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CEYLON

LABOUR GAZETTE

VOLUME XV No. 9

SEPTEMBER, 1964

LABOUR AND HUMAN RESOURCE FACTORS IN THE ECONOMIC DEVELOPMENT OF ASIA

THE object of this article is to review briefly the work accomplished by the Fifth Asian Regional Conference of the I. L. O., which met in Melbourne from 26th November to 7th December, 1962, at the invitation of the Government of the Commonwealth of Australia. At the same time it seeks to provide the background of labour and related problems in the economic development of Asian countries, so as to facilitate a better understanding of the achievements of the Conference. The record of the proceedings as well as the full text of the resolutions adopted by the Conference will be published separately in due course in the relevant I. L. O. publications.

The regional conferences of the I. L. O., which are convened periodically for the major regions of the world, constitute an important supplement to the sessions of the International Labour Conference held annually and organised on a world-wide basis. The regional context of these conferences is intended to permit the detailed discussion of common problems, their joint examination and an exchange of views and national experiences, all of which should contribute to the successful search for solutions to them. The work of the Melbourne Conference reflects the fulfilment of these objects.

Development, economic and social, is perhaps the predominant common aim of public policy in the Asian countries. The agenda of the Conference, determined by the Governing Body of the I. L. O. in consultation with the Asian Advisory Committee, comprised items which represent some of the most vital issues in the labour field within the total framework of development. It was made up as follows :—

1. Report of the Director-General.
2. Employment promotion, with special reference to rural areas, and with due regard to I. L. O. social objectives and standards.
3. Vocational training and management development.
4. Government services for the improvement of labour-management relations and settlement of disputes.

The Director-General devoted his Report to the Conference to the theme of social and labour problems of the Asian countries in relation to economic development. The Report, together with the discussion

thereon at the Conference, provided a means of examining in a comprehensive manner the specific topics covered by the agenda items 2, 3 and 4, which were of a technical nature, as well as other labour questions, in an over-all setting of the process of development.

A total of 102 delegates and advisers from 17 countries took part in the Conference. Representatives of various international and regional bodies, including employers' and workers' organisations and other non-government agencies, as well as observers from two member States also attended. The Conference, however, suffered from the absence of delegates from several countries in the Asian region that had been invited to attend. In particular, the Government of India indicated in a communication to the Director-General of the I. L. O. that it was compelled to cancel the sending of an Indian delegation because of circumstances of national emergency in the country, but that it would be represented by an observer. Moreover, some of the delegations present were incomplete. These gaps in the Conference attendance carried the risk that the effectiveness of its work might be impaired. But thanks to the active participation and creative contribution made by those who attended the Conference, its work has resulted in solid accomplishments.

Two main themes emerged from the deliberation, whether they took the form of points made in the course of the discussion on the Director-General's Report, observations during the consideration of the technical items on the agenda, or the recommendations embodied in the texts of the two resolutions adopted by the Conference. The first was that not only is the end and aim of economic development human betterment, but also the development and effective utilisation of human resources is, in turn, strategic to economic development itself. The second theme was that activities undertaken in apparently distinct fields, such as the three technical agenda items, namely employment promotion, vocational training and management development, and the improvement of labour-management relations, were in fact inter-related in a broader programme of human resource development.

These conclusions constitute the core of the Melbourne Resolution, which was adopted unanimously by the Conference and whose significance is discussed at some length towards the close of this article.

The following brief review, which it is hoped will lend a perspective to the work of the Conference and aid in understanding it better, begins with an outline of some of the salient features of the economic scene in the Asian countries and discusses in this context relevant parts of the Conference deliberations. The following section, which focuses on the labour and human resource aspects of development, attempts to show how the discussions bore directly on some of the most important problems raised in this domain. The last section deals with the Melbourne Resolution, which in a sense marks the culmination of the Conference proceedings.

ECONOMIC BACKGROUND

Economic Growth

Economic development has been accepted as a central aim of national policy in most Asian countries. Its primary object is to raise the people's level of living. At the same time, the transformation of

the material basis of life is expected inevitably to accelerate the process of social change so that the emerging social order will be more in tune with the ideals and aspirations of the present age.

The developing Asian countries have made significant but uneven progress towards the goal of economic growth during the 1950s. The national income in most of them has grown during that period at an annual rate varying from 3 to 7 per cent. Population growth has, however, eroded into these gains; the increases in national income per head of population have ranged from 1 to 4 per cent. only. The relevant data are shown in table I; they are only broadly indicative of the growth pattern and no precise significance should be read into the figures, which are subject to important statistical reservations.

Almost all the developing Asian countries envisage a quickening in the tempo of economic growth during the 1960s. Table II shows the annual growth rates envisaged by some countries in their national development plans. While experience has shown that the actual achievement often falls short of expectation, these figures are nevertheless indicative of the goals aimed at.

Table I.—Annual rate of Growth of National Income, Aggregate and per Head, 1950-59

| Country | Annual rate of growth of national income | |
|-------------------|--|----------|
| | Aggregate | Per head |
| Burma | 5.1 | 3.9 |
| Cambodia | 4.0 | 1.3 |
| Ceylon | 3.9 | 1.4 |
| China (Taiwan) | 7.9 | 4.2 |
| India | 3.1 | 1.1 |
| Indonesia | 3.6 | 1.6 |
| Japan | 9.1 | 7.9 |
| Republic of Korea | 5.0 | 2.1 |
| Pakistan | 2.6 | 0.4 |
| Philippines | 6.0 | 2.7 |
| Thailand | 5.0 | 1.9 |

The growth in income during the fifties was accomplished by widespread rises in consumption levels, as can be seen from table III. The data show the rates separately for private consumption and for collective consumption, which represents certain government outlays on items such as education, health, sanitation, social amenities and the like; the latter may, to some extent, be regarded as a partial indicator of public investment in human resources.

Table II.—Annual rate of Growth of National and per head Incomes envisaged in current plans

| Country | Plan period | Rate of growth of national income | Rate of growth of income per head |
|----------------------|-------------|-----------------------------------|-----------------------------------|
| Burma | 1961-65 | 5.9 | 3.6 |
| Cambodia | 1959-64 | 5.0 | 2.0 |
| Ceylon | 1959-68 | 5.9 | 2.9 |
| China (Taiwan) | 1957-68 | 7.4 | 3.7 |
| India | 1961-66 | 6.0 | 3.8 |
| Indonesia | 1961-69 | 3.7 | 1.4 |
| Japan | 1961-70 | 7.2 | 6.3 |
| Federation of Malaya | 1961-65 | 4.1 | 0.8 |
| Pakistan | 1960-65 | 3.7 | 1.8 |
| Philippines | 1959-62 | 5.9 | 2.8 |
| Thailand | 1961-66 | 5.0 | 3.0 |

Table III.—Annual rate of Growth of Personal and Collective Consumption per head, 1950–59

| Country | Annual rate of growth | |
|-------------------|-----------------------|------------------------|
| | Personal Consumption | Collective Consumption |
| Burma | 2.8 | 11.9 |
| Ceylon | 1.2 | 5.1 |
| China (Taiwan) | 4.9 | 8.2 |
| India | 1.2 | 5.3 |
| Indonesia | 0.5 | 6.8 |
| Japan | 6.8 | 6.1 |
| Republic of Korea | 2.0 | 1.5 |
| Pakistan | — | 4.8 |
| Philippines | 2.8 | 5.7 |
| Tailand | 2.2 | 1.4 |

The recognition of the need rapidly to increase investment in human resources no doubt underlies the high rates at which collective consumption has expanded in most of the developing Asian countries. It should be borne in mind, however, that in the majority of these the initial levels were extremely low and even the higher levels now prevalent may fall far short of present needs and opportunities of development. Private consumption, which accounts for by far the greater part of total consumption, also generally rose during the period at roughly the same rate as the growth of income.

Investment in physical as well as human resources is a strategic determinant of the rate of economic growth. To accelerate development, Asian countries are seeking to raise their rates of investment. During the fifties typical rates in developing Asian countries were less than 10 per cent. of the national income, as against around 20 per cent. in Australia, Japan and New Zealand, as well as in most of the other advanced countries. Even these rates were sustained (or, in a few cases, enabled to rise) largely by the growing flow of foreign—mainly official—resources, for net domestic saving did not generally show a rising trend.

To raise the level of investment from domestic resources would involve a measure of restraint on consumption. But the prevalent consumption levels in many Asian countries are quite low, and efforts to keep them down despite popular expectation of a rapid rise in standards of living and welfare present political as well as economic and social difficulties. This is the heart of the dilemma. The Director-General, in his Report to the Conference, after referring in this context to the history of economic development in the advanced countries of today, observes as follows :

But in most of the Asian countries the political revolution has preceded economic development. . . . In fact the pressures for raising private consumption and public social services are so great as to threaten even the minimum rate of capital formation required to maintain the existing consumption level. The supreme test of the political sagacity of Asian leaders lies in their ability to secure a wide popular acceptance of the sacrifices and adjustments necessary for economic growth and to contain the pressures and tensions that may be generated in the process of development.

All the speakers at the Conference who dealt with the subject were unanimous that it was necessary to accelerate the process of economic development in the Asian countries. And, although they all agreed that the main burden of development should fall on the shoulders of those countries themselves, many of them recognised the practical difficulties, economic and social as well as political, of mobilising internally additional resources for development. The discussion focused attention on two related matters on which appropriate international action was a matter of urgency if the resources available to the Asian countries for development are to increase on a sound and continuing basis. These are the stability of markets for primary products, and international economic and technical co-operation.

Stability of Markets for Primary Products

Most Asian countries experience persistent deficits in their external trade accounts. The resulting strains in the balance of payments have been relieved mainly by running down accumulated foreign exchange reserves in some cases and more generally by the growing capital inflows composed chiefly of bilateral and multilateral official grants and credits.

The process of development radically alters the pattern of imports and usually expands its volume. Programmes of industrialisation raise the import requirements of machinery, semi-finished goods and raw materials, the costs of which in the initial years usually exceeds by far any saving realised by the substitution of imported by home-produced consumer goods. For example, the foreign exchange requirements, expressed as a percentage of total development expenditure (public and private), in the current development plans for a few countries are as follows: India 19 per cent.; Pakistan 37 per cent.; Philippines 42 per cent.; and Ceylon 59 per cent.

But the real problems for the Asian countries lie on the export side. Primary commodities constitute the bulk of the exports of many Asian countries. The world markets of primary commodities are notoriously unstable. This results in violent short-term fluctuations in the earnings of the exporting countries, frustrate all their efforts at rational planning. Even more disturbing from the viewpoint of long-range prospects is the evidence of a long term trend of sluggishness of demand in the markets of many primary commodities and the deterioration in the terms of trade of the countries that export them. The former is reflected, for example, in the fact that the value of external trade of the Asian countries (excluding Japan) rose by only 30 per cent. between 1954 and 1960 while that of the developed areas of the world rose proportionately by twice that amount. As to the terms of trade, while the general primary commodity price index propped by 10 per cent. between 1953 and 1961 the export price index of manufactured goods moved up steadily by 10 per cent. (the terms of trade of individual countries, of course, would vary according to the particular composition of their foreign trade).

At the Conference a large number of speakers who took part in the discussion on the Director-General's Report drew attention to the seriousness of this problem. They stressed the need for concerted international action to ensure fair and remunerative returns to the producers of primary commodities within the framework of a stable and expanding market for those commodities. Such action would give practical effect to the spirit of mutual goodwill and co-operation now existing between the developing and the advanced countries.

Some speakers also referred to the growing problem that faces several Asian countries through the adoption of restrictive practices in a number of industrialised countries with regard to the import of competitive manufactured goods, especially the products of light industries. While the motive of the industrialized countries is usually the desire to safeguard the employment of the workers concerned, some of the developing countries feel that fair access to markets for the manufactured products of their new industries is of the utmost importance for the maintenance and improvement of living levels.

In view of the cardinal importance of this subject to the Asian countries, the only resolution adopted by the Conference, apart from the Melbourne Resolution, concerned measures to promote the stability of basic commodity prices in the world market. This resolution drew attention to the adverse social consequences in the exporting countries, especially as regards employment and living levels, of wide fluctuations in world prices of raw materials and products and urged appropriate action without delay on a continuous basis by the international bodies concerned, including those of the United Nations system. It also commended for action by the I. L. O., as well as by the Asian countries themselves, complementary measures for the effective utilisation of resources, especially those in the rural areas, and for the improvement of living standards.

The Secretary-General of the Conference, in his reply to the discussion on the Director-General's Report, struck the note of urgency in the matter in the following words :

Stable or expanding foreign exchange earnings at fair prices for countries depending on commodity exports should indeed be a major goal of international economic and technical co-operation may well be jeopardised.

International Economic and Technical Co-operation

Programmes of international economic and technical co-operation, including those of the I. L. O., were a recurrent theme of the Conference discussions. Co-operation, in these matters between the industrialised and the developing countries as a result of deliberate national policies to this effect has now become an established feature of international relations. Programmes of technical co-operation have also become a regular and increasingly important feature of the activities of the I. L. O. and other agencies of the United Nations system ; these programmes now absorb a major proportion of the total resources available to these agencies.

Most of the economic aid to Asian countries is made available in the form of official grants and loans on a bilateral basis, although multilateral assistance, mainly in the form of loans from the International Bank for reconstruction and Development and its associate,

the International Development Association, has assumed some importance in recent years. In 1960 the amount of official assistance to the developing Asian countries well exceeded \$80 million (excluding loans by the International Development Association, which started operations that year).

Asian countries also receive a large volume of technical aid. The expenditure on technical co-operation by the participating countries of the Colombo Plan was estimated at over \$56 million for the year ending June, 1961. Asian countries also receive a substantial amount of technical assistance outside the Colombo Plan on a bilateral basis from a number of West European countries as well as the Soviet Union and other countries with centrally planned economies.

In recent years the expenditure of the United Nations system on field programmes in the Asian countries, excluding that of the Special Fund of the United Nations, has been of the order of \$15 million yearly, including \$1 million per annum from the I. L. O. As the operations under the Special Fund (which began in 1959 initially on a limited scale) have gathered momentum, a large expansion has occurred in the volume of technical co-operation channelled through the United Nations system. The I. L. O. expenditure on operational programmes in Asia is expected to be sustained at a minimum level of \$3-4 million in the coming years.

A large number of speakers at the Conference agreed that international economic and technical co-operation acted as a powerful stimulus and support to national efforts for development and urged that it was essential to expand its volume in order to accelerate development. But they also agreed that the countries at the receiving end, too, had major responsibilities. International assistance did not obviate the need for a vigorous and conscientious national effort, which must remain the primary lever of development. In particular, the conference urged the responsible authorities in Asia— to make greater efforts when seeking technical assistance to identify the priority of problems requiring attention and to make the most effective use of such technical assistance as is provided.

As to the I. L. O. programme of technical co-operation in Asia, the participants in the Conference asked for the intensification of action in such established fields as vocational training and management development as well as for the development of activities in relatively new fields like employment promotion and manpower planning.

Part II—(Labour Human Resources) to be continued
(Extract from International Labour Review—April, 1963.)

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 August, 1964, is 112.0 as against 112.4 for the month of July, 1964, a decrease of .4

Wage Rate :

- (a) The Basic Wages payable for the month of September, 1964, to workers in the trades to which Part II of the Wages Board Ordinance has been applied remain unchanged.
- (b) The Special Allowances payable for the month of September, 1964, to workers in all the trades to which Part II of the Wages Board Ordinance has been applied will be the same as that for the month of August, 1964.

Strikes :

There were 22 strikes in June, 1964, involving 5,750 workers and a loss of 36,284 man-days as against 16 strikes in May, 1964, involving 3,634 workers and a loss of 25,320 man-days. Fifteen of these strikes were in Tea Estates involving 4,869 workers and a loss of 32,102 man-days ; two in Rubber Estates involving 81 workers and a loss of 336 man-days ; two in Engineering Trade involving 462 workers and a loss of 2,993 man-days ; one in Rubber Export Trade involving 135 workers and a loss of 270 man-days ; one in Cinema Trade involving 13 workers and a loss of 13 man-days ; and the remaining one was in Miscellaneous trade involving 190 workers and a loss of 570 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 June 1964, and July, 1964 was as given below :—

| | June, 1964 | | | Jul , 1964 | | |
|------------------------|----------------|---------------|----------------|----------------|---------------|----------------|
| | Males | Females | Total | Males | Females | Total |
| Technical and Clerical | 21,069 | 17,567 | 38,636 | 21,454 | 17,957 | 39,411 |
| Skilled .. | 13,840 | 2,880 | 16,720 | 14,091 | 2,896 | 16,987 |
| Semi-skilled .. | 31,690 | 6,085 | 37,775 | 31,905 | 6,232 | 38,137 |
| Unskilled .. | 59,950 | 4,613 | 64,563 | 61,254 | 4,752 | 66,006 |
| Total .. | 126,549 | 31,145 | 157,694 | 128,704 | 31,837 | 160,541 |

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

| | June, 1964 | | | July, 1964 | | |
|------------------------|------------|-----------|------------|------------|-----------|------------|
| | Males | Females | Total | Males | Females | Total |
| Technical and Clerical | 117 | 35 | 152 | 95 | 43 | 138 |
| Skilled .. | 29 | 1 | 30 | 43 | 5 | 48 |
| Semi-skilled .. | 41 | 2 | 43 | 58 | 3 | 61 |
| Unskilled .. | 322 | — | 322 | 131 | 1 | 132 |
| Total .. | 509 | 38 | 547 | 327 | 52 | 379 |

WAGES BOARDS

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

XII—The Rubber Growing and Manufacturing Trade*

(A) DESCRIPTION OF THE TRADE

THE description of the Rubber Growing and Manufacturing Trade appeared in an Order made under section 6 of the Wages Boards Ordinance (Chapter 136), published in *Ceylon Government Gazette Extraordinary*, No. 10,035 of October 22, 1949, and came into force on October 22, 1949.

Order

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

The rubber growing and manufacturing trade, that is to say—

- (1) the raising and maintenance of a rubber plantation of twenty-five acres or over in extent; and
- (2) the manufacture of marketable rubber from the latex of the rubber plant; including—
 - (a) felling and clearing jungle and old rubber, and thinning out;
 - (b) draining and terracing;
 - (c) cutting pegs, lining, holing, and filling;
 - (d) planting shade trees, ground cover, and cover crops;
 - (e) planting and replanting rubber, and budgrafting;
 - (f) constructing, repairing, and maintaining roads and buildings;
 - (g) weeding;
 - (h) mulching, forking and manuring;
 - (i) taking a census of trees for tapping and marking trees for tapping;
 - (j) tapping, collecting of scrap and latex, and straining of latex;
 - (k) skimming, machining, rolling and cutting coagulant and washing of sheets;
 - (l) drying and smoking;
 - (m) sorting, packing, numbering and marking;
 - (n) transporting;
 - (o) scraping of diseased tissue, spraying and applying fungicide and sulphur dusting;
 - (p) cutting firewood;
 - (q) cleaning and sweeping of lines and premises and conserving latrines;
 - (r) cattle keeping;
 - (s) the work of a kangany;

* Reprinted from the "Ceylon Labour Gazette" Vol. XI No. 11, November 1960.

- (t) the work of a creche attendant,
- (u) the work of a watcher ; and
- (v) any other operation connected with or incidental to the work specified in sub-paragraph (1) or (2) of the main paragraph ;

but excluding the work of the following workers :—

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

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Rubber Growing and Manufacturing Trade was established on October 24, 1949, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette Extraordinary* No. 10,036 of October 24, 1949.

(C) DECISIONS OF THE BOARD

The original decisions in respect of the rubber growing and manufacturing trade made by the Wages Board for that Trade came into force on December 1, 1949. A notification relating to those decisions was published under section 29 (3) of the Wages Boards Ordinance (Chapter 136), in *Ceylon Government Gazette* No. 10,047 of November 25, 1949. Decisions varying earlier decisions, were published in notifications appearing in *Government Gazettes* No. 10,115 of June 30, 1950, No. 10,168 of October 27, 1950, *Government Gazettes Extraordinary* No. 10,229 of March 30, 1951, No. 10,429 of July 30, 1952, No. 10,542 of June 29, 1953, *Government Gazette* No. 10,820 of July 22, 1955, and *Government Gazette Extraordinary* No. 10,843 of September 30, 1955.

PART I

Direction under section 20 (2) (b)

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

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

Definition of a normal working day (section 24)

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

PART II

The minimum rate of wages for time work for any person (including any tapper) engaged in the rubber growing and manufacturing trade more fully described in the Order appearing in the notification under

section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, published in *Gazette Extraordinary* No. 10,035 of October 22, 1949 (as amended by any subsequent Order), shall consist of—

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

| <i>Class of worker</i> | <i>Basic rate for a normal working day Rs. c.</i> | <i>Rate of special allowance for a normal working day in any month</i> |
|---|---|---|
| | | Where the cost of living index number for the preceding month is 99·2, the special allowance shall be— |
| | | <i>Rs. c.</i> |
| | | For a male worker not under 16 years of age .. 1 9 |
| | | For a female worker not under 15 years of age .. 0 82 |
| | | For a child worker .. 0 75 |
| | | Where the cost of living index number for the preceding month is above 99·2, the rate of special allowance hereinbefore prescribed shall be increased, for each complete unit of 1·8 points by which the index number exceeds 99·2 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table I below— |
| Male worker not under 16 years of age | 1 40 | 3 cents in the case of a male worker not under 16 years of age |
| | | 2 cents in the case of a female worker not under 15 years of age |
| Female worker not under 15 years of age | 1 30 | 2 cents in the case of a child worker |
| | | Where the cost of living index number for the preceding month is 99·1, the special allowance shall be— |
| | | <i>Rs. c.</i> |
| | | For a male worker not under 16 years of age .. 1 6 |
| | | For a female worker not under 15 years of age .. 0 80 |
| Child worker .. | 1 5 | For a child worker .. 0 73 |
| | | Where the cost of living index number for the preceding month is below 99·1, the rate of special allowance hereinbefore prescribed shall be decreased, for each complete unit of 1·8 points by which the index number falls short of 99·1 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table II below— |
| | | 3 cents in the case of a male worker not under 16 years of age |
| | | 2 cents in the case of a female worker not under 15 years of age |
| | | 2 cents in the case of a child worker |

TABLES ILLUSTRATING THE APPLICATION OF THE FOREGOING PARAGRAPHS

Table I

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

| <i>Index number</i> | <i>Special Allowance</i> | | |
|---------------------|---|---|--|
| | <i>For a male worker not under 16 years of age Rs. c.</i> | <i>For a female worker not under 15 years of age Rs. c.</i> | <i>For a child worker Rs. c.</i> |
| | 99·2-100·9 .. | 1 9 | 0 82 |
| 101·0-102·7 .. | 1 12 | 0 84 | 0 77 |
| 102·8-104·5 .. | 1 15 | 0 86 | 0 79 |
| 104·6-106·3 .. | 1 18 | 0 88 | 0 81 |
| 106·4-108·1 .. | 1 21 | 0 90 | 0 83 |

Table II

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

| Index number | Special Allowance | | |
|--------------|--|--|-----------------------|
| | For a male worker not under 16 years of age | For a female worker not under 15 years of age | For a child worker |
| | Rs. c. | Rs. c. | Rs. c. |
| | | | |
| 99.1-97.4 | 1 6 | 0 80 | 0 73 |
| 97.3-95.6 | 1 3 | 0 78 | 0 71 |
| 95.5-93.8 | 1 0 | 0 76 | 0 69 |
| 93.7-92.0 | 0 97 | 0 74 | 0 67 |
| 91.9-90.2 | 0 94 | 0 72 | 0 65 |

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum rate of wages for time work for any tapper employed on a Sunday or for any worker (kangany) engaged in supervising the work of a tapper on that day shall be one and half times the minimum rate of wages for time work fixed for such worker in respect of a normal working day.

In the foregoing decisions—

- (a) “child worker” means a male worker under 16 years of age or a female worker under 15 years of age,
- (b) “tapper” means a worker engaged in the following activities:—
tapping, collecting of scrap and latex, straining of latex, scraping of diseased tissues, spraying and applying fungicide.

PART III

Overtime Rates

In respect of each hour of work in excess of the normal working day, the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the daily minimum rate of wages for time work by 8) increased by—

- (a) 25 per cent. of such minimum hourly rate, in case such work is performed between the hours 7 a.m. and 7 p.m.; and
- (b) 50 per cent. of such minimum hourly rate, in case such work is performed between the hours 7 p.m. and 7 a.m.

In the computation of the overtime rate—

- (1) a fraction of a cent which is less than one-half of a cent shall not be taken into account;
- (2) one-half of a cent shall be calculated according to the even number rule, that is, to the nearest even number; and
- (3) a fraction of a cent which is greater than one-half of a cent shall be counted as one cent.

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum overtime rate for any tapper, as defined in Part II of this Schedule, employed on a Sunday or for any worker (kangany) engaged in supervising the work of such tapper on that day shall, in respect of each hour of work in

excess of the normal working day, be twice the minimum hourly rate applicable to such worker (such hourly rate being ascertained by dividing the daily minimum time rate applicable to him by 8.)

PART IV

Weekly Holiday (section 24)

Every employer shall allow each Sunday as the weekly holiday to all workers employed under him: Provided, however, that an employer may employ any worker on a Sunday, subject to the conditions—

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday;
- (2) that in respect of work done on such Sunday—
 - (a) a worker who has worked for 9 hours (inclusive of one hour for a meal) or for any period that falls short of nine hours by reason of the failure of the employer to provide him with work shall be remunerated at $1\frac{1}{2}$ times the minimum rate of wages for a normal working day.
 - (b) a worker who has worked for less than 9 hours (inclusive of one hour for a meal) by reason of his unwillingness to work shall, for each hour that he has worked, be paid $1\frac{1}{2}$ times the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by 8).
 - (c) a worker who has worked for more than 9 hours (inclusive of one hour for a meal) shall be remunerated at twice the hourly rate (ascertain by dividing the minimum rate of wages for a normal working day by 8) for each hour of work in excess of 9 hours; and
- (3) that the remuneration due to a worker for work done on the weekly holiday during any period shall be paid within the time prescribed for the payment of wages for such period by section 2 (b) of the Wages Boards Ordinance.

The preceding provisions of this Part shall not apply to tappers as defined in Part II of this Schedule or to workers (kanganies) engaged in supervising the work of such tappers.

Annual Holidays (section 25)

1. (a) If a male worker of not less than 16 years of age has been in continuous employment under the same employer and has worked for more than 228 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 228: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

(b) If a female worker or a child worker has been in continuous employment under the same employer and has worked for more than 204 days in any year (hereinafter called the "qualifying year"), such

worker shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 204: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 264 days.

2. (i) If a worker is entitled in any year to seven holidays he shall be allowed, and he shall take, those seven holidays, on consecutive days.

(ii) If a worker is entitled in any year to more than seven holidays he shall be allowed, and he shall take, at least seven of those holidays on consecutive days.

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

4. (1) The remuneration payable in respect of each holiday which a worker is entitled to under paragraph 1 (including a holiday which such worker is entitled to under that paragraph read with paragraph 6 (a)), by reason of work performed during the preceding year, shall be his average daily wages, ascertained by dividing his total wages (exclusive of overtime and bonuses) earned by him during that year by the number of days on which the worker has actually worked during that year.

(2) The remuneration payable in respect of each holiday, which a worker is entitled to under paragraph 6 (b) and 6 (c), by reason of work performed during the current year, shall be his average daily wages ascertained by dividing his total wages (exclusive of overtime and bonuses) earned by him during the current year by the number of days on which the worker has actually worked during that year.

5. The remuneration due to a worker in respect of his holiday or holidays shall be paid to him before such holiday or holidays, but not earlier than 10 days before such holiday or holidays.

6. (a) Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, such worker shall be entitled to take and shall take, during the period immediately preceding such leave, discontinuance or dismissal, every holiday that he was entitled to in respect of the previous year which he has not already taken.

(b) Where a male worker of not less than 16 years of age intends to leave his employment of his own accord or is to be discontinued or dismissed from employment by his employer during the current year, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 19: Provided, however, that it shall not be obligatory on an employer to allow any holidays in excess of the maximum number of holidays which that worker would have been entitled to under the provisions of paragraph 1 if that worker had continued in employment.

(c) Where a female worker or a child worker intends to leave the worker's employment of the worker's own accord or is to be discontinued or dismissed from employment by the worker's employer during the current year, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 17: Provided, however, that it shall not be obligatory on an employer to allow any holidays in excess of the maximum number of holidays which that worker would have been entitled to under the provisions of paragraph 1 if that worker had continued in employment.

A worker specified in this paragraph shall be remunerated for such holidays in accordance with the provisions of paragraph 4: Provided, however, that the total number of holidays that such worker might take in any year shall not exceed twenty-one.

7. For the purpose of the foregoing provisions—

“child worker” means a male worker under 16 years of age or a female worker under 15 years of age;

“days on which the worker has worked” shall be deemed to include—

- (i) every holiday allowed by the employer to the worker under section 25;
- (ii) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance;
- (iii) every day of absence on any grounds approved by the employer other than absence from the Island except on a holiday allowed by the employer under section 25;
- (iv) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment, provided such injury had been notified to the employer;
- (v) every day of absence due to the disease of anthrax or due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 117);
- (vi) every day on which the employer fails to provide work for the worker; and
- (vii) every day of absence due to a strike or lockout that is not illegal, in case such days do not in the aggregate exceed 30 days a year;

but shall not include the day fixed as the weekly holiday under section 24;

“year” means a continuous period of 12 months.

8. The foregoing decisions shall not apply in respect of employment at any time more than 12 months prior to the date on which the decisions come into force.

TABLE I—COST OF LIVING INDEX NUMBERS

A—Colombo Working Class

Base : November, 1938–April, 1939 = 100

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

INDEX NUMBERS

Base : November, 1938–April, 1939 = 100

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

Index Number
Nov., 1942
= 100

Base : November, 1942 = 100

| | | | | | | |
|---------------|-------|------|------|------|-------|-----|
| Group Weights | 63.66 | 7.26 | 7.06 | 8.78 | 13.24 | |
| 1943 | 103 | 94 | 105 | 138 | 118 | 107 |
| 1944 | 102 | 94 | 105 | 156 | 127 | 109 |
| 1945 | 110 | 94 | 112 | 165 | 158 | 121 |
| 1946 | 113 | 111 | 124 | 180 | 155 | 125 |
| 1947 | 126 | 121 | 136 | 213 | 157 | 138 |
| 1948 | 138 | 161 | 148 | 189 | 157 | 142 |
| 1949 | 144 | 97 | 129 | 156 | 148 | 141 |
| 1950 | 154 | 102 | 129 | 155 | 154 | 149 |
| 1951 | 155 | 112 | 129 | 197 | 160 | 154 |
| 1952 | 153 | 104 | 131 | 192 | 168 | 153 |

† Average for 5 months only.

* Average for 11 months only.

B—Colombo 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 |
| May | 106.65 | 103.69 | 101.53 | 130.50 | 129.45 | 112.7 |
| June | 107.18 | 102.31 | 101.53 | 129.3 | 128.73 | 112.8 |
| July | 106.77 | 102.31 | 101.53 | 127.82 | 129.00 | 112.4 |
| August | 106.42 | 102.65 | 101.53 | 124.85 | 129.34 | 112.0 |

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 | .. 100.21 | |
| 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 | .. 2.22 | .. 115.63 | .. 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 |
| | | May | .. 2.25 | .. 117.19 | .. 103.98 | .. 113.74 | .. 126.67 | .. 112.40 |
| | | June | .. 2.25 | .. 117.19 | .. 103.89 | .. 113.74 | .. 126.67 | .. 112.30 |
| | | July | .. 2.25 | .. 117.19 | .. 104.26 | .. 113.74 | .. 126.67 | .. 112.70* |
| | | August | .. 2.25 | .. 117.19 | .. 104.63 | .. 113.74 | .. 126.67 | .. 113.10 |

* Amended figure.

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 |
| May .. | 2.28 | 116.33 | 3.87 | 132.53 | ‡2.41 | 118.14 |
| June .. | 2.28 | 116.33 | 3.90 | 133.56 | 2.41 | 118.14 |
| July .. | 2.28 | 116.63 | 3.90 | 133.56 | 2.41 | 118.14 |
| August .. | 2.28 | 116.33 | 3.87 | 132.53 | 2.41 | 118.14 |

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

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

‡ Amended figure.

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 | 173 | 1,053 |
| 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 |
| April | 37,318 | 17,100 | 37,849 | 63,541 | 155,808 |
| May | 37,831 | 16,610 | 37,684 | 63,878 | 156,003 |
| June | 38,636 | 16,720 | 37,775 | 64,563 | 157,694 |
| July | 39,411 | 16,987 | 38,137 | 66,006 | 160,541 |

* 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>Navalappiya</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 | 7,305 | 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 | 3,1 | 4,518 | 3,092 | 1,741 | 671 |
| July .. | 57,157 | 11,872 | 10,509 | 17,653 | 7,477 | 1,091 | 5,604 | 3,12 | 4,793 | 3,043 | 1,723 | 694 |
| August .. | 57,461 | 11,862 | 10,744 | 17,991 | 7,444 | 1,028 | 5,791 | 3,780 | 4,833 | 2,999 | 1,705 | 696 |
| September | 56,564 | 11,642 | 10,995 | 18,213 | 7,465 | 1,000 | 5,860 | 3,848 | 4,844 | 2,913 | 1,592 | 665 |
| October .. | 57,010 | 11,758 | 11,001 | 17,726 | 7,514 | 1,086 | 5,910 | 3,803 | 4,844 | 2,932 | 1,568 | 600 |
| November | 56,567 | 11,770 | 11,180 | 17,066 | 7,576 | 1,065 | 6,110 | 3,500 | 4,828 | 2,899 | 1,511 | 507 |
| December | 55,904 | 11,768 | 11,237 | 16,658 | 7,529 | 1,022 | 6,438 | 3,593 | 4,949 | 2,910 | 1,508 | 540 |
| 1964— | | | | | | | | | | | | |
| January .. | 56,362 | 12,066 | 11,426 | 16,849 | 7,616 | 983 | 6,688 | 3,791 | 5,164 | 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 |
| April .. | 56,942 | 11,934 | 11,661 | 16,255 | 7,794 | 1,026 | 6,976 | 3,913 | 5,312 | 2,972 | 1,679 | 589 |
| May | 56,775 | 11,706 | 12,088 | 16,674 | 7,976 | 977 | 6,885 | 3,795 | 5,378 | 2,987 | 1,699 | 600 |
| June | 57,236 | 11,572 | 13,259 | 16,804 | 8,306 | 1,041 | 6,808 | 3,714 | 5,417 | 3,034 | 1,672 | 615 |
| July | 58,129 | 11,866 | 13,936 | 16,826 | 8,602 | 986 | 6,817 | 3,680 | 5,580 | 3,008 | 1,663 | 612 |

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

| <i>Trincmalee</i> | <i>Anuradhapura</i> | <i>Avisawella</i> | <i>Haputale</i> | <i>Matara</i> | <i>Varuniya</i> | <i>Kegalle</i> | <i>Matala</i> | <i>Chilaw</i> | <i>Hatton</i> | <i>Nuwara Eliya</i> | <i>Total</i> |
|-------------------|---------------------|-------------------|-----------------|---------------|-----------------|----------------|---------------|---------------|---------------|---------------------|--------------|
| — | — | — | — | — | — | — | — | — | — | — | 34,744 |
| 283 | — | — | — | — | — | — | — | — | — | — | 66,656 |
| 696 | — | — | — | — | — | — | — | — | — | — | 69,732 |
| 848 | — | — | — | — | — | — | — | — | — | — | 65,122 |
| 284 | 323 | — | — | — | — | — | — | — | — | — | 53,307 |
| 252 | 437 | 678 | — | — | — | — | — | — | — | — | 53,023 |
| 239 | 548 | 477 | 526 | 1,382 | — | — | — | — | — | — | 51,546 |
| 1,567 | 884 | 1,377 | 396 | 1,589 | — | — | — | — | — | — | 63,304 |
| 776 | 1,104 | 1,582 | 392 | 2,411 | — | — | — | — | — | — | 71,010 |
| 939 | 1,651 | 1,984 | 721 | 4,206 | — | — | — | — | — | — | 85,952 |
| 1,252 | 1,198 | 2,226 | 840 | 5,331 | 551 | 1,947 | — | — | — | — | 110,856 |
| 1,188 | 1,380 | 2,925 | 1,110 | 5,324 | 531 | 2,465 | — | — | — | — | 117,799 |
| 1,365 | 1,733 | 2,965 | 1,198 | 5,812 | 611 | 2,786 | 970 | — | — | — | 128,018 |
| 1,756 | 2,550 | 3,784 | 1,222 | 8,179 | 772 | 3,143 | 986 | — | — | — | 151,092 |
| 1,372 | 2,563 | 364 | 1,368 | 8,060 | 574 | 3,301 | 1,199 | — | — | — | 150,231 |
| 1,431 | 2,742 | 3,804 | 1,188 | 7,811 | 737 | 3,230 | 1,259 | 2,109 | 768 | 822 | 152,092 |
| 1,456 | 2,839 | 3,842 | 1,190 | 7,964 | 778 | 3,304 | 1,296 | 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 |
| 1,710 | 3,141 | 3,371 | 1,574 | 8,865 | 564 | 4,276 | 1,355 | 2,437 | 842 | 620 | 155,808 |
| 1,743 | 3,156 | 3,460 | 1,596 | 8,700 | 579 | 4,136 | 1,327 | 2,388 | 800 | 578 | 156,003 |
| 1,825 | 2,838 | 3,475 | 1,611 | 8,745 | 544 | 4,049 | 1,343 | 2,387 | 817 | 582 | 157,694 |
| 1,893 | 3,015 | 3,596 | 1,614 | 8,835 | 544 | 4,084 | 1,363 | 2,482 | 853 | 557 | 160,541 |

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

| Year | Technical and Clerical | | Skilled | | Semi-skilled | | Unskilled | | Total | |
|----------------|------------------------|--------|------------|--------|--------------|--------|------------|--------|------------|--------|
| | Registered | Placed | Registered | Placed | Registered | Placed | Registered | Placed | Registered | Placed |
| 1938 | 2,073 | 62 | 5,987 | 22 | 3,559 | 57 | 5,084 | 82 | 16,703 | 223 |
| 1939 | 1,998 | 226 | 6,674 | 548 | 2,330 | 519 | 3,926 | 1,290 | 14,928 | 2,583 |
| 1940 | 1,293 | 271 | 2,215 | 1,049 | 798 | 1,032 | 1,741 | 2,737 | 6,047 | 5,089 |
| 1941 | 1,521 | 438 | 1,973 | 759 | 1,314 | 2,516 | 1,903 | 5,358 | 6,711 | 9,071 |
| 1942 | 1,984 | 669 | 1,453 | 924 | 642 | 1,878 | 1,296 | 4,658 | 5,375 | 8,129 |
| 1943 | 1,453 | 351 | 1,100 | 371 | 608 | 1,509 | 1,244 | 1,939 | 4,405 | 4,170 |
| 1944 | 815 | 425 | 719 | 329 | 577 | 428 | 702 | 693 | 2,758 | 1,875 |
| 1945 | 3,116 | 369 | 13,370 | 1,104 | 4,042 | 411 | 9,139 | 2,653 | 29,667 | 4,537 |
| 1946 | 13,095 | 1,303 | 27,174 | 3,012 | 16,525 | 1,341 | 39,225 | 10,130 | 96,829 | 15,786 |
| 1947 | 9,487 | 915 | 19,657 | 1,417 | 16,148 | 911 | 42,895 | 4,161 | 88,187 | 7,404 |
| 1948 | 10,110 | 1,807 | 22,438 | 1,563 | 23,341 | 1,311 | 66,703 | 6,118 | 122,592 | 10,347 |
| 1949 | 11,091 | 1,807 | 18,294 | 1,616 | 22,764 | 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 | 66,628 | 6,388 |
| 1954 | 14,963 | 1,097 | 9,625 | 879 | 18,608 | 922 | 34,143 | 4,660 | 77,339 | 7,558 |
| 1955 | 18,524 | 2,166 | 10,609 | 1,064 | 22,358 | 1,187 | 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 | 1,667 | 13,545 | 1,045 | 29,602 | 1,275 | 56,990 | 3,218 | 120,597 | 7,205 |
| 1960 | 23,795 | 1,400 | 16,265 | 771 | 27,889 | 1,247 | 65,481 | 4,744 | 133,430 | 8,162 |
| 1961 | 22,558 | 1,259 | 14,784 | 631 | 24,791 | 964 | 50,390 | 2,794 | 112,523 | 5,648 |
| 1962 | 24,155 | 1,263 | 11,626 | 468 | 22,994 | 809 | 42,404 | 2,317 | 101,179 | 4,851 |
| 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 |
| 1963 February | 2,289 | 201 | 913 | 54 | 2,122 | 58 | 3,027 | 183 | 8,351 | 496 |
| 1963 March | 2,156 | 161 | 817 | 41 | 1,958 | 76 | 3,187 | 184 | 8,118 | 462 |
| 1963 April | 1,617 | 94 | 721 | 60 | 1,532 | 24 | 2,632 | 183 | 6,502 | 361 |
| 1963 May | 1,986 | 101 | 785 | 37 | 1,815 | 61 | 3,061 | 112 | 7,647 | 311 |
| 1963 June | 2,600 | 109 | 917 | 63 | 2,224 | 62 | 3,865 | 172 | 9,606 | 406 |
| 1963 July | 2,651 | 107 | 1,204 | 54 | 2,475 | 131 | 4,446 | 248 | 10,776 | 540 |
| 1963 August | 2,274 | 97 | 1,143 | 40 | 2,106 | 61 | 3,521 | 207 | 9,044 | 405 |
| 1963 September | 1,707 | 70 | 1,009 | 25 | 2,145 | 55 | 3,692 | 279 | 8,553 | 429 |
| 1963 October | 1,675 | 77 | 1,153 | 33 | 2,241 | 99 | 3,980 | 314 | 9,054 | 523 |
| 1963 November | 1,467 | 90 | 1,069 | 37 | 2,014 | 68 | 4,091 | 150 | 8,641 | 345 |
| 1963 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 |
| 1964 February | 2,627 | 211 | 1,288 | 34 | 2,507 | 49 | 3,880 | 367 | 10,302 | 661 |
| 1964 March | 2,336 | 117 | 1,147 | 65 | 2,529 | 69 | 4,036 | 407 | 10,048 | 658 |
| 1964 April | 1,632 | 168 | 776 | 49 | 1,716 | 68 | 3,034 | 232 | 7,158 | 517 |
| 1964 May | 2,468 | 105 | 891 | 32 | 1,914 | 73 | 3,902 | 235 | 9,175 | 445 |
| 1964 June | 2,966 | 152 | 1,085 | 30 | 2,472 | 43 | 4,764 | 322 | 11,287 | 547 |
| 1964 July | 2,562 | 138 | 1,099 | 48 | 2,411 | 61 | 4,478 | 132 | 10,550 | 379 |

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

| Employment Exchange | Technical and Clerical | | Skilled | | Semi-skilled | | Unskilled | | Total | |
|---------------------|------------------------|------------|--------------|-----------|--------------|-----------|--------------|------------|---------------|------------|
| | Regd. | Placed | Regd. | Placed | Regd. | Placed | Regd. | Placed | Regd. | Placed |
| W. E. E. Colombo | 734 | 84 | 386 | 30 | 1,009 | 32 | 1,570 | 45 | 3,699 | 191 |
| Negombo | 136 | 7 | 97 | 6 | 171 | 1 | 329 | 19 | 733 | 33 |
| Kalutara | 298 | 3 | 72 | — | 245 | — | 516 | 2 | 1,131 | 5 |
| Galle | 181 | 2 | 41 | — | 99 | 3 | 369 | 5 | 690 | 10 |
| Kandy | 159 | 6 | 68 | — | 115 | 5 | 260 | 1 | 602 | 12 |
| Nawalapitiya | 12 | — | 7 | — | 13 | — | 19 | — | 51 | — |
| Kurunegala | 180 | — | 65 | — | 80 | — | 114 | — | 439 | — |
| Jaffna | 99 | — | 38 | 1 | 77 | — | 54 | 2 | 268 | 3 |
| Ratnapura | 127 | 9 | 35 | 4 | 93 | 3 | 182 | 4 | 437 | 20 |
| Badulla | 46 | 9 | 13 | — | 32 | 4 | 64 | 2 | 155 | 15 |
| Batticaloa | 28 | 5 | 33 | — | 35 | — | 35 | 7 | 131 | 12 |
| Kalinai | 17 | — | 7 | — | 26 | — | 10 | — | 60 | — |
| Trincomalee | 35 | — | 8 | 3 | 27 | — | 84 | 4 | 154 | 7 |
| Anuradhapura | 73 | — | 25 | — | 70 | — | 124 | — | 292 | — |
| Avissawella | 85 | — | 22 | — | 52 | — | 184 | — | 343 | — |
| Haputale | 23 | 1 | 10 | — | 22 | 4 | 31 | 2 | 86 | 7 |
| Matara | 120 | 5 | 93 | 3 | 100 | 1 | 270 | 4 | 583 | 13 |
| Vavuniya | 24 | — | 4 | — | 17 | — | 8 | 20 | 53 | 20 |
| Kegala | 78 | 4 | 29 | — | 46 | — | 64 | 1 | 217 | 5 |
| Matale | 31 | 1 | 7 | — | 25 | 5 | 20 | 3 | 83 | 9 |
| Chilaw | 52 | 2 | 19 | — | 43 | 3 | 114 | 3 | 228 | 8 |
| Hatton | 14 | — | 14 | — | 6 | — | 43 | 2 | 77 | 2 |
| Nuwara Eliya | 10 | — | 6 | 1 | 8 | — | 14 | 6 | 38 | 7 |
| Total | 2,562 | 138 | 1,099 | 48 | 2,411 | 61 | 4,478 | 132 | 10,550 | 379 |

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 | 23 | 3,514 | 4,285* | 53 | 28,875 | 153,388‡ |
| 1946 | 87 | 15,259 | 31,830‡ | 69 | 39,237 | 250,866 |
| 1947 | 53 | 11,849 | 199,657 | 52 | 43,485 | 544,714 |
| 1948 | 33 | 23,100 | 49,933‡ | 20 | 1,065 | 2,497‡ |
| 1949 | 66 | 477,412 | 681,340 | 28 | 2,874 | 14,576‡ |
| 1950 | 82 | 22,808 | 85,837 | 28 | 5,471 | 22,617 |
| 1951 | 67 | 306,091 | 521,040 | 35 | 6,726 | 17,484 |
| 1952 | 36 | 5,355 | 9,414 | 39 | 6,168 | 46,990 |
| 1953 | 33 | 363,600 | 430,586 | 54 | 14,482 | 31,996 |
| 1954 | 59 | 86,450 | 391,200 | 55 | 15,331 | 85,569 |
| 1955 | 60 | 11,437 | 69,913 | 47 | 11,293 | 36,016 |
| 1956 | 99 | 56,908 | 200,888 | 115 | 31,852 | 152,966 |
| 1957 | 177 | 297,061 | 618,050 | 127 | 70,239 | 190,443 |
| 1958 | 123 | 39,372 | 340,632 | 96 | 42,713 | 399,228 |
| 1959 | 177 | 47,318 | 352,145 | 71 | 42,933 | 463,119 |
| 1960 | 123 | 42,528 | 259,948 | 37 | 4,830 | 15,189‡ |
| 1961 | 90 | 29,223 | 317,866 | 39 | 38,013 | 170,372 |
| 1962 | 138 | 42,569 | 193,792 | 50 | 25,730 | 801,882 |
| 1963§ | 174 | 62,511 | 359,905 | 57 | 29,056 | 474,337 |
| 1964 January to June § | 84 | 26,561 | 323,224 | 40 | 6,338 | 100,053 |
| 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 | 7 | 697 | 4,078 |
| July | 22 | 14,753 | 81,067 | 6 | 1,261 | 16,719 |
| August | 10 | 2,613 | 36,247 | 3 | 5,109 | 11,302 |
| September | 16 | 5,348 | 26,023 | 7 | 1,092 | 6,316 |
| October | 15 | 5,658 | 31,361 | 5 | 629 | 1,921 |
| November | 15 | 4,892 | 22,123 | 3 | 2,791 | 222,560 |
| December § | 10 | 3,044 | 9,547 | 10 | 595 | 2,156 |
| 1964 January § | 13 | 4,726 | 101,406 | 6 | 1,735 | 64,582 |
| February § | 16 | 4,932 | 46,510 | 7 | 1,028 | 11,727 |
| March § | 13 | 5,397 | 107,028 | 9 | 1,030 | 7,157 |
| April § | **12 | **3,641 | **17,123 | 7 | 344 | 4,108 |
| May § | **13 | **2,915 | **18,719 | 6 | 1,401 | 8,633 |
| June § | § 17 | 4,950 | 32,438 | 5 | 800 | 3,846 |

* 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 June, 1964, by Industries or Trades

| Industry or Trade | Number of Strikes | | Number of Workers involved | | Number of Man-days lost | |
|--|-------------------|----|----------------------------|----|-------------------------|--|
| | | | | | | |
| Plantations—Tea .. | 15 | .. | 4,869 | .. | 32,102 | |
| Rubber .. | 2 | .. | 81 | .. | 336 | |
| Tea-cum-Rubber .. | — | .. | — | .. | — | |
| Coconut .. | — | .. | — | .. | — | |
| Coconut-cum Rubber .. | — | .. | — | .. | — | |
| Total .. | 17 | | 4,950 | | 32,438 | |
| Engineering .. | 2 | .. | 462 | .. | 2,993 | |
| Printing .. | — | .. | — | .. | — | |
| Motor Transport .. | — | .. | — | .. | — | |
| Tea Export .. | — | .. | — | .. | — | |
| Rubber Export .. | 1 | .. | 135 | .. | 270 | |
| Coconut Manufacturing .. | — | .. | — | .. | — | |
| Toddy, Arrack and Vinegar .. | — | .. | — | .. | — | |
| Cigar Manufacturing .. | — | .. | — | .. | — | |
| Tea & Rubber Manufacturing .. | — | .. | — | .. | — | |
| Cinema .. | 1 | .. | 13 | .. | 13 | |
| Dock, Harbour and Port Transport .. | — | .. | — | .. | — | |
| Building Trade .. | — | .. | — | .. | — | |
| Local Government Services .. | — | .. | — | .. | — | |
| Service Institutions .. | — | .. | — | .. | — | |
| Factories, Workshops, &c., run by the State .. | — | .. | — | .. | — | |
| Textile .. | — | .. | — | .. | — | |
| Relief Schemes .. | — | .. | — | .. | — | |
| Wholesale and Retail Distribution .. | — | .. | — | .. | — | |
| Aerated Waters and Ice Manufacturing .. | — | .. | — | .. | — | |
| Beedi Manufacturing .. | — | .. | — | .. | — | |
| Hotel .. | — | .. | — | .. | — | |
| Tile Manufacturing .. | — | .. | — | .. | — | |
| Miscellaneous .. | 1 | .. | 190 | .. | 570 | |
| Coir Mattress and Bristle Fibre Export .. | — | .. | — | .. | — | |
| Total .. | 5 | | 800 | | 3,846 | |
| Grand Total .. | 22 | | 5,750 | | 36,284 | |

TABLE X—Classification of the Strikes in May, 1964, in Causes

| Causes | Number of Strikes | | Number of Workers Involved | |
|--|-------------------|----------|----------------------------|------------|
| | | | | |
| | Plantations | Others | Plantations | Others |
| 1. Dismissal or loss of employment in any way. Failure to provide work .. | 6 | .. 3 | .. 2,011 | .. 431 |
| 2. Wage increases, Higher rates for piece work, &c. .. | — | .. — | .. — | .. — |
| 3. Other wage disputes (e.g., delay in payment, cash advances, &c.) .. | 2 | .. — | .. 652 | .. — |
| 4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. .. | 4 | .. 1 | .. 919 | .. 190 |
| 5. Food matters. Welfare .. | 1 | .. — | .. 352 | .. — |
| 6. Right of association and meeting .. | 1 | .. — | .. 162 | .. — |
| 7. Factional disputes and domestic matters .. | 2 | .. — | .. 242 | .. — |
| 8. External matters (e.g., arrest by Police, &c.) .. | — | .. — | .. — | .. — |
| 9. Assaults by employer or agent or others .. | — | .. — | .. — | .. — |
| 10. General demands .. | 1 | .. 1 | .. 612 | .. 179 |
| 11. Sympathetic strikes .. | — | .. — | .. — | .. — |
| Total .. | 17 | 5 | 4,950 | 800 |

APPENDIX I

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

| <i>Class of Worker</i> | <i>Month : September, 1964</i> | | |
|---|----------------------------------|---|-------------------------|
| | <i>Basic Wage Rs. c.</i> | <i>Special Allowance Rs. c.</i> | <i>Total Rs. c.</i> |
| (1) Baking Trade | | | |
| <i>Monthly Rates :</i> | | | |
| Class " A " Worker : foreman, head bakers, head bakeses, cooks, " short eats " makers, pastry makers, cake decorators | 70 0 .. | 63 70 .. | 133 70 |
| Class " B " Worker : dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators .. | 55 0 .. | 58 75 .. | 113 75 |
| Class " C " Worker : flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trays, bun trays, cake trays, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, deliverymen | 39 0 .. | 44 77 .. | 83 77 |
| Beedi Manufacturing Trade | | | |
| <i>Piece Rates :</i> | | | |
| " Nool " (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with " beedi tobacco ", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies— | | | |
| (a) beedies not more than 2 ins. long .. | 5 0 .. | — .. | 5 0 |
| (b) beedies more than 2 ins. long but less than 3 ins. .. | 6 0 .. | — .. | 6 0 |
| (c) beedies not less than 3 ins. long .. | 7 0 .. | — .. | 7 0 |
| " Nool " (thread) beedi rolling (inclusive of filling wrappers with " beedi tobacco ", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies— | | | |
| (a) beedies not more than 2 ins. long .. | 3 34 .. | — .. | 3 34 |
| (b) beedies more than 2 ins. long but less than 3 ins. .. | 4 0 .. | — .. | 4 0 |
| (c) beedies not less than 3 ins. long .. | 4 66 .. | — .. | 4 66 |
| Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000— | | | |
| (a) beedies not more than 2 ins. long .. | 1 67 .. | — .. | 1 67 |
| (b) beedies more than 2 ins. long but less than 3 ins. .. | 2 0 .. | — .. | 2 0 |
| (c) beedies not less than 3 ins. long .. | 2 34 .. | — .. | 2 34 |
| Fixing ring labels round rolled beedies, per 1,000 beedies | 0 50 .. | — .. | 0 50 |

Month : September, 1964

| Class of Worker | Basic Wages | | Special Allowance | | Total Rs. c. |
|-----------------|-------------|----|-------------------|----|-----------------|
| | Rs. | c. | Rs. | c. | |

(3) Brick and Tile Manufacturing Trade

Daily Rates :

In the manufacture of tiles in a factory—

A—Male workers (18 and above) :

Skilled Workers, Grade I : press feeders (machine),
firemen engaged in kiln (burners) .. 2 0 .. 2 06 .. 4 06

Skilled Workers, Grade II : press feeders (hand),
setters engaged in loading or stacking tiles
inside the kiln for baking, sorters .. 1 80 .. 2 06 .. 3 86

Semi-skilled Workers : winchmen, block cutters,
tile slab oiler and polisher, trimmers, green
tile sorters, workers engaged in stacking tiles
in vehicles for transport .. 1 60 .. 2 06 .. 3 66

Unskilled Workers :

Workers engaged in—mixing and tempering clay,
mixing and pugging by machinery, stacking
tiles on racks ; sun drying tiles ; helping the
sorters ; helping green tile sorters ; removing
baked tiles from the kiln ; stacking tiles ;
moving blocks of clay to presses or other parts
of the store ; truck fillers, claymen, block carriers,
firewood carriers, pug-mill feeders, helpers
engaged in loading and stacking tiles .. 1 40 .. 1 96 .. 3 36

B—Female Workers (18 and above) .. 1 15 .. 1 85 .. 3 00

C—Workers (under 18 years) :

Over 14 years but under 15 .. 0 80 .. 1 46 .. 2 26

Over 15 years but under 16 .. 0 90 .. 1 51 .. 2 41

Over 16 years but under 17 .. 1 0 .. 1 56 .. 2 56

Over 17 years but under 18 .. 1 10 .. 1 66 .. 2 76

(4) Building Trade

Daily Rates :

Unskilled :

Male labourers not* under 18 years of age .. 1 40 .. 2 18 .. 3 58

Female labourers not under 18 years of age .. 1 10 .. 2 18 .. 3 28

Unskilled labourers (irrespective of sex) under
18 years of age .. 0 90 .. 2 18 .. 3 08

Semi-skilled, Grade II :

Painters, decorators, tilers (roofing), scaffolders,
mechanical equipment operators .. 1 65 .. 2 28 .. 3 93

Semi-skilled, Grade I :

Kangamies .. 1 80 .. 2 28 .. 4 08

Skilled :

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

* Correction of Error : The words " male labourers under 18 years of age " appearing under item " (4) Building Trade " of this appendix in all issues of the Ceylon Labour Gazette commencing April, 1963 should be read as " Male Labourers not under 18 years of age " any inconvenience caused to our Patrons is regretted—Editor "

Class of Worker

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

(5) Cigar Manufacturing Trade

Piece Rates :

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

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

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

(7) Cinnamon Trade

Daily Rates :

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

Piece Rates :

| | | | | | | |
|---|----|------|----|---|----|------|
| Cinnamon peeling (inclusive of cutting sticks from bushes, cutting sticks and carrying them to peeling house, scraping the outer covering of bark, peeling sticks, forming barks into quills, stacking and bundling quills), per pound of cinnamon peeled | .. | 0 80 | .. | — | .. | 0 80 |
| Pruning per acre | .. | 15 0 | .. | — | .. | 15 0 |
| Draining a linear chain of drain 18" x 18" | .. | 4 0 | .. | — | .. | 4 0 |
| Annual weeding, per acre | .. | 40 0 | .. | — | .. | 40 0 |

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

Daily Rates :

| | | | | | | |
|----------------------------------|----|------|----|------|----|------|
| Male worker not under 16 years | .. | 1 10 | .. | 1 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 : September, 1964

Class of Worker

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

(9) Coconut Growing Trade (contd.)

Monthly Rates :

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 |

Piece Rates :

| | | | | | | |
|---|----|----|----|---|----|------|
| (1) In the raising and maintenance of plantations: Picking nuts, per 1,000 trees | 18 | 0 | .. | — | .. | 18 0 |
| (2) In the manufacture of copra : (a) husking nuts, per 1,000 nuts | 3 | 50 | .. | — | .. | 3 50 |
| (b) splitting nuts, copra curing and sorting, per 1,000 nuts | 2 | 50 | .. | — | .. | 2 50 |

(10) Coconut Manufacturing Trade

Daily Rates :

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 |

Piece Rates :

(a) In the manufacture of desiccated coconuts—

| | | | | | | | |
|---|---|----|----|---|----|---|----|
| (1) husking nuts, per 1,000 nuts | 2 | 19 | .. | — | .. | 2 | 19 |
| (2) removing shells (hatchetting) per 1,000 nuts | 1 | 13 | .. | — | .. | 1 | 13 |
| (3) removing parings, per 1,000 nuts | 1 | 13 | .. | — | .. | 1 | 13 |
| (4) washing coconut meat and disintegrating, per 1,000 pounds | 0 | 88 | .. | — | .. | 0 | 88 |
| (5) drying, per 1,000 pounds | 1 | 31 | .. | — | .. | 1 | 31 |
| (6) sifting and grading, per 1,000 pounds | 1 | 6 | .. | — | .. | 1 | 6 |
| (7) packing and stencilling per case of 120 to 130 pounds | 0 | 10 | .. | — | .. | 0 | 10 |

(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—

| | | | | | | | |
|--|---|----|----|---|----|---|----|
| (1) crushing husks per cwt. (wet weight of bristle fibre) | 0 | 94 | .. | — | .. | 0 | 94 |
| (2) breaking and cleaning husks per cwt. (wet weight of bristle fibre) | 0 | 94 | .. | — | .. | 0 | 94 |
| (3) cleaning mattress fibre, drying and baling per cwt. | 0 | 31 | .. | — | .. | 0 | 31 |
| (4) hanking bristle fibre and tying, per cwt. | 1 | 50 | .. | — | .. | 1 | 50 |
| (5) manufacture of mats and matting— | | | | | | | |
| (i) mats, per sq. ft. | 0 | 44 | .. | — | .. | 0 | 44 |
| (ii) matting, per square yard | 0 | 15 | .. | — | .. | 0 | 15 |
| (6) hacking bristle fibre and tying, per cwt. | 3 | 25 | .. | — | .. | 3 | 25 |

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

| Class of Worker | Basic Wage | | Special Allowance | | Total | |
|---|------------|----|-------------------|----|-------|----|
| | Rs. | c. | Rs. | c. | Rs. | c. |
| (11) Coir Mattress and Bristle Fibre Export Trade | | | | | | |
| Daily Rates : | | | | | | |
| A. Male workers (not under 18 years of age) : | | | | | | |
| Grade II— | | | | | | |
| Workers employed in—receiving fibre into stores from lorries or carts ; counting ballots and bundles ; weighing ballots and bundles ; sorting fibre ; stacking ballots and bundles ; breaking stacks of ballots and bundles ; unwrapping ballots and bundles ; picking and teasing ; bundling loose fibre ; drying loose fibre ; removing ballots and bundles from one part of the stores to another ; trimming of cut bristle fibre hanks ; curling, balloting or coiling of twisted fibre ; cutting firewood for dyeing ; issuing oil for hackling ; cutting bristle fibre ties ; sweeping of stores and drains ; carting coir dust and rubbish ; placing coir dust and rubbish in vehicles for removal ; sifting coir dust ; bagging coir dust and rubbish ; preparing tea ; distributing meals and tea ; receiving, counting, weighing, stacking, removing, cutting, preparing sundry materials used in packing and processing fibre ; removing ballots and bundles from stores, bleaching chambers or drying ground to baling press ; passing fibre to press packers ; operating winches for moving press boxes ; sawing and splitting bamboos ; cutting hoop iron ; stretching coir ropes ; sweeping and cleaning press, platform, pit and surroundings ; covering bales with jute hessian and stitching ; wrapping ballots with paper or jute hessian and marking all packages for shipment .. | 1 | 40 | 2 | 18 | 3 | 58 |
| Intermediate Grade— | | | | | | |
| Workers employed in—throwing fibre from ground level to press platform (if elevated) ; feeding fibre into teasing machines ; balloting fibre in balloting boxes ; twisting coir ropes from coir yarn ; the process of bleaching fibre with sulphur ; cutting bristle fibre hanks to specified lengths and the process of dyeing fibre .. | 1 | 60 | 2 | 28 | 3 | 88 |
| Grade I— | | | | | | |
| Workers employed in—packing baling boxes with or without mechanical tramlers ; controlling and operating the baling press ; strapping the bale with hoop iron or rope ; stacking, unstacking, carrying, moving, loading, and unloading bales ; twisting and curing fibre .. | 1 | 80 | 2 | 28 | 4 | 08 |
| Head baling press operator .. | 2 | 0 | 2 | 28 | 4 | 28 |
| B. Female workers (not under 18 years of age) .. | 1 | 15 | 2 | 06 | 3 | 21 |
| C. Workers (irrespective of sex) under 18 years of age— | | | | | | |
| Over 14 years but under 15 years .. | 0 | 80 | 1 | 63 | 2 | 43 |
| Over 15 years but under 16 years .. | 0 | 90 | 1 | 68 | 2 | 58 |
| Over 16 years but under 17 years .. | 1 | 0 | 1 | 73 | 2 | 73 |
| Over 17 years but under 18 years .. | 1 | 15 | 1 | 83 | 2 | 98 |

Month : September, 1964

Class of Worker

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

(11) Coir Mattress and Bristle Fibre Export Trade (contd.)

Piece Rates :

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

(12) Dock, Harbour and Port Transport Trade*

Monthly Rates :

Manual Work—

| | | | | | | | | |
|-----------------------------|----|---|----|----|----|----|-----|----|
| Special Grade | 65 | 0 | .. | 37 | 00 | .. | 102 | 00 |
| Skilled Grade | 55 | 0 | .. | 33 | 00 | .. | 88 | 00 |
| Semi-skilled Grade | 45 | 0 | .. | 30 | 00 | .. | 75 | 00 |
| Unskilled, Grade I | 37 | 0 | .. | 30 | 00 | .. | 67 | 00 |
| Unskilled, Grade II | 31 | 0 | .. | 30 | 00 | .. | 61 | 00 |

Women Workers—

| | | | | | | | | |
|--------------------------|----|---|----|----|----|----|----|----|
| Female kangaries | 35 | 0 | .. | 30 | 00 | .. | 65 | 00 |
| Female labourers | 30 | 0 | .. | 30 | 00 | .. | 60 | 00 |

Non-manual Workers—

| | | | | | | | | |
|-----------------------|----|---|----|----|----|----|-----|----|
| Special Grade | 75 | 0 | .. | 44 | 00 | .. | 119 | 00 |
| Grade I | 55 | 0 | .. | 33 | 00 | .. | 88 | 00 |

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 : September, 1964

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

Note.—The above rates shall be increased by—

(i) 50 cents for—

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

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

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

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

| | | | | | |
|-------------------|----|----|------|----|------|
| Lightermen | .. | .. | 55 0 | .. | 55 0 |
| Assistant Tindals | .. | .. | 55 0 | .. | 55 0 |
| Tindals | .. | .. | 60 0 | .. | 60 0 |

| Class of Worker | Basic Wage | | Special Allowance | | Total |
|---|------------|----|-------------------|----|--------|
| | Rs. | c. | Rs. | c. | Rs. c. |
| (13) Engineering Trade | | | | | |
| <i>Daily Rates :</i> | | | | | |
| Unskilled labourers | 1 | 40 | 2 | 18 | 3 58 |
| Semi-skilled workers, Grade I— | | | | | |
| Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fitters (iron and brass) ; smelters (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 tinders, drivers ; splicers (rope and sail makers) ; glaziers ; driver mechanics ; oil and steam roller drivers ; shipwrights, body-builders ; hood-makers ; mechanics ; tinkers (motor) ; tinsmiths ; riveters and caulkers ; crane drivers ; miners (blasters and drillers) and sledgers employed in repairing, constructing and maintenance of roads | 2 | 0 | 2 | 28 | 4 28 |
| Kanganies | 1 | 80 | 2 | 28 | 4 08 |
| Watchers | 1 | 70 | 2 | 28 | 3 98 |
| Trade learners and apprentices— | | | | | |
| First year | 0 | 50 | 1 | 16 | 1 66 |
| Second year | 0 | 66 | 1 | 26 | 1 92 |
| Third year | 0 | 85 | 1 | 60 | 2 45 |
| Fourth year | 1 | 10 | 1 | 75 | 2 85 |
| (14) Ice and Aerated Waters Manufacturing Trade | | | | | |
| <i>Daily Rates :</i> | | | | | |
| Grade I : | | | | | |
| Kanganies, Head Syrup Makers, Water Filtration Plant Operators, Can Makers, Carpenters, Fillers (Automatic), Checkers | 2 | 0 | 2 | 28 | 4 28 |
| Grade II : | | | | | |
| Can Repairers, CO ₂ Gas Control Men, Asst. Syrup Makers, Syrupers, Crowners, Clean Bottle Examiners, Carbonator Operators, Production Counters, Fillers (Hand), Labelers (Automatic), Bottle Washer off-loaders, any other workers engaged in automatic machines in the production of mineral or aerated waters, Ice Harvestors | 1 | 65 | 2 | 28 | 3 93 |

| Class of Worker | Month : September, 1964 | | |
|---|-------------------------|-----------------------------|-----------------|
| | Basic Wage Rs. c. | Special Allowance Rs. c. | Total Rs. c. |
| (14) Ice and Aerated Waters Manufacturing Trade (contd.) | | | |
| <i>Grade III:</i> | | | |
| Ice Storers, Ice Packers, Ice Loaders, Syrup Room Labourers, Bottle Unpackers, Bottle Sorters or Cleaners, Bottle Washer Loaders, Case Fillers, Bottle Packers, Cleaners or Sweepers, Hand Washers, Case Carriers or Stackers, Stores Labourers, Labellers (Hand), Van Loaders | 1 40 .. | 2 18 .. | 3 58 |
| (15) Match Manufacturing Trade | | | |
| <i>Daily Rates :</i> | | | |
| <i>Grade I—</i> | | | |
| Splint chopping by machine driver; peeling splints, rims, outside veneers and bottom veneers by machine driver; sharpening knives and tools by machine driver; filling frames by machine driver; dipping of sticks in chemical composition by machine driver; frictioning by machine driver; mixing composition for match head by mixer; paper slitting by machine driver; the work of an overseer or kangany; box filling by machine driver:— | | | |
| (a) Male Workers, 18 years and over .. | 2 0 .. | 1 91 .. | 3 91 |
| (b) Female Workers, 18 years and over .. | 1 64 .. | 1 81 .. | 3 45 |
| (c) Young persons, over 14 years, but under 18 years | 1 25 .. | 1 46 .. | 2 71 |
| <i>Grade II—</i> | | | |
| Cross-cutting by hand; cross-cutting by machine driver; splint levelling; cutting outside, rim and bottom veneers by cutter; inner box making by machine; sharpening knives and tools by machine by helper; paraffining by hand; emptying frames; side painting of boxes; checking filled boxes; banderolling by machine driver and assistant; mixing composition for painting sides of boxes outer box making by machine; feeding boxes by machine for box filling; dipping sticks in chemical composition by hand:— | | | |
| (a) Male Workers, 18 years and over .. | 1 60 .. | 1 91 .. | 3 51 |
| (b) Female Workers, 18 years and over .. | 1 32 .. | 1 81 .. | 3 13 |
| (c) Young persons over 14 years but under 18 years | 1 0 .. | 1 46 .. | 2 46 |
| <i>Grade III—</i> | | | |
| The work (in the Match Manufacturing Trade) of all workers not specified in Grade I or Grade II above other than the work of a watcher— | | | |
| (a) Male Workers, 18 years and over .. | 1 40 .. | 1 81 .. | 3 21 |
| (b) Female Workers, 18 years and over .. | 1 15 .. | 1 69 .. | 2 84 |
| (c) Young persons, over 14 years but under 16 years | 0 70 .. | 1 21 .. | 1 91 |
| (d) Young persons, over 16 years but under 18 years | 0 90 .. | 1 46 .. | 2 36 |
| <i>Grade IV—</i> | | | |
| Watcher | 1 70 .. | 1 91 .. | 3 61 |

Month : September, 1964

| Class of Worker | Basic Wage | | Special Allowance | | Total | |
|---|------------|----|-------------------|----|-------|----|
| | Rs. | c. | Rs. | c. | Rs. | c. |
| (16) Motor Transport Trade | | | | | | |
| <i>Monthly Rates :</i> | | | | | | |
| Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers | 100 | 0 | 65 | 42 | 165 | 42 |
| Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt. | 90 | 0 | 65 | 42 | 155 | 42 |
| Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses | 85 | 0 | 62 | 92 | 147 | 92 |
| Class D Workers : Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate) | 100 | 0 | 65 | 42 | 165 | 42 |
| Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate | 70 | 0 | 60 | 42 | 130 | 42 |
| Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses | 67 | 50 | 65 | 42 | 132 | 92 |
| Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. | 60 | 0 | 61 | 12 | 121 | 12 |
| Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses | 50 | 0 | 61 | 12 | 111 | 12 |
| Class I Workers : Omnibus checkers or time-keepers | 60 | 0 | 61 | 12 | 121 | 12 |
| Class J Workers : Omnibus Inspectors and omnibus stand supervisors | 90 | 0 | 61 | 12 | 151 | 12 |
| Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items | 45 | 0 | 50 | 92 | 95 | 92 |
| <i>Daily Rates :</i> | | | | | | |
| Class A worker | 4 | 0 | 2 | 77 | 6 | 77 |
| " B " | 4 | 0 | 2 | 77 | 6 | 77 |
| " C " | 3 | 25 | 2 | 77 | 6 | 02 |
| " D " | 4 | 0 | 2 | 77 | 6 | 77 |
| " E " | 2 | 75 | 2 | 52 | 5 | 27 |
| " F " | 2 | 75 | 2 | 77 | 5 | 52 |
| " G " | 2 | 50 | 2 | 77 | 5 | 27 |
| " H " | 2 | 25 | 2 | 77 | 5 | 02 |
| " K " | 1 | 50 | 1 | 91 | 3 | 41 |

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

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

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

Month : September, 1964

Class of Worker

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

(17) Plumbago Trade

Daily Rates :

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 Donakatakarayas | | | |
| 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 Banksmen | 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

| Class of Worker | Basic Wage | | Special Allowance | | Total | |
|--|------------|------|-------------------|------|-------|------|
| | Rs. | c. | Rs. | c. | | Rs. |
| (17) Plumbago Trade (contd.) | | | | | | |
| 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 |

(18) Printing Trade

Monthly Rates :

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

Month : September, 1964

Class of Worker

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

(18) Printing Trade—(contd.)

| | | | | | | |
|----------------------------------|----|------|----|-------|----|--------|
| Class B—3rd year learner .. | .. | 49 0 | .. | 59 62 | .. | 108 62 |
| „ C Grade I, 3rd year learner .. | .. | 36 0 | .. | 53 17 | .. | 89 17 |
| „ C Grade II „ „ .. | .. | 32 0 | .. | 49 83 | .. | 81 83 |
| „ D—3rd year learner .. | .. | 28 0 | .. | 46 72 | .. | 74 72 |
| Class A—4th year learner .. | .. | 71 0 | .. | 77 32 | .. | 148 32 |
| „ B „ „ .. | .. | 64 0 | .. | 69 68 | .. | 133 68 |
| „ C Grade I, 4th year learner .. | .. | 44 0 | .. | 61 79 | .. | 105 79 |
| „ C Grade II „ „ .. | .. | 39 0 | .. | 57 61 | .. | 96 61 |
| „ D—4th year learner .. | .. | 34 0 | .. | 53 67 | .. | 87 67 |
| Class A—5th year learner .. | .. | 88 0 | .. | 91 22 | .. | 179 22 |

(19) Rubber Export Trade

Daily Rates :

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

(a) Grade II :

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

1 40 .. 2 18 .. 3 58

(b) Intermediate Grade :

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

1 60 .. 2 28 .. 3 88

(c) Grade I :

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

1 80 .. 2 28 .. 4 08

(d) Watchers ..

1 70 .. 2 28 .. 3 98

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

(a) Grade II :

Workers employed in work other than sorting ..

1 15 .. 2 06 .. 3 21

(b) Grade I :

Workers employed in sorting ..

1 30 .. 2 06 .. 3 36

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

Over 14 years but under 15 years ..

0 80 .. 1 63 .. 2 43

Over 15 years but under 16 years ..

0 90 .. 1 68 .. 2 58

Over 16 years but under 17 years ..

1 0 .. 1 73 .. 2 73

Over 17 years but under 18 years ..

1 15 .. 1 83 .. 2 98

Month : Sept., 1964

| Class of Worker | Month : Sept., 1964 | | |
|---|-------------------------|--------------------------------|-----------------|
| | Basic Wage Rs. c. | Special Allowance Rs. c. | Total Rs. c. |
| (20) Rubber Growing and Manufacturing Trade | | | |
| <i>Daily Rates :</i> | | | |
| Male worker not under 16 years .. | 1 40 .. | 1 30 .. | 2 70 |
| Female worker not under 16 years .. | 1 30 .. | 0 96 .. | 2 26 |
| Child worker .. | 1 5 .. | 0 89 .. | 1 94 |
| (21) Tea Export Trade | | | |
| <i>Daily Rates :</i> | | | |
| A.—Male workers not under 18 years of age— | | | |
| (a) Grade II— | | | |
| Workers employed in—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wire-tying, scraping out old marks, marking and stencilling, marking and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and re-firing and polishing green tea .. | 1 40 .. | 2 18 .. | 3 58 |
| (b) Intermediate Grade— | | | |
| Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending .. | 1 60 .. | 2 28 .. | 3 88 |
| (c) Grade I— | | | |
| Workers employed in—unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and re-stacking and laying out chests and loading for shipping .. | 1 80 .. | 2 28 .. | 4 08 |
| (d) Box makers and repairers .. | 1 60 .. | 2 28 .. | 3 88 |
| (e) Watchers .. | 1 70 .. | 2 28 .. | 3 98 |
| B.—Female workers (not under 18 years of age) .. | 1 15 .. | 2 06 .. | 3 21 |
| C.—Workers (irrespective of sex) under 18 years of age— | | | |
| Over 14 years but under 15 years .. | 0 80 .. | 1 63 .. | 2 43 |
| Over 15 years but under 16 years .. | 0 90 .. | 1 68 .. | 2 58 |
| Over 16 years but under 17 years .. | 1 0 .. | 1 73 .. | 2 73 |
| Over 17 years but under 18 years .. | 1 15 .. | 1 83 .. | 2 98 |
| (22) Tea Growing and Manufacturing Trade | | | |
| <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

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

(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 |
|---|----|----|------|----|---|----|------|

Tapping spadices for supplying toddy to distilleries or for the manufacture of vinegar—

| | | | | | | | |
|---|----|----|-------|----|---|----|-------|
| (a) for not exceeding 100 coconut, kitul or palmyrah palms .. | .. | .. | 62 50 | .. | — | .. | 62 50 |
| (b) for every palm in excess of 100 such palms .. | .. | .. | 0 62½ | .. | — | .. | 0 62½ |

| | | | | | | | |
|---|----|----|------|----|---|----|------|
| Tapping spadices for supplying toddy to taverns for 25—40 coconut, kitul or palmyrah palms .. | .. | .. | 60 0 | .. | — | .. | 60 0 |
|---|----|----|------|----|---|----|------|

APPENDIX II

***Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 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 |
| Extra Payment for work done on Weekly Holidays | | | | |
| 1 | 5 35 | 4 55 | 3 35 | 1 |
| 2 | 10 70 | 9 10 | 6 70 | 2 |
| 3 | 16 05 | 13 65 | 10 05 | 3 |
| 4 | 21 40 | 18 20 | 13 40 | 4 |

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

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

3. The amounts shown as payable for different days up to 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.

Government of India
 Ministry of Labour
 Department of Labour
 New Delhi

APPENDIX III

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

| <i>No. of Days</i> | <i>Unskilled</i> | | | <i>Semi-skilled</i> | | <i>Skilled</i> | <i>No. of Days</i> |
|----------------------------|------------------|---------------|----------------------|---------------------|----------------|----------------|----------------------------|
| | <i>Male</i> | <i>Female</i> | <i>Young Persons</i> | <i>Grade II</i> | <i>Grade I</i> | | |
| <i>Normal working days</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>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 |

“Unskilled Male” means a male unskilled labourers 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 by 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 September, 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 79 | 1 97½ | 2 23 | 2 44 | 2 02 | 2 17½ | 3 32½ | ½ |
| 1 | 3 58 | 3 93 | 4 46 | 88 | 4 04 | 4 35 | 6 65 | 1 |
| 2 | 7 16 | 7 86 | 8 92 | 9 77 | 8 08 | 8 69 | 13 31 | 2 |
| 3 | 10 74 | 11 79 | 13 38 | 14 65 | 12 12 | 13 04 | 19 96 | 3 |
| 4 | 14 32 | 15 72 | 17 84 | 19 54 | 16 15 | 17 38 | 26 62 | 4 |
| 5 | 17 90 | 19 65 | 22 30 | 24 42 | 20 19 | 21 73 | 33 27 | 5 |
| 6 | 21 48 | 23 58 | 26 76 | 29 30 | 24 23 | 26 08 | 39 92 | 6 |
| 7 | 25 05 | 27 50 | 31 23 | 34 19 | 28 27 | 30 42 | 46 58 | 7 |
| 8 | 28 63 | 31 43 | 35 69 | 39 07 | 32 31 | 34 77 | 53 23 | 8 |
| 9 | 32 21 | 35 36 | 40 15 | 43 95 | 36 35 | 39 12 | 59 88 | 9 |
| 10 | 35 79 | 39 29 | 44 61 | 48 84 | 40 38 | 43 46 | 66 54 | 10 |
| 11 | 39 37 | 43 22 | 49 07 | 53 72 | 44 42 | 47 81 | 73 19 | 11 |
| 12 | 42 95 | 47 15 | 53 53 | 58 61 | 48 46 | 52 15 | 79 85 | 12 |
| 13 | 46 53 | 51 08 | 57 99 | 63 49 | 52 50 | 56 50 | 86 50 | 13 |
| 14 | 50 11 | 55 01 | 62 45 | 68 37 | 56 54 | 60 85 | 93 15 | 14 |
| 15 | 53 69 | 58 94 | 66 91 | 73 26 | 60 58 | 65 19 | 99 81 | 15 |
| 16 | 57 27 | 62 87 | 71 37 | 78 14 | 64 62 | 69 54 | 106 46 | 16 |
| 17 | 60 85 | 66 80 | 75 83 | 83 03 | 68 65 | 73 88 | 113 12 | 17 |
| 18 | 64 43 | 70 73 | 80 29 | 87 91 | 72 69 | 78 23 | 119 77 | 18 |
| 19 | 68 01 | 74 66 | 84 75 | 92 79 | 76 73 | 82 58 | 126 42 | 19 |
| 20 | 71 58 | 78 58 | 89 22 | 97 68 | 80 77 | 86 92 | 133 08 | 20 |
| 21 | 75 16 | 82 51 | 93 68 | 102 56 | 84 81 | 91 27 | 139 73 | 21 |
| 22 | 78 74 | 86 44 | 98 14 | 107 44 | 88 85 | 95 62 | 146 38 | 22 |
| 23 | 82 32 | 90 37 | 102 60 | 112 33 | 92 88 | 99 96 | 153 04 | 23 |
| 24 | 85 90 | 94 30 | 107 06 | 117 21 | 96 92 | 104 31 | 159 69 | 24 |
| 25 | 89 48 | 98 23 | 111 52 | 122 10 | 100 96 | 108 65 | 166 35 | 25 |
| 26 | 93 06 | 102 16 | 115 98 | 126 98 | 105 00 | 113 00 | 173 00 | 26 |
| 27 | 98 64 | 108 29 | 122 94 | 134 60 | 111 30 | 119 78 | 183 38 | 27 |
| 28 | 104 22 | 114 42 | 129 90 | 142 22 | 117 60 | 126 56 | 193 76 | 28 |
| 29 | 109 80 | 120 55 | 136 86 | 149 84 | 123 90 | 133 34 | 204 14 | 29 |
| 30 | 115 38 | 126 68 | 143 82 | 157 46 | 130 20 | 140 12 | 214 52 | 30 |

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

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

APPENDIX IV—(contd.)

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

Outside the Municipal Areas

| No. of Days | A—Non-Clerical | | | | B—Clerical | | | No. of Days |
|-------------|----------------|--------------|-----------------------|----------------------|------------|----------|---------|-------------|
| | Unskilled | Semi-Skilled | 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. | |
| 1 | 1 79 | 1 90½ | 2 07½ | 2 34½ | 1 92½ | 2 07½ | 3 32½ | 1 |
| 2 | 3 58 | 3 81 | 4 15 | 4 69 | 3 85 | 4 15 | 6 65 | 2 |
| 3 | 7 16 | 7 63 | 8 31 | 9 38 | 7 69 | 8 31 | 13 31 | 3 |
| 4 | 10 74 | 11 44 | 12 46 | 14 07 | 11 54 | 12 46 | 19 96 | 4 |
| 5 | 14 32 | 15 26 | 16 61 | 18 77 | 15 38 | 62 | 26 62 | 5 |
| 6 | 17 90 | 19 07 | 20 77 | 23 46 | 19 23 | 20 77 | 33 27 | 6 |
| 7 | 21 48 | 22 88 | 24 92 | 28 15 | 23 08 | 24 92 | 39 92 | 7 |
| 8 | 25 05 | 26 70 | 29 07 | 32 84 | 26 92 | 29 08 | 46 58 | 8 |
| 9 | 28 63 | 30 51 | 33 22 | 37 53 | 30 77 | 33 23 | 53 23 | 9 |
| 10 | 32 21 | 34 32 | 37 38 | 42 22 | 34 62 | 37 38 | 59 88 | 10 |
| 11 | 35 79 | 38 14 | 41 53 | 46 92 | 38 46 | 41 54 | 60 54 | 11 |
| 12 | 39 37 | 41 95 | 45 68 | 51 61 | 42 31 | 45 69 | 73 19 | 12 |
| 13 | 42 95 | 45 77 | 49 84 | 56 30 | 46 15 | 49 85 | 79 85 | 13 |
| 14 | 46 53 | 49 58 | 53 99 | 60 99 | 50 00 | 54 00 | 86 50 | 14 |
| 15 | 50 11 | 53 39 | 58 14 | 65 68 | 53 85 | 58 15 | 93 15 | 15 |
| 16 | 53 69 | 57 21 | 62 30 | 70 37 | 57 69 | 62 31 | 99 81 | 16 |
| 17 | 57 27 | 61 02 | 66 45 | 75 06 | 61 54 | 66 46 | 106 46 | 17 |
| 18 | 60 85 | 64 84 | 70 60 | 79 76 | 65 38 | 70 62 | 113 12 | 18 |
| 19 | 64 43 | 68 64 | 74 76 | 84 45 | 69 23 | 74 77 | 119 77 | 19 |
| 20 | 68 01 | 72 46 | 78 91 | 89 14 | 73 08 | 78 92 | 126 42 | 20 |
| 21 | 71 58 | 76 28 | 83 06 | 93 83 | 76 92 | 83 08 | 133 08 | 21 |
| 22 | 75 16 | 80 09 | 87 21 | 98 52 | 80 77 | 87 23 | 139 73 | 22 |
| 23 | 78 74 | 83 90 | 91 37 | 103 21 | 84 62 | 91 38 | 146 38 | 23 |
| 24 | 82 32 | 87 72 | 95 52 | 107 91 | 88 46 | 95 54 | 153 04 | 24 |
| 25 | 85 90 | 91 53 | 99 67 | 112 60 | 92 31 | 99 69 | 159 69 | 25 |
| 26 | 89 48 | 95 35 | 103 83 | 117 29 | 96 15 | 103 85 | 166 35 | 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 |
| 30 | 115 38 | 122 96 | 133 90 | 151 26 | 124 00 | 133 92 | 214 52 | 30 |

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

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

APPENDIX V

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during September, 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 | |
| | Rs. e. | Rs. c. | Rs. c. | Rs. e. | Rs. c. | Rs. e. | Rs. e. | Rs. c. | Rs. e. | |
| 1 | 0 55 | 0 65 | 1 20 | 0 45 | 0 48 | 0 93 | 0 32½ | 0 44½ | 0 77 | 1 |
| 2 | 1 10 | 1 30 | 2 40 | 0 90 | 0 96 | 1 86 | 0 65 | 0 89 | 1 54 | 2 |
| 3 | 2 20 | 2 60 | 4 80 | 1 80 | 1 92 | 3 72 | 1 30 | 1 78 | 3 08 | 3 |
| 4 | 3 30 | 3 90 | 7 20 | 2 70 | 2 88 | 5 58 | 1 95 | 2 67 | 4 62 | 4 |
| 5 | 4 40 | 5 20 | 9 60 | 3 60 | 3 84 | 7 44 | 2 80 | 3 56 | 6 16 | 5 |
| 6 | 5 50 | 6 50 | 12 00 | 4 50 | 4 80 | 9 30 | 3 25 | 4 45 | 7 70 | 6 |
| 7 | 6 60 | 7 80 | 14 40 | 5 40 | 5 76 | 11 16 | 3 90 | 5 34 | 9 24 | 7 |
| 8 | 7 70 | 9 10 | 16 80 | 6 30 | 6 72 | 13 02 | 4 55 | 6 23 | 10 78 | 8 |
| 9 | 8 80 | 10 40 | 19 20 | 7 20 | 7 68 | 14 88 | 5 20 | 7 12 | 12 32 | 9 |
| 10 | 9 90 | 11 70 | 21 60 | 8 10 | 8 64 | 16 74 | 5 85 | 8 01 | 13 86 | 10 |
| 11 | 11 00 | 13 00 | 24 00 | 9 00 | 9 60 | 18 60 | 6 50 | 8 90 | 15 40 | 11 |
| 12 | 12 10 | 14 30 | 26 40 | 9 90 | 10 56 | 20 46 | 7 15 | 9 79 | 16 94 | 12 |
| 13 | 13 20 | 15 60 | 28 80 | 10 80 | 11 52 | 22 32 | 7 80 | 10 68 | 18 48 | 13 |
| 14 | 14 30 | 16 90 | 31 20 | 11 70 | 12 48 | 24 18 | 8 45 | 11 57 | 20 02 | 14 |
| 15 | 15 40 | 18 20 | 33 60 | 12 60 | 13 44 | 26 04 | 9 10 | 12 46 | 21 56 | 15 |
| 16 | 16 50 | 19 50 | 36 00 | 13 50 | 14 40 | 27 90 | 9 75 | 13 35 | 23 10 | 16 |
| 17 | 17 60 | 20 80 | 38 40 | 14 40 | 15 36 | 29 76 | 10 40 | 14 24 | 24 64 | 17 |
| 18 | 18 70 | 22 10 | 40 80 | 15 30 | 16 32 | 31 62 | 11 05 | 15 13 | 26 18 | 18 |
| 19 | 19 80 | 23 40 | 43 20 | 16 20 | 17 28 | 33 48 | 11 70 | 16 02 | 27 72 | 19 |
| 20 | 20 90 | 24 70 | 45 60 | 17 10 | 18 24 | 35 34 | 12 35 | 16 91 | 29 26 | 20 |
| 21 | 22 00 | 26 00 | 48 00 | 18 00 | 19 20 | 37 20 | 13 00 | 17 80 | 30 80 | 21 |
| 22 | 23 10 | 27 30 | 50 40 | 18 90 | 20 16 | 39 06 | 13 65 | 18 69 | 32 34 | 22 |
| 23 | 24 20 | 28 60 | 52 80 | 19 80 | 21 12 | 40 92 | 14 30 | 19 58 | 33 88 | 23 |
| 24 | 25 30 | 29 90 | 55 20 | 20 70 | 22 08 | 42 78 | 14 95 | 20 47 | 35 42 | 24 |
| 25 | 26 40 | 31 20 | 57 60 | 21 60 | 23 04 | 44 64 | 15 60 | 21 36 | 36 96 | 25 |
| 26 | 27 50 | 32 50 | 60 00 | 22 50 | 24 00 | 46 50 | 16 25 | 22 25 | 38 50 | 26 |
| 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 |

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 Sunday 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 September, 1964, to workers in the Coconut Growing and Manufacturing Trades

| <i>No. of Days</i> | <i>The Coconut Growing Trade</i> | | | | <i>The Coconut Manufacturing Trade</i> | | | | <i>No. of Days</i> |
|----------------------------|----------------------------------|---------------|----------------|----------------------|--|---------------|----------------|----------------------|----------------------------|
| | <i>Kan-gany</i> | <i>Male</i> | <i>Fe-male</i> | <i>Young Per-son</i> | <i>Kan-gany</i> | <i>Male</i> | <i>Fe-male</i> | <i>Young Per-son</i> | |
| <i>Normal working days</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Normal working days</i> |
| ½ | 1 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 |
| <i>Sunday work</i> | | | | | | | | | <i>Sunday work</i> |
| 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 |

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 September, 1964, to workers in the Engineering Trade

| No. of Days | Un-skilled | Semi-skilled | | Skilled | Kan-ganias | Watch-ers | Trade Learners and Apprentices | | | | No. of Days |
|----------------------------|------------|--------------|----------|---------|------------|-----------|--------------------------------|----------|----------|----------|----------------------------|
| | | Grade I | Grade II | | | | 1st Year | 2nd Year | 3rd Year | 4th Year | |
| <i>Normal working days</i> | Rs. c. | Rs. c. | Rs. c. | Rs. c. | Rs. c. | Rs. c. | Rs. c. | Rs. c. | Rs. c. | Rs. c. | <i>Normal working days</i> |
| 1/2 | 1 79 | 1 96½ | 1 86½ | 2 14 | 2 04 | 1 99 | 0 83 | 0 96 | 1 22½ | 1 42½ | 1/2 |
| 1 | 3 58 | 3 93 | 3 73 | 4 28 | 4 08 | 3 98 | 1 66 | 1 92 | 2 45 | 2 85 | 1 |
| 2 | 7 16 | 7 86 | 7 46 | 8 56 | 8 16 | 7 96 | 3 32 | 3 84 | 4 90 | 5 70 | 2 |
| 3 | 10 74 | 11 79 | 11 19 | 12 84 | 12 24 | 11 94 | 4 98 | 5 76 | 7 35 | 8 55 | 3 |
| 4 | 14 32 | 15 72 | 14 92 | 17 12 | 16 32 | 15 92 | 6 64 | 7 68 | 9 80 | 11 40 | 4 |
| 5 | 17 90 | 19 65 | 18 65 | 21 40 | 20 40 | 19 90 | 8 30 | 9 60 | 12 25 | 14 25 | 5 |
| 6 | 21 48 | 23 58 | 22 38 | 25 68 | 24 48 | 23 88 | 9 96 | 11 52 | 14 70 | 17 10 | 6 |
| 7 | 25 06 | 27 51 | 26 11 | 29 96 | 28 56 | 27 86 | 11 62 | 13 44 | 17 15 | 19 95 | 7 |
| 8 | 28 64 | 31 44 | 29 84 | 34 24 | 32 64 | 31 84 | 13 28 | 15 36 | 19 60 | 22 80 | 8 |
| 9 | 32 22 | 35 37 | 33 57 | 38 52 | 36 72 | 35 82 | 14 94 | 17 28 | 22 05 | 25 65 | 9 |
| 10 | 35 80 | 39 30 | 37 30 | 42 80 | 40 80 | 39 80 | 16 60 | 19 20 | 24 50 | 28 50 | 10 |
| 11 | 39 38 | 43 23 | 41 03 | 47 08 | 44 88 | 43 78 | 18 26 | 21 12 | 26 95 | 31 35 | 11 |
| 12 | 42 96 | 47 16 | 44 76 | 51 36 | 48 96 | 47 76 | 19 92 | 23 04 | 29 40 | 34 20 | 12 |
| 13 | 46 54 | 51 09 | 48 49 | 55 64 | 53 04 | 51 74 | 21 58 | 24 96 | 31 85 | 37 05 | 13 |
| 14 | 50 12 | 55 02 | 52 22 | 59 92 | 57 12 | 55 72 | 23 24 | 26 88 | 34 30 | 39 90 | 14 |
| 15 | 53 70 | 58 95 | 55 95 | 64 20 | 61 20 | 59 70 | 24 90 | 28 80 | 36 75 | 42 75 | 15 |
| 16 | 57 28 | 62 88 | 59 68 | 68 48 | 65 28 | 63 68 | 26 56 | 30 72 | 39 20 | 45 60 | 16 |
| 17 | 60 86 | 66 81 | 63 41 | 72 76 | 69 36 | 67 66 | 28 22 | 32 64 | 41 65 | 48 45 | 17 |
| 18 | 64 44 | 70 74 | 67 14 | 77 04 | 73 44 | 71 64 | 29 88 | 34 56 | 44 10 | 51 30 | 18 |
| 19 | 68 02 | 74 67 | 70 87 | 81 32 | 77 52 | 75 62 | 31 54 | 36 48 | 46 55 | 54 15 | 19 |
| 20 | 71 60 | 78 60 | 74 60 | 85 60 | 81 60 | 79 62 | 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 |

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 September, 1934 to workers in the Murch Manufacturing Trade

| No. of Days | Grade I | | | Grade II | | | Grade III | | | | Grade IV | No. of Days |
|---------------------|---------|--------|---------------|----------|--------|---------------|-----------|--------|------------------------|------------------------|----------|---------------------|
| | Adults | | Young Persons | Adults | | Young Persons | Adults | | Young Persons | | Watchers | |
| | Male | Female | | Male | Female | | Male | Female | Over 14 Under 17 Years | Over 17 Under 18 Years | | |
| | | | Rs. c. | | | Rs. c. | | | | | Rs. c. | |
| Normal Working days | | | | | | | | | | | | Normal working days |
| 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 |
| Sunday Work | | | | | | | | | | | | Sunday Work |
| 1 | 5 87 | 5 18 | 4 07 | 5 27 | 4 70 | 3 69 | 4 82 | 4 26 | 2 87 | 3 54 | 5 42 | 1 |
| 2 | 11 74 | 10 36 | 8 14 | 10 54 | 9 40 | 7 38 | 9 64 | 8 52 | 5 74 | 7 08 | 10 84 | 2 |
| 3 | 17 61 | 15 54 | 12 21 | 15 81 | 14 10 | 11 07 | 14 46 | 12 78 | 8 61 | 10 62 | 16 26 | 3 |
| 4 | 23 48 | 20 72 | 16 28 | 21 08 | 18 80 | 14 76 | 19 28 | 17 04 | 11 48 | 14 16 | 21 68 | 4 |

* The information shown for the number of days up to 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 September, 1964, to Monthly-paid workers
in the Motor Transport Trade**

| No. of Days | Class A | Class B | Class C | Class E | Class F | Class G | Class H | Class J | Class K | No. of Days |
|-------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------|
| | Class D | | | | | Class I | | | | |
| | Rs. c | Rs. c. | Rs. c | Rs. c | Rs. c. | Rs. c. | Rs. c | Rs. c. | Rs. c. | |
| ½ | 3 18 | 2 90 | 2 84½ | 2 51 | 2 55½ | 2 33 | 2 13½ | 2 90½ | 1 84½ | ½ |
| 1 | 6 36 | 5 98 | 5 69 | 5 02 | 5 11 | 4 66 | 4 27 | 5 81 | 3 69 | 1 |
| 2 | 12 72 | 11 96 | 11 38 | 10 03 | 10 22 | 9 32 | 8 55 | 11 62 | 7 38 | 2 |
| 3 | 19 09 | 17 93 | 17 07 | 15 05 | 15 34 | 13 98 | 12 82 | 17 44 | 11 07 | 3 |
| 4 | 25 45 | 23 91 | 22 76 | 20 06 | 20 45 | 18 63 | 17 10 | 23 25 | 14 6 | 4 |
| 5 | 31 81 | 29 89 | 28 45 | 25 08 | 25 56 | 23 29 | 21 37 | 29 06 | 18 45 | 5 |
| 6 | 38 17 | 35 87 | 34 14 | 30 10 | 30 67 | 27 95 | 25 64 | 34 87 | 22 14 | 6 |
| 7 | 44 54 | 41 84 | 39 82 | 35 11 | 35 79 | 32 61 | 29 92 | 40 69 | 25 82 | 7 |
| 8 | 50 90 | 47 82 | 45 51 | 40 13 | 40 90 | 37 27 | 34 19 | 46 50 | 29 51 | 8 |
| 9 | 57 26 | 53 80 | 51 20 | 45 15 | 46 01 | 41 93 | 38 46 | 52 31 | 33 20 | 9 |
| 10 | 63 62 | 59 78 | 56 89 | 50 16 | 51 12 | 46 58 | 42 74 | 58 12 | 36 89 | 10 |
| 11 | 69 99 | 65 75 | 62 58 | 55 18 | 56 24 | 51 24 | 47 01 | 63 94 | 40 58 | 11 |
| 12 | 76 35 | 71 73 | 68 27 | 60 19 | 61 35 | 55 90 | 51 29 | 69 75 | 44 27 | 12 |
| 13 | 82 71 | 77 71 | 73 96 | 65 21 | 66 46 | 60 56 | 55 56 | 75 56 | 47 96 | 13 |
| 14 | 89 07 | 83 69 | 79 65 | 70 23 | 71 57 | 65 22 | 59 83 | 81 37 | 51 65 | 14 |
| 15 | 95 43 | 89 67 | 85 34 | 75 24 | 76 68 | 69 88 | 64 16 | 87 18 | 55 34 | 15 |
| 16 | 101 80 | 95 64 | 91 03 | 80 26 | 81 80 | 74 54 | 68 38 | 93 00 | 59 03 | 16 |
| 17 | 108 16 | 101 62 | 96 72 | 85 27 | 86 91 | 79 19 | 72 66 | 98 81 | 62 72 | 17 |
| 18 | 114 52 | 107 60 | 102 41 | 90 29 | 92 02 | 83 85 | 76 93 | 104 62 | 66 41 | 18 |
| 19 | 120 88 | 113 58 | 108 10 | 95 31 | 97 13 | 88 51 | 81 20 | 110 43 | 70 10 | 19 |
| 20 | 127 25 | 119 55 | 113 78 | 100 32 | 102 25 | 93 17 | 85 48 | 116 25 | 73 78 | 20 |
| 21 | 133 61 | 125 53 | 119 47 | 105 34 | 107 36 | 97 83 | 89 75 | 122 06 | 77 47 | 21 |
| 22 | 139 97 | 131 51 | 125 16 | 110 36 | 112 47 | 102 49 | 94 02 | 127 87 | 81 16 | 22 |
| 23 | 146 33 | 137 49 | 130 85 | 115 37 | 117 58 | 107 14 | 98 30 | 133 68 | 84 85 | 23 |
| 24 | 152 70 | 143 46 | 136 54 | 120 39 | 122 70 | 111 80 | 102 57 | 139 50 | 88 54 | 24 |
| 25 | 159 06 | 149 44 | 142 23 | 125 40 | 127 81 | 116 46 | 106 85 | 145 31 | 92 23 | 25 |
| 26 | 165 42 | 155 42 | 147 92 | 130 42 | 132 92 | 121 12 | 111 12 | 151 12 | 95 92 | 26 |
| 27 | 171 78 | 161 40 | 153 61 | 135 44 | 138 03 | 125 39 | 115 45 | 156 53 | 99 65 | 27 |
| 28 | 178 14 | 167 38 | 159 30 | 140 46 | 144 14 | 130 10 | 120 17 | 162 34 | 103 38 | 28 |
| 29 | 184 50 | 173 36 | 165 00 | 145 48 | 148 25 | 135 12 | 125 20 | 168 15 | 107 11 | 29 |
| 30 | 190 86 | 179 34 | 170 70 | 150 50 | 154 36 | 140 14 | 130 23 | 173 96 | 110 84 | 30 |

APPENDIX X

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

| <i>No. of Days</i> | <i>Class A</i> | <i>Class C</i> | <i>Class E</i> | <i>Class F</i> | <i>Class H</i> | <i>Class K</i> | <i>No. of Days</i> |
|--------------------|----------------------------------|----------------|----------------|----------------|----------------|----------------|--------------------|
| | <i>Class B</i> <i>Class D</i> | | <i>Class G</i> | | | | |
| | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | |
| ½ | 3 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 |

APPENDIX XI

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

| No. of Days | <i>Workers other than Apprentices</i> | | | | | | | | No. of Days |
|---|---------------------------------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|-------------|
| | <i>Class A</i> | <i>B</i> | <i>C I</i> | <i>C II</i> | <i>D</i> | <i>E</i> | <i>F</i> | <i>G</i> | |
| | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | |
| ½ | 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 |
| Extra Payment for work done on Sundays | | | | | | | | | |
| 1 | 7 28 | 5 81 | 4 71 | 4 36 | 3 85 | 3 49 | 2 06 | 3 65 | 1 |
| 2 | 14 56 | 11 62 | 9 42 | 8 72 | 7 70 | 6 98 | 4 12 | 7 30 | 2 |
| 3 | 21 84 | 17 43 | 14 13 | 13 08 | 11 55 | 10 47 | 6 18 | 10 95 | 3 |
| 4 | 29 12 | 23 24 | 18 84 | 17 44 | 15 40 | 13 96 | 8 24 | 14 60 | 4 |

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

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

3. The information shown for the number of days in excess of 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 a number of days worked during September, 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 9 | 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 |
| Extra Payment for work done on Sundays | | | | | | | | | | |
| 1 | 2 62 | 3 29 | 4 00 | 4 94 | 5 97 | 2 18 | 2 96 | 3 62 | 4 46 | 1 |
| 2 | 5 24 | 6 58 | 8 00 | 9 88 | 11 94 | 4 36 | 5 92 | 7 24 | 8 92 | 2 |
| 3 | 7 86 | 9 87 | 12 00 | 14 82 | 17 91 | 6 54 | 8 88 | 10 86 | 13 38 | 3 |
| | 10 48 | 13 16 | 16 00 | 19 76 | 23 88 | 8 72 | 11 84 | 14 48 | 17 84 | 4 |

(For footnotes see page 519)

APPENDIX XI—(contd.)

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

Apprentices

| <i>No of Days</i> | <i>Class C I</i> | | | | <i>Class C II</i> | | | | <i>No of Days</i> |
|---|------------------|----------------|----------------|----------------|-------------------|----------------|----------------|----------------|-------------------|
| | <i>1st Yr.</i> | <i>2nd Yr.</i> | <i>3rd Yr.</i> | <i>4th Yr.</i> | <i>1st Yr.</i> | <i>2nd Yr.</i> | <i>3rd Yr.</i> | <i>4th Yr.</i> | |
| | <i>Rs. c.</i> | <i>Rs. 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 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 86 | 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 |
| Extra Payment for work done on Sundays | | | | | | | | | |
| 1 | 2 18 | 2 54 | 2 97 | 3 53 | 2 04 | 2 39 | 2 73 | 3 22 | 1 |
| 2 | 4 36 | 5 08 | 5 94 | 7 06 | 4 08 | 4 78 | 5 46 | 6 44 | 2 |
| 3 | 6 54 | 7 62 | 8 91 | 10 59 | 6 12 | 7 17 | 8 19 | 9 66 | 3 |
| 4 | 8 72 | 10 16 | 11 88 | 14 12 | 8 16 | 9 56 | 10 92 | 12 88 | 4 |

(For footnotes see page 519)

APPENDIX XI—(contd.)

* Ready Reckoner showing the minimum wages payable for the number of days worked during September, 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 |
| Extra Payment for work done on Sundays | | | | | |
| 1 | 1 87 | 2 16 | 2 49 | 2 92 | 1 |
| 2 | 3 74 | 4 32 | 4 98 | 5 84 | 2 |
| 3 | 5 61 | 6 48 | 7 47 | 8 76 | 3 |
| 4 | 7 48 | 8 64 | 9 96 | 11 68 | 4 |

(For footnotes see page 519)

APPENDIX XII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 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 | Intermediate Grade | Grade I | Watchers | Grade II | Grade I | over 14 under 15 years | over 15 under 16 years | over 16 under 17 years | over 17 under 18 years | | |
| Normal working days | Rs. c. | Rs. c. | Rs. c. | Rs. c. | Rs. c. | Rs. c. | Rs. c. | Rs. c. | Rs. c. | Rs. c. | Rs. c. | Normal working days |
| 1/2 | 1 79 | 1 94 | 2 04 | 1 99 | 1 60½ | 1 68 | 1 21½ | 1 29 | 1 36½ | 1 49 | 1/2 | |
| 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 84 | 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 | |

Plate 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 September, 1934, 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 00 | 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 |

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 wage 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 September, 1964, to workers in the Tea Export Trade

| <i>No. of Days</i> | <i>Male Workers not under 18 years of age</i> | | | | | <i>Female Workers not under 18 years of age</i> | <i>Workers (irrespective of sex) under 18 years of age</i> | | | | | <i>No. of Days</i> |
|----------------------------|---|----------------------------|----------------|---------------------------------|-----------------|---|--|-------------------------------|-------------------------------|-------------------------------|----------------------------|--------------------|
| | <i>Grade II</i> | <i>Inter-mediate Grade</i> | <i>Grade I</i> | <i>Box Makers and Repairers</i> | <i>Watchers</i> | | <i>over 14 under 15 years</i> | <i>over 15 under 16 years</i> | <i>over 16 under 17 years</i> | <i>over 17 under 18 years</i> | | |
| <i>Normal working days</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Rs. c.</i> | <i>Normal working days</i> | |
| 1/2 | 1 79 | 1 94 | 2 04 | 1 94 | 1 99 | 1 60½ | 1 21½ | 1 29 | 1 36½ | 1 49 | 1/2 | |
| 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 | |
| <i>Sunday work</i> | | | | | | | | | | | <i>Sunday work</i> | |
| 1 | 5 37 | 5 82 | 6 12 | 5 82 | 5 97 | 4 82 | 3 65 | 3 87 | 4 10 | 4 47 | 1 | |
| 2 | 10 74 | 11 64 | 12 24 | 11 64 | 11 94 | 9 64 | 7 30 | 7 74 | 8 20 | 8 94 | 2 | |
| 3 | 16 11 | 17 46 | 18 36 | 17 46 | 17 91 | 14 46 | 10 95 | 11 61 | 12 30 | 13 41 | 3 | |
| 4 | 21 48 | 23 28 | 24 48 | 23 28 | 23 88 | 19 28 | 14 60 | 15 48 | 16 40 | 17 88 | 4 | |

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

APPENDIX XV

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during September, 1934, 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 | |
| Normal working days | Rs. e. | Rs. c. | Rs. e. | Rs. e. | Rs. c. | Rs. c. | Rs. e. | Rs. c. | Rs. e. | Normal working days |
| 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 |
| Sunday work | | | | | | | | | | Sunday work |
| 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 |

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.