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JUDICIAL DECISIONS IN THE FIELD OF LABOUR LAW

THE decisions summarised below were amongst those which came to the attention of the International Labour Office during the period from October, 1963 to September, 1964. As before they cover the application of general legal principles to labour law (liability of employers and workers; contracts of employment (nature of contracts of employment; changes in terms of employment; termination of employment relationship; employment service); conditions of employment (wages; holidays and leave); occupational safety and health (guarding of machinery); social security (general principles; workmen's compensation); and freedom of association and right to organise (professional organisations; collective bargaining; strikes and lockouts; settlement of disputes).

Liabilities of Employers and Workers

A.—EMPLOYER'S LIABILITY FOR FAILURE TO INFORM WORKERS OF ENTITLEMENTS UNDER SOCIAL SECURITY SCHEMES.

1. **Federal Republic of Germany.**—By an amendment to the collective agreement applicable to the employees of a public service, these employees were given an option between two different oldage insurance schemes. An employee in one of the branches of the service was not informed of this option during the period when it could be exercised, and accordingly remained in an insurance likely to be less favourable in her case than the other to which she might have become affiliated. She claimed from the employer compensation for the loss.

The Federal Labour Court held that the duty of care imposed upon employers in the public service required them to inform their employees of social benefits available to them. If such an employer negligently or wilfully violated this obligation, he was liable to pay compensation. At the same time, the definition of what could reasonably be expected of the employer must not be unduly extended. Thus it was normally sufficient for the employer to circulate the information in question or, where several branches of the service were located in different places, to send copies of the information to these branches; he was not required to verify that each employee in fact received the information. Account had also to be taken of the fact that there were often other opportunities for employees to obtain information relating to collective agreements, e.g., through a trade union.

In this particular case there was reason to think that the information had not reached the branch in which the plaintiff was employed. However, the causes of this required further examination with a view to determining whether the employer had been at fault. The question of the contributory negligence of the employee also required further determination. The case was accordingly referred back to a lower court for this re-examination.

2. German Democratic Republic.—Article 97 of the Labour Code of the German Democratic Republic provides that, where an employee suffers an employment injury, it is an obligation of the undertaking employing him to give him assistance.

In this case an employee who had suffered an employment injury lost the right to a temporary cash benefit for partial invalidity owing to his ignorance of the entitlement. The Court held that it was the duty of the undertaking employing him to inform him of his social security entitlements, and that failure to do so was a violation of a legal obligation for which the undertaking was liable to pay damages.

B.—EMPLOYER'S LIABILITY FOR EXPOSURE OF WORKER TO DANGER

1. Switzerland.—An agricultural employer was driving to the fields, drawing a trailer carrying his workers. Since the road was very uneven, he had expressly asked the workers to sit down. During the drive a rail on the trailer moved out of place. A worker rose to replace it, and fell from the moving vehicle.

The Federal Tribunal was called upon to determine the liability of the employer for the resulting injury. It recalled that the employer is bound to take measures to obviate the risks of the undertaking to the extent reasonable in the light of the circumstances of the contract and the nature of the work. In particular, he must inform the workers of the dangers inherent in the work, and prohibit unnecessary exposure to them. At the same time he is not bound to warn the workers of obvious dangers, that are evident to them although, if he is aware that they act imprudently, he must prevent them from so doing. In this case these various obligations had been satisfied. The employer was, however partly liable because he had driven too fast on a bad road. As for the worker, his worn negligence made him responsible for 30 per cent. of the resulting damage.

2. England.—An employee of the British Transport Docks Board sued the Board for damages in respect of injuries sustained in December 1960 when he was unloading heavy steel rails painted on the sides and ends for commercial reasons and the manoeuvring fork slipped so that he fell from the loading wagon to the ground. It was his contention that the accident was due to the facts that the rails were painted and that the paint was still wet, and that the Board should have refused to handle painted rails. The findings of fact of the Court of first instance showed that the handling of the steel rails was attended by considerable risk; that the painting of the rails substantially added to the danger, although the wetness of the paint did not; that the only previous accidents, causing slight injuries, had occurred in 1955; that investigations made at the time

by the steel company concerned in 1955 ; that investigations made at the time by the steel company concerned showed that its foreign customers insisted on the painting of the rails ; and that in the period between 1956 and 1960 tens of thousands of painted rails had been shipped without incident.

The Court held that the finding of negligence against the Board could not be supported. The common law had always been solicitous for the safety of workmen ; but it had never pushed its solicitude to the point of saying that the employer was negligent merely because he asked his servants to perform work which was to some extent dangerous. If that were the law many commercial activities would be impossible. In this case it was commercially necessary for the rails to be painted the way they were, and so painted they were a normal innocent article of commerce fit to be carried.

C.—LIABILITY OF WORKER FOR INJURY OR DAMAGE CAUSED IN EMPLOYMENT

Federal Republic of Germany.—Two employees of a Berlin company were seriously injured in a traffic accident when travelling on official business. The accident was caused by the fact that the employee who was driving did not give the required priority to a van for reasons which were insufficiently determined. The other employee, who was senior in rank and had indeed given the instructions for the trip, sued the driver for compensation of damage not covered by the public employment injury insurance scheme.

The case was referred back to a lower court for an exact determination of the facts and of the degree of negligence of the driver. However, the Federal Labour Court laid down the following guiding principles, which elaborate the existing case law on the matter :

- (1) An employee is in principle liable for all damage caused by his negligence in employment.
- (2) Payment by an employment injury insurance scheme limits, in virtue of legislation, the liability of the employer and of his authorised representatives, but not that of all fellow-employees. A worker whose liability is not so limited cannot refer to a principle of reciprocity deriving from the fact that the injured person would have been entitled, if the roles were reversed, to limit his liability.
- (3) In work subject to risk—and driving in a city in rain is such work the liability of the driver is limited if the degree of his negligence was slight.
- (4) Where the liability of the driver is covered by compulsory insurance, it remains intact up to the amount of insurance cover even if it could otherwise be limited by reference to (3). This is not contrary to the principle that insurance can be relief on only where there is liability : the liability exists, and insurance is a reason for not limiting it.
- (5) A social security institution which has paid employment injury benefits has first claim, in subrogation to the victim, on the amount of compulsory insurance. Other claims of the victim can be satisfied only if there is a residue.

- (6) Some consideration has to be given to the work relationship between the employees concerned and to the question whether this relationship, and the circumstances in which the trip was undertaken, gave reason to believe that there had been a tacit exclusion or limitation of liability.

Nature of contracts of employment

A. PART-TIME EMPLOYMENT

India.—The principal question at issue in this case was whether a person whose services as a newspaper correspondent had been terminated was a “working journalist” in the meaning of the Working Journalist (Industrial Disputes) Act, 1955, so as to enable him to sue for reinstatement and compensation under the Act. The law lays down two tests for a “working journalist”: that his principal avocation is that of journalist; and that he is employed as such in a specified establishment. The Labour Court of first instance took the view that the former correspondent was outside the purview of the other professions. As for the requirement of “employment”, it postulated exclusive employment, but did not exclude part-time employment.

The Supreme Court held that the Labour Court was in error in holding that a person was not a working journalist merely because he was a part-time employee. A showing that journalism was the principal avocation of a part-time employee could be made by reference to his gains as journalist as compared with his gains from exclusive employment, but did not exclude part-time employment.

B. UNREMUNERATED WORK

Italy.—The Court laid down the principle that a legal labour relationship did not come into existence merely by virtue of the fact that one person was given work by another, collaborated in the undertaking of the latter and was subject to his authority; it was necessary in addition that there be an obligation on the “employer” corresponding to the service given by the “worker”, taking the form of remuneration.

Changes in terms of employment

A. TRANSFER OF WORKER

India.—A bank employee who had been serving in Bombay was transferred by the employing bank to Trichur, in a different language area. He contested the transfer and alleged that it was made on the ground of his trade union activity. There was in force an award for the banking industry which directed that transfers should be limited to the minimum consistent with banking needs and efficiency, and that, with respect to the category of staff to which the employee concerned belonged, “as far as possible there should be no transfer outside the state or the language area in which the employee has been serving except, of course, with his consent”. The Labour Court found that the transfer had been made in good faith, but held that the bank had not established that the transfer was essential, and set it aside on the ground that it materially altered the employee’s conditions of service.

On appeal, the Supreme Court held that the transfer was valid. Under the relevant award there was no absolute prohibition of the transfer. Whether a particular transfer was necessary the management was in the best position to judge. Industrial tribunals should accept as correct a submission by the management that a transfer was unavoidable, except where there was reason to believe that there was victimisation, unfair labour practice or some ulterior motive. The mere fact that the transfer involved hardship did not constitute an unfair labour practice.

B. CHANGE IN FUNCTIONS

Argentina.—An employee of a railway company, who had been engaged as a Chief of Division, fourth class, was subsequently transferred to laboratory work as a specialist in geology. After having exercised that function for some time, he was informed that, in view of the duties he now performed, he would in future be classified as a technical professional officer, Class B; as such he would receive the salary which he was receiving at the time of the notification. However, as a result of changes in salary scales that salary no longer corresponded to that of a Chief of Division, fourth class. The employee accordingly sought to obtain the salary corresponding to the grade at which he had been engaged.

The Court held that it was within the authority of management to assign new functions to an employee and to grant the salary corresponding to such functions. The only right of the employee was to rescind the contract if he so wished, with the corresponding indemnities.

C. CHANGES IN CONDITIONS OF EMPLOYMENT

1. **France.**—A foreman employed by a large automobile firm was, after ten years' work with normal hours, placed on shift work, although he made it clear that he did not wish to work on shifts. He claimed that this constituted a breach of contract on the part of the employer, for which the usual statutory indemnities were payable.

The Court found that there had been a reorganisation of the undertaking and considered that the employer was the sole judge of the desirability of such reorganisation. However, the new conditions for the performance of the work were different from those on which the parties had originally agreed and which had been in operation for ten years; they constituted a serious worsening of the terms of employment. In these circumstances the change must be regarded as a breach of contract by the employer.

2. **Austria.**—A worker was transferred from shift work as a watchman (in which he obtained special allowances for working shifts, for night work and for Sunday work) to a job with normal working hours in which he was not entitled to these allowances. He contested the transfer on the ground that under Austrian law any transfer "which involves a worsening of conditions of employment and in particular of remuneration" requires the approval of the works council. The employer denied that there was any worsening of conditions employment on the grounds, firstly, that transfer from shift work (including night work) to normal working hours constituted an improvement, and, secondly, that the special allowances were designed to meet extra expenses.

The Court held in favour of the worker. It considered that the transfer from shift work to regular working hours did not necessarily constitute an improvement of working conditions; this depended on the circumstances in each case. In this case there was a worsening as regards remuneration. The special allowances were clearly paid for hardship in employment and as part of remuneration; they were not reimbursement of expenses.

Termination of employment relationship

A. CONCEPT OF UNSATISFACTORY SERVICES

German Democratic Republic.—A man trained as a bank clerk was employed as an estate agent, and was thus called upon to perform functions going beyond those of clerical work. He was dismissed for unsatisfactory services after the employer had discovered also that he used an official car to pay visits to a lady other than his wife.

The Supreme Court held that there was not a sufficient basis for dismissal on the ground of unsatisfactory services. It considered, firstly, that employees were not required to have all the qualifications necessary for the proper exercise of their functions as from the moment of appointment, and that it was wrong to regard the competence of the employee as something that could be determined once and for all. It was necessary to take into account also what the undertaking had done to further the professional development of the employee, and an employee could be regarded as unsuitable for his job only if it became clear that, despite all the efforts of the undertaking to give him appropriate training, he remained unable to perform his functions. The Court considered, secondly, that, while in certain cases the private life of an employee was relevant to his capacity to assume certain functions, immoral conduct justified the conclusions that he was unsuitable for his job only if such conduct affected a condition of the contract of employment. As for the improper use of an official car, that should have given rise to disciplinary proceedings; it was not a basis for dismissal on the ground of unsatisfactory services.

B. COMPENSATION FOR UNJUSTIFIED DISMISSAL

Poland.—A worker who was dismissed, for reasons other than those recognised as valid in the decree of 18 January, 1956 to restrict the right to terminate contracts of employment without notice and to ensure continuity of employment, sued his former employer for damages. In the Court of first instance he claimed three months' salary as compensation for summary dismissal, payment for accumulated annual leave and payment for additional functions; he partially succeeded in these claims. Before the Court of Appeal he claimed in addition damages and interest for his subsequent unemployment and also for the loss of gainful employment of his wife. The Court of Appeal found against him on the ground that there was no proof that his subsequent unemployment or his wife's loss of gainful employment was the result of his dismissal.

On further appeal to the Supreme Court it was held that claims that may be lodged by a worker whose contract has been terminated for reasons other than those provided for by law are limited to those covered by sections 10 to 13 of the decree of 18 January 1956 (rein-

statement with back pay or one month's salary as compensation). Claims relating to an unjustified dismissal but not falling within the scope of sections 10 to 13 of the decree cannot be validly prosecuted even if there is a casual relationship between the damage for which the worker seeks compensation and the fact of his contract having been terminated without valid reasons.

Employment Service

TRANSFER OF PROFESSIONAL FOOTBALLERS

Italy.—A man had arranged the transfer of two professional footballers from one club to another and claimed commission for the transaction. This was refused on the ground that Italian law prohibited fee-charging private employment agencies. The question at issue before the Court was accordingly whether the transfer of professional footballers could be regarded as the work of an employment service.

The Court held that it could not be so regarded. Admittedly professional sport was a kind of work. However, it was peculiar in several respects. Firstly, the contract between the player and his club involved considerable limitations on the private life of the player, particularly in periods of training. Secondly, while it was possible to enter into an employment relationship without being registered with an employment service or a trade union, it was not possible to practice professional sport without belonging to the appropriate athletic federation. Thirdly, the transfer of players took place under the aegis of the athletic federation, with direct contact between the two employers; it could not be compared with placement by an employment service, which followed the complete termination of an earlier employment relationship, and brought into contact two parties which previously had no relationship whatsoever.

WAGES

A. DETERMINATION OF WAGE STRUCTURE

India.—The wage structure of an undertaking had remained unaltered since 1948. A dispute having arisen between it and its workmen concerning wages and dearness allowance, the Industrial Tribunal introduced entirely new wage scales for certain categories of workers. These scales were challenged, for different reasons, both by the management and by the workers.

The Supreme Court confirmed the new wage scales. It observed that the determination of a wage structure was one of the most difficult tasks of industrial adjudication. On the one hand both social and economic considerations required that a fair share of the national income be secured to workmen; on the other, care had to be taken that distribution of the national income did not dry up its source by driving capital away from fruitful employment, or hindering capital formation. Industrial adjudication had set certain standards in the matter. The lowest was the basic minimum wage which an employer of industrial labour must pay. Above this was the fair wage, which roughly approximated the need-based minimum. Above the fair wage was the living wage which would maintain the workman in the

highest state of industrial efficiency. Economic considerations had made the living wage a dream for the future ; the present concern of industrial tribunals was the determination of a fair wage. This problem had to be considered on an industry-cum region basis, and careful consideration given to the ability of the industry to pay.

Where an Industrial Tribunal revised wages keeping all the above considerations in mind, the revised wage structure should be upheld.

B. EQUAL PAY FOR EQUAL WORK

Italy.—In two cases the Court was called upon to decide the validity of collective agreements which provided for different wages scales for men and women in the textile industry. In both cases the Court declared the collective agreement null and void by reference to the Constitution of Italy, to the Equal Remuneration Convention, 1951 (No. 100), of the I. L. O. and to article 119 of the Rome Treaty establishing the Common Market, all of which lay down the principle of equal pay for “equal work” or “work of equal value”.

In the first case the Court defined ‘equal work’ as referring to equality in quality and quantity. Quality referred to the technical content of the operation, while quantity referred to over-all technical output. The Court found that men and women in the industry performed work which was, generally speaking, identical in quality and quantity.

In the second case the Court considered that the criterion of output was relevant to the evaluation of work only in piece-work, and not in time-rate systems. As for the quality of work, the fact that male weavers performed additional jobs was not relevant to a qualitative evaluation of the work of weaving.

C. RELATIONSHIP OF BONUS TO WAGES

1. **Argentina.**—A collective agreement provided for the payment of production bonus. The defendant undertaking did not pay this bonus, but only basic wages, for any day on which the worker was absent by reason of illness, accident, annual vacations or public holiday. It justified this practice on the ground that the payment of the bonus was conditional on the achievement of a certain level of production ; this requirement could not be met in the absence of the worker.

The Court did not accept that view. It held that the concept of wages embraced all remuneration received by the worker for services rendered to the employer.

Accordingly, production bonuses, like other variable modes of remuneration such as commission, payment for piece-work, etc., formed part of salary for the purposes of the application of the laws relating to vacations, public holidays, and absence by reason of accident or sickness suffered without fault of the worker.

2. **Federal Republic of Germany.**—An undertaking gave its workmen a bonus of 11 marks per week for “presence and punctuality”. The announcement concerning the institution of the bonus stated that it was granted voluntarily, and that it was not payable in case of illness, unpunctual reporting for work, and absence. One worker was ill for two months. The relevant legislation required the employer to pay

him certain amounts based on "net remuneration" in the four weeks preceding the illness. In calculating these amounts, the undertaking left the bonus out of account.

The Court held that the calculation had been correct. There was nothing in law to prevent an undertaking from enforcing the obligations of the worker—presence and punctuality—by positive incentives rather than disciplinary measures. There was similarly nothing to oblige the undertaking to draw a distinction in this connection between persons who absented themselves voluntarily and those who were unable to be present owing to sickness, in view of the practical difficulties of determining the genuineness of an illness in many cases.

Accordingly the Court held that it would run counter to the legitimate purpose of the bonus to regard it as remuneration for the purpose of determining the amounts payable to the worker by the employer in case of sickness.

(to be continued in next issue)

*Extract from International Labour Review—Vol. 91, No. 3—
March, 1965*

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 April, 1965 is 112.3 as against 112.7 for the month of March 1965, a decrease of .4.

(a) The Basic Wages payable for the month of May 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 May 1965, to workers in all the trades to which Part II of the Wages Boards Ordinance has been applied will be slightly less than that for the month of April 1965.

Strikes.—There were altogether 10 strikes in February 1965, involving 2033 workers and a loss of 4794 man days as against 14 strikes in January 1965, involving 3281 workers and a loss of 30,164 man days. Five of these strikes were in Tea Estates involving 1569 workers and a loss of 3774 man days; three in Tea cum Rubber Estates involving 253 workers and a loss of 663 man days, and the remaining two in Tea Export Trade involving 211 workers, and a loss of 357 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 February 1965, and March, 1965 was as given below:—

	February, 1965			March, 1965		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	21,959	19,123	41,082	22,093	19,098	41,191
Skilled	14,387	3,555	17,942	14,200	3,726	17,926
Semi-skilled	32,222	6,317	38,539	32,220	6,312	38,532
Unskilled	62,212	4,600	66,812	62,136	4,570	66,706
Total	130,780	33,595	164,375	130,649	33,706	164,355

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

	February, 1965			March, 1965		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	96	71	167	73	16	89
Skilled	45	11	56	76	—	76
Semi-skilled	61	4	65	41	21	62
Unskilled	287	9	296	149	30	179
Total	489	95	584	339	67	406

**TEXT OF SPEECH BY HON. MINISTER OF LABOUR,
EMPLOYMENT AND HOUSING, AT THE OPENING
OF THE I. L. O. SEMINAR AT PERADENIYA ON
MONDAY, 19TH APRIL, 1965**

LADIES AND GENTLEMEN,

IT gives me great pleasure as Minister of Labour of the host country to open this Seminar on Labour Management Relations organized by the International Labour Organisation in collaboration with the Government of Ceylon. I am sorry that the Prime Minister Mr. Dudley Senanayake, whom I had invited to open this Seminar, is unable to do so, as his presence in Parliament is necessary during the debate on the address of thanks to the Throne Speech which commences today. He has asked me to convey to you his regret at his inability to be present today and has asked me to deputise for him.

2. Whilst expressing my thanks to the I. L. O. Authorities for sponsoring this Seminar and to the Vice-Chancellor of the University of Ceylon for so graciously permitting the use of this spacious hall, I wish to extend a very warm welcome on behalf of the Government of Ceylon to the Delegates of the countries participating in the Seminar, and I hope that their stay in Ceylon will be a happy and rewarding one. I also wish to thank the other ladies and gentlemen who have so kindly accepted my Permanent Secretary's invitation for their presence today.

3. Although my experience in this field is somewhat limited, I am nevertheless conscious of the importance of healthy Labour Management Relations in increasing production both in the public and in the private sector in Ceylon. In developing countries such as ours, industrial harmony is essential for economic growth and I am therefore certain that this Seminar will prove to be of benefit not only to the participating countries but to the International Labour Organisation itself, since its strength and vitality is necessarily derived from its degree of usefulness to its member countries.

4. I am informed that the Seminar will centre its discussions on the institutional aspects of Labour Management Relations and more particularly on such topics as Personnel Management, systems of Worker Representation, methods and machinery for the adjustments of grievances, collective bargaining machinery and Worker Education. As the participants to this Seminar have been selected on a tri-partite basis, I have no doubt that all shades of opinion will be expressed

freely that experiences will be shared and that all three groups which are represented at the Seminar, namely, Governments, Employers and Workers will profit thereby.

5. As you are aware the National Government of Ceylon, which has recently received an overwhelming mandate by the people of this country, is committed to a democratic socialist form of Government. In our endeavour to preserve democracy we are pledged to do whatever is possible to promote better employer-employee relations and to advance the interests of employees of all grades in the Public and Private Sectors. It will be our endeavour to see that whilst the interests of workers are advanced, the workers would also discharge their just obligations towards their employers. We have also accepted the *principle* that the profits of production should be shared equitably between employer and employee as we are convinced that this would promote better production and better industrial relations which are so vital to our national economy.

6. I would like, in passing, to refer to a few aspects of Labour Management Relations listed in the Agenda of this Seminar which are of importance in any own country, namely, Personnel Management, Worker Representation and Worker Education, and which are no doubt equally important in yours. Personnel Management has been defined as that element of Management which is responsible for advising generally on any questions affecting industrial relations within an undertaking and in particular performs administrative duties relating to employment, conditions of work and well-being of employees of the undertaking. The purpose of efficient Personnel Management, as I understand it is the organising and training of individuals to work so that maximum efficiency could be attained by obtaining the greatest possible realisation of the intrinsic abilities of each worker. In countries such as Ceylon where there are several Nationalised undertakings and new Industrial Ventures, the importance of Personnel Management cannot therefore be over-emphasised and I can assure you that any suggestions made at this Seminar will receive the careful consideration of the Government of Ceylon.

As regards Worker Representation, the Government of Ceylon has, as you are no doubt aware, accepted the principle of worker participation in management and profits, as we are convinced that this will result in increased productivity without which the national economy of any country would be stagnant. We will be interested to learn of the manner in which this has been achieved in any of your countries.

As regards Worker Education, the Government of Ceylon considers that it is essential for industrial peace that there should be an awareness on the part of the workers not only of their rights but of their obligations and that this can only be done by actively pursuing a programme of Worker Education. With the growth of the labour movement in Ceylon, wider responsibilities are being cast on the workers, and Trade Unions are no longer concerned merely with wages and conditions of employment. They are being increasingly called upon to offer suggestions on questions such as price levels, production methods, etc. It is, therefore, imperative that there should be a continuous programme of education of the general membership as well as of leaders and Union officials. At the same time I feel that if members of Trade Unions are made to realise that they have certain obligations as well

as certain rights, this will lead not only to industrial harmony but also to a lessening dependence on non-workers in making decisions pertaining to Trade Unions matters. I would, therefore, commend for your consideration a full discussion on the scope and content of Worker Education.

7. In conclusion, I would thank you once again on behalf of the host Government for your presence here today, I am aware that the International Labour Organisation, like all other specialised Agencies of the United Nations, accepts freedom of expression as a fundamental principle and I am therefore certain that there will not only be a free and frank exchange of views between the participants in this Seminar, but a sharing of experiences which will eventually result in the building up of good Labour Management Relations in each of the participating countries.

WAGES BOARD

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

XXXVII—The Tea Growing and Manufacturing Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Tea Growing and Manufacturing Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, (Chapter 136), published in *Ceylon Government Gazette* No. 9,224 of January 7, 1944, and came into force on January 31, 1944.*

Order

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

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

- (1) the raising and maintenance of a tea plantation ; and
- (2) the manufacture of tea from the leaf of the tea plant ;
including :—
 - (a) felling, clearing, terracing and bunding ;
 - (b) draining ;
 - (c) pegging, lining, holing, felling, and supplying vacancies ;
 - (d) planting shade trees, cover crops and lopping ;
 - (e) planting tea seedlings and stumps ;
 - (f) preparing beds and planting and watering tea seedlings in nurseries ;

* *Note.*—The Order under reference related to both the Rubber Growing and Manufacturing and the Tea Growing and Manufacturing Trades. That part of the Order relating to the Rubber Growing and Manufacturing Trade was subsequently revoked by an Order made under section 6, published in *Gazette* No. 9,992 of July 1, 1949, and came into force on June 28, 1949.

- (g) weeding, ferning, mossing, removing, cooch grass, and boundary clearing ;
- (h) constructing, repairing, and maintaining roads and buildings ;
- (i) plucking, tipping, and transporting green leaf ;
- (j) pruning, mulching green manure, manuring and forking ;
- (k) withering, rolling, fermenting, and firing ;
- (l) sifting, forking, cleaning, grading, picking red leaf and stalk, weighing, numbering and marking ;
- (m) making and transporting of compost ;
- (n) cutting firewood ;
- (o) cleaning and sweeping lines and premises, and conserving latrines ;
- (p) transporting, and wire shoot running ;
- (q) cattle keeping ;
- (r) the work of a kangany ;
- (s) the work of a creche attendant ;
- (t) the work of a watcher ; and
- (u) any other operation connected with or incidental to the work specified in sub-paragraph (1) or (2) of paragraph 2 ;

but excluding the work of the following workers :—

Tea 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 Tea Growing and Manufacturing Trade was established on May 17, 1944, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette*, No. 9,272 of May 19, 1944.

(C) DECISIONS OF THE BOARD

The original decisions in respect of the Tea Growing and Manufacturing Trade made by the Wages Board for the Trade related mainly to rates of wages and they came into force on August 1, 1945. A notification relating to those decisions was published under section 29 (3) of the Wages Boards Ordinance in *Gazette Extraordinary* No. 9,441 of July 31, 1945. Decisions in regard to weekly and annual holidays to the workers came into force on September 1, 1946, and a notification in respect of the decisions was published in *Gazette* No. 9,592 of August 23, 1946. Decisions varying earlier decisions were published in notifications appearing in *Gazette* No. 9,592 of August 23, 1946, No. 9,634 of November 22, 1946, No. 10,047 of November 25, 1949, No. 10,177 of November 24, 1950, No. 10,429 of July 30, 1952, No. 10,542 of June 29, 1953, No. 10,698 of July 31, 1954, No. 10,790 of April 29, 1955, No. 10,850 of October 21, 1955, and *Gazette Extraordinary* No. 14,340 of March 9, 1965.

DECISIONS RELATING TO RATES OF WAGES, OVERTIME RATES AND OTHER MATTERS

PART I

Direction under Section 20 (2) (b)

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

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

Definition of a normal working day (Section 24)

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

PART II

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

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

<i>Class of worker</i>	<i>Basic Rate for a normal working day Rs. c.</i>	<i>Rate of special allowance for a normal working day in any month</i>								
<p>Male worker not under 16 years of age</p>	<p>1 25</p>	<p>Where the cost of living index number for the preceding month is 99·2, the special allowance shall be—</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td style="text-align: right;"><i>Rs. c.</i></td> </tr> <tr> <td>for a male worker not under 16 years of age</td> <td style="text-align: right;">1 9</td> </tr> <tr> <td>for a female worker not under 15 years of age</td> <td style="text-align: right;">0 82</td> </tr> <tr> <td>for a child worker</td> <td style="text-align: right;">0 75</td> </tr> </table> <p>Where the cost of living index number for the preceding month is above 99·2, the rate of special allowance herein before 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 :—</p> <p>3 cents in the case of a male worker not under 16 years of age</p> <p>2 cents in the case of a female worker not under 15 years of age</p> <p>2 cents in the case of a child worker</p>		<i>Rs. c.</i>	for a male worker not under 16 years of age	1 9	for a female worker not under 15 years of age	0 82	for a child worker	0 75
	<i>Rs. c.</i>									
for a male worker not under 16 years of age	1 9									
for a female worker not under 15 years of age	0 82									
for a child worker	0 75									
<p>Female worker not under 15 years of age</p>	<p>1 5</p>	<p>Where the cost of living index number for the preceding month is 99·1, the special allowance shall be—</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td style="text-align: right;"><i>Rs. c.</i></td> </tr> <tr> <td>for a male worker not under 16 years of age</td> <td style="text-align: right;">1 6</td> </tr> <tr> <td>for a female worker not under 15 years of age</td> <td style="text-align: right;">0 80</td> </tr> <tr> <td>for a child worker</td> <td style="text-align: right;">0 73</td> </tr> </table> <p>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 :—</p> <p>3 cents in the case of a male worker not under 16 years of age</p> <p>2 cents in the case of a female worker not under 15 years of age</p> <p>2 cents in the case of a child worker</p>		<i>Rs. c.</i>	for a male worker not under 16 years of age	1 6	for a female worker not under 15 years of age	0 80	for a child worker	0 73
	<i>Rs. c.</i>									
for a male worker not under 16 years of age	1 6									
for a female worker not under 15 years of age	0 80									
for a child worker	0 73									
<p>Child worker</p>	<p>0 80</p>	<p>Where the cost of living index number for the preceding month is 99·1, the special allowance shall be—</p> <table style="margin-left: auto; margin-right: auto;"> <tr> <td></td> <td style="text-align: right;"><i>Rs. c.</i></td> </tr> <tr> <td>for a male worker not under 16 years of age</td> <td style="text-align: right;">1 6</td> </tr> <tr> <td>for a female worker not under 15 years of age</td> <td style="text-align: right;">0 80</td> </tr> <tr> <td>for a child worker</td> <td style="text-align: right;">0 73</td> </tr> </table> <p>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 :—</p> <p>3 cents in the case of a male worker not under 16 years of age</p> <p>2 cents in the case of a female worker not under 15 years of age</p> <p>2 cents in the case of a child worker</p>		<i>Rs. c.</i>	for a male worker not under 16 years of age	1 6	for a female worker not under 15 years of age	0 80	for a child worker	0 73
	<i>Rs. c.</i>									
for a male worker not under 16 years of age	1 6									
for a female worker not under 15 years of age	0 80									
for a child worker	0 73									

Table I

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

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

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

PART III

Overtime Rates

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

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

In the computation of the overtime rate—

- (1) a fraction of a cent which is less than one-half of a cent shall not be taken 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 worker engaged in plucking on a Sunday or for any worker (kangany) engaged in supervising such plucking 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 him (such hourly rate being ascertained by dividing the daily minimum time rate applicable to him by 8).

DECISIONS RELATING TO WEEKLY, ANNUAL AND PUBLIC HOLIDAYS

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

The preceding provisions of this paragraph shall not apply to workers engaged in plucking or to workers (kanganies) engaged in supervising such plucking.

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 paragraphs 6 (b) and 6 (c), by reason of work performed during the current year, shall be his average daily wages ascertained by dividing his total wages (exclusive of overtime and bonuses) earned by him during the current year by the number of days on which the worker has actually worked during that year.

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

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

(b) Where 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 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.

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 a worker might take in any year shall not exceed twenty-one.

7. For the purposes of the foregoing provisions—

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

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

(i) every holiday allowed by the employer to the worker under section 25;

(ii) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than 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 came into force.

Public Holidays (Section 25)

9. (a) Subject to the provisions of this paragraph and of paragraph 10, every employer shall allow as holiday 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

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

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Index Number Nov., 1942 = 100
Group Weights	63.66	7.26	7.06	8.78	13.24	
1943	103	94	105	138	118	107
1944	102	94	105	156	127	109
1945	110	94	112	165	158	121
1946	113	111	124	180	155	125
1947	126	121	136	213	157	138
1948	138	161	148	189	157	142
1949	144	97	129	156	148	141
1950	154	102	129	155	154	149
1951	155	112	129	197	160	154
1952	153	104	131	192	168	153

† Average for 5 months only.

* Average for 11 months only.

B—Colombo Consumers' Price Index

Base : Average Prices 1952=100

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

INDEX NUMBERS

1953	105.97	99.82	101.32	82.82	97.17	101.6
1954	106.13	103.35	101.53	79.52	94.43	101.1
1955	105.09	102.34	101.53	80.50	94.62	100.5
1956	103.32	101.30	101.53	81.76	98.60	100.2
1957	104.94	97.32	101.53	84.39	106.92	102.8
1958	105.75	101.04	101.53	87.51	113.05	105.0
1959	104.67	102.31	101.49	92.10	115.22	105.2
1960	100.77	102.63	101.53	95.10	117.51	103.5
1961	99.66	104.35	101.53	106.13	123.26	104.8
1962	100.93	105.56	101.53	108.21	124.95	106.3
1963	103.02	103.03	101.53	118.16	126.58	108.8
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
March	107.11	102.31	101.53	129.13	128.95	112.7
April	106.54	102.31	101.53	127.09	129.24	112.3

TABLE II—WAGES INDEX NUMBERS

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

A

Base : 1939=100

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

B

Base : 1952=100

1953	.. 1.95	.. 101.56	.. 99.96	.. 90.97	.. 101.31	.. 99.71
1954	.. 1.99	.. 103.65	.. 102.52	.. 91.04	.. 101.39	.. 100.29
1955	.. 2.06	.. 107.29	.. 106.76	.. 94.94	.. 105.74	.. 105.21
1956	.. 2.08	.. 108.33	.. 108.11	.. 96.24	.. 107.18	.. 106.91
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
March	.. 2.25	.. 117.19	.. 103.98	.. 113.74	.. 126.67	.. 112.40
April	.. 2.25	.. 117.19	.. 104.35	.. 113.74	.. 126.67	.. 112.80

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
March ..	2.28	116.33	3.87	132.53	2.41	118.14
April ..	2.28	116.33	3.90	133.56	2.41	118.14

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

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

‡ Amended figure.

TABLE IV

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

Year	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939 ..	3,712 ..	11,964 ..	5,034 ..	5,967 ..	26,677
1940 ..	4,734 ..	13,130 ..	4,800 ..	4,981 ..	27,645
1941 ..	5,274 ..	8,882 ..	2,351 ..	3,951 ..	20,458
1942 ..	6,589 ..	9,411 ..	1,882 ..	1,451 ..	19,333
1943 ..	2,282 ..	2,872 ..	1,312 ..	1,869 ..	8,335
1944* ..	295 ..	358 ..	227 ..	172 ..	1,051
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 ..	39,018 ..	17,139 ..	37,970 ..	65,213 ..	159,340
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
February ..	41,082 ..	17,942 ..	38,539 ..	66,812 ..	164,375
March ..	41,191 ..	17,926 ..	38,532 ..	66,706 ..	164,355

* 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>Navalapitiya</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	6,032	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	3,023	3,263	3,331	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	338	297
1955 ..	36,451	3,395	4,740	6,331	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	7,800	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354
1959 ..	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422
1960 ..	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,084	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	6,658	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	616
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
February ..	56,787	12,920	14,713	17,460	8,356	948	7,351	4,090	4,500	3,190	1,904	823
March ..	56,109	12,691	14,603	17,528	8,482	949	7,402	4,314	4,404	3,222	1,899	810

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

<i>Trincomalee</i>	<i>Anuradhapura</i>	<i>Awissovela</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	—	—	—	—	—	—	—	—	—	—	69,732
848	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	53,307
252	437	678	—	—	—	—	—	—	—	—	53,023
239	548	477	526	1,382	—	—	—	—	—	—	51,546
1,567	884	1,377	396	1,589	—	—	—	—	—	—	63,394
776	1,104	1,582	392	2,411	—	—	—	—	—	—	71,010
939	1,651	1,984	721	4,206	—	—	—	—	—	—	85,952
1,252	1,198	2,226	840	5,331	551	1,947	—	—	—	—	110,856
1,188	1,380	2,925	1,110	5,324	531	2,465	—	—	—	—	117,799
1,365	1,733	2,965	1,198	5,812	611	2,786	970	—	—	—	128,018
1,756	2,550	3,784	1,222	8,179	772	3,143	986	—	—	—	151,092
1,372	2,563	364	1,368	8,060	574	3,301	1,199	—	—	—	150,231
1,431	2,742	3,804	1,188	7,811	737	3,230	1,259	2,109	768	822	152,002
1,389	3,128	3,528	1,414	8,606	671	4,049	1,345	2,269	889	578	151,92
1,467	3,122	3,553	1,471	8,753	654	4,185	1,383	2,334	881	609	154,605
1,493	3,097	3,441	1,493	8,846	664	4,380	1,419	2,421	843	636	156,109
1,621	3,200	3,412	1,563	8,902	642	4,379	1,410	2,436	827	599	157,365
1,710	3,141	3,371	1,574	8,865	564	4,276	1,355	2,437	842	620	155,808
1,743	3,156	3,460	1,596	8,700	579	4,136	1,327	2,388	800	578	156,003
1,825	2,838	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	160,435
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
1,514	3,320	3,932	1,587	9,132	631	5,368	1,525	2,454	1,357	513	164,375
1,551	3,395	4,125	1,605	9,033	650	5,606	1,519	2,560	1,399	499	164,355

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	2,588
1940	1,298	271	2,215	1,049	798	1,032	1,741	2,787	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,758	1,875
1945	3,116	369	13,870	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	89,225	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	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,779
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	689	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	2,392	3,791	83,883	8,203
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	3,162
1961	22,558	1,259	14,784	631	24,791	964	50,890	2,794	112,523	5,648
1962	24,155	1,263	11,626	468	22,994	809	42,404	2,317	101,179	4,851
1963	24,997	1,322	11,953	502	24,951	939	43,400	2,466	105,301	5,129
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
February*	2,306	167	1,339	56	2,516	65	4,025	296	10,186	584
March	1,969	89	1,216	76	2,088	62	3,367	179	8,640	406

* Revised figures.

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	528	31	326	53	852	21	1,128	62	2,834	167
Negombo	97	—	57	—	114	—	267	11	535	11
Kalutara	146	—	41	—	167	1	182	1	536	2
Galle	224	—	105	8	170	—	291	—	790	8
Kandy	104	1	51	7	76	11	201	43	432	62
Nawalapitiya	10	—	5	—	9	5	15	2	39	7
Kurunegala	112	—	74	—	54	—	158	—	398	—
Jaffna	126	11	46	4	97	5	109	7	378	27
Ratnapura	37	1	10	—	36	1	21	—	104	2
Badulla	63	3	31	—	48	2	112	4	254	9
Batticaloa	41	8	18	—	28	4	41	1	128	13
Kalmunai	22	3	11	4	33	2	15	3	81	12
Trincomalee	20	5	14	—	24	—	68	—	126	5
Anuradhapura	51	15	39	—	70	3	86	20	246	38
Avissawella	93	—	102	—	41	—	201	—	437	—
Haputala	21	—	12	—	17	—	30	1	80	1
Matara	84	5	29	—	78	2	171	2	362	9
Vavuniya	17	1	1	—	22	—	11	—	51	1
Kegalle	88	3	207	—	93	3	52	15	440	21
Matale	20	—	12	—	23	—	12	—	67	—
Chilaw	38	—	13	—	28	1	153	1	232	2
Hatton	17	2	2	—	7	1	25	6	51	9
Nuwara Eliya	10	—	10	—	1	—	18	—	39	—
Total	1,969	89	1,216	76	2,088	62	3,367	179	8,640	406

TABLE VIII—Strikes In Ceylon Since 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	.. 4	.. Not available	.. Not available
1940	.. 36	.. 9,732	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048‡	.. 66‡	.. 12,399	.. 937
1945	.. 28	.. 3,514	.. 4,285*	.. 53	.. 28,875	.. 153,388
1946	.. 87	.. 15,259	.. 31,830‡	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,714
1948	.. 33	.. 23,100	.. 49,933‡	.. 20	.. 1,065	.. 2,497
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576‡
1950	.. 82	.. 22,808	.. 85,837	.. 28	.. 5,471	.. 22,617
1951	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	.. 39	.. 6,168	.. 46,990
1953	.. 33	.. 363,600	.. 430,586	.. 54	.. 14,482	.. 31,996
1954	.. 59	.. 86,450	.. 391,200	.. 55	.. 15,381	.. 85,569
1955	.. 60	.. 11,437	.. 69,913	.. 47	.. 11,293	.. 36,016
1956	.. 99	.. 56,908	.. 200,888	.. 113	.. 31,852	.. 152,966
1957	.. 177	.. 297,061	.. 618,050	.. 127	.. 70,239	.. 190,443
1958	.. 123	.. 39,372	.. 340,632	.. 96	.. 42,713	.. 399,228
1959	.. 177	.. 47,318	.. 352,145	.. 71	.. 42,932	.. 463,119
1960	.. 123	.. 42,528	.. 259,948	.. 37	.. 4,830	.. 15,189
1961	.. 90	.. 29,223	.. 317,866	.. 39	.. 38,013	.. 170,372
1962	.. 138	.. 42,569	.. 193,792	.. 50	.. 25,730	.. 801,882
1963	.. 174	.. 62,511	.. 359,905	.. 58	.. 29,819	.. 479,678
1964	.. 193	.. 66,633	.. 604,052	.. 92	.. 18,805	.. 240,316
1965 January to February §	.. 19	.. 4,866	.. 29,173	.. 6	.. 581	.. 9,908
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	.. 1,823	.. 13,133
April	.. 12	.. 3,641	.. 17,123	.. 7	.. 344	.. 4,108
May	.. 16	.. 3,832	.. 24,946	.. 7	.. 1,404	.. 8,644
June	.. 19	.. 5,764	.. 76,724	.. 8	.. 1,606	.. 20,896
July	.. 16	.. 7,884	.. 33,725	.. 13	.. 1,729	.. 22,136
August	.. 18	.. 5,762	.. 58,773	.. 4	.. 435	.. 5,237
September	.. 18	.. 9,120	.. 25,748	.. 7	.. 361	.. 1,470
October*	.. 20	.. 5,953	.. 59,603	.. 3	.. 246	.. 3,504
November*	.. **15	.. **3,799	.. **12,691	.. **8	.. **1,947	.. **4,072
December	.. **17	.. **5,818	.. **41,770	.. **8	.. **960	.. **25,328
1965 January §	.. 11	.. 3,044	.. 24,736	.. 4	.. **370	.. **9,551
February §	.. 8	.. 4,866	.. 29,173	.. 2	.. 211	.. 357

* 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 February, 1965, by Industries or Trades

Industry or Trade		Number of Strikes	Number of Workers involved		Number of Man-days lost
Plantations—Tea	..	5	..	1,569	.. 3,774
Rubber	..	3	..	253	.. 663
Tea-cum-Rubber	..	—	..	—	.. —
Coconut	..	—	..	—	.. —
Coconut-cum-Rubber	..	—	..	—	.. —
Total	..	8		1,822	4,437
Engineering	..	—	..	—	.. —
Printing	..	—	..	—	.. —
Motor Transport	..	—	..	—	.. —
Tea Export	..	2	..	211	.. 357
Rubber Export	..	—	..	—	.. —
Coconut Manufacturing	..	—	..	—	.. —
Toddy, Arrack and Vinegar	..	—	..	—	.. —
Cigar Manufacturing	..	—	..	—	.. —
Tea & Rubber Manufacturing	..	—	..	—	.. —
Cinema	..	—	..	—	.. —
Dock, Harbour and Port Transport	..	—	..	—	.. —
Building Trade	..	—	..	—	.. —
Local Government Services	..	—	..	—	.. —
Service Institutions	..	—	..	—	.. —
Factories, Workshops, &c., run by the State	..	—	..	—	.. —
Textile	..	—	..	—	.. —
Relief Schemes	..	—	..	—	.. —
Wholesale and Retail Distribution	..	—	..	—	.. —
Aerated Waters and Ice Manufacturing	..	—	..	—	.. —
Beedi Manufacturing	..	—	..	—	.. —
Hotel	..	—	..	—	.. —
Tile Manufacturing	..	—	..	—	.. —
Miscellaneous	..	—	..	—	.. —
Coir Mattress and Bristle Fibre Export	..	—	..	—	.. —
Match Manufacturing	..	—	..	—	.. —
Total	..	2		211	357
Grand Total	..	10		2,033	4,794

TABLE X—Classification of the Strikes in February, 1965, in Causes

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
	1. Dismissal or loss of employment in any way. Failure to provide work	—	2	—
2. Wage increases, Higher rates for piece work, &c.	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	2	—	230	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	5	—	1,520	—
5. Food matters. Welfare	1	—	72	—
6. Right of association and meeting	—	—	—	—
7. Factional disputes and domestic matters	—	—	—	—
8. External matters (e.g., arrest by Police, &c.)	—	—	—	—
9. Assaults by employer or agent or others	—	—	—	—
10. General demands	—	—	—	—
11. Sympathetic strikes	—	—	—	—
Total	8	2	1,822	211

APPENDIX I

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

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

Month : May, 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
--	---------	---------	------

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
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Semi-skilled, Grade I :

Kanganies ..	1 80 ..	2 28 ..	4 08
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Skilled :

Masons (building), carpenters (building), plumbers ; erectors (construction steel) ; equipment maintenance men ; tinkers ..	2 0 ..	2 28 ..	4 28
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*Correction of Error : The words "male labourers under 18 years of age" appearing under item "(4) Building Trade" of this appendix in all issues of the Ceylon Labour Gazette commencing April, 1963 should be read as "Male Labourers not under 18 years of age" any inconvenience caused to our Patrons is regretted—Editor

Class of Worker

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

(5) Cigar Manufacturing Trade

Piece Rates :

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

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

(6) Cinema Trade

Monthly Rates:

A.—NON-CLERICAL

Unskilled

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

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

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

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

Skilled, Grade II

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

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

Skilled, Grade I

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

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

Class of Worker	Month : May, 1965		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(6) Cinema Trade (contd.)			
B.—CLERICAL			
Grade III			
Advertisement clerk; Assistant cashier clerk; Despatch and clearing clerk; Advance booking clerk; Booking clerk:—			
(a) Within the Municipal areas	.. 50 0	.. 55 0	.. 105 0
(b) Outside the Municipal areas	.. 45 0	.. 55 0	.. 100 0
Grade II			
Advertisement manager; Cashier clerk; Clerk (accounts and general); Typist; Wharf clerk; Storekeeper; Book-keeper:—			
(a) Within the Municipal areas	.. 55 0	.. 58 0	.. 113 0
(b) Outside the Municipal areas	.. 50 0	.. 58 0	.. 108 0
Grade I			
Head clerk	.. ..	.. 110 0	.. 63 0

(7) Cinnamon Trade

Daily Rates :

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

Piece Rates :

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

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

Daily Rates :

Male worker not under 16 years	..	1 10	..	1 30	..	2 40
Female worker not under 15 years	..	0 90	..	0 96	..	1 86
Child worker	..	0 65	..	0 89	..	1 54

(9) Coconut Growing Trade

Daily Rates :

In the raising and maintenance of a coconut plantation and in the manufacture of copra—

Kangany	..	1 40	..	1 30	..	2 70
Male not under 16 years	..	1 25	..	1 30	..	2 55
Female not under 15 years	..	1 5	..	0 96	..	2 01
Male worker under 16 years or Female worker under 15 years	..	0 80	..	0 89	..	1 69

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

Month: May, 1965

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(9) Coconut Growing Trade (contd.)						
<i>Monthly Rates :</i>						
Conductor employed in—						
(a) any coconut plantation of not less than 75 acres but less than 100 acres in extent, per month	100	0*	..	—	..	100 0
(b) any coconut plantation of not less than 100 acres but less than 150 acres in extent, per month	125	0*	..	—	..	125 0
(c) any coconut plantation of not less than 150 acres but less than 200 acres in extent, per month	150	0*	..	—	..	150 0
(d) any coconut plantation of not less than 200 acres but less than 250 acres in extent, per month	175	0*	..	—	..	175 0
(e) any coconut plantation of not less than 250 acres in extent, per month	200	0*	..	—	..	200 0
<i>Piece Rates :</i>						
(1) In the raising and maintenance of plantations: Picking nuts, per 1,000 trees	18	0	..	—	..	18 0
(2) In the manufacture of copra :						
(a) husking nuts, per 1,000 nuts	3	50	..	—	..	3 50
(b) splitting nuts, copra curing and sorting, per 1,000 nuts	2	50	..	—	..	2 50
(10) Coconut Manufacturing Trade						
<i>Daily Rates :</i>						
In the manufacture of (1) desiccated coconuts, (2) coconut oil, (3) fibre and (4) coir products—						
Kangany	1	80	..	2	15	.. 3 95
Male not under 18 years	1	40	..	2	15	.. 3 55
Female not under 18 years	1	15	..	1	76	.. 2 91
Worker, irrespective of sex under 18 years	1	15	..	1	69	.. 2 84
<i>Piece Rates :</i>						
(a) In the manufacture of desiccated coconuts—						
(1) husking nuts, per 1,000 nuts	2	19	..	—	..	2 19
(2) removing shells (hatchetting) per 1,000 nuts	1	13	..	—	..	1 13
(3) removing parings, per 1,000 nuts	1	13	..	—	..	1 13
(4) washing coconut meat and disintegrating, per 1,000 pounds	0	88	..	—	..	0 88
(5) drying, per 1,000 pounds	1	31	..	—	..	1 31
(6) sifting and grading, per 1,000 pounds	1	6	..	—	..	1 6
(7) packing and stencilling per case of 120 to 130 pounds	0	10	..	—	..	0 10
(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—						
(1) crushing husks per cwt. (wet weight of bristle fibre)	0	94	..	—	..	0 94
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre)	0	94	..	—	..	0 94
(3) cleaning mattress fibre, drying and baling per cwt.	0	31	..	—	..	0 31
(4) hanking bristle fibre and tying, per cwt.	1	50	..	—	..	1 50
(5) manufacture of mats and matting—						
(i) mats, per sq. ft.	0	44	..	—	..	0 44
(ii) matting, per square yard	0	15	..	—	..	0 15
(6) hacking bristle fibre and tying, per cwt.	3	25	..	—	..	3 25

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

Class of Worker

(11) Coir Mattress and Bristle Fibre Export Trade

Basic Wage Rs. e.	Special Allowance Rs. e.	Total Rs. e.
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Daily Rates :

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

Grade II—

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

1 40 .. 2 18 .. 3 58

Intermediate Grade—

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

1 60 .. 2 28 .. 3 88

Grade I—

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

1 80 .. 2 26 .. 4 08

Head baling press operator ..

2 0 .. 2 26 .. 4 28

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

1 15 .. 2 06 .. 3 21

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

Over 14 years but under 15 years ..

0 80 .. 1 63 .. 2 43

Over 15 years but under 16 years ..

0 90 .. 1 68 .. 2 58

Over 16 years but under 17 years ..

1 0 .. 1 73 .. 2 73

Over 17 years but under 18 years ..

1 15 .. 1 83 .. 2 98

Month : May, 1965

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

(12) Dock, Harbour and Port Transport Trade*

Monthly Rates :

Manual Work—

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

Women Workers—

Female kanganies	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

Price Rates :

Lighters from 20 to 60 tons—

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

* A more detailed classification of various class of workers into group will be found in the decisions of the Wages Board for this trade published in *Government Gazette Extraordinary* No. 10,542 of June 29, 1953.

Class of Worker

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

(12) Dock, Harbour and Port Transport Trade (contd.)

Lighters over 60 but under 80 tons—

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

Lighters 80 tons and over—

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

Note.—The above rates shall be increased by—

(i) 50 cents for—

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

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Class of Worker	Month : May, 1965		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(13) Engineering Trade			
<i>Daily Rates :</i>			
Unskilled labourers	1 40 ..	2 18 ..	3 58
Semi-skilled workers, Grade I—			
Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fettlers (iron and brass) ; smellters (iron and brass) ; checkers (timber), sawyers ; caulkers (wood) ; boiler attendants ; drivers (engine) .. firemen ; tyre repairers ; tyre vulcanizers	1 65 ..	2 28 ..	3 93
Semi-skilled workers, Grade II—			
Painters ; bowmen ; greasers ; cleaners and washers ; mason, mates and blacksmith mates, employed in repairing, constructing and maintenance of roads, including workers employed in cutting side drains, scarifying the road surface, metal spreading, loading, unloading and piling of metal, tarring roads and concrete mixing by hand	1 45 ..	2 28 ..	3 73
Skilled workers—			
Turners ; machinists (iron and steel working) ; machinists (wood working) ; coppersmiths ; plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; coremakers ; pattern-makers ; carpenters, joiners and cabinet-makers ; boat-builders ; saw sharpeners ; machine-knife sharpeners ; sign writers ; polishers (appliers of French polish) ; masons ; launch tindals, drivers ; splicers (rope and sail makers) ; glaziers ; driver mechanics ; oil and steam roller drivers shipwrights, body-builders ; hood-makers ; mechanics ; tinkers (motor) ; tinsmiths ; riveters and caulkers crane drivers ; miners (blasters and drillers) and sledgers employed in repairing, constructing and maintenance of roads ..	2 0 ..	2 28 ..	4 28
Kanganies	1 80 ..	2 28 ..	4 08
Watchers	1 70 ..	2 28 ..	3 98
Trade learners and apprentices—			
First year	0 50 ..	1 16 ..	1 66
Second year	0 66 ..	1 26 ..	1 92
Third year	0 85 ..	1 60 ..	2 45
Fourth year	1 10 ..	1 75 ..	2 85
(14) Ice and Aerated Waters Manufacturing Trade			
<i>Daily Rates :</i>			
<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 ₂ Gas Control Men, Asst. Syrup Makers, Syrupers, Crowners, Clean Bottle Examiners, Carbonator Operators, Production Counters, Fillers (Hand), Labelers (Automatic), Bottle Washer off-loaders, any other workers engaged in automatic machines in the production of mineral or aerated waters, Ice Harvestors	1 65 ..	2 28 ..	3 93

Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(14) Ice and Aerated Waters Manufacturing Trade (contd.)

Grade III :

Ice Storers, Ice Packers, Ice Loaders, Syrup Room Labourers, Bottle Unpackers, Bottle Sorters or Cleaners, Bottle Washer Loaders, Case Fillers, Bottle Packers, Cleaners or Sweepers, Hand Washers, Case Carriers or Stackers, Stores Labourers, Labellers (Hand), Van Loaders

1 40	2 18	3 58
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(15) Match Manufacturing Trade

Daily Rates :

Grade I—

Splint chopping by machine driver ; peeling splints, rims, outside veneers and bottom veneers by machine driver ; sharpening knives and tools by machine driver ; filling frames by machine driver ; dipping of sticks in chemical composition by machine driver ; frictioning by machine driver ; mixing composition for match head by mixer ; paper slitting by machine driver ; the work of an overseer or kangany ; box filling by machine driver :—

(a) Male Workers, 18 years and over ..	2 0	1 91	3 91
(b) Female Workers, 18 years and over ..	1 64	1 81	3 45
(c) Young persons, over 14 years, but under 18 years ..	1 25	1 46	2 71

Grade II—

Cross-cutting by hand ; cross-cutting by machine driver ; splint levelling ; cutting outside, rim and bottom veneers by cutter ; inner box making by machine ; sharpening knives and tools by machine by helper ; paraffining by hand ; emptying frames ; side painting of boxes ; checking filled boxes ; banderolling by machine driver and assistant ; mixing composition for painting sides of boxes outer box making by machine ; feeding boxes by machine for box filling ; dipping sticks in chemical composition by hand :—

(a) Male Workers, 18 years and over ..	1 60	1 91	3 51
(b) Female Workers, 18 years and over ..	1 32	1 81	3 13
(c) Young persons over 14 years but under 18 years ..	1 0	1 46	2 46

Grade III—

The work (in the Match Manufacturing Trade) of all workers not specified in Grade I or Grade II above other than the work of a watcher—

(a) Male Workers, 18 years and over ..	1 40	1 81	3 21
(b) Female Workers, 18 years and over ..	1 15	1 69	2 84
(c) Young persons, over 14 years but under 16 years ..	0 70	1 21	1 91
(d) Young persons, over 16 years but under 18 years ..	0 90	1 46	2 36

Grade IV—

Watcher ..	1 70	1 91	3 61
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Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(16) Motor Transport Trade					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100	0	65	42	165 42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt.	90	0	65	42	156 42
Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses	85	0	62	92	147 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate)	100	0	65	42	165 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	60	42	130 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	65	42	132 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt.	60	0	61	12	121 12
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses	50	0	61	12	111 12
Class I Workers : Omnibus checkers or time-keepers	60	0	61	12	121 12
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90	0	61	12	151 12
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items	45	0	50	12	95 92
<i>Daily Rates :</i>					
Class A worker	4	0	2	77	6 77
" B "	4	0	2	77	6 77
" C "	3	25	2	77	6 02
" D "	4	0	2	77	6 77
" E "	2	75	2	52	5 27
" F "	2	75	2	77	5 52
" G "	2	50	2	77	5 27
" H "	2	25	2	77	5 02
" K "	1	50	1	91	3 41

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

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

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

Month : May, 1965

Class of Worker

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

(17) Plumbago Trade

Daily Rates :

Worker other than those employed in curing and dressing—

Underground workers—

Basses	3 0	1 36	4 36
Kanganias Loaders Onsetters or Donakatakarayas Overseers	2 50	1 36	3 86
Shift bosses	2 33	1 36	3 69
Blasters Drillers (hand and machine) Shaft drivers Stoppers (excavators) Timbermen	2 25	1 36	3 61
Muckers Trolleyman Unskilled labourers	1 75	1 36	3 11

Underground and surface workers—

Electricians Enginemmen Fitters Hoistmen Mechanics Pumpmen Winchmen	2 75	1 36	4 11
Checkers	2 50	1 36	3 86
Electricians (assistants) Fitters (assistants) Windlassmen (dabare workers) Mechanics (assistants)	1 75	1 36	3 11

Surface workers—

Carpenters Masons	2 75	1 36	4 11
Overseers	2 50	1 36	3 86
Bakkikarayas or Banksman Blacksmiths Boilerman Drill sharpeners	2 25	1 36	3 61
Firewood carriers and splitters	1 85	1 36	3 21
Carters Watchers	1 75	1 36	3 11
Cooks Smithy boys Unskilled labourers	1 49	1 36	2 85

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

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

Class of Worker	Month : May, 1965		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(17) Plumbago Trade (contd.)			
Workers employed in curing and dressing—			
(a) As overseers and kanganies ..	2 25	1 56	3 81
(b) On different jobs—			
Male workers not under 18 years ..	1 50	1 56	3 06
Female workers not under 18 years ..	1 25	1 20	2 45
Worker under 18 years ..	0 75	1 13	1 88

(18) Printing Trade

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	63 79	104 79
Class F Workers : Unskilled workers under 18 years of age ..	20 0	41 77	61 77
Class G Workers : Watchers ..	44 0	65 42	109 42
Class A—1st year learner ..	33 0	45 72	78 72
" B " " ..	26 0	39 27	65 27
" C Grade I, 1st year learner ..	24 0	41 42	65 42
" C Grade II " " ..	22 0	39 27	61 27
" D—1st year learner ..	19 0	37 12	56 12
Class A—2nd year learner ..	44 0	54 82	98 82
" B " " ..	36 0	52 67	88 67
" C Grade I, 2nd year learner ..	29 0	47 18	76 18
" C Grade II " " ..	27 0	44 55	71 55
" D—2nd year learner ..	23 0	41 92	64 92
Class A—3rd year learner ..	56 0	63 92	119 92

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

(19) Rubber Export Trade

Daily Rates :

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

(a) Grade II :

Workers employed in stripping ; clipping and bark cutting ; washing and re-smoking moulding rubber ; general labour including moving to presses, weighing machines and other parts of the store ; assembling, wrapping and picking rubber for baling ; pressing, hooping and wire tying ; cutting jute hessian covers ; painting, drying, assembling and marking ; treating jute hessian for special packing ; covering bales with jute hessian and stitching ; laying out bales ; cleaning and sweeping of stores and drains ..

1 40 .. 2 18 .. 3 58

(b) Intermediate Grade :

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

1 60 .. 2 28 .. 3 88

(c) Grade I :

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

1 80 .. 2 28 .. 4 08

(d) Watchers ..

1 70 .. 2 28 .. 3 98

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

(a) Grade II :

Workers employed in work other than sorting ..

1 15 .. 2 06 .. 3 21

(b) Grade I :

Workers employed in sorting ..

1 30 .. 2 06 .. 3 36

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

Over 14 years¹ 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 : May, 1965

Class of Worker

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

Daily Rates :

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

(21) Tea Export Trade

Daily Rates :

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

(a) Grade II—

Workers employed in—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wire-tying, scraping out old marks, marking and stencilling, marking and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and re-firing and polishing green tea ..	1 40 ..	2 18 ..	3 58
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(b) Intermediate Grade—

Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..	1 60 ..	2 28 ..	3 88
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(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
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(d) Box makers and repairers ..	1 60 ..	2 28 ..	3 88
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(e) Watchers ..	1 70 ..	2 28 ..	3 98
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B.—Female workers (not under 18 years of age) ..	1 15 ..	2 06 ..	3 21
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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	Month : May, 1965					
	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(23) Toddy, Arrack and Vinegar Trade						
<i>Monthly Rates :</i>						
Tope kangany ..	115	0	—	—	115	0
Toddy tavern watcher ..	63	0	—	—	63	0
Arrack tavern watcher ..	63	0	—	—	63	0
Tope watcher ..	50	0	—	—	50	0
Collecting station manager ..	85	0	—	—	85	0
Selling toddy at tavern ..	80	0	—	—	80	0
Selling arrack at tavern ..	75	0	—	—	75	0
Collecting toddy from trees in the toddy section of the trade ..	80	0	—	—	80	0
Collecting toddy from trees in the arrack section of the trade ..	60	0	—	—	60	0
Collecting toddy from trees in the vinegar section of the trade ..	52	50	—	—	52	50
Distilling toddy at distillery ..	100	0	—	—	100	0
<i>Daily Rates :</i>						
Bottling, corking and labelling arrack bottles ..	3	0	—	—	3	0
Unskilled labourers ..	3	0	—	—	3	0
<i>Piece Rates :</i>						
Coupling of coconut palms, for each coupling ..	0	70	—	—	0	70
Changing ropes, for each coupling ..	0	35	—	—	0	35
Cutting and removing ropes, for each coupling ..	0	30	—	—	0	30
Laddering coconut palms, for each tope not exceeding 110 palms ..	35	0	—	—	35	0
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns, for each gallon of toddy delivered by worker—						
Galle District ..	0	54	—	—	0	54
Western Province ..	0	61	—	—	0	61
Chilaw District ..	0	64	—	—	0	64
Nuwara Eliya or Kandy District ..	0	65	—	—	0	65
Matara, Jaffna or Matale District ..	0	72	—	—	0	72
Puttalam, Anuradhapura or Hambantota District ..	0	77	—	—	0	77
Badulla, Ratnapura, Kurunegala or Kegalla District ..	0	80	—	—	0	80
Trincomalee, Batticaloa, Mannar or Mullaitivu District ..	1	5	—	—	1	5
Tapping coconut, kitul or palmyrah palms for supplying toddy to distilleries or for the manufacture of vinegar, for each gallon of toddy delivered by worker ..	0	41	—	—	0	41
Tapping spadices for supplying toddy to distilleries or for the manufacture of vinegar—						
(a) for not exceeding 100 coconut, kitul or palmyrah palms ..	62	50	—	—	62	50
(b) for every palm in excess of 100 such palms ..	0	62½	—	—	0	62½
Tapping spadices for supplying toddy to taverns for 25—40 coconut, kitul or palmyrah palms ..	60	0	—	—	60	0

APPENDIX II

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

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

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

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

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

APPENDIX III

Ready Reckoner showing the Minimum Wages payable for the number of days worked during May, 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	Rs. c.	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
1	1 70	1 64	1 54	1 96½	2 04	2 14	1
2	3 58	3 28	3 08	3 93	4 08	4 28	2
3	7 16	6 56	6 16	7 86	8 16	8 56	3
4	10 74	9 84	9 24	11 79	12 24	12 84	4
5	14 32	13 12	12 32	15 72	16 32	17 12	5
6	17 90	16 40	15 40	19 65	20 40	21 40	6
7	21 48	19 68	18 48	23 58	24 48	25 68	7
8	25 06	22 96	21 56	27 51	28 56	29 96	8
9	28 64	26 24	24 64	31 44	32 64	34 24	9
10	32 22	29 52	27 72	35 37	36 72	38 52	10
11	35 80	32 80	30 80	39 30	40 80	42 80	11
12	39 38	36 08	33 88	43 23	44 88	47 08	12
13	42 96	39 36	36 96	47 16	48 96	51 36	13
14	46 54	42 64	40 04	51 09	53 04	55 64	14
15	50 12	45 92	43 12	55 02	57 12	59 92	15
16	53 70	49 20	46 20	58 95	61 20	64 20	16
17	57 28	52 48	49 28	62 88	65 28	68 48	17
18	60 86	55 76	52 36	66 81	69 36	72 76	18
19	64 44	59 04	55 44	70 74	73 44	77 04	19
20	68 02	62 32	58 52	74 67	77 52	81 32	20
21	71 60	65 60	61 60	78 60	81 60	85 60	21
22	75 18	68 88	64 68	82 53	85 68	89 88	22
23	78 76	72 16	67 76	86 46	89 76	94 16	23
24	82 34	75 44	70 84	90 39	93 84	98 44	24
25	85 92	78 72	73 92	94 32	97 92	102 72	25
26	89 50	82 00	77 00	98 25	102 00	107 00	26
26	93 08	85 28	80 08	102 18	106 08	111 28	26
<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
5	26 85	24 60	23 10	29 50	30 60	32 10	5

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

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

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

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

APPENDIX IV

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

Outside Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Semi-Skilled Grade II	Semi-Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 72½	1 83½	2 00	2 26	1 85	2 00	3 20½	½
1	3 45	3 67	4 00	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	95 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 decisions.

APPENDIX IV—(contd.)

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

within the Municipal Areas

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

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

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

APPENDIX V

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during May, 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	
Normal Working days	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Normal working days
1/2	0 55	0 65	1 20	0 45	0 48	0 93	0 32 1/2	0 44 1/2	0 77	1/2
1	1 10	1 30	2 40	0 90	0 96	1 86	0 65	0 89	1 54	1
2	2 20	2 60	4 80	1 80	1 92	3 72	1 30	1 78	3 08	2
3	3 30	3 90	7 20	2 70	2 88	5 58	1 95	2 67	4 62	3
4	4 40	5 20	9 60	3 60	3 84	7 44	2 60	3 56	6 16	4
5	5 50	6 50	12 00	4 50	4 80	9 30	3 25	4 45	7 70	5
6	6 60	7 80	14 40	5 40	5 76	11 16	3 90	5 34	9 24	6
7	7 70	9 10	16 80	6 30	6 72	13 02	4 55	6 23	10 78	7
8	8 80	10 40	19 20	7 20	7 68	14 88	5 20	7 12	12 32	8
9	9 90	11 70	21 60	8 10	8 64	16 74	5 85	8 01	13 86	9
10	11 00	13 00	24 00	9 00	9 60	18 60	6 50	8 90	15 40	10
11	12 10	14 30	26 40	9 90	10 56	20 46	7 15	9 79	16 94	11
12	13 20	15 60	28 80	10 80	11 52	22 32	7 80	10 68	18 48	12
13	14 30	16 90	31 20	11 70	12 48	24 18	8 45	11 57	20 02	13
14	15 40	18 20	33 60	12 60	13 44	26 04	9 10	12 46	21 56	14
15	16 50	19 50	36 00	13 50	14 40	27 90	9 75	13 35	23 10	15
16	17 60	20 80	38 40	14 40	15 36	29 76	10 40	14 24	24 64	16
17	18 70	22 10	40 80	15 30	16 32	31 62	11 05	15 13	26 18	17
18	19 80	23 40	43 20	16 20	17 28	33 48	11 70	16 02	27 72	18
19	20 90	24 70	45 60	17 10	18 24	35 34	12 35	16 91	29 26	19
20	22 00	26 00	48 00	18 00	19 20	37 20	13 00	17 80	30 80	20
21	23 10	27 30	50 40	18 90	20 16	39 06	13 65	18 69	32 34	21
22	24 20	28 60	52 80	19 80	21 12	40 92	14 30	19 58	33 88	22
23	25 30	29 90	55 20	20 70	22 08	42 78	14 95	20 47	35 42	23
24	26 40	31 20	57 60	21 60	23 04	44 64	15 60	21 36	36 96	24
25	27 50	32 50	60 00	22 50	24 00	46 50	16 25	22 25	38 50	25
26	28 60	33 80	62 40	23 40	24 96	48 36	16 90	23 14	40 04	26
Sunday work										Sunday work
1			3 60			2 79			2 31	1
2			7 20			5 58			4 62	2
3			10 80			8 37			6 93	3
4			14 40			11 16			9 24	4
5			18 00			13 95			11 53	5

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sunday 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 May, 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-mals	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 07½	1 77½	1 45½	1 42	½
1	2 70	2 55	2 01	1 69	3 95	3 55	2 91	2 84	1
2	5 40	5 10	4 02	3 38	7 90	7 10	5 82	5 68	2
3	8 10	7 65	6 03	5 07	11 85	10 65	8 73	8 52	3
4	10 80	10 20	8 04	6 76	15 80	14 20	11 64	11 36	4
5	13 50	12 75	10 05	8 45	19 75	17 75	14 55	14 20	5
6	16 20	15 30	12 06	10 14	23 70	21 30	17 46	17 04	6
7	18 90	17 85	14 07	11 83	27 65	24 85	20 37	19 88	7
8	21 60	20 40	16 08	13 52	31 60	28 40	23 28	22 72	8
9	24 30	22 95	18 09	15 21	35 55	31 95	26 19	25 56	9
10	27 00	25 50	20 10	16 90	39 50	35 50	29 10	28 40	10
11	29 70	28 05	22 11	18 59	43 45	39 05	32 01	31 24	11
12	32 40	30 60	24 12	20 28	47 40	42 60	34 92	34 08	12
13	35 10	33 15	26 13	21 97	51 35	46 15	37 83	36 92	13
14	37 80	35 70	28 14	23 66	55 30	49 70	40 74	39 76	14
15	40 50	38 25	30 15	25 35	59 25	53 25	43 65	42 60	15
16	43 20	40 80	32 16	27 04	63 20	56 80	46 56	45 44	16
17	45 90	43 35	34 17	28 73	67 15	60 35	49 47	48 28	17
18	48 60	45 90	36 18	30 42	71 10	63 90	52 38	51 12	18
19	51 30	48 45	38 19	32 11	75 05	67 45	55 29	53 96	19
20	54 00	51 00	40 20	33 80	79 00	71 00	58 20	56 80	20
21	56 70	53 55	42 21	35 49	82 95	74 55	61 11	59 64	21
22	59 40	56 10	44 22	37 18	86 90	78 10	64 02	62 48	22
23	62 10	58 65	46 23	38 87	90 85	81 65	66 93	65 32	23
24	64 80	61 20	48 24	40 56	94 80	85 20	69 84	68 16	24
25	67 50	63 75	50 25	42 25	98 75	88 75	72 75	71 00	25
26	70 20	66 30	52 26	43 94	102 70	92 30	75 66	73 84	26
Sunday work									Sunday work
1	4 05	3 82	3 02	2 54	5 92	5 32	4 36	4 26	1
2	8 10	7 64	6 04	5 08	11 84	10 64	8 72	8 52	2
3	12 15	11 46	9 06	7 62	17 76	15 96	13 08	12 78	3
4	16 20	15 28	12 08	10 16	23 68	21 28	17 44	17 04	4
5	20 25	19 10	15 10	12 70	29 60	26 60	21 80	21 30	5

Note 2.—“Male” refers to male workers not under 18 years of age. “Female” to female workers not under 18 years of age and “Young Persons” to workers under 18 years of age in the Coconut Manufacturing Trade. In the Coconut Growing Trade, “Male”, “Female” and “Child Worker” refers to male workers not under 16 years of age; Female workers not under 15 years of age and Young Persons to male workers under 10 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 May, 1965, to workers in the Engineering Trade

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

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

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

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

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during May, 1965, to workers in the Match Manufacturing Trade

No. of Days	Grade I			Grade II			Grade III				Grade IV	No. of Days	
	Adults		Young Persons Over 14 Under 18 Years	Adults		Young Persons Over 14 Under 18 Years	Adults		Young Per		Wet- chers		
	Male	Fe- male		Male	Fe- male		Male	Fe- male	Over 14 Under 17 Years	Over 17 Under 18 Years			
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
<i>Normal Working days</i>													<i>Normal working days</i>
1/2	1 05½	1 72½	1 35½	1 75½	1 56½	1 23	1 60½	1 42	0 95½	1 18	1 80½	1/2	
1	3 91	3 45	2 71	3 51	3 13	2 46	3 21	2 84	1 91	2 36	3 61	1	
2	7 82	6 90	5 42	7 02	6 26	4 92	6 42	5 68	3 82	4 72	7 22	2	
3	11 73	10 35	8 13	10 53	9 39	7 38	9 63	8 52	5 73	7 08	10 83	3	
4	15 64	13 80	10 84	14 04	12 52	9 84	12 84	11 36	7 64	9 44	14 44	4	
5	19 55	17 25	13 55	17 55	15 65	12 30	16 05	14 20	9 55	11 80	18 05	5	
6	23 46	20 70	16 26	21 06	18 78	14 76	19 26	17 04	11 46	14 16	21 66	6	
7	27 37	24 15	18 97	24 57	21 91	17 22	22 47	19 88	13 37	16 52	25 27	7	
8	31 28	27 60	21 68	28 08	25 04	19 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	36 90	48 15	42 60	28 65	35 40	54 15	15	
16	62 56	55 20	43 36	56 16	50 08	39 36	51 36	45 44	30 56	37 76	57 76	16	
17	66 47	58 65	46 07	59 67	53 21	41 82	54 53	48 28	32 47	40 12	61 37	17	
18	70 38	62 10	48 78	63 18	56 34	44 28	57 78	51 12	34 38	42 48	64 98	18	
19	74 29	65 55	51 49	66 69	59 47	46 74	60 99	53 96	36 29	44 84	68 59	19	
20	78 20	69 00	54 20	70 20	62 60	49 20	64 20	56 80	38 20	47 20	72 20	20	
21	82 11	72 45	56 91	73 71	65 73	51 66	67 41	59 64	40 11	49 56	75 81	21	
22	86 02	75 90	59 62	77 22	68 86	54 12	70 62	62 48	42 02	51 92	79 42	22	
23	89 93	79 35	62 33	80 73	71 99	56 58	73 83	65 32	43 93	54 28	83 03	23	
24	93 84	82 80	65 04	84 24	75 12	59 04	77 04	68 16	45 84	56 64	86 64	24	
25	97 75	86 25	67 75	87 75	78 25	61 50	80 25	71 00	47 75	59 00	90 25	25	
26	101 66	89 70	70 46	91 26	81 38	63 96	83 46	73 84	49 66	61 36	93 86	26	
<i>Sunday Work</i>												<i>Sunday Work</i>	
1	5 87	5 18	4 07	5 27	4 70	3 69	4 82	4 26	2 87	3 54	5 42	1	
2	11 74	10 36	8 14	10 54	9 40	7 38	9 64	8 52	5 74	7 08	10 84	2	
3	17 61	15 54	12 21	15 81	14 10	11 07	14 46	12 78	8 61	10 62	16 26	3	
4	23 48	20 72	16 28	21 08	18 80	14 76	19 28	17 04	11 48	14 16	21 68	4	
5	29 35	25 90	20 35	26 35	23 50	18 45	24 10	21 30	14 35	17 70	27 10	5	

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

APPENDIX IX

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

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

APPENDIX X

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

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.		Rs. c.				
½	3 38½	3 01	2 63	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 03	20 08	13 04	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 82	96 32	84 32	88 32	80 32	54 56	16
17	115 09	102 34	89 59	93 84	85 34	57 97	17
18	121 86	108 36	94 86	99 36	90 36	61 38	18
19	128 63	114 38	100 13	104 88	95 38	64 79	19
20	135 40	120 40	105 40	110 40	100 40	68 20	20
21	142 17	126 42	110 67	115 92	105 42	71 61	21
22	148 94	132 44	115 94	121 44	110 44	75 02	22
23	155 71	138 46	121 21	126 96	115 46	78 43	23
24	162 48	144 48	126 48	132 48	120 48	81 84	24
25	169 25	150 50	131 75	138 00	125 50	85 25	25
26	176 02	156 52	137 02	143 52	130 52	88 66	26
27	182 79	162 54	142 29	149 04	135 54	92 07	27
28	189 56	168 56	147 56	154 56	140 56	95 48	28
29	196 33	174 58	152 83	160 08	145 58	98 89	29
30	203 10	180 60	158 10	165 60	150 60	102 30	30
31	209 87	186 62	163 37	171 12	155 62	105 71	31

APPENDIX XI

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

No. of Days	<i>Workers other than Apprentices</i>								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	4 20	3 35½	2 71½	2 51½	2 22	2 01½	1 19	2 10½	1
2	8 40	6 71	5 43	5 03	4 44	4 03	2 38	4 21	2
3	16 80	13 42	10 86	10 05	8 88	8 06	4 75	8 42	3
4	25 20	20 13	16 29	15 08	13 32	12 09	7 13	12 63	4
5	33 60	26 83	21 72	20 10	17 76	16 02	9 50	16 83	5
6	42 00	33 54	27 15	25 13	22 20	20 15	11 88	21 04	6
7	50 40	40 25	32 58	30 16	26 64	24 18	14 25	25 25	7
8	58 81	46 96	38 01	35 18	31 07	28 21	16 63	29 46	8
9	64 21	53 67	43 44	40 21	35 51	32 24	19 01	33 67	9
10	75 61	60 38	48 87	45 24	39 95	36 27	21 38	37 88	10
11	84 01	67 08	54 30	50 26	44 39	40 30	23 76	42 08	11
12	92 41	73 79	59 73	55 29	48 83	44 33	26 13	46 29	12
13	100 81	80 50	65 16	60 31	53 27	48 36	28 51	50 50	13
14	109 21	87 21	70 58	65 34	57 71	52 40	30 88	54 71	14
15	117 61	93 92	76 01	70 37	62 15	56 43	33 26	58 92	15
16	126 01	100 63	81 44	75 39	66 59	60 46	35 64	63 13	16
17	134 41	107 34	86 87	80 42	71 03	64 49	38 01	67 34	17
18	142 81	114 04	92 30	85 44	75 47	68 52	40 39	71 54	18
19	151 21	120 75	97 73	90 47	79 91	72 55	42 76	75 75	19
20	159 61	127 46	103 16	95 50	84 35	76 58	45 14	79 96	20
21	168 02	134 17	108 59	100 52	88 78	80 61	47 52	84 17	21
22	176 42	140 88	114 02	105 55	93 22	84 64	49 89	88 38	22
23	184 82	147 59	119 45	110 58	97 66	88 67	52 27	92 59	23
24	193 22	154 29	124 88	115 60	102 10	92 70	54 64	96 79	24
25	201 62	161 00	130 31	120 63	106 54	96 73	57 02	101 00	25
26	210 02	167 71	135 74	125 65	110 98	100 76	59 39	105 21	26
27	218 42	174 42	141 17	130 68	115 42	104 79	61 77	109 42	27
28	225 89	181 13	146 60	135 61	120 86	108 82	64 15	113 63	28
29	233 29	187 84	152 03	140 54	125 79	112 85	66 53	117 44	29
30	240 69	194 55	157 46	145 47	130 72	116 88	69 31	121 25	30
31	248 09	201 26	162 89	150 40	135 65	120 91	72 09	125 06	31
	255 49	207 97	168 32	155 33	140 58	125 94	74 87	128 87	
	262 89	214 68	173 75	160 26	145 51	130 97	77 65	132 68	
	270 29	221 39	179 18	165 19	150 44	135 100	80 43	136 49	
	277 69	228 10	184 61	170 12	155 37	140 103	83 21	140 30	
	285 09	234 81	190 04	175 05	160 30	145 106	85 99	144 11	
	292 49	241 52	195 47	180 00	165 23	150 109	88 77	147 92	
	299 89	248 23	200 90	184 93	170 16	155 112	91 55	151 73	
	307 29	254 94	206 33	190 86	175 09	160 115	94 33	155 54	
	314 69	261 65	211 76	195 79	180 02	165 118	97 11	159 35	
	322 09	268 36	217 19	200 72	184 95	170 121	99 89	163 16	
	329 49	275 07	222 62	205 65	189 88	175 124	102 67	166 97	
	336 89	281 78	228 05	210 58	194 81	180 127	105 45	170 78	
	344 29	288 49	233 48	215 51	199 74	185 130	108 23	174 59	
	351 69	295 20	238 91	220 44	204 67	190 133	111 01	178 40	
	359 09	301 91	244 34	225 37	209 60	195 136	113 79	182 21	
	366 49	308 62	249 77	230 30	214 53	200 139	116 57	186 02	
	373 89	315 33	255 20	235 23	219 46	205 142	119 35	189 83	
	381 29	322 04	260 63	240 16	224 39	210 145	122 13	193 64	
	388 69	328 75	266 06	245 09	229 32	215 148	124 91	197 45	
	396 09	335 46	271 49	250 02	234 25	220 151	127 69	201 26	
	403 49	342 17	276 92	254 95	239 18	225 154	130 47	205 07	
	410 89	348 88	282 35	259 88	244 11	230 157	133 25	208 88	
	418 29	355 59	287 78	264 81	249 04	235 160	136 03	212 69	
	425 69	362 30	293 21	269 74	253 97	240 163	138 81	216 50	
	433 09	369 01	298 64	274 67	258 90	245 166	141 59	220 31	
	440 49	375 72	304 07	279 60	263 83	250 169	144 37	224 12	
	447 89	382 43	309 50	284 53	268 76	255 172	147 15	227 93	
	455 29	389 14	314 93	289 46	273 69	260 175	149 93	231 74	
	462 69	395 85	320 36	294 39	278 62	265 178	152 71	235 55	
	470 09	402 56	325 79	299 32	283 55	270 181	155 49	239 36	
	477 49	409 27	331 22	304 25	288 48	275 184	158 27	243 17	
	484 89	415 98	336 65	309 18	293 41	280 187	161 05	246 98	
	492 29	422 69	342 08	314 11	298 34	285 190	163 83	250 79	
	499 69	429 40	347 51	319 04	303 27	290 193	166 61	254 60	
	507 09	436 11	352 94	323 97	308 20	295 196	169 39	258 41	
	514 49	442 82	358 37	328 90	313 13	300 199	172 17	262 22	
	521 89	449 53	363 80	333 83	318 06	305 202	174 95	266 03	
	529 29	456 24	369 23	338 76	322 99	310 205	177 73	269 84	
	536 69	462 95	374 66	343 69	327 92	315 208	180 51	273 65	
	544 09	469 66	380 09	348 62	332 85	320 211	183 29	277 46	
	551 49	476 37	385 52	353 55	337 78	325 214	186 07	281 27	
	558 89	483 08	390 95	358 48	342 71	330 217	188 85	285 08	
	566 29	489 79	396 38	363 41	347 64	335 220	191 63	288 89	
	573 69	496 50	401 81	368 34	352 57	340 223	194 41	292 70	
	581 09	503 21	407 24	373 27	357 50	345 226	197 19	296 51	
	588 49	509 92	412 67	378 20	362 43	350 229	199 97	300 32	
	595 89	516 63	418 10	383 13	367 36	355 232	202 75	304 13	
	603 29	523 34	423 53	388 06	372 29	360 235	205 53	307 94	
	610 69	530 05	428 96	392 99	377 22	365 238	208 31	311 75	
	618 09	536 76	434 39	397 92	382 15	370 241	211 09	315 56	
	625 49	543 47	439 82	402 85	387 08	375 244	213 87	319 37	
	632 89	550 18	445 25	407 78	392 01	380 247	216 65	323 18	
	640 29	556 89	450 68	412 71	396 94	385 250	219 43	326 99	
	647 69	563 60	456 11	417 64	401 87	390 253	222 21	330 80	
	655 09	570 31	461 54	422 57	406 80	395 256	224 99	334 61	
	662 49	577 02	466 97	427 50	411 73	400 259	227 77	338 42	
	670 89	583 73	472 40	432 43	416 66	405 262	230 55	342 23	
	678 29	590 44	477 83	437 36	421 59	410 265	233 33	346 04	
	685 69	597 15	483 26	442 29	426 52	415 268	236 11	349 85	
	693 09	603 86	488 69	447 22	431 45	420 271	238 89	353 66	
	700 49	610 57	494 12	452 15	436 38	425 274	241 67	357 47	
	707 89	617 28	499 55	457 08	441 31	430 277	244 45	361 28	
	715 29	623 99	504 98	462 01	446 24	435 280	247 23	365 09	
	722 69	630 70	510 41	466 94	451 17	440 283	250 01	368 90	
	730 09	637 41	515 84	471 87	456 10	445 286	252 79	372 71	
	737 49	644 12	521 27	476 80	461 03	450 289	255 57	376 52	
	744 89	650 83	526 70	481 73	465 96	455 292	258 35	380 33	
	752 29	657 54	532 13	486 66	470 89	460 295	261 13	384 14	
	759 69	664 25	537 56	491 59	475 82	465 298	263 91	387 95	
	767 09	670 96	543 00	496 52	480 75	470 301	266 69	391 76	
	774 49	677 67	548 43	501 45	485 68	475 304	269 47	395 57	
	781 89	684 38	553 86	506 38	490 61	480 307	272 25	399 38	
	789 29	691 09	559 29	511 31	495 54	485 310	275 03	403 19	
	796 69	697 80	564 72	516 24	500 47	490 313	277 81	406 00	
	804 09	704 51	570 15	521 17	505 40	495 316	280 59	409 81	
	811 49	711 22	575 58	526 10	510 33	500 319	283 37	413 62	
	818 89	717 93	581 01	531 03	515 26	505 322	286 15	417 43	
	826 29	724 64	586 44	535 96	520 19	510 325	288 93	421 24	
	833 69	731 35	591 87	540 89	525 12	515 328	291 71	425 05	
	841 09	738 06	597 30	545 82	530 05	520 331	294 49	428 86	
	848 49	744 77	602 73	550 75	534 98	525 334	297 27	432 67	
	855 89	751 48	608 16	555 68	539 91	530 337	300 05	436 48	
	863 29	758 19	613 59	560 61	544 84	535 340	302 83	440 29	
	870 69	764 90	619 02	565 54	549 77	540 343	305 61	444 10	
	878 09	771 61	624 45	570 47	554 70	545 346	308 39	447 91	
	885 49	778 32	629 88	575 40	559 63	550 349	311 17	451 72	

APPENDIX XI—(contd.)

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

(For footnotes see page 283)

APPENDIX XI—(contd.)

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

Apprentices

No. of Days	Class O I				Class O II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	1 26	1 46½	1 71½	2 03½	1 18	1 37½	1 57½	1 86	1/2
1	2 52	2 93	3 43	4 07	2 36	2 75	3 15	3 72	1
2	5 03	5 86	6 86	8 14	4 71	5 50	6 29	7 43	2
3	7 55	8 79	10 29	12 21	7 07	8 26	9 44	11 15	3
4	10 06	11 72	13 72	16 28	9 43	11 01	12 59	14 86	4
5	12 58	14 65	17 15	20 34	11 78	13 76	15 74	18 58	5
6	15 10	17 58	20 58	24 41	14 14	16 51	18 88	22 29	6
7	17 61	20 51	24 01	28 48	16 50	19 26	22 03	26 01	7
8	20 13	23 44	27 44	32 55	18 85	22 02	25 18	29 73	8
9	22 65	26 37	30 87	36 62	21 21	24 77	28 33	33 44	9
10	25 16	29 30	34 30	40 69	23 57	27 52	31 47	37 16	10
11	27 68	32 23	37 73	44 76	25 92	30 27	34 62	40 87	11
12	30 19	35 16	41 16	48 83	28 28	33 02	37 77	44 59	12
13	32 71	38 09	44 58	52 89	30 63	35 77	40 92	48 30	13
14	35 23	41 02	48 01	56 96	32 99	38 53	44 06	52 02	14
15	37 74	43 95	51 44	61 03	35 35	41 28	47 21	55 74	15
16	40 26	46 88	54 87	65 10	37 70	44 03	50 36	59 45	16
17	42 77	49 81	58 30	69 17	40 06	46 78	53 50	63 17	17
18	45 29	52 74	61 73	73 24	42 42	49 53	56 65	66 88	18
19	47 81	55 67	65 16	77 31	44 77	52 29	59 80	70 60	19
20	50 32	58 60	68 59	81 38	47 13	55 04	62 95	74 32	20
21	52 84	61 53	72 02	85 45	49 49	57 79	66 09	78 03	21
22	55 36	64 46	75 45	89 51	51 84	60 54	69 24	81 75	22
23	57 87	67 39	78 88	93 58	54 20	63 29	72 39	85 46	23
24	60 39	70 32	82 31	97 65	56 56	66 05	75 54	89 18	24
25	62 90	73 25	85 74	101 72	58 91	68 80	78 68	92 89	25
26	65 42	76 18	89 17	105 79	61 27	71 55	81 83	96 61	26
27	70 65	82 27	96 30	114 25	66 17	77 27	88 38	104 34	27
28	75 88	88 36	103 43	122 71	71 07	82 99	94 93	112 07	28
29	81 11	94 45	110 56	131 17	75 97	88 71	101 48	119 80	29
30	86 34	100 54	117 69	139 63	80 87	94 43	108 03	127 53	30
31	91 57	106 63	124 82	148 09	85 77	100 15	114 58	135 26	31
Extra Payment for work done on Sunday									
1	2 18	2 54	2 97	3 53	2 04	2 39	2 78	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
5	10 90	12 70	14 85	17 65	10 20	11 95	13 65	16 16	5

APPENDIX XI—(contd.)

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

Apprentices

<i>No. of Days</i>	<i>Class D</i>				<i>No. of Days</i>
	<i>1st Year</i>	<i>2nd Year</i>	<i>3rd Year</i>	<i>4th Year</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 08	1 25	1 43½	1 68½	½
1	2 16	2 50	2 87	3 37	1
2	4 32	4 99	5 75	6 74	2
3	6 48	7 49	8 62	10 12	3
4	8 63	9 99	11 50	13 49	4
5	10 79	12 48	14 37	16 86	5
6	12 95	14 98	17 24	20 23	6
7	15 11	17 48	20 12	23 60	7
8	17 27	19 98	22 99	26 98	8
9	19 43	22 47	25 86	30 35	9
10	21 58	24 97	28 74	33 72	10
11	23 74	27 47	31 61	37 09	11
12	25 90	29 96	34 49	40 46	12
13	28 06	32 46	37 36	43 83	13
14	30 22	34 96	40 23	47 21	14
15	32 38	37 45	43 11	50 58	15
16	34 54	39 95	45 98	53 95	16
17	36 69	42 45	48 86	57 32	17
18	38 85	44 94	51 73	60 69	18
19	41 01	47 44	54 60	64 07	19
20	43 17	49 94	57 48	67 44	20
21	45 33	52 44	60 35	70 81	21
22	47 49	54 93	63 22	74 18	22
23	49 64	57 43	66 10	77 55	23
24	51 80	55 93	68 97	80 93	24
25	53 96	62 42	71 85	84 30	25
26	56 12	64 92	74 72	87 67	26
27	60 61	70 11	80 70	94 68	27
28	65 10	75 30	86 68	101 69	28
29	69 59	80 49	92 66	108 70	29
30	74 08	85 68	98 64	115 71	30
31	78 57	90 87	104 62	122 72	31
Extra Payment for work done on Sunday					
1	1 87	2 16	2 49	2 92	1
2	3 74	4 32	4 98	5 84	2
3	5 61	6 48	7 47	8 76	3
4	7 48	8 64	9 96	11 68	4
5	9 35	10 80	12 45	14 60	5

(For footnotes see page 283)

APPENDIX XII

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

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

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

APPENDIX XIII

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

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

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

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

APPENDIX XIV

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

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

APPENDIX XV

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

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	W	
Normal working days	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Normal working Days
½	0 62½	0 65	1 27½	0 52½	0 48	1 00½	0 40	0 44½	0 84½	½
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
Sunday Work										Sunday-Work
1			3 82			3 02			2 54	1
2			7 64			6 04			5 08	2
3			11 46			9 06			7 62	3
4			15 28			12 08			10 16	4
5			19 10			15 10			12 70	5

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