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CEYLON LABOUR GAZETTE

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PERSONNEL MANAGEMENT AND THE ROLE AND POSITION OF THE PERSONNEL DEPARTMENT WITHIN AN UNDERTAKING

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Historical Retrospect

THE roots of Personnel Management go deep into the past, but the personnel field as understood in the modern sense is relatively new. In fact, prior to the Industrial Revolution, personnel problems requiring Managerial attention were hardly known. Thus, in a sense the history of personnel management is short, but very long, in another.

There never was such a thing as a fixed human nature either good or bad, which determined every human behaviour. The assumptions that nothing is so important to man as economic gains have been proved to be completely fallacious. So, it must naturally be assumed that no progressive community could have got along without the application of specialized skills to create adequate motivation for service and healthy attitudes towards work. The history of Personnel Management may therefore go as far back as the time when human beings began living in civilized communities.

In the uncivilized communities there could have been no great need of specialized skills to motivate people for work. A physically stronger man could always make a weaker man work by the simple process of intimidation or failing that, beating him up. If the latter technique failed, the unwilling man could even be killed. This kind of personnel management had been widely practised in the building of the Pyramids and in the Roman Galleys.

History records that except in periods of strife and foreign invasion, our social organization of the past was highly developed, and that often, a remarkable degree of efficiency and specialization had been achieved in harnessing human effort to the development of the country. According to the 'Mahawamsa' the national development schemes undertaken by the Ceylonese Kings were clearly underlined by sound personnel policies and programmes.*

* At the time that the work was begun the generous (King Dutta Gamini) commanded that eight hundred thousand gold pieces should be placed at each of the four gates; moreover at each gate he commanded them to lay a thousand bundles of garments and many pitchers filled with ball sugar, oil, sugar dust and honey and proclaiming 'no work is to be done here without reward' he had the work done (by the people) appraised and their wages given to them."

Mahavamsa—Chapter XXVII—consecrating the Lohapasada—Dutthagamani B. C. 101-77.

In the building of mammoth irrigation tanks, opening up of land, and the construction of monasteries and dagabas, the kings of old, have used vast numbers of people, far exceeding the state workforce of two to three lakhs the government employs today, and that when viewed as the product of a particular culture at a particular age, the levels of productivity as well as human and industrial relations then achieved reflect a very high degree of personnel management know-how and technique. Freedom from hunger, patriotism and religion have been the chief motivating forces and these have been skilfully used to produce good results in performance and output. In Ceylon, until about the 19th century there was no widespread system of compensating human labour with money wages, except in the carrying out of special projects. It is indeed remarkable that even in such circumstances, some concepts which appear new today, such as that some emotions could spur men to efforts much greater than could be achieved by economic compulsions and incentives were understood well and exploited by the kings and feudal lords. No armies could have been raised or battles fought in the absence of this kind of motivation. The stimulus for deeds of courage and valour were drums, martial music, hero's welcome and the call to defend the hearth and home.

Emergence of the Personnel Field

Let us turn back to Europe and it is not before the fifteenth century, that we see European History offering reference to man's scientific concern with the manual worker and personnel management concepts. A monograph on medicine (Paracelsus) on "Miners' Sickness and other Miners' Diseases" published in 1567 is an important landmark. A book by John Huarate written in Spanish and translated into English under the title "The Tryal of Wits" was the earliest recorded attempt to discuss what is now known as "Vocational Guidance".

Some of the earliest developments that have had a direct influence upon the personnel field occurred during the Middle Ages as urban centres or commerce and small craft shops began to develop in Europe. In course of time the master craftsmen who operated these shops turned out to be employers and in order to protect their business interests they formed themselves into guilds or associations. These organizations played other roles as well notably, promotion of standards of craftsmanship and establishment of apprenticeship training programmes. Eventually apprentices became journeymen and as their numbers increased they too organized themselves into associations known as Yeomanry Guilds, which in certain respects resembled the Trade Unions of the modern times.

The Industrial Revolution set a new pattern of life and society. The small shops and hand production in workers' own homes yielded place to the growth of factories, in which power driven equipment and improved production techniques began to be introduced. The Factory system of production, however, brought about new problems in the areas of industrial and human relations through the creation of many unskilled and monotonous jobs. It did not take much time before problems of over crowding, unhealthy and hazardous working conditions, insecurity of jobs and an increasing range of other social and economic problems began to affect the men, women and children who were drawn to these factories. The workers had little or no bargaining power with which to improve their situation.

Until the middle of the last century workers had no legal protection. Attempts on the part of employees to organize and bargain collectively were punishable under the Criminal Act of Conspiracy. It took the workers many decades of bitter struggle to have these laws repealed. Gradually, with the extension of franchise and free education they grew more effectual politically, and by the turn of the century a marked trend towards the passage of laws providing for substantial measures of social and economic welfare of workers was evident.

Most of the improvements in working conditions which followed, came about either as a result of legislation or collective bargaining pressures exerted by organized labour or invariably both. Perhaps, more significant than any of these developments is the fact that the new industrial civilization aided the growth of new concepts of the nature of man and society which in turn gradually led to an ideology totally different from that which had prevailed in the Midieval period. The new paleotechnic society which emerged with the Factory system, brought about something altogether new and revolutionary in human history. Large cities replaced small villages and towns ; the unskilled and uprooted labourer the skilled craftsman, the large factory the cottage industry ; unrestricted competition replaced co-operation and an individual's position in society became dependant upon his own unaided efforts in the struggle for status. The natural bonds of affection and friendship between man and man began to be severed. The new capitalist economy put the individual entirely on his own and furthered the process of individualization.

Admittedly, industrialization brought vast scale benefits to workers in many ways. Because of improved production, equipment and methods wages and working conditions have continued to improve while physical exertions required of workers and working hours also have been reduced. Mass production has been instrumental in raising the standards of living of millions of people all over the world to a level never before known in recorded history. However, so far as real satisfaction are concerned the worker does not find the new era any better than the old. More money, more pills, more radios and more material goods have certainly come his way. These have brought him but little satisfaction and some of the more fundamental of his needs yet remain to be gratified.

On the other side of the picture is Big Business and the Manager, who have been forced to acquire a greater knowledge and understanding of human relations problems. The pressure of the need to utilize the services of the workers more and more efficiently and to cope with the increasing loss of their power and authority to governments and organized labour form the most formidable of their problems. The world cannot even if it wishes, turn the clock back. It is necessary to realize, inspite of the critics of 'big business' that any schemes which envisage a straight forward return to simpler conditions in which everybody had a fixed place on an ordered and transparent social system, are completely unrealistic. Unless a global war brings about total annihilation of the present social and economic systems mass production technique will continue to thrive all over the world and there can be little doubt that large enterprise, nationalized or otherwise will grow in importance. These institutions have come to stay as accepted facts of industrial life and could neither be ignored nor wished away. Then where lies the solution to these problems ? It

is certainly not in a return to the past but an adaptation to change. And, the change lies largely in corresponding technological advancement closely with human needs.

The personnel function of management consists largely of meeting this challenge or reconciling this conflict, at the same time as facilitating the accomplishment of the basic organization objectives.

Importance of the Function and Scope

Personnel Departments first came into being during and in the aftermath of World War I to meet wartime requirements such as speedy recruitment, employment of females and young persons, welfare and rehabilitation. These were essentially labour or welfare Departments. The depression of the thirties and the weakening of the concept of 'commodity approach' to labour took heavy toll of these departments. However, as labour management problems began to assume increasing gravity with the growth of labour legislation and the power of organized labour, Personnel Management re-emerged in a more vital role than before and widely accepted as an integral part of general management. In more recent years, as the human problems resulting from technological advancement increased in complexity, the personnel functions of management not only acquired a new emphasis, but also had its face and content reset in that process.

In the Western countries, the period upto 1940 was one of struggle for Personnel Management in the matter of recognition. The next phase which involved the clarification of the concept of personnel management and the establishment of suitable procedures and effective techniques in spheres such as selection, training, joint consultation, wage and salary administration industrial relations, etc., is almost over. The current phase is one of steady expansion in which personnel management has become interwoven with the daily management of the undertaking in all its functions. Today it is accepted as a leaven permeating all phases of management, and the responsibility for it rests upon all executives and persons in supervisory positions.

An I. L. O. technical conference which studied the position and responsibilities of the personnel department inside undertakings reported as follows in 1959, on the importance of the personnel function and its scope.

I. L. O. View

"In an age where a high premium is put on economic development and increased productivity and where at the same time there is a greater demand for a better standard of living and more recognition of the dignity of man, it is only reasonable that managements, in striving to accomplish the objectives of their undertakings and in planning, organising, actuating and controlling the resources and activities of their organisations, should seek the maximum co-operation of their workforce. Not only does this entail an effective utilisation of human resources within the undertaking but also providing the requisite conditions for developing their potentialities, improving their morale and their satisfaction at work. It is only natural that undertakings, in order to cope effectively with external and internal factors which influence employment relations, seek to define their personnel

and industrial relations policy and objectives, provide for their execution and allocate the requisite authority and responsibility for the co-ordination and control of these policies within the context of the socio-economic and political background of the country where the undertaking operates.

Scope

The scope of the personnel and industrial relations function of management in the undertaking is affected by a wide variety of internal and external factors. Internal factors include the size and composition of the labour force in the undertaking ; the nature of the undertaking ; the scope of its activities ; and various subjective factors related to management philosophy such as attitudes and outlook, previous training and education, and management development programmes, etc. Furthermore, works councils and joint committees may undertake welfare activities or services which in other countries are administered by management. In addition, national conditions and practices in general as well as other external factors, may have a great bearing on this function. Such factors include the role of workers' and employers' organisations ; the level at which collective bargaining takes place ; the role of public authorities in union-management relations ; and the degree of development of social science research and education."

Definition

It appears useful to consider at this stage a definition of our subject. The following definition, published by the Institute of Personnel Management, London, is an authoritative statement of our present understanding of Personnel Management.

Definition and Aims

"*Personnel management* is a responsibility of all these who manage people as well as being a description of the work of those who are employed as specialists. It is that part of management which is concerned with people at work and with their relationships within an enterprise. It applies not only to industry and commerce but to all fields of employment.

Personnel management aims to achieve both efficiency and justice, neither of which can be pursued successfully without the other.

It seeks to bring together and develop into an effective organization the men and women who make up an enterprise, enabling each to make his own best contribution to its success both as in individual and as a member of a working group. It seeks to provide fair terms and conditions of employment and satisfying work for those employed."

Scope

"Personnel Management is concerned with :

The human and social implications of work and organization. Recruitment and selection of employees and with their training, promotion and development. Relations between employer and employee, and of managements with trade unions ; internal communication and consultation.

Terms and conditions of employment, including wages and salaries, Health, safety, welfare and employee services.”

A recently published text book on the subject entitled ‘Principles of Personnel Management’ by E. B. Flippo—McGraw Hill Service, gives a very clear definition which reads as follows :

“The personnel function is concerned with the procurement, development, compensation, integration and maintenance of the personnel of an organization for the purpose of contributing towards the accomplishment of the organisation’s major goals and objectives. Therefore personnel management is the planning, organizing directing, and controlling of the performance of these operative functions”.

This definition provides us with an expert break-down of the management and operative functions of personnel management and we should effectively cover the rest of the subject, if our discussions follow the line of this analysis.

Operative Functions

Following the Flippo analysis let us consider these operative functions in some detail. These can be divided into five groups which are :

1. PROCUREMENT
2. DEVELOPMENT
3. COMPENSATION
4. INTEGRATION
5. MAINTENANCE.

Procurement

Logically, personnel operations must begin with the procurement of personnel needed to execute the work of the organization.

Decisions concerning recruitment are not confined solely to the Personnel Department. Primarily, it is a concern of the supervisor. There are also other specialists such as Works Study and Production Control people who have much to contribute to it. The Unions too have an interest in the supply of manpower requirements. The Personnel Department co-ordinates the views of these various elements and helps in decision making whether done at the top or line level. It then procures the personnel needed, in association with the other specialists and supervisors concerned.

The Manpower problems necessitating recruitment must be studied in full with scientific approach before proceeding to selection. The first of these processes is the determination of the kind and quality of personnel required and the number of each type. This task is job study—better known as Job Analysis.

The immediate result of job analysis process is the creation of a job description (standard of function) and a job specification (standard of personnel). Apart from their other uses, these two statements provide a standard for measuring applicants for jobs.

Assessment of the number of persons required calls for still more systematic approach. This means a prediction of the volume of work for the coming period and the assessment on that basis of the number of bodies necessary to undertake that volume.

When the need for personnel has been established, the next step in sequence is to attract the right type of applicants.

The proper induction of the selected applicant is of the highest importance. Time and attention given to introducing and orienting the new comer to the Company in general and the work situation in particular always yield rich dividends.

Development

The new employee properly inducted and installed in his job must next be trained. This is the first function of developing his knowledge and skills to do his job. No firm has a choice whether to train or not, the only choice is that of method. If no training is provided the employee must train himself by trial and error, so that the absence of training in effect results in higher training costs. Training never ends and literally it is 'Everybody's business'.

They are not only the operatives who need training. Managers need more of it. Five widespread basic systems of operative training are (1) on the job training (2) apprenticeship programmes (3) Special courses (4) Extension and sandwich courses (5) job rotation. The last named method is more for men on their way to supervisory and managerial jobs than for a particular operative job.

The more outstanding values of training are to be set out as (1) increased production efficiency both quality and quantity wise (2) accident reduction (3) lessened burden on supervision (4) increased organisational flexibility and stability (5) heightened morale (6) creation of promotionable material.

Executive training has been for sometime in the grips of a revolution. Management development has turned out to be one of the most complex and vital tasks of personnel management at the higher levels.

"*Advancement*" is an essential element of development. What is commonly understood by this term within an organization is 'promotion'. The opportunity for advancement is fundamental to the progress of an organization and the practice of democracy.

Compensation

Wages and salaries often constitute the biggest single item of cost to the employer and to him they are matters of great significance. No less important is the wage or salary to the employee because quite often the pay packet is his sole means of economic survival. It is therefore not surprising that in the field of wages, personnel management has its most difficult function.

However, many studies have revealed that wages are not considered by employees to be their most important need. 'Man does not live by bread alone'. When the wage currently being paid is adequate and

reasonable it may rank second to security of service or credit for work done, but let us not make the mistake of rating wages or salary as of secondary importance.

No where in the world has yet been found a system of wage or salary equally acceptable to employer, employee, consumer, public and government. Labour and management are therefore forced to work within certain limits and preserve peace by compromise. Governments exercise an interest in and control over wage and salary systems. Through minimum wages they establish a 'legal floor' and often they support collective bargaining and other recognised methods of wage negotiation.

There are various factors which bear upon wages and salaries and in spite of their complexity and multiplicity, Personnel Management must at all times keep itself abreast of all that is significant about these factors. It must also assist the Board to adopt specific approaches to the problems in this field.

Monetary Incentives

Money as we have said earlier is a strong motivational tool. While acknowledging its basic significance, the human relations school, endeavours to approach it from a balanced perspective, taking into account such factors as creativity and productivity.

Wage payment methods take two main forms, non-incentive and incentive plans. Non incentive pay rates rest invariably on time scale while incentive pay is based on unit of output or time saved, time worked or standard time. Incentive plans have been applied to groups such as clerks, salesmen and the like, outside operative production as well, by paying additional compensation for meeting and exceeding measured work standards.

Integration

With the procurement of the employee, development of his knowledge and skills and establishment of systems of monetary compensation the personnel function does not come to an end, though it may seem so. The need for special efforts to influence the attitudes of employees has increased and with further social and technological developments such need may dominate enterpreunal activity to an unprecedented degree. It is therefore not enough that the individual is able to work, he must also be willing to work. This willingness is based largely on Management's ability to integrate the needs and interests of its employees with the objectives of the organization. How these needs can be integrated in the climate of a business organization is one of the foremost challenges of the day. The results of these efforts are a good measurement of the efficiency of a business. The area

of management practice devoted to this kind of thinking, philosophies, and creating a will to work productively and co-operatively has come to be known as the field of ' Human Relations '.

Frame Work of Human Relations

In understanding the behaviour of human beings, a good knowledge of basic needs is necessary. If the satisfaction of these needs can be effected in a manner which contributes to the realization of the organization's objectives, a happy state of integration is achieved. Man is motivated mainly by unsatisfied needs and not by those that remain to be gratified.

In addition to basic human needs there are sociological factors which influence human behaviour. The freedom of management is circumscribed by the culture of the factory or firm. What constitutes this culture are the customs, laws, traditions, history and outlook of the work people. The desire for culture grows out of the need for security. A Company must develop within itself a culture of an organization, problems of integrating informal cliques, minority groups and labour unions, with due concern for majority interests assume great importance. This aspect of integration is really a question of interdependence of interests and is of grave concern to us in Ceylon.

Grievance and Disciplinary Action

A grievance may be unfounded or ridiculous or real and justified, but whether or not it is a grievance is upto the individual. It is the duty of the Management to assume that employees are basically fair in the presentation of grievances and to establish machinery of upward communication for the processing of grievances. In as much as individuals demand the processing and redressing of grievances, the organization also expects a code of conduct from its employees. This leads to the question of discipline. Enforcement of discipline in an organization must primarily aim at the conditioning of behaviour. Recourse to punishment should be only when other corrective or negative action has called or is deemed totally inadequate.

Communication

The field of personnel management is completely encompassed by the subject of communication.

Much of modern managerial communication takes place in various types of group meetings and Personnel Management in particular must understand the nature and scope of group processes. It is inconcievable that a Personnel Manager could make a success of his job unless he speaks the language of the workpeople and does so with clarity.

Trade Unions

Modern management accepts the fact that Trade Unions have come to stay and that it must live and deal with unions. It is foolish to hope for the abolition or decay of Trade Unions. It is extremely unlikely that favourable Governmental attitudes towards unions will change drastically.

The status of the union within the organization is largely, affected by management attitudes. It is not without truth that a "Management gets the type of Union it Deserves".

Maintenance *

The final function of Personnel Management is to ensure the maintenance of an effective workforce, not only able but willing to work. Maintenance embraces the efficient performance of all the operative functions described earlier and in addition such employee services which concern Health, Safety, Security and general well-being.

Man is a spiritual being. His enslavement by industrialisation must at all costs be avoided for the sake of humanity.

"Employee services plans are necessary and justified to the extent that they seek to satisfy specific employee needs and that the satisfactions emanating from them are favourably reflected in company operations. The services provided should provide organizational value at least equal in amount to its cost. Benevolent paternalism should be avoided and maximum employee participation should be provided if the best results are to be obtained at the same time as the self respect of employees is safeguarded."

The Present and the Future

We have already stressed that Personnel Management can never be completely isolated as a function. "It is concerned with good industrial relations in the broadest sense. Consequently its results accrue in every contact between representatives of the Management and their colleagues and subordinates. It cannot therefore be entirely "specialized". It should permeate every corner of the undertaking and every managerial action. On the other hand there must be some specialization if the undertaking is to remain upto date".

Even the briefest consideration of the role of the personnel function, emphasizes that the determination of personnel policies in an undertaking must be a central function. It is the responsibility of the governing authority to see that it is well formulated and effectively carried out.

The execution of that policy must also form a central function. The Personnel Division or Department must necessarily be responsible directly either to the Governing authority (the Board) or the Chief Executive.

Traditionally, the Head of the Personnel Department acts in a "staff" capacity to the Chief Executive (Managing Director) in the important spheres of—general relations between the undertaking and its employees, Trade Union negotiations, Management selection and Executive Development programmes. Over other units of the organization specializing in various aspects of personnel work such as—employment, welfare services, employee counselling, etc., the Personal Manager normally assumes direct line control. The field of Personnel Management has grown not only in terms of functions and responsibilities but also in terms of professional status. As ethical standards of conduct and quality of performance have progressively

* Personnel Management in relation to Factory Organization—L. Urwick.

been improved, Personnel Management has established for itself as in other professions, a degree of standardisation in designations and heirachial status. Its development has been considerably aided during the last quarter century, by the professional organizations which have grown within its field as well as by the Universities, which have established chairs for industrial administration and allied studies.

In the last decade or two Personnel Management has proved to be an attractive occupational area for future business leaders. In view of the significant contribution it has already made to the world of work there is every reason to expect continued improvement in this field as well as large opportunities for those who enter it with requisite abilities, knowledge and courage.

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STATISTICS OF THE MONTH IN BRIEF

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

Cost of Living

The Colombo Consumers' Price Index for the month of July, 1963, is 109.3 as against 109.2 for the month of June, 1963, an increase of .1.

Wage Rates

(a) The basic wages payable for the month of August, 1963, to workers in the trades to which Part II of the Wages Boards Ordinance, has been applied remain unchanged.

(b) The Special Allowance payable to workers in all trades to which Part II of the Wages Boards Ordinance, has been applied will be the same as that for the month of July, 1963.

Strikes

There were altogether 10 strikes during May, 1963, involving 2,176 workers and a loss of 16,069 man-days as against 27 strikes during April, 1963, involving 7,403 workers and a loss of 40,097 man-days. Five of these strikes were in Tea Plantations involving 1,641 workers and a loss of 14,723 man-days, two in the Rubber Plantations involving 227 workers and a loss of 276 man-days, one in the Coconut Manufacturing Trade involving 56 workers and a loss of 336 man-days, one in the Dock, Harbour and Port Transport Trade involving 147 workers and a loss of 419 man-days, whilst the other one was in the Building Trade involving 105 workers and a loss of 315 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, 1963 and June, 1963, was as given below :—

	May, 1963			June, 1963		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	18,868	16,403	35,271	19,017	16,937	35,954
Skilled	13,531	3,143	16,674	13,403	3,015	16,418
Semi-skilled	29,738	6,430	36,168	29,818	6,432	36,250
Unskilled	56,582	5,086	61,668	56,290	5,023	61,313
Total	118,719	31,062	149,781	118,528	31,407	149,935

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

	May, 1963			June, 1963		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	89	12	101	92	17	109
Skilled	36	1	37	60	3	63
Semi-skilled	59	2	61	56	6	62
Unskilled	104	8	112	171	1	172
Total	288	23	311	379	27	406

NOTES OF CURRENT INTEREST

List of Trade Unions Registered in July, 1963

<i>Regd. No.</i>	<i>Name</i>
*2059 ..	Samastha Lanka Katholika Guru Sangamaya.
2060 ..	Sa. Tho. Se. Lanka Sewaka Samithiya.
2061 ..	Sri Lanka Vurthiya Sangamaya.
*2062 ..	United Progressive Forest Officers' Union.
*2063 ..	Pradhana Tapal Karyaleeya Sewaka Sangamaya.
2064 ..	Gal Oya Sanwardana Mandaleeya Tractor ha Karmika Supervisorvarunge Samithiya.
*2065 ..	Samastha Lanka Rajaye Viduli Bala Peshakarma Karmika Sewaka Samithiya.
2066 ..	Colombo Tally Contractors' Association.
2067 ..	Samastha Lanka Samupakara Ekabaddha Sewaka Sangamaya.

* Public Servants' Trade Unions.

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
1958	105.75	101.04	101.53	87.51	113.05	105.0
1959	104.67	102.31	101.49	92.10	115.22	105.2
1960	100.77	102.63	101.53	95.10	117.51	103.5
1961	99.66	104.35	101.53	106.13	123.26	104.8
1962	100.93	105.56	101.53	108.21	124.95	106.3
1962—						
January	100.09	106.69	101.53	106.87	123.84	105.5
February	100.51	106.00	101.53	106.82	124.61	105.9
March	101.02	106.00	101.53	106.58	124.85	106.2
April	101.19	106.00	101.53	107.42	124.29	106.3
May	101.61	105.65	101.53	107.69	123.84	106.5
June	101.88	104.50	101.53	107.58	123.84	106.6
July	101.42	104.50	101.53	107.16	124.56	106.4
August	100.71	106.00	101.53	108.33	124.74	106.2
September	100.10	106.00	101.53	108.91	126.41	106.2
October	100.67	104.84	101.53	109.75	126.06	106.5
November	101.53	105.65	101.53	110.70	126.54	107.2
December	100.46	104.84	101.53	110.73	125.83	106.4
1963—						
January	101.49	104.15	101.53	111.65	125.56	107.1
February	102.24	105.19	101.53	113.58	125.77	107.8
March	102.36	103.34	101.53	116.24	125.77	108.0
April	103.60	103.00	101.53	119.31	125.93	109.1
May	103.52	103.34	101.53	119.72	125.67	109.1
June	103.68	103.00	101.53	119.80	125.80	109.2
July	103.64	103.34	101.53	120.95	125.77	109.3

TABLE II—WAGES INDEX NUMBERS

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

A

Base : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo		
	Average Minimum Daily rate of Wages	Minimum Wage Rate Index No.	Index No. of Real Wages	Average Monthly Rate of Wages	Wage Rate Index No.	Index No. of Real Wages
	Rs. c.			Rs. c.		
1939 .. — ..	41	100	100	16.64	100	100
1940 .. — ..	41	100	93	16.64	100	96
1941 .. — ..	45	110	92	18.45	111	98
1942 .. — ..	68	166	111	24.23	145	97
1943 .. — ..	83	202	102	28.98	174	96
1944 .. — ..	87	212	101	34.03	204	110
1945 .. — ..	1.00	244	110	41.92	252	133
1946 .. — ..	1.15	280	123	68.52	412	194
1947 .. — ..	1.20	293	123	75.74	455	198
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
1958 .. — ..	2.14	111.46	106.21	113.74	126.67	120.70
1959 .. — ..	2.14	111.46	105.95	113.74	126.67	120.41
1960 .. — ..	2.12	110.42	106.69	113.74	126.67	122.39
1961 .. — ..	2.13	110.94	105.86	113.74	126.67	120.87
1962 .. — ..	2.16	112.50	105.83	113.74	126.67	119.16
1962—						
January	2.15	111.98	106.14	113.74	126.67	120.07
February	2.15	111.98	105.74	113.74	126.67	119.61
March	2.15	111.98	105.44	113.74	126.67	119.27
April	2.15	111.98	105.34	113.74	126.67	119.16
May	2.15	111.98	105.15	113.74	126.67	118.94
June	2.17	113.02	106.02	113.74	126.67	118.83
July	2.17	113.02	106.22	113.74	126.67	119.05
August	2.17	113.02	106.42	113.74	126.67	119.27
September	2.15	111.98	105.44	113.74	126.67	119.27
October	2.15	111.98	105.15	113.74	126.67	118.94
November	2.17	113.02	105.43	113.74	126.67	118.16
December	2.17	113.02	106.22	113.74	126.67	119.05
1963 —						
January	2.17	113.02	105.53	113.74	126.67	118.27
February	2.17	113.02	104.84	113.74	126.67	117.50
March	2.17	113.02	104.65	113.74	126.67	117.29
April	2.17	113.02	103.59	113.74	126.67	116.10
May	2.20	114.58	105.02	113.74	126.67	116.10
June	2.20	114.58	104.93	113.74	126.67	116.00
July	2.20	114.58	104.83	113.74	126.67	115.89

TABLE III —GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952 = 100

Year	Agriculture *		Trades other than Agriculture †		Agriculture and Trades other than Agriculture Combined	
	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.
	Rs. c.		Rs. c.		Rs. c.	
1952 .. —	1.96	100.00	2.92	100.00	2.04	100.00
1953 .. —	1.99	101.53	2.95	101.03	2.07	101.47
1954 .. —	2.02	103.06	2.94	100.68	2.09	102.45
1955 .. —	2.09	106.63	2.96	101.37	2.16	105.88
1956 .. —	2.10	107.14	3.00	102.74	2.17	106.37
1957 .. —	2.13	108.67	3.15	107.88	2.20	107.84
1958 .. —	2.16	110.20	3.39	116.10	2.26	110.78
1959 .. —	2.16	110.20	3.76	128.77	2.29	112.25
1960 .. —	2.16	110.20	3.74	128.08	2.28	111.76
1961 .. —	2.17	110.71	3.75	128.42	2.29	112.25
1962 .. —	2.19	111.73	3.78	129.45	2.32	113.73
1962 — January	2.18	111.22	3.78	129.45	2.31	113.24
February	2.18	111.22	3.78	129.45	2.31	113.24
March	2.18	111.22	3.78	129.45	2.31	113.24
April	2.18	111.22	3.78	129.45	2.31	113.24
May	2.18	111.22	3.78	129.45	2.31	113.24
June	2.21	112.76	3.78	129.45	2.33	114.22
July	2.21	112.76	3.78	129.45	2.33	114.22
August	2.21	112.76	3.78	129.45	2.33	114.22
September	2.18	111.22	3.78	129.45	2.31	113.24
October	2.18	111.22	3.78	129.45	2.31	113.24
November	2.21	112.76	3.78	129.45	2.33	114.22
December	2.21	112.76	3.78	129.45	2.33	114.22
1963 — January	2.21	112.76	3.78	129.45	2.33	114.22
February	2.21	112.76	3.78	129.45	2.33	114.22
March	2.21	112.76	3.81	130.48	2.34	114.71
April	2.21	112.76	3.81	130.48	2.34	114.71
May	2.23	113.78	3.84	131.51	2.36	115.69
June	2.23	113.78	3.84	131.51	2.36	115.69
July	2.23	113.78	3.84	131.51	2.36	115.69

* 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	19,338
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	..	3,374	6,462	13,676	23,034	51,546
1954	..	11,728	7,919	16,287	27,370	63,304
1955	..	14,498	8,544	20,142	27,826	71,010
1956	..	16,091	9,794	25,808	34,259	85,952
1957	..	18,582	13,439	30,864	47,971	110,856
1958	..	19,803	13,674	32,973	51,346	117,796
1959	..	20,869	13,859	33,723	59,567	128,018
1960	..	26,252	16,928	34,887	73,025	151,092
1961	..	27,629	18,201	34,212	71,223	151,265
1962	January	28,506	18,065	34,618	71,420	152,609
	February	28,826	17,923	34,578	70,213	151,540
	March	29,080	17,429	34,529	69,134	150,222
	April	29,123	17,109	34,055	67,796	148,083
	May	29,756	17,149	34,079	68,140	149,124
	June	30,526	17,150	34,309	67,993	149,978
	July	31,324	17,264	34,524	68,056	151,168
	August	31,568	17,127	34,672	67,288	150,655
	†September	31,720	16,906	34,457	66,487	149,570
	October	32,339	17,117	34,998	65,651	150,105
	November	32,926	17,286	35,600	65,560	151,372
	December	33,825	17,352	35,593	65,439	152,209
1963	January	34,455	17,680	36,298	65,546	153,979
	February	34,987	17,405	36,610	64,897	153,899
	March	35,179	17,278	36,647	64,034	153,138
	April	35,070	17,004	36,347	62,688	151,109
	May	35,271	16,674	36,168	61,668	149,781
	June	35,954	16,418	36,250	61,313	149,935

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

† These figures comprise

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

‡ Amended figures.

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

<i>Year</i>	<i>Colombo</i>	<i>Negombo</i>	<i>Kalutara</i>	<i>Galle</i>	<i>Kandy</i>	<i>Navalapuriva</i>	<i>Kurunegala</i>	<i>Jaffna</i>	<i>Ratnapura</i>	<i>Badulla</i>	<i>Batticaloa</i>	<i>Kalmunai</i>
1947 ..	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—
1948 ..	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—
1949 ..	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—
1950 ..	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—
1951 ..	33,125	3,422	2,886	4,350	2,209	537*	886	1,587	569	904	418	1,207
1952 ..	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992
1953 ..	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333
1954 ..	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297
1955 ..	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261
1956 ..	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694
1957 ..	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501
1958 ..	52,563	7,721	7,300	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354
1959 ..	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422
1960 ..	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,084	680
1961 ..	62,515	14,821	9,995	13,414	7,600	3,013	5,196	3,327	4,173	3,126	1,273	711
1962—												
January ..	62,589	13,132	10,291	13,626	7,593	2,936	4,928	3,359	4,283	3,167	1,456	720
February ..	61,872	14,975	10,334	13,709	7,489	2,819	4,846	3,476	4,267	3,165	1,440	715
March ..	61,256	14,756	10,315	13,809	7,389	2,632	4,673	3,425	4,212	3,105	1,538	665
April ..	60,423	14,499	10,269	13,826	7,280	2,632	4,591	3,384	4,091	3,067	1,493	594
May ..	60,446	14,297	10,397	14,246	7,095	2,715	4,576	3,706	4,195	3,186	1,477	604
June ..	60,606	13,973	10,668	14,644	6,998	2,713	4,642	3,731	4,157	3,173	1,400	621
July ..	61,012	14,200	10,771	14,889	6,922	2,622	4,779	3,644	4,233	3,143	1,298	600
August ..	60,590	13,813	10,774	15,094	7,066	2,564	4,792	3,600	4,311	3,198	1,264	602
September	59,562	11,646	10,660	15,193	7,089	1,824*	4,801	3,564	4,423	3,231	1,179	574
October ..	58,765	12,389	10,792	15,604	7,233	1,268	4,828	3,628	4,284	3,241	1,170	584
November	59,025	12,736	10,801	15,927	7,327	1,227	4,968	3,689	4,434	3,276	1,215	608
December	59,273	12,940	10,514	16,258	7,422	1,240	4,981	3,910	4,544	3,138	1,447	641
1963—												
January ..	59,402	13,013	10,362	16,521	7,569	1,285	5,033	4,132	4,573	3,092	1,917	654
February ..	59,326	12,809	10,378	16,735	7,569	1,271	5,128	4,299	4,429	3,019	2,066	643
March ..	59,059	12,742	10,296	16,793	7,479	1,204	5,101	4,287	4,440	3,083	2,021	599
April ..	58,183	12,321	10,215	16,724	7,424	1,189	5,097	4,370	4,361	3,066	1,805	634
May ..	57,109	12,183	10,126	16,652	7,325	1,140	5,071	4,388	4,444	3,067	1,746	670
June ..	56,918	11,818	10,285	17,102	7,343	1,169	5,310	3,911	4,518	3,092	1,741	671

* Amended figures.

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

<i>Trincomalee</i>	<i>Anuradhapura</i>	<i>Awissavella</i>	<i>Haputale</i>	<i>Matara</i>	<i>Varuniya</i>	<i>Kepalle</i>	<i>Matale</i>	<i>Chilao</i>	<i>Hatton</i>	<i>Nuwara Eliya</i>	<i>Total</i>
—	—	—	—	—	—	—	—	—	—	—	34,744
283	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,732
348	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	52,707
252	437	678	—	—	—	—	—	—	—	—	53,023
239	548	477	526	1,382	—	—	—	—	—	—	51,546
1,567	884	1,377	396	1,589	—	—	—	—	—	—	63,304
776	1,104	1,582	392	2,411	—	—	—	—	—	—	71,010
939	1,651	1,984	721	4,206	—	—	—	—	—	—	85,952
1,252	1,198	2,226	840	5,331	551	1,947	—	—	—	—	110,856
1,188	1,380	2,925	1,110	5,324	531	2,465	—	—	—	—	117,799
1,365	1,733	2,965	1,198	5,812	611	2,786	970	—	—	—	123,018
1,756	2,550	3,784	1,222	8,179	772	3,143	986	—	—	—	151,092
1,372	2,563	3,64	1,368	8,060	574	3,301	1,199	—	—	—	150,231
1,441	2,579	3,639	1,332	8,218	639	3,409	1,272	—	—	—	152,609
1,465	2,579	3,554	1,317	8,148	691	3,413	1,266	—	—	—	151,540
1,468	2,548	3,603	1,293	8,165	746	3,364	1,260	—	—	—	150,222
1,457	2,421	3,433	1,266	8,049	762	3,277	1,269	—	—	—	148,083
1,578	2,468	3,428	1,267	8,148	736	3,282	1,277	—	—	—	149,124
1,853	2,453	3,376	1,310	8,251	799	3,317	1,293	—	—	—	149,978
2,007	2,557	3,480	1,330	8,265	814	3,300	1,302	—	—	—	151,168
1,915	2,576	3,584	1,371	8,218	768	3,230	1,275	—	—	—	150,655
1,864	2,597	3,712	1,360	8,058	734	3,231	1,272	2,290	706	—	149,570*
1,580	2,691	3,741	1,340	8,123	702	3,196	1,299	2,262	687	733	150,105
1,480	2,677	3,808	1,244	7,919	716	3,200	1,252	2,342	709	792	151,372
1,431	2,742	3,804	1,188	7,811	737	3,230	1,259	2,109	768	822	152,209
1,456	2,839	3,842	1,190	7,964	778	3,304	1,295	2,152	728	878	153,979
1,472	2,840	3,701	1,206	8,038	758	3,363	1,310	2,163	712	664	153,899
1,409	2,809	3,671	1,230	8,056	746	3,347	1,279	2,152	672	663	153,138
1,239	2,703	3,512	1,241	8,154	724	3,286	1,259	2,239	672	691	151,109
1,144	2,746	3,510	1,261	8,194	712	3,321	1,282	2,267	726	697	149,781
1,135	2,753	3,547	1,253	8,151	705	3,400	1,305	2,400	752	656	149,935

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	228
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	18,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	83,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	18,700	1,509	19,225	1,438	45,892	5,773	89,410	10,779
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,306
1952	3,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,453
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	2,392	3,791	83,883	8,208
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,162
1961	22,558	1,259	14,784	631	24,791	964	50,390	2,794	112,523	5,648
1962	24,155	1,263	11,626	468	22,994	809	42,404	2,317	101,179	4,857
1962 January	2,384	108	1,092	43	2,273	113	3,819	144	9,568	408
February	1,623	132	913	44	1,662	61	2,706	144	6,904	381
March	1,836	196	831	50	1,824	102	3,332	171	7,823	519
April	1,497	82	785	38	1,429	50	2,662	239	6,373	409
May	2,000	45	1,041	25	1,912	68	3,633	150	8,586	288
June	2,377	105	1,155	34	2,207	47	4,232	303	9,971	489
July	2,260	105	996	49	1,984	51	3,923	177	9,163	382
August	1,863	139	958	46	1,826	76	3,566	179	8,213	440
*September	1,922	100	768	24	1,840	41	3,119	196	7,649	361
October	1,967	99	1,061	50	2,161	70	3,673	219	8,862	438
November	1,973	90	999	25	2,135	57	3,939	211	9,046	383
December	2,453	62	1,027	40	1,741	73	3,800	184	9,021	359
1963 January	2,227	138	1,115	36	2,386	102	3,848	208	9,576	484
February	2,289	201	913	54	2,122	58	3,027	183	8,351	496
March	2,156	161	817	41	1,958	76	3,187	184	8,118	462
April	1,617	94	721	60	1,532	24	2,632	183	6,502	361
May	1,986	101	785	37	1,815	61	3,061	112	7,647	311
June	2,600	109	917	63	2,224	62	3,865	172	9,606	406

* Amended figures.

TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of June, 1963

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	614	76	346	26	995	16	1,289	84	3,244	202
Negombo	160	2	68	5	138	13	237	12	603	32
Kalutara	174	4	55	8	166	—	169	3	564	15
Galle	288	4	66	—	105	6	425	9	884	19
Kandy	152	—	49	—	106	2	191	7	498	9
Nawalapitiya	19	—	4	—	16	—	51	—	90	—
Kurunegala	216	—	44	—	68	—	119	—	447	—
Jaffna	106	5	27	1	83	4	67	11	283	21
Ratnapura	90	1	26	—	60	—	163	18	339	19
Badulla	42	—	21	—	33	—	136	—	232	—
Batticaloa	39	9	8	—	36	3	71	2	154	14
Kalmunai	17	—	2	—	8	1	39	—	66	1
Trincomalee	17	—	9	6	20	—	67	4	113	10
Anuradhapura	52	—	15	—	40	—	98	1	205	1
Avissawella	76	—	15	—	40	—	74	—	205	—
Haputale	25	—	7	—	21	8	45	1	98	9
Matara	273	2	97	13	166	4	341	9	877	28
Vavuniya	16	1	2	—	13	—	6	—	37	1
Kegalla	91	—	20	4	32	—	55	—	198	4
Matale	52	1	10	—	22	2	39	7	123	10
Chilaw	53	4	23	—	38	2	120	—	234	6
Hatton	13	—	3	—	12	—	51	3	79	3
Nuwara-Eliya	15	—	—	—	6	1	12	1	33	2
Total	2,600	109	917	63	2,224	62	3,865	172*	9,606	406

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	.. 4	.. Not available	.. Not available
1940	.. 36	.. 9,732	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048‡	.. 66‡	.. 12,399	.. 937
1945	.. 28	.. 3,514	.. 4,285*	.. 53	.. 28,875	.. 1,338‡
1946	.. 87	.. 15,259	.. 31,830‡	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,714
1948	.. 33	.. 23,100	.. 49,933‡	.. 20	.. 1,065	.. 2,497‡
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576‡
1950	.. 82	.. 22,808	.. 85,837	.. 23	.. 5,471	.. 22,617
1951	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	.. 39	.. 6,163	.. 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
1958	.. 123	.. 39,372	.. 340,632	.. 96	.. 42,713	.. 399,228
1959	.. 177	.. 47,318	.. 352,145	.. 71	.. 42,933	.. 463,119
1960	.. 123	.. 42,528	.. 259,948	.. 37	.. 4,830	.. 15,139‡
1961	.. 90	.. 29,223	.. 317,866	.. 39	.. 38,013	.. 170,372
1962	.. 138	.. 42,569	.. 193,792	.. 50	.. 25,730	.. 801,882
1963 January to May §	.. 71	.. 19,829	.. 87,863	.. 14	.. 16,194	.. 203,412
1962 January	.. 10	.. 3,905	.. 18,718	.. 1	.. 22	.. 199
February	.. 6	.. 2,476	.. 16,590	.. 3	.. 13,950	.. 531,006
March	.. 6	.. 2,245	.. 6,382	.. 2	.. 2,550	.. 165,870
April	.. 13	.. 2,090	.. 5,527	.. 3	.. 1,078	.. 1,078
May	.. 14	.. 3,817	.. 6,477	.. 3	.. 1,196	.. 1,916
June	.. 16	.. 5,278	.. 16,150	.. 2	.. 175	.. 644
July	.. 14	.. 4,737	.. 20,469	.. 10	.. 1,268	.. 18,087
August	.. 12	.. 4,478	.. 13,236	.. 6	.. 731	.. 5,802
September	.. 12	.. 3,561	.. 38,750	.. 4	.. 681	.. 12,696
October	.. 18	.. 5,127	.. 11,026	.. 5	.. 1,405	.. 12,519
November	.. 10	.. 3,170	.. 26,038	.. 6	.. 2,359	.. 51,441
December	.. 7	.. 1,385	.. 9,429	.. 5	.. 315	.. 624
1963 January §	.. 14	.. 3,330	.. 10,429	.. **3	.. **84	.. **874
February §	.. 7	.. 3,291	.. 8,475	.. **3	.. **15,222	.. **203,846
March §	.. **19	.. 4,226	.. 15,388	.. 1	.. 103	.. 909
April §	.. 24	.. 7,114	.. 33,572	.. **4	.. **477	.. **1,713
May §	.. 7	.. 1,863	.. 14,999	.. 3	.. 308	.. 1,070

* Number of workers involved in one strike is not available.

† Number of man-days lost in one strike is not available.

‡ Number of workers involved and man-days lost in respect of one strike are not available.

§ The figures are provisional and subject to amendment.

** Amended figures.

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

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, 1963, BY INDUSTRIES OR TRADES**

Industry or Trade	Number of Strikes	Number of Workers involved		Number of Man-days lost
		Plantations	Others	
Plantations—Tea ..	5	1,641		14,723
Rubber ..	2	227		276
Tea-cum-Rubber ..	—	—		—
Coconut ..	—	—		—
Coconut-cum-Rubber ..	—	—		—
Total ..	7	1,868		14,999
Engineering ..	—	—		—
Printing ..	—	—		—
Motor Transport ..	—	—		—
Tea Export ..	—	—		—
Rubber Export ..	—	—		—
Coconut Manufacturing ..	1	56		336
Toddy, Arrack and Vinegar ..	—	—		—
Cigar Manufacturing ..	—	—		—
Tea & Rubber Manufacturing ..	—	—		—
Cinema ..	—	—		—
Dock, Harbour and Port Transport ..	1	147		419
Building Trade ..	1	105		315
Local Government Services ..	—	—		—
Service Institutions ..	—	—		—
Factories, Workshops, &c., run by the State ..	—	—		—
Textile ..	—	—		—
Relief Schemes ..	—	—		—
Wholesale and Retail Distribution ..	—	—		—
Aerated Waters and Ice Manufacturing ..	—	—		—
Beedi Manufacturing ..	—	—		—
Hotel ..	—	—		—
Tile Manufacturing ..	—	—		—
Miscellaneous ..	—	—		—
Coir Mattress and Bristle Fibre Export ..	—	—		—
Total ..	3	308		1,070
Grand Total ..	10	2,176		16,069

**TABLE X—CLASSIFICATION OF THE STRIKES IN
MAY, 1963, 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	300	147
2. Wage increases, Higher rates for piece work, &c. ..	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	2	—	227	—
4. Estate rules, working arrangements, dis- cipline, disputes with sub-staff, &c. ..	2	1	1,113	105
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Factional disputes and domestic matters ..	—	—	—	—
8. External matters (e.g., arrest by Police, &c.) ..	—	—	—	—
9. Assaults by employer or agent or others ..	—	—	—	—
10. General demands ..	2	1	228	56
11. Sympathetic strikes ..	—	—	—	—
Total ..	7	3	1,868	308

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, 1963</i>		
	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Total</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>
(1) Baking Trade			
<i>Monthly Rates :</i>			
Class " A " Worker : foreman, head bakers, head basses, cooks, " short eats " makers, pastry makers, cake decorators	70 0 ..	62 25 ..	132 25
Class " B " Worker : dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators ..	55 0 ..	57 50 ..	112 50
Class " C " Worker : flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, deliverymen	39 0 ..	43 96 ..	82 96
(2) Beedi Manufacturing Trade			
<i>Piece Rates :</i>			
" Nool " (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with " beedi tobacco ", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—			
(a) beedies not more than 2 ins. long ..	5 0 ..	— ..	5 0
(b) beedies more than 2 ins. long but less than 3 ins. ..	6 0 ..	— ..	6 0
(c) beedies not less than 3 ins. long ..	7 0 ..	— ..	7 0
" Nool " (thread) beedi rolling (inclusive of filling wrappers with " beedi tobacco ", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—			
(a) beedies not more than 2 ins. long ..	3 34 ..	— ..	3 34
(b) beedies more than 2 ins. long but less than 3 ins. ..	4 0 ..	— ..	4 0
(c) beedies not less than 3 ins. long ..	4 66 ..	— ..	4 66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—			
(a) beedies not more than 2 ins. long ..	1 67 ..	— ..	1 67
(b) beedies more than 2 ins. long but less than 3 ins. ..	2 0 ..	— ..	2 0
(c) beedies not less than 3 ins. long ..	2 34 ..	— ..	2 34
Fixing ring labels round rolled beedies, per 1,000 beedies	0 50 ..	— ..	0 50

Month : August, 1963

Class of Worker

<i>Basic Wages Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
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(3) Brick and Tile Manufacturing Trade

Daily Rates :

In the manufacture of tiles in a factory—

A—Male workers (18 and above) :

Skilled Workers, Grade I : press feeders (machine), firemen engaged in kiln (burners) ..	2 0 ..	2 03 ..	4 03
Skilled Workers, Grade II : press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters ..	1 80 ..	2 03 ..	3 83
Semi-skilled Workers : winchmen, block cutters, tile slab oiler and polisher, trimmers, green tile sorters, workers engaged in stacking tiles in vehicles for transport ..	1 60 ..	2 0 ..	3 60

Unskilled Workers :

Workers engaged in—mixing and tempering clay, mixing and pugging by machinery, stacking tiles on racks; sun drying tiles; helping the sorters; helping green tile sorters; removing baked tiles from the kiln; stacking tiles; moving blocks of clay to presses or other parts of the store; truck fillers, claymen, block carriers, firewood carriers, pug-mill feeders, helpers engaged in loading and stacking tiles ..	1 40 ..	1 93 ..	3 33
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B—Female Workers (18 and above) ..	1 15 ..	1 82 ..	2 97
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C—Workers (under 18 years) :

Over 14 years but under 15 ..	0 80 ..	1 44 ..	2 24
Over 15 years but under 16 ..	0 90 ..	1 49 ..	2 39
Over 16 years but under 17 ..	1 0 ..	1 54 ..	2 54
Over 17 years but under 18 ..	1 10 ..	1 64 ..	2 74

(4) Building Trade

Daily Rates :

Unskilled :

Male labourers under 18 years of age ..	1 40 ..	2 15 ..	3 55
Female labourers not under 18 years of age ..	1 10 ..	2 15 ..	3 25
Unskilled labourers (irrespective of sex) under 18 years of age ..	0 90 ..	2 15 ..	3 05

Semi-skilled, Grade II :

Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1 65 ..	2 25 ..	3 90
Semi-skilled, Grade I :			
Kanganies ..	1 80 ..	2 25 ..	4 05

Skilled :

Masons (building), carpenters (building), plum- bers; erectors (construction steel); equipment maintenance men; tinkers ..	2 0 ..	2 25 ..	4 25
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Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(5) Cigar Manufacturing Trade

Piece Rates :

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

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

(6) Cinema Trade

Monthly Rates :

A.—NON-CLERICAL

Unskilled

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

36 50 ..	55 78 ..	92 28
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Semi-skilled

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

(a) Within the Municipal areas ..	43 0 ..	58 38 ..	101 38
(b) Outside the Municipal areas ..	40 0 ..	58 38 ..	98 38

Skilled, Grade II

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

(a) Within the Municipal area ..	55 0 ..	60 20 ..	115 20
(b) Outside the Municipal areas ..	47 0 ..	60 20 ..	107 20

Skilled, Grade I

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

(a) Within the Municipal areas ..	66 0 ..	60 20 ..	126 20
(b) Outside the Municipal areas ..	61 0 ..	60 20 ..	121 20

Month : August, 1963

Class of Worker	Month : August, 1963		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(6) Cinema Trade (contd.)			
B.—CLERICAL			
Grade III			
Advertisement clerk; Assistant cashier clerk; Despatch and clearing clerk; Advance booking clerk; Booking clerk:—			
(a) Within the Municipal areas	.. 50 0	.. 54 50	.. 104 50
(b) Outside the Municipal areas	.. 45 0	.. 54 50	.. 99 50
Grade II			
Advertisement manager; Cashier clerk; Clerk (accounts and general); Typist; Wharf clerk; Storekeeper; Book-keeper:—			
(a) Within the Municipal areas	.. 55 0	.. 57 50	.. 112 50
(b) Outside the Municipal areas	.. 50 0	.. 57 50	.. 107 50
Grade I			
Head clerk	.. ..	.. 62 50	.. 172 50

(7) Cinnamon Trade

Daily Rates :

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

Piece Rates :

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

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

Daily Rates :

Male worker not under 16 years	..	1 10	..	1 24	..	2 34
Female worker not under 15 years	..	0 90	..	0 92	..	1 82
Child worker	..	0 65	..	0 85	..	1 50

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

Month: August, 1963

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(9) Coconut Growing Trade						
<i>Daily Rates :</i>						
In the raising and maintenance of a coconut plantation and in the manufacture of copra—						
Kangany	1	40	1	24	2	64
Male not under 16 years	1	25	1	24	2	49
Female not under 15 years	1	5	0	92	1	97
Male worker under 16 years or Female worker under 15 years	0	80	0	85	1	65
<i>Piece Rates :</i>						
(1) In the raising and maintenance of plantations:						
Picking nuts, per 1,000 trees	18	0	—	—	18	0
(2) In the manufacture of copra :						
(a) husking nuts, per 1,000 nuts	3	50	—	—	3	50
(b) splitting nuts, copra curing and sorting, per 1,000 nuts	2	50	—	—	2	50
(10) Coconut Manufacturing Trade						
<i>Daily Rates :</i>						
In the manufacture of (1) desiccated coconuts, (2) coconut oil, (3) fibre and (4) coir products—						
Kangany	1	80	2	09	3	89
Male not under 18 years	1	40	2	09	3	49
Female not under 18 years	1	15	1	72	2	87
Worker, irrespective of sex under 18 years	1	15	1	65	2	80
<i>Piece Rates :</i>						
(a) In the manufacture of desiccated coconuts—						
(1) husking nuts, per 1,000 nuts	2	19	—	—	2	19
(2) removing shells (hatchetting) per 1,000 nuts	1	13	—	—	1	13
(3) removing parings, per 1,000 nuts	1	13	—	—	1	13
(4) washing coconut meat and disintegrating, per 1,000 pounds	0	88	—	—	0	88
(5) drying, per 1,000 pounds	1	31	—	—	1	31
(6) sifting and grading, per 1,000 pounds	1	6	—	—	1	6
(7) packing and stencilling per case of 120 to 130 pounds	0	10	—	—	0	10
(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—						
(1) crushing husks per cwt. (wet weight of bristle fibre)	0	94	—	—	0	94
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre)	0	94	—	—	0	94
(3) cleaning mattress fibre, drying and baling per cwt.	0	31	—	—	0	31
(4) hanking bristle fibre and tying, per cwt.	1	50	—	—	1	50
(5) manufacture of mats and matting—						
(i) mats, per sq. ft.	0	44	—	—	0	44
(ii) matting, per square yard	0	15	—	—	0	15
(6) hacking bristle fibre and tying, per cwt.	3	25	—	—	3	25

Class of Worker

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

(11) Coir Mattress and Bristle Fibre Export Trade

Daily Rates :

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

Grade II—

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

1 40 .. 2 15 .. 3 55

Intermediate Grade—

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

1 60 .. 2 25 .. 3 85

Grade I—

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

1 80 .. 2 25 .. 4 05

Head baling press operator ..

2 0 .. 2 25 .. 4 25

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

1 15 .. 2 03 .. 3 18

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

Over 14 years but under 15 years ..

0 80 .. 1 61 .. 2 41

Over 15 years but under 16 years ..

0 90 .. 1 66 .. 2 56

Over 16 years but under 17 years ..

1 0 .. 1 71 .. 2 71

Over 17 years but under 18 years ..

1 15 .. 1 81 .. 2 96

Month : August, 1963

Class of Worker

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

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

Piece Rates :

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

(12) Dock, Harbour and Port Transport Trade*

Monthly Rates :

Manual Work—

Special Grade	65	0	..	36	25	..	101	25
Skilled Grade	55	0	..	32	25	..	87	25
Semi-skilled Grade	45	0	..	29	25	..	74	25
Unskilled, Grade I	37	0	..	29	25	..	66	25
Unskilled, Grade II	31	0	..	29	25	..	60	25

Women Workers—

Female kanganies	35	0	..	29	25	..	64	25
Female labourers	30	0	..	29	25	..	59	25

Non-manual Workers—

Special Grade	75	0	..	43	00	..	118	00
Grade I	55	0	..	32	25	..	87	25

Piece Rates :

Lighters from 20 to 60 tons—

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

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

Month : August, 1963

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(12) Dock, Harbour and Port Transport Trade (contd.)					
Lighters over 60 but under 80 tons—					
Lightermen, per trip	7 0	..	7 0
Assistant Tindals, per trip	7 25	..	7 25
Tindals, per trip	7 50	..	7 50
Lighters 80 tons and over—					
Lightermen, per trip	8 0	..	8 0
Assistant Tindals, per trip	8 50	..	8 50
Tindals, per trip	9 0	..	9 0

Note.—The above rates shall be increased by—

(i) 50 cents for—

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

(ii) Re. 1·00 for each trip made beyond the locks to the Beira Lake ; and

(iii) Rs. 2·00 for each trip on which the lighter carries dangerous cargo.

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Month : August, 1963

Class of Worker	Month : August, 1963		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(13) Engineering Trade			
<i>Daily Rates :</i>			
Unskilled labourers	1 40 ..	2 15 ..	3 55
Semi-skilled workers, Grade I—			
Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fitters (iron and brass) ; smelters (iron and brass) ; checkers (timber), sawyers ; caulkers (deck) ; boiler attendants ; drivers (engine) ; firemen ; tyre repairers ; tyre vulcanizers	1 65 ..	2 25 ..	3 90
Semi-skilled workers, Grade II—			
Painters ; bowmen ; greasers ; cleaners and washers ; mason, mates and blacksmith mates, employed in repairing, constructing and maintenance of roads, including workers employed in cutting side drains, scarifying the road surface, metal spreading, loading, unloading and piling of metal, tarring roads and concrete mixing by hand	1 45 ..	2 25 ..	3 70
Skilled workers—			
Turners ; machinists (iron and steel working) ; machinists (wood working) ; coppersmiths ; plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; coremakers ; pattern-makers ; carpenters, joiners and cabinet-makers ; boat-builders ; saw sharpeners ; machine-knife sharpeners ; sign writers ; polishers (applicers of French polish) ; masons ; launch tinders, drivers ; splicers (rope and sail makers) ; glaziers ; driver mechanics ; oil and steam roller drivers ; shipwrights, body-builders ; hood-makers ; mechanics ; tinkers (motor) ; tinsmiths ; riveters and caulkers ; crane drivers ; miners (blasters and drillers) and sledgers employed in repairing, constructing and maintenance of roads	2 0 ..	2 25 ..	4 25
Kanganies	1 80 ..	2 25 ..	4 05
Watchers	1 70 ..	2 25 ..	3 95
Trade learners and apprentices—			
First year	0 50 ..	1 15 ..	1 65
Second year	0 66 ..	1 25 ..	1 91
Third year	0 85 ..	1 58 ..	2 43
Fourth year	1 10 ..	1 73 ..	2 83
(14) Ice and Aerated Waters Manufacturing Trade			
<i>Daily Rates :</i>			
<i>Grade I :</i>			
Kanganies, Head Syrup Makers, Water Filtration Plant Operators, Can Makers, Carpenters, Fillers (Automatic), Checkers	2 0 ..	2 25 ..	4 25
<i>Grade II :</i>			
Can Repairers, CO ₂ Gas Control Men, Asst. Syrup Makers, Syrupers, Crowners, Clean Bottle Examiners, Carbonator Operators, Production Counters, Fillers (Hand), Labelers (Automatic), Bottle Washer off-loaders, any other workers engaged in automatic machines in the production of mineral or aerated waters, Ice Harvestors	1 65 ..	2 25 ..	3 90

Class of Worker	Month : August, 1963		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(14) Ice and Aerated Waters Manufacturing Trade (contd.)			
Grade III :			
Ice Storers, Ice Packers, Ice Loaders, Syrup Room Labourers, Bottle Unpackers, Bottle Sorters or Cleaners, Bottle Washer Loaders, Case Fillers, Bottle Packers, Cleaners or Sweepers, Hand Washers, Case Carriers or Stackers, Stores Labourers, Labellers (Hand), Van Loaders	1 40 ..	2 15 ..	3 55
(15) Match Manufacturing Trade			
Daily Rates :			
Grade I—			
Splint chopping by machine driver ; peeling splints, rims, outside veneers and bottom veneers by machine driver ; sharpening knives and tools by machine driver ; filling frames by machine driver ; dipping of sticks in chemical composition by machine driver ; frictioning by machine driver ; mixing composition for match head by mixer ; paper slitting by machine driver ; the work of an overseer or kangany ; box filling by machine driver :—			
(a) Male Workers, 18 years and over ..	2 0 ..	1 88 ..	3 88
(b) Female Workers, 18 years and over ..	1 64 ..	1 78 ..	3 42
(c) Young persons, over 14 years, but under 18 years	1 25 ..	1 44 ..	2 69
Grade II—			
Cross-cutting by hand ; cross-cutting by machine driver ; splint levelling ; cutting outside, rim and bottom veneers by cutter ; inner box making by machine ; sharpening knives and tools by machine by helper ; paraffining by hand ; emptying frames ; side painting of boxes ; checking filled boxes ; banderolling by machine driver and assistant ; mixing composition for painting sides of boxes outer box making by machine ; feeding boxes by machine for box filling ; dipping sticks in chemical composition by hand :—			
(a) Male Workers, 18 years and over ..	1 60 ..	1 88 ..	3 48
(b) Female Workers, 18 years and over ..	1 32 ..	1 78 ..	3 10
(c) Young persons, over 14 years but under 18 years	1 0 ..	1 44 ..	2 44
Grade III—			
The work (in the Match Manufacturing Trade) of all workers not specified in Grade I or Grade II above other than the work of a watcher—			
(a) Male Workers, 18 years and over ..	1 40 ..	1 78 ..	3 18
(b) Female Workers, 18 years and over ..	1 15 ..	1 66 ..	2 81
(c) Young persons, over 14 years but under 16 years	0 70 ..	1 20 ..	1 90
(d) Young persons over 16 years but under 18 years	0 90 ..	1 44 ..	2 34
Grade IV—			
Watcher	1 70 ..	1 88 ..	3 58

Month : August, 1963

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(16) Motor Transport Trade					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100	0	64	42	164 42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt.	90	0	64	42	154 42
Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses	85	0	61	92	146 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate)	100	0	64	42	164 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	59	42	129 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	64	42	131 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt.	60	0	60	22	120 22
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	60	22	110 22
Class I Workers : Omnibus checkers or time-keepers	60	0	60	22	120 22
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90	0	60	22	150 22
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items	45	0	50	17	95 17
<i>Daily Rates :</i>					
Class A worker	4	0	2	72	6 72
" B "	4	0	2	72	6 72
" C "	3	25	2	72	5 97
" D "	4	0	2	72	6 72
" E "	2	75	2	47	5 22
" F "	2	75	2	72	5 47
" G "	2	50	2	72	5 22
" H "	2	25	2	72	4 97
" K "	1	50	1	88	3 38

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

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

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

Month : August, 1963

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	e.	Rs.	e.	Rs. e.
(17) Plumbago Trade					
<i>Daily Rates :</i>					
Worker other than those employed in curing and dressing—					
Underground workers—					
Basses	3	0	1	30	4 30
Kanganies	..	2	50	1	30
Loaders					
Onsetters or Donakatakarayas					
Overseers					
Shift bosses	2	33	1	30	3 63
Blasters	..	2	25	1	30
Drillers (hand and machine)					
Shaft drivers					
Stoppers (excavators)					
Timbermen	..	1	75	1	30
Muckers					
Trolleyman					
Unskilled labourers	1	75	1	30	3 05
Underground and surface workers—					
Electricians	..	2	75	1	30
Enginemen					
Fitters					
Hoistmen					
Mechanics					
Pumpmen					
Winchmen	2	50	1	30	3 80
Checkers	1	75	1	30
Electricians (assistants)					
Fitters (assistants)					
Windlassmen (dabare workers)					
Mechanics (assistants)	..	2	75	1	30
Surface workers—					
Carpenters	..	2	75	1	30
Masons					
Overseers	2	50	1	30	3 80
Bakkikarayas or Banksmen	..	2	25	1	30
Blacksmiths					
Boilerman					
Drill sharpeners					
Firewood carriers and splitters	1	85	1	30	3 15
Carters	..	1	75	1	30
Watchers					
Cooks	..	1	49	1	30
Smithy boys					
Unskilled labourers					

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

- (a) female worker, not under 18 years of age .. 0.96 cents
- (b) worker, irrespective of sex, under 18 years of age .. 0.89 cents

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(17) Plumbago Trade (contd.)					
Workers employed in curing and dressing—					
(a) As overseers and kanganies	..	2 25	..	1 50	.. 3 75
(b) On different jobs—					
Male workers not under 18 years	..	1 50	..	1 50	.. 3 00
Female workers not under 18 years	..	1 25	..	1 16	.. 2 41
Worker under 18 years	..	0 75	..	1 09	.. 1 84

(18) Printing Trade

Monthly Rates :

Class A Workers : Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, process camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists	..	110 0	..	106 42	.. 216 42
Class B Workers : Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)	..	87 50	..	85 42	.. 172 92
Class C, Grade I Workers : Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	..	65 0	..	74 92	.. 139 92
Class C, Grade II Workers : Platen Machine Minders	..	60 0	..	69 56	.. 129 56
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	..	50 0	..	64 42	.. 114 42
Class E Workers : Unskilled workers not under 18 years of age	..	42 0	..	61 85	.. 103 85
Class F Workers : Unskilled workers under 18 years of age	..	20 0	..	41 32	.. 61 32
Class G Workers : Watchers	..	44 0	..	64 42	.. 108 42
Class A—1st year learner	..	33 0	..	45 12	.. 78 12
" B " "	..	26 0	..	38 82	.. 64 82
" C Grade I, 1st year learner	..	24 0	..	40 92	.. 64 92
" C Grade II " "	..	22 0	..	38 82	.. 60 82
" D—1st year learner	..	19 0	..	36 72	.. 55 72
Class A—2nd year learner	..	44 0	..	54 02	.. 98 02
" B " "	..	36 0	..	51 92	.. 87 92
" C Grade I, 2nd year learner	..	29 0	..	46 56	.. 75 56
" C Grade II " "	..	27 0	..	43 99	.. 70 99
" D—2nd year learner	..	23 0	..	41 42	.. 64 42
Class A—3rd year learner	..	56 0	..	62 92	.. 118 92

Month : August, 1963

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(18) Printing Trade—(contd.)					
Class B—3rd year learner ..	49	0	58	72	107 72
„ C Grade I, 3rd year learner ..	36	0	52	42	88 42
„ C Grade II „ „ ..	32	0	49	16	81 16
„ D—3rd year learner ..	28	0	46	12	74 12
Class A—4th year learner ..	71	0	76	02	147 02
„ B „ „ ..	64	0	68	56	132 56
„ C Grade I, 4th year learner ..	44	0	60	85	104 85
„ C Grade II „ „ ..	39	0	56	77	95 77
„ D—4th year learner ..	34	0	52	92	86 92
Class A—5th year learner ..	88	0	89	62	177 62

(19) Rubber Export Trade

Daily Rates :

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

(a) Grade II :

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

1 40 .. 2 15 .. 3 55

(b) Intermediate Grade :

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

1 60 .. 2 25 .. 3 85

(c) Grade I :

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

1 80 .. 2 25 .. 4 05

(d) Watchers ..

1 70 .. 2 25 .. 3 95

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

(a) Grade II :

Workers employed in work other than sorting ..

1 15 .. 2 03 .. 3 18

(b) Grade I :

Workers employed in sorting ..

1 30 .. 2 03 .. 3 33

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

Over 14 years but under 15 years ..

0 80 .. 1 61 .. 2 41

Over 15 years but under 16 years ..

0 90 .. 1 66 .. 2 56

Over 16 years but under 17 years ..

1 0 .. 1 71 .. 2 71

Over 17 years but under 18 years ..

1 15 .. 1 81 .. 2 96

Month : August, 1963

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(20) Rubber Growing and Manufacturing Trade					
<i>Daily Rates :</i>					
Male worker not under 16 years ..	1	40	1	24	2 64
Female worker not under 16 years ..	1	30	0	92	2 22
Child worker ..	1	5	0	85	1 90
(21) Tea Export Trade					
<i>Daily Rates :</i>					
A.—Male workers not under 18 years of age—					
(a) Grade II—					
Workers employed in—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wiretying, scraping out old marks, marking and stencilling, marking and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and refiring and polishing green tea ..	1	40	2	15	3 55
(b) Intermediate Grade—					
Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..	1	60	2	25	3 85
(c) Grade I—					
Workers employed in—unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and re-stacking and laying out chests and loading for shipping ..	1	80	2	25	4 05
(d) Box makers and repairers ..	1	60	2	25	3 85
(e) Watchers ..	1	70	2	25	3 95
B.—Female workers (not under 18 years of age) ..	1	15	2	03	3 18
C.—Workers (irrespective of sex) under 18 years of age—					
Over 14 years but under 15 years ..	0	80	1	61	2 41
Over 15 years but under 16 years ..	0	90	1	66	2 56
Over 16 years but under 17 years ..	1	0	1	71	2 71
Over 17 years but under 18 years ..	1	15	1	81	2 96
(22) Tea Growing and Manufacturing Trade					
<i>Daily Rates :</i>					
Male worker not under 16 years ..	1	25	1	24	2 49
Female worker not under 15 years ..	1	5	0	92	1 97
Child worker ..	0	80	0	85	1 65

Month : August, 1963

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

APPENDIX II

*** Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1963, to workers in the Baking Trade**

No. of Days	Class A	Class B	Class C	No. of Days
<i>Normal working days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working days</i>
½	2 45	2 08½	1 53½	½
1	4 90	4 17	3 07	1
2	9 80	8 33	6 15	2
3	14 69	12 50	9 22	3
4	19 59	16 67	12 29	4
5	24 49	20 83	15 36	5
6	29 39	25 00	18 44	6
7	34 29	29 17	21 51	7
8	39 19	33 33	24 58	8
9	44 08	37 50	27 65	9
10	48 98	41 67	30 73	10
11	53 88	45 83	33 80	11
12	58 78	50 00	36 87	12
13	63 68	54 17	39 94	13
14	68 57	58 33	43 02	14
15	73 47	62 50	46 09	15
16	78 37	66 67	49 16	16
17	83 27	70 83	52 23	17
18	88 17	75 00	55 31	18
19	93 06	79 17	58 38	19
20	97 96	83 33	61 45	20
21	102 86	87 50	64 52	21
22	107 76	91 67	67 60	22
23	112 66	95 83	70 67	23
24	117 56	100 00	73 74	24
25	122 45	104 17	76 81	25
26	127 35	108 33	79 89	26
27	132 25	112 50	82 96	27
	Extra Payment for work done on Weekly Holidays.			
1	5 29	4 50	3 32	1
2	10 58	9 00	6 64	2
3	15 87	13 50	9 96	3
4	21 16	18 00	13 28	4

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

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

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

APPENDIX III

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1963, to workers in the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
1	1 77½	1 62½	1 52½	1 95	2 02½	2 12½	1
2	3 55	3 25	3 05	3 90	4 05	4 25	2
3	7 10	6 50	6 10	7 80	8 10	8 50	3
4	10 65	9 75	9 15	11 70	12 15	12 75	4
5	14 20	13 00	12 20	15 60	16 20	17 00	5
6	17 75	16 25	15 25	19 50	20 25	21 25	6
7	21 30	19 50	18 30	23 40	24 30	25 50	7
8	24 85	22 75	21 35	27 30	28 35	29 75	8
9	28 40	26 00	24 40	31 20	32 40	34 00	9
10	31 95	29 25	27 45	35 10	36 45	38 25	10
11	35 50	32 50	30 50	39 00	40 50	42 50	11
12	39 05	35 75	33 55	42 90	44 55	46 75	12
13	42 60	39 00	36 60	46 80	48 60	51 00	13
14	46 15	42 25	39 65	50 70	52 65	55 25	14
15	49 70	45 50	42 70	54 60	56 70	59 50	15
16	53 25	48 75	45 75	58 50	60 75	63 75	16
17	56 80	52 00	48 80	62 40	64 80	68 00	17
18	60 35	55 25	51 85	66 30	68 85	72 25	18
19	63 90	58 50	54 90	70 20	72 90	76 50	19
20	67 45	61 75	57 95	74 10	76 95	80 75	20
21	71 00	65 00	61 00	78 00	81 00	85 00	21
22	74 55	68 25	64 05	81 90	85 05	89 25	22
23	78 10	71 50	67 10	85 80	89 10	93 50	23
24	81 65	74 75	70 15	89 70	93 15	97 75	24
25	85 20	78 00	73 20	93 60	97 20	102 00	25
26	88 75	81 25	76 25	97 50	101 25	106 25	26
27	92 30	84 50	79 30	101 40	105 30	110 50	27
28	95 85	87 75	82 35	105 30	109 35	114 75	28
<i>Sunday work</i>							<i>Sunday work</i>
1	5 33	4 88	4 58	5 85	6 08	6 38	1
2	10 66	9 76	9 16	11 70	12 16	12 76	2
3	15 99	14 64	13 74	17 55	18 24	19 14	3
4	21 32	19 52	18 32	23 40	24 32	25 52	4

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

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

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

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

APPENDIX IV

***Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1963, to workers in the Cinema Trade**

Within the Municipal Areas

<i>No. of Days</i>	<i>A—Non-Clerical</i>				<i>B—Clerical</i>			<i>No. of Days</i>
	<i>Unskilled</i>	<i>Semi-Skilled</i>	<i>Skilled Grade II</i>	<i>Skilled Grade I</i>	<i>Grade III</i>	<i>Grade II</i>	<i>Grade I</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 71	1 87½	2 13½	2 33½	1 93½	2 08½	3 19½	½
1	3 42	3 75	4 27	4 67	3 87	4 17	6 39	1
2	6 84	7 51	8 53	9 35	7 74	8 33	12 78	2
3	10 25	11 26	12 80	14 02	11 61	12 50	19 17	3
4	13 67	15 02	17 07	18 70	15 48	16 67	25 56	4
5	17 09	18 77	21 33	23 37	19 35	20 83	31 94	5
6	20 51	22 53	25 60	28 04	23 22	25 00	38 33	6
7	23 92	26 28	29 87	32 72	27 09	29 17	44 72	7
8	27 34	30 04	34 13	37 39	30 96	33 33	51 11	8
9	30 76	33 79	38 40	42 07	34 83	37 50	57 50	9
10	34 18	37 55	42 67	46 74	38 70	41 67	63 89	10
11	37 60	41 30	46 93	51 41	42 57	45 83	70 28	11
12	41 01	45 06	51 20	56 09	46 44	50 00	76 67	12
13	44 43	48 81	55 47	60 76	50 31	54 17	83 06	13
14	47 85	52 57	59 73	65 44	54 19	58 33	89 44	14
15	51 27	56 32	64 00	70 11	58 06	62 50	95 83	15
16	54 68	60 08	68 27	74 79	61 93	66 67	102 22	16
17	58 10	63 83	72 53	79 46	65 80	70 83	108 61	17
18	61 52	67 59	76 80	84 13	69 67	75 00	115 00	18
19	64 94	71 34	81 07	88 81	73 54	79 17	121 39	19
20	68 36	75 10	85 33	93 48	77 41	83 33	127 78	20
21	71 77	78 85	89 60	98 16	81 28	87 50	134 17	21
22	75 19	82 61	93 87	102 83	85 15	91 67	140 56	22
23	78 61	86 36	98 13	107 50	89 02	95 83	146 94	23
24	82 03	90 12	102 40	112 18	92 89	100 00	153 33	24
25	85 44	93 87	106 67	116 85	96 76	104 17	159 72	25
26	88 86	97 63	110 93	121 53	100 63	108 33	166 11	26
27	92 28	101 38	115 20	126 20	104 50	112 50	172 50	27
28	97 82	107 46	122 11	133 77	110 77	119 25	182 85	28
29	103 36	113 54	129 02	141 34	117 04	126 00	193 20	29
30	108 90	119 62	135 93	148 91	123 31	132 75	203 55	30
31	114 44	125 70	142 84	156 48	129 58	139 50	213 90	31

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

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

APPENDIX IV—(contd.)

*Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1963, to workers in the Cinema Trade

Outside Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 71	1 82	1 98½	2 24½	1 84½	1 99	3 19½	1
2	3 42	3 64	3 97	4 49	3 69	3 98	6 39	2
3	6 84	7 29	7 94	8 98	7 37	7 96	12 78	3
4	10 25	10 93	11 91	13 47	11 06	11 94	19 17	4
5	13 67	14 57	15 88	17 96	14 74	15 93	25 56	5
6	17 09	18 22	19 85	22 44	18 43	19 91	31 94	6
7	20 51	21 86	23 82	26 93	22 11	23 89	38 33	7
8	23 92	25 51	27 79	31 42	25 80	27 87	44 72	8
9	27 34	29 15	31 76	35 91	29 48	31 85	51 11	9
10	30 76	32 79	35 73	40 40	33 17	35 83	57 50	10
11	34 18	36 44	39 70	44 89	36 85	39 81	63 89	11
12	37 60	40 08	43 67	49 38	40 54	43 80	70 28	12
13	41 01	43 72	47 64	53 87	44 22	47 78	76 67	13
14	44 43	47 37	51 61	58 36	47 91	51 76	83 06	14
15	47 85	51 01	55 59	62 84	51 59	55 74	89 44	15
16	51 27	54 66	59 56	67 33	55 28	59 72	95 83	16
17	54 68	58 30	63 53	71 82	58 96	63 70	102 22	17
18	58 10	61 94	67 50	76 31	62 65	67 69	108 61	18
19	61 52	65 59	71 47	80 80	66 33	71 67	115 00	19
20	64 94	69 23	75 44	85 29	70 02	75 65	121 39	20
21	68 36	72 87	79 41	89 78	73 70	79 63	127 78	21
22	71 77	76 52	83 38	94 27	77 39	83 61	134 17	22
23	75 19	80 16	87 35	98 76	81 07	87 59	140 56	23
24	78 61	83 81	91 32	103 24	84 76	91 57	146 94	24
25	82 03	87 45	95 29	107 73	88 44	95 56	153 33	25
26	85 44	91 09	99 26	112 22	92 13	99 54	159 72	26
27	88 86	94 74	103 23	116 71	95 81	103 52	166 11	27
28	92 28	98 38	107 20	121 20	99 50	107 50	172 50	28
29	97 82	104 28	113 63	128 47	105 47	113 95	182 85	29
30	103 36	110 18	120 06	135 74	111 44	120 40	193 20	30
31	108 90	116 08	126 49	143 01	117 41	126 85	203 55	31
31	114 44	121 98	132 92	150 28	123 38	133 30	213 90	31

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

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

APPENDIX V

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during August, 1963, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

No. of days	Men			Women			Child Workers			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
Normal Working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	0 55	0 62	1 17	0 45	0 46	0 91	0 32½	0 42½	0 75	½
1	1 10	1 24	2 34	0 90	0 92	1 82	0 65	0 85	1 50	1
2	2 20	2 48	4 68	1 80	1 84	3 64	1 30	1 70	3 00	2
3	3 30	3 72	7 02	2 70	2 76	5 46	1 95	2 55	4 50	3
4	4 40	4 96	9 36	3 60	3 68	7 28	2 60	3 40	6 00	4
5	5 50	6 20	11 70	4 50	4 60	9 10	3 25	4 25	7 50	5
6	6 60	7 44	14 04	5 40	5 52	10 92	3 90	5 10	9 00	6
7	7 70	8 68	16 38	6 30	6 44	12 74	4 55	5 95	10 50	7
8	8 80	9 92	18 72	7 20	7 36	14 56	5 20	6 80	12 00	8
9	9 90	11 16	21 06	8 10	8 28	16 38	5 85	7 65	13 50	9
10	11 00	12 40	23 40	9 00	9 20	18 20	6 50	8 50	15 00	10
11	12 10	13 64	25 74	9 90	10 12	20 02	7 15	9 35	16 50	11
12	13 20	14 88	28 08	10 80	11 04	21 84	7 80	10 20	18 00	12
13	14 30	16 12	30 42	11 70	11 96	23 66	8 45	11 05	19 50	13
14	15 40	17 36	32 76	12 60	12 88	25 48	9 10	11 90	21 00	14
15	16 50	18 60	35 10	13 50	13 80	27 30	9 75	12 75	22 50	15
16	17 60	19 84	37 44	14 40	14 72	29 12	10 40	13 60	24 00	16
17	18 70	21 08	39 78	15 30	15 64	30 94	11 05	14 45	25 50	17
18	19 80	22 32	42 12	16 20	16 56	32 76	11 70	15 30	27 00	18
19	20 90	23 56	44 46	17 10	17 48	34 58	12 35	16 15	28 50	19
20	22 00	24 80	46 80	18 00	18 40	36 40	13 00	17 00	30 00	20
21	23 10	26 04	49 14	18 90	19 32	38 22	13 65	17 85	31 50	21
22	24 20	27 28	51 48	19 80	20 24	40 04	14 30	18 70	33 00	22
23	25 30	28 52	53 82	20 70	21 16	41 86	14 95	19 55	34 50	23
24	26 40	29 76	56 16	21 60	22 08	43 68	15 60	20 40	36 00	24
25	27 50	31 00	58 50	22 50	23 00	45 50	16 25	21 25	37 50	25
26	28 60	32 24	60 84	23 40	23 92	47 32	16 90	22 10	39 00	26
27	29 70	33 48	63 18	24 30	24 84	49 14	17 55	22 95	40 50	27
Sunday work										Sunday work
1			3 51			2 73			2 25	1
2			7 02			5 46			4 50	2
3			10 53			8 19			6 75	3
4			14 04			10 92			9 00	4

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

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

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1963, to workers in the Coconut Growing and Manufacturing Trade

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Fe-male	Young person	Kan-gany	Male	Fe-male	Young Person	
Normal Working Days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal Working Days
½	1 32	1 24½	0 98½	0 82½	1 94½	1 74½	1 43½	1 40	½
1	2 64	2 49	1 97	1 65	3 89	3 49	2 87	2 80	1
2	5 28	4 98	3 94	3 30	7 78	6 98	5 74	5 60	2
3	7 92	7 47	5 91	4 95	11 67	10 47	8 61	8 40	3
4	10 56	9 96	7 88	6 60	15 56	13 96	11 48	11 20	4
5	13 20	12 45	9 85	8 25	19 45	17 45	14 35	14 00	5
6	15 84	14 94	11 82	9 90	23 34	20 94	17 22	16 80	6
7	18 48	17 43	13 79	11 55	27 23	24 43	20 09	19 60	7
8	21 12	19 92	15 76	13 20	31 12	27 92	22 96	22 40	8
9	23 76	22 41	17 73	14 85	35 01	31 41	25 83	25 20	9
10	26 40	24 90	19 70	16 50	38 90	34 90	28 70	28 00	10
11	29 04	27 39	21 67	18 15	42 79	38 39	31 57	30 80	11
12	31 68	29 88	23 64	19 80	46 68	41 88	34 44	33 60	12
13	34 32	32 37	25 61	21 45	50 57	45 37	37 31	36 40	13
14	36 96	34 86	27 58	23 10	54 46	48 86	40 18	39 20	14
15	39 60	37 35	29 55	24 75	58 35	52 35	43 05	42 00	15
16	42 24	39 84	31 52	26 40	62 24	55 84	45 92	44 80	16
17	44 88	42 33	33 49	28 05	66 13	59 33	48 79	47 60	17
18	47 52	44 82	35 46	29 70	70 02	62 82	51 66	50 40	18
19	50 16	47 31	37 43	31 35	73 91	66 31	54 53	53 20	19
20	52 80	49 80	39 40	33 00	77 80	69 80	57 40	56 00	20
21	55 44	52 29	41 37	34 65	81 69	73 29	60 27	58 80	21
22	58 08	54 78	43 34	36 30	85 58	76 78	63 14	61 60	22
23	60 72	57 27	45 31	37 95	89 47	80 27	66 01	64 40	23
24	63 36	59 76	47 28	39 60	93 36	83 76	68 88	67 20	24
25	66 00	62 25	49 25	41 25	97 25	87 25	71 75	70 00	25
26	68 64	64 74	51 22	42 90	101 14	90 74	74 62	72 80	26
27 Sunday Work	71 28	67 23	53 19	44 55	105 03	94 23	77 49	75 60	27 Sunday Work
1	3 96	3 74	2 96	2 48	5 84	5 24	4 30	4 20	1
2	7 92	7 48	5 92	4 96	11 68	10 48	8 60	8 40	2
3	11 88	11 22	8 88	7 44	17 52	15 72	12 90	12 60	3
4	15 84	14 96	11 84	9 92	23 36	20 96	17 20	16 80	4

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

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

APPENDIX VII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1963, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
<i>Normal working days</i>	Rs. e.	Rs. c.	Rs. c.	Rs. c.	Rs. e.	Rs. e.	Rs. c.	Rs. c.	Rs. c.	Rs. e.	<i>Normal working days</i>
1/2	1 77½	1 95	1 85	2 12½	2 02½	1 97½	0 82½	0 95½	1 21½	1 41½	1/2
1	3 55	3 90	3 70	4 25	4 05	3 95	1 65	1 91	2 43	2 83	1
2	7 10	7 80	7 40	8 50	8 10	7 90	3 30	3 82	4 86	5 66	2
3	10 65	11 70	11 10	12 75	12 15	11 85	4 95	5 73	7 29	8 49	3
4	14 20	15 60	14 80	17 00	16 20	15 80	6 60	7 64	9 72	11 32	4
5	17 75	19 50	18 50	21 25	20 25	19 75	8 25	9 55	12 15	14 15	5
6	21 30	23 40	22 20	25 50	24 30	23 70	9 90	11 46	14 58	16 98	6
7	24 85	27 30	25 90	29 75	28 35	27 65	11 55	13 37	17 01	19 81	7
8	28 40	31 20	29 60	34 00	32 40	31 60	13 20	15 28	19 44	22 64	8
9	31 95	35 10	33 30	38 25	36 45	35 55	14 85	17 19	21 87	25 47	9
10	35 50	39 00	37 00	42 50	40 50	39 50	16 50	19 10	24 30	28 30	10
11	39 05	42 90	40 70	46 75	44 55	43 45	18 15	21 01	26 73	31 13	11
12	42 60	46 80	44 40	51 00	48 60	47 40	19 80	22 92	29 16	33 96	12
13	46 15	50 70	48 10	55 25	52 65	51 35	21 45	24 83	31 59	36 79	13
14	49 70	54 60	51 80	59 50	56 70	55 30	23 10	26 74	34 02	39 62	14
15	53 25	58 50	55 50	63 75	60 75	59 25	24 75	28 65	36 45	42 45	15
16	56 80	62 40	59 20	68 00	64 80	63 20	26 40	30 56	38 88	45 28	16
17	60 35	66 30	62 90	72 25	68 85	67 15	28 05	32 47	41 31	48 11	17
18	63 90	70 20	66 60	76 50	72 90	71 10	29 70	34 38	43 74	50 94	18
19	67 45	74 10	70 30	80 75	76 95	75 05	31 35	36 29	46 17	53 77	19
20	71 00	78 00	74 00	85 00	81 00	79 00	33 00	38 20	48 60	56 60	20
21	74 55	81 90	77 70	89 25	85 05	82 95	34 65	40 11	51 03	59 43	21
22	78 10	85 80	81 40	93 50	89 10	86 90	36 30	42 02	53 46	62 26	22
23	81 65	89 70	85 10	97 75	93 15	90 85	37 95	43 93	55 89	65 09	23
24	85 20	93 60	88 80	102 00	97 20	94 80	39 60	45 84	58 32	67 92	24
25	88 75	97 50	92 50	106 25	101 25	98 75	41 25	47 75	60 75	70 75	25
26	92 30	101 40	96 20	110 50	105 30	102 70	42 90	49 66	63 18	73 58	26
27	95 85	105 30	99 90	114 75	109 35	106 65	44 55	51 57	65 61	76 41	27
<i>Sunday work</i>											<i>Sunday work</i>
1	5 33	5 85	5 55	6 38	6 08	5 93	2 48	2 87	3 65	4 25	1
2	10 66	11 70	11 10	12 76	12 16	11 86	4 96	5 74	7 30	8 50	2
3	15 99	17 55	16 65	19 14	18 24	17 79	7 44	8 61	10 95	12 75	3
4	21 32	23 40	22 20	25 52	24 32	23 72	9 92	11 48	14 60	17 00	4

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

2. Watchers governed by the decision of the Wages Board for the Engineering Trade the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1963, to workers in the Match Manufacturing Trade

No of Days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons Over 14 Under 18 Years	Adults		Young Persons Over 14 Under 18 Years	Adults		Young Persons		Wat- chers	
	Male	Fe- male		Male	Fe- male		Male	Fe- male	Over 14 Under 16 Years	Over 16 Under 18 Years		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
Normal working days	1 94	1 71	1 34½	1 74	1 55	1 22	1 59	1 40½	0 95	1 17	1 79	Normal working days
1	3 88	3 42	2 69	3 48	3 10	2 44	3 18	2 81	1 90	2 34	3 58	1
2	7 76	6 84	5 38	6 96	6 20	4 88	6 36	5 62	3 80	4 68	7 16	2
3	11 64	10 26	8 07	10 44	9 30	7 32	9 54	8 43	5 70	7 02	10 74	3
4	15 52	13 68	10 76	13 92	12 40	9 76	12 72	11 24	7 60	9 36	14 32	4
5	19 40	17 10	13 45	17 40	15 50	12 20	15 90	14 05	9 50	11 70	17 90	5
6	23 28	20 52	16 14	20 88	18 60	14 64	19 08	16 86	11 40	14 04	21 48	6
7	27 16	23 94	18 33	24 36	21 70	17 08	22 26	19 67	13 30	16 38	25 06	7
8	31 04	27 36	21 52	27 84	24 80	19 52	25 44	22 48	15 20	18 72	28 64	8
9	34 92	30 78	24 21	31 32	27 90	21 96	28 62	25 29	17 10	21 06	32 22	9
10	38 80	34 20	26 90	34 80	31 00	24 40	31 80	28 10	19 00	23 40	35 80	10
11	42 68	37 62	29 59	38 28	34 10	26 84	34 98	30 91	20 90	25 74	39 38	11
12	46 56	41 04	32 28	41 76	37 20	29 28	38 16	33 72	22 80	28 08	42 96	12
13	50 44	44 46	34 97	45 24	40 30	31 72	41 34	36 53	24 70	30 42	46 54	13
14	54 32	47 88	37 66	48 72	43 40	34 16	44 52	39 34	26 60	32 76	50 12	14
15	58 20	51 30	40 35	52 20	46 50	36 60	47 70	42 15	28 50	35 10	53 70	15
16	62 08	54 72	43 04	55 68	49 60	39 04	50 88	44 96	30 40	37 44	57 28	16
17	65 96	58 14	45 73	59 16	52 70	41 48	54 06	47 77	32 30	39 78	60 86	17
18	69 84	61 56	48 42	62 64	55 80	43 92	57 24	50 58	34 20	42 12	64 44	18
19	73 72	64 98	51 11	66 12	58 90	46 36	60 42	53 39	36 10	44 46	68 02	19
20	77 60	68 40	53 80	69 60	62 00	48 80	63 60	56 20	38 00	46 80	71 60	20
21	81 48	71 82	56 49	73 08	65 10	51 24	66 78	59 01	39 90	49 14	75 18	21
22	85 36	75 24	59 18	76 56	68 20	53 68	69 96	61 82	41 80	51 48	78 76	22
23	89 24	78 66	61 87	80 04	71 30	56 12	73 14	64 63	43 70	53 22	82 34	23
24	93 12	82 08	64 56	83 52	74 40	58 56	76 32	67 44	45 60	56 16	85 92	24
25	97 00	85 50	67 25	87 00	77 50	61 00	79 50	70 25	47 50	58 50	89 50	25
26	100 88	88 92	69 94	90 48	80 60	63 44	82 68	73 06	49 40	60 84	93 08	26
27	104 76	92 34	72 63	93 96	83 70	65 88	85 86	75 87	51 30	63 18	96 66	27
Sunday Work												Sunday Work
1	5 82	5 13	4 04	5 22	4 65	3 66	4 77	4 22	2 85	3 51	5 37	1
2	11 64	10 26	8 08	10 44	9 30	7 32	9 54	8 44	5 70	7 02	10 74	2
3	17 46	15 39	12 12	15 66	13 95	10 98	14 31	12 66	8 55	10 53	16 11	3
4	23 28	20 52	16 16	20 88	18 60	14 64	19 08	16 88	11 40	14 04	21 48	4

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

APPENDIX IX

Ready Reckoner showing the Minimum Wages payable for the
number of days worked during August, 1963, to Monthly-paid workers
in the Motor Transport Trade

No. of Days	Class A	Class	Class	Class	Class	Class G	Class	Class	Class	No. of Days
	Class D	B	C	E	F	Class I	H	J	K	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 04½	2 86	2 72	2 39½	2 44½	2 22½	2 04	2 78	1 76	½
1	6 09	5 72	5 44	4 79	4 89	4 45	4 08	5 56	3 52	1
2	12 18	11 44	10 88	9 59	9 77	8 91	8 16	11 13	7 05	2
3	18 27	17 16	16 32	14 38	14 66	13 36	12 25	16 69	10 57	3
4	24 36	22 88	21 77	19 17	19 54	17 81	16 33	22 25	14 10	4
5	30 45	28 60	27 21	23 97	24 43	22 26	20 41	27 82	17 62	5
6	36 54	34 32	32 65	28 76	29 32	26 72	24 49	33 38	21 15	6
7	42 63	40 03	38 09	33 55	34 20	31 17	28 58	38 95	24 67	7
8	48 72	45 75	43 53	38 35	39 09	35 62	32 66	44 51	28 20	8
9	54 81	51 47	48 97	43 14	43 97	40 07	36 74	50 07	31 72	9
10	60 90	57 19	54 41	47 93	48 86	44 53	40 82	55 64	35 25	10
11	66 99	62 91	59 86	52 73	53 75	48 98	44 90	61 20	38 77	11
12	73 08	68 63	65 30	57 52	58 63	53 43	48 99	66 76	42 30	12
13	79 17	74 35	70 74	62 31	63 52	57 88	53 07	72 33	45 82	13
14	85 25	80 07	76 18	67 11	68 40	62 34	57 15	77 89	49 35	14
15	91 34	85 79	81 62	71 90	73 29	66 79	61 23	83 46	52 87	15
16	97 43	91 51	87 06	76 69	78 17	71 24	65 32	89 02	56 40	16
17	103 52	97 23	92 51	81 49	83 06	75 69	69 40	94 58	59 92	17
18	109 61	102 95	97 95	86 28	87 95	80 15	73 48	100 15	63 45	18
19	115 70	108 67	103 39	91 07	92 83	84 60	77 56	105 71	66 97	19
20	121 79	114 39	108 83	95 87	97 72	89 05	81 64	111 27	70 50	20
21	127 88	120 10	114 27	100 66	102 60	93 50	85 73	116 84	74 02	21
22	133 97	125 82	119 71	105 45	107 49	97 96	89 81	122 40	77 55	22
23	140 06	131 54	125 15	110 25	112 38	102 41	93 89	127 97	81 07	23
24	146 15	137 26	130 60	115 04	117 26	106 86	97 97	133 53	84 60	24
25	152 24	142 98	136 04	119 83	122 15	111 31	102 06	139 09	88 12	25
26	158 33	148 70	141 48	124 63	127 03	115 77	106 14	144 66	91 65	26
27	164 42	154 42	146 92	129 42	131 92	120 22	110 22	150 22	95 17	27
28	174 29	163 69	155 74	137 19	139 84	127 43	116 83	159 23	100 88	28
29	184 16	172 96	164 56	144 96	147 76	134 64	123 44	168 24	106 59	29
30	194 03	182 23	173 38	152 73	155 68	141 85	130 05	177 25	112 30	30
31	203 90	191 50	182 20	160 50	163 60	149 06	136 66	186 26	118 01	31

APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number
of days worked during August, 1963, to Daily-paid workers in
the Motor Transport Trade

No of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 36	2 98½	2 61	2 73½	2 48½	1 69	½
1	6 72	5 97	5 22	5 47	4 97	3 38	1
2	13 44	11 94	10 44	10 94	9 94	6 76	2
3	20 16	17 91	15 66	16 41	14 91	10 14	3
4	26 88	23 88	20 88	21 88	19 88	13 52	4
5	33 60	29 85	26 10	27 35	24 85	16 90	5
6	40 32	35 82	31 32	32 82	29 82	20 28	6
7	47 04	41 79	36 54	38 29	34 79	23 66	7
8	53 76	47 76	41 76	43 76	39 76	27 04	8
9	60 48	53 73	46 98	49 23	44 73	30 42	9
10	67 20	59 70	52 20	54 70	49 70	33 80	10
11	73 92	65 67	57 42	60 17	54 67	37 18	11
12	80 64	71 64	62 64	65 64	59 64	40 56	12
13	87 36	77 61	67 86	71 11	64 61	43 94	13
14	94 08	83 58	73 08	76 58	69 58	47 32	14
15	100 80	89 55	78 30	82 05	74 55	50 70	15
16	107 52	95 52	83 52	87 52	79 52	54 08	16
17	114 24	101 49	88 74	92 99	84 49	57 46	17
18	120 96	107 46	93 96	98 46	89 46	60 84	18
19	127 68	113 43	99 18	103 93	94 43	64 22	19
20	134 40	119 40	104 40	109 40	99 40	67 60	20
21	141 12	125 37	109 62	114 87	104 37	70 98	21
22	147 84	131 34	114 84	120 34	109 34	74 36	22
23	154 56	137 31	120 06	125 81	114 31	77 74	23
24	161 28	143 28	125 28	131 28	119 28	81 12	24
25	168 00	149 25	130 50	136 75	124 25	84 50	25
26	174 72	155 22	135 72	142 22	129 22	87 88	26
27	181 44	161 19	140 94	147 69	134 19	91 26	27
28	188 16	167 16	146 16	153 16	139 16	94 64	28
29	194 88	173 13	151 38	158 63	144 13	98 02	29
30	201 60	179 10	156 60	164 10	149 10	101 40	30
31	208 32	185 07	161 82	169 57	154 07	104 78	31

APPENDIX XI

*Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1963, to workers in the Printing Trade

No. of Days	Workers other than Apprentices								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	4 01	3 20	2 59	2 40	2 12	1 92½	1 13½	2 01	1
2	8 02	6 40	5 18	4 80	4 24	3 85	2 27	4 02	2
3	16 03	12 81	10 36	9 60	8 48	7 69	4 54	8 03	3
4	24 05	19 21	15 55	14 40	12 71	11 54	6 81	12 05	4
5	32 06	25 62	20 73	19 19	16 95	15 39	9 08	16 06	5
6	40 08	32 02	25 91	23 99	21 19	19 23	11 36	20 08	6
7	48 09	38 43	31 09	28 79	25 43	23 08	13 63	24 09	7
8	56 11	44 83	36 28	33 59	29 66	26 92	15 90	28 11	8
9	64 12	51 24	41 46	38 39	33 90	30 77	18 17	32 12	9
10	72 14	57 64	46 64	43 19	38 14	34 62	20 44	36 14	10
11	80 16	64 04	51 82	47 99	42 38	38 46	22 71	40 16	11
12	88 17	70 45	57 00	52 78	46 62	42 31	24 98	44 17	12
13	96 19	76 85	62 19	57 58	50 85	46 16	27 25	48 19	13
14	104 20	83 26	67 37	62 38	55 09	50 00	29 52	52 20	14
15	112 22	89 66	72 55	67 18	59 33	53 85	31 80	56 22	15
16	120 23	96 07	77 73	71 98	63 57	57 69	34 07	60 23	16
17	128 25	102 47	82 92	76 78	67 80	61 54	36 34	64 25	17
18	136 26	108 88	88 10	81 57	72 04	65 39	38 61	68 26	18
19	144 28	115 28	93 28	86 37	76 28	69 23	40 88	72 28	19
20	152 30	121 68	98 46	91 17	80 52	73 08	43 15	76 30	20
21	160 31	128 09	103 64	95 97	84 76	76 93	45 42	80 31	21
22	168 33	134 49	108 83	100 77	88 99	80 77	47 69	84 33	22
23	176 34	140 90	114 01	105 57	93 23	84 62	49 96	88 34	23
24	184 36	147 30	119 19	110 37	97 47	88 46	52 24	92 36	24
25	192 37	153 71	124 37	115 16	101 71	92 31	54 51	96 37	25
26	200 39	160 11	129 56	119 96	105 94	96 16	56 78	100 39	26
27	208 40	166 52	134 74	124 76	110 18	100 00	59 05	104 40	27
28	216 42	172 92	139 92	129 56	114 42	103 85	61 32	108 42	28
29	223 73	186 75	151 11	139 92	123 57	112 16	66 23	117 09	29
30	251 04	200 58	162 30	150 28	132 72	120 47	71 14	125 76	30
31	268 35	214 41	173 49	160 64	141 87	128 78	76 05	134 43	31

Extra Payment for work done on Sundays

1	7 21	5 76	4 66	4 32	3 81	3 46	2 04	3 61	1
2	14 42	11 52	9 32	8 64	7 62	6 92	4 08	7 22	2
3	21 63	17 28	13 98	12 96	11 43	10 38	6 12	10 83	3
4	28 84	23 04	18 64	17 23	15 24	13 84	8 16	14 44	4

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

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

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

APPENDIX XI—(contd.)

***Ready Reckoner showing the Minimum wages payable for the number of days worked during August, 1963, to workers in the Printing Trade**

No. of Days	Apprentices					Apprentices				No. of Days
	Class A					Class B				
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	5th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
½	1 44½	1 81½	2 20	2 72½	3 29	1 20	1 63	1 99½	2 45½	½
1	2 89	3 63	4 40	5 45	6 58	2 40	3 26	3 99	4 91	1
2	5 79	7 26	8 81	10 89	13 16	4 80	6 51	7 98	9 82	2
3	8 68	10 89	13 21	16 34	19 74	7 20	9 77	11 97	14 73	3
4	11 57	14 52	17 62	21 78	26 31	9 60	13 03	15 96	19 64	4
5	14 47	18 15	22 02	27 23	32 89	12 00	16 28	19 95	24 55	5
6	17 36	21 78	26 43	32 67	39 47	14 40	19 54	23 94	29 46	6
7	20 25	25 41	30 83	38 12	46 05	16 81	22 79	27 93	34 37	7
8	23 15	29 04	35 24	43 56	52 63	19 21	26 05	31 92	39 28	8
9	26 04	32 67	39 64	49 01	59 21	21 61	29 31	35 91	44 19	9
10	28 93	36 30	44 04	54 45	65 79	24 01	32 56	39 90	49 10	10
11	31 83	39 93	48 45	59 90	72 36	26 41	35 82	43 89	54 01	11
12	34 72	43 56	52 85	65 34	78 94	28 81	39 08	47 88	58 92	12
13	37 61	47 19	57 26	70 79	85 52	31 21	42 33	51 87	63 83	13
14	40 51	50 83	61 66	76 23	92 10	33 61	45 59	55 85	68 73	14
15	43 40	54 46	66 07	81 68	98 68	36 01	48 84	59 84	73 64	15
16	46 29	58 09	70 47	87 12	105 26	38 41	52 10	63 83	78 55	16
17	49 19	61 72	74 88	92 57	111 83	40 81	55 36	67 82	83 46	17
18	52 08	65 35	79 28	98 01	118 41	43 21	58 61	71 81	88 37	18
19	54 97	68 98	83 68	103 46	124 99	45 61	61 87	75 80	93 28	19
20	57 87	72 61	88 09	108 90	131 57	48 01	65 13	79 79	98 19	20
21	60 76	76 24	92 49	114 35	138 15	50 42	68 38	83 78	103 10	21
22	63 65	79 87	96 90	119 79	144 73	52 82	71 64	87 77	108 01	22
23	66 55	83 50	101 30	125 24	151 31	55 22	74 89	91 76	112 92	23
24	69 44	87 13	105 71	130 68	157 88	57 62	78 15	95 75	117 83	24
25	72 33	90 76	110 11	136 13	164 46	60 02	81 41	99 74	122 74	25
26	75 23	94 39	114 52	141 57	171 04	62 42	84 66	103 73	127 65	26
27	78 12	98 02	118 92	147 02	177 62	64 82	87 92	107 72	132 56	27
28	84 37	105 86	128 43	158 78	191 83	70 01	94 95	116 34	143 16	28
29	90 62	113 70	137 94	170 54	206 04	75 20	101 98	124 96	153 76	29
30	96 87	121 54	147 45	182 30	220 25	80 39	109 01	133 58	164 36	30
31	103 12	129 38	156 96	194 06	234 46	85 58	116 04	142 20	174 96	31
Extra Payment for work done on Sundays										
1	2 60	3 27	3 96	4 90	5 92	2 16	2 93	3 59	4 42	1
2	5 20	6 54	7 92	9 80	11 84	4 32	5 86	7 18	8 84	2
3	7 80	9 81	11 88	14 70	17 76	6 48	8 79	10 77	13 26	3
4	10 40	13 08	15 84	19 60	23 68	8 64	11 72	14 36	17 68	4

APPENDIX XI—(contd.)

* Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1963, to workers in the Printing Trade

Apprentices

No. of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 20	1 40	1 63½	1 94	1 12½	1 31½	1 50½	1 77½	½
1	2 40	2 80	3 27	3 88	2 25	2 63	3 01	3 55	1
2	4 81	5 60	6 55	7 77	4 51	5 26	6 01	7 09	2
3	7 21	8 40	9 82	11 65	6 76	7 89	9 02	10 64	3
4	9 62	11 19	13 10	15 53	9 01	10 52	12 02	14 19	4
5	12 02	13 99	16 37	19 42	11 26	13 15	15 03	17 74	5
6	14 43	16 79	19 65	23 30	13 52	15 78	18 04	21 28	6
7	16 83	19 59	22 92	27 18	15 77	18 40	21 04	24 83	7
8	19 24	22 39	26 20	31 07	18 02	21 03	24 05	28 38	8
9	21 64	25 19	29 47	34 95	20 27	23 66	27 05	31 92	9
10	24 04	27 99	32 75	38 83	22 53	26 29	30 06	35 47	10
11	26 45	30 78	36 02	42 72	24 78	28 92	33 07	39 02	11
12	28 85	33 58	39 30	46 60	27 03	31 55	36 07	42 56	12
13	31 26	36 38	42 57	50 48	29 28	34 18	39 08	46 11	13
14	33 66	39 18	45 85	54 37	31 54	36 81	42 08	49 66	14
15	36 07	41 98	49 12	58 25	33 79	39 44	45 09	53 21	15
16	38 47	44 78	52 40	62 13	36 04	42 07	48 09	56 75	16
17	40 88	47 57	55 67	66 02	38 29	44 70	51 10	60 30	17
18	43 28	50 37	58 95	69 90	40 55	47 33	54 11	63 85	18
19	45 68	53 17	62 22	73 78	42 80	49 96	57 11	67 39	19
20	48 09	55 97	65 50	77 67	45 05	52 59	60 12	70 94	20
21	50 49	58 77	68 77	81 55	47 30	55 21	63 12	74 49	21
22	52 90	61 57	72 05	85 43	49 56	57 84	66 13	78 03	22
23	55 30	64 37	75 32	89 32	51 81	60 47	69 14	81 58	23
24	57 71	67 16	78 60	93 20	54 06	63 10	72 14	85 13	24
25	60 11	69 96	81 87	97 08	56 31	65 73	75 15	88 68	25
26	62 52	72 76	85 15	100 97	58 57	68 36	78 15	92 22	26
27	64 92	75 56	88 42	104 85	60 82	70 99	81 16	95 77	27
28	70 11	81 60	95 49	113 24	65 69	76 67	87 65	103 43	28
29	75 30	87 64	102 56	121 63	70 56	82 35	94 14	111 09	29
30	80 49	93 68	109 63	130 02	75 43	88 03	100 63	118 75	30
31	85 68	99 72	116 70	138 41	80 30	93 71	107 12	126 41	31
Extra Payment for work done on Sundays									
1	2 16	2 52	2 95	3 50	2 03	2 37	2 71	3 19	1
2	4 32	5 04	5 90	7 00	4 06	4 74	5 42	6 38	2
3	6 48	7 56	8 85	10 50	6 09	7 11	8 13	9 57	3
4	8 64	10 08	11 80	14 00	8 12	9 48	10 84	12 76	4

(For footnotes see page 416)

APPENDIX XI—(contd.)

* Ready Reckoner showing the minimum wages payable for the number of days worked during August, 1963, to workers in the Printing Trade

Apprentices

<i>No. of Days</i>	<i>Class D</i>				<i>No. of Days</i>
	<i>1st Year</i>	<i>2nd Year</i>	<i>3rd Year</i>	<i>4th Year</i>	
	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	
½	1 03	1 19½	1 37½	1 61	½
1	2 06	2 39	2 75	3 22	1
2	4 13	4 77	5 49	6 44	2
3	6 19	7 16	8 24	9 66	3
4	8 25	9 54	10 98	12 88	4
5	10 32	11 93	13 73	16 10	5
6	12 38	14 32	16 47	19 32	6
7	14 45	16 70	19 22	22 53	7
8	16 51	19 09	21 96	25 75	8
9	18 57	21 47	24 71	28 97	9
10	20 64	23 86	27 45	32 19	10
11	22 70	26 25	30 20	35 41	11
12	24 76	28 63	32 94	38 63	12
13	26 83	31 02	35 69	41 85	13
14	28 89	33 40	38 43	45 07	14
15	30 96	35 79	41 18	48 29	15
16	33 02	38 17	43 92	51 51	16
17	35 08	40 56	46 67	54 73	17
18	37 15	42 95	49 41	57 95	18
19	39 21	45 33	52 16	61 17	19
20	41 27	47 72	54 90	64 39	20
21	43 34	50 10	57 65	67 60	21
22	45 40	52 49	60 39	70 82	22
23	47 47	54 88	63 14	74 04	23
24	49 53	57 26	65 88	77 26	24
25	51 59	59 65	68 63	80 48	25
26	53 66	62 03	71 37	83 70	26
27	55 72	64 42	74 12	86 92	27
28	60 18	69 57	80 05	93 87	28
29	64 64	74 72	85 98	100 82	29
30	69 10	79 87	91 91	107 77	30
31	73 56	85 02	97 84	114 72	31
	Extra Payment for work done on Sundays				
1	1 86	2 15	2 47	2 90	1
2	3 72	4 30	4 94	5 80	2
3	5 58	6 45	7 41	8 70	3
4	7 44	8 60	9 88	11 60	4

APPENDIX XII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1963, to workers in the Rubber Export Trade

No. of Days	Male Worker 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	Intermediate Grade	Grade I	Watchers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years		
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 77½	1 92½	2 02½	1 97½	1 59	1 66½	1 20½	1 28	1 35½	1 48	½	
1	3 55	3 85	4 05	3 95	3 18	3 33	2 41	2 56	2 71	2 96	1	
2	7 10	7 70	8 10	7 90	6 36	6 66	4 82	5 12	5 42	5 92	2	
3	10 65	11 55	12 15	11 85	9 54	9 99	7 23	7 68	8 13	8 88	3	
4	14 20	15 40	16 20	15 80	12 72	13 32	9 64	10 24	10 84	11 84	4	
5	17 75	19 25	20 25	19 75	15 90	16 65	12 05	12 80	13 55	14 80	5	
6	21 30	23 10	24 30	23 70	19 08	19 98	14 46	15 36	16 26	17 76	6	
7	24 85	26 95	28 35	27 65	22 26	23 31	16 87	17 92	18 97	20 72	7	
8	28 40	30 80	32 40	31 60	25 44	26 64	19 28	20 48	21 68	23 68	8	
9	31 95	34 65	36 45	35 55	28 62	29 97	21 69	23 04	24 39	26 64	9	
10	35 50	38 50	40 50	39 50	31 80	33 30	24 10	25 60	27 10	29 60	10	
11	39 05	42 35	44 55	43 45	34 98	36 63	26 51	28 16	29 81	32 56	11	
12	42 60	46 20	48 60	47 40	38 16	39 96	28 92	30 72	32 52	35 52	12	
13	46 15	50 05	52 65	51 35	41 34	43 29	31 33	33 28	35 23	38 48	13	
14	49 70	53 90	56 70	55 30	44 52	46 62	33 74	35 84	37 94	41 44	14	
15	53 25	57 75	60 75	59 25	47 70	49 95	36 15	38 40	40 65	44 40	15	
16	56 80	61 60	64 80	63 20	50 88	53 28	38 56	40 96	43 36	47 36	16	
17	60 35	65 45	68 85	67 15	54 06	56 61	40 97	43 52	46 07	50 32	17	
18	63 90	69 30	72 90	71 10	57 24	59 94	43 38	46 08	48 78	53 28	18	
19	67 45	73 15	76 95	75 05	60 42	63 27	45 79	48 64	51 49	56 24	19	
20	71 00	77 00	81 00	79 00	63 60	66 60	48 20	51 20	54 20	59 20	20	
21	74 55	80 85	85 05	82 95	66 78	69 93	50 61	53 76	56 91	62 16	21	
22	78 10	84 70	89 10	86 90	69 96	73 26	53 02	56 32	59 62	65 12	22	
23	81 65	88 55	93 15	90 85	73 14	76 59	55 43	58 88	62 33	68 08	23	
24	85 20	92 40	97 20	94 80	76 32	79 92	57 84	61 44	65 04	71 04	24	
25	88 75	96 25	101 25	98 75	79 50	83 25	60 25	64 00	67 75	74 00	25	
26	92 30	100 10	105 30	102 70	82 68	86 58	62 66	66 56	70 46	76 96	26	
27	95 85	103 95	109 35	106 65	85 86	89 91	65 07	69 12	73 17	79 92	27	
Sunday work												Sunday work
1	5 33	5 78	6 08	5 93	4 77	5 00	3 62	3 84	4 07	4 44	1	
2	10 66	11 56	12 16	11 86	9 54	10 00	7 24	7 68	8 14	8 88	2	
3	15 99	17 34	18 24	17 79	14 31	15 00	10 86	11 52	12 21	13 32	3	
4	21 32	23 12	24 32	23 72	19 08	20 00	14 48	15 36	16 28	17 76	4	

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

APPENDIX XIII

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during August, 1963, to workers in the Rubber Growing and Manufacturing Trade

*No. of Days	Men			Women			Child Workers †			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal working days</i>	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	<i>Normal working days</i>
‡	0 70	0 62	1 32	0 65	0 46	1 11	0 52½	0 42½	0 95	‡
1	1 40	1 24	2 64	1 30	0 92	2 22	1 05	0 85	1 90	1
2	2 80	2 48	5 28	2 60	1 84	4 44	2 10	1 70	3 80	2
3	4 20	3 72	7 92	3 90	2 76	6 66	3 15	2 55	5 70	3
4	5 60	4 96	10 56	5 20	3 68	8 88	4 20	3 40	7 60	4
5	7 00	6 20	13 20	6 50	4 60	11 10	5 25	4 25	9 50	5
6	8 40	7 44	15 84	7 80	5 52	13 32	6 30	5 10	11 40	6
7	9 80	8 68	18 48	9 10	6 44	15 54	7 35	5 95	13 30	7
8	11 20	9 92	21 12	10 40	7 36	17 76	8 40	6 80	15 20	8
9	12 60	11 16	23 76	11 70	8 28	19 98	9 45	7 65	17 10	9
10	14 00	12 40	26 40	13 00	9 20	22 20	10 50	8 50	19 00	10
11	15 40	13 64	29 04	14 30	10 12	24 42	11 55	9 35	20 90	11
12	16 80	14 88	31 68	15 60	11 04	26 64	12 60	10 20	22 80	12
13	18 20	16 12	34 32	16 90	11 96	28 86	13 65	11 05	24 70	13
14	19 60	17 36	36 96	18 20	12 88	31 08	14 70	11 90	26 60	14
15	21 00	18 60	39 60	19 50	13 80	33 30	15 75	12 75	28 50	15
16	22 40	19 84	42 24	20 80	14 72	35 52	16 80	13 60	30 40	16
17	23 80	21 08	44 88	22 10	15 64	37 74	17 85	14 45	32 30	17
18	25 20	22 32	47 52	23 40	16 56	39 96	18 90	15 30	34 20	18
19	26 60	23 56	50 16	24 70	17 48	42 18	19 95	16 15	36 10	19
20	28 00	24 80	52 80	26 00	18 40	44 40	21 00	17 00	38 00	20
21	29 40	26 04	55 44	27 30	19 32	46 62	22 05	17 85	39 90	21
22	30 80	27 28	58 08	28 60	20 24	48 84	23 10	18 70	41 80	22
23	32 20	28 52	60 72	29 90	21 16	51 06	24 15	19 55	43 70	23
24	33 60	29 76	63 36	31 20	22 08	53 28	25 20	20 40	45 60	24
25	35 00	31 00	66 00	32 50	23 00	55 50	26 25	21 25	47 50	25
26	36 40	32 24	68 64	33 80	23 92	57 72	27 30	22 10	49 40	26
27	37 80	33 48	71 28	35 10	24 84	59 94	28 35	22 95	51 30	27
<i>Sunday work</i>										<i>Sunday work</i>
1			3 96			3 33			2 85	1
2			7 92			6 66			5 70	2
3			11 88			9 99			8 55	3
4			15 84			13 32			11 40	4

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

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

APPENDIX XIV

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1963, to workers in the Tea Export Trade

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1	1 77½	1 92½	2 02½	1 92½	1 97½	1 59	1 20½	1 28	1 35½	1 48	1
2	3 55	3 85	4 05	3 85	3 95	3 18	2 41	2 56	2 71	2 96	2
3	7 10	7 70	8 10	7 70	7 90	6 36	4 82	5 12	5 42	5 92	3
4	10 65	11 55	12 15	11 55	11 85	9 54	7 23	7 68	8 13	8 88	4
5	14 20	15 40	16 20	15 40	15 80	12 72	9 64	10 24	10 84	11 84	5
6	17 75	19 25	20 25	19 25	19 75	15 90	12 05	12 80	13 55	14 80	6
7	21 30	23 10	24 30	23 10	23 70	19 08	14 46	15 36	16 26	17 76	7
8	24 85	26 95	28 35	26 95	27 65	22 26	16 87	17 92	18 97	20 72	8
9	28 40	30 30	32 40	30 30	31 60	25 44	19 28	20 48	21 68	23 68	9
10	31 95	34 65	36 45	34 65	35 55	28 62	21 69	23 04	24 39	26 64	10
11	35 50	38 50	40 50	38 50	39 50	31 80	24 10	25 60	27 10	29 60	11
12	39 05	42 35	44 55	42 35	43 45	34 98	26 51	28 16	29 81	32 56	12
13	42 60	46 20	48 60	46 20	47 40	38 16	28 92	30 72	32 52	35 52	13
14	46 15	50 05	52 65	50 05	51 35	41 34	31 33	33 28	35 23	38 48	14
15	49 70	53 90	56 70	53 90	55 30	44 52	33 74	35 84	37 94	41 44	15
16	53 25	57 75	60 75	57 75	59 25	47 70	36 15	38 40	40 65	44 40	16
17	56 80	61 60	64 80	61 60	63 20	50 88	38 56	40 96	43 36	47 36	17
18	60 35	65 45	68 85	65 45	67 15	54 06	40 97	43 52	46 07	50 32	18
19	63 90	69 30	72 90	69 30	71 10	57 24	43 38	46 08	48 78	53 28	19
20	67 45	73 15	76 95	73 15	75 05	60 42	45 79	48 64	51 49	56 24	20
21	71 0	77 0	81 0	77 0	79 0	63 60	48 20	51 20	54 20	59 20	21
22	74 55	80 85	85 05	80 85	82 95	66 78	50 61	53 76	56 91	62 16	22
23	78 10	84 70	89 10	84 70	86 90	69 96	53 02	56 32	59 62	65 12	23
24	81 65	88 55	93 15	88 55	90 85	73 14	55 43	58 88	62 33	68 08	24
25	85 20	92 40	97 20	92 40	94 80	76 32	57 84	61 44	65 04	71 04	25
26	88 75	96 25	101 25	96 25	98 75	79 50	60 25	64 00	67 75	74 00	26
27	92 30	100 10	105 30	100 10	102 70	82 68	62 66	66 56	70 46	76 96	27
27	96 85	103 95	109 35	103 95	106 65	85 86	65 07	69 12	73 17	79 92	27
Sunday work											Sun-day work
1	5 33	5 78	6 08	5 78	5 93	4 77	3 62	3 84	4 07	4 44	1
2	10 66	11 56	12 16	11 56	11 86	9 54	7 24	7 68	8 14	8 88	2
3	15 99	17 34	18 24	17 34	17 79	14 31	10 86	11 52	12 21	13 32	3
4	21 32	23 12	24 32	23 12	23 72	19 08	14 48	15 36	16 28	17 76	4

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

APPENDIX XV

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during August, 1963, to workers in the Tea Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers *			No. of Days	
	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage		
Normal working days	Rs. e.	Rs. c.	Rs. c.	Rs. e.	Rs. e.	Rs. c.	Rs. c.	Rs. e.	Rs. e.	Rs. c.	Normal working days
½	0 62½	0 62	1 24½	0 52½	0 46	0 98½	0 40	0 42½	0 82½	½	
1	1 25	1 24	2 49	1 05	0 92	1 97	0 80	0 85	1 65	1	
2	2 50	2 48	4 98	2 10	1 84	3 94	1 60	1 70	3 30	2	
3	3 75	3 72	7 47	3 15	2 76	5 91	2 40	2 55	4 95	3	
4	5 00	4 96	9 96	4 20	3 68	7 88	3 20	3 40	6 60	4	
5	6 25	6 20	12 45	5 25	4 60	9 85	4 00	4 25	8 25	5	
6	7 50	7 44	14 94	6 30	5 52	11 82	4 80	5 10	9 90	6	
7	8 75	8 68	17 43	7 35	6 44	13 79	5 60	5 95	11 55	7	
8	10 00	9 92	19 92	8 40	7 36	15 76	6 40	6 80	13 20	8	
9	11 25	11 16	22 41	9 45	8 28	17 73	7 20	7 65	14 85	9	
10	12 50	12 40	24 90	10 50	9 20	19 70	8 00	8 50	16 50	10	
11	13 75	13 64	27 39	11 55	10 12	21 67	8 80	9 35	18 15	11	
12	15 00	14 88	29 88	12 60	11 04	23 64	9 60	10 20	19 80	12	
13	16 25	16 12	32 37	13 65	11 96	25 61	10 40	11 05	21 45	13	
14	17 50	17 36	34 86	14 70	12 88	27 58	11 20	11 90	23 10	14	
15	18 75	18 60	37 35	15 75	13 80	29 55	12 00	12 75	24 75	15	
16	20 00	19 84	39 84	16 80	14 72	31 52	12 80	13 60	26 40	16	
17	21 25	21 08	42 33	17 85	15 64	33 49	13 60	14 45	28 05	17	
18	22 50	22 32	44 82	18 90	16 56	35 46	14 40	15 30	29 70	18	
19	23 75	23 56	47 31	19 95	17 48	37 43	15 20	16 15	31 35	19	
20	25 00	24 80	49 80	21 00	18 40	39 40	16 00	17 00	33 00	20	
21	26 25	26 04	52 29	22 05	19 32	41 37	16 80	17 85	34 65	21	
22	27 50	27 28	54 78	23 10	20 24	43 34	17 60	18 70	36 30	22	
23	28 75	28 52	57 27	24 15	21 16	45 31	18 40	19 55	37 95	23	
24	30 00	29 76	59 76	25 20	22 08	47 28	19 20	20 40	39 60	24	
25	31 25	31 00	62 25	26 25	23 00	49 25	20 00	21 25	41 25	25	
26	32 50	32 24	64 74	27 30	23 92	51 22	20 80	22 10	42 90	26	
27	33 75	33 48	67 23	28 35	24 84	53 19	21 60	22 95	44 55	27	
Sunday work										Sunday work	
1			3 74			2 96			2 48	1	
2			7 48			5 92			4 96	2	
3			11 22			8 88			7 44	3	
4			14 96			11 84			9 92	4	

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

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

APPENDIX XVI

***Ready Reckoner showing Allowances payable on Different Amounts of Basic Salary to Estate Employees**

<i>Basic Salary</i>	<i>C. L. A.</i>	<i>S. L. A.</i>	<i>Gross Salary</i>	<i>Basic Salary</i>	<i>C. L. A.</i>	<i>S. L. A.</i>	<i>Gross Salary</i>
<i>Rs.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>
1	1-85	5-00	7-85	61	72-03	5-00	138-03
2	3-70	5-00	10-70	62	72-66	5-00	139-66
3	5-55	5-00	13-55	63	73-29	5-00	141-29
4	7-40	5-00	16-40	64	73-92	5-00	142-92
5	9-25	5-00	19-25	65	74-55	5-00	144-55
6	11-10	5-00	22-10	66	75-18	5-00	146-18
7	12-95	5-00	24-95	67	75-81	5-00	147-81
8	14-80	5-00	27-80	68	76-44	5-00	149-44
9	16-65	5-00	30-65	69	77-07	5-00	151-07
10	18-50	5-00	33-50	70	77-70	5-00	152-70
11	20-35	5-00	36-35	71	78-33	5-00	154-33
12	22-20	5-00	39-20	72	78-96	5-00	155-96
13	24-05	5-00	42-05	73	79-59	5-00	157-59
14	25-90	5-00	44-90	74	80-22	5-00	159-22
15	27-75	5-00	47-75	75	80-85	5-00	160-85
16	29-60	5-00	50-60	76	81-48	5-00	162-48
17	31-45	5-00	53-45	77	82-11	5-00	164-11
18	33-30	5-00	56-30	78	82-74	5-00	165-74
19	35-15	5-00	59-15	79	83-37	5-00	167-37
20	37-00	5-00	62-00	80	84-00	5-00	169-00
21	38-88	5-00	64-88	81	84-63	5-00	170-63
22	40-36	5-00	67-36	82	85-26	5-00	172-26
23	42-04	5-00	70-04	83	85-89	5-00	173-89
24	43-72	5-00	72-72	84	86-52	5-00	175-52
25	45-40	5-00	75-40	85	87-15	5-00	177-15
26	47-08	5-00	78-08	86	87-78	5-00	178-78
27	48-76	5-00	80-76	87	88-41	5-00	180-41
28	50-44	5-00	83-44	88	89-04	5-00	182-04
29	52-12	5-00	86-12	89	89-67	5-00	183-67
30	53-80	5-00	88-80	90	90-30	5-00	185-30
31	53-80	5-00	89-80	91	90-93	5-00	186-93
32	53-80	5-00	90-80	92	91-56	5-00	188-56
33	53-80	5-00	91-80	93	92-19	5-00	190-19
34	53-80	5-00	92-80	94	92-82	5-00	191-82
35	53-80	5-00	93-80	95	93-45	5-00	193-45
36	53-80	5-00	94-80	96	94-08	5-00	195-08
37	53-80	5-00	95-80	97	94-71	5-00	196-71
38	53-80	5-00	96-80	98	95-34	5-00	198-34
39	53-80	5-00	97-80	99	95-97	5-00	199-97
40	54-60	5-00	99-60	100	96-60	5-00	201-60
41	55-44	5-00	101-44	101-150	96-60	25-00	
42	56-28	5-00	103-28			*12-50	
43	57-12	5-00	105-12	151-175	96-60	35-00	
44	57-96	5-00	106-96			*17-50	
45	58-80	5-00	108-80	176-200	96-60	45-00	
46	59-64	5-00	110-64			*22-50	
47	60-48	5-00	112-48	201-225	96-60	55-00	
48	61-32	5-00	114-32			*27-50	
49	62-16	5-00	116-16	226-250	96-60	65-00	
50	63-00	5-00	118-00			*32-50	
51	63-84	5-00	119-84	251-275	96-60	75-00	
52	64-68	5-00	121-68			*32-50	
53	65-52	5-00	123-52	276-500	96-60	85-00	
54	66-36	5-00	125-36			*42-50	
55	67-20	5-00	127-20				
56	68-04	5-00	129-04				
57	68-88	5-00	130-88				
58	69-72	5-00	132-72				
59	70-56	5-00	134-56				
60	71-40	5-00	136-40				

* Unmarried Officers.

Note.—This Ready Reckoner will be published annually in the August issue of the Gazette.

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