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# CEYLON

## LABOUR GAZETTE

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### HOW COLLECTIVE BARGAINING WORKS

SO far attention has been concentrated on the conditions which must be fulfilled before collective bargaining can take place, namely the establishment of trade unions and their recognition by the employers as representatives of the workers. The time has now come to see how the process actually works.

Where collective bargaining is carried on with individual employers there may be no fixed schedule of meetings, these being arranged when required because a claim has been made by the union of the employer or a dispute has arisen. If only one undertaking and the local branch of the union are involved the structure of the bargaining conference and the procedure are very simple. If the undertaking is small the employer may attend in person accompanied by two or three of his managers and possibly the personnel officer as well if there is one. The local branch of the union will be represented by officials (and possibly one or two ordinary members of the union as well) appointed by the union to form its bargaining committee. If workers in several occupations will be affected by the negotiations, there may be a representative on the workers' bargaining committee for each occupation, according to the internal organisation of the union concerned.

It is not essential for the number of representatives on the employers' side and the workers' side to be equal, as decisions are not taken by majority vote. On any proposal the whole of the employers' side, acting in unison, either accepts it or disagrees with it. Similarly the workers' representatives—if they all belong to the same union or if all the unions involved are pursuing a common line of action—act in unison. If both sides agree the proposal is adopted, at least provisionally. If not, further discussion may give rise to an amendment or an alternative proposal to which both sides can agree; if, however, the subject on which agreement cannot be reached is a vital one, the negotiations break down. According to the law and practice of the country or industry concerned, failure to reach agreement may either give rise to conciliation or even arbitration proceedings or lead to a strike; sometimes, after an interval has been allowed for reflection, a new meeting may be called in the hope of finding an agreed solution.

Here it must be emphasised once again that unless there is a genuine intention on both sides to reach agreement by negotiations involving "give and take" and compromise there is no basis for collective bargaining. The parties may not reach agreement, but they

must at least make a claim and the employers, after listening to the facts and arguments invoked in support of it, reject it flatly, that is not bargaining. Neither is it bargaining for the employers or workers to make a demand and refuse to consider any counter-proposals. This is the method of the ultimatum. In bargaining the sides may take a firm and strong line, and there will often be what is picturesquely described as "horse trading" or "higgling and haggling". But there must be a possibility of compromise between the originally incompatible demands or claims of the two sides. There may come a point in the negotiations when one side or the other has reached the limit of the concessions it is prepared to make and will go no further. Indeed, it is the task of skilled negotiators to recognise when this limit has been reached and then decide whether to settle on that basis or not.

### **Bargaining Tactics**

Before the bargaining conference begins, each side holds meetings to work out its attitude, draft the terms of its demands and decide, so far as possible, the limit of the concessions it is prepared to make. There is often much controversy at these private meetings, sometimes even more than at the actual bargaining conference. At union meetings extreme demands by members or delegates representing them have to be modified in the light of practical considerations. A difficult problem in these private meetings is for the members to decide whether to make such demands, which the more experienced of them know will not be accepted, or to make more modest ones which are closer to what they expect to get and which the undertaking or industry can afford to meet. It may be argued that by making extreme demands the union gives an impression of great strength—and one of the elements in skilful bargaining (as in battle) is to give the greatest possible impression of strength. It may also be argued that if such demands are made at the outset the final agreement reached will be more favourable than if the initial claims are more moderate. On the other hand, if much is demanded at the outset the final agreement reached will be more favourable than if the initial claims are more moderate. On the other hand, if much is demanded at the outset and many individual claims subsequently have to be withdrawn or whittled down to make agreement possible, with the result that the final agreement falls considerably short of what was originally asked for, the members whose hopes and expectations had been raised high may be so disappointed that they will refuse to accept the best terms their negotiators can get round the bargaining table and decide to go on strike; whereas if the original demands are more moderate and the final result of the negotiations does not fall too far short of them, the disappointment will not be so bitter and the chance of acceptance of the agreement will be greater.

On the other hand, if the original claim is very close to the conditions which the proposers are determined to win (if necessary by strike or lockout) there is little scope for bargaining. Indeed, such claims may differ little from ultimatums.

### **Bargaining Conferences**

The bargaining conference usually arranges for a chairman to conduct the proceedings. Sometimes it is agreed that each side in turn shall choose the chairman from among its members. In some

conferences the two sides may agree that one of the members from the employers' side shall be chairman, perhaps on account of his greater experience. If so, it will be his responsibility to control the proceedings fairly, and the union representatives will be entitled to protest if he uses his position to the disadvantage of the workers' members by not allowing them full and equal opportunities to present their case throughout the negotiations. When the negotiation takes place at the industry level the law in some countries (for example, in Belgium and France) provides that the parties shall meet under an independent chairman.

Often during the negotiations a suggestion or proposal is made which one or both sides may wish to consider privately before making up their minds whether to approve it or not. In order to give them an opportunity to do this, the chairman will suspend the sitting until they are ready to resume negotiations. These private meetings may be frequent and the matter under consideration may be hotly debated, some members believing that they can get better terms if they hold out for more, while others think that the proposal represents the most that the other side will concede. They may decide to go back to the conference with a modification of the proposal or even be willing to accept it.

If (as is usual) the bargaining conference has under consideration an agreement which will consist of many clauses, it must decide on the order in which these clauses shall be discussed. Any agreement reached on a clause is regarded as provisional, since it may be affected by decisions reached on later clauses and may become acceptable to both parties if one or the other is willing to make a concession involving modification of an earlier clause on which provisional agreement has already been reached.

Usually at the first meeting for the consideration of an agreement one side will submit a claim, and there will be opening statements by a leader from each side. This will be followed by a general discussion or exchange of views. Then the terms will be considered clause by clause. When this detailed examination has been completed and provisional agreement has been reached on the various clauses, the terms will be reviewed as a whole, and if all goes well they will be adopted. Often the proceedings are informal. Records of the discussions are not generally kept, but the matters on which agreement is reached are carefully noted. Some conferences appoint a secretary, sometimes joint secretaries (one from each side).

## **Representation**

What has been said above applies generally both to bargaining at the level of the undertaking and to bargaining at higher levels. The main changes which take place as the coverage of the agreement widens are that representation becomes more complex and that more interests have to be considered and adjusted. Even in one undertaking the workers affected by bargaining may be members of several unions, each defending the interests of a particular occupation or category of workers. This may mean that several unions have to be represented on the workers' side and also entails negotiations between the unions themselves to agree on a common policy and tactics before they begin to bargain with the employer.

Collective bargaining may take place between one or more unions and a big corporation which has a number of plants in different parts of the country, and the management may bring a representative from each of the larger plants to take part in the negotiations with the representatives of the union or unions. Alternatively, the negotiations may be between one or more unions and a number of undertakings all operating in the same locality, and these undertakings will have to decide on a common policy before collective bargaining begins.

The problems of representation and the co-ordination of policies are greatest when collective bargaining covers the whole of an industry in one country, particularly in countries where trade unionism has grown up over the years with no single uniform pattern. In a single industry (for example, engineering or building) there may be several craft unions or skilled workmen, one for each occupation, and these separate unions may be national in scope. In addition, some of the workers in the same industry may be organised on industrial lines in a union membership of which is open to any worker in the industry concerned, whether skilled, semi-skilled or unskilled. There may also be workers in the industry who belong to one or more unions of general workers whose membership is drawn from a number of industries.

As an illustration of the complexity of the problem of ensuring proper representation in some bargaining conferences, mention may be made of the collective negotiations to regulate wages and conditions of employment in the United Kingdom engineering and shipbuilding industry, in which on the workers' side 40 different unions take part.

In some industries a number of separate unions form federations for purposes of collective bargaining so as to make representation and the adoption of common policies easier. In many others there are not only workers belonging to industrial unions but also workers belonging to unions with members in a number of quite different industries. Most of the workers in the chemical industry or the iron and steel industry, for instance, may be organised on industrial lines in a chemical workers' union or an iron and steel workers' union; but the industry also employs substantial numbers of building workers, woodworkers, engineers, electricians and clerical workers who belong to other unions yet may claim representation in collective bargaining conferences in the chemical and iron or steel industry. Representation of employers is less complicated as they are usually organised on the basis of the industry to which they belong.

### **Bargaining at the Local and National Levels**

Where, as in the United States and Canada, much collective bargaining takes place at the local level between one or more local employers and a local union (which, however, is affiliated with a national union), the problem arises as to how much freedom the local union may have in the negotiations and to what extent it is bound by policies adopted by the national organisation. Similar problems may also arise in countries where collective bargaining is carried on at a higher level than that of the undertaking.

One solution which some unions adopt is for the central organisation to lay down general standards and principles for the guidance of local branches or unions in their bargaining, leaving the local branch or

union considerable freedom provided that it conforms with those principles and standards. The local branches or unions may already have been associated with the framing of these policies and standards in so far as they have been represented at the central meetings which adopted them. In some local collective bargaining conference a representative from the regional or national headquarters of the union will attend to assist the representatives of the local branch or union in their negotiations with the employers. In some unions approval of local agreements by the national body is required before they can be ratified and made effective. There are wide differences between organisations as regards the degree of freedom given to local branches or unions, but frequently the tendency is to increase the authority and control of the central body.

When collective bargaining takes place at the national level each side devises its policy and formulates its claims by consultation with its members. Thus local branches or unions will send delegates to meetings where they discuss with the senior officers of the union the demands to be made and the plan of campaign. The delegates express the views of the rank and file in each area at these meetings which enable the officials at headquarters to ascertain the general attitude of the members. In many unions there is a tendency for the influence of the national leaders to grow stronger, though in reaching their decisions they must take careful account of local opinion and be sure of support throughout the union.

Another method of reconciling central and local interests may be the conclusion at different levels of several collective agreements which cover the same undertakings and workers. There may, for instance, be national agreements signed by the national organisations of employers and workers of one particular occupation or industry which are confined either to the more general conditions or to specific matters such as hours of work, holidays with pay, etc., while the regional or local parties, or even those at the level of the undertaking, conclude (on the basis of, or in addition to, the national agreement) regional, local or plant agreements which settle the details not covered by the national agreement, taking into account the needs and conditions of the unit concerned.

Some unions require that agreements negotiated by their representatives shall be submitted for ratification by their members before coming into effect. Sometimes draft agreements must be submitted for approval to a meeting of delegates from the branches. Employers frequently complain about such arrangements. They point out that during the negotiations they may have gone to the limit in making certain concessions in order to secure agreement, and then find the terms rejected when later submitted to the workers. This leaves the employers in an awkward position. They have already indicated that they would be able to accept the terms of the draft agreement which has been rejected. If new negotiations are started the employers cannot offer less than those terms, and they are faced with the choice of either making more concessions or risking a stoppage. On the other hand, where the negotiating party on the employers' side is an employers' association, its rules may prescribe that a draft agreement which has been negotiated by its representatives must be submitted to all individual employers who are members of the association before it can be put into force.

A particularly interesting example of a combination between centralised collective bargaining and participation of individual members in the final decision is furnished by the national collective agreement concluded in 1958 between the Norwegian Federation of Trade Unions and the Norwegian Employers' Confederation, which covered more than 250,000 workers in major branches of industry and contained, among other things, the most important general wage revision in the history of the two organisations. The agreement, which was expected to secure industrial peace for three years, had to be submitted for final approval to the individual members of both contracting organisations. The majority of the workers and employers concerned voted in favour of its acceptance.

Other unions in other countries, having indicated to their negotiating representatives the general lines of their demands, leave the responsibility with the representatives, trusting them to secure the best terms possible. Some unions, in order that their representatives may be in a stronger bargaining position, may give them authority either before bargaining begins or at a critical stage during the negotiations to call a strike if they cannot secure specified terms. This, however, may not always be desirable, as the bargaining is then conducted with the threat of imminent conflict hanging over the proceedings.

As unions and employers' organisations grow in size and become nationwide they tend to employ trained economists and other research workers on their headquarters' staffs. These compile facts on the cost of living, economic conditions in the country and in the particular industry and undertaking, and wage levels in other industries and occupations, and prepare statements to assist the negotiations. It would seem reasonable to expect that the collection of factual information of this kind would narrow the margin of difference between the two sides and enable agreements to be reached more easily. In the past, however, in many negotiations these statements have had less effect than might have been thought likely. This is partly because statistical data may be interpreted differently by the two sides and partly because relevant information is not always available. Moreover, the negotiations may in effect be trials of strength in which the known facts play only a secondary part.

However, in large-scale national negotiations involving hundreds of thousands of workers the consequences of serious stoppages are so great that increasing account of the facts is being taken in many countries. More and more statistical information on economic conditions is being compiled and analysed, and there seems little doubt that in the future such information will be increasingly influential in collective bargaining. Fact finding is almost an industry in itself in the United States. In the United Kingdom, after a short strike among engineering and shipbuilding workers in the spring of 1957, a court of inquiry appointed to investigate the causes of the dispute and make recommendations proposed, among other things, the appointment of an authoritative and impartial body to consider the wider implications of movements of wages, costs and prices. Such systematic studies could have beneficial effects on the course of collective bargaining. A meeting of experts on industrial and human relations convened by the I. L. O. in 1956 concluded in its report that, while the right to declare a strike and lockout was a necessary factor in arriving at a settlement

in certain circumstances, the tendency of management and labour in collective bargaining to place greater reliance on economic facts and the art of persuasion and reasoning should be encouraged. The experts expressed the view that the relevant data should be made available to all parties for responsible use in the process of collective bargaining, including facts on the state of the industry and the national economy and data on the cost of living, family budget requirements and similar matters.

A number of unions, in addition to appointing economists and statisticians to their staffs, have also appointed people with knowledge of incentive methods of wage payment and of time and motion study methods. These specialists and the union members they train in these techniques can assist the unions in negotiations for the fixing of piece rates of wages. Management has for many years employed experts in time study and job evaluation to assist in determining occupational grades and in fixing output standards, piece rates and bonus payments, and unless the unions have similar specialists of their own they are at a disadvantage in detailed negotiations and in the application of the general provisions of collective agreements to the special conditions of each undertaking.

If a bargaining conference fails to reach agreement, it may be decided to try conciliation or arbitration. Sometimes this is done in accordance with a provision in a previous agreement to the effect that on the termination of the latter, if the parties cannot reach a new agreement, they will bring in a conciliator or take the dispute to arbitration. Some parties in collective bargaining are, however, unwilling to bring a third party, especially an arbitrator, into their affairs.

A skilled conciliator can often greatly assist the parties to reach agreement. During the unsuccessful negotiations they may have committed themselves to irreconcilable demands; neither side can give way directly without seeming to show weakness. Or the parties may have failed to reach agreement because neither side has been able to judge whether the other side has made its final offer or whether there is still a possibility of winning further concessions. A conciliator can bring a new approach to the problems. He has the advantage of being able to meet the two parties separately, and each can tell him privately what they would not say to the other and indicate to him how far they would be willing to go in making concessions. He can see the attitudes of both sides more clearly than is possible for the parties themselves at the conference table because, as part of the technique of bargaining, each side may conceal something from the other. He may learn from one side that it would make a concession on one matter if the other side would make an equivalent concession on one matter if the other side would make an equivalent concession on some other point. They may each accept suggestions from him which, if made by either side, would involve "loss of face". Such suggestions often open the way to agreement. As collective bargaining becomes firmly established, increased use is made of conciliation and arbitration procedure. The method used, however, vary considerably from country to country.

### **INDUSTRY—WIDE AGREEMENTS**

Special problems arise when collective bargaining and agreements cover a large number of undertakings and are industry-wide in their scope. Indeed, many of the problems are encountered in varying

degree in any agreement which applies to more than one undertaking. One main source of difficulty is that there are often considerable differences in efficiency and prosperity between one firm and another. The best managed, most prosperous firms in an industry may be able to pay wage rates 10 or 20 per cent. higher than those which the least prosperous can afford. Is the agreement to establish scales of pay which provide for variation from firm to firm or must it fix the same rates for all firms ?

The employers in the prosperous firms will say that the wage rates are paid for workmen of specified grades, and that wherever a workman of a given grade is employed the rate should be the same. The employers compete for their raw materials, and the price paid is the same whether a firm is large or small, highly prosperous or struggling to avert bankruptcy. They pay the same price when buying new machines and they pay the same rates for advertising and transporting their products. Similarly, it is claimed, the wage paid should be the same for all workers doing the same job. Allowances can be made outside the agreements for differences in the efficiency of individual workers, but the agreements are concerned with grades of workers, each with a generally recognised degree of skill, ranging from unskilled labourers to highly skilled craftsmen. They argue that for each grade the rate should be the same for all firms—in fact, that the principle of equal remuneration for work of equal value should be applied.

The trade unions also, when bargaining with many employers at a time, often find it difficult to support a policy of different rates based on the relative prosperity of each undertaking. Their members are employed by many different firms and numbers of them are likely to move from one firm to another. They will therefore expect the union to bargain for equal standards wherever they may be employed.

What general level, then, will the employers and trade unions seek to establish in the agreements ? The actual standards agreed upon will depend on the relative strength of the two sides, but their effect on employment is usually a basic consideration. If the rates of wages and conditions of employment are fixed too high for the poorer firms they will have to dismiss workers. In bargaining, therefore, the trade unions must always keep in mind the effects of any given level of wages on unemployment. Throughout the negotiations special consideration must be given to the effects of any given level of wages on the less prosperous firms. If these are numerous and employ a large proportion of the workers, the rates fixed in the agreement must be closely related to their capacity to pay. The unions may risk some unemployment but, if the rates are fixed so high that unemployment becomes substantial, they will find their bargaining position weakened and may also lose members.

Here mention may be made of a method adopted by a union in the garment-making industry in the United States to enable the less efficient firms to pay the rates of wages demanded by the union. The union was bargaining with individual firms ; it had drawn up scales of wages and wished to persuade each of the firms with which it negotiated to accept them. Some of the poorer firms said that such rates would force them out of business or compel them to dismiss large numbers of workers, and they submitted their books to the union to prove their contention. The union representatives replied that by

reorganisation and better methods the efficiency of the business concerned could be so much improved that they would be able to pay the wages the union demanded. They also offered to provide expert consultants who would study the problems of the undertakings and indicate how their efficiency could be increased. In this way various firms were enabled to pay wage rates demanded by the union.

Many industry-wide agreements establish general principles to be applied in all undertakings throughout the country but also fix different rates for each region. This is necessary, especially in large countries, to allow for differences in economic conditions and standards of living in the various regions. In some agreements towns are graded according to their population, and higher wages are fixed for large cities, somewhat lower rates for towns of intermediate size, and lower rates still for small towns and rural districts. The differences often reflect long-established customary variations from place to place, due largely to differences in the cost of living, and especially the cost of house rents, which are higher in the more populous places than in small towns and country districts.

There has been much discussion as to what is the most appropriate level at which collective agreements should be concluded. Negotiations at the level of the undertaking, it is sometimes argued, facilitate agreement between the parties. They permit the management to assume its responsibilities, reduce doctrinal differences, limit the scope of any disputes which may occur, tend to ensure that these shall be strictly occupational in character, and make it possible to lay down conditions which take account of the particular situation of the undertaking concerned. They may also promote higher productivity, because the workers can hope for increased compensation for the efforts they make, which may be a stimulant to management and labour in other undertakings.

On the other hand, it may equally well be argued that a collective agreement concluded at the industry level, or at least at a level higher than that of the undertaking, corresponds more closely to the interests uniting workers and employers, ensures greater protection to the workers by establishing more uniform conditions of work and guaranteeing the same advantages to all—including those least capable of defending themselves effectively in their own undertakings—and has a stabilising effect on the climate of industrial relations and economic development. Moreover, if the area of negotiation is wider employers can bargain together in associations especially well equipped to bargain collectively, and thus small and medium-sized undertakings can increase their bargaining power and present a solid front in dealings with organised workers. To this argument the reply is made in certain circles that it is precisely this type of approach which leads to greater intransigence and an increase in the number of disputes, that the weakest employers have less incentive to improve methods of work and that the strongest are favoured at the expense of their workers, who have to content themselves with lower wage rates than could otherwise have been won.

### **Standard and Minimum Conditions**

Related to the question of differences in the capacity of firms in an industry to pay wages and observe conditions of employment is the question whether the rates and conditions fixed in collective

agreements are standards to be observed uniformly by all firms or are minima below which no firm may go. On this question the practice differs from one agreement to another and from one country to another. Some agreements contain a clause specifically stating that nothing in the agreement shall prevent employers from paying higher wages and introducing other conditions more favourable to the workers than those fixed in the agreements. When such a clause is adopted it indicates clearly that the terms of the agreement are minimum terms, and employers are in effect encouraged to go further wherever possible. The minimum will no doubt be observed by the less prosperous firms, while the more prosperous ones may go beyond the requirements of the agreement. There are also countries where it is generally admitted and collective agreements contain only minimum conditions without there being any need for including a special clause to that effect in the agreement itself.

In some industries agreements are, however, intended to fix standards which will be applied by all firms. Some employers particularly object to the payment of wages higher than those fixed by agreement. They consider that as regards wages and conditions of employment all employers should be on equal terms. In periods of shortage of labour if some firms begin to pay higher wages they will attract workers from other firms, who in their turn will have to raise their wages above those fixed in the agreement. Thus firms will be competing against one another for workers. They will also be playing into the hands of the trade unions, who will soon demand a new agreement providing for a general increase in wages, and will support their demand by showing that many firms are already paying wages higher than those stipulated in the original agreement. Indeed, this frequently happened in the years of labour shortages following the end of the Second World War. Employers in some industries may therefore have a considerable incentive to conclude agreements providing standard rather than minimum rates and conditions, and their organisations will try by measures of persuasion and discipline to restrain firms from going beyond the agreed terms.

Trade unions do not usually object to firms adopting higher standards than those in the agreements and often positively welcome their doing so. In some industries the negotiation of agreements may be somewhat easier where the terms are understood to be minima than where they are standard. However, in the United States and in some other countries important firms have paid wages and applied conditions of employment so much ahead of those which the unions have been able to secure in collective agreements that many workers in the firms concerned have seen little or no advantage in joining a trade union. This has weakened the position of the unions, and in some of these firms few (if any) of the workers are members of unions. Consequently these firms may not be parties to collective Agreements.

In times of depression and severe unemployment some firms may find it difficult to observe the terms of agreements concluded earlier when business was good. Firms which are parties to agreements find themselves in competition with others not bound by the same terms. The latter may reduce wages, and this aggravates the difficulties of the firms which are bound. Some of them may withdraw

from the organisation in order to be able to reduce wages, in which case the collective bargaining machinery may well break down altogether. This happened in some industries during depression periods in the inter-war years. One remedy for this problem would be for orderly reductions to be introduced by new agreements, but during a sudden and severe depression the processes of negotiation may be too slow to meet the needs of the situation. Another remedy is the extension by statutory authority of the provisions of representative collective agreements to all firms and workers in the industry. This prevents firms from paying wages lower than those fixed in the agreement, even if they are not bound by it, and thus maintains the effectiveness of agreements and safeguards the collective bargaining process.

### **Joint Consultation and Collaboration**

When the representative of trade unions and of employers' organisations meet for purposes of collective bargaining they do so because they disagree on terms of employment but are willing to bargain in the hope of reaching a settlement. One side will have made claims which the other side resists. Consequently the parties meet as contestants and are in conflict with one another. In any case, they usually meet only when differences have arisen between them.

However, apart from conditions of employment over which employers and workers are likely to be in disagreement, there are many other matters of equal concern to both. Employers and workers have an interest in the prosperity of the industry or the undertaking. They have an equal interest in the recruitment and training of workers, the adoption of more efficient methods, market conditions and prospects, development plans and health, safety and welfare. Considerable benefit could therefore result if representatives of employers and workers would not only come together at irregular intervals when disputes have arisen between them but also hold regular meetings to consider matters of common interest. Such meetings would enable them to understand one another's problems better, and this would make it easier to find solutions to questions on which their interests conflict.

The value of such regular meetings was stressed by the reconstruction Committee on Relations between Employers and Employed (known, after its Chairman, as the Whitley Committee), set up in the United Kingdom in 1916 to make recommendations for the organisation of industrial relations after the war. The Committee recommended the setting up of a joint industrial council for each industry in which employers and workers are sufficiently well organised. No legislation was passed to apply this recommendation, but many industries voluntarily set up such councils. Although some fell into abeyance during the inter-war depression years, some of them, especially those for central and local government services, were successful, and the movement gained strength again during and after the Second World War.

There are in other countries many different forms and methods of organising more or less regular contacts between workers' and

employers' representatives at the industry level where the two sides consult and collaborate in the solution of common problems, Such bodies may be established on a voluntary basis (for instance, in the textile industry in Mexico and Japan, in the Indian railways, in the clothing industry in the United States), or they may be set up by legislation (like the joint committees for the various branches of industry in Belgium, the various corporations in the Netherlands, the joint industrial councils in Norway, the joint advisory councils in New Zealand and similar advisory bodies in other countries). These bodies are national or regional in scope, and in large and complex industries a considerable number of separate trade unions and several employers' organisations may be represented on them. They usually give consideration to a wide range of questions of common interest. Some of them even exclude from consideration wages and other matters over which conflicts would be likely to arise so that their meetings will be friendly and co-operative. In industries where this is done many of the same representatives meet in other conferences for purposes of collective bargaining over wages and similar contentious matters. In further instances the same body undertakes both the discussion of common interests and bargaining over matters in dispute.

Part of the value of these discussions lies in the fact that they provide a two-way channel of communication. The trade union representative can interpret the attitudes of the workers to the employers, and the employers can put their problems before the workers. On many of the questions discussed the conclusion takes the form of advisory recommendations; the executive decisions on their application rest with the employers—or the public authorities, according to the case.

### **Value of Collective Bargaining and Agreements**

The great value of collective bargaining and agreements is that they provide a method for the regulation of conditions of employment by those directly concerned. The employers and workers in an industry know more about its conditions and problems than anyone else, and they are directly affected by the operation of the agreements. The terms of an agreement serve as a code defining the rights and obligations of each party in their employment relations with one another; it fixes a large number of detailed conditions of employment; and during its validity none of the matters it deals with can in normal circumstances give grounds for a dispute concerning an individual worker.

Basic standards are fixed and every worker knows that he cannot be required to work under conditions less favourable than those stipulated in the agreement. If the latter applies to a group of employers or to the members of an employers' association, each employer knows that he is safeguarded by the basic standards it lays down from being undercut in labour conditions by his competitors in the group or association. The establishment of conditions by agreement is some guarantee that they will be as fair as is practicable in view of the economic circumstances of the industry and the relative bargaining strength of the two sides.

Although in collective negotiations each side contests the attitudes and demands of the other, the processes of bargaining often lead to better mutual understanding. The employers gain a greater insight into the problems and aspirations of the workers, while the latter become more aware of the economic and technical factors involved in industrial management. The reaching of agreement is thereby facilitated.

One of the great merits of collective bargaining is that it provides a flexible means of adjusting wages and conditions of employment to economic and technological changes in industry. The parties can meet whenever necessary and can adapt the terms of their agreements to these changes.

Although collective bargaining is of primary interest to the workers and employers concerned and to their organisations, the levels of wages and labour costs resulting from all collective agreements taken together are also of vital concern to the whole community. They affect the level of prices, the cost of living and the ability of the country to pay for its imports, and may also affect levels of employment. The first responsibility of those who participate in collective bargaining is to get the best bargain they can for those they represent, and the question has been raised whether the procedure of collective bargaining take sufficient account of the interests of the community and the requirements of the national economy, particularly if demands put forward by the trade unions in different sectors of the economy are not in some degree co-ordinated by a central trade union organisation. This question is especially pertinent at times of high employment and rising prices. Most countries desire to combine full employment with reasonable stability of prices and with methods of wage determination which include free collective bargaining. Simultaneously to achieve these three aims—each desirable in itself—is not easy. Government action through monetary policy or fiscal measures or by other means may of course have a bearing on the issues involved in collective bargaining and sometimes an indirect influence on the results.

*(Extract from International Labour Office "Collective Bargaining"—A Workers' Education Manual—Geneva, 1960)*

## NOTES OF CURRENT INTEREST

### List of Trade Unions Registered in April, 1964

<i>Regtd. No.</i>	<i>Date of Registration</i>	<i>Name of Union</i>
* 2188 ..	1.4.64 ..	Patha Dumbara Grama Sewaka Sangamaya
* 2189 ..	1.4.64 ..	We Uda Willihathpaththuwe Grama Sewaka Samithiya
2190 ..	9.4.64 ..	Lanka Thunee Lali Sanstha Eksath Vurthiya Samithiya
* 2191 ..	10.4.64 ..	Ruhunu Dushkara Guru Sanwidhanaya
2192 ..	22.4.64 ..	Horetuduwe Lee Irana Mol Himiyange Sangamaya
2193 ..	23.4.64 ..	Lanka Tyre Sansthawe Sewaka Samithiya
* 2194 ..	28.4.64 ..	Sri Lanka Pragathiseeli Guru Sangamaya
* 2195 ..	28.4.64 ..	Idam Sanwardene Departhamentuwe Sri Lanka Sewaka Samithiya
2196 ..	29.4.64 ..	Uthuru Pitigal Korale Samupakara Sewakayinge Vurthiya Samithiya
2197 ..	30.4.64 ..	Galoya Development Board Technical Officers' Association

\* Unions of Public Servants.

## 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.

The Colombo Consumer's Price Index Number for the month of April, 1964, is 112.1 as against 111.4 for the month of March, 1964, an increase of .7.

### Wage Rate

- (a) The basic wages payable for the month of May, 1964, to workers in the trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.
- (b) The Special Allowances payable for the month of May, 1964, to workers in Tea Growing and Manufacturing, Rubber Growing and Manufacturing, Cocoa, Cardamom and Pepper Growing and Manufacturing and Coconut Growing and Coconut Manufacturing Trades will be more than that for April, 1964.
- (c) The Special Allowances payable to workers in all the other trades to which Part II of the Wages Boards Ordinance has been applied will remain unchanged.

### Strikes

There were altogether 21 strikes during February, 1964, involving 5,763 workers and a loss of 49,407 man-days as against 15 strikes during January, 1964, involving 4,944 workers and a loss of 108,219 man-days. Fourteen of these strikes were in Tea Plantations involving 4,696 workers and a loss of 26,087 man-days; one in Tea-cum Rubber involving 25 workers and a loss of 50 man-days; one in Coconut Cum Rubber involving 211 workers and a loss of 20,373 man-days; one in Tea Export involving 348 workers and a loss of 87 man-days; two in Dock, Harbour and Port Transport involving 162 workers and a loss of 867 man-days; one in Factories, Workshop, &c., run by the State involving 196 workers and a loss of 1,568 man-days; whilst the remaining one was in Tile Manufacturing involving 125 workers and a loss of 375 man-days.

## REGISTRANTS FOR EMPLOYMENT OR BETTER EMPLOYMENT

The total number of registrants for employment or better employment, according to registers of the Employment Exchanges, as at the end of February, 1964, and March, 1964, was as given below :

	February, 1964			March, 1964		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	20,288..	17,219..	37,507..	20,732..	17,102..	37,834
Skilled ..	14,135..	2,990..	17,125..	14,279..	2,991..	17,270
Semi-skilled ..	31,515..	6,022..	37,537..	32,034..	6,030..	38,064
Unskilled ..	59,211..	4,729..	63,940..	59,506..	4,691..	64,197
<b>Total ..</b>	<b>125,149</b>	<b>30,960</b>	<b>156,109</b>	<b>126,551</b>	<b>30,814</b>	<b>157,365</b>

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

	<i>February, 1964</i>			<i>March, 1964</i>		
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Technical and Clerical..	191..	20..	211..	70..	47..	117
Skilled ..	34..	— ..	34..	63..	2..	65
Semi-skilled ..	47..	2..	49..	60..	9..	69
Unskilled ..	365..	2..	367..	407..	— ..	407
<b>Total ..</b>	<b>637</b>	<b>24</b>	<b>661</b>	<b>600</b>	<b>58</b>	<b>658</b>

**TABLE I—COST OF LIVING INDEX NUMBERS**

**A—Colombo Working Class**

*Base : November, 1938–April, 1939 = 100*

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

**INDEX NUMBERS**

*Base : November, 1938–April, 1939 = 100*

1939	.. 112 ..	102 ..	97 ..	112 ..	104 ..	108†
1940	.. 116 ..	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
Group Weights	61.89 ..	4.29 ..	5.70 ..	9.42 ..	18.71	

**INDEX NUMBERS**

1953	.. 105.97 ..	99.82 ..	101.32 ..	82.82 ..	97.17 ..	101.6
1954	.. 106.13 ..	103.35 ..	101.53 ..	79.52 ..	94.43 ..	101.1
1955	.. 105.09 ..	102.34 ..	101.53 ..	80.50 ..	94.62 ..	100.5
1956	.. 103.32 ..	101.30 ..	101.53 ..	81.76 ..	98.60 ..	100.2
1957	.. 104.94 ..	97.32 ..	101.53 ..	84.39 ..	106.92 ..	102.8
1958	.. 105.75 ..	101.04 ..	101.53 ..	87.51 ..	113.05 ..	105.0
1959	.. 104.67 ..	102.31 ..	101.49 ..	92.10 ..	115.22 ..	105.2
1960	.. 100.77 ..	102.63 ..	101.53 ..	95.10 ..	117.51 ..	103.5
1961	.. 99.66 ..	104.35 ..	101.53 ..	106.13 ..	123.26 ..	104.8
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
February	.. 105.44 ..	102.65 ..	101.53 ..	126.75 ..	128.97 ..	111.5
March	.. 104.91 ..	103.34 ..	101.53 ..	128.31 ..	129.45 ..	111.4
April	.. 105.65 ..	104.50 ..	101.53 ..	129.32 ..	129.45 ..	112.1

TABLE II—WAGES INDEX NUMBERS

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

A

Base : 1939=100

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

B

Base : 1952=100

1953 .. —	.. 1.95	.. 101.56	.. 99.96	.. 90.97	.. 101.31	.. 99.71
1954 .. —	.. 1.99	.. 103.65	.. 102.52	.. 91.04	.. 101.39	.. 100.29
1955 .. —	.. 2.06	.. 107.29	.. 106.76	.. 94.94	.. 105.74	.. 105.21
1956 .. —	.. 2.08	.. 108.33	.. 108.11	.. 96.24	.. 107.18	.. 106.91
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
February	.. 2.22	.. 115.63	.. 103.70	.. 113.74	.. 126.67	.. 113.61
March	.. 2.22	.. 115.63	.. 103.80	.. 113.74	.. 126.67	.. 113.71
April	.. 2.22	.. 115.63	.. 103.15	.. 113.74	.. 126.67	.. 113.00

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
1964 — January ..	2.26 ..	115.31..	3.85 ..	131.85..	2.38 ..	116.67
February ..	2.26 ..	115.31..	3.87 ..	132.53..	2.39 ..	117.16
March ..	2.26 ..	115.31..	3.87 ..	132.53..	2.39 ..	117.16
April ..	2.26 ..	115.31..	3.87 ..	132.53..	2.39 ..	117.16

\* 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	19,333
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	172	1,051
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	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
1964 January	37,084	16,937	37,221	63,363	154,605
February	37,507	17,125	37,537	63,940	156,109
March	37,834	17,270	38,064	64,197	157,365

\* 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.

**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>Nawalapitiya</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	1,992	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 ..	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	1,237	16,658	7,529	1,022	6,438	3,593	4,949	2,910	1,508	540
1964—												
January ..	56,362	12,066	11,426	16,849	7,616	983	6,688	3,791	5,184	3,059	1,612	557
February ..	56,938	12,137	11,643	16,671	7,598	1,007	6,921	3,881	5,283	3,048	1,676	573
March ..	57,498	12,217	11,738	16,418	7,717	1,043	7,094	3,934	5,376	3,080	1,680	579

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

<i>Trincomalee</i>	<i>Anuradhapura</i>	<i>Avissawella</i>	<i>Haputale</i>	<i>Matara</i>	<i>Vavuniya</i>	<i>Kegalle</i>	<i>Matale</i>	<i>Chilaw</i>	<i>Hatton</i>	<i>Nuwara Eliya</i>	<i>Total</i>
—	—	—	—	—	—	—	—	—	—	—	34,744
283	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,732
348	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	59,707
252	437	678	—	—	—	—	—	—	—	—	53,023
239	548	477	526	1,382	—	—	—	—	—	—	51,546
1,567	884	1,377	396	1,539	—	—	—	—	—	—	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
1,372	2,563	364	1,368	8,060	574	3,301	1,199	—	—	—	150,231
1,431	2,742	3,804	1,188	7,311	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	1,328	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
1,467	3,122	3,553	1,471	8,753	654	4,185	1,383	2,334	881	609	154,605
1,493	3,097	3,441	1,493	8,846	664	4,380	1,419	2,421	843	636	156,109
1,621	3,200	3,412	1,563	8,902	642	4,379	1,410	2,436	827	599	157,365

**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	5,937	22	3,559	57	5,084	82	16,703	228
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	2,787	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	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,779
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,306
1952	3,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,458
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,828	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	2,392	3,791	83,883	8,203
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,687	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	14,734	631	24,791	964	50,390	2,794	112,523	5,648
1962	24,155	1,263	11,626	468	22,994	809	42,404	2,317	101,179	4,857
1963	24,997	1,322	11,953	502	24,951	939	43,400	2,466	105,301	5,129
1963 January	2,227	138	1,115	36	2,386	102	3,848	208	9,576	483
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	1,986	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
1964 January	2,996	60	1,263	24	2,808	74	4,100	325	11,167	483
February	2,627	211	1,288	34	2,507	49	3,880	367	10,302	661
March	2,336	117	1,147	65	2,529	69	4,036	407	10,048	658

**TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of March, 1964**

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	681	57	441	49	1,067	25	1,907	234	4,096	365
Negombo	129	11	103	3	118	1	216	15	566	30
Kalutara	155	13	78	2	207	1	209	2	649	18
Galle	153	2	37	1	120	1	267	26	582	30
Kandy	139	5	67	1	106	5	178	11	490	22
Nawalapitiya	22	—	20	—	21	1	37	—	100	1
Kurunegala	160	—	72	—	112	—	87	—	431	—
Jaffna	119	11	40	—	122	2	79	5	360	18
Ratnapura	96	—	52	1	95	2	173	42	416	45
Badulla	75	—	29	—	52	4	50	2	206	6
Batticaloa	49	1	18	2	64	2	38	1	169	6
Kalmunai	26	1	2	—	15	1	8	—	51	2
Trincomalee	25	1	7	2	29	—	128	5	189	8
Anuradhapura	56	—	16	—	48	3	58	4	178	7
Avissawella	93	—	22	—	20	—	69	—	204	—
Haputale	42	—	17	—	29	2	62	—	150	2
Matara	140	—	65	2	119	7	257	—	581	9
Vavuniya	16	9	—	—	11	1	5	1	32	11
Kegalla	77	—	21	—	81	2	61	1	240	3
Matale	24	—	14	—	26	4	32	18	96	22
Chilaw	46	3	14	2	53	2	82	32	195	39
Hatton	2	2	8	—	5	—	18	2	33	4
Nuwara Eliya	6	1	4	—	9	3	15	6	34	10
Total	2,336	117	1,147	65	2,529	69	4,036	407	10,048	658

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	.. Not available	.. Not available	4	.. Not available	Not available
1940	36	9,732	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66†	12,399	937
1945	28	3,514	4,285*	53	23,875	153,388‡
1946	87	15,259	31,330‡	69	39,237	250,366
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	23	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	81,996
1954	59	86,450	301,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,293	36,016
1956	99	56,903	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	399,223
1959	177	47,318	352,145	71	42,933	463,119
1960	123	42,528	259,943	37	4,830	15,139‡
1961	90	29,223	317,866	39	38,013	170,372
1962	138	42,569	193,792	50	25,730	801,882
1963	174	62,511	359,905	50	28,194	471,300
1964 January to February§	28	9,609	147,671	8	1,093	9,955
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	3	5,109	11,302
September	16	5,343	26,023	7	1,092	6,316
October §	15	5,658	31,361	**5	**629	**1,921
November §	15	4,892	22,123	1	2,323	221,160
December §	10	3,044	9,547	6	273	583
1964 January §	12	4,677	101,161	3	267	7,058
February §	16	4,932	46,510	5	831	2,897

\* 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  
FEBRUARY, 1964, 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 ..	14	..	4,696	..	26,087	
Rubber ..	—	..	—	..	—	
Tea-cum-Rubber ..	1	..	25	..	50	
Coconut ..	—	..	—	..	—	
Coconut-cum-Rubber ..	1	..	211	..	20,373	
<b>Total</b> ..	<b>16</b>		<b>4,932</b>		<b>46,510</b>	
Engineering ..	1	..	—	..	—	
Printing ..	—	..	—	..	—	
Motor Transport ..	—	..	—	..	—	
Tea Export ..	1	..	348	..	87	
Rubber Export ..	—	..	—	..	—	
Coconut Manufacturing ..	—	..	—	..	—	
Toddy, Arrack and Vinegar ..	—	..	—	..	—	
Cigar Manufacturing ..	—	..	—	..	—	
Tea & Rubber Manufacturing ..	—	..	—	..	—	
Cinema ..	—	..	—	..	—	
Dock, Harbour and Port Transport ..	2	..	162	..	867	
Building Trade ..	—	..	—	..	—	
Local Government Services ..	—	..	—	..	—	
Service Institutions ..	—	..	—	..	—	
Factories, Workshops, &c., run by the State ..	1	..	196	..	1,568	
Textile ..	—	..	—	..	—	
Relief Schemes ..	—	..	—	..	—	
Wholesale and Retail Distribution ..	—	..	—	..	—	
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—	
Beedi Manufacturing ..	—	..	—	..	—	
Hotel ..	—	..	—	..	—	
Tile Manufacturing ..	1	..	125	..	375	
Miscellaneous ..	—	..	—	..	—	
Coir Mattress and Bristle Fibre Export ..	—	..	—	..	—	
<b>Total</b> ..	<b>5</b>		<b>831</b>		<b>2,897</b>	
<b>Grand Total</b> ..	<b>21</b>		<b>5,763</b>		<b>49,407</b>	

**TABLE X—CLASSIFICATION OF THE STRIKES IN  
FEBRUARY, 1964, 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 ..	8	.. 1	2,488	.. 125
2. Wage increases, Higher rates for piece work, &c. ..	—	.. —	—	.. —
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	.. 1	—	.. 120
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	6	.. 1	1,715	.. 348
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	.. —	257	.. —
10. General demands ..	1	.. —	472	.. 196
11. Sympathetic strikes ..	—	.. 1	—	.. 42
<b>Total</b> ..	<b>16</b>	<b>5</b>	<b>4,932</b>	<b>831</b>

## APPENDIX I

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

Month : May, 1964

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(1) Baking Trade</b>						
<i>Monthly Rates :</i>						
Class "A" Worker : foreman, 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, twistors, 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
<b>Beedi Manufacturing Trade</b>						
<i>Piece Rates :</i>						
"Nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—						
(a) beedies not more than 2 ins. long ..	5	0	—	..	5	0
(b) beedies more than 2 ins. long but less than 3 ins. ..	6	0	—	..	6	0
(c) beedies not less than 3 ins. long ..	7	0	—	..	7	0
"Nool" (thread) beedi rolling (inclusive of filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—						
(a) beedies not more than 2 ins. long ..	3	34	—	..	3	34
(b) beedies more than 2 ins. long but less than 3 ins. ..	4	0	—	..	4	0
(c) beedies not less than 3 ins. long ..	4	66	—	..	4	66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—						
(a) beedies not more than 2 ins. long ..	1	67	—	..	1	67
(b) beedies more than 2 ins. long but less than 3 ins. ..	2	0	—	..	2	0
(c) beedies not less than 3 ins. long ..	2	34	—	..	2	34
Fixing ring labels round rolled beedies, per 1,000 beedies ..	0	50	—	..	0	50

Month : May, 1964

Class of Worker

Basic Wages Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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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
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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
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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
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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
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Over 15 years but under 16 ..	0 90 ..	1 51 ..	2 41
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Over 16 years but under 17 ..	1 0 ..	1 56 ..	2 56
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Over 17 years but under 18 ..	1 10 ..	1 66 ..	2 76
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(4) Building Trade

Daily Rates :

Unskilled:

Male labourers under 18 years of age ..	1 40 ..	2 18 ..	3 58
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Female labourers not under 18 years of age ..	1 10 ..	2 18 ..	3 28
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Unskilled labourers (irrespective of sex) under 18 years of age ..	0 90 ..	2 18 ..	3 08
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Semi-skilled, Grade II:

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

Masons (building), carpenters (building), plum- bers ; erectors (construction steel) ; equipment maintenance men ; tinkers ..	2 0 ..	2 28 ..	4 28
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Class of Worker

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

Piece Rates :

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

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

(6) Cinema Trade

Monthly Rates :

A.—NON-CLERICAL

Unskilled

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
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Semi-skilled

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 16
(b) Outside the Municipal areas ..	40 0 ..	59 16 ..	99 16

Skilled, Grade II

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

Skilled, Grade 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.
<b>(6) Cinema Trade (contd.)</b>						
<b>B.—CLERICAL</b>						
<i>Grade III</i>						
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
<i>Grade II</i>						
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
<i>Grade I</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" × 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 30	..	2 40
Female worker not under 15 years	..	0 90	..	0 96	..	1 86
Child worker	..	0 65	..	0 89	..	1 54

**(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 30	..	2 70
Male not under 16 years	..	1 25	..	1 30	..	2 55
Female not under 15 years	..	1 5	..	0 96	..	2 01
Male worker under 16 years or Female worker under 15 years	..	0 80	..	0 89	..	1 69

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

Month : May, 1964

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(9) Coconut Growing Trade (contd.)</b>						
<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
<b>(10) Coconut Manufacturing Trade</b>						
<i>Daily Rates :</i>						
In the manufacture of (1) desiccated coconuts, (2) coconut oil, (3) fibre and (4) coir products—						
Kangany .. .. .	1	80	2	15	3	95
Male not under 18 years .. .. .	1	40	2	15	3	55
Female not under 18 years .. .. .	1	15	1	76	2	91
Worker, irrespective of sex under 18 years .. .. .	1	15	1	69	2	84
<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.

Month : May, 1964

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(11) Coir Mattress and Bristle Fibre Export Trade</b>						
<i>Daily Rates :</i>						
<b>A. Male workers (not under 18 years of age) :</b>						
<b>Grade II—</b>						
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
<b>Intermediate Grade—</b>						
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
<b>Grade I—</b>						
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>B. Female workers (not under 18 years of age) ..</b>	1	15	..	2	06	.. 3 21
<b>C. Workers (irrespective of sex) under 18 years of age—</b>						
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 : May, 1964

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(11) Coir Mattress and Bristle Fibre Export Trade (contd.)</b>						
<i>Piece Rates :</i>						
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 kangannies .. .. .	35	0	30	0	65	0
Female labourers .. .. .	30	0	30	0	60	0

*Non-manual Workers—*

Special Grade .. .. .	75	0	44	0	119	0
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 : May, 1964

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

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

(i) 50 cents for—

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

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

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

**Guaranteed Time Rate (Monthly) :**

**Lighters, under 80 tons—**

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

**Lighters of 80 tons and over—**

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

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

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

Month : May, 1964

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(13) Engineering Trade</b>						
<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) ; coppersmiths ; plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; coremakers ; 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
<b>(14) Ice and Aerated Waters Manufacturing Trade</b>						
<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 <sub>2</sub> 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

Month : May, 1964

Class of Worker	Basic Wage		Special Allowance		Total Rs. c.
	Rs.	c.	Rs.	c.	
<b>(14) Ice and Aerated Waters Manufacturing Trade (contd.)</b>					
Grade III :					
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
<b>(15) Match Manufacturing Trade</b>					
Daily Rates :					
Grade 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
Grade II—					
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
Grade III—					
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
Grade IV—					
Watcher	1	70	1	91	3 61

Month : May, 1964

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(16) Motor Transport Trade</b>					
<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.

Month : May, 1964

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(17) Plumbago Trade</b>					
<i>Daily Rates :</i>					
Worker other than those employed in curing and dressing—					
Underground workers—					
Basses	..	..	3 0	.. 1 36	.. 4 36
Kanganies	}	..	2 50	.. 1 36	.. 3 86
Loaders					
Onsetters or Donakatarayas					
Overseers	}	..	2 33	.. 1 36	.. 3 69
Shift bosses					
Blasters	}	..	2 25	.. 1 36	.. 3 61
Drillers (hand and machine)					
Shaft drivers					
Stoppers (excavators)					
Timbermen	}	..	1 75	.. 1 36	.. 3 11
Muckers					
Trolleyman					
Unskilled labourers					
Underground and surface workers—					
Electricians	}	..	2 75	.. 1 36	.. 4 11
Enginemen					
Fitters					
Hoistmen					
Mechanics					
Pumpmen					
Winchmen					
Checkers	..	..	2 50	.. 1 36	.. 3 86
Electricians (assistants)	}	..	1 75	.. 1 36	.. 3 11
Fitters (assistants)					
Windlassmen (dabare workers)					
Mechanics (assistants)					
Surface workers—					
Carpenters	}	..	2 75	.. 1 36	.. 4 11
Masons					
Overseers	..	..	2 50	.. 1 36	.. 3 86
Bakkikarayas or Banksamen	}	..	2 25	.. 1 36	.. 3 61
Blacksmiths					
Boilerman					
Drill sharpeners					
Firewood carriers and splitters	..	..	1 85	.. 1 36	.. 3 21
Carters	}	..	1 75	.. 1 36	.. 3 11
Watchers					
Cooks	}	..	1 49	.. 1 36	.. 2 85
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 .. Rs. 1.00
- (b) worker, irrespective of sex, under 18 years of age .. 0.93 cents

Month : May, 1964

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(17) Plumbago Trade (contd.)</b>						
Workers employed in curing and dressing—						
(a) As overseers and kanganies	..	2 25	..	1 56	..	3 81
 (b) On different jobs—						
Male workers not under 18 years	..	1 50	..	1 56	..	3 06
Female workers not under 18 years	..	1 25	..	1 20	..	2 45
Worker under 18 years	..	0 75	..	1 13	..	1 88
 <b>(18) Printing Trade</b>						
<i>Monthly Rates :</i>						
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

Month : May, 1964

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(18) Printing Trade—(contd.)</b>					
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
<b>(19) Rubber Export Trade</b>					
<i>Daily Rates :</i>					
<b>A.—Male workers not under 18 years of age—</b>					
<b>(a) Grade II :</b>					
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>(b) Intermediate Grade :</b>					
Workers employed in weighing ; grading and sorting ; the work of press operators ..	1	60	2	28	3 83
<b>(c) Grade I :</b>					
Workers employed in loading, unloading and carrying bales ; stacking ..	1	80	2	28	4 08
<b>(d) Watchers ..</b>	1	70	2	28	3 98
<b>B.—Female workers not under 18 years of age —</b>					
<b>(a) Grade II :</b>					
Workers employed in work other than sorting ..	1	15	2	06	3 21
<b>(b) Grade I :</b>					
Workers employed in sorting ..	1	30	2	06	3 36
<b>C.—Workers (irrespective of sex) under 18 years of age</b>					
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	00	1	73	2 73
Over 17 years but under 18 years ..	1	15	1	83	2 98

Month : May, 1964

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
<b>(20) Rubber Growing and Manufacturing Trade</b>					
<i>Daily Rates :</i>					
Male worker not under 16 years ..	1	40	1	30	2 70
Female worker not under 16 years ..	1	30	0	96	2 26
Child worker ..	1	5	0	89	1 94
<b>(21) Tea Export Trade</b>					
<i>Daily Rates :</i>					
<b>A.—Male workers not under 18 years of age—</b>					
<b>(a) Grade II—</b>					
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
<b>(b) Intermediate Grade—</b>					
Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..	1	60	2	28	3 88
<b>(c) Grade I—</b>					
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>B.—Female workers (not under 18 years of age) ..</b>	1	15	2	06	3 21
<b>C.—Workers (irrespective of sex) under 18 years of age—</b>					
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
<b>(22) Tea Growing and Manufacturing Trade</b>					
<i>Daily Rates :</i>					
Male worker not under 16 years ..	1	25	1	30	2 55
Female worker not under 15 years ..	1	5	0	96	2 01
Child worker ..	0	80	0	89	1 69

Class of Worker

Basic Wage	Special Allowance		Total
	Rs.	c.	

(23) Toddy, Arrack and Vinegar Trade

Monthly Rates :

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

Daily Rates :

Bottling, corking and labelling arrack bottles .. ..	3	0	..	—	..	3	0
Unskilled labourers .. ..	3	0	..	—	..	3	0

Piece Rates :

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
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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
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## APPENDIX II

**\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during May, 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 57	2 19	1 61	½
1	5 14	4 38	3 22	1
2	10 28	8 75	6 44	2
3	15 43	13 13	9 67	3
4	20 57	17 50	12 89	4
5	25 71	21 88	16 11	5
6	30 85	26 25	19 33	6
7	36 00	30 63	22 55	7
8	41 14	35 00	25 78	8
9	46 28	39 38	29 00	9
10	51 42	43 75	32 22	10
11	56 57	48 13	35 44	11
12	61 71	52 50	38 66	12
13	66 85	56 88	41 88	13
14	71 99	61 25	45 11	14
15	77 13	65 63	48 33	15
16	82 28	70 00	51 55	16
17	87 42	74 38	54 77	17
18	92 56	78 75	57 99	18
19	97 70	83 13	61 22	19
20	102 85	87 50	64 44	20
21	107 99	91 88	67 66	21
22	113 13	96 25	70 88	22
23	118 27	100 63	74 10	23
24	123 42	105 00	77 33	24
25	128 56	109 38	80 55	25
26	133 70	113 75	83 77	26
	<b>Extra payment for work done on weekly holidays.</b>			
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
5	26 75	22 75	16 75	5

\* 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 26 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 on the number of weekly holidays.

### APPENDIX III

Ready Reckoner showing the Minimum Wages payable for the number of days worked during May, 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>
1/2	1 79	1 64	1 54	1 96½	2 04	2 14	1/2
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	89 50	82 00	77 00	98 25	102 00	107 00	25
26	93 08	85 28	80 08	102 18	106 08	111 28	26
<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
5	26 85	24 60	23 10	29 50	30 60	32 10	5

"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 26 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

## APPENDIX IV

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

*Outside the Municipal Areas*

<i>No. of Days</i>	<i>A—Non-Clerical</i>				<i>B—Clerical</i>			<i>No. of Days</i>
	<i>Unskilled</i>	<i>Semi-Skilled</i>	<i>Semi-Skilled Grade II</i>	<i>Semi-Skilled Grade I</i>	<i>Grade III</i>	<i>Grade II</i>	<i>Grade I</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 72½	1 83½	2 00	2 26	1 85	2 00	3 20½	½
1	3 45	3 67	4 00	4 52	3 70	4 00	6 41	1
2	6 89	7 35	8 00	9 04	7 41	8 00	12 81	2
3	10 34	11 02	12 00	13 55	11 11	12 00	19 22	3
4	13 79	14 69	16 00	18 07	14 81	16 00	25 63	4
5	17 23	18 36	20 00	22 59	18 52	20 00	32 04	5
6	20 68	22 04	24 00	27 11	22 22	24 00	38 44	6
7	24 13	25 71	27 99	31 62	25 93	28 00	44 85	7
8	27 57	29 38	31 99	36 14	29 63	32 00	51 26	8
9	31 02	33 05	35 99	40 66	33 33	36 00	57 67	9
10	34 47	36 73	39 99	45 18	37 04	40 00	64 07	10
11	37 91	40 40	43 99	49 70	40 74	44 00	70 48	11
12	41 36	44 07	47 99	54 21	44 44	48 00	76 89	12
13	44 81	47 74	51 99	58 73	48 15	52 00	83 30	13
14	48 25	51 42	55 99	63 25	51 85	56 00	89 70	14
15	51 70	55 09	59 99	67 77	55 56	60 00	96 11	15
16	55 15	58 76	63 99	72 28	59 26	64 00	102 52	16
17	58 59	62 43	67 99	76 80	62 96	68 00	108 93	17
18	62 04	66 11	71 99	81 32	66 67	72 00	115 33	18
19	65 49	69 78	75 99	85 84	70 37	76 00	121 74	19
20	68 93	73 45	79 99	90 36	74 07	80 00	128 15	20
21	72 38	77 12	83 98	94 87	77 78	84 00	134 56	21
22	75 83	80 80	87 98	99 39	81 48	88 00	140 96	22
23	78 27	84 47	91 98	103 91	85 19	92 00	147 37	23
24	82 72	88 14	95 98	108 43	88 89	96 00	153 78	24
25	86 17	91 81	99 98	112 94	92 59	100 00	160 19	25
26	89 61	95 49	103 98	117 46	96 30	104 00	166 59	26
27	93 06	99 16	107 98	121 98	100 00	108 00	173 00	27
28	98 64	105 11	114 46	129 30	106 00	114 48	183 38	28
29	104 22	111 06	120 94	136 62	112 00	120 96	193 76	29
30	109 80	117 01	127 42	143 94	118 00	127 44	204 14	30
31	115 38	122 96	133 90	151 26	124 00	133 92	214 52	31

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

**APPENDIX IV—(contd.)**

**\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during May, 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	Semi-Skilled Grade II	Semi-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 72½	1 89	2 15	2 35	1 94½	2 09½	3 20½	½
1	3 45	3 78	4 30	4 70	3 89	4 19	6 41	1
2	6 89	7 57	8 59	9 41	7 78	8 37	12 81	2
3	10 34	11 35	12 89	14 11	11 67	12 56	19 22	3
4	13 79	15 13	17 18	18 81	15 56	16 74	25 63	4
5	17 23	18 92	21 48	23 51	19 44	20 93	32 04	5
6	20 68	22 70	25 77	28 22	23 33	25 11	38 44	6
7	24 13	26 49	30 07	32 92	27 22	29 30	44 85	7
8	27 57	30 27	34 36	37 62	31 11	33 48	51 26	8
9	31 02	34 05	38 66	42 33	35 00	37 67	57 67	9
10	34 47	37 84	42 96	47 03	38 89	41 85	64 07	10
11	37 91	41 62	47 25	51 73	42 78	46 04	70 48	11
12	41 36	45 40	51 55	56 44	46 67	50 22	76 89	12
13	44 81	49 19	55 84	61 14	50 56	54 41	83 30	13
14	48 25	52 97	60 14	65 84	54 44	58 59	89 70	14
15	51 70	56 76	64 43	70 54	58 33	62 78	96 11	15
16	55 15	60 54	68 73	75 25	62 22	66 96	102 52	16
17	58 59	64 32	73 02	79 95	66 11	71 15	108 93	17
18	62 04	68 11	77 32	84 65	70 00	75 33	115 33	18
19	65 49	71 89	81 62	89 36	73 89	79 52	121 74	19
20	68 93	75 67	85 91	94 06	77 78	83 70	128 15	20
21	72 38	79 46	90 21	98 76	81 67	87 89	134 56	21
22	75 83	83 24	94 50	103 47	85 56	92 07	140 96	22
23	79 27	87 03	98 80	108 17	89 44	96 26	147 37	23
24	82 72	90 81	103 09	112 87	93 33	100 44	153 78	24
25	86 17	94 59	107 39	117 57	97 22	104 63	160 19	25
26	89 61	98 38	111 68	122 28	101 11	108 81	166 59	26
27	93 06	102 16	115 98	126 98	105 00	113 00	173 00	27
28	98 64	108 29	122 94	134 60	111 30	119 78	183 38	28
29	104 22	114 42	129 90	142 22	117 60	126 56	193 76	29
30	109 80	120 55	136 86	149 84	123 90	133 34	204 14	30
31	115 38	126 68	143 82	157 46	130 20	140 12	214 52	31

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

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

**APPENDIX V**

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

No. of days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
Normal Working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1/2	0 55	0 65	1 20	0 45	0 48	0 93	0 32½	0 44½	0 77	1/2
1	1 10	1 30	2 40	0 90	0 96	1 86	0 65	0 89	1 54	1
2	2 20	2 60	4 80	1 80	1 92	3 72	1 30	1 78	3 08	2
3	3 30	3 90	7 20	2 70	2 88	5 58	1 95	2 67	4 62	3
4	4 40	5 20	9 60	3 60	3 84	7 44	2 60	3 56	6 16	4
5	5 50	6 50	12 00	4 50	4 80	9 30	3 25	4 45	7 70	5
6	6 60	7 80	14 40	5 40	5 76	11 16	3 90	5 34	9 24	6
7	7 70	9 10	16 80	6 30	6 72	13 02	4 55	6 23	10 78	7
8	8 80	10 40	19 20	7 20	7 68	14 88	5 20	7 12	12 32	8
9	9 90	11 70	21 60	8 10	8 64	16 74	5 85	8 01	13 86	9
10	11 00	13 00	24 00	9 00	9 60	18 60	6 50	8 90	15 40	10
11	12 10	14 30	26 40	9 90	10 56	20 46	7 15	9 79	16 94	11
12	13 20	15 60	28 80	10 80	11 52	22 32	7 80	10 68	18 48	12
13	14 30	16 90	31 20	11 70	12 48	24 18	8 45	11 57	20 02	13
14	15 40	18 20	33 60	12 60	13 44	26 04	9 10	12 46	21 56	14
15	16 50	19 50	36 00	13 50	14 40	27 90	9 75	13 35	23 10	15
16	17 60	20 80	38 40	14 40	15 36	29 76	10 40	14 24	24 64	16
17	18 70	22 10	40 80	15 30	16 32	31 62	11 05	15 13	26 18	17
18	19 80	23 40	43 20	16 20	17 28	33 48	11 70	16 02	27 72	18
19	20 90	24 70	45 60	17 10	18 24	35 34	12 35	16 91	29 26	19
20	22 00	26 00	48 00	18 00	19 20	37 20	13 00	17 80	30 80	20
21	23 10	27 30	50 40	18 90	20 16	39 06	13 65	18 69	32 34	21
22	24 20	28 60	52 80	19 80	21 12	40 92	14 30	19 58	33 88	22
23	25 30	29 90	55 20	20 70	22 08	42 78	14 95	20 47	35 42	23
24	26 40	31 20	57 60	21 60	23 04	44 64	15 60	21 36	36 96	24
25	27 50	32 50	60 00	22 50	24 00	46 50	16 25	22 25	38 50	25
26	28 60	33 80	62 40	23 40	24 96	48 36	16 90	23 14	40 04	26
Sunday work										Sunday work
1			3 60			2 79			2 31	1
2			7 20			5 58			4 62	2
3			10 80			8 37			6 93	3
4			14 40			11 16			9 24	4
5			18 00			13 95			11 55	5

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

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

**APPENDIX VI**

Ready Reckoner showing the Minimum Wages payable for the number of days worked during May, 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
½	1 35	1 27½	1 00½	0 84½	1 97½	1 77½	1 45½	1 42	½
1	2 70	2 55	2 01	1 69	3 95	3 55	2 91	2 84	1
2	5 40	5 10	4 02	3 38	7 90	7 10	5 82	5 68	2
3	8 10	7 65	6 03	5 07	11 85	10 65	8 73	8 52	3
4	10 80	10 20	8 04	6 76	15 80	14 20	11 64	11 36	4
5	13 50	12 75	10 05	8 45	19 75	17 75	14 55	14 20	5
6	16 20	15 30	12 06	10 14	23 70	21 30	17 46	17 04	6
7	18 90	17 85	14 07	11 83	27 65	24 85	20 37	19 88	7
8	21 60	20 40	16 08	13 52	31 60	28 40	23 28	22 72	8
9	24 30	22 95	18 09	15 21	35 55	31 95	26 19	25 56	9
10	27 00	25 50	20 10	16 90	39 50	35 50	29 10	28 40	10
11	29 70	28 05	22 11	18 59	43 45	39 05	32 01	31 24	11
12	32 40	30 60	24 12	20 28	47 40	42 60	34 92	34 08	12
13	35 10	33 15	26 13	21 97	51 35	46 15	37 83	36 92	13
14	37 80	35 70	28 14	23 66	55 30	49 70	40 74	39 76	14
15	40 50	38 25	30 15	25 35	59 25	53 25	43 65	42 60	15
16	43 20	40 80	32 16	27 04	63 20	56 80	46 56	45 44	16
17	45 90	43 35	34 17	28 73	67 15	60 35	49 47	48 28	17
18	48 60	45 90	36 18	30 42	71 10	63 90	52 38	51 12	18
19	51 30	48 45	38 19	32 11	75 05	67 45	55 29	53 96	19
20	54 00	51 00	40 20	33 80	79 00	71 00	58 20	56 80	20
21	56 70	53 55	42 21	35 49	82 95	74 55	61 11	59 64	21
22	59 40	56 10	44 22	37 18	86 90	78 10	64 02	62 48	22
23	62 10	58 65	46 23	38 87	90 85	81 65	66 93	65 32	23
24	64 80	61 20	48 24	40 56	94 80	85 20	69 84	68 16	24
25	67 50	63 75	50 25	42 25	98 75	88 75	72 75	71 00	25
26	70 20	66 30	52 26	43 94	102 70	92 30	75 66	73 84	26
Sunday work									Sunday work
1	4 05	3 82	3 02	2 54	5 92	5 32	4 36	4 26	1
2	8 10	7 64	6 04	5 08	11 84	10 64	8 72	8 52	2
3	12 15	11 46	9 06	7 62	17 76	15 96	13 08	12 78	3
4	16 20	15 28	12 08	10 16	23 68	21 28	17 44	17 04	4
5	20 25	19 10	15 10	12 70	26 60	26 60	21 80	21 30	5

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 May, 1964, to workers in the Engineering Trade**

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganiss	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.	Rs. e.	<i>Normal working days</i>
½	1 79	1 96½	1 86½	2 14	2 04	1 99	0 83	0 96	1 22½	1 42½	½	
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	41 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	
26	93 08	102 18	96 98	111 28	106 08	103 48	43 16	49 92	63 70	74 10	26	
<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 52	14 72	17 12	4	
5	26 85	29 50	28 00	32 10	30 60	29 85	12 45	14 40	18 40	21 40	5	

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

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 May, 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		Watches	
	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>
1/2	1 95½	1 72½	1 35½	1 75½	1 56½	1 23	1 60½	1 42	0 95½	1 18	1 80½	1/2
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
26	101 66	89 70	70 46	91 26	81 38	63 96	83 46	73 84	49 66	61 36	93 86	26
<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
5	29 35	25 90	20 35	26 35	23 50	18 45	24 10	21 30	14 35	17 70	27 10	5

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

## APPENDIX IX

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

No. of Days	Class A	Class B	Class C	Class D	Class E	Class F	Class G	Class H	Class I	Class J	Class K	No. of Days
	Class D						Class I					
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 06½	2 88	2 74	2 41½	2 46	2 24½	2 06	2 80	1 77½			½
1	6 13	5 76	5 48	4 83	4 92	4 49	4 12	5 60	3 55			1
2	12 25	11 51	10 96	9 66	9 85	8 97	8 23	11 19	7 11			2
3	18 38	17 27	16 44	14 49	14 77	13 46	12 35	16 79	10 66			3
4	24 51	23 03	21 91	19 32	19 69	17 94	16 46	22 39	14 21			4
5	30 63	28 78	27 39	24 15	24 61	22 43	20 58	27 99	17 76			5
6	36 76	34 54	32 87	28 98	29 54	26 92	24 69	33 58	21 32			6
7	42 89	40 29	38 35	33 81	34 46	31 40	28 81	39 18	24 87			7
8	49 01	46 05	43 83	38 64	39 38	35 89	32 92	44 78	28 42			8
9	55 14	51 81	49 31	43 47	44 31	40 37	37 04	50 37	31 97			9
10	61 27	57 56	54 79	48 30	49 23	44 86	41 16	55 97	35 53			10
11	67 39	63 32	60 26	53 13	54 15	49 35	45 27	61 57	39 08			11
12	73 52	69 08	65 74	57 96	59 08	53 83	49 39	67 16	42 63			12
13	79 65	74 83	71 22	62 79	64 00	58 32	53 50	72 76	46 18			13
14	85 77	80 59	76 70	67 63	68 92	62 80	57 62	78 36	49 74			14
15	91 90	86 34	82 18	72 46	73 84	67 29	61 73	83 96	53 29			15
16	98 03	92 10	87 66	77 29	78 77	71 77	65 85	89 55	56 84			16
17	104 15	97 86	93 13	82 12	83 69	76 26	69 96	95 15	60 39			17
18	110 28	103 61	98 61	86 95	88 61	80 75	74 08	100 75	63 95			18
19	116 41	109 37	104 09	91 78	93 54	85 23	78 20	106 34	67 50			19
20	122 53	115 13	109 57	96 61	98 46	89 72	82 31	111 94	71 05			20
21	128 66	120 88	115 05	101 44	103 38	94 20	86 43	117 54	74 60			21
22	134 79	126 64	120 53	106 27	108 31	98 69	90 54	123 13	78 16			22
23	140 91	132 39	126 01	111 10	113 23	103 18	94 66	128 73	81 71			23
24	147 04	138 15	131 48	115 93	118 15	107 66	98 77	134 33	85 26			24
25	153 17	143 91	136 96	120 76	123 07	112 15	102 89	139 93	88 81			25
26	159 29	149 66	142 44	125 59	128 00	116 63	107 00	145 52	92 37			26
27	165 42	155 42	147 92	130 42	132 92	121 12	111 12	151 12	95 92			27
28	175 35	164 75	156 80	138 25	140 90	128 39	117 79	169 19	101 68			28
29	185 28	174 08	165 68	146 08	148 88	135 66	124 46	169 26	107 44			29
30	195 21	183 41	174 56	153 91	156 86	142 93	131 13	178 33	113 20			30
31	205 14	192 74	183 44	161 74	164 84	150 20	137 80	187 40	118 96			31

## APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number  
of days worked during May, 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.	Rs. c.	Rs. c.	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	203 10	180 60	158 10	165 60	150 60	102 30	30
31	209 87	186 62	163 37	171 12	155 62	105 71	31

## APPENDIX XI

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

No. of Days	<i>Workers other than Apprentices</i>								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 20	3 35½	2 71½	2 51½	2 22	2 01½	1 19	2 10½	½
1	8 40	6 71	5 43	5 03	4 44	4 03	2 38	4 21	1
2	16 80	13 42	10 86	10 05	8 88	8 06	4 75	8 42	2
3	25 20	20 13	16 29	15 08	13 32	12 09	7 13	12 63	3
4	33 60	26 83	21 72	20 10	17 76	16 12	9 50	16 83	4
5	42 00	33 54	27 15	25 13	22 20	20 15	11 88	21 04	5
6	50 40	40 25	32 58	30 16	26 64	24 18	14 25	25 25	6
7	58 81	46 96	38 01	35 18	31 07	28 21	16 63	29 46	7
8	67 21	53 67	43 44	40 21	35 51	32 24	19 01	33 67	8
9	75 61	60 38	48 87	45 24	39 95	36 27	21 38	37 88	9
10	84 01	67 08	54 30	50 26	44 39	40 30	23 76	42 08	10
11	92 41	73 79	59 73	55 29	48 83	44 33	26 13	46 29	11
12	100 81	80 50	65 16	60 31	53 27	48 36	28 51	50 50	12
13	109 21	87 21	70 58	65 34	57 71	52 40	30 88	54 71	13
14	117 61	93 92	76 01	70 37	62 15	56 43	33 26	58 92	14
15	126 01	100 63	81 44	75 39	66 59	60 46	35 64	63 13	15
16	134 41	107 34	86 87	80 42	71 03	64 49	38 01	67 34	16
17	142 81	114 04	92 30	85 44	75 47	68 52	40 39	71 54	17
18	151 21	120 75	97 73	90 47	79 91	72 55	42 76	75 75	18
19	159 61	127 46	103 16	95 50	84 35	76 58	45 14	79 96	19
20	168 02	134 17	108 59	100 52	88 78	80 61	47 52	84 17	20
21	176 42	140 88	114 02	105 55	93 22	84 64	49 89	88 38	21
22	184 82	147 59	119 45	110 58	97 66	88 67	52 27	92 59	22
23	193 22	154 29	124 88	115 60	102 10	92 70	54 64	96 79	23
24	201 62	161 00	130 31	120 63	106 54	96 73	57 02	101 00	24
25	210 02	167 71	135 74	125 65	110 98	100 76	59 39	105 21	25
26	218 42	174 42	141 17	130 68	115 42	104 79	61 77	109 42	26
27	235 89	188 37	152 46	141 13	124 65	113 17	66 71	118 17	27
28	253 36	202 32	163 75	151 58	133 88	121 55	71 65	126 92	28
29	270 83	216 27	175 04	162 03	143 11	129 93	76 59	135 67	29
30	288 30	230 22	186 33	172 48	152 34	138 31	81 53	144 42	30
31	305 77	244 17	197 62	182 93	161 57	146 69	86 47	153 17	31
<b>Extra Payment for work done on Sundays</b>									
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
5	36 40	29 05	23 55	21 80	19 25	17 45	10 30	18 25	5

\* 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 26 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 May, 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. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 51½	1 90	2 30½	2 85	3 44½	1 25½	1 70½	2 09	2 57	½
1	3 03	3 80	4 61	5 70	6 89	2 51	3 41	4 18	5 14	1
2	6 06	7 60	9 22	11 41	13 79	5 02	6 82	8 36	10 28	2
3	9 08	11 40	13 84	17 11	20 68	7 53	10 23	12 53	15 42	3
4	12 11	15 20	18 45	22 82	27 57	10 04	13 64	16 71	20 57	4
5	15 14	19 00	23 06	28 52	34 47	12 55	17 05	20 89	25 71	5
6	18 17	22 80	27 67	34 23	41 36	15 06	20 46	25 07	30 85	6
7	21 19	26 61	32 29	39 93	48 25	17 57	23 87	29 24	35 99	7
8	24 22	30 41	36 90	45 64	55 14	20 08	27 28	33 42	41 13	8
9	27 25	34 21	41 51	51 34	62 04	22 59	30 69	37 60	46 27	9
10	30 28	38 01	46 12	57 05	68 93	25 10	34 10	41 78	51 42	10
11	33 30	41 81	50 74	62 75	75 82	27 61	37 51	45 95	56 56	11
12	36 33	45 61	55 35	68 46	82 72	30 12	40 92	50 13	61 70	12
13	39 36	49 41	59 96	74 16	89 61	32 64	44 34	54 31	66 84	13
14	42 39	53 21	64 57	79 86	96 50	35 15	47 75	58 49	71 98	14
15	45 42	57 01	69 18	85 57	103 40	37 66	51 16	62 67	77 12	15
16	48 44	60 81	73 80	91 27	110 29	40 17	54 57	66 84	82 26	16
17	51 47	64 61	78 41	96 98	117 18	42 68	57 98	71 02	87 41	17
18	54 50	68 41	83 02	102 68	124 08	45 19	61 39	75 20	92 55	18
19	57 53	72 21	87 63	108 39	130 97	47 70	64 80	79 38	97 69	19
20	60 55	76 02	92 25	114 09	137 86	50 21	68 21	83 55	102 83	20
21	63 58	79 82	96 86	119 80	144 75	52 72	71 62	87 73	107 97	21
22	66 61	83 62	101 47	125 50	151 65	55 23	75 03	91 91	113 11	22
23	69 64	87 42	106 08	131 21	158 54	57 74	78 44	96 09	118 26	23
24	72 66	91 22	110 70	136 91	165 43	60 25	81 85	100 26	123 40	24
25	75 69	95 02	115 31	142 62	172 33	62 76	85 26	104 44	128 54	25
26	78 72	98 82	119 92	148 32	179 22	65 27	88 67	108 62	133 68	26
27	85 02	106 73	129 51	160 19	193 56	70 49	95 76	117 31	144 37	27
28	91 32	114 64	139 10	172 06	207 90	75 71	102 85	126 00	155 06	28
29	97 62	122 55	148 69	183 93	222 24	80 93	109 94	134 69	165 75	29
30	103 92	130 46	158 28	195 80	236 58	86 15	117 03	143 38	176 44	30
31	110 22	138 37	167 87	207 67	250 92	91 37	124 12	152 07	187 13	31
<b>Extra Payment for work done on Sundays</b>										
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
5	13 10	16 45	20 00	24 70	29 85	10 90	14 80	18 10	22 30	5

(For footnotes see page 279)

**APPENDIX XI—(contd.)**

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

*Apprentices*

No. of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 26	1 46½	1 71½	2 03½	1 18	1 37½	1 57½	1 86	½
1	2 52	2 93	3 43	4 07	2 36	2 75	3 15	3 72	1
2	5 03	5 86	6 8	8 14	4 71	5 50	6 29	7 43	2
3	7 55	8 79	10 29	12 21	7 07	8 26	9 44	11 15	3
4	10 06	11 72	13 72	16 28	9 43	11 01	12 59	14 86	4
5	12 58	14 65	17 15	20 34	11 78	13 76	15 74	18 58	5
6	15 10	17 58	20 58	24 41	14 14	16 51	18 88	22 29	6
7	17 61	20 51	24 01	28 48	16 50	19 26	22 03	26 01	7
8	20 13	23 44	27 44	32 55	18 85	22 02	25 18	29 73	8
9	22 65	26 37	30 87	36 62	21 21	24 77	28 33	33 44	9
10	25 16	29 30	34 30	40 69	23 57	27 52	31 47	37 16	10
11	27 68	32 23	37 73	44 76	25 92	30 27	34 62	40 87	11
12	30 19	35 16	41 16	48 83	28 28	33 02	37 77	44 59	12
13	32 71	38 09	44 58	52 89	30 63	35 77	40 92	48 30	13
14	35 23	41 02	48 01	56 96	32 99	38 53	44 06	52 02	14
15	37 74	43 95	51 44	61 03	35 35	41 28	47 21	55 74	15
16	40 26	46 88	54 87	65 10	37 70	44 03	50 36	59 45	16
17	42 77	49 81	58 30	69 17	40 06	46 78	53 50	63 17	17
18	45 29	52 74	61 73	73 24	42 42	49 53	56 65	66 88	18
19	47 81	55 67	65 16	77 31	44 77	52 29	59 80	70 60	19
20	50 32	58 60	68 59	81 38	47 13	55 04	62 95	74 32	20
21	52 84	61 53	72 02	85 45	49 49	57 79	66 09	78 03	21
22	55 36	64 46	75 45	89 51	51 84	60 54	69 24	81 75	22
23	57 87	67 39	78 88	93 58	54 20	63 29	72 39	85 46	23
24	60 39	70 32	82 31	97 65	56 56	66 05	75 54	89 18	24
25	62 90	73 25	85 74	101 72	58 91	68 80	78 68	92 89	25
26	65 42	76 18	89 17	105 79	61 27	71 55	81 83	96 61	26
27	70 65	82 27	96 30	114 25	66 17	77 27	88 38	104 34	27
28	75 88	88 36	103 43	122 71	71 07	82 99	94 93	112 07	28
29	81 11	94 45	110 56	131 17	75 97	88 71	101 48	119 80	29
30	86 34	100 54	117 69	139 63	80 87	94 43	108 03	127 53	30
31	91 57	106 63	124 82	148 09	85 77	100 15	114 58	135 26	31
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
5	10 90	12 70	14 85	17 65	10 20	11 95	13 65	16 10	5

(For footnotes see page 279)

**APPENDIX XI—(contd.)**

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

<i>Apprentices</i>					
<i>No. of Days</i>	<i>Class D</i>				<i>No. of Days</i>
	<i>1st Year</i>	<i>2nd Year</i>	<i>3rd Year</i>	<i>4th Year</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 08	1 25	1 43½	1 68½	½
1	2 16	2 50	2 87	3 37	1
2	4 32	4 99	5 75	6 74	2
3	6 48	7 49	8 62	10 12	3
4	8 63	9 99	11 50	13 49	4
5	10 79	12 48	14 37	16 86	5
6	12 95	14 98	17 24	20 23	6
7	15 11	17 48	20 12	23 60	7
8	17 27	19 98	22 99	26 98	8
9	19 43	22 47	25 86	30 35	9
10	21 58	24 97	28 74	33 72	10
11	23 74	27 47	31 61	37 09	11
12	25 90	29 96	34 49	40 46	12
13	28 06	32 46	37 36	43 83	13
14	30 22	34 96	40 23	47 21	14
15	32 38	37 45	43 11	50 58	15
16	34 54	39 95	45 98	53 95	16
17	36 69	42 45	48 86	57 32	17
18	38 85	44 94	51 73	60 69	18
19	41 01	47 44	54 60	64 07	19
20	43 17	49 94	57 48	67 44	20
21	45 33	52 44	60 35	70 81	21
22	47 49	54 93	63 22	74 18	22
23	49 64	57 43	66 10	77 55	23
24	51 80	59 93	68 97	80 93	24
25	53 96	62 42	71 85	84 30	25
26	56 12	64 92	74 72	87 67	26
27	60 61	70 11	80 70	94 68	27
28	65 10	75 30	86 68	101 69	28
29	69 59	80 49	92 66	108 70	29
30	74 08	85 68	98 64	115 71	30
31	78 57	90 87	104 62	122 72	31
<b>Extra Payment for work done on Sundays</b>					
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
5	9 35	10 80	12 45	14 60	5

(For footnotes see page 279 )

**APPENDIX XII**

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during May, 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. e.	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	½	
1	3 58	3 88	4 08	3 98	3 21	3 36	2 43	2 58	2 73	2 98	1	
2	7 16	7 76	8 16	7 96	6 42	6 72	4 86	5 16	5 46	5 96	2	
3	10 74	11 64	12 24	11 94	9 63	10 08	7 29	7 74	8 19	8 94	3	
4	14 32	15 52	16 32	15 92	12 84	13 44	9 72	10 32	10 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	5	
6	21 48	23 28	24 48	23 88	19 26	20 16	14 58	15 48	16 38	17 88	6	
7	25 06	27 16	28 56	27 86	22 47	23 52	17 01	18 06	19 11	20 86	7	
8	28 64	31 04	32 64	31 84	25 68	26 88	19 44	20 64	21 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	9	
10	35 80	38 80	40 80	39 80	32 10	33 60	24 30	25 80	27 30	29 80	10	
11	39 38	42 68	44 88	43 78	35 31	36 96	26 73	28 38	30 03	32 78	11	
12	42 96	46 56	48 96	47 76	38 52	40 32	29 16	30 96	32 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	13	
14	50 12	54 32	57 12	55 72	44 94	47 04	34 02	36 12	38 22	41 72	14	
15	53 70	58 20	61 20	59 70	48 15	50 40	36 45	38 70	40 95	44 70	15	
16	57 28	62 08	65 28	63 68	51 36	53 76	38 88	41 28	43 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	17	
18	64 44	69 84	73 44	71 64	57 78	60 48	43 74	46 44	49 14	53 64	18	
19	68 02	73 72	77 52	75 62	60 99	63 4	46 17	49 02	51 87	56 62	19	
20	71 60	77 60	81 60	79 60	64 20	67 20	48 60	51 60	54 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	21	
22	78 76	85 36	89 76	87 56	70 62	73 92	53 46	56 76	60 06	65 56	22	
23	82 34	89 24	93 84	91 54	73 83	77 28	55 89	59 34	62 79	68 54	23	
24	85 92	93 12	97 92	95 52	77 04	80 64	58 32	61 92	65 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	25	
26	93 08	100 88	106 08	103 48	83 46	87 36	63 18	67 08	70 98	77 48	26	
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	1	
2	10 74	11 64	12 24	11 94	9 64	10 08	7 30	7 74	8 20	8 94	2	
3	16 11	17 46	18 36	17 91	14 46	15 12	10 95	11 61	12 30	13 41	3	
4	21 48	23 28	24 48	23 88	19 28	20 16	14 60	15 48	16 40	17 88	4	
5	26 85	29 10	30 60	29 85	24 10	25 20	18 25	19 35	20 50	22 35	5	

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

**APPENDIX XIII**

**Ready Reckoner showing the Basic Wages, Special Allowances  
and the Minimum Wages payable for the number of days  
worked during May, 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
1/2	0 70	0 65	1 35	0 65	0 48	1 13	0 52 1/2	0 44 1/2	0 97	1/2
1	1 40	1 30	2 70	1 30	0 96	2 26	1 05	0 89	1 94	1
2	2 80	2 60	5 40	2 60	1 92	4 52	2 10	1 78	3 88	2
3	4 20	3 90	8 10	3 90	2 88	6 78	3 15	2 67	5 82	3
4	5 60	5 20	10 80	5 20	3 84	9 04	4 20	3 56	7 76	4
5	7 0	6 50	13 50	6 50	4 80	11 30	5 25	4 45	9 70	5
6	8 40	7 80	16 20	7 80	5 76	13 56	6 30	5 34	11 64	6
7	9 80	9 10	18 90	9 10	6 72	15 82	7 35	6 23	13 58	7
8	11 20	10 40	21 60	10 40	7 68	18 08	8 40	7 12	15 52	8
9	12 60	11 70	24 30	11 70	8 64	20 34	9 45	8 01	17 46	9
10	14 00	13 00	27 00	13 00	9 60	22 60	10 50	8 90	19 40	10
11	15 40	14 30	29 70	14 30	10 56	24 86	11 55	9 79	21 34	11
12	16 80	15 60	32 40	15 60	11 52	27 12	12 60	10 68	23 28	12
13	18 20	16 90	35 10	16 90	12 48	29 38	13 65	11 57	25 22	13
14	19 60	18 20	37 80	18 20	13 44	31 64	14 70	12 46	27 16	14
15	21 00	19 50	40 50	19 50	14 40	33 90	15 75	13 35	29 10	15
16	22 40	20 80	43 20	20 80	15 36	36 16	16 80	14 24	31 04	16
17	23 80	22 10	45 90	22 10	16 32	38 42	17 85	15 13	32 98	17
18	25 20	23 40	48 60	23 40	17 28	40 68	18 90	16 02	34 92	18
19	26 60	24 70	51 30	24 70	18 24	42 94	19 95	16 91	36 86	19
20	28 00	26 00	54 00	26 00	19 20	45 20	21 00	17 80	38 80	20
21	29 40	27 30	56 70	27 30	20 16	47 46	22 05	18 69	40 74	21
22	30 80	28 60	59 40	28 60	21 12	49 72	23 10	19 58	42 68	22
23	32 20	29 90	62 10	29 90	22 08	51 98	24 15	20 47	44 62	23
24	33 60	31 20	64 80	31 20	23 04	54 24	25 20	21 36	46 56	24
25	35 00	32 50	67 50	32 50	24 00	56 50	26 25	22 25	48 50	25
26	36 40	33 80	70 20	33 80	24 96	58 76	27 30	23 14	50 44	26
Sunday Work										Sunday work
1			4 05			3 39			2 91	1
2			8 10			6 78			5 82	2
3			12 15			10 17			8 73	3
4			16 20			13 56			11 64	4
5			20 25			16 95			14 55	5

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

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

**APPENDIX XIV**

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during May, 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 18 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
26	93 08	100 88	106 08	100 88	103 48	83 46	63 18	67 08	70 98	77 48	26
Sunday work											Sunday 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 23	14 60	15 48	16 40	17 88	4
5	26 85	29 10	30 60	29 10	29 85	24 10	18 25	19 35	20 50	22 35	5

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

**APPENDIX XV**

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

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	0 62½	0 65	1 27½	0 52½	0 48	1 00½	0 40	0 44½	0 84½	½
1	1 25	1 30	2 55	1 05	0 96	2 01	0 80	0 89	1 69	1
2	2 50	2 60	5 10	2 10	1 92	4 02	1 60	1 78	3 38	2
3	3 75	3 90	7 65	3 15	2 88	6 03	2 40	2 67	5 07	3
4	5 00	5 20	10 20	4 20	3 84	8 04	3 20	3 56	6 76	4
5	6 25	6 50	12 75	5 25	4 80	10 05	4 00	4 45	8 45	5
6	7 50	7 80	15 30	6 30	5 76	12 06	4 80	5 34	10 14	6
7	8 75	9 10	17 85	7 35	6 72	14 07	5 60	6 23	11 83	7
8	10 00	10 40	20 40	8 40	7 68	16 08	6 40	7 12	13 52	8
9	11 25	11 70	22 95	9 45	8 64	18 09	7 20	8 01	15 21	9
10	12 50	13 00	25 50	10 50	9 60	20 10	8 00	8 90	16 90	10
11	13 75	14 30	28 05	11 55	10 56	22 11	8 80	9 79	18 59	11
12	15 00	15 60	30 60	12 60	11 52	24 12	9 60	10 68	20 28	12
13	16 25	16 90	33 15	13 65	12 48	26 13	10 40	11 57	21 97	13
14	17 50	18 20	35 70	14 70	13 44	28 14	11 20	12 46	23 66	14
15	18 75	19 50	38 25	15 75	14 40	30 15	12 00	13 35	25 35	15
16	20 00	20 80	40 80	16 80	15 36	32 16	12 80	14 24	27 04	16
17	21 25	22 10	43 35	17 85	16 32	34 17	13 60	15 13	28 73	17
18	22 50	23 40	45 90	18 90	17 28	36 18	14 40	16 02	30 42	18
19	23 75	24 70	48 45	19 95	18 24	38 19	15 20	16 91	32 11	19
20	25 00	26 00	51 00	21 00	19 20	40 20	16 00	17 80	33 80	20
21	26 25	27 30	53 55	22 05	20 16	42 21	16 80	18 69	35 49	21
22	27 50	28 60	56 10	23 10	21 12	44 22	17 60	19 58	37 18	22
23	28 75	29 90	58 65	24 15	22 08	46 23	18 40	20 47	38 87	23
24	30 00	31 20	61 20	25 20	23 04	48 24	19 20	21 36	40 56	24
25	31 25	32 50	63 75	26 25	24 00	50 25	20 00	22 25	42 25	25
26	32 50	33 80	66 30	27 30	24 96	52 26	20 80	23 14	43 94	26
<i>Sunday work</i>										<i>Sunday work</i>
1			3 82			3 02			2 54	1
2			7 64			6 04			5 08	2
3			11 46			9 06			7 62	3
4			15 28			12 08			10 16	4
5			19 10			15 10			12 70	5

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

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