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CEYLON

LABOUR GAZETTE

VOLUME XV No. 2

FEBRUARY, 1964

INDUSTRIAL HYGIENE—A NEW DIMENSION IN MANAGEMENT

THE term Industrial Hygiene bears for most people a vague association with cloakrooms, conveniences, canteens and such welfare amenities and sanitary facilities. Actually Industrial Hygiene has a far deeper significance than such welfare amenities. It takes into consideration the important and basic relation between the worker and his total environment and encompasses the entire gamut of social, psychological, physical and chemical factors that operate in controlling his production, well-being and the expression of his faculties and resources.

With the growth of industrialisation and the mechanisation of industrial processes, man has gradually evolved from the level of a craftsman handling his homely simple tools to the level of a technician, a machine-minder, and the machine has to a large extent replaced man-power. Still the whole of industrial output depends on the correct and productive control of machines and process operations, and this in turn on the machine minders. However it is strange that while the machine has monopolised attention in the way of preventive maintenance, so much so that any industrial organisation has a whole team of skilled and specialised personnel on its maintenance staff, the equally or even more important aspect of the preventive maintenance of manpower, the maintenance of 'human capital' has received such scant attention that occupational health is still little recognised as a speciality. It must be realised sooner or later that the preventive maintenance of manpower, the preservation of valuable human capital in the form of trained and skilled workers, is a more decisive factor for economic development than was hitherto assumed.

One always associates the close relation between man and machine in the industrial environment with mechanical and physical hazards and the occurrence of industrial accidents. Safety problems of the work environment, and the factors that cause accidents however are self-evident and capable of being controlled. The factors of the work-environment that have worse effects sometimes than a disabling accident, but in a less spectacular, sometimes more insidious way are the occupational disease hazards which are more remote and resistant to control and detection. These are the chemical, physical and mechanical factors that cause varying degrees of disease and disablement, that cause continuing reduced output and production and the loss of valuable human potential sometimes over a number of years.

It is opportune for us now, on the threshold of an era when our economy is shifting from the agricultural to the industrial, to take cognisance of industrial hygiene and occupational health as fundamental contributory factors to the success of any industrial programme. Their importance is often overshadowed in a country such as ours, where manpower is comparatively cheap and unemployment is high, and the employer can afford to lose the sick or unhealthy worker and find a substitute. What the employer fails to realise is that the hazards continue and will in time claim the new hand too. Further for the whole period between being affected by the hazard to ultimate disablement the employer pays full wages for grossly reduced output, over a protracted period of time, from an employee whose health and working potential has been gradually deteriorating. Another factor to be remembered is that a skilled worker is a capital investment in terms of time, man-hours, wages, etc., spent in training and the acquisition of a particular skill and level of experience, and the loss of such skills in whatever degree is a loss in terms of capital investment and depreciation. It is well to remember that while capital investment on plant and machinery necessarily depreciate over the years, capital investment on human skills and resources, on trained man-power, appreciates over the years particularly in an organisation that treats its work-force as human capital worthy of preserving and maintaining.

Industrial hygiene in many ways preserves and protects this investment in human capital. An editorial in an American trade journal carried this advice for management, 'A dollar-saving, morale-boosting MUST for every chemical firm is the prevention of occupational disease. A good industrial hygiene program is the first line of defence in any such effort.'

The task of industrial hygiene is to protect and prevent, against industrial or occupational disease and ill-health. Industrial hygiene primarily sets about detecting, assessing and evaluating the plant environmental health problems and hazards and then seeks to control or eliminate them. Most employers feel satisfied about health problems once they have a works doctor or physician. However the viewpoint of the industrial hygienist is essential for an analysis of any complaint, occupational or otherwise, since he helps the plant physician to project the worker against his occupational background. In turn he depends on and uses the physician's clinical results to verify his own conclusions concerning the work environment. With the promotion of good, safe and healthful working conditions, there is corresponding reduction in lost man-hours, sickness absence, and labour turn-over. It also boosts better labour relations, morale, and establishes a good working relationships all round employer-employee, management-unions, and management and government agencies responsible for safeguarding the health of workers and the general community.

It will be worth while to look closely at a few examples of how an industrial hygiene program operates. Actually the work of the industrial hygienist starts with process design, because the best way to eliminate health hazards is to provide against them at the initial stages of planning and plant and process design. This is accomplished by having the approval of the industrial hygienist on plans at blue

print stage in relation to health and hygiene standards and requirements. In New York, industrial ventilation systems for control of hazardous air contaminants from the work environment has by statute, to receive the approval of the industrial hygienist of the Department of Labour.

This is not a requirement here, and the industrial hygienist already has built-in or ready-made problems to solve.

Some of the worst health offenders are dusts, chemicals, and physical agents such as, heat, noise ionising radiations, etc.

Dust is associated with a number of trades and occupations, causing respiratory effects from being breathed in and systemic effects from being absorbed into the circulation. Some dusts however cause only nuisance effects, still they result in reduced output, lost man-hours, and reduced efficiency. One of the worst offenders among dusts are the silicious dusts or dusts containing free silica. This type of dust may be encountered in any industry using silica or silica-containing materials, as for example in foundries, in the fertilizer industry, the ceramics and cement industries, in quarrying and in sanding and buffing sand cast metal components. Workers inhaling respirable particles of silica acquire the lung disease known as silicosis. Air-sampling tests carried out in any of the above work-places, are essential to estimate the extent of the dust exposure, locate sites of dust escape, and control dust dispersal. Control measures may be calculated to eliminate the dust at its source, or to substitute non-hazardous materials, or to modify or alter the process eg., hand chipping of foundry castings may be replaced by installation of exhausted and enclosed shot blast units. Other dusts that cause pathological conditions of the lungs are cotton dust in the spinning trade causing byssinosis, iron-oxide dusts and fumes from smelting and welding operations causing siderosis, asbestos dust causing asbestosis, etc.

Chemical hazards are numerous and varied and with the growth of industry more and more new chemicals are being introduced into processes and products. They range from lead exposures, in printing, battery manufacture, in automobile repair and assembly, in painting and soldering, to solvent exposures from carbon tetrachloride in dry-cleaning from benzene in the rubber industry, in solvent extraction and in the manufacture of paints, varnishes, etc. Solvents cause systemic effects ranging from simple narcosis to kidney, liver and nerve damage. Chemical exposures by far create the highest incidence of occupational disease in the way of dermatitis or occupational skin disorders eg., from cutting oils, epoxy resins and plastics.

Whatever the health hazards present, the approach of the industrial hygienist is essentially the same, involving a study of raw materials, process operation and products to locate danger points, the quantitative estimation of the hazards suspected, comparison of these estimates with accepted safe levels and the institution of control measures when a hazard exists.

In carrying out these services the industrial hygienist acquires a intimate knowledge of the workings of industry which qualify him to solve problems not directly related to occupational health. He may contribute constructive suggestions towards product design and improvement, in effecting economies by substitution of more effective and less hazardous materials or processes, control of losses that

result in air contamination (air sampling can reveal the points in a plant where solvent losses are excessive), economies from mechanisation of process operations, reduction of compensation costs and medical costs. The industrial hygienist can offer invaluable advice with regard to formulating purchase specifications, conditions for storage of raw materials and products and the efficient disposal or recovery of by-products. So from the view point of management, industrial hygiene can be made to pay double dividends.

The occupational hazards of industry are many and varied and their control and elimination demands the team-work of doctors, industrial hygienists, engineers, employers and above all of the worker. The most elaborate and expensive control measures can be frustrated by workers who are ignorant of the hazards, workers who are not health and safety-conscious, who are careless and callous. To enlist the worker's co-operation even in a simple matter as plant cleanliness it is important particularly in a set-up such as our's where more and more of the rural population is being drawn into industry, that any industrial hygiene program pay due attention to worker education. A worker must first of all know the hazards he is exposed to, he must recognise them and respect them and co-operate in controlling and eliminating them. It can be argued that worker education should really be the first step in any industrial hygiene program, and here again, the joint efforts of management could do much in the way of sponsoring safety and health activities and campaigns through films, talks and discussions. Active worker participation could be fostered by joint-consultations forums and committees. It is seen therefore that the investment in industrial hygiene requires more than the financial investment, the investment of human resources, understanding and co-operation, of technical team work between all those responsible for maintaining the health and well-being of the working population of the country.

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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 January, 1964, is 111.2 as against 110.3 for the month of December, 1963, an increase of .9.

Wages Rates

(a) The basic wages payable for the month of February, 1964, to workers in the trades to which Part II of the Wages Boards Ordinance has been applied remain un-changed.

(b) The special allowances payable for the month of February, 1964, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade, Coconut Growing Trade, Coconut Manufacturing Trade, Rubber Growing and Manufacturing Trade, Tea Growing and Manufacturing Trade and Plumbago Trade will remain un-changed.

(c) The special allowance payable to workers in all the other trades to which Part II of the Wages Boards Ordinance has been applied will be slightly more than that for the month of January, 1964.

Strikes

There are altogether 14 strikes during November, 1963, involving 4,742 workers and a loss of 21,073 man-days as against 19 strikes during October, 1963, involving 6,087 workers and a loss of 32,082 man-days. Twelve of these strikes were in the Tea Growing and Manufacturing Trade involving 4,550 workers and a loss of 19,511 man-days and the other two were in the Rubber Growing and Manufacturing Trade involving 192 workers and a loss of 1,562 man-days.

REGISTRANTS FOR EMPLOYMENT OR BETTER EMPLOYMENT

The total number of registrants for employment or better employment, according to registers of the Employment Exchanges, as at the end of November 1963, and December 1963 was as given below :—

	November 1963			December 1963		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	19,003..	16,554..	35,557..	19,145..	16,779..	35,924
Skilled ..	13,755..	2,931..	16,686..	13,538..	3,046..	16,584
Semi-skilled ..	30,483..	6,292..	37,775..	30,140..	6,115..	36,255
Unskilled ..	57,965..	5,423..	63,388..	58,364..	4,795..	63,159
Total ..	121,206	31,200	152,406	121,187	30,735	151,922

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

	November, 1963			December, 1963		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	83 ..	7 ..	90 ..	64 ..	13 ..	77
Skilled ..	36 ..	1 ..	37 ..	22 ..	— ..	22
Semi-skilled ..	65 ..	3 ..	68 ..	41 ..	1 ..	42
Unskilled ..	144 ..	6 ..	150 ..	226 ..	— ..	226
Total ..	328	17	345	353	14	367

WAGES BOARDS

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

XXXI—The Coir Mattress and Bristle Fibre Export Trade.

(A) DESCRIPTION OF THE TRADE

THE description of the Coir Mattress and Bristle Fibre Export Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, published in *Ceylon Government Gazette* No. 12,156 of July 8, 1960, and came into force on August 1, 1960.

Order

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

The Coir Mattress and Bristle Fibre Export Trade, that is to say—

- (i) the receipt of manufactured coir mattress and bristle fibre at stores ;
- (ii) the process of conditioning and packing coir mattress and bristle fibre for export ; and
- (iii) the transport of coir mattress and bristle fibre for shipping ; including—

(A) the work of the workers employed in—

- (1) receiving fibre into stores from lorries or carts ;
- (2) counting ballots and bundles ;
- (3) weighing ballots and bundles ;
- (4) sorting fibre ;
- (5) stacking ballots and bundles ;
- (6) breaking stacks of ballots and bundles ;
- (7) unwrapping ballots and bundles ;
- (8) picking and teasing fibre ;
- (9) bundling loose fibre ;
- (10) drying loose fibre ;
- (11) removing ballots and bundles from one part of the stores to another ;
- (12) hackling (that is to say, dressing for export) by hand and tying bristle fibre into hanks ;
- (13) hacking (that is to say, dressing for export) by hand without tying into hanks in preparation for dyeing ;
- (14) hackling (that is to say, dressing for export) by hand and tying into hanks dyed bristle fibre ;
- (15) trimming of cut bristle fibre hanks ;
- (16) cutting bristle fibre ties ;

- (17) throwing fibre from ground level to press platform (if elevated) ;
- (18) feeding fibre into teasing machines ;
- (19) balloting fibre in balloting boxes ;
- (20) twisting coir rope from coir yarn ;
- (21) bleaching fibre with sulphur ;
- (22) dyeing fibre ;
- (23) cutting bristle fibre hanks into specified lengths ;
- (24) packing baling boxes with or without mechanical trammers ;
- (25) controlling and operating the baling press ;
- (26) strapping the bale with hoop iron or rope ;
- (27) stacking, unstacking, carrying, moving, loading and unloading bales ;
- (28) twisting and curling fibre ;
- (29) removing ballots and bundles to baling press ;
- (30) passing fibre to press packers ;
- (31) operating winches for moving press boxes ;
- (32) sawing and splitting bamboos ;
- (33) cutting hoop iron ;
- (34) stretching coir rope ;
- (35) receiving, counting, weighing, stacking, removing, cutting and preparing sundry materials used in packing and processing fibre,
- (36) sweeping and cleaning press, platform, pit and surroundings ;
- (37) covering bales with jute hessian and stitching ;
- (38) wrapping ballots with paper or jute hessian ;
- (39) marking packages for shipment ;
- (40) removing packages for shipment ;
- (41) preparing and distributing meals and tea ;
- (42) the work of a kangany ;
- (43) issuing oil for hackling ;
- (44) sweeping of stores and drains ;
- (45) removing coir dust and rubbish for disposal ;
- (46) sifting coir dust ;
- (47) bagging coir dust and rubbish ; and

(B) any other operation connected with or incidental to the work specified in paragraph (A), but excluding the work of the following workers :—

- (1) clerks, storekeepers, timekeepers, checkers, overseers, watchers ;
- (2) workers in the Motor Transport Trade, specified in the Order published in *Gazette* No. 9,481 of November 2, 1945 ;
- (3) workers in the Building Trade, specified in the Order published in *Gazette* No. 10,054 of December 16, 1949, as subsequently amended ; and

- (4) workers in the Engineering Trade, specified in the Order published in *Gazette* No. 9,224 of January 7, 1944, as subsequently amended.

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Coir Mattress and Bristle Fibre Export Trade was established on December 16, 1960, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 12,262 of December 30, 1960.

(C) DECISIONS OF THE BOARD

The decisions of the Wages Board for the Coir Mattress and Bristle Fibre Export Trade came into force on July 1, 1962. A notification relating to those decisions was published under section 29 (3) of the Wages Boards Ordinance in *Ceylon Government Gazette* No. 13,187 of June 29, 1962. Decision varying earlier decisions was published in a notification appearing in *Government Gazette Extraordinary* No. 13,939 of January 31, 1964.

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 :—

<i>Process</i>	<i>Rate</i>
	<i>Rs. c.</i>
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 hundredweight
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 hundredweight
Hackling (that is dressing for export) party or wholly hand without tying into hanks in preparation for dyeing	.. 4 12 per hundredweight
Hackling (that is dressing for export) partly or wholly by hand and tying into hanks dyed Bristle Fibre	.. 9 25 per hundredweight

PART III

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

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

(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 prece- ding month is 100·1 the special allowance shall be—	(b) Where the cost of living index number for the prece- ding 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.
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; stocking 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

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(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 preced- ing column 3 (a) shall be increased or the rate of special allowance prescribed in the preced- ing column 3 (b) shall be decreased, as the case may be, for each com- plete 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 here under 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

	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.0-98.3	.. 1 97	.. 2 7	.. 1 85	.. 1 49	.. 1 54	.. 1 59	.. 1 69
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 working 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 purposes 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.

Public Holidays (Section 25)

9. (a) Subject to the provisions of this paragraph and of paragraph 10, every employer shall allow as holidays with remuneration to all workers employed by him, the following public holidays within the meaning of the Holidays Ordinance (Chapter 177) :—

- (1) The Tamil Thai Pongal Day ;
- (2) The Independence Commemoration Day (February 4) ;
- (3) The Sinhala and Hindu New Year's Day ;
- (4) May Day (May 1) ; ..
- (5) The Full Moon Day of the Sinhala Month of Wesak ;
- (6) The Birthday of the Holy Prophet Mohamed (On Whom Be Peace, Meelad-on-Nabi) ; and
- (7) Christmas Day.

(b) The provisions of sub-paragraph (a) of this paragraph shall not apply to a worker in any case where a public holiday referred to in that sub-paragraph occurs during any period when such worker is on strike ;

(c) The remuneration payable to a worker for each such holiday as is referred to in the preceding sub-paragraph (a) shall be not less than the minimum rate of wages payable for a normal working day in the month in which such holiday occurs.

10. An employer may employ any worker on any such public holiday as is referred to in the preceding paragraph subject, however, to the following conditions :—

- (a) a day on or before the thirty first day of December next succeeding such public holiday shall be granted to the worker as a holiday with remuneration at not less than the daily minimum rate of wages payable for a normal working day on the month in which the alternative holiday is granted ; or
- (b) such worker shall be remunerated for work done on any such public holiday at not less than double the minimum daily rate of wages for work done during the number of hours constituting a normal working day and at not less than 3 times the normal hourly rate (obtained by dividing the minimum daily rate by 8) for work done during each hour in excess of the number of hours constituting a normal (and proportionately for work done for part of such hour) working day.

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 .. 197*
1944	.. 102	.. 94	.. 105	.. 156	.. 127	.. 109 .. 200
1945	.. 110	.. 94	.. 112	.. 165	.. 158	.. 121 .. 221
1946	.. 113	.. 111	.. 124	.. 180	.. 155	.. 125 .. 229
1947	.. 126	.. 121	.. 136	.. 213	.. 157	.. 138 .. 252
1948	.. 138	.. 101	.. 148	.. 189	.. 157	.. 142 .. 260
1949	.. 144	.. 97	.. 129	.. 156	.. 148	.. 141 .. 258
1950	.. 154	.. 102	.. 129	.. 155	.. 154	.. 149 .. 272
1951	.. 155	.. 112	.. 129	.. 197	.. 160	.. 154 .. 283
1952	.. 153	.. 104	.. 131	.. 192	.. 168	.. 153 .. 281

† Average for 5 months only.

* Average for 11 months only.

B—Colombo Consumer's Price Index

Base : Average Prices 1952=100

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
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Group Weights	61.89 ..	4.29 ..	5.70 ..	9.42 ..	18.71	
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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
1962	.. 100.93	.. 105.56	.. 101.53	.. 108.21	.. 124.95	.. 106.3
1963	.. 103.02	.. 103.03	.. 101.53	.. 118.16	.. 126.58	.. 108.8

1963—

January	.. 101.49	.. 104.15	.. 101.53	.. 111.65	.. 125.56	.. 107.1
February	.. 102.24	.. 105.19	.. 101.53	.. 113.58	.. 125.77	.. 107.8
March	.. 102.36	.. 103.34	.. 101.53	.. 116.24	.. 125.77	.. 108.0
April	.. 103.60	.. 103.00	.. 101.53	.. 119.31	.. 125.93	.. 109.1
May	.. 103.52	.. 103.34	.. 101.53	.. 119.72	.. 125.67	.. 109.1
June	.. 103.68	.. 103.00	.. 101.53	.. 119.80	.. 125.80	.. 109.2
July	.. 103.64	.. 103.34	.. 101.53	.. 120.95	.. 125.77	.. 109.3
August	.. 101.95	.. 103.34	.. 101.53	.. 121.03	.. 126.83	.. 108.4
September	.. 101.37	.. 103.00	.. 101.53	.. 119.77	.. 127.02	.. 108.0
October	.. 103.45	.. 102.65	.. 101.53	.. 117.81	.. 127.57	.. 109.2
November	.. 104.07	.. 101.15	.. 101.53	.. 118.53	.. 128.79	.. 109.8
December	.. 104.90	.. 100.81	.. 101.53	.. 119.56	.. 128.52	.. 110.3

1964—

January	.. 105.70	.. 102.19	.. 101.53	.. 122.87	.. 128.71	.. 111.2
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TABLE II—WAGES INDEX NUMBERS

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

A
Base : 1939=100

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

B

Base : 1952=100

1953 .. — ..	1.95	101.56	99.96	90.97	101.31	99.71
1954 .. — ..	1.99	103.65	102.52	91.04	101.39	100.29
1955 .. — ..	2.06	107.29	106.76	94.94	105.74	105.21
1956 .. — ..	2.08	108.33	108.11	96.24	107.18	106.91
1957 .. — ..	2.10	109.38	106.40	99.16	110.44	107.43
1958 .. — ..	2.14	111.46	106.21	113.74	126.67	120.70
1959 .. — ..	2.14	111.46	105.95	113.74	126.67	120.41
1960 .. — ..	2.12	110.42	106.69	113.74	126.67	122.39
1961 .. — ..	2.13	110.94	105.86	113.74	126.67	120.87
1962 .. — ..	2.16	112.50	105.83	113.74	126.67	119.16
1963 .. — ..	2.19	114.06	104.83	113.74	126.67	116.42
1963 — January	2.17	113.02	105.53	113.74	126.67	118.27
February	2.17	113.02	104.84	113.74	126.67	117.50
March	2.17	113.02	104.65	113.74	126.67	117.29
April	2.17	113.02	103.59	113.74	126.67	116.10
May	2.20	114.58	105.02	113.74	126.67	116.10
June	2.20	114.58	104.93	113.74	126.67	116.00
July	2.20	114.58	104.83	113.74	126.67	115.89
August	2.20	114.58	105.70	113.74	126.67	116.85
September	2.20	114.58	106.09	113.74	126.67	117.29
October	2.17	113.02	103.50	113.74	126.67	116.00
November	2.20	114.58	104.35	113.74	126.67	115.36
December	2.20	114.58	103.88	113.74	126.67	114.84
1964 — January	2.22	115.63	103.98	113.74	126.67	113.91

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952 = 100

Year	Agriculture *		Trades other than Agriculture †		Agriculture and Trades other than Agriculture Combined	
	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.
	Rs. c.		Rs. c.		Rs. c.	
1952 ..	1.96	100.00	2.92	100.00	2.04	100.00
1953 ..	1.99	101.53	2.95	101.03	2.07	101.47
1954 ..	2.02	103.06	2.94	100.68	2.09	102.45
1955 ..	2.09	106.63	2.96	101.37	2.16	105.88
1956 ..	2.10	107.14	3.00	102.74	2.17	106.37
1957 ..	2.13	108.67	3.15	107.88	2.20	107.84
1958 ..	2.16	110.20	3.39	116.10	2.26	110.78
1959 ..	2.16	110.20	3.76	128.77	2.29	112.25
1960 ..	2.16	110.20	3.74	128.08	2.28	111.76
1961 ..	2.17	110.71	3.75	128.42	2.29	112.25
1962 ..	2.19	111.73	3.78	129.45	2.32	113.73
1963 ..	2.22	113.27	3.82	130.82	2.35	115.20
1963 — January	2.21	112.76	3.78	129.45	2.33	114.22
February	2.21	112.76	3.78	129.45	2.33	114.22
March	2.21	112.76	3.81	130.48	2.34	114.71
April	2.21	112.76	3.81	130.48	2.34	114.71
May	2.23	113.78	3.84	131.51	2.36	115.69
June	2.23	113.78	3.84	131.51	2.36	115.69
July	2.23	113.78	3.84	131.51	2.36	115.69
August	2.23	113.78	3.84	131.51	2.36	115.69
September	2.23	113.78	3.82	130.82	2.35	115.20
October	2.21	112.76	3.81	130.48	2.34	114.71
November	2.23	113.78	3.84	131.51	2.36	115.69
December	2.23	113.78	3.84	131.51	2.36	115.69
1962 — January	2.26	115.31	3.85	131.85	2.38	116.67

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.

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 ..	27,629	18,201	34,212	71,223	151,265
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	69,194	150,222
April	29,123	17,109	34,055	67,796	148,083
May	29,756	17,149	34,079	68,140	149,124
June	30,526	17,150	34,309	67,993	149,978
July	31,324	17,264	34,524	68,056	151,168
August	31,568	17,127	34,672	67,288	150,655
†September	31,720	16,906	34,457	66,487	149,570
October	32,339	17,117	34,998	65,651	150,105
November	32,926	17,286	35,600	65,560	151,372
December	33,825	17,352	35,593	65,439	152,209
1963 January	34,455	17,680	36,298	65,546	153,979
February	34,987	17,405	36,610	64,897	153,899
March	35,179	17,278	36,647	64,034	153,138
April	35,070	17,004	36,347	62,688	151,109
May	35,271	16,674	36,168	61,668	149,781
June	35,954	16,418	36,250	61,313	149,935
July	36,748	16,739	36,687	62,336	152,510
August	37,300	17,605	37,071	62,523	153,799
September	36,821	16,816	37,360	62,324	153,321
§October	36,311	16,823	37,090	63,008	153,232
November	35,557	16,686	36,775	63,388	152,406
December	35,924	16,584	36,255	63,159	151,922

* 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) Unemployed persons seeking employment ;
- (b) Under-employed persons seeking full-time employment ; and
- (c) Employed persons seeking better employment.

‡ Amended figures.

§ Excluding figures for Haputale.

TABLE V—The Number of Registrants for Employment or Better Employment
CLASSIFICATION BY

<i>Year</i>	<i>Colombo</i>	<i>Negombo</i>	<i>Katutura</i>	<i>Galle</i>	<i>Kandy</i>	<i>Navalapitiya</i>	<i>Kurunegala</i>	<i>Jaffna</i>	<i>Ratnapura</i>	<i>Badulla</i>	<i>Batticaloa</i>	<i>Kalmunai</i>
1947 ..	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—
1948 ..	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—
1949 ..	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—
1950 ..	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—
1951 ..	33,125	3,422	2,886	4,350	2,209	537*	886	1,587	569	904	418	1,207
1952 ..	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992
1953 ..	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333
1954 ..	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,962	1,471	440	388	297
1955 ..	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261
1956 ..	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694
1957 ..	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501
1958 ..	52,563	7,721	7,300	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354
1959 ..	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422
1960 ..	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,084	680
1961 ..	62,515	14,821	9,995	13,414	7,600	3,013	5,196	3,327	4,173	3,126	1,273	711
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
February ..	61,872	14,975	10,334	13,709	7,489	2,819	4,846	3,476	4,267	3,165	1,440	715
March ..	61,256	14,756	10,315	13,809	7,389	2,632	4,673	3,425	4,212	3,105	1,538	665
April ..	60,423	14,499	10,269	13,826	7,280	2,632	4,591	3,384	4,091	3,067	1,493	594
May ..	60,446	14,297	10,397	14,246	7,095	2,715	4,576	3,706	4,195	3,186	1,477	604
June ..	60,606	13,973	10,668	14,644	6,993	2,713	4,642	3,731	4,157	3,173	1,400	621
July ..	61,012	14,200	10,771	14,889	6,922	2,622	4,779	3,644	4,233	3,143	1,298	600
August ..	60,590	13,813	10,774	15,094	7,066	2,564	4,792	3,600	4,311	3,198	1,264	602
September	59,562	11,646	10,660	15,193	7,089	1,824*	4,801	3,564	4,423	3,231	1,179	574
October ..	58,765	12,389	10,792	15,604	7,236	1,268	4,828	3,628	4,284	3,241	1,170	584
November	59,025	12,736	10,801	15,927	7,327	1,227	4,968	3,689	4,434	3,276	1,215	608
December	59,273	12,940	10,514	16,258	7,422	1,240	4,981	3,910	4,544	3,138	1,447	641
1963—												
January ..	59,402	13,013	10,362	16,521	7,569	1,285	5,033	4,132	4,573	3,092	1,917	654
February ..	59,326	12,809	10,378	16,735	7,569	1,271	5,128	4,299	4,429	3,019	2,066	643
March ..	59,059	12,742	10,296	16,793	7,479	1,204	5,101	4,287	4,440	3,083	2,021	599
April ..	58,183	12,321	10,215	16,724	7,424	1,189	5,097	4,370	4,361	3,066	1,805	634
May ..	57,109	12,183	10,126	16,652	7,325	1,140	5,071	4,388	4,444	3,067	1,746	670
June ..	56,918	11,818	10,285	17,102	7,343	1,169	5,310	3,911	4,518	3,092	1,741	671
July ..	57,157	11,872	10,509	17,653	7,477	1,091	5,604	3,812	4,793	3,043	1,723	694
August ..	57,461	11,862	10,744	17,991	7,444	1,028	5,791	3,780	4,833	2,999	1,705	696
September	56,564	11,642	10,995	18,213	7,465	1,000	5,860	3,848	4,844	2,913	1,592	665
October ..	57,010	11,758	11,001	17,726	7,514	1,086	5,910	3,803	4,844	2,932	1,568	600
November	56,567	11,770	11,180	17,066	7,576	1,065	6,110	3,500	4,828	2,899	1,511	507
December	55,904	11,768	11,237	16,658	7,529	1,022	6,438	3,593	4,949	2,910	1,508	540

* Amended figures

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

<i>Trincomalee</i>	<i>Anuradhapura</i>	<i>Avissoella</i>	<i>Haputale</i>	<i>Matarā</i>	<i>Vavuniya</i>	<i>Kegalle</i>	<i>Matale</i>	<i>Chilāne</i>	<i>Hatton</i>	<i>Nuwara Eliya</i>	<i>Total</i>
—	—	—	—	—	—	—	—	—	—	—	34,744
233	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,732
348	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	52,707
252	437	678	—	—	—	—	—	—	—	—	53,023
239	548	477	526	1,382	—	—	—	—	—	—	51,546
1,567	884	1,377	396	1,589	—	—	—	—	—	—	63,304
776	1,104	1,582	392	2,411	—	—	—	—	—	—	71,010
939	1,651	1,984	721	4,206	—	—	—	—	—	—	85,952
1,252	1,198	2,226	840	5,331	551	1,947	—	—	—	—	110,856
1,188	1,380	2,925	1,110	5,324	531	2,465	—	—	—	—	117,799
1,365	1,733	2,965	1,198	5,812	611	2,786	970	—	—	—	128,018
1,756	2,550	3,784	1,222	8,179	772	3,143	986	—	—	—	151,092
1,872	2,563	364	1,368	8,060	574	3,301	1,199	—	—	—	150,231
1,441	2,579	3,639	1,332	8,218	639	3,409	1,272	—	—	—	152,609
1,465	2,579	3,554	1,317	8,148	691	3,413	1,266	—	—	—	151,540
1,468	2,548	3,603	1,293	8,165	746	3,364	1,260	—	—	—	150,222
1,457	2,421	3,433	1,266	8,049	762	3,277	1,269	—	—	—	148,088
1,578	2,468	3,428	1,267	8,148	736	3,282	1,277	—	—	—	149,124
1,853	2,453	3,376	1,310	8,251	799	3,317	1,293	—	—	—	149,978
2,007	2,557	3,480	1,330	8,265	814	3,300	1,302	—	—	—	151,168
4,915	2,576	3,584	1,371	8,218	768	3,230	1,275	—	—	—	150,655
1,864	2,597	3,712	1,360	8,058	734	3,231	1,272	2,290	706	—	149,570*
1,580	2,691	3,741	1,340	8,123	702	3,196	1,299	2,262	687	733	150,105
1,480	2,677	3,808	1,244	7,919	716	3,200	1,252	2,342	709	792	151,372
1,431	2,742	3,804	1,188	7,811	737	3,230	1,259	2,109	768	822	152,209
1,456	2,839	3,842	1,190	7,964	778	3,304	1,295	2,152	728	878	153,979
1,472	2,840	3,701	1,206	8,038	758	3,363	1,310	2,163	712	664	153,899
1,409	2,809	3,671	1,230	8,056	746	3,347	1,279	2,152	672	663	153,138
1,239	2,703	3,512	1,241	8,154	724	3,286	1,259	2,239	672	691	151,109
1,144	2,746	3,510	1,261	8,194	712	3,321	1,282	2,267	726	697	149,781
1,135	2,753	3,547	1,253	8,151	705	3,400	1,305	2,400	752	656	149,935
1,207	2,904	3,764	1,326	8,313	711	3,606	1,355	2,438	805	653	152,510
1,240	3,055	3,789	1,323	8,362	683	3,715	1,402	2,431	798	662	153,799
1,318	3,208	3,735	1,338	8,406	681	3,794	1,397	2,392	802	649	153,321
1,350	3,177	3,579	1,325	8,358	684	3,846	1,387	2,277	881	616	153,232
1,361	3,265	3,578	1,356	8,536	690	3,901	1,369	2,303	871	597	152,406
1,389	3,128	3,528	1,414	8,606	671	4,049	1,345	2,269	889	578	151,922

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	10,180	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,137	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	8,287	3,107	11,187	1,802	19,679	1,887	34,268	5,657	78,871	12,458
1953	13,386	1,523	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	7,563
1955	13,524	2,166	10,609	1,064	22,358	1,187	2,392	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	14,867	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	112,623	5,648
1962	24,155	1,263	11,626	468	22,994	809	42,404	2,317	101,179	4,857
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	35	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
June	2,377	105	1,155	34	2,207	47	4,232	303	9,971	489
July	2,260	105	996	49	1,984	51	3,923	177	9,163	382
August	1,863	139	958	46	1,826	76	3,566	179	8,213	440
September	1,922	100	768	24	1,840	41	3,119	196	7,649	361
October	1,967	99	1,061	50	2,161	70	3,673	219	8,862	438
November	1,973	90	999	25	2,135	57	3,939	211	9,046	383
December	2,453	62	1,027	40	1,741	73	3,800	134	9,021	359
1963 January	2,227	138	1,115	36	2,386	102	3,848	208	9,576	484
February	2,289	201	913	54	2,122	58	3,027	183	8,351	496
March	2,156	161	817	41	1,958	76	3,187	184	8,118	462
April	1,617	94	721	60	1,532	24	2,632	183	6,502	361
May	1,936	101	785	37	1,815	61	3,061	112	7,647	311
June	2,600	109	917	63	2,224	62	3,865	172	9,606	406
July	2,651	107	1,204	54	2,475	131	4,446	248	10,776	540
August	2,274	97	1,143	40	2,106	61	3,521	207	9,044	405
September	1,707	70	1,009	25	2,145	55	3,692	279	8,553	429
October	1,675	77	1,158	33	2,241	99	3,980	314	9,054	523
November	1,467	90	1,069	37	2,014	68	4,091	150	8,641	345
December	2,348	77	1,102	22	1,933	42	4,050	226	9,433	367

* Revised figures.

TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of December, 1963

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	668	59	357	6	703	26	1,251	78	2,979	169
Negombo	132	1	95	1	126	1	345	25	698	28
Kalutara	159	—	50	—	140	—	173	17	522	17
Galle	225	5	78	—	140	4	458	3	901	12
Kandy	140	1	79	—	109	3	263	10	591	14
Nawalapitiya	19	—	6	—	19	—	28	1	72	1
Kurunegala	144	—	86	—	82	—	236	—	548	—
Jaffna	91	—	43	—	71	—	129	—	334	—
Batnapura	117	3	30	—	76	4	170	18	393	25
Badulla	79	2	17	—	56	1	76	5	228	8
Batticaloa	42	—	20	—	48	—	66	30	176	30
Kalmunai	32	—	6	—	19	—	22	—	79	—
Trincomalee	20	—	16	15	22	1	75	6	133	22
Anuradhapura	71	1	38	—	62	1	100	22	271	24
Avissawella	64	—	17	—	39	—	57	—	177	—
Haputale	25	—	15	—	15	—	50	—	105	—
Matara	141	5	78	—	96	—	329	1	644	6
Vavuniya	6	—	3	—	11	—	4	—	24	—
Kegalla	105	—	29	—	47	—	58	—	239	—
Matale	23	—	9	—	13	1	28	1	73	2
Chilaw	28	—	18	—	21	—	79	1	146	1
Hatton	8	—	9	—	7	—	34	—	58	—
Nuwara Eliya	9	—	3	—	11	—	19	8	42	8
Total	2,348	77	1,102	22	1,933	42	4,050	226	9,433	36

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	Not available	Not available	4	Not available	Not available
1940	36	9,732	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66‡	12,399	987
1945	28	3,514	4,285*	53	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,714
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	363,600	430,586	54	14,482	31,996
1954	59	86,450	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,293	36,016
1956	99	56,908	200,888	115	31,852	152,966
1957	177	297,061	618,050	127	70,239	190,443
1958	123	39,372	340,632	96	42,713	399,228
1959	177	47,318	352,145	71	42,932	463,119
1960	123	42,528	259,948	37	4,830	15,189‡
1961	90	29,223	317,866	39	38,013	170,372
1962	138	42,569	193,792	50	25,730	801,882
1963 January to Nov. §	163	59,317	349,308	40	20,230	234,763
1962 January	10	3,905	18,718	1	22	199
February	6	2,476	16,590	3	13,950	531,006
March	6	2,245	6,382	2	2,550	165,870
April	13	2,096	5,527	3	1,078	1,078
May	14	3,817	6,477	3	1,196	1,916
June	16	5,278	16,150	2	175	644
July	14	4,737	20,469	10	1,268	18,087
August	12	4,478	13,236	0	731	5,802
September	12	3,561	38,750	4	681	12,696
October	18	5,127	11,026	5	1,405	12,519
November	10	3,470	26,038	6	2,359	51,441
December	7	1,385	9,429	5	315	624
1963 January	14	3,330	10,429	3	84	874
February	7	3,291	8,475	3	15,222	203,846
March	19	4,226	15,388	1	103	909
April	25	7,966	53,867	4	477	1,713
May	9	3,383	17,469	5	996	1,943
June	12	4,007	47,909	6	620	4,014
July	22	14,753	81,067	6	1,261	16,719
August	10	2,613	36,247	2	150	850
September	16	5,348	26,023	6	888	4,174
October §	15	5,658	31,361	4	429	721
November §	14	4,742	21,073	—	—	—

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

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

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

§ The figures are provisional and subject to amendment.

** Amended figures.

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

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

TABLE IX—CLASSIFICATION OF THE STRIKES IN NOVEMBER, 1963, 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 ..	12	..	4,550	..	19,511	..
Rubber ..	2	..	192	..	1,562	..
Tea-cum-Rubber ..	—	..	—	..	—	..
Coconut ..	—	..	—	..	—	..
Coconut-cum-Rubber ..	—	..	—	..	—	..
Total ..	14		4,742		21,073	
Engineering ..	—	..	—	..	—	..
Printing ..	—	..	—	..	—	..
Motor Transport ..	—	..	—	..	—	..
Tea Export ..	—	..	—	..	—	..
Rubber Export ..	—	..	—	..	—	..
Coconut Manufacturing ..	—	..	—	..	—	..
Toddy, Arrack and Vinegar ..	—	..	—	..	—	..
Cigar Manufacturing ..	—	..	—	..	—	..
Tea & Rubber Manufacturing ..	—	..	—	..	—	..
Cinema ..	—	..	—	..	—	..
Dock, Harbour and Port Transport ..	—	..	—	..	—	..
Building Trade ..	—	..	—	..	—	..
Local Government Services ..	—	..	—	..	—	..
Service Institutions ..	—	..	—	..	—	..
Factories, Workshops, &c., run by the State ..	—	..	—	..	—	..
Textile ..	—	..	—	..	—	..
Relief Schemes ..	—	..	—	..	—	..
Wholesale and Retail Distribution ..	—	..	—	..	—	..
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—	..
Beedi Manufacturing ..	—	..	—	..	—	..
Hotel ..	—	..	—	..	—	..
Tile Manufacturing ..	—	..	—	..	—	..
Miscellaneous ..	—	..	—	..	—	..
Coir Mattress and Bristle Fibre Export ..	—	..	—	..	—	..
Total ..	—		—		—	
Grand Total ..	14		4,742		21,073	

TABLE X—CLASSIFICATION OF THE STRIKES IN NOVEMBER, 1963, 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 ..	5	..	1,980	..
2. Wage increases, Higher rates for piece work, &c. ..	—	..	—	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	5	..	1,395	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	2	..	789	..
5. Food matters. Welfare ..	—	..	—	..
6. Right of association and meeting ..	—	..	—	..
7. Factional disputes and domestic matters ..	—	..	—	..
8. External matters (e.g., arrest by Police, &c.) ..	—	..	—	..
9. Assaults by employer or agent or others ..	1	..	500	..
10. General demands ..	—	..	—	..
11. Sympathetic strikes ..	1	..	78	..
Total ..	14		4,742	

APPENDIX I

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

<i>Class of Worker</i>	<i>Month : February, 1964</i>					
	<i>Basic Wage</i>		<i>Special Allowance</i>		<i>Total</i>	
	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>
(1) Baking Trade						
<i>Monthly Rates :</i>						
Class "A" Worker : foreman, head bakers, head basses, cooks, "short eats" makers, pastry makers, cake decorators	70	0	63	70	133	70
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	58	75	113	75
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, deliverymen	39	0	44	77	83	77
(2) Beedi Manufacturing Trade						
<i>Piece Rates :</i>						
"Nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—						
(a) beedies not more than 2 ins. long	5	0	—	..	5	0
(b) beedies more than 2 ins. long but less than 3 ins.	6	0	—	..	6	0
(c) beedies not less than 3 ins. long	7	0	—	..	7	0
"Nool" (thread) beedi rolling (inclusive of filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—						
(a) beedies not more than 2 ins. long	3	34	—	..	3	34
(b) beedies more than 2 ins. long but less than 3 ins.	4	0	—	..	4	0
(c) beedies not less than 3 ins. long	4	66	—	..	4	66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—						
(a) beedies not more than 2 ins. long	1	67	—	..	1	67
(b) beedies more than 2 ins. long but less than 3 ins.	2	0	—	..	2	0
(c) beedies not less than 3 ins. long	2	34	—	..	2	34
Fixing ring labels round rolled beedies, per 1,000 beedies	0	50	—	..	0	50

Month : February, 1964

Class of Worker

<i>Basic Wages Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
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(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 ..	2 06 ..	4 06
Skilled Workers, Grade II : press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters ..	1 80 ..	2 06 ..	3 86
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 ..	2 06 ..	3 66

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 96 ..	3 36
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B—Female Workers (18 and above) ..	1 15 ..	1 85 ..	3 00
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C—Workers (under 18 years) :

Over 14 years but under 15	0 80 ..	1 46 ..	2 26
Over 15 years but under 16	0 90 ..	1 51 ..	2 41
Over 16 years but under 17	1 0 ..	1 56 ..	2 56
Over 17 years but under 18	1 10 ..	1 66 ..	2 76

(4) Building Trade

Daily Rates :

Unskilled:

Male labourers under 18 years of age ..	1 40 ..	2 18 ..	3 58
Female labourers not under 18 years of age ..	1 10 ..	2 18 ..	3 28
Unskilled labourers (irrespective of sex) under 18 years of age	0 90 ..	2 18 ..	3 08

Semi-skilled, Grade II:

Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1 65 ..	2 28 ..	3 93
Semi-skilled, Grade I:			
Kanganies	1 80 ..	2 28 ..	4 08

Skilled:

Masons (building), carpenters (building), plumbers ; erectors (construction steel) ; equipment maintenance men ; tinkers	2 0 ..	2 28 ..	4 28
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Class of Worker	Month: February, 1964		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(5) Cigar Manufacturing Trade			
<i>Piece Rates :</i>			
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 110 or under, per 1,000 cigars	11 0 ..	— ..	11 0
(6) Cinema Trade			
<i>Monthly Rates :</i>			
A.—NON-CLERICAL			
<i>Unskilled</i>			
Advertisement cart puller; Advertisement or poster boy; Bathroom boy; Car or cycle park attendant; Chocolate boy; Cleaner; Cloak room boy; Conservancy labourer; Garden labourer; Gate-keeper; Hall boy; Peon; Sandwich boy; Soft drinks keeper; Unskilled labourer; Usher; Usherette; Waiter; Watcher (day); Watcher (night)			
	36 50 ..	56 56 ..	93 06
<i>Semi-skilled</i>			
Assistant bar-keeper; Assistant Engine-driver; Checker; Cook, Grade II (lower); Re-winder; Telephone operator; Third Assistant operator:			
(a) Within the Municipal areas	43 0 ..	59 16 ..	102 13
(b) Outside the Municipal areas	40 0 ..	59 16 ..	99 16
<i>Skilled, Grade II</i>			
Assistant operator; Bar-keeper; Carpenter; Cook, Grade I (higher); Electrician, Grade II; Film room repairer, Grade II; Non synch operator; Second Assistant operator; Supervisor or head checker; Tent master; Wireman; Fireman:—			
(a) Within the Municipal area	55 0 ..	60 98 ..	115 98
(b) Outside the Municipal areas	47 0 ..	60 98 ..	107 98
<i>Skilled, Grade I</i>			
Armature winder; Electrician, Grade I; Engine Driver; Film room repairer, Grade I; Head operator; Tent maker:—			
(a) Within the Municipal areas	66 0 ..	60 98 ..	126 98
(b) Outside the Municipal areas	61 0 ..	60 98 ..	121 98

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(6) Cinema Trade (contd.)						
B.—CLERICAL						
Grade III						
Advertisement clerk; Assistant cashier clerk; Despatch and clearing clerk; Advance booking clerk; Booking clerk :—						
(a) Within the Municipal areas	..	50 0	..	55 00	..	105 00
(b) Outside the Municipal areas	..	45 0	..	55 00	..	100 00
Grade II						
Advertisement manager; Cashier clerk; Clerk (accounts and general); Typist; Wharf clerk; Storekeeper; Book-keeper :—						
(a) Within the Municipal areas	..	55 0	..	58 00	..	113 00
(b) Outside the Municipal areas	..	50 0	..	58 00	..	108 00
Grade I						
Head clerk	..	110 0	..	63 00	..	173 00

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

Piece Rates :

Cinnamon peeling (inclusive of cutting sticks from bushes, cutting sticks 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 80	..	—	..	0 80
Pruning per acre	..	15 0	..	—	..	15 0
Draining a linear chain of drain 18" x 18"	..	4 0	..	—	..	4 0
Annual weeding, per acre	..	40 0	..	—	..	40 0

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

Daily Rates :

Male worker not under 16 years	..	1 10	..	1 27	..	2 37
Female worker not under 15 years	..	0 90	..	0 94	..	1 84
Child worker	..	0 65	..	0 87	..	1 52

(9) Coconut Growing Trade

Daily Rates :

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

Kangany	..	1 40	..	1 27	..	2 67
Male not under 16 years	..	1 25	..	1 27	..	2 52
Female not under 15 years	..	1 5	..	0 94	..	1 99
Male worker under 16 years or Female worker under 15 years	..	0 80	..	0 87	..	1 67

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

Month : February, 1964

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(9) Coconut Growing Trade (contd.)						
<i>Monthly Rates :</i>						
Conductor employed in—						
(a) any coconut plantation of not less than 75 acres but less than 100 acres in extent, per month	100	0*	—	..	100	0
(b) any coconut plantation of not less than 100 acres but less than 150 acres in extent, per month	125	0*	—	..	125	0
(c) any coconut plantation of not less than 150 acres but less than 200 acres in extent, per month	150	0*	—	..	150	0
(d) any coconut plantation of not less than 200 acres but less than 250 acres in extent, per month	175	0*	—	..	175	0
(e) any coconut plantation of not less than 250 acres in extent, per month	200	0*	—	..	200	0
<i>Piece Rates :</i>						
(1) In the raising and maintenance of plantations: Picking nuts, per 1,000 trees	18	0	—	..	18	0
(2) In the manufacture of copra :						
(a) husking nuts, per 1,000 nuts	3	50	—	..	3	50
(b) splitting nuts, copra curing and sorting, per 1,000 nuts	2	50	—	..	2	50
(10) Coconut Manufacturing Trade						
<i>Daily Rates :</i>						
In the manufacture of (1) desiccated coconuts, (2) coconut oil, (3) fibre and (4) coir products—						
Kangany	1	80	2	12	3	92
Male not under 18 years	1	40	2	12	3	52
Female not under 18 years	1	15	1	74	2	89
Worker, irrespective of sex under 18 years	1	15	1	67	2	82
<i>Piece Rates :</i>						
(a) In the manufacture of desiccated coconuts—						
(1) husking nuts, per 1,000 nuts	2	19	—	..	2	19
(2) removing shells (hatchetting) per 1,000 nuts	1	13	—	..	1	13
(3) removing parings, per 1,000 nuts	1	13	—	..	1	13
(4) washing coconut meat and disintegrating, per 1,000 pounds	0	88	—	..	0	88
(5) drying, per 1,000 pounds	1	31	—	..	1	31
(6) sifting and grading, per 1,000 pounds	1	6	—	..	1	6
(7) packing and stencilling per case of 120 to 130 pounds	0	10	—	..	0	10
(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—						
(1) crushing husks per cwt. (wet weight of bristle fibre)	0	94	—	..	0	94
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre)	0	94	—	..	0	94
(3) cleaning mattress fibre, drying and baling per cwt.	0	31	—	..	0	31
(4) hanking bristle fibre and tying, per cwt.	1	50	—	..	1	50
(5) manufacture of mats and matting—						
(i) mats, per sq. ft.	0	44	—	..	0	44
(ii) matting, per square yard	0	15	—	..	0	15
(6) hacking bristle fibre and tying, per cwt.	3	25	—	..	3	25

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

Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(11) Coir Mattress and Bristle Fibre Export Trade

Daily Rates :

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 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 18 .. 3 58

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 28 .. 3 88

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 28 .. 4 08

Head baling press operator .. 2 0 .. 2 28 .. 4 28

B. Female workers (not under 18 years of age) .. 1 15 .. 2 06 .. 3 21

C. Workers (irrespective of sex) under 18 years of age—

Over 14 years but under 15 years .. 0 80 .. 1 63 .. 2 43
 Over 15 years but under 16 years .. 0 90 .. 1 68 .. 2 58
 Over 16 years but under 17 years .. 1 0 .. 1 73 .. 2 73
 Over 17 years but under 18 years .. 1 15 .. 1 83 .. 2 98

Month : February, 1964

Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(11) Coir Mattress and Bristle Fibre Export Trade (contd.)

Piece Rates :

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

(12) Dock, Harbour and Port Transport Trade*

Monthly Rates :

Manual Work—

Special Grade	65 0 ..	37 0 ..	102 0
Skilled Grade	55 0 ..	33 0 ..	88 0
Semi-skilled Grade	45 0 ..	30 0 ..	75 0
Unskilled, Grade I	37 0 ..	30 0 ..	67 0
Unskilled, Grade II	31 0 ..	30 0 ..	61 0

Women Workers—

Female kanganies	35 0 ..	30 0 ..	65 0
Female labourers	30 0 ..	30 0 ..	60 0

Non-manual Workers—

Special Grade	75 0 ..	44 0 ..	119 50
Grade I	55 0 ..	33 0 ..	88 0

Piece Rates :

Lighters from 20 to 60 tons—

Lightermen, per trip	6 0 ..	— ..	6 0
Assistant Tindals, per trip	6 25 ..	— ..	3 25
Tindals, per trip	6 50 ..	— ..	6 50

* A more detailed classification of various class of workers into group will be found in the decisions of the Wages Board for this trade published in *Government Gazette Extraordinary* No. 10,542 of June 29, 1953.

Month: February, 1964

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

Note.—The above rates shall be increased by—

(i) 50 cents for—

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

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

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

(ii) Re. 1·00 for each trip made beyond the locks to the Beira Lake ; and

(iii) Rs. 2·00 for each trip on which the lighter carries dangerous cargo.

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Month : February, 1964

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(13) Engineering Trade						
<i>Daily Rates :</i>						
Unskilled labourers	1	40	2	18	3	58
Semi-skilled workers, Grade I—						
Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fettlers (iron and brass) ; smellters (iron and brass) ; checkers (timber), sawyers ; caulkers (wood) ; boiler attendants ; drivers (engine) ; firemen ; tyre repairers ; tyre vulcanizers	1	65	2	28	3	93
Semi-skilled workers, Grade II—						
Painters ; bowmen ; greasers ; cleaners and washers ; mason, mates and blacksmith mates, employed in repairing, constructing and maintenance of roads, including workers employed in cutting side drains, scarifying the road surface, metal spreading, loading, unloading and piling of metal, tarring roads and concrete mixing by hand	1	45	2	28	3	73
Skilled workers—						
Turners ; machinists (iron and steel working) ; machinists (wood working) ; copper-smiths ; plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; core-makers ; pattern-makers ; carpenters ; joiners and cabinet-makers ; boat-builders ; saw sharpeners ; machine-knife sharpeners ; sign writers ; polishers (appliers of French polish) ; masons ; launch tindals, drivers ; splicers (rope and sail makers) ; glaziers ; driver mechanics ; oil and steam roller drivers ; shipwrights, body-builders ; hood-makers ; mechanics ; tinkers (motor) ; tinsmiths ; rivetters and caulkers ; crane drivers ; miners (blasters and drillers) and sledgers employed in repairing, constructing and maintenance of roads	2	0	2	28	4	28
Kanganies	1	80	2	28	4	08
Watchers	1	70	2	28	3	98
Trade learners and apprentices—						
First year	0	50	1	16	1	66
Second year	0	66	1	26	1	92
Third year	0	85	1	60	2	45
Fourth year	1	10	1	75	2	85
(14) Ice and Aerated Waters Manufacturing Trade						
<i>Daily Rates :</i>						
<i>Grade I :</i>						
Kanganies, Head Syrup Makers, Water Filtration Plant Operators, Can Makers, Carpenters, Fillers (Automatic), Checkers	2	0	2	28	4	28
<i>Grade II :</i>						
Can Repairers, CO ₂ Gas Control Men, Asst. Syrup Makers, Syrupers, Crowners, Clean Bottle Examiners, Carbonator Operators, Production Counters, Fillers (Hand), Labelers (Automatic), Bottle Washer off-loaders, any other workers engaged in automatic machines in the production of mineral or aerated waters, Ice Harvestors	1	65	2	28	3	93

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.		Rs.	c.
14) Ice and Aerated Waters Manufacturing Trade (contd.)						
<i>Grade III :</i>						
Ice Storers, Ice Packers, Ice Loaders, Syrup Room Labourers, Bottle Unpackers, Bottle Sorters or Cleaners, Bottle Washer Loaders, Case Fillers, Bottle Packers, Cleaners or Sweepers, Hand Washers, Case Carriers or Stackers, Stores Labourers, Labellers (Hand), Van Loaders	1	40	2	18	3	58
(15) Match Manufacturing Trade						
<i>Daily Rates :</i>						
<i>Grade I—</i>						
Splint chopping by machine driver ; peeling splints, rims, outside veneers and bottom veneers by machine driver ; sharpening knives and tools by machine driver ; filling frames by machine driver ; dipping of sticks in chemical composition by machine driver ; frictioning by machine driver ; mixing composition for match head by mixer ; paper slitting by machine driver ; the work of an overseer or kangany ; box filling by machine driver :—						
(a) Male Workers, 18 years and over ..	2	0	1	91	3	91
(b) Female Workers, 18 years and over ..	1	64	1	81	3	45
(c) Young persons, over 14 years, but under 18 years	1	25	1	46	2	71
<i>Grade II—</i>						
Cross-cutting by hand ; cross-cutting by machine driver ; splint levelling ; cutting outside, rim and bottom veneers by cutter ; inner box making by machine ; sharpening knives and tools by machine by helper ; paraffining by hand ; emptying frames ; side painting of boxes ; checking filled boxes ; banderolling by machine driver and assistant ; mixing composition for painting sides of boxes outer box making by machine ; feeding boxes by machine for box filling ; dipping sticks in chemical composition by hand :—						
(a) Male Workers, 18 years and over ..	1	60	1	91	3	51
(b) Female Workers, 18 years and over ..	1	32	1	81	3	13
(c) Young persons over 14 years but under 18 years	1	0	1	46	2	46
<i>Grade III—</i>						
The work (in the Match Manufacturing Trade) of all workers not specified in Grade I or Grade II above other than the work of a watcher—						
(a) Male Workers, 18 years and over ..	1	40	1	81	3	21
(b) Female Workers, 18 years and over ..	1	15	1	69	2	84
(c) Young persons, over 14 years but under 16 years	0	70	1	21	1	91
(d) Young persons, over 16 years but under 18 years	0	90	1	46	2	36
<i>Grade IV—</i>						
Watcher	1	70	1	91	3	61

Month : February, 1964

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(16) Motor Transport Trade					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100	0	65	42	165 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	65	42	155 42
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	62	92	147 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	65	42	165 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	60	42	130 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	65	42	132 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt.	60	0	61	12	121 12
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	61	12	111 12
Class I Workers : Omnibus checkers or time-keepers	60	0	61	12	121 12
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90	0	61	12	151 12
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items	45	0	50	92	95 92
<i>Daily Rates :</i>					
Class A worker	4	0	2	77	6 77
" B "	4	0	2	77	6 77
" C "	3	25	2	77	6 02
" D "	4	0	2	77	6 77
" E "	2	75	2	52	5 27
" F "	2	75	2	77	5 52
" G "	2	50	2	77	5 27
" H "	2	25	2	77	5 02
" K "	1	50	1	91	3 41

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

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

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

Class of Worker	Basic Wage		Special Allowance		Total		
	Rs.	c.	Rs.	c.	Rs.	c.	
(17) Plumbago Trade							
<i>Daily Rates :</i>							
Worker other than those employed in curing and dressing—							
Underground workers—							
Basses	3 0	..	1 33	..	4 33
Kanganies	}	..	2 50	..	1 33	..	3 83
Loaders							
Onsetters or Donakatarayas							
Overseers							
Shift bosses	2 33	..	1 33	..	3 66
Blasters	}	..	2 25	..	1 33	..	3 58
Drillers (hand and machine)							
Shaft drivers							
Stoppers (excavators)							
Timbermen							
Muckers	}	..	1 75	..	1 33	..	3 08
Trolleyman							
Unskilled labourers							
Underground and surface workers—							
Electricians	}	..	2 75	..	1 33	..	4 08
Enginemmen							
Fitters							
Hoistmen							
Mechanics							
Pumpmen							
Winchmen							
Checkers	2 50	..	1 33	..	3 83
Electricians (assistants)	}	..	1 75	..	1 33	..	3 08
Fitters (assistants)							
Windlassmen (dabare workers)							
Mechanics (assistants)							
Surface workers—							
Carpenters	}	..	2 75	..	1 33	..	4 08
Masons							
Overseers	2 50	..	1 33	..	3 83
Bakkikarayas or Bankamen	}	..	2 25	..	1 33	..	3 58
Blacksmiths							
Boilerman							
Drill sharpeners							
Firewood carriers and splitters	1 85	..	1 33	..	3 18
Carters	}	..	1 75	..	1 33	..	3 08
Watchers							
Cooks	}	..	1 49	..	1 33	..	2 82
Smithy boys							
Unskilled labourers							

Note.—The basic rates given above are applicable to all workers in the above group irrespective of sex or age. However the special allowance (and therefore the total itself) given above applies only to male workers not under 18 years of age. The total minimum wages applicable to female workers not under 18 years of age and workers (irrespective of sex) under 18 years of age will have to be worked out by adding the respective basic rate given above to the special allowance applicable to them. The special allowance are as follows :—

- (a) female worker, not under 18 years of age .. 0.98 cents
- (b) worker, irrespective of sex, under 18 years of age .. 0.91 cents

Month : February, 1964

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(17) Plumbago Trade (contd.)					
Workers employed in curing and dressing—					
(a) As overseers and kangannies	..	2 25	..	1 53	.. 3 78
(b) On different jobs—					
Male workers not under 18 years	..	1 50	..	1 53	.. 3 03
Female workers not under 18 years	..	1 25	..	1 18	.. 2 43
Worker under 18 years	..	0 75	..	1 11	.. 1 86

(18) Printing Trade

Monthly Rates :

Class A Workers : Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, process camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists	..	110 0	..	108 42	.. 218 42
Class B Workers : Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)	..	87 50	..	86 92	.. 174 42
Class C, Grade I Workers : Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	..	65 0	..	76 17	.. 141 17
Class C, Grade II Workers : Platen Machine Minders	..	60 0	..	70 68	.. 130 68
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	..	50 0	..	65 42	.. 115 42
Class E Workers : Unskilled workers not under 18 years of age	..	42 0	..	62 79	.. 104 79
Class F Workers : Unskilled workers under 18 years of age	..	20 0	..	41 77	.. 61 77
Class G Workers : Watchers	..	44 0	..	65 42	.. 109 42
Class A—1st year learner	..	33 0	..	45 72	.. 78 72
„ B „ „	..	26 0	..	39 27	.. 65 27
„ C Grade I, 1st year learner	..	24 0	..	41 42	.. 65 42
„ C Grade II „ „	..	22 0	..	39 27	.. 61 27
„ D—1st year learner	..	19 0	..	37 12	.. 56 12
Class A—2nd year learner	..	44 0	..	54 82	.. 98 82
„ B „ „	..	36 0	..	52 67	.. 88 67
„ C Grade I, 2nd year learner	..	29 0	..	47 18	.. 76 18
„ C Grade II „ „	..	27 0	..	44 55	.. 71 55
„ D—2nd year learner	..	23 0	..	41 92	.. 64 92
Class A—3rd year learner	..	56 0	..	63 92	.. 119 92

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(18) Printing Trade—(contd.)						
Class B—3rd year learner ..	49	0	59	62	108	62
„ C Grade I, 3rd year learner ..	36	0	53	17	89	17
„ C Grade II „ „ ..	32	0	49	83	81	83
„ D—3rd year learner ..	28	0	46	72	74	72
Class A—4th year learner ..	71	0	77	32	148	32
„ B „ „ ..	64	0	69	68	133	68
„ C Grade I, 4th year learner ..	44	0	61	79	105	79
„ C Grade II „ „ ..	39	0	57	61	96	61
„ D—4th year learner ..	34	0	53	67	87	67
Class A—5th year learner ..	88	0	91	22	179	22

(19) Rubber Export Trade

Daily Rates :

A.—Male workers not under 18 years of age—

(a) Grade II :

Workers employed in stripping ; clipping and bark-cutting ; washing and re-smoking moulding rubber ; general labour including moving to presses, weighing machines and other parts of the store ; assembling, wrapping and picking rubber for baling ; pressing, hooping and wire tying ; cutting jute hessian covers ; painting, drying, assembling and marking ; treating jute hessian for special packing ; covering bales with jute hessian and stitching ; laying out bales ; cleaning and sweeping of stores and drains ..

1	40	2	18	3	58
---	----	---	----	---	----

(b) Intermediate Grade :

Workers employed in weighing ; grading and sorting ; the work of press operators ..

1	60	2	28	3	88
---	----	---	----	---	----

(c) Grade I :

Workers employed in loading, unloading and carrying bales ; stacking ..

1	80	2	28	4	08
---	----	---	----	---	----

(d) Watchers ..

1	70	2	28	3	98
---	----	---	----	---	----

B.—Female workers not under 18 years of age —

(a) Grade II :

Workers employed in work other than sorting ..

1	15	2	06	3	21
---	----	---	----	---	----

(b) Grade I :

Workers employed in sorting ..

1	30	2	06	3	36
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C.—Workers (irrespective of sex) under 18 years of age

Over 14 years but under 15 years ..	0	80	1	63	2	43
Over 15 years but under 16 years ..	0	90	1	68	2	58
Over 16 years but under 17 years ..	1	0	1	73	2	73
Over 17 years but under 18 years ..	1	15	1	83	2	98

Class of Worker	Month : February, 1964		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(20) Rubber Growing and Manufacturing Trade			
<i>Daily Rates :</i>			
Male worker not under 16 years ..	1 40	1 27	2 67
Female worker not under 16 years ..	1 30	0 94	2 24
Child worker ..	1 5	0 87	1 92

(21) Tea Export Trade

Daily Rates :

A.—Male workers not under 18 years of age—

(a) Grade II—

Workers employed in—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wire-tying, scraping out old marks, marking and stencilling, marking and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and re-firing and polishing green tea ..

..	1 40	2 18	3 58
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(b) Intermediate Grade—

Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..

..	1 60	2 28	3 88
----	------	------	------

(c) Grade I—

Workers employed in—unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and re-stacking and laying out chests and loading for shipping ..

..	1 80	2 28	4 08
----	------	------	------

(d) Box makers and repairers ..

..	1 60	2 28	3 88
----	------	------	------

(e) Watchers ..

..	1 70	2 28	3 98
----	------	------	------

B.—Female workers (not under 18 years of age) ..

..	1 15	2 06	3 21
----	------	------	------

C.—Workers (irrespective of sex) under 18 years of age—

Over 14 years but under 15 years ..

..	0 80	1 63	2 43
----	------	------	------

Over 15 years but under 16 years ..

..	0 90	1 68	2 58
----	------	------	------

Over 16 years but under 17 years ..

..	1 0	1 73	2 73
----	-----	------	------

Over 17 years but under 18 years ..

..	1 15	1 83	2 98
----	------	------	------

(22) Tea Growing and Manufacturing Trade

Daily Rates :

Male worker not under 16 years ..

..	1 25	1 27	2 52
----	------	------	------

Female worker not under 15 years ..

..	1 5	0 94	1 99
----	-----	------	------

Child worker ..

..	0 80	0 87	1 67
----	------	------	------

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

APPENDIX II

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1964, to workers in the Baking Trade

No. of Days	Class A	Class B	Class C	No. of Days
<i>Normal working days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working days</i>
½	2 67½	2 27½	1 67½	½
1	5 35	4 55	3 35	1
2	10 70	9 10	6 70	2
3	16 04	13 65	10 05	3
4	21 39	18 20	13 40	4
5	26 74	22 75	16 75	5
6	32 09	27 30	20 10	6
7	37 44	31 85	23 46	7
8	42 78	36 40	26 81	8
9	48 13	40 95	30 16	9
10	53 48	45 50	33 51	10
11	58 83	50 05	36 86	11
12	64 18	54 60	40 21	12
13	69 52	59 15	43 56	13
14	74 87	63 70	46 91	14
15	80 22	68 25	50 26	15
16	85 57	72 80	53 61	16
17	90 92	77 35	56 96	17
18	96 26	81 90	60 31	18
19	101 61	86 45	63 67	19
20	106 96	91 00	67 02	20
21	112 31	95 55	70 37	21
22	117 66	100 10	73 72	22
23	123 00	104 65	77 07	23
24	128 35	109 20	80 42	24
25	133 70	113 75	83 77	25
Extra Payment for work done on Weekly Holidays				
1	5 35	4 55	3 35	1
2	10 70	9 10	6 70	2
3	16 05	13 65	10 05	3
4	21 40	18 20	13 40	4

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

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

3. The amounts shown as payable for different days up to 25 days are wages payable for working that number of normal working days other than weekly holidays. If the number of days worked includes weekly holidays, the amounts payable have to be computed by reckoning separately the wages payable for the number of normal working days worked and the extra remuneration due for work in the number of weekly holidays.

APPENDIX III

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1964, to workers in the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	1 79	1 64	1 54	1 96½	2 04	2 14	½
1	3 58	3 28	3 08	3 93	4 08	4 28	1
2	7 16	6 56	6 16	7 86	8 16	8 56	2
3	10 74	9 84	9 24	11 79	12 24	12 84	3
4	14 32	13 12	12 32	15 72	16 32	17 12	4
5	17 90	16 40	15 40	19 65	20 40	21 40	5
6	21 48	19 68	18 48	23 58	24 48	25 68	6
7	25 06	22 96	21 56	27 51	28 56	29 96	7
8	28 64	26 24	24 64	31 44	32 64	34 24	8
9	32 22	29 52	27 72	35 37	36 72	38 52	9
10	35 80	32 80	30 80	39 30	40 80	42 80	10
11	39 38	36 08	33 88	43 23	44 88	47 08	11
12	42 96	39 36	36 96	47 16	48 96	51 36	12
13	46 54	42 64	40 04	51 09	53 04	55 64	13
14	50 12	45 92	43 12	55 02	57 12	59 92	14
15	53 70	49 20	46 20	58 95	61 20	64 20	15
16	57 28	52 48	49 28	62 88	65 28	68 48	16
17	60 86	55 76	52 36	66 81	69 36	72 76	17
18	64 44	59 04	55 44	70 74	73 44	77 04	18
19	68 02	62 32	58 52	74 67	77 52	81 32	19
20	71 60	65 60	61 60	78 60	81 60	85 60	20
21	75 18	68 88	64 68	82 53	85 68	89 88	21
22	78 76	72 16	67 76	86 46	89 76	94 16	22
23	82 34	75 44	70 84	90 39	93 84	98 44	23
24	85 92	78 72	73 92	94 32	97 92	102 72	24
25	99 50	82 00	77 00	98 25	102 00	107 00	25
<i>Sunday work</i>							<i>Sunday work</i>
1	5 37	4 92	4 62	5 90	6 12	6 42	1
2	10 74	9 84	9 24	11 80	12 24	12 84	2
3	16 11	14 76	13 86	17 70	18 36	19 26	3
4	21 48	19 68	18 48	23 60	24 48	25 68	4

"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.

Note 1.—The information shown for the number of days up to 25 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.

APPENDIX IV

***Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1964, to workers in the Cinema Trade**

Within the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs.	Rs. c.	Rs. c.	Rs. c.	
†	1 86	2 04½	2 32	2 54	2 10	2 26	3 46	†
1	3 72	4 09	4 64	5 08	4 20	4 52	6 92	1
2	7 44	8 17	9 28	10 16	8 40	9 4	13 84	2
3	11 17	12 26	13 92	15 24	12 60	13 56	20 76	3
4	14 89	16 35	18 56	20 32	16 80	18 08	27 68	4
5	18 61	20 43	23 20	25 40	21 00	22 60	34 60	5
6	22 33	24 52	27 84	30 48	25 20	27 12	41 52	6
7	26 06	28 60	32 47	35 55	29 40	31 64	48 44	7
8	29 78	32 69	37 11	40 63	33 60	36 16	55 36	8
9	33 50	36 78	41 75	45 71	37 80	40 68	62 28	9
10	37 22	40 86	46 39	50 79	42 00	45 20	69 20	10
11	40 95	44 95	51 03	55 87	46 20	49 72	76 12	11
12	44 67	49 04	55 67	60 95	50 40	54 24	83 04	12
13	48 39	53 12	60 31	66 03	54 60	58 76	89 96	13
14	52 11	57 21	64 95	71 11	58 80	63 28	96 88	14
15	55 84	61 30	69 59	76 19	63 00	67 80	103 80	15
16	59 56	65 38	74 23	81 27	67 20	72 32	110 72	16
17	63 28	69 47	78 87	86 35	71 40	76 84	117 64	17
18	67 00	73 56	83 51	91 43	75 60	81 36	124 56	18
19	70 73	77 64	88 14	96 50	79 80	85 88	131 48	19
20	74 45	81 73	92 78	101 58	84 00	90 40	138 40	20
21	78 17	85 81	97 42	106 66	88 20	94 92	145 32	21
22	81 89	89 90	102 06	111 74	92 40	99 44	152 24	22
23	85 62	93 99	106 70	116 82	96 60	103 96	159 16	23
24	89 34	98 07	111 34	121 90	100 80	108 48	166 08	24
25	93 06	102 16	115 98	126 98	105 00	113 00	173 00	25
26	98 64	108 29	122 94	134 60	111 30	119 78	183 38	26
27	104 22	114 42	129 90	142 22	117 60	126 56	193 76	27
28	109 80	120 55	136 86	149 84	123 90	133 34	204 14	28
29	115 38	126 68	143 82	157 46	130 20	140 12	214 52	29

* 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 February, 1964, 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 86	1 98½	2 16	2 44	2 00	2 16	3 46	½
1	3 72	3 97	4 32	4 88	4 00	4 32	6 92	1
2	7 44	7 93	8 64	9 76	8 00	8 64	13 84	2
3	11 17	11 90	12 96	14 64	12 00	12 96	20 76	3
4	14 89	15 87	17 28	19 52	16 00	17 28	27 68	4
5	18 61	19 83	21 60	24 40	20 00	21 60	34 60	5
6	22 33	23 80	25 92	29 28	24 00	25 92	41 52	6
7	26 06	27 76	30 23	34 15	28 00	30 24	48 44	7
8	29 78	31 73	34 55	39 03	32 00	34 56	55 36	8
9	33 50	35 70	38 87	43 91	36 00	38 88	62 28	9
10	37 22	39 66	43 19	48 79	40 00	43 20	69 20	10
11	40 95	43 63	47 51	53 67	44 00	47 52	76 12	11
12	44 67	47 60	51 83	58 55	48 00	51 84	83 04	12
13	48 39	51 56	56 15	63 43	52 00	56 16	89 96	13
14	52 11	55 53	60 47	68 31	56 00	60 48	96 88	14
15	55 84	59 50	64 79	73 19	60 00	64 80	103 80	15
16	59 56	63 46	69 11	78 07	64 00	69 12	110 72	16
17	63 28	67 43	73 43	82 95	68 00	73 44	117 64	17
18	67 00	71 40	77 75	87 83	72 00	77 76	124 56	18
19	70 73	75 36	82 06	92 70	76 00	82 08	131 48	19
20	74 45	79 33	86 38	97 58	80 00	86 40	138 40	20
21	78 17	83 29	90 70	102 46	84 00	90 72	145 32	21
22	81 89	87 26	95 02	107 34	88 00	95 04	152 24	22
23	85 62	91 23	99 34	112 22	92 00	99 36	159 16	23
24	89 34	95 19	103 66	117 10	96 00	103 68	166 08	24
25	93 06	99 16	107 98	121 98	100 00	108 00	173 00	25
26	98 64	105 11	114 46	129 30	106 00	114 48	183 38	26
27	104 22	111 06	120 94	136 62	112 00	120 96	193 76	27
28	109 80	117 01	127 42	143 94	118 00	127 44	204 14	28
29	115 38	122 96	133 90	151 26	124 00	133 92	214 52	29

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

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

APPENDIX V

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during February, 1964, to workers to the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

No. of days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
Normal Working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	0 55	0 63½	1 18½	0 45	0 47	0 92	0 32½	0 43½	0 76	½
1	1 10	1 27	2 37	0 90	0 94	1 84	0 65	0 87	1 52	1
2	2 20	2 54	4 74	1 80	1 88	3 68	1 30	1 74	3 04	2
3	3 30	3 81	7 11	2 70	2 82	5 52	1 95	2 61	4 56	3
4	4 40	5 08	9 48	3 60	3 76	7 36	2 60	3 48	6 08	4
5	5 50	6 35	11 85	4 50	4 70	9 20	3 25	4 35	7 60	5
6	6 60	7 62	14 22	5 40	5 64	11 04	3 90	5 22	9 12	6
7	7 70	8 89	16 59	6 30	6 58	12 88	4 55	6 09	10 64	7
8	8 80	10 16	18 96	7 20	7 52	14 72	5 20	6 96	12 16	8
9	9 90	11 43	21 33	8 10	8 46	16 56	5 85	7 83	13 68	9
10	11 00	12 70	23 70	9 00	9 40	18 40	6 50	8 70	15 20	10
11	12 10	13 97	26 07	9 90	10 34	20 24	7 15	9 57	16 72	11
12	13 20	15 24	28 44	10 80	11 28	22 08	7 80	10 44	18 24	12
13	14 30	16 51	30 81	11 70	12 22	23 92	8 45	11 31	19 76	13
14	15 40	17 78	33 18	12 60	13 16	25 76	9 10	12 18	21 28	14
15	16 50	19 05	35 55	13 50	14 10	27 60	9 75	13 05	22 80	15
16	17 60	20 32	37 92	14 40	15 04	29 44	10 40	13 92	24 32	16
17	18 70	21 59	40 29	15 30	15 98	31 28	11 05	14 79	25 84	17
18	19 80	22 86	42 66	16 20	16 92	33 12	11 70	15 66	27 36	18
19	20 90	24 13	45 03	17 10	17 86	34 96	12 35	16 53	28 88	19
20	22 00	25 40	47 40	18 00	18 80	36 80	13 00	17 40	30 40	20
21	23 10	26 67	49 77	18 90	19 74	38 64	13 65	18 27	31 92	21
22	24 20	27 94	52 14	19 80	20 68	40 48	14 30	19 14	33 44	22
23	25 30	29 21	54 51	20 70	21 62	42 32	14 95	20 01	34 96	23
24	26 40	30 48	56 88	21 60	22 56	44 16	15 60	20 88	36 48	24
25	27 50	31 75	59 25	22 50	23 50	46 00	16 25	21 75	38 00	25
26										
27										
Sunday work										Sunday work
1			3 56			2 76			2 28	1
2			7 12			5 52			4 56	2
3			10 68			8 28			6 84	3
4			14 24			11 04			9 12	4

Note 1.—The information shown for the number of days up to 25 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 "childworker" means a male worker under 16 years of age or a female worker under 15 years of age.

APPENDIX VI

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1964, to workers in the Coconut Growing and Manufacturing Trades

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

Note 1.—The information shown for the number of days up to 25 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. In the Coconut Growing Trade, “Male”, “Female” and “Child Worker” refers to male workers not under 16 years of age; Female workers not under 15 years of age and Young Persons to male workers under 16 years of age and female workers under 15 years of age respectively.

APPENDIX VII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1964, 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	
<i>Normal working days</i>	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	<i>Normal working days</i>
1/2	1 79	1 96½	1 86½	2 14	2 04	1 99	0 83	0 96	1 22½	1 42½	1/2
1	3 58	3 93	3 73	4 28	4 08	3 98	1 66	1 92	2 45	2 85	1
2	7 16	7 86	7 46	8 56	8 16	7 96	3 32	3 84	4 90	5 70	2
3	10 74	11 79	11 19	12 84	12 24	11 94	4 98	5 76	7 35	8 55	3
4	14 32	15 72	14 92	17 12	16 32	15 92	6 64	7 68	9 80	11 40	4
5	17 90	19 65	18 65	21 40	20 40	19 90	8 30	9 60	12 25	14 25	5
6	21 48	23 58	22 38	25 68	24 48	23 88	9 96	11 52	14 70	17 10	6
7	25 06	27 51	26 11	29 96	28 56	27 86	11 62	13 44	17 15	19 95	7
8	28 64	31 44	29 84	34 24	32 64	31 84	13 28	15 36	19 60	22 80	8
9	32 22	35 37	33 57	38 52	36 72	35 82	14 94	17 28	22 05	25 65	9
10	35 80	39 30	37 30	42 80	40 80	39 80	16 60	19 20	24 50	28 50	10
11	39 38	43 23	41 03	47 08	44 88	43 78	18 26	21 12	26 95	31 35	11
12	42 96	47 16	44 76	51 36	48 96	47 76	19 92	23 04	29 40	34 20	12
13	46 54	51 09	48 49	55 64	53 04	51 74	21 58	24 96	31 85	37 05	13
14	50 12	55 02	52 22	59 92	57 12	55 72	23 24	26 88	34 30	39 90	14
15	53 70	58 95	55 95	64 20	61 20	59 70	24 90	28 80	36 75	42 75	15
16	57 28	62 88	59 68	68 48	65 28	63 68	26 56	30 72	39 20	45 60	16
17	60 86	66 81	63 41	72 76	69 36	67 66	28 22	32 64	41 65	48 45	17
18	64 44	70 74	67 14	77 04	73 44	71 64	29 88	34 56	44 10	51 30	18
19	68 02	74 67	70 87	81 32	77 52	75 62	31 54	36 48	46 55	54 15	19
20	71 60	78 60	74 60	85 60	81 60	79 60	33 20	38 40	49 00	57 00	20
21	75 18	82 53	78 33	89 88	85 68	83 58	34 86	40 32	51 45	59 85	21
22	78 76	86 46	82 06	94 16	89 76	87 56	36 52	42 24	53 90	62 70	22
23	82 34	90 39	85 79	98 44	93 84	91 54	38 18	44 16	56 35	65 55	23
24	85 92	94 32	89 52	102 72	97 92	95 52	39 84	46 08	58 80	68 40	24
25	89 50	98 25	93 25	107 00	102 00	99 50	41 50	48 00	61 25	71 25	25
<i>Sunday work</i>											<i>Sunday work</i>
1	5 37	5 90	5 60	6 42	6 12	5 97	2 49	2 88	3 68	4 28	1
2	10 74	11 80	11 20	12 84	12 24	11 94	4 98	5 76	7 36	8 56	2
3	16 11	17 70	16 80	19 26	18 36	17 91	7 47	8 64	11 04	12 84	3
4	21 48	23 60	22 40	25 68	24 48	23 88	9 96	11 5	14 72	17 12	4

Note 1.—The information shown for the number of days up to 25 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.

2. Watchers governed by the decision of the Wages Board for the Engineering Trade are not entitled to enhanced rate of wages for work done on any Sunday merely by virtue of the fact that they worked on such Sunday.

3. Workers in the Engineering trade engaged on work outside the business premises of the employer for periods exceeding 12 days will not be entitled to the enhanced rate for Sunday work during that period.

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1964, 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 17 Years	Over 17 Under 18 Years		
			Rs. c.			Rs. c.					Rs. c.	
<i>Normal Working days</i>												<i>Normal working days</i>
½	1 95½	1 72½	1 35½	1 75½	1 56½	1 23	1 60½	1 42	0 95½	1 18	1 80½	½
1	3 91	3 45	2 71	3 51	3 13	2 46	3 21	2 84	1 91	2 36	3 61	1
2	7 82	6 90	5 42	7 02	6 26	4 92	6 42	5 68	3 82	4 72	7 22	2
3	11 73	10 35	8 13	10 53	9 39	7 38	9 63	8 52	5 73	7 08	10 83	3
4	15 64	13 80	10 84	14 04	12 52	9 84	12 84	11 36	7 64	9 44	14 44	4
5	19 55	17 25	13 55	17 55	15 65	12 30	16 05	14 20	9 55	11 80	18 05	5
6	23 46	20 70	16 26	21 06	18 78	14 76	19 26	17 04	11 46	14 16	21 66	6
7	27 37	24 15	18 97	24 57	21 91	17 22	22 47	19 88	13 37	16 52	25 27	7
8	31 28	27 60	21 68	28 08	25 04	19 68	25 68	22 72	15 28	18 88	28 88	8
9	35 19	31 05	24 39	31 59	28 17	22 14	28 89	25 56	17 19	21 24	32 49	9
10	39 10	34 50	27 10	35 10	31 30	24 60	32 10	28 40	19 10	23 60	36 10	10
11	43 01	37 95	29 81	38 61	34 43	27 06	35 31	31 24	21 01	25 96	39 71	11
12	46 92	41 40	32 52	42 12	37 56	29 52	38 52	34 08	22 92	28 32	43 32	12
13	50 83	44 85	35 23	45 63	40 69	31 98	41 73	36 92	24 83	30 68	46 93	13
14	54 74	48 30	37 94	49 14	43 82	34 44	44 94	39 76	26 74	33 04	50 54	14
15	58 65	51 75	40 65	52 65	46 95	36 90	48 15	42 60	28 65	35 40	54 15	15
16	62 56	55 20	43 36	56 16	50 08	39 36	51 36	45 44	30 56	37 76	57 76	16
17	66 47	58 65	46 07	59 67	53 21	41 82	54 57	48 28	32 47	40 12	61 37	17
18	70 38	62 10	48 78	63 18	56 34	44 28	57 78	51 12	34 38	42 48	64 98	18
19	74 29	65 55	51 49	66 69	59 47	46 74	60 99	53 96	36 29	44 84	68 59	19
20	78 20	69 00	54 20	70 20	62 60	49 20	64 20	56 80	38 20	47 20	72 20	20
21	82 11	72 45	56 91	73 71	65 73	51 66	67 41	59 64	40 11	49 56	75 81	21
22	86 02	75 90	59 62	77 22	68 86	54 12	70 62	62 48	42 02	51 92	79 42	22
23	89 93	79 35	62 33	80 73	71 99	56 58	73 83	65 32	43 93	54 28	83 03	23
24	93 84	82 80	65 04	84 24	75 12	59 04	77 04	68 16	45 84	56 64	86 64	24
25	97 75	86 25	67 75	87 75	78 25	61 50	80 25	71 00	47 75	59 00	90 25	25
<i>Sunday Work</i>												<i>Sunday Work</i>
1	5 87	5 18	4 07	5 27	4 70	3 69	4 82	4 26	2 87	3 54	5 42	1
2	11 74	10 36	8 14	10 54	9 40	7 38	9 64	8 52	5 74	7 08	10 84	2
3	17 61	15 54	12 21	15 81	14 10	11 07	14 46	12 78	8 61	10 62	16 26	3
4	23 48	20 72	16 28	21 08	18 80	14 76	19 28	17 04	11 48	14 16	21 68	4

* The information shown for the number of days up to 25 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.

APPENDIX IX

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1964, to Monthly-paid workers in the Motor Transport Trade

No. of Days	Class A Class D	Class B	Class C	Class E	Class F	Class G Class I	Class H	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 31½	3 11	2 96	2 61	2 66	2 42	2 22	3 02	1 92	½
1	6 62	6 22	5 92	5 22	5 32	4 84	4 44	6 04	3 84	1
2	13 23	12 43	11 83	10 43	10 63	9 69	8 89	12 09	7 67	2
3	19 85	18 65	17 75	15 65	15 95	14 53	13 33	18 13	11 51	3
4	26 47	24 87	23 67	20 87	21 27	19 38	17 78	24 18	15 35	4
5	33 08	31 08	29 58	26 08	26 58	24 22	22 22	30 22	19 18	5
6	39 70	37 30	35 50	31 30	31 90	29 07	26 67	36 27	23 02	6
7	46 32	43 52	41 42	36 52	37 22	33 91	31 11	42 31	26 86	7
8	52 93	49 73	47 33	41 73	42 53	38 76	35 56	48 36	30 69	8
9	59 55	55 95	53 25	46 95	47 85	43 60	40 00	54 40	34 53	9
10	66 17	62 17	59 17	52 17	53 17	48 45	44 45	60 45	38 37	10
11	72 78	68 38	65 08	57 38	58 48	53 29	48 89	66 49	42 20	11
12	79 40	74 60	71 00	62 60	63 80	58 14	53 34	72 54	46 04	12
13	86 02	80 82	76 92	67 82	69 12	62 98	57 78	78 58	49 88	13
14	92 64	87 04	82 84	73 04	74 44	67 83	62 23	84 63	53 72	14
15	99 25	93 25	88 75	78 25	79 75	72 67	66 67	90 67	57 55	15
16	105 87	99 47	94 67	83 47	85 07	77 52	71 12	96 72	61 39	16
17	112 49	105 69	100 59	88 69	90 39	82 36	75 56	102 76	65 23	17
18	119 10	111 90	106 50	93 90	95 70	87 21	80 01	108 81	69 06	18
19	125 72	118 12	112 42	99 12	101 02	92 05	84 45	114 85	72 90	19
20	132 34	124 34	118 34	104 34	106 34	96 90	88 90	120 90	76 74	20
21	138 95	130 55	124 25	109 55	111 65	101 74	93 34	126 94	80 57	21
22	145 57	136 77	130 17	114 77	116 97	106 59	97 79	132 99	84 41	22
23	152 19	142 99	136 09	119 99	122 29	111 43	102 23	139 03	88 25	23
24	158 80	149 20	142 00	125 20	127 60	116 28	106 68	145 08	92 08	24
25	165 42	155 42	147 92	130 42	132 92	121 12	111 12	151 12	95 92	25
26	172 04	164 75	156 80	138 25	140 90	128 39	117 79	160 19	101 68	26
27	178 66	174 08	165 68	146 08	148 88	135 66	124 46	169 26	107 44	27
28	185 28	183 41	174 56	153 91	156 86	142 98	131 13	178 33	113 20	28
29	191 90	192 74	183 44	161 74	164 84	150 20	137 80	187 40	118 96	29

APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number
of days worked during February, 1964, 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.				
½	3 38½	3 01	2 63½	2 76	2 51	1 70½	½
1	6 77	6 02	5 27	5 52	5 02	3 41	1
2	13 54	12 04	10 54	11 04	10 04	6 82	2
3	20 31	18 06	15 81	16 56	15 06	10 23	3
4	27 08	24 08	21 08	22 08	20 08	13 64	4
5	33 85	30 10	26 35	27 60	25 10	17 05	5
6	40 62	36 12	31 62	33 12	30 12	20 46	6
7	47 39	42 14	36 89	38 64	35 14	23 87	7
8	54 16	48 16	42 16	44 16	40 16	27 28	8
9	60 93	54 18	47 43	49 68	45 18	30 69	9
10	67 70	60 20	52 70	55 20	50 20	34 10	10
11	74 47	66 22	57 97	60 72	55 22	37 51	11
12	81 24	72 24	63 24	66 24	60 24	40 92	12
13	88 01	78 26	68 51	71 76	65 26	44 33	13
14	94 78	84 28	73 78	77 28	70 28	47 74	14
15	101 55	90 30	79 05	82 80	75 30	51 15	15
16	108 32	96 32	84 32	88 32	80 32	54 56	16
17	115 09	102 34	89 59	93 84	85 34	57 97	17
18	121 86	108 36	94 86	99 36	90 36	61 38	18
19	128 63	114 38	100 13	104 88	95 38	64 79	19
20	135 40	120 40	105 40	110 40	100 40	68 20	20
21	142 17	126 42	110 67	115 92	105 42	71 61	21
22	148 94	132 44	115 94	121 44	110 44	75 02	22
23	155 71	138 46	121 21	126 96	115 46	78 43	23
24	162 48	144 48	126 48	132 48	120 48	81 84	24
25	169 25	150 50	131 75	138 00	125 50	85 25	25
26	176 02	156 52	137 02	143 52	130 52	88 66	26
27	182 79	162 54	142 29	149 04	135 54	92 07	27
28	189 56	168 56	147 56	154 56	140 56	95 48	28
29	196 33	174 58	152 83	160 08	145 58	98 89	29
							30
							31

APPENDIX XI

*Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1964 to workers in the Printing Trade

No. of Days	Workers other than Apprentices								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	4 37	3 49	2 82½	2 61½	2 31	2 09½	1 23½	2 19	½
1	8 74	6 98	5 65	5 23	4 62	4 19	2 47	4 38	1
2	17 47	13 95	11 29	10 45	9 23	8 38	4 94	8 75	2
3	26 21	20 93	16 94	15 68	13 85	12 57	7 41	13 13	3
4	34 95	27 91	22 59	20 91	18 47	16 77	9 88	17 51	4
5	43 68	34 88	28 23	26 14	23 08	20 96	12 35	21 88	5
6	52 42	41 86	33 88	31 36	27 70	25 15	14 82	26 26	6
7	61 16	48 84	39 53	36 59	32 32	29 34	17 30	30 64	7
8	69 89	55 81	45 17	41 82	36 93	33 53	19 77	35 01	8
9	78 63	62 79	50 82	47 04	41 55	37 72	22 24	39 39	9
10	87 37	69 77	56 47	52 27	46 17	41 92	24 71	43 77	10
11	96 10	76 74	62 11	57 50	50 78	46 11	27 18	48 14	11
12	104 84	83 72	67 76	62 73	55 40	50 30	29 65	52 52	12
13	113 58	90 70	73 41	67 95	60 02	54 49	32 12	56 90	13
14	122 32	97 68	79 06	73 18	64 64	58 68	34 59	61 28	14
15	131 05	104 65	84 70	78 41	69 25	62 87	37 06	65 65	15
16	139 79	111 63	90 35	83 64	73 87	67 07	39 53	70 03	16
17	148 53	118 61	96 00	88 86	78 49	71 26	42 00	74 41	17
18	157 26	125 58	101 64	94 09	83 10	75 45	44 47	78 78	18
19	166 00	132 56	107 29	99 32	87 72	79 64	46 95	83 16	19
20	174 74	139 54	112 94	104 54	92 34	83 83	49 42	87 54	20
21	183 47	146 51	118 58	109 77	96 95	88 02	51 89	91 91	21
22	192 21	153 49	124 23	115 00	101 57	92 22	54 36	96 29	22
23	200 95	160 47	129 88	120 23	106 19	96 41	56 83	100 67	23
24	209 68	167 44	135 52	125 45	110 80	100 60	59 30	105 04	24
25	218 42	174 42	141 17	130 68	115 42	104 79	61 77	109 42	25
26	235 89	188 37	152 46	141 13	124 65	113 17	66 71	118 17	26
27	253 36	202 32	163 75	151 58	133 88	121 55	71 65	126 92	27
28	270 83	216 27	175 04	162 03	143 11	129 93	76 59	135 67	28
29	288 30	230 22	186 33	172 48	152 34	138 31	81 53	144 42	29
Extra Payment for work done on Sundays									
1	7 28	5 81	4 71	4 36	3 85	3 49	2 06	3 65	1
2	14 56	11 62	9 42	8 72	7 70	6 98	4 12	7 30	2
3	21 84	17 43	14 13	13 08	11 55	10 47	6 18	10 95	3
4	29 12	23 24	18 84	17 44	15 40	13 96	8 24	14 60	4

* 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 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 decision.

3. The information shown for the number of days in excess of 25 is applicable to workers engaged in the production and distribution of a daily newspaper. The information shown as extra payment for Sunday work is applicable for all other workers.

APPENDIX XI—(contd.)

***Ready Reckoner showing the Minimum wages payable for the number of days worked during February, 1964, 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. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
½	1 57½	1 97½	2 40	2 96½	3 58½	1 30½	1 77½	2 17	2 67½	½
1	3 15	3 95	4 80	5 93	7 17	2 61	3 55	4 34	5 35	1
2	6 30	7 91	9 59	11 87	14 34	5 22	7 09	8 69	10 69	2
3	9 45	11 86	14 39	17 80	21 51	7 83	10 64	13 03	16 04	3
4	12 60	15 81	19 19	23 73	28 68	10 44	14 19	17 38	21 39	4
5	15 74	19 76	23 98	29 66	35 84	13 05	17 73	21 72	26 74	5
6	18 89	23 72	28 74	35 60	43 01	15 66	21 28	26 07	32 08	6
7	22 04	27 67	33 58	41 52	50 18	18 28	24 83	30 41	37 43	7
8	25 19	31 62	38 37	47 46	57 35	20 89	28 37	34 76	42 78	8
9	28 34	35 58	43 17	53 40	64 52	23 50	31 92	39 10	48 12	9
10	31 49	39 53	47 97	59 33	71 69	26 11	35 47	43 45	53 47	10
11	34 64	43 48	52 76	65 26	78 86	28 72	39 01	47 79	58 82	11
12	37 79	47 43	57 56	71 19	86 03	31 33	42 56	52 14	64 17	12
13	40 93	51 39	62 36	77 13	93 19	33 94	46 11	56 48	69 51	13
14	44 08	55 34	67 16	83 06	100 36	36 55	49 66	60 83	74 86	14
15	47 23	59 29	71 95	88 99	107 53	39 16	53 20	65 17	80 21	15
16	50 38	63 24	76 75	94 92	114 70	41 77	56 75	69 52	85 56	16
17	53 53	67 20	81 55	100 86	121 87	44 38	60 30	73 86	90 90	17
18	56 68	71 15	86 34	106 79	129 04	46 99	63 84	78 21	96 25	18
19	59 83	75 10	91 14	112 72	136 21	49 61	67 39	82 55	101 60	19
20	62 98	79 06	95 94	118 66	143 38	52 22	70 94	86 90	106 94	20
21	66 12	83 01	100 73	124 59	150 54	54 83	74 48	91 24	112 29	21
22	69 27	86 96	105 53	130 52	157 71	57 44	78 03	95 59	117 64	22
23	72 42	90 91	110 33	136 45	164 88	60 05	81 58	99 93	122 99	23
24	75 57	94 87	115 12	142 39	172 05	62 66	85 12	104 28	128 33	24
25	78 72	98 82	119 92	148 32	179 22	65 27	88 67	108 62	133 68	25
26	85 02	106 73	129 51	160 19	193 56	70 49	95 76	117 31	144 37	26
27	91 32	114 64	139 10	172 06	207 90	75 71	102 85	126 00	155 06	27
28	97 62	122 55	148 69	183 93	222 24	80 93	109 94	134 69	165 75	28
29	103 92	130 46	158 28	195 80	236 58	86 15	117 03	143 38	176 44	29
Extra Payment for work done on Sundays										
1	2 62	3 29	4 00	4 94	5 97	2 18	2 96	3 62	4 46	1
2	5 24	6 58	8 00	9 88	11 94	4 36	5 92	7 24	8 92	2
3	7 86	9 87	12 00	14 82	17 91	6 54	8 88	10 86	13 38	3
4	10 48	13 16	16 00	19 76	23 88	8 72	11 84	14 48	17 84	4

(For footnotes see page 103)

APPENDIX XI—(contd.)

*** Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1964, to workers in the Printing Trade**

Apprentices

<i>No. of Days</i>	<i>Class C I</i>				<i>Class C II</i>				<i>No. of Days</i>
	<i>1st Yr.</i>	<i>2nd Yr.</i>	<i>3rd Yr.</i>	<i>4th Yr.</i>	<i>1st Yr.</i>	<i>2nd Yr.</i>	<i>3rd Yr.</i>	<i>4th Yr.</i>	
	<i>Rs. c.</i>	<i>Rs. e.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
↓	1 31	1 52½	1 78½	2 11½	1 22½	1 43	1 63½	1 93	↓
1	2 62	3 05	3 57	4 23	2 45	2 86	3 27	3 86	1
2	5 23	6 09	7 13	8 46	4 90	5 72	6 55	7 73	2
3	7 85	9 14	10 70	12 69	7 35	8 59	9 82	11 59	3
4	10 46	12 19	14 27	16 93	9 80	11 45	13 09	15 46	4
5	13 08	15 24	17 83	21 16	12 25	14 31	16 37	19 32	5
6	15 70	18 28	21 40	25 39	14 70	17 17	19 64	23 19	6
7	18 32	21 33	24 97	29 62	17 16	20 03	22 91	27 05	7
8	20 93	24 38	28 53	33 85	19 61	22 90	26 19	30 92	8
9	23 55	27 42	32 10	38 08	22 06	25 76	29 46	34 78	9
10	26 17	30 47	35 67	42 32	24 51	28 62	32 73	38 64	10
11	28 78	33 52	39 23	46 55	26 96	31 48	36 01	42 51	11
12	31 40	36 57	42 80	50 78	29 41	34 34	39 28	46 37	12
13	34 02	39 61	46 37	55 01	31 86	37 21	42 55	50 24	13
14	36 64	42 66	49 94	59 24	34 31	40 07	45 82	54 10	14
15	39 25	45 71	53 50	63 47	36 76	42 93	49 10	57 97	15
16	41 87	48 76	57 07	67 71	39 21	45 79	52 37	61 83	16
17	44 49	51 80	60 64	71 94	41 66	48 65	55 64	65 69	17
18	47 10	54 85	64 20	76 17	44 11	51 52	58 92	69 56	18
19	49 72	57 90	67 77	80 40	46 57	54 38	62 19	73 42	19
20	52 34	60 94	71 34	84 63	49 02	57 24	65 46	77 29	20
21	54 95	63 99	74 90	88 86	51 47	60 10	68 74	81 15	21
22	57 57	67 04	78 47	93 10	53 92	62 96	72 01	85 02	22
23	60 19	70 09	82 04	97 33	56 37	65 83	75 28	88 08	23
24	62 80	73 13	85 60	101 56	58 82	68 69	78 56	92 75	24
25	65 42	76 18	89 17	105 79	61 27	71 55	81 83	96 61	25
26	70 65	82 27	96 30	114 25	66 17	77 27	88 38	104 34	26
27	75 88	88 36	103 43	122 71	71 07	82 99	94 93	112 07	27
28	81 11	94 45	110 56	131 17	75 97	88 71	101 48	119 80	28
29	86 34	100 54	117 69	139 63	80 87	94 43	108 03	127 53	29

Extra Payment for work done on Sundays

1	2 18	2 54	2 97	3 53	2 04	2 39	2 73	3 22	1
2	4 36	5 08	5 94	7 06	4 08	4 78	5 46	6 44	2
3	6 54	7 62	8 91	10 59	6 12	7 17	8 19	9 66	3
4	8 72	10 16	11 88	14 12	8 16	9 56	10 92	12 88	4

(For footnotes see page 103)

APPENDIX XI—(contd.)

*** Ready Reckoner showing the minimum wages payable for the number of days worked during February, 1964, to workers in the Printing Trade**

Apprentices

<i>No. of Days</i>	<i>Class D</i>				<i>No. of Days</i>
	<i>1st Year</i>	<i>2nd Year</i>	<i>3rd Year</i>	<i>4th Year</i>	
	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	
½	1 12	1 30	1 49½	1 75½	½
1	2 24	2 60	2 99	3 51	1
2	4 49	5 19	5 98	7 01	2
3	6 73	7 79	8 97	10 52	3
4	8 98	10 39	11 96	14 03	4
5	11 22	12 98	14 94	17 53	5
6	13 47	15 58	17 93	21 04	6
7	15 71	18 18	20 92	24 55	7
8	17 96	20 77	23 91	28 05	8
9	20 20	23 37	26 90	31 56	9
10	22 45	25 97	29 89	35 07	10
11	24 69	28 56	32 88	38 57	11
12	26 94	31 16	35 87	42 08	12
13	29 18	33 76	38 85	45 59	13
14	31 43	36 36	41 84	49 10	14
15	33 67	38 95	44 83	52 60	15
16	35 92	41 55	47 82	56 11	16
17	38 16	44 15	50 81	59 62	17
18	40 41	46 74	53 80	63 12	18
19	42 65	49 34	56 79	66 63	19
20	44 90	51 94	59 78	70 14	20
21	47 14	54 53	62 76	73 64	21
22	49 39	57 13	65 75	77 15	22
23	51 63	59 73	68 74	80 66	23
24	53 88	62 32	71 73	84 16	24
25	56 12	64 92	74 72	87 67	25
26	60 61	70 11	80 70	94 68	26
27	65 10	75 30	86 68	101 69	27
28	69 59	80 49	92 66	108 70	28
29	74 08	85 68	98 64	115 71	29
Extra Payment for work done on Sundays					
1	1 87	2 16	2 49	2 92	1
2	3 74	4 32	4 98	5 84	2
3	5 61	6 48	7 47	8 76	3
4	7 48	8 64	9 96	11 68	4

(For footnotes see page 103)

APPENDIX XII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1964, to workers in the Rubber Export Trade

No. of Days	Male Worker not under 18 years of age				Female workers not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of days	
	Grade II	Inter-mediate Grade	Grade I	Watch-ers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years		
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 79	1 94	2 04	1 99	1 60½	1 68	1 21½	1 29	1 36½	1 49	1 49	½
1	3 58	3 88	4 08	3 98	3 21	3 36	2 43	2 58	2 73	2 98	2 98	1
2	7 16	7 76	8 16	7 96	6 42	6 72	4 86	5 16	5 46	5 96	5 96	2
3	10 74	11 64	12 24	11 94	9 63	10 08	7 29	7 74	8 19	8 94	8 94	3
4	14 32	15 52	16 32	15 92	12 84	13 44	9 72	10 32	10 92	11 92	11 92	4
5	17 90	19 40	20 40	19 90	16 05	16 80	12 15	12 90	13 65	14 90	14 90	5
6	21 48	23 28	24 48	23 88	19 26	20 16	14 58	15 48	16 38	17 88	17 88	6
7	25 06	27 16	28 56	27 86	22 47	23 52	17 01	18 06	19 11	20 86	20 86	7
8	28 64	31 04	32 64	31 84	25 68	26 88	19 44	20 64	21 84	23 84	23 84	8
9	32 22	34 92	36 72	35 82	28 89	30 24	21 87	23 22	24 57	26 82	26 82	9
10	35 80	38 80	40 80	39 80	32 10	33 60	24 30	25 80	27 30	29 80	29 80	10
11	39 38	42 68	44 88	43 78	35 31	36 96	26 73	28 38	30 03	32 78	32 78	11
12	42 96	46 56	48 96	47 76	38 52	40 32	29 16	30 96	32 76	35 76	35 76	12
13	46 54	50 44	53 04	51 74	41 73	43 68	31 59	33 54	35 49	38 74	38 74	13
14	50 12	54 32	57 12	55 72	44 94	47 04	34 02	36 12	38 22	41 72	41 72	14
15	53 70	58 20	61 20	59 70	48 15	50 40	36 45	38 70	40 95	44 70	44 70	15
16	57 28	62 08	65 28	63 68	51 36	53 76	38 88	41 28	43 68	47 68	47 68	16
17	60 86	65 96	69 36	67 66	54 57	57 12	41 31	43 86	46 41	50 66	50 66	17
18	64 44	69 84	73 44	71 64	57 78	60 48	43 74	46 44	49 14	53 64	53 64	18
19	68 02	73 72	77 52	75 62	60 99	63 84	46 17	49 02	51 87	56 62	56 62	19
20	71 60	77 60	81 60	79 60	64 20	67 20	48 60	51 60	54 60	59 60	59 60	20
21	75 18	81 48	85 68	83 58	67 41	70 56	51 03	54 18	57 33	62 58	62 58	21
22	78 76	85 36	89 76	87 56	70 62	73 92	53 46	56 76	60 06	65 56	65 56	22
23	82 34	89 24	93 84	91 54	73 83	77 28	55 89	59 34	62 79	68 54	68 54	23
24	85 92	93 12	97 92	95 52	77 04	80 64	58 32	61 92	65 52	71 52	71 52	24
25	89 50	97 00	102 00	99 50	80 25	84 00	60 75	64 50	68 25	74 50	74 50	25
Sunday work												Sunday work
1	5 37	5 82	6 12	5 97	4 82	5 04	3 65	3 87	4 10	4 47	4 47	1
2	10 74	11 64	12 24	11 94	9 64	10 08	7 30	7 74	8 20	8 94	8 94	2
3	16 11	17 46	18 36	17 91	14 46	15 12	10 95	11 61	12 30	13 41	13 41	3
4	21 48	23 28	24 48	23 88	19 28	20 16	14 60	15 48	16 40	17 88	17 88	4

Note 1.—The information shown for the number of days up to 25 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.

APPENDIX XIII

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during February, 1964, to workers in the Rubber Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers*			No. of days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	0 70	0 63½	1 33½	0 65	0 47	1 12	0 52½	0 43½	0 96	½
1	1 40	1 27	2 67	1 30	0 94	2 24	1 05	0 87	1 92	1
2	2 80	2 54	5 34	2 60	1 88	4 48	2 10	1 74	3 84	2
3	4 20	3 81	8 01	3 90	2 82	6 72	3 15	2 61	5 76	3
4	5 60	5 08	10 68	5 20	3 76	8 96	4 20	3 48	7 68	4
5	7 0	6 35	13 35	6 50	4 70	11 20	5 25	4 35	9 60	5
6	8 40	7 62	16 02	7 80	5 64	13 44	6 30	5 22	11 52	6
7	9 80	8 89	18 69	9 10	6 58	15 68	7 35	6 09	13 44	7
8	11 20	10 16	21 36	10 40	7 52	17 92	8 40	6 96	15 36	8
9	12 60	11 43	24 03	11 70	8 46	20 16	9 45	7 83	17 28	9
10	14 00	12 70	26 70	13 00	9 40	22 40	10 50	8 70	19 20	10
11	15 40	13 97	29 37	14 30	10 34	24 64	11 55	9 57	21 12	11
12	16 80	15 24	32 04	15 60	11 28	26 88	12 60	10 44	23 04	12
13	18 20	16 51	34 71	16 90	12 22	29 12	13 65	11 31	24 96	13
14	19 60	17 78	37 38	18 20	13 16	31 36	14 70	12 18	26 88	14
15	21 00	19 05	40 05	19 50	14 10	33 60	15 75	13 05	28 80	15
16	22 40	20 32	42 72	20 80	15 04	35 84	16 80	13 92	30 72	16
17	23 80	21 59	45 39	22 10	15 98	38 08	17 85	14 79	32 64	17
18	25 20	22 86	48 06	23 40	16 92	40 32	18 90	15 66	34 56	18
19	26 60	24 13	50 73	24 70	17 86	42 56	19 95	16 53	36 48	19
20	28 00	25 40	53 40	26 00	18 80	44 80	21 00	17 40	38 40	20
21	29 40	26 67	56 07	27 30	19 74	47 04	22 05	18 27	40 32	21
22	30 80	27 94	58 74	28 60	20 68	49 28	23 10	19 14	42 24	22
23	32 20	29 21	61 41	29 90	21 62	51 52	24 15	20 01	44 16	23
24	33 60	30 48	64 08	31 20	22 56	53 76	25 20	20 88	46 08	24
25	35 00	31 75	66 75	32 50	23 50	56 00	26 25	21 75	48 00	25
Sunday Work										Sunday work
1			4 00			3 36			2 88	1
2			8 00			6 72			5 76	2
3			12 00			10 08			8 64	3
4			16 00			13 44			11 52	4

The information shown for the number of days up to 25 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 February, 1964, to workers in the Tea Export Trade

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 79	1 94	2 04	1 94	1 99	1 60½	1 21½	1 29	1 36½	1 49	½
1	3 58	3 88	4 08	3 88	3 98	3 21	2 43	2 58	2 73	2 98	1
2	7 16	7 76	8 16	7 76	7 96	6 42	4 86	5 16	5 46	5 96	2
3	10 74	11 64	12 24	11 64	11 94	9 63	7 29	7 74	8 19	8 94	3
4	14 32	15 52	16 32	15 52	15 92	12 84	9 72	10 32	10 92	11 92	4
5	17 90	19 40	20 40	19 40	19 90	16 05	12 15	12 90	13 65	14 90	5
6	21 48	23 28	24 48	23 28	23 88	19 26	14 58	15 48	16 38	17 88	6
7	25 06	27 16	28 56	27 16	27 86	22 47	17 01	18 06	19 11	20 86	7
8	28 64	31 04	32 64	31 04	31 84	25 68	19 44	20 64	21 84	23 84	8
9	32 22	34 92	36 72	34 92	35 82	28 89	21 87	23 22	24 57	26 82	9
10	35 80	38 80	40 80	38 80	39 80	32 10	24 30	25 80	27 30	29 80	10
11	39 38	42 68	44 88	42 68	43 78	35 31	26 73	28 38	30 03	32 78	11
12	42 96	46 56	48 96	46 56	47 76	38 52	29 16	30 96	32 76	35 76	12
13	46 54	50 44	53 04	50 44	51 74	41 73	31 59	33 54	35 49	38 74	13
14	50 12	54 32	57 12	54 32	55 72	44 94	34 02	36 12	38 22	41 72	14
15	53 70	58 20	61 20	58 20	59 70	48 15	36 45	38 70	40 95	44 70	15
16	57 28	62 08	65 28	62 08	63 68	51 36	38 88	41 28	43 68	47 68	16
17	60 86	65 96	69 36	65 96	67 66	54 57	41 31	43 86	46 41	50 66	17
18	64 44	69 84	73 44	69 84	71 64	57 78	43 74	46 44	49 14	53 64	18
19	68 02	73 72	77 52	73 72	75 62	60 99	46 17	49 02	51 87	56 62	19
20	71 60	77 60	81 60	77 60	79 60	64 20	48 60	51 60	54 60	59 60	20
21	75 18	81 48	85 68	81 48	83 58	67 41	51 03	54 18	57 33	62 58	21
22	78 76	85 36	89 76	85 36	87 56	70 62	53 46	56 76	60 06	65 56	22
23	82 34	89 24	93 84	89 24	91 54	73 83	55 89	59 34	62 79	68 54	23
24	85 92	93 12	97 92	93 12	95 52	77 04	58 32	61 92	65 52	71 52	24
25	89 50	97 00	102 00	97 00	99 50	80 25	60 75	64 50	68 25	74 50	25
Sunday work											Sun-day work
1	5 37	5 82	6 12	5 82	5 97	4 82	3 65	3 87	4 10	4 47	1
2	10 74	11 64	12 24	11 64	11 94	9 64	7 30	7 74	8 20	8 94	2
3	16 11	17 46	18 36	17 46	17 91	14 46	10 95	11 61	12 30	13 41	3
4	21 48	23 28	24 48	23 28	23 88	19 28	14 60	15 48	16 40	17 88	

Note 1.—The information shown for the number of days up to 25 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.

APPENDIX XV

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during February, 1964, 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 Allowance	Minimum Wage	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1/2	0 62½	0 63½	1 26	0 52½	0 47	0 99½	0 40	0 43½	0 83½	1/2
1	1 25	1 27	2 52	1 05	0 94	1 99	0 80	0 87	1 67	1
2	2 50	2 54	5 04	2 10	1 88	3 98	1 60	1 74	3 34	2
3	3 75	3 81	7 56	3 15	2 82	5 97	2 40	2 61	5 01	3
4	5 00	5 08	10 08	4 20	3 76	7 96	3 20	3 48	6 68	4
5	6 25	6 35	12 60	5 25	4 70	9 95	4 00	4 35	8 35	5
6	7 50	7 62	15 12	6 30	5 64	11 94	4 80	5 22	10 02	6
7	8 75	8 89	17 64	7 35	6 58	13 93	5 60	6 09	11 69	7
8	10 00	10 16	20 16	8 40	7 52	15 92	6 40	6 96	13 36	8
9	11 25	11 43	22 68	9 45	8 46	17 91	7 20	7 83	15 03	9
10	12 50	12 70	25 20	10 50	9 40	19 90	8 00	8 70	16 70	10
11	13 75	13 97	27 72	11 55	10 34	21 89	8 80	9 57	18 37	11
12	15 00	15 24	30 24	12 60	11 28	23 88	9 60	10 44	20 04	12
13	16 25	16 51	32 76	13 65	12 22	25 87	10 40	11 31	21 71	13
14	17 50	17 78	35 28	14 70	13 16	27 86	11 20	12 18	23 38	14
15	18 75	19 05	37 80	15 75	14 10	29 85	12 00	13 05	25 05	15
16	20 00	20 32	40 32	16 80	15 04	31 84	12 80	13 92	26 72	16
17	21 25	21 59	42 84	17 85	15 98	33 83	13 60	14 79	28 39	17
18	22 50	22 86	45 36	18 90	16 92	35 82	14 40	15 66	30 06	18
19	23 75	24 13	47 88	19 95	17 86	37 81	15 20	16 53	31 73	19
20	25 00	25 40	50 40	21 00	18 80	39 80	16 00	17 40	33 40	20
21	26 25	26 67	52 92	22 05	19 74	41 79	16 80	18 27	35 07	21
22	27 50	27 94	55 44	23 10	20 68	43 78	17 60	19 14	36 74	22
23	28 75	29 21	57 96	24 15	21 62	45 77	18 40	20 01	38 41	23
24	30 00	30 48	60 48	25 20	22 56	47 76	19 20	20 88	40 08	24
25	31 25	31 75	63 00	26 25	23 50	49 75	20 00	21 75	41 75	25
Sunday work										Sunday work
1			3 78			2 98			2 50	1
2			7 56			5 96			5 00	2
3			11 34			8 94			7 50	3
4			15 12			11 92			10 00	4

Note 1.—The information shown for the number of days up to 25 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.