

CONTENTS

	PAGE
1. Industrial Court Award	455
2. Statistics of the Month in Brief	479
3. Notes of Current Interest	480
4. Notification—Closing Order for Shops	480
5. Consolidated Orders and Decisions of the Wages Boards.—XXV—Coir Mattress and Bristle Fibre Export	487

LIST OF TABLES

<i>Table</i>	PAGE
I. Cost of Living Index Numbers—Colombo Working Class since 1939	495
II. Wages Index Numbers—Tea and Rubber Estate Labourers and Unskilled Labourers in Government Employment	496
III. General Wages Rate (Minimum) Index Numbers	497
IV. The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939	498
V. The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island (classi- fication by Exchanges areas) since 1939	499
VI. The number of persons placed in employment since 1938	501
VII. The number of persons registered and the number placed in employment during the month of July, 1962	501
VIII. Strikes in Ceylon since 1939	502
IX. Classification of the Strikes in June, 1961, by Industries or Trades	503
X. Classification of the Strikes in June, 1961, in Causes	503

APPENDICES

PAGE

Appendix

I.	Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established (September, 1962)	504
II.	Ready Reckoners showing the Basic Wages, Special Allowances, and the Minimum Wages payable for the number of days worked during September, 1962, to workers in the Baking Trade	517
III.	Building Trade	518
IV.	Cinema Trade	519
V.	Cocoa, Cardamom and Pepper Growing and Manufacturing Trades	521
VI.	Coconut Growing and Manufacturing Trade	522
VII.	Engineering Trade	523
VIII.	Match Manufacturing Trade	524
IX.	Motor Transport Trade (Monthly paid)	525
X.	Motor Transport Trade (Daily-paid)	526
XI.	Printing Trade	527
XII.	Rubber Export Trade	531
XIII.	Rubber Growing and Manufacturing Trade	532
XIV.	Tea Export Trade	533
XV.	Tea Growing and Manufacturing Trade	534

**The Ceylon Labour Gazette is not responsible
for opinions expressed in signed articles.**

CEYLON

LABOUR GAZETTE

VOLUME XIII No. 9

SEPTEMBER, 1962

Industrial Court at Colombo No. I D. 306

THE AWARD

In the Matter of an Industrial Dispute

between

The Ceylon Bank Employees' Union, 94 2/4,
York Building, Colombo 1,
of the one part,

and

The Bank of Ceylon, York Street, Colombo,

and

The Commercial Banks' Association (Ceylon),
P. O. Box, 112, Colombo,
of the other part,

referred to this Court for settlement by the Honourable the Minister's Order of 30.12.61 communicated by the Permanent Secretary's letter of 31.12.61, Mr. P. B. Tampoe, General Secretary of the Ceylon Mercantile Union, and Mr. Prins Rajasooriya, Secretary of the Co-ordinating Committee of Trade Union Organisations, appeared as representatives of the General Secretary of the Ceylon Bank Employees' Union, while Mr. Advocate S. J. Kadirgamar with Mr. Advocate Vernon Wijetunga instructed by Mr. Trevor de Saram appeared for the Bank of Ceylon, and instructed by Messrs. Julius and Creasy for the Commercial Banks' Association (Ceylon). On the eight day of inquiry Mr. Advocate G. G. Ponnambalam, Q. C., with Mr. Advocate S. J. Kadirgamar and Mr. Advocate Vernon Wijetunga instructed by Mr. Trevor de Saram appeared for the Bank of Ceylon, and instructed by Messrs. Julius and Creasy for the Commercial Banks' Association (Ceylon).

1. The matter in dispute are—

- (1) whether the scale of salaries of the Bank employees should be revised with retrospective effect from April 1, 1960, in terms of the scales submitted by the Union to the Commercial Banks' Association (Ceylon) and the Bank of Ceylon, on March 19, 1960 ;

- (2) whether dearness allowance on pension should be paid to the Bank employees ;
- (3) whether the Bank employees should be granted an additional seven days leave in lieu of the curtailed Bank holidays ;
- (4) whether the Bank employees should be granted three months leave preparatory to retirement.

2. The Court first met on 3.1.62 to consider the procedure to be adopted. Speedy disposal of the case appeared necessary in view of the situation in the Island at the time and the Court decided to act under Regulation 23 (1). The Registrar was requested to get into telephone communication with the parties and arrange for their appearance before the Court on the earliest possible date. As the Registrar did not succeed in fixing a date in consultation with the parties, the Court summoned the parties to appear before it on 10.1.62.

3. In the meantime the Bank of Ceylon and the Commercial Banks Association gave notice of applications under section 40 (1) (p) of the Industrial Disputes Act and these applications became due for consideration before discussion of the matter in dispute.

4. When the Court sat on 10.1.62, Mr. Tampoe on behalf of the Bank Employees' Union questioned the validity of the reference to this Court. According to him this Court was not legally constituted and therefore had no jurisdiction in this matter ; there was no dispute between the Bank Employees' Union and the Commercial Banks Association concerning the matters stated in the reference ; certain matters had been under negotiation between the parties and when negotiation was proceeding it could not be said that there was a dispute.

5. The history of the reference is as follows :—

The Union had made certain demands prior to April, 1961 and to win these demands the employees struck work in April, 1961. When they had been on strike for 23 days a State of Emergency happened to be declared in the Island and thereupon the strikers returned to work. Subsequently there were attempts to have negotiated settlements concerning the matters in dispute. At a certain stage the Union felt that there was no likelihood of agreement and its members struck work again on 27.12.61. On 26.12.61 they had addressed two letters, one to the Bank of Ceylon and the other to the Commercial Banks Association informing them of the intended strike. The following extract from the Union's letter to the Bank of Ceylon indicates the position taken by the Union :—

“As you are aware this deadlock has been reached between us as a result of the stand taken by you on the question of the revision of the salary scales of the Bank employees. We sincerely hope that you reconsider your stand on this question and pave the way for settlement of the outstanding disputes between us”.

The letter to the Commercial Banks Association contains a similar paragraph. On 29.12.61 the Union received a reply (A. 41) from the Commercial Banks Association making certain suggestions, one of which was that the salaries of clerks be increased by the equivalent of two annual increments. On 30.12.61 the Senior Assistant Commissioner of Labour summoned a conference of the representatives of

the Union and the Bank of Ceylon and the Commercial Banks Association and attempted to bring about a settlement by conciliation. He failed. The record of proceedings ends as follows :—

“The Chairman inquired, since there was a deadlock, whether the parties would agree to the settlement of the dispute by voluntary arbitration or by reference to an Industrial Court.

“Mr. de Mel stated that they did not believe in the ability of the Industrial Court to determine the question of wages.

“As there was no settlement reached, the proceedings ended a deadlock at 1 p.m. (A. 42).

At this stage the Hon'ble Minister referred the dispute to this Court for settlement under section 4 (2) which provides that the Minister may, by an order in writing, refer any industrial dispute to an Industrial Court for settlement. In the circumstances the Court held that the reference had been according to law and that the Court was competent to settle the dispute.

6. After the Court's decision referred to in the last preceding paragraph Mr. Kadirgamar, on behalf of the Bank of Ceylon and the Commercial Banks Association, made the applications of which notice had been given. The application on behalf of the Bank of Ceylon was “for approval in writing to be granted by the Court pursuant to section 40 (1) (p) of the Industrial Disputes Act, No. 43 of 1950 (as amended) to terminate the services of, or punish in such other way as the Bank of Ceylon deems necessary, all or any of the employees of the Bank of Ceylon who went on strike on Wednesday, December 27, 1961 and who are continuing the strike notwithstanding the reference of the dispute to the Industrial Court by the Honourable the Minister of Labour on December 30, 1961, such action by the said employees constituting a criminal offence under section 40 (1) (m) of the said Industrial Disputes Act.” The application on behalf of the Commercial Banks Association was in similar terms.

7. Section 40 (1) (m) referred to in the application provides that “any person who, being a workman continues, or participates in, or does any act in furtherance of, a strike in any industry after an industrial dispute in that industry has been referred for settlement to an Industrial Court but before an award in respect of such dispute has been made, shall be guilty of an offence under this Act”. In view of this provision the bank employees who had gone on strike on 27.12.61 should have returned to work when the Honourable Minister referred their dispute to the Industrial Court for settlement. But they failed to do so, and the continuance of the strike on 30.12.61 was in contravention of section 40 (1) (m). The section under which the applications were made provides that “any person who, being an employer, after an industrial dispute has been referred for settlement to an Industrial Court, but before an award in respect of such dispute has been made, terminates the service of, or punishes in any other way, without the approval in writing of such Court any workman concerned in such dispute, for any act or omission connected with, arising from, or constituting or included in such dispute shall be guilty

of an offence under this Act". It was urged on behalf of the banks that they are entitled to receive the approval of this Court both in their own interests and in the interests of the public. The employees were openly violating a provision of the Act. The banks were unable to take any action in view of the restraint imposed on them by section 40 (1) (p) unless they themselves violated the law. It was, however, in the power of this Court to remove the restraint, and the conduct of the employees, who were acting illegally, warranted the removal of the restraint.

8. Mr. Tampoe on behalf of the Union stated objections. According to him—

- (1) the application on behalf of the Commercial Banks Association was not an application under the Industrial Disputes Act as it was not an application by specified employers but by an association of employers;
- (2) both applications were bad because they did not specify any particular employee or employees in respect of whom the applications were being made ;
- (3) the sole ground for the applications was that the employees had been on strike ; participation in a strike, whether such strike was justified or unjustified, legal or illegal, was not ground for dismissal or discharge on the ground of misconduct ;
- (4) the very statute which makes the conduct of the employees in this instance an offence also prescribes in section 43 (1) the manner of dealing with offenders ; hence it is not open to the employers to deal with the offenders in the manner suggested ;
- (5) the application is without substance because the employers have not decided to punish any of the strikers in any particular manner ;
- (6) no *prima facie* case has been made against any of the employees to deal with them for misconduct ;
- (7) the grant of approval by this Court would not help to establish industrial peace ;
- (8) by granting approval the Court would allow the banks to arrogate to themselves a power which is expressly taken away from them.

9. The Act has given to this Court a discretionary power of granting approval, but has nowhere indicated under what circumstances that discretion may be exercised in favour of the applicant. Further, there are no precedent in Ceylon to assist this Court in arriving at a decision on the applications. So far as can be ascertained applications of this nature have been made twice before now, viz., in I. D. 141 and in I. D. 278. In both instances the employees returned to work before the parties had been heard on the merits of the application and a final decision became unnecessary. The Indian law is very similar to ours and Indian cases which deal with the scope of an inquiry on an application for approval of punishment afford useful

guidance. The corresponding provision of law in India appears in section 33 (1) of the Industrial Disputes Act of that country. The relevant portion reads as follows :—

“ During the pendency of any proceeding before a Labour Court no employer shall, for any misconduct connected with the dispute, discharge or punish, whether by dismissal or otherwise, any workman concerned in such dispute, save with the express permission in writing of the authority before which the proceeding is pending ”.

The Indian Act refers to “ misconduct connected with the dispute ” while ours refers to “ any act or omission connected with, arising from, or constituting or included in such dispute ”. The provision in our act clearly applies to conduct of the employees in this instance. Whether the Indian law would apply to such conduct in India would depend on the interpretation of the term ‘ misconduct ’. According to the model standing orders ‘ misconduct ’ includes ‘ striking work or inciting others to strike work in contravention of the provisions of any law, or rule having the force of law ’. Thus the conduct of the employees in this case would amount to misconduct in India. The model standing orders also provide that a workman may be suspended for a period not exceeding four days at a time, or be dismissed without notice or any compensation in lieu of notice, if he is found guilty of misconduct. No order of dismissal, however, shall be made unless the workman concerned is informed in writing of the alleged misconduct and is given an opportunity to explain the circumstances alleged against him. In Ceylon it has been held in Supreme Court No. 3/1961, Labour Tribunal No. 2351, which was decided on 15.1.62, that there is no statutory obligation to hold inquiries in the manner prescribed by the Indian statute. Although an inquiry is necessary in India prior to dismissal, it has been decided there that such inquiry is not a prerequisite of an application under section 33 (1) of the Industrial Disputes Act of India (1960-1 L. L. J. 518).

10. Indian Courts have held that in exercising jurisdiction under section 33 (1) of the Industrial Disputes Act of India—which corresponds to section 40 (1) (p) of the Ceylon Act—a tribunal has to consider whether a *prima facie* case has been made out by the employer for punishment of an employee. Where it does not appear that punishment amounts to victimisation or to unfair labour practice, the tribunal has only to examine whether a *prima facie* case has been made out or not. It cannot inquire whether the punishment of which approval is sought is unduly severe, whether it is reasonable, or unreasonable, adequate or inadequate. In the matter of punishment it is not open to the tribunal to substitute its judgment. The law imposes a ban on punishment of employees under certain circumstances, and gives to the Industrial Court the discretionary power to remove that ban. In exercising this jurisdiction the Court can either allow an application or refuse it, but it cannot impose any conditions. Where, after receiving approval, the employer acts unfairly and an employee is aggrieved by the conduct of the employer, the employee has his remedy available to him under the Industrial Disputes Act, and hence the employer acts at his peril ; the tribunal’s approval only saves him from prosecution in the criminal court.

11. In proceedings under the Industrial Disputes Act, unions of employees and unions of employers represent their members. Apart from this fact in this particular case there was no indication whatsoever that the usual procedure would have prejudiced any employee. There were said to be about 3,000 employees continuing to be on strike in contravention of the provisions of section 40 (1) (m); this fact was not denied and reference to the strikers individually would not have made any difference to the case of any of them. Since it was not open to this Court to inquire into the reasonableness or the severity or the adequacy of the punishment, if any, which was to be meted out to them it was not necessary that employers should have decided beforehand the punishment which they proposed to meet out to each of the employees concerned. The Court's approval meant merely the lifting of a ban imposed by law in order that an employer may not be prosecuted for taking any action he might have taken against the strikers who were contravening a provision of law. Section 40 (1) (p) is intended to protect the employees just as section 40 (1) (m) is intended to protect the employers. When the employees had been acting in defiance of the provision which afforded protection to the employers was the protection of the employees to be continued? Was the information placed before this Court adequate to enable the Court to arrive at a fair decision in accordance with the principles enunciated by Indian Courts and applicable to this country? It was shown that the strikers were acting illegally and the petitioners requested that the restraint on their freedom of action be removed as the employees had failed to honour the restraint on their freedom. On the face of it the request did not appear unreasonable.

12. It was also contended that a strike whether legal or illegal, justified or unjustified, is not a reason for dismissal or discharge of an employee on the ground of misconduct. As indicated above the term 'misconduct' does not appear in our Act, which refers to 'any act or omission connected with, arising from, or constituting or included in the dispute. The phraseology is wide enough to apply to the strike at the time. The Indian Act refers to 'misconduct' but according to the standing orders 'misconduct' for which employees may be dismissed includes among other things "striking work in contravention of the provisions of any law or rule having the force of law". Thus even the Indian Act does not support the contention.

13. To say that the existence of the penal section (viz., section 43 (1)) is a bar to any other course of action by the employer is to read into the Act something which is not there. There can be more than one way of dealing with a situation. We must accept the obvious meaning of the provision.

14. Industrial peace is a two-sided affair and contribution towards it must be by both employers and employees. In this case on the part of the employees there was open violation of a provision of law. Their conduct could not promote industrial peace it was more in keeping with a state of war. The law had tied the hands of the banks and prevented them from taking any action to help themselves in the situation. They therefore, requested this Court to untie their hands (as the Court had been authorized to do) so that they might act in self-defence. The request cannot be considered unreasonable.

15. Since all the objections were without merit and could not be upheld the Court decided to consider the application on its own merits. The employees had struck work on 27.12.61. On 30.12.61 the disputes were referred to Industrial Courts for settlement. The law required all employees to return to work immediately after the reference but they did not do so. A strike is a legitimate weapon in the hands of workmen for redress of their grievances where the strike is not illegal and unjustified. They can, however, claim no right to get grievances redressed by committing an offence such as resorting to illegal means of achieving their objects. It has been held by the Supreme Court of India that it is not permissible to characterize an illegal strike as justifiable. The tendency to condone what has been declared to be, illegal by statute must be deprecated, and it must be clearly understood by those who take part in an illegal strike that thereby they make themselves liable to be dealt with by their employers (1960—1. L. L. 2J. 22). Another case (XVI F. J. R. 409) the tribunal has even gone so far as to hold that a strike which is illegal cannot be justified even if provoked. The law in affording protection pre-supposes that the person to be protected acts in accordance with the law. Where a person openly defies the law, as the employees did in this instance, he forfeits any right to claim protection. We were satisfied that the application was *bona fide* and that there was no indication of an intention on the part of the employers to resort to unfair labour practice. If we had refused the application we should have connived at the continuance of an offence ; we, therefore, allowed the application. This order was canvassed before the Honourable the Supreme Court without success.

16. Of the matters in dispute the first is—

“ (1) whether the scale of salaries of Bank employees should be revised with retrospective effect from 1st April, 1960, in terms of the scales submitted by the Union to the Commercial Banks Association (Ceylon) and the Bank of Ceylon, on 19th March, 1960.”

The members of the clerical services of the banks are said to be about 95 per centum of the employees concerned in the dispute. The others are lesser paid minor employees. Their scales of salaries have also been considered by us and our decision is embodied in the Schedules annexed hereto. At the time when the dispute arose there were two grades in the clerical services. On appointment an officer was placed in Grade I on a salary of Rs. 94 a month. If he continued to be in this grade without promotion he would reach the maximum of Rs. 270 a month in the 28th year of service. Normally an officer would be promoted to Grade II in his 14th year, except in the Bank of Ceylon where a proportion is maintained between clerks in Grade II and in Grade I. On such promotion his salary would rise to the maximum of Rs. 375 a month in the 33rd year of service. Officers whose efficiency is found to be below normal in the 14th year are promoted as and when they show efficiency, and in the Bank of Ceylon subject to the proportion referred to above. The more efficient officers in Grade II are promoted as Supervisors at any stage as and when vacancies occur. The initial salary of a Supervisor is Rs. 380 a month, and the maximum of Rs. 600 a month is reached in the 10th year. The best Supervisors are promoted to ~~higher~~ posts for which they may be found fit.

17. According to the Salaries and Cadres Commission, "the Government is the largest single employer, and consequently terms and conditions in the private sector tend to follow those in Government Service." It would therefore be helpful to compare the salaries mentioned above with the salaries of Government clerks. As in the banks, the minimum qualification for admission to the Government Clerical Service is a pass in the S. S. C. examination ; but unlike in the banks admission to the service is on the results of a competitive examination. On recruitment a clerk enters the Government Clerical Service on an initial salary of Rs. 80 a month. If he continues to be in this grade without promotion his monthly salary will rise to a maximum of Rs. 224 in the 25th year of service. His counterpart in a bank would draw Rs. 242 in the 25th year and rise to a maximum of Rs. 270 a month in the 28th year. In both services the rates of increment are the same, namely, Rs. 6 a month per year up to the 21st year. Thereafter a bank employee gets higher increments. A Government officer who passes the prescribed examination is placed in the Executive Clerical Class, Grade II, on a monthly salary of Rs. 135 ; the maximum of the scale is Rs. 315 a month. On reaching this point he must wait for selection to Grade I. The rate of increment is the same as in Grade II of the Banks. It may be noted that the bank clerk in Grade II rises to a maximum of Rs. 375 in the 33rd year. An officer who has been four years in the General Clerical Class may sit for an examination to qualify for promotion to the Executive Clerical Class, Grade II. The maximum salary in the grade (Rs. 315) is reached in 18 years, that is, after 23 years' service if he passes the examination on the first opportunity. An officer must pass an Efficiency Bar which includes an examination in Accounts and Language at the stage of Rs. 265 a month ; and those who pass this Efficiency Bar may be selected for promotion to E. C. C., Grade I, in which the monthly salary rises from Rs. 325 to Rs. 445 by eight annual increments. The best officers in Grade I are promoted to the Special Grade in which the salary rises from Rs. 465 to Rs. 545 in four years. The most efficient officers in the Special Grade have opportunities for still further promotion.

18. The figures quoted above are the basic salaries. "The basic salary", says the Canekeratne Award, "important as it is, is but one of the several constituents that make up the total income ; hence in devising a pay scale one must not ignore the fact that it has got to be supplemented by dearness allowance, special living allowance and other benefits as provident fund. The sum total of these monetary receipts constitutes the employee's remuneration for the services he renders as a clerk or as a subordinate workman." At present bank employees receive also bonuses and an allowance in consideration of the rent factor. Further, they have a noncontributory pension scheme, in addition to provident fund benefits. Some banks pay the income tax of their employees. In the Bank of Ceylon in which are said to be about half the bank employees, the bonus is said to be one and a half month's basic salary every half year, and in the other banks one and a half month's (or two months') gross salary every year. In the Bank of Ceylon no bonus is paid to an officer in his first

year, during which he is on probation. In the first year after confirmation his monthly remuneration would be as follows:—

	<i>Rs. c.</i>
Basic salary	100 0
Allowance on account of rent factor	25 0
Cost of Living Allowance	103 90
Special Living Allowance	17 50
1/12th of Bank of Ceylon bonus	25 0
	271 40

An employee of a bank other than the Bank of Ceylon would get Rs. 8.80 more than Rs. 271.40 when the bonus is one and a half month's gross salary. A married officer at this stage would receive Rs. 7.50 more.

19. By letter of 17.3.60 (A. 21) the Ceylon Bank Employees' Union hereinafter referred to as the "Union" requested a revision of salaries in the manner shown in the annexes to that letter. This request meant enhanced salaries for clerks and all lower grades of employees. "As you are aware", wrote the Union, "the last general revision of salaries of bank employees took place in 1955, and five years have elapsed since then. The cost of living has gone up considerably during this period, and you will appreciate that the present salaries bear no relation to the increased cost of living. This makes it impossible for the employees even to maintain the existing standards of living, let alone improving them.

"On studying these scales you observe that the Grade III has been suggested in order to ensure that employees above Grade II who perform comparable duties under different designations in different banks are uniformly paid.

"Regarding the salary scales of minor employees, we wish to point out that though minor adjustments were made in the salary paid to minor employees last year, their salaries still remain far from being a living wage."

The Commercial Banks Association, hereinafter referred to as the "employers" replied by letter of 11.4.60 "...it would be inappropriate to consider a revision of salaries until the Government has implemented the Salaries Commission Report, which is to be published shortly.

"The Association appreciates that this will involve delay, but gives its assurance that it will reconsider the matter as the Government's decision in respect of the Commission's Report is made known."
(A 22)

The Union did not agree. It sought a conference with the Honourable Minister, and at the conference held on 25.11.60 (A. 28) certain other matters were also raised. There was, however, no settlement.

20. The Union's suggestion for clerical grades was that an officer in Grade I start on a basic salary of Rs. 135 a month and rise to a maximum of Rs. 405 a month in the 28th year, if he is not good enough for promotion (Government, Rs. 80 to Rs. 224). Promotion to Grade II to be normally in the 9th year when the monthly salary is Rs. 215,

and thereafter larger increments to take the clerk up to the maximum of Rs. 500 a month in the 28th year of service (Government, Rs. 135 to Rs. 315, after passing an examination). A new Grade III is to be created in which the initial salary is Rs. 420 a month, increments in this grade to be Rs. 25 a month every year, and no limit to be set as maximum. In this class are to be placed officers designated 'Head Clerks' in the State Bank of India, 'Assistant Officers' in the Hongkong and Shanghai Bank, 'Staff Assistants' in the Chartered Bank, 'Junior Supervisors' and 'Passing Officers' in National and Grindlay's Bank, and others doing comparable work. The present Supervisors are to be designated 'Sub-Accountants'. In this scheme the total monthly remuneration of a clerk in the Bank of Ceylon in the first year after confirmation would be as follows :—

	Rs. c.
Basic salary	145 0
Allowance on account of rent factor	25 0
Cost of Living Allowance	103 90
Special Living Allowance	17 50
1/12 of Bank of Ceylon bonus	36 0
	327 65

An employee of a bank other than the Bank of Ceylon would get 17 cents more than Rs. 327.65 when the bonus is one and a half month's gross salary. A married officer would receive Rs. 7.50 more.

21. Various reasons were adduced in support of the Union's request, and it behoves us to examine how far these reasons could be taken into consideration in devising improved scales of salary for the employees.

22. According to the Union's very first letter which is referred to in paragraph 19 above, the reason for requesting higher salaries in the rise in the cost of living. The Union did not give us any assistance to assess to what extent the rise in the cost of living has affected its members adversely. It appears to consider the services of its members a vendible commodity for which it must get the best price it commands in the market. It would not even tell us what it would cost a recruit, who would normally be a bachelor, to obtain board and lodging in Colombo. "We are not leading evidence on family budgets," stated Mr. Tampoe on behalf of the Union. "We do not believe when we want to increase the price of our labour that we must explain to the employers or to anybody else how many sarees our wives should wear. That was done in the old days." None of the bank employees appeared before us to give oral evidence on any matter. The only oral evidence we have is that of the Secretary of the Central Bank, who was summoned to speak to the present scale of salaries in that bank. Since much stress was laid on the hardships endured by employees their evidence on this subject, if tendered, would have been helpful to us in making our award.

23. The Salaries and Anomalies Committee of the Central Bank did not take the rise in the cost of living into consideration in devising the scales of salaries for that Bank's employees. "In our proposals for revised salary scales," say the Committee, "we have not taken

into consideration changes in the cost of living. Among the reasons for our deciding not to do so was chiefly the fact that such changes, their effects and consequential action to be taken, when necessary, are matters that should properly be considered only at the national level. For one thing it is clear that changes in living costs are not peculiar only to employees of a particular institution. Secondly, there is the problem of the appropriateness of a given index and the scheme of allowances based on that index. From time to time questions arise as to the representativeness of an index, and in this connection it is relevant to know that the Government has already appointed a committee to revise the cost of living index and to report on the desirability or otherwise of computing more than one cost of living index. Thirdly, it is debatable whether, and if so to what extent, the problem of a rise in living costs should be approached by way of wage increases that are likely to cover practically all categories of wage earners in the country; such widespread wage adjustments, unless matched early enough by an adequate increase in the output of goods and services, will inevitably lead to a further round of price increases, thus offsetting, or more than offsetting, the expected benefit from wage increases, apart from having other repercussions on the economy, such as forcing up costs of production."

24. The Salaries and Cadre Commission was also unable to take changes in the cost of living into consideration. "A public notification," says the Report, "..... invited Government employees and members of the public to furnish the Commission with 'typical family budgets' in order that we might be able to study 'what would constitute a suitable standard of living for various classes'. There was a good response to this notification, and a large number of representations were received on the subject. The following is a brief analysis of specimen budgets presented to us by working class employees with families of different sizes:—

<i>Size of family</i>	<i>Typical monthly budget</i>	
Single individual	.. Rs. 176 90 ;	Rs. 181 35.
Couple ..	.. Rs. 199 90 ;	Rs. 181 90 ;
	Rs. 196 33.	
Couple and one child	.. Rs. 278 35 ;	Rs. 245 0 ;
	Rs. 243 90 ;	Rs. 264 05.
Couple and two children	.. Rs. 185 0 ;	
Couple and three children	.. Rs. 249 50.	
Couple and five children	.. Rs. 167 77.	

It was apparent from these figures that the concept of a specimen budget was something that could only have relation to individual wants and circumstances. It was consequently impossible for us to come to any rational conclusion as to what a minimum budget should be from the data collected in this way."

25. On the advice given by the Medical Research Institute about a daily diet "suitable for a labourer doing heavy work", the Department of Census and Statistics estimated the value of such diet based on 1958 prices to be Re. 1.31. Referring to the estimate, the Commission says, "We should mention in passing that such a diet has been assessed to have a calorie content of 3,000, which is high compared to the figure of 2,600 recently adopted by the Indian Pay Commission of 1959 as adequate for a worker doing moderately heavy work. On the basis of a cost of Re. 1.30 approximately for food for an individual

per day, the cost of food for a two unit family per month works out to approximately Rs. 80. Statistical studies by the Department of Census and Statistics indicate that among the working classes in Ceylon the cost of food amounts to on the average 60 per cent. of the total budget. On this basis the total budget for a two unit family, who spend Rs. 80 a month on food works out approximately to Rs. 133 per month."

"Unless there is a real increase in our economic wealth," continues the Salaries Commission Report, "a mere increase of wages to compensate for increases in the cost of living will only lead to spiralling of prices, with the result that the real value of a worker's wage would purchase progressively less for him than it did before."

26. Changes in the cost of living affect all the people in the country and we ourselves are of the opinion that when the cost of living rises it would not be correct to increase the wages of one group of wage earners. To meet changes in the cost of living the State has devised a system of allowances depending on a cost of living index. If it is considered that this system is defective, suggestions for improvement should be made to the State.

27. Mention was made of customs duties, the burden of which is passed on to customers by increases in the prices of goods. Admittedly the increase of customs duties on imports is one of the causes of rise in the cost of living; but it has also to be noted that apart from that fact the customs duties on certain goods are raised in order to reduce the consumption of these goods and improve the country's balance of trade. If wages are raised to enable wage earners to continue to purchase these goods as before at the enhanced prices, the object of the State in raising the duties is defeated.

28. The National Development Tax was another cause of complaint. This tax is a call to the nation by the State to make a small contribution towards development of the country's economy. If the wages of any employees are increased to enable them to pay the National Development Tax, without reducing their expenses, the contribution would actually be partly by the employers who pay the enhanced salaries, and partly by the State itself, which would lose revenue owing to enhancement of salaries.

29. It was vehemently urged that the banks have the capacity to pay the salaries demanded. The banks have not pleaded incapacity to pay, and it may safely be assumed that the capacity is there. But can the fact that a particular industry has the capacity to pay higher wages be accepted as the reason for raising wages in that industry? The National Wage Policy Commission considered this question. "It might further be argued," says the Report, "that wage policy should be used to correct the inequalities in the shape of unduly high profits, excessive profits being prevented by letting wages rise in the firms and industries concerned. For example, it might be urged that one an employer has earned some 'fair' minimum return (reckoned as a percentage of his capital and reserves), he ought to give all or some specified portion of any remaining profits to his wage-earners either in the form of a wage increase or as a bonus. We do not agree with this proposition. While in special cases, it might have some justification (specially when

high profits are clearly the result in part of some special efforts by the wage-earners which might merit some reward), it has no general validity. When there are excessively high profits to be distributed, the national community may be much more entitled to a share in this income than any particular section of the population, a result which might rightly be achieved by taxation. Taxation enables excessive income to be siphoned off and to be used for purposes beneficial to the community as a whole. This is specially important when the Government is able to use the money for useful development projects. If, therefore, profits are found to be excessive, the first question to be considered is whether one should raise taxes rather than wages, unless there is some special reason for granting wage increases. Moreover taxation is also a more effective instrument for reducing unfairly high profits than wage policy ever could be. Wage increases need not reduce profits at all; the higher cost could be passed on to the consumer through price increases. Further where this is not possible since higher wage rates reduce the employers' liability the community has to bear a part of the wage increase through a fall in tax revenue." The question is not what a particular industry can afford to pay as wages, but what the country's industry can afford to pay; not what a particular employer can afford to pay, but what the country can afford to pay without injury to its economy.

30. The salaries demanded by the Union for its members by its letter of 17.3.60 (A 21) are higher than those paid to officers in the Central Bank. The grade in the Central Bank which corresponds to Grade I of the commercial banks is Grade II. The present minimum qualification for appointment to this grade is a pass in the S. S. C. Examination with five credit passes obtained at one and the same examination; but there are in the grade officers who have double firsts, that is, first division passes in two media, and 120 others have degrees or A. I. C. or the Intermediate in Arts or Science. All these officers started on a salary of Rs. 120 a month. The Union is of opinion that clerks in the commercial banks deserve higher salaries than those paid to clerks in the Central Bank, and they demanded an initial salary of Rs. 135 a month. The minimum academic qualifications for appointment to the grade is a pass in the S. S. C.; (those who have credit passes in subjects are preferred). "Our position", stated Mr. Tampoe, "always was that we got a better rate of pay than what the Central Bank gets. We have never been lower; we have always been higher; and even the Central Bank has come up to our standard. Now they knew that the Central Bank had decided to pay the equivalent of Grade I, which in the Central Bank is called Grade II; that they had been paid Rs. 120. So they fixed their demand at Rs. 135." We note that Rs. 135 a month is the initial salary of a Statistical Survey Officer in the Planning Secretariat. The minimum qualifications for appointment to these posts is the S. S. C. with five credit passes including mathematics, or two credit passes including mathematics and two years' experience in statistical work. Rs. 135 a month is also the initial salary of a Government clerk on promotion to the Executive Clerical Class after he passes a qualifying examination.

31. The revision of salary scales in the Central Bank in 1959 appears to be one cause of discontent among the bank employees. "There is a certain imbalance", stated Mr. Tampoe, "in the salary

structure of bank employees since a non-profit making section of the trade had increased salary scales a little more than a year ago." According to the evidence before us, the Central Bank was started in 1950, and it took over the work of several Government departments. In recruiting officers it offered salaries which the directors thought would be sufficient to attract certain types of officers. In 1955 it made a few adjustments in salaries. In 1959 in the light of experience the Bank, for the first time, devised salary scales which it considered fair and reasonable. Prior to the revision there was complaint by the employees that their salaries were low in comparison with the salaries paid by the commercial banks, although their work involved greater responsibility and a higher degree of efficiency, that the Central Bank was a unique institution whose work could not bear comparison with that of commercial banks. Now that the salaries of the Central Bank employees have been increased, the bank employees feel that their salaries should also be raised. If the salaries of bank employees are raised as requested, the Central Bank employees may ask for a further increase, and the employees of the Central Bank and the bank employees would be vying with each other to get higher wages and the prospects of industrial peace would be jeopardised. The Central Bank, which is the bankers' bank, and is engaged in research, supervision of commercial banks, etc., is different from a commercial bank. We are of opinion that the mere fact that the employees of the Central Bank are paid on certain scales of salary is not a reason why the employees of commercial banks should be paid salaries on a better scale, or even on the same scale.

32. Another contention on behalf of the Union was, in the words of Mr. Tampoe, that "bank employees are deserving of better terms of remuneration and prospects than mercantile employees considered the difference in the standards required of them at recruitment as well as the very special responsibilities attached to working in banks. So far as the banks are concerned there is a distinction between the mercantile sector and the banks in that to work in a bank there are minimum standards laid down for recruitment." It was also stated by Mr. Tampoe in the course of argument that "in India the mercantile sector leads"; but we were not informed why it is urged that in Ceylon the position should be different. We feel that comparison with other services as suggested would increase the problems of wage determination, and we do not propose to assume any particular relation between the salaries that should be paid to bank employees and those paid to employees in any other sector. The reasons for the salary scales of clerks (and so also of other employees) in different sectors of employment are historical. Many think that their work is of more value to the community and/or more strenuous than the work of others in parallel employment elsewhere, and that they deserve higher remuneration. There is no manner in which the relative deserts of workers in parallel employment can be assessed with any degree of accuracy.

33. It was also urged on behalf of the Union that the executives are paid very high salaries. We have not been informed what these high salaries are, and what relation is suggested between the salaries of executives and those of non-executives. On behalf of the banks we were informed that the disparity between the salaries of executives and those of non-executives is everywhere greater than in other sectors of employment, because of the special responsibilities attached

to the posts of these executives. In considering this subject the Canakeratne Award says: "The executive heads generally carry heavy responsibilities and the profits of industry are largely the outcome of their ability, their capacity to take risks and their foresight."

34. The bank employees wish to have more money to spend, and we have to decide to what extent their remuneration may be increased considering all the circumstances. There is no means of determining the worth of labour with precision. According to the Union's representative the demands have been placed at a high level for a special reason. "I want to stress," said Mr. Tampoe, "that this was put forward as a bargaining counter, that is, this what we think it should be; we know you are not going to agree to this, but let us start discussing your reactions to these proposals." The prevailing wage rates in the country give a general indication whether certain rates are unfairly low or unduly high, and guided by these we make our award. We do not consider that a case has been made out for the creation of a new Grade III for clerks. This request amounts to more senior clerks being given a new designation and being paid high salaries, namely, the head clerks of the State Bank and those in parallel employment in other banks. A Government clerk who happens to be the head clerk in a particular Government office is not put into a higher grade for that reason. He continues in his grade. In terms of our award, the officers referred to will also receive higher salaries than at present. A further increase by creating a new grade is not considered necessary. The most efficient of these officers have avenues of promotion to higher posts in the normal way.

35. Mr. Tampoe also made a plea for uniformity of nomenclature. This is not a matter which has been referred to this Court for settlement, and we make no decision on this subject.

36. We prescribe the salary scales appearing in the Schedules in the Appendix to this award. These scales will have effect as from 1st October, 1960, and will be in force for a period of four years from the date of publication of this award. At one stage of the negotiations between the parties the employers suggested that the employees accept the principle of two increments as the basis of negotiation. About this time the mercantile employees had accepted an increase of their salaries by two increments in their collective agreement with their employers. The Union, however, did not agree. An enhancement of salaries by two increments would raise the initial basic salary of a clerk from Rs. 94 a month to Rs. 106. On confirmation at the end of the year of probation the basic salary would be Rs. 112 and the gross monthly emoluments including bonuses at the Bank of Ceylon rates would be about Rs. 286.40 for a bachelor (viz. basic salary Rs. 112, allowance on account of rent factor Rs. 25, cost of living allowance Rs. 103.90, special living allowance Rs. 17.50, bonus Rs. 28). These emoluments appear very favourable in the light of the emoluments of employees in other sectors of employment and the salaries we prescribe are based on the principle of two increments. Promotion to Grade II is advanced by 5 years so that the financial position of these employees may improve about the time that they normally get married. The minor employees who are far less advantageously placed now are given better increments in later stages. The salaries prescribed in the Schedules are basic salaries. In addition to these, the usual allowances will continue to be paid. Arrears due on account of this award shall be paid within two months of the publication of

this award. If and when the recommendations of the Salaries and Cadre Commission are implemented and the bank employees are found to suffer any hardship, we suggest the appointment of a salaries and anomalies committee, as was done in the Central Bank.

37. The second matter in dispute is whether dearness allowance should be paid on pensions. This and the fourth, namely, whether bank employees should be given three months' leave on full pay prior to retirement can be considered together, because both relate to retirement benefits. The retirement benefits today are—

- (1) A monthly pension calculated on the formula, $P = (N + 5)/60$ of S , where P is the monthly pension, N is the number of years service, and S is the average of the monthly salaries received during the last three years of service.

The maximum pension is two-thirds of the last salary drawn.

- (2) A provident fund to which, in the case of the Hongkong and Shanghai Bank, the employee has contributed 5 per cent. of his salary monthly, and the employer the equivalent of 20 per cent. of the salary monthly. In the case of other banks, the employee contributes 5 per cent. or $7\frac{1}{2}$ per cent. and the employer 10 per cent. or 15 per cent.; and which contributions have earned compound interest at 5 per cent. per annum.

Normally an employee of the Hongkong Bank would on retirement receive over Rs. 50,000 and an employee of one of the other banks something over Rs. 30,000.

At the time these superannuation benefits were considered by Mr. Thalgodapitiya the Government was paying dearness allowance to the pensioners; but for some reason or other the Bank Employees' Union did not then ask for these allowances on pensions to bank employees.

The position of a retiring bank employee would be that he gets—

- (a) two-thirds of his basic salary as his pension;
- (b) the income from investment of the provident fund, which would be Rs. 30,000 or Rs. 50,000;
- (c) income by doing some new job as many pensioners do.

Mr. Tampoe thought that the provident fund was on a par with the Widows' and Orphans' Pension Fund in the Government Service. But that is not correct. This Fund benefits only widows and minor orphans, if such persons are left surviving a deceased officer. A widow who re-marries forfeits her right to the pension.

38. Concerning these two demands the banks state that this Court has no jurisdiction to make awards on them, as there is already in existence the Thalgodapitiya award, which has laid down a comprehensive scheme of superannuation benefits for bank employees, and both employers and employees are bound by that award until and unless it is repudiated under the provisions of section 20, and all retirement benefits are considered anew. It was further stated that since

the acceptance of the award by all parties some employers voluntarily accepted greater financial liabilities than were imposed on them by the award and they make higher contributions towards the provident fund than the minimum; they may not have committed themselves to these additional liabilities if they had been aware of the present proposals to add to their commitments. The Bank of Ceylon was not bound by the award but it voluntarily adopted the scheme prescribed in the award. They may not have done so if the present proposals had been incorporated in that award. Such parties as have voluntarily committed themselves to certain financial liabilities under certain circumstances should be given an opportunity of reconsidering their commitments when it is sought to alter the circumstances against their wishes. On behalf of the Union it was stated that the Union which was a party to the dispute before Mr. Thalgodapitiya was disregistered since and thereupon the Thalgodapitiya Award ceased to exist; the employers and employees merely continued to act according to the principles of that award; the Union now before this Court is a new Union, which is not bound by the award. We note that according to section 19 the Thalgodapitiya Award binds not only unions but also employers and workmen. Hence the employers concerned in the present dispute and their employees continue to be bound by the award. The present proposal is for the insertion of new terms or conditions in that award. The Act (section 27) provides for the insertion of new terms or conditions in the award of an Industrial Court but not for such insertion in the award of an Arbitrator. Section 20 provides only for repudiation of an Arbitrator's award.

We make no award on items 2 and 4 of the matters referred to us for settlement.

39. The last matter left for settlement is a demand for 7 days' leave in lieu of curtailed Bank holidays. In 1958 there were 19 Bank holidays. In 1959 the Government felt that there were too many such holidays and reduced the number to 12, "with a view to maintaining a uniform distribution of holidays to all classes of workers in the Island without any discrimination of class, grade or creed, and also to reduce the existing number of Public and Bank Holidays." (Objects and Reasons to Holidays (Amendment) Act, No. 57 of 1957).

The Objects and Reasons to the Holidays (Amendment) Act further states thus: "It has long been felt that an economically underdeveloped country like Ceylon cannot afford the luxury of too many holidays which invariably tend to dislocate and disrupt the economic activities of the country as well as the essential services to the detriment of national welfare. It has therefore been considered desirable that the existing number of holidays should be reduced in keeping with the need for increased production to meet the increasing demand of a fast expanding population."

It is unfortunate that such a decision by the Government should be made the cause of an industrial dispute. Since that decision Government is said to have restored one of the old holidays and given Bandaranaike Commemoration Day as an additional holiday. The loss of holidays is then reduced to six. We are of opinion that Bank Holidays are not a part of the contract of service. Bank employees get these holidays because Government imposes them on the banks. When for any reason Government withdraws any of these holidays, the employees must forgo them. They cannot make that withdrawal the

cause of an industrial dispute with the employers who are responsible neither for granting them nor for their withdrawal. We understand that the employers have, in this instance, agreed to increase privilege leave by three days. As far as this Court is concerned, this demand is disallowed.

S. B. YATAWARA,
President.

T. P. DE S. MUNASINGHE,
Member.

S. C. S. DE SILVA,
Member.

Colombo, 2nd June, 1962.

APPENDIX

SCHEDULE I

SCALES FOR CLERKS

<i>Year of Service</i>	<i>Grade I Rs. c.</i>	<i>Grade II Rs. c.</i>
1	106 0	—
2	112 0	—
3	118 0	—
4	124 0	—
5	130 0	—
6	136 0	—
7	142 0	—
8	148 0	—
9	154 0	192 0
10	160 0	202 0
11	166 0	212 0
12	172 0	222 0
13	178 0	232 0
14	184 0	242 0
15	190 0	252 0
16	196 0	262 0
17	202 0	272 0
18	208 0	282 0
19	214 0	292 0
20	221 0	302 0
21	228 0	312 0
22	235 0	322 0
23	242 0	334 0
24	250 0	346 0
25	260 0	360 0
26	270 0	375 0
27	280 0	390 0
28	290 0	405 0
29	—	—
30	—	—
31	—	—
32	—	—
33	—	—
34	—	—
35	—	—
36	—	—

SCHEDULE II

SCALES FOR STENOGRAPHERS

<i>Year of Service</i>	<i>With S. S. C.</i>						<i>Without S. S. C.</i>	
	<i>Grade I</i>			<i>Grade II</i>			<i>Rs c.</i>	
	<i>Rs.</i>	<i>c.</i>		<i>Rs.</i>	<i>c.</i>		<i>Rs</i>	<i>c.</i>
1	106	0	..	—		..	108	0
2	112	0	..	—		..	115	0
3	118	0	..	—		..	122	0
4	124	0	..	—		..	129	0
5	130	0	..	—		..	136	0
6	136	0	..	—		..	143	0
7	142	0	..	—		..	150	0
8	148	0	..	—		..	157	0
9	154	0	..	192	0	..	164	0
10	160	0	..	202	0	..	171	0
11	166	0	..	212	0	..	178	0
12	172	0	..	222	0	..	185	0
13	178	0	..	232	0	..	192	0
14	184	0	..	242	0	..	199	0
15	190	0	..	252	0	..	206	0
16	196	0	..	262	0	..	213	0
17	202	0	..	272	0	..	220	0
18	208	0	..	282	0	..	227	0
19	214	0	..	292	0	..	234	0
20	221	0	..	302	0	..	244	0
21	228	0	..	312	0	..	254	0
22	235	0	..	322	0	..	264	0
23	242	0	..	334	0	..	—	
24	250	0	..	346	0	..	—	
25	260	0	..	360	0	..	—	
26	270	0	..	375	0	..	—	
27	280	0	..	390	0	..	—	
28	290	0	..	405	0	..	—	
29	—		..	—		..	—	
30	—		..	—		..	—	
31	—		..	—		..	—	
32	—		..	—		..	—	
33	—		..	—		..	—	
34	—		..	—		..	—	
35	—		..	—		..	—	
36	—		..	—		..	—	

SCHEDULE III

SCALES FOR TELEPHONE OPERATORS

<i>Year of Service</i>	<i>Rs. c.</i>
1	98 0
2	104 0
3	110 0
4	116 0
5	122 0
6	128 0
7	134 0
8	140 0
9	146 0
10	152 0
11	158 0
12	164 0
13	170 0
14	176 0
15	182 0
16	188 0
17	194 0

<i>Year of Service</i>		<i>Rs c.</i>
18	..	200 0
19	..	206 0
20	..	212 0
21	..	—
22	..	—
23	..	—
24	..	—
25	..	—
26	..	—
27	..	—
28	..	—
29	..	—
30	..	—
31	..	—
32	..	—
33	..	—
34	..	—
35	..	—
36	..	—

SCHEDULE IV

SCALES FOR PAINTERS, CARPENTERS, MASONS ELECTRICIANS

<i>Year of Service</i>		<i>Rs. c.</i>
1	..	70 50
2	..	72 50
3	..	74 50
4	..	76 50
5	..	78 50
6	..	80 50
7	..	82 50
8	..	84 50
9	..	86 50
10	..	89 50
11	..	92 50
12	..	95 50
13	..	98 50
14	..	101 50
15	..	104 50
16	..	107 50
17	..	110 50
18	..	113 50
19	..	116 50
20	..	119 50
21	..	122 50
22	..	125 50
23	..	128 50
24	..	131 50
25	..	134 50
26	..	139 0
27	..	143 50
28	..	148 0
29	..	152 50
30	..	157 0
31	..	161 50
32	..	—
33	..	—
34	..	—
35	..	—
36	..	—

SCHEDULE V

SCALES FOR COUNTERS

<i>Year of Service</i>	..	<i>Rs. c.</i>
1	..	65 0
2	..	67 0
3	..	69 0
4	..	71 0
5	..	73 0
6	..	76 0
7	..	79 0
8	..	82 0
9	..	85 0
10	..	88 0
11	..	91 0
12	..	94 0
13	..	97 0
14	..	100 0
15	..	103 0
16	..	106 0
17	..	110 0
18	..	114 0
19	..	118 0
20	..	122 0
21	..	126 0
22	..	130 0
23	..	134 0
24	..	138 0
25	..	142 0
26	..	146 0
27	..	150 0
28	..	154 0
29	..	—
30	..	—
31	..	—
32	..	—
33	..	—
34	..	—
35	..	—
36	..	—

SCHEDULE VI

SCALES FOR LIFT OPERATORS AND PLUMBERS

<i>Year of Service</i>	..	<i>Rs. c.</i>
1	..	59 50
2	..	61 50
3	..	63 50
4	..	65 50
5	..	67 50
6	..	69 50
7	..	71 50
8	..	73 50
9	..	75 50
10	..	77 50
11	..	79 50
12	..	82 50
13	..	85 50
14	..	88 50
15	..	91 50
16	..	94 50
17	..	97 50
18	..	100 50
19	..	103 50
20	..	106 50

<i>Year of Service</i>		<i>Rs. c.</i>
21	..	109 50
22	..	112 50
23	..	115 50
24	..	118 50
25	..	121 50
26	..	124 50
27	..	127 50
28	..	131 25
29	..	135 0
30	..	138 75
31	..	142 50
32	..	—
33	..	—
34	..	—
35	..	—
36	..	—

SCHEDULE VII

SCALES FOR HEAD PEONS

<i>Year of Service</i>		<i>Rs. c.</i>
1	..	—
2	..	—
3	..	—
4	..	—
5	..	—
6	..	—
7	..	—
8	..	—
9	..	—
10	..	—
11	..	100 0
12	..	103 0
13	..	106 0
14	..	109 0
15	..	112 0
16	..	115 0
17	..	118 0
18	..	121 0
19	..	124 0
20	..	127 0
21	..	130 0
22	..	133 0
23	..	136 0
24	..	139 0
25	..	142 0
26	..	145 0
27	..	148 0
28	..	152 0
29	..	—
30	..	—
31	..	—
32	..	—
33	..	—
34	..	—
35	..	—
36	..	—

SCHEDULE VIII

SCALES FOR PEONS

<i>Year of Service</i>	<i>Rs.</i>	<i>c.</i>
1 ..	54	0
2 ..	56	0
3 ..	58	0
4 ..	60	0
5 ..	62	0
6 ..	65	0
7 ..	68	0
8 ..	71	0
9 ..	74	0
10 ..	77	0
11 ..	80	0
12 ..	83	0
13 ..	86	0
14 ..	89	0
15 ..	92	0
16 ..	95	0
17 ..	98	0
18 ..	101	0
19 ..	104	0
20 ..	107	0
21 ..	110	0
22 ..	113	0
23 ..	116	0
24 ..	119	0
25 ..	122	0
26 ..	125	0
27 ..	128	0
28 ..	132	0
29 ..	—	—
30 ..	—	—
31 ..	—	—
32 ..	—	—
33 ..	—	—
34 ..	—	—
35 ..	—	—
36 ..	—	—

SCHEDULE IX

SCALES FOR WATCHERS

<i>Year of Service</i>	<i>Rs.</i>	<i>c.</i>
1 ..	56	0
2 ..	57	0
3 ..	58	0
4 ..	59	0
5 ..	60	0
6 ..	62	0
7 ..	64	0
8 ..	66	0
9 ..	68	0
10 ..	70	0
11 ..	72	0
12 ..	75	0
13 ..	78	0
14 ..	81	0
15 ..	84	0
16 ..	87	0
17 ..	90	0
18 ..	93	0
19 ..	96	0

<i>Year of Service</i>		<i>Rs. c.</i>
20	..	99 0
21	..	102 0
22	..	105 0
23	..	108 0
24	..	111 0
25	..	114 0
26	..	117 0
27	..	120 0
28	..	124 0
29	..	—
30	..	—
31	..	—
32	..	—
33	..	—
34	..	—
35	..	—
36	..	—

SCHEDULE X

SCALES FOR LABOURERS

<i>Year of Service</i>		<i>Rs. c.</i>
1	..	49 0
2	..	50 0
3	..	51 0
4	..	52 0
5	..	53 0
6	..	55 0
7	..	57 0
8	..	59 0
9	..	61 0
10	..	63 0
11	..	65 0
12	..	67 50
13	..	70 0
14	..	72 50
15	..	75 0
16	..	77 50
17	..	80 0
18	..	82 50
19	..	85 0
20	..	87 50
21	..	90 50
22	..	93 50
23	..	96 50
24	..	99 50
25	..	102 50
26	..	105 50
27	..	108 50
28	..	112 50
29	..	—
30	..	—
31	..	—
32	..	—
33	..	—
34	..	—
35	..	—
36	..	—

STATISTICS FOR THE MONTH IN BRIEF

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

Cost of Living

The Colombo Consumers Price Index for the month of August, 1962 is 106.2 as against 106.4 for the month of July, 1962, a decrease of .2.

Wage Rates

(a) The basic wages payable for the month of September, 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 for the month of September 1962 to workers in the Cocoa, Cardamom and Pepper growing trades, Coconut growing trade, Coconut manufacturing trade, Rubber growing and manufacturing trade and Tea growing and manufacturing trade will be slightly less than that for the month of August, 1962.

(c) The Special allowances payable to workers in all other trades to which Part II of the Wages Boards Ordinance has been applied will be the same as that for the month of August, 1962.

Strikes

There were altogether 13 strikes during the month of June, 1962, involving 4,633 workers and a loss of 15,071 man-days as against 14 strikes, during the month of May, 1962, involving 4,133 workers and a loss of 6,595 man-days. Eleven of these strikes were in Tea plantations involving 3,309 workers and a loss of 4,676 man-days, two were in Rubber plantation involving 1,224 workers and a loss of 10,395 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 June, 1962 and July, 1962 was as given below :—

	<i>June, 1962</i>			<i>July, 1962</i>		
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Technical and Clerical..	16,328..	14,198..	30,526..	16,578..	14,746..	31,324
Skilled ..	13,238..	3,912..	17,150..	13,384..	3,880..	17,264
Semi-skilled ..	27,722..	6,587..	34,309..	27,937..	6,587..	34,524
Unskilled ..	63,460..	4,533..	67,993..	63,398..	4,658..	68,056
TOTAL ..	120,748	29,230	149,978	121,297	29,871	151,168

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

	<i>June, 1962</i>			<i>July, 1962</i>		
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Technical and Clerical..	100 ..	5 ..	105 ..	86 ..	19 ..	105
Skilled ..	27 ..	7 ..	34 ..	48 ..	1 ..	49
Semi-skilled ..	45 ..	2 ..	47 ..	50 ..	1 ..	51
Unskilled ..	302 ..	1 ..	303 ..	176 ..	1 ..	177
TOTAL ..	474	15	489	342	22	382

NOTES OF CURRENT INTEREST

Trade Unions Registered in August, 1962

<i>Regd. No.</i>	<i>Name</i>
1920 ..	Warsa 1959 Puhunuwoo Arogyasala Sahayaka Hedi Sewa Sangamaya.
1921 ..	P. W. D. Technical Officers Union.
1922 ..	Gal Oya Sanwardena Mandalaye Sri Lanka Nidahas Kamkaru Samitiya.
1923 ..	Samastha Lanka Palath Palana Thawakalika Overseer- varunge Samitiya.
1924 ..	Panadura Totamuna Samupakara Sewaka Vurthiya Samitiya.
1925 ..	Samastha Lanka Rajaye Govijanapada Niladhari Karyala Kanista Sewakayinge Vurthiya Samitiya.
1926 ..	Air Traffic Control Officers Association of Ceylon.
1927 ...	Jatika Kirimandaleeya Lipikaru Sangamaya.
1928 ..	Rajaye Pingan Karmanthasala Sewaka Samitiya.
1929 ..	Lanka Palath Palana Ayurweda Dispenserwarunge Sangamaya.
1930 ..	Sri Lanka Kamkaru Vurthiya Samitiya.
1931 ..	Lanka Samupakara Thoga Welanda Ayathanaye Eksath Sewaka Samitiya.
1932 ..	The Teachers Union of the Institute of Practical Techno- logy, Katubedda.
1933 ..	Helabima Jatika Wathu Kamkaru Samitiya.*
1934 ..	Rajaye Krushikarma Sewaka Samitiya.
1935 ..	Mahanuwara Nagarika Eksath Viduli Saha Samanya Sewaka Sangamaya.
1936 ..	Uve Samupakara Sewa Sangamaya.
1937 ..	Helabima Jatika Karanawemi Sewaka Samitiya.
1938 ..	Samastha Lanka Warimarga Kankanamwarunge Samitiya.
1939 ..	Guwan Thotupola Rajaye Sewaka Sangamaya.
1940 ..	Vavuniya District Co-operative Workers' Union.
1941 ..	Samastha Lanka Warimarga Departhamentuwe Nidahas Riyeduru Sangamaya.

CLOSING ORDER FOR SHOPS

A consolidated text of the current Closing Order applicable to shops situated within all the Municipal Council and the Urban Council areas is appended. The current Closing Order was made under section 15 of the Shops Ordinance, No. 66 of 1938 (since repealed) and kept in force by the provisions of the Shop and Office Employees (Regulation of Employment and Remuneration) Act at

the time the latter enactment repealed the former. A notification relating to this Closing Order appeared in *Government Gazette* No. 10,517 of April 10, 1953. This Closing Order was amended by Order made under section 40 of the above-mentioned Act, published in *Government Gazette* No. 13,187 of June 29, 1962.

ORDER

1. This Order shall apply to every shop situated within any area specified in any of the Schedules hereto.

2. (1) (i) Save as otherwise expressly provided in paragraphs 4 and 5 of this Order every shop other than a hair dressing saloon, barber's shop, laundry, dry-cleaner's shop and dyer's shop situated within any of the areas specified in the First Schedule hereto (other than a shop to which the provisions of paragraph 3 apply) shall be closed for the serving of customers—

- (a) until 9 a.m. on each day except Sunday in every week,
- (b) at and after 2 p.m. on Saturday in every week,
- (c) at and after 6 p.m. on Monday, Tuesday and Thursday in every week,
- (d) at and after 7 p.m. on Wednesday and Friday in every week,
- (e) throughout Sunday in every week.

(ii) Every hair dressing saloon, barber's shop, laundry, dry-cleaner's shop and dyer's shop situated within any of the areas specified in the First Schedule hereto shall be closed for the serving of customers—

- (a) until 7 a.m. on each day except Sunday in every week,
- (b) at and after 5 p.m. on Saturday in every week,
- (c) at and after 7 p.m. on Monday, Tuesday, Wednesday, Thursday and Friday in every week,
- (d) throughout Sunday in every week.

(2) (i) Save as otherwise expressly provided in paragraphs 4 and 5 of this Order, every shop other than a hair dressing saloon, barber's shop, laundry, dry-cleaner's shop and dyer's shop situated within any of the areas specified in the Second Schedule hereto (other than a shop to which the provisions of paragraph 3 apply) shall be closed for the serving of customers—

- (a) until 9 a.m. on Monday, Tuesday, Wednesday, Thursday, Saturday and until 7 a.m. on Friday in every week,
- (b) at and after 12 noon on Friday in every week,
- (c) at and after 6 p.m. on Monday, Wednesday and Thursday in every week,
- (d) at and after 7 p.m. on Tuesday and Saturday in every week,
- (e) throughout Sunday in every week.

(ii) Every hair dressing saloon, barber's shop, laundry, dry-cleaner's shop and dyer's shop situated within any of the areas specified in the Second Schedule shall be closed for the serving of customers—

- (a) until 7 a.m. on each day except Sunday in every week,
- (b) at and after 5 p.m. on Friday in every week,

(c) at and after 7 p.m. on Monday, Tuesday, Wednesday, Thursday and Saturday in every week, and

(d) throughout Sunday in every week.

(3) (i) Save as otherwise expressly provided in paragraphs 4 and 5 of this Order, every shop other than a hair dressing saloon, barber's shop, laundry, dry-cleaner's shop and dyer's shop situated within any of the areas specified in the Third Schedule hereto (other than a shop to which the provisions of paragraph 3 apply) shall be closed for the serving of customers—

(a) until 9 a.m. on Monday, Tuesday, Wednesday, Thursday and until 7 a.m. on Friday in every week,

(b) at and after 12 noon on Friday in every week,

(c) at and after 6 p.m. on Monday, Wednesday and Thursday in every week,

(d) at and after 7 p.m. on Tuesday and Sunday in every week, and

(e) throughout Saturday in every week.

(ii) Every hair dressing saloon, barber's shop, laundry, dry-cleaner's shop and dyer's shop situated within any of the areas specified in the Third Schedule hereto shall be closed for the serving of customers—

(a) until 7 a.m. on each day except Saturday in every week,

(b) at and after 5 p.m. on Friday in every week,

(c) at and after 7 p.m. on Monday, Tuesday, Wednesday, Thursday and Sunday in every week,

(d) throughout Saturday in every week.

(4) (i) Save as otherwise expressly provided in paragraphs 4 and 5 of this Order, every shop other than a hairdressing saloon, barber's shop, laundry, dry-cleaner's shop and dyer's shop situated within the area specified in the Fourth Schedule hereto (other than a shop to which the provisions of paragraph 3 apply) shall be closed for the serving of customers—

(a) until 9 a.m. on each day except Friday in every week,

(b) at and after 2 p.m. on Thursday in every week,

(c) at and after 6 p.m. on Sunday, Tuesday and Saturday in every week,

(d) at and after 7 p.m. on Monday and Wednesday in every week, and

(e) throughout Friday in every week.

(ii) Every hairdressing saloon, barber's shop, laundry, dry-cleaner's shop and dyer's shop situated within the area specified in the Fourth Schedule hereto shall be closed for the serving of customers—

(a) until 7 a.m. on each day except Friday in every week,

(b) at and after 5 p.m. on Thursday in every week,

(c) at and after 7 p.m. on Sunday, Monday, Tuesday, Wednesday and Saturday in every week, and

(d) throughout Friday in every week.

(5) (i) Save as otherwise expressly provided in paragraphs 4 and 5 of this Order, every shop other than a hairdressing saloon, barber's shop, laundry, dry-cleaner's shop and dyer's shop situated within

any of the areas specified in the Fifth Schedule hereto (other than a shop to which the provisions of paragraph 3 apply) shall be closed for the serving of customers—

- (a) throughout Sunday in every week,
- (b) at and after 2 p.m. on Saturday in every week,
- (c) at and after 7 p.m. on Monday, Tuesday and Thursday in every week,
- (d) at and after 8 p.m. on Wednesday and Friday in every week,
- (e) until 9 a.m. on Saturday in every week, and
- (f) until 10 a.m. on Monday, Tuesday, Wednesday, Thursday and Friday in every week.

(ii) Every hairdressing saloon, barber's shop, laundry, dry-cleaner's shop and dyer's shop situated within any of the areas specified in the Fifth Schedule hereto shall be closed for the serving of customers—

- (a) until 7 a.m. on each day except Sunday in every week,
- (b) at and after 5 p.m. on Saturday in every week,
- (c) at and after 7 p.m. on Monday, Tuesday, Wednesday, Thursday and Friday in every week, and
- (d) throughout Sunday in every week.

3. Save as otherwise expressly provided in paragraph 5 of this Order, the classes of shops specified hereunder in any of the Schedules hereto, shall be closed for the serving of customers—

- (a) until 8 a.m. on each day in every week, and
- (b) at and after 9 p.m. on each day in every week.
 - (i) Butchers' shops ;
 - (ii) Shops where the sale of fresh fish is carried on ;
 - (iii) Florists' shops ;
 - (iv) Ice merchants' shops ;
 - (v) Photographers' shops ;
 - (vi) Shops used for the sale of one or more of the following:—
 - fresh fruit, fresh vegetables, betel, chewing tobacco, arecanuts, grass, straw and poonac ;
 - (iiv) Tobacconists' shops.

4. Any shop situated within any area specified in any of the Schedules hereto may, with the written sanction of the Commissioner of Labour, remain open for the serving of customers during any period specified in such writing notwithstanding the fact that such shop is required by the provision of paragraph 2, of this Order to be closed for the serving of customers during that period but so however that—

- (a) throughout one specified day in every week such shop shall remain closed ;
- (b) on one other specified day in every week, not more than ten hours in the case of a hair-dressing saloon, barber's shop, laundry, dry-cleaner's shop or dyer's shop and five hours in the case of any other shop elapse between the time at which that shop is opened for the serving of customers and the time at which that shop is closed for the day ;

- (c) on days other than the days referred to in the preceding provisions of this paragraph not more than twelve hours in the case of a hairdressing saloon, barber's shop, laundry, dry-cleaner's shop or dyer's shop and nine hours on three such days and ten hours on two such days in the case of any other shop elapse between the time at which that shop is opened for the serving of customers and the time at which that shop is closed for the day.

5. Notwithstanding the provisions of paragraph 2 or paragraph 3 or any arrangement sanctioned by the Commissioner of Labour under paragraph 4 of this Order—

(1) during the twelve days immediately preceding each of the following days, that is to say, Christmas Day, Hindu New Year's day, the day of the Muslim Hadji Festival, the second day after the Full Moon day of the Sinhalese month of Wesak, the day of the Hindu Deepawali Festival and the day fixed by the Minister of Home Affairs under the Holidays Ordinance (Chapter 135) as the day following the end of Ramazan, any shop situated within the administrative limits of the Municipal Councils of Colombo, Kandy and Galle may remain open for the serving of customers—

- (a) from 9 a.m. until, but not later than, 8 p.m. on a Monday, Tuesday, Wednesday, Thursday or Friday ; and
- (b) from 9 a.m. until, but not later than, 6 p.m. on a Saturday or Sunday ;

(2) during the ten days immediately preceding each of the days referred to in paragraph 5 (1)—

(a) any shop to which the provisions of paragraph 2 (1) apply (other than shops situated within the administrative limits of the Municipal Councils of Colombo, Kandy and Galle referred to in paragraph 5 (1) may remain open for the serving of customers—

- (i) from 9 a.m. until, but not later than, 8 p.m. on a Monday, Tuesday, Wednesday, Thursday or Friday ; and
- (ii) from 9 a.m. until, but not later than, 6 p.m. on a Saturday or Sunday ;

(b) any shop to which the provisions of paragraph 2 (2) apply may remain open for the serving of customers—

- (i) from 9 a.m. until, but not later than, 8 p.m. on a Monday, Tuesday, Wednesday, Thursday or Saturday ; and
- (ii) from 9 a.m. until, but not later than, 6 p.m. on Friday or Sunday ; and

(c) any shop to which the provisions of paragraph 2 (3) apply may remain open for the serving of customers—

- (i) from 9 a.m. until, but not later than, 8 p.m. on a Sunday, Monday, Tuesday, Wednesday or Thursday ; and
- (ii) from 9 a.m. until, but not later than, 6 p.m. on a Friday or Saturday ;

(d) any shop to which the provisions of paragraph 2 (4) apply may remain open for the serving of customers—

(i) from 9 a.m. until, but not later than, 8 p.m. on Sunday, Monday, Tuesday, Wednesday, and Saturday in every week ; and

(ii) from 9 a.m. until, but not later than 6 p.m. on Thursday and Friday in every week.

(3) During the six days ending on the day fixed by the Minister of Home Affairs under the Holidays Ordinance (Chapter 135) as a Bank Holiday on account of the Hindu Vel Festival, any shop situated within the administrative limits of the Municipal Council of Colombo may remain open for the serving of customers from 9 a.m. until, but not later than, midnight on each such day ;

(4) during the fourteen days ending on the last day of the Esala Perahera any shop situated within the administrative limits of the Municipal Council of Kandy may remain open for the serving of customers from 9 a.m. until, but not later than, midnight on each such day ;

(5) during the five days ending on the day following the Full Moon day of the Sinhalese months of Esala and Nikini any shop situated within the administrative limits of the Urban Council of Anuradhapura may remain open for the serving of customers from 9 a.m. until, but not later than, midnight on each such day ;

(6) during the ten days ending on the day following the Full Moon day of the Sinhalese month of Poson, any shop situated within the administrative limits of the Urban Council of Anuradhapura may remain open for the serving of customers from 9 a.m. until, but not later than, midnight on each such day ;

(7) during the twenty-six days ending on the last day of the Annual Car Festival of the Nallur Kandasamy Temple any shop situated within the administrative limits of the Municipal Council of Jaffna may remain open for the serving of customers from 9 a.m. until, but not later than, midnight on each such day ; and

(8) during any day on which a passenger ship is in the Port of Colombo, any shop situated in Fort may remain open for the serving of customers from 9 a.m. until, but not later than, 11 p.m. under the authority of a permit issued in that behalf by the Commissioner of Labour.

6. The following classes of shops are hereby exempted from the preceding provisions of this Order :—

(a) Restaurants and eating-houses, cafes and tea kiosks.

(b) Petrol service stations.

(c) Dairies and milk bars.

(d) Cinemas, play houses and other place of public entertainment or amusement.

(e) News Agents.

(f) Book-stalls at Railway Stations or at hotels.

(g) Bakeries.

- (h) Shops in which the wholesale or retail business of supplying stores to ships is carried on.
- (i) Shops in which liquor is sold.
- (j) Shops in which the sale of medicinal herbs is carried on.

7. The Order made under section 15 and published in *Gazette* No. 8,642 of July 26, 1940, and the Order made under the said section and published in *Gazette* No. 9,456 of September 1, 1945, as amended by any subsequent Order are hereby rescinded.

FIRST SCHEDULE

- (1) The areas within the administrative limits of the Urban Councils of—
 - Ambalangoda
 - Anuradhapura
 - Avissawella
 - Chilaw
 - Gampaha
 - Ja-ela
 - Kegalla
 - Kotte
 - Kuliyapitiya
 - Matara
 - Tangalle-Beliatte
 - Weligama
- (2) The areas within the administrative limits of the Municipal Councils of—
 - Colombo, excluding the areas within the limits of the Kollupitiya, Bambalapitiya and Wellawatte wards
 - Galle
 - Jaffna
 - Kandy
 - Kurunegala
 - Dehiwela-Mount Lavinia

SECOND SCHEDULE

- (1) The areas within the administrative limits of the Urban Councils of—
 - Batticaloa
 - Beruwala
 - Hambantota
 - Kalutara
 - Moratuwa
 - Panadura
 - Trincomalee
 - Wattala-Mabole-Peliyagoda
- (2) The area within the administrative limits of the Municipal Council of Negombo.

THIRD SCHEDULE

- (1) The areas within the administrative limits of the Urban Councils of—
 - Badulla
 - Balangoda
 - Bandarawela
 - Gampola
 - Haputale
 - Hatton-Dikoya
 - Horana
 - Kolonnawa
 - Matale
 - Nawalapitiya
 - Puttalam
 - Ratnapura
 - Talawakelle-Lindula
 - Wattegama

(2) The area within the administrative limits of the Municipal Council of Nuwara Eliya.

FOURTH SCHEDULE

The area within the administrative limits of the Kadugannawa Urban Council.

FIFTH SCHEDULE

The area within the limits of the Kollupitiya, Bambalapitiya and Wellawatta wards of the Colombo Municipal Council.

WAGES BOARDS

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

XXV—The Coir Mattress and Bristle Fibre Export Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Coir Mattress and Bristle Fibre Export Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, published in *Ceylon Government Gazette* No. 12,156 of July 8, 1960, and came into force on August 1, 1960.

Order

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

The Coir Mattress and Bristle Fibre Export Trade, that is to say—

- (i) the receipt of manufactured coir mattress and bristle fibre at stores;
- (ii) the process of conditioning and packing coir mattress and bristle fibre for export; and
- (iii) the transport of coir mattress and bristle fibre for shipping; including—

(A) the work of the workers employed in—

- (1) receiving fibre into stores from lorries or carts;
- (2) counting ballots and bundles;
- (3) weighing ballots and bundles;
- (4) sorting fibre;
- (5) stacking ballots and bundles;
- (6) breaking stacks of ballots and bundles;
- (7) unwrapping ballots and bundles;
- (8) picking and teasing fibre;
- (9) bundling loose fibre;
- (10) drying loose fibre;
- (11) removing ballots and bundles from one part of the stores to another;

- (12) hackling (that is to say, dressing for export) by hand and tying bristle fibre into hands ;
 - (13) hackling (that is to say, dressing for export) by hand without tying into hanks in preparation for dyeing;
 - (14) hackling (that is to say, dressing for export) by hand and tying into hanks dyed bristle fibre;
 - (15) trimming of cut bristle fibre hanks;
 - (16) cutting bristle fibre ties;
 - (17) throwing fibre from ground level to press platform (if elevated) ;
 - (18) feeding fibre into teasing machines;
 - (19) ballotting fibre in ballotting boxes;
 - (20) twisting coir rope from coir yarn;
 - (21) bleaching fibre with sulphur;
 - (22) dyeing fibre;
 - (23) cutting bristle fibre hanks into specified lengths;
 - (24) packing baling boxes with or without mechanical trampers;
 - (25) controlling and operating the baling press;
 - (26) strapping the bale with hoop iron or rope;
 - (27) stacking, unstacking, carrying, moving, loading and unloading bales;
 - (28) twisting and curling fibre;
 - (29) removing ballots and bundles to baling press;
 - (30) passing fibre to press packers;
 - (31) operating winches for moving press boxes;
 - (32) sawing and splitting bamboos;
 - (33) cutting hoop iron;
 - (34) stretching coir rope;
 - (35) receiving, counting, weighing, stacking, removing, cutting, and preparing sundry materials used in packing and processing fibre;
 - (36) sweeping and cleaning press, platform, pit and surroundings;
 - (37) covering bales with jute hessian and stitching;
 - (38) wrapping ballots with paper or jute hessian;
 - (39) marking packages for shipment;
 - (40) removing packages for shipment;
 - (41) preparing and distributing meals and tea;
 - (42) the work of a kangany;
 - (43) issuing oil for hackling;
 - (44) sweeping of stores and drains;
 - (45) removing coir dust and rubbish for disposal;
 - (46) sifting coir dust;
 - (47) bagging coir dust and rubbish; and
- (B) any other operation connected with or incidental to the work specified in paragraph (A), but excluding the work of the following workers:—
- (1) clerks, storekeepers, timekeepers, checkers, overseers, watchers;
 - (2) workers in the Motor Transport Trade, specified in the Order published in *Gazette* No. 9,481 of November 2, 1945;

- (3) workers in the Building Trade, specified in the Order published in *Gazette* No. 10,054 of December 16, 1949, as subsequently amended; and
- (4) workers in the Engineering Trade, specified in the Order published in *Gazette* No. 9,224 of January 7, 1944, as subsequently amended.

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Coir Mattress and Bristle Fibre Export Trade was established on December 16, 1960, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 12,262 of December 30, 1960.

(C) DECISIONS OF THE BOARD

The decisions of the Wages Board for the Coir Mattress and Bristle Fibre Export Trade came into force on July 1, 1962. A notification relating to those decisions was published under section 29 (3) of the Wages Boards Ordinance in *Ceylon Government Gazette* No. 13,187 of June 29, 1962.

PART I

Direction under section 20 (2) (b)

1. The special allowance shall be computed and published monthly by the Commissioner of Labour.
2. The special allowance for a normal working day in any month shall be computed on the cost of living index number for the month immediately preceding that month.

Definition of a normal working day (section 24)

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

On any day other than Saturday	..	..	9
On a Saturday	...	...	7

PART II

Minimum rates of wages for piece work applicable to certain processes in the activities of the Coir Mattress and Bristle Fibre Export Trade :—

<i>Process</i>	<i>Rate</i> <i>Rs. c.</i>
Hackling (that is dressing for export) partly or wholly by hand and tying Bristle Fibre into hanks of standard " 3 tie Grade "	8 75 per hundredweight
Hackling (that is dressing for export) partly or wholly by hand and tying Bristle Fibre into hanks of standard " 2 tie Grade "	8 25 per hundredweight
Hackling (that is dressing for export) partly or wholly by hand without tying into hanks in preparation for dyeing	4 12 per hundredweight
Hackling (that is dressing for export) partly or wholly by hand and tying into hanks dyed Bristle Fibre	9 25 per hundredweight

PART III

The minimum rates of wages for time work shall consist of—

- (1) a basic rate ; and
- (2) a special living allowance, as set out here under—

(1) Class of Workers	(2) Basic rate for a normal working day	(3) Rate of Special Allowance for a normal working day in any month		
		(a) Where the cost of living index number for the preceding month is 100.1, the special allowance shall be—	(b) Where the cost of living index number for the preceding month is 100.0 the special allowance shall be—	(c) Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illus- trated in Tables I and II below respectively
	Rs. c.	Rs. c.	Rs. c.	Rs. c.
A. Male workers (not under 18 years of age):—				
(a) Grade II—				
Workers employed in—receiving fibre into stores from lorries or carts; counting ballots and bundles; weighing ballots and bundles; sorting fibre; stacking ballots and bundles; breaking stacks of ballots and bundles; unwrapping ballots and bundles; picking and teasing; bundling loose fibre; drying loose fibre; removing ballots and bundles from one part of the stores to another; trimming of cut bristle fibre hanks; curling, balloting or coiling of twisted fibre; cutting firewood for dyeing; issuing oil for hackling; cutting bristle fibre ties; sweeping of stores and drains; carting coir dust and rubbish; placing coir dust and rubbish in vehicles for removal; sifting coir dust; bagging coir dust and rubbish; preparing tea; distributing meals and tea; receiving, counting, weighing, stacking, removing, cutting, preparing sundry materials used in packing and processing fibre; removing ballots and bundles from stores, bleaching chambers or drying ground to baling press; passing fibre to press packers; operating winches for moving press boxes; sawing and splitting bamboos; cutting hoop iron; stretching coir ropes; sweeping and cleaning press, platform, pit and surroundings; covering bales with jute hessian and stitching; wrapping ballots with paper or jute hessian and marking all packages for shipment	1 40 ..	2 0 ..	1 97 ..	0 3
(b) Intermediate Grade—				
Workers employed in—throwing fibre from ground level to press platform (if elevated); feeding fibre into teasing machines; balloting fibre in balloting boxes; twisting coir ropes from coir yarn; the process of bleaching fibre with sulphur; cutting bristle fibre hanks to specified lengths and the process of dyeing fibre	1 60 ..	2 10 ..	2 7 ..	0 3

(1) Class of Workers	(2) Basic rate for a normal working day	(3) Rate of Special Allowance for a normal working day in any month		
		(a) Where the cost of living index number for the preceding month is 100.1 the special allowance shall be—	(b) Where the cost of living index number for the preceding month is 100.0 the special allowance shall be—	(c) Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illus- trated in Tables I and II below respectively.
	Rs. c.	Rs. c.	Rs. c.	Rs. c.
(c) Grade I— Workers employed in—packing baling boxes with or without mechanical tramlers; controll- ing and operating the baling press; strapping the bale with hoop iron or rope; stacking, un- stacking, carrying, moving, loading, and unloading bales; twisting and curling fibre ..	1 80 ..	2 10 ..	2 7 ..	0 3
(d) Head baling press operator ..	2 0 ..	2 10 ..	2 7 ..	0 3
B. Female workers (not under 18 years of age) ..	1 15 ..	1 88 ..	1 85 ..	0 3
C. Workers (irrespective of sex) under 18 years of age—				
Over 14 years but under 15 years ..	0 80 ..	1 51 ..	1 49 ..	} 0 2
Over 15 years but under 16 years ..	0 90 ..	1 56 ..	1 54 ..	
Over 16 years but under 17 years ..	1 0 ..	1 61 ..	1 59 ..	
Over 17 years but under 18 years ..	1 15 ..	1 71 ..	1 69 ..	

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

Table I

SPECIAL ALLOWANCE PAYABLE IN THE EVENT OF A RISE IN THE INDEX NUMBER

Index Numbers	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			
	Grade II	Intermediate Grade, Grade I and Head Baling Press Operators		Over 14 years but under 15 years	Over 15 years but under 16 years	Over 16 years but under 17 years	Over 17 years but under 18 years
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.1-101.8 ..	2 0 ..	2 10 ..	1 88 ..	1 51 ..	1 56 ..	1 61 ..	1 71
101.9-103.6 ..	2 3 ..	2 13 ..	1 91 ..	1 53 ..	1 58 ..	1 63 ..	1 73
103.7-105.4 ..	2 6 ..	2 16 ..	1 94 ..	1 55 ..	1 60 ..	1 65 ..	1 75
105.5-107.2 ..	2 9 ..	2 19 ..	1 97 ..	1 57 ..	1 62 ..	1 67 ..	1 77
107.3-109.0 ..	2 12 ..	2 22 ..	2 0 ..	1 59 ..	1 64 ..	1 69 ..	1 79

Table II

SPECIAL ALLOWANCE PAYABLE IN THE EVENT OF A FALL IN THE INDEX NUMBER

	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.0-98.3 ..	1 97 ..	2 7 ..	1 85 ..	1 49 ..	1 54 ..	1 59 ..	1 69
98.2-96.5 ..	1 94 ..	2 4 ..	1 82 ..	1 47 ..	1 52 ..	1 57 ..	1 67
96.4-94.7 ..	1 91 ..	2 1 ..	1 79 ..	1 45 ..	1 50 ..	1 55 ..	1 65
94.6-92.9 ..	1 88 ..	1 98 ..	1 76 ..	1 43 ..	1 48 ..	1 53 ..	1 63
92.8-91.1 ..	1 85 ..	1 95 ..	1 73 ..	1 41 ..	1 46 ..	1 51 ..	1 61

PART IV

Overtime Rate

In respect of each hour of work in excess of the normal working day, the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the minimum daily rate by eight) increased by 50 per centum of such minimum hourly rate.

PART V

Weekly Holiday (section 24)

Every employer shall allow each Sunday as the weekly holiday to all workers employed under him :

Provided, however, that an employer may employ any worker on a Sunday, subject to the following conditions :—

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ;
- (2) that in respect of work done on a Sunday that worker shall be paid as remuneration one and a half times the minimum rate of wages for a normal working day ; and
- (3) that no worker shall be employed on such Sunday for more than nine hours (inclusive of one hour for a meal).

The remuneration due to a worker for work done on the weekly holiday during any period shall be paid along with the wages payable for that period.

PART VI

Annual Holidays (Section 25)

1. (a) If a male worker, not under 18 years of age, has worked under the same employer for more than 228 days in any year, he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of four days by which the number of days on which the worker has worked exceeds 228 :

Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 284 days.

(b) If a female worker, or a worker (irrespective of sex) under 18 years of age has worked under the same employer for more than 204 days in any year, such worker shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of four days by which the number of days on which the worker has worked exceeds 204 :

Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 260 days.

(c) If a male worker, not under 18 years of age, has hackled and tied for the same employer more than 9,576 pounds of bristle fibre in any year, he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 180 pounds by which the number of pounds of bristle fibre hackled and tied by the worker exceeds 9,576 pounds :

Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any quantity of bristle fibre hackled and tied in excess of 12,096 pounds.

(d) If a female worker, or a worker (irrespective of sex) under 18 years of age, has hackled and tied for the same employer more than 8,568 pounds of bristle fibre in any year such worker shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 180 pounds by which the number of pounds of bristle fibre hackled and tied by the worker exceeds 8,568 pounds :

Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any quantity of bristle fibre hackled and tied in excess of 11,088 pounds.

2. For the purpose of sub-paragraphs (a) and (b) of paragraph 1, "days on which the worker has worked" includes—

- (a) every holiday allowed by the employer to the worker under section 25 of the Wages Boards Ordinance (Chapter 136) in any year under consideration ;
- (b) every day of absence on any grounds approved by the employer ;
- (c) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment ;
- (d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 139) ;
- (e) every day on which the employer fails to provide work for the worker ;
- (f) every day of absence due to a strike or lockout that is not illegal, provided such days do not in the aggregate exceed 30 days in any year ; and
- (g) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance ; but shall not include the day fixed as the weekly holiday under section 24 of the Wages Boards Ordinance.

3. For the purposes of sub-paragraphs (c) and (d) of paragraph 1, a worker shall be deemed to have hackled and tied 42 pounds of bristle fibre on—

- (a) every day allowed as a holiday by the employer to the worker under section 25 of the Wages Boards Ordinance (Chapter 136), in any year under consideration ;

- (b) every day on which the worker is absent on any grounds approved by the employer ;
- (c) every day on which the worker is absent on account of any injury caused by an accident arising out of and in the course of his employment ;
- (d) every day on which the worker is absent on account of any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 139) ;
- (e) every day on which the employer is unable or fails to supply raw materials sufficient for the worker to hackle and tie 42 pounds of bristle fibre ;
- (f) every day of absence due to a strike or lockout that is not illegal, provided such days do not in the aggregate exceed 30 days a year ; and
- (g) every day of absence from work to which the worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance ; but shall not include the day fixed as the weekly holiday under section 24 of the Wages Boards Ordinance (Chapter 136).

4. A worker shall be allowed his holiday or holidays on a day or days to be mutually agreed upon between him and his employer.

5. The remuneration for each holiday shall be the average daily wage of the worker obtained by dividing the total wage (excluding overtime) earned by the worker for the days on which he has actually worked in the last six months of the qualifying year by the number of such days.

6. Payment for the holiday or holidays shall be made before the commencement of such holiday or holidays.

7. Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment on any date, he shall be entitled to take and shall take before that date—

- (a) every holiday which he was entitled to in respect of the last preceding year and which he has not already taken and ;
- (b) where the worker has during the current year complied with the provisions relating to employment and work set out in paragraph 1, every holiday which, but for the termination of his employment, he would be entitled to in the next succeeding year ;

and he shall be remunerated for such holidays in accordance with the provisions of paragraph 5 of these decisions.

8. The foregoing decisions shall not apply in respect of employment at any time prior to January 1, 1960.

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 .. 197*
1944	102 ..	94 ..	105 ..	156 ..	127 ..	109 .. 200
1945	110 ..	94 ..	112 ..	165 ..	158 ..	121 .. 221
1946	113 ..	111 ..	124 ..	180 ..	155 ..	125 .. 229
1947	126 ..	121 ..	136 ..	213 ..	157 ..	138 .. 252
1948	138 ..	101 ..	148 ..	189 ..	157 ..	142 .. 260
1949	144 ..	97 ..	129 ..	156 ..	148 ..	141 .. 258
1950	154 ..	102 ..	129 ..	155 ..	154 ..	149 .. 272
1951	155 ..	112 ..	129 ..	197 ..	160 ..	154 .. 283
1952	153 ..	104 ..	131 ..	192 ..	168 ..	153 .. 280

† Average for 5 months only.

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

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

INDEX NUMBERS

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

1961—

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

1962—

January	100.09 ..	106.69 ..	101.53 ..	106.87 ..	123.84 ..	105.5
February	100.51 ..	106.00 ..	101.53 ..	106.82 ..	124.61 ..	105.9
March	101.02 ..	106.00 ..	101.53 ..	106.58 ..	128.85 ..	106.2
April	101.19 ..	106.00 ..	101.53 ..	107.42 ..	124.29 ..	106.3
May	101.61 ..	105.65 ..	101.53 ..	107.69 ..	123.84 ..	106.5
June	101.88 ..	104.50 ..	101.53 ..	107.58 ..	123.84 ..	106.6
July	101.42 ..	104.50 ..	101.53 ..	107.16 ..	124.56 ..	106.4
August	100.71 ..	106.00 ..	101.53 ..	108.33 ..	124.74 ..	106.2

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	.. 126.87
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
	April	.. 2.15	.. 111.98	.. 105.34	.. 113.74	.. 126.67	.. 119.16
	May	.. 2.15	.. 111.98	.. 105.15	.. 113.74	.. 126.67	.. 118.94
	June	.. 2.17	.. 113.02	.. 106.02	.. 113.74	.. 126.67	.. 118.83
	July	.. 2.17	.. 113.02	.. 106.22	.. 113.74	.. 126.67	.. 119.05
	August	.. 2.17	.. 113.02	.. 106.42	.. 113.74	.. 126.67	.. 119.27

* 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 ..	—	100.00	2.92	100.00	2.04	100.00
1953 ..	—	101.53	2.95	101.03	2.07	101.47
1954 ..	—	103.06	2.94	100.68	2.09	102.45
1955 ..	—	106.63	2.96	101.37	2.16	105.88
1956 ..	—	107.14	3.00	102.74	2.17	106.37
1957 ..	—	108.67	3.15	107.88	2.20	107.84
1958 ..	—	110.20	3.39	116.10	2.26	110.78
1959 ..	—	110.20	3.76	128.77	2.29	112.25
1960 ..	—	110.20	3.74	128.08	2.28	111.76
1961 ..	—	110.71	3.75	128.42	2.29	112.25
1961 ..	January	110.20	3.75	128.42	2.28	111.76
	February	110.20	3.75	128.42	2.28	111.76
	March	110.20	3.75	128.42	2.28	111.76
	April	110.20	3.72	127.40	2.28	111.76
	May	110.20	3.75	128.42	2.28	111.76
	June	110.20	3.75	128.42	2.28	111.76
	July	110.20	3.75	128.42	2.28	111.76
	August	110.20	3.75	128.42	2.28	111.76
	September	111.22	3.76	128.77	2.30	112.75
	October	111.22	3.76	128.77	2.30	112.75
	November	111.22	3.78	129.45	2.31	113.24
	December	111.22	3.78	129.45	2.31	113.24
1962 ..	January	111.22	3.78	129.45	2.31	113.24
	February	111.22	3.78	129.45	2.31	113.24
	March	111.22	3.78	129.45	2.31	113.24
	April	111.22	3.78	129.45	2.31	113.24
	May	111.22	3.78	129.45	2.31	113.24
	June	112.76	3.78	129.45	2.33	114.22
	July	112.76	3.78	129.45	2.33	114.22
	August	112.76	3.78	129.45	2.33	114.22

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

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

†† Amended figures.

TABLE IV

The number of Registrants for employment or better employment according to Registers maintained at the Employment Exchanges in the Island †

Year	Technical and Clerical	Skilled	Semi-skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,338
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,651
1945	2,258	11,025	3,267	4,816	21,366
1946	5,636	10,012	7,527	13,369	36,544
1947	2,883	7,325	8,113	16,423	34,744
1948	4,474	13,027	12,443	36,712	66,656
1949	5,132	11,994	13,591	39,015	69,732
1950	5,627	10,525	13,523	35,447	65,122
1951	5,515	8,186	12,520	26,486	52,707
1952	6,883	7,522	13,795	24,823	53,029
1953	8,374	6,462	13,676	23,034	51,546
1954	11,728	7,919	16,287	27,370	63,304
1955	14,498	8,544	20,142	27,826	71,010
1956	16,091	9,794	25,808	34,259	85,952
1957	18,582	13,439	30,864	47,971	110,856
1958	19,803	13,674	32,973	51,346	117,796
1959	20,869	13,859	33,723	59,567	128,018
1960	26,252	16,928	34,887	73,025	151,092
1961 January	28,057	17,301	35,668	74,640	155,666
February	28,393	17,549	35,974	75,323	157,239
† March	26,596	17,113	33,995	72,811	150,515
April	26,948	16,813	34,162	70,761	148,684
May	26,979	16,924	33,897	70,873	148,673
June	27,474	17,566	34,397	71,944	151,381
July	27,817	18,053	34,564	72,679	153,113
August	27,687	18,140	34,240	72,601	152,668
September	26,747	18,175	33,998	69,865	148,785
October	26,906	18,042	33,624	69,208	147,780
November	27,120	18,214	33,864	69,978	149,176
December	26,595	18,201	34,212	71,223	150,231
1962 January	28,506	18,065	34,618	71,420	152,609
February	28,826	17,923	34,578	70,213	151,540
March	29,080	17,429	34,529	69,184	150,222
April	29,123	17,109	34,055	67,796	148,083
May	29,756	17,149	34,079	68,140	149,124
June	30,526	17,150	34,309	67,993	149,978
July	31,324	17,264	34,524	68,056	151,168

* 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	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Aisawaella	Haputale	Matara	Vavuniya	Kegalla	Male	Total
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	—	—	—	—	—	—	34,744
1948	42,209	7,255	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	1,203	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	253	487	678	—	—	—	—	—	53,023
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	393	239	548	477	526	1,322	—	—	—	51,546
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	398	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	1,682	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	49,399	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501	1,252	1,198	2,226	840	5,331	551	1,947	—	\$110,856
1958	52,563	7,721	7,300	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354	1,188	1,380	2,925	1,110	5,324	531	2,465	—	117,799
1959	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,639	1,001	422	1,365	1,733	2,905	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	3,634	3,722	2,377	1,084	680	1,756	2,550	3,734	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	1,067	155,666
February	65,003	17,567	8,931	15,007	7,835	2,309	5,873	3,819	3,977	2,533	1,207	830	1,632	2,654	3,899	1,304	8,136	829	3,259	1,080	157,239
March **	63,439	17,099	8,900	14,960	7,236	2,254	5,622	—	3,926	2,553	1,096	825	1,639	2,616	3,816	1,353	8,005	786	3,226	1,114	150,515

TABLE V—(contd.)

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Tincomalee	Anuradhapura	Avisawella	Haputale	Matara	Vavuniya	Kegalla	Male	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
March ..	61,256	14,756	10,315	13,809	7,359	2,632	4,673	3,425	4,212	3,105	1,538	665	1,468	2,548	3,603	1,293	8,165	746	3,364	1,260	150,222
April ..	60,423	14,499	10,269	13,826	7,280	2,632	4,591	3,334	4,091	3,067	1,493	594	1,457	2,421	3,433	1,266	8,049	762	3,277	1,269	148,083
May ..	60,446	14,297	10,397	14,246	7,095	2,715	4,576	3,706	4,195	3,186	1,477	604	1,578	2,468	3,428	1,267	8,148	736	3,282	1,277	149,124
June ..	60,606	13,973	10,668	14,644	6,998	2,713	4,642	3,731	4,157	3,173	1,400	621	1,853	2,453	3,376	1,310	8,251	799	3,317	1,293	149,978
July ..	61,012	14,200	10,771	14,889	6,922	2,622	4,779	3,644	4,233	3,143	1,298	600	2,007	2,557	3,480	1,330	8,265	814	3,300	1,302	151,168

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

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

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,298	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
March	1,836	196	831	50	1,824	102	3,332	171	7,823	519
April	1,497	82	785	38	1,429	50	2,662	239	6,373	409
May	2,000	45	1,041	25	1,912	68	3,633	150	8,586	288
June	2,377	105	1,155	34	2,207	47	4,232	303	9,971	489
July	2,260	105	996	49	1,984	51	3,923	177	9,163	382

† 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 July, 1962

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	716	62	390	21	1,004	17	1,633	45	3,743	145
Negombo	164	8	114	2	152	1	365	23	795	34
Kalutara	139	1	57	—	99	1	172	1	467	3
Galle	303	1	68	8	112	1	379	47	862	57
Kandy	142	4	43	—	69	3	174	12	428	19
Nawalapitiya	27	—	26	—	33	—	65	—	151	—
Kurunegala	118	—	31	—	42	1	111	4	302	5
Jaffna	80	—	27	17	42	—	80	—	229	17
Ratnapura	74	2	28	1	69	—	119	3	290	6
Badulla	33	9	11	—	12	2	87	1	143	12
Batticaloa	32	—	28	—	34	10	35	10	129	20
Kalmunai	23	—	12	—	17	3	16	1	68	4
Trincomalee	44	—	26	—	31	3	213	25	314	28
Anuradhapura	85	8	21	—	42	—	85	2	233	10
Awisawella	45	—	18	—	48	—	83	—	194	—
Haputale	19	1	4	—	13	—	24	—	60	1
Matara	94	2	54	—	68	—	226	—	442	2
Vavuniya	39	3	9	—	41	8	9	3	98	14
Kegalla	56	4	17	—	38	1	29	—	140	5
Matale	27	—	12	—	18	—	18	—	75	—
Total	2,260	105	996	49	1,984	51	3,923	177	9,163	382

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	.. Not available	.. Not available	4	.. Not available	Not available
1940	36	9,732	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66‡	12,399	937
1945	28	3,514	4,285*	53	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	363,600	430,586	54	14,432	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	42,523	259,948	37	4,830	15,139‡
1961	90	29,223	317,866	39	38,013	170,372
1962 January-June §	57	18,318	53,100	6	3,808	167,420
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	55,492
1962 January §	10	3,905	18,718	1	22	199
February §	4	1,842	2,057	2	127	239
March §	6	2,245	6,382	**1	2,527	165,850
April §	11	1,942	4,659	1	750	750
May §	13	3,751	6,213	1	382	382
June §	13	4,633	15,071	—	—	—

*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.

Notes.—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 JUNE, 1962, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea ..	11	..	3,309	..	4,676	..
Rubber ..	2	..	1,324	..	10,395	..
Tea-cum-Rubber ..	—	..	—	..	—	..
Coconut ..	—	..	—	..	—	..
Coconut-cum-Rubber ..	—	..	—	..	—	..
Total ..	13		4,633		15,071	
Engineering ..	—	..	—	..	—	..
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 ..	—		—		—	
Grand Total ..	13		4,633		15,071	

TABLE X—CLASSIFICATION OF THE STRIKES IN JUNE, 1962, IN CAUSES

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work ..	1	..	90	..
2. Wage increases, Higher rates for piece work, &c. ..	—	..	—	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	..	—	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	9	..	3,348	..
5. Food matters. Welfare ..	—	..	—	..
6. Right of association and meeting ..	—	..	—	..
7. Factional disputes and domestic matters ..	1	..	351	..
8. External matters (e.g., arrest by Police, &c.) ..	—	..	—	..
9. Assaults by employer or agent or others ..	—	..	—	..
10. General demands ..	2	..	844	..
11. Sympathetic strikes ..	—	..	—	..
Total ..	13		4,633	

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: September, 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 more than 2 ins. long but less than 3 ins. ..	6	0	..	—	..	6 0
(c) beedies not less than 3 ins. long ..	7	0	..	—	..	7 0
"Nool" (thread) beedi rolling (inclusive of filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—						
(a) beedies not more than 2 ins. long ..	3	34	..	—	..	3 34
(b) beedies more than 2 ins. long but less than 3 ins. ..	4	0	..	—	..	4 0
(c) beedies not less than 3 ins. long ..	4	66	..	—	..	4 66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—						
(a) beedies not more than 2 ins. long ..	1	67	..	—	..	1 67
(b) beedies more than 2 ins. long but less than 3 ins. ..	2	0	..	—	..	2 0
(c) beedies not less than 3 ins. long ..	2	34	..	—	..	2 34
Fixing ring labels to rolled beedies, per 1,000 beedies ..	0	50	..	—	..	0 50

Month : September, 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, fire-wood 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.
-------------------------	--------------------------------	-----------------

(5) Cigar Manufacturing Trade

Piece Rates :

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

(a) where the number of cigars per pound is over 110, per 1,000 cigars ..	10 0 ..	— ..	10 0
(b) where the number of cigars per pound is 100 or under, per 1,000 cigars ..	11 0 ..	— ..	11 0

(6) Cinema Trade

Monthly Rates :

Within the Municipal Areas

A—Non-clerical—

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

B—Clerical—

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

Outside the Municipal Areas

A—Non-clerical—

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

B—Clerical—

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

(7) Cinnamon Trade

Daily Rates :

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

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

Month : September, 1962

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c
(7) Cinnamon Trade (contd.)					
<i>Piece Rates :</i>					
Cinnamon peeling (inclusive of cutting sticks from bushes, cutting and carrying them to peeling house, scraping the outer covering of bark, peeling sticks, forming barks into quills, stacking and bundling quills), per pound of cinnamon peeled	0	75	—	—	0 75
Pruning per acre	15	0	—	—	15 0
Draining a linear chain of drain 18" x 18"	4	0	—	—	4 0
Annual weeding, per acre	40	0	—	—	40 0
(8) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade					
<i>Daily Rates :</i>					
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					
<i>Daily Rates :</i>					
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
<i>Piece Rates :</i>					
(1) In the raising and maintenance of plantations :					
Picking nuts, per 1,000 trees	18	0	—	—	18 0
(2) In the manufacture of copra :					
(a) husking nuts, per 1,000 nuts	3	50	—	—	3 50
(b) splitting nuts, copra curing and sorting, per 1,000 nuts	2	50	—	—	2 50
10) Coconut Manufacturing Trade					
<i>Daily Rates :</i>					
In the manufacture of (1) desiccated 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
<i>Piece Rates :</i>					
(a) In the manufacture of desiccated coconuts—					
(1) husking nuts, per 1,000 nuts	2	19	—	—	2 19
(2) removing shells (hatchetting) per 1,000 nuts	1	13	—	—	1 13
(3) removing parings, per 1,000 nuts	1	13	—	—	1 13
(4) washing coconut meat and disintegrating, per 1,000 pounds	0	88	—	—	0 88

Month : September, 1962

Class of Worker	Month : September, 1962		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(10) Coconut Manufacturing Trade (contd.)			
<i>Piece Rates :</i>			
(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) Coir Mattress and Bristle Fibre Export Trade

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

Grade II—

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

1 40 .. 2 9 .. 3 49

Class of Worker

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

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

Intermediate Grade—

Workers employed in—throwing fibre from ground level to press platform (if elevated); feeding fibre into teasing machines; balloting fibre in balloting boxes; twisting coir ropes from coir yarn; the process of bleaching fibre with sulphur; cutting bristle fibre hanks to specified lengths and the process of dyeing fibre	1	60	2	19	3	79
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---	----	---	----	---	----

Grade I—

Workers employed in—packing baling boxes with or without mechanical trammers; controlling and operating the baling press; strapping the bale with hoop iron or rope; stacking, unstacking, carrying, moving, loading, and unloading bales; twisting and curing fibre	1	80	2	19	3	99
Head baling press operator	2	0	2	19	4	19

B. Female workers (not under 18 years of age)	1	15	1	97	3	12
-------------------------------------------------------	---	----	---	----	---	----

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

Over 14 years but under 15 years	0	80	1	57	2	37
Over 15 years but under 16 years	0	90	1	62	2	52
Over 16 years but under 17 years	1	0	1	67	2	67
Over 17 years but under 18 years	1	15	1	77	2	92

(12) 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

Class of Worker

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

(12) Dock, Harbour and Port Transport Trade (contd.)

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

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

Class of Worker

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

(13) Engineering Trade

Daily Rates :

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

Trade Learners and Apprentices—

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

(14) Match Manufacturing Trade

Daily Rates :

Grade 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

Grade II—

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

Grade III—

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

Grade IV—

Watcher	1 70 ..	1 82 ..	3 52
---------------	---------	---------	------

(15) Motor Transport Trade

Monthly Rates :

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 : September, 1962

Class of Worker	Month : September, 1962		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(15) 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 32	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.

Month : September, 1962

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(16) Plumbago Trade						
Daily Rates :						
Underground workers—						
Basses	3	0	1	27	4	27
Kanganies } Loaders } Overseers }	2	50	1	27	3	77
Shift bosses	2	33	1	27	3	60
Blasters } Drillers (hand and machine) } Shaft drivers } Stoppers (excavators) } Timbermen }	2	25	1	27	3	52
Muckers } Trolleyman } Unskilled labourers }	1	75	1	27	3	2
Onsetters or Donakatarayas ..	2	50	1	27	3	77
Underground and surface workers—						
Electricians } Enginemen } Fitters } Hoistmen } Mechanics } Pumpmen } Winchmen }	2	75	1	27	4	2
Checkers	2	50	1	27	3	77
Electricians (assistants) } Fitters (assistants) } Windlassmen (dabare workers) } Mechanics (assistants) }	1	75	1	27	3	2
Surface workers—						
Carpenters } Masons }	2	75	1	27	4	2
Overseers	2	50	1	27	3	77
Blacksmiths } Boilerman } Drill sharpeners }	2	25	1	27	3	52
Firewood carriers and splitters ..	1	85	1	27	3	12
Carters } Watchers }	1	75	1	27	3	2
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.

Month : September, 1962

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(16) Plumbago Trade (contd.)					
Workers employed in curing and dressing—					
(A) as overseers and kangannies ..	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

(17) Printing Trade

Monthly Rates :

Class A Workers : Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, press camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists ..	110	0	102	42	212 42
Class B Workers : Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers) ..	87	50	82	42	169 92
Class C, Grade I Workers : Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters ..	65	0	72	42	137 42
Class C, Grade II Workers : Platen Machine Minders ..	60	0	67	32	127 32
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers ..	50	0	62	42	112 42
Class E Workers : Unskilled workers not under 18 years of age ..	42	0	59	97	101 97
Class F Workers : Unskilled workers under 18 years of age ..	20	0	40	42	60 42
Class G Workers : Watchers ..	44	0	62	42	106 42
Class A—1st year learner ..	33	0	43	92	76 92
" B " " ..	26	0	37	92	63 92
" C Grade I, 1st year learner ..	24	0	39	92	63 92
" C " II, " " ..	22	0	37	92	59 92
" D—1st year learner ..	19	0	35	92	54 92
Class A—2nd year learner ..	44	0	52	42	96 42
" B " " ..	36	0	50	42	86 42
" C Grade I, 2nd year learner ..	29	0	45	32	74 32
" C " II, " " ..	27	0	42	87	69 87
" D—2nd year learner ..	23	0	40	42	63 42
Class A—3rd year learner ..	56	0	60	92	116 92
" B " " ..	49	0	56	92	105 92
" C Grade I, 3rd year learner ..	36	0	50	92	86 92
" C " II, " " ..	32	0	47	82	79 82
" D—3rd year learner ..	28	0	44	92	72 92

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(17) 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

(18) Rubber Export Trade

Daily Rates :

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

(19) 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

(20) 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 ..						
C. Workers over 14 years but under 15 years ..						
" 15 " 16 " ..	..	0 80	..	1 57	..	2 37
" 16 " 17 " ..	..	0 90	..	1 62	..	2 52
" 17 " 18 " ..	..	1 0	..	1 67	..	2 67
" 18 " " " ..	..	1 15	..	1 77	..	2 92

(21) Tea Growing and Manufacturing Trade

Daily Rates :

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

Month : September, 1962

Class of Worker

(22) Toddy, Arrack and Vinegar Trade

Monthly Rates :

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
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
Tapping spadices for supplying toddy to distilleries or for the manufacture of vinegar—					
(a) for not exceeding 100 coconut, kitul or palmyrah palms ..	62	50	—	..	62 50
(b) for every palm in excess of 100 such palms ..	0	62½	—	..	0 62½
Tapping spadices for supplying toddy to taverns, for 25-40 coconut, kitul or palmyrah palms ..	60	0	—	..	60 0

APPENDIX II

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

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

“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 September, 1962, to workers in the Cinema Trade**

Within the Municipal Areas

<i>No. of Days</i>	<i>A—Non-Clerical</i>				<i>B—Clerical</i>			<i>No. of Days</i>
	<i>Unskilled</i>	<i>Semi-Skilled</i>	<i>Skilled Grade II</i>	<i>Skilled Grade I</i>	<i>Grade III</i>	<i>Grade II</i>	<i>Grade I</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 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	30 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	109 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 September, 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 72	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 September, 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	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	0 55	0 59	1 14	0 45	0 44	0 89	0 32½	0 40½	0 73	½
1	1 10	1 18	2 28	0 90	0 88	1 78	0 65	0 81	1 46	1
2	2 20	2 36	4 56	1 80	1 76	3 56	1 30	1 62	2 92	2
3	3 30	3 54	6 84	2 70	2 64	5 34	1 95	2 43	4 38	3
4	4 40	4 72	9 12	3 60	3 52	7 12	2 60	3 24	5 84	4
5	5 50	5 90	11 40	4 50	4 40	8 90	3 25	4 05	7 30	5
6	6 60	7 08	13 68	5 40	5 28	10 68	3 90	4 86	8 76	6
7	7 70	8 26	15 96	6 30	6 16	12 46	4 55	5 67	10 22	7
8	8 80	9 44	18 24	7 20	7 04	14 24	5 20	6 48	11 68	8
9	9 90	10 62	20 52	8 10	7 92	16 02	5 85	7 29	13 14	9
10	11 00	11 80	22 80	9 00	8 80	17 80	6 50	8 10	14 60	10
11	12 10	12 98	25 08	9 90	9 68	19 58	7 15	8 91	16 06	11
12	13 20	14 16	27 36	10 80	10 56	21 36	7 80	9 72	17 52	12
13	14 30	15 34	29 64	11 70	11 44	23 14	8 45	10 53	18 98	13
14	15 40	16 52	31 92	12 60	12 32	24 92	9 10	11 34	20 44	14
15	16 50	17 70	34 20	13 50	13 20	26 70	9 75	12 15	21 90	15
16	17 60	18 88	36 48	14 40	14 08	28 48	10 40	12 96	23 36	16
17	18 70	20 06	38 76	15 30	14 96	30 26	11 05	13 77	24 82	17
18	19 80	21 24	41 04	16 20	15 84	32 04	11 70	14 58	26 28	18
19	20 90	22 42	43 32	17 10	16 72	33 82	12 35	15 39	27 74	19
20	22 00	23 60	45 60	18 00	17 60	35 60	13 00	16 20	29 20	20
21	23 10	24 78	47 88	18 90	18 48	37 38	13 65	17 01	30 66	21
22	24 20	25 96	50 16	19 80	19 36	39 16	14 30	17 82	32 12	22
23	25 30	27 14	52 44	20 70	20 24	40 94	14 95	18 63	33 58	23
24	26 40	28 32	54 72	21 60	21 12	42 72	15 60	19 44	35 04	24
25	27 50	29 50	57 00	22 50	22 00	44 50	16 25	20 25	36 50	25
<i>Sunday work</i>										<i>Sunday work</i>
1			3 42			2 67			2 19	1
2			6 84			5 34			4 38	2
3			10 26			8 01			6 57	3
4			13 68			10 68			8 76	4
5			17 10			13 35			10 95	5

Note 1.—The information shown for the number of days up to 25 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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

APPENDIX VI

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

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Fe-male	Young person	Kan-gany	Male	Fe-male	Young Person	
Normal Working Days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal Working Days
½	1 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
Sunday Work									Sunday Work
1	3 87	3 64	2 90	2 42	5 74	5 14	4 24	4 14	1
2	7 74	7 28	5 80	4 84	11 48	10 28	8 48	8 28	2
3	11 61	10 92	8 70	7 26	17 22	15 42	12 72	12 42	3
4	15 48	14 56	11 60	9 68	22 96	20 56	16 96	16 56	4
5	19 35	18 20	14 50	12 10	28 70	25 70	21 20	20 70	5

Note 1.—The information shown for the number of days up to 25 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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

APPENDIX VII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 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 89½	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 September, 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	Fe-male		Male	Fe-male		Male	Fe-male	Over 14 Under 16 Years	Over 16 Under 18 Years		
			Rs. c.			Rs. e.					Rs. c.	
1	1 91	1 68	1 32½	1 71	1 52	1 20	1 56	1 37½	0 94	1 15	1 76	1
2	3 82	3 36	2 65	3 42	3 04	2 40	3 12	2 75	1 88	2 30	3 52	2
3	7 64	6 72	5 30	6 84	6 08	4 80	6 24	5 50	3 76	4 60	7 04	3
4	11 46	10 08	7 95	10 26	9 12	7 20	9 36	8 25	5 64	6 90	10 56	4
5	15 28	13 44	10 60	13 68	12 16	9 60	12 48	11 00	7 52	9 20	14 08	5
6	19 10	16 80	13 25	17 10	15 20	12 00	15 60	13 75	9 40	11 50	17 60	6
7	22 92	20 16	15 90	20 52	18 24	14 40	18 72	16 50	11 28	13 80	21 12	7
8	26 74	23 52	18 55	23 94	21 28	16 80	21 84	19 25	13 16	16 10	24 64	8
9	30 56	26 88	21 20	27 36	24 32	19 20	24 96	22 00	15 04	18 40	28 16	9
10	34 38	30 24	23 85	30 78	27 36	21 60	28 08	24 75	16 92	20 70	31 68	10
11	38 20	33 60	26 50	34 20	30 40	24 00	31 20	27 50	18 80	23 00	35 20	11
12	42 02	36 96	29 15	37 62	33 44	26 40	34 32	30 25	20 68	25 30	38 72	12
13	45 84	40 32	31 80	41 04	36 48	28 80	37 44	33 00	22 56	27 60	42 24	13
14	49 66	43 68	34 45	44 46	39 52	31 20	40 56	35 75	24 44	29 90	45 76	14
15	53 48	47 04	37 10	47 88	42 56	33 60	43 68	38 50	26 32	32 20	49 28	15
16	57 30	50 40	39 75	51 30	45 60	36 00	46 80	41 25	28 20	34 50	52 80	16
17	61 12	53 76	42 40	54 72	48 64	38 40	49 92	44 00	30 08	36 80	56 32	17
18	64 94	57 12	45 05	58 14	51 68	40 80	53 04	46 75	31 96	39 10	59 84	18
19	68 76	60 48	47 70	61 56	54 72	43 20	56 16	49 50	33 84	41 40	63 36	19
20	72 58	63 84	50 35	64 98	57 76	45 60	59 28	52 25	35 72	43 70	66 88	20
21	76 40	67 20	53 00	68 40	60 80	48 00	62 40	55 00	37 60	46 00	70 40	21
22	80 22	70 56	55 65	71 82	63 84	50 40	65 52	57 75	39 48	48 30	73 92	22
23	84 04	73 92	58 30	75 24	66 88	52 80	68 64	60 50	41 36	50 60	77 44	23
24	87 86	77 28	60 95	78 66	69 92	55 20	71 76	63 25	43 24	52 90	80 96	24
25	91 68	80 64	63 60	82 08	72 96	57 60	74 88	66 00	45 12	55 20	84 48	25
26	95 50	84 00	66 25	85 50	76 00	60 00	78 00	68 75	47 00	57 50	88 00	26
27	99 32	87 36	68 90	88 92	79 04	62 40	81 12	71 50	48 88	59 80	91 52	27
28	103 14	90 72	71 55	92 34	82 08	64 80	84 24	74 25	50 76	62 10	95 04	28
29	106 96	94 08	74 20	95 76	85 12	67 20	87 36	77 00	52 64	64 40	98 56	29
30	110 78	97 44	76 85	99 18	88 16	69 60	90 48	79 75	54 52	66 70	102 08	30
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 September, 1962, to Monthly-paid workers in the Motor Transport Trade

No. of Days	Class A Class D	Class B	Class C	Class E	Class F	Class G Class I	Class H	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
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	111 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	163 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 September, 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.	
½	3 31	2 93½	2 56	2 68½	2 43½	1 66	½
1	6 62	5 87	5 12	5 37	4 87	3 32	1
2	13 24	11 74	10 24	10 74	9 74	6 64	2
3	19 86	17 61	15 36	16 11	14 61	9 96	3
4	26 48	23 48	20 48	21 48	19 48	13 28	4
5	33 10	29 35	25 60	26 85	24 35	16 60	5
6	39 72	35 22	30 72	32 22	29 22	19 92	6
7	46 34	41 09	35 84	37 59	34 09	23 24	7
8	52 96	46 96	40 96	42 96	38 96	26 56	8
9	59 58	52 83	46 08	48 33	43 83	29 88	9
10	66 20	58 70	51 20	53 70	48 70	33 20	10
11	72 82	64 57	56 32	59 07	53 57	36 52	11
12	79 44	70 44	61 44	64 44	58 44	39 84	12
13	86 06	76 31	66 56	69 81	63 31	43 16	13
14	92 68	82 18	71 68	75 18	68 18	46 48	14
15	99 30	88 05	76 80	80 55	73 05	49 80	15
16	105 92	93 92	81 92	85 92	77 92	53 12	16
17	112 54	99 79	87 04	91 29	82 79	56 44	17
18	119 16	105 66	92 16	96 66	87 66	59 76	18
19	125 78	111 53	97 28	102 03	92 53	63 08	19
20	132 40	117 40	102 40	107 40	97 40	66 40	20
21	139 02	123 27	107 52	112 77	102 27	69 72	21
22	145 64	129 14	112 64	118 14	107 14	73 04	22
23	152 26	135 01	117 76	123 51	112 01	76 36	23
24	158 88	140 88	122 88	128 88	116 88	79 68	24
25	165 50	146 75	128 00	134 25	121 75	83 00	25
26	172 12	152 62	133 12	139 62	126 62	86 32	26
27	178 74	158 49	138 24	144 99	131 49	89 64	27
28	185 36	164 36	143 36	150 36	136 36	92 96	28
29	191 98	170 23	148 48	155 73	141 23	96 28	29
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 September, 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.	
½	4 25	3 40	2 75	2 54½	2 25	2 04	1 21	2 13	½
1	8 50	6 80	5 50	5 09	4 50	4 08	2 42	4 22	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	0 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 17	36 41	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 03	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 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 September, 1962, to workers in the Printing Trade

Apprentices

No. of Days	Class A					Class B				o. 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 28	1 73	2 12	2 60½	†
½	1 54	1 93	2 34	2 89	3 49					
1	3 08	3 86	4 68	5 78	6 98	2 56	3 46	4 24	5 21	1
2	6 15	7 71	9 35	11 55	13 95	5 11	6 91	8 47	10 43	2
3	9 23	11 57	14 03	17 33	20 93	7 67	10 37	12 71	15 64	3
4	12 31	15 43	18 71	23 11	27 91	10 23	13 83	16 95	20 85	4
5	15 38	19 28	23 38	28 88	34 88	12 78	17 28	21 18	26 06	5
6	18 46	23 14	28 06	34 66	41 86	15 84	20 74	25 42	31 28	6
7	21 54	27 00	32 74	40 44	48 84	17 90	24 20	29 66	36 49	7
8	24 61	30 85	37 41	46 21	55 81	20 45	27 65	33 89	41 70	8
9	27 69	34 71	42 09	51 99	62 79	23 01	31 11	38 13	46 92	9
10	30 77	38 57	46 77	57 77	69 77	25 57	34 57	42 37	52 13	10
11	33 84	42 42	51 44	63 54	76 74	28 12	38 02	46 60	57 34	11
12	36 92	46 28	56 12	69 32	83 72	30 68	41 48	50 84	62 55	12
13	40 00	50 14	60 80	75 10	90 70	33 24	44 94	55 08	67 77	13
14	43 08	54 00	65 48	80 88	97 68	35 80	48 40	59 32	72 98	14
15	46 15	57 85	70 15	86 65	104 65	38 35	51 85	63 55	78 19	15
16	49 23	61 71	74 83	92 43	111 63	40 91	55 31	67 79	83 40	16
17	52 31	65 57	79 51	98 21	118 61	43 47	58 77	72 03	88 62	17
18	55 38	69 42	84 18	103 98	125 58	46 02	62 22	76 26	93 83	18
19	58 46	73 28	88 86	109 76	132 56	48 58	65 68	80 50	99 04	19
20	61 54	77 14	93 54	115 54	139 54	51 14	69 14	84 74	104 26	20
21	64 61	80 99	98 21	121 31	146 51	53 69	72 59	88 97	109 47	21
22	67 69	84 85	102 89	127 09	153 49	56 25	76 05	93 21	114 68	22
23	70 77	88 71	107 57	132 87	160 47	58 81	79 51	97 45	119 89	23
24	73 84	92 56	112 24	138 64	167 44	61 36	82 96	101 68	125 31	24
25	76 92	96 42	116 92	144 42	174 42	63 92	86 42	105 92	130 32	25
26	83 07	104 13	126 27	155 97	188 37	69 03	93 33	114 39	140 75	26
27	89 22	111 84	135 02	167 52	202 32	74 14	100 24	122 86	151 18	27
28	95 37	119 55	144 97	179 07	216 27	79 25	107 15	131 33	161 61	28
29	101 52	127 26	154 32	190 62	230 22	84 36	114 06	139 80	172 04	29
30	107 67	134 97	163 67	202 17	244 17	89 47	120 97	148 27	182 47	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 September, 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.	3 d 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 58	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 15	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 94	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 10	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 22	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 September, 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>	
½	1 10	1 27	1 46	1 71	½
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 September, 1962, to workers in the Rubber 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	Watch-ers	Grade II	Grade I	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 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 September, 1962, to workers in the
Rubber Growing and Manufacturing Trade**

*No. of Days	Men			Women			Child Workers†			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
Normal Working Days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working Days
1/2	0 70	0 59	1 29	0 65	0 44	1 09	0 52½	0 40½	0 93	1/2
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 0	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
Sunday Work										Sunday Work
1			3 87			3 27			2 79	1
2			7 74			6 54			5 58	2
3			11 61			9 81			8 37	3
4			15 48			13 08			11 16	4
5			19 35			16 35			13 95	5

* The information shown for the number of days up to 25 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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

APPENDIX XIV

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 1962, to workers in the Tea 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>Box Makers and Repairers</i>	<i>Watch-ers</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>	
	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 September, 1962, to workers in the Tea Growing and Manufacturing Trade

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

Note 1.—The information shown for the number of days up to 25 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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