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# CEYLON LABOUR GAZETTE

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## INDUSTRIAL RELATIONS IN THE NETHERLANDS

### A Study in Contrast with Ceylon

by

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“ Strikes in the Netherlands are practically unknown. During the year 1953, the number of conflicts was 58 in which 11,000 workers were involved and which resulted in a loss of 29,852 man-days. This represented only a loss of 0.005 per cent of the total number of working days”. So runs a Netherlands’ Government brochure on the life in Netherlands. This impressive claim made one make more detailed inquiries in the field of industrial relations in the Netherlands. One found that these figures were not an isolated instance of industrial peace.

Netherlands during the last 15 years has been enjoying a continued industrial peace and prosperity. The figures of the number of strikes and the man-days lost are as follows :—

<i>Year</i>	<i>Number of Trads disputes</i>	<i>Average Number of Workers involved</i>	<i>Number of Man-days lost</i>
1919	646	61,700	1,056,800
1920	481	66,500	2,354,900
1938	139	8,600	124,800
1939	86	6,400	91,400
1945 (May-December)	118	39,700	161,200
1946	266	79,700	681,600
1947	272	59,900	203,400
1948	183	17,740	131,394
1949	116	14,335	289,353
1950	79	17,641	162,485
1951	85	14,226	66,740
1952	40	—	31,237
1953	58	—	29,852
1954	91	—	59,283
1955	63	—	132,994
1956	80	—	212,805
1957	37	—	7,214
1958	73	—	37,300

It will be observed that since 1946 there has been a considerable drop both in the number of disputes and the number of man-days lost. In 1946 there was a major strike in the Rotterdam and Amsterdam harbours which contributed considerably to the increased number of man-days lost. This strike according to Dutch trade unionists was sponsored by the Communist trade union for political purposes. The workers refused to unload foodstuffs from Spain since Spain was under a dictatorship. The lowest figure was in 1957 when the total number of man-days lost was only 7,214 which works out to 0.001 per cent of the total man-days worked.

### Ceylon's Figures

It will be interesting to compare figures of Ceylon with the same period as that of the Netherlands.

Year			Number of Trade disputes	Average Number of Workers involved	Number of Man-days lost
1946	..	..	156	54,496	282,696
1947	..	..	105	55,334	743,831
1948	..	..	53	24,165	52,431
1949	..	..	94	480,286	695,916
1950	..	..	110	28,279	108,454
1951	..	..	102	312,817	538,524
1952	..	..	75	11,523	56,404
1953	..	..	87	378,082	462,582
1954	..	..	114	101,831	476,769
1955	..	..	107	22,730	105,929
1956	..	..	214	88,760	353,854
1957	..	..	304	367,300	808,493
1958	..	..	219	82,085	739,860

A comparison of the above figures with those of Netherlands shows a distressing picture of Ceylon's industrial relations. While making this comparison it must be remembered that although Ceylon has almost the same population as Netherlands, the working population is very much greater in Netherlands than in Ceylon. The working population in Netherlands is estimated at nearly 4,000,000.

It is difficult to estimate the number of working or gainfully occupied persons in Ceylon and the exact number of working days per year. The bulk of the country's population is the peasantry and they have no regular employment. Thus it is not possible to estimate even roughly the number of men and working days involved.

However, since the strikes are almost entirely in the industrial and the plantations sectors a rough comparison is possible. The working population in those two sectors and the public sector may be estimated roughly at 1,500,000. Let us also assume the average number of working days per year is in the region of 250.

The writer is fully aware that these figures are not authoritative and hence no true picture of the country's industrial relations can be

drawn. But these figures have been arrived at by approximate calculations of the workers and the working days. This must be borne in mind when one studies the comparison and contrast.

### More Strikes in Ceylon

Looking at the figures two factors would strike an observer. First there are more strikes in Ceylon and, the second, that much more man-days are lost in this country. The lowest figure in the Netherlands during the last 13 years is 7,000 man-days whereas in Ceylon it is 52,000. The highest figures are 681,000 in Netherlands and 808,000 in Ceylon. The figures have exceeded 250,000 only once in the Netherlands, but 9 times in Ceylon. The lowest figures in terms of percentage of man-days lost on the actual number of man-days worked is 0.001 in Netherlands whereas in Ceylon is nearly .03. The highest figure for Netherlands is .01 while for Ceylon it is nearly .3.

An American journalist has observed that in 1957 the time lost from strikes and industrial disputes in Netherlands was only one day for each thousand employed workers. Only once since the war has it gone as high as 20. The comparable figure for the United States in 1957 was 90. In 1952 it was 377. On the same basis Ceylon lost 280 days for each thousand employed workers in 1957.

The above figures and the analysis show how the Netherlands' industries had been able to progress without serious hindrance from industrial disputes. It will be interesting to find how this enviable state of affairs existed and still exists in the Netherlands.

### Who No Strikes in Holland ?

One asked the question why are there no strikes in Netherlands from people who were interested in labour matters—the employers, the trade unions, the government servants and even the man-on-the Street. The answers were varied and interesting. Some sought to give highly theoretical explanation of the situation, while some others tended to regard as something that is typically Dutch, which is particularly flattering when one looks at it in contrast with the situation that was prevailing and is prevailing according to them in their neighbouring countries, particularly France, Belgium and the U. K.

It will be easier to find the reasons for this almost idyllic industrial peace in the Netherlands if one first found the reasons or the conditions that normally cause industrial friction and consequent disputes.

### Causes for Disputes

It will be generally agreed that two matters more than anything else provide the background or the material for labour-management friction and disputes. The first is wages and general conditions of work and the second is dismissals and disciplinary actions.

Regarding wages and conditions of work before the second world war, the Netherlands had like most of the other European countries a free collective bargaining system, but during the war the Germans had disrupted it and according to the Dutch destroyed the entire

economic structure of the country. The leadership of the Trade Unions and the employers found themselves confined in the same concentration camps. This opportunity although afforded under most unenviable circumstances enabled them to reorientate their views on labour management relations. They resolved while in these camps not to bicker or quarrel and sink all differences in the future in order to re-build the nation. This resolution found expression, after liberation in the Foundation of Labour which is a bipartite body to advise the State on labour and economic matters.

Immediately after the liberation, the Government by an Emergency Royal decree of October 1945, entrusted the task of determining wages to a Board called the Board of Government Conciliators. The Government considered that it was an essential pre-requisite for the building of the nation and national wealth that wages and prices must be controlled because without the control of these two factors, production would be adversely affected which the country could not afford in the period of recovery after the war. Hence Government took upon itself the duty of fixing wages and controlling it along with prices. These wages were fixed on a national level and increases too were made on national levels.

Hence there was hardly any room for any strikes to arise on wage matters since such a strike would be against the State.

### **State Controlled Wages ?**

In fact during the last 10 years the experience of the employers and employees were that while the employer was willing to pay higher wages the State refused to allow them to do so and as such both the employers and the employees had to fight the State to get increases in wages. So one found rather an uncommon spectacle of the employer and employee getting together in demanding the State to agree to wage increases.

The same Emergency Decree also regulated dismissals. According to this Decree no employer or employee could ordinarily terminate their employment contracts without the sanction of the State Agency concerned with employment.

The State Employment agency normally would not agree to the termination of services unless there were justifiable and impelling reasons for it. As such the employee enjoys security by the protection of the Government and the employer too is ensured of continued production without interruption by a possible mobility of labour. This condition was obviously necessary to promote production in the industrial sphere.

Further it must be remembered that the people of the Netherlands enjoy full employment. In full employment conditions, no employer would seek to terminate the services of a worker unless it was impossible to continue to have him, and as far as the worker was concerned termination generally would mean nothing more than a transfer from one establishment to another.

Thus it will be seen that by regulation of wages and working conditions and by controlling dismissals and other forms of termination of service, the Netherlands Government on the one hand ensures the

security of the worker and on the other hand the uninterrupted increase in production. These two factors which normally cause dissension and strife were thus regulated by the State on its own initiative.

The negative absence of these factors alone could not have promoted industrial peace unless there was a positive effort on the part of the parties concerned to establish a better understanding and closer co-operation.

### **Close Co-operation**

Reference has already been made to the resolution made by the trade unionists and employers while under imprisonment during German occupation and also to the establishment of the foundation of labour. This desire to co-operate and collaborate did not cease with the formation of this unique institution—The Foundation of Labour. It was widespread in industrial level, national level and the shop or unit level.

One was greatly impressed by the close co-operation and the great understanding that prevailed among the trade unionists themselves and between the Unionists and the Employers.

There was mutual confidence and trust. There was a genuine desire to co-operate and collaborate and above all, there was an honesty of purpose. They had to build up the nation from the ruins and this meant sacrifice such as the absence of wage increases and the non exercise sometimes of the right to strike.

The driving force behind this close co-operation, therefore, was the desire to re-build Netherlands' economy and restore to it the stability or even more than it had before the war. In this common task all differences were sunk and all hands were closely linked making it impossible for any differences to seep through and disrupt the progress which was being made and that had to be made.

### **Even Workers Disfavour Strikes !**

Viewed in this background it is not surprising that even today workers are unwilling to discuss even hypothetically the possibility of a strike. In fact one even retorted when asked the question "Why have you no strikes?" by asking "Why, do you want us to disrupt our progress, and demolish our economy by strikes". They feel and have proved in practice that they can negotiate their difficulties without having to resort to the strike weapon.

In my opinion this psychological background, this most praiseworthy desire to build up the nation at personal sacrifice, if necessary, is the most important factor that contributed to this long period of postwar industrial peace. But one could adduce other reasons which both theoretically and practically have contributed to or assisted further in the maintenance of this industrial peace.

The Socialist (Labour) Party has for almost over 10 years since the War been associated with the Government in some form or other. In fact till its defeat in the last general election, it was the largest single party and as such it commanded the greatest influence and power in the legislature and the Coalition Governments.

## Friendly Government

The fact that a Socialist Government was in power, in itself in my opinion considerably allayed the fears of the working classes. On the one hand it increased the confidence of this group in the actions of the Government, and on the other the Government increased social measures. A friendly Government therefore was given friendly co-operation by the Trade Unions.

Another reason could be adduced for almost an insignificant number of strikes that took place in the Netherlands in the last few years. Trade Unions in the Netherlands fall under the same 3 pillars as almost every other sphere of activity in that country. These 3 pillars are the Catholic Church, the Protestant Church and Socialist or the Neutralist School of thought.

The 3 main Trade Unions in the Netherlands are the N. V. V. which is Socialist (Neutral), the KAB—the Catholic organisation and the CNV which is the Protestant Organisation.

Although the N. V. V. is the largest single Trade Union Federation the other two organisations have between themselves more members than the N. V. V.

## Church and State

The Christian Church whether Catholic or Protestant, I understand in Netherlands do not believe in arrogating to itself the powers of the State or on the other hand disputing what the State within its realm did. Hence these two organisations do not and theoretically perhaps could not strike on wages or working conditions or dismissals as long as these were controlled by the State. Any strike on these issues would naturally be against the State which would not be in keeping with the tenets of the Church.

The N. V. V. thus will find itself in a minority, in the event of its deciding on a strike on an issue like wages or dismissal and would not be able to fight the issue strongly and conclusively. The N. V. V. further believes in democracy and as such it could not or would not dispute the action of a Government by any means other than Parliamentary means and if it did not approve of any Government action the only alternative left to it was to seek to oust that party from power in the next elections. Hence the Trade Unions found themselves unable officially to approve of any strike or to initiate trade union activities which may result in a strike in these spheres.

## No immunity from tort

Another factor that caused the trade unions to be restrained and cautioned was the fact that the trade unions in Netherlands do not enjoy immunity from tort. In Ceylon, in the U. K. and some other Commonwealth countries, trade unions are recognised by law and any action sponsored by the trade unions in the furtherance of a trade dispute is not questionable in a Court of Law in tort, but the Netherlands trade unions do not enjoy this immunity and theoretically at least if they supported or promoted a strike they could be brought up before a Court and sued for damages which would be in some cases very considerable.

Although it is not a very big factor in keeping down the number of strikes, it certainly is a factor that does exist and has to be taken notice of. In fact in recent times the Trade Unions have become aware of this rather serious situation and at least the N. V. V. is preparing to ask from Government that they be granted immunity from tort.

Disputes arise where discontentment lies discontentment in any form, discontentment in the sphere of wages or in the sphere of services and security of services or other social amenities required for a normal life. The Netherlands people have been fortunate in having a very comprehensive and almost complete social security system. They have Old-Age Pensions, Unemployment Insurance, Sickness Insurance, Children's Allowance, and Accident Insurance. Thus one is protected almost from the cradle to the grave. There is hardly a sphere in which there is any room for discontent from which disputes may arise.

It may be true that the Dutch worker does not live by any means as well as his counterpart in the United States. But the Dutch worker is contented does not believe that well-living means having two cars or amenities of that sort. The security provided by the State through the various agencies created for the purpose too has helped in reducing the fear that might have existed had there been no such security schemes.

### **“Typically Dutch”**

It may be argued that many other countries in Europe and the Americas have similar conditions of social security, of full employment but that they have still plenty of strikes. It is in this connection that I believe that the character of Dutch people has had a part to play in the maintenance of industrial peace.

Although I tended to dismiss lightly the answer that Dutch people do not strike because it is typically Dutch not to strike, I must say that there is truth in this statement too. The Dutch as a nation are amenable to reason and are cautious in their activities. They are not impulsive as the Italians or the French nor are they on the other hand stolid. They can argue and see reason in the other man's arguments. And as such they do not normally resort to action which could be avoided.

An observer from Asia will be struck by the absence of an Industrial Court or a Labour Tribunal that can be soon in most of the Asian countries. As stated earlier only where termination of services are involved, the permission of the State is necessary. In no other case does the State take upon itself to solve disputes.

The Board of Mediators to which reference has already been made is the only statutory body. The functions of this Body is far from mediation. It is actually a wage controlling body which regulated and controls wages and working conditions.

### **Foundation of Labour**

The Foundation of Labour to which reference has already been made and the Social and Economic Council are the two main bodies that work in the industrial sphere. The Foundation of Labour was

constituted at the end of the War. This Foundation was recognised by the authorities as an advisory body in the social sphere. This is a bipartite body with equal representation for both the workers and employers. The Government has made extensive use of the Foundation of Labour. In the course of years it has given its opinion to the Government and to government bodies in at least 2,000 cases and numerous other fields in which its advice has been given. The subjects were wage determination and the furtherance of productivity and the related subjects such as job classification, wage scales, merit ratings and further labour legislation including the right to dismissal, social insurance, joint conciliatory duties, vocational training and sick funds. The Foundation of Labour also laid down the basis for a law relating to unemployment.

The supreme body of the statutory industrial organisation is the Social and Economic Council. This is a tripartite body consisting of equal representatives of the Government Employer and Trade Union. The Council is at the same time an advisory body to the Government in the social and economic sphere. Contrary to the expectations of some the establishment of this Body has not led to the abolition of the Foundation of Labour. Work has been divided between these two bodies. The foundation has been left special problems of wage policy such as negotiating on problems in social field, while the Social and Economic Council has the principal task of making reports and giving advice on general problems of the wage policy.

Regarding dismissals, except in so far as the termination of the service comes within the scope of the Royal Decree on Employment Relations, no body similar to the Industrial Court or Tribunal exists in the Netherlands. On the contrary in our country the main bulk of work of the Industrial Court, Labour Tribunals and Arbitrators is to decide on justifiability or otherwise of dismissals.

### **The Exceptions**

Lest the reader runs away with the impression that industrial relations are ideal in the Netherlands, it must be mentioned that there are instances of strikes including 'wild cat' strikes. The writer had the strange experience of being told by a Labour Ministry Official that there were no strikes in the Netherlands, but on his return to his residence he was told on the very day that there was a strike in the Newspaper industry. There was another instance of stoppage of work lasting nearly 3 hours where the employer refused to allow the workers to see the television of a soccer match that was being played between Netherlands and West Germany. Even on the day I left the Netherlands there was a report of a strike in the Transport Trade. But these are the exceptions that prove the rule.

This gives rise to the question what of the future? Will the Netherlands be able to maintain its proud record of industrial peace and prosperity?

### **The Future ?**

Two factors indicate that future relations between labour and the management may not be so cordial as it is now.

First is the change in the wage policy. Up to the beginning of last year Netherlands had centralised and controlled wage policy, but now a freer wage policy has been allowed. The freer wage policy would lead to variation in wage scales in the various trades. It is not known how a nation used to a wage fixation on a national level would adjust itself to a freer and much more varied policy. The picture becomes more complex when one remembers the fact that the generation of workers who suffered during the war are being fast replaced by a new generation which is not fully aware of the rigours of War and the consequent resolution to build up the nation. The latter are not so inclined to make sacrifices.

I discussed the question of the future of Industrial relations in Netherlands with the employers organisations and the Trade Union organisations. The majority of them particularly the employers, and the N. V. V. which is the largest trade union feel the present conditions would continue. On the other hand the K. A. B. which is the Catholic Trade Union feels that there is a lot of tension at present in most workplaces although there are no strikes, industrial relations do not seem to be at their best.

The spokesman of the trade union of the K. A. B. with whom I discussed was of opinion that few strikes will sometimes have a salutary effect in that it would ease up tension and restore normality to a workplace.

Be that as it may, it is possible that Netherlands will have more strikes in the next few years, but one can say with certainty that these strikes will neither be extensive in number nor be intensive in character because the Dutch as a nation always tend to be cautious and are restrained. National welfare always comes before personal, where they conflict, if at all they do, in the Netherlands.

### Ceylon—Causes for Disputes

Let us now examine the position regarding Ceylon's industrial relations. Insofar as the Netherlands was concerned the writer had to seek the reasons that contributed both positively and negatively to the conditions that were conducive to industrial peace, and that have sustained for a long time harmonious industrial relations. But as far as Ceylon is concerned one has to seek the reasons that have contributed to the constant friction and disharmony that prevails among the Unions and employers in Ceylon.

The Commissioner of Labour in his Administration Report for the year 1958 tabulates the main causes of disputes leading to strikes in 1958 as follows:—

1. Working conditions and discipline	..	..	..	28.57%
2. Delay in payment of wages, &c.	..	..	..	19.21%
3. Dismissals	..	..	..	1.2
4. General demands	..	..	..	12.31%

Thus it will be seen that nearly 80 per cent of the strikes were caused by disputes relating to wages, discipline, dismissals, etc. Nearly half of these strikes were relating to dismissals and disciplinary action and 20 per cent. delay in payment of wages, advances, etc. These

strikes could have been avoided normally had the employers been regular in their payments and the parties reasonable in their attitudes to dismissals and disciplinary actions.

### **Low Standard of Living**

It is admitted that Ceylon's economy is underdeveloped and the standard of living in Ceylon is poor when compared with the standards obtaining in countries with a fully developed economy. It is natural in the circumstances that the workers should seek to improve their conditions of work.

But it must be remembered that improvement in the standard of living can only be achieved by improving the national economy and national economy cannot be developed without close co-operation and common understanding among the employers and the unions. If the national economy is to be developed, sacrifices of the type made by the Dutch people should also be forthcoming from the people of Ceylon. A self-imposed austerity is essential to promote the national economy and thereby raise the standard of living.

If the strikes have been confined to bonafide disputes one has not much room to complain. Unfortunately this cannot be said of the disputes in Ceylon.

### **Trade Union Rivalry**

The multiplicity of trade unions and their political affiliation and the consequent inter-union rivalry and high pitched demands on the one hand and the reluctance on the part of the employers to deal with trade unions realistically on the other caused or have contributed to most of the disputes that exist in this country.

The biggest factor that militates against industrial harmony is the political affiliation of trade unions and the multiplicity of their number. The ill-effects of the multiplicity of trade unions could have been to some extent obviated had these trade unions collaborated and co-operated in the activities and confined their work to bonafide trade disputes. But on the contrary the position has worsened by mutual rivalry among trade unions and by the attempts to strengthen one at the expense of the other. This has often led to violence in their work places.

### **Distrust and Hostility**

In this situation it is not surprising that some of the employers have thought it fit not to negotiate and collaborate with these trade unions and they have gone even to the other extent of trying to eliminate the trade unions from their work places. The result is mutual distrust between trade unions and employers and hostility. It is always a trial of strength and might is right in most cases and not right might.

The State has set up an elaborate machinery under the Industrial Disputes Act to deal with industrial disputes. It makes provision for conciliation, voluntary arbitration and compulsory arbitration. It has

set up Industrial Courts and Labour Tribunals as permanent bodies to deal with disputes. The bulk of the work that come before these bodies are disputes regarding dismissals and disciplinary actions, which one feels could have been settled by the parties themselves had one or the other been not unreasonable.

### Commissioner's Comments

It will be interesting to note the comments the Commissioner of Labour had to offer in this connection in his Administration Report for the year 1958.

“Inter-union rivalry and consequent friction were more pronounced during the the year as a result of attempts made to wean away members from one union to another, which in some cases led to violence. On estate, members of the subordinate staff became the target of accusation of partisanship by one faction or another and quarrels arose over very petty matters so much so that each faction demanded separate dhobies, barbers and even temple poosaries—in short, an attitude of “nothing-in-common” with the other faction.

In this process the essential purpose of trade unionism is overlooked.

Employers were more and more disposed to recognise trade unions and to deal with them though that same amount of willingness was not evident in some instances in the matter of conducting negotiations in a realistic manner and coming to terms with the trade unions.

Some of the industrial unrest which arose during the year was partly due to the Victorian obduracy of certain employers whose approach to labour-management relations savoured of a by-gone era. It is only when this type of employer ceases to persist in such an approach and creates the necessary climate for the emergence of a tradition and practice of good labour relations that the right atmosphere will be created for the workers to respond with the selection of the right type of representatives, capable of exerting great influence for the good of the industry as a whole.

The multiplicity of trade unions in a single industry or work place their mutual rivalries and the trouble-making militancy of some unions were responsible for a number of disputes that arose during the year. Sometimes demands were made by one union with a view to “over-shadowing” the demands or gains made by a rival organisation. By such tactics unions evidently felt that they could maintain or increase control over the membership of employees in a work place, even at the risk of the industry succumbing to inflationary spirals of wages and costs. On the other hand, a very fair section of both sides of the industry—employers and workers—forsook the road to industrial strife and preferred, in the national interest, to take full advantage of the machinery set up by Government for the maintenance of industrial peace. In such establishment no strikes took place and no disputes arose which could not be solved either by negotiation between the parties or by conciliation under the aegis of the Labour Department, failing both by arbitration by an independent authority. During the year public opinion in regard to industrial unrest showed signs of awakening and there appeared to be a growing antagonism towards organi-

sations which unnecessarily resorted to strike action to obtain demands instead of resorting to the machinery available under the Industrial Disputes Act."

### **The Future for Ceylon ?**

The key to the excellent state of Industrial Relations in Netherlands lies in the very high degree of maturity attained by the trade unions and their keen sense of responsibility and in the very widely prevalent desire to co-operate and collaborate among both parties—the workers and the employers—to build up the national economy. Mutual trust and mutual understanding are the main characteristic of the Netherlands industrial relations.

Industrial relations in Ceylon too can improve if a change in the attitudes of the employers and the unions in the right direction is made. If both parties adopt an attitude of give and take and if they act reasonably and responsibly the industrial relations would be harmonious. Mutual trust and close co-operation between the parties would contribute considerably to the growth of the nation's economy without which neither the employer nor the worker can prosper.

(The writer, who is an Assistant Commissioner of Labour was in the Netherlands recently on a Fellowship offered by the Netherlands Bureau of Technical Assistance to study Labour Relations.)

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## **STATISTICS FOR 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 appendices appearing in this issue.

### **Cost of Living**

The Colombo Consumers' Price Index for the month of February, 1960 is 105.3 as against 105.4 for the month of January, 1960—a decrease of .1.

### **Wage Rates**

(a) The basic Wages payable for the month of March 1960, to workers in Trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

(b) The Special Allowances payable for the month of March 1960, to workers in Trades to which the Part II of the Wages Boards Ordinance has been applied will be the same as that of for the month of February 1960.

### **Strikes**

There were altogether 16 Strikes during the month of December 1959, involving 3198 workers and a loss of 47,049 man-days as against 21 Strikes during the month of November 1959, involving 5221 workers and a loss of 54,055 man-days. Of these strikes, 8 were in Tea Plantations involving 3012 workers and a loss of 46,023 man-days. Two were in the Rubber Plantations involving 61 workers and a loss of 242 man-days. Of the remaining 6 strikes, 2 were in the Engineering

Trade involving 40 workers and a loss of 80 man-days, 3 were in the Toddy, Arrack & Vinegar Trade involving 75 workers and a loss of 156 man-days, whilst the other was in the Local Government Services involving 10 workers and a loss of 548 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 December 1959 and January 1960, was as given below :

	December 1959			January 1960		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	15,100	5,769	20,869	15,285	5,888	21,173
Skilled	12,199	1,660	13,859	12,288	1,674	13,962
Semi-skilled	26,920	6,803	33,723	26,739	6,687	33,426
Unskilled	56,517	3,050	59,567	58,025	3,294	61,319
Total	110,736	17,282	128,018	112,337	17,543	129,880

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

	December, 1959			January, 1960		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	164	20	184	117	39	156
Skilled	61	6	67	45	2	47
Semi-skilled	102	4	106	131	14	145
Unskilled	273	1	274	114	—	114
Total	600	31	631	407	55	462

(ST. No. 1,032/59.)

## NOTES OF CURRENT INTEREST

### Trade Unions Registered in January 1960

Reg. No.	Name of the Union
1494	Association of Supervisors of Census
1495	Association of Social Service Officers
1496	Union of Statisticians
1497	Association of Assistant Commissioners of Local Government
1498	All Ceylon Irrigation Workers' Union
1499	Lake House Sewaka Sangamaya
1500	The Supreme Court Criers and Ushers Union
1502	Modera Dheewara Ayathanaye Karmika Eksath Kamkaru Samitiya
1503	The Sinwa Benevolent Association
1504	Samastha Lanka Malaria Samoola Nasaka Kamkaru Sangamaya
1505	The All Ceylon Assistant Village Headmen's Union
1506	Wellawatta Weaving Mill Workers' Union
1501	Land Development Department Overseers Union.

## WAGES BOARDS

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

#### III—The Match Manufacturing Trade

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

THE description of the Match Manufacturing Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, No. 27 of 1941, published in *Ceylon Government Gazette* No. 9,594 of August 30, 1946, and came into force on September 1st, 1946.

##### *Order*

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

The match manufacturing trade, that is to say—

- (1) the manufacture of safety matches ; and
- (2) the process of box making, filling and despatching ;  
including—
  - (a) unloading and arranging logs in the log yard ;
  - (b) transporting logs to the cross cut ;
  - (c) cross cutting ;
  - (d) unbarking ;
  - (e) splint chopping ;
  - (f) impregnating splint ;
  - (g) splint drying and polishing ;
  - (h) splint levelling ;
  - (i) peeling splints and rims ;
  - (j) peeling outside veneers ;
  - (k) peeling bottom veneers ;
  - (l) cutting veneers (outside, rim and bottom) ;
  - (m) dyeing veneers ;
  - (n) inner box making (hand and machine) ;
  - (o) outer box making (hand and machine) ;
  - (p) sharpening knife and lancet ;
  - (q) carrying splints to the framing machine ;
  - (r) filling frames ;
  - (s) paraffining ;
  - (t) dipping of sticks in chemical composition ;
  - (u) drying of dipped sticks ;
  - (v) emptying frames ;
  - (w) drying boxes ;
  - (x) filling boxes ;
  - (y) painting boxes ;
  - (z) checking filled boxes ;
  - (z1) banderoling ;
  - (z2) labelling (hand and machine) ;
  - (z3) mending labelled boxes ;
  - (z4) drying of banderoled and labelled boxes ;
  - (z5) arranging filled boxes for frictioning ;

- (z6) mixing composition for painting the sides of boxes ;
- (z7) frictioning ;
- (z8) checking frictioned boxes ;
- (z9) mending frictioned boxes ;
- (z10) packing (dozen, gross and ten gross) ;
- (z11) making gross and ten gross packets ;
- (z12) mixing composition for match head ;
- (z13) pasting and paste making ;
- (z14) paper slitting ;
- (z15) cutting and arranging banderols ;
- (z16) cutting and arranging paper for packing in dozens ;
- (z17) sorting bottoms ;
- (z18) cleaning and sweeping ;
- (z19) the work of an overseer or karigany ;
- (z20) the work of a watcher ;
- (z21) the work of an unskilled labourer ;
- (z22) any other operation connected with or incidental to the work specified in this paragraph, but excluding the work of the following workers :—

Agents for purchasing logs, lorry and van drivers, clerks, managers, supervisors, store-keepers and storeboys.

### (B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Match Manufacturing Trade was established on November 7, 1946, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,629 of November 15, 1946.

### (C) DECISIONS OF THE BOARD

The original decisions in respect of the Match Manufacturing Trade made by the Wages Board for that trade came into force on June 1, 1947. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette* No. 9,708 of May 30, 1947. Decisions varying the earlier decisions were published in notifications appearing in *Gazete* No. 9,840 of March 12, 1948, No. 9,881 of June 25, 1948, *Gazette Extraordinary* No. 10,229 of March 30, 1951, *Gazette* No. 10,247 of May 11, 1951, *Gazette Extraordinary* No. 10,542 of June 29, 1953, *Gazette* No. 11,246 of January 24, 1958 and No. 11,752 of May 29, 1959.

#### Part I.

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

The special allowance shall be computed and published once a month 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 the month in respect of which such allowance is to be computed.

*Intervals at which Wages shall be paid (Section 23 (1).)*

Wages shall be paid fortnightly and within 5 days of the end of the fortnight.

*Definition of a Normal Working Day (Section 24)*

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

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

**Part II**

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

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

1 <i>Class of Work</i>	2 <i>Basic Rate for a Normal Working Day</i>	3 <i>Rate of Special Allowance for a Normal Working Day in any Month</i>		
		(a) <i>Where the cost of living index number for the preceding month is 100·1, the special allowance shall be—</i>	(b) <i>Where the cost of living index number for the preceding month is 100·0 the special allowance shall be—</i>	(c) <i>Where the cost of living index number for the preceding month is above 100·1 or below 100·0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below—</i>

<i>For Men</i>		<i>For Women</i>		<i>For Men</i>		<i>For Women</i>		<i>For Men</i>		<i>For Women</i>	
<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>

A.—Adults (18 years and over):—

Grade I—

Splint chopping by machine driver; peeling splints, rims, outside veneers and bottom veneers by machine driver; sharpening knives and tools by machine driver; filling frames by machine driver; dipping of sticks in chemical composition by machine driver; frictioning by machine driver; mixing composition for match heads by mixer; paper slitting by machine driver; the work of an overseer or kangany; box filling by machine driver	..	2	0	..	1	64	..	1	73	..	1	63	..	1	70	..	1	60	..	.03	..	.03
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Rate of Special Allowance for a  
Normal Working Day in any month

Class of Work	Basic Rate for a Normal Working Day	(a)		(b)		(c)			
		Where the cost of living index number for the preceding month is 100·1, the special allowance shall be—	Where the cost of living index number for the preceding month is 100·0, the special allowance shall be—	Where the cost of living index number for the preceding month is above 100·1 or below 100·0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below—	For Men	For Women	For Men	For Women	
		Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.

## Grade II—

Cross-cutting by hand ; cross-cutting by machine driver ; splint levelling ; cutting outside, rim and bottom veneers by cutter ; inner box mak- ing by machine ; sharp- ening knives and tools by machine by helper ; paraffining by hand ; emptying frames ; side painting of boxes ; check- ing filled boxes ; ban- derolling by machine driver ; mixing composi- tion for painting sides or boxes ; outer box making by machine ; feeding boxes by ma- chine for box filling ; dipping sticks in chemi- cal composition by hand	1 60 ..	1 32 ..	1 73 ..	1 63 ..	1 70 ..	1 60 ..	·03 ..	·03
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## Grade III—

The work (in the match manufacturing trade) of all workers not speci- fied in Grade I or Grade II above other than the work of a watcher	.. 1 40 ..	1 15 ..	1 63 ..	1 51 ..	1 60 ..	1 48 ..	·03 ..	·03
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## Grade IV—

The work of a watcher..	1 70 ..	—	1 73 ..	—	1 70 ..	—	·03 ..	—
	<i>Irrespective of Sex Rs. c.</i>		<i>Irrespective of Sex Rs. c.</i>		<i>Irrespective of Sex Rs. c.</i>		<i>Irrespective of Sex Rs. c.</i>	

## B.—Young Persons :

## Grade I—

Over 14 years but under 18 years	.. 1 25 ..	.. 1 34 ..	.. 1 32 ..	..	·02 ..	..
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## Grade II—

Over 14 years but under 18 years	.. 1 0 ..	.. 1 34 ..	.. 1 32 ..	..	·02 ..	..
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## Grade III—

Over 14 years but under 16 years	.. 0 70 ..	.. 1 15 ..	.. 1 14 ..	..	·01 ..	..
16 years and over but under 18 years	.. 0 90 ..	.. 1 34 ..	.. 1 32 ..	..	·02 ..	..

Table I

(1) Special allowances payable in the event of a rise in the Index Number—

Index Number	Grade I, II and IV			Grade III				
	For Men	For Women	For Young Persons over 14 years but under 18 years	For Men	For Women	For Young Persons over 14 years but under 16 years	For Young Persons 16 years and over but under 18 years	
							Rs. c.	Rs. c.
100.1-101.8 ..	1 73 ..	1 63 ..	1 34 ..	1 63 ..	1 51 ..	1 15 ..	1 34	
101.9-103.6 ..	1 76 ..	1 66 ..	1 36 ..	1 66 ..	1 54 ..	1 16 ..	1 36	
103.7-105.4 ..	1 79 ..	1 69 ..	1 38 ..	1 69 ..	1 57 ..	1 17 ..	1 38	
105.5-107.2 ..	1 82 ..	1 72 ..	1 40 ..	1 72 ..	1 60 ..	1 18 ..	1 40	
107.3-109.0 ..	1 85 ..	1 75 ..	1 42 ..	1 75 ..	1 63 ..	1 19 ..	1 42	

Table II

(2) Special allowances payable in the event of a fall in the Index Number—

100.0-98.3 ..	1 70 ..	1 60 ..	1 32 ..	1 60 ..	1 48 ..	1 14 ..	1 32
98.2-96.5 ..	1 67 ..	1 57 ..	1 30 ..	1 57 ..	1 45 ..	1 13 ..	1 30
96.4-94.7 ..	1 64 ..	1 54 ..	1 28 ..	1 54 ..	1 42 ..	1 12 ..	1 28
94.6-92.9 ..	1 61 ..	1 51 ..	1 26 ..	1 51 ..	1 39 ..	1 11 ..	1 26
92.8-91.1 ..	1 58 ..	1 48 ..	1 24 ..	1 48 ..	1 36 ..	1 10 ..	1 24

### Part III

#### Overtime Rate

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

### Part IV

#### Weekly Holiday (Section 24)

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

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

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

- (c) a worker who has worked for more than 9 hours (inclusive of one hour for a meal) shall be remunerated at twice the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by 8) for each hour of work in excess of 9 hours.

*Annual Holidays (Section 25).*

1. (a) If a male worker has been in continuous employment and has worked under the same employer for more than 232 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 232: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

(b) If a female worker has been in continuous employment and has worked under the same employer for more than 204 days in any year (hereinafter called the "qualifying year"), she shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 4 days by the number of days on which the worker has worked exceeds 204: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 260 days.

In this paragraph "days on which a 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 holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance;
- (c) every day of absence on any grounds approved by the employer;
- (d) 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;
- (e) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 117);
- (f) every day on which the employer fails to provide work for the worker; and
- (g) Every day of absence due to a strike or lockout that is not illegal and that does not continue for more than 30 days;

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

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

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

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

7. In these paragraphs, "year" means a continuous period of 12 months. .

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

### *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. Good Friday ; 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 the 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 ; and
- (c) such worker shall not be employed on such public holiday in excess of the number of hours constituting the normal working for that day.

# TABLE I—COST OF LIVING INDEX NUMBERS\*

## A

### Colombo Working Class

Base : November, 1938-April, 1939=100

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
Group Weights	52.40	6.28	15.96	8.36	17.00	(Nov. 1958-April 1939 = 100)

#### INDEX NUMBERS •

Base : November, 1938-April, 1939 = 100

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

Index Number  
Nov., 1942  
= 100

Base : November, 1942 = 100

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

† Average for 5 months only.

\* Average for 11 months only.

## B

### Colombo Consumers' Price Index

Base : Average Prices 1952=100

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

#### INDEX NUMBERS

1953	105.97	99.82	101.32	82.82	97.17	101.6
1954	106.13	103.35	101.53	79.52	94.43	101.1
1955	105.09	102.34	101.53	80.50	94.62	100.5
1956	103.32	101.30	101.53	81.76	98.60	100.2
1957	104.94	97.32	101.53	84.39	106.92	102.8
1958	105.75	101.04	101.53	87.51	113.05	105.0
1959	104.67	102.31	101.49	92.10	115.22	105.2

1959—

January	104.75	102.65	101.53	90.93	114.67	105.0
February	102.03	102.03	101.05	91.01	114.05	103.5
March	103.47	102.65	101.53	91.33	115.20	104.4
April	105.50	102.65	101.53	91.49	116.20	105.8
May	105.34	102.31	101.53	91.58	114.67	105.4
June	106.48	101.96	101.53	91.31	114.99	106.2
July	105.36	102.31	101.53	92.31	115.31	105.6
August	103.44	102.31	101.53	93.12	116.26	104.7
September	102.98	103.00	101.53	93.27	116.07	104.4
October	104.66	102.65	101.53	92.79	115.91	105.4
November	106.51	101.96	101.53	92.91	114.67	106.3
December	105.54	101.27	101.53	93.10	114.64	105.7

1960—

January	105.12	101.61	101.53	93.56	114.51	105.4
February	104.95	101.61	101.53	93.80	114.46	105.3

TABLE II—WAGES INDEX NUMBERS

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

A

BASE : 1939=100

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

B

BASE : 1952=100

1953	.. 1.95	.. 101.56	.. 99.96	.. 90.97	.. 101.31	.. 99.71	
1954	.. 1.99	.. 103.65	.. 102.52	.. 91.04	.. 101.39	.. 100.29	
1955	.. 2.06	.. 107.29	.. 106.76	.. 94.94	.. 105.74	.. 105.21	
1956	.. 2.08	.. 108.33	.. 108.11	.. 96.24	.. 107.18	.. 106.97	
1957	.. 2.10	.. 109.38	.. 106.40	.. 99.16	.. 110.44	.. 107.43	
1958	.. 2.14	.. 111.46	.. 106.21	.. 113.74	.. 126.67	.. 120.70	
1959	.. 2.14	.. 111.46	.. 105.95	.. 113.74	.. 126.67	.. 120.41	
1959	January	.. 2.12	.. 110.42	.. 105.16	.. 113.74	.. 126.67	.. 120.64
	February	.. 2.15	.. 111.98	.. 108.19	.. 113.74	.. 126.67	.. 122.39
	March	.. 2.12	.. 110.42	.. 105.77	.. 113.74	.. 126.67	.. 121.33
	April	.. 2.12	.. 110.42	.. 104.37	.. 113.74	.. 126.67	.. 119.73
	May	.. 2.15	.. 111.98	.. 106.24	.. 113.74	.. 126.67	.. 120.18
	June	.. 2.15	.. 111.98	.. 105.44	.. 113.74	.. 126.67	.. 119.27
	July	.. 2.15	.. 111.98	.. 106.04	.. 113.74	.. 126.67	.. 119.95
	August	.. 2.15	.. 111.98	.. 106.95	.. 113.74	.. 126.67	.. 120.98
	September	.. 2.15	.. 111.98	.. 107.26	.. 113.74	.. 126.67	.. 121.33
	October	.. 2.12	.. 110.42	.. 104.76	.. 113.74	.. 126.67	.. 120.18
	November	.. 2.15	.. 111.98	.. 105.34	.. 113.74	.. 126.67	.. 119.16
	December	.. 2.15	.. 111.98	.. 105.94	.. 113.74	.. 126.67	.. 119.84
1960	January	.. 2.15	.. 111.98	.. 106.24	.. 113.74	.. 126.67	.. 120.18
	February	.. 2.15	.. 111.98	.. 106.34	.. 113.74	.. 126.67	.. 120.29

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
1959 ..	January ..	2.15 .. 109.69..	3.73 ..	127.74..	2.27 ..	111.27
	February ..	2.17 .. 110.71..	3.74 ..	128.08..	2.29 ..	112.26
	March ..	2.15 .. 109.69..	3.71 ..	127.05..	2.27 ..	111.27
	April ..	2.15 .. 109.69..	3.73 ..	128.08..	2.28 ..	111.7
	May ..	2.17 .. 110.71..	3.77 ..	129.11..	2.30 ..	112.75
	June ..	2.17 .. 110.71..	3.76 ..	128.77..	2.29 ..	112.25
	July ..	2.17 .. 110.71..	3.78 ..	129.45..	2.30 ..	112.74
	August ..	2.17 .. 110.71..	3.78 ..	129.45..	2.30 ..	112.75
	September ..	2.17 .. 110.71..	3.76 ..	128.77..	2.29 ..	112.25
	October ..	2.15 .. 109.69..	3.75 ..	128.42..	2.28 ..	111.76
	November ..	2.17 .. 110.71..	3.76 ..	128.77..	2.29 ..	112.25
	December ..	2.18 .. 111.22..	3.78 ..	129.45..	2.31 ..	113.24
1960 ..	January ..	2.18 .. 111.22..	3.78 ..	129.45..	2.31 ..	113.2
	February ..	2.18 .. 111.22..	3.76 ..	128.77..	2.30 ..	112.75

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

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

\*\* Amended figures.

**TABLE IV**

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

Year	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,333
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,651
1945	2,258	11,025	3,267	4,816	21,366
1946	5,636	10,012	7,527	13,369	36,544
1947	2,883	7,325	8,113	16,423	34,744
1948	4,474	13,027	12,443	36,712	66,656
1949	5,132	11,994	13,591	39,015	69,732
1950	5,627	10,525	13,523	35,447	65,122
1951	5,515	8,186	12,520	26,486	52,707
1952	6,883	7,522	13,795	24,823	53,029
1953	8,374	6,462	13,676	23,034	51,546
1954	11,728	7,919	16,287	27,370	63,304
1955	14,498	8,544	20,142	27,826	71,010
1956	16,091	9,794	25,808	34,259	85,952
1957	18,582	13,439	30,864	47,971	110,856
1958	19,803	13,674	32,973	51,346	117,796
1959 January	20,266	14,135	33,380	52,352	120,133
February	20,265	13,999	33,287	51,859	119,410
March	19,921	13,965	33,356	52,372	119,614
April	19,559	13,620	32,955	52,804	118,938
May	19,616	13,649	33,288	53,685	120,238
June	19,889	13,578	33,936	55,538	122,941
July	20,339	13,816	35,226	59,779	129,160
August	20,254	13,780	35,042	58,692	127,768
September	20,225	13,791	34,515	58,228	126,759
October	20,216	13,701	34,299	56,812	125,028
November	20,144	13,609	34,123	57,438	125,314
December	20,869	13,859	33,723	59,567	128,018
1960 January	21,173	13,962	33,426	61,319	129,880

\* Up to 1944 there was only 1 Employment Exchange in Colombo. In 1945, Exchanges were opened in all the principal towns of the Island.

TABLE V

The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Trencomalee	Anuradhapura	Avesampella	Haputale	Makara	Vavuniya	Kegalla	Matale	Total
1941	20,458	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20,458
1942	19,333	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19,333
1943	8,385	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,385
1944	1,053	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	1,497	-	-	-	-	-	-	-	-	21,366*
1946	25,805	1,117	808	993	3,397	726	352	816	119	438	727	611	-	-	-	-	-	-	-	-	36,544†
1947	21,580	2,289	1,643	2,133	4,955	564	430	481	170	490	-	-	-	-	-	-	-	-	-	-	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	-	283	-	-	-	-	-	-	-	66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	-	696	-	-	-	-	-	-	-	69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	-	348	-	-	-	-	-	-	-	65,122
1951	33,125	3,422	2,886	4,350	2,209	537†	886	1,587	569	904	418	1,207	284	323	-	-	-	-	-	-	52,707
1952	32,124	3,028	3,263	3,881	3,730	547	1,162	1,435	909	663	422	992	252	487	678	-	-	-	-	-	53,023
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333	239	648	477	526	1,382	-	-	-	51,546
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	-	-	-	63,304
1955	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	-	-	-	71,010
1956	43,039	3,971	6,243	6,651	4,687	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	-	-	-	85,952
1957	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501‡	1,252	1,198	2,226	840	5,331	551	1,947	-	\$110,856

TABLE V—(contd.)

Year	Colombo	Negombo	Katara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Trincomealee	Anuradhapura	Avisawella	Haputale	Matara	Vavuniya	Kegalla	Matale	Total
1958—	52,563	7,721	7,500	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354	1,188	1,380	2,925	1,110	5,324	531	2,465	—	117,706
1959—	53,192	7,895	7,773	13,807	6,959	1,115	3,524	3,846	3,738	1,312	1,069	352	1,299	1,578	2,891	1,145	5,428	557	2,653	—	120,133
January ..	53,042	7,631	7,093	13,916	6,959	1,158	3,915	3,877	3,586	1,366	1,130	362	1,348	1,555	2,802	1,141	5,243	561	2,725	—	119,410
February ..	53,702	7,600	6,933	14,092	6,547	1,194	4,267	3,669	3,572	1,380	1,110	328	1,360	1,510	2,732	1,175	5,164	563	2,716	—	119,614
March ..	54,060	7,394	6,775	14,227	6,547	1,130	4,268	3,738	3,254	1,313	1,177	310	1,245	1,475	2,698	1,221	4,955	558	2,593	—	118,938
April ..	54,621	7,418	6,821	14,638	6,645	1,015	4,431	3,406	3,471	1,399	1,179	326	1,162	1,507	2,764	1,297	5,002	553	2,583	—	120,238
May ..	56,321	7,412	6,932	14,952	6,065	1,009	4,461	3,280	3,799	1,493	1,162	361	1,313	1,565	2,795	1,293	4,998	583	2,628	519	122,941
June ..	57,814	7,398	7,771	15,408	6,448	973	5,245	3,321	4,094	1,653	1,219	401	1,464	1,718	3,126	1,316	5,702	563	2,753	773	129,160
July ..	55,875	7,518	7,725	15,671	6,543	970	5,334	3,256	4,077	1,588	1,061	390	1,484	1,730	3,091	1,243	5,881	576	2,775	980	127,768
August ..	55,627	7,879	7,639	15,586	6,464	899	5,363	3,247	3,674	1,549	1,072	400	1,411	1,701	3,108	1,200	5,729	574	2,790	847	126,759
September ..	54,383	8,159	7,447	15,645	6,358	837	5,013	3,164	3,832	1,531	1,063	415	1,273	1,684	2,978	1,185	5,829	594	2,755	883	125,028
October ..	54,617	8,321	7,292	15,702	6,472	944	4,917	3,277	3,759	1,542	1,016	432	1,289	1,644	2,914	1,150	5,711	604	2,760	951	125,314
November ..	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422	1,365	1,733	2,965	1,198	5,812	611	2,786	970	128,018
December ..	57,228	8,920	7,350	15,243	7,009	1,374	5,269	3,549	2,848	1,787	1,072	530	1,417	1,869	2,975	1,236	5,817	655	2,801	931	129,880
1960—																					
January ..																					

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

† Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avisawella.

‡ Revised figures.

§ Amended figures.

TABLE VI—The number of Persons placed in employment since 1939

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total			
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed				
1939	..	..	..	..	..	..	..	..	2,583			
1940	..	..	..	..	..	..	..	..	5,089			
1941	..	..	..	..	..	..	..	..	9,071			
1942	..	..	..	..	..	..	..	..	8,129			
1943	..	..	..	..	..	..	..	..	4,170			
1944	..	..	..	..	..	..	..	..	1,875			
1945	..	..	369	..	1,104	..	411	..	2,653	..	4,537	
1946	..	..	1,303	..	3,012	..	1,341	..	10,130	..	15,786	
1947	..	..	915	..	1,417	..	911	..	4,161	..	7,404	
1948	..	..	1,355	..	1,563	..	1,311	..	8,118	..	10,347	
1949	..	..	1,807	..	1,616	..	1,767	..	9,590	..	14,780	
1950	..	..	2,059	..	1,509	..	1,438	..	5,773	..	10,779	
1951	..	..	2,019	..	1,546	..	1,867	..	5,874	..	11,306	
1952	..	..	3,107	..	1,802	..	1,887	..	5,657	..	12,453	
1953	..	..	1,528	..	669	..	1,371	..	2,820	..	6,388	
1954	..	..	1,097	..	879	..	922	..	4,660	..	7,558	
1955	..	..	2,166	..	1,064	..	1,187	..	3,791	..	8,208	
1956	..	..	1,913	..	845	..	1,565	..	4,162	..	8,485	
1957	..	..	1,176	..	709	..	1,180	..	3,053	..	6,118	
1958	..	..	1,827	..	800	..	1,006	..	2,251	..	5,884	
1959	..	..	1,667	..	1,045	..	1,275	..	3,218	..	7,205	
1959	..	January	..	106	..	59	..	86	..	140	..	391
	..	February	..	196	..	67	..	98	..	199	..	560
	..	March	..	159	..	59	..	87	..	147	..	452
	..	April	..	194	..	64	..	81	..	169	..	508
	..	May	..	102	..	63	..	80	..	193	..	438
	..	June	..	96	..	58	..	111	..	276	..	541
	..	July	..	108	..	109	..	131	..	608	..	956
	..	August	..	157	..	106	..	141	..	505	..	909
	..	September	..	110	..	83	..	117	..	154	..	464
	..	October	..	86	..	146	..	114	..	297	..	643
	..	November	..	169	..	164	..	123	..	256	..	712
	..	December	..	184	..	67	..	106	..	274	..	631
1960	..	January	..	156	..	47	..	145	..	114	..	462

TABLE VII—The Number of Persons registered and the Number placed in employment during the Month of January, 1960

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total											
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed										
	Colombo	..	859	..	130	..	506	..	45	..	1,081	..	62	..	2,632	..	78	..	5,078	..
Negombo	..	115	..	2	..	93	..	—	..	95	..	10	..	330	..	1	..	633	..	13
Kalutara	..	116	..	—	..	47	..	—	..	146	..	—	..	186	..	—	..	495	..	—
Galle	..	109	..	—	..	38	..	—	..	127	..	5	..	206	..	2	..	480	..	7
Kandy	..	190	..	—	..	92	..	—	..	196	..	21	..	484	..	4	..	962	..	25
Nawalapitiya	..	16	..	5	..	20	..	—	..	24	..	1	..	148	..	—	..	208	..	6
Kurunegala	..	85	..	—	..	16	..	—	..	132	..	—	..	134	..	—	..	367	..	—
Jaffna	..	163	..	1	..	32	..	—	..	121	..	1	..	93	..	3	..	409	..	5
Ratnapura	..	41	..	—	..	28	..	—	..	85	..	8	..	95	..	1	..	249	..	9
Badulla	..	37	..	—	..	26	..	—	..	46	..	3	..	92	..	—	..	201	..	3
Batticaloa	..	52	..	4	..	12	..	—	..	30	..	4	..	55	..	—	..	149	..	8
Kalmunai	..	37	..	—	..	10	..	—	..	28	..	3	..	86	..	3	..	161	..	6
Trincomalee	..	27	..	—	..	17	..	—	..	32	..	—	..	117	..	2	..	193	..	2
Anuradhapura	..	53	..	10	..	28	..	1	..	36	..	—	..	127	..	3	..	244	..	14
Avissawella	..	27	..	—	..	27	..	—	..	54	..	—	..	95	..	—	..	203	..	—
Haputale	..	10	..	1	..	23	..	—	..	28	..	—	..	60	..	10	..	121	..	11
Matara	..	81	..	—	..	53	..	—	..	128	..	10	..	185	..	2	..	447	..	12
Vavuniya	..	21	..	3	..	7	..	—	..	45	..	15	..	10	..	1	..	83	..	19
Kegalla	..	27	..	—	..	21	..	—	..	101	..	2	..	44	..	3	..	193	..	5
Matale	..	25	..	—	..	6	..	1	..	19	..	—	..	28	..	1	..	78	..	2
Total	..	2,091	..	156	..	1,402	..	47	..	2,554	..	145	..	5,207	..	114	..	10,954	..	462

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	25,937
1945	28	3,514	4,285	53	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	363,600	430,586	54	14,482	31,996
1954	59	86,450	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,293	36,016
1956	99	56,908	200,888	115	31,852	152,966
1957	177	297,061	618,050	127	70,239	190,443
1958	123	39,372	340,632	96	42,713	399,228
1959 January to Dec.	177	47,318	352,095	71	42,454	460,141
1958 January	10	5,536	195,212	7	1,196	1,122
February	12	2,720	26,686	8	398	3,750
March	11	5,260	10,447	15	4,109	25,375
April	13	3,671	20,912	16	5,338	74,497
May	8	2,717	5,361	12	17,587	262,107
June	Nil	—	—	1	13	169
July	Nil	—	—	1	27	81
August	5	338	1,299	2	421	721
September	14	3,751	22,199	6	289	554
October	14	4,104	16,720	1	150	150
November	18	6,415	26,265	6	638	1,514
December	18	4,810	15,531	21	12,547	29,188
1959 January	18	4,095	21,904	8	4,947	21,180
February	13	3,789	10,566	11	2,618	13,595
March	10	4,115	19,888	3	265	1,245
April	18	5,235	29,181	3	278	833
May	17	4,472	22,449	9	1,169	3,919
June	12	2,785	21,044	20	17,551	81,906
July	23	4,690	37,783	7	14,818	335,525
August	11	4,228	22,983	1	31	141
September	13	2,438	8,034	2	632	973
October	12	3,309	57,806	Nil	—	—
November	20	5,098	54,192	1	20	40
December	10	3,073	46,265	6	125	784

\*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.

§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.

In Table VIII appearing in the February 1960 issue of the "Ceylon Labour Gazette" the number of Workers involved in strikes in plantations for the period 1959 January to November should read 42931 instead of 4293.

**TABLE IX—CLASSIFICATION OF THE STRIKES IN DECEMBER 1959, BY INDUSTRIES OR TRADES**

Industry or Trade	Number of		Number of Workers involved	Number of Man-days lost
	Strikes			
Plantations—Tea ..	8	..	3,012	46,023
Rubber ..	2	..	61	242
Tea-cum-Rubber ..	—	..	—	—
Coconut ..	—	..	—	—
Coconut-cum-Rubber ..	—	..	—	—
<b>Total</b> ..	<b>10</b>		<b>3,073</b>	<b>46,265</b>
Engineering ..	2	..	40	80
Printing ..	—	..	—	—
Motor Transport ..	—	..	—	—
Tea Export ..	—	..	—	—
Rubber Export ..	—	..	—	—
Coconut Manufacturing ..	—	..	—	—
Toddy, Arrack and Vinegar ..	3	..	75	156
Match Manufacturing ..	—	..	—	—
Coconut & Rubber Manufacturing ..	—	..	—	—
Cinema ..	—	..	—	—
Dock, Harbour and Port Transport ..	—	..	—	—
Building Trade ..	—	..	—	—
Local Government Services ..	1	..	10	548
Service Institutions ..	—	..	—	—
Factories, Workshops, &c., run by the State ..	—	..	—	—
Textile ..	—	..	—	—
Relief Schemes ..	—	..	—	—
Wholesale and Retail Distribution ..	—	..	—	—
Aerated Waters and Ice Manufacturing ..	—	..	—	—
Beedi Manufacturing ..	—	..	—	—
Hotel ..	—	..	—	—
Tile Manufacturing ..	—	..	—	—
Miscellaneous ..	—	..	—	—
<b>Total</b> ..	<b>6</b>		<b>125</b>	<b>784</b>
<b>Grand Total</b> ..	<b>16</b>		<b>3,198</b>	<b>47,049</b>

**TABLE X—CLASSIFICATION OF THE STRIKES IN DECEMBER 1959, 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 ..	1	1	52	8
2. Wage increases. Higher rates for piece work, &c. ..	1	1	9	13
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	1	—	186	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	5	1	2,344	6
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Fractional disputes and domestic matters ..	—	—	—	—
8. External matters (e.g., arrest by Police, &c.) ..	—	—	—	—
9. Assaults by employer or agent or others ..	2	1	482	32
10. General demands ..	—	2	—	66
11. Sympathetic strikes ..	—	—	—	—
<b>Total</b> ..	<b>10</b>	<b>6</b>	<b>3,073</b>	<b>125</b>

## APPENDIX I

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

<i>Class of Worker</i>	<i>Month: March, 1960</i>					
	<i>Basic Wage</i>		<i>Special Allowance</i>		<i>Total</i>	
	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>
<b>Tea Growing and Manufacturing Trade</b>						
<i>Daily Rates :</i>						
Male worker not under 16 years	..	1 25	..	1 18	..	2 43
Female worker not under 15 years	..	1 5	..	0 88	..	1 93
Child worker .. .. .	..	0 80	..	0 81	..	1 61
 <b>Cocoa, Cardamom and Pepper Growing and Manufacturing Trade</b>						
<i>Daily Rates :</i>						
Male worker not under 16 years ..	..	1 10	..	1 18	..	2 28
Female worker not under 15 years	..	0 90	..	0 88	..	1 78
Child worker .. .. .	..	0 65	..	0 81	..	1 46
 <b>Rubber Growing and Manufacturing Trade</b>						
<i>Daily Rates :</i>						
Male worker not under 16 years	..	1 40	..	1 18	..	2 58
Female worker not under 15 years	..	1 30	..	0 88	..	2 18
Child worker .. .. .	..	1 5	..	0 81	..	1 86
 <b>Coconut Growing Trade</b>						
<i>Daily Rates :</i>						
The raising and maintenance of a coconut plantation ; and the manufacture of copra—						
Kangany .. .. .	..	1 40	..	1 18	..	2 58
Male not under 16 years .. .. .	..	1 25	..	1 18	..	2 43
Female not under 15 years .. .. .	..	1 5	..	0 88	..	1 93
Male worker under 16 years or Female worker under 15 years .. .. .	..	0 80	..	81	..	1 61
 <b>Coconut Manufacturing Trade</b>						
The manufacture of desiccated coconut :						
The manufacture of coconut oil ; and						
The manufacture of fibre and coir products—						
Kangany .. .. .	..	1 80	..	2 3	..	3 83
Male not under 18 years .. .. .	..	1 40	..	2 3	..	3 43
Female not under 18 years .. .. .	..	1 15	..	1 68	..	2 83
Worker under 18 years .. .. .	..	1 15	..	1 61	..	2 76
 Piece rates have been fixed for certain processes.						

Month: March, 1960

Class of Worker	Basic Wage		Special Allowance		Total Rs. c.
	Rs.	c.	Rs.	c.	
<b>Engineering Trade</b>					
<i>Daily Rates :</i>					
Unskilled labourer	1	40	2	6	3 46
Semi-skilled, Grade I	1	65	2	16	3 81
Semi-skilled, Grade II	1	45	2	16	3 61
Skilled worker	2	0	2	16	4 16
Kangany	1	80	2	16	3 96
Watcher	1	70	2	16	3 86
<i>Trade Learners and Apprentices—</i>					
1st year	0	50	1	12	1 62*
2nd year	0	66	1	22	1 88*
3rd year	0	85	1	52	2 37*
4th year	1	10	1	67	2 77*
<b>Printing Trade</b>					
<i>Monthly rates :</i>					
Class A Workers: Linotype operators, monotype keyboard operators, linotype mechanics, process camera operators, process etchers, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists and readers (employed in the production of newspapers)	110	0	100	42	210 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	80	92	168 42
Class C, Grade I Workers: Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	65	0	71	17	136 17
Class C, Grade II Workers: Platen Machine Minders	60	0	66	20	126 20
Class D Workers: Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50	0	61	42	111 42
Class E Workers: Unskilled workers not under 18 years of age	42	0	59	3	101 3
Class F Workers: Unskilled workers under 18 years of age	20	0	39	97	59 97
Class G Workers: Watchers	44	0	61	42	105 42
Class A—1st year learner	33	0	43	32	76 32
" B " "	26	0	37	47	63 47
" C Grade I, 1st year learner	24	0	39	42	63 42
" C " II " "	22	0	37	47	59 47
" D—1st year learner	19	0	35	52	54 52
Class A—2nd year learner	44	0	51	62	95 62
" B " "	36	0	49	67	85 67
" C Grade I, 2nd year learner	29	0	44	70	73 70
" C " II " "	27	0	42	31	69 31
" D—2nd year learner	23	0	39	92	62 92

Month : March, 1960

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Printing Trade (contd.)</b>						
Class A—3rd year learner ..	56	0	59	92	115	92
.. B ..	49	0	56	02	105	02
.. C Grade I, 3rd year learner ..	36	0	50	17	86	17
.. C .. II, ..	32	0	47	15	79	15
.. D—3rd year learner ..	28	0	44	32	72	32
Class A—4th year learner ..	71	0	72	12	143	12
.. B ..	64	0	65	20	129	20
.. C Grade I, 4th year learner ..	44	0	58	3	102	3
.. C .. II, ..	39	0	54	25	93	25
.. D—4th year learner ..	34	0	50	67	84	67
Class A—5th year learner ..	88	0	84	82	172	82

**Cigar Trade**

A piece rate of Rs. 10.00 has been fixed for every 1,000 cigars rolled where the number of cigars per pound is over 110 and Rs. 11.00 for every 1,000 cigars rolled where the number of cigars per pound is 110 and under.

**Plumbago Trade**

*Daily Rates :*

**Underground workers—**

Basses ..	..	2	75	..	1	24	..	3	99
Kanganias } ..	..	2	25	..	1	24	..	3	49
Loaders } ..	..	2	25	..	1	24	..	3	49
Overseers } ..	..	2	25	..	1	24	..	3	49
Shift bosses ..	..	2	8	..	1	24	..	3	32
Blasters } ..	..	2	0	..	1	24	..	3	24
Drillers (hand and machine) } ..	..	2	0	..	1	24	..	3	24
Shaft drivers } ..	..	2	0	..	1	24	..	3	24
Stoppers (excavators) } ..	..	2	0	..	1	24	..	3	24
Timbermen } ..	..	2	0	..	1	24	..	3	24
Muckers } ..	..	1	50	..	1	24	..	2	74
Trolleyman } ..	..	1	50	..	1	24	..	2	74
Unskilled labourers } ..	..	1	50	..	1	24	..	2	74
Onsetters or Donakatarayas ..	..	2	25	..	1	24	..	3	49

**Underground and surface workers—**

Electricians } ..	..	2	50	..	1	24	..	3	74
Enginemmen } ..	..	2	50	..	1	24	..	3	74
Fitters } ..	..	2	50	..	1	24	..	3	74
Hoistmen } ..	..	2	50	..	1	24	..	3	74
Mechanics } ..	..	2	50	..	1	24	..	3	74
Pumpmen } ..	..	2	50	..	1	24	..	3	74
Winchmen } ..	..	2	50	..	1	24	..	3	74
Checkers ..	..	2	25	..	1	24	..	3	49
Electricians (assistants) } ..	..	1	50	..	1	24	..	2	74
Fitters (assistants) } ..	..	1	50	..	1	24	..	2	74
Windlassmen (dabare workers) } ..	..	1	50	..	1	24	..	2	74

**Surface workers—**

Carpenters } ..	..	2	50	..	1	24	..	3	74
Masons } ..	..	2	50	..	1	24	..	3	74
Overseers ..	..	2	25	..	1	24	..	3	49
Blacksmiths } ..	..	2	0	..	1	24	..	3	24
Boilermen } ..	..	2	0	..	1	24	..	3	24
Drill sharpeners } ..	..	2	0	..	1	24	..	3	24
Firewood carriers and splitters ..	..	1	60	..	1	24	..	2	84
Carters } ..	..	1	50	..	1	24	..	2	74
Watchers } ..	..	1	50	..	1	24	..	2	74
Bakkikarayas or Banksmen ..	..	2	0	..	1	24	..	3	24
Cooks } ..	..	1	24	..	1	24	..	2	48
Smithy boys } ..	..	1	24	..	1	24	..	2	48
Unskilled labourers } ..	..	1	24	..	1	24	..	2	48

*N.B.*—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 85 cents.

Month: March, 1960

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Plumbago Trade (contd.)</b>						
Workers employed in curing and dressing—						
(A) as overseers and kanganies	..	2 0	..	1 44	..	3 44
(B) on different jobs						
Within the Colombo area—						
Male worker not under 18 years	..	1 25	..	1 44	..	2 69
Female worker not under 18 years	..	1 0	..	1 12	..	2 12
Worker under 18 years	..	0 50	..	1 5	..	1 55
Outside the Colombo area—						
Male worker not under 18 years	..	1 0	..	1 44	..	2 44
Female worker not under 18 years	..	0 84	..	1 12	..	1 96
Worker under 18 years	..	0 40	..	1 5	..	1 45
"Colombo area" includes any place within 5 miles of the Municipal limits of Colombo.						

### Tea Export Trade

#### Daily Rates :

#### A. Male workers not under 18 years—

(a) Grade II	..	1 40	..	2 6	..	3 46
(b) Intermediate Grade	..	1 60	..	2 16	..	3 76
(c) Grade I	..	1 80	..	2 16	..	3 96
(d) Box makers and repairers	..	1 60	..	2 16	..	3 76
(e) Watchers	..	1 70	..	2 16	..	3 86

#### B. Female workers not under 18 years

..	..	1 15	..	1 94	..	3 9
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#### C. Workers over 14 years but under 15 years

..	..	0 80	..	1 55	..	2 35
" 15 "	" 16 "	..	..	0 90	..	1 60
" 16 "	" 17 "	..	..	1 0	..	1 65
" 17 "	" 18 "	..	..	1 15	..	1 75

### Rubber Export Trade

#### Daily Rates :

#### A. Male workers not under 18 years—

(a) Grade II	..	1 40	..	2 6	..	3 46
(b) Intermediate Grade	..	1 60	..	2 16	..	3 76
(c) Grade I	..	1 80	..	2 16	..	3 96
(d) Watchers	..	1 70	..	2 16	..	3 86

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

(a) Grade II	..		..		..	
Workers employed in work other than sorting	..	1 15	..	1 94	..	3 9

(b) Grade I	..	1 30	..	1 94	..	3 24
Workers employed in sorting	..		..		..	

#### C. Workers over 14 years but under 15 years

..	..	0 80	..	1 55	..	2 35
" 15 "	" 16 "	..	..	0 90	..	1 60
" 16 "	" 17 "	..	..	1 0	..	1 65
" 17 "	" 18 "	..	..	1 15	..	1 75

### Toddy, Arrack and Vinegar Trade

#### Monthly Rates :

Tope kangany	..	115 0	..	—	..	115 0
Toddy tavern watcher	..	63 0	..	—	..	63 0
Arrack tavern watcher	..	63 0	..	—	..	63 0
Tope watcher	..	50 0	..	—	..	50 0
Collecting station manager	..	75 0	..	—	..	75 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	..	52 50	..	—	..	52 50
Collecting toddy from trees in the vinegar section of the trade	..	52 50	..	—	..	52 50
Distilling toddy at distillery	..	90 0	..	—	..	90 0

Month : March, 1960

Class of Worker

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

**Toddy, Arrack and Vinegar Trade—(contd.)**

*Daily Rates*

**Bottling, corking and labelling arrack bottles—**

(a) for a male worker not under 16 years of age	2 50	..	—	..	2 50
(b) for a female worker not under 16 years of age	2 0	..	—	..	2 0

**Unskilled labourers—**

Male workers not under 16 years	..	2 50	..	—	..	2 50
Female workers not under 16 years	..	2 0	..	—	..	2 0

Piece rates have been fixed for certain processes.

**Motor Transport Trade**

*Monthly Rates*

Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	..	100 0	..	61 42	..	161 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	..	61 42	..	151 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	..	58 92	..	143 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammel-Horse type but excluding those owned by an estate and used solely for internal transport within the estate)	..	100 0	..	61 42	..	161 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	..	70 0	..	56 42	..	126 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	..	67 50	..	61 42	..	128 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt.	..	60 0	..	57 52	..	117 52
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	..	57 52	..	107 52
Class I Workers : Omnibus checkers or time-keepers	..	60 0	..	57 52	..	117 52
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	..	90 0	..	57 52	..	147 52
Class K Workers : Porters engaged by employers who use the motor transport trade as incidental to the carrying on of some other trade and workers in the motor transport trade other than workers specified in the preceding items	..	45 0	..	47 92	..	92 9

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

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

Month : March, 1960

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Motor Transport Trade—(contd.)</b>						
<i>Daily Rates</i>						
Class A worker ..	4	0	2	57	6	57
" B ..	4	0	2	57	6	57
" C ..	3	25	2	57	5	82
" D ..	4	0	2	57	6	57
" E ..	2	75	2	32	5	7
" F ..	2	75	2	57	5	32
" G ..	2	50	2	57	5	7
" H ..	2	25	2	57	4	82
" K ..	1	50	1	79	3	29

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

**Match Manufacturing Trade**

*Daily Rates*

*Grade I—*

Male 18 years and over ..	2	0	1	79	3	79
Female 18 years and over ..	1	64	1	69	3	33
Young person 17 years and but under 18 years ..	1	25	1	38	2	63

*Grade II—*

Male 18 years and over ..	1	60	1	79	3	39
Female 18 years and over ..	1	32	1	69	3	1
Young person 17 years and over but under 18 years ..	1	0	1	38	2	38

*Grade III—*

Male 18 years and over ..	1	40	1	69	3	9
Female 18 years and over ..	1	15	1	57	2	72
Young person over 14 and under 17 years ..	0	70	1	17	1	87
Young person 17 years and over but under 18 years ..	0	90	1	38	2	28

*Grade IV—*

Watcher ..	1	70	1	79	3	49
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**Cinema Trade**

*Within the Municipal Areas*

*A—Non-clerical—*

Unskilled ..	36	50	53	44	89	94
Semi-skilled ..	43	0	56	4	99	4
Skilled Grade II ..	55	0	57	86	112	86
Skilled Grade I ..	66	0	57	86	123	86

*B—Clerical—*

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

*Outside the Municipal Areas*

*A—Non-clerical—*

Unskilled ..	36	50	53	44	89	94
Semi-skilled ..	40	0	56	4	96	4
Skilled Grade II ..	47	0	57	86	104	86
Skilled Grade I ..	61	0	57	86	118	86

*B—Clerical—*

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

Month : March, 1960

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.		Rs.
<b>Dock, Harbour and Port Transport Trade</b>						
<i>Manual Work—</i>						
Special Grade	65	0	34	0	99	0
Skilled Grade	55	0	30	0	85	0
Semi-skilled Grade	45	0	27	0	72	0
Unskilled Grade I	37	0	27	0	64	0
Unskilled Grade II	31	0	27	0	58	0
<i>Women Workers—</i>						
Female Kanganies	35	0	27	0	62	0
Female labourers	30	0	27	0	57	0
<i>Non-manual Workers—</i>						
Special Grade	75	0	40	0	115	0
Grade I	55	0	30	0	85	0
<b>Building Trade</b>						
<i>Unskilled—</i>						
<i>Male labourers—</i>						
Not under 18 years	1	40	2	6	3	46
<i>Female labourers—</i>						
Not under 18 years	1	10	2	6	3	16
<i>Unskilled labourers—</i> (irrespective of sex)						
Under 18 years of age	0	90	2	6	2	96
Semi-skilled Grade II	1	65	2	16	3	81
Semi-skilled Grade I	1	80	2	16	3	96
Skilled	2	0	2	16	4	16
<b>Beedi Manufacturing Trade</b>						
<i>“Nool” beedi rolling (inclusive of preparation of wrappers for rolling)—</i>						
1,000 beedies each 2 inches long					3	50
1,000 beedies each 2½ inches long					4	0
1,000 beedies each 3 inches long					4	75
<i>“Nool” beedi rolling (exclusive of the preparation of wrappers for rolling)—</i>						
1,000 beedies each 2 inches long					2	0
1,000 beedies each 2½ inches long					2	25
1,000 beedies each 3 inches long					2	75
<i>Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling)—</i>						
1,000 beedies each 2 inches long					1	50
1,000 beedies each 2½ inches long					1	75
1,000 beedies each 3 inches long					2	0
<b>Baking Trade</b>						
<i>Monthly Rates</i>						
Class “A” Worker: foreman, cooks, “short eats” makers, pastry makers, cake decorators	70	0	57	90	127	90
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	53	75	108	75
Class “C” Worker: flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen	39	0	41	53	80	53

\*The amounts of totals payable for the month of February should read as Rs. 1·62, Rs. 1·88, Rs. 2·37 and Rs. 2·77 respectively.

**APPENDIX II (A)**

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during March, 1960, to workers in the Tea Growing and Manufacturing Trade**

No. of Days	Men			Women			Child Workers <sup>a</sup>			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	0 02 1/2	0 59	1 21 1/2	0 52 1/2	0 44	0 96 1/2	0 40	0 40 1/2	0 80 1/2	1/2
1	1 25	1 18	2 43	1 05	0 88	1 93	0 80	0 81	1 61	1
2	2 50	2 36	4 86	2 10	1 76	3 86	1 60	1 62	3 22	2
3	3 75	3 54	7 29	3 15	2 64	5 79	2 40	2 43	4 83	3
4	5 00	4 72	9 72	4 20	3 52	7 72	3 20	3 24	6 44	4
5	6 25	5 90	12 15	5 25	4 40	9 65	4 00	4 05	8 05	5
6	7 50	7 08	14 58	6 30	5 28	11 58	4 80	4 86	9 66	6
7	8 75	8 26	17 01	7 35	6 16	13 51	5 60	5 67	11 27	7
8	10 00	9 44	19 44	8 40	7 04	15 44	6 40	6 48	12 88	8
9	11 25	10 62	21 87	9 45	7 92	17 37	7 20	7 29	14 49	9
10	12 50	11 80	24 30	10 50	8 80	19 30	8 00	8 10	16 10	10
11	13 75	12 98	26 73	11 55	9 68	21 23	8 80	8 91	17 71	11
12	15 00	14 16	29 16	12 60	10 56	23 16	9 60	9 72	19 32	12
13	16 25	15 34	31 59	13 65	11 44	25 09	10 40	10 53	20 93	13
14	17 50	16 52	34 02	14 70	12 32	27 02	11 20	11 34	22 54	14
15	18 75	17 70	36 45	15 75	13 20	28 95	12 00	12 15	24 15	15
16	20 00	18 88	38 88	16 80	14 08	30 88	12 80	12 96	25 76	16
17	21 25	20 06	41 31	17 85	14 96	32 81	13 60	13 77	27 37	17
18	22 50	21 24	43 74	18 90	15 84	34 74	14 40	14 58	28 98	18
19	23 75	22 42	46 17	19 95	16 72	36 67	15 20	15 39	30 59	19
20	25 00	23 60	48 60	21 00	17 60	38 60	16 00	16 20	32 20	20
21	26 25	24 78	51 03	22 05	18 48	40 53	16 80	17 01	33 81	21
22	27 50	25 96	53 46	23 10	19 36	42 46	17 60	17 82	35 42	22
23	28 75	27 14	55 89	24 15	20 24	44 39	18 40	18 63	37 03	23
24	30 00	28 32	58 32	25 20	21 12	46 32	19 20	19 44	38 64	24
25	31 25	29 50	60 75	26 25	22 00	48 25	20 00	20 25	40 25	25
26	32 50	30 68	63 18	27 30	22 88	50 18	20 80	21 06	41 86	26
27	33 75	31 86	65 61	28 35	23 76	52 11	21 60	21 87	43 47	27
28	35 00	33 04	68 04	29 40	24 64	54 04	22 40	22 68	45 08	28
29	36 25	34 22	70 47	30 45	25 52	55 97	23 20	23 49	46 69	29
30	37 50	35 40	72 90	31 50	26 40	57 90	24 00	24 30	48 30	30
31	38 75	36 58	75 33	32 55	27 28	59 83	24 80	25 11	49 91	31

<sup>a</sup> A "child worker" means a male worker under 16 years of age or a female worker under 15 years of age.

**APPENDIX II (B)**

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during March, 1960, 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	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 70	0 59	1 29	0 65	0 44	1 09	0 52½	0 40½	0 93	½
1	1 40	1 18	2 58	1 30	0 88	2 18	1 05	0 81	1 86	1
2	2 80	2 36	5 16	2 60	1 76	4 36	2 10	1 62	3 72	2
3	4 20	3 54	7 74	3 90	2 64	6 54	3 15	2 43	5 58	3
4	5 60	4 72	10 32	5 20	3 52	8 72	4 20	3 24	7 44	4
5	7 00	5 90	12 90	6 50	4 40	10 90	5 25	4 05	9 30	5
6	8 40	7 08	15 48	7 80	5 28	13 08	6 30	4 86	11 16	6
7	9 80	8 26	18 06	9 10	6 16	15 26	7 35	5 67	13 02	7
8	11 20	9 44	20 64	10 40	7 04	17 44	8 40	6 48	14 88	8
9	12 60	10 62	23 22	11 70	7 92	19 62	9 45	7 29	16 74	9
10	14 00	11 80	25 80	13 00	8 80	21 80	10 50	8 10	18 60	10
11	15 40	12 98	28 38	14 30	9 68	23 98	11 55	8 91	20 46	11
12	16 80	14 16	30 96	15 60	10 56	26 16	12 60	9 72	22 32	12
13	18 20	15 34	33 54	16 90	11 44	28 34	13 65	10 53	24 18	13
14	19 60	16 52	36 12	18 20	12 32	30 52	14 70	11 34	26 04	14
15	21 00	17 70	38 70	19 50	13 20	32 70	15 75	12 15	27 90	15
16	22 40	18 88	41 28	20 80	14 08	34 88	16 80	12 96	29 76	16
17	23 80	20 06	43 86	22 10	14 96	37 06	17 85	13 77	31 62	17
18	25 20	21 24	46 44	23 40	15 84	39 24	18 90	14 58	33 48	18
19	26 60	22 42	49 02	24 70	16 72	41 42	19 95	15 39	35 34	19
20	28 00	23 60	51 60	26 00	17 60	43 60	21 00	16 20	37 20	20
21	29 40	24 78	54 18	27 30	18 48	45 78	22 05	17 01	39 06	21
22	30 80	25 96	56 76	28 60	19 36	47 96	23 10	17 82	40 92	22
23	32 20	27 14	59 34	29 90	20 24	50 14	24 15	18 63	42 78	23
24	33 60	28 32	61 92	31 20	21 12	52 32	25 20	19 44	44 64	24
25	35 00	29 50	64 50	32 50	22 00	54 50	26 25	20 25	46 50	25
26	36 40	30 68	67 08	33 80	22 88	56 68	27 30	21 06	48 36	26
27	37 80	31 86	69 66	35 10	23 76	58 86	28 35	21 87	50 22	27
28	39 20	33 04	72 24	36 40	24 64	61 04	29 40	22 68	52 08	28
29	40 60	34 22	74 82	37 70	25 52	63 22	30 45	23 49	53 94	29
30	42 00	35 40	77 40	39 00	26 40	65 40	31 50	24 30	55 80	30
31	43 40	36 58	79 98	40 30	27 28	67 58	32 55	25 11	57 66	31

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

**APPENDIX II (C)**

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during March, 1960, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade**

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 59	1 14	0 45	0 44	0 89	0 32½	0 40½	0 73	½
1	1 10	1 18	2 28	0 90	0 88	1 78	0 65	0 81	1 46	1
2	2 20	2 36	4 56	1 80	1 76	3 56	1 30	1 62	2 92	2
3	3 30	3 54	6 84	2 70	2 64	5 34	1 95	2 43	4 38	3
4	4 40	4 72	9 12	3 60	3 52	7 12	2 60	3 24	5 84	4
5	5 50	5 90	11 40	4 50	4 40	8 90	3 25	4 05	7 30	5
6	6 60	7 08	13 68	5 40	5 28	10 68	3 90	4 86	8 76	6
7	7 70	8 26	15 96	6 30	6 16	12 46	4 55	5 67	10 22	7
8	8 80	9 44	18 24	7 20	7 04	14 24	5 20	6 48	11 68	8
9	9 90	10 62	20 52	8 10	7 92	16 02	5 85	7 29	13 14	9
10	11 00	11 80	22 80	9 00	8 80	17 80	6 50	8 10	14 60	10
11	12 10	12 98	25 08	9 90	9 68	19 58	7 15	8 91	16 06	11
12	13 20	14 16	27 36	10 80	10 56	21 36	7 80	9 72	17 52	12
13	14 30	15 34	29 64	11 70	11 44	23 14	8 45	10 53	18 98	13
14	15 40	16 52	31 92	12 60	12 32	24 92	9 10	11 34	20 44	14
15	16 50	17 70	34 20	13 50	13 20	26 70	9 75	12 15	21 90	15
16	17 60	18 88	36 48	14 40	14 08	28 48	10 40	12 96	23 36	16
17	18 70	20 06	38 76	15 30	14 96	30 26	11 05	13 77	24 82	17
18	19 80	21 24	41 04	16 20	15 84	32 04	11 70	14 58	26 28	18
19	20 90	22 42	43 32	17 10	16 72	33 82	12 35	15 39	27 74	19
20	22 00	23 60	45 60	18 00	17 60	35 60	13 00	16 20	29 20	20
21	23 10	24 78	47 88	18 90	18 48	37 38	13 65	17 01	30 66	21
22	24 20	25 96	50 16	19 80	19 36	39 16	14 30	17 82	32 12	22
23	25 30	27 14	52 44	20 70	20 24	40 94	14 95	18 63	33 58	23
24	26 40	28 32	54 72	21 60	21 12	42 72	15 60	19 44	35 04	24
25	27 50	29 50	57 00	22 50	22 00	44 50	16 25	20 25	36 50	25
26	28 60	30 68	59 28	23 40	22 88	46 28	16 90	21 06	37 96	26
27	29 70	31 86	61 56	24 30	23 76	48 06	17 55	21 87	39 42	27
28	30 80	33 04	63 84	25 20	24 64	49 84	18 20	22 68	40 88	28
29	31 90	34 22	66 12	26 10	25 52	51 62	18 85	23 49	42 34	29
30	33 00	35 40	68 40	27 00	26 40	53 40	19 50	24 30	43 80	30
31	34 10	36 58	70 68	27 90	27 28	55 18	20 15	25 11	45 26	31

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

• APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1960, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Fe-male	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.	
½	1 29	1 21½	0 96½	0 80½	1 91½	1 71½	1 41½	1 38	½
1	2 58	2 43	1 93	1 61	3 83	3 43	2 83	2 76	1
2	5 16	4 86	3 86	3 22	7 66	6 86	5 66	5 52	2
3	7 74	7 29	5 79	4 83	11 49	10 29	8 49	8 28	3
4	10 32	9 72	7 72	6 44	15 32	13 72	11 32	11 04	4
5	12 90	12 15	9 65	8 05	19 15	17 15	14 15	13 80	5
6	15 48	14 58	11 58	9 66	22 98	20 58	16 98	16 56	6
7	18 06	17 01	13 51	11 27	26 81	24 01	19 81	19 32	7
8	20 64	19 44	15 44	12 88	30 64	27 44	22 64	22 08	8
9	23 22	21 87	17 37	14 49	34 47	30 87	25 47	24 84	9
10	25 80	24 30	19 30	16 10	38 30	34 30	28 30	27 60	10
11	28 38	26 73	21 23	17 71	42 13	37 73	31 13	30 36	11
12	30 96	29 16	23 16	19 32	45 96	41 16	33 96	33 12	12
13	33 54	31 59	25 09	20 93	49 79	44 59	36 79	35 88	13
14	36 12	34 02	27 02	22 54	53 62	48 02	39 62	38 64	14
15	38 70	36 45	28 95	24 15	57 45	51 45	42 45	41 40	15
16	41 28	38 88	30 88	25 76	61 28	54 88	45 28	44 16	16
17	43 86	41 31	32 81	27 37	65 11	58 31	48 11	46 92	17
18	46 44	43 74	34 74	28 98	68 94	61 74	50 94	49 68	18
19	49 02	46 17	36 67	30 59	72 77	65 17	53 77	52 44	19
20	51 60	48 60	38 60	32 20	76 60	68 60	56 60	55 20	20
21	54 18	51 03	40 53	33 81	80 43	72 03	59 43	57 96	21
22	56 76	53 46	42 46	35 42	84 26	75 46	62 26	60 72	22
23	59 34	55 89	44 39	37 03	88 09	78 89	65 09	63 48	23
24	61 92	58 32	46 32	38 64	91 92	82 32	67 92	66 24	24
25	64 50	60 75	48 25	40 25	95 75	85 75	70 75	69 00	25
26	67 08	63 18	50 18	41 86	99 58	89 18	73 58	71 76	26
27	69 66	65 61	52 11	43 47	103 41	92 61	76 41	74 52	27
28	72 24	68 04	54 04	45 08	107 24	96 04	79 24	77 28	28
29	74 82	70 47	55 97	46 69	111 07	99 47	82 07	80 04	29
30	77 40	72 90	57 90	48 30	114 90	102 90	84 90	82 80	30
31	79 98	75 33	59 83	49 91	118 73	106 33	87 73	85 56	31

Notes.—“ Male ” refers to male workers not under 18 years of age ; “ Female ” to female workers not under 18 years of age and “ Young Persons ” to workers under 18 years of age in the Coconut Manufacturing Trade. on the Coconut Growing Trade, “ Male ”, “ Female ” and “ Child Workers ” refer to male workers not under 16 years of age; Female workers not under 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 III (B)**

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1960, to workers in the Rubber Export Trade**

No. of Days	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				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Watchers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 73	1 88	1 98	1 93	1 54½	1 62	1 17½	1 25	1 32½	1 45	½
1	3 46	3 76	3 96	3 86	3 09	3 24	2 35	2 50	2 65	2 90	1
2	6 92	7 52	7 92	7 72	6 18	6 48	4 70	5 00	5 30	5 80	2
3	10 38	11 28	11 88	11 58	9 27	9 72	7 05	7 50	7 95	8 70	3
4	13 84	15 04	15 84	15 44	12 36	12 96	9 40	10 00	10 60	11 60	4
5	17 30	18 80	19 80	19 30	15 45	16 20	11 75	12 50	13 25	14 50	5
6	20 76	22 56	23 76	23 16	18 54	19 44	14 10	15 00	15 90	17 40	6
7	24 22	26 32	27 72	27 02	21 63	22 68	16 45	17 50	18 55	20 30	7
8	27 68	30 08	31 68	30 88	24 72	25 92	18 80	20 00	21 20	23 20	8
9	31 14	33 84	35 64	34 74	27 81	29 16	21 15	22 50	23 85	26 10	9
10	34 60	37 60	39 60	38 60	30 90	32 40	23 50	25 00	26 50	29 00	10
11	38 06	41 36	43 56	42 46	33 99	35 64	25 85	27 50	29 15	31 90	11
12	41 52	45 12	47 52	46 32	37 08	38 88	28 20	30 00	31 80	34 80	12
13	44 98	48 88	51 48	50 18	40 17	42 12	30 55	32 50	34 45	37 70	13
14	48 44	52 64	55 44	54 04	43 26	45 36	32 90	35 00	37 10	40 60	14
15	51 90	56 40	59 40	57 90	46 35	48 60	35 25	37 50	39 75	43 50	15
16	55 36	60 16	63 36	61 76	49 44	51 84	37 60	40 00	42 40	46 40	16
17	58 82	63 92	67 32	65 62	52 53	55 08	39 95	42 50	45 05	49 30	17
18	62 28	67 68	71 28	69 48	55 62	58 32	42 30	45 00	47 70	52 20	18
19	65 74	71 44	75 24	73 34	58 71	61 56	44 65	47 50	50 35	55 10	19
20	69 20	75 20	79 20	77 20	61 80	64 80	47 00	50 00	53 00	58 00	20
21	72 66	78 96	83 16	81 06	64 89	68 04	49 35	52 50	55 65	60 90	21
22	76 12	82 72	87 12	84 92	67 98	71 28	51 70	55 00	58 30	63 80	22
23	79 58	86 48	91 08	88 78	71 07	74 52	54 05	57 50	60 95	66 70	23
24	83 04	90 24	95 04	92 64	74 16	77 76	56 40	60 00	63 60	69 60	24
25	86 50	94 00	99 00	96 50	77 25	81 00	58 75	62 50	66 25	72 50	25
26	89 96	97 76	102 96	100 36	80 34	84 24	61 10	65 00	68 90	75 40	26
27	93 42	101 52	106 92	104 22	83 43	87 48	63 45	67 50	71 55	78 30	27
28	96 88	105 28	110 88	108 08	86 52	90 72	65 80	70 00	74 20	81 20	28
29	100 34	109 04	114 84	111 94	89 61	93 96	68 15	72 50	76 85	84 10	29
30	103 80	112 80	118 80	115 80	92 70	97 20	70 50	75 00	79 50	87 00	30
31	107 26	116 56	122 76	119 66	95 79	100 44	72 85	77 50	82 15	89 90	31

**APPENDIX III (C)**

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1960, 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	Intermediate 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	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 73	1 88	1 98	1 88	1 93	1 54½	1 17½	1 25	1 32½	1 45	½
1	3 46	3 76	3 96	3 76	3 86	3 09	2 35	2 50	2 65	2 90	1
2	6 92	7 52	7 92	7 52	7 72	6 18	4 70	5 00	5 30	5 80	2
3	10 38	11 28	11 88	11 28	11 58	9 27	7 05	7 50	7 95	8 70	3
4	13 84	15 04	15 84	15 04	15 44	12 36	9 40	10 00	10 60	11 60	4
5	17 30	18 80	19 80	18 80	19 30	15 45	11 75	12 50	13 25	14 50	5
6	20 76	22 56	23 76	22 56	23 16	18 54	14 10	15 00	15 90	17 40	6
7	24 22	26 32	27 72	26 32	27 02	21 63	16 45	17 50	18 55	20 30	7
8	27 68	30 08	31 68	30 08	30 88	24 72	18 80	20 00	21 20	23 20	8
9	31 14	33 84	35 64	33 84	34 74	27 81	21 15	22 50	23 85	26 10	9
10	34 60	37 60	39 60	37 60	38 60	30 90	23 50	25 00	26 50	29 00	10
11	38 06	41 36	43 56	41 36	42 46	33 99	25 85	27 50	29 15	31 90	11
12	41 52	45 12	47 52	45 12	46 32	37 08	28 20	30 00	31 80	34 80	12
13	44 98	48 88	51 48	48 88	50 18	40 17	30 55	32 50	34 45	37 70	13
14	48 44	52 64	55 44	52 64	54 04	43 26	32 90	35 00	37 10	40 60	14
15	51 90	56 40	59 40	56 40	57 90	46 35	35 25	37 50	39 75	43 50	15
16	55 36	60 16	63 36	60 16	61 76	49 44	37 60	40 00	42 40	46 40	16
17	58 82	63 92	67 32	63 92	65 62	52 53	39 95	42 50	45 05	49 30	17
18	62 28	67 68	71 28	67 68	69 48	55 62	42 30	45 00	47 70	52 20	18
19	65 74	71 44	75 24	71 44	73 34	58 71	44 65	47 50	50 35	55 10	19
20	69 20	75 20	79 20	75 20	77 20	61 80	47 00	50 00	53 00	58 00	20
21	72 66	78 96	83 16	78 96	81 06	64 89	49 35	52 50	55 65	60 90	21
22	76 12	82 72	87 12	82 72	84 92	67 98	51 70	55 00	58 30	63 80	22
23	79 58	86 48	91 08	86 48	88 78	71 07	54 05	57 50	60 95	66 70	23
24	83 04	90 24	95 04	90 24	92 64	74 16	56 40	60 00	63 60	69 60	24
25	86 50	94 00	99 00	94 00	96 50	77 25	58 75	62 50	66 25	72 50	25
26	89 96	97 76	102 96	97 76	100 36	80 34	61 10	65 00	68 90	75 40	26
27	93 42	101 52	106 92	101 52	104 22	83 43	63 45	67 50	71 55	78 30	27
28	96 88	105 28	110 88	105 28	108 08	86 52	65 80	70 00	74 20	81 20	28
29	100 34	109 04	114 84	109 04	111 94	89 61	68 15	72 50	76 85	84 10	29
30	103 80	112 80	118 80	112 80	115 80	92 70	70 50	75 00	79 50	87 00	30
31	107 26	116 56	122 76	116 56	119 66	95 79	72 85	77 50	82 15	89 90	31



### APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1960, to workers in the Match 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		Watches	
	Male	Female		Male	Female		Male	Female	Over 14 Under 16 Years	Over 16 Under 18 Years		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	1 89½	1 66½	1 31½	1 69½	1 50½	1 19	1 54½	1 36	0 93½	1 14	1 74½	1/2
1	3 79	3 33	2 63	3 39	3 01	2 38	3 09	2 72	1 87	2 28	3 49	1
2	7 58	6 66	5 26	6 78	6 02	4 76	6 18	5 44	3 74	4 56	6 98	2
3	11 37	9 99	7 89	10 17	9 03	7 14	9 27	8 16	5 61	6 84	10 47	3
4	15 16	13 32	10 52	13 56	12 04	9 52	12 36	10 88	7 48	9 12	13 96	4
5	18 95	16 65	13 15	16 95	15 05	11 90	15 45	13 60	9 35	11 40	17 45	5
6	22 74	19 98	15 78	20 34	18 06	14 28	18 54	16 32	11 22	13 68	20 94	6
7	26 53	23 31	18 41	23 73	21 07	16 66	21 63	19 04	13 09	15 96	24 43	7
8	30 32	26 64	21 04	27 12	24 08	19 04	24 72	21 76	14 96	18 24	27 92	8
9	34 11	29 97	23 67	30 51	27 09	21 42	27 81	24 48	16 83	20 52	31 41	9
10	37 90	33 30	26 30	33 90	30 10	23 80	30 90	27 20	18 70	22 80	34 90	10
11	41 69	36 63	28 93	37 29	33 11	26 18	33 99	29 92	20 57	25 08	38 39	11
12	45 48	39 96	31 56	40 68	36 12	28 56	37 08	32 64	22 44	27 36	41 88	12
13	49 27	43 29	34 19	44 07	39 13	30 94	40 17	35 36	24 31	29 64	45 37	13
14	53 06	46 62	36 82	47 46	42 14	33 32	43 26	38 08	26 18	31 92	48 86	14
15	56 85	49 95	39 45	50 85	45 15	35 70	46 35	40 80	28 05	34 20	52 35	15
16	60 64	53 28	42 08	54 24	48 16	38 08	49 44	43 52	29 92	36 48	55 84	16
17	64 43	56 61	44 71	57 63	51 17	40 46	52 53	46 24	31 79	38 76	59 33	17
18	68 22	59 94	47 34	61 02	54 18	42 84	55 62	48 96	33 66	41 04	62 82	18
19	72 01	63 27	49 97	64 41	57 19	45 22	58 71	51 68	35 53	43 32	66 31	19
20	75 80	66 60	52 60	67 80	60 20	47 60	61 80	54 40	37 40	45 60	69 80	20
21	79 59	69 93	55 23	71 19	63 21	49 98	64 89	57 12	39 27	47 88	73 29	21
22	83 38	73 26	57 86	74 58	66 22	52 36	67 98	59 84	41 14	50 16	76 78	22
23	87 17	76 59	60 49	77 97	69 23	54 74	71 07	62 56	43 01	52 44	80 27	23
24	90 96	79 92	63 12	81 36	72 24	57 12	74 16	65 28	44 88	54 72	83 76	24
25	94 75	83 25	65 75	84 75	75 25	59 50	77 25	68 00	46 75	57 00	87 25	25
26	98 54	86 58	68 38	88 14	78 26	61 88	80 34	70 72	48 62	59 28	90 74	26
27	102 33	89 91	71 01	91 53	81 27	64 26	83 43	73 44	50 49	61 56	94 23	27
28	106 12	93 24	73 64	94 92	84 28	66 64	86 52	76 16	52 36	63 84	97 72	28
29	109 91	96 57	76 27	98 31	87 29	69 02	89 61	78 88	54 23	66 12	101 21	29
30	113 70	99 90	78 90	101 70	90 30	71 40	92 70	81 60	56 10	68 40	104 70	30
31	117 49	103 23	81 53	105 09	93 31	73 78	95 79	84 32	57 97	70 68	108 19	31

**APPENDIX III (F) .**

**Ready Reckoner showing the Minimum Wages payable for the  
number of days worked during March, 1960, to workers in  
the Building Trade**

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
½	1 73	1 58	1 48	1 90½	1 98	2 08	½
1	3 46	3 16	2 96	3 81	3 96	4 16	1
2	6 92	6 32	5 92	7 62	7 92	8 32	2
3	10 38	9 48	8 88	11 43	11 88	12 48	3
4	13 84	12 64	11 84	15 24	15 84	16 64	4
5	17 30	15 80	14 80	19 05	19 80	20 80	5
6	20 76	18 96	17 76	22 86	23 76	24 96	6
7	24 22	22 12	20 72	26 67	27 72	29 12	7
8	27 68	25 28	23 68	30 48	31 68	33 28	8
9	31 14	28 44	26 64	34 29	35 64	37 44	9
10	34 60	31 60	29 60	38 10	39 60	41 60	10
11	38 06	34 76	32 56	41 91	43 56	45 76	11
12	41 52	37 92	35 52	45 72	47 52	49 92	12
13	44 98	41 08	38 48	49 53	51 48	54 08	13
14	48 44	44 24	41 44	53 34	55 44	58 24	14
15	51 90	47 40	44 40	57 15	59 40	62 40	15
16	55 36	50 56	47 36	60 96	63 36	66 56	16
17	58 82	53 72	50 32	64 77	67 32	70 72	17
18	62 28	56 88	53 28	68 58	71 28	74 88	18
19	65 74	60 04	56 24	72 39	75 24	79 04	19
20	69 20	63 20	59 20	76 20	79 20	83 20	20
21	72 66	66 36	62 16	80 01	83 16	87 36	21
22	76 12	69 52	65 12	83 82	87 12	91 52	22
23	79 58	72 68	68 08	87 63	91 08	95 68	23
24	83 04	75 84	71 04	91 44	95 04	99 84	24
25	86 50	79 00	74 00	95 25	99 00	104 00	25
26	89 96	82 16	76 96	99 06	102 96	108 16	26
27	93 42	85 32	79 92	102 87	106 92	112 32	27
28	96 88	88 48	82 88	106 68	110 88	116 48	28
29	100 34	91 64	85 84	110 49	114 84	120 64	29
30	103 80	94 80	88 80	114 30	118 80	124 80	30
31	107 26	97 96	91 76	118 11	122 76	128 96	31

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

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

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

**APPENDIX III (G)**

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1960, to Daily-paid workers in the Motor Transport Trade**

<i>No. of Days</i>	<i>Class A Class B Class D</i>	<i>Class C</i>	<i>Class E Class G</i>	<i>Class F</i>	<i>Class H</i>	<i>Class K</i>	<i>No. of Days</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	3 28½	2 91	2 53½	2 66	2 41	1 64½	½
1	6 57	5 82	5 07	5 32	4 82	3 29	1
2	13 14	11 64	10 14	10 64	9 64	6 58	2
3	19 71	17 46	15 21	15 96	14 46	9 87	3
4	26 28	23 28	20 28	21 28	19 28	13 16	4
5	32 85	29 10	25 35	26 60	24 10	16 45	5
6	39 42	34 92	30 42	31 92	28 92	19 74	6
7	45 99	40 74	35 49	37 24	33 74	23 03	7
8	52 56	46 56	40 56	42 56	38 56	26 32	8
9	59 13	52 38	45 63	47 88	43 38	29 61	9
10	65 70	58 20	50 70	53 20	48 20	32 90	10
11	72 27	64 02	55 77	58 52	53 02	36 19	11
12	78 84	69 84	60 84	63 84	57 84	39 48	12
13	85 41	75 66	65 91	69 16	62 66	42 77	13
14	91 98	81 48	70 98	74 48	67 48	46 06	14
15	98 55	87 30	76 05	79 80	72 30	49 35	15
16	105 12	93 12	81 12	85 12	77 12	52 64	16
17	111 69	98 94	86 19	90 44	81 94	55 93	17
18	118 26	104 76	91 26	95 76	86 76	59 22	18
19	124 83	110 58	96 33	101 08	91 58	62 51	19
20	131 40	116 40	101 40	106 40	96 40	65 80	20
21	137 97	122 22	106 47	111 72	101 22	69 09	21
22	144 54	128 04	111 54	117 04	106 04	72 38	22
23	151 11	133 86	116 61	122 36	110 86	75 67	23
24	157 68	139 68	121 68	127 68	115 68	78 96	24
25	164 25	145 50	126 75	133 00	120 50	82 25	25
26	170 82	151 32	131 82	138 32	125 32	85 54	26
27	177 39	157 14	136 89	143 64	130 14	88 83	27
28	183 96	162 96	141 96	148 96	134 96	92 12	28
29	190 53	168 78	147 03	154 28	139 78	95 41	29
30	197 10	174 60	152 10	159 60	144 60	98 70	30
31	203 67	180 42	157 17	164 92	149 42	101 99	31

## APPENDIX IV (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1960, to Monthly-paid workers in the Motor Transport Trade

No. of Days	Class A	Class B	Class C	Class E	Class F	Class G Class I	Class H	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	2 99	2 80½	2 66½	2 34	2 38½	2 17½	1 99	2 73	1 72	½
1	5 98	5 61	5 33	4 68	4 77	4 35	3 98	5 46	3 44	1
2	11 96	11 22	10 66	9 36	9 55	8 71	7 96	10 93	6 88	2
3	17 94	16 82	15 99	14 05	14 32	13 06	11 95	16 39	10 32	3
4	23 91	22 43	21 32	18 73	19 10	17 41	15 93	21 85	13 77	4
5	29 89	28 04	26 65	23 41	23 87	21 76	19 91	27 32	17 21	5
6	35 87	33 65	31 98	28 09	28 65	26 12	23 89	32 78	20 65	6
7	41 85	39 26	37 31	32 78	33 42	30 47	27 88	38 25	24 09	7
8	47 83	44 87	42 64	37 46	38 20	34 82	31 86	43 71	27 53	8
9	53 81	50 47	47 97	42 14	42 97	39 17	35 84	49 17	30 97	9
10	59 79	56 08	53 30	46 82	47 75	43 53	39 82	54 64	34 41	10
11	65 76	61 69	58 63	51 50	52 52	47 88	43 80	60 10	37 86	11
12	71 74	67 30	63 96	56 19	57 30	52 23	47 79	65 56	41 30	12
13	77 72	72 91	69 29	60 87	62 07	56 58	51 77	71 03	44 74	13
14	83 70	78 51	74 63	65 55	66 85	60 94	55 75	76 49	48 18	14
15	89 68	84 12	79 96	70 23	71 62	65 29	59 73	81 96	51 62	15
16	95 66	89 73	85 29	74 92	76 40	69 64	63 72	87 42	55 06	16
17	101 63	95 34	90 62	79 60	81 17	73 99	67 70	92 88	58 51	17
18	107 61	100 95	95 95	84 28	85 95	78 35	71 68	98 35	61 95	18
19	113 59	106 55	101 28	88 96	90 72	82 70	75 66	103 81	65 39	19
20	119 57	112 16	106 61	93 64	95 50	87 05	79 64	109 27	68 83	20
21	125 55	117 77	111 94	98 33	100 27	91 40	83 63	114 74	72 29	21
22	131 53	123 38	117 27	103 01	105 05	95 76	87 61	120 20	75 71	22
23	137 51	128 99	122 60	107 69	109 82	100 11	91 59	125 67	79 15	23
24	143 48	134 60	127 93	112 37	114 60	104 46	95 57	131 13	82 60	24
25	149 46	140 20	133 26	117 06	119 37	108 81	99 56	136 59	86 04	25
26	155 44	145 81	138 59	121 74	124 15	113 17	103 54	142 06	89 48	26
27	161 42	151 42	143 92	126 42	128 92	117 52	107 52	147 52	92 92	27
28	171 11	160 51	152 56	134 01	136 66	124 57	113 97	156 37	98 50	28
29	180 80	169 60	161 20	141 60	144 40	131 62	120 42	165 22	104 08	29
30	190 49	178 69	169 84	149 19	152 14	138 67	126 87	174 07	109 66	30
31	200 18	187 78	178 48	156 78	159 88	145 72	133 32	182 92	115 24	31

## APPENDIX IV (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1960, 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>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	2 37	2 1½	1 49	½
1	4 74	4 3	2 98	1
2	9 47	8 6	5 97	2
3	14 21	12 8	8 95	3
4	18 95	16 11	11 93	4
5	23 69	20 14	14 91	5
6	28 42	24 17	17 90	6
7	33 16	28 19	20 88	7
8	37 90	32 22	23 86	8
9	42 63	36 25	26 84	9
10	47 37	40 28	29 83	10
11	52 11	44 31	32 81	11
12	56 84	48 33	35 79	12
13	61 58	52 36	38 77	13
14	66 32	56 39	41 76	14
15	71 6	60 42	44 74	15
16	75 79	64 44	47 72	16
17	80 53	68 47	50 70	17
18	85 27	72 50	53 69	18
19	90 0	76 53	56 67	19
20	94 74	80 56	59 65	20
21	99 48	84 58	62 63	21
22	104 21	88 61	65 62	22
23	108 95	92 64	68 60	23
24	113 69	96 67	71 58	24
25	118 43	100 69	74 56	25
26	123 26	104 72	77 55	26
27	127 90	108 75	80 53	27