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# CEYLON

## LABOUR GAZETTE

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### SOME REFLECTIONS ON THE DIFFERENT ATTITUDES OF MEN AND WOMEN TOWARDS WORK

*Magdalena Sokolowska*<sup>1</sup>

THE question of the different attitudes of the two sexes towards work is habitually referred to in terms of the attitudes of women alone. This is no doubt because in employment matters men represent the benchmark, the basic standard against which women, whose traditions in wage-earnings employment do not go back as far, are judged. Conclusions are drawn by reference to this standard, regarded as invariable: if from a certain point of view and in a particular case women's behaviour at work conforms to that of men, this is considered normal and no further attention is paid to it. But if their behaviour differs in certain cases from that of men, such cases are regarded by both men and women as departures from the normal state of affairs, as factors liable to upset the balance of employment and that of the economy as a whole; and these divergences become subjects of general interest.

Almost every adult has some sort of personal opinion on the employment of women and is more or less emotionally involved in it, for this question directly or indirectly concerns the whole of society. Yet the employment of men, which is also of concern to society as a whole, does not give rise to the same interest and emotion. This is probably because gainful employment is an inseparable attribute of man's personality, whereas it has only recently become an inseparable attribute of the personality of women. The complicated process of reconciling the problems of employment with the popular image of the female sex—that is of one half of the world's population—is causing serious upheavals in all aspects of both individual and community life, and cannot be a matter of indifference to anyone.

The time has come, however, to examine behaviour at work on the basis of the individual worker's sex—taken as an independent variable—and not by relating the behaviour of workers of one sex to that of workers of the other, since the world's social economy has lost its unisexual character: it is no longer man's exclusive domain. We know that in the world's working population the proportion of women to men is already one to two, and the general tendency towards an increase in women's participation in employment suggests that this ratio will eventually correspond to the ratio of men and women in the world's population as a whole, that is one to one.

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<sup>1</sup> Institute of Philosophy and Sociology of the Polish Academy of Sciences.

But the need to gather information on women's and men's attitudes towards work does not result merely from the increased participation of women in economic activity. Indeed, if the attitudes of men and women towards work were identical it would be sufficient to study those of either men or women alone. The fact is, however, that many observations and hypotheses are current concerning the differences in these attitudes. Women are believed to have a particular aptitude for monotonous jobs; they are often said to leave their jobs easily, to be frequently absent, to show a certain reluctance to accept promotion and posts of responsibility, and so forth. Similar opinions are expressed in all industrialised countries, including those where the constitution guarantees equality between women and men. To the private employer a woman, as a "privileged" worker (protected by various forms of labour and social legislation applying to women only) is a more expensive worker, and this reduces her chances of competition with male workers. Even in the socialist countries women workers give rise to more problems than men, for we have not yet succeeded in organising everyday life in such a way that it will not interfere with the most vital and basic social changes.

In addition, nowhere does the popular image of woman quite agree with the reality of her situation today. On this point reason (on the part of both men and women) often gives place to emotion, and incontestable facts and phenomena make slow progress among the maze of prejudices, customs, habits and precedents.

On the other hand it must be admitted that there are very few verified hypotheses on women's behaviour at work (or on men's for that matter). The notion of "work" comprises the most varied forms of physical as well as intellectual activity, whereas scientific evidence—where it exists—deals almost exclusively with physical work in industry.

The concept of "ability" is used in connection with factors which bear no comparison, for example labour productivity, wages, absenteeism, posts occupied (everywhere men constituting the accepted standard); and opinions regarding "ability" generally refer to certain ill-defined groups of men and women and inadequately specified types of work.

Moreover, attitudes towards work are usually measured in terms of factors directly connected with the workplace, for example absenteeism, labour turnover, discipline and productivity. But factors external to the workplace (i.e., mainly "domestic" factors) are not taken into consideration, in spite of the fact that the attitude towards work of all workers, and particularly of women, is known to be determined by the situation both at home and at work.

Up-to-date research into attitudes towards work has most frequently been undertaken on the basis of an individual scientific discipline, such as sociology, psychology, economics or medicine. Nevertheless, the character of the subject under discussion calls for a joint effort by inter-disciplinary teams reaching beyond the institutional limits of the individual fields of academic science. These teams will be faced with the task of discovering, assembling and sifting the scattered data available, and of formulating hypotheses, considering how they may be tested and putting to use those already tested. They will have to determine the particular characteristics which distinguish the behaviour of women at work from that of men, and in this way

discover patterns in the behaviour at work of either sex ; it will also be their task to determine in more detail the character of these patterns.

The paper presented here constitutes an attempt to sum up the main points emerging from the discussions of such a multi-disciplinary scientific research team, at which various aspects of the problem of women's attitude towards work were examined.

### **The Influence of Family Responsibilities**

The concept of "family responsibilities" covers a number of functions, duties and responsibilities the nature of which has not yet been clearly determined through research and which are generally lumped together. In fact, this concept covers three distinct groups of functions : (1) the biological fact of maternity, (2) the social aspects of maternity (such as education and care of children), and (3) housework.

Curiously enough our knowledge of the first group, that is of the role of psycho-social, and socio-cultural factors in the formation of what is termed the "maternal instinct" has yet to be clearly elucidated.

The social aspects of maternity, i.e., care and education of children considered as the second aspect of the concept "family responsibilities", are generally lumped together with the biological functions, giving rise to the general tendency to regard everything concerned with the birth and raising of children as attributes of the female sex.

It is a fact that up to the age of about 3 years a child is bound to its mother by particularly close ties, which are essential to the normal development of both. There is, however, no conclusive scientific proof that older children experience a particular need for their mothers alone, as opposed to both their parents. Daily experience, however, suggests that in the case of these older children the "family" very often does, in fact, imply the mother alone or in particular. In addition as everyone is fully aware, existing legislation in Poland still entails certain disadvantages for working mothers. When a child is taken ill, for example, the mother is the only parent allowed the privilege—if this can be called a privilege—of taking leave. The father does not enjoy the right of replacing the mother at such times, even if the nature of his employment would make it easier for him to leave his work for this purpose than it is for his wife.

The incidence of medically certified absence from work in order to look after a sick member of the family is therefore far higher among women than among men. Research by the Bureau of Social Insurance during 1957 into medically certified absence from a Warsaw metal-industry plant, for example, showed that women workers were absent for an average of 20 days each year, whereas men missed an average of only 14 days each for such reasons. Further analysis showed that men taking such leave did so for reasons connected with their own state of health, whereas in the case of women an average per woman of three days was taken in order to care for a sick member of the family (a child in most cases) and one day for maternity leave, the remaining 16 days of absence being taken because of the ill-health of the worker herself.

• The roles of the individual parents in the upbringing of the child seem in many cases to be out of balance at the present time. At home children are cared for exclusively or chiefly by their mothers; at the same time there is a steady process of feminisation of child care and pedagogical occupations, such as nursery school teachers and school teachers. In both these spheres, then, feminine influence prevails and masculine influence is deficient. This encourages certain negative factors observed by psychologists (such as disturbed relationships between men and women or between women and their sons).

While social factors have an important bearing on education and child care, they completely dominate the attribution of household duties.

Traditionally women have always carried the considerable burden represented by housework. Despite the fact that housework is the most widespread form of human work, it has not until recently been given any consideration in studies of work and society. Housework began to receive attention only when it became clear that the burdens it entailed had become a factor limiting the recruitment for industry and other fields of productive employment of the labour now needed by the world economy, thus making it difficult, if not impossible, to mobilise and channel into production the enormous reserves at present tied down by work at home. The little research that has been carried out into the tasks involved shows that they have become little if at all, easier than in the past. Employment outside the home of increasingly large numbers of women has given rise to the problem that there is nobody to take responsibility for the housework.

This is a problem that faces employers and workers, as well as all men and women throughout the world today. No general solution has been found anywhere. A new pattern of domestic organisation under which men share the household tasks with their wives is starting to emerge in all parts of the world and this may provide an answer to this problem. Of course, this is not an entirely new departure, for men—for example in worker and peasant families in Poland—have always assisted with heavy physical work like carrying water and chopping wood. But a fundamental change has taken place in this respect, and in inquiries into the subject such statements as “my husband shares the housework with me” are more and more frequently being encountered in place of the “my husband lends a hand” that was more usual in the past. Similar changes are to be observed not only in families where the wife is employed outside the home, but also in homes where the husband is the sole breadwinner. These changes illustrate the noteworthy evolution in many social attitudes that have taken place since the Second World War.

In certain Soviet publications the term “housewife” has been replaced by “person in charge of housework”, indicating the possibility of that person being a woman or a man. In the Soviet Union there is a tendency for the time consumed by household duties, as well as their scope, to be limited by the gradual development of social services taking over the various individual functions of the “home”. Similar innovations have already met with particular success in the German Democratic Republic. Time will show to what extent a full realisation of these projects will be possible. The creation of institutions of this type would certainly favour the wide development of women’s employment.

## The position of work in the scale of values of men and women

At the present time the position occupied by work in the scale of values of the majority of women and men is different. In the case of men it is generally at the top of the scale throughout life and other values are conditioned by it. As far as women are concerned, its position differs with age, marital status, family situation and so forth. Women occupying higher posts tend to accord more importance to their work, and their attitude towards it is less variable.

The position of work in the scale of value is determined by two patterns of behaviour, which can be conveniently described as "taking one's job home" and "taking one's home to work".

The latter attitude characterises workers with low occupational qualifications and brief experience, whose minds dwell on domestic problems while they are at work. This is a marginal group of workers including a high proportion of women. They are generally employed in monotonous jobs which do not demand independent action or initiative and which leave their minds free to concentrate on problems not connected with the undertakings. Hence the observation that women have a "particular aptitude" for repetitive work. This situation creates a vicious circle: owing to the burden of family responsibilities women cannot devote themselves to their work to the same extent as men, and hence their performance is inferior, with the result that they are obliged to assume a yet larger share of household duties; for the burden of these duties falls on the shoulders of the person who in his work plays a marginal role and not of the person holding a responsible job demanding time and thought.

The rate of absenteeism for reasons of health is high among marginal workers. This does not necessarily mean that the worker is malingering or that leave granted him on the basis of a medical certificate is professionally unjustified. The aim of these workers is generally to turn certain objectively existing symptoms to the best account with a view to obtaining sick leave, though the same workers in different circumstances would probably not complain to a doctor of these same symptoms. A worker who takes an interest in his job will generally avoid taking sick leave, even to the detriment of his own health; but if a person is not interested in his work, or if specific circumstances demand it, he will tend to exploit every possibility of obtaining a medical certificate. In fact, the psychological attitude of a person reluctant to work may even give rise to concrete symptoms of a psychosomatic or somatic nature.

Similarly, more marginal women workers than other categories of women workers give up their employment following maternity leave.

The following statistics compiled by Kurzynowski illustrate this point; they show, for various occupations, the percentage of married women still at work six months after the end of their maternity leave:

<i>Occupation</i>		<i>Percentage still at work</i>
Teachers .. ..	..	94.7
Doctors and pharmacists ..	..	94.2
Nursery school staff ..	..	84.9
Engineers and technicians ..	..	84.2
Production workers in industry and construction:		
Skilled .. ..	..	70.0
Unskilled .. ..	..	49.0
Charwomen .. ..	..	48.0

• However, giving up one's work is not necessarily a proof of lack of interest or reluctance to work. Often it simply results from the difficulty of coping with work both at home and outside the home, and is the consequence of a necessary choice between what is obligatory and what is optional. Almost all the women questioned by Kurzynowski replied that it had been their wish to go on working after maternity leave though many had not been able to do so.

Turning now to workers characterised by the opposite behaviour pattern, namely those who "take their jobs home" with them, we find that this attitude is typical of executive staff, of persons holding independent and responsible positions with many years of experience behind them, of persons employed in management and administration, as well as of intellectual workers. The number of women among professionally skilled workers of this category is still quite insignificant. These women, almost without exception—such at least is the case in Poland—return to work on a full-time basis after maternity leave.

The incidence of sick leave among workers in this category is lower than among those in subordinate positions. This is most probably not due to better health but to a certain feeling of indispensability at work: "responsible" workers often disregard the actual state of their health and succumb to illness only when they are finally forced to. For these workers retirement comes as a great shock. Among this group differences between men and women with regard to their attitude towards work are disappearing; in the scale of values of both sexes, work occupies a constant position of high priority. For them work implies not only the means of obtaining material benefits, but a strong spiritual need and a condition of happiness.

It has often been observed that the attitude towards work of older women following their menopause is one of stability and a strong feeling of responsibility. Most of these women, in particular those who are highly skilled and have many years of experience behind them, quite certainly belong to the category of workers who "take their jobs home" with them. At the end of that period of their lives during which they could not concentrate fully on their professional work their work represents to them one of the principal reasons for living.

### **Variability of the characteristics peculiar to the two sexes**

Before reaching any conclusion on the respective attitudes towards work of men and women it would first be necessary to gather information on the specific characteristics of either sex. Unfortunately, however, up to this day scientific evidence in this field has proved insufficient. On the basis of our present knowledge it is still impossible to answer the fundamental question whether or not, in addition to certain biological characteristics, there are certain other specific characteristics—innate and invariable—distinguishing boys from girls and men from women. Should such characteristics in effect exist, they will always constitute a determining factor in the attitudes of men and women towards work, despite any social changes that may come about in the future. However, if there are no such characteristics, then considerations regarding the differences between men's and women's attitudes towards work will most probably gradually lose their significance.

In the meantime, however, even in the sphere of what are taken to be incontestable biological characteristics, the situation remains far from simple.

As pointed out by Kilian, the classical image of women is yielding to the evidence adduced by gynaecologists and anthropologists that there are more and more women who are very tall, and who have a bigger muscular formation and heavy bone structure, whereas an increasing number of men exhibit the not-so-strong muscular formation and delicate bone structure hitherto thought to be characteristic of women. Drawing attention to the part played by the changing social roles of men and women in this process, Kilian distinguishes between the primary sexual characteristics (regarded as stable) and the secondary characteristics, and concludes that: "Whether the secondary characteristics of one sex are determined in one or the other direction and develop along those lines depends on the impact of a given culture on the growth of that sex."

In addition to the general belief that all biological sexual characteristics are invariable, people also believe that many psychological characteristics (such as talent and other aspects of personality) fall into two groups corresponding to the division between men and women. The fact that there are often greater psychological differences between representatives of either of these groups than between the two sexes as such—that various "masculine" features can be noted among women and, on the other hand, "feminine" features among men—somehow fails to shake the age-old conviction that psychological characteristics are strictly related to difference of sex. On the contrary, it seems to encourage research designed to establish certain patterns strictly determining "masculine" and "feminine" characteristics. It has, however, been suggested that this vast field of research could be brought within reasonable proportions provided that it is accepted that not all the peculiarities still considered today as either "feminine" or "masculine" are determined by difference of sex. Undoubtedly some—or perhaps even most—psychological characteristics are variable and are acquired as a result of cultural patterns, social factors, historical traditions and ideology. Once these have been eliminated from the sphere of research we shall probably be left with an as yet unknown core: the inborn, invariable psychological characteristics of men and women.

According to a recently published work, tested scientific hypotheses in the field of human behaviour—all of which served as a basis for establishing intelligence quotients—indicate certain constant but insignificant average differences in favour of men; the more important differences, on the other hand, appear to be connected with more specific abilities. These differences tend to confirm the widespread view that men are generally more capable than women in the field of mathematics, abstract thinking and mechanical aptitude, whereas women are more talented in verbal fluency and in matters of memory. The opinion of the authors and of the well-known psychologist David Wechsler in this connection is of great interest: "The findings.... suggest that women seemingly call upon different resources or different degrees of like abilities in exercising whatever it is we call intelligence. For the moment one need not be concerned as to which approach is better or 'superior'. But our findings do confirm what poets and novelists have often asserted, and the average layman long believed, namely that men not only behave but 'think' differently from women."

These opinions affirm the psychological difference between women and men, a phenomenon to be noted every day. But the cause of these differences—their most important aspect—escapes us. If biological

characteristics are conditioned by social factors, need it be assumed that psychological factors are invariable? What influence does a given psychological environment—which, as we know, differs for men and for women in all cultural milieux—have on a human being? To what extent are apparently invariable psychological characteristics by-products of direct interests and stimuli, which develop and change according to the social role attributed to the individual or group of individuals?

A person's sex, when all is said and done, is but one of the many factors determining his social role. Psychologists today insist on the important part played by cultural patterns and active encouragement in education in the development of personality and the success of the individual. But so far, for instance, as women employed in creative work or holding executive posts are concerned, cultural patterns are still in a fluid state; and young girls receive insufficient encouragement from early childhood in the pursuit of their education.

A "dissociation between image and reality", between the ideas women have of the role they are to play and the facts of daily existence, is everywhere apparent. A given environment conditions people to life within this environment. When changes occur in the environment this does not necessarily mean that its former influence on human character is automatically ended. Such influences are extremely persistent and the effect of those experienced during the first years of life remains substantially unchanged practically throughout the life of the individual. If structural changes take place in the environment in such a way as to disturb deeply ingrained behaviour patterns, the individual can no longer identify himself with these patterns: he tends to "lose himself" in the many conflicts of life and enters what psychotherapists term a "situation of failure". Under certain circumstances this can even lead to specific mental disturbances. In the past, psychotherapists displayed a somewhat narrow approach to the matter, considering only the individual and family aspects of the problem. More recently it has been suggested that "situations of failure" actually stem from structural changes in the social and cultural patterns of life of the individual concerned—or more precisely from the conflict between his psychological make-up and changes in the social environment in which he finds himself.

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The problem of the different attitudes of men and women towards work is of great importance, since it is closely related to the whole concept of future societies. This concept is closely connected with that of the position of women in the world, which in turn is determined principally by their work.

Society today demands more of women than the fulfilment of their traditional role as women and of their strictly biological role in the continuation of the species. The material and spiritual output of one-half of the human race—of men alone—is no longer enough. Women are needed to work, create and share with men the responsibility of building the world of tomorrow. Women, who make up the second half of the world's population, constitute a reserve of labour untapped until recent times.

Despite the efforts of a decreasing number of supporters of the "traditional system" to prove that entering employment places too heavy a burden on women, the fact of the matter is that the problems

that arise result from the conflict between the classical image of woman and her actual social functions and responsibilities at the present time. This conflict bears heavily on modern societies, particularly in the industrialised countries.

Attitude towards work stems from the social structure, which is itself subject to change. Scientific research is undermining "static" concepts, even so firmly rooted a concept as that of the immutability of human nature.

Extract from the International Labour Review—Vol. 92—No. 1—July, 1965.

### STATISTICS OF THE MONTH IN BRIEF

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

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

The Colombo Consumer's Price Index Number for the month of September 1965, is 112.0 as against 112.4 for the month of August, 1965, a decrease of .4.

#### Wage Rate

The basic wages payable for the month of October 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 October 1965, to workers in all the trades to which Part II of the Wages Board Ordinance has been applied will be the same as that for the month of September, 1965.

#### Strikes

There were altogether 28 strikes in July, 1965, involving 12,303 workers and a loss of 68,218 man-days against 17 strikes in June, 1965, involving 12,266 workers and a loss of 18,556 man-days; eighteen of these strikes were in Tea Estates involving 18,182 workers and a loss of 60,062 man-days; two in Rubber Estates involving 397 workers and a loss of 794 man-days; one in Tea-Cum-Rubber Estates involving 503 workers and a loss of 1,006 man-days; one in coconut manufacturing trade involving 51 workers and a loss of 204 man-days; one in Cigar manufacturing trade involving 367 workers and a loss of 861 man-days; one in Dock, Harbour and Port Transport trade involving 108 workers and a loss of 540 man-days; one in Textile trade involving 129 workers and 516 man-days; one in Whole Sale and Retail Distribution involving 30 workers and a loss of 60 man-days; one in Miscellaneous trade involving 126 workers and a loss of 3,150 man-days and one in Coir Mattress and Bristle Fibre export trade involving 410 workers and a loss of 1,025 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 July, 1965, and August, 1965 was as given below:

	July, 1965			August, 1965		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	.. 27,765..	22,965..	50,670	.. 28,484..	23,231..	51,715
Skilled	.. 15,261..	4,082..	19,343	.. 15,247..	4,218..	19,465
Semi-skilled	.. 37,579..	7,154..	44,733	.. 38,095..	7,267..	45,362
Unskilled	.. 67,589..	5,152..	72,741	.. 68,350..	5,315..	73,665
Total	148,194..	39,293..	187,487	150,176	40,031	190,207

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

	July, 1965			August, 1965		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	86..	22..	108..	73..	31..	104
Skilled	84..	1..	85..	88..	— ..	88
Semi-skilled	88..	3..	91..	94..	12..	106
Unskilled	483..	38..	521..	320..	23..	343
Total	741..	64..	805..	575..	66..	641

## WAGES BOARDS

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

#### XL—The Liquor and Vinegar Trade

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

THE description of the liquor and Vinegar Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, No. 27 of 1941, published in *Ceylon Government Gazette* No. 9,312 of September 22, 1944, and came into force on October 1, 1944. Orders varying the original description of the trade were published in *Gazettes* No. 9,483 of November 9, 1945 and No. 14,142 of August 14, 1964 and came into force on November 10, 1945 and September 1, 1964 respectively.

##### Order

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

The liquor and vinegar trade, that is to say—

- (1) the preparation of palm trees for tapping;
- (2) the tapping, collecting and sale of toddy;
- (3) the distillation and sale of arrack;
- (4) the manufacture and sale of vinegar; and
- (5) the manufacture of gin.

including—

- (1) taking a census of trees for tapping and marking trees for tapping;
- (2) laddering trees;
- (3) changing ropes;
- (4) cutting and removing ropes;
- (5) coupling trees;
- (6) preparing spadices for tapping;
- (7) tapping trees;

- (8) collecting toddy from trees;
- (9) the work of a tope watcher;
- (10) the work of a tope inspector;
- (11) the work of a collecting station manager;
- (12) the work of a toddy receiver;
- (13) the work of a cooper;
- (14) the work of a toddy-room supervisor;
- (15) loading and unloading barrels of toddy;
- (16) washing, bottling and corking toddy bottles;
- (17) transporting toddy to collecting station, distillery or tavern;
- (18) measuring toddy at collecting station, distillery or tavern;
- (19) selling toddy at tavern;
- (20) washing barrels, toddy vats, utensils and other vessels;
- (21) the work of a tavern watcher;
- (22) distilling toddy at distillery;
- (23) chopping and splitting firewood at distillery;
- (24) the work of a distillery watcher;
- (25) the work of a toddy tester;
- (26) cleaning and washing barrels, wash backs, stills, and other vessels at distillery;
- (27) transporting arrack to warehouse or tavern, loading and unloading arrack casks;
- (28) measuring arrack at distillery, warehouse or tavern;
- (29) bottling, corking and labelling arrack bottles;
- (30) selling arrack at tavern;
- (31) making vinegar from toddy;
- (32) bottling, corking and labelling vinegar bottles;
- (33) transporting of vinegar for distribution;
- (34) preparation of "wash" from molasses, distilling fermented "wash", measuring rectified spirits, adding essences and diluting it with water for the manufacture of gin;
- (35) washing, capsuling, labelling and wrapping gin bottles;
- (36) packing gin bottles for distribution; and
- (37) any other operations connected with or incidental to work specified above, but excluding the work of the following workers:—
  - (a) clerks, store-keepers, cashiers, carters;
  - (b) workers in the motor transport trade, specified in the Order published in *Gazette* No. 9,481 of November 2, 1945.
  - (c) workers in the engineering trade, specified in the Order published in *Gazette* No. 9,224 of January 7, 1944, as subsequently amended; and
  - (d) workers in the building trade, specified in the Order published in *Gazette* No. 10,054 of December 16, 1949, as subsequently amended.

## (B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Liquor and Vinegar Trade was established on February 2, 1945, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,362 of February 2, 1945.

## (C) DECISIONS OF THE BOARD

The original decisions in respect of the Liquor and Vinegar Trade, made by the Wages Board for that trade, related mainly to rates of wages and they came into force on June 1, 1946. A notification relating to those decisions was published under section 29 (3) of the Wages Boards Ordinance, (Chapter 136), in *Ceylon Government Gazette* No. 9,560 of May 24, 1946. Decisions varying the earlier decisions were published in notifications appearing in *Ceylon Government Gazettes* No. 9,594 of August 30, 1946, No. 10,312 of October 26, 1951, No. 10,345 January 25, 1952, No. 10,976 of September 28, 1956, and No. 12,073 of March 4, 1960.

Decisions in regard to annual holidays came into force on March 1, 1947, and a notification in respect of those decisions was published in *Ceylon Government Gazette* No. 9,671 of February 21, 1947. Decisions in regard to Public holidays were published in a notification appearing in *Gazette* No. 14,490 of August 27, 1965.

### Decisions relating to Rates of Wages, Overtime Rates and Other Matters

#### PART I

##### DEFINITION OF A NORMAL WORKING DAY APPLICABLE TO THE WORKERS SPECIFIED IN PART III (SECTION 24)

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

#### PART II

Minimum rates of wages for piece work applicable to certain processes in the Toddy, Arrack and Vinegar Trade.

<i>Process</i>	<i>Rate</i>
Coupling coconut palms .. ..	70 cents for each coupling
Changing ropes .. ..	35 cents for each coupling
Cutting and removing ropes .. ..	30 cents for each coupling
Laddering coconut plams .. ..	Rs. 35 for each tope not exceeding 110 palms
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns—	
in the Galle District .. ..	54 cents for each gallon of toddy delivered by worker
in the Western Province .. ..	61 cents for each gallon of toddy delivered by worker
in the Chilaw District .. ..	64 cents for each gallon of toddy delivered by worker
in the Nuwara Eliya or Kandy District .. ..	65 cents for each gallon of toddy delivered by worker

in the Matara, Jaffna or Matale District ..	72 cents for each gallon of toddy delivered by worker
in the Puttalam, Anuradhapura or Hambantota District ..	77 cents for each gallon of toddy delivered by worker
in the Badulla, Ratnapura, Kurunegala or Kegalla District ..	80 cents for each gallon of toddy delivered by worker
in the Trincomalee, Batticaloa, Mannar or Mullaitivu District ..	Rs. 1.05 for each gallon of toddy delivered by worker
Tapping coconut, kitul or palmyrah palms for supplying toddy to Distilleries or for the manufacture of vinegar ..	41 cents for each gallon of toddy delivered by worker
Tapping spadices for supplying toddy to distilleries or for the manufacture of vinegar ..	Rs. 62.50 for not exceeding 100 coconut, kitul, or palmyrah palms and 62½ cents for every palm in excess of 100 such palms
Tapping Spadices for supplying toddy to taverns ..	Rs. 60 for 25-40 coconut, kitul or palmyrah palms

The application of the foregoing rates for tapping coconut, kitul or palmyrah palms shall, in every case where a worker is employed in tapping toddy for the arrack trade or for the manufacture of vinegar, be subject to the conditions that the toddy delivered by him contains not less than 7.5 per centum alcohol by volume. Where, however, such toddy contains less than 7.5 per centum alcohol by volume, the worker who delivered it shall be paid an amount which bears to the rates specified above the proportion which the percentage of alcohol in that toddy bears to 7.5.

### PART III

Minimum rate of wages for time work applicable to the workers specified in column 1 shall be the corresponding rates set out in column 2.

In any month, where the period of unauthorised absence of a worker exceeds four days, he shall be paid as wages for that month an amount which bears to the minimum monthly rate the proportion which the number of days work increased by 4 bears to 30.

1	2
<i>Class of Workers</i>	<i>Rate</i>
Workers employed in—	<i>Rs. c.</i>
the work of tope kangany ..	115 00 for each month
the work of toddy tavern watcher ..	63 00 for each month
the work of arrack tavern watcher ..	63 00 for each month
the work of tope watcher ..	50 00 for each month
the work of collecting station manager ..	85 00 for each month
the work of selling toddy at taverns ..	80 00 for each month
the work of selling arrack at taverns ..	75 00 for each month
collecting toddy from coconut, kitul or palmyrah plams (including the operations of transporting, loading, unloading toddy and washing barrels, toddy vats, utensils and other vessels) in the toddy section of the trade ..	80 00 for each month

collecting toddy from coconut, kitul or palmyrah palms (including the operation of transporting) in the arrack section of the trade ..	60 00 for each month
collecting toddy from coconut, kitul or palmyrah palms (including the operation of transporting) in the vinegar section of the trade ..	52 50 for each month
distilling toddy at distillery ..	100 00 for each month
bottling, corking and labelling arrack bottles ..	3 00 for each normal working day
chopping and splitting firewood, cleaning and washing barrels, wash backs, stills and other vessels at distilleries; transporting, loading and unloading arrack; measuring arrack; bottling and corking toddy bottles; making vinegar; bottling, corking and labelling vinegar bottles; and transporting vinegar for distribution ..	3 00 for each normal working day

## PART IV

### Overtime Rate

In respect of each hour of work in excess of the normal working day, the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the minimum monthly rate by 240 or the minimum daily rate by 8, as the case may be) increased by 25 per cent. of such minimum hourly rate.

## DECISIONS RELATING TO ANNUAL HOLIDAYS AND PUBLIC HOLIDAYS

### ANNUAL HOLIDAYS (SECTION 25)

1. (1) If a worker has been in continuous employment and has worked under the same employer for at least 180 days in any year, he shall be allowed five holidays in the next succeeding year.

(2) If a worker has been in continuous employment and has worked under the same employer for more than 180 days in any year he shall in addition be allowed in the next succeeding year one holiday for each unit of 12 days by which the number of days on which the worker has worked exceeds 180 days. 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 336 days.

In this paragraph, "days on which the 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 other than absence from the Island except on a holiday allowed by the employer under section 25;
- (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, provided such injury has been notified to the employer;

- (d) every day of absence due to the disease of anthrax or due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (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 ;
- (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 five holidays he shall be allowed and he shall take, those five holidays on consecutive days.

(2) If a worker is entitled in any year to more than five holidays he shall be allowed, and he shall take, at least five of those 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 payable in respect of each holiday which a worker is entitled to under paragraph 1 (including a holiday which such worker is entitled to under that paragraph read with paragraph 6 (a) ), by reason of work performed during the preceding year, shall be—

(a) in the case of a worker engaged in tapping trees, the appropriate minimum piece rate payable for 10 gallons of toddy, and

(b) in the case of any other worker, his average daily wages ascertained by dividing the total wages (exclusive of overtime and bonuses) earned by him in respect of the days on which he has actually worked in that year by the number of such days.

(2) The remuneration payable in respect of each holiday which a worker is entitled to under paragraph 6 (b), by reason of work performed during the current year, shall be—

(a) in the case of a worker engaged in tapping trees, the appropriate minimum piece rate payable for 10 gallons of toddy, and

(b) in the case of any other worker, his average daily wages ascertained by dividing the total wages (exclusive of overtime and bonuses) earned by him in respect of the days on which he has actually worked in that year by the number of such days.

5. The remuneration due to a worker in respect of his holiday or holidays shall be paid to him before such holiday or holidays but not earlier than 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 (Section 25)

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

- (1) The 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) Full Moon Day of the Sinhala Month of Wesak ;
- (6) The Birthday of the Holy Prophet Mohamed (On Whom Be Peace, Meelad-un-Nabi) ; and
- (7) Christmas Day.

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

(c) The remuneration payable to a worker for each such holiday as is referred to in the preceding sub-paragraph (a) shall—

- (i) in the case of a worker who is entitled to be paid at a minimum daily rate of wages for time work be not less than the minimum rate of wages payable for a normal working day ;
- (ii) in the case of a worker who is entitled to be paid at a minimum monthly rate of wages for time work be not less than the minimum daily rate (ascertained by dividing the minimum monthly rate by 25) ;
- (iii) in the case of a worker who is entitled to be paid at a minimum rate of wages for piece work, be not less than the average daily wage of the worker obtained by dividing the total wage (excluding bonuses) earned by the worker on the days on which such worker has actually worked in the period of 180 days immediately preceding each of the holidays as is referred to in sub-paragraph (a) of this paragraph, by the number of such days.

10. An employer may employ any worker on any such public holiday referred to in sub-paragraph (a) of paragraph 9 subject however, to the following conditions:—

(i) in the case of a worker who is entitled to be paid at a minimum rate of wages for time work—

(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 minimum daily rate of wages (ascertainable in the case of a monthly paid worker by dividing the minimum monthly rate by 25); or

(b) such worker shall be remunerated for work done on any such public holiday at not less than double the minimum daily rate of wages for work done during the number of hours constituting a normal working day and at not less than 3 times the normal hourly rate (obtained by dividing the minimum daily rate by 8 or the minimum monthly rate by 200) for work done during each hour (and proportionately for work done for part of such hour) in excess of the number of hours constituting a normal working day.

(ii) in the case of a worker who is entitled to be paid at a minimum rate of wages for piece work—

(a) such worker shall be remunerated for work done on any such public holiday at not less than the minimum rate of wages for piece work payable to him; and

(b) a day on or before the thirty-first day of December next succeeding such public holiday shall be granted to such worker as a holiday with remuneration, such remuneration being not less than the average daily wage of the worker obtained by dividing the total wage (excluding bonuses) earned by the worker on the days on which such worker has actually worked in the period of 180 days immediately preceding the day on which such alternative holiday is granted, by the number of such day.

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### Explanatory Note

The original title of the trade for which Wages Board was established was "The Toddy, Arrack, and Vinegar Trade." Subsequently, however, by an Order under Section 6 (2) of the Wages Boards Ordinance the title was altered to read as "The Liquor and Vinegar Trade" in order to bring within the purview of the Board the process of manufacturing certain alcoholic beverages other than those in respect of which the Board was originally established.

S. W. B.

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

**A—Colombo Working Class**

Base : November, 1938–April, 1939 = 100

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

**INDEX NUMBERS**

Base : November, 1938–April, 1939 = 100

1939	112	102	97	112	10	108†
1940	115	103	97	128	111	112
1941	129	108	96	153	116	122*
1942	183	171	93	194	144	162

Index Number  
Nov., 1942  
= 100

Base : November, 1942 = 100

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
Group Weights	63.86	7.26	7.06	8.78	13.24	
1943	103	94	105	138	118	107
1944	102	94	105	156	127	109
1945	110	94	112	165	158	121
1946	113	111	124	180	155	125
1947	126	121	136	213	157	138
1948	138	161	148	189	157	142
1949	144	97	129	156	148	141
1950	154	102	129	155	154	149
1951	155	112	129	197	160	154
1952	153	104	131	192	168	153

† Average for 5 months only.

\* Average for 11 months only.

**B—Colombo Consumers' Price Index**

Base : Average Prices 1952 = 100

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

**INDEX NUMBERS**

1953	105.97	99.82	101.32	82.82	97.17	101.8
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	105.76	101.04	101.53	87.51	113.05	105.0
1959	104.67	102.31	101.49	92.10	115.22	105.2
1960	100.77	102.63	101.53	95.10	117.51	103.5
1961	99.66	104.35	101.53	106.13	123.26	104.8
1962	100.93	105.56	101.53	108.21	124.95	106.3
1963	103.02	103.03	101.53	118.16	126.58	108.8
1964	106.39	103.20	101.53	129.15	129.34	112.2

1964—

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

1965—

January	106.99	101.96	101.53	127.64	128.60	112.5
February	106.35	101.96	101.53	129.92	128.81	112.3
March	107.11	102.31	101.53	129.13	128.95	112.7
April	106.54	102.31	101.53	127.09	129.24	112.3
May	107.15	101.61	101.53	127.46	129.58	112.7
June	106.69	103.69	101.53	128.06	129.32	112.5
July	108.17	101.96	101.53	128.07	127.62	113.0
August	107.12	101.15	101.53	126.74	128.60	112.4
September	106.50	100.69	101.53	126.42	128.65	112.0

**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 Wage Rate	Index No. of Real Wages	Average Monthly Rate of Wages	Wage Rate Index No.	Index No. of Real Wages	
	Daily rate of Wages	Index No.		Rs. c.			
1939	..	..	100	..	100	..	100
1940	..	..	100	..	93	..	96
1941	..	..	110	..	92	..	98
1942	..	..	166	..	111	..	97
1943	..	..	202	..	102	..	96
1944	..	..	212	..	101	..	110
1945	..	..	244	..	110	..	133
1946	..	..	280	..	123	..	194
1947	..	..	293	..	123	..	195
1948	..	..	315	..	122	..	195
1949	..	..	320	..	121	..	196
1950	..	..	373	..	136	..	198
1951	..	..	463	..	161	..	206
1952	..	..	468	..	163	..	207

**B**

**Base : 1952=100**

1953	..	..	101.56	..	99.96	..	90.97	..	101.31	..	99.71
1954	..	..	103.65	..	102.52	..	91.04	..	101.39	..	100.29
1955	..	..	107.29	..	103.76	..	94.94	..	105.74	..	105.21
1956	..	..	108.33	..	108.11	..	96.24	..	107.18	..	106.91
1957	..	..	109.38	..	106.40	..	99.16	..	110.44	..	107.43
1958	..	..	111.46	..	106.21	..	113.74	..	126.67	..	120.70
1959	..	..	111.46	..	105.95	..	113.74	..	126.67	..	120.41
1960	..	..	110.42	..	106.69	..	113.74	..	126.67	..	122.39
1961	..	..	110.94	..	105.86	..	113.74	..	126.67	..	120.87
1962	..	..	112.50	..	105.83	..	113.74	..	126.67	..	119.16
1963	..	..	114.06	..	104.83	..	113.74	..	126.67	..	116.42
1964	..	..	116.67	..	103.98	..	113.74	..	126.67	..	112.90

1964—

January	..	2.22	..	115.63	..	103.98	..	113.74	..	126.67	..	113.91
February	..	2.22	..	115.63	..	103.70	..	113.74	..	126.67	..	113.61
March	..	2.22	..	115.63	..	103.80	..	113.74	..	126.67	..	113.71
April	..	2.22	..	115.63	..	103.15	..	113.74	..	126.67	..	113.00
May	..	2.25	..	117.19	..	103.98	..	113.74	..	126.67	..	112.40
June	..	2.25	..	117.19	..	103.89	..	113.74	..	126.67	..	112.30
July	..	2.25	..	117.19	..	104.26	..	113.74	..	126.67	..	112.70
August	..	2.25	..	117.19	..	104.63	..	113.74	..	126.67	..	113.10
September	..	2.25	..	117.19	..	104.54	..	113.74	..	126.67	..	113.00
October	..	2.25	..	117.19	..	103.89	..	113.74	..	126.67	..	112.30
November	..	2.25	..	117.19	..	103.52	..	113.74	..	126.67	..	111.90
December	..	2.25	..	117.19	..	104.26	..	113.74	..	126.67	..	112.70

1965—

January	..	2.25	..	117.19	..	104.17	..	113.74	..	126.67	..	112.60
February	..	2.25	..	117.19	..	104.35	..	113.74	..	126.67	..	112.80
March	..	2.25	..	117.19	..	103.98	..	113.74	..	126.67	..	112.40
April	..	2.25	..	117.19	..	104.35	..	113.74	..	126.67	..	112.80
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
August	..	2.25	..	117.19	..	104.26	..	113.74	..	126.67	..	112.70
September	..	2.25	..	117.19	..	104.63	..	113.74	..	126.67	..	113.10

**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..	2.39 ..	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
August	2.28 ..	116.33..	3.90 ..	133.56..	2.41 ..	118.14
September	2.28 ..	116.33..	3.87 ..	132.53..	2.41 ..	118.14

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

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

‡ Amended figure.

TABLE IV

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

Year	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,333
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,651
1945	2,258	11,025	3,267	4,816	21,366
1946	5,636	10,012	7,527	13,369	36,544
1947	2,883	7,325	8,113	16,423	34,744
1948	4,474	13,027	12,443	36,712	66,656
1949	5,132	11,994	13,591	39,015	69,732
1950	5,627	10,525	13,523	35,447	65,122
1951	5,515	8,186	12,520	26,486	52,707
1952	6,883	7,522	13,795	24,823	53,029
1953	8,374	6,462	13,676	23,034	51,546
1954	11,728	7,919	16,287	27,370	63,304
1955	14,498	8,544	20,142	27,826	71,010
1956	16,091	9,794	25,808	34,259	85,952
1957	18,582	13,439	30,864	47,971	110,856
1958	19,803	13,674	32,973	51,346	117,796
1959	20,869	13,859	33,723	59,567	128,018
1960	26,252	16,928	34,887	73,025	151,092
1961	27,629	18,201	34,212	71,223	151,265
1962	33,825	17,352	35,593	65,439	152,209
1963	35,924	16,584	36,255	63,159	151,922
1964	39,018	17,139	37,970	65,213	159,340
1964—January	37,084	16,937	37,221	63,363	154,605
February	37,507	17,125	37,537	63,940	156,109
March	37,834	17,270	38,064	64,197	157,365
April	37,318	17,100	37,849	63,541	155,808
May	37,831	16,610	37,684	63,878	156,003
June	38,636	16,720	37,775	64,563	157,694
July	39,412	16,988	38,134	66,005	160,539
August	39,845	17,047	38,436	65,970	161,298
September	39,959	16,942	38,038	65,494	160,433
October	40,646	17,195	38,398	66,268	162,507
November	40,937	17,790	38,340	67,193	164,260
December	41,208	17,942	38,165	68,141	165,456
1965—January	41,104	17,762	38,301	68,265	165,432
February	41,082	17,942	38,539	66,812	164,375
March	41,191	17,926	38,532	66,706	164,355
April	41,590	17,745	38,707	66,239	164,281
May	44,597	18,233	40,501	68,547	171,878
June	48,578	18,798	42,852	71,011	181,239
July	50,670	19,343	44,733	72,741	187,487
August	51,715	19,465	45,362	73,665	190,207

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

These figures comprise—

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

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

CLASSIFICATION BY

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai
1947 ..	21,589	2,289	1,643	2,133	4,955	564	430	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 ..	41,953	3,696	3,501	6,032	2,904	943	1,208	1,991	553	928	980	—
1951 ..	33,125	3,422	2,336	4,350	2,209	537	886	1,587	569	904	418	1,207
1952 ..	32,124	3,023	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992
1953 ..	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333
1954 ..	33,410	2,900	3,454	6,024	3,143	1,703	2,220	1,992	1,471	440	388	297
1955 ..	36,451	3,395	4,740	6,331	4,877	633	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	2,631	3,180	1,079	631	501
1958 ..	52,563	7,721	7,300	13,617	6,957	1,115	3,353	3,613	3,065	1,215	895	354
1959 ..	55,275	8,940	7,303	15,726	6,633	1,202	5,196	3,435	3,151	1,639	1,001	422
1960 ..	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,634	3,722	2,377	1,934	630
1961 ..	62,515	14,321	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	16,253	7,422	1,240	4,931	3,910	4,544	3,138	1,447	641
1963 ..	55,904	11,763	11,237	6,653	7,529	1,022	6,433	3,593	4,949	2,910	1,508	540
1964—												
January ..	56,362	12,066	11,426	16,849	7,616	933	6,633	3,791	5,134	3,059	1,612	557
February ..	56,933	12,137	11,643	16,671	7,593	1,007	6,921	3,881	5,233	3,048	1,676	573
March ..	57,493	12,217	11,733	16,413	7,717	1,043	7,094	3,934	5,376	3,030	1,630	579
April ..	56,942	11,934	11,661	16,255	7,794	1,026	6,976	3,913	5,312	2,972	1,679	539
May ..	56,775	11,706	12,033	16,674	7,976	977	6,885	3,795	5,373	2,937	1,699	600
June ..	57,236	11,572	13,259	16,804	8,306	1,041	6,803	3,714	5,417	3,034	1,672	615
July ..	58,129	11,866	13,936	16,826	8,602	936	6,817	3,630	5,530	3,003	1,663	612
August ..	57,900	11,854	14,247	16,845	8,369	930	6,816	3,753	5,650	2,956	1,621	632
September ..	57,744	11,945	13,854	17,029	8,262	919	6,849	3,729	5,645	2,996	1,634	622
October ..	58,250	12,337	13,723	17,301	8,634	926	6,885	3,805	5,661	3,023	1,673	657
November ..	58,330	12,900	13,713	17,373	9,004	934	7,016	3,903	5,155	3,115	1,664	715
December ..	57,943	13,031	14,003	17,430	9,169	953	7,136	4,133	5,057	3,212	1,663	749
1965—												
January ..	57,626	13,264	14,577	17,607	8,399	945	7,263	3,932	4,874	3,216	1,847	801
February ..	56,737	12,920	14,713	17,460	8,356	943	7,351	4,090	4,500	3,190	1,904	823
March ..	56,109	12,691	14,603	17,523	8,432	949	7,402	4,314	4,404	3,222	1,899	810
April ..	56,531	12,163	14,261	17,679	8,539	970	7,411	4,475	4,363	3,234	1,911	817
May ..	53,205	12,465	14,536	18,553	9,367	1,242	7,329	4,331	4,594	3,566	1,947	899
June ..	59,675	12,632	14,972	20,012	10,444	1,424	8,252	5,144	4,845	4,033	2,030	969
July ..	60,442	13,141	15,301	20,495	11,160	1,451	8,632	5,469	5,119	4,210	2,103	1,026
August ..	59,900	12,934	15,654	20,767	11,515	1,534	8,740	5,754	5,233	4,413	2,150	1,039

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

Tiruchendur	Anuradhapura	Avtissawella	Hoputale	Matera	Vavuniya	Kegalle	Matale	Chilaw	Hamben	Nuwara Eliya	Total
—	—	—	—	—	—	—	—	—	—	—	34,744
283	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,732
343	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	53,307
252	437	678	—	—	—	—	—	—	—	—	53,023
239	548	477	526	1,382	—	—	—	—	—	—	51,546
1,567	884	1,377	396	1,539	—	—	—	—	—	—	63,304
776	1,104	1,582	392	2,411	—	—	—	—	—	—	71,616
939	1,651	1,934	721	4,206	—	—	—	—	—	—	85,952
1,252	1,193	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	—	—	—	122,018
1,756	2,550	3,784	1,222	3,179	772	3,143	986	—	—	—	151,092
1,372	2,563	364	1,368	3,060	574	3,301	1,199	—	—	—	150,231
1,431	2,742	3,804	1,188	7,811	737	3,230	1,259	2,109	768	822	152,092
1,389	3,128	3,523	1,414	3,606	671	4,049	1,345	2,269	889	573	151,922
1,467	3,122	3,553	1,471	8,753	654	4,185	1,383	2,334	831	609	154,606
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	8,365	564	4,276	1,355	2,437	842	620	155,303
1,743	3,156	3,460	1,596	8,700	579	4,130	1,327	2,388	800	578	156,003
1,825	2,833	3,475	1,611	8,745	544	4,049	1,343	2,387	817	532	157,694
1,893	3,015	3,594	1,614	8,835	544	4,084	1,363	2,482	853	557	160,539
1,913	3,039	3,795	1,605	8,943	547	4,103	1,370	2,447	873	535	161,293
1,923	3,063	3,775	1,625	9,017	562	4,138	1,369	2,314	903	503	160,435
1,935	2,869	3,743	1,629	9,127	539	4,323	1,432	2,377	1,033	510	162,507
1,764	2,946	3,806	1,652	9,260	707	4,693	1,436	2,334	1,139	541	164,266
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	5,243	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	632	5,639	1,552	2,515	1,246	453	164,281
1,939	3,577	4,677	1,709	9,157	657	5,857	1,661	2,671	1,233	651	171,878
2,027	3,738	5,373	1,827	9,894	634	6,241	1,810	2,979	1,335	739	181,239
2,174	3,956	5,899	1,922	10,273	713	6,729	1,932	3,131	1,365	829	187,487
2,197	4,076	5,965	1,973	10,369	730	7,077	1,999	3,338	1,393	897	190,207

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	2,075	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,588
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,787	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	315	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	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,286	9,590	115,374	14,780
1950	10,957	2,059	18,700	1,509	19,225	1,438	45,892	5,773	89,410	10,770
1951	11,003	2,619	10,414	1,546	18,038	1,667	33,446	5,874	72,906	11,309
1952	3,237	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,458
1953	13,336	1,523	8,056	669	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	379	18,608	922	34,143	4,660	77,339	7,553
1955	18,524	2,166	10,609	1,064	22,358	1,137	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	23,298	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	3,213	120,597	7,205
1960	23,795	1,400	16,265	771	27,899	1,247	65,481	4,744	133,430	8,165
1961	22,553	1,259	14,784	631	24,791	964	50,390	2,794	112,523	5,642
1962	24,155	1,263	11,626	468	22,994	809	42,404	2,317	101,179	4,858
1963	24,997	1,322	11,953	502	24,951	939	43,400	2,466	105,301	5,121
1964	29,947	1,722	14,277	535	28,304	945	48,991	3,599	121,609	6,801
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	658
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	133	1,099	48	2,411	61	4,478	132	10,550	379
1964 August	2,331	183	1,211	63	2,501	49	3,769	373	9,862	668
1964 September	2,343	167	1,138	51	2,292	89	3,720	249	9,493	556
1964 October	2,862	207	1,269	41	2,523	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	66	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	584
1965 March	1,969	89	1,216	76	2,038	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
1965 July	3,865	108	1,559	85	3,732	91	4,965	521	14,121	805
1965 August	3,116	104	1,226	88	3,049	106	5,020	343	12,410	641

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	736	34	333	47	1,255	34	1,454	169	3,778	284
Negombo	146	1	96	—	137	3	335	3	714	7
Kalutara	217	5	49	—	219	1	397	—	882	6
Galle	195	1	63	—	179	—	480	25	837	26
Kandy	195	20	100	13	144	7	301	31	740	71
Nawalapitiya	26	—	13	—	22	—	94	—	155	—
Kurunegala	144	—	55	—	91	27	173	2	463	29
Jaffna	146	—	43	1	97	4	166	1	452	7
Ratnapura	109	—	28	—	99	1	149	1	385	2
Badulla	81	1	33	—	67	—	176	1	357	2
Batticaloa	68	11	21	4	49	6	69	12	207	33
Kalmunai	45	1	13	—	23	—	18	—	99	1
Trincomalee	29	2	12	16	22	3	90	17	153	38
Anuradhapura	79	8	25	—	70	1	109	—	283	9
Avissawella	132	6	76	—	42	—	121	—	371	6
Haputale	23	1	9	—	22	—	39	1	93	2
Matara	319	1	97	6	207	3	401	8	1,024	18
Vavuniya	32	11	4	—	32	7	24	23	92	41
Kegalle	218	1	62	1	165	2	152	17	597	21
Matale	44	—	16	—	27	1	39	—	126	1
Chilaw	94	—	36	—	42	6	221	14	393	20
Hatton	12	—	23	—	8	—	57	17	100	17
Nuwara Eliya	36	—	18	—	30	—	35	—	109	—
Total	3,116	104	1,225	88	3,049	106	5,020	343	12,410	641

## Plantations

## Others

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†	.. 4,559	.. 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	.. 23	.. 5,471	.. 22,617‡
1951	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,729	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	.. 39	.. 6,168	.. 46,990
1953	.. 33	.. 333,600	.. 430,586	.. 54	.. 14,482	.. 31,996
1954	.. 59	.. 86,450	.. 391,200	.. 55	.. 15,381	.. 85,569
1955	.. 60	.. 11,437	.. 69,913	.. 47	.. 11,293	.. 36,016
1956	.. 99	.. 56,908	.. 200,838	.. 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	.. 301,882
1963	.. 174	.. 62,511	.. 359,905	.. 58	.. 29,819	.. 479,673
1964	.. 201	.. 68,009	.. 611,060	.. 103	.. 21,409	.. 274,623
1965 January to July §	95	44,136	199,628	32	4,638	62,281
1964 January	.. 13	.. 4,726	.. 101,406	.. 7	.. 6,785	.. 119,703
February	.. 16	.. 4,932	.. 46,510	.. 9	.. 1,160	.. 12,085
March	.. 13	.. 5,397	.. 107,028	.. 11	.. 1,828	.. 13,133
April	.. 12	.. 3,641	.. 17,123	.. 7	.. 344	.. 4,108
May	.. 16	.. 3,832	.. 24,946	.. 7	.. 1,404	.. 8,644
June	.. 19	.. 5,764	.. 76,724	.. 8	.. 1,606	.. 20,896
July	.. 16	.. 7,884	.. 33,725	.. 13	.. 1,729	.. 22,136
August	.. 18	.. 5,762	.. 58,773	.. 4	.. 435	.. 5,237
September	.. 18	.. 9,120	.. 25,748	.. 7	.. 361	.. 1,470
October	.. 21	.. 5,981	.. 57,626	.. **6	.. **759	.. **7,655
November	.. 18	.. 4,601	.. 14,441	.. 11	.. 2,176	.. 11,613
December	.. 21	.. 6,369	.. 47,005	.. **13	.. 2,822	.. 47,943
1965 January §	.. **15	.. **3,967	.. **31,957	.. **9	.. **1,687	.. **16,815
February §	.. 12	.. 4,301	.. 21,809	.. **4	.. 442	.. 10,885
March §	.. 10	.. 2,258	.. 17,488	.. 5	.. 691	.. 21,773
April §	.. **11	.. **5,744	.. **18,070	.. 1	.. 41	.. 5,412
May §	.. **13	.. 4,934	.. 30,434	.. 2	.. 140	.. 492
July §	.. § 21	.. 11,082	.. 61,862	.. 7	.. 1,221	.. 6,356

\* 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  
July, 1965, by Industries or Trades

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea	..	18	..	10,182	..	60,062
Rubber	..	2	..	397	..	794
Tea-cum-Rubber	..	1	..	503	..	1,006
Coconut	..	—	..	—	..	—
Coconut-cum-Rubber	..	—	..	—	..	—
<b>Total</b>	..	<b>21</b>		<b>11,082</b>		<b>61,862</b>
Engineering	..	—	..	—	..	—
Printing	..	—	..	—	..	—
Motor Transport	..	—	..	—	..	—
Tea Export	..	—	..	—	..	—
Rubber Export	..	—	..	—	..	—
Coconut Manufacturing	..	1	..	51	..	204
Toddy, Arrack and Vinegar	..	—	..	—	..	—
Cigar Manufacturing	..	1	..	367	..	861
Tea & Rubber Manufacturing	..	—	..	—	..	—
Cinema	..	—	..	—	..	—
Dock, Harbour and Port Transport	..	1	..	108	..	540
Building Trade	..	—	..	—	..	—
Local Government Services	..	—	..	—	..	—
Service Institutions	..	—	..	—	..	—
Factories, Workshops, &c. run by the State	..	—	..	—	..	—
Textile	..	1	..	129	..	516
Relief Schemes	..	—	..	—	..	—
Wholesale and Retail Distribution	..	1	..	30	..	60
Aerated Waters and Ice Manufacturing	..	—	..	—	..	—
Beedi Manufacturing	..	—	..	—	..	—
Hotel	..	—	..	—	..	—
Tile Manufacturing	..	—	..	—	..	—
Miscellaneous	..	1	..	126	..	3,150
Coir Mattress and Bristle Fibre Export	..	1	..	410	..	1,025
Match Manufacturing	..	—	..	—	..	—
<b>Total</b>	..	<b>7</b>		<b>1,221</b>		<b>6,356</b>
<b>Grand Total</b>	..	<b>28</b>		<b>12,303</b>		<b>68,218</b>

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

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work	3	3	1,610	267
2. Wage increases, Higher rates for piece work, &c.	1	1	436	126
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	1	—	327	418
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	9	2	6,665	—
5. Food matters. Welfare	—	—	—	—
6. Right of association and meeting	1	1	230	410
7. Factional disputes and domestic matters	—	—	311	—
8. External matters (e.g., arrest by Police, &c.)	1	—	—	—
9. Assaults by employer or agent or others	3	—	825	—
10. General demands	—	1	—	—
11. Sympathetic strikes	2	—	678	—
<b>Total</b>	<b>21</b>	<b>8</b>	<b>11,082</b>	<b>1,221</b>

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

Class of Worker	Month : October, 1965					
	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(1) Baking Trade</b>						
<i>Monthly Rates :</i>						
Class "A" Worker : foreman, head bakers, head bakeses, cooks, "short eats" makers, pastry makers, cake decorators .. .. .	70	0	63	70	133	70
Class "B" Worker : dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators ..	55	0	58	75	113	75
Class "C" Worker : flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, deliverymen .. .. .	39	0	44	77	83	77
<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	34
(b) beedies more than 2 ins. long but less than 3 ins. ..	4	0	—	—	4	0
(c) beedies not less than 3 ins. long ..	4	66	—	—	4	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

Class of Worker

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

(3) Brick and Tile Manufacturing Trade

Daily Rates :

In the manufacture of tiles in a factory --

A--Male workers (18 and above) :

Skilled Workers, Grade I : press feeders (machine), firemen engaged in kiln (burners) ..	2 0 ..	2 06 ..	4 06
Skilled Workers, Grade II : press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters ..	1 80 ..	2 06 ..	3 86
Semi-skilled Workers : winchmen, block cutters, tile slab oiler and polisher, trimmers, green tile sorters, workers engaged in stacking tiles in vehicles for transport ..	1 60 ..	2 06 ..	3 66

Unskilled Workers :

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

B--Female Workers (18 and above) ..

1 15 .. 1 85 .. 3 00

C--Workers (under 18 years) :

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

(4) Building Trade

Daily Rates :

Unskilled :

Male labourers not under 18 years of age ..	1 40 ..	2 18 ..	3 58
Female labourers not under 18 years of age ..	1 10 ..	2 18 ..	3 28
Unskilled labourers (irrespective of sex) under 18 years of age ..	0 90 ..	2 18 ..	3 08

Semi-skilled, Grade II :

Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1 65 ..	2 28 ..	3 93
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Semi-skilled, Grade I :

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

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

Class of Worker

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

(5) Cigar Manufacturing Trade

Piece Rates :

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

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

(6) Cinema Trade

Monthly Rates:

A.—NON-CLERICAL

Unskilled

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

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

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

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

Skilled, Grade II

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

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

Skilled, Grade I

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

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(6) Cinema Trade (contd.)</b>						
<b>B.—CLERICAL</b>						
<b>Grade III</b>						
Advertisement clerk ; Assistant cashier clerk ; Despatch and clearing clerk ; Advance booking clerk ; Booking clerk :—						
(a) Within the Municipal areas	50	0	55	0	105	0
(b) Outside the Municipal areas	45	0	55	0	100	0
<b>Grade II</b>						
Advertisement manager ; Cashier clerk ; Clerk (accounts and general) ; Typist ; Wharf clerk ; Storekeeper ; Book-keeper :—						
(a) Within the Municipal areas	55	0	58	0	113	0
(b) Outside the Municipal areas	50	0	58	0	108	0
<b>Grade I</b>						
Head clerk	110	0	63	0	173	0

**(7) Cinnamon Trade**

*Daily Rates :*

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

*Piece Rates :*

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

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

*Daily Rates :*

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

**(9) Coconut Growing Trade**

*Daily Rates :*

In the raising and maintenance of a coconut planta-  
tion and in the manufacture of copra—

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

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

Class of Worker

Basic Wage	Special Allowance	Total

(9) Coconut Growing Trade (contd.)

Monthly Rates :

Conductor employed in—

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

Piece Rates :

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

(10) Coconut Manufacturing Trade

Daily Rates :

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

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

Piece Rates :

(a) In the manufacture of desiccated coconuts—

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

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

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

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

Class of Worker	Month : October, 1965		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
<b>(11) Coir Mattress and Bristle Fibre Export Trade</b>			
<i>Daily Rates :</i>			
<b>A. Male workers (not under 18 years of age) :</b>			
<b>Grade II—</b>			
Workers employed in—receiving fibre into stores from lorries or carts; counting ballots and bundles; weighing ballots and bundles; sorting fibre; stacking ballots and bundles; breaking stacks of ballots and bundles; unwrapping ballots and bundles; picking and teasing; bundling loose fibre; drying loose fibre; removing ballots and bundles from one part of the stores to another; trimming of cut bristle fibre hanks; curling, balloting or coiling of twisted fibre; cutting firewood for dyeing; issuing oil for hackling; cutting bristle fibre ties; sweeping of stores and drains; carting coir dust and rubbish; placing coir dust and rubbish in vehicles for removal; sifting coir dust; bagging coir dust and rubbish; preparing tea; distributing meals and tea; receiving, counting, weighing, stacking, removing, cutting, preparing sundry materials used in packing and processing fibre; removing ballots and bundles from stores, bleaching chambers or drying ground to baling press; passing fibre to press packers; operating winches for moving press boxes; sawing and splitting bamboos; cutting hoop iron; stretching coir ropes; sweeping and cleaning press, platform, pit and surroundings; covering bales with jute hessian and stitching; wrapping ballots with paper or jute hessian and marking all packages for shipment ..	1 40 ..	2 18 ..	3 58
<b>Intermediate Grade—</b>			
Workers employed in—throwing fibre from ground level to press platform (if elevated); feeding fibre into teasing machines; balloting fibre in balloting boxes; twisting coir ropes from coir yarn; the process of bleaching fibre with sulphur; cutting bristle fibre hanks to specified lengths and the process of dyeing fibre ..	1 60 ..	2 28 ..	3 88
<b>Grade I—</b>			
Workers employed in—packing baling boxes with or without mechanical trampers; controlling and operating the baling press; strapping the bale with hoop iron or rope; stacking, unstacking, carrying, moving, loading, and unloading bales; twisting and curing fibre ..	1 80 ..	2 28 ..	4 08
Head baling press operator ..	2 0 ..	2 28 ..	4 28
<b>B. Female workers (not under 18 years of age) ..</b>	1 15 ..	2 06 ..	3 21
<b>C. Workers (irrespective of sex) under 18 years of age—</b>			
Over 14 years but under 15 years ..	0 80 ..	1 63 ..	2 43
Over 15 years but under 16 years ..	0 90 ..	1 68 ..	2 58
Over 16 years but under 17 years ..	1 0 ..	1 73 ..	2 73
Over 17 years but under 18 years ..	1 15 ..	1 83 ..	2 98

Class of Worker

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

(11) Coir Mattress and Bristle Fibre Export Trade (contd.)

Piece Rates :

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

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

Monthly Rates :

Manual Work—

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

Women Workers—

Female kanganies .. ..	35	0	..	30	00	..	65	00
Female labourers .. ..	30	0	..	30	00	..	60	00

Non-manual Workers—

Special Grade .. ..	75	0	..	44	00	..	119	00
Grade I .. ..	55	0	..	33	00	..	88	00

Price Rates :

Lighters from 20 to 60 tons—

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

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

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
<b>(12) Dock, Harbour and Port Transport Trade (contd.)</b>					
<b>Lighters over 60 but under 80 tons—</b>					
Lightermen, per trip	7	0	—	—	7 0
Assistant Tindals, per trip	7	25	—	—	7 25
Tindals, per trip	7	50	—	—	7 50
<b>Lighters 80 tons and over—</b>					
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 transhipment 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	18	3	58
<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	28	3	93
<b>Semi-skilled workers, Grade II—</b>						
Painters ; bowmen ; greasers ; cleaners and washers ; mason, mates and blacksmith mates, employed in repairing, constructing and maintenance of roads, including workers employed in cutting side drains, scarifying the road surface, metal spreading, loading, unloading and piling of metal, tarring roads and concrete mixing by hand .. ..	1	45	2	28	3	73
<b>Skilled workers—</b>						
Turners ; machinists (iron and steel working) ; machinists (wood working) ; coppersmiths ; plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; coremakers ; pattern-makers ; carpenters, joiners and cabinet-makers ; boat-builders ; saw sharpeners ; machine-knife sharpeners ; sign writers ; polishers (applicers of French polish) ; masons ; launch tinders, drivers ; splicers (rope and sail makers) ; glaziers ; driver mechanics ; oil and steam roller drivers shipwrights, body-builders ; hood-makers ; mechanics ; tinkers (motor) ; tinsmiths ; rivetters and caulkers crane drivers ; miners (blasters and drillers) and sledgers employed in repairing, constructing and maintenance of roads .. ..	2	0	2	28	4	28
Kanganies .. ..	1	80	2	28	4	08
Watchers .. ..	1	70	2	28	3	98
<b>Trade learners and apprentices—</b>						
First year .. ..	0	50	1	16	1	66
Second year .. ..	0	66	1	26	1	92
Third year .. ..	0	85	1	60	2	45
Fourth year .. ..	1	10	1	75	2	85
<b>(14) Ice and Aerated Waters Manufacturing Trade</b>						
<i>Daily Rates :</i>						
<b>Grade I :</b>						
Kanganies, Head Syrup Makers, Water Filtration Plant Operators, Can Makers, Carpenters, Fillers (Automatic), Checkers .. ..	2	0	2	28	4	28
<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, Fillers (Hand), Labelless (Automatic), Bottle Washer off-loaders, any other workers engaged in automatic machines in the production of mineral or aerated waters. Ice Harvesters .. ..	1	65	2	28	3	93

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
<b>(14) Ice and Aerated Waters Manufacturing Trade (contd.)</b>					
<b>Grade III:</b>					
Ice Storers, Ice Packers, Ice Loaders, Syrup Room Labourers, Bottle Unpackers, Bottle Sorters or Cleaners, Bottle Washer Loaders, Case Fillers, Bottle Packers, Cleaners or Sweepers, Hand Washers, Case Carriers or Stackers, Stores Labourers, Labellers (Hand), Van Loaders	1	40	2	18	3 58
<b>(15) Match Manufacturing Trade</b>					
<i>Daily Rates:</i>					
<b>Grade I—</b>					
Splint chopping by machine driver; peeling splints, rims, outside veneers and bottom veneers by machine driver; sharpening knives and tools by machine driver; filling frames by machine driver; dipping of sticks in chemical composition by machine driver; frictioning by machine driver; mixing composition for match head by mixer; paper slitting by machine driver; the work of an overseer or kangany; box filling by machine driver:—					
(a) Male Workers, 18 years and over	2	0	1	91	3 91
(b) Female Workers, 18 years and over	1	64	1	81	3 45
(c) Young persons, over 14 years, but under 18 years	1	25	1	46	2 71
<b>Grade II—</b>					
Cross-cutting by hand; cross-cutting by machine driver; splint levelling; cutting outside, rim and bottom veneers by cutter; inner box making by machine; sharpening knives and tools by machine by helper; paraffining by hand; emptying frames; side painting of boxes; checking filled boxes; banderolling by machine driver and assistant; mixing composition for painting sides of boxes outer box making by machine; feeding boxes by machine for box filling; dipping sticks in chemical composition by hand:—					
(a) Male Workers, 18 years and over	1	60	1	91	3 51
(b) Female Workers, 18 years and over	1	32	1	81	3 13
(c) Young persons over 14 years but under 18 years	1	0	1	46	2 46
<b>Grade III—</b>					
The work (in the Match Manufacturing Trade) of all workers not specified in Grade I or Grade II above other than the work of a watcher—					
(a) Male Workers, 18 years and over	1	40	1	81	3 21
(b) Female Workers, 18 years and over	1	15	1	69	2 84
(c) Young persons, over 14 years but under 16 years	0	70	1	21	1 91
(d) Young persons, over 16 years but under 18 years	0	90	1	46	2 36
<b>Grade IV—</b>					
Watcher	1	70	1	91	3 61

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(16) Motor Transport Trade</b>					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers .. ..	100	0	65	42	165 42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt. .. ..	90	0	65	42	155 42
Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses .. ..	85	0	62	92	147 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate) .. ..	100	0	65	42	165 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate .. ..	70	0	60	42	130 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses .. ..	67	50	65	42	132 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. .. ..	60	0	61	12	121 12
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses .. ..	50	0	61	12	111 12
Class I Workers : Omnibus checkers or time-keepers .. ..	60	0	61	12	121 12
Class J Workers : Omnibus Inspectors and omnibus stand supervisors .. ..	90	0	61	12	151 12
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items .. ..	45	0	50	92	95 92
<i>Daily Rates :</i>					
Class A worker .. ..	4	0	2	77	6 77
" B " .. ..	4	0	2	77	6 77
" C " .. ..	3	25	2	77	6 02
" D " .. ..	4	0	2	77	6 77
" E " .. ..	2	75	2	52	5 27
" F " .. ..	2	75	2	77	5 52
" G " .. ..	2	50	2	77	5 27
" H " .. ..	2	25	2	77	5 02
" K " .. ..	1	50	1	91	3 41

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

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

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

Class of Worker

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

(17) Plumbago Trade

Daily Rates :

Worker other than those employed in curing and dressing—

Underground workers—

Basses .. .. .	3 0 ..	1 36 ..	4 36
Kanganies	} ..	} ..	} ..
Loaders			
Onsetters or Donakatakarayas			
Overseers			
Shift bosses .. .. .	2 33 ..	1 36 ..	3 69
Blasters	} ..	} ..	} ..
Drillers (hand and machine)			
Shaft drivers			
Stoppers (excavators)			
Timbermen	} ..	} ..	} ..
Muckers			
Trolleyman			
Unskilled labourers			

Underground and surface workers—

Electricians	} ..	} ..	} ..
Enginemen			
Fitters			
Hoistmen			
Mechanics			
Pumpmen			
Winchmen	} ..	} ..	} ..
Checkers .. .. .			
Electricians (assistants)			
Fitters (assistants)			
Windlassmen (dabare workers)			
Mechanics (assistants)			

Surface workers—

Carpenters	} ..	} ..	} ..
Masons			
Overssers .. .. .	2 50 ..	1 36 ..	3 86
Bakkikarayas or Bankamen	} ..	} ..	} ..
Blacksmiths			
Boilerman			
Drill sharpeners			
Firewood carriers and splitters	1 85 ..	1 36 ..	3 21
Carters	} ..	} ..	} ..
Watchers			
Cocks	} ..	} ..	} ..
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.
<b>(17) Plumbago Trade (contd.)</b>					
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
<b>(18) Printing Trade</b>					
<i>Monthly Rates :</i>					
Class A Workers : Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, process camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists	..	110 0	..	108 42	.. 218 42
Class B Workers : Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)	..	87 50	..	86 92	.. 174 42
Class C, Grade I Workers : Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	..	65 0	..	76 17	.. 141 17
Class C, Grade II Workers : Platen Machine Minders	..	60 0	..	70 68	.. 130 68
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	..	50 0	..	65 42	.. 115 42
Class E Workers : Unskilled workers not under 18 years of age	..	42 0	..	62 79	.. 104 79
Class F Workers : Unskilled workers under 18 years of age	..	20 0	..	41 77	.. 61 77
Class G Workers : Watchers	..	44 0	..	65 42	.. 109 42
Class A—1st year learner	..	33 0	..	45 72	.. 78 72
„ B „ „	..	26 0	..	39 27	.. 65 27
„ C Grade I, 1st year learner	..	24 0	..	41 42	.. 65 42
„ C Grade II „ „	..	22 0	..	39 27	.. 61 27
„ D—1st year learner	..	19 0	..	37 12	.. 56 12
Class A—2nd year learner	..	44 0	..	54 82	.. 98 82
„ B „ „	..	36 0	..	52 67	.. 88 67
„ C Grade I, 2nd year learner	..	29 0	..	47 18	.. 76 18
„ C Grade II „ „	..	27 0	..	44 55	.. 71 55
„ D—2nd year learner	..	23 0	..	41 92	.. 64 92
Class A—3rd year learner	..	56 0	..	63 92	.. 119 92

Class of Worker

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

(18) Printing Trade—(contd.)

Class B—3rd year learner ..	..	49 0	..	59 62	..	108 62
„ C Grade I, 3rd year learner ..	..	36 0	..	53 17	..	89 17
„ C Grade II „ „ ..	..	32 0	..	49 83	..	81 83
„ D—3rd year learner ..	..	28 0	..	46 72	..	74 72
Class A—4th year learner ..	..	71 0	..	77 32	..	148 32
„ B „ „ ..	..	64 0	..	69 68	..	133 68
„ C Grade I, 4th year learner ..	..	44 0	..	61 79	..	105 79
„ C Grade II „ „ ..	..	39 0	..	57 61	..	96 61
„ D—4th year learner ..	..	34 0	..	53 67	..	87 67
Class A—5th year learner ..	..	88 0	..	91 22	..	179 22

(19) Rubber Export Trade

Daily Rates :

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

(a) Grade II :

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

1 40 .. 2 18 .. 3 58

(b) Intermediate Grade :

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

1 60 .. 2 28 .. 3 88

(c) Grade I :

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

1 80 .. 2 28 .. 4 08

(d) Watchers ..

1 70 .. 2 28 .. 3 98

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

(a) Grade II :

Workers employed in work other than sorting ..

1 15 .. 2 06 .. 3 21

(b) Grade I :

Workers employed in sorting ..

1 30 .. 2 06 .. 3 36

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

Over 14 years but under 15 years ..

0 80 .. 1 63 .. 2 43

Over 15 years but under 16 years ..

0 90 .. 1 68 .. 2 58

Over 16 years but under 17 years ..

1 0 .. 1 73 .. 2 73

Over 17 years but under 18 years ..

1 15 .. 1 83 .. 2 98

Month : October, 1965

Class of Worker

Basic Wage	Special Allowance		Total
	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<sup>2</sup>—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wire-tying, scraping out old marks, marking and stencilling, marking and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and re-firing and polishing green tea ..

1 40 .. 2 18 .. 3 58

(b) Intermediate Grade—

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

1 60 .. 2 28 .. 3 88

(c) Grade I—

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

1 80 .. 2 28 .. 4 08

(d) Box makers and repairers ..

1 60 .. 2 28 .. 3 88

(e) Watchers ..

1 70 .. 2 28 .. 3 98

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

1 15 .. 2 06 .. 3 21

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

Over 14 years but under 15 years ..

0 80 .. 1 63 .. 2 43

Over 15 years but under 16 years ..

0 90 .. 1 68 .. 2 58

Over 16 years but under 17 years ..

1 0 .. 1 73 .. 2 73

Over 17 years but under 18 years ..

1 15 .. 1 83 .. 2 98

(22) Tea Growing and Manufacturing Trade

Daily Rates :

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(23) Liquor and Vinegar Trade</b>						
<i>Monthly Rates :</i>						
Topse kangany ..	115	0	—	—	115	0
Toddy tavern watcher ..	63	0	—	—	63	0
Arrack tavern watcher ..	63	0	—	—	63	0
Topse 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 October, 1965, to workers in the Baking Trade**

No. of Days	Class A	Class B	Class C	No. of Days
<i>Normal working days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working days</i>
½	2 57	2 19	1 61	½
1	5 14	4 38	3 22	1
2	10 28	8 75	6 44	2
3	15 43	13 13	9 67	3
4	20 57	17 50	12 89	4
5	25 71	21 88	16 11	5
6	30 85	26 25	19 33	6
7	36 00	30 63	22 55	7
8	41 14	35 00	25 78	8
9	46 28	39 38	29 00	9
10	51 42	43 75	32 22	10
11	56 57	48 13	35 44	11
12	61 71	52 50	38 66	12
13	66 85	56 88	41 89	13
14	71 99	61 25	45 11	14
15	77 13	65 63	48 33	15
16	82 28	70 00	51 55	16
17	87 42	74 38	54 77	17
18	92 56	78 75	57 99	18
19	97 70	83 13	61 22	19
20	102 85	87 50	64 44	20
21	107 99	91 88	67 66	21
22	113 13	96 25	70 88	22
23	118 27	100 63	74 10	23
24	123 42	105 00	77 33	24
25	128 56	109 38	80 55	25
26	133 70	113 75	83 77	26
<b>Extra-payment for work done on weekly holidays.</b>				
1	5 35	4 55	3 35	1
2	10 70	9 10	6 70	2
3	16 05	13 65	10 05	3
4	21 40	18 20	13 40	4
5	26 75	22 75	16 75	5

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

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

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

### APPENDIX III

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

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	1 79	1 64	1 54	1 96½	2 04	2 14	½
1	3 58	3 28	3 08	3 93	4 08	4 28	1
2	7 16	6 56	6 16	7 86	8 16	8 56	2
3	10 74	9 84	9 24	11 79	12 24	12 84	3
4	14 32	13 12	12 32	15 72	16 32	17 12	4
5	17 90	16 40	15 40	19 65	20 40	21 40	5
6	21 48	19 68	18 48	23 58	24 48	25 68	6
7	25 06	22 96	21 56	27 51	28 56	29 96	7
8	28 64	26 24	24 64	31 44	32 64	34 24	8
9	32 22	29 52	27 72	35 37	36 72	38 52	9
10	35 80	32 80	30 80	39 30	40 80	42 80	10
11	39 38	36 08	33 88	43 23	44 88	47 08	11
12	42 96	39 36	36 96	47 16	48 96	51 36	12
13	46 54	42 64	40 04	51 09	53 04	55 64	13
14	50 12	45 92	43 12	55 02	57 12	59 92	14
15	53 70	49 20	46 20	58 95	61 20	64 20	15
16	57 28	52 48	49 28	62 88	65 28	68 48	16
17	60 86	55 76	52 36	66 81	69 36	72 76	17
18	64 44	59 04	55 44	70 74	73 44	77 04	18
19	68 02	62 32	58 52	74 67	77 52	81 32	19
20	71 00	65 60	61 60	78 60	81 60	85 60	20
21	75 18	68 88	64 68	82 53	85 68	89 88	21
22	78 76	72 16	67 76	86 46	89 76	94 16	22
23	82 34	75 44	70 84	90 39	93 84	98 44	23
24	85 92	78 72	73 92	94 32	97 92	102 72	24
25	89 50	82 00	77 00	98 25	102 00	107 00	25
26	93 08	85 28	80 08	102 18	106 08	111 28	26
<i>Sunday work</i>							<i>Sunday work</i>
1	5 37	4 92	4 62	5 90	6 12	6 42	1
2	10 74	9 84	9 24	11 80	12 24	12 84	2
3	16 11	14 76	13 86	17 70	18 36	19 26	3
4	21 48	19 68	18 48	23 60	24 48	25 68	4
5	26 85	24 60	23 10	29 50	30 60	32 10	5

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

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

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

*Note 1.*—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the months. 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 October, 1965, to workers in the Cinema Trade**

### Outside Municipal Areas

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

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

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

APPENDIX IV—(Contd.)

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

*within the Municipal Areas*

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

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

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

## APPENDIX V

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

No. of days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal Working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	0 55	0 65	1 20	0 45	0 48	0 93	0 32½	0 44½	0 77	½
1	1 10	1 30	2 40	0 90	0 96	1 86	0 65	0 89	1 54	1
2	2 20	2 60	4 80	1 80	1 92	3 72	1 30	1 78	3 08	2
3	3 30	3 90	7 20	2 70	2 88	5 58	1 95	2 67	4 62	3
4	4 40	5 20	9 60	3 60	3 84	7 44	2 60	3 56	6 16	4
5	5 50	6 50	12 00	4 50	4 80	9 30	3 25	4 45	7 70	5
6	6 60	7 80	14 40	5 40	5 76	11 16	3 90	5 34	9 24	6
7	7 70	9 10	16 80	6 30	6 72	13 02	4 55	6 23	10 78	7
8	8 80	10 40	19 20	7 20	7 68	14 88	5 20	7 12	12 32	8
9	9 90	11 70	21 60	8 10	8 64	16 74	5 85	8 01	13 86	9
10	11 00	13 00	24 00	9 00	9 60	18 60	6 50	8 90	15 40	10
11	12 10	14 30	26 40	9 90	10 56	20 46	7 15	9 79	16 94	11
12	13 20	15 60	28 80	10 80	11 52	22 32	7 80	10 68	18 48	12
13	14 30	16 90	31 20	11 70	12 48	24 18	8 45	11 57	20 02	13
14	15 40	18 20	33 60	12 60	13 44	26 04	9 10	12 46	21 56	14
15	16 50	19 50	36 00	13 50	14 40	27 90	9 75	13 35	23 10	15
16	17 60	20 80	38 40	14 40	15 36	29 76	10 40	14 24	24 64	16
17	18 70	22 10	40 80	15 30	16 32	31 62	11 05	15 13	26 18	17
18	19 80	23 40	43 20	16 20	17 28	33 48	11 70	16 02	27 72	18
19	20 90	24 70	45 60	17 10	18 24	35 34	12 35	16 91	29 26	19
20	22 00	26 00	48 00	18 00	19 20	37 20	13 00	17 80	30 80	20
21	23 10	27 30	50 40	18 90	20 16	39 06	13 65	18 69	32 34	21
22	24 20	28 60	52 80	19 80	21 12	40 92	14 30	19 58	33 88	22
23	25 30	29 90	55 20	20 70	22 08	42 78	14 95	20 47	35 42	23
24	26 40	31 20	57 60	21 60	23 04	44 64	15 60	21 36	36 96	24
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
<i>Sunday work</i>										<i>Sunday</i>
1			3 60			2 79			2 31	1
2			7 20			5 58			4 62	2
3			10 80			8 37			6 93	3
4			14 40			11 16			9 24	4
5			18 00			13 95			11 53	5

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

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

## APPENDIX VI

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during October, 1935, 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	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	1 35	1 27½	1 00½	0 84½	1 97½	1 77½	1 45½	1 42	½
1	2 70	2 55	2 01	1 69	3 95	3 55	2 91	2 84	1
2	5 40	5 10	4 02	3 38	7 90	7 10	5 82	5 68	2
3	8 10	7 65	6 03	5 07	11 85	10 65	8 73	8 52	3
4	10 80	10 20	8 04	6 76	15 80	14 20	11 64	11 36	4
5	13 50	12 75	10 05	8 45	19 75	17 75	14 55	14 20	5
6	16 20	15 30	12 06	10 14	23 70	21 30	17 46	17 04	6
7	18 90	17 85	14 07	11 83	27 65	24 85	20 37	19 88	7
8	21 60	20 40	16 08	13 52	31 60	28 40	23 28	22 72	8
9	24 30	22 95	18 09	15 21	35 55	31 95	26 19	25 56	9
10	27 00	25 50	20 10	16 90	39 50	35 50	29 10	28 40	10
11	29 70	28 05	22 11	18 59	43 45	39 05	32 01	31 24	11
12	32 40	30 60	24 12	20 28	47 40	42 60	34 92	34 08	12
13	35 10	33 15	26 13	21 97	51 35	46 15	37 83	36 92	13
14	37 80	35 70	28 14	23 66	55 30	49 70	40 74	39 76	14
15	40 50	38 25	30 15	25 35	59 25	53 25	43 65	42 60	15
16	43 20	40 80	32 16	27 04	63 20	56 80	46 56	45 44	16
17	45 90	43 35	34 17	28 73	67 15	60 35	49 47	48 28	17
18	48 60	45 90	36 18	30 42	71 10	63 90	52 38	51 12	18
19	51 30	48 45	38 19	32 11	75 05	67 45	55 29	53 96	19
20	54 00	51 00	40 20	33 80	79 00	71 00	58 20	56 80	20
21	56 70	53 55	42 21	35 49	82 95	74 55	61 11	59 64	21
22	59 40	56 10	44 22	37 18	86 90	78 10	64 02	62 48	22
23	62 10	58 65	46 23	38 87	90 85	81 65	66 93	65 32	23
24	64 80	61 20	48 24	40 56	94 80	85 20	69 84	68 16	24
25	67 50	63 75	50 25	42 25	98 75	88 75	72 75	71 00	25
26	70 20	66 30	52 26	43 94	102 70	92 30	75 66	73 84	26
<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	26 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 October, 1965, to workers in the Engineering Trade**

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal workin days</i>
½	1 79	1 96½	1 86½	2 14	2 04	1 99	0 83	0 96	1 22½	1 42½	½
1	3 58	3 93	3 73	4 28	4 08	3 98	1 66	1 92	2 45	2 85	1
2	7 16	7 86	7 46	8 56	8 16	7 96	3 32	3 84	4 90	5 70	2
3	10 74	11 79	11 19	12 84	12 24	11 94	4 98	5 76	7 35	8 55	3
4	14 32	15 72	14 92	17 12	16 32	15 92	6 64	7 68	9 80	11 40	4
5	17 90	19 65	18 65	21 40	20 40	19 90	8 30	9 60	12 25	14 25	5
6	21 48	23 58	22 38	25 68	24 48	23 88	9 96	11 52	14 70	17 10	6
7	25 06	27 51	26 11	29 96	28 56	27 86	11 62	13 44	17 15	19 95	7
8	28 64	31 44	29 84	34 24	32 64	31 84	13 28	15 36	19 60	22 80	8
9	32 22	35 37	33 57	38 52	36 72	35 82	14 94	17 28	22 05	25 65	9
10	35 80	39 30	37 30	42 80	40 80	39 80	16 60	19 20	24 50	28 50	10
11	39 38	43 23	41 03	47 08	44 88	43 78	18 26	21 12	26 95	31 35	11
12	42 96	47 16	44 76	51 36	48 96	47 76	19 92	23 04	29 40	34 20	12
13	46 54	51 09	48 49	55 64	53 04	51 74	21 58	24 96	31 85	37 05	13
14	50 12	55 02	52 22	59 92	57 12	55 72	23 24	26 88	34 30	39 90	14
15	53 70	58 95	55 95	64 20	61 20	59 70	24 90	28 80	36 75	42 75	15
16	57 28	62 88	59 68	68 48	65 28	63 68	26 56	30 72	39 20	45 60	16
17	60 86	66 81	63 41	72 76	69 36	67 66	28 22	32 64	41 65	48 45	17
18	64 44	70 74	67 14	77 04	73 44	71 64	29 88	34 56	44 10	51 30	18
19	68 02	74 67	70 87	81 32	77 52	75 62	31 54	36 48	46 55	54 15	19
20	71 60	78 60	74 60	85 60	81 60	79 60	33 20	38 40	49 00	57 00	20
21	75 18	82 53	78 33	89 88	85 68	83 58	34 86	40 32	51 45	59 85	21
22	78 76	86 46	82 06	94 16	89 76	87 56	36 52	42 24	53 90	62 70	22
23	82 34	90 39	85 79	99 44	93 84	91 54	38 18	44 16	56 35	65 55	23
24	85 92	94 32	89 52	102 72	97 92	95 52	39 84	46 08	58 80	68 40	24
25	89 50	98 25	93 25	107 00	102 00	99 50	41 50	48 00	61 25	71 25	25
26	93 08	102 18	96 98	111 28	106 08	103 48	43 16	49 92	63 70	74 10	26
<i>Sunday work</i>											<i>Sunday work</i>
1	5 37	5 90	5 60	6 42	6 12	5 97	2 49	2 88	3 68	4 28	1
2	10 74	11 80	11 20	12 84	12 24	11 94	4 98	5 76	7 36	8 56	2
3	16 11	17 70	16 80	19 26	18 36	17 91	7 47	8 64	11 04	12 84	3
4	21 48	23 60	22 40	25 68	24 48	23 88	9 96	11 52	14 72	17 12	4
5	26 85	29 50	28 00	32 10	30 60	29 85	12 45	14 40	18 40	21 40	5

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

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

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

**APPENDIX VIII**

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during October, 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	Fe-male		Male	Fe-male		Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years		
			Rs. c.			Rs. c.					Rs. c.	
<i>Normal Working days</i>												<i>Normal working days</i>
½	1 95½	1 72½	1 35½	1 75½	1 56½	1 23	1 60	1 42	0 95½	1 18	1 80½	½
1	3 91	3 45	2 71	3 51	3 13	2 46	3 21	2 84	1 91	2 36	3 61	1
2	7 82	6 90	5 42	7 02	6 26	4 92	6 42	5 68	3 82	4 72	7 22	2
3	11 73	10 35	8 13	10 53	9 39	7 38	9 63	8 52	5 73	7 08	10 83	3
4	15 64	13 80	10 84	14 04	12 52	9 84	12 84	11 36	7 64	9 44	14 44	4
5	19 55	17 25	13 55	17 55	15 65	12 30	16 05	14 20	9 55	11 80	18 05	5
6	23 46	20 70	16 26	21 06	18 78	14 76	19 26	17 04	11 46	14 16	21 66	6
7	27 37	24 15	18 97	24 57	21 91	17 22	22 47	19 88	13 37	16 52	25 27	7
8	31 28	27 60	21 68	28 08	25 04	19 68	25 68	22 72	15 28	18 88	28 88	8
9	35 19	31 05	24 39	31 59	28 17	22 14	28 89	25 56	17 19	21 24	32 49	9
10	39 10	34 50	27 10	35 10	31 30	24 60	32 10	28 40	19 10	23 60	36 10	10
11	43 01	37 95	29 81	38 61	34 43	27 06	35 31	31 24	21 01	25 96	39 71	11
12	46 92	41 40	32 52	42 12	37 56	29 52	38 52	34 08	22 92	28 32	43 32	12
13	50 83	44 85	35 23	45 63	40 69	31 98	41 73	36 92	24 83	30 68	46 93	13
14	54 74	48 30	37 94	49 14	43 82	34 44	44 94	39 76	26 74	33 04	50 54	14
15	58 65	51 75	40 65	52 65	46 95	36 90	48 15	42 60	28 65	35 40	54 15	15
16	62 56	55 20	43 36	56 16	50 08	39 36	51 36	45 44	30 56	37 76	57 76	16
17	66 47	58 65	46 07	59 67	53 21	41 82	54 57	48 28	32 47	40 12	61 37	17
18	70 38	62 10	48 78	63 18	56 34	44 28	57 78	51 12	34 38	42 48	64 98	18
19	74 29	65 55	51 49	66 69	59 47	46 74	60 99	53 96	36 29	44 84	68 59	19
20	78 20	69 00	54 20	70 20	62 60	49 20	64 20	56 80	38 20	47 20	72 20	20
21	82 11	72 45	56 91	73 71	65 73	51 66	67 41	59 64	40 11	49 56	75 81	21
22	86 02	75 90	59 62	77 22	68 86	54 12	70 62	62 48	42 02	51 92	79 42	22
23	89 93	79 35	62 33	80 73	71 99	56 58	73 83	65 32	43 93	54 28	83 03	23
24	93 84	82 80	65 04	84 24	75 12	59 04	77 04	68 16	45 84	56 64	86 64	24
25	97 75	86 25	67 75	87 75	78 25	61 50	80 25	71 00	47 75	59 00	90 25	25
26	101 66	89 70	70 46	91 26	81 38	63 96	83 46	73 84	49 66	61 36	93 86	26
<i>Sunday Work</i>												<i>Sunday Work</i>
1	5 87	5 18	4 07	5 27	4 70	3 69	4 82	4 26	2 87	3 54	5 42	1
2	11 74	10 36	8 14	10 54	9 40	7 38	9 64	8 52	5 74	7 08	10 84	2
3	17 61	15 54	12 21	15 81	14 10	11 07	14 46	12 78	8 61	10 62	16 26	3
4	23 48	20 72	16 28	21 08	18 80	14 76	19 28	17 04	11 48	14 16	21 68	4
5	29 35	25 90	20 35	26 35	23 50	18 45	24 10	21 30	14 35	17 70	27 10	5

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

## APPENDIX IX

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

<i>No. of Days</i>	<i>Class A Class D</i>	<i>Class B</i>	<i>Class C</i>	<i>Class E</i>	<i>Class F</i>	<i>Class G Class I</i>	<i>Class H</i>	<i>Class J</i>	<i>Class K</i>	<i>No. of Days</i>
<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>
½	3 06½	2 88	2 74	2 41½	2 46	2 24½	2 06	2 80	1 77½	½
1	6 13	5 76	5 48	4 83	4 92	4 49	4 12	5 60	3 55	1
2	12 25	11 51	10 96	9 66	9 85	8 97	8 23	11 19	7 11	2
3	18 38	17 27	16 44	14 49	14 77	13 46	12 35	16 79	10 66	3
3	24 51	23 03	21 91	19 32	19 69	17 94	16 46	22 39	14 21	3
5	30 63	28 78	27 39	24 15	24 61	22 43	20 58	27 99	17 76	5
6	36 76	34 54	32 87	28 98	29 54	26 92	24 69	33 58	21 32	6
7	42 89	40 29	38 35	33 81	34 46	31 40	28 81	39 18	24 87	7
8	49 01	46 05	43 83	38 64	39 38	35 89	32 92	44 78	28 42	8
9	55 14	51 81	49 31	43 47	44 31	40 37	37 04	50 37	31 97	9
10	61 27	57 56	54 79	48 30	49 23	44 86	41 16	55 97	35 53	10
11	67 39	63 32	60 26	53 13	54 15	49 35	45 27	61 57	39 08	11
12	73 52	69 08	65 74	57 96	59 08	53 83	49 39	67 16	42 63	12
13	79 65	74 83	71 22	62 79	64 00	58 32	53 50	72 76	46 18	13
14	85 77	80 59	76 70	67 63	68 92	62 80	57 62	78 36	49 74	14
15	91 91	86 34	82 18	72 46	73 84	67 29	61 73	83 96	53 29	15
16	98 03	92 10	87 66	77 29	78 77	71 77	65 85	89 55	56 84	16
17	104 15	97 86	93 13	82 12	83 69	76 26	69 96	95 15	60 39	17
18	110 28	103 61	98 61	86 95	88 61	80 75	74 08	100 75	63 95	18
19	116 41	109 37	104 09	91 78	93 54	85 23	78 20	106 34	67 50	19
20	122 53	115 13	109 57	96 61	98 46	89 72	82 31	111 94	71 05	20
21	128 66	120 88	115 05	101 44	103 38	94 20	86 43	117 54	74 60	21
22	134 79	126 64	120 53	106 27	108 31	98 69	90 54	123 13	78 16	22
23	140 91	132 39	126 01	111 10	113 23	103 18	94 66	128 73	81 71	23
24	147 04	138 15	131 48	115 93	118 15	107 66	98 77	134 33	85 26	24
25	153 17	143 91	136 96	120 76	123 07	112 15	102 89	139 93	88 81	25
26	159 29	149 66	142 44	125 59	128 00	116 63	107 00	145 52	92 37	26
27	165 42	155 42	147 92	130 42	132 92	121 12	111 12	151 12	95 92	27
28	175 35	164 75	156 80	138 25	140 90	128 39	117 79	160 19	101 68	28
29	185 28	174 08	165 68	146 08	148 88	135 66	124 46	169 26	107 44	29
30	195 21	183 41	174 56	153 91	156 86	142 93	131 13	178 33	113 20	30
31	205 14	192 74	183 44	161 74	164 84	150 20	137 80	187 40	118 96	31

## APPENDIX X

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

<i>No. of Days</i>	<i>Class A Class B Class D</i>	<i>Class C</i>	<i>Class E Class G</i>	<i>Class F</i>	<i>Class H</i>	<i>Class K</i>	<i>No. of Days</i>
<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	3 38½	3 01	2 63	2 76	2 51	1 70½	½
<b>1</b>	6 77	6 02	5 27	5 52	5 02	3 41	<b>1</b>
<b>2</b>	13 54	12 04	10 54	11 04	10 04	6 82	<b>2</b>
<b>3</b>	20 31	18 06	15 81	16 56	15 06	10 23	<b>3</b>
<b>4</b>	27 08	24 08	21 08	22 08	20 08	13 64	<b>4</b>
<b>5</b>	33 85	30 10	26 35	27 60	25 10	17 05	<b>5</b>
<b>6</b>	40 62	36 12	31 62	33 12	30 12	20 46	<b>6</b>
<b>7</b>	47 39	42 14	36 89	38 64	35 14	23 87	<b>7</b>
<b>8</b>	54 16	48 16	42 16	44 16	40 16	27 28	<b>8</b>
<b>9</b>	60 93	54 18	47 43	49 68	45 18	30 69	<b>9</b>
<b>10</b>	67 70	60 20	52 70	55 20	50 20	34 10	<b>10</b>
<b>11</b>	74 47	66 22	57 97	60 72	55 22	37 51	<b>11</b>
<b>12</b>	81 24	72 24	63 24	66 24	60 24	40 92	<b>12</b>
<b>13</b>	88 01	78 26	68 51	71 76	65 26	44 33	<b>13</b>
<b>14</b>	94 78	84 28	73 78	77 28	70 28	47 74	<b>14</b>
<b>15</b>	101 55	90 30	79 05	82 80	75 30	51 15	<b>15</b>
<b>16</b>	108 32	96 32	84 32	88 32	80 32	54 56	<b>16</b>
<b>17</b>	115 09	102 34	89 59	93 84	85 34	57 97	<b>17</b>
<b>18</b>	121 86	108 36	94 86	99 36	90 36	61 38	<b>18</b>
<b>19</b>	128 63	114 38	100 13	104 88	95 38	64 79	<b>19</b>
<b>20</b>	135 40	120 40	105 40	110 40	100 40	68 20	<b>20</b>
<b>21</b>	142 17	126 42	110 67	115 92	105 42	71 61	<b>21</b>
<b>22</b>	148 94	132 44	115 94	121 44	110 44	75 02	<b>22</b>
<b>23</b>	155 71	138 46	121 21	126 96	115 46	78 43	<b>23</b>
<b>24</b>	162 48	144 48	126 48	132 48	120 48	81 84	<b>24</b>
<b>25</b>	169 25	150 50	131 75	138 00	125 50	85 25	<b>25</b>
<b>26</b>	176 02	156 52	137 02	143 52	130 52	88 66	<b>26</b>
<b>27</b>	182 79	162 54	142 29	149 04	135 54	92 07	<b>27</b>
<b>28</b>	189 56	168 56	147 56	154 56	140 56	95 48	<b>28</b>
<b>29</b>	196 33	174 58	152 83	160 08	145 58	98 89	<b>29</b>
<b>30</b>	203 10	180 60	158 10	165 60	150 60	102 30	<b>30</b>
<b>31</b>	209 87	186 62	163 37	171 12	155 62	105 71	<b>31</b>

## APPENDIX XI

**\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during October, 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.	
½	4 20	3 35½	2 71½	2 51½	2 22	2 01½	1 19	2 10½	½
1	8 40	6 71	5 43	5 03	4 44	4 03	2 38	4 21	1
2	16 80	13 42	10 86	10 05	8 88	8 06	4 75	8 42	2
3	25 20	20 13	16 29	15 08	13 32	12 09	7 13	12 63	3
4	33 60	26 83	21 72	20 10	17 76	16 02	9 50	16 83	4
5	42 00	33 54	27 15	25 13	22 20	20 15	11 88	21 04	5
6	50 40	40 25	32 58	30 16	26 64	24 18	14 25	25 25	6
7	58 81	46 96	38 01	35 18	31 07	28 21	16 63	29 46	7
8	67 21	53 67	43 44	40 21	35 51	32 24	19 01	33 67	8
9	75 61	60 38	48 87	45 24	39 95	36 27	21 38	37 88	9
10	84 01	67 08	54 30	50 26	44 39	40 30	23 76	42 08	10
11	92 41	73 79	59 73	55 29	48 44	44 33	26 13	46 29	11
12	100 81	80 50	65 16	60 31	53 27	48 36	28 51	50 50	12
13	109 21	87 21	70 59	65 34	57 71	52 40	30 89	54 71	13
14	117 61	93 92	76 01	70 37	62 15	56 43	33 26	58 92	14
15	126 01	100 63	81 44	75 39	66 59	60 46	35 64	63 13	15
16	134 41	107 34	86 87	80 42	71 03	64 49	38 01	67 34	16
17	142 81	114 04	92 30	85 44	75 47	68 52	40 39	71 54	17
18	151 21	120 75	97 73	90 47	79 91	72 55	42 76	75 75	18
19	159 61	127 46	103 16	95 50	84 35	76 58	45 14	79 96	19
20	168 02	134 17	108 59	100 52	88 78	80 61	47 52	84 17	20
21	176 42	140 88	114 02	105 55	93 22	84 64	49 89	88 38	21
22	184 82	147 59	119 45	110 58	97 66	88 67	52 27	92 59	22
23	193 22	154 29	124 88	115 60	102 10	92 70	54 64	96 79	23
24	201 62	161 00	130 31	120 63	106 54	96 73	57 02	101 00	24
25	210 02	167 71	135 74	125 65	110 98	100 76	59 39	105 21	25
26	218 42	174 42	141 17	130 68	115 42	104 79	61 77	109 42	26
27	235 89	188 37	152 46	141 13	124 65	113 17	66 71	118 17	27
28	253 36	202 32	163 75	151 58	133 88	121 55	71 65	126 92	28
29	270 83	216 27	175 04	162 03	143 11	129 93	76 59	135 67	29
30	288 30	230 22	186 33	172 48	152 34	138 31	81 53	144 42	30
31	305 77	244 17	197 62	182 93	161 57	146 69	86 47	153 17	31
<b>Extra Payment for work done on Sundays</b>									
1	7 28	5 81	4 71	4 36	3 85	3 49	2 06	3 65	1
2	14 56	11 62	9 42	8 72	7 70	6 98	4 12	7 30	2
3	21 84	17 43	14 13	13 08	11 55	10 47	6 18	10 95	3
4	29 12	23 24	18 84	17 44	15 40	13 96	8 24	14 60	4
5	36 40	29 05	23 55	21 80	19 25	17 45	10 30	18 25	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 October, 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.									
½	1 51½	1 90	2 30½	2 85	3 44½	1 25½	1 70½	2 09	2 57	½
1	3 03	3 80	4 61	5 70	6 89	2 51	3 41	4 18	5 14	1
2	6 06	7 60	9 22	11 41	13 79	5 02	6 82	8 36	10 28	2
3	9 08	11 40	13 84	17 11	20 68	7 53	10 23	12 53	15 42	3
4	12 11	15 20	18 45	22 82	27 57	10 04	13 64	16 71	20 57	4
5	15 14	19 00	23 06	28 52	34 47	12 55	17 05	20 89	25 71	5
6	18 17	22 80	27 67	34 23	41 36	15 06	20 46	25 07	30 85	6
7	21 19	26 61	32 29	39 93	48 25	17 57	23 87	29 24	35 99	7
8	24 22	30 41	36 90	45 64	55 14	20 08	27 28	33 42	41 13	8
9	27 25	34 21	41 51	51 34	62 04	22 59	30 09	37 60	46 27	9
10	30 28	38 01	46 12	57 05	68 93	25 10	34 10	41 78	51 42	10
11	33 30	41 81	50 74	62 75	75 82	27 61	37 51	45 95	56 56	11
12	36 33	45 61	55 35	68 46	82 72	30 12	40 92	50 13	61 70	12
13	39 36	49 41	59 96	74 16	89 61	32 64	44 34	54 31	66 84	13
14	42 39	53 21	64 57	79 86	96 50	35 15	47 75	58 49	71 98	14
15	45 42	57 01	69 18	85 57	103 40	37 66	51 16	62 67	77 12	15
16	48 44	60 81	73 80	91 27	110 29	40 17	54 57	66 84	82 26	16
17	51 47	64 61	78 41	96 98	117 18	42 68	57 98	71 02	87 41	17
18	54 50	68 41	83 02	102 68	124 08	45 19	61 39	75 20	92 55	18
19	57 53	72 21	87 63	108 39	130 97	47 70	64 80	79 38	97 69	19
20	60 55	76 02	92 25	114 09	137 86	50 21	68 21	83 55	102 83	20
21	63 58	79 82	96 86	119 80	144 75	52 72	71 62	87 73	107 97	21
22	66 61	83 62	101 47	125 50	151 65	55 23	75 03	91 91	113 11	22
23	69 64	87 42	106 08	131 21	158 54	57 74	78 44	96 09	118 26	23
24	72 66	91 22	110 70	136 91	165 43	60 25	81 85	100 26	123 40	24
25	75 69	95 02	115 31	142 62	172 33	62 76	85 26	104 44	128 54	25
26	78 72	98 82	119 92	148 32	179 22	65 27	88 67	108 62	133 68	26
27	85 02	106 73	129 51	160 19	193 56	70 49	95 76	117 31	144 37	27
28	91 32	114 64	139 10	172 06	207 90	75 71	102 85	126 00	155 06	28
29	97 62	122 55	148 69	183 93	222 24	80 93	109 94	134 69	165 75	29
30	103 92	130 46	158 28	195 80	236 58	86 15	117 03	143 38	176 44	30
31	110 22	138 37	167 87	207 67	250 92	91 37	124 12	152 07	187 13	31
Extra Payment for work done on Sundays										
1	2 62	3 29	4 00	4 94	5 97	2 18	2 96	3 62	4 46	1
2	5 24	6 58	8 00	9 88	11 94	4 36	5 92	7 24	8 92	2
3	7 86	9 87	12 00	14 82	17 91	6 54	8 88	10 86	13 38	3
4	10 48	13 16	16 00	19 76	23 88	8 72	11 84	14 48	17 84	4
5	13 10	16 45	20 00	24 70	29 85	10 90	14 80	18 10	22 30	5

(For footnotes see page 601)

**APPENDIX XI—(contd.)**

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

*Apprentices*

No. of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 26	1 46½	1 71½	2 03½	1 18	1 37½	1 57½	1 86	½
1	2 52	2 93	3 43	4 07	2 36	2 75	3 15	3 72	1
2	5 03	5 86	6 86	8 14	4 71	5 50	6 29	7 43	2
3	7 55	8 79	10 29	12 21	7 07	8 26	9 44	11 15	3
4	10 06	11 72	13 72	16 28	9 43	11 01	12 59	14 86	4
5	12 58	14 65	17 15	20 34	11 78	13 76	15 74	18 58	5
6	15 10	17 58	20 58	24 41	14 14	16 51	18 88	22 29	6
7	17 61	20 51	24 01	28 48	16 50	19 26	22 03	26 01	7
8	20 13	23 44	27 44	32 55	18 85	22 02	25 18	29 73	8
9	22 65	26 37	30 87	36 62	21 21	24 77	28 33	33 44	9
10	25 16	29 30	34 30	40 69	23 57	27 52	31 47	37 16	10
11	27 68	32 23	37 73	44 76	25 92	30 27	34 62	40 87	11
12	30 19	35 16	41 16	48 83	28 28	33 02	37 77	44 59	12
13	32 71	38 09	44 59	52 90	30 64	35 78	40 92	48 31	13
14	35 23	41 02	48 01	56 96	32 99	38 53	44 06	52 02	14
15	37 74	43 95	51 44	61 03	35 35	41 28	47 21	55 74	15
16	40 26	46 88	54 87	65 10	37 70	44 03	50 36	59 45	16
17	42 77	49 81	58 30	69 17	40 06	46 78	53 50	63 17	17
18	45 29	52 74	61 73	73 24	42 42	49 53	56 65	66 88	18
19	47 81	55 67	65 16	77 31	44 77	52 29	59 80	70 60	19
20	50 32	58 60	68 59	81 38	47 13	55 04	62 95	74 32	20
21	52 84	61 53	72 02	85 45	49 49	57 79	66 09	78 03	21
22	55 36	64 46	75 45	89 51	51 84	60 54	69 24	81 75	22
23	57 87	67 39	78 88	93 58	54 20	63 29	72 39	85 46	23
24	60 39	70 32	82 31	97 65	56 56	66 05	75 54	89 18	24
25	62 90	73 25	85 74	101 72	58 91	68 80	78 68	92 89	25
26	65 42	76 18	89 17	105 79	61 27	71 55	81 83	96 61	26
27	70 65	82 27	96 30	114 25	66 17	77 27	88 38	104 34	27
28	75 88	88 36	103 43	122 71	71 07	82 99	94 93	112 07	28
29	81 11	94 45	110 56	131 17	75 97	88 71	101 48	119 80	29
30	86 34	100 54	117 69	139 63	80 87	94 43	108 03	127 53	30
31	91 57	106 63	124 82	148 09	85 77	100 15	114 58	135 26	31
Extra Payment for work done on Sunday									
1	2 18	2 54	2 97	3 53	2 04	2 39	2 73	3 22	1
2	4 36	5 08	5 94	7 06	4 08	4 78	5 46	6 44	2
3	6 54	7 62	8 91	10 59	6 12	7 17	8 19	9 66	3
4	8 72	10 16	11 88	14 12	8 16	9 56	10 92	12 88	4
5	10 90	12 70	14 85	17 65	10 20	11 95	13 65	16 16	5

(For footnotes see page 601)

**APPENDIX XI—(contd.)**

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

*Apprentices*

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

(For footnotes see page 601)

## APPENDIX XII

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

No. of Days	<i>Male Worker not under 18 years of age</i>				<i>Female worker not under 18 years of age</i>		<i>Workers (irrespective of sex) under 18 years of age</i>				No. of days	
	<i>Grade II</i>	<i>Inter-mediate Grade</i>	<i>Grade I</i>	<i>Watch-ers</i>	<i>Grade II</i>	<i>Grade I</i>	<i>over 14 under 15 years</i>	<i>over 15 under 16 years</i>	<i>over 16 under 17 years</i>	<i>over 17 under 18 years</i>		
<i>Normal working Days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working Days</i>
½	1 79	1 94	2 04	1 99	1 60½	1 68	1 21½	1 29	1 36½	1 49	½	
1	3 58	3 88	4 09	3 98	3 21	3 36	2 43	2 58	2 73	2 98	1	
2	7 16	7 76	8 16	7 96	6 42	6 72	4 86	5 16	5 46	5 96	2	
3	10 74	11 64	12 24	11 94	9 63	10 08	7 29	7 74	8 19	8 94	3	
4	14 32	15 52	16 32	15 92	12 84	13 44	9 72	10 32	10 92	11 92	4	
5	17 90	19 40	20 40	19 90	16 05	16 80	12 15	12 90	13 65	14 90	5	
6	21 48	23 28	24 48	23 88	19 26	20 16	14 58	15 48	16 38	17 88	6	
7	25 06	27 16	28 56	27 86	22 47	23 52	17 01	18 06	19 11	20 86	7	
8	28 64	31 04	32 64	31 84	25 68	26 88	19 44	20 64	21 84	23 84	8	
9	32 22	34 92	36 72	35 82	28 89	30 24	21 87	23 22	24 57	26 82	9	
10	35 80	38 80	40 80	39 80	32 10	33 60	24 30	25 80	27 30	29 80	10	
11	39 38	42 62	44 88	43 78	35 31	36 96	26 73	28 38	30 03	32 78	11	
12	42 96	46 56	48 96	47 76	38 52	40 32	29 16	30 96	32 76	35 76	12	
13	46 54	50 44	53 04	51 74	41 73	43 68	31 59	33 54	35 49	38 74	13	
14	50 12	54 32	57 12	55 72	44 94	47 04	34 02	36 12	38 22	41 72	14	
15	53 70	58 20	61 20	59 70	48 15	50 40	36 45	38 70	40 95	44 70	15	
16	57 28	62 08	65 28	63 68	51 36	53 76	38 88	41 28	43 68	47 68	16	
17	60 86	65 96	69 36	67 66	54 57	57 12	41 31	43 86	46 41	50 66	17	
18	64 44	69 84	73 44	71 64	57 78	60 48	43 74	46 44	49 14	53 64	18	
19	68 02	73 72	77 52	75 62	60 99	63 84	46 17	49 02	51 87	56 62	19	
20	71 60	77 60	81 60	79 60	64 20	67 20	48 60	51 60	54 60	59 60	20	
21	75 18	81 48	85 68	83 58	67 41	70 56	51 03	54 18	57 33	62 58	21	
22	78 76	85 36	89 76	87 56	70 62	73 92	53 46	56 76	60 06	65 56	22	
23	82 34	89 24	93 84	91 54	73 83	77 28	55 89	59 34	62 79	68 54	23	
24	85 92	93 12	97 92	95 52	77 04	80 64	58 32	61 92	65 52	71 52	24	
25	89 50	97 00	102 00	99 50	80 25	84 00	60 75	64 50	68 25	74 50	25	
26	93 08	100 88	106 08	103 48	83 46	87 36	63 18	67 08	70 98	77 48	26	
<i>Sunday work</i>											<i>Sunday work</i>	
1	5 37	5 82	6 12	5 97	4 82	5 04	3 65	3 87	4 10	4 47	1	
2	10 74	11 64	12 24	11 94	9 64	10 08	7 30	7 74	8 20	8 94	2	
3	16 11	17 46	18 36	17 91	14 46	15 12	10 95	11 61	12 30	13 41	3	
4	21 48	23 28	24 48	23 88	19 28	20 16	14 60	15 48	16 40	17 88	4	
5	26 85	29 10	30 60	29 85	24 10	25 20	18 25	19 35	20 50	22 35	5	

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

## APPENDIX XIII

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

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal Working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	0 70	0 65	1 35	0 65	0 48	1 13	0 52½	0 44½	0 97	½
1	1 40	1 30	2 70	1 30	0 96	2 26	1 05	0 89	1 94	1
2	2 80	2 60	5 40	2 60	1 92	4 52	2 10	1 78	3 88	2
3	4 20	3 90	8 10	3 90	2 88	6 78	3 15	2 67	5 82	3
4	5 60	5 20	10 80	5 20	3 84	9 04	4 20	3 56	7 76	4
5	7 00	6 50	13 50	6 50	4 80	11 30	5 25	4 45	9 70	5
6	8 40	7 80	16 20	7 80	5 76	13 56	6 30	5 34	11 64	6
7	9 80	9 10	18 90	9 10	6 72	15 82	7 35	6 23	13 58	7
8	11 20	10 40	21 60	10 40	7 68	18 03	8 40	7 12	15 52	8
9	12 60	11 70	24 30	11 70	8 64	20 34	9 45	8 01	17 46	9
10	14 00	13 00	27 00	13 00	9 60	22 60	10 50	8 90	19 40	10
11	15 40	14 30	29 70	14 30	10 56	24 86	11 55	9 79	21 34	11
12	16 80	15 60	32 40	15 60	11 52	27 12	12 60	10 68	23 28	12
13	18 20	16 90	35 10	16 90	12 48	29 38	13 65	11 57	25 22	13
14	19 60	18 20	37 80	18 20	13 44	31 6	14 70	12 46	27 16	14
15	21 00	19 50	40 50	19 50	14 40	33 90	15 75	13 35	29 10	15
16	22 40	20 80	43 20	20 80	15 36	36 16	16 80	14 24	31 04	16
17	23 80	22 10	45 90	22 10	16 32	38 42	17 85	15 13	32 98	17
18	25 20	23 40	48 60	23 40	17 28	40 68	18 90	16 02	34 92	18
19	26 60	24 70	51 30	24 70	18 24	42 94	19 95	16 91	36 86	19
20	28 00	26 00	54 00	26 00	19 20	45 20	21 00	17 80	38 80	20
21	29 40	27 30	56 70	27 30	20 16	47 46	22 05	18 69	40 74	21
22	30 80	28 60	59 40	28 60	21 12	49 72	23 10	19 58	42 68	22
23	32 20	29 90	62 10	29 90	22 08	51 98	24 15	20 47	44 62	23
24	33 60	31 20	64 80	31 20	23 04	54 24	25 20	21 36	46 56	24
25	35 00	32 50	67 50	32 50	24 00	56 50	26 25	22 25	48 50	25
26	36 40	33 80	70 20	33 80	24 96	58 76	27 30	23 14	50 44	26
<i>Sunday Work</i>										<i>Sunday work</i>
1			4 05			3 39			2 91	1
2			8 10			6 78			5 82	2
3			12 15			10 17			8 73	3
4			16 20			13 56			11 64	4
5			20 25			16 95			14 55	5

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

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

## APPENDIX XIV

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

No. of Days	Male Workers 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	Box Markers and Repairers	Watchers		over 14 under 16 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 79	1 94	2 04	1 94	1 99	1 60½	1 21½	1 29	1 36½	1 49	½
1	3 58	3 88	4 08	3 88	3 98	3 21	2 43	2 58	2 73	2 98	1
2	7 16	7 76	8 16	7 76	7 96	6 42	4 86	5 16	5 46	5 96	2
3	10 74	11 64	12 24	11 64	11 94	9 63	7 29	7 74	8 19	8 94	3
4	14 32	15 52	16 32	15 52	15 92	12 84	9 72	10 32	10 92	11 92	4
5	17 90	19 40	20 40	19 40	19 90	16 05	12 15	12 90	13 65	14 90	5
6	21 48	23 28	24 48	23 28	23 88	19 26	14 58	15 48	16 38	17 88	6
7	25 06	27 16	28 56	27 16	27 86	22 47	17 01	18 06	19 11	20 86	7
8	28 64	31 04	32 64	31 04	31 84	25 68	19 44	20 64	21 84	23 84	8
9	32 22	34 92	36 72	34 92	35 82	28 89	21 87	23 22	24 57	26 82	9
10	35 80	38 80	40 80	38 80	39 80	32 10	24 30	25 80	27 30	29 80	10
11	39 38	42 68	44 88	42 68	43 78	35 31	26 73	28 38	30 03	32 78	11
12	42 96	46 56	48 96	46 56	47 76	38 52	29 16	30 96	32 76	35 76	12
13	46 54	50 44	53 04	50 44	51 74	41 73	31 59	33 54	35 49	38 74	13
14	50 12	54 32	57 12	54 32	55 72	44 94	34 02	36 12	38 22	41 72	14
15	53 70	58 20	61 20	58 20	59 70	48 15	36 45	38 70	40 95	44 70	15
16	57 28	62 08	65 28	62 08	63 68	51 36	38 88	41 28	43 68	47 68	16
17	60 86	65 96	69 36	65 96	67 66	54 57	41 31	43 86	46 41	50 66	17
18	64 44	69 84	73 44	69 84	71 64	57 78	43 74	46 44	49 14	53 64	18
19	68 02	73 72	77 52	73 72	75 62	60 99	46 17	49 02	51 87	56 62	19
20	71 60	77 60	81 60	77 60	79 60	64 20	48 60	51 60	54 60	59 60	20
21	75 18	81 48	85 68	81 48	83 58	67 41	51 03	54 18	57 33	62 58	21
22	78 76	85 36	89 76	85 36	87 56	70 62	53 46	56 76	60 06	65 56	22
23	82 34	89 24	93 84	89 24	91 54	73 83	55 89	59 34	62 79	68 54	23
24	85 92	93 12	97 92	93 12	95 52	77 04	58 32	61 92	65 52	71 52	24
25	89 50	97 00	102 00	97 00	99 50	80 25	60 75	64 50	68 25	74 50	25
26	93 08	100 88	106 08	100 88	103 48	83 46	63 18	67 08	70 98	77 48	26
Sunday work											Sunday work
1	5 37	5 82	6 12	5 82	5 97	4 82	3 65	3 87	4 10	4 47	1
2	10 74	11 64	12 24	11 64	11 94	9 64	7 30	7 74	8 20	8 94	2
3	16 11	17 46	18 36	17 46	17 91	14 46	10 95	11 61	12 30	13 41	3
4	21 48	23 28	24 48	23 28	23 88	19 28	14 60	15 48	16 40	17 88	4
5	26 85	29 10	30 60	29 10	29 85	24 10	18 25	19 35	20 50	22 35	5

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

**APPENDIX XV**

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during October, 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	
<i>Normal working days</i>	Rs. c.	Ss. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working Days</i>
½	0 62½	0 65	1 27½	0 52½	0 48	1 00½	0 40	0 44½	0 84½	½
1	1 25	1 30	2 55	1 05	0 96	2 01	0 80	0 89	1 69	1
2	2 50	2 60	5 10	2 10	1 92	4 02	1 60	1 78	3 38	2
3	3 75	3 90	7 65	3 15	2 88	6 03	2 40	2 67	5 07	3
4	5 00	5 20	10 20	4 20	3 84	8 04	3 20	3 56	6 76	4
5	6 25	6 50	13 75	5 25	4 80	10 05	4 00	4 45	8 45	5
6	7 50	7 80	15 30	6 30	5 76	12 06	4 80	5 34	10 14	6
7	8 75	9 10	17 85	7 35	6 72	14 07	5 60	6 23	11 83	7
8	10 00	10 40	20 40	8 40	7 68	16 08	6 40	7 12	13 52	8
9	11 25	11 70	22 95	9 45	8 64	18 09	7 20	8 01	15 21	9
10	12 50	13 00	25 50	10 50	9 60	20 10	8 00	8 90	16 90	10
11	13 75	14 30	28 05	11 55	10 56	22 11	8 80	9 79	18 59	11
12	15 00	15 60	30 60	12 60	11 52	24 12	9 60	10 68	20 28	12
13	16 25	16 90	33 15	13 65	12 48	26 13	10 40	11 57	21 97	13
14	17 50	18 20	35 70	14 70	13 44	28 14	11 20	12 46	23 66	14
15	18 75	19 50	38 25	15 75	14 40	30 15	12 00	13 35	25 35	15
16	20 00	20 80	40 80	16 80	15 36	32 16	12 80	14 24	27 04	16
17	21 25	22 10	43 35	17 85	16 32	34 17	13 60	15 13	28 73	17
18	22 50	23 40	45 90	18 90	17 28	36 18	14 40	16 02	30 42	18
19	23 75	24 70	48 45	19 95	18 24	38 19	15 20	16 91	32 11	19
20	25 00	26 00	51 00	21 00	19 20	40 20	16 00	17 80	33 80	20
21	26 25	27 30	53 55	22 05	20 16	42 21	16 80	18 69	35 49	21
22	27 50	28 60	56 10	23 10	21 12	44 22	17 60	19 58	37 18	22
23	28 75	29 90	58 65	24 15	22 08	46 23	18 40	20 47	38 87	23
24	30 00	31 20	61 20	25 20	23 04	48 24	19 20	21 36	40 56	24
25	31 25	32 50	63 75	26 25	24 00	50 25	20 00	22 25	42 25	25
26	32 50	33 80	66 30	27 30	24 96	52 26	20 80	23 14	43 94	26
<i>Sunday Work</i>										<i>Sunday Work</i>
1			3 82			3 02			2 54	1
2			7 64			6 04			5 08	2
3			11 46			9 06			7 62	3
4			15 28			12 08			10 16	4
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.