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ABSENTEEISM AMONG WOMEN WORKERS IN INDUSTRY

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A comparison of absenteeism among women industrial workers on the one hand, and among their male counterparts of comparable age and occupational status on the other, supplemented by a study of absence frequency among the women workers themselves, by age, degree of skill and family status, can afford valuable insights into the question of how far higher absenteeism among women is due to factors linked directly with their sex or social position. In the following article the author reports the results of such comparative survey of workers in eight industrial establishments in the Paris area.

“WHY Is She Away?” was the title of a pamphlet published in England early in 1944. Far from detailing the thoughts of an unhappy husband, it contained comments and advice from the Bureau for the Study of Industrial Fatigue to explain the reasons why so many women workers so frequently fail to turn up at their jobs. It was also in Great Britain, during the First World War, that the term *absenteeism* was first used in dealing with employed persons. It is, of course during times when production is of pressing national importance that the absence of workers from their jobs is most keenly felt. Moreover, during periods of emergency a good proportion of employees are drawn from among people not previously employed, who lack the regular habits of normal workers. It is, therefore, natural that there should have been a large crop of publications concerning female absenteeism during the two world wars, such as articles in specialised reviews on labour questions, newspaper articles, and popular booklets for either employers or workers.

In countries where industrilisation goes back a good way, absenteeism is not necessarily a major problem for employers outside such exceptional periods. The vast majority of workers do turn up at their jobs every day. Moreover, full employment has never been so complete as to mop up all manpower reserves. There are plenty of undertakings which do not keep any absence records, including some of the larger, world-renowned concerns. There are others which merely ensure that the over-all absence rate does not exceed a certain danger level and that individual workers with too irregular an attendance record are dismissed for failure to fulfil their contracts. Rarely is any

attempt made to carry out a proper analysis of absenteeism, by relating it to groups within the undertaking or to the individual characteristics of workers.

Such detailed statistical analyses as do exist are not, therefore, made for purposes of "personnel policy". The subject, on the other hand, is one of great interest to psycho-sociologists concerned with labour questions, in view of its indirect significance: frequent absence means that there is a conflict between life at work and outside. More than at the individual level, where fortuitous elements may operate (particularly as regards health), the varying rates of absenteeism from one group of workers to another reflect differing ability to overcome this conflict.

Whatever figures are taken, however, and irrespective of the country or industry concerned, the absentee figures are higher for woman than for men. This is not as easy to explain as might be expected. The figures are, indeed, subject to considerable fluctuation according to the particular economic sector or undertaking. Female absenteeism is anything but uniform and cannot be explained by elementary biological or family factors alone. A comparative study of absenteeism as defined above—i. e. as a sign of a conflict that is overcome with varying degrees of success—among different groups of employed women will lead to the very heart of the psycho-sociological problems involved in the employment of women.

MEASURING ABSENTEEISM

There are all sorts of ways of computing absenteeism, each with its advantages and drawbacks. The most vital thing is to make sure that any particular inquiry is entirely coherent and to find criteria making for homogeneous data. But it is also essential to state such criteria with the greatest clarity, for purposes of comparison.

The most appropriate method will depend on what the inquiry sets out to do. If the basic aim is to assess time lost in any particular undertaking and to see whether the firm concerned is any worse off than others in this respect, the total absenteeism rate is the first essential, as expressed in the following form: .

$$\frac{\text{Number of working days lost owing to absence} \times 100}{\text{Number of possible working days}}$$

Calculation of such a total calls for certain precautions, which need be only briefly mentioned here: (a) the total number of working days should not include any days off (e. g. public holidays on which the person does not work, or annual holidays) or days lost owing to strikes; (b) employees expected to report for work, and covered in the calculation of the number of possible working days, should not include persons absent for over one year owing to extended sickness; (c) such calculation should not include categories of workers whose short absences are not recorded, as is normally the case for management personnel; (d) any absence of half a day or more should be recorded.

Once this total figure is established, it must be seen whether a clear line can always be drawn between absence due to sickness, and absence "without due cause" or "voluntary" absence. Some authorities consider this to be quite feasible. Experience in France, however, does not seem to allow of such a precise distinction, perhaps more especially in the case of women. The fact is that absence covered by a medical certificate may sometimes be due to some cause other than sickness of the woman worker herself. Again, there is no official provision for a child's sickness to give rise to authorised absence, with daily allowances. But when a young mother is worried about her sick child and is exhausted by all the extra attention and loss of sleep incurred, can only really blame a doctor for deciding that her state of health calls for a week away from work? Had the child not been ill, the same woman would most probably have continued to work even though equally tired, so that it is not exactly a matter of absence due to sickness. Conversely, when an employee goes through a state of fatigue or depression that causes him to stay at home for a day or for four consecutive weeks without requesting sick leave, this absence, which has no apparent cause, is in fact connected with his state of physical or mental health. In this instance also, we feel that such occurrences are more frequent among women than men, for reasons described further.

Consequently, it is difficult to draw a line between the various causes of absenteeism in France, at any rate in inquiries based on several undertakings; but it is, of course, perfectly feasible to carry out a meticulous inquiry in an undertaking, ensuring that all relevant factors are covered. Similarly, when the sickness rate within a specific occupational branch is studied, it is a very useful thing to examine the medical causes for absences of a given duration, but always allowing for a certain margin of error.

The method of recording worked out by the Harvard Business School consistently attributes the same weight to each unexcused absence, however short, as to a certified illness of any number of days; all cases of absence of each employee during a given period (normally one year) are then added up. Provided the aim is not the purely practical purpose of assessing the adverse effect on production, this type of information may be very valuable in examining the more general question of the workers' own outlook towards their jobs. This, after all, is what sociologists who examine employment of women are mainly concerned with: their aim is not so much to establish whether or not an employer should use women for some specific job, but to define the connection between a series or relatively new economic phenomena arising through the employment of women in almost all sectors of economic life and a series of phenomena having far deeper roots in our civilisation, as represented by women's family functions and their traditionally subdued role in society.

Reference is made below to the work of various research specialists whose methods are not always identical. Nevertheless, their findings almost always tend towards the same conclusions. Hilde Behrend remarks that methods all tend to measure the same phenomenon, and we see no point in adding fuel to a purely methodological controversy.

FACTORS AFFECTING FEMALE ABSENTEEISM

Although, viewed as a whole, female absenteeism is practically always higher than male absenteeism, the vast majority of observers are agreed that individual cases vary widely, depending on the family situation of the individual.

FAMILY OBLIGATIONS

More important than marital status is the question of responsibility for dependent children. Although spinsters, widows and divorced women may have children to look after, all investigations reveal that there is most absenteeism among married women, followed by divorced women and then, at about the same level, by widows and spinsters. Having children at home is a cause for frequent absences. In an inquiry conducted in eight undertakings in different occupational branches in the Paris area, with a total workforce of 8,049, including 4,352 men and 3,697 women, we found that the average annual absenteeism rate for woman without children amounted to 2.1, whereas the figure for women with one child or more aged 14 or under amounted to 2.9. However, this difference varied widely from one undertaking to another. It was particularly high in a printing plant (1.3 and 2.4) and in a department store (1.9 and 2.8), but slight in a food factory (2.4 and 2.6), and there was none whatsoever in a factory making cleaning products (2.6 in both cases).

We were enabled to make a special study of women at work in the last-mentioned factory, although we could not ascertain their individual absence records. It was found that the comparatively high general absence rate was due to the same general cause as the relatively low absence record for women with children. Discipline was not too stringent, so that workers wishing to absent themselves could easily find a replacement, owing to the low skills required and the fact that the factory was located in a densely populated working class district. As a result, absenteeism was fairly high, but the lack of strict supervision meant that women with dependent children could arrange things among each other on a friendly basis, without the knowledge of the management. If her child was sick or if she had some special job to do, the mother got another work-mate to stand in for her (there were two daily shifts), and made it up later. In this way female employees managed to co-ordinate times with their husbands so that there was practically always someone at home during a period of several days.

AGE

Frequency of absence varied very sharply according to age group, with a peak between 25 and 29 (reflecting the fact that there were young children to be tended). Table I illustrates this correlation, both for men and for women workers.

TABLE I. FREQUENCY OF ABSENCE, BY AGE GROUP AND BY SEX, IN EIGHT INDUSTRIAL ESTABLISHMENTS IN THE PARIS AREA

Age group	Women		Men	
	Number of employees	Frequency of absence	Number of employees	Frequency of absence
15 to 19	230	2.1	84	1.4
20 „ 24	293	2.8	333	1.8
25 „ 29	527	2.9	768	1.9
30 „ 39	698	2.5	1,108	1.7
40 „ 49	878	2.4	927	1.3
50 „ 54	360	1.7	497	1.1
55 „ 59	292	1.7	340	1.0
60 „ 64	114	1.5	174	1.2
65 and over	15	1.6	71	0.8

Two features have to be stressed in this connection, namely—

(a) up to the age of 60, absence graphs follow exactly the same trend for men as for women, although it is not quite clear why this is so. With the survey in question covering some 8,000 workers, who were studied for a whole year, this cannot be merely accidental; and

(b) absenteeism among older workers is particularly slight, and this is true of women also. Several other inquiries point to the same conclusions, but it is doubtful whether employers are as fully aware of this as they ought to be. Even if their potential is reduced, female workers may be considered as of great value for certain posts involving responsibility.

It may be added that variation in absenteeism rates (as distinct from absence frequency figures) results in a much more definite peak between the ages of 20 and 29, which is when there is most maternity leave.

DISTANCE FROM HOME TO THE WORKPLACE

Employed women include so many who are married, a substantial proportion of them having dependent children, that other factors must of necessity be taken into consideration in any careful study of absenteeism and its causes. One of these, which has already been stressed by several authors, is the distance between workers' homes and their place of work, and the approximate travel time from one to the other. We distinguished between three groups of workers: those having up to half an hour's travel time, those with half an hour to one hour, and those with over one hour. Average absenteeism was then calculated for each of these groups. The figures for men varied only slightly, whereas absenteeism among women increased noticeably the farther they lived from their place of work. Of course, more men than woman go to work by car, many of them having better jobs in the firm. The greatest hardship in this respect falls on women who are mainly responsible for the housework and bringing up their children. The result is absence not only for family reasons, such as the sickness of a child, but also for health reasons, because the fatigue of travel is added to the fatigue of a "double working day."

Another significant factor is the length of the working week. Absenteeism among women with a short week is considerably less than among women who have a long week.

WORK SCHEDULED*

Naturally, the actual hours worked also affect the situations; we have already noted the value of a certain degree of flexibility in this connection. Shift work as such, consisting of eight hours in the morning or in the afternoon, on a rotation basis, does not result in particularly high absenteeism rates, but absence is not equally distributed among all shifts. Where night work by women is permitted by law (e. g. in wartime), absenteeism on the night shift is not considerable.

DESIRE OF WOMEN TO PERFORM THEIR PROPER SOCIAL FUNCTION

The greatest volume of absence occurs in the morning, as noted in particular by S. Wyatt R. Mariott and D. E. R. Hughes and by J. Walker. On questioning women who were not employed at the time, in a French industrial town, we encountered at least a partial explanation of this fact. When asked whether they would be prepared to work part-time, almost all expressed keen interest, adding: "That would be just right; in the morning I would do the housework and in the afternoon I would go out to work." No one spontaneously thought of going to work in the morning. It would seem that, in our Western societies, household chores are regarded as an inescapable duty by many women, and that the high frequency of morning absence, particularly among women who have recently taken up employment, can be ascribed to a renewed awareness of this obligation.

Apart from the actual effect of hours of work, we believe that some absence may be due to women's concept of, and desire to perform, what they regard as their proper social function. We discovered one rather revealing detail, although the inquiry was based on a relatively small number of persons. We asked two groups of women workers in a food products factory in the Paris area how they managed with their household and family obligations. The first of these groups showed very little absence (less than twice per year) while the second group was frequently absent (between 12 and 20 times per year). Taking only women with the same level of skill (semi-skilled workers) and a similar family situation (married and with one or more children, but with no children under the age of 16), we questioned a total of 40 women, 20 in each group.

The differences noted may be stated as follows: women who do not feel able to cope with their job and who feel that their proper place would be, and should always have been, at home are far more numerous in the group of frequent absentees than in the group of regular workers. Replies to the question "Are you worried by your housework?" showed a significant difference between the two groups. In replies to the question "Do you think that children are happier when their mother is at home all day or when she brings home wages that permit a greater degree of comfort?", there was a less pronounced difference between the two groups, but it is still significant. We feel this is a specific difference due to the particular concept of a woman's role, because other questions aimed at establishing these

workers' proneness to anxiety (amount of sleep, general fatigue, pre-occupation with punctuality at work and with output) revealed no great difference between the two groups. In other words, it cannot be said that anxious women go absent whereas those who feel more secure do not. As noted by the expert committee appointed by the French League for Mental Health, there are just as many worriers among "presentees" of both sexes as there are absentees. But when women start to worry about the conflict between their work and what they regard as their true social role, there is a fair likelihood that this will result in irregular attendance at work.

TYPE OF WORK PERFORMED

Although the factors discussed above are the most apparent, no complete analysis of absenteeism can be based on women's family obligations alone.

First of all, there is the nature of the work performed which is frequently a major contributory factor, irrespective of family situation. Dr. Bégoïn studied fatigue among telephonists, who are absent from work more frequently than women whose jobs involve less strain. Women textile workers studied by Dr. Revault d'Allonnes show an exceptional degree of nervousness. But does this necessarily imply that women cannot perform certain jobs and that absenteeism should be attributed to specific unsuitability for a particular job?

It has been observed that, contrary to what might be expected, there is among women wage earners and salaried employees no relationship between job satisfaction and absenteeism, whereas the relationship is very noticeable among men. The suggested explanation is that women workers tend to regard their work as relatively unimportant, since it is only temporary and since their outside activities, particularly in their families, occupy their attention more. We believe that this partly explains the differences noted, but we also wonder whether the observations were based on men and women of the same occupational level.

Most of the works quoted in this article relate to employees at the bottom of the occupational scale, and this is only natural if it is considered that most women workers are either unskilled or have very limited skills. Even as compared with their male counterparts, women manual workers in most modern countries are employed at much lower levels. There are relatively few women among middle management grades and even less among top management. Nevertheless, even if instances where women hold responsible positions are not typical of the female workforce, it is interesting to note how absenteeism varies according to the occupational level. This is of some practical interest, since the fact that absenteeism is on the whole higher among women than among men does not necessarily imply that occupational promotion of women should be discouraged on account of irregular attendance. What the actual position is in this regard can only be deduced from observations of women at a higher occupational level.

Miss Behrend noted that the attendance record of women teachers in secondary schools in Birmingham, whom she studied for a period of four years, disclosed no voluntary absenteeism. What more could have been demanded of their male counterparts? This observation is

particularly valuable, since none of the data we have ourselves collected apply to men and women at the highest occupational level. The establishments covered by our inquiry kept much less detailed records of minor absences among management grades than among other employees, so that there was no way of tabulating the comparative rates of male and female absenteeism among the former.

We also made a distinction between manual and office workers. Nevertheless, our study of the records for office employees is less exact than might have been hoped for. In dealing with salaried posts, it was difficult to be sure that the hierarchic scale remained constant from one establishment to the next. It is most likely, for instance, that male salary earners included a fair proportion of middle management grades. Frequency of absence over the period of one year showed the breakdown indicated in table II.

TABLE II. FREQUENCY OF ABSENCE, BY OCCUPATIONAL CATEGORY AND BY SEX, IN EIGHT INDUSTRIAL ESTABLISHMENTS IN THE PARIS AREA

<i>Occupational category</i>	<i>Women</i>		<i>Men</i>	
	<i>Number of employees</i>	<i>Frequency of absence</i>	<i>Number of employees</i>	<i>Frequency of absence</i>
<i>Office workers :</i>				
Technicians ..	52	1.8	453	1.6
Salaried employees ..	1,427	2.1	800	1.2
<i>Production workers :</i>				
Supervisors ..	145	1.4	482	1.1
Highly skilled workers ..	92	1.7	382	1.5
Skilled workers ..	499	2.4	919	1.8
Semi-skilled workers ..	1,005	2.7	526	2.2
Labourers ..	366	2.9	271	1.7

The figures for men and for women exhibited parallel trends, with the same inverse relationship between the level of skill and the frequency of absence. The higher the level required by the job and the more responsibility was involved, the greater the degree of assiduousness noted among both women and men. Male labourers constituted the only exception, with relatively infrequent absences ; female labourers, on the other hand, had a higher frequency rate than all other grades of women workers. This suggests that the correlation between absenteeism and job satisfaction applies only above a certain minimum wage level. Male labourers stay away from work as little as possible because if they do not work they and their families will soon lack basic necessities. With women labourers, who in many cases bring in a second pay packet to the family, this element is less important. Frequency of absence is, therefore, substantial in this group, owing both to the arduous nature of the work and to the ease with which cleaners can be replaced. In all other cases it is remarkable how closely the figures tally, except for office workers. The real level of skill and responsibility within this large category seems to account for this divergence, although this cannot be proved.

The foregoing analysis suggests that any over-all difference in frequency rates between male and female absenteeism is largely illusory, being due to the different distribution within the occupational

scale. Taking weighted figures for the various occupational categories, the frequency for women comes to 1.8 as opposed to 1.5 for men. It remains to be seen whether there is not a certain degree of selection favouring those women who are most assiduous at their jobs, with a much greater proportion of childless women at the top levels. There is no denying that supervisors include many middle-aged women who do not often have dependent children to look after, and that semi-skilled female labourers include a fair number of young women with one or two dependent children. Taking the analysis one step further, however, it is found that, although in all occupational categories women with dependent children are more frequently absent than others, the difference evens off towards the top. This relationship is illustrated by table III.

TABLE III. FREQUENCY OF ABSENCE AMONG WOMEN, BY OCCUPATIONAL CATEGORY AND FAMILY STATUS, IN EIGHT INDUSTRIAL ESTABLISHMENTS IN THE PARIS AREA

Occupational category	Women without children		Women with children	
	Number of employees	Frequency of absence	Number of employees	Frequency of absence
Office workers:				
Technicians	.. 40	.. 1.7	.. 12	.. 1.9
Salaried employees	.. 1,135	.. 2.0	.. 292	.. 2.5
Production workers :				
Supervisors	.. 128	.. 1.4	.. 17	.. 1.7
Highly skilled workers	.. ..	.. 1.6	.. 20	.. 2.0
Skilled workers	.. 394	.. 2.2	.. 105	.. 2.8
Semi-skilled workers	.. 687	.. 2.5	.. 318	.. 3.0
Labourers	.. 268	.. 2.6	.. 98	.. 3.2

Higher earnings, to be sure, may mean greater comfort, together with more reliable care for the children, but this is not the whole answer. If one relates absenteeism to earnings as such, rather than to the level of skill, a far less consistent pattern is revealed. We therefore believe it fair to say that what helps women employees to overcome the stresses discussed earlier—apart, of course, from having a sufficient wage to enable them to cope with women's traditional tasks—is the feeling of having a job with sufficient scope and responsibility, with which they can identify themselves fully.

This, of course, does not mean that, either for women or for men, there is any single, ready-made "remedy" against absenteeism. Grades of skill and responsibility are obviously not established on any arbitrary basis, but are determined by a whole series of technical and economic factors. Nor would we presume to try to point to any cut-and-dried solution. Our aim has merely been to show the connection between a set of facts and a general problem. We do not believe that the degree of skill automatically determines an employee's approach to his work. The extensive education which a high level of occupational skill presupposes and the prestige which it commands show that there are other more complex social aspects involved. The importance of such aspects—many of which have nothing to do with degree of skill—may be convincingly demonstrated by reference to experience in England in 1940 just after the evacuation from Dunkirk.

For several weeks absenteeism among both men and women fell to practically nil. If work is recognised as vitally important to the community, both women and men can be expected to give it their undivided energies.

Conclusion

As the foregoing has shown, absenteeism among women employees is anything but a simple problem. Admittedly, absenteeism is, by and large, nearly always higher among women than among men ; but this does not mean that the explanation necessarily lies in "basic" physiological or psychological difference between the sexes, nor even exclusively in the burdens which women's traditional economic and social functions place on them. Detailed study of absentee figures for large numbers of employees of both sexes and at all levels of skill discloses that the comparatively high proportion of women at the lower levels of the occupational scale (even in countries where the employment of women is a long-standing tradition) goes a long way towards explaining their frequent irregularity at work. Highly trained women occupying responsible and skilled positions are seldom absent, even if they have several children to bring up.

But, even in the case of unskilled workers, who make up the bulk of women employees, certain adjustments in working hours and other arrangements can help both to reduce absenteeism appreciably and to make the workers' day-to-day life less difficult and more pleasant.

(Reproduced from *The International Labour Review*—March, 1962)

STATISTICS OF THE MONTH IN BRIEF

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

Cost of Living

The Colombo Consumers' Price Index for the month of May, 1962 is 106.5 as against 106.3 for the month of April, 1962, an increase of .2.

Wage rates

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

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

Strikes

There were altogether 6 strikes during the month of March 1962 involving 2,245 workers and a loss of 6382 man-days, as against 5 strikes during the month of February 1962 involving 1,589 workers and a loss of 1536 man-days.

Five of these strikes were in Tea plantations involving 2,096 workers and a loss of 5990 man-days and the other one was in a Rubber plantation involving 149 workers and 392 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 March 1962, and April, 1962 was as given below :—

	March, 1962			April, 1962		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	15,737	13,343	29,080	15,647	13,476	29,123
Skilled	13,386	4,043	17,429	13,146	3,963	17,109
Semi-skilled	27,718	6,811	34,529	27,364	6,691	34,055
Unskilled	64,531	4,653	69,184	63,294	4,502	67,796
Total	121,372	28,850	150,222	119,451	28,632	148,083

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

	March, 1962			April, 1962		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	127	69	196	57	25	82
Skilled	33	17	50	37	1	38
Semi-skilled	86	16	102	45	5	50
Unskilled	169	2	171	238	1	239
Total	415	104	519	377	32	409

NOTES OF CURRENT INTEREST

Trade Unions Registered in May, 1962

Regd. No.	Name of the Union
1867	.. Samastha Lanka Rajaye Thawakalika Lipikaru-Sangamaya.
1868	.. Rohana Eksath Kamkaru Samitiya.
1869	.. Manum Departhamentuwe Eksath Sewaka Sangamaya.
1870	.. Jatika Sulu Kammantha Sanyuktha Mandaleeya-Bottu Kamkaru Samitiya.

<i>Regd. No.</i>	<i>Name of the Union</i>
1871	.. Sri Lanka P. W. D. Palam Kamkaru Samitiya.
1872	.. Sri Lanka Kiri Mandaleeya Vurthiya Samitiya.
1873	.. Helabima Jatika Motor Sewaka Samitiya.
1874	.. Helabima Jatika Welanda Sewaka Samitiya.
1875	.. Kachcheri Surveyers' Association.
1876	.. Motor Sewaka Samitiya.
1877	.. Ceylon Transport Board Internal Audit-Officers' Association.
1878	.. Galle Peshakarmantha Kamkaru Samitiya.
1879	.. Research Officers' Association, Department of National Planning.
1880	.. Prayogika Karmika Vidyayathanaye Karmika-Saha Sewaka Samitiya.
1881	.. Kadawatha Meda Korale Samupakara Sewaka-Vurthiya Samitiya.
1882	.. Ahara Departhamentuwe Eksath Sewaka Peramuna.
1883 'F'	.. Sri Lanka Nidahas Rajaye Sanyuktha Mandaleeya-Vurthiya Samiti Sammelanaya.
1884 'E'	.. The United Employers' Union.
1885	.. Kalmunai District Co-operative Managers' Union.
1886	.. Ceylon Cement Workers' Union.
1887	.. Sri Lanka Jatika Waraya Sewaka Samitiya.

WAGES BOARDS

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

XXIII—The Cinnamon Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Cinnamon Trade appeared in an Order made under section 6 of the Wages Boards Ordinance (Chapter 136), published in *Ceylon Government Gazette* No. 11,410 of July 4, 1958, and came into force on that date.

Order

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

The cinnamon trade consisting of one or more of the following activities :—

- (a) the raising and maintenance of a cinnamon plantation of over 5 acres,
- (b) the manufacture of cinnamon bark, and
- (c) the manufacture of cinnamon oil,

including—

- (1) felling, pruning and clearing jungle land ;
- (2) draining and terracing ;
- (3) preparing nurseries ;
- (4) planting seedlings and watering seedlings ;
- (5) lining, pegging and holing ;
- (6) planting young plants ;
- (7) holding and planting shade trees ;
- (8) constructing, repairing and maintaining roads, buildings, fences and hedges ;
- (9) weeding, removing illuk grass and clearing boundaries ;
- (10) forking and manuring plants with organic or inorganic manure ;
- (11) taking a census of plants ;
- (12) pruning ;
- (13) cutting sticks from the bushes ;
- (14) cutting sticks and carrying them to the peeling house ;
- (15) scraping the outer covering of the bark ;
- (16) peeling sticks ;
- (17) scraping sticks for chips ;
- (18) forming the barks into quills ;
- (19) stacking and bundling quills ;
- (20) sulphur bleaching and baling quills ;
- (21) baling quillings ;
- (22) baling featherings ;
- (23) sorting chips ;
- (24) packing sorted chips ;
- (25) weighing bundles ;
- (26) collecting chips ;
- (27) collecting leaves ;
- (28) carrying barks and leaves to the distillery ;
- (29) transporting leaves to the distillery ;
- (30) sieving chips ;
- (31) weighing chips ;
- (32) carrying bark to the distillery ;
- (33) extracting oil from chips by distilling ;
- (34) extracting oil from leaves by distilling ;

- (35) extracting oil from bark by distilling ;
- (36) collecting oil ;
- (37) bottling oil ;
- (38) transporting oil to market ;
- (39) transporting bags of chips to market ;
- (40) transporting bundles of quills to market ; and
- (41) any other operation connected with or incidental to the work specified in this paragraph, but excluding the work of the following workers :

Engine driver, lorry or van driver, mechanic, clerk, conductor, kanakapulle, store-keeper, dispenser, midwife, bungalow servant, dhoby, barber, teacher and ward attendant.

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Cinnamon Trade was established on April 28, 1959, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette Extraordinary* No. 11,732 of April 29, 1959.

(C) DECISIONS OF THE BOARD

The decisions of the Wages Board for the Cinnamon Trade came into force on July 1, 1961. A notification relating to those decisions was published under section 29 (3) of the Wages Boards Ordinance in *Ceylon Government Gazette* No. 12,460 of June 9, 1961.

PART I

Definition of a normal working day (Section 24)

The number of hours constituting a normal working day applicable to workers specified in Part III hereof (inclusive of one hour for a meal) shall be nine.

PART II

Minimum rate of wages for piece work

1. The minimum rate of wages for piece work for workers employed in cinnamon peeling (inclusive of cutting sticks from the bushes, cutting sticks and carrying them to the peeling house, scraping the outer covering of the bark, peeling sticks, forming the barks into quills and stacking and bundling quills) shall be 75 cents per pound of cinnamon peeled.
2. The minimum rate of wages for piece work for workers employed in pruning shall be Rs. 15 per acre.
3. The minimum rate of wages for piece work for workers employed in draining shall be Rs. 4 for a linear chain (22 yards) of drain 18 inches by 18 inches.
4. The minimum rate of wages for piece work for workers employed in annual weeding shall be Rs. 40 per acre.

PART III

Minimum rate of wages for time work

The minimum rate of wages for time work applicable to workers specified in Column 1 shall be the corresponding rates set out in Column 2.

<i>Column 1</i>	<i>Column 2</i>
<i>Class of workers</i>	<i>Rate</i>
Workers employed in—	
pruning ..	Rs. 3 for each normal working day.
draining and terracing ..	Rs. 3 for each normal working day.
Weeding, removing illuk grass and clearing boundaries :—	
(a) for male worker ..	Rs. 2.50 for each normal working day.
(b) for a female worker ..	Rs. 2 for each normal working day.

PART IV

Overtime Rate

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

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

Index Number
Nov., 1942
= 100

Base : November, 1942 = 100

Group Weights	62.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24	
1943	103 ..	94 ..	105 ..	138 ..	118 ..	107 .. 197*
1944	102 ..	94 ..	105 ..	156 ..	127 ..	109 .. 200
1945	110 ..	94 ..	112 ..	165 ..	158 ..	121 .. 221
1946	113 ..	111 ..	124 ..	180 ..	155 ..	125 .. 229
1947	126 ..	121 ..	136 ..	213 ..	157 ..	138 .. 252
1948	138 ..	101 ..	148 ..	189 ..	157 ..	142 .. 260
1949	144 ..	97 ..	129 ..	156 ..	148 ..	141 .. 258
1950	154 ..	102 ..	129 ..	155 ..	154 ..	149 .. 272
1951	155 ..	112 ..	129 ..	197 ..	160 ..	154 .. 283
1952	153 ..	104 ..	131 ..	192 ..	168 ..	153 .. 280

† Average for 5 months only.

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

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

INDEX NUMBERS

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

1961—

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

1962—

January	100.09 ..	106.69 ..	101.53 ..	106.87 ..	123.84 ..	105.5
February	100.51 ..	106.00 ..	101.53 ..	106.82 ..	124.61 ..	105.9
March	101.02 ..	106.00 ..	101.53 ..	106.58 ..	128.85 ..	106.2
April	101.19 ..	106.00 ..	101.53 ..	107.42 ..	124.29 ..	106.3
May	101.61 ..	105.65 ..	101.53 ..	107.69 ..	123.84 ..	106.5

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
May .. 2.15 .. 111.98 .. 105.15 .. 113.74 .. 126.67 .. 118.94

* 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		
	May	.. 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
	April	29,123	17,109	34,055	67,796	148,083

* 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	Ratara	Galle	Kandy	Nawalpitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Awisawella	Haputale	Matara	Vavuniya	Kegalla	Male	T
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	—	233	—	—	—	—	—	—	—	66,656
1949	44,552	5,041	4,125	5,429	8,195	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	4,850	2,209	537	886	1,587	569	904	418	1,207	284	323	—	—	—	—	—	—	52,707
1952	32,124	3,028	3,263	3,881	3,780	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	626	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	688	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	—	—	—	71,010
1956	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	—	—	—	85,952
1957	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501	1,252	1,158	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	1,839	1,001	422	1,365	1,733	2,965	1,198	5,812	611	2,786	970	128,018
1960	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,634	3,722	2,377	1,084	680	1,756	2,550	3,784	1,222	8,179	772	3,143	986	151,092
1961—																					
Jan. ..	64,843	16,626	8,751	15,061	7,271	2,284	5,946	3,749	3,898	2,468	1,166	698	1,755	2,636	3,884	1,277	8,224	791	3,271	1067	155,666
February	65,003	17,567	8,931	15,007	7,885	2,309	5,873	3,819	3,977	2,538	1,207	830	1,632	2,654	3,899	1,304	8,136	829	3,259	1080	157,239
March **	63,439	17,099	8,900	14,960	7,286	2,254	5,622	—	3,926	2,553	1,096	825	1,639	2,616	3,816	1,353	8,005	786	3,226	1114	150,515

TABLE V—(contd.)

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapaya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Trememalie	Anuradhapura	Avissawella	Haputale	Matara	Vavuniya	Kegalla	Matale	Total
April ..	60,800	16,489	8,591	14,929	7,288	2,352	5,621	2,847	3,861	2,535	973	761	1,649	2,480	3,557	1,358	7,636	748	3,104	1,105	148,684
May ..	60,452	16,223	8,770	15,367	7,049	2,481	5,679	2,871	3,856	2,934	1,054	851	1,066	2,514	3,516	1,392	7,606	717	3,155	1,120	148,673
June ..	62,311	16,139	9,022	15,486	7,244	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	3,936	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	7,090	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	4,233	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
April	60,423	14,499	10,269	13,826	7,280	2,632	4,591	3,384	4,091	3,067	1,493	594	1,457	2,421	3,433	1,266	8,049	762	3,277	1,269	148,083

* Total includes 127 registered at Matugama, 164 at Chilaw, 254 at Chilaw, and 240 at Avissawella. † Revised figures
 272 at Matale, 97 at Avissawella, and 555 Veyangoda. (These Exchanges functioned only during 1945 and 1946.)

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

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,779
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,306
1952	13,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,453
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	32,392	3,791	83,883	8,208
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,839	1,247	65,481	4,744	133,430	8,162
1961	22,558	1,259	14,784	631	24,791	964	50,390	2,794	112,523	5,648
1961 January	3,128	93	1,376	20	2,844	106	5,170	235	12,518	454
February	1,966	164	1,136	24	2,200	60	4,418	231	9,720	479
† March	1,390	67	946	68	1,749	62	3,165	186	7,250	383
April	955	67	717	61	1,356	82	2,816	199	5,844	409
May	2,027	85	1,447	44	2,172	107	5,463	266	11,109	502
June	2,251	104	1,614	60	2,586	87	5,375	437	11,826	688
July	1,933	108	1,497	83	2,206	115	4,525	296	10,161	604
August	1,665	141	1,325	84	1,799	87	3,702	273	8,491	585
September	1,859	135	1,284	67	2,053	52	3,516	136	8,712	390
October	1,732	96	1,200	43	1,996	44	3,957	161	8,885	344
November	1,544	72	1,092	37	1,830	79	3,652	178	8,118	366
December	2,108	125	1,150	40	2,000	83	4,631	196	9,889	444
1962 January	2,384	108	1,092	43	2,273	113	3,819	144	9,568	408
February	1,623	132	913	44	1,662	61	2,706	144	6,904	381
March	1,836	196	831	50	1,824	102	3,332	171	7,823	519
April	1,497	82	785	38	1,429	50	2,662	239	6,373	409

† 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 April, 1962

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	448	32	277	11	610	19	1,065	37	2,400	99
Negombo	121	11	84	3	142	3	248	16	595	33
Kalutara	97	1	56	1	80	2	142	1	375	5
Galle	102	—	45	6	51	2	227	53	425	61
Kandy	95	—	44	—	54	2	134	20	327	22
Nawalapitiya	34	—	35	—	37	1	78	—	184	1
Kurunegala	61	6	17	—	35	—	26	6	139	12
Jaffna	105	3	29	1	101	7	49	29	284	40
Ratnapura	43	2	26	—	42	—	79	7	190	—
Badulla	35	4	12	—	18	—	61	4	126	8
Batticaloa	30	4	20	2	33	1	48	2	131	9
Kalmunai	10	2	5	—	16	—	16	—	47	2
Trincomalee	30	2	14	6	20	6	106	15	170	29
Anuradhapura	36	—	15	—	24	2	53	22	128	24
Awissawelli	54	—	10	—	22	—	58	—	144	—
Haputale	10	—	7	—	9	—	18	1	44	1
Matara	88	13	54	1	61	—	197	—	400	14
Vavuniya	25	1	12	—	34	4	8	—	79	5
Kegalla	44	—	18	6	18	—	27	26	107	32
Matale	29	1	5	1	22	1	22	—	78	3
Total	1,497	82	785	38	1,429	50	2,662	239	6,373	409

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	.. 4	.. Not available	Not available
1940	.. 36	.. 9,732	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048‡	.. 66‡	.. 12,399	.. 937
1945	.. 28	.. 3,514	.. 4,285*	.. 53	.. 28,875	.. 153,388‡
1946	.. 87	.. 15,259	.. 31,830‡	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 344,174
1948	.. 33	.. 23,100	.. 49,933‡	.. 20	.. 1,065	.. 2,497‡
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576‡
1950	.. 82	.. 22,808	.. 85,837	.. 28	.. 5,471	.. 22,617
1951	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	.. 39	.. 6,168	.. 46,990
1953	.. 33	.. 363,600	.. 430,686	.. 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	.. 190,448
1958	.. 123	.. 39,372	.. 340,632	.. 96	.. 42,713	.. 399,228
1959	.. 177	.. 47,318	.. 352,145	.. 71	.. 42,933	.. 463,119
1960	.. 123	.. 42,528	.. 259,948	.. 37	.. 4,830	.. 15,139‡
1961	.. 90	.. 29,223	.. 317,866	.. 39	.. 38,013	.. **170,372
1962 January-March	.. 18	.. 7,442	.. 23,677	.. 3	.. 149	.. 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	.. 10,683	.. 173,986	.. 4	.. 3,747	.. 81,883
May	.. 4	.. 495	.. 8,308	.. —	.. —	.. —
June	.. 5	.. 1,792	.. 48,824	.. 2	.. 366	.. 366
July	.. 4	.. 603	.. 662	.. 2	.. 321	.. 366
August	.. 4	.. 661	.. 639	.. 3	.. 40	.. 109
September	.. 2	.. 323	.. 795	.. 1	.. 9	.. 45
October	.. 4	.. 1,192	.. 3,285	.. 3	.. 4,435	.. 15,225
November	.. 7	.. 1,595	.. 3,683	.. 4	.. 9,493	.. 9,741
December §	.. 8	.. 2,862	.. 11,346	.. 5	.. 16,460	.. **55,492
1962 January §	.. 9*	.. 3,735	.. 15,998	.. 1	.. 22	.. 199
February §	.. 3	.. 1,462	.. 1,297	.. 2	.. 127	.. 239
March §	.. 6	.. 2,245	.. 6,382	.. —	.. —	.. —

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

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

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

§The figures are provisional and subject to amendment.

** Amended figures.

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

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

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

<i>Industry or Trade</i>	<i>Number of</i>		<i>Number of</i>	
	<i>Strikes</i>	<i>Workers involved</i>	<i>Man-days lost</i>	
Plantations—Tea ..	5	2,096	5,990	
Rubber ..	1	149	392	
Tea-cum-Rubber ..	—	—	—	
Coconut ..	—	—	—	
Coconut-cum-Rubber ..	—	—	—	
Total ..	6	2,245	6,382	
Engineering ..	—	—	—	
Printing ..	—	—	—	
Motor Transport ..	—	—	—	
• Tea Export ..	—	—	—	
• Rubber Export ..	—	—	—	
Coconut Manufacturing ..	—	—	—	
Toddy, Arrack and Vinegar ..	—	—	—	
Cigar Manufacturing ..	—	—	—	
Tea & Rubber Manufacturing ..	—	—	—	
Cinema ..	—	—	—	
Dock, Harbour and Port Transport ..	—	—	—	
Building Trade ..	—	—	—	
Local Government Services ..	—	—	—	
Service Institutions ..	—	—	—	
Factories, Workshops, &c., run by the State ..	—	—	—	
Textile ..	—	—	—	
Relief Schemes ..	—	—	—	
Wholesale and Retail Distribution ..	—	—	—	
Aerated Waters and Ice Manufacturing ..	—	—	—	
Beedi Manufacturing ..	—	—	—	
Hotel ..	—	—	—	
Tile Manufacturing ..	—	—	—	
Miscellaneous ..	—	—	—	
Total ..	—	—	—	
Grand Total ..	6	2,245	6,382	

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

<i>Causes</i>	<i>Number of</i>		<i>Number of</i>	
	<i>Strikes</i>	<i>Workers Involved</i>	<i>Plantations</i>	<i>Others</i>
1. Dismissal or loss of employment in any way. Failure to provide work ..	—	—	—	—
2. Wage increases, Higher rates for piece work, &c. ..	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	—	—	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	3	1,653	—	—
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Factional disputes and domestic matters ..	1	237	—	—
8. External matters (e.g., arrest by Police, &c.) ..	1	149	—	—
9. Assaults by employer or agent or others ..	—	—	—	—
10. General demands ..	1	206	—	—
11. Sympathetic strikes ..	—	—	—	—
Total ..	6	2,245	—	—

APPENDIX I

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

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

Month : June, 1962

Class of Worker

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

(3) Brick and Tile Manufacturing Trade

Daily Rates :

In the manufacture of tiles in a factory—

A—Male workers (18 and above) :

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

Unskilled Workers :

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

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

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

(4) Building Trade

Daily Rates :

Unskilled labourers—

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

Class of Worker

<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Total</i>
<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>

(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 : June, 1962

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(7) Cinnamon Trade (contd.)						
<i>Piece Rates :</i>						
Cinnamon peeling (inclusive of cutting sticks from bushes, cutting and carrying them to peeling house, scraping the outer covering of bark, peeling sticks, forming barks into quills, stacking and bundling quills), per pound of cinnamon peeled	0	75	—	—	0	75
Pruning per acre	15	0	—	—	15	0
Draining a linear chain of drain 18" × 18"	4	0	—	—	4	0
Annual weeding, per acre	40	0	—	—	40	0
(8) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade						
<i>Daily Rates :</i>						
Male worker not under 16 years	1	10	1	21	2	31
Female worker not under 15 years	0	90	0	90	1	80
Child worker	0	65	0	83	1	48
(9) Coconut Growing Trade						
<i>Daily Rates :</i>						
In the raising and maintenance of a coconut plantation and in the manufacture of copra—						
Kangany	1	40	1	21	2	61
Male not under 16 years	1	25	1	21	2	46
Female not under 15 years	1	5	0	90	1	95
Male worker under 16 years or Female worker under 15 years	0	80	0	83	1	63
<i>Piece Rates :</i>						
(1) In the raising and maintenance of plantations :						
Picking nuts, per 1,000 trees	18	0	—	—	18	0
(2) In the manufacture of copra :						
(a) husking nuts, per 1,000 nuts	3	50	—	—	3	50
(b) splitting nuts, copra curing and sorting, per 1,000 nuts	2	50	—	—	2	50
(10) Coconut Manufacturing Trade						
<i>Daily Rates :</i>						
In the manufacture of (1) desiccated coconut, (2) coconut oil, (3) fibre and (4) coir products—						
Kangany	1	80	2	6	3	86
Male not under 18 years	1	40	2	6	3	46
Female not under 18 years	1	15	1	70	2	85
Worker, irrespective of sex under 18 years	1	15	1	63	2	78

Month : June, 1962

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(10) Coconut Manufacturing Trade (contd.)					
<i>Piece Rates :</i>					
(a) In the manufacture of desiccated coconuts—					
(1) husking nuts, per 1,000 nuts	2	19	—	—	2 19
(2) removing shells (hatchetting) per 1,000 nuts	1	13	—	—	1 13
(3) removing parings, per 1,000 nuts	1	13	—	—	1 13
(4) washing coconut meat and disintegrating, per 1,000 pounds	0	88	—	—	0 88
(5) drying, per 1,000 pounds	1	31	—	—	1 31
(6) sifting and grading, per 1,000 pounds	1	6	—	—	1 6
(7) packing and stencilling per case of 120 to 130 pounds	0	10	—	—	0 10
(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—					
(1) crushing husks per cwt. (wet weight of bristle fibre)	0	94	—	—	0 94
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre)	0	94	—	—	0 94
(3) cleaning mattress fibre, drying and baling per cwt.	0	31	—	—	0 31
(4) hanking bristle fibre and tying, per cwt.	1	50	—	—	1 50
(5) manufacture of mats and matting—					
(i) mats, per sq. ft.	0	44	—	—	0 44
(ii) matting, per square yard	0	15	—	—	0 15
(6) hackling bristle fibre and tying, per cwt.	3	25	—	—	3 25
(11) Dock, Harbour and Port Transport Trade					
<i>Monthly Rates :</i>					
Manual Work—					
Special Grade	65	0	34	75	99 75
Skilled Grade	55	0	30	75	85 75
Semi-skilled Grade	45	0	27	75	72 75
Unskilled, Grade I	37	0	27	75	64 75
Unskilled, Grade II	31	0	27	75	58 75
Women Workers—					
Female kanganies	35	0	27	75	62 75
Female labourers	30	0	27	75	57 75
Non-manual Workers—					
Special Grade	75	0	41	0	116 0
Grade I	55	0	30	75	85 75
<i>Piece Rates :</i>					
Lighters from 20 to 60 tons—					
Lightermen, per trip	6	0	—	—	6 0
Assistant Tindals, per trip	6	25	—	—	6 25
Tindals, per trip	6	50	—	—	6 50

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

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

(i) 50 cents for—

(a) each trip involving transshipment of cargo from ship to ship ;

(b) each trip where cargo is “ shut out ” and subsequently re-directed to another vessel ;

(c) each trip where cargo is discharged into a lighter from hatch and subsequently loaded to another hatch of the same vessel ;

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Month : June, 1962

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

Month : June, 1962

Class of Worker	Month : June, 1962		Total Rs. c.
	Basic Wage Rs. c.	Special Allowance 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 : June, 1962

Class of Worker

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

(15) Plumbago Trade

Daily Rates :

Underground workers—

Basses .. .. .	..	3 00	..	1 27	..	4 27
Kanganies } Loaders } Overseers }	..	2 50	..	1 27	..	3 77
Shift bosses .. .. .	..	2 33	..	1 27	..	3 60†
Blasters } Drillers (hand and machine) } Shaft drivers } Stoppers (excavators) } Timbermen }	..	2 25	..	1 27	..	3 52
Muckers } Trolleyman } Unskilled labourers }	..	1 75	..	1 27	..	3 02
Onsetters or Donakatakarayas .. .. .	..	2 50	..	1 27	..	3 77

Underground and surface workers—

Electricians } Enginemmen } Fitters } Hoistmen } Mechanics } Pumpmen } Winchmen }	..	2 75	..	1 27	..	4 02
Checkers .. .. .	..	2 50	..	1 27	..	3 77
Electricians (assistants) } Fitters (assistants) } Windlassmen (dabare workers) } Mechanics (assistants) }	..	1 75	..	1 27	..	3 02

Surface workers—

Carpenters } Masons }	..	2 75	..	1 27	..	4 02
Overseers .. .. .	..	2 50	..	1 27	..	3 77
Blacksmiths } Boilerman } Drill sharpeners }	..	2 25	..	1 27	..	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.

† Substitute for corresponding figures for May, 1962—Editor.

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(15) Plumbago Trade (contd.)					
Workers employed in curing and dressing—					
(A) as overseers and kanganies ..	2	25	1	47	3 72
(B) on different jobs—					
Male workers not under 18 years ..	1	50	1	47	2 97
Female workers not under 18 years ..	1	25	1	14	2 39
Worker under 18 years ..	0	75	1	7	1 82

(16) Printing Trade

Monthly Rates :

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

Month : June, 1962

Class of Worker

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

(16) Printing Trade (contd.)

Class A—4th year learner ..	..	71	0	..	73	42	..	144	42
" B " " " ..	..	64	0	..	66	32	..	130	32
" C Grade I, 4th year learner ..	..	44	0	..	58	97	..	102	97
" C " II, " " " ..	..	39	0	..	55	9	..	94	9
" D—4th year learner " ..	..	34	0	..	51	42	..	85	42
Class A—5th year learner ..	..	88	0	..	86	42	..	174	42

(17) Rubber Export Trade

Daily Rates :

A. Male workers not under 18 years—

(a) Grade II ..	..	1	40	..	2	9	..	3	49
(b) Intermediate Grade ..	..	1	60	..	2	19	..	3	79
(c) Grade I ..	..	1	80	..	2	19	..	3	99
(d) Watchers ..	..	1	70	..	2	19	..	3	89

B. Female workers not under 18 years of age—

(a) Grade II

Workers employed in work other than sorting	1	15	..	1	97	..	3	12
--	----	---	----	----	---	----	----	---	----

(b) Grade I

Workers employed in sorting	1	30	..	1	97	..	3	27
--------------------------------	----	---	----	----	---	----	----	---	----

C. Workers over 14 years but under 15 years ..

" 15 " 16 " ..	..	0	80	..	1	57	..	2	37
" 16 " 17 " ..	..	0	90	..	1	62	..	2	52
" 17 " 18 " ..	..	1	0	..	1	67	..	2	67
" 18 " " " ..	..	1	15	..	1	77	..	2	92

(18) Rubber Growing and Manufacturing Trade

Daily Rates :

Male worker not under 16 years ..	..	1	40	..	1	21	..	2	61
Female worker not under 15 years ..	..	1	30	..	0	90	..	2	20
Child worker ..	..	1	5	..	0	83	..	1	88

(19) Tea Export Trade

Daily Rates :

A. Male workers not under 18 years—

(a) Grade II ..	..	1	40	..	2	9	..	3	49
(b) Intermediate Grade ..	..	1	60	..	2	19	..	3	79
(c) Grade I ..	..	1	80	..	2	19	..	3	99
(d) Box makers and repairers ..	..	1	60	..	2	19	..	3	79
(e) Watchers ..	..	1	70	..	2	19	..	3	89

B. Female workers not under 18 years ..

..	..	1	15	..	1	97	..	3	12
----	----	---	----	----	---	----	----	---	----

C. Workers over 14 years but under 15 years ..

" 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	21	..	2	46
Female worker not under 15 years ..	..	1	5	..	0	90	..	1	95
Child worker ..	..	0	80	..	0	83	..	1	63

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

APPENDIX II

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

No. of Days	Class A	Class B	Class C	No. of Days
	Rs. c.	Rs. c.	Rs. c.	
½	2 49	2 11½	1 56½	½
1	4 98	4 23	3 13	1
2	9 95	8 46	6 26	2
3	14 93	12 69	9 39	3
4	19 90	16 92	12 51	4
5	24 88	21 15	15 64	5
6	29 85	25 38	18 77	6
7	34 83	29 62	21 90	7
8	39 80	33 85	25 03	8
9	44 78	38 08	28 16	9
10	49 75	42 31	31 28	10
11	54 73	46 54	34 41	11
12	59 70	50 77	37 54	12
13	64 68	55 00	40 67	13
14	69 65	59 23	43 80	14
15	74 63	63 46	46 93	15
16	79 60	67 69	50 06	16
17	84 58	71 92	53 18	17
18	89 55	76 15	56 31	18
19	94 53	80 38	59 44	19
20	99 50	84 62	62 57	20
21	104 48	88 85	65 70	21
22	109 45	93 08	68 83	22
23	114 43	97 31	71 95	23
24	119 40	101 54	75 08	24
25	124 38	105 77	78 21	25
26	129 35	110 00	81 34	26

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

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

APPENDIX III

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

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

"Unskilled Male" means a male unskilled labourer not under 18 years of age.

"Unskilled Female" means a female unskilled labourer not under 18 years of age.

"Unskilled Young Person" means a labourer (irrespective of sex) under 18 years of age.

APPENDIX IV

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

Within the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 92	2 18½	2 39½	1 99	2 14½	3 30	½
1	3 49	3 84	4 37	4 79	3 98	4 29	6 60	1
2	6 98	7 68	8 74	9 59	7 96	8 58	13 19	2
3	10 47	11 52	13 11	14 38	11 94	12 87	19 79	3
4	13 96	15 36	17 48	19 18	15 92	17 15	26 38	4
5	17 45	19 20	21 85	23 97	19 90	21 44	32 98	5
6	20 94	23 04	26 22	28 76	23 88	25 73	39 58	6
7	24 42	26 87	30 60	33 56	27 87	30 02	46 17	7
8	27 91	30 71	34 97	38 35	31 85	34 31	52 77	8
9	31 40	34 55	39 34	43 14	35 83	38 60	59 37	9
10	34 89	38 39	43 71	47 94	39 81	42 88	65 96	10
11	38 38	42 23	48 08	52 73	43 79	47 17	72 56	11
12	41 87	46 07	52 45	57 53	47 77	51 46	79 15	12
13	45 36	49 91	56 82	62 32	51 75	55 75	85 75	13
14	48 85	53 75	61 19	67 11	55 73	60 04	92 35	14
15	52 34	57 59	65 56	71 91	59 71	64 33	98 94	15
16	55 83	61 43	69 93	76 70	63 69	68 62	105 54	16
17	59 32	65 27	74 30	81 50	67 67	72 90	112 13	17
18	62 81	69 11	78 67	86 29	71 65	77 19	118 73	18
19	66 30	72 95	83 04	91 08	75 63	81 48	125 33	19
20	69 78	76 78	87 42	95 88	79 62	85 77	131 92	20
21	73 27	80 62	91 79	109 67	83 60	90 06	138 52	21
22	76 76	84 46	96 16	105 46	87 58	94 35	145 12	22
23	80 25	88 30	100 53	110 26	91 56	98 63	151 71	23
24	83 74	92 14	104 90	115 05	95 54	102 92	158 31	24
25	87 23	95 98	109 27	119 85	99 52	107 21	164 90	25
26	90 72	99 82	113 64	124 64	103 50	111 50	171 50	26
27	96 16	105 81	120 46	132 12	109 71	118 19	181 79	27
28	101 60	111 80	127 28	139 60	115 92	124 88	192 08	28
29	107 04	117 79	134 10	147 08	122 13	131 57	202 37	29
30	112 48	123 78	140 92	154 56	128 34	138 26	212 66	30

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

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

APPENDIX IV—(contd.)

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

Outside the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 86	2 03	2 30	1 89½	2 05	3 30	½
1	3 49	3 72	4 06	4 00	3 79	4 10	6 60	1
2	6 98	7 45	8 13	9 20	7 58	8 19	13 19	2
3	10 47	11 17	12 19	13 80	11 37	12 29	19 79	3
4	13 96	14 90	16 25	18 41	15 15	16 38	26 38	4
5	17 45	18 62	20 32	23 01	18 94	20 48	32 98	5
6	20 94	22 34	24 38	27 61	22 73	24 58	39 58	6
7	24 42	26 07	28 44	32 21	26 52	38 67	46 17	7
8	27 91	29 79	32 50	36 81	30 31	32 77	52 77	8
9	31 40	33 51	36 57	41 41	34 10	36 87	59 37	9
10	34 89	37 24	40 63	46 02	37 88	40 96	65 96	10
11	38 38	40 96	44 69	50 62	41 67	45 06	72 56	11
12	41 87	44 69	48 76	55 22	45 46	49 15	79 15	12
13	45 36	48 41	52 82	59 82	49 25	53 25	85 75	13
14	48 85	52 13	56 88	64 42	53 04	57 35	92 35	14
15	52 34	55 86	60 95	69 02	56 83	61 44	98 94	15
16	55 83	59 58	65 01	73 62	60 62	65 54	105 54	16
17	59 32	63 31	69 07	78 23	64 40	69 63	112 13	17
18	62 81	67 03	73 14	82 83	68 19	73 73	118 73	18
19	66 30	70 75	77 20	87 43	71 98	77 83	125 33	19
20	69 78	74 48	81 26	92 03	75 77	81 92	131 92	20
21	73 27	78 20	85 32	96 63	79 56	86 02	138 52	21
22	76 76	81 92	89 39	101 23	83 35	90 12	145 12	22
23	80 25	85 65	93 45	105 84	87 13	94 21	151 71	23
24	83 74	89 37	97 51	110 44	90 92	98 31	158 31	24
25	87 23	93 10	101 58	115 04	94 71	102 40	164 90	25
26	90 72	96 82	105 64	119 64	98 50	106 50	171 50	26
27	96 16	102 63	111 98	126 82	104 41	112 89	181 79	27
28	101 60	106 44	118 32	134 00	110 32	119 28	192 08	28
29	107 04	114 25	124 66	141 18	116 23	125 67	202 37	29
30	112 48	120 06	131 00	148 36	122 14	132 06	212 66	30

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

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

APPENDIX V

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during June, 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 Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	0 55	0 60½	1 15½	0 45	0 45	0 90	0 32½	0 41½	0 74	½
1	1 10	1 21	2 31	0 90	0 90	1 80	0 65	0 83	1 48	1
2	2 20	2 42	4 62	1 80	1 80	3 60	1 30	1 66	2 96	2
3	3 30	3 63	6 93	2 70	2 70	5 40	1 95	2 49	4 44	3
4	4 40	4 84	9 24	3 60	3 60	7 20	2 60	3 32	5 92	4
5	5 50	6 05	11 55	4 50	4 50	9 00	3 25	4 15	7 40	5
6	6 60	7 26	13 86	5 40	5 40	10 80	3 90	4 98	8 88	6
7	7 70	8 47	16 17	6 30	6 30	12 60	4 55	5 81	10 36	7
8	8 80	9 68	18 48	7 20	7 20	14 40	5 20	6 64	11 84	8
9	9 90	10 89	20 79	8 10	8 10	16 20	5 85	7 47	13 32	9
10	11 00	12 10	23 10	9 00	9 00	18 00	6 50	8 30	14 80	10
11	12 10	13 31	25 41	9 90	9 90	19 80	7 15	9 13	16 28	11
12	13 20	14 52	27 72	10 80	10 80	21 60	7 80	9 96	17 76	12
13	14 30	15 73	30 03	11 70	11 70	23 40	8 45	10 79	19 24	13
14	15 40	16 94	32 34	12 60	12 60	25 20	9 10	11 62	20 72	14
15	16 50	18 15	34 65	13 50	13 50	27 00	9 75	12 45	22 20	15
16	17 60	19 36	36 96	14 40	14 40	28 80	10 40	13 28	23 68	16
17	18 70	20 57	39 27	15 30	15 30	30 60	11 05	14 11	25 16	17
18	19 80	21 78	41 58	16 20	16 20	32 40	11 70	14 94	26 64	18
19	20 90	22 99	43 89	17 10	17 10	34 20	12 35	15 77	28 12	19
20	22 00	24 20	46 20	18 00	18 00	36 00	13 00	16 60	29 60	20
21	23 10	25 41	48 51	18 90	18 90	37 80	13 65	17 43	31 08	21
22	24 20	26 62	50 82	19 80	19 80	39 60	14 30	18 26	32 56	22
23	25 30	27 83	53 13	20 70	20 70	41 40	14 95	19 09	34 04	23
24	26 40	29 04	55 44	21 60	21 60	43 20	15 60	19 92	35 52	24
25	27 50	30 25	57 75	22 50	22 50	45 00	16 25	20 75	37 00	25
26	28 60	31 46	60 06	23 40	23 40	46 80	16 90	21 58	38 48	26
Sunday work										Sunday work
1			3 46			2 70			2 22	1
2			6 92			5 40			4 44	2
3			10 38			8 10			6 66	3
4			13 84			10 80			8 88	4

Note 1.—The information shown for the number of days up to 26 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 June, 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 Per-son</i>	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	
<i>Normal working 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>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working days</i>
½	1 30½	1 23	0 97½	0 81½	1 93	1 73	1 42½	1 39	½
1	2 61	2 46	1 95	1 63	3 86	3 46	2 85	2 78	1
2	5 22	4 92	3 90	3 26	7 72	6 92	5 70	5 56	2
3	7 83	7 38	5 85	4 89	11 58	10 38	8 55	8 34	3
4	10 44	9 84	7 80	6 52	15 44	13 84	11 40	11 12	4
5	13 05	12 30	9 75	8 15	19 30	17 30	14 25	13 90	5
6	15 66	14 76	11 70	9 78	23 16	20 76	17 10	16 68	6
7	18 27	17 22	13 65	11 41	27 02	24 22	19 95	19 46	7
8	20 88	19 68	15 60	13 04	30 88	27 68	22 80	22 24	8
9	23 49	22 14	17 55	14 67	34 74	31 14	25 65	25 02	9
10	26 10	24 60	19 50	16 30	38 60	34 60	28 50	27 80	10
11	28 71	27 06	21 45	17 93	42 46	38 06	31 35	30 58	11
12	31 32	29 52	23 40	19 56	46 32	41 52	34 20	33 36	12
13	33 93	31 98	25 35	21 19	50 18	44 98	37 05	36 14	13
14	36 54	34 44	27 30	22 82	54 04	48 44	39 90	38 92	14
15	39 15	36 90	29 25	24 45	57 90	51 90	42 75	41 70	15
16	41 76	39 36	31 20	26 08	61 76	55 36	45 60	44 48	16
17	44 37	41 82	33 15	27 71	65 62	58 82	48 45	47 26	17
18	46 98	44 28	35 10	29 34	69 48	62 28	51 30	50 04	18
19	49 59	46 74	37 05	30 97	73 34	65 74	54 15	52 82	19
20	52 20	49 20	39 00	32 60	77 20	69 20	57 00	55 60	20
21	54 81	51 66	40 95	34 23	81 06	72 66	59 85	58 38	21
22	57 42	54 12	42 90	35 86	84 92	76 12	62 70	61 16	22
23	60 03	56 58	44 85	37 49	88 78	79 58	65 55	63 94	23
24	62 64	59 04	46 80	39 12	92 64	83 04	68 40	66 72	24
25	65 25	61 50	48 75	40 75	96 50	86 50	71 25	69 50	25
26	67 86	63 96	50 70	42 38	100 36	89 96	74 10	72 28	26
Sunday work									Sunday Work
1	3 92	3 69	2 92	2 44	5 79	5 19	4 28	4 17	1
2	7 84	7 38	5 84	4 88	11 58	10 38	8 56	8 34	2
3	11 76	11 07	8 76	7 32	17 37	15 57	12 84	12 51	3
4	15 68	14 76	11 68	9 76	23 16	20 76	17 12	16 68	4

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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

APPENDIX VII

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

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

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during June, 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		Over 14 Under 18 Years	Male	Female	Over 14 Under 16 Years			Over 16 Under 18 Years
			Rs. c.			Rs. c.					Rs. c.	
½	1 91	1 68	1 32½	1 71	1 52	1 20	1 56	1 37½	0 94	1 15	1 76	½
1	3 82	3 36	2 65	3 42	3 04	2 40	3 12	2 75	1 88	2 30	3 52	1
2	7 64	6 72	5 30	6 84	6 08	4 80	6 24	5 50	3 76	4 60	7 04	2
3	11 46	10 08	7 95	10 26	9 12	7 20	9 36	8 25	5 64	6 90	10 56	3
4	15 28	13 44	10 60	13 68	12 16	9 60	12 48	11 00	7 52	9 20	14 08	4
5	19 10	16 80	13 25	17 10	15 20	12 00	15 60	13 75	9 40	11 50	17 60	5
6	22 92	20 16	15 90	20 52	18 24	14 40	18 72	16 50	11 28	13 80	21 12	6
7	26 74	23 52	18 55	23 94	21 28	16 80	21 84	19 25	13 16	16 10	24 64	7
8	30 56	26 88	21 20	27 36	24 32	19 20	24 96	22 00	15 04	18 40	28 16	8
9	34 38	30 24	23 85	30 78	27 36	21 60	28 08	24 75	16 92	20 70	31 68	9
10	38 20	33 60	26 50	34 20	30 40	24 00	31 20	27 50	18 80	23 00	35 20	10
11	42 02	36 96	29 15	37 62	33 44	26 40	34 32	30 25	20 68	25 30	38 72	11
12	45 84	40 32	31 80	41 04	36 48	28 80	37 44	33 00	22 56	27 60	42 24	12
13	49 66	43 68	34 45	44 46	39 52	31 20	40 56	35 75	24 44	29 90	45 76	13
14	53 48	47 04	37 10	47 88	42 56	33 60	43 68	38 50	26 32	32 20	49 28	14
15	57 30	50 40	39 75	51 30	45 60	36 00	46 80	41 25	28 20	34 50	52 80	15
16	61 12	53 76	42 40	54 72	48 64	38 40	49 92	44 00	30 08	36 80	56 32	16
17	64 94	57 12	45 05	58 14	51 68	40 80	53 04	46 75	31 96	39 10	59 84	17
18	68 76	60 48	47 70	61 56	54 72	43 20	56 16	49 50	33 84	41 40	63 36	18
19	72 58	63 84	50 35	64 98	57 76	45 60	59 28	52 25	35 72	43 70	66 88	19
20	76 40	67 20	53 00	68 40	60 80	48 00	62 40	55 00	37 60	46 00	70 40	20
21	80 22	70 56	55 65	71 82	63 84	50 40	65 52	57 75	39 48	48 30	73 92	21
22	84 04	73 92	58 30	75 24	66 88	52 80	68 64	60 50	41 36	50 60	77 44	22
23	87 86	77 28	60 95	78 66	69 92	55 20	71 76	63 25	43 24	52 90	80 96	23
24	91 68	80 64	63 60	82 08	72 96	57 60	74 88	66 00	45 12	55 20	84 48	24
25	95 50	84 00	66 25	85 50	76 00	60 00	78 00	68 75	47 00	57 50	88 00	25
26	99 32	87 36	68 90	88 92	79 04	62 40	81 12	71 50	48 88	59 80	91 52	26
27	103 14	90 72	71 55	92 34	82 08	64 80	84 24	74 25	50 76	62 10	95 04	27
28	106 96	94 08	74 20	95 76	85 12	67 20	87 36	77 00	52 64	64 40	98 56	28
29	110 78	97 44	76 85	99 18	88 16	69 60	90 48	79 75	54 52	66 70	102 08	29
30	114 60	100 80	79 50	102 60	91 20	72 00	93 60	82 50	56 40	69 00	105 60	30

APPENDIX IX

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

No. of Days	Class A Class D	Class B	Class C	Class E	Class F	Class G Class I	Class H	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	3 12½	2 93	2 78½	2 45	2 50	2 27½	2 08½	2 85½	1 80	1
2	6 25	5 86	5 57	4 90	5 00	4 55	4 17	5 71	3 60	2
3	12 49	11 72	11 15	9 80	9 99	9 11	8 34	11 42	7 21	3
4	18 74	17 59	16 72	14 70	14 99	13 66	12 51	17 13	10 81	4
5	24 99	23 45	22 30	19 60	19 99	18 22	16 68	22 83	14 41	5
6	31 23	29 31	27 87	24 50	24 98	22 77	20 85	28 54	18 01	6
7	37 48	35 17	33 44	29 40	29 98	27 33	25 02	34 25	21 62	7
8	43 73	41 04	39 02	34 31	34 98	31 88	29 19	39 96	25 22	8
9	49 98	46 90	44 59	39 21	39 98	36 44	33 36	45 67	28 82	9
10	56 22	52 76	50 16	44 11	44 97	40 99	37 53	51 38	32 42	10
11	62 47	58 62	55 74	49 01	49 97	45 55	41 70	57 08	36 03	11
12	68 72	64 49	61 31	53 91	54 97	50 10	45 87	62 79	39 63	12
13	74 96	70 35	66 89	58 81	59 96	54 66	50 04	68 50	43 23	13
14	81 21	76 21	72 46	63 71	64 96	59 21	54 21	74 21	46 83	14
15	87 46	82 07	78 03	68 61	69 96	63 76	58 38	79 92	50 44	15
16	93 70	87 93	83 61	73 51	74 95	68 32	62 55	85 63	54 04	16
17	99 95	93 80	89 18	78 41	79 95	72 87	66 72	91 34	57 64	17
18	106 20	99 66	94 76	83 31	84 95	77 43	70 89	97 04	61 25	18
19	112 44	105 52	100 33	88 21	89 94	81 98	75 06	102 75	64 85	19
20	118 69	111 38	105 90	93 11	94 94	86 54	79 23	108 46	68 45	20
21	124 94	117 25	111 48	98 02	99 94	91 09	83 40	114 17	72 05	21
22	131 19	123 11	117 05	102 92	104 94	95 65	87 57	119 88	75 66	22
23	137 43	128 97	122 62	107 82	109 93	100 20	91 74	125 59	79 26	23
24	143 68	134 83	128 20	112 72	114 93	104 76	95 91	131 29	82 86	24
25	149 93	140 70	133 77	117 62	119 93	109 31	100 08	137 00	86 46	25
26	156 17	146 56	139 35	122 52	124 92	113 87	104 25	142 71	90 07	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 June, 1962, to Daily-paid workers in
the Motor Transport Trade

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

APPENDIX XI

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

No. of Days	Workers other than Apprentices								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	4 08½	3 27	2 64½	2 45	2 16	1 96	1 31	2 04½	½
1	8 17	6 54	5 29	4 90	4 32	3 92	2 32	4 09	1
2	16 34	13 07	10 57	9 79	8 65	7 84	4 65	8 19	2
3	24 51	19 61	15 86	14 69	12 97	11 77	6 97	12 28	3
4	32 68	26 14	21 14	19 59	17 30	15 69	8 30	16 37	4
5	40 85	32 68	26 43	24 48	21 62	19 61	11 62	20 47	5
6	49 02	39 21	31 71	29 38	25 94	23 53	13 94	24 56	6
7	57 19	45 75	37 00	34 28	30 27	27 45	16 27	28 65	7
8	65 36	52 28	42 28	39 18	34 59	31 38	18 59	32 74	8
9	73 53	58 82	47 57	44 07	38 91	35 30	20 91	36 84	9
10	81 70	65 35	52 85	48 97	43 24	39 22	23 24	40 93	10
11	89 87	71 89	58 14	53 87	47 56	43 14	25 56	45 02	11
12	98 04	78 42	63 42	58 76	51 89	47 06	27 89	49 12	12
13	106 21	84 96	68 71	63 66	56 21	90 98	30 21	53 21	13
14	114 38	91 50	74 00	68 56	60 53	54 91	32 53	57 30	14
15	122 55	98 03	79 28	73 45	64 86	58 83	34 86	61 40	15
16	130 72	104 57	84 57	78 35	69 18	62 75	37 18	65 49	16
17	138 89	111 10	89 85	83 25	73 51	66 67	39 51	65 58	17
18	147 06	117 64	95 14	88 14	77 83	70 59	41 83	73 68	18
19	155 23	124 17	100 42	93 04	82 15	74 52	44 15	77 77	19
20	163 40	130 71	105 71	97 94	86 48	78 44	46 48	81 86	20
21	171 57	137 24	110 99	102 84	90 80	82 36	48 80	85 95	21
22	179 74	143 78	116 28	107 73	95 12	86 28	51 12	90 05	22
23	187 91	150 31	121 56	112 63	99 45	90 20	53 45	94 14	23
24	196 08	156 85	126 85	117 53	103 77	94 13	55 77	98 23	24
25	204 25	163 38	132 13	122 42	108 10	98 05	58 10	102 33	25
26	212 42	169 92	137 42	127 32	112 42	101 97	60 42	106 42	26
27	229 41	183 51	148 41	137 51	121 41	110 13	65 25	114 93	27
28	246 40	197 10	159 40	147 70	130 40	118 29	70 08	123 44	28
29	263 39	210 69	170 39	157 89	139 39	126 45	74 91	131 95	29
30	280 38	224 28	181 38	168 08	148 38	134 61	79 74	140 46	30

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

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

APPENDIX XI—(contd.)

*** Ready Reckoner showing the Minimum Wages payable for the number of days worked during June, 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 48	1 85½	2 25	2 77½	3 35½	1 23	1 66	2 03½	2 50½	½
1	2 96	3 71	4 50	5 55	6 71	2 46	3 32	4 07	5 01	1
2	5 92	7 42	8 99	11 11	13 42	4 92	6 65	8 15	10 02	2
3	8 88	11 13	13 49	16 66	20 13	7 38	9 97	12 22	15 04	3
4	11 83	14 83	17 99	22 22	26 83	9 83	13 30	16 30	20 05	4
5	14 79	18 54	22 48	27 77	33 54	12 29	16 62	20 37	25 06	5
6	17 75	22 25	26 98	33 33	40 25	14 75	19 94	24 44	30 07	6
7	20 71	25 96	31 48	38 88	46 96	17 21	22 27	28 52	35 09	7
8	23 67	29 67	35 98	44 44	53 67	19 67	26 59	32 59	40 10	8
9	26 63	33 38	40 47	49 99	60 38	22 13	29 91	36 66	45 11	9
10	29 58	37 08	44 97	55 55	67 08	24 58	33 24	40 74	50 12	10
11	32 54	40 79	49 47	61 10	73 79	27 04	36 56	44 81	55 14	11
12	35 50	44 50	53 96	66 66	80 50	29 50	39 89	48 89	60 15	12
13	38 46	48 21	58 46	72 21	87 21	31 96	43 21	52 96	65 16	13
14	41 42	51 92	62 96	77 76	93 92	34 42	46 53	57 03	70 17	14
15	44 38	55 63	67 45	83 32	100 63	36 88	49 86	61 11	75 18	15
16	47 34	59 34	71 95	88 87	107 34	39 34	53 18	65 18	80 20	16
17	50 29	63 04	76 45	94 43	114 04	41 79	56 51	69 26	85 21	17
18	53 25	66 75	80 94	99 98	120 75	44 25	59 83	73 33	90 22	18
19	56 21	70 46	85 44	105 54	127 46	46 71	63 15	77 40	95 23	19
20	59 17	74 17	89 94	111 09	134 17	49 17	66 48	81 48	100 25	20
21	62 13	77 88	94 44	116 65	140 88	51 63	69 80	85 55	105 26	21
22	65 09	81 59	98 93	122 20	147 59	54 09	73 12	89 62	110 27	22
23	68 04	85 29	103 43	127 76	154 29	56 54	76 45	93 70	115 28	23
24	71 00	89 00	107 93	133 31	161 00	59 00	79 77	97 77	120 30	24
25	73 96	92 71	112 42	138 87	167 71	61 46	83 10	101 85	125 31	25
26	76 92	96 42	116 92	144 42	174 42	63 92	86 42	105 92	130 32	26
27	83 07	104 13	126 27	155 97	188 37	69 03	93 33	114 39	140 75	27
28	89 22	111 84	135 62	167 52	202 32	74 14	100 24	122 86	151 18	28
29	95 37	119 55	144 97	179 07	216 27	79 25	107 15	131 33	161 61	29
30	101 52	127 26	154 32	190 62	230 22	84 36	114 06	139 80	172 04	30

* 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 June, 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.	
1	1 23	1 43	1 67	1 98	1 15	1 34½	1 53½	1 81	1
2	2 46	2 86	3 34	3 96	2 30	2 69	3 07	3 62	2
3	4 92	5 72	6 69	7 92	4 61	5 37	6 14	7 24	3
4	7 38	8 58	10 03	11 88	6 91	8 06	9 21	10 86	4
5	9 83	11 43	13 37	15 84	9 22	10 75	12 28	14 48	5
6	12 29	14 29	16 72	19 80	11 52	13 44	15 35	18 09	6
7	14 75	17 15	20 06	23 76	13 83	16 12	18 42	21 71	7
8	17 21	20 01	23 40	27 72	16 13	18 81	21 49	25 33	8
9	19 67	22 87	26 74	31 68	18 44	21 50	24 56	28 95	9
10	22 13	25 73	30 09	35 64	20 74	24 19	27 63	32 57	10
11	24 58	28 58	33 43	39 60	23 05	26 87	30 70	36 19	11
12	27 04	31 44	36 77	43 56	25 35	29 56	33 77	39 81	12
13	29 50	34 30	40 12	47 52	27 66	32 25	36 84	43 43	13
14	31 96	37 16	43 46	51 48	29 96	34 94	39 91	47 04	14
15	34 42	40 02	46 80	55 45	32 26	37 62	42 98	50 66	15
16	36 88	42 88	50 15	59 41	34 57	40 31	46 05	54 28	16
17	39 34	45 74	53 49	63 37	36 87	43 00	49 12	57 90	17
18	41 79	48 59	56 83	67 33	39 18	45 68	52 19	61 52	18
19	44 25	51 45	60 18	71 29	41 48	48 37	55 26	65 14	19
20	46 71	54 31	63 52	75 25	43 79	51 06	58 33	68 76	20
21	49 17	57 17	66 86	79 21	46 09	53 75	61 40	72 38	21
22	51 63	60 03	70 20	83 17	48 40	56 43	64 47	76 00	22
23	54 09	62 89	73 55	87 13	50 70	59 12	67 54	79 61	23
24	56 54	65 74	76 89	91 09	53 01	61 81	70 61	83 23	24
25	59 00	68 60	80 23	95 05	55 31	64 50	73 68	86 85	25
26	61 46	71 46	83 58	99 01	57 62	67 18	76 75	90 47	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
30	84 36	98 12	114 72	135 93	79 08	92 23	105 38	124 21	30

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

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

APPENDIX XI—(contd.)

*** Ready Reckoner showing the Minimum Wages payable for the number of days worked during June, 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 05½	1 22	1 40	1 64½	½
1	2 11	2 44	2 80	3 29	1
2	4 22	4 88	5 61	6 57	2
3	6 34	7 32	8 41	9 86	3
4	8 45	9 76	11 22	13 14	4
5	10 56	12 20	14 02	16 43	5
6	12 67	14 64	16 83	19 71	6
7	14 79	17 07	19 63	23 00	7
8	16 90	19 51	22 44	26 28	8
9	19 01	21 95	25 24	29 57	9
10	21 12	24 39	28 05	32 85	10
11	23 24	26 83	30 85	36 14	11
12	25 35	29 27	33 66	39 42	12
13	27 46	31 71	36 46	42 71	13
14	29 57	34 15	39 26	46 00	14
15	31 68	36 59	42 07	49 28	15
16	33 80	39 03	44 87	52 57	16
17	35 91	41 47	47 68	55 85	17
18	38 02	43 91	50 48	59 14	18
19	40 13	46 35	53 29	62 42	19
20	42 25	48 78	56 09	65 71	20
21	44 36	51 22	58 90	68 99	21
22	46 47	53 66	61 70	72 28	22
23	48 58	56 10	64 51	75 56	23
24	50 70	58 54	67 31	78 85	24
25	52 81	60 98	70 12	82 13	25
26	54 92	63 42	72 92	85 42	26
27	59 31	68 49	78 75	92 25	27
28	63 70	73 56	84 58	99 08	28
29	68 09	78 63	90 41	105 91	29
30	72 48	83 70	96 24	112 74	30

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

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

APPENDIX XII

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

No. of Days	Male Workers not under 18 years of age				Female Workers not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Watch-ers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 80½	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 23	9
10	34 90	37 90	39 90	38 90	31 20	32 70	23 70	25 20	26 70	29 20	10
11	38 39	41 69	43 89	42 79	34 32	35 97	26 07	27 72	29 37	32 12	11
12	41 88	45 48	47 88	46 68	37 44	39 24	28 44	30 24	32 04	35 04	12
13	45 37	49 27	51 87	50 57	40 56	42 51	30 81	32 76	34 71	37 96	13
14	48 86	53 06	55 86	54 46	43 68	45 78	33 18	35 28	37 38	40 88	14
15	52 35	56 85	59 85	58 35	46 80	49 05	35 55	37 80	40 05	43 80	15
16	55 84	60 64	63 84	62 24	49 92	52 32	37 92	40 32	42 72	46 72	16
17	59 33	64 43	67 83	66 13	53 04	55 59	40 29	42 84	45 39	49 64	17
18	62 82	68 22	71 82	70 02	56 16	58 86	42 66	45 36	48 06	52 56	18
19	66 31	72 01	75 81	73 91	59 28	62 13	45 03	47 88	50 73	55 48	19
20	69 80	75 80	79 80	77 80	62 40	65 40	47 40	50 40	53 40	58 40	20
21	73 29	79 59	83 79	81 69	65 52	68 67	49 77	52 92	56 07	61 32	21
22	76 78	83 38	87 78	85 58	68 64	71 94	52 14	55 44	58 74	64 24	22
23	80 27	87 17	91 77	89 47	71 76	75 21	54 51	57 96	61 41	67 16	23
24	83 76	90 96	95 76	93 36	74 88	78 48	56 88	60 48	64 08	70 08	24
25	87 25	94 75	99 75	97 25	78 00	81 75	59 25	63 00	66 75	73 00	25
26	90 74	98 54	103 74	101 14	81 12	85 02	61 62	65 52	69 42	75 92	26
27	94 23	102 33	107 73	105 03	84 24	88 29	63 99	68 04	72 09	78 84	27
28	97 72	106 12	111 72	108 92	87 36	91 56	66 36	70 56	74 76	81 76	28
29	101 21	109 91	115 71	112 81	90 48	94 83	68 73	73 08	77 43	84 68	29
30	104 70	113 70	119 70	116 70	93 60	98 10	71 10	75 60	80 10	87 60	30

APPENDIX XIII

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during June, 1962, to workers in the Rubber 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>
½	0 70	0 60½	1 30½	0 65	0 45	1 10	0 52½	0 41½	0 94	½
1	1 40	1 21	2 61	1 30	0 90	2 20	1 05	0 83	1 88	1
2	2 80	2 42	5 22	2 60	1 80	4 40	2 10	1 66	3 76	2
3	4 20	3 63	7 83	3 90	2 70	6 60	3 15	2 49	5 64	3
4	5 60	4 84	10 44	5 20	3 60	8 80	4 20	3 32	7 52	4
5	7 00	6 05	13 05	6 50	4 50	11 00	5 25	4 15	9 40	5
6	8 40	7 26	15 66	7 80	5 40	13 20	6 30	4 98	11 28	6
7	9 80	8 47	18 27	9 10	6 30	15 40	7 35	5 81	13 16	7
8	11 20	9 68	20 88	10 40	7 20	17 60	8 40	6 64	15 04	8
9	12 60	10 89	23 49	11 70	8 10	19 80	9 45	7 47	16 92	9
10	14 00	12 10	26 10	13 00	9 00	22 00	10 50	8 30	18 80	10
11	15 40	13 31	28 71	14 30	9 90	24 20	11 55	9 13	20 68	11
12	16 80	14 52	31 32	15 60	10 80	26 40	12 60	9 96	22 56	12
13	18 20	15 73	33 93	16 90	11 70	28 60	13 65	10 79	24 44	13
14	19 60	16 94	36 54	18 20	12 60	30 80	14 70	11 62	26 32	14
15	21 00	18 15	39 15	19 50	13 50	33 00	15 75	12 45	28 20	15
16	22 40	19 36	41 76	20 80	14 40	35 20	16 80	13 28	30 08	16
17	23 80	20 57	44 37	22 10	15 30	37 40	17 85	14 11	31 96	17
18	25 20	21 78	46 98	23 40	16 20	39 60	18 90	14 94	33 84	18
19	26 60	22 99	49 59	24 70	17 10	41 80	19 95	15 77	35 72	19
20	28 00	24 20	52 20	26 00	18 00	44 00	21 00	16 60	37 60	20
21	29 40	25 41	54 81	27 30	18 90	46 20	22 05	17 43	39 48	21
22	30 80	26 62	57 42	28 60	19 80	48 40	23 10	18 26	41 36	22
23	32 20	27 83	60 03	29 90	20 70	50 60	24 15	19 09	43 24	23
24	33 60	29 04	62 64	31 20	21 60	52 80	25 20	19 92	45 12	24
25	35 00	30 25	65 25	32 50	22 50	55 00	26 25	20 75	47 00	25
26	36 40	31 46	67 86	33 80	23 40	57 20	27 30	21 58	48 88	26
Sunday Work										Sunday Work
1			3 92			3 30			2 82	1
2			7 84			6 60			5 64	2
3			11 76			9 90			8 46	3
4			15 68			13 20			11 28	4

* The information shown for the number of days up to 26 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 June, 1962, to workers in
the Tea Export Trade

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

APPENDIX XV

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

No. of Days	Men			Women			Child Workers			No. Day
	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 60½	1 23	0 52½	0 45	0 97½	0 40	0 41½	0 81½	1
2	1 25	1 21	2 46	1 05	0 90	1 95	0 80	0 83	1 63	2
3	2 50	2 42	4 92	2 10	1 80	3 90	1 60	1 66	3 26	3
4	3 75	3 63	7 38	3 15	2 70	5 85	2 40	2 49	4 89	4
5	5 00	4 84	9 84	4 20	3 60	7 80	3 20	3 32	6 52	5
6	6 25	6 05	12 30	5 25	4 50	9 75	4 00	4 15	8 15	6
7	7 50	7 26	14 76	6 30	5 40	11 70	4 80	4 98	9 78	7
8	8 75	8 47	17 22	7 35	6 30	13 65	5 60	5 81	11 41	8
9	10 00	9 68	19 68	8 40	7 20	15 60	6 40	6 64	13 04	9
10	11 25	10 89	22 14	9 45	8 10	17 55	7 20	7 47	14 67	10
11	12 50	12 10	24 60	10 50	9 00	19 50	8 00	8 30	16 30	11
12	13 75	13 31	27 06	11 55	9 90	21 45	8 80	9 13	17 93	12
13	15 00	14 52	29 52	12 60	10 80	23 40	9 60	9 96	19 56	13
14	16 25	15 73	31 98	13 65	11 70	25 35	10 40	10 79	21 19	14
15	17 50	16 94	34 44	14 70	12 60	27 30	11 20	11 62	22 82	15
16	18 75	18 15	36 90	15 75	13 50	29 25	12 00	12 45	24 45	16
17	20 00	19 36	39 36	16 80	14 40	31 20	12 80	13 28	26 08	17
18	21 25	20 57	41 82	17 85	15 30	33 15	13 60	14 11	27 71	18
19	22 50	21 78	44 28	18 90	16 20	35 10	14 40	14 94	29 34	19
20	23 75	22 99	46 74	19 95	17 10	37 05	15 20	15 77	30 97	20
21	25 00	24 20	49 20	21 00	18 00	39 00	16 00	16 60	32 60	21
22	26 25	25 41	51 66	22 05	18 90	40 95	16 80	17 43	34 23	22
23	27 50	26 62	54 12	23 10	19 80	42 90	17 60	18 26	35 86	23
24	28 75	27 83	56 58	24 15	20 70	44 85	18 40	19 09	37 49	24
25	30 00	29 04	59 04	25 20	21 60	46 80	19 20	19 92	39 12	25
26	31 25	30 25	61 50	26 25	22 50	48 75	20 00	20 75	40 75	26
26	32 50	31 46	63 96	27 30	23 40	50 70	20 80	21 58	42 38	26
<i>Sunday Work</i>										<i>Sunday Work</i>
1			3 60			2 92			2 44	1
2			7 38			5 84			4 88	2
3			11 07			8 76			7 32	3
4			14 76			11 68			9 76	4

Note 1.—The information shown for the number of days up to 26 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.