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# CEYLON LABOUR GAZETTE

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S. C. No. 41/1962

I. D. 306 of 1961

## APPLICATION FOR MANDATES IN THE NATURE OF WRITS OF CERTIORARI AND PROHIBITION UNDER SECTION 42 OF THE COURTS ORDINANCE (CHAPTER 6)

THE CEYLON BANK EMPLOYEES UNION ..... Applicant.

Vs.

S. B. YATAWARA *et al.* ..... Respondents.

*Present : Sansoni, J.*

*Counsel :* Colvin R. de Silva with P. B. Tampoe, K. Shinya, P. K. Liyanage, K. Shanmugalingam, Prins Rajasooriya and N. Karalasingham for Applicant Union.

G. G. Ponnambalam, Q.C., with S. J. Kadirgamar, Vernon Wijetunge, K. Viknarajah, W. T. P. Goonetilleke, K. N. Choksy and M. Ilayaperuma for fourth and fifth respondents.

A. C. Alles, Deputy Solicitor-General, with R. I. Obeysekera, C.C., for sixth respondent.

*Argued on :* 22nd and 23rd February, 5th-7th, 9th and 12th, 16th March, 1962.

*Decided on :* 19th March, 1962.

BEFORE I deal with the points in controversy between the parties, I shall set out some of the matters about which there can be no dispute.

On 27th December, 1961, there commenced a Bank strike which involved those employees of the Bank of Ceylon and the Banks forming the Commercial Banks Association (Ceylon) who were members of the Ceylon Bank Employees Union. That strike is still on. On 30th December, there was a conference held by the Senior Assistant Commissioner of Labour with the representatives of the Banks concerned and the Union. A Union representative is reported in the minutes of the Conference to have stated that the Union was not prepared to call off this strike unless certain matters in dispute between the Union and the Banks were satisfactorily settled. No settlement was reached and the proceedings ended in a deadlock. On that same day the Minister of Labour and Nationalized Services made an order

under section 4 (2) of the Industrial Disputes Act, No. 43 of 1950, in which he stated that an Industrial dispute existed between the Union of the one part and the Bank of Ceylon and the Commercial Banks Association (Ceylon) of the other part. By that order, the Minister referred the dispute for settlement to an Industrial Court to be constituted in accordance with section 22 of the Act. The statement accompanying the order set out the four matters in dispute, namely, (1) the scale of salaries of the Bank employees ; (2) Dearness Allowance on pension ; (3) additional seven days leave in lieu of the curtailed Bank holidays ; (4) three months leave preparatory to retirement.

The Industrial Court began its hearing of the dispute on the 10th January, and it then had before it two notices of applications pursuant to section 40 (1) (p) of the Act. These Notices had been sent to the Registrar of the Court by the respective lawyers of the Bank of Ceylon and the Commercial Banks Association, and a copy of each notice was sent to the Secretary of the Union. They informed the Registrar therein that they intended at the hearing of the Court to make application on behalf of the Bank of Ceylon and the members of the Commercial Banks Association for permission in writing to be granted by the Court to terminate the services of, or punish in such other way as to the Banks deemed necessary, all or any of the employees who went on strike and who were continuing to strike notwithstanding the reference of the dispute to the Court. Such an application was, in fact, made on behalf of the Banks on 12th January. Counsel for the Banks made his submissions on that day. The representative of the Union replied on that day and on the 16th, 17th, 22nd, 23rd and 24th January. Counsel for the Banks replied on the 24th, and on the 27th January the Court allowed the applications and directed that its order be communicated to the parties in writing. The Registrar of the Court, by his letters of 27th January to the respective proctors of the Banks, informed them that their applications had been allowed. Copies of these letters were sent to the President of the Union.

On the 2nd February each Bank, through its Manager, wrote to each of its employees informing him that the Court had allowed the application for its approval to terminate the services of or otherwise punish the employees who continued to be on strike. That letter also informed the employee that since he continued to be on strike he was liable to be dismissed or otherwise punished, but it was the hope of the Banks that all their employees would return to work. The letter warned the employee that if he did not respond to this request to return to work he would be compelling the Banks to commence recruiting new staff to replace him. An appeal on similar lines was published by the Banks in various newspapers on the 3rd February. The reply to the letters was made on a cyclostyled form, a specimen of which was put before me. The writer there informed the Manager of the particular Bank that an application was being made within the next day or two to the Supreme Court, *inter alia*, in respect of the order of the Industrial Court referred to in the Bank's letter. The employee stated that in the circumstances he was in duty bound to await the order of the Supreme Court. By adopting this attitude he, in effect, rested his case on the outcome of the present application. I do not think that the making of this application in any way precluded him from resuming duties.

On the 7th February the present application before me for writs of Certiorari and Prohibition was made by the Union. The respondents to it are the three members of the Court, the Bank of Ceylon, The Commercial Banks Association (Ceylon) and the Minister. Notices were issued on the Respondents on the 8th February. Counsel appearing for the Banks informed me in Court that, without intending any disrespect to the Court, his clients wished to proceed with such action as they intended taking before the notices were issued. On that day each Bank Manager wrote to each employée pointing out that neither the order of the Industrial Court nor the application to the Supreme Court constituted an impediment to his resumption of duty. He was informed in the letter that since he had been unlawfully on strike from the 27th December and had failed to respond to the request to resume duties he was dismissed from service with immediate effect. He was further informed that before commencing the recruitment of new staff the Bank would consider his re-engagement as a new entrant if he applied on the sub-joined form on or before the 14th February and reported for duty at the time and on the date which would be notified to him in the letter of appointment. Such re-engagement was to be on probation and on certain other conditions.

I might also refer to one other document which was filed by the respondent banks with their statements of objections. It is a copy of a bulletin purporting to have been issued by the Secretary of the Propaganda Committee by order of the General Council of the Union. Referring to the intention of the Banks to apply for permission to dismiss or otherwise punish the members of the Union who are on strike, the Council informed the members that this move was anticipated, the members should not get alarmed over this suggestion, and they should resolve that whatever difficulties confronted them they would only go back with the demands settled to their satisfaction.

When the hearing began before me, Mr. de Silva drew my attention to two letters written by the President of the Union to the Manager of the Bank of Ceylon and to the Chairman of the Commercial Banks Association respectively, on 26th December. By those letters he informed them that at a Special General Meeting of the Union held on 26th December it was resolved that the suspended strike of the members of the Union be resumed with effect from 27th December. In that letter the President complained that deadlock had been reached as a result of the stand taken by the Banks on the question of the revision of the salary scales of their employées, and he asked them to reconsider their stand on this question and pave the way for settlement of the outstanding disputes between them.

I shall now refer to the matters urged by Mr. de Silva in support of his application. His first submission was that the Minister's order of 30th December was invalid, in that it was not a reference of an industrial dispute within the meaning of the Act. He relied on the definitions contained in section 47 of the Act of the words "employer", "industrial dispute", "trade union" and "workman". Those words are defined in the Act thus:—

"employer" means any person who employs or on whose behalf any other person employs any workman and includes a body of employers (whether such body is a firm, company, corporation or trade union) and any person who on behalf of any other person employs any workman ; •

“ industrial dispute ” means any dispute or difference between employers and workmen or between workmen and workmen connected with the employment or non-employment, or the terms of employment, or with the conditions of labour or the termination of the services, or the re-instatement in service, of any person and for the purposes of this definition “ workmen ” includes a trade union consisting of workmen ;

“ trade union ” means any trade union (whether of employers or of workmen) registered under the Trade Unions Ordinance ;

“ workman ” means any person who has entered into or works under a contract with an employer in any capacity, whether the contract is expressed or implied, oral or in writing, and whether it is a contract of service or of apprenticeship or a contract personally to execute any work or labour, and includes any person ordinarily employed under any such contract whether such person is or is not in employment at any particular time, and, for the purposes of any proceedings under this Act in relation to any industrial dispute, includes any person whose services have been terminated.

He pointed out that although in the clause defining “ industrial dispute ” the word “ workmen ” includes “ a Trade union consisting of workmen ”, the clause does not say that the word “ employers ” includes a trade union of employers. He urged that the definition of “ employer ” cannot include a trade union of employers in the sense of a trade union whose members are employers, and that it can, as framed, only mean a trade union which is a separate employer in itself. He relied on the juxtaposition of the words “ firm, company or corporation ”, each of which could form a body of employers having its own employees, and argued that a trade union having its own employees could in that sense be an employer, and in no other sense. He would, in other words, treat the words “ trade union ” as *eiusdem generis* with “ firm, company, or corporation ”. Each bank was a separate employer, and he argued that as there were nine banks in the Commercial Banks Association there should be nine separate references in their case. He excluded the possibility of the Commercial Banks Association being treated as an “ employer ” as the definition now stands. He did not concede that the Association could come within the phrase “ body of employers ” since, he submitted, the words within brackets show what the draftsman meant. In short, his objection was that the statute did not contemplate the Commercial Banks Association being a party to a reference, and consequently there was no valid reference into which an Industrial Court could inquire.

Mr. Ponnambalam’s reply was that the Act contemplates a Trade Union of several independent and distinct employers representing its members and being a party to an industrial dispute. Where such a Union takes up a dispute it can be a party to a reference. He also stressed the phrase “ body of employers ” and the presence of the words /“ trade union ” in the bracketted clause, and argued that the Commercial Banks Association, which is a body of employers and a Trade Union of employers, would fall within those words. He

referred to several sections of the Act, and to some of the regulations made by the Minister by virtue of the powers vested in him by section 39, in support of his contention. Confining the references to that Part of the Act which deals with Industrial Courts, he mentioned section 24 (3) which provides that reference shall be made in every award of an Industrial Court to the parties and Trade Unions to which, and the employers and workmen to whom, such award relates. Section 26 provides that every award shall be binding on the parties, Trade Unions, employers and workmen referred to in that award. Section 27, which deals with reconsideration of an award, in proviso (b) enacts that where a Trade Union is, or is included in, a part bound by an award, no application in respect of that award made independently of that Trade Union by any employer or workman who is a member of that Trade Union, shall be entertained by the Minister. The proviso to section 36 (5) contemplates an employer, who is a member of a Trade Union which is a party to proceedings before the Court, raising a matter relating to the dispute. Section 46 (3) (b), which deals with representation before the Court, again refers to employers who are members of a Trade Union which is a party to proceedings.

Amongst the regulations, he referred to regulation 37 (a) which provides for the service of notices, summons, etc. In the case of an employer such notice can be effected (1) on the employer himself, (2) where the employer is represented by a Trade Union, on the President or the Secretary or any other officer of such Trade Union, (3) where the employer is an incorporated body, on any Director, manager or other principal officer of such body, (4) where the employer is a firm, on any partner of the firm. This regulation, he pointed out, seems to have been framed in the light of the definition of "employer" in section 47 of the Act, for it refers to (1) an individual employer, (2) a Trade Union representing an employer, (3) an employer which is a company or corporation, and (4) an employer which is a firm such as a partnership.

Mr. de Silva, in reply to these arguments, analysed many of the provisions of the Trade Unions Ordinance, Cap. 138, the Wages Board Ordinance, Cap. 136, and the Industrial Disputes Act in its original and present form. He stressed that a Trade Union of employers need not be a possible *party to an Industrial dispute*, though it can be added as a party *pending proceedings* after the inquiry begins. It can also be a party likely to be affected or bound by a dispute, and it can be mentioned in an award. I think Mr. de Silva conceded that the structure of the Industrial Disputes Act appeared, in some parts, to support the view that a Trade Union of employers could be a party to an industrial dispute. I do not see why one should not look at the whole Act before arriving at the meaning of the words which are defined in the Interpretation Section, if there is any uncertainty about the matter. The other parts "throw light on the intention of the Legislature and may serve to show that the particular provision ought not to be construed as it would be alone and apart from the rest of the Act".

I hope I will not be thought discourteous if I do not set out and examine more closely Mr. de Silva's detailed argument. But I am by no means satisfied that the definitions in section 47 preclude a Trade Union consisting of independent employers from being made a party to a dispute. The argument that the definition of the phrase "industrial dispute" does not specifically refer to a Trade Union of

employers is met by the fact that the word "employer" as already defined has such a reference. The word "workman", on the other hand, had yet to be defined and the draftsman could have placed it either in the definition of "industrial dispute" or in the definition of "workman"; he chose the former course. The numerous references in the Act to Trade Unions consisting of employers show clearly that such a concept was well known to the draftsman. It also points to the words "trade union" having a wider import than Mr. de Silva gave to them.

It is legitimate and proper, when construing the word "employer", to do so not by taking the definition by itself but by reading the act as a whole, looking at its general purpose, and asking oneself the question "In this statute, in this context, relating to this subject matter, what is the true meaning of that word?"; see the judgment of Lord Greene, M.R. in *re Bidie*<sup>1</sup>. The rule is that the word alone should not be looked at when one is trying to arrive at its meaning, nor only its definition as given in the Act. One must also look at the context, and arrive at the meaning according to what would appear to be its meaning in that context. "Context" in its widest sense means "other enacting provisions of the same statute, its preamble, the existing state of law, other statutes in *pari materia* and the mischief which I can, by those and other legitimate means, discern the statute was intended to remedy": see the judgment of Viscount Simonds in *Attorney-General v Prince Ernest Augustus of Hanover*<sup>2</sup>. It should be noted also that the interpretation section 47 begins "In this Act, unless the context otherwise requires."

Apart from these considerations, however, when one analyses the definition of the word "employer" one finds that its first meaning is "any person who employs", and the third meaning is "a body of employers (whether such a body is a firm, company, corporation or trade union)". Now a person can be either a natural person or an artificial or legal person. A company or corporation can be a person thus, when we come to the phrase "body of employers", a body of Banks, each of which employs workmen, would come within that phrase, and the words "trade union" within the brackets would include such a body of Banks. Mr. de Silva sought to confine the meaning of "trade union" to a trade union as a particular kind of employer analogous to a firm, company or corporation. To arrive at that result one would have to exclude artificial persons from the conception of "person" and "employer" in the definition; one would also have to give the phrase "trade union" a very restricted meaning, and treat it as only being a species of the genus firm, company or corporation. If, however, one includes artificial persons as falling within the words "person" and "employer", and if one reads the words in brackets disjunctively rather than according to the *eiusdem generis* rule, the Commercial Banks Association would clearly fall within the meaning of the word "employer" as defined in section 47. I hold, having regard to the purpose of the Act, its different provisions to which I have referred, and the result produced by an examination of the definition of the word itself in section 47, that the Minister's order was valid, and that the industrial dispute was properly referred to the Industrial Court. The Industrial Court, therefore, has jurisdiction to inquire into the dispute.

<sup>1</sup> (1949) Ch. 121

<sup>2</sup> (1957) A. C. 436

It is, of course, not open to doubt that the Union was entitled to attack the jurisdiction of the Court by trying to show that what was referred by the Minister was not an industrial dispute within the meaning of the Act. It was also within the inherent power of the Court, when the question was raised, to see whether the dispute was one which fell within its jurisdiction, for if it did not so fall it would have no power to adjudicate on the dispute. It is clear that a Tribunal of special jurisdiction created by a statute can only act if the terms contained in the statute giving it jurisdiction are complied with. If they are not complied with, the jurisdiction does not arise.

But the "factual existence and the expediency of making a reference in the circumstances of a particular case are matters entirely for the Government to decide upon, and it will not be competent for this Court to hold the reference bad and quash the proceedings for want of jurisdiction because there was, in its opinion, no material before the Government on which it could have come to an affirmative conclusion on those matters": see *The State of Madras v. C. P. Sarathy and another*<sup>3</sup>. I refer to this as it was a matter of complaint made by the Union both before the Industrial Court and before me that the Government unreasonably thrust itself between the Union and the Banks when they were in the process of arriving at a voluntary agreement, when it should not in this way have attempted to force them to resolve their differences. I also quote the following passage from the concluding paragraph in the judgment of Patanjali Sastri, C. J., in that case; "In view of the increasing complexity of modern life and the interdependence of the various sectors of a planned national economy, it is obviously in the interests of the public that labour disputes should be peacefully and quickly settled within the framework of the Act rather than by resort to methods of direct action which are only too well calculated to disturb public peace and order and diminish production in the country, and Courts should not be astute to discover formal defects and technical flaws to overthrow such settlements". The Act envisages an industrial dispute being referred to an Industrial Court for settlement, for those are the very terms of section 4 (2); its title is an Act "to provide for the prevention, investigation and settlement of industrial disputes". This Court cannot pronounce on the desirability or otherwise of letting the contestants in an industrial dispute work out their own solution in the knowledge that no settlement can ever be imposed by a Statutory Tribunal. The Act empowers an Industrial Court to make an award which may appear to it to be just and equitable, and such an award is binding and enforceable, though provision has also been made for its reconsideration.

Mr. de Silva urged that the Bank of Ceylon has salary scales different from those of the other Banks, while those other Banks themselves have no uniform salary scale. He adduced this is an argument against the consolidation of this dispute to which the Bank of Ceylon and the Commercial Banks Association had been made parties. Mr. Ponnambalam, on the other hand, submitted that the dispute referred raised questions common to all the Banks, and there was no reason why the dispute should be separated into smaller compartments. The definition of "industrial dispute" does not limit a reference to one which concerns a single employer and his workmen. It contemplates a dispute involving more than one

<sup>3</sup> A. I. R. (1953) S. C. 53

employer on the one hand and their workmen on the other. I cannot see anything undesirable or unfair in a composite reference, the object of which would be to bring about uniformity in terms and conditions of service in the Banking industry. The terms of reference here show that there was a dispute which was identifiable as a common dispute, and it is surely more desirable that there should be, if it were legally permissible, one inquiry which would be so much more expeditious than ten inquiries. It is significant that a particular matter which concerned only the Chartered Bank was not referred to the Court. It was omitted because, I suppose, it was not a matter which was common to all the Banks.

The next point raised by Mr. de Silva was with regard to the Bank of Ceylon being made a party in the order made by the Minister. He submitted that the order was invalid on this account, because the Bank of Ceylon is, since the passing of the Finance Act, No. 65 of 1961, virtually a Government Department. In this view he contended that section 48 of the Industrial Disputes Act made the order bad.

Section 48 reads :

“Nothing in this Act shall apply to or in relation to the Crown or the Government in its capacity as employer, or to or in relation to a workman in the employment of the Crown or the Government”.

His argument was that the employees of the Bank of Ceylon are workmen in the employment of the Government. In support of this argument he relied on certain provisions of the Finance Act. By section 2, all the ordinary shares of the Bank of Ceylon became vested in the Government. Yet section 11 provides that the Bank shall be deemed not to have ceased to be a Corporation under the Bank of Ceylon Ordinance. He submitted that this was only a matter of form, for in substance the Government is the employer of all the workmen in the Bank and for the purposes of the Industrial Disputes Act they are Government servants. He next pointed to the powers of the Minister who has the right, under section 8, to appoint and to remove all the Directors of the Bank except for the ex-officio Director, who is the Secretary to the Treasury for the time being. He pointed out that under section 5 the Secretary to the Treasury has the power to issue directions with regard to certain kinds of business which had been done prior to the date of commencement of the Act. He drew attention to section 10 which enables the Minister to make regulations for the purposes of carrying out the principles and provisions embodied in Part I of the Act. The Government, he submitted, had entered a field formerly occupied by private enterprise and the true character of the Bank was that of a Government Department.

Mr. Alles, in reply, urged that the staff of the Bank is not appointed by the Government but by the Board of Directors. The Directors are not the agents of the Government but of the Corporation and the Bank continued as a Corporation under the Bank of Ceylon Ordinance by virtue of sections 10 and 11 : no new Corporation was created, although the Minister would have more powers of control. The regulations that may be framed would not be directives to the Directors but would only be concerned with questions of policy.

Obviously each Corporation, and the terms of the Statute governing it, must be the subject of scrutiny when the question of its true character is raised. For instance, a Corporation to which the State

Industrial Corporations Act, No. 49 of 1957, applies is of a widely different sort from the Bank of Ceylon. Once the principles applicable to the determination of the question are known, the character of the particular Corporation can be decided.

In *Tamin v. Hannaford*<sup>4</sup>, Denning L. J. after pointing out that ministerial control over such a body as this is insufficient to make it a servant or agent of the Crown, said: "When Parliament intends that a new Corporation should act on behalf of the Crown, it as a rule says so expressly, as it did in the case of the Central Land Board by the Town and Country Planning Act, 1947. In the absence of any such express provision, the proper inference, in the case, at any rate, of a Commercial Corporation, is that it acts on its own behalf, even though it is controlled by a Government Department. "He also pointed out that in the eye of the law the Corporation in that case (the British Transport Commission) is its own master, it has none of the immunities or privileges of the Crown, its servants are not civil servants, and its property is not Crown property. The same observations may properly, I think, be made about the Bank of Ceylon.

There is also the instructive judgment of Rajagopala Ayyangar, J., in *Narayanaswamy Naidu v. Krishnamurthi*<sup>5</sup>, which dealt with the Life Insurance Corporation of India. The learned Judge quoted the following passage from an article by Professor Wade in current Legal Problems, 1949: "The public Corporation, as an agency distinct from the usual form of Government Department over which a political Minister presides, has evolved in its modern guise from the need for resolving two conflicting considerations: (a) the demand for some form of State intervention, (b) the resistance to a form of nationalisation which would involve direct administration by the Civil Service. Hence the constitutions of these State agencies have been influenced by the desire to safeguard some of the features of private enterprise and to avoid the closer control necessarily involved in direct administration by the State".

The tests for determining the constitutional position of such a Corporation laid down by the learned Judge are—

- (1) The incorporation of the body, though not determinative, is of some significance as an indication by Parliament of its intention to create a legal entity with a personality of its own distinct from the State.
- (2) The degree of control exercised by the Minister over the functioning of the Corporation is a very relevant factor, a complete dependence on him marking it as really a governmental body while comparative freedom to pursue its administration is treated as an element negating an intention to constitute it a Government agent.
- (3) The degree of dependence of the Corporation on the Government for its financial needs.

Guided by these authorities and applying them to the provisions of the Finance Act, No. 65 of 1961, I hold that the Bank of Ceylon is not a Government Department, and that section 48 has not been contravened by the inclusion of the Bank of Ceylon as a party to this industrial dispute.

<sup>4</sup> (1950) 1 K. B. 18

<sup>5</sup> A. I. R. (1958) Madras 343

The next point raised by Mr. de Silva was that the Industrial Court had no power to entertain the application made on behalf of the Banks for its approval in writing to terminate the services of, or punish in any other way, their employees who were on strike. He raised several other objections to the validity of the order made by the Court on these applications. The first objection was that the notice filed by the proctors for the Commerical Banks Association was not on behalf of the individual Banks, and as the Association had no employees to be dealt with in that way the notice was bad. The association, as the Union representing its individual members, was entitled to give the notice. But it must not be overlooked that the notice mentions that the application will be made on behalf of the members of the Association for permission in writing to terminate the services of or punish all or any of the employees employed by members of the Association. The second objection was that the notices referred to all or any employees who went on strike and were continuing to strike, without specifying their names. It is true that the strikers are referred to as a class; the class comprising every employee who struck and was continuing to strike. I do not think it was necessary to mention each employee by name, since both the employee and the employer would know who was intended. The third objection was that nothing was specified as to what punishment, if any, was to be inflicted; indeed, as appears from the proceedings before the Industrial Court, no decision on this question had been taken by any Bank. In this connection, my attention was invited to the word "approval" to be found in section 40 (1) (p).

Section 40 (1) (p) reads :

" Any person who being an employer, after an Industrial dispute in any industry has been referred for settlement to an industrial court, or for settlement by arbitration to an arbitrator, but before an award in respect of such dispute has been made—

- (i) terminates the services of, or punishes in any other way, without the approval in writing of such court or arbitrator, any workman concerned in such dispute, for any act or omission connected with, arising from, or constituting or included in such dispute, or
- (ii) in regard to any matter connected with such dispute, alters, to the prejudice of any workman concerned in such dispute, the conditions of service applicable to such workman immediately before the reference of such dispute to such court or arbitrator

shall be guilty of an offence under this Act". Mr. de Silva submitted that the appropriate word should have been "permission" if what was contemplated by the Act was a lifting of the ban against action on the part of the employer, as contrasted with "approval" which could only refer to action which had already been decided upon.

This ground of objection raises a large question as to the meaning and effect of section 40 (1) (p), which occurs in a section dealing with offences made punishable under section 43 of the Act, and I think I should make a few preliminary observations. Section 40 provides that any person who commits any of the numerous offences specified in that section, one of them being an offence described in section 40 (1) (p), shall be guilty of an offence under the Act. The purpose underlying this provision is to preserve the status quo pending proceedings ;

to protect workmen concerned in a dispute against victimisation by the employer for having raised for continuing those proceedings. Another purpose is to maintain a peaceful atmosphere until those proceedings are concluded by an award. It will be noticed that, unlike in India where section 33 of the Industrial Disputes Act, 1947, in terms imposes a ban on the employer taking any action against the workman, our Act only makes it a criminal offence to take such action unless approval in writing is obtained. Nevertheless, there is an implied ban in section 40 (1) (p), which also provides for the removal of that ban by the granting of approval by the Court or arbitrator.

One thing is clear, and it is that this is a provision dealing only with the criminal liability that will be incurred by an employer who takes certain action against a workman pending the proceedings, and which provides that in order to avoid such liability he must get the approval of the particular tribunal which is inquiring into the dispute. It is open to that tribunal to grant or to refuse its approval, acting entirely in its discretion. Before making its order it could hear evidence if it so desired, or it could only hear arguments. The circumstances of the particular case will undoubtedly decide what course it will adopt. It will be dealt with as an incidental matter brought up by an employer who wishes to protect himself against criminal liability. But the workman or workmen with regard to whom the approval is being sought must undoubtedly have notice of the application, in order that they might be heard before it makes its order on the application. Here I disagree with Mr. Ponnambalam who argued that the employee concerned need not have notice because, he submitted, nothing may eventually be done by the employer and in that event no prejudice will be suffered by the employee. It is clearly a quasi-judicial order that the Court is asked to make, and notice is essential according to the *audi alteram partem* rule.

What happened in the case of these applications was that notice regarding them was given on 8th January, and Counsel for the Banks mentioned them on 10th January before the Court when it began its sittings. The representative of the Union objected to its being dealt with on that day, and the Court directed that it be heard on 12th January. On that day and on six days thereafter, the application was made the subject of argument, and the objections raised before me were also raised before the Court. On 27th January, the Court allowed the applications.

Before I deal with the third objection, I shall deal with a fourth objection raised by Mr. de Silva. He urged that each employee should have been given separate notice of the application made against him, before an order was made against him. I think this objection is answered by the provisions of sections 36 (5) and 36 (6) of the Act, and also by regulation 37 (b). The employees who were on strike were being represented before the Court by the Union. The Act and the regulations provide for such representation. The provisions I have referred to enact, in effect, that notice to an officer of the Union is notice to the workmen who were members of the Union. The application was not a new dispute (as Mr. de Silva argued), but "fresh matter relating to the dispute" within section 36 (5). When section 36 (6) says that a workman who is a member of a Trade Union need not be notified of such fresh matter "independently of his Trade Union" it says more than that the notice need not be sent "care

of his Trade Union" which was the meaning Mr. de Silva gave to those words. Now, the application was made against all those employees who were on strike and it was made on a ground common to all of them, namely, that they were committing an offence by continuing to remain on strike. There can be no doubt that the Union's representative who spoke for the employees well knew that it was one charge that was being brought against all the striking employees, based on one circumstance, viz., that by concerted action they were continuing on strike. The facts were self-evident, although it was disputed whether by participating in the strike, the employees had rendered themselves liable to be dismissed or otherwise punished.

Returning to the third objection, I find that section 33 of the Indian Act, as amended, provides for "permission in writing" in one class of cases, and "approval of the action taken by the employer" in another class of cases. It is not easy to say exactly what the word "approval" in our Act connotes. It may mean that the employer's application for the removal of the existing embargo on disciplinary action is merely granted. It may also mean that the employer who has decided on a particular course of action, and wants the Tribunal to permit him to follow it, is allowed to do so. The case of *Davis v. Corporation of Leicester*<sup>o</sup> is not an authority for the proposition that you cannot approve of action that is proposed to be taken in alternative ways. It only decided that before approval can be given by a person, he must have full knowledge of what he is giving his approval to. I do not regard the decision of this question as important, because these are certiorari proceedings. In this case the parties were heard fully before the Court gave its approval and I am unable to say that the order giving approval is, in the circumstances, one that is liable to be quashed on certiorari. By that I mean that in making its order the Court does not seem to me to have (1) acted without, or in excess of, jurisdiction to make it; (2) made any error apparent on the face of the record; or (3) acted in contravention of the rules of natural justice. As Mr. Ponnambalam pointed out, no statutory procedure is laid down as to what should be done by an employer when he is seeking approval, or by the Tribunal before it gives approval. No time is specified as to when such application should be made, or at what stage in the proceedings or whether before or after a punishment has been decided upon. No particular type of inquiry has been provided for, nor have the grounds upon which the tribunal should grant or refuse its approval been stipulated. This is, therefore, not even a case where there has been a failure to comply with statutory requirements, in which event it might have been necessary to consider the effect of such failure on the question of jurisdiction. It is a case where the Court itself had to decide, without statutory guidance, whether to allow or to refuse the application. Where all these matters that I have detailed are left unprovided for in the statute, one is only left with the question whether there has been a violation of the principles of natural justice. I can find none here, because the grounds upon which the application was made were known, and a full hearing was accorded to the representative of the employees.

Several cases were cited by either counsel on the question whether or not an act that it penalised by Statute can be valid. The cases seem to establish the principle that the intention of the legislature

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<sup>o</sup> (1894) 2 Ch. 208

must be ascertained from an examination of the particular Statute. In the case of Statutes dealing with the Revenue, and even in others which do not indicate that the act was penalised for the protection of the public or any particular section of the public, the only result of a breach of the Statute will be the incurring of the prescribed penalty. But if the Statute indicates that the prohibited act was intended to be illegal and void, due effect will be given to that intention. My own view, having regard to the object of the Act, which was to ensure industrial peace and prevent victimisation during the pendency of an inquiry into an industrial dispute, is that any action taken by an employer in breach of section 40 (1) (p) should be treated as invalid. But in this case, as the orders of dismissal have the protection of the Court's order, that question does not arise for decision.

Many Indian judgments, mainly delivered by the Supreme Court, were referred to in the course of the argument. After careful consideration I have decided that detailed reference to them will only result in confusion rather than clarity. The Indian Statutes and the administrative machinery in India are different, and it is safer to proceed on an examination of our law. I must, however, acknowledge my indebtedness to the Indian judges whose judgments I have read and re-read with admiration. I have profited much thereby for I have learnt in this way a great deal about a branch of the law of which I was comparatively ignorant. My thanks are also due to the three counsel who argued their respective cases with marked ability.

Mr. de Silva urged that there should have been a preliminary inquiry held by each Bank, against each employee upon a proper charge, before the application under section 40 (1) (p) was made. As there is no such requirement in this or any other Act, the failure to follow such a procedure cannot in any event, result in the order being liable to be quashed on certiorari. The reason is that an employer dealing with a workman in disciplinary proceedings does not, on that account, act in a quasi-judicial capacity. The only quasi-judicial order made since this dispute began is the order made by the Court giving its approval: and I have already explained why it was in a judicial position between the Banks and their respective employees. I can see no ground for interfering with it.

There is no legal necessity for an employer to hold an inquiry before he applies for an order under section 40 (1) (p) but it may be desirable in some cases, for instance, where misconduct of some sort is alleged. The particular tribunal may not be satisfied that there is a prima facie, or that there is bona fides, if there has been no inquiry. But these are matters for the tribunal to consider, when it has to decide the application. I would add that I have no power to sit in judgment on the correctness of the decisions made, for I am not sitting now as a Court of appeal. I can only interfere on certiorari if the order is invalid on any of the three grounds which I have already mentioned. It is for this reason that I have refrained, as far as possible, from expressing any opinions on the merits of this dispute. They have yet to be inquired into. They are irrelevant in the realm of certiorari.

Before I conclude this judgment, I wish to refer to one question which has a bearing on this point. It relates to the reinstatement of the dismissed workmen. Mr. de Silva insisted that the orders of dismissal were final and not open to review by the Industrial Court, because it had made its order allowing the applications of the Banks. He referred me to section 24 (1) which requires the Court to take such decisions as may appear to it to be just and equitable. Mr. Ponnambalam was equally insistent that the Industrial Court could deal with the matter of reinstatement, after going into the merits, acting under section 33 (1) (b) which permits an award to contain decisions, *inter alia*, "as to the reinstatement in service—..... of any workman..... who was dismissed..... in the course of any strike..... arising out of the industrial dispute".

I realise that it is a risky thing to make judicial observations *obiter*, though it is also a well established practice. My only excuse for dealing with this matter is that it affects the employees who have been dismissed, and I feel that if the subject is brought up before the Industrial Court some guidance may be useful. I have already said that no particular type of inquiry is provided for before approval under section 40 (1) (p) is granted by the Court. No reasons need be given as indeed was the case here. Only the *prima facie* aspect of the matter has to be considered, and approval granted or refused without the imposition of any conditions according as the Court considers that a *prima facie* case has or has not been made out. The order, if granting approval, does not validate the dismissal, for its effect is only to remove the ban imposed on the employer. What if the workman is dissatisfied with the order? In India he is entitled to complain to the very tribunal before which the proceedings were pending, and that tribunal is bound to adjudicate upon the complaint as if it were a dispute referred to or pending before it. It has jurisdiction to do complete justice between the parties after going into the merits of the order of dismissal: and it will make, or refuse to make an order of reinstatement after considering their conflicting claims. I think the position is the same under our law.

I have now dealt with the matters that awaited my decision. But I should like to add one word more. Nobody who listened to the arguments which have been addressed to me over so many days, nobody who heard the beginning and the subsequent history of this dispute unfolded by Counsel on either side, can fail to realize that difficult and anxious human problems await solution. My jurisdiction is a limited one, but the members of the Industrial Court, when their turn comes to inquire into these problems, will no doubt appreciate that they do not sit as a Court of law sits, strictly to adjudicate upon and enforce contractual rights and obligations. They can create new contracts, and modify existing ones. They have to take account of considerations which bear upon industrial peace and the social well-being of the entire community. It is hardly necessary for me to stress what an anxious and heavy responsibility lies upon them.

In view of my findings—(1) on the validity of the reference, and (2) on the validity of the orders made by the Court upon the applications of the Banks, it follows that this application fails. The Respondents are entitled to their costs.

## STATISTICS OF THE MONTH IN BRIEF

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

### Cost of Living

The Colombo Consumers' Price Index for the month of April, 1962, is 106.3 as against 106.2 for the month of March, 1962, an increase of .1.

### Wage Rates

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

(b) The Special Allowances payable for the month of April, 1962, to workers in all trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

### Strikes

There were altogether 5 strikes during the month of February, 1962, involving 1,589 workers and a loss of 1,536 man-days, as against 8 strikes during the month of January, 1962, involving 2,534 workers and a loss of 14,104 man-days.

Two of these strikes were in Tea Plantations involving 1,050 workers and a loss of 885 man-days, one was in a Rubber Plantation involving 412 workers and a loss of 412 man-days. Of the remaining two strikes, one was in the Tile Manufacturing Trade, involving 111 workers and a loss of 111 man-days and the other one was in a private firm involving 16 workers and a loss of 128 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 February, 1962, and March, 1962, was as given below :—

	<i>February, 1962</i>			<i>March, 1962</i>		
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Technical and Clerical..	15,806..	13,020..	28,826..	15,737..	13,343..	29,080
Skilled ..	13,808..	4,115..	17,923..	13,386..	4,043..	17,429
Semi-skilled ..	27,776..	6,802..	34,578..	27,718..	6,811..	34,529
Unskilled ..	65,666..	4,547..	70,213..	64,531..	4,653..	69,184
Total ..	123,056	28,484	151,540	121,372	28,850	150,222

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

	<i>February, 1962</i>			<i>March, 1962</i>		
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Technical and Clerical..	103 ..	29 ..	132 ..	127 ..	69 ..	196
Skilled ..	44 ..	— ..	44 ..	33 ..	17 ..	50
Semi-skilled ..	52 ..	9 ..	61 ..	86 ..	16 ..	102
Unskilled ..	135 ..	9 ..	144 ..	169 ..	2 ..	171
Total ..	334	47	381	415	104	519

## NOTES OF CURRENT INTEREST

### List of Trade Unions Registered in April, 1962

<i>Regd. No.</i>	<i>Name of the Union</i>
1860 ..	Excise Striking Force Officers' Association
1861 ..	Union of All-Ceylon Quasi Clerks
1862 ..	Rajaye Jatika Niwasa Murasewa Saha-Kamkaru Sangamaya
1863 ..	Eksath Yanthrika Bottu Nipadawannange Vurthiya Samitiya
1864 ..	Jatika Sulu Karmantha Sanyuktha Mandaleeya Wadu Karmanthasala Nidahas Kamkaru Samitiya
1865 ..	Kurunegala Lorry Sewaka Sangamaya
1866 ..	Nuwara Eliya Municipal Staffs' Union

TABLE I—COST OF LIVING INDEX NUMBERS

A  
Colombo Working Class

Base : November, 1938-April, 1939=100

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
Group Weights	52.40	6.28	15.96	8.38	17.00	(Nov. 1938-April 1939 = 100)

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

Base : November, 1942 = 100

Index Number  
Nov., 1942  
= 100

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

† Average for 5 months only.

\* Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

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

INDEX NUMBERS

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

1961—

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

1962—

January	100.09	106.69	101.53	106.87	123.84	105.5
February	100.51	106.00	101.53	106.82	124.61	105.9
March	101.02	106.00	101.53	106.58	124.85	106.2
April	101.19	106.00	101.53	107.42	124.29	106.3

TABLE II—WAGES INDEX NUMBERS

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

A

Base : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo		
	Average Minimum Daily rate of Wages	Minimum Wage Rate Index No.	Index No. of Real Wages	Average Monthly Rate of Wages	Wage Rate Index No.	Index No. of Real Wages
	Rs. c.			Rs. c.		
1939 .. — ..	41	100	100	16.64	100	100
1940 .. — ..	41	100	93	16.64	100	96
1941 .. — ..	45	110	92	18.45	111	98
1942 .. — ..	68	166	111	24.23	145	97
1943 .. — ..	83	202	102	28.98	174	96
1944 .. — ..	87	212	101	34.03	204	110
1945 .. — ..	1.00	244	110	41.92	252	133
1946 .. — ..	1.15	280	123	68.52	412	194
1947 .. — ..	1.20	293	123	75.74	455	195
1948 .. — ..	1.29	315	122	78.16	470	195
1949 .. — ..	1.31	320	121	77.81	468	196
1950 .. — ..	1.53	373	136	83.11	499	198
1951 .. — ..	1.90	463	161	89.79	540	206
1952 .. — ..	1.92	468	163	89.79	540	207

B

Base : 1952=100

1953 .. — ..	1.95	101.56	99.96	90.97	101.31	99.71
1954 .. — ..	1.99	103.65	102.52	91.04	101.39	100.29
1955 .. — ..	2.06	107.29	106.76	94.94	105.74	105.21
1956 .. — ..	2.08	108.33	108.11	96.24	107.18	106.97
1957 .. — ..	2.10	109.38	106.40	99.16	110.44	107.43
1958 .. — ..	2.14	111.46	106.21	113.74	126.67	120.70
1959 .. — ..	2.14	111.46	105.95	113.74	126.67	120.41
1960 .. — ..	2.12	110.42	106.69	113.74	126.67	122.39
1961 .. — ..	2.13	110.94	105.86	113.74	126.67	120.87
1961 .. January	2.12	110.42	106.07	113.74	126.67	121.68
February	2.12	110.42	106.28	113.74	126.67	121.92
March	2.12	110.42	106.89	113.74	126.67	122.62
April	2.12	110.42	106.28	113.74	126.67	121.92
May	2.12	110.42	106.17	113.74	126.67	121.80
June	2.12	110.42	105.67	113.74	126.67	121.22
July	2.12	110.42	105.67	113.74	126.67	121.22
August	2.12	110.42	104.76	113.74	126.67	120.18
September	2.15	111.98	106.24	113.74	126.67	120.18
October	2.15	111.98	105.04	113.74	126.67	119.61
November	2.15	111.98	105.74	113.74	126.67	119.61
December	2.15	111.98	105.44	113.74	126.67	119.27*
1962 .. January	2.15	111.98	106.14	113.74	126.67	120.07
February	2.15	111.98	105.74	113.74	126.67	119.61
March	2.15	111.98	105.44	113.74	126.67	119.27
April	2.15	111.98	105.34	113.74	126.67	119.16

\* Amended figures.

**TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS**

Base 1952 = 100

Year	Agriculture *		Trades other than Agriculture †		Agriculture and Trades other than Agriculture Combined	
	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.
	Rs. c.		Rs. c.		Rs. c.	
1952 ..	—	.. 1.96 .. 100.00..	2.92 .. 100.00..	2.04 .. 100.00		
1953 ..	—	.. 1.99 .. 101.53..	2.95 .. 101.03..	2.07 .. 101.47		
1954 ..	—	.. 2.02 .. 103.06..	2.94 .. 100.68..	2.09 .. 102.45		
1955 ..	—	.. 2.09 .. 106.63..	2.96 .. 101.37..	2.16 .. 105.88		
1956 ..	—	.. 2.10 .. 107.14..	3.00 .. 102.74..	2.17 .. 106.37		
1957 ..	—	.. 2.13 .. 108.67..	3.15 .. 107.88..	2.20 .. 107.84		
1958 ..	—	.. 2.16 .. ††110.20..	3.39 .. ††116.10..	2.26 .. 110.78		
1959 ..	—	.. 2.16 .. 110.20..	3.76 .. 128.77..	2.29 .. 112.25		
1960 ..	—	.. 2.16 .. 110.20..	3.74 .. 128.08..	2.28 .. 111.76		
1961 ..	—	.. 2.17 .. 110.71..	3.75 .. 128.42..	2.29 .. 112.25		
1961 ..	January	.. 2.16 .. 110.20..	3.75 .. 128.42..	2.28 .. 111.76		
	February	.. 2.16 .. 110.20..	3.75 .. 128.42..	2.28 .. 111.76		
	March	.. 2.16 .. 110.20..	3.75 .. 128.42..	2.28 .. 111.76		
	April	.. 2.16 .. 110.20..	3.72 .. 127.40..	2.28 .. 111.76		
	May	.. 2.16 .. 110.20..	3.75 .. 128.42..	2.28 .. 111.76		
	June	.. 2.16 .. 110.20..	3.75 .. 128.42..	2.28 .. 111.76		
	July	.. 2.16 .. 110.20..	3.75 .. 128.42..	2.28 .. 111.76		
	August	.. 2.16 .. 110.20..	3.75 .. 128.42..	2.28 .. 111.76		
	September	.. 2.18 .. 111.22..	3.76 .. 128.77..	2.30 .. 112.75		
	October	.. 2.18 .. 111.22..	3.76 .. 128.77..	2.30 .. 112.75		
	November	.. 2.18 .. 111.22..	3.78 .. 129.45..	2.31 .. 113.24		
	December	.. 2.18 .. 111.22..	3.78 .. 129.45..	2.31 .. 113.24		
1962 ..	January	.. 2.18 .. 111.22..	3.78 .. 129.45..	2.31 .. 113.24		
	February	.. 2.18 .. 111.22..	3.78 .. 129.45..	2.31 .. 113.24		
	March	.. 2.18 .. 111.22..	3.78 .. 129.45..	2.31 .. 113.24		
	April	.. 2.18 .. 111.22..	3.78 .. 129.45..	2.31 .. 113.24		

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

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

†† Amended figures.

TABLE IV

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

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

\* 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	Vaerlapitiya	Kurunegala	Jaffna	Katnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Wissawella	Haputale	Matara	Vaunmiya	Kegalla	Matale	Total
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	—	—	—	—	—	—	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	283	—	—	—	—	—	—	—	66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	—	—	—	—	—	—	69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	—	—	—	—	—	—	65,122
1951	33,125	3,422	2,886	4,350	2,209	537	886	1,587	569	904	418	1,207	284	323	—	—	—	—	—	—	52,707
1952	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992	252	437	678	—	—	—	—	—	53,023
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	—	—	—	51,546
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	—	—	—	63,304
1955	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	—	—	—	71,010
1956	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,482	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	3,358	3,613	3,965	1,215	895	354	1,188	1,380	2,925	1,110	5,324	531	2,465	—	117,799
1959	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422	1,365	1,733	2,965	1,198	5,812	611	2,786	970	128,018
1960	63,095	15,990	8,321	15,025	6,944	2,035	5,745	3,684	3,722	2,377	1,084	680	1,756	2,550	3,784	1,222	8,179	772	3,143	986	151,092
1961—																					
Jan.	64,843	16,626	8,751	15,061	7,271	2,284	5,946	3,749	3,893	2,468	1,466	698	1,755	2,636	3,884	1,277	8,224	791	3,271	1067	155,666
February	65,003	17,567	8,931	15,007	7,385	2,309	5,873	3,819	3,977	2,533	1,207	830	1,632	2,654	3,899	1,304	8,136	829	3,259	1080	157,239
March **	63,439	17,099	8,900	14,960	7,286	2,254	5,622	—	3,926	2,553	1,096	825	1,639	2,616	3,816	1,353	8,005	786	3,226	1114	150,515

TABLE V—(contd.)

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunagoda	Trincomele	Anuradhapura	Avisawella	Haputale	Makera	Vavuniya	Kegalla	Male	Total	
April	60,800	16,489	8,591	14,929	7,288	2,352	5,621	2,847	3,861	2,535	973	761	1,649	2,480	3,557	1,358	7,636	748	3,104	1,105	148,684	
May	60,452	16,223	8,770	15,367	7,049	2,481	5,679	2,871	3,856	2,934	1,054	851	1,066	2,514	3,516	1,392	7,606	717	3,155	1,120	148,673	
June	62,311	16,139	9,022	15,486	7,144	2,670	5,624	3,031	3,897	3,026	1,123	721	1,117	2,531	3,512	1,391	7,628	659	3,175	1,174	151,381	
July	62,886	15,968	9,342	15,771	7,096	2,970	5,566	3,184	3,932	3,131	1,218	770	1,270	2,556	3,569	1,395	7,598	560	3,185	1,146	153,113	
August	63,016	15,625	9,575	15,857	7,148	3,040	5,092	3,170	3,897	3,047	1,210	753	1,268	2,601	3,461	1,421	7,544	586	3,248	1,109	152,668	
September	62,012	15,452	9,464	13,606	7,090	3,032	4,930	3,185	3,986	3,067	1,097	719	1,310	2,482	3,464	1,379	7,611	573	3,221	1,105	148,785	
October	61,556	15,194	9,410	12,726	7,357	3,054	4,858	3,221	4,024	3,085	1,160	730	1,279	2,526	3,541	1,412	7,745	578	3,202	1,122	147,780	
November	62,105	14,826	9,676	12,965	7,490	3,057	4,981	3,334	4,066	3,099	1,238	753	1,309	2,547	3,539	1,436	7,797	572	3,200	1,186	149,176	
December	62,515	14,821	9,995	13,414	7,600	3,013	5,196	3,327	4,173	3,126	1,273	711	1,372	2,563	3,664	1,368	8,060	574	3,301	1,199	150,231	
1962—																						
January	62,589	13,132	10,291	13,626	7,593	2,936	4,928	3,359	4,283	3,167	1,456	720	1,441	2,579	3,639	1,332	8,218	639	3,409	1,272	152,609	
February	61,872	14,975	10,334	13,709	7,489	2,819	4,846	3,476	4,267	3,165	1,440	715	1,465	2,579	3,554	1,317	8,148	691	3,413	1,266	151,540	
March	61,256	14,756	10,315	13,809	7,389	2,632	4,673	3,425	4,212	3,105	1,538	665	1,468	2,548	3,603	1,293	8,165	746	3,364	1,260	150,222	

\* Total includes 127 registered at Matugama, 164 at Chilaw, 272 at Matale, 97 at Avisawella, and 555 Vavangoda.

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

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

‡ Revised figures

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,779
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,306
1952	13,287	3,107	11,137	1,802	19,679	1,887	34,208	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	18,603	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	32,392	3,791	83,883	8,208
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,162
1961	22,558	1,259	14,784	631	24,791	964	50,390	2,794	112,523	5,648
1961 January	3,128	93	1,376	20	2,844	106	5,170	235	12,518	454
February	1,966	164	1,136	24	2,200	60	4,418	231	9,720	479
† March	1,390	67	946	68	1,749	62	3,165	186	7,250	383
April	955	67	717	61	1,356	82	2,816	199	5,844	409
May	2,027	85	1,447	44	2,172	107	5,463	266	11,109	502
June	2,251	104	1,614	60	2,586	87	5,375	437	11,826	688
July	1,933	108	1,497	83	2,206	115	4,525	296	10,161	604
August	1,665	141	1,325	84	1,799	87	3,702	273	8,491	585
September	1,859	135	1,284	67	2,053	52	3,516	136	8,712	390
October	1,732	96	1,200	43	1,996	44	3,957	161	8,885	344
November	1,544	72	1,092	37	1,830	79	3,652	178	8,118	366
December	2,108	125	1,150	40	2,000	83	4,631	196	9,889	444
1962 January	2,384	108	1,092	43	2,273	113	3,819	144	9,568	408
February	1,623	132	913	44	1,662	61	2,706	144	6,904	381
March	1,836	196	831	50	1,824	102	3,332	171	7,823	519

† 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 March, 1962**

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Negombo	577	91	359	37	850	74	1,301	40	3,087	242
Colombo	142	4	102	—	127	3	292	8	663	15
Kalutara	163	18	62	1	111	5	176	1	517	25
Galle	139	—	43	2	63	—	154	—	399	2
Kandy	89	4	22	—	46	1	148	6	305	11
Nawalapitiya	28	7	16	—	37	1	62	—	143	8
Kurunegala	81	8	13	1	27	2	32	29	153	40
Jaffna	87	3	25	—	75	3	122	22	309	28
Ratnapura	69	11	23	—	63	1	107	6	262	18
Badulla	36	4	17	—	32	—	86	—	171	4
Batticaloa	72	—	18	—	59	1	78	1	227	2
K. J. Munal	14	—	7	—	14	—	32	—	67	—
Trincomalee	38	18	16	8	35	2	151	5	240	33
Anuradhapura	43	23	16	1	36	4	74	32	169	60
A. Vissawaia	41	1	15	—	74	—	148	13	278	14
Haputale	9	1	9	—	17	—	33	3	68	4
Matara	110	1	47	—	85	1	263	2	505	4
Vavuniya	21	—	1	—	33	4	25	1	80	5
Kegalla	40	2	15	—	31	—	33	1	119	3
Matale	32	—	5	—	9	—	15	1	61	1
Total	1,836	196	831	50	1,824	102	3,332	171	7,823	519

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	4,048½	66†	12,399	937
1945	28	3,514	4,285*	53	28,875	153,388½
1946	87	15,259	31,830½	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933½	20	1,065	2,497½
1949	66	477,412	681,340	28	2,874	14,576½
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	430,686	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	42,932	463,119
1960	123	42,528	259,948	37	4,830	15,139½
1961	90	29,223	317,866	39	38,013	(556,242) 170-3
1962 January-February	12	5,197	17,295	3	149	4,438
1961 January	13	4,614	31,237	—	—	—
February	11	3,152	32,188	4	1,004	1,086
March	8	1,251	2,913	11	2,138	6,059
April	20	10,633	173,986	4	3,747	81,883
May	4	495	8,308	—	—	—
June	5	1,792	48,824	2	366	366
July	4	603	662	2	321	366
August	4	661	639	3	40	109
September	2	323	795	1	9	45
October	4	1,192	3,285	3	4,435	15,225
November	7	1,595	3,683	4	9,493	9,741
December §	8	2,862	11,346	5	16,460	441,362
1962 January §	**9	**3,735	**15,998	1	22	199
February §	3	1,462	1,297	2	127	239

\*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.

*Mather's figures*

*136  
50 - 100*

**TABLE IX—CLASSIFICATION OF THE STRIKES IN FEBRUARY, 1962, BY INDUSTRIES OR TRADES**

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
	Plantations	Others	Plantations	Others	Plantations	Others
Plantations—Tea ..	2	—	1,050	—	885	—
Rubber ..	1	—	412	—	412	—
Tea-cum-Rubber ..	—	—	—	—	—	—
Coconut ..	—	—	—	—	—	—
Coconut-cum-Rubber ..	—	—	—	—	—	—
<b>Total</b> ..	<b>3</b>	<b>—</b>	<b>1,462</b>	<b>—</b>	<b>1,297</b>	<b>—</b>
Engineering ..	—	—	—	—	—	—
Printing ..	—	—	—	—	—	—
Motor Transport ..	—	—	—	—	—	—
Tea Export ..	—	—	—	—	—	—
Rubber Export ..	—	—	—	—	—	—
Coconut Manufacturing ..	—	—	—	—	—	—
Toddy, Arrack and Vinegar ..	—	—	—	—	—	—
Cigar Manufacturing ..	—	—	—	—	—	—
Tea & Rubber Manufacturing ..	—	—	—	—	—	—
Cinema ..	—	—	—	—	—	—
Dock, Harbour and Port Transport ..	—	—	—	—	—	—
Building Trade ..	—	—	—	—	—	—
Local Government Services ..	—	—	—	—	—	—
Service Institutions ..	—	—	—	—	—	—
Factories, Workshops, &c., run by the State ..	—	—	—	—	—	—
Textile ..	—	—	—	—	—	—
Relief Schemes ..	—	—	—	—	—	—
Wholesale and Retail Distribution ..	—	—	—	—	—	—
Aerated Waters and Ice Manufacturing ..	—	—	—	—	—	—
Beedi Manufacturing ..	—	—	—	—	—	—
Hotel ..	—	—	—	—	—	—
Tile Manufacturing ..	1	—	111	—	111	—
Miscellaneous ..	1	—	16	—	128	—
<b>Total</b> ..	<b>2</b>	<b>—</b>	<b>127</b>	<b>—</b>	<b>239</b>	<b>—</b>
<b>Grand Total</b> ..	<b>8</b>	<b>—</b>	<b>1,589</b>	<b>—</b>	<b>1,536</b>	<b>—</b>

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

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work ..	—	2	—	127
2. Wage increases, Higher rates for piece work, &c. ..	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	—	—	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	2	—	1,050	—
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Factional disputes and domestic matters ..	—	—	—	—
8. External matters (e.g., arrest by Police, &c.) ..	—	—	—	—
9. Assaults by employer or agent or others ..	—	—	—	—
10. General demands ..	1	—	412	—
11. Sympathetic strikes ..	—	—	—	—
<b>Total</b> ..	<b>3</b>	<b>2</b>	<b>1,462</b>	<b>127</b>

## 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: May, 1962					
	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(1) Baking Trade</b>						
<i>Monthly Rates:</i>						
Class "A" Worker: foreman, cooks, "short eats" makers, pastry makers, cake decorators ..	70	0	..	59	35	.. 129 35
Class "B" Worker: dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators ..	55	0	..	55	0	.. 110 0
Class "C" Worker: flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trays, bun trays, cake trays, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen ..	39	0	..	42	34	.. 81 34
<b>(2) Beedi Manufacturing Trade</b>						
<i>Piece Rates:</i>						
"Nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—						
(a) beedies not more than 2 ins. long ..	5	0	..	—	..	5 0
(b) beedies not more than 2½ ins. long but less than 3 ins. ..	6	0	..	—	..	6 0
(c) beedies not less than 3 ins. long ..	7	0	..	—	..	7 0
"Nool" (thread) beedi rolling (inclusive of filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—						
(a) beedies not more than 2 ins. long ..	3	34	..	—	..	3 34
(b) beedies not more than 2½ ins. long but less than 3 ins. ..	4	0	..	—	..	4 0
(c) beedies not less than 3 ins. long ..	4	66	..	—	..	4 66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—						
(a) beedies not more than 2 ins. long ..	1	67	..	—	..	1 67
(b) beedies not more than 2½ ins. long but less than 3 ins. ..	2	0	..	—	..	2 0
(c) beedies not less than 3 ins. long ..	2	34	..	—	..	2 34
Fixing ring labels to rolled beedies, per 1,000 beedies ..	0	50	..	—	..	0 50

Month: May, 1962

Class of Worker

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

(3) Brick and Tile Manufacturing Trade

Daily Rates :

In the manufacture of tiles in a factory—

A—Male workers (18 and above) :

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

Unskilled Workers :

Workers engaged in—mixing and tempering clay; mixing and pugging by machinery, stacking tiles on racks; sun drying tiles; helping the sorters; helping green tile sorters; removing baked tiles from the kiln; stacking tiles; moving blocks of clay to presses or other parts of the store; truck fillers, claymen, block carriers, firewood carriers, pug-mill feeders, helpers engaged in loading and stacking tiles ..	1 40	..	1 87	..	3 27
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B—Female Workers (18 and above) : ..	1 15	..	1 76	..	2 91
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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 cuttings, the tying up of rolled cigars with thread, and the bundling of cigars into tens)—

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

(6) Cinema Trade

Monthly Rates :

Within the Municipal Areas

A—Non-clerical—

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

B—Clerical—

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

Outside the Municipal Areas

A—Non-clerical—

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

B—Clerical—

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

(7) Cinnamon Trade

Daily Rates :

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

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

Month : May, 1962

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(7) Cinnamon Trade (contd.)</b>						
<i>Piece Rates :</i>						
Cinnamon peeling (inclusive of cutting sticks from bushes, cutting and carrying them to peeling house, scraping the outer covering of bark, peeling sticks, forming barks into quills, stacking and bundling quills), per pound of cinnamon peeled	0	75	—	—	0	75
Pruning per acre	15	0	—	—	15	0
Draining a linear chain of drain 18" × 18"	4	0	—	—	4	0
Annual weeding, per acre	40	0	—	—	40	0

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

*Daily Rates :*

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

**(9) Coconut Growing Trade**

*Daily Rates :*

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

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

*Piece Rates :*

(1) In the raising and maintenance of plantations :

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

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

**(10) Coconut Manufacturing Trade**

*Daily Rates :*

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

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

Month : May, 1962

Class of Worker	Month : May, 1962		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
<b>(10) Coconut Manufacturing Trade (contd.)</b>			
<i>Piece Rates :</i>			
<b>(a) In the manufacture of desiccated coconuts—</b>			
(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>(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—</b>			
(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
<b>(5) manufacture of mats and matting—</b>			
(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
<b>(11) Dock, Harbour and Port Transport Trade</b>			
<i>Monthly Rates :</i>			
<b>Manual Work—</b>			
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
<b>Women Workers—</b>			
Female kanganies ..	35 0 ..	27 75 ..	62 75
Female labourers ..	30 0 ..	27 75 ..	57 75
<b>Non-manual Workers—</b>			
Special Grade ..	75 0 ..	41 0 ..	116 0
Grade I ..	55 0 ..	30 75 ..	85 75
<i>Piece Rates :</i>			
<b>Lighters from 20 to 60 tons—</b>			
Lightermen, per trip ..	6 0 ..	— ..	6 0
Assistant Tindals, per trip ..	6 25 ..	— ..	6 25
Tindals, per trip ..	6 50 ..	— ..	6 50

Month : May, 1962

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

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

(i) 50 cents for—

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

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

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

*Guaranteed Time Rate (Monthly) :*

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Month : May, 1962

Class of Worker	Basic Wage		Special Allowances		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(12) Engineering Trade</b>					
<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
<b>(13) Match Manufacturing Trade</b>					
<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
<b>(14) Motor Transport Trade</b>					
<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 : May, 1962

Class of Worker	Month : May, 1962		
	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.

Month : May, 1962

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(15) Plumbago Trade</b>					
<i>Daily Rates :</i>					
<b>Underground workers—</b>					
Basses .. ..	3	00	1	27	4 27
Kanganies } Loaders } Overseers }	2	50	1	27	3 77
Shift bosses .. ..	2	33	1	27	3 60
Blasters } Drillers (hand and machine) } Shaft drivers } Stoppers (excavators) } Timbermen }	2	25	1	27	3 52
Muckers } Trolleymen } Unskilled labourers }	1	75	1	27	3 02
Onsetters or Donakatarayas .. ..	2	50	1	27	3 77
<b>Underground and surface workers—</b>					
Electricians } Enginemen } Fitters } Hoistmen } Mechanics } Pumpmen } Winchmen }	2	75	1	27	4 02
Checkers .. ..	2	50	1	27	3 77
Electricians (assistants) } Fitters (assistants) } Windlassmen (dabare workers) } Mechanics (assistants) }	1	75	1	27	3 02
<b>Surface workers—</b>					
Carpenters } Masons }	2	75	1	27	4 02
Overseers .. ..	2	50	1	27	3 77
Blacksmiths } Boilerman } Drill sharpeners }	2	25	1	27	3 52
Firewood carriers and splitters .. ..	1	85	1	27	3 12
Carters } Watchers }	1	75	1	27	3 02
Bakkikarayas or Banksmen .. ..	2	25	1	27	3 52
Cooks } Smithy boys } Unskilled labourers }	1	49	1	27	2 76

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

Month: May, 1962

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
<b>(15) Plumbago Trade (contd.)</b>					
Workers employed in curing and dressing—					
(A) as overseers and kanganies ..	2	25	1	47	3 72
(B) on different jobs—					
Male workers not under 18 years ..	1	50	1	47	2 97
Female workers not under 18 years ..	1	25	1	14	2 39
Worker under 18 years ..	0	75	1	7	1 82
<b>(16) Printing Trade</b>					
<i>Monthly Rates :</i>					
Class A Workers: Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, press camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics litho artists ..	110	0	102	42	212 42
Class B Workers: Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers) ..	87	50	82	42	169 92
Class C, Grade I Workers: Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters ..	65	0	72	42	137 42
Class C, Grade II Workers: Platen Machine Minders ..	60	0	67	32	127 32
Class D Workers: Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers ..	50	0	62	42	112 42
Class E Workers: Unskilled workers not under 18 years of age ..	42	0	59	97	101 97
Class F Workers: Unskilled workers under 18 years of age ..	20	0	40	42	60 42
Class G Workers: Watchers ..	44	0	62	42	106 42
Class A—1st year learner ..	33	0	43	92	76 92
" B " " ..	26	0	37	92	63 92
" C Grade I, 1st year learner ..	24	0	39	92	63 92
" C " II, " " ..	22	0	37	92	59 92
" D—1st year learner ..	19	0	35	92	54 92
Class A—2nd year learner ..	44	0	52	42	96 42
" B " " ..	36	0	50	42	86 42
" C Grade I, 2nd year learner ..	29	0	45	32	74 32
" C " II, " " ..	27	0	42	87	69 87
" D—2nd year learner ..	23	0	40	42	63 42
Class A—3rd year learner ..	56	0	60	92	116 92
" B " " ..	49	0	56	92	105 92
" C Grade I, 3rd year learner ..	36	0	50	92	86 92
" C " II, " " ..	32	0	47	82	79 82
" D—3rd year learner ..	28	0	44	92	72 92

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

**(17) Rubber Export Trade**

*Daily Rates :*

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

**(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 :*

<b>A. Male workers not under 18 years—</b>						
(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>B. Female workers not under 18 years ..</b>						
<b>C. Workers over 14 years but under 15 years ..</b>						
" 15 " 16 " ..	0	80	1	57	2	37
" 16 " 17 " ..	0	90	1	62	2	52
" 17 " 18 " ..	1	0	1	67	2	67
" 18 " " " ..	1	15	1	77	2	92

**(20) Tea Growing and Manufacturing Trade**

*Daily Rates :*

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

Month : May, 1962

Class of Worker	Month : May, 1962		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
<b>(21) Toddy, Arrack and Vinegar Trade</b>			
<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 May, 1962, to workers in the Baking Trade**

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

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

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

### APPENDIX III

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

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

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

## APPENDIX IV

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

*Within the Municipal Areas*

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

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

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

**APPENDIX IV—(contd.)**

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

*Outside the Municipal Areas*

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

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

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

## APPENDIX V

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

### Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1/2	0 55	0 59	1 14	0 45	0 44	0 89	0 32½	0 40½	0 73	1/2
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
Sunday work										Sunday work
1	1 65	1 77	3 42	1 35	1 32	2 67	0 97	1 22	2 19	1
2	3 30	3 54	6 84	2 70	2 64	5 34	1 94	2 44	4 38	2
3	4 95	5 31	10 26	4 05	3 96	8 01	2 91	3 66	6 57	3
4	6 60	7 08	13 68	5 40	5 28	10 68	3 88	4 88	8 76	4

*Note 1.*—The information shown for the number of days up to 27 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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

## APPENDIX VI

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

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

*Note.*—“Male” refers to male workers not under 18 years of age; “Female” to female workers not under 18 years of age and “Young Persons” to workers under 18 years of age in the Coconut Manufacturing 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 May, 1962, to workers in the Engineering Trade

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

## APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during May, 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.	
1	1 91	1 68	1 32½	1 71	1 52	1 20	1 56	1 37½	0 94	1 15	1 76	1
2	3 82	3 36	2 65	3 42	3 04	2 40	3 12	2 75	1 88	2 30	3 52	2
3	7 64	6 72	5 30	6 84	6 08	4 80	6 24	5 50	3 76	4 60	7 04	3
4	11 46	10 08	7 95	10 26	9 12	7 20	9 36	8 25	5 64	6 90	10 56	4
5	15 28	13 44	10 60	13 68	12 16	9 60	12 48	11 00	7 52	9 20	14 08	5
6	19 10	16 80	13 25	17 10	15 20	12 00	15 60	13 75	9 40	11 50	17 60	6
7	22 92	20 16	15 90	20 52	18 24	14 40	18 72	16 50	11 28	13 80	21 12	7
8	26 74	23 52	18 55	23 94	21 28	16 80	21 84	19 25	13 16	16 10	24 64	8
9	30 56	26 88	21 20	27 36	24 32	19 20	24 96	22 00	15 04	18 40	28 16	9
10	34 38	30 24	23 85	30 78	27 36	21 60	28 08	24 75	16 92	20 70	31 68	10
11	38 20	33 60	26 50	34 20	30 40	24 00	31 20	27 50	18 80	23 00	35 20	11
12	42 02	36 96	29 15	37 62	33 44	26 40	34 32	30 25	20 68	25 30	38 72	12
13	45 84	40 32	31 80	41 04	36 48	28 80	37 44	33 00	22 56	27 60	42 24	13
14	49 66	43 68	34 45	44 46	39 52	31 20	40 56	35 75	24 44	29 90	45 76	14
15	53 48	47 04	37 10	47 88	42 56	33 60	43 68	38 50	26 32	32 20	49 28	15
16	57 30	50 40	39 75	51 30	45 60	36 00	46 80	41 25	28 20	34 50	52 80	16
17	61 12	53 76	42 40	54 72	48 64	38 40	49 92	44 00	30 08	36 80	56 32	17
18	64 94	57 12	45 05	58 14	51 68	40 80	53 04	46 75	31 96	39 10	59 84	18
19	68 76	60 48	47 70	61 56	54 72	43 20	56 16	49 50	33 84	41 40	63 36	19
20	72 58	63 84	50 35	64 98	57 76	45 60	59 28	52 25	35 72	43 70	66 88	20
21	76 40	67 20	53 00	68 40	60 80	48 00	62 40	55 00	37 60	46 00	70 40	21
22	80 22	70 56	55 65	71 82	63 84	50 40	65 52	57 75	39 48	48 30	73 92	22
23	84 04	73 92	58 30	75 24	66 88	52 80	68 64	60 50	41 36	50 60	77 44	23
24	87 86	77 28	60 95	78 66	69 92	55 20	71 76	63 25	43 24	52 90	80 96	24
25	91 68	80 64	63 60	82 08	72 96	57 60	74 88	66 00	45 12	55 20	84 48	25
26	95 50	84 00	66 25	85 50	76 00	60 00	78 00	68 75	47 00	57 50	88 00	26
27	99 32	87 36	68 90	88 92	79 04	62 40	81 12	71 50	48 88	59 80	91 52	27
28	103 14	90 72	71 55	92 34	82 08	64 80	84 24	74 25	50 76	62 10	95 04	28
29	106 96	94 08	74 20	95 76	85 12	67 20	87 36	77 00	52 64	64 40	98 56	29
30	110 78	97 44	76 85	99 18	88 16	69 60	90 48	79 75	54 52	66 70	102 08	30
31	114 60	100 80	79 50	102 60	91 20	72 00	93 60	82 50	56 40	69 00	105 60	31
31	118 42	104 16	82 15	106 02	94 24	74 40	96 72	85 25	58 28	71 30	109 12	31

## APPENDIX IX

Ready Reckoner showing the Minimum Wages payable for the number  
of days worked during May, 1932, to Monthly-paid workers in  
the Motor Transport Trade

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

## APPENDIX X

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

<i>No. of Days</i>	<i>Class A Class B Class D</i>	<i>Class C</i>	<i>Class E Class G</i>	<i>Class F</i>	<i>Class H</i>	<i>Class K</i>	<i>No. of Days</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	3 31	2 93½	2 56	2 68½	2 43½	1 66	½
1	6 62	5 87	5 12	5 37	4 87	3 32	1
2	13 24	11 74	10 24	10 74	9 74	6 64	2
3	19 86	17 61	15 36	16 11	14 61	9 96	3
4	26 48	23 48	20 48	21 48	19 48	13 28	4
5	33 10	29 35	25 60	26 85	24 35	16 60	5
6	39 72	35 22	30 72	32 22	29 22	19 92	6
7	46 34	41 09	35 84	37 59	34 09	23 24	7
8	52 96	46 96	40 96	42 96	38 96	26 56	8
9	59 58	52 83	46 08	48 33	43 83	29 88	9
10	66 20	58 70	51 20	53 70	48 70	33 20	10
11	72 82	64 57	56 32	59 07	53 57	36 52	11
12	79 44	70 44	61 44	64 44	58 44	39 84	12
13	86 06	76 31	66 56	69 81	63 31	43 16	13
14	92 68	82 18	71 68	75 18	68 18	46 48	14
15	99 30	88 05	76 80	80 55	73 05	49 80	15
16	105 92	93 92	81 92	85 92	77 92	53 12	16
17	112 54	99 79	87 04	91 29	82 79	56 44	17
18	119 16	105 66	92 16	96 66	87 66	59 76	18
19	125 78	111 53	97 28	102 03	92 53	63 08	19
20	132 40	117 40	102 40	107 40	97 40	66 40	20
21	139 02	123 27	107 52	112 77	102 27	69 72	21
22	145 64	129 14	112 64	118 14	107 14	73 04	22
23	152 26	135 01	117 76	123 51	112 01	76 36	23
24	158 88	140 88	122 88	128 88	116 88	79 68	24
25	165 50	146 75	128 00	134 25	121 75	83 00	25
26	172 12	152 62	133 12	139 62	126 62	86 32	26
27	178 74	158 49	138 24	144 99	131 49	89 64	27
28	185 36	164 36	143 36	150 36	136 36	92 96	28
29	191 98	170 23	148 48	155 73	141 23	96 28	29
30	198 60	176 10	153 60	161 10	146 10	99 60	30
31	205 22	181 97	158 72	166 47	150 97	102 92	31

## APPENDIX XI

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

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

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

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

**APPENDIX XI—(contd.)**

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

*Apprentices*

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

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

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

**APPENDIX XI—(contd.)**

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

*Apprentices*

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

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

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

**APPENDIX XI—(contd.)**

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

*Apprentices*

<i>No. of Days</i>	<i>Class D</i>				<i>No. of Days</i>
	<i>1st Year</i>	<i>2nd Year</i>	<i>3rd Year</i>	<i>4th Year</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 01½	1 17½	1 35	1 58	½
1	2 03	2 35	2 70	3 16	1
2	4 07	4 70	5 40	6 33	2
3	6 10	7 05	8 10	9 49	3
4	8 14	9 40	10 80	12 65	4
5	10 17	11 74	13 50	15 82	5
6	12 20	14 09	16 20	18 98	6
7	14 24	16 44	18 91	22 15	7
8	16 27	18 79	21 61	25 31	8
9	18 31	21 14	24 31	28 47	9
10	20 34	23 49	27 01	31 64	10
11	22 37	25 84	29 71	34 80	11
12	24 41	28 19	32 41	37 96	12
13	26 44	30 54	35 11	41 13	13
14	28 48	32 88	37 81	44 29	14
15	30 51	35 23	40 51	47 46	15
16	32 55	37 58	43 21	50 62	16
17	34 58	39 93	45 91	53 78	17
18	36 61	42 28	48 61	56 95	18
19	38 65	44 63	51 31	60 11	19
20	40 68	46 98	54 01	63 27	20
21	42 72	49 33	56 72	66 44	21
22	44 75	51 68	59 42	69 60	22
23	46 78	54 02	62 12	72 77	23
24	48 82	56 37	64 82	75 93	24
25	50 85	58 72	67 52	79 09	25
26	52 89	61 07	70 22	82 26	26
27	54 92	63 42	72 92	85 42	27
28	59 31	68 49	78 75	92 25	28
29	63 70	73 56	84 58	99 08	29
30	68 09	78 63	90 41	105 91	30
31	72 48	83 70	96 24	112 74	31

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

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

## APPENDIX XII

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

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

### APPENDIX XIII

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

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

\* The information shown for the number of days up to 27 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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

APPENDIX XIV

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

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

## APPENDIX XV

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

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

*Note 1.*—The information shown for the number of days up to 27 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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

# FOR YOUR STAFF & LABOUR REQUIREMENTS

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## THE NEAREST EMPLOYMENT EXCHANGE

- ★ The service of the Employment Exchange will cost you nothing—It is absolutely free, to the employer and to the worker.
- ★ By using the Exchange you will save the time and expense otherwise wasted in considering unsuitable applicants ; instead you will be able to make your final choice from a limited number of workers carefully selected to suit your needs.
- ★ A complete classified record of persons available for employment is maintained at the Exchange. The qualifications and experience of each individual are indicated in the records.
- ★ When workers are urgently required at short notice, large parties of workers can usually be supplied without delay.

**Employment Exchanges function in the following Towns :—**

- |                           |                |
|---------------------------|----------------|
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| ★ KANDY                   | ★ KURUNEGALA   |
| ★ GALLE                   | ★ RATNAPURA    |
| ★ JAFFNA                  | ★ NEGOMBO      |
| ★ KALUTARA                | ★ VAVUNIYA     |
| ★ MATARA                  | ★ HAPUTALE     |
| ★ AVISSAWELLA             | ★ BADULLA      |
| ★ BATTICALOA              | ★ NAWALAPITIYA |
| ★ TRINCOMALEE             | ★ KALMUNAI     |
| ★ ANURADHAPURA            | ★ CHILAW       |
| ★ MATALE                  | ★ HATTON       |