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The Ceylon Labour Gazette is not responsible
for opinions expressed in signed articles.

I. The number of days of work in the month of January 1900 is 31 days.

II. The number of days of work in the month of February 1900 is 28 days.

(A) The number of days of work in the month of March 1900 is 31 days.

(B) The number of days of work in the month of April 1900 is 30 days.

(C) The number of days of work in the month of May 1900 is 31 days.

III. The number of days of work in the month of June 1900 is 30 days.

(A) The number of days of work in the month of July 1900 is 31 days.

(B) The number of days of work in the month of August 1900 is 31 days.

(C) The number of days of work in the month of September 1900 is 30 days.

(D) The number of days of work in the month of October 1900 is 31 days.

(E) The number of days of work in the month of November 1900 is 30 days.

(F) The number of days of work in the month of December 1900 is 31 days.

(G) The number of days of work in the month of January 1901 is 31 days.

IV. The number of days of work in the month of February 1901 is 28 days.

(A) The number of days of work in the month of March 1901 is 31 days.

(B) The number of days of work in the month of April 1901 is 30 days.

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“PRODUCTIVITY”

by

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WHAT is Productivity? Perhaps the only real definition of the term Productivity is “A ratio between input and output”. That’s all that the term means in a dictionary sense. It can refer to different kinds of inputs, and it can be measured. Measurements of Productivity are measurements of efficiency and, in a sense, efficiency is just another word for Productivity. It’s the efficiency and utilisation of resources to achieve an objection and the term is usually used, is most commonly used, in connection with industry.

This definition of Productivity is most narrow and too narrow, and the word is often used with quite other meanings. A more general way it is used is as a synonym for high efficiency. Productivity does not necessarily mean high productivity—as a ratio it may be either high or low but the word is used in conversation and speeches quite often to mean high productivity.

Why is Productivity important?—or in that sense people are using it to mean “Why is efficiency important?” Another quite common meaning people give to the term Productivity when they use it is to signify the fullest application permitted by local conditions of the recognised concepts and techniques of scientific management, industrial engineering and human relations. In other words, the term Productivity has come to stand for the policies, methods and so forth that have been found to induce a high output. Thus Productivity as a word is used in very diverse manners and we have to be careful in discussions to understand which sense it is we are using—the narrow sense of a simple ratio between input and output, as a synonym for high efficiency, or as a symbol for the application of scientific management and modern industrial principles. Sometimes, also, the word is used simply to refer to the productivity movement, that is, the organized effort to increase productivity.

It is important to discuss what Productivity is not. Productivity is not the same thing as Production. This again is, as it should be,

a truism but one sees the terms confused so often that I am taking the privilege of mentioning it. The mere establishment of production capacity does not necessarily ensure productivity. One may not even improve the productivity of an overall economy by the establishment of new production capacities. There is frequent misuse and mixing up of these two terms. When production goes up people are inclined to say that productivity has increased, which, of course, is not necessarily so. Unless the increase in production exceeds the increase in resources put into that production, productivity has not increased, and may even have gone down. And it is quite common for productivity to increase in an overall economy or in a plant or a specific industry when production is going down. So, Production and Productivity are definitely not the same thing.

Production capacity may even be created by new investment with what might be called a negative effect on productivity, i.e., that the cost of the input factors involved in production may exceed the value of the final product created. This cannot go on for very long but it is not at all an unusual thing to happen and when it does, this is really an indication that all the money that was spent has not added anything to the productivity of that national economy, but on the contrary, has limited it. This occurs, of course, only when production facilities are not well conceived and not well operated and in the discussions we've heard the considerations that must go into the planning of new production capacity or of design to avoid this negative effect.

This leads to the importance of Productivity. Why is Productivity important? Again, this should hardly require discussion but one hears some peculiar things said which indicate that it is not always understood. We had a trade union official in India recently take a very strong position that one wouldn't want productivity to increase indefinitely because eventually one would have perhaps one worker able to produce all the things that were required for the whole economy and then how would all the rest live? This is a simplification of a problem; but productivity is important fundamentally because higher productivity means higher living standards and, in an overall sense, productivity determines living standards.

Within a given resource space, for instance this island, with its agricultural and mineral resources, its capital equipment and its people, there is the level of efficiency of the use of those resources that directly determines the product available for consumption by the people who live on this island or for the trade with other people for other things. You cannot consume more than you produce and it is the efficient use of your resources that permits what you have left for consumption.

This is speaking of Productivity in the overall sense of the productivity of a whole society and there are two ways to increase productivity in that sense. One may either increase the capital equipment or the available mineral and agricultural resources—by that I mean the discovery of new mineral resources is perhaps the same thing as adding new capital equipment in an industrial sense, so that one may either increase the capital equipment available or use the resources which exist in a better manner and this brings me to the distinction between industrial development and productivity.

Industrial development, as we usually use the term, is the establishment of new capital facilities or, in an overall sense, of an economy again providing better tools for that society, whereas productivity, as ordinarily used, is limited, a bit more limited than I have been using it up to now, and means the efficiency of the use of available equipment in resources. Some say that Productivity only becomes important after development, that you must have some industry before you need concern yourself with Productivity improvement. I may say that other countries at more or less the same stage of industrial development as Ceylon have decided that they should not bother themselves with any kind of activities such as Productivity Association will undertake because they didn't have enough industry to worry about that sort of thing.

One cannot, however, leave these productivity considerations until after development, because the decisions that are taken at the planning stage of new investment and establishing new facilities have very important effects on the productivity levels you can achieve after the facilities are established and as we have heard mentioned, and as I know from other sources, CISIR and the Industries Director for instance, give a great deal of attention to this problem of the proper design, the proper decisions at the investment stage, to make it possible to achieve the highest possible efficiency after the plant is completed.

Another reason why it is not proper to leave productivity considerations aside until after industry is established, is that whatever your present equipment base may be, if you are not using your existing resources efficiently, it is very unlikely that you will ever have the margin above consumption available for investment which you must have over to add to your equipment base. This can be done, of course, by arbitrarily limiting mass consumption but it is very difficult and unlikely in a democracy so that even in the early stage of development it is only by increasing efficiency, using all resources as efficiently as possible, that the funding for new plants and equipment to extend your development can be available.

Going beyond now the question of the productivity of a whole economy—in the earlier word, industrial development is important and is a part of the question—let us limit ourselves from now on in this discussion to the productivity with the existing capital plant and equipment. It is obvious that the result of any industrial operation, the result in terms of product produced and available for consumption or exchange, depends upon efficient operation. Higher productivity means more product produced with the resources put in. More product, and here I am using the term in the first sense of valuable product, that is, product that somebody wants. The more product produced with given resources means the more there is available beyond the cost of those resources consumed for the use and enjoyment of the people involved in the production and, leaving spiritual and cultural aspects aside for the moment, it is these goods and services available—that is, standard of living, determines the satisfaction of the wants of the people of a society.

There is a general acceptance that the best chance, the best opportunity, for both parties to improve their share of the total product, or I should say, to improve their total gains on the product, is by

increasing the total product available for satisfaction of the wants of both parties and thus the debate over wages and profits in the Western world these days is very often carried on not in terms of the god-given right of Capital to a certain return or of all that it could get, because after all it was they that paid for the machinery and so forth, but the debate nowadays is in terms of the contribution of each party to productivity, and Labour/Management discussions in our country are centered around the status of productivity in industry—why has it increased? why hasn't it increased? to what extent is additional capital required to produce more machinery, to make more machinery available to that industry so that productivity can go on increasing? to what extent have the workers been responsible for an increase in productivity?—and the discussion is quite different from what it used to be. There is a recognition that in the last analysis the purpose of production is to satisfy the wants of people and a recognition that if the mass of consumers have held money there will be no market and the product will not be sold anyway.

Thus, Productivity is important for all in a society, and everybody in a country needs to be aware of its importance and widely concerned with the level of efficiency in that country's industry, agriculture and in all other wealth producing activities, perhaps even including government.

Another thing that Productivity definitely does not mean is harder work. We must be clear that in general higher productivity does not mean greater effort or application by the individual worker and even once productivity is discussed in terms of labour productivity or man-hour output, this does not by any means mean that the fact of productivity increases is that workers have to work harder. In some cases, there may be room for more actual effort and continuity in application by individual workers or workers in an entire department but in the usual case workers are applying themselves reasonably, with a reasonable degree of effort and continuity, and the productivity gains obtainable from an actual increase in the effort of workers are very limited, particularly compared to the gains achievable by more effective planning, organization, execution, of the total activity involved in a factory. If increase in productivity available was only that which could be secured by harder work by workers, it would hardly be worth the trouble of worrying about it and certainly would not receive all the attention it does in the modern world.

It is a feature of almost all the organized productivity campaigns in the countries with which I am familiar, that they emphasise continually that there is no attempt involved to get the workers to work harder but rather that the effort is to stimulate and assist management and to make it possible for management, by better planning, to help the workers produce more with the same or less effort. In fact, in most countries which have a national productivity campaign of any kind they have adopted this as a principle that in none of the activities involved will any effort be made to increase worker effort; certainly not that any increase in worker effort will be reflected by proportionate increase in earnings and that to the fullest extent possible, productivity increase will not result in redundancy in the short run in the sense that individual workers will lose their position or their employment. We find in India that industrial jobs have become more attractive now and that the young men

are seeking management and industrial engineering education abroad on their own and while the government earlier gave a certain amount of support and assistance to this type of education, there is now a very considerable flow of people who privately finance their education abroad in these subjects. You would be surprised how many Indian students of Industrial Engineering and Business Administration in the United States are offered very attractive positions after they have had some apprenticeship and industrial engineering training, in a factory and they take a liking to them and become interested in their abilities and the wastage in losing the ones that have been sent out and don't come home is discouragingly high.

In addition to trainees, teams are sent out, as the Anglo-American Council on Productivity teams. Productivity teams, as we call them, have gone abroad to selected industries, to selected countries, for observations in a particular field and for study of a particular set of aspects in that industry or a particular management subject, for instance, that is considered to be particularly necessary in the country. The programme usually includes also bringing in foreign technicians for demonstration and training and importing information and other non-personal forms—films, books, training materials, technical literature and documents of all types and disseminating them.

The Indian programme I would describe briefly because it is closer to you and also because I think there are possibilities for co-operation between your Association and the National Productivity Council of India. India has a National Productivity Council which was a statutory body—it was initiated by the Government with the agreement of the Management Association, Employers and Trade unions and so forth but it is not within the government, it is not operated departmentally, its policy is determined by a Council and Governing Body which represent employers, workers, technical associations, technical education institutions and pertinent government ministries. It has headquarters in New Delhi, has regional offices in Bombay, Calcutta, Madras, Bangalore and Cawnpore.

A rather unusual feature of the Indian programme is the emphasis upon local activity. As you may know the British Productivity Council was supposed to organise large numbers of local productivity councils—I think there are more than 100 in Great Britain now and they are simply voluntary associations at the City or local industrial level of anybody who is interested in the subject and wants to be involved. In India we have 36 local productivity councils open to membership by individuals, by firms, by trade unions, on a schedule of fees which depend upon ability to pay.

The programme operated by the National Productivity Council of India contains all the elements I have referred to in typical programmes in both their external activities and their domestic. The local productivity councils and perhaps, their activities would be of interest for you to take a look at and there is one of the best at Madras which is not difficult for you to visit and it might be possible for some of you to contact the local Productivity Council in Madras and see what they have learned from their experience to date.

I have reason to believe that the ICA/USOM here in Ceylon will be quite willing to extend some assistance to a Productivity Association in the ways in which we have co-operated with other countries, by permitting you to send Productivity teams abroad for observations and exchange of information in other countries. Certainly the very extensive technical information publications of our organisation can be made available to the Productivity Association, but I would like to return just a minute to the co-operation which I mentioned should be possible between you and my Indian friends. The Productivity Council of India will have very shortly a total of twelve American and, I think, 3 I. L. O. technicians on its staff mostly engaged in giving courses in various subjects of industrial engineering, management, personnel management, marketing, all over India and I am quite sure they would welcome participants in their courses in Madras, perhaps most easily for you, from Ceylon.

(The above is an edited script of the speech made at the Seminar on "Industrial Development and Productivity" held recently in Colombo.)

STATISTICS OF THE MONTH IN BRIEF

THE following is the summary of the principal statistics listed this month. Further details will be found in the tables and appendices appearing in this issue.

Cost of Living

The Colombo Consumers' Price index for the month of June, 1960, is 102.5 as against 102.4 for May, 1960—an increase of .1.

WAGES RATES

(a) The basic wages payable for the month of July, 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 July, 1960, to workers in all trades to which Part II of the Wages Boards Ordinance has been applied will be the same as that for the month of June, 1960.

STRIKES

There were altogether 10 strikes during the month of April, 1960, involving 6,716 workers and a loss of 9,984 mandays as against 6 strikes during the month of March, 1960, involving 930 workers and a loss of 4,223 mandays.

Of these strikes, 5 were in Tea plantations involving 6,195 workers and a loss of 6,986 mandays, 3 were in Rubber plantations involving 333 workers and a loss of 2,810 mandays. Of the other 2 strikes 1 was in the Engineering Trade involving 70 workers and a loss of 70 mandays and the other was in the Motor Transport Trade involving 118 workers and a loss of 118 mandays.

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 the April, 1960, and May, 1960, was as given below :—

	April, 1960			May, 1960		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	15,108	6,312	21,420	15,337	6,417	21,754
Skilled	11,992	1,699	13,691	11,752	1,712	13,464
Semi-skilled	26,041	6,570	32,611	25,993	6,588	32,581
Unskilled	57,414	3,069	60,483	56,770	3,128	59,898
Total	110,555	17,650	128,205	109,852	17,845	127,697

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

	April, 1960			May, 1960		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	153	26	179	126	12	138
Skilled	53	3	56	83	1	84
Semi-skilled	68	18	86	100	4	104
Unskilled	218	20	238	242	3	245
Total	492	67	559	551	20	571

NOTES OF CURRENT INTEREST

Trade Unions Registered in June 1960

Regd. No.	Name of the Union
1. 1541	.. The Eastern Province Government Teachers' Union.
2. 1542	.. Mackwoods Eksath Kamkaru Samitiya.
3. 1543	.. Samastha Lanka Puhunu Rajaye Guruwarunge Sangamaya.
4. 1544	.. Rajaye Mul Guru Sangamaya.
5. 1545	.. All Ceylon Minor Supervisors' Union—Land Commissioners' Department.
6. 1546	.. Elephant Light Corporation Eksath Sewaka Sangamaya.
7. 1547	.. Colombo Municipal Water Works Department Technical Officers' Union.
8. 1548	.. Union of Overseers of Land Development Ordinance Allotments.
9. 1549	.. Basnahira Kottasaye Varimarga Nadatthu Kamkaru Samitiya.

10. 1550 .. Polonnaruwa Rajaye Govipolawalhi Kamkaru Samitiya.
11. 1551 .. Samastha Lanka Kachcheri Warimarga Overseer-warunge Sangamaya.
12. 1552 .. Sri Lanka Eksath Motor Kamkaru Samitiya.
13. 1553 .. Waraye Welderwarunge Sangamaya.
14. 1554 .. Gal-Oya Development Board Radio and Telecommunication Employees' Union.
15. 1555 .. All-Ceylon Government Schools Tamil Certificated Teachers' Union.
16. 1556 .. Sri Lanka Warayawala Rajaye Sewaka Samitiya.
17. 1557 .. Colombo General Hospital Laundry Workers' Union.

THE WAGES BOARDS ORDINANCE

Notice to Employers

BY virtue of the powers vested in me by section 49 of the Wages Boards Ordinance, No. 27 of 1941, as amended by section 4 of Ordinance No. 19 of 1945, section 2 of Ordinance No. 22 of 1945, and section 25 of the Wages Boards (Amendment) Act, No. 5 of 1953, I, Charles Banda Kumarasinha, Acting Commissioner of Labour, do hereby require every employer of workers in the Trades mentioned below for which Wages Boards have been set up, to furnish me on or before August 1, 1960, a return in the form already sent to him.

2. Any employer who fails to send in a return will be guilty of an offence punishable under the Wages Boards Ordinance.

3. All returns required to be furnished under this notice and correspondence thereon should be addressed to the Acting Commissioner of Labour, Branch S, Colombo 3. Any employer who has not received the appropriate form should immediately communicate to this address stating the trade applicable to him.

C. B. KUMARASINHA,
Acting Commissioner of Labour.

Department of Labour,
Colombo 3, July 8, 1960.

TRADES REFERRED TO ABOVE

1. Tea Growing and Manufacturing.
2. Cocoa, Cardamom and Pepper Growing and Manufacturing.
3. Rubber Growing and Manufacturing.
4. Coconut Growing.
5. Coconut Manufacturing.
6. Engineering.
7. Printing.
8. Plumbago.

9. Tea Export.
10. Rubber Export.
11. Toddy, Arrack & Vinegar.
12. Cigar Manufacturing.
13. Motor Transport.
14. Match Manufacturing.
15. Cinema.
16. Dock, Harbour and Port Transport.
17. Building.
18. Beedi Manufacturing.
19. Baking.
20. Brick and Tile Manufacturing.
21. Cinnamon.

WAGES BOARDS

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

VII—The Beedi Manufacturing Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Beedi 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. 10,960 of August 10, 1956, and came into force on August 10, 1956.

Order

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

The beedi manufacturing trade, that is to say—

- (1) the preparation of tobacco for the manufacture of beedi ;
- (2) beedi rolling ; and
- (3) packeting beedi ;

including—

- (1) loading and unloading of and portorage for transporting bales of tobacco, wrapping leaves, beedies and packing cases ;
- (2) stacking and (periodical) re-stacking of tobacco and wrapping leaves in store ;
- (3) grading tobacco ;
- (4) sprinkling water on wrapping leaves ;

- (5) drying tobacco in the sun ;
- (6) cutting wrapping leaves ;
- (7) crushing tobacco into chips for preparation of fillers (“ beedi tobacco”) for rolling ;
- (8) preparation of wrappers for rolling ;
- (9) filling wrappers with “ beedi tobacco ” ;
- (10) beedi rolling ;
- (11) tying rolled beedies with thread ;
- (12) sorting beedies ;
- (13) fixing ring labels round rolled beedies ;
- (14) bundling of beedies ;
- (15) sun drying bundles of beedies ;
- (16) wrapping bundles of beedi in paper and labelling ;
- (17) making packets of bundles ;
- (18) labelling packets ;
- (19) cleaning and sweeping of stores and drains ; and
- (20) 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 tobacco, lorry and van drivers, carters, clerks, managers, supervisors and store-keepers.

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Beedi Manufacturing Trade was established on November 20, 1956, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 11,041 of January 4, 1957.

(C) DECISIONS OF THE BOARD

The original decisions in respect of the Beedi Manufacturing Trade, made by the Wages Board for that trade, related mainly to the minimum rates of wages for piece work and came into force on December 1, 1957. 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 Extraordinary* No. 11,208 of November 29, 1957. Decisions varying the earlier decisions were published in a notification appearing in *Government Gazette* No. 11,902 of October 16, 1959.

PART I

Intervals at which wages should be paid

Wages shall be paid monthly and within 10 days of the end of the month.

PART II

Minimum rates of wages for piece work

The minimum rates of wages for piece work for "nool" (thread), beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread), shall be—

- (a) for beedies 2 inches long, Rs. 5 per 1,000,
- (b) for beedies 2½ inches long, Rs. 6. per 1,000, and
- (c) for beedies 3 inches long, Rs. 7 per 1,000.

The minimum rates of wages for piece work for "nool" (thread), beedi rolling (inclusive of filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), shall be—

- (a) for beedies 2 inches long, Rs. 3.34 per 1,000,
- (b) for beedies 2½ inches long, Rs. 4 per 1,000, and
- (c) for beedies 3 inches long, Rs. 4.66 per 1,000.

The minimum rates of wages for piece work for cutting wrapping leaves (inclusive of the preparation of the wrappers for rolling) shall be—

- (a) for beedies 2 inches long, Re. 1.67 per 1,000,
- (b) for beedies 2½ inches long, Rs. 2 per 1,000, and
- (c) for beedies 3 inches long, Rs. 2.34 per 1,000.

The minimum rate of wages for piece work for fixing ring labels round rolled beedies shall be 50 cents per 1,000 beedies.

WAGES BOARDS

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

VIII—The Cigar Manufacturing Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Cigar 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. 9,410 of May 25, 1945, and came into force on June 1, 1945.

Order

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

The cigar manufacturing trade, where not less than five persons are employed, that is to say—

- (1) the preparation of tobacco for cigar rolling ;
- (2) cigar rolling ;
- (3) the preparation of “ koda ” ; and
- (4) the application of “ koda ” to rolled cigars ; including—
 - (a) loading and unloading and portorage (transporting) of bales of tobacco, cigars and packing cases ;
 - (b) stacking and (periodical) re-stacking of tobacco in store ;
 - (c) cutting tobacco into small pieces to be used along with fillers ;
 - (d) seasoning tobacco with “ koda ” mixed with water preparatory to manufacture ;
 - (e) grading of tobacco ;
 - (f) sorting into wrappers and fillers ;
 - (g) distribution of wrappers and fillers ;
 - (h) cleaning up of fillers ;
 - (i) preparation of wrappers for rolling ;
 - (j) preparation of fillers for rolling including filling up with cuttings ;
 - (k) cigar rolling ;
 - (l) tying rolled cigars with thread ;
 - (m) sizing of cigars ;
 - (n) bundling of cigars into tens ;
 - (o) weighing of cigars ;
 - (p) first packing for storage ;
 - (q) repacking for first application of “ koda ” ;
 - (r) first application of “ koda ” ;
 - (s) second application of “ koda ” and packing for despatch ;
 - (t) nailing and covering packages with mats and tying with ropes and marking ;
 - (u) collection of tobacco veins and midribs ;
 - (v) infusion of veins and midribs in boilers ;
 - (w) chopping and splitting firewood ;
 - (x) transferring decoction into another boiler ;
 - (y) preparation of spices ;
 - (z) addition of spices to decoction ;
 - (z1) tending “ koda ” boiler ;
 - (z2) storing “ koda ” ;
 - (z3) straining “ koda ” ; and
 - (z4) 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 tobacco, lorry and van drivers, carters, apprentices of cigar rollers, clerks, managers, supervisors and storekeepers.

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Cigar Manufacturing Trade was established on July 20, 1945, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,435 of July 20, 1945.

(C) DECISIONS OF THE BOARD

The original decision in respect of the Cigar Manufacturing Trade, made by the Wages Board for that trade, related only to the minimum rate of wages for piece work and it came into force on August 1, 1946. A notification relating to that decision was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette* No. 9,585 of July 26, 1946. Decisions varying the earlier decision were published in a notification appearing in *Ceylon Government Gazette Extraordinary* No. 10,501 of February 28, 1953. These decisions were replaced by the decisions published in *Government Gazette* No. 11,959 of November 20, 1959.

Minimum rates of wages for piece work

The minimum rates of wages for piece work for cigar rolling (inclusive of the cleaning up of fillers, the preparation of wrappers for rolling, the preparation of fillers for rolling including filling up with cuttings, the tying up of rolled cigars with thread, and the bundling of cigars into tens) shall be—

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

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.

NOTIFICATION RELATING TO ORDER UNDER SECTION 6 (1) OF THE WAGES BOARDS ORDINANCE, No. 27 OF 1941

L. D.—B. 207/44.

The Wages Boards Ordinance, No. 27 of 1941

NOTIFICATION UNDER SECTION 6 (2)

IN accordance with the provisions of section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, it is hereby notified that the Order relating to the Ice and Aerated Waters Manufacturing Trade and set out hereunder has been made by me under section 6 (1) of that Ordinance, as amended by Ordinance No. 40 of 1943. The Order shall come into force on the 1st day of August, 1960.

B. H. ALUWIHARE,
Minister of Labour, Industries and
Fisheries.

Colombo, 22nd June, 1960.

Order

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

The Ice and Aerated Waters Manufacturing Trade, that is to say, the manufacture of—

mineral or aerated waters, non-alcoholic cordials, flavoured syrups, unfermented sweet drinks, medicated drinks, and ice ;

including—

- (1) the operations connected with bottle washing ;
- (2) preparation of syrups ;
- (3) bottling, filling, corking and labelling ;
- (4) handling bottles before and after manufacture ;
- (5) all other operations preparatory to the sale of any of the aforesaid articles of drink in bottles or other receptacles ;
- (6) all operations connected with the manufacture of ice ;
- (7) work connected with the sale of the aforesaid articles of drink and ice at the place of manufacture ; and
- (8) work connected with the transport and delivery and the sale (other than at the place of manufacture) of the aforesaid articles of drink and ice, and the collection of empty bottles, where such work is done by persons employed in the undertaking which manufactures such articles of drink and ice ;

but excluding the work of the following workers :—

- (1) clerks, cashiers, storekeepers, time-keepers, overseers, watchers and caretakers ;
- (2) workers in the Motor Transport Trade, specified in the Order published in *Gazette* No. 9,481 of November 2, 1945 ; and
- (3) workers in the Engineering Trade, specified in the Order published in *Gazette* No. 9,224 of January 7, 1944, as subsequently amended.

Explanatory Note

[*This note is not part of the Order, but is intended to explain its general purport.*]

(1) This Order was published in the *Ceylon Government Gazette* No. 12,153 of July 1, 1960, and has effect from 1st August, 1960.

(2) This Order sets out the description of the Ice and Aerated Waters Manufacturing Trade and is preliminary to the establishment of a Wages Board for the trade under section 8 of the Wages Boards Ordinance.

S. W. B.

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base: November, 1938-April, 1939=100

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

INDEX NUMBERS

Base: November, 1938-April, 1939 = 100

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

Index Number
Nov., 1942
= 100

Base: November, 1942 = 100

Group Weights	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24	107	197*
1943	103	94	105	138	118	109	200
1944	102	94	105	156	127	121	221
1945	110	94	112	165	158	125	229
1946	113	111	124	180	155	138	252
1947	126	121	136	213	157	142	260
1948	138	101	148	189	157	141	258
1949	144	97	129	156	148	149	272
1950	154	102	129	155	154	154	283
1951	155	112	129	197	160	154	283
1952	153	104	131	192	168	153	281

† Average for 5 months only.

* Average for 11 months only.

B

Colombo 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
March	105.18	102.31	101.53	93.76	114.83	105.6
April	102.19	104.15	101.53	94.15	115.41	104.0
May	99.92	100.58	101.53	94.07	115.73	102.4
June	99.94	102.65	101.53	94.36	115.15	102.5

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
March	2.15	111.98	106.04	113.74	126.67	119.95
April	2.15	111.98	107.67	113.74	126.67	121.80
May	2.12	110.42	107.83	113.74	126.67	123.70
June	2.10	109.38	106.71	113.74	126.67	123.58

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 ..	111·27
	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 ..	113·24
	February ..	2·18 .. 111·22..	3·76 ..	128·77..	2·30 ..	112·75
	March ..	2·18 .. 111·22..	3·76 ..	128·77..	2·30 ..	112·75
	April ..	2·18 .. 111·22..	3·78 ..	129·45..	2·31 ..	113·24
	May ..	2·16 .. 110·20..	3·75 ..	128·42..	2·28 ..	111·76
	June ..	2·13 .. 108·67..	3·72 ..	127·40..	2·25 ..	110·29

* 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
February	21,679	13,890	33,497	61,743	130,809
March	21,447	13,801	33,030	61,643	129,921
April	21,420	13,691	32,611	60,483	128,205
May	21,754	13,464	32,581	59,898	127,697

* 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	Trincomalee	Anuradhapura	Awisaswella	Haputale	Matara	Vaunnya	Kegalla	Male	Total
1939 ..	26,677	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	26,677
1940 ..	27,645	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	27,645
1941 ..	20,458	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942 ..	19,333	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943 ..	8,335	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8,335
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 ..	21,589	2,239	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	—	233	—	—	—	—	—	—	—	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	3,381	3,780	547	1,162	1,435	909	663	422	992	252	437	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	548	477	526	1,332	—	—	—	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	1,559	—	—	—	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	4,667	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	Katutura	Galle	Kandy	Nawalpitiya	Kurunegala	Jaffna	Ratnapure	Badulla	Batticaloa	Kalmunai**	Trincomalee	Anuradhapure	Avisawella	Haputale	Matale	Vavuniya	Kegalla	Male	Total
1958—	52,563	7,721	7,500	18,617	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	—	117,796
1959—																					
January ..	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
February ..	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
March ..	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
April ..	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
May ..	54,621	7,418	6,821	14,638	6,645	1,015	4,431	3,406	3,471	1,399	1,179	326	162	1,507	2,764	1,297	5,002	553	2,588	—	120,238
June ..	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
July ..	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	3,26	1,316	5,702	563	2,753	773	29,160
August ..	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
September ..	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
October ..	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
November ..	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
December ..	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
1960—																					
January ..	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
February ..	58,388	9,111	7,327	15,426	6,182	1,510	5,221	3,646	2,453	1,818	1,099	967	1,406	1,890	2,895	1,245	5,841	721	2,776	887	130,809
March ..	58,003	9,183	7,291	15,400	6,278	1,404	5,021	3,552	2,530	1,747	1,066	1,028	1,342	1,922	2,911	1,217	5,737	697	2,706	826	129,921
April ..	57,251	9,215	7,080	15,396	6,034	1,325	5,000	3,550	2,625	1,649	1,134	1,027	1,325	1,828	2,909	1,090	5,635	676	2,663	793	128,205
May ..	56,912	9,205	7,041	15,453	6,023	1,221	5,047	3,414	2,647	1,690	1,291	1,006	1,198	1,825	2,891	1,044	5,778	640	2,633	787	127,697

* 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.
(These Exchanges functioned only during 1945 and 1946.)

‡ 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	
1946	1,303	..	3,012	..	1,341	..	10,130	
1947	915	..	1,417	..	911	..	4,161	
1948	1,355	..	1,563	..	1,311	..	6,118	
1949	1,807	..	1,616	..	1,767	..	9,590	
1950	2,059	..	1,509	..	1,438	..	5,773	
1951	2,019	..	1,546	..	1,867	..	5,874	
1952	3,107	..	1,802	..	1,887	..	5,657	
1953	1,528	..	669	..	1,371	..	2,820	
1954	1,097	..	879	..	922	..	4,660	
1955	2,166	..	1,064	..	1,187	..	3,791	
1956	1,913	..	845	..	1,565	..	4,162	
1957	1,176	..	709	..	1,180	..	3,053	
1958	1,827	..	800	..	1,006	..	2,251	
1959	1,667	..	1,045	..	1,275	..	3,218	
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
	..	February	117	..	43	..	148	..	235	543
	..	March	170	..	46	..	83	..	182	481
	..	April	179	..	56	..	86	..	238	559
	..	May	138	..	84	..	104	..	245	571

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
	Colombo	646	77	389	39	877	53	1,844	82	3,756	251
Negombo	103	8	73	2	101	4	245	68	522	82
Kalutara	85	4	33	—	123	3	152	2	393	9
Galle	92	2	36	7	90	9	155	1	373	19
Kandy	110	1	37	1	79	5	188	5	414	12
Nawalapitiya	20	—	13	—	39	4	66	2	138	6
Kurunegala	99	—	33	—	128	—	120	—	380	—
Jaffna	130	18	24	3	106	4	73	43	333	68
Ratnapura	37	—	26	1	106	—	135	6	304	7
Badulla	43	1	24	—	32	—	47	—	146	1
Batticaloa	31	10	11	1	31	1	193	13	266	25
Kalmunai	30	1	41	1	49	2	124	13	244	17
Trincomalee	22	1	11	2	10	3	46	3	89	9
Anuradhapura	37	1	18	17	29	2	67	1	151	21
Avissawella	24	—	23	—	47	—	93	2	187	2
Haputale	12	—	5	9	10	—	29	—	56	9
Matara	106	10	37	1	118	6	298	—	559	17
Vavuniya	10	4	9	—	29	4	7	3	55	11
Kegalla	25	—	22	—	78	3	51	—	176	3
Matale	25	—	9	—	13	1	26	1	73	2
Total	1,687	138	874	84	2,095	104	3,959	245	8,615	571

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	.. 22,308	.. 85,837	28	.. 5,471	.. 22,617
1951	.. 67	.. 306,091	.. 521,040	35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	39	.. 6,168	.. 46,990
1953	.. 33	.. 363,600	.. 430,586	54	.. 14,482	.. 31,996
1954	.. 59	.. 86,450	.. 391,200	55	.. 15,381	.. 85,569
1955	.. 60	.. 11,437	.. 69,913	47	.. 11,293	.. 36,016
1956	.. 99	.. 56,908	.. 200,888	115	.. 31,852	.. 152,966
1957	.. 177	.. 297,061	.. 618,050	127	.. 70,239	.. 190,443
1958	.. 123	.. 39,372	.. 340,632	96	.. 42,713	.. 399,228
1959	.. 177	.. 47,318	.. 352,095	71	.. 42,454	.. 460,141
1960 Jan. to April	.. 44	.. 14,979	.. 61,423	3	.. 212	.. 236
1959 January	.. 18	.. 4,095	.. 21,904	8	.. 4,947	.. 21,180
February	.. 13	.. 3,789	.. 10,566	11	.. 2,618	.. 13,585
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
1960 January	.. 14§	.. 4,486	.. 33,881	—	.. —	.. —
February	.. 13§	.. 2,599	.. 10,327	1	.. 24	.. 48
March	.. 9§	.. 1,366	.. 7,419	—	.. —	.. —
April	.. 8	.. 6,528	.. 9,796	2	.. 188	.. 188

*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.

**TABLE IX—CLASSIFICATION OF THE STRIKES IN
APRIL 1960, BY INDUSTRIES OR TRADES**

Industry or Trade		Number of Strikes	Number of Workers involved		Number of Man-days lost
Plantations—Tea	..	5	..	6,195	.. 6,986
Rubber	..	3	..	333	.. 2,810
Tea-cum-Rubber	..	—	..	—	.. —
Coconut	..	—	..	—	.. —
Coconut-cum-Rubber	..	—	..	—	.. —
	Total	8		6,528	9,796
Engineering	..	1	..	70	.. 70
Printing	..	—	..	—	.. —
Motor Transport	..	1	..	118	.. 118
Tea Export	..	—	..	—	.. —
Rubber Export	..	—	..	—	.. —
Coconut Manufacturing	..	—	..	—	.. —
Toddy, Arrack and Vinegar	..	—	..	—	.. —
Match Manufacturing	..	—	..	—	.. —
Coconut & Rubber Manufacturing	..	—	..	—	.. —
Cinema	..	—	..	—	.. —
Dock, Harbour and Port Transport	..	—	..	—	.. —
Building Trade	..	—	..	—	.. —
Local Government Services	..	—	..	—	.. —
Service Institutions	..	—	..	—	.. —
Factories, Workshops, &c., run by the State	..	—	..	—	.. —
Textile	..	—	..	—	.. —
Relief Schemes	..	—	..	—	.. —
Wholesale and Retail Distribution	..	—	..	—	.. —
Aerated Waters and Ice Manufacturing	..	—	..	—	.. —
Beedi Manufacturing	..	—	..	—	.. —
Hotel	..	—	..	—	.. —
Tile Manufacturing	..	—	..	—	.. —
Miscellaneous	..	—	..	—	.. —
	Total	2		188	188
	Grand Total	10		6,716	9,984

**TABLE X—CLASSIFICATION OF THE STRIKES IN
APRIL 1960, 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	—	..	—	..
2. Wage increases. Higher rates for piece work, &c.	—	..	—	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	2	.. 1	.. 315	.. 118
4. Estate rules, working arrangements, dis- cipline, disputes with sub-staff, &c.	4	..	.. 1,011	.. —
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.)	1	..	.. 4,976	.. —
9. Assaults by employer or agent or others	1	..	.. 226	.. —
10. General demands	—	..	..	.. 70
11. Sympathetic strikes	—	..	..	..
	Total	8	6,528	188

APPENDIX I

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

Class of Worker	Month: July, 1960					
	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Tea Growing and Manufacturing Trade						
<i>Daily Rates :</i>						
Male worker not under 16 years ..	1	25	..	1	12	.. 2 37
Female worker not under 15 years ..	1	5	..	0	84	.. 1 89
Child worker ..	0	80	..	0	77	.. 1 57
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade						
<i>Daily Rates :</i>						
Male worker not under 16 years ..	1	10	..	1	12	.. 2 22
Female worker not under 15 years ..	0	90	..	0	84	.. 1 74
Child worker ..	0	65	..	0	77	.. 1 42
Rubber Growing and Manufacturing Trade						
<i>Daily Rates :</i>						
Male worker not under 16 years ..	1	40	..	1	12	.. 2 52
Female worker not under 15 years ..	1	30	..	0	84	.. 2 14
Child worker ..	1	5	..	0	77	.. 1 82
Coconut Growing Trade						
<i>Daily Rates :</i>						
The raising and maintenance of a coconut plantation ; and the manufacture of copra—						
Kangany ..	1	40	..	1	12	.. 2 52
Male not under 16 years ..	1	25	..	1	12	.. 2 37
Female not under 15 years ..	1	5	..	0	84	.. 1 89
Male worker under 16 years or Female worker under 15 years ..	0	80	..	0	77	.. 1 57
Coconut Manufacturing Trade						
The manufacture of desiccated coconut : The manufacture of coconut oil ; and The manufacture of fibre and coir products—						
Kangany ..	1	80	..	1	97	.. 3 77
Male not under 18 years ..	1	40	..	1	97	.. 3 37
Female not under 18 years ..	1	15	..	1	64	.. 2 79
Worker under 18 years ..	1	15	..	1	57	.. 2 72

Piece rates have been fixed for certain processes

Correction

In Appendix I of "Ceylon Labour Gazette" of June, 1960 the basic rate of wages under the caption "Coconut Growing Trade" should read as "1.40", "1.25", "1.5" and ".80" respectively.

Editor.

Class of Worker

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

Daily Rates :

Unskilled labourer	1 40	2 3	3 43
Semi-skilled, Grade I	1 65	2 13	3 78
Semi-skilled, Grade II	1 45	2 13	3 58
Skilled worker	2 0	2 13	4 13
Kangany	1 80	2 13	3 93
Watcher	1 70	2 13	3 83

Trade Learners and Apprentices—

1st year	0 50	1 11	1 61
2nd year	0 66	1 21	1 87
3rd year	0 85	1 50	2 35
4th year	1 10	1 65	2 75

Printing Trade

Monthly rates :

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	98 42	208 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	79 42	166 92
Class C, Grade I Workers: Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	65 0	69 92	134 92
Class C, Grade II Workers: Platen Machine Minders	60 0	65 8	125 8
Class D Workers: Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50 0	60 42	110 42
Class E Workers: Unskilled workers not under 18 years of age	42 0	58 9	100 9
Class F Workers: Unskilled workers under 18 years of age	20 0	39 52	59 52
Class G Workers: Watchers	44 0	60 42	104 42
Class A—1st year learner	33 0	42 72	75 72
" B " " "	26 0	37 2	63 2
" C Grade I, 1st year learner	24 0	38 92	62 92
" C " II " "	22 0	37 2	59 2
" D—1st year learner	19 0	35 12	54 12
Class A—2nd year learner	44 0	50 82	94 82
" B " " "	36 0	48 92	84 92
" C Grade I, 2nd year learner	29 0	44 8	73 8
" C " II " "	27 0	41 75	68 75
" D—2nd year learner	23 0	39 42	62 42

Month : July, 1960

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
Printing Trade (contd.)					
Class A—3rd year learner ..	56	0	58	92	114 92
.. B ..	49	0	55	12	104 12
.. C Grade I, 3rd year learner ..	36	0	49	42	85 42
.. C .. II,	32	0	46	48	78 48
.. D—3rd year learner ..	28	0	43	72	71 72
Class A—4th year learner ..	71	0	70	82	141 82
.. B ..	64	0	64	8	128 8
.. C Grade I, 4th year learner ..	44	0	57	9	101 9
.. C .. II,	39	0	53	41	92 41
.. D—4th year learner ..	34	0	49	92	83 92
Class A—5th year learner ..	88	0	83	22	171 22

Cigar Manufacturing 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	18	3 93
Kanganies } ..	2	25	1	18	3 43
Loaders }					
Overseers }	2	8	1	18	3 26
Shift bosses ..					
Blasters	2	0	1	18	3 18
Drillers (hand and machine) }					
Shaft drivers }					
Stoppers (excavators) }					
Timbermen	1	50	1	18	2 68
Muckers }					
Trolleyman }	2	25	1	18	3 43
Unskilled labourers }					
Onsetters or Donakatarayas ..	2	25	1	18	3 43

Underground and surface workers—

Electricians }	2	50	1	18	3 68
Enginemen }					
Fitters }					
Hoistmen }					
Mechanics }					
Pumpmen	2	25	1	18	3 43
Winchmen }					
Checkers ..	1	50	1	18	2 68
Electricians (assistants) }					
Fitters (assistants) }					
Windlassmen (dabare workers) }					
Mechanics (assistant) }	1	50	1	18	2 68

Surface workers—

Carpenters }	2	50	1	18	3 68
Masons }					
Overseers ..	2	25	1	18	3 43
Blacksmiths }					
Boilermen }	2	0	1	18	3 18
Drill sharpeners }					
Firewood carriers and splitters ..	1	60	1	18	2 78
Carters }	1	50	1	18	2 68
Watchers }					
Bakkikarayas or Banksmen ..	2	0	1	18	3 18
Cooks }	1	24	1	18	2 42
Smithy boys }					
Unskilled labourers }					

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 81 cents.

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Plumbago Trade (contd.)						
Workers employed in curing and dressing—						
(A) as overseers and kanganyies	..	2 0	..	1 38	..	3 38
(B) on different jobs						
Within the Colombo area—						
Male worker not under 18 years	..	1 25	..	1 38	..	2 63
Female workers not under 18 years	..	1 0	..	1 8	..	2 8
Worker under 18 years	..	0 50	..	1 1	..	1 51
Outside the Colombo area—						
Male worker not under 18 years	..	1 0	..	1 38	..	2 38
Female worker not under 18 years	..	0 84	..	1 8	..	1 92
Worker under 18 years	..	0 40	..	1 1	..	1 41
"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 3	..	3 43
(b) Intermediate Grade	..	1 60	..	2 13	..	3 73
(c) Grade I	..	1 80	..	2 13	..	3 93
(d) Box makers and repairers	..	1 60	..	2 13	..	3 73
(e) Watchers	..	1 70	..	2 13	..	3 83
B. Female workers not under 18 years	..	1 15	..	1 91	..	3 6
C. Workers over 14 years but under 15 years	..	0 80	..	1 53	..	2 33
" 15 " 16 "	..	0 90	..	1 58	..	2 48
" 16 " 17 "	..	1 0	..	1 63	..	2 63
" 17 " 18 "	..	1 15	..	1 73	..	2 88

Rubber Export Trade

Daily Rates :

A. Male workers not under 18 years—						
(a) Grade II	..	1 40	..	2 3	..	3 43
(b) Intermediate Grade	..	1 60	..	2 13	..	3 73
(c) Grade I	..	1 80	..	2 13	..	3 93
(d) Watchers	..	1 70	..	2 13	..	3 83
B. Female workers not under 18 years of age—						
(a) Grade II						
Workers employed in work other than sorting	..	1 15	..	1 91	..	3 6
(b) Grade I						
Workers employed in sorting	..	1 30	..	1 91	..	3 21
C. Workers over 14 years but under 15 years	..	0 80	..	1 53	..	2 33
" 15 " 16 "	..	0 90	..	1 58	..	2 48
" 16 " 17 "	..	1 0	..	1 63	..	2 63
" 17 " 18 "	..	1 15	..	1 73	..	2 88

Toddy, Arrack and Vinegar Trade

Monthly Rates :

Tope kangany	..	115 0	..	—	..	115 0
Toddy tavern watcher	..	63 0	..	—	..	63 0
Arrack tavern watcher	..	63 0	..	—	..	63 0
Tope watcher	..	50 0	..	—	..	50 0
Collecting station manager	..	85 0	..	—	..	85 0
Selling toddy at tavern	..	80 0	..	—	..	80 0
Selling arrack at tavern	..	75 0	..	—	..	75 0
Collecting toddy from trees in the toddy section of the trade	..	80 0	..	—	..	80 0
Collecting toddy from trees in the arrack section of the trade	..	60 0	..	—	..	60 0
Collecting toddy from trees in the vinegar section of the trade	..	52 50	..	—	..	52 50
Distilling toddy at distillery	..	100 0	..	—	..	100 0

Month : July, 1960

Class of Worker

Basic Wage	Special Allowance		Total
	Rs.	c.	

Toddy, Arrack and Vinegar Trade—(contd.)

Daily Rates

Bottling, corking and labelling arrack bottles ..	3	0	..	—	..	3	0
Unskilled labourers ..	3	0	..	—	..	3	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	..	60	42	..	160	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	..	60	42	..	150	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	..	57	92	..	142	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	..	60	42	..	160	42
Class E Workers: Drivers of lorries owned by an estate and used solely for internal transport within the estate ..	70	0	..	55	42	..	125	42
Class F Workers: Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses ..	67	50	..	60	42	..	127	92
Class G Workers: Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. ..	60	0	..	56	62	..	116	62
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	..	56	62	..	106	62
Class I Workers: Omnibus checkers or time-keepers ..	60	0	..	56	62	..	116	62
Class J Workers: Omnibus Inspectors and omnibus stand supervisors ..	90	0	..	56	62	..	146	62
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	17	..	92	17

* "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 : July, 1960

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
Motor Transport Trade—(contd.)					
<i>Daily Rates</i>					
Class A worker	4	0	2	52	6 52
" B "	4	0	2	52	6 52
" C "	3	25	2	52	5 77
" D "	4	0	2	52	6 52
" E "	2	75	2	27	5 2
" F "	2	75	2	52	5 27
" G "	2	50	2	52	5 2
" H "	2	25	2	52	4 77
" K "	1	50	1	76	3 26

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	76	3 76
Female 18 years and over	1	64	1	66	3 30
Young person over 14 years and over but under 18 years	1	25	1	36	2 61

Grade II—

Male 18 years and over	1	60	1	76	3 36
Female 18 years and over	1	32	1	66	2 98
Young person over 14 years and over but under 18 years	1	0	1	36	2 36

Grade III—

Male 18 years and over	1	40	1	66	3 6
Female 18 years and over	1	15	1	54	2 69
Young person over 14 but under 16 years	0	70	1	16	1 86
Young person 16 years and over but under 18 years	0	90	1	36	2 26

Grade IV—

Watcher	1	70	1	76	3 46
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Cinema Trade

Within the Municipal Areas

A—Non-clerical—

Unskilled	36	50	52	66	89 16
Semi-skilled	43	0	55	26	98 26
Skilled Grade II	55	0	57	8	112 8
Skilled Grade I	66	0	57	8	123 8

B—Clerical—

Grade III	50	0	52	50	102 50
Grade II	55	0	55	50	110 50
Grade I	110	0	60	50	170 50

Outside the Municipal Areas

A—Non-clerical—

Unskilled	36	50	52	66	89 16
Semi-skilled	40	0	55	26	95 26
Skilled Grade II	47	0	57	8	104 8
Skilled Grade I	61	0	57	8	118 8

B—Clerical—

Grade III	45	0	52	50	97 50
Grade II	50	0	55	50	105 50
Grade I	110	0	60	50	170 50

Month : July, 1960

Class of Worker

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Dock, Harbour and Port Transport Trade						
<i>Manual Work—</i>						
Special Grade	65 0	..	33 25	.. 98 25
Skilled Grade	55 0	..	29 25	.. 84 25
Semi-skilled Grade	45 0	..	26 25	.. 71 25
Unskilled Grade I	37 0	..	26 25	.. 63 25
Unskilled Grade II	31 0	..	26 25	.. 57 25
<i>Women Workers—</i>						
Female Kanganies	35 0	..	26 25	.. 61 25
Female labourers	30 0	..	26 25	.. 56 25
<i>Non-manual Workers—</i>						
Special Grade	75 0	..	39 0	.. 114 0
Grade I	55 0	..	29 25	.. 84 25
Building Trade						
<i>Unskilled—</i>						
<i>Male labourers—</i>						
Not under 18 years	1 40	..	2 3	.. 3 43
<i>Female labourers—</i>						
Not under 18 years	1 10	..	2 3	.. 3 13
<i>Unskilled labourers—</i> (irrespective of sex)						
Under 18 years of age	0 90	..	2 3	.. 2 93
Semi-skilled Grade II	1 65	..	2 13	.. 3 78
Semi-skilled Grade I	1 80	..	2 13	.. 3 93
Skilled	2 0	..	2 13	.. 4 13
Beedi Manufacturing Trade						
<i>"Nool" beedi rolling (inclusive of preparation of wrappers for rolling)—</i>						
1,000 beedies each 2 inches long	5 0
1,000 beedies each 2½ inches long	6 0
1,000 beedies each 3 inches long	7 0
<i>"Nool" beedi rolling (inclusive of the preparation of wrappers for rolling)—</i>						
1,000 beedies each 2 inches long	3 34
1,000 beedies each 2½ inches long	4 0
1,000 beedies each 3 inches long	4 66
<i>Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling)—</i>						
1,000 beedies each 2 inches long	1 67
1,000 beedies each 2½ inches long	2 0
1,000 beedies each 3 inches long	2 34
Fixing of ring labels to rolled beedies, per 1,000	0 50
Baking Trade						
<i>Monthly Rates</i>						
Class "A" Worker: foreman, cooks, "short eats" makers, pastry makers, cake decorators	70 0	..	56 45	.. 126 45
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	..	52 50	.. 107 50
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	..	40 72	.. 79 72

APPENDIX II (A)

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

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 62½	0 56	1 18½	0 52½	0 42	0 94½	0 40	0 38½	0 78½	½
1	1 25	1 12	2 37	1 05	0 84	1 89	0 80	0 77	1 57	1
2	2 50	2 24	4 74	2 10	1 68	3 78	1 60	1 54	3 14	2
3	3 75	3 36	7 11	3 15	2 52	5 67	2 40	2 31	4 71	3
4	5 00	4 48	9 48	4 20	3 36	7 56	3 20	3 08	6 28	4
5	6 25	5 60	11 85	5 25	4 20	9 45	4 00	3 85	7 85	5
6	7 50	6 72	14 22	6 30	5 04	11 34	4 80	4 62	9 42	6
7	8 75	7 84	16 59	7 35	5 88	13 23	5 60	5 39	10 99	7
8	10 00	8 96	18 96	8 40	6 72	15 12	6 40	6 16	12 56	8
9	11 25	10 08	21 33	9 45	7 56	17 01	7 20	6 93	14 13	9
10	12 50	11 20	23 70	10 50	8 40	18 90	8 00	7 70	15 70	10
11	13 75	12 32	26 07	11 55	9 24	20 79	8 80	8 47	17 27	11
12	15 00	13 44	28 44	12 60	10 08	22 68	9 60	9 24	18 84	12
13	16 25	14 56	30 81	13 65	10 92	24 57	10 40	10 01	20 41	13
14	17 50	15 68	33 18	14 70	11 76	26 46	11 20	10 78	21 98	14
15	18 75	16 80	35 55	15 75	12 60	28 35	12 00	11 55	23 55	15
16	20 00	17 92	37 92	16 80	13 44	30 24	12 80	12 32	25 12	16
17	21 25	19 04	40 29	17 85	14 28	32 13	13 60	13 09	26 69	17
18	22 50	20 16	42 66	18 90	15 12	34 02	14 40	13 86	28 26	18
19	23 75	21 28	45 03	19 95	15 96	35 91	15 20	14 63	29 83	19
20	25 00	22 40	47 40	21 00	16 80	37 80	16 00	15 40	31 40	20
21	26 25	23 52	49 77	22 05	17 64	39 69	16 80	16 17	32 97	21
22	27 50	24 64	52 14	23 10	18 48	41 58	17 60	16 94	34 54	22
23	28 75	25 76	54 51	24 15	19 32	43 47	18 40	17 71	36 11	23
24	30 00	26 88	56 88	25 20	20 16	45 36	19 20	18 48	37 68	24
25	31 25	28 00	59 25	26 25	21 00	47 25	20 00	19 25	39 25	25
26	32 50	29 12	61 62	27 30	21 84	49 14	20 80	20 02	40 82	26
27	33 75	30 24	63 99	28 35	22 68	51 03	21 60	20 79	42 39	27
28	35 00	31 36	66 36	29 40	23 52	52 92	22 40	21 56	43 96	28
29	36 25	32 48	68 73	30 45	24 36	54 81	23 20	22 33	45 53	29
30	37 50	33 60	71 10	31 50	25 20	56 70	24 00	23 10	47 10	30
31	38 75	34 72	73 47	32 55	26 04	58 59	24 80	23 87	48 67	31

* 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
July, 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. e.	Rs. c.	Rs. c.	Rs. e.	Rs. c.	Rs. c.	Rs. e.	Rs. c.	Rs. e.	
1	0 70	0 56	1 26	0 65	0 42	1 07	0 52½	0 38½	0 91	1
2	1 40	1 12	2 52	1 30	0 84	2 14	1 05	0 77	1 82	2
3	2 80	2 24	5 04	2 60	1 68	4 28	2 10	1 54	3 64	3
4	4 20	3 36	7 56	3 90	2 52	6 42	3 15	2 31	5 46	4
5	5 60	4 48	10 08	5 20	3 36	8 56	4 20	3 08	7 28	5
6	7 00	5 60	12 60	6 50	4 20	10 70	5 25	3 85	9 10	6
7	8 40	6 72	15 12	7 80	5 04	12 84	6 30	4 62	10 92	7
8	9 80	7 84	17 64	9 10	5 88	14 98	7 35	5 39	12 74	8
9	11 20	8 96	20 16	10 40	6 72	17 12	8 40	6 16	14 56	9
10	12 60	10 08	22 68	11 70	7 56	19 26	9 45	6 93	16 38	10
11	14 00	11 20	25 20	13 00	8 40	21 40	10 50	7 70	18 20	11
12	15 40	12 32	27 72	14 30	9 24	23 54	11 55	8 47	20 02	12
13	16 80	13 44	30 24	15 60	10 08	25 68	12 60	9 24	21 84	13
14	18 20	14 56	32 76	16 90	10 92	27 82	13 65	10 01	23 66	14
15	19 60	15 68	35 28	18 20	11 76	29 96	14 70	10 78	25 48	15
16	21 00	16 80	37 80	19 50	12 60	32 10	15 75	11 55	27 30	16
17	22 40	17 92	40 32	20 80	13 44	34 24	16 80	12 32	29 12	17
18	23 80	19 04	42 84	22 10	14 28	36 38	17 85	13 09	30 94	18
19	25 20	20 16	45 36	23 40	15 12	38 52	18 90	13 86	32 76	19
20	26 60	21 28	47 88	24 70	15 96	40 66	19 95	14 63	34 58	20
21	28 00	22 40	50 40	26 00	16 80	42 80	21 00	15 40	36 40	21
22	29 40	23 52	52 92	27 30	17 64	44 94	22 05	16 17	38 22	22
23	30 80	24 64	55 44	28 60	18 48	47 08	23 10	16 94	40 04	23
24	32 20	25 76	57 96	29 90	19 32	49 22	24 15	17 71	41 86	24
25	33 60	26 88	60 48	31 20	20 16	51 36	25 20	18 48	43 68	25
26	35 00	28 00	63 00	32 50	21 00	53 50	26 25	19 25	45 50	26
27	36 40	29 12	65 52	33 80	21 84	55 64	27 30	20 02	47 32	27
28	37 80	30 24	68 04	35 10	22 68	57 78	28 35	20 79	49 14	28
29	39 20	31 36	70 56	36 40	23 52	59 92	29 40	21 56	50 96	29
30	40 60	32 48	73 08	37 70	24 36	62 06	30 45	22 33	52 78	30
31	42 00	33 60	75 60	39 00	25 20	64 20	31 50	23 10	54 60	31
31	43 40	34 72	78 12	40 30	26 04	66 34	32 55	23 87	56 42	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 July, 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 Allowances	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 56	1 11	0 45	0 42	0 87	0 32½	0 38½	0 71	½
1	1 10	1 12	2 22	0 90	0 84	1 74	0 65	0 77	1 42	1
2	2 20	2 24	4 44	1 80	1 68	3 48	1 30	1 54	2 84	2
3	3 30	3 36	6 66	2 70	2 52	5 22	1 95	2 31	4 26	3
4	4 40	4 48	8 88	3 60	3 36	6 96	2 60	3 08	5 68	4
5	5 50	5 60	11 10	4 50	4 20	8 70	3 25	3 85	7 10	5
6	6 60	6 72	13 32	5 40	5 04	10 44	3 90	4 62	8 52	6
7	7 70	7 84	15 54	6 30	5 88	12 18	4 55	5 39	9 94	7
8	8 80	8 96	17 76	7 20	6 72	13 92	5 20	6 16	11 36	8
9	9 90	10 08	19 98	8 10	7 56	15 66	5 85	6 93	12 78	9
10	11 00	11 20	22 20	9 00	8 40	17 40	6 50	7 70	14 20	10
11	12 10	12 32	24 42	9 90	9 24	19 14	7 15	8 47	15 62	11
12	13 20	13 44	26 64	10 80	10 08	20 88	7 80	9 24	17 04	12
13	14 30	14 56	28 86	11 70	10 92	22 62	8 45	10 01	18 46	13
14	15 40	15 68	31 08	12 60	11 76	24 36	9 10	10 78	19 88	14
15	16 50	16 80	33 30	13 50	12 60	26 10	9 75	11 55	21 30	15
16	17 60	17 92	35 52	14 40	13 44	27 84	10 40	12 32	22 72	16
17	18 70	19 04	37 74	15 30	14 28	29 58	11 05	13 09	24 14	17
18	19 80	20 16	39 96	16 20	15 12	31 32	11 70	13 86	25 56	18
19	20 90	21 28	42 18	17 10	15 96	33 06	12 35	14 63	26 98	19
20	22 00	22 40	44 40	18 00	16 80	34 80	13 00	15 40	28 40	20
21	23 10	23 52	46 62	18 90	17 64	36 54	13 65	16 17	29 82	21
22	24 20	24 64	48 84	19 80	18 48	38 28	14 30	16 94	31 24	22
23	25 30	25 76	51 06	20 70	19 32	40 02	14 95	17 71	32 66	23
24	26 40	26 88	53 28	21 60	20 16	41 76	15 60	18 48	34 08	24
25	27 50	28 00	55 50	22 50	21 00	43 50	16 25	19 25	35 50	25
26	28 60	29 12	57 72	23 40	21 84	45 24	16 90	20 02	36 92	26
27	29 70	30 24	59 94	24 30	22 68	46 98	17 55	20 79	38 34	27
28	30 80	31 36	62 16	25 20	23 52	48 72	18 20	21 56	39 76	28
29	31 90	32 48	64 38	26 10	24 36	50 46	18 85	22 33	41 18	29
30	33 00	33 60	66 60	27 00	25 20	52 20	19 50	23 10	42 60	30
31	34 10	34 72	68 82	27 90	26 04	53 94	20 15	23 87	44 02	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 July, 1960, to workers in the Coconut Growing and Manufacturing Trade

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	1 26	1 18 1/2	0 94 1/2	0 78 1/2	1 88 1/2	1 68 1/2	1 39	1 36	1/2
1	2 52	2 37	1 89	1 57	3 77	3 37	2 79	2 72	1
2	5 04	4 74	3 78	3 14	7 54	6 74	5 58	5 44	2
3	7 56	7 11	5 67	4 71	11 31	10 11	8 37	8 16	3
4	10 08	9 48	7 56	6 28	15 08	13 48	11 16	10 88	4
5	12 60	11 85	9 45	7 85	18 85	16 85	13 95	13 60	5
6	15 12	14 22	11 34	9 42	22 62	20 22	16 74	16 32	6
7	17 64	16 59	13 23	10 99	26 39	23 59	19 53	19 04	7
8	20 16	18 96	15 12	12 56	30 16	26 96	22 32	21 76	8
9	22 68	21 33	17 01	14 13	33 93	30 33	25 11	24 48	9
10	25 20	23 70	18 90	15 70	37 70	33 70	27 90	27 20	10
11	27 72	26 07	20 79	17 27	41 47	37 07	30 69	29 92	11
12	30 24	28 44	22 68	18 84	45 24	40 44	33 48	32 64	12
13	32 76	30 81	24 57	20 41	49 01	43 81	36 27	35 36	13
14	35 28	33 18	26 46	21 98	52 78	47 18	39 06	38 08	14
15	37 80	35 55	28 35	23 55	56 55	50 55	41 85	40 80	15
16	40 32	37 92	30 24	25 12	60 32	53 92	44 64	43 52	16
17	42 84	40 29	32 13	26 69	64 09	57 29	47 43	46 24	17
18	45 36	42 66	34 02	28 26	67 86	60 66	50 22	48 96	18
19	47 88	45 03	35 91	29 83	71 63	64 03	53 01	51 68	19
20	50 40	47 40	37 80	31 40	75 40	67 40	55 80	54 40	20
21	52 92	49 77	39 69	32 97	79 17	70 77	58 59	57 12	21
22	55 44	52 14	41 58	34 54	82 94	74 14	61 38	59 84	22
23	57 96	54 51	43 47	36 11	86 71	77 51	64 17	62 56	23
24	60 48	56 88	45 36	37 68	90 48	80 88	66 96	65 28	24
25	63 00	59 25	47 25	39 25	94 25	84 25	69 75	68 00	25
26	65 52	61 62	49 14	40 82	98 02	87 62	72 54	70 72	26
27	68 04	63 99	51 03	42 39	101 79	90 99	75 33	73 44	27
28	70 56	66 36	52 92	43 96	105 56	94 36	78 12	76 16	28
29	73 08	68 73	54 81	45 53	109 33	97 73	80 91	78 88	29
30	75 60	71 10	56 70	47 10	113 10	101 10	83 70	81 60	30
31	78 12	73 47	58 59	48 67	116 87	104 47	86 49	84 32	31

Note.—“Male” refers to male workers not under 18 years of age ; “Female” to female workers not under 18 years of age and “Young Persons” to workers under 18 years of age in the Coconut Manufacturing Trade. In the Coconut Growing Trade, “Male”, “Female” and “Child 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 July, 1960, to workers in
the Rubber Export Trade

No. of Days	<i>Male Workers not under 18 years of age</i>				<i>Female Workers not under 18 years of age</i>		<i>Workers (irrespective of sex) under 18 years of age</i>				No. of Days
	<i>Grade II</i>	<i>Inter- mediate Grade</i>	<i>Grade I</i>	<i>Watch- ers</i>	<i>Grade II</i>	<i>Grade I</i>	<i>over 14 under 15 years</i>	<i>over 15 under 16 years</i>	<i>over 16 under 17 years</i>	<i>over 17 under 18 years</i>	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 71½	1 86½	1 96½	1 91½	1 53	1 60½	1 16½	1 24	1 31½	1 44	½
1	3 43	3 73	3 93	3 83	3 06	3 21	2 33	2 48	2 63	2 88	1
2	6 86	7 46	7 86	7 66	6 12	6 42	4 66	4 96	5 26	5 76	2
3	10 29	11 19	11 79	11 49	9 18	9 63	6 99	7 44	7 89	8 64	3
4	13 72	14 92	15 72	15 32	12 24	12 84	9 32	9 92	10 52	11 52	4
5	17 15	18 65	19 65	19 15	15 30	16 05	11 65	12 40	13 15	14 40	5
6	20 58	22 38	23 58	22 98	18 36	19 26	13 98	14 88	15 78	17 28	6
7	24 01	26 11	27 51	26 81	21 42	22 47	16 31	17 36	18 41	20 16	7
8	27 44	29 84	31 44	30 64	24 48	25 68	18 64	19 84	21 04	23 04	8
9	30 87	33 57	35 37	34 47	27 54	28 89	20 97	22 32	23 67	25 92	9
10	34 30	37 30	39 30	38 30	30 60	32 10	23 30	24 80	26 30	28 80	10
11	37 73	41 03	43 23	42 13	33 66	35 31	25 63	27 28	28 93	31 68	11
12	41 16	44 76	47 16	45 96	36 72	38 52	27 96	29 76	31 56	34 56	12
13	44 59	48 49	51 09	49 79	39 78	41 73	30 29	32 24	34 19	37 44	13
14	48 02	52 22	55 02	53 62	42 84	44 94	32 62	34 72	36 82	40 32	14
15	51 45	55 95	58 95	57 45	45 90	48 15	34 95	37 20	39 45	43 20	15
16	54 88	59 68	62 88	61 28	48 96	51 36	37 28	39 68	42 08	46 08	16
17	58 31	63 41	66 81	65 11	52 02	54 57	39 61	42 16	44 71	48 96	17
18	61 74	67 14	70 74	68 94	55 08	57 78	41 94	44 64	47 34	51 84	18
19	65 17	70 87	74 67	72 77	58 14	60 99	44 27	47 12	49 97	54 72	19
20	68 60	74 60	78 60	76 60	61 20	64 20	46 60	49 60	52 60	57 60	20
21	72 03	78 33	82 53	80 43	64 26	67 41	48 93	52 08	55 23	60 48	21
22	75 46	82 06	86 46	84 26	67 32	70 62	51 26	54 56	57 86	63 36	22
23	78 89	85 79	90 39	88 09	70 38	73 83	53 59	57 04	60 49	66 24	23
24	82 32	89 52	94 32	91 92	73 44	77 04	55 92	59 52	63 12	69 12	24
25	85 75	93 25	98 25	95 75	76 50	80 25	58 25	62 00	65 75	72 00	25
26	89 18	96 98	102 18	99 58	79 56	83 46	60 58	64 48	68 38	74 88	26
27	92 61	100 71	106 11	103 41	82 62	86 67	62 91	66 96	71 01	77 76	27
28	96 04	104 44	110 04	107 24	85 68	89 88	65 24	69 44	73 64	80 64	28
29	99 47	108 17	113 97	111 07	88 74	93 09	67 57	71 92	76 27	83 52	29
30	102 90	111 90	117 90	114 90	91 80	96 30	69 90	74 40	78 90	86 40	30
31	106 33	115 63	121 83	118 73	94 86	99 51	72 23	76 88	81 53	89 28	31

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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	Inter-mediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 71½	1 86½	1 96½	1 86½	1 91½	1 53	1 16½	1 24	1 31½	1 44	½
1	3 43	3 73	3 93	3 73	3 83	3 06	2 33	2 48	2 63	2 88	1
2	6 86	7 46	7 86	7 46	7 66	6 12	4 66	4 96	5 26	5 76	2
3	10 29	11 19	11 79	11 19	11 49	9 18	6 99	7 44	7 89	8 64	3
4	13 72	14 92	15 72	14 92	15 32	12 24	9 32	9 92	10 52	11 52	4
5	17 15	18 65	19 65	18 65	19 15	15 30	11 65	12 40	13 15	14 40	5
6	20 58	22 38	23 58	22 38	22 98	18 36	13 98	14 88	15 78	17 28	6
7	24 01	26 11	27 51	26 11	26 81	21 42	16 31	17 36	18 41	20 16	7
8	27 44	29 84	31 44	29 84	30 64	24 48	18 64	19 84	21 04	23 04	8
9	30 87	33 57	35 37	33 57	34 47	27 54	20 97	22 32	23 67	25 92	9
10	34 30	37 30	39 30	37 30	38 30	30 60	23 30	24 80	26 30	28 80	10
11	37 73	41 03	43 23	41 03	42 13	33 66	25 63	27 28	28 93	31 68	11
12	41 16	44 76	47 16	44 76	45 96	36 72	27 96	29 76	31 56	34 56	12
13	44 59	48 49	51 09	48 49	49 79	39 78	30 29	32 24	34 19	37 44	13
14	48 02	52 22	55 02	52 22	53 62	42 84	32 62	34 72	36 82	40 32	14
15	51 45	55 95	58 95	55 95	57 45	45 90	34 95	37 20	39 45	43 20	15
16	54 88	59 68	62 88	59 68	61 28	48 96	37 28	39 68	42 08	46 08	16
17	58 31	63 41	66 81	63 41	65 11	52 02	39 61	42 16	44 71	48 96	17
18	61 74	67 14	70 74	67 14	68 94	55 08	41 94	44 64	47 34	51 84	18
19	65 17	70 87	74 67	70 87	72 77	58 14	44 27	47 12	49 97	54 72	19
20	68 60	74 60	78 60	74 60	76 60	61 20	46 60	49 60	52 60	57 60	20
21	72 03	78 33	82 53	78 33	80 43	64 26	48 93	52 08	55 23	60 48	21
22	75 46	82 06	86 46	82 06	84 26	67 32	51 26	54 56	57 86	63 36	22
23	78 89	85 79	90 39	85 79	88 09	70 38	53 59	57 04	60 49	66 24	23
24	82 32	89 52	94 32	89 52	91 92	73 44	55 92	59 52	63 12	69 12	24
25	85 75	93 25	98 25	93 25	95 75	76 50	58 25	62 00	65 75	72 00	25
26	89 18	96 98	102 18	96 98	99 58	79 56	60 58	64 48	68 38	74 88	26
27	92 61	100 71	106 11	100 71	103 41	82 62	62 91	66 96	71 01	77 76	27
28	96 04	104 44	110 04	104 44	107 24	85 68	65 24	69 44	73 64	80 64	28
29	99 47	108 17	113 97	108 17	111 07	88 74	67 57	71 92	76 27	83 52	29
30	102 90	111 90	117 90	111 90	114 90	91 80	69 90	74 40	78 90	86 40	30
31	106 33	115 63	121 83	115 63	118 73	94 86	72 23	76 88	81 53	89 28	31

APPENDIX III (D)

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

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganics	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 71½	1 89	1 79	2 06½	1 96½	1 91½	0 80½	0 93½	1 17½	1 37½	½
1	3 43	3 78	3 58	4 13	3 93	3 83	1 61	1 87	2 35	2 75	1
2	6 86	7 56	7 16	8 26	7 86	7 66	3 22	3 74	4 70	5 50	2
3	10 29	11 34	10 74	12 39	11 79	11 49	4 83	5 61	7 05	8 25	3
4	13 72	15 12	14 32	16 52	15 72	15 32	6 44	7 48	9 40	11 00	4
5	17 15	18 90	17 90	20 65	19 65	19 15	8 05	9 35	11 75	13 75	5
6	20 58	22 68	21 48	24 78	23 58	22 98	9 66	11 22	14 10	16 50	6
7	24 01	26 46	25 06	28 91	27 51	26 81	11 27	13 09	16 45	19 25	7
8	27 44	30 24	28 64	33 04	31 44	30 64	12 88	14 96	18 80	22 00	8
9	30 87	34 02	32 22	37 17	35 37	34 47	14 49	16 83	21 15	24 75	9
10	34 30	37 80	35 80	41 30	39 30	38 30	16 10	18 70	23 50	27 50	10
11	37 73	41 58	39 38	45 43	43 23	42 13	17 71	20 57	25 85	30 25	11
12	41 16	45 36	42 96	49 56	47 16	45 96	19 32	22 44	28 20	33 00	12
13	44 59	49 14	46 54	53 69	51 09	49 79	20 93	24 31	30 55	35 75	13
14	48 02	52 92	50 12	57 82	55 02	53 62	22 54	26 18	32 90	38 50	14
15	51 45	56 70	53 70	61 95	58 95	57 45	24 15	28 05	35 25	41 25	15
16	54 88	60 48	57 28	66 08	62 88	61 28	25 76	29 92	37 60	44 00	16
17	58 31	64 26	60 86	70 21	66 81	65 11	27 37	31 79	39 95	46 75	17
18	61 74	68 04	64 44	74 34	70 74	68 94	28 98	33 66	42 30	49 50	18
19	65 17	71 82	68 02	78 47	74 67	72 77	30 59	35 53	44 65	52 25	19
20	68 60	75 60	71 60	82 60	78 60	76 60	32 20	37 40	47 00	55 00	20
21	72 03	79 38	75 18	86 73	82 53	80 43	33 81	39 27	49 35	57 75	21
22	75 46	83 16	78 76	90 86	86 46	84 26	35 42	41 14	51 70	60 50	22
23	78 89	86 94	82 34	94 99	90 39	88 09	37 03	43 01	54 05	63 25	23
24	82 32	90 72	85 92	99 12	94 32	91 92	38 64	44 88	56 40	66 00	24
25	85 75	94 50	89 50	103 25	98 25	95 75	40 25	46 75	58 75	68 75	25
26	89 18	98 28	93 08	107 38	102 18	99 58	41 86	48 62	61 10	71 50	26
27	92 61	102 06	96 66	111 51	106 11	103 41	43 47	50 49	63 45	74 25	27
28	96 04	105 84	100 24	115 64	110 04	107 24	45 08	52 36	65 80	77 00	28
29	99 47	109 62	103 82	119 77	113 97	111 07	46 69	54 23	68 15	79 75	29
30	102 90	113 40	107 40	123 90	117 90	114 90	48 30	56 10	70 50	82 50	30
31	106 33	117 18	110 98	128 03	121 83	118 73	49 91	57 97	72 85	85 25	31

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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		Watchers	
	Male	Female		Male	Female		Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	1 88	1 65	1 30½	1 68	1 49	1 18	1 53	1 34½	0 93	1 13	1 73	1/2
1	3 76	3 30	2 61	3 36	2 98	2 36	3 06	2 69	1 86	2 26	3 46	1
2	7 52	6 60	5 22	6 72	5 96	4 72	6 12	5 38	3 72	4 52	6 92	2
3	11 28	9 90	7 83	10 08	8 94	7 08	9 18	8 07	5 58	6 78	10 38	3
4	15 04	13 20	10 44	13 44	11 92	9 44	12 24	10 76	7 44	9 04	13 84	4
5	18 80	16 50	13 05	16 80	14 90	11 80	15 30	13 45	9 30	11 30	17 30	5
6	22 56	19 80	15 66	20 16	17 88	14 16	18 36	16 14	11 16	13 56	20 76	6
7	26 32	23 10	18 27	23 52	20 86	16 52	21 42	18 83	13 02	15 82	24 22	7
8	30 08	26 40	20 88	26 88	23 84	18 88	24 48	21 52	14 88	18 08	27 68	8
9	33 84	29 70	23 49	30 24	26 82	21 24	27 54	24 21	16 74	20 34	31 14	9
10	37 60	33 00	26 10	33 60	29 80	23 60	30 60	26 90	18 60	22 60	34 60	10
11	41 36	36 30	28 71	36 96	32 78	25 96	33 66	29 59	20 46	24 86	38 06	11
12	45 12	39 60	31 32	40 32	35 76	28 32	36 72	32 28	22 32	27 12	41 52	12
13	48 88	42 90	33 93	43 68	38 74	30 68	39 78	34 97	24 18	29 38	44 98	13
14	52 64	46 20	36 54	47 04	41 72	33 04	42 84	37 66	26 04	31 64	48 44	14
15	56 40	49 50	39 15	50 40	44 70	35 40	45 90	40 35	27 90	33 90	51 90	15
16	60 16	52 80	41 76	53 76	47 68	37 76	48 96	43 04	29 76	36 16	55 36	16
17	63 92	56 10	44 37	57 12	50 66	40 12	52 02	45 73	31 62	38 42	58 82	17
18	67 68	59 40	46 98	60 48	53 64	42 48	55 08	48 42	33 48	40 68	62 28	18
19	71 44	62 70	49 59	63 84	56 62	44 84	58 14	51 11	35 34	42 94	65 74	19
20	75 20	66 00	52 20	67 20	59 60	47 20	61 20	53 80	37 20	45 20	69 20	20
21	78 96	69 30	54 81	70 56	62 58	49 56	64 26	56 49	39 06	47 46	72 66	21
22	82 72	72 60	57 42	73 92	65 56	51 92	67 32	59 18	40 92	49 72	76 12	22
23	86 48	75 90	60 03	77 28	68 54	54 28	70 38	61 87	42 78	51 98	79 58	23
24	90 24	79 20	62 64	80 64	71 52	56 64	73 44	64 56	44 64	54 24	83 04	24
25	94 00	82 50	65 25	84 00	74 50	59 00	76 50	67 25	46 50	56 50	86 50	25
26	97 76	85 80	67 86	87 36	77 48	61 36	79 56	69 94	48 36	58 76	89 96	26
27	101 52	89 10	70 47	90 72	80 46	63 72	82 62	72 63	50 22	61 02	93 42	27
28	105 28	92 40	73 08	94 08	83 44	66 08	85 68	75 32	52 08	63 28	96 88	28
29	109 04	95 70	75 69	97 44	86 42	68 44	88 74	78 01	53 94	65 54	100 34	29
30	112 80	99 00	78 30	100 80	89 40	70 80	91 80	80 70	55 80	67 80	103 80	30
31	116 56	102 30	80 91	104 16	92 38	73 16	94 86	83 39	57 66	70 06	107 26	31

APPENDIX III (F)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
½	1 71½	1 56½	1 46½	1 89	1 96½	2 06½	½
1	2 43	3 13	2 93	3 78	3 93	4 13	1
2	6 86	6 26	5 86	7 56	7 86	8 26	2
3	10 29	9 39	8 79	11 34	11 79	12 39	3
4	13 72	12 52	11 72	15 12	15 72	16 52	4
5	17 15	15 65	1 65	18 90	19 65	20 65	5
6	20 58	18 78	17 58	22 68	23 58	24 78	6
7	24 01	21 91	20 51	26 46	27 51	28 91	7
8	27 44	25 04	23 44	30 24	31 44	33 04	8
9	30 87	28 17	26 37	34 02	35 37	37 17	9
10	34 30	31 30	29 30	37 80	39 30	41 30	10
11	37 73	34 43	32 23	41 58	43 23	45 43	11
12	41 16	37 56	35 16	45 36	47 16	49 56	12
13	44 59	40 69	38 09	49 14	51 09	53 69	13
14	48 02	43 82	41 02	52 92	55 02	57 82	14
15	51 45	46 95	43 95	56 70	58 95	61 95	15
16	54 88	50 08	46 88	60 48	62 88	66 08	16
17	58 31	53 21	49 81	64 26	66 81	70 21	17
18	61 74	56 34	52 74	68 04	70 74	74 34	18
19	65 17	59 47	55 67	71 82	74 67	78 47	19
20	68 60	62 60	58 60	75 60	78 60	82 60	20
21	72 03	65 73	61 53	79 38	82 53	86 73	21
22	75 46	68 86	64 46	83 16	86 46	90 86	22
23	78 89	71 99	67 39	86 94	90 39	94 99	23
24	82 32	75 12	70 32	90 72	94 32	99 12	24
25	85 75	78 25	73 25	94 50	98 25	103 25	25
26	89 18	81 38	76 18	98 28	102 18	107 38	26
27	92 61	84 51	79 11	102 06	106 11	111 51	27
28	96 04	87 64	82 04	105 84	110 04	115 64	28
29	99 47	90 77	84 97	109 62	113 97	119 77	29
30	102 90	93 90	87 90	113 40	117 90	123 90	30
31	106 33	97 03	90 83	117 18	121 83	128 03	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 July, 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 26	2 88½	2 51	2 63½	2 38½	1 63	½
1	6 52	5 77	5 02	5 27	4 77	3 26	1
2	13 04	11 54	10 04	10 54	9 54	6 52	2
3	19 56	17 31	15 06	15 81	14 31	9 78	3
4	26 08	23 08	20 08	21 08	19 08	13 04	4
5	32 60	28 85	25 10	26 35	23 85	16 30	5
6	39 12	34 62	30 12	31 62	28 62	19 56	6
7	45 64	40 39	35 14	36 89	33 39	22 82	7
8	52 16	46 16	40 16	42 16	38 16	26 08	8
9	58 68	51 93	45 18	47 43	42 93	29 34	9
10	65 20	57 70	50 20	52 70	47 70	32 60	10
11	71 72	63 47	55 22	57 97	52 47	35 86	11
12	78 24	69 24	60 24	63 24	57 24	39 12	12
13	84 76	75 01	65 26	68 51	62 01	42 38	13
14	91 28	80 78	70 28	73 78	66 78	45 64	14
15	97 80	86 55	75 30	79 05	71 55	48 90	15
16	104 32	92 32	80 32	84 32	76 32	52 16	16
17	110 84	98 09	85 34	89 59	81 09	55 42	17
18	117 36	103 86	90 36	94 86	85 86	58 68	18
19	123 88	109 63	95 38	100 13	90 63	61 94	19
20	130 40	115 40	100 40	105 40	95 40	65 20	20
21	136 92	121 17	105 42	110 67	100 17	68 46	21
22	143 44	126 94	110 44	115 94	104 94	71 72	22
23	149 96	132 71	115 46	121 21	109 71	74 98	23
24	156 48	138 48	120 48	126 48	114 48	78 24	24
25	163 00	144 25	125 50	131 75	119 25	81 50	25
26	169 52	150 02	130 52	137 02	124 02	84 76	26
27	176 04	155 79	135 54	142 29	128 79	88 02	27
28	182 56	161 56	140 56	147 56	133 56	91 28	28
29	189 08	167 33	145 58	152 83	138 33	94 54	29
30	195 60	173 10	150 60	158 10	143 10	97 80	30
31	202 12	178 87	155 62	163 37	147 87	101 06	31

APPENDIX IV (A)

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

No. of Days	Class A	Class	Class	Class	Class	Class G	Class	Class	Class	No. of Days
	Class D	B	C	E	F	Class I	H	J	K	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	2 97	2 78½	2 64½	2 32½	2 37	2 16	1 97½	2 71½	1 70½	½
1	5 94	5 57	5 29	4 65	4 74	4 32	3 95	5 43	3 41	1
2	11 88	11 14	10 59	9 29	9 48	8 64	7 90	10 86	6 83	2
3	17 82	16 71	15 88	13 94	14 21	12 96	11 85	16 29	10 24	3
4	23 77	22 28	21 17	18 58	18 95	17 28	15 80	21 72	13 65	4
5	29 71	27 86	26 47	23 23	23 69	21 60	19 74	27 15	17 07	5
6	35 65	33 43	31 76	27 87	28 43	25 92	23 69	32 58	20 48	6
7	41 59	39 00	37 05	32 52	33 16	30 23	27 64	38 01	23 90	7
8	47 53	44 57	42 35	37 16	37 90	34 55	31 59	43 44	27 31	8
9	53 47	50 14	47 64	41 81	42 64	38 87	35 54	48 87	30 72	9
10	59 41	55 71	52 93	46 45	47 38	43 19	39 49	54 30	34 14	10
11	65 36	61 28	58 23	51 10	52 12	47 51	43 44	59 73	37 55	11
12	71 30	66 85	63 52	55 74	56 85	51 83	47 39	65 16	40 96	12
13	77 24	72 42	68 81	60 39	61 59	56 15	51 34	70 59	44 38	13
14	83 18	78 00	74 11	65 03	66 33	60 47	55 28	76 03	47 79	14
15	89 12	83 57	79 40	69 68	71 07	64 79	59 23	81 46	51 21	15
16	95 06	89 14	84 69	74 32	75 80	69 11	63 18	86 89	54 62	16
17	101 01	94 71	89 99	78 97	80 54	73 43	67 13	92 32	58 03	17
18	106 95	100 28	95 28	83 61	85 28	77 75	71 08	97 75	61 45	18
19	112 89	105 85	100 57	88 26	90 02	82 07	75 03	103 18	64 86	19
20	118 83	111 42	105 87	92 90	94 76	86 39	78 98	108 61	68 27	20
21	124 77	116 99	111 16	97 55	99 49	90 70	82 93	114 04	71 69	21
22	130 71	122 56	116 45	102 19	104 23	95 02	86 88	119 47	75 10	22
23	136 65	128 14	121 75	106 84	108 97	99 34	90 82	124 90	78 52	23
24	142 60	133 71	127 04	111 48	113 71	103 66	94 77	130 33	81 93	24
25	148 54	139 28	132 33	116 13	118 44	107 98	98 72	135 76	85 34	25
26	154 48	144 85	137 63	120 77	123 18	112 30	102 67	141 19	88 76	26
27	160 42	150 42	142 92	125 42	127 92	116 62	106 62	146 62	92 17	27
28	170 05	159 45	151 50	132 95	135 60	123 62	113 02	155 42	97 70	28
29	179 68	168 48	160 08	140 48	143 28	130 62	119 42	164 22	103 23	29
30	189 31	177 51	168 66	148 01	150 96	137 62	125 82	173 02	108 76	30
31	198 94	186 54	177 24	155 54	158 64	144 62	132 22	181 82	114 29	31

APPENDIX IV (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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 43	2 06½	1 53½	½
1	4 86	4 13	3 07	1
2	9 73		6 13	2
3	14 59	12 40	9 20	3
4	19 45	16 54	12 26	4
5	24 32	20 67	15 33	5
6	29 18	24 81	18 40	6
7	34 04	28 94	21 46	7
8	38 91	33 08	24 53	8
9	43 77	37 21	27 60	9
10	48 63	41 35	30 66	10
11	53 50	45 48	33 73	11
12	58 36	49 62	36 79	12
13	63 22	53 75	39 86	13
14	68 09	57 88	42 93	14
15	72 95	62 02	45 99	15
16	77 82	66 15	49 06	16
17	82 68	70 29	52 12	17
18	87 54	74 42	55 19	18
19	92 41	78 56	58 26	19
20	97 27	82 69	61 32	20
21	102 13	86 83	64 39	21
22	107 00	90 96	67 46	22
23	111 86	95 10	70 52	23
24	116 72	99 23	73 59	24
25	121 59	103 37	76 65	25
26	126 45	107 50	79 72	26