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INTERNAL RELATIONS BETWEEN TRADE UNIONS AND THEIR MEMBERS

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OUR preoccupation with the relation between unions and employers and that between unions and political processes has diverted us from studying the underlying relation between the union and its members. Study of this relationship is of the greatest difficulty. The relationship cannot be viewed in purely legal terms, for in most countries there is relatively little positive law concerning internal union affairs. We must look beyond the judicial decisions and statutes to the union's own internal law. The union's constitution or rules are the governing statutes defining the rights of the individual in the union. But examination of these documents is not enough, for they are so overlaid with custom and reshaped by institutional forces that the words may fail to reveal the rules applied in practice. We must, therefore, look to the rules and practices actually applied within the union.

Our first stumbling-block is that we do not know enough about the internal life of trade unions, for few searching studies have been made of the structure of union government and its practical operation. However, our greater obstacle is that we lack a framework of analysis which will enable us to examine the union's internal process and relate it to the political, economic and social processes of which it is an integral part. We have no standard for measuring the rights of the individual in the union or the relevance of those rights to society. The purpose of this paper is to try, with the aid of national reports from 16 countries, to suggest a framework of analysis which may be useful in further studies. The purpose here is not to define what the relationship between a union and its members should be in any country. It is rather to suggest some of the relevant questions which will aid in defining and evaluating that relationship in each country.

The source of our concern with trade unions

The threshold question is: Why should we be specially concerned with the relationship between the trade union and its members? From among voluntary associations such as social clubs, political parties or religious groups, why should we single out unions for separate consideration? Our answer to this basic question will inevitably determine the direction of our whole line of inquiry.

Our concern with the relationship between the union and its members, I believe, has its roots in the special role which unions in a democracy perform in ordering society and their impact on the lives of

individual workers. First and foremost, the union engages in collective bargaining. The collective agreements which it negotiates with employers establish terms and conditions of employment which serve to regulate the labour market. More important, the collective agreement vitally affects, if not practically controls, the individual's employment contract. In addition the union may provide and control access to essential social benefits such as pensions, medical services, unemployment benefits, or legal services to enforce rights relating to employment. Thus the union, as collective bargaining representative and in other ways, exercises substantial regulatory power over the working life of every individual who comes within its domain.

The scope of the union's control and the tightness with which it binds the individual differ between the various countries, but in every one which has a trade union movement worthy of the name decisions made by the union can affect the member as immediately and conclusively as decisions by Government itself. Wages negotiated by the union may be more important to the member than taxes levied by the Government. Denial of a pension brings equal hardship to the individual whether it is by a union official or a state agency. In a democracy the exercise by any group of such power over individuals raises pressing questions as to the rights of members within the organisation.

Our special concern with the internal processes of unions is reinforced, if not compelled, because the union's power and control is a product of deliberate government policy. In the labour market, regulation through collective bargaining is consciously chosen as the alternative to government control. In some countries, such as the United States, the law has protected the right of unions to organise in order to encourage the process of collective bargaining, with the explicit objective of avoiding government regulation of the terms and conditions of employment. In countries like Sweden collective bargaining developed without any legal protection but it has long been heavily relied upon by the Government as an integral part of the regulation of the labour market. When the collective agreement is extended to other employers or other employees by government order, as in France or the Federal Republic of Germany, or when the majority union is certified as the exclusive bargaining agent, as in the United States, the designation of unions as instruments for governing the labour market is undisguised. The agreement negotiated by the "representative" union is explicitly given the imprint of government, making it applicable to all workers, union and non-union alike. Countries differ widely in the degree to which they rely on collective bargaining, but whatever that degree the control exercised by unions through collective bargaining is a form of governing power allocated to them by government in the ordering of society.

In addition, unions in many countries are recognised by government as the representative of employees generally in nominations to official bodies and the developing of governmental policies. In countries as disparate as Chile and the Federal Republic of Germany the labour representatives appointed to bodies governing social security programmes are in practice those nominated by the trade unions; in both the latter country and Sweden the unions designate lay judges for the labour courts; and in the United Kingdom wage orders establishing minimum standards must follow the recommendations of a wage council on which an officer of the interested union commonly sits

as an official member. In these and many other ways unions are drawn into the councils of government and share directly the power of government.

In democratic countries this allocation of power and control to the union commonly performs two vital political functions. First, it creates centres of power and instruments of control apart from the State, which then does not become unmanageable or dangerously large. Collective bargaining shortens the reach of central legal control by establishing a separate structure of industrial government as an alternative to suffocating statism. Second allocation of power to unions widens and deepens the channels of democratic expression. Historically the trade union movement has been built on the democratic model, its officers chosen by and responsible to the members, and its policies expressing the desires of the members. Unions are allowed to share governing power at least in part because they provide a means for making the voice of the workers heard. Through collective bargaining unions carry a measure of democracy into industrial government; through union representation in government agencies workers gain a voice in decisions which touch vital interests. Thus unions serve as instruments for distributing power in the ordering of society, and power is allocated to them with the hope, if not the obligation, that they provide channels of democratic control.

Our concern with the relationship between the union and its members is akin to our concern with the relationship between the State and its citizens. In broader terms it is with the relationship between the governing power and the individuals governed. The special role of unions and their impact on the lives of individual workers set them apart from almost all other voluntary associations, and justifies if not compels separate study of union processes. The most nearly comparable organisation is the employers' association which, it seems to me, should be subject to similar study.

The areas of inquiry

This statement of the source of our concern and the nature of our problem helps to suggest what relevant questions should be asked in studying the relationship between the union and its members. There are at least three basic areas of inquiry. First, what is the scope of the union's control over the individual and how closely is he bound by its decisions? The answer has been sketched in general terms, but there are significant variations and it is important to identify some of the factors which measure the size and nature of the union's control. Second, what freedom does the individual have to choose whether or not to be subject to the union's control? This question involves an inquiry as to what freedom he has either to choose between available unions or to stand outside the system of collective control. Third, what rights does the individual have within the union's own processes of government? The central concern here is the right of the member to have a voice in the decisions of his union, but there are also other important rights arising out of proceedings before union tribunals and the distribution of benefits to union members. •

It is evident that these areas of inquiry are not independent of one another, for the relationship between the union and the individual is a product of the interaction of these basic elements. The importance of the individual's right to participate in making the decisions of the

union varies with the union's power and control; the need for a fair hearing before a member is expelled is directly related to the value of continued union membership. It is impossible here even to suggest all the lines of interaction. The most that can be done is to identify some of the critical elements which must be considered if we are to examine more closely and see in better perspective this relationship between the union and the individual.

As we noted at the outset we cannot confine our inquiry to the formal legal rules, for it is evident that the relationship is largely a product of private institutions and defined less by legal rules than by the informal law of collective bargaining structures and union rules or practices. Indeed the fragmentary character of the positive law reflects the most difficult and fundamental question which is implicit in the whole inquiry—to what extent does the State intervene in the affairs of these private institutions? Here we confront a tension between two opposing demands. On the one hand, government cannot allocate control to private groups and deny responsibility for how that power is exercised. In a democracy, where concern is not only with the substance of regulation but also with the process through which decisions are made, government cannot be indifferent to the internal processes of organisations to which governing power has been allocated. On the other hand, one of the primary purposes of this allocation in a democracy is to avoid monolithic state control. But this purpose is defeated if the State so closely supervises unions that they lose all independence and become little more than administrative arms of State control.

The scope of union control over the individual

The first basic element in the relationship between the union and its members is the power and control exercised by the union over the individual. Its scope and nature in each country is significantly different, for it is the product of various factors which combine in widely varying patterns. The important task at this point is not to detail the various national patterns but rather to identify the principal factors which measure the size and shape of the union's control. Among the most critical are the following: (1) the areas of the individual's economic life such as wages, job security, medical care or pension—within the union's sphere of control either through the collective bargaining process or through benefits administered by the union; (2) the union's economic strength or ability in dealing with employers to make its policies effective and enforce its decisions; (3) the extent to which an individual within the union's sphere of control is free to bargain on his own behalf and able to obtain benefits different from those provided by the union; (4) the availability of competing unions between which the individual may choose if he is dissatisfied with the one to which he belongs; (5) the existence and effectiveness of related institutions (such as works councils or shop stewards) through which workers are represented when conditions of employment are determined; and (6) the extent of governmental control of the labour market either in regulating particular terms or in enforcing wage policies which restrict the union's freedom.

Each of these major factors is itself composed of numerous elements including legal rules, institutional structures, economic conditions and social attitudes. Thus the economic strength of the union may depend not only on its size or financial reserves but also on the legality of secondary strike funds, the nature of the employers'

association, the level of unemployment, and the sense of solidarity among workers. To delineate all of the factors and elements is beyond the scope of this paper, but enough has been said to suggest the direction and nature of the inquiry which must be made to determine the nature and pattern of union control in each country. But even without full inquiry it is quite clear that in every one of the countries under consideration which has a substantial trade union movement unions hold some form of regulatory power and exercise a significant measure of control over individual workers within their sphere. It is this power and control which directs us to the other two areas of inquiry.

Freedom of the individual to choose whether to be subject to union control

The individual's freedom to choose whether or not to be subject to the union's control may be curtailed in two distinct ways. First, he may be compelled to become a member of the union and therefore subject to all its regulations. Second, he may be compelled to follow the union's collective agreement even though he is not a member, and to this extent to be controlled by the union. The first obviously raises basic problems of the individual's right of freedom of association but the second may be equally or even more important in defining the relationship between the individual and the union. Both point directly to the fundamental question in this area of inquiry—to what extent is the relation between the union and the individual voluntary and to what extent is it compulsory? The primary purpose here is to search out and identify the major factors legal and economic which determine the scope of the individual's freedom of choice and its limitations.

Union membership is seldom compulsory by law. In Chile, when an industrial union is supported by 55 per cent. of the employees, all employees are declared to be members; but this imposes no burden other than payment of union dues. In Brazil, workers are not compelled to join the State-created unions but are compelled to pay for their support. Far more important than legal compulsion to join or support a union are economic pressures which may make union membership practically compulsory. The most direct and effective economic device is the union security or organisation clause in the collective agreement which makes a worker's employment dependent on his union status. Other devices, such as clauses providing special benefits for union members, impose significant though less compelling pressures on the individual.

In general the law has responded to such a use of economic pressure in four different ways, each of which suggests a different impact which these union security clauses may have on the individual's freedom.

(1) The individual can be compelled to become and to remain a member of a particular union, as under English law. The impact on the individual is multiple and severe. He can be deprived of freedom either to choose between unions or to remain unorganised; and, more important, if he violates any union rule and loses his good standing the union can cause him to be discharged.

(2) The individual can be compelled to join a union but not any particular union, as under Swedish law. The impact on the individual under this rule is significantly less, for he is completely free to choose between unions. Nor can he always be compelled to obey union rules, for if he is threatened with expulsion by one union he may be able quickly to join a competing union and obtain immunity.

(3) The individual can be compelled to contribute financial support to a particular union but not to become a member, as in the United States. The impact on the individual here affects solely his pocketbook—he is required to contribute financial support.

(4) All forms of union security clauses may be outlawed and the individual guaranteed the right to join any or no union as he chooses, as in Belgium, France, the Federal Republic of Germany and Switzerland.

These four broad categories emphasize the different ways in which the individual's freedom may be limited. However, the legal rules are in fact seldom so simple, and we need to examine with the greatest care their practical operation if we are to measure the extent to which they do actually protect the worker's freedom of choice^o from economic pressure. Even more, our inquiry must press beyond the legal rules to the critical question of the extent to which workers are in fact compelled to become members. The prevalence of union security arrangements in practice is not measured by the legal rules. Thus in Sweden less than 10 per cent. of the persons under collective agreements are subject to organisation clauses; in the United Kingdom, with no legal limits on economic pressure to compel membership, less than 20 per cent. of all workers are directly affected by the closed shop; but in the United States, where the law allows only compulsory dues, nearly 75 per cent. of all employees covered by collective agreements are compelled to contribute to the union; and in Belgium in spite of the apparently broad legal guarantees, a number of unions have negotiated clauses providing special benefits to union members.

Economic pressures to join the union may be less direct and compelling in form where the union has benefit programmes such as sickness insurance, pensions, or widows' allowances. If the individual worker cannot obtain equivalent protection elsewhere he must join the union to provide for these needs. More important, he must keep in good standing or he may forfeit all his accumulated rights in these benefits. Thus benefits, pivoted on union membership, press him to conform to all union rules. In some countries this has proved an adequate substitute for union security clauses.

Even though the individual can and does refuse to become a member of the union he may not thereby escape the union's collective control, for he may be compelled to follow its collective agreement. The outward reach of the collective agreement to non-union employees may take four general forms, each of which curtails the individual's freedom to choose whether or not to be subject to the union's control.

The first form is exemplified by the United States. There the union designated by the majority of employees in a bargaining unit becomes the exclusive representative of all employees. The employer can negotiate with no other union and its collective agreement becomes binding on all employees regardless of union membership. The union's relation to the individual is clearly compulsory. However it must have previously been voluntarily chosen by a majority of the employees, normally in secret ballot. The dissenting individuals can continue their membership in the minority union although it cannot represent them, and they can demand another election when the collective agreement terminates.

The second form is common in many European countries. There a collective agreement made with a number of employers or an association can be "extended" by government order to outside employers. Extension does not rest on a voluntary choice by the employees for it is generally not required that the majority of the employees covered by union members or desire coverage. The effect of extension is to make the collective agreement applicable to employees regardless of their union membership or individual choice.

The third form of union control over non-members is exemplified by Sweden. There the collective agreement may require the employer to apply the same terms to non-union employees, and if he departs from these terms he makes himself answerable to the union. Although the non-union individual is not legally bound, he is in practice subject to the terms of the collective agreement regardless of his choice to remain a non-unionist.

Finally, the union's collective agreement often governs non-members simply because of the strong pressures for standardisation of terms and conditions of employment among employees doing similar work. Regardless of legal rules the collective agreement tends to establish a "common rule" which governs all employees.

Our central purpose here is not to measure how voluntary the relation between the union and the individual is in the various countries, nor to judge how voluntary it should be. Here, as throughout this paper, the purpose is to suggest a framework of analysis for closer and more systematic inquiry into the voluntariness of that relation. However, even the limited information available makes it plain that in most countries unions are fully voluntary only in the sense that the law itself neither commands the individual to become a member nor prohibits him from joining. In many countries an individual is compelled by his employment or some lesser economic pressure to join or support a union. In almost every country the union's sphere of influence does not end at the boundaries of its membership but in fact extends to workers who belong to other unions or who are unorganised.

The rights of the member within the union

We come now to the most important and also the most difficult area of inquiry : What rights does the individual have within this collective body which acts as his representative ? More precisely, what rights are of primary concern, and how shall they be measured ? The basic guide must be found in the reasons for our whole inquiry into the relation between the union and the individual ; namely the special purpose which unions serve in a democratic society. One of the vital functions of unions is to widen and deepen the democratic process. Therefore we should focus our inquiry on those rights which are central to fulfilling that function.

The rights with which we are primarily concerned can be roughly grouped under four headings : (i) the right to become and remain a member of the union ; (ii) the right to participate, directly or indirectly, in the decisions of the union ; (iii) the right to fair procedures in union tribunals ; and (iv) the right to have union funds used for proper purposes. In measuring these rights the critical question is the extent to which they are in fact recognised in the union's process of government. This recognition may be far less a product of legal rules than of union practices, and the individual may

often seek vindication of his rights under the union's own law administered by its own tribunals. These rights are thus defined and protected by two bodies of law—the public law of the State and the private law of the union. This poses the basic question of the relation between these two bodies of law ; or more explicitly, the extent to which the State will intervene to apply its law in the union's internal process. This basic question of the relative role of the State and the union in defining and protecting the individual's right is preliminary to any meaningful discussion of the scope of these rights.

Legal theory in both civil-law and common-law countries has traditionally characterised the relation between the member and his union as one of "contract". The union's constitution and by-laws are considered a contract of association, and by joining the union the individual agrees to be bound by its terms. The contract theory has been sharply criticised in many countries as artificial and inadequate to analyse or understand the relationship between unions and their members. Its significant function, however, is not to describe the relation between the union and its members but rather to explain the relation between the law and the union's internal rules—to rationalise the role of the law in defining and protecting the rights of members within unions.

In rationalising that role the contract theory implicitly asserts three basic principles which provide a useful framework for analysis. First, that the law should properly concern itself with the relation between the union and its members. By characterising rights within unions as contract rights it declares that those rights are worthy of legal protection, that the union's processes may not always be adequate to protect or enforce them, and that when that occurs the law should intervene.

The second basic principle asserted by the contract theory is that the rights to be enforced are those prescribed by the union itself. The union, by adopting its constitution or rules, writes its own body of substantive law governing its internal affairs, which it is the function of the courts to enforce. The contract theory thus express the fundamental value of union self-government. It is for the union to design its own structure of government, select procedures for making decisions and define the rights of members within the union. The role of the law is to require that the union's self-determined procedures and rules be followed. Enforcing the union's substantive law, however, is not always a mechanical function. Union constitutions are typically general and many provisions are vague or ambiguous. Before enforcing the contract the courts must interpret it, choosing between possible meanings. By interpreting, the courts assume a supplementary but significant role in defining the rights of union members.

The third basic principle is that the law places limits on the union's freedom to write its own rules. According to the contract theory provisions in a contract may be declared illegal or ineffective because they violate legal rules or contravene social policy. Thus in the United States union rules prohibiting members from criticising union officers "have been voided as, contrary to public policy" and in the United Kingdom union trial procedures which do not provide the accused with all the elements of a fair trial are deemed to be in violation of "natural justice" and invalid. The contract theory is thus used to make union rules subordinate to legal rules and policies.

It is self-evident that the contract theory does not preclude the law from protecting rights within the union, but instead justifies legal intervention. Nor does it define the rights to be protected, but rather rationalises the legal protection given. However, it does serve to emphasise that both legal and union institutions have concurrent roles. The union has the primary role in defining the substantive rights, but these may be shaped by the law through interpretation or supplanted by overriding social policies.

One critical factor in measuring the role of the law remains. The impact on union self-government may differ radically according to the kinds of rights which the law seeks to establish and protect. If the law fixes union dues, limits the purposes for which union funds can be used, requires the union to provide certain social benefits or determines the suitability of union officers, it thereby transfers the making of these decisions from the union members to the State. Legal definition of such rights impoverishes union self-government. The law, however may have quite a different thrust. Recent legislation in the United States, for example, is directed primarily towards protecting the democratic process within the union, leaving free the decisions to be made through the process. The right of members to criticise union policy is protected, but the choice of policy is left to union processes; elections are closely regulated, but the members, decide who shall be the officers; union funds must be used only for union purposes, but the law does not prescribe those purposes. The underlying assumption is that if union decisions are the product of a democratic process they thereby acquire added validity; that union self-government has greater weight when it is democratic. Thus protection of basic democratic rights reduces the need and justification for legal control over union decisions, and the rule of the law is self-limiting.

The right to Membership

The threshold right of an individual within the union is his right to become and remain a member. Denial of membership may deprive him of three valuable interests. First, it may interfere with his employment if the collective agreement has a union security provision or the union in fact enforces such a requirement. The severity of this injury depends upon the nature of the union security arrangement and its pervasiveness in the area and industry. Second, it may deprive him of various social benefits provided by the union. The importance of this depends on the particular benefits provided and their practical availability elsewhere. Third, it bars him from any participation in the union's decisions which affect his welfare. He cannot speak at union meetings, he cannot vote in union referendums, and he cannot be a candidate for union office. Where the union exercises substantial control, the individual's rights to participate may be considered the most important interest involved.

The union may deny an individual some or all of these rights flowing from union membership by either refusing to admit him to the union or disciplining him by expulsion. At times exclusion may not be complete, but may partially deprive the member of his full rights. In general a union admits to membership all who work within its jurisdiction. Exceptions exist, however: some unions in the United

States exclude "Communists", "Nazis" or other "subversives", and in other countries where unions are organised along political lines workers adhering to hostile political groups are sometimes excluded. The law seldom compels the union to admit an individual to membership, but Switzerland protects the basic right to participate by requiring that a collective agreement cannot be extended to non-members unless they are able to join the union. In the United States the Civil Rights Act of 1964 prohibits any exclusion because of race, religion, sex, or national origin.

Denial of membership rights through disciplinary action presents far more serious problems and requires most careful study. In an analysis of union discipline two elements must be examined: the offences which are punished and the procedure through which guilt is determined and the penalty imposed. There is reason to suppose that union rules and procedures are strikingly similar on crucial points of potential danger to the union's democratic processes. Union rules customarily name a wide range of offences for which members may be disciplined. More important, these rules almost always include blanket or catch-all clauses prohibiting "trouble making", "notorious misconduct", or "unbecoming conduct" which can be used to punish almost any conduct. Such provisions give no adequate guide or warning to the members as to what conduct is prohibited and, more important, may be used to punish members for exercising basic rights or to curb the democratic process within the union. The way in which union discipline clauses are applied is largely unknown: it seems to be of importance that critical factual inquiries should be made, which would go beyond the union rules to discover the conduct actually punished. The central focus of that inquiry should be on the extent to which discipline is used to curb the member's basic rights.

Disciplinary procedures commonly manifest two characteristics which are particularly relevant here. First, they are customarily informal, are conducted without lawyers, and reflect the layman's view of what is adequate to determine guilt or innocence. As a result they often ignore safeguards which the law considers crucial. Second, the tribunals are normally the regular political or administrative bodies of the union, the local meeting, the officers or executive committees, and the union convention or congress. Neither trial nor appeal is to a separate and independent judicial body. The decisions may therefore be influenced by political considerations.

Legal limitations on union discipline vary widely even though commonly expressed in terms of the contract theory. In some countries the courts scrutinise the discipline closely to discover defects: they may interpret the constitution to protect the individual, discover procedural flaws to justify invalidating the discipline, or even rejudge the merits of the case directly. In other countries the courts apparently do not scrutinise the discipline so closely and give the member far less protection.

Explicit limitations on punishable offences have been most fully developed in the United States, where there is a prohibition of disciplining for the exercise of basic democratic rights such as freedom of speech within the union, the right to support candidates for union office, and the right to sue the union. In other countries legal limitations on offences seem wholly undeveloped. In many countries,

however, the law requires that disciplinary procedures provide a fair hearing for the accused, although the standards of fairness may be markedly different from country to country.

The right to participate

One of the individual's most significant rights within the union is his right to participate in the decisions made by the union which vitally affect his welfare. The central question is to what extent is the member, along with his fellow members, able to make his voice heard and have his wishes weighed in the union's decision-making process? This inquiry is as difficult as it is important, for a study of formal union structure is inadequate if not misleading. Inquiry must be made into the inner political life of the union, the interacting forces and complex processes through which decisions are in fact made. Our limited purpose here is to suggest some of the factors to which it should be directed.

The first to be considered is whether participation is direct through referendums or indirect through the election of officers. Decisions above the local level are normally made by officers, but there may be important exceptions. In all of the countries considered except France and Sweden the calling of strikes is generally decided by a membership vote, but collective agreements are seldom submitted to the members for ratification (except in Hungary and the United States). Only rarely are other decisions of the national union made subject to referendum.

A second and closely related factor is the remoteness of the decision-making from the individual members. Decisions taken at the local level are most likely to be by direct vote of the members, but even if they are made by officers or delegate bodies the individual will have better opportunity to make his views known and felt. The more decision is made at the upper levels of the union structure, the fainter is the voice of the individual and the greater his feeling of insignificance. No common pattern of distribution of power between the local and central governing bodies is evident: one is struck by the complexity of power relationships within the union and the necessity for scrupulous factual study to determine where power is in fact exercised.

A third factor affecting the extent of the individual's participation is the responsiveness to the desires of the members shown by the election process through which the persons to represent them are selected. Distortion through fraud in counting the ballots is the least significant element. For more important is the directness of the election: whether officers are elected directly by the members or by delegates who have been elected by the members or even by other delegates. Responsiveness may be further deadened by the lack of any opposition or campaigning office. Open contests for national union offices are practically unknown in some countries and are not common in any. Contests at the local level are more usual and the election may provide the occasion for criticising the officers' performance and policies.

Probing and critical analysis of the decision-making process of unions is solely needed, for unions commonly conform closely to Michel's classical "iron law of oligarchy" in political parties. Unions,

particularly at the national level, are largely controlled by a one-party bureaucratic structure which is able to perpetuate itself in power by its advantages in access to information, control over channels of communication and disciplined organisation. Although the officers are practically irremovable, they normally conceive of themselves as democratic leaders, and are conscientiously concerned with fulfilling the wishes of their members. In addition, they often feel far less secure than they are in fact, and are consequently sensitive to criticism and anxious to placate dissatisfied groups.

Within this context we can begin to see more clearly the relevance of certain more specific individual rights to the basic right to participate. The right of the union member to be fully informed concerning his union's affairs enables him to make meaningful criticisms and suggestions. The right of the member to speak freely serves both to inform and arouse other members and to make officers aware of the reasons for dissatisfaction. The right to organise opposition groups within the union enables members who disagree with certain policies to make their voices heard. Although these rights are seldom overtly denied by unions in any country there is question as to what extent unions affirmatively encourage the exercise of them or even consider criticism and organised opposition within the union's political process as entirely legitimate.

In most countries the law gives little or no protection to these rights, which are elements of the basic right to participate. Recent legislation in the United States, however, has as its central purpose protection of the right to participate. It guarantees the right to speak freely, to form groups with other members, to participate in union meetings, to nominate candidates and work for their election, and to vote by secret ballot. In addition, the law has sought to reduce the advantage held by incumbent officers in election contests by giving opposition candidates equal opportunity to present their position to the members. Such legislation adds another line of inquiry: how effective is such legislation in giving practical protection to these rights?

The right to fair procedures in Union Tribunals

The union as a self-governing institution engages in both the legislation of interests and the adjudication of rights within the union. The problem of appropriate procedure arises in expulsion cases, when the union decides who shall be entitled to a pension, to sick pay, to strike benefits or even to legal aid in enforcing claims against the employer, for these are substantial rights and not to be given or denied arbitrarily. Procedural problems are also raised by the determination of disputes concerning the validity of elections, the right to particular offices, the liability for certain dues and assessments, or the constitutional power of certain officers. The individual's right to a fair hearing when expulsion is involved is readily recognised, but the importance of guaranteeing a fair procedure is often overlooked when these other rights are adjudicated and the procedures for adjudicating yet others are even more incomplete and are often devoid of even the most elementary safeguards to ensure fairness.

The most serious problem arises from the lack of any regularly constituted judicial structure within the union. Union tribunals are seldom separate organs but simply politically selected officers wearing

judicial caps. Appeals are to other officers at a higher level in the political hierarchy. Political considerations may intrude and, even if they do not, the individual may doubt whether his right has been adjudicated objectively and fairly.

An awareness of this special problem is evident in several countries, such as Belgium, Sweden and Switzerland, where union constitutions provide for some method of arbitration of internal disputes. In the United States three unions have created special appeals tribunals made up entirely of neutral persons outside the union to provide an independent body to whom members can appeal from decisions of union officers, but most unions have rejected this device as allowing "outsiders" to meddle in union affairs.

Rights in Union Funds

Membership control of union finances is one of the most important elements of participation in union decisions, for power over the purse is one of the most strategic powers in any structure of government. While union members have relatively direct control over the fixing of dues they have remote control over expenditures, which is far more important in tailoring union policies. In some countries, such as the United Kingdom, Sweden and Switzerland, unions give full financial reports to their members, and the officers are thus made accountable for the conduct of union affairs. But in others, such as Belgium and the Federal Republic of Germany, union finances are kept secret. Although the justification given is to prevent employers from gauging the union's strength the consequence is to deprive the members of the possibility of criticising or exercising control.

Legal controls over finances tend to be greater than over any other phase of union affairs but they may take two critically different forms. In South American countries the thrust of the law is to prescribe the purposes for which union funds may be used and thus to circumscribe the member's power of self-government. The law in the United Kingdom presses in the opposite direction: it insists that the decisions of the members, made through their process of self-government, be followed. In addition, union members have a legal right to inspect union account books to determine whether the union rules and decisions are in fact being followed.

Conclusion

This paper can have no real conclusion, for it seeks to establish a beginning, not to reach an end. The purpose has not been to describe the relationship between the union and the individual, but to build a framework of analysis for studying that relationship. The framework, however, is not neutral, for implicit in the study is the central concern for strengthening and enriching democratic values. The premise is that unions are an essential element of a democratic society. There is, therefore, urgent need to devote searching study to those questions which will enable us to understand more clearly the special function of unions and the role their internal processes play in our achieving democratic goals.

STATISTICS OF THE MONTH IN BRIEF

THE following is the summary of the principal statistics listed this month

Further details will be found in the tables and the appendices appearing in this issue.

The Colombo Consumer's Price Index Number for the month of June, 1965, is 112.5 as against 112.7 for the month of May, 1965, a decrease of .2.

Wages Rates :

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

(b) The special allowances payable for the month of July, 1965, to workers in the Tea Growing and Manufacturing Trade, Rubber Growing and Manufacturing Trade, Cocoa, Cardomom and Pepper Growing Trade, the Coconut Growing and Manufacturing Trade and the Plumbago Trade will remain unchanged.

(c) The special allowances payable to workers in all the other trades will be slightly less than that for the month of June, 1965.

Strikes :—There were altogether 9 strikes in April, 1965, involving 4,193 workers and a loss of 12,515 man-days as against 8 strikes in March, 1965, involving 1,610 workers and a loss of 10,608 man-days. Seven of these strikes were in Tea Estates involving 3,835 workers and a loss of 10,543 man-days; one in Rubber Estate involving 44 workers and a loss of 88 man-days; and the remaining one in Tea-cum-Rubber Estate involving 314 workers and a loss of 1,884 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 April, 1965, and May, 1965 was as given below :

	April 1965			May 1965		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	22,520	19,070	41,590	24,448	20,149	44,597
Skilled	13,991	3,754	17,745	14,444	3,789	18,233
Semi-skilled	32,436	6,271	38,707	34,055	6,446	40,501
Unskilled	61,703	4,536	66,239	63,933	4,614	68,547
Total ..	130,650	33,631	164,281	136,880	34,998	171,878

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

	April 1965			May 1965		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	52	4	56	66	21	87
Skilled	87	—	87	36	1	37
Semi-skilled	41	1	42	107	11	118
Unskilled	547	—	547	182	9	191
Total	727	5	732	391	42	433

THE INDUSTRIAL DISPUTES ACT, CHAPTER 131, LEGISLATIVE ENACTMENTS, CEYLON (REVISED EDITION, 1956)

THE Collective Agreement entered into between the Ceylon Estates Employers' Federation of the one part and the Ceylon Estates Staffs' Union of the other part, on 5th March, 1965, is hereby published in terms of section 6 of the Industrial Disputes Act, Chapter 131, Legislative Enactments, Ceylon, (Revised Edition, 1956).

N. L. ABEYWIRA,
Commissioner of Labour.

Department of Labour,
Colombo 3, 1st April, 1965.

Collective Agreement No. 1 of 1965

DISPUTES PROCEDURE AGREEMENT

THE CEYLON ESTATE EMPLOYERS' FEDERATION
THE CEYLON ESTATES STAFFS' UNION

It is hereby agreed between The Ceylon Estates Employers' Federation and The Ceylon Estates Staffs' Union that the following procedure relating to the resolution of disputes shall come into force from 15th April, 1965, in relation to the under-mentioned grades of staff and shall be as and from that date binding on the Federation and the Union and their respective members :—

- (i) Clerks and their assistants.
- (ii) Conductors and their assistants.
- (iii) Teamakers, Rubbermakers and their assistants.
- (iv) Licensed Medical Practitioners, Apothecaries, Dispensers and their assistants.
- (v) School Teachers.
- (vi) Store-keepers and their assistants.

1. After such inquiry as may be necessary and before a Superintendent takes action to terminate the services of a member of the estates staff of any of the above categories, the Superintendent shall serve notice on the employee requiring him to show cause in writing within a period of 14 days, why such action should not be taken against him.

2. Where a show cause notice has been served on an employee and such employee fails to reply to such notice within the time specified, it shall be deemed that the employee has no grounds to urge against the contemplated termination of the services.

3. Where such employee submits a reply to the show cause notice within the time specified, his employer shall give due consideration to the grounds urged in such reply and may hold such further inquiry into the matter or matters concerned, as he considers to be necessary, before a final decision is taken in regard to disciplinary action. The final decision of the Superintendent shall be communicated to the employee within 14 days of the submission of the reply to the show cause notice. When so communicating his decision, where the charges are more than one and explanations are furnished for all of them, the Superintendent shall in his reply state specifically which of the explanations, in his opinion is satisfactory or not.

4. Where the Union desires to intervene on behalf of a member whose services are to be or have been terminated, the Secretary of the Union shall communicate with the Secretary of the Federation within 14 days from the date on which notice of termination of services is served on the employee. The communication shall state the grounds for the Union's intervention.

5. On receipt of the Union's intervention the Secretary of the Federation shall arrange for a discussion between representatives of the Union and of the Federation which shall take place within 10 days of the receipt of the intervention.

6. If a settlement is reached at the discussion referred to in Clause 5, of this Agreement, such settlement shall be recorded and signed by representatives of the Federation and of the Union, and shall be thereafter at all times final and binding on all parties.

7. (a) If no settlement is reached at the discussion referred to in Clause 5 and if the Secretary of the Union notifies the Secretary of the Federation within 7 days of the date of such discussion of the Union's desire to pursue the case further, such case shall be referred on a joint application to a Board of Arbitrators for adjudication. The reference to such Board shall be effected within 7 days of the receipt in the Federation Office of the aforesaid notification.

(b) It shall be the duty of the Board of Arbitrators, upon such reference being made, to make such inquiries and hear all such evidence as it may consider necessary and thereafter to make an Award which shall be binding on all parties.

(c) The powers and duties of the Board of Arbitrators shall be the same as those specified in section 17 of the Industrial Disputes Act, No. 43 of 1950, and the proceedings before the Board of Arbitrators shall be subject to the exceptions laid down in section 21 of that Act.

(d) The opinion on any matter of the majority of the members of the Board shall be deemed to be the opinion of that Board, on that matter. No indication shall be made in any Order or Award of the manner in which the votes of the Board were cast in respect of any matter.

- (e) The Chairman of the Board shall communicate the Award of the Board to the Secretaries of the Federation and the Union respectively within 30 days of the date on which the dispute is referred to the Board for adjudication.

8. The Board of Arbitrators appointed under Clause 7 of this Agreement shall consist of :—

- (a) a person nominated by the Federation ;
- (b) a person nominated by the Union ;
- (c) a person nominated as Chairman jointly by the Federation and the Union from a panel of SIX Arbitrators to be mutually agreed upon by the Federation and the Union
 - from time to time.

In the event of the Federation and the Union being unable to agree on the selection of the Chairman in any individual case, such selection shall be made by the drawing of lots.

9. (a) The Chairman of the Board of Arbitrators shall be remunerated at rates to be determined from time to time by the parties to this Agreement, and the expenditure in this connection shall be borne in equal shares by the Federation and the Union.

(b) The Federation and the Union shall bear the remuneration and other expenses of their respective members of the Board.

10. An employer may place an employee concerned under suspension at any time prior to or pending disciplinary action, if having regard to the nature of the offence, and/or the interests of the estate, the Superintendent considers it necessary to do so.

11. Where the Union has duly intervened on behalf of an employee :

- (i) action shall not be taken to appoint a permanent employee in his place ; and
- (ii) the employee will be permitted to continue in occupation of the quarters ;

until a final decision has been reached in regard to his case, in terms of the procedure provided for under this Agreement. If the termination of the employee's services is maintained the employee shall vacate the quarters and leave the estate within one month of the date on which a settlement is reached or the Board of Arbitrators makes its Award.

12. In the event of any industrial dispute arising between the Employer and the Union, affecting an individual member of the Union, not being a dispute arising out of the termination of the services of an employee by an employer, such dispute shall be dealt with under the procedure laid down in sections 4, 5, 6 and 7 of this Agreement.

13. It is hereby agreed that any intervention made by the Union prior to the abrogation of the Dismissal Procedure Agreement dated 26th May, 1960 (and registered as Collective Agreement No. 2 of 1963), and which have not been finalised under that Agreement shall be dealt with, as appropriate, under the provisions of this Agreement.

14. Any intervention made by the Union in respect of disputes relating to dismissals in the period between the 30th November, 1964, and the coming into operation of this Agreement shall be dealt with under the appropriate provisions of this Agreement.

Signed at Colombo this 5th day of March, 1965.

R. L. HARVEY,
President,
The Ceylon Estates Employers' Federation.

C. RAJASURIYA,
Secretary,
The Ceylon Estates Employers' Federation.

D. P. S. AMARASEKERA,
President,
The Ceylon Estates Staffs' Union.

E. G. MALHAMY,
Secretary,
The Ceylon Estates Staffs' Union.

Witnesses :

(1) A. St. V. Wijemanne.

(2) W. K. Seneviratne.

We certify that the above is a true copy of the said Collective Agreement.

E. G. MALHAMY,
Secretary,
The Ceylon Estates Staffs' Union.

C. RAJASURIYA,
Secretary,
The Ceylon Estates Employers' Federation.

Date : 9th March, 1965.

Collective Agreement No. 2 of 1965

DISMISSAL PROCEDURE AGREEMENT

**THE CEYLON ESTATES EMPLOYERS' FEDERATION
THE CEYLON ESTATES STAFFS UNION**

It is hereby agreed between The Ceylon Estates Employers Federation and The Ceylon Estates Staffs' Union that the following procedure relating to the dismissal of employees in the membership of the Union not belonging to the grades covered by the Disputes Procedure Agreement shall come into force from 15th April, 1965, and shall be as and from that date, binding on the Federation and the Union and their respective members.

1. Notice of termination of the services of an employee of this grade must be in writing and should give the reason for the termination of services. A draft of "Form A" which may be used for the purpose is annexed hereto. A copy of this notice should be send to the Labour Officer of the area to which the estate is situated.

2. If the Union wishes to intervene it shall notify the Superintendent in writing with copies to the L.R.O. and the Labour Officer concerned, within ten days of the tendering of the written notice referred to in Clause 1 above stating the grounds of intervention and that the employee concerned is a member of the Union.

3. In the letter of intervention under Clause 2, the Union may request that the termination of services be discussed at a discussion to be convened by the L.R.O. or the Labour Officer, and the Superintendent shall attend such discussion, if convened, provided that :—

(a) No other Union had intervened prior to the intervention of the Ceylon Estates Staffs' Union ; and

(b) The discussion is convened and held not later than 7 days before the expiry of the notice.

4. If a settlement is reached at the discussion referred to in Clause 3 above, such settlement shall be recorded and signed by the Superintendent and the Union and shall thereafter at all times be final and binding on the parties and the member of the Union in respect of whose dispute such settlement has been arrived at shall not be entitled to any other legal remedies in respect of the matter to which the settlement relates.

5. The employment of an employee under notice shall cease on the date of expiry of such notice but no action for eviction shall be taken by the Superintendent pending the conclusion of the discussion referred to in Clause 3 above.

6. *Summary Dismissals.*—In the case of a summary dismissal the Superintendent shall forthwith tender to the employee concerned a written statement of the reasons therefor (with a copy to the Labour Officer of the area) and shall attend any discussion convened by the L. R. O. or the Labour Officer as the case may be, provided that :—

(a) The Union asks for such discussion within 10 days of the dismissal—

(i) stating that the employee was a member of the Union of the time of dismissal ; and

(ii) giving the grounds of intervention ;

(iii) where there has been an intervention by another Union prior to the intervention by the Ceylon Estates Staffs' Union the Labour Officer may decide which Union's intervention should be entertained.

(b) A discussion is convened either by the L.R.O. or Labour Officer as far as possible within 5 days of the Union's request.

7. At any discussion convened to discuss the termination or services or summary dismissal of an employee, no matters unconnected with or not relevant to such termination or dismissal shall be discussed.

8. An application already made to a Labour Tribunal or an Industrial Court by the Union shall not be a bar to the holding of the discussion contemplated in this Agreement.

Form A

I, Superintendent of Estate hereby confirm having on given you (employee's name) one month's notice of the termination of your employment for the following reason (s).

_____,
Superintendent.

Date:

Signed at Colombo this 5th day of March, 1965.

R. L. HARVEY,
President,
The Ceylon Estates Employers' Federation.

C. RAJASURIYA,
Secretary,
The Ceylon Estates Employers' Federation.

D. P. S. AMARASEKERA,
President,
The Ceylon Estates Staffs' Union.

E. G. MALHAMY,
Secretary,
The Ceylon Estates Staffs' Union.

Witnesses :

- (1) A. St. V. Wijemanne.
- (2) W. K. Seneviratne.

We certify that the above is a true copy of the said Collective Agreement.

E. G. MALHAMY,
Secretary,
The Ceylon Estates Staffs' Union

C. RAJASURIYA,
Secretary,
The Ceylon Estates Employers' Federation.

Date : 9th March, 1965.

COLLECTIVE AGREEMENTS—Nos. 3, 4 & 5 will be published in the August 1965 issue

THE WAGES BOARDS ORDINANCE

Notice to Employers

BY virtue of the powers vested in me by Section 54 of the Wages Boards Ordinance (Chapter 136) I, Neville Lincoln Abeywira, Commissioner of Labour, do hereby require every employer of workers in the Trades mentioned below for which Wages Boards have been set up, to furnish me on or before August 1, 1965 a return in the form already sent to him.

2. Any employer who fails to send in a return will be guilty of an offence punishable under the Wages Boards Ordinance.

3. All returns required to be furnished under this notice and correspondence thereon should be addressed to the Commissioner of Labour, Branch S., Colombo 3. Any employer who has not received the appropriate form should immediately communicate to this address stating the trade applicable to him.

N. L. ABEYWIRA,
Commissioner of Labour.

Department of Labour,
Lower Lake Road, (Galle Face),
Colombo 3—June 15, 1965.

TRADES REFERRED TO ABOVE

- (1) Tea Growing and Manufacturing
- (2) Cocoa, Cardamom and Pepper Growing and Manufacturing
- (3) Rubber Growing and Manufacturing
- (4) Coconut Growing
- (5) Coconut Manufacturing
- (6) Engineering
- (7) Printing
- (8) Plumbago
- (9) Tea Export
- (10) Rubber export
- (11) Toddy, Arrack and Vinegar
- (12) Cigar Manufacturing
- (13) Motor Transport
- (14) Match Manufacturing
- (15) Cinema
- (16) Dock, Harbour and Port Transport
- (17) Building
- (18) Beedi Manufacturing
- (19) Baking
- (20) Brick and Tile Manufacturing
- (21) Cinnamon
- (22) Coir Mattress and Bristle Fibre Export
- (23) Ice and Aerated Waters Manufacturing
- (24) Tobacco Trade
- (25) Hosiery Manufacturing Trade
- (26) Garments Manufacturing Trade

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	116	103	97	128	111	112
1941	129	108	96	153	116	122*
1942	183	171	92	194	144	162

Index Number
 Nov., 1942
 = 100

Base : November, 1942 = 100

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
Group Weights	63.66	7.26	7.06	8.78	13.24	
1943	103	94	105	138	118	107
1944	102	94	105	156	127	109
1945	110	94	112	165	158	121
1946	113	111	124	180	155	125
1947	126	121	136	213	157	138
1948	138	161	148	189	157	142
1949	144	97	129	156	148	141
1950	154	102	129	155	154	149
1951	155	112	129	197	169	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
May	107.15	101.61	101.53	127.46	129.58	112.7
June	106.69	103.69	101.53	228.06	129.32	112.5

TABLE II—WAGES INDEX NUMBERS

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

A

Base : 1939 = 100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo		
	Average Minimum Daily rate of Wages Rs. c.	Minimum Wage Rate Index No.	Index No. of Real Wages	Average Monthly Rate of Wages Rs. c.	Wage Rate Index No.	Index No. of Real Wages
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	.. 111.80
May	.. 2.25	.. 117.19	.. 103.98	.. 113.74	.. 126.67	.. 112.40
June	.. 2.25	.. 117.19	.. 104.17	.. 113.74	.. 126.67	.. 112.60

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	116.33	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
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

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

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

‡ Amended figure.

TABLE IV

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

Year	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,333
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,051
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	39,016	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
April	41,590	17,745	38,707	66,239	164,281
May	44,597	18,233	40,501	68,547	171,878

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

These figures comprise—

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

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

CLASSIFICATION BY

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Rathapura	Badulla	Batticaloa	Kalmunai
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—
1951	33,125	3,422	2,886	4,350	2,209	537	886	1,587	569	904	418	1,207
1952	32,124	3,028	3,263	3,331	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	1,703	2,220	1,992	1,471	440	388	297
1955	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261
1956	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694
1957	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501
1958	52,563	7,721	7,800	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354
1959	55,875	8,940	7,305	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422
1960	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,934	680
1961	62,515	14,821	9,995	13,414	7,600	3,013	5,196	3,327	4,173	3,126	1,273	711
1962	59,273	12,940	10,514	16,258	7,422	1,240	4,981	3,910	4,544	3,138	1,447	641
1963	55,964	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	539
May	56,775	11,706	12,088	16,674	7,976	977	6,885	3,795	5,378	2,987	1,699	600
June	57,236	11,572	13,259	16,804	8,306	1,041	6,808	3,714	5,417	3,034	1,672	615
July	58,129	11,866	13,936	16,826	8,602	986	6,817	3,680	5,580	3,008	1,663	612
August	57,900	11,854	14,247	16,845	8,869	930	6,816	3,758	5,650	2,956	1,621	632
September	57,744	11,945	13,854	17,029	8,262	919	6,849	3,729	5,645	2,996	1,634	622
October	58,250	12,337	13,728	17,301	8,634	926	6,885	3,805	5,661	3,028	1,673	657
November	58,330	12,900	13,718	17,378	9,004	934	7,016	3,903	5,155	3,115	1,664	715
December	57,943	13,081	14,003	17,430	9,169	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
April	56,531	12,163	14,261	17,679	8,589	970	7,411	4,475	4,363	3,234	1,911	817
May	58,205	12,465	14,536	18,558	9,367	1,242	7,829	4,831	4,594	3,566	1,947	899

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

<i>Trincemalee</i>	<i>Anuradhapura</i>	<i>Awisawella</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	—	—	—	—	—	—	—	—	—	—	66,356
696	—	—	—	—	—	—	—	—	—	—	69,732
348	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	53,307
252	437	678	—	—	—	—	—	—	—	—	53,023
239	548	477	526	1,332	—	—	—	—	—	—	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	2,736	970	—	—	—	128,018
1,756	2,550	3,784	1,222	8,179	772	3,143	986	—	—	—	151,092
1,372	2,563	364	1,368	8,060	574	3,301	1,199	—	—	—	150,231
1,431	2,742	3,804	1,188	7,811	737	3,230	1,259	2,109	768	822	152,092
1,389	3,123	3,528	1,414	8,606	671	4,049	1,345	2,269	889	578	151,922
1,467	3,122	3,553	1,471	8,753	654	4,185	1,383	2,334	881	609	154,605
1,493	3,097	3,441	1,493	8,846	664	4,380	1,419	2,421	843	636	156,109
1,621	3,200	3,412	1,563	8,902	642	4,379	1,410	2,436	827	599	157,365
1,710	3,141	3,371	1,574	8,865	564	4,276	1,355	2,437	842	620	155,808
1,743	3,156	3,460	1,596	8,700	579	4,136	1,327	2,388	800	578	156,003
1,825	2,838	3,475	1,611	8,745	544	4,049	1,343	2,387	817	582	157,694
1,893	3,015	3,594	1,614	8,835	544	4,084	1,363	2,482	853	557	160,539
1,913	3,039	3,795	1,605	8,943	547	4,103	1,370	2,447	873	535	161,298
1,928	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	4,323	1,432	2,377	1,033	510	162,507
1,764	2,946	3,806	1,652	9,260	707	4,693	1,486	2,384	1,189	541	164,260
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	1,537	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
1,692	3,404	4,306	1,612	8,776	682	5,639	1,552	2,515	1,246	453	164,281
1,939	3,577	4,677	1,709	9,157	657	5,857	1,661	2,671	1,233	651	171,878

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,993	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,653	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,180	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	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	10,770
1951	11,003	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,309
1952	3,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,478
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	2,392	3,791	83,883	8,202
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,425
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	7,215
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,165
1961	22,558	1,259	14,784	631	24,791	964	50,390	2,794	112,523	5,642
1962	24,155	1,263	11,626	468	22,994	809	42,404	2,317	101,179	4,858
1963	24,997	1,322	11,953	502	24,951	939	43,400	2,466	105,301	5,121
1964	29,947	1,722	14,277	535	28,304	945	48,991	3,599	121,609	6,800
1964 January	2,996	60	1,263	24	2,808	74	4,100	325	11,167	488
1964 February	2,627	211	1,283	34	2,507	49	3,880	367	10,302	661
1964 March	2,336	117	1,147	65	2,529	69	4,036	407	10,048	658
1964 April	1,632	168	776	49	1,716	68	3,034	232	7,158	517
1964 May	2,468	105	891	32	1,914	73	3,902	235	9,175	445
1964 June	2,966	152	1,085	30	2,472	43	4,764	322	11,287	547
1964 July	2,562	138	1,099	48	2,411	61	4,478	132	10,550	379
1964 August	2,381	183	1,211	63	2,501	49	3,769	373	9,862	668
1964 September	2,343	167	1,138	51	2,292	89	3,720	249	9,493	556
1964 October	2,862	207	1,269	41	2,528	67	4,315	319	10,974	634
1964 November	2,415	148	1,739	45	2,502	118	4,686	331	11,342	642
1964 December	2,359	66	1,371	53	2,214	185	4,307	307	10,251	611
1965 January	2,548	221	1,197	13	2,677	80	4,692	168	11,114	482
1965 February	2,306	167	1,339	56	2,516	65	4,025	296	10,186	584
1965 March	1,969	89	1,216	76	2,038	62	3,367	179	8,640	406
1965 April	2,185	56	1,095	87	2,396	42	4,061	547	9,737	732
1965 May	4,663	87	1,461	37	3,645	118	5,883	191	15,652	433

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	987	21	437	23	1,421	52	2,065	32	4,910	12%
Negombo	260	9	89	1	155	3	358	3	862	16
Kalutara	266	2	66	—	250	6	333	1	915	9
Galle	415	—	81	—	249	4	583	1	1,328	5
Kandy	368	4	105	1	197	13	392	13	1,062	31
Nawalapitiya	163	—	42	—	113	—	39	1	357	1
Kurunegala	244	6	84	—	155	8	217	15	700	29
Jaffna	248	16	61	1	158	4	152	15	619	36
Ratnapura	109	—	42	—	102	1	180	1	433	2
Badulla	191	1	51	—	87	5	170	—	499	6
Batticaloa	57	9	24	1	58	3	65	2	204	15
Kalmunai	59	1	18	—	50	1	31	1	158	3
Trincinallee	38	1	35	1	40	4	184	11	297	17
Anuradhapura	65	1	35	—	74	—	135	10	309	11
Avissawella	249	2	34	—	33	—	232	4	548	6
Haputale	39	—	18	—	38	—	52	—	147	—
Matara	303	2	88	9	165	2	282	5	838	18
Vavuniya	19	—	4	—	23	—	16	—	62	—
Kegalle	259	—	26	—	110	4	64	—	459	4
Matale	75	5	23	—	38	8	41	4	177	17
Chilaw	122	7	46	—	60	—	165	61	393	68
Hatton	13	—	13	—	13	—	68	11	107	11
Nuwara Eliya	114	—	39	—	56	—	59	—	268	—
Total	4,663	87	1,461	37	3,645	118	5,883	191	15,652	433

TABLE VIII—Strikes In Ceylon Since 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	.. 4	.. Not available	.. Not available
1940	.. 36	.. 9,732	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048½	.. 66‡	.. 12,399	.. 937
1945	.. 28	.. 3,514	.. 4,285*	.. 53	.. 23,875	.. 153,388½
1946	.. 87	.. 15,259	.. 31,830½	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,714
1948	.. 33	.. 23,100	.. 49,933½	.. 20	.. 1,065	.. 2,497
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576½
1950	.. 82	.. 22,808	.. 85,837	.. 28	.. 5,471	.. 22,617½
1951	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	.. 39	.. 6,163	.. 46,990
1953	.. 33	.. 303,600	.. 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	.. 115	.. 31,852	.. 152,966
1957	.. 177	.. 297,061	.. 618,050	.. 127	.. 70,239	.. 190,443
1958	.. 123	.. 39,372	.. 340,632	.. 96	.. 42,713	.. 399,228
1959	.. 177	.. 47,318	.. 352,145	.. 71	.. 42,933	.. 463,119
1960	.. 123	.. 42,528	.. 259,948	.. 37	.. 4,830	.. 15,139
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	.. 200	.. 67,493	.. 610,544	.. 98	.. 20,169	.. 261,190
1965 January to April §	.. 38	.. 12,759	.. 56,969	.. 10	.. 1,068	.. 23,285
1964 January	.. 13	.. 4,726	.. 101,406	.. 7	.. 6,785	.. 119,703
February	.. 16	.. 4,932	.. 46,510	.. 9	.. 1,160	.. 12,085
March	.. 13	.. 5,397	.. 107,028	.. 11	.. 1,828	.. 13,133
April	.. 12	.. 3,641	.. 17,123	.. 7	.. 344	.. 4,108
May	.. 16	.. 3,832	.. 24,946	.. 7	.. 1,404	.. 8,644
June	.. 19	.. 5,764	.. 76,724	.. 8	.. 1,606	.. 20,896
July	.. 16	.. 7,884	.. 33,725	.. 13	.. 1,729	.. 22,136
August	.. 18	.. 5,762	.. 53,773	.. 4	.. 435	.. 5,237
September	.. 18	.. 9,120	.. 25,748	.. 7	.. 361	.. 1,470
October	.. 21	.. 5,981	.. 57,626	.. **4	.. **432	.. **4,434
November	.. **17	.. **4,085	.. **13,925	.. **10	.. **2,093	.. **10,285
December	.. 21	.. 6,369	.. 47,005	.. **11	.. **1,992	.. **39,059
1965 January §	.. **12	.. **3,134	.. **25,186	.. **5	.. **526	.. **10,799
February §	.. **11	.. **3,930	.. **10,308	.. 3	.. 434	.. 10,838
March §	.. 6	.. 1,502	.. 8,960	.. **2	.. **108	.. **1,648
April §	.. 9	.. 4,193	.. 12,515	.. —	.. —	.. —

* 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 April, 1965, by Industries or Trades

Industry or Trade	Number of Strikes	Number of Workers involved		Number of Man-days lost
		Plantations	Others	
Plantations—Tea ..	7	3,835	—	10,543
Rubber ..	1	44	—	88
Tea-cum-Rubber ..	1	314	—	1,884
Coconut ..	—	—	—	—
Coconut-cum-Rubber ..	—	—	—	—
Total ..	9	4,193	—	12,515
Engineering ..	—	—	—	—
Printing ..	—	—	—	—
Motor Transport ..	—	—	—	—
Tea Export ..	—	—	—	—
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 ..	—	—	—	—
Grand Total ..	9	4,193	—	12,515

TABLE X—Classification of the Strikes in April, 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 ..	3	—	1,424	—
2. Wage increases, Higher rates for piece work, &c. ..	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	1	—	44	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	3	—	1,094	—
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Factional disputes and domestic matters ..	—	—	—	—
8. External matters (e.g., arrest by Police, &c.) ..	1	—	314	—
9. Assaults by employer or agent or others ..	1	—	1,317	—
10. General demands ..	—	—	—	—
11. Sympathetic strikes ..	—	—	—	—
Total ..	9	—	4,193	—

APPENDIX I

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

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

Month : July, 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
------------------------------------	---------	---------	------

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 88

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 Laborers not under 18 years of age" any inconvenience caused to our Patrons regretted—Editor

Class of Worker	Month: July, 1965		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(5) Cigar Manufacturing Trade			
<i>Piece Rates :</i>			
Cigar rolling (inclusive of cleaning up of fillers, the preparation of wrappers for rolling, the preparation of fillers for rolling including filling up with cuttings, the tying up of rolled cigars with thread, and the bundling of cigars into tens)—			
(a) where the number of cigars per pound is over 110, per 1,000 cigars ..	10 0 ..	— ..	10 0
(b) where the number of cigars per pound is 110 or under, per 1,000 cigars ..	11 0 ..	— ..	11 0
(6) Cinema Trade			
<i>Monthly Rates:</i>			
A.—NON-CLERICAL			
<i>Unskilled</i>			
Advertisement cart puller; Advertisement or poster boy; Bathroom boy; Car or cycle park attendant; Chocolate boy; Cleaner; Cloak room boy; Conservancy labourer; Garden labourer; Gate-keeper; Hall boy; Peon; Sandwich boy; Soft drinks keeper; Unskilled labourer; Usher; Usherette; Waiter; Watcher (day); Watcher (night) ..	36 50 ..	56 56 ..	93 06
<i>Semi-skilled</i>			
Assistant bar-keeper; Assistant Engine-driver; Checker; Cook, Grade II (lower); Re-winder; 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
<i>Skilled, Grade II</i>			
Assistant operator; Bar-keeper; Carpenter; Cook, Grade I (higher); Electrician, Grade II; Film room repairer, Grade II; Non synch operator; Second Assistant operator; Supervisor or head checker; Tent master; Wireman; Fireman:—			
(a) Within the Municipal area ..	55 0 ..	60 98 ..	115 88
(b) Outside the Municipal areas ..	47 0 ..	60 78 ..	107 98
<i>Skilled, Grade I</i>			
Armature winder; Electrician, Grade I; Engine Driver; Film room repairer, Grade I; Head operator; Tent maker:—			
(a) Within the Municipal areas ..	66 0 ..	60 98 ..	126 98
(b) Outside the Municipal areas ..	61 0 ..	60 98 ..	121 98

Class of Worker	Basic Wage		Special Allowances		Total	
	Rs.	c.	Rs.	c.	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
(b) Outside the Municipal areas	..	45	0	..	55	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
(b) Outside the Municipal areas	..	50	0	..	58	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" × 18"	..	4	0	..	—	..	4	0
Annual weeding, per acre	..	40	0	..	—	..	40	0

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

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

(9) Coconut Growing Trade*Daily Rates :*

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

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

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

Class of Worker	Basic Wage		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

Piece Rates :

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

(10) Coconut Manufacturing Trade

Daily Rates :

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

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

Piece Rates :

(a) In the manufacture of desiccated coconuts—

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

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

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

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

Class of Worker

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

(11) Coir Mattress and Bristle Fibre Export Trade

Daily Rates :

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

Grade II—

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

1 40 .. 2 18 .. 3 58

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 : July, 1965 •

Class of Worker	Month : July, 1965 •		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total 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.

Month : July, 1965

Class of Worker

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

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

Lighters over 60 but under 80 tons—

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

Lighters 80 tons and over—

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

Note.—The above rates shall be increased by—

(i) 50 cents for—

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

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(13) Engineering Trade						
<i>Daily Rates :</i>						
Unskilled labourers	1	40	2	18	3	58
Semi-skilled workers, Grade I—						
Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fitters (iron and brass) ; smelters (iron and brass) ; checkers (timber), sawyers ; caulkers (wood) ; boiler attendants ; drivers (engine) .. firemen ; tyre repairers ; tyre vulcanizers	1	65	2	28	3	93
Semi-skilled workers, Grade II—						
Painters ; bowmen ; greasers ; cleaners and washers ; mason, mates and blacksmith mates, employed in repairing, constructing and maintenance of roads, including workers employed in cutting side drains, scarifying the road surface, metal spreading, loading, unloading and piling of metal, tarring roads and concrete mixing by hand	1	45	2	28	3	73
Skilled workers—						
Turners ; machinists (iron and steel working) ; machinists (wood working) ; coppersmiths ; plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; coremakers ; pattern-makers ; carpenters, joiners and cabinet-makers ; boat-builders ; saw sharpeners ; machine-knife sharpeners ; sign writers ; polishers (applicers of French polish) ; masons ; launch tinders, drivers ; splicers (rope and sail makers) ; glaziers ; driver mechanics ; oil and steam roller drivers ; shipwrights, body-builders ; hood-makers ; mechanics ; tinkers (motor) ; tinsmiths ; rivetters 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	Month : July, 1965		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. .
(14) Ice and Aerated Waters Manufacturing Trade (contd.)			
Grade III :			
Ice Storers, Ice Packers, Ice Loaders, Syrup Room Labourers, Bottle Unpackers, Bottle Sorters or Cleaners, Bottle Washer Loaders, Case Fillers, Bottle Packers, Cleaners or Sweepers, Hand Washers, Case Carriers or Stackers, Stores Labourers, Labellers (Hand), Van Loaders	1 40 ..	2 18 ..	3 58
(15) Match Manufacturing Trade			
Daily Rates:			
Grade I—			
Splint chopping by machine driver; peeling splints, rims, outside veneers and bottom veneers by machine driver; sharpening knives and tools by machine driver; filling frames by machine driver; dipping of sticks in chemical composition by machine driver; frictioning by machine driver; mixing composition for match head by mixer; paper slitting by machine driver; the work of an overseer or kangany; box filling by machine driver:—			
(a) Male Workers, 18 years and over ..	2 0 ..	1 91 ..	3 91
(b) Female Workers, 18 years and over ..	1 64 ..	1 81 ..	3 45
(c) Young persons, over 14 years, but under 18 years	1 25 ..	1 46 ..	2 71
Grade II—			
Cross-cutting by hand; cross-cutting by machine driver; splint levelling; cutting outside, rim and bottom veneers by cutter; inner box making by machine; sharpening knives and tools by machine by helper; paraffining by hand; emptying frames; side painting of boxes; checking filled boxes; banderolling by machine driver and assistant; mixing composition for painting sides of boxes outer box making by machine; feeding boxes by machine for box filling; dipping sticks in chemical composition by hand:—			
(a) Male Workers, 18 years and over ..	1 60 ..	1 91 ..	3 51
(b) Female Workers, 18 years and over ..	1 32 ..	1 81 ..	3 13
(c) Young persons over 14 years but under 18 years	1 0 ..	1 46 ..	2 46
Grade III—			
The work (in the Match Manufacturing Trade) of all workers not specified in Grade I or Grade II above other than the work of a watcher—			
(a) Male Workers, 18 years and over ..	1 40 ..	1 81 ..	3 21
(b) Female Workers, 18 years and over ..	1 15 ..	1 69 ..	2 84
(c) Young persons, over 14 years but under 16 years	0 70 ..	1 21 ..	1 91
(d) Young persons, over 16 years but under 18 years	0 90 ..	1 46 ..	2 36
Grade IV—			
Watcher	1 70 ..	1 91 ..	3 61

Month : July, 1965

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(16) Motor Transport Trade					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100	0	65	42	165 42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt.	90	0	65	42	155 42
Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses	85	0	62	92	147 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate)	100	0	65	42	165 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	60	42	130 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	65	42	132 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt.	60	0	61	12	121 12
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses	50	0	61	12	111 12
Class I Workers : Omnibus checkers or time-keepers	60	0	61	12	121 12
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90	0	61	12	151 12
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items	45	0	50	92	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 : July, 1965

Class of Worker

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

(17) Plumbago Trade

Daily Rates :

Worker other than those employed in curing and dressing—

Underground workers—

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

Underground and surface workers—

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

Surface workers—

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

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

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

Month : July, 1965

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(17) Plumbago Trade (contd.)						
Workers employed in curing and dressing—						
(a) As overseers and kangannies ..	2	25	1	56	3	81
(b) On different jobs—						
Male workers not under 18 years ..	1	50	1	56	3	06
Female workers not under 18 years ..	1	25	1	20	2	45
Worker under 18 years ..	0	75	1	13	1	88
(18) Printing Trade						
<i>Monthly Rates :</i>						
Class A Workers : Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, process camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists ..	110	0	108	42	218	42
Class B Workers : Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers) ..	87	50	86	92	174	42
Class C, Grade I Workers : Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters ..	65	0	76	17	141	17
Class C, Grade II Workers : Platen Machine Minders ..	60	0	70	68	130	68
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers ..	50	0	65	42	115	42
Class E Workers : Unskilled workers not under 18 years of age ..	42	0	62	79	104	79
Class F Workers : Unskilled workers under 18 years of age ..	20	0	41	77	61	77
Class G Workers : Watchers ..	44	0	65	42	109	42
Class A—1st year learner ..	33	0	45	72	78	72
„ B „ „ ..	26	0	39	27	65	27
„ C Grade I, 1st year learner ..	24	0	41	42	65	42
„ C Grade II „ „ ..	22	0	39	27	61	27
„ D—1st year learner ..	19	0	37	12	56	12
Class A—2nd year learner ..	44	0	54	82	98	82
„ B „ „ ..	36	0	52	67	88	67
„ C Grade I, 2nd year learner ..	29	0	47	18	76	18
„ C Grade II „ „ ..	27	0	44	55	71	55
„ D—2nd year learner ..	23	0	41	92	64	92
Class A—3rd year learner ..	56	0	63	92	119	92

Month : July, 1965

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						
<i>Daily Rates :</i>						
A.—Male workers not under 18 years of age—						
(a) Grade II :						
Workers employed in stripping ; clipping and bark cutting ; washing and re-smoking moulding rubber ; general labour including moving to presses, weighing machines and other parts of the store ; assembling, wrapping and picking rubber for baling ; pressing, hooping and wire tying ; cutting jute hessian covers ; painting, drying, assembling and marking ; treating jute hessian for special packing ; covering bales with jute hessian and stitching ; laying out bales ; cleaning and sweeping of stores and drains ..	1	40	2	18	3	58
(b) Intermediate Grade :						
Workers employed in weighing ; grading and sorting ; the work of press operators ..	1	60	2	28	3	88
(c) Grade I :						
Workers employed in loading, unloading and carrying bales ; stacking ..	1	80	2	28	4	08
(d) Watchers ..	1	70	2	28	3	98
B.—Female workers not under 18 years of age —						
(a) Grade II :						
Workers employed in work other than sorting ..	1	15	2	06	3	21
(b) Grade I :						
Workers employed in sorting ..	1	30	2	06	3	36
C.—Workers (irrespective of sex) under 18 years of age						
Over 14 years but under 15 years ..	0	80	1	63	2	43
Over 15 years but under 16 years ..	0	90	1	68	2	58
Over 16 years but under 17 years ..	1	0	1	73	2	73
Over 17 years but under 18 years ..	1	15	1	83	2	98

Month : July, 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 wiretying, scraping out old marks, marking and stencilling, marking and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and re-firing and polishing green tea ..	1 40 ..	2 18 ..	3 58
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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
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Over 15 years but under 16 years ..	0 90 ..	1 68 ..	2 58
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Over 16 years but under 17 years ..	1 0 ..	1 73 ..	2 73
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Over 17 years but under 18 years ..	1 15 ..	1 83 ..	2 98
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(22) Tea Growing and Manufacturing Trade

Daily Rates :

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(28) Toddy, Arrack and Vinegar Trade						
Monthly Rates :						
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
Daily Rates :						
Bottling, corking and labelling arrack bottles ..	3	0	—	—	3	0
Unskilled labourers ..	3	0	—	—	3	0
Piece Rates :						
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 July, 1965, to workers in the Baking Trade**

No. of Days	Class A	Class B	Class C	No. of Days
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	2 47½	2 10½	1 55	½
1	4 95	4 21	3 10	1
2	9 90	8 43	6 21	2
3	14 86	12 64	9 31	3
4	19 81	16 85	12 41	4
5	24 76	21 06	15 51	5
6	29 71	25 28	18 62	6
7	34 66	29 49	21 72	7
8	39 61	33 70	24 82	8
9	44 57	37 92	27 92	9
10	49 52	42 13	31 03	10
11	54 47	46 34	34 13	11
12	59 42	50 56	37 23	12
13	64 37	54 77	40 33	13
14	69 33	58 98	43 44	14
15	74 28	63 19	46 54	15
16	79 23	67 41	49 64	16
17	84 18	71 62	52 74	17
18	89 13	75 83	55 85	18
19	94 09	80 05	58 95	19
20	99 04	84 26	62 05	20
21	103 99	88 47	65 15	21
22	108 94	92 69	68 26	22
23	113 89	96 90	71 36	23
24	118 84	101 11	74 46	24
25	123 80	105 32	77 56	25
26	128 75	109 54	80 67	26
27	133 70	113 75	83 77	27
	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

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

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

3. The amounts shown as payable for different days up to 27 days are wages payable for working that number of normal working days other than weekly holidays. If the number of days worked includes weekly holidays, the amounts payable have to be computed by reckoning separately the wages payable for the number of normal working days worked and the extra remuneration due for work on the number of weekly holidays.

APPENDIX III

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

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
1	1 79	1 64	1 54	1 96½	2 04	2 14	1
2	3 58	3 28	3 08	3 93	4 08	4 28	2
3	7 16	6 56	6 16	7 86	8 16	8 56	3
4	10 74	9 84	9 24	11 79	12 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
27	93 08	85 28	80 08	102 18	106 08	111 28	27
27	96 66	88 56	83 16	106 11	110 16	115 56	27
<i>Sunday work</i>							<i>Sunday work</i>
1	5 37	4 92	4 62	5 90	6 12	6 42	1
2	10 74	9 84	9 24	11 80	12 24	12 84	2
3	16 11	14 76	13 86	17 70	18 36	19 26	3
4	21 48	19 68	18 48	23 60	24 48	25 63	4

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

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

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

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

APPENDIX IV

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

Within 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 03	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 decisions.

APPENDIX IV—(contd.)

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

Outside the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Semi-Skilled Grade II	Semi-Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 72½	1 83½	1 99½	2 26	1 85	2 00	3 20½	½
1	3 45	3 67	3 99	4 52	3 70	4 00	6 41	1
2	6 89	7 35	8 00	9 04	7 41	8 00	12 81	2
3	10 34	11 02	12 00	13 55	11 11	12 00	19 22	3
4	13 79	14 69	16 00	18 07	14 81	16 00	25 63	4
5	17 23	18 36	20 00	22 59	18 52	20 00	32 04	5
6	20 68	22 04	24 00	27 11	22 22	24 00	38 44	6
7	24 13	25 71	27 99	31 62	25 93	28 00	44 85	7
8	27 57	29 38	31 99	36 14	29 63	32 00	51 26	8
9	31 02	33 05	35 99	40 66	33 33	36 00	57 67	9
10	34 47	36 73	39 99	45 18	37 04	40 00	64 07	10
11	37 91	40 40	43 99	49 70	40 74	44 00	70 48	11
12	41 36	44 07	47 99	54 21	44 44	48 00	76 89	12
13	44 81	47 74	51 99	58 73	48 15	52 00	83 30	13
14	48 25	51 42	55 99	63 25	51 85	56 00	89 70	14
15	51 70	55 09	59 99	67 77	55 56	60 00	96 11	15
16	55 15	58 76	63 99	72 28	59 26	64 00	102 52	16
17	58 59	62 43	67 99	76 80	62 96	68 00	108 93	17
18	62 04	66 11	71 99	81 32	66 67	72 00	115 33	18
19	65 49	69 78	75 99	85 84	70 37	76 00	121 74	19
20	68 93	73 45	79 99	90 36	74 07	80 00	128 15	20
21	72 38	77 12	83 98	94 87	77 78	84 00	134 56	21
22	75 83	80 80	87 98	99 39	81 48	88 00	140 96	22
23	79 27	84 47	91 98	103 91	85 19	92 00	147 37	23
24	82 72	88 14	95 98	108 43	88 89	96 00	153 78	24
25	86 17	91 81	99 98	112 94	92 59	100 00	160 19	25
26	89 61	95 49	103 98	117 46	96 30	104 00	166 59	26
27	93 06	99 16	107 98	121 98	100 00	108 00	173 00	27
28	98 64	105 11	114 46	129 30	106 00	114 48	183 38	28
29	104 22	111 06	120 94	136 62	112 00	120 96	193 76	29
30	109 80	117 01	127 42	143 94	118 00	127 44	204 14	30
31	115 38	122 96	133 90	151 26	124 00	133 92	214 52	31

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

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

APPENDIX V

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during July, 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	0 55	0 65	1 20	0 45	0 48	0 93	0 32½	0 44½	0 77	1
2	1 10	1 30	2 40	0 90	0 96	1 86	0 65	0 89	1 54	2
3	2 20	2 60	4 80	1 30	1 92	3 72	1 30	1 78	3 08	3
4	3 30	3 90	7 20	2 70	2 88	5 58	1 95	2 67	4 62	4
5	4 40	5 20	9 60	3 60	3 84	7 44	2 60	3 56	6 16	5
6	5 50	6 50	12 00	4 50	4 80	9 30	3 25	4 45	7 70	6
7	6 60	7 80	14 40	5 40	5 76	11 16	3 90	5 34	9 24	7
8	7 70	9 10	16 80	6 30	6 72	13 02	4 55	6 23	10 78	8
9	8 80	10 40	19 20	7 20	7 68	14 88	5 20	7 12	12 32	9
10	9 90	11 70	21 60	8 10	8 64	16 74	5 85	8 01	13 86	10
11	11 00	13 00	24 00	9 00	9 60	18 60	6 50	8 90	15 40	11
12	12 10	14 30	26 40	9 90	10 56	20 46	7 15	9 79	16 94	12
13	13 20	15 60	28 80	10 80	11 52	22 32	7 80	10 68	18 48	13
14	14 30	16 90	31 20	11 70	12 48	24 18	8 45	11 57	20 02	14
15	15 40	18 20	33 60	12 60	13 44	26 04	9 10	12 46	21 56	15
16	16 50	19 50	36 00	13 50	14 40	27 90	9 75	13 35	23 10	16
17	17 60	20 80	38 40	14 40	15 36	29 76	10 40	14 24	24 64	17
18	18 70	22 10	40 80	15 30	16 32	31 62	11 05	15 13	26 18	18
19	19 80	23 40	43 20	16 20	17 28	33 48	11 70	16 02	27 72	19
20	20 90	24 70	45 60	17 10	18 24	35 34	12 35	16 91	29 26	20
21	22 00	26 00	48 00	18 00	19 20	37 20	13 00	17 80	30 80	21
22	23 10	27 30	50 40	18 90	20 16	39 06	13 65	18 69	32 34	22
23	24 20	28 60	52 80	19 80	21 12	40 92	14 30	19 58	33 88	23
24	25 30	29 90	55 20	20 70	22 08	42 78	14 95	20 47	35 42	24
25	26 40	31 20	57 60	21 60	23 04	44 64	15 60	21 36	36 96	25
26	27 50	32 50	60 00	22 50	24 00	46 50	16 25	22 25	38 50	26
27	28 60	33 80	62 40	23 40	24 96	48 36	16 90	23 14	40 04	27
28	29 70	35 10	64 80	24 30	25 92	50 22	17 55	24 03	41 58	28
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

Note 1.—The information shown for the number of days up to 27 refers to work done on days other than Sundays in the month. If a worker has worked on 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 July, 1965, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Fe-male	Young Person	Kan-gany	Male	Fe-male	Young Person	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
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 05	71 00	25
26	70 20	66 30	52 26	43 94	102 70	92 30	75 66	73 84	26
27	72 90	68 85	54 27	45 63	106 65	95 85	78 57	76 38	27
<i>Sunday work</i>									<i>Sunday work</i>
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 02	8 52	2
3	12 15	11 46	9 06	7 62	17 76	15 96	13 08	12 78	3
4	16 20	15 28	12 08	10 16	23 68	21 28	17 44	17 04	4

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

APPENDIX VII

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

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

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

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

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

APPENDIX VIII

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

No. of Days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons	Adults		Young Persons	Adults		Young Persons		Watchers	
	Male	Female		Male	Female		Male	Female	Over 14 Under 17 Years	0 Under 18 Years		
			Rs. c.			Rs. c.					Rs. c.	
<i>Normal Working days</i>												<i>Normal Working days</i>
½	1 95½	1 72½	1 35½	1 75½	1 56½	1 23	1 60½	1 42	0 95½	1 18	1 80½	½
1	3 91	3 45	2 71	3 51	3 13	2 46	3 21	2 84	1 91	2 36	3 61	1
2	7 82	6 90	5 42	7 02	6 26	4 92	6 42	5 68	3 82	4 72	7 22	2
3	11 73	10 35	8 13	10 53	9 39	7 38	9 63	8 52	5 73	7 08	10 83	3
4	15 64	13 80	10 84	14 04	12 52	9 84	12 84	11 36	7 64	9 44	14 44	4
5	19 55	17 25	13 55	17 55	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 63	28 08	25 04	19 6 8	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 57	48 28	32 47	40 12	61 37	17
18	70 38	62 10	48 78	63 18	56 34	44 28	57 78	51 12	34 38	42 48	64 98	18
19	74 29	65 55	51 49	66 69	59 47	46 74	60 99	53 96	36 29	44 84	68 59	19
20	78 20	69 00	54 20	70 20	62 60	49 20	64 20	56 80	38 20	47 20	72 20	20
21	82 11	72 45	56 91	73 71	65 73	51 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 33	63 96	83 46	73 84	49 66	61 36	93 86	26
27	105 57	93 15	73 17	94 77	84 51	66 42	86 67	76 68	51 57	63 72	97 47	27
<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

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

APPENDIX IX

Ready Reckoner showing the Minimum Wages payable for the
number of days worked during July, 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 80	64 00	58 32	53 50	72 76	46 18	13
14	85 77	80 59	76 70	67 63	68 92	62 80	57 62	78 36	49 74	14
15	91 90	86 34	82 18	72 46	73 84	67 29	61 73	83 96	53 29	15
16	98 03	92 10	87 66	77 29	78 77	71 77	65 85	89 55	56 84	16
17	104 15	97 86	93 13	82 12	83 69	76 26	69 96	95 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	116 41	109 37	104 09	91 78	93 54	85 23	78 20	106 34	67 50	19
20	122 53	115 13	109 57	96 61	98 46	89 72	82 31	111 94	71 05	20
21	128 66	120 88	115 05	101 44	103 38	94 20	86 43	117 54	74 60	21
22	134 79	126 64	120 53	106 27	108 31	98 69	90 54	123 13	78 16	22
23	140 91	132 39	126 01	111 10	113 23	103 18	94 66	128 73	81 71	23
24	147 04	138 15	131 48	115 93	118 15	107 66	98 77	134 33	85 26	24
25	153 17	143 91	136 96	120 76	123 07	112 15	102 89	139 93	88 81	25
26	159 29	149 66	142 44	125 59	128 00	116 63	107 00	145 52	92 37	26
27	165 42	155 42	147 92	130 42	132 92	121 12	111 12	151 12	95 92	27
28	175 35	164 75	156 80	138 25	140 90	128 39	117 79	160 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 July, 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.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 38½	3 01	2 63½	2 76	2 51	1 70½	½
1	6 77	6 02	5 27	5 52	5 02	3 41	1
2	13 54	12 04	10 54	11 04	10 04	6 82	2
3	20 31	18 06	15 81	16 56	15 06	10 23	3
4	27 08	24 03	21 03	22 08	20 08	13 64	4
5	33 85	30 10	26 35	27 60	25 10	17 05	5
6	40 62	36 12	31 62	33 12	30 12	20 46	6
7	47 39	42 14	36 89	38 64	35 14	23 87	7
8	54 16	48 16	42 16	44 16	40 16	27 28	8
9	60 93	54 18	47 43	49 68	45 18	30 69	9
10	67 70	60 20	52 70	55 20	50 20	34 10	10
11	74 47	66 22	57 97	60 72	55 22	37 51	11
12	81 24	72 24	63 24	66 24	60 24	40 92	12
13	88 01	78 26	68 51	71 76	65 26	44 33	13
14	94 78	84 28	73 78	77 28	70 28	47 74	14
15	101 55	90 30	79 05	82 80	75 30	51 15	15
16	108 32	96 32	84 32	88 32	80 32	54 56	16
17	115 09	102 34	89 59	93 84	85 34	57 97	17
18	121 86	108 36	94 86	99 36	90 36	61 38	18
19	128 63	114 38	100 13	104 88	95 38	64 79	19
20	135 40	120 40	105 40	110 40	100 40	68 20	20
21	142 17	126 42	110 67	115 92	105 42	71 61	21
22	148 94	132 44	115 94	121 44	110 44	75 02	22
23	155 71	138 46	121 21	126 96	115 46	78 43	23
24	162 48	144 48	126 48	132 48	120 48	81 84	24
25	169 25	150 50	131 75	138 00	125 50	85 25	25
26	176 02	156 52	137 02	143 52	130 52	88 66	26
27	182 79	162 54	142 29	149 04	135 54	92 07	27
28	189 56	168 56	147 56	154 56	140 56	95 48	28
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 July, 1965, to workers in the Printing Trade**

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

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

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

3. The information shown for the number of days in excess of 27 is applicable to workers engaged in the production and distribution of a daily newspaper. The information shown as extra payments for Sunday work is applicable for all other workers.

APPENDIX XI—(contd.)

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

Apprentices

No. of Days	Class A					Class B				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	5th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
½	1 46½	1 83	2 22	2 74½	3 32	1 21	1 64	2 01	2 47½	½
1	2 92	3 66	4 44	5 49	3 66	2 42	3 28	4 02	4 95	1
2	5 83	7 32	8 88	10 99	13 28	4 83	6 57	8 05	9 90	2
3	8 75	10 98	13 32	16 48	19 91	7 25	9 85	12 07	14 85	3
4	11 65	14 64	17 77	21 97	26 55	9 67	13 14	16 09	19 80	4
5	14 58	18 30	22 21	27 47	33 19	12 09	16 42	20 11	24 76	5
6	17 49	21 96	26 65	32 96	39 83	14 50	19 70	24 14	29 71	6
7	20 41	25 62	31 09	38 45	46 46	16 92	22 99	28 16	34 66	7
8	23 32	29 28	35 53	43 95	53 10	19 34	26 27	32 18	39 61	8
9	26 24	32 94	39 97	49 44	59 74	21 76	29 56	36 21	44 56	9
10	29 16	36 60	44 42	54 93	66 38	24 17	32 84	40 23	49 51	10
11	32 07	40 26	48 86	60 43	73 02	26 59	36 12	44 25	54 46	11
12	34 99	43 92	53 30	65 92	79 65	29 01	39 41	48 28	59 41	12
13	37 90	47 58	57 74	71 41	86 29	31 43	42 69	52 30	64 36	13
14	40 82	51 24	62 18	76 91	92 93	33 84	45 98	56 32	69 32	14
15	43 73	54 90	60 62	82 40	99 57	36 26	49 26	60 34	74 27	15
16	46 65	58 56	71 06	87 89	106 20	38 68	52 55	64 37	79 22	16
17	49 57	62 22	75 51	93 39	112 84	41 10	55 83	68 39	84 17	17
18	52 48	65 88	79 95	93 88	119 48	43 51	59 11	72 41	89 12	18
19	55 40	69 54	84 39	104 37	126 12	45 93	62 40	76 44	94 07	19
20	58 31	73 20	88 83	109 87	132 76	48 35	65 63	80 46	99 02	20
21	61 23	76 86	93 27	115 36	139 39	50 77	68 97	84 48	103 97	21
22	64 14	80 52	97 71	120 85	146 03	53 18	72 25	88 51	108 92	22
23	67 06	84 18	102 15	126 35	152 67	55 60	75 53	92 53	113 83	23
24	69 97	87 84	106 60	131 84	159 31	58 02	78 82	96 55	118 83	24
25	72 89	91 50	111 04	137 33	165 94	60 44	82 10	100 57	123 78	25
26	75 81	95 16	115 48	142 83	172 58	62 85	85 39	104 60	128 73	26
27	78 72	98 82	119 92	148 32	179 22	65 27	88 67	108 62	133 68	27
28	85 02	106 73	129 51	160 19	193 56	70 49	95 76	117 31	144 37	28
29	91 32	114 64	139 10	172 06	207 90	75 71	102 85	126 00	155 06	29
30	97 62	122 55	148 69	183 93	222 24	80 93	109 94	134 69	165 75	30
31	103 92	130 46	158 28	195 80	236 58	86 15	117 03	143 38	176 44	31
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 88	8 72	11 84	14 48	17 84	4

(For footnotes see page 401)

APPENDIX XI—(contd.)

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

Apprentices

No. of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
½	1 21	1 41	1 65	1 96	1 13½	1 32½	1 51½	1 79	½
1	2 42	2 82	3 30	3 92	2 27	2 65	3 03	3 58	1
2	4 85	5 64	6 61	7 84	4 54	5 30	6 06	7 16	2
3	7 27	8 46	9 91	11 75	6 81	7 95	9 09	10 73	3
4	9 69	11 29	13 21	15 67	9 08	10 60	12 12	14 31	4
5	12 11	14 11	16 51	19 59	11 35	13 25	15 15	17 89	5
6	14 54	16 93	19 82	23 51	13 62	15 90	18 18	21 47	6
7	16 96	19 75	23 12	27 43	15 88	18 55	21 22	25 05	7
8	19 38	22 57	26 42	31 35	18 15	21 20	24 25	28 63	8
9	21 81	25 39	29 72	35 26	20 42	23 85	27 28	32 20	9
10	24 23	28 21	33 03	39 18	22 69	26 50	30 31	35 78	10
11	26 65	31 04	36 33	43 10	24 96	29 15	33 34	39 36	11
12	29 08	33 86	39 63	47 02	27 23	31 80	36 37	42 94	12
13	31 50	36 68	42 93	50 94	29 50	34 45	39 40	46 52	13
14	33 92	39 50	46 24	54 85	31 77	37 10	42 43	50 09	14
15	36 34	42 32	49 54	58 77	34 04	39 75	45 46	53 67	15
16	38 77	45 14	52 84	62 69	36 31	42 40	48 49	57 25	16
17	41 19	47 97	56 14	66 61	38 58	45 05	51 52	60 83	17
18	43 61	50 79	59 45	70 53	40 85	47 70	54 55	64 41	18
19	46 04	53 61	62 75	74 44	43 12	50 35	57 58	67 98	19
20	48 46	56 43	66 05	78 36	45 39	53 00	60 61	71 56	20
21	50 88	59 25	69 35	82 28	47 65	55 65	63 65	75 14	21
22	53 31	62 07	72 66	86 20	49 92	58 30	66 68	78 72	22
23	55 73	64 89	75 96	90 12	52 19	60 95	69 71	82 30	23
24	58 15	67 72	79 26	94 04	54 46	63 60	72 74	85 88	24
25	60 57	70 54	82 57	97 95	56 73	66 25	75 77	89 45	25
26	63 00	73 36	85 87	101 87	59 00	68 90	78 80	93 03	26
27	65 42	76 18	89 17	105 79	61 27	71 55	81 83	96 61	27
28	70 65	82 27	96 30	114 25	66 17	77 27	88 38	104 34	28
29	75 88	88 36	103 43	122 71	71 07	82 99	94 93	112 07	29
30	81 11	94 45	110 56	131 17	75 97	88 71	101 48	119 80	30
31	86 34	100 54	117 69	139 63	80 87	94 43	108 03	127 53	31
Extra Payment for work done on Sunday									
1	2 18	2 54	2 97	3 53	2 04	2 39	2 73	3 22	1
2	4 36	5 08	5 94	7 06	4 08	4 78	5 46	6 44	2
3	6 54	7 62	8 91	10 59	6 12	7 17	8 19	9 66	3
4	8 72	10 16	11 88	14 12	8 16	9 56	10 92	12 88	4

(For footnotes see page 401)

APPENDIX XI—(contd.)

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

Apprentices

No. of Days	Class D				No. of Days
	1st Year	2nd Year	3rd Year	4th Year	
	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
½	1 04	1 20	1 38½	1 62½	½
1	2 08	2 40	2 77	3 25	1
2	4 16	4 81	5 53	6 49	2
3	6 24	7 21	8 30	9 74	3
4	8 31	9 62	11 07	12 99	4
5	10 39	12 02	13 84	16 24	5
6	12 47	14 43	16 60	19 48	6
7	14 55	16 83	19 37	22 73	7
8	16 63	19 24	22 14	25 98	8
9	18 71	21 64	24 91	29 22	9
10	20 79	24 04	27 67	32 47	10
11	22 86	26 45	30 44	35 72	11
12	24 94	28 85	33 21	38 96	12
13	27 02	31 26	35 98	42 21	13
14	29 10	33 66	38 74	45 46	14
15	31 18	36 07	41 51	48 71	15
16	33 26	38 47	44 28	51 95	16
17	35 33	40 88	47 05	55 20	17
18	37 41	43 28	49 81	58 45	18
19	49 49	45 68	52 58	61 69	19
20	41 57	43 09	55 35	64 94	20
21	43 65	50 49	58 12	68 19	21
22	45 73	52 90	60 88	71 43	22
23	47 81	55 30	63 65	74 68	23
24	49 83	57 71	66 42	77 93	24
25	51 96	60 11	69 19	81 18	25
26	54 04	62 52	71 95	84 42	26
27	56 12	64 92	74 72	87 67	27
28	60 61	70 11	80 70	94 68	28
29	65 10	75 30	86 68	101 69	29
30	69 59	80 49	92 66	108 70	30
31	74 08	85 68	98 64	115 71	31
Extra Payment for work done on 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

(For footnotes see page 401)

APPENDIX XII

Ready Reckoner showing the Minimum Wages payable for the
Number of days worked during July, 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		
<i>Normal working days</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. c.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Normal working Days</i>
½	1 79	1 94	2 04	1 99	1 60½	1 68	1 21½	1 29	1 36½	1 49	½	
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	4	
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 83	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 46	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 68	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 2	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	33 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 53	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 50	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	
27	96 66	104 76	110 16	107 46	86 67	90 72	65 61	69 66	73 71	80 46	27	
<i>Sunday work</i>												<i>Sunday work</i>
1	5 37	5 82	6 12	5 97	4 82	5 04	3 65	3 87	4 10	4 47	1	
2	10 74	11 64	12 24	11 94	9 64	10 08	7 30	7 74	8 20	8 94	2	
3	16 11	17 46	18 36	17 91	14 46	15 12	10 95	11 61	12 30	13 41	3	
4	21 48	23 28	24 48	23 88	19 28	20 16	14 60	15 48	16 40	17 88	4	

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

APPENDIX XIII

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during July, 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 52 1/2	0 44 1/2	0 97	1/2
1	1 40	1 30	2 70	1 30	0 96	2 26	1 05	0 89	1 94	1
2	2 80	2 60	5 40	2 60	1 92	4 52	2 10	1 78	3 88	2
3	4 20	3 90	8 10	3 90	2 88	6 78	3 15	2 67	5 82	3
4	5 60	5 20	10 80	5 20	3 84	9 04	4 20	3 56	7 76	4
5	7 00	6 50	13 50	6 50	4 80	11 30	5 25	4 45	9 70	5
6	8 40	7 80	16 20	7 80	5 76	13 56	6 30	5 34	11 64	6
7	9 80	9 10	18 90	9 10	6 72	15 82	7 35	6 23	13 58	7
8	11 20	10 40	21 60	10 40	7 68	18 08	8 40	7 12	15 52	8
9	12 60	11 70	24 30	11 70	8 64	20 34	9 45	8 01	17 46	9
10	14 00	13 00	27 00	13 00	9 60	22 60	10 50	8 90	19 40	10
11	15 40	14 30	29 70	14 30	10 56	24 86	11 55	9 79	21 34	11
12	16 80	15 60	32 40	15 60	11 52	27 12	12 60	10 68	23 28	12
13	18 20	16 90	35 10	16 90	12 48	29 38	13 65	11 57	25 22	13
14	19 60	18 20	37 80	18 20	13 44	31 64	14 70	12 46	27 16	14
15	21 00	19 50	40 50	19 50	14 40	33 90	15 75	13 35	29 10	15
16	22 40	20 80	43 20	20 80	15 36	36 16	16 80	14 24	31 04	16
17	23 80	22 10	45 90	22 10	16 32	38 42	17 85	15 13	32 98	17
18	25 20	23 40	48 60	23 40	17 28	40 68	18 90	16 02	34 92	18
19	26 60	24 70	51 30	24 70	18 24	42 94	19 95	16 91	36 86	19
20	28 00	26 00	54 00	26 00	19 20	45 20	21 00	17 80	38 80	20
21	29 40	27 30	56 70	27 30	20 16	47 46	22 05	18 69	40 74	21
22	30 80	28 60	59 40	28 60	21 12	49 72	23 10	19 58	42 68	22
23	32 20	29 90	62 10	29 90	22 08	51 98	24 15	20 47	44 62	23
24	33 60	31 20	64 80	31 20	23 04	54 24	25 20	21 36	46 56	24
25	35 00	32 50	67 50	32 50	24 00	56 50	26 25	22 25	48 50	25
26	36 40	33 80	70 20	33 80	24 96	58 76	27 30	23 14	50 44	26
27	37 80	35 10	72 90	35 10	25 92	61 02	28 35	24 03	52 38	27
<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

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

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

APPENDIX XIV

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 1965, to workers in the Tea Export Trade

No. of Days	Male Workers not under 13 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 60	1 21	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 76	6 42	4 86	5 16	5 46	5 96	3
4	10 74	11 64	12 24	11 64	21 94	9 63	7 29	7 74	8 19	8 94	4
5	14 32	15 52	16 32	15 52	15 92	12 84	9 72	10 32	10 92	11 92	5
6	17 90	19 40	20 40	19 40	19 90	16 05	12 15	12 90	13 65	14 90	6
7	21 48	23 28	24 48	23 28	23 88	19 26	18 58	15 48	16 38	17 8	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	28 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 63	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 66	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 70	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
27	93 08	100 83	106 08	100 88	103 48	83 46	63 18	67 08	70 98	77 48	27
27	96 66	104 76	110 16	104 76	107 46	86 67	65 61	69 66	73 71	80 46	27
Sunday work											Sunday work
1	5 37	5 82	6 12	5 82	5 97	4 82	3 65	3 87	4 10	4 47	1
2	10 74	11 64	12 24	11 64	11 94	9 64	7 30	7 74	8 20	8 94	2
3	16 11	17 46	18 36	17 46	17 91	14 46	10 95	11 61	12 30	13 41	3
4	21 48	23 28	24 48	23 28	23 88	19 28	14 65	15 48	16 40	17 88	4

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

APPENDIX XV

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during July, 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	Minimum Wage	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working Days
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 06	52 26	20 80	23 14	43 94	26
27	33 75	35 10	68 85	28 35	25 92	54 27	21 60	24 03	45 63	27
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

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.