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THE PROBLEM OF UNDEREMPLOYMENT IN UNDERDEVELOPED AREAS

IT is now commonly acknowledged that a rigid application of the theories developed in the western world relating to unemployment and under-employment cannot be adequate in meeting the needs of under-developed areas. The concept of unemployment in the advanced economies relate mostly to the periodic increase in the number of unemployed due to the cyclical deficiency of purchasing power or the shrinkage of markets. In the under-developed areas the problem arises mainly out of shortage of capital to absorb the growing mass of surplus population in agriculture which is run on traditional lines. The concept of underemployment again arose in the advanced economies out of the situation where the labour were forced to work shorter hours due to contraction in the market. The term has also been applied to situations where a person would be apparently with a job but with little income, e.g., pedlars, hawkers, people with independent professions, etc.

In the underdeveloped areas, except for certain instances, the under-employed would mainly refer to people in the agricultural sector whose parallel would be difficult to find in the advanced countries. In the advanced economies the agricultural sector is dominated by individual firms of reasonable size working with a number of hired labour. Household enterprises run purely with the help of family members are infrequent there. In the underdeveloped countries family type of enterprises comprise a large part of the agricultural sector. Working with primitive technique the enterprises can secure little return from the cultivation of lands. Since the industrial sector is not mature enough to absorb the increasing number of population in the country, most of the members of the family would stay together in the countryside and eke out their living from the land held by the family. The number of members of the family engaged in cultivation in such enterprises bear no relation to the number of people actually needed for the work. The agricultural sector would thus contain a large number of persons who are not fully employed. They are there even though their marginal contributions to production are nil or negligible because they have nowhere else to go. The need for searching for other jobs is scarcely realised in a situation where avenues of employment are too few to notice. In a static economy the people develop a fatalistic attitude and the number of people actively looking for work is found to be relatively small.

When, however, such a country starts to re-organise its economy introducing modern methods of industrial production, a change is noticeable in the attitude of the rural population. A part of the agricultural population who have already been dispossessed of land are of course always on the move looking for employment. This section of the population can easily react to any opening or scope for employment in industries. It requires some more time for the other section of the agricultural population to respond to the widening of the scope for employment. Consciousness of the need for employment has to await the possibilities of employment. As the avenues of employment are widened, the awareness of such possibility starts spreading. The inertia of the mass of peasantry as regards the efforts to secure employment is broken. A country providing increasing employment with industrial development faces still larger job-seekers with the passage of time. The spread of education and improvement in the means of communication contribute to the increase in the size of the job-seekers. A paradoxical situation, where increase in the scope for employment goes to increase the number of unemployed sometime prevails.

Western countries also witnessed a large influx of poor peasants into the towns during the period of industrialisation in the 17th and 18th centuries. One needs, however, note that the factors leading to the migration of peasantry to the towns there were quite different from those found in the underdeveloped areas. The rise in commercial capitalism in the later middle ages brought in sweeping changes in the economy of the western countries. The basis of feudal economy was rudely shaken. The landed aristocracy resorted to trade or new methods of farming for the market. Lured by the prospects of large profits in the trading of wool, the landed gentry in England turned large areas of common land cultivated by independent farmers into pastures for sheep. The enclosure movement deprived the farmers and labourers of their land, cottages and common rights and forced them to move out of the countryside into the towns where the newly set up industries were eager to absorb them for meagre pay. It would thus be seen that it was not the overpressure of population on the land nor the decline in the fertility of the soil nor a too meagre level of subsistence that forced the peasants out of the land to seek other means of livelihood in the western countries. It was not the push of internal forces within the agricultural sector but the working of external forces that got the peasants to move out. The impulse was from outside the agricultural sector.

The process in the underdeveloped countries, however, has been quite different. Historical circumstances in these areas prevented a smooth transition from the medieval to the modern industrial stage. As a result, the agricultural sector continued to bear the continually growing population on the land itself. How this gave rise to the wide fragmentation of land and the decline in the capacity of the land to bear the increased population, leading to mass under-employment in the countryside are matters of common knowledge. The primitive techniques of cultivation in agriculture could not be improved in the absence of industrialisation. The proportion of surplus from agriculture which could be garnered for the accumulation of capital continued to decline. All this gave rise to a stagnant economy. The intense poverty in the agricultural sector pushed a part of the surplus population into the urban areas in search of better livelihood. With a

limited rate of industrialisation this resulted only in depressing the wage levels in the urban areas and an increase in the ranks of the unemployed. Such has been the experience of underdeveloped areas in recent times.

One might, of course, notice a few points of departure in Ceylon from this general line of development. The development of large estate cultivation by capital introduced from abroad is one of them. In the earlier stages of estate cultivation in Ceylon there was not much of surplus population in the island. There was actually a deficiency of manpower to work in estate cultivation. Immigration of population from other countries has been a special feature in the development of Ceylon's economy. It is interesting to note that the authorities were highly concerned about the possibility of the indented labour settling down to cultivation of land, in which case the former would lose the use of the latter's labour in the estates. Gray wrote to Lord North, Governor of Ceylon, on 7th August, 1874, "experience has shown that a too great facility of obtaining land is in all countries the immediate cause of extreme difficulty in commanding the services of hired labourers. For this reason it is essential that the proposed allotments to the coolies should not be sufficiently large to induce them to devote the greater part of their time to cultivation on their own account" (quoted by N. K. Sarkar in "The Demography of Ceylon," p. 184). It is evident that there was at that time not much of push from within agriculture for the peasants to move out.

Estate cultivation could, however, be no substitute for industrialisation. The rapid growth of population soon made itself felt in the field of agriculture in Ceylon also. The characteristic features of overpopulation in underdeveloped areas are now too common in Ceylon. A large mass of peasantry remains under-employed. No firm measures of the underemployed or the unemployed are available in the island. Estimates, derived from the Survey of Ceylon's Consumer Finances 1953, of the severely underemployed, meaning those who worked for less than 20 hours a week, run as high as 11.9 per cent of the labour force. The percentage of unemployed has been 16.6 per cent of the labour force according to the Survey. The figures are, however, subject to large margins of error.

The large volume of under-employment serves as a potential base for unemployment. Ceylon is now keen on industrial development. In the initial stages of industrialisation of the less developed areas the unemployment situation, as has been noted above, may even be aggravated. As an increasing number of underemployed from the countryside are attracted to migrate into the towns, the disguised underemployment of the countryside becomes transformed into revealed unemployment. It is hardly possible to absorb the growing ranks of the underemployed in the initial stages of development. The period of industrialisation is likely to bring in its train a still larger number of unemployed unless steps are taken to retard the influx of peasantry from the villages into the towns. Measures need be adopted aiming to improve the economy of the peasantry that they may remain content to stay in the field. Productivity of the soil has to be increased that it can support more people with a minimum level of living. It has been observed that an increase in the productivity of agriculture often involves an increase in the intensity of labour. Improved techniques of cultivation like the Japanese method,

or improvement in the facilities of irrigation, or better methods of soil preparation, all require a greater amount of labour than practised so far. Unless the process of industrialisation is accompanied by the adoption of suitable labour-intensive methods in agriculture, in the short run at least, the rank of the underemployed is likely to intensify the problem of unemployment itself. In the long run, of course, one could visualise labour saving devices, like mechanisation of farms in the countryside running parallel with modern industrialisation in the towns, in a balanced rate of development.

D. B.

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**EMPLOYEES' PROVIDENT FUND SCHEME—EXTENSION TO
ESTATES—MODIFICATION OF THE ARTICLE WHICH
APPEARED IN THE LABOUR GAZETTE OF JULY, 1959**

*(WE publish the following amendment and addendum to the article under the above caption which appeared in the July 1959, Labour Gazette of Ceylon, as it is of interest and importance to our readers)—
Editor.*

The following modifications and additions have been made to the article :—

(a) Paragraph 6—General Instructions Regarding Forms

In this paragraph it is stated that a Labour Officer will visit the estates and scrutinise Forms A, B and H before they are despatched to Employees' Provident Fund Office in Colombo. In view of the decision to bring all employments into the Employees' Provident Fund Scheme by the end of last year it was found impossible to follow this procedure. Employers have been requested to send forms A, B and H duly completed direct to this office without waiting to have them checked. A number of estates and establishments have failed to send these forms, up-to-date. All such employers are advised to send these forms within a month from now.

(b) Paragraph 17—Form "C"

(i) Considerable difficulties have been encountered by the Central Bank and this Department, as a result of employers remitting money without such remittance being accompanied by returns in form "C", or sending such remittance with incomplete or incorrect returns. One of the common errors is the failure to give the employer's number. The monthly returns in form "C" should be prepared in triplicate. The original return with cheque, money order or postal order should be sent to the Superintendent, Employees' Provident Fund Department, Central Bank, P. O. Box 1299, Colombo.

The duplicate should be sent to the Commissioner of Labour, Employees' Provident Fund Office, P. O. Box 1508, Colombo. The triplicate should be retained by the employer and produced for inspection by officers of the Department.

Each page of column 12 of form "C" should be totalled under the separate sub-columns "Employee's contributions", "Employer's contributions", and "Total". If two pages are used each page should be totalled separately and the total of the second page should be brought to the first page and added. If any surcharge is payable the amount of surcharge should be added to the total in page 1. If more than two pages are used a summary should be prepared, showing the total of each page separately. The summary should then be totalled and any surcharge added. Where contributions are due for a period of more than one month, the total wages for all months may be added and the aggregate total may be shown in the column "total gross wages". Contributions can then be computed on this aggregate total and shown in the respective columns. In the space on the top where the month should be entered the name of the *last month* in respect of which contributions are included should be given. The names of other months should be given on the very top within brackets, or in the remarks column of the first sheet of the "C" Return.

Contributions are payable for any month before the last day of the succeeding month, i.e., one day before the end of the succeeding month. If contributions are received on the last day of the succeeding month, then payment cannot be regarded as having been made within time. It is the employer's legal obligation to see that contributions are received at the Central Bank in time. They are therefore advised to send remittances accompanied by returns on form "C" well in time taking into account all possible delays.

(ii) The following statement occurs under "Membership numbers of employees":—

"If, for instance, a labourer Maradamuttu's serial number in the first return was 10, in all subsequent returns the "member's number" against him must be 10. This does not necessarily mean that employers are compelled to repeat the names of workers in the same order but it is essential that wherever the name appears it should bear the first serial number. For instance, there is no objection, as in the example given, to Maradamuttu's name being changed over to another Kangany's gang, in which case his name may appear in a different place in the Schedule but wherever it appears it will have the number 10, the membership number against him".

The procedure referred to therein has been modified to the extent that the numbers of members should be given in *strict serial order* even though changes have occurred as a result of transfers from gang to gang. The serial order will be affected only as a result of omitting names of employees who have left employment.

(iii) It is observed that certain estates and establishments do not send their returns substantially in form "C" as prescribed by the regulations. In view of certain administrative difficulties a modification in form "C" was permitted in the case of estates for two years from September, 1959.

(iv) Forms A, B and H are issued to all employers free of charge. Only forms A, B and H issued by this office should be used. Forms obtained from other sources will not be accepted. Forms K and L will also be issued wherever claims have to be made. The employers should make their own arrangements about other forms, after they had exhausted the initial supplies issued by this office.

2. Weeding Contracts

In paragraph 28 it is stated :—

“ Since calculations regarding payments made in regard to weeding contracts will present difficulties and the inclusion of such payments made in each month in form "C" may result in the delay of this return, it has been decided for the present in order not to complicate the work connected with the Fund on Estates, not to insist on weeding contracts being taken into account in calculating contributions to the Employees' Provident Fund. However, it must be emphasised that the liability to contribute on payments made on weeding contracts exists and has only been deferred pending a satisfactory arrangement being worked out on the basis of which contributions should be made in respect of weeding contracts ”.

Now that the estates are familiar with the scheme and the initial difficulties are over, contributions will have to be paid on contract wages from the date the estate became liable to contribute to the Employees' Provident Fund. The following basis of computation may be adopted :—

First ascertain the number of hypothetical normal working days on contract work for the month by dividing the total contract wages by the minimum daily rate. Deduct the number of days worked on checkroll from the number of days in the month. If the number of hypothetical normal working days on contract work is equal to or less than the non-working days on the checkroll work, add the total contract wages to the monthly earnings and compute Employees' Provident Fund contributions on the gross earnings. If the hypothetical number of days is greater, then disregard the wages for the excess number of days and include only the balance in the monthly earnings.

Example

If an employee on a tea estate works for 20 days on checkroll in April and in addition earns Rs. 10.50 as contract wages and if the daily minimum rate is Rs. 2.35 the hypothetical normal working days will be $\text{Rs. } 10.50 \div 2.35 = 4\frac{1}{2}$ days approximately. In this case the entire Rs. 10.50 should be added because 20 days + $4\frac{1}{2}$ days is only 24 $\frac{1}{2}$ days

and does not exceed the days in the month, i. e., 30 days. Suppose the contract wages amounts to Rs. 28.50; the hypothetical normal working days will be $\text{Rs. } 28.50 \div 2.35 = 12$. In this case the excess days will be $20 + 12 - 30 = 2$. The wages for 2 days, i.e., Rs. 4.70 should be excluded and the balance Rs. 23.80 should be added to the checkroll wages for 20 days and provident fund contributions computed on the total. The intention is to exclude wages that may be regarded as overtime wages.

The amount of contract wages should be computed as early as possible and contributions paid thereon. The amount should be included in the total earnings of the "C" return for the month in which computation of contributions has been completed. It is expected that contributions would have been collected from employees as well. Where contributions have not been collected from employees, it is not necessary to recover now as this would lead to considerable difficulties. The 6 per cent payable by the employer should however be included. The amount of contract wages added should be shown in the remarks column against the name of the employee concerned and the period for which the contract wages paid should also be indicated. If no contributions have been recovered from the employees this fact also should be noted in the remarks column.

N. MAHADEVA,
Deputy Commissioner of Labour.

(Readers who wish to have further particulars regarding this may contact the nearest Labour Office or the Employees' Provident Fund Office, Galle Face Centre Road, P. O. Box 1508, Colombo 3).

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 July, 1960 is 101.2 as against 102.5 for June, 1960—a decrease of 1.3.

Wage Rates

(a) The basic wages payable for the month of August, 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 August, 1960 to workers in the Tea Growing and Manufacturing trade, Rubber Growing and Manufacturing trade, Cocoa, Cardamom and Pepper Growing and Manufacturing trade, Coconut Growing and Manufacturing trade and the Plumbago trade remain the same as for the month of July, 1960.

(c) The special allowances payable for the month of August, 1960 to workers in all other trades to which Part II of the Wages Boards Ordinance has been applied will be slightly less than that for the month of July, 1960.

Strikes

There were altogether 13 strikes during the month of May, 1960 involving 2,724 workers and a loss of 25,106 man-days, as against 10 strikes during the month of April, 1960, involving 6,716 workers and a loss of 9,984 man-days.

Of these strikes, 7 were in the Tea Plantations, involving 1,430 workers and a loss of 9,538 man-days, 2 in the Rubber Plantations, involving 421 workers and a loss of 9,702 man-days and 1 in the Tea cum Rubber Plantations, involving 594 workers and a loss of 5,246 man-days.

Of the other 3 strikes, one was in the Toddy, Arrack and Vinegar trade, involving 33 workers and a loss of 198 man days, one in the Building trade, involving 176 workers and a loss of 352 man-days, and one in the Wholesale and Retail Distribution trade, involving 70 workers and a loss of 70 man-days.

REGISTRANTS FOR EMPLOYMENT OR BETTER EMPLOYMENT

THE total number of registrants for employment or better employment, according to registers of the Employment Exchanges, as at the end of May, 1960, and June, 1960, was as given below:—

	May, 1960			June, 1960		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	15,337..	6,417..	21,754..	15,358..	6,658..	22,016
Skilled ..	11,752..	1,712..	13,464..	11,749..	1,802..	13,551
Semi-skilled ..	25,993..	6,588..	32,581..	26,017..	6,812..	32,829
Unskilled ..	56,770..	3,128..	59,898..	58,128..	3,451..	61,579
Total ..	109,852	17,845	127,697	111,252	18,713	129,975

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

	May, 1960			June, 1960		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	126 ..	12 ..	138 ..	115 ..	12 ..	127
Skilled ..	83 ..	1 ..	84 ..	48 ..	1 ..	49
Semi-skilled ..	100 ..	4 ..	104 ..	127 ..	13 ..	140
Unskilled ..	242 ..	3 ..	245 ..	204 ..	2 ..	206
Total ..	551	20	571	494	28	522

NOTES OF CURRENT INTEREST

Trade Unions Registered in July 1960

<i>Registration No.</i>	<i>Name of Union</i>
1. 1558	.. Samastha Lanka Rajaye Sinhala Lagulekaka Sangamaya.
2. 1559	.. Jaffna District Writ Officers and Superior Headmen's Union.
3. 1560	.. Royal Ceylon Air Force Industrial Civilian Workers' Union.
4. 1561	.. Sisya Guru Puhunuwalath Rajaye Guruwarunge Sangamaya.
5. 1562	.. Government English Assistant Teachers' Union.
6. 1563	.. All Ceylon Secondary Trained (Vocational) Teachers' Union.
7. 1564	.. Ridiyagama Rajaye Govipole Kamkaru Samitiya.
8. 1565	.. Kirumha Manum Ansaye Kanista Sewaka Sangamaya.

Ready Reckoner—Estate Staff

A ready reckoner showing the cost of living allowances and special living allowances payable on different amounts of basic pay to staff employed on estates under collective agreements, Nos. 1 to 4 and 8 to 11 of 1959 is included in this issue as appendix V. This ready reckoner will be published annually in the August issue of the *Gazette*.

WAGES BOARDS

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

IX—The Rubber Export Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Rubber Export Trade appeared in an Order * made under section 6 of the Wages Boards Ordinance, No. 27 of 1941, published in *Ceylon Government Gazette* No. 9,282 of June 16, 1944, and came into force on June 16, 1944. Order varying the original description of the trade was published in *Government Gazette* No. 9,356 of January 19, 1945, and came into force on January 19, 1945.

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

—Editor.

Order

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

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

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

including

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

but excluding the work of the following workers :—

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

(B) ESTABLISHMENT OF THE BOARD

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

(C) DECISIONS OF THE BOARD

The original decisions in respect of the Rubber Export Trade made by the Wages Board for that trade related mainly to rates of wages and they came into force on August 1, 1945. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette Extraordinary* No. 9,436 of July 21, 1945. Decisions varying the earlier decisions were published in notifications appearing in *Government Gazette* No. 9,528 of March 8, 1946, *Government Gazettes Extraordinary* No. 10,229 of March 30, 1951, and No. 10,542 of June 29, 1953, and *Government Gazettes* No. 10,821 of July 29, 1955, No. 11,100 of March 29, 1957, No. 11,268 of February 28, 1958, *Government Gazettes Extraordinary* No. 11,509 of August 30, 1958 and No. 11,733 of April 29, 1959.

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

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

PART I

Direction under section 20 (2) (b)

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

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

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

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

Definition of a normal working day (section 24)

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

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

PART II

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

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

1 Class of Worker	2 Basic rate for a normal working day				3 Rate of Special Allowance for a normal working day in any month			
	(a) Where the cost of living index number for the preceding month is 100.1, the special allowance shall be—		(b) Where the cost of living index number for the preceding month is 100.0, the special allowance shall be—		(c) Where the cost of living index number for the preceding month is above 100.1 or below 100.0 the rate of special allowance prescribed in the preced- ing column 3 (a) shall be increased or the rate of special allowance pre- scribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out here- under as illustrated in Tables I and II below, respectively			
	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.
A.—Male workers not under 18 years of age—								
(a) Grade II :								
Workers employed in stripping; clipping and bark-cutting; washing and re-smoking mouldy rubber; general labour including moving to presses, weighing machines and other parts of the store; assembling, wrapping and pricking rubber for baling; pressing, hooping and wire tying; cutting jute hessian covers; painting, drying, assembling and marking; treating jute hessian for special packing; covering bales with jute hessian and stitching; laying out bales; cleaning and sweeping of stores and drains ..	1	40	2	0	1	97	0	3
(b) Intermediate Grade :								
Workers employed in weighing; grading and sorting; the work of press operators ..	1	60	2	10	2	7	0	3
(c) Grade I :								
Workers employed in loading, unloading and carrying bales; stacking ..	1	80	2	10	2	7	0	3
(d) Watchers ..	1	70	2	10	2	7	0	3
B.—Female workers not under 18 years of age—								
(a) Grade II								
Workers employed in work other than sorting ..	1	15	1	88	1	85	0	3
(b) Grade I :								
Workers employed in sorting ..	1	30	1	88	1	85	0	3
C.—Workers (irrespective of sex) under 18 years of age—								
Over 14 years but under 15 years ..	0	80	1	51	1	49	0	2
Over 15 years but under 16 years ..	0	90	1	56	1	54	0	2
Over 16 years but under 17 years ..	1	0	1	61	1	59	0	2
Over 17 years but under 18 years ..	1	15	1	71	1	69	0	2

**TABLES ILLUSTRATING THE APPLICATION OF THE DIRECTIONS SET OUT IN
COLUMN 3 (c) ABOVE**

Table I

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

Index Numbers	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			
	Grade II	Grade I, Inter Grade and Watchers		Over 14 years but under 15 years	Over 15 years but under 16 years	Over 16 years but under 17 years	Over 17 years but under 18 years
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100-1-101-8 ..	.. 2 0	.. 2 10	.. 1 88	.. 1 51	.. 1 56	.. 1 61	.. 1 71
101-9-103-6 ..	.. 2 3	.. 2 13	.. 1 91	.. 1 53	.. 1 58	.. 1 63	.. 1 73
103-7-105-4 ..	.. 2 6	.. 2 16	.. 1 94	.. 1 55	.. 1 60	.. 1 65	.. 1 75
105-5-107-2 ..	.. 2 9	.. 2 19	.. 1 97	.. 1 57	.. 1 62	.. 1 67	.. 1 77
107-3-109-0 ..	.. 2 12	.. 2 22	.. 2 0	.. 1 59	.. 1 64	.. 1 69	.. 1 79

Table II

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

100-0-98-3 ..	.. 1 97	.. 2 7	.. 1 85	.. 1 49	.. 1 54	.. 1 59	.. 1 69
98-2-96-5 ..	.. 1 94	.. 2 4	.. 1 82	.. 1 47	.. 1 52	.. 1 57	.. 1 67
96-4-94-7 ..	.. 1 91	.. 2 1	.. 1 79	.. 1 45	.. 1 50	.. 1 55	.. 1 65
94-6-92-9 ..	.. 1 88	.. 1 98	.. 1 76	.. 1 43	.. 1 48	.. 1 53	.. 1 63
92-8-91-1 ..	.. 1 85	.. 1 95	.. 1 73	.. 1 41	.. 1 46	.. 1 51	.. 1 61

PART III

Overtime Rate

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

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

Decisions Relating to Weekly, Annual and Public Holidays

Weekly Holiday (section 24)

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

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

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ;
- (2) that in respect of work done on a Sunday that worker shall be paid as remuneration one and a half times the minimum rate of wages for a normal working day ; and
- (3) that no worker shall be employed on such Sunday for more than nine hours (inclusive of one hour for a meal).

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

Annual Holiday (section 25)

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

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

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

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

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

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

3. A worker shall be allowed his holiday or holidays on a day or days to be mutually agreed upon between him and his employer.

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

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

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

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

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

Public Holidays

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

- (1) The Tamil Thai Pongal Day ;
- (2) Independence Commemoration Day (February 4) ;
- (3) The Sinhala and Hindu New Year's Day ;
- (4) May Day (May 1) ;
- (5) The Full Moon Day of the Sinhala month of Wesak ;
- (6) The Birthday of the Holy Prophet Mohamed (On Whom Be Peace, Meelad-un-Nabi) ; and
- (7) Christmas Day.

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

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

- (a) a day on or before the thirty-first day of December next succeeding such public holiday shall be granted to the worker as a holiday with remuneration calculated at the daily minimum rate applicable in respect of the month in which such alternative holiday is granted ; or
- (b) such worker shall be remunerated for work done on any such public holiday at double the minimum daily rate for work done during the number of hours constituting a normal working day for that day.

**ORDER UNDER SECTION 6 (1) OF THE WAGES BOARDS
ORDINANCE, No. 27 OF 1941, RELATING TO THE COIR MATTRESS
AND BRISTLE FIBRE EXPORT TRADE**

L. D.—B. 207/41.

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 set out in the Schedule hereto 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 first day of August, 1960.

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

Colombo, 1.7.1960.

SCHEDULE

ORDER

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

The Coir Mattress and Bristle Fibre Export Trade, that is to say—

- (i) the receipt of manufactured coir mattress and bristle fibre at stores;
- (ii) the process of conditioning and packing coir mattress and bristle fibre for export; and
- (iii) the transport of coir mattress and bristle fibre for shipping;

including—

(A) the work of the workers employed in—

- (1) receiving fibre into stores from lorries or carts;
- (2) counting ballots and bundles;
- (3) weighing ballots and bundles;
- (4) sorting fibre;
- (5) stacking ballots and bundles;
- (6) breaking stacks of ballots and bundles;
- (7) unwrapping ballots and bundles;
- (8) picking and teasing fibre;
- (9) bundling loose fibre;
- (10) drying loose fibre;

- (11) removing ballots and bundles from one part of the stores to another ;
- (12) hackling (that is to say, dressing for export) by hand and tying bristle fibre into hanks ;
- (13) hackling (that is to say, dressing for export) by hand without tying into hanks in preparation for dyeing ;
- (14) hackling (that is to say, dressing for export) by hand and tying into hanks dyed bristle fibre ;
- (15) trimming of cut bristle fibre hanks ;
- (16) cutting bristle fibre ties ;
- (17) throwing fibre from ground level to press platform (if elevated) ;
- (18) feeding fibre into teasing machines ;
- (19) ballotting fibre in ballotting boxes ;
- (20) twisting coir rope from coir yarn ;
- (21) bleaching fibre with sulphur ;
- (22) dyeing fibre ;
- (23) cutting bristle fibre hanks into specified lengths ;
- (24) packing baling boxes with or without mechanical trampers ;
- (25) controlling and operating the baling press ;
- (26) strapping the bale with hoop iron or rope ;
- (27) stacking, unstacking, carrying, moving, loading and unloading bales ;
- (28) twisting and curling fibre ;
- (29) removing ballots and bundles to baling press ;
- (30) passing fibre to press packers ;
- (31) operating winches for moving press boxes ;
- (32) sawing and splitting bamboos ;
- (33) cutting hoop iron ;
- (34) stretching coir rope ;
- (35) receiving, counting, weighing, stacking, removing, cutting and preparing sundry materials used in packing and processing fibre ;
- (36) sweeping and cleaning press, platform, pit and surroundings ;
- (37) covering bales with jute hessian and stitching ;
- (38) wrapping ballots with paper or jute hessian ;
- (39) marking packages for shipment ;
- (40) removing packages for shipment ;
- (41) preparing and distributing meals and tea ;
- (42) the work of a kangany ;
- (43) issuing oil for hackling ;
- (44) sweeping of stores and drains ;
- (45) removing coir dust and rubbish for disposal ;
- (46) sifting coir dust ;
- (47) bagging coir dust and rubbish ; and

(B) any other operation connected with or incidental to the work specified in paragraph (A), but excluding the work of the following workers :—

- (1) clerks, storekeepers, timekeepers, checkers, overseers, watchers ;
 - (2) workers in the Motor Transport Trade, specified in the Order published in *Gazette* No. 9,481 of November 2, 1945 ;
 - (3) workers in the Building Trade, specified in the Order published in *Gazette* No. 10,054 of December 16, 1949, as subsequently amended ; and
 - (4) 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. 12,156 of July 8, 1960, and has effect from 1st August, 1960.

2. The Order sets out the description of the Coir Mattress and Bristle Fibre Export 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	
1943	103 ..	94 ..	105 ..	138 ..	118 ..	107 .. 197*
1944	102 ..	94 ..	105 ..	156 ..	127 ..	109 .. 200
1945	110 ..	94 ..	112 ..	165 ..	158 ..	121 .. 221
1946	113 ..	111 ..	124 ..	180 ..	155 ..	125 .. 229
1947	126 ..	121 ..	136 ..	213 ..	157 ..	138 .. 252
1948	138 ..	101 ..	148 ..	189 ..	157 ..	142 .. 260
1949	144 ..	97 ..	129 ..	156 ..	148 ..	141 .. 258
1950	154 ..	102 ..	129 ..	155 ..	154 ..	149 .. 272
1951	155 ..	112 ..	129 ..	197 ..	160 ..	154 .. 283
1952	153 ..	104 ..	131 ..	192 ..	168 ..	153 .. 281

† Average for 5 months only.

* Average for 11 months only.

B

Colombo 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
July	97.66 ..	103.00 ..	101.53 ..	94.84 ..	115.44 ..	101.2

TABLE II—WAGES INDEX NUMBERS

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

A

BASE : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo			
	Average Minimum	Minimum	Index	Average	Wage	Index	
	Monthly	Rate	No. of	Monthly	Rate	No. of	
	Rate of	Index	Real	Rate of	Index	Real	
	Wages	Wages	Wages	Wages	Wages	Wages	
	Rs. c.	No.	Wages	Rs. c.	No.	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
	July	.. 2.10	.. 109.38	.. 108.08	.. 113.74	.. 126.67	.. 125.17

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
July	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
June	22,016	13,551	32,829	61,579	129,975

* 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	Katnapura	Badulla	Batticaloa	Kalmunai	T Trincomalee	Anuradhapura	Awisawella	Haputale	Matara	Vaunanya	Kegalla	Matale	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	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	—	—	—	—	—	—	34,744
1948	42,209	7,285	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	283	—	—	—	—	—	—	—	66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	—	—	—	—	—	—	69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	—	—	—	—	—	—	65,122
1951	33,125	3,422	2,886	4,350	2,209	537‡	886	1,587	569	904	418	1,207	284	323	—	—	—	—	—	—	52,707
1952	32,124	3,028	3,263	3,381	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	3,080	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	—	—	—	51,546
1954 ..	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,659	—	—	—	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 ..	48,039	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	9,633	6,772	9,225	7,462	794	5,651	2,631	3,180	1,079	631	501§	1,252	198	2,226	840	5,331	551	1,947	—	110,856

TABLE V—(contd.)

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Tirunelveli	Anuradhapura	Avisawella	Haputala	Matare	Vavuniya	Kegalla	Matale	Total
1958—	52,563	7,721	7,500	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354	1,188	1,380	2,925	1,110	5,324	531	2,465	—	117,796
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	1,162	1,507	2,764	1,297	5,002	553	2,583	—	120,238
June ..	56,321	7,412	6,982	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	3,126	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	6,404	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	887	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	1,464	5,021	3,552	2,530	1,747	1,066	1,023	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	5,773	640	2,633	737	127,697
June ..	58,128	9,138	7,126	15,684	6,071	1,429	5,068	3,317	2,688	1,826	1,469	833	1,273	1,864	3,000	873	6,163	603	2,619	753	129,975

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

† Total includes 141 registered at Matugama, 254 at Chillaw, 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	—	4,537
1946	1,303	—	3,012	—	1,341	—	10,130	—	15,786
1947	915	—	1,417	—	911	—	4,161	—	7,404
1948	1,355	—	1,563	—	1,311	—	6,118	—	10,347
1949	1,807	—	1,616	—	1,767	—	9,590	—	14,780
1950	2,059	—	1,509	—	1,438	—	5,773	—	10,779
1951	2,019	—	1,546	—	1,867	—	5,874	—	11,306
1952	3,107	—	1,802	—	1,887	—	5,657	—	12,453
1953	1,528	—	669	—	1,371	—	2,820	—	6,388
1954	1,097	—	879	—	922	—	4,660	—	7,558
1955	2,166	—	1,064	—	1,187	—	3,791	—	8,208
1956	1,913	—	845	—	1,565	—	4,162	—	8,485
1957	1,176	—	709	—	1,180	—	3,053	—	6,118
1958	1,827	—	800	—	1,006	—	2,251	—	5,884
1959	1,667	—	1,045	—	1,275	—	3,218	—	7,205
1959	January	106	59	86	140	391	—	—	—
	February	196	67	98	199	560	—	—	—
	March	159	59	87	147	452	—	—	—
	April	194	64	81	169	508	—	—	—
	May	102	63	80	193	438	—	—	—
	June	96	58	111	276	541	—	—	—
	July	108	109	131	608	956	—	—	—
	August	157	106	141	505	909	—	—	—
	September	110	83	117	154	464	—	—	—
	October	86	146	114	297	643	—	—	—
	November	169	164	123	256	712	—	—	—
	December	184	67	106	274	631	—	—	—
1960	January	156	47	145	114	462	—	—	—
	February	117	43	148	235	543	—	—	—
	March	170	46	83	182	481	—	—	—
	April	179	56	86	238	559	—	—	—
	May	138	84	104	245	571	—	—	—
	June	127	49	140	206	522	—	—	—

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	696	75	507	34	1,034	60	2,390	97	4,627	266
Negombo	106	3	122	2	65	3	222	10	515	18
Kalutara	118	5	42	—	157	4	163	3	480	12
Galle	103	—	39	—	144	12	309	11	595	23
Kandy	118	9	40	—	75	14	250	2	483	25
Nawalapitiya	32	2	64	—	36	2	122	5	254	9
Kurunegala	98	5	36	—	119	—	136	2	389	7
Jaffna	110	8	17	2	97	18	75	8	299	36
Ratnapura	110	2	18	2	151	—	209	3	488	7
Badulla	35	3	22	1	44	1	50	1	151	6
Batticaloa	41	5	24	—	47	—	195	23	307	28
Kalmunai	22	—	40	—	31	1	147	23	240	24
Trincomalee	23	1	14	2	27	—	110	6	174	9
Anuradhapura	50	1	15	2	40	2	64	2	169	7
Avissawella	26	1	33	—	47	—	204	—	310	1
Haputale	12	1	10	1	20	—	37	—	79	2
Matara	98	3	62	3	91	14	460	6	711	26
Vavuniya	20	2	2	—	17	8	6	3	45	13
Kegalla	27	1	26	—	45	—	54	1	152	2
Matale	23	—	1	—	13	1	38	—	75	1
Total	1,868	127	1,134	49	2,300	140	5,241	206	10,543	522

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	Not available	Not available	4	Not available	Not available
1940	36	9,732*	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66‡	12,399	25,937
1945	28	3,514	4,285	53	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	363,600	430,586	54	14,482	31,996
1954	59	86,450	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,293	36,016
1956	99	56,908	200,888	115	31,852	152,966
1957	177	297,061	618,050	127	70,239	190,443
1958	123	39,372	340,632	96	42,713	399,228
1959	177	47,318	352,095	71	42,454	460,141
1960 Jan. to May	56	17,825	100,347	6	491	856
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	14§	2,820	23,145	1	24	48
March	9	1,366	7,419	—	—	—
April	9§	6,708	11,416	2	188	188
May	10	2,445	24,486	3	279	620

*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
MAY 1960, BY INDUSTRIES OR TRADES**

Industry or Trade	Number of		Number of	
	Strikes	Workers involved	Man-days lost	
Plantations—Tea ..	7	1,430	9,538	
Rubber ..	2	421	9,702	
Tea-cum-Rubber ..	1	594	5,246	
Coconut ..	—	—	—	
Coconut-cum-Rubber ..	—	—	—	
Total ..	10	2,445	24,486	
Engineering ..	—	—	—	
Printing ..	—	—	—	
Motor Transport ..	—	—	—	
Tea Export ..	—	—	—	
Rubber Export ..	—	—	—	
Coconut Manufacturing ..	—	—	—	
Toddy, Arrack and Vinegar ..	1	33	198	
Match Manufacturing ..	—	—	—	
Coconut & Rubber Manufacturing ..	—	—	—	
Cinema ..	—	—	—	
Dock, Harbour and Port Transport ..	—	—	—	
Building Trade ..	1	176	352	
Local Government Services ..	—	—	—	
Service Institutions ..	—	—	—	
Factories, Workshops, &c., run by the State ..	—	—	—	
Textile ..	—	—	—	
Relief Schemes ..	—	—	—	
Wholesale and Retail Distribution ..	1	70	70	
Aerated Waters and Ice Manufacturing ..	—	—	—	
Beedi Manufacturing ..	—	—	—	
Hotel ..	—	—	—	
Tile Manufacturing ..	—	—	—	
Miscellaneous ..	—	—	—	
Total ..	3	279	620	
Grand Total ..	13	2,724	25,106	

**TABLE X—CLASSIFICATION OF THE STRIKES IN
MAY 1960, IN CAUSES**

Causes	Number of		Number of	
	Strikes		Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work ..	2	—	235	—
2. Wage increases. Higher rates for piece work, &c. ..	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	1	1	53	176
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	2	1	310	70
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Fractional disputes and domestic matters ..	—	—	—	—
8. External matters (e.g., arrest by Police, &c.) ..	—	—	—	—
9. Assaults by employer or agent or others ..	1	1	594	33
10. General demands ..	4	—	1,253	—
11. Sympathetic strikes ..	—	—	—	—
Total ..	10	3	2,445	279

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: August, 1960					
	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(1) Baking Trade						
<i>Monthly Rates :</i>						
Class "A" Worker: foreman, cooks, "short eats" makers, pastry makers, cake decorators ..	70	0	..	55	0	.. 125 0
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	..	51	25	.. 106 25
Class "C" Worker: flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trays, bun trays, cake trays, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen ..	39	0	..	39	91	.. 78 91
(2) Beedi Manufacturing Trade						
<i>Piece Rates :</i>						
"Nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—						
(a) beedies 2 ins. long ..	5	0	..	—	..	5 0
(b) beedies 2½ ins. long ..	6	0	..	—	..	6 0
(c) beedies 3 ins. long ..	7	0	..	—	..	7 0
"Nool" (thread) beedi rolling (inclusive of filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—						
(a) beedies 2 ins. long ..	3	34	..	—	..	3 34
(b) beedies 2½ ins. long ..	4	0	..	—	..	4 0
(c) beedies 3 ins. long ..	4	66	..	—	..	4 66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—						
(a) beedies 2 ins. long ..	1	67	..	—	..	1 67
(b) beedies 2½ ins. long ..	2	0	..	—	..	2 0
(c) beedies 3 ins. long ..	2	34	..	—	..	2 34
Fixing ring labels to rolled beedies, per 1,000 beedies ..						
	0	50	..	—	..	0 50
(3) Building Trade						
<i>Daily Rates :</i>						
Unskilled labourers—						
Male labourers not under 18 years ..	1	40	..	2	0	.. 3 40
Female labourers not under 18 years ..	1	10	..	2	0	.. 3 10
Labourers irrespective of sex, under 18 years..	0	90	..	2	0	.. 2 90
Semi-skilled Grade II ..	1	65	..	2	10	.. 3 75
Semi-skilled Grade I ..	1	80	..	2	10	.. 3 90
Skilled ..	2	0	..	2	10	.. 4 10

Class of Worker	Basic Wage			Special Allowance			Total		
	Rs. c.			Rs. c.			Rs. c.		
	Rs.	c.		Rs.	c.		Rs.	c.	
(4) Cigar Manufacturing Trade									
<i>Piece Rates :</i>									
Cigar rolling (inclusive of cleaning up of fillers, the preparation of wrappers for rolling, the preparation of fillers for rolling including filling up with cuttings, the tying up of rolled cigars with thread, and the bundling of cigars into tens)—									
(a) where the number of cigars per pound is over 110, per 1,000 cigars	10	0	..	—	..	10	0	..	0
(b) where the number of cigars per pound is 110 or under, per 1,000 cigars	11	0	..	—	..	11	0	..	0

(5) Cinema Trade

Monthly Rates :

Within the Municipal Areas

A—Non-clerical—

Unskilled..	..	..	36	50	..	51	88	..	88	38
Semi-skilled	..	..	43	0	..	54	48	..	97	48
Skilled Grade II	..	..	55	0	..	56	30	..	111	30
Skilled Grade I	..	..	66	0	..	56	30	..	122	30

B—Clerical—

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

Outside the Municipal Areas

A—Non-clerical—

Unskilled..	..	..	36	50	..	51	88	..	88	38
Semi-skilled	..	..	40	0	..	54	48	..	94	48
Skilled Grade II	..	..	47	0	..	56	30	..	103	30
Skilled Grade I	..	..	61	0	..	56	30	..	117	30

B—Clerical—

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

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

Daily Rates :

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

(7) Coconut Growing Trade

Daily Rates :

In the raising and maintenance of a coconut plantation and in 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

Piece Rates :

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

Class of Worker

Basic Wage	Special Allowances		Total
	Rs.	c.		Rs.	c.

(8) Coconut Manufacturing Trade

Daily Rates :

In the manufacture of desiccated coconuts,
coconut oil, 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, irrespective of sex, under 18 years	1 15	..	1 57	..	2 72

Piece Rate :

(a) In the manufacture of desiccated coconuts :—

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

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

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

(9) Dock, Harbour and Port Transport Trade

Monthly Rates :

Manual Work—

Special Grade	65 0	..	32 50	..	97 50
Skilled Grade	55 0	..	28 50	..	83 50
Semi-skilled Grade	45 0	..	25 50	..	70 50
Unskilled Grade I	37 0	..	25 50	..	62 50
Unskilled Grade II	31 0	..	25 50	..	56 50

Women Workers—

Female Kanganies	35 0	..	25 50	..	60 50
Female labourers	30 0	..	25 50	..	55 50

Non-manual Workers—

Special Grade	75 0	..	38 0	..	113 0
Grade I	55 0	..	28 50	..	83 50

Piece Rates:

Lighters from 20 to 60 tons—

Lightermen, per trip	6 0	..	—	..	6 0
Assistant Tindals, per trip	6 25	..	—	..	6 25
Tindals, per trip	6 50	..	—	..	6 50

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

Note.—The above rates shall be increased by—

(i) 50 cents for—

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

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

(10) Engineering Trade

Daily Rates :

Unskilled labourer	..	1 40	..	2 0	3 40
Semi-skilled, Grade I	..	1 65	..	2 10	3 75
Semi-skilled, Grade II	..	1 45	..	2 10	3 55
Skilled worker ..	..	2 0	..	2 10	4 10
Kangany ..	..	1 80	..	2 10	3 90
Watcher ..	..	1 70	..	2 10	3 80

Trade Learners and Apprentices—

1st year	..	0 50	..	1 10	1 63
2nd year	..	0 66	..	1 20	1 86
3rd year	..	0 85	..	1 48	2 30
4th year	..	1 10	..	1 63	2 73

Month : August, 1960

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(11) Match Manufacturing Trade					
<i>Daily Rates :</i>					
<i>Grade I—</i>					
Male 18 years and over	2	0	1	73	3 73
Female 18 years and over	1	64	1	63	3 27
Young person over 14 years and over but under 18 years	1	25	1	34	2 59
<i>Grade II—</i>					
Male 18 years and over	1	60	1	73	3 33
Female 18 years and over	1	32	1	63	2 95
Young person over 14 years and over but under 18 years	1	0	1	34	2 34
<i>Grade III—</i>					
Male 18 years and over	1	40	1	63	3 3
Female 18 years and over	1	15	1	51	2 66
Young person over 14 but under 16 years	0	70	1	15	1 85
Young person 16 years and over but under 18 years	0	90	1	34	2 24
<i>Grade IV—</i>					
Watcher	1	70	1	73	3 43

(12) Motor Transport Trade

Monthly Rates :

Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100	0	59	42	159 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	59	42	149 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	56	92	141 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate)	100	0	59	42	159 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	54	42	124 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	59	42	126 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt.	60	0	55	72	115 72
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	55	72	105 72

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

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

Class of Worker	Month : August, 1960		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Motor Transport Trade—(contd.)			
Class I Workers : Omnibus checkers or time-keepers	60 0 ..	55 72 ..	115 72
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90 0 ..	55 72 ..	145 72
Class K Workers : Porters engaged by employers who use the motor transport trade as incidental to the carrying on of some other trade and all other workers other than those workers specified in the preceding items	45 0 ..	46 42 ..	91 42
Daily Rates :			
Class A worker	4 0 ..	2 47 ..	6 47
„ B „	4 0 ..	2 47 ..	6 47
„ C „	3 25 ..	2 47 ..	5 72
„ D „	4 0 ..	2 47 ..	6 47
„ E „	2 75 ..	2 22 ..	4 97
„ F „	2 75 ..	2 47 ..	5 22
„ G „	2 50 ..	2 47 ..	4 97
„ H „	2 25 ..	2 47 ..	4 72
„ K „	1 50 ..	1 73 ..	3 23

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

(13) Plumbago Trade

Daily Rates :

Underground workers—

Basses .. ..	..	2 75 ..	1 18 ..	3 93
Kanganies } .. ..	..	2 25 ..	1 18 ..	3 43
Loaders } .. ..	..	2 8 ..	1 18 ..	3 26
Overseers } .. ..	..	2 0 ..	1 18 ..	3 18
Shift bosses .. ..	..	1 50 ..	1 18 ..	2 68
Blasters } .. ..	..	2 25 ..	1 18 ..	3 43
Drillers (hand and machine) } .. ..	..	2 25 ..	1 18 ..	3 43
Shaft drivers } .. ..	..	2 25 ..	1 18 ..	3 43
Stoppers (excavators) } .. ..	..	2 25 ..	1 18 ..	3 43
Timbermen } .. ..	..	2 25 ..	1 18 ..	3 43
Muckers } .. ..	..	2 25 ..	1 18 ..	3 43
Trolley-men } .. ..	..	2 25 ..	1 18 ..	3 43
Unskilled labourers } .. ..	..	2 25 ..	1 18 ..	3 43
Onsetters or Donakatakarayas .. ..	..	2 25 ..	1 18 ..	3 43

Underground and surface workers—

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

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
Plumbago Trade—contd.					
Surface workers—					
Carpenters	2	50	1	18	3 68
Masons	2	25	1	18	3 43
Overseers	2	0	1	18	3 18
Blacksmiths	1	60	1	18	2 78
Boilermen	1	50	1	18	2 68
Drill sharpeners	2	0	1	18	3 18
Firewood carriers and splitters	1	24	1	18	2 42
Carters	2	0			
Watchers	1	24			
Bakkikarayas or Banksmen	1	24			
Cooks					
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.

Workers employed in curing and dressing—					
(A) as overseers and kanganyies	2	0	1	38	3 38
(B) on different jobs—					
(i) Within the Colombo area—					
Male worker not under 18 years	1	25	1	38	2 63
Female worker not under 18 years	1	0	1	8	2 8
Worker under 18 years	0	50	1	1	1 51
(ii) 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.

(14) Printing Trade

Monthly Rates :

Class A Workers: Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, press camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists and readers (employed in the production of newspapers)	110	0	96	42	206 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	77	92	165 42
Class C, Grade I Workers: Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	65	0	68	67	133 67
Class C, Grade II Workers: Platen Machine Minders	60	0	63	96	123 96
Class D Workers: Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50	0	59	42	109 42
Class E Workers: Unskilled workers not under 18 years of age	42	0	57	15	99 15
Class F Workers: Unskilled workers under 18 years of age	20	0	39	7	59 7

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Printing Trade (contd.)						
Class G Workers : Watchers ..	44	0	59	42	103	42
Class A—1st year learner ..	33	0	42	12	75	12
" B " " ..	26	0	36	57	62	57
" C Grade I, 1st year learner ..	24	0	38	42	62	42
" C " II " " ..	22	0	36	57	58	57
" D—1st year learner ..	19	0	34	72	53	72
Class A—2nd year learner ..	44	0	50	2	94	2
" B " " ..	36	0	48	17	84	17
" C Grade I, 2nd year learner ..	29	0	43	46	72	46
" C " II " " ..	27	0	41	19	68	19
" D—2nd year learner ..	23	0	38	92	61	92
Class A—3rd year learner ..	56	0	57	92	113	92
" B " " ..	49	0	54	22	103	22
" C Grade I, 3rd year learner ..	36	0	48	67	84	67
" C " II, " " ..	32	0	45	81	77	81
" D—3rd year learner ..	28	0	43	12	71	12
Class A—4th year learner ..	71	0	69	52	140	52
" B " " ..	64	0	62	96	126	96
" C Grade I, 4th year learner ..	44	0	56	15	100	15
" C " II, " " ..	39	0	52	57	91	57
" D—4th year learner ..	34	0	49	17	83	17
Class A—5th year learner ..	88	0	81	62	169	62

(15) Rubber Export Trade

Daily Rates :

A. Male workers not under 18 years—

(a) Grade II ..	1 40	2 0	3 40
(b) Intermediate Grade ..	1 60	2 10	3 70
(c) Grade I ..	1 80	2 10	3 90
(d) Watchers ..	1 70	2 10	3 80

B. Female workers not under 18 years of age—

(a) Grade II			
Workers employed in work other than sorting ..	1 15	1 88	3 3
(b) Grade I			
Workers employed in sorting ..	1 30	1 88	3 18

C. Workers over 14 years but under 15 years ..	0 80	1 51	2 31
" 15 " 16 " ..	0 90	1 56	2 46
" 16 " 17 " ..	1 0	1 61	2 61
" 17 " 18 " ..	1 15	1 71	2 86

(16) Rubber Growing and Manufacturing Trade

Daily Rates :

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

(17) Tea Export Trade

Daily Rates :

A. Male workers not under 18 years—

(a) Grade II ..	1 40	2 0	3 40
(b) Intermediate Grade ..	1 60	2 10	3 70
(c) Grade I ..	1 80	2 10	3 90
(d) Box makers and repairers ..	1 60	2 10	3 70
(e) Watchers ..	1 70	2 10	3 80

B. Female workers not under 18 years ..	1 15	1 88	3 3
C. Workers over 14 years but under 15 years ..	0 80	1 51	2 31
" 15 " 16 " ..	0 90	1 56	2 46
" 16 " 17 " ..	1 0	1 61	2 61
" 17 " 18 " ..	1 15	1 71	2 86

Month : August, 1960

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.		Rs.	c.
(18) 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
(19) Toddy, Arrack and Vinegar Trade						
<i>Monthly Rates :</i>						
Tope kangany ..	115	0	—	—	115	0
Toddy tavern watcher ..	63	0	—	—	63	0
Arrack tavern watcher ..	63	0	—	—	63	0
Tope watcher ..	50	0	—	—	50	0
Collecting station manager ..	85	0	—	—	85	0
Selling toddy at tavern ..	80	0	—	—	80	0
Selling arrack at tavern ..	75	0	—	—	75	0
Collecting toddy from trees in the toddy section of the trade ..	80	0	—	—	80	0
Collecting toddy from trees in the arrack section of the trade ..	60	0	—	—	60	0
Collecting toddy from trees in the vinegar section of the trade ..	52	50	—	—	52	50
Distilling toddy at distillery ..	100	0	—	—	100	0
<i>Daily Rates :</i>						
Bottling, corking and labelling arrack bottles ..	3	0	—	—	3	0
Unskilled labourers ..	3	0	—	—	3	0
<i>Piece Rates :</i>						
Coupling of coconut palms, for each coupling ..	0	70	—	—	0	70
Changing ropes for, each coupling ..	0	35	—	—	0	35
Cutting and removing ropes, for each coupling ..	0	30	—	—	0	30
Laddering coconut palms, for each tope not exceeding 110 palms ..	35	00	—	—	35	0
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns, for each gallon of toddy delivered by worker—						
Galle District ..	0	54	—	—	0	54
Western Province ..	0	61	—	—	0	61
Chilaw District ..	0	64	—	—	0	64
Nuwara Eliya or Kandy District ..	0	65	—	—	0	65
Matara, Jaffna or Matale District ..	0	72	—	—	0	72
Puttalam, Anuradhapura or Hambantota District ..	0	77	—	—	0	77
Badulla, Ratnapura, Kurunegala or Kegalle District ..	0	80	—	—	0	80
Trincomalee, Batticaloa, Mannar or Mullaitivu District ..	1	5	—	—	1	5
Tapping coconut, kitul or palmyrah palms for supplying toddy to distilleries or for the manufacture of vinegar, for each gallon of toddy delivered by worker ..	0	41	—	—	0	41
Tapping spadices for supplying toddy to distilleries or for the manufacture of vinegar—						
(a) for not exceeding 100 coconut, kitul or palmyrah palms ..	62	50	—	—	62	50
(b) for every palm in excess of 100 such palms ..	0	62½	—	—	0	62½
Tapping spadices for supplying toddy to taverns, for 25-40 coconut, kitul or palmyrah palms ..	60	0	—	—	60	0

APPENDIX II (A)

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

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 70	0 56	1 26	0 65	0 42	1 07	0 52½	0 38½	0 91	½
1	1 40	1 12	2 52	1 30	0 84	2 14	1 05	0 77	1 82	1
2	2 80	2 24	5 04	2 60	1 68	4 28	2 10	1 54	3 64	2
3	4 20	3 36	7 56	3 90	2 52	6 42	3 15	2 31	5 46	3
4	5 60	4 48	10 08	5 20	3 36	8 56	4 20	3 08	7 28	4
5	7 00	5 60	12 60	6 50	4 20	10 70	5 25	3 85	9 10	5
6	8 40	6 72	15 12	7 80	5 04	12 84	6 30	4 62	10 92	6
7	9 80	7 84	17 64	9 10	5 88	14 98	7 35	5 39	12 74	7
8	11 20	8 96	20 16	10 40	6 72	17 12	8 40	6 16	14 56	8
9	12 60	10 08	22 68	11 70	7 56	19 26	9 45	6 93	16 38	9
10	14 00	11 20	25 20	13 00	8 40	21 40	10 50	7 70	18 20	10
11	15 40	12 32	27 72	14 30	9 24	23 54	11 55	8 47	20 02	11
12	16 80	13 44	30 24	15 60	10 08	25 68	12 60	9 24	21 84	12
13	18 20	14 56	32 76	16 90	10 92	27 82	13 65	10 01	23 66	13
14	19 60	15 68	35 28	18 20	11 76	29 96	14 70	10 78	25 48	14
15	21 00	16 80	37 80	19 50	12 60	32 10	15 75	11 55	27 30	15
16	22 40	17 92	40 32	20 80	13 44	34 24	16 80	12 32	29 12	16
17	23 80	19 04	42 84	22 10	14 28	36 38	17 85	13 09	30 94	17
18	25 20	20 16	45 36	23 40	15 12	38 52	18 90	13 86	32 76	18
19	26 60	21 28	47 88	24 70	15 96	40 66	19 95	14 63	34 58	19
20	28 00	22 40	50 40	26 00	16 80	42 80	21 00	15 40	36 40	20
21	29 40	23 52	52 92	27 30	17 64	44 94	22 05	16 17	38 22	21
22	30 80	24 64	55 44	28 60	18 48	47 08	23 10	16 94	40 04	22
23	32 20	25 76	57 96	29 90	19 32	49 22	24 15	17 71	41 86	23
24	33 60	26 88	60 48	31 20	20 16	51 36	25 20	18 48	43 68	24
25	35 00	28 00	63 00	32 50	21 00	53 50	26 25	19 25	45 50	25
26	36 40	29 12	65 52	33 80	21 84	55 64	27 30	20 02	47 32	26
27	37 80	30 24	68 04	35 10	22 68	57 78	28 35	20 79	49 14	27
28	39 20	31 36	70 56	36 40	23 52	59 92	29 40	21 56	50 96	28
29	40 60	32 48	73 08	37 70	24 36	62 06	30 45	22 33	52 78	29
30	42 00	33 60	75 60	39 00	25 20	64 20	31 50	23 10	54 60	30
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 August, 1960, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 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 August, 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.	
½	1 26	1 18½	0 94½	0 78½	1 88½	1 68½	1 39½	1 36	½
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

Notes.—“Male” refers to male workers not under 18 years of age ; “Female” to female workers not under 18 years of age and “Young Persons” to workers under 18 years of age in the Coconut Manufacturing Trade 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 August, 1960, to workers in
the Rubber 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	Watchers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 70	1 85	1 95	1 90	1 51½	1 59	1 15½	1 23	1 30½	1 43	½
1	3 40	3 70	3 90	3 80	3 03	3 18	2 31	2 46	2 61	2 86	1
2	6 80	7 40	7 80	7 60	6 06	6 36	4 62	4 92	5 22	5 72	2
3	10 20	11 10	11 70	11 40	9 09	9 54	6 93	7 38	7 83	8 58	3
4	13 60	14 80	15 60	15 20	12 12	12 72	9 24	9 84	10 44	11 44	4
5	17 00	18 50	19 50	19 00	15 15	15 90	11 55	12 30	13 05	14 30	5
6	20 40	22 20	23 40	22 80	18 18	19 08	13 86	14 76	15 66	17 16	6
7	23 80	25 90	27 30	26 60	21 21	22 26	16 17	17 22	18 27	20 02	7
8	27 20	29 60	31 20	30 40	24 24	25 44	18 48	19 68	20 88	22 88	8
9	30 60	33 30	35 10	34 20	27 27	28 62	20 79	22 14	23 49	25 74	9
10	34 00	37 00	39 00	38 00	30 30	31 80	23 10	24 60	26 10	28 60	10
11	37 40	40 70	42 90	41 80	33 33	34 98	25 41	27 06	28 71	31 46	11
12	40 80	44 40	46 80	45 60	36 36	38 16	27 72	29 52	31 32	34 32	12
13	44 20	48 10	50 70	49 40	39 39	41 34	30 03	31 98	33 93	37 18	13
14	47 60	51 80	54 60	53 20	42 42	44 52	32 34	34 44	36 54	40 04	14
15	51 00	55 50	58 50	57 00	45 45	47 70	34 65	36 90	39 15	42 90	15
16	54 40	59 20	62 40	60 80	48 48	50 88	36 96	39 36	41 76	45 76	16
17	57 80	62 90	66 30	64 60	51 51	54 06	39 27	41 82	44 37	48 62	17
18	61 20	66 60	70 20	68 40	54 54	57 24	41 58	44 28	46 98	51 48	18
19	64 60	70 30	74 10	72 20	57 57	60 42	43 89	46 74	49 59	54 34	19
20	68 00	74 00	78 00	76 00	60 60	63 60	46 20	49 20	52 20	57 20	20
21	71 40	77 70	81 90	79 80	63 63	66 78	48 51	51 66	54 81	60 06	21
22	74 80	81 40	85 80	83 60	66 66	69 96	50 82	54 12	57 42	62 92	22
23	78 20	85 10	89 70	87 40	69 69	73 14	53 13	56 58	60 03	65 78	23
24	81 60	88 80	93 60	91 20	72 72	76 32	55 44	59 04	62 64	68 64	24
25	85 00	92 50	97 50	95 00	75 75	79 50	57 75	61 50	65 25	71 50	25
26	88 40	96 20	101 40	98 80	78 78	82 68	60 06	63 96	67 86	74 36	26
27	91 80	99 90	105 30	102 60	81 81	85 86	62 37	66 42	70 47	77 22	27
28	95 20	103 60	109 20	106 40	84 84	89 04	64 68	68 88	73 08	80 08	28
29	98 60	107 30	113 10	110 20	87 87	92 22	66 99	71 34	75 69	82 94	29
30	102 00	111 00	117 00	114 00	90 90	95 40	69 30	73 80	78 30	85 80	30
31	105 40	114 70	120 90	117 80	93 93	98 58	71 61	76 26	80 91	88 66	31

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 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.	Rs. c.	
½	1 70	1 85	1 95	1 85	1 90	1 51½	1 15½	1 23	1 30½	1 43	½	
1	3 40	3 70	3 90	3 70	3 80	3 03	2 31	2 46	2 61	2 86	1	
2	6 80	7 40	7 80	7 40	7 60	6 06	4 62	4 92	5 22	5 72	2	
3	10 20	11 10	11 70	11 10	11 40	9 09	6 93	7 38	7 83	8 58	3	
4	13 60	14 80	15 60	14 80	15 20	12 12	9 24	9 84	10 44	11 44	4	
5	17 00	18 50	19 50	18 50	19 00	15 15	11 55	12 30	13 05	14 30	5	
6	20 40	22 20	23 40	22 20	22 80	18 18	13 86	14 76	15 66	17 16	6	
7	23 80	25 90	27 30	25 90	26 60	21 21	16 17	17 22	18 27	20 02	7	
8	27 20	29 60	31 20	29 60	30 40	24 24	18 48	19 68	20 88	22 88	8	
9	30 60	33 30	35 10	33 30	34 20	27 27	20 79	22 14	23 49	25 74	9	
10	34 00	37 00	39 00	37 00	38 00	30 30	23 10	24 60	26 10	28 60	10	
11	37 40	40 70	42 90	40 70	41 80	33 33	25 41	27 06	28 71	31 46	11	
12	40 80	44 40	46 80	44 40	45 60	36 36	27 72	29 52	31 32	34 32	12	
13	44 20	48 10	50 70	48 10	49 40	39 39	30 03	31 98	33 93	37 18	13	
14	47 60	51 80	54 60	51 80	53 20	42 42	32 34	34 44	36 54	40 04	14	
15	51 00	55 50	58 50	55 50	57 00	45 45	34 65	36 90	39 15	42 90	15	
16	54 40	59 20	62 40	59 20	60 80	48 48	36 96	39 36	41 76	45 76	16	
17	57 80	62 90	66 30	62 90	64 60	51 51	39 27	41 82	44 37	48 62	17	
18	61 20	66 60	70 20	66 60	68 40	54 54	41 58	44 28	46 98	51 48	18	
19	64 60	70 30	74 10	70 30	72 20	57 57	43 89	46 74	49 59	54 34	19	
20	68 00	74 00	78 00	74 00	76 00	60 60	46 20	49 20	52 20	57 20	20	
21	71 40	77 70	81 90	77 70	79 80	63 63	48 51	51 66	54 81	60 06	21	
22	74 80	81 40	85 80	81 40	83 60	66 66	50 82	54 12	57 42	62 92	22	
23	78 20	85 10	89 70	85 10	87 40	69 69	53 13	56 58	60 03	65 78	23	
24	81 60	88 80	93 60	88 80	91 20	72 72	55 44	59 04	62 64	68 64	24	
25	85 00	92 50	97 50	92 50	95 00	75 75	57 75	61 50	65 25	71 50	25	
26	88 40	96 20	101 40	96 20	98 80	78 78	60 06	63 96	67 86	74 36	26	
27	91 80	99 90	105 30	99 90	102 60	81 81	62 37	66 42	70 47	77 22	27	
28	95 20	103 60	109 20	103 60	106 40	84 84	64 68	68 88	73 08	80 08	28	
29	98 60	107 30	113 10	107 30	110 20	87 87	66 99	71 34	75 69	82 94	29	
30	102 00	111 00	117 00	111 00	114 00	90 90	69 30	73 80	78 30	85 80	30	
31	105 40	114 70	120 90	114 70	117 80	93 93	71 61	76 26	80 91	88 66	31	

APPENDIX III (D)

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

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 70	1 87½	1 77½	2 05	1 95	1 90	0 80	0 93	1 16½	1 36½	½
1	3 40	3 75	3 55	4 10	3 90	3 80	1 60	1 86	2 33	2 73	1
2	6 80	7 50	7 10	8 20	7 80	7 60	3 20	3 72	4 66	5 46	2
3	10 20	11 25	10 65	12 30	11 70	11 40	4 80	5 58	6 99	8 19	3
4	13 60	15 00	14 20	16 40	15 60	15 20	6 40	7 44	9 32	10 92	4
5	17 00	18 75	17 75	20 50	19 50	19 00	8 00	9 30	11 65	13 65	5
6	20 40	22 50	21 30	24 60	23 40	22 80	9 60	11 16	13 98	16 38	6
7	23 80	26 25	24 85	28 70	27 30	26 60	11 20	13 02	16 31	19 11	7
8	27 20	30 00	28 40	32 80	31 20	30 40	12 80	14 88	18 64	21 84	8
9	30 60	33 75	31 95	36 90	35 10	34 20	14 40	16 74	20 97	24 57	9
10	34 00	37 50	35 50	41 00	39 00	38 00	16 00	18 60	23 30	27 30	10
11	37 40	41 25	39 05	45 10	42 90	41 80	17 60	20 46	25 63	30 03	11
12	40 80	45 00	42 60	49 20	46 80	45 60	19 20	22 32	27 96	32 76	12
13	44 20	48 75	46 15	53 30	50 70	49 40	20 80	24 18	30 29	35 49	13
14	47 60	52 50	49 70	57 40	54 60	53 20	22 40	26 04	32 62	38 22	14
15	51 00	56 25	53 25	61 50	58 50	57 00	24 00	27 90	34 95	40 95	15
16	54 40	60 00	56 80	65 60	62 40	60 80	25 60	29 76	37 28	43 68	16
17	57 80	63 75	60 35	69 70	66 30	64 60	27 20	31 62	39 61	46 41	17
18	61 20	67 50	63 90	73 80	70 20	68 40	28 80	33 48	41 94	49 14	18
19	64 60	71 25	67 45	77 90	74 10	72 20	30 40	35 34	44 27	51 87	19
20	68 00	75 00	71 00	82 00	78 00	76 00	32 00	37 20	46 60	54 60	20
21	71 40	78 75	74 55	86 10	81 90	79 80	33 60	39 06	48 93	57 33	21
22	74 80	82 50	78 10	90 20	85 80	83 60	35 20	40 92	51 26	60 06	22
23	78 20	86 25	81 65	94 30	89 70	87 40	36 80	42 78	53 59	62 79	23
24	81 60	90 00	85 20	98 40	93 60	91 20	38 40	44 64	55 92	65 52	24
25	85 00	93 75	88 75	102 50	97 50	95 00	40 00	46 50	58 25	68 25	25
26	88 40	97 50	92 30	106 60	101 40	98 80	41 60	48 36	60 58	70 98	26
27	91 80	101 25	95 85	110 70	105 30	102 60	43 20	50 22	62 91	73 71	27
28	95 20	105 00	99 40	114 80	109 20	106 40	44 80	52 08	65 24	76 44	28
29	98 60	108 75	102 95	118 90	113 10	110 20	46 40	53 94	67 57	79 17	29
30	102 00	112 50	106 50	123 00	117 00	114 00	48 00	55 80	69 90	81 90	30
31	105 40	116 25	110 05	127 10	120 90	117 80	49 60	57 66	72 23	84 63	31

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 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	Adults		Young Persons	Adults		Young Persons		Watchers	
	Male	Female		Male	Female		Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 86½	1 63½	1 29½	1 66½	1 47½	1 17	1 51½	1 33	0 92½	1 12	1 71½	½
1	3 73	3 27	2 59	3 33	2 95	2 34	3 03	2 66	1 85	2 24	3 43	1
2	7 46	6 54	5 18	6 66	5 90	4 68	6 06	5 32	3 70	4 48	6 86	2
3	11 19	9 81	7 77	9 99	8 85	7 02	9 09	7 98	5 55	6 72	10 29	3
4	14 92	13 08	10 36	13 32	11 80	9 36	12 12	10 64	7 40	8 96	13 72	4
5	18 65	16 35	12 95	16 65	14 75	11 70	15 15	13 30	9 25	11 20	17 15	5
6	22 38	19 62	15 54	19 98	17 70	14 04	18 18	15 96	11 10	13 44	20 58	6
7	26 11	22 89	18 13	23 31	20 65	16 38	21 21	18 62	12 95	15 68	24 01	7
8	29 84	26 16	20 72	26 64	23 60	18 72	24 24	21 28	14 80	17 92	27 44	8
9	33 57	29 43	23 31	29 97	26 55	21 06	27 27	23 94	16 65	20 16	30 87	9
10	37 30	32 70	25 90	33 30	29 50	23 40	30 30	26 60	18 50	22 40	34 30	10
11	41 03	35 97	28 49	36 63	32 45	25 74	33 33	29 26	20 35	24 64	37 73	11
12	44 76	39 24	31 08	39 96	35 40	28 08	36 36	31 92	22 20	26 88	41 16	12
13	48 49	42 51	33 67	43 29	38 35	30 42	39 39	34 58	24 05	29 12	44 59	13
14	52 22	45 78	36 26	46 62	41 30	32 76	42 42	37 24	25 90	31 36	48 02	14
15	55 95	49 05	38 85	49 95	44 25	35 10	45 45	39 90	27 75	33 60	51 45	15
16	59 68	52 32	41 44	53 28	47 20	37 44	48 48	42 56	29 60	35 84	54 88	16
17	63 41	55 59	44 03	56 61	50 15	39 78	51 51	45 22	31 45	38 08	58 31	17
18	67 14	58 86	46 62	59 94	53 10	42 12	54 54	47 88	33 30	40 32	61 74	18
19	70 87	62 13	49 21	63 27	56 05	44 46	57 57	50 54	35 15	42 56	65 17	19
20	74 60	65 40	51 80	66 60	59 00	46 80	60 60	53 20	37 00	44 80	68 60	20
21	78 33	68 67	54 39	69 93	61 95	49 14	63 63	55 86	38 85	47 04	72 03	21
22	82 06	71 94	56 98	73 26	64 90	51 48	66 66	58 52	40 70	49 28	75 46	22
23	85 79	75 21	59 57	76 59	67 85	53 82	69 69	61 18	42 55	51 52	78 89	23
24	89 52	78 48	62 16	79 92	70 80	56 16	72 72	63 84	44 40	53 76	82 32	24
25	93 25	81 75	64 75	83 25	73 75	58 50	75 75	66 50	46 25	56 00	85 75	25
26	96 98	85 02	67 34	86 58	76 70	60 84	78 78	69 16	48 10	58 24	89 18	26
27	100 71	88 29	69 93	89 91	79 65	63 18	81 81	71 82	49 95	60 48	92 61	27
28	104 44	91 56	72 52	93 24	82 60	65 52	84 84	74 48	51 80	62 72	96 04	28
29	108 17	94 83	75 11	96 57	85 55	67 86	87 87	77 14	53 65	64 96	99 47	29
30	111 90	98 10	77 70	99 90	88 50	70 20	90 90	79 80	55 50	67 20	102 90	30
31	115 63	101 37	80 29	103 23	91 45	72 54	93 93	82 46	57 35	69 44	106 33	31

APPENDIX III (F)

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

<i>No. of Days</i>	<i>Unskilled</i>			<i>Semi-skilled</i>		<i>Skilled</i>	<i>No. of Days</i>
	<i>Male</i>	<i>Female</i>	<i>Young Persons</i>	<i>Grade II</i>	<i>Grade I</i>		
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>			Rs. c.
½	1 70	1 55	1 45	1 87½	1 95	2 05	½
1	3 40	3 10	2 90	3 75	3 90	4 10	1
2	6 80	6 20	5 80	7 50	7 80	8 20	2
3	10 20	9 30	8 70	11 25	11 70	12 30	3
4	13 60	12 40	11 60	15 00	15 60	16 40	4
5	17 00	15 50	14 50	18 75	19 50	20 50	5
6	20 40	18 60	17 40	22 50	23 40	24 60	6
7	23 80	21 70	20 30	26 25	27 30	28 70	7
8	27 20	24 80	23 20	30 00	31 20	32 80	8
9	30 60	27 90	26 10	34 75	35 10	36 90	9
10	34 00	31 00	29 00	37 50	39 00	41 00	10
11	37 40	34 10	31 90	41 25	42 90	45 10	11
12	40 80	37 20	34 80	45 00	46 80	49 20	12
13	44 20	40 30	37 70	48 75	50 70	53 30	13
14	47 60	43 40	40 60	52 50	54 60	57 40	14
15	51 00	46 50	43 50	56 25	58 50	61 50	15
16	54 40	49 60	46 40	60 00	62 40	65 60	16
17	57 80	52 70	49 30	63 75	66 30	69 70	17
18	61 20	55 80	52 20	67 50	70 20	73 80	18
19	64 60	58 90	55 10	71 25	74 10	77 90	19
20	68 00	62 00	58 00	75 00	78 00	82 00	20
21	71 40	65 10	60 90	78 75	81 90	86 10	21
22	74 80	68 20	63 80	82 50	85 80	90 20	22
23	78 20	71 30	66 70	86 25	89 70	94 30	23
24	81 60	74 40	69 60	90 00	93 60	98 40	24
25	85 00	77 50	72 50	93 75	97 50	102 50	25
26	88 40	80 60	75 40	97 50	101 40	106 60	26
27	91 80	83 70	78 30	101 25	105 30	110 70	27
28	95 20	86 80	81 20	105 00	109 20	114 80	28
29	98 60	89 90	84 10	108 75	113 20	118 90	29
30	102 00	93 00	87 00	112 50	117 00	123 00	30
31	105 40	96 10	89 90	116 25	120 90	127 10	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 August, 1960, to Daily-paid workers in the Motor Transport Trade

<i>No. of Days</i>	<i>Class A</i>	<i>Class C</i>	<i>Class E</i>	<i>Class F</i>	<i>Class H</i>	<i>Class K</i>	<i>No. of Days</i>
	<i>Class B</i> <i>Class D</i>		<i>Class G</i>				
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	3 23½	2 86	2 48½	2 61	2 36	1 61½	½
1	6 47	5 72	4 97	5 22	4 72	3 23	1
2	12 94	11 44	9 94	10 44	9 44	6 46	2
3	19 41	17 16	14 91	15 66	14 16	9 69	3
4	25 88	22 88	19 88	20 88	18 88	12 92	4
5	32 35	28 60	24 85	26 10	23 60	16 15	5
6	38 82	34 32	29 82	31 32	28 32	19 38	6
7	45 29	40 04	34 79	36 54	33 04	22 61	7
8	51 76	45 76	39 76	41 76	37 76	25 84	8
9	58 23	51 48	44 73	46 98	42 48	29 07	9
10	64 70	57 20	49 70	52 20	47 20	32 30	10
11	71 17	62 92	54 67	57 42	51 92	35 53	11
12	77 64	68 64	59 64	62 64	56 64	38 76	12
13	84 11	74 36	64 61	67 86	61 36	41 99	13
14	90 58	80 08	69 58	73 08	66 08	45 22	14
15	97 05	85 80	74 55	78 30	70 80	48 45	15
16	103 52	91 52	79 52	83 52	75 52	51 68	16
17	109 99	97 24	84 49	88 74	80 24	54 91	17
18	116 46	102 96	89 46	93 96	84 96	58 14	18
19	122 93	108 68	94 43	99 18	89 68	61 37	19
20	129 40	114 40	99 40	104 40	94 40	64 60	20
21	135 87	120 12	104 37	109 62	99 12	67 83	21
22	142 34	125 84	109 34	114 84	103 84	71 06	22
23	148 81	131 56	114 31	120 06	108 56	74 29	23
24	155 28	137 28	119 28	125 28	113 28	77 52	24
25	161 75	143 00	124 25	130 50	118 00	80 75	25
26	168 22	148 72	129 22	135 72	122 72	83 98	26
27	174 69	154 44	134 19	140 94	127 44	87 21	27
28	181 16	160 16	139 16	146 16	132 16	90 44	28
29	187 63	165 88	144 13	151 38	136 88	93 67	29
30	194 10	171 60	149 10	156 60	141 60	96 90	30
31	200 57	177 32	154 07	161 82	146 32	100 13	31

APPENDIX IV (A)

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

No. of Days	Class A and D	Class B	Class C	Class E	Class F	Class G and I	Class H	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	2 95	2 76½	2 63	2 30½	2 35	2 14½	1 96	2 70	1 69½	½
1	5 90	5 53	5 26	4 61	4 70	4 29	3 92	5 40	3 39	1
2	11 81	11 07	10 51	9 22	9 40	8 57	7 83	10 79	6 77	2
3	17 71	16 60	15 77	13 82	14 10	12 86	11 75	16 19	10 16	3
4	23 62	22 14	21 03	18 43	18 80	17 14	15 66	21 59	13 54	4
5	29 52	27 67	26 28	23 04	23 50	21 43	19 58	26 99	16 93	5
6	35 43	33 20	31 54	27 65	28 20	25 72	23 49	32 38	20 32	6
7	41 33	38 74	36 79	32 26	32 91	30 00	27 41	37 78	23 70	7
8	47 24	44 27	42 05	36 87	37 61	34 29	31 32	43 18	27 09	8
9	53 14	49 81	47 31	41 47	42 31	38 57	35 24	48 57	30 47	9
10	59 04	55 34	52 56	46 08	47 01	42 86	39 16	53 97	33 86	10
11	64 95	60 87	57 82	50 69	51 71	47 15	43 07	59 37	37 25	11
12	70 85	66 41	63 08	55 30	56 41	51 43	46 99	64 76	40 63	12
13	76 76	71 94	68 33	59 91	61 11	55 72	50 90	70 16	44 02	13
14	82 66	77 48	73 59	64 51	65 81	60 00	54 82	75 56	47 40	14
15	88 57	83 01	78 84	69 12	70 51	64 29	58 73	80 96	50 79	15
16	94 47	88 55	84 10	73 73	75 21	68 57	62 65	86 35	54 17	16
17	100 38	94 08	89 36	78 34	79 91	72 86	66 56	91 75	57 56	17
18	106 28	99 61	94 61	82 95	84 61	77 15	70 48	97 15	60 95	18
19	112 18	105 15	99 87	87 55	89 31	81 43	74 40	102 54	64 33	19
20	118 09	110 68	105 13	92 16	94 01	85 72	78 31	107 94	67 72	20
21	123 99	116 22	110 38	96 77	98 72	90 00	82 23	113 34	71 10	21
22	129 90	121 75	115 64	101 38	103 42	94 29	86 14	118 73	74 49	22
23	135 80	127 28	120 89	105 99	108 12	98 58	90 06	124 13	77 88	23
24	141 71	132 82	126 15	110 60	112 82	102 86	93 97	129 53	81 26	24
25	147 61	138 35	131 41	115 20	117 52	107 15	97 89	134 93	84 65	25
26	153 52	143 89	136 66	119 81	122 22	111 43	101 80	140 32	88 03	26
27	159 42	149 42	141 92	124 42	126 92	115 72	105 72	145 72	91 42	27
28	168 99	158 39	150 44	131 89	134 54	122 66	112 06	154 46	96 91	28
29	178 56	167 36	158 96	139 36	142 16	129 60	118 40	163 20	102 40	29
30	188 13	176 33	167 48	146 83	149 78	136 54	124 74	171 94	107 89	30
31	197 70	185 30	176 00	154 30	157 40	143 48	131 08	180 68	113 38	31

APPENDIX IV (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1960, to workers in the Baking Trade

No. of Days	Class A	Class B	Class C	No. of Days
	<i>Rs. o.</i>	<i>Rs. o.</i>	<i>Rs. o.</i>	
†	2 31½	1 97	1 46	†
1	4 63	3 94	2 92	1
2	9 26	7 87	5 85	2
3	13 89	11 81	8 77	3
4	18 52	15 74	11 69	4
5	23 15	19 68	14 61	5
6	27 78	23 61	17 54	6
7	32 41	27 55	20 46	7
8	37 04	31 48	23 38	8
9	41 67	35 42	26 30	9
10	46 30	39 35	29 23	10
11	50 93	43 29	32 15	11
12	55 56	47 22	35 07	12
13	60 19	51 16	37 99	13
14	64 81	55 09	40 92	14
15	69 44	59 03	43 84	15
16	74 07	62 96	46 76	16
17	78 70	66 90	49 68	17
18	83 33	70 83	52 61	18
19	87 96	74 77	55 53	19
20	92 59	78 70	58 45	20
21	97 22	82 64	61 37	21
22	101 85	86 57	64 30	22
23	106 48	90 51	67 22	23
24	111 11	94 44	70 14	24
25	115 74	98 38	73 06	25
26	120 37	102 31	75 99	26
27	125 00	106 25	78 91	27

APPENDIX V

***Ready Reckoner showing Allowances payable on Different Amounts of Basic Salary to Estate Employees**

<i>Basic Salary</i>	<i>C. L. A.</i>	<i>S. L. A.</i>	<i>Gross Salary</i>	<i>Basic Salary</i>	<i>C. L. A.</i>	<i>S. L. A.</i>	<i>Gross Salary</i>
<i>Rs.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>
1	1-85	5-00	7-85	61	72-03	5-00	138-03
2	3-70	5-00	10-70	62	72-66	5-00	139-66
3	5-55	5-00	13-55	63	73-29	5-00	141-29
4	7-40	5-00	16-40	64	73-92	5-00	142-92
5	9-25	5-00	19-25	65	74-55	5-00	144-55
6	11-10	5-00	22-10	66	75-18	5-00	146-18
7	12-95	5-00	24-95	67	75-81	5-00	147-81
8	14-80	5-00	27-80	68	76-44	5-00	149-44
9	16-65	5-00	30-65	69	77-07	5-00	151-07
10	18-50	5-00	33-50	70	77-70	5-00	152-70
11	20-35	5-00	36-35	71	78-33	5-00	154-33
12	22-20	5-00	39-20	72	78-96	5-00	155-96
13	24-05	5-00	42-05	73	79-59	5-00	157-59
14	25-90	5-00	44-90	74	80-22	5-00	159-22
15	27-75	5-00	47-75	75	80-85	5-00	160-85
16	29-60	5-00	50-60	76	81-48	5-00	162-48
17	31-45	5-00	53-45	77	82-11	5-00	164-11
18	33-30	5-00	56-30	78	82-74	5-00	165-74
19	35-15	5-00	59-15	79	83-37	5-00	167-37
20	37-00	5-00	62-00	80	84-00	5-00	169-00
21	38-68	5-00	64-68	81	84-63	5-00	170-63
22	40-36	5-00	67-36	82	85-26	5-00	172-26
23	42-04	5-00	70-04	83	85-89	5-00	173-89
24	43-72	5-00	72-72	84	86-52	5-00	175-52
25	45-40	5-00	75-40	85	87-15	5-00	177-15
26	47-08	5-00	78-08	86	87-78	5-00	178-78
27	48-76	5-00	80-76	87	88-41	5-00	180-41
28	50-44	5-00	83-44	88	89-04	5-00	182-04
29	52-12	5-00	86-12	89	89-67	5-00	183-67
30	53-80	5-00	88-80	90	90-30	5-00	185-30
31	53-80	5-00	89-80	91	90-93	5-00	186-93
32	53-80	5-00	90-80	92	91-56	5-00	188-56
33	53-80	5-00	91-80	93	92-19	5-00	190-19
34	53-80	5-00	92-80	94	92-82	5-00	191-82
35	53-80	5-00	93-80	95	93-45	5-00	193-45
36	53-80	5-00	94-80	96	94-08	5-00	195-08
37	53-80	5-00	95-80	97	94-71	5-00	196-71
38	53-80	5-00	96-80	98	95-34	5-00	198-34
39	53-80	5-00	97-80	99	95-97	5-00	199-97
40	54-60	5-00	99-60	100	96-60	5-00	201-60
41	55-44	5-00	101-44	101-150	96-60	25-00	
42	56-28	5-00	103-28			*12-50	
43	57-12	5-00	105-12	151-175	96-60	35-00	
44	57-96	5-00	106-96			*17-50	
45	58-80	5-00	108-80	176-200	96-60	*22-50	
46	59-64	5-00	110-64			45-00	
47	60-48	5-00	112-48	201-225	96-60	55-00	
48	61-32	5-00	114-32			*27-50	
49	62-16	5-00	116-16	226-250	96-60	65-00	
50	63-00	5-00	118-00			*32-50	
51	63-84	5-00	119-84	251-275	96-60	75-00	
52	64-68	5-00	121-68			*32-50	
53	65-52	5-00	123-52	276-500	96-60	85-00	
54	66-36	5-00	125-36			*42-50	
55	67-20	5-00	127-20				
56	68-04	5-00	129-04				
57	68-88	5-00	130-88				
58	69-72	5-00	132-72				
59	70-56	5-00	134-56				
60	71-40	5-00	136-40				

* Unmarried Officers.

Note.—This Ready Reckoner will be published annually in the August issue of the Gazette.

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