65 28	68 48	17
18	60 86	55 76	52 36	66 81	69 36	72 76	18
19	64 44	59 04	55 44	70 74	73 44	77 04	19
20	68 02	62 32	58 52	74 67	77 52	81 32	20
21	71 60	65 60	61 60	78 60	81 60	85 60	21
22	75 18	68 88	64 68	82 53	85 68	89 88	22
23	78 76	72 16	67 76	86 46	89 76	94 16	23
24	82 34	75 44	70 84	90 39	93 84	98 44	24
25	85 92	78 72	73 92	94 32	97 92	102 72	25
26	89 50	82 00	77 00	98 25	102 00	107 00	26
26	93 08	85 28	80 08	102 18	106 08	111 28	26
Sunday work							Sunday work
1	5 37	4 92	4 62	5 90	6 12	6 42	1
2	10 74	9 84	9 24	11 80	12 24	12 84	2
3	16 11	14 76	13 86	17 70	18 36	19 26	3
4	21 48	19 68	18 48	23 60	24 48	25 68	4
5	26 85	24 60	23 10	29 50	30 60	32 10	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 January, 1965, to workers in the Cinema Trade**

within the Municipal Areas

<i>No. of Days</i>	<i>A—Non-Clerical</i>				<i>B—Clerical</i>			<i>No. of Days</i>
	<i>Unskilled</i>	<i>Semi-Skilled</i>	<i>Semi-Skilled Grade II</i>	<i>Semi-Skilled Grade I</i>	<i>Grade III</i>	<i>Grade II</i>	<i>Grade I</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
1	1 72½	1 83½	2 00	2 26	1 85	2 00	3 20½	1
2	3 45	3 67	4 00	4 52	3 70	4 00	6 41	2
3	6 89	7 35	8 00	9 04	7 41	8 00	12 81	3
4	10 34	11 02	12 00	13 55	11 11	12 00	19 22	4
5	13 79	14 69	16 00	18 07	14 81	16 00	25 63	5
6	17 23	18 36	20 00	22 59	18 52	20 00	32 04	6
7	20 68	22 04	24 00	27 11	22 22	24 00	38 44	7
8	24 13	25 71	27 99	31 62	25 93	28 00	44 85	8
9	27 57	29 38	31 99	36 14	29 63	32 00	51 26	9
10	31 02	33 05	35 99	40 66	33 33	36 00	57 67	10
11	34 47	36 73	39 99	45 18	37 04	40 00	64 07	11
12	37 91	40 40	43 99	49 70	40 74	44 00	70 48	12
13	41 36	44 07	47 99	54 21	44 44	48 00	76 89	13
14	44 81	47 74	51 99	58 73	48 15	52 00	83 30	14
15	48 25	51 42	55 99	63 25	51 85	56 00	89 79	15
16	51 70	55 09	59 99	67 77	55 56	60 00	96 11	16
17	55 15	58 76	63 99	72 28	59 26	64 00	102 52	17
18	58 59	62 43	67 99	76 80	62 96	68 00	108 93	18
19	62 04	66 11	71 99	81 32	66 67	72 00	115 33	19
20	65 49	69 78	75 99	85 84	70 37	76 00	121 74	20
21	68 93	73 45	79 99	90 36	74 07	80 00	128 15	21
22	72 38	77 12	83 98	94 87	77 78	84 00	134 56	22
23	75 83	80 80	87 98	99 39	81 48	88 00	140 96	23
24	79 27	84 47	91 98	103 91	85 19	92 00	147 37	24
25	82 72	88 14	95 98	108 43	88 89	96 00	153 78	25
26	86 17	91 81	99 98	112 94	92 59	100 00	160 19	26
27	89 61	95 49	103 98	117 46	96 30	104 00	166 59	27
28	93 06	99 16	107 98	121 98	100 00	108 00	173 00	28
29	98 64	105 11	114 46	129 30	106 00	114 48	183 38	29
30	104 22	111 06	120 94	136 62	112 00	120 96	193 76	30
31	109 80	117 01	127 42	143 94	118 00	127 44	204 14	31
31	115 38	122 96	133 90	151 26	124 00	133 92	214 52	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 January, 1965, to workers in the Cinema Trade

Outside Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Semi-Skilled Grade II	Semi-Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 72½	1 89	2 15	2 35	1 94½	2 09½	3 20½	½
1	3 45	3 78	4 30	4 70	3 89	4 19	6 41	1
2	6 89	7 57	8 59	9 41	7 78	8 37	12 81	2
3	10 34	11 35	12 89	14 11	11 67	12 56	19 22	3
4	13 79	15 13	17 18	18 81	15 56	16 74	25 63	4
5	17 23	18 92	21 48	23 51	19 44	20 93	32 04	5
6	20 68	22 70	25 77	28 22	23 33	25 11	38 44	6
7	24 13	26 49	30 07	32 92	27 22	29 30	44 85	7
8	27 57	30 27	34 36	37 62	31 11	33 48	51 26	8
9	31 02	34 05	38 66	42 33	35 00	37 67	57 67	9
10	34 47	37 84	42 96	47 03	38 89	41 85	64 07	10
11	37 91	41 62	47 25	51 73	42 78	46 04	70 48	11
12	41 36	45 40	51 55	56 44	46 67	50 22	76 89	12
13	44 81	49 19	55 84	61 14	50 56	54 41	83 30	13
14	48 25	52 97	60 14	65 84	54 44	58 59	89 70	14
15	51 70	56 76	64 43	70 54	58 33	62 78	96 11	15
16	55 15	60 54	68 73	75 25	62 22	66 96	102 52	16
17	58 59	64 32	73 02	79 95	66 11	71 15	108 93	17
18	62 04	68 11	77 32	84 65	70 00	75 33	115 33	18
19	65 49	71 89	81 62	89 36	73 89	79 52	121 74	19
20	68 93	75 67	85 91	94 06	77 78	83 70	128 15	20
21	72 38	79 46	90 21	98 76	81 67	87 89	134 56	21
22	75 83	83 24	94 50	103 47	85 56	92 07	140 96	22
23	79 27	87 03	98 80	108 17	89 44	96 26	147 37	23
24	82 72	90 81	103 09	112 87	93 33	100 44	153 78	24
25	86 17	94 59	107 39	117 57	97 22	104 63	160 19	25
26	89 61	98 38	111 68	122 28	101 11	108 81	166 59	26
27	93 06	102 16	115 98	126 98	105 00	113 00	173 00	27
28	98 64	108 29	122 94	134 60	111 30	119 78	183 38	28
29	104 22	114 42	129 90	142 22	117 60	126 56	193 76	29
30	109 80	120 55	136 86	149 84	123 90	133 34	204 14	30
31	115 38	126 68	143 82	157 46	130 20	140 12	214 52	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 January, 1965, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal Working Days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal Working Days</i>
½	0 55	0 65	1 20	0 45	0 48	0 93	0 32½	0 44½	0 77	½
1	1 10	1 30	2 40	0 90	0 96	1 86	0 65	0 89	1 54	1
2	2 20	2 60	4 80	1 80	1 92	3 72	1 30	1 78	3 08	2
3	3 30	3 90	7 20	2 70	2 88	5 58	1 95	2 67	4 62	3
4	4 40	5 20	9 60	3 60	3 84	7 44	2 60	3 56	6 16	4
5	5 50	6 50	12 00	4 50	4 80	9 30	3 25	4 45	7 70	5
6	6 60	7 80	14 40	5 40	5 76	11 16	3 90	5 34	9 24	6
7	7 70	9 10	16 80	6 30	6 72	13 02	4 55	6 23	10 78	7
8	8 80	10 40	19 20	7 20	7 68	14 88	5 20	7 12	12 32	8
9	9 90	11 70	21 60	8 10	8 64	16 74	5 85	8 01	13 86	9
10	11 00	13 00	24 00	9 00	9 60	18 60	6 50	8 90	15 40	10
11	12 10	14 30	26 40	9 90	10 56	20 46	7 15	9 79	16 94	11
12	13 20	15 60	28 80	10 80	11 52	22 32	7 80	10 68	18 48	12
13	14 30	16 90	31 20	11 70	12 48	24 18	8 45	11 57	20 02	13
14	15 40	18 20	33 60	12 60	13 44	26 04	9 10	12 46	21 56	14
15	16 50	19 50	36 00	13 50	14 40	27 90	9 75	13 35	23 10	15
16	17 60	20 80	38 40	14 40	15 36	29 76	10 40	14 24	24 64	16
17	18 70	22 10	40 80	15 30	16 32	31 62	11 05	15 13	26 18	17
18	19 80	23 40	43 20	16 20	17 28	33 48	11 70	16 02	27 72	18
19	20 90	24 70	45 60	17 10	18 24	35 34	12 35	16 91	29 26	19
20	22 00	26 00	48 00	18 00	19 20	37 20	13 00	17 80	30 80	20
21	23 10	27 30	50 40	18 90	20 16	39 06	13 65	18 69	32 34	21
22	24 20	28 60	52 80	19 80	21 12	40 92	14 30	19 58	33 88	22
23	25 30	29 90	55 20	20 70	22 08	42 78	14 95	20 47	35 42	23
24	26 40	31 20	57 60	21 60	23 04	44 64	15 60	21 36	36 96	24
25	27 50	32 50	60 00	22 50	24 00	46 50	16 25	22 25	38 50	25
26	28 60	33 80	62 40	23 40	24 96	48 36	16 90	23 14	40 04	26
<i>Sunday Work</i>										<i>Sunday Work</i>
1			3 60			2 79			2 31	1
2			7 20			5 58			4 62	2
3			10 80			8 37			6 93	3
4			14 40			11 16			9 24	4
5			18 00			13 95			11 53	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.

APPENDIX VI

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1965, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 35	1 27½	1 00½	0 84½	1 97½	1 77½	1 45½	1 42	½
1	2 70	2 55	2 01	1 69	3 95	3 55	2 91	2 84	1
2	5 40	5 10	4 02	3 38	7 90	7 10	5 82	5 68	2
3	8 10	7 65	6 03	5 07	11 85	10 65	8 73	8 52	3
4	10 80	10 20	8 04	6 76	15 80	14 20	11 64	11 36	4
5	13 50	12 75	10 05	8 45	19 75	17 75	14 55	14 20	5
6	16 20	15 30	12 06	10 14	23 70	21 30	17 46	17 04	6
7	18 90	17 85	14 07	11 83	27 65	24 85	20 37	19 88	7
8	21 60	20 40	16 08	13 52	31 60	28 40	23 28	22 72	8
9	24 30	22 95	18 09	15 21	35 55	31 95	26 19	25 56	9
10	27 00	25 50	20 10	16 90	39 50	35 50	29 10	28 40	10
11	29 70	28 05	22 11	18 59	43 45	39 05	32 01	31 24	11
12	32 40	30 60	24 12	20 28	47 40	42 60	34 92	34 08	12
13	35 10	33 15	26 13	21 97	51 35	46 15	37 83	36 92	13
14	37 80	35 70	28 14	23 66	55 30	49 70	40 74	39 76	14
15	40 50	38 25	30 15	25 35	59 25	53 25	43 65	42 60	15
16	43 20	40 80	32 16	27 04	63 20	56 80	46 56	45 44	16
17	45 90	43 35	34 17	28 73	67 15	60 35	49 47	48 28	17
18	48 60	45 90	36 18	30 42	71 10	63 90	52 38	51 12	18
19	51 30	48 45	38 19	32 11	75 05	67 45	55 29	53 96	19
20	54 00	51 00	40 20	33 80	79 00	71 00	58 20	56 80	20
21	56 70	53 55	42 21	35 49	82 95	74 55	61 11	59 64	21
22	59 40	56 10	44 22	37 18	86 90	78 10	64 02	62 48	22
23	62 10	58 65	46 23	38 87	90 85	81 65	66 93	65 32	23
24	64 80	61 20	48 24	40 56	94 80	85 20	69 84	68 16	24
25	67 50	63 75	50 25	42 25	98 75	88 75	72 75	71 00	25
26	70 20	66 30	52 26	43 94	102 70	92 30	75 66	73 84	26
Sunday work									Sunday work
1	4 05	3 82	3 02	2 54	5 92	5 32	4 36	4 26	1
2	8 10	7 64	6 04	5 08	11 84	10 64	8 72	8 52	2
3	12 15	11 46	9 06	7 62	17 76	15 96	13 08	12 78	3
4	16 20	15 28	12 08	10 16	23 68	21 28	17 44	17 04	4
5	20 25	19 10	15 10	12 70	26 60	26 60	21 80	21 30	5

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

APPENDIX VII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1965, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	Watch-ers	Trade Learners and Apprentices				No. of Days	
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year		
<i>Normal working days</i>	<i>Rs. s.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. s.</i>	<i>Rs. s.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working days</i>
1/2	1 79	1 96½	1 86½	2 14	2 04	1 99	0 83	0 96	1 22½	1 42½	1/2	
1	3 58	3 93	3 73	4 28	4 08	3 98	1 66	1 92	2 45	2 85	1	
2	7 16	7 86	7 46	8 56	8 16	7 96	3 32	3 84	4 90	5 70	2	
3	10 74	11 79	11 19	12 84	12 24	11 94	4 98	5 76	7 35	8 55	3	
4	14 32	15 72	14 92	17 12	16 32	15 92	6 64	7 68	9 80	11 40	4	
5	17 90	19 65	18 65	21 40	20 40	19 90	8 30	9 60	12 25	14 25	5	
6	21 48	23 58	22 38	25 68	24 48	23 88	9 96	11 52	14 70	17 10	6	
7	25 06	27 51	26 11	29 96	28 56	27 86	11 62	13 44	17 15	19 95	7	
8	28 64	31 44	29 84	34 24	32 64	31 84	13 28	15 36	19 60	22 80	8	
9	32 22	35 37	33 57	38 52	36 72	35 82	14 94	17 28	22 05	25 65	9	
10	35 80	39 30	37 30	42 80	40 80	39 80	16 60	19 20	24 50	28 50	10	
11	39 38	43 23	41 03	47 08	44 88	43 78	18 26	21 12	26 95	31 35	11	
12	42 96	47 16	47 76	51 36	48 96	47 76	19 92	23 04	29 40	34 20	12	
13	46 54	51 09	48 49	55 64	53 04	51 74	21 58	24 96	31 85	37 05	13	
14	50 12	55 02	52 22	59 92	57 12	55 72	23 24	26 88	34 30	39 90	14	
15	53 70	58 95	55 95	64 20	61 20	59 70	24 90	28 80	36 75	42 75	15	
16	57 28	62 88	59 68	68 48	65 28	63 68	26 56	30 72	39 20	45 60	16	
17	60 86	66 81	63 41	72 76	69 36	67 66	28 22	32 64	41 65	48 45	17	
18	64 44	70 74	67 14	77 04	73 44	71 64	29 88	34 56	44 10	51 30	18	
19	68 02	74 67	70 87	81 32	77 52	75 62	31 54	36 48	46 55	54 15	19	
20	71 60	78 60	74 60	85 60	81 60	79 2	33 20	38 40	49 00	57 00	20	
21	75 18	82 53	78 33	89 88	85 68	83 58	34 86	40 32	51 45	59 85	21	
22	78 76	86 46	82 06	94 16	89 76	87 56	36 52	42 24	53 90	62 70	22	
23	82 34	90 39	85 79	98 44	93 84	91 54	38 18	44 16	56 35	65 55	23	
24	85 92	94 32	89 52	102 72	97 92	95 52	39 84	46 08	58 80	68 40	24	
25	89 50	98 25	93 25	107 00	102 00	99 50	41 50	48 00	61 25	71 25	25	
26	93 08	102 18	96 98	111 28	106 08	103 48	43 16	49 92	63 70	74 10	26	
<i>Sunday work</i>												<i>Sunday work</i>
1	5 37	5 90	5 60	6 42	6 12	5 97	2 49	2 88	3 68	4 28	1	
2	10 74	11 80	11 20	12 84	12 24	11 94	4 98	5 76	7 36	8 56	2	
3	16 11	17 70	16 80	19 26	18 36	17 91	7 47	8 64	11 04	12 84	3	
4	21 48	23 60	22 40	25 68	24 48	23 88	9 96	11 52	14 72	17 12	4	
5	26 85	29 50	28 00	32 10	30 60	29 85	12 45	14 40	18 40	21 40	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 January, 1965, to workers in the Match Manufacturing Trade

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

APPENDIX IX

**Ready Reckoner showing the Minimum Wages payable for the
number of days worked during January, 1965, to Monthly-paid workers
in the Motor Transport Trade**

<i>No. of Days</i>	<i>Class A Class D</i>	<i>Class B</i>	<i>Class C</i>	<i>Class E</i>	<i>Class F</i>	<i>Class G Class I</i>	<i>Class H</i>	<i>Class J</i>	<i>Class K</i>	<i>No. of Days</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	3 06½	2 88	2 74	2 41½	2 46	2 24½	2 06	2 80	1 77½	½
1	6 13	5 76	5 48	4 83	4 92	4 49	4 12	5 60	3 55	1
2	12 25	11 51	10 96	9 66	9 85	8 97	8 23	11 19	7 11	2
3	18 38	17 27	16 44	14 49	14 77	13 46	12 35	16 79	10 66	3
4	24 51	23 03	21 91	19 32	19 69	17 94	16 46	22 39	14 21	4
5	30 63	28 78	27 39	24 15	24 61	22 43	20 58	27 99	17 76	5
6	36 76	34 54	32 87	28 98	29 54	26 92	24 69	33 58	21 32	6
7	42 89	40 29	38 35	33 81	34 46	31 40	28 81	39 18	24 87	7
8	49 01	46 05	43 83	38 64	39 38	35 89	32 92	44 78	28 42	8
9	55 14	51 81	49 31	43 47	44 31	40 37	37 04	50 37	31 97	9
10	61 27	57 56	54 79	48 30	49 23	44 86	41 16	55 97	35 53	10
11	67 39	63 32	60 26	53 13	54 15	49 35	45 27	61 57	39 08	11
12	73 52	69 08	65 74	57 96	59 08	53 83	49 59	67 16	42 63	12
13	79 65	74 83	71 22	62 79	64 00	58 32	53 50	72 76	46 18	13
14	85 77	80 59	76 70	67 63	68 92	62 80	57 62	78 36	49 74	14
15	91 91	86 34	82 18	72 46	73 44	67 29	61 73	83 96	53 29	15
16	98 03	92 10	87 66	77 29	78 77	71 77	65 85	89 55	56 84	16
17	104 15	97 86	93 13	82 12	82 69	76 26	69 96	95 15	60 39	17
18	110 28	103 61	98 61	86 95	88 61	80 75	74 08	100 75	63 95	18
19	110 41	109 37	104 09	91 78	93 54	85 23	78 20	106 34	67 50	19
20	122 53	115 13	109 57	96 61	98 46	89 72	82 31	111 94	71 05	20
21	128 66	120 88	115 05	101 44	103 38	94 20	86 43	117 54	74 60	21
22	134 79	126 64	120 53	106 27	108 31	98 69	90 54	123 13	78 16	22
23	140 91	132 39	126 01	111 10	113 23	103 18	94 66	128 73	81 71	23
24	147 04	138 15	131 48	115 93	118 15	107 66	98 77	134 33	85 26	24
25	153 17	143 91	136 96	120 76	123 07	112 15	102 89	139 93	88 81	25
26	159 29	149 66	142 44	125 59	128 00	116 63	107 00	145 52	92 37	26
27	165 42	155 42	147 92	130 42	132 92	121 12	111 12	151 12	95 92	27
28	175 35	164 75	156 80	138 25	140 90	128 39	117 79	169 19	101 68	28
29	185 28	174 08	165 68	146 08	148 88	135 66	124 46	169 26	107 44	29
30	195 21	183 41	174 56	153 91	156 86	142 93	131 13	178 33	113 20	30
31	205 14	192 74	183 44	161 74	164 84	150 20	137 80	187 40	118 96	31

APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1965, 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.				
	3 38½	3 01	2 63½	2 76	2 51	1 70½	1
1	6 77	6 02	5 27	5 52	5 02	3 41	1
2	13 54	12 04	10 54	11 04	10 04	6 82	2
3	20 31	18 06	15 81	16 56	15 06	10 23	3
4	27 08	24 08	21 08	22 03	20 08	13 64	4
5	33 85	30 10	26 35	27 60	25 10	17 05	5
6	40 62	36 12	31 62	33 12	30 12	20 46	6
7	47 39	42 14	36 89	38 64	35 14	23 87	7
8	54 16	48 16	42 16	44 16	40 16	27 28	8
9	60 93	54 18	47 43	49 68	45 18	30 69	9
10	67 70	60 20	52 70	55 20	50 20	34 10	10
11	74 47	66 22	57 97	60 72	55 22	37 51	11
12	81 24	72 24	63 24	66 24	60 24	40 92	12
13	88 01	78 26	68 51	71 76	65 26	44 33	13
14	94 78	84 28	73 78	77 23	70 28	47 74	14
15	101 55	90 30	79 05	82 80	75 30	51 15	15
16	108 32	96 32	84 32	88 32	80 32	54 56	16
17	115 09	102 34	89 59	93 84	85 34	57 97	17
18	121 86	108 36	94 86	99 36	90 36	61 38	18
19	128 63	114 38	100 13	104 88	95 38	64 79	19
20	135 40	120 40	105 40	110 40	100 40	68 20	20
21	142 17	126 42	110 67	115 92	105 42	71 61	21
22	148 94	132 44	115 94	121 44	110 44	75 02	22
23	155 71	138 46	121 21	126 96	115 46	78 43	23
24	162 48	144 48	126 48	132 48	120 48	81 84	24
25	169 25	150 50	131 75	138 00	125 50	85 25	25
26	176 02	156 52	137 02	143 52	130 52	88 66	26
27	182 79	162 54	142 29	149 04	135 54	92 07	27
28	189 56	168 56	147 56	154 56	140 56	95 48	28
29	196 33	174 58	152 83	160 08	145 58	98 89	29
30	203 10	180 60	158 10	165 60	150 60	102 30	30
31	209 87	186 62	163 37	171 12	155 62	105 71	31

APPENDIX XI

*Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1965, 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.	
1/2	4 20	3 35½	2 71½	2 51½	2 22	2 01½	1 19	2 10½	1/2
1	8 40	6 71	5 43	5 03	4 44	4 03	2 38	4 21	1
2	16 80	13 42	10 86	10 05	8 88	8 06	4 75	8 42	2
3	25 20	20 13	16 29	15 08	13 32	12 09	7 13	12 63	3
4	33 60	26 83	21 72	20 10	17 76	16 02	9 50	16 83	4
5	42 00	33 54	27 15	25 13	22 20	20 15	11 88	21 04	5
6	50 40	40 25	32 58	30 16	26 64	24 18	14 25	25 25	6
7	58 81	46 96	38 01	35 18	31 07	28 21	16 63	29 46	7
8	64 21	53 67	43 44	40 21	35 51	32 24	19 01	33 67	8
9	75 61	60 38	48 87	45 24	39 95	36 27	21 38	37 88	9
10	84 01	67 08	54 30	50 26	44 39	40 30	23 76	42 08	10
11	92 41	73 79	59 73	55 29	48 83	44 33	26 13	46 29	11
12	100 81	80 50	65 16	60 31	53 27	48 36	28 51	50 50	12
13	109 21	87 21	70 58	65 34	57 71	52 40	30 88	54 71	13
14	117 61	93 92	76 01	70 37	62 15	56 43	33 26	58 92	14
15	126 01	100 63	81 44	75 39	66 59	60 46	35 64	63 13	15
16	134 41	107 34	86 87	80 42	71 03	64 49	38 01	67 34	16
17	142 81	114 04	92 30	85 44	75 47	68 52	40 39	71 54	17
18	151 21	120 75	97 73	90 47	79 91	72 55	42 76	75 75	18
19	159 61	127 46	103 16	95 50	84 35	76 58	45 14	79 96	19
20	168 02	134 17	108 59	100 52	88 78	80 61	47 52	84 17	20
21	176 42	140 88	114 02	105 55	93 22	84 64	49 89	88 38	21
22	184 82	147 59	119 45	110 58	97 66	88 67	52 27	92 59	22
23	193 22	154 29	124 88	115 60	102 10	92 70	54 64	96 79	23
24	201 62	161 00	130 31	120 63	106 54	96 73	57 02	101 00	24
25	210 02	167 71	135 74	125 65	110 98	100 76	59 39	105 21	25
26	218 42	174 42	141 17	130 68	115 42	104 79	61 77	109 42	26
27	235 89	188 37	152 46	141 13	124 65	113 17	66 71	118 17	27
28	253 36	202 32	163 75	151 58	133 88	121 55	71 65	126 92	28
29	270 83	216 27	175 04	162 03	143 11	129 93	76 59	135 67	29
30	288 30	230 22	186 33	172 48	152 34	138 31	81 53	144 42	30
31	305 77	244 17	197 62	182 93	161 57	141 69	86 47	153 17	31
Extra Payment for work done on Sundays									
1	7 28	5 81	4 71	4 36	3 85	3 49	2 06	3 65	1
2	14 56	11 62	9 42	8 72	7 70	6 98	4 12	7 30	2
3	21 84	17 43	14 13	13 08	11 55	10 47	6 18	10 95	3
4	29 12	23 24	18 84	17 44	15 40	13 96	8 24	14 60	4
5	36 40	29 05	23 55	21 80	19 25	17 45	10 30	18 25	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 newspaper. The information shown as extra payment for Sunday work is applicable for all other workers.

APPENDIX XI—(contd.)

*Ready Reckoner showing the Minimum wages payable for the number of days worked during January, 1965, 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.								
½	1 51½	1 90	2 30½	2 85	3 44½	1 25½	1 70½	2 09	2 57	½
1	3 03	3 80	4 61	5 70	6 89	2 51	3 41	4 18	5 14	1
2	6 06	7 60	9 22	11 41	13 79	5 02	6 82	8 36	10 28	2
3	9 08	11 40	13 84	17 11	20 68	7 53	10 23	12 53	15 42	3
4	12 11	15 20	18 45	22 82	27 57	10 04	13 64	16 71	20 57	4
5	15 14	19 00	23 06	28 52	34 47	12 55	17 05	20 89	25 71	5
6	18 17	22 80	27 67	34 23	41 36	15 06	20 46	25 07	30 85	6
7	21 19	26 61	32 29	39 93	48 25	17 57	23 87	29 24	35 99	7
8	24 22	30 41	36 90	45 64	55 14	20 08	27 28	33 42	41 13	8
9	27 25	34 21	41 51	51 34	62 04	22 59	30 09	37 60	46 27	9
10	30 28	38 01	46 12	57 05	68 93	25 10	34 10	41 78	51 42	10
11	33 30	41 81	50 74	62 75	75 82	27 61	37 51	45 95	56 56	11
12	36 33	45 61	55 35	68 46	82 72	30 12	40 92	50 13	61 70	12
13	39 36	49 41	59 96	74 16	89 61	32 64	44 34	54 31	66 84	13
14	42 39	53 21	64 57	79 86	96 50	35 15	47 75	58 49	71 98	14
15	45 42	57 01	69 18	85 57	103 40	37 66	51 16	62 67	77 12	15
16	48 44	60 81	73 80	91 27	110 29	40 17	54 57	66 84	82 26	16
17	51 47	64 61	78 41	96 98	117 18	42 68	57 98	71 02	87 41	17
18	54 50	68 41	83 02	102 68	124 08	45 19	61 39	75 20	92 55	18
19	57 53	72 21	87 63	108 39	130 97	47 70	64 80	79 38	97 69	19
20	60 55	76 02	92 25	114 09	137 86	50 21	68 21	83 55	102 83	20
21	63 58	79 82	96 86	119 80	144 75	52 72	71 62	87 73	107 97	21
22	66 61	83 62	101 47	125 50	151 65	55 23	75 03	91 91	113 11	22
23	69 64	87 42	106 08	131 21	158 54	57 74	78 44	96 09	118 26	23
24	72 66	91 22	110 70	136 91	165 43	60 25	81 85	100 26	123 40	24
25	75 69	95 02	115 31	142 62	172 33	62 76	85 26	104 44	128 54	25
26	78 72	98 82	119 92	148 32	179 22	65 27	88 67	108 62	133 68	26
27	85 02	106 73	129 51	160 19	193 56	70 49	95 76	117 31	144 37	27
28	91 32	114 64	139 10	172 06	207 90	75 71	102 85	126 00	155 06	28
29	97 62	122 55	148 69	183 93	222 24	80 93	108 94	134 69	165 75	29
30	103 92	130 46	158 28	195 80	236 58	86 15	117 03	143 38	176 44	30
31	110 22	138 37	167 87	207 67	250 92	91 37	124 12	152 07	187 13	31
Extra Payment for work done on Sundays										
1	2 62	3 29	4 00	4 94	5 97	2 18	2 96	3 62	4 46	1
2	5 24	6 58	8 00	9 88	11 94	4 36	5 92	7 24	8 92	2
3	7 86	9 87	12 00	14 82	17 91	6 54	8 88	10 86	13 38	3
4	10 48	13 16	16 00	19 76	23 33	8 72	11 84	14 48	17 84	4
5	13 10	16 45	20 00	24 70	29 85	10 90	14 80	18 10	22 30	5

(For footnotes see page 59)

APPENDIX XI—(contd.)

* Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1965, 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 26	1 46½	1 71½	2 03½	1 18	1 37½	1 57½	1 86	½
1	2 52	2 93	3 43	4 07	2 36	2 75	3 15	3 72	1
2	5 03*	5 86	6 86	8 14	4 71	5 50	6 29	7 43	2
3	7 55	8 79	10 29	12 21	7 07	8 26	9 44	11 15	3
4	10 06	11 72	13 72	16 28	9 43	11 01	12 59	14 86	4
5	12 58	14 65	17 15	20 34	11 78	13 76	15 74	18 58	5
6	15 10	17 58	20 58	24 41	14 14	16 51	18 88	22 29	6
7	17 61	20 51	24 01	28 48	16 50	19 26	22 03	26 01	7
8	20 13	23 44	27 44	32 55	18 85	22 02	25 18	29 73	8
9	22 65	26 37	30 87	36 62	21 21	24 77	28 33	33 44	9
10	25 16	29 30	34 30	40 69	23 57	27 52	31 47	37 16	10
11	27 68	32 23	37 73	44 76	25 92	30 27	34 62	40 87	11
12	30 19	35 16	41 16	48 83	28 28	33 02	37 77	44 59	12
13	32 71	38 09	44 58	52 89	30 63	35 77	40 92	48 30	13
14	35 23	41 02	48 01	56 96	32 99	38 53	44 06	52 02	14
15	37 74	43 95	51 44	61 03	35 35	41 28	47 21	55 74	15
16	40 26	46 88	54 87	65 10	37 70	44 03	50 36	59 45	16
17	42 77	49 81	58 30	69 17	40 06	46 78	53 50	63 17	17
18	45 29	52 74	61 73	73 24	42 42	49 53	56 65	66 88	18
19	47 81	55 67	65 16	77 31	44 77	5 29	59 80	70 60	19
20	50 32	58 60	68 59	81 38	47 13	55 04	62 95	74 32	20
21	52 84	61 53	72 02	85 45	49 49	57 79	66 09	78 03	21
22	55 36	64 46	75 45	89 51	51 84	60 54	69 24	81 75	22
23	57 87	67 39	78 88	93 58	54 20	63 29	72 39	85 46	23
24	60 39	70 32	82 31	97 65	56 56	66 05	75 54	89 18	24
25	62 90	73 25	85 74	101 72	58 91	68 80	78 63	92 89	25
26	65 42	76 18	89 17	105 79	61 27	71 55	81 83	96 61	26
27	70 65	82 27	96 30	114 25	66 17	77 27	88 38	104 34	27
28	75 88	88 36	103 43	122 71	71 07	82 99	94 93	112 07	28
29	81 11	94 45	110 56	131 17	75 97	88 71	101 48	119 80	29
30	86 34	100 54	117 69	139 63	80 87	94 43	108 03	127 53	30
31	91 57	106 63	124 82	148 09	85 77	100 15	114 58	135 26	31
Extra Payment for work done on Sundays									
1	2 18	2 54	2 97	3 53	2 04	2 39	2 78	3 2	1
2	4 36	5 08	5 94	7 06	4 08	4 78	5 46	6 44	2
3	6 54	7 62	8 91	10 59	6 12	7 17	8 19	9 66	3
4	8 72	10 16	11 88	14 12	8 16	9 56	10 92	12 88	4
5	10 90	12 70	14 85	17 65	10 20	11 95	13 65	16 16	5

(For footnotes see page 59)

APPENDIX XI—(contd.)

* Ready Reckoner showing the minimum wages payable for the number of days worked during January, 1965, to workers in the Printing Trade

Apprentices

Class D

No. of Days	Class D				No. of Days
	1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	1 08	1 25	1 43½	1 68½	1/2
1	2 16	2 50	2 87	3 37	1
2	4 32	4 99	5 75	6 74	2
3	6 48	7 49	8 62	10 12	3
4	8 63	9 99	11 50	13 49	4
5	10 79	12 48	14 37	16 86	5
6	12 95	14 98	17 24	20 23	6
7	15 11	17 48	20 12	23 60	7
8	17 27	19 98	22 99	26 98	8
9	19 43	22 47	25 86	30 35	9
10	21 58	24 97	28 74	33 72	10
11	23 74	27 47	31 61	37 09	11
12	25 90	29 96	34 49	40 46	12
13	28 06	32 46	37 36	43 83	13
14	30 22	34 96	40 23	47 21	14
15	32 38	37 45	43 11	50 58	15
16	34 54	39 95	45 98	53 95	16
17	36 69	42 45	48 86	57 32	17
18	38 85	44 94	51 73	60 69	18
19	41 01	47 44	54 60	64 07	19
20	43 17	49 94	57 48	67 44	20
21	45 33	52 44	60 35	70 81	21
22	47 49	54 93	63 22	74 18	22
23	49 64	57 43	66 10	77 55	23
24	51 80	59 93	68 97	80 93	24
25	53 96	62 42	71 85	84 30	25
26	56 12	64 92	74 72	87 67	26
27	60 61	70 11	80 70	94 68	27
28	65 10	75 30	86 68	101 69	28
29	69 59	80 49	92 66	108 70	29
30	74 08	85 68	98 64	115 71	30
31	78 57	90 87	104 62	122 72	31
	Extra Payment for work done on Sundays				
1	1 87	2 16	2 49	2 92	1
2	3 74	4 32	4 98	5 84	2
3	5 61	6 48	7 47	8 76	3
4	7 48	8 64	9 96	11 68	4
5	9 35	10 80	12 45	14 60	5

(For footnotes see page 59)

APPENDIX XII

Ready Reckoner showing the Minimum Wages payable for the
Number of days worked during January, 1965, to workers in
the Rubber Export Trade

No. of Days	Male Worker not under 18 years of age				Female worker not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of days	
	Grade II	Inter-mediate Grade	Grade I	Watch-ers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years		
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working Days
1/2	1 79	1 94	2 04	1 99	1 60½	1 68	1 21½	1 29	1 36½	1 49	1 49	1/2
1	3 58	3 88	4 08	3 98	3 21	3 36	2 43	2 58	2 73	2 98	2 98	1
2	7 16	7 76	8 16	7 96	6 42	6 72	4 86	5 16	5 46	5 96	5 96	2
3	10 74	11 64	12 24	11 94	9 63	10 08	7 29	7 74	8 19	8 94	8 94	3
4	14 32	15 52	16 32	15 92	12 84	13 44	9 72	10 32	10 92	11 92	11 92	4
5	17 90	19 40	20 40	19 90	16 05	16 80	12 15	12 90	13 65	14 90	14 90	5
6	21 48	23 28	24 48	23 88	19 26	20 16	14 58	15 48	16 38	17 88	17 88	6
7	25 06	27 16	28 56	27 86	22 47	23 52	17 01	18 06	19 11	20 86	20 86	7
8	28 64	31 04	32 64	31 84	25 68	26 88	19 44	20 64	21 84	23 84	23 84	8
9	32 22	34 92	36 72	35 82	28 89	30 24	21 87	23 22	24 57	26 82	26 82	9
10	35 80	38 80	40 80	39 80	32 10	33 60	24 30	25 80	27 30	29 80	29 80	10
11	39 38	42 62	44 88	43 78	35 31	36 96	26 73	28 38	30 03	32 78	32 78	11
12	42 96	46 56	48 96	47 76	38 52	40 32	29 16	30 96	32 76	35 76	35 76	12
13	46 54	50 44	53 04	51 74	41 73	43 68	31 59	33 54	35 49	38 74	38 74	13
14	50 12	54 32	57 12	55 72	44 94	47 04	34 02	36 12	38 22	41 72	41 72	14
15	53 70	58 20	61 20	59 70	48 15	50 40	36 45	38 70	40 95	44 70	44 70	15
16	57 28	62 08	65 28	63 68	51 36	53 76	38 88	41 28	43 68	47 68	47 68	16
17	60 86	65 96	69 36	67 66	54 57	57 12	41 31	43 86	46 41	50 66	50 66	17
18	64 44	69 84	73 44	71 64	57 78	60 48	43 74	46 44	49 14	53 64	53 64	18
19	68 02	73 72	77 52	75 62	60 99	63 84	46 17	49 02	51 87	56 62	56 62	19
20	71 60	77 60	81 60	79 60	64 20	67 20	48 60	51 60	54 60	59 60	59 60	20
21	75 18	81 48	85 68	83 58	67 41	70 56	51 03	54 18	57 33	62 58	62 58	21
22	78 76	85 36	89 76	87 56	70 62	73 92	53 46	56 76	60 06	65 56	65 56	22
23	82 34	89 24	93 84	91 54	73 83	77 28	55 89	59 34	62 79	68 54	68 54	23
24	85 92	93 12	97 92	95 52	77 04	80 64	58 32	61 92	65 52	71 52	71 52	24
25	89 50	97 00	102 00	99 50	80 25	84 00	60 75	64 60	68 25	74 50	74 50	25
26	93 08	100 88	106 08	103 48	83 46	87 36	63 18	67 08	70 98	77 48	77 48	26
Sunday work												Sunday work
1	5 37	5 82	6 12	5 97	4 82	5 04	3 65	3 87	4 10	4 47	4 47	1
2	10 74	11 64	12 24	11 94	9 64	10 08	7 30	7 74	8 20	8 94	8 94	2
3	16 11	17 46	18 36	17 91	14 46	15 12	10 95	11 61	12 30	13 41	13 41	3
4	21 48	23 28	24 48	23 88	19 28	20 16	14 60	15 48	16 40	17 88	17 88	4
5	26 85	29 10	30 60	29 85	24 10	25 20	18 25	19 35	20 50	22 35	22 35	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 January, 1965, to workers in the Rubber Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers*			No. of days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal Working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
1/2	0 70	0 65	1 35	0 65	0 48	1 13	0 52½	0 44½	0 97	1/2
1	1 40	1 30	2 70	1 30	0 96	2 26	1 05	0 89	1 94	1
2	2 80	2 60	5 40	2 60	1 92	4 52	2 10	1 78	3 88	2
3	4 20	3 90	8 10	3 90	2 88	6 78	3 15	2 67	5 82	3
4	5 60	5 20	10 80	5 20	3 84	9 04	4 20	3 56	7 76	4
5	7 00	6 50	13 50	6 50	4 80	11 30	5 25	4 45	9 70	5
6	8 40	7 80	16 20	7 80	5 76	13 56	6 30	5 34	11 64	6
7	9 80	9 10	18 90	9 10	6 72	15 82	7 35	6 23	13 58	7
8	11 20	10 40	21 60	10 40	7 68	18 08	8 40	7 12	15 52	8
9	12 60	11 70	24 30	11 70	8 64	20 34	9 45	8 01	17 46	9
10	14 00	13 00	27 00	13 00	9 60	22 60	10 50	8 90	19 40	10
11	15 40	14 30	29 70	14 30	10 56	24 86	11 55	9 79	21 34	11
12	16 80	15 60	32 40	15 60	11 52	27 12	12 60	10 68	23 28	12
13	18 20	16 90	35 10	16 90	12 48	29 38	13 65	11 57	25 22	13
14	19 60	18 20	37 80	18 20	13 44	31 64	14 70	12 46	27 16	14
15	21 00	19 50	40 50	19 50	14 40	33 90	15 75	13 35	29 10	15
16	22 40	20 80	43 20	20 80	15 36	36 16	16 80	14 24	31 04	16
17	23 80	22 10	45 90	22 10	16 32	38 42	17 85	15 13	32 98	17
18	25 20	23 40	48 60	23 40	17 28	40 68	18 90	16 02	34 92	18
19	26 60	24 70	51 30	24 70	18 24	42 94	19 95	16 91	36 86	19
20	28 00	26 00	54 00	26 00	19 20	45 20	21 00	17 80	38 80	20
21	29 40	27 30	56 70	27 30	20 16	47 46	22 05	18 69	40 74	21
22	30 80	28 60	59 40	28 60	21 12	49 72	23 10	19 58	42 68	22
23	32 20	29 90	62 10	29 90	22 08	51 98	24 15	20 47	44 62	23
24	33 60	31 20	64 80	31 20	23 04	54 24	25 20	21 36	46 56	24
25	35 00	32 50	67 50	32 50	24 00	56 50	26 25	22 25	48 50	25
26	36 40	33 80	70 20	33 80	24 96	58 76	27 30	23 14	50 44	26
<i>Sunday Work</i>										<i>Sunday work</i>
1			4 05			3 39			2 91	1
2			8 10			6 78			5 82	2
3			12 15			10 17			8 73	3
4			16 20			13 56			11 64	4
5			20 25			16 95			14 55	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 wage payable for the normal working days and Sundays.

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

APPENDIX XIV

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1965, 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				N o. 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. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Normal working days
1	1 79	1 94	2 04	1 94	1 99	1 60½	1 21½	1 29	1 36½	1 49	1
2	3 58	3 88	4 08	3 88	3 98	3 21	2 43	2 58	2 73	2 98	2
3	7 16	7 76	8 16	7 76	7 96	6 42	4 86	5 16	5 46	5 96	3
4	10 74	11 64	12 24	11 64	11 94	9 63	7 29	7 74	8 19	8 94	4
5	14 32	15 52	16 32	15 52	15 92	12 84	9 72	10 32	10 92	11 92	5
6	17 90	19 40	20 40	19 40	19 90	16 05	12 15	12 90	13 65	14 90	6
7	21 48	23 28	24 48	23 28	23 88	19 26	14 58	15 48	16 38	17 88	7
8	25 06	27 16	28 56	27 16	27 86	22 47	17 01	18 06	19 11	20 86	8
9	28 64	31 04	32 64	31 04	31 84	25 68	19 44	20 64	21 84	23 84	9
10	32 22	34 92	36 72	34 92	35 82	28 89	21 87	23 22	24 57	26 82	10
11	35 80	38 80	40 80	38 80	39 80	32 10	24 30	25 80	27 30	29 80	11
12	39 38	42 68	44 88	42 68	43 78	35 31	26 73	28 38	30 03	32 78	12
13	42 96	46 56	48 96	46 56	47 76	38 52	29 16	30 96	32 76	35 76	13
14	46 54	50 44	53 04	50 44	51 74	41 73	31 59	33 54	35 49	38 74	14
15	50 12	54 32	57 12	54 32	55 72	44 94	34 02	36 12	38 22	41 72	15
16	53 70	58 20	61 20	58 20	59 70	48 15	36 45	38 70	40 95	44 70	16
17	57 28	62 08	65 28	62 08	63 68	51 36	38 88	41 28	43 68	47 68	17
18	60 86	65 96	69 36	65 96	67 66	54 57	41 31	43 86	46 41	50 66	18
19	64 44	69 84	73 44	69 84	71 64	57 78	43 74	46 44	49 14	53 64	19
20	68 02	73 72	77 52	73 72	75 62	60 99	46 17	49 02	51 87	56 62	20
21	71 60	77 60	81 60	77 60	79 60	64 20	48 60	51 60	54 60	59 60	21
22	75 18	81 48	85 68	81 48	83 58	67 41	51 03	54 18	57 33	62 58	22
23	78 76	85 36	89 76	85 36	87 56	70 62	53 46	56 76	60 06	65 56	23
24	82 34	89 24	93 84	89 24	91 54	73 83	55 89	59 34	62 79	68 54	24
25	85 92	93 12	97 92	93 12	95 52	77 04	58 32	61 92	65 52	71 52	25
26	89 50	97 00	102 00	97 00	99 50	80 25	60 75	64 50	68 25	74 50	26
26	93 08	100 88	106 08	100 88	103 48	83 46	63 18	67 08	70 98	77 48	26
Sunday work											Sun-day work
1	5 37	5 82	6 12	5 82	5 97	4 82	3 65	3 87	4 10	4 47	1
2	10 74	11 64	12 24	11 64	11 94	9 64	7 33	7 74	8 20	8 94	2
3	16 11	17 46	18 36	17 46	17 91	14 46	10 95	11 61	12 30	13 41	3
4	21 48	23 28	24 48	23 28	23 88	19 28	14 60	15 48	16 40	17 88	4
5	26 85	29 10	30 60	29 10	29 85	24 10	18 25	19 35	20 50	22 35	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 January, 1935, 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	0 62½	0 65	1 27½	0 52½	0 48	1 00½	0 40	0 44½	0 84½	1
2	1 25	1 30	2 55	1 05	0 96	2 01	0 80	0 89	1 69	2
3	2 50	2 60	5 10	2 10	1 92	4 02	1 60	1 78	3 38	3
4	3 75	3 90	7 65	3 15	2 88	6 03	2 40	2 67	5 07	4
5	5 00	5 20	10 20	4 20	3 84	8 04	3 20	3 56	6 76	5
6	6 25	6 50	12 75	5 25	4 80	10 05	4 00	4 45	8 45	6
7	7 50	7 80	15 30	6 30	5 76	12 06	4 80	5 34	10 14	7
8	8 75	9 10	17 85	7 35	6 72	14 07	5 60	6 23	11 83	8
9	10 00	10 40	20 40	8 40	7 68	16 08	6 40	7 12	13 52	9
10	11 25	11 70	22 95	9 45	8 64	18 09	7 20	8 01	15 21	10
11	12 50	13 00	25 50	10 50	9 60	20 10	8 00	8 90	16 90	11
12	13 75	14 30	28 05	11 55	10 56	22 11	8 80	9 79	18 59	12
13	15 00	15 60	30 60	12 60	11 52	24 12	9 60	10 68	20 28	13
14	16 25	16 90	33 15	13 65	12 48	26 13	10 40	11 57	21 97	14
15	17 50	18 20	35 70	14 70	13 44	28 14	11 20	12 46	23 66	15
16	18 75	19 50	38 25	15 75	14 40	30 15	12 00	13 35	25 35	16
17	20 00	20 80	40 80	16 80	15 36	32 16	12 80	14 24	27 04	17
18	21 25	22 10	43 35	17 85	16 32	34 17	13 60	15 13	28 73	18
19	22 50	23 40	45 90	18 90	17 28	36 18	14 40	16 02	30 42	19
20	23 75	24 70	48 45	19 95	18 24	38 19	15 20	16 91	32 11	20
21	25 00	26 00	51 00	21 00	19 20	40 20	16 00	17 80	33 80	21
22	26 25	27 30	53 55	22 05	20 16	42 21	16 80	18 69	35 49	22
23	27 50	28 60	56 10	23 10	21 12	44 22	17 60	19 58	37 18	23
24	28 75	29 90	58 65	24 15	22 08	46 23	18 40	20 47	38 87	24
25	30 00	31 20	61 20	25 20	23 04	48 24	19 20	21 36	40 56	25
26	31 25	32 50	63 75	26 25	24 00	50 25	20 00	22 25	42 25	26
	32 50	33 80	66 30	27 30	24 96	52 26	20 80	23 14	43 94	26
Sundry Work										Sunday Work
1			3 82			3 02			2 54	1
2			7 64			6 04			5 08	2
3			11 46			9 06			7 62	3
4			15 28			12 08			10 16	4
5			19 10			15 10			12 70	5

Note 1.—The information shown for the number of days up to 26 refers to work done 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.