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UNION SECURITY AND THE SCOPE OF COLLECTIVE AGREEMENTS IN SWITZERLAND

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WHETHER or not collective agreements may contain clauses making the employment of workers contingent on their membership in a union is a hotly debated issue in a number of countries. In discussing the pros and cons of union security clauses, regard must be had not only to the question whether freedom to join a trade union also includes freedom not to join, but to certain practical problems arising out of the position of those employers and workers who, though not members of the organisations parties to a given agreement, nevertheless desire to share in the advantages which the agreement provides. The system practised in Switzerland in this regard is characterised by some rather unique features. After the closed shop clause, which at one time was not infrequently resorted to in Switzerland had been declared unlawful by the courts, employers' organisations and trade unions developed the idea of a "solidarity levy". This must be paid by employers and workers who are not members of the contracting organisations if they wish to "participate" in a collective agreement. Furthermore, the Government may "extend" a collective agreement to outsiders.

In the following article, Prof. Alexandre Berenstein of the University of Geneva describes these various features of the Swiss collective bargaining system, including their origin, working and the legal provisions by which they are governed.

In nearly all of the older industrialised countries collective agreements have developed spontaneously in response to practical needs; they are the product, not of statutory rules but of a natural sociological process. Only after they had made their appearance did the lawmakers become aware of their existence and think it necessary to regulate them. This, of course, is also true of most other types of agreement subject to private law, but it is more striking in the case of collective labour agreements because they have only appeared in recent times, at a time when civil law has already been codified nearly everywhere.

One major problem which has been inevitable in every country where collective agreements have developed is the relationship between the legal system they create and the outsiders, i.e., the

individuals—whether employers or workers—who do not belong to the groups which contracted the agreements. To what extent should these agreements apply to outsiders? And to what extent can the latter be subjected to constraint by the contracting parties? These questions have had to be faced in every country but have been dealt with in widely differing ways.

Some very original approaches to the problem have been tried in Switzerland. The resulting legal forms, which (like the collective agreements themselves) are the outcome of practical needs, were recently given legislative sanction. This article describes the methods employed in Switzerland by the contracting parties to agreements in order to extend their legal coverage beyond the membership of the contracting associations.

The Closed Shop Clause

The first method, though not peculiar to Switzerland, is the closed shop clause, whereby the contracting parties bring pressure on outsiders to induce or even compel them to join the trade union or employers' association which signed the agreement. Usually this clause also involves "union reciprocity", meaning that the employers bound by the agreement may only hire workers belonging to the contracting trade union, while the workers may only take jobs with employers who belong to the contracting employers' association.

This method was used at a very early stage in Switzerland, which is not surprising since as long ago as the end of the nineteenth century the Swiss Union of Arts and Crafts (a large employers' association covering small-scale industry, handicrafts and commerce), at its delegate assemblies in Zurich in 1889 and Schaffhausen in 1892, and the Swiss Workers' Federation, at its Olten Congress in 1890, both urged that relations between workers and employers should be governed by state-organised corporations with power to regulate each trade; thus among both the employers and the workers there was support for a compulsory corporative system.

A similar trend could be observed around this time in a draft amendment to the federal Constitution granting the Confederation increased authority in the sphere of labour legislation. In 1889 the Council of States (one of the chambers of the legislature) formally requested the Federal Council to "examine the whole question of compulsory corporations". The Government's reaction was unfavourable, however, and in addition the draft constitutional amendment allowing the federal Government to issue comprehensive regulations for each trade was rejected by the electorate and the cantons on 4 March 1894, with the result that the question of compulsory corporations has stayed in abeyance ever since.

But the ideas put forward by the employers' and workers' organisations inevitably had some effect on a number of collective agreements, in which clauses have been included whereby employers and workers tried to compel everybody in their trade to belong to their respective organisations.

In the main, clauses of this kind have been inserted in the interests of both parties to the agreement. An employers' organisation, in giving undertakings to the workers, was also hitting at outside employers who

did not observe the conditions of employment (especially wages) laid down in the collective agreement, and were able to offer their products at lower prices than the organised employers. The latter therefore asked the trade unions to urge their members not to work for the unorganised employers. The unions, for their part, in return for promising to help the employers in their struggle, asked them not to hire non-union workers. Thus in a whole series of cases a community of interest grew up between employers and workers, the latter often undertaking to give their support to the employers' price lists.

A ruling made by the Federal Court in 1904 contains a reference to a collective agreement negotiated in 1888 at La Chaux-de-Fonds between master decorators and carvers and engravers which contained a union reciprocity clause. In the following year a clause of this nature was included in the collective agreement between employers and silver watch case makers. In 1906 a collective agreement containing a union reciprocity clause stipulated that workers belonging to the Central Painters' and Plasterers' Federation must not work in Zurich except for members of the employers' association who had undertaken to keep to its price schedules. Similar agreements were negotiated in the same trade in other Swiss towns. In 1917 a similar clause in a new agreement between the Association of Master Plasterers and Painters and the Plasterers' and Painters' Union in Berne led to the employers' association being censured by the Central Committee of the Swiss Union of Arts and Crafts, which passed a resolution urging "that no other agreements of this kind be concluded anywhere by any other employers' association". In the lithographic printing trade a nationwide "contractual community" was set up as long ago as 1911. One of the aims of this community, which was established by an agreement containing a union reciprocity clause was to form a common front against price-cutters and employers or workers in the industry who did not belong to one or other of the contracting parties.

While in the examples just mentioned the union reciprocity clause required the employer to hire only workers belonging to the contracting union, in other cases the agreement merely stipulated that when a worker was taken on he must be a member of a trade union (no matter which) or must join a particular union within a specified time. In other agreements, the closed shop clause was replaced by a pledge on the part of the contracting organisations to bring every pressure to bear on their members to ensure that the employers gave preference to organised workers and that the latter only worked for organised employers (National Painters' and Plasterers' Agreement of 1943).

To begin with, the closed shop clause was held by the courts to be lawful. In an order dated 20 May 1904 the Federal Court, which had been asked to decide on the validity of an agreement of this kind, ruled in the following terms :

A union which comprises all or some of the workers in an occupation becomes the natural and obvious representatives of such workers in any matters involving conditions of employment. Ideally, a trade union tries to limit competition by winning over the employers to its side and inducing them to undertake to hire none but trade unionists. There is nothing reprehensible in this ; in fact it may be to the employer's advantage.

At that time collective agreements were still not subject to statutory regulation. "Collective labour agreements" were specifically referred to for the first time in federal legislation in the amended Code of Obligations embodied in the federal Act dated 30 March 1911 supplementing the Swiss Civil Code (which entered into force on 1 January 1912). But sections 322 and 323 of the Code of Obligations only regulated the subject in a very sketchy manner and, moreover, there was no provision on the closed shop clause.

However, the rulings of the Federal Court about the black-listing of some workers who refused to join a trade union tended to change as minority unions were formed in Switzerland. These unions (whether Roman Catholic, Protestant or independent) protested against the granting of any "monopoly" to the majority trade union organisation—the Swiss Trade Union Federation—in collective bargaining matters. In 1925 the Federal Court delivered an important judgment which illustrates this conflict of views. A worker belonging to the Swiss Association of Evangelical Workers and Employees who had refused to join the Swiss Federation of Metal and Watch Workers (F.O.M.H.), which is a member of the Swiss Trade Union Federation, had been dismissed by his employer on the insistence of a branch of the Federation. The Federal Court declared that this demand by the union was unlawful. It took this view mainly on the ground that, according to the rules of the F.O.M.H. one of the aims of that body was the socialisation of the means of production. It considered that this was a political aim and that it would be improper to compel a person with different political views to join the union under pain of losing his job. It added, however, that in any event the injury to the personal interests of a blacklisted worker was out of all proportion to the benefit being sought by the union. A similar verdict was given by the Federal Court in 1928.

After the Second World War the question of the closed shop clause once more came before the Federal Court. In a judgment issued in 1949 it re-asserted that the closed shop was "beyond doubt, an unwarranted interference with the right not to organise, i.e., a person's right to remain outside an association without suffering any appreciable economic harm", and that, moreover, it was an unlawful infringement of the rights of the individual.

These rulings were confirmed in a judgment dated 3 July, 1956, in which the Federal Court disallowed the union reciprocity clause in the agreement for the lithographic industry* on the ground that—

the State has left the establishment and membership of trade unions to be freely agreed on by the parties themselves. It is inconsistent with this freedom for a union to compel anyone to become a member by preventing him from supporting himself and his family by his labour or making it more difficult for him to do so.

Subsequently the agreement for the lithographic industry was amended, and section 9 of the 1960 agreement simply states that the contracting parties undertake to concert their efforts, "subject to the provisions of the law and the regulations of the contracting parties" to ensure that the members of the Swiss Society of Lithographic Employers only employ workers belonging to the Swiss Lithographers' Union and that the members of the latter only work for firms affiliated to the Swiss Society of Lithographic Employers.

When the Federal Council submitted fresh collective agreements legislation to Parliament in 1954 it declared itself in favour of "an absolute prohibition of compulsory membership as being highly undesirable in any shape or form (even though it is not very common in Switzerland), since it involves compelling unorganised employers and workers to join a contracting association by threatening them with or causing them economic prejudice". Parliament accepted the Federal Council's views but relaxed some of its proposals slightly and, on the occasion of the legislative review of 28th September, 1956, voted for the insertion in the new section 322bis of the Code of Obligations of a fourth paragraph worded as follows :

Any clause of an agreement or arrangement between the parties to compel employers or employees to join a contracting association shall be null and void.

It should be noted, however, that this ban on "compulsory membership" entails no consequences in public law. In other words, a closed shop clause is only null and void in civil law. The State does not automatically institute proceedings in specific cases. Only when an individual or trade union is injured by a breach of the rule laid down in section 322bis, paragraph 4, of the Code of Obligations can the relevant provision of the collective agreement be declared null and void by the courts at the express request of the injured party. The latter may also in certain circumstances be awarded damages in compensation for the injury suffered.

But collective agreements containing a closed shop clause have never been very widespread. Not only did the rulings of the Federal Court from 1925 onwards to some extent bar the way to clauses of this kind but the system in any case hardly spread beyond a few branches of industry—initially in some agreements in the watch-making industry and later in building and lithography. Closed shop clauses affecting the workers were also included in a number of plant agreements with co-operative societies. In the words of an eminent author—

It was realised very early that people who are forced into an organisation instead of joining it voluntarily are inevitably the worst and most awkward members and are bound to be a source of extra trouble. They make the membership larger but they certainly do not make it more effective.

Moreover, while closed shop clauses were included in a number of collective agreements, others (probably more) contained a clause asserting the workers' freedom of association or else forbidding any compulsion designed to force them to join an organisation.

Other Methods of Extension to Outsiders

Accordingly other ways and means were sought of extending the legal scope of collective agreements to outsiders.

It should be emphasised that, while under the 1911 Code of Obligations collective agreements had a direct and binding effect with respect to individual contracts of employment, this applied only to contracts of employment between employers and workers who were both bound by the agreement either because they had signed it

personally or because they belonged to a contracting organization. This was the interpretation given by prevailing theory and case law to section 323 of the Code, and the restriction on the scope of collective agreements holds good under section 323 as amended in 1956. It follows that in Switzerland not only is a collective agreement not applicable in principle to the relationship between an unorganized employer and his workers, but it does not apply either to individual contracts of employment concluded by an employer who belongs to the contracting employers' association (or has signed the collective agreement) with those of his workers who do not belong to the contracting trade union. Swiss law does not contain any provision similar to section 31 (e), Book 1, of the French Labour Code, which stipulates that an employer who is bound by an agreement must apply it to all his workers. The authors of the Swiss legislation were determined that where possible the scope of a collective agreement should be governed by the principle of contractual freedom, and while they allowed such agreements to regulate individual contracts of employment concluded by members of the contracting organizations, they refused to go further and allow a collective agreement subject to private law to have any legal effect on the relationship between the parties to an individual contract of employment where one of the parties is not a signatory of the agreement or a member of a signatory organization.

In point of fact, however, this attitude on the part of the authors of Swiss legislation is not always shared in industry itself. "It is often found", observes Professor Tschudi, "that employers and workers believe that the law recognises the indirect effects of collective agreements, for it would be wrong to give different treatment to organized and unorganized workers employed in the same establishment." Proof of this can be found in the practice of many labour courts, which have often held that the standards of collective agreements apply to all persons working for the same employer, including those who do not belong to the contracting trade union.

Of the methods employed to extend the scope of collective agreements to include outsiders, only passing mention need be made of measures taken by the Government to ensure that public contracts are only awarded to employers who observe collective agreements, since they are only of limited importance.

Another way out was for collective agreements to stipulate that employers must apply the relevant standards to all their workers, whether or not they were members of the contracting trade union. This method was in fact used in some agreements, but experts have questioned the legal significance of such a clause. The general opinion is that it has a contractual effect on the relations between the contracting organizations and that it does oblige an employers' association to take action against those of its members who do not apply the contractually agreed conditions of employment to unorganized workers; but as to whether such a clause can be directly invoked by unorganized workers against their employer, the usual answer is that it cannot.

In any event, even if a system of this kind could overcome one of the drawbacks of collective agreements, viz., the fact that outsiders might be willing to accept working conditions less favourable than those laid down in the agreement, it could do no more than this.

A clause extending an agreement's scope to all the workers in a particular establishment does not apply to persons working for an employer who is not bound by the agreement. This involves a twofold risk—for the workers naturally, because if many other workers accept substandard conditions, the agreement itself may be in jeopardy; and for the employers bound by the agreement, who may find themselves undercut by outside employers, as well as for the employers' association itself, which may be deserted by members who fear competition of this sort (Swiss legislation contains no provision whereby collective agreements remain applicable to ex-members of a contracting association).

There is of course another way of dealing with these drawbacks, and it has been followed in a number of countries, namely the extension of an agreement to third parties by order of the public authorities. Following the example of German legislation (decree of 23 December, 1918), the Federal Assembly passed a Conditions of Work Act dated 27 June, 1919, which empowered the public authorities to extend collective agreements to third parties. This Act was, however, rejected by the electorate in a referendum, and it was not until the Second World War that similar regulations came into force in Switzerland (Federal Order dated 1 October, 1941, superseded by Federal Order dated 23 June, 1943 and later by the Federal Collective Agreements (Extension) Act of 28 September, 1956). Thus, except in a number of special fields (such as weekly rest, under the terms of the regulations of 11 June, 1934) or in certain special branches of the economy (where the anti-depression legislation was in operation), it was impossible until 1941 for the authorities to order the extension of collective agreements to third parties.

“Loyalty to the Contract” and the “Solidarity Levy”

This was the background to the growth in Switzerland of the system of “loyalty to the contract” and the “solidarity levy”, whereby collective agreements are in fact extended, but by means of private law, or rather industrial law, instead of by order of the authorities.

The idea of “loyalty to the contract” can perhaps be traced back to the agreement concluded in 1912 (with effect from 1 January, 1913) in the printing industries of German and Italian Switzerland. Without requiring all the workers to belong to the contracting union or all the employers to the contracting employers' association, this system does require outsiders to subscribe to the clauses of the collective agreement. Employers and workers are considered “loyal to the contract” (*tariftreu or vertragstreu*) if they belong to a contracting organisation or to an organisation which, after the conclusion of the collective agreement, has adhered to it or if, without being members of such an organisation, they have pledged themselves individually with the consent of the contracting parties to abide by the conditions of the agreement. Thus the scope of the collective agreement is extended through the individual adhesion of the outsiders. And while the result is not, of course, absolutely identical with that of the union reciprocity clause, it is nevertheless quite similar, since, under the pledge contained in the agreement “employers who are loyal to the contract may only employ workers

who are loyal to the contract; and workers who are loyal to the contract may only work for employers who are loyal to the contract" (paragraph 4 of the 1912 printing trades agreement).

However, the extension of the coverage of collective agreements to outsiders did not solve the problem facing the employers' and workers' organisations. Admittedly, under this system everybody in an occupation could be subjected to the legal rules laid down by the agreement, but there could also be another consequence, viz., the outside workers who were now covered by the collective agreement might in a sense be better off than the organised workers because they enjoyed the benefits secured by the agreement without having to pay any trade union dues.

The system of "loyalty to the contract" was therefore supplemented by a "solidarity levy" or "trade contribution" which outsiders had to pay in order to be considered loyal to the contract. An outsider who signs a declaration of "adhesion to the contract" and pays the prescribed levy is issued in return with a certificate (if he is an employer) or a "work card" (*Arbeitskarte*) (if he is a worker) entitling him, as the case may be, to employ workers who are loyal to the contract or to work for an employer who is loyal to the contract. The work card or certificate is issued free of charge to workers and employers who belong to contracting organisations; it is issued to outsiders who can produce evidence of having paid their solidarity levy. Some agreements require the employer to deduct the "trade contribution" from the wages of all his workers and to pay the money over to the union, which refunds it to fully paid-up union members.

Originally, however, the trade contribution was regarded solely as a way of sharing out the cost of running the facilities that would be used by the unorganised. As early as 1912 the agreement for the printing industry imposed a levy of 5 francs per worker per year on unorganised workers who were loyal to the contract to help meet the cost of the industry's employment offices. The 1917 agreement for the Swiss printing industry, which set up a "contractual community" of employers and workers in the trade, imposed a levy of 5 francs per year on unorganised employers who became members of the community, and 2 francs per year on unorganised workers who became members, to help meet the cost of the conciliation office; a levy to meet the cost of the employment offices was also imposed at the rate of 5 francs per year for each unorganised employer (personal contribution) plus 5 francs for each worker employed by him on the average over the year and 5 francs per year for each unorganised worker. In both cases, any expenditure not covered after receipt of these contributions from the unorganised was shared out equally between the employers' and workers' organisations. The agreement added that special contributions to cover extraordinary expenditure caused by the introduction and operation of the agreement could be levied on both the contracting parties and the non-contracting employers and workers.

In 1923 this agreement was replaced by a collective labour agreement concluded by the Swiss Society of Master Printers and the Swiss Typographers' Federation. Although as a result the "contractual community" was dissolved and an unorganised employer or worker could not be required to pay a "member's" contribution,

the principle of a levy was maintained ; section 7 of the agreement stipulated that unorganised employers and workers who adhered to the agreement should pay the Printing Trade Office a levy at the rate of 25 francs per year for each employer, plus 25 francs for each worker employed by them, and at the rate of 15 francs per year for each worker. Section 9 added that each worker covered by the agreement should be issued by the Printing Trade Office with a certificate to the effect that he adhered to the agreement. The latter seems to be the origin of the solidarity levy which has since become widespread in a number of widely differing industries. Although "loyalty to the contract" is usually required from unorganised workers before they can take a job in the occupation and from unorganised employers before they can hire organised workers, in some cases payment of the solidarity levy has only been required from the workers wishing to qualify under certain clauses, such as those granting benefits under the trade equalisation funds set up under the collective agreement.

It should be added that many collective agreements, instead of imposing a solidarity levy, require the payment of a deposit by unorganised employers and workers who wish to qualify for the benefits acquired through "loyalty to the contract". This type of clause, compelling each of the parties to an agreement to pay a deposit as surety for its compliance and for payment of a fine under the agreement in the event of infringement, is quite common in Swiss collective agreements. As a result of this practice, a number of agreements compel outsiders who are not themselves covered by the deposits paid by the contracting parties to lodge caution money of their own. An employer must pay his own deposit, while a worker's is deducted from his wage by the employer who takes him on ; it is refunded when he leaves the employer, provided he has carried out his obligations under the collective agreement.

As mentioned earlier, this whole system of "loyalty to the contract" was evolved in practice unfettered by any statutory regulation. Legal theorists were divided as to how far the system should be accepted. It was sometimes argued that the system of "solidarity levies" and of compelling outsiders to pay a deposit could be an indirect form of pressure on them to join one of the contracting organisations.

The Federal Court was called upon for the first time to pronounce on the lawfulness of the solidarity levy in 1948. The case involved not an agreement between employers' and workers' organisations but a plant agreement negotiated by a number of trade unions with a single firm. This agreement provided for the payment by salaried employees and wage earners between the ages of 20 and 60 who were not members of one of the contracting workers' organisations of a solidarity levy to be deducted by the employer and paid into a maternity fund for the women workers. The Federal Court agreed in its order that the solidarity levy was designed to compensate for the outlay incurred by the contracting organisations in concluding and implementing the collective agreement ; it would appear to be perfectly reasonable, declared the Court, to require payment of this levy even from new signatories belonging to an organisation which did not take part in the conclusion of the agreement. The Court also acknowledged that there could be no infringement of a worker's

freedom to decide whether or not to remain a member of such an organisation (an infringement which would be incompatible with the rights of the individual) unless the double outlay resulting from the payment of his union dues and solidarity levy involved him in serious financial hardship.

In the following year (1949) the Federal Court had before it a further dispute which, unlike the previous one, concerned a collective agreement concluded between an employers' organisation and a workers' organisation. In this order the Court gave its views on the subject in greater detail. It drew a clear distinction between the closed shop clause, which it declared to be illegal, and the principle of loyalty to the contract, which it endorsed, in the following terms :

A measure of this kind cannot be disallowed. The obligation to adhere to a particular workers' organisation and the obligation to adhere to a collective labour agreement negotiated by such an organisation with the employers' association are two fundamentally different things which do not in the least require similar treatment. It is difficult to see how a worker's rights as an individual would be harmed by compelling him to adhere to an agreement which had in fact been concluded in his interest or how such an obligation could be held to be improper.

The Federal Court also confirmed in this order the validity of clauses requiring the payment of a solidarity levy since—

it would not be fair to allow an outsider, without making any financial sacrifice, to benefit by the many advantages afforded by a collective agreement, in negotiating and implementing which the contracting organisations have incurred considerable expenditure that has been met out of their members' contributions.

On the other hand in this order the Federal Court modified its viewpoint on the permissible level of the solidarity levy. It held that the only possible criterion was that the outsiders should make reasonable payment for the benefits they acquired. In fixing the amount of the levy, allowance should be made for the administrative expenses involved in implementing the collective agreement, the costs entailed in its negotiation, including the talks that preceded its signature, and also the fact that the benefits secured for individual adherents had only been obtained because the contracting workers' organisation wielded substantial economic power which in turn owed its existence to the contributions and union activities of its members and organs.

Having regard to all these factors the Federal Court in this particular case reduced the solidarity levy to 40 francs a year, whereas under the collective agreement it was 60 francs ; in doing so it took into account the fact that the dues payable by members of the contracting workers' organisation (the Federation of Metal and Watch Workers) amounted to 80 francs a year, and the dues payable by the outsiders to their own organisation (the Swiss Association of Autonomous Trade Unions) amounted to 30 francs a year.

When the provisions of the Code of Obligations dealing with collective labour agreements were revised, the Federal Council put forward a number of proposals concerning "loyalty to the contract" and

the "solidarity levy". These were incorporated with a few amendments in section 322bis of the Code entitled "Participation". By participation in a collective agreement, the Code means that employers or workers who do not belong to the contracting organisations are drawn into the "contractual community", so that they are bound by the clauses of the agreement which apply to members of the contracting organisations and benefit thereby. Generally speaking it had been acknowledged formerly that participation in or "submission" to an agreement did not entail acceptance of its provisions as binding, but the law now state (section 323 of the Code of Obligations) that the clauses relating to the conclusion, contents and termination of individual contracts of employment are directly binding on all employers and workers covered by the agreement—including the "participants" (Section 322bis). Similarly participants may be required to observe such obligations in relation to the "contractual community" formed by the contracting organisations as the payment of contributions to equalisation funds or other schemes arising out of the relationship between employers and workers, in-plant representation of the workers, the maintenance of industrial peace, supervision for the purpose of enforcement, the payment of deposits and fines under the agreement, etc. (see section 323ter of the Code of Obligations).

Participation must of course be distinguished from *accession* to a collective agreement, which on the worker's side can only take place through an organisation, although on the employer's side it can be done individually. Accession puts the adherent on the same footing as the contracting parties and he acquires all their rights and obligations under the collective agreement. On the other hand, while a participant has the same rights and obligations as the members of the contracting organisations with regard to the legal relationship deriving from the individual contract of employment, he does not enjoy the rights arising out of membership of the contracting organisation such as the appointment of various organs by the contractual community (joint industrial committee, joint arbitration tribunal, etc.).

Any employer may participate in an agreement with the consent of the parties, but a worker can only do so if he works for an employer who is bound by the agreement.

The law also regulates the form and duration of participation (section 322ter of the Code of Obligations). The provisions dealing with the form and duration of a collective agreement also apply to participants. To be valid, a declaration of participation and the consent of the contracting parties must be in writing; the same applies to termination of participation. When the commitment is for an indefinite period, participation may (in the absence of any provision to the contrary) be terminated at the end of one year, subject to six months' notice.

The new legislation, which was based on the rulings of the Federal Court, allows a judge to cancel or reduce to reasonable proportions any unfair conditions imposed by an agreement, as in particular unduly high levies (section 322bis of the Code of Obligations). It adds that any clause in an agreement and any agreement which earmarks the proceeds of the levy for the benefit of only one of the parties is null and void. The aim here, according to the Federal Council's message, is to prevent organisations from using the money for a purpose other than that laid down in the agreement.

Lastly, the authors of the new legislation recognise the validity of the clause forbidding individuals—whether employers or workers—who are bound by an agreement from entering into contractual relationships with other individuals who are not “loyal to the contract”. The validity of this contract loyalty clause, which is in a sense a “closed agreement” clause is not, it is true, specifically stated in the legislation, but it can be inferred a *contrario* from a legislative provision dealing with participation by members of “outside” organisations.

Problems Caused by Trade Union Pluralism

The issues which caused most controversy in the Federal Assembly when the legislation on collective agreements was amended did not involve the actual principles of “contract loyalty” or the “solidarity levy” but rather the situation brought about in Switzerland by the existence of a number of trade union movements. Most of the cases dealt with by the Federal Court regarding the blacklisting of a worker by a trade union organisation were concerned not so much with an individual’s right to remain outside a trade union or agreement as with the special case of an individual belonging to a union other than the contracting organisation.

There are in Switzerland trade union movements of various complexions. The biggest trade union organisation is the Swiss Trade Union Federation (437,000 members) which is affiliated to the International Confederation of Free Trade Unions and is linked by an agreement with the Swiss Federation of Unions of Salaried Employees (103,000 members). But there are also a number of minority unions, chief among which are the Swiss Federation of National Christian Unions (80,000 members) which is affiliated, together with the Swiss Association of Evangelical Workers and Salaried Employees (15,000 members), to the International Federation of Christian Trade Unions. The Swiss Federation of Autonomous Trade Unions (18,000 members) is affiliated in turn to the World Union of Liberal Trade Union Organisations.

This pluralism has inevitably been a fertile source of difficulty not only in the negotiation but also in the structure of collective agreements. These difficulties have become increasingly acute as collective agreements have developed beyond a mere compilation of clauses designed to regulate individual contracts of employment and have come to involve what the Act of 28 September 1956 calls a “contractual community” possessing a number of common institutions such as a joint industrial committee and sometimes its own arbitration tribunal and equalisation funds. If, for example, there is a closed agreement clause, the employers’ organisation is no longer at liberty to conclude a contract with another trade union without the consent of the contracting union. A wide variety of attempts have been made to find a workable solution to this problem. In some cases the unions all negotiate together with the employers’ organisation; in other cases a single organisation, usually the majority union, conducts the bargaining; once this is completed the organisation in question signs the agreement, which is then open to signature by the other unions. When,

however, an agreement is only signed by the union which conducted the negotiations, it often contains clauses specifying the conditions in which the employers' association can conclude what are called "parallel" agreements with the other unions and defining the position of the members of the other unions in the light of the principle of "loyalty to the contract".

In the decisions handed down by the Federal Court on the subject of the solidarity levy the principal issue at stake was the position of members of trade unions who were not parties to the collective agreement in relation to the principle of loyalty to the contract or the clauses providing for the payment of the solidarity levy. It was held that it was open to the parties to make provision for the payment of a solidarity levy, not only by the unorganised but also by the members of a union which was not a party to the collective agreement. During the debates in the federal Parliament on the new collective agreements legislation, the minority unions urged the inclusion in the Bill of clauses limiting the power of the contracting parties to require loyalty from members of "outside" unions. The federal Parliament accepted their case to some extent by making it illegal for the clauses of an agreement or for agreements between the parties to tend to constrain members of employers' or workers' organisations to participate in an agreement when these organisations cannot accede to the said agreement or conclude a similar agreement (section 322bis, para. 3, of the Code of Obligations). In other words "loyalty to the contract" cannot be required from members of trade union organisations which have asked to be allowed to accede to a collective agreement or to conclude a "parallel" agreement but which have not been allowed to do so. If, on the other hand, the trade union organisation deliberately decides to remain outside the agreement, its members may be denied an opportunity of finding work in their occupation should they refuse to sign a personal declaration of "participation".

Participation and Extension by the Public Authorities

The Act of 28 September 1956 prescribes the circumstances in which the scope of a collective agreement can be extended to third parties by decision of the public authorities. In such cases the employers and workers covered by an agreement can be divided into three classes, viz. members of the contracting organisations; employers and workers who have signed a declaration of participation—all of them being considered to be "bound by the agreement"; and, finally, employers and workers who, not being members of the contracting organisations, have not signed a declaration of participation and, as a result, are only covered by the "extended clauses" of the agreement and not by the whole of it (the clauses being defined in the extension order). However, the authors of the legislation stipulated that extension could not be ordered unless the employers and workers who were not bound by the agreement could affiliate to a contracting organisation or participate in the agreement (section 2, Ch. 7, of the Act of 28 December 1956). In other words, organisations that wish to retain control over the admission of new members are required in such cases to make it possible for individuals who have not been

admitted to be able to sign a declaration of participation in the agreement; this provision mainly affects the non-extended clauses which (as was seen earlier) are applicable to participants but not to an employer or worker who is "not bound" by the agreement.

Of course it would not be possible for an agreement in respect of which an extension order had been made to include a "loyalty obligation" clause whereby only workers who belonged to the contracting trade union or had signed a declaration of participation would be allowed to work for employers who were bound by the agreement.

However, it has been acknowledged that the extended clauses of an agreement can require outsiders to obtain a "work card" and pay a contribution of exactly the same amount as the "solidarity levy". Not only does the law state that an extension order may apply to the clauses which bind employers and workers to the contractual community (Act dated 28 September 1956, section 1, para. 7) but it also makes express provision for the possibility of levying "contributions towards the cost of supervision" of the employers and workers not bound by the agreement, provided that these contributions do not exceed the amount obtained by sharing the actual expenditure incurred equally among all the employers on the one hand and all the workers on the other (section 3, para. 2). The same clause also provides for the possibility of requiring outsiders to pay a deposit.

Thus while it is possible, when a collective agreement is extended, to levy a contribution on the outsiders, the level of this contribution may not be calculated on the basis of all the factors allowed by the Federal Court in its rulings on participation in ordinary collective agreements. In other words, it is not possible in fixing the amount of the contribution to reckon all the expenses inherent in the establishment of a collective agreement or the outlay incurred by the trade union organisation in acquiring the power which enabled it to secure the conditions of employment embodied in the collective agreement. But it is possible to require the outsiders to share not only in the expenses of supervision but also in any other forms of outlay incurred by the employers' and workers' organisations in the interest of the occupation as a whole, e.g. vocational training, on condition that the cost is fairly apportioned between the organisations and the outsiders.

THE SITUATION TODAY

The system of the closed agreement clause and the solidarity levy is now firmly rooted in a number of industries in Switzerland. Nevertheless, compared with the total number of employers and workers bound by collective agreements the number of those affected by closed agreement clauses is fairly small. It has been estimated that there are 41,000 workers covered by agreements providing for the payment of a solidarity levy and that of these, 7,800 actually have to pay. As the total number of workers covered by collective agreements is about 900,000 it will be seen that the proportion paying a solidarity levy is less than 1 per cent. of the total. The main occupations in which the system of the solidarity levy is in force are structural steel erection, coach building and a few engineering and metal-working concerns (with 25,000 workers, of whom a quarter pay the

levy), printing (with 12,000 workers, of whom 350 pay the levy), the corrugated cardboard industry and a few textile concerns (with 2,500 workers, of whom a third pay the levy), carpentry and joinery, and a number of plastering and painting businesses (with 1,550 workers, of whom 350 pay the levy).

As regards the use made of the proceeds of the levy, the purpose most often mentioned in collective agreements is to meet the cost of supervising and implementing the agreement (particularly the expenses of the joint committee), together with vocational training and any other purpose of concern to the occupation as a whole.

It should be recalled once more that a number of collective agreements also provide for the payment of deposits by outsiders to ensure that they meet their obligations.

CONCLUSIONS

The foregoing account shows that for several decades past the contracting parties to collective agreements in Switzerland have been concerned about the problem of outsiders and have dealt with it in a variety of different ways, sometimes relying on their own resources and sometimes on state intervention. The union reciprocity clause which had some support in the early part of the century has now lost ground for a number of reasons, such as the emergence of several trade union movements, the verdicts of the Federal Court and finally the law itself. In some cases its place has been taken by the closed agreement clause and in other cases by the system of extension by order of the public authority.

Each of these methods has drawbacks as well as advantages for the organisations taking part. In selecting their approach they are governed by a whole series of considerations which reflect the relations between the employers' and workers' organisations, their relative strengths and the number of outsiders, the prospects of organising the outsiders, etc.

Unions are often tempted not to request the inclusion in a collective agreement of special measures dealing with outsiders if they are confident that their own propaganda will help to win over a large proportion of unorganised workers; or, going one step further, the employers' associations and unions may specify in their collective agreements the mutual aid they intend to give each other in order to bring pressure to bear on the outsiders to join their ranks.

Whenever the unions, either because of passing circumstances or because of the nature of the occupation, are anxious first and foremost to ensure that the standards of the collective agreement are applied to everybody in the occupation, they may merely negotiate with the employers of an undertaking to apply these standards to all workers. Should they attach importance to strict enforcement, they will tend to insist on the principle of "loyalty to the contract", usually involving payment of the solidarity levy or of a deposit. This principle

will also be applied whenever the workers' and employers' organisations maintain close relations with a good many interests in common and, for example, jointly undertake to fight against "the lowering of standards in the trade and unfair competition in the form of under-bidding and price cutting".

The fact remains that insistence on the "work card" has turned out to be a double-edged weapon. While the system has made it possible to extend the scope of collective agreements and to compel outsiders to make a certain contribution, the bearer of a work card is apt to feel that because he has been issued with it and has paid his solidarity levy—which owing to the ruling of the Federal Court is lower than the union dues—there is no need to join the union. He is liable to tell a union organiser that he is quite in order because he has his work card. Moreover, the work card system, apart from the practical difficulties involved in collecting the levy, has the additional drawback for the unions that the employers' organisation knows exactly how many workers belong to each union and how many are outside.

Similarly, although the extension of collective agreements by order of the public authorities also has certain advantages for the employers' and workers' organisations, they are often offset by equally marked drawbacks. The advantages are due to the fact that the scope of an agreement becomes as wide as possible, while the drawbacks arise from the fact that the employers' and workers' organisations are not normally keen on applying to government departments and prefer to settle for themselves any problems arising out of the operation of a collective agreement. Moreover, under the work card system, organisations must supply details of their membership before the agreement is extended. The extension procedure is subject to a whole series of conditions which make it difficult and sometimes hazardous to attempt. But there is yet another reason which often deters employers' and workers' organisations from having recourse to extension: once the decision has been made, the importance of the union itself declines sharply in the eyes of the unorganised workers, who are liable to feel that they owe their conditions of employment to the State and tend to overlook the part played by the union.

Thus it can be seen that the approach of the employers' and workers' organisations in Switzerland towards the question of outsiders varies considerably without it being possible to say that any one of the methods just described tends to predominate among either the employers or the unions. A point to be emphasised is that a large proportion of the workers and employers are bound by collective agreements such as the social peace agreement in the machine-tool and metal industries, which do not contain clauses that are directly binding on individual contracts of employment, so that in these cases the problem of the extension of the clauses of agreements to outsiders is somewhat different. Nevertheless, it is worth stressing the originality of the methods described in this article, especially the two ideas of "loyalty to the contract" and the "solidarity levy".

(This is an extract from the *International Labour Review*—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 appendices appearing in this issue :—

Cost of Living

The Colombo Consumers' Price Index for the month of March, 1962, is 106.2 as against 105.9 for the month of February, 1962, an increase of .3.

Wage rates

(a) The basic wages payable for the month of April, 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 except in the Plumbago Trade where there is a slight increase.

Strikes

There were altogether 8 strikes during the month of January, 1962, involving 2,534 workers and a loss of 14,104 man-days, as against 12 strikes during the month of December, 1961, involving 3,067 workers and a loss of 11,714 man-days.

Six of these strikes were in Tea Plantations involving 2,023 workers and a loss of 12,926 man-days, one was in a Tea-cum-Rubber Plantation involving 489 workers and a loss of 979 man-days and the other was in the Engineering Trade involving 22 workers and a loss of 199 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 January, 1962, and February, 1962, was as given below :

	January, 1962			February, 1962		
	Males	Females	Total	Males	Females	Total
Technical and Clerical ..	15,722	12,784	28,506	15,806	13,020	28,826
Skilled ..	13,948	4,117	18,065	13,808	4,115	17,923
Semi-skilled ..	27,766	6,852	34,618	27,776	6,802	34,578
Unskilled ..	66,861	4,559	71,420	65,666	4,547	70,213
Total ..	124,297	28,312	152,609	123,056	28,484	151,540

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

	January, 1962			February, 1962		
	Males	Females	Total	Males	Females	Total
Technical and Clerical ..	71	37	108	103	29	132
Skilled ..	40	3	43	44	—	44
Semi-skilled ..	100	13	113	52	9	61
Unskilled ..	137	7	144	135	9	144
Total ..	348	60	408	334	47	381

NOTES OF CURRENT INTEREST

Trade Unions Registered in March, 1962

Regd. No.	Name of the Union
1847 ✓ ..	The Association of Medical Specialists of Ceylon.
1848 ✓ ..	Dheewara Niwarana Ansaye Niladharinge Sangamaya.
1849 ✓ ..	Seemasahitha Taoshi Kamkaru Samitiya.
1850 ..	Democratic Workers' Congress.
1851 ..	Ceylon Transport Board Administrative Officers' Association.
1852 ..	Colombo Port Commission Operational Officers' Association.
1853 ..	The Kattankudi United Workers' Union.
1854 ..	Lanka Thapal Ha Viduli Sandesa Sewika Sangamaya.
1855 ..	The Mercantile Executives' Association.
1856 ..	Galunagarika Sewaka Nidahas Kamkaru Samitiya.
1857 ..	Sri Lanka Pesa Karmantha Upadesaka Vurthiya Samitiya.
1858 ..	Sri Lanka Swadeshiya Wydya Departhamentuwe Aushadhagara Sewaka Sangamaya.
1859 ..	Samastha Lanka Idam Sanwardena Departhamentuwe Sewaka 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

XXII—The Beedi Manufacturing Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Beedi Manufacturing Trade appeared in an Order made under section 6 of the Wages Boards Ordinance (Chapter 136), published in *Ceylon Government Gazette* No. 10,960 of August 10, 1956, and came into force on August 10, 1956.

Order

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

The beedi manufacturing trade, that is to say—

- (1) the preparation of tobacco for the manufacture of beedi ;
- (2) beedi rolling ; and
- (3) packeting beedi ;

including—

- (1) loading and unloading of and portorage for transporting bales of tobacco, wrapping leaves, beedies and packing cases ;
- (2) stacking and (periodical) re-stacking of tobacco and wrapping leaves in store ;
- (3) grading tobacco ;
- (4) sprinkling water on wrapping leaves ;
- (5) drying tobacco in the sun ;
- (6) cutting wrapping leaves ;
- (7) crushing tobacco into chips for preparation of fillers (“ beedi tobacco ”) for rolling ;
- (8) preparation of wrappers for rolling ;
- (9) filling wrappers with “ beedi tobacco ” ;
- (10) beedi rolling ;
- (11) tying rolled beedies with thread ;
- (12) sorting beedies ;
- (13) fixing ring labels round rolled beedies ;
- (14) bundling of beedies ;
- (15) sun drying bundles of beedies ;
- (16) wrapping bundles of beedi in paper and labelling ;
- (17) making packets of bundles ;
- (18) labelling packets ;
- (19) cleaning and sweeping of stores and drains ; and
- (20) any other operation connected with or incidental to the work specified in this paragraph, but excluding the work of the following workers :—

Agents for purchasing tobacco, lorry and van drivers, carters, clerks, managers, supervisors and store-keepers.

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Beedi Manufacturing Trade was established on November 20, 1956, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 11,041 of January 4, 1957.

(C) DECISIONS OF THE BOARD

The original decisions in respect of the Beedi Manufacturing Trade, made by the Wages Board for that trade, related mainly to the minimum rates of wages for piece work and came into force on December 1, 1957. 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. 11,208 of November 29, 1957. Decisions varying the earlier decisions were published in notifications appearing in *Government Gazettes* No. 11,902 of October 16, 1959, and No. 12,885 of January 26, 1962.

PART I

Intervals at which wages should be paid

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

PART II

Minimum rates of wages for piece work

The minimum rates of wages for piece work for "nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting, wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread) shall be—

	Rs. c.
(a) for beedies not more than 2 inches long ..	5 0 per 1,000
(b) for beedies more than 2 inches long but less than 3 inches ..	6 0 per 1,000, and
(c) for beedies not less than 3 inches long ..	7 0 per 1,000.

The minimum rates of wages for piece work for "noon" (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) shall be—

	Rs. c.
(a) for beedies not more than 2 inches long ..	3 34 per 1,000
(b) for beedies more than 2 inches long but less than 3 inches ..	4 0 per 1,000, and
(c) for beedies not less than 3 inches long ..	4 66 per 1,000.

The minimum rates of wages for piece work for cutting wrapping leaves (inclusive of the preparation of wrappers for rolling) shall be—

	Rs. c.
(a) for beedies not more than 2 inches long ..	1 67 per 1,000
(b) for beedies more than 2 inches long but less than 3 inches ..	2 0 per 1,000, and
(c) for beedies not less than 3 inches long ..	2 34 per 1,000.

The minimum rate of wages for piece work for fixing ring labels round rolled beedies shall be 50 cents per 1,000 beedies. •

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TABLE I—COST OF LIVING INDEX NUMBERS

A
Colombo Working Class

Base : November, 1938-April, 1939=100

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

1939	112	102	97	112	104	108†
1940	115	103	97	128	111	112
1941	129	108	96	153	116	122*
1942	183	171	93	194	144	162

Index Number
Nov., 1942
= 100

Base : November, 1942 = 100

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

† Average for 5 months only.

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

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

INDEX NUMBERS

1953	105.97	99.82	101.32	82.82	97.17	101.6
1954	106.13	103.35	101.53	79.52	94.43	101.1
1955	105.09	102.34	101.53	80.50	94.62	100.5
1956	103.32	101.30	101.53	81.76	98.60	100.2
1957	104.94	97.32	101.53	84.39	106.92	102.8
1958	105.75	101.04	101.53	87.51	113.05	105.0
1959	104.67	102.31	101.49	92.10	115.22	105.2
1960	100.77	102.63	101.53	95.10	117.51	103.5
1961	99.66	104.35	101.53	106.13	123.26	104.8

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
March	101.02	106.00	101.53	106.58	124.85	106.2

TABLE II—WAGES INDEX NUMBERS

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

A

Base : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo		
	Average Minimum 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
March	2.15	111.98	105.44	113.74	126.67	119.27

* 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
March ..	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	33,834	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
	February	28,826	17,923	34,578	70,213	151,540

* 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	Vaalapattiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Arissovelia	Baputale	Matarra	Vaunviya	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	—	696	—	—	—	—	—	—	—	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	3,730	547	1,162	1,435	909	663	422	992	252	437	678	—	—	—	—	—	53,023
1953 ..	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	—	—	—	51,546
1954 ..	33,410	2,909	3,434	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	1,592	392	2,411	—	—	—	71,010
1956 ..	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	—	—	—	85,952
1957 ..	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	5018	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	3,965	1,215	895	354	1,188	1,380	2,925	1,110	5,324	531	2,466	—	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	3,884	1,277	8,224	791	3,271	1067	155,666
February	65,003	17,567	8,931	15,007	7,885	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	3,005	786	3,226	1114	150,515

TABLE V—(contd.)

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapure	Badulla	Batticaloa	Kalmunna**	Trincomalee	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	7,490	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
February	61,872	14,975	10,334	13,709	7,489	2,819	4,846	3,476	4,267	3,165	1,440	715	1,465	2,579	3,554	1,317	8,148	691	3,413	1,266	151,540

* Total includes 127 registered at Matugama, 64 at Chillaw, 272 at Matale, 97 at Avisawella, and 555 Veyangoda.

† Total includes 141 registered at Matugama, 254 at Chillaw, and 240 at Avisawella. (These Exchanges functioned only during 1945 and 1946.)

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

† Revised figures

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
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	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	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	2,108	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
February	1,623	132	913	44	1,662	61	2,706	144	6,904	381

† 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 February, 1962

Employment Exchanges	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	521	76	359	33	756	25	1,182	67	2,818	201
Negombo	119	2	101	3	113	3	225	38	558	46
Kalutara	111	10	53	—	93	2	132	4	389	16
Galle	135	—	56	—	65	2	161	—	417	2
Kandy	107	5	53	1	101	6	129	2	390	14
Nawalapitiya	44	2	47	2	32	—	52	—	175	4
Kurunegala	55	8	23	—	31	—	48	1	157	9
Jaffna	106	10	22	—	90	4	120	3	338	17
Ratnapura	45	2	16	—	59	8	88	3	208	13
Badulla	18	4	15	—	38	1	63	2	134	7
Batticaloa	47	—	16	—	28	4	54	1	145	5
Kaimunai	20	—	9	—	20	—	18	—	67	—
Trincomalee	11	2	9	4	28	3	58	6	106	15
Anuradhapura	46	6	21	—	22	—	53	2	142	8
Avissawella	49	—	24	—	16	—	58	—	147	—
Haputale	14	—	15	—	17	—	22	—	68	3
Matara	99	4	47	1	73	1	180	4	399	10
Vavuniya	17	—	5	—	28	1	8	1	58	2
Kegalla	40	—	12	—	37	—	39	3	128	3
Matale	19	1	10	—	15	1	16	4	60	6
Total	1,623	132	931	44	1,662	61	2,706	144	6,904	381

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	23	3,514	4,285*	53	23,875	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	23	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,960
1953	33	363,600	430,586	54	14,432	31,996
1954	59	86,450	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,293	36,016
1956	99	56,908	200,888	115	31,852	152,966
1957	177	297,061	618,050	127	70,239	190,443
1958	123	39,372	340,632	96	42,713	399,228
1959	177	47,318	352,145	71	42,933	463,119
1960	123	42,528	259,948	37	4,830	15,139‡
1961	90	29,223	317,866	39	38,013	556,242
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	10,633	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	**7	**1,595	**3,683	4	9,493	9,741
December §	8	2,862	11,346	**5	**16,460	**441,362
1962 January	7	2,512	13,905	1	22	199

*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
JANUARY, 1962, BY INDUSTRIES OR TRADES**

<i>Industry or Trade</i>	<i>Number of Strikes</i>		<i>Number of Workers involved</i>		<i>Number of Man-days lost</i>	
Plantations - Tea ..	6	..	2,023	..	12,926	
Rubber ..	1	..	489	..	979	
Tea-cum-Rubber ..	—	..	—	..	—	
Coconut ..	—	..	—	..	—	
Coconut-cum-Rubber ..	—	..	—	..	—	
Total ..	7		2,512		13,905	
Engineering ..	1	..	22	..	199	
Printing ..	—	..	—	..	—	
Motor Transport ..	—	..	—	..	—	
Tea Export ..	—	..	—	..	—	
Rubber Export ..	—	..	—	..	—	
Coconut Manufacturing ..	—	..	—	..	—	
Toddy, Arrack and Vinegar ..	—	..	—	..	—	
Cigar Manufacturing ..	—	..	—	..	—	
Tea & Rubber Manufacturing ..	—	..	—	..	—	
Cinema ..	—	..	—	..	—	
Dock, Harbour and Port Transport ..	—	..	—	..	—	
Building Trade ..	—	..	—	..	—	
Local Government Services ..	—	..	—	..	—	
Service Institutions ..	—	..	—	..	—	
Factories, Workshops, &c., run by the State ..	—	..	—	..	—	
Textile ..	—	..	—	..	—	
Relief Schemes ..	—	..	—	..	—	
Wholesale and Retail Distribution ..	—	..	—	..	—	
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—	
Beedi Manufacturing ..	—	..	—	..	—	
Hotel ..	—	..	—	..	—	
Tile Manufacturing ..	—	..	—	..	—	
Miscellaneous ..	—	..	—	..	—	
Total ..	1		22		199	
Grand Total ..	8		2,534		14,104	

**TABLE X—CLASSIFICATION OF THE STRIKES IN
JANUARY, 1962, IN CAUSES**

<i>Cause</i>	<i>Number of Strikes</i>		<i>Number of Workers Involved</i>	
	<i>Plantations</i>	<i>Others</i>	<i>Plantations</i>	<i>Others</i>
1. Dismissal or loss of employment in any way. Failure to provide work ..	—	..	—	..
2. Wage increases, Higher rates for piece work, &c. ..	—	..	—	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	1	..	569	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	3	..	889	..
5. Food matters. Welfare ..	—	..	—	..
6. Right of association and meeting ..	—	..	—	..
7. Factional disputes and domestic matters ..	—	..	—	..
8. External matters (e.g., arrest by Police, &c.) ..	2	..	565	..
9. Assaults by employer or agent or others ..	1	..	489	..
10. General demands ..	—	..	—	22
11. Sympathetic strikes ..	—	..	—	..
Total ..	7	1	2,512	22

APPENDIX I

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

<i>Class of Worker</i>	<i>Month: April, 1962</i>					
	<i>Basic Wage</i>		<i>Special Allowance</i>		<i>Total</i>	
	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>
(1) Baking Trade						
<i>Monthly Rates :</i>						
Class "A" Worker : foreman, cooks, "short eats" 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: April, 1962

Class of Worker

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

(3) Brick and Tile Manufacturing Trade

Daily Rates :

In the manufacture of tiles in a factory—

A—Male workers (18 and above) :

Skilled Workers, Grade I: press feeders (machine), firemen engaged in kiln (burners)	2 0 ..	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

Class of Worker

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

Piece Rates :

Cigar rolling (inclusive of cleaning up of fillers, the preparation of wrappers for rolling, the preparation of fillers for rolling including filling up with 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.

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.

(7) Cinnamon Trade (contd.)

Piece Rates :

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
-------------------------------------	----	---	---	----	---

(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 : April, 1962

Class of Worker

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

(10) Coconut Manufacturing Trade (contd.)

Piece Rates :

(a) In the manufacture of desiccated coconuts—

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

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

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

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

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Month : April, 1962

Class of Worker	Basic Wage		Special Allowances		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
(13) 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	70	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 : April, 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	27	4	27
Kanganies } Loaders } Overseers }	2	50	1	27	3	77
Shift bosses	2	33	1	27	3	60
Elasters } Drillers (hand and machine) } Shaft drivers } Stoppers (excavators) } Timbermen }	2	25	1	27	3	52
Muckers } Trolleyman } Unskilled labourers }	1	75	1	27	3	02
Onsetters or Donakatakarayas ..	2	50	1	27	3	77
Underground and surface workers—						
Electricians } Enginemen } Fitters } Hoistmen } Mechanics } Pumpmen } Winchmen }	2	75	1	27	4	02
Checkers	2	50	1	27	3	77
Electricians (assistants) } Fitters (assistants) } Windlassmen (dabare workers) } Mechanics (assistants) }	1	75	1	27	3	02
Surface workers—						
Carpenters } Masons }	2	75	1	27	4	02
Overseers	2	50	1	27	3	77
Blacksmiths } Boilerman } Drill sharpeners }	2	25	1	27	2	52
Firewood carriers and splitters ..	1	85	1	27	3	12
Carters } Watchers }	1	75	1	27	3	02
Bakkikarayas or Banksmen ..	2	25	1	27	3	52
Cooks } Smithy boys } Unskilled labourers }	1	49	1	27	2	76

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 87 cents.

Class of Worker	Month : April, 1962		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(15) Plumbago Trade (contd.)			
Workers employed in curing and dressing—			
(A) as overseers and kanganies ..	2 25	1 47	3 72
(B) on different jobs—			
Male workers not under 18 years ..	1 50	1 47	2 97
Female workers not under 18 years ..	1 25	1 14	2 39
Worker under 18 years ..	0 75	1 7	1 82
(16) Printing Trade			
<i>Monthly Rates :</i>			
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	44 92	72 92

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
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(b) Grade I

Workers employed in sorting ..	1	30	1	97	3	27
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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
" 17 " 18 " ..	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 ..

Workers employed in work other than sorting ..	1	15	1	97	3	12
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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
" 17 " 18 " ..	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

Class of Worker

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

(21) Toddy, Arrack and Vinegar Trade

Monthly Rates :

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

Daily Rates :

Bottling, corking and labelling arrack bottles	3	0	..	—	..	3	0
Unskilled labourers	3	0	..	—	..	3	0

Piece Rates :

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
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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
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APPENDIX II

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

No. of Days	Class A	Class B	Class C	No. of Days
	Rs. c.	Rs. c.	Rs. c.	
½	2 58½	2 20	1 62½	½
1	5 17	4 40	3 25	1
2	10 35	8 80	6 51	2
3	15 52	13 20	9 76	3
4	20 70	17 60	13 01	4
5	25 87	22 00	16 27	5
6	31 04	26 40	19 52	6
7	36 22	30 80	22 78	7
8	41 39	35 20	26 03	8
9	46 57	39 60	29 28	9
10	51 74	44 00	32 54	10
11	56 91	48 40	35 79	11
12	62 09	52 80	39 04	12
13	67 26	57 20	42 30	13
14	72 44	61 60	45 55	14
15	77 61	66 00	48 80	15
16	82 78	70 40	52 06	16
17	87 96	74 80	55 31	17
18	93 13	79 20	58 56	18
19	98 31	83 60	61 82	19
20	103 48	88 00	65 07	20
21	108 65	92 40	68 33	21
22	113 83	96 80	71 58	22
23	119 00	101 20	74 83	23
24	124 18	105 60	78 09	24
25	129 35	110 00	81 34	25

*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 unauthorized absence.

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

APPENDIX III

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

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade	Grade I		
	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

“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 April, 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 74½	1 92	2 18½	2 39½	1 99	2 14½	3 30	½
1	3 49	3 84	4 37	4 79	3 98	4 29	6 60	1
2	6 98	7 68	8 74	9 59	7 96	8 58	13 19	2
3	10 47	11 52	13 11	14 38	11 94	12 87	19 79	3
4	13 96	15 36	17 48	19 18	15 92	17 15	26 38	4
5	17 45	19 20	21 85	23 97	19 90	21 44	32 98	5
6	20 94	23 04	26 22	28 76	23 88	25 73	39 58	6
7	24 42	26 87	30 60	33 56	27 87	30 02	46 17	7
8	27 91	29 71	34 97	38 35	31 85	34 31	52 77	8
9	31 40	34 55	39 34	43 14	35 83	38 60	59 37	9
10	34 89	38 39	43 71	47 94	39 81	42 88	65 96	10
11	38 38	42 23	48 08	52 73	43 79	47 17	72 56	11
12	41 87	46 07	52 45	57 53	47 77	51 46	79 15	12
13	45 36	49 91	56 82	62 32	51 75	55 75	85 75	13
14	48 85	53 75	61 19	67 11	55 73	60 04	92 35	14
15	52 34	57 59	65 56	71 91	59 71	64 33	98 94	15
16	55 83	61 43	69 93	76 70	63 69	68 62	105 54	16
17	59 32	65 27	74 30	81 50	67 67	72 90	112 13	17
18	62 81	69 11	78 67	86 29	71 65	77 19	118 73	18
19	66 30	72 95	83 04	91 08	75 63	81 48	125 33	19
20	69 78	76 78	87 42	95 88	79 62	85 77	131 92	20
21	73 27	80 62	91 79	100 67	83 60	90 06	138 52	21
22	76 76	84 46	96 16	105 46	87 58	94 35	145 12	22
23	80 25	88 30	100 53	110 26	91 56	98 63	151 71	23
24	83 74	92 14	104 90	115 05	95 54	102 92	158 31	24
25	87 23	95 98	109 27	119 85	99 52	107 21	164 90	25
26	90 72	99 82	113 64	124 64	103 50	111 50	171 50	26
27	96 16	105 81	120 46	132 12	109 71	118 19	181 79	27
28	101 60	111 80	127 28	139 60	115 92	124 88	192 08	28
29	107 04	117 79	134 10	147 08	122 13	131 57	202 37	29
30	112 48	123 78	140 92	154 56	128 34	138 26	212 66	30

*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 April, 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 74½	1 86	2 03	2 30	1 89½	2 05	3 30	½
1	3 49	3 72	4 06	4 60	3 79	4 10	6 60	1
2	6 98	7 45	8 13	9 20	7 58	8 19	13 19	2
3	10 47	11 17	12 19	13 80	11 37	12 29	19 79	3
4	13 96	14 90	16 25	18 41	15 15	16 38	26 38	4
5	17 45	18 62	20 32	23 01	18 94	20 48	32 98	5
6	20 94	22 34	24 38	27 61	22 73	24 58	39 58	6
7	24 42	26 07	28 44	32 21	26 52	28 67	46 17	7
8	27 91	29 79	32 50	36 81	30 31	32 77	52 77	8
9	31 40	33 51	36 57	41 41	34 10	36 87	59 37	9
10	34 89	37 24	40 63	46 02	37 88	40 96	65 96	10
11	38 38	40 96	44 69	50 62	41 67	45 06	72 56	11
12	41 87	44 69	48 76	55 22	45 46	49 15	79 15	12
13	45 36	48 41	52 82	59 82	49 25	53 25	85 75	13
14	48 85	52 13	56 88	64 42	53 04	57 35	92 35	14
15	52 34	55 86	60 95	69 02	56 83	61 44	98 94	15
16	55 83	59 58	65 01	73 62	60 62	65 54	105 54	16
17	59 32	63 31	69 07	78 23	64 40	69 63	112 13	17
18	62 81	67 03	73 14	82 83	68 19	73 73	118 73	18
19	66 30	70 75	77 20	87 43	71 98	77 83	125 33	19
20	69 78	74 48	81 26	92 03	75 77	81 92	131 92	20
21	73 27	78 20	85 32	96 63	79 56	86 02	138 52	21
22	76 76	81 92	89 39	101 23	83 35	90 12	145 12	22
23	80 25	85 65	93 45	105 84	87 13	94 21	151 71	23
24	83 74	89 37	97 51	110 44	90 92	98 31	158 31	24
25	87 23	93 10	101 58	115 04	94 71	102 40	164 90	25
26	90 92	96 82	105 64	119 64	98 50	106 50	171 50	26
27	96 16	102 63	111 98	126 82	104 41	112 89	181 79	27
28	101 60	108 44	118 32	134 00	110 32	119 28	192 08	28
29	107 04	114 25	124 66	141 18	116 23	125 67	202 37	29
30	112 48	120 06	131 00	148 36	122 14	132 06	212 66	30

*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 April, 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
30	33 00	35 40	68 40	27 00	26 40	53 40	19 50	24 30	43 80	30

* 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 April, 1962, to workers in the Coconut Growing and Manufacturing Trades

<i>No. of Days</i>	<i>The Coconut Growing Trade</i>				<i>The Coconut Manufacturing Trade</i>				<i>No. of Days</i>
	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 29	1 21½	0 96½	0 80½	1 91½	1 71½	1 41½	1 38	½
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

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 April, 1962, to workers in
the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	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 37	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

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 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 Over 14 Under 18 Years	Adults		Young Persons Over 14 Under 18 Years	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 32 1/2	1 71	1 52	1 20	1 56	1 37 1/2	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

APPENDIX IX

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 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.	
½	3 12½	2 93	2 78½	2 45	2 50	2 27½	2 08½	2 85½	1 80	½
1	6 25	5 86	5 57	4 90	5 00	4 55	4 17	5 71	3 60	1
2	12 49	11 72	11 15	9 80	9 99	9 11	8 34	11 42	7 21	2
3	18 74	17 59	16 72	14 70	14 99	13 66	12 51	17 13	10 81	3
4	24 99	23 45	22 30	19 60	19 99	18 22	16 68	22 83	14 41	4
5	31 23	29 31	27 87	24 50	24 98	22 77	20 85	28 54	18 01	5
6	37 48	35 17	33 44	29 40	29 98	27 33	25 02	34 25	21 62	6
7	43 73	41 04	39 02	34 31	34 98	31 88	29 19	39 96	25 22	7
8	49 98	46 90	44 59	39 21	39 98	36 44	33 36	45 67	28 82	8
9	56 22	52 76	50 16	44 11	44 97	40 99	37 53	51 38	32 42	9
10	62 47	58 62	55 74	49 01	49 97	45 55	41 70	57 08	36 03	10
11	68 72	64 49	61 31	53 91	54 97	50 10	45 87	62 79	39 63	11
12	74 96	70 35	66 89	58 81	59 96	54 66	50 04	68 50	43 23	12
13	81 21	76 21	72 46	63 71	64 96	59 21	54 21	74 21	46 83	13
14	87 46	82 07	78 03	68 61	69 96	63 76	58 38	79 92	50 44	14
15	93 70	87 93	83 61	73 51	74 95	68 32	62 55	85 63	54 04	15
16	99 95	93 80	89 18	78 41	79 95	72 87	66 72	91 34	57 64	16
17	106 20	99 66	94 76	83 31	84 95	77 43	70 89	97 04	61 25	17
18	112 44	105 52	100 33	88 21	89 94	81 98	75 06	102 75	64 85	18
19	118 69	111 38	105 90	93 11	94 94	86 54	79 23	108 46	68 45	19
20	124 94	117 25	118 48	98 02	99 94	91 09	83 40	114 17	72 05	20
21	131 19	123 11	117 05	102 92	104 94	95 65	87 57	119 88	75 66	21
22	137 43	128 97	122 62	107 82	109 93	100 20	91 74	125 59	79 26	22
23	143 68	134 83	128 20	112 72	114 93	104 76	95 91	131 29	82 86	23
24	149 93	140 70	133 77	117 62	119 93	109 31	100 08	137 00	86 46	24
25	156 17	146 56	139 35	122 52	124 92	113 87	104 25	142 71	90 07	25
26	162 42	152 42	144 92	127 42	129 92	118 42	108 42	148 42	93 67	26
27	172 17	161 57	153 62	135 07	137 72	125 53	114 93	157 33	99 29	27
28	181 92	170 72	162 32	142 72	145 52	132 64	121 44	166 24	104 91	28
29	191 67	179 87	171 02	150 37	153 32	139 75	127 95	175 15	110 53	29
30	201 42	189 02	179 72	158 02	161 12	146 86	134 46	184 06	116 15	30

APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number
of days worked during April, 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
30	198 60	176 10	153 60	161 10	146 10	99 60	30

APPENDIX XI

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

No. of Days	Workers other than Apprentices								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	4 25	3 40	2 75	2 54½	2 25	2 04	1 21	2 13	1
1 e	8 50	6 80	5 50	5 09	4 50	4 08	2 42	4 26	1
2	16 99	13 59	10 99	10 19	8 99	8 16	4 83	8 51	2
3	25 49	20 39	16 49	15 28	13 49	12 24	7 25	12 77	3
4	33 99	27 19	21 99	20 37	17 99	16 32	9 67	17 03	4
5	42 48	33 98	27 48	25 46	22 48	20 39	12 08	21 28	5
6	50 98	40 78	32 98	30 56	26 98	24 47	14 50	25 54	6
7	59 48	47 58	38 48	35 65	31 48	28 55	16 92	29 80	7
8	67 97	54 37	43 97	40 74	35 97	32 63	19 33	34 05	8
9	76 47	61 17	49 47	45 84	40 47	36 71	21 75	38 31	9
10	84 97	67 97	54 97	50 93	44 97	40 79	24 17	42 57	10
11	93 46	74 76	60 46	56 02	49 46	44 87	26 58	46 82	11
12	101 96	81 56	65 96	61 11	53 96	48 95	29 00	51 08	12
13	110 46	88 36	71 46	66 21	58 46	53 02	31 42	55 34	13
14	118 96	95 16	76 96	71 30	62 96	57 10	33 84	59 60	14
15	127 45	101 95	82 45	76 39	67 45	61 18	36 25	63 85	15
16	135 95	108 75	87 95	81 48	71 95	65 26	38 67	68 11	16
17	144 45	115 55	93 45	86 58	76 45	69 34	41 09	72 37	17
18	152 94	122 34	98 94	91 67	80 94	73 42	43 50	76 62	18
19	161 44	129 14	104 44	96 76	85 44	77 50	45 92	80 88	19
20	169 94	135 94	109 94	101 86	89 94	81 58	48 34	85 14	20
21	178 43	142 73	115 43	106 95	94 43	85 65	50 75	89 39	21
22	186 93	149 53	120 93	112 04	98 93	89 73	53 17	93 65	22
23	195 43	156 33	126 43	117 13	103 43	93 81	55 59	97 91	23
24	203 92	163 12	131 92	122 23	107 92	97 89	58 00	102 16	24
25	212 42	169 92	137 42	127 32	112 42	101 97	60 42	106 42	25
26	229 41	183 51	148 41	137 51	121 41	110 13	65 25	114 93	26
27	246 40	197 10	159 40	147 70	130 40	118 29	70 08	123 44	27
28	263 39	210 69	170 39	157 89	139 39	126 45	74 91	131 95	28
29	280 38	224 28	181 38	168 08	148 38	134 61	79 74	140 46	29
30	297 37	237 87	192 37	178 27	157 37	142 77	84 57	148 97	30

* 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 authorized 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 April, 1962, to workers in the Printing Trade**

Apprentices

No. of Days	Class A					Class B				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	5th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 54	1 93	2 34	2 89	3 49	1 28	1 73	2 12	2 60½	1
2	3 08	3 86	4 68	5 78	6 98	2 56	3 46	4 24	5 21	2
3	6 15	7 71	9 35	11 55	13 95	5 11	6 91	8 47	10 43	3
4	9 23	11 57	14 03	17 33	20 93	7 67	10 37	12 71	15 64	4
5	12 31	15 43	18 71	23 11	27 91	10 23	13 83	16 95	20 85	5
6	15 38	19 28	23 38	28 88	34 88	12 78	17 28	21 18	26 06	6
7	18 46	23 14	28 06	34 66	41 86	15 34	20 74	25 42	31 28	7
8	21 54	27 00	32 74	40 44	48 84	17 90	24 20	29 66	36 49	8
9	24 61	30 85	37 41	46 21	55 81	20 45	27 65	33 89	41 70	9
10	27 69	34 71	42 09	51 99	62 79	23 01	31 11	38 13	46 92	10
11	30 77	38 57	46 77	57 77	69 77	25 57	34 57	42 37	52 13	11
12	33 84	42 42	51 44	63 54	76 74	28 12	38 02	46 60	57 34	12
13	36 92	46 28	56 12	69 32	83 72	30 68	41 48	50 84	62 55	13
14	40 00	50 14	60 80	75 10	90 70	33 24	44 94	55 08	67 77	14
15	43 08	54 00	65 48	80 88	97 68	35 80	48 40	59 32	72 98	15
16	46 15	57 85	70 15	86 65	104 65	38 35	51 85	63 55	78 19	16
17	49 23	61 71	74 83	92 43	111 63	40 91	55 31	67 79	83 40	17
18	52 31	65 57	79 51	98 21	118 61	43 47	58 77	72 03	88 62	18
19	55 38	69 42	84 18	103 98	125 58	46 02	62 22	76 26	93 83	19
20	58 46	73 28	88 86	109 76	132 56	48 58	65 68	80 50	99 04	20
21	61 54	77 14	93 54	115 54	139 54	51 14	69 14	84 74	104 26	21
22	64 61	80 99	98 25	121 31	146 51	53 69	72 59	88 97	109 47	22
23	67 69	84 85	102 80	127 09	153 49	56 25	76 05	93 21	114 68	23
24	70 77	88 71	107 57	132 87	160 47	58 81	79 51	97 45	119 89	24
25	73 84	92 56	112 24	138 64	167 44	61 36	82 96	101 68	125 11	25
26	76 92	96 42	116 92	144 42	174 42	63 92	86 42	105 92	130 32	26
27	83 07	104 13	126 27	155 97	188 37	69 03	93 33	114 39	140 75	27
28	89 22	111 84	135 62	167 52	202 32	74 14	100 24	122 86	151 18	28
29	95 37	119 55	144 97	179 07	216 27	79 25	107 15	131 33	161 61	29
30	101 52	127 26	154 32	190 62	230 22	84 36	114 06	139 80	172 04	30
	107 67	134 97	163 67	202 17	244 17	89 47	120 97	148 27	182 47	

* 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 April, 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 28	1 48½	1 74	2 06	1 20	1 39½	1 59½	1 88	½
1	2 56	2 97	3 48	4 12	2 40	2 79	3 19	3 76	1
2	5 11	5 95	6 95	8 24	4 79	5 59	6 39	7 53	2
3	7 67	8 92	10 43	12 36	7 19	8 38	9 57	11 29	3
4	10 23	11 89	13 91	16 48	9 59	11 18	12 77	15 05	4
5	12 78	14 86	17 38	20 59	11 98	13 97	15 96	18 82	5
6	15 34	17 84	20 86	24 71	14 38	16 77	19 16	22 58	6
7	17 90	20 81	24 34	28 83	16 78	19 56	22 35	26 35	7
8	20 45	23 78	27 81	32 95	19 17	22 36	25 54	30 11	8
9	23 01	26 76	31 29	37 07	21 57	25 15	28 74	33 87	9
10	25 57	29 73	34 77	41 19	23 97	27 95	31 93	37 64	10
11	28 12	32 70	38 24	45 31	26 36	30 74	35 12	41 40	11
12	30 68	35 67	41 72	49 43	28 76	33 54	38 31	45 16	12
13	33 24	38 65	45 20	53 54	31 16	36 33	41 51	48 93	13
14	35 80	41 62	48 68	57 66	33 56	39 13	44 70	52 69	14
15	38 35	44 59	52 12	61 78	35 95	41 92	47 89	56 45	15
16	40 91	47 56	55 63	65 90	38 35	44 72	51 08	60 22	16
17	43 47	50 54	59 11	70 02	40 75	47 51	54 28	63 98	17
18	46 02	53 51	62 58	74 14	43 14	50 31	57 47	67 74	18
19	48 58	56 48	66 06	78 26	45 54	53 10	60 66	71 51	19
20	51 14	59 46	69 54	82 38	47 93	55 90	63 86	75 27	20
21	53 69	62 43	73 01	86 49	50 33	58 69	67 05	79 04	21
22	56 25	65 40	76 49	90 61	52 73	61 49	70 24	82 80	22
23	58 81	68 37	79 97	94 73	55 13	64 28	73 43	86 56	23
24	61 36	71 35	83 44	98 85	57 52	67 08	76 63	90 33	24
25	63 92	74 32	86 92	102 97	59 92	69 87	79 82	94 09	25
26	69 03	80 27	93 87	111 21	64 71	75 46	86 21	101 62	26
27	74 14	86 22	100 82	119 45	69 50	81 05	92 60	109 15	27
28	79 25	92 17	107 77	127 69	74 29	86 64	98 99	116 68	28
29	84 36	98 12	114 72	135 93	79 08	92 23	105 38	124 21	29
30	89 47	104 07	121 67	144 17	83 87	97 82	111 77	131 74	30

* 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 April, 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>	
1/2	1 10	1 27	1 46	1 71	1/2
1	2 20	2 54	2 92	3 42	1
2	4 39	5 07	5 83	6 83	2
3	6 59	7 61	8 75	10 25	3
4	8 79	10 15	11 67	13 67	4
5	10 98	12 68	14 58	17 08	5
6	13 18	15 22	17 50	20 50	6
7	15 38	17 76	20 42	23 92	7
8	17 57	20 29	23 33	27 33	8
9	19 77	22 83	26 25	30 75	9
10	21 97	25 37	29 17	34 17	10
11	24 16	27 90	32 08	37 58	11
12	26 36	30 44	35 00	41 00	12
13	28 56	32 98	37 92	44 42	13
14	30 76	35 52	40 84	47 84	14
15	32 95	38 05	43 75	51 25	15
16	35 15	40 59	46 67	54 67	16
17	37 35	43 13	49 59	58 09	17
18	39 54	45 66	52 50	61 50	18
19	41 74	48 20	55 42	64 92	19
20	43 94	50 74	58 34	68 34	20
21	46 13	53 27	61 25	71 75	21
22	48 33	55 81	64 17	75 17	22
23	50 53	58 35	67 09	78 59	23
24	52 72	60 88	70 00	82 00	24
25	54 92	63 42	72 92	85 42	25
26	59 31	68 49	78 75	92 25	26
27	63 70	73 56	84 58	99 08	27
28	68 09	78 63	90 41	105 91	28
29	72 48	83 70	96 24	112 74	29
30	76 87	88 77	102 07	119 57	30

* 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 XII

Ready Reckoner showing the Minimum Wages payable for the
number of days worked during April, 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>Watchers</i>	<i>Grade II</i>	<i>Grade I</i>	<i>over 14 under 15 years</i>	<i>over 15 under 16 years</i>	<i>over 16 under 17 years</i>	<i>over 17 under 18 years</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 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

APPENDIX XIII

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

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allow- ance	Mini- mum Wage	Basic Wage	Special Allow- ance	Mini- mum Wage	Basic Wage	Special Allow- ance	Mini- mum 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

* 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 April, 1962, to workers in
the Tea Export Trade

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 89½	1 99½	1 89½	1 94½	1 56	1 18½	1 26	1 33½	1 46	½
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 36	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

APPENDIX XV

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 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 93	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

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

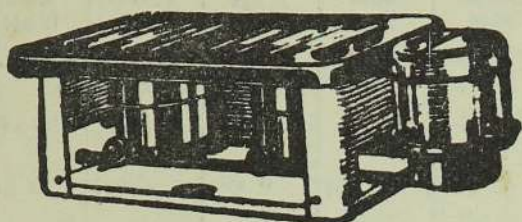
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