

CONTENTS

	PAGE
1. Industrial Court Award	63
2. Statistics of the Month in Brief	67
3. Notes of Current Interest	68
4. Consolidated Orders and Decisions of the Wages Board, XX—The Coconut Growing Trade	68

LIST OF TABLES

<i>Table</i>	PAGE
I. Cost of Living Index Numbers—Colombo Working Class since 1939 ..	76
II. Wages Index Numbers—Tea and Rubber Estate Labourers and Unskilled Labourers in Government Employment	77
III. General Wages Rate (Minimum) Index Numbers	78
IV. The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939	79
V. The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island (classification by Exchanges areas) since 1939	80
VI. The number of persons placed in employment since 1938	82
VII. The number of persons registered and the number placed in employment during the month of December, 1961	82
VIII. Strikes in Ceylon since 1939	83
IX. Classification of the Strikes in November, 1961, by Industries or Trades ..	84
X. Classification of the Strikes in November, 1961, in Causes	84

APPENDICES

PAGE

Appendix

I.	Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established (February, 1962)	85
II.	Ready Reckoners showing the Basic Wages, Special Allowances, and the Minimum Wages payable for the number of days worked during February, 1962, to workers in the Baking Trade	97
III.	Building Trade	98
IV.	Cinema Trade	99
V.	Cocoa, Cardamom and Pepper Growing and Manufacturing Trades	101
VI.	Coconut Growing and Manufacturing Trade	102
VII.	Engineering Trade	103
VIII.	Match Manufacturing Trade	104
IX.	Motor Transport Trade (Monthly paid)	105]
X.	Motor Transport Trade (Daily-paid)	107
XI.	Printing Trade	106 & 108
XII.	Rubber Export Trade	111
XIII.	Rubber Growing and Manufacturing Trade	112
XIV.	Tea Export Trade	113
XV.	Tea Growing and Manufacturing Trade	114

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CEYLON LABOUR GAZETTE

VOLUME XIII No. 2

FEBRUARY, 1962

In the matter of an industrial dispute

between

The Ceylon Plantation Workers' Union, 123, Union Place,
Colombo 2

and

The Superintendent of Diyagama Estate, Agrapatna.

The Award

This is an award under section 17 of the Industrial Disputes Act, No. 43 of 1950, as amended by the Industrial Disputes (Amendment) Acts, Nos. 25 of 1956, 14 of 1957 and 62 of 1957. It relates to an industrial dispute between the Union heretofore named, and the Superintendent of Diyagama Estate, Agrapatna, in the Dimbula District. The former is hereinafter referred to as "the Union" and the latter as the "Superintendent". The Hon. the Minister of Labour and Nationalised Services has, by his Order dated 8th September, 1960, made under section 4 (1) of the aforesaid Act, referred this dispute to me for settlement by arbitration. The Deputy Commissioner of Labour in his statement dated 30th August, 1960, appended to the Hon. Minister's Order referred to above has set out the matter in dispute between the said parties as follows:—

"Whether the transfer of Mr. S. Ramasamy of Palaniyandy Kangany from the Power House to another Division of the Estate in a different capacity is justified and to what relief he is entitled."

2. On the first day of the inquiry Mr. N. Sanmugathan appeared for the Union, and Mr. A. S. Vanigasooriyar, Labour Relations Officer, Ceylon Estates Employers' Federation, for the Superintendent. Both addressed me on the matter in dispute. This, to my mind, appeared to lend itself to possible settlement if the parties were prepared to concede a point to one another. After adjournments on two different dates for discussion, it became apparent that they could come to no terms of settlement. This fact was brought to my notice by Mr. Advocate R. A. Kannangara, who as this stage and thereafter appeared for the Superintendent, instructed by Messrs. Julius and Creasy.

3. A. P. Ramasamy, the appellant, a worker employed under the Estate Labour (Indian) Ordinance, stated in evidence that he was the same person referred to as S. Ramasamy of Palaniyandy Kangany, mentioned in the Deputy Commissioner's statement of the 30th August, 1960. He is 40 years old, was employed on plucking and sundry work on 2nd Division, Diyagama East, between 1934 and 1943, and was thereafter apparently judged suitable to officiate in the power house as an attendant. He showed himself a man well above the average intelligence of an estate worker. Both his deportment and address in the course of examination and cross-examination impressed. Both parties accepted that he proved himself a good worker and bore a good character. It is significant that he worked as power house attendant for about 16 years. The evidence of the Electrician in charge of the power house showed that he maintained the log books, assisted him in effecting repairs, recorded the readings of meters in voltages, amperes, etc., did a maintenance and cleaning up, and was mechanically efficient to the point of being able to detect if anything went wrong with the engines and to switch them off.

4. On the 1st of September, 1959, the Superintendent of Diyagama Estate noticed A. P. Ramasamy (P. 14) that his services will not be required in the power house from the 1st October, 1959. He added that if he reported for morning muster on the 1st of October he will be afforded field work. This, strangely, was followed by a second notice (P. 16) dated 9th September, 1959. The second notice reiterated that his services will not be required in the power house and specified that he would be transferred to 1st (East) Division with effect from 10th October, 1959. It was also mentioned in the second notice that he must vacate his line room on or before that date.

5. The right to transfer is within the bounds of internal organisation and administration. As such, it is within the purview of an employer's privilege and prerogative. Nevertheless, one expects that this prerogative would always be exercised in a just and considerate manner, and that the employer has put himself in a position to establish his *bona fides* if any allegation of victimization arising from such transfer be ever made. In this instance no tangible reason to establish the honest intention and sincerity for the transfer of S. Ramasamy from the power house was advanced. The reason originally imparted and maintained throughout was that the Superintendent wanted an attendant who, owing to certain structural alterations effected in the power house early in 1959, would be able to co-ordinate the system and could see that the load was within specified limits. There were also vague and much garbled explanations given in evidence to the effect that it was proposed to try out an apprentice who was later to be trained as an Assistant to the Electrician in charge of the power house. The need for a 'man' who could telephone and be telephoned to in English, and conversant with and able to maintain records in English, was also stressed.

The latter evidence is utterly unrealistic in the light of present day trends, and is especially unconvincing since there were two other power house attendants working with S. Ramasamy, doing the same work on 8-hour shifts, who continue to work there although not conversant with English. Moreover, the evidence of the Electrician in charge of the power house points in no uncertain terms to the fact that there is no difference between the log sheets entered up by the attendants when S. Ramasamy worked in the power house before October, 1959, and the log sheets subsequently kept after he ceased

to work. It is also significant that the Electrician in charge said : " If we wanted a man who understands the work, most probably we would have brought him (Ramasamy) back.

6. I have in these circumstances to look for some other reasons than routine transfer in the interests of the working of the Estate as to why a worker, who for 16 years had attuned his life-work to the hum of machinery and gained a privileged status thereby, and of whom his immediate supervising officer (the Electrician of the power house) under whom he had worked directly throughout says, " I have never found any fault in the man ", was noticed in what seems an unseemly and indiscreet manner (witness the uncertainty with which the first notice was given and followed by another) that he would be afforded field work in another division and that he should vacate his line room. Ramasamy says he was told he would have to do " forking " : a routine manual labour task. The Superintendent states he cannot remember, but if he did say so, it is men's work.

7. The Union contends that the order of transfer by the Superintendent was made with a view to victimising Ramasamy for his failure to persuade his relations to resign from a trade union. Much was said on this point in evidence and in cross-examination by both parties, and the submission was made by learned counsel for the Superintendent that if this claim be unfounded, the jurisdiction of the arbitration will be fully exhausted and relief cannot arise. The root of the dispute between the parties is the transfer of the appellant from the power house to the field, and if *mala fide* is proved on the evidence before me, I am of the view that it does not matter whether the reason adduced by the Union for the transfer is correct or not. I am directed to adjudicate whether the transfer is justified and (if not) to what relief he is entitled.

8. In the context of present-day industrial relations I cannot refrain from referring to the unfavourable impression created by the Superintendent when he gave evidence and under cross-examination. He decidedly lacked the restraint which helps to preserve the respect the workers singly, or collectively as trade unions, owe to the holder of an office with managerial responsibility. Although he stated in evidence that he did not have the slightest worry about any of the unions, his replies to questions regarding trade union-employer relationship, and his demeanor generally, were decidedly tainted with anti-trade union bias. In the correspondence produced and witnessed by R. 13, P. 27, P. 35, P. 42A, P. 44 and P. 46 he shows he has subordinated himself to a school of thought that, one is led to believe, has no longer any place in present-day trends. His unrelenting attitude to non-compliance with his order is accentuated by the action he took to penalise the wife of the appellant by stopping a weeding contract, which was her daily source of earning, when he realised that the transfer order he issued on Ramasamy was not being carried out. This was done on 1st October, 1959 (R. 17) by which time he knew that Ramasamy would not move. He says he took advice on this matter, but his personal attitude is clear from his evidence : " I wanted to get him to move. "

9. On the evidence before me I am satisfied that the transfer of S. Ramasamy of Palaniyandy Kangany from the power house to the field in another division is unreasonable and without sufficient cause.

Although there seems to be substance in the Union's contention. I am not fully satisfied that victimization was motivated by the appellant's disinclination or failure to persuade his relations to resign from a trade union.

10. I come now to the latter part of my directive: to what relief is Ramasamy entitled. In this connection I would quote from the award in I. D 97 published in *Government Gazette* No. 11,633 of 2nd January, 1959.

“It is a well-recognized principle of industrial law that the normal remedy for wrongful dismissal is reinstatement. It is also clear from the Act itself that in the industrial sphere, such an order cannot with impunity be made in all cases, regardless of the particular set of circumstances concerning each case, and the type of work the employees are engaged in. What is contemplated by the Legislature is that compensation, as an alternative to reinstatement, is both expedient and desirable when either party is averse to the proposition of reinstatement. It is not conducive to the maintenance of cordial employer-employee relations and the preservation of industrial peace to order reinstatement indiscriminately.”

11. It transpired in evidence that the Superintendent had recently moved to a new charge. Taking all the circumstances highlighted in this arbitration into consideration, I do not feel that it will be in the interests of either the employee (Ramasamy) or the employer, who has since taken over the charge, for me to order reinstatement.

I direct that S. Ramasamy be given a clear discharge from the date this award is published in the *Government Gazette*, and that he be paid the salary and allowance hitherto paid to him as an attendant in the power house up to the date of his discharge, together with an additional payment of 3 months' salary, calculated on the same basis, by way of compensation. I further direct that in recognition of his long and good record of service, which has been broken through no fault of his that Ramasamy be given further compensation by payment of a month's wages for every full year of service from the date of his registration on Diyagama (2nd) East Division to the date of his discharge. This payment will be calculated on a hypothetical figure of 30 days per month and rated on the wage and allowances he drew on the day of his discharge. In making this award I have also taken into consideration the fact that Ramasamy's wife was deprived of her employment as a consequence of these proceedings. These monies should be paid through the Assistant Commissioner of Labour, Hatton, within a month of the appellant's discharge.

There seems to be some doubt about the original date of Ramasamy's registration on the Estate. The head clerk of Diyagama Estate stated in his evidence that the original register showing the registration is not to be found. The Assistant Commissioner of Labour, Hatton should be supplied documentary information on this point, or in failure thereof it should be reckoned as 1934 inclusive, as given by Ramasamy, which the head clerk was not in a position in his evidence to disprove.

R. L. BROHIER,
Arbitrator.

Colombo, 11th November, 1961.

STATISTICS OF THE MONTH IN BRIEF

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

Cost of Living

The Colombo Consumers' Price Index for the month of January, 1962, is 105.5 as against 106.2 for the month of December, 1961, a decrease of .7.

Wage Rates

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

(b) The Special Allowances payable to workers in all trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged except in the Plumbago Trade where there is a slight decrease.

Strikes

There were altogether 10 strikes during the month of November, 1961, involving 10,729 workers and a loss of 11,049 man-days, as against four strikes during the month of October, 1961, involving 1,157 workers and a loss of 3,262 man-days.

Four of these strikes were in Tea Plantations involving 4,160 workers and a loss of 1,160 man-days, one was in a Rubber Plantation involving 18 workers and a loss of 90 man-days, and the other was in a Tea-cum-Rubber Plantation involving 58 workers and a loss of 58 man-days. Of the remaining four strikes two were in the Motor Transport Trade involving 471 workers and a loss of 529 man-days, one was in the Toddy, Arrack and Vinegar Trade involving 150 workers and a loss of 150 man-days and the other was in the Dock, Harbour and Port Transport Trade involving 8,872 workers and a loss of 9,062 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 November, 1961 and December, 1961 was as given below :

	November, 1961			December, 1961		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	15,300..	11,820..	27,120..	15,413..	11,182..	26,595
Skilled ..	14,185..	4,029..	18,214..	14,139..	4,062..	18,201
Semi-skilled ..	27,230..	6,634..	33,864..	27,443..	6,769..	34,212
Unskilled ..	65,509..	4,469..	69,978..	66,682..	4,541..	71,223
Total ..	122,224	26,952	149,176	123,677	26,554	150,231

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

	November, 1961			December, 1961		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	62	10	72	107	18	125
Skilled ..	36	1	37	40	—	40
Semi-skilled ..	77	2	79	77	6	83
Unskilled ..	149	29	178	191	5	196
Total ..	324	42	366	415	29	444

NOTES OF CURRENT INTEREST

Trade Unions Registered in January 1962

Regd. No.	Name of the Union
1824*	Viraksha Sahana Ayathanaye Pravahana Karmika Samitiya.
1825*	Sri Lanka Dumriya Viduli Saha Deisel Vurthiya Sangamaya
1826	Galu Nidahas Kamkaru Samitiya.
1827*	Rajaye Mudranaleeya Warna Yojaka Samithiya.
1828*	Alevi Sanwardena Departhamentuwe Seetha Gabada Sewaka Vurthiya Samitiya.
1829	Sri Rohana Samupakara Sewaka Vurthiya Samitiya.
1830*	Sri Lanka Rajaye Dumriya Motor Riyeduru Sangamaya.
1831	Sanyuktha Mandaleeya Koggala Nidahas Kamkaru Samitiya.
1832	Samastha Lanka Welanda Sewa Sahayaka Mandala Samitiya.
1833	Krushikarma Departhamentuwe Dumkola Sakas-karuwange Vurthiya Samitiya.
1837*	Viraksha Sahana Ayathanaye Murakara Sewaka Sangamaya.

* Trade Unions in Public Sector

WAGES BOARDS

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

XX—The Coconut Growing Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Coconut Growing Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, published in *Ceylon Government Gazette* No. 9,961 of March 30, 1949, and came

into force on April 1, 1949. Order varying the original description of the trade was published in *Government Gazette Extraordinary* No. 12,887 of January 27, 1962, and came into force February 1, 1962.

Order

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

The coconut growing trade consisting of either of, or both, the following activities:—

(1) The raising and maintenance of a coconut plantation of over ten acres in extent and the disposal of coconuts from such plantation otherwise than by conversion into copra, desiccated coconut, coconut oil, or coir and fibre products; including:—

- (a) felling, burning and clearing jungle and old coconut land;
- (b) draining and terracing;
- (c) lining, pegging, holing, and planting seedlings;
- (d) preparing beds, planting seed-nuts and watering seedlings in nurseries;
- (e) supplying vacancies and watering supplies in the field;
- (f) weeding, removing "illuk" grass, and clearing boundaries;
- (g) collecting fronds and clearing estate;
- (h) constructing, repairing and maintaining roads, paths, buildings, fences, and hedges;
- (i) propping;
- (j) taking a census of palms;
- (k) digging, forking, ploughing, and harrowing;
- (l) planting cover crops and green manure crops, lopping;
- (m) cutting manure trenches, manuring and applying fertilizers;
- (n) mulching, burying husks;
- (o) picking, collecting, and counting nuts;
- (p) making charcoal from coconut shells;
- (q) Care of palms in relation to pests and diseases;
- (r) digging out and burning dead or diseased palms;
- (s) transporting;
- (t) cattle-keeping;
- (u) conservancy work;
- (v) the work of kangany;
- (w) the work of a conductor; and

(x) any other operation connected with or incidental to work specified in this paragraph ;

but excluding the work of the following workers :—

Lorry and van driver, mechanic, clerk, store-keeper, dispenser, midwife, bungalow servant, teacher and watcher.

(2) The manufacture of copra ; including—

(a) husking and splitting nuts, copra curing, sorting bagging, and weighing copra ;

(b) any other operation connected with or incidental to work specified in this paragraph ;

but excluding the work of the following workers :—

Engine driver, lorry and van driver, clerk, mechanic, store-keeper, dispenser, midwife, bungalow servant, teacher and watcher.

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Coconut Growing Trade was established on April 1, 1949 by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,963 of April 1, 1949.

(C) DECISIONS OF THE BOARD

The original decisions of the Wages Board for the Coconut Growing Trade came into force on May 1, 1949. A notification relating to those decisions was published under section 29 (3) of the Wages Boards Ordinance, in *Ceylon Government Gazette Extraordinary* No. 9,971 of April 30, 1949. Decisions varying earlier decisions were published in notifications appearing in *Gazettes* No. 10,098 of April 28, 1950, No. 10,154 of September 22, 1950, and in *Gazettes Extraordinary* No. 10,542 of June 29, 1953, No. 11,035 of December 27, 1956, No. 11,208 of November 29, 1957, and *Gazette* No. 11,980 of November 27, 1959.

PART I .

Direction 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 a normal working day in any month shall be computed on the cost of living index number for the month immediately preceding that month.

Definition of a normal working day (section 24)

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

PART II

Minimum rates of wages for piece work applicable to certain processes in the activities of the Coconut Growing Trade described in the notification under section 6 of the Ordinance for the time being in force.

<i>Process</i>	<i>Rate</i>
(1) In the raising and maintenance of plantations : Picking nuts	Rs. 18 per 1,000 trees
(2) In the manufacture of copra : Husking nuts	Rs. 3.50 per 1,000 nuts
Splitting nuts, copra curing and sorting	Rs. 2.50 per 1,000 nuts

PART III

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

- (1) a basic rate, and
- (2) a special allowance,

as set out hereunder, and shall, in the case of activities of the coconut growing trade which are specified in column 1, be applicable to all processes other than processes for which minimum rates of wages for piece work have been prescribed in Part II.

<i>1</i> <i>Activities</i>	<i>2</i> <i>Basic rate for a normal working day</i>	<i>3</i> <i>Rate of special allowance for a normal working day in any month</i>																																										
(1) The raising and maintenance of a coconut plantation (2) The manufacture of copra	<table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: left;"></th> <th style="text-align: center;"><i>Rs.</i></th> <th style="text-align: center;"><i>c.</i></th> </tr> </thead> <tbody> <tr> <td>For a kangany</td> <td style="text-align: center;">1</td> <td style="text-align: center;">40</td> </tr> <tr> <td>For a worker other than a kangany—</td> <td></td> <td></td> </tr> <tr> <td> where such worker is a male not under 16 years of age</td> <td style="text-align: center;">25</td> <td></td> </tr> <tr> <td> where such worker is a female not under 15 years of age</td> <td style="text-align: center;">1</td> <td style="text-align: center;">5</td> </tr> <tr> <td> where such worker is a male under 16 years of age or a female under 15 years of age</td> <td style="text-align: center;">0</td> <td style="text-align: center;">80</td> </tr> </tbody> </table>		<i>Rs.</i>	<i>c.</i>	For a kangany	1	40	For a worker other than a kangany—			where such worker is a male not under 16 years of age	25		where such worker is a female not under 15 years of age	1	5	where such worker is a male under 16 years of age or a female under 15 years of age	0	80	<p>Where the cost of living index number for the preceding month is 99.2, the special allowance shall be—</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: left;"></th> <th style="text-align: center;"><i>Rs.</i></th> <th style="text-align: center;"><i>c.</i></th> </tr> </thead> <tbody> <tr> <td>for a male worker not under 16 years of age (including a kangany)</td> <td style="text-align: center;">1</td> <td style="text-align: center;">9</td> </tr> <tr> <td>for a female worker not under 15 years of age</td> <td style="text-align: center;">0</td> <td style="text-align: center;">82</td> </tr> <tr> <td>for a male worker under 16 years of age or a female worker under 15 years of age</td> <td style="text-align: center;">0</td> <td style="text-align: center;">75</td> </tr> </tbody> </table> <p>Where the cost of living index number for the preceding month is above 99.2, the rate of special allowance, hereinbefore prescribed shall be increased for each complete unit of 1.8 points by which the index number exceeds 99.2 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table II below—</p> <p>3 cents in the case of a male worker not under 16 years of age (including a kangany)</p> <p>2 cents in the case of a male worker under 16 years of age or a female worker</p> <p>Where the cost of living index number for the preceding month is 99.1, the special allowance shall be—</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: left;"></th> <th style="text-align: center;"><i>Rs.</i></th> <th style="text-align: center;"><i>c.</i></th> </tr> </thead> <tbody> <tr> <td>for a male worker not under 16 years of age (including a kangany)</td> <td style="text-align: center;">1</td> <td style="text-align: center;">6</td> </tr> <tr> <td>for a female worker not under 15 years of age</td> <td style="text-align: center;">0</td> <td style="text-align: center;">80</td> </tr> <tr> <td>for a male worker under 16 years of age or a female worker under 15 years of age</td> <td style="text-align: center;">0</td> <td style="text-align: center;">73</td> </tr> </tbody> </table> <p>Where the cost of living index number for the preceding month is below 99.1, the rate of special allowance hereinbefore prescribed shall be decreased for each complete unit of 1.8 points by which the index number falls short of 99.1 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table II below—</p> <p>3 cents in the case of a male worker not under 16 years of age (including a kangany)</p> <p>2 cents in the case of a male worker under 16 years of age or a female worker</p>		<i>Rs.</i>	<i>c.</i>	for a male worker not under 16 years of age (including a kangany)	1	9	for a female worker not under 15 years of age	0	82	for a male worker under 16 years of age or a female worker under 15 years of age	0	75		<i>Rs.</i>	<i>c.</i>	for a male worker not under 16 years of age (including a kangany)	1	6	for a female worker not under 15 years of age	0	80	for a male worker under 16 years of age or a female worker under 15 years of age	0	73
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TABLES ILLUSTRATING THE APPLICATION OF THE DIRECTIONS SET OUT IN COLUMN 3 ABOVE

Table I

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

Index Numbers	Special Allowance		
	For a male worker not under 16 years of age (including a kangany)	For a female worker not under 15 years of age	For a male worker under 16 years of age or a female worker under 15 years of age
	Rs. c.	Rs. c.	Rs. c.
99·2—100·9 ..	1 9	0 82	0 75
101·0—102·7 ..	1 12	0 84	0 77
102·8—104·5 ..	1 15	0 86	0 79
104·6—106·3 ..	1 18	0 88	0 81
106·4—108·1 ..	1 21	0 90	0 83

Table II

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

Index Numbers	Special Allowance		
	For a male worker not under 16 years of age (including a kangany)	For a female worker not under 15 years of age	For a male worker under 16 years of age or a female worker under 15 years of age
	Rs. c.	Rs. c.	Rs. c.
99·1—97·4 ..	1 6	0 80	0 73
97·3—95·6 ..	1 3	0 78	0 71
95·5—93·8 ..	1 0	0 76	0 69
93·7—92·0 ..	0 97	0 74	0 67
91·9—90·2 ..	0 94	0 72	0 65

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum rate of wages for time work for any worker engaged in cattle-keeping on a Sunday shall be one and a half times the minimum rate of wages fixed for such worker in respect of a normal working day.

PART IV

Overtime Rate

In respect of each hour of work in excess of the normal working day, the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the minimum daily rate by 8) increased by 50 per cent. of such minimum hourly rate.

PART V

Weekly holidays (section 24)

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

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

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ;
- (2) that in respect of work done on a Sunday—
 - (a) a worker who has worked for nine hours (inclusive of one hour for a meal), or for any period that falls short of nine hours by reason of the failure of the employer to provide him with work shall be paid at one and a half times the minimum rate of wages for a normal working day ;
 - (b) a worker who has worked for less than nine hours (inclusive of one hour for a meal) by reason of his unwillingness to work, shall, for each hour that he has worked, be paid at one and a half times the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by eight) ;
and
- (3) that no worker shall be employed on such Sunday for more than nine hours (inclusive of one hour for a meal).

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

The preceding provisions of this Part shall not apply to workers engaged in cattle-keeping.

Annual holidays (section 25)

1. (a) If a male worker, not under 18 years of age, has been in continuous employment and has worked under the same employer for more than 228 days in any year (hereinafter called the "qualifying 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 five days by which the number of days on which the worker has worked exceeds 228 : Provided, however, that it shall not be obligatory on an employer to allow such holiday in respect of any period of work in excess of 288 days.

(b) If a female worker or a worker (irrespective of sex) under 18 years of age has been in continuous employment and has worked under the same employer for more than 204 days in any year (hereinafter called the "qualifying year"), such worker shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of five days by which the number of days on which the worker has worked exceeds 204 : Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 264 days.

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

- (a) every holiday allowed by the employer to the worker under section 25 at any earlier time in any year under consideration ;
- (b) every day of absence on any grounds approved by the employer ;
- (c) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment ;
- (d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 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 provided such days do not in the aggregate exceed 30 days a year ; and
- (g) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance ;

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

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

4. Payment for the holiday or holidays shall be made not earlier than 30 days before and not later than 30 days after such holiday or holidays.

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

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

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

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

7. 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.

Explanatory Note

(This note is not part of the Orders or Decisions but is intended to indicate briefly the history of wage regulation in the Coconut Growing Trade.)

Originally, the wages and other conditions of employment in the Coconut Growing and the Coconut Manufacturing Trades were regulated by one and the same Wages Board, viz. the Wages Board for the Coconut Trade. The description of the trade appeared in an Order made under section 6 of the Ordinance, published in *Government Gazette* No. 9,224 of January 7, 1944 (as subsequently amended) and a Wages Board for the trade was established by an order under section 8 of the Ordinance, published in *Government Gazette* No. 9,272 of May 19, 1944. The decisions made by this Board ceased to be operative on April 1, 1949, when the Orders under reference were rescinded by new Orders published in *Government Gazette* No. 9,961 of March 30, 1949 and No. 9,963 of April 1, 1949, respectively. Simultaneously with the rescission two separate Wages Boards, i.e., for the Coconut Growing and the Coconut Manufacturing Trades, were established.

S. W. B.

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

Index Number
Nov., 1942
= 100

Base : November, 1942 = 100

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

† Average for 5 months only.

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

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

INDEX NUMBERS

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

1961—

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

1962—

January	100.09	106.69	101.53	106.87	123.84	105.5
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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	Minimum Wage	Index	Average Monthly	Wage Rate	Index
	Daily rate of Wages	Rate Index No.	No. of Real Wages	Rate of Wages	Index No.	No. of Real Wages
	Rs. c.			Rs. c.		
1939	41	100	100	16.64	100	100
1940	41	100	93	16.64	100	96
1941	45	110	92	18.45	111	98
1942	68	166	111	24.23	145	97
1943	83	202	102	28.98	174	96
1944	87	212	101	34.03	204	110
1945	1.00	244	110	41.92	252	133
1946	1.15	280	123	68.52	412	194
1947	1.20	293	123	75.74	455	195
1948	1.29	315	122	78.16	470	195
1949	1.31	320	121	77.81	468	196
1950	1.53	373	136	83.11	499	198
1951	1.90	463	161	89.79	540	200
1952	1.92	468	163	89.79	540	207

B

Base : 1952=100

1953	1.95	101.56	99.96	90.97	101.31	99.71
1954	1.99	103.65	102.52	91.04	101.39	100.29
1955	2.06	107.29	106.76	94.94	105.74	105.21
1956	2.08	108.33	108.11	96.24	107.18	106.97
1957	2.10	109.38	106.40	99.16	110.44	107.43
1958	2.14	111.46	106.21	113.74	126.67	120.70
1959	2.14	111.46	105.95	113.74	126.67	120.41
1960	2.12	110.42	106.69	113.74	126.67	122.39
1961	2.13	110.94	105.86	113.74	126.67	120.87
1961	January	2.12	110.42	106.07	113.74	121.68
	February	2.12	110.42	106.28	113.74	121.92
	March	2.12	110.42	106.89	113.74	122.62
	April	2.12	110.42	106.28	113.74	121.92
	May	2.12	110.42	106.17	113.74	121.80
	June	2.12	110.42	105.67	113.74	121.22
	July	2.12	110.42	105.67	113.74	121.22
	August	2.12	110.42	104.76	113.74	120.18
	September	2.15	111.98	106.24	113.74	120.18
	October	2.15	111.98	105.04	113.74	119.61
	November	2.15	111.98	105.74	113.74	119.61
	December	2.15	111.98	105.44	113.74	119.27*
1962	January	2.15	111.98	106.14	113.74	120.07

* Amended figures.

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952 = 100

Year	Agriculture *		Trades other than Agriculture †		Agriculture and Trades other than Agriculture Combined		
	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	
	Rs. c.		Rs. c.		Rs. c.		
1952	1 96	100·00	2 92	100·00	2 04	100·00	
1953	1 99	101·53	2 95	101·03	2 07	101·47	
1954	2 02	103·06	2 94	100·68	2 09	102·45	
1955	2 09	106·63	2 96	101·37	2 16	105·88	
1956	2 10	107·14	3 00	102·74	2 17	106·37	
1957	2 13	108·67	3 15	107·88	2 20	107·84	
1958	2 18	††110·20	3 39	††116·10	2 26	110·78	
1959	2 16	110·20	3 76	128·77	2 29	112·25	
1960	2 16	110·20	3 74	128·08	2 28	111·76	
1961	2 17	110·71	3 75	128·42	2 29	112·25	
1961	January	2 16	110·20	3 75	128·42	2 28	111·76
	February	2 16	110·20	3 75	128·42	2 28	111·76
	March	2 16	110·20	3 75	128·42	2 28	111·76
	April	2 16	110·20	3 72	127·40	2 28	111·76
	May	2 16	110·20	3 75	128·42	2 28	111·76
	June	2 16	110·20	3 75	128·42	2 28	111·76
	July	2 16	110·20	3 75	128·42	2 28	111·76
	August	2 16	110·20	3 75	128·42	2 28	111·76
	September	2 18	111·22	3 76	128·77	2 30	112·75
	October	2 18	111·22	3 76	128·77	2 30	112·75
	November	2 18	111·22	3 78	129·45	2 31	113·24
	December	2 18	111·22	3 78	129·45	2 31	113·24
1962	January	2 18	111·22	3 78	129·45	2 31	113·24

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

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

†† Amended figures.

TABLE IV

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

Year	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,338
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,651
1945	2,258	11,025	3,267	4,816	21,366
1946	5,636	10,012	7,527	13,369	36,544
1947	2,883	7,325	8,113	16,423	34,744
1948	4,474	13,027	12,443	36,712	66,656
1949	5,132	11,994	13,591	39,015	69,732
1950	5,627	10,525	13,523	35,447	65,122
1951	5,515	8,186	12,520	26,486	52,707
1952	6,883	7,522	13,795	24,823	53,029
1953	8,374	6,462	13,676	23,034	51,546
1954	11,728	7,919	16,287	27,370	63,304
1955	14,498	8,544	20,142	27,826	71,010
1956	16,091	9,794	25,808	34,259	85,952
1957	18,582	13,439	30,864	47,971	110,856
1958	19,803	13,674	32,973	51,346	117,796
1959	20,869	13,859	33,923	59,567	128,018
1960 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
December	26,595	18,201	34,212	71,223	150,231

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

† These figures comprise :

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

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

TABLE V

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

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapure	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Artasawella	Haputale	Matara	Vavuniya	Kegalla	Matale	Total	
1947	21,689	2,289	1,643	2,133	4,966	664	480	481	170	490	—	—	—	—	—	—	—	—	—	—	34,744	
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	283	—	—	—	—	—	—	—	66,656	
1949	44,552	6,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	—	—	—	—	—	—	69,732	
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	—	—	—	—	—	—	65,122	
1951	33,125	3,422	2,886	4,350	2,209	537	886	1,587	569	904	418	1,207	284	323	—	—	—	—	—	—	52,707	
1952	32,124	3,028	3,268	3,381	3,730	547	1,162	1,435	909	663	422	992	252	437	678	—	—	—	—	—	53,023	
1953	30,203	2,561	3,316	3,949	3,080	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	—	—	—	51,546	
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	384	1,377	396	1,589	—	—	—	63,304	
1955	36,451	3,395	4,740	6,381	4,877	688	2,767	2,199	1,962	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	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501	1,252	1,168	2,226	840	5,331	551	1,947	—	\$110,856	
1958	52,563	7,721	7,300	13,617	6,957	1,115	3,353	3,613	3,965	1,215	895	354	1,188	1,380	2,925	1,110	5,324	531	2,465	—	117,799	
1959	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,061	422	1,365	1,733	2,965	1,198	5,812	611	2,786	970	123,013	
1960—																						
Jan.	57,223	8,920	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	2,301	931	129,880	
February	58,388	9,111	7,327	15,426	6,182	1,510	5,221	3,646	2,453	1,918	1,099	967	1,406	1,890	2,895	1,245	5,841	721	2,776	837	130,802	
March	58,003	9,183	7,291	15,400	6,278	1,464	5,021	3,552	2,530	1,747	1,066	1,023	1,342	1,922	2,911	1,217	5,737	697	2,706	826	129,921	
April	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	1,090	5,635	676	2,663	793	128,205	
May	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	5,778	640	2,633	737	127,697	
June	53,128	9,138	7,126	15,684	6,071	1,429	5,063	3,317	2,688	1,326	1,469	833	1,273	1,864	3,000	873	6,163	603	2,610	753	129,975	

TABLE V—(contd.)

Year	Colombe	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapure	Badulla	Batticaloa**	Trincornalie	Anuradhapure	Alessavello	Haputale	Malara	Vavunyo	Kegalla	Matale	Total
1960—																				
July	57,923	10,508	7,250	15,710	6,062	1,595	5,158	3,317	2,869	1,841	1,217	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	5,332	3,315	3,089	1,998	1,353	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	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	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	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	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	1,755	2,636	3,884	1,277	8,224	791	3,271	1,067	155,666
February	65,003	17,567	8,931	15,007	7,385	2,309	5,873	3,819	3,977	2,538	1,207	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	2,553	1,096	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	1,649	2,480	3,557	1,358	7,636	748	3,104	1,105	148,684
May	60,452	16,223	8,770	15,367	7,049	2,481	5,679	2,871	3,856	2,934	1,054	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	3,081	3,897	3,026	1,123	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	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	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	1,310	2,482	3,464	1,379	7,611	573	3,221	1,105	148,785
October	61,556	15,194	9,410	12,726	7,357	3,054	4,858	3,221	4,024	3,085	1,160	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	1,309	2,547	3,539	1,436	7,797	572	3,200	1,186	149,176
December	62,515	14,821	9,995	13,414	7,600	3,013	5,196	3,327	4,173	3,126	1,273	1,372	2,563	3,664	1,368	8,060	574	3,301	1,199	150,231

* Total includes 127 registered at Matugama, 164 at Chilaw, 272 at Matale, 97 at Avissawella, and 555 Vavunyo. † Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avissawella. ‡ 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	186	7,250	383
April	955	67	717	61	1,356	82	2,816	199	5,844	409
May	2,027	85	1,447	44	2,172	107	5,463	266	11,109	502
June	2,251	104	1,614	60	2,586	87	5,375	437	11,826	688
July	1,933	108	1,497	83	2,206	115	4,525	296	10,161	604
August	1,665	141	1,325	84	1,799	87	3,702	273	8,491	585
September	1,859	135	1,284	67	2,053	52	3,516	136	8,712	390
October	1,732	96	1,200	43	1,996	44	3,957	161	8,885	344
November	1,544	72	1,092	37	1,830	79	3,652	178	8,118	366
December	2,108	125	1,150	40	2,000	83	4,631	196	9,889	444

† 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 December, 1961

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	712	59	423	31	880	23	1,689	76	3,704	189
Negombo	141	2	129	4	136	14	375	18	781	38
Kalutara	187	2	71	—	132	3	308	3	698	8
Galle	106	—	44	—	55	—	441	—	646	—
Kandy	117	11	59	—	64	1	280	2	520	14
Nawalapitiya	48	2	41	5	34	—	103	35	226	42
Kurunegala	104	19	43	—	62	6	108	—	317	25
Jaffna	114	2	36	—	94	13	122	24	366	39
Ratnapura	84	2	42	—	80	3	132	4	338	9
Badulla	47	—	33	—	32	4	109	—	221	4
Batticaloa	21	2	10	—	33	—	94	—	158	2
Kalmunai	19	—	17	—	27	2	47	—	110	2
Trincomalee	20	2	16	—	36	—	106	2	178	4
Anuradhapura	63	9	12	—	29	2	88	4	192	15
Avissawelli	54	—	35	—	86	—	123	—	298	—
Haputale	14	—	33	—	27	—	39	—	113	—
Matara	140	4	60	—	103	6	381	—	684	10
Vavuniya	28	7	11	—	18	6	11	28	68	41
Kegalla	61	2	28	—	54	—	53	—	196	2
Matale	28	—	7	—	18	—	22	—	75	—
Total	2,108	125	1,150	40	2,000	83	4,631	196	9,889	444

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	987
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	42,528	259,948	37	4,830	15,139‡
1961 January to November §	78	25,230	292,703	33	21,530	114,098
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	189
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	6,458	8	1,094	4,081
September	8	1,836	4,308	1	45	225
October	8	1,867	6,992	7	1,661	2,688‡
November	10	3,435	20,410	8	790	4,226
December	11	4,370	37,449	—	—	—
1961 January §	**13	**4,614	**31,237	—	—	—
February §	**10	**2,780	**22,568	4	1,004	1,086
March §	**8	**1,251	**2,913	**10	**2,115	**5,277
April §	**19	**10,330	**172,211	4	**3,747	**81,883
May §	4	495	8,308	—	—	—
June §	5	1,792	48,824	**2	**366	**366
July §	4	603	662	2	321	366
August §	4	661	639	**3	**40	**109
September §	2	323	795	1	9	45
October §	3	1,145	3,238	**3	**4,435	**15,225
November §	6	1,236	1,308	4	9,493	9,741

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

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

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

§The figures are provisional and subject to amendment.

** Amended figures.

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

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

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

Industry or Trade	Number of Strikes	Number of Workers involved	Number of Man-days lost
Plantations - Tea	4	1,160	1,160
Rubber	1	18	90
Tea-cum-Rubber	1	58	58
Coconut	—	—	—
Coconut-cum-Rubber	—	—	—
Total	6	1,236	1,308
Engineering	—	—	—
Printing	—	—	—
Motor Transport	—	—	—
Tea Export	2	471	529
Rubber Export	—	—	—
Coconut Manufacturing	—	—	—
Toddy, Arrack and Vinegar	1	150	150
Cigar Manufacturing	—	—	—
Tea & Rubber Manufacturing	—	—	—
Cinema	—	—	—
Dock, Harbour and Port Transport	1	8,872	9,062
Building Trade	—	—	—
Local Government Services	—	—	—
Service Institutions	—	—	—
Factories, Workshops, &c., run by the State	—	—	—
Textile	—	—	—
Relief Schemes	—	—	—
Wholesale and Retail Distribution	—	—	—
Aerated Waters and Ice Manufacturing	—	—	—
Beedi Manufacturing	—	—	—
Hotel	—	—	—
Tile Manufacturing	—	—	—
Miscellaneous	—	—	—
Total	4	9,493	9,741
Grand Total	10	10,729	11,049

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

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work	1	1	272	356
2. Wage increases, Higher rates for piece work, &c.	—	1	—	150
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	1	—	18	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	2	1	647	115
5. Food matters. Welfare	—	—	—	—
6. Right of association and meeting	—	—	—	—
7. Factional disputes and domestic matters	1	—	241	—
8. External matters (e.g., arrest by Police, &c.)	—	—	—	—
9. Assaults by employer or agent or others	1	—	58	—
10. General demands	—	1	—	8,872
11. Sympathetic strikes	—	—	—	—
Total	6	4	1,236	9,493

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: February, 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 trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen ..	39	0	42	34	81	34
(2) Beedi Manufacturing Trade						
<i>Piece Rates:</i>						
"Nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—						
(a) beedies not more than 2 ins. long ..	5	0	—	—	5	0
(b) beedies not more than 2½ ins. long but less than 3 ins. ..	6	0	—	—	6	0
(c) beedies not less than 3 ins. long ..	7	0	—	—	7	0
"Nool" (thread) beedi rolling (inclusive of filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—						
(a) beedies not more than 2 ins. long ..	3	34	—	—	3	34
(b) beedies not more than 2½ ins. long but less than 3 ins. ..	4	0	—	—	4	0
(c) beedies not less than 3 ins. long ..	4	66	—	—	4	66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—						
(a) beedies not more than 2 ins. long ..	1	67	—	—	1	67
(b) beedies not more than 2½ ins. long but less than 3 ins. ..	2	0	—	—	2	0
(c) beedies not less than 3 ins. long ..	2	34	—	—	2	34
Fixing ring labels to rolled beedies, per 1,000 beedies ..	0	50	—	—	0	50

Class of Worker

Month: February, 1962

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

C—Workers (under 18 years) :

Over 14 years but under 15	0 80	1 40	2 20
Over 15 years but under 16	0 90	1 45	2 35
Over 16 years but under 17	1 0	1 50	2 50
Over 17 years but under 18	1 10	1 60	2 70

(4) Building Trade

Daily Rates :

Unskilled labourers—

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

Class of Worker

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

Piece Rates :

Cigar rolling (inclusive of cleaning up of fillers, the preparation of wrappers for rolling, the preparation of fillers for rolling including filling up with cuttinas, 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.	
	Rs.	c.	Rs.	c.	Rs.	c.
(7) Cinnamon Trade (contd.)	.	.	.	.	.	.
<i>Piece Rates :</i>						
Cinnamon peeling (inclusive of cutting sticks from bushes, cutting and carrying them to peeling house, scraping the outer covering of bark, peeling sticks, forming barks into quills, stacking and bundling quills), per pound of cinnamon peeled	0	75	—	—	0	75
Pruning per acre	15	0	—	—	15	0
Draining a linear chain of drain 18" × 18"	4	0	—	—	4	0
Annual weeding, per acre	40	0	—	—	40	0

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

Daily Rates :

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

(9) Coconut Growing Trade

Daily Rates :

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

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

Piece Rates :

(1) In the raising and maintenance of plantations :

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

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

(10) Coconut Manufacturing Trade

Daily Rates :

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

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

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

Month : February, 1962

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

Note.—The above rates shall be increased by—

(i) 50 cents for—

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

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Month : February, 1962

Class of Worker	Month : February, 1962		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(12) Engineering Trade			
<i>Daily Rates :</i>			
Unskilled labourer	1 40 ..	2 9 ..	3 49
Semi-skilled, Grade I	1 65 ..	2 19 ..	3 84
Semi-skilled, Grade II	1 45 ..	2 19 ..	3 64
Skilled worker	2 0 ..	2 19 ..	4 19
Kangany	1 80 ..	2 19 ..	3 99
Watcher	1 70 ..	2 19 ..	3 89
<i>Trade Learners and Apprentices—</i>			
1st year	0 50 ..	1 13 ..	1 63
2nd year	0 66 ..	1 23 ..	1 89
3rd year	0 85 ..	1 54 ..	2 39
4th year	1 10 ..	1 69 ..	2 79
(13) Match Manufacturing Trade			
<i>Daily Rates :</i>			
<i>Grade I—</i>			
Male 18 years and over	2 0 ..	1 82 ..	3 82
Female 18 years and over	1 64 ..	1 72 ..	3 36
Young person over 14 but under 18 years	1 25 ..	1 40 ..	2 65
<i>Grade II—</i>			
Male 18 years and over	1 60 ..	1 82 ..	3 42
Female 18 years and over	1 32 ..	1 72 ..	3 4
Young person over 14 but under 18 years	1 0 ..	1 40 ..	2 40
<i>Grade III—</i>			
Male 18 years and over	1 40 ..	1 72 ..	3 12
Female 18 years and over	1 15 ..	1 60 ..	2 75
Young person over 14 but under 16 years	0 70 ..	1 18 ..	1 88
Young person 16 and over but under 18 years	0 90 ..	1 40 ..	2 30
<i>Grade IV—</i>			
Watcher	1 70 ..	1 82 ..	3 52
(14) Motor Transport Trade			
<i>Monthly Rates :</i>			
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100 0 ..	62 42 ..	162 42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt.	90 0 ..	62 42 ..	152 42

Month : February, 1962

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

Daily Rates :

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

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

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

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

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

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

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

(16) Printing Trade

Monthly Rates :

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

Class of Worker	Month : February, 1962		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(16) Printing Trade (contd.)			
Class A—4th year learner ..	71 0	73 42	144 42
.. B ..	64 0	66 32	130 32
.. C Grade I, 4th year learner ..	44 0	58 97	102 97
.. C .. II,	39 0	55 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						
<i>Monthly Rates :</i>						
Tope kangany ..	115	0	—	—	115	0
Toddy tavern watcher ..	63	0	—	—	63	0
Arrack tavern watcher ..	63	0	—	—	63	0
Tope watcher ..	50	0	—	—	50	0
Collecting station manager ..	85	0	—	—	85	0
Selling toddy at tavern ..	80	0	—	—	80	0
Selling arrack at tavern ..	75	0	—	—	75	0
Collecting toddy from trees in the toddy section of the trade ..	80	0	—	—	80	0
Collecting toddy from trees in the arrack section of the trade ..	60	0	—	—	60	0
Collecting toddy from trees in the vinegar section of the trade ..	52	50	—	—	52	50
Distilling toddy at distillery ..	100	0	—	—	100	0
<i>Daily Rates :</i>						
Bottling, corking and labelling arrack bottles ..	3	0	—	—	3	0
Unskilled labourers ..	3	0	—	—	3	0
<i>Piece Rates :</i>						
Coupling of coconut palms, for each coupling ..	0	70	—	—	0	70
Changing ropes, for each coupling ..	0	35	—	—	0	35
Cutting and removing ropes, for each coupling ..	0	30	—	—	0	30
Laddering coconut palms, for each tope not exceeding 110 palms ..	35	0	—	—	35	0
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns, for each gallon of toddy delivered by worker—						
Galle District ..	0	54	—	—	0	54
Western Province ..	0	61	—	—	0	61
Chilaw District ..	0	64	—	—	0	64
Nuwara Eliya or Kandy District ..	0	65	—	—	0	65
Matara, Jaffna or Matale District ..	0	72	—	—	0	72
Puttalam, Anuradhapura or Hambantota District ..	0	77	—	—	0	77
Badulla, Ratnapura, Kurunegala or Kegalla District ..	0	80	—	—	0	80
Trincomalee, Batticaloa, Mannar or Mullaitivu District ..	1	5	—	—	1	5
Tapping coconut, kitul or palmyrah palms for supplying toddy to distilleries or for the manufacture of vinegar, for each gallon of toddy delivered by worker ..						
	0	41	—	—	0	41
Tapping spadices for supplying toddy to distilleries or for the manufacture of vinegar—						
(a) for not exceeding 100 coconut, kitul or palmyrah palms ..	62	50	—	—	62	50
(b) for every palm in excess of 100 such palms ..	0	62½	—	—	0	62½
Tapping spadices for supplying toddy to taverns, for 25-40 coconut, kitul or palmyrah palms ..						
	60	0	—	—	60	0

APPENDIX II

Ready Reckoner showing the minimum wages payable for the number of days worked during February, 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 69½	2 29	1 69½	½
1	5 39	4 58	3 39	1
2	10 78	9 17	6 78	2
3	16 17	13 75	10 17	3
4	21 56	18 33	13 56	4
5	26 95	22 92	16 95	5
6	32 34	27 50	20 34	6
7	37 73	32 08	23 72	7
8	43 12	36 67	27 11	8
9	48 51	41 25	30 50	9
10	53 90	45 83	33 89	10
11	59 29	50 42	37 28	11
12	64 67	55 00	40 67	12
13	70 06	59 58	44 06	13
14	75 45	64 17	47 45	14
15	80 84	68 75	50 84	15
16	86 23	73 33	54 23	16
17	91 62	77 92	57 62	17
18	97 01	82 50	61 01	18
19	102 40	87 08	64 39	19
20	107 79	91 67	67 78	20
21	113 18	96 25	71 17	21
22	118 57	100 83	74 56	22
23	123 96	105 42	77 95	23
24	129 35	110 00	81 34	24

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

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

APPENDIX III

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

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

“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 February, 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 89	2 08	2 37	2 59½	2 15½	2 32½	3 57½	½
1	3 78	4 16	4 74	5 19	4 31	4 65	7 15	1
2	7 56	8 32	9 47	10 39	8 63	9 29	14 29	2
3	11 34	12 48	14 21	15 58	12 94	13 94	21 44	3
4	15 12	16 64	18 94	20 77	17 25	18 58	28 58	4
5	18 90	20 80	23 68	25 97	21 56	23 23	35 73	5
6	22 68	24 96	28 41	31 16	25 88	27 87	42 87	6
7	26 46	29 11	33 15	36 35	30 19	32 52	50 02	7
8	30 24	33 27	37 88	41 55	34 50	37 17	57 17	8
9	34 02	37 43	42 62	46 74	38 81	41 81	64 31	9
10	37 80	41 59	47 35	51 93	43 13	46 46	71 46	10
11	41 58	45 75	52 09	57 13	47 44	51 10	78 60	11
12	45 36	49 91	56 82	62 32	51 75	55 75	85 75	12
13	49 14	54 07	61 56	67 51	56 06	60 40	92 90	13
14	52 92	58 23	66 29	72 71	60 38	65 04	100 04	14
15	56 70	62 39	71 03	77 90	64 69	69 69	107 19	15
16	60 48	66 55	75 76	83 09	69 00	74 33	114 33	16
17	64 26	70 71	80 50	88 29	73 31	78 98	121 48	17
18	68 04	74 87	85 23	93 48	77 63	83 62	128 62	18
19	71 82	79 02	89 97	98 67	81 94	88 27	135 77	19
20	75 60	83 18	94 70	103 87	86 25	92 92	142 92	20
21	79 38	87 34	99 44	109 06	90 56	97 56	150 06	21
22	83 16	91 50	104 17	114 25	94 88	102 21	157 21	22
23	86 94	95 66	108 91	119 45	99 19	106 85	164 35	23
24	90 72	99 82	113 64	124 64	103 50	111 50	171 50	24
25	96 16	105 81	120 46	132 12	109 71	118 19	181 79	25
26	101 60	111 80	127 28	139 60	115 92	124 88	192 08	26
27	107 04	117 79	134 10	147 08	122 13	131 57	202 37	27
28	112 48	123 78	140 92	154 56	128 34	138 26	212 66	28

* 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 months to earn the minimum wages for the month as unauthorized absence.

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

APPENDIX IV—(contd.)

*Ready Reckoner showing the minimum wages payable for the number of days worked during February, 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 89	2 01½	2 20	2 49½	2 05	2 22	3 57½	½
1	3 78	4 03	4 40	4 99	4 10	4 44	7 15	1
2	7 56	8 07	8 80	9 97	8 21	8 88	14 29	2
3	11 34	12 10	13 21	14 96	12 31	13 31	21 44	3
4	15 12	16 14	17 61	19 94	16 42	17 75	28 58	4
5	18 90	20 17	22 01	24 93	20 52	22 19	35 73	5
6	22 68	24 21	26 41	29 91	24 63	26 63	42 87	6
7	26 46	28 24	30 81	34 90	28 73	31 06	50 02	7
8	30 24	32 27	35 21	39 88	32 83	35 50	57 17	8
9	34 02	36 31	39 62	44 87	36 94	39 94	64 31	9
10	37 80	40 34	44 02	49 85	41 04	44 38	71 46	10
11	41 58	44 38	48 42	54 84	45 15	48 81	78 60	11
12	45 36	48 41	52 82	59 82	49 25	53 25	85 75	12
13	49 14	52 44	57 22	64 81	53 35	57 69	93 90	13
14	52 92	56 48	61 62	69 79	57 46	62 13	100 04	14
15	56 70	60 51	66 03	74 78	61 56	66 56	107 19	15
16	60 48	64 55	70 43	79 76	65 67	71 00	114 33	16
17	64 26	68 58	74 83	84 75	69 77	75 44	121 48	17
18	68 04	72 62	79 23	89 73	73 88	79 88	128 62	18
19	71 82	76 65	83 63	94 72	77 98	84 31	135 77	19
20	75 60	80 68	88 03	99 70	82 08	88 75	142 92	20
21	79 38	84 72	92 44	104 69	86 19	93 19	150 06	21
22	83 16	88 75	96 84	109 67	90 29	97 63	157 21	22
23	86 94	92 79	101 24	114 66	94 40	102 06	164 35	23
24	90 72	96 82	105 64	119 64	98 50	106 50	171 50	24
25	96 16	102 63	111 98	126 82	104 41	112 89	181 79	25
26	101 60	108 44	118 32	134 00	110 32	119 28	192 08	26
27	107 04	114 25	124 66	141 18	116 23	125 67	202 37	27
28	112 48	120 06	131 00	148 36	122 14	132 06	212 66	28

* 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 February, 1962, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers ^a			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 73	½
1	1 10	1 18	2 28	0 90	0 88	1 78	0 65	0 81	1 46	1
2	2 20	2 36	4 56	1 80	1 76	3 56	1 30	1 62	2 92	2
3	3 30	3 54	6 84	2 70	2 64	5 34	1 95	2 43	4 38	3
4	4 40	4 72	9 12	3 60	3 52	7 12	2 60	3 24	5 84	4
5	5 50	5 90	11 40	4 50	4 40	8 90	3 25	4 05	7 30	5
6	6 60	7 08	13 68	5 40	5 28	10 68	3 90	4 86	8 76	6
7	7 70	8 26	15 96	6 30	6 16	12 46	4 55	5 67	10 22	7
8	8 80	9 44	18 24	7 20	7 04	14 24	5 20	6 48	11 68	8
9	9 90	10 62	20 52	8 10	7 92	16 02	5 85	7 29	13 14	9
10	11 00	11 80	22 80	9 00	8 80	17 80	6 50	8 10	14 60	10
11	12 10	12 98	25 08	9 90	9 68	19 58	7 15	8 91	16 06	11
12	13 20	14 16	27 36	10 80	10 56	21 36	7 80	9 72	17 52	12
13	14 30	15 34	29 64	11 70	11 44	23 14	8 45	10 53	18 98	13
14	15 40	16 52	31 92	12 60	12 32	24 92	9 10	11 34	20 44	14
15	16 50	17 70	34 20	13 50	13 20	26 70	9 75	12 15	21 90	15
16	17 60	18 88	36 48	14 40	14 08	28 48	10 40	12 96	23 36	16
17	18 70	20 06	38 76	15 30	14 96	30 26	11 05	13 77	24 82	17
18	19 80	21 24	41 04	16 20	15 84	32 04	11 70	14 58	26 28	18
19	20 90	22 42	43 32	17 10	16 72	33 82	12 35	15 39	27 74	19
20	22 00	23 60	45 60	18 00	17 60	35 60	13 00	16 20	29 20	20
21	23 10	24 78	47 88	18 90	18 48	37 38	13 65	17 01	30 66	21
22	24 20	25 96	50 16	19 80	19 36	39 16	14 30	17 82	32 12	22
23	25 30	27 14	52 44	20 70	20 24	40 94	14 95	18 63	33 58	23
24	26 40	28 32	54 72	21 60	21 12	42 72	15 60	19 44	35 04	24
25	27 50	29 50	57 00	22 50	22 00	44 50	16 25	20 25	36 50	25
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

^aA "child worker" means a male worker under 16 years of age or a female worker under 16 years of age

APPENDIX VI

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

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

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 Trade on 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 February, 1962, to workers in
the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	Watch-men	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.	
1/2	1 74½	1 92	1 82	2 09½	1 99½	1 94½	0 81½	0 94½	1 19½	1 39½	1/2
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

APPENDIX VIII

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

No. of Days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons	Adults		Young Persons	Adults		Young Persons		Watchers	
	Male	Female		Male	Female		Male	Female	Over 14 Under 16 Years	Over 16 Under 18 Years		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
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

APPENDIX IX

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

No. of Days	Class A and Class D	Class B	Class C	Class E	Class F	Class G and Class I	Class H	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	3 38½	3 17½	3 02	2 65½	2 70½	2 46½	2 26	3 09	1 95	1
2	6 77	6 35	6 04	5 31	5 41	4 93	4 52	6 18	3 90	2
3	13 54	12 70	12 08	10 62	10 83	9 87	9 04	12 37	7 81	3
4	20 30	19 05	18 11	15 93	16 24	14 80	13 55	18 55	11 71	4
5	27 07	25 40	24 15	21 24	21 65	19 74	18 07	24 74	15 61	5
6	33 84	31 75	30 19	26 55	27 07	24 67	22 59	30 92	19 51	6
7	40 61	38 10	36 23	31 86	32 48	29 61	27 11	37 11	23 42	7
8	47 37	44 46	42 27	37 16	37 89	34 54	31 62	43 29	27 32	8
9	54 14	50 81	48 31	42 47	43 31	39 47	36 14	49 47	31 22	9
10	60 91	57 16	54 34	47 78	48 72	44 41	40 66	55 66	35 13	10
11	67 68	63 51	60 38	53 09	54 13	49 34	45 18	61 84	39 03	11
12	74 44	69 86	66 42	58 40	59 55	54 28	49 69	68 03	42 93	12
13	81 21	76 21	72 46	63 71	64 96	59 21	54 21	74 21	46 84	13
14	87 98	82 56	78 50	69 02	70 37	64 14	58 73	80 39	50 74	14
15	94 75	88 91	84 54	74 33	75 79	69 08	63 25	86 58	54 64	15
16	101 51	95 26	90 57	79 64	81 20	74 01	67 76	92 76	58 54	16
17	108 28	101 61	96 61	84 95	86 61	78 95	72 28	98 95	62 45	17
18	115 05	107 96	102 65	90 26	92 03	83 88	76 80	105 13	66 35	18
19	121 82	114 31	108 69	95 57	97 44	88 82	81 32	111 32	70 25	19
20	128 58	120 67	114 73	100 87	102 85	93 75	85 83	117 50	74 16	20
21	135 35	127 02	120 77	106 18	108 27	98 68	90 35	123 68	78 06	21
22	142 12	133 37	126 80	111 49	113 68	103 62	94 87	129 87	81 96	22
23	148 89	139 72	132 84	116 80	119 09	108 55	99 39	136 05	85 86	23
24	155 65	146 07	138 88	122 11	124 51	113 49	103 90	142 24	89 77	24
25	162 42	152 42	144 92	127 42	129 92	118 42	108 42	148 42	93 67	25
26	172 17	161 57	153 62	135 07	137 72	125 53	114 93	157 33	99 29	26
27	181 92	170 72	162 32	142 72	145 52	132 64	121 44	166 24	104 91	27
28	191 67	179 87	171 02	150 37	153 32	139 75	127 95	175 15	110 53	28
29	201 42	189 02	179 72	158 02	161 12	146 86	134 46	184 06	116 15	29

APPENDIX XI—(contd.)

*** Ready Reckoner showing the minimum wages payable for the number of days worked during February, 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 14½	1 32	1 52	1 78	½
1	2 29	2 64	3 04	3 56	1
2	4 58	5 29	6 08	7 12	2
3	6 86	7 93	9 11	10 68	3
4	9 15	10 57	12 15	14 24	4
5	11 44	13 21	15 19	17 80	5
6	13 73	15 86	18 23	21 36	6
7	16 02	18 50	21 27	24 91	7
8	18 31	21 14	24 31	28 47	8
9	20 59	23 78	27 34	32 03	9
10	22 88	26 43	30 38	35 59	10
11	25 17	29 07	33 42	39 15	11
12	27 46	31 71	36 46	42 71	12
13	29 75	34 35	39 50	46 27	13
14	32 04	37 00	42 54	49 83	14
15	34 32	39 64	45 57	53 39	15
16	36 61	42 28	48 61	56 95	16
17	38 90	44 92	51 65	60 51	17
18	41 19	47 57	54 69	64 07	18
19	43 48	50 21	57 73	67 62	19
20	45 77	52 85	60 77	71 18	20
21	48 05	55 49	63 80	74 74	21
22	50 34	58 14	66 84	78 30	22
23	52 63	60 78	69 88	81 86	23
24	54 92	63 42	72 92	85 42	24
25	59 31	68 49	78 75	92 25	25
26	63 70	73 56	84 58	99 08	26
27	68 09	78 63	90 41	105 91	27
28	72 48	83 70	96 24	112 74	28

* 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 X

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

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 31	2 93½	2 56	2 68½	2 43½	1 66	½
1	6 62	5 87	5 12	5 37	4 87	3 32	1
2	13 24	11 74	10 24	10 74	9 74	6 64	2
3	19 86	17 61	15 36	16 11	14 61	9 96	3
4	26 48	23 48	20 48	21 48	19 48	13 28	4
5	33 10	29 35	25 60	26 85	24 35	16 60	5
6	39 72	35 22	30 72	32 22	29 22	19 92	6
7	46 34	41 09	35 84	37 59	34 09	23 24	7
8	52 96	46 96	40 96	42 96	38 96	26 56	8
9	59 58	52 83	46 08	48 33	43 83	29 88	9
10	66 20	58 70	51 20	53 70	48 70	33 20	10
11	72 82	64 57	56 32	59 07	53 57	36 52	11
12	79 44	70 44	61 44	64 44	58 44	39 84	12
13	86 06	76 31	66 56	69 81	63 31	43 16	13
14	92 68	82 18	71 68	75 18	68 18	46 48	14
15	99 30	88 05	76 80	80 55	73 05	49 80	15
16	105 92	93 92	81 92	85 92	77 92	53 12	16
17	112 54	99 79	87 04	91 29	82 79	56 44	17
18	119 16	105 66	92 16	96 66	87 66	59 76	18
19	125 78	111 53	97 28	102 03	92 53	63 08	19
20	132 40	117 40	102 40	107 40	97 40	66 40	20
21	139 02	123 27	107 52	112 77	102 27	69 72	21
22	145 64	129 14	112 64	118 14	107 14	73 04	22
23	152 26	135 01	117 76	123 54	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

APPENDIX XI

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

No. of Days	Workers other than Apprentices								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	4 42½	3 54	2 86½	2 65½	2 34	2 12½	1 26	2 21½	½
1	8 85	7 08	5 73	5 31	4 68	4 25	2 52	4 43	1
2	17 70	14 16	11 45	10 61	9 37	8 50	5 04	8 87	2
3	26 55	21 24	17 18	15 92	14 05	12 75	7 55	13 30	3
4	35 40	28 32	22 90	21 22	18 74	17 00	10 07	17 74	4
5	44 25	35 40	28 63	26 53	23 42	21 24	12 59	22 17	5
6	53 10	42 48	34 35	31 83	28 11	25 49	15 11	26 61	6
7	61 96	49 56	40 08	37 14	32 79	29 74	17 62	31 04	7
8	70 81	56 64	45 81	42 44	37 47	33 99	20 14	35 47	8
9	79 66	63 72	51 53	47 75	42 16	38 24	22 66	39 91	9
10	88 51	70 80	57 26	53 05	46 84	42 49	25 18	44 34	10
11	97 36	77 88	62 98	58 36	51 53	46 74	27 69	48 78	11
12	106 21	84 96	68 71	63 66	56 21	50 99	30 21	53 21	12
13	115 06	92 04	74 44	68 97	60 89	55 23	32 73	57 64	13
14	123 91	99 12	80 16	74 27	65 58	59 48	35 25	62 08	14
15	132 76	106 20	85 89	79 58	70 26	63 73	37 76	66 51	15
16	141 61	113 28	91 61	84 88	74 95	67 98	40 28	70 95	16
17	150 46	120 36	97 34	90 19	79 63	72 23	42 80	75 38	17
18	159 31	127 44	103 06	95 49	84 32	76 48	45 32	79 82	18
19	168 17	134 52	108 79	100 80	89 00	80 73	47 83	84 25	19
20	177 02	141 60	114 52	106 10	93 68	84 98	50 35	88 68	20
21	185 87	148 68	120 24	111 41	98 37	89 22	52 87	93 12	21
22	194 72	155 76	125 97	116 71	103 05	93 47	55 39	97 55	22
23	203 57	162 84	131 69	122 02	107 74	97 72	57 90	101 99	23
24	212 42	169 92	137 42	127 32	112 42	101 97	60 42	106 42	24
25	229 41	183 51	148 41	137 51	121 41	110 13	65 25	114 93	25
26	246 40	197 10	159 40	147 70	130 40	118 29	70 08	123 44	26
27	263 39	210 69	170 39	157 89	139 39	126 45	74 91	131 95	27
28	280 38	224 28	181 38	168 08	148 38	134 61	79 74	140 46	28

* 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 February 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 60½	2 01	2 43½	3 01	3 63½	1 33	1 80	2 20½	2 71½	½
1	3 21	4 02	4 87	6 02	7 27	2 66	3 60	4 41	5 43	1
2	6 41	8 04	9 74	12 04	14 54	5 33	7 20	8 83	10 86	2
3	9 62	12 05	14 62	18 05	21 80	7 99	10 80	13 24	16 29	3
4	12 82	16 07	19 49	24 07	29 07	10 65	14 40	17 65	21 72	4
5	16 03	20 09	24 36	30 09	36 34	13 32	18 00	22 07	27 15	5
6	19 23	24 11	29 23	36 11	43 61	15 98	21 60	26 48	32 58	6
7	22 44	28 12	34 10	42 12	50 87	18 64	25 21	30 89	38 01	7
8	25 64	32 14	38 97	48 14	58 14	21 31	28 81	35 31	43 44	8
9	28 85	36 16	43 85	54 16	65 41	23 97	32 41	39 72	48 87	9
10	32 05	40 18	48 72	60 18	72 68	26 63	36 01	44 13	54 30	10
11	35 26	44 19	53 59	66 19	79 94	29 30	39 61	48 55	59 73	11
12	38 46	48 21	58 46	72 21	87 21	31 96	43 21	52 96	65 16	12
13	41 67	52 23	63 33	78 23	94 48	34 62	46 81	57 37	70 59	13
14	44 87	56 25	68 20	84 25	101 75	37 29	50 41	61 79	76 02	14
15	48 08	60 26	73 08	90 26	109 01	39 95	54 01	66 20	81 45	15
16	51 28	64 28	77 95	96 28	116 28	42 61	57 61	70 61	86 88	16
17	54 49	68 30	82 82	102 30	123 55	45 28	61 21	75 03	92 31	17
18	57 69	72 32	87 69	108 32	130 82	47 94	64 81	79 44	97 74	18
19	60 90	76 33	92 56	114 33	138 08	50 60	68 42	83 85	103 17	19
20	64 10	80 35	97 43	120 35	145 35	53 27	72 02	88 27	108 60	20
21	67 31	84 37	102 31	126 37	152 62	55 93	75 62	92 68	114 03	21
22	70 51	88 39	107 18	132 39	159 89	58 59	79 22	97 09	119 46	22
23	73 72	92 40	112 05	138 40	167 15	61 26	82 82	101 51	124 89	23
24	76 92	96 42	116 92	144 42	174 42	63 92	86 42	105 92	130 32	24
25	83 07	104 13	126 27	155 97	188 37	69 03	93 33	114 39	140 75	25
26	89 22	111 84	135 62	167 52	202 32	74 14	100 24	122 86	151 18	26
27	95 37	119 55	144 97	179 07	216 27	79 25	107 15	131 33	161 61	27
28	101 52	127 26	154 32	190 62	230 22	84 36	114 06	139 80	172 04	28

* 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 February, 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 33	1 55	1 81	2 14½	1 25	1 45½	1 66½	1 96	½
1	2 66	3 10	3 62	4 29	2 50	2 91	3 33	3 92	1
2	5 33	6 19	7 24	8 58	4 99	5 82	6 65	7 84	2
3	7 99	9 29	10 87	12 87	7 49	8 73	9 98	11 76	3
4	10 65	12 39	14 49	17 16	9 99	11 65	13 30	15 68	4
5	13 32	15 48	18 11	21 45	12 48	14 56	16 63	19 60	5
6	15 98	18 58	21 73	25 74	14 98	17 47	19 95	23 52	6
7	18 64	21 68	25 35	30 03	17 48	20 38	23 28	27 44	7
8	21 31	24 77	28 97	34 32	19 97	23 29	26 61	31 36	8
9	23 97	27 87	32 60	38 61	22 47	26 20	29 93	35 28	9
10	26 63	30 97	36 22	42 90	24 97	29 11	33 26	39 20	10
11	29 30	34 06	39 84	47 19	27 46	32 02	36 58	43 12	11
12	31 96	37 16	43 46	51 49	29 96	34 94	39 91	47 05	12
13	34 62	40 26	47 08	55 78	32 46	37 85	43 24	50 97	13
14	37 29	43 35	50 70	60 07	34 95	40 76	46 56	54 89	14
15	39 95	46 45	54 33	64 36	37 45	43 67	49 89	58 81	15
16	42 61	49 55	57 95	68 65	39 95	46 58	53 21	62 73	16
17	45 28	52 64	61 57	72 94	42 44	49 49	56 54	66 65	17
18	47 94	55 74	65 19	77 23	44 94	52 40	59 86	70 57	18
19	50 60	58 84	68 81	81 52	47 44	55 31	63 19	74 49	19
20	53 27	61 93	72 43	85 81	49 93	58 23	66 52	78 41	20
21	55 93	65 03	76 06	90 10	52 43	61 14	69 84	82 33	21
22	58 59	68 13	79 68	94 39	54 93	64 05	73 17	86 25	22
23	61 26	71 22	83 30	98 68	57 42	66 96	76 49	90 17	23
24	63 92	74 32	86 92	102 97	59 92	69 87	79 82	94 09	24
25	69 03	80 27	93 87	111 21	64 71	75 46	86 21	101 62	25
26	74 14	86 22	100 82	119 45	69 50	81 05	92 60	109 15	26
27	79 25	92 17	107 77	127 69	74 29	86 64	98 99	116 68	27
28	84 36	98 12	114 72	135 93	79 08	92 23	105 38	124 21	28

* 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 February, 1962, to workers in the Rubber Export Trade

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

APPENDIX XIII

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

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

*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 February, 1962, to workers in the Tea 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>Box Makers and Repairers</i>	<i>Watchers</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>	
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

APPENDIX XV

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during February, 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 ₆	16 10	10
11	13 75	12 98	26 73	11 55	9 68	21 23	8 80	8 91	17 71	11
12	15 00	14 16	29 16	12 60	10 56	23 16	9 60	9 72	19 32	12
13	16 25	15 34	31 59	13 65	11 44	25 09	10 40	10 53	20 93	13
14	17 50	16 52	34 02	14 70	12 32	27 02	11 20	11 34	22 54	14
15	18 75	17 70	36 45	15 75	13 20	28 95	12 00	12 15	24 15	15
16	20 00	18 88	38 88	16 80	14 08	30 88	12 80	12 96	25 76	16
17	21 25	20 06	41 31	17 85	14 96	32 81	13 60	13 77	27 37	17
18	22 50	21 24	43 74	18 90	15 84	34 74	14 40	14 58	28 98	18
19	23 75	22 42	46 17	19 95	16 72	36 67	15 20	15 39	30 59	19
20	25 00	23 60	48 60	21 00	17 60	38 60	16 00	16 20	32 20	20
21	26 25	24 78	51 03	22 05	18 48	40 53	16 80	17 01	33 81	21
22	27 50	25 96	53 46	23 10	19 36	42 46	17 60	17 82	35 42	22
23	28 75	27 14	55 89	24 15	20 24	44 39	18 40	18 63	37 03	23
24	30 00	28 32	58 32	25 20	21 12	46 32	19 20	19 44	38 64	24
25	31 25	29 50	60 75	26 25	22 00	48 25	20 00	20 25	40 25	25
26	32 50	30 68	63 18	27 30	22 88	50 18	20 80	21 06	41 86	26
27	33 75	31 86	65 61	28 35	23 76	52 11	21 60	21 87	43 47	27
28	35 00	33 04	68 04	29 40	24 64	54 04	22 40	22 68	45 08	28

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