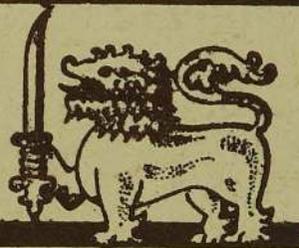


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In this issue

- Job Evaluation and Wage Determination.
- Statistics of the Month in Brief.
- Notes of Current Interest.
- Industrial Court Award.
- Wages Boards Ordinance Notice to Employers.
- Consolidated Decisions of the Wages Boards—
XLVIII.—The Rubber Growing and Manufac-
turing Trade.
- Wages Boards Ordinance—Cinnamon Trade.

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CONTENTS

	PAGE
1. Job Evaluation and Wage Determination	331
2. Statistics of the Month in Brief	335
3. Notes of Current Interest	336
4. Industrial Court Award	336
5. Wages Boards Ordinance Notice to Employers	343
6. Consolidated Decisions of the Wages Boards XLVIII.—The Rubber Growing and Manufacturing Trade	343
7. Wages Boards Ordinance—Cinnamon Trade	349

LIST OF TABLES

<i>Table</i>	PAGE
I Cost of Living Index Numbers—Colombo Working Class since 1939	351
II Wages Index Numbers—Tea and Rubber Estate Labourers and Unskilled Labourer in Government Employment	352
III General Wage Rate (Minimum) Index Numbers	353
IV The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939	354
V The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island (classification by Exchanges areas) since 1939	355
VI The number of persons placed in employment since 1939	357
VII The number of persons registered and the number placed in employment during the month of June, 1958	357
VIII Strikes in Ceylon since 1939	358
IX Classification of the Strikes in May, 1958, by Industries or Trades	359
X Classification of the Strikes in May, 1958, by Causes	359
XI Arrivals and Departures of Indian Estate Labourers since 1939	360

APPENDICES

		PAGE
<i>Appendix</i>	I Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established (August, 1958)	361
	II Ready Reckoners showing the Basic Wages, Special Allowances, and the Minimum Wages payable for the number of days worked during August, 1958, to workers in the—	
	(A) Tea Growing and Manufacturing Trade	369
	(B) Rubber Growing and Manufacturing Trade	370
	(C) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade	371
	III Ready Reckoners showing the Minimum Wages payable for the number of days worked during August, 1958, to workers in the—	
	(A) Coconut Growing and Manufacturing Trades	372
	(B) Rubber Export Trade	373
	(C) Tea Export Trade	374
	(D) Engineering Trade	375
	(E) Match Manufacturing Trade	376
	(F) Building Trade	377
	(G) Motor Transport Trade—Daily-paid workers	378
	IV Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1958, to monthly-paid workers in the—	
	(A) Motor Transport Trade—Monthly-paid workers	379

CEYLON LABOUR GAZETTE

VOLUME IX No. 8

AUGUST, 1958

JOB EVALUATION AND WAGE DETERMINATION

THE agencies of supply and demand, collective bargaining and wage fixing machinery—i.e., Wages Boards—play a vital role in the determination of wages. These agencies, however, have not been able to prevent inconsistencies and inequities which appear in the wage structure. Some of these agencies—in fact have been responsible for the growth of inequities in the wages structure. The purpose of this article is to focus attention on a technique devised to utilize these agencies more effectively in the creation of a sound system of wage determination.

Historical Background

Job Evaluation has its origin in the U. S. A., where the United States Civil Service Commission, in 1871, made one of the first attempts to evaluate jobs. This was done as a result of the complaints of the Federal employees regarding anomalies in their wage rates. However, employers in both the Public and private sectors were slow to accept it and for some years it remained in the category of a new and unproved method. In 1926 an employee of the Sperry Gyroscope Company edited a book entitled 'Wage Scales and Job Evaluation' in which he detailed the methods adopted by his firm in determining Wage Scales.

Job Evaluation made great strides in United States and Europe (Specially in United Kingdom) between the two world wars and during the world war II, intensified Industrial activities and the dire necessity for having industrial peace, forced the rapid growth of Job Evaluation as a systematic and a scientific process. At the same time trade unions of both employers and workers recognized it as a precise method that would help to solve disputes regarding wage differentials.

Case for Job Evaluation

Job Evaluation is a technique for the determination of the worth of one job in relation to that of another. It provides an employer with a well tried method for the careful analysis of job content and requirements and ensures that wage differentials arrived at are fair and logical and it is being increasingly looked upon as the best solution to the problems of wage determination.

Following reasons has been advanced by the users of Job Evaluation Schemes in justification of their use :—

- (a) Increase in output ;
- (b) Improvement in Morale ;
- (c) Reduction in the loss of time due to wage disputes ;
- (d) Reduction in the individual complaints regarding wages ;
- (e) Reduction in the anomalies in Wage Scales.

Fundamentals of Job Evaluation

Several methods have been adopted for Job Evaluation. These methods, though varying in detail, rest on broad principles which are much the same. These principles are :—

- (a) A careful and thorough examination of the job to be assessed.
- (b) The preparation of a *job description* to record its characteristics in a manner most suited to the method of assessment (the preparation of a *job analysis* may also be involved, setting out the requirements of the job under various factor headings).
- (c) The comparison of one job with another by methods varying from over-all judgment of the whole job to a detailed consideration of a number of factors and sub-factors.
- (d) Arranging jobs in a progression according to some numerical measure or by broad comparison.
- (e) Relating the progression of jobs to a monetary scale to obtain their relative worth.

There are four main groups of Job Evaluation Systems employing the above-mentioned principles and features. The British Institute of Management describes them as follows :—

1. *Ranking System*. Under this system each job is judged as a whole, jobs are then ranked in groups in order of difficulty or value, and an attempt is made to equate or compare jobs at different levels among the groups. When all jobs under review have been finally ranked, grade levels are defined and wage levels allocated.

2. *Classification System*. This differs from Ranking in that grade and wage levels are predetermined before jobs are ranked and descriptions are written defining the type of job which should fall into each group. Jobs are then allocated into groups using prepared job descriptions.

3. *Points Rating System*. This system sets to achieve a greater level of accuracy than the two previously described systems by breaking each job into component factors or characteristics and evaluating these separately rather than the job as a whole. Factors are closely defined and points allocated to each. Points values are finally converted into cash terms.

4. *Factor Comparison*. This method resembles the Points System in that each job is broken down into factors considered common to all types of jobs, but usually only five factors are used : mental requirements, skill requirements, physical requirements, responsibility and working conditions. After preparation

of job descriptions, key jobs which represent various wage levels, judged to be correct and fairly related to one another are selected and analysed factor by factor. The jobs are then considered one by one and a decision made as to how much of the current wage rate for the job is being paid for each factor. A scale is prepared for each factor on which key jobs are placed in order of their value assessed for that factor. The remaining jobs are then compared factor by factor with the key job factor scales and placed in position at their correct point on each scale, a comparative money value thus being established for each factor in each individual job. The total of the factor values so determined for each job represents its evaluated cash rate.

The international Conference on Job Evaluation held in 1950 found that out of these 4 methods the Points Rating System is the most widely used system. The British Institute of Management points out that this system possesses the following characteristics :—

- (a) The assessors are enabled to arrive at agreement on factor values with a high degree of consistency.
- (b) It is possible to give a numerical indication of the relative amounts of skill or responsibility, etc., required in one job as compared with another.
- (c) It is simple to explain the method and results of the evaluation to workers.
- (d) It provides a logical numerical basis for the construction of an equitable and acceptable wage structure for any given group of jobs.

Salaries Commission

A properly devised Job Evaluation Scheme can establish a sound and a defensible system of wage determination for the Public Service. It will be easier to introduce such a scheme into the Public Service rather than into the private sector in the absence of factors like collective bargaining. It will help to remove anomalies still existing in the Public Service wage structure which even the anomalies commission could not see as they did not undertake any systematic job evaluation. Is it justifiable to pay a Police Constable the same wage as that of a class III clerk in the General Clerical Service? Answers to problems like these and a sound wage structure in the Public Service could be built up if the Nagalingam Salaries Commission devises a proper scheme of Job Evaluation to fix salaries for state employees.

National Wage Policy

In the post war years several countries have made attempts to grapple with the wage-price spiral by means of a National Wage Policy. The economists too have emphasised the need for a greater degree of central control over wage movements.

The boldest of these attempts to have a central control over the movement of wages was made by Holland under the aegis of the Foundation of Labour and Social and Economic Council in 1950. The objectives of the National Wage Policy in Holland were the maintenance of economic stability by controlling the general level of wages and prices and the establishment of equitable and satisfactory wage differentials between different occupations by a national system of Job Evaluation.

Professor B. C. Roberts of the London School of Economics writing in the August, 1957 issue of the *Economica* comments as follows on this Scheme :—“ The founders of the Netherlands wage system held the opinion that it was socially and economically undesirable that wage standards should be based upon such differences as might occur in the profitability of enterprise, the supply and demand for labour, the bargaining strength of unions and employers and historical accident and tradition. It was felt that a stable system of wages could only be established on a basis of equity as determined by a scientific calculation of the content of each job, the conditions under which it was performed and the circumstances of the performer. Thus the foundation of the Netherlands wage policy rested upon the notion that work should be rewarded according to social rather than economic criteria.

In order to establish this new basis for fixing wage differentials a committee of experts (Commission for Normalisation) was set up to develop a comprehensive scheme of job evaluation and work classification. The method adopted involved the grading of jobs throughout industry according to a series of factors such as knowledge required, dexterity, care, responsibility, physical effort, risk of accident, etc. Points were then assigned according to the extent to which the factor applied to each job. The next step was to grade each job within a series of broader classifications and to convert the points rating into wages. Each employer had to comply with the basic wage rates as laid down in the regulations, but the detailed application of the standard scheme of job evaluation to particular industries was not made compulsory ; its complete adoption was left to the voluntary decision of the employers and unions concerned. Since the wage policy involved not only the control of minimum, but also maximum wages, any change in wage structure had to be ratified by the Board of Mediators. Evasion would have been a comparatively simple matter had the regulations been confined to basic wage rates, and control had, therefore, to be extended to cover every kind of allowance, bonus or payment for overtime and shift work, holiday pay, pension and welfare schemes. Piece rates were permitted so long as they did not exceed rather narrow limits and special arrangements were made for time workers to benefit by an approved system of merit rating. Thus every aspect of wages was subject to regulation, and determined according to a national policy.”

This scheme was however modified later by an award made in 1956 which recognized the ability of one industry to pay higher wages than another ; although this cardinal modification on the national system of Job Evaluation was made Professor Roberts makes the following claims for the system : “ The wide application of the standard methods of job evaluation developed by a committee of experts (the Netherlands Commission for Normalisation) has almost certainly resulted in better intra-firm wage structures. In addition it has also probably contributed a great deal to a considerable rise in productivity achieved in the Netherlands during the past few years. Whenever a systematic job analysis is done it always brings to light inefficiencies that were not obvious even though suspected. On the basis of the information obtained it is often possible to secure agreement to changes that would in other circumstances be resisted.”

We in Ceylon too should seriously think of evolving a national system of job evaluation with the co-operation of Employers' and Workers' Unions to maintain the economic stability of the country.

C. J. WEERASEKERA

STATISTICS OF THE MONTH IN BRIEF

Note

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

Cost of Living

The Colombo Consumers' Price Index for the month of July 1958 is 103.2 as against 104.5 for June, a decrease of 1.3.

Wage Rates

(a) The basic wages payable for the month of August, 1958 to workers in the trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

(b) The special allowances payable for the month of August, 1958 to workers in the Tea Growing and Manufacturing Trade, Rubber Growing and Manufacturing Trade, the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade and the Coconut Growing and Manufacturing Trade will be the same as that for the month of July, 1958. The special allowances payable for the month of August, 1958 to workers in all other trades to which Part II of the Wages Boards Ordinance has been applied will be slightly less than that for the month of July, 1958.

Strikes

There were altogether 18 strikes in May, 1958. The details of the number of workers involved and man-days lost in respect of two strikes namely the Public Servants strike and the strike of the members of the Ceylon Trade Union Federation are still not available. The other 14 strikes involved 3,278 workers and a loss of 7,233 man-days as against 24 strikes involving 7,114 workers and a loss of 25,890 man-days in April, 1958.

Six of the strikes were in tea plantations involving 1,519 workers and a loss of 2,285 man-days, 2 in Tea-Cum-Rubber Estates involving 1,198 workers and a loss of 3,076 man-days. Of the remaining 8 strikes, one was in the Printing Trade involving 131 workers and a loss of 655 man-days, 1 in the Motor Transport Trade involving 150 workers and a loss of 75 man-days, 3 in the Coconut Manufacturing Trade involving 113 workers and a loss of 572 man-days, 1 in the Dock Harbour and Port Transport Trade involving 120 workers and a loss of 480 man-days, 1 in Government Service involving 9 workers and a loss of 14 man-days, and the other in a Tile Manufacturing Industry involving 38 workers and a loss of 76 man-days.

Registrants for Employment or Better Employment

The total number of registrants for employment or better employment according to registers of the employment exchanges as at the end of May, 1958 and June, 1958 was as given below :—

	May, 1958			June, 1958		
	Males	Females	Total	Males	Females	Total
Tech. and Clerical ..	13,966	4,708	18,674	13,991	4,716	18,707
Skilled ..	11,689	1,434	13,123	11,606	1,397	13,003
Semi-skilled ..	25,062	7,061	32,123	25,059	6,993	32,052
Unskilled ..	42,184	3,177	45,361	43,283	3,281	46,564
Total ..	92,901	16,380	109,281	93,939	16,387	110,326

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

	May, 1958			June, 1958		
	Males	Females	Total	Males	Females	Total
Tech. and Clerical ..	168	11	179	82	9	91
Skilled ..	62	—	62	75	1	76
Semi-skilled ..	75	4	79	66	8	74
Unskilled ..	195	10	205	129	10	139
Total ..	500	25	525	352	28	380

NOTES OF CURRENT INTEREST

Trade Unions Registered in July 1958

Regd. No.	Name of Trade Union
1059 ..	All Ceylon Local Government Service Resthouse Keepers Union
1060 ..	United Irrigation Employees Union
1061 ..	Ceylon Railway Sergeants, Ticket Collectors and Sleeping Car Attendants Union
1062 ..	Port Railway Workers Union
1063 ..	University of Ceylon Teachers Association, Peradeniya.
1064 ..	Colombo Port Commission Navigation Branch Motor-Launch Drivers Union
1065 ..	North Western Region Non-Scheduled V. C. Employees Union
1066 ..	Faculty of Medicine Teachers Association
1067 ..	Railway Male Telephonists Union
1068 ..	The Colombo Lawyers Clerks Association
1069 ..	Village Committee Employees Association of the Central Region Lower

Unions Cancelled in July 1958

743 ..	University Certificated Teachers Union
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Industrial Court at Colombo No. 1. D. 42

In the matter of an industrial dispute

between

The Ceylon Workers' Congress, No. 84/4, Lauries Road, Colombo 4
and

The Ceylon Estates Employers' Federation, No. 73/1, Kollupitiya Road,
Colombo 3

THE AWARD

This is an Award under the Industrial Disputes Act, No. 43 of 1950.

2. It relates to an industrial dispute between the Ceylon Workers' Congress, No. 84/4, Lauries Road, Colombo 4 (hereinafter referred to

as "the Congress") on the one part and the Ceylon Estates Employers' Federation, No. 73/1, Kollupitiya Road, Colombo 3 (hereinafter referred to as "the Federation") on the other part.

3. The Honourable the Minister of Labour, Housing and Social Services has made Order under section 4 of the Industrial Disputes Act, No. 43 of 1950, referring this dispute to this Court for settlement. The matters in dispute between the parties have been specified in the "Statement of matters in dispute" by the Commissioner of Labour under date January 21, 1958, to wit—the quantum of the monthly payment that should be made to retired workers on the following estates, which are in the membership of the Ceylon Estates Employers' Federation:—

1. Hunasgiriya Group, Wattegama
2. Raxawa Estate, Panwilla
3. Hatale Estate, Panwilla
4. Allakolla Group, Madulkele
5. Arratenne Estate, Madulkele
6. Relugas Estate, Madulkele
7. Wattakelle Estate, Madulkele
8. Mahaousa Estate, Madulkele
9. Nilloomally Estate, Madulkele
10. Oonanagalla Estate, Madulkele
11. Madulkele Estate, Madulkele
12. Elkaduwa Group, Elkaduwa
13. Hunugalla Estate, Elkaduwa
14. Mahatenne Estate, Elkaduwa.

4. The 14th estate, to wit, Mahatenne Estate, Elkaduwa, is now not a member of the Federation and that estate was not represented at this inquiry. Therefore, the order that we make will bind only estates numbered (1) to (13) in the Commissioner of Labour's statement.

5. Counsel appearing for the two parties to this dispute have made their submissions and have produced certain documents before us. The first question that has come up for consideration is what precisely has been referred to this Court for settlement; it is necessary to consider this in view of the developments that took place in the course of the arguments. The Congress representing the workers urged upon us that a pension scheme applicable to these estates should be formulated, and the quantum of the pension should be laid down by us which would bind at least these thirteen estates, whereas the Federation representing the thirteen estates contended that it was never within the contemplation of the parties when this reference was submitted to the Court that it should undertake such a task. The Federation argued that what was referred to us was the question of the quantum of the monthly payment that should be made to retired workers of the 13 estates, which are members of the Federation.

6. In this connection it is pertinent to refer to the conference held on the 29th of November, 1957, at the office of the Commissioner of Labour between the representatives of the Congress and of the Federation, presided over by Mr. N. L. Abeywira, Assistant Commissioner of Labour; notes of that conference have been produced marked "R.1". Reference to "R.1" shows that after some discussion the parties agreed to refer this matter, that is before us, to an industrial court; what was decided and agreed upon by the parties to be referred to this Court is "the question of the quantum of the monthly payment to retired workers on the estates".

7. The above is the agreement solemnly entered into between the parties upon which was based the reference by the Commissioner of Labour to the Minister, who has referred the matter to this Court. The reference made to this Court leave no ambiguity as to what was within the contemplation of the parties at the said conference. Even at the conference the Congress representatives have used the word "pension" to workers, which term has not received the acceptance of the representatives of the Federation; it had been made clear by the representatives of the Federation that the words should be "temporary allowance" and that only on that basis were the representatives of the employers prepared to put the suggestion of going before an industrial court to the Council of the Federation. After a considerable amount of deliberation by the parties, a formula that was finally agreed upon to be submitted to this Court was laid down as stated above.

8. The Congress submitted before us that our Award should not only embrace the case of those who had already retired on these thirteen estates, but also that of those who will retire in the future. In other words, they wanted the words "a retiring pension" to be used in order that any doubts on that score may be removed; the Federation on the other hand submitted that the scope of this inquiry should be limited to the case of those on the thirteen estates, who had actually retired, and any award made should only provide for those workers, and not for those who will retire in the future.

9. There was also the question raised by the Federation as to whether or not this was an industrial dispute within the meaning of the Industrial Disputes Act; the Federation strenuously urged before us that this was not an industrial dispute within the purview of the Industrial Disputes Act. In our opinion the question that has been placed before us for our determination is one that falls within the provisions of the Industrial Disputes Act.

10. The dispute between the parties as understood by them has been at the very outset, set out by Mr. Amerasingham, learned counsel for the Congress when he said, "We have not raised the question of payment. Whether it is an *ex gratia* payment or otherwise, it is a matter for the employer. We have not gone into the aspects of payment yet. Whether it is going to be temporary or *ex gratia*, it does not count. We are only concerned with the quantum".

11. This statement by learned counsel for the Congress is, in our opinion, in full accord with the agreement entered into between the parties before the Assistant Commissioner of Labour at the conference referred to. Having understood what the parties were at issue on when they came before this Court, it is not in any party's mouth now to submit that this Court should embark upon an investigation into a very large question indeed of laying down a scheme of pension for workers on tea plantations whose number we are told is in the neighbourhood of $7\frac{1}{2}$ lakhs; it is undoubtedly a very formidable task involving as it does the consideration of matters of great complexity, economic, etc. The undertaking of such a task will not only involve matters affecting the employers and employees concerned in these thirteen estates, but also the general policy of the Government with regard to these complex problems that face the country in matters concerning plantation workers.

12. These thirteen estates carry tea plantations and the workers concerned are those engaged in the tea growing and manufacturing industry; in this industry a male worker is paid Rs. 2.40 (including

the special allowance) per day, and on the basis of work for 26 days in the month his earning potential is Rs. 62.40. The Administration Report of the Commissioner of Labour for the year 1956 shows that for the month of September (page 91) the average earnings of a male worker was Rs. 46.74, of a woman, Rs. 34.77 and of a child, Rs. 26.07; this average has been worked out from statistics maintained by the Labour Department. It often happens that a male worker, his wife and some of their children of a certain age, work on an estate. The estate provides a male worker and his family housing accommodation on the estate throughout his period of service there, and the provision of housing accommodation is part of the contract of service entered into between the employer and the employee.

13. It was urged by the Federation, and it was not denied by the Congress, that any payment in the form of a pension or allowance was not a part of the conditions of service under which the employee took employment under the employer; there is no provident fund so far established for the tea growing industry, according to the terms of which the employer and the employee make contributions on a certain basis to serve as a retiring benefit to the workers; that being so, any payment that has hitherto been made to a retiring worker by the employer, either by way of a gratuity or an allowance, was purely a matter left entirely to the discretion of the employer. The Parliament has just passed a Bill, the Employees' Provident Fund Act, which makes provision for the establishment of such a fund. Workers who have already retired in the tea industry will obviously not be covered by the provisions of that Act for, they being non-workers, will not be in a position to make their contributions, nor will the employer be making any contributions to that fund in the case of a person who had already retired from the tea industry; the Act will undoubtedly apply to workers who are in service.

14. It would, however, appear that the employers, who are members of the Federation, of their own free will and voluntarily, are making *ex gratia* payments of Rs. 10 and Rs. 15 a month to retired workers so long as they are permitted to remain on the estate. The Federation, through its representative, urged upon us that this payment has been made purely on compassionate grounds, and in the nature of an *ex gratia* payment based on no legal obligation on their part to do so. A worker takes up employment on the conditions then stipulated and understood, and on his retirement he has to leave the estate, and that is the end of the contract. But, the employers, considering the circumstances in which these workers, who are 99.9 per cent. of Indian origin, live on the estates in the accommodation provided by them (the employers), and having regard to the joint family system obtaining among them (the workers), have devised of their own free will, this scheme of payment to a worker who has retired; it often happens that the male worker lives with his wife and children in a set of line-rooms provided by the estate, and the wife, husband and children, who are old enough to work, together on the same estate and earn their living. Even though the male worker or his wife retires due to age or other circumstances, such as illness, the other members of the family continue to live and work on the estate; so that; if the husband or the wife retired it was considered not practicable to let the retiring person quit the estate leaving the other members of the family behind. Therefore, in order to enable, as far as practicable, the retiring worker to continue to live with the other members of the family in the housing accommodation provided by the estate (which undoubtedly is of a limited nature), the employer has hitherto provided the said worker some allowance.

15. It must also be borne in mind that when such a worker is permitted to live in the line-rooms provided by the estates, his or her sole means of livelihood is not this allowance that is granted by the estate, but it is supplementary to the contribution made by the other members of the family for his or her subsistence; the Federation urged that this concession granted by the employer to a retired worker is a matter entirely in his discretion, and must not in any manner be considered as based on any legal obligation on his part. Their contention is understandable for the reason that on an estate living accommodation is limited; when a male worker retires his place has to be taken by another worker who will have to be found accommodation; if all the workers who retire were to remain on an estate, extra accommodation will have to be found for its working employees. In practice it so happens that when one member of the family to whom a line-room or several rooms have been allotted for their occupation retires, there will be no serious problem confronting the employer to find accommodation for the retiring worker because he will continue to live with the other members of his family in the accommodation provided for all of them.

16. The above considerations, among others, appear to have weighed with the employers in granting this concession of allowing retired workers to continue on the estate, and whilst they were so living, they (the employers) considered it an act of human kindness to make a compassionate allowance to such a worker or workers.

17. Members of the Federation have also, of their own free will, evolved a scheme of paying a gratuity to workers; according to this scheme a male worker on retirement is paid a maximum of Rs. 900, a female, Rs. 750 and each working child who accompanies them, but who would not obviously qualify for retirement, is paid Rs. 150, the number of such children receiving such gratuity not to exceed four. Therefore, when a husband and his wife who have been workers on an estate retire and leave the estate, they get between them Rs.1,650, and if they have four working children they would get a further sum of Rs. 600, making a total of Rs. 2,250.

18. The representative of the Federation submitted that the employees should not be compelled to keep on these retired workers on their estates, and that they should have, as hitherto, the right to ask retired workers or worker, as the case may be, to quit the estate on retirement that being the condition of service on which they were engaged. Under the normal contract of service between master and servant that undoubtedly is the correct position, but in view of the peculiar circumstances in which these Indian workers are placed, in that they will not be in a position to obtain alternative accommodation readily, the employers have taken a compassionate view of their (workers') situation, and have evolved this scheme which has been put into effect as far as is practicable.

19. In the private sector, financial and other grounds will not be the same as in the government sector, which one has got to bear in mind. It was stated by Mr. Nadesan, Q.C., senior Counsel representing the Congress, and the representative of the Federation that in the private sector a pension scheme was in operation only in regard to employees of mercantile banks. Our attention has been drawn to a statement made by the Hon. the Minister of Labour, Housing and Social Services in Parliament that it was in the contemplation of the government to bring before Parliament a Gratuities Bill. The scheme of gratuities,

which members of the Federation have adopted and put into effect hitherto will undoubtedly have to be re-considered in the light of such a Bill.

20. Having considered the arguments urged, and the documents placed before us, we hold that the parties were at issue only on the quantum of the allowance that has hitherto been paid to the workers who have already retired from these thirteen estates, and that this Court has not been invited to evolve a scheme of pensions as such.

21. The arguments urged upon us by the Federation have satisfied us that the allowance that they have so far paid must not be considered as of a compulsory nature, and that the payment is purely a matter within the discretion of the employers. We therefore, order that this payment which is being made by the employers, should not be made compulsory on the part of the employer, but that it shall continue to be a matter purely at their discretion. But where the discretion has been used in the grant of the allowance to the worker we are of the opinion that the quantum to be paid should be regulated. We leave it to the discretion of the employer to permit a worker who has already retired to continue to live in the accommodation provided by the employer.

22. It was also urged upon us that the employer should also be granted the right (which they state they already have) to order a retired worker to leave the estate and receive the gratuity that the employer has of his own accord, agreed to pay; the payment of this gratuity is one that is made only when the worker leaves the estate for good. We are of the opinion that it is a right that the employer has depending on the contract of service.

23. The representatives of the Congress have urged upon us that they are not at all concerned with the gratuity that is offered, but what they want is a monthly pension and that we should make an order accordingly. We are afraid that we cannot accede to this request in this case, for, apart from other consideration, the parties were before this Court not on the question of the formulation of a general scheme of pensions for workers, but on the specific issue of the quantum of the monthly payment to be made to these retired workers on these thirteen estates, who are now in receipt of this allowance.

24. It is pertinent at this stage to refer to certain developments that took place in the course of the proceedings of this inquiry. We tried our best to bring about a settlement between the parties for the future industrial peace between employer and employee, and we endeavoured to get the parties concerned to agree upon a scheme by which the quantum of payment which would have satisfied both the employer and the employee, could have been devised. Certain tentative proposals were made which were recorded on 24th February, 1958, and the learned counsel for the Federation, Mr. E. F. N. Gratiaen, Q.C., made it clear—and there was no ground for misunderstanding that he did not—that these proposals were purely tentative and were subject to approval by the Council of the Federation; a date was given to indicate to us whether the Federation was agreeable to the proposed scheme. In the meanwhile, before the Federation had expressed its approval or disapproval of the scheme proposed, the Congress appears to have

circulated its members that a scheme of payment of a pension has been laid down by the Industrial Court and sought enforcement, vide "X" attached to document "A" of the Federation.

25. It was brought to our notice that the thirteen estates which pay this allowance have a reciprocal arrangement among themselves that the last estate in which the worker has served makes the payment of this allowance without any contributions being made by the previous estates where the retired worker had worked; this arrangement undoubtedly is a good one, which prevents the working of the proportion of contribution from each estate in which the worker had worked from time to time.

26. We make the following order :—

- (a) A worker (male or female) who has worked in the last estate for less than 10 years should be paid a monthly allowance of Rs. 12.
- (b) A worker (male or female) who has worked in the last estate between 10 and 25 years should be paid a monthly allowance of Rs. 16.
- (c) A worker (male or female) who has worked in the last estate more than 25 years should be paid a monthly allowance of Rs. 20.

subject to the proviso that this quantum of payment should be made in respect of the retired workers to whom an allowance is now being paid, and so long as they are permitted to remain on the estate accommodation provided by the employer and also in respect of those to whom the employers may decide to pay in the future.

27. An employer will be entitled to order a retired worker or workers to quit the estate for reasons which the employer considers are conducive to the efficient working of the estate, such as want of accommodation and other good causes. An employer will be further entitled to order a retired worker or workers to receive the gratuity that they will be entitled to as per the gratuity scheme evolved by the Federation and that payment will be made only on their leaving the estate.

28. In the absence of any legal obligation on the part of the employer to make this monthly allowance, we reserve to him the right to use his discretion in his decision to make this *ex-gratia* payment.

29. The quantum of payment laid down by us should be made as from June 1, 1958.

(Sgd.) H. A. DE SILVA,

(Sgd.) T. P. DE S. MUNASINGHE,

(Sgd.) J. A. DE SILVA.

Dated this 20th day of May, 1958.
Colombo 3.

WAGES BOARDS ORDINANCE—NOTICE TO EMPLOYERS

The attention of all employers in the Trades for which Wages Boards have been established is invited to my notice under the above heading dated 12th July, 1958 and published in the *Ceylon Government Gazette* No. 11,429 of July 18, 1958, and in the *Ceylon Daily News*, *Virakesari* and the *Dinamina* of July 22, 1958, requesting them to send the returns on or before August 12, 1958.

2. Employers who have not yet sent in the returns as required therein are requested to furnish them without delay.

C. B. KUMARASINHA,
Commissioner of Labour.

Department of Labour,
Colombo 3, August 4, 1958.

CONSOLIDATED DECISIONS OF WAGES BOARDS

XLVIII—The Rubber Growing and Manufacturing Trade

THE original decisions in respect of the rubber growing and manufacturing trade made by the Wages Board for that Trade came into force on December 1, 1949. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette* No. 10,047 of November 25, 1949. Decisions varying earlier decisions, were published in notifications appearing in *Ceylon Government Gazettes* No. 10,115 of June 30, 1950, No. 10,168 of October 27, 1950, *Ceylon Government Gazettes Extraordinary* No. 10,229 of March 30, 1951, No. 10,429 of July 30, 1952, No. 10,542 of June 29, 1953, *Ceylon Government Gazette* No. 10,820 of July 22, 1955, and *Ceylon Government Gazette Extraordinary* No. 10,843 of September 30, 1955.

DECISIONS

PART I

Direction under section 20 (2) (b)

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

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

Definition of a normal working day (section 24)

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

PART II

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

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

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

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

TABLES ILLUSTRATING THE APPLICATION OF THE FOREGOING PARAGRAPHS

Table I

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

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

Table II

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

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

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

In the foregoing decisions—

- (a) "child worker" means a male worker under 16 years of age or a female worker under 15 years of age,
- (b) "tapper" means a worker engaged in the following activities :—

tapping, collecting of scrap and latex, straining of latex, scraping of diseased tissues, spraying and applying fungicide.

PART III

Overtime Rates

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

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

In the computation of the overtime rate—

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

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

normal working day be twice the minimum hourly rate applicable to such worker (such hourly rate being ascertained by dividing the daily minimum time rate applicable to him by 8.)

PART IV

Weekly Holiday (section 24)

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

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

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

Annual Holidays (section 25)

1. (a) If a male worker of not less than 16 years of age has been in continuous employment under the same employer and has worked for more than 228 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 228: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

(b) If a female worker or a child worker has been in continuous employment under the same employer and has worked for more than 204 days in any year (hereinafter called the "qualifying year"), such

worker shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 204 : Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 264 days.

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

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

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

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

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

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

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

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

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

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

7. For the purpose of the foregoing provisions—

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

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

- (i) every holiday allowed by the employer to the worker under section 25 ;
- (ii) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance ;
- (iii) every day of absence on any grounds approved by the employer other than absence from the Island except on a holiday allowed by the employer under section 25 ;
- (iv) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment, provided such injury had been notified to the employer ;
- (v) every day of absence due to the disease of anthrax or due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 117) ;
- (vi) every day on which the employer fails to provide work for the worker ; and
- (vii) every day of absence due to a strike or lockout that is not illegal, in case such days do not in the aggregate exceed 30 days a year ;

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

“year” means a continuous period of 12 months.

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

THE WAGES BOARDS ORDINANCE—ESTABLISHMENT OF A WAGES BOARD FOR THE CINNAMON TRADE

THE Order made by the Hon. Minister of Labour, Housing and Social Services under section 6 (2) of the Wages Boards Ordinance No. 27 of 1941 and set out in the Schedule hereto was published in *Government Gazette* No. 11,410 of July 4, 1958, and came into force on July 4, 1958.

Schedule

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

The cinnamon trade consisting of one or more of the following activities :—

- (a) the raising and maintenance of a cinnamon plantation of over 5 acres,
- (b) the manufacture of cinnamon bark, and
- (c) the manufacture of cinnamon oil,

including—

- (1) felling, pruning and clearing jungle land ;
- (2) draining and terracing ;
- (3) preparing nurseries ;
- (4) planting seedlings and watering seedlings ;
- (5) lining, pegging and holing ;
- (6) planting young plants ;
- (7) holing and planting shade trees ;
- (8) constructing, repairing and maintaining roads, buildings, fences and hedges ;
- (9) weeding, removing illuk grass and clearing boundaries ;
- (10) forking and manuring plants with organic or inorganic manure ;
- (11) taking a census of plants ;
- (12) pruning ;
- (13) cutting sticks from the bushes ;
- (14) cutting sticks and carrying them to the peeling house ;
- (15) scraping the outer covering of the bark ;
- (16) peeling sticks ;
- (17) scraping sticks for chips ;
- (18) forming the barks into quills ;
- (19) stacking and bundling quills ;
- (20) sulphur bleaching and baling quills ;
- (21) baling quillings ;
- (22) baling featherings ;
- (23) sorting chips ;
- (24) packing sorted chips ;
- (25) weighing bundles ;

- (26) collecting chips ;
- (27) collecting leaves ;
- (28) carrying barks and leaves to the distillery ;
- (29) transporting leaves to the distillery ;
- (30) sieving chips ;
- (31) weighing chips ;
- (32) carrying bark to the distillery ;
- (33) extracting oil from chips by distilling ;
- (34) extracting oil from leaves by distilling ;
- (35) extracting oil from bark by distilling ;
- (36) collecting oil ;
- (37) bottling oil ;
- (38) transporting oil to market ;
- (39) transporting bags of chips to market ;
- (40) transporting bundles of quills to market ; and
- (41) any other operation connected with or incidental to the work specified in this paragraph, but excluding the work of the following workers ;

Engine driver, lorry or van driver, mechanic, clerk, conductor, kanakapulle, storekeeper, dispenser, midwife, bungalow servant, dhoby, barber, teacher and ward attendant.

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	104	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	63.66	7.26	7.06	8.78	13.24	
1943	103	94	105	138	118	107
1944	102	94	105	156	127	109
1945	110	94	112	165	158	121
1946	113	111	124	180	155	125
1947	126	121	136	213	157	138
1948	138	101	148	189	157	142
1949	144	97	129	156	148	141
1950	154	102	129	155	154	149
1951	155	112	129	197	160	154
1952	153	104	131	192	168	153

†Average for 5 months only.

*Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

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

INDEX NUMBERS

1953	105.97	99.82	101.32	82.82	97.17	101.6
1954	106.13	103.35	101.53	79.52	94.43	101.1
1955	105.09	102.34	101.53	80.50	94.62	100.5
1956	103.32	101.30	101.53	81.76	98.60	100.2
1957	104.94	97.32	101.53	84.39	106.92	102.8

1957—

January	103.45	97.00	101.53	83.43	100.56	100.6
February	103.00	97.35	101.53	83.34	103.04	100.8
March	102.99	98.73	101.53	82.85	103.28	100.9
April	104.95	96.54	101.53	83.25	104.26	102.2
May	105.45	97.69	101.53	83.92	107.61	103.3
June	105.38	98.39	101.53	84.10	106.63	103.1
July	105.70	97.35	101.53	85.34	108.4	103.6
August	103.14	97.00	101.53	85.02	110.15	102.4
September	103.20	95.85	101.53	84.97	109.89	102.3
October	105.94	95.50	101.53	85.44	110.18	104.1
November	107.60	99.08	101.53	85.08	109.89	105.2
December	108.42	97.35	101.53	85.25	109.49	105.6

1958—

January	109.16	98.39	101.53	86.04	110.31	106.3
February	107.99	99.77	101.53	86.22	111.05	105.8
March	106.68	100.58	101.53	85.50	110.26	104.8
April	106.02	100.92	101.53	86.12	110.79	104.6
May	107.00	99.42	101.53	86.77	110.89	105.2
June	105.43	101.61	101.53	87.52	111.76	104.5
July	102.46	102.31	101.53	87.86	114.27	103.2

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
	Rs. c.	Rs. c.		Rs. c.		
1939 .. — ..	41	100	100	16.64	100	100
1940 .. — ..	41	100	93	16.64	100	96
1941 .. — ..	45	110	92	18.45	111	98
1942 .. — ..	68	166	111	24.23	145	97
1943 .. — ..	83	202	102	28.98	174	96
1944 .. — ..	87	212	101	34.03	204	110
1945 .. — ..	1.00	244	110	41.92	252	123
1946 .. — ..	1.15	280	123	68.52	412	194
1947 .. — ..	1.20	293	123	75.74	455	195
1948 .. — ..	1.29	315	122	78.16	470	195
1949 .. — ..	1.31	320	121	77.81	468	196
1950 .. — ..	1.53	373	136	83.11	499	198
1951 .. — ..	1.90	463	161	89.79	540	206
1952 .. — ..	1.92	468	163	89.79	540	207

B

BASE: 1952=100

1953 .. — ..	1.95	101.56	99.96	90.97	101.31	99.71
1954 .. — ..	1.99	103.65	102.52	91.04	101.39	100.29
1955 .. — ..	2.06	107.29	106.76	94.94	105.74	105.21
1956 .. — ..	2.08	108.33	108.11	96.24	107.18	106.97
1957 .. — ..	2.10	109.38	106.40	99.16	110.44	107.43
1957 .. January	2.07	107.81	107.17	96.24	107.18	106.54
February	2.07	107.81	106.95	96.24	107.18	106.33
March	2.07	107.81	106.85	96.24	107.18	106.22
April	2.07	107.81	105.49	96.24	107.18	104.87
May	2.10	109.38	105.89	96.24	107.18	103.76
June	2.12	110.42	107.10	96.24	107.18	103.96
July	2.12	110.42	106.58	96.24	107.18	103.46
August	2.12	110.42	107.83	96.24	107.18	104.67
September	2.10	109.38	106.92	96.24	107.18	104.77
October	2.10	109.38	105.07	96.24	107.18	102.96
November	2.12	110.42	104.96	113.74	126.67	120.41
December	2.15	111.98	106.04	113.74	126.67	119.95
1958 .. January	2.15	111.98	105.34	113.74	126.67	119.16
February	2.15	111.98	105.84	113.74	126.67	119.73
March	2.15	111.98	106.85	113.74	126.67	120.87
April	2.15	111.98	107.06	113.74	126.67	121.10
May	2.15	111.98	106.44	113.74	126.67	120.41
June	2.15	111.98	107.16	113.74	126.67	121.22
July	2.12	110.42	107.00	113.74	126.67	122.74

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 4 ..	100·00
1953 .. — ..	1 99 ..	101·53..	2 95 ..	101·03..	2 7 ..	101·47
1954 .. — ..	2 2 ..	103·06..	2 94 ..	100·68..	2 9 ..	102·45
1955 .. — ..	2 9 ..	106·63..	2 96 ..	101·37..	2 16 ..	105·88
1956 .. — ..	2 10 ..	107·14..	3 0 ..	102·74..	2 17 ..	106·37
1957 .. — ..	2 13 ..	108·67..	3 15 ..	107·88..	2 20 ..	107·84
1957 .. January ..	2 10 ..	107·14..	3 1 ..	103·08..	2·17 ..	106·37
February ..	2 10 ..	107·14..	3 1 ..	103·08..	2·17 ..	106·37
March ..	2 10 ..	107·14..	3 1 ..	103·08..	2·17 ..	106·37
April ..	2 10 ..	107·14..	3 1 ..	103·08..	2·17 ..	106·37
May ..	2 12 ..	108·16..	3 4 ..	104·11..	2·19 ..	107·35
June ..	2 15 ..	109·69..	3 5 ..	104·45..	2·22 ..	108·82
July ..	2 15 ..	109·69..	3 5 ..	104·45..	2·22 ..	108·82
August ..	2 15 ..	109·69..	3 5 ..	104·45..	2·22 ..	108·82
September ..	2 12 ..	108·16..	3 5 ..	104·45..	2·19 ..	107·35
October ..	2 12 ..	108·16..	3 5 ..	104·45..	2·19 ..	107·35
November ..	2 15 ..	109·69..	3 8 ..	105·48..	2·22 ..	108·82
December ..	2 17 ..	110·71..	3 16 ..	108·22..	2·25 ..	110·29
1958 .. January ..	2 17 ..	110·71..	3 18 ..	108·90..	2·25 ..	110·29
February ..	2 17 ..	110·71..	3 20 ..	109·59..	2·25 ..	110·29
March ..	2 17 ..	110·71..	3 30 ..	113·01..	2·26 ..	110·78
April ..	2·17 ..	110·71..	3·31 ..	113·36..	2·26 ..	110·78
May ..	2·17 ..	110·71..	3·32 ..	113·70..	2·26 ..	110·78
June ..	2·17 ..	110·71..	3·32 ..	113·70..	2·26 ..	110·78
July ..	2·15 ..	109·69..	3·32 ..	113·70..	2·24 ..	109·80

152 R-C

* 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.

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	January	16,719	10,034	26,688	35,273	88,714
	February	16,865	10,033	27,056	35,777	89,731
	March	16,595	10,021	26,882	35,398	88,896
	April	15,982	9,748	25,805	34,970	86,505
	May	16,025	9,751	25,798	35,086	86,660
	June	16,192	9,794	26,226	36,207	88,419
	July	17,139	10,334	27,986	38,667	94,126
	August	17,743	10,852	28,517	39,711	96,823
	September	17,611	11,118	28,374	40,447	97,550
	October	18,142	12,226	29,169	43,901	103,438
	November	18,720	12,981	30,177	46,370	108,248
	†December	18,582	13,439	30,864	47,971	110,856
1958	January	19,257	14,175	32,803	50,016	116,251
	February	19,792	14,287	33,020	49,951	117,050
	March	19,830	14,110	33,167	49,673	116,780
	April	19,443	13,720	32,315	48,188	113,666
	May	18,674	13,123	32,123	45,361	109,281
	June	18,707	13,003	32,052	46,564	110,326

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

† Amended figures.

TABLE V

The number of Registrants for employment of better employment according to registers maintained at the Employment Exchanges

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Katutura	Galle	Kandy	Navalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Ttrincomalee	Anuradhapura	Aissawella	Haputale	Matara	Total
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	27,645
1941	20,458	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942	19,333	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943	8,335	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944	1,053	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	—	1,497	—	—	—	—	21,366*
1946	25,805	1,117	808	993	3,397	726	352	816	119	438	727	—	611	—	—	—	—	36,544†
1947	21,539	2,239	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	—	—	—	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	233	—	—	—	—	66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	—	—	—	69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	923	980	—	348	—	—	—	—	65,122
1951	33,125	3,422	2,886	4,350	2,209	537†	886	1,587	569	904	418	1,207	284	323	—	—	—	52,707†
1952	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992	252	437	678	—	—	53,023
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,332	51,546
1954	33,410	2,909	3,434	6,024	3,148	1,708	2,220	1,992	1,471	440	883	297	1,567	884	1,377	396	1,539	63,304
1955	36,451	3,395	4,740	6,331	4,877	633	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	71,010
1956	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	85,952
1957—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
January ..	43,835	4,062	6,319	6,753	5,046	488	4,644	2,286	2,591	908	740	727	918	2,295	2,013	779	4,310	88,714
February ..	43,694	4,079	6,419	6,832	5,496	449	4,879	2,330	2,597	948	733	706	952	2,573	1,993	795	4,251	89,731

TABLE V—(contd.)

Year	Colombo	Negombo	Katutura	Galle	Kandy	Navalapuraya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Avisawella	Haputale	Matale	Vavunnya	Kegalla	Total
March ..	43,818	4,074	6,321	6,820	5,459	450	4,828	2,386	2,592	886	711	607	860	2,348	1,913	681	4,142	—	—	88,896
April ..	43,351	4,081	6,150	6,623	4,632	398	4,638	2,392	539	791	688	490	1,017	2,176	1,907	644	3,988	—	—	86,505
May ..	43,341	4,063	6,173	6,809	4,651	398	4,578	2,407	2,616	802	634	529	1,122	1,978	1,904	684	3,971	—	—	86,660
June ..	43,996	4,084	6,175	7,024	4,650	507	4,815	2,424	2,770	842	593	510	1,068	1,810	2,020	745	3,997	389	—	88,419
July ..	45,528	4,152	6,295	7,489	4,966	548	4,877	2,413	2,837	876	638	539	1,234	1,751	2,063	810	4,040	370	2,700	94,126
August ..	46,939	4,285	6,519	7,778	5,155	528	5,041	2,473	2,859	936	648	583	1,140	1,566	2,085	929	4,078	384	2,897	96,823
September	47,758	5,119	6,616	7,859	5,491	540	4,960	2,496	2,859	942	631	608	1,079	1,392	2,135	851	4,114	495	1,605	97,550
October ..	49,005	7,621	6,508	8,304	6,147	565	4,979	2,431	2,993	969	605	629	1,167	1,380	2,195	855	4,785	561	1,739	103,438
November	49,715	9,154	6,622	8,681	6,903	724	5,381	2,592	3,137	959	602	580	1,235	1,286	2,266	883	5,092	577	1,859	108,248
December	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501§	1,252	1,198	2,226	840	5,331	551	1,947	110,856
1958—																				
January	51,800	9,406	7,075	9,895	8,411	832	6,030	2,930	3,359	1,125	759	464	1,308	1,409	2,413	881	5,490	464	2,200	116,251
February	51,897	8,997	7,092	10,447	8,650	899	6,214	2,967	3,315	1,137	817	398	1,282	1,503	2,458	913	5,422	417	2,225	117,050
March ..	51,597	8,774	6,940	10,926	8,398	934	6,288	3,093	3,272	1,105	857	386	1,211	1,473	2,584	935	5,409	424	2,174	116,780
April ..	50,298	8,479	6,720	11,254	8,490	889	5,401	2,826	3,215	1,150	794	383	1,143	1,281	2,527	1,012	5,227	431	2,146	113,666
May ..	49,597	7,643	6,819	11,765	6,132	945	4,746	2,858	3,255	1,099	713	407	1,212	1,262	2,608	1,061	4,528	454	2,177	109,281
June	49,880	7,361	6,844	12,180	6,041	988	4,747	2,830	3,363	1,094	794	380	1,406	1,232	2,720	1,147	4,766	366	2,187	110,326

* Total includes 127 registered at Matugama, 164 at Chilaw, 272 at Matale, 97 at Avisawella and 555 at Veyangoda.

† Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avisawella.

‡ Revised figures. (These Exchanges functioned only during 1945 and 1946.)

§ Amended figures.

TABLE VI—The number of Persons placed in employment since 1939

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total		
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed			
1939	—	..	—	..	—	..	2,583		
1940	—	..	—	..	—	..	5,089		
1941	—	..	—	..	—	..	9,071		
1942	—	..	—	..	—	..	8,129		
1943	—	..	—	..	—	..	4,170		
1944	—	..	—	..	—	..	1,875		
1945	369	..	1,104	..	411	..	2,653		
1946	1,303	..	3,012	..	1,341	..	10,130		
1947	915	..	1,417	..	911	..	4,161		
1948	1,355	..	1,563	..	1,311	..	6,118		
1949	1,807	..	1,616	..	1,767	..	9,590		
1950	2,059	..	1,509	..	1,438	..	5,773		
1951	2,019	..	1,546	..	1,867	..	5,874		
1952	3,107	..	1,802	..	1,887	..	5,657		
1953	1,528	..	669	..	1,371	..	2,820		
1954	1,097	..	879	..	922	..	4,660		
1955	2,166	..	1,064	..	1,187	..	3,791		
1956	1,913	..	845	..	1,565	..	4,162		
1957		
January	125	..	46	..	130	..	161	..	462
February	58	..	54	..	106	..	245	..	463
March	76	..	57	..	137	..	286	..	556
April	42	..	46	..	64	..	136	..	288
May	64	..	57	..	91	..	265	..	477
June	87	..	73	..	143	..	366	..	669
July	137	..	57	..	103	..	419	..	716
August	76	..	69	..	67	..	257	..	469
September	154	..	80	..	81	..	476	..	791
October	122	..	68	..	99	..	151	..	440
November	152	..	43	..	98	..	130	..	423
December	83	..	59	..	61	..	161	..	364
1958
January	149	..	134	..	62	..	176	..	521
February	146	..	45	..	101	..	180	..	472
March	406	..	32	..	82	..	188	..	708
April	145	..	64	..	72	..	202	..	483
May	179	..	62	..	79	..	205	..	525
June	91	..	76	..	74	..	139	..	380

TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of June, 1958

Employment Exchanges	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total											
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed										
	Colombo	..	635	..	63	..	482	..	51	..	903	..	39	..	2,025	..	59	..	4,045	..	212
Negombo	..	51	..	2	..	63	..	—	..	49	..	—	..	210	..	23	..	373	..	25
Kalutara	..	69	..	—	..	33	..	—	..	114	..	16	..	219	..	5	..	435	..	21
Galle	..	132	..	6	..	70	..	2	..	160	..	1	..	341	..	6	..	703	..	15
Kandy	..	107	..	3	..	67	..	—	..	130	..	1	..	285	..	12	..	589	..	16
Nawalapitiya	..	14	..	—	..	23	..	—	..	32	..	—	..	136	..	2	..	205	..	2
Kurunegala	..	98	..	2	..	58	..	8	..	189	..	1	..	221	..	3	..	566	..	14
Jaffna	..	73	..	2	..	31	..	6	..	72	..	4	..	79	..	3	..	255	..	15
Ratnapura	..	56	..	—	..	35	..	—	..	143	..	—	..	97	..	—	..	331	..	—
Badulla	..	—	..	4	..	—	..	—	..	—	..	1	..	—	..	—	..	—	..	5
Batticaloa	..	22	..	1	..	27	..	3	..	33	..	1	..	96	..	6	..	178	..	11
Kalmunai	..	11	..	—	..	7	..	—	..	16	..	1	..	32	..	4	..	66	..	5
Trincomalee	..	19	..	—	..	12	..	—	..	30	..	—	..	317	..	—	..	378	..	—
Anuradhapura	..	22	..	3	..	17	..	3	..	23	..	—	..	58	..	6	..	120	..	12
Awissawella	..	20	..	—	..	29	..	—	..	65	..	2	..	143	..	1	..	257	..	3
Haputale	..	5	..	—	..	45	..	—	..	12	..	4	..	100	..	—	..	162	..	4
Matara	..	99	..	—	..	65	..	1	..	149	..	—	..	165	..	1	..	478	..	2
Vavuniya	..	12	..	—	..	2	..	2	..	9	..	3	..	10	..	8	..	33	..	13
Kegalla	..	16	..	5	..	25	..	—	..	71	..	—	..	77	..	—	..	189	..	5
Total	..	1,461	..	91	..	1,091	..	76	..	2,200	..	74	..	4,611	..	139	..	9,363	..	380

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	4	.. Not available	Not available
1940	.. 36	.. 9,732*	.. do.	8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	14	.. do.	.. do.
1943	.. 22	.. 2,486	.. 5,234	31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048½	66‡	.. 12,399	.. 25,937
1945	.. 28	.. 3,514	.. 4,285	53	.. 28,875	.. 153,388½
1946	.. 87	.. 15,259	.. 31,830‡	69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	52	.. 43,485	.. 544,174
1948	.. 33	.. 23,100	.. 49,933‡	20	.. 1,065	.. 2,497½
1949	.. 66	.. 477,412	.. 681,340	28	.. 2,874	.. 14,576½
1950	.. 82	.. 22,808	.. 85,837	28	.. 5,471	.. 22,617
1951	.. 67	.. 306,091	.. 521,040	35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	39	.. 6,168	.. 46,990
1953	.. 33	.. 363,600	.. 430,586	54	.. 14,482	.. 31,996
1954	.. 59	.. 86,450	.. 391,200	55	.. 15,381	.. 85,569
1955	.. 60	.. 11,437	.. 69,913	47	.. 11,293	.. 36,016
1956	.. 99	.. 56,908	.. 200,888	115	.. 31,852	.. 152,966
1957	.. 177	.. 297,061	.. 618,050	127	.. 70,239	.. 190,443
1957 January	.. 15	.. 2,643	.. 4,535	8	.. 827	.. 13,715
February	.. 12	.. 5,342	.. 28,666	1	.. 85	.. 669
March	.. 14	.. 7,896	.. 36,825	5	.. 4,015	.. 16,107
April	.. 22	.. 18,190	.. 35,096	5	.. 525	.. 306
May	.. 14	.. 3,877	.. 16,665	19	.. 5,362	.. 7,041
June	.. 12	.. 2,288	.. 12,066	11	.. 7,274	.. 11,609
July	.. 21	.. 6,600	.. 26,975	4	.. 489	.. 651
August	.. 14	.. 13,752	.. 75,033	8	.. 1,346	.. 6,038
September	.. 11	.. 2,309	.. 10,736	9	.. 3,649	.. 2,112
October	.. 14	.. 3,478	.. 23,499	16	.. 7,985	.. 9,317
November	.. 22	.. 18,840	.. 134,879	9	.. 21,638	.. 40,851
December	.. 6	.. 211,846	.. 213,025	32	.. 17,044	.. 82,027
1958 January	.. §10	.. 5,536	.. 195,212	§6	.. 796	.. 1,072
February	.. 12	.. 2,720	.. 26,686	§2	.. 152	.. 1,856
March	.. §11	.. 5,260	.. 10,447	11	.. 3,748	.. 19,129
April	.. §13	.. 3,671	.. 20,912	§11	.. 3,443	.. 4,978
May	.. 8	.. 2,717	.. 5,361	10	.. **561	.. **1,872

*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.

§Amended figures.

**These figures do not include information in respect of 2 strikes (viz. the P. S. W. T. U. F. and the C. T. U. F. strikes). They will be amended to include this information when available.

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

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

TABLE IX—CLASSIFICATION OF THE STRIKES IN MAY, 1958—BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea ..	6	..	1,519	..	2,285	
Rubber ..	—	..	—	..	—	
Tea-cum-Rubber ..	2	..	1,198	..	3,076	
Coconut ..	—	..	—	..	—	
Coconut-cum-Rubber ..	—	..	—	..	—	
Total ..	8		2,717		5,361	
Engineering ..	—	..	—	..	—	
Printing ..	1	..	131	..	655	
Motor Transport ..	1	..	150	..	75	
Tea Export ..	—	..	—	..	—	
Rubber Export ..	—	..	—	..	—	
Coconut Manufacturing ..	3	..	113	..	572	
Toddy, Arrack and Vinegar ..	—	..	—	..	—	
Match Manufacturing ..	—	..	—	..	—	
Coconut & Rubber Manufacturing ..	—	..	—	..	—	
Cinema ..	—	..	—	..	—	
Dock, Harbour and Port Transport ..	1	..	120	..	480	
Building Trade ..	—	..	—	..	—	
Local Government Services ..	—	..	—	..	—	
Government Services ..	2	..	9**	..	14**	
Factories, Workshops, &c., run by the State ..	—	..	—	..	—	
Textile ..	—	..	—	..	—	
Relief Scheme ..	—	..	—	..	—	
Wholesale and Retail Distribution ..	—	..	—	..	—	
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—	
Beedi Manufacturing ..	—	..	—	..	—	
Hotel ..	—	..	—	..	—	
Tile Manufacturing ..	1	..	38..		76	
Miscellaneous ..	1	..	—	**..	—	**
Total ..	10		561**		1,872**	
Grand Total ..	18		3,278**		7,233**	

TABLE X—CLASSIFICATION OF THE STRIKES IN MAY, 1958—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 ..	1	..	1	..	387	..	12	
2. Wage increases, Higher rates for piece work, &c. ..	—	..	2	..	—	..	131**	
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	..	—	..	—	..	—	
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	3	..	3	..	698	..	97	
5. Food matters. Welfare ..	—	..	—	..	—	..	—	
6. Right of association and meeting ..	1	..	—	..	413	..	—	
7. Factional disputes and domestic matters ..	1	..	—	..	259	..	—	
8. External matters, (e.g., arrest by Police, &c.) ..	—	..	1	..	—	..	150	
9. Assaults by employer or agent or others ..	—	..	—	..	—	..	—	
10. General demands ..	2	..	2	..	960	..	120**	
11. Sympathetic strikes ..	—	..	1	..	—	..	51	
Total ..	8		10		2,717		561**	

**These figures do not include information in respect of 2 strikes (viz. the P. S. W. T. U. F. and the C. T. U. F. strikes). They will be amended to include this information when available.

**TABLE XI—ARRIVALS AND DEPARTURES OF INDIAN
ESTATE LABOURERS**

Year	Arrivals			Departures			Excess of Arrivals over Departures	Excess of De- partures over Arrivals
	Old	New	Total	Repatria- ted on Govt. Account	Left Ceylon Un- assisted	Total		
1939	25,425	3,834	29,259	2,975	31,714	34,689	—	5,430
1940	2,955	363	3,318	5,560	12,578	18,138	—	14,820
1941	3,234	350	3,584	8,410	11,243	19,653	—	16,069
1942	6,585	229	6,814	5,398	33,183	38,581	—	31,767
1943	42,677	2,076	44,753	1,368	59,577	60,945	—	16,192
1944	49,354	2,623	51,977	786	59,683	60,469	—	8,492
1945	82,598	3,844	86,442	572	85,428	86,000	442	—
1946	75,269	3,325	78,594	282	75,657	75,939	2,655	—
1947	52,177	2,400	54,577	242	58,381	58,623	—	4,046
1948	47,621	2,926	50,547	151	47,115	47,266	3,281	—
1949	42,188	2,237	44,425	302	46,538	46,840	—	2,417
1950	49,385	1,525	50,910	267	55,360	55,627	—	4,717
1951	53,218	1,503	54,721	203	58,591	58,794	—	4,073
1952	55,530	1,717	57,247	317	58,132	58,449	—	120
1953	40,761	1,160	41,921	379	45,963	46,342	—	4,421
1954	26,550	577	27,127	223	25,143	25,366	1,761	—
1955	902	—	902	75	3,166	3,241	—	2,339
1956	2,360	3	2,363	85	4,608	4,693	—	2,330
1957	1,068	4	1,072	104	4,849	4,953	—	3,881
1957—								
January	116	—	116	22	397	419	—	303
February	134	1	135	7	531	538	—	403
March	305	—	305	9	473	482	—	177
April	153	—	153	6	470	476	—	323
May	140	—	140	6	455	461	—	321
June	66	1	67	15	526	541	—	474
July	68	—	68	15	309	324	—	256
August	20	—	20	8	307	315	—	295
September	34	1	35	5	403	408	—	373
October	15	—	15	10	353	363	—	348
November	17	1	18	1	349	350	—	332
December	Nil	Nil	Nil	Nil	276	276	—	276
1958—								
January*	—	—	—	—	—	—	—	—
February*	—	—	—	—	—	—	—	—
March	—	—	14	6	6	12	2	—
April	—	—	27	—	103	103	—	76
May	—	—	10	6	221	227	—	217
June	—	—	8	—	260	260	—	252

* Not available.

APPENDIX I

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

<i>Class of Worker</i>	<i>Month : August, 1958</i>		
	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Tea Growing and Manufacturing Trade			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 25	1 15	2 40
Female worker not under 15 years ..	1 05	0 86	1 91
Child worker ..	0 80	0 79	1 59
 Cocoa, Cardamom and Pepper Growing and Manufacturing Trade			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 10	1 15	2 25
Female worker not under 15 years ..	0 90	0 86	1 76
Child worker ..	0 65	0 79	1 44
 Rubber Growing and Manufacturing Trade			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 40	1 15	2 55
Female worker not under 15 years ..	1 30	0 86	2 16
Child worker ..	1 05	0 79	1 84
 Cocconut Growing Trade			
<i>Daily Rates</i>			
The raising and maintenance of a cocconut plantation ; and the manufacture of copra—			
Kangany ..	1 15	1 15	2 30
Male not under 16 years ..	1 0	1 15	2 15
Female not under 15 years ..	0 85	0 86	1 71
Male worker under 16 years or Female worker under 15 years ..	0 75	0 79	1 54
 Cocconut Manufacturing Trade			
The manufacture of desiccated cocconut: The manufacture of cocconut oil ; and The manufacture of fibre and coir products—			
Kangany ..	1 80	1 33	3 13
Male not under 18 years ..	1 40	1 33	2 73
Female not under 18 years ..	1 15	0 99	2 14
Worker under 18 years ..	1 15	0 92	2 07

Piece rates have been fixed for certain processes.

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
Engineering Trade					
<i>Daily Rates</i>					
Unskilled labourer	1	40	1	66	3 06
Semi-skilled, Grade I	1	65	1	76	3 41
Semi-skilled, Grade II	1	45	1	76	3 21
Skilled worker	2	0	1	76	3 76
Kangany	1	80	1	76	3 56
Watcher	1	70	1	76	3 46
<i>Trade Learners and Apprentices</i>					
1st year	0	50	0	74	1 24
2nd year	0	66	0	84	1 50
3rd year	0	85	1	13	1 98
4th year	1	10	1	28	2 38
Printing Trade					
<i>Monthly rates</i>					
Class A Workers: Linotype operators, monotype keyboard operators, linotype mechanics, process camera operators, process etchers, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists and readers (employed in the production of newspapers)	110	0	88	80	198 80
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	69	80	157 30
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	60	30	125 30
Class C, Grade II Workers: Platen Machine Minders	60	0	55	46	115 46
Class D Workers: Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50	0	50	80	100 80
Class E Workers: Unskilled workers not under 18 years of age	42	0	48	47	90 47
Class F Workers: Unskilled workers under 18 years of age	20	0	29	90	49 90
Class G Workers: Watchers	44	0	50	80	94 80
Class A—1st year learner	33	0	33	10	66 10
" B " " "	26	0	27	40	53 40
" C Grade I, 1st year learner	24	0	29	30	53 30
" C " II " "	22	0	27	40	49 40
" D—1st year learner	19	0	25	50	44 50
Class A—2nd year learner	44	0	41	20	85 20
" B " " "	36	0	39	30	75 30
" C Grade I, 2nd year learner	29	0	34	46	63 46
" C " II " "	27	0	32	13	59 13
" D—2nd year learner	23	0	29	80	52 80

Month: August, 1958

Class of Worker	Month: August, 1958		
	Basic Wages Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Plumbago Trade (contd.)			
Workers employed in curing and dressing—			
(A) as overseers and kanganies ..	2 0	1 41	3 41
(B) on different jobs:			
Within the Colombo area—			
Male worker not under 18 years ..	1 25	1 41	2 66
Female worker not under 18 years ..	1 0	1 10	2 10
Worker under 18 years ..	0 50	1 03	1 53
Outside the Colombo area—			
Male worker not under 18 years ..	1 0	1 41	2 41
Female worker not under 18 years ..	0 84	1 10	1 94
Worker under 18 years ..	0 40	1 03	1 43
"Colombo area" includes any place within 5 miles of the Municipal limits of Colombo.			

Tea Export Trade

Daily Rates

A. Male workers not under 18 years—				
(a) Grade II ..	..	1 40	1 66	3 06
(b) Intermediate Grade ..	..	1 60	1 76	3 36
(c) Grade I ..	..	1 80	1 76	3 56
(d) Box makers and repairers ..	..	1 60	1 76	3 36
(e) Watchers ..	..	1 70	1 76	3 46
B. Female workers not under 18 years ..	..	1 15	1 54	2 69
C. Workers over 14 years but under 15 years ..	..	0 80	1 16	1 96
" 15 " 16 " ..	..	0 90	1 21	2 11
" 16 " 17 " ..	..	1 0	1 26	2 26
" 17 " 18 " ..	..	1 15	1 36	2 51

Rubber Export Trade

Daily Rates

A. Male workers not under 18 years—				
(a) Grade II ..	..	1 40	1 66	3 06
(b) Intermediate Grade ..	..	1 60	1 76	3 36
(c) Grade I ..	..	1 80	1 76	3 56
(d) Watchers ..	..	1 70	1 76	3 46
B. Female workers not under 18 years of age—				
(a) Grade II				
Workers employed in work other than sorting ..	..	1 15	1 54	2 69
(b) Grade I				
Workers employed in sorting ..	..	1 30	1 54	2 84
C. Workers over 14 years but under 15 years ..	..	0 80	1 16	1 96
" 15 " 16 " ..	..	0 90	1 21	2 11
" 16 " 17 " ..	..	1 0	1 26	2 26
" 17 " 18 " ..	..	1 15	1 36	2 51

Month: August, 1958

Class of Worker	Basic Wages		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Toddy, Arrack and Vinegar Trade						
<i>Monthly Rates</i>						
Tope kangany ..	115	0	—	..	115	0
Toddy tavern watcher ..	63	0	—	..	63	0
Arrack tavern watcher ..	63	0	—	..	63	0
Tope watcher ..	50	0	—	..	50	0
Collecting station manager ..	75	0	—	..	75	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 ..	52	50	—	..	52	50
Collecting toddy from trees in the vinegar section of the trade ..	52	50	—	..	52	50
Distilling toddy at distillery ..	90	0	—	..	90	0

Daily Rates

Bottling, corking and labelling arrack bottles—

(a) for a male worker not under 16 years of age	2	50	..	—	..	2	50
(b) for a female worker not under 16 years of age	2	0	..	—	..	2	0

Unskilled labourers—

Male workers not under 16 years	2	50	..	—	..	2	50
Female workers not under 16 years	2	0	..	—	..	2	0

Piece rates have been fixed for certain processes.

Motor Transport Trade

Monthly Rates

Class A Workers: Drivers of omnibuses licensed to carry over 22 passengers ..	100	0	..	43	0	..	143	0
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	..	43	0	..	133	0
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	..	40	50	..	125	50
Class D Workers: Drivers of lorries with trailers (including those of the Scammel-Horse type but excluding those owned by an estate and used solely for internal transport within the estate) ..	100	0	..	43	0	..	143	0

Month : August, 1958

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Motor Transport Trade (contd.)						
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	38	0	108	0
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	43	0	110	50
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. ..	60	0	39	20	99	20
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	39	20	89	20
Class I Workers : Omnibus checkers or time-keepers	60	0	39	20	99	20
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90	0	39	20	129	20
Class K Workers : Porters engaged by employers who use the motor transport trade as incidental to the carrying on of some other trade and workers in the motor transport trade other than workers specified in the preceding items	45	0	29	75	74	75

* "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.

Daily Rates

Class A worker	4	0	1	85	5	85
" B "	4	0	1	85	5	85
" C "	3	25	1	85	5	10
" D "	4	0	1	85	5	85
" E "	2	75	1	60	4	35
" F "	2	75	1	85	4	60
" G "	2	50	1	85	4	35
" H "	2	25	1	85	4	10
" K "	1	50	1	09	2	59

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

Match Manufacturing Trade

Daily Rates

Grade I—

Male 18 years and over	2	0	1	46	3	46
Female 18 years and over	1	64	1	36	3	00
Young person over 14 and under 17 years	0	95	0	86	1	81
Young person 17 years and over but under 18 years	1	25	1	06	2	31

Grade II—

Male 18 years and over	1	60	1	46	3	06
Female 18 years and over	1	32	1	36	2	68
Young person over 14 and under 17 years	0	80	0	86	1	66
Young person 17 and over but under 18 years	1	00	1	06	2	06

Month : August, 1958

Class of Worker	Basic Wages		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
Match Manufacturing Trade—(contd.)					
<i>Grade III—</i>					
Male 18 years and over	1 40	..	2 76
Female 18 years and over	1 15	..	2 39
Young person over 14 and under 17 years	0 70	..	1 56
Young person 17 and over but under 18 years	0 90	..	1 96
<i>Grade IV—</i>					
Watcher	1 70	..	3 16
Cinema Trade					
<i>Monthly Rates</i>					
<i>Within the Municipal areas</i>					
A—Non-clerical—					
Unskilled	36 50	..	79 46
Semi-skilled	43 0	..	88 56
Skilled, Grade II	55 0	..	102 38
Skilled, Grade I	66 0	..	113 38
B—Clerical—					
Grade III	50 0	..	92 80
Grade II	55 0	..	100 80
Grade I	110 0	..	160 80
<i>Outside the Municipal areas</i>					
A—Non-clerical—					
Unskilled	36 50	..	79 46
Semi-skilled	40 0	..	85 56
Skilled, Grade II	47 0	..	94 38
Skilled, Grade I	61 0	..	108 38
B—Clerical—					
Grade III	45 0	..	87 80
Grade II	50 0	..	95 80
Grade I	110 0	..	160 80
Dock, Harbour and Port Transport Trade					
<i>Monthly Rates</i>					
<i>Manual Work—</i>					
Special Grade	65 0	..	98 25
Skilled Grade	55 0	..	84 25
Semi-skilled Grade	45 0	..	71 25
Unskilled, Grade I	37 0	..	63 25
Unskilled, Grade II	31 0	..	57 25
<i>Women Workers—</i>					
Female kanganies	35 0	..	61 25
Female labourers	30 0	..	56 25
<i>Non-manual Workers—</i>					
Special Grade	75 0	..	114 0
Grade I	55 0	..	84 25

Month : August, 1958

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Building Trade						
<i>Daily Rates</i>						
Unskilled—						
Male labourers—						
Not under 18 years	1 40	..	1 66	.. 3 06
Female labourers—						
Not under 18 years	1 10	..	1 66	.. 2 76
Unskilled labourers— (irrespective of sex)						
Under 18 years of age	0 90	..	1 66	.. 2 56
Semi-skilled, Grade II	1 65	..	1 76	.. 3 41
Semi-skilled, Grade I	1 80	..	1 76	.. 3 56
Skilled	2 0	..	1 76	.. 3 76
Beedi Manufacturing Trade						
“Nool” beedi rolling (inclusive of preparation of wrappers for rolling)—						
1,000 beedies each 2 inches long	3 50
1,000 beedies each 2½ inches long	4 0
1,000 beedies each 3 inches long	4 75
“Nool” beedi rolling (exclusive of the preparation of wrappers for rolling)—						
1,000 beedies each 2 inches long	2 0
1,000 beedies each 2½ inches long	2 25
1,000 beedies each 3 inches long	2 75
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling)—						
1,000 beedies each 2 inches long	1 50
1,000 beedies each 2½ inches long	1 75
1,000 beedies each 3 inches long	2 0

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during August, 1958, to workers in the Tea 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	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 62½	0 57½	1 20	0 52½	0 43	0 95½	0 40	0 39½	0 79½	½
1	1 25	1 15	2 40	1 05	0 86	1 91	0 80	0 79	1 59	1
2	2 50	2 30	4 80	2 10	1 72	3 82	1 60	1 58	3 18	2
3	3 75	3 45	7 20	3 15	2 58	5 73	2 40	2 37	4 77	3
4	5 00	4 60	9 60	4 20	3 44	7 64	3 20	3 16	6 36	4
5	6 25	5 75	12 00	5 25	4 30	9 55	4 00	3 95	7 95	5
6	7 50	6 90	14 40	6 30	5 16	11 46	4 80	4 74	9 54	6
7	8 75	8 05	16 80	7 35	6 02	13 37	5 60	5 53	11 13	7
8	10 00	9 20	19 20	8 40	6 88	15 28	6 40	6 32	12 72	8
9	11 25	10 35	21 60	9 45	7 74	17 19	7 20	7 11	14 31	9
10	12 50	11 50	24 00	10 50	8 60	19 10	8 00	7 90	15 90	10
11	13 75	12 65	26 40	11 55	9 46	21 01	8 80	8 69	17 49	11
12	15 00	13 80	28 80	12 60	10 32	22 92	9 60	9 48	19 08	12
13	16 25	14 95	31 20	13 65	11 18	24 83	10 40	10 27	20 67	13
14	17 50	16 10	33 60	14 70	12 04	26 74	11 20	11 06	22 26	14
15	18 75	17 25	36 00	15 75	12 90	28 65	12 00	11 85	23 85	15
16	20 00	18 40	38 40	16 80	13 76	30 56	12 80	12 64	25 44	16
17	21 25	19 55	40 80	17 85	14 62	32 47	13 60	13 43	27 03	17
18	22 50	20 70	43 20	18 90	15 48	34 38	14 40	14 22	28 62	18
19	23 75	21 85	45 60	19 95	16 34	36 29	15 20	15 01	30 21	19
20	25 00	23 00	48 00	21 00	17 20	38 20	16 00	15 80	31 80	20
21	26 25	24 15	50 40	22 05	18 06	40 11	16 80	16 59	33 39	21
22	27 50	25 30	52 80	23 10	18 92	42 02	17 60	17 38	34 98	22
23	28 75	26 45	55 20	24 15	19 78	43 93	18 40	18 17	36 57	23
24	30 00	27 60	57 60	25 20	20 64	45 84	19 20	18 96	38 16	24
25	31 25	28 75	60 00	26 25	21 50	47 75	20 00	19 75	39 75	25
26	32 50	29 90	62 40	27 30	22 36	49 66	20 80	20 54	41 34	26
27	33 75	31 05	64 80	28 35	23 22	51 57	21 60	21 33	42 93	27
28	35 00	32 20	67 20	29 40	24 08	53 48	22 40	22 12	44 52	28
29	36 25	33 35	69 60	30 45	24 94	55 39	23 20	22 91	46 11	29
30	37 50	34 50	72 00	31 50	25 80	57 30	24 00	23 70	47 70	30
31	38 75	35 65	74 40	32 55	26 66	59 21	24 80	24 49	49 29	31

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

APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during August, 1958, to workers in the Rubber Growing and Manufacturing Trade

<i>No. of Days</i>	<i>Men</i>			<i>Women</i>			<i>Child Workers *</i>			<i>No. of Days</i>
	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</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	0 70	0 57½	1 27½	0 65	0 43	1 08	0 52½	0 39½	0 92	½
1	1 40	1 15	2 55	1 30	0 86	2 16	1 05	0 79	1 84	1
2	2 80	2 30	5 10	2 60	1 72	4 32	2 10	1 58	3 68	2
3	4 20	3 45	7 65	3 90	2 58	6 48	3 15	2 37	5 52	3
4	5 60	4 60	10 20	5 20	3 44	8 64	4 20	3 16	7 36	4
5	7 00	5 75	12 75	6 50	4 30	10 80	5 25	3 95	9 20	5
6	8 40	6 90	15 30	7 80	5 16	12 96	6 30	4 74	11 04	6
7	9 80	8 05	17 85	9 10	6 02	15 12	7 35	5 53	12 88	7
8	11 20	9 20	20 40	10 40	6 88	17 28	8 40	6 32	14 72	8
9	12 60	10 35	22 95	11 70	7 74	19 44	9 45	7 11	16 56	9
10	14 00	11 50	25 50	13 00	8 60	21 60	10 50	7 90	18 40	10
11	15 40	12 65	28 05	14 30	9 46	23 76	11 55	8 69	20 24	11
12	16 80	13 80	30 60	15 60	10 32	25 92	12 60	9 48	22 08	12
13	18 20	14 95	33 15	16 90	11 18	28 08	13 65	10 27	23 92	13
14	19 60	16 10	35 70	18 20	12 04	30 24	14 70	11 06	25 76	14
15	21 00	17 25	38 25	19 50	12 90	32 40	15 75	11 85	27 60	15
16	22 40	18 40	40 80	20 80	13 76	34 56	16 80	12 64	29 44	16
17	23 80	19 55	43 35	22 10	14 62	36 72	17 85	13 43	31 28	17
18	25 20	20 70	45 90	23 40	15 48	38 88	18 90	14 22	33 12	18
19	26 60	21 85	48 45	24 70	16 34	41 04	19 95	15 01	34 96	19
20	28 00	23 00	51 00	26 00	17 20	43 20	21 00	15 80	36 80	20
21	29 40	24 15	53 55	27 30	18 06	45 36	22 05	16 59	38 64	21
22	30 80	25 30	56 10	28 60	18 92	47 52	23 10	17 38	40 48	22
23	32 20	26 45	58 65	29 90	19 78	49 68	24 15	18 17	42 32	23
24	33 60	27 60	61 20	31 20	20 64	51 84	25 20	18 96	44 16	24
25	35 00	28 75	63 75	32 50	21 50	54 00	26 25	19 75	46 00	25
26	36 40	29 90	66 30	33 80	22 36	56 16	27 30	20 54	47 84	26
27	37 80	31 05	68 85	35 10	23 22	58 32	28 35	21 33	49 68	27
28	39 20	32 20	71 40	36 40	24 08	60 48	29 40	22 12	51 52	28
29	40 60	33 35	73 95	37 70	24 94	62 64	30 45	22 91	53 36	29
30	42 00	34 50	76 50	39 00	25 80	64 80	31 50	23 70	55 20	30
31	43 40	35 65	79 05	40 30	26 66	66 96	32 55	24 49	57 04	31

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

APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during August, 1958, to workers to 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	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 57½	1 12½	0 45	0 43	0 88	0 32½	0 39½	0 72	½
1	1 10	1 15	2 25	0 90	0 86	1 76	0 65	0 79	1 44	1
2	2 20	2 30	4 50	1 80	1 72	3 52	1 30	1 58	2 88	2
3	3 30	3 45	6 75	2 70	2 58	5 28	1 95	2 37	4 32	3
4	4 40	4 60	9 00	3 60	3 44	7 04	2 60	3 16	5 76	4
5	5 50	5 75	11 25	4 50	4 30	8 80	3 25	3 95	7 20	5
6	6 60	6 90	13 50	5 40	5 16	10 56	3 90	4 74	8 64	6
7	7 70	8 05	15 75	6 30	6 02	12 32	4 55	5 53	10 08	7
8	8 80	9 20	18 00	7 20	6 88	14 08	5 20	6 32	11 52	8
9	9 90	10 35	20 25	8 10	7 74	15 84	5 85	7 11	12 96	9
10	11 00	11 50	22 50	9 00	8 60	17 60	6 50	7 90	14 40	10
11	12 10	12 65	24 75	9 90	9 46	19 36	7 15	8 69	15 84	11
12	13 20	13 80	27 00	10 80	10 32	21 12	7 80	9 48	17 28	12
13	14 30	14 95	29 25	11 70	11 18	22 88	8 45	10 27	18 72	13
14	15 40	16 10	31 50	12 60	12 04	24 64	9 10	11 06	20 16	14
15	16 50	17 25	33 75	13 50	12 90	26 40	9 75	11 85	21 60	15
16	17 60	18 40	36 00	14 40	13 76	28 16	10 40	12 64	23 04	16
17	18 70	19 55	38 25	15 30	14 62	29 92	11 05	13 43	24 48	17
18	19 80	20 70	40 50	16 20	15 48	31 68	11 70	14 22	25 92	18
19	20 90	21 85	42 75	17 10	16 34	33 44	12 35	15 01	27 36	19
20	22 00	23 00	45 00	18 00	17 20	35 20	13 00	15 80	28 80	20
21	23 10	24 15	47 25	18 90	18 06	36 96	13 65	16 59	30 24	21
22	24 20	25 30	49 50	19 80	18 92	38 72	14 30	17 38	31 68	22
23	25 30	26 45	51 75	20 70	19 78	40 48	14 95	18 17	33 12	23
24	26 40	27 60	54 00	21 60	20 64	42 24	15 60	18 96	34 56	24
25	27 50	28 75	56 25	22 50	21 50	44 00	16 25	19 75	36 00	25
26	28 60	29 90	58 50	23 40	22 36	45 76	16 90	20 54	37 44	26
27	29 70	31 05	60 75	24 30	23 22	47 52	17 55	21 33	38 88	27
28	30 80	32 20	63 00	25 20	24 08	49 28	18 20	22 12	40 32	28
29	31 90	33 35	65 25	26 10	24 94	51 04	18 85	22 91	41 76	29
30	33 00	34 50	67 50	27 00	25 80	52 80	19 50	23 70	43 20	30
31	34 10	35 65	69 75	27 90	26 66	54 56	20 15	24 49	44 64	31

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

APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1958, to workers in the Coconut Growing and Manufacturing Trades

<i>No. of Days</i>	<i>The Coconut Growing Trade</i>				<i>The Coconut Manufacturing Trade</i>				<i>No. of Days</i>
	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</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	1 15	1 07½	0 85½	0 77	1 56½	1 36½	1 07	1 03½	½
1	2 30	2 15	1 71	1 54	3 13	2 73	2 14	2 07	1
2	4 60	4 30	3 42	3 08	6 26	5 46	4 28	4 14	2
3	6 90	6 45	5 13	4 62	9 39	8 19	6 42	6 21	3
4	9 20	8 60	6 84	6 16	12 52	10 92	8 56	8 28	4
5	11 50	10 75	8 55	7 70	15 65	13 65	10 70	10 35	5
6	13 80	12 90	10 26	9 24	18 78	16 38	12 84	12 42	6
7	16 10	15 05	11 97	10 78	21 91	19 11	14 98	14 49	7
8	18 40	17 20	13 68	12 32	25 04	21 84	17 12	16 56	8
9	20 70	19 35	15 39	13 86	28 17	24 57	19 26	18 63	9
10	23 00	21 50	17 10	15 40	31 30	27 30	21 40	20 70	10
11	25 30	23 65	18 81	16 94	34 43	30 03	23 54	22 77	11
12	27 60	25 80	20 52	18 48	37 56	32 76	25 68	24 84	12
13	29 90	27 95	22 23	20 02	40 69	35 49	27 82	26 91	13
14	32 20	30 10	23 94	21 56	43 82	38 22	29 96	28 98	14
15	34 50	32 25	25 65	23 10	46 95	40 95	32 10	31 05	15
16	36 80	34 40	27 36	24 64	50 08	43 68	34 24	33 12	16
17	39 10	36 55	29 07	26 18	53 21	46 41	36 38	35 19	17
18	41 40	38 70	30 78	27 72	56 34	49 14	38 52	37 26	18
19	43 70	40 85	32 49	29 26	59 47	51 87	40 66	39 33	19
20	46 00	43 00	34 20	30 80	62 60	54 60	42 80	41 40	20
21	48 30	45 15	35 91	32 34	65 73	57 33	44 94	43 47	21
22	50 60	47 30	37 62	33 88	68 86	60 06	47 08	45 54	22
23	52 90	49 45	39 33	35 42	71 99	62 79	49 22	47 61	23
24	55 20	51 60	41 04	36 96	75 12	65 52	51 36	49 68	24
25	57 50	53 75	42 75	38 50	78 25	68 25	53 50	51 75	25
26	59 80	55 90	44 46	40 04	81 38	70 98	55 64	53 82	26
27	62 10	58 05	46 17	41 58	84 51	73 71	57 78	55 89	27
28	64 40	60 20	47 88	43 12	87 64	76 44	59 92	57 96	28
29	66 70	62 35	49 59	44 66	90 77	79 17	62 06	60 03	29
30	69 00	64 50	51 30	46 20	93 90	81 90	64 20	62 10	30
31	71 30	66 65	53 01	47 74	97 03	84 63	66 34	64 17	31

Note.—“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 Workers” refer 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 III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1958, to workers in the Rubber Export Trade

<i>No. of Days</i>	<i>Male Workers not under 18 years of age</i>				<i>Female Workers not under 18 years of age</i>		<i>Workers (irrespective of sex) under 18 years of age</i>				<i>No. of Days</i>
	<i>Grade II</i>	<i>Inter-mediate Grade</i>	<i>Grade I</i>	<i>Watchers</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>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	1 53	1 68	1 78	1 73	1 34½	1 42	0 98	1 05½	1 13	1 25½	½
1	3 06	3 36	3 56	3 46	2 69	2 84	1 96	2 11	2 26	2 51	1
2	6 12	6 72	7 12	6 92	5 38	5 68	3 92	4 22	4 52	5 02	2
3	9 18	10 08	10 68	10 38	8 07	8 52	5 88	6 33	6 78	7 53	3
4	12 24	13 44	14 24	13 84	10 76	11 36	7 84	8 44	9 04	10 04	4
5	15 30	16 80	17 80	17 30	13 45	14 20	9 80	10 55	11 30	12 55	5
6	18 36	20 16	21 36	20 76	16 14	17 04	11 76	12 66	13 56	15 06	6
7	21 42	23 52	24 92	24 22	18 83	19 88	13 72	14 77	15 82	17 57	7
8	24 48	26 88	28 48	27 68	21 52	22 72	15 68	16 88	18 08	20 08	8
9	27 54	30 24	32 04	31 14	24 21	25 56	17 64	18 99	20 34	22 59	9
10	30 60	33 60	35 60	34 60	26 90	28 40	19 60	21 10	22 60	25 10	10
11	33 66	36 96	39 16	38 06	29 59	31 24	21 56	23 21	24 86	27 61	11
12	36 72	40 32	42 72	41 52	32 28	34 08	23 52	25 32	27 12	30 12	12
13	39 78	43 68	46 28	44 98	34 97	36 92	25 48	27 43	29 38	32 63	13
14	42 84	47 04	49 84	48 44	37 66	39 76	27 44	29 54	31 64	35 14	14
15	45 90	50 40	53 40	51 90	40 35	42 60	29 40	31 65	33 90	37 65	15
16	48 96	53 76	56 96	55 36	43 04	45 44	31 36	33 76	36 16	40 16	16
17	52 02	57 12	60 52	58 82	45 73	48 28	33 32	35 87	38 42	42 67	17
18	55 08	60 48	64 08	62 28	48 42	51 12	35 28	37 98	40 68	45 18	18
19	58 14	63 84	67 64	65 74	51 11	53 96	37 24	40 09	42 94	47 69	19
20	61 20	67 20	71 20	69 20	53 80	56 80	39 20	42 20	45 20	50 20	20
21	64 26	70 56	74 76	72 66	56 49	59 64	41 16	44 31	47 46	52 71	21
22	67 32	73 92	78 32	76 12	59 18	62 48	43 12	46 42	49 72	55 22	22
23	70 38	77 28	81 88	79 58	61 87	65 32	45 08	48 53	51 98	57 73	23
24	73 44	80 64	85 44	83 04	64 56	68 16	47 04	50 64	54 24	60 24	24
25	76 50	84 00	89 00	86 50	67 25	71 00	49 00	52 75	56 50	62 75	25
26	79 56	87 36	92 56	89 96	69 94	73 84	50 96	54 86	58 76	65 26	26
27	82 62	90 72	96 12	93 42	72 63	76 68	52 92	56 97	61 02	67 77	27
28	85 68	94 08	99 68	96 88	75 32	79 52	54 88	59 08	63 28	70 28	28
29	88 74	97 44	103 24	100 34	78 01	82 36	56 84	61 19	65 54	72 79	29
30	91 80	100 80	106 80	103 80	80 70	85 20	58 80	63 30	67 80	75 30	30
31	94 86	104 16	110 36	107 26	83 39	88 04	60 76	65 41	70 06	77 81	31

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1958, to workers in the Tea Export Trade

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 53	1 68	1 78	1 68	1 73	1 34½	0 98	1 05½	1 13	1 25½	½
1	3 06	3 36	3 56	3 36	3 46	2 69	1 96	2 11	2 26	2 51	1
2	6 12	6 72	7 12	6 72	6 92	5 38	3 92	4 22	4 52	5 02	2
3	9 18	10 08	10 68	10 08	10 38	8 07	5 88	6 33	6 78	7 53	3
4	12 24	13 44	14 24	13 44	13 84	10 76	7 84	8 44	9 04	10 04	4
5	15 30	16 80	17 80	16 80	17 30	13 45	9 80	10 55	11 30	12 55	5
6	18 36	20 16	21 36	20 16	20 76	16 14	11 76	12 66	13 56	15 06	6
7	21 42	23 52	24 92	23 52	24 22	18 83	13 72	14 77	15 82	17 57	7
8	24 48	26 88	28 48	26 88	27 68	21 52	15 68	16 88	18 08	20 08	8
9	27 54	30 24	32 04	30 24	31 14	24 21	17 64	18 99	20 34	22 59	9
10	30 60	33 60	35 60	33 60	34 60	26 90	19 60	21 10	22 60	25 10	10
11	33 66	36 96	39 16	36 96	38 06	29 59	21 56	23 21	24 86	27 61	11
12	36 72	40 32	42 72	40 32	41 52	32 28	23 52	25 32	27 12	30 12	12
13	39 78	43 68	46 28	43 68	44 98	34 97	25 48	27 43	29 38	32 63	13
14	42 84	47 04	49 84	47 04	48 44	37 66	27 44	29 54	31 64	35 14	14
15	45 90	50 40	53 40	50 40	51 90	40 35	29 40	31 65	33 90	37 65	15
16	48 96	53 76	56 96	53 76	55 36	43 04	31 36	33 76	36 16	40 16	16
17	52 02	57 12	60 52	57 12	58 82	45 73	33 32	35 87	38 42	42 67	17
18	55 08	60 48	64 08	60 48	62 28	48 42	35 28	37 98	40 68	45 18	18
19	58 14	63 84	67 64	63 84	65 74	51 11	37 24	40 09	42 94	47 69	19
20	61 20	67 20	71 20	67 20	69 20	53 80	39 20	42 20	45 20	50 20	20
21	64 26	70 56	74 76	70 56	72 66	56 49	41 16	44 31	47 46	52 71	21
22	67 32	73 92	78 32	73 92	76 12	59 18	43 12	46 42	49 72	55 22	22
23	70 38	77 28	81 88	77 28	79 58	61 87	45 08	48 53	51 98	57 73	23
24	73 44	80 64	85 44	80 64	83 04	64 56	47 04	50 64	54 24	60 24	24
25	76 50	84 00	89 00	84 00	86 50	67 25	49 00	52 75	56 50	62 75	25
26	79 56	87 36	92 56	87 36	89 96	69 94	50 96	54 86	58 76	65 26	26
27	82 62	90 72	96 12	90 72	93 42	72 63	52 92	56 97	61 02	67 77	27
28	85 68	94 08	99 68	94 08	96 88	75 32	54 88	59 08	63 28	70 28	28
29	88 74	97 44	103 24	97 44	100 34	78 01	56 84	61 19	65 54	72 79	29
30	91 80	100 80	106 80	100 80	103 80	80 70	58 80	63 30	67 80	75 30	30
31	94 86	104 16	110 36	104 16	107 26	83 39	60 76	65 41	70 06	77 81	31

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the
number of days worked during August, 1958, to workers in
the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
		Rs. c.	Rs. c.				Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 53	1 70½	1 60½	1 88	1 78	1 73	0 62	0 75	0 99	1 19	½
1	3 06	3 41	3 21	3 76	3 56	3 46	1 24	1 50	1 98	2 38	1
2	6 12	6 82	6 42	7 52	7 12	6 92	2 48	3 00	3 96	4 76	2
3	9 18	10 23	9 63	11 28	10 68	10 38	3 72	4 50	5 94	7 14	3
4	12 24	13 64	12 84	15 04	14 24	13 84	4 96	6 00	7 92	9 52	4
5	15 30	17 05	16 05	18 80	17 80	17 30	6 20	7 50	9 90	11 90	5
6	18 36	20 46	19 26	22 56	21 36	20 76	7 44	9 00	11 88	14 28	6
7	21 42	23 87	22 47	26 32	24 92	24 22	8 68	10 50	13 86	16 66	7
8	24 48	27 28	25 68	30 08	28 48	27 68	9 92	12 00	15 84	19 04	8
9	27 54	30 69	28 89	33 84	32 04	31 14	11 16	13 50	17 82	21 42	9
10	30 60	34 10	32 10	37 60	35 60	34 60	12 40	15 00	19 80	23 80	10
11	33 66	37 51	35 31	41 36	39 16	38 06	13 64	16 50	21 78	26 18	11
12	36 72	40 92	38 52	45 12	42 72	41 52	14 88	18 00	23 76	28 56	12
13	39 78	44 33	41 73	48 88	46 28	44 98	16 12	19 50	25 74	30 94	13
14	42 84	47 74	44 94	52 64	49 84	48 44	17 36	21 00	27 72	33 32	14
15	45 90	51 15	48 15	56 40	53 40	51 90	18 60	22 50	29 70	35 70	15
16	48 96	54 56	51 36	60 16	56 96	55 36	19 84	24 00	31 68	38 08	16
17	52 02	57 97	54 57	63 92	60 52	58 82	21 08	25 50	33 66	40 46	17
18	55 08	61 38	57 78	67 68	64 08	62 28	22 32	27 00	35 64	42 84	18
19	58 14	64 79	60 99	71 44	67 64	65 74	23 56	28 50	37 62	45 22	19
20	61 20	68 20	64 20	75 20	71 20	69 20	24 80	30 00	39 60	47 60	20
21	64 26	71 61	67 41	78 96	74 76	72 66	26 04	31 50	41 58	49 98	21
22	67 32	75 02	70 62	82 72	78 32	76 12	27 28	33 00	43 56	52 36	22
23	70 38	78 43	73 83	86 48	81 88	79 58	28 52	34 50	45 54	54 74	23
24	73 44	81 84	77 04	90 24	85 44	83 04	29 76	36 00	47 52	57 12	24
25	76 50	85 25	80 25	94 00	89 00	86 50	31 00	37 50	49 50	59 50	25
26	79 56	88 66	83 46	97 76	92 56	89 96	32 24	39 00	51 48	61 88	26
27	82 62	92 07	86 67	101 52	96 12	93 42	33 48	40 50	53 46	64 26	27
28	85 68	95 48	89 88	105 28	99 68	96 88	34 72	42 00	55 44	66 64	28
29	88 74	98 89	93 09	109 04	103 24	100 34	35 96	43 50	57 42	69 02	29
30	91 80	102 30	96 30	112 80	106 80	103 80	37 20	45 00	59 40	71 40	30
31	94 86	105 71	99 51	116 56	110 36	107 26	38 44	46 50	61 38	73 78	31

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1958, 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		Watches	
	Male	Fe-Male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years		
½	1 73	1 50	0 90½	1 15½	1 53	1 34	0 83	1 03	1 38	1 19½	0 78	0 98	1 58	½
1	3 46	3 00	1 81	2 31	3 06	2 68	1 66	2 06	2 76	2 39	1 56	1 96	3 16	1
2	6 92	6 00	3 62	4 62	6 12	5 36	3 32	4 12	5 52	4 78	3 12	3 92	6 32	2
3	10 38	9 00	5 43	6 93	9 18	8 04	4 98	6 18	8 28	7 17	4 68	5 88	9 48	3
4	13 84	12 00	7 24	9 24	12 24	10 72	6 64	8 24	11 04	9 56	6 24	7 84	12 64	4
5	17 30	15 00	9 05	11 55	15 30	13 40	8 30	10 30	13 80	11 95	7 80	9 80	15 80	5
6	20 76	18 00	10 86	13 86	18 36	16 08	9 96	12 36	16 56	14 34	9 36	11 76	18 96	6
7	24 22	21 00	12 67	16 17	21 42	18 76	11 62	14 42	19 32	16 73	10 92	13 72	22 12	7
8	27 68	24 00	14 48	18 48	24 48	21 44	13 28	16 48	22 08	19 12	12 48	15 68	25 28	8
9	31 14	27 00	16 29	20 79	27 54	24 12	14 94	18 54	24 84	21 51	14 04	17 64	28 44	9
10	34 60	30 00	18 10	23 10	30 60	26 80	16 60	20 60	27 60	23 90	15 60	19 60	31 60	10
11	38 06	33 00	19 91	25 41	33 66	29 48	18 26	22 66	30 36	26 29	17 16	21 56	34 76	11
12	41 52	36 00	21 72	27 72	36 72	32 16	19 92	24 72	33 12	28 68	18 72	23 52	37 92	12
13	44 98	39 00	23 53	30 03	39 78	34 84	21 58	26 78	35 88	31 07	20 28	25 48	41 08	13
14	48 44	42 00	25 34	32 34	42 84	37 52	23 24	28 84	38 64	33 46	21 84	27 44	44 24	14
15	51 90	45 00	27 15	34 65	45 90	40 20	24 90	30 90	41 40	35 85	23 40	29 40	47 40	15
16	55 36	48 00	28 96	36 96	48 96	42 88	26 56	32 96	44 16	38 24	24 96	31 26	50 56	16
17	58 82	51 00	30 77	39 27	52 02	45 56	28 22	35 02	46 92	40 63	26 52	33 32	53 72	17
18	62 28	54 00	32 58	41 58	55 08	48 24	29 88	37 08	49 68	43 02	28 08	35 28	56 88	18
19	65 74	57 00	34 39	43 89	58 14	50 92	31 54	39 14	52 44	45 41	29 64	37 24	60 04	19
20	69 20	60 00	36 20	46 20	61 20	53 60	33 20	41 20	55 20	47 80	31 20	39 20	63 20	20
21	72 66	63 00	38 01	48 51	64 26	56 28	34 86	43 26	57 96	50 19	32 76	41 16	66 36	21
22	76 12	66 00	39 82	50 82	67 32	58 96	36 52	45 32	60 72	52 58	34 32	43 12	69 52	22
23	79 58	69 00	41 63	53 13	70 38	61 64	38 18	47 38	63 48	54 97	35 88	45 08	72 68	23
24	83 04	72 00	43 44	55 44	73 44	64 32	39 84	49 44	66 24	57 36	37 44	47 04	75 84	24
25	86 50	75 00	45 25	57 75	76 50	67 00	41 50	51 50	69 00	59 75	39 00	49 00	79 00	25
26	89 96	78 00	47 06	60 06	79 56	69 68	43 16	53 56	71 76	62 14	40 56	50 96	82 16	26
27	93 42	81 00	48 87	62 37	82 62	72 36	44 82	55 62	74 52	64 53	42 12	52 92	85 32	27
28	96 88	84 00	50 68	64 68	85 68	75 04	46 48	57 68	77 28	66 92	43 68	54 88	88 48	28
29	100 34	87 00	52 49	66 99	88 74	77 72	48 14	59 74	80 04	69 31	45 24	56 84	91 64	29
30	103 80	90 00	54 30	69 30	91 80	80 40	49 80	61 80	82 80	71 70	46 80	58 80	94 80	30
31	107 26	93 00	56 11	71 61	94 86	83 08	51 46	63 86	85 56	74 09	48 36	60 76	97 96	31

APPENDIX III (F)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1958, to workers in the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 53	1 38	1 28	1 70½	1 78	1 88	1
2	3 06	2 76	2 56	3 41	3 56	3 76	2
3	6 12	5 52	5 12	6 82	7 12	7 52	3
4	9 18	8 28	7 68	10 23	10 68	11 28	4
5	12 24	11 04	10 24	13 64	14 24	15 04	5
6	15 30	13 80	12 80	17 05	17 80	18 80	6
7	18 36	16 56	15 36	20 46	21 36	22 56	7
8	21 42	19 32	17 92	23 87	24 92	26 32	8
9	24 48	22 08	20 48	27 28	28 48	30 08	9
10	27 54	24 84	23 04	30 69	32 04	33 84	10
11	30 60	27 60	25 60	34 10	35 60	37 60	11
12	33 66	30 36	28 16	37 51	39 16	41 36	12
13	36 72	33 12	30 72	40 92	42 72	45 12	13
14	39 78	35 88	33 28	44 33	46 28	48 88	14
15	42 84	38 64	35 84	47 74	49 84	52 64	15
16	45 90	41 40	38 40	51 15	53 40	56 40	16
17	48 96	44 16	40 96	54 56	56 96	60 16	17
18	52 02	46 92	43 52	57 97	60 52	63 92	18
19	55 08	49 68	46 08	61 38	64 08	67 68	19
20	58 14	52 44	48 64	64 79	67 64	71 44	20
21	61 20	55 20	51 20	68 20	71 20	75 20	21
22	64 26	57 96	53 76	71 61	74 76	78 96	22
23	67 32	60 72	56 32	75 02	78 32	82 72	23
24	70 38	63 48	58 88	78 43	81 88	86 48	24
25	73 44	66 24	61 44	81 84	85 44	90 24	25
26	76 50	69 00	64 00	85 25	89 00	94 00	26
27	79 56	71 76	66 56	88 66	92 56	97 76	27
28	82 62	74 52	69 12	92 07	96 12	101 52	28
29	85 68	77 28	71 68	95 48	99 68	105 28	29
30	88 74	80 04	74 24	98 89	103 24	109 04	30
31	91 80	82 80	76 80	102 30	106 80	112 80	31
31	94 86	85 56	79 36	105 71	110 36	116 56	31

“ 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.

APPENDIX III (G)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1958, to Daily-paid workers in the Motor Transport Trade

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	2 92½	2 55	2 17½	2 30	2 05	1 29½	½
1	5 85	5 10	4 35	4 60	4 10	2 59	1
2	11 70	10 20	8 70	9 20	8 20	5 18	2
3	17 55	15 30	13 05	13 80	12 30	7 77	3
4	23 40	20 40	17 40	18 40	16 40	10 36	4
5	29 25	25 50	21 75	23 00	20 50	12 95	5
6	35 10	30 60	26 10	27 60	24 60	15 54	6
7	40 95	35 70	30 45	32 20	28 70	18 13	7
8	46 80	40 80	34 80	36 80	32 80	20 72	8
9	52 65	45 90	39 15	41 40	36 90	23 31	9
10	58 50	51 00	43 50	46 00	41 00	25 90	10
11	64 35	56 10	47 85	50 60	45 10	28 49	11
12	70 20	61 20	52 20	55 20	49 20	31 08	12
13	76 05	66 30	56 55	59 80	53 30	33 67	13
14	81 90	71 40	60 90	64 40	57 40	36 26	14
15	87 75	76 50	65 25	69 00	61 50	38 85	15
16	93 60	81 60	69 60	73 60	65 60	41 44	16
17	99 45	86 70	73 95	78 20	69 70	44 03	17
18	105 30	91 80	78 30	82 80	73 80	46 62	18
19	111 15	96 90	82 65	87 40	77 90	49 21	19
20	117 00	102 00	87 00	92 00	82 00	51 80	20
21	122 85	107 10	91 35	96 60	86 10	54 39	21
22	128 70	112 20	95 70	101 20	90 20	56 98	22
23	134 55	117 30	100 05	105 80	94 30	59 57	23
24	140 40	122 40	104 40	110 40	98 40	62 16	24
25	146 25	127 50	108 75	115 00	102 50	64 75	25
26	152 10	132 60	113 10	119 60	106 60	67 34	26
27	157 95	13 70	117 45	124 20	110 70	69 93	27
28	163 80	142 80	121 80	128 80	114 80	72 52	28
29	169 65	147 90	126 15	133 40	118 90	75 11	29
30	175 50	153 00	130 50	138 00	123 00	77 70	30
31	181 35	158 10	134 85	142 60	127 10	80 29	31

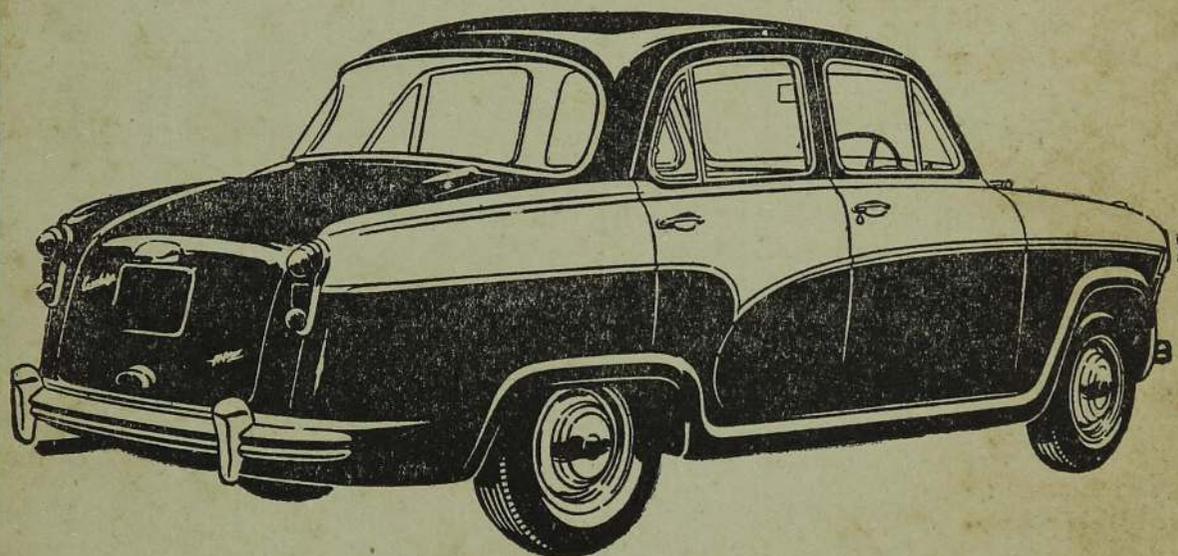
APPENDIX IV (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1958, to Monthly-paid workers in the Motor Transport Trade

No. of Days	Class A	Class B	Class C	Class D	Class E	Class F	Class G	Class H	Class I	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	2 65	2 46	2 32	2 65	2 00	2 05	1 84	1 65	1 84	2 39	1 38	½
1	5 30	4 93	4 65	5 30	4 00	4 09	3 67	3 30	3 67	4 79	2 77	1
2	10 59	9 85	9 30	10 59	8 00	8 19	7 35	6 61	7 35	9 57	5 54	2
3	15 59	14 78	13 94	15 89	12 00	12 28	11 02	9 91	11 02	14 36	8 31	3
4	21 19	19 70	18 59	21 19	16 00	16 37	14 70	13 21	14 70	19 14	11 07	4
5	26 48	24 63	23 24	26 48	20 00	20 46	18 37	16 52	18 37	23 93	13 84	5
6	31 78	29 56	27 89	31 78	24 00	24 56	22 04	19 82	22 04	28 71	16 61	6
7	37 07	34 48	32 54	37 07	28 00	28 65	25 72	23 13	25 72	33 50	19 38	7
8	42 37	39 41	37 19	42 37	32 00	32 74	29 39	26 43	29 39	38 28	22 15	8
9	47 67	44 33	41 83	47 67	36 00	36 83	33 07	29 73	33 07	43 07	24 92	9
10	52 96	49 26	46 48	52 96	40 00	40 93	36 74	33 04	36 74	47 85	27 69	10
11	58 26	54 19	51 13	58 26	44 00	45 02	40 41	36 34	40 41	52 64	30 45	11
12	63 56	59 11	55 78	63 56	48 00	49 11	44 09	39 64	44 09	57 42	33 22	12
13	68 85	64 04	60 43	68 85	52 00	53 20	47 76	42 95	47 76	62 21	35 99	13
14	74 15	68 96	65 07	74 15	56 00	57 30	51 44	46 25	51 44	66 99	38 76	14
15	79 44	73 89	69 72	79 44	60 00	61 39	55 11	49 56	55 11	71 78	41 53	15
16	84 74	78 81	74 37	84 74	64 00	65 48	58 79	52 86	58 79	76 56	44 30	16
17	90 04	83 74	79 02	90 04	68 00	69 57	62 46	56 16	62 46	81 34	47 06	17
18	95 33	88 67	83 67	95 33	72 00	73 67	66 13	59 47	66 13	86 13	49 83	18
19	100 63	93 59	88 31	100 63	76 00	77 76	69 81	62 77	69 81	90 92	55 60	19
20	105 93	98 52	92 96	105 93	80 00	81 85	73 48	66 07	73 48	95 70	55 37	20
21	111 22	103 44	97 61	111 22	84 00	85 94	77 16	69 38	77 16	100 49	58 14	21
22	116 52	108 37	102 26	116 52	88 00	90 04	80 83	72 68	80 83	105 27	60 91	22
23	121 81	113 30	106 91	121 81	92 00	94 13	84 50	75 99	84 50	110 06	63 68	23
24	127 11	118 22	111 56	127 11	96 00	98 22	88 18	79 29	88 18	114 84	66 44	24
25	132 41	123 15	116 20	132 41	100 00	102 31	91 85	82 59	91 85	119 63	69 21	25
26	137 70	128 07	120 85	137 70	104 00	106 41	95 53	85 90	95 53	124 41	71 98	26
27	143 00	133 00	125 50	143 00	108 00	110 50	99 20	89 20	99 20	129 20	74 75	27
28	151 58	140 98	133 03	151 58	114 48	117 13	105 15	94 55	105 15	136 95	79 24	28
29	160 16	148 96	140 56	160 16	120 96	123 76	111 10	99 90	111 10	144 70	83 73	29
30	168 74	156 94	148 09	168 74	127 44	130 39	117 05	105 25	117 05	152 45	88 22	30
31	177 32	164 92	155 62	177 32	133 92	137 02	123 00	110 60	123 00	160 20	92 71	31

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