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# CEYLON

## LABOUR GAZETTE

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VOLUME XVI, No. 8

AUGUST, 1965

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### Collective Agreement No. 3 of 1965

#### COLLECTIVE AGREEMENT RELATING TO THE TERMS AND CONDITIONS OF EMPLOYMENT OF THE CLERICAL STAFF ON TEA AND RUBBER ESTATES

IT is hereby agreed by and between the Ceylon Estates Employers' Federation acting for and on behalf of its members on the one part and the Ceylon Estates Staffs' Union acting for and on behalf of its members on the other part that the Conditions of Service set out in the Annexure hereto shall apply to members of the Clerical Staff who are members of the Union (hereinafter referred to as the employees) and are employed on Tea and Rubber Estates (including Tea-cum-Rubber Estates) by employers who are members of the Federation (hereinafter referred to as the employers) and that the provisions of this Agreement and the Annexure hereto shall be binding on the said employees employers.

2. It is hereby further agreed that this agreement shall be operative in all judicial districts other than Chilaw, Puttalam, Anuradhapura, Jaffna, Mannar, Mullaitivu, Trincomalee and Batticaloa.

3. It is hereby further agreed that the said Conditions of Service shall not apply on estates of less than 100 acres in the case of Tea Estates, 200 acres in the case of Rubber Estates and 150 acres in the case of Tea-cum-Rubber Estates.

4. It is hereby further agreed that this Agreement shall come into force on the 1st day of June, 1965.

5. For the purposes of the said Conditions of Service—

- (a) the term "Clerical Staff" shall mean any person holding the office of Head Clerk, Senior Assistant Clerk, Divisional Clerk, Assistant Clerk, Junior Assistant Clerk or Checkroll Clerk; and

- (b) the term "Approved Provident Fund" shall mean the Employees' Provident Fund established under the Employees' Provident Fund Act, No. 15 of 1958, or a Provident Fund approved by the Commissioner of Labour under the provisions of that Act.

Entered into at Colombo on this twenty-third day of April, 1965.

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

D. P. S. AMERASEKERA,  
President,  
Ceylon Estates Staffs' Union.

Witnesses :

- (1) C. Rajasuriya.
- (2) A. St. V. Wijemanne.

## ANNEXURE

### AGREEMENT BETWEEN THE CEYLON ESTATES EMPLOYERS' FEDERATION AND THE CEYLON ESTATES STAFFS' UNION

#### CONDITIONS OF SERVICE—ESTATE STAFF—CLERICAL— TEA AND RUBBER

##### 1. Recruitment.—

- (a) A new entrant shall mean a new recruit who enters the Estate Staffs services for the first time as a probationer.
- (b) All new entrants shall serve a period of probation of not less than six months and not more than nine months.
- (c) No new recruit shall be admitted in future unless he—
  - (i) has passed in at least four subjects, including English and Arithmetic, in either the Senior School Certificate or the General Certificate of Education or higher Examination ;
  - (ii) be not less than the school leaving age for the time being nor more than 22 years ;
  - (iii) produces a certificate of character from the Head of the School he last attended ; and
  - (iv) produces, if required, a certificate of health from a qualified medical practitioner approved by the employer.
- (d) Probationers shall be held supernumerary and shall not fill normal billets.
- (e) Probationers shall be paid an inclusive allowance of Rs. 100 per mensem for the full period of probation. The provisions of Clauses 4 (a), 6 and 9 shall not apply to Probationers.

##### 2. First Appointment.—

On first appointment after completion of the probationary period, a new entrant shall, notwithstanding the provisions of Clause 3, be allocated to the intermediate Grade on a salary scale of Rs. 65—5/1—70

per month plus allowances as in Schedule B and shall be entitled to be allocated to a grade in accordance with the provisions of Clause 3 on completion of two years service in the Intermediate Grade.

### 3. *Grading.*—

The assignment of staff into grades shall be in accordance with the Grading Table in Schedule A. However, those in service prior to the date of this Agreement shall not be reduced in grade.

### 4. *Salaries and Allowances.*—

- (a) Members of the Clerical Staff shall be paid in accordance with the salary scales appropriate to their grades in Schedule A and be paid the allowances appropriate to their salaries as set out in Schedule B.
- (b) Increments within the grade shall be automatic unless considerable shortcomings are noted and disclosed in writing to the employee within the year in question. The incremental year of employees shall be adjusted to correspond with the financial year of the estate. In effecting the adjustment, where the date of appointment is more than six months prior to the commencement of the financial year of the estate, the increment shall be granted at the commencement of the next financial year; where the date of appointment is less than six months prior to the commencement of the estate financial year, the increment shall be granted at the commencement of the financial year after the next.
- (c) Members of the staff who are placed in Grade 12 and who reach the maximum salary of that grade shall, subject to an Efficiency Bar based on the members' record of past service and conduct, be allowed to proceed on the salary scale of Grade 11 up to its maximum; members of the staff who are placed in Grade 11 shall be similarly allowed to proceed on the salary scale of Grade 10 up to its maximum.

### 5. *Promotions.*—

Wherever possible and subject, in all cases, to the suitability of the employee, vacancies in higher grades shall be filled by promotion from the lower grades.

### 6. *Provident Fund.*—

All employees shall be granted Provident Fund facilities in the E. S. P. S. or in an approved Provident Fund. The rates of contribution by the employer and the employee respectively shall be not less than 10% of the basic salary, or 6% by the employer and 4% by the employee of the gross salary, whichever is more, provided that in no case shall the rates of contribution be lowered on the coming into force of this agreement.

### 7. *Annual Leave.*—

Annual leave allowed to Clerical Staff shall be as provided in the Shop and Office Employees (Regulation of Employment) Act, No. 19 of 1954, and shall be subject to the requirements of that Act and the

regulations made thereunder, provided, however, that Seniors shall be allowed three weeks paid leave each year in place of the annual leave allowable under the provisions of the Act.

In the granting of Annual Leave at least ten consecutive days shall be granted.

All Heads of Departments and employees with more than 20 years' service as members of the Estates Staff shall be considered seniors for the purpose of annual leave.

#### 8. *Casual Leave and Statutory Holidays.*—

Casual Leave and statutory holidays allowable to Clerical Staff shall be as provided for by and subject to the provisions of the Shop and Office Employees (Regulation of Employment) Act and the regulations made thereunder.

#### 9. *Sick Leave.*—

(a) Leave on full pay shall be granted up to a maximum aggregate of six weeks in any one year, on the grounds of illness certified by a qualified medical practitioner recognised by Government. The employer, however, may call upon the employee to submit a further Medical Certificate from a medical practitioner of the employer's choice.

(b) An employee shall be permitted every year to avail himself of the sick leave referred to above or any part thereof and be permitted to avail himself of the leave that has not been made use of that year or the preceeding year or years, during the succeeding year or years, on a medical certificate as aforesaid, provided that in no case shall the maximum period of 3 months be exceeded in any one year.

#### 10. *Hours of Work, Weekly Holidays and Overtime.*—

##### (a) Hours of Work and Weekly Holiday :

The hours of work, weekly holidays and intervals for meals or rest for Clerical Staff shall be as provided for by and subject to the provisions of the Shop and Office Employees (Regulation of Employment) Act and the regulations made thereunder.

##### (b) Overtime :

(i) Overtime remuneration shall be paid in accordance with and subject to the provisions of the Shop and Office Employees (Regulation of Employment) Act and the regulations made thereunder.

(ii) Any member of the Clerical Staff performing duties not falling within his normal employment (e.g., a clerk who is also in charge of a rice store) shall be paid an extra amount not less than 10 per cent. of the basic salary of his grade.

#### 11. *Extra Work and Pay.*—

(a) Clerks who are competent stenographers and are employed as such shall be paid Rs. 25 per month or 25 per cent. of the salary of the grade, whichever is greater, in addition to the salaries of their grades.

(b) The Head Clerk of an estate who, in addition to the normal clerical work of that estate, is also responsible for the general clerical work connected with the management of a group of estates by a resident General Manager shall be paid 15-25 per cent. more than the salary of his grade in accordance with the amount of extra work involved.

(c) Extra pay, paid in accordance with Clauses 11 (a) and 11 (b) above, shall be deemed to be part of the basic salary for the purpose of assessing Provident Fund contributions and for the purpose of overtime pay.

12. *Conversion.*—

The system of grading set out in Schedule A shall come into force on January 1, 1965. On the application of this Grading Table, where a member of the Estate Staff has to be upgraded, he shall be placed on the salary point in the new grade which is the next higher point above the basic salary drawn prior to the upgrading.

13. *General.*—

The salary scales in Schedule A are based on the assumption that suitable furnished quarters are provided free of rent.

14. *Age of Retirement.*—

Members of the Estate Staff who had entered the Estate Staff service prior to 1940, may be retired by the management on the employee attaining the age of 60 years.

In all other cases, the management may retire a member of the estate staff on his attaining the age of 55 years.

In either case, the management may at its discretion, continue to employ a member of the Estate Staff beyond the stipulated ages.

15. *Appeals.*—

Any case in which an employee to whom this Agreement applies and who is a member of the Ceylon Estates Staffs' Union, is not satisfied with the application to him by his employer of the foregoing conditions of service and which is not settled in six weeks by negotiation between the parties concerned, may be taken up by the Union with the Commissioner of Labour for settlement under the provisions of the Industrial Disputes Act.

Entered into at Colombo on this 23rd day of April, 1965.

D. P. S. AMERASEKERA,  
President,  
Ceylon Estates Staffs' Union.

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

Witnesses :

- (1) C. Rajasuriya.
- (2) E. G. Malhamy.

## GRADING OF CLERICAL STAFF

Grade	Tea		Rubber		Senior Assistant Clerks Tea		Rubber		Salary Scale Increments	Rs. c.
	From Acres	To Acres	From Acres	To Acres	From Acres	To Acres	From Acres	To Acres		
12	100	150	200	300	300	450	600	825	90.00—5.00 × 8 years	—130.00
11	151	200	301	400	451	600	826	1,050	102.50—5.00 × 10 "	—152.50
10	201	250	401	500	601	750	1,051	1,275	125.00—7.50 × 10 "	—200.00
9	251	300	501	600	751	900	1,276	1,500	145.00—7.50 × 10 "	—220.00
8	301	375	601	700	901	975	1,501	1,625	162.50—7.50 × 10 "	—237.50
7	376	450	701	800	976	1,050	1,626	1,750	177.50—7.50 × 10 "	—252.50
6	451	525	801	900	1,051	1,125	1,751	1,875	195.00—7.50 × 10 "	—270.00
5	526	600	901	1,000	1,126	1,200	1,876	2,000	210.00—10.00 × 10 "	—310.00
4	601	750	1,001	1,250	Over 1,200	Over 1,200	Over 2,000	Over 2,000	230.00—10.00 × 10 "	—330.00
3	751	900	1,251	1,500	..	..	..	..	245.00—10.00 × 10 "	—345.00
2	901	1,050	1,501	1,750	..	..	..	..	265.00—15.00 × 10 "	—415.00
1	1,051	1,200	1,751	2,000	..	..	..	..	275.00—15.00 × 10 "	—425.00
Sp. C	1,201	1,500	2,001	2,500	..	..	..	..	300.00—20.00 × 10 "	—500.00
Sp. B	1,501	2,000	2,501	3,000	..	..	..	..	325.00—20.00 × 10 "	—525.00
Sp. A	Over 2,000	Over 2,000	Over 3,000	Over 3,000	..	..	..	..	350.00—25.00 × 10 "	—600.00

Notes.—(i) Junior Assistant Clerks may be placed in any of the Grades from 12 to 9 at the discretion of the management and in doing so due regard shall be paid to the duties and responsibilities of the officer.

(ii) A Clerk—Factory Officer (Tea) on a Tea Estate not exceeding 300 acres or a Clerk—Factory Officer (Rubber) on a Rubber Estate not exceeding 600 acres shall be placed in a Grade not less than Grade 9.

(iii) In the case of estates cultivated with both Tea and Rubber, Clerical Staff will be classified as though they are employed on Tea Estates equal in acreage to the full area under Tea plus half the area under Rubber.

(iv) A clerk who is required as part of his normal employment to do clerical work of another estate or estates shall be classified and graded on the combined acreage of both or all such estates provided that where such work involves the keeping of more than one set of books he shall be paid 15 to 25 per cent. more than the salary of his grade in accordance with the amount of work involved.

## Collective Agreement No. 4 of 1965

### COLLECTIVE AGREEMENT RELATIVE TO THE TERMS AND CONDITIONS OF EMPLOYMENT OF THE SUPERVISORY STAFF ON TEA AND RUBBER ESTATES

IT is hereby agreed by and between the Ceylon Estates Employers' Federation acting for and on behalf of its members on the one part and the Ceylon Estates Staffs' Union acting for and on behalf of its members on the other part that the Conditions of Service set out in the Annexure hereto shall apply to members of the Supervisory staff who are members of the Union (hereinafter referred to as the employees) and are employed on Tea and Rubber Estates (including Tea-cum-Rubber Estates) by employers who are members of the Federation (hereinafter referred to as the employers) and that the provisions of this Agreement and the Annexure hereto shall be binding on the said employees and employers.

2. It is hereby further agreed that this Agreement shall be operative in all judicial districts other than Chilaw, Puttalam, Anuradhapura, Jaffna, Mannar, Mullaitivu, Trincomalee and Batticaloa.

3. It is hereby further agreed that the said Conditions of Service shall not apply on estates of less than 100 acres in the case of Tea Estates, 200 acres in the case of Rubber Estates and 150 acres in the case of Tea-cum-Rubber Estates.

4. It is hereby further agreed that this Agreement shall come into force on the 1st day of June, 1965.

5. For the purposes of the said Conditions of Service—

(a) the term "Supervisory Staff" shall mean any person holding the office of Field Officer (Tea), Assistant Field Officer (Tea), Field Officer (Rubber) or Assistant Field Officer (Rubber) ; and

(b) the term "Approved Provident Fund" shall mean the Employees' Provident Fund established under the Employees' Provident Fund Act, No. 15 of 1958, or a Provident Fund approved by the Commissioner of Labour under the provisions of that Act.

Entered into at Colombo on this twenty-third day of April, 1965.

D. P. S. AMERASEKERA,  
President,  
Ceylon Estates Staffs' Union.

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

Witnesses :

- (1) C. Rajasuriya
- (2) A. St. V. Wijemanne

AGREEMENT BETWEEN THE CEYLON ESTATES EMPLOYERS' FEDERATION  
AND THE CEYLON ESTATES STAFFS' UNION

Conditions of Service—Estate Staff

FIELD OFFICERS—TEA AND RUBBER

1. *Designation.*—

All members of the Supervisory Staff who have hitherto been designated Conductors shall hereafter be designated as Field Officers, Tea or Rubber as the case may be. Their Assistants shall be similarly designated, e.g. Assistant Field Officer, Tea or Rubber as the case may be.

2. *Recruitment.*—

(a) A new entrant shall mean a new recruit who enters the Estate Staff service for the first time as a probationer.

(b) All new entrants shall serve a period of probation of not less than six months and not more than nine months.

(c) No new recruit shall be admitted in future unless he—

(i) has passed in at least four subjects, including English and Arithmetic, in either the Senior School Certificate or the General Certificate of Education or higher examination ;

(ii) be not less than the school leaving age for the time being nor more than 22 years ;

(iii) produce a certificate of character from the Head of the School he last attended ; and

(iv) produce, if required, a certificate of health from a qualified medical practitioner approved by the employer.

(d) Probationers shall be held supernumerary and shall not fill normal billets.

(e) Probationers shall be paid an inclusive allowance of Rs. 100 per mensem for the full period of probation.

The provisions of Clauses 5 (a), 7 and 10 shall not apply to Probationers.

3. *First Appointment.*—

On first appointment after completion of the probationary period, a new entrant shall, notwithstanding the provisions of Clause 4, be allocated to the Intermediate Grade on a salary of Rs. 65—5/1—Rs. 70 per month plus allowances as in Schedule B and shall be entitled to be allocated to a grade in accordance with the provisions of Clause 4 on completion of two years service in the Intermediate Grade.

4. *Grading.*—

The assignment of staff into grades shall be in accordance with the Grading Table in Schedule A. However, those in service prior to the date of this Agreement shall not be reduced in grade.

## 5. *Salaries and Allowances.*—

(a) Members of the Supervisory Staff shall be paid in accordance with the salary scales appropriate to their grades in Schedule A and be paid the allowances appropriate to their salaries as set out in Schedule B.

(b) Increments within the grades shall be automatic unless considerable shortcomings are noted and disclosed in writing to the employee within the year in question. The incremental year of employees shall be adjusted to correspond with the financial year of the estate. In effecting the adjustment, where the date of appointment is more than six months prior to the commencement of the financial year of the estate, the increment shall be granted at the commencement of the next financial year ; where the date of appointment is less than six months prior to the commencement of the estate financial year, the increment shall be granted at the commencement of the financial year after the next.

(c) Members of the Staff who are placed in Grade 12 and who reach the maximum salary of that grade shall, subject to an Efficiency Bar based on the members record of past service and conduct, be allowed to proceed on the salary scale of Grade II, up to its maximum ; members of the Staff who are placed in Grade II shall be similarly allowed to proceed on the salary scale of Grade 10 up to its maximum.

## 6. *Promotions.*—

Wherever possible and subject, in all cases, to the suitability of the employee, vacancies in higher grades shall be filled by promotion from the lower grades.

## 7. *Provident Fund.*—

All employees shall be granted Provident Fund facilities in the E. S. P. S. or in an approved Provident Fund. The rates of contribution by the employer and the employee respectively shall be not less than 10 per cent. of the basic salary, or 6 per cent. by the employer and 4 per cent. by the employee of the gross salary, whichever is more, provided that in no case shall the rates of contribution be lowered on the coming into force of this agreement.

## 8. *Annual Leave.*—

Leave on full pay for three weeks in the case of Seniors and fourteen working days in the case of Juniors shall be allowed yearly to all employees.

In the granting of Annual Leave at least ten consecutive days shall be granted.

All Heads of Departments and employees with more than 20 years service as members of the Estates Staff shall be considered seniors for the purpose of annual leave.

## 9. *Casual and Other Leave.*—

(a) All supervisory employees shall be entitled in each year to a maximum of seven days' casual leave on full pay, not more than three days being taken at a time.

(b) Casual leave not taken in any year will not be carried over to the next.

(c) Five days' leave on full pay shall be allowed each year to each employee on account of religious festivals in accordance with the religious persuasions of such employee. Such leave may not, however, be taken in continuation with casual leave.

## 10. *Sick Leave.*—

(a) Leave on full pay shall be granted up to a maximum aggregate of six weeks in any one year, on the grounds of illness certified by a qualified medical practitioner recognised by Government. The Employer however, may call upon the employee to submit a further Medical Certificate from a medical practitioner of the employer's choice.

(b) An employee shall be permitted every year to avail himself of the sick leave referred to above or any part thereof and be permitted to avail himself of the leave that has not been made use of that year or the preceding year or years, during the succeeding year or years, on a medical certificate as aforesaid, provided that in no case shall the maximum period of 3 months be exceeded in any one year.

## 11. *Hours of Work and Overtime.*—

(a) The working week shall be six days of 48 hours. One day each week shall be allowed as an off day.

(b) Work on the weekly off day or in excess of 48 hours per week or 10 hours per day shall be deemed to be overtime.

(c) Each hour of overtime work shall be paid for at  $1\frac{1}{2}$  times  $1/240$  of the total monthly remuneration. For this purpose monthly remuneration means basic salary, any cost of living allowance and extra payment, if any, made under Clause 12.

(d) Any employee performing duties not falling within his normal employment (e.g. a Field Officer who is also in charge of rice issue) shall be paid an extra amount not less than 10 per cent. of the basic salary of his grade.

## 12. *Extra Work and Pay.*—

(a) A Field Officer of a division, who, for any reason (e.g. because the division is an outlying one) is required to accept greater responsibilities than those which normally appertain to the post of Field Officer shall be paid 15 to 25 per cent. more than the salary of his grade in accordance with the nature and extent of his responsibilities.

(b) Extra pay paid in accordance with Clause 12 (a) above shall be deemed to be part of the basic salary for the purpose of assessing Provident Fund contributions and for the purpose of overtime pay.

13. *Conversion.*—

The system of grading set out in Schedule A shall come into force on January 1, 1965. On the application of this Grading Table, where a member of the Estate Staff has to be upgraded he shall be placed on the salary point in the new grade which is the next higher point above the basic salary drawn prior to the upgrading.

14. *General.*—

The salary scale in Schedule A are based on the assumption that suitable furnished quarters are provided free of rent.

15. *Age of Retirement.*—

Members of the Estate Staff who had entered the Estate Staff service prior to 1940, may be retired by the management on the employee attaining the age of 60 years.

In all other cases, the management may retire a member of the Estate Staff on his attaining the age of 55 years.

In either case, the management may, at its discretion, continue to employ a member of the Estate Staff beyond the stipulated ages.

16. *Appeals.*—

Any case in which an employee to whom this Agreement applies and who is a member of the Ceylon Estates Staffs' Union, is not satisfied with the application to him by his employer of the foregoing conditions of service and which is not settled in six weeks by negotiations between the parties concerned, may be taken up by the Union with the Commissioner of Labour for settlement under the provisions of the Industrial Disputes Act.

Entered into at Colombo on this 23rd day of April, 1965.

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

D. P. S. AMERASEKERA,  
President,  
Ceylon Estates Staffs' Union.

Witnesses: (1) C. Rajasuriya  
(2) E. G. Malhamy

## GRADING OF FIELD STAFF

## SCHEDULE A

Grade	Field Officer				Assistant Field Officers				Rs. c.	Salary Scales	Rs. c.
	Tea		Rubber		Tea		Rubber				
	From	To	From	To	From	To	From	To			
	Acres	Acres	Acres	Acres	Acres	Acres	Acres	Acres			
12	—	—	—	—	100	400	200	800	90 00	5 00	130 00
										8 yrs.	
11	—	—	—	—	401	700	801	1,400	102 50	5	152 50
										10 yrs.	
10	100	140	200	280					125 00	7 50	200 00
										10 yrs.	
9	141	180	281	360					145 00	7 50	220 00
										10 yrs.	
8	181	220	361	440					162 50	7 50	237 50
										10 yrs.	
7	221	260	441	520					177 50	7 50	252 50
										10 yrs.	
6	261	300	521	600					195 00	7 50	270 00
										10 yrs.	
5	301	360	601	800					210 00	10 00	310 00
										10 yrs.	

4	..	361	..	420	..	801	..	1,000	..	230 00	10 00	330 00
											10 yrs.	
3	..	421	..	500	..	1,001	..	1,200	..	245 00	10 00	345 00
											10 yrs.	
2	..	501	..	600	..	1,201	..	1,300	..	265 00	15 00	415 00
											10 yrs.	
1	..	601	..	700	..	1,301	..	1,400	..	275 00	15 00	425 00
											10 yrs.	
Sp. C.	..	Over 700				Over 1,400			..	300 00	20 00	500 00
											10 yrs.	
Sp. B	..	—	..	—	..	—	..	—	..	—	—	—
Sp. A.	..	—	..	—	..	—	..	—	..	—	—	—

Notes—(i) Field Officers of Divisions shall be graded in accordance with the acreages of the divisions of which they are in charge.  
(ii) In the case of estates cultivated with both Tea and Rubber, Field Staff, where applicable will be graded as though they are employed on Tea Estates equal in acreage to the full area under Tea plus half the area under Rubber.

## Collective Agreement No. 5 of 1965

### COLLECTIVE AGREEMENT RELATING TO THE TERMS AND CONDITIONS OF EMPLOYMENT OF THE TECHNICAL STAFF ON TEA AND RUBBER ESTATES

IT is hereby agreed by and between the Ceylon Estates Employers' Federation acting for and on behalf of its members on the one part and the Ceylon Estates Staffs' Union acting for and on behalf of its members on the other part that the Conditions of Service set out in the Annexure hereto shall apply to members of the Technical Staff who are members of the Union (hereinafter referred to as the employees) and are employed on Tea and Rubber Estates (including Tea-cum-Rubber Estates) by employers who are members of the Federation (hereinafter referred to as the employers) and that the provisions of this Agreement and the Annexure hereto shall be binding on the said employees and employers.

2. It is hereby further agreed that this Agreement shall be operative in all judicial districts other than Chilaw, Puttalam, Anuradhapura, Jaffna, Mannar, Mullaitivu, Trincomalee and Batticaloa.

3. It is hereby further agreed that the said Conditions of Service shall not apply on estates of less than 100 acres in the case of Tea Estates 200 acres in the case of Rubber Estates and 150 acres in the case of Tea-cum-Rubber Estates.

4. It is hereby further agreed that this Agreement shall come into force on the 1st day of June, 1965.

5. For the purposes of the said Conditions of Service—

- (a) the term "Technical Staff" shall mean any person holding the office of Factory Officer (Tea), Senior Assistant Factory Officer (Tea), Junior Assistant Factory Officer (Tea), Factory Officer (Rubber) or Senior Assistant Factory Officer (Rubber) ; and
- (b) the term "Approved Provident Fund" shall mean the Employees' Provident Fund established under the Employees' Provident Fund Act, No. 15 of 1958, or a Provident Fund approved by the Commissioner of Labour under the provisions of that Act

Entered into at Colombo on this twenty-third day of April, 1965.

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

D. P. S. AMERASEKERA,  
President,  
Ceylon Estate Staffs' Union.

Witnesses :

- (1) C. Rajasuriya,
- (2) A. St. V. Wijemanne

AGREEMENT BETWEEN THE CEYLON ESTATE EMPLOYERS' FEDERATION  
AND THE CEYLON ESTATES STAFFS' UNION

CONDITIONS OF SERVICE—ESTATE STAFF FACTORY  
OFFICERS—TEA AND RUBBER

1. *Designation.*—

All members of the Technical Staff who have hitherto been designated Teamakers or Rubbermakers shall hereafter be designated Factory Officers (Tea) or Factory Officers (Rubber) respectively. Their Assistants shall be similarly designated, e.g., Assistant Factory Officer (Tea) or Assistant Factory Officer (Rubber), etc.

2. *Recruitment.*—

- (a) A new entrant shall mean a new recruit who enters the Estate Staffs service for the first time as a probationer.
- (b) All new entrants shall serve a period of probation of not less than six months and not more than nine months.
- (c) No new recruit shall be admitted in future unless he—
  - (i) has passed in at least four subjects, including English and Arithmetic, in either the Senior School Certificate or the General Certificate of Education or higher examination ;
  - (ii) be not less than the school leaving age for the time being nor more than 22 years ;
  - (iii) produces a certificate of character from the Head of the School he last attended ; and
  - (iv) produces if required, a certificate of health from a qualified medical practitioner approved by the employer.
- (d) Probationers shall be held supernumerary and shall not fill normal billets.
- (e) Probationers shall be paid an inclusive allowance of Rs. 100 per mensem for the full period of probation. The provisions of Clauses 5 (a), 7 and 10 shall not apply to Probationers.

3. *First Appointment.*—

On first appointment after completion of the probationary period, a new-entrant shall, notwithstanding the provisions of clause 4, be allocated to the Intermediate Grade on a salary of Rs. 65—5/1—Rs. 70 per month plus allowances as in Schedule B and shall be entitled to be allocated to a grade in accordance with the provisions of Clause 4 on completion of two years service in the Intermediate Grade.

4. *Grading.*—

The assignment of staff into grades shall be in accordance with the Grading Table in Schedule A. However, those in service prior to the date of this Agreement shall not be reduced in grade.

## 5. *Salaries and Allowances.*—

- (a) Members of the Technical Staff shall be paid in accordance with the salary scales appropriate to their grades in Schedule A and be paid the allowances appropriate to their salaries as set out in Schedule B.
- (b) Increments within the grades shall be automatic unless considerable shortcomings are noted and disclosed in writing to the employee within the year in question. The incremental year of employees shall be adjusted to correspond with the financial year of the estate. In effecting the adjustment, where the date of appointment is more than six months prior to the commencement of the financial year of the estate, the increment shall be granted at the commencement of the next financial year; where the date of appointment is less than six months prior to the commencement of the estate financial year, the increment shall be granted at the commencement of the financial year after the next.
- (c) Members of the Staff who are placed in Grade 12 and who reach the maximum salary of that grade shall, subject to an Efficiency Bar based on the members record of past service and conduct, be allowed to proceed on the salary scale of Grade II, up to its maximum; members of the Staff who are placed in Grade II shall be similarly allowed to proceed on the salary scale of Grade 10 up to its maximum.

## 6. *Promotions.*—

Wherever possible and subject, in all cases, to the suitability of the employee, vacancies in higher grades shall be filled by promotion from the lower grades.

## 7. *Provident Fund.*—

All employees shall be granted Provident Fund facilities in the E. S. P. S. or in an approved Provident Fund. The rates of contribution by the employer and the employee respectively shall be not less than 10 per cent. of the basic salary or 6 per cent. by the employer and 4 per cent. by the employee of the gross salary, whichever is more, provided that in no case shall the rates of contribution be lowered on the coming into force of this agreement.

## 8. *Annual Leave.*—

Leave on full pay for three weeks in the case of Seniors and fourteen working days in the case of Juniors shall be allowed yearly to all employees.

In the granting of Annual Leave at least ten consecutive days shall be granted. •

All Heads of Departments and employees with more than 20 years service as members of the Estates Staff shall be considered seniors for the purpose of annual leave.

## 9. *Casual and Other Leave.*—

- (a) All technical employers shall be entitled in each year to a maximum of seven days casual leave on full pay, not more than three days being taken at a time.
- (b) Casual leave not taken in any year will not be carried over to the next.
- (c) Five days' leave on full pay shall be allowed each year to each employee on account of religious festivals in accordance with the religious persuasions of such employee. Such leave may not, however, be taken in continuation with casual leave.

## 10. *Sick Leave.*—

- (a) Leave on full pay shall be granted up to a maximum aggregate of six weeks in any one year, on the grounds of illness certified by a qualified medical practitioner recognised by Government. The employer, however, may call upon the employee to submit a further Medical Certificate from a medical practitioner of the employer's choice.
- (b) An employee shall be permitted every year to avail himself of the sick leave referred to above or any part thereof and be permitted to avail himself of the leave that has not been made use of that year or the preceding year or years, during the succeeding year or years, on a medical certificate as aforesaid, provided that in no case shall the maximum period of 3 months be exceeded in any one year.

## 11. *Hours of Work and Overtime.*—

- (a) The working week shall be six days of 48 hours. One day each week shall be allowed as an off-day.
- (b) Work on the weekly off-day or in excess of 48 hours per week or 10 hours per day shall be deemed to be overtime.
- (c) Each hour of overtime work shall be paid for at  $1\frac{1}{2}$  times  $\frac{1}{240}$  of the total monthly remuneration. For this purpose monthly remuneration means basic salary, any cost of living allowance and extra payment, if any, made under Clause 12.
- (d) Any employee performing duties not falling within his normal employment (e.g. a Factory Officer (Tea) or Factory Officer (Rubber) who is responsible for the taking over, storing and issue of estate stores other than stores pertaining to the factory) shall be paid an extra amount not less than 10 per cent. of the basic salary of his grade.
- (e) A record of hours worked by Factory Staff shall be maintained substantially in the form prescribed for Clerical Staff under the Shop and Office Employees (Regulation of Employment) Act.

12. *Extra Work and Pay.*—

(a) A Factory Officer (Tea) or Factory Officer (Rubber), who is responsible for the full process of manufacture of tea or rubber from a neighbouring estate or estates, shall be paid additional pay equal to the difference between (i) the grade on which he would have been placed had both (or all) estates been treated as one estate for the purpose of grading and (ii) the grade to which he has been allotted by the employing estate.

(b) Extra pay paid in accordance with Clause 12 (a) above shall be deemed to be part of the basic salary for the purpose of assessing Provident Fund contributions and for the purpose of overtime pay.

13. *Conversion.*—

The system of grading set out in Schedule A shall come into force on 1.1.65. On the application of this Grading Table, where a member of the Estate Staff has to be upgraded, he shall be placed on the salary point in the new grade which is the next higher point above the basic salary drawn prior to the upgrading.

14. *General.*—

The salary scales in Schedule A are based on the assumption that suitable furnished quarters are provided free of rent.

15. *Age of Retirement.*—

Members of the Estate Staff who had entered the Estate Staff Service prior to 1940, may be retired by the management on the employee attaining the age of 60 years.

In all other cases, the management may retire a member of the estate staff on his attaining the age of 55 years.

In either case, the management may, at its discretion, continue to employ a member of the estate staff beyond the stipulated ages.

16. *Appeals.*—

Any case in which an employee to whom this Agreement applies and who is a member of the Ceylon Estates Staffs' Union, is not satisfied with the application to him by his employer of the foregoing conditions of service and which is not settled in six weeks by negotiations between the parties concerned, may be taken up by the Union with the Commissioner of Labour for settlement under the provision of the Industrial Disputes Act.

Entered into at Colombo on this 23rd day of April, 1965.

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

D. P. S. AMERASEKERA,  
President,  
Ceylon Estates Staffs' Union.

Witnesses : \*

- (1) C. Rajasuriya
- (2) E. G. Malhamy

## Collective Agreement No. 6 of 1965

### COLLECTIVE AGREEMENT RELATING TO THE TERMS AND CONDITIONS OF EMPLOYMENT OF THE ESTATE MEDICAL STAFF ON ESTATES

IT is hereby agreed by and between the Ceylon Estates Employers' Federation acting for and on behalf of its members on the one part and the Ceylon Estates Staffs' Union acting for and on behalf of its members on the other part that the Conditions of Service set out in the Annexure hereto shall apply to members of the Estate Medical Staff who are members of the Union (hereinafter referred to as the employees) and are employed on Tea and Rubber Estates (including Tea-cum-Rubber Estates) by employers who are members of the Federation (hereinafter referred to as the employers) and that the provisions of this Agreement and the Annexure hereto shall be binding on the said employees and employers.

2. It is hereby further agreed that this Agreement shall be operative in all judicial districts other than Puttalam, Anuradhapura, Jaffna, Minnar, Mullaitivu, Trincomalee and Batticaloa.

3. It is hereby further agreed that this Agreement shall come into force on the 1st day of June, 1965.

4. For the purposes of the Conditions of Service—

(a) the term "Estate Medical Staff" shall mean any person holding the office of Estate Medical Assistant, Junior Estate Medical Assistant (Approved) or Junior Estate Medical Assistant (Unapproved); and

(b) the term "Approved Provident Fund" shall mean the Employees' Provident Fund established under the Employees' Provident Fund Act, No. 15 of 1958, or a Provident Fund approved by the Commissioner of Labour under the provisions of that act.

Entered into at Colombo on this twenty-third day of April, 1965.

D. P. S. AMERASEKERA,  
President,  
Ceylon Estate Staffs' Union.

R. L. HARVEY,  
President,  
Ceylon Estate  
Employers' Federation.

Witnesses :

- (1) C. Rajasuriya.
- (2) A. St. V. Wijemanne.

AGREEMENT BETWEEN THE CEYLON ESTATES EMPLOYERS' FEDERATION AND  
THE CEYLON ESTATES STAFFS' UNION

*Conditions of Service—Estate Staff, Estate Medical Staff—  
Tea, Rubber & other Products*

1. *Designation—*

All members of the Medical Staff who have hitherto been designated as Licensed Medical Practitioners, Apothecaries and Dispensers shall hereafter be designated as Estate Medical Assistants. Their present Assistants shall be similarly designated, e.g., Junior Estate Medical Assistants (Approved) or (Unapproved), as the case may be.

2. *General—*

(a) The salary scales laid down in these Conditions of Service apply to the following, where they are responsible for both curative and preventive work on estates :—

- (i) Junior Estate Medical Assistants (approved and non-approved).
- (ii) Estate Medical Assistants.

In the case of Estate Medical Assistants (non-approved), members of the Medical Staff of estates who are responsible for curative work only and members of the Medical Staff who perform dual duties (e.g., Clerk-Estate Medical Assistant), salary scales will be agreed upon according to the merits of each case.

(b) The Salary Scales are based on the assumption that suitable furnished quarters are provided, free of rent.

3. *Grading—*

The assignment of Medical Staff into grades shall be in accordance with the Grading Table in Schedule A. However those in service prior to the date of this Agreement shall not be reduced in grade.

4. *Salaries and Allowances—*

(a) Members of the Medical Staff shall be paid in accordance with the salary scales appropriate to their grades in Schedule A, and be paid the allowances appropriate to their salaries as set out in Schedule B.

(b) Increments within the grades shall be automatic unless considerable shortcomings are noted and disclose in writing to the employee within the year in question. The incremental year of employees shall be adjusted to correspond with the financial year of the estate. In effecting the adjustment, where the date of appointment is more than six months prior to the commencement of the financial year of the estate, the increment shall be granted at the commencement of the next financial year ; where the date of appointment is less than six months prior to the commencement of the estate financial year, the increment shall be granted at the commencement of the financial year after the next.

- (c) Members of the staff who are placed in Grade 12 and who reach the maximum of that grade shall, subject to an efficiency Bar based on the members' record of past service and conduct, be allowed to proceed on the salary scale of Grade 11, up to its maximum; members of the staff who are placed in Grade 11, shall be similarly allowed to proceed on the salary scale of Grade 10, up to its maximum.

#### 5. *Provident Fund*—

All employees shall be granted Provident Fund facilities in the E. S. P. S. or in an approved Provident Fund. The rates of contribution by the employer and the employee respectively shall be not less than 10 per cent. of the basic salary, or 6 per cent by the employer and 4 per cent. by the employee of the gross salary, whichever is more, provided that in no case shall the rates of contribution be lowered on the coming into force of this agreement.

#### 6. *Annual Leave*—

Leave on full pay for three weeks in the case of seniors and fourteen working days in the case of juniors shall be allowed yearly to all employees.

In the granting of annual leave at least ten consecutive days shall be granted.

All Heads of Departments and employees with more than 20 years service as members of the estate staff shall be considered seniors for the purpose of annual leave.

#### 7. *Casual Leave and Other Leave*—

- (a) All medical employees shall be entitled in each year to a maximum of seven days' casual leave on full pay, not more than three days being taken at a time.
- (b) Casual leave not taken in any year will not be carried over to the next.
- (c) Five days' leave on full pay shall be allowed each year to each employee on account of religious festivals in accordance with the religious persuasions of such employee. Such leave may not, however, be taken in continuation with casual leave.

#### 8. *Sick Leave*—

- (a) Leave on full pay shall be granted up to a maximum aggregate of six weeks in any one year, on the grounds of illness certified by a qualified medical practitioner recognized by Government. The employer, however, may call upon the employee to submit a further medical certificate from a medical practitioner of the employer's choice.

- (b) An employee shall be permitted every year to avail himself of the sick leave referred to above or any part thereof and be permitted to avail himself of the leave that has not been made use of that year or the preceding year or years, during the succeeding year or years, on a medical certificate as aforesaid, provided that in no case shall the maximum period of 3 months be exceeded in any one year.

#### 9. *Off Days*—

An Estate Medical Assistant shall be allowed one off-day each week on which he will not be called upon to undertake routine duties. He will, however, be required to deal with all urgent cases which may arise.

#### 10. *Calls at night or on Off-days*—

- (a) An allowance of Rs. 3.50 shall be paid to members of medical staff for calls in the lines between 6 p.m. and 6 a.m. and Re. 1.50 for calls in the Hospital, Dispensary or Maternity Ward between 6 p.m. and 6 a.m.
- (b) A call which has to be attended to in the lines on a prescribed off-day shall be treated as a night call and paid for at Rs. 3.50 per call.

#### 11. *Extra Pay*—

- (a) In any case in which by arrangement between two or more estates, a member of the medical staff employed by one estate is required to deal with calls from the other estate or estates but is not responsible for the general curative and preventive work thereon, such member shall be paid a suitable amount over and above the salary of his grade.
- (b) Estate Medical Assistants who are Apothecaries or Licensed Medical Practitioners and who are in charge of Estate Hospitals shall be paid 5 to 15 per cent. and 10 to 20 per cent. respectively more than the salaries of their grades in accordance with the extent of their responsibilities and the amount of extra work involved.
- (c) Where an Estate Medical Assistant is employed on more than one estate and such employment involves the running of more than one dispensary and the keeping of more than one set of books, the Estate Medical Assistant shall be paid 15 to 25 per cent. more than the salary of his grade in accordance with the amount of extra work involved thereby.
- (d) Extra pay paid in accordance with clauses 11 (a), (b) and (c) shall be deemed to be part of the basic salary for the purpose of assessing Provident Fund contribution.

## 12. Travelling—

Wherever in the opinion of the management the efficient performance of the duties of a member of the medical staff of an estate necessitates the use of some form of conveyance, the employer shall either provide a suitable conveyance, or, where a suitable conveyance is provided by the employee concerned, pay an allowance adequate to cover the actual running costs of the vehicle and its upkeep.

## 13. Conversion—

The system of grading set out in Schedule A shall come into force on 1.1.65. On the application of this Grading Table where a member of the estate staff has to be upgraded he shall be placed on the salary point in the new grade which is the next higher point above the basic salary drawn prior to the upgrading.

## 14. Age of Retirement—

Members of the estate staff who had entered the estate staff service prior to 1940, may be retired by the management on the employee attaining the age of 60 years.

In all other cases, the management may retire a member of the estate staff on his attaining the age of 55 years.

In either case, the management may, at its discretion, continue to employ a member of the estate staff beyond the stipulated ages.

## 15. Appeals—

Any case in which an employee to whom this agreement applies and who is a member of the Ceylon Estates Staffs' Union, is not satisfied with the application to him by his employer of the foregoing conditions of service and which is not settled in six weeks by negotiations between the parties concerned, may be taken up by the Union with the Commissioner of Labour for settlement under the provisions of the Industrial Disputes Act.

Entered into at Colombo on this 23rd day of April, 1965.

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

D. P. S. AMERASEKERA,  
President,  
Ceylon Estates Staffs' Union.

Witnesses :

- (1) C. Raiasuriya.
- (2) E. G. Malharny.

GRADING OF ESTATE MEDICAL STAFF

Grade	Estate Medical Assistants in charge of Estate Hospital Population		Estate Medical Assistants not in charge of Estate Hospital Population		Junior Estate Medical Assistants (Approved or Unapproved) Population		Rs. c.	Salary Scale	Rs. c.	
	From	To	From	To	From	To				
12	..	100	..	200	..	100	90 00	× 8 Years	5 00	130 00
11	..	201	..	300	..	1,001	102 50	× 10 Years	5 00	152 50
10	..	301	..	400	..	2,001	125 00	× 10 Years	7 50	200 00
9	..	401	..	500	..	Over 3,000 on Estates	145 00	× 10 Years	7 50	220 00
8	..	501	..	750	..	in Sp. C or B or A	162 50	× 10 Years	7 50	237 50
7	..	751	..	1,000	..	..	177 50	× 10 Years	7 50	252 50
6	..	1,001	..	1,250	..	..	195 00	× 10 Years	7 50	270 00
5	..	1,251	..	1,500	..	..	210 00	× 10 Years	10 00	310 00
4	..	1,501	..	1,750	..	..	230 00	× 10 Years	10 00	330 00
3	..	1,751	..	2,000	..	..	245 00	× 10 Years	10 00	345 00
2	..	2,001	..	2,500	..	..	265 00	× 10 Years	15 00	415 00
1	..	2,501	..	3,000	..	..	275 15	× 10 Years	15 00	425 00
Sp. C	..	3,001	..	3,250	..	..	300 00	× 10 Years	20 00	500 00
Sp. B	..	3,251	..	3,500	..	..	325 00	× 10 Years	20 00	525 00
Sp. A	..	3,501	..	3,750	..	..	350 00	× 10 Years	25 00	600 00
	..	Over 3,750	..	Over 4,000 with Maternity Ward	..	..	..	..	..	..

Notes : Population : I. In computing the population for grading purposes, the management shall take into account—

(a) the total resident population of the estate including the Staff and their families, and

(b)  $\frac{1}{3}$  of the total non-resident labour force on estates where the Medical Staff are required to attend on non-resident labourers as well.

II. Where a member of the Medical Staff is responsible for the curative and preventive work of two or more estates, he shall be graded on the total population of both or all such Estates.

COST OF LIVING AND SPECIAL LIVING ALLOWANCES

Cost of Living Allowance

Cost of Living Index Figures

Monthly Basic Salary	101.4	102.8	104.2	105.6	107.0	108.4	109.8	111.2	112.6	114.0	115.4	116.8
Rs.	Rs. c.											
65	74 55	76 32	78 10	79 87	81 65	83 42	85 20	86 97	88 75	90 52	92 30	94 07
70	77 70	79 55	81 40	83 25	85 10	86 95	88 80	90 65	92 50	94 35	96 20	98 05
90	90 30	92 45	94 60	96 75	98 90	101 05	103 20	105 35	107 50	109 65	111 80	113 95
95	93 45	95 67	97 90	100 12	102 35	104 57	106 80	109 02	111 25	113 47	115 70	117 92
100	96 60	98 90	101 20	103 50	105 80	108 10	110 40	112 70	115 00	117 30	119 60	121 90

Notes.—1. Where the monthly basic salary exceeds Rs. 100 the cost of living allowance shall be the same as for Rs. 100.

2. The cost of living allowance shall be computed on the Cost of Living Index for the preceding month which is published in the *Government Gazette* by the Director of Census and Statistics. For example, the index figure for February, which is published in the *Government Gazette* and generally in the newspapers as well by about the last day of February should be used for calculating the cost of living allowance for March.

3. Where the index figure is intermediate between any two points in the above table, the column of figures under the lower point should be adopted. For example, if the index figure for the preceding month is 112.3, the column of figures under the next lower point, i.e., 111.2, should be used.

4. If, and when the Cost of Living Index exceeds 118.1 or is less than 101.4, a fresh schedule will be issued, prepared on the same basis as this schedule.

**SPECIAL LIVING ALLOWANCE**

	Married Rs. c.	Unmarried Rs. c.
100 and below	5 0	5 0
101 to 125	25 0	12 50
126 to 150	25 0	12 50
151 to 175	35 0	17 50
176 to 200	45 0	22 50
201 to 225	55 0	27 50
226 to 250	65 0	32 50
251 to 275	75 0	37 50
276 to 300	85 0	42 50
300 to 500	85 0	42 50
501 to 525 *	72 0*	36 0*
526 to 550 *	47 0*	23 50*
551 to 575 *	25 0*	12 50*
576 to 600	25 0	12 50
Over 600	25 0	12 50

\* Marginal relief to each employee to be fixed so that no employee in these groups draws less in total salary and allowance than the employee (married or bachelor as the case may be) whose basic salary is Rs. 500.

*Note.*—The Special Living Allowance shall be paid *in addition* to the cost of living allowance.

GRADING OF FACTORY STAFF

Grade	Factory Officer				Senior Assistant Factory Officer				Salary Scale			
	Tea		Rubber		Tea		Rubber		Rs. c.	Increments	Rs. c	
	From	To	From	To	From	To	From	To				
12	100	150	200	300	601	675	601	1,200	90	5	8 years	130 0
11	151	200	301	400	676	750	1,201	1,600	102.50	5	10 years	152 50
10	201	250	401	500	751	825	1,601	2,000	125	7.50	10 years	200 0
9	251	300	501	600	826	900	2,001	2,400	145	7.50	10 years	220 0
8	301	375	601	750	901	975	Over 2,400	Over 2,400	162.50	7.50	10 years	237 50
7	376	450	751	900	976	1,050	..	..	177.50	7.50	10 years	252 50
6	451	525	901	1,050	1,051	1,125	..	..	195	7.50	10 years	270 0
5	526	600	1,051	1,200	1,126	1,200	..	..	210	10	10 years	310 0
4	601	750	1,201	1,500	Over 1,200	..	..	..	230	10	10 years	330 0
3	751	900	1,501	1,800	..	..	..	..	245	10	10 years	345 0
2	901	1,050	1,801	2,100	..	..	..	..	265	15	10 years	415 0
1	1,051	1,200	2,101	2,400	..	..	..	..	275	15	10 years	425 0
Sp. C.	1,201	1,500	2,401	2,700	..	..	..	..	300	20	10 years	500 0
Sp. B.	1,501	2,000	2,701	3,000	..	..	..	..	325	20	10 years	525 0
Sp. A.	Over 2,000	..	Over 3,000	..	..	..	..	..	350	25	10 years	600 0

Notes.—(i) Junior Assistant Factory Officers (Tea) may be placed on any of the gradee from 12 to 9 at the discretion of the management and in doing so due regard shall be paid to the duties and responsibilities of the officer.

(ii) A Clerk—Factory Officer (Tea) on an estate not exceeding 300 acres or a Clerk—Factory Officer (Rubber) on an estate not exceeding 600 acres shall be placed in a grade not less than Grade 9.

(iii) A Factory Officer (Tea) on an estate which manufactures bought leaf or a Factory Officer (Rubber) on an estate which manufactures bought latex shall be graded as though the acreage of the estate is the actual acreage multiplied by total of own and bought-leaf or latex.

own leaf or latex.

**COST OF LIVING AND SPECIAL LIVING ALLOWANCES**

**Cost of Living Allowance**

*Cost of Living Index Figure*

Monthly Basic Salary	Cost of Living Allowance											
	101.4	102.8	104.2	105.6	107.0	108.4	109.8	111.2	112.6	114.0	115.4	116.8
Rs.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
65	74 55..	76 32..	78 10..	79 87..	81 65..	83 42..	85 20..	86 97..	88 75..	90 52..	92 30..	94 07
70	77 70..	79 55..	81 40..	83 25..	85 10..	86 95..	88 80..	90 65..	92 50..	94 35..	96 20..	98 05
90	90 30..	92 45..	94 60..	96 75..	98 90..	101 05..	103 20..	105 35..	107 50..	109 65..	111 80..	113 95
95	93 45..	95 67..	97 90..	100 12..	102 35..	104 57..	106 80..	109 02..	111 25..	113 47..	115 70..	117 92
100	96 60..	98 90..	101 20..	103 50..	105 80..	108 10..	110 40..	112 70..	115 0..	117 30..	119 60..	121 90

Notes.—1. Where the monthly basic salary exceeds Rs. 100/- the cost of living allowance shall be the same as for Rs. 100/-.

2. The cost of living allowance shall be computed on the Cost of Living Index for the preceding month which is published in the *Government Gazette* by the Director of Census and Statistics. For example, the index figure for February, which is published in the *Government Gazette* and generally in the newspapers as well by about the last day of February, should be used for calculating the cost of living allowance for March.

3. Where the index figure is intermediate between any two points in the above table, the column of figures under the lower point should be adopted. For example, if the index figure for the preceding month is 112.3, the column of figures under the next lower point, i.e. 111.2, should be used.

4. If, and when, the Cost of Living Index exceeds 118.1 or is less than 101.4, a fresh schedule will be issued, prepared on the same basis as this schedule.

Special Living Allowance

	Married Rs. c.	Unmarried Rs. c.
100 and below	5 0	5 0
101 to 125	25 0	12 50
126 to 150	25 0	12 50
151 to 175	35 0	17 50
176 to 200	45 0	22 50
201 to 225	55 0	27 50
226 to 250	65 0	32 50
251 to 275	75 0	37 50
276 to 300	85 0	42 50
300 to 500	85 0	42 50
501 to 525*	72 0*	36 0*
526 to 550*	47 0*	23 50*
551 to 575*	25 0*	12 50*
576 to 600	25 0	12 50
Over 600	25 0	12 50

\* Marginal relief to each employee to be fixed so that no employee in these groups draws less in total salary and allowance than the employee (married or bachelor as the case may be) whose basic salary is Rs. 500/-.

Note.—The Special Living Allowance shall be paid *in addition* to the cost of living allowance.

COST OF LIVING AND SPECIAL LIVING ALLOWANCES

Cost of Living Allowances

Cost of Living Index Figure

Monthly Basic Salary	Cost of Living Index Figure											
	101.4	102.8	104.2	105.6	107.0	108.4	109.8	111.2	112.6	114.0	115.4	116.8
Rs.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
65	74 55..	76 32..	78 10..	79 87..	81 65..	83 42..	85 20..	86 97..	88 75..	90 52..	92 30..	94 7
70	77 70..	79 55..	81 40..	83 25..	85 10..	86 95..	88 80..	90 65..	92 50..	94 35..	96 20..	98 5
90	90 30..	92 45..	94 60..	96 75..	98 90..	101 5..	103 20..	105 35..	107 50..	109 65..	111 80..	133 95
95	93 45..	95 67..	97 90..	100 12..	102 35..	104 57..	106 80..	109 22..	111 5..	113 47..	115 70..	117 92
100	96 60..	98 90..	101 20..	103 50..	105 80..	108 10..	110 40..	112 70..	115 0..	117 30..	119 60..	121 90

Notes.—1. Where the monthly basic salary exceeds Rs. 100 the Cost of Living Allowance shall be the same as for Rs. 100.

2. The Cost of Living Allowance shall be computed on the Cost of Living Index for the preceding month which is published in the *Government Gazette* by the Director of Census and Statistics. For example, the index figure for February, which is published in the *Government Gazette* and generally in the newspapers as well by about the last day of February, should be used for calculating the Cost of Living Allowance for March.

3. Where the index figure is intermediate between any two points in the above table, the column of figures under the lower point should be adopted. For example, if the index figure for the preceding month is 112.3, the column of figures under the next lower point, i.e. 111.2, should be used.

4. If, and when, the Cost of Living Index exceeds 118.1 or is less than 101.4, a fresh Schedule will be issued, prepared on the same basis as this Schedule.

**SPECIAL LIVING ALLOWANCE**

	<i>Married</i>		<i>Unmarried</i>	
	Rs.	c.	Rs.	c.
100 and below	..	..	5	0
101 to 125	..	..	25	0
126 to 150	..	..	25	0
151 to 175	..	..	35	0
176 to 200	..	..	45	0
201 to 225	..	..	55	0
226 to 250	..	..	65	0
251 to 275	..	..	75	0
276 to 300	..	..	85	0
300 to 500	..	..	85	0
501 to 525*	..	..	72	0*
526 to 550*	..	..	47	0*
551 to 575*	..	..	25	0*
576 to 600	..	..	25	0
Over 600	..	..	25	0

\*Marginal relief to each employee to be fixed so that no employee in these groups draws less in total salary and allowance than the employee (married or bachelor as the case may be) whose basic salary is Rs. 500.

*Note.*—The Special Living Allowance shall be paid *in addition* to the Cost of Living Allowance.

COST OF LIVING AND SPECIAL LIVING ALLOWANCES

Cost of Living Allowance

Monthly Basic Salary	Cost of Living Index Figure																							
	101.4	102.8	104.2	105.6	107.0	108.4	109.8	111.2	112.6	114.0	115.4	116.8												
Rs.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. ac.	Rs. c.																	
65	..	74 55	..	76 32	..	78 10	..	79 87	..	81 65	..	83 42	..	85 20	..	86 97	..	88 75	..	90 52	..	92 30	..	94 7
70	..	77 70	..	79 55	..	81 40	..	83 25	..	85 10	..	86 95	..	88 80	..	90 65	..	92 50	..	94 35	..	96 20	..	98 5
90	..	90 30	..	92 45	..	94 60	..	96 75	..	98 90	..	101 5	..	103 20	..	105 35	..	107 50	..	109 65	..	111 80	..	113 95
95	..	93 45	..	95 67	..	97 90	..	100 12	..	102 35	..	104 57	..	106 80	..	109 2	..	111 25	..	113 47	..	115 70	..	117 92
100	..	96 60	..	98 90	..	101 20	..	103 50	..	105 80	..	108 10	..	110 40	..	112 70	..	115 0	..	117 30	..	119 60	..	121 90

Notes.—1. Where the monthly basic salary exceeds Rs. 100 the Cost of Living Allowance shall be the same as for Rs. 100.

2. The Cost of Living Allowance shall be computed on the Cost of Living Index for the preceding month which is published in the *Government Gazette* by the Director of Census and Statistics. For example, the index figure for February, which is published in the *Government Gazette* and generally in the newspapers as well by about the last day of February, should be used for calculating the Cost of Living Allowance for March.

3. Where the index figure is intermediate between any two points in the above table, the column of figures under the lower point should be adopted. For example, if the index figure for the preceding month is 112.3, the column of figures under the next lower point, i.e. 111.2, should be used.

4. If, and when, the Cost of Living Index exceeds 113.1 or is less than 101.4, a fresh Schedule will be issued, prepared on the same basis as this Schedule.

SPECIAL LIVING ALLOWANCE

	Married		Unmarried	
	Rs.	c.	Rs.	c.
100 and below	..	5 0	..	5 0
101 to 125	..	25 0	..	12 50
126 to 150	..	25 0	..	12 50
151 to 175	..	35 0	..	17 50
176 to 200	..	45 0	..	22 50
201 to 225	..	55 0	..	27 50
226 to 250	..	65 0	..	32 50
251 to 275	..	75 0	..	37 50
276 to 300	..	85 0	..	42 50
300 to 500	..	85 0	..	42 50
501 to 525*	..	72 0*	..	36 0*
526 to 550*	..	47 0*	..	23 50*
551 to 575*	..	25 0*	..	12 50*
576 to 600	..	25 0	..	12 50
Over 600	..	25 0	..	12 50

\*Marginal relief to each employee to be fixed so that no employee in these groups draws less in total salary and allowance than the employee (married or bachelor as the case may be) whose basic salary is Rs. 500.

Note.—The Special Living Allowance shall be paid in addition to the Cost of Living Allowance.

## 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 consumers price index number for the month of July, 1965 is 113.0 as against 112.5 for the month of June, 1965, an increase of .5.

### Wages Rates :

(a) The basic wages payable for the month of August, 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 August, 1965 to workers in the Tea Growing and Manufacturing Trade, Rubber Growing and Manufacturing Trade, Cocoa, Cardamon 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 more than that for the month of July, 1965.

*Strikes.*—There were altogether 13 strikes in May 1965 involving 4,690 workers and a loss of 28,512 man-days as against 11 strikes in April 1965, involving 4,844 workers and a loss of 19,757 man-days. Eight of these strikes were in tea estates involving 3,676 workers and a loss of 24,071 man-days; one in a rubber estate involving 48 workers and a loss of 384 man-days; two in Tea-cum-Rubber Estates involving 726 workers and a loss of 3,565 man-days; one in Tea Export Trade involving 44 workers and a loss of 396 man-days; and the remaining one in Wholesale and Retail Distribution Trade involving 96 workers and a loss of 96 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 May, 1965 and June, 1965 was as given below :—

	<i>May, 1965</i>			<i>June, 1965</i>		
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Technical and Clerical..	24,448..	20,149..	44,597..	26,489..	22,089..	48,578
Skilled ..	14,444..	3,789..	18,233..	14,856..	3,942..	18,798
Semi-skilled ..	34,055..	6,446..	40,501..	35,957..	6,895..	42,852
Unskilled • ..	63,933..	4,614..	68,547..	66,142..	4,869..	71,011
Total ..	136,880	34,998	171,878	143,444	37,795	181,239

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

	May, 1965			June, 1965		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	66	21	87	142	38	180
Skilled ..	36	1	37	64	2	66
Semi-skilled ..	107	11	118	84	8	92
Unskilled ..	182	9	191	421	12	433
Total ..	391	42	433	711	60	771

SG. No. 1032/59.

## WAGES BOARDS

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

#### XXXVIII—The Motor Transport Trade

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

THE description of the Motor Transport Trade appeared in an Order made under section 6 of the Wages Boards Ordinance (Chapter 136), published in *Ceylon Government Gazette* No. 9,481 of November 2, 1945, and came into force on November 15, 1945. An Order varying the original description of the trade was published in *Government Gazette Extraordinary* No. 13,690 of June 29, 1963, and came into force on July 1, 1963.

#### Order

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

The motor transport trade, including the work of the following workers :—

- (1) drivers of hiring cars, omnibuses, lorries, cabs, vans, private coaches, station waggons, ambulances and hearses ;
- (2) drivers of tractors with trailers used for transport purposes ;
- (3) conductors of omnibuses ;
- (4) clerks, cashiers, ticket clerks or booking clerks employed on omnibuses ;
- (5) cleaners and porters of hiring cars, omnibuses, lorries, private coaches, station waggons, cabs, vans, ambulances, hearses and tractors with trailers used for transport purposes ;
- (6) washers of motorised vehicles used for transport purposes in connection with a trade or business ;

- (7) fuel pumpers employed in fuelling establishments maintained by employers in a trade or business for the supply of fuel to their vehicles ;
- (8) omnibus inspectors and checkers ;
- (9) omnibus supervisors and stand-managers ;
- (10) time-keepers at omnibus stands ; and
- (11) drivers of motorised vehicles used for transport purposes in connection with a trade or business other than those referred to in the items (1) and (2).

## (B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Motor Transport Trade was established on April 24, 1946, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,549 of May 3, 1946.

## (C) DECISIONS OF THE BOARD

The original decisions in respect of the Motor Transport Trade made by the Wages Board for that trade came into force on March 1, 1947. A notification relating to those decisions was published under section 29 (3) of the Wages Boards Ordinance (Chapter 136), in *Ceylon Government Gazette* No. 9,667 of February 14, 1947. Decisions varying the earlier decisions were published in notifications appearing in *Gazettes* No 9,693 of April 25, 1947, No. 10,147 of September 1, 1950, *Gazettes Extraordinary* No. 10,229 of March 30, 1951, No. 10,542 of June 29, 1953, No. 10,811 of June 30, 1955, No. 11,509 of August 30, 1958, *Gazette* No. 11,573 of October 31, 1958, *Gazette Extraordinary* No. 12,237 of November 28, 1960, and *Gazette* No. 14,444 of July 9, 1965.

### PART I

#### *Directions under Section 20 (2) (b)*

The special allowance shall be computed and published once a month by the Commissioner of Labour.

The special allowance for each month or for a normal working day in any month, as the case may be, shall be computed on the cost of living index number for the month immediately preceding that month in respect of which such allowance is to be computed.

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

1. (a) The number of hours constituting a normal working day (inclusive of 4 hours for meals or rest) shall be 12 for drivers of omnibuses, conductors of omnibuses, clerks, cashiers, ticket clerks or booking clerks employed on omnibuses, cleaners and porters of omnibuses, omnibus checkers and time-keepers, omnibus inspectors and omnibus stand supervisors.
- (b) The number of hours constituting a normal working day (inclusive of one hour for a meal) shall be 9 for all workers in the Motor Transport Trade other than workers referred to in sub-paragraph (a).

PART II

1. Wages shall be paid on a monthly basis to permanent workers and on a daily basis to temporary workers.

2. The minimum rate of wages for time work shall consist of a basic rate and a special allowance as set out below.

3. (1) A permanent worker of any class specified in this part shall be paid as wages for any month mentioned in column I below an amount equal to the minimum monthly rate specified in respect of that class in this Part, if he has worked during the minimum number of working days specified in respect of that month in column II below :—

<i>I</i>		<i>II</i>
<i>Month</i>		<i>Minimum number of Working Days</i>
January	..	27
February	..	24
March	..	27
April	..	26
May	..	27
June	..	26
July	..	27
August	..	27
September	..	26
October	..	27
November	..	26
December	..	27

(2) In respect of each such day of work in any month as is in excess of the minimum number of working days specified in respect of that month in paragraph 3 (1), the minimum rate of wages payable shall be an amount equal to one and a half times the minimum daily rate ascertained by dividing the minimum monthly rate by 25.

4. Where a permanent worker of any class specified in this Part has commenced employment in the course of any month, he shall be paid as wages for that month an amount which bears to the minimum monthly rate specified in respect of that class in this Part, the proportion which the period of his employment bears to the minimum number of working days specified in respect of that month in paragraph 3.

5. Where by reason of any unauthorized absence a permanent worker of any class specified in this Part has not worked in any month during the minimum number of working days specified in respect of that month in paragraph 3 (1), he shall be paid as wages for that month an amount which bears to the minimum monthly rate specified in respect of that class in this Part, the proportion which the difference between such minimum number of working days and the number of days unauthorized absence bears to such minimum number of working days.

6. Absence from work on holidays, on days on which the employer fails to provide work, and on days for which leave with full pay is allowed to a permanent worker, shall not be deemed to be unauthorized absence.

7. For the purposes of computing the wages of a worker paid on a monthly basis, a holiday referred to in Part IV, shall be deemed to be a day on which the worker has worked.

1 Class of Worker	2 Basic Rate		3 Rate of Special Allowance					
	For a month	For a day	(a) Where the cost of living index number for the preceding month is 100.1, the special allowance shall be—		(b) Where the cost of living index number for the preceding month is 100.0, the special allowance shall be—		(c) Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.0 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively	
			For a month	For a day	For a month	For a day	For a month	For a day
Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
<b>Class A worker :</b> Drivers of omnibuses licensed to carry over 22 passengers	100 0..	4 0..	59 42..	2 47..	58 42..	2 42..	1 0..	0 5
<b>Class B worker :</b> 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..	4 0..	59 42..	2 47..	58 42..	2 42..	1 0..	0 5
<b>Class C worker :</b> 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..	3 25..	56 92..	2 47..	55 92..	2 42..	1 0..	0 5
<b>Class D worker :</b> Drivers of tractors with trailers used for transport purposes or drivers of lorries with trailers (including those of the Scammell Horse type but excluding those lorries with trailers or tractors with trailers owned by an estate and used solely for internal transport within the estate) ..	100 0..	4 0..	59 42..	2 47..	58 42..	2 42..	1 0..	0 5
<b>Class E worker :</b> Drivers of the following vehicles owned by an estate and used solely for internal transport within the estate, namely, (a) lorries and (b) tractors with trailers	70 0..	2 75..	54 42..	2 22..	53 42..	2 17..	1 0..	0 5
<b>Class F worker :</b> Conductors, clerks, cashiers, ticket clerks or booking clerks. employed in omnibuses .. ..	67 50..	2 75..	59 42..	2 47..	58 42..	2 42..	1 0..	0 5
<b>Class G worker :</b> Cleaners and porters of lorries with a licensed pay load of over 20 cwt... ..	60 0..	2 50..	55 72..	2 47..	54 82..	2 42..	0 90..	0 5

(1)  
Class of Worker

(2)  
Basic Rate

(3)  
Rate of Special Allowance

For a month		For a day		Where the cost of living index number for the preceding month is 100.1 the special allowance shall be—		Where the cost of living index number for the preceding month is 100.0 the special allowance shall be—		Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3(a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased as the case, may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively	
Rs.	c.	Rs.	c.	For a month	For a day	For a month	For a day	For a month	For a day

**Class H worker**

Cleaners and porters of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses ..

50 0.. 2 25.. 55 72.. 2 47.. 54 82.. 2 42.. 0 90.. 0 5

**Class I worker :**

Omnibus checkers or time-keepers ..

60 0.. — .. 55 72.. — .. 54 88.. — .. 0 90.. —

**Class J worker :**

Omnibus inspectors and omnibus stand supervisors ..

90 0.. — .. 55 72.. — .. 54 82.. — .. 0 90.. —

**Class K worker :**

All other workers in the Motor Transport Trade excluding workers referred to in the preceding items ..

45 0.. 1 50.. 46 42.. 1 73.. 45 67.. 1 70.. 0 75.. 0 3

In the foregoing decisions—

- (a) "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 ;
- (b) "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.

**TABLES ILLUSTRATING THE APPLICATION OF THE DIRECTIONS SET OUT IN COLUMN 3 (c) ABOVE**

TABLE I

SPECIAL ALLOWANCES PAYABLE IN THE EVENT OF A RISE IN THE INDEX NUMBER

Index Number	Classes A, B, D and F		Class C		Class E		Classes G and H		Classes I and J		Class K	
	For a month	For a day	For a month	For a day	For a month	For a day	For a month	For a day	For a month	For a day	For a month	For a day
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.1-101.8	59 42..	2 47..	56 92..	2 47..	54 42..	2 22..	55 72..	2 47..	55 72..	46 42..	1 73	
101.9-103.6	60 42..	2 52..	57 92..	2 52..	55 42..	2 27..	56 62..	2 52..	56 62..	47 17..	1 76	
103.7-105.4	61 42..	2 57..	58 92..	2 57..	56 42..	2 32..	57 52..	2 57..	57 52..	47 92..	1 79	
105.5-107.2	62 42..	2 62..	59 92..	2 62..	57 42..	2 37..	58 42..	2 62..	58 42..	48 67..	1 82	
107.3-109.0	63 42..	2 67..	60 92..	2 67..	58 42..	2 42..	59 32..	2 67..	59 32..	49 42..	1 85	

TABLE II

SPECIAL ALLOWANCES PAYABLE IN THE EVENT OF A FALL IN THE INDEX NUMBER

100.0-98.3	58 42..	2 42..	55 92..	2 42..	53 42..	2 17..	54 82..	2 42..	54 82..	45 67..	1 70
98.2-96.5	57 42..	2 37..	54 92..	2 37..	52 42..	2 12..	53 92..	2 37..	53 92..	44 92..	1 67
96.4-94.7	56 42..	2 32..	53 92..	2 32..	51 42..	2 7..	53 2..	2 32..	53 2..	44 17..	1 64
94.6-92.9	55 42..	2 27..	52 92..	2 27..	50 42..	2 2..	52 12..	2 27..	52 12..	43 42..	1 61
92.8-91.1	54 12..	2 22..	51 92..	2 22..	49 42..	1 97..	51 22..	2 22..	51 22..	42 67..	1 58

### PART III

#### *Overtime Rate*

1. In respect of each hour of work in excess of the normal working day the minimum overtime rate shall be one and a half times the minimum hourly rate, ascertained by dividing the minimum daily rate by 8 in the case of workers paid on a daily basis, and by dividing the minimum monthly rate by 200 in the case of workers paid on a monthly basis.

2. In respect of each hour of work which is on any such day of work in any month as is in excess of the minimum number of working days specified in respect of that month in paragraph 3 (1) of Part II and which is in excess of the number of hours constituting a normal working day, the minimum overtime rate shall be an amount equal to one and three quarter times the minimum hourly rate ascertained by dividing the minimum monthly rate by 200.

### PART IV

#### *Annual Holidays (Section 25)*

1. If a worker has been in continuous employment and has worked under the same employer for more than 232 days in any year, he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 232 :

Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

In this paragraph " days on which a worker has worked " includes—

- (a) every holiday allowed by the employer to the worker under section 25 ;
- (b) every day of absence on any grounds approved by the employer ;
- (c) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment ;
- (d) every day of absence due to anthrax or any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ;
- (e) every day on which the employer fails to provide work for the worker ;
- (f) every day of absence due to a strike or lockout that is not illegal, in case such days do not in the aggregate exceed 30 days a year ; and
- (g) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance.

2. (1) If a worker is entitled in any year to 6 holidays he shall be allowed, and he shall take, those 6 holidays on consecutive days.

(2) If a worker is entitled in any year to more than 6 holidays he shall be allowed, and he shall take, 6 holidays on consecutive days.

3. Subject to the provisions of paragraphs 2 and 6, a worker shall be allowed his holiday or holidays on a day or days to be mutually agreed upon between him and his employer.

4. (1) The remuneration of a worker paid on a monthly basis in respect of a holiday taken in any month shall be included in, and paid out of, his wages for that month, such wages being computed in accordance with the provisions of Part II.

(2) The remuneration of a worker paid on a daily basis in respect of a holiday shall be not less than his wages for a day.

5. The remuneration due to a worker paid on a daily basis in respect of his holiday or holidays shall be paid to him before such holiday or holidays but not earlier than 7 days before such holiday or holidays.

6. Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal—

(a) every holiday that he was entitled to in respect of the previous year which he has not already taken ; and

(b) in case the worker has during the current year complied with the provisions relating to employment and work set out in paragraph 1, every holiday that he would have otherwise been entitled to in the next succeeding year ;

and he shall be remunerated for such holidays in accordance with the provisions of paragraph 4 :

Provided, however, that the total number of holidays that such a worker might take in any year shall not exceed 21.

7. In these paragraphs, "year" means a continuous period of 12 months.

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

### *Public Holidays*

1. (a) (i) Subject to the provisions of this paragraph and of paragraphs 2 and 3, every employer shall allow as holidays with remuneration to all workers employed by him, the following public holidays within the meaning of the Holidays Ordinance (Chapter 135) :—

(1) The Tamil Thai Pongal Day ;

(2) Independence Commemoration Day (February 4) ;

- (3) The Sinhala and Hindu New Year's Day ;
- (4) May Day (May 1) ;
- (5) The Full Moon Day of the Sinhala month of Wesak;
- (6) The Birthday of the Holy Prophet Mohammed ; and
- (7) Christmas Day.

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

(b) The remuneration payable in respect of each such holiday as is referred to in the preceding sub-paragraph shall—

(i) in the case of a permanent worker, be included in the wage for the month in which the holiday is allowed, the day being reckoned as an ordinary working day for the purpose of computing the wage for the month ; and

(ii) in the case of a daily-paid worker, be at not less than the minimum rate of wages for a normal working day in the month in which such holiday occurs.

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

(a) a day on or before the thirty-first day of December next succeeding such public holiday shall be granted to the worker and that day shall be reckoned as an ordinary working day for the purpose of computing the wage for the month in which the alternative holiday is granted ; or

(b) such permanent worker shall be paid in addition to the wages for the month, wages at not less than  $\frac{1}{25}$ th of the minimum monthly rate in respect of work not beyond the normal hours and at not less than three times the normal hourly rate (obtained by dividing the minimum monthly rate by 200) in respect of work in excess of the minimum number of hours constituting a normal working day for that worker.

3. An employer may employ any daily-paid worker on any such public holiday as is referred to in paragraph 1 subject, however, to the following conditions :—

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

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

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

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

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

1939	112	102	97	112	104	108†
1940	110	103	97	128	111	112
1941	129	108	96	153	116	122*
1942	183	171	93	194	144	162

*Base : November, 1942 = 100*

*Index Number*  
*Nov., 1942 = 100*

<b>Group Weights</b>	<b>63.66</b>	<b>7.26</b>	<b>7.06</b>	<b>8.78</b>	<b>13.24</b>	<b>107</b>	<b>197*</b>
1943	103	94	105	138	118	109	200
1944	102	94	105	156	127	121	221
1945	110	94	112	165	158	125	229
1946	113	111	124	180	155	138	252
1947	126	121	136	213	157	142	260
1948	138	161	148	189	157	141	258
1949	144	97	129	156	148	149	272
1950	154	102	129	155	154	154	283
1951	155	112	129	197	160	153	281
1952	153	104	131	192	168		

† Average for 5 months only.

\* Average for 11 months only.

**B—Colombo Consumers' Price Index**

*Base : Average Prices 1952 = 100*

<i>Year</i>	<i>Food</i>	<i>Fuel and Light</i>	<i>Rent</i>	<i>Clothing</i>	<i>Miscellaneous</i>	<i>Final Index Number</i>
<b>Group Weights</b>	<b>61.89</b>	<b>4.29</b>	<b>5.70</b>	<b>9.42</b>	<b>18.71</b>	

**INDEX NUMBERS**

1953	105.87	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	108.4
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	103.35	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	128.06	129.32	112.5
July	108.17	101.96	101.53	128.07	127.62	113.0

TABLE II—WAGES INDEX NUMBERS

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

A

Base : 1939 = 100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo								
	Average Minimum	Minimum	Index	Average	Wage	Index						
	Maximum	Wage	No. of	Monthly	Rate	No. of						
	Daily rate of Wages	Rate Index No.	Real Wages	Rate of Wages	Index No.	Real Wages						
	Rs. c.			Rs. c.								
1939	..	41	..	100	..	100	..	16.64	..	100	..	100
1940	..	41	..	100	..	93	..	16.64	..	100	..	96
1941	..	45	..	110	..	92	..	18.45	..	111	..	98
1942	..	68	..	166	..	111	..	24.23	..	145	..	97
1943	..	83	..	202	..	102	..	28.98	..	174	..	96
1944	..	87	..	212	..	101	..	34.03	..	204	..	110
1945	..	1.00	..	244	..	110	..	41.92	..	252	..	133
1946	..	1.15	..	280	..	123	..	68.52	..	412	..	194
1947	..	1.20	..	293	..	123	..	75.74	..	455	..	195
1948	..	1.29	..	315	..	122	..	78.16	..	479	..	195
1949	..	1.31	..	320	..	121	..	77.81	..	468	..	196
1950	..	1.53	..	373	..	135	..	83.11	..	499	..	198
1951	..	1.90	..	463	..	161	..	89.79	..	540	..	206
1952	..	1.99	..	468	..	163	..	89.79	..	540	..	207

B

Base : 1952 = 100

1953	..	1.95	..	101.56	..	99.96	..	90.97	..	101.31	..	99.71
1954	..	1.29	..	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	..	108.91
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
July	..	2.25	..	117.19	..	103.71	..	113.74	..	126.67	..	112.10

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
July ..	2.28	116.33	3.87	132.53	2.41	118.14

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

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

‡ Amended figure.

TABLE IV

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

Year	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,333
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,053
1945	2,258	11,025	3,267	4,816	21,366
1946	5,636	10,012	7,527	13,369	36,544
1947	2,883	7,325	8,113	16,423	34,744
1948	4,474	13,027	12,443	36,712	66,656
1949	5,132	11,994	13,591	39,015	69,732
1950	5,627	10,525	13,523	35,447	65,122
1951	5,515	8,186	12,520	26,486	52,707
1952	6,883	7,522	13,795	24,823	53,029
1953	8,374	6,462	13,676	23,034	51,546
1954	11,728	7,919	16,287	27,370	63,304
1955	14,498	8,544	20,142	27,826	71,010
1956	16,091	9,794	25,808	34,259	85,952
1957	18,582	13,439	30,864	47,971	110,856
1958	19,803	13,674	32,973	51,346	117,796
1959	20,869	13,859	33,723	59,567	128,018
1960	26,252	16,928	34,887	73,025	151,092
1961	27,629	18,201	34,212	71,223	151,265
1962	33,825	17,352	35,593	65,439	152,209
1963	35,924	16,584	36,255	63,159	151,922
1964	38,018	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	164,376
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
June	43,578	18,798	42,852	71,011	181,239

\* 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—

- Unemployed persons seeking employment;
- Under-employed persons seeking full-time employment; and
- Employed persons seeking better employment.

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

CLASSIFICATION BY

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai
1947	21,589	2,289	1,643	2,133	4,955	564	430	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	386	1,587	569	904	418	1,207
1952	32,124	3,028	3,203	3,381	3,730	547	1,162	1,435	909	663	422	992
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297
1955	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261
1956	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694
1957	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501
1958	52,563	7,721	7,300	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354
1959	55,875	8,940	7,306	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422
1960	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,084	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	55,904	11,768	11,237	6,658	7,529	1,022	6,438	3,593	4,949	2,910	1,508	540
1964--												
January	56,362	12,066	11,426	16,849	7,616	983	6,688	3,791	5,184	3,059	1,612	557
February	56,938	12,137	11,643	16,671	7,598	1,007	6,921	3,881	5,283	3,048	1,676	573
March	57,498	12,217	11,738	16,418	7,717	1,043	7,094	3,934	5,376	3,080	1,680	579
April	56,942	11,934	11,661	16,255	7,794	1,026	6,976	3,913	5,312	2,972	1,679	589
May	56,775	11,706	12,088	16,674	7,976	977	6,885	3,795	5,378	2,987	1,699	600
June	57,236	11,572	13,259	16,804	8,306	1,041	6,808	3,714	5,417	3,034	1,672	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	13,354	17,029	8,262	919	6,849	3,729	5,645	2,996	1,634	622
October	58,250	12,337	13,723	17,301	8,634	926	6,885	3,805	5,661	3,023	1,673	657
November	58,330	12,900	13,718	17,378	9,004	934	7,016	3,903	5,155	3,115	1,664	715
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	57,026	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
June	59,675	12,682	14,972	20,012	10,444	1,424	8,252	5,144	4,845	4,038	2,030	969

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

Trincomalee	Anuradhapura	Awisawella	Haputale	Makara	Vavuniya	Kegalle	Matale	Chilaw	Hakon	Nuwara Eliya	Total
—	—	—	—	—	—	—	—	—	—	—	34,744
283	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,732
848	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	53,367
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	2,786	970	—	—	—	128,018
1,756	2,550	3,784	1,222	8,179	772	3,143	986	—	—	—	151,092
1,372	2,563	364	1,368	8,060	574	3,301	1,199	—	—	—	150,231
1,431	2,742	3,804	1,188	7,811	737	3,230	1,259	2,109	768	822	152,062
1,389	3,128	3,523	1,414	8,606	671	4,049	1,345	2,269	889	578	151,922
1,467	3,122	3,553	1,471	8,753	654	4,185	1,383	2,334	881	609	154,605
1,493	3,097	3,441	1,493	8,846	664	4,380	1,419	2,421	843	636	156,109
1,621	3,200	3,412	1,563	8,902	642	4,379	1,410	2,436	827	599	157,365
1,710	3,141	3,371	1,574	8,865	564	4,276	1,355	2,437	842	620	155,808
1,743	3,156	3,460	1,596	8,700	579	4,136	1,327	2,388	800	578	156,003
1,825	2,838	3,475	1,611	8,745	544	4,049	1,343	2,387	817	582	157,694
1,893	3,015	3,594	1,614	8,835	544	4,084	1,363	2,482	853	557	160,539
1,913	3,089	3,795	1,605	8,943	547	4,103	1,370	2,447	873	535	161,298
1,928	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	4,328	1,432	2,377	1,083	510	162,507
1,764	2,946	3,806	1,652	9,260	707	4,693	1,486	2,384	1,189	541	164,260
1,674	3,150	3,862	1,580	9,297	677	4,940	1,529	2,399	1,270	544	165,456
1,481	3,144	3,910	1,593	9,223	697	5,248	1,542	2,414	1,302	522	165,432
1,514	3,320	3,932	1,587	9,132	631	5,368	1,525	2,454	1,357	513	164,375
1,551	3,395	4,125	1,605	9,033	650	5,606	1,519	2,560	1,399	499	164,355
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	1,283	651	171,878
2,027	3,788	5,378	1,827	9,894	684	6,241	1,810	2,979	1,335	739	181,239

**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	2,543
1940	1,298	271	2,215	1,049	798	1,032	1,741	2,787	6,047	5,039
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,011
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	869	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	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,395	4,131	82,187	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	1,488	45,892	5,773	89,410	10,770
1951	11,008	2,019	10,414	1,546	18,038	1,867	32,446	5,874	72,905	11,309
1952	3,287	3,107	11,137	1,802	19,679	1,887	34,268	5,857	78,871	12,458
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	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	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,165
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	2,144	105,301	5,121
1964	29,947	1,722	14,277	535	23,304	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	483
1964 February	2,627	211	1,233	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	659
1964 April	1,632	163	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	1,035	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	1,133	51	2,292	89	3,720	249	9,493	556
1964 October	2,362	207	1,269	41	2,523	67	4,315	319	10,974	634
1964 November	2,415	143	1,739	45	2,502	118	4,636	331	11,342	642
1964 December	2,359	68	1,371	53	2,214	185	4,307	307	10,251	611
1965 January	2,543	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	534
1965 March	1,969	89	1,216	76	2,033	62	3,367	179	8,640	406
1965 April	2,135	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
1965 June	5,645	180	1,732	66	4,530	92	6,669	433	18,576	771

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	1,319	96	408	32	1,877	26	1,935	262	5,539	416
Negombo	191	2	80	—	200	3	406	11	877	16
Kalutara	286	—	75	—	295	7	416	14	1,072	21
Galle	503	—	123	2	450	6	893	—	1,969	8
Kandy	451	12	155	1	244	2	495	1	1,345	19
Nawalapitiya	80	—	22	—	41	—	101	4	244	1
Kurunegala	335	7	97	—	126	5	240	11	798	23
Jaffna	235	22	59	—	119	9	128	13	541	44
Ratnapura	144	—	46	—	194	5	173	6	557	11
Badulla	219	2	47	—	98	1	287	11	651	14
Batticaloa	63	—	26	—	81	0	79	—	249	9
Kalmunai	73	18	13	—	31	—	16	—	133	18
Trincomalee	14	1	29	12	24	—	92	8	159	16
Anuradhapura	147	4	61	5	93	1	149	16	450	26
Avisawella	432	—	161	—	67	—	421	—	1,081	—
Haputale	47	—	17	—	35	—	69	21	168	21
Matara	449	11	134	12	216	8	349	20	1,148	51
Vavuniya	41	—	5	—	21	—	10	—	77	—
Kegalle	341	2	54	—	172	4	70	13	637	19
Matale	103	—	27	1	23	—	38	2	191	3
Chilaw	124	3	61	1	78	6	158	12	421	22
Hatton	12	—	16	—	26	—	64	13	118	13
Nuwara Eliya	36	—	16	—	19	—	80	—	151	—
<b>Total</b>	<b>5,645</b>	<b>180</b>	<b>1,732</b>	<b>66</b>	<b>4,530</b>	<b>92</b>	<b>6,669</b>	<b>433</b>	<b>18,576</b>	<b>771</b>

TABLE VIII—Strikes In Ceylon Since 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	.. 4	.. Not available	.. Not available
1940	.. 36	.. 9,732	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048‡	.. 66‡	.. 12,399	.. 937
1945	.. 28	.. 3,514	.. 4,285*	.. 53	.. 28,875	.. 153,388‡
1946	.. 87	.. 15,259	.. 31,830‡	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,714
1948	.. 33	.. 23,100	.. 49,933‡	.. 20	.. 1,065	.. 2,497
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576‡
1950	.. 82	.. 22,808	.. 85,837	.. 28	.. 5,471	.. 22,617‡
1951	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	.. 39	.. 6,168	.. 46,990
1953	.. 33	.. 563,600	.. 430,586	.. 54	.. 14,482	.. 51,96
1954	.. 59	.. 86,450	.. 391,209	.. 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	.. 201	.. 68,009	.. 611,060	.. 101	.. 21,030	.. 271,382
1965 January to May §	57	19,415	108,113	18	1,935	51,868
1964 January	.. 13	.. 4,726	.. 101,406	.. 7	.. 6,785	.. 119,703
February	.. 16	.. 4,932	.. 46,510	.. 9	.. 1,160	.. 12,085
March	.. 13	.. 5,397	.. 107,028	.. 11	.. 1,823	.. 13,133
April	.. 12	.. 3,641	.. 17,123	.. 7	.. 344	.. 4,108
May	.. 16	.. 3,832	.. 24,946	.. 7	.. 1,404	.. 8,644
June	.. 19	.. 5,764	.. 76,724	.. 8	.. 1,606	.. 20,896
July	.. 16	.. 7,884	.. 33,725	.. 13	.. 1,729	.. 22,136
August	.. 18	.. 5,762	.. 53,773	.. 4	.. 435	.. 5,237
September	.. 18	.. 9,120	.. 25,748	.. 7	.. 361	.. 1,470
October	.. 21	.. 5,931	.. 57,626	.. **5	.. **532	.. **4,484
November	.. **18	.. **4,601	.. **14,441	.. **11	.. **2,176	.. **11,613
December	.. 21	.. 6,369	.. 47,005	.. **12	.. **2,670	.. **47,873
1965 January §	.. **14	.. **3,503	.. **26,451	.. **7	.. **629	.. **13,353
February §	.. **12	.. **4,301	.. **21,809	.. 3	.. 434	.. 10,838
March §	.. **10	.. **2,258	.. **17,488	.. **5	.. **691	.. **21,773
April §	.. **10	.. **4,803	.. **14,345	.. 1	.. 41	.. 5,412
May §	.. 11	.. 4,550	.. 28,020	.. 2	.. 140	.. 492

\* 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  
May, 1965, by Industries or Trades**

<i>Industry or Trade</i>	<i>Number of</i>		<i>Number of</i>	<i>Number of</i>
	<i>Strikes</i>	<i>Workers</i>		
			<i>involved</i>	<i>lost</i>
Plantations—Tea .. ..	8	3,676	24,071	
Rubber .. ..	1	48	384	
Tea-cum-Rubber .. ..	2	726	3,565	
Coconut .. ..	—	—	—	
Coconut-cum-Rubber .. ..	—	—	—	
<b>Total .. ..</b>	<b>11</b>	<b>4,550</b>	<b>28,020</b>	
Engineering .. ..	—	—	—	
Printing .. ..	—	—	—	
Motor Transport .. ..	—	—	—	
Tea Export .. ..	1	140	396	
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 .. ..	1	96	96	
Aerated Waters and Ice Manufacturing .. ..	—	—	—	
Beedi Manufacturing .. ..	—	—	—	
Hotel .. ..	—	—	—	
Tile Manufacturing .. ..	—	—	—	
Miscellaneous .. ..	—	—	—	
Coir Mattress and Bristle Fibre Export .. ..	—	—	—	
Match Manufacturing .. ..	—	—	—	
<b>Total .. ..</b>	<b>2</b>	<b>140</b>	<b>492</b>	
<b>Grand Total .. ..</b>	<b>13</b>	<b>4,690</b>	<b>28,512</b>	

**TABLE X—Classification of the Strikes in  
May, 1965, in Causes**

<i>Causes</i>	<i>Number of</i>		<i>Number of</i>	
	<i>Strikes</i>		<i>Workers Involved</i>	
	<i>Plantations</i>	<i>Others</i>	<i>Plantations</i>	<i>Others</i>
1. Dismissal or loss of employment in any way. Failure to provide work .. ..	3	—	1,228	—
2. Wage increases, Higher rates for piece work, &c. .. ..	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) .. ..	1	1	48	44
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. .. ..	4	—	2,247	—
5. Food matters. Welfare .. ..	1	—	623	—
6. Right of association and meeting .. ..	—	—	—	—
7. Factional disputes and domestic matters .. ..	—	—	—	—
8. External matters (e.g., arrest by Police, &c.) .. ..	—	1	—	96
9. Assaults by employer or agent or others .. ..	1	—	93	—
10. General demands .. ..	1	—	311	—
11. Sympathetic strikes .. ..	—	—	—	—
<b>Total .. ..</b>	<b>11</b>	<b>2</b>	<b>4,550</b>	<b>140</b>

## APPENDIX I

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

<i>Class of Worker</i>	<i>Month : August, 1965</i>		
	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Total</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>
<b>(1) Baking Trade</b>			
<i>Monthly Rates :</i>			
Class "A" Worker : foreman, head bakers, head besses, cooks, "short eats" makers, pastry makers, cake decorators .. .. .	70 0 ..	65 15 ..	135 51
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 ..	60 0 ..	115 0
Class "C" Worker : flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, deliverymen .. .. .	39 0 ..	45 58 ..	84 58
<b>(2) Beedi Manufacturing Trade</b>			
<i>Piece Rates :</i>			
"Nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—			
(a) beedies not more than 2 ins. long ..	5 0 ..	— ..	5 0
(b) beedies more than 2 ins. long but less than 3 ins. ..	6 0 ..	— ..	6 0
(c) beedies not less than 3 ins. long ..	7 0 ..	— ..	7 0
"Nool" (thread) beedi rolling (inclusive of filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—			
(a) beedies not more than 2 ins. long ..	3 34 ..	— ..	3 30
(b) beedies more than 2 ins. long but less than 3 ins. ..	4 0 ..	— ..	4 6
(c) beedies not less than 3 ins. long ..	4 66 ..	— ..	4 64
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 : August, 1965

Class of Worker	Basic Wages		Special Allowance		Total
	Rs.	c.	Rs.	c.	
<b>(3) Brick and Tile Manufacturing Trade</b>					
<i>Daily Rates :</i>					
In the manufacture of tiles in a factory—					
<b>A—Male workers (18 and above) :</b>					
Skilled Workers, Grade I : press feeders (machine), firemen engaged in kiln (burners) ..	2	0	2	9	4 9
Skilled Workers, Grade II : press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters ..	1	80	2	9	3 89
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	9	3 69
<b>Unskilled Workers :</b>					
Workers engaged in—mixing and tempering clay mixing and pugging by machinery, stacking tiles on racks ; sun drying tiles ; helping the sorters ; helping green tile sorters ; removing baked tiles from the kiln ; stacking tiles ; moving blocks of clay to presses or other parts of the store ; truck fillers, claymen, block carriers, firewood carriers, pug-mill feeders, helpers engaged in loading and stacking tiles ..	1	40	1	99	3 39
<b>B—Female Workers (18 and above) ..</b>	1	15	1	88	3 3
<b>C—Workers (under 18 years) :</b>					
Over 14 years but under 15 ..	0	80	1	48	2 28
Over 15 years but under 16 ..	0	90	1	53	2 43
Over 16 years but under 17 ..	1	0	1	58	2 58
Over 17 years but under 18 ..	1	10	1	68	2 78
<b>(4) Building Trade</b>					
<i>Daily Rates :</i>					
<b>Unskilled :</b>					
Male labourers not under 18 years of age ..	1	40	2	21	3 61
Female labourers not under 18 years of age ..	1	10	2	21	3 31
Unskilled labourers (irrespective of sex) under 18 years of age ..	0	90	2	21	3 11
<b>Semi-skilled, Grade II :</b>					
Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1	65	2	31	3 96
<b>Semi-skilled, Grade I :</b>					
Kanganies ..	1	80	2	31	4 11
<b>Skilled :</b>					
Masons (building), carpenters (building), plumbers ; erectors (construction steel) ; equipment maintenance men ; tinkers ..	2	0	2	31	4 31

\*Correction of Error : The words "male labourers under 18 years of age" appearing under item "(4) Building Trade" of this appendix in all issues of the Ceylon Labour Gazette commencing April, 1963 should be read as "Male Labourers not under 18 years of age" any inconvenience caused to our Patrons regretted—Editor

Class of Worker

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

(5) Cigar Manufacturing Trade

Piece Rates :

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

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

(6) Cinema Trade

Monthly Rates:

A.—NON-CLERICAL

Unskilled

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

..	36	50	..	57	34	..	93	84
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Semi-skilled

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

(a) Within the Municipal areas ..	43	0	..	59	94	..	102	94
(b) Outside the Municipal areas ..	40	0	..	59	94	..	99	94

Skilled, Grade II

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

(a) Within the Municipal area ..	55	0	..	61	76	..	116	76
(b) Outside the Municipal areas ..	47	0	..	61	76	..	108	76

Skilled, Grade I

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

(a) Within the Municipal areas ..	66	0	..	61	76	..	127	76
(b) Outside the Municipal areas ..	61	0	..	61	76	..	122	76

Month : August, 1965

Class of Worker	Month : August, 1965		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
<b>(6) Cinema Trade (contd.)</b>			
B.—CLERICAL			
Grade III			
Advertisement clerk; Assistant cashier clerk; Despatch and clearing clerk; Advance booking clerk; Booking clerk:—			
(a) Within the Municipal areas	.. 50 0	.. 55 50	.. 105 50
(b) Outside the Municipal areas	.. 45 0	.. 55 50	.. 100 50
Grade II			
Advertisement manager; Cashier clerk; Clerk (accounts and general); Typist; Wharf clerk; Storekeeper; Book-keeper:—			
(a) Within the Municipal areas	.. 55 0	.. 58 50	.. 113 50
(b) Outside the Municipal areas	.. 50 0	.. 58 50	.. 108 50
Grade I			
Head clerk	.. ..	.. 110 0	.. 63 50 .. 173 50
<b>(7) Cinnamon Trade</b>			
<i>Daily Rates :</i>			
Pruning, draining and terracing	.. 3 0*	.. —	.. 3 0
Weeding, removing illuk grass and clearing boundaries:			
(a) male workers	.. 2 50*	.. —	.. 2 50
(b) female workers	.. 2 0*	.. —	.. 2 0
<i>Piece Rates :</i>			
Cinnamon peeling (inclusive of cutting sticks from bushes, cutting sticks and carrying them to peeling house, scraping the outer covering of bark, peeling sticks, forming barks into quills, stacking and bundling quills), per pound of cinnamon peeled			
	.. 0 80	.. —	.. 0 80
Pruning per acre	.. 15 0	.. —	.. 15 0
Draining a linear chain of drain 18" × 18"	.. 4 0	.. —	.. 4 0
Annual weeding, per acre	.. 40 0	.. —	.. 40 0
<b>(8) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade</b>			
<i>Daily Rates :</i>			
Male worker not under 16 years	.. 1 10	.. 1 30	.. 2 40
Female worker not under 15 years	.. 0 90	.. 0 96	.. 1 86
Child worker	.. 0 65	.. 0 89	.. 1 54
<b>(9) Coconut Growing Trade</b>			
<i>Daily Rates :</i>			
In the raising and maintenance of a coconut 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.
<b>(9) Coconut Growing Trade (contd.)</b>						
<i>Monthly Rates :</i>						
Conductor employed in—						
(a) any coconut plantation of not less than 75 acres but less than 100 acres in extent, per month .. .. .	100	0*	—	—	100	0
(b) any coconut plantation of not less than 100 acres but less than 150 acres in extent, per month .. .. .	125	0*	—	—	125	0
(c) any coconut plantation of not less than 150 acres but less than 200 acres in extent, per month .. .. .	150	0*	—	—	150	0
(d) any coconut plantation of not less than 200 acres but less than 250 acres in extent, per month .. .. .	175	0*	—	—	175	0
(e) any coconut plantation of not less than 250 acres in extent, per month .. .. .	200	0*	—	—	200	0
<i>Piece Rates :</i>						
(1) In the raising and maintenance of plantations:						
Picking nuts, per 1,000 trees .. .. .	18	0	—	—	18	0
(2) In the manufacture of copra :						
(a) husking nuts, per 1,000 nuts .. .. .	3	50	—	—	3	50
(b) splitting nuts, copra curing and sorting, per 1,000 nuts .. .. .	2	50	—	—	2	50
<b>(10) Coconut Manufacturing Trade</b>						
<i>Daily Rates :</i>						
In the manufacture of (1) desiccated coconuts, (2) coconut oil, (3) fibre and (4) coir products—						
Kangany .. .. .	1	80	2	15	3	95
Male not under 18 years .. .. .	1	40	2	15	3	55
Female not under 18 years .. .. .	1	15	1	76	2	91
Worker, irrespective of sex under 18 years .. .. .	1	15	1	69	2	84
<i>Piece Rates :</i>						
<b>(a) In the manufacture of desiccated coconuts—</b>						
(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>(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—</b>						
(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
<b>(5) manufacture of mats and matting—</b>						
(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. e.	Special Allowance		Total Rs. e.
	Rs.	e.	

(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 21 .. 3 61

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 31 .. 3 91

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 31 .. 4 11

Head baling press operator ..

2 0 .. 2 31 .. 4 31

B. Female workers (not under 18 years of age) .. 1 15 .. 2 9 .. 3 24

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

Over 14 years but under 15 years ..	0 80 ..	1 63 ..	2 45
Over 15 years but under 16 years ..	0 90 ..	1 70 ..	2 60
Over 16 years but under 17 years ..	1 0 ..	1 75 ..	2 75
Over 17 years but under 18 years ..	1 15 ..	1 85 ..	3 0

Month : August, 1965

Class of Worker

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

Piece Rates :

Hackling (that is dressing for export) partly or wholly by hand and tying Bristle Fibre into hanks of standard " 3 tie Grade ", per hundred weight .. .. .	8 75	—	8 75
Hackling (that is dressing for export) partly or wholly by hand and tying Bristle Fibre into hanks of standard " 2 tie Grade ", per hundred weight .. .. .	8 25	—	8 25
Hackling (that is dressing for export) partly or wholly by hand without tying into hanks in preparation for dyeing, per hundred weight ..	4 12	—	4 12
Hackling (that is dressing for export) partly or wholly by hand and tying into hanks dyed Bristle Fibre, per hundred weight ..	9 25	—	9 25

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

Monthly Rates :

Manual Work—

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

Women Workers—

Female kanganies .. .. .	35 0	30 75	65 75
Female labourers .. .. .	30 0	30 75	60 75

Non-manual Workers—

Special Grade .. .. .	75 0	45 0	120 0
Grade I .. .. .	55 0	33 75	88 75

Price Rates :

Lighters from 20 to 60 tons—

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

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

Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(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.
<b>(13) Engineering Trade</b>						
<i>Daily Rates :</i>						
Unskilled labourers	1	40	2	21	3	61
<b>Semi-skilled workers, Grade I—</b>						
Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fettlers (iron and brass) ; smelters (iron and brass) ; checkers (timber), sawyers ; caulkers (wood) ; boiler attendants ; drivers (engine) ; firemen ; tyre repairers ; tyre vulcanizers	1	65	2	31	3	96
<b>Semi-skilled workers, Grade II—</b>						
Painters ; bowmen ; greasers ; cleaners and washers ; mason, mates and blacksmith mates, employed in repairing, constructing and maintenance of roads, including workers employed in cutting side drains, scarifying the road surface, metal spreading, loading, unloading and piling of metal, tarring roads and concrete mixing by hand	1	45	2	31	3	76
<b>Skilled workers—</b>						
Turners ; machinists (iron and steel working) ; machinists (wood working) ; coppersmiths ; plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; coremakers ; pattern-makers ; carpenters, joiners and cabinet-makers ; boat-builders ; saw sharpeners ; machine-knife sharpeners ; sign writers ; polishers (appliers of French polish) ; masons ; launch 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	31	4	31
Kanganies	1	80	2	31	4	11
Watchers	1	70	2	31	4	1
<b>Trade learners and apprentices—</b>						
First year	0	50	1	17	1	67
Second year	0	66	1	27	1	93
Third year	0	85	1	62	2	47
Fourth year	1	10	1	77	2	87
<b>(14) Ice and Aerated Waters Manufacturing Trade</b>						
<i>Daily Rates :</i>						
<b>Grade I :</b>						
Kanganies, Head Syrup Makers, Water Filtration Plant Operators, Can Makers, Carpenters, Fillers (Automatic), Checkers	2	0	2	31	4	31
<b>Grade II :</b>						
Can Repairers, CO <sub>2</sub> Gas Control Men, Asst. Syrup Makers, Syrupers, Crowners, Clean Bottle Examiners, Carbonator Operators, Production Counters, Filers (Hand), Label-aals (Automatic), Bottle Washer off-loaders, caer other workers engaged in automatic mynhines in the production of mineral crated waters, Ice Harvestors	1	65	2	31	3	96

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
<b>(14) Ice and Aerated Waters Manufacturing Trade (contd.)</b>					
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 21	3 61
<b>(15) Match Manufacturing Trade</b>					
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 94	3 94
(b) Female Workers, 18 years and over	..	..	1 64	1 84	3 48
(c) Young persons, over 14 years, but under 18 years	..	..	1 25	1 48	2 73
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 ; banded rolling 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 94	3 54
(b) Female Workers, 18 years and over	..	..	1 32	1 84	3 16
(c) Young persons over 14 years but under 18 years	..	..	1 0	1 48	2 48
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 84	3 24
(b) Female Workers, 18 years and over	..	..	1 15	1 72	2 87
(c) Young persons, over 14 years but under 16 years	..	..	0 70	1 22	1 92
(d) Young persons, over 16 years but under 18 years	..	..	0 90	1 48	2 38
Grade IV—					
Watcher	..	..	1 70	1 94	3 64

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(16) Motor Transport Trade</b>					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers .. .. .	100	0	66	42	166 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	66	42	156 42
Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses .. .. .	85	0	63	92	148 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	66	42	166 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate .. .. .	70	0	61	42	131 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses .. .. .	67	50	66	42	133 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. .. .. .	60	0	62	12	122 2
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	62	2	112 2
Class I Workers : Omnibus checkers or time-keepers .. .. .	60	0	62	2	122 2
Class J Workers : Omnibus Inspectors and omnibus stand supervisors .. .. .	90	0	62	2	152 2
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items .. .. .	45	0	51	67	96 67
<i>Daily Rates :</i>					
Class A worker .. .. .	4	0	2	82	6 62
" B " .. .. .	4	0	2	82	6 82
" C " .. .. .	3	25	2	82	6 7
" D " .. .. .	4	0	2	82	6 82
" E " .. .. .	2	75	2	57	5 32
" F " .. .. .	2	75	2	82	5 57
" G " .. .. .	2	50	2	82	5 32
" H " .. .. .	2	25	2	82	5 7
" K " .. .. .	1	50	1	94	3 44

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

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

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

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(17) Plumbago Trade</b>					
<i>Daily Rates :</i>					
Worker other than those employed in curing and dressing—					
Underground workers—					
Baseses .. .. .	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					
Trolleyman					
Unskilled labourers					
Underground and surface workers—					
Electricians	2	75	1	36	4 11
Enginemen					
Fitters					
Hoistmen					
Mechanics					
Pumpmen					
Winchmen					
Checkers .. .. .	2	50	1	36	3 89
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 Banksman	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

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

Monthly Rates :

Class A Workers : Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, process camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists ..	110	0	110	42	220	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	88	42	175	92
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	77	42	142	2
Class C, Grade II Workers : Platen Machine Minders ..	60	0	71	80	131	80
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers ..	50	0	66	42	116	42
Class E Workers : Unskilled workers not under 18 years of age ..	42	0	63	73	105	73
Class F Workers : Unskilled workers under 18 years of age ..	20	0	42	22	62	22
Class G Workers : Watchers ..	44	0	66	42	110	42
Class A—1st year learner ..	33	0	46	32	79	32
„ B „ „ ..	26	0	39	72	65	72
„ C Grade I, 1st year learner ..	24	0	41	92	65	92
„ C Grade II „ „ ..	22	0	39	72	61	72
„ D—1st year learner ..	19	0	37	52	56	52
Class A—2nd year learner ..	44	0	55	62	99	62
„ B „ „ ..	36	0	53	42	89	42
„ C Grade I, 2nd year learner ..	29	0	47	80	76	80
„ C Grade II „ „ ..	27	0	45	11	72	11
„ D—2nd year learner ..	23	0	42	42	65	42
Class A—3rd year learner ..	56	0	64	92	120	92

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
<b>(18) Printing Trade—(contd.)</b>					
Class B—3rd year learner ..	49	0	60	52	109 52
„ C Grade I, 3rd year learner ..	36	0	53	92	89 92
„ C Grade II „ „ ..	32	0	50	50	82 50
„ D—3rd year learner ..	28	0	47	32	75 32
Class A—4th year learner ..	71	0	78	62	149 62
„ B „ „ ..	64	0	70	80	134 80
„ C Grade I, 4th year learner ..	44	0	62	73	106 73
„ C Grade II „ „ ..	39	0	58	45	97 45
„ D—4th year learner ..	34	0	54	42	88 42
Class A—5th year learner ..	88	0	92	82	180 82
<b>(19) Rubber Export Trade</b>					
<i>Daily Rates :</i>					
<b>A.—Male workers not under 18 years of age—</b>					
<b>(a) Grade II :</b>					
Workers employed in 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	21	3 61
<b>(b) Intermediate Grade :</b>					
Workers employed in weighing ; grading and sorting ; the work of press operators ..	1	60	2	31	3 91
<b>(c) Grade I :</b>					
Workers employed in loading, unloading and carrying bales ; stacking ..	1	80	2	31	4 11
<b>(d) Watchers ..</b>	1	70	2	31	4 1
<b>B.—Female workers not under 18 years of age—</b>					
<b>(a) Grade II :</b>					
Workers employed in work other than sorting ..	1	15	2	9	3 24
<b>(b) Grade I :</b>					
Workers employed in sorting ..	1	30	2	9	3 39
<b>C.—Workers (irrespective of sex) under 18 years of age</b>					
Over 14 years but under 15 years ..	0	80	1	65	2 45
Over 15 years but under 16 years ..	0	90	1	70	2 60
Over 16 years but under 17 years ..	1	0	1	75	2 75
Over 17 years but under 18 years ..	1	15	1	85	3 0

Month : August, 1965

Class of Worker

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

(20) Rubber Growing and Manufacturing Trade

Daily Rates :

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

(21) Tea Export Trade

Daily Rates :

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

(a) Grade II—

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

1 40 .. 2 21 .. 3 61

(b) Intermediate Grade—

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

1 60 .. 2 31 .. 3 91

(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 31 .. 4 11

(d) Box makers and repairers .. ..

1 60 .. 2 31 .. 3 91

(e) Watchers .. ..

1 70 .. 2 31 .. 4 1

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

1 15 .. 2 9 .. 3 24

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

Over 14 years but under 15 years .. ..

0 80 .. 1 65 .. 2 45

Over 15 years but under 16 years .. ..

0 90 .. 1 70 .. 2 60

Over 16 years but under 17 years .. ..

1 0 .. 1 75 .. 2 75

Over 17 years but under 18 years .. ..

1 15 .. 1 85 .. 3 0

(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 1
Child worker .. ..	0 80 ..	0 89 ..	1 69

Month : August, 1965

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(23) Toddy, Arrack and Vinegar Trade</b>						
<i>Monthly Rates :</i>						
Tope kangany ..	115	0	—	—	115	0
Toddy tavern watcher ..	63	0	—	—	63	0
Arrack tavern watcher ..	63	0	—	—	63	0
Tope watcher ..	50	0	—	—	50	0
Collecting station manager ..	85	0	—	—	85	0
Selling toddy at tavern ..	80	0	—	—	80	0
Selling arrack at tavern ..	75	0	—	—	75	0
Collecting toddy from trees in the toddy section of the trade ..	80	0	—	—	80	0
Collecting toddy from trees in the arrack section of the trade ..	60	0	—	—	60	0
Collecting toddy from trees in the vinegar section of the trade ..	52	50	—	—	52	50
Distilling toddy at distillery ..	100	0	—	—	100	0
<i>Daily Rates :</i>						
Bottling, corking and labelling arrack bottles ..	3	0	—	—	3	0
Unskilled labourers ..	3	0	—	—	3	0
<i>Piece Rates :</i>						
Coupling of coconut palms, for each coupling ..	0	70	—	—	0	70
Changing ropes, for each coupling ..	0	35	—	—	0	35
Cutting and removing ropes, for each coupling ..	0	30	—	—	0	30
Laddering coconut palms, for each tope not exceeding 110 palms ..	35	0	—	—	35	0
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns, for each gallon of toddy delivered by worker—						
Galle District ..	0	54	—	—	0	54
Western Province ..	0	61	—	—	0	61
Chilaw District ..	0	64	—	—	0	64
Nuwara Eliya or Kandy District ..	0	65	—	—	0	65
Matara, Jaffna or Matale District ..	0	72	—	—	0	72
Puttalam, Anuradhapura or Hambantota District ..	0	77	—	—	0	77
Badulla, Ratnapura, Kurunegala or Kegalla District ..	0	80	—	—	0	80
Trincomalee, Batticaloa, Mannar or Mullaitivu District ..	1	5	—	—	1	5
Tapping coconut, kitul or palmyrah palms for supplying toddy to distilleries or for the manufacture of vinegar, for each gallon of toddy delivered by worker ..						
	0	41	—	—	0	41
Tapping spadices for supplying toddy to distilleries or for the manufacture of vinegar—						
(a) for not exceeding 100 coconut, kitul or palmyrah palms ..	62	50	—	—	62	50
(b) for every palm in excess of 100 such palms ..	0	62½	—	—	0	62½
Tapping spadices for supplying toddy to taverns for 25-40 coconut, kitul or palmyrah palms ..						
	60	0	—	—	60	0

## APPENDIX II

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

No. of Days	Class A	Class B	Class C	No. of Days
<i>Normal working days</i>	<i>Rs. s.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working Day</i>
1	2 60	2 21	1 62½	1
1	5 20	4 42	3 25	1
2	10 40	8 85	6 51	2
3	15 59	13 27	9 76	3
4	20 79	17 69	13 01	4
5	25 99	22 12	16 27	5
6	31 10	26 54	19 52	6
7	36 39	30 96	22 77	7
8	41 58	35 38	26 02	8
9	46 78	39 81	29 28	9
10	51 98	44 23	32 53	10
11	57 18	48 65	35 78	11
12	62 38	53 08	39 04	12
13	67 58	57 50	42 29	13
14	72 77	61 92	45 54	14
15	77 97	66 35	48 80	15
16	83 17	70 77	52 05	16
17	88 38	75 19	55 30	17
18	93 57	79 62	58 56	18
19	98 76	84 04	61 81	19
20	103 96	88 46	65 06	20
21	109 16	92 88	68 31	21
22	114 36	97 31	71 57	22
23	119 56	101 73	74 82	23
24	124 75	106 15	78 07	24
25	129 95	110 58	81 33	25
26	135 15	115 00	84 58	26
<b>Extra Payment for work done on Weekly Holidays</b>				
1	5 41	4 60	3 38	1
2	10 82	9 20	6 76	2
3	16 23	13 80	10 14	3
4	21 64	18 40	13 52	4
5	27 05	23 00	16 90	5

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

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

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

**APPENDIX III**

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

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1	1 80½	1 65½	1 55½	1 98	2 05½	2 15½	1
2	3 61	3 31	3 11	3 96	4 11	4 31	2
3	7 22	6 62	6 22	7 92	8 22	8 62	3
4	10 83	9 93	9 33	11 88	12 33	12 93	4
5	14 44	13 24	12 44	15 84	16 44	17 24	5
6	18 05	16 55	15 55	19 80	20 55	21 55	6
7	21 66	19 86	18 66	23 76	24 66	25 86	7
8	25 27	23 17	21 77	27 72	28 77	30 17	8
9	28 88	26 48	24 88	31 68	32 88	34 48	9
10	32 49	29 79	27 99	35 64	36 99	38 79	10
11	36 10	33 10	31 10	39 60	41 10	43 10	11
12	39 71	36 41	34 21	43 56	45 21	47 41	12
13	43 32	39 72	37 32	47 52	49 32	51 72	13
14	46 93	43 03	40 43	51 48	53 43	56 03	14
15	50 54	46 34	43 54	55 44	57 54	60 34	15
16	54 15	49 65	46 65	59 40	61 65	64 65	16
17	57 76	52 96	49 76	63 36	65 76	68 96	17
18	61 37	56 27	52 87	67 32	69 87	73 27	18
19	64 98	59 58	55 98	71 28	73 98	77 58	19
20	68 59	62 89	59 09	75 24	78 09	81 89	20
21	72 20	66 20	62 20	79 20	82 20	86 20	21
22	75 81	69 51	65 31	83 16	86 31	90 51	22
23	79 42	72 82	68 42	87 12	90 42	94 82	23
24	83 03	76 13	71 53	91 08	94 53	99 13	24
25	86 64	79 44	74 64	95 04	98 64	103 44	25
26	90 25	82 75	77 75	99 00	102 75	107 75	26
26	93 86	86 06	80 86	102 96	106 86	112 06	26
<b>Sunday work</b>							<b>Sunday work</b>
1	5 42	4 97	4 67	5 94	6 17	6 47	1
2	10 84	9 94	9 34	11 88	12 34	12 94	2
3	16 26	14 91	14 01	17 82	18 51	19 41	3
4	21 68	19 88	19 38	23 76	24 68	25 88	4
5	27 10	24 85	23 35	29 70	30 85	32 35	5

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

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

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

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

## APPENDIX IV

**\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 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.	
1	1 74	1 90½	2 16	2 36½	1 95½	2 10	3 21½	1
2	3 48	3 81	4 32	4 73	3 91	4 20	6 43	2
3	6 95	7 63	8 65	9 46	7 81	8 41	12 85	3
4	10 43	11 44	12 97	14 20	11 72	12 61	19 28	4
5	13 90	15 25	17 30	18 93	15 63	16 81	25 70	5
6	17 38	19 06	21 62	23 66	19 54	21 02	32 13	6
7	20 85	22 88	25 95	28 39	23 44	25 22	38 56	7
8	24 33	26 69	30 27	33 12	27 35	29 43	44 98	8
9	27 80	30 50	34 60	37 85	31 26	33 63	51 41	9
10	31 28	34 31	38 92	42 59	35 17	37 83	57 83	10
11	34 76	38 13	43 24	47 32	39 07	42 04	64 26	11
12	38 23	41 94	47 57	52 05	42 98	46 24	70 69	12
13	41 71	45 75	51 89	56 78	46 89	50 44	77 11	13
14	45 18	49 56	56 22	61 51	50 80	54 65	83 54	14
15	48 66	53 38	60 54	66 25	54 70	58 85	89 96	15
16	52 13	57 19	64 87	70 98	58 61	63 06	96 39	16
17	55 61	61 00	69 19	75 71	62 52	67 26	102 81	17
18	59 08	64 81	73 52	80 44	66 43	71 46	109 24	18
19	62 56	68 63	77 84	85 17	70 33	75 67	115 67	19
20	66 04	72 44	82 16	89 91	74 24	79 87	122 09	20
21	69 51	76 25	86 49	94 64	78 15	84 07	128 52	21
22	72 99	80 06	90 81	99 37	82 06	88 28	134 94	22
23	76 46	83 88	95 14	104 11	85 96	92 48	141 37	23
24	79 94	87 69	99 46	108 83	89 87	96 69	147 80	24
25	83 41	91 50	103 79	113 56	93 78	100 89	154 22	25
26	86 89	95 31	108 11	118 30	97 69	105 09	160 65	26
27	90 36	99 13	112 44	123 03	101 59	109 30	167 07	27
28	93 84	102 94	116 76	127 76	105 50	113 50	173 50	28
29	99 47	109 12	123 77	135 43	111 83	120 31	183 91	29
30	105 10	115 30	130 78	143 10	118 16	127 12	194 32	30
31	110 73	121 48	137 79	150 77	124 49	133 93	204 73	31
31	116 36	127 66	144 80	158 44	130 82	140 74	215 14	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 August, 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 74	1 85	2 01½	2 27½	1 86	2 01	3 21½	½
1	3 48	3 70	4 03	4 55	3 72	4 02	6 43	1
2	6 95	7 40	8 06	9 09	7 44	8 04	12 85	2
3	10 43	11 10	12 08	13 64	11 17	12 06	19 28	3
4	13 90	14 81	16 11	18 19	14 89	16 07	25 70	4
5	17 38	18 51	20 14	22 73	18 61	20 09	32 13	5
6	20 85	22 21	24 17	27 28	22 33	24 11	38 56	6
7	24 33	25 91	28 20	31 83	26 06	28 13	44 98	7
8	27 80	29 61	32 23	36 37	29 78	32 15	51 41	8
9	31 28	33 31	36 25	40 92	33 50	36 17	57 83	9
10	34 76	37 01	40 28	45 47	37 22	40 19	64 26	10
11	38 23	40 72	44 31	50 01	40 94	44 20	70 69	11
12	41 71	44 42	48 34	54 56	44 67	48 22	77 11	12
13	45 18	48 12	52 37	59 11	48 39	52 24	83 54	13
14	48 66	51 82	56 39	63 65	52 11	56 26	89 96	14
15	52 13	55 52	60 42	68 20	55 83	60 28	96 39	15
16	55 61	59 22	64 45	72 75	59 56	64 30	102 81	16
17	59 08	62 93	68 48	77 29	63 28	68 31	109 24	17
18	62 56	66 93	72 51	81 84	67 00	72 33	115 67	18
19	66 04	70 33	76 53	86 39	70 72	76 35	122 09	19
20	69 51	74 03	80 56	90 93	74 44	80 37	128 52	20
21	72 99	77 73	84 59	95 48	78 17	84 39	134 94	21
22	76 46	81 43	88 62	100 03	81 89	88 41	141 37	22
23	79 94	85 13	92 65	104 57	85 61	92 43	147 80	23
24	83 41	88 84	96 68	109 12	89 33	96 44	154 22	24
25	86 89	92 54	100 70	113 67	93 06	100 46	160 65	25
26	90 36	96 24	104 73	118 21	96 78	104 48	167 07	26
27	93 84	99 94	108 76	122 76	100 50	108 50	173 50	27
28	99 47	105 94	115 29	130 13	106 53	115 01	183 91	28
29	105 10	111 94	121 82	137 50	112 56	121 52	194 32	29
30	110 73	117 94	138 35	144 87	118 59	128 03	204 73	30
31	116 36	123 94	134 88	152 24	124 62	134 54	215 14	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 Board's decisions.

## APPENDIX V

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

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on 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 August 1965, to workers in the Coconut Growing and Manufacturing Trades

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

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

Note 2.—“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 August, 1965, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kee-ganics	Watch-ers	Trade Learners and Apprentices				No. of Days	
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year		
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	1 80½	1 98	1 88	2 15½	2 05½	2 00½	0 83½	0 96½	1 23½	1 43½	½	
1	3 61	3 96	3 76	4 31	4 11	4 01	1 67	1 93	2 47	2 87	1	
2	7 22	7 92	7 52	8 62	8 22	8 02	3 84	3 86	4 94	5 74	2	
3	10 83	11 88	11 28	12 93	12 33	12 03	5 01	5 79	7 41	8 61	3	
4	14 44	15 84	15 04	17 24	16 44	16 04	6 68	7 72	9 88	11 48	4	
5	18 05	19 80	18 80	21 55	20 55	20 05	8 35	9 65	12 35	14 35	5	
6	21 66	23 76	22 56	25 86	24 66	24 06	10 02	11 58	14 82	17 22	6	
7	25 27	27 72	26 32	30 17	28 77	28 07	11 69	13 51	17 29	20 09	7	
8	28 88	31 68	30 08	34 48	32 88	32 08	13 36	15 44	19 76	22 96	8	
9	32 49	35 64	33 84	38 79	36 99	36 09	15 03	17 37	22 23	25 83	9	
10	36 10	39 60	37 60	43 10	41 10	40 10	16 70	19 30	24 70	28 70	10	
11	39 71	43 56	41 36	47 41	45 21	44 11	18 37	21 23	27 17	31 57	11	
12	43 32	47 52	45 12	51 72	49 32	48 12	20 04	23 16	29 64	34 44	12	
13	46 93	51 48	48 88	56 03	53 43	52 13	21 71	25 09	32 11	37 31	13	
14	50 54	55 44	52 64	60 34	57 54	56 14	23 38	27 02	34 58	40 18	14	
15	54 15	59 40	56 40	64 65	61 65	60 15	25 05	28 95	37 05	43 05	15	
16	57 76	63 36	60 16	68 96	65 76	64 16	26 72	30 88	39 52	45 92	16	
17	61 37	67 32	63 92	73 27	69 87	68 17	28 39	32 81	41 99	48 79	17	
18	64 68	71 23	67 68	77 58	73 98	72 18	30 06	34 74	44 46	51 66	18	
19	68 59	75 24	71 44	81 89	78 09	76 19	31 73	36 67	46 93	54 53	19	
20	72 20	79 20	75 20	86 20	82 20	80 20	33 40	38 60	49 40	57 40	20	
21	75 81	83 16	78 96	90 51	86 31	84 21	35 07	40 53	51 87	60 27	21	
22	79 42	87 12	82 72	94 82	90 42	88 22	36 74	42 46	54 34	63 14	22	
23	83 03	91 08	86 48	99 13	94 53	92 23	38 41	44 39	56 81	66 01	23	
24	86 64	95 04	90 24	103 44	98 64	96 24	40 08	46 32	59 28	68 88	24	
25	90 25	99 00	94 00	107 75	102 75	100 25	41 75	48 25	61 75	71 75	25	
26	93 86	102 96	97 76	112 06	106 86	104 26	43 42	50 18	64 22	74 62	26	
<i>Sunday work</i>												<i>Sunday work</i>
1	5 42	5 94	5 64	6 47	6 17	6 02	2 51	2 90	3 71	4 31	1	
2	10 84	11 88	11 28	12 94	12 34	12 04	5 02	5 80	7 42	8 62	2	
3	16 26	17 82	16 92	19 41	18 51	18 06	7 53	8 70	11 13	12 93	3	
4	21 68	23 76	22 56	25 88	24 68	24 08	10 04	11 60	14 84	17 24	4	
5	27 10	29 70	28 20	32 35	30 85	30 10	12 55	14 50	18 55	21 55	5	

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well the wages payable will have to be computed by reckoning separately the 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 August, 1965, to workers in the Match Manufacturing Trade**

No. of Days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons	Adults		Young Persons	Adults		Young Persons		Watchers	
	Male	Female		Male	Female		Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years		
			Rs. e.			Rs. e.					Rs. e.	
<i>Normal Working days</i>												<i>Normal Working days</i>
1/2	1 97	1 74	1 36 1/2	1 77	1 58	1 24	1 62	1 43 1/2	0 96	1 19	1 82	1/2
1	3 94	3 48	2 73	3 54	3 16	2 48	3 24	2 87	1 92	2 38	3 64	1
2	7 88	6 96	5 46	7 08	6 32	4 96	6 48	5 74	3 84	4 76	7 28	2
3	11 82	10 44	8 19	10 62	9 48	7 44	9 72	8 61	5 76	7 14	10 92	3
4	15 76	13 92	10 92	14 16	12 64	9 92	12 96	11 48	7 68	9 52	14 56	4
5	19 70	17 40	13 25	17 70	15 80	12 40	16 20	14 35	9 60	11 90	18 20	5
6	23 64	20 88	16 38	21 24	18 96	14 88	19 44	17 22	11 52	14 28	21 84	6
7	27 58	24 36	19 11	24 78	22 12	17 36	22 68	20 09	13 44	16 66	25 48	7
8	31 52	27 84	21 84	28 32	25 28	19 84	25 92	22 96	15 36	19 04	29 12	8
9	35 46	31 32	24 57	31 86	28 44	22 32	29 16	25 83	17 28	21 42	32 76	9
10	39 40	34 80	27 30	35 40	31 60	24 80	32 40	28 70	19 20	23 80	36 40	10
11	43 34	38 28	30 03	38 94	34 76	27 28	35 64	31 67	21 12	26 18	40 04	11
12	47 28	41 76	32 76	42 48	37 92	29 76	38 88	34 44	23 02	28 56	43 68	12
13	51 22	45 24	35 49	46 02	41 08	32 24	42 12	37 31	24 96	30 64	47 32	13
14	55 16	48 72	38 22	49 56	44 24	34 72	45 36	40 18	26 88	33 32	50 96	14
15	59 10	52 20	40 95	53 10	47 40	37 20	48 60	43 05	28 80	35 70	54 60	15
16	63 04	55 88	43 68	56 64	50 56	39 68	51 84	45 92	30 72	38 08	58 24	16
17	66 98	59 16	46 41	60 18	53 72	42 16	55 08	48 79	32 64	40 46	61 88	17
18	70 92	62 64	49 14	63 72	56 88	44 64	58 32	51 66	34 56	42 84	65 52	18
19	74 86	66 12	51 87	67 26	60 04	47 12	61 56	54 53	36 48	45 22	69 16	19
20	78 80	69 60	54 60	70 80	63 20	49 60	64 80	57 40	38 40	47 60	72 80	20
21	82 74	73 08	57 33	74 34	66 36	52 08	68 04	60 27	40 32	49 98	76 44	21
22	86 68	76 56	60 06	77 88	69 52	54 56	71 28	63 14	42 24	52 36	80 08	22
23	90 62	80 04	62 79	81 42	72 68	57 04	74 52	66 01	44 16	54 74	83 72	23
24	94 56	83 52	65 52	84 96	75 84	59 52	77 76	68 88	46 08	57 12	87 36	24
25	98 50	87 00	68 25	88 50	79 00	62 00	81 06	71 75	48 00	59 50	91 00	25
26	102 44	80 48	70 98	92 04	82 16	64 48	84 24	74 62	49 92	61 88	94 64	26
<i>Sunday Work</i>												<i>Sunday Work</i>
1	5 91	5 22	4 10	5 31	4 74	3 72	4 86	4 31	2 88	3 57	5 46	1
2	11 82	10 44	8 20	10 62	9 48	7 44	9 72	8 62	5 72	7 14	10 92	2
3	17 73	15 66	12 30	15 93	14 22	11 16	14 58	12 93	8 64	10 71	16 38	3
4	23 64	20 88	16 40	21 24	18 96	14 88	19 44	17 24	11 52	14 28	21 84	4
5	29 55	26 10	20 50	26 55	23 70	18 60	24 30	21 55	14 40	17 85	27 30	5

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

## APPENDIX IX

**Ready Reckoner showing the Minimum Wages payable for the  
number of days worked during August, 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 08	2 89½	2 76	2 43½	2 48	2 26	2 07½	2 81½	1 70	½
1	6 16	5 79	5 52	4 87	4 96	4 52	4 15	5 63	3 58	1
2	12 33	11 59	11 03	9 73	9 92	9 04	8 30	11 26	7 16	2
3	18 49	17 38	16 55	14 60	14 88	13 56	12 45	16 89	10 74	3
4	24 65	23 17	22 06	19 47	19 84	18 06	16 60	22 52	14 32	4
5	30 82	28 97	27 58	24 34	24 80	22 60	20 74	28 15	17 90	5
6	36 98	34 76	33 09	29 20	29 76	27 12	24 89	33 78	21 48	6
7	43 15	40 55	38 61	34 07	34 72	31 63	29 04	39 41	25 06	7
8	49 31	46 35	44 12	38 94	39 68	36 15	33 19	45 04	28 64	8
9	55 47	52 14	49 64	43 81	44 64	40 67	37 34	50 67	32 22	9
10	61 64	57 93	55 16	48 67	49 60	45 19	41 49	56 30	35 80	10
11	67 80	63 73	60 67	53 54	54 56	49 71	45 64	61 93	39 33	11
12	73 96	69 52	66 19	58 41	59 52	54 23	49 79	67 56	42 96	12
13	80 13	75 31	71 70	63 28	64 48	58 75	53 94	73 19	46 54	13
14	86 29	81 11	77 22	68 14	69 44	63 27	58 08	78 83	50 13	14
15	92 46	86 90	82 73	73 01	74 40	67 70	62 23	84 46	53 71	15
16	98 62	92 69	88 25	77 88	79 36	72 71	66 38	90 19	57 29	16
17	104 78	98 49	93 76	82 75	84 32	76 83	70 53	95 72	60 87	17
18	110 95	104 28	99 28	87 61	89 28	81 35	74 68	101 35	64 45	18
19	117 11	110 07	104 80	92 48	94 24	85 87	78 83	106 98	68 03	19
20	123 27	115 87	110 31	97 35	99 20	80 39	82 98	112 61	71 61	20
21	129 44	121 66	115 83	102 22	104 16	94 90	87 13	118 24	75 19	21
22	135 60	127 45	121 34	107 08	109 12	99 42	91 28	123 87	78 77	22
23	141 77	133 25	126 86	111 95	114 08	103 94	95 42	129 50	82 35	23
24	147 93	139 04	132 37	116 82	119 04	108 46	99 57	135 13	85 93	24
25	154 09	144 83	137 89	121 69	124 00	112 98	103 72	140 76	89 51	25
26	160 26	150 63	143 40	126 55	128 96	117 50	107 87	146 39	93 09	26
27	166 42	156 42	148 92	131 42	133 92	122 02	112 02	152 02	96 67	27
28	176 41	165 31	157 86	139 31	141 96	129 34	118 74	161 14	102 47	28
29	186 40	175 20	166 80	147 20	150 00	136 66	125 46	170 26	108 27	29
30	196 39	184 59	175 74	155 09	158 04	143 98	132 18	179 38	114 07	30
31	206 38	193 98	184 68	162 98	166 08	151 30	138 90	188 50	119 87	31

## APPENDIX X

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

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.		Rs. c.				
½	3 41	3 03½	2 66	2 78½	2 53½	1 72	½
1	6 82	6 07	5 32	5 57	5 07	3 44	1
2	13 64	12 14	10 64	11 14	10 14	6 88	2
3	20 46	18 21	15 96	16 71	15 21	10 32	3
4	27 28	24 28	21 23	22 28	20 28	13 76	4
5	34 10	30 35	26 60	27 85	25 35	17 20	5
6	40 92	36 42	31 92	33 42	30 42	20 64	6
7	47 74	42 49	37 24	38 99	35 49	24 08	7
8	54 56	48 56	42 56	44 56	40 56	27 52	8
9	61 38	54 63	47 88	50 13	45 63	30 96	9
10	68 20	60 70	53 20	55 70	50 70	34 40	10
11	75 02	66 77	58 52	61 27	55 77	37 81	11
12	81 84	72 84	63 84	66 84	60 84	41 28	12
13	88 66	78 91	69 16	72 41	65 91	44 72	13
14	95 48	84 98	74 48	77 98	70 98	48 16	14
15	102 30	91 05	79 80	83 55	75 05	51 60	15
16	109 12	97 12	85 12	89 12	81 12	56 04	16
17	115 94	103 19	90 44	94 69	86 19	58 48	17
18	122 76	109 26	95 76	100 26	91 26	61 93	18
19	129 58	115 33	101 08	105 83	96 33	65 36	19
20	136 40	121 40	106 40	111 40	101 40	68 80	20
21	143 22	127 47	111 72	116 97	106 47	72 24	21
22	150 04	133 54	117 04	122 54	111 54	75 68	22
23	156 86	139 61	122 36	128 11	116 61	79 12	23
24	163 68	145 68	127 68	133 68	121 68	82 56	24
25	170 50	151 75	133 00	139 25	126 75	86 00	25
26	177 32	157 82	138 32	144 82	131 82	89 44	26
27	184 14	163 80	143 64	150 39	136 89	92 88	27
28	190 96	169 96	148 96	155 96	141 96	96 82	28
29	197 78	176 03	151 28	161 53	147 03	99 76	29
30	204 60	182 10	159 60	167 10	152 10	103 20	30
31	211 42	188 17	164 92	172 67	157 62	106 64	31

## APPENDIX XI

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

No. of Days	<i>Workers other than Apprentices</i>								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	4 24	3 38½	2 74	2 53½	2 24	2 03½	1 19½	2 12½	1
1	8 48	6 77	5 48	5 07	4 48	4 07	2 39	4 25	1
2	16 96	13 53	10 96	10 14	8 96	8 13	4 79	8 49	2
3	25 43	20 30	16 43	15 21	13 43	12 20	7 18	12 74	3
4	33 91	27 06	21 91	20 28	17 91	16 27	9 57	16 89	4
5	42 39	33 83	27 39	25 35	22 39	20 33	11 97	21 23	5
6	50 87	40 60	32 87	30 42	26 87	24 40	14 36	25 48	6
7	59 34	47 36	38 34	35 48	31 34	28 47	16 75	29 73	7
8	67 82	54 13	43 82	40 55	35 82	32 53	19 14	33 98	8
9	76 30	60 90	49 30	45 62	40 30	36 60	21 54	38 22	9
10	84 78	67 66	54 78	50 69	44 78	40 67	23 93	42 47	10
11	93 25	74 43	60 25	55 76	49 25	44 73	26 32	46 72	11
12	101 73	81 19	65 73	60 83	53 73	48 80	28 72	50 96	12
13	110 21	87 96	71 21	65 90	58 21	52 87	31 11	55 21	13
14	118 69	94 73	76 69	70 97	62 69	56 93	33 50	59 46	14
15	127 17	101 49	82 17	76 04	67 17	61 00	35 90	63 70	15
16	135 64	108 26	87 64	81 11	71 64	65 06	38 29	67 95	16
17	144 12	115 02	93 12	86 18	76 12	69 13	40 68	72 20	17
18	152 60	121 79	98 60	91 25	80 60	73 20	43 08	76 44	18
19	161 08	128 52	104 08	96 32	85 08	77 26	45 47	80 69	19
20	169 55	135 32	109 55	101 38	89 55	81 33	47 86	84 94	20
21	178 03	142 09	115 03	106 45	94 03	85 40	50 25	89 19	21
22	186 51	148 86	120 51	111 52	98 51	89 46	52 65	93 43	22
23	194 99	155 62	125 99	116 59	102 99	93 53	55 04	97 68	23
24	203 46	162 39	131 46	121 66	107 46	97 60	57 43	101 93	24
25	211 94	169 15	136 94	126 73	111 94	101 66	59 83	106 17	25
26	220 42	175 92	142 42	131 80	116 42	105 73	62 22	110 42	26
27	238 05	159 99	153 41	142 34	125 73	114 19	67 20	119 25	27
28	255 68	204 06	165 20	152 88	135 04	122 65	72 18	128 08	28
29	273 31	218 13	176 59	163 42	144 35	131 11	77 16	136 91	29
30	290 94	232 20	187 98	173 96	153 66	139 57	82 14	145 74	30
31	308 57	246 27	199 37	184 50	162 97	148 03	87 12	154 57	31
<b>Extra Payment for work done on Sundays</b>									
1	7 35	5 86	4 75	4 39	3 83	3 52	2 07	3 68	1
2	14 70	11 72	9 50	8 78	7 76	7 04	4 14	7 36	2
3	22 05	17 58	14 25	13 17	11 64	10 56	6 21	11 04	3
4	29 40	23 44	19 00	17 56	15 25	14 08	8 28	14 72	4
5	36 75	29 30	23 75	21 95	19 40	17 60	10 35	18 40	5

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

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

3. The information shown for the number of days in excess of 26 is applicable to workers engaged in the production and distribution of a daily newspaper. The information shown as extra 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 August, 1965, to workers in the Printing Trade

*Apprentices*

No. of Days	Class A					Class B				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	5th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.									
1	1 52½	1 91½	2 32	2 87½	3 47	1 26½	1 72	2 10½	2 59	1
2	3 05	3 83	4 65	5 75	6 95	2 53	3 44	4 21	5 18	2
3	6 10	7 66	9 30	11 51	13 91	5 06	6 88	8 42	10 37	3
4	9 15	11 49	13 65	17 26	20 86	7 58	10 32	12 64	15 55	4
5	12 20	15 33	18 60	23 02	27 82	10 11	13 76	16 85	20 74	5
6	15 25	19 16	23 25	28 77	34 77	12 64	17 20	21 06	25 92	6
7	18 30	22 99	27 90	34 53	41 73	15 17	20 64	25 27	31 11	7
8	21 36	26 82	32 56	40 28	48 68	17 69	24 07	29 49	36 29	8
9	24 41	30 65	37 21	46 04	55 64	20 22	27 51	33 70	41 48	9
10	27 46	34 48	41 86	51 75	62 59	22 75	30 95	37 91	46 66	10
11	30 51	38 32	46 51	57 55	69 55	25 28	34 39	42 12	51 85	11
12	33 56	42 15	51 16	63 30	76 50	27 80	37 83	46 34	57 03	12
13	36 1	45 98	55 81	69 06	83 46	30 33	41 27	50 55	62 22	13
14	39 66	49 81	60 46	74 81	90 41	32 86	44 71	54 76	67 40	14
15	42 71	53 64	65 11	80 56	97 36	35 39	48 15	58 97	72 58	15
16	45 76	57 47	69 76	86 32	104 32	37 92	51 59	63 18	77 77	16
17	48 81	61 30	74 41	92 07	111 27	40 44	55 03	67 40	82 95	17
18	51 86	65 14	79 06	97 83	118 23	42 97	58 47	71 61	88 14	18
19	54 91	68 97	83 71	103 58	125 18	45 50	61 91	75 82	93 32	19
20	57 96	72 80	88 36	109 34	132 14	48 03	65 35	80 03	98 51	20
21	61 02	76 63	93 02	115 09	139 09	50 55	68 78	84 25	103 69	21
22	64 07	80 46	97 67	120 85	146 05	53 08	72 22	88 46	108 88	22
23	67 12	84 29	102 32	126 60	153 00	55 61	75 66	92 67	114 06	23
24	70 17	88 13	106 97	132 36	159 96	58 14	79 10	96 88	119 25	24
25	73 22	91 96	111 62	138 11	166 91	60 66	82 54	101 10	124 43	25
26	76 27	95 79	116 27	143 87	173 87	63 19	85 98	105 31	129 62	26
27	79 32	99 62	120 92	149 62	180 82	65 72	89 42	109 52	134 80	27
28	85 67	107 59	139 59	165 59	195 29	70 98	96 57	118 28	145 58	28
29	92 02	115 56	140 26	172 56	209 76	76 24	103 72	127 04	156 36	29
30	98 37	123 53	149 93	185 53	224 23	81 50	110 87	135 80	167 14	30
31	104 72	131 50	159 60	197 50	238 70	86 76	118 02	144 56	177 92	31
31	111 07	139 47	169 27	209 47	253 17	92 02	125 17	153 32	188 70	31
<b>Extra Payment for work done on Sundays</b>										
1	2 64	3 32	4 03	4 99	6 03	2 19	2 98	3 65	4 49	1
2	5 28	6 64	8 06	9 98	12 06	4 38	5 96	7 30	8 98	2
3	7 92	9 96	12 09	14 97	18 09	6 57	8 94	10 95	13 47	3
4	10 56	13 28	16 12	19 93	24 12	8 76	11 92	14 60	17 96	4
5	13 20	16 60	20 15	24 95	30 15	10 95	14 90	18 25	22 45	5

(For footnotes see page 487)

APPENDIX XI—(contd.)

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

*Apprentices*

No. of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 27	1 47	1 73	2 05½	1 18½	1 38½	1 58½	1 87½	1
2	2 54	2 95	3 46	4 11	2 37	2 77	3 17	3 75	2
3	5 07	5 91	6 92	8 21	4 75	5 55	6 35	7 50	3
4	7 61	8 86	10 38	12 32	7 12	8 32	9 52	11 24	4
5	10 14	11 82	13 83	16 42	9 50	11 09	12 69	14 99	5
6	12 68	14 77	17 29	20 53	11 87	13 87	15 87	18 74	6
7	15 21	17 72	20 75	24 63	14 24	16 64	19 04	22 49	7
8	17 75	20 68	24 21	28 74	16 62	19 41	22 21	26 24	8
9	20 28	23 63	27 67	32 84	18 99	22 19	25 38	29 98	9
10	22 82	26 53	31 13	36 95	21 36	24 96	28 56	33 73	10
11	25 35	29 54	34 58	41 05	23 74	27 73	31 73	37 48	11
12	27 89	32 49	38 04	45 16	26 11	30 51	34 90	41 23	12
13	30 42	35 45	41 50	49 26	28 49	33 23	38 08	44 98	13
14	32 96	38 40	44 96	53 37	30 86	36 06	41 25	48 73	14
15	35 50	41 35	48 42	57 47	33 23	38 83	44 42	52 47	15
16	38 03	44 31	51 88	61 58	35 61	41 60	47 60	56 22	16
17	40 57	47 26	55 34	65 68	37 98	44 38	50 77	59 97	17
18	43 10	50 22	58 79	69 79	40 36	47 15	53 94	63 72	18
19	45 64	53 17	62 25	73 89	42 73	49 92	57 12	67 47	19
20	48 17	56 12	65 71	78 00	45 10	52 70	60 29	71 21	20
21	50 71	59 03	69 17	82 10	47 48	55 47	63 46	74 96	21
22	53 24	62 03	72 63	86 21	49 85	58 24	66 63	78 71	22
23	55 78	64 98	76 09	90 31	52 22	61 02	69 81	82 46	23
24	58 31	67 94	79 54	94 42	54 60	63 79	72 98	86 21	24
25	60 85	70 89	83 00	98 52	56 97	66 56	76 15	89 95	25
26	63 38	73 85	86 46	102 63	59 35	69 34	79 33	93 70	26
27	65 92	76 80	89 92	106 73	61 72	72 11	82 50	97 45	27
28	71 19	82 94	97 11	115 27	66 66	77 88	89 10	105 25	28
29	76 46	89 08	104 30	123 81	71 60	83 65	95 70	113 05	29
30	81 73	95 22	111 49	132 35	76 54	89 42	102 30	120 85	30
31	87 00	101 36	118 68	140 89	81 48	95 19	103 90	128 65	31
31	92 27	107 50	125 87	149 43	86 42	100 96	115 50	136 45	31
<b>Extra Payment for work done on Sunday</b>									
1	2 20	2 56	3 00	3 56	2 06	2 40	2 75	3 25	1
2	4 40	5 12	6 00	7 12	4 12	4 80	5 50	6 50	2
3	6 60	7 68	9 00	10 68	6 18	7 20	8 25	9 75	3
4	8 80	10 24	12 00	14 24	8 24	9 60	11 00	13 00	4
5	11 00	12 80	15 00	17 80	10 30	12 00	13 75	16 25	5

(For footnotes see page 487)

APPENDIX XI—(contd.)

\* Ready Reckoner showing the minimum wages payable for the number of days worked during August, 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.	
1	1 08½	1 26	1 45	1 70	1
2	2 17	2 52	2 90	3 40	2
3	4 35	5 03	5 79	6 80	3
4	6 52	7 55	8 69	10 20	4
5	8 70	10 06	11 59	13 60	5
6	10 87	12 58	14 48	17 00	6
7	13 04	15 10	17 38	20 40	7
8	15 22	17 61	20 28	23 81	8
9	17 39	20 13	23 18	27 21	9
10	19 56	22 65	26 07	30 61	10
11	21 74	25 16	28 97	34 01	11
12	23 91	27 68	31 87	37 41	12
13	26 09	30 19	34 76	40 81	13
14	28 26	32 71	37 66	44 21	14
15	30 43	35 23	40 56	47 61	15
16	32 61	37 74	43 45	51 01	16
17	34 78	40 26	46 35	54 41	17
18	36 96	42 77	49 25	57 81	18
19	39 13	45 29	52 14	61 21	19
20	41 30	47 81	55 04	64 61	20
21	43 48	50 32	57 94	68 02	21
22	45 65	52 84	60 84	71 42	22
23	47 82	55 36	63 73	74 82	23
24	50 00	57 87	66 63	78 22	24
25	52 17	60 39	69 53	81 62	25
26	54 35	62 90	72 42	85 02	26
27	56 52	65 42	75 32	88 42	27
28	61 04	70 65	81 35	95 49	28
29	65 56	75 88	87 38	102 56	29
30	70 08	81 11	93 41	109 63	30
31	74 60	86 34	99 44	116 70	31
31	79 12	91 57	105 47	123 77	31
Extra Payment for work done on Sunday					
1	1 88	2 18	2 51	2 95	1
2	3 76	4 36	5 02	5 90	2
3	5 64	6 54	7 53	8 85	3
4	7 52	8 72	10 04	11 80	4
5	9 40	10 90	12 55	14 75	5

(For footnotes see page 487)

## APPENDIX XII

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

No. of Days	Males Worker not under 18 years of age				Female worker not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of days	
	Grade II	Inter- mediate Grade	Grade I	Watch- ers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years		
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working Days
1	1 80½	1 95½	2 05½	2 00½	1 62	1 69½	1 22½	1 30	1 37½	1 50		1
2	3 61	3 91	4 11	4 01	3 24	3 39	2 45	2 60	2 75	3 00		2
3	7 22	7 82	8 22	8 02	6 48	6 78	4 90	5 20	5 50	6 00		3
4	10 83	11 73	12 33	12 03	9 72	10 17	7 35	7 80	8 25	9 00		4
5	14 44	15 64	16 44	16 04	12 96	13 56	9 80	10 40	11 00	12 00		5
6	18 05	19 55	20 55	20 05	16 20	16 95	12 25	13 00	13 75	15 00		6
7	21 66	23 46	24 66	24 06	19 44	20 34	14 70	15 60	16 50	18 00		7
8	25 27	27 37	28 77	28 07	22 68	23 73	17 15	18 20	19 25	21 00		8
9	28 88	31 28	32 88	32 08	25 92	27 12	19 60	20 80	22 00	24 00		9
10	32 49	35 19	36 99	36 09	29 16	30 51	22 05	23 40	24 75	27 00		10
11	36 10	39 10	41 10	40 10	32 40	33 90	24 50	26 00	27 50	30 00		11
12	39 71	43 01	45 21	44 11	35 64	37 29	26 95	28 60	30 25	33 00		12
13	43 32	46 92	49 32	48 12	38 88	40 68	29 40	31 20	33 00	36 00		13
14	46 93	50 83	53 43	52 13	42 12	44 07	31 85	33 80	35 75	39 00		14
15	50 54	54 74	57 54	56 14	45 36	47 46	34 30	36 40	38 50	42 00		15
16	54 15	58 65	61 65	60 15	48 60	50 85	36 75	39 00	41 25	45 00		16
17	57 76	62 56	65 76	64 16	51 84	54 24	39 20	41 60	44 00	48 00		17
18	61 37	66 47	69 87	68 17	55 08	57 63	41 65	44 20	46 75	51 00		18
19	64 98	70 38	73 98	72 18	58 32	61 02	44 10	46 80	49 50	54 00		19
20	68 59	74 29	78 09	76 19	61 56	64 41	46 55	49 40	52 25	57 00		20
21	72 20	78 20	82 20	80 20	64 80	67 80	49 00	52 00	55 00	60 00		21
22	75 81	82 11	86 31	84 21	68 04	71 19	51 45	54 60	57 75	63 00		22
23	79 42	86 02	90 42	88 22	71 28	74 58	53 90	57 20	60 50	66 00		23
24	83 03	89 93	94 53	92 23	74 52	77 97	56 35	59 80	63 25	69 00		24
25	86 64	93 84	98 64	96 24	77 76	81 36	58 80	62 40	66 00	72 00		25
26	90 25	97 75	102 75	100 25	81 00	84 75	61 25	65 00	68 75	75 00		26
27	93 86	101 66	106 86	104 26	84 24	88 14	63 70	67 60	71 50	78 00		27
Sunday work											Sunday work	
1	5 42	5 87	6 17	6 02	4 86	5 09	3 68	3 90	4 13	4 50		1
2	10 84	11 74	12 34	12 04	9 72	10 18	7 36	7 80	8 26	9 00		2
3	16 26	17 61	18 51	18 06	14 58	15 27	11 04	11 70	12 39	13 00		3
4	21 68	23 48	24 68	24 08	19 44	20 36	14 72	15 60	16 52	18 50		4
5	27 10	29 35	30 85	30 10	24 30	25 45	18 40	19 50	20 65	22 50		5

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

## APPENDIX XIII

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

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

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

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

## APPENDIX XIV

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

No. of Days	Male Workers not under 18 years of age					Females 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
1/2	1 80½	1 95½	2 05½	1 95½	2 00½	1 62	1 22½	1 30	1 37½	1 50	1/2
1	3 61	3 91	4 11	3 91	4 01	3 24	2 45	2 60	2 75	3 00	1
2	7 22	7 82	8 22	7 82	8 02	6 48	4 90	5 20	5 50	6 00	2
3	10 83	11 73	12 33	11 73	12 03	9 72	7 35	7 80	8 25	9 00	3
4	14 44	15 64	16 44	15 64	16 04	12 96	9 80	10 40	11 00	12 00	4
5	18 05	19 55	20 55	19 55	20 05	16 20	12 25	13 00	13 75	15 00	5
6	21 66	23 46	24 66	23 46	24 06	19 44	14 70	15 60	16 50	18 00	6
7	25 27	27 37	28 77	27 37	28 07	22 68	17 15	18 20	19 25	21 00	7
8	28 88	31 28	32 88	31 28	32 08	25 92	19 60	20 80	22 00	24 00	8
9	32 49	35 19	36 99	35 19	36 09	29 16	22 05	23 40	24 75	27 00	9
10	36 10	39 10	41 10	39 10	40 10	32 10	24 50	26 00	27 50	30 00	10
11	39 71	43 01	45 21	43 01	44 11	35 64	26 95	28 60	30 25	33 00	11
12	43 32	46 92	49 32	46 92	48 12	38 88	29 40	31 20	33 00	36 00	12
13	46 93	50 83	53 43	50 83	52 13	42 12	31 85	33 80	35 75	39 00	13
14	50 54	54 74	57 54	54 74	56 14	45 36	34 30	36 40	38 50	42 00	14
15	54 15	58 65	61 65	58 65	60 15	48 60	36 75	39 00	41 25	45 00	15
16	57 76	62 56	65 76	62 52	64 16	51 84	39 20	41 60	44 00	48 00	16
17	61 37	66 47	69 87	66 47	68 17	55 08	41 65	44 20	46 75	51 00	17
18	64 98	70 38	73 98	70 38	72 18	58 32	44 10	46 80	49 50	54 00	18
19	68 59	74 29	78 09	74 29	76 19	61 56	46 55	49 40	52 25	57 00	19
20	72 20	78 20	82 20	78 20	80 20	64 80	49 00	52 00	55 00	60 00	20
21	75 81	82 11	86 21	82 11	84 21	68 04	51 45	54 60	57 75	63 00	21
22	79 42	86 02	90 42	86 02	88 22	71 28	53 90	57 20	60 50	66 00	22
23	83 03	89 93	94 53	89 93	92 23	74 52	56 35	59 80	63 25	69 00	23
24	86 64	93 84	98 64	93 84	96 24	77 76	58 80	62 40	66 00	72 00	24
25	90 25	97 75	102 75	97 75	100 25	81 00	61 25	65 00	68 75	75 00	25
26	93 86	101 66	106 86	101 66	104 26	84 24	63 70	67 60	71 50	78 00	26
Sunday work											Sunday work
1	5 42	5 87	6 17	5 87	6 02	4 86	3 68	3 90	4 13	4 50	1
2	10 84	11 74	12 34	11 74	12 94	9 72	7 36	7 80	8 26	9 00	2
3	16 26	17 61	18 51	17 61	18 06	14 58	11 04	11 70	12 39	13 50	3
4	21 68	23 48	24 68	23 48	24 08	19 44	14 72	15 60	16 52	18 00	4
5	27 10	29 35	30 85	29 35	30 10	24 30	18 40	19 50	20 65	22 50	5

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

**APPENDIX XV**

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during August, 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. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Normal working Days
1	0 62½	0 65	1 27½	0 52½	0 48	1 00½	0 40	0 44½	0 84½	1
2	1 25	1 30	2 55	1 05	0 96	2 01	0 80	0 89	1 69	2
3	2 50	2 60	5 10	2 10	1 92	4 02	1 60	1 78	3 38	3
4	3 75	3 90	7 65	3 15	2 88	6 03	2 40	2 67	5 07	4
5	5 00	5 20	10 20	4 20	3 84	8 04	3 20	3 56	6 76	5
6	6 25	6 50	12 75	5 25	4 80	10 05	4 00	4 45	8 45	6
7	7 50	7 80	15 30	6 30	5 76	12 06	4 80	5 34	10 14	7
8	8 75	9 10	17 85	7 35	6 72	14 07	5 60	6 23	11 83	8
9	10 00	10 40	20 40	8 40	7 68	16 08	6 40	7 12	13 52	9
10	11 25	11 70	22 95	9 45	8 64	18 09	7 20	8 01	15 21	10
11	12 50	13 00	25 50	10 50	9 60	20 10	8 00	8 90	16 90	11
12	13 75	14 30	28 05	11 55	10 56	22 11	8 80	9 79	18 59	12
13	15 00	15 60	30 60	12 60	11 52	24 12	9 60	10 68	20 28	13
14	16 25	16 90	33 15	13 65	12 48	26 13	10 40	11 57	21 97	14
15	17 50	18 20	35 70	14 70	13 44	28 14	11 20	12 46	23 66	15
16	18 75	19 50	38 25	15 75	14 40	30 15	12 00	13 35	25 35	16
17	20 00	20 80	40 80	16 80	15 36	32 16	12 80	14 24	27 04	17
18	21 25	22 10	43 35	17 85	16 32	34 17	13 60	15 13	28 73	18
19	22 50	23 40	45 90	18 90	17 28	36 18	14 40	16 02	30 42	19
20	23 75	24 70	48 45	19 95	18 24	38 19	15 20	16 91	32 11	20
21	25 00	26 00	51 00	21 00	19 20	40 20	16 00	17 80	33 80	21
22	26 25	27 30	53 55	22 05	20 16	42 21	16 80	18 69	35 49	22
23	27 50	28 60	56 10	23 10	21 12	44 22	17 60	19 58	37 18	23
24	28 75	29 90	58 65	24 15	22 08	46 23	18 40	20 47	38 87	24
25	30 00	31 20	61 20	25 20	23 04	48 24	19 20	21 36	40 56	25
26	31 25	32 50	63 75	26 25	24 00	50 25	20 00	22 25	42 25	26
27	32 50	33 80	66 30	27 30	24 06	52 26	20 80	23 14	43 94	27
<b>Sunday Work</b>										<b>Sunday Work</b>
1			3 82			3 02			2 54	1
2			7 64			6 04			5 08	2
3			11 46			9 06			7 62	3
4			15 28			12 08			10 16	4
5			19 10			15 10			12 70	5

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

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