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GOVERNMENT OF CEYLON
 DEPARTMENT OF LABOUR
 COLOMBO

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NEW DIMENSIONS IN HUMAN RELATIONS IN INDUSTRY

THERE is hardly a term pertaining to any aspect of organized society which is more over worked these days than 'relations'. Turbulence and social chaos—wherever they may be, arise from or centre around lack of disciplined collaboration which in turn is caused by unwholesome relations of one type or another. Social scientists and other well meaning people all over the world are striving to find golden rules to regulate these relationships and make the world a more orderly and better place to live in. However, in their studies and exertions they have progressed very little beyond the starting points. The failure to develop social and collaborative skills to such degree as to match the advancement of science and technology and the resulting unbalance between technical and social skills, have already been disastrous to the world and civilization.

Yet, when we come to the term 'human relations' it is one sure subject, where everybody seems to know best! After all, reduced to a simple definition human relations in industry mean or deal with such matters as to who affects whom and how. The understanding and mastery of such a field, one may argue should lie within the capacity of any person with reasonable educational attainments and a degree of maturity. Until real problems in this field are confronted most people in industry tend still to look upon industrial relations as a rather messy aspect of business and industrial life which stands in a separate compartment of its own. Nothing as we know, could be further from reality. Human relations never stand out in isolation for handling by a particular specialist, nor do knowledge and understanding of human relations automatically flow from scholarship, mastery of the sciences or the acquisition of authority and controls. These have to be gained the hard way, perhaps harder than the mastery of any branch of academic study, by the cultivation of a sensitive awareness of what goes around, the study of the evolution and behaviour of the human factor, and above all, the application of common sense and clear thinking.

Human Factor—Never Static

It would be a grave error if we draw a conclusion from the wide gulf between the rapid development of science and technology and the slow growth of social skills, that the 'human factor' has remained static through all the changes of the past decades in the industrial field. What has happened is quite the reverse. They are the social sciences that have lagged behind failing to equip students with adequate social skills which are usable in ordinary human situations. As for the 'human factor' it has never ceased to be dynamic. No achievement in the laboratory and no development by the Engineer has achieved a change half so far reaching as the change in the living and thinking habits of the working man. A few illustrations from social and industrial history will help to assess the magnitude of this change and the challenge it holds out.

For the most impressive of these illustrations we must necessarily look at the past of Western countries. They have not only had a far longer history of industrialization but also suffered the full impact of the industrial revolution. In Ceylon, we have been concerned with industrial relations (as understood in the modern sense), for no more than 6 decades. Conditioned as they were by various factors such as a low rate of economic development, slow political progress, and ideas of morality deeply rooted in religious beliefs and ancient social conventions, our industrial relations were seldom marked by the same prolonged intensity of conflict and human struggle as in the West. Changes in the living and thinking habits of our working man gathered momentum only in the past two or three decades. The forces that have been at work to bring about these changes were as much political as industrial if not more. The days of opposition to Trade Unions by employers and employers' associations as well as oppression are still not past. This present decade marks a very significant epoch in which the human factor in industry not only continues to be influenced by the revolutionary changes which have been wrought in the culture and outlook of industrial life in the Western countries, but also faces the impact of changes in the science of government and the political pattern. Our undeveloped and ill balanced economy adds a new dimension to this problem.

Let us now take a few of these illustrations which we referred to earlier. These will show how the way of thinking and aspirations of the working man changed. These also throw some light on the evolution of the human factor.

Hire and Fire Policies

In 1830, a short time in history, Lord Jeffries of England himself an employer, ruled in court that "a single master was at liberty at any time to turn off the whole of his workmen at once if they would not accept what wages he chose to offer, but it was an offence in law for workmen to leave that master if he refused to give the wages they chose to require". Again, in 1839, a local Magistrate's Court warned farm labourers that if they joined a union which was demanding a 10s. per week minimum wage, they would be imprisoned. They joined the union, and, a month later were sentenced to deportation for seven years. A High Court ruled later that "The Law in this case has been most properly applied".

The humanitarian concepts of those times are well illustrated in the Commons debate on the "Ten-hour Bill of 1834", which sought to reduce the working hours of children under 10 to eight hours a day. It was then argued that 'such a Bill would sap the sturdiness of our children, encourage licence and abuse, and destroy the economic structure of this great country.

A few centuries earlier the punishment for leaving the services of a master or failing to obey an order was flogging the 'offender' or lopping off one of his limbs. Not infrequently, the punishment was death itself. Such was the type of Personnel Management practised from the dark ages right up to the end of the slave period and the feudal times.

In Ceylon too, most of what the working man enjoys today has been hard won, the difference between what happened here and the West being that our battles were fewer and over a shorter period. Until the enactment of a series of labour legislation and machinery for settlement of industrial disputes, particularly after Independence, the Ceylonese worker had no worthwhile rights. The origin of our Trade Union movement was in the mid twenties and it was only in 1935 that Trade Unions were granted customary immunities from civil and criminal liabilities.

Exceptional Employers

It must be mentioned that in several countries, more particularly Britain, there have always been exceptions to this general rule of 'commodity concept' and resulting exploitation. Robert Owen ran his new Lanark Mills as a model to teach the world how the new industrial system could be made the instrument of standardized improvement in sanitation, welfare and education. Others such as Leverhulme and Rowntree were also among the few to see that environment makes character, that environment is under human control, and that industry could carry out its function of producing a profit only for so long as attention was paid to the needs of the human beings involved in the process.

This period of development had in it the very stuff of change. It created reason and the opportunity for men to combine to fight in defence of their standard of living and later to struggle more aggressively to improve it and to have a voice in determining the kind of life they should lead.

This fight has been a bitter one. Those who evade or under-estimate the past, handicap themselves severely in assessing and dealing with the present labour relations situation in the Western countries as well as in our own island. Change did not come easily. All over the world the past hundred years, right up to the present day have been blemished by violent clashes in which many on both sides have suffered. It may be convenient to discuss this period as 'bad old days', but it is not intelligent. True enough, that the answers to the problems of human relations are not of universal application either in space or in time. The solution and expedients of the past are often worse than useless today. But in this study, we cannot ignore the psychology this background of the 'bad old days' had created. In spite of the improvements and changed attitudes, that psychology is still with us on both sides. Memories of oppression and exploitation still

survive side by side with those of violent resistance, excesses and destruction. Thus, how to sink differences and work together in unity has become the hard core of any industrial nation's human relations problems.

The Scene Today

Let us now deal with the present and take a view of organized industry against the background of our national labour policy.

- (i) We have — not wage determination by ruthless and arbitrary employers — but comprehensive systems of wage negotiation, negotiating from strength on both sides, often with guaranteed minimum wages regardless of performance.
- (ii) We have — not the convicting of Trade Unionists — but their elevation to high places in private and public industry and in political life.
- (iii) We have — legal machinery for recognition of collective bargaining as well as for conciliation and arbitration of disputes.
- (iv) We have — protection as regards working conditions not only for women and children but also for everyone employed on factory premises.
- (v) We have — a great deal written and spoken, almost daily about equality of opportunity for all, on the dignity of labour, the rights of individuals as workers and citizens and the spirit of partnership in industry. As yet however, there is relatively little indeed written or said about a fair day's work.
- (vi) We have — most aspects of industrial welfare ensured by Law and several measures of social security such as provision for retirement, etc., established by statute.
- (vii) We have — the freedom, by joint consultation, a freedom which we have yet not cared to enjoy to full extent. The employer and employee both have the right to demand and receive natural justice in all circumstances.
- (viii) There is increasing acceptance of the modern concepts of social justice.

That represents a bird's eye view of the framework of the industrial situation at the present time.

The Seamy Side of Progress

What, is the view of those who see the same things from within the working group or the factory, or shall we say, from the seamy side? Let us first look at those who manage. Foremen and Supervisors are included in this category.

We see too many managements and supervisors who, in spite of lip service to progress and to new concepts, have failed to adapt themselves to change, who still want to rule unquestioned and uncriticised; who prefer the more familiar methods which applied when the men were regarded as a commodity and the boss was never wrong.

Often we also see, to our horror, distinct symptoms of social disruption within working groups in the form of increasing numbers of unhappy individuals, and inability of varying degree to ensure spontaneity of co-operation. Unless remedied, these symptoms lead any industrial society to conditions of confused struggles of pressure groups, power blocks and mistrust. It is the most dangerous depth to which human relations can sink and would herald nothing but the approach of disaster. A disturbing new dimension!

The changing concepts of social justice have brought about a new approach to the problems of discipline and punishment in industry. We see that the various machinery set up with these ends in view have created as many new problems as they have solved the older ones. Let us take one or two examples. Necessary limits have been placed on the disciplinary powers of the various levels of Management. Supervisors and Middle Management grades cannot hire and fire any more as they did two or three decades ago. Breaches of discipline and other offences involving punishment are taken off the hands of supervisors and handled by management at top level or by trained specialists. All that reflects an enlightened and responsible concern for the human factor and social justice, but what of the Supervisor? Unless inter-Management communications are very strong and the Supervisor is kept in the picture all the time, he tends to limit his own areas of interest very severely in the sphere of company policies and procedures. Generally he becomes lackadaisical towards problems other than those for which he is directly answerable on the spot. 'The attitude of passing the buck' tends to grow and when a Supervisor allows it to grow too far on himself, he finds that he cannot hold his job any more. This is just one type of problem — the diminution of personal identification of Supervisors with the problems that arise around them and the consequential weakening of the Management structure as a whole. Here is something more of the new dimensions of which we must take note. Whether a man is a Works Manager, an Accountant, a Sales Executive, a Foreman or even a Trade Union Leader he is (or ought to be) a personnel officer in outlook.

The Trade Unions face much the same problem. When a problem or a dispute passes from the local or branch level to the Parent Union, the same process of diminution of personal identification operates unless inter-Union communications are strong and sound. The less knowledge and factual information the group directly concerned with a problem or a dispute have had regarding the ways and means by which they were resolved, the harder becomes the problem of harmonious adjustment of relationships after the storm has blown over. This is a very common experience.

Another disturbing factor affecting fair practices is the degree to which what could ordinarily be done verbally has to be reduced to formal written communications. In this field, it has come to be that methods are often more important than principles, and that only *what is achieved* is significant; Not *how it is achieved*. In times of industrial peace, these are problems to which Managements and Unions would do well to address their minds jointly and seriously.

Precisely like some managements and some supervisors, the work-people too have not been able to cope with change—or rather with the speed of change—even those changes which they may themselves have struggled to bring about. There is also the man who has

migrated to industry from the simplicity of rural life with no industrial tradition behind him. From an established society he enters an adaptive one and finds his adjustment to the latter irksome. He has new problems which demand sympathy and close understanding.

The younger age group of workers have inherited present-day conditions in industry and have seldom known no other. The fears of their fathers are absent in their minds—and so it should be—but absent also is that sense of responsibility and self-discipline which hard-earned progress brings. (This is not confined only to industrial workers. One may perhaps see some of it in non-industrial groups as in many others). The young industrial workers' personal demands are increased, but not at the cost of losing much sweat. They are concerned not only with the size of their slice of the cake, but also with how it is served up. They baulk very easily at discipline, especially discipline for discipline's sake. Their resistance to discipline is sometimes a bravado pose—at times the demonstration of a political resentment. To many in this age group the Trade Union is something they pay for or someone in Parliament whom they may send for when difficulties arise. They have no time for long union branch meetings as the men of previous generations.

In saying this it is not my intention to blacken the picture. These are the men who may be the first to respond to a call for 'Saamadan'. They are also the same men who show character and discipline in work situations and civic life, and who can be relied upon to act resourcefully in emergencies. But in the industrial field today, what I have said is very often the case, although could of course be another side to the story?

Having glanced now at the background as well as the seamy side of the different elements and outlooks which make up the average working group, we now need to ask ourselves—what measures are most likely to cause these various elements to co-operate and work efficiently together? How do we influence them to preserve industrial peace? In fact these are two fundamental tasks confronting the practitioner of industrial relations on both sides of industry.

What makes people work?

Human attitudes and outlook have changed so much that we in industry have reached a stage when we are forced to consider—with realism, what makes people work and what are the best incentives. Basically, it was the same task which our National Wages Policy Commission had attempted to accomplish.

First, do people like to work, naturally and instinctively? If the answer to that is no, then let us be quite clear that industry's approach must necessarily be to pursue techniques and policies which will induce people to action leading to output even *against their natural instincts*.

If however human instincts are naturally towards activity or work—individually creative or collectively constructive—then we must carefully consider whether we are going the right way about providing the outlets for this instinct and the industrial atmosphere in which this desire to work may best find expression and encouragement.

Traditional concepts on this question are hard to lose. Like the Victorians of England, many people even today look upon industry as a naturally unpleasant thing and feel that there is no point in trying to improve the work or the place where this unpleasant activity takes place. Some sections of our semi-educated population still prefer to remain unemployed than take up manual work. Till recently some of our people looked down on Labour jobs with contempt; For such outlook we have already had to pay severely. Of recent years, however these views have been modified in many ways. The basic belief still survives, however, that most people *do not work willingly* and that money is the most powerful incentive. That is the basic keynote to almost the whole approach of industry today to this problem of labour relations.

Modern research and a good deal of recent industrial experience has shown that these views and that outlook are questionable—and it is most important that this should be known and thought about.

Work Motivation

One of the early important pieces of research into work motivation was the Hawthorne experiment. This experiment, conducted by scientists and industrialists, *with no axe to grind*, was started by the Western Electric Co. of America, with a view to improving production. It is important to remember this intention; that is what the company paid its money for. The main conclusion they got, after intensive, lengthy research, was that a factory must be regarded as performing two functions; first 'producing goods' and second 'creating and distributing human satisfactions among the people under its roof'!

Investigators found that these two functions were so closely connected that they could not be separated without violence to the facts. They also found that high wages did not mean high output or morale; 21,000 workers placed wages six down on their list of important things. In firms with a boss who was disliked, the need for a good boss was much higher up the list than wages—as were security, steady work opportunity for advancement, etc.

Other more recent surveys, at a company with 17,000 employees, at an ordnance factory with more, and in various smaller groups, have also shown that wages, *after a certain point*, are placed well down the list of priorities, fourth down, for example, in a list of seven questions about what people want from work, and 27th down in a longer list in another case. The law of diminishing returns applies to all material incentives—that is to say, as the reward increases, the desire for further reward decreases until money in itself ceases to be effective as a spur—for example, absence increases as money becomes secondary to leisure or time off, indiscipline grows as earnings rise (accompanied sometimes by fatigue), and so on. It is not suggested that money is unimportant but it is of less significance than has hitherto been thought.

I believe no such survey has been attempted in Ceylon—but an analysis of the causes of strikes and major labour disputes in Ceylon indicates that except in the unorganized sector of industry where

wages are at sub-standard levels, wage increases have not always been the foremost of the causes of strife. Problems arising from enforcement of discipline and disputes affecting security of service have contributed more to industrial unrest and upheavals than unsatisfied demands for higher wages.

Dr. J. A. Brown, in his Book "The Social Structure of Industry" puts down three statements as being nearer the truth. Of these it would suffice to quote one for the purpose of this article.

1. Work is an essential part of man's life since it is that aspect of his life which gives him status and binds him to society. Ordinarily men and women like their work, and at most periods of history, always have done so. When they do not like it, the fault lies in the psychological and social conditions of the job rather than in the worker. Furthermore, work is a social activity.

Welfare not a substitute for Management

A word or two supporting Dr. Brown's views on material conditions of work will not be out of place. True welfare policies recognize fundamentally the rights of the human being. Certain things are essential to human dignity. Clean working conditions, decent wash-basins and restrooms, and an adequate health centre. These things, should no longer be a subject of management self-congratulation nor need they in fact be labelled 'welfare'. They should be provisions as normal as an engineer's bench.

In the Western countries where the pendulum of welfare has swung more or less fully, Managements are now tending to be self-critical and self-disciplined as regards welfare. They have sensed the great danger that welfare can become a substitute for good management and that where leadership falls down welfare empires tend to arise. Welfare alone will not maintain morale; on the contrary, indiscriminate welfare is likely to diminish it.

The above will not certainly apply to the unorganized sector of industry which may have a long way to go from subs-standards and subsistence levels. However, wherever it may be, provision of 'welfare' amenities must as far as possible be co-ordinated with community and national projects in and around the area. This is of particular significance in developing countries such as ours where progressive and costly social policies are being pursued by the government.

Management responsibility

These changes and trends have added a new dimension to Management responsibility. Firstly, Management must accept the proposition that work-people will work and do in fact work willingly. Acceptance of this idea indeed, the very consideration of it—is no small thing. It is, in fact asking managers and supervisors to make an almost revolutionary alteration in their own mental processes and to undertake an equally drastic survey of their own methods and approach. Such a self-survey is in itself badly needed and cannot but do good.

Secondly, much more discipline is required in industry. It is not being suggested that supervisors should have returned to them unchallenged and autocratic authority, right or wrong. To do that means chaos, and those who are disposed to want a licence to hire and fire are asking for war, in which both sides must lose. There is, however, in any group of people, and particularly in working groups, a strong desire and need for discipline of a clearly understandable nature and applying to everyone alike.

Common Objectives

None of these problems, nor the new dimensions they have assumed alter in any way the common objectives of human relations policies in industry. These remain :

- (a) The preservation of industrial peace, and
- (b) The securing of industrial co-operation.

Within the limited knowledge of the social sciences applicable to this field and the human experience at our disposal, the suggestions offered for the achievement of these objectives are :

- (a) Generally, we need to develop a capacity to visualize and assess the newer and newer dimensions which the problem of 'Human Relations' assumes with changes in the industrial field.
- (b) We need a much more enlightened technical approach to work methods.
- (c) We need more dynamic leadership ; managers and supervisors at all levels who understand the nature of the change which is taking place in industrial relationships and who are capable and strong enough to do their job in existing circumstances, which in simpler terms mean getting things done through people—first understanding them and secondly leading them.
- (d) In carrying out our human and industrial relations policies we need to bear in mind that human capacity to misunderstand and misjudge is infinite.
- (e) We need more discipline, much more discipline based first on the acceptance of the idea that people will work and like to work if managed properly, and secondly, that discipline must have equity, justice and a deep regard for people as its essential elements.
- (f) We must appreciate that economic success of the business is also a basis of morale.
- (g) Above all, we need to develop respect for dignity of man and his labour.

Towards this end—this aim of creating an ethical structure on which personnel relationships may firmly rest, and ensuring economic success of the business, everybody in the undertaking be he in the Management or the Workforce has a contribution to make. It is a contribution which today, serves the national interest more than ever before.

Contributed by D. S. BANDARAGE (Personnel Manager, Lever Brothers (Ceylon) Ltd.)

STATISTICS OF THE MONTH IN BRIEF

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

Cost of Living

The Colombo Consumer's Price Index for the month of December, 1961 is 106.2 as against 105.9 for the month of November, 1961, an increase of .3

Wage Rates

(a) The basic Wages payable for the month of December, 1961, to workers in the trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

(b) The special allowances payable to workers in all trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged except in the Plumbago trade where there is a slight increase.

Strikes

There were altogether 4 strikes during the month of October, 1961, involving 1,157 workers and a loss of 3,262 man-days, as against 3 strikes during the month of September, 1961, involving 332 workers and a loss of 840 man-days.

Three of these strikes were in Tea Plantations involving 1,145 workers and a loss of 3,238 man-days and the other was in the Dock, Harbour and Port Transport Trade involving 12 workers and a loss of 24 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 October, 1961, and November, 1961, was as given below :

	October, 1961			November, 1961		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	15,247	11,659	26,906	15,300	11,820	27,120
Skilled	14,006	4,036	18,042	14,185	4,029	18,214
Semi-skilled	26,944	6,680	33,624	27,230	6,634	33,864
Unskilled	64,740	4,468	69,208	65,509	4,469	69,978
Total	120,937	26,843	147,780	122,224	26,952	149,176

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

	October, 1961			November, 1961		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	77	19	96	62	10	72
Skilled	41	2	43	36	1	37
Semi-skilled	42	2	44	77	2	79
Unskilled	159	2	161	149	29	178
Total	319	25	344	324	42	366

NOTES OF CURRENT INTEREST

Trade Unions Registered in December, 1961

Registered No.	Name of the Union
1817 ..	Customs Launch Staff's Union.
1818 ..	The Railway Machine Minders' Union.
1819 ..	The Estate Launderers' and Barbers' Union.
1820 ..	Sri Lanka Nidahas Vurthiya Subhasadhaka Samitiya.
1821 ..	Ceylonese Employers' Union.
1822 ..	Sri Lanka Dumriya Yanthragara Nupuhuru Kamkaru Samitiya.
1823 ..	Sri Lanka Air Line Employees Union.

WAGES BOARDS

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

XIX.—The Dock, Harbour and Port Transport Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Dock, Harbour and Port Transport Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, published in *Ceylon Government Gazette* No. 9,790 of October 24, 1947, and came into force on November 1, 1947. Orders varying the original description of the trade were published in *Gazette* No. 10,064 of January 20, 1950, and No. 11,463 of July 31, 1958, and came into force on February 1, 1950, and August 1, 1958, respectively.

Order

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

The Dock, Harbour and Port Transport Trade, consisting of the following types of work carried on within the limits of the Ports of Colombo, Galle and Trincomalee as defined under the Customs Ordinance (Chapter 185):—

- (a) loading or unloading of goods, livestock, oil or coal to or from any ship or vessel;
- (b) conveyance of goods, livestock, oil or coal to or from any ship or vessel;
- (c) porterage of goods and port equipment;

- (d) landing, craning, carriage, stacking, storage, delivery, haulage or removal of goods, livestock, oil or coal ;
- (e) conveyance by water of passengers and of other persons having business in the port ;
- (f) towage ;
- (g) supply to vessels of fuel, water, ships' stores, engineering stores or other necessities ;
- (h) conveyance by water of supervisory staff and workmen having business on board any ship or vessel ; and
- (i) performance of any work or thing that conduces to the safety or convenience of ships or vessels or that facilitates the shipping or unshipping of goods including the work of the following workers :—

I. GENERAL CARGO

On Board

- (1) tally clerks, plan clerks, receipt keepers, assistant receipt keepers, measurement clerks, and certificate clerks ;
- (2) supervisors, assistant supervisors, checkers, timekeepers and foremen ;
- (3) hatch tindals, winchmen, deckmen, guymen, hookmen, stackmen and other stevedores, hatch cleaners, shifters and stowers of cargo, rope runners, and collectors of sweepings ;
- (4) ship serangs ;
- (5) box repairers, and bag stitchers ;
- (6) hatch, gang and "bad order" watchmen ; and
- (7) cashiers and assistant cashiers working on board ship.

Afloat

- (1) serangs, succanis, drivers, firemen and deckmen of tugs and launches, foremen and assistant foremen, overseers, and timekeepers ;
- (2) serangs, pipe serangs, timekeepers, stacking and saw mill supervisors, overseers, drivers, firemen, tindals, and deckhands of water boats, boiler boats and diesel boats ;
- (3) tindals, tindals' assistants and lightermen of lighters ;
- (4) tindals and crew of gig-boats ;
- (5) tindals and crew of ash boats ;
- (6) cattle bargemen ;
- (7) pontoon men ;
- (8) tindals and crews of garbage boats ;
- (9) tindals and crews of "J" boats ; and
- (10) tindals and crews of "B" boats.

Ashore

- (1) storekeepers and assistant storekeepers (wharf and warehouse) and supervisors and assistant supervisors (exports and imports) ;
- (2) landing clerks, tally clerks, examining clerks, wharf clerks, assistant wharf clerks, lighter clerks, cart chit clerks, warehouse clerks, muster clerks, shipping clerks, pass writers, delivery, despatch, clearing, receipt and store clerks ;
- (3) landing men, delivery men, slingers, warehouse stackers, checkers and kanganies (bag and general cargo) ;
- (4) shoremen, box repairers, kanganies and assistant kanganies (exports and imports) ;
- (5) nattamies, nattamies' assistants and bag stitchers ;
- (6) collectors of sweepings, checkers, messengers, female labourers, female kanganies and gate watchers ;
- (7) drivers and firemen (cranes) ;
- (8) shore serangs ; and
- (9) gear office men.

II. COAL

On Board

- (1) tally clerks, coal clerks, foremen and hatch tindals, tub fillers, rope runners, deckmen, tub shifters, tub trimmers, hookmen, guymen, winchmen, sweepers, tub repairers, and ship serangs (discharging section) ;
- (2) workers engaged in shovelling on deck, lifting bags, holding bags for filling and carrying bags (shifting section) ;
- (3) Foremen, tindals, stagemen, deckmen, carriers, empty bag men, trimmers, hookmen and ship serangs (bunkering) ; and
- (4) winchmen, signalmen, guymen, slingmen, counting empty bag men (bunkering by crane).

Afloat

- (1) drivers, lightermen, and tindal divers (salvage section) ;
- (2) lighter tindals and tripmen (lighter section) ; and
- (3) ship painters.

Ashore

- (1) cashiers, storekeepers and foremen ;
- (2) shore labourers, coal wall builders, hookmen and kanganies ;
- (3) bag stitchers, jetty serangs ; water boys and messengers ; and
- (4) workers engaged in shovelling, in lifting bags, in holding bags for filling, and in carrying bags.

III. FUEL OILS

Afloat

- (1) masters, serangs, head drivers, second drivers, deckhands, calassies, steersmen, tindals, firemen and greasers of diesel barges ;
- (2) tindals, engine drivers and third drivers of barges ;
- (3) calassies, coxswains and driver steersmen of launches ; and
- (4) barge watchmen.

IV. Any other operation connected with or incidental to the work specified in the above paragraphs, but excluding the work of workers in the Engineering and Motor Transport Trades, specified in the Orders published in *Gazette* No. 9,224 of January 7, 1944, and *Gazette* No. 9,481 of November 2, 1945, as amended by any subsequent Order.

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Dock, Harbour and Port Transport Trade was established on May 5, 1948, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,863 of May 14, 1948.

(C) DECISIONS OF THE BOARD

The original decisions in respect of the Dock, Harbour and Port Transport Trade, made by the Wages Board for that trade and applicable to work carried on within the limits of the Port of Colombo related to (1) minimum rate of wages for piece work in respect of certain classes of workers, and (2) minimum rate of wages for time work and annual holidays, and came into force on October 1, 1949. The notifications relating to those decisions were published under section 27 (3) of the Ordinance, in *Ceylon Government Gazette Extraordinary* No. 10,022 of September 27, 1949. Decisions varying the earlier decisions relating to minimum rate wages for time work were published in a notification appearing in *Gazette Extraordinary* No. 10,542 of June 29, 1953.

DECISIONS RELATING TO RATE OF WAGES FOR PIECE WORK

1. (1) The minimum rate of wages for piece work in respect of any class of workers specified in column I hereunder shall be the rate specified in the corresponding entry in column II.

Column I Class of Worker	Column II Minimum Rate		
	Lighters from 20 tons to 60 tons	Lighters over 60 tons but under 80 tons	Lighters of 80 tons and over
Lightermen ..	Rs. 6.00 for a trip	Rs. 7.00 for a trip	Rs. 8.00 for a trip
Assistant Tindals ..	Rs. 6.25 for a trip	Rs. 7.25 for a trip	Rs. 8.50 for a trip
Tindals ..	Rs. 6.50 for a trip	Rs. 7.50 for a trip	Rs. 9.00 for a trip

(2) The above-mentioned minimum rates of wages 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 redirected to another vessel ;
- (c) each trip where cargo is discharged into a lighter from a hatch and subsequently loaded to another hatch of the same vessel.

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

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

2. (1) The guaranteed time-rate in respect of any class of workers specified in column I hereunder shall be the rate specified in the corresponding entry in column II.

Column I Class of Worker	Column II Guaranteed Time-rate	
	Lighters under 80 tons	Lighters of 80 tons and over
Lightermen	Rs. 105.00 for a month	Rs. 122.00 for a month
Assistant Tindals	Rs. 108.75 for a month	Rs. 126.00 for a month
Tindals	Rs. 112.50 for a month	Rs. 130.00 for a month

(2) Where the total wages for a month calculated at the minimum rate for piece work specified in paragraph 1 do not exceed the wages calculated at the guaranteed time-rate, the employer shall, notwithstanding anything to the contrary in any of the other provisions of this Schedule, pay the worker wages at the guaranteed time-rate specified in sub-paragraph (1) of this paragraph, in case he has performed his duty turns as required by the employer.

3. In the computation of the guaranteed time-rate for the purposes of paragraph 2, the employer may make deductions for absence from duty turns in the following manner :—

- (a) in the case of a worker on a lighter under 80 tons, 3/4ths of the piece rate in respect of one day and one night's absence, and 3/8ths of the piece rate in respect of a day or a night's absence ;
- (b) in the case of a worker on a lighter of 80 tons and over, 15/23rds of the piece rate in respect of one day and one night's absence and 15/46ths of the piece rate in respect of a day or a night's absence.

4. Where a lighter is awaiting or undergoing repair in the Boat Repair Yard, the employer shall—

- (a) offer employment on another lighter to the lightermen, assistant tindals or tindals at the rates specified in the preceding paragraphs ; or

(b) pay at the monthly rate of Rs. 60 to a tindal and Rs. 55 to an assistant tindal or lighterman if in any month, for not less than the number of days specified for that month hereunder, such worker reports for duty at the Boat Repair Yard and makes himself available for work from 7.30 a.m. to 4.30 p.m. each day.

<i>Month</i>	<i>Minimum Number of Working days</i>
January	27
February	24
March	27
April	26
May	27
June	26
July	27
August	27
September	26
October	27
November	26
December	27

5. In calculating the sum payable under sub-paragraph (b) of paragraph 4, the employer—

- (a) may deduct for every day the worker fails to report at the Boat Repair Yard a day's wage obtained by dividing the monthly rate by 30 ;
- (b) shall have the right to refuse payment in respect of every day on which the worker refuses to work on another lighter when ordered to do so.

6. In the foregoing decisions " duty turn " shall mean—

- (a) a continuous period of 72 hours in respect of workers on lighters of 80 tons and over ; and
- (b) a continuous period of 48 hours in respect of workers on lighters under 80 tons.

There shall be an interval of 24 hours between any two duty turns.

DECISIONS RELATING TO RATE OF WAGES FOR TIME WORK, ANNUAL HOLIDAYS AND OTHER MATTERS

PART I

Directions under Section 20 (2) (b)

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

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

PART II

1. Wages shall be paid on a monthly basis.

2. The minimum rate of wages for time work shall consist of a basic rate and a special allowance as set out below—

3. (1) A worker of any class specified in this Part shall be paid as wages for any month mentioned in column I below an amount equal to the minimum monthly rate specified in respect of that class in this Part, if he has worked or presented himself to the employer and made himself available for work within his normal hours of work during the minimum number of working days specified in respect of that month in column II below—

I Month	II Minimum number of working days		I Month	II Minimum number of working days
January ..	.. 27		July ..	.. 27
February ..	.. 24		August ..	.. 27
March ..	.. 27		September ..	.. 26
April ..	.. 26		October ..	.. 27
May ..	.. 27		November ..	.. 26
June ..	.. 26		December ..	.. 27

(2) In respect of each day of work in any month as is in excess of the minimum number of working days specified in respect of that month in paragraph 3 (1), the minimum rate of wages payable shall be an amount equal to one and a half times the minimum daily rate ascertained by dividing the minimum monthly rate by 30.

4. Where a worker of any class specified in this Part has commenced employment in the course of any month, he shall be paid as wages for that month an amount which bears to the minimum monthly rate specified in respect of that class in this Part the proportion which the period of his employment bears to the minimum number of working days specified in respect of that month in paragraph 3 (1).

5. Where by reason of any unauthorized absence a worker of any class specified in this Part has not worked in any month during the minimum number of working days specified in respect of that month in paragraph 3 (1), he shall be paid as wages for that month an amount which bears to the minimum monthly rate specified in respect of that class in this Part the proportion which the difference between such minimum number of working days and the number of days unauthorized absence bears to such minimum number of working days.

6. Absence from work on holidays or on days on which the employer fails to provide work or on days for which leave with full pay is allowed to a worker, shall not be deemed to be unauthorized absence.

7. For the purposes of computing the wages of a worker, a holiday referred to in Part III shall be deemed to be a day on which the worker has worked.

1 Class of Worker	2 Basic rate for a Month	3 Rate of Special Allowance for a Month		
		(a) Where the cost of living index number for the preceding month is 100.1, the special allow- ance shall be—	(b) Where the cost of living index number for the preceding month is 100.0, the special allow- ance 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 preced- ing column 3 (a) shall be increased or the rate of special allowance pre- scribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively
	Rs. c.	Rs. c.	Rs. c.	Rs. c.
1. Manual Work—				
<i>Special Grade—</i>				
General Cargo				
On Board				
Foremen				
Afloat				
Foremen				
Coal				
On Board				
Foremen (discharging sec- tion)	65 0 ..	32 50 ..	31 75 ..	0 75
Foremen (bunkering sec- tion)				
Ashore				
Foremen				
Fuel Oils				
Afloat				
Masters (diesel barges)				
<i>Skilled Grade—</i>				
General Cargo				
On Board				
Hatch tindals				
Afloat				
Succanies (tug or launch)				
Drivers (tug or launch)				
Assistant foremen				
Serangs (tug or launch)				
Ashore				
Nattamies				
Assistant nattamies				
Drivers (crane)				
Coal				
On Board				
Hatch tindals (discharging)	55 0 ..	28 50 ..	27 75 ..	0 75
Winchmen (bunkering by crane)				
Afloat				
Divers (salvage section)				
Tindal divers (salvage section)				
Fuel Oils				
Afloat				
Head drivers (diesel barges)				
Tindals				
Engine drivers (barges)				
Coxswains (launches)				
Driver steersmen of launches				
Second drivers of diesel barges				

1 Class of Worker	2 Basic rate for a Month	3 Rate of Special Allowance for a Month		
		(a) Where the cost of living index number for the preceding month is 100.1, the special allow- ance shall be—	(b) Where the cost of living index number for the preceding month is 100.0, the special allow- ance 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 preced- ing column 3 (a) shall be increased or the rate of special allowance pre- scribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively
	Rs. c.	Rs. c.	Rs. c.	Rs. c.
<i>Semi-skilled Grade—</i>				
General Cargo				
On Board				
Winchmen				
Deckmen				
Box repairers				
Afloat				
Firemen (tug or launch)				
Drivers (water, boiler or diesel boats)				
Tindals (water, boiler or diesel boats)				
Firemen (water, boiler or diesel boats)				
Pipe Serangs (water, boiler or diesel boats)				
Deck hands (water, boiler or diesel boats)				
Serangs, (water, boiler or diesel boats)				
Deckman (tug or launch)	45 0 ..	25 50 ..	24 75 ..	0 75 ..
Ashore				
Kanganies (bag and general cargo)				
Checkers				
Kanganies (exports and imports)				
Collectors of sweepings				
Firemen (crane)				
Gear officemen				
Coal				
On Board				
Rope runners (discharging section)				
Tub fillers (discharging section)				
Tindals (bunkering)				
Slingmen (bunkering by crane)				
Fuel Oils				
Afloat				
Third drivers (barges)				
Firemen (diesel barges)	45 0 ..	25 50 ..	24 75 ..	0 75 ..
Greasers (diesel barges)				
Deckhands (diesel barges)				
Calassies				
Steersmen of diesel barges				
<i>Unskilled Grade I—</i>				
General Cargo				
On Board				
Collectors of sweepings				
Guymen				
Hookmen				
Bag stitchers				
Shifters (cargo)				
Stowers (cargo)				
Stackmen				
Stevedors (other than hatch tindals, winchmen, deck- men, guymen, hookmen and stackmen)				

1 Class of Worker	2 Basic rate for a Month	3 Rate of Special Allowance for a Month		
		(a) Where the cost of living index number for the preceding month is 100.1, the special allow- ance shall be—	(b) Where the cost of living index number for the preceding month is 100.0, the special allow- ance 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 preced- ing column 3 (a) shall be increased or the rate of special allowance pre- scribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively
	Rs. c.	Rs. c.	Rs. c.	Rs. c.
Ashore Gate watchers Stackers (bag and general cargo) Slingers (bag and general cargo) Assistant kanganies (exports and imports)				
Coal On Board Deckmen Tub-shifters Tub repairers } discharging Tub trimmers } section Hookmen Guymen Trimmers (bunkering)	37 0 ..	25 50 ..	24 75 ..	0 75
Afloat Lighter tindals Ashore Coal wall builders				
<i>Unskilled Grade II—</i>				
General Cargo On Board Hatch cleaners Ship serangs Watchmen (hatch, gang and "bad order")				
Afloat Tindals (gig boats) Crew (gig boats) Tindals (ash boats) Crew (ash boats) Pontoonmen Cattle bargemen				
Ashore Delivery men (bag and general cargo) Bag stitchers Shore serangs Shoremen (exports and imports) Messengers Box repairers (exports and imports)	31 0 ..	25 50 ..	24 75 ...	0 75
Coal On Board Ship serangs (discharging section) Ship serangs (bunkering) Winchmen (discharging section) Sweepers (discharging section) Hookmen (bunkering) Signalmen (bunkering by crane) Workers engaged in shoveling on deck, lifting bags, holding bags for filling and carrying bags (shifting section)				

1 Class of Worker	2 Basic rate for a Month	3 Rate of Special Allowance for a Month			
		(a)	(b)	(c)	
		Where the cost of living index number for the preceding month is 100·1, the special allow- ance shall be—	Where the cost of living index number for the preceding month is 100·0, the special allow- ance shall be—	Where the cost of living index number for the preceding month is above 100·1 or below 100·0 the rate of special allowance prescribed in the preced- ing column 3 (a) shall be increased or the rate of special allowance pre- scribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively	
Rs. c.	Rs. c.	Rs. c.	Rs. c.		
Afloat Lightermen (salvage sec- tion)	}	31 0 ..	25 50 ..	24 75 ..	0 75
Ashore Hookmen					
Bag stitchers					
Jetty serangs					
Messengers					
Water Boys					
Fuel Oils Afloat					
Serangs (diesel barges)					
Barge watchmen					
Women Workers					
General Cargo					
Ashore					
Female kanganies	..	35 0 ..	25 50 ..	24 75 ..	0 75
Female labourers	..	30 0 ..	25 50 ..	24 75 ..	0 75
2. Non-Manual Work—					
Special Grade—					
General Cargo					
On Board					
Receiptkeepers	..	75 0 ..	38 0 ..	37 0 ..	1 0
Grade I—					
General Cargo	}	55 0 ..	28 50 ..	27 75 ..	0 75
On Board					
Tally Clerks					
Assistant Receiptkeepers					
Ashore					
Tally Clerks					
Coal					
On Board					
Tally Clerks					

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

Table I

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

Index Number	Manual Workers			Non-Manual Workers	
	Special Grade	Skilled Grade	Semi-skilled Grade, Un-skilled Grades I and II and Women workers	Special Grade	Grade I
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100·1-101·8 ..	32 50	28 50	25 50	38 0	28 50
101·9-103·6 ..	33 25	29 25	26 25	39 0	29 25
103·7-105·4 ..	34 0	30 0	27 0	40 0	30 0
105·5-107·2 ..	34 75	30 75	27 75	41 0	30 75
107·3-109·0 ..	35 50	31 50	28 50	42 0	31 50

Table II

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

Index Number	Manual Workers			Non-Manual Workers	
	Special Grade	Skilled Grade	Semi-skilled Grade, Un-skilled Grades I and II and Women Workers	Special Grade	Grade
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100·0-98·3 ..	31 75 ..	27 75 ..	24 75 ..	37 0 ..	27 75 ..
98·2-96·5 ..	31 0 ..	27 0 ..	24 0 ..	36 0 ..	27 0 ..
96·4-94·7 ..	30 25 ..	26 25 ..	23 25 ..	35 0 ..	26 25 ..
94·6-92·9 ..	29 50 ..	25 50 ..	22 50 ..	34 0 ..	25 50 ..
92·8-91·1 ..	28 75 ..	24 75 ..	21 75 ..	33 0 ..	24 75 ..

PART III

Annual Holidays (Section 25)

If a worker has been in continuous employment and has worked under the same employer for more than 232 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 4 days by which the number of days on which the worker has worked exceeds 232: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

In this paragraph "days on which a worker has worked" includes—

- (a) every holiday allowed by the employer to the worker under section 25;
- (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 anthrax or any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117);
- (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, such days not exceeding in the aggregate 30 days a year;
- (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; and
- (h) every day of absence on the day following a night shift.

2. Subject to the provisions of paragraph 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.

3. The remuneration of a worker in respect of a holiday taken in any month shall form part of his wages for that month, such wages being computed in accordance with the provisions of Part II.

4. Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, such worker shall be entitled to take and shall take before he leaves his employment or is discontinued or dismissed from employment—

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

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

and he shall be remunerated for such holidays in accordance with the provisions of paragraph 3 :

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

5. In these paragraphs, "year" means a continuous period of 12 months.

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

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 ..	3.36 ..	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
Base: November, 1942 = 100
Nov., 1942 = 100

Group Weights	63.66 ..	7.26 ..	7.06 ..	3.78 ..	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 .. 281

† 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
1960—						
January	105.12 ..	101.61 ..	101.53 ..	93.56 ..	114.51 ..	105.4
February	104.95 ..	101.61 ..	101.53 ..	93.80 ..	114.46 ..	105.3
March	105.18 ..	102.31 ..	101.53 ..	93.76 ..	114.83 ..	105.6
April	102.19 ..	104.15 ..	101.53 ..	94.15 ..	115.41 ..	104.0
May	99.92 ..	100.58 ..	101.53 ..	94.07 ..	115.73 ..	102.4
June	99.94 ..	102.65 ..	101.53 ..	94.36 ..	115.15 ..	102.5
July	97.66 ..	103.00 ..	101.53 ..	94.84 ..	115.44 ..	101.2
August	95.87 ..	103.46 ..	101.53 ..	95.81 ..	118.42 ..	100.7
September	97.54 ..	103.46 ..	101.53 ..	96.40 ..	122.44 ..	102.6
October	99.10 ..	101.61 ..	101.53 ..	95.68 ..	121.52 ..	103.2
November	101.53 ..	104.15 ..	101.53 ..	96.33 ..	121.62 ..	104.9
December	100.23 ..	103.00 ..	101.53 ..	97.64 ..	121.73 ..	104.1
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 ..	121.83 ..	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

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 Rs. c.	Minimum Wage Rate Index No.	Index No. of Real Wages	Average Monthly Rate of Wages Rs. c.	Wage Rate Index No.	Index No. of Real Wages
1939 .. — ..	41	100	100	16.64	100	100
1940 .. — ..	41	100	93	16.64	100	96
1941 .. — ..	45	110	92	18.45	111	98
1942 .. — ..	68	166	111	24.23	145	97
1943 .. — ..	83	202	102	28.98	174	96
1944 .. — ..	87	212	101	34.03	204	110
1945 .. — ..	1.00	244	110	41.92	252	123
1946 .. — ..	1.15	280	123	68.52	412	194
1947 .. — ..	1.20	293	123	75.74	455	195
1948 .. — ..	1.29	315	122	78.16	470	195
1949 .. — ..	1.31	320	121	77.81	468	196
1950 .. — ..	1.53	373	136	83.11	499	198
1951 .. — ..	1.90	463	161	89.79	540	206
1952 .. — ..	1.92	468	163	89.79	540	207

B

Base : 1952=100

1953 .. — ..	1.95	101.56	99.96	90.97	101.31	99.71	
1954 .. — ..	1.99	103.65	102.52	91.04	101.39	100.29	
1955 .. — ..	2.06	107.29	106.76	94.94	105.74	105.21	
1956 .. — ..	2.08	108.33	108.11	96.24	107.18	106.97	
1957 .. — ..	2.10	109.38	106.40	99.16	110.44	107.43	
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	
1960 ..	January	2.15	111.98	106.24	113.74	126.67	120.18
	February	2.15	111.98	106.34	113.74	126.67	120.29
	March	2.15	111.98	106.04	113.74	126.67	119.95
	April	2.15	111.98	107.67	113.74	126.67	121.80
	May	2.12	110.42	107.83	113.74	126.67	123.70
	June	2.10	109.38	106.71	113.74	126.67	123.58
	July	2.10	109.38	108.08	113.74	126.67	125.17
	August	2.10	109.38	108.62	113.74	126.67	125.79
	September	2.07	107.81	105.08	113.74	126.67	123.46
	October	2.10	109.38	105.99	113.74	126.67	122.74
	November	2.12	110.42	105.26	113.74	126.67	120.75
	December	2.15	111.98	107.57	113.74	126.67	121.68
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	119.61

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952 = 100

Year	Agriculture *		Trades other than Agriculture †		Agriculture and Trades other than Agriculture Combined	
	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.
	Rs. c.		Rs. c.		Rs. c.	
1952 .. — ..	1.96 ..	100.00..	2.92 ..	100.00..	2.04 ..	100.00
1953 .. — ..	1.99 ..	101.53..	2.95 ..	101.03..	2.07 ..	101.47
1954 .. — ..	2.02 ..	103.06..	2.94 ..	100.68..	2.09 ..	102.45
1955 .. — ..	2.09 ..	106.63..	2.96 ..	101.37..	2.16 ..	105.88
1956 .. — ..	2.10 ..	107.14..	3.00 ..	102.74..	2.17 ..	106.37
1957 .. — ..	2.13 ..	108.67..	3.15 ..	107.88..	2.20 ..	107.84
1958 .. — ..	2.16 ..	††110.20..	3.39 ..	††116.10..	2.26 ..	110.78
1959 .. — ..	2.16 ..	110.20..	3.76 ..	128.77..	2.29 ..	112.25
1960 .. — ..	2.16 ..	110.20..	3.74 ..	128.08..	2.28 ..	111.76
1960 .. January ..	2.18 ..	111.22..	3.78 ..	129.45..	2.31 ..	113.24
February ..	2.18 ..	111.22..	3.76 ..	128.77..	2.30 ..	112.75
March ..	2.18 ..	111.22..	3.76 ..	128.77..	2.30 ..	112.75
April ..	2.18 ..	111.22..	3.78 ..	129.45..	2.31 ..	113.24
May ..	2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
June ..	2.13 ..	108.67..	3.72 ..	127.40..	2.25 ..	110.29
July ..	2.13 ..	108.67..	3.72 ..	127.40..	2.25 ..	110.29
August ..	2.13 ..	108.67..	3.69 ..	126.37..	2.25 ..	110.29
September ..	2.11 ..	107.65..	3.68 ..	126.03..	2.23 ..	109.31
October ..	2.13 ..	108.67..	3.72 ..	127.40..	2.25 ..	110.29
November ..	2.16 ..	110.20..	3.72 ..	127.40..	2.28 ..	111.76
December ..	2.18 ..	111.22..	3.76 ..	128.77..	2.30 ..	112.75
1961 .. January ..	2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
February ..	2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
March ..	2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
April ..	2.16 ..	110.20..	3.72 ..	127.40..	2.28 ..	111.76
May ..	2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
June ..	2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
July ..	2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
August ..	2.16 ..	110.20..	3.75 ..	128.42..	2.28 ..	111.76
September ..	2.18 ..	111.22..	3.76 ..	128.77..	2.30 ..	112.75
October ..	2.18 ..	111.22..	3.76 ..	128.77..	2.30 ..	112.75
November ..	2.18 ..	111.22..	3.78 ..	129.45..	2.31 ..	113.24
December ..	2.18 ..	111.22..	3.78 ..	129.45..	2.31 ..	113.24

* 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	5,957	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	18,287	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 January	21,173	13,962	33,426	61,319	129,880
February	21,679	13,890	33,497	61,743	130,809
March	21,447	13,801	33,030	61,643	129,921
April	21,420	13,691	32,611	60,483	128,205
May	21,754	13,464	32,581	59,898	127,697
June	22,016	13,551	32,829	61,579	129,975
July	22,464	14,271	33,253	62,509	132,497
August	23,201	15,425	34,127	67,338	140,091
September	24,152	16,431	34,273	70,074	144,930
October	24,697	16,439	34,346	72,279	147,761
November	25,166	16,614	34,727	72,902	149,409
December	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

* 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	Nuwara- Eliya	Kurunegala	Jaffna	Katnapure	Badulla	Batticaloa	Kalmunna	Trincomalee	Anuradhapura	Amparavella	Haputale	Matara	Vaunmiya	Kegalla	Male	Total
1946	25,806	1,117	808	993	3,397	726	352	316	119	438	727	—	611	—	—	—	—	—	—	—	36,544†
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	—	—	—	—	—	—	34,744
1948	42,209	7,235	2,414	3,895	4,577	1,066	851	1,526	607	704	1,189	—	288	—	—	—	—	—	—	—	66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	—	—	—	—	—	—	69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	—	—	—	—	—	—	65,122
1951	33,125	3,422	2,886	4,350	2,209	5371	886	1,587	569	904	418	1,207	284	823	—	—	—	—	—	—	52,707
1952	32,124	3,028	3,233	3,881	3,730	547	1,162	1,435	909	663	422	992	252	487	678	—	—	—	—	—	53,023
1953	30,203	2,561	3,316	3,949	3,530	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	—	—	—	51,546
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	—	—	—	63,304
1955	36,451	3,395	4,740	6,331	4,877	638	2,767	2,199	1,982	619	455	261	776	1,104	1,582	392	2,411	—	—	—	71,010
1956	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	—	—	—	85,952
1957	49,899	3,336	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501	1,252	1,196	2,226	340	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	2,405	—	117,799
1959	55,375	8,940	7,303	15,723	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422	1,365	1,733	2,965	1,198	5,812	611	2,786	970	128,013
1960—	57,223	3,920	7,350	15,243	7,009	1,374	5,269	3,549	2,848	1,787	1,072	530	1,417	1,869	2,975	1,236	5,817	655	2,801	931	129,880
Jan.	58,388	9,111	7,327	15,426	6,182	1,510*	5,221	3,646	2,459	1,818	1,099	967	1,406	1,890	2,895	1,245	5,841	721	2,776	887	130,802
February	58,003	9,183	7,291	15,400	6,278	1,464	5,021	3,552	2,530	1,747	1,066	1,028	1,342	1,922	2,911	1,217	5,737	697	2,706	826	129,921
March	57,251	9,215	7,080	15,396	6,034	1,325	5,000	3,550	2,625	1,649	1,134	1,027	1,325	1,828	2,909	1,030	5,635	676	2,663	793	128,205
April	56,912	9,205	7,041	15,453	6,023	1,221	5,047	3,414	2,647	1,690	1,291	1,006	1,198	1,825	2,891	1,044	5,773	640	2,633	737	127,697
May																					

TABLE V—(contd.)

Year	Colombo	Negombo	Katunayake	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapure	Badulla	Batticaloa**	Kalmunai**	Tiriconmalee	Anuradhapura	Awisawella	Haputale	Matara	Pavuna	Kegalla	Matale	Total
1960—																					
June ..	58,128	9,138	7,126	15,684	6,071	1,429	5,068	3,317	2,688	1,826	1,469	883	1,273	1,864	3,000	873	6,163	603	2,619	753	129,975
July ..	57,923	10,508	7,250	15,710	6,062	1,595	5,158	3,317	2,869	1,841	1,217	1,631	1,286	1,931	3,032	848	6,219	591	2,668	795	132,497
August ..	60,277	13,028	7,611	16,059	6,245	1,489	5,382	3,315	3,089	1,998	1,353	1,952	1,288	2,032	3,243	924	6,486	609	2,847	864	140,091
September ..	61,547	15,589	7,896	15,644	6,329	1,782	5,477	3,371	3,314	2,119	1,245	721	1,363	2,185	3,494	989	7,402	614	2,945	904	144,930
October ..	62,742	6,035	8,033	15,265	6,304	1,793	5,520	3,480	3,467	2,218	1,274	737	1,535	2,240	3,565	1,047	7,853	652	3,068	933	147,761
November ..	63,203	15,889	8,236	15,010	6,481	2,006	5,540	3,579	3,551	2,295	1,168	693	1,695	2,394	3,694	1,122	8,068	724	3,097	964	149,409
December ..	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,084	680	1,756	2,550	3,784	1,222	8,179	772	3,143	986	151,092
1961—																					
January ..	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	155,066
February ..	65,003	17,567	8,931	15,007	7,385	2,309	5,873	3,819	3,977	2,538	1,207	830	1,632	2,654	3,899	1,304	8,136	829	3,259	1,080	157,239
March** ..	63,439	17,099	8,900	14,960	7,286	2,254	5,622	—	3,926	2,552	1,096	825	1,639	2,616	3,816	1,353	8,005	786	3,226	1,114	150,515
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	2,984	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	7,011	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

* Total includes 127 registered at Matugama, 164 at Chilaw, 272 at Matale, 97 at Avisawella, and 555 at Vevangoda.
 † Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avisawella.
 ‡ Revised figures
 (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	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,779
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,306
1952	13,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,453
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	32,392	3,791	83,883	8,208
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,162
1960 January	2,091	156	1,102	47	2,554	145	5,207	114	10,954	462
February	1,886	117	1,151	43	2,242	148	4,742	235	10,021	543
March	1,492	170	915	46	2,061	83	3,271	182	7,739	481
April	1,430	179	846	56	1,698	86	3,092	238	7,066	559
May	1,687	138	874	84	2,095	104	3,959	245	8,615	571
June	1,868	127	1,134	49	2,300	140	5,241	206	10,543	522
July	1,924	75	1,658	22	2,227	87	5,522	862	11,331	1,046
August	2,332	97	2,318	119	3,073	78	8,988	484	16,711	778
September	2,536	118	2,190	106	2,698	99	8,609	1,609	16,033	1,932
October	2,072	65	1,294	97	2,307	111	6,114	214	11,787	487
November	1,923	67	1,410	72	2,369	88	5,478	217	11,180	444
December	2,554	91	1,373	30	2,265	78	5,258	138	11,450	337
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	189	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

† 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 November, 1961

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	473	46	366	29	678	38	1,186	40	2,703	153
Negombo	116	3	109	1	171	2	388	35	784	41
Kalutara	180	—	125	4	150	1	222	4	677	9
Galle	85	1	50	—	92	1	235	—	462	2
Kandy	107	15	49	1	91	—	204	—	451	16
Nawalapitiya	29	1	40	—	40	2	159	—	268	3
Kurunegala	82	2	32	2	68	1	107	4	289	9
Jaffna	84	—	26	—	86	3	91	4	287	7
Ratnapura	34	—	23	—	76	1	123	6	256	7
Badulla	15	—	31	—	44	—	94	7	184	7
Batticaloa	17	—	39	—	33	2	86	9	175	11
Kaimunal	18	1	15	—	22	—	27	—	82	1
Trincomalee	15	—	15	—	23	1	118	—	171	1
Anuradhapura	41	—	19	—	22	—	73	10	155	10
Avissawella	22	—	24	—	45	—	114	—	205	—
Haputale	4	—	41	—	20	8	40	7	105	15
Matara	106	—	52	—	84	2	269	50	511	52
Vavuniya	31	3	13	—	35	17	36	2	115	22
Kegalla	51	—	13	—	32	—	42	—	138	—
Matale	34	—	10	—	18	—	38	—	100	—
Total	1,544	72	1,092	37	1,830	79	3,652	178	8,118	366

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	Not available	Not available	4	Not available	Not available
1940	36	9,732	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66‡	12,399	937
1945	28	3,514	4,285*	53	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	363,600	430,586	54	14,482	31,996
1954	59	86,450	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,293	36,016
1956	99	56,908	200,888	115	31,852	152,966
1957	177	297,061	618,050	127	70,239	190,443
1958	123	39,372	340,632	96	42,713	399,228
1959	177	47,318	352,145	71	42,933	463,119
1960	123	42,523	259,948	37	4,830	15,139‡
1961 January to October §	54	14,212	268,040	24	5,755	84,808
1960 January	17	6,509	42,424	—	—	—
February	15	3,101	23,517	3	178	2,272
March	13	4,527	11,725	—	—	—
April	10	7,076	12,336	2	188	188
May	13	3,344	29,060	4	639	736
June	4	1,845	7,442	2	208	484
July	9	2,836	57,826	2	27	239
August	5	1,782	6,453	8	1,094	4,081
September	8	1,836	4,308	1	45	225
October	8	1,867	6,992	7	1,661	2,688‡
November	10	3,435	20,410	8	790	4,226
December	11	4,370	37,449	—	—	—
1961 January §	12	4,046	29,533	—	—	—
February §	7	1,385	13,707	4	1,004	1,086
March §	6	1,006	1,500	9	261	1,290
April §**	7	2,756	160,834	**5	**4,047	**81,833
May §	4	495	8,308	—	—	—
June §	5	1,792	48,824	1	75	75
July §	4	603	662	2	321	366
August §	4	661	639	1	26	39
September §	2	323	795	1	9	45
October §	3	1,145	3,238	1	12	24

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

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

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

§The figures are provisional and subject to amendment.

** Amended figures.

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

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

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

Industry or Trade	Number of Strikes	Number of Workers involved		Number of Man-days lost
		Plantations	Others	
Plantations—Tea ..	3	1,145		3,238
Rubber ..	—	—	—	—
Tea-cum-Rubber ..	—	—	—	—
Coconut ..	—	—	—	—
Coconut-cum-Rubber ..	—	—	—	—
Total ..	3	1,145		3,238
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 ..	1	12		24
Building Trade ..	—	—	—	—
Local Government Services ..	—	—	—	—
Service Institutions ..	—	—	—	—
Factories, Workshops, &c., run by the State ..	—	—	—	—
Textile ..	—	—	—	—
Relief Schemes ..	—	—	—	—
Wholesale and Retail Distribution ..	—	—	—	—
Aerated Waters and Ice Manufacturing ..	—	—	—	—
Beedi Manufacturing ..	—	—	—	—
Hotel ..	—	—	—	—
Tile Manufacturing ..	—	—	—	—
Miscellaneous ..	—	—	—	—
Total ..	1	12		24
Grand Total ..	4	1,157		3,262

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

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work ..	1	—	554	—
2. Wage increases, Higher rates for piece work, &c. ..	—	1	—	12
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	1	—	344	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	—	—	—	—
5. Food matters. Welfare ..	1	—	247	—
6. Right of association and meeting ..	—	—	—	—
7. Factional disputes and domestic matters ..	—	—	—	—
8. External matters (e.g., arrest by Police, &c.) ..	—	—	—	—
9. Assaults by employer or agent or others ..	—	—	—	—
10. General demands ..	—	—	—	—
11. Sympathetic strikes ..	—	—	—	—
Total ..	3	1	1,145	12

APPENDIX I

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

Class of Worker	Month: January, 1962					
	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(1) Baking Trade						
<i>Monthly Rates :</i>						
Class "A" Worker : foreman, cooks, "short 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 2 ins. long ..	5	0	—	—	5	0
(b) beedies 2½ ins. long ..	6	0	—	—	6	0
(c) beedies 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 2 ins. long ..	3	34	—	—	3	34
(b) beedies 2½ ins. long ..	4	0	—	—	4	0
(c) beedies 3 ins. long ..	4	66	—	—	4	66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—						
(a) beedies 2 ins. long ..	1	67	—	—	1	67
(b) beedies 2½ ins. long ..	2	0	—	—	2	0
(c) beedies 3 ins. long ..	2	34	—	—	2	34
Fixing ring labels to rolled beedies, per 1,000 beedies ..	0	50	—	—	0	50

Month: January, 1962

Class of Worker

(3) Brick and Tile Manufacturing Trade

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

Daily Rates :

In the manufacture of tiles in a factory—

A—Male workers (18 and above) :

Skilled Workers, Grade I: press feeders (machine), firemen engaged in kiln (burners)	2 0	..	1 97	..	3 97
Skilled Workers, Grade II: press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters	1 80	..	1 97	..	3 77
Semi-skilled Workers: Winchmen, block cutters, tile slab oiler and polisher, trimmers, green tile sorters, workers engaged in stacking tiles in vehicles for transport	1 60	..	1 97	..	3 57

Unskilled Workers :

Workers engaged in—mixing and tempering clay ; mixing and pugging by machinery, stacking tiles on racks ; sun drying tiles ; helping the sorters ; helping green tile sorters ; removing baked tiles from the kiln ; stacking tiles ; moving blocks of clay to presses or other parts of the store ; truck fillers, claymen, block carriers, firewood carriers, pug-mill feeders, helpers engaged in loading and stacking tiles ..	1 40	..	1 87	..	3 27
--	------	----	------	----	------

B—Female Workers (18 and above) : ..	1 15	..	1 76	..	2 91
--------------------------------------	------	----	------	----	------

C—Workers (under 18 years) :					
Over 14 years but under 15 ..	0 80	..	1 40	..	2 20
Over 15 years but under 16 ..	0 90	..	1 45	..	2 35
Over 16 years but under 17 ..	1 0	..	1 56	..	2 50
Over 17 years but under 18 ..	1 10	..	1 60	..	2 70

(4) Building Trade

Daily Rates :

Unskilled labourers—

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

Class of Worker

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

Piece Rates :

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

Class of Worker

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

(7) Cinnamon Trade (contd.)

Piece Rates :

Cinnamon peeling (inclusive of cutting sticks from bushes, cutting and carrying them to peeling house, scraping the outer covering of bark, peeling sticks, forming barks into quills, stacking and bundling quills), per pound of cinnamon peeled	0 75	..	—	..	0 75
Pruning per acre	15 0	..	—	..	15 0
Draining a linear chain of drain 18" x 18"	4 0	..	—	..	4 0
Annual weeding, per acre	40 0	..	—	..	40 0

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

Daily Rates :

Male worker not under 16 years	1 10	..	1 18	..	2 28
Female worker not under 15 years	0 90	..	0 88	..	1 78
Child worker	0 65	..	0 81	..	1 46

(9) Coconut Growing Trade

Daily Rates :

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

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

Piece Rates :

(1) In the raising and maintenance of plantations :

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

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

(10) Coconut Manufacturing Trade

Daily Rates :

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

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

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(10) Coconut Manufacturing Trade (contd.)					
<i>Piece Rates :</i>					
(a) In the manufacture of desiccated coconuts—					
(1) husking nuts, per 1,000 nuts ..	2	19	—	..	2 19
(2) removing shells (hatchetting) per 1,000 nuts ..	1	13	—	..	1 13
(3) removing parings, per 1,000 nuts ..	1	13	—	..	1 13
(4) washing coconut meat and disintegrating, per 1,000 pounds ..	0	88	—	..	0 88
(5) drying, per 1,000 pounds ..	1	31	—	..	1 31
(6) sifting and grading, per 1,000 pounds ..	1	6	—	..	1 6
(7) packing and stencilling per case of 120 to 130 pounds ..	0	10	—	..	0 10
(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—					
(1) crushing husks per cwt. (wet weight of bristle fibre) ..	0	94	—	..	0 94
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre) ..	0	94	—	..	0 94
(3) cleaning mattress fibre, drying and baling per cwt. ..	0	31	—	..	0 31
(4) hanking bristle fibre and tying, per cwt. ..	1	50	—	..	1 50
(5) manufacture of mats and matting—					
(i) mats, per sq. ft. ..	0	44	—	..	0 44
(ii) matting, per square yard ..	0	15	—	..	0 15
(6) hackling bristle fibre and tying, per cwt. ..	3	25	—	..	3 25

(11) Dock, Harbour and Port Transport Trade

Monthly Rates :

Manual Work—

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

Women Workers—

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

Non-manual Workers—

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

Piece Rates :

Lighters from 20 to 60 tons—

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

Class of Worker

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

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

Lighters over 60 but under 80 tons—

Lightermen, per trip	..	..	7	0	..	—	..	7	0
Assistant Tindals, per trip	..	..	7	25	..	—	..	7	25
Tindals, per trip	..	..	7	50	..	—	..	7	50

Lighters 80 tons and over—

Lightermen, per trip	..	..	8	0	..	—	..	8	0
Assistant Tindals, per trip	..	..	8	50	..	—	..	8	50
Tindals, per trip	..	..	9	0	..	—	..	9	0

(Note.—The above rates shall be increased by—

(i) 50 cents for—

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

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(12) 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

(13) 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 years 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 years 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 years but under 16 years	0 70 ..	1 18 ..	1 88
Young person 16 years and over but under 18 years	0 90 ..	1 40 ..	2 30

Grade IV—

Watcher	1 70 ..	1 82 ..	3 52
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(14) 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 : January, 1962

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs. c.		Rs. c.		Rs. c.	
	Rs.	c.	Rs.	c.	Rs.	c.
(14) Motor Transport Trade (contd.)						
Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses ..	85	0	59	92	144	92
Class D Workers : Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate) ..	100	0	62	42	162	42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate ..	70	0	57	42	127	42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses ..	67	50	62	42	129	92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. ..	60	0	58	42	118	42
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses ..	50	0	58	42	108	42
Class I Workers : Omnibus checkers or time-keepers ..	60	0	58	42	118	42
Class J Workers : Omnibus Inspectors and omnibus stand supervisors ..	90	0	58	42	148	42
Class K Workers : All other workers other than those referred to in the preceding items ..	45	0	48	67	93	67

Daily Rates :

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

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

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

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

Class of Worker

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

(15) Plumbago Trade

Daily Rates :

Underground workers—

Basses	3 00	..	1 27	..	4 27
Kanganies	}	2 50	..	1 27	..	3 77
Loaders								
Overseers								
Shift bosses	2 33	..	1 27	..	3 60
Blasters	}	2 25	..	1 27	..	3 52
Drillers (hand and machine)								
Shaft drivers								
Stoppers (excavators)								
Timbermen								
Muckers	}	1 75	..	1 27	..	3 2
Trolleyman								
Unskilled labourers								
Onsetters or Donakatakarayas	2 50	..	1 27	..	3 77

Underground and surface workers—

Electricians	}	2 75	..	1 27	..	4 2
Enginemen								
Fitters								
Hoistmen								
Mechanics								
Pumpmen								
Winchmen								
Checkers	2 50	..	1 27	..	3 77
Electricians (assistants)	}	1 75	..	1 27	..	3 2
Fitters (assistants)								
Windlassmen (dabare workers)								
Mechanics (assistants)								

Surface workers—

Carpenters	}	..	..	2 75	..	1 27	..	4 2
Masons								
Overseers	..	..	..	2 50	..	1 27	..	3 77
Blacksmiths	}	..	..	2 25	..	1 27	..	3 52
Boilerman								
Drill sharpeners								
Firewood carriers and splitters	..	..	..	1 85	..	1 27	..	3 12
Carters	}	..	..	1 75	..	1 27	..	3 2
Watchers								
Bakkikarayas or Banksmen	..	..	..	2 25	..	1 27	..	3 52
Cooks	}	..	..	1 49	..	1 27	..	2 76
Smithy boys								
Unskilled labourers								

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

Class of Worker

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

(15) Plumbago Trade (contd.)

Workers employed in curing and dressing—

(A) as overseers and kanganyies ..	2 25	1 47	3 72
(B) on different jobs—			
Male workers not under 18 years ..	1 50	1 47	2 97
Female workers not under 18 years ..	1 25	1 14	2 39
Worker under 18 years ..	0 75	1 7	1 82

16) Printing Trade

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 and readers (employed in the production of newspapers)	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
Class B " " "	26 0	37 92	63 92
Class C Grade I, 1st year learner	24 0	39 92	63 92
Class C " II, " " "	22 0	37 92	59 92
Class D—1st year learner	19 0	35 92	54 92
Class A—2nd year learner	44 0	52 42	96 42
Class B " " "	36 0	50 42	86 42
Class C Grade I, 2nd year learner	29 0	45 32	74 32
Class C " II, " " "	27 0	42 87	69 87
Class D—2nd year learner	23 0	40 42	63 42
Class A—3rd year learner	56 0	60 92	116 92
Class B " " "	49 0	56 92	105 92
Class C Grade I, 3rd year learner	38 0	50 92	86 92
Class C " II, " " "	32 0	47 82	79 82
Class D—3rd year learner	28 0	44 92	72 92

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(16) Printing Trade (contd.)					
Class A—4th year learner ..	71	0	73	42	144 42
" B " " " ..	64	0	66	32	130 32
" C Grade I, 4th year learner ..	44	0	58	97	102 97
" C " II, " " " ..	39	0	55	09	94 09
" D—4th year learner ..	34	0	51	42	85 42
Class A—5th year learner ..	88	0	86	42	174 42

(17) Rubber Export Trade

Daily Rates :

A. Male workers not under 18 years—					
(a) Grade II ..	1	40	2	09	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 ..	0	80	1	57	2 37
" 15 " 16 " ..	0	90	1	62	2 52
" 16 " 17 " ..	1	0	1	67	2 67
" 17 " 18 " ..	1	15	1	77	2 92

(18) Rubber Growing and Manufacturing Trade

Daily Rates :

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

(19) Tea Export Trade

Daily Rates :

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

(20) Tea Growing and Manufacturing Trade

Daily Rates :

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

Class of Worker

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

(21) Toddy, Arrack and Vinegar Trade

Monthly Rates :

Tope kangany ..	..	..	115	0	..	—	..	115	0
Toddy tavern watcher ..	..	..	63	0	..	—	..	63	0
Arrack tavern watcher ..	..	..	63	0	..	—	..	63	0
Tope watcher ..	..	..	50	0	..	—	..	50	0
Collecting station manager ..	..	..	85	0	..	—	..	85	0
Selling toddy at tavern ..	..	..	80	0	..	—	..	80	0
Selling arrack at tavern ..	..	..	75	0	..	—	..	75	0
Collecting toddy from trees in the toddy section of the trade ..	..	..	80	0	..	—	..	80	0
Collecting toddy from trees in the arrack section of the trade ..	..	..	60	0	..	—	..	60	0
Collecting toddy from trees in the vinegar section of the trade ..	..	..	52	50	..	—	..	52	50
Distilling toddy at distillery ..	..	..	100	0	..	—	..	100	0

Daily Rates :

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

Piece Rates :

Coupling of coconut palms, for each coupling ..	..	..	0	70	..	—	..	0	70
Changing ropes, for each coupling ..	..	..	0	35	..	—	..	0	35
Cutting and removing ropes, for each coupling ..	..	..	0	30	..	—	..	0	30
Laddering coconut palms, for each tope not exceeding 110 palms ..	..	..	35	0	..	—	..	35	0
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns, for each gallon of toddy delivered by worker—									
Galle District ..	..	..	0	54	..	—	..	0	54
Western Province ..	..	..	0	61	..	—	..	0	61
Chilaw District ..	..	..	0	64	..	—	..	0	64
Nuwara Eliya or Kandy District ..	..	..	0	65	..	—	..	0	65
Matara, Jaffna or Matale District ..	..	..	0	72	..	—	..	0	72
Puttalam, Anuradhapura or Hambantota District ..	..	..	0	77	..	—	..	0	77
Badulla, Ratnapura, Kurunegala or Kegalla District ..	..	..	0	80	..	—	..	0	80
Trincomalee, Batticaloa, Mannar or Mullaitivu District ..	..	..	1	5	..	—	..	1	5
Tapping coconut, kitul or palmyrah palms for supplying toddy to distilleries or for the manufacture of vinegar, for each gallon of toddy delivered by worker ..	..	..	0	41	..	—	..	0	41
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 January, 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 39½	2 03½	1 50½	½
1	4 79	4 07	3 01	1
2	9 58	8 15	6 03	2
3	14 37	12 22	9 04	3
4	19 16	16 30	12 05	4
5	23 95	20 37	15 06	5
6	28 74	24 44	18 08	6
7	33 54	28 52	21 09	7
8	38 33	32 59	24 10	8
9	43 12	36 67	27 11	9
10	47 91	40 74	30 13	10
11	52 70	44 81	33 14	11
12	57 49	48 89	36 15	12
13	62 28	52 96	39 16	13
14	67 07	57 04	42 18	14
15	71 86	61 11	45 19	15
16	76 65	65 19	48 20	16
17	81 44	69 26	51 21	17
18	86 23	73 33	54 23	18
19	91 02	77 41	57 24	19
20	95 81	81 48	60 25	20
21	100 61	85 56	63 26	21
22	105 40	89 63	66 28	22
23	110 19	93 70	69 29	23
24	114 98	97 78	72 30	24
25	119 77	101 85	75 31	25
26	124 56	105 93	78 33	26
27	129 35	110 00	81 34	27

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

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

APPENDIX III

Ready Reckoner showing the Minimum Wages payable for the
number of days worked during January, 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 31	19
20	69 80	63 80	59 80	76 80	79 80	83 80	20
21	73 29	66 99	62 79	80 64	83 79	87 99	21
22	76 78	70 18	65 78	84 48	87 78	92 18	22
23	80 27	73 37	68 77	88 32	91 77	96 37	23
24	83 76	76 56	71 76	92 16	95 76	100 56	24
25	87 25	79 75	74 75	96 00	99 75	104 75	25
26	90 74	82 94	77 74	99 84	103 74	108 94	26
27	94 23	86 13	80 73	103 68	107 73	113 13	27
28	97 72	89 32	83 72	107 52	111 72	117 32	28
29	101 21	92 51	86 71	111 36	115 71	121 51	29
30	104 70	95 70	89 70	115 20	119 70	125 70	30
31	108 19	98 89	92 69	119 04	123 69	129 89	31

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

APPENDIX IV

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

Within the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 68	1 85	2 10½	2 31	1 91½	2 06½	3 17½	½
1	3 36	3 70	4 21	4 62	3 83	4 13	6 35	1
2	6 72	7 39	8 42	9 23	7 67	8 26	12 70	2
3	10 08	11 09	12 63	13 85	11 50	12 39	19 06	3
4	13 44	14 79	16 84	18 47	15 33	16 52	25 41	4
5	16 80	18 49	21 04	23 08	19 17	20 65	31 76	5
6	20 16	22 18	25 25	27 70	23 00	24 78	38 11	6
7	23 52	25 88	29 46	32 31	26 83	28 91	44 46	7
8	26 88	29 58	33 67	36 93	30 67	33 04	50 81	8
9	30 24	33 27	37 88	41 55	34 50	37 17	57 17	9
10	33 60	36 97	42 09	46 16	38 33	41 30	63 52	10
11	36 96	40 67	46 30	50 78	42 19	45 43	69 87	11
12	40 32	44 36	50 51	55 40	46 00	49 56	76 22	12
13	43 68	48 06	54 72	60 01	49 83	53 69	82 57	13
14	47 04	51 76	58 92	64 63	53 67	57 81	88 93	14
15	50 40	55 46	63 13	69 24	57 50	61 94	95 28	15
16	53 76	59 15	67 34	73 86	61 33	66 07	101 63	16
17	57 12	62 85	71 55	78 48	65 17	70 20	107 98	17
18	60 48	66 55	75 76	83 09	69 00	74 33	114 33	18
19	63 84	70 24	79 97	87 71	72 83	78 46	120 69	19
20	67 20	73 94	84 18	92 33	76 67	82 59	127 04	20
21	70 56	77 64	88 39	96 94	80 50	86 72	133 39	21
22	73 92	81 33	92 60	101 56	84 33	90 85	139 74	22
23	77 28	85 03	96 80	106 17	88 17	94 98	146 09	23
24	80 64	88 73	101 01	110 79	92 00	99 11	152 44	24
25	84 00	92 43	105 22	115 41	95 83	103 24	158 80	25
26	87 36	96 12	109 43	120 02	99 67	107 37	165 15	26
27	90 72	99 82	113 64	124 64	103 50	111 50	171 50	27
28	96 16	105 81	120 46	132 12	109 71	118 19	181 79	28
29	101 60	111 80	127 28	139 60	115 92	124 88	192 08	29
30	107 04	117 79	134 10	147 08	122 13	131 57	202 37	30
31	112 48	123 78	140 92	154 56	128 34	138 26	212 66	31

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

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

APPENDIX IV—(contd.)

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

Outside the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 68	1 79½	1 95½	2 21½	1 82½	1 07	3 17½	½
1	3 36	3 59	3 91	4 43	3 65	3 94	6 35	1
2	6 72	7 17	7 83	8 86	7 30	7 89	12 70	2
3	10 08	10 76	11 74	13 29	10 94	11 83	19 06	3
4	13 44	14 34	15 65	17 72	14 59	15 78	25 41	4
5	16 80	17 93	19 56	22 16	18 24	19 72	31 76	5
6	20 16	21 52	23 48	26 59	21 89	23 67	38 11	6
7	23 52	25 10	27 39	31 02	25 54	27 61	44 46	7
8	26 88	28 69	31 30	35 45	29 19	31 56	50 81	8
9	30 24	32 27	35 21	39 88	32 83	35 50	57 17	9
10	33 60	35 86	39 13	44 31	36 48	39 44	63 52	10
11	36 96	39 45	43 04	48 74	40 13	43 39	69 87	11
12	40 32	43 03	46 95	53 17	43 78	47 33	76 22	12
13	43 68	46 62	50 86	57 60	47 43	51 28	82 57	13
14	47 04	50 20	54 78	62 04	51 07	55 22	88 93	14
15	50 40	53 79	58 69	66 47	54 72	59 17	95 28	15
16	53 76	57 37	62 60	70 90	58 37	63 11	101 63	16
17	57 12	60 96	66 51	75 33	62 02	67 06	107 98	17
18	60 48	64 55	70 43	79 76	65 67	71 00	114 33	18
19	63 84	68 13	74 34	84 19	69 31	74 94	120 69	19
20	67 20	71 72	78 25	88 62	72 96	78 89	127 04	20
21	70 56	75 30	82 16	93 05	76 61	82 83	133 39	21
22	73 92	78 89	86 08	97 48	80 26	86 78	139 74	22
23	77 28	82 48	89 99	101 92	83 91	90 72	146 09	23
24	80 64	86 06	93 90	106 35	87 56	94 67	152 44	24
25	84 00	89 65	97 81	110 78	91 20	98 61	158 80	25
26	87 36	93 23	101 73	115 21	94 85	102 56	165 15	26
27	90 72	96 82	105 64	119 64	98 50	106 50	171 50	27
28	96 16	102 63	111 98	126 82	104 41	112 89	181 79	28
29	101 60	108 44	118 32	134 00	110 32	119 28	192 08	29
30	107 04	114 25	124 66	141 18	116 23	125 67	202 37	30
31	112 48	120 06	131 00	148 36	122 14	132 06	212 66	31

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

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

APPENDIX V

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

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 59	1 14	0 45	0 44	0 89	0 32½	0 40½	0 53	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
26	28 60	30 68	59 28	23 40	22 88	46 28	16 90	21 06	37 96	26
27	29 70	31 86	61 56	24 30	23 76	48 06	17 55	21 87	39 42	27
28	30 80	33 04	63 84	25 20	24 64	49 84	18 20	22 68	40 88	28
29	31 90	34 22	66 12	26 10	25 52	51 62	18 85	23 49	42 34	29
30	33 00	35 40	68 40	27 00	26 40	53 40	19 50	24 30	43 80	30
31	34 10	36 58	70 68	27 90	27 28	55 18	20 15	25 11	45 26	31

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

APPENDIX VI

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

No. of Days	<i>The Coconut Growing Trade</i>				<i>The Coconut Manufacturing Trade</i>				No. of Days
	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 29	1 21½	0 96½	0 80½	1 91½	1 71½	1 41½	1 38	½
1	2 58	2 43	1 93	1 61	3 83	3 43	2 83	2 76	1
2	5 16	4 86	3 86	3 22	7 66	6 86	5 66	5 52	2
3	7 74	7 29	5 79	4 83	11 49	10 29	8 49	8 28	3
4	10 32	9 72	7 72	6 44	15 32	13 72	11 32	11 04	4
5	12 90	12 15	9 65	8 05	19 15	17 15	14 15	13 80	5
6	15 48	14 58	11 58	9 66	22 98	20 58	16 98	16 56	6
7	18 06	17 01	13 51	11 27	26 81	24 01	19 81	19 32	7
8	20 64	19 44	15 44	12 88	30 64	27 44	22 64	22 08	8
9	23 22	21 87	17 37	14 49	34 47	30 87	25 47	24 84	9
10	25 80	24 30	19 30	16 10	38 30	34 30	28 30	27 60	10
11	28 38	26 78	21 23	17 71	42 13	37 73	31 13	30 36	11
12	30 96	29 16	23 16	19 32	45 96	41 16	33 96	33 12	12
13	33 54	31 59	25 09	20 93	49 79	44 59	36 79	35 88	13
14	36 12	34 02	27 02	22 54	53 62	48 02	39 62	38 64	14
15	38 70	36 45	28 95	24 15	57 45	51 45	42 45	41 40	15
16	41 28	38 88	30 88	25 76	61 28	54 88	45 28	44 16	16
17	43 86	41 31	32 81	27 37	65 11	58 31	48 11	46 92	17
18	46 44	43 74	34 74	28 98	68 94	61 74	50 94	49 68	18
19	49 02	46 17	36 67	30 59	72 77	65 17	53 77	52 44	19
20	51 60	48 60	38 60	32 20	76 60	68 60	56 60	55 20	20
21	54 18	51 03	40 53	33 81	80 43	72 03	59 43	57 96	21
22	56 76	53 46	42 46	35 42	84 26	75 46	62 26	60 72	22
23	59 34	55 89	44 39	37 03	88 09	78 89	65 09	63 48	23
24	61 92	58 32	46 32	38 64	91 92	82 32	67 92	66 24	24
25	64 50	60 75	48 25	40 25	95 75	85 75	70 75	69 00	25
26	67 08	63 18	50 18	41 86	99 58	89 18	73 58	71 76	26
27	69 66	65 61	52 11	43 47	103 41	92 61	76 41	74 52	27
28	72 24	68 04	54 04	45 08	107 24	96 04	79 24	77 28	28
29	74 82	70 47	55 97	46 69	111 07	99 47	82 07	80 04	29
30	77 40	72 90	57 90	48 30	114 90	102 90	84 90	82 80	30
31	79 98	75 33	59 83	49 91	118 73	106 33	87 73	85 56	31

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

APPENDIX VII

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

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 92	1 82	2 09½	1 99½	1 94½	0 81½	0 94½	1 19½	1 39½	½
1	3 49	3 84	3 64	4 19	3 99	3 89	1 63	1 89	2 39	2 79	1
2	6 98	7 68	7 28	8 38	7 98	7 78	3 26	3 78	4 78	5 58	2
3	10 47	11 52	10 92	12 57	11 97	11 67	4 89	5 67	7 17	8 37	3
4	13 96	15 36	14 56	16 76	15 96	15 56	6 52	7 56	9 56	11 16	4
5	17 45	19 20	18 20	20 95	19 95	19 45	8 15	9 45	11 95	13 95	5
6	20 94	23 04	21 84	25 14	23 94	23 34	9 78	11 34	14 34	16 74	6
7	24 43	26 88	25 48	29 33	27 93	27 23	11 41	13 23	16 73	19 53	7
8	27 92	30 72	29 12	33 52	31 92	31 12	13 04	15 12	19 12	22 32	8
9	31 41	34 56	32 76	37 71	35 91	35 01	14 67	17 01	21 51	25 11	9
10	34 90	38 40	36 40	41 90	39 90	38 90	16 30	18 90	23 90	27 90	10
11	38 39	42 24	40 04	46 09	43 89	42 79	17 93	20 79	26 29	30 69	11
12	41 88	46 08	43 68	50 28	47 88	46 68	19 56	22 68	28 68	33 48	12
13	45 37	49 92	47 32	54 47	51 87	50 57	21 19	24 57	31 07	36 27	13
14	48 86	53 76	50 96	58 66	55 86	54 46	22 82	26 46	33 46	39 06	14
15	52 35	57 60	54 60	62 85	59 85	58 35	24 45	28 35	35 85	41 85	15
16	55 84	61 44	58 24	67 04	63 84	62 24	26 08	30 24	38 24	44 64	16
17	59 33	65 28	61 88	71 23	67 83	66 13	27 71	32 13	40 63	47 43	17
18	62 82	69 12	65 52	75 42	71 82	70 02	29 34	34 02	43 02	50 22	18
19	66 31	72 96	69 16	79 61	75 81	73 91	30 97	35 91	45 41	53 01	19
20	69 80	76 80	72 80	83 80	79 80	77 80	32 60	37 80	47 80	55 80	20
21	73 29	80 64	76 44	87 99	83 79	81 69	34 23	39 69	50 19	58 59	21
22	76 78	84 48	80 08	92 18	87 78	85 58	35 86	41 58	52 58	61 38	22
23	80 27	88 32	83 72	96 37	91 77	89 47	37 49	43 47	54 97	64 17	23
24	83 76	92 16	87 36	100 56	95 76	93 36	39 12	45 36	57 36	66 96	24
25	87 25	96 00	91 00	104 75	99 75	97 25	40 75	47 25	59 75	69 75	25
26	90 74	99 84	94 64	108 94	103 74	101 14	42 38	49 14	62 14	72 54	26
27	94 23	103 68	98 28	113 13	107 73	105 03	44 01	51 03	64 53	75 33	27
28	97 72	107 52	101 92	117 32	111 72	108 92	45 64	52 92	66 92	78 12	28
29	101 21	111 36	105 56	121 51	115 71	112 81	47 27	54 81	69 31	80 91	29
30	104 70	115 20	109 20	125 70	119 70	116 70	48 90	56 70	71 70	83 70	30
31	108 19	119 04	112 84	129 89	123 69	120 59	50 53	58 59	74 09	86 49	31

APPENDIX VIII

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

No. of Days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons	Adults		Young Persons	Adults		Young Persons		Watchers	
	Male	Female		Male	Female		Male	Female	Over 14 Under 18 Years	Over 16 Under 18 Years		
			Rs. c.			Rs. c.					Rs. c.	
½	1 91	1 68	1 32½	1 71	1 52	1 20	1 56	1 37½	0 94	1 15	1 76	½
1	3 82	3 36	2 65	3 42	3 04	2 40	3 12	2 75	1 88	2 30	3 52	1
2	7 64	6 72	5 30	6 84	6 08	4 80	6 24	5 50	3 76	4 60	7 04	2
3	11 46	10 08	7 95	10 26	9 12	7 20	9 36	8 25	5 64	6 90	10 56	3
4	15 28	13 44	10 60	13 68	12 16	9 60	12 48	11 00	7 52	9 20	14 08	4
5	19 10	16 80	13 25	17 10	15 20	12 00	15 60	13 75	9 40	11 50	17 60	5
6	22 92	20 16	15 90	20 52	18 24	14 40	18 72	16 50	11 28	13 80	21 12	6
7	26 74	23 52	18 55	23 94	21 28	16 80	21 84	19 25	13 16	16 10	24 64	7
8	30 56	26 88	21 20	27 36	24 32	19 20	24 96	22 00	15 04	18 40	28 16	8
9	34 38	30 24	23 85	30 78	27 36	21 60	28 08	24 75	16 92	20 70	31 68	9
10	38 20	33 60	26 50	34 20	30 40	24 00	31 20	27 50	18 80	23 00	35 20	10
11	42 02	36 96	29 15	37 62	33 44	26 40	34 32	30 25	20 68	25 30	38 72	11
12	45 84	40 32	31 80	41 04	36 48	28 80	37 44	33 00	22 56	27 60	42 24	12
13	49 66	43 68	34 45	44 46	39 52	31 20	40 56	35 75	24 44	29 90	45 76	13
14	53 48	47 04	37 10	47 88	42 56	33 60	43 68	38 50	26 32	32 20	49 28	14
15	57 30	50 40	39 75	51 30	45 60	36 00	46 80	41 25	28 20	34 50	52 80	15
16	61 12	53 76	42 40	54 72	48 64	38 40	49 92	44 00	30 08	36 80	56 32	16
17	64 94	57 12	45 05	58 14	51 68	40 80	53 04	46 75	31 96	39 10	59 84	17
18	68 76	60 48	47 70	61 56	54 72	43 20	56 16	49 50	33 84	41 40	63 36	18
19	72 58	63 84	50 35	64 98	57 76	45 60	59 28	52 25	35 72	43 70	66 88	19
20	76 40	67 20	53 00	68 40	60 80	48 00	62 40	55 00	37 60	46 00	70 40	20
21	80 22	70 56	55 65	71 82	63 84	50 40	65 52	57 75	39 48	48 30	73 92	21
22	84 04	73 92	58 30	75 24	66 88	52 80	68 64	60 50	41 36	50 60	77 44	22
23	87 86	77 28	60 95	78 66	69 92	55 20	71 76	63 25	43 24	52 90	80 96	23
24	91 68	80 64	63 60	82 08	72 96	57 60	74 88	66 00	45 12	55 20	84 48	24
25	95 50	84 00	66 25	85 50	76 00	60 00	78 00	68 75	47 00	57 50	88 00	25
26	99 32	87 36	68 90	88 92	79 04	62 40	81 12	71 50	48 88	59 80	91 52	26
27	103 14	90 72	71 55	92 34	82 08	64 80	84 24	74 25	50 76	62 10	95 04	27
28	106 96	94 08	74 20	95 76	85 12	67 20	87 36	77 00	52 64	64 40	98 56	28
29	110 78	97 44	76 85	99 18	88 16	69 60	90 48	79 75	54 52	66 70	102 08	29
30	114 60	100 80	79 50	102 60	91 20	72 00	93 60	82 50	56 40	69 00	105 60	30
31	118 42	104 16	82 15	106 02	94 24	74 40	96 72	85 25	58 28	71 30	109 12	31

APPENDIX IX

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

No. of Days	Class A	Class B	Class C	Class E	Class F	Class G	Class H	Class J	Class K	No. of Days
	Class D					Class I				
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 01	2 82½	2 68½	2 36	2 40½	2 19½	2 01	2 75	1 73½	½
1	6 02	5 65	5 37	4 72	4 81	4 39	4 02	5 50	3 47	1
2	12 03	11 29	10 73	9 44	9 62	8 77	8 03	10 99	6 94	2
3	18 05	16 94	16 10	14 16	14 44	13 16	12 05	16 49	10 41	3
4	24 06	22 58	21 47	18 88	19 25	17 54	16 06	21 99	13 88	4
5	30 08	28 23	26 84	23 60	24 06	21 93	20 08	27 49	17 35	5
6	36 09	33 87	32 20	28 32	28 87	26 32	24 09	32 98	20 82	6
7	42 11	39 52	37 57	33 03	33 68	30 70	28 11	38 48	24 28	7
8	48 12	45 16	42 94	37 75	38 49	35 09	32 12	43 98	27 75	8
9	54 14	50 81	48 31	42 47	43 31	39 47	36 14	49 47	31 22	9
10	60 16	56 45	53 67	47 19	48 12	43 86	40 16	54 97	34 69	10
11	66 17	62 10	59 04	51 91	52 93	48 25	44 17	60 47	38 16	11
12	72 19	67 74	64 41	56 63	57 74	52 63	48 19	65 96	41 63	12
13	78 20	73 39	69 78	61 35	62 55	57 02	52 20	71 46	45 10	13
14	84 22	79 03	75 14	66 07	67 37	61 40	56 22	76 96	48 57	14
15	90 23	84 68	80 51	70 79	72 18	65 79	60 23	82 46	52 04	15
16	96 25	90 32	85 88	75 51	76 99	70 17	64 25	87 95	55 51	16
17	102 26	95 97	91 25	80 23	81 80	74 56	68 26	93 45	58 98	17
18	108 28	101 61	96 61	84 95	86 61	78 95	72 28	98 95	62 45	18
19	114 30	107 26	101 98	89 67	91 43	83 33	76 30	104 44	65 92	19
20	120 31	112 90	107 35	94 39	96 24	87 72	80 31	109 94	69 39	20
21	126 33	118 55	112 72	99 10	101 05	92 10	84 33	115 44	72 85	21
22	132 34	124 19	118 08	103 82	105 86	96 49	88 34	120 93	76 32	22
23	138 36	129 84	123 45	108 54	110 67	100 88	92 36	126 43	79 79	23
24	144 37	135 48	128 82	113 26	115 48	105 26	96 37	131 93	83 26	24
25	150 39	141 13	134 19	117 98	120 30	109 65	100 39	137 43	86 73	25
26	156 40	146 77	139 55	122 70	125 11	114 03	104 40	142 92	90 20	26
27	162 42	152 42	144 92	127 42	129 92	118 42	108 42	148 42	93 67	27
28	172 17	161 57	153 62	135 07	137 72	125 53	114 93	157 33	99 29	28
29	181 92	170 72	162 32	142 72	145 52	132 64	121 44	166 24	104 91	29
30	191 67	179 87	171 02	150 37	153 32	139 75	127 95	175 15	110 53	30
31	201 42	189 02	179 72	158 02	161 12	146 86	134 46	184 06	116 15	31

APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number
of days worked during January, 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	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 85	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	26 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
31	205 22	181 97	158 72	166 47	150 97	102 92	31

APPENDIX XI

* Ready Reckoner showing the minimum wages payable for the number of days worked during January, 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	3 93½	3 14½	2 54½	2 36	2 08	1 89	1 12	1 97	½
1	7 87	6 29	5 09	4 72	4 16	3 78	2 24	3 94	1
2	15 73	12 59	10 18	9 43	8 33	7 55	4 48	7 88	2
3	23 60	18 88	15 27	14 15	12 49	11 33	6 71	11 82	3
4	31 47	25 17	20 36	18 86	16 65	15 11	8 95	15 77	4
5	39 34	31 47	25 45	23 58	20 82	18 88	11 19	19 71	5
6	47 20	37 76	30 54	28 29	24 98	22 66	13 43	23 65	6
7	55 07	44 05	35 63	33 01	29 15	26 44	15 66	27 59	7
8	62 94	50 35	40 72	37 72	33 31	30 21	17 90	31 53	8
9	70 81	56 64	45 81	42 44	37 47	33 99	20 14	35 47	9
10	78 67	62 93	50 90	47 16	41 64	37 77	22 38	39 41	10
11	86 54	69 23	55 99	51 87	45 80	41 54	24 62	43 36	11
12	94 41	75 52	61 08	56 59	49 96	45 32	26 85	47 30	12
13	102 28	81 81	66 17	61 30	54 13	49 10	29 09	51 24	13
14	110 14	88 11	71 25	66 02	58 29	52 87	31 33	55 18	14
15	118 01	94 40	76 34	70 73	62 46	56 65	33 57	59 12	15
16	125 88	100 69	81 43	75 45	66 62	60 43	35 80	63 06	16
17	133 75	106 99	86 52	80 16	70 78	64 20	38 04	67 01	17
18	141 61	113 28	91 61	84 88	74 95	67 98	40 28	70 95	18
19	149 48	119 57	96 70	89 60	79 11	71 76	42 52	74 89	19
20	157 35	125 87	101 79	94 31	83 27	75 53	44 76	78 83	20
21	165 22	132 16	106 88	99 03	87 44	79 31	46 99	82 77	21
22	173 08	138 45	111 97	103 74	91 60	83 09	49 23	86 71	22
23	180 95	144 75	117 06	108 46	95 77	86 86	51 47	90 65	23
24	188 82	151 04	122 15	113 17	99 93	90 64	53 71	94 60	24
25	196 69	157 33	127 24	117 89	104 09	94 42	55 94	98 54	25
26	204 55	163 63	132 33	122 60	108 26	98 19	58 18	102 48	26
27	212 42	169 92	137 42	127 32	112 42	101 97	60 42	106 42	27
28	229 41	183 51	148 41	137 51	121 41	110 13	65 25	114 93	28
29	246 40	197 10	159 40	147 70	130 40	118 29	70 08	123 44	29
30	263 39	210 69	170 39	157 89	139 39	126 45	74 91	131 95	30
31	280 38	224 28	181 38	168 08	148 38	134 61	79 74	140 46	31

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

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

APPENDIX XI—(contd.)

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

Apprentices

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

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

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

APPENDIX XI—(contd.)

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

Apprentices

No. of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 18½	1 37½	1 61	1 90½	1 11	1 29½	1 48	1 74	½
1	2 37	2 75	3 22	3 81	2 22	2 59	2 96	3 48	1
2	4 73	5 51	6 44	7 63	4 44	5 18	5 91	6 97	2
3	7 10	8 26	9 66	11 44	6 66	7 76	8 87	10 45	3
4	9 47	11 01	12 88	15 25	8 88	10 35	11 83	13 94	4
5	11 84	13 76	16 10	19 07	11 10	12 94	14 78	17 42	5
6	14 20	16 52	19 32	22 88	13 32	15 53	17 74	20 91	6
7	16 57	19 27	22 53	26 70	15 53	18 11	20 69	24 39	7
8	18 94	22 02	25 75	30 51	17 75	20 70	23 65	27 88	8
9	21 31	24 77	28 97	34 32	19 97	23 29	26 61	31 36	9
10	23 67	27 53	32 19	38 14	22 19	25 38	29 56	34 85	10
11	26 04	30 28	35 41	41 95	24 41	28 47	32 52	38 33	11
12	28 41	33 03	38 63	45 76	26 63	31 05	35 48	41 82	12
13	30 78	35 78	41 85	49 58	28 85	33 64	38 43	45 30	13
14	33 14	38 54	45 07	53 39	31 07	36 23	41 39	48 79	14
15	35 51	41 29	48 29	57 21	33 29	38 82	44 34	52 27	15
16	37 88	44 04	51 51	61 02	35 51	41 40	47 30	55 76	16
17	40 25	46 79	54 73	64 83	37 73	43 99	50 26	59 24	17
18	42 61	49 55	57 95	68 65	39 95	46 58	53 21	62 73	18
19	44 98	52 30	61 17	72 46	42 17	49 17	56 17	66 21	19
20	47 35	55 05	64 39	76 27	44 39	51 76	59 13	69 70	20
21	49 72	57 80	67 60	80 09	46 60	54 34	62 08	73 18	21
22	52 08	60 56	70 82	83 90	48 82	56 93	65 04	76 67	22
23	54 45	63 31	74 04	87 72	51 04	59 52	67 99	80 15	23
24	56 82	66 06	77 26	91 53	53 26	62 11	70 95	83 64	24
25	59 19	68 81	80 48	95 34	55 48	64 69	73 91	87 12	25
26	61 55	71 57	83 70	99 16	57 70	67 28	76 86	90 61	26
27	63 92	74 32	86 92	102 97	59 92	69 87	79 82	94 09	27
28	69 03	80 27	93 87	111 21	64 71	75 46	86 21	101 62	28
29	74 14	86 22	100 82	119 45	69 50	81 05	92 60	109 15	29
30	79 25	92 17	107 77	127 69	74 29	86 64	98 99	116 68	30
31	84 36	98 12	114 72	135 93	79 08	92 23	105 38	124 21	31

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

2. The amounts payable for different number of days worked by workers who have not been in employment for a full month should be arrived in accordance with para. 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 January, 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 01½	1 17½	1 35	1 58	½
1	2 03	2 35	2 70	3 16	1
2	4 07	4 70	5 40	6 33	2
3	6 10	7 05	8 10	9 49	3
4	8 14	9 40	10 80	12 65	4
5	10 17	11 74	13 50	15 82	5
6	12 20	14 09	16 20	18 98	6
7	14 24	16 44	18 91	22 15	7
8	16 27	18 79	21 61	25 31	8
9	18 31	21 14	24 31	28 47	9
10	20 34	23 49	27 01	31 64	10
11	22 37	25 84	29 71	34 80	11
12	24 41	28 19	32 41	37 96	12
13	26 44	30 54	35 11	41 13	13
14	28 48	32 88	37 81	44 29	14
15	30 51	35 23	40 51	47 46	15
16	32 55	37 58	43 21	50 62	16
17	34 58	39 93	45 91	53 78	17
18	36 61	42 28	48 61	56 95	18
19	38 65	44 63	51 31	60 11	19
20	40 68	46 98	54 01	63 27	20
21	42 72	49 33	56 72	66 44	21
22	44 75	51 68	59 42	69 60	22
23	46 78	54 02	62 12	72 77	23
24	48 82	56 37	64 82	75 93	24
25	50 85	58 72	67 52	79 09	25
26	52 89	61 07	70 22	82 26	26
27	54 92	63 42	72 92	85 42	27
28	59 31	68 49	78 75	92 25	28
29	63 70	73 56	84 58	99 08	29
30	68 09	78 63	90 41	105 91	30
31	72 48	83 70	96 24	112 74	31

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

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

APPENDIX XII

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

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

APPENDIX XIII

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

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	0 70	0 59	1 29	0 65	0 44	1 09	0 52½	0 40½	0 93	1
2	1 40	1 18	2 58	1 30	0 88	2 18	1 05	0 81	1 86	2
3	2 80	2 36	5 16	2 60	1 76	4 36	2 10	1 62	3 72	3
4	4 20	3 54	7 74	3 90	2 64	6 54	3 15	2 43	5 58	4
5	5 60	4 72	10 32	5 20	3 52	8 72	4 20	3 24	7 44	5
6	7 00	5 90	12 90	6 50	4 40	10 90	5 25	4 05	9 30	6
7	8 40	7 08	15 48	7 80	5 28	13 08	6 30	4 86	11 16	7
8	9 80	8 26	18 06	9 10	6 16	15 26	7 35	5 67	13 02	8
9	11 20	9 44	20 64	10 40	7 04	17 44	8 40	6 48	14 88	9
10	12 60	10 62	23 22	11 70	7 92	19 62	9 45	7 29	16 74	10
11	14 00	11 80	25 80	13 00	8 80	21 80	10 50	8 10	18 60	11
12	15 40	12 98	28 38	14 30	9 68	23 98	11 55	8 91	20 46	12
13	16 80	14 16	30 96	15 60	10 56	26 16	12 60	9 72	22 32	13
14	18 20	15 34	33 54	16 90	11 44	28 34	13 65	10 53	24 18	14
15	19 60	16 52	36 12	18 20	12 32	30 52	14 70	11 34	26 04	15
16	21 00	17 70	38 70	19 50	13 20	32 70	15 75	12 15	27 90	16
17	22 40	18 88	41 28	20 80	14 08	34 88	16 80	12 96	29 76	17
18	23 80	20 06	43 86	22 10	14 96	37 06	17 85	13 77	31 62	18
19	25 20	21 24	46 44	23 40	15 84	39 24	18 90	14 58	33 48	19
20	26 60	22 42	49 02	24 70	16 72	41 42	19 95	15 39	35 34	20
21	28 00	23 60	51 60	26 00	17 60	43 60	21 00	16 20	37 20	21
22	29 40	24 78	54 18	27 30	18 48	45 78	22 05	17 01	39 06	22
23	30 80	25 96	56 76	28 60	19 36	47 96	23 10	17 82	40 92	23
24	32 20	27 14	59 34	29 90	20 24	50 14	24 15	18 63	42 78	24
25	33 60	28 32	61 92	31 20	21 12	52 32	25 20	19 44	44 64	25
26	35 00	29 50	64 50	32 50	22 00	54 50	26 25	20 25	46 50	26
27	36 40	30 68	67 08	33 80	22 88	56 68	27 30	21 06	48 36	27
28	37 80	31 86	69 66	35 10	23 76	58 86	28 35	21 87	50 22	28
29	39 20	33 04	72 24	36 40	24 64	61 04	29 40	22 68	52 08	29
30	40 60	34 22	74 82	37 70	25 52	63 22	30 45	23 49	53 94	30
31	42 00	35 40	77 40	39 00	26 40	65 40	31 50	24 30	55 80	31
31	43 40	36 58	79 98	40 30	27 28	67 58	32 55	25 11	57 66	31

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

APPENDIX XIV

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

. the Tea Export Trade .

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.	
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
31	108 19	117 49	123 69	117 49	120 59	96 72	73 47	78 12	82 77	90 52	31

APPENDIX XV

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

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

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