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# CEYLON LABOUR GAZETTE

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## WAGE INCENTIVES

EVERY worker should have an incentive to do the best work he can, to increase his productivity: it can provide a stimulus to him to increase his earnings and to become more skilled. Incentives are easy to arrange for some kinds of work, but difficult for other kinds. This is one of the reasons why so many jobs are paid at time-rates, which provide little incentive because good workers earn the same as less efficient workers. Yet for time-work there is the negative incentive that unless a worker does at least a more or less recognised minimum of work he will be likely to lose his job. On the positive side, workers should be encouraged by the provision of opportunities for promotion. Thus the ablest among unskilled or semi-skilled time-workers may, by their own efforts and by systems of training devised by management, become skilled workers with higher rates of pay; and skilled workers who show qualities of initiative, responsibility and leadership may be promoted to be charge-hands, supervisors or foremen.

Management has the main responsibility for making sure that work-people are encouraged by incentives. However, the workers (and specially their trade union leaders) must see to it that the incentives are fair. Incentives must not be used to induce workers to work so fast that they are unduly fatigued and their health suffers. Also, even if the speed of work is reasonable, the workers' earnings should be fair for the additional work they do as a result of the incentive.

### Straight Piece-Rates

The simplest of all wage incentives may be described as the straight piece-rate system. This may be applied either to individual workers or to teams of workers employed together on a job. The earnings paid to the workers are in direct proportion to the work done. The output, whether of individuals or teams, is measured and the earnings are in exact ratio to it. For example, if the piece-rate is 10 cents for each unit of output, then a worker who produces 20 units in a given time, say one hour, will be paid 200 cents. Another worker whose production is easy to understand and each worker can reckon what his earnings will be, as he knows each hour or day what he has produced and therefore what amount should be in his pay packet at the end of the week.

For this system, or any other method of payment in proportion to output, the process and the product must be uniform or standardised and large quantities must be produced by repetition. A good example is cloth of specified quality produced by weavers. They can be paid a piece-rate for each yard of cloth woven. Coal miners are often paid for each ton of coal they extract. The work should be of such a kind that workers are able by their efficiency, speed and concentration on the job to produce more and therefore earn more.

The system is not, however, suitable where work-people by working rapidly to earn more money will be likely to lower the quality of the goods they produce. Nor should it be applied where workers are liable to be kept waiting for material on which to work or because machines break down. During such interruptions the workers are unable to produce anything and their earnings are reduced. Where such delays occur any piece-workers whose output and earnings suffer from them can be protected by arranging that the piece-rate system shall be supplemented by a guaranteed daily or weekly wage which shall be paid irrespective of output.

Trade union leaders have the responsibility of seeing to it that the piece-rates are fair. This means that workers of average ability, working steadily and under normal conditions, ought to be able to earn a reasonable amount each day, week or month without working at excessive speed. Often the rates are fixed at a level which permits earnings to be higher for piece-workers than the wages of workers paid on time-rates. Thus the average earnings of piece-workers may be from 20 to 30 per cent. above the wages of time-workers. This provides an incentive and is also a recognition of the greater concentration on the job by piece-workers because their pay is directly related to output.

The piece-rates must generally be fixed at each factory or workplace and only rarely by collective agreements covering a number of factories. This is because the conditions of work, the processes and the products differ in each undertaking, and allowance must be made for these differences when setting the rates. A separate rate must be fixed for each different occupation that has its own processes and product. Management may try to fix piece-rates in some rough-and-ready way but the results are often unsatisfactory. The proper method is to make time studies of workers on the job in order to find out what is a fair rate of production for normal or average workers. The piece-rate is then fixed at an amount which, when multiplied by the output of an average worker, will result in earnings at the end of the day or week that are fair and adequate.

Time studies are relatively easy for simple jobs such as shovelling earth into a truck or carrying bales of cotton from a wagon to a warehouse. For skilled and semi-skilled work, however, time studies are more difficult, and big firms often employ time-study experts. This may place the worker or his trade union official at a disadvantage in discussing whether piece-rates are fair or not. The management's expert may fix a rate so low that workers can earn a reasonable wage only by working at excessive speeds. Some trade unions, in order to be able to argue on more or less equal terms with the representatives of management, have had certain of their officials trained in time-study methods. In some progressive companies

representatives of the workers join with the management in seeing that the time-studies are conducted fairly and that the resulting piece-rates are acceptable to both sides.

Great care must be taken in fixing piece-rates so as to avoid having to change them once they have been put into use. Workers often object strongly if a rate is cut after it has been in operation for a few weeks or months. They argue that the management used the original rate as an incentive to the workers to work at high speeds and then expects them to maintain or even increase such speeds after the piece-rate has been reduced. This may give rise to the suspicion that the management is interested only in speeding up the workers and getting more work from them at lower costs.

Sometimes a piece-rate may be unduly low and the workers can get reasonable earnings only by working at excessive speeds. If so, the piece-rate should be raised. A piece-rate may, however, sometimes be fixed too high, and as a result the workers can easily earn big wages compared with those of fellow workers on other piece-rates or on time wages. Where, therefore, a piece-rate has been fixed too high and disturbs the wage structure, it can reasonably be re-examined and brought into adjustment with the wages of workers on other jobs. When there is doubt about what should be the proper rate such difficulties can often be avoided by trying one for an experimental period of a few weeks and then fixing the rate on the basis of the experience gained.

Although, as already indicated, changes in piece-rates should be avoided as far as possible, adjustments may become necessary when considerable alterations are made in the processing of the product. Thus if the workers are supplied with an improved machine which enables them greatly to increase their output, it will become necessary to revise the piece-rate so that their earnings may be kept in reasonable relationship to those of workers doing other jobs. If, for example, an employer introduces new machines which enable the workers to double their output with no greater effort than before, this may result in the workers doubling their earnings. In such a case the rate of remuneration may be adjusted so as to allow the employer to obtain some benefit from his initiative and capital expenditure while ensuring that the workers receive a fair share of the additional profit resulting from increased output. For the same reasons, if the product is simplified and is easier to produce the piece-rate may be lowered; and piece-rates should be raised if products are altered so that they take longer to make.

### **Differential Piece-Rates**

Other wage incentives are more complex than straight piece-rates. One of them is the differential piece-rate, devised by Frederick W. Taylor, who has been called the "Father of Scientific Management". His system was to fix two piece-rates, the higher one being paid only to those workers who reached a specified standard of output, who thus might gain a substantial increase in their earnings. As a simple illustration let us assume that the standard output is 50 units an hour and that a rate of 4 cents is paid to workers who do not reach the standard and of 5 cents to those who do: then a worker who does 49 units in an hour will be paid  $49 \times 4$  cents, that is 196 cents; but

one who produces 50 units will receive  $50 \times 5$  cents, that is 250 cents. Clearly workers would have a strong inducement to reach the standard and would make special efforts to avoid falling just a few units below it.

The main problems in applying this system are the difficulties of settling the standard and the amount of the difference between the two piece-rates. If too high a standard is chosen, few workers will be able to reach it. If the difference between the two rates is wide the incentive to reach that standard will be greater than if the difference is narrow. In the practice of different firms there have been considerable variations in the difficulty of the standard set and in the ratio between the rates. Some have chosen easy standards with small differences between the rates; others have set high standards and provided bigger rewards for workers who reach them. The system has been developed to provide for three or more differential piece-rates: for example, workers who reach or go beyond the standard are paid at the highest rate, workers who reach 80 per cent. of the standard are paid at a middle rate, and those below 80 per cent. are paid at the lowest rate.

The differential system in its various forms has been used mainly in firms with costly machinery; as the overhead costs are high, employers can afford to pay better piece-rates to workers whose output is large because their overhead cost per unit of output is less than that of slow workers. The system has sometimes been used and often misused to get rid of slow workers.

The differential piece-rate system may lead to excessive speeding by some workers, who get much higher earnings than others. This causes discontent among workers who are unable or unwilling to work so fast, and they press the quick workers to restrict their output. They do this for various reasons. They argue that if the speedy workers do more work there will be less for the others and therefore, in some circumstances, unemployment will result and it will be the slower workers who have to go. They dislike a system which leads to wide differences in earnings and seems to place the slower workers at a disadvantage in their relations with management.

### **Premium and Task Bonuses**

Other wage-incentive systems have been devised which meet these objections to a greater or lesser extent and which, in particular, may discourage workers from attempting excessive speeds by reducing the incentive after output passes a specified mark. These are usually known as premium-bonus and task-bonus systems; they are based on a few simple ideas, but vary greatly from each other in practice. Well-known bonus systems include those devised by Halsey, Rowan, Gantt and Emerson. They all provide incentives of varying degrees to increase output, and in effect they link time and piece-rates together. They have three main features.

(1) A standard time is fixed for a specified task, determined by time study or on the basis of average daily production. In some systems the task is relatively easy and can be done in the standard time by most of the workers, while in others it is harder and is within the reach of only a few workers.

(2) A bonus is paid to those workers who finish the task in the standard time, or sometimes only to those who do it in less. Workers entitled to a bonus receive the hourly time-rate for the time taken to finish the task in addition to that bonus. In some systems this is a fixed amount; in others it is calculated as a percentage of the hourly rate multiplied by the time saved: that is, the difference between the time actually taken and the standard time. The percentage of the bonus may be as low as 30 to 50 but it is sometimes as high as 100 or more. If, for example, the standard time for the task is four hours and the percentage for bonus is 100, then a worker who finishes the task in three and one-half hours will be paid his time-wage plus a bonus equal to the time-wage for half an hour. For three and one-half hours' work he will therefore earn an amount equal to the time-wage for four hours.

(3) Workers who do not finish the task in the standard time are paid at the ordinary hourly time-rate. They are therefore not penalised for failing to reach the standard. The system can also easily be built on the basis of time-rates of pay, the bonus for reaching or exceeding the standard being an addition or supplement to the time-wage.

In all bonus systems their fairness and practical value depend on the reasonableness of the standard fixed and the wages which workers of average ability can earn without having to work at excessive speeds and becoming unduly fatigued. They can be abused if the standards are set too high and also if the rewards are low in relation to the workers' efforts. Such abuses, and also the fixing of straight or differential piece-rates at too low a level, defeat themselves. They reduce the value of incentive systems and create discontent and opposition among the workers.

Incentives, although usually intended for individual workers, can be paid to groups of workers. This may be done where the output of the group, but not that of each individual in it, can be easily measured. The total earnings are based on the output of the team and are divided between the members either equally or in specified proportions giving more to skilled than to unskilled workers. Group incentives are usually applied to small teams of from four or five to ten or twelve. Sometimes, however, they are applied to all the workers of a department or even of a whole undertaking. Where this is done a production target for a week or a month is fixed for the department or undertaking and a bonus is paid if the target is reached.

### **Merit Rating**

Mention must be made of merit rating as a form of wage incentive. This has been adopted by a number of firms as a way of recognising that the workmen in a given grade or occupation differ in their efficiency at work in the undertaking. Merit rating is a method of attempting to give recognition to the best workers not by crude

estimates or the opinions of supervisors who may have their favourites, but by systematic objective standards. Various qualities are listed such as skill, efficiency, reliability, initiative, care in avoiding accidents, adaptability, co-operation with other workers, and regularity of attendance. Points or gradings are given for each of these qualities, and workers who reach a high level receive an addition to the normal rate of pay for the job. Rating may be done each year, and workers who had been receiving merit pay may lose part or the whole of it if they do not maintain their rating. Merit rating is usually applied to time-workers, especially in occupation where opportunities for promotion are few.

Promotion can be a powerful incentive; but, like merit rating, it is more than a wage incentive, as it raises a worker's status. Every possible encouragement should be given to workers to rise from unskilled to semi-skilled and skilled status, and training facilities should be provided for this purpose. Sub-divisions within the semi-skilled grades can often enable workers to rise within these grades and be given suitable wage increases. Opportunities for promotion to posts of leadership as charge-hands, foreman and workshop managers are few in relation to the numbers of workers in the ranks, but they provide incentives to competent workers who are able to take responsibility for organising and directing the work of others. A special form of incentive is provided by bonuses for regular attendance; these have proved successful in reducing absenteeism.

The possibilities of being moved into a lower grade or of being discharged provide negative incentives, and fear of them will stimulate the less efficient to work well enough to keep their jobs. Among incentives not closely linked with wages is the satisfaction gained from doing interesting work. This is found especially among craftsmen and other skilled workers who take pride in doing their work well, particularly if they are engaged in producing goods of high quality. Workers often respond if they are given some definite responsibility, such as being assigned a specified task or target. They have the incentive of doing what is expected of them and show more interest than if they are mere units in a mass of workers without individual duties allotted to them.

Competitive schemes can arouse the interest of workers, even if they do not provide rewards in money. For example, high standards of safety have been reached in some firms which arrange for a flag to be displayed each month by the department which has had the fewest accidents during the previous month. Such healthy rivalry stimulates interest and keeps the problem always in the workers' minds. Non-monetary incentives also occur where a worker's job has a prestige or high status value, whether within the firm, among his

workmates or in the community. Similarly, the fact that a firm is well managed and treats its workers fairly is in itself an incentive that results in loyalty and good will by the employees.

(Extract—from—Wages—A Workers Education Manual—I. L. O. Publication).

## 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 January, 1965, is 112.5 as against 112.4 for the month of December, 1964. An increase of .1.

### Wage Rates

- (a) The Basic Wages payable for the month of February, 1965, to workers in trades to which Part II of the Wages Board Ordinance has been applied remain unchanged.
- (b) The Special Allowances payable for the month of February, 1965, to workers in all the trades to which Part II of the Wages Board Ordinance has been applied will be the same as that for the month of January, 1965.

### Strikes

There were altogether 18 strikes in November, 1964, involving 3,979 workers and a loss of 12,024 man-days as against 15 strikes in October, 1964, involving 3,336 workers and a loss of 27,564 man-days. Ten of these strikes were in Tea Estates involving 2,217 workers and a loss of 6,752 man-days ; one in a Rubber Estate involving 60 workers and a loss of 480 man-days ; one in a Tea-Cum Rubber Estate involving 708 workers and a loss of 2,737 man-days ; one in a Coconut Growing Estate involving 36 workers and a loss of 108 man-days ; one in Tea Export Trade involving 316 workers and a loss of 553 man-days ; one in Rubber Export Trade involving 256 workers and a loss of 256 man-days ; two in Dock, Harbour and Port Transport Trade involving 248 workers and a loss of 448 man-days and the remaining one in local Government Services involving 138 workers and a loss of 690 man-days.

## REGISTRANTS FOR EMPLOYMENT OR BETTER EMPLOYMENT

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

	November, 1964			December, 1964		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	22,183	18,754	40,937	22,183	19,025	41,208
Skilled	14,599	3,191	17,790	14,530	3,412	17,942
Semi-skilled	32,179	6,161	38,340	32,004	6,161	38,165
Unskilled	62,602	4,591	67,193	63,576	4,565	68,141
<b>Total</b>	<b>131,563</b>	<b>32,697</b>	<b>164,260</b>	<b>132,293</b>	<b>33,163</b>	<b>165,456</b>

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

	November 1964			December 1964		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	96	52	148	44	22	66
Skilled	44	1	45	49	4	53
Semi-skilled	114	4	118	177	8	185
Unskilled	327	4	331	307	—	307
<b>Total</b>	<b>581</b>	<b>61</b>	<b>642</b>	<b>577</b>	<b>34</b>	<b>611</b>

### NOTES OF CURRENT INTEREST

#### Names of Trade Unions Registered in January, 1965

Regd. No.	Name
2396	Udawalawe Nidahas Sewaka ha Kamkaru Samitiya.
2397	Samastha Lanka Padika Welanda Samitiya.
2398*	Samastha Lanka Rajaye Aniyam Lipikaru Samitiya.
2399*	Samastha Lanka Meleria Mardana Wiyaparaya Overseer Warunge Sangamaya.
2400*	Badulla Samupakara Pareekshaka Warunge Sangamaya.
2401	Ahara Gabada Sewaka Kamkaru Samitiya.
2402*	Samastha Lanka Rjaye Govinjanapada Niladhari Kariyalawala Kanishta Sewakayange Wruthiya Samitiya.
2403*	Samastha Lanka Eksath Dumriya Sewaka Sangamaya.

- 2404 .. Palath palana Swabasha Parewarthakainge Sangamaya.
- 2405\* .. Sri Lanka Rajaye Upadhidara Acharya Bhikshu Balamandalaya.
- 2406 .. Pandhalika Arogyashala Saha Saththu Niwasa Ekabad-dha Sewaka Samitiya.
- 2407\* .. Karmantha Pradarasana Eksath Udyana Sewaka Samitiya.
- 2408\* .. Eksath Thapal Saha Widuli Sandesa Aniyam Sewaka Samitiya.

\* Government Servants Trade Unions.

## WAGES BOARDS

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

#### VIII—The Cigar Manufacturing Trade\*

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

THE description of the Cigar Manufacturing Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, published in *Ceylon Government Gazette* No. 9,410 of May 25, 1945, and came into force on June 1, 1945.

##### *Order*

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

The cigar manufacturing trade, where not less than five persons are employed, that is to say—

- (1) the preparation of tobacco for cigar rolling;
- (2) cigar rolling;
- (3) the preparation of “koda”; and
- (4) the application of “koda” to rolled cigars; including—
  - (a) loading and unloading and portorage (transporting) of bales of tobacco, cigars and packing cases;

\* Reprinted from the “Ceylon Labour Gazette”, Volume XI, No. 7 of July 2, 1960. 2

- (b) stacking and (periodical) re-stacking of tobacco in store ;
- (c) cutting tobacco into small pieces to be used along with fillers ;
- (d) seasoning tobacco with "koda" mixed with water preparatory to manufacture ;
- (e) grading of tobacco ;
- (f) sorting into wrappers and fillers ;
- (g) distribution of wrappers and fillers ;
- (h) cleaning up of fillers ;
- (i) preparation of wrappers for rolling ;
- (j) preparation of fillers for rolling including filling up with cuttings ;
- (k) cigar rolling ;
- (l) tying rolled cigars with thread ;
- (m) sizing of cigars ;
- (n) bundling of cigars into tens ;
- (o) weighing of cigars ;
- (p) first packing for storage ;
- (q) repacking for first application of "koda" ;
- (r) first application of "koda" ;
- (s) second application of "koda" and packing for despatch,
- (t) nailing and covering packages with mats and tying with ropes and marking ;
- (u) collection of tobacco veins and midribs ;
- (v) infusion of veins and midribs in boilers ;
- (w) chopping and splitting firewood ;
- (x) transferring decoction into another boiler ;
- (y) preparation of spices ;
- (z) addition of spices to decoction ;
- (z1) tending "koda" boiler ;
- (z2) storing "koda" ;
- (z3) straining "koda" ; and

(24) any other operation connected with or incidental to the work specified in this paragraph, but excluding the work of the following workers :—

Agents for purchasing tobacco, lorry and van drivers, carters, apprentices of cigar rollers, clerks, managers, supervisors and storekeepers.

### (B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Cigar Manufacturing Trade was established on July 20, 1945, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,435 of July 20, 1945.

### (C) DECISIONS OF THE BOARD

The original decision in respect of the Cigar Manufacturing Trade, made by the Wages Board for that trade, related only to the minimum rate of wages for piece work and it came into force on August 1, 1946. A notification relating to that decision was published under section 27 (3) of the Wages Boards Ordinance, in *Ceylon Government Gazette* No. 9,585 of July 26, 1946. Decisions varying the earlier decision were published in a notification appearing in *Ceylon Government Gazette Extraordinary* No. 10,501 of February 28, 1953. These decisions were replaced by the decisions published in *Government Gazette* No. 11,959 of November 20, 1959.

#### *Minimum rates of wages for piece work*

The minimum rates of wages for piece work for cigar rolling (inclusive of the 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) shall be—

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

#### *Intervals at which wages shall be paid (section 23 (1) )*

Wages shall be paid fortnightly and within 5 days of the end of the fortnight.

**TABLE I—COST OF LIVING INDEX NUMBERS**

**A—Colombo Working Class**

Base : November, 1938–April, 1939 = 100

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

INDEX NUMBERS  
Base : November, 1938–April, 1939 = 100

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

Base : November, 1942 = 100

Index Number  
Nov., 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	161	148	189	157	142
1949	144	97	129	156	148	141
1950	154	102	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	103.58	103.69	101.53	127.41	129.53	112.4
1965—						
January	106.99	101.96	101.53	127.64	123.60	112.5

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	Index	Average	Wage	Index
	Monthly	Wage	No. of	Monthly	Rate	No. of
	Rate of	Rate	Real	Rate of	Index	Real
	Rate of	Index	Wages	No.	Wages	
	Wages	No.	Wages			
	Rs. c.			Rs. c.		
1939	41	100	100	16.64	100	100
1940	41	100	93	16.64	100	96
1941	46	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	1.99	468	163	89.79	540	207

B

Base : 1952=100

1953	1.95	101.56	99.96	80.97	101.31	99.71
1954	1.99	103.65	102.62	91.04	101.39	100.29
1955	2.06	107.29	108.76	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
	February	2.17	113.02	104.84	113.74	126.67
	March	2.17	113.02	104.65	113.74	126.67
	April	2.17	113.02	103.59	113.74	126.67
	May	2.20	114.58	105.02	113.74	126.67
	June	2.20	114.58	104.93	113.74	126.67
	July	2.20	114.58	104.83	113.74	126.67
	August	2.20	114.58	105.70	113.74	126.67
	September	2.20	114.58	106.09	113.74	126.67
	October	2.17	113.02	103.50	113.74	126.67
	November	2.20	114.58	104.35	113.74	126.67
	December	2.22	115.63	103.88	113.74	126.67
1964	January	2.22	115.63	103.98	113.74	126.67
	February	2.22	115.63	103.70	113.74	126.67
	March	2.22	115.63	103.80	113.74	126.67
	April	2.22	115.63	103.15	113.74	126.67
	May	2.25	117.19	103.98	113.74	126.67
	June	2.25	117.19	103.89	113.74	126.67
	July	2.25	117.19	104.26	113.74	126.67
	August	2.25	117.19	104.63	113.74	126.67
	September	2.25	117.19	104.54	113.74	126.67
	October	2.25	117.19	103.89	113.74	126.67
	November	2.25	117.19	103.52	113.74	126.67
	December	2.25	117.19	104.26	113.74	126.67
1965	January	2.25	117.19	104.17	113.77	126.67

\* 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
1965 —						
January	2.28	116.33	3.87	132.53	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 †**

<i>Year</i>	<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi-skilled</i>	<i>Unskilled</i>	<i>Total</i>
1939 ..	3,712	11,964	5,034	5,967	26,677
1940 ..	4,734	13,130	4,800	4,981	27,645
1941 ..	5,274	8,882	2,351	3,951	20,458
1942 ..	6,589	9,411	1,882	1,451	19,333
1943 ..	2,282	2,872	1,312	1,869	8,335
1944* ..	295	358	227	173	1,651
1945 ..	2,258	11,025	3,267	4,816	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	39,016	69,732
1950 ..	5,627	10,525	13,523	35,447	65,122
1951 ..	5,515	8,186	12,526	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
December ..	41,208	17,942	38,165	68,141	165,456

\* 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	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai
1947	21,589	2,289	1,643	2,133	4,955	564	430	451	170	490	—	—
1948	42,299	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—
1951	33,125	3,422	2,886	4,350	2,209	537	886	1,587	569	904	418	1,207
1952	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333
1954	33,410	2,909	3,484	6,024	3,148	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	7,305	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422
1960	63,096	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,084	680
1961	62,515	14,821	9,995	13,414	7,600	3,013	5,196	3,327	4,173	3,126	1,273	711
1962	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	4,182	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	2,987	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	3,680	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	58,320	12,900	13,718	17,378	9,004	934	7,016	3,903	5,155	3,115	1,664	715
December	57,943	11,681	14,003	17,430	9,169	953	7,136	4,133	5,057	3,212	1,668	749

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

<i>Trincmalee</i>	<i>Anuradhapura</i>	<i>Awissawella</i>	<i>Haputale</i>	<i>Malara</i>	<i>Varuniya</i>	<i>Kegalle</i>	<i>Matale</i>	<i>Chilaw</i>	<i>Hakton</i>	<i>Nuwara Eliya</i>	<i>Total</i>
—	—	—	—	—	—	—	—	—	—	—	34,744
283	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,732
348	—	—	—	—	—	—	—	—	—	—	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	—	—	—	—	—	—	63,304
776	1,104	1,582	392	2,411	—	—	—	—	—	—	71,010
939	1,651	1,984	721	4,206	—	—	—	—	—	—	85,952
1,252	1,198	2,226	840	5,331	551	1,947	—	—	—	—	110,856
1,188	1,380	2,925	1,110	5,324	531	2,465	—	—	—	—	117,799
1,365	1,733	2,965	1,198	5,812	611	2,786	970	—	—	—	128,018
1,756	2,550	3,784	1,222	8,179	772	3,143	986	—	—	—	151,092
1,372	2,563	364	1,368	8,060	574	3,301	1,199	—	—	—	150,231
1,431	2,742	3,804	1,188	7,811	737	3,230	1,259	2,109	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	153,899
1,409	2,809	3,671	1,230	8,056	746	3,347	1,279	2,152	672	663	153,138
1,239	2,703	3,512	1,241	8,154	724	3,286	1,259	2,239	672	691	151,109
1,144	2,746	3,510	1,261	8,194	712	3,321	1,282	2,267	726	697	149,781
1,135	2,753	3,547	1,253	8,151	705	3,400	1,305	2,400	752	656	149,935
1,207	2,904	3,764	1,326	8,313	711	3,606	1,355	2,438	805	653	152,510
1,240	3,055	3,789	1,328	8,362	683	3,715	1,402	2,431	798	662	153,799
1,318	3,203	3,735	1,338	8,406	681	3,794	1,397	2,392	802	649	153,321
1,350	3,177	3,579	1,325	8,358	684	3,846	1,387	2,277	881	616	153,232
1,361	3,265	3,578	1,356	8,536	690	3,901	1,369	2,303	871	597	152,406
1,389	3,123	3,523	1,414	8,606	671	4,049	1,345	2,269	889	578	151,922
1,467	3,122	3,553	1,471	8,753	654	4,185	1,383	2,334	881	609	154,605
1,493	3,097	3,441	1,493	8,846	664	4,380	1,419	2,421	843	636	156,109
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	2,338	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
1,928	3,068	3,775	1,625	9,017	562	4,138	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	1,436	2,334	1,189	541	164,260
1,674	3,150	3,862	1,580	9,297	677	4,940	1,529	2,399	1,270	544	165,456

**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	39,225	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	18,638	1,867	33,446	5,874	72,906	11,306
1952	3,247	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,458
1953	13,386	1,523	8,056	669	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	2,392	3,791	83,885	8,208
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,162
1961	22,558	1,259	14,784	631	24,791	964	50,890	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	181	817	41	1,958	76	3,187	184	8,118	462
1963 April	1,617	94	721	60	1,532	24	2,632	112	6,502	361
1963 May	1,986	101	785	37	1,815	61	3,061	172	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
1964 December	2,359	66	1,371	53	2,214	185	4,307	307	10,251	611

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	603	37	398	19	887	139	1,449	114	3,337	309
Negombo	115	—	119	—	145	10	334	29	713	39
Kalutara	132	—	64	—	188	8	444	8	828	16
Galle	183	2	39	4	132	2	361	1	715	9
Kandy	149	7	113	—	104	9	279	2	645	18
Nawalapitiya	12	—	10	—	8	—	32	—	62	—
Kurunegala	124	—	58	—	79	—	170	—	431	—
Jaffna	147	—	54	13	75	1	163	11	439	25
Batnapura	105	2	48	—	52	1	118	21	323	24
Badulla	61	2	56	—	42	—	120	2	279	4
Batticaloa	35	1	12	1	40	—	34	—	121	2
Kalinai	33	—	16	—	11	—	23	—	83	—
Trincomalee	1	—	7	—	10	—	28	—	46	—
Anuradhapura	112	8	73	1	61	2	86	1	332	12
Avissawella	65	—	23	—	84	—	119	—	291	—
Haputale	85	3	19	—	26	—	40	—	170	3
Matara	178	—	74	11	91	6	180	22	523	39
Vavuniya	9	1	—	—	17	—	12	1	38	2
Kezala	120	—	102	—	71	—	95	16	388	16
Matale	26	1	41	—	25	6	26	7	118	14
Chilaw	40	—	11	—	30	—	80	15	161	15
Hatton	12	1	25	4	23	1	81	50	146	56
Nuwara Eliya	12	1	9	—	8	—	33	7	62	8
<b>Total</b>	<b>2,359</b>	<b>66</b>	<b>1,371</b>	<b>53</b>	<b>2,214</b>	<b>185</b>	<b>4,307</b>	<b>307</b>	<b>10,251</b>	<b>611</b>

TABLE VIII—Strikes In Ceylon Since 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	Not available	Not available	4	Not available	Not available
1940	36	9,732	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66‡	12,399	987
1945	28	3,514	4,245*	53	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,714
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	363,609	430,536	54	14,482	81,996
1954	59	86,450	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,298	36,016
1956	99	56,908	200,888	115	81,852	152,966
1957	177	297,061	618,050	127	70,239	190,443
1958	123	39,372	346,632	96	42,713	399,228
1959	177	47,318	352,145	71	42,933	463,119
1960	123	42,528	259,948	37	4,830	15,139‡
1961	90	29,223	317,866	39	38,013	170,372
1962	138	42,569	193,792	50	25,730	801,442
1963	174	62,511	359,905	58	29,819	479,678
1964 January to November §	172	59,371	558,336	81	16,856	212,363
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	12,045
March §	13	5,397	107,028	11	1,823	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	7,881	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 §	**18	**5,292	**56,271	**3	**246	**3,504
November §	13	3,021	10,077	5	958	1,947

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

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

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

§ The figures are provisional and subject to amendment.

\*\* Amended figures.

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

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

**TABLE IX—Classification of the Strikes in November, 1964, by Industries or Trades**

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea	10	..	2,217	..	6,752	
Rubber	1	..	60	..	480	
Tea-cum-Rubber	1	..	708	..	2,737	
Coconut	1	..	36	..	108	
Coconut-cum-Rubber	—	..	—	..	—	
<b>Total</b>	<b>13</b>		<b>3,021</b>		<b>10,077</b>	
Engineering	—	..	—	..	—	
Printing	—	..	—	..	—	
Motor Transport	—	..	—	..	—	
Tea Export	1	..	316	..	553	
Rubber Export	1	..	256	..	256	
Coconut Manufacturing	—	..	—	..	—	
Toddy, Arrack and Vinegar	—	..	—	..	—	
Cigar Manufacturing	—	..	—	..	—	
Tea & Rubber Manufacturing	—	..	—	..	—	
Cinema	—	..	—	..	—	
Dock, Harbour and Port Transport	2	..	248	..	448	
Building Trade	—	..	—	..	—	
Local Government Services	1	..	138	..	690	
Service Institutions	—	..	—	..	—	
Factories, Workshops, &c., run by the State	—	..	—	..	—	
Textile	—	..	—	..	—	
Relief Schemes	—	..	—	..	—	
Wholesale and Retail Distribution	—	..	—	..	—	
Aerated Waters and Ice Manufacturing	—	..	—	..	—	
Beedi Manufacturing	—	..	—	..	—	
Hotel	—	..	—	..	—	
Tile Manufacturing	—	..	—	..	—	
Miscellaneous	—	..	—	..	—	
Coir Mattress and Bristle Fibre Export	—	..	—	..	—	
Match Manufacturing	—	..	—	..	—	
<b>Total</b>	<b>5</b>		<b>958</b>		<b>1,947</b>	
<b>Grand Total</b>	<b>18</b>		<b>3,979</b>		<b>12,024</b>	

**TABLE X—Classification of the Strikes in November, 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	4	..	898	..
2. Wage increases, Higher rates for piece work, &c.	—	..	—	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	3	..	263	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	5	..	1,563	..
5. Food matters. Welfare	—	..	—	..
6. Right of association and meeting	—	..	—	..
7. Factional disputes and domestic matters	—	..	—	..
8. External matters (e.g., arrest by Police, &c.)	—	..	—	..
9. Assaults by employer or agent or others	—	..	—	..
10. General demands	1	..	297	..
11. Sympathetic strikes	—	..	—	..
<b>Total</b>	<b>13</b>		<b>3,021</b>	
		<b>5</b>		<b>958</b>

## APPENDIX I

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

<i>Class of Worker</i>	<i>Month : February, 1965</i>					
	<i>Basic Wage</i>		<i>Special Allowance</i>		<i>Total</i>	
	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>
<b>(1) Baking Trade</b>						
<i>Monthly Rates :</i>						
Class "A" Worker : foreman, head bakers, head bakeses, cooks, "short eats" makers, pastry makers, cake decorators .. .. .	70	0	..	63	70	.. 133 70
Class "B" Worker : dough mixers, scalers and weighers, divider men, twistors, 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
<b>Beedi Manufacturing Trade</b>						
<i>Piece Rates :</i>						
"Nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—						
(a) beedies not more than 2 ins. long ..	5	0	..	—	..	5 0
(b) beedies more than 2 ins. long but less than 3 ins. ..	6	0	..	—	..	6 0
(c) beedies not less than 3 ins. long ..	7	0	..	—	..	7 0
"Nool" (thread) beedi rolling (inclusive of filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—						
(a) beedies not more than 2 ins. long ..	3	34	..	—	..	3 34
(b) beedies more than 2 ins. long but less than 3 ins. ..	4	0	..	—	..	4 0
(c) beedies not less than 3 ins. long ..	4	66	..	—	..	4 66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—						
(a) beedies not more than 2 ins. long ..	1	67	..	—	..	1 67
(b) beedies more than 2 ins. long but less than 3 ins. ..	2	0	..	—	..	2 0
(c) beedies not less than 3 ins. long ..	2	34	..	—	..	2 34
Fixing ring labels round rolled beedies, per 1,000 beedies ..	0	50	..	—	..	0 50

Month : February, 1965

Class of Worker	Basic Wages		Special Allowance		Total
	Rs.	c.	Rs.	c.	
<b>(3) Brick and Tile Manufacturing Trade</b>					
<i>Daily Rates :</i>					
In the manufacture of tiles in a factory—					
<b>A—Male workers (18 and above) :</b>					
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
<b>Unskilled Workers :</b>					
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>B—Female Workers (18 and above)</b> ..	1	15	1	85	3 00
<b>C—Workers (under 18 years) :</b>					
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	28	3 93
--	---	----	---	----	------

**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 28
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Class of Worker	Basic Wages		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(5) Cigar Manufacturing Trade</b>						
<i>Piece Rates :</i>						
Cigar rolling (inclusive of cleaning up of fillers, the preparation of wrappers for rolling, the preparation of fillers for rolling including filling up with cuttings, the tying up of rolled cigars with thread, and the bundling of cigars into tens)—						
(a) where the number of cigars per pound is over 110, per 1,000 cigars ..	10	0	—	..	10	0
(b) where the number of cigars per pound is 110 or under, per 1,000 cigars ..	11	0	—	..	11	0
<b>(6) Cinema Trade</b>						
<i>Monthly Rates :</i>						
A.—NON-CLERICAL						
<i>Unskilled</i>						
Advertisement cart puller; Advertisement or poster boy; Bathroom boy; Car or cycle park attendant; Chocolate boy; Cleaner; Cloak room boy; Conservancy labourer; Garden labourer; Gate-keeper; Hall boy; Peon; Sandwich boy; Soft drinks keeper; Unskilled labourer; Usher; Usherette; Waiter; Watcher (day); Watcher (night) ..						
	36	50	..	56	56	93 06
<i>Semi-skilled</i>						
Assistant bar-keeper; Assistant Engine-driver; Checker; Cook, Grade II (lower); Re-winder; Telephoneoperator; 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
<i>Skilled, Grade II</i>						
Assistant operator; Bar-keeper; Carpenter; Cook, Grade I (higher); Electrician, Grade II; Film room repairer, Grade II; Non synch operator; Second Assistant operator; Supervisor or head checker; Tent master; Wireman; Fireman:—						
(a) Within the Municipal area ..	55	0	..	60	98	115 98
(b) Outside the Municipal areas ..	47	0	..	60	98	107 98
<i>Skilled, Grade I</i>						
Armature winder; Electrician, Grade I; Engine Driver; Film room repairer, Grade I; Head operator; Tent maker:—						
(a) Within the Municipal areas ..	66	0	..	60	98	126 98
(b) Outside the Municipal areas ..	61	0	..	60	98	121 98

Month : February, 1965

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(6) Cinema Trade (contd.)</b>						
B.—CLERICAL						
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 0

**(7) Cinnamon Trade**

*Daily Rates :*

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

*Piece Rates :*

Cinnamon peeling (inclusive of cutting sticks from bushes, cutting sticks and carrying them to peeling house, scraping the outer covering of bark, peeling sticks, forming barks into quills, stacking and bundling quills), per pound of cinnamon peeled	..	0 80	..	—	..	0 80
Pruning per acre	..	15 0	..	—	..	15 0
Draining a linear chain of drain 18" × 18"	..	4 0	..	—	..	4 0
Annual weeding, per acre	..	40 0	..	—	..	40 0

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

*Daily Rates :*

Male worker not under 16 years	..	1 10	..	1 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.

Month: February, 1965

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(9) Coconut Growing Trade (contd.)</b>						
<i>Monthly Rates :</i>						
Conductor employed in—						
(a) any coconut plantation of not less than 75 acres but less than 100 acres in extent, per month .. .. .	100	0*	—	—	100	0
(b) any coconut plantation of not less than 100 acres but less than 150 acres in extent, per month .. .. .	125	0*	—	—	125	0
(c) any coconut plantation of not less than 150 acres but less than 200 acres in extent, per month .. .. .	150	0*	—	—	150	0
(d) any coconut plantation of not less than 200 acres but less than 250 acres in extent, per month .. .. .	175	0*	—	—	175	0
(e) any coconut plantation of not less than 250 acres in extent, per month .. .. .	200	0*	—	—	200	0
<i>Piece Rates :</i>						
(1) In the raising and maintenance of plantations:						
Picking nuts, per 1,000 trees .. .. .	18	0	—	—	18	0
(2) In the manufacture of copra :						
(a) husking nuts, per 1,000 nuts .. .. .	3	50	—	—	3	50
(b) splitting nuts, copra curing and sorting, per 1,000 nuts .. .. .	2	50	—	—	2	50
<b>(10) Coconut Manufacturing Trade</b>						
<i>Daily Rates :</i>						
In the manufacture of (1) desiccated coconuts, (2) coconut oil, (3) fibre and (4) coir products—						
Kangany .. .. .	1	80	2	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
<i>Piece Rates :</i>						
(a) In the manufacture of desiccated coconuts—						
(1) husking nuts, per 1,000 nuts .. .. .	2	19	—	—	2	19
(2) removing shells (hatchetting) per 1,000 nuts .. .. .	1	13	—	—	1	13
(3) removing parings, per 1,000 nuts .. .. .	1	13	—	—	1	13
(4) washing coconut meat and disintegrating, per 1,000 pounds .. .. .	0	88	—	—	0	88
(5) drying, per 1,000 pounds .. .. .	1	31	—	—	1	31
(6) sifting and grading, per 1,000 pounds .. .. .	1	6	—	—	1	6
(7) packing and stencilling per case of 120 to 130 pounds .. .. .	0	10	—	—	0	10
(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—						
(1) crushing husks per cwt. (wet weight of bristle fibre) .. .. .	0	94	—	—	0	94
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre) .. .. .	0	94	—	—	0	94
(3) cleaning mattress fibre, drying and baling per cwt. .. .. .	0	31	—	—	0	31
(4) hanking bristle fibre and tying, per cwt. .. .. .	1	50	—	—	1	50
(5) manufacture of mats and matting—						
(i) mats, per sq. ft. .. .. .	0	44	—	—	0	44
(ii) matting, per square yard .. .. .	0	15	—	—	0	15
(6) hacking bristle fibre and tying, per cwt. .. .. .	3	25	—	—	3	25

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

Class of Worker	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
<b>(11) Coir Mattress and Bristle Fibre Export Trade</b>			
<i>Daily Rates :</i>			
<b>A. Male workers (not under 18 years of age) :</b>			
<b>Grade II—</b>			
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		
<b>Intermediate Grade—</b>			
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		
<b>Grade I—</b>			
Workers employed in—packing baling boxes with or without mechanical trampiers ; 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 23 .. 4 08		
Head baling press operator ..	2 0 .. 2 23 .. 4 28		
<b>B. Female workers (not under 18 years of age) ..</b>	<b>1 15 .. 2 06 .. 3 21</b>		
<b>C. Workers (irrespective of sex) under 18 years of age—</b>			
Over 14 years but under 15 years ..	0 80 .. 1 63 .. 2 43		
Over 15 years but under 16 years ..	0 90 .. 1 68 .. 2 58		
Over 16 years but under 17 years ..	1 0 .. 1 73 .. 2 73		
Over 17 years but under 18 years ..	1 15 .. 1 83 .. 2 98		

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

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

*Monthly Rates :*

*Manual Work—*

Special Grade .. .. .	65	0	37	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.

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

Note.—The above rates shall be increased by—

- (i) 50 cents for—
  - (a) each trip involving transshipment of cargo from ship to ship;
  - (b) each trip where cargo is "shut out" and subsequently re-directed to another vessel;
  - (c) each trip where cargo is discharged into a lighter from hatch and subsequently loaded to another hatch of the same vessel;
- (ii) Re. 1.00 for each trip made beyond the locks to the Beira Lake; and
- (iii) Rs. 2.00 for each trip on which the lighter carries dangerous cargo.

**Guaranteed Time Rate (Monthly) :**

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

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Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(13) Engineering Trade</b>						
<i>Daily Rates :</i>						
Unskilled labourers .. .. .	1	40	2	18	3	58
<b>Semi-skilled workers, Grade I—</b>						
Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fitters (iron and brass) ; smelters (iron and brass) ; checkers (timber), sawyers ; caulkers (wood) ; boiler attendants ; drivers (engine) ; firemen ; tyre repairers ; tyre vulcanizers .. .. .	1	65	2	28	3	93
<b>Semi-skilled workers, Grade II—</b>						
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
<b>Skilled workers—</b>						
Turners ; machinists (iron and steel working) ; machinists (wood working) ; copper-smiths ; plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; core-makers ; pattern-makers ; carpenters, joiners and cabinet-makers ; boat-builders ; saw sharpeners ; machine-knife sharpeners ; sign writers ; polishers (applicers of French polish) ; masons ; launch tinders ; 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	23	4	23
Kanganies .. .. .	1	80	2	23	4	08
Watchers .. .. .	1	70	2	23	3	98
<b>Trade learners and apprentices—</b>						
First year .. .. .	0	50	1	16	1	66
Second year .. .. .	0	66	1	26	1	92
Third year .. .. .	0	85	1	0	2	45
Fourth year .. .. .	1	10	1	75	2	85
<b>(14) Ice and Aerated Waters Manufacturing Trade</b>						
<i>Daily Rates :</i>						
<b>Grade I :</b>						
Kanganies, Head Syrup Makers, Water Filtration Plant Operators, Can Makers, Carpenters, Fillers (Automatic), Checkers .. .. .	2	0	2	23	4	23
<b>Grade II :</b>						
Can Repairers, CO <sub>2</sub> Gas Control Men, Asst. Syrup Makers, Syrupers, Crowners, Clean Bottle Examiners, Carbonator Operators, Production Counters, Filers (Hand), Labelers (Automatic), Bottle Washer off-loaders, any other workers engaged in automatic machines in the production of mineral or aerated waters, Ice Harvestors .. .. .	1	65	2	28	3	93

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
<b>(14) Ice and Aerated Waters Manufacturing Trade (contd.)</b>					
<b>Grade III :</b>					
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
<b>(15) Match Manufacturing Trade</b>					
<i>Daily Rates :</i>					
<b>Grade I—</b>					
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
<b>Grade II—</b>					
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
<b>Grade III—</b>					
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
<b>Grade IV—</b>					
Watcher	1	70	1	91	3 61

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Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(16) Motor Transport Trade</b>					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers .. ..	100	0	65	42	165 42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt. .. ..	90	0	65	42	155 42
Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses .. ..	85	0	62	92	147 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate) .. ..	100	0	65	42	165 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate .. ..	70	0	60	42	130 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses .. ..	67	50	65	42	132 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. .. ..	60	0	61	12	121 12
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses .. ..	50	0	61	12	111 12
Class I Workers : Omnibus checkers or time-keepers .. ..	60	0	61	12	121 12
Class J Workers : Omnibus inspectors and omnibus stand supervisors .. ..	90	0	61	12	151 12
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items .. ..	45	0	50	12	95 92

*Daily Rates :*

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.

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Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(17) Plumbago Trade</b>					
<b>Daily Rates :</b>					
<b>Worker other than those employed in curing and dressing—</b>					
<b>Underground workers—</b>					
Baseses	..	..	3 0	1 36	4 36
Kanganias	}	..	2 50	1 36	3 86
Loaders					
Onsetters or Donakatarayas					
Overseers					
Shift bosses	..	..	2 33	1 36	3 69
Blasters	}	..	2 25	1 36	3 61
Drillers (hand and machine)					
Shaft drivers					
Stoppers (excavators)					
Timbermen					
Muckers	}	..	1 75	1 36	3 11
Trolleyman					
Unskilled labourers					
<b>Underground and surface workers—</b>					
Electricians	}	..	2 75	1 36	4 11
Enginemen					
Fitters					
Hoistmen					
Mechanics					
Pumpmen					
Winchmen					
Checkers	..	..	2 50	1 36	3 86
Electricians (assistants)	}	..	1 75	1 36	3 11
Fitters (assistants)					
Windlassmen (dabare workers)					
Mechanics (assistants)					
<b>Surface workers—</b>					
Carpenters	}	..	2 75	1 36	4 11
Masons					
Overseers	..	..	2 50	1 36	3 86
Bakkikarayas or Banksmen	}	..	2 25	1 36	3 61
Blacksmiths					
Boilerman					
Drill sharpeners					
Firwood carriers and splitters	..	..	1 85	1 36	3 21
Carters	}	..	1 75	1 36	3 11
Watchers					
Cooks	}	..	1 49	1 36	2 85
Smithy boys					
Unskilled labourers					

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

- (a) female worker, not under 18 years of age .. Rs. 1.00
- (b) worker, irrespective of sex, under 18 years of age .. 0 93 cents

Month : February, 1965

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
<b>(17) Plumbago Trade (contd.)</b>					
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**

*Monthly Rates :*

Class A Workers: Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, process camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists	110	0	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.	
<b>(18) Printing Trade—(contd.)</b>					
Class B—3rd year learner ..	49	0	59	62	108 62
„ C Grade I, 3rd year learner ..	36	0	53	17	89 17
„ C Grade II „ „ ..	32	0	49	83	81 83
„ D—3rd year learner ..	28	0	46	72	74 72
Class A—4th year learner ..	71	0	77	32	148 32
„ B „ „ ..	64	0	69	68	133 68
„ C Grade I, 4th year learner ..	44	0	61	79	105 79
„ C Grade II „ „ ..	39	0	57	61	96 61
„ D—4th year learner ..	34	0	53	67	87 67
Class A—5th year learner ..	88	0	91	22	179 22

**(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 23	4 03
------	------	------

**(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

Class of Worker	Basic Wage		Special Allowance		Total Rs. c.
	Rs.	c.	Rs.	c.	
<b>(20) Rubber Growing and Manufacturing Trade</b>					
<i>Daily Rates :</i>					
Male worker not under 16 years ..	1	40	1	30	2 70
Female worker not under 16 years ..	1	30	0	96	2 26
Child worker ..	1	5	0	89	1 94
<b>(21) Tea Export Trade</b>					
<i>Daily Rates :</i>					
<b>A.—Male workers not under 18 years of age—</b>					
<b>(a) Grade II—</b>					
Workers employed in—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wiretying, scraping out old marks, marking and stencilling, marking and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and re-firing and polishing green tea ..	1	40	2	18	3 58
<b>(b) Intermediate Grade—</b>					
Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..	1	60	2	28	3 88
<b>(c) Grade I—</b>					
Workers employed in—unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and re-stacking and laying out chests and loading for shipping ..	1	80	2	28	4 08
(d) Box makers and repairers ..	1	60	2	28	3 88
(e) Watchers ..	1	70	2	28	3 98
<b>B.—Female workers (not under 18 years of age) ..</b>	1	15	2	06	3 21
<b>C.—Workers (irrespective of sex) under 18 years of age—</b>					
Over 14 years but under 15 years ..	0	80	1	63	2 43
Over 15 years but under 16 years ..	0	90	1	68	2 58
Over 16 years but under 17 years ..	1	0	1	73	2 73
Over 17 years but under 18 years ..	1	15	1	83	2 98
<b>(22) Tea Growing and Manufacturing Trade</b>					
<i>Daily Rates :</i>					
Male worker not under 16 years ..	1	25	1	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.
<b>(23) Toddy, Arrack and Vinegar Trade</b>						
<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 February, 1965, to workers in the Baking Trade**

No. of Days	Class A	Class B	Class C	No. of Days
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
1	2 78½	2 37	1 74½	1
2	5 57	4 74	3 49	2
3	11 14	9 48	6 98	3
4	16 71	14 22	10 47	4
5	22 28	18 96	13 96	5
6	27 85	23 70	17 45	6
7	33 43	28 44	20 94	7
8	39 00	33 18	24 43	8
9	44 57	37 92	27 92	9
10	50 14	42 66	31 41	10
11	55 71	47 40	34 90	11
12	61 28	52 14	38 39	12
13	66 85	56 88	41 89	13
14	72 42	61 61	45 38	14
15	77 99	66 35	48 87	15
16	83 56	71 09	52 36	16
17	89 13	75 83	55 85	17
18	94 70	80 57	59 34	18
19	100 28	85 31	62 83	19
20	105 85	90 05	66 32	20
21	111 42	94 79	69 81	21
22	116 99	99 53	73 30	22
23	122 56	104 27	76 79	23
24	128 13	109 01	80 28	24
25	133 70	113 75	83 77	25
<b>Extra payment for work done on weekly holidays.</b>				
1	5 35	4 55	3 35	1
2	10 70	9 10	6 70	2
3	16 05	13 65	10 05	3
4	21 40	18 20	13 40	4

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

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

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

### APPENDIX III

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 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		
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
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 34	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
<i>Sunday work</i>							<i>Sunday work</i>
1	5 37	4 92	4 62	5 90	6 12	6 42	1
2	10 74	9 84	9 24	11 80	12 24	12 84	2
3	16 11	14 76	13 86	17 70	18 36	19 26	3
4	21 48	19 68	18 48	23 60	24 48	25 68	4

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

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

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

Note 1.—The information shown for the number of days up to 27 refers to work done on days other than Sundays in the month. If a Worker has worked on Sundays as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

**APPENDIX IV**

**\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1965, to workers in the Cinema Trade**

*within the Municipal Areas*

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Semi-Skilled Grade II	Semi-Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 94½	2 13	2 41½	2 64½	2 19	2 35½	3 60½	1
2	3 88	4 26	4 83	5 29	4 38	4 71	7 21	2
3	7 76	8 51	9 67	10 58	8 75	9 42	14 42	3
4	11 63	12 77	14 50	15 87	13 13	14 13	21 63	4
5	15 51	17 03	19 33	21 16	17 50	18 83	28 83	5
6	19 39	21 28	24 16	26 45	21 88	23 54	36 04	6
7	23 27	25 54	29 09	31 75	26 25	28 25	43 25	7
8	27 14	29 80	33 83	37 04	30 63	32 96	50 46	8
9	31 02	34 05	38 66	42 33	35 00	37 67	57 67	9
10	34 90	38 31	43 49	47 62	39 38	42 38	64 88	10
11	38 78	42 57	48 33	52 91	43 75	47 08	72 08	11
12	42 65	46 82	53 16	58 20	48 13	51 79	79 29	12
13	46 53	51 08	57 99	63 49	52 50	56 50	86 50	13
14	50 41	55 34	62 82	68 78	56 88	61 21	93 71	14
15	54 29	59 59	67 66	74 07	61 25	65 92	100 92	15
16	58 16	63 85	72 49	79 36	65 63	70 63	108 13	16
17	62 04	68 11	77 32	84 65	70 00	75 33	115 33	17
18	65 92	72 36	82 15	89 94	74 38	80 04	122 54	18
19	69 80	76 62	86 99	95 24	78 75	84 75	129 75	19
20	73 67	80 88	91 82	100 53	83 13	89 46	136 96	20
21	77 55	85 13	96 65	105 82	87 50	94 17	144 17	21
22	81 43	89 39	101 48	111 11	91 88	98 88	151 38	22
23	85 31	93 65	106 32	116 40	96 25	103 58	158 58	23
24	89 18	97 90	111 15	121 69	100 63	108 29	165 79	24
25	93 06	102 16	115 98	126 98	105 00	113 00	173 00	25
26	98 64	108 29	122 94	134 60	111 30	119 78	183 38	26
27	104 22	114 42	129 90	142 22	117 60	126 56	193 76	27
28	109 80	120 55	136 86	149 84	123 90	133 34	204 14	28
29	115 38	126 68	143 82	157 46	130 20	140 12	214 52	29

\* 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 IV—(contd.)

\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1965, to workers in the Cinema Trade

Outside the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Semi-Skilled Grade II	Semi-Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 94	2 06½	2 25	2 54	2 08½	2 25	3 60½	1
2	3 88	4 13	4 50	5 08	4 17	4 50	7 21	2
3	7 76	8 26	9 00	10 17	8 33	9 00	14 42	3
4	11 63	12 40	13 50	15 25	12 50	13 50	21 63	4
5	15 51	16 53	18 00	20 33	16 67	18 00	28 83	5
6	19 39	20 66	22 50	25 41	20 83	22 50	36 04	6
7	23 27	24 79	27 00	30 50	25 00	27 00	43 25	7
8	27 14	28 92	31 49	35 58	29 17	31 50	50 46	8
9	31 02	33 05	35 99	40 66	33 33	36 00	57 67	9
10	34 90	37 19	40 49	45 74	37 50	40 50	64 88	10
11	38 78	41 32	44 99	50 83	41 67	45 00	72 08	11
12	42 65	45 45	49 49	55 91	45 83	49 50	79 29	12
13	46 53	49 58	53 99	60 99	50 00	54 00	86 50	13
14	50 41	53 71	58 49	66 07	54 17	58 50	93 71	14
15	54 29	57 84	62 99	71 16	58 33	63 00	100 92	15
16	58 16	61 98	67 49	76 24	62 50	67 50	108 13	16
17	62 04	66 11	71 99	81 32	66 67	72 00	115 33	17
18	65 92	70 24	76 49	86 40	70 83	76 50	122 54	18
19	69 80	74 37	80 99	91 49	75 00	81 00	129 75	19
20	73 67	78 50	85 48	96 57	79 17	85 50	136 96	20
21	77 55	82 63	89 98	101 65	83 33	90 00	144 17	21
22	81 43	86 77	94 48	106 73	87 50	94 50	151 38	22
23	85 31	90 90	98 98	111 82	91 67	99 00	158 58	23
24	89 18	95 03	103 48	116 90	95 83	103 50	165 79	24
25	93 06	99 16	107 98	121 98	100 00	108 00	173 00	25
26	98 64	105 11	114 46	129 30	106 00	114 48	183 38	26
27	104 22	111 06	120 94	136 62	112 00	120 96	193 76	27
28	109 80	117 01	127 42	143 94	118 00	127 44	204 14	28
29	115 38	122 96	133 90	151 26	124 00	133 92	214 52	29

\* 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 February, 1965, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade**

<i>No. of Days</i>	<i>Men</i>			<i>Women</i>			<i>Child Workers*</i>			<i>No. of Days</i>
	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	
<i>Normal working days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>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
<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

*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 February, 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
1/2	1 35	1 27 1/2	1 00 1/2	0 84 1/2	1 97 1/2	1 77 1/2	1 45 1/2	1 42	1/2
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
<b>Sunday work</b>									
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

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 February, 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>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	1 79	1 96½	1 86½	2 14	2 04	1 99	0 83	0 96	1 22½	1 42½	½
1	3 58	3 93	3 73	4 28	4 08	3 93	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 90	39 80	16 60	19 20	24 50	28 50	10
11	39 28	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 60	33 20	38 40	49 00	57 00	20
21	75 18	82 53	78 33	89 88	85 68	83 58	34 86	40 32	51 45	59 85	21
22	78 76	86 46	82 06	94 16	89 76	87 56	36 52	42 24	53 90	62 70	22
23	82 34	90 39	85 79	98 44	93 84	91 54	38 18	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
<i>Sunday work</i>											<i>Sunday work</i>
1	5 37	5 90	5 60	6 42	6 12	5 97	2 49	2 88	3 68	4 28	1
2	10 74	11 80	11 20	12 84	12 24	11 94	4 98	5 76	7 36	8 56	2
3	16 11	17 70	16 80	19 26	18 36	17 91	7 47	8 64	11 04	12 84	3
4	21 48	23 60	22 40	25 68	24 48	23 88	9 96	11 52	14 72	17 12	4

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

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

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

## APPENDIX VIII

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 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	Adults		Over 14 Under 18 Years	Adults		Young Persons		Watchers	
	Male	Female		Male	Female		Male	Female	Over 14 Under 17 Year	Over 17 Under 8 Year		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
<i>Normal Working days</i>												<i>Normal working days</i>
½	1 95½	1 72½	1 35½	1 75½	1 56½	1 23	1 60½	1 42	0 95½	1 18	1 80½	½
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	16 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 63	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 92	79 42	22
23	89 93	79 35	62 33	80 73	71 99	56 58	73 83	65 32	43 93	54 28	83 03	23
24	93 84	82 80	65 04	84 24	75 12	59 04	77 04	68 16	45 84	56 64	86 64	24
<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 63	4

\* The information shown for the number of days up to 24 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

## APPENDIX IX

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

No. of Days	Class A Class D	Class B	Class C	Class E	Class F	Class G Class I	Class H	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 44½	3 24	3 08	2 71½	2 77	2 52½	2 31½	3 15	2 00	½
1	6 89	6 48	6 16	5 43	5 54	5 05	4 63	6 30	4 00	1
2	13 79	12 95	12 33	10 87	11 08	10 09	9 26	12 59	7 99	2
3	20 68	19 43	18 49	16 30	16 62	15 14	13 89	18 89	11 99	3
4	27 57	25 90	24 65	21 74	22 15	20 19	18 52	25 19	15 99	4
5	34 46	32 38	30 82	27 17	27 69	25 23	23 15	31 48	19 98	5
6	41 36	38 86	36 98	32 61	33 23	30 28	27 78	37 78	23 98	6
7	48 25	45 33	43 14	38 04	38 77	35 33	32 41	44 08	27 98	7
8	55 14	51 81	49 31	43 47	44 31	40 37	37 04	50 37	31 97	8
9	62 03	58 23	55 47	48 91	49 85	45 42	41 67	56 67	35 97	9
10	68 93	64 76	61 63	54 34	55 38	50 47	46 30	62 97	39 97	10
11	75 82	71 23	67 80	59 78	60 92	55 51	50 93	69 26	43 96	11
12	82 71	77 71	73 96	65 21	66 46	60 56	55 56	75 56	47 96	12
13	89 60	84 19	80 12	70 64	72 00	65 61	60 19	81 86	51 96	13
14	96 50	90 66	86 29	76 08	77 54	70 65	64 82	88 15	55 95	14
15	103 39	97 14	92 45	81 51	83 08	75 70	69 45	94 45	59 95	15
16	110 28	103 61	98 61	86 95	88 61	80 75	74 08	100 75	63 95	16
17	117 17	110 09	104 78	92 38	94 15	85 79	73 71	107 04	67 94	17
18	124 07	116 57	110 94	97 82	99 69	90 84	83 34	113 34	71 94	18
19	130 96	123 04	117 10	103 25	105 23	95 89	87 97	119 64	75 94	19
20	137 85	129 52	123 27	108 68	110 77	100 93	92 60	125 93	79 93	20
21	144 74	135 99	129 43	114 12	116 31	105 98	97 23	132 23	83 93	21
22	151 64	142 47	135 59	119 55	121 84	111 03	101 86	138 53	87 93	22
23	158 53	148 94	141 76	124 99	127 38	116 07	106 49	144 82	91 92	23
24	165 42	155 42	147 92	130 42	132 92	121 12	111 12	151 12	95 92	24
25	172 31	161 91	154 08	135 85	140 90	128 39	117 79	157 41	99 91	25
26	179 20	168 40	160 24	141 28	148 88	135 66	124 46	163 70	103 90	26
27	186 09	174 89	166 40	146 71	156 86	142 93	131 13	170 00	107 90	27
28	192 98	181 38	172 56	152 14	164 84	150 20	137 80	176 29	111 89	28

## APPENDIX X

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 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.				
½	3 38½	3 01	2 63½	2 76	2 51	1 70½	½
1	6 77	6 02	5 27	5 52	5 02	3 41	1
2	13 54	12 04	10 54	11 04	10 04	6 82	2
3	20 31	18 06	15 81	16 56	15 06	10 23	3
4	27 08	24 08	21 08	22 08	20 08	13 64	4
5	33 85	30 10	26 35	27 60	25 10	17 05	5
6	40 62	36 12	31 62	33 12	30 12	20 46	6
7	47 39	42 14	36 89	38 64	35 14	23 87	7
8	54 16	48 16	42 16	44 16	40 16	27 28	8
9	60 93	54 18	47 43	49 68	45 18	30 69	9
10	67 70	60 20	52 70	55 20	50 20	34 10	10
11	74 47	66 22	57 97	60 72	55 22	37 51	11
12	81 24	72 24	63 24	66 24	60 24	40 92	12
13	88 01	78 26	68 51	71 76	65 26	44 33	13
14	94 78	84 28	73 78	77 28	70 28	47 74	14
15	101 55	90 30	79 05	82 80	75 30	51 15	15
16	108 32	96 32	84 32	88 32	80 32	54 56	16
17	115 09	102 34	89 59	93 84	85 34	57 97	17
18	121 86	108 36	94 86	99 36	90 36	61 38	18
19	128 63	114 38	100 13	104 88	95 38	64 79	19
20	135 40	120 40	105 40	110 40	100 40	68 20	20
21	142 17	126 42	110 67	115 92	105 42	71 61	21
22	148 94	132 44	115 94	121 44	110 44	75 02	22
23	155 71	138 46	121 21	126 96	115 46	78 43	23
24	162 48	144 48	126 48	132 48	120 48	81 84	24
25	169 25	150 50	131 75	138 00	125 50	85 25	25
26	176 02	156 52	137 02	143 52	130 52	88 66	26
27	182 79	162 54	142 29	149 04	135 54	92 07	27
28	189 56	168 56	147 56	154 56	140 56	95 48	28

## APPENDIX XI

\* Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 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. p.	Rs. p.	Rs. p.	Rs. p.	Rs. p.	Rs. p.	Rs. p.	Rs. p.	
1	4 55	3 63½	2 94	2 72½	2 40½	2 18½	1 28½	2 28	1
2	9 10	7 27	5 88	5 45	4 81	4 37	2 57	4 56	2
3	18 20	14 54	11 76	10 89	9 62	8 73	5 15	9 12	3
4	27 30	21 80	17 65	16 34	14 43	13 10	7 72	13 68	4
5	36 40	29 07	23 53	21 78	19 24	17 47	10 30	18 24	5
6	45 50	36 34	29 41	27 23	24 05	21 83	12 87	22 80	6
7	54 61	43 61	35 29	32 67	28 86	26 20	15 44	27 36	7
8	63 71	50 87	41 17	38 12	33 66	30 56	18 02	31 91	8
9	72 81	58 14	47 06	43 56	38 47	34 93	20 59	36 47	9
10	81 91	65 41	52 94	49 01	43 28	39 30	23 16	41 03	10
11	91 01	72 68	58 82	54 45	48 09	43 66	25 74	45 59	11
12	100 11	79 94	64 70	59 90	52 90	48 03	28 31	50 15	12
13	109 21	87 21	70 59	65 34	57 71	52 40	30 89	54 71	13
14	118 31	94 48	76 47	70 79	62 52	56 76	33 46	59 27	14
15	127 41	101 75	82 35	76 23	67 33	61 13	36 03	63 83	15
16	136 51	109 01	88 23	81 68	72 14	65 49	38 61	68 39	16
17	145 61	116 28	94 11	87 12	76 95	69 86	41 18	72 95	17
18	154 71	123 55	100 00	92 57	81 76	74 23	43 75	77 51	18
19	163 82	130 82	105 88	98 01	86 57	78 59	46 33	82 07	19
20	172 92	138 08	111 76	103 46	91 37	82 96	48 90	86 62	20
21	182 02	145 35	117 64	108 90	96 18	87 33	51 48	91 18	21
22	191 12	152 62	123 52	114 35	100 99	91 69	54 05	95 74	22
23	200 22	159 89	129 41	119 79	105 80	96 06	56 62	100 30	23
24	209 32	167 15	135 29	125 24	110 61	100 42	59 20	104 86	24
25	218 42	174 42	141 17	130 68	115 42	104 79	61 77	109 42	25
26	235 89	188 37	152 46	141 13	124 65	113 17	66 71	118 17	26
27	253 36	202 32	163 75	151 58	133 88	121 55	71 65	126 92	27
28	270 83	216 27	175 04	162 03	143 11	129 93	76 59	135 67	28
29	288 30	230 22	186 33	172 48	152 34	138 31	81 53	144 42	29
<b>Extra Payment for work done on Sundays</b>									
1	7 28	5 81	4 71	4 36	3 85	3 49	2 06	3 65	1
2	14 56	11 62	9 42	8 72	7 70	6 98	4 12	7 30	2
3	21 84	17 43	14 13	13 08	11 55	10 47	6 18	10 95	3
4	29 12	23 24	18 84	17 44	15 40	13 96	8 24	14 60	4

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

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

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

**APPENDIX XI—(contd.)**

\*Ready Reckoner showing the Minimum wages payable for the number of days worked during February, 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. e	Rs. e.								
1/2	1 64	2 06	2 50	3 09	3 73½	1 36	1 84½	2 26½	2 78½	1/2
1	3 28	4 12	5 00	6 18	7 47	2 72	3 69	4 53	5 57	1
2	6 56	8 24	9 99	12 36	14 94	5 44	7 39	9 05	11 14	2
3	9 84	12 35	14 99	18 54	22 40	8 16	11 08	13 58	16 71	3
4	13 12	16 47	19 99	24 72	29 87	10 88	14 78	18 10	22 28	4
5	16 40	20 59	24 98	30 90	37 34	13 60	18 47	22 63	27 85	5
6	19 68	24 71	29 98	37 08	44 81	16 32	22 17	27 16	33 42	6
7	22 96	28 82	34 98	43 26	52 27	19 04	25 86	31 68	38 99	7
8	26 24	32 94	39 97	49 44	59 74	21 76	29 56	36 21	44 5	8
9	29 52	37 06	44 97	55 62	67 21	24 48	33 25	40 73	50 13	9
10	32 80	41 18	49 97	61 80	74 68	27 20	36 95	45 26	55 70	10
11	36 08	45 29	54 96	67 98	82 14	29 92	40 64	49 78	61 27	11
12	39 36	49 41	59 96	74 16	89 61	32 64	44 34	54 31	66 84	12
13	42 64	53 53	64 96	80 34	97 08	35 35	48 03	58 84	72 41	13
14	45 92	57 65	69 95	86 52	104 55	38 07	51 72	63 36	77 98	14
15	49 20	61 76	74 95	92 70	112 01	40 79	55 42	67 89	83 55	15
16	52 48	65 88	79 95	98 88	119 48	43 51	59 11	72 41	89 12	16
17	55 76	70 00	84 94	105 06	126 95	46 23	62 81	76 94	94 69	17
18	59 04	74 12	89 94	111 24	134 42	48 95	66 50	81 47	100 26	18
19	62 32	78 23	94 94	117 42	141 88	51 67	70 20	85 99	105 83	19
20	65 60	82 35	99 93	123 60	149 35	54 39	73 89	90 52	111 40	20
21	68 88	86 47	104 93	129 78	156 82	57 11	77 59	95 04	116 97	21
22	72 16	90 59	109 93	135 96	164 29	59 83	81 28	99 57	122 54	22
23	75 44	94 70	114 92	142 14	171 75	62 55	84 98	104 09	128 11	23
24	78 72	98 82	119 92	148 32	179 22	65 27	88 07	108 62	133 68	24
25	85 02	106 73	129 51	160 19	193 56	70 49	95 76	117 31	144 37	25
26	91 32	114 64	139 10	172 06	207 90	75 71	102 85	126 00	155 06	26
27	97 62	122 55	148 69	183 93	222 24	80 93	109 94	134 69	165 75	27
28	103 92	130 46	158 28	195 80	236 58	86 15	117 03	143 38	176 44	28
<b>Extra Payment for work done on Sundays</b>										
1	2 62	3 29	4 00	4 94	5 97	2 18	2 96	3 62	4 46	1
2	5 24	6 58	8 00	9 88	11 94	4 36	5 92	7 24	8 92	2
3	7 86	9 87	12 00	14 82	17 91	6 54	8 88	10 86	13 38	3
4	10 48	13 16	16 00	19 76	23 88	8 72	11 84	14 48	17 84	4

(For footnotes see page 113)

APPENDIX XI—(contd.)

\* Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 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 36½	1 58½	1 86	2 20½	1 27½	1 49	1 70½	2 01½	½
1	2 73	3 17	3 72	4 41	2 55	2 98	3 41	4 03	1
2	5 45	6 35	7 43	8 82	5 11	5 96	6 82	8 05	2
3	8 18	9 52	11 15	13 22	7 66	8 94	10 23	12 08	3
4	10 90	12 70	14 86	17 63	10 21	11 93	13 64	16 10	4
5	13 63	15 87	18 58	22 04	12 76	14 91	17 05	20 13	5
6	16 36	19 05	22 29	26 45	15 32	17 89	20 46	24 15	6
7	19 08	22 22	26 01	30 86	17 87	20 87	23 87	28 18	7
8	21 81	25 39	29 72	35 26	20 42	23 85	27 28	32 20	8
9	24 53	28 57	33 44	39 67	22 98	26 83	30 69	36 23	9
10	27 26	31 74	37 15	44 08	25 53	29 81	34 10	40 25	10
11	29 98	34 92	40 87	48 49	28 08	32 79	37 51	44 28	11
12	32 71	38 09	44 59	52 90	30 64	35 78	40 92	48 31	12
13	35 44	41 26	48 30	57 30	33 19	38 76	44 32	52 33	13
14	38 16	44 44	52 02	61 71	35 74	41 74	47 73	56 36	14
15	40 89	47 61	55 73	66 12	38 29	44 72	51 14	60 38	15
16	43 61	50 79	59 45	70 53	40 85	47 70	54 55	64 41	16
17	46 34	53 96	63 16	74 93	43 40	50 68	57 96	68 43	17
18	49 07	57 14	66 88	79 34	45 95	53 66	61 37	72 46	18
19	51 79	60 31	70 59	83 75	48 51	56 64	64 78	76 48	19
20	54 52	63 48	74 31	88 16	51 06	59 63	68 19	80 51	20
21	57 24	66 66	78 02	92 57	53 61	62 61	71 60	84 53	21
22	59 97	69 83	81 74	96 97	56 17	65 59	75 01	88 56	22
23	62 69	73 01	85 45	101 38	58 72	68 57	78 42	92 58	23
24	65 42	76 18	89 17	105 79	61 27	71 55	81 83	96 61	24
25	70 65	82 27	96 30	114 25	66 17	77 27	88 39	104 34	25
26	75 88	88 36	103 43	122 71	71 07	82 99	94 93	112 07	26
27	81 11	94 45	110 56	131 17	75 97	88 71	101 48	119 80	27
28	86 34	100 54	117 69	139 63	80 87	94 43	108 03	127 53	28
<b>Extra Payment for work done on Sundays</b>									
1	2 18	2 54	2 97	3 53	2 04	2 39	2 73	3 22	1
2	4 36	5 08	5 94	7 06	4 08	4 78	5 46	6 44	2
3	6 54	7 62	8 91	10 59	6 12	7 17	8 19	9 66	3
4	8 72	10 16	11 88	14 12	8 16	9 56	10 92	12 88	4

(For J. notes see page 113)

**APPENDIX XI—(contd.)**

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

*Apprentices*

No. of Days	Class D				No. of Days
	1st Year	2nd Year	3rd Year	4th Year	
	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
½	1 17	1 35½	1 55½	1 82½	½
1	2 34	2 71	3 11	3 65	1
2	4 68	5 41	6 23	7 51	2
3	7 02	8 12	9 34	10 96	3
4	9 35	10 82	12 45	14 61	4
5	11 69	13 53	15 57	18 26	5
6	14 03	16 23	18 68	21 92	6
7	16 37	18 94	21 79	25 57	7
8	18 71	21 64	24 91	29 22	8
9	21 05	24 35	28 02	32 88	9
10	23 38	27 05	31 13	36 53	10
11	25 72	29 76	34 25	40 18	11
12	28 06	32 46	37 36	43 84	12
13	30 40	35 17	40 47	47 49	13
14	32 74	37 87	43 59	51 14	14
15	35 08	40 38	46 70	54 79	15
16	37 41	43 28	49 81	58 45	16
17	39 75	45 99	52 93	62 10	17
18	42 09	48 69	56 04	65 75	18
19	44 43	51 40	59 15	69 41	19
20	46 77	54 10	62 27	73 06	20
21	49 11	56 81	65 38	76 71	21
22	51 44	59 51	68 49	80 36	22
23	53 78	62 22	71 61	84 02	23
24	56 12	64 92	74 72	87 67	24
25	60 61	70 11	80 70	94 68	25
26	65 10	75 30	86 68	101 69	26
27	69 59	80 49	92 66	108 70	27
28	74 08	85 68	98 64	115 71	28
<b>Extra Payment for work done on Sundays</b>					
1	1 87	2 16	2 49	2 92	1
2	3 74	4 32	4 98	5 84	2
3	5 61	6 48	7 47	8 76	3
4	7 48	8 64	9 96	11 68	4

(For footnotes see page 113)

## APPENDIX XII

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

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

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

## APPENDIX XIII

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during February, 1935, 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 4	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
<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

*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 February, 1965, to workers in the Tea Export Trade**

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

**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 February, 1965, to workers in the Tea Growing and Manufacturing Trade**

No. of Days	Men			Women			Child Workers *			No. Days
	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working day
1/2	0 62½	0 65	1 27½	0 52½	0 48	1 00½	0 40	0 44½	0 84½	1/2
1	1 25	1 30	2 55	1 05	0 96	2 01	0 80	0 89	1 69	1
2	2 50	2 60	5 10	2 10	1 92	4 02	1 60	1 78	3 38	2
3	3 75	3 90	7 65	3 15	2 88	6 03	2 40	2 67	5 07	3
4	5 00	5 20	10 20	4 20	3 84	8 04	3 20	3 56	6 76	4
5	6 25	6 50	12 75	5 25	4 80	10 05	4 00	4 45	8 45	5
6	7 50	7 80	15 30	6 30	5 76	12 06	4 80	5 34	10 14	6
7	8 75	9 10	17 85	7 35	6 72	14 07	5 60	6 23	11 83	7
8	10 00	10 40	20 40	8 40	7 68	16 08	6 40	7 12	13 52	8
9	11 25	11 70	22 95	9 45	8 64	18 09	7 20	8 01	15 21	9
10	12 50	13 00	25 50	10 50	9 60	20 10	8 00	8 90	16 90	10
11	13 75	14 30	28 05	11 55	10 56	22 11	8 80	9 79	18 59	11
12	15 00	15 60	30 60	12 60	11 52	24 12	9 60	10 68	20 28	12
13	16 25	16 90	33 15	13 65	12 48	26 13	10 40	11 57	21 97	13
14	17 50	18 20	35 70	14 70	13 44	28 14	11 20	12 46	23 66	14
15	18 75	19 50	38 25	15 75	14 40	30 15	12 00	13 35	25 35	15
16	20 00	20 80	40 80	16 80	15 36	32 16	12 80	14 24	27 04	16
17	21 25	22 10	43 35	17 85	16 32	34 17	13 60	15 13	28 73	17
18	22 50	23 40	45 90	18 90	17 28	36 18	14 40	16 02	30 42	18
19	23 75	24 70	48 45	19 95	18 24	38 19	15 20	16 91	32 11	19
20	25 00	26 00	51 00	21 00	19 20	40 20	16 00	17 80	33 80	20
21	26 25	27 30	53 55	22 05	20 16	42 21	16 80	18 69	35 49	21
22	27 50	28 60	56 10	23 10	21 12	44 22	17 60	19 58	37 18	22
23	28 75	29 90	58 65	24 15	22 08	46 23	18 40	20 47	38 87	23
24	30 00	31 20	61 20	25 20	23 04	48 24	19 20	21 36	40 56	24
<b>Sunday Work</b>										
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

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.