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CEYLON

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LABOUR AND HUMAN RESOURCES

Economic Development and Social Progress

Recent years have witnessed a healthy trend in the evolution of public opinion in regard to development policy. Economic development and social progress are increasingly looked upon as two facets of the total process of development. Asian countries have fully shared in this world-wide trend; and the Conference discussions amply reflected this new attitude and outlook.

Some years ago the climate of opinion was different. The planner whose principal preoccupation was economic growth was apt to regard expenditure of a social nature—education and training, health and social security, etc.—as a non-productive diversion of scarce resources. And the social reformer was inclined to be impatient with the planner's predilection for a restraint on personal consumption and social welfare in order to conserve resources for investment. These attitudes were, perhaps justifiably, motivated by the conflict in the short run between the social and the economic goals of development for the allocation of scarce resources. But the long-range object of both economic development and social progress is identical: raising the levels of living and the welfare of the people. Economic development strives to achieve a more plentiful aggregate supply of goods and services, whereas social development seeks to secure their more equitable distribution as well as the development of socially desirable services by public initiative and action, made possible by income redistribution.

Moreover, economic and social development are interlocked and each may exert a mutually reinforcing influence on the other. For social progress may raise the quality of human effort and thus contribute to economic growth, which produces the material basis to give substance to the former.

The Conference avoided the mistake of considering economic development and social progress as separate subjects. All the speakers agreed that economic development and social progress must go hand-in-hand. It was recognised that progressive social measures which aimed at wiping out under-privilege and at extending equality in income, social status and opportunity to all citizens made sense only within the framework of economic development. But at the same time, as one speaker pointed out, "social justice denied is economic growth

delayed". For decent wages, satisfactory health and safety measures and adequate social security help to foster worker attitudes more responsive to the demands of higher output and in a general way create the material and psychological conditions favourable to economic growth. The Melbourne Resolution enshrines the Conference's dedication to the principle and practice of the indivisibility of economic and social development.

Population, Labour Force and Employment Promotion

The same spirit was evident in the discussion of the increasingly urgent problem posed by rapid population growth resulting in progressively larger increases in the number of persons in search of employment. Population growth is a burden to society in the sense that increasing numbers of people need to be fed, clothed, housed and cared for. But at the same time it is the source of the labour supply which, although at present largely underutilised, can be employed on productive work to raise the output of goods and services. Productive employment for the unemployed and underemployed would create or raise incomes for these groups and would thus respond to a pressing social and human need. But the expansion of productive employment raises a number of complex human, social, economic and organisational problems. The effective use of human resources is thus a great challenge to, as well as a rich opportunity for, the Asian countries.

What are the broad dimensions of this challenge? The population of Asian countries (including Mainland China) was estimated to be about 1,600 million in 1960; during the previous decade it had grown by some 250 million and it may increase, according to population projections, by some 350 million during the sixties and some 450 million during the seventies. The corresponding figures for the labour force are 600 million in 1960, and increases of under 100 million during the previous decade and of the order of some 150 million during the sixties and well over 200 million during the seventies. The current annual growth rates of population and of the labour force for Asian countries as a whole are estimated to be around 2 per cent., although the rates in individual countries may vary from over 3 per cent. as in the case of the Philippines to well under 2 per cent. as in the case of Nepal.

The share of agriculture in the total labour force, for developing Asian countries as a whole, is about two-thirds although in some cases, such as Nepal and Thailand, it is as high as around 90 per cent. and in a few others, such as Ceylon and China (Taiwan), well below 60 per cent. The great majority of Asian agricultural workers are peasant-proprietors, tenants or share-croppers and their family members. But in some countries (such as Ceylon and the Federation of Malaya) with a large, well-organised plantation sector, wage earners do make up a sizeable proportion of the agricultural workers. Non-agricultural employment, which provides the livelihood of the remaining one-third of the Asian workers, is also characterised by a predominance of traditional, pre-industrial type of activities such as craft shops and other family-run small enterprises in the industrial sector and petty trading and personal and domestic services in the service sector.

Another prominent feature of the Asian employment scene is the heavy incidence of unemployment and underemployment. Limited field experience and conceptual problems of definition and measurement of these two phenomena, especially in the rural setting, do not

permit the picture to be drawn in precise quantitative terms. The available evidence does point, however, to certain broad features common to developing Asian countries. Unemployment is serious in urban areas, especially in the bigger cities, where a rate in excess of 10 per cent. of the corresponding labour force sometimes prevails. Its incidence is most severe among the educated and the young. The rural workers suffer from underemployment, especially during the slack seasons.

The guide-lines of employment policy that the Conference strove to draw up suggested possible solutions to these problems. The existing backlog of unemployment and underemployment must be gradually reduced. The new job openings that must be found for the net additions to the labour force should increasingly be sought in the non-agricultural sectors, so that the economic structure is progressively modified in the directions of higher productivity and faster growth. But the experience of several Asian countries which have taken rapid strides forward in industrialisation in recent years has confirmed that modern industry is capital-intensive and holds but limited prospects for direct employment expansion. This limitation has to be borne in mind in planning employment promotion with a view to ensuring that the new non-agricultural employment is not concentrated in traditional low-productivity sectors. At the same time, energetic steps have to be taken to raise productivity in agriculture, and the existing reserves of underutilised labour, among other things, fully drawn upon for this purpose. Special measures may moreover be needed to cope with the employment problems of vulnerable groups such as the educated and the young. Action to promote employment should, above all, be in harmony with the basic principles of freedom and the dignity of the worker which are enshrined in the relevant Conventions and Recommendations of the I.L.O.

The Conference in its discussion endeavoured to cover these issues in broad terms and at the head of its conclusions stand the recommendations :

It should be a major objective ⁴ policy to provide work for all who seek it ; employment objectives should be included in plans for economic development, so as to avoid waste of manpower resources and to provide adequate incomes for those lacking work. Employment should be as productive as possible and workers should be free to choose their own jobs.

The Conference emphasised that action to promote employment should be in harmony with the requirements of economic growth. In the determination of the level and pattern of investment in development planning due weight should be attached to the employment objective. In this connection the choice of techniques of production depend on the conditions in developing countries where capital is scarce and unskilled labour abundant. Labour-intensive methods could thus play an extremely useful role as an interim measure during a transitional period ; as development proceeds and resources become more plentiful, switches should be increasingly made to more modern, capital-intensive techniques in various sectors of the economy. The Conference drew attention to the need for adequate statistics for the making and carrying out of employment plans. Special stress was laid on the promotion of rural employment, and suggestions were made for appropriate action in such matters as land reform, community

development programmes, rural works agricultural improvements, village handicrafts and industries, etc. Finally, the Conference urged that the I. L. O. should intensify its technical co-operation and research work in order to help Asian countries to promote employment and apply the general principles it had set out. Particular attention should be paid in this regard to the following: the setting of employment targets in development plans and programmes; the practical problems of attaining employment targets; pilot projects for employment promotion in areas or among social groups particularly vulnerable to unemployment or underemployment, and the minimum statistical requirements and the appropriate organisation for employment promotion in the planning context.

Investment in Human Resources

Employment promotion is one aspect of the effective utilisation of human resources for development. The qualitative improvement of the human effort in production is another equally vital aspect, whose importance has been recognised only recently. The Director-General in his Report to the Conference, observes as follows in this connection:

Recent research work indicates that the predominant factor underlying the long-term economic growth in the advanced countries is neither the increase in the capital stock nor the discovery of new natural resources, as was commonly believed. It is a wide variety of residual, intangible elements grouped together under the term "technical progress". Knowledge and skill, innovation and invention, initiative and organisation are the mainspring of technical progress.

The strategic role of the human resource factor in economic growth is further demonstrated by practical experience in planned development in the developing countries in Asia as in other parts of the world. The broader aspects of this subject were dealt with by the Conference in the discussion on the Director-General's Report, while its two specific components—vocational training in industry and agriculture and management development—were considered in detail as a specific agenda item.

The Conference discussion confirmed that a number of Asian countries have now begun to lay increasing stress on trained manpower in their national development programmes. Manpower was, however, a factor either forgotten or taken for granted in the earlier stages of planning, when there were other urgent preoccupations. But experience with the implementation of development programmes has demonstrated that the shortage of skilled workers, supervisors, technicians and managers is a cause of much delay and inefficiency.

Manpower Planning

While the vital role manpower development in economic growth is now receiving widespread recognition in Asia, current national development plans of only a few countries reflect systematic efforts to estimate present and future demands for different categories of skilled manpower and to correlate them with a planned supply from educational and training programmes. Planning for the supply of trained manpower is however an imperative need in countries where the

process of development brings a structural change in the economic and social organisation. The available reserve of trained manpower is generally limited in number and variety and the supply cannot be quickly expanded and diversified because of bottlenecks in the training facilities. There also exist other deficiencies in the mechanism of the labour market for skilled manpower. In these circumstances, the requirements of skilled manpower for development projects do not correspond to marginal shifts in labour demand which may be expected to be largely matched by a more or less automatic response on the supply side.

The basic imbalances in the supply-demand equation of skilled manpower thus need to be resolved by planning and purposeful action. Technical education, vocational training and other skill building programmes, if they are to be rational and of maximum effectiveness, should be set in the context of manpower planning which, in turn, should be set within the wider framework of the national development plan.

The conclusion reached by the Conference was that :

Training policies should be linked with economic development programmes, they should form part of manpower planning, which is also closely associated with these programmes. The assessment of the needs for training and particularly of long-term needs is an important element in such planning.

The Conference stressed the close relationship between general, vocational and technical education and training, and urged improved co-ordination between the policies in these two spheres of activities. It was also held important for the effectiveness of training policies that educational policies should respond adequately to economic needs.

Vocational Training

The progress in vocational training in the Asian countries during the past decade has been uneven ; while in some cases the advance has been phenomenal, in others it has been limited, partly through shortage of financial and other resources. There is, however, almost everywhere in the region a clear appreciation of the need for training. Programmes of technical co-operation, especially those of the I. L. O., have provided a powerful stimulus in this field in both its promotional and operational phases. In its conclusions on the subject, the Conference recommended that :

Energetic steps should be taken without delay to accelerate the development of training for all levels of manpower. The Asian countries should be guided for this purpose by the provisions of the Vocational Training Recommendation, 1962, and the Vocational Training (Agriculture) recommendation, 1956, adopted by the International Labour Conference.

Other general principles drawn up by the Conference to serve as a guide for the development of programmes of action in this field covered the following points : training of new workers, including apprenticeship ; in-plant training of workers already employed ; instructor training ; training in agriculture and in related occupations

in rural areas. Finally, the I. L. O. should intensify its technical co-operation activities to help the Asian countries to develop their training facilities and to apply the general principles it had set out for the purpose. The I. L. O. should continue its research work and give consideration to the establishment of an Asian regional vocational training research and documentation centre.

Management Development

The development of management is another, and closely related, key element in a programme of human resource development and of economic growth; for the primary function of good management is to ensure the effective utilisation of all available resources, including scarce capital and skilled manpower. Efforts during the last decade to improve productivity by the application of a limited number of management techniques such as work-study, plant organisation and simple systems of incentive payments paved the way for the latter introduction of broader and more integrated programmes of management development. These programmes seek to promote the application of a wider range of industrial engineering and other management techniques and a wide diffusion of the knowledge of management functions at all managerial levels. National bodies for productivity improvement and management development, ranging from the fully operational to the embryonic, have been or are being set up in virtually all the Asian countries, in most cases with the active participation of the I. L. O.'s missions in this field. The problems of training managers and specialists in management techniques fast enough to meet current and future needs are, however, considerable. What has been accomplished up to now by the developing Asian countries falls far short of these needs.

In the conclusions of its discussion on this subject the Conference recommended that adequate facilities should be provided in all Asian countries for training and development in management. For this purpose national management centres should be set up and balanced courses on the theory and practice of management should be introduced in the curricula of universities and educational colleges. Training facilities should cater for all types of needs in the light of Asian conditions—different branches of the economy, small as well as large undertakings, etc. Instruction on industrial and human relations and the appreciation of the social responsibilities of management and of trade union functions should be an integral part of this training. The I. L. O. should increase its technical co-operation and research activities in this field and improve its contacts and organisation to discharge effectively its functions as a "clearing house" for gathering and disseminating on a world-wide scale information about management techniques.

Employers' and Workers' Organisations

The economic and social life of a nation takes place within its institutional framework. Employers' and workers' organisations and the system that governs their mutual relations—that is, labour management relations, which form part of this framework—are institutional factors of vital significance to the development process. This significance has received wide recognition in Asia and the national

development plans of several countries do indeed reflect concern for the building up of a healthy system of labour-management relations, although these, because of the intangible elements involved, have not generally lent themselves to precise target setting or programming in the planning context.

There are two sets of problems in the field of labour-management relations. The first concerns the development of the institutions that form part of the system—the trade unions, the employees' organisations, the management of any individual undertaking (in relation to its personnel and labour-relations functions) and the government agencies concerned. The second set of problems relates to the methods and processes of decision-making or dealing with specific issues in the sphere of industrial relations. But the institutions and the decision-making processes are inter-related and each influences the nature and functions of the other. While the development of the participating institutions is essential for a sound system of industrial relations, the role these institutions play in the life of the community, once they come into being and evolve, has broad political, economic and social implications.

The employees' and workers' organisations in many Asian countries have still to reach the stage of full strength and maturity that will enable them to fulfil effectively the manifold tasks in industrial and national life that they should. A primary reason of many of the present shortcomings of these organisations is that the latter are still relatively young and need time to develop. This fact is also the root of the multitude of difficulties faced in the working of the system of labour management relations. Time and experience in the processes of the system, e.g., collective bargaining, consultations, etc., are needed for the participants to acquire the habits of mutual dealing and the necessary skills as well as to improve the understanding of and adjustment to the role and responsibilities that the system assigns to them. The question of utmost practical importance is how to accelerate the process of healthy growth of employers' and workers' Organisations and to bring the system of labour-management relations, to early maturity with the minimum of painful and costly experience.

The role of the government, which may often prove to be decisive in this regard, was therefore in the forefront of the Conference deliberations, both in the discussion of the Director-General's Report and in the consideration of the related technical agenda item, namely government services for the improvement of labour-management relations and settlement of disputes.

The general debate on the subject was summed up by the Secretary-General of the Conference in his reply to the discussion of the Report of the Director-General :

Many speakers have pointed out also that employees' and workers' organisations need to be free, strong, representative and responsible if they are to pull their full weight in the building of a nation. A number of speakers have stressed in particular that a strong trade union movement is necessary not only for the extension of democratic practices in industrial life but also to promote economic and social progress and to have a real effect on the future of the peoples of Asia. The growth of trade union movements can be greatly facilitated in practice if governments are prepared to encourage such development. However, the boundary between official encouragement and government

control is difficult to trace. The latter should be avoided, otherwise the national authorities will be deprived of the precious aid of free, autonomous and really effective organisations.

In what ways can the healthy growth of employers' and workers' organisations contribute to economic development and social progress? Such growth is necessary for laying the groundwork of a sound system of industrial relations in a free society. But in addition there are at least two other major functions of these organisations, which are related to their role in the processes of making economic and social decisions and which should grow in strength with the increase in their prestige and influence in society. The talks of national development in Asian countries call for full and effective participation by the people at large and a wide diffusion of a spirit of creative initiative and a sense of responsible leadership at every level and in every walk of life. The organisations of workers and employers provide a major institutional means to create this consensus in the development goals and to stimulate and mobilise public initiative and support for the development efforts. The participation of the principal social groups, including the trade unions and the employers' organisations, in directing the economy and distributing its fruits would help to ensure fair shares for all concerned and to create a feeling of confidence that the decisions finally taken do, in fact, reflect an equitable balance of the various interests at play. As one speaker observed, "Indeed one way of assuring that there will be a fair distribution of the fruits of economic expansion is to assure this type of broad-based participation".

As was testified by several speakers at Conference, institutional arrangements of one or another exist in a number of Asian countries for the participation of interest groups, especially trade unions and employers' organisations, in dealing with particular or general aspects of economic and labour questions. But in many cases, if a real impact is to be made on the community as a whole, these need to be infused with new vigour and vitality by various means including, in particular, the strengthening of the participating organisations at the base.

The conclusions reached by the Conference, as embodied in the two resolutions it adopted, recommended close consultation and active participation of employers' and workers' organisations as a built-in feature of the processes of making and carrying out public policies and programmes, whether in specific areas of action such as employment promotion, training, management development or government services for the improvement of labour-management relations, or in the wider economic and social spheres such as national planning. In the context of employment promotion, for instance, the Melbourne Resolution declares that :

Free and independent employers' and workers' organisations should be encouraged to develop and should be consulted, and thus participate, in the processes of planning at all levels. Planning should provide scope for initiative on the part of all sections of the community. Widespread understanding of the purposes of national and local policies should be promoted.

As for government services for the improvement of labour-management relations and the settlement of disputes, it was recommended that they should be strengthened and made generally more effective. Special stress was laid on their role in the promotion of

direct mutual dealings between labour and management by the development of informational, advisory, and educational activities. Other matters covered included conciliation, and voluntary and compulsory arbitration procedures. The Conference further recommended that the I. L. O., through its technical co-operation activities, should continue to offer its assistance to governments in the development of strong, free and democratic workers' and employers' organisations and in the achievement of a wider measure of industrial peace. To supplement these conclusions the Conference also adopted a series of observations containing specific suggestions for the development of these government services.

National Planning

A constant theme in the interventions of the speakers from Asian countries was the national development plan of that particular country, in the context of which its programmes and the problems relating to its economic development and social progress were discussed. This is not surprising, as the Asian countries have almost all adopted the approach to development through national planning. As planning becomes increasingly accepted as a way of raising and allocating resources for development, programmes directed towards the improvement and the more effective utilisation of human resources need to be channelled through the planning system and embodied in the plan itself. And the objectives of labour and social policies and the measures to give effect to them should become part and parcel of the plan as a whole.

Most Asian countries have still a long way to go towards achieving this integration. Can possible lines of advance be charted towards this goal? The Conference discussions do provide some indications. Full and systematic participation in the planning processes by the government agencies charged with the development of human resources (e.g. the directorate of training or the national productivity centre) and with the formulation and implementation of social and labour policies (e.g., the ministries or departments of education and of labour) is an essential pre-requisite. Formal arrangements for this purpose exist in a number of Asian countries. But to be truly effective these need to be followed through vigorously on a continuing basis and in a spirit of genuine co-operation on all sides in a common task. The other major means to achieve the desired end, to which, as seen earlier, the Conference attached great importance, is to provide for the active participation of the principal non-governmental interests and organisations, and in particular the employers' and workers' organisations, in national planning and other vital economic and social decision-making processes. As these organisations are intimately concerned with questions pertaining to labour and human resources, such participation would, among other things, enable the planning decisions to be reached in the full knowledge of the relevant facts and with due allowance being made for the various needs and interests at stake.

The Melbourne Resolution

References have been made above to conclusions and recommendations; these have been embodied, except where indicated otherwise, in the Melbourne Resolution, which consolidated the conclusions

reached by the three committees set up by the Conference, each of which dealt with one of the three technical items on its agenda, into the framework of a comprehensive policy. The deliberations of the committees, as well as the Melbourne Resolution itself, also drew their inspiration from the discussion in the plenary session on the Director-General's Report. In this way the Conference brought a unified and systematic approach to all its conclusions and thus in a sense evolved a strategy for the development of human resources.

A spirit of synthesis is the hall-mark of the Melbourne Resolution. Employment promotion, vocational training, management development, strengthening of the organisations of employers and workers and the building up of a sound system of labour-management relations were not treated as separate needs and problems to which solutions were to be sought in isolation and in a piecemeal fashion, but were properly regarded as interdependent factors in the development of human resources. This is evident for example in the following passage from the preamble to the Resolution, which recognises that—the questions of employment promotion, vocational training and the improvement of labour-management relations, which are on its agenda, are essential features of a development policy based on full utilisation of human resources.

The interdependence of the various factors was forcefully brought out by one speaker when commending the Resolution for adoption by the Conference :

Our resolution on training has meaning only if these are jobs for which people can be trained ; similarly, when trained people are working they need guidance as to how they would behave towards each other.

The Resolution, in turn, sets human resource development firmly within the wider framework of national development as a whole.

The same spirit of synthesis is evidence^t in the treatment of the thorny questions of the relationships between economic development and social progress and between means and ends in the development process. The Resolution does not rest content with a mere re-affirmation of the principle of the indivisibility of economic development and social progress or its application in the analysis of the problems involved ; it defines policies and measures designed to accelerate both the processes and to enable them to be carried through together. And the fuller participation of the community as a whole, including the organisations of employers and workers, in the decision-making processes relating to development as recommended in the Resolution would not only be a means of giving fresh impetus to economic development but would at the same time serve to strengthen democracy and further social justice.

The historical significance of the Melbourne Resolution lies in the fact that in it for the first time an international conference stressed the underlying unity and interdependence of the various facets of the development of human resources. What is even more important, the Resolution set out in a comprehensive but simple manner, and in clear and concrete terms, the policies and measures in the fields which received the specific attention of the Conference ; policies and measures

that also serve to strengthen the general framework of policies designed to develop human resources as a whole. The Resolution is thus an instrument for action which provides guide-lines for evolving and applying a national strategy for such development adapted to the particular conditions in individual Asian countries.

The role and significance of the Melbourne Resolution was thrown into sharp relief by the Secretary-General of the Conference in his reply to the discussion on the Director-General's Report on the eve of the adoption of the Resolution :

On the one hand, it will bring out with particular clarity, as regards each of the basic elements of this policy, what principles should be followed and what methods should be used ; and these are unanimous conclusions of the three technical committees, conclusions which jointly make up the Melbourne Resolution. On the other hand, it will show the interdependence of the three elements and how one hinges upon another.

I think for my part that this will be a substantial contribution to the economic and social progress of the Asian countries, one of which our Conference is entitled to be proud, one which will certainly resound throughout your region as well as in other parts of the world.

EXTRACT FROM INTERNATIONAL LABOUR REVIEW—April, 1963—in continuation of Part I—Labour and Human Resource Factors in the Economic Development of Asia—published in the Ceylon Labour Gazette—September, 1964.

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 October, 1964, is 112.8 as against 112.1 for the month of September, 1964, an increase of .7.

Wage Rates :

(a) The Basic Wages payable for the month of November, 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 November, 1964, to workers in The Tea Growing and Manufacturing Trade, Rubber Growing and Manufacturing Trade, Cocoa, Cardamons and Pepper Growing and Manufacturing Trade, Coconut Growing Trade, The Coconut Manufacturing Trade and the Plumbago Trade will remain unchanged.

(c) The Special Allowances payable to workers in all the other trades will be more than that for the month of October, 1964.

Strikes :

There were altogether 19 strikes in August, 1964, involving 4,750 workers and a loss of 47,344 man-days as against 28 strikes in July, 1964, involving 9,433 workers and a loss of 55,501 man-days. Ten of these strikes were in Tea Estates involving 3,679 workers and a loss of 40,170 man-days; three in Rubber Estates involving 233 workers and a loss of 565 man-days; one in a Tea Cum-Rubber Estate involving 323 workers and a loss of 1,292 man-days; one in a Coconut-Cum Rubber Estate involving 80 workers and a loss of 80 man-days; one in Wholesale and Retail Distribution involving 189 workers and a loss of 3,213 man-days; one in Tile Manufacturing Trade involving 39 workers and a loss of 117 man-days and the remaining two were in Match Manufacturing Trade involving 207 workers and a loss of 1,907 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 August, 1964 and September, 1964 was as given below .

	August, 1964			September, 1964		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	21,761	18,084	39,845	21,754	18,205	39,959
Skilled	14,166	2,881	17,047	14,095	2,847	16,942
Semi-skilled	32,184	6,252	38,436	31,873	6,165	38,038
Unskilled	61,154	4,816	65,970	60,855	4,639	65,494
Total	129,265	32,033	161,298	128,577	31,856	160,433

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

	August, 1964			September, 1964		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	159	24	183	118	49	167
Skilled	61	2	63	47	4	51
Semi-skilled	48	1	49	71	18	89
Unskilled	373	—	373	249	—	249
Total	641	27	668	485	71	556

NOTICE

IT is hereby notified that the Colombo Industrial Relations Division and the Colombo Enforcement Division of the Department of Labour which were housed at 167, Stafford Place, Colombo 10 and 276, Duplication Road, Colombo 3, respectively have now been amalgamated and moved into 1st Floor of Y.M.B.A. Building, Fort. This office will in future be known as Colombo District Labour Office.

The telephone numbers of this office are 7280, 4825, 2914 and 79747 and P. O. Box No. is 558.

N. L. ABEYWIRA,
Commissioner of Labour.

Department of Labour,
Lower Lake Road, Colombo 3,
1st November, 1964.

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

IX—The Rubber Export Trade*

(A) DESCRIPTION OF THE TRADE

THE description of the Rubber Export Trade appeared in an Order† made under section 6 of the Wages Boards Ordinance (Chapter 136), published in *Ceylon Government Gazette* No. 9,282 of June 16, 1944, and came into force on June 16, 1944. Order varying the original description of the trade was published in *Government Gazette* No. 9,356 of January 19, 1945, and came into force on January 19, 1945.

Order

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

1. The rubber export trade, that is to say—

- (1) the receipt of manufactured rubber at the stores ;
- (2) the process of conditioning rubber for export ; and
- (3) the transport of rubber for shipping ;
including

- (a) loading, unloading and carrying bales ;
- (b) weighing ;
- (c) stacking ;
- (d) stripping ;
- (e) clipping and bark-cutting ;
- (f) washing and re-smoking mouldy rubber ;
- (g) general labour including moving to presses, weighing machines and other parts of the store ;
- (h) assembling, wrapping and pricking rubber for bailing ;
- (i) pressing, hooping and wire-tying ;
- (j) cutting jute hessian covers ;
- (k) painting, drying, assembling and marking ;
- (l) treating jute hessian for special packing, covering bales with jute hessian and stitching ;
- (m) grading and sorting ;
- (n) laying out bales ;
- (o) cleaning and sweeping of stores and drains ;
- (p) the work of a watcher ;
- (q) the work of press operators ; and
- (r) any other operation connected with or incidental to the work specified in sub-paragraph (1), (2) and (3) of paragraph 1 ;

* *Note (1)*.—Reprinted from the “Ceylon Labour Gazette”, Volume XI, No. 8, of August, 1960.

† *Note (2)*.—The Order under reference related to both the Rubber Export and the Tea Export Trades. That part of the Order relating to the Tea Export Trade is not reproduced here.

—Editor.

but excluding the work of the following workers :—

lorry and van driver, mechanic, clerk, store-keeper, bargeman, carter and persons engaged in operations specified in paragraph 1, which are performed within the Customs premises at Colombo and Galle as defined by notification under section 101 (2) of the Customs Ordinance (Chapter 185), published in *Gazette* No. 8,751 of June 6, 1941 ;

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Rubber Export Trade was established on July 31, 1944, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,299 of August 7, 1944.

(C) DECISIONS OF THE BOARD

The original decisions in respect of the Rubber Export Trade made by the Wages Board for that trade related mainly to rates of wages and they came into force on August 1, 1945. A notification relating to those decisions was published under section 29 (3) of the Wages Boards Ordinance (Chapter 136) in *Ceylon Government Gazette Extraordinary* No. 9,436 of July 21, 1945. Decisions varying the earlier decisions were published in notifications appearing in *Government Gazette* No. 9,528 of March 8, 1946, *Government Gazettes Extraordinary* No. 10,229 of March 30, 1951, and No. 10,542 of June 29, 1953, and *Government Gazettes* No. 10,821 of July 29, 1955, No. 11,100 of March 29, 1957, No. 11,268 of February 28, 1958, *Government Gazettes Extraordinary* No. 11,509 of August 30, 1958 and No. 11,733 of April 29, 1959.

Decisions in regard to weekly and annual holidays came into force on March 1, 1946, and a notification in respect of those decisions was published in *Government Gazette Extraordinary* No. 9,524 of February 25, 1946. A notification varying the earlier decisions was published in *Government Gazette* No. 9,671 of February 21, 1947. Decisions in regard to public holidays were published in a notification appearing in *Government Gazette Extraordinary* No. 11,733 of April 29, 1959.

Decisions relating to Rates of Wages, Overtime Rates and other Matters

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.

Intervals at which wages shall be paid (sections 23 (1))

Wages shall be paid weekly and within four days of the end of the week.

Definition of a normal working day (section 24)

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

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

PART II

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

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

1 Class of Worker	2 Basic rate for a normal working day		3 Rate of Special Allowances for a normal working day in any month			
			(a)	(b)	(c)	
			Rs. c.	Rs. c.	Rs. c.	Rs. c.
<p style="text-align: center;"><i>Where the cost of living index number for the preceding month is 100.1 the special allowance shall be—</i></p> <p style="text-align: center;"><i>Where the cost of living index number for the preceding month is 100.0, the special allowance shall be—</i></p> <p style="text-align: center;"><i>Where the cost of living index number for the preceding month is above 100.0 the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rate set out hereunder as illustrated in Tables I and II below, respectively</i></p>						
A.—Male workers not under 18 years of age—						
(a) Grade II:						
Workers employed in stripping; clipping and bark-cutting; washing and re-smoking mouldy rubber; general labour including moving to presses, weighing machines and other parts of the store, assembling, wrapping and pricking rubber for baling pressing, hooping and wire tying; cutting jute bessian 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 0	..	1 97	0 3
(b) Intermediate Grade:						
Workers employed in weighing; grading and sorting; the work of press operators ..	1 60	..	2 10	..	2 7	0 3
(c) Grade I:						
Workers employed in loading, unloading and carrying bales, stacking ..	1 80	..	2 10	..	2 7	0 3
(d) Watchers ..	1 70	..	2 10	..	2 7	0 3
B.—Female workers not under 18 years of age—						
(a) Grade II:						
Workers employed in work other than sorting ..	1 15	..	1 88	..	1 85	0 3
(b) Grade I:						
Workers employed in sorting ..	1 30	..	1 88	..	1 85	0 3
C.—Workers (irrespective of sex) under 18 years of age—						
Over 14 years but under 15 years ..	0 80	..	1 51	..	1 40	0 2
Over 15 years but under 16 years ..	0 90	..	1 56	..	1 54	0 2
Over 16 years but under 17 years ..	1 0	..	1 61	..	1 59	0 2
Over 17 years but under 18 years ..	1 15	..	1 71	..	1 69	0 2

TABLE ILLUSTRATING THE APPLICATION OF THE DIRECTION SET OUT IN COLUMNS 3 (c) ABOVE

Table I

Special Allowances Payable in the event of a rise in the Index Number

Index Number	Male Workers not under 18 years of age		Female Worker not under 18 years of age	Workers (irrespective of sex) under 18 years of age			
	Grade II	Grade I Inter Grade and Watchers		Over 14 years up to 15 years	Over 15 years but under 16 years	Over 16 years but under 17 years	Over 17 years but under 18 years
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.1-101.8	.. 2 0	.. 2 10	.. 1 88	.. 1 51	.. 1 56	.. 1 61	.. 1 71
101.0-103.6	.. 2 3	.. 2 13	.. 1 91	.. 1 53	.. 1 58	.. 1 63	.. 1 73
103.7-105.4	.. 2 6	.. 2 16	.. 1 94	.. 1 55	.. 1 60	.. 1 65	.. 1 75
105.5-107.2	.. 2 9	.. 2 19	.. 1 97	.. 1 57	.. 1 62	.. 1 67	.. 1 77
107.3-109.0	.. 2 12	.. 2 22	.. 2 0	.. 1 59	.. 1 64	.. 1 69	.. 1 79

Table II

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

100.0-98.3	.. 1 97	.. 2 7	.. 1 85	.. 1 49	.. 1 54	.. 1 59	.. 1 69
98.2-96.5	.. 1 94	.. 2 4	.. 1 82	.. 1 47	.. 1 52	.. 1 57	.. 1 67
96.4-94.7	.. 1 91	.. 2 1	.. 1 79	.. 1 45	.. 1 50	.. 1 55	.. 1 65
94.6-92.9	.. 1 88	.. 1 98	.. 1 76	.. 1 43	.. 1 48	.. 1 53	.. 1 63
92.8-91.1	.. 1 85	.. 1 95	.. 1 73	.. 1 41	.. 1 46	.. 1 51	.. 1 61

PART III

Overtime Rate

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

2. In respect of each hour of work in excess of the minimum number of hours constituting a normal working day performed by a worker on a day declared as a public holiday by the Wages Board for the Rubber Export Trade under section 25 of the Wages Boards Ordinance, No. 27 of 1941, the minimum overtime rate shall be three times the minimum hourly rate ascertained by dividing the minimum daily rate by 8.

Decisions Relating to Weekly, Annual and Public Holidays

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 a Sunday that worker shall be paid as remuneration one and a half times the minimum rate of wages for a normal working day ; and
- (3) that no worker shall be employed on such Sunday for more than nine hours (inclusive of one hour for a meal).

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

Annual Holiday (Section 25)

1. If a worker has been in continuous employment and has worked under the same employer for more than 218 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of five days by which the number of days on which the worker has worked exceeds 218 :

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

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

- (a) every holiday allowed by the employer to the worker under section 25, at any earlier time in any year under consideration ;
- (b) every day of absence on any grounds approved by the employer, other than absence from the Island except where such absence from the Island is absence on a holiday allowed by the employer under section 25 ;
- (c) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment ;
- (d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 117) ;
- (e) every day on which the employer fails to provide work for the worker ;
- (f) every day of absence due to a strike or lockout that is not illegal and that does not continue for more than thirty days ; and
- (g) every day of absence authorized by or under the provisions of any written law other than the Wages Boards Ordinance ;

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

2. If a worker is entitled in any year to six holidays or more he shall be allowed and he shall take those six holidays or six of those holidays on consecutive days.

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

5. Where the number of holidays allowed to any worker at one time exceeds five days, one-half of the remuneration due to such worker in respect of the holidays shall be paid on the last pay day preceding the commencement of the holidays, and the other half on the first pay day after resumption of work by such worker.

6. Where a worker leaves of his own accord or is discontinued or dismissed from employment, he shall, at the time of such leaving, discontinuance or dismissal, be paid wages for the number of holidays to which he was entitled at the date of his leaving, discontinuance or dismissal.

7. In these paragraphs, "year" means a continuous period of twelve months.

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

Public Holidays

1. (a) Subject to the provisions of paragraph 2, every employer shall allow as holidays with remuneration to all workers employed under him, the following public holidays within the meaning of the Holidays Ordinance (Chapter 135) :—

(1) The Tamil Thai Pongal Day ;

(2) Independence Commemoration Day (February 4) ;

(3) The Sinhala and Hindu New Year's Day ;

(4) May Day (May 1) ;

(5) The Full Moon Day of the Sinhala month of Wesak ;

(6) The Birthday of the Holy Prophet Mohamed (On Whom Be Peace, Meelad-un-Nabi) ; and

(7) Christmas Day.

(b) The remuneration payable to a worker for each such holiday as is referred to in the preceding sub-paragraph shall be the minimum rate of wages prescribed for a normal working day in the month in which such holiday occurs.

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

(a) a day on or before the thirty-first day of December next succeeding such public holiday shall be granted to the worker as a holiday with remuneration calculated at the daily minimum rate applicable in respect of the month in which such alternative holiday is granted ; or

(b) such worker shall be remunerated for work done on any such public holiday at double the minimum daily rate for work done during the number of hours constituting a normal working day for that day.

CORRECTION

The following corrections should be made in the article—The Maternity Benefits Ordinance which appeared in the October, 1964 issue of the Ceylon Labour Gazette :—

P. 527—Maternity Benefits (Amendment) Act, No. 6 of 1958, and not 1968.

P. 531—Under Other rights under the Ordinance—Para. 4 Line 5—*injurious to herself* or to her child.

P. 532 note line 2—and that *it* should weigh—.

G. A. GNANAMUTTU.

Department of Labour,
Colombo 3, 26th November, 1964.

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	95	194	144	162

*Index Number
Nov., 1942
= 100*

Base : November, 1942 = 100

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
Group Weights	63.66	7.26	7.06	8.78	13.24	
1943	103	94	105	138	118	197*
1944	102	94	105	156	127	200
1945	110	94	112	165	158	221
1946	113	111	124	180	155	229
1947	126	121	136	213	157	252
1948	138	161	148	189	157	260
1949	144	97	129	156	148	258
1950	154	102	129	155	154	272
1951	155	112	129	197	160	283
1952	153	104	131	192	168	281

† Average for 5 months only.

* Average for 11 months only.

B—Colombo Consumers' Price Index

Base : Average Prices 1952=100

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

INDEX NUMBERS

1953	105.97	99.82	101.32	82.82	97.17	101.6
1954	106.13	103.35	101.53	79.52	94.43	101.1
1955	105.09	102.34	101.53	80.50	94.62	100.5
1956	103.32	101.30	101.53	81.78	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	103.62	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	129.53	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
September	106.32	103.69	101.53	125.04	129.90	112.1
October	107.15	103.69	101.53	126.25	130.13	112.8

TABLE II—WAGES INDEX NUMBERS

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

A

Base : 1939=100

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

B

Base : 1952=100

1953	..	..	..	..	..	..
1954	..	..	..	..	..	..
1955	..	..	..	..	..	..
1956	..	..	..	..	..	..
1957	..	..	..	..	..	..
1958	..	..	..	..	..	..
1959	..	..	..	..	..	..
1960	..	..	..	..	..	..
1961	..	..	..	..	..	..
1962	..	..	..	..	..	..
1963	..	..	..	..	..	..
1963	—	January	..	..	..	..
		February	..	..	..	..
		March	..	..	..	..
		April	..	..	..	..
		May	..	..	..	..
		June	..	..	..	..
		July	..	..	..	..
		August	..	..	..	..
		September	..	..	..	..
		October	..	..	..	..
		November	..	..	..	..
		December	..	..	..	..
1964	—	January	..	..	..	..
		February	..	..	..	..
		March	..	..	..	..
		April	..	..	..	..
		May	..	..	..	..
		June	..	..	..	..
		July	..	..	..	..
		August	..	..	..	..
		September	..	..	..	..
		October	..	..	..	..

* 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
September	2.28	116.33	3.87	132.53	2.41	118.14
October	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	8,883	7,522	13,795	24,823	55,029
1953	8,374	8,462	13,676	23,034	53,546
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	39,412	16,988	38,134	66,005	160,539
August	39,845	17,047	38,436	65,970	161,298
September	39,959	16,942	38,038	65,494	160,433

* 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

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai
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	3,911	4,518	3,092	1,741	671
July	57,157	11,872	10,509	17,653	7,477	1,091	5,604	3,812	4,793	3,043	1,723	694
August	57,461	11,862	10,744	17,991	7,444	1,028	5,791	3,780	4,833	2,999	1,705	696
September	56,564	11,642	10,995	18,213	7,465	1,000	5,860	3,848	4,844	2,913	1,592	665
October	57,010	11,758	11,001	17,726	7,514	1,086	5,910	3,803	4,844	2,932	1,568	600
November	56,567	11,770	11,180	17,066	7,576	1,065	6,110	3,500	4,828	2,899	1,511	507
December	55,904	11,768	11,237	16,658	7,529	1,022	6,438	3,593	4,949	2,910	1,508	540
1964—												
January	56,362	12,066	11,426	16,849	7,616	983	6,688	3,791	5,184	3,059	1,612	557
February	56,938	12,137	11,643	16,671	7,598	1,007	6,921	3,881	5,283	3,048	1,676	573
March	57,498	12,217	11,738	16,418	7,717	1,043	7,094	3,934	5,376	3,080	1,680	579
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
August	57,900	11,854	14,247	16,845	8,869	930	6,816	3,758	5,650	2,956	1,621	632
September	57,744	11,945	13,854	17,029	8,262	919	6,849	3,729	5,645	2,996	1,634	622

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

<i>Trincmalee</i>	<i>Anuradhapura</i>	<i>Awisaswella</i>	<i>Haputale</i>	<i>Matara</i>	<i>Vavuniya</i>	<i>Kegalle</i>	<i>Matala</i>	<i>Chilaw</i>	<i>Hakton</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	1,295	2,152	728	878	153,979
1,472	2,840	3,701	1,206	8,038	758	3,363	1,310	2,163	712	664	153,899
1,409	2,809	3,671	1,230	8,056	746	3,347	1,279	2,152	672	663	153,138
1,239	2,703	3,512	1,241	8,154	724	3,286	1,259	2,239	672	691	151,106
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	3,523	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	669	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	3,594	1,614	8,835	544	4,084	1,363	2,482	853	557	160,539
1,913	3,089	3,795	1,605	8,943	547	4,103	1,370	2,447	873	535	161,298
1,928	3,068	3,775	1,625	9,017	562	4,138	1,369	2,314	903	506	160,433

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13,310	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	1,015	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	1,158	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
1964 August	2,381	183	1,211	63	2,501	49	3,769	373	9,862	668
1964 September	2,343	167	1,138	51	2,292	89	3,720	249	9,493	556

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	715	96	427	36	1,008	33	1,528	188	3,678	353
Negombo	105	—	82	2	149	—	281	4	617	6
Kalutara	127	1	46	6	154	7	222	4	549	18
Galle	216	10	66	3	123	—	301	—	706	13
Kandy	157	27	58	—	126	1	196	1	537	29
Nawalapitiya	11	—	4	—	14	3	26	—	55	3
Kurunegala	123	—	36	—	57	—	110	—	326	—
Jaffna	120	6	67	1	85	2	96	1	368	10
Batnapura	102	2	40	—	66	—	102	32	310	34
Badulla	59	1	30	—	49	2	62	—	200	3
Batticaloa	32	6	21	—	51	18	50	2	154	26
Kalmunai	17	3	5	—	20	7	16	2	58	12
Trincomeale	21	—	10	—	17	—	43	—	91	—
Anuradhapura	68	4	18	—	56	—	18	3	160	7
Avissawella	96	2	30	1	46	—	106	—	278	3
Haputale	23	—	16	—	22	1	33	6	94	7
Matara	142	3	76	—	101	3	361	1	680	7
Vavuniya	19	—	3	—	16	—	3	—	41	—
Kegala	81	2	39	1	54	7	47	—	221	10
Matale	21	1	3	—	24	—	23	—	71	1
Chilaw	73	—	32	1	32	5	37	5	174	11
Hatton	10	—	18	—	12	—	40	—	80	—
Wuwara Eliya	5	3	11	—	10	—	19	—	45	3
Total	2,343	167	1,138	51	2,292	89	3,720	249	9,493	556

TABLE VIII—Strikes In Ceylon Since 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	..Not available..	..Not available..	4	..Not available	Not available
1940	36	9,732	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66‡	12,399	937
1945	28	3,514	4,285*	53	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,714
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	363,600	430,586	54	14,482	31,996
1954	59	86,450	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,293	36,016
1956	99	56,908	209,888	115	31,852	152,966
1957	177	297,061	618,050	127	70,239	190,443
1958	123	39,372	340,632	96	42,713	399,223
1959	177	47,318	352,145	71	42,933	463,119
1960	123	42,528	259,948	37	4,830	15,139‡
1961	90	29,223	317,866	39	38,013	170,372
1962	138	42,569	193,792	50	25,730	801,882
1963§	174	62,511	359,905	**58	**29,819	**479,678
1964 January to August §	116	39,029	402,553	61	9,478	136,865
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	**11	**1,358	**7,497
1964 January §	13	4,726	101,406	6	1,735	64,582
February §	16	4,932	46,510	8	1,070	11,979
March §	13	5,397	107,023	**10	**1,792	**12,925
April §	12	3,641	17,123	7	344	4,108
May §	14	3,184	22,216	6	1,401	8,633
June §	17	4,950	32,438	**7	**972	**7,265
July §	16	7,884	33,725	**13	**1,729	**22,136
August §	15	4,315	42,107	4	435	5,237

* 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 August, 1964, by Industries or Trades

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea	10	..	3,679	..	40,170	
Rubber	3	..	233	..	565	
Tea-cum-Rubber	1	..	323	..	1,292	
Coconut	—	..	—	..	—	
Coconut-cum-Rubber	1	..	80	..	80	
Total	15		4,315		42,107	
Engineering	—	..	—	..	—	
Printing	—	..	—	..	—	
Motor Transport	—	..	—	..	—	
Tea Export	—	..	—	..	—	
Rubber Export	—	..	—	..	—	
Coconut Manufacturing	—	..	—	..	—	
Toddy, Arrack and Vinegar	—	..	—	..	—	
Cigar Manufacturing	—	..	—	..	—	
Tea & Rubber Manufacturing	—	..	—	..	—	
Cinema	—	..	—	..	—	
Dock, Harbour and Port Transport	—	..	—	..	—	
Building Trade	—	..	—	..	—	
Local Government Services	—	..	—	..	—	
Service Institutions	—	..	—	..	—	
Factories, Workshops, &c., run by the State	—	..	—	..	—	
Textile	—	..	—	..	—	
Relief Schemes	—	..	—	..	—	
Wholesale and Retail Distribution	1	..	189	..	3,213	
Aerated Waters and Ice Manufacturing	—	..	—	..	—	
Beedi Manufacturing	—	..	—	..	—	
Hotel	—	..	—	..	—	
Tile Manufacturing	1	..	39	..	117	
Miscellaneous	—	..	—	..	—	
Coir Mattress and Bristle Fibre Export	—	..	—	..	—	
Match Manufacturing	2	..	207	..	1,907	
Total	4		435		5,237	
Grand Total	19		4,750		47,344	

TABLE X—Classification of the Strikes in August, 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	5	.. 2	.. 1,486	.. 79
2. Wage increases, Higher rates for piece work, &c.	—	.. —	.. —	.. —
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	2	.. —	.. 135	.. —
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	5	.. —	.. 1,642	.. —
5. Food matters. Welfare	1	.. —	.. 262	.. —
6. Right of association and meeting	—	.. 1	.. —	.. 167
7. Factional disputes and domestic matters	—	.. 1	.. —	.. 189
8. External matters (e.g., arrest by Police, &c.)	—	.. —	.. —	.. —
9. Assaults by employer or agent or others	2	.. —	.. 790	.. —
10. General demands	—	.. —	.. —	.. —
11. Sympathetic strikes	—	.. —	.. —	.. —
Total	15	4	4,315	435

APPENDIX I

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

Month : November, 1964

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(1) Baking Trade						
<i>Monthly Rates :</i>						
Class " A " Worker : foreman, head bakers, head basses, cooks, " short eats " makers, pastry makers, cake decorators	70	0	65	15	135	15
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	60	00	115	00
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	45	58	84	58
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

Class of Worker	Basic Wages		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(3) Brick and Tile Manufacturing Trade					
<i>Daily Rates :</i>					
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	09	4 09
Skilled Workers, Grade II : press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters ..	1	80	2	09	3 89
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	09	3 69
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	99	3 39
B—Female Workers (18 and above) ..	1	15	1	88	3 03
C—Workers (under 18 years) :					
Over 14 years but under 15 ..	0	80	1	48	2 28
Over 15 years but under 16 ..	0	90	1	53	2 43
Over 16 years but under 17 ..	1	0	1	58	2 58
Over 17 years but under 18 ..	1	10	1	68	2 78

(4) Building Trade

Daily Rates :

Unskilled:

Male labourers not* under 18 years of age ..	1	40	2	21	3 61
Female labourers not under 18 years of age ..	1	10	2	21	3 31
Unskilled labourers (irrespective of sex) under 18 years of age ..	0	90	2	21	3 11

Semi-skilled, Grade II:

Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1	65	2	31	3 96
Semi-skilled, Grade I:					
Kanganies ..	1	80	2	31	4 11

Skilled:

Masons (building), carpenters (building), plumbers; erectors (construction steel); equipment maintenance men; tinkers ..	2	0	2	31	4 31
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* 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.
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(5) Cigar Manufacturing Trade

Piece Rates :

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

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

(6) Cinema Trade

Monthly Rates :

A.—NON-CLERICAL

Unskilled

Advertisement cart puller; Advertisement or poster boy; Bathroom boy; Car or cycle park attendant; Chocolate boy; Cleaner; Cloak room boy; Conservancy labourer; Garden labourer; Gate-keeper; Hall boy; Peon; Sandwich boy; Soft drinks keeper; Unskilled labourer; Usher; Usherette; Waiter; Watcher (day); Watcher (night) ..

..	36 50 ..	57 34 ..	93 84
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Semi-skilled

Assistant bar-keeper; Assistant Engine-driver; Checker; Cook, Grade II (lower); Re-winder; Telephone operator; Third Assistant operator:

(a) Within the Municipal areas ..	43 0 ..	59 94 ..	102 94
(b) Outside the Municipal areas ..	40 0 ..	59 94 ..	99 94

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 ..	61 76 ..	116 76
(b) Outside the Municipal areas ..	47 0 ..	61 76 ..	108 76

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 ..	61 76 ..	127 76
(b) Outside the Municipal areas ..	61 0 ..	61 76 ..	122 76

Class of Worker	Month : November, 1964		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total 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 50	.. 105 50
(b) Outside the Municipal areas	.. 45 0	.. 55 50	.. 100 50
Grade II			
Advertisement manager; Cashier clerk; Clerk (accounts and general); Typist; Wharf clerk; Storekeeper; Book-keeper:—			
(a) Within the Municipal areas	.. 55 0	.. 58 50	.. 113 50
(b) Outside the Municipal areas	.. 50 0	.. 58 50	.. 108 50
Grade I			
Head clerk	.. 110 0	.. 63 50	.. 173 50

(7) Cinnamon Trade

Daily Rates :

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

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.

Class of Worker	Basic Wage		Special Allowance		Total			
	Rs.	c.	Rs.	c.	Rs.	c.		
(9) Coconut Growing Trade (contd.)								
<i>Monthly Rates :</i>								
Conductor employed in—								
(a) any coconut plantation of not less than 75 acres but less than 100 acres in extent, per month	100	0*	—	..	100	0		
(b) any coconut plantation of not less than 100 acres but less than 150 acres in extent, per month	125	0*	—	..	125	0		
(c) any coconut plantation of not less than 150 acres but less than 200 acres in extent, per month	150	0*	—	..	150	0		
(d) any coconut plantation of not less than 200 acres but less than 250 acres in extent, per month	175	0*	—	..	175	0		
(e) any coconut plantation of not less than 250 acres in extent, per month	200	0*	—	..	200	0		
<i>Piece Rates :</i>								
(1) In the raising and maintenance of plantations:								
Picking nuts, per 1,000 trees	18	0	—	..	18	0		
(2) In the manufacture of copra :								
(a) husking nuts, per 1,000 nuts	3	50	—	..	3	50		
(b) splitting nuts, copra curing and sorting, per 1,000 nuts	2	50	—	..	2	50		
(10) Coconut Manufacturing Trade								
<i>Daily Rates :</i>								
In the manufacture of (1) desiccated coconuts, (2) coconut oil, (3) fibre and (4) coir products—								
Kangany	1	80	..	2	15	..	3	95
Male not under 18 years	1	40	..	2	15	..	3	55
Female not under 18 years	1	15	..	1	76	..	2	91
Worker, irrespective of sex under 18 years	1	15	..	1	69	..	2	84
<i>Piece Rates :</i>								
(a) In the manufacture of desiccated coconuts—								
(1) husking nuts, per 1,000 nuts	2	19	..	—	..	2	19	
(2) removing shells (hatchetting) per 1,000 nuts	1	13	..	—	..	1	13	
(3) removing parings, per 1,000 nuts	1	13	..	—	..	1	13	
(4) washing coconut meat and disintegrating, per 1,000 pounds	0	88	..	—	..	0	88	
(5) drying, per 1,000 pounds	1	31	..	—	..	1	31	
(6) sifting and grading, per 1,000 pounds	1	6	..	—	..	1	6	
(7) packing and stencilling per case of 120 to 130 pounds	0	10	..	—	..	0	10	
(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—								
(1) crushing husks per cwt. (wet weight of bristle fibre)	0	94	..	—	..	0	94	
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre)	0	94	..	—	..	0	94	
(3) cleaning mattress fibre, drying and baling per cwt.	0	31	..	—	..	0	31	
(4) hanking bristle fibre and tying, per cwt.	1	50	..	—	..	1	50	
(5) manufacture of mats and matting—								
(i) mats, per sq. ft.	0	44	..	—	..	0	44	
(ii) matting, per square yard	0	15	..	—	..	0	15	
(6) hacking bristle fibre and tying, per cwt.	3	25	..	—	..	3	25	

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

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	21	3 61
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	31	3 91
Grade I—					
Workers employed in—packing baling boxes with or without mechanical trampers ; 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	31	4 11
Head baling press operator ..	2	0	2	31	4 31
B. Female workers (not under 18 years of age) ..					
	1	15	2	09	3 24
C. Workers (irrespective of sex) under 18 years of age—					
Over 14 years but under 15 years ..	0	80	1	65	2 45
Over 15 years but under 16 years ..	0	90	1	70	2 60
Over 16 years but under 17 years ..	1	0	1	75	2 75
Over 17 years but under 18 years ..	1	15	1	85	3 00

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(11) Coir Mattress and Bristle Fibre Export Trade (contd.)						
<i>Piece Rates :</i>						
Hackling (that is dressing for export) partly or wholly by hand and tying Bristle Fibre into hanks of standard " 3 tie Grade ", per hundred weight	8	75	—	—	8	75
Hackling (that is dressing for export) partly or wholly by hand and tying Bristle Fibre into hanks of standard " 2 tie Grade ", per hundred weight	8	25	—	—	8	25
Hackling (that is dressing for export) partly or wholly by hand without tying into hanks in preparation for dyeing, per hundred weight ..	4	12	—	—	4	12
Hackling (that is dressing for export) partly or wholly by hand and tying into hanks dyed Bristle Fibre, per hundred weight ..	9	25	—	—	9	25

(12) Dock, Harbour and Port Transport Trade*

Monthly Rates :

Manual Work—

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

Women Workers—

Female kanganies	35	0	30	75	65	75
Female labourers	30	0	30	75	60	75

Non-manual Workers—

Special Grade	75	0	45	00	120	00
Grade I	55	0	33	75	88	75

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 : November, 1964

Class of Worker	Basic Wage		Special Allowance		Total
	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 transhipment 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.	
(13) Engineering Trade					
<i>Daily Rates :</i>					
Unskilled labourers	1	40	2	21	3 61
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	31	3 96
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	31	3 76
Skilled workers—					
Turners ; machinists (iron and steel working) ; machinists (wood working) ; copper-smiths ; plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; core-makers ; pattern-makers ; carpenters, joiners and cabinet-makers ; boat-builders ; saw sharpeners ; machine-knife sharpeners ; sign writers ; polishers (applicers 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	31	4 31
Kanganies	1	80	2	31	4 11
Watchers	1	70	2	31	4 01
Trade learners and apprentices—					
First year	0	50	1	17	1 67
Second year	0	66	1	27	1 93
Third year	0	85	1	62	2 47
Fourth year	1	10	1	77	2 87
(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	31	4 31
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	31	3 96

Class of Worker	Month : November, 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 21	3 61
(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 94	3 94
(b) Female Workers, 18 years and over ..	1 64	1 84	3 48
(c) Young persons, over 14 years, but under 18 years	1 25	1 48	2 73
<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 94	3 54
(b) Female Workers, 18 years and over ..	1 32	1 84	3 16
(c) Young persons over 14 years but under 18 years	1 0	1 48	2 48
<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 84	3 24
(b) Female Workers, 18 years and over ..	1 15	1 72	2 87
(c) Young persons, over 14 years but under 16 years	0 70	1 22	1 92
(d) Young persons, over 16 years but under 18 years	0 90	1 48	2 38
<i>Grade IV—</i>			
Watcher	1 70	1 94	3 64

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	66	42	166	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	66	42	156	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	63	92	148	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	66	42	166	42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	61	42	131	42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	66	42	133	92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt.	60	0	62	02	122	02
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	62	02	112	02
Class I Workers : Omnibus checkers or time-keepers	60	0	62	02	122	02
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90	0	62	02	152	02
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items	45	0	51	67	96	67
<i>Daily Rates :</i>						
Class A worker	4	0	2	82	6	82
" B "	4	0	2	82	6	82
" C "	3	25	2	82	6	07
" D "	4	0	2	82	6	82
" E "	2	75	2	57	5	32
" F "	2	75	2	82	5	57
" G "	2	50	2	82	5	32
" H "	2	25	2	82	5	07
" K "	1	50	1	94	3	44

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

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

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(17) Plumbago Trauc						
<i>Daily Rates :</i>						
Worker other than those employed in curing and dressing—						
Underground workers—						
Basses	3	0	1	36	4	36
Kanganies	2	50	1	36	3	86
Loaders						
Onsetters or Donakatakarayas						
Overseers						
Shift bosses	2	33	1	36	3	69
Blasters	2	25	1	36	3	61
Drillers (hand and machine)						
Shaft drivers						
Stoppers (excavators)						
Timbermen						
Muckers	1	75	1	36	3	11
Trolleyman						
Unskilled labourers						
Underground and surface workers—						
Electricians	2	75	1	36	4	11
Enginemmen						
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.	c.
(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	..	110 42	..	220 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	..	88 42	..	175 92
Class C, Grade I Workers : Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	..	65 0	..	77 42	..	142 42
Class C, Grade II Workers : Platen Machine Minders	..	60 0	..	71 80	..	131 80
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	..	50 0	..	66 42	..	116 42
Class E Workers : Unskilled workers not under 18 years of age	..	42 0	..	63 73	..	105 73
Class F Workers : Unskilled workers under 18 years of age	..	20 0	..	42 22	..	62 22
Class G Workers : Watchers	..	44 0	..	66 42	..	110 42
Class A—1st year learner	..	33 0	..	46 32	..	79 32
" B " "	..	26 0	..	39 72	..	65 72
" C Grade I, 1st year learner	..	24 0	..	41 92	..	65 92
" C Grade II " "	..	22 0	..	39 72	..	61 72
" D—1st year learner	..	19 0	..	37 52	..	56 52
Class A—2nd year learner	..	44 0	..	55 62	..	99 62
" B " "	..	36 0	..	53 42	..	89 42
" C Grade I, 2nd year learner	..	29 0	..	47 80	..	76 80
" C Grade II " "	..	27 0	..	45 11	..	72 11
" D—2nd year learner	..	23 0	..	42 42	..	65 42
Class A—3rd year learner	..	58 0	..	64 92	..	120 92

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(18) Printing Trade—(contd.)						
Class B—3rd year learner ..	49	0	60	52	109	52
„ C Grade I, 3rd year learner ..	36	0	53	92	89	92
„ C Grade II „ „ ..	32	0	50	50	82	50
„ D—3rd year learner ..	28	0	47	32	75	32
Class A—4th year learner ..	71	0	78	62	149	62
„ B „ „ ..	64	0	70	80	134	80
„ C Grade I, 4th year learner ..	44	0	62	73	106	73
„ C Grade II „ „ ..	39	0	58	45	97	45
„ D—4th year learner ..	34	0	54	42	88	42
Class A—5th year learner ..	88	0	92	82	180	82

(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	21	3	61
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(b) Intermediate Grade :

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

1	60	2	31	3	91
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(c) Grade I :

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

1	80	2	31	4	11
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(d) Watchers ..

1	70	2	31	4	01
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B.—Female workers not under 18 years of age —

(a) Grade II :

Workers employed in work other than sorting ..

1	15	2	09	3	24
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(b) Grade I :

Workers employed in sorting ..

1	30	2	09	3	39
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C.—Workers (irrespective of sex) under 18 years of age

Over 14 years but under 15 years ..	0	80	1	65	2	45
Over 15 years but under 16 years ..	0	90	1	70	2	60
Over 16 years but under 17 years ..	1	0	1	75	2	75
Over 17 years but under 18 years ..	1	15	1	85	3	00

Class of Worker	Month : November, 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 21 ..	3 61
(b) Intermediate Grade—			
Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..	1 60 ..	2 31 ..	3 91
(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 31 ..	4 11
(d) Box makers and repairers ..	1 60 ..	2 31 ..	3 91
(e) Watchers ..	1 70 ..	2 31 ..	4 01
B.—Female workers (not under 18 years of age) ..	1 15 ..	2 09 ..	3 24
C.—Workers (irrespective of sex) under 18 years of age—			
Over 14 years but under 15 years ..	0 80 ..	1 65 ..	2 45
Over 15 years but under 16 years ..	0 90 ..	1 70 ..	2 60
Over 16 years but under 17 years ..	1 0 ..	1 75 ..	2 75
Over 17 years but under 18 years ..	1 15 ..	1 85 ..	3 00
(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	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(23) Toddy, Arrack and Vinegar Trade						
<i>Monthly Rates :</i>						
Tope kangany ..	115	0	—	—	115	0
Toddy tavern watcher ..	63	0	—	—	63	0
Arrack tavern watcher ..	63	0	—	—	63	0
Tope watcher ..	50	0	—	—	50	0
Collecting station manager ..	85	0	—	—	85	0
Selling toddy at tavern ..	80	0	—	—	80	0
Selling arrack at tavern ..	75	0	—	—	75	0
Collecting toddy from trees in the toddy section of the trade ..	80	0	—	—	80	0
Collecting toddy from trees in the arrack section of the trade ..	60	0	—	—	60	0
Collecting toddy from trees in the vinegar section of the trade ..	52	50	—	—	52	50
Distilling toddy at distillery ..	100	0	—	—	100	0
<i>Daily Rates :</i>						
Bottling, corking and labelling arrack bottles ..	3	0	—	—	3	0
Unskilled labourers ..	3	0	—	—	3	0
<i>Piece Rates :</i>						
Coupling of coconut palms, for each coupling ..	0	70	—	—	0	70
Changing ropes, for each coupling ..	0	35	—	—	0	35
Cutting and removing ropes, for each coupling ..	0	30	—	—	0	30
Laddering coconut palms, for each tope not exceeding 110 palms ..	35	0	—	—	35	0
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns, for each gallon of toddy delivered by worker—						
Galle District ..	0	54	—	—	0	54
Western Province ..	0	61	—	—	0	61
Chilaw District ..	0	64	—	—	0	64
Nuwara Eliya or Kandy District ..	0	65	—	—	0	65
Matara, Jaffna or Matale District ..	0	72	—	—	0	72
Puttalam, Anuradhapura or Hambantota District ..	0	77	—	—	0	77
Badulla, Ratnapura, Kurunegala or Kegalla District ..	0	80	—	—	0	80
Trincomalee, Batticaloa, Mannar or Mullaitivu District ..	1	5	—	—	1	5
Tapping coconut, kitul or palmyrah palms for supplying toddy to distilleries or for the manufacture of vinegar, for each gallon of toddy delivered by worker ..	0	41	—	—	0	41
Tapping spadices for supplying toddy to distilleries or for the manufacture of vinegar—						
(a) for not exceeding 100 coconut, kitul or palmyrah palms ..	62	50	—	—	62	50
(b) for every palm in excess of 100 such palms ..	0	62½	—	—	0	62½
Tapping spadices for supplying toddy to taverns for 25—40 coconut, kitul or palmyrah palms ..	60	0	—	—	60	0

APPENDIX II

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

<i>No. of Days</i>	<i>Class A</i>	<i>Class B</i>	<i>Class C</i>	<i>No. of Days</i>
<i>Normal working days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working days</i>
1	2 70½	2 30	1 69	1
2	5 41	4 60	3 38	2
3	10 81	9 20	6 77	3
4	16 22	13 80	10 15	4
5	21 62	18 40	13 53	5
6	27 03	23 00	16 92	6
7	32 44	27 60	20 30	7
8	37 84	32 20	23 68	8
9	43 25	36 80	27 07	9
10	48 65	41 40	30 45	10
11	54 06	46 00	33 83	11
12	59 47	50 60	37 22	12
13	64 87	55 20	40 60	13
14	70 28	59 80	43 98	14
15	75 68	64 40	47 36	15
16	81 09	69 00	50 75	16
17	86 50	73 60	54 13	17
18	91 90	78 20	57 51	18
19	97 31	82 80	60 90	19
20	102 71	87 40	64 28	20
21	108 12	92 00	67 66	21
22	113 53	96 60	71 05	22
23	118 93	101 20	74 43	23
24	124 34	105 80	77 81	24
25	129 74	110 40	81 20	25
25	135 15	115 00	84 58	25
Extra Payment for work done on Weekly Holidays				
1	5 41	4 60	3 38	1
2	10 82	9 20	6 76	2
3	16 23	13 80	10 14	3
4	21 64	18 40	13 52	4
5	27 05	23 00	16 90	5

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

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

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

APPENDIX III

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

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1	1 80½	1 65½	1 55½	1 98	2 05½	2 15½	1
1	3 61	3 31	3 11	3 96	4 11	4 31	1
2	7 22	6 62	6 22	7 92	8 22	8 62	2
3	10 83	9 93	9 33	11 88	12 33	12 93	3
4	14 44	13 24	12 44	15 84	16 44	17 24	4
5	18 05	16 55	15 55	19 80	20 55	21 55	5
6	21 66	19 86	18 66	23 76	24 66	25 86	6
7	25 27	23 17	21 77	27 72	28 77	30 17	7
8	28 88	26 48	24 88	31 68	32 88	34 48	8
9	32 49	29 79	27 99	35 64	36 99	38 79	9
10	36 10	33 10	31 10	39 60	41 10	43 10	10
11	39 71	36 41	34 21	43 56	45 21	47 41	11
12	43 32	39 72	37 32	47 52	49 32	51 72	12
13	46 93	43 03	40 43	51 48	53 43	56 03	13
14	50 54	46 34	43 54	55 44	57 54	60 34	14
15	54 15	49 65	46 65	59 40	61 65	64 65	15
16	57 76	52 96	49 76	63 36	65 76	68 96	16
17	61 37	56 27	52 87	67 32	69 87	73 27	17
18	64 98	59 58	55 98	71 28	73 98	77 58	18
19	68 59	62 89	59 09	75 24	78 09	81 89	19
20	72 20	66 20	62 20	79 20	82 20	86 20	20
21	75 81	69 51	65 31	83 16	86 31	90 51	21
22	79 42	72 82	68 42	87 12	90 42	94 82	22
23	83 03	76 13	71 53	91 08	94 53	99 13	23
24	86 64	79 44	74 64	95 04	98 64	103 44	24
25	90 25	82 75	77 75	99 00	102 75	107 75	25
Sunday work							Sunday work
1	5 42	4 97	4 67	5 94	6 17	6 47	1
2	10 84	9 94	9 34	11 88	12 34	12 94	2
3	16 26	14 91	14 01	17 82	18 51	19 41	3
4	21 68	19 88	18 68	23 76	24 68	25 88	4
5	27 10	24 85	23 35	29 70	30 85	32 35	5

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

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

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

Note 1.—The information shown for the number of days up to 25 refers to work done on days other than Sundays in the month. If a Worker has worked on Sundays as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

APPENDIX IV

*Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 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	Sem-Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 80½	1 98	2 24½	2 45½	2 03	2 18½	3 33½	1
2	3 61	3 96	4 49	4 91	4 06	4 37	6 67	2
3	7 22	7 92	8 98	9 83	8 12	8 73	13 35	3
4	10 83	11 88	13 47	14 74	12 17	13 10	20 02	4
5	14 44	15 84	17 96	19 66	16 23	17 46	26 69	5
6	18 05	19 80	22 45	24 57	20 29	21 83	33 37	6
7	21 66	23 76	26 94	29 48	24 35	26 19	40 04	7
8	25 26	27 71	31 44	34 40	28 40	30 56	46 71	8
9	28 87	31 67	35 93	39 31	32 46	34 92	53 38	9
10	32 48	35 63	40 42	44 22	36 52	39 29	60 06	10
11	36 09	39 59	44 91	49 14	40 58	43 65	66 73	11
12	39 70	43 55	49 40	54 05	44 63	42 02	73 40	12
13	43 31	47 51	53 89	58 97	48 69	52 38	80 08	13
14	46 92	51 47	58 38	63 88	52 75	56 75	86 75	14
15	50 53	55 43	62 87	68 79	56 81	61 12	93 42	15
16	54 14	59 39	67 36	73 71	60 87	65 48	100 10	16
17	57 75	63 35	71 85	78 62	64 92	69 85	106 77	17
18	61 36	67 31	76 34	83 54	68 98	74 21	113 44	18
19	64 97	71 27	80 83	88 45	73 04	78 58	120 10	19
20	68 58	75 23	85 32	93 36	77 10	82 94	126 76	20
21	72 18	79 18	89 82	98 28	81 15	87 31	133 46	21
22	75 79	83 14	94 31	103 19	85 21	91 67	140 13	22
23	79 40	87 10	98 80	108 10	89 27	96 04	146 81	23
24	83 01	91 06	103 29	113 02	93 33	100 40	153 48	24
25	86 62	95 03	107 78	117 93	97 38	104 77	160 15	25
26	90 23	98 98	112 27	122 85	101 44	109 13	166 83	26
27	93 84	102 94	116 76	127 76	105 50	113 50	173 50	27
28	99 47	109 12	123 77	135 43	111 83	120 31	183 91	28
29	105 10	115 30	130 78	143 10	118 16	137 12	294 32	29
30	110 73	121 48	137 79	150 77	124 49	133 93	204 73	30
30	116 36	127 66	144 80	158 44	130 82	140 74	215 14	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 November, 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 80½	1 02	2 09	2 36	1 93	2 08½	3 33½	1
1	3 61	3 84	4 18	4 72	3 87	4 17	6 67	1
2	7 22	7 69	8 37	9 44	7 73	8 35	13 35	2
3	10 83	11 53	12 55	14 16	11 60	12 52	20 02	3
4	14 44	15 38	16 73	18 89	15 46	16 69	26 69	4
5	18 05	19 22	20 92	23 61	19 33	20 87	33 37	5
6	21 66	23 06	25 10	28 33	23 19	25 04	40 04	6
7	25 26	26 91	29 28	33 05	27 06	29 21	46 71	7
8	28 87	30 75	33 46	37 77	30 92	33 33	53 38	8
9	32 48	34 59	37 65	42 49	34 79	37 56	60 06	9
10	36 09	38 44	41 83	47 22	38 65	41 73	66 73	10
11	39 70	42 28	46 01	51 94	42 52	45 90	73 40	11
12	43 31	46 13	50 20	56 66	46 38	50 08	80 08	12
13	46 92	49 97	54 38	61 38	50 25	54 25	86 75	13
14	50 53	53 81	58 56	66 10	54 12	58 42	93 42	14
15	54 14	57 66	62 75	70 82	57 98	62 60	100 10	15
16	57 75	61 50	66 93	75 54	61 85	66 77	106 77	16
17	61 36	65 35	71 11	80 27	65 71	70 94	113 44	17
18	64 97	69 19	75 30	84 99	69 58	75 12	120 12	18
19	68 58	73 03	79 48	89 71	73 44	79 29	126 79	19
20	72 18	76 88	83 66	94 43	77 31	83 46	133 46	20
21	75 79	80 72	87 84	99 15	81 17	87 63	140 13	21
22	79 40	84 56	92 03	103 87	85 04	91 81	146 81	22
23	83 01	88 41	96 21	108 60	88 90	95 98	153 48	23
24	86 62	92 25	100 39	113 32	92 77	100 15	160 15	24
25	90 23	96 10	104 58	118 04	96 63	104 33	166 83	25
26	93 84	99 94	108 76	122 76	100 50	108 50	173 50	26
27	99 47	105 94	115 29	130 13	106 53	115 01	183 91	27
28	105 10	111 94	121 82	137 50	112 56	121 52	194 32	28
29	110 73	117 94	128 35	144 87	118 59	128 03	204 73	29
30	116 36	123 94	134 88	152 24	124 62	134 54	215 14	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 November, 1964, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
Normal Working Days	Rs. c.	Rs. e.	Rs. e.	Rs. c.	Rs. c.	Rs. e.	Rs. c.	Rs. c.	Rs. e.	Normal Working Days
½	0 55	0 65	1 20	0 45	0 48	0 93	0 32½	0 44½	0 77	½
1	1 10	1 30	2 40	0 90	0 96	1 86	0 65	0 89	1 54	1
2	2 20	2 60	4 80	1 80	1 92	3 72	1 30	1 78	3 08	2
3	3 30	3 90	7 20	2 70	2 88	5 58	1 95	2 67	4 62	3
4	4 40	5 20	9 60	3 60	3 84	7 44	2 60	3 56	6 16	4
5	5 50	6 50	12 00	4 50	4 80	9 30	3 25	4 45	7 70	5
6	6 60	7 80	14 40	5 40	5 76	11 16	3 90	5 34	9 24	6
7	7 70	9 10	16 80	6 30	6 72	13 02	4 55	6 23	10 78	7
8	8 80	10 40	19 20	7 20	7 68	14 88	5 20	7 12	12 32	8
9	9 90	11 70	21 60	8 10	8 64	16 74	5 85	8 01	13 86	9
10	11 00	13 00	24 00	9 00	9 60	18 60	6 50	8 90	15 40	10
11	12 10	14 30	26 40	9 90	10 56	20 46	7 15	9 79	16 94	11
12	13 20	15 60	28 80	10 80	11 52	22 32	7 80	10 68	18 48	12
13	14 30	16 90	31 20	11 70	12 48	24 18	8 45	11 57	20 02	13
14	15 40	18 20	33 60	12 60	13 44	26 04	9 10	12 46	21 56	14
15	16 50	19 50	36 00	13 50	14 40	27 90	9 75	13 35	23 10	15
16	17 60	20 80	38 40	14 40	15 36	29 76	10 40	14 24	24 64	16
17	18 70	22 10	40 80	15 30	16 32	31 62	11 05	15 13	26 18	17
18	19 80	23 40	43 20	16 20	17 28	33 48	11 70	16 02	27 72	18
19	20 90	24 70	45 60	17 10	18 24	35 34	12 35	16 91	29 26	19
20	22 00	26 00	48 00	18 00	19 20	37 20	13 00	17 80	30 80	20
21	23 10	27 30	50 40	18 90	20 16	39 06	13 65	18 69	32 34	21
22	24 20	28 60	52 80	19 80	21 12	40 92	14 30	19 58	33 88	22
23	25 30	29 90	55 20	20 70	22 08	42 78	14 95	20 47	35 42	23
24	26 40	31 20	57 60	21 60	23 04	44 64	15 60	21 36	36 96	24
25	27 50	32 50	60 00	22 50	24 00	46 50	16 25	22 25	38 50	25
Sunday Work										Sunday Work
1			3 60			2 79			2 31	1
2			7 20			5 58			4 62	2
3			10 80			8 37			6 93	3
4			14 40			11 16			9 24	4
5			18 00			13 95			11 53	5

Note 1.—The information shown for the number of days up to 25 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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

APPENDIX VI

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

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Mals	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
<i>Normal working days</i>									<i>Normal working days</i>
1/2	1 35	1 27½	1 00½	0 84½	1 97½	1 77½	1 45½	1 42	1/2
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
<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 2	8 52	2
3	12 15	11 46	9 06	7 62	17 76	15 96	13 08	12 78	3
4	16 20	15 28	12 08	10 16	23 68	21 28	17 44	17 04	4
5	20 25	19 10	15 10	12 70	29 60	26 60	21 80	21 30	5

Note 1.—The information shown for the number of days up to 25 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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

APPENDIX VII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 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.	Rs. c.	<i>Normal working days</i>
½	1 80½	1 98	1 88	2 15½	2 05½	2 00½	0 83½	0 96½	1 23½	1 43½		½
1	3 61	3 96	3 76	4 31	4 11	4 01	1 67	1 93	2 47	2 87		1
2	7 22	7 92	7 52	8 62	8 22	8 02	3 34	3 86	4 94	5 74		2
3	10 83	11 83	11 28	12 93	12 33	12 03	5 01	5 79	7 41	8 61		3
4	14 44	15 84	15 04	17 24	16 44	16 04	6 68	7 72	9 88	11 48		4
5	18 05	19 80	18 80	21 55	20 55	20 05	8 35	9 65	12 35	14 35		5
6	21 66	23 76	22 56	25 86	24 66	24 06	10 02	11 58	14 82	17 22		6
7	25 27	27 72	26 32	30 17	28 77	28 07	11 69	13 51	17 29	20 09		7
8	28 88	31 68	30 08	34 48	32 88	32 08	13 36	15 44	19 76	22 96		8
9	32 49	35 64	33 84	38 79	36 99	36 09	15 03	17 37	22 23	25 83		9
10	36 10	39 60	37 60	43 10	41 10	40 10	16 70	19 30	24 70	28 70		10
11	39 71	43 56	41 36	47 41	45 21	44 11	18 37	21 23	27 17	31 57		11
12	43 32	47 52	45 12	51 72	49 32	48 12	20 04	23 16	29 64	34 44		12
13	46 93	51 48	48 88	56 03	53 43	52 13	21 71	25 09	32 11	37 31		13
14	50 54	55 44	52 64	60 34	57 54	56 14	23 33	27 02	34 58	40 18		14
15	54 15	59 40	56 40	64 65	61 65	60 13	25 05	28 95	37 05	43 05		15
16	57 76	63 36	60 16	68 96	65 76	64 16	26 72	30 88	39 52	45 92		16
17	61 37	67 32	63 92	73 27	69 87	68 17	28 39	32 81	41 99	48 79		17
18	64 98	71 28	67 68	77 58	73 98	72 18	30 06	34 74	44 64	51 66		18
19	68 59	75 24	71 44	81 89	78 09	76 19	31 73	36 67	46 93	54 53		19
20	72 20	79 20	75 20	86 20	82 20	80 20	33 40	38 60	49 40	57 40		20
21	75 81	83 16	78 96	90 51	86 31	84 21	35 07	40 53	51 87	60 27		21
22	79 42	87 12	82 72	94 82	90 42	88 22	36 74	42 46	54 34	63 14		22
23	83 03	91 08	86 48	99 13	94 53	92 23	38 41	44 39	56 81	66 01		23
24	86 64	95 04	90 24	103 44	98 64	96 24	40 08	46 32	59 28	68 88		24
25	90 25	99 00	94 00	107 75	102 75	100 25	41 75	48 25	61 75	71 75		25
<i>Sunday work</i>												<i>Sunday work</i>
1	5 42	5 94	5 64	6 47	6 17	6 02	2 51	2 90	3 71	4 31		1
2	10 84	11 88	11 28	12 94	12 34	12 04	5 02	5 80	7 42	8 62		2
3	16 26	17 82	16 92	19 41	18 51	18 06	7 53	8 70	11 13	12 93		3
4	21 68	23 76	22 56	25 88	24 68	24 08	10 04	11 60	14 84	17 24		4
5	27 10	29 70	28 20	32 35	30 85	30 10	12 55	14 50	18 55	21 55		5

Note 1.—The information shown for the number of days up to 25 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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

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

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during **NOVEMBER, 1934** to workers in the **Leath Manufacturing Trade**

No. of Days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons Over 14 Under 18 Years	Adults		Young Persons Over 14 Under 18 Years	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.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
Normal Working days												Normal working days
1	1 97	1 74	1 36½	1 77	1 58	1 24	1 62	1 43½	0 96	1 19	1 82	1
2	3 94	3 48	2 73	3 54	3 16	2 48	3 24	2 87	1 92	2 38	3 64	2
3	7 88	6 96	5 46	7 08	6 32	4 96	6 48	5 74	3 84	4 76	7 28	3
4	11 82	10 44	8 19	10 62	9 48	7 44	9 72	8 61	5 76	7 14	10 92	4
5	15 76	13 92	10 92	14 16	12 64	9 92	12 96	11 48	7 68	9 52	14 56	5
6	19 70	17 40	13 65	17 70	15 80	12 40	16 20	14 35	9 60	11 90	18 20	6
7	23 64	20 88	16 38	21 24	18 96	14 88	19 44	17 22	11 52	14 28	21 84	7
8	27 58	24 36	19 11	24 78	22 12	17 36	22 68	20 09	13 44	16 66	25 48	8
9	31 52	27 84	21 84	28 32	25 28	19 84	25 92	22 96	15 36	19 04	29 12	9
10	35 46	31 32	24 57	31 86	28 44	22 32	29 16	25 83	17 28	21 42	32 76	10
11	39 40	34 80	27 30	35 40	31 60	24 80	32 40	28 70	19 20	23 80	36 40	11
12	43 34	38 28	30 03	38 94	34 76	27 28	35 64	31 57	21 12	26 18	40 04	12
13	47 28	41 76	32 76	42 48	37 92	29 76	38 88	34 44	23 04	28 56	43 68	13
14	51 22	45 24	35 49	46 02	41 08	32 24	42 12	37 31	24 96	30 94	47 32	14
15	55 16	48 72	38 22	49 56	44 24	34 72	45 36	40 18	26 88	33 32	50 96	15
16	59 10	52 20	40 95	53 10	47 40	37 20	48 60	43 05	28 80	35 70	54 60	16
17	63 04	55 68	43 68	56 64	50 56	39 68	51 84	45 92	30 72	38 08	58 24	17
18	66 98	59 16	46 41	60 18	53 72	42 16	55 08	48 79	32 24	40 46	61 88	18
19	70 92	62 64	49 14	63 72	56 88	44 64	58 32	51 66	34 56	42 84	65 52	19
20	74 86	66 12	51 87	67 26	60 04	47 12	61 56	54 53	36 48	45 22	69 16	20
21	78 80	69 60	54 60	70 80	63 20	49 60	64 80	57 40	38 40	47 60	72 80	21
22	82 74	73 08	57 33	74 34	66 36	52 08	68 04	60 27	40 32	49 98	76 44	22
23	86 68	76 56	60 06	77 88	69 52	54 56	71 28	63 14	42 24	52 36	80 08	23
24	90 62	80 04	62 79	81 42	72 68	57 04	74 52	66 01	44 16	54 74	83 72	24
25	94 56	83 52	65 52	84 96	75 84	59 52	77 76	68 88	46 08	57 12	87 36	25
25	98 50	87 00	68 25	88 50	79 00	62 00	81 00	71 75	48 00	59 50	91 00	25
Sunday Work												Sunday Work
1	5 91	5 22	4 10	5 31	4 74	3 72	4 86	4 31	2 88	3 57	5 46	1
2	11 82	10 44	8 20	10 62	9 48	7 44	9 72	8 62	5 76	7 14	10 92	2
3	17 73	15 66	12 30	15 93	14 22	11 16	14 58	12 93	8 64	10 71	16 38	3
4	23 64	20 88	16 40	21 24	18 96	14 88	19 44	17 24	11 52	14 28	21 84	4
5	29 55	26 10	20 50	26 55	23 70	18 60	24 30	21 55	14 40	17 85	27 30	5

* The information shown for the number of days up to 2 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 November, 1964, to Monthly-paid workers in
the Motor Transport Trade

No. of Days	Class A Class D	Class B	Class C	Class E	Class F	Class G Class I	Class H	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. e.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. e.	Rs. e.	
½	3 20	3 01	2 86½	2 52½	2 57½	2 34½	2 15½	2 92½	1 86	½
1	6 40	6 02	5 73	5 05	5 15	4 69	4 31	5 85	3 72	1
2	12 80	12 03	11 46	10 11	10 30	9 39	8 62	11 69	7 44	2
3	19 20	18 05	17 18	15 16	15 45	14 08	12 93	17 54	11 15	3
4	25 60	24 06	22 91	20 22	20 60	18 77	17 23	23 39	14 87	4
5	32 0	30 08	28 64	25 27	25 75	23 47	21 54	29 23	18 59	5
6	38 40	36 10	34 37	30 33	30 90	28 16	25 85	35 08	22 31	6
7	44 81	42 11	40 09	35 38	36 06	32 85	30 16	40 93	26 03	7
8	51 21	48 13	45 82	40 44	41 21	37 54	34 47	46 78	29 74	8
9	57 61	54 15	51 55	45 49	46 36	42 24	38 78	52 62	33 46	9
10	64 01	60 16	57 28	50 55	51 51	46 93	43 08	58 47	37 18	10
11	70 41	66 18	63 00	55 60	56 66	51 62	47 39	64 32	40 90	11
12	76 81	72 19	68 73	60 66	61 81	56 32	51 70	70 16	44 62	12
13	83 21	78 21	74 46	65 71	66 96	61 01	56 01	76 01	48 34	13
14	89 61	84 23	80 19	70 76	72 11	65 70	60 32	81 86	52 05	14
15	96 01	90 24	85 92	75 82	77 26	70 40	64 63	87 70	55 77	15
16	102 41	96 26	91 64	80 87	82 41	75 09	68 94	93 55	59 49	16
17	108 81	102 27	97 37	85 93	87 56	79 78	73 24	99 40	63 21	17
18	115 21	108 29	103 10	90 98	92 71	84 48	77 55	105 24	66 93	18
19	121 61	114 31	108 83	96 04	97 86	89 17	81 86	111 09	70 64	19
20	128 02	120 32	114 55	101 09	103 02	93 86	86 17	116 94	74 36	20
21	134 42	126 34	120 28	106 15	108 17	98 55	90 48	122 79	78 08	21
22	140 82	132 36	126 01	111 20	113 32	103 25	94 79	128 63	81 80	22
23	147 22	138 37	131 74	116 26	118 47	107 94	99 09	134 48	85 52	23
24	153 62	144 39	137 46	121 31	123 62	112 63	103 40	140 33	89 23	24
25	160 02	150 40	143 19	126 37	128 77	117 33	107 71	146 17	92 95	25
26	166 42	156 42	148 92	131 42	133 92	122 02	112 02	152 02	96 67	26
27	176 41	165 31	157 86	139 31	141 96	129 34	118 74	161 14	102 47	27
28	186 40	175 20	166 80	147 20	150 00	136 66	125 46	170 26	108 27	28
29	196 39	184 59	175 74	155 09	158 04	143 98	132 18	179 33	114 07	29
30	203 38	193 98	184 68	162 98	166 08	151 30	138 90	188 50	119 87	30

APPENDIX X

**Ready Reckoner showing the Minimum Wages payable for the number
of days worked during November, 1934, 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>	
$\frac{1}{2}$	3 41	3 03½	2 66	2 78½	2 53½	1 72	$\frac{1}{2}$
1	6 82	6 07	5 32	5 57	5 07	3 44	1
2	13 64	12 14	10 64	11 14	10 14	6 88	2
3	20 46	18 21	15 96	16 71	15 21	10 32	3
4	27 28	24 28	21 28	22 23	20 28	13 76	4
5	34 10	30 35	26 60	27 85	25 35	17 20	5
6	40 92	36 42	31 92	33 42	30 42	20 64	6
7	47 74	42 49	37 24	38 99	35 49	24 08	7
8	54 56	48 56	42 56	44 56	40 56	27 52	8
9	61 38	54 63	47 88	50 13	45 63	30 96	9
10	68 20	60 70	53 20	55 70	50 70	34 40	10
11	75 02	66 77	58 52	61 27	55 77	37 84	11
12	81 84	72 84	63 84	66 84	60 84	41 28	12
13	88 66	78 91	69 16	72 41	65 91	44 72	13
14	95 48	84 98	74 48	77 98	70 98	48 16	14
15	102 30	91 05	79 80	83 55	76 05	51 60	15
16	109 12	97 12	85 12	89 12	81 12	55 04	16
17	115 94	103 19	90 44	94 69	86 19	58 48	17
18	122 76	109 26	95 76	100 26	91 26	61 92	18
19	129 58	115 33	101 08	105 83	96 33	65 36	19
20	136 40	121 40	106 40	111 40	101 40	68 80	20
21	143 22	127 47	111 72	116 97	106 47	72 24	21
22	150 04	133 54	117 04	122 54	111 54	75 68	22
23	156 86	139 61	122 36	128 11	116 61	79 12	23
24	163 68	145 68	127 68	133 68	121 68	82 56	24
25	170 50	151 75	133 00	139 25	126 75	86 00	25
26	177 32	157 82	138 32	144 82	131 82	89 44	26
27	184 14	163 89	143 64	150 39	136 89	92 88	27
28	190 96	169 96	148 96	155 96	141 96	96 32	28
29	197 78	176 03	154 28	161 53	147 03	99 76	29
30	204 60	182 10	159 60	167 10	152 10	103 20	30

APPENDIX XI

***Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 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>	
1	4 41	3 54	2 85	2 63½	2 33	2 11½	1 24½	2 21	1
1	8 82	7 04	5 70	5 27	4 66	4 23	2 49	4 42	1
2	17 63	14 07	11 39	10 54	9 31	8 46	4 98	8 83	2
3	26 45	21 11	17 09	15 82	13 97	12 69	7 47	13 25	3
4	35 27	28 15	22 79	21 09	18 63	16 92	9 96	17 67	4
5	44 08	35 18	28 48	26 36	23 28	21 15	12 44	22 08	5
6	52 90	42 22	34 18	31 63	27 94	25 38	14 93	26 50	6
7	61 72	49 26	39 88	36 90	32 60	29 60	17 42	30 92	7
8	70 53	56 29	45 57	42 18	37 25	33 83	19 91	35 33	8
9	79 35	63 33	51 27	47 45	41 91	38 06	22 40	39 75	9
10	88 17	70 37	58 97	52 72	46 57	42 29	24 89	44 17	10
11	96 98	77 40	62 66	57 99	51 22	46 52	27 38	48 58	11
12	105 80	84 44	68 36	63 26	55 88	50 75	29 87	53 00	12
13	114 62	91 48	74 06	68 54	60 54	54 98	32 35	57 42	13
14	123 44	98 52	79 76	73 81	65 20	59 21	34 84	61 84	14
15	132 25	105 55	85 45	79 08	69 85	63 44	37 33	66 25	15
16	141 07	112 59	91 15	84 35	74 51	67 67	39 82	70 67	16
17	149 89	119 63	96 85	89 62	79 17	71 90	42 31	75 09	17
18	158 70	126 66	102 54	94 90	83 82	76 13	44 80	79 50	18
19	167 52	133 70	108 24	100 17	88 48	80 35	47 29	83 92	19
20	176 34	140 74	113 94	105 44	93 14	84 58	49 78	88 34	20
21	185 15	147 77	119 63	110 71	97 79	88 81	52 26	92 75	21
22	193 97	154 81	125 33	115 98	102 45	93 04	54 75	97 17	22
23	202 79	161 85	131 03	121 26	107 11	97 27	57 24	101 59	23
24	211 60	168 88	136 72	126 53	111 76	101 50	59 73	106 00	24
25	220 42	175 92	142 42	131 80	116 42	105 73	62 22	110 42	25
26	238 05	189 99	153 81	142 34	125 73	114 19	67 20	119 25	26
27	255 68	204 06	165 20	152 88	135 04	122 65	72 18	128 08	27
28	273 31	218 13	176 59	163 42	144 35	131 11	77 16	136 91	28
29	290 94	232 20	187 98	173 96	153 66	139 57	82 14	145 74	29
30	308 57	246 27	199 37	184 50	162 97	148 03	87 12	154 57	30
Extra Payment for work done on Sundays									
1	7 35	5 86	4 75	4 39	3 88	3 52	2 07	3 68	1
2	14 70	11 72	9 50	8 78	7 76	7 04	4 14	7 36	2
3	22 05	17 58	14 25	13 17	11 64	10 56	6 21	11 04	3
4	29 40	23 44	19 00	17 56	15 52	14 08	8 28	14 72	4
5	36 75	29 30	23 75	21 95	19 40	17 60	10 35	18 40	5

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

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

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

APPENDIX XI—(contd.)

***Ready Reckoner showing the Minimum wages payable for the number of days worked during November, 1934, 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. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	
½	1 58½	1 99	2 42	2 99	3 61½	1 31½	1 79	2 19	2 69½	½
1	3 17	3 98	4 84	5 98	7 23	2 63	3 58	4 38	5 39	1
2	6 35	7 97	9 67	11 97	14 47	5 26	7 15	8 76	10 78	2
3	9 52	11 95	14 51	17 95	21 70	7 89	10 73	13 14	16 18	3
4	12 69	15 94	19 35	23 94	28 93	10 52	14 31	17 52	21 57	4
5	15 86	19 92	24 18	29 92	36 16	13 14	17 88	21 90	26 96	5
6	19 04	23 91	29 02	35 91	43 40	15 77	21 46	26 28	32 35	6
7	22 21	27 89	33 86	41 89	50 63	18 40	25 04	30 67	37 74	7
8	25 38	31 88	38 69	47 88	57 86	21 03	28 61	35 05	43 14	8
9	28 56	35 86	43 53	53 86	65 10	23 66	32 19	39 43	48 53	9
10	31 73	39 85	48 37	59 85	72 33	26 29	35 77	43 81	53 92	10
11	34 90	43 83	53 20	65 83	79 56	28 92	39 34	48 19	59 31	11
12	38 07	47 82	58 04	71 82	86 79	31 55	42 92	52 57	64 70	12
13	41 25	51 80	62 88	77 80	94 03	34 17	46 50	56 95	70 10	13
14	44 42	55 79	67 72	83 79	101 26	36 80	50 08	61 33	75 49	14
15	47 59	59 77	72 55	89 77	108 49	39 43	53 65	65 71	80 88	15
16	50 76	63 76	77 39	95 76	115 72	42 06	57 23	70 09	86 27	16
17	53 94	67 74	82 23	101 74	122 96	44 69	60 81	74 47	91 66	17
18	57 11	71 73	87 06	107 73	130 19	47 32	64 38	78 85	97 06	18
19	60 28	75 71	91 90	113 71	137 42	49 95	67 96	83 24	102 45	19
20	63 46	79 70	96 74	119 70	144 66	52 58	71 54	87 62	107 84	20
21	66 63	83 68	101 57	125 68	151 89	55 20	75 11	92 00	113 23	21
22	69 80	87 67	106 41	131 67	159 12	57 83	78 69	96 38	118 62	22
23	72 97	91 65	111 25	137 65	166 35	60 46	82 27	100 76	124 02	23
24	76 15	95 64	116 08	143 64	173 59	63 09	85 84	105 14	129 41	24
25	79 32	99 62	120 92	149 62	180 82	65 72	89 42	109 52	134 80	25
26	85 67	107 59	130 59	161 59	195 29	70 98	96 57	118 28	145 58	26
27	92 02	115 56	140 26	173 56	209 76	76 24	103 72	127 04	156 36	27
28	98 37	123 53	149 93	185 53	224 23	81 50	110 87	135 80	167 14	28
29	104 72	131 50	159 60	197 50	238 70	86 76	118 02	144 56	177 92	29
30	111 07	139 47	169 27	209 47	253 17	92 02	125 17	153 32	188 70	30
Extra Payment for work done on Sundays										
1	2 64	3 32	4 03	4 99	6 03	2 19	2 98	3 65	4 49	1
2	5 28	6 64	8 06	9 98	12 06	4 38	5 96	7 30	8 98	2
3	7 92	9 96	12 09	14 97	18 09	6 57	8 94	10 95	13 47	3
4	10 56	13 28	16 12	19 96	24 12	8 76	11 92	14 60	17 96	4
5	13 20	16 60	20 15	24 95	30 15	10 95	14 90	18 25	22 45	5

(For footings see page 639)

APPENDIX XI—(contd.)

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

Apprentices

No of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 32	1 53½	1 80	2 13½	1 23½	1 44	1 65	1 95	½
1	2 64	3 07	3 60	4 27	2 47	2 88	3 30	3 90	1
2	5 27	6 14	7 19	8 54	4 94	5 77	6 60	7 80	2
3	7 91	9 22	10 79	12 81	7 41	8 65	9 90	11 69	3
4	10 55	12 29	14 39	17 08	9 88	11 54	13 20	15 59	4
5	13 18	15 36	17 98	21 35	12 34	14 42	16 50	19 49	5
6	15 82	18 43	21 58	25 62	14 81	17 31	19 80	23 39	6
7	18 46	21 50	25 18	29 88	17 28	20 19	23 10	27 29	7
8	21 09	24 58	28 77	34 15	19 75	23 08	26 40	31 18	8
9	23 73	27 65	32 37	38 42	22 22	25 96	29 70	35 08	9
10	26 37	30 72	35 97	42 69	24 69	28 84	33 00	38 98	10
11	29 00	33 79	39 56	46 96	27 16	31 73	36 30	42 88	11
12	31 64	36 86	43 16	51 23	29 63	34 61	39 60	46 78	12
13	34 28	39 94	46 76	55 50	32 09	37 50	42 90	50 67	13
14	36 92	43 01	50 36	59 77	34 56	40 38	46 20	54 57	14
15	39 55	46 08	53 95	64 04	37 03	43 27	49 50	58 47	15
16	42 19	49 15	57 55	68 31	39 50	46 15	52 80	62 37	16
17	44 83	52 22	61 15	72 58	41 97	49 03	56 10	66 27	17
18	47 46	55 30	64 74	76 85	44 44	51 93	59 40	70 16	18
19	50 10	58 37	68 34	81 11	46 91	54 80	62 70	74 06	19
20	52 74	61 44	71 94	85 38	49 38	57 69	66 00	77 96	20
21	55 37	64 51	75 53	89 65	51 84	60 57	69 30	81 86	21
22	58 01	67 58	79 13	93 92	54 31	63 46	72 60	85 76	22
23	60 65	70 66	82 73	98 19	56 78	66 34	75 90	89 65	23
24	63 28	73 73	86 32	102 46	59 25	69 23	79 20	93 55	24
25	65 92	76 80	89 92	106 73	61 72	72 11	82 50	97 45	25
26	71 19	82 94	97 11	115 27	66 66	77 88	89 10	105 25	26
27	76 46	89 08	104 30	123 81	71 60	83 65	95 70	113 05	27
28	81 73	95 22	111 49	132 35	76 54	89 42	102 30	120 85	28
29	87 00	101 36	118 68	140 89	81 48	95 19	108 90	128 65	29
30	92 27	107 50	125 87	149 43	86 42	100 96	115 50	136 45	30

Extra Payment for work done on Sundays

1	2 20	2 56	3 00	3 56	2 06	2 40	2 75	3 25	1
2	4 40	5 12	6 00	7 12	4 12	4 80	5 50	6 50	2
3	6 60	7 68	9 00	10 68	6 18	7 20	8 25	9 75	3
4	8 80	10 24	12 00	14 24	8 24	9 60	11 00	13 00	4
5	11 00	12 80	15 00	17 80	10 30	12 00	13 75	16 25	5

(For footnotes see page 639)

APPENDIX XI—(contd.)

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

Apprentices

No. of Days	Class D				No. of Days
	1st Year	2nd Year	3rd Year	4th Year	
	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
½	1 13	1 31	1 50½	1 77	½
1	2 26	2 62	3 01	3 54	1
2	4 52	5 23	6 03	7 07	2
3	6 78	7 85	9 04	10 61	3
4	9 04	10 47	12 05	14 15	4
5	11 30	13 08	15 06	17 68	5
6	13 56	15 70	18 08	21 22	6
7	15 83	18 32	21 09	24 76	7
8	18 09	20 93	24 10	28 29	8
9	20 35	23 55	27 12	31 83	9
10	22 61	26 17	30 13	35 37	10
11	24 87	28 78	33 14	38 90	11
12	27 13	31 40	36 15	42 44	12
13	29 39	34 02	39 17	45 98	13
14	31 65	36 64	42 18	49 52	14
15	33 91	39 25	45 19	53 05	15
16	36 17	41 87	48 20	56 59	16
17	38 43	44 49	51 22	60 13	17
18	40 69	47 10	54 23	63 66	18
19	42 96	49 72	57 24	67 20	19
20	45 22	52 34	60 26	70 74	20
21	47 48	54 95	63 27	74 27	21
22	49 74	57 57	66 28	77 81	22
23	52 00	60 19	69 29	81 35	23
24	54 26	62 80	72 31	84 88	24
25	56 52	65 42	75 32	88 42	25
26	61 04	70 65	81 35	95 49	26
27	65 56	75 88	87 38	102 56	27
28	70 08	81 11	93 41	109 63	28
29	74 60	86 34	99 44	116 70	29
30	79 12	91 57	105 47	123 77	30
Extra Payment for work done on Sundays					
1	1 88	2 18	2 51	2 95	1
2	3 76	4 36	5 02	5 90	2
3	5 64	6 54	7 53	8 85	3
4	7 52	8 72	10 04	11 80	4
5	9 40	10 90	12 35	14 75	5

(For footnotes see page 639)

APPENDIX XII

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

No. of Days	Male Worker not under 18 years of age				Female worker not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of days	
	Grade II	Inter-mediate Grade	Grade I	Watch-ers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years		
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1/2	1 80½	1 95½	2 05½	2 00½	1 62	1 69½	1 22½	1 30	1 37½	1 50		1/2
1	3 61	3 91	4 11	4 01	3 24	3 39	2 45	2 60	2 75	3 00		1
2	7 22	7 82	8 22	8 02	6 18	6 78	4 90	5 20	5 50	6 00		2
3	10 83	11 73	12 33	12 03	9 72	10 17	7 35	7 80	8 25	9 00		3
4	14 44	15 64	16 44	16 04	12 96	13 56	9 80	10 40	11 00	12 00		4
5	18 05	19 55	20 55	20 05	16 20	16 95	12 25	13 00	13 75	15 00		5
6	21 66	23 46	24 66	24 06	19 44	20 34	14 70	15 60	16 50	18 00		6
7	25 27	27 37	28 77	28 07	22 68	23 73	17 15	18 20	19 25	21 00		7
8	28 88	31 28	32 88	32 08	25 92	27 12	19 60	20 80	22 00	24 00		8
9	32 49	35 19	36 99	36 09	29 16	30 51	22 05	23 40	24 75	27 00		9
10	36 10	39 10	41 10	40 10	32 40	33 90	24 50	26 00	27 50	30 00		10
11	39 71	43 01	45 21	44 11	35 64	37 29	26 95	28 60	30 25	33 00		11
12	43 32	46 92	49 32	48 12	38 88	40 68	29 40	31 20	33 00	36 00		12
13	46 93	50 83	53 43	52 13	42 12	44 07	31 85	33 80	35 75	39 00		13
14	50 54	54 74	57 54	56 14	45 36	47 46	34 30	36 40	38 50	42 00		14
15	54 15	58 65	61 65	60 15	48 60	50 85	36 75	39 00	41 25	45 00		15
16	57 76	62 56	65 76	64 16	51 84	54 24	39 20	41 60	44 00	48 00		16
17	61 37	66 47	69 87	68 17	55 08	57 63	41 65	44 20	46 75	51 00		17
18	64 98	70 38	73 98	72 18	58 32	61 02	44 10	46 80	49 50	54 00		18
19	68 59	74 29	78 09	76 19	61 56	64 41	46 55	49 40	52 25	57 00		19
20	72 20	78 20	82 20	80 20	64 80	67 80	49 00	52 00	55 00	60 00		20
21	75 81	82 11	86 31	84 21	68 04	71 19	51 45	54 60	57 75	63 00		21
22	79 42	86 02	90 42	88 22	71 28	74 58	53 90	57 20	60 50	66 00		22
23	83 03	89 93	94 53	92 23	74 52	77 97	56 35	59 80	63 25	69 00		23
24	86 64	93 84	98 64	96 24	77 76	81 36	58 80	62 40	66 00	72 00		24
25	90 25	97 75	102 75	100 25	81 00	84 75	61 25	65 00	68 75	75 00		25
Sunday work												Sunday work
1	5 42	5 87	6 17	6 02	4 86	5 09	3 68	3 90	4 13	4 50		1
2	10 84	11 74	12 34	12 04	9 72	10 18	7 36	7 80	8 26	9 00		2
3	16 26	17 61	18 51	18 06	14 58	15 27	11 04	11 70	12 39	13 50		3
4	21 68	23 48	24 68	24 08	19 44	20 36	14 72	15 60	16 52	18 00		4
5	27 10	29 35	30 85	30 10	24 30	25 45	18 40	19 50	20 65	22 50		5

Note 1.—The information shown for the number of days up to 25 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

APPENDIX XIII

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

No. of Days	Men			Women			Child Workers*			No. of days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
1/2	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
<i>Sunday Work</i>										<i>Sunday work</i>
1			4 05			3 39			2 91	1
2			8 10			6 78			5 82	2
3			12 15			10 17			8 73	3
4			16 20			13 56			11 64	4
5			20 25			16 95			14 55	5

Note 1.— The information shown for the number of days up to 25 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the 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 November, 1964, to workers in the Tea Export Trade

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 80½	1 95½	2 05½	1 95½	2 00½	1 62	1 22½	1 30	1 37½	1 50	½
1	3 61	3 91	4 11	3 91	4 01	3 24	2 45	2 60	2 75	3 00	1
2	7 22	7 82	8 22	7 82	8 02	6 48	4 90	5 20	5 50	6 00	2
3	10 83	11 73	12 33	11 73	12 03	9 72	7 35	7 80	8 25	9 00	3
4	14 44	15 64	16 44	15 64	16 04	12 96	9 80	10 40	11 00	12 00	4
5	18 05	19 55	20 55	19 55	20 05	16 20	12 25	13 00	13 75	15 00	5
6	21 66	23 46	24 66	23 46	24 06	19 44	14 70	15 60	16 50	18 00	6
7	25 27	27 37	28 77	27 37	28 07	22 68	17 15	18 20	19 25	21 00	7
8	28 88	31 28	32 88	31 28	32 08	25 92	19 60	20 80	22 00	24 00	8
9	32 49	35 19	36 99	35 19	36 09	29 16	22 05	23 40	24 75	27 00	9
10	36 10	39 10	41 10	39 10	40 10	32 10	24 50	26 00	27 50	30 00	10
11	39 71	43 01	45 21	43 01	44 11	35 64	26 95	28 60	30 25	33 00	11
12	43 32	46 92	49 32	46 92	48 12	38 88	29 40	31 20	33 00	36 00	12
13	46 93	50 83	53 43	50 83	52 13	42 12	31 85	33 80	35 75	39 00	13
14	50 54	54 74	57 54	54 74	56 14	45 26	34 30	36 40	38 50	42 00	14
15	54 15	58 65	61 65	58 65	60 15	48 60	36 75	39 00	41 25	45 00	15
16	57 76	62 56	65 76	62 56	64 16	51 84	39 20	41 60	44 00	48 00	16
17	61 37	66 47	69 87	66 47	68 17	55 08	41 65	44 20	46 75	51 00	17
18	64 98	70 38	73 98	70 38	72 18	58 32	44 10	46 80	49 50	54 00	18
19	68 59	74 29	78 09	74 29	76 19	61 56	46 55	49 40	52 25	57 00	19
20	72 20	78 20	82 20	78 20	80 20	64 80	49 00	52 00	55 00	60 00	20
21	75 81	82 11	86 31	82 11	84 21	68 04	51 45	54 60	57 75	63 00	21
22	79 42	86 02	90 42	86 02	88 22	71 28	53 90	57 20	60 50	66 00	22
23	83 03	89 93	94 53	89 93	92 23	74 52	56 35	59 80	63 25	69 00	23
24	86 64	93 84	98 64	93 84	96 24	77 76	58 80	62 40	66 00	72 00	24
25	90 25	97 75	102 75	97 75	100 25	81 00	61 25	65 00	68 75	75 00	25
Sunday work											Sun-day work
1	5 42	5 87	6 17	5 87	6 02	4 86	3 68	3 90	4 13	4 50	1
2	10 84	11 74	12 34	11 74	12 94	9 72	7 36	7 80	8 26	9 00	2
3	16 26	17 61	18 51	17 61	18 06	14 58	11 04	11 70	12 39	13 50	3
4	21 68	23 48	24 68	23 48	24 08	19 44	14 72	15 60	16 52	18 00	4
5	27 10	29 35	30 85	29 35	30 10	24 30	18 40	19 50	20 65	22 50	5

Note 1.—The information shown for the number of days up to 2 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 November, 1964, to workers in the Tea Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	0 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 30	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 30	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 30	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 30	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
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
5			19 10			15 10			12 70	5

Note 1.—The information shown for the number of days up to 25 refers to work done on days other than Sundays in the month. If a worker has worked on Sundays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Sundays.

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