

## CONTENTS

	PAGE
1. Labour Administration in Ceylon .. ..	367
2. Statistics of the Month in Brief .. ..	379
3. Notes of Current Interest .. ..	380
4. Consolidated Orders and Decisions of Wages Boards—	
X—The Tea Export Trade .. ..	381

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 ARE AVAILABLE AT  
 THE NATIONAL LIBRARY  
 COLOMBO

## LIST OF TABLES

<i>Table</i>		PAGE
I	Cost of Living Index Numbers—Colombo Working Class since 1939 ..	387
II	Wages Index Numbers—Tea and Rubber Estate Labourers and Unskilled Labourers in Government Employment .. ..	388
III	General Wage Rate (Minimum) Index Numbers .. ..	389
IV	The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939 .. ..	390
V	The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island (classification by Exchanges areas) since 1939 .. ..	391
VI	The number of persons placed in employment since 1939 .. ..	393
VII	The number of persons registered and the number placed in employment during the month of July, 1960 .. ..	393
VIII	Strikes in Ceylon since 1939 .. ..	394
IX	Classification of the Strikes in June, 1960, by Industries or Trades .. ..	395
X	Classification of the Strikes in June, 1960, by Causes .. ..	395

## APPENDICES

*Appendix*

PAGE

I	Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established (September, 1960) .. .. .	396
II	Ready Reckoners showing the Basic Wages, Special Allowances, and the Minimum Wages payable for the number of days worked during September, 1960, to workers in the—	
	(A) Tea Growing and Manufacturing Trade .. .. .	405
	(B) Rubber Growing and Manufacturing Trade .. .. .	406
	(C) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade .. .. .	407
III	Ready Reckoners showing the Minimum Wages payable for the number of days worked during September, 1960, to workers in the—	
	(A) Coconut Growing and Manufacturing Trades .. .. .	408
	(B) Rubber Export Trade .. .. .	409
	(C) Tea Export Trade .. .. .	410
	(D) Engineering Trade .. .. .	411
	(E) Match Manufacturing Trade .. .. .	412
	(F) Building Trade .. .. .	413
	(G) Motor Transport Trade—Daily-paid workers .. .. .	414
IV	Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 1960, to monthly-paid workers in the—	
	(A) Motor Transport Trade—Monthly-paid workers .. .. .	415
	(B) Baking Trade .. .. .	416
	(C) Printing Trade .. .. .	417
	(D) Cinema Trade .. .. .	421

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# CEYLON

## LABOUR GAZETTE

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### LABOUR ADMINISTRATION IN CEYLON

THE Department of Labour owes its origin to the need to carry out certain functions relating to Indian Labour on estates following the enactment of the Indian Immigrant labour Ordinance, No. 21 of 1923. Its function then was more or less limited to the safeguarding of the interests of the Indian labourers relating to employment on plantations. In stages the scope of the Labour Legislation in Ceylon has been made more and more comprehensive. The International Labour Office in a publication under the title, "Labour Conditions in Ceylon" issued in 1949 mentions, "the protection and benefits now afforded relate to such matters as wages, conditions of work, the employment of young persons and women, maternity benefits, industrial relations, industrial safety, employment service, workmen's compensation, and poor relief". Since 1949 considerable improvements have been effected to widen the scope and coverage of the existing legislation relating to the subjects mentioned above. Of the new legislation brought in after 1949, special mention must be made of the introduction of the Employees Provident Fund Act, No. 15 of 1958, bringing to fruition a much needed scheme of social security for which agitation had been going on for many years.

It will be of interest to review the progress made in the field of Labour Legislation from the inception of the Department of Labour (then called the Department of Indian Immigrant Labour). Till the introduction of the Donoughmore Constitution in July, 1931, the function of the Department, as mentioned above, was limited solely to the safeguarding of the interests of the Indian Immigrant Labour. With the introduction of the Donoughmore Constitution the following additional subjects were assigned.

- (i) Industrial Welfare,
- (ii) Industrial Association,
- (iii) Industrial Disputes,
- (iv) Conditions, wages, and hours of work of labour including Indian Labour,
- (v) Inspection of Factories, and working places and protection and safeguarding of workers,
- (vi) Registration of Domestic Servants,
- (vii) Social Insurance,
- (viii) Poor Relief,
- (ix) Charitable Institutions other than Medical and Educational,
- (x) Unemployment.

The Department of Labour became a general Labour Department, concerned not merely with the Indian Immigrant Labour on estates, but with all categories of labour. From that time onwards, steady progress was made in the amelioration of the conditions of the workers by the enactment of a number of legislative enactments in conformity with the high standards prevailing in other advanced countries. The first Labour Ordinance to be placed on the Statute Book under the new constitution was the Industrial Disputes Ordinance of 1931. This was followed in 1935 by the Workmen's Compensation Ordinance and the Trade Unions Ordinance both of which were administered by the Controller of Labour, as he was then designated. The unemployment which started in the early thirties led to the appointment of a Committee to investigate the extent of unemployment and to suggest remedies. The report of this Committee was published in 1937 and became the basis of subsequent measures undertaken for the relief of the unemployed. The first Employment Exchange in Colombo was set up in 1938 and this was followed later by the establishment of other exchanges in outstations. In 1939 the Shops Ordinance came into force as from 1st August. The Wages Boards Ordinance, No. 27 of 1941, came into operation in September, 1941, and continues, with the subsequent amendments, to be the principal wage-fixing statute even today. The year 1941 was important for two other reasons as well, namely,

- (1) for the visit of Major Orde Browne to study and report on Labour Conditions obtaining in this country, and
- (2) the publication of a report of an inquiry into the Family Budget of Indian estate labourers.

This report was later utilised for the revision of minimum wages of estate labourers. The Maternity Benefits Ordinance also came into force during this period. In the year 1942, the Factories Ordinance was passed, but was however not brought into effect as it was not considered expedient to enforce the provisions of this Act relating to restricted working hours, etc., at that time, when the need was for maximum production. This Act came into operation with effect from the beginning of the year 1950. The report on Conditions of Labour of Major Orde Browne was published in the year 1943. The re-organisation proposals of the Department which were considered at that time were examined again in the light of the recommendations made in this report and the staff of the Department was considerably expanded by the inclusion of additional staff. In 1944 a number of Wages Boards were set up and additional trades were covered in the following years. A Commission was also appointed in this year to report on the Social Services in the Island. The end of World War II in 1945 and consequent demobilization of Service Personnel and the reduction of the labour employed by the fighting services led to un-employment again after a period of more or less full employment during the period of war. Employment Exchanges were set up in practically all the important towns of the country at this time.

With the introduction of the Soulbury Constitution in 1947 the functions of the former Ministry of Labour, Industries and Commerce were re-allocated and a new Ministry of Labour and Social Services was formed. The Labour Department was in charge of all the functions of this Ministry till February 1958, when on the recommendations of the Social Services Commission a separate Department of Social Services was created, and the subjects of Poor Relief, Workmen's

Compensation, Charitable Institutions, Relief of Distress and Social Insurance were transferred to it. The subject of employees' provident fund, however, was re-transferred to the Department of Labour in 1958.

Subsequent to the year 1948, the existing labour legislation on the various subjects was made more and more comprehensive by, in some cases, introducing amendments to the existing Ordinances while in other cases by the introduction of new Ordinances on the same subject with a much wider scope and coverage to replace the existing legislation on those subjects.

The Industrial Disputes Act, No. 43 of 1950, the Shop and Office Employees (Regulation of Employment and Remuneration) Act, No. 19 of 1954, and the Employment of Women, Young Persons and Children Act, No. 47 of 1956, replaced the earlier legislation on these subjects. Extensive amendments were also made to the Wages Boards Ordinance, No. 27 of 1941, and the Maternity Benefits Ordinance to extend the scope and application of these Acts. In addition, the following new Acts were also placed in the statute book :—

- (1) Labour Inspection (Maintenance of Secrecy) Act, No. 17 of 1953 ;
- (2) Fee Charging Employment Agencies Act, No. 37 of 1956 ;
- (3) Employees Provident Fund Act, No. 15 of 1958 ;
- (4) Employees Holidays Act, No. 6 of 1959.

The principal statutes presently administered by this Department are :—

- (1) The Wages Boards Ordinance ;
- (2) The Shop and Office Employees (Regulation of Employment and Remuneration) Act ;
- (3) The Indian Immigrant Labour Ordinance ;
- (4) The Minimum Wages Ordinance ;
- (5) The Maternity Benefits Ordinance ;
- (6) The Factories Ordinance ;
- (7) The Trade Unions Ordinance ;
- (8) The Industrial Disputes Act ;
- (9) The Employees Provident Fund Act, No. 15 of 1958.

The activities of the Department now affect the lives of practically the entire working population. A study of the work of the Department in its various spheres will be of interest in this connection. In the paragraphs below details of some of the benefits that have accrued to labour by the work of this Department are given. In addition, an attempt is also made to show the progress made by the Department in the different fields of work by summarising all statistics pertaining to these fields.

With the increase of responsibility shouldered by the Department the staff had to be increased from time to time. In 1923 the Department started with one Controller and a few clerks. In 1939 it had

4 staff officers and 12 Inspectors besides the clerks, while the staff in 1959 included as many as 56 Staff Officers and 159 Labour Officers (the post of Inspector of Labour was redesignated as Labour Officer).

### Enforcement Division

An idea of the work done by the Labour Department in the recent past in connection with the enforcement of the Wages Boards Ordinance and the decisions of Wages Boards can be had from a brief statistical survey given below. The Labour Officers of the Department visit workplaces liable to inspection under the Wages Boards Ordinance to ensure that the workers get at least the minimum wages and conditions of work prescribed for them under the Ordinance. The statement below shows the number of visits made by officers of the Department to the workplaces for the years 1948 to 1959.

<i>Year</i>	<i>No. of Visits</i>
1948 .. ..	2,960
1949 .. ..	3,545
1950 .. ..	4,292
1951 .. ..	4,166
1952 .. ..	4,150
1953 .. ..	2,739
1954 .. ..	4,650
1955 .. ..	4,648
1956 .. ..	3,475
1957 .. ..	3,609
1958 .. ..	3,565
1959 .. ..	3,278

During the course of the inspections, the Inspecting Officers, as already mentioned, check the wages records of workplaces to ensure that workers are paid at least the minimum rates of wages prescribed for them.

The Statement below shows the number of workers whose wages were thus checked in the years 1948 to 1959 in respect of the trades for which Wages Boards have been set up :—

<i>Year</i>	<i>No. of workers whose wages were checked</i>	
	<i>On Estates</i>	<i>Other Establishments</i>
1948 .. ..	292,244	42,599
1949 .. ..	444,043	27,184
1950 .. ..	487,260	32,086
1951 .. ..	428,600	36,939
1952 .. ..	391,362	34,507
1953 .. ..	457,041	35,874
1954 .. ..	387,763	35,676
1955 .. ..	383,394	42,193
1956 .. ..	338,942	36,063
1957 .. ..	327,675	40,594
1958 .. ..	309,644	23,731
1959 .. ..	413,709	17,621

It will be of interest to compare these figures with the available statistics of employment in these trades. The employment figures in these trades for the years 1948 onwards are given below :—

Number in Employment					
<i>Year</i>		<i>On Estates</i>		<i>Other Establishments</i>	
1948	..	..	645,641	..	53,924
1949	..	..	618,921	..	62,433
1950	..	..	670,276	..	55,986
1951	..	..	659,479	..	61,318
1952	..	..	671,884	..	82,894
1953	..	..	663,507	..	84,307
1954	..	..	657,254	..	87,000
1955	..	..	666,540	..	97,236
1956	..	..	676,678	..	105,162
1957	..	..	684,204	..	106,357
1958	..	..	678,163	..	111,013
1959	..	..	673,713	..	121,868

The percentages of the workers whose wages were checked to the total number of workers in employment for the different years are as indicated below :—

<i>Year</i>		<i>On Estates</i>		<i>Other Establishments</i>	
1948	..	..	45.3	..	79.0
1949	..	..	71.7	..	43.5
1950	..	..	72.7	..	57.3
1951	..	..	65.0	..	60.2
1952	..	..	58.2	..	41.6
1953	..	..	68.9	..	42.6
1954	..	..	59.0	..	41.0
1955	..	..	57.5	..	43.4
1956	..	..	50.1	..	34.3
1957	..	..	47.9	..	38.2
1958	..	..	45.7	..	21.4
1959	..	..	61.0	..	14.0

It is significant to note that, on an average, the wages of 58.6 per cent of workers on estates and 43.4 per cent of workers in other workplaces have been checked every year.

If, in the course of checking the wages records, short payments are detected, action is taken to see that employers make good such short payments. The details of the amount of short payments recovered and the number of workers who benefited by such recoveries of short payments for the years 1948 to 1959 are given below :—

Year	Amount of short Payment recovered		No. of workers who benefited
	Rs.	c.	
1948	360,739	21	11,703
1949	244,216	79	11,510
1950	248,145	24	14,426
1951	568,595	21	22,404
1952	488,562	74	21,199
1953	470,274	37	26,870
1954	342,007	44	15,468
1955	231,599	20	11,956
1956	191,088	61	11,904
1957	394,736	63	19,871
1958	268,577	63	16,697
1959	256,924	0	12,704

Information in respect of the number of workers whose remuneration and holiday records were checked under provisions of the Shop and Office Employees (Regulation of Employment and Remuneration) Act and the amount of shortpayments recovered for workers will also be of interest in this connection.

The statement below gives this information for the years 1957 to 1959 :—

Year	No. of workers whose remuneration and holiday records were checked		Amount of shortpayments recovered under the Act			
	Shops	Offices				
			Shops	Offices		
		Rs.	c.	Rs.	c.	
1957	13,030	3,487	125,657	11	72,142	63
1958	13,548	1,025	113,247	38	139,394	81
1959	10,931	2,800	316,934	14	125,528	34

### Employees Provident Fund Act

The orders made under the Employees Provident Fund Act from time to time during the years 1958 and 1959 have covered the workers in every sphere of employment in Ceylon with the exception of domestic servants, employment in lands less than 10 acres, employment in charitable, religious and social service organisations and organisations giving industrial training to juvenile offenders and persons who are destitutes, dumb, deaf or blind. By the end of 1959 as many as 6,400 employers had been registered employing nearly 850,000 workers.

## National Wage Policy Commission

With a view to doing away with haphazard and ad hoc methods of determining wages and thus laying down a National Wage Policy, taking into account national economic development as a whole, Government appointed towards the end of the year 1958 a National Wage Policy Commission to examine the existing wage and salary structure in industry and agriculture and to recommend a National Wage Policy. The terms of reference of this Commission were as follows:—

1. To examine the wage and salary structure in
  - (a) industry including trade, business, manufacture and agriculture in the private sector; and
  - (b) Co-operations established by or under any written law for carrying out any undertaking for the purpose of Trade or otherwise.
2. And, bearing in mind the urgent need for national economic development, to recommend a national wage policy in respect of employees in
  - (a) industry including trade, business, manufacture and agriculture in the private sector; and
  - (b) Corporations established by or under any written law for carrying out any undertaking for the purpose of trade or otherwise which will enable the realisation of a fair and equitable return both to the wage earner and the employer, and
3. to make recommendations where changes are considered desirable on cognate questions such as leave, living allowance, rent allowance and any other terms of employment with a view to ensuring conditions that would help to promote the fullest co-operation between employers and labour in the task of national economic development.

The report of this Commission is still not out.

## Employment Division

In 1939 there was only one Employment Exchange in the Island in Colombo. Beginning from the year 1945 Employment Exchanges have been gradually opened up in all the important urban areas of the country.

At the end of the year 1959 Employment Exchanges were functioning in the following 21 towns.

Colombo	Jaffna	Anuradhapura
Negombo	Ratnapura	Avissawella
Kalutara	Badulla	Haputale
Galle	Batticaloa	Matara
Kandy	Kalmunai	Kegalle
Nawalapitiya	Vavuniya	Matale
Kurunegala	Trincomalee	Amparai

There were Branch Employment Exchanges at Hatton and Chilaw. In addition there were Registration Centres functioning in the areas listed below :—

Point Pedro	Gampola	Nildandahinna
Mannar	Polonnaruwa	Warakapola
Matugama	Nuwara Eliya	Hambantota
Mullaitivu	Beliatta	Naula
Balapitiya	Veyangoda	Galagedera
Galaha	Kotadeniyawa	Mirigama
Aturugirya	Kilinochchi	
Rakwana	Horana	

In Ceylon the Employment Exchanges, in addition to providing a link between the employer and persons seeking employment, provide the only source of unemployment statistics on a regular basis. The main function of the Exchanges is to assist workers to find suitable employment and assist employers to find suitable workers. For this purpose they register applicants for employment and in such registrations will be included employed persons seeking to better their employment, unemployed persons, and under-employed persons seeking regular employment. On the other hand those who are unemployed and who do not seek the assistance of the Employment Exchange for one reason or the other will not be caught up in the registration figures at the Exchanges. The figures of registrations at the Exchanges will, therefore, include only those who require the assistance of the Exchanges in obtaining employment or better employment. The statistics derived from the registrations at the Exchanges do not therefore give an accurate picture of the total extent of unemployment in the country, but all the same they can be utilized as a safe guide for ascertaining broadly the extent and trend of unemployment.

The statistics of the number of persons registered for employment or better employment according to registers maintained at the Employment Exchanges in the Island for the years 1939 to 1959 are given below.

<i>Year</i>	<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi- skilled</i>	<i>Unskilled</i>	<i>Total</i>
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	20,869	13,859	33,723	59,567	128,018

The statistics of the number of persons placed in employment since 1939 are shown in the table below :—

Year	Technical and Clerical	Skilled	Semi-Skilled	Unskilled	Total
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	3,251	5,884
1959	1,667	1,045	1,275	3,218	7,205

### Total and Economically Active Population

The figures given below of the total population and the economically active population for the Census years 1921, 1946, 1953 and the estimated figures for the year 1959 will be of interest in this connection.

Year	Total Population in thousands	Economically Active Population in thousands
1921	4,498.6	2,220.7
1946	6,657.3	2,611.5
1953	8,098.6	2,990
1959	9,612.0	3,549

2,220.7  
2,611.5  
2,993.3  
3,199.7

The employment division is also in charge of providing unemployment relief to workers. An idea of the extent of the relief provided will be shown by the following details of the amount of expenditure and the number of persons for whom work was found in unemployment relief schemes. For the financial year 1958-59 the total expenditure incurred on unemployment relief works is Rs. 3,319,322.08.

The number of persons employed on unemployment relief works for the years 1946 to 1959 is as shown below :—

1946/47	1,221
1947/48	3,743
1948/49	8,877
1949/50	8,294
1950/51	6,721
1951/52	5,299
1952/53	4,215
1953/54	3,896
1954/55	3,480
1955/56	3,292
1956/57	3,056
1957/58	2,976
1958/59	2,719

•• A scheme for providing regular employment to the workers in the unemployment relief schemes is under active consideration by the Government.

The Department has also started in recent times a programme to give intensive training to adults, mainly unemployed persons, in various vocational trades, particularly in those skills in which employment opportunities exist, and thereby improving their chances of finding employment. The training schemes now operated by this Department include the training of the following categories of workers.

Masons	Cooks
Electricians	Waiters
Radio Mechanics	Garden labourers
Wiremen	Conservancy labourers
Carpenters	Domestic helpers
Hairdressers	Fleshers of leather.

Action is also being taken by the Department to extend the scope of the training scheme to include the training of stenographers, clock and watch repairers, tailors, toddy tappers, tractor operators and mechanics, brick makers, tinkers and welders.

There is also a proposal to set up two Central Vocational Centres in Colombo and Kandy. The one to be set up in Colombo will be called the Central Vocational Training and Trade Testing Centre. Persons will be trained in skills which are in short supply or in skills which may become necessary for additional work force for the implementation of the various development programmes envisaged for the future. In addition to the training of skills and occupations in this institution, persons with technical skills will be trade-tested. Persons who complete their courses at the training centre and those who seek registration as unemployed at the Employment Exchanges will be tested at this Centre. The trade testing of the unemployed will assist the employment exchanges in registering them in their correct categories of skill. The activities of the Department in relation to those training schemes have resulted in breaking the traditional aversion of the local population to certain trades and vocations which had been relegated to particular castes. The dignity of labour in whatever field it is applied is being recognised and the social stigmas attached to certain occupations are disappearing.

### **Industrial Relations Division**

The Division of Industrial Relations attempts as far as possible to maintain harmony between the employers and the workers. It encourages the employers and employees to settle all matters by mutual agreement but in many cases such settlement is not possible and strikes take place. When there is a dispute on, if either party appeals to the Department, the Department discusses the subject at issue with both parties and suggests ways and means of adjusting their differences. It is sometimes possible to settle disputes in this manner, but there are also instances where disputes are referred to

arbitration and to Industrial Courts for settlement. In addition Labour Tribunals have also been set up. The workers are entitled to apply to the Labour Tribunal for relief or redress in respect of the following matters (a) terminations of services, (b) gratuities and other benefits on termination of services and (c) such other matters as may be prescribed by regulations. The statistics of the number of strikes, the number of workers involved and the number of man-days lost given below will give an idea of the extent of work done by this Division.

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	.. 4,048½	.. 66‡	.. 12,399	.. 25,937
1945	.. 28	.. 3,514	.. 4,285	.. 53	.. 28,875	.. 153,388½
1946	.. 87	.. 15,259	.. 31,830½	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,174
1948	.. 33	.. 23,100	.. 49,933½	.. 20	.. 1,065	.. 2,497½
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576½
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

\* Number of workers involved in one strike is not available.

† Number of man-days lost in one strike is not available.

‡ Number of workers involved and man-days lost in respect of one strike are not available.

The statistics of the number of unions applying for registration, the number of unions registered, the number of unions whose registrations were cancelled and the number of trade unions functioning at the end of the year for each of the years for the period since 1935,

the year in which the Trade Unions Ordinance, No. 14 of 1935 came into operation, will show the growth of the Trade Union movement in Ceylon.

Year	No. of Unions Applying for Registration	No. Registered during the Year	No. Cancelled during the Year	No. of Unions Functioning at the end of Year
1935	—	—	—	—
1936	—	28	—	—
1937	—	10	6	31
1938	—	4	1	34
1939	13	nil	nil	34
1940	49	25	1	58
1941	41	28	12	74
1942	21	20	15	78
1943	42	29	34	72
1944	32	24	9	84
1945	40	23	22	84
1946	41	33	3	114
1947	32	18	51	81
1948	53	29	9	101
1949	60	44	8	142
1950	66	52	9	185
1951	105	94	42	237
1952	62	55	35	257
1953	53	40	38	259
1954	77	70	46	283
1955	95	80	53	310
1956	195	109	67	352
1957	232	180	6	526
1958	293	226	121	631
1959	315	271	76	826

From the statistics included above it will be noted that there has been a significant increase in the number of Unions registered in the years subsequent to 1948. This is primarily due to the amendment of the Trade Unions Ordinance in August, 1948, making special provisions for the registration of Unions of Public Servants. The number of Unions of Public Servants registered in the years 1949 to 1959 is as follows :—

1949	28	1955	49
1950	35	1956	67
1951	66	1957	117
1952	35	1958	128
1953	17	1959	127
1954	27		

### Factories Division

The Factories Ordinance was passed in 1942 but was brought into force only with effect from the beginning of the year 1950. The total number of factories registered at the end of each year since the introduction of the Factories Ordinance is as given below :—

1950	2,438	1955	3,718
1951	2,661	1956	4,288
1952	2,896	1957	4,307
1953	3,301	1958	4,719
1954	3,525	1959	5,370

The object of this Division is briefly to make working conditions in factories safe and to ensure that workers get certain minimum facilities such as clean workplaces, sanitary conveniences, supply of good drinking water and so on.

In view of the complicated and intensive nature of the work involved in most factories where old standards have to be changed over to the standards now expected under the Factories Ordinance, the Inspectors of Factories have to act more as advisory than as enforcement officers at the start. Every possible assistance is given to those employers who approach the Factories Division for necessary advice. Generally speaking industrial expansion is receiving increasing attention in the country and new types of factories have already come up and plans are afoot for the development of new industries. This would mean that factory legislation has to keep abreast of such developments to deal with hazards. Every endeavour is being made by the Department to bring to the workers the protection and benefits envisaged by the basic provisions of the existing Factories Ordinance.

S. RASARATNAM

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### 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 August, 1960, is 100.7 as against 101.2 for July, 1960—a decrease of .5.

#### Wages Rates

(a) The basic wages payable for the month of September, 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 September, 1960, to workers in the Tea Growing and Manufacturing trade, Rubber Growing and Manufacturing trade, Cocoa, Cardamom, Pepper Growing and Manufacturing trade, Coconut Growing trade, Coconut Manufacturing trade and the Plumbago trade will be slightly less than that for the month of August, 1960.

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

#### Ready Reckoners

Two additional ready reckoners of wages payable for different number of days worked, one for Printing Trade and the other for Cinema Trade have been included in this issue.

#### Strikes

There were altogether 5 strikes during the month of June, 1960, involving 1,803 workers and a loss of 6,927 man-days as against 13 strikes during the month of May, 1960, involving 2,724 workers and a loss of 25,106 man-days.

Three of these strikes were in Tea plantations involving 1,595 workers and a loss of 6,443 man-days, one in Local Government Service involving 138 workers and a loss of 414 man-days and the other in a C. W. E. Sugar Depot 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 June, 1960, and July, 1960, was as given below :—

	June, 1960			July, 1960		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	15,358	6,658	22,016	15,385	7,079	22,464
Skilled	11,749	1,802	13,551	11,904	2,367	14,271
Semi-skilled	26,017	6,812	32,829	26,288	6,965	33,253
Unskilled	58,128	3,451	61,579	58,767	3,742	62,509
<b>Total</b>	<b>111,252</b>	<b>18,723</b>	<b>129,975</b>	<b>112,344</b>	<b>20,153</b>	<b>132,497</b>

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

	June, 1960			July, 1960		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	115	12	127	67	8	75
Skilled	48	1	49	21	1	22
Semi-skilled	127	13	140	80	7	87
Unskilled	204	2	206	854	8	862
<b>Total</b>	<b>494</b>	<b>28</b>	<b>522</b>	<b>1,022</b>	<b>24</b>	<b>1,046</b>

### NOTES OF CURRENT INTEREST

#### Trade Unions Registered in August, 1960

Regd. No.	Name of the Union
1566	.. Dakunu Hiriyaala Samupakara Sewaka Sangamaya
1567	.. Oil Companies Clerical and Supervisory Staffs' Union
1568	.. Association of Assistant Food Controllers
1569	.. Ceylon Transport Board Draughtsmen's Union
1570	.. Anurapura Vee Saha Haal Gabada Sewakayange Samitiya
1571	.. Lanka Gamanagamana Mandalaye Sewakayinge Simitiya
1572	.. Eksath Samupakara Sewaka Samitiya
1573	.. The Ceylon Cement Corporation Executives' Association
1574	.. Sri Lanka Jatika Sewaka Samitiya
1575	.. Gal Oya Sanwardhana Mandalaye Sri Lanka Nidahas Kamkaru Samitiya
1576	.. Chalmers Dhanyagaraye Eksath Kamkaru Vurthiya Samitiya
1577	.. Independent Ceylon Local Government Employees' Union

## WAGES BOARDS

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

#### X—The Tea Export Trade

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

THE description of the Tea 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. Orders varying the original description of the trade were published in *Government Gazettes* No. 9,356 of January 19, 1945 and No. 9,523 of February 22, 1946, and came into force on January 19, 1945 and March 1, 1946, respectively.

##### Order

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

2. The Tea Export Trade, that is to say—

- (1) the receipt of manufactured tea at the stores ;
- (2) the process of conditioning tea for export ; and
- (3) the transport of tea for shipping ; including
  - (a) unloading and carrying chests ;
  - (b) stacking ;
  - (c) opening boxes and turning out contents ;
  - (d) sampling ;
  - (e) bulking ;
  - (f) carrying chests to blending board ;
  - (g) hand-blending ;
  - (h) weighing empty chests ;
  - (i) cutting paper and lead sheets for packing ;
  - (j) lining ;
  - (k) packing tea in chests ;
  - (l) weighing chests filled with tea ;
  - (m) laying out, top-lining and soldering ;
  - (n) lidding and nailing ;
  - (o) hooping and wire-trying ;
  - (p) scraping out old marks ;
  - (q) marking and stencilling ;
  - (r) carrying to the store and re-stacking ;
  - (s) making and soldering lead packets ;
  - (t) packet making, weighing and packeting ;
  - (u) pasting labels ;
  - (v) cutting out and making jute hessian covers ;
  - (w) covering with jute hessian ;
  - (x) laying out chests and loading for shipping ;
  - (y) cleaning and sweeping of stores and drains ;
  - (z) cutting, sifting and re-firing ;

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

- (aa) polishing green tea ;
- (bb) making and repairing boxes ;
- (cc) the work of a watcher ; and
- (dd) any other operation connected with or in incidental to the work specified in sub-paragraphs (1), (2) and (3) of paragraph 2 ;

but excluding the work of the following workers :—

lorry and van driver, mechanic, clerk, store-keeper, bargemen, carter and persons engaged in operations specified in the paragraph 2, 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 Tea Export Trade was established on July 31, 1944, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,229 of August 7, 1944.

### (C) DECISIONS OF THE BOARD

The original decisions in respect of the Tea 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, *Government Gazettes* No. 10,821 of July 29, 1955, and No. 11,268 of February 29, 1958 and *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 Workers	2 Basic rate for a normal working day	3 Rate of Special Allowance for a normal working day in any month		
		(a) <i>Where the cost of living index number for the preceding month is 100·1 the special allowance shall be—</i>	(b) <i>Where the cost of living index number for the preceding month is 100·0 the special allowance shall be—</i>	(c) <i>Where the cost of living index number for the preceding month is above 100·1 or below 100·0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column (3) (b) shall be decreased as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by the amount computed at the rates set out hereunder as illustrated in Tables I and II below, respectively</i>
	Rs. c.	Rs. c.	Rs. c.	
A. Male workers not under 18 years of age—				
(a) Grade II—				
Workers employed in—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wire-tying, scraping out old marks, marking and stencilling, making and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and re-firing and polishing green tea ..	1 40 ..	2 0 ..	1 97	} 3 cents in the case of a worker (irrespective of sex) not under 18 years of age 2 cents in the case of a worker (irrespective of sex) under 18 years of age
(b) Intermediate Grade—				
Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..	1 60 ..	2 10 ..	2 7	
(c) Grade I—				
Workers employed in—unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and re-stacking and laying out chests and loading for shipping ..	1 80 ..	2 10 ..	2 7	
(d) Box makers and repairers ..	1 60 ..	2 10 ..	2 7	
(e) Watchers ..	1 70 ..	2 10 ..	2 7	
B. Female workers (not under 18 years of age) ..	1 15 ..	1 88 ..	1 85	
C. Workers (irrespective of sex) under 18 years of age—				
Over 14 years but under 15 years	0 80 ..	1 51 ..	1 49	
Over 15 years but under 16 years	0 90 ..	1 56 ..	1 54	
Over 16 years but under 17 years	1 0 ..	1 61 ..	1 59	
Over 17 years but under 18 years	1 15 ..	1 71 ..	1 69	

Table I

Special allowances payable in the event of a rise in the Index Number

Index Number	Male Workers not under 18 years of age		Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age			
	Gr. II	Gr. I		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
		Inter Gr. box-makers and repairers and watchers					
	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

	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
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 Tea 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 Holidays (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 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 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.

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

Index Number  
Nov., 1942  
= 100

Base : November, 1942 = 100

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

† Average for 5 months only.

\* Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

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

INDEX NUMBERS

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

1959—

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

1960—

January	105.12	101.61	101.53	93.56	114.51	105.4
February	104.95	101.61	101.53	93.80	114.46	105.3
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
August	95.87	103.46	101.53	95.81	118.42	100.7

**TABLE II—WAGES INDEX NUMBERS**

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

**A**

**BASE : 1939=100**

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

**B**

**BASE : 1952=100**

1953 .. — ..	1.95	101.56	99.96	90.97	101.31	99.71
1954 .. — ..	1.99	103.65	102.52	91.04	101.39	100.29
1955 .. — ..	2.06	107.29	106.76	94.94	105.74	105.21
1956 .. — ..	2.08	108.33	108.11	96.24	107.18	106.97
1957 .. — ..	2.10	109.38	106.40	99.16	110.44	107.43
1958 .. — ..	2.14	111.46	106.21	113.74	126.67	120.70
1959 .. — ..	2.14	111.46	105.95	113.74	126.67	120.41
1959 .. January	2.12	110.42	105.16	113.74	126.67	120.64
February	2.15	111.98	108.19	113.74	126.67	122.39
March	2.12	110.42	105.77	113.74	126.67	121.33
April	2.12	110.42	104.37	113.74	126.67	119.73
May	2.15	111.98	106.24	113.74	126.67	120.18
June	2.15	111.98	105.44	113.74	126.67	119.27
July	2.15	111.98	106.04	113.74	126.67	119.95
August	2.15	111.98	106.95	113.74	126.67	120.98
September	2.15	111.98	107.26	113.74	126.67	121.33
October	2.12	110.42	104.76	113.74	126.67	120.18
November	2.15	111.98	105.34	113.74	126.67	119.16
December	2.15	111.98	105.94	113.74	126.67	119.84
1960 .. January	2.15	111.98	106.24	113.74	126.67	120.18
February	2.15	111.98	106.34	113.74	126.67	120.29
March	2.15	111.98	106.04	113.74	126.67	119.95
April	2.15	111.98	107.67	113.74	126.67	121.80
May	2.12	110.42	107.83	113.74	126.67	123.70
June	2.10	109.38	106.71	113.74	126.67	123.58
July	2.10	109.38	108.08	113.74	126.67	125.17
August	2.10	109.38	108.62	113.74	126.67	125.79

**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
	August ..	2·13 .. 108·67..	3·69 ..	126·37..	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	16,425	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
	July	22,464	14,271	33,253	62,509	132,497

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

TABLE V

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

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	A Tissamahella	Haputale	Matara	Vaunmiya	Kegalla	Male	Total
1939 ..	26,677	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	26,677
1940 ..	27,645	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	27,645
1941 ..	20,458	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20,458
1942 ..	19,333	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19,333
1943 ..	8,335	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,335
1944 ..	1,053	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,053
1945 ..	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	-	1,497	-	-	-	-	-	-	-	21,366*
1946 ..	25,805	1,117	808	993	3,397	726	352	816	119	438	727	-	611	-	-	-	-	-	-	-	36,544†
1947 ..	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	-	-	-	-	-	-	-	-	-	-	34,744
1948 ..	42,209	7,235	2,414	3,995	4,577	1,066	851	1,626	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	4,850	2,209	537†	886	1,587	569	904	418	1,207	284	323	-	-	-	-	-	-	52,707
1952 ..	32,124	3,028	3,263	3,881	3,780	547	1,162	1,435	909	663	422	992	252	437	678	-	-	-	-	-	53,023
1953 ..	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,882	-	-	-	51,546
1954 ..	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	-	-	-	63,304
1955 ..	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	-	-	-	71,010
1956 ..	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	-	-	-	85,952
1957 ..	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501‡	1,252	1,198	2,226	840	5,331	551	1,947	-	\$110,556

TABLE V—(contd.)

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Rampure	Badulla	Batticaloa	Kalmunai**	Trincomalee	Anuradhapura	Avisawella	Haputale	Matare	Vavuniya	Kegalla	Mata	Total
1958—	52,563	7,721	7,500	13,617	6,957	1,115	3,353	3,613	3,965	1,215	895	354	1,188	1,350	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	6,932	14,952	6,065	1,009	4,461	3,280	3,799	1,493	1,162	361	1,313	1,565	2,795	1,293	4,998	583	2,628	519	122,941
July ..	57,814	7,398	7,771	15,408	6,448	973	5,245	3,321	4,094	1,653	1,219	401	1,464	1,718	3,126	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	6,464	899	5,363	3,247	3,674	1,549	1,072	400	1,411	1,701	3,108	1,200	5,729	574	2,790	847	126,759
October ..	54,383	8,159	7,447	15,645	6,358	837	5,013	3,164	3,832	1,531	1,063	415	1,273	1,684	2,978	1,185	5,829	594	2,755	883	125,028
November	54,617	8,321	7,292	15,702	6,472	944	4,917	3,277	3,759	1,542	1,016	432	1,289	1,644	2,914	1,150	5,711	604	2,760	951	125,314
December	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422	1,365	1,733	2,965	1,198	5,812	611	2,786	970	128,018
1960—																					
January ..	57,228	8,920	7,350	15,243	7,009	1,374	5,269	3,549	2,848	1,737	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	6,277	1,464	5,021	3,552	2,530	1,747	1,066	1,028	1,342	1,922	2,911	1,217	5,737	697	2,706	826	129,921
April ..	57,251	9,215	7,080	15,396	6,034	1,325	5,000	3,550	2,625	1,649	1,134	1,027	1,325	1,828	2,909	1,090	5,635	676	2,663	793	128,205
May ..	56,912	9,205	7,041	15,453	6,023	1,221	5,047	3,414	2,647	1,690	1,291	1,006	1,198	1,825	2,891	1,044	5,773	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	883	1,273	1,864	3,000	873	6,163	603	2,619	753	129,975
July ..	57,923	10,508	7,250	15,710	6,062	1,595	5,158	3,313	2,869	1,841	1,217	1,631	1,286	1,931	3,032	848	6,219	591	2,668	795	132,497

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

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

(These Exchanges functioned only during 1945 and 1946.)

‡ Revised figures.  
§ Amended figures.

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total
	Reqd.	Placed	Reqd.	Placed	Reqd.	Placed	Reqd.	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	..	106	..	59	..	86	..	140	391
	..	196	..	67	..	98	..	199	560
	..	159	..	59	..	87	..	147	452
	..	194	..	64	..	81	..	169	508
	..	102	..	63	..	80	..	193	438
	..	96	..	58	..	111	..	276	541
	..	108	..	109	..	131	..	608	956
	..	157	..	106	..	141	..	505	909
	..	110	..	83	..	117	..	154	464
	..	86	..	146	..	114	..	297	643
	..	169	..	164	..	123	..	256	712
	..	184	..	67	..	106	..	274	631
1960	..	156	..	47	..	145	..	114	462
	..	117	..	43	..	148	..	235	543
	..	170	..	46	..	83	..	182	481
	..	179	..	56	..	86	..	238	559
	..	138	..	84	..	104	..	245	571
	..	127	..	49	..	140	..	206	522
	..	75	..	22	..	87	..	862	1,046

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Reqd.	Placed	Reqd.	Placed	Reqd.	Placed	Reqd.	Placed	Reqd.	Placed
	Colombo	548	41	414	8	689	22	1,796	200	3,447
Negombo	519	4	851	2	511	—	478	16	2,359	22
Kalutara	82	2	33	2	117	—	192	3	424	7
Galle	109	—	41	—	110	—	261	25	521	25
Kandy	81	1	32	2	90	7	198	5	401	15
Nawalapitiya	34	2	15	—	32	9	133	8	214	19
Kurunegala	98	—	39	—	113	1	154	1	404	2
Jaffna	84	6	23	3	93	15	113	4	313	28
Batnapura	59	5	22	—	89	5	160	6	330	16
Badulla	24	1	5	—	42	—	48	2	119	3
Batticaloa	19	—	6	—	26	3	432	554	483	557
Kalmunai	17	—	11	—	25	—	875	—	928	—
Trincomalee	28	2	18	2	29	2	89	4	164	10
Anuradhapura	38	2	30	—	42	—	76	4	186	6
Avissawella	25	—	5	—	20	—	127	—	177	—
Taputale	11	—	10	—	16	—	35	13	72	13
Matara	81	1	53	3	93	5	228	14	455	23
Vavuniya	18	8	18	—	28	17	3	—	67	25
Kegalla	26	—	25	—	40	—	85	—	176	—
Matale	23	—	7	—	22	1	39	3	91	4
Total	1,924	75	1,658	22	2,227	87	5,522	862	11,331	1,046

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	4,048½	66‡	12,399	25,937
1945	28	3,514	4,285	53	28,875	153,388½
1946	87	15,259	31,830½	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933½	20	1,065	2,497½
1949	66	477,412	681,340	28	2,874	14,576½
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 June §	59	19,420	106,790	9	699	1,340
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	832
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	1	—	—
April	9	6,708	11,416	2	188	188
May	10	2,445	24,486	3	279	620
June	3	1,595	6,443	2	208	484

\*Number of workers involved in one strike is not available.

†Number of man-days lost in one strike is not available.

‡Number of workers involved and man-days lost in respect of one strike are not available.

§ The figures are provisional and subject to amendment. Number of workers involved and man-days lost are not available.

From January, 1952, strikes involving less than 5 workers or lasting less than 1 day are excluded from the Statistics except in cases where the aggregate number of man-days lost exceed 50.

Note.—The number of strikes shown against each month relate to the number of strikes that ended during the month.

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

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
	Plantations	Others	Plantations	Others	Plantations	Others
Plantations—Tea .. ..	3	—	1,595	—	6,443	—
Rubber .. ..	—	—	—	—	—	—
Tea-cum-Rubber .. ..	—	—	—	—	—	—
Coconut .. ..	—	—	—	—	—	—
Coconut-cum-Rubber .. ..	—	—	—	—	—	—
<b>Total</b> .. ..	<b>3</b>	<b>—</b>	<b>1,595</b>	<b>—</b>	<b>6,443</b>	<b>—</b>
Engineering .. ..	—	—	—	—	—	—
Printing .. ..	—	—	—	—	—	—
Motor Transport .. ..	—	—	—	—	—	—
Tea Export .. ..	—	—	—	—	—	—
Rubber Export .. ..	—	—	—	—	—	—
Coconut Manufacturing .. ..	—	—	—	—	—	—
Toddy, Arrack and Vinegar .. ..	—	—	—	—	—	—
Match Manufacturing .. ..	—	—	—	—	—	—
Coconut & Rubber Manufacturing .. ..	—	—	—	—	—	—
Cinema .. ..	—	—	—	—	—	—
Dock, Harbour and Port Transport .. ..	—	—	—	—	—	—
Building Trade .. ..	—	—	—	—	—	—
Local Government Services .. ..	1	—	138	—	414	—
Service Institutions .. ..	—	—	—	—	—	—
Factories, Workshops, &c., run by the State .. ..	—	—	—	—	—	—
Textile .. ..	—	—	—	—	—	—
Relief Schemes .. ..	—	—	—	—	—	—
Wholesale and Retail Distribution .. ..	—	—	—	—	—	—
Aerated Waters and Ice Manufacturing .. ..	—	—	—	—	—	—
Beedi Manufacturing .. ..	—	—	—	—	—	—
Hotel .. ..	—	—	—	—	—	—
Tile Manufacturing .. ..	—	—	—	—	—	—
Miscellaneous .. ..	1	—	70	—	70	—
<b>Total</b> .. ..	<b>2</b>	<b>—</b>	<b>208</b>	<b>—</b>	<b>484</b>	<b>—</b>
<b>Grand Total</b> .. ..	<b>5</b>	<b>—</b>	<b>1,803</b>	<b>—</b>	<b>6,927</b>	<b>—</b>

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

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
	1. Dismissal or loss of employment in any way. Failure to provide work .. ..	1	1	501
2. Wage increases, Higher rates for piece work, &c. .. ..	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) .. ..	—	1	—	70
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. .. ..	1	—	700	—
5. Food matters. Welfare .. ..	—	—	—	—
6. Right of association and meeting .. ..	1	—	394	—
7. Fractional disputes and domestic matters .. ..	—	—	—	—
8. External matters (e.g., arrest by Police, &c.) .. ..	—	—	—	—
9. Assaults by employer or agent or others .. ..	—	—	—	—
10. General demands .. ..	—	—	—	—
11. Sympathetic strikes .. ..	—	—	—	—
<b>Total</b> .. ..	<b>3</b>	<b>2</b>	<b>1,595</b>	<b>208</b>

## APPENDIX I

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

<i>Class of Worker</i>	<i>Month: September, 1960</i>					
	<i>Basic Wage</i>		<i>Special Allowance</i>		<i>Total</i>	
	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>
<b>(1) Baking Trade</b>						
<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 trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen ..	39	0	39	91	78	91
<b>(2) Beedi Manufacturing Trade</b>						
<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
<b>(3) Building Trade</b>						
<i>Daily Rates :</i>						
<b>Unskilled labourers—</b>						
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.	

(4) Cigar Manufacturing Trade

Piece Rates :

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

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

(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	9	..	2	19
Female worker not under 15 years ..	..	..	0	90	..	0	82	..	1	72
Child worker ..	..	..	0	65	..	0	75	..	1	40

(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	9	..	2	49
Male not under 16 years ..	..	..	1	25	..	1	9	..	2	34
Female not under 15 years ..	..	..	1	5	..	0	82	..	1	87
Male worker under 16 years or Female worker under 15 years ..	..	..	0	80	..	0	75	..	1	55

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

Month : September, 1960

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(8) Coconut Manufacturing Trade</b>						
<i>Daily Rates :</i>						
In the manufacture of (1) desiccated coconuts, (2) coconut oil, (3) fibre and (4) coir products—						
Kangany .. .. .	1	80	1	94	3	74
Male not under 18 years .. .. .	1	40	1	94	3	34
Female not under 18 years .. .. .	1	15	1	62	2	77
Worker, irrespective of sex, under 18 years .. .. .	1	15	1	55	2	70
<i>Piece Rate :</i>						
(a) In the manufacture of desiccated coconuts :—						
(1) husking nuts, per 1,000 nuts .. .. .	2	19	—	—	2	19
(2) removing shells (hatchetting) per 1,000 nuts .. .. .	1	13	—	—	1	13
(3) removing parings, per 1,000 nuts .. .. .	1	13	—	—	1	13
(4) washing coconut meat and disintegrating, per 1,000 pounds .. .. .	0	88	—	—	0	88
(5) drying, per 1,000 pounds .. .. .	1	31	—	—	1	31
(6) sifting and grading, per 1,000 pounds .. .. .	1	6	—	—	1	6
(7) packing and stencilling per case of 120 to 130 pounds .. .. .	0	10	—	—	0	10
(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—						
(1) crushing husks per cwt. (wet weight of bristle fibre) .. .. .	0	94	—	—	0	94
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre) .. .. .	0	94	—	—	0	94
(3) cleaning mattress fibre, drying and baling per cwt. .. .. .	0	31	—	—	0	31
(4) hanking bristle fibre and tying, per cwt. .. .. .	1	50	—	—	1	50
(5) manufacture of mats and matting—						
(i) mats, per sq. ft. .. .. .	0	44	—	—	0	44
(ii) matting, per square yard .. .. .	0	15	—	—	0	15
(6) hackling bristle fibre and tying, per cwt. .. .. .	3	25	—	—	3	25
<b>(9) Dock, Harbour and Port Transport Trade</b>						
<i>Monthly Rates :</i>						
<i>Manual Work—</i>						
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
<i>Women Workers—</i>						
Female Kanganies .. .. .	35	0	25	50	60	50
Female labourers .. .. .	30	0	25	50	55	50
<i>Non-manual Workers—</i>						
Special Grade .. .. .	75	0	38	0	113	0
Grade I .. .. .	55	0	28	50	83	50
<i>Piece Rates :</i>						
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

Month : September, 1960

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(9) Dock, Harbour and Port Transport Trade (contd.)</b>						
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 60
2nd year	..	..	0 66	..	1 20	.. 1 86
3rd year	..	..	0 85	..	1 48	.. 2 33
4th year	..	..	1 10	..	1 63	.. 2 73

\* Correction—The Total of the minimum rate of wages payable to the 1st and the 3rd year Trade Learners and Apprentices under the Engineering Trade as appearing at page 347 of the Ceylon Labour Gazette, Volume XI, No. 8 of August, 1960, shall be read as “ Re. 1.60 ” and “ Rs. 2.33 ” respectively.

Month : September, 1960

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(11) Match Manufacturing Trade</b>					
<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 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 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 :*

<b>Class A Workers :</b> Drivers of omnibuses licensed to carry over 22 passengers .. ..	100	0	59	42	159 42
<b>Class B Workers :</b> 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
<b>Class C Workers :</b> 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
<b>Class D Workers :</b> 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
<b>Class E Workers :</b> Drivers of lorries owned by an estate and used solely for internal transport within the estate .. ..	70	0	54	42	124 42
<b>Class F Workers :</b> Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses .. ..	67	50	59	42	126 92
<b>Class G Workers :</b> Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. .. ..	60	0	55	72	115 72
<b>Class H Workers :</b> 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.

Month : September, 1960

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(12) Motor Transport Trade—(contd.)</b>						
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
<b>Daily Rates :</b>						
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	15	3	90	
Kanganies	}	2	25	1	15	3	40
Loaders							
Overseers	}	2	8	1	15	3	23
Shift bosses							
Blasters	}	2	0	1	15	3	15
Drillers (hand and machine)							
Shaft drivers							
Stoppers (excavators)							
Timbermen	}	1	50	1	15	2	65
Muckers							
Trolley-men	}	2	25	1	15	3	40
Unskilled labourers							
Onsetters or Donakatakarayas		2	25	1	15	3	40

**Underground and surface workers—**

Electricians	}	2	50	1	15	3	65
Enginemen							
Fitters							
Hoistmen							
Mechanics							
Pumpmen							
Winchmen	}	1	50	1	15	2	65
Checkers							
Electricians (assistants)							
Fitters (assistants)							
Windlassmen (dabare workers)	}	1	50	1	15	2	65
Mechanics (assistant)							

Month: September, 1960

Class of Worker	Month: September, 1960		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
<b>(13) Plumbago Trade—(contd.)</b>			
Surface workers—			
Carpenters } .. ..	2 50	1 15	3 65
Masons } .. ..	2 25	1 15	3 40
Overseers .. ..	2 0	1 15	3 15
Blacksmiths } .. ..	1 60	1 15	2 75
Boilermen } .. ..	1 50	1 15	2 65
Drill sharpeners } .. ..	2 0	1 15	3 15
Firewood carriers and splitters .. ..	1 24	1 15	2 39
Carters } .. ..			
Watchers } .. ..			
Bakkikarayas or Banksmen .. ..			
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 79 cents.

Workers employed in curing and dressing—

(A) as overseers and kanganyies .. ..	2 0	1 35	3 35
(B) on different jobs—			
(i) Within the Colombo area—			
Male worker not under 18 years .. ..	1 25	1 35	2 60
Female worker not under 18 years .. ..	1 0	1 6	2 6
Worker under 18 years .. ..	0 50	0 99	1 49
(ii) Outside the Colombo area—			
Male worker not under 18 years .. ..	1 0	1 35	2 35
Female worker not under 18 years .. ..	0 84	1 6	1 90
Worker under 18 years .. ..	0 40	0 99	1 39

("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.
<b>(14) Printing Trade (contd.)</b>						
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 9	2 49
Female worker not under 15 years ..	1 30	0 82	2 12
Child worker ..	1 5	0 75	1 80

**(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 ..

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

Class of Worker

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

(18) Tea Growing and Manufacturing Trade

Daily Rates :

Male worker not under 16 years	..	1 25	..	1 9	..	2 34
Female worker not under 15 years	..	1 5	..	0 82	..	1 87
Child worker .. .. .	..	0 80	..	0 75	..	1 55

(19) Toddy, Arrack and Vinegar Trade

Monthly Rates :

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

Daily Rates :

Bottling, corking and labelling arrack bottles ..	..	3 0	..	—	..	3 0
Unskilled labourers	..	3 0	..	—	..	3 0

Piece Rates :

Coupling of coconut palms, for each coupling ..	..	0 70	..	—	..	0 70
Changing ropes, for each coupling .. .. .	..	0 35	..	—	..	0 35
Cutting and removing ropes, for each coupling ..	..	0 30	..	—	..	0 30
Laddering coconut palms, for each tope not exceeding 110 palms .. .. .	..	35 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 September, 1960, to workers in the Tea Growing and Manufacturing Trade**

<i>No. of Days</i>	<i>Men</i>			<i>Women</i>			<i>Child Workers *</i>			<i>No. of Days</i>
	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	0 62½	0 54½	1 17	0 52½	0 41	0 93½	0 40	0 37½	0 77½	½
1	1 25	1 09	2 34	1 05	0 82	1 87	0 80	0 75	1 55	1
2	2 50	2 18	4 68	2 10	1 64	3 74	1 60	1 50	3 10	2
3	3 75	3 27	7 02	3 15	2 46	5 61	2 40	2 25	4 65	3
4	5 00	4 36	9 36	4 20	3 28	7 48	3 20	3 00	6 20	4
5	6 25	5 45	11 70	5 25	4 10	9 35	4 00	3 75	7 75	5
6	7 50	6 54	14 04	6 30	4 92	11 22	4 80	4 50	9 30	6
7	8 75	7 63	16 38	7 35	5 74	13 09	5 60	5 25	10 85	7
8	10 00	8 72	18 72	8 40	6 56	14 96	6 40	6 00	12 40	8
9	11 25	9 81	21 06	9 45	7 38	16 83	7 20	6 75	13 95	9
10	12 50	10 90	23 40	10 50	8 20	18 70	8 00	7 50	15 50	10
11	13 75	11 99	25 74	11 55	9 02	20 57	8 80	8 25	17 05	11
12	15 00	13 08	28 08	12 60	9 84	22 44	9 60	9 00	18 60	12
13	16 25	14 17	30 42	13 65	10 66	24 31	10 40	9 75	20 15	13
14	17 50	15 26	32 76	14 70	11 48	26 18	11 20	10 50	21 70	14
15	18 75	16 35	35 10	15 75	12 30	28 05	12 00	11 25	23 25	15
16	20 00	17 44	37 44	16 80	13 12	29 92	12 80	12 00	24 80	16
17	21 25	18 53	39 78	17 85	13 94	31 79	13 60	12 75	26 35	17
18	22 50	19 62	42 12	18 90	14 76	33 66	14 40	13 50	27 90	18
19	23 75	20 71	44 46	19 95	15 58	35 53	15 20	14 25	29 45	19
20	25 00	21 80	46 80	21 00	16 40	37 40	16 00	15 00	31 00	20
21	26 25	22 89	49 14	22 05	17 22	39 27	16 80	15 75	32 55	21
22	27 50	23 98	51 48	23 10	18 04	41 14	17 60	16 50	34 10	22
23	28 75	25 07	53 82	24 15	18 86	43 01	18 40	17 25	35 65	23
24	30 00	26 16	56 16	25 20	19 68	44 88	19 20	18 00	37 20	24
25	31 25	27 25	58 50	26 25	20 50	46 75	20 00	18 75	38 75	25
26	32 50	28 34	60 84	27 30	21 32	48 62	20 80	19 50	40 30	26
27	33 75	29 43	63 18	28 35	22 14	50 49	21 60	20 25	41 85	27
28	35 00	30 52	65 52	29 40	22 96	52 36	22 40	21 00	43 40	28
29	36 25	31 61	67 86	30 45	23 78	54 23	23 20	21 75	44 95	29
30	37 50	32 70	70 20	31 50	24 60	56 10	24 00	22 50	46 50	30

\* 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 September, 1960, to workers in the Rubber Growing and Manufacturing Trade**

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
½	0 70	0 54½	1 24½	0 65	0 41	1 06	0 52½	0 37½	0 90	½
1	1 40	1 09	2 49	1 30	0 82	2 12	1 05	0 75	1 80	1
2	2 80	2 18	4 98	2 60	1 64	4 24	2 10	1 50	3 60	2
3	4 20	3 27	7 47	3 90	2 46	6 36	3 15	2 25	5 40	3
4	5 60	4 36	9 96	5 20	3 28	8 48	4 20	3 00	7 20	4
5	7 00	5 45	12 45	6 50	4 10	10 60	5 25	3 75	9 00	5
6	8 40	6 54	14 94	7 80	4 92	12 72	6 30	4 50	10 80	6
7	9 80	7 63	17 43	9 10	5 74	14 84	7 35	5 25	12 60	7
8	11 20	8 72	19 92	10 40	6 56	16 96	8 40	6 00	14 40	8
9	12 60	9 81	22 41	11 70	7 38	19 08	9 45	6 75	16 20	9
10	14 00	10 90	24 90	13 00	8 20	21 20	10 50	7 50	18 00	10
11	15 40	11 99	27 39	14 30	9 02	23 32	11 55	8 25	19 80	11
12	16 80	13 08	29 88	15 60	9 84	25 44	12 60	9 00	21 60	12
13	18 20	14 17	32 37	16 90	10 66	27 56	13 65	9 75	23 40	13
14	19 60	15 26	34 86	18 20	11 48	29 68	14 70	10 50	25 20	14
15	21 00	16 35	37 35	19 50	12 30	31 80	15 75	11 25	27 00	15
16	22 40	17 44	39 84	20 80	13 12	33 92	16 80	12 00	28 80	16
17	23 80	18 53	42 33	22 10	13 94	36 04	17 85	12 75	30 60	17
18	25 20	19 62	44 82	23 40	14 76	38 16	18 90	13 50	32 40	18
19	26 60	20 71	47 31	24 70	15 58	40 28	19 95	14 25	34 20	19
20	28 00	21 80	49 80	26 00	16 40	42 40	21 00	15 00	36 00	20
21	29 40	22 89	52 29	27 30	17 22	44 52	22 05	15 75	37 80	21
22	30 80	23 98	54 78	28 60	18 04	46 64	23 10	16 50	39 60	22
23	32 20	25 07	57 27	29 90	18 86	48 76	24 15	17 25	41 40	23
24	33 60	26 16	59 76	31 20	19 68	50 88	25 20	18 00	43 20	24
25	35 00	27 25	62 25	32 50	20 50	53 00	26 25	18 75	45 00	25
26	36 40	28 34	64 74	33 80	21 32	55 12	27 30	19 50	46 80	26
27	37 80	29 43	67 23	35 10	22 14	57 24	28 35	20 25	48 60	27
28	39 20	30 52	69 72	36 40	22 96	59 36	29 40	21 00	50 40	28
29	40 60	31 61	72 21	37 70	23 78	61 48	30 45	21 75	52 20	29
30	42 00	32 70	74 70	39 00	24 60	63 60	31 50	22 50	54 00	30

\*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 September, 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.	
	0 55	0 54½	1 09½	0 45	0 41	0 86	0 32½	0 37½	0 70	½
1	1 10	1 09	2 19	0 90	0 82	1 72	0 65	0 75	1 40	1
2	2 20	2 18	4 38	1 80	1 64	3 44	1 30	1 50	2 80	2
3	3 30	3 27	6 57	2 70	2 46	5 16	1 95	2 25	4 20	3
4	4 40	4 36	8 76	3 60	3 28	6 88	2 60	3 00	5 60	4
5	5 50	5 45	10 95	4 50	4 10	8 60	3 25	3 75	7 00	5
6	6 60	6 54	13 14	5 40	4 92	10 32	3 90	4 50	8 40	6
7	7 70	7 63	15 33	6 30	5 74	12 04	4 55	5 25	9 80	7
8	8 80	8 72	17 52	7 20	6 56	13 76	5 20	6 00	11 20	8
9	9 90	9 81	19 71	8 10	7 38	15 48	5 85	6 75	12 60	9
10	11 00	10 90	21 90	9 00	8 20	17 20	6 50	7 50	14 00	10
11	12 10	11 99	24 09	9 90	9 02	18 92	7 15	8 25	15 40	11
12	13 20	13 08	26 28	10 80	9 84	20 64	7 80	9 00	16 80	12
13	14 30	14 17	28 47	11 70	10 66	22 36	8 45	9 75	18 20	13
14	15 40	15 26	30 66	12 60	11 48	24 08	9 10	10 50	19 60	14
15	16 50	16 35	32 85	13 50	12 30	25 80	9 75	11 25	21 00	15
16	17 60	17 44	35 04	14 40	13 12	27 52	10 40	12 00	22 40	16
17	18 70	18 53	37 23	15 30	13 94	29 24	11 05	12 75	23 80	17
18	19 80	19 62	39 42	16 20	14 76	30 96	11 70	13 50	25 20	18
19	20 90	20 71	41 61	17 10	15 58	32 68	12 35	14 25	26 60	19
20	22 00	21 80	43 80	18 00	16 40	34 40	13 00	15 00	28 00	20
21	23 10	22 89	45 99	18 90	17 22	36 12	13 65	15 75	29 40	21
22	24 20	23 98	48 18	19 80	18 04	37 84	14 30	16 50	30 80	22
23	25 30	25 07	50 37	20 70	18 86	39 56	14 95	17 25	32 20	23
24	26 40	26 16	52 56	21 60	19 68	41 28	15 60	18 00	33 60	24
25	27 50	27 25	54 75	22 50	20 50	43 00	16 25	18 75	35 00	25
26	28 60	28 34	56 94	23 40	21 32	44 72	16 90	19 50	36 40	26
27	29 70	29 43	59 13	24 30	22 14	46 44	17 55	20 25	37 80	27
28	30 80	30 52	61 32	25 20	22 96	48 16	18 20	21 00	39 20	28
29	31 90	31 61	63 51	26 10	23 78	49 88	18 85	21 75	40 60	29
30	33 00	32 70	65 70	27 00	24 60	51 60	19 50	22 50	42 00	30
31										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 September, 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 24½	1 17	0 93½	0 77½	1 87	1 67	1 38½	1 35	½
1	2 49	2 34	1 87	1 55	3 74	3 34	2 77	2 70	1
2	4 98	4 68	3 74	3 10	7 48	6 68	5 54	5 40	2
3	7 47	7 02	5 61	4 65	11 22	10 02	8 31	8 10	3
4	9 96	9 36	7 48	6 20	14 96	13 36	11 08	10 80	4
5	12 45	11 70	9 35	7 75	18 70	16 70	13 85	13 50	5
6	14 94	14 04	11 22	9 30	22 44	20 04	16 62	16 20	6
7	17 43	16 38	13 09	10 85	26 18	23 38	19 39	18 90	7
8	19 92	18 72	14 96	12 40	29 92	26 72	22 16	21 60	8
9	22 41	21 06	16 83	13 95	33 66	30 06	24 93	24 30	9
10	24 90	23 40	18 70	15 50	37 40	33 40	27 70	27 00	10
11	27 39	25 74	20 57	17 05	41 14	36 74	30 47	29 70	11
12	29 88	28 08	22 44	18 60	44 88	40 08	33 24	32 40	12
13	32 37	30 42	24 31	20 15	48 62	43 42	36 01	35 10	13
14	34 86	32 76	26 18	21 70	52 36	46 76	38 78	37 80	14
15	37 35	35 10	28 05	23 25	56 10	50 10	41 55	40 50	15
16	39 84	37 44	29 92	24 80	59 84	53 44	44 32	43 20	16
17	42 33	39 78	31 79	26 35	63 58	56 78	47 09	45 90	17
18	44 82	42 12	33 66	27 90	67 32	60 12	49 86	48 60	18
19	47 31	44 46	35 53	29 45	71 06	63 46	52 63	51 30	19
20	49 80	46 80	37 40	31 00	74 80	66 80	55 40	54 00	20
21	52 29	49 14	39 27	32 55	78 54	70 14	58 17	56 70	21
22	54 78	51 48	41 14	34 10	82 28	73 48	60 94	59 40	22
23	57 27	53 82	43 01	35 65	86 02	76 82	63 71	62 10	23
24	59 76	56 16	44 88	37 20	89 76	80 16	66 48	64 80	24
25	62 25	58 50	46 75	38 75	93 50	83 50	69 25	67 50	25
26	64 74	60 84	48 62	40 30	97 24	86 84	72 02	70 20	26
27	67 23	63 18	50 49	41 85	100 98	90 18	74 79	72 90	27
28	69 72	65 52	52 36	43 40	104 72	93 52	77 56	75 60	28
29	72 21	67 86	54 23	44 95	108 46	96 86	80 33	78 30	29
30	74 70	70 20	56 10	46 50	112 20	100 20	83 10	81 00	30

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

**APPENDIX III (B)**

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 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
	Grad 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 86	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

**APPENDIX III (C)**

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 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	

APPENDIX III (D)

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

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	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

**APPENDIX III (E)**

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 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		Waltchers	
	Male	Fe-male		Male	Fe-male		Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years		
			Rs. c.			Rs. c.					Rs. c.	
1/2	1 86½	1 63½	1 29½	1 66½	1 47½	1 17	1 51½	1 33	0 92½	1 12	1 71½	1/2
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

### APPENDIX III (F)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 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>		
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	33 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 10	118 90	29
30	102 00	93 00	87 00	112 50	117 00	123 00	30

“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 September, 1960, to Daily-paid workers in  
the Motor Transport Trade**

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

**APPENDIX IV (A)**

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 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	3 06½	2 87½	2 73	2 39½	2 44	2 22½	2 03½	2 80	1 76	½
1	6 13	5 75	5 46	4 79	4 88	4 45	4 07	5 60	3 52	1
2	12 26	11 49	10 92	9 57	9 76	8 90	8 13	11 21	7 03	2
3	18 39	17 24	16 38	14 36	14 64	13 35	12 20	16 81	10 55	3
4	24 53	22 99	21 83	19 14	19 53	17 80	16 26	22 42	14 06	4
5	30 66	28 73	27 29	23 93	24 41	22 25	20 33	28 02	17 58	5
6	36 79	34 48	32 75	28 71	29 29	26 70	24 40	33 63	21 10	6
7	42 92	40 23	38 21	33 50	34 17	31 16	28 46	39 23	24 61	7
8	49 05	45 98	43 67	38 28	39 05	35 61	32 53	44 84	28 13	8
9	55 18	51 72	49 13	43 07	43 93	40 06	36 60	50 44	31 65	9
10	61 32	57 47	54 58	47 85	48 82	44 51	40 66	56 05	35 16	10
11	67 45	63 22	60 04	52 64	53 70	48 96	44 73	61 65	38 68	11
12	73 58	68 96	65 50	57 42	58 58	53 41	48 79	67 26	42 19	12
13	79 71	74 71	70 96	62 21	63 46	57 86	52 86	72 86	45 71	13
14	85 84	80 46	76 42	67 00	68 34	62 31	56 93	78 46	49 23	14
15	91 97	86 20	81 88	71 78	73 22	66 76	60 99	84 07	52 74	15
16	98 10	91 95	87 34	76 57	78 10	71 21	65 06	89 67	56 26	16
17	104 24	97 70	92 79	81 35	82 99	75 66	69 12	95 28	59 77	17
18	110 37	103 44	98 25	86 14	87 87	80 11	73 19	100 88	63 29	18
19	116 50	109 19	103 71	90 92	92 75	84 56	77 26	106 49	66 81	19
20	122 63	114 94	109 17	95 71	97 63	89 02	81 32	112 09	70 32	20
21	128 76	120 69	114 63	100 49	102 51	93 47	85 39	117 70	73 84	21
22	134 89	126 43	120 09	105 28	107 39	97 92	89 46	123 30	77 36	22
23	141 03	132 18	125 54	110 06	112 28	102 37	93 52	128 91	80 87	23
24	147 16	137 93	131 00	114 85	117 16	106 82	97 59	134 51	84 39	24
25	153 29	143 67	136 46	119 63	122 04	111 27	101 65	140 12	87 90	25
26	159 42	149 42	141 92	124 42	126 92	115 72	105 72	145 72	91 42	26
27	168 99	158 39	150 44	131 89	134 54	122 66	112 06	154 46	96 91	27
28	178 56	167 36	158 96	139 36	142 16	129 60	118 40	163 20	102 40	28
29	188 13	176 33	167 48	146 83	149 78	136 54	124 74	171 94	107 89	29
30	197 70	185 30	176 00	154 30	157 40	143 48	131 08	180 68	113 38	30

## APPENDIX IV (B)

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

<i>No. of Days</i>	<i>Class A</i>	<i>Class B</i>	<i>Class C</i>	<i>No. of Days</i>
	<i>Rs. o.</i>	<i>Rs. o.</i>	<i>Rs. o.</i>	
<b>½</b>	2 40½	2 04½	1 52	<b>½</b>
<b>1</b>	4 81	4 09	3 04	<b>1</b>
<b>2</b>	9 62	8 17	6 07	<b>2</b>
<b>3</b>	14 42	12 26	9 11	<b>3</b>
<b>4</b>	19 23	16 35	12 14	<b>4</b>
<b>5</b>	24 04	20 43	15 18	<b>5</b>
<b>6</b>	28 85	24 52	18 21	<b>6</b>
<b>7</b>	33 65	28 61	21 25	<b>7</b>
<b>8</b>	38 46	32 69	24 28	<b>8</b>
<b>9</b>	43 27	36 78	27 32	<b>9</b>
<b>10</b>	48 08	40 87	30 35	<b>10</b>
<b>11</b>	52 88	44 95	33 39	<b>11</b>
<b>12</b>	57 69	49 04	36 42	<b>12</b>
<b>13</b>	62 50	53 12	39 46	<b>13</b>
<b>14</b>	67 31	57 21	42 49	<b>14</b>
<b>15</b>	72 12	61 30	45 53	<b>15</b>
<b>16</b>	76 92	65 38	48 56	<b>16</b>
<b>17</b>	81 73	69 47	51 60	<b>17</b>
<b>18</b>	86 54	73 56	54 63	<b>18</b>
<b>19</b>	91 35	77 64	57 67	<b>19</b>
<b>20</b>	96 15	81 73	60 70	<b>20</b>
<b>21</b>	100 96	85 82	63 74	<b>21</b>
<b>22</b>	105 77	89 90	66 77	<b>22</b>
<b>23</b>	110 58	93 99	69 81	<b>23</b>
<b>24</b>	115 38	98 08	72 84	<b>24</b>
<b>25</b>	120 19	102 16	75 88	<b>25</b>
<b>26</b>	125 00	106 25	78 91	<b>26</b>

## APPENDIX IV (C)

**\* Ready Reckoner showing the minimum wages payable for the number of days worked during September, 1960, to workers in the Printing Trade**

No. of Days	<i>Workers other than Apprentices</i>								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
<b>½</b>	3 97	3 18	2 57	2 38½	2 10½	1 90½	1 13½	1 99	<b>½</b>
<b>1</b>	7 94	6 36	5 14	4 77	4 21	3 81	2 27	3 98	<b>1</b>
<b>2</b>	15 88	12 72	10 28	9 54	8 42	7 63	4 54	7 96	<b>2</b>
<b>3</b>	23 82	19 09	15 42	14 30	12 63	11 44	6 82	11 93	<b>3</b>
<b>4</b>	31 76	25 45	20 56	19 07	16 83	15 25	9 09	15 91	<b>4</b>
<b>5</b>	39 70	31 81	25 71	23 84	21 04	19 07	11 36	19 89	<b>5</b>
<b>6</b>	47 64	38 17	30 85	28 61	25 25	22 88	13 63	23 87	<b>6</b>
<b>7</b>	55 57	44 54	35 99	33 37	29 46	26 69	15 90	27 84	<b>7</b>
<b>8</b>	63 51	50 90	41 13	38 14	33 67	30 51	18 18	31 82	<b>8</b>
<b>9</b>	71 45	57 26	46 27	42 91	37 88	34 32	20 45	35 80	<b>9</b>
<b>10</b>	79 39	63 62	51 41	47 68	42 08	38 13	22 72	39 78	<b>10</b>
<b>11</b>	87 33	69 99	56 55	52 44	46 29	41 95	24 99	43 75	<b>11</b>
<b>12</b>	95 27	76 35	61 69	57 21	50 50	45 76	27 26	47 73	<b>12</b>
<b>13</b>	103 21	82 71	66 83	61 98	54 71	49 57	29 53	51 71	<b>13</b>
<b>14</b>	111 15	89 07	71 98	66 75	58 92	53 39	31 81	55 69	<b>14</b>
<b>15</b>	119 09	95 43	77 12	71 52	63 13	57 20	34 08	59 67	<b>15</b>
<b>16</b>	127 03	101 80	82 26	76 28	67 34	61 02	36 35	63 64	<b>16</b>
<b>17</b>	134 97	108 16	87 40	81 05	71 54	64 83	38 62	67 62	<b>17</b>
<b>18</b>	142 91	114 52	92 54	85 82	75 75	68 64	40 89	71 60	<b>18</b>
<b>19</b>	150 85	120 88	97 68	90 59	79 96	72 46	43 17	75 58	<b>19</b>
<b>20</b>	158 78	127 25	102 82	95 35	84 17	76 27	45 44	79 55	<b>20</b>
<b>21</b>	166 72	133 61	107 96	100 12	88 38	80 08	47 71	83 53	<b>21</b>
<b>22</b>	174 66	139 97	113 11	104 89	92 59	83 90	49 98	87 51	<b>22</b>
<b>23</b>	182 60	146 33	118 25	109 66	96 79	87 71	52 25	91 49	<b>23</b>
<b>24</b>	190 54	152 70	123 39	114 42	101 00	91 52	54 53	95 46	<b>24</b>
<b>25</b>	198 48	159 06	128 53	119 19	105 21	95 34	56 80	99 44	<b>25</b>
<b>26</b>	206 42	165 42	133 67	123 96	109 42	99 15	59 07	103 42	<b>26</b>
<b>27</b>	222 93	178 65	144 36	133 88	118 17	107 08	63 80	111 69	<b>27</b>
<b>28</b>	239 44	191 88	155 05	143 80	126 92	115 01	68 53	119 96	<b>28</b>
<b>29</b>	255 95	205 11	165 74	153 72	135 67	122 94	73 26	128 23	<b>29</b>
<b>30</b>	272 46	218 34	176 43	163 64	144 42	130 87	77 99	136 50	<b>30</b>

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

2. The amounts payable for different number of days worked by workers who have been in employment<sup>t</sup> for a full month should be arrived in accordance with para. 4 of Part II of the Wages Boards decisions.

**APPENDIX IV (C)—(contd.)**

**\* Ready Reckoner showing the minimum wages payable for the number of days worked during September, 1960, to workers in the Printing Trade**

<i>Apprentices</i>										
<i>No. of Days</i>	<i>Class A</i>					<i>Class B</i>				<i>No. of Days</i>
	<i>1st Yr.</i>	<i>2nd Yr.</i>	<i>3rd Yr.</i>	<i>4th Yr.</i>	<i>5th Yr.</i>	<i>1st Yr.</i>	<i>2nd Yr.</i>	<i>3rd Yr.</i>	<i>4th Yr.</i>	
<b>½</b>	1 44½	1 81	2 19	2 70	3 26	1 20½	1 62	1 98½	2 44	<b>½</b>
<b>1</b>	2 89	3 62	4 38	5 40	6 52	2 41	3 24	3 97	4 88	<b>1</b>
<b>2</b>	5 78	7 23	8 76	10 81	13 05	4 81	6 47	7 94	9 77	<b>2</b>
<b>3</b>	8 67	10 85	13 14	16 21	19 57	7 22	9 71	11 91	14 65	<b>3</b>
<b>4</b>	11 56	14 46	17 53	21 62	26 10	9 63	12 95	15 88	19 53	<b>4</b>
<b>5</b>	14 45	18 08	21 91	27 02	32 62	12 03	16 19	19 85	24 42	<b>5</b>
<b>6</b>	17 34	21 70	26 29	32 43	39 14	14 44	19 42	23 82	29 30	<b>6</b>
<b>7</b>	20 22	25 31	30 67	37 83	45 67	16 85	22 66	27 79	34 18	<b>7</b>
<b>8</b>	23 11	28 93	35 05	43 24	52 19	19 25	25 90	31 76	39 06	<b>8</b>
<b>9</b>	26 00	32 55	39 43	48 64	58 71	21 66	29 14	35 73	43 95	<b>9</b>
<b>10</b>	28 89	36 16	43 82	54 05	65 24	24 07	32 37	39 70	48 83	<b>10</b>
<b>11</b>	31 78	39 78	48 20	59 45	71 76	26 47	35 61	43 67	53 71	<b>11</b>
<b>12</b>	34 67	43 39	52 58	64 86	78 29	28 88	38 85	47 64	58 60	<b>12</b>
<b>13</b>	37 56	47 01	56 96	70 26	84 81	31 28	42 08	51 61	63 48	<b>13</b>
<b>14</b>	40 45	50 63	61 34	75 66	91 33	33 69	45 32	55 58	68 36	<b>14</b>
<b>15</b>	43 34	54 24	65 72	81 07	97 86	36 10	48 56	59 55	73 25	<b>15</b>
<b>16</b>	46 23	57 86	70 10	86 47	104 38	38 50	51 80	63 52	78 13	<b>16</b>
<b>17</b>	49 12	61 47	74 49	91 88	110 91	40 91	55 03	67 49	83 01	<b>17</b>
<b>18</b>	52 01	65 09	78 87	97 28	117 43	43 32	58 27	71 46	87 90	<b>18</b>
<b>19</b>	54 90	68 71	83 25	102 69	123 95	45 72	61 51	75 43	92 78	<b>19</b>
<b>20</b>	57 78	72 32	87 63	108 09	130 48	48 13	64 75	79 40	97 66	<b>20</b>
<b>21</b>	60 67	75 94	92 01	113 50	137 00	50 54	67 98	83 37	102 54	<b>21</b>
<b>22</b>	63 56	79 56	96 39	118 90	143 52	52 94	71 22	87 34	107 43	<b>22</b>
<b>23</b>	66 45	83 17	100 78	124 31	150 05	55 35	74 46	91 31	112 31	<b>23</b>
<b>24</b>	69 34	86 79	105 16	129 71	156 57	57 76	77 70	95 28	117 19	<b>24</b>
<b>25</b>	72 23	90 40	109 54	135 12	163 10	60 16	80 93	99 25	122 08	<b>25</b>
<b>26</b>	75 12	94 02	113 92	140 52	169 62	62 57	84 17	103 22	126 96	<b>26</b>
<b>27</b>	81 13	101 54	123 03	151 76	183 19	67 58	90 90	111 48	137 12	<b>27</b>
<b>28</b>	87 14	109 06	132 14	163 00	196 76	72 59	97 63	119 74	147 28	<b>28</b>
<b>29</b>	93 15	116 58	141 25	174 24	210 33	77 60	104 36	128 00	157 44	<b>29</b>
<b>30</b>	99 16	124 10	150 36	185 48	223 90	82 61	111 09	136 26	167 60	<b>30</b>

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

2. The amounts payable for different number of days worked by workers who have been in employment for a full month should be arrived in accordance with para. 4 of Part II of the Wages Boards decisions.

**APPENDIX IV (C)—(contd.)**

**\* Ready Reckoner showing the minimum wages payable for the number of days worked during September, 1960, to workers in the Printing Trade**

No. of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
½	1 20	1 39½	1 63	1 92½	1 12½	1 31	1 49½	1 76	½
1	2 40	2 79	3 26	3 85	2 25	2 62	2 99	3 52	1
2	4 80	5 57	6 51	7 70	4 51	5 25	5 99	7 04	2
3	7 20	8 36	9 77	11 56	6 76	7 87	8 98	10 57	3
4	9 60	11 15	13 03	15 41	9 01	10 49	11 97	14 09	4
5	12 00	13 93	16 28	19 26	11 26	13 11	14 96	17 61	5
6	14 40	16 72	19 54	23 11	13 52	15 74	17 96	21 13	6
7	16 81	19 51	22 80	26 96	15 77	18 36	20 95	24 65	7
8	19 21	22 30	26 05	30 82	18 02	20 98	23 94	28 18	8
9	21 61	25 08	29 31	34 67	20 27	23 60	26 93	31 70	9
10	24 01	27 87	32 57	38 52	22 53	26 23	29 93	35 22	10
11	26 41	30 66	35 82	42 37	24 78	28 85	32 92	38 74	11
12	28 81	33 44	39 08	46 22	27 03	31 47	35 91	42 26	12
13	31 21	36 23	42 33	50 07	29 28	34 09	38 90	45 78	13
14	33 61	39 02	45 59	53 93	31 54	36 72	41 90	49 31	14
15	36 01	41 80	48 85	57 78	33 79	39 34	44 89	52 83	15
16	38 41	44 59	52 10	61 63	36 04	41 96	47 88	56 35	16
17	40 81	47 38	55 36	65 48	38 30	44 59	50 88	59 87	17
18	43 21	50 16	58 62	69 33	40 55	47 21	53 87	63 39	18
19	45 61	52 95	61 87	73 19	42 80	49 83	56 86	66 92	19
20	48 02	55 74	65 13	77 04	45 05	52 45	59 85	70 44	20
21	50 42	58 53	68 39	80 89	47 31	55 08	62 85	73 96	21
22	52 82	61 31	71 64	84 74	49 56	57 70	65 84	77 48	22
23	55 22	64 10	74 90	88 59	51 81	60 32	68 83	81 00	23
24	57 62	66 89	78 16	92 45	54 06	62 94	71 82	84 53	24
25	60 02	69 67	81 41	96 30	56 32	65 57	74 82	88 05	25
26	62 42	72 46	84 67	100 15	58 57	68 19	77 81	91 57	26
27	67 41	78 26	91 44	108 16	63 26	73 65	84 03	98 90	27
28	72 40	84 06	98 21	116 17	67 95	79 11	90 25	106 23	28
29	77 39	89 86	104 98	124 18	72 64	84 57	96 47	113 56	29
30	82 38	95 66	111 75	132 19	77 33	90 03	102 69	120 89	30

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

2. The amounts payable for different number of days worked by workers who have been in employment for a full month should be arrived in accordance with para. 4 of Part II of the Wages Boards decisions.

**APPENDIX IV (C)—(contd.)**

**\* Ready Reckoner showing the minimum wages payable for the number of days worked during September, 1960, to workers in the Printing Trade**

*Apprentices*

No. of Days	Class D				No. of Days				
	1st Year		2nd Year			3rd Year		4th Year	
	Rs.	c.	Rs.	c.		Rs.	c.	Rs.	c.
½	1	3½	1	19	1	37	1	60	½
1	2	07	2	38	2	74	3	20	1
2	4	13	4	76	5	47	6	40	2
3	6	20	7	14	8	21	9	60	3
4	8	26	9	53	10	94	12	80	4
5	10	33	11	91	13	68	15	99	5
6	12	40	14	29	16	41	19	19	6
7	14	46	16	67	19	15	22	39	7
8	16	53	19	05	21	88	25	59	8
9	18	60	21	43	24	62	28	79	9
10	20	66	23	82	27	35	31	99	10
11	22	73	26	20	30	09	35	19	11
12	24	79	28	58	32	82	38	39	12
13	26	86	30	96	35	56	41	58	13
14	28	93	33	34	38	30	44	78	14
15	30	99	35	72	41	03	47	98	15
16	33	06	38	10	43	77	51	18	16
17	35	12	40	49	46	50	54	38	17
18	37	19	42	87	49	24	57	58	18
19	39	26	45	25	51	97	60	78	19
20	41	32	47	63	54	71	63	98	20
21	43	39	50	01	57	44	67	18	21
22	45	46	52	39	60	18	70	37	22
23	47	52	54	78	62	91	73	57	23
24	49	59	57	16	65	65	76	77	24
25	51	65	59	54	68	38	79	97	25
26	53	72	61	92	71	12	83	17	26
27	58	02	66	87	76	81	89	82	27
28	62	32	71	82	82	50	96	47	28
29	66	62	76	77	88	19	103	12	29
30	70	92	81	72	93	88	109	77	30

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

2. The amounts payable for different number of days worked by workers who have been in employment for a full month should be arrived in accordance with para. 4 of Part II of the Wages Boards decisions.

## APPENDIX IV (D)

Ready Reckoner showing the minimum wages payable for the number of days worked during September, 1960, to workers in the Cinema Trade

*Within the Municipal Areas*

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
½	1 70	1 87½	2 14	2 35	1 96	2 11½	3 27	½
1	3 40	3 75	4 28	4 70	3 92	4 23	6 54	1
2	6 80	7 50	8 56	9 41	7 85	8 46	13 08	2
3	10 20	11 25	12 84	14 11	11 77	12 69	19 62	3
4	13 60	15 00	17 12	18 82	15 69	16 92	26 15	4
5	17 00	18 75	21 40	23 52	19 62	21 15	32 69	5
6	20 40	22 50	25 68	28 22	23 54	25 38	39 23	6
7	23 79	26 24	29 97	32 93	27 46	29 62	45 77	7
8	27 19	29 99	34 25	37 63	31 38	33 85	52 31	8
9	30 59	33 74	38 53	42 33	35 31	38 08	58 85	9
10	33 99	37 49	42 81	47 04	39 23	42 31	65 38	10
11	37 39	41 24	47 09	51 74	43 15	46 54	71 92	11
12	40 79	44 99	51 37	56 45	47 08	50 77	78 46	12
13	44 19	48 74	55 65	61 15	51 00	55 00	85 00	13
14	47 59	52 49	59 93	65 85	54 92	59 23	91 54	14
15	50 99	56 24	64 21	70 56	58 85	63 46	98 08	15
16	54 39	59 99	68 49	75 26	62 77	67 69	104 62	16
17	57 79	63 74	72 77	79 97	66 69	71 92	111 15	17
18	61 19	67 49	77 05	84 67	70 62	76 15	117 69	18
19	64 59	71 24	81 33	89 37	74 54	80 38	124 23	19
20	67 98	74 98	85 62	94 08	78 46	84 62	130 77	20
21	71 38	78 73	89	98 78	82 38	88 85	137 31	21
22	74 78	82 48	94 18	103 48	86 31	93 08	143 85	22
23	78 18	86 23	98 46	108 19	90 23	97 31	150 38	23
24	81 58	89 98	102 74	112 89	94 15	101 54	156 92	24
25	84 98	93 73	107 02	117 60	98 08	105 77	163 46	25
26	88 38	97 48	111 30	122 30	102 00	110 00	170 00	26
27	93 68	103 33	117 98	129 64	108 12	116 60	180 20	27
28	98 98	109 18	124 66	136 98	114 24	123 20	190 40	28
29	104 28	115 03	131 34	144 32	120 36	129 80	200 00	29
30	109 58	120 88	138 02	151 66	126 48	136 40	210 80	30

**APPENDIX IV (D)—(contd.)**

**Ready Reckoner showing the minimum wages payable for the number of days worked during September, 1960, to workers in the Cinema Trade**

*Outside the Municipal Areas*

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Skilled Grade II	Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. e.	Rs. e	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 70	1 81½	1 98½	2 25½	1 86½	2 02	3 27	½
1	3 40	3 63	3 97	4 51	3 73	4 04	6 54	1
2	6 80	7 27	7 95	9 02	7 46	8 08	13 08	2
3	10 20	10 90	11 92	13 53	11 19	12 12	19 62	3
4	13 60	14 54	15 89	18 05	14 92	16 15	26 15	4
5	17 00	18 17	19 87	22 56	18 65	20 19	32 69	5
6	20 40	21 80	23 84	27 07	22 38	24 23	39 23	6
7	23 79	25 44	27 81	31 58	26 12	28 27	45 77	7
8	27 19	29 07	31 78	36 09	29 85	32 31	52 31	8
9	30 59	32 70	35 76	40 60	33 58	36 35	58 85	9
10	33 99	36 34	39 73	45 12	37 31	40 38	65 38	10
11	37 39	39 97	43 70	49 63	41 04	44 42	71 92	11
12	40 79	43 61	47 68	54 14	44 77	48 46	78 46	12
13	44 19	47 24	51 65	58 65	48 50	52 50	85 00	13
14	47 59	50 87	55 62	63 16	52 23	56 54	91 54	14
15	50 99	54 51	59 60	67 67	55 96	60 58	98 08	15
16	54 39	58 14	63 57	72 18	59 69	64 62	104 62	16
17	57 79	61 78	67 54	76 70	63 42	68 65	111 15	17
18	61 19	65 41	71 52	81 21	67 15	72 69	117 69	18
19	64 59	69 04	75 49	85 72	70 88	76 73	124 23	19
20	67 98	72 68	79 46	90 23	74 62	80 77	130 77	20
21	71 38	76 31	83 43	94 74	78 35	84 81	137 31	21
22	74 78	79 94	87 41	99 25	82 08	88 85	143 85	22
23	78 18	83 58	91 38	103 77	85 81	92 88	150 38	23
24	81 58	87 21	95 35	108 28	89 54	96 92	156 92	24
25	84 98	90 85	99 33	112 79	93 27	100 96	163 46	25
26	88 38	94 48	103 30	117 30	97 00	105 00	170 00	26
27	93 68	100 15	109 50	124 34	102 82	111 30	180 20	27
28	98 98	105 82	115 70	131 38	108 64	117 60	190 40	28
29	104 28	111 49	121 90	138 42	114 46	123 90	200 60	29
30	109 58	117 16	128 10	145 46	120 28	130 20	210 80	30

# FOR YOUR STAFF & LABOUR REQUIREMENTS

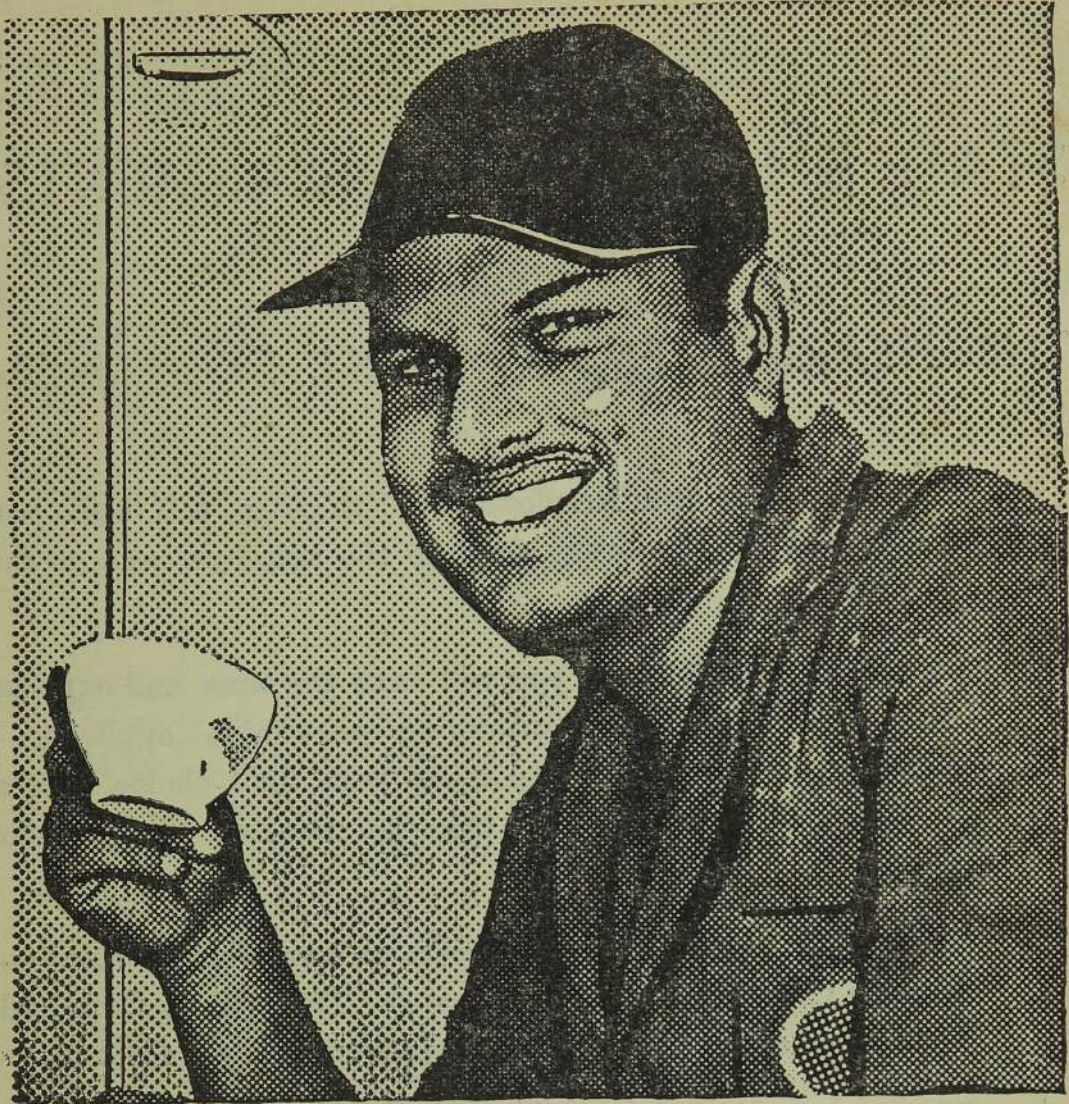
*Consult*

## THE NEAREST EMPLOYMENT EXCHANGE

- ★ The service of the Employment Exchange will cost you nothing—It is absolutely free, to the employer and to the worker.
- ★ By using the Exchange you will save the time and expense otherwise wasted in considering unsuitable applicants ; instead you will be able to make your final choice from a limited number of workers carefully selected to suit your needs.
- ★ A complete classified record of persons available for employment is maintained at the Exchange. The qualifications and experience of each individual are indicated in the records.
- ★ When workers are urgently required at short notice, large parties of workers can usually be supplied without delay.

Employment Exchanges function in the following Towns :—

- |                           |                |
|---------------------------|----------------|
| ★ COLOMBO ('Phone : 2466) | ★ KEGALLE      |
| ★ KANDY                   | ★ KURUNEGALA   |
| ★ GALLE                   | ★ RATNAPURA    |
| ★ JAFFNA                  | ★ NEGOMBO      |
| ★ KALUTARA                | ★ VAVUNIYA     |
| ★ MATARA                  | ★ HAPUTALE     |
| ★ AVISSAWELLA             | ★ BADULLA      |
| ★ BATTICALOA              | ★ NAWALAPITIYA |
| ★ TRINCOMALEE             | ★ KALMUNAI     |
| ★ ANURADHAPURA            | ★ CHILAW       |
| ★ .HATTON                 |                |



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