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# CEYLON LABOUR GAZETTE

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## JOB EVALUATION

ONE of the principal tasks of wage regulation within an undertaking is to try to ensure that the wages in different occupations are fair in relation to one another. Occupations that call for approximately equal qualities should receive approximately equal wages, whether in the same factory or in different factories in the same industry or in different industries. Occupations requiring a high degree of skill, lengthy training, initiative and responsibility should be paid more than those that need lower standards of ability.

Substantial differences are often found. These are usually the result either of the maintenance of long-established customary or traditional differences or else of differences in demand and supply. If in one occupation there is a shortage of skilled workers and in another requiring similar standards of ability there is a surplus of such workers, the wage differences between them may become quite wide in the short run. In the former occupation, demand for labour is greater than supply and wages rise, while in the latter supply is greater than demand and competition for jobs brings wages down. In the long run, however, the forces of demand and supply tend to reduce such wage differences because more workers are trained for the well-paid jobs, the mobility of labour increases the supply of workers for these jobs, and workers move away from the low-paid occupations. Thus demand and supply gradually come into balance and temporary wage gaps are reduced or removed.

### Objectives and Definition

Job evaluation cannot remove the effects of demand and supply on relative wages, but it can put different occupations into ranks or grades based on the qualities required by each occupation. It does not determine the amount of wage suitable for each grade but does indicate which grades should have higher wages than others. It provides a method of setting up a wage structure that is fair by indicating that jobs requiring similar efforts, skill and responsibility should be paid about equal wages, and that jobs calling for higher qualities should be paid more. Its object is to ensure equal pay for equal or equivalent work.

Changes in the classification or grading of jobs must be made when processes and methods of work are altered. Some jobs may become more difficult and should be upgraded. For others—for example, where a previously skilled job is split up into simpler

processes, or where a machine controlled by a semi-skilled worker now does work for which skilled craftsmen were hitherto needed—new grades are required below that in which the skilled workers had been classified. An examination of existing wage structures may reveal that some wage rates are too low and others too high. Frequently jobs have been graded and wages fixed independently by the manager or foreman in each department, and are unfair in relation to the grades and wages in other departments of the same undertaking; and this causes discontent among those workers who consider themselves underpaid.

A carefully devised wage structure for the whole undertaking may do much to remove these grievances. Workers feel that if two jobs are of similar difficulty their wages should be the same, while higher or lower wages should be paid for jobs that are more difficult or less difficult respectively. Managements hold similar views, and if job evaluation is done intelligently and fairly, and if representatives of the workers take part with management in the work, a basis for agreement between them may not be difficult to find.

Job evaluation has been more effective for manual and clerical workers than for the higher ranks of management and senior technicians, although it has been used to devise salary structures for them also. Its application has been greatest in individual undertakings, particularly in the metal industry. As undertakings grow in size and employ large numbers of workers on many different kinds of work, the management increasingly feels the need for a sort of yardstick to measure the relative qualities of the various occupations, and accordingly to establish wage and salary structures that give proper recognition to each grade. The principles and methods of job evaluation have been extended to cover an industry or even more widely for the establishment of gradings between industries on a national basis. These wide developments are, however, still in an early stage, though job evaluation has been tried on a nation-wide scale in the Netherlands since the Second World War.

Job evaluation may be defined as a method of studying and grading jobs in order to provide a basis for a fair wage structure. It is concerned with the ranking of jobs and not directly with the men who do them. Within each grade some workers will be more efficient than others; their wage rates under job-evaluation systems will be the same, although, as indicated elsewhere in this manual, under incentive methods of payment the more efficient workers may be able to earn more than less efficient workers in the same grade, or may be given recognition by merit rating. Job evaluation must be regarded as only one of the factors in determining wage structures, especially where wage rates and scales are fixed by collective bargaining.

It must be underlined that job evaluation can greatly help the application of the principle of equal remuneration for work of equal value.

## **The Grading System**

Various methods of job evaluation are in use. One of the simplest systems is to decide upon a number of labour grades. It may, for example, be found that in an engineering works there are

60 different manual occupations ; a decision is taken to simplify the system and classify the occupations into four, five, eight or other suitable number of grades. A simple four-grade system could be: highly skilled, skilled, semi-skilled, and unskilled. The 60 occupations would then be discussed in detail by supervisors and others with special knowledge of the characteristics required for each occupation.

Among the principal characteristics are skill, intelligence and mental effort, physical effort, training and experience required, and working conditions—whether in high temperatures, dust, high humidity, dirt, noise and fumes or in normal atmospheric and pleasant conditions. Many of the occupations may fall easily into one or other of the grades, but others may be so near the border line that their grading is rather doubtful. Workers doing somewhat difficult but light work may fairly be put in the same grade as workers doing simple but very heavy work. Executive and administrative salaried grades in private industry and government service can similarly be classified and descriptions given of the qualifications required for each class or grade. In a low grade the occupation requirement may be an ability to do simple routine office work under close supervision and with little or no need for the worker to exercise independent judgment. Higher grades could require in varying degree educational qualifications, administrative ability, leadership, responsibility, and powers of independent judgment.

### **The Point-Rating System**

Other systems are based on similar general principles but differ in detail. The one most widely used is point rating. This involves a systematic analysis of the factors or qualities required for each job. These are broadly similar to those mentioned above in describing the grading or classification method: for example, skill, divided into education and training, experience and initiative ; effort, both physical and mental ; responsibility for equipment, material, safety of others, and the work of others ; and job conditions, including good or poor conditions and risks involved. Then each of these factors is considered according to the degree required ; for example, effort required may be very little, little, average, great or very great. Points are given to each degree of each factor. Descriptions of the work required by each job are examined and broken down into the factors and degrees. Points are given to each degree, the number of points increasing with the importance of the degree. Thus 5 points may be given where very little effort is required and the number raised progressively up to 25 points for very great effort. Similarly, points varying according to degree are given for each of the other factors or qualities required by the job. The points are then totalled and these give the rating of each job in relation to other jobs.

Many variations of this method have been applied in different undertakings. One variation is to use it first for a number of carefully selected jobs which can readily be recognised, described and analysed into their various elements and degrees. These jobs should include some in the highest skilled occupations, some in the middle range and others requiring relatively little skill. These are systematically rated by the points method. The ratings are then

examined and if the results seem unsatisfactory the factors chosen and the points given to the different degrees are revised so as to give good results, and the system is then applied to all the occupations.

It is claimed that the points method is less influenced than other methods are likely to be by the prejudices and judgment of those using it. Yet there are subjective decisions in selecting the factors, specifying the degrees and fixing the points, and in consequence the method is not really objective or scientific. In effect it uses system but not science in the grading of jobs.

### **Practical Application**

Job evaluation has been employed with substantial benefits in many undertakings and industries. It has replaced long lists of occupations that had grown haphazardly over many years by a few systematically related categories; this greatly simplifies the wage structure, removes anomalies, and makes wage negotiations easier. For example, when the British coal mines were nationalised after the war great differences were found in the occupations in the many mining districts throughout the country. On inquiry it was found that among the time-workers alone there were more than 6,500 jobs with different names or descriptions. By work study and job evaluation applied in 1955 it became evident that many of the workers with different local occupational titles were doing the same or closely similar work. As a first stage a standard list of about 400 jobs was compiled for the whole country. Then these were classified into about a dozen grades covering skilled craftsmen, underground work and surface work. This enabled substantial progress to be made in establishing a standardised pattern for the fixing of wages throughout the country.

It is now necessary to consider the use of the results of job evaluation for wage fixing. In any undertaking the wage rates of different grades should be such that the workers accept them as fair. If several jobs are grouped together within a grade, the wage differences between them should be such as are considered reasonable because of the higher or lower qualities required in each case. In other words when, after job evaluation, changes are made in wage differentials (that is, in the wage structure) these should be considered equitable by a considerable majority of the workers. They must be acceptable internally within the undertaking and also reasonable externally: that is, in relation to the wages of approximately comparable grades in other undertakings. Disputes would arise if the new wage structure of one undertaking provided lower wages than those in other undertakings. Nor should the wage structure provide much higher wages for similar work in one undertaking than in others. Thus a study of wages in other undertakings is needed.

The wage structure can be built by fixing the wage for the lowest and the highest jobs as graded by the points or other method. Then the wages for the various intermediate grades are settled between these limits in relation to the points assessed for each job. The amounts paid to the lowest, intermediate and highest grades are not fixed by job evaluation. All it does is to determine which jobs shall have lower or higher wages than others.

One of the main difficulties that is encountered when a new wage structure based on job evaluation is introduced is that the wages previously paid for some jobs may be out of line with the new scale. If a job has been paid at, say, £14 a week but is valued by the rating system as equal in requirements to jobs of £12 a week under the new scale, the workers concerned will object to their wages being lowered. One way of avoiding or lessening disputes is to introduce the new wage structure at a time when wages throughout the undertaking are being raised. When this is being done the wages for jobs that had previously been overpaid can be increased somewhat less and those for jobs previously underpaid can be raised somewhat more than the general rate of increase. Two or three adjustments of this kind over a period of several years may be necessary before the wages for all jobs are brought into line with the results of job evaluation.

It must not be overlooked, however, that as time goes on, the scale determined by a job evaluation is likely to require modification. For example, if tools, machines or processes are introduced that make a job easier, then its rating may be changed. Similarly, as already indicated, if a job previously done by skilled workers is split into two or more parts, each of which can be done by semi-skilled or even by unskilled workers, then that skilled occupation disappears from the list and workers of lower grade and lower wages will do the work. On the other hand, the skill and responsibilities of workers on some jobs may be increased and their grade and pay should therefore be raised. As changes are frequently made in manufacturing processes it is evident that job-evaluation gradings and the wages based on them must be flexible and that adjustments must be made to keep them in line with advances in industrial techniques and methods.

There are advantages if the wage structure is relatively simple. In one undertaking there may be 100 different manual occupations, each with a different total of points. If these can be classified into five, eight or twelve grades, grouping together into one grade occupations that have only small differences in their number of points, the wage structure is greatly simplified. This reduces the cost of wage administration. It removes the difficulty that would arise if some workers did various jobs with slightly different point values for which they would have to be paid a different wage every time they changed from one to the other. If these jobs are grouped in one grade at one wage such minor wage changes are avoided. Furthermore, job evaluation is not so scientific as to justify wage differences because a point or two more is given to one job than to another.

A wage structure based on job evaluation is liable to be disturbed by conditions of demand and supply affecting different grades of workers. For example, if there is a shortage of skilled electrical engineers with specialised experience it will not doubt be necessary during the shortage to pay them higher wages than their job-engineers with specialised experience it will no doubt be necessary skilled experienced workers. Problems arise also in fixing the wages of piece-workers. These can be solved fairly easily if the work is standardised and not frequently changed. The difficulties are greater, however, where, as in clothing and engineering, the piece-rates often have to be altered because a change in the produce means that the work either can be done more quickly or requires more time.

Job evaluation, by grading workers according to differences in degrees of skill, effort, experience and responsibility, can provide a basis for a rational wage structure. It can classify jobs so that those that involve equal or equivalent work are grouped together and equal pay can therefore be given for them. Its purpose is to enable jobs to be classified systematically into different grades according to the degree of skill and other qualities required: higher or lower wages can consequently be fixed on a systematic basis and not in a "hit or miss" manner. Workers generally approve application of the principle of equal pay for equal work and of fair differential wage rates according to differences in skill, education and other qualities. It is desirable, therefore, that workers and their trade unions should carefully study job evaluation, its problems and its methods of application.

In countries with centrally planned economies job evaluation has been extensively applied. Occupations in each industry are classified into grades according to skill. In the early periods, because of shortages of skilled workers, wide differences in basic rates were fixed between the wages paid to workers in the lowest and to those in the highest grades in order to encourage workers to become skilled. Later, when the number of skilled workers progressively increased as a result of training and experience, the differences were narrowed considerably. The number of grades is small in comparison with other industrial countries, and the tendency in recent years has been somewhat to reduce it in order to simplify the wage system. In most industries there are now only six or seven grades, whereas formerly in some industries there were ten or twelve. The steps or differences from one grade to another differ somewhat within industries and between industries in recognition of differences in the time for the training and experience required by workers to qualify them to move from a lower to a higher grade.

The grades are essentially job classifications. They are differentials or ratios, and do not specify the actual wage rates, for any given grade, for example grade III, the wages are higher in some industries than in others, varying according to the priority given to each industry by the planning authorities. For each grade in any industry, a basic wage rate is fixed as the rate for the job—a rate that, as in other countries, includes allowances for heavy work and for work under difficult or unpleasant conditions. Account is also taken of the national importance of the industry. Thus in the iron and steel industries the basic rates are substantially higher than in textiles and baking.

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

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## STATISTICS OF THE MONTH IN BRIEF

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

2. The Colombo Consumers' Price Index number for the month of February, 1965, is 112.3 as against 112.5 for the month of January 1965, a decrease of .2.

## Wage Rate

(a) The Basic Wages payable for the month of March 1965 to workers in trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

(b) The Special Living Allowances payable for the month of March 1965 to workers in all the trades to which Part II of the Wages Boards Ordinance has been applied will be the same as that for the month of February 1965.

## Strikes

There were altogether 21 strikes in December 1964, involving 5,780 workers and a loss of 46,836 man days as against 18 strikes in November 1964 involving 3,979 workers and a loss of 12,024 man days. Eleven of these strikes were in Tea Estates involving 3,383 workers and a loss of 9,184 man days; three in Rubber Estates involving 886 workers and a loss of 16,993 man days; one in a Tea-cum-Rubber Estate involving 721 workers and a loss of 3,605 man days; one in a Motor Transport Trade involving 194 workers and a loss of 1,164 man days; one in Tea Export Trade involving 189 workers and a loss of 13,041 man days; one in a Rubber Export Trade involving 199 workers and a loss of 995 man days; one in Aerated Waters and Ice Manufacturies Trade involving 31 workers and a loss of 651 man days; one in Miscellaneous Trade involving 9 workers and a loss of 27 man days and the remaining one in Match Manufacturing Trade involving 168 workers and a loss of 1,176 man days.

## REGISTRANTS FOR EMPLOYMENT OR BETTER EMPLOYMENT

THE total number of registrants for employment or better employment, according to registers of the Employment Exchanges, as at the end of December 1964, and January 1965 was as given below:—

	December, 1964			January, 1965		
	Males	Females	Total	Males	Females	Total
Technical and Clerical ..	22,183..	19,025..	41,208..	21,997..	19,107..	41,104
Skilled ..	14,530..	3,412..	17,942..	14,227..	3,535..	17,762
Semi-skilled ..	32,004..	6,161..	38,165..	32,084..	6,217..	38,301
Unskilled ..	63,576..	4,565..	68,141..	63,664..	4,601..	68,265
Total ..	132,293	33,163	165,456	131,972	33,460	165,432

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

	December, 1964			January, 1965		
	Males	Females	Total	Males	Females	Total
Technical and Clerical ..	44 ..	22 ..	66	195 ..	26 ..	221
Skilled ..	49 ..	4 ..	53	10 ..	3 ..	13
Semi-skilled ..	177 ..	8 ..	185	68 ..	12 ..	80
Unskilled ..	307 ..	— ..	307	149 ..	19 ..	168
Total ..	577	34	611	422	60	482

## WAGES BOARDS

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

#### XXXVI—The Rubber Growing and Manufacturing Trade

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

THE description of the Rubber Growing and Manufacturing Trade appeared in an Order made under section 6 of the Wages Boards Ordinance (Chapter 136), published in *Ceylon Government Gazette Extraordinary*, No. 10,035 of October 22, 1949, and came into force on October 22, 1949.

##### Order

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

The rubber growing and manufacturing trade, that is to say—

- (1) the raising and maintenance of a rubber plantation of twenty-five acres or over in extent; and
- (2) the manufacture of marketable rubber from the latex of the rubber plant; including—
  - (a) felling and clearing jungle and old rubber, and thinning out;
  - (b) draining and terracing;
  - (c) cutting pegs, lining, holing, and filling;
  - (d) planting shade trees, ground cover, and cover crops;
  - (e) planting and replanting rubber, and budgrafting;
  - (f) constructing, repairing, and maintaining roads and buildings;
  - (g) weeding;
  - (h) mulching, forking and manuring;
  - (i) taking a census of trees for tapping and marking trees for tapping;
  - (j) tapping, collecting of scrap and latex, and straining of latex;
  - (k) skimming, machining, rolling and cutting coagulant and washing of sheets;
  - (l) drying and smoking;
  - (m) sorting, packing, numbering and marking;
  - (n) transporting;
  - (o) scraping of diseased tissue, spraying and applying fungicide and sulphur dusting;
  - (p) cutting firewood;
  - (q) cleaning and sweeping of lines and premises and conserving latrines;

- (r) cattle keeping ;
- (s) the work of a kangany ;
- (t) the work of a creche attendant ;
- (u) the work of a watcher ; and
- (v) any other operation connected with or incidental to the work specified in sub-paragraph (1) or (2) of the main paragraph ;

but excluding the work of the following workers :—

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

## (B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Rubber Growing and Manufacturing Trade was established on October 24, 1949, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette Extraordinary* No. 10,036 of October 24, 1949.

## (C) DECISIONS OF THE BOARD

The original decisions in respect of the rubber growing and manufacturing trade made by the Wages Board for that Trade came into force on December 1, 1949. A notification relating to those decisions was published under section 29 (3) of the Wages Boards Ordinance (Chapter 136), in *Ceylon Government Gazette* No. 10,047 of November 25, 1949. Decisions varying earlier decisions, were published in notifications appearing in *Gazettes* No. 10,115 of June 30, 1950, No. 10,168 of October 27, 1950, *Gazettes Extraordinary* No. 10,229 of March 30, 1951, No. 10,429 of July 30, 1952, No. 10,542 of June 29, 1953, *Gazette* No. 10,820 of July 22, 1955, *Gazette Extraordinary* No. 10,843 of September, 30, 1955, and *Gazette* No. 14,323 of February 19, 1965.

## PART I

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

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

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

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

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

## PART II

The minimum rate of wages for time work for any person (including any tapper) engaged in the rubber growing and manufacturing trade more fully described in the Order appearing in the notification under

section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, published in *Gazette Extraordinary* No. 10,035 of October 22, 1949 (as amended by any subsequent Order), shall consist of—

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

Class of worker	Basic rate for a normal working day		Rate of special allowance for a normal working day in any month
	Rs.	c.	
			Where the cost of living index number for the preceding month is 99.2, the special allowance shall be—
			Rs. c.
			for a male worker not under 16 years of age .. 1 9
			for a female worker not under 15 years of age .. 0 82
			For a child worker .. 0 75
			Where the cost of living index number for the preceding month is above 99.2, the rate of special allowance hereinbefore prescribed shall be increased, for each complete unit of 1.8 points by which the index number exceeds 99.2 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table I below—
Male worker not under 16 years of age	1	40	3 cents in the case of a male worker not under 16 years of age
			cents in the case of a female worker not under 15 years of age.
Female worker not under 15 years of age	1	30	2 cents in the case of a female worker not under 15 years of age.
			2 cents in the case of a child worker
			Where the cost of living index number for the preceding month is 99.1, the special allowance shall be—
			Rs. c.
			for a male worker not under 16 years of age .. 1 6
			for a female worker not under 15 years of age .. 0 80
Child worker	..	1 5	for a child worker .. 0 73
			Where the cost of living index number for the preceding month is below 99.1, the rate of special allowance hereinbefore prescribed shall be decreased, for each complete unit of 1.8 points by which the index number falls short of 99.1 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table II below—
			3 cents in the case of a male worker not under 16 years of age
			2 cents in the case of a female worker not under 15 years of age
			2 cents in the case of a child worker

TABLE ILLUSTRATING THE APPLICATION OF THE FOREGOING PARAGRAPHS

Table I

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

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

Table II

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

Index number	Special Allowance					
	For a male worker not under 16 years of age		For a female worker not under 15 years of age		For a child worker	
	Rs.	c.	Rs.	c.	Rs. c.	
99.1-79.4	..	1 6	..	0 80	..	0 73
95.3-95.6	..	1 3	..	0 78	..	0 71
95.5-93.8	..	1 0	..	0 76	..	0 69
93.7-92.0	..	0 97	..	0 74	..	0 67
91.9-90.2	..	0 94	..	0 72	..	0 65

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum rate of wages for time work for any tapper employed on a Sunday or for any worker (kangany) engaged in supervising the work of a tapper on that day shall be one and half times the minimum rate of wages for time work fixed for such worker in respect of a normal working day.

In the foregoing decisions—

- (a) "child worker" means a male worker under 16 years of age or a female worker under 15 years of age,
- (b) "tapper" means a worker engaged in the following activities :—  
tapping, collecting of scrap and latex, straining of latex, scrapping of diseased tissues, spraying and applying fungicide.

### PART III

#### Overtime Rates

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

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

In the computation of the overtime rate—

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

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum overtime rate for any tapper, as defined in Part II of this Schedule, employed on a Sunday or for any worker (kangany) engaged in supervising the work of

such tapper on that day shall, in respect of each hour of work in excess of the normal working day, be twice the minimum hourly rate applicable to such worker (such hourly rate being ascertained by dividing the daily minimum time rate applicable to him by 8.)

## PART IV

### *Weekly Holiday (section 24)*

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

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

The preceding provisions of this Part shall not apply to tappers as defined in Part II of this Schedule or to workers (kanganies) engaged in supervising the work of such tappers.

### *Annual Holidays (section 25)*

1. (a) If a male worker of not less than 16 years of age has been in continuous employment under the same employer and has worked for more than 228 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays (not exceeding 17) calculated in the following manner:—

- (i) at the rate of one holiday for each complete unit of 4 days by which the number of days on which the worker has worked exceeds 228; provided, however, that the number of days so calculated does not exceed nine; and thereafter;

(ii) at the rate of one holiday for each complete unit of 3 days by which the number of days on which the worker has worked exceeds 264: provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

(b) If a female worker or a child worker has been in continuous employment under the same employer and has worked for more than 204 days in any year (hereinafter called the "qualifying year"), such worker shall be allowed in the next succeeding year a holiday or holidays (not exceeding 17) calculated in the following manner:—

(i) at the rate of one holiday for each complete unit of 4 days by which the number of days on which the worker has worked exceeds 204; provided, however that the number of days so calculated does not exceed nine; and thereafter;

(ii) at the rate of one holiday for each complete unit of 3 days by which the number of days on which the worker has worked exceeds 240; provided, however that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 264 days.

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

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

3. Subject to the provisions of paragraph 2, a worker shall be allowed his holiday or holidays on a day or days to be mutually agreed upon between him and his employer.

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

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

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

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

(b) Where a male worker of not less than 16 years of age intends to leave his employment of his own accord or is to be discontinued or dismissed from employment by his employer during the current year, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 19: Provided, however, that it shall not be obligatory on an employer to allow any holidays in excess of the maximum number of holidays which that worker would have been entitled to under the provisions of paragraph 1 if that worker had continued in employment.

(c) Where a female worker or a child worker intends to leave the worker's employment of the worker's own accord or is to be discontinued or dismissed from employment by the worker's employer during the current year, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 17: Provided, however, that it shall not be obligatory on an employer to allow any holiday in excess of the maximum number of holidays which that worker would have been entitled to under the provisions of paragraph 1 if that worker had continued in employment.

A worker specified in this paragraph shall be remunerated for such holidays in accordance with the provisions of paragraph 4: Provided, however, that the total number of holidays that such worker might take in any year shall not exceed twenty-one.

7. For the purpose of the foregoing provisions—

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

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

- (i) every holiday allowed by the employer to the worker under section 25;
- (ii) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance;
- (iii) every day of absence on any grounds approved by the employer other than absence from the Island except on a holiday allowed by the employer under section 25;
- (iv) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment, provided such injury had been notified to the employer;

- (v) every day of absence due to the disease of anthrax or due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap 117);
- (vi) every day on which the employer fails to provide work for the worker; and
- (vii) every day of absence due to a strike or lockout that is not illegal, in case such days do not in the aggregate exceed 30 days a year;

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

“ year ” means a continuous period of 12 months.

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

#### *Public Holidays (section 25)*

9. (a) Subject to the provisions of this paragraph and of paragraph 10, every employer shall allow as holidays with remuneration to all workers employed by him, the following public holidays within the meaning of the Holidays Ordinance (Chapter 177):—

1. The Sinhala and Hindu New Year's Day;
2. May Day (May 1).

(b) The provisions of sub-paragraph (a) of this paragraph shall not apply to a worker in any case where a public holiday referred to in that sub-paragraph occurs during any period when such worker is on strike.

(c) The remuneration payable to a worker for each such holiday as is referred to in the preceding sub-paragraph (a) shall be not less than the minimum rate of wages payable for a normal working day in the month in which such holiday occurs.

10. An employer may employ any worker on any such public holiday as is referred to in the preceding paragraph subject, however, to the following conditions:—

- (a) a day on or before the thirty-first day of December next succeeding such public holiday shall be granted to the worker as a holiday with remuneration at not less than the daily minimum rate of wages payable for a normal working day in the month in which the alternative holiday is granted; or
- (b) such worker shall be remunerated for work done on any such public holiday at not less than double the minimum daily rate of wages for work done during the number of hours constituting a normal working day and at not less than 3 times the normal hourly rate (obtained by dividing the minimum daily rate by 8) for work done during each hour (and proportionately for work done for part of such hour) in excess of the number of hours constituting a normal working day.

**TABLE I—COST OF LIVING INDEX NUMBERS**  
**A—Colombo Working Class**

*Base : November, 1938–April, 1939 = 100*

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

*Base : November, 1938–April, 1939 = 100*

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
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 .. 197*
1944	102	94	105	156	127	109 .. 200
1945	110	94	112	165	158	121 .. 221
1946	113	111	124	180	155	125 .. 229
1947	126	121	136	213	157	138 .. 252
1948	138	161	148	189	157	142 .. 260
1949	144	97	129	156	148	141 .. 258
1950	154	102	129	155	154	149 .. 272
1951	155	112	129	197	160	154 .. 283
1952	153	104	131	192	168	153 .. 281

† Average for 5 months only.

\* Average for 11 months only.

**B—Colombo 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	108.9
1964	106.39	103.20	101.53	129.15	129.34	112.2

1964—

January	105.70	102.19	101.53	122.87	128.71	111.2
February	105.44	102.65	101.53	126.75	128.97	111.5
March	104.91	103.34	101.53	128.31	129.45	111.4
April	105.65	104.50	101.53	129.32	129.45	112.1
May	106.65	103.69	101.53	130.50	129.45	112.7
June	107.18	102.31	101.53	129.53	128.73	112.8
July	106.77	102.31	101.53	127.82	129.00	112.4
August	106.42	102.65	101.53	124.85	129.34	112.0
September	106.32	103.69	101.53	125.04	129.90	112.1
October	107.15	103.69	101.53	126.25	130.13	112.8
November	107.87	103.69	101.53	127.18	129.39	113.2
December	106.58	103.69	101.53	127.41	129.53	112.4

1965—

January	106.99	101.96	101.53	127.64	128.60	112.5
February	106.35	101.96	101.53	129.92	128.81	112.3

TABLE II—WAGES INDEX NUMBERS

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

A

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

B

Base : 1952=100

1953	..	.. 1.95	.. 101.56	.. 99.96	.. 90.97	.. 101.31	.. 99.71
1954	..	.. 1.99	.. 103.65	.. 102.52	.. 91.04	.. 101.39	.. 100.29
1955	..	.. 2.06	.. 107.29	.. 106.76	.. 94.94	.. 105.74	.. 105.21
1956	..	.. 2.08	.. 108.33	.. 108.11	.. 96.24	.. 107.18	.. 106.91
1957	..	.. 2.10	.. 109.38	.. 106.40	.. 99.16	.. 110.44	.. 107.43
1958	..	.. 2.14	.. 111.46	.. 106.21	.. 113.74	.. 126.67	.. 120.70
1959	..	.. 2.14	.. 111.46	.. 105.95	.. 113.74	.. 126.67	.. 120.41
1960	..	.. 2.12	.. 110.42	.. 106.69	.. 113.74	.. 126.67	.. 122.39
1961	..	.. 2.13	.. 110.94	.. 105.86	.. 113.74	.. 126.67	.. 120.87
1962	..	.. 2.16	.. 112.50	.. 105.83	.. 113.74	.. 126.67	.. 119.16
1963	..	.. 2.19	.. 114.06	.. 104.83	.. 113.74	.. 126.67	.. 116.42
1964	..	.. 2.24	.. 116.67	.. 103.98	.. 113.74	.. 126.67	.. 112.90
1964—							
January	..	.. 2.22	.. 115.63	.. 103.98	.. 113.74	.. 126.67	.. 113.91
February	..	.. 2.22	.. 115.63	.. 103.70	.. 113.74	.. 126.67	.. 113.61
March	..	.. 2.22	.. 115.63	.. 103.80	.. 113.74	.. 126.67	.. 113.71
April	..	.. 2.22	.. 115.63	.. 103.15	.. 113.74	.. 126.67	.. 113.00
May	..	.. 2.25	.. 117.19	.. 103.98	.. 113.74	.. 126.67	.. 112.40
June	..	.. 2.25	.. 117.19	.. 103.89	.. 113.74	.. 126.67	.. 112.30
July	..	.. 2.25	.. 117.19	.. 104.26	.. 113.74	.. 126.67	.. 112.70*
August	..	.. 2.25	.. 117.19	.. 104.63	.. 113.74	.. 126.67	.. 113.10
September	..	.. 2.25	.. 117.19	.. 104.54	.. 113.74	.. 126.67	.. 113.00
October	..	.. 2.25	.. 117.19	.. 103.89	.. 113.74	.. 126.67	.. 112.30
November	..	.. 2.25	.. 117.19	.. 103.52	.. 113.74	.. 126.67	.. 111.90
December	..	.. 2.25	.. 117.19	.. 104.26	.. 113.74	.. 126.67	.. 112.70
1965—							
January	..	.. 2.25	.. 117.19	.. 104.17	.. 113.74	.. 126.67	.. 112.60
February	..	.. 2.25	.. 117.19	.. 104.35	.. 113.74	.. 126.67	.. 112.80

\* 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
1964 ..	2.27	115.82	3.88	132.88	2.40	117.65
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
February	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 †

Year	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,333
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,651
1945	2,258	11,025	3,267	4,816	21,366
1946	5,636	10,012	7,527	13,369	36,544
1947	2,883	7,325	8,113	16,423	34,744
1948	4,474	13,027	12,443	36,712	66,656
1949	5,132	11,994	13,591	39,015	69,732
1950	5,627	10,525	13,523	35,447	65,122
1951	5,515	8,186	12,520	26,486	52,707
1952	6,883	7,522	13,795	24,823	53,029
1953	8,374	6,462	13,676	23,034	51,546
1954	11,728	7,919	16,287	27,370	63,304
1955	14,498	8,544	20,142	27,826	71,010
1956	16,091	9,794	25,808	34,259	85,952
1957	18,582	13,439	30,864	47,971	110,856
1958	19,803	13,674	32,973	51,346	117,796
1959	20,869	13,859	33,723	59,567	128,018
1960	26,252	16,928	34,887	73,025	151,092
1961	27,629	18,201	34,212	71,223	151,265
1962	33,825	17,352	35,593	65,439	152,209
1963	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
1965—January	41,104	17,762	38,301	68,265	165,432

\* 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

<i>Year</i>	<i>Colombo</i>	<i>Negombo</i>	<i>Katutura</i>	<i>Galle</i>	<i>Kandy</i>	<i>Nawalapitiya</i>	<i>Kurunegala</i>	<i>Jaffna</i>	<i>Ratnapura</i>	<i>Badulla</i>	<i>Batticaloa</i>	<i>Kalmunai</i>
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—
1950	41,988	3,696	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	7,308	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422
1960	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,084	630
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	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	1,680	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	3,028	1,673	657
November	58,330	12,900	13,718	17,378	9,004	934	7,016	3,903	5,155	3,115	1,664	715
December	57,943	13,081	14,003	17,430	9,139	953	7,136	4,133	5,057	3,212	1,668	749
1965—												
January .	57,626	13,264	14,577	17,607	8,399	945	7,268	3,932	4,874	3,216	1,847	801

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

<i>Trincmalee</i>	<i>Anuradhapura</i>	<i>Avissewella</i>	<i>Haputale</i>	<i>Matara</i>	<i>Vavuniya</i>	<i>Kegalle</i>	<i>Matale</i>	<i>Chilaw</i>	<i>Hatton</i>	<i>Nuwara Eliya</i>	<i>Total</i>
—	—	—	—	—	—	—	—	—	—	—	34,744
283	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,782
848	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	53,307
252	437	678	—	—	—	—	—	—	—	—	53,023
239	548	477	526	1,382	—	—	—	—	—	—	51,546
1,567	884	1,377	396	1,589	—	—	—	—	—	—	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	—	—	—	160,231
1,431	2,742	3,804	1,188	7,811	737	3,230	1,259	2,109	768	822	152,092
1,389	3,128	3,528	1,414	8,606	671	4,049	1,345	2,269	889	578	151,922
1,467	3,122	3,553	1,471	8,753	654	4,185	1,383	2,334	881	609	154,605
1,493	3,097	3,441	1,493	8,846	664	4,380	1,419	2,421	843	636	156,109
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
1,325	2,838	3,475	1,611	8,745	544	4,049	1,343	2,387	817	582	157,694
1,893	3,015	3,594	1,614	8,835	544	4,084	1,363	2,482	853	557	160,539
1,913	3,089	3,795	1,605	8,943	547	4,103	1,370	2,447	873	535	161,298
1,923	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	4,328	1,432	2,377	1,083	510	162,507
1,764	2,946	3,806	1,652	9,260	707	4,693	1,486	2,384	1,189	541	164,260
1,674	3,150	3,862	1,580	9,297	677	4,940	1,529	2,399	1,270	544	165,456
1,481	3,144	3,910	1,593	9,223	697	5,248	1,542	2,414	1,302	522	165,432

**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	1,298	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	660	1,458	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	18,095	1,308	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	18,038	1,867	33,446	5,874	72,906	11,306
1952	3,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,458
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	13,524	2,166	10,600	1,064	22,358	1,187	2,392	3,791	83,883	8,208
1956	19,321	1,918	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	16,285	771	27,889	1,247	65,481	4,744	133,430	8,162
1961	22,558	1,259	14,784	631	24,791	964	50,390	2,794	112,523	5,648
1962	24,155	1,263	11,626	468	22,994	809	42,404	2,317	101,179	4,851
1963	24,997	1,322	11,953	502	24,951	939	43,400	2,466	105,301	5,129
1964	29,947	1,722	14,277	535	28,304	945	48,991	3,599	121,609	6,801
1964 January	2,996	60	1,263	24	2,808	74	4,100	325	11,167	483
February	2,627	211	1,288	34	2,507	49	3,880	367	10,302	661
March	2,336	117	1,147	65	2,529	69	4,036	407	10,048	658
April	1,632	168	776	49	1,716	68	3,034	232	7,158	517
May	2,468	105	891	32	1,914	73	3,902	235	9,175	445
June	2,966	152	1,085	30	2,472	43	4,764	322	11,287	547
July	2,562	138	1,099	48	2,411	61	4,478	132	10,550	379
August	2,381	183	1,211	63	2,501	49	3,769	373	9,862	668
September	2,343	167	1,138	51	2,292	89	3,720	249	9,493	556
October	2,862	207	1,269	41	2,528	67	4,315	319	10,974	634
November	2,415	148	1,739	45	2,502	118	4,686	331	11,342	642
December	2,359	66	1,371	53	2,214	185	4,307	307	10,251	611
1965 January	2,548	221	1,197	13	2,677	80	4,692	168	11,114	482

**TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of January, 1965**

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	704	159	382	2	1,100	30	1,339	8	3,525	199
Negombo	121	—	68	1	177	6	399	16	765	23
Kalutara	218	—	66	—	276	3	817	6	1,377	9
Galle	262	3	74	1	169	1	419	10	924	15
Kandy	141	3	102	—	101	7	251	11	595	21
Nawalapitiya	11	—	4	—	8	—	16	—	39	—
Kurunegala	118	—	35	—	68	—	164	—	385	—
Jaffna	184	7	39	—	66	1	146	18	435	26
Ratnapura	63	2	15	—	70	—	56	4	204	6
Badulla	65	20	29	3	33	11	100	14	227	48
Batticaloa	70	3	18	1	83	2	102	8	276	14
Kalmunai	32	6	20	—	37	—	34	—	123	6
Trincomalee	25	2	45	3	30	—	50	6	150	11
Anuradhapura	95	1	79	—	96	7	93	9	363	17
Avissawella	73	—	25	—	59	—	123	—	280	—
Haputale	17	—	8	—	14	—	30	—	69	—
Matara	129	3	59	2	97	5	224	16	509	26
Vavuniya	25	1	4	—	17	—	8	—	54	1
Kegalla	118	1	73	—	102	—	151	15	444	16
Matale	19	—	17	—	21	1	24	6	81	7
Chilaw	42	10	20	—	30	4	73	6	165	20
Hatton	9	—	8	—	8	2	50	13	75	15
Nuwara Eliya	7	—	7	—	12	—	23	2	49	2
Total	2,548	221	1,197	13	2,677	80	4,692	168	11,114	482

TABLE VIII—Strikes In Ceylon Since 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	Not available	Not available	4	Not available	Not available
1940	36	9,732	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048½	66†	12,399	937
1945	28	3,514	4,285*	53	28,875	153,388½
1946	87	15,259	31,830½	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,714
1948	33	23,100	49,933½	20	1,065	2,497½
1949	66	477,412	681,340	28	2,874	14,576½
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	363,600	430,586	54	14,482	81,996
1954	59	86,450	391,200	55	13,391	85,569
1955	60	11,437	69,913	47	11,298	36,016
1956	99	56,908	200,888	115	31,852	152,966
1957	177	297,061	618,050	127	70,239	190,443
1958	123	39,372	340,632	96	42,713	399,228
1959	177	47,318	352,145	71	42,933	463,119
1960	123	42,528	259,948	37	4,830	15,189½
1961	90	29,223	317,866	39	38,013	170,372
1962	138	42,569	193,792	50	25,730	801,882
1963	174	62,511	359,905	58	29,819	479,678
1964 January to December §	188	64,873	589,142	89	18,533	231,672
1963 January	14	3,330	10,429	3	84	874
February	7	3,291	8,475	3	15,222	203,846
March	19	4,226	15,388	1	103	909
April	25	7,966	53,867	4	477	1,713
May	9	3,383	17,469	5	996	1,943
June	12	4,007	47,909	7	697	4,078
July	22	14,753	81,067	6	1,261	16,719
August	10	2,613	36,247	3	5,109	11,302
September	16	5,348	26,023	7	1,092	6,316
October	15	5,658	31,361	5	629	1,921
November	15	4,892	22,123	3	2,791	222,560
December	10	3,044	9,547	11	1,358	7,497
1964 January §	13	4,726	101,406	7	6,785	119,703
February §	16	4,932	46,510	9	1,160	12,085
March §	13	5,397	107,028	11	1,828	13,133
April §	12	3,641	17,123	7	344	4,108
May §	16	3,832	24,946	7	1,404	8,644
June §	19	5,764	76,724	8	1,606	20,896
July §	16	7,884	33,725	13	1,729	22,136
August §	18	5,762	58,778	4	435	5,237
September §	18	9,120	25,748	7	361	1,470
October §	**19	**5,804	**51,295	3	246	3,504
November §	13	3,021	10,077	**7	**1,845	**3,702
December	15	4,990	29,782	6	790	17,054

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

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

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

§ The figures are provisional and subject to amendment.

\*\* Amended figures.

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

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

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

Industry or Trade	Number of		Number of
	Strikes	Workers involved	
Plantations—Tea ..	11	3,383	9,184
Rubber ..	3	886	16,993
Tea-cum-Rubber ..	1	721	3,605
Coconut ..	—	—	—
Coconut-cum Rubber ..	—	—	—
<b>Total</b>	<b>15</b>	<b>4,990</b>	<b>29,782</b>
Engineering ..	—	—	—
Printing ..	—	—	—
Motor Transport ..	1	194	1,164
Tea Export ..	1	189	13,041
Rubber Export ..	1	199	995
Coconut Manufacturing ..	—	—	—
Toddy, Arrack and Vinegar ..	—	—	—
Cigar Manufacturing ..	—	—	—
Tea & Rubber Manufacturing ..	—	—	—
Cinema ..	—	—	—
Dock, Harbour and Port Transport ..	—	—	—
Building Trade ..	—	—	—
Local Government Services ..	—	—	—
Service Institutions ..	—	—	—
Factories, Workshops, &c., run by the State ..	—	—	—
Textile ..	—	—	—
Relief Schemes ..	—	—	—
Wholesale and Retail Distribution ..	—	—	—
Aerated Waters and Ice Manufacturing ..	1	31	651
Beedi Manufacturing ..	—	—	—
Hotel ..	—	—	—
Tile Manufacturing ..	—	—	—
Miscellaneous ..	1	9	27
Coir Mattress and Bristle Fibre Export ..	—	—	—
Match Manufacturing ..	1	168	1,176
<b>Total</b> ..	<b>6</b>	<b>790</b>	<b>17,054</b>
<b>Grand Total</b> ..	<b>21</b>	<b>5,780</b>	<b>46,836</b>

**TABLE X—Classification of the Strikes in December, 1964, in Causes**

Causes	Number of		Number of	
	Strikes		Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work	5	2	1,664	199
2. Wage increases, Higher rates for piece work, &c.	—	2	—	198
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	—	2	—	393
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	3	—	944	—
5. Food matters. Welfare	—	—	—	—
6. Right of association and meeting	—	—	—	—
7. Factional disputes and domestic matters	1	—	179	—
8. External matters (e.g., arrest by Police, &c.)	3	—	591	—
9. Assaults by employer or agent or others	1	—	192	—
10. General demands	1	—	721	—
11. Sympathetic strikes	1	—	699	—
<b>Total</b> ..	<b>15</b>	<b>6</b>	<b>4,990</b>	<b>790</b>

## APPENDIX I

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

Month : March, 1965

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(1) Baking Trade</b>						
<i>Monthly Rates :</i>						
Class " A " Worker : foreman, head bakers, head besses, 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 : March, 1965

Class of Worker

Basic Wages Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(3) Brick and Tile Manufacturing Trade

Daily Rates :

In the manufacture of tiles in a factory—

A—Male workers (18 and above) :

Skilled Workers, Grade I : press feeders (machine), firemen engaged in kiln (burners) ..	2 0 ..	2 06 ..	4 06
---	--------	---------	------

Skilled Workers, Grade II : press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters ..	1 80 ..	2 06 ..	3 86
---	---------	---------	------

Semi-skilled Workers : winchmen, block cutters, tile slab oiler and polisher, trimmers, green tile sorters, workers engaged in stacking tiles in vehicles for transport ..	1 60 ..	2 06 ..	3 66
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Unskilled Workers :

Workers engaged in—mixing and tempering clay mixing and pugging by machinery, stacking tiles on racks ; sun drying tiles ; helping the sorters ; helping green tile sorters ; removing baked tiles from the kiln ; stacking tiles ; moving blocks of clay to presses or other parts of the store ; truck fillers, claymen, block carriers, firewood carriers, pug-mill feeders, helpers engaged in loading and stacking tiles ..	1 40 ..	1 96 ..	3 36
--	---------	---------	------

B—Female Workers (18 and above) ..	1 15 ..	1 85 ..	3 00
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C—Workers (under 18 years) :

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

(4) Building Trade

Daily Rates :

Unskilled :

Male labourers 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 28 ..	4 08

Skilled :

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

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

Piece Rates :

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

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

(6) Cinema Trade

Monthly Rates:

A.—NON-CLERICAL

Unskilled

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

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

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

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

Skilled, Grade II

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

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

Skilled, Grade I

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

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

Class of Worker	Month : March 1965		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
<b>(6) Cinema Trade (contd.)</b>			
<b>B.—CLERICAL</b>			
<i>Grade III</i>			
Advertisement clerk ; Assistant cashier clerk ; Despatch and clearing clerk ; Advance booking clerk ; Booking clerk :—			
(a) Within the Municipal areas	.. 50 0	.. 55 0	.. 105 0
(b) Outside the Municipal areas	.. 45 0	.. 55 0	.. 100 0
<i>Grade II</i>			
Advertisement manager ; Cashier clerk ; Clerk (accounts and general) ; Typist ; Wharf clerk ; Storekeeper ; Book-keeper :—			
(a) Within the Municipal areas	.. 55 0	.. 58 0	.. 113 0
(b) Outside the Municipal areas	.. 50 0	.. 58 0	.. 108 0
<i>Grade I</i>			
Head clerk	.. ..	.. 110 0	.. 63 0
<b>(7) Cinnamon Trade</b>			
<i>Daily Rates :</i>			
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
<i>Piece Rates :</i>			
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
<b>(8) Cocos, Cardamom and Pepper Growing and Manufacturing Trade</b>			
<i>Daily Rates :</i>			
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
<b>(9) Coconut Growing Trade</b>			
<i>Daily Rates :</i>			
In the raising and maintenance of a coconut planta- tion and in the manufacture of copra—			
Kangany	.. ..	1 40	.. 1 30 .. 2 70
Male not under 16 years	.. ..	1 25	.. 1 30 .. 2 55
Female not under 15 years	.. ..	1 5	.. 0 96 .. 2 01
Male worker under 16 years or Female worker under 15 years	.. ..	0 80	.. 0 89 .. 1 69

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

Class of Worker

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

(9) Coconut Growing Trade (contd.)

Monthly Rates :

Conductor employed in—

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

Piece Rates :

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

(10) Coconut Manufacturing Trade

Daily Rates :

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

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

Piece Rates :

(a) In the manufacture of desiccated coconuts—

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

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

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

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

Class of Worker	Month : March, 1965		
	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 trammers ; controlling and operating the baling press ; strapping the bale with hoop iron or rope ; stacking, unstacking, carrying, moving, loading, and unloading bales ; twisting and curing fibre ..	1 80	2 28	4 08
Head baling press operator ..	2 0	2 28	4 28
<b>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

Month : March, 1965

Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(11) Coir Mattress and Bristle Fibre Export Trade (contd.)

Piece Rates :

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 Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(1.2) Dock, Harbour and Port Transport Trade (contd.)

Lighters over 60 but under 80 tons—

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

Lighters 80 tons and over—

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

Note.—The above rates shall be increased by—

(i) 50 cents for—

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

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Month : March, 1965

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

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

Class of Worker	Basic Wage		Special Allowance		Total
	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
<i>Daily Rates :</i>					
Class A worker .. ..	4	0	2	77	6 77
" B " .. ..	4	0	2	77	6 77
" C " .. ..	3	25	2	77	6 02
" D " .. ..	4	0	2	77	6 77
" E " .. ..	2	75	2	52	5 27
" F " .. ..	2	75	2	77	5 52
" G " .. ..	2	50	2	77	5 27
" H " .. ..	2	25	2	77	5 02
" K " .. ..	1	50	1	91	3 41

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

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

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

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	¢.	Rs.	¢.	Rs.	¢.
<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.	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 28 .. 4 08

**(d) Watchers ..**

1 70 .. 2 28 .. 3 98

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

**(a) Grade II :**

Workers employed in work other than sorting ..

1 15 .. 2 06 .. 3 21

**(b) Grade I :**

Workers employed in sorting ..

1 30 .. 2 06 .. 3 36

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

Over 14 years but under 15 years ..

0 80 .. 1 63 .. 2 43

Over 15 years but under 16 years ..

0 90 .. 1 68 .. 2 58

Over 16 years but under 17 years ..

1 0 .. 1 73 .. 2 73

Over 17 years but under 18 years ..

1 15 .. 1 83 .. 2 98

Class of Worker

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

(20) Rubber Growing and Manufacturing Trade

Daily Rates :

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

(21) Tea Export Trade

Daily Rates :

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

(a) Grade II—

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

1 40 .. 2 18 .. 3 58

(b) Intermediate Grade—

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

1 60 .. 2 28 .. 3 88

(c) Grade I—

Workers employed in—unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and re-stacking and laying out chests and loading for shipping ..

1 80 .. 2 28 .. 4 08

(d) Box makers and repairers ..

1 60 .. 2 28 .. 3 88

(e) Watchers ..

1 70 .. 2 28 .. 3 98

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

1 15 .. 2 06 .. 3 21

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

Over 14 years but under 15 years ..

0 80 .. 1 63 .. 2 43

Over 15 years but under 16 years ..

0 90 .. 1 68 .. 2 58

Over 16 years but under 17 years ..

1 0 .. 1 73 .. 2 73

Over 17 years but under 18 years ..

1 15 .. 1 83 .. 2 98

(22) Tea Growing and Manufacturing Trade

Daily Rates :

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(28) 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 March, 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 47½	2 10½	1 55	½
1	4 95	4 21	3 10	1
2	9 90	8 43	6 21	2
3	14 86	12 64	9 31	3
4	19 81	16 85	12 41	4
5	24 76	21 06	15 51	5
6	29 71	25 28	18 62	6
7	34 66	29 49	21 72	7
8	39 61	33 70	24 82	8
9	44 57	37 92	27 92	9
10	49 52	42 13	31 03	10
11	54 47	46 34	34 13	11
12	59 42	50 56	37 23	12
13	64 37	54 77	40 33	13
14	69 33	58 98	43 44	14
15	74 28	63 19	46 54	15
16	79 23	67 41	49 64	16
17	84 18	71 62	52 74	17
18	89 13	75 83	55 85	18
19	94 09	80 05	58 95	19
20	99 04	84 26	62 05	20
21	103 99	88 47	65 15	21
22	108 94	92 69	68 26	22
23	113 89	96 90	71 36	23
24	118 84	101 11	74 46	24
25	123 80	105 32	77 56	25
26	128 75	109 54	80 67	26
27	133 70	113 75	83 77	27
<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 27 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 March, 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>
1/2	1 79	1 64	1 54	1 96½	2 04	2 14	1/2
1	3 58	3 28	3 08	3 93	4 08	4 28	1
2	7 16	6 56	6 16	7 86	8 16	8 56	2
3	10 74	9 84	9 24	11 79	12 24	12 84	3
4	14 32	13 12	12 32	15 72	16 32	17 12	4
5	17 90	16 40	15 40	19 65	20 40	21 40	5
6	21 48	19 68	18 48	23 58	24 48	25 68	6
7	25 06	22 96	21 56	27 51	28 56	29 96	7
8	28 64	26 24	24 64	31 44	32 64	34 24	8
9	32 22	29 52	27 72	35 37	36 72	38 52	9
10	35 80	32 80	30 80	39 30	40 80	42 80	10
11	39 38	36 08	33 88	43 23	44 88	47 08	11
12	42 96	39 36	36 96	47 16	48 96	51 36	12
13	46 54	42 64	40 04	51 09	53 04	55 64	13
14	50 12	45 92	43 12	55 02	57 12	59 92	14
15	53 70	49 20	46 20	58 95	61 20	64 20	15
16	57 28	52 48	49 28	62 88	65 28	68 48	16
17	60 86	55 76	52 36	66 81	69 36	72 76	17
18	64 44	59 04	55 44	70 74	73 44	77 04	18
19	68 02	62 32	58 52	74 67	77 52	81 32	19
20	71 60	65 60	61 60	78 60	81 60	85 60	20
21	75 18	68 88	64 68	82 53	85 68	89 88	21
22	78 76	72 16	67 76	86 46	89 76	94 16	22
23	82 34	75 44	70 84	90 39	93 84	98 44	23
24	85 92	78 72	73 92	94 32	97 92	102 72	24
25	89 50	82 00	77 00	98 25	102 00	107 00	25
26	93 08	85 28	80 08	102 18	106 08	111 28	26
27	96 66	88 56	83 16	106 11	110 16	115 56	27
<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 by days other than Sundays in the month. If a Worker has worked on Sundays as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

## APPENDIX IV

**\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1935, 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. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
1	1 72½	1 89	2 15	2 35	1 94½	2 09½	3 20½	1
2	3 45	3 78	4 30	4 70	3 89	4 19	6 41	2
3	6 89	7 57	8 59	9 41	7 78	8 37	12 81	3
4	10 34	11 35	12 89	14 11	11 67	12 56	19 22	4
5	13 79	15 13	17 18	18 81	15 56	16 74	25 63	5
6	17 23	18 92	21 48	23 51	19 44	20 93	32 04	6
7	20 68	22 70	25 77	28 22	23 33	25 11	38 44	7
8	24 13	26 49	30 07	32 92	27 22	29 30	44 85	8
9	27 57	30 27	34 36	37 62	31 11	33 48	51 26	9
10	31 02	34 05	38 66	42 33	35 00	37 67	57 67	10
11	34 47	37 84	42 96	47 03	38 89	41 85	64 07	11
12	37 91	41 62	47 25	51 73	42 78	46 04	70 48	12
13	41 36	45 40	51 55	56 44	46 67	50 22	76 89	13
14	44 81	49 19	55 84	61 14	50 56	54 41	83 30	14
15	48 26	52 97	60 14	65 84	54 44	58 59	89 70	15
16	51 70	56 76	64 43	70 54	58 33	62 78	96 11	16
17	55 15	60 54	68 73	75 25	62 22	66 96	102 52	17
18	58 59	64 32	73 03	79 95	66 11	71 15	108 93	18
19	62 04	68 11	77 32	84 65	70 00	75 33	115 33	19
20	65 49	71 89	81 62	89 36	73 89	79 52	121 74	20
21	68 93	75 67	85 91	94 06	77 78	83 70	128 15	21
22	72 38	79 46	90 21	98 76	81 67	87 89	134 56	22
23	75 83	83 24	94 50	103 47	85 56	92 07	140 96	23
24	79 27	87 03	98 80	108 17	89 44	96 26	147 37	24
25	82 72	90 81	103 09	112 87	93 33	100 44	153 78	25
26	86 17	94 59	107 39	117 57	97 22	104 63	160 19	26
27	89 61	98 38	111 68	122 28	101 11	108 81	166 59	27
28	93 06	102 16	115 98	126 98	105 00	113 00	173 00	28
29	98 64	108 29	122 94	134 60	111 30	119 78	183 38	29
30	104 22	114 42	129 90	142 22	117 60	126 56	193 76	30
31	109 80	120 55	136 86	149 84	123 90	133 34	204 14	31
31	115 38	126 68	143 82	157 46	130 20	140 12	214 52	31

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

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

APPENDIX IV—(contd.)

\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 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.	
½	1 72½	1 83½	1 99½	2 26	1 85	2 00	3 20½	½
1	3 45	3 67	3 99	4 52	3 70	4 00	6 41	1
2	6 89	7 35	8 00	9 04	7 41	8 00	12 81	2
3	10 34	11 02	12 00	13 55	11 11	12 00	19 22	3
4	13 79	14 69	16 00	18 07	14 81	16 00	25 63	4
5	17 23	18 36	20 00	22 59	18 52	20 00	32 04	5
6	20 68	22 04	24 00	27 11	22 22	24 00	38 44	6
7	24 13	25 71	27 99	31 62	25 93	28 00	44 85	7
8	27 57	29 38	31 99	36 14	29 63	32 00	51 26	8
9	31 02	33 05	35 99	40 66	33 33	36 00	57 67	9
10	34 47	36 73	39 99	45 18	37 04	40 00	64 07	10
11	37 91	40 40	43 99	49 70	40 74	44 00	70 48	11
12	41 36	44 07	47 99	54 21	44 44	48 00	76 89	12
13	44 81	47 74	51 99	58 73	48 15	52 00	83 30	13
14	48 25	51 42	55 99	63 25	51 85	56 00	89 70	14
15	51 70	55 09	59 99	67 77	55 56	60 00	96 11	15
16	55 15	58 76	63 99	72 28	59 26	64 00	102 52	16
17	58 59	62 43	67 99	76 80	62 96	68 00	108 93	17
18	62 04	66 11	71 99	81 32	66 67	72 00	115 33	18
19	65 49	69 78	75 99	85 84	70 37	76 00	121 74	19
20	68 93	73 45	79 99	90 36	74 07	80 00	128 15	20
21	72 38	77 12	83 98	94 87	77 78	84 00	134 56	21
22	75 83	80 80	87 98	99 39	81 48	88 00	140 96	22
23	79 27	84 47	91 98	103 91	85 19	92 00	147 37	23
24	82 72	88 14	95 98	108 43	88 89	96 00	153 78	24
25	86 17	91 81	99 98	112 94	92 59	100 00	160 19	25
26	89 61	95 49	103 98	117 46	96 30	104 00	166 59	26
27	93 06	99 16	107 98	121 98	100 00	108 00	173 00	27
28	98 64	105 11	114 46	129 30	106 00	114 48	183 38	28
29	104 22	111 06	120 94	136 62	112 00	120 96	193 76	29
30	109 80	117 01	127 42	143 94	118 00	127 44	204 14	30
31	115 38	122 96	133 90	151 26	124 00	133 92	214 52	31

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

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

## APPENDIX V

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during March, 1965, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal working days</i>	Rs. c	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal Working Days</i>
1	0 59	0 65	1 20	0 45	0 48	0 93	0 32½	0 44½	0 77	1
2	1 10	1 30	2 40	0 90	0 96	1 86	0 65	0 89	1 54	2
3	2 20	2 60	4 80	1 80	1 92	3 72	1 30	1 78	3 08	3
4	3 30	3 90	7 20	2 70	2 88	5 58	1 95	2 67	4 62	4
5	4 40	5 20	9 60	3 60	3 84	7 44	2 60	3 56	6 16	5
6	5 50	6 50	12 00	4 50	4 80	9 30	3 25	4 45	7 70	6
7	6 60	7 80	14 40	5 40	5 76	11 16	3 90	5 34	9 24	7
8	7 70	9 10	16 80	6 30	6 72	13 02	4 55	6 23	10 78	8
9	8 80	10 40	19 20	7 20	7 68	14 88	5 20	7 12	12 32	9
10	9 90	11 70	21 60	8 10	8 64	16 74	5 85	8 01	13 86	10
11	11 00	13 00	24 00	9 00	9 60	18 60	6 50	8 90	15 40	11
12	12 10	14 30	26 40	9 90	10 56	20 46	7 15	9 79	16 94	12
13	13 20	15 60	28 80	10 80	11 52	22 32	7 80	10 68	18 48	13
14	14 30	16 90	31 20	11 70	12 48	24 18	8 45	11 57	20 02	14
15	15 40	18 20	33 60	12 60	13 44	26 04	9 10	12 46	21 56	15
16	16 50	19 50	36 00	13 50	14 40	27 90	9 75	13 35	23 10	16
17	17 60	20 80	38 40	14 40	15 36	29 76	10 40	14 24	24 64	17
18	18 70	22 10	40 80	15 30	16 32	31 62	11 05	15 13	26 18	18
19	19 80	23 40	43 20	16 20	17 28	33 48	11 70	16 02	27 72	19
20	20 90	24 70	45 60	17 10	18 24	35 34	12 35	16 91	29 26	20
21	22 00	26 00	48 00	18 00	19 20	37 20	13 00	17 80	30 80	21
22	23 10	27 30	50 40	18 90	20 16	39 06	13 65	18 69	32 34	22
23	24 20	28 60	52 80	19 80	21 12	40 92	14 30	19 58	33 88	23
24	25 30	29 90	55 20	20 70	22 08	42 78	14 95	20 47	35 42	24
25	26 40	31 20	57 60	21 60	23 04	44 64	15 60	21 36	36 96	25
26	27 50	32 50	60 00	22 50	24 00	46 50	16 25	22 25	38 50	26
27	28 60	33 80	62 40	23 40	24 96	48 36	16 90	23 14	40 04	27
27	29 70	35 10	64 80	24 30	25 92	50 22	17 55	24 03	41 58	27
<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 27 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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

APPENDIX VI

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

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 35	1 27½	1 00½	0 84½	1 97½	1 77½	1 45½	1 42	½
1	2 70	2 55	2 01	1 69	3 95	3 55	2 91	2 84	1
2	5 40	5 10	4 02	3 38	7 90	7 10	5 82	5 68	2
3	8 10	7 65	6 03	5 07	11 85	10 65	8 73	8 52	3
4	10 80	10 20	8 04	6 76	15 80	14 20	11 64	11 36	4
5	13 50	12 75	10 05	8 45	19 75	17 75	14 55	14 20	5
6	16 20	15 30	12 06	10 14	23 70	21 30	17 46	17 04	6
7	18 90	17 85	14 07	11 83	27 65	24 85	20 37	19 88	7
8	21 60	20 40	16 08	13 52	31 60	28 40	23 28	22 72	8
9	24 30	22 95	18 09	15 21	35 55	31 95	26 19	25 56	9
10	27 00	25 50	20 10	16 90	39 50	35 50	29 10	28 40	10
11	29 70	28 05	22 11	18 59	43 45	39 05	32 01	31 24	11
12	32 40	30 60	24 12	20 28	47 40	42 60	34 92	34 08	12
13	35 10	33 15	26 13	21 97	51 35	46 15	37 83	36 92	13
14	37 80	35 70	28 14	23 66	55 30	49 70	40 74	39 76	14
15	40 50	38 25	30 15	25 35	59 25	53 25	43 65	42 60	15
16	43 20	40 80	32 16	27 04	63 20	56 80	46 56	45 44	16
17	45 90	43 35	34 17	28 73	67 15	60 35	49 47	48 28	17
18	48 60	45 90	36 18	30 42	71 10	63 90	52 38	51 12	18
19	51 30	48 45	38 19	32 11	75 05	67 45	55 29	53 96	19
20	54 00	51 00	40 20	33 80	79 00	71 00	58 20	56 80	20
21	56 70	53 55	42 21	35 49	82 95	74 55	61 11	59 64	21
22	59 40	56 10	44 22	37 18	86 90	78 10	64 02	62 48	22
23	62 10	58 65	46 23	38 87	90 85	81 65	66 93	65 32	23
24	64 80	61 20	48 24	40 56	94 80	85 20	69 84	68 16	24
25	67 50	63 75	50 25	42 25	98 75	88 75	72 75	71 00	25
26	70 20	66 30	52 26	43 94	102 70	92 30	75 66	73 84	26
27	72 90	68 85	54 27	45 63	106 65	95 85	78 57	76 68	27
Sunday work									Sunday work
1	4 05	3 82	3 02	2 54	5 92	5 32	4 36	4 26	1
2	8 10	7 64	6 04	5 08	11 84	10 64	8 72	8 52	2
3	12 15	11 46	9 06	7 62	17 76	15 96	13 08	12 78	3
4	16 20	15 28	12 08	10 16	23 68	21 28	17 44	17 04	4

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 March, 1965, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganics	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 98	1 66	1 92	2 45	2 85	1
2	7 16	7 86	7 46	8 56	8 16	7 96	3 32	3 84	4 90	5 70	2
3	10 74	11 79	11 19	12 84	12 24	11 94	4 98	5 76	7 35	8 55	3
4	14 32	15 72	14 92	17 12	16 32	15 92	6 64	7 68	9 80	11 40	4
5	17 90	19 65	18 65	21 40	20 40	19 90	8 30	9 60	12 25	14 25	5
6	21 48	23 58	22 38	25 68	24 48	23 88	9 96	11 52	14 70	17 10	6
7	25 06	27 51	26 11	29 96	28 56	27 86	11 62	13 44	17 15	19 95	7
8	28 64	31 44	29 84	34 24	32 64	31 84	13 28	15 36	19 60	22 80	8
9	32 22	35 37	33 57	38 52	36 72	35 82	14 94	17 28	22 05	25 65	9
10	35 80	39 30	37 30	42 80	40 80	39 80	16 60	19 20	24 50	28 50	10
11	39 38	43 23	41 03	47 08	44 88	43 78	18 26	21 12	26 95	31 35	11
12	42 96	47 16	44 76	51 36	48 96	47 76	19 92	23 04	29 40	34 20	12
13	46 54	51 09	48 49	55 64	53 04	51 74	21 58	24 96	31 85	37 05	13
14	50 12	55 02	52 22	59 92	57 12	55 72	23 24	26 88	34 30	39 90	14
15	53 70	58 95	55 95	64 20	61 20	59 70	24 90	28 80	36 75	42 75	15
16	57 28	62 88	59 68	68 48	65 28	63 68	26 56	30 72	39 20	45 60	16
17	60 86	66 81	63 41	72 76	69 36	67 66	28 22	32 64	41 65	48 45	17
18	64 44	70 74	67 14	77 04	73 44	71 64	29 88	34 56	44 10	51 30	18
19	68 02	74 67	70 87	81 32	77 52	75 62	31 54	36 48	46 55	54 15	19
20	71 60	78 60	74 60	85 60	81 60	79 60	33 20	38 40	49 00	57 00	20
21	75 18	82 53	78 33	89 88	85 68	83 58	34 86	40 32	51 45	59 85	21
22	78 76	86 46	82 06	94 16	89 76	87 56	36 52	42 24	53 90	62 70	22
23	82 34	90 39	85 79	98 44	93 84	91 54	38 18	44 16	56 35	65 55	23
24	85 92	94 32	89 52	102 72	97 92	95 52	39 84	46 08	58 80	68 40	24
25	89 50	98 25	93 25	107 00	102 00	99 50	41 50	48 00	61 25	71 25	25
26	93 08	102 18	96 98	111 28	106 08	103 48	43 16	49 92	63 70	74 10	26
27	96 66	106 11	100 71	115 56	110 16	107 46	44 82	51 84	66 15	76 95	27
<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 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.

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

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

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 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		Young Persons	Adults		Young Persons		Watchers	
	Male	Female		Male	Female		Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years		
			Rs. c.			Rs. c.					Rs. c.	
Normal Working days												Normal working days
1/2	1 95½	1 72½	1 35½	1 75½	1 56½	1 23	1 60½	1 42	0 95½	1 18	1 80½	1/2
1	3 91	3 45	2 71	3 51	3 13	2 46	3 21	2 84	1 91	2 36	3 61	1
2	7 82	6 90	5 42	7 02	6 26	4 92	6 42	5 68	3 82	4 72	7 22	2
3	11 73	10 35	8 13	10 53	9 39	7 38	9 63	8 52	5 73	7 08	10 83	3
4	16 64	13 80	10 84	14 04	12 52	9 84	12 84	11 36	7 64	9 44	14 44	4
5	19 55	17 25	13 55	17 55	15 65	12 30	16 05	14 20	9 55	11 80	18 05	5
6	23 46	20 70	16 26	21 06	18 78	14 76	19 26	17 04	11 46	14 16	21 66	6
7	27 37	24 15	18 97	24 57	21 91	17 22	22 47	19 88	13 37	16 52	25 27	7
8	31 28	27 60	21 68	28 08	25 04	19 68	25 68	22 72	15 28	18 88	28 88	8
9	35 19	31 05	24 39	31 59	28 17	22 14	28 89	25 56	17 19	21 24	32 49	9
10	39 10	34 50	27 10	35 10	31 30	24 60	32 10	28 40	19 10	23 60	36 10	10
11	43 01	37 95	29 81	38 61	34 43	27 06	35 31	31 24	21 01	25 96	39 71	11
12	46 92	41 40	32 52	42 12	37 56	29 52	38 52	34 08	22 92	28 32	43 32	12
13	50 83	44 85	35 23	45 63	40 69	31 98	41 73	36 92	24 83	30 68	46 93	13
14	54 74	48 30	37 94	49 14	43 82	34 44	44 94	39 76	26 74	33 04	50 54	14
15	58 65	51 75	40 65	52 65	46 95	33 90	48 15	42 60	28 65	35 40	54 15	15
16	62 56	55 20	43 36	56 16	50 08	39 36	51 36	45 44	30 56	37 76	57 76	16
17	66 47	58 65	46 07	59 67	53 21	41 82	54 57	48 28	32 47	40 12	61 37	17
18	70 38	62 10	48 78	63 18	56 34	44 28	57 78	51 12	34 38	42 48	64 98	18
19	74 29	65 55	51 49	66 69	59 47	46 74	60 99	53 96	36 29	44 84	68 59	19
20	78 20	69 00	54 20	70 20	62 60	49 20	64 20	56 80	38 20	47 20	72 20	20
21	82 11	72 45	56 91	73 71	65 73	51 63	67 41	59 64	40 11	49 56	75 81	21
22	86 02	75 90	59 62	77 22	68 86	54 12	70 62	62 48	42 02	51 92	79 42	22
23	89 93	79 35	62 33	80 73	71 99	56 58	73 83	65 32	43 93	54 28	83 03	23
24	93 84	82 80	65 04	84 24	75 12	59 04	77 04	68 16	45 84	56 64	86 64	24
25	97 75	86 25	67 75	87 75	78 25	61 50	80 25	71 00	47 75	59 00	90 25	25
26	101 66	89 70	70 46	91 26	81 38	63 96	83 46	73 84	49 66	61 36	93 86	26
27	105 57	93 15	73 17	94 77	84 51	66 42	86 67	76 68	51 57	63 72	97 47	27
Sunday Work												Sunday Work
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 79	16 28	21 08	18 80	14 76	19 28	17 04	11 48	14 16	21 68	4

\* The information shown for the number of days up to 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 IX

Ready Reckoner showing the Minimum Wages payable for the  
number of days worked during March, 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 Day
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 06½	2 88	2 74	2 41½	2 46	2 24½	2 06	2 80	1 77½	½
1	6 13	5 76	5 48	4 83	4 92	4 49	4 12	5 60	3 55	1
2	12 25	11 51	10 96	9 66	9 85	8 97	8 23	11 19	7 11	2
3	18 38	17 27	16 44	14 49	14 77	13 46	12 35	16 79	10 77	3
4	24 51	23 03	21 91	19 32	19 69	17 94	16 46	22 39	14 21	4
5	30 63	28 78	27 39	24 15	24 61	22 43	20 58	27 99	17 76	5
6	36 76	34 54	32 87	28 98	29 54	26 92	24 69	33 58	21 32	6
7	42 89	40 29	38 35	33 81	34 46	31 40	28 81	39 18	24 87	7
8	49 01	46 05	43 83	38 64	39 38	35 89	32 92	44 78	28 42	8
9	55 14	51 81	49 31	43 47	44 31	40 37	37 04	50 37	31 97	9
10	61 27	57 56	54 79	48 30	49 23	44 86	41 16	55 97	35 53	10
11	67 39	63 32	60 26	53 13	54 15	49 35	45 27	61 57	39 08	11
12	73 52	69 08	65 74	57 96	59 08	53 83	49 39	67 16	42 63	12
13	79 65	74 83	71 22	62 80	64 00	58 32	53 50	72 76	46 18	13
14	85 77	80 59	76 70	67 63	68 92	62 80	57 62	78 36	49 74	14
15	91 90	86 34	82 18	72 46	73 84	67 29	61 73	83 96	53 29	15
16	98 03	92 10	87 66	77 29	78 77	71 77	65 85	89 55	56 84	16
17	104 15	97 86	93 13	82 12	83 69	76 26	69 96	95 19	60 39	17
18	110 28	103 61	98 61	86 95	88 61	80 75	74 08	100 75	63 95	18
19	116 41	109 37	104 09	91 78	93 54	85 23	78 20	106 34	67 50	19
20	122 53	115 13	109 57	96 61	98 46	89 72	82 31	111 94	71 05	20
21	128 66	120 88	115 05	101 44	103 38	94 20	86 43	117 54	74 60	21
22	134 79	126 64	120 53	106 27	108 31	98 69	90 54	123 13	78 16	22
23	140 91	132 39	126 01	111 10	113 23	103 18	94 66	128 73	81 71	23
24	147 04	138 15	131 48	115 93	118 15	107 66	98 77	134 33	85 26	24
25	153 17	143 91	136 96	120 76	123 07	112 15	102 89	139 93	88 81	25
26	159 29	149 66	142 44	125 59	128 00	116 63	107 00	145 52	92 37	26
27	165 42	155 42	147 92	130 42	132 92	121 12	111 12	151 12	95 92	27
28	171 55	161 17	153 40	135 25	139 85	125 25	115 25	156 75	99 47	28
29	178 08	167 00	159 33	140 08	144 68	129 38	119 38	162 38	103 02	29
30	184 21	172 83	165 26	144 91	149 51	133 51	123 51	168 51	106 57	30
31	190 34	178 66	171 19	149 74	155 34	138 04	127 64	174 64	110 12	31

APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1935, to Daily-paid workers in the Motor Transport Trade

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 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	127 96	115 46	78 43	23
24	162 48	144 48	126 48	132 48	120 48	81 84	24
25	169 25	150 50	131 75	138 00	125 50	85 25	25
26	176 02	156 52	137 02	143 52	130 52	88 66	26
27	182 79	162 54	142 29	149 04	135 54	92 07	27
28	189 56	168 56	147 56	154 56	140 56	95 48	28
29	196 33	174 58	152 83	160 08	145 58	98 89	29
30	203 10	180 60	158 10	165 60	150 60	102 30	30
31	209 87	180 62	163 37	171 12	155 62	105 71	31

## APPENDIX XI

\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1935, to workers in the Printing Trade

No. of Days	Workers other than Apprentices								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	4 54½	3 23	2 61½	2 42	2 13½	1 94	1 14½	2 02½	½
1	8 09	6 46	5 23	4 84	4 27	3 88	2 29	4 05	1
2	16 18	12 92	10 46	9 68	8 55	7 76	4 58	8 11	2
3	24 27	19 38	15 69	14 52	12 82	11 64	6 86	12 16	3
4	32 36	25 84	20 91	19 36	17 10	15 52	9 15	16 21	4
5	40 45	32 30	26 14	24 20	21 37	19 41	11 44	20 26	5
6	48 54	38 76	31 37	29 04	25 65	23 29	13 73	24 32	6
7	56 63	45 22	36 60	33 88	29 92	27 17	16 01	28 37	7
8	64 72	51 68	41 83	38 72	34 20	31 05	18 30	32 42	8
9	72 81	58 14	47 06	43 56	38 47	34 93	20 59	36 47	9
10	80 90	64 60	52 29	48 40	42 75	38 81	22 88	40 53	10
11	88 99	71 06	57 51	53 24	47 02	42 69	25 17	44 58	11
12	97 08	77 52	62 74	58 08	51 30	46 57	27 45	48 63	12
13	105 17	83 98	67 97	62 92	55 57	50 45	29 74	52 68	13
14	113 25	90 44	73 20	67 76	59 85	54 34	32 03	56 74	14
15	121 34	96 90	78 43	72 60	64 12	58 22	34 32	60 79	15
16	129 43	103 36	83 66	77 44	68 40	62 10	36 60	64 84	16
17	137 52	109 82	88 88	82 28	72 67	65 98	38 89	68 89	17
18	145 61	116 28	94 11	87 12	76 95	69 86	41 18	72 95	18
19	153 70	122 74	99 34	91 96	81 22	73 74	43 47	77 00	19
20	161 79	129 20	104 57	96 80	85 50	77 62	45 76	81 05	20
21	169 88	135 66	109 80	101 64	89 77	81 50	48 04	85 10	21
22	177 97	142 12	115 03	106 48	94 05	85 38	50 33	89 16	22
23	186 06	148 58	120 26	111 32	98 32	89 27	52 62	93 21	23
24	194 15	155 04	125 48	116 16	102 60	93 15	54 91	97 26	24
25	202 24	161 50	130 71	121 00	106 87	97 03	57 19	101 31	25
26	210 33	167 96	135 94	125 84	111 15	100 91	5 48	105 37	26
27	218 42	174 42	141 17	130 68	115 42	104 79	61 77	109 42	27
28	235 89	188 37	152 46	141 13	124 65	113 17	66 71	118 17	28
29	253 36	202 32	163 75	151 58	133 88	121 55	71 65	126 92	29
30	270 82	216 27	175 04	162 03	143 11	129 93	76 59	135 67	30
31	288 30	230 22	186 33	172 48	152 34	138 31	81 53	144 42	31
<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 27 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 March, 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.									
½	1 46	1 85	2 22	2 74½	3 32	1 21	1 64	2 01	2 47½	½
1	2 92	3 66	4 44	5 49	6 64	2 42	3 28	4 02	4 95	1
2	5 83	7 32	8 88	10 99	13 28	4 83	6 57	8 05	9 90	2
3	8 75	10 98	13 32	16 48	19 91	7 25	9 85	12 07	14 85	3
4	11 65	14 64	17 77	21 97	26 55	9 67	13 14	16 09	19 80	4
5	14 58	18 30	22 21	27 47	33 19	12 09	16 42	20 11	24 76	5
6	17 49	21 96	26 65	32 96	39 83	14 50	19 70	24 14	29 71	6
7	20 41	25 62	31 09	38 45	46 46	16 92	22 99	28 16	34 66	7
8	23 32	29 28	35 53	43 95	53 10	19 34	26 27	32 18	39 61	8
9	26 24	32 94	39 97	49 44	59 74	21 76	29 56	36 21	44 56	9
10	29 16	36 60	44 42	54 93	66 38	24 17	32 84	40 23	49 51	10
11	32 07	40 26	48 86	60 43	73 02	26 59	36 12	44 25	54 46	11
12	34 99	43 92	53 30	65 92	79 65	29 01	39 41	48 28	59 41	12
13	37 90	47 58	57 74	71 41	86 29	31 43	42 69	52 30	64 36	13
14	40 82	51 24	62 18	76 91	92 93	33 84	45 98	56 32	69 32	14
15	43 73	54 90	66 62	82 40	99 57	36 26	49 26	60 34	74 27	15
16	46 65	58 56	71 06	87 89	106 20	38 68	52 55	64 37	79 22	16
17	49 57	62 22	75 51	93 39	112 84	41 10	55 83	68 39	84 17	17
18	52 48	65 88	79 95	98 88	119 48	43 51	59 11	72 41	89 12	18
19	55 40	69 54	84 39	104 37	126 12	45 93	62 40	76 44	94 07	19
20	58 31	73 20	88 83	109 87	132 76	48 35	65 68	80 46	99 02	20
21	61 23	76 86	93 27	115 36	139 39	50 77	68 97	84 48	103 97	21
22	64 14	80 52	97 71	120 85	146 03	53 18	72 25	88 51	108 92	22
23	67 06	84 18	102 15	126 35	152 67	55 60	75 53	92 53	113 88	23
24	69 97	87 84	106 60	131 84	159 31	58 02	78 82	96 55	118 83	24
25	72 89	91 50	111 04	137 33	165 94	60 44	82 10	100 57	123 78	25
26	75 81	95 16	115 48	142 83	172 58	62 85	85 39	104 60	128 73	26
27	78 72	98 82	119 92	148 32	179 22	65 27	88 67	108 62	133 68	27
28	85 02	106 73	129 51	160 19	193 56	70 49	95 76	117 31	144 37	28
29	91 32	114 64	139 10	172 06	207 90	75 71	102 85	126 00	155 06	29
30	97 62	122 55	148 69	183 93	222 24	80 93	109 94	134 69	165 75	30
31	103 92	130 46	158 28	195 80	236 58	86 15	117 03	143 38	176 44	31
<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 171)

**APPENDIX XI—(contd.)**

\* Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 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. e.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 21	1 41	1 65	1 96	1 13½	1 37½	1 51½	1 79	½
1	2 42	2 82	3 30	3 92	2 27	2 65	3 03	3 58	1
2	4 85	5 64	6 61	7 84	4 54	5 30	6 06	7 16	2
3	7 27	8 46	9 91	11 75	6 81	7 95	9 09	10 73	3
4	9 69	11 29	13 21	15 67	9 08	10 60	12 12	14 31	4
5	12 11	14 11	16 51	19 59	11 35	13 25	15 15	17 89	5
6	14 54	16 93	19 82	23 51	13 62	15 90	18 18	21 47	6
7	16 96	19 75	23 12	27 43	15 88	18 55	21 22	25 05	7
8	19 38	22 57	26 42	31 35	18 15	21 20	24 25	28 63	8
9	21 81	25 39	29 72	35 26	20 42	23 85	27 28	32 20	9
10	24 23	28 21	33 03	39 18	22 69	26 50	30 31	35 78	10
11	26 65	31 04	36 33	43 10	24 96	29 15	33 34	39 36	11
12	29 08	33 86	39 63	47 02	27 23	31 80	36 37	42 94	12
13	31 50	36 68	42 93	50 94	29 50	34 45	39 40	46 52	13
14	33 92	39 50	46 24	54 85	31 77	37 10	42 43	50 09	14
15	36 34	42 32	49 54	58 77	34 04	39 75	45 46	53 67	15
16	38 77	45 14	52 84	62 69	36 31	42 40	48 49	57 25	16
17	41 19	47 97	56 14	66 61	38 58	45 05	51 52	60 83	17
18	43 61	50 79	59 45	70 53	40 85	47 70	54 55	64 41	18
19	46 04	53 61	62 75	74 44	43 12	50 35	57 58	67 98	19
20	48 46	56 43	66 05	78 36	45 39	53 00	60 61	71 56	20
21	50 88	59 25	69 35	82 28	47 65	55 65	63 65	75 14	21
22	53 31	62 07	72 66	86 20	49 92	58 30	66 68	78 72	22
23	55 73	64 89	75 96	90 12	52 19	60 95	69 71	82 30	23
24	58 15	67 72	79 26	94 04	54 46	63 60	72 74	85 88	24
25	60 57	70 54	82 5	97 95	56 73	66 25	75 77	89 45	25
26	63 00	73 36	85 87	101 87	59 00	68 90	78 80	93 03	26
27	65 42	76 18	89 17	105 79	61 27	71 55	81 83	96 61	27
28	70 65	82 27	96 30	114 25	66 17	77 27	88 38	104 34	28
29	75 88	88 36	103 43	122 71	71 07	82 99	94 93	112 07	29
30	81 11	94 45	110 56	131 17	75 97	88 71	101 48	119 80	30
31	86 34	100 54	117 69	139 63	80 87	94 43	108 03	127 53	31
	<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 footnotes see page 171)

APPENDIX XI—(contd.)

\* Ready Reckoner showing the minimum wages payable for the number of days worked during March, 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 04	1 20	1 38½	1 62½	½
1	2 08	2 40	2 77	3 25	1
2	4 16	4 81	5 53	6 49	2
3	6 24	7 21	8 30	9 74	3
4	8 31	9 62	11 07	12 99	4
5	10 39	12 02	13 84	16 24	5
6	12 47	14 43	16 60	19 48	6
7	14 55	16 83	19 37	22 73	7
8	16 63	19 24	22 14	25 98	8
9	18 71	21 64	24 91	29 22	9
10	20 79	24 04	27 67	32 47	10
11	22 86	26 45	30 44	35 72	11
12	24 94	28 85	33 21	38 96	12
13	27 02	31 26	35 98	42 21	13
14	29 10	33 66	38 74	45 46	14
15	31 18	36 07	41 51	48 71	15
16	33 26	38 47	44 28	51 95	16
17	35 33	40 88	47 07	55 20	17
18	37 41	43 28	49 81	58 45	18
19	49 49	45 68	52 58	61 69	19
20	41 57	48 09	55 35	64 94	20
21	43 65	50 49	58 12	68 19	21
22	45 73	52 90	60 88	71 43	22
23	47 81	55 30	63 65	74 68	23
24	49 88	57 71	66 42	77 93	24
25	51 96	60 11	69 19	81 18	25
26	54 04	62 52	71 95	84 42	26
27	56 12	64 92	74 72	87 67	27
28	60 61	70 11	80 70	94 68	28
29	65 10	75 30	86 68	101 69	29
30	69 59	80 49	92 66	108 70	30
31	74 08	85 68	98 64	115 71	31
Extra Payment for work done on Sundays					
1	1 87	2 16	2 49	2 92	1
2	3 74	4 32	4 98	5 84	2
3	5 61	6 48	7 47	8 76	3
4	7 48	8 64	9 96	11 68	4

(For footnotes see page 171)

APPENDIX XII

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

No. of Days	Male Worker not under 18 years of age				Female worker not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of days	
	Grade II	Intermediate Grade	Grade I	Watchers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years		
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working Days
1/2	1 79	1 94	2 04	1 99	1 60½	1 68	1 21½	1 29	1 36½	1 49	1 49	1/2
1	3 58	3 88	4 08	3 98	3 21	3 36	2 43	2 58	2 73	2 98	2 98	1
2	7 16	7 76	8 16	7 96	6 42	6 72	4 86	5 16	5 46	5 96	5 96	2
3	10 74	11 64	12 24	11 94	9 63	10 08	7 29	7 74	8 19	8 94	8 94	3
4	14 32	15 52	16 32	15 92	12 84	13 44	9 72	10 32	10 92	11 92	11 92	4
5	17 90	19 40	20 40	19 90	16 05	16 80	12 15	12 90	13 65	14 90	14 90	5
6	21 48	23 28	24 48	23 88	19 26	20 16	14 58	15 48	16 38	17 88	17 88	6
7	25 06	27 16	28 56	27 86	22 47	23 52	17 01	18 06	19 11	20 86	20 86	7
8	28 64	31 04	32 64	31 84	25 68	26 88	19 44	20 64	21 84	23 84	23 84	8
9	32 22	34 92	36 72	35 82	28 89	30 24	21 87	23 22	24 57	26 82	26 82	9
10	35 80	38 80	40 80	39 80	32 10	33 60	24 30	25 80	27 30	29 80	29 80	10
11	39 38	42 68	44 88	43 78	35 31	36 96	26 73	28 38	30 03	32 78	32 78	11
12	42 96	46 56	48 96	47 76	38 52	40 32	29 16	30 96	32 76	35 76	35 76	12
13	46 54	50 44	53 04	51 74	41 73	43 68	31 59	33 54	35 49	38 74	38 74	13
14	50 12	54 32	57 12	55 72	44 94	47 04	34 02	36 12	38 22	41 72	41 72	14
15	53 70	58 20	61 20	59 70	48 15	50 40	36 45	38 70	40 95	44 70	44 70	15
16	57 28	62 08	65 28	63 68	51 36	53 76	38 88	41 28	43 68	47 68	47 68	16
17	60 86	65 96	69 36	67 66	54 57	57 12	41 31	43 86	46 41	50 66	50 66	17
18	64 44	69 84	73 44	71 64	57 78	60 48	43 74	46 44	49 14	53 64	53 64	18
19	68 02	73 72	77 52	75 62	60 99	63 84	46 17	49 02	51 87	56 62	56 62	19
20	71 60	77 60	81 60	79 60	64 20	67 20	48 60	51 60	54 60	59 60	59 60	20
21	75 18	81 48	85 68	83 58	67 41	70 56	51 03	54 18	57 33	62 58	62 58	21
22	78 76	85 36	89 76	87 56	70 62	73 92	53 46	56 76	60 06	65 56	65 56	22
23	82 34	89 24	93 84	91 54	73 83	77 28	55 89	59 34	62 79	68 54	68 54	23
24	85 92	93 12	97 92	95 52	77 04	80 64	58 32	61 92	65 52	71 52	71 52	24
25	89 50	97 00	102 00	99 50	80 25	84 00	60 75	64 50	68 25	74 50	74 50	25
26	93 08	100 88	106 08	103 48	83 46	87 36	63 18	67 08	70 98	77 48	77 48	26
27	96 66	104 76	110 16	107 46	86 67	90 72	65 61	69 66	73 71	80 46	80 46	27
Sunday work												Sunday work
	1	5 37	5 82	6 12	5 97	4 82	5 04	3 65	3 87	4 10	4 47	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		

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 XIII

Ready Reckoner showing the Basic Wages, Special Allowances  
and the Minimum Wages payable for the number of days  
worked during March, 1935, to workers in the  
Rubber Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers*			No. of days
	Basic Wage	Special Allow- ance	Mini- mum Wage	Basic Wage	Special Allow- ance	Mini- mum Wage	Basic Wage	Special Allow- ance	Mini- mum Wage	
Normal Working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	0 70	0 65	1 35	0 65	0 48	1 13	0 52½	0 44½	0 97	½
1	1 40	1 30	2 70	1 30	0 96	2 26	1 05	0 89	1 94	1
2	2 80	2 60	5 40	2 60	1 92	4 52	2 10	1 78	3 88	2
3	4 20	3 90	8 10	3 90	2 88	6 78	3 15	2 67	5 82	3
4	5 60	5 20	10 80	5 20	3 84	9 04	4 20	3 56	7 76	4
5	7 00	6 50	13 50	6 50	4 80	11 30	5 25	4 45	9 70	5
6	8 40	7 80	16 20	7 80	5 76	13 56	6 30	5 34	11 64	6
7	9 80	9 10	18 90	9 10	6 72	15 82	7 35	6 23	13 58	7
8	11 20	10 40	21 60	10 40	7 68	18 08	8 40	7 12	15 52	8
9	12 60	11 70	24 30	11 70	8 64	20 34	9 45	8 01	17 46	9
10	14 00	13 00	27 00	13 00	9 60	22 60	10 50	8 90	19 40	10
11	15 40	14 30	29 70	14 30	10 56	24 86	11 55	9 79	21 34	11
12	16 80	15 60	32 40	15 60	11 52	27 12	12 60	10 68	23 28	12
13	18 20	16 90	35 10	16 90	12 48	29 38	13 65	11 57	25 22	13
14	19 60	18 20	37 80	18 20	13 44	31 64	14 70	12 46	27 16	14
15	21 00	19 50	40 50	19 50	14 40	33 90	15 75	13 35	29 10	15
16	22 40	20 80	43 20	20 80	15 36	36 16	16 80	14 24	31 04	16
17	23 80	22 10	45 90	22 10	16 32	38 42	17 85	15 13	32 98	17
18	25 20	23 40	48 60	23 40	17 28	40 68	18 90	16 02	34 92	18
19	26 60	24 70	51 30	24 70	18 24	42 94	19 95	16 91	36 86	19
20	28 00	26 00	54 00	26 00	19 20	45 20	21 00	17 80	38 80	20
21	29 40	27 30	56 70	27 30	20 16	47 46	22 05	18 69	40 74	21
22	30 80	28 60	59 40	28 60	21 12	49 72	23 10	19 58	42 68	22
23	32 20	29 90	62 10	29 90	22 08	51 98	24 15	20 47	44 62	23
24	33 60	31 20	64 80	31 20	23 04	54 24	25 20	21 36	46 56	24
25	35 00	32 50	67 50	32 50	24 00	56 50	26 25	22 25	48 50	25
26	36 40	33 80	70 20	33 80	24 96	58 76	27 30	23 14	50 44	26
27	37 80	35 10	72 90	35 10	25 92	61 02	28 35	24 03	52 38	27
Sunday Work										Sunday work
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 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 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 March, 1965, to workers in the Tea Export Trade

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1/2	1 79	1 94	2 04	1 94	1 99	1 60½	1 21½	1 29	1 36½	1 49	1/2
1	3 58	3 88	4 08	3 88	3 98	3 21	2 43	2 58	2 73	2 98	1
2	7 16	7 76	8 16	7 76	7 96	6 42	4 86	5 16	5 46	5 96	2
3	10 74	11 64	12 24	11 64	11 94	9 63	7 29	7 74	8 19	8 94	3
4	14 32	15 52	16 32	15 52	15 92	12 84	9 72	10 32	10 92	11 92	4
5	17 90	19 40	20 40	19 40	19 90	16 05	12 15	12 90	13 65	14 90	5
6	21 48	23 28	24 48	23 28	23 88	19 26	14 58	15 48	16 38	17 88	6
7	25 06	27 16	28 56	27 16	27 86	22 47	17 01	18 06	19 11	20 86	7
8	28 64	31 04	32 64	31 04	31 84	25 68	19 44	20 64	21 84	23 84	8
9	32 22	34 92	36 72	34 92	35 82	28 89	21 87	23 22	24 57	26 82	9
10	35 80	38 80	40 80	38 80	39 80	32 10	24 30	25 80	27 30	29 80	10
11	39 38	42 68	44 88	42 68	43 78	35 31	26 73	28 38	30 03	32 78	11
12	42 96	46 56	48 96	46 56	47 76	38 52	29 16	30 96	32 76	35 76	12
13	46 54	50 44	53 04	50 44	51 74	41 73	31 59	33 54	35 49	38 74	13
14	50 12	54 32	57 12	54 32	55 72	44 94	34 02	36 12	38 22	41 72	14
15	53 70	58 20	61 20	58 20	59 70	48 15	36 45	38 70	40 95	44 70	15
16	57 28	62 08	65 28	62 08	63 68	51 36	38 88	41 28	43 68	47 68	16
17	60 86	65 96	69 36	65 96	67 66	54 57	41 31	43 86	46 41	50 66	17
18	64 44	69 84	73 44	69 84	71 64	57 78	43 74	46 44	49 14	53 64	18
19	68 02	73 72	77 52	73 72	75 62	60 99	46 17	49 02	51 87	56 62	19
20	71 60	77 60	81 60	77 60	79 60	64 20	48 60	51 60	54 60	59 60	20
21	75 18	81 48	85 68	81 48	83 58	67 41	51 03	54 18	57 33	62 58	21
22	78 76	85 36	89 76	85 36	87 56	70 62	53 46	56 76	60 06	65 56	22
23	82 34	89 24	93 84	89 24	91 54	73 83	55 89	59 34	62 79	68 54	23
24	85 92	93 12	97 92	93 12	95 52	77 04	58 32	61 92	65 52	71 52	24
25	89 50	97 00	102 00	97 00	99 50	80 25	60 75	64 50	68 25	74 50	25
26	93 08	100 88	106 08	100 88	103 48	83 46	63 18	67 08	70 98	77 48	26
27	96 66	104 76	110 16	104 76	107 46	86 67	65 61	69 66	73 71	80 46	27
Sunday work											Sunday work
1	5 37	5 82	6 12	5 82	5 97	4 82	3 65	3 87	4 10	4 47	1
2	10 74	11 64	12 24	11 64	11 94	9 64	7 30	7 74	8 20	8 94	2
3	16 11	17 46	18 36	17 46	17 91	14 46	10 95	11 61	12 30	13 41	3
4	21 48	23 28	24 48	23 28	23 88	19 28	14 60	15 48	16 40	17 88	4

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

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during March, 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 days
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
25	31 25	32 50	63 75	26 25	24 00	50 25	20 00	22 25	42 25	25
26	32 50	33 80	66 30	27 30	24 96	52 26	20 80	23 14	43 94	26
27	33 75	35 10	68 85	28 35	25 92	54 27	21 60	24 03	45 63	27
<i>Sunday Work</i>										<i>Sunday-Work</i>
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 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.

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