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CEYLON LABOUR GAZETTE

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INDUSTRIAL COURT AWARD In the matter of an Industrial dispute

between

The Ceylon Trade Union Federation, 123, Union
Place, Colombo 2

and

The Employers' Federation of Ceylon, 73/1,
Kollupitiya Road, Colombo 3

THE AWARD (I. D. No. 303)

THIS is an award under section 24 of the Industrial Disputes Act, No. 43 of 1950, as amended by the Industrial Dispute (Amendment) Acts, No. 45 of 1956, No. 14 of 1957 and No. 62 of 1957.

2. By his Order dated 10th August, 1961, made under section 4 (2) of the Industrial Disputes Act, the Honourable the Acting Minister of Labour and Nationalized Services referred to this Court for settlement an industrial dispute in respect of the matter specified in the statement of the Acting Commissioner of Labour which accompanied his Order. The dispute in question exists between the Ceylon Trade Union Federation, 123, Union Place, Colombo 2 (hereinafter referred to as the "Union") and the Employers' Federation of Ceylon, 73/1, Kollupitiya Road, Colombo 3 (hereinafter referred to as the "Federation"). According to the statement of the Acting Commissioner of Labour dated 2nd August, 1961, the matter is dispute between the aforesaid parties is the claim made by the Ceylon Trade Union Federation "that lorry drivers employed at Brooke Bond (Ceylon) Ltd., Colombo Commercial Company Ltd., and Ceylon Trading Company Ltd., should be paid dearness allowance at Government rate".

3. According to the statement dated 18th September, 1961 filed in this Court by the Union, "on the 29th of April, 1959 a collective agreement was signed between the Employers' Federation of Ceylon, on the one hand, and the Tea, Rubber and Local Produce Workers' Union and the United Engineering Workers' Union, on the other, by which workers in the Tea and Rubber Export Trade and the Engineering Trade who were in the employ of the member firms of the Employers' Federation of Ceylon were to be paid from 1st May,

1959, dearness allowance at Government Rates. . . . Subsequent to the coming into effect of the said collective agreement the Ceylon Trade Union Federation demanded of the Employers' Federation of Ceylon that it pay lorry drivers employed by member firms engaged in the engineering and tea and rubber export trades the Government rate of dearness allowance. Some of the firms in respect of whom this demand was addressed to the Employers' Federation of Ceylon were Brooke Bond (Ceylon) Ltd., Colombo Commercial Company Ltd., and the Ceylon Trading Company Ltd. The Employers' Federation of Ceylon was not agreeable to this request despite several discussions, some of which were held under the aegis of the Labour Department". The statement then goes on to say that as these firms are engaged in the tea and rubber export trade and the engineering trade and as the rest of the workers are at present being paid dearness allowance at Government rates, no plausible argument can be put forward for excluding the lorry drivers alone from payment of dearness allowance at Government rates.

According to the statement filed by the Proctors for the Federation, "the dearness allowance presently paid to lorry drivers at the above-said Companies is the official special allowance as decided by the Wages Board for the Motor Transport Trade which fluctuates in accordance with the official cost of living index published each month by the Director of Statistics. The present scale of remuneration as laid down by the Wages Board for the Motor Transport Trade gives a fair wage to the said lorry drivers, particularly as the scale of remuneration as laid down by the Wages Board for the Motor Transport Trade has been and is fixed at a higher level than the minimum wage fixed by the relevant Wages Boards for the Tea, Rubber, Coconut Export Workers and Engineering Workers". The statement continues that "there is no justification whatsoever for the demand made by the Union and the Federation will put the Union to strict proof of its demand that there is justification for paying the said Lorry Drivers the Government rate of Dearness Allowance".

4. At the inquiry before us Mr. N. Sanmugathan, General Secretary, Ceylon Trade Union Federation, represented the Union, and Mr. Advocate S. J. Kadirgamar instructed by Messrs. Julius & Creasy appeared for the Federation. Neither side called any witnesses. The Union put in evidence one document (marked P1 which shows the basic wage, the special allowance as at September 1961 and the dearness allowance at Government rates which is now demanded in respect of 6 classes of drivers from the classification of workers in the transport trade by the Wages Board in that trade—these being the classes of workers which it is stated are the employees concerned in this dispute. The Federation marked in evidence two documents, R. 1 being the collective agreement No. 1 of 1959 referred to in the statement of the Union which was published in *Government Gazette* No. 11,293 of 29.5.59, and R. 2 being a comparative statement of the earnings of the workers in different categories of the tea export, rubber export and engineering trade before and after the collective agreement and a comparative statement of the wage levels presently enjoyed by the workers in the relevant categories of the motor transport trade employed by these firms and those which they would become entitled to if they were paid the Government rate of dearness

allowance. Apart from these documents both sides addressed arguments to us in support of their respective contentions based on the collective agreement, the decision in the award of the Industrial Court on the first two demands in cases No. I. D. 49 and 50 of this court (published in *Government Gazette* No. 11,293 of 1.4.58) and certain other awards in Industrial Court cases.

5. The point relied upon by Mr. Sanmugathan who appeared for the Union, in his opening address, may be summarised as follows :—

(1) The basis of this collective agreement was the acceptance of the principle that the workers should be paid the Government rate of dearness allowance. In the course of his arguments he also urged that “workers in the private sector agitated that there should be parity in the payment of dearness allowance between workers in the Government sector and workers in the private sector” and that “by the collective agreement the Employers’ Federation in respect of workers in the tea and rubber export trade and the engineering trade accepted the principle of payment according to Government rates of dearness allowance.” There can be little doubt that on the first date the argument on behalf of the Union was that there should be parity in the payment of dearness allowance between workers in the Government sector and the private sector, which had already been conceded to the workers affected by the collective agreement (R. 1.) and that therefore there was no reason for refusing to extend the same principle to the lorry drivers employed by the same firms, for in the course of his argument he stated “if the cost of living has gone up for Government workers it has gone up in exactly the same way to non-Government workers You cannot have two or three methods to compensate for the rise in the cost of living and we say that the most systematic method seems to be the one adopted by Government.”

(2) His second point was that these firms who are paying the bulk of their workers the Government rate of dearness allowance, can well afford to pay a small minority of lorry drivers also the Government rate of dearness allowance.

He agreed that a decision to grant the demand of the lorry drivers employed in the three firms mentioned in the statement of the Acting Commissioner of Labour will also affect the other members of the Employers’ Federation who are engaged in these two trades, viz. the engineering trade and the tea and rubber export trade, but urged that such a decision would not affect firms who are not members of the Employers’ Federation, nor would it enable lorry drivers employed generally in the Motor Transport Trade who are governed by the Wages Board for that trade to base a claim for payment of dearness allowance at Government rates.

6. Counsel for the Federation vehemently resisted any argument in support of this demand based on parity in the payment of dearness allowance in the public and private sectors and cited various decisions where such a claim had not been recognised in the awards of this court. He traced the history of the dispute between the members of the Employers’ Federation engaged in the tea and rubber export trade and the engineering trade on various matters which was ultimately settled by the execution of the collective agreement No. 1 of 1959 and urged that this collective agreement was the result of bargaining between the parties and concessions

have been made on either side in order that industrial peace may be brought about which had been disrupted by a series of demands which the Union had made and a strike which followed on the decision of the industrial court in case No. I. D. 49 & 50. According to the award in I. D. 49 & 50, nine demands had been put forward by the workers in the tea and rubber export trade and the engineering trade. The first was a demand for a 25 per cent. increase to all workers, the second was that dearness allowance be paid on the basis of the Government rate; the other demands related to rent allowance, family allowance, supply of a free meal costing not less than 60 cents, Sunday to be a paid holiday, etc. The industrial court in its award had rejected the demand for a 25 per cent wage increase. It did not grant the demand for dearness allowance to be paid on the basis of the Government rate but ordered that the existing scale of dearness allowance received by the workers, viz. the Wages Board rate of special allowance should be paid to them together with an additional sum of Rs. 17.50 per mensem or 67 cents per day by way of special allowance. After the award of these two demands was made and before the court could decide on the other seven demands made by the workers, there was a strike among all the workers employed by the firms engaged in these two trades, which strike was called off on the outbreak of the communal disturbances in 1958. Thereafter negotiations took place between the Union and the Federation in order to find out whether a settlement could be arrived at by discussion between the parties and it was as a result of those negotiations that the collective agreement was entered into. According to the collective agreement parties agreed to vary the decision of the industrial court on the question of the payment of dearness allowance. Two schedules were annexed to the agreement, the first giving the basic daily wages and increments as at April 1959 of the workers in the firms engaged in the two trades already referred to, and the second schedule giving the amounts of the special allowance, which consolidates all special and living allowances and additions thereto and by whatever name called, this special allowance being "in the aggregate equivalent to the cost of living allowance and special living allowance now being paid by the Government to its workers." There is also provision that in the event of any change or variation in the rates or amounts of the cost of living allowance and/or of special living allowance paid by the Government to its workers the amount payable as special allowance in terms of the second schedule shall be similarly varied so as to be equivalent to the aggregate of the varied cost of living allowance and special living allowance payable by the Government to its workers. According to this agreement the workers dropped their demand for a free midday meal to be supplied by the employers but agreed that the employers were to provide a midday meal of the value of 50 cents to the workers and that the cost of this meal was to be deducted from the wages and allowances payable to each worker. The other six demands were also abandoned and certain general terms and conditions of the employment were agreed upon and embodied in the agreement.

Counsel for the Federation urged that the fact that the employers had to agreed to pay dearness allowances set out in Schedule II of the collective agreement based on Government rates did not amount to an agreement with the principle that there should be parity between the workers in the public and private sectors in the payment of

dearness allowance and could not be used as an argument for the payment of dearness allowance at Government rates to other employees of these firms who were not parties to the collective agreement. As already stated, lorry drivers and others employed in connection with the Motor Transport Trade run by these firms were not parties to the collective agreement and had made no demand for any increase of wages or of dearness allowance prior to the signing of the collective agreement.

7. It is not necessary for us to make any finding nor say anything on the question whether there should be parity in the payment of dearness allowance between workers in the private sector and those in the public sector because in the course of arguments of Counsel for the Federation Mr. Sammugathasan said that in the statement of the Union the case for the workers had not been placed on the principle of parity and that he was not seeking to base the claim made by the Union on the parity principle. At this stage it would be convenient to refer to an award made by this Court in I. D. 256 which was a dispute between the United Engineering Workers' Union and the Indian Hume Pipe Co., Ltd., which was referred to by both sides in the course of the argument. In that case too the dispute was with regard to a demand for the payment of dearness allowance to the workers employed in the Indian Hume Pipe Co. Ltd., at Government rates as from 1.5.1959. One of the grounds on which this demand was based was that there should be parity between the public sector and the private sector. Mr. Sammugathasan who appeared for the Union in that case too had argued, as he argued in the present case on the first day, that "any rise in the cost of living was the same for every worker, whether he be in the public sector or in the private sector and any compensation for the rise in the cost of living should be the same for everybody." In the award made in that case the judge has stated that he cannot "even remotely countenance Mr. Sammugathasan's argument that the rates of dearness allowance obtaining in the public sector must necessarily and regardless of circumstances be extended to the private sector. While parity between the public and the private sector in regard to dearness allowance and indeed in regard to all other terms and conditions of employment may be desirable as an ideal to be emulated where circumstances permit, it cannot justifiably be exalted into a principle for indiscriminate application." In that case, however, the Union's demand was granted as it was found that there were special circumstances which justified it, viz. (a) that the Indian Hume Pipe Co., which was an engineering firm though not a constituent of the Employers' Federation of Ceylon and therefore not covered by the collective agreement, had in nearly all respects been treating its workers in much the same way as the Federation firms have been treating theirs one point of non-conformity being the rate at which dearness allowance was paid; (b) the rate of dearness allowance had been a bone of contention between the union and the company ever since July 1946. On 21.4.58, the union sent that Company a written notice that its members employed under the Company would on 23.4.58 participate in the general strike of the engineering workers and tea and rubber export workers in support of their demand for Government rates of dearness allowance.

According to the award the dispute as to the rate of dearness allowance has been "the one fly in the ointment of the Company's harmonious relations with its workers. Any step therefore which would remove this source of bitterness without, on the one hand, pandering

to the whims and fancies of the workers or, on the other, undermining the interests of the employer should be considered a satisfactory solution of the dispute." It was also found in that case that the Company could well afford to pay the enhanced dearness allowance demanded. We do not consider that the decision of the court in that case for the payment of dearness allowance to the workers of the Indian Hume Pipe Co. in terms of the collective agreement R1 could be used to base an agreement for granting the demand made by the lorry drivers in the present case. If the payment to these lorry drivers of the special allowance as fixed by the Wages Board, together with the basic wages, did not in fact afford them a fair wage in view of the increased cost of living, no explanation has been given as to why they had made no demand from their employers for a higher rate of dearness allowance prior to the signing of the collective agreement in April, 1959.

8. In the course of the argument of the counsel for the Federation Mr. Sanmugathan raised a further point in support of the demand made by the Union which he said was based on a principle, "the principle being that all workers working under the same roof should be paid the same rate. If one system of payment is made to the majority of them it is unfair not to pay to these workers." He also raised a further point that the previously existing ratio between the wages of the workers affected by the collective agreement and of those drawn by the lorry drivers should be maintained after the collective agreement was entered into. In his reply Mr. Sanmugathan put his argument on this point thus: "Before the collective agreement was signed there was a wage differential existing in the Company with regard to the wage payable to the tea and rubber export and engineering workers. Their wages were increased; my position is that the lorry drivers also expects that this wage differential must be maintained in some other form."

9. We agree with the contention of counsel for the Federation that the granting of dearness allowance based on Government rates to the workers in the firms engaged in the tea and rubber export trade and engineering trade, as embodied in the collective agreement, was an *ad hoc* agreement which was entered into by the parties in the two cases I. D. 49 and 50 which had been referred to this court and was entered into after negotiations and bargaining where each side was prepared to make concessions in order to arrive at some settlement which would restore industrial peace. The mere fact that such an agreement was entered into between those parties cannot be made use of to base a claim for enhanced dearness allowance by other employees of the same firms. We can see no principle on which a claim can be based that as these other employees work under the same roof they should also be now given an increased rate of dearness allowance. No case has been cited either in Ceylon or India where such a principle has been recognised by an industrial court. We are also not prepared to accept the second argument urged by Mr. Sanmugathan on the first day that these firms who are paying the bulk of the workers the Government rates of dearness allowance can well afford to pay a small minority of lorry drivers the Government rate. We do not think any question of numbers of workers should be taken into account in deciding on this demand. On the question of maintaining wage differentials too no authority has been cited to us by the Union where such a principle has been recognised.

According to the documents placed before us by both sides (P1 and R2) the basic wages as well as the special allowance drawn by the lorry drivers are much higher than those drawn by the workers to whom the collective agreement applies. If the lorry drivers are to be paid the Government rate of dearness allowance calculated on the basic wage, the increase in the gross wage will be fairly substantial. For example, the percentage increase which a worker in Grade 2 of the tea and rubber export trade and an unskilled worker in the engineering trade receive after the collective agreement is 9.3, while the percentage increase which a driver in category 'G' (basic Rs. 60) will get will be 17.1 and in category 'H' (basic Rs. 50) will be 11.5. The highest percentage increase which a worker in either the tea and rubber export trade or the engineering trade got was 14.8 (skilled worker in the engineering trade) while the highest percentage increase which a driver in a higher grade will get if given the Government rate of dearness allowance will be 22.6. It will be seen therefore that the argument based on maintaining the wage differential cannot be sustained on the basis of the figures supplied to us, which are not disputed, for the ratio of increase which the drivers will get if they are paid dearness allowance in accordance with the collective agreement will be far in excess of the increases given to the workers under that agreement.

10. The demand made by the Union therefore for payment of dearness allowance to lorry drivers in the firms referred to in the statement of the Acting Commissioner of Labour is rejected.

S. J. C. SCHOKMAN,
President.

C. V. RANAWAKE,
Member.

S. C. S. DE SILVA,
Member.

Colombo, 11th February, 1962.

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 February, 1962, is 105.9 as against 105.5 for the month of January, 1962, an increase of .4.

Wage rates

(a) The basic wages payable for the month of March, 1962, to workers in the trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

(b) The special allowances payable to workers in all trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

Strikes

There were altogether 12 strikes during the month of December, 1961 involving 3,067 workers and a loss of 11,714 man-days, as against 10 strikes during the month of November, 1961, involving 10,729 workers and a loss of 11,049 man-days.

Four of these strikes were in Tea Plantations involving 2,623 workers and a loss of 10,945 man-days, four were in Rubber Plantations involving 239 workers and a loss of 401 man-days, one was in the Engineering Trade involving 80 workers and a loss of 120 man-days. Of the remaining three strikes, one was in the Motor Transport Trade involving 65 workers and a loss of 65 man-days, one was in the Coconut Manufacturing Trade involving 51 workers and a loss of 102 man-days and the other one was in the Toddy, Arrack and Vinegar Trade involving 9 workers and a loss of 81 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 December, 1961, and January, 1962, was as given below :—

	December, 1961			January, 1962		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	15,413	11,182	26,595	15,722	12,784	28,506
Skilled	14,139	4,062	18,201	13,948	4,117	18,065
Semi-skilled	27,443	6,769	34,212	27,766	6,852	34,618
Unskilled	66,682	4,541	71,223	66,861	4,559	71,420
Total	123,667	26,554	150,231	124,297	28,312	152,609

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

	December, 1961			January, 1962		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	107	18	125	71	37	108
Skilled	40	—	40	40	3	43
Semi-skilled	77	6	83	100	13	113
Unskilled	191	5	196	137	7	144
Total	415	29	444	348	60	408

NOTES OF CURRENT INTEREST

List of Trade Unions Registered in February, 1962

Regd. No.	Name of the Union
1838	Jatika Niwasa Karyaleeya Sewaka Sangamaya.
1839	Sri Lanka Dumriya Sewaka Vurthiya Sangamaya, Ratmalana.
1840	Rajaye Prasiddha Weda Departhamentuwe Sri Lanka Sewaka Samithiya.
1841	Port Commission Sabha Sewaka Eksath Peramuna.
1842	Wanni Uthuru Hiriyala Samupakara Sewaka Samithiya.
1843	Krushikarma Departhamentuwe Eksath Mura Sewaka Sangamaya
1844	Galu Waraye Nidahas Batthal Kamkaru Samithiya.
1845	Health Department Administrative Medical Officers' Association.
1846	Warimarga Departhamentuwe Sewa Muktha Bhatayange Vurthiya Samitiya.

WAGES BOARDS

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

XXI—The Baking Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Baking Trade appeared in an Order made under section 6 of the Wages Boards Ordinance (Chapter 136), published in *Ceylon Government Gazette Extraordinary* No. 11,015 of November 30, 1956, and came into force on December 1, 1956.

Order

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

The baking trade, that is to say—

- (i) the receipt of flour, sugar, butter, margarine, jam, fats, oils, yeast, meat, fish, eggs, vegetables, cake ingredients, salt, firewood, coconut shells and packing material;
- (ii) the baking of bread, cakes, buns, pies and pastry, and work connected therewith; and
- (iii) the making of sandwiches, patties, rolls and other light refreshments (“short eats”) and work connected therewith;

including—

(A) the work of the following workers:—

- | | |
|----------------------------------|------------------------------------|
| 1. foremen ; | 25. “short eats” makers ; |
| 2. checkers ; | 26. pastry makers ; |
| 3. flour dumpers ; | 27. bread slicers ; |
| 4. flour sifters ; | 28. pie machine operators ; |
| 5. flour blenders ; | 29. fruit and vegetable cleaners ; |
| 6. dough-nut machine operators ; | 30. cream fillers ; |
| 7. rolling machine-men ; | 31. head oven-men ; |
| 8. dough mixers ; | 32. oven helpers ; |
| 9. sugar grinders ; | 33. oven loaders ; |
| 10. dough mixer helpers ; | 34. friers ; |
| 11. scalers and weighers ; | 35. pan stackers ; |
| 12. divider men ; | 36. bread and bun stackers ; |
| 13. twisters ; | 37. cake stackers ; |
| 14. bench hands ; | 38. cooler men ; |
| 15. moulder men ; | 39. butter and icing mixers ; |
| 16. pan greasers ; | 40. cutters ; |
| 17. panners ; | 41. crust cleaners ; |
| 18. bread trayers ; | 42. icers ; |
| 19. bun trayers ; | 43. cake decorators ; |
| 20. cake trayers ; | 44. frosters ; |
| 21. filling cooks ; | 45. wrapping machine operators ; |
| 22. fruit cooks ; | 46. hand wrappers ; |
| 23. pie men ; | 47. packers ; |
| 24. pastry men ; | 48. general helpers ; |
| | 49. deliverymen ; and |

(B) any other operation connected with or incidental to the work specified in paragraph (A), but excluding the work of the following workers :—

lorry and van drivers, electricians, clerks, cashiers, managers, storekeepers and watchers.

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Baking Trade was established on March 7, 1957, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 11,095 of March 22, 1957.

(C) DECISIONS OF THE BOARD

THE original decisions in respect of the Baking Trade made by the Wages Board for that trade came into force on December 1, 1958. A notification relating to those decisions was published under section 29 (3) of the Wages Boards Ordinance (Chapter 136), in *Ceylon Government Gazette Extraordinary* No. 11,605 of November 29, 1958. Decision varying the earlier decisions was published in a notification appearing in *Government Gazette Extraordinary* No. 12,940 of February 24, 1962.

PART I

Direction under section 20 (2) (b)

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

2. The special allowance for each month shall be computed on the cost of living index number for the month immediately preceding the month in respect of which such allowance is to be paid.

Intervals at which wages shall be paid (section 23 (1))

3. Wages shall be paid monthly and within 10 days of the end of the month.

Definition of a normal working day (section 24)

4. For any 5 days in the week, being such 5 days as are agreed upon between the employer and the workers the number of hours constituting a normal working day shall be—

(a) 9 (inclusive of one hour for a meal) in respect of all workers in the trade other than those referred to in sub-paragraph (b) below ; and

(b) 12 (inclusive of four hours for meals or rest) in respect of the following workers :—

foremen, dough mixers, scalers and weighers, divider men, twisters, wrapping machine operators, flour dumpers, flour sifters, bench hands, pan greasers, panners, bread trayers, bun trayers, oven helpers, oven loaders, pan stackers, bread and bun stackers, hand wrappers, packers and general helpers.

5. For any one day in the week, being such day (other than any of the 5 days referred to in paragraph 4) as is agreed upon between the employer and the workers, the number of hours constituting a normal working day shall be 6 (inclusive of one hour for a meal) in respect of all workers in the trade.

PART II

1. The minimum rate of wages for time work shall consist of a basic rate and a special allowance as set out in paragraph 6.

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

Provided, however, that the minimum number of working days specified in the aforesaid column II shall be reduced by one in respect of any month which has five Sundays.

For the purpose of this paragraph, any day on which the employer fails to provide work to any worker who presents himself therefor shall be deemed to be a day on which such worker has worked

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

3. Where a worker has not been in employment for a full month, he shall be paid as wages an amount which bears to the minimum monthly rate the proportion which the period of employment bears to the number of days in that month.

4. Where by reason of any unauthorized absence a worker of any class specified in this Part has not worked in any month during the minimum number of working days specified in respect of that month in paragraph 2, he shall be paid as wages for that month an amount which bears to the minimum monthly rate specified in respect of that class in this Part the proportion which the difference between such minimum number of working days and the number of days of unauthorized absence bears to such minimum number of working days.

5. Absence from work on holidays or on days for which leave with full pay is allowed shall not be deemed to be unauthorized absence.

1 Class of Worker	2 Basic rate for a month	3 Rate of Special Allowance			
		(a)	(b)	(c)	
		Where the cost of living index number for the preceding month is 100.1 the special allowance shall be—	Where the cost of living index number for the preceding month is 100.0 the special allowance shall be—	Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder, as illustrated in Tables I and II below	
Class "A" Worker:	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
foremen, head bakers, head besses, cooks, "short eats" makers, pastry makers, cake decorators	70 0 ..	55 0 ..	53 55 ..	1 45	
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 ..	51 25 ..	50 0 ..	1 25	
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, and deliverymen ..	39 0 ..	39 91 ..	39 10 ..	0 81	

TABLES ILLUSTRATING THE APPLICATION OF THE DIRECTIONS SET OUT IN COLUMN 3 ABOVE

Table I—Special allowance payable in the event of a rise in the index number

Index numbers	Class "A" Rs. c.	Class "B" Rs. c.	Class "C" Rs. c.
100.1 to 101.8 ..	55 0 ..	51 25 ..	39 91
101.9 to 103.6 ..	56 45 ..	52 50 ..	40 72
103.7 to 105.4 ..	57 90 ..	53 75 ..	41 53
105.5 to 107.2 ..	59 35 ..	55 0 ..	42 34
107.3 to 109.0 ..	60 80 ..	56 25 ..	43 15

Table II—Special allowance payable in the event of a fall in the index number

Index numbers	Class "A"	Class "B"	Class "C"
100.0 to 98.3 ..	53 55 ..	50 0 ..	39 10
98.2 to 96.5 ..	52 10 ..	48 75 ..	38 29
96.4 to 94.7 ..	50 65 ..	47 50 ..	37 48
94.6 to 92.9 ..	49 20 ..	46 25 ..	36 67
92.8 to 91.1 ..	47 75 ..	45 0 ..	35 86

PART III

Overtime rate

1. On any of the five days in the week referred to in paragraph 4 of Part I, the minimum overtime rate in respect of each hour of work in excess of the number of hours constituting the normal working day shall be the minimum hourly rate (ascertained by dividing the minimum monthly rate by 200) increased by 50 per centum of such minimum hourly rate.

2. On that day of the week referred to in paragraph 5 of Part I, the minimum overtime rate in respect of each hour of work in excess of the number of hours constituting the normal working day shall be the minimum hourly rate (ascertained by dividing the minimum monthly rate by 200) increased by 75 per centum of such minimum hourly rate.

PART IV

Weekly holiday (section 24)

1. Every employer shall allow one day in the week as the weekly holiday to every worker employed under him, such day being a day agreed upon between the employer and the worker :

Provided, however, that an employer may employ any worker on such weekly holiday subject to the following conditions :—

- (a) that a day within the six days next succeeding such weekly holiday shall, in addition to any holiday or leave or day of absence to which the worker is entitled under the provisions of any decision made by the Wages Board or the Wages Boards Ordinance or any other law or under the terms of his contract of employment, be allowed to that worker as a holiday ;
- (b) that in respect of work done on such weekly holiday, the worker shall be paid, in addition to the wages paid on a monthly basis, a remuneration of not less than $\frac{1}{25}$ of the minimum monthly rate ;
- (c) that for each hour of work performed on a weekly holiday in excess of the number of hours constituting a normal working day under paragraph 4 of Part I, the minimum overtime rate shall be an amount equal to two and a half times the minimum hourly rate ascertained by dividing the minimum monthly rate by 200 ; and
- (d) that the remuneration due to a worker for work done on the weekly holiday during any month shall be paid along with the wages payable for that month.

PART V

Annual holidays (section 25)

1. If a worker has worked for more than 218 days in any year under the same employer, he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of five days by which the number of days on which the workers has worked exceeds 218 :

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

2. If a worker is entitled to more than 6 holidays, he shall be allowed, and he shall take, 6 of those holidays on consecutive days.

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

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

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

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

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

5. The remuneration for each holiday referred to in this Part shall be an amount equal to the minimum daily rate ascertained by dividing the minimum monthly rate by 25.

6. For the purpose of paragraph 1, "days on which the worker has worked" shall include—

(i) every holiday allowed by the employer to the worker under section 25, at any earlier time in any year under consideration ;

(ii) every day of absence on any ground approved by the employer

(iii) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment ;

(iv) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ;

(v) every day on which the employer fails to provide work for the worker ;

(vi) every day of absence due to a strike or lockout that is not illegal and that does not continue for more than 30 days ; and

(vii) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than Wages Boards Ordinance ;

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

7. The foregoing decisions shall not apply in respect of employment at any time prior to January 1, 1957.

Public Holidays

8. Every employer shall allow as holidays to all workers employed under him the following public holidays within the meaning of the Holidays Ordinance :—

- (1) The Tamil Thai Pongal Day ;
- (2) Independence Commemoration Day (February 4) ;
- (3) The Sinhala and Tamil New Year's Day ;
- (4) May Day ;
- (5) The Full Moon day of the Sinhala month of Wesak ;
- (6) The Birthday of the Holy Prophet Mohamed ; and
- (7) Christmas Day :

Provided, however, that an employer may employ any worker on any such public holiday subject to the following conditions :—

- (a) that such worker is not employed on such public holiday in excess of the number of hours constituting the normal working day for that day ;
- (b) that such worker is allowed a holiday on the day immediately preceding such public holiday, or is paid, in addition to the wages paid on a monthly basis, a remuneration of not less than $1/25$ of the minimum monthly rate ; and
- (c) where such worker is employed on the day immediately preceding such public holiday, that such worker is not employed on that day in excess of the number of hours constituting the normal working day for that day.

NOTICE

Notes for the guidance of Employers registered under the Employees' Provident Fund Act, No. 15 of 1958, who are required to send Form 'C' monthly to the Central Bank and E. P. F. Division of the Department of Labour

IT has been noted that certain employers continue to repeat mistakes which have already been pointed out to them earlier. The following instructions therefore are being issued and employers are requested to comply with them, and help to eliminate avoidable correspondence and waste of time.

1. Send the 'C' Return and Payment together in the same envelope

Instruments of payment must always accompany 'C' Returns except in the case of employers who are required to furnish returns half yearly in Form C (3).

2. Complete the 'C' Returns correctly

- (a) The Return must contain all the information required under the Act—in particular, your name and address, registered number assigned to you under the E. P. F., the month and the total amount of the remittance, and must be signed.

- (b) If for any reason the amount remitted and the total contributions for the period are different, perhaps because of a previous under-payment or overpayment, please explain the reasons for the difference in the Remarks Column of the first sheet of the 'C' Return.
- (c) Employees must be serially numbered and listed on the Return in serial order. New employees must be allocated new numbers, commencing with the number next to the last number already allotted. An employee must retain the number allocated to him throughout his employment with you.
- (d) Each sheet of a 'C' Return must be totalled individually and a summary of the total of each sheet shown separately.
- (e) Every alteration must be initialled.
- (f) Amounts below half a cent should be ignored; any amount less than one cent but not below half a cent should be treated as one cent.
- (g) 'C' Returns prepared in pencil cannot be accepted.

3. Make Payment in an Acceptable Form

- (a) Payment must be made by one instrument only, and stamps can only be accepted up to the amount permissible on a Postal Order.
- (b) Cheques must be drawn on a commercial bank. The People's Bank is a commercial bank, but a Co-operative Provincial Bank is not.
- (c) Cheques must be made payable to "THE CENTRAL BANK ACCOUNT EMPLOYEES' PROVIDENT FUND".
- (d) One remittance for several employments can be accepted only if all the employments have the same District code letter.

4. Include Supplementary Payments on your next Return

The payment of contributions on holiday wages, weeding contract wages and on other additional payments must be included in the 'C' Return for the next period. No supplementary 'C' Return for a particular period will be accepted.

5. Include Adjustments, Corrections and Arrears in your next 'C' Return

Please make any adjustments or corrections and include any contributions for previous periods in the next 'C' Return.

6. Correspondence

Please do not send a covering letter with your 'C' Return and remittance unless you have important information to convey.

(Issued by the E. P. F. Division of the Central Bank)

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 ..	8.38 ..	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	197*
1944	102	94	105	156	127	200
1945	110	94	112	165	158	221
1946	113	111	124	180	155	229
1947	126	121	136	213	157	252
1948	138	101	148	189	157	260
1949	144	97	129	156	148	258
1950	154	102	129	155	154	272
1951	155	112	129	197	160	283
1952	153	104	131	192	168	280

† 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

1961—

January	99.96	103.46	101.53	97.64	121.73	104.1
February	99.25	103.00	101.53	102.03	121.17	103.9
March	98.03	102.65	101.53	102.10	122.15	103.3
April	98.65	103.46	101.53	104.15	121.83	103.9
May	98.91	102.65	101.53	104.43	121.94	104.0
June	99.70	102.65	101.53	104.65	121.86	104.5
July	99.85	103.00	101.53	104.35	121.09	104.5
August	99.76	106.69	101.53	104.86	125.03	105.4
September	99.82	106.34	101.53	105.13	124.98	105.4
October	100.56	106.69	101.53	105.47	125.01	105.9
November	100.00	105.65	101.53	105.62	123.79	105.9
December	101.42	106.00	101.53	106.13	123.26	106.2

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

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	.. 195
1948 .. —	.. 1.29	.. 315	.. 122	.. 78.16	.. 470	.. 195
1949 .. —	.. 1.31	.. 320	.. 121	.. 77.81	.. 468	.. 196
1950 .. —	.. 1.53	.. 373	.. 136	.. 83.11	.. 499	.. 198
1951 .. —	.. 1.90	.. 463	.. 161	.. 89.79	.. 540	.. 206
1952 .. —	.. 1.92	.. 468	.. 163	.. 89.79	.. 540	.. 207

B

Base : 1952=100

1953 .. —	.. 1.95	.. 101.56	.. 99.96	.. 90.97	.. 101.31	.. 99.71
1954 .. —	.. 1.99	.. 103.65	.. 102.52	.. 91.04	.. 101.39	.. 100.29
1955 .. —	.. 2.06	.. 107.29	.. 106.76	.. 94.94	.. 105.74	.. 105.21
1956 .. —	.. 2.08	.. 108.33	.. 108.11	.. 96.24	.. 107.18	.. 106.97
1957 .. —	.. 2.10	.. 109.38	.. 106.40	.. 99.16	.. 110.44	.. 107.43
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
1961 .. January	.. 2.12	.. 110.42	.. 106.07	.. 113.74	.. 126.67	.. 121.68
February	.. 2.12	.. 110.42	.. 106.28	.. 113.74	.. 126.67	.. 121.92
March	.. 2.12	.. 110.42	.. 106.89	.. 113.74	.. 126.67	.. 122.62
April	.. 2.12	.. 110.42	.. 106.28	.. 113.74	.. 126.67	.. 121.92
May	.. 2.12	.. 110.42	.. 106.17	.. 113.74	.. 126.67	.. 121.80
June	.. 2.12	.. 110.42	.. 105.67	.. 113.74	.. 126.67	.. 121.22
July	.. 2.12	.. 110.42	.. 105.67	.. 113.74	.. 126.67	.. 121.22
August	.. 2.12	.. 110.42	.. 104.76	.. 113.74	.. 126.67	.. 120.18
September	.. 2.15	.. 111.98	.. 106.24	.. 113.74	.. 126.67	.. 120.18
October	.. 2.15	.. 111.98	.. 105.04	.. 113.74	.. 126.67	.. 119.61
November	.. 2.15	.. 111.98	.. 105.74	.. 113.74	.. 126.67	.. 119.61
December	.. 2.15	.. 111.98	.. 105.44	.. 113.74	.. 126.67	.. 119.27*
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

* Amended figures.

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
1961 ..	January*	.. 2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
	February	.. 2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
	March	.. 2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
	April	.. 2.16 ..	110.20..	3.72 ..	127.40..	2.28 ..	111.76
	May	.. 2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
	June	.. 2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
	July	.. 2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
	August	.. 2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
	September	.. 2.18 ..	111.22..	3.76 ..	128.77..	2.30 ..	112.75
	October	.. 2.18 ..	111.22..	3.76 ..	128.77..	2.30 ..	112.75
	November	.. 2.18 ..	111.22..	3.78 ..	129.45..	2.31 ..	113.24
	December	.. 2.18 ..	111.22..	3.78 ..	129.45..	2.31 ..	113.24
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

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

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

†† Amended figures.

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 ..	8,374	6,462	13,676	23,034	51,546
1954 ..	11,728	7,919	16,287	27,370	63,304
1955 ..	14,498	8,544	20,142	27,826	71,010
1956 ..	16,091	9,794	25,808	34,259	85,952
1957 ..	18,582	13,439	30,864	47,971	110,856
1958 ..	19,803	13,674	32,973	51,346	117,796
1959 ..	20,869	13,859	33,723	59,567	128,018
1960 ..	26,252	16,928	34,887	73,025	151,092
1961 January ..	28,057	17,301	35,668	74,640	155,666
February ..	28,393	17,549	35,974	75,323	157,239
† March ..	26,596	17,113	33,995	72,811	150,515
April ..	26,948	16,813	34,162	70,761	148,684
May ..	26,979	16,924	33,897	70,873	148,673
June ..	27,474	17,566	34,397	71,944	151,381
July ..	27,817	18,053	34,564	72,679	153,113
August ..	27,687	18,140	34,240	72,601	152,668
September ..	26,747	18,175	33,998	69,865	148,785
October ..	26,906	18,042	33,624	69,208	147,780
November ..	27,120	18,214	33,864	69,978	149,176
December ..	26,595	18,201	34,212	71,223	150,231
1962 January ..	28,506	18,065	34,618	71,420	152,609

* 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) employed persons seeking better employment ; and •

(b) under-employed persons seeking full-time employment, as well as unemployed persons seeking the assistance of the Employment Exchanges to secure employment.

‡ Information in respect of Jaffna Exchange is not available. The information shown is for all Exchanges other than Jaffna.

TABLE V

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

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalpitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Ayasappa	Haputale	Matara	Vavuniya	Kegalla	Matale	Total	
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	—	—	—	—	—	—	34,744	
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	283	—	—	—	—	—	—	—	66,656	
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	606	—	—	—	—	—	—	—	69,732	
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	—	—	—	—	—	—	65,122	
1951	33,125	3,422	2,886	4,350	2,209	537	886	1,587	569	904	418	1,207	284	323	—	—	—	—	—	—	52,707	
1952	32,124	3,028	3,263	3,381	3,780	547	1,162	1,435	909	663	422	992	252	437	678	—	—	—	—	—	53,023	
1953	30,203	2,561	3,316	3,949	3,080	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	—	—	—	51,546	
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	—	—	—	63,304	
1955	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	892	2,411	—	—	—	71,010	
1956	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	—	—	—	85,952	
1957	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501	1,252	1,198	2,226	840	5,331	551	1,947	—	110,856	
1958	52,563	7,721	7,300	13,617	6,957	1,115	3,358	3,613	3,905	1,215	895	354	1,188	1,380	2,925	1,110	5,324	531	2,465	—	117,799	
1959	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422	1,365	1,733	2,965	1,198	5,812	611	2,786	970	128,018	
1960	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,084	680	1,756	2,550	3,784	1,222	8,179	772	3,143	986	151,092	
1961—																						
Jan.	64,843	16,626	8,751	15,061	7,271	2,284	5,946	3,749	3,898	2,468	1,166	698	1,755	2,636	3,864	1,277	8,224	791	3,271	1067	155,666	
February	65,003	17,567	8,931	15,007	7,385	2,309	5,873	3,819	3,977	2,538	1,207	830	1,632	2,654	3,899	1,304	8,136	829	3,259	1080	157,239	
March **	63,439	17,099	8,900	14,960	7,286	2,254	5,622	—	3,926	2,553	1,096	825	1,639	2,616	3,816	1,353	8,005	786	3,226	1114	150,515	

TABLE V—(contd.)

Year	Colombo	Negombo	Katutura	Galle	Kandy	Navalappitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Trencomalle	Anuradhapura	Avisawella	Haputale	Matara	Vavuniya	Kegalla	Matale	Total
April	60,800	16,489	8,591	14,929	7,288	2,352	5,621	2,847	3,861	2,535	973	761	1,649	2,480	3,557	1,358	7,636	748	3,104	1,105	148,684
May	60,452	16,223	8,770	15,367	7,049	2,481	5,679	2,871	3,856	2,934	1,054	851	1,066	2,514	3,516	1,392	7,606	717	3,155	1,120	148,673
June	62,311	16,139	9,022	15,486	7,144	2,670	5,624	3,031	3,897	3,026	1,123	721	1,117	2,531	3,512	1,391	7,628	659	3,175	1,174	151,381
July	62,886	15,968	9,342	15,771	7,096	2,970	5,566	3,184	3,932	3,131	1,218	770	1,270	2,556	3,569	1,395	7,598	560	3,185	1,146	153,113
August	63,016	15,625	9,575	15,857	7,148	3,040	5,092	3,170	3,897	3,047	1,210	753	1,268	2,601	3,461	1,421	7,544	586	3,248	1,109	152,668
September	62,012	15,452	9,464	13,606	7,090	3,032	4,930	3,185	3,986	3,067	1,097	719	1,310	2,482	3,464	1,379	7,611	573	3,221	1,105	148,785
October	61,556	15,194	9,410	12,726	7,357	3,054	4,858	3,221	4,024	3,085	1,160	730	1,279	2,526	3,541	1,412	7,745	578	3,202	1,122	147,780
November	62,105	14,826	9,676	12,965	7,400	3,057	4,981	3,334	4,066	3,099	1,238	753	1,309	2,547	3,539	1,436	7,797	572	3,200	1,186	149,176
December	62,515	14,821	9,995	13,414	7,600	3,013	5,196	3,327	4,173	3,126	1,273	711	1,372	2,563	3,664	1,368	8,060	574	3,301	1,199	150,231
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	1,441	2,579	3,639	1,332	8,218	639	3,409	1,272	152,609

* Total includes 127 registered at Matugama, 164 at Chilaw, † Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avisawella, ‡ Revised figures
 272 at Matale, 97 at Avisawella, and 555 Veyangoda
 (These Exchanges functioned only during 1945 and 1946.)

** Information in respect of Jaffna Exchange is not available.

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,923	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	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,779
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,306
1952	13,287	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	66,928	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	32,392	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
1961 January	3,128	93	1,376	20	2,844	106	5,170	235	12,518	454
February	1,966	164	1,136	24	2,200	60	4,418	231	9,720	479
† March	1,390	67	946	68	1,749	62	3,165	186	7,250	383
April	955	67	717	61	1,356	82	2,816	199	5,844	409
May	2,027	85	1,447	44	2,172	107	5,463	266	11,109	502
June	2,251	104	1,614	60	2,586	87	5,375	437	11,826	688
July	1,933	108	1,497	83	2,206	115	4,525	296	10,161	604
August	1,665	141	1,325	84	1,799	87	3,702	273	8,491	585
September	1,859	135	1,284	67	2,053	52	3,516	136	8,712	390
October	1,732	96	1,200	43	1,996	44	3,957	161	8,885	344
November	1,544	72	1,092	37	1,830	79	3,652	178	8,118	366
December	2,103	125	1,150	40	2,000	83	4,631	196	9,889	444
1962 January	2,384	108	1,092	43	2,273	113	3,819	144	9,568	408

† Information in respect of Jaffna Exchange is not available. The information shown is for all Exchanges other than Jaffna.

TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of January, 1962

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	752	54	402	35	951	62	1,409	47	3,514	198
Negombo	140	13	87	—	190	7	409	27	826	47
Kalutara	202	5	101	—	137	1	226	38	666	44
Galle	164	4	65	—	101	1	177	2	507	7
Kandy	166	4	30	2	111	14	198	3	505	23
Nawalapitiya	76	3	62	—	39	—	70	4	247	7
Kurunegala	128	9	25	—	56	—	54	2	263	11
Jaffna	127	3	36	—	101	3	82	1	346	7
Ratnapura	79	4	32	1	90	4	139	1	340	10
Badulla	49	—	26	—	63	2	85	1	223	3
Batticaloa	53	1	30	1	56	9	175	7	314	18
Kalmunai	34	—	9	—	25	2	33	—	101	2
Trincomalee	26	1	23	2	28	2	129	—	206	5
Anuradhapura	47	1	21	—	18	—	93	1	179	2
Avissawelli	39	—	13	—	38	—	110	—	200	—
Haputale	16	1	18	—	18	—	42	4	94	5
Matara	135	1	58	—	98	2	287	—	578	3
Vavuniya	32	—	16	—	64	1	12	1	124	2
Kegalla	64	3	32	—	58	—	55	—	209	3
Matale	55	1	6	2	31	3	34	5	126	11
Total	2,384	108	1,092	43	2,273	113	3,819	144	9,568	408

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	Not available	Not available	4	Not available	Not available
1940	36	9,732	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66†	12,399	937
1945	28	3,514	4,285*	53	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	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	42,523	259,948	37	4,830	15,139‡
1961 January to December §	89	28,864	315,491	38	21,758	115,248
1960 January	17	6,509	42,424	—	—	—
February	13	3,101	23,517	3	178	2,272
March	13	4,527	11,725	—	—	—
April	10	7,076	12,336	2	188	188
May	13	3,344	29,060	4	639	786
June	4	1,845	7,442	2	208	484
July	9	2,836	57,826	2	27	239
August	5	1,782	6,458	8	1,094	4,081
September	8	1,836	4,308	1	45	225
October	8	1,867	6,992	7	1,661	2,688‡
November	10	3,435	20,410	8	790	4,226
December	11	4,370	37,449	—	—	—
1961 January §	13	4,614	31,237	—	—	—
February §	**11	**3,152	**32,188	4	1,004	1,086
March §	8	1,251	2,913	**11	**2,138	**6,059
April §	**20	**10,683	**173,986	4	3,747	81,883
May §	4	495	8,308	—	—	—
June §	5	1,792	48,824	2	366	366
July §	4	603	662	2	321	366
August §	4	661	639	3	40	109
September §	2	323	795	1	9	45
October §	**4	**1,192	**3,285	3	4,435	15,225
November §	6	1,236	1,303	4	9,493	9,741
December §	8	2,862	11,346	4	205	368

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

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

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

§The figures are provisional and subject to amendment.

** Amended figures.

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

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

TABLE IX—CLASSIFICATION OF THE STRIKES IN NOVEMBER, 1961, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations —Tea ..	4	..	2,623	..	10,945	
Rubber ..	4	..	239	..	401	
Tea-cum-Rubber ..	—	..	—	..	—	
Coconut ..	—	..	—	..	—	
Coconut-cum-Rubber ..	—	..	—	..	—	
Total ..	8		2,862		11,346	
Engineering ..	1	..	80	..	120	
Printing ..	—	..	—	..	—	
Motor Transport ..	1	..	65	..	65	
Tea Export ..	—	..	—	..	—	
Rubber Export ..	—	..	—	..	—	
Coconut Manufacturing ..	1	..	51	..	102	
Toddy, Arrack and Vinegar ..	1	..	9	..	81	
Cigar Manufacturing ..	—	..	—	..	—	
Tea & Rubber Manufacturing ..	—	..	—	..	—	
Cinema ..	—	..	—	..	—	
Dock, Harbour and Port Transport ..	—	..	—	..	—	
Building Trade ..	—	..	—	..	—	
Local Government Services ..	—	..	—	..	—	
Service Institutions ..	—	..	—	..	—	
Factories, Workshops, &c., run by the State ..	—	..	—	..	—	
Textile ..	—	..	—	..	—	
Relief Schemes ..	—	..	—	..	—	
Wholesale and Retail Distribution ..	—	..	—	..	—	
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—	
Beedi Manufacturing ..	—	..	—	..	—	
Hotel ..	—	..	—	..	—	
Tile Manufacturing ..	—	..	—	..	—	
Miscellaneous ..	—	..	—	..	—	
Total ..	4		205		368	
Grand Total ..	12		3,067		11,714	

TABLE X—CLASSIFICATION OF THE STRIKES IN NOVEMBER, 1961, IN CAUSES

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work ..	3	..	1,554	..
2. Wage increases, Higher rates for piece work, &c. ..	1	..	62	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	..	—	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	3	..	1,227	..
5. Food matters. Welfare ..	1	..	19	..
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 ..	—	..	—	..
11. Sympathetic strikes ..	—	..	—	..
Total ..	8		2,862	
		4		205

APPENDIX I

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

Class of Worker	Month: March, 1962					
	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(1) Baking Trade						
<i>Monthly Rates :</i>						
Class "A" Worker: foreman, cooks, "short eate" makers, pastry makers, cake decorators ..	70	0	..	59	35	.. 129 35
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	..	55	] 0	.. 110] 0
Class "C" Worker: flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trays, bun trays, cake trays, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen ..	39	0	..	42	34	.. 81] 34
(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 not more than 2½ 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 not more than 2½ 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 not more than 2½ 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 to rolled beedies, per 1,000 beedies ..	0	50	..	—	..	0 50

Month: March, 1962

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(3) Brick and Tile Manufacturing Trade						
<i>Daily Rates :</i>						
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	1	97	3	97
Skilled Workers, Grade II: press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters	1	80	1	97	3	77
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	1	97	3	57
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	87	3	27
B—Female Workers (18 and above) :	1	15	1	76	2	91
C—Workers (under 18 years) :						
Over 14 years but under 15 ..	0	80	1	40	2	20
Over 15 years but under 16 ..	0	90	1	45	2	35
Over 16 years but under 17 ..	1	0	1	50	2	50
Over 17 years but under 18 ..	1	10	1	60	2	70

(4) Building Trade

Daily Rates :

Unskilled labourers—

Male labourers not under 18 years ..	1	40	2	09	3	49
Female labourers not under 18 years ..	1	10	2	09	3	19
Labourers, irrespective of sex, under 18 years	0	90	2	09	2	99
Semi-skilled Grade II	1	65	2	19	3	84
Semi skilled Grade I	1	80	2	19	3	99
Skilled	2	0	2	19	4	19

Month : March, 1962

Class of Worker

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

(5) Cigar Manufacturing Trade

Piece Rates :

Cigar rolling (inclusive of cleaning up of fillers, the preparation of wrappers for rolling, the preparation of fillers for rolling including filling up with cuttins, 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 100 or under, per 1,000 cigars ..	11	0	..	—	..	11	0

(6) Cinema Trade

Monthly Rates :

Within the Municipal Areas

A—Non-clerical—

Unskilled ..	..	..	36	50	..	54	22	..	90	72
Semi-skilled ..	..	..	43	0	..	56	82	..	99	82
Skilled Grade II ..	..	..	55	0	..	58	64	..	113	64
Skilled Grade I ..	..	..	66	0	..	58	64	..	124	64

B—Clerical—

Grade III ..	..	..	50	0	..	53	50	..	103	50
Grade II ..	..	..	55	0	..	56	50	..	111	50
Grade I ..	..	..	110	0	..	61	50	..	171	50

Outside the Municipal Areas

A—Non-clerical—

Unskilled ..	..	..	36	50	..	54	22	..	90	72
Semi-skilled ..	..	..	40	0	..	56	82	..	96	82
Skilled Grade II ..	..	..	47	0	..	58	64	..	105	64
Skilled Grade I ..	..	..	61	0	..	58	64	..	119	64

B—Clerical—

Grade III ..	..	..	45	0	..	53	50	..	98	50
Grade II ..	..	..	50	0	..	56	50	..	106	50
Grade I ..	..	..	110	0	..	61	50	..	171	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

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

Month : March, 1962

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(7) Cinnamon Trade (contd.)					
<i>Piece Rates :</i>					
Cinnamon peeling (inclusive of cutting sticks from bushes, cutting 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	75	—	..	0 75
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	18	..	2	28
Female worker not under 15 years	0	90	..	0	88	..	1	78
Child worker	0	65	..	0	81	..	1	46

(9) Coconut Growing Trade

Daily Rates :

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

Kangany	1	40	..	1	18	..	2	58
Male not under 16 years	1	25	..	1	18	..	2	43
Female not under 15 years	1	5	..	0	88	..	1	93
Male worker under 16 years or Female worker under 15 years	0	80	..	0	81	..	1	61

Piece Rates :

(1) In the raising and maintenance of plantations :

Picking nuts, per 1,000 trees	18	0	..	—	..	18	0
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(2) In the manufacture of copra :

(a) husking nuts, per 1,000 nuts	3	50	..	—	..	3	50
(b) splitting nuts, copra curing and sorting, per 1,000 nuts	2	50	..	—	..	2	50

(10) Coconut Manufacturing Trade

Daily Rates :

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

Kangany	1	80	..	2	3	..	3	83
Male not under 18 years	1	40	..	2	3	..	3	43
Female not under 18 years	1	15	..	1	68	..	2	83
Worker, irrespective of sex, under 18 years	1	15	..	1	61	..	2	76

Month : March, 1962

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(10) Coconut Manufacturing Trade (contd.)					
<i>Piece Rates :</i>					
<i>(a) In the manufacture of desiccated coconuts—</i>					
(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
<i>(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—</i>					
(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
<i>(5) manufacture of mats and matting—</i>					
(i) mats, per sq. ft. ..	0	44	..	—	0 44
(ii) matting, per square yard ..	0	15	..	—	0 15
(6) hackling bristle fibre and tying, per cwt. ..	3	25	..	—	3 25

(11) Dock, Harbour and Port Transport Trade

Monthly Rates :

Manual Work—

Special Grade ..	65	0	..	34	75	..	99	75
Skilled Grade ..	55	0	..	30	75	..	85	75
Semi-skilled Grade ..	45	0	..	27	75	..	72	75
Unskilled, Grade I ..	37	0	..	27	75	..	64	75
Unskilled, Grade II ..	31	0	..	27	75	..	58	75

Women Workers—

Female kanganyies ..	35	0	..	27	75	..	62	75
Female labourers ..	30	0	..	27	75	..	57	75

Non-manual Workers—

Special Grade ..	75	0	..	41	0	..	116	0
Grade I ..	55	0	..	30	75	..	85	75

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

Month : March, 1962

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(11) 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 transhipment of cargo from ship to ship ;
- (b) each trip where cargo is " shut out " and subsequently re-directed to another vessel ;
- (c) each trip where cargo is discharged into a lighter from hatch and subsequently loaded to another hatch of the same vessel ;

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Month : March, 1962

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(12) Engineering Trade					
<i>Daily Rates :</i>					
Unskilled labourer	1	40	2	9	3 49
Semi-skilled, Grade I	1	65	2	19	3 84
Semi-skilled, Grade II	1	45	2	19	3 64
Skilled worker	2	0	2	19	4 19
Kangany	1	80	2	19	3 99
Watcher	1	70	2	19	3 89
<i>Trade Learners and Apprentices—</i>					
1st year	0	50	1	13	1 63
2nd year	0	66	1	23	1 89
3rd year	0	85	1	54	2 39
4th year	1	10	1	69	2 79
(18) Match Manufacturing Trade					
<i>Daily Rates :</i>					
<i>Grade I—</i>					
Male 18 years and over	2	0	1	82	3 82
Female 18 years and over	1	64	1	72	3 36
Young person over 14 but under 18 years	1	25	1	40	2 65
<i>Grade II—</i>					
Male 18 years and over	1	60	1	82	3 42
Female 18 years and over	1	32	1	72	3 4
Young person over 14 but under 18 years	1	0	1	40	2 40
<i>Grade III—</i>					
Male 18 years and over	1	40	1	72	3 12
Female 18 years and over	1	15	1	60	2 75
Young person over 14 but under 16 years	0	50	1	18	1 88
Young person 16 and over but under 18 years	0	90	1	40	2 30
<i>Grade IV—</i>					
Watcher	1	70	1	82	3 52
(14) Motor Transport Trade					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100	0	62	42	162 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	62	42	152 42

Month : March, 1962

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(14) Motor Transport Trade (contd.)					
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	59	92	144 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	62	42	162 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate ..	70	0	57	42	127 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses ..	67	50	62	42	129 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. ..	60	0	58	42	118 42
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	58	42	108 42
Class I Workers : Omnibus checkers or time-keepers ..	60	0	58	42	118 42
Class J Workers : Omnibus Inspectors and omnibus stand supervisors ..	90	0	58	42	148 42
Class K Workers : All other workers other than those referred to in the preceding items ..	45	0	48	67	93 67

Daily Rates :

Class A worker ..	4	0	2	62	6 62
" B " ..	4	0	2	62	6 62
" C " ..	3	25	2	62	5 87
" D " ..	4	0	2	62	6 62
" E " ..	2	75	2	37	5 12
" F " ..	2	75	2	62	5 37
" G " ..	2	50	2	62	5 12
" H " ..	2	25	2	62	4 87
" K " ..	1	50	1	82	3 32

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

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

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

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(15) Plumbago Trade					
Daily Rates :					
Underground workers—					
Basses	3	00	1	24	4 24
Kanganies } Loaders } Overseers }	2	50	1	24	3 74
Shift bosses	2	33	1	24	3 57
Blasters } Drillers (hand and machine) } Shaft drivers } Stoppers (excavators) } Timbermen }	2	25	1	24	3 49
Muckers } Trolleyman } Unskilled labourers }	1	75	1	24	2 99
Onsetters or Donakatarayas	2	50	1	24	3 74
Underground and surface workers—					
Electricians } Enginemen } Fitters } Hoistmen } Mechanics } Pumpmen } Winchmen }	2	75	1	24	3 99
Checkers	2	50	1	24	3 74
Electricians (assistants) } Fitters (assistants) } Windlassmen (dabare workers) } Mechanics (assistants) }	1	75	1	24	2 99
Surface workers—					
Carpenters } Masons }	2	75	1	24	3 99
Overseers	2	50	1	24	3 74
Blacksmiths } Boilerman } Drill sharpeners }	2	25	1	24	3 49
Firewood carriers and splitters	1	85	1	24	3 9
Carters } Watchers }	1	75	1	24	2 99
Bakkikarayas or Banksmen	2	25	1	24	3 49
Cooks } Smithy boys } Unskilled labourers }	1	49	1	24	2 73

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 85 cents.

Month : March, 1962

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(15) Plumbago Trade (contd.)					
Workers employed in curing and dressing—					
(A) as overseers and kanganies	..	2 25	..	1 44	.. 3 69
(B) on different jobs—					
Male workers not under 18 years	..	1 50	..	1 44	.. 2 94
Female workers not under 18 years	..	1 25	..	1 12	.. 2 37
Worker under 18 years	..	0 75	..	1 5	.. 1 80

(16) Printing Trade

Monthly Rates :

Class A Workers: Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, press camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics litho artists	..	110 0	..	102 42	.. 212 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	..	82 42	.. 169 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	..	72 42	.. 137 42
Class C, Grade II Workers: Platen Machine Minders	..	60 0	..	67 32	.. 127 32
Class D Workers: Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	..	50 0	..	62 42	.. 112 42
Class E Workers: Unskilled workers not under 18 years of age	..	42 0	..	59 97	.. 101 97
Class F Workers: Unskilled workers under 18 years of age	..	20 0	..	40 42	.. 60 42
Class G Workers: Watchers	..	44 0	..	62 42	.. 106 42
Class A—1st year learner	..	33 0	..	43 92	.. 76 92
“ B “ “	..	26 0	..	37 92	.. 63 92
“ C Grade I, 1st year learner	..	24 0	..	39 92	.. 63 92
“ C “ II, “ “	..	22 0	..	37 92	.. 59 92
“ D—1st year learner	..	19 0	..	35 92	.. 54 92
Class A—2nd year learner	..	44 0	..	52 42	.. 96 42
“ B “ “	..	36 0	..	50 42	.. 86 42
“ C Grade I, 2nd year learner	..	29 0	..	45 32	.. 74 32
“ C “ II, “ “	..	27 0	..	42 87	.. 69 87
“ D—2nd year learner	..	23 0	..	40 42	.. 63 42
Class A—3rd year learner	..	56 0	..	60 92	.. 116 92
“ B “ “	..	49 0	..	56 92	.. 105 92
“ C Grade I, 3rd year learner	..	36 0	..	50 92	.. 86 92
“ C “ II, “ “	..	32 0	..	47 82	.. 79 82
“ D—3rd year learner	..	28 0	..	42 92	.. 72 92

Month : March, 1962

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(16) Printing Trade (contd.)						
Class A—4th year learner ..	71	0	73	42	144	42
" B " " " ..	64	0	66	32	130	32
" C Grade I, 4th year learner ..	44	0	58	97	102	97
" C " II, " " ..	39	0	55	9	94	9
" D—4th year learner ..	34	0	51	42	85	42
Class A—5th year learner ..	88	0	86	42	174	42

(17) Rubber Export Trade

Daily Rates :

A. Male workers not under 18 years—						
(a) Grade II ..	1	40	2	9	3	49
(b) Intermediate Grade ..	1	60	2	19	3	79
(c) Grade I ..	1	80	2	19	3	99
(d) Watchers ..	1	70	2	19	3	89
B. Female workers not under 18 years of age—						
(a) Grade II						
Workers employed in work other than sorting ..	1	15	1	97	3	12
(b) Grade I						
Workers employed in sorting ..	1	30	1	97	3	27
C. Workers over 14 years but under 15 years ..						
" 15 " 16 " ..	0	80	1	57	2	37
" 16 " 17 " ..	0	90	1	62	2	52
" 17 " 18 " ..	1	0	1	67	2	67
" 18 " 19 " ..	1	15	1	77	2	92

(18) Rubber Growing and Manufacturing Trade

Daily Rates :

Male worker not under 16 years ..	1	40	1	18	2	58
Female worker not under 15 years ..	1	30	0	88	2	18
Child worker ..	1	5	0	81	1	86

(19) Tea Export Trade

Daily Rates :

A. Male workers not under 18 years—						
(a) Grade II ..	1	40	2	9	3	49
(b) Intermediate Grade ..	1	60	2	19	3	79
(c) Grade I ..	1	80	2	19	3	99
(d) Box makers and repairers ..	1	60	2	19	3	79
(e) Watchers ..	1	70	2	19	3	89
B. Female workers not under 18 years ..						
	1	15	1	97	3	12
C. Workers over 14 years but under 15 years ..						
" 15 " 16 " ..	0	80	1	57	2	37
" 16 " 17 " ..	0	90	1	62	2	52
" 17 " 18 " ..	1	0	1	67	2	67
" 18 " 19 " ..	1	15	1	77	2	92

(20) Tea Growing and Manufacturing Trade

Daily Rates :

Male worker not under 16 years ..	1	25	1	18	2	43
Female worker not under 15 years ..	1	5	0	88	1	93
Child worker ..	0	80	0	81	1	61

Month : March, 1962

Class of Worker	Month : March, 1962		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(21) 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 March, 1962, to workers in the Baking Trade**

<i>No. of Days</i>	<i>Class A</i>	<i>Class B</i>	<i>Class C</i>	<i>No. of Days</i>
	<i>Rs. o.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	2 39½	2 03½	1 50½	½
1	4 79	4 07	3 01	1
2	9 58	8 15	6 03	2
3	14 37	12 22	9 04	3
4	19 16	16 30	12 05	4
5	23 95	20 37	15 06	5
6	28 74	24 44	18 08	6
7	33 54	28 52	21 09	7
8	38 33	32 59	24 10	8
9	43 12	36 67	27 11	9
10	47 91	40 74	30 13	10
11	52 70	44 81	33 14	11
12	57 49	48 89	36 15	12
13	62 28	52 96	39 16	13
14	67 07	57 04	42 18	14
15	71 86	61 11	45 19	15
16	76 65	65 19	48 20	16
17	81 44	69 26	51 21	17
18	86 23	73 33	54 23	18
19	91 02	77 41	57 24	19
20	95 81	81 48	60 25	20
21	100 61	85 56	63 26	21
22	105 40	89 63	66 28	22
23	110 19	93 70	69 29	23
24	114 98	97 78	72 30	24
25	119 77	101 85	75 31	25
26	124 56	105 93	78 33	26
27	129 35	110 00	81 34	27

* 1. 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 unauthorised 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.

APPENDIX III

Ready Reckoner showing the Minimum Wages payable for the
number of days worked during March, 1962, to workers in
the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 59½	1 49½	1 92	1 99½	2 09½	½
1	3 49	3 19	2 99	3 84	3 99	4 19	1
2	6 98	6 38	5 98	7 68	7 98	8 38	2
3	10 47	9 57	8 97	11 52	11 97	12 57	3
4	13 96	12 76	11 96	15 36	15 96	16 76	4
5	17 45	15 95	14 95	19 20	19 95	20 95	5
6	20 94	19 14	17 94	23 04	23 94	25 14	6
7	24 43	22 33	20 93	26 88	27 93	29 33	7
8	27 92	25 52	23 92	30 72	31 92	33 52	8
9	31 41	28 71	26 91	34 56	35 91	37 71	9
10	34 90	31 90	29 90	38 40	39 90	41 90	10
11	38 39	35 09	32 89	42 24	43 89	46 09	11
12	41 88	38 28	35 88	46 08	47 88	50 28	12
13	45 37	41 47	38 87	49 92	51 87	54 47	13
14	48 86	44 66	41 86	53 76	55 86	58 66	14
15	52 35	47 85	44 85	57 60	59 85	62 85	15
16	55 84	51 04	47 84	61 44	63 84	67 04	16
17	59 33	54 23	50 83	65 28	67 83	71 23	17
18	62 82	57 42	53 82	69 12	71 82	75 42	18
19	66 31	60 61	56 81	72 96	75 81	79 61	19
20	69 80	63 80	59 80	76 80	79 80	83 80	20
21	73 29	66 99	62 79	80 64	83 79	87 99	21
22	76 78	70 18	65 78	84 48	87 78	92 18	22
23	80 27	73 37	68 77	88 32	91 77	96 37	23
24	83 76	76 56	71 76	92 16	95 76	100 56	24
25	87 25	79 75	74 75	96 00	99 75	104 75	25
26	90 74	82 94	77 74	99 84	103 74	108 94	26
27	94 23	86 13	80 73	103 68	107 73	113 13	27
28	97 72	89 32	83 72	107 52	111 72	117 32	28
29	101 21	92 51	86 71	111 36	115 71	121 51	29
30	104 70	95 70	89 70	115 20	119 70	125 70	30
31	108 19	98 89	92 69	119 04	123 69	129 89	31

“Unskilled Male” means a male unskilled labourer not under 18 years of age.
 “Unskilled Female” means a female unskilled labourer not under 18 years of age.
 “Unskilled Young Person” means a labourer (irrespective of sex) under 18 years of age.

APPENDIX IV

***Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1962, to workers in the Cinema Trade**

Within the 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.	
½	1 68	1 85	2 10½	2 31	1 91½	2 06½	3 17½	½
1	3 36	3 70	4 21	4 62	3 83	4 13	6 35	1
2	6 72	7 39	8 42	9 23	7 67	8 26	12 70	2
3	10 08	11 09	12 63	13 85	11 50	12 39	19 06	3
4	13 44	14 79	16 84	18 47	15 33	16 52	25 41	4
5	16 80	18 49	21 04	23 08	19 17	20 65	31 76	5
6	20 16	22 18	25 25	27 70	23 00	24 78	38 11	6
7	23 52	25 88	29 46	32 31	26 83	28 91	44 46	7
8	26 88	29 58	33 67	36 93	30 67	33 04	50 81	8
9	30 24	33 27	37 88	41 55	34 50	37 17	57 17	9
10	33 60	36 97	42 09	46 16	38 33	41 30	63 52	10
11	36 96	40 67	46 30	50 78	42 17	45 43	69 87	11
12	40 32	44 36	50 51	55 40	46 00	49 56	76 22	12
13	43 68	48 06	54 72	60 01	49 83	53 69	82 57	13
14	47 04	51 76	58 92	64 63	53 67	57 81	88 93	14
15	50 40	55 46	63 13	69 24	57 50	61 94	95 28	15
16	53 76	59 15	67 34	73 86	61 33	66 07	101 63	16
17	57 12	62 85	71 55	78 48	65 17	70 20	107 98	17
18	60 48	66 55	75 76	83 09	69 00	74 33	114 33	18
19	63 84	70 24	79 97	87 71	72 83	78 46	120 69	19
20	67 20	73 94	84 18	92 33	76 67	82 59	127 04	20
21	70 56	77 64	88 39	96 94	80 50	86 72	133 39	21
22	73 92	81 33	92 60	101 56	84 33	90 85	139 74	22
23	77 28	85 03	96 80	106 17	88 17	94 98	146 09	23
24	80 64	88 73	101 01	110 79	92 00	99 11	152 44	24
25	84 00	92 43	105 22	115 41	95 83	103 24	158 80	25
26	87 36	96 12	109 43	120 02	99 67	107 37	165 15	26
27	90 72	99 82	113 64	124 64	103 50	111 50	171 50	27
28	96 16	105 81	120 46	132 12	109 71	118 19	181 79	28
29	101 60	111 80	127 28	139 60	115 92	124 88	192 08	29
30	107 04	117 79	134 10	147 08	122 13	131 57	202 37	30
31	112 48	123 78	140 92	154 56	128 34	138 26	212 66	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 March, 1962, to workers in the Cinema Trade

• Outside the 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.	
½	1 68	1 79½	1 95½	2 21½	1 82½	1 97	3 17½	½
1	3 36	3 59	3 91	4 43	3 65	3 94	6 35	1
2	6 72	7 17	7 83	8 86	7 30	7 89	12 70	2
3	10 08	10 76	11 74	13 29	10 94	11 83	19 06	3
4	13 44	14 34	15 65	17 72	14 59	15 78	25 41	4
5	16 80	17 93	19 56	22 16	18 24	19 72	31 76	5
6	20 16	21 52	23 48	26 59	21 89	23 67	38 11	6
7	23 52	25 10	27 39	31 02	25 54	27 61	44 46	7
8	26 88	28 69	31 30	35 45	29 19	31 56	50 81	8
9	30 24	32 27	35 21	39 88	32 83	35 50	57 17	9
10	33 60	35 86	39 13	44 31	36 48	39 44	63 52	10
11	36 96	39 45	43 04	48 74	40 13	43 39	69 87	11
12	40 32	43 03	46 95	53 17	43 78	47 33	76 22	12
13	43 68	46 62	50 86	57 60	47 43	51 28	82 57	13
14	47 04	50 20	54 78	62 04	51 07	55 22	88 93	14
15	50 40	53 79	58 69	66 47	54 72	59 17	95 28	15
16	53 76	57 37	62 60	70 90	58 37	63 11	101 63	16
17	57 12	60 96	66 51	75 33	62 02	67 06	107 98	17
18	60 48	64 55	70 43	79 76	65 67	71 00	114 33	18
19	63 84	68 13	74 34	84 19	69 31	74 94	120 69	19
20	67 20	71 72	78 25	88 62	72 96	78 89	127 04	20
21	70 56	75 30	82 16	93 05	76 61	82 83	133 39	21
22	73 92	78 89	86 08	97 48	80 26	86 78	139 74	22
23	77 28	82 48	89 99	101 92	83 91	90 72	146 09	23
24	80 64	86 06	93 90	106 35	87 56	94 67	152 44	24
25	84 00	89 65	97 81	110 78	91 20	98 61	158 80	25
26	87 36	93 23	101 73	115 21	94 85	102 56	165 15	26
27	90 72	96 82	105 64	119 64	98 50	106 50	171 50	27
28	96 16	102 63	111 98	126 82	104 41	112 89	181 79	28
29	101 60	108 44	118 32	134 00	110 32	119 28	192 08	29
30	107 04	114 25	124 66	141 18	116 23	125 67	202 37	30
31	112 48	120 06	131 00	148 36	122 14	132 06	212 66	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 March, 1962, 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	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	0 55	0 59	1 14	0 45	0 44	0 89	0 32½	0 40½	0 73	1
2	1 10	1 18	2 28	0 90	0 88	1 78	0 65	0 81	1 46	2
3	2 20	2 36	4 56	1 80	1 76	3 56	1 30	1 62	2 92	3
4	3 30	3 54	6 84	2 70	2 64	5 34	1 95	2 43	4 38	4
5	4 40	4 72	9 12	3 60	3 52	7 12	2 60	3 24	5 84	5
6	5 50	5 90	11 40	4 50	4 40	8 90	3 25	4 05	7 30	6
7	6 60	7 08	13 68	5 40	5 28	10 68	3 90	4 86	8 76	7
8	7 70	8 26	15 96	6 30	6 16	12 46	4 55	5 67	10 22	8
9	8 80	9 44	18 24	7 20	7 04	14 24	5 20	6 48	11 68	9
10	9 90	10 62	20 52	8 10	7 92	16 02	5 85	7 29	13 14	10
11	11 00	11 80	22 80	9 00	8 80	17 80	6 50	8 10	14 60	11
12	12 10	12 98	25 08	9 90	9 68	19 58	7 15	8 91	16 06	12
13	13 20	14 16	27 36	10 80	10 56	21 36	7 80	9 72	17 52	13
14	14 30	15 34	29 64	11 70	11 44	23 14	8 45	10 53	18 98	14
15	15 40	16 52	31 92	12 60	12 32	24 92	9 10	11 34	20 44	15
16	16 50	17 70	34 20	13 50	13 20	26 70	9 75	12 15	21 90	16
17	17 60	18 88	36 48	14 40	14 08	28 48	10 40	12 96	23 36	17
18	18 70	20 06	38 76	15 30	14 96	30 26	11 05	13 77	24 82	18
19	19 80	21 24	41 04	16 20	15 84	32 04	11 70	14 58	26 28	19
20	20 90	22 42	43 32	17 10	16 72	33 82	12 35	15 39	27 74	20
21	22 00	23 60	45 60	18 00	17 60	35 60	13 00	16 20	29 20	21
22	23 10	24 78	47 88	18 90	18 48	37 38	13 65	17 01	30 66	22
23	24 20	25 96	50 16	19 80	19 36	39 16	14 30	17 82	32 12	23
24	25 30	27 14	52 44	20 70	20 24	40 94	14 95	18 63	33 58	24
25	26 40	28 32	54 72	21 60	21 12	42 72	15 60	19 44	35 04	25
26	27 50	29 50	57 00	22 50	22 00	44 50	16 25	20 25	36 50	26
27	28 60	30 68	59 28	23 40	22 88	46 28	16 90	21 06	37 96	27
28	29 70	31 86	61 56	24 30	23 76	48 06	17 55	21 87	39 42	28
29	30 80	33 04	63 84	25 20	24 64	49 84	18 20	22 68	40 88	29
30	31 90	34 22	66 12	26 10	25 52	51 62	18 85	23 49	42 34	30
31	33 00	35 40	68 40	27 00	26 40	53 40	19 50	24 30	43 80	31
32	34 10	36 58	70 68	27 90	27 28	55 18	20 15	25 11	45 26	32

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

APPENDIX VI

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1962, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	1 29	1 21½	0 96½	0 80½	1 91½	1 71½	1 41½	1 38	1/2
1	2 58	2 43	1 93	1 61	3 83	3 43	2 83	2 76	1
2	5 16	4 86	3 86	3 22	7 66	6 86	5 66	5 52	2
3	7 74	7 29	5 79	4 83	11 49	10 29	8 49	8 28	3
4	10 32	9 72	7 72	6 44	15 32	13 72	11 32	11 04	4
5	12 90	12 15	9 65	8 05	19 15	17 15	14 15	13 80	5
6	15 48	14 58	11 58	9 66	22 98	20 58	16 98	16 56	6
7	18 06	17 01	13 51	11 27	26 81	24 01	19 81	19 32	7
8	20 64	19 44	15 44	12 88	30 64	27 44	22 64	22 08	8
9	23 22	21 87	17 37	14 49	34 47	30 87	25 47	24 84	9
10	25 80	24 30	19 30	16 10	38 30	34 30	28 30	27 60	10
11	28 38	26 73	21 23	17 71	42 13	37 73	31 13	30 36	11
12	30 96	29 16	23 16	19 32	45 96	41 16	33 96	33 12	12
13	33 54	31 59	25 09	20 93	49 79	44 59	36 79	35 88	13
14	36 12	34 02	27 02	22 54	53 62	48 02	39 62	38 64	14
15	38 70	36 45	28 95	24 15	57 45	51 45	42 45	41 40	15
16	41 28	38 88	30 88	25 76	61 28	54 88	45 28	44 16	16
17	43 86	41 31	32 81	27 37	65 11	58 31	48 11	46 92	17
18	46 44	43 74	34 74	28 98	68 94	61 74	50 94	49 68	18
19	49 02	46 17	36 67	30 59	72 77	65 17	53 77	52 44	19
20	51 60	48 60	38 60	32 20	76 60	68 60	56 60	55 20	20
21	54 18	51 03	40 53	33 81	80 43	72 03	59 43	57 96	21
22	56 76	53 46	42 46	35 42	84 26	75 46	62 26	60 72	22
23	59 34	55 89	44 39	37 03	88 09	78 89	65 09	63 48	23
24	61 92	58 32	46 32	38 64	91 92	82 32	67 92	66 24	24
25	64 50	60 75	48 25	40 25	95 75	85 75	70 75	69 00	25
26	67 08	63 18	50 18	41 86	99 58	89 18	73 58	71 76	26
27	69 66	65 61	52 11	43 47	103 41	92 61	76 41	74 52	27
28	72 24	68 04	54 04	45 08	107 24	96 04	79 24	77 28	28
29	74 82	70 47	55 97	46 69	111 07	99 47	82 07	80 04	29
30	77 40	72 90	57 90	48 30	114 90	102 90	84 90	82 80	30
31	79 98	75 33	59 83	49 91	118 73	106 33	87 73	85 56	31

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

APPENDIX VII

Ready Reckoner showing the Minimum Wages payable for the
number of days worked during March, 1962, 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	
		Rs. c.	Rs. c.				Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 92	1 82	2 09½	1 99½	1 94½	0 81½	0 94½	1 19½	1 39½	½
1	3 49	3 84	3 64	4 19	3 99	3 89	1 63	1 89	2 39	2 79	1
2	6 98	7 68	7 28	8 38	7 98	7 78	3 26	3 78	4 78	5 58	2
3	10 47	11 52	10 92	12 57	11 97	11 67	4 89	5 67	7 17	8 87	3
4	13 96	15 36	14 56	16 76	15 96	15 56	6 52	7 56	9 56	11 16	4
5	17 45	19 20	18 20	20 95	19 95	19 45	8 15	9 45	11 95	13 95	5
6	20 94	23 04	21 84	25 14	23 94	23 34	9 78	11 34	14 34	16 74	6
7	24 43	26 88	25 48	29 33	27 93	27 23	11 41	13 23	16 73	19 53	7
8	27 92	30 72	29 12	33 52	31 92	31 12	13 04	15 12	19 12	22 32	8
9	31 41	34 56	32 76	37 71	35 91	35 01	14 67	17 01	21 51	25 11	9
10	34 90	38 40	36 40	41 90	39 90	38 90	16 30	18 90	23 90	27 90	10
11	38 39	42 24	40 04	46 09	43 89	42 79	17 93	20 79	26 29	30 69	11
12	41 88	46 08	43 68	50 28	47 88	46 68	19 56	22 68	28 68	33 48	12
13	45 37	49 92	47 32	54 47	51 87	50 57	21 19	24 57	31 07	36 27	13
14	48 86	53 76	50 96	58 66	55 86	54 46	22 82	26 46	33 46	39 06	14
15	52 35	57 60	54 60	62 85	59 85	58 35	24 45	28 35	35 85	41 85	15
16	55 84	61 44	58 24	67 04	63 84	62 24	26 08	30 24	38 24	44 64	16
17	59 33	65 28	61 88	71 23	67 83	66 13	27 71	32 13	40 63	47 43	17
18	62 82	69 12	65 52	75 42	71 82	70 02	29 34	34 02	43 02	50 22	18
19	66 31	72 96	69 16	79 61	75 81	73 91	30 97	35 91	45 41	53 01	19
20	69 80	76 80	72 80	83 80	79 80	77 80	32 60	37 80	47 80	55 80	20
21	73 29	80 64	76 44	87 99	83 79	81 69	34 23	39 69	50 19	58 59	21
22	76 78	84 48	80 08	92 18	87 78	85 58	35 86	41 58	52 58	61 38	22
23	80 27	88 32	83 72	96 37	91 77	89 47	37 49	43 47	54 97	64 17	23
24	83 76	92 16	87 36	100 56	95 76	93 36	39 12	45 36	57 36	66 96	24
25	87 25	96 00	91 00	104 75	99 75	97 25	40 75	47 25	59 75	69 75	25
26	90 74	99 84	94 64	108 94	103 74	101 14	42 38	49 14	62 14	72 54	26
27	94 23	103 68	98 28	113 13	107 73	105 03	44 01	51 03	64 53	75 33	27
28	97 72	107 52	101 92	117 32	111 72	108 92	45 64	52 92	66 92	78 12	28
29	101 21	111 36	105 56	121 51	115 71	112 81	47 27	54 81	69 31	80 91	29
30	104 70	115 20	109 20	125 70	119 70	116 70	48 90	56 70	71 70	83 70	30
31	108 19	119 04	112 84	129 89	123 69	120 59	50 53	58 59	74 09	86 49	31

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1962, to workers in the Match Manufacturing Trade

No. of Days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons	Adults		Young Persons	Adults		Young Persons		Watchers	
	Male	Female		Male	Female		Male	Female	Over 14 Under 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.	Rs. c.	
1/2	1 91	1 68	1 32½	1 71	1 52	1 20	1 56	1 37½	0 94	1 15	1 76	1/2
1	3 82	3 36	2 65	3 42	3 04	2 40	3 12	2 75	1 88	2 30	3 52	1
2	7 64	6 72	5 30	6 84	6 08	4 80	6 24	5 50	3 76	4 60	7 04	2
3	11 46	10 08	7 95	10 26	9 12	7 20	9 36	8 25	5 64	6 90	10 56	3
4	15 28	13 44	10 60	13 68	12 16	9 60	12 48	11 00	7 52	9 20	14 08	4
5	19 10	16 80	13 25	17 10	15 20	12 00	15 60	13 75	9 40	11 50	17 60	5
6	22 92	20 16	15 90	20 52	18 24	14 40	18 72	16 50	11 28	13 80	21 12	6
7	26 74	23 52	18 55	23 94	21 28	16 80	21 84	19 25	13 16	16 10	24 64	7
8	30 56	26 88	21 20	27 36	24 32	19 20	24 96	22 00	15 04	18 40	28 16	8
9	34 38	30 24	23 85	30 78	27 36	21 60	28 08	24 75	16 92	20 70	31 68	9
10	38 20	33 60	26 50	34 20	30 40	24 00	31 20	27 50	18 80	23 00	35 20	10
11	42 02	36 96	29 15	37 62	33 44	26 40	34 32	30 25	20 68	25 30	38 72	11
12	45 84	40 32	31 80	41 04	36 48	28 80	37 44	33 00	22 56	27 60	42 24	12
13	49 66	43 68	34 45	44 46	39 52	31 20	40 56	35 75	24 44	29 90	45 76	13
14	53 48	47 04	37 10	47 88	42 56	33 60	43 68	38 50	26 32	32 20	49 28	14
15	57 30	50 40	39 75	51 30	45 60	36 00	46 80	41 25	28 20	34 50	52 80	15
16	61 12	53 76	42 40	54 72	48 64	38 40	49 92	44 00	30 08	36 80	56 32	16
17	64 94	57 12	45 05	58 14	51 68	40 80	53 04	46 75	31 96	39 10	59 84	17
18	68 76	60 48	47 70	61 56	54 72	43 20	56 16	49 50	33 84	41 40	63 36	18
19	72 58	63 84	50 35	64 98	57 76	45 60	59 28	52 25	35 72	43 70	66 88	19
20	76 40	67 20	53 00	68 40	60 80	48 00	62 40	55 00	37 60	46 00	70 40	20
21	80 22	70 56	55 65	71 82	63 84	50 40	65 52	57 75	39 48	48 30	73 92	21
22	84 04	73 92	58 30	75 24	66 88	52 80	68 64	60 50	41 36	50 60	77 44	22
23	87 86	77 28	60 95	78 66	69 92	55 20	71 76	63 25	43 24	52 90	80 96	23
24	91 68	80 64	63 60	82 08	72 96	57 60	74 88	66 00	45 12	55 20	84 48	24
25	95 50	84 00	66 25	85 50	76 00	60 00	78 00	68 75	47 00	57 50	88 00	25
26	99 32	87 36	68 90	88 92	79 04	62 40	81 12	71 50	48 88	59 80	91 52	26
27	103 14	90 72	71 55	92 34	82 08	64 80	84 24	74 25	50 76	62 10	95 04	27
28	106 96	94 08	74 20	95 76	85 12	67 20	87 36	77 00	52 64	64 40	98 56	28
29	110 78	97 44	76 85	99 18	88 16	69 60	90 48	79 75	54 52	66 70	102 08	29
30	114 60	100 80	79 50	102 60	91 20	72 00	93 60	82 50	56 40	69 00	105 60	30
31	118 42	104 16	82 15	106 02	94 24	74 40	96 72	85 25	58 28	71 30	109 12	31

APPENDIX IX

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1962, to Monthly-paid workers in the Motor Transport Trade

No. of Days	Class A	Class B	Class C	Class E	Class F	Class G	Class H	Class J	Class K	No. of Days
	Class D					Class I				
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	3 01	2 82½	2 68½	2 36	2 40½	2 19½	2 01	2 75	1 73½	1
2	6 02	5 65	5 37	4 72	4 81	4 39	4 02	5 50	3 47	2
3	12 03	11 29	10 73	9 44	9 62	8 77	8 03	10 99	6 94	3
4	18 05	16 94	16 10	14 16	14 44	13 16	12 05	16 49	10 41	4
5	24 06	22 58	21 47	18 88	19 25	17 54	16 06	21 99	13 88	5
6	30 08	28 23	26 84	23 60	24 06	21 93	20 08	27 49	17 35	6
7	36 09	33 87	32 20	28 32	28 87	26 32	24 09	32 98	20 82	7
8	42 11	39 52	37 57	33 03	33 68	30 70	28 11	38 48	24 28	8
9	48 12	45 16	42 94	37 75	38 49	35 09	32 12	43 98	27 75	9
10	54 14	50 81	48 31	42 47	43 31	39 47	36 14	49 47	31 22	10
11	60 16	56 45	53 67	47 19	48 12	43 86	40 16	54 97	34 69	11
12	66 17	62 10	59 04	51 91	52 93	48 25	44 17	60 47	38 16	12
13	72 19	67 74	64 41	56 63	57 74	52 63	48 19	65 96	41 63	13
14	78 20	73 39	69 78	61 35	62 55	57 02	52 20	71 46	45 10	14
15	84 22	79 03	75 14	66 07	67 37	61 40	56 22	76 96	48 57	15
16	90 23	84 68	80 51	70 79	72 18	65 79	60 23	82 46	52 04	16
17	96 25	90 32	85 88	75 51	76 99	70 17	64 25	87 95	55 51	17
18	102 26	95 97	91 25	80 23	81 80	74 56	68 26	93 45	58 98	18
19	108 28	101 61	96 61	84 95	86 61	78 95	72 28	98 95	62 45	19
20	114 30	107 26	101 98	89 67	91 43	83 33	76 30	104 44	65 92	20
21	120 31	112 90	107 35	94 39	96 24	87 72	80 31	109 94	69 39	21
22	126 33	118 55	112 72	99 10	101 05	92 10	84 33	115 44	72 85	22
23	132 34	124 19	118 08	103 82	105 86	96 49	88 34	120 93	76 32	23
24	138 36	129 84	123 45	108 54	110 67	100 88	92 36	126 43	79 79	24
25	144 37	135 48	128 82	113 26	115 48	105 26	96 37	131 93	83 26	25
26	150 39	141 13	134 19	117 98	120 30	109 65	100 39	137 43	86 73	26
27	156 40	146 77	139 55	122 70	125 11	114 03	104 40	142 92	90 20	27
28	162 42	152 42	144 92	127 42	129 92	118 42	108 42	148 42	93 67	28
29	172 17	161 57	153 62	135 07	137 72	125 53	114 93	157 33	99 29	29
30	181 92	170 72	162 32	142 72	145 52	132 64	121 44	166 24	104 91	30
31	191 67	179 87	171 02	150 37	153 32	139 75	127 95	175 15	110 53	31
31	201 42	189 02	179 72	158 02	161 12	146 86	134 46	184 06	116 15	31

APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number
of days worked during March, 1962, 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.	
1	3 31	2 93½	2 56	2 68½	2 43½	1 66	1
2	6 62	5 87	5 12	5 37	4 87	3 32	2
3	13 24	11 74	10 24	10 74	9 74	6 64	3
4	19 86	17 61	15 36	16 11	14 61	9 96	4
5	26 48	23 48	20 48	21 48	19 48	13 28	5
6	33 10	29 35	25 60	26 85	24 35	16 60	6
7	39 72	35 22	30 72	32 22	29 22	19 92	7
8	46 34	41 09	35 84	37 59	34 09	23 24	8
9	52 96	46 96	40 96	42 96	38 96	26 56	9
10	59 58	52 83	46 08	48 33	43 83	29 88	10
11	66 20	58 70	51 20	53 70	48 70	33 20	11
12	72 82	64 57	56 32	59 07	53 57	36 52	12
13	79 44	70 44	61 44	64 44	58 44	39 84	13
14	86 06	76 31	66 56	69 81	63 31	43 16	14
15	92 68	82 18	71 68	75 18	68 18	46 48	15
16	99 30	88 05	76 80	80 55	73 05	49 80	16
17	105 92	93 92	81 92	85 92	77 92	53 12	17
18	112 54	99 79	87 04	91 29	82 79	56 44	18
19	119 16	105 66	92 16	96 66	87 66	59 76	19
20	125 78	111 53	97 28	102 03	92 53	63 08	20
21	132 40	117 40	102 40	107 40	97 40	66 40	21
22	139 02	123 27	107 52	112 77	102 27	69 72	22
23	145 64	129 14	112 64	118 14	107 14	73 04	23
24	152 26	135 01	117 76	123 51	112 01	76 36	24
25	158 88	140 88	122 88	128 88	116 88	79 68	25
26	165 50	146 75	128 00	134 25	121 75	83 00	26
27	172 12	152 62	133 12	139 62	126 62	86 32	27
28	178 74	158 49	138 24	144 99	131 49	89 64	28
29	185 36	164 36	143 36	150 36	136 36	92 96	29
30	191 98	170 23	148 48	155 73	141 23	96 28	30
31	198 60	176 10	153 60	161 10	146 10	99 60	31
31	205 22	181 97	158 72	166 47	150 97	102 92	31

APPENDIX XI

* Ready Reckoner showing the minimum wages payable for the number of days worked during March, 1962, to workers in the Printing Trade

No. of Days	<i>Workers other than Apprentices</i>								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 93½	3 14½	2 54½	2 36	2 08	1 89	1 12	1 97	½
1	7 87	6 29	5 09	4 72	4 16	3 78	2 24	3 94	1
2	15 73	12 59	10 18	9 43	8 33	7 55	4 48	7 88	2
3	23 60	18 88	15 27	14 15	12 49	11 33	6 71	11 82	3
4	31 47	25 17	20 36	18 86	16 65	15 11	8 95	15 77	4
5	39 34	31 47	25 45	23 58	20 82	18 88	11 19	19 71	5
6	47 20	37 76	30 54	28 29	24 98	22 66	13 43	23 65	6
7	55 07	44 05	35 63	33 01	29 15	26 44	15 66	27 59	7
8	62 94	50 35	40 72	37 72	33 31	30 21	17 90	31 53	8
9	70 81	56 64	45 81	42 44	37 47	33 99	20 14	35 47	9
10	78 67	62 93	50 90	47 16	41 64	37 77	22 38	39 41	10
11	86 54	69 23	55 99	51 87	45 80	41 54	24 62	43 36	11
12	94 41	75 52	61 08	56 59	49 96	45 32	26 85	47 30	12
13	102 28	81 81	66 17	61 30	54 13	49 10	29 09	51 24	13
14	110 14	88 11	71 25	66 02	58 29	52 87	31 33	55 18	14
15	118 01	94 40	76 34	70 73	62 46	56 65	33 57	59 12	15
16	125 88	100 69	81 43	75 45	66 62	60 43	35 80	63 06	16
17	133 75	106 99	86 52	80 16	70 78	64 20	38 04	67 01	17
18	141 61	113 28	91 61	84 88	74 95	67 98	40 28	70 95	18
19	149 48	119 57	96 70	89 60	79 11	71 76	42 52	74 89	19
20	157 35	125 87	101 79	94 31	83 27	75 53	44 76	78 83	20
21	165 22	132 16	106 88	99 03	87 44	79 31	46 99	82 77	21
22	173 08	138 45	111 97	103 74	91 60	83 09	49 23	86 71	22
23	180 95	144 75	117 06	108 46	95 77	86 86	51 47	90 65	23
24	188 82	151 04	122 15	113 17	99 93	90 64	53 71	94 60	24
25	196 69	157 33	127 24	117 89	104 09	94 42	55 94	98 54	25
26	204 55	163 63	132 33	122 60	108 26	98 19	58 18	102 48	26
27	212 42	169 92	137 42	127 32	112 42	101 97	60 42	106 42	27
28	229 41	183 51	148 41	137 51	121 41	110 13	65 25	114 93	28
29	246 40	197 10	159 40	147 70	130 40	118 29	70 08	123 44	29
30	263 39	210 69	170 39	157 89	139 39	126 45	74 91	131 95	30
31	280 38	224 28	181 38	168 08	148 38	134 61	79 74	140 46	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 XI—(contd.)

*** Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1962, to workers in the Printing Trade**

Apprentices

<i>No. of Days</i>	<i>Class A</i>					<i>Class B</i>				<i>No. of Days</i>
	<i>1st Yr.</i>	<i>2nd Yr.</i>	<i>3rd Yr.</i>	<i>4th Yr.</i>	<i>5th Yr.</i>	<i>1st Yr.</i>	<i>2nd Yr.</i>	<i>3rd Yr.</i>	<i>4th Yr.</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 42½	1 78½	2 16½	2 67½	3 23	1 18½	1 60	1 96	2 41½	½
1	2 85	3 57	4 33	5 35	6 46	2 37	3 20	3 92	4 83	1
2	5 70	7 14	8 66	10 70	12 92	4 73	6 40	7 85	9 65	2
3	8 55	10 71	12 99	16 05	19 38	7 10	9 60	11 77	14 48	3
4	11 40	14 28	17 32	21 40	25 84	9 47	12 80	15 69	19 31	4
5	14 24	17 86	21 65	26 74	32 30	11 84	16 00	19 61	24 13	5
6	17 09	21 43	25 98	32 09	38 76	14 20	19 20	23 54	28 96	6
7	19 94	25 00	30 31	37 44	45 22	16 57	22 41	27 46	33 79	7
8	22 79	28 57	34 64	42 79	51 68	18 94	25 61	31 38	38 61	8
9	25 64	32 14	38 97	48 14	58 14	21 31	28 81	35 31	43 44	9
10	28 49	35 71	43 30	53 49	64 60	23 67	32 01	39 23	48 27	10
11	31 34	39 28	47 63	58 84	71 06	26 04	35 21	43 15	53 09	11
12	34 19	42 85	51 96	64 19	77 52	28 41	38 41	47 08	57 92	12
13	37 04	46 42	56 29	69 54	83 98	30 78	41 61	51 00	62 75	13
14	39 88	50 00	60 63	74 88	90 44	33 14	44 81	54 92	67 57	14
15	42 73	53 57	64 96	80 23	96 90	35 51	48 01	58 84	72 40	15
16	45 58	57 14	69 29	85 58	103 36	37 88	51 21	62 77	77 23	16
17	48 43	60 71	73 62	90 93	109 82	40 25	54 41	66 69	82 05	17
18	51 28	64 28	77 95	96 28	116 28	42 61	57 61	70 61	86 88	18
19	54 13	67 85	82 28	101 63	122 74	44 98	60 81	74 54	91 71	19
20	56 98	71 42	86 61	106 98	129 20	47 35	64 01	78 46	96 53	20
21	59 83	74 99	90 94	112 33	135 60	49 72	67 22	82 38	101 36	21
22	62 68	78 56	95 27	117 68	142 12	52 08	70 42	86 31	106 19	22
23	65 52	82 14	99 60	123 02	148 58	54 45	73 62	90 23	111 01	23
24	68 37	85 71	103 93	128 37	155 04	56 82	76 82	94 15	115 84	24
25	71 22	89 28	108 26	133 72	161 50	59 19	80 02	98 07	120 67	25
26	74 07	92 85	112 59	139 07	167 96	61 55	83 22	102 00	125 49	26
27	76 92	96 42	116 92	144 42	174 42	63 92	86 42	105 92	130 32	27
28	83 07	104 13	126 27	155 97	188 37	69 03	93 33	114 39	140 75	28
29	89 22	111 84	135 62	167 52	202 32	74 14	100 24	122 86	151 18	29
30	95 37	119 55	144 97	179 07	216 27	79 25	107 15	131 33	161 61	30
31	101 52	127 26	154 32	190 62	230 22	84 36	114 06	139 80	172 04	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 XI—(contd.)

* Ready Reckoner showing the minimum wages payable for the number of days worked during March, 1962, 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 18½	1 37½	1 61	1 90½	1 11	1 29½	1 48	1 74	½
1	2 37	2 75	3 22	3 81	2 22	2 59	2 96	3 48	1
2	4 73	5 51	6 44	7 63	4 44	5 18	5 91	6 97	2
3	7 10	8 26	9 66	11 44	6 66	7 76	8 87	10 45	3
4	9 47	11 01	12 88	15 25	8 88	10 35	11 83	13 94	4
5	11 84	13 76	16 10	19 07	11 10	12 94	14 78	17 42	5
6	14 20	16 52	19 32	22 88	13 32	15 53	17 74	20 91	6
7	16 57	19 27	22 53	26 70	15 53	18 11	20 69	24 39	7
8	18 94	22 02	25 75	30 51	17 75	20 70	23 65	27 88	8
9	21 31	24 77	28 97	34 32	19 97	23 29	26 61	31 36	9
10	23 67	27 53	32 19	38 14	22 19	25 88	29 56	34 85	10
11	26 04	30 28	35 41	41 95	24 41	28 47	32 52	38 33	11
12	28 41	33 03	38 63	45 76	26 63	31 05	35 48	41 82	12
13	30 78	35 78	41 85	49 58	28 85	33 64	38 43	45 30	13
14	33 14	38 54	45 07	53 39	31 07	36 23	41 39	48 79	14
15	35 51	41 29	48 29	57 21	33 29	38 82	44 34	52 27	15
16	37 88	44 04	51 51	61 02	35 51	41 40	47 30	55 76	16
17	40 25	46 79	54 73	64 83	37 73	43 99	50 26	59 24	17
18	42 61	49 55	57 95	68 65	39 95	46 58	53 21	62 73	18
19	44 98	52 30	61 17	72 46	42 17	49 17	56 17	66 21	19
20	47 35	55 05	64 39	76 27	44 39	51 76	59 13	69 70	20
21	49 72	57 80	67 60	80 09	46 60	54 34	62 08	73 18	21
22	52 08	60 56	70 82	83 90	48 82	56 93	65 04	76 67	22
23	54 45	63 31	74 04	87 72	51 04	59 52	67 99	80 15	23
24	56 82	66 06	77 26	91 53	53 26	62 11	70 95	83 64	24
25	59 19	68 81	80 48	95 34	55 48	64 69	73 91	87 12	25
26	61 55	71 57	83 70	99 16	57 70	67 28	76 86	90 61	26
27	63 92	74 32	86 92	102 97	59 92	69 87	79 82	94 09	27
28	69 03	80 27	93 87	111 21	64 71	75 46	86 21	101 62	28
29	74 14	86 22	100 82	119 45	69 50	81 05	92 60	109 15	29
30	79 25	92 17	107 77	127 69	74 29	86 64	98 99	116 68	30
31	84 36	98 12	114 72	135 93	79 08	92 23	105 38	124 21	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 XI—(contd.)

*** Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1962, 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. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
1	1 01½	1 17½	1 35	1 58	1
2	2 03	2 35	2 70	3 16	2
3	4 07	4 70	5 40	6 33	3
4	6 10	7 05	8 10	9 49	4
5	8 14	9 40	1 080	12 65	5
6	10 17	11 74	13 50	15 82	6
7	12 20	14 09	16 20	18 98	7
8	14 24	16 44	18 91	22 15	8
9	16 27	18 79	21 61	25 31	9
10	18 31	21 14	24 31	28 47	10
11	20 34	23 49	27 01	31 64	11
12	22 37	25 84	29 71	34 80	12
13	24 41	28 19	32 41	37 96	13
14	26 44	30 54	35 11	41 13	14
15	28 48	32 88	37 81	44 29	15
16	30 51	35 23	40 51	47 46	16
17	32 55	37 58	43 21	50 62	17
18	34 58	39 93	45 91	53 78	18
19	36 61	42 28	48 61	56 95	19
20	38 65	44 63	51 31	60 11	20
21	40 68	46 98	54 01	63 27	21
22	42 72	49 33	56 72	66 44	22
23	44 75	51 68	59 42	69 60	23
24	46 78	54 02	62 12	72 77	24
25	48 82	56 37	64 82	75 93	25
26	50 85	58 72	67 52	79 09	26
27	52 89	61 07	70 22	82 26	27
28	54 92	63 42	72 92	85 42	28
29	59 31	68 49	78 75	92 25	29
30	63 70	73 56	84 58	99 08	30
31	68 09	78 63	90 41	105 91	31
31	72 48	83 70	96 24	112 74	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 Wage Boards decisions.

APPENDIX XII

Ready Reckoner showing the Minimum Wages payable for the
number of days worked during March, 1962, to workers in
the Rubber Export Trade

No. of Days	<i>Male Workers not under 18 years of age</i>				<i>Female workers not under 18 years of age</i>		<i>Workers (irrespective of sex) under 18 years of age</i>				No. of Days
	<i>Grade II</i>	<i>Inter- mediate Grade</i>	<i>Grade I</i>	<i>Watch- ers</i>	<i>Grade II</i>	<i>Grade I</i>	<i>over 14 under 15 years</i>	<i>over 15 under 16 years</i>	<i>over 16 under 17 years</i>	<i>over 17 under 18 years</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 74½	1 89½	1 99½	1 94½	1 56	1 63½	1 18½	1 26	1 33½	1 46	½
1	3 49	3 79	3 99	3 89	3 12	3 27	2 37	2 52	2 67	2 92	1
2	6 98	7 58	7 98	7 78	6 24	6 54	4 74	5 04	5 34	5 84	2
3	10 47	11 37	11 97	11 67	9 36	9 81	7 11	7 56	8 01	8 76	3
4	13 96	15 16	15 96	15 56	12 48	13 08	9 48	10 08	10 68	11 68	4
5	17 45	18 95	19 95	19 45	15 60	16 35	11 85	12 60	13 35	14 60	5
6	20 94	22 74	23 94	23 34	18 72	19 62	14 22	15 12	16 02	17 52	6
7	24 43	26 53	27 93	27 23	21 84	22 89	16 59	17 64	18 69	20 44	7
8	27 92	30 32	31 92	31 12	24 96	26 16	18 96	20 16	21 36	23 36	8
9	31 41	34 11	35 91	35 01	28 08	29 43	21 33	22 68	24 03	26 28	9
10	34 90	37 90	39 90	38 90	31 20	32 70	23 70	25 20	26 70	29 20	10
11	38 39	41 69	43 89	42 79	34 32	35 97	26 07	27 72	29 37	32 12	11
12	41 88	45 48	47 88	46 68	37 44	39 24	28 44	30 24	32 04	35 04	12
13	45 37	49 27	51 87	50 57	40 56	42 51	30 81	32 76	34 71	37 96	13
14	48 86	53 06	55 86	54 46	43 68	45 78	33 18	35 28	37 38	40 88	14
15	52 35	56 85	59 85	58 35	46 80	49 05	35 55	37 80	40 05	43 80	15
16	55 84	60 64	63 84	62 24	49 92	52 32	37 92	40 32	42 72	46 72	16
17	59 33	64 43	67 83	66 13	53 04	55 59	40 29	42 84	45 39	49 64	17
18	62 82	68 22	71 82	70 02	56 16	58 86	42 66	45 36	48 06	52 56	18
19	66 31	72 01	75 81	73 91	59 28	62 13	45 03	47 88	50 73	55 48	19
20	69 80	75 80	79 80	77 80	62 40	65 40	47 40	50 40	53 40	58 40	20
21	73 29	79 59	83 79	81 69	65 52	68 67	49 77	52 92	56 07	61 32	21
22	76 78	83 38	87 78	85 58	68 64	71 94	52 14	55 44	58 74	64 24	22
23	80 27	87 17	91 77	89 47	71 76	75 21	54 51	57 96	61 41	67 16	23
24	83 76	90 96	95 76	93 36	74 88	78 48	56 88	60 48	64 08	70 08	24
25	87 25	94 75	99 75	97 25	78 00	81 75	59 25	63 00	66 75	73 00	25
26	90 74	98 54	103 74	101 14	81 12	85 02	61 62	65 52	69 42	75 92	26
27	94 23	102 33	107 73	105 03	84 24	88 29	63 99	68 04	72 09	78 84	27
28	97 72	106 12	111 72	108 92	87 36	91 56	66 36	70 56	74 76	81 76	28
29	101 21	109 91	115 71	112 81	90 48	94 83	68 73	73 08	77 43	84 68	29
30	104 70	113 70	119 70	116 70	93 60	98 10	71 10	75 60	80 10	87 60	30
31	108 19	117 49	123 69	120 59	96 72	101 37	73 47	78 12	82 77	90 52	31

APPENDIX XIII

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during March, 1962, 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	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 70	0 59	1 29	0 65	0 44	1 09	0 52½	0 40½	0 93	½
1	1 40	1 18	2 58	1 30	0 88	2 18	1 05	0 81	1 86	1
2	2 80	2 36	5 16	2 60	1 76	4 36	2 10	1 62	3 72	2
3	4 20	3 54	7 74	3 90	2 64	6 54	3 15	2 43	5 58	3
4	5 60	4 72	10 32	5 20	3 52	8 72	4 20	3 24	7 44	4
5	7 00	5 90	12 90	6 50	4 40	10 90	5 25	4 05	9 30	5
6	8 40	7 08	15 48	7 80	5 28	13 08	6 30	4 86	11 16	6
7	9 80	8 26	18 06	9 10	6 16	15 26	7 35	5 67	13 02	7
8	11 20	9 44	20 64	10 40	7 04	17 44	8 40	6 48	14 88	8
9	12 60	10 62	23 22	11 70	7 92	19 62	9 45	7 29	16 74	9
10	14 00	11 80	25 80	13 00	8 80	21 80	10 50	8 10	18 60	10
11	15 40	12 98	28 38	14 30	9 68	23 98	11 55	8 91	20 46	11
12	16 80	14 16	30 96	15 60	10 56	26 16	12 60	9 72	22 32	12
13	18 20	15 34	33 54	16 90	11 44	28 34	13 65	10 53	24 18	13
14	19 60	16 52	36 12	18 20	12 32	30 52	14 70	11 34	26 04	14
15	21 00	17 70	38 70	19 50	13 20	32 70	15 75	12 15	27 90	15
16	22 40	18 88	41 28	20 80	14 08	34 88	16 80	12 96	29 76	16
17	23 80	20 06	43 86	22 10	14 96	37 06	17 85	13 77	31 62	17
18	25 20	21 24	46 44	23 40	15 84	39 24	18 90	14 58	33 48	18
19	26 60	22 42	49 02	24 70	16 72	41 42	19 95	15 39	35 34	19
20	28 00	23 60	51 60	26 00	17 60	43 60	21 00	16 20	37 20	20
21	29 40	24 78	54 18	27 30	18 48	45 78	22 05	17 01	39 06	21
22	30 80	25 96	56 76	28 60	19 36	47 96	23 10	17 82	40 92	22
23	32 20	27 14	59 34	29 90	20 24	50 14	24 15	18 63	42 78	23
24	33 60	28 32	61 92	31 20	21 12	52 32	25 20	19 44	44 64	24
25	35 00	29 50	64 50	32 50	22 00	54 50	26 25	20 25	46 50	25
26	36 40	30 68	67 08	33 80	22 88	56 68	27 30	21 06	48 36	26
27	37 80	31 86	69 66	35 10	23 76	58 86	28 35	21 87	50 22	27
28	39 20	33 04	72 24	36 40	24 64	61 04	29 40	22 68	52 08	28
29	40 60	34 22	74 82	37 70	25 52	63 22	30 45	23 49	53 94	29
30	42 00	35 40	77 40	39 00	26 40	65 40	31 50	24 30	55 80	30
31	43 40	36 58	79 98	40 30	27 28	67 58	32 55	25 11	57 66	31

* 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 March, 1962, to workers in the Tea Export Trade^o

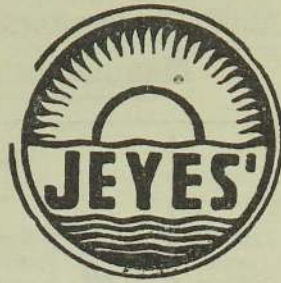
No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.	
†	1 74½	1 89½	1 99½	1 89½	1 94½	1 56	1 18½	1 26	1 33½	1 46	†
1	3 49	3 79	3 99	3 79	3 89	3 12	2 37	2 52	2 67	2 92	1
2	6 98	7 58	7 98	7 58	7 78	6 24	4 74	5 04	5 34	5 84	2
3	10 47	11 37	11 97	11 37	11 67	9 36	7 11	7 56	8 01	8 76	3
4	13 96	15 16	15 96	15 16	15 56	12 48	9 48	10 08	10 68	11 68	4
5	17 45	18 95	19 95	18 95	19 45	15 60	11 85	12 60	13 35	14 60	5
6	20 94	22 74	23 94	22 74	23 34	18 72	14 22	15 12	16 02	17 52	6
7	24 43	26 53	27 93	26 53	27 23	21 84	16 59	17 64	18 69	20 44	7
8	27 92	30 32	31 92	30 32	31 12	24 96	18 96	20 16	21 36	23 36	8
9	31 41	34 11	35 91	34 11	35 01	28 08	21 33	22 68	24 03	26 28	9
10	34 90	37 90	39 90	37 90	38 90	31 20	23 70	25 20	26 70	29 20	10
11	38 39	41 69	43 89	41 69	42 79	34 32	26 07	27 72	29 37	32 12	11
12	41 88	45 48	47 88	45 48	46 68	37 44	28 44	30 24	32 04	35 04	12
13	45 37	49 27	51 87	49 27	50 57	40 56	30 81	32 76	34 71	37 96	13
14	48 86	53 06	55 86	53 06	54 46	43 68	33 18	35 28	37 38	40 88	14
15	52 35	56 85	59 85	56 85	58 35	46 80	35 55	37 80	40 05	43 80	15
16	55 84	60 64	63 84	60 64	62 24	49 92	37 92	40 32	42 72	46 72	16
17	59 33	64 43	67 83	64 43	66 13	53 04	40 29	42 84	45 39	49 64	17
18	62 82	68 22	71 82	68 22	70 02	56 16	42 66	45 36	48 06	52 56	18
19	66 31	72 01	75 81	72 01	73 91	59 28	45 03	47 88	50 73	55 48	19
20	69 80	75 80	79 80	75 80	77 80	62 40	47 40	50 40	53 40	58 40	20
21	73 29	79 59	83 79	79 59	81 69	65 52	49 77	52 92	56 07	61 32	21
22	76 78	83 38	87 78	83 38	85 58	68 64	52 14	55 44	58 74	64 24	22
23	80 27	87 17	91 77	87 17	89 47	71 76	54 51	57 96	61 41	67 16	23
24	83 76	90 96	95 76	90 96	93 36	74 88	56 88	60 48	64 08	70 08	24
25	87 25	94 75	99 75	94 75	97 25	78 00	59 25	63 00	66 75	73 00	25
26	90 74	98 54	103 74	98 54	101 14	81 12	61 62	65 52	69 42	75 92	26
27	94 23	102 33	107 73	102 33	105 03	84 24	63 99	68 04	72 09	78 84	27
28	97 72	106 12	111 72	106 12	108 92	87 26	66 36	70 56	74 76	81 76	28
29	101 21	109 91	115 71	109 91	112 81	90 48	68 73	73 08	77 43	84 68	29
30	104 70	113 70	119 70	113 70	116 70	93 60	71 10	75 60	80 10	87 60	30
31	108 19	117 49	123 69	117 49	120 59	96 72	73 47	78 12	82 77	90 52	31

APPENDIX XV

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during March, 1962, to workers in the Tea Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 62½	0 59	1 21½	0 52½	0 44	0 96½	0 40	0 40½	0 80½	½
1	1 25	1 18	2 43	1 05	0 88	1 93	0 80	0 81	1 61	1
2	2 50	2 36	4 86	2 10	1 76	3 86	1 60	1 62	3 22	2
3	3 75	3 54	7 29	3 15	2 64	5 79	2 40	2 43	4 83	3
4	5 00	4 72	9 72	4 20	3 52	7 72	3 20	3 24	6 44	4
5	6 25	5 90	12 15	5 25	4 40	9 65	4 00	4 05	8 05	5
6	7 50	7 08	14 58	6 30	5 28	11 58	4 80	4 86	9 66	6
7	8 75	8 26	17 01	7 35	6 16	13 51	5 60	5 67	11 27	7
8	10 00	9 44	19 44	8 40	7 04	15 44	6 40	6 48	12 88	8
9	11 25	10 62	21 87	9 45	7 92	17 37	7 20	7 29	14 49	9
10	12 50	11 80	24 30	10 50	8 80	19 30	8 00	8 10	16 10	10
11	13 75	12 98	26 73	11 55	9 68	21 23	8 80	8 91	17 71	11
12	15 00	14 16	29 16	12 60	10 56	23 16	9 60	9 72	19 32	12
13	16 25	15 34	31 59	13 65	11 44	25 09	10 40	10 53	20 93	13
14	17 50	16 52	34 02	14 70	12 32	27 02	11 20	11 34	22 54	14
15	18 75	17 70	36 45	15 75	13 20	28 95	12 00	12 15	24 15	15
16	20 00	18 88	38 88	16 80	14 08	30 88	12 80	12 96	25 76	16
17	21 25	20 06	41 31	17 85	14 96	32 81	13 60	13 77	27 37	17
18	22 50	21 24	43 74	18 90	15 84	34 74	14 40	14 58	28 98	18
19	23 75	22 42	46 17	19 95	16 72	36 67	15 20	15 39	30 59	19
20	25 00	23 60	48 60	21 00	17 60	38 60	16 00	16 20	32 20	20
21	26 25	24 78	51 03	22 05	18 48	40 53	16 80	17 01	33 81	21
22	27 50	25 96	53 46	23 10	19 36	42 46	17 60	17 82	35 42	22
23	28 75	27 14	55 89	24 15	20 24	44 39	18 40	18 63	37 03	23
24	30 00	28 32	58 32	25 20	21 12	46 32	19 20	19 44	38 64	24
25	31 25	29 50	60 75	26 25	22 00	48 25	20 00	20 25	40 25	25
26	32 50	30 68	63 18	27 30	22 88	50 18	20 80	21 06	41 86	26
27	33 75	31 86	65 61	28 35	23 76	52 11	21 60	21 87	43 47	27
28	35 00	33 04	68 04	29 40	24 64	54 04	22 40	22 68	45 08	28
29	36 25	34 22	70 47	30 45	25 52	55 97	23 20	23 49	46 69	29
30	37 50	35 40	72 90	31 50	26 40	57 90	24 00	24 30	48 30	30
31	38 75	36 58	75 33	32 55	27 28	59 83	24 80	25 11	49 91	31

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



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