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 மாதகர நூலக சேவை  
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# CEYLON LABOUR GAZETTE

VOLUME XIII No. 7

JULY, 1962

**HAYLEYS LIMITED vs. S. C. S. de SILVA et al.**

**S. C. Application No. 560/1960 for a Writ of Certiorari**

*Before :* Weerasooriya, S. P. J.

*Counsel :* H. V. Perera, Q. C., with S. J. Kadirgamar, K. Viknarajah and L. Kadirgamer, for the Petitioner.

N. Senanayake, with Desmond Fernando and Miss S. Wickremesinghe, for the 4th Respondent.

No appearance for the 1st, 2nd, 3rd, 5th, 6th, 7th Respondents.

*Argued on :* August 25 and December 20 and 21, 1961.

*Decided on :* 30th March, 1962.

WEERASOORIYA, S. P. J.

This is an application for a writ of *certiorari* to quash the award of an Industrial Court constituted under the Industrial Dispute Act, No. 43 of 1950 (hereinafter referred to as "the Act"). The award relates to a dispute which arose between Hayleys Ltd., the petitioner, and the 4th respondent, a Union of workmen, including twenty-three workmen employed by the petitioner and against whom certain disciplinary action had been taken ending in their dismissal.

The Industrial Court originally consisted of the 1st respondent and two other members, one of whom resigned before any witnesses were examined by the Court. As permitted by section 31 (1) of the Act, the inquiry proceeded thereafter with the Court constituted of only the 1st respondent and the other member, who was also the President of the Court. After the evidence of all the witnesses called at the inquiry was concluded and counsel for the petitioner had addressed the Court, the President resigned. The vacancy so created and also the earlier vacancy were thereupon filled by the appointment of the 1st respondent as President and the 2nd and 3rd respondents as additional members selected from the Panel appointed by the Governor-General under section 22 (1) of the Act. The Award sought to be quashed is the award of the Court consisting of these respondents.

The appointment of the 1st respondent as President and of the 2nd and 3rd respondents as members of the Court was purportedly made under section 31 (2) of the Act as amended by the Industrial Disputes (Amendment) Act, No. 62 of 1957, which provides that

where the President is unable to function, the Minister shall select another person from the Panel and appoint him as President, and where a member other than the President is unable to function, the Minister may select another person from the Panel and appoint him as a member of the Court. I do not think that there is any substance in the objection taken by Mr. H. V. Perera for the petitioner to the appointment of the 1st respondent (while he was a member of the Court) as President on the ground that it was contrary to the provisions of section 31 (2). As the 1st respondent was yet a member of the Panel at the time of his appointment as President, it is clear that he was eligible for appointment as such under section 31 (2).

The only proceedings that took place before the Court after these vacancies were filled consisted of the address of counsel for the 4th respondent, a submission by way of reply from junior counsel for the petitioner and the making of the award by the Court. Thus, the 2nd and 3rd respondents did not see or hear any of the witnesses examined at the inquiry, nor did they hear the address of senior counsel for the petitioner. Under section 31 (4) of the Act, as amended by Act No. 62 of 1957, an inquiry may be continued "from the stage at which it was" when a vacancy in an Industrial Court is filled. Mr. Perera contended, however, that the inquiry had already concluded before the vacancies were filled, therefore section 31 (4) could not have been availed of by the Industrial Court for the subsequent proceedings and the Court acted without or in excess of jurisdiction in respect of such proceedings. This contention I am unable to accept as, even though the examination of the witnesses had been concluded, the inquiry was, in my opinion, pending when the vacancies were filled.

Yet another contention of Mr. Perera which I reject is that on the appointment of the 1st respondent as President, and the 2nd and 3rd respondents as members, of the Court, an entirely new Court was constituted, thereby making it necessary for the inquiry to be held *de novo*. Under section 22 (3) of the Act, as amended by Act No. 62 of 1957, the Minister may select from the Panel either one person or three persons to constitute an Industrial Court. Where the Court consists of one person and he is unable to function, section 31 (3), as amended by Act No. 62 of 1957, provides that the Minister shall reconstitute the Court by the appointment of another person selected from the Panel; but even after such reconstitution the inquiry may under section 31 (4) be continued from the stage at which it was at the time of the reconstitution. Where a Court consists of three persons and all of them become incapable of functioning, either simultaneously or at different times, the only procedure laid down for the filling of vacancies is that contained in section 31 (2), which does not, however, specifically refer to a reconstitution of the Court. But where, in such a case, as a result of vacancies being filled under section 31 (2), an entirely new Court is, in effect, constituted, it would appear that under section 31 (4) such Court has a discretion whether to continue the inquiry from the stage at which it was when the vacancies were filled or to commence it *de novo*.

The duties and powers of an Industrial Court to which a dispute is referred are defined in section 24 (1) of the Act. They are "as soon as may be, to make all such inquiries, and hear all such evidence, as it may consider necessary, and thereafter to take such decision

or make such award as may appear to the Court just and equitable". Section 24 (2) provides that, subject to such regulations as may be made under section 39 (1) (f) in respect of procedure, an Industrial Court conducting an inquiry may lay down the procedure to be observed by such Court in the conduct of the inquiry. I have not been referred by learned counsel to any regulations made under section 39 (1) (f) in respect of procedure which are applicable to the matters under consideration. In the absence of such regulations the Court was free in the present case to devise its own procedure provided, of course, the procedure adopted did not amount to a disregard of the rules of natural justice. Mr. Perera submitted that there had been a violation of these rules in that the petitioner's case was not given due consideration by the 2nd and 3rd respondents who had not seen or heard the witnesses or heard the address of senior counsel for the petitioner. But the power given to the Court under section 31 (4) to continue the inquiry from the stage as it was when the vacancies were filled necessarily would imply that it was open to the Court to proceed with the inquiry without a re-hearing of the evidence. There is no definite proof that in making the award the Court failed to take into consideration this evidence, which was duly recorded. As for the address of senior counsel for the petitioner, a full note of it running into thirty pages appears as part of the proceedings. In my opinion this submission, too, fails.

One of the points in dispute referred to the decision of the Industrial Court was the disciplinary action taken against the twenty-three workmen who were dismissed by the petitioner; and the substantial question which arises for decision in the present case is whether the award of the Industrial Court, in so far as it relates to this particular point, should be quashed. This dispute is to some extent connected with an earlier dispute between the petitioner and the 4th respondent over the retrenchment of twenty-eight other workmen employed in the petitioner's fibre stores, and in regard to which an agreement was entered into between the parties on the 25th August, 1959. For reasons which need not be gone into here, the implementation of that agreement by the petitioner was delayed, and in consequence the daily paid workers in the fibre stores staged what the petitioner alleged was a "go-slow". According to the 4th respondent "from 18.9.59 the entirety of the daily paid resorted to trade union action which the employer has conveniently sought to describe as 'go-slow'". This state of affairs continued till the 5th October, 1959.

At the petitioner's fibre stores loose fibre is pressed into bales by means of electrically operated baling presses. The petitioner had contracts with overseas buyers for the delivery of fibre in bales. Time is said to be of the essence of such contracts. Before the loose fibre is pressed into bales and made ready for movement out of the stores to the export wharfs, several operations have to be gone through, such as unloading, handling, movement up to the presses, pressing and bailing, moving out of the presses, stocking, handling and movement into lorries and out of the stores. These operations were performed by the daily paid workers. The normal output of the presses during the day was about eighty bales in the case of some and sixty-five bales in the case of others. The petitioner alleged that as a result of the concerted slowing down of work by the daily paid workers

during the period 18th September to the 5th October, 1959, the output of the presses was progressively reduced to eighteen bales and sixteen bales respectively per day. According to the Secretary of the 4th respondent Union the action resorted to by the workmen achieved their objective of reducing the daily production to even less than three-fourths of the normal output during the same period. The workmen drew their full wages for this period.

On the 23rd September, 1959, the petitioner took disciplinary action against nine of the daily paid workers who participated in the "go-slow" campaign on the 22nd and 23rd September and whom the petitioner regarded as the principal offenders. Similar action was taken on the 2nd October, 1959, against fourteen others for participating in the "go-slow" campaign on the 25th September and thereafter. All twenty-three workmen were suspended from their work pending a decision by the petitioner on the charges brought against them.

The reply received from each of the nine workers to the "show cause" notices served on them reads as follows :

"With reference to your charge sheet dated 23.9.59 served on me, I wish to state that in terms of the unanimous decision arrived at by our Branch Union as a step adopted by the main Union to go-slow with the work as from 22.9.59, I as a daily paid worker on my own accord, have also decided to go slow with the work in terms of the above decision.

This action being a privilege granted to our Union it was accordingly adopted by me and I therefore wish to inform that my interdiction from work is a violation of the rights of our Union and that such action on your part is unjust.

I therefore request that I may be re-employed with all the benefits I am entitled to".

This reply amounts to an admission by the nine workmen that they did go slow with their work on the dates mentioned, but such action was described as a "privilege" granted to the Union which did not justify disciplinary measures being taken against them. The position of the other fourteen workmen would appear to have been the same as in the above reply.

On the 5th October, 1959, the petitioner terminated the services of the twenty-three workmen for misconduct in having participated in the "go-slow" as stated in the notices served on them. The disciplinary action so taken was one of the matters in dispute between the petitioner and the 4th respondent which the Minister of Labour by his Order dated the 15th October, 1959, referred to the Industrial Court. The finding of the Industrial Court in regard to this dispute is as follows :

"We hold that the action resorted to by the Union is not a "go-slow" and, therefore, the dismissals in question are unjustified".

The Court accordingly directed in its award that the dismissed workmen should, if they so desired, be given suitable employment by the petitioner as from a specified date and also that each be paid compensation in a sum of Rs. 300 for being out of employment.

This finding was severely criticised by Mr. H. V. Perera on the ground that the very terms of it pointed to the Industrial Court having failed to decide the real question that arose for decision, namely, whether the action of the twenty-three workmen—by whatever name it was described—amounted to misconduct justifying their dismissal.

Although in the statement of the petitioner's case dated the 4th December, 1959, the action of the twenty-three workmen was described as a "go-slow" as understood in industrial law, it is clear that the gravamen of the charge against them was one of misconduct. According to the 4th respondent the so-called "go-slow" was a misnomer, and what actually happened was that there was a complete stoppage of work for short intervals in different sections of the petitioner's fibre stores. This action the 4th respondent described as "a partial strike", and claimed that it was legitimate trade union action.

The address of the senior counsel for the petitioner, as appearing in the notes of the inquiry proceedings of the 5th July, 1960, contains the following submission as to the main issue before the Industrial Court regarding this particular dispute :

"Our position is that there was throughout an organised reduction in production. We call the action of the Union 'go-slow'; the Union calls it a partial or a token strike. But the position is this: that in consequence of certain action taken by the Union we terminated the services of these twenty-three workers. Therefore the question that arises for your consideration is whether or not the Company was justified in terminating the services of these twenty-three workers. The Court has to consider all the evidence and ask itself what really happened. In other words, what was it that the workers did. My submission is—I put it as high as this and I press it—that whatever name you give, whatever title you give to this form of conduct, the conduct of the workers is misconduct and entitles the Company to terminate their services..... My argument is that whatever be the name or title you give to the form of action taken by the Union, it is misconduct."

The reply of counsel for the 4th respondent to the above submission would be seen from the following passages in his address to the Industrial Court :

"The employer states that whatever took place between the 18th of September and the 5th of October amounted to misconduct. My submission on that point would be that it is not misconduct because it was concerted action on the part of a trade union body, ....."

"..... My point is that we took action which amounted to a strike. If it was a go-slow, and there was a fall in production, the management must clearly discharge the burden to show that it was misconduct ....."

“..... My final submission to this Court is that there has been no misconduct. A person cannot be punished for going on strike because that is a legal instrument of trade unionists, and if the Court accepts my submission they (the twenty-three workers) should be reinstated with back wages but if the Court holds that there has been some element of misconduct then the punishment should not be dismissal but something of a lesser degree”.

It would appear, therefore, that not only counsel for the petitioner but also counsel for the 4th respondent addressed the Industrial Court on the footing that, apart from the question whether there was a “go-slow” or a strike, the question whether the action of the twenty-three workmen amounted to misconduct or not was a crucial issue. Much of the evidence recorded at the inquiry was relevant only with reference to such an issue. I do not think that the finding of the Court “that the action resorted to by the Union is not a ‘go-slow’ and, therefore the dismissals are unjustified”, can be regarded as amounting to a decision of that issue. There is nothing in the rest of the award to indicate that the issue was even considered by the Court. The finding actually consists of two findings—(a) that the action resorted to by the Union is not a “go-slow”, and (b) that the dismissals are, therefore, unjustified. The Court obviously regarded finding (a) as conclusive of the question whether the dismissals were justified or not, and in doing so failed to decide whether “go-slow” apart, the dismissals could be justified on the ground of misconduct. I may pause here for a moment to consider what the position would have been had the Industrial Court found that the action resorted to by the Union was a “go-slow”. The Court would probably have then felt constrained to hold, as a finding which necessarily followed, that the dismissals of the twenty-three workmen were justified. On such findings the 4th respondent would have had the same cause for complaint that the petitioner now has.

Mr. Senanayake, who appeared for the 4th respondent at the hearing of this application before me, did not contend that the Industrial Court decided the issue as to misconduct. His submission was that such an issue did not arise for consideration by the Industrial Court, because the case for the petitioner, as raised before the Court, rested entirely on the allegation that the action of the workmen amounted to “go-slow” as known to industrial law which justified their dismissal. For reasons which would be apparent from what I have stated earlier, I am unable to accept this submission.

Is the failure of the Industrial Court to decide the issue of misconduct a ground for quashing by order of *certiorari* the award in so far as it relates to the dispute as to the disciplinary action taken against the twenty-three workmen? In exercising jurisdiction in proceedings for the issue of a writ of *certiorari*, the Supreme Court does not, of course, function as a Court of appeal. Such jurisdiction does not extend to the correction of a wrong decision of fact by an inferior tribunal. But it is settled law now that a decision of an inferior tribunal, which is based on an error of law apparent on the fact of the record of the tribunal's proceedings, is one of the grounds for the issue of a writ of *certiorari* quashing the decision.

Mr. Senanayake submitted that "error of law" as a ground for issue of the writ should be limited to an error of law arising from a misconstruction or disregard of some statutory provision. In the case of *Rex v. Northumberland Compensation Appeal Tribunal. Ex parte Shaw*, which he relied on, an award of compensation made by a tribunal as payable to an ex-employee of a local authority was quashed on the ground of an error of law on the fact of the award, in that the tribunal took into account only a portion of the ex-employee's period of service and ignored the rest of it, which under the relevant regulations should also have been taken into account. Undoubtedly in that case the error of law arose from a disregard of statutory provision. In *Rex v. Board of Education*, the Court of appeal in England affirmed an order of the King's Bench Divisional Court making absolute a rule for *certiorari* quashing a decision of the Board of Education on the ground that the Board had not decided the true question submitted to them. The matter came before the Board as a result of a dispute between a local education authority and the managers of a voluntary or "non-provided" school regarding the salaries payable to the teachers of the school, the duty of meeting the cost of which was, under the Education Act, 1902, thrown on the local education authorities. Prior to that Act there were "provided" schools and voluntary or "non-provided" schools, the former supported out of rates and government grants and the latter by voluntary subscriptions and government grants. Section 7 (1) of the Act imposed upon local education authorities the obligation of maintaining and keeping efficient both types of schools within their respective areas. In the particular case a local education authority insisted on the teachers in the voluntary schools within the area of the authority being paid smaller salaries than those paid to teachers in the "provided" schools whereas the managers of one of the voluntary schools maintained that the teachers in that school should be paid the same salaries as paid to teachers in the "provided" schools. This dispute was referred to the Education Board under section 7 (3) of the Act which read as follows :

"If any question arises under this section between the local education authority and the managers of a school not provided by the authority, that question shall be determined by the Board of Education".

The questions submitted for the determination of the Board are stated in the speech of Lord Loreburn, Lord Chancellor, when the case came before the House of Lords, on an appeal taken by the Board from the decision of the Court of Appeal—see *Board of Education v. Rice*. The House of Lords dismissed the appeal. The questions were :

- "(1) whether the local education authority have in fixing and paying the salaries of the teachers fulfilled their duty under sub-section 1 of section 7 of the Act.
- (2) whether the salaries inserted in the teachers' present agreements are reasonable in amount and ought to be paid by the authority, or what salaries the authority ought to pay."

The Board of Education took the view that the true question at issue between the local authority and the managers was one of fact, namely, whether teachers could be procured for the voluntary schools

at the lower scale of salaries sanctioned by the local education authority. The Board stated that they did not find upon the evidence that the money provided by the local education authority for the salaries of the teachers of the voluntary school concerned had been shown to be inadequate for that purpose and they decided accordingly that the authority had not failed to maintain and keep efficient the school.

In addition to the two questions for the determination of the Board as set out earlier, certain issues arising therefrom were also submitted to the Board by the managers of the school. One of the issues raised what was regarded as the crucial question whether in future the school concerned should not be maintained by the local authority without any discrimination as to salaries between it and schools provided by the authority. It would appear that Cozens-Hardy, M. R., was referring to this question in his judgment in the Court of Appeal in *R v. Board of Education (supra)* when he stated as follows :

“ There is nothing in the Board’s decision to indicate that the right to discriminate, about which the whole battle raged, had ever been challenged. Still less is there anything to indicate the view of the Board as to the existence of such a right ”.

He held that the decision of the Board “ did not answer the question put ” and that it must, therefore, be quashed.

In the present case, one of the matters in dispute referred to the decision of the Industrial Court was, as already stated, the disciplinary action taken against the twenty-three workmen. This particular dispute involved the decision of a number of questions. I would concede that one of the questions involved was whether the action of the workers concerned amounted to a “ go-slow ” as known to industrial law. That question has been answered in the negative by the Industrial Court ; and although the workers themselves admitted that they did go slow with their work during the material period, no submission was made to me by Mr. Perera that the decision of that question by the Industrial Court is wrong or that it is liable to be quashed by order of *certiorari*. But the question whether there was misconduct on the part of the workers justifying their dismissal or lesser punishment, which was the subject of a large volume of evidence adduced before the Industrial Court, and to which much importance was attached in the addresses of counsel, the Court omitted even to consider. I have already had occasion to refer to section 24 (1) of the Act under which one of the duties cast on an Industrial Court is “ to take such decision or make such award as may appear to the Court just and equitable ”. I think that these provisions, by necessary implication, also require an Industrial Court to consider and decide every material question involved in the dispute, application or other matter referred to it by the Minister. A failure on the part of the Industrial Court to consider and decide a question which the statute requires the Court to decide would, in my opinion, be an error of law. Moreover, the error would be one due to a disregard of statutory provisions. An award of the Court which is based on such an error, if apparent on the face of the record, is liable to be quashed by order of *certiorari*.

That the omission of the Industrial Court to consider the question of misconduct is apparent on the face of the record cannot be denied. No submission to the contrary was addressed to me by Mr. Senanayake. It was not suggested, however, by Mr. Perera that the omission was deliberate or perverse. It was, very likely, the result of inadvertence. The appointment of two new members of the Court after all the evidence had been recorded and senior counsel for the petitioner had addressed the Court may have had something to do with it. Perhaps the situation that has arisen would have been avoided if the Industrial Court had at the outset called upon counsel to formulate the issues in regard to the matters in dispute. No doubt, under section 24 (2) of the Act, an Industrial Court is, in the absence of regulations made under section 39 (1) (f) in respect of procedure, master of the procedure to be followed in the conduct of an inquiry before it, and there is no legal requirements to frame issues. Even so, I would commend for the consideration of Industrial Courts the advisability of having issues framed as a preliminary step in an inquiry. Industrial disputes, more often than not, involve complex questions of law and fact which are by no means readily discernible in the somewhat bare statement of the matter or matters in dispute which accompanies the Minister's Order referring a dispute to the decision of an Industrial Court. The framing of issues need not, however, be subject to any hard and fast rules as obtain in proceedings before a Court of law.

In my opinion the omission of the Industrial Court to consider and decide the question of misconduct is an error of law proceeding from a disregard of section 24 (1) of the Act. It is not necessary, therefore, for me to examine the correctness of Mr. Senanayake's submission that *certiorari* will issue to quash the decision of an inferior tribunal on the ground of an error of law apparent on the face of the record only where the error arises from a misconstruction or disregard of statutory provisions. But I would, in this connection, refer to the recent case of *Baldwin and Francis, Limited, v. Patents Tribunal and Others* where the House of Lords seems to have accepted the principle that *certiorari* for error of law on the face of the record, will lie even where the error consists of the misconstruction of a document forming part of the record.

For the reasons I have given, I quash the finding of the Industrial Court that the dismissals of the twenty-three workmen are unjustified, and so much of the award as directs the petitioner to give the dismissed workmen suitable employment, if they so desire, as from the date specified and to pay each of them a sum of Rs. 300 as compensation. As the present application is only for a writ of *certiorari*, and no application has been made for a writ of *mandamus* to the Industrial Court to determine afresh according to law the dispute relating to the disciplinary action taken against these workmen, I leave it to the respective parties to consider what further legal action, if any, should be taken in consequence of this order.

The 4th respondent will pay the petitioner's costs of this application which I fix at Rs. 525.

(Sgd.) Senior Puisne Justice.

## 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 June, 1962 is 106.6 as against 106.5 for the month of May, 1962, an increase of .1.

### Wage rates

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

### Strikes

There were altogether 11 strikes during the month of April, 1962 involving 2,553 workers and a loss of 5,018 man-days as against 6 strikes during the month of March, 1962 involving 2,245 workers and a loss of 6,382 man-days.

Five of these strikes were in Tea Plantations involving 1180 workers and a loss of 2,119 man-days, four were in the Rubber Plantations involving 531 workers and a loss of 1,781 man-days, one was in a Tea-cum-Rubber Plantation involving 92 workers and a loss of 368 man-days and the other one was in a Building Trade involving 750 workers and a loss of 750 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 April, 1962, and May, 1962 was as given below:—

	April, 1962			May, 1962		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	15,647	13,476	29,123	15,952	13,804	29,756
Skilled ..	13,146	3,968	17,109	13,184	3,965	17,149
Semi-skilled ..	27,364	6,691	34,055	27,475	6,604	34,079
Unskilled ..	63,294	4,502	67,796	63,591	4,549	68,140
Total ..	119,451	28,632	148,083	120,202	28,922	149,124

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

	April, 1962			May, 1962		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	57	25	82	27	18	45
Skilled ..	37	1	38	23	2	25
Semi-skilled ..	45	5	50	64	4	68
Unskilled ..	238	1	239	144	6	150
Total ..	377	32	409	258	30	288

## NOTES OF CURRENT INTEREST

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

Regd. No.	Name
1888 ...	Aganuwara Padika Welanda Samitiya
1889 ...	Sri Lanka Nidahas Peradiga Kadadasi Sanyuktha Mandaleeya Vurthiya Samitiya
1890 ...	Samastha Lanka Palath Palana Sewa Gatha Nowoo Viduli Sewaka Sangamaya
1891 ...	All Ceylon Government Muslim Head Masters' Union
1892 ...	Ilankai Thirawida Munnethra Tholilalars' Sangam
1893 ...	Wagakirime Adhikaringe Samitiya
1894 ..	Government Tourist Bureau Permanent Officers' Union
1895 ...	Sri Lanka Nidahas Waraya Sewa Sangamaya
1896 ..	Government Trained Nurses' Association of Ceylon
1897 ..	Sri Lanka Jatika Margopadesakayinge Samitiya
1898 ..	Diga Madulu Eksath Samupakara Sewaka Vurthiya Samitiya

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## WAGES BOARDS

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

#### XXIV—The Brick and Tile Manufacturing Trade

##### (A) DESCRIPTION OF THE TRADE

THE description of the Brick and Tile Manufacturing Trade appeared in an Order made under section 6 of the Wages Boards Ordinance (Chapter 136) published in *Ceylon Government Gazette* No. 11,328 of May 30, 1958, and came into force on June 1, 1958.

##### Order

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

The brick and tile manufacturing trade in which not less than five persons are employed consisting of any one or more of the following activities:—

(1) The manufacture of bricks, that is to say—

- (i) winning of clay ;
- (ii) preparation of body-mix ;
- (iii) moulding of bricks ;
- (iv) drying of bricks ; and
- (v) firing of bricks ;

including—

- (a) cutting earth to be used for bricks ;
- (b) cleaning the earth ;
- (c) collecting and cleaning sand ;
- (d) mixing the earth with the sand ;
- (e) carrying the earth and the sand to the mixing and treading pit ;
- (f) treading the mixture by means of buffaloes to prepare clay ;
- (g) watering the clay ;
- (h) removing the clay to the manufacturing table ;
- (i) handing out the clay to the brick maker in the proper quantity for each brick ;
- (j) making the brick by means of a hand mould ;
- (k) carrying the raw bricks to the lines to dry in the sun ;
- (l) carrying the sun-dried bricks to the kiln ;
- (m) piling or stacking the bricks in the kiln ;
- (n) firing the bricks in the kiln ;
- (o) removing the bricks from the kiln ; and
- (p) any other operation connected with or incidental to the work specified in sub-paragraph (1) but excluding the work of the following workers :—

agents for purchasing bricks, lorry and van drivers, carters, clerks, managers, supervisors and storekeepers.

(2) The manufacture of tiles as a cottage industry, that is to say—

- (i) winning of clay ;
- (ii) preparation of body-mix ;
- (iii) moulding of tiles ;
- (iv) drying of tiles ; and
- (v) firing of tiles ;

including—

- (a) cutting earth to be used for tiles ;
- (b) cleaning the earth ;
- (c) collecting and cleaning sand ;
- (d) mixing the earth with the sand ;
- (e) carrying the earth and the sand to the mixing and treading pit ;
- (f) treading the mixture by means of buffaloes to prepare clay ;
- (g) watering the clay ;
- (h) removing the clay to the manufacturing table ;
- (i) handing out clay to the tile maker in the proper quantity for each tile ;
- (j) making the tile by means of a hand mould ;
- (k) carrying the raw tiles to the lines to dry in the sun ;
- (l) carrying the sun-dried tiles to the kiln ;
- (m) piling or stacking the tiles in the kiln ;
- (n) firing the tiles in the kiln ;
- (o) removing the tiles from the kiln ; and
- (p) any other operation connected with or incidental to the work specified in sub-paragraph (2) but excluding the work of the following workers :—

agents for purchasing tiles, lorry and van drivers, carters, clerks, managers, supervisors and storekeepers.

(3) The manufacture of tiles in a factory, that is to say—

- (i) winning of clay ;
- (ii) preparation of body-mix ;
- (iii) moulding of tiles ;
- (iv) drying of tiles ; and
- (v) firing of tiles ;

including the work of the following workers :—

workers engaged in mixing and tempering clay, truck fillers, claymen, pug-mill feeders, winchmen, block cutters, block carriers, workers engaged in mixing and pugging by machinery, workers engaged in moving blocks of clay to presses or other parts of the store, cleaners and washers, press operators or press feeders, polishers, trimmers, tile slab oilers, tile slab feeders, workers engaged in stacking tiles on racks, workers engaged in sun-drying tiles, workers engaged in loading or stacking tiles inside the kiln for baking, workers engaged in removing baked tiles from the kiln, firemen engaged in the kiln, sorters, green-tile sorters, workers engaged in helping the sorters, workers engaged in helping green-tile sorters, stackers, firewood carriers, greasers, and workers engaged in any other operation connected with or incidental to the work specified in sub-paragraph (3) but excluding the work of the following workers :—

agents for purchasing tiles, lorry and van drivers, carters, clerks, managers, supervisors, storekeepers and engine drivers.

## (B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Brick and Tile Manufacturing Trade was established on July 10, 1959, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 11,810 of July 17, 1959.

## (C) DECISIONS OF THE BOARD

The original decisions of the Wages Board for the Brick and Tile Manufacturing Trade came into force on September 1, 1961. A notification relating to those decisions was published under section 29 (3) of the Wages Boards Ordinance in *Ceylon Government Gazette Extraordinary* No. 12,617 of August 25, 1961.

### PART I

#### *Direction under Section 20 (2) (b)*

1. The special allowance shall be computed and published monthly by the Commissioner of Labour.

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

#### *Definition of a normal working day (Section 24)*

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

on any day other than a Saturday	.. 9
on a Saturday	.. 6½

## PART II

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

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

(1) Class of Workers	(2) Basic rate for a normal working day	(3) Rate of Special Allowance for a normal working day in any month		
		(a) Where the cost of living index number for the preceding month is 100·1 the special allowance shall be—	(b) Where the cost of living index number for the preceding month is 100·0 the special allowance shall be—	(c) Where the cost of living index number for the preceding month is above 100·1 or below 100·0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column (3) (b) shall be decreased as the case may be for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illus- trated in Tables I and II below, respectively
		Rs. c.	Rs. c.	Rs. c.
<b>A.—Male Workers (not under 18 years of age) :</b>				
Skilled Workers, Grade I— press feeders (machine), firemen engaged in the kiln (burners) ..	2 0			
Skilled Workers, Grade II— press feeders (hand), setters engaged in loading or stacking the tiles inside the kiln for baking, sorters ..	1 80	1 88	..	1 85
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			
Unskilled Workers— workers engaged in mixing and tempering clay, truck fillers, claymen, block carriers, workers engaged in mixing and pugging by machinery, workers engaged in stacking tiles on racks, workers engaged in sun drying tiles, workers engaged in helping the sorters, workers engaged in helping green tile sorters, fire- wood carriers, pug-mill feeders, workers engaged in removing baked tiles from the kiln, workers engaged in stacking tiles, workers engaged in moving blocks of clay to presses or other parts of the store, helpers engaged in loading and stacking tiles inside the kiln for baking	1 40	1 78	..	1 75
<b>B.—Female Workers, not under 18 years of age ..</b>	1 15	1 67	..	1 64
<b>C.—Workers (irrespective of sex) under 18 years of age—</b>				
Workers over 14 years but under 15 years ..	0 80	1 34	..	1 32
Workers over 15 years but under 16 years ..	0 90	1 39	..	1 37
Workers over 16 years but under 17 years ..	1 0	1 44	..	1 42
Workers over 17 years but under 18 years ..	1 10	1 54	..	1 52
				3 cents
				2 cents

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

TABLE I

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

Index Numbers	Male Workers (not under 18 years of age)			Female Workers (not under 18 years of age)	Workers irrespective of sex and under 18 years			
	Skilled Workers Grades I and II	Semi- Skilled Workers	Unskilled Workers		Over 14 but under 15	Over 15 but under 16	Over 16 but under 17	Over 17 but under 18
	Rs. c.	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.
100·1-101·8	.. 1 88	.. 1 88	.. 1 78	.. 1 67	.. 1 34	.. 1 39	.. 1 44	.. 1 54
101·9-103·6	.. 1 91	.. 1 91	.. 1 81	.. 1 70	.. 1 36	.. 1 41	.. 1 46	.. 1 56
103·7-105·4	.. 1 94	.. 1 94	.. 1 84	.. 1 73	.. 1 38	.. 1 43	.. 1 48	.. 1 58
105·5-107·2	.. 1 97	.. 1 97	.. 1 87	.. 1 76	.. 1 40	.. 1 45	.. 1 50	.. 1 60
107·3-109·0	.. 2 0	.. 2 0	.. 1 90	.. 1 79	.. 1 42	.. 1 47	.. 1 52	.. 1 62

TABLE II

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

100·0-98·3	.. 1 85	.. 1 85	.. 1 75	.. 1 64	.. 1 32	.. 1 37	.. 1 42	.. 1 52
98·4-96·5	.. 1 82	.. 1 82	.. 1 72	.. 1 61	.. 1 30	.. 1 35	.. 1 40	.. 1 50
96·4-94·7	.. 1 79	.. 1 79	.. 1 69	.. 1 58	.. 1 28	.. 1 33	.. 1 38	.. 1 48
94·6-92·9	.. 1 76	.. 1 76	.. 1 66	.. 1 55	.. 1 26	.. 1 31	.. 1 36	.. 1 46
92·8-91·1	.. 1 73	.. 1 73	.. 1 63	.. 1 52	.. 1 24	.. 1 29	.. 1 34	.. 1 44

PART III

Overtime Rate

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

PART IV

Weekly Holiday (section 24)

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

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

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday; and
- (2) that in respect of work done on a Sunday that worker shall be paid as remuneration the minimum rate of wages for a normal working day increased by—
  - (a) 50 per cent of such minimum rate for the first 9 hours (inclusive of one hour for a meal); and
  - (b) 100 per cent of the minimum hourly rate (ascertained by dividing the daily minimum time rate by 8) for each subsequent hour of work.

## PART V

### *Annual Holidays (Section 25)*

1. If a worker has been in continuous employment and has worked under the same employer for more than 232 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays, calculated at the rate of one holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 232 ;

Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

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

- (a) every holiday allowed by the employer to the worker under section 25, at any earlier time in any year under consideration ;
- (b) every day of absence on any grounds approved by the employer ;
- (c) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment ;
- (d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ;
- (e) every day on which the employer fails to provide work for the worker ; and
- (f) every day of absence due to a strike or lockout that is not illegal and that does not continue for more than 30 days but shall not include the day fixed as the weekly holiday under section 24.

2. (i) If the number of holidays that a worker is entitled to does not exceed seven, such worker shall be allowed, and he shall take those holidays in consecutive days.

(ii) If the number of holidays that a worker is entitled to exceeds seven, such worker shall be allowed, and he shall take seven of those holidays on consecutive days.

3 Subject to the provisions of paragraph 2, a worker shall be allowed his holiday or holidays on a day or days to be mutually agreed upon between him and his employer.

4. Where a worker leaves of his own accord or is discontinued or dismissed from employment, he shall, at the time of such leaving, discontinuance or dismissal, be paid one day's wage for each holiday to which he was entitled at the date of such leaving, discontinuance or dismissal.

5. The remuneration for each holiday shall be the average daily wage of the worker obtained by dividing the total wage (excluding overtime and bonuses) earned by the worker for the days on which he has actually worked in the last 60 days of the qualifying year by the number of such days.

6. The remuneration due to a worker in respect of his holiday or holidays shall be paid to him before such holiday or holidays but not earlier than seven days before such holiday or holidays.

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

# DECISIONS OF THE WAGES BOARD FOR THE COIR MATTRESS AND BRISTLE FIBRE EXPORT TRADE

L. D.—B. 80/44.

## The Wages Boards Ordinance

### NOTIFICATION

IT is hereby notified under section 29 (3) of the Wages Boards Ordinance (Chapter 136), that the decisions of the Wages Board for the Coir Mattress and Bristle Fibre Export Trade, made under sections 20, 23, 24 and 25 of that Ordinance and specified in the Schedule hereto, have been approved by the Minister of Labour and Nationalised Services.

The decisions shall come into force on the first day of July, 1962.

V. S. M. DE MEL,  
Permanent Secretary,  
Ministry of Labour and Nationalised Services.

Colombo, June 25, 1962.

### Schedule

#### PART I

##### Direction under Section 20 (2) (b)

(1) The special allowance shall be computed and published monthly by the Commissioner of Labour.

(2) The special allowance for a normal working day in any month shall be computed on the cost of living index number for the month immediately preceding that month.

##### Definition of a normal working day (Section 24)

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

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

#### PART II

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

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

PART III

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

- (1) A basic rate ; and
- (2) A special allowance, as set out hereunder—

(1) Class of Workers	(2) Basic rate for a normal working day	(3) Rate of Special Allowance for a normal working day in any month		
		(a)	(b)	(c)
		Where the cost of living index number for the preceding month is 100·1 the special allowance shall be—	Where the cost of living index number for the preceding month is 100·0 the special allowance shall be—	Where the cost of living index number for the preceding month is above 100·1 or below 100·0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column (3) (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illus- trated in Tables I and II below, respectively
	Rs. c.	Rs. c.	Rs. c.	Rs. c.

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

(a) Grade II—

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

1 40 .. 2 0 .. 1 97 .. 0 3

(b) Intermediate Grade—

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

1 60 .. 2 10 .. 2 7 .. 0 3

(1) Class of Workers	(2) Basic rate for a normal working day	(3) Rate of Special Allowance for a normal working day in any month		
		(a) Where the cost of living index number for the preceding month is 100·1 the special allowance shall be—	(b) Where the cost of living index number for the preceding month is 100·0 the special allowance shall be—	(c) Where the cost of living index number for the preceding month is above 100·1 or below 100·0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column (3) (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illus- trated in Tables I and II below, respectively
	Rs. c.	Rs. c.	Rs. c.	Rs. c.
(c) Grade I—				
Workers employed in—packing baling boxes with or without mechanical trammers; controll- ing and operating the baling press; strapping the bale with hoop iron or rope; stacking, un- stacking, carrying, moving, loading, and unloading bales; twisting and curling fibre ..	1 80 ..	2 10 ..	2 7 ..	0 3
(d) Head baling press operator ..	2 0 ..	2 10 ..	2 7 ..	0 3
B.—Female Workers (not under 18 years of age) ..	1 15 ..	1 88 ..	1 85 ..	0 3
C.—Workers (irrespective of sex) under 18 years of age—				
Over 14 years but under 15 years ..	0 80 ..	1 51 ..	1 49 ..	} 0 2
Over 15 years but under 16 years ..	0 90 ..	1 56 ..	1 54 ..	
Over 16 years but under 17 years ..	1 0 ..	1 61 ..	1 59 ..	
Over 17 years but under 18 years ..	1 15 ..	1 71 ..	1 69 ..	

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

TABLE I

Special allowance payable in the event of a rise in the Index Number

Index Numbers	Male Workers not under 18 years of age		Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age			
	Grade II	Intermediate Grade, Grade I and Head Baling Press Operators		Over 14 years but under 15 years	Over 15 years but under 16 years	Over 16 years but under 17 years	Over 17 years but under 18 years
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100·1–101·8 ..	2 0 ..	2 10 ..	1 88 ..	1 51 ..	1 56 ..	1 61 ..	1 71
101·9–103·6 ..	2 3 ..	2 13 ..	1 91 ..	1 53 ..	1 58 ..	1 63 ..	1 73
103·7–105·4 ..	2 6 ..	2 16 ..	1 94 ..	1 55 ..	1 60 ..	1 65 ..	1 75
105·5–107·2 ..	2 9 ..	2 19 ..	1 97 ..	1 57 ..	1 62 ..	1 67 ..	1 77
107·3–109·0 ..	2 12 ..	2 22 ..	2 0 ..	1 59 ..	1 64 ..	1 69 ..	1 79

TABLE II

Special allowance payable in the event of a fall in the Index Number

00·0–98·3 ..	1 97 ..	2 7 ..	1 85 ..	1 49 ..	1 54 ..	1 59 ..	1 66
98·2–96·5 ..	1 94 ..	2 4 ..	1 82 ..	1 47 ..	1 52 ..	1 57 ..	1 67
96·4–94·7 ..	1 91 ..	2 1 ..	1 79 ..	1 45 ..	1 50 ..	1 55 ..	1 65
94·6–92·9 ..	1 88 ..	1 98 ..	1 76 ..	1 43 ..	1 48 ..	1 53 ..	1 63
92·8–91·1 ..	1 85 ..	1 95 ..	1 73 ..	1 41 ..	1 46 ..	1 51 ..	1 61

## PART IV

### *Overtime Rate*

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

## PART V

### *Weekly Holiday (Section 24)*

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

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

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

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

## PART VI

### *Annual Holidays (Section 25)*

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

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

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

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

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

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

(d) If a female worker, or a worker (irrespective of sex) under 18 years of age, has hackled and tied for the same employer more than 8,568 pounds of bristle fibre in any year such worker shall be allowed

in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 180 pounds by which the number of pounds of bristle fibre hackled and tied by the worker exceeds 8,568 pounds :

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

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

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

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

- (a) every day allowed as a holiday by the employer to the worker under section 25 of the Wages Boards Ordinance (Chapter 136), in any year under consideration ;
- (b) every day on which the worker is absent on any grounds approved by the employer ;
- (c) every day on which the worker is absent on account of any injury caused by an accident arising out of and in the course of his employment ;
- (d) every day on which the worker is absent on account of any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 139) ;
- (e) every day on which the employer is unable or fails to supply raw materials sufficient for the worker to hackle and tie 42 pounds of bristle fibre ;
- (f) every day of absence due to a strike or lockout that is not illegal, provided such days do not in the aggregate exceed 30 days a year ; and
- (g) every day of absence from work to which the worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance ; but shall not include the day fixed as the weekly holiday under section 24 of the Wages Boards Ordinance (Chapter 136).

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

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

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

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

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

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

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

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### EXPLANATORY NOTE

*(This note is not part of the decisions but is intended to indicate its general purport)*

(1) These decisions were published in *Government Gazette* No. 13,187 of June 29, 1962, and shall be effective from July 1, 1962.

(2) The extracts of the *Government Gazette*, referred to above are available for sale in the Sinhala, the Tamil, and the English languages at the Government Publications Bureau, Colombo 1.

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## THE WAGES BOARDS ORDINANCE

### Notice to Employers

BY virtue of the powers vested in me by section 54 of the Wages Boards Ordinance (Chapter 136), I, Neville Lincoln Abeywira, Commissioner of Labour, do hereby require every employer of workers in the Trades mentioned below for which Wages Boards have been set up, to furnish me on or before August 1, 1962, a return in the form already sent to him.

(2) Any employer who fails to send in a return will be guilty of an offence punishable under the Wages Boards Ordinance.

(3) All returns required to be furnished under this notice and correspondence thereon should be addressed to the Commissioner of Labour, Branch S., Colombo. Any employer who has not received the appropriate form should immediately communicate to this address stating the trade applicable to him.

N. L. ABEYWIRA,  
Commissioner of Labour.

Department of Labour,  
Colombo 3, 9th July, 1962.

#### TRADES REFERRED TO ABOVE

1. Tea Growing and Manufacturing.
2. Cocoa, Cardamom and Pepper Growing and Manufacturing.
3. Rubber Growing and Manufacturing.
4. Coconut Growing.
5. Coconut Manufacturing.
6. Engineering.
7. Printing.
8. Plumbago.
9. Tea Export.
10. Rubber Export.
11. Toddy, Arrack and Vinegar.
12. Cigar Manufacturing.
13. Motor Transport.
14. Match Manufacturing.
15. Cinema.
16. Dock, Harbour and Port Transport.
17. Building.
18. Beedi Manufacturing.
19. Baking.
20. Brick and Tile Manufacturing.
21. Cinnamon.
22. Coir Mattress and Bristle Fibre Export.
23. Ice and Aerated Waters Manufacturing.
24. The Spinning, Weaving and Garments Manufacturing (including Hosiery Manufacturing).

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#### NOTICE

##### Employees' Provident Fund

(1) All employers who have been directed to send in half yearly returns should send those returns in half yearly, and not monthly, irrespective of whether they use a C (3) form for the purpose or six copies of existing stocks of forms.

(2) Employers who propose using existing stocks of forms in lieu of C (3) forms should send in a seventh return for each half year showing the summary of contributions for the half year.

*An annual summary of total contributions, in lieu of two half yearly summaries, is acceptable.*

*Note.*—The Employees' Provident Fund Department of the Central Bank requires only the summaries of contributions. It will be in order to send *the summaries of contributions only* to the Central Bank and particulars in respect of monthly contributions half yearly to the Commissioner of Labour.

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base: November, 1938-April, 1939=100

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

INDEX NUMBERS

Base: November, 1938-April, 1939 = 100

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

Index Number  
Nov., 1942  
= 100

Base: November, 1942 = 100

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

† Average for 5 months only.

\* Average for 11 months only.

B

Colombo Consumers' Price Index

Base: Average Prices 1952=100

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

INDEX NUMBERS

1953	105.97	99.82	101.32	82.82	97.17	101.6
1954	106.13	103.35	101.53	79.52	94.43	101.1
1955	105.09	102.34	101.53	80.50	94.62	100.5
1956	103.32	101.30	101.53	81.76	98.60	100.2
1957	104.94	97.32	101.53	84.39	106.92	102.8
1958	105.75	101.04	101.53	87.51	113.05	105.0
1959	104.67	102.31	101.49	92.10	115.22	105.2
1960	100.77	102.63	101.53	95.10	117.51	103.5
1961	99.66	104.35	101.53	106.13	123.26	104.8
1961—						
January	99.96	103.46	101.53	97.64	121.73	104.1
February	99.25	103.00	101.53	102.03	121.17	103.9
March	98.03	102.65	101.53	102.10	122.15	103.3
April	98.65	103.46	101.53	104.15	121.83	103.9
May	98.91	102.65	101.53	104.43	121.94	104.0
June	99.70	102.65	101.53	104.65	121.86	104.5
July	99.85	103.00	101.53	104.35	121.09	104.5
August	99.76	106.69	101.53	104.86	125.03	105.4
September	99.82	106.34	101.53	105.13	124.98	105.4
October	100.56	106.69	101.53	105.47	125.01	105.9
November	100.00	105.65	101.53	105.62	123.79	105.9
December	101.42	106.00	101.53	106.13	123.26	106.2
1962—						
January	100.09	106.69	101.53	106.87	123.84	105.5
February	100.51	106.00	101.53	106.82	124.61	105.9
March	101.02	106.00	101.53	106.58	128.85	106.2
April	101.19	106.00	101.53	107.42	124.29	106.3
May	101.61	105.65	101.53	107.69	123.84	106.5
June	101.88	104.50	101.53	107.58	123.84	106.6

TABLE II—WAGES INDEX NUMBERS

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

A

Base : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo		
	Average Minimum	Minimum Wage	Index No. of Real Wages	Average Monthly Rate of Wages	Wage Rate Index No.	Index No. of Real Wages
	Daily rate of Wages	Rate Index No.				
	Rs. c.			Rs. c.		
1939 ..	..	..	..	..	..	..
1940 ..	..	..	..	..	..	..
1941 ..	..	..	..	..	..	..
1942 ..	..	..	..	..	..	..
1943 ..	..	..	..	..	..	..
1944 ..	..	..	..	..	..	..
1945 ..	..	..	..	..	..	..
1946 ..	..	..	..	..	..	..
1947 ..	..	..	..	..	..	..
1948 ..	..	..	..	..	..	..
1949 ..	..	..	..	..	..	..
1950 ..	..	..	..	..	..	..
1951 ..	..	..	..	..	..	..
1952 ..	..	..	..	..	..	..

B

Base : 1952=100

1953 ..	..	..	..	..	..	..
1954 ..	..	..	..	..	..	..
1955 ..	..	..	..	..	..	..
1956 ..	..	..	..	..	..	..
1957 ..	..	..	..	..	..	..
1958 ..	..	..	..	..	..	..
1959 ..	..	..	..	..	..	..
1960 ..	..	..	..	..	..	..
1961 ..	..	..	..	..	..	..
1961 ..	January	..	..	..	..	..
	February	..	..	..	..	..
	March	..	..	..	..	..
	April	..	..	..	..	..
	May	..	..	..	..	..
	June	..	..	..	..	..
	July	..	..	..	..	..
	August	..	..	..	..	..
	September	..	..	..	..	..
	October	..	..	..	..	..
	November	..	..	..	..	..
	December	..	..	..	..	..
1962 ..	January	..	..	..	..	..
	February	..	..	..	..	..
	March	..	..	..	..	..
	April	..	..	..	..	..
	May	..	..	..	..	..
	June	..	..	..	..	..

\* Amended figures.

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952 = 100

Year	Agriculture *		Trades other than Agriculture †		Agriculture and Trades other than Agriculture Combined	
	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.
	Rs. c.		Rs. c.		Rs. c.	
1952 ..	—	100.00	2.92	100.00	2.04	100.00
1953 ..	—	101.53	2.95	101.03	2.07	101.47
1954 ..	—	103.06	2.94	100.68	2.09	102.45
1955 ..	—	106.63	2.96	101.37	2.16	105.88
1956 ..	—	107.14	3.00	102.74	2.17	106.37
1957 ..	—	108.67	3.15	107.88	2.20	107.84
1958 ..	—	††110.20	3.39	††116.10	2.26	110.78
1959 ..	—	110.20	3.76	128.77	2.29	112.25
1960 ..	—	110.20	3.74	128.08	2.28	111.76
1961 ..	—	110.71	3.75	128.42	2.29	112.25
1961 ..	January	110.20	3.75	128.42	2.28	111.76
	February	110.20	3.75	128.42	2.28	111.76
	March	110.20	3.75	128.42	2.28	111.76
	April	110.20	3.72	127.40	2.28	111.76
	May	110.20	3.75	128.42	2.28	111.76
	June	110.20	3.75	128.42	2.28	111.76
	July	110.20	3.75	128.42	2.28	111.76
	August	110.20	3.75	128.42	2.28	111.76
	September	111.22	3.76	128.77	2.30	112.75
	October	111.22	3.76	128.77	2.30	112.75
	November	111.22	3.78	129.45	2.31	113.24
	December	111.22	3.78	129.45	2.31	113.24
1962 ..	January	111.22	3.78	129.45	2.31	113.24
	February	111.22	3.78	129.45	2.31	113.24
	March	111.22	3.78	129.45	2.31	113.24
	April	111.22	3.78	129.45	2.31	113.24
	May	111.22	3.78	129.45	2.31	113.24
	June	112.76	3.78	129.45	2.33	114.22

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

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

†† Amended figures.

TABLE IV

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

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

\* 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	C o m b o	N o m b o	K a l i a r a	P a l l e	K a r n a y	V a c c i a p p i t t y o	K u r n e g a l a	J a f f n a	T a m a p u r a	K a d u l l a	K a t t i c a l a	K a m u n a i	T r i n c o m a l e e	I n r a d h a p u r o	V i s s a v e l l a	H a p u t a l e	V a t a r a	V a u n i n y a	K e g a l l a	M a t a l e	T o t a l	
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	—	—	—	—	—	—	—	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	283	—	—	—	—	—	—	—	—	66,656
1949	44,552	5,041	4,126	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	—	—	—	—	—	—	—	69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	—	—	—	—	—	—	—	65,122
1951	33,125	3,422	2,886	4,350	2,209	5371	886	1,587	569	904	418	1,207	284	323	—	—	—	—	—	—	—	52,707
1952	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992	252	437	678	—	—	—	—	—	—	53,923
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	33*	239	548	477	526	1,382	—	—	—	—	51,546
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	—	—	—	—	63,304
1955	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	—	—	—	—	71,010
1956	43,039	3,971	6,248	6,651	4,667	503	4,449	2,165	2,482	604	703	694	939	1,651	1,984	721	4,206	—	—	—	—	85,952
1957	49,894	9,638	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	435	3,151	1,689	1,001	422	1,365	1,733	2,965	1,133	5,812	611	2,786	970	—	128,018
1960	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,634	3,722	2,377	1,084	680	1,756	2,550	3,734	1,222	8,179	772	3,143	986	—	151,092
1961—																						
Jan. . .	64,843	16,626	8,751	15,061	7,271	2,284	5,946	3,749	3,898	2,468	1,166	698	1,755	2,636	3,884	1,277	8,224	791	3,271	1,067	—	155,666
February	65,003	17,566	8,931	15,007	7,385	2,309	5,873	3,819	3,977	2,538	1,207	830	1,632	2,654	3,899	1,304	8,136	829	3,259	1,080	—	157,239
March **	63,439	17,099	8,900	14,960	7,286	2,254	5,622	—	3,926	2,553	1,096	825	1,639	2,616	3,816	1,353	8,005	756	3,226	1,114	—	150,515

TABLE V—(contd.)

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalpitiya	Kurunegala	Jaffna	Ratnapure	Badulla	Batticaloa	Kalmunage**	Tiriconnally	Anuradhapura	Avisawella	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	7,144	2,670	5,624	3,031	3,897	3,026	1,123	721	1,117	2,531	3,512	1,391	7,628	659	3,175	1,174	151,381
July ..	62,886	15,968	9,342	15,771	7,096	2,970	5,566	3,184	3,932	3,131	1,218	770	1,270	2,556	3,569	1,395	7,598	569	3,185	1,146	153,113
August ..	63,016	15,625	9,575	15,857	7,148	3,040	5,092	3,170	3,897	3,047	1,210	753	1,268	2,601	3,461	1,421	7,544	586	3,248	1,109	152,668
September	62,012	15,452	9,464	13,606	7,090	3,032	4,930	3,185	3,986	3,067	1,097	719	1,310	2,482	3,464	1,379	7,611	573	3,221	1,105	148,785
October ..	61,556	15,194	9,410	12,726	7,357	3,054	4,858	3,221	4,024	3,085	1,160	730	1,279	2,526	3,541	1,412	7,745	578	3,202	1,122	147,780
November	62,105	14,826	9,676	12,965	7,490	3,057	4,981	3,334	4,066	3,099	1,238	753	1,309	2,547	3,539	1,436	7,797	572	3,200	1,186	149,176
December	62,515	14,821	9,995	13,414	7,600	3,013	5,196	3,327	4,173	3,126	1,273	711	1,372	2,563	3,664	1,368	8,060	574	3,301	1,199	150,231
1962—																					
January ..	62,589	13,132	10,291	13,626	7,593	2,936	4,928	3,359	4,283	3,167	1,456	720	1,441	2,579	3,639	1,332	8,218	639	3,409	1,272	152,609
February	61,872	14,975	10,334	13,709	7,489	2,819	4,846	3,476	4,267	3,165	1,440	715	1,465	2,579	3,554	1,317	8,148	691	3,413	1,266	151,540
March	61,256	14,756	10,315	13,809	7,389	2,632	4,673	3,425	4,212	3,105	1,538	665	1,468	2,548	3,603	1,293	8,165	746	3,364	1,260	150,222
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
May	60,446	14,297	10,397	14,246	7,095	2,715	4,576	3,706	4,195	3,186	1,477	604	1,578	2,468	3,428	1,267	8,148	736	3,282	1,277	149,124

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

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

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

‡ Revised figures.

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,779
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,306
1952	13,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,453
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	32,392	3,791	83,883	8,208
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,162
1961	22,558	1,259	14,784	631	24,791	964	50,390	2,794	112,523	5,648
1961 January	3,123	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	2,103	125	1,150	40	2,000	83	4,631	196	9,889	444
1962 January	2,384	108	1,092	43	2,273	113	3,819	144	9,568	408
February	1,623	132	913	44	1,662	61	2,706	144	6,904	381
March	1,836	196	831	50	1,824	102	3,332	171	7,823	519
April	1,497	82	785	38	1,429	50	2,662	239	6,373	409
May	2,000	45	1,041	25	1,912	68	3,633	150	8,586	288

† 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 May, 1962**

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	522	13	366	17	801	46	1,226	66	2,915	142
Negombo	154	—	140	—	153	1	318	4	765	5
Kalutara	171	—	55	—	131	—	197	—	554	—
Galle	182	2	87	—	96	—	363	21	728	23
Kandy	126	5	41	—	86	3	199	7	452	15
Nawalapitiya	58	—	42	—	44	1	116	20	260	21
Kurunegala	91	3	12	—	55	—	52	—	210	3
Jaffna	88	—	24	—	63	2	77	1	252	3
Ratnapura	81	1	37	1	78	3	161	9	357	14
Badulla	73	—	30	—	56	1	101	4	260	5
Batticaloa	36	7	10	4	34	1	70	1	50	13
Kaimunai	32	4	8	—	21	4	50	1	111	9
Trincomalee	31	1	20	2	48	2	123	—	222	5
Anuradhapura	66	3	31	—	21	1	64	5	182	9
Awisawella	53	—	23	—	46	—	117	—	239	—
Haputale	17	—	8	—	18	—	38	—	81	—
Matara	112	2	73	—	76	—	293	5	554	7
Vavuniya	12	—	7	—	33	—	15	5	67	5
Kugalla	63	1	21	—	34	2	28	—	146	3
Matale	32	3	6	1	18	1	25	1	81	6
Total	2,000	45	1,041	25	1,912	68	3,633	150	8,586	288

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	.. 4	.. Not available	.. Not available
1940	.. 36	.. 9,732	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048‡	.. 66‡	.. 12,399	.. 937
1945	.. 28	.. 3,514	.. 4,285*	.. 53	.. 28,875	.. 153,388‡
1946	.. 87	.. 15,259	.. 31,830‡	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,174
1948	.. 33	.. 23,100	.. 49,933‡	.. 20	.. 1,065	.. 2,497‡
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576‡
1950	.. 82	.. 22,808	.. 85,837	.. 28	.. 5,471	.. 22,617
1951	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	.. 39	.. 6,168	.. 46,990
1953	.. 33	.. 363,600	.. 430,586	.. 54	.. 14,482	.. 31,996
1954	.. 59	.. 86,450	.. 391,200	.. 55	.. 15,381	.. 85,569
1955	.. 60	.. 11,437	.. 69,913	.. 47	.. 11,298	.. 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-April §	.. 29	.. 9,415	.. 30,665	.. 4	.. 899	.. 1,188
1961 January	.. 13	.. 4,614	.. 31,237	.. —	.. —	.. —
February	.. 11	.. 3,152	.. 32,188	.. 4	.. 1,004	.. 1,086
March	.. 8	.. 1,251	.. 2,913	.. 11	.. 2,138	.. 6,059
April	.. 20	.. 10,633	.. 173,986	.. 4	.. 3,747	.. 81,883
May	.. 4	.. 495	.. 8,308	.. —	.. —	.. —
June	.. 5	.. 1,792	.. 48,824	.. 2	.. 366	.. 366
July	.. 4	.. 603	.. 662	.. 2	.. 321	.. 366
August	.. 4	.. 661	.. 639	.. 3	.. 40	.. 109
September	.. 2	.. 323	.. 795	.. 1	.. 9	.. 45
October	.. 4	.. 1,192	.. 3,285	.. 3	.. 4,435	.. 15,225
November	.. 7	.. 1,595	.. 3,683	.. 4	.. 9,493	.. 9,741
December	.. 8	.. 2,862	.. 11,346	.. 5	.. 16,460	.. 55,492
1962 January §	.. **10	.. **3,905	.. **18,718	.. 1	.. 22	.. 199
February §	.. 3	.. 1,462	.. 1,297	.. 2	.. 127	.. 239
March §	.. 6	.. 2,245	.. 6,382	.. —	.. —	.. —
April §	.. 10	.. 1,803	.. 4,268	.. 1	.. 750	.. 750

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

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

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

§The figures are provisional and subject to amendment.

\*\* Amended figures.

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

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

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

<i>Industry or Trade</i>	<i>Number of Strikes</i>		<i>Number of Workers involved</i>		<i>Number of Man-days lost</i>	
Plantations—Tea ..	5	..	1,180	..	2,119	
Rubber ..	4	..	531	..	1,781	
Tea-cum-Rubber ..	1	..	92	..	368	
Coconut ..	—	..	—	..	—	
Coconut-cum-Rubber ..	—	..	—	..	—	
<b>Total</b> ..	<b>10</b>		<b>1,803</b>		<b>4,268</b>	
Engineering ..	—	..	—	..	—	
Printing ..	—	..	—	..	—	
Motor Transport ..	—	..	—	..	—	
Tea Export ..	—	..	—	..	—	
Rubber Export ..	—	..	—	..	—	
Coconut Manufacturing ..	—	..	—	..	—	
Toddy, Arrack and Vinegar ..	—	..	—	..	—	
Cigar Manufacturing ..	—	..	—	..	—	
Tea & Rubber Manufacturing ..	—	..	—	..	—	
Cinema ..	—	..	—	..	—	
Dock, Harbour and Port Transport ..	—	..	—	..	—	
Building Trade ..	1	..	750	..	750	
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 ..	—	..	—	..	—	
<b>Total</b> ..	<b>1</b>		<b>750</b>		<b>750</b>	
<b>Grand Total</b> ..	<b>11</b>		<b>2,553</b>		<b>5,018</b>	

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

<i>Causes</i>	<i>Number of Strikes</i>		<i>Number of Workers Involved</i>	
	<i>Plantations</i>	<i>Others</i>	<i>Plantations</i>	<i>Others</i>
1. Dismissal or loss of employment in any way. Failure to provide work ..	1	..	316	..
2. Wage increases, Higher rates for piece work, &c. ..	—	..	—	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	4	..	600	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	3	..	608	..
5. Food matters. Welfare ..	1	..	92	..
6. Right of association and meeting ..	—	..	—	..
7. Factional disputes and domestic matters ..	—	..	—	..
8. External matters (e.g., arrest by Police, &c.) ..	—	..	—	..
9. Assaults by employer or agent or others ..	—	..	—	..
10. General demands ..	1	..	187	..
11. Sympathetic strikes ..	—	..	—	..
<b>Total</b> ..	<b>10</b>		<b>1,803</b>	<b>750</b>

## APPENDIX I

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

Month: July, 1962

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(1) Baking Trade</b>						
<i>Monthly Rates :</i>						
Class "A" Worker : foreman, cooks, "short eats" makers, pastry makers, cake decorators ..	70	0	..	59	35	.. 139 35
Class "B" Worker : dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators ..	55	0	..	55	0	.. 110 0
Class "C" Worker : flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers and deliverymen ..	39	0	..	42	34	.. 81 34
<b>(2) Beedi Manufacturing Trade</b>						
<i>Piece Rates :</i>						
"Nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—						
(a) beedies not more than 2 ins. long ..	5	0	..	—	..	5 0
(b) beedies 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: July, 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*

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

(5) Cigar Manufacturing Trade

*Piece Rates :*

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

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

(6) Cinema Trade

*Monthly Rates :*

*Within the Municipal Areas*

**A—Non-clerical—**

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

**B—Clerical—**

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

*Outside the Municipal Areas*

**A—Non-clerical—**

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

**B—Clerical—**

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

(7) Cinnamon Trade

*Daily Rates :*

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

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

Month : July, 1962

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(7) Cinnamon Trade (contd.)</b>						
<i>Piece Rates :</i>						
Cinnamon peeling (inclusive of cutting sticks from bushes, cutting and carrying them to peeling house, scraping the outer covering of bark, peeling sticks, forming barks into quills, stacking and bundling quills), per pound of cinnamon peeled .. ..	0	75	—	—	0	75
Pruning per acre .. ..	15	0	—	—	15	0
Draining a linear chain of drain 18" × 18" .. ..	4	0	—	—	4	0
* Annual weeding, per acre .. ..	40	0	—	—	40	0
<b>(8) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade</b>						
<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
<b>(9) Coconut Growing Trade</b>						
<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
<b>(10) Coconut Manufacturing Trade</b>						
<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
(a) In the manufacture of desiccated coconuts—						
(1) husking nuts, per 1,000 nuts .. ..	2	19	—	—	2	19
(2) removing shells (hatchetting) per 1,000 nuts .. ..	1	13	—	—	1	13
(3) removing parings, per 1,000 nuts .. ..	1	13	—	—	1	13
(4) washing coconut meat and disintegrating, per 1,000 pounds .. ..	0	88	—	—	0	88

Month : July, 1962

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

**(11) Coir Mattress and Bristle Fibre Export Trade**

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

**Grade II—**

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

1 40 .. 2 9 .. 3 49

Month : July, 1962

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(11) Coir Mattress and Bristle Fibre Export Trade (contd.)</b>					
Intermediate Grade—					
Workers employed in—throwing fibre from ground level to press platform (if elevated); feeding fibre into teasing machines; balloting fibre in balloting boxes; twisting coir ropes from coir yarn; the process of bleaching fibre with sulphur; cutting bristle fibre hanks to specified lengths and the process of dyeing fibre .. .. .	1	60	2	19	3 79
Grade I—					
Workers employed in—packing baling boxes with or without mechanical trammers; controlling and operating the baling press; strapping the bale with hoop iron or rope; stacking, unstacking, carrying, moving, loading, and unloading bales; twisting and curing fibre .. .. .	1	80	2	19	3 99
Head baling press operator .. .. .	2	0	2	19	4 19
B Female workers (not under 18 years of age) .. .. .	1	15	1	97	3 12
C Workers (irrespective of sex) under 18 years of age—					
Over 14 years but under 15 years .. .. .	0	80	1	57	2 37
Over 15 years but under 16 years .. .. .	0	90	1	62	2 52
Over 16 years but under 17 years .. .. .	1	0	1	67	2 67
Over 17 years but under 18 years .. .. .	1	15	1	77	2 92

**(12) Dock, Harbour and Port Transport Trade**

*Monthly Rates :*

*Manual Work—*

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

*Women Workers—*

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

*Non-manual Workers—*

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(12) Dock, Harbour and Port Transport Trade (contd.)</b>						
<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
Lighters over 60 but under 80 tons—						
Lightermen, per trip	..	..	7	0	..	7 0
Assistant Tindals, per trip	..	..	7	25	..	7 25
Tindals, per trip	..	..	7	50	..	7 50
Lighters 80 tons and over—						
Lightermen, per trip	..	..	8	0	..	8 0
Assistant Tindals, per trip	..	..	8	50	..	8 50
Tindals, per trip	..	..	9	0	..	9 0

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

(i) 50 cents for—

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

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

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

*Guaranteed Time Rate (Monthly) :*

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

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

Month : July, 1962

Class of Worker	Month : July, 1962		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
<b>(15) Motor Transport Trade (contd.)</b>			
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 : July, 1962

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(16) Plumbago Trade</b>						
<i>Daily Rates :</i>						
<b>Underground workers—</b>						
Basses .. .. .	3	0	1	27	4	27
Kanganies } Loaders } Overseers }	2	50	1	27	3	77
Shift bosses .. .. .	2	33	1	27	3	60
Blasters } Drillers (hand and machine) } Shaft drivers } Stoppers (excavators) } Timbermen }	2	25	1	27	3	52
Muckers } Trolley-men } Unskilled labourers }	1	75	1	27	3	2
Onsetters or Donakatarayas .. .. .	2	50	1	27	3	77
<b>Underground and surface workers—</b>						
Electricians } Enginemen } Fitters } Hoistmen } Mechanics } Pumpmen } Winchmen }	2	75	1	27	4	2
Checkers .. .. .	2	50	1	27	3	77
Electricians (assistants) } Fitters (assistants) } Windlassmen (dabare workers) } Mechanics (assistants) }	1	75	1	27	3	2
<b>Surface workers—</b>						
Carpenters } Masons }	2	75	1	27	4	2
Overseers .. .. .	2	50	1	27	3	77
Blacksmiths } Boilerman } Drill sharpeners }	2	25	1	27	3	52
Firewood carriers and splitters .. .. .	1	85	1	27	3	12
Carters } Watchers }	1	75	1	27	3	2
Bakkikarayas or Banksmen .. .. .	2	25	1	27	3	52
Cooks } Smithy boys } Unskilled labourers }	1	49	1	27	2	76

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(16) Plumbago Trade (contd.)</b>						
Workers employed in curing and dressing—						
(A) as overseers and kanganies ..	2	25	1	47	3	72
(B) on different jobs—						
Male workers not under 18 years ..	1	50	1	47	2	97
Female workers not under 18 years ..	1	25	1	14	2	39
Worker under 18 years ..	0	75	1	7	1	82

**(17) Printing Trade**

*Monthly Rates :*

<b>Class A Workers:</b> 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
<b>Class B Workers:</b> 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
<b>Class C, Grade I Workers:</b> 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
<b>Class C, Grade II Workers:</b> Platen Machine Minders ..	60	0	67	32	127	32
<b>Class D Workers:</b> Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers ..	50	0	62	42	112	42
<b>Class E Workers:</b> Unskilled workers not under 18 years of age ..	42	0	59	97	101	97
<b>Class F Workers:</b> Unskilled workers under 18 years of age ..	20	0	40	42	60	42
<b>Class G Workers:</b> Watchers ..	44	0	62	42	106	42
<b>Class A—1st year learner</b> ..	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
<b>Class A—2nd year learner</b> ..	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
<b>Class A—3rd year learner</b> ..	56	0	60	92	116	92
" B " " ..	49	0	56	92	105	92
" C Grade I, 3rd year learner ..	36	0	50	92	86	92
" C " II, " " ..	32	0	47	82	79	82
" D—3rd year learner ..	28	0	44	92	72	92



Class of Worker	Month : July, 1962		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
<b>( 22) Toddy, Arrack and Vinegar Trade</b>			
<i>Monthly Rates :</i>			
Tope kangany .. .. .	115 0	—	115 0
Toddy tavern watcher .. .. .	63 0	—	63 0
Arrack tavern watcher .. .. .	63 0	—	63 0
Tope watcher .. .. .	50 0	—	50 0
Collecting station manager .. .. .	85 0	—	85 0
Selling toddy at tavern .. .. .	80 0	—	80 0
Selling arrack at tavern .. .. .	75 0	—	75 0
Collecting toddy from trees in the toddy section of the trade .. .. .	80 0	—	80 0
Collecting toddy from trees in the arrack section of the trade .. .. .	60 0	—	60 0
Collecting toddy from trees in the vinegar section of the trade .. .. .	52 50	—	52 50
Distilling toddy at distillery .. .. .	100 0	—	100 0
<i>Daily Rates :</i>			
Bottling, corking and labelling arrack bottles .. .. .	3 0	—	3 0
Unskilled labourers .. .. .	3 0	—	3 0
<i>Piece Rates :</i>			
Coupling of coconut palms, for each coupling .. .. .	0 70	—	0 70
Changing ropes, for each coupling .. .. .	0 35	—	0 35
Cutting and removing ropes, for each coupling .. .. .	0 30	—	0 30
Laddering coconut palms, for each tope not exceeding 110 palms .. .. .	35 0	—	35 0
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns, for each gallon of toddy delivered by worker—			
Galle District .. .. .	0 54	—	0 54
Western Province .. .. .	0 61	—	0 61
Chilaw District .. .. .	0 64	—	0 64
Nuwara Eliya or Kandy District .. .. .	0 65	—	0 65
Matara, Jaffna or Matale District .. .. .	0 72	—	0 72
Puttalam, Anuradhapura or Hambantota District .. .. .	0 77	—	0 77
Badulla, Ratnapura, Kurunegala or Kegalla District .. .. .	0 80	—	0 80
Trincomalee, Batticaloa, Mannar or Mullaitivu District .. .. .	1 5	—	1 5
Tapping coconut, kitul or palmyrah palms for supplying toddy to distilleries or for the manufacture of vinegar, for each gallon of toddy delivered by worker .. .. .			
	0 41	—	0 41
Tapping spadices for supplying toddy to distilleries or for the manufacture of vinegar—			
(a) for not exceeding 100 coconut, kitul or palmyrah palms .. .. .	62 50	—	62 50
(b) for every palm in excess of 100 such palms .. .. .	0 62½	—	0 62½
Tapping spadices for supplying toddy to taverns, for 25-40 coconut, kitul or palmyrah palms .. .. .			
	60 0	—	60 0

## APPENDIX II

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

No. of Days	Class A	Class B	Class C	No. of Days
	Rs. e.	Rs. c.	Rs. c.	
½	2 49	2 11½	1 56½	½
1	4 98	4 23	3 12	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 unauthorised absence.

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

### APPENDIX III

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

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

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

## APPENDIX IV

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

*Within the Municipal Areas*

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

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

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

**APPENDIX IV—(contd.)**

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

*Outside the Municipal Areas*

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

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

z. 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 July, 1962, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal Working Days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal Working Days</i>
½	0 55	0 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
<i>Sunday Work</i>										<i>Sunday Work</i>
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
5			17 30			13 50			11 10	5

*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.

\* A "child worker" means a male worker under 18 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 July, 1962, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	<i>The Coconut Growing Trade</i>				<i>The Coconut Manufacturing Trade</i>				No. of Days
	Kan-gany	Male	Fe-male	Young person	Kan-gany	Male	Fe-male	Young Person	
<i>Normal Working Day</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal Working Day</i>
†	1 30½	1 23	0 97½	0 81½	1 93	1 73	1 42½	1 39	†
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
<i>Sunday Work</i>									<i>Sunday Work</i>
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
5	19 60	18 45	14 60	12 20	28 95	25 95	21 40	20 85	5

*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 Workers” refer to male workers not under 16 years of age; Female workers not under 16 years of age and Young Persons to male workers under 16 years of age and female workers under 16 years of age respectively.

## APPENDIX VII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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.	
½	1 74½	1 92	1 82	2 09½	1 99½	1 94½	0 81½	0 94½	1 19½	1 39½	½
1	3 49	3 84	3 64	4 19	3 99	3 89	1 63	1 89	2 39	2 79	1
2	6 98	7 68	7 28	8 38	7 98	7 78	3 26	3 78	4 78	5 58	2
3	10 47	11 52	10 92	12 57	11 97	11 67	4 89	5 67	7 17	8 37	3
4	13 96	15 36	14 56	16 76	15 96	15 56	6 52	7 56	9 56	11 16	4
5	17 45	19 20	18 20	20 95	19 95	19 45	8 15	9 45	11 95	13 95	5
6	20 94	23 04	21 84	25 14	23 94	23 34	9 78	11 34	14 34	16 74	6
7	24 43	26 88	25 48	29 33	27 93	27 23	11 41	13 23	16 73	19 53	7
8	27 92	30 72	29 12	33 52	31 92	31 12	13 04	15 12	19 12	22 32	8
9	31 41	34 56	32 76	37 71	35 91	35 01	14 67	17 01	21 51	25 11	9
10	34 90	38 40	36 40	41 90	39 90	38 90	16 30	18 90	23 90	27 90	10
11	38 39	42 24	40 04	46 09	43 89	42 79	17 93	20 79	26 29	30 69	11
12	41 88	46 08	43 68	50 28	47 88	46 68	19 56	22 68	28 68	33 48	12
13	45 37	49 92	47 32	54 47	51 87	50 57	21 19	24 57	31 07	36 27	13
14	48 86	53 76	50 96	58 66	55 86	54 46	22 82	26 46	33 46	39 06	14
15	52 35	57 60	54 60	62 85	59 85	58 35	24 45	28 35	35 85	41 85	15
16	55 84	61 44	58 24	67 04	63 84	62 24	26 08	30 24	38 24	44 64	16
17	59 33	65 28	61 88	71 23	67 83	66 13	27 71	32 13	40 63	47 43	17
18	62 82	69 12	65 52	75 42	71 82	70 02	29 34	34 02	43 02	50 22	18
19	66 31	72 96	69 16	79 61	75 81	73 91	30 97	35 91	45 41	53 01	19
20	69 80	76 80	72 80	83 80	79 80	77 80	32 60	37 80	47 80	55 80	20
21	73 29	80 64	76 44	87 99	83 79	81 69	34 23	39 69	50 19	58 59	21
22	76 78	84 48	80 08	92 18	87 78	85 58	35 86	41 58	52 58	61 38	22
23	80 27	88 32	83 72	96 37	91 77	89 47	37 49	43 47	54 97	64 17	23
24	83 76	92 16	87 36	100 56	95 76	93 36	39 12	45 36	57 36	66 96	24
25	87 25	96 00	91 00	104 75	99 75	97 25	40 75	47 25	59 75	69 75	25
26	90 74	99 84	94 64	108 94	103 74	101 14	42 38	49 14	62 14	72 54	26
27	94 23	103 68	98 28	113 13	107 73	105 03	44 01	51 03	64 53	75 33	27
28	97 72	107 52	101 92	117 32	111 72	108 92	45 64	52 92	66 92	78 12	28
29	101 21	111 36	105 56	121 51	115 71	112 81	47 27	54 81	69 31	80 91	29
30	104 70	115 20	109 20	125 70	119 70	116 70	48 90	56 70	71 70	83 70	30
31	108 19	119 04	112 84	129 89	123 69	120 59	50 53	58 59	74 09	86 49	31

## APPENDIX VIII

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

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

## APPENDIX IX

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

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

## APPENDIX X

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

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

## APPENDIX XI

**\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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.	
1	4 08½	3 27	2 64½	2 45	2 16	1 96	1 16	2 04½	1
2	8 17	6 54	5 29	4 90	4 32	3 92	2 32	4 09	2
3	16 34	13 07	10 57	9 79	8 65	7 84	4 65	8 19	3
4	24 51	19 61	15 86	14 69	12 97	11 77	6 97	12 28	4
5	32 68	26 14	21 14	19 59	17 30	15 69	9 30	16 37	5
6	40 85	32 68	26 43	24 48	21 62	19 61	11 62	20 47	6
7	49 02	39 21	31 71	29 38	25 94	23 53	13 94	24 56	7
8	57 19	45 75	37 00	34 28	30 27	27 45	16 27	28 65	8
9	65 36	52 28	42 28	39 18	34 59	31 38	18 59	32 74	9
10	73 53	58 82	47 57	44 07	38 91	35 30	20 91	36 84	10
11	81 70	65 35	52 85	48 97	43 24	39 22	23 24	40 93	11
12	89 87	71 89	58 14	53 87	47 56	43 14	25 56	45 02	12
13	98 04	78 42	63 42	58 76	51 89	47 06	27 89	49 12	13
14	106 21	84 96	68 71	63 66	56 21	50 98	30 21	53 21	14
15	114 38	91 50	74 00	68 56	60 53	54 91	32 53	57 30	15
16	122 55	98 03	79 28	73 45	64 86	58 83	34 86	61 40	16
17	130 72	104 57	84 57	78 35	69 18	62 75	37 18	65 49	17
18	138 89	111 10	89 85	83 25	73 51	66 67	39 51	69 58	18
19	147 06	117 64	95 14	88 14	77 83	70 59	41 83	73 68	19
20	155 23	124 17	100 42	93 04	82 15	74 52	44 15	77 77	20
21	163 40	130 71	105 71	97 94	86 48	78 44	46 48	81 86	21
22	171 57	137 24	110 99	102 84	90 80	82 36	48 80	85 95	22
23	179 74	143 78	116 28	107 73	95 12	86 28	51 12	90 05	23
24	187 91	150 31	121 56	112 63	99 45	90 20	53 45	94 14	24
25	196 08	156 85	126 85	117 53	103 77	94 13	55 77	98 23	25
26	204 25	163 38	132 13	122 42	108 10	98 05	58 10	102 33	26
27	212 42	169 92	137 42	127 32	112 42	111 97	60 42	106 42	27
28	229 41	183 51	148 41	137 51	121 41	110 13	65 25	114 93	28
29	246 40	197 10	159 40	147 70	130 40	118 29	70 08	123 44	29
30	263 39	210 69	170 39	157 89	139 39	126 45	74 91	131 95	30
31	280 38	224 28	181 38	168 08	148 38	134 61	79 74	140 46	31
31	297 37	237 87	192 37	178 27	157 37	142 77	84 57	148 97	31

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

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

**APPENDIX XI—(contd.)**

**\*Ready Reckoner showing the Minimum wages payable for the number of days worked during July, 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	23 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
31	107 67	134 97	163 67	202 17	244 17	89 47	120 97	148 27	182 47	31

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

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

**APPENDIX XI—(contd.)**

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

*Apprentices*

No. of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 23	1 43	1 67	1 98	1 15	1 34½	1 53½	1 81	½
1	2 46	2 86	3 34	3 96	2 30	2 69	3 07	3 62	1
2	4 92	5 72	6 69	7 92	4 61	5 37	6 14	7 24	2
3	7 38	8 58	10 03	11 88	6 91	8 06	9 21	10 86	3
4	9 83	11 43	13 37	15 84	9 22	10 75	12 28	14 48	4
5	12 29	14 29	16 72	19 80	11 52	13 44	15 35	18 09	5
6	14 75	17 15	20 06	23 76	13 83	16 12	18 42	21 71	6
7	17 21	20 01	23 40	27 72	16 13	18 81	21 49	25 33	7
8	19 67	22 87	26 74	31 68	18 44	21 50	24 56	28 95	8
9	22 13	25 73	30 09	35 64	20 74	24 19	27 63	32 57	9
10	24 58	28 58	33 43	39 60	23 05	26 87	30 70	36 19	10
11	27 04	31 44	36 77	43 56	25 35	29 56	33 77	39 81	11
12	29 50	34 30	40 12	47 52	27 66	32 25	36 84	43 43	12
13	31 96	37 16	43 46	51 48	29 96	34 94	39 91	47 04	13
14	34 42	40 02	46 80	55 45	32 26	37 62	42 98	50 66	14
15	36 88	42 88	50 15	59 41	34 57	40 31	46 05	54 28	15
16	39 34	45 74	53 49	63 37	36 87	43 00	49 12	57 90	16
17	41 79	48 59	56 83	67 33	39 18	45 68	52 19	61 52	17
18	44 25	51 45	60 18	71 29	41 48	48 37	55 26	65 14	18
19	46 71	54 31	63 52	75 25	43 79	51 06	58 33	68 76	19
20	49 17	57 17	66 86	79 21	46 09	53 75	61 40	72 38	20
21	51 63	60 03	70 20	83 17	48 40	56 43	64 47	76 00	21
22	54 09	62 89	73 55	87 13	50 70	59 12	67 54	79 61	22
23	56 54	65 74	76 89	91 09	53 01	61 81	70 61	83 23	23
24	59 00	68 60	80 23	95 05	55 31	64 50	73 68	86 85	24
25	61 46	71 46	83 58	99 01	57 62	67 18	76 75	90 47	25
26	63 92	74 32	86 92	102 97	59 92	69 87	79 82	94 09	26
27	69 03	80 27	93 87	111 21	64 71	75 46	86 21	101 62	27
28	74 14	86 22	100 82	119 45	69 50	81 05	92 60	109 15	28
29	79 25	92 17	107 77	127 69	74 29	86 64	98 99	116 68	29
30	84 36	98 12	114 72	135 93	79 08	92 23	105 38	124 21	30
31	89 47	104 07	121 67	144 17	83 87	97 82	111 77	131 74	31

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

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

**APPENDIX XI—(contd.)**

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

*Apprentices*

No. of Days	Class D				No. of Days
	1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
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	0 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
31	76 87	88 77	102 07	119 57	31

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

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

APPENDIX XII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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	Intermediate Grade	Grade I	Watchers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 89½	1 99½	1 94½	1 56	1 63½	1 18½	1 26	1 33½	1 46	½
1	3 49	3 79	3 99	3 89	3 12	3 27	2 87	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 05	47 88	50 75	55 48	19
20	69 80	75 80	79 80	77 80	62 40	65 40	47 40	50 40	53 40	58 40	20
21	73 29	79 59	83 79	81 69	65 52	68 67	49 77	52 92	56 07	61 32	21
22	76 78	83 38	87 78	85 58	68 64	71 94	52 14	55 44	58 74	64 24	22
23	80 27	87 17	91 77	89 47	71 76	75 21	54 51	57 96	61 41	67 16	23
24	83 76	90 96	95 76	93 36	74 88	78 48	56 88	60 48	64 08	70 08	24
25	87 25	94 75	99 75	97 25	78 00	81 75	59 25	63 00	66 75	73 00	25
26	90 74	98 54	103 74	101 14	81 12	85 02	61 62	65 52	69 42	75 92	26
27	94 23	102 33	107 73	105 03	84 24	88 29	63 99	68 04	72 09	78 84	27
28	97 72	106 12	111 72	108 92	87 36	91 56	66 36	70 56	74 76	81 76	28
29	101 21	109 91	115 71	112 81	90 48	94 83	68 73	73 08	77 43	84 68	29
30	104 70	113 70	119 70	116 70	93 60	98 10	71 10	75 60	80 10	87 60	30
31	108 19	117 49	123 69	120 59	96 72	101 37	73 47	78 12	82 77	90 52	31

### APPENDIX XIII

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during July, 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
5			19 60			16 50			14 10	5

\* 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 July, 1962, to workers in  
the Tea Export Trade

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

## APPENDIX XV

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

No. of Days	Men			Women			Child Workers			No. of Days
	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	0 62½	0 60½	1 23	0 52½	0 45	0 97½	0 40	0 41½	0 81½	½
1	1 25	1 21	2 46	1 05	0 90	1 95	0 80	0 83	1 63	1
2	2 50	2 42	4 92	2 10	1 80	3 90	1 60	1 66	3 26	2
3	3 75	3 63	7 38	3 15	2 70	5 85	2 40	2 49	4 89	3
4	5 00	4 84	9 84	4 20	3 60	7 80	3 20	3 32	6 52	4
5	6 25	6 05	12 30	5 25	4 50	9 75	4 00	4 15	8 15	5
6	7 50	7 26	14 76	6 30	5 40	11 70	4 80	4 98	9 78	6
7	8 75	8 47	17 22	7 35	6 30	13 65	5 60	5 81	11 41	7
8	10 00	9 68	19 68	8 40	7 20	15 60	6 40	6 64	13 04	8
9	11 25	10 89	22 14	9 45	8 10	17 55	7 20	7 47	14 67	9
10	12 50	12 10	24 60	10 50	9 00	19 50	8 00	8 30	16 30	10
11	13 75	13 31	27 06	11 55	9 90	21 45	8 80	9 13	17 93	11
12	15 00	14 52	29 52	12 60	10 80	23 40	9 60	9 96	19 56	12
13	16 25	15 73	31 98	13 65	11 70	25 35	10 40	10 79	21 19	13
14	17 50	16 94	34 44	14 70	12 60	27 30	11 20	11 62	22 82	14
15	18 75	18 15	36 90	15 75	13 50	29 25	12 00	12 45	24 45	15
16	20 00	19 36	39 36	16 80	14 40	31 20	12 80	13 28	26 08	16
17	21 25	20 57	41 82	17 85	15 30	33 15	13 60	14 11	27 71	17
18	22 50	21 78	44 28	18 90	16 20	35 10	14 40	14 94	29 34	18
19	23 75	22 99	46 74	19 95	17 10	37 05	15 20	15 77	30 97	19
20	25 00	24 20	49 20	21 00	18 00	39 00	16 00	16 60	32 60	20
21	26 25	25 41	51 65	22 05	18 90	40 95	16 80	17 43	34 23	21
22	27 50	26 62	54 12	23 10	19 80	42 90	17 60	18 26	35 86	22
23	28 75	27 83	56 58	24 15	20 70	44 85	18 40	19 09	37 49	23
24	30 00	29 04	59 04	25 20	21 60	46 80	19 20	19 92	39 12	24
25	31 25	30 25	61 50	26 25	22 50	48 75	20 00	20 75	40 75	25
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 69			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
5			18 45			14 60			12 20	5

*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.

# FOR YOUR STAFF & LABOUR REQUIREMENTS

*Consult*

## THE NEAREST EMPLOYMENT EXCHANGE

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

Employment Exchanges function in the following Towns :—

- |                           |                |
|---------------------------|----------------|
| ★ COLOMBO ('Phone : 2466) | ★ KEGALLE      |
| ★ KANDY                   | ★ KURUNEGALA   |
| ★ GALLE                   | ★ RATNAPURA    |
| ★ JAFFNA                  | ★ NEGOMBO      |
| ★ KALUTARA                | ★ VAVUNIYA     |
| ★ MATARA                  | ★ HAPUTALE     |
| ★ AVISSAWELLA             | ★ BADULLA      |
| ★ BATTICALOA              | ★ NAWALAPITIYA |
| ★ TRINCOMALEE             | ★ KALMUNAI     |
| ★ ANURADHAPURA            | ★ CHILAW       |
| ★ MATALE                  | ★ HATTON       |