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GOOD INDUSTRIAL RELATIONS

(Ellis O Keller)

SMOOTH industrial relations are the by-products of good leadership, and the supervisor's role is an extremely important one. Because so many of us tend to consider the problem of good industrial relations as separate and apart from the whole job of good management, it seems appropriate at the outset to touch upon the meaning of the term, "good industrial relations". To illustrate exactly what I mean, let me relate an incident: A friend of mine was asked to recommend an industrial relations' manager to the head of a rather well-known company. After describing the qualifications of the man desired, the president summed it all up by saying, "what we want is a man who can guarantee us that we will not have labour trouble".

For almost thirty years this executive had been concerned about the marketing, production and financial success of his business. Now for the first time he was concerned over the prospects of labour trouble. The normal problems of the business, and the "labour situation" were two separate problems in his mind; virtually in two separate worlds. To do something that might promote good labour relations was of interest to him only to the extent that it was necessary to prevent interruption of production. What he wanted was someone to take over the responsibility for labour relations so that he could divest himself of the problem, and go about his normal and regular job of running the business. Needless to say, my friend was unable to recommend a man who could meet such requirements.

Good industrial relations and good management are one and the same thing. There is no function, no activity in industry which we can lay hold of and say definitely. "This is the personnel function". There is no programme or programmes of activities which we can superimpose upon an employee body, and say: "These are industrial relations programmes".

Industrial relations are good or bad according to how well each activity in the whole business operates. Good relationships are an integral part of each job from president to gang foreman: from chief engineer to office boy. In brief, good industrial relations are the result, not of the new things we do, but of the way we do all of the things we are already doing. Good industrial relations are the

result of the way we set up our wage structure ; the way we relate production decline to lay-offs ; the way we handle cases of discipline ; and the way we grant raises, and make promotions or demotions.

Nor does the answer to good industrial relations lie solely in these matters. It goes deeper into the basic operations of the business. It involves, for example, the care we take to see that one shift leaves things in proper order so that the next shift does not lose time in getting started. It reaches into the tool room where workers may be forced to use worn-out tools because the tool-room clerk slipped in keeping his stock properly replaced.

Factors in Good Relations. It depends on how seriously we try to forecast our production requirements so that sharp changes may be avoided wherever possible. It depends upon how much interest we develop in our employees to serve our real boss, the customer. It depends on how good a sale job we do to bring in new customers without which there would be no employment. It also depends on how stable a financial basis we maintain for a financial enterprise. All of these things, and many more contribute to good or bad industrial relations. The way the whole business is run determines the answer. Good management and good industrial relations are inseparable. They are one and the same thing.

If we accept this basic concept it becomes obvious that proper policy and practice must be an integral part of the whole programme. This becomes a matter of leadership. It is the way foremen treat workers in relation to all these matters ; the way the superintendent treats the foremen ; and finally, the way a general manager or a president handles his own staff in order that right attitude and right methods may exist toward the entire organisation. There is no activity nor individual in the business who is not affected if we are to manage so that good industrial relations result. Perhaps you feel that the implications I have outlined are too broad. I think part of our difficulty lies in the consideration of industrial relations which are too narrow. As we examine the way we manage, I am sure we will all agree that the starting point is a scrutiny of our policies.

Causes of Dissatisfaction. In order to establish a common basis of understanding I would like to define a policy as a principle or fundamental intention on which we base our plans of action. Certainly, the principles and fundamental intentions of management underline everything we do so that there is no other basic point from which to begin. I submit to you, further, that dissatisfaction in the working forces occurs generally under one or both of two conditions : (1) When our policies are not right in terms of modern contemporary standards, or (2) When the leadership within the company is less effective in administering these policies to the workers than outside forces are in selling contrary policies to them.

This may appear at first thought to be a simplification of a major complex problem, but as we think over everything we do in this field, it soon becomes clear that there is scarcely any other answer. We have labour dissatisfaction either when our policies are wrong, or when they are poorly or weakly administered. Policy making and policy administration are major functions of management, and as we gradually perfect our management technique we hope to progress toward a better solution of our industrial relations problems.

Policies—The Extremes. Let us consider, therefore, this subject of getting our policies right. This is a far reaching question, so I suggest that we consider it from a broad basis. At one extremity there are such instances as sub-prevailing wage rates (either for the industry, or for the area) ; unsafe practices ; favouritism ; nepotism ; lack of proper sanitary and hygienic facilities ; disregard of personal welfare of employees ; disadvantageous regulations ; class, racial, or religious discriminations ; and paternalistic or diehard tendencies. There are others, but these are typical.

Most of these practices are no longer condoned in the average American industry. Yet, this observation holds true only for the present. As recently as forty years ago they were all generally accepted in some industries without much question. There is no "fixed" standard for "right" policies. Standards change from generation to generation. So we class outmoded policies under the heading of exploitation and properly so.

Abolish outmoded Policies. Needless to say, if any of us are allowing any of these things to continue in our companies, we are not just out of tune with the times ; we are acting in our own worst interest. It appears to be the practice of some managements to permit an admittedly outmoded policy to remain in effect until the representatives of their employees demand a change at the bargaining table. A poor policy is retained as something to be used as a bartering medium. Would these same gentlemen permit an unsound, or unsafe practice in their homes until such time as their children grow old enough or become intelligent enough to protest ? The answer is obvious.

At the other extremity is a policy of weakness. We can get too soft just as easily, as in some instances, we have been too hard. When management surrenders these prerogatives which, by their very nature, belong to the management alone, we can call this "weakness". We can be weak in other ways. We can become frightened when crises arise, and raise wages too freely, agree to benefits, start precedents which are not for the best long-term interests of the enterprise itself, or we can be afraid to do sensible, constructive things lest someone will get a false impression. Ultimately, management, employees, stockholders, customers, and public-in-general suffer. Therefore, between being too hard on the one hand and too soft on the other, we face the necessity of defining right policy down a sound course between these two extremes. Just what this sound course should be becomes clear as we understand fully the unsoundness of extremes.

Policies—Sound, Firm and Open. Therefore, we turn to the centre road, and to what can be termed "the tenets of industrial capitalism". Broadly—and very broadly—I suggest that industrial capitalism means four things :

1. The purpose of business through the proceeds of profitable enterprise is to provide an ever higher standard of living for the people of the country.
2. Management must give better products at lower costs in order that the greatest number of people may enjoy their use.
3. Each individual has a right to a standard of living commensurate with the contribution he makes to the standard of all.

4. Management must see that its policies and practices give each individual the opportunity to achieve his rightful standard. It is not possible to cite the specific policies which belong in this centre of the road. However, it is not an impossible task to determine what are good, acceptable, contemporary policies.

So, it is possible, as possible as anything can be in this vast, moving area, to bring our policies into alignment, and to keep them where our position is sound and defensible in terms of contemporary standards. Needless to say, unless our policies are right, and our position entirely defensible, there is not much we can do to achieve good industrial relations.

One last note on policies. It was, at one time, the practice of some companies to have three sets of policies, or rather policies divided into three categories: (1) Those that were shown to all employees. (2) Those that were given only to the supervisory force. (3) Those that were known only by top administrators and executives.

A company is usually kidding only itself when it thinks such matters can be kept "hush-hush". Sooner or later such a practice will end in embarrassment for management. Better have all policies open and above board so that you cannot be accused of sitting in the game with something up your sleeve.

Once we have our policies right we turn to the other conditions under which employee dissatisfaction can occur; that is, when the leadership within the company is less effective in administering these policies to the employees than leadership outside the company is in selling them contrary points of view. This leadership within the company is expressed in the way we live our day to day operations. It is basically again the way we carry on. Let us turn to one or two common problems, and examine the manner in which they are treated. They will serve, perhaps, to illustrate our point as it should be applied to all operations.

Bases of Pay. Let us take one of the toughest ones first—the matter of wages. We will assume that we have met the first requisite that our policy is right. We have made certain that our wage levels and wage system to be installed? When the jobs are being evaluated, do the workers know the reasons for the evaluation? By "reasons" I mean something broader, more fundamental than the erroneous opinion that the company wants to step up production and cut rates. After each job's base rate is set in relation to those of the other jobs, are the workers concerned allowed to see the job study sheets, and become convinced that their jobs have been fairly evaluated? Will the job be restudied if the worker feels strongly that all the facts have not been considered?

Does he know that his rate is in line with the rates paid for similar work in the community, and with those in competitive industries? These points are raised because we have the choice of getting acceptance of wage rates at their inception, or of going through long and costly procedures to get acceptance of them after trouble arises. We might call this process "management by consultation rather than by dictation." It is simply the common sense procedure of "talking

out" a problem together rather than "shoing it down employees throats", and it is not a new procedure at all. Far-sighted leaders have used this procedure ever since history began.

The unfortunate part of it all is that this method has been used only in spots according to the temperament of the particular executive or supervisor. Our need, now, is to recognize it officially, and make it universally applicable. For years many managements have consulted with representatives of employees, on matters of mutual interest through formal plans for such consultation. Today, this procedure in an organized form, is the law of the land. If this is the accepted procedure on a formally organized basis where intimate understandings of individual problems are difficult to achieve, is it not common sense to make this consultation effective between a foreman and his men where a completely intimate understanding of the problem may be had ?

Changes in Employees' Status. Now let us examine briefly some common occurrences in normal business life, the matter of raises and promotions, and on the other hand, lay-offs, and demotions. Again there is nothing new in these everyday occurrences, but the way in which they are done may mean the difference between loyalty and disloyalty, between peace and strife.

Do you like to know how you are getting on in your job ? Do you ever tell your subordinates how they are getting on with their job ? And can you do it in such a way that they will respect you for it ?

Merit Rating. A definite plan, by which ability to do the job may be determined, seems the only sensible answer. This means a comprehensive plan of merit rating where employees are evaluated, in so far as is humanly possible, on a factual basis, and not subjectively according to a supervisor's opinion or possible prejudice. Even this is not enough. The way the rating plan is introduced and the way it is used are equally important. Obviously, the supervisors using the plan should have a hand in devising it, and it is equally obvious that the workers should understand the various factors on the scale. They might even have some valuable suggestions to make. These points are so simple and common place that it seems virtually a reflection on the intelligence of any group to mention them, but by actual fact how many foremen do take part in devising the merit rating plan they are to use, and how many do take the trouble to explain patiently to their workers the basis upon which their success or failure is being judged ?

Perhaps the best answer to this latter question may be derived from another question, how well do you and I do it ? How many of us have sat down with our immediate subordinates, singly or in group, and discussed (not to mention worked out together) the factors on which they were being judged along with the relative importance attached to each factor. Thus, while it is a simple common sense procedure, it does represent an accomplishment of the first magnitude to get it operating with all our supervisory forces.

The trouble with most rating plans, and I speak from experience, is that they are largely theoretical. The factors on the scale are often those developed by persons other than those actually on the job. All too often the ratings, once made, are filed away for safe keeping, and

employers come to regard the entire rating process as a "black book" containing all of their misdeeds or errors. Unless the ratings are shown and discussed calmly and constructively with each individual employee by his supervisor, the whole process will cause far more damage to sound industrial relations than any good it will ever accomplish.

What could be more constructive than a frank, friendly discussion between a man and his boss as to the ratings made? There is no mystery to this, and if we will but apply the procedure to ourselves, we will know at once how our employees feel about it. Unless our rating plan plays a basic part in raises, promotions, lay-offs, and demotions, why have it?

With a well-ordered plan of merit rating, changes in work status are made under a system that everyone understands, and are no longer the real or alleged causes of discrimination growing out of what the workers believe to be the personal feelings of the foreman.

The higher supervisor may use the ratings made out by his subordinate supervisors to very good effect. He can quickly determine which supervisors are tough or lenient, too strict or too weak in their dealings with their workers. In fact, if I had my choice of judging supervisors by my own rating sheets on their own workers, I would take the latter method every time.

Influence in a Worker's Life. Throughout this discussion we have emphasized the responsibility of the supervisor in administering our sound policies in the way which builds understanding and promotes effectiveness. Who else is there in our industrial organisations who is in a position to command workers' confidence and respect so that they may feel the company's policies are right, and that they are receiving a square deal? Who else is in a position to help an employee, make up his mind about the fairness of his wage rate, the necessity for orderly work arrangements, the value of intelligent and properly paid executives, the importance of the customer, the importance of good public relations and even the necessity for profit in the free enterprise system?

This being the case, it would seem illogical to indict any worker for showing disloyalty to his company, or for going astray in his thinking. The simple facts are that he has had no other basis for judgment, and if any indictment is to be made we must indict the only source that is available to give the worker sound counsel, the designated representative of the employer, the supervisor.

Supervisors' Training. This brings us to our final point which is the key to the whole situation. As we consider the supervisors and their capacity to do this job properly, we recognise immediately that many of them are incapable of explaining and administering the policies of the company. Except for the details of their own limited operations, they know very little about the company. Remember, "nobody even tells them". Therefore, the crux of our problems lies in training and influencing the supervisors.

Many procedures have been devised in the past few decades to accomplish this objective. One method, if it can be called a method of developing supervisors, is to let them flounder around as best they can. Another way is to put them in classes and have them study

matters of general information. Still a third is through the medium of having them meet as a group in conferences, having them think out together some of their problems. While certain of these devices are of some benefit, they are but a step along the ways and are totally inadequate to accomplish the real purpose.

One major weakness of all these training procedures is the fact that the superintendents and higher ranking supervisors are left out of the picture, or are either unsympathetic or uninformed as to what their supervisors are trying to do, or what is being tried for them. Another weakness is that supervisors are usually among the last to be informed of the various policies, and changes in policies of the company. They frequently receive their first information on such matters from the union stewards or agents. Their own problems are sometimes unknown or ignored, and gradually there comes upon them the feeling that they are not of management, but separate and apart from it. They reach the point where they discredit the idea that they represent management to their workers. At this point they are ripe for organisation into a Foremen's Union.

The thing that is lacking is real leadership. The supervisors cannot give it to their workers if they do not receive it from their own supervisors. There is required in well-managed industries a downward flow throughout all organisation levels consisting of authority stemming from a combination of responsibility for administration of established policy, and from the exercise of judgment and leadership in the existing situation. And there is required an upward flow consisting of those questions, facts, and opinions arising out of actual experiences, and permitted to exert proper pressure of policy formation. If there are bottlenecks in this two-way flow they seldom will occur solely between the first-line supervisors and their workers. So if we expect our supervisors to apply the principles of the foundations for good industrial relations we must apply these same principles in the relations between higher representatives and those supervisors. The whole spirit and method of management to be practised by the supervisor must initiate with the president of the company.

Right Executive Leadership. We return, therefore, to the realization that interpretation and administration of company policies with respect to industrial relations is not different from the way policies are made effective with respect to all other phases of the business. The problem is not one of working with the supervisors alone, but of finding some method by which unity of understanding, up and down, through all levels of supervision from president to gangboss, may be achieved. This is the problem of management, not only in matters of employer-employee relations, but in matters of cost, quality, and customer service. It is the problem of leadership. Just as we decided we could not indict a worker, but must indict the leadership offered him; so we cannot indict the supervisor, but must indict the leadership offered him; so we cannot indict the supervisor, but must indict the superintendent, general manager, and so on up the line if proper leadership is lacking.

Therefore, if we get our thinking straight to the point where we actually want to do something about this matter of good management, and not merely talk about it, those in executive and leadership positions must accept the strong obligations which are inherent in these positions. This means we are obligated to take the initiative, and to

start practising what we preach on our own jobs. This is the most far-reaching training job we can ever perform. Everyone looks to his boss for guidance. On any other basis, all talk about good industrial relations is just that—talk. Unless supervisors receive from their superintendent the same spirit and methods of management, they are expected to pursue with their workers, they will do the jobs with their tongues in their cheeks.

In conclusion, therefore, the answer to industrial relations problems is the answer to all other problems of business—good leadership. Problems of labour relations are not automatically solved by the signing of labour agreements. Consistent practices and good managements from the top down, through every level of supervision, is the only sure and permanent answer. The obligations upon those in top leadership positions, first, to determine right policies, then to administer them in the way that builds understanding and releases initiative and creative effort, is a tremendous one. It is the greatest and most intriguing challenge in life. As we rise to meet it I believe we may achieve standards of accomplishment hitherto considered unattainable.

This article is reproduced from "Productivity"—June-July, 1960, and has been contributed by Ellis O. Keller, a T. C. M. Expert attached to the National Productivity Council.

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 October, 1960, is 103.2 as against 102.6, an increase of .6.

Wages rates

(a) The basic wages payable for the month of October, 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 October, 1960, to workers in the Tea Growing and Manufacturing trade, Rubber Growing and Manufacturing trade, Coconut Growing and the Coconut Manufacturing trade, will be slightly higher than that for the month of September, 1960.

(c) The special allowances payable 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 September, 1960.

Strikes

There were altogether 7 strikes during the month of August, 1960, involving 1,870 workers and a loss of 6,930 man-days as against 8 strikes during the month of July, 1960, involving 2,570 workers and a loss of 54,027 man-days.

Three of these strikes were in Tea Plantations involving 628 workers and a loss of 5,289 man-days, 2 in Rubber Plantations involving 1,154 workers and a loss of 1,169 man-days, one in the Engineering trade involving 44 workers and a loss of 396 man-days and the other in a Textile business involving 44 workers and a loss of 76 man-days.

REGISTRANTS FOR EMPLOYMENT OR BETTER EMPLOYMENT

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

	August, 1960			September, 1960		
	Males	Females	Total	Males	Females	Total
Technical and clerical	15,600	7,601	23,201	15,997	8,155	24,152
Skilled	12,526	2,899	15,425	12,905	3,526	16,431
Semi-skilled	26,934	7,193	34,127	27,104	7,169	34,273
Unskilled	63,235	4,103	67,338	65,344	4,730	70,074
Total	118,295	21,796	140,091	121,350	23,580	144,930

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

	August, 1960			September, 1960		
	Males	Females	Total	Males	Females	Total
Technical and clerical	85	12	97	110	8	118
Skilled	69	50	119	106	—	106
Semi-skilled	71	7	78	92	7	99
Unskilled	483	1	484	1,609	—	1,609
Total	708	70	778	1,917	15	1,932

NOTES OF CURRENT INTEREST

Trade Unions registered in October, 1960

Registered No.	Name of the Union
(1) 1581	Karamantha Puhunu Kireeme Prathamika Vidya-leeya Waraya Commission Saba Sewaka Sangamaya.
(2) 1582	Sura Praharaka Hamuda Sulu Niladharinge Sangamaya.
(3) 1583	Society of Government Pharmacists.
(4) 1584	The Ceylon Railway Storekeepers' United Front.
(5) 1585	All Ceylon Motor Salesmen's Association.
(6) 1586	Langama Laghu Lekakhayange Saha Yathuru Liyannange Samiti.

- (7) 1587 .. Sri Lanka Local Government Fire Brigade Workers' Union.
- (8) 1588 .. Samastha Lanka Warimarga Departhamentuwe Podu Sewaka Sangamaya
- (9) 1589 .. Government Tamil Trained Teachers' Union.
- (10) 1590 .. Colombo Municipal Apothecaries Union.
- (11) 1591 .. All Ceylon Government Temporary Tamil Typists' Union.
- (12) 1592 .. Ceylon Savings Bank Employees Union.
- (13) 1593 .. Batticaloa Division Government Farm Minor Employees Union.
- (14) 1594 .. Airline Officers' Association of Ceylon.
- (15) 1595 .. Kolamba Mudalithumage Kottasaye Samupakara Sangamayen Palanayawana Sewakayange Vurthiya Samitiya.
- (16) 1596 .. Post Office Savings Bank Accounting Machine Operators' Union.
- (17) 1597 .. Government Muslim Teachers' Union.
- (18) 1598 .. Irrigation Department Drilling Technicians' Union.
- (19) 1599 .. Government Nursing Sisters' Association.
- (20) 1600 .. Co-operation Hospital Workers' Union.
- (21) 1601 .. The Planning Secretariat Statistical Survey Officers' Union.
- (22) 1602 .. Samastha Lanka Rajakeeya Guwan Hamuda Civil Sewaka Samitiya.
- (23) 1603 .. Walapane Sri Lanka Wathu Kamkaru Sangamaya.

WAGES BOARDS

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

XII—The Rubber Growing and Manufacturing Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Rubber Growing and Manufacturing Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, No. 27 of 1941, published in *Ceylon Government Gazette Extraordinary*, No. 10,035 of October 22, 1949, and came into force on October 22, 1949.

Order

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

The rubber growing and manufacturing trade, that is to say—

- (1) the raising and maintenance of a rubber plantation of twenty-five acres or over in extent ; and
- (2) the manufacture of marketable rubber from the latex of the rubber plant ; including—
 - (a) felling and clearing jungle and old rubber, and thinning out ;
 - (b) draining and terracing ;
 - (c) cutting pegs, lining, holing, and filling ;
 - (d) planting shade trees, ground cover, and cover crops ;
 - (e) planting and replanting rubber, and budgrafting ;
 - (f) constructing, repairing, and maintaining roads and buildings ;
 - (g) weeding ;
 - (h) mulching, forking and manuring ;
 - (i) taking a census of trees for tapping and marking trees for tapping ;
 - (j) tapping, collecting of scrap and latex, and straining of latex ;
 - (k) skimming, machining, rolling and cutting coagulant and washing of sheets ;
 - (l) drying and smoking ;
 - (m) sorting, packing, numbering and marking ;
 - (n) transporting ;
 - (o) scraping of diseased tissue, spraying and applying fungicide and sulphur dusting ;
 - (p) cutting firewood ;
 - (q) cleaning and sweeping of lines and premises and conserving latrines ;
 - (r) cattle keeping ;
 - (s) the work of a kangany ;
 - (t) the work of a creche attendant ;
 - (u) the work of a watcher ; and
 - (v) any other operation connected with or incidental to the work specified in sub-paragraph (1) or (2) of the main paragraph ;

but excluding the work of the following workers :—

Rubber maker, engine driver, lorry and van driver, mechanic, clerk conductor, kanakapulle, store-keeper, dispenser, midwife, bungalow servant, dhoby, barber, teacher and ward attendant.

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Rubber Growing and Manufacturing Trade was established on October 24, 1949, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette Extraordinary* No. 10,036 of October 24, 1949.

(C) DECISIONS OF THE BOARD

The original decisions in respect of the rubber growing and manufacturing trade made by the Wages Board for that Trade came into force on December 1, 1949. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette* No. 10,047 of November 25, 1949. Decisions varying earlier decisions, were published in notifications appearing in *Government Gazettes* No. 10,115 of June 30, 1950, No. 10,168 of October 27, 1950, *Government Gazettes Extraordinary* No. 10,229 of March 30, 1951, No. 10,429 of July 30, 1952, No. 10,542 of June 29, 1953, *Government Gazette* No. 10,820 of July 22, 1955, and *Government Gazette Extraordinary* No. 10,843 of September 30, 1955.

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.

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 nine.

PART II

The minimum rate of wages for time work for any person (including any tapper) engaged in the rubber growing and manufacturing trade more fully described in the Order appearing in the notification under

section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, published in *Gazette Extraordinary* No. 10,035 of October 22, 1949 (as amended by any subsequent Order), shall consist of—

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

<i>Class of worker</i>	<i>Basic rate for a normal working day Rs. c.</i>	<i>Rate of special allowance for a normal working day in any month</i>
		Where the cost of living index number for the preceding month is 99.2, the special allowance shall be—
		<i>Rs. c.</i>
		For a male worker not under 16 years of age .. 1 9
		For a female worker not under 15 years of age 0 82
		For a child worker .. 0 75
		Where the cost of living index number for the preceding month is above 99.2, the rate of special allowance hereinbefore prescribed shall be increased, for each complete unit of 1.8 points by which the index number exceeds 99.2 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table I below—
Male worker not under 16 years of age	1 40	3 cents in the case of a male worker not under 16 years of age
		2 cents in the case of a female worker not under 15 years of age
Female worker not under 15 years of age	1 30	2 cents in the case of a child worker
		Where the cost of living index number for the preceding month is 99.1, the special allowance shall be—
		<i>Rs. c.</i>
		For a male worker not under 16 years of age .. 1 6
		For a female worker not under 15 years of age 0 80
Child worker ..	1 5	For a child worker .. 0 73
		Where the cost of living index number for the preceding month is below 99.1, the rate of special allowance hereinbefore prescribed shall be decreased, for each complete unit of 1.8 points by which the index number falls short of 99.1 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table II below—
		3 cents in the case of a male worker not under 16 years of age
		2 cents in the case of a female worker not under 15 years of age
		2 cents in the case of a child worker

TABLES ILLUSTRATING THE APPLICATION OF THE FOREGOING PARAGRAPHS

Table I

Special allowances payable in the event of a rise in the index number

<i>Index number</i>	<i>Special Allowance</i>		
	<i>For a male worker not under 16 years of age</i>	<i>For a female worker not under 15 years of age</i>	<i>For a child worker</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>
99.2–100.9 ..	.. 1 9	.. 0 82	.. 0 75
101.0–102.7 ..	.. 1 12	.. 0 84	.. 0 77
102.8–104.5 ..	.. 1 15	.. 0 86	.. 0 79
104.6–106.3 ..	.. 1 18	.. 0 88	.. 0 81
106.4–108.1 ..	.. 1 21	.. 0 90	.. 0 83

Table II

Special allowances payable in the event of a fall in the index number

Index numbers	Special Allowance		
	For a male worker not under 16 years of age	For a female worker not under 15 years of age	For a child worker
	Rs. c.	Rs. c.	Rs. c.
99.1-97.4 ..	1 6 ..	0 80 ..	0 73
97.3-95.6 ..	1 3 ..	0 78 ..	0 71
95.5-93.8 ..	1 0 ..	0 76 ..	0 69
93.7-92.0 ..	0 97 ..	0 74 ..	0 67
91.9-90.2 ..	0 94 ..	0 72 ..	0 65

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum rate of wages for time work for any tapper employed on a Sunday or for any worker (kangany) engaged in supervising the work of a tapper on that day shall be one and half times the minimum rate of wages for time work fixed for such worker in respect of a normal working day.

In the foregoing decisions—

- (a) "child worker" means a male worker under 16 years of age or a female worker under 15 years of age,
- (b) "tapper" means a worker engaged in the following activities :—
tapping, collecting of scrap and latex, straining of latex, scraping of diseased tissues, spraying and applying fungicide.

PART III

Overtime Rates

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 daily minimum rate of wages for time work by 8) increased by—

- (a) 25 per cent. of such minimum hourly rate, in case such work is performed between the hours 7 a.m. and 7 p.m.; and
- (b) 50 per cent. of such minimum hourly rate, in case such work is performed between the hours 7 p.m. and 7 a.m.

In the computation of the overtime rate—

- (1) a fraction of a cent which is less than one-half of a cent shall not be taken into account;

- (2) one-half of a cent shall be calculated according to the even number rule, that is, to the nearest even number; and
- (3) a fraction of a cent which is greater than one-half of a cent shall be counted as one cent.

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum overtime rate for any tapper, as defined in Part II of this Schedule, employed on a Sunday or for any worker (kangany) engaged in supervising the work of such tapper on that day shall, in respect of each hour of work in excess of the normal working day, be twice the minimum hourly rate applicable to such worker (such hourly rate being ascertained by dividing the daily minimum time rate applicable to him by 8.)

PART IV

Weekly Holiday (section 24)

EVERY employer shall allow each Sunday as the weekly holiday to all workers employed under him: Provided, however, that an employer may employ any worker on a Sunday, subject to the conditions—

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

- (3) that the remuneration due to a worker for work done on the weekly holiday during any period shall be paid within the time prescribed for the payment of wages for such period by section 2 (b) of the Wages Boards Ordinance.

The preceding provisions of this Part shall not apply to tappers as defined in Part II of this Schedule or to workers (kanganies) engaged in supervising the work of such tappers.

Annual Holidays (section 25)

1. (a) If a male worker of not less than 16 years of age has been in continuous employment under the same employer and has worked for more than 228 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 1 holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 228: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

(b) If a female worker or a child worker has been in continuous employment under the same employer and has worked for more than 204 days in any year (hereinafter called the "qualifying year"), such worker shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 204: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 264 days.

2. (i) If a worker is entitled in any year to seven holidays he shall be allowed, and he shall take, those seven holidays, on consecutive days.

(ii) If a worker is entitled in any year to more than seven holidays he shall be allowed, and he shall take, at least seven of those holidays on consecutive days.

3. Subject to the provisions of paragraph 2, 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. (1) The remuneration payable in respect of each holiday which a worker is entitled to under paragraph 1 (including a holiday which such worker is entitled to under that paragraph read with paragraph 6 (a)), by reason of work performed during the preceding year, shall be his average daily wages, ascertained by dividing his total wages (exclusive of overtime and bonuses) earned by him during that year by the number of days on which the worker has actually worked during that year.

(2) The remuneration payable in respect of each holiday, which a worker is entitled to under paragraphs 6 (b) and 6 (c), by reason of work performed during the current year, shall be his average daily wages ascertained by dividing his total wages (exclusive of overtime and bonuses) earned by him during the current year by the number of days on which the worker has actually worked during that year.

5. The remuneration due to a worker in respect of his holiday or holidays shall be paid to him before such holiday or holidays, but not earlier than 10 days before such holiday or holidays.

6. (a) Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, such worker shall be entitled to take and shall take, during the period immediately preceding such leave, discontinuance or dismissal, every holiday that he was entitled to in respect of the previous year which he has not already taken.

(b) Where a male worker of not less than 16 years of age intends to leave his employment of his own accord or is to be discontinued or dismissed from employment by his employer during the current year, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 19: Provided, however, that it shall not be obligatory on an employer to allow any holidays in excess of the maximum number of holidays which that worker would have been entitled to under the provisions of paragraph 1 if that worker had continued in employment.

(c) Where a female worker or a child worker intends to leave the worker's employment of the worker's own accord or is to be discontinued or dismissed from employment by the worker's employer during the current year, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 17: Provided, however, that it shall not be obligatory on an employer to allow any holidays in excess of the maximum number of holidays which that worker would have been entitled to under the provisions of paragraph 1 if that worker had continued in employment.

A worker specified in this paragraph shall be remunerated for such holidays in accordance with the provisions of paragraph 4: Provided, however, that the total number of holidays that such worker might take in any year shall not exceed twenty-one.

7. For the purpose of the foregoing provisions—

“child worker” means a male worker under 16 years of age or a female worker under 15 years of age;

“days on which the worker has worked” shall be deemed to include—

(i) every holiday allowed by the employer to the worker under section 25;

(ii) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance;

- (iii) every day of absence on any grounds approved by the employer other than absence from the Island except on a holiday allowed by the employer under section 25 ;
- (iv) 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, provided such injury had been notified to the employer ;
- (v) every day of absence due to the disease of anthrax or due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 117) ;
- (vi) every day on which the employer fails to provide work for the worker ; and
- (vii) every day of absence due to a strike or lockout that is not illegal, in case such days do not in the aggregate exceed 30 days a year ;

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

“ year ” means a continuous period of 12 months.

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

Explanatory Note

The description of the trade originally appeared in an Order under section 6 of the Ordinance, published in *Government Gazette* No. 9,224 of January 7, 1944, and a Wages Board for the trade was established by an Order under section 8 of the Ordinance, published in *Government Gazette* No. 9,272 of May 19, 1944. The decisions made by this Board ceased to be operative from July 1, 1949, when Orders under reference were rescinded by new Orders published in *Government Gazette* No. 9,992 of July 1, 1949. When the present Order relating to the description of the trade was made, the case of owners of small rubber plantations who were in many cases peasants with no hired labour received consideration and rubber plantations under 25 acres were excluded therefrom.

S. W. B.

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

*Index Number
Nov., 1942
= 100*

Base : November, 1942 = 100

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

† Average for 5 months only.

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

<i>Year</i>	<i>Food</i>	<i>Fuel and Light</i>	<i>Rent</i>	<i>Clothing</i>	<i>Miscellaneous</i>	<i>Final Index Number</i>
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 ..	104.6
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
September ..	97.54 ..	103.46 ..	101.53 ..	96.40 ..	122.44 ..	102.6
October ..	99.10 ..	101.61 ..	101.53 ..	95.68 ..	121.52 ..	103.2

TABLE II—WAGES INDEX NUMBERS

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

A

BASE : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo		
	Average Minimum 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	105.25
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
September	2.07	107.81	105.08	113.74	126.67	123.46
October	2.10	109.38	105.99	113.74	126.67	122.74

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		
	September	.. 2.11 .. 107.65..	3.68 .. 126.03..	2.23 .. 109.31		
	October	.. 2.13 .. 108.67..	3.72 .. 127.40..	2.25 .. 110.29		

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

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

** Amended figures.

TABLE IV

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

Year	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939 ..	3,712	11,964	5,034	5,967	26,677
1940 ..	4,734	13,130	4,800	4,981	27,645
1941 ..	5,274	8,882	2,351	3,951	20,458
1942 ..	6,589	9,411	1,882	1,451	19,333
1943 ..	2,282	2,872	1,312	1,869	8,335
1944* ..	295	358	227	173	1,651
1945 ..	2,258	11,025	3,267	4,816	21,366
1946 ..	5,636	10,012	7,527	13,369	36,544
1947 ..	2,883	7,325	8,113	16,423	34,744
1948 ..	4,474	13,027	12,443	36,712	66,656
1949 ..	5,132	11,994	13,591	39,015	69,732
1950 ..	5,627	10,525	13,523	35,447	65,122
1951 ..	5,515	8,186	12,520	26,486	52,707
1952 ..	6,883	7,522	13,795	24,823	53,029
1953 ..	8,374	6,462	13,676	23,034	51,546
1954 ..	11,728	7,919	16,287	27,370	63,304
1955 ..	14,498	8,544	20,142	27,826	71,010
1956 ..	16,091	9,794	25,808	34,259	85,952
1957 ..	18,582	13,439	30,864	47,971	110,856
1958 ..	19,803	13,674	32,973	51,346	117,796
1959 January	20,266	14,135	33,380	52,352	120,133
February	20,265	13,999	33,287	51,859	119,410
March	19,921	13,965	33,356	52,372	119,614
April	19,559	13,620	32,955	52,804	118,938
May	19,616	13,649	33,288	53,685	120,238
June	19,889	13,578	33,936	55,538	122,941
July	20,339	13,816	35,226	59,779	129,160
August	20,254	13,780	35,042	58,692	127,768
September	20,225	13,791	34,515	58,228	126,759
October	20,216	13,701	34,299	56,812	125,028
November	20,144	13,609	34,123	57,438	125,314
December	20,869	13,859	33,723	59,567	128,018
1960 January	21,173	13,962	33,426	61,319	129,880
February	21,679	13,890	33,497	61,743	130,809
March	21,447	13,801	33,030	61,643	129,921
April	21,420	13,691	32,611	60,483	128,205
May	21,754	13,464	32,581	59,898	127,697
June	22,016	13,551	32,829	61,579	129,975
July	22,464	14,271	33,253	62,509	132,497
August	23,201	15,425	34,127	67,338	140,091
September	24,152	16,431	34,273	70,074	144,930

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

TABLE V

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

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Katnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	A Tissawella	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	3,897	726	352	816	119	438	727	-	611	-	-	-	-	-	-	-	36,544†
1947 ..	21,589	2,239	1,643	2,133	4,955	564	430	481	170	490	-	-	-	-	-	-	-	-	-	-	34,744
1948 ..	42,209	7,236	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	-	283	-	-	-	-	-	-	-	66,656
1949 ..	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	-	696	-	-	-	-	-	-	-	69,732
1950 ..	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	-	348	-	-	-	-	-	-	-	65,122
1951 ..	33,125	3,422	2,886	4,350	2,209	5371	886	1,587	569	904	418	1,207	284	323	-	-	-	-	-	-	52,707
1952 ..	32,124	3,023	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992	252	487	678	-	-	-	-	-	53,023
1953 ..	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333	239	543	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	1,659	-	-	-	63,304
1955 ..	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,682	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	2,631	3,180	1,079	631	501‡	1,252	1,193	2,226	840	5,331	551	1,947	-	110,856

TABLE V—(contd.)

Year	Colombo	Negombo	Katara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Tirancovale	Anuradhapura	Avisawella	Haputale	Makara	Vavuniya	Kegalle	Matale	Total
1958—	52,563	7,721	7,300	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354	1,188	1,380	2,925	1,110	5,324	531	2,465	—	117,796
1959—																					
March	53,702	7,600	6,933	14,092	6,547	1,194	4,267	3,689	3,572	1,380	1,110	328	1,360	1,510	2,732	1,175	5,164	563	2,716	—	119,614
April	54,080	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	1,844	2,914	1,150	5,711	604	2,760	951	125,314
December	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422	1,365	1,733	2,965	1,198	5,812	611	2,786	970	128,018
1960—																					
January	57,228	8,920	7,350	15,243	7,009	1,374	5,269	3,549	2,848	1,787	1,072	530	1,417	1,869	2,975	1,236	5,817	655	2,801	931	129,880
February	58,388	9,111	7,327	15,426	6,182	1,510	5,221	3,646	2,453	1,818	1,099	967	1,406	1,890	2,895	1,245	5,841	721	2,776	887	130,809
March	58,003	9,183	7,291	15,400	6,278	1,464	5,021	3,552	2,530	1,747	1,066	1,028	1,342	1,922	2,911	1,217	5,737	697	2,706	826	129,921
April	57,251	9,215	7,080	15,396	6,034	1,325	5,000	3,550	2,625	1,649	1,134	1,027	1,325	1,828	2,909	1,090	5,635	676	2,663	793	128,205
May	56,912	9,205	7,041	15,453	6,023	1,221	5,047	3,414	2,647	1,690	1,291	1,006	1,198	1,825	2,891	1,044	5,778	640	2,633	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	3,317	2,869	1,841	1,217	1,691	1,286	1,931	3,032	848	6,219	591	2,668	795	132,497
August	60,277	13,028	7,611	16,059	6,245	1,489	5,382	3,315	3,039	1,998	1,353	1,952	1,288	2,032	3,243	924	6,486	609	2,847	864	140,091
September	61,547	15,589	7,896	15,644	6,329	1,782	5,477	3,371	3,314	2,119	1,245	721	1,363	2,185	3,494	989	7,402	614	2,945	904	144,930

* Total includes 127 registered at Matugama, 164 at Chilaw, 272 at Matale, 97 at Avisawella, and 555 at Veyangoda.
 † Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avisawella.
 ‡ Revised figures.
 § Amended figures.

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total		
1939	—	..	—	..	—	..	—	..	2,583
1940	—	..	—	..	—	..	—	..	5,089
1941	—	..	—	..	—	..	—	..	9,071
1942	—	..	—	..	—	..	—	..	8,129
1943	—	..	—	..	—	..	—	..	4,170
1944	—	..	—	..	—	..	—	..	1,875
1945	369	..	1,104	..	411	..	2,653	..	4,537
1946	1,303	..	3,012	..	1,341	..	10,130	..	15,786
1947	915	..	1,417	..	911	..	4,161	..	7,404
1948	1,355	..	1,563	..	1,311	..	6,118	..	10,347
1949	1,807	..	1,616	..	1,767	..	9,590	..	14,780
1950	2,059	..	1,509	..	1,438	..	5,773	..	10,779
1951	2,019	..	1,546	..	1,867	..	5,874	..	11,306
1952	3,107	..	1,802	..	1,887	..	5,657	..	12,453
1953	1,528	..	669	..	1,371	..	2,820	..	6,388
1954	1,097	..	879	..	922	..	4,660	..	7,558
1955	2,166	..	1,064	..	1,187	..	3,791	..	8,208
1956	1,913	..	845	..	1,565	..	4,162	..	8,485
1957	1,176	..	709	..	1,180	..	3,053	..	6,118
1958	1,827	..	800	..	1,006	..	2,251	..	5,884
1959	1,667	..	1,045	..	1,275	..	3,218	..	7,205
1959	..	January	106	..	59	..	86	..	140	..	391
	..	February	196	..	67	..	98	..	199	..	560
	..	March	159	..	59	..	87	..	147	..	452
	..	April	194	..	64	..	81	..	169	..	508
	..	May	102	..	63	..	80	..	193	..	438
	..	June	96	..	58	..	111	..	276	..	541
	..	July	108	..	109	..	131	..	608	..	956
	..	August	157	..	106	..	141	..	505	..	909
	..	September	110	..	83	..	117	..	154	..	464
	..	October	86	..	146	..	114	..	297	..	643
	..	November	169	..	164	..	123	..	256	..	712
	..	December	184	..	67	..	106	..	274	..	631
1960	..	January	156	..	47	..	145	..	114	..	462
	..	February	117	..	43	..	148	..	235	..	543
	..	March	170	..	46	..	83	..	182	..	481
	..	April	179	..	56	..	86	..	238	..	559
	..	May	138	..	84	..	104	..	245	..	571
	..	June	127	..	49	..	140	..	206	..	522
	..	July	75	..	22	..	87	..	862	..	1,046
	..	August	97	..	119	..	78	..	484	..	778
	..	September	118	..	106	..	99	..	1,609	..	1,932

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
	Colombo	734	80	653	72	1,204	63	3,036	169	5,627	384
Negombo	799	15	863	—	228	4	1,461	5	3,351	24
Kalutara	91	—	56	—	121	—	397	3	665	3
Galle	140	1	61	—	146	2	539	7	886	10
Kandy	112	2	72	1	154	3	386	2	724	8
Nawalapitiya	14	1	11	—	37	—	200	—	262	1
Kurunegala	92	1	46	—	90	1	184	1	412	3
Jaffna	140	1	30	2	92	7	98	47	360	57
Batnapura	50	3	64	2	103	2	202	12	419	19
Badulla	51	2	23	—	43	3	127	1	244	6
Batticaloa	18	1	17	1	24	4	100	152	159	158
Kalmunai	19	—	19	—	26	—	66	1,170	130	1,170
Trincomalee	13	2	13	7	35	4	134	17	195	30
Anuradhapura	48	2	30	11	45	2	166	5	289	20
Avissawella	40	—	35	—	120	—	284	5	479	5
Haputale	10	—	22	—	22	—	90	1	144	1
Matara	88	2	92	3	114	2	969	9	1,263	16
Vavuniya	21	3	9	7	21	1	9	1	60	12
Kegalla	41	2	57	—	54	1	110	2	262	5
Matale	15	—	17	—	19	—	51	—	102	—
Total	2,536	118	2,190	106	2,698	99	8,609	1,609	16,033	1,932

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	.. 4	.. Not available	.. Not available
1940	.. 36	.. 9,732*	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048‡	.. 66‡	.. 12,399	.. 25,937
1945	.. 28	.. 3,514	.. 4,285	.. 53	.. 28,875	.. 153,388‡
1946	.. 87	.. 15,259	.. 31,830‡	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,174
1948	.. 33	.. 23,100	.. 49,933‡	.. 20	.. 1,065	.. 2,497‡
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576‡
1950	.. 82	.. 22,808	.. 85,837	.. 28	.. 5,471	.. 22,617
1951	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	.. 39	.. 6,168	.. 46,990
1953	.. 33	.. 363,600	.. 430,586	.. 54	.. 14,482	.. 31,996
1954	.. 59	.. 86,450	.. 391,200	.. 55	.. 15,381	.. 85,569
1955	.. 60	.. 11,437	.. 69,913	.. 47	.. 11,293	.. 36,016
1956	.. 99	.. 56,908	.. 200,888	.. 115	.. 31,852	.. 152,966
1957	.. 177	.. 297,061	.. 618,050	.. 127	.. 70,239	.. 190,443
1958	.. 123	.. 39,372	.. 340,632	.. 96	.. 42,713	.. 399,228
1959	.. 177	.. 47,318	.. 352,145	.. 71	.. 42,933	.. 463,119
1960 Jan. to August	.. 76	.. 25,381	.. 170,626	.. 13	.. 614	.. 2,051
1959 January	.. 18	.. 4,095	.. 21,904	.. 8	.. 4,947	.. 21,180
February	.. 13	.. 3,789	.. 10,566	.. 11	.. 2,618	.. 13,595
March	.. 10	.. 4,115	.. 19,888	.. 3	.. 265	.. 1,245
April	.. 18	.. 5,235	.. 29,181	.. 3	.. 278	.. 832
May	.. 17	.. 4,472	.. 22,449	.. 9	.. 1,169	.. 3,919
June	.. 12	.. 2,785	.. 21,044	.. 20	.. 17,717	.. 77,384
July	.. 23	.. 4,690	.. 37,783	.. 7	.. 15,118	.. 343,025
August	.. 11	.. 4,228	.. 22,983	.. 1	.. 31	.. 141
September	.. 13	.. 2,438	.. 8,034	.. 2	.. 632	.. 973
October	.. 12	.. 3,300	.. 57,806	.. Nil	.. —	.. —
November	.. 20	.. 5,098	.. 54,192	.. 1	.. 20	.. 40
December	.. 10	.. 3,073	.. 46,315	.. 6	.. 138	.. 784
1960 January §	.. § 15	.. 4,580	.. 33,975	.. —	.. —	.. —
February	.. 14	.. 2,820	.. 23,145	.. 1	.. 24	.. 48
March	.. § 12	.. 2,344	.. 9,542	.. 1	.. —	.. —
April	.. 9	.. 6,708	.. 11,416	.. 2	.. 188	.. 188
May	.. § 11	.. 2,819	.. 24,860	.. 3	.. 279	.. 620
June	.. § 4	.. 1,845	.. 7,442	.. 2	.. 208	.. 484
July	.. 6	.. 2,483	.. 53,788	.. 2	.. 27	.. 239
August	.. 5	.. 1,782	.. 6,458	.. 2	.. 88	.. 472

*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.

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

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

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea ..	3	..	628	..	5,289	..
Rubber ..	2	..	1,154	..	1,169	..
Tea-cum-Rubber ..	—	..	—	..	—	..
Coconut ..	—	..	—	..	—	..
Coconut-cum-Rubber ..	—	..	—	..	—	..
Total ..	5		1,782		6,458	
Engineering ..	1	..	44	..	396	..
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 ..	—	..	—	..	—	..
Service Institutions ..	—	..	—	..	—	..
Factories, Workshops, &c., run by the State ..	—	..	—	..	—	..
Textile ..	1	..	44	..	76	..
Relief Schemes ..	—	..	—	..	—	..
Wholesale and Retail Distribution ..	—	..	—	..	—	..
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—	..
Beedi Manufacturing ..	—	..	—	..	—	..
Hotel ..	—	..	—	..	—	..
Tile Manufacturing ..	—	..	—	..	—	..
Miscellaneous ..	—	..	—	..	—	..
Total ..	2		88		472	
Grand Total ..	7		1,870		6,930	

TABLE X—CLASSIFICATION OF THE STRIKES IN AUGUST, 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	—	44
2. Wage increases, Higher rates for piece work, &c. ..	—	1	—	44
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	1	—	15	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	1	—	118	—
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Factional disputes and domestic matters ..	1	—	95	—
8. External matters (e.g., arrest by Police, &c.) ..	—	—	—	—
9. Assaults by employer or agent or others ..	1	—	415	—
10. General demands ..	—	—	—	—
11. Sympathetic strikes ..	1	—	1,139	—
Total ..	5	2	1,782	88

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 : November, 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>
(1) Baking Trade						
<i>Monthly Rates :</i>						
Class "A" Worker: foreman, cooks, "short eats" makers, pastry makers, cake decorators ..	70	0	..	56	45	.. 126 45
Class "B" Worker: dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators ..	55	0	..	52	50	.. 107 50
Class "C" Worker: flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trays, bun trays, cake trays, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen ..	39	0	..	40	72	. 79 72
(2) Beedi Manufacturing Trade						
<i>Piece Rates :</i>						
"Nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—						
(a) beedies 2 ins. long	5	0	..	—	..	5 0
(b) beedies 2½ ins. long	6	0	..	—	..	6 0
(c) beedies 3 ins. long	7	0	..	—	..	7 0
"Nool" (thread) beedi rolling (inclusive of filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—						
(a) beedies 2 ins. long	3	34	..	—	..	3 34
(b) beedies 2½ ins. long	4	0	..	—	..	4 0
(c) beedies 3 ins. long	4	66	..	—	..	4 66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—						
(a) beedies 2 ins. long	1	67	..	—	..	1 67
(b) beedies 2½ ins. long	2	0	..	—	..	2 0
(c) beedies 3 ins. long	2	34	..	—	..	2 34
Fixing ring labels to rolled beedies, per 1,000 beedies	0	50	..	—	..	0 50

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(3) Building Trade					
<i>Daily Rates :</i>					
Unskilled labourers—					
Male labourers not under 18 years	..	1 40	..	2 3	.. 3 43
Female labourers not under 18 years	..	1 10	..	2 3	.. 3 13
Labourers irrespective of sex, under 18 years..	..	0 90	..	2 3	.. 2 93
Semi-skilled Grade II	..	1 65	..	2 13	.. 3 78
Semi-skilled Grade I	..	1 80	..	2 13	.. 3 93
Skilled	..	2 0	..	2 13	.. 4 13

(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	..	52 66	.. 89 16
Semi-skilled	..	43 0	..	55 26	.. 98 26
Skilled Grade II	..	55 0	..	57 08	.. 112 8
Skilled Grade I	..	66 0	..	57 08	.. 123 8

B—Clerical—

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

Outside the Municipal Areas

A—Non-clerical—

Unskilled..	..	36 50	..	52 66	.. 89 16
Semi-skilled	..	40 0	..	55 26	.. 95 26
Skilled Grade II	..	47 0	..	57 08	.. 104 8
Skilled Grade I	..	61 0	..	57 08	.. 118 8

B—Clerical—

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

Month : November, 1960

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.

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

Daily Rates :

Male worker not under 16 years ..	..	1 10	..	1 15	..	2 25
Female worker not under 15 years ..	..	0 90	..	0 86	..	1 76
Child worker ..	..	0 65	..	0 79	..	1 44

(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 15	..	2 55
Male not under 16 years ..	..	1 25	..	1 15	..	2 40
Female not under 15 years ..	..	1 5	..	0 86	..	1 91
Male worker under 16 years or Female worker under 15 years ..	..	0 80	..	0 79	..	1 59

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

(8) Coconut Manufacturing Trade

Daily Rates :

In the manufacture of (1), desiccated coconut, (2) coconut oil, (3) fibre and (4) coir products—

Kangany ..	..	1 80	..	2 0	..	3 80
Male not under 18 years ..	..	1 40	..	2 0	..	3 40
Female not under 18 years ..	..	1 15	..	1 66	..	2 81
Worker, irrespective of sex, under 18 years ..	..	1 15	..	1 59	..	2 74

Piece Rate :

(a) In the manufacture of desiccated coconuts :—

(1) husking nuts, per 1,000 nuts ..	..	2 19	..	—	..	2 19
(2) removing shells (hatchetting) per 1,000 nuts ..	..	1 13	..	—	..	1 13
(3) removing parings, per 1,000 nuts ..	..	1 13	..	—	..	1 13

Month : November, 1960

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(8) Coconut Manufacturidg Trade (contd.)					
(4) washing coconut meat and disintegrating, per 1,000 pounds	0	88	—	..	0 88
(5) drying, per 1,000 pounds	1	31	—	..	1 31
(6) sifting and grading, per 1,000 pounds	1	6	—	..	1 6
(7) packing and stencilling per case of 120 to 130 pounds	0	10	—	..	0 10
(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—					
(1) crushing husks per cwt. (wet weight of bristle fibre)	0	94	—	..	0 94
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre)	0	94	—	..	0 94
(3) cleaning mattress fibre, drying and baling per cwt... ..	0	31	—	..	0 31
(4) hanking bristle fibre and tying, per cwt.	1	50	—	..	1 50
(5) manufacture of mats and matting—					
(i) mats, per sq. ft.	0	44	—	..	0 44
(ii) matting, per square yard	0	15	—	..	0 15
(6) hackling bristle fibre and tying, per cwt.	3	25	—	..	3 25

(9) Dock, Harbour and Port Transport Trade

Monthly Rates :

Manual Work—

Special Grade	65	0	33	25	98	25
Skilled Grade	55	0	29	25	84	25
Semi-skilled Grade	45	0	26	25	71	25
Unskilled Grade I	37	0	26	25	63	25
Unskilled Grade II	31	0	26	25	57	25

Women Workers—

Female kanganies	35	0	26	25	61	25
Female labourers	30	0	26	25	56	25

Non-manual Workers—

Special Grade	75	0	39	0	114	0
Grade I	55	0	29	25	84	25

Piece Rates :

Lighters from 20 to 60 tons—

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

Month : November, 1960

Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(9) Dock, Harbour and Port Transport Trade (contd.)

Lighters over 60 but under 80 tons—

Lightermen, per trip ..	.	7 0	..	—	..	7 0
Assistant Tindals, per trip ..	..	7 25	..	—	..	7 25
Tindals, per trip ..	..	7 50	..	—	..	7 50

Lighters 80 tons and over—

Lightermen, per trip ..	..	8 0	..	—	..	8 0
Assistant Tindals, per trip ..	..	8 50	..	—	..	8 50
Tindals, per trip ..	..	9 0	..	—	..	9 0

(Note.—The above rates shall be increased by—

(i) 50 cents for—

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

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.

(10) Engineering Trade

Daily Rates :

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

Trade Learners and Apprentices—

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

(11) Match Manufacturing Trade

Daily Rates :

Grade I—

Male 18 years and over	..	..	2 0	..	1 76	..	3 76
Female 18 years and over	..	..	1 64	..	1 66	..	3 30
Young person over 14 years but under 18 years	..	..	1 25	..	1 36	..	2 61

Grade II—

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

Grade III—

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

Grade IV—

Watcher	1 70	..	1 76	..	3 46
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(12) Motor Transport Trade

Monthly Rates :

Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100 0	..	60 42	..	160 42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt.	..	..	90 0	..	60 42	..	150 42

Month : November, 1960

Class of Worker

	Month : November, 1960		Total
	Basic Wage	Special Allowance	
	Rs. c.	Rs. c.	Rs. c.

(12) Motor Transport Trade (contd.)

Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses ..	85 0	57 92	142 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate) ..	100 0	60 42	160 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate ..	70 0	55 42	125 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67 50	60 42	127 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. ..	60 0	56 62	116 62
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses ..	50 0	56 62	106 62
Class I Workers : Omnibus checkers or time-keepers	60 0	56 62	116 62
Class J Workers : Omnibus Inspectors and omnibus stand supervisors ..	90 0	56 62	146 62
Class K Workers : Porters engaged by employers who use the motor transport trade as incidental to the carrying on of some other trade and all other workers other than those workers specified in the preceding items ..	45 0	47 17	92 17

Daily Rates :

Class A worker ..	4 0	2 52	6 52
„ B „ ..	4 0	2 52	6 52
„ C „ ..	3 25	2 52	5 77
„ D „ ..	4 0	2 52	6 52
„ E „ ..	2 75	2 27	5 02
„ F „ ..	2 75	2 52	5 27
„ G „ ..	2 50	2 52	5 02
„ H „ ..	2 25	2 52	4 77
„ K „ ..	1 50	1 76	3 26

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

* “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 : November, 1960

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(13) Plumbago Trade						
<i>Daily Rates :</i>						
Underground workers—						
Basses	2	75	1	21	3	96
Kanganies } Loaders } Overseers }	2	25	1	21	3	46
Shift bosses	2	8	1	21	3	29
Blasters } Drillers (hand and machine) } Shaft drivers } Stoppers (excavators) } Timbermen }	2	0	1	21	3	21
Muckers } Trolley-men } Unskilled labourers }	1	50	1	21	2	71
Onsetters or Donakatakarayas ..	2	25	1	21	3	46
Underground and surface workers—						
Electricians } Enginemen } Fitters } Hoistmen } Mechanics } Pumpmen } Winchmen }	2	50	1	21	3	71
Checkers	2	25	1	21	3	46
Electricians (assistants) } Fitters (assistants) } Windlassmen (dabare workers) } Mechanics (assistant) }	1	50	1	21	2	71
Surface workers—						
Carpenters } Masons }	2	50	1	21	3	71
Overseers	2	25	1	21	3	46
Blacksmiths } Boilermen } Drill sharpeners }	2	0	1	21	3	21
Firewood carriers and splitters ..	1	60	1	21	2	81
Carters } Watchers }	1	50	1	21	2	71
Bakkikarayas or Banksmen ..	2	0	1	21	3	21
Cooks } Smithy boys } Unskilled labourers }	1	24	1	21	2	45

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 83 cents.

Month: November, 1960

Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(13) Plumbago Trade (contd.)

Workers employed in curing and dressing—

(A) as overseers and kanganies ..	2 0	1 41	3 41
(B) on different jobs—			
(i) Within the Colombo area—			
Male worker not under 18 years ..	1 25	1 41	2 66
Female worker not under 18 years ..	1 0	1 10	2 10
Worker under 18 years ..	0 50	1 3	1 53
(ii) Outside the Colombo area—			
Male worker not under 18 years ..	1 0	1 41	2 41
Female worker not under 18 years ..	0 84	1 10	1 94
Worker under 18 years ..	0 40	1 3	1 43

("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	98 42	208 42
Class B Workers: Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)	87 50	79 42	166 92
Class C, Grade I Workers: Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	65 0	69 92	134 92
Class C, Grade II Workers: Platen Machine Minders	60 0	65 8	125 8
Class D Workers: Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50 0	60 42	110 42
Class E Workers: Unskilled workers not under 18 years of age	42 0	58 9	100 9
Class F Workers: Unskilled workers under 18 years of age	20 0	39 52	59 52
Class G Workers: Watchers	44 0	60 42	104 42
Class A—1st year learner	33 0	42 72	75 72
" B " "	26 0	37 2	63 2
" C Grade I, 1st year learner	24 0	38 92	62 92
" C " II " "	22 0	37 2	59 2
" D—1st year learner	19 0	35 12	54 12

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(14) Printing Trade (contd.)					
Class A—2nd year learner	44 0	..	50 82	.. 94 82
„ B „ „	36 0	..	48 92	.. 84 92
„ C Grade I, 2nd year learner	29 0	..	44 8	.. 73 8
„ C „ II „ „	27 0	..	41 75	.. 68 75
„ D—2nd year learner	23 0	..	39 42	.. 62 42
Class A—3rd year learner	56 0	..	58 92	.. 114 92
„ B „ „	49 0	..	55 12	.. 104 12
„ C Grade I, 3rd year learner	36 0	..	49 42	.. 85 42
„ C „ II, „ „	32 0	..	46 48	.. 78 48
„ D—3rd year learner	28 0	..	43 72	.. 71 72
Class A—4th year learner	71 0	..	70 82	.. 141 82
„ B „ „	64 0	..	64 8	.. 128 8
„ C Grade I, 4th year learner	44 0	..	57 9	.. 101 9
„ C „ II, „ „	39 0	..	53 41	.. 92 41
„ D—4th year learner	34 0	..	49 92	.. 83 92
Class A—5th year learner	88 0	..	83 22	.. 171 22

(15) Rubber Export Trade

Daily Rates :

A. Male workers not under 18 years—

(a) Grade II ..	..	1 40	..	2 3	.. 3 43
(b) Intermediate Grade ..	..	1 60	..	2 13	.. 3 73
(c) Grade I ..	..	1 80	..	2 13	.. 3 93
(d) Watchers ..	..	1 70	..	2 13	.. 3 83

B. Female workers not under 18 years of age—

(a) Grade II					
Workers employed in work other than sorting ..	..	1 15	..	1 91	.. 3 6
(b) Grade I					
Workers employed in sorting ..	..	1 30	..	1 91	.. 3 21

C. Workers over 14 years but under 15 years ..	..	0 80	..	1 53	.. 2 33
„ 15 „ 16 „ ..	..	0 90	..	1 58	.. 2 48
„ 16 „ 17 „ ..	..	1 0	..	1 63	.. 2 63
„ 17 „ 18 „ ..	..	1 15	..	1 73	.. 2 88

(16) Rubber Growing and Manufacturing Trade

Daily Rates :

Male worker not under 16 years ..	..	1 40	..	1 15	.. 2 55
Female worker not under 15 years ..	..	1 30	..	0 86	.. 2 16
Child worker ..	..	1 5	..	0 79	.. 1 84

Class of Worker

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

(17) Tea Export Trade

Daily Rates :

A. Male workers not under 18 years—

(a) Grade II	..	..	1 40	..	2 3	..	3 43
(b) Intermediate Grade	..	..	1 60	..	2 13	..	3 73
(c) Grade I	..	..	1 80	..	2 13	..	3 93
(d) Box makers and repairers	1 60	..	2 13	..	3 73
(e) Watchers	1 70	..	2 13	..	3 83

B. Female workers not under 18 years	1 15	..	1 91	..	3 6
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C. Workers over 14 years but under 15 years	0 80	..	1 53	..	2 33
---	----	----	------	----	------	----	------

..	15	..	16	..	0 90	..	1 58	..	2 48
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..	16	..	17	..	1 0	..	1 63	..	2 63
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..	17	..	18	..	1 15	..	1 73	..	2 88
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(18) Tea Growing and Manufacturing Trade

Daily Rates :

Male worker not under 16 years	1 25	..	0 15	..	2 40
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Female worker not under 15 years	1 5	..	0 86	..	1 91
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Child worker	0 80	..	0 79	..	1 59
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(19) Toddy, Arrack and Vinegar Trade

Monthly Rates :

Tope kangany	115 0	..	—	..	115 0
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Toddy tavern watcher	63 0	..	—	..	63 0
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Arrack tavern watcher	63 0	..	—	..	63 0
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Tope watcher	50 0	..	—	..	50 0
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Collecting station manager	85 0	..	—	..	85 0
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Selling toddy at tavern	80 0	..	—	..	80 0
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Selling arrack at tavern	75 0	..	—	..	75 0
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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
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Distilling toddy at distillery	100 0	..	—	..	100 0
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Daily Rates :

Bottling, corking and labelling arrack bottles	3 0	..	—	..	3 0
--	----	----	-----	----	---	----	-----

Unskilled labourers	3 0	..	—	..	3 0
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Month : November, 1960

Class of Worker	Month : November, 1960		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(19) Toddy, Arrack and Vinegar Trade (contd.)			
<i>Piece Rates :</i>			
Coupling of coconut palms, for each coupling ..	0 70 ..	— ..	0 70
Changing ropes, for each coupling ..	0 35 ..	— ..	0 35
Cutting and removing ropes, for each coupling ..	0 30 ..	— ..	0 30
Laddering coconut palms, for each tope not exceeding 110 palms ..	35 0 ..	— ..	35 0
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns, for each gallon of toddy delivered by worker—			
Galle District ..	0 54 ..	— ..	0 54
Western Province ..	0 61 ..	— ..	0 61
Chilaw District ..	0 64 ..	— ..	0 64
Nuwara Eliya or Kandy District ..	0 65 ..	— ..	0 65
Matara, Jaffna or Matale District ..	0 72 ..	— ..	0 72
Puttalam, Anuradhapura or Hambantota District ..	0 77 ..	— ..	0 77
Badulla, Ratnapura, Kurunegala or 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 November, 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 57½	1 20	0 52½	0 43	0 95½	0 40	0 39½	0 79½	½
1	1 25	1 15	2 40	1 05	0 86	1 91	0 80	0 79	1 59	1
2	2 50	2 30	4 80	2 10	1 72	3 82	1 60	1 58	3 18	2
3	3 75	3 45	7 20	3 15	2 58	5 73	2 40	2 37	4 17	3
4	5 00	4 60	9 60	4 20	3 44	7 64	3 20	3 16	6 36	4
5	6 25	5 75	22 00	5 25	4 30	9 55	4 00	3 95	7 95	5
6	7 50	6 90	14 40	6 30	5 16	11 46	4 80	4 74	9 54	6
7	8 75	8 05	16 80	7 35	6 02	13 37	5 60	5 53	11 13	7
8	10 00	9 20	19 20	8 40	6 88	15 28	6 40	6 32	12 72	8
9	11 25	10 35	21 60	9 45	7 74	17 19	7 20	7 11	14 31	9
10	12 50	11 50	24 00	10 50	8 60	19 10	8 00	7 90	15 90	10
11	13 75	12 65	26 40	11 55	9 46	21 01	8 80	8 69	17 49	11
12	15 00	13 80	28 80	12 60	10 32	22 92	9 60	9 48	19 88	12
13	16 25	14 95	31 20	13 65	11 18	24 83	10 40	10 27	20 67	13
14	17 50	16 10	33 60	14 70	12 04	26 74	11 20	11 06	22 26	14
15	18 75	17 25	36 00	15 75	12 90	28 65	12 00	11 85	23 85	15
16	20 00	18 40	38 40	16 80	13 76	30 56	12 80	12 64	25 44	16
17	21 25	19 55	40 80	17 85	14 62	32 47	13 60	13 43	27 03	17
18	22 50	20 70	43 20	18 90	15 48	34 38	14 40	14 22	28 62	18
19	23 75	21 85	45 60	19 95	16 34	36 29	15 20	15 61	30 21	19
20	25 00	23 00	48 00	21 00	17 20	38 20	16 00	15 80	31 80	20
21	26 25	24 15	50 40	22 05	18 06	40 11	16 80	16 59	33 39	21
22	27 50	25 30	52 80	23 10	18 92	42 02	17 60	17 38	34 98	22
23	28 75	26 45	55 20	24 15	19 78	43 93	18 40	18 17	36 57	23
24	30 00	27 60	57 60	25 20	20 64	45 84	19 20	18 96	38 16	24
25	31 25	28 75	60 00	26 25	21 50	47 75	20 00	19 75	39 75	25
26	32 50	29 90	62 40	27 30	22 36	49 66	20 80	20 54	41 34	26
27	33 75	31 05	64 80	28 35	23 22	51 57	21 60	21 33	42 93	27
28	35 00	32 20	67 20	29 40	24 08	53 48	22 40	22 12	44 52	28
29	36 25	33 35	69 60	30 45	24 94	55 39	23 20	22 91	46 11	29
30	37 50	34 50	72 00	31 50	25 80	57 30	24 00	23 70	47 70	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
November, 1960, to workers in the Rubber Growing and
Manufacturing Trade**

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. e.	Rs. c.	Rs. e.	Rs. e.	Rs. c.	Rs. e.	Rs. c.	Rs. e.	Rs. e.	
½	0 70	0 57½	1 27½	0 65	0 43	1 08	0 52½	0 39½	0 92	½
1	1 40	1 15	2 55	1 30	0 86	2 16	1 05	0 79	1 84	1
2	2 80	2 30	5 10	2 60	1 72	4 32	2 10	1 58	3 68	2
3	4 20	3 45	7 65	3 90	2 58	6 48	3 15	2 37	5 52	3
4	5 60	4 60	10 20	5 20	3 44	8 64	4 20	3 16	7 36	4
5	7 00	5 75	12 75	6 50	4 30	10 80	5 25	3 95	9 2	5
6	8 40	6 90	15 30	7 80	5 16	12 96	6 30	4 74	11 34	6
7	9 80	8 05	17 85	9 10	6 02	15 12	7 35	5 53	12 88	7
8	11 20	9 20	20 40	10 40	6 88	17 28	8 40	6 32	14 72	8
9	12 60	10 35	22 95	11 70	7 74	19 44	9 45	7 11	16 56	9
10	14 00	11 50	25 50	13 00	8 60	21 60	10 50	7 90	18 40	10
11	15 40	12 65	28 05	14 30	9 46	23 76	11 55	8 69	20 24	11
12	16 80	13 80	30 60	15 60	10 32	25 92	12 60	9 48	22 08	12
13	18 20	14 95	33 15	16 90	11 18	28 68	13 65	10 27	23 92	13
14	19 60	16 10	35 70	18 20	12 04	30 24	14 70	11 06	25 76	14
15	21 00	17 25	38 25	19 50	12 90	32 40	15 75	11 85	27 60	15
16	22 40	18 40	40 80	20 80	13 76	34 56	16 80	12 64	29 44	16
17	23 80	19 55	43 35	22 10	14 62	36 72	17 85	13 43	31 28	17
18	25 20	20 70	45 90	23 40	15 48	38 88	18 90	14 22	33 12	18
19	26 60	21 85	48 45	24 70	16 34	41 04	19 95	15 01	34 96	19
20	28 00	23 00	51 00	26 00	17 20	43 20	21 00	15 80	36 80	20
21	29 40	24 15	53 55	27 30	18 06	45 36	22 05	16 19	38 64	21
22	30 80	25 30	56 10	28 60	18 92	47 52	23 10	17 38	40 48	22
23	32 20	26 45	58 65	29 90	19 78	49 68	24 15	18 17	42 32	23
24	33 60	27 60	61 20	31 20	20 64	51 84	25 20	18 96	44 16	24
25	35 00	28 75	63 75	32 50	21 50	54 00	26 25	19 75	46 00	25
26	36 40	29 90	66 30	33 80	22 36	56 16	27 30	20 54	47 84	26
27	37 80	31 05	68 85	35 10	23 22	58 32	28 35	21 33	49 68	27
28	39 20	32 20	71 40	36 40	24 08	60 48	29 40	22 12	51 52	28
29	40 60	33 35	73 95	37 70	24 94	62 64	30 45	22 91	53 36	29
30	42 00	34 50	76 50	39 00	25 80	64 80	31 50	23 70	55 20	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 November, 1960, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 57½	1 12½	0 45	0 43	0 88	0 32½	0 39½	0 72	½
1	1 10	1 15	2 25	0 90	0 86	1 76	0 65	0 79	1 44	1
2	2 20	2 30	4 50	1 80	1 72	3 52	1 30	1 58	2 88	2
3	3 30	3 45	6 75	2 70	2 58	5 28	1 95	2 37	4 32	3
4	4 40	4 60	9 00	3 60	3 44	7 04	2 60	3 16	5 76	4
5	5 50	5 75	11 25	4 50	4 30	8 80	3 25	3 95	7 20	5
6	6 60	6 90	13 50	5 40	5 16	10 56	3 90	4 74	8 64	6
7	7 70	8 05	15 75	6 30	6 02	12 32	4 55	5 53	10 08	7
8	8 80	9 20	18 00	7 20	6 88	13 08	5 20	6 32	11 52	8
9	9 90	10 35	20 25	8 10	7 74	15 84	5 85	7 11	12 96	9
10	11 00	11 50	22 50	9 00	8 60	17 60	6 50	7 90	14 40	10
11	12 10	12 65	24 75	9 90	9 46	19 36	7 15	8 69	15 84	11
12	13 20	13 80	27 00	10 80	10 32	21 12	7 80	9 48	17 28	12
13	14 30	14 95	29 25	11 70	11 18	22 88	8 45	10 27	18 72	13
14	15 40	16 10	31 50	12 60	12 04	24 64	9 10	11 06	20 16	14
15	16 50	17 25	33 75	13 50	12 90	26 40	9 75	11 85	21 60	15
16	17 60	18 40	36 00	14 40	13 76	28 16	10 40	12 64	23 04	16
17	18 70	19 55	38 25	15 30	14 62	29 92	11 05	13 43	24 48	17
18	19 80	20 70	40 50	16 20	15 48	31 68	11 70	14 22	25 92	18
19	20 90	21 85	42 75	17 10	16 34	33 44	12 35	15 01	27 36	19
20	22 00	23 00	45 00	18 00	17 20	35 20	13 00	15 80	28 80	20
21	23 10	24 15	47 25	18 90	18 06	36 96	13 65	16 59	30 24	21
22	24 20	25 30	49 50	19 80	18 92	38 72	14 30	17 38	31 68	22
23	25 30	26 45	51 75	20 70	19 78	40 48	14 95	18 17	33 12	23
24	26 40	27 60	54 00	21 60	20 64	42 24	15 60	18 96	34 56	24
25	27 50	28 75	56 25	22 50	21 50	44 00	16 25	19 75	36 00	25
26	28 60	29 90	58 50	23 40	22 36	45 76	16 90	20 54	37 44	26
27	29 70	31 05	60 75	24 30	33 22	47 52	17 55	21 33	38 88	27
28	30 80	32 20	63 00	25 20	24 08	49 28	18 20	22 12	40 32	28
29	31 90	33 35	65 25	26 10	24 94	51 04	18 85	22 91	41 76	29
30	33 00	34 50	67 50	27 00	25 80	52 80	19 50	23 70	43 20	30

*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 November, 1960, to workers in the Coconut Growing and Manufacturing Trade

No. of Days	<i>The Coconut Growing Trade</i>				<i>The Coconut Manufacturing Trade</i>				No. of Days
	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 27½	1 20	0 95½	0 79½	1 90	1 70	1 40½	1 37	½
1	2 55	2 40	1 91	1 59	3 80	3 40	2 81	2 74	1
2	5 10	4 80	3 82	3 18	7 60	6 80	5 62	5 48	2
3	7 65	7 20	5 73	4 77	11 40	10 20	8 43	8 22	3
4	10 20	9 60	7 64	6 36	15 20	13 60	11 24	10 96	4
5	12 75	12 00	9 55	7 95	19 00	17 00	14 05	13 70	5
6	15 30	14 40	11 46	9 54	22 80	20 40	16 86	16 44	6
7	17 85	16 80	13 37	11 13	26 60	23 80	19 67	19 18	7
8	20 40	19 20	15 28	12 72	30 40	27 20	22 48	21 92	8
9	22 95	21 60	17 19	14 31	34 20	30 60	25 29	24 66	9
10	25 50	24 00	19 10	15 90	38 00	34 00	28 10	27 40	10
11	28 05	26 40	21 01	17 49	41 80	37 40	30 91	30 14	11
12	30 60	28 80	22 92	19 08	45 60	40 80	33 72	32 88	12
13	33 15	31 20	24 83	20 67	49 40	44 20	36 53	35 62	13
14	35 70	33 60	26 74	22 26	53 20	47 60	39 34	38 36	14
15	38 25	36 00	28 65	23 85	57 00	51 00	42 15	41 10	15
16	40 80	38 40	30 56	25 44	60 80	54 40	44 96	43 84	16
17	43 35	40 80	32 47	27 03	64 60	57 80	47 77	46 58	17
18	45 90	43 20	34 38	28 62	68 40	61 20	50 58	49 32	18
19	48 45	45 60	36 29	30 21	72 20	64 60	53 39	52 06	19
20	51 00	48 00	38 20	31 80	76 00	68 00	56 20	54 80	20
21	53 55	50 40	40 11	33 39	79 80	71 40	59 01	57 54	21
22	56 10	52 80	42 02	34 98	83 60	74 80	61 82	60 28	22
23	58 65	55 20	43 93	36 57	87 40	78 20	64 63	63 02	23
24	61 20	57 60	45 84	38 16	91 20	81 60	67 44	65 76	24
25	63 75	60 00	47 75	39 75	95 00	85 00	70 25	68 50	25
26	66 30	62 40	49 66	41 34	98 80	88 40	73 06	71 24	26
27	68 85	64 80	51 57	42 93	102 60	91 80	75 87	73 98	27
28	71 40	67 20	53 48	44 52	106 40	95 20	78 68	76 72	28
29	73 95	69 60	55 39	46 11	110 20	98 60	81 49	79 46	29
30	76 50	72 00	57 30	47 70	114 00	102 00	84 30	82 20	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 November, 1960, to workers in the Rubber Export Trade

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

APPENDIX III (C)

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

APPENDIX III (D)

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

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

APPENDIX III (E)

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

APPENDIX III (F)

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

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
½	1 71½	1 56½	1 46½	1 89	1 96½	2 06½	½
1	3 43	3 13	2 93	3 78	3 93	4 13	1
2	6 86	6 26	5 86	7 56	7 86	8 26	2
3	10 29	9 39	8 79	11 34	11 79	12 39	3
4	13 72	12 52	11 72	15 12	15 72	16 52	4
5	17 15	15 65	14 65	18 90	19 65	20 65	5
6	20 58	18 78	17 58	22 68	23 58	24 78	6
7	24 01	21 91	20 51	26 46	27 51	28 91	7
8	27 44	25 04	23 44	30 24	31 44	33 04	8
9	30 87	28 17	26 37	34 02	35 37	37 17	9
10	34 30	31 30	29 30	37 80	39 30	41 30	10
11	37 73	34 43	32 23	41 58	43 23	45 43	11
12	41 16	37 56	35 16	45 36	47 16	49 56	12
13	44 59	40 69	38 09	49 14	51 09	53 69	13
14	48 02	43 82	41 02	52 92	55 02	57 82	14
15	51 45	46 95	43 95	56 70	58 95	61 95	15
16	54 88	50 08	46 88	60 48	62 88	66 08	16
17	58 31	53 21	49 81	64 26	66 81	70 21	17
18	61 74	56 34	52 74	68 04	70 74	74 34	18
19	65 17	59 47	55 67	71 82	74 67	78 47	19
20	68 60	62 60	58 60	75 60	78 60	82 60	20
21	72 03	65 73	61 53	79 38	82 53	86 73	21
22	75 46	68 86	64 46	83 16	86 46	90 86	22
23	78 89	71 99	67 39	86 94	90 39	94 99	23
24	82 32	75 12	70 32	90 72	94 32	99 12	24
25	85 75	78 25	73 25	94 50	98 25	103 25	25
26	89 18	81 38	76 18	98 28	102 18	107 38	26
27	92 61	84 51	79 11	102 06	106 11	111 51	27
28	96 04	87 64	82 04	105 84	110 04	115 64	28
29	99 47	90 77	84 97	109 62	113 97	119 77	29
30	102 90	93 90	87 90	113 40	117 90	123 90	30

“ 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 November 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>	
$\frac{1}{2}$	3 26	2 88½	2 51	2 63½	2 38½	1 63	$\frac{1}{2}$
1	6 52	5 77	5 02	5 27	4 77	3 26	1
2	13 04	11 54	10 04	10 54	9 54	6 52	2
3	19 56	17 31	15 06	15 81	14 31	9 78	3
4	26 08	23 08	20 08	21 08	19 08	13 04	4
5	32 60	28 85	25 10	26 35	23 85	16 30	5
6	39 12	34 62	30 12	31 62	28 62	19 56	6
7	45 64	40 39	35 14	36 89	33 39	22 82	7
8	52 16	46 16	40 16	42 16	38 16	26 08	8
9	58 68	51 93	45 18	47 43	42 93	29 34	9
10	65 20	57 70	50 20	52 70	47 70	32 60	10
11	71 72	63 47	55 22	57 97	52 47	35 86	11
12	78 24	69 24	60 24	63 24	57 24	39 12	12
13	84 76	75 01	65 26	68 51	62 01	42 38	13
14	91 28	80 78	70 28	73 78	66 78	45 64	14
15	97 80	86 55	75 30	79 05	71 55	48 90	15
16	104 32	92 32	80 32	84 32	76 32	52 16	16
17	110 84	98 09	85 34	89 59	81 09	55 42	17
18	117 36	103 86	90 36	94 86	85 86	58 68	18
19	123 88	109 63	95 38	100 13	90 63	61 94	19
20	130 40	115 40	100 40	105 40	95 40	65 20	20
21	136 92	121 17	105 42	110 67	100 17	68 46	21
22	143 44	126 94	110 44	115 94	104 94	71 72	22
23	149 96	132 71	115 46	121 21	109 71	74 98	23
24	156 48	138 48	120 48	126 48	114 48	78 24	24
25	163 00	144 25	125 50	131 75	119 25	81 50	25
26	169 52	150 02	130 52	137 02	124 02	84 76	26
27	176 04	155 79	135 54	142 29	128 79	88 02	27
28	182 56	161 56	140 56	147 56	133 56	91 28	28
29	189 08	167 33	145 58	152 83	138 33	94 54	29
30	195 60	173 10	150 60	158 10	143 10	97 80	30

APPENDIX IV (A)

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

No. of Days	Class A	Class B	Class C	Class D	Class E	Class F	Class G	Class H	Class J	Class K	No. of Days
	Class D	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Class I	Rs. c.	Rs. c.	Rs. c.	
½		3 08½	2 89½	2 75	2 41	2 46	2 24½	2 05	2 82	1 77½	½
1		6 17	5 79	5 50	4 82	4 92	4 49	4 10	5 64	3 55	1
2		12 34	11 57	10 99	9 65	9 84	8 97	8 20	11 28	7 09	2
3		18 51	17 36	16 49	14 47	14 76	13 46	12 30	16 92	10 64	3
4		24 68	23 14	21 99	19 30	19 68	17 94	16 40	22 56	14 18	4
5		30 85	28 93	27 48	24 12	24 60	22 43	20 50	28 20	17 73	5
6		37 02	34 71	32 98	28 94	29 52	26 91	24 60	33 84	21 27	6
7		43 19	40 50	38 48	33 77	34 44	31 40	28 71	39 47	24 82	7
8		49 36	46 28	43 98	38 59	39 36	35 88	32 81	45 11	28 36	8
9		55 53	52 07	49 47	43 41	44 28	40 37	36 91	50 75	31 91	9
10		61 70	57 85	54 97	48 24	49 20	44 85	41 01	56 39	35 45	10
11		67 87	63 64	60 47	53 06	54 12	49 34	45 11	62 03	39 00	11
12		74 04	69 42	65 96	57 89	59 04	53 82	49 21	67 67	42 54	12
13		80 21	75 21	71 46	62 71	63 96	58 31	53 31	73 31	46 09	13
14		86 38	81 00	76 96	67 53	68 88	62 80	57 41	78 95	49 63	14
15		92 55	86 78	82 45	72 36	73 80	67 28	61 51	84 59	53 18	15
16		98 72	92 57	87 95	77 18	78 72	71 77	65 61	90 23	56 72	16
17		104 89	98 35	93 55	82 01	83 64	76 25	69 71	95 87	60 27	17
18		111 06	104 14	98 94	86 83	88 56	80 74	73 81	101 51	63 81	18
19		117 23	109 92	104 44	91 65	93 48	85 22	77 91	107 15	67 36	19
20		123 40	115 71	109 94	96 48	98 40	89 71	82 02	112 78	70 90	20
21		129 57	121 49	115 44	101 30	103 32	94 19	86 12	118 42	74 45	21
22		135 74	127 28	120 93	106 12	108 24	98 68	90 22	124 06	77 99	22
23		141 91	133 06	126 43	110 95	113 16	103 16	94 32	129 70	81 54	23
24		148 08	138 85	131 93	115 77	118 08	107 65	98 42	135 34	85 08	24
25		154 25	144 63	137 42	120 60	123 00	112 13	102 52	140 98	88 63	25
26		160 42	150 42	142 92	125 42	127 92	116 62	106 62	146 62	92 17	26
27		170 05	159 45	151 50	132 95	135 60	123 62	113 02	155 42	97 70	27
28		179 68	168 48	160 08	140 48	143 28	130 62	119 42	164 22	103 23	28
29		189 31	177 51	168 66	148 01	150 96	137 62	125 82	173 02	108 76	29
30		198 94	186 54	177 24	155 54	158 64	144 62	132 22	181 82	114 29	30

APPENDIX IV (B)

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

<i>No. of Days</i>	<i>Class A</i>	<i>Class B</i>	<i>Class C</i>	<i>No. of Days</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	2 43	2 06½	1 53½	½
1	4 86	4 13	3 07	1
2	9 73	8 27	6 13	2
3	14 59	12 40	9 20	3
4	19 45	16 54	12 26	4
5	24 32	20 67	15 33	5
6	29 18	24 81	18 40	6
7	34 04	28 94	21 46	7
8	38 91	33 08	24 53	8
9	43 77	37 21	27 60	9
10	48 63	41 35	30 66	10
11	53 50	45 48	33 73	11
12	58 36	49 62	36 79	12
13	63 22	53 75	39 86	13
14	68 09	57 88	42 93	14
15	72 95	62 02	45 99	15
16	77 82	66 15	49 06	16
17	82 68	70 29	52 12	17
18	87 54	74 42	55 19	18
19	92 41	78 56	58 26	19
20	97 27	82 69	61 32	20
21	102 13	86 83	64 39	21
22	107 00	90 96	67 46	22
23	111 86	95 10	70 52	23
24	116 72	99 23	73 59	24
25	121 59	103 37	76 65	25
26	126 45	107 50	79 72	26

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

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

APPENDIX V (A) (i)

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

No. of Days	Workers other than Apprentices								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.	
½	4 01	3 21	2 59½	2 40½	2 12½	1 92½	1 14½	2 01	½
1	8 02	6 42	5 19	4 81	4 25	3 85	2 29	4 02	1
2	16 03	12 84	10 38	9 62	8 49	7 70	4 58	8 03	2
3	24 05	19 26	15 57	14 43	12 74	11 55	6 87	12 05	3
4	32 06	25 68	20 76	19 24	16 99	15 40	9 16	16 06	4
5	40 08	32 10	25 95	24 05	21 23	19 25	11 45	20 08	5
6	48 10	38 52	31 14	28 86	25 48	23 10	13 74	24 10	6
7	56 11	44 94	36 32	33 68	29 73	26 95	16 02	28 11	7
8	64 13	51 36	41 51	38 49	33 98	30 80	18 31	32 13	8
9	72 15	57 78	46 70	43 30	38 22	34 65	20 60	36 15	9
10	80 16	64 20	51 89	48 11	42 47	38 50	22 89	40 16	10
11	88 18	70 62	57 08	52 92	46 72	42 35	25 18	44 18	11
12	96 19	77 04	62 27	57 73	50 96	46 20	27 47	48 19	12
13	104 21	83 46	67 46	62 54	55 21	50 04	29 76	52 21	13
14	112 23	89 88	72 65	67 35	59 46	53 89	32 05	56 23	14
15	120 24	96 30	77 84	72 16	63 70	57 74	34 34	60 24	15
16	128 26	102 72	83 03	76 97	67 95	61 59	36 63	64 26	16
17	136 27	109 14	88 22	81 78	72 20	65 44	38 92	68 27	17
18	144 29	115 56	93 41	86 59	76 44	69 29	41 21	72 29	18
19	152 31	121 98	98 60	91 40	80 69	73 14	43 50	76 31	19
20	160 32	128 40	103 78	96 22	84 94	76 99	45 78	80 32	20
21	168 34	134 82	108 97	101 03	89 19	80 84	48 07	84 34	21
22	176 36	141 24	114 16	105 84	93 43	84 69	50 36	88 36	22
23	184 37	147 66	119 35	110 65	97 68	88 54	52 65	92 37	23
24	192 39	154 08	124 54	115 46	101 93	92 39	54 94	96 39	24
25	200 40	160 50	129 73	120 27	106 17	96 24	57 23	100 40	25
26	208 42	166 92	134 92	125 08	110 42	100 09	59 52	104 42	26
27	225 09	180 27	145 71	135 09	119 25	108 10	64 28	112 77	27
28	241 76	193 62	156 50	145 10	128 08	116 11	69 04	121 12	28
29	258 43	206 97	167 29	155 11	136 91	124 12	73 80	129 47	29
30	275 10	220 32	178 08	165 12	145 74	132 13	78 56	137 82	30

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

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

APPENDIX V (A) (ii)

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

Apprentices

No. of Days	Class A					Class B				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	5th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
½	1 45½	1 82½	2 21	2 72½	3 29½	1 21	1 63½	2 00	2 46½	½
1	2 91	3 65	4 42	5 45	6 59	2 42	3 27	4 00	4 93	1
2	5 82	7 29	8 84	10 91	13 17	4 85	6 53	8 01	9 85	2
3	8 74	10 94	13 26	16 36	19 76	7 27	9 80	12 01	14 78	3
4	11 65	14 59	17 68	21 82	26 34	9 70	13 06	16 02	19 70	4
5	14 56	18 23	22 10	27 27	32 93	12 12	16 33	20 02	24 63	5
6	17 47	21 88	26 52	32 73	39 51	14 54	19 60	24 03	29 56	6
7	20 39	25 53	30 94	38 18	46 10	16 97	22 86	28 03	34 48	7
8	23 30	29 18	35 36	43 64	52 68	19 39	26 13	32 04	39 41	8
9	26 21	32 82	39 78	49 09	59 27	21 81	29 40	36 04	44 34	9
10	29 12	36 47	44 20	54 55	65 85	24 24	32 66	40 05	49 26	10
11	32 04	40 12	48 62	60 00	72 44	26 66	35 93	44 05	54 19	11
12	34 95	43 76	53 04	65 46	79 02	29 09	39 19	48 06	59 11	12
13	37 86	47 41	57 46	70 91	85 61	31 51	42 46	52 06	64 04	13
14	40 77	51 06	61 88	76 36	92 20	33 93	45 73	56 06	68 97	14
15	43 68	54 70	66 30	81 82	98 78	36 36	48 99	60 07	73 89	15
16	46 60	58 35	70 72	87 27	105 37	38 78	52 26	64 07	78 82	16
17	49 51	62 00	75 14	92 73	111 95	41 21	55 52	68 08	83 74	17
18	52 42	65 64	79 56	98 18	118 54	43 63	58 79	72 08	88 67	18
19	55 33	69 29	83 98	103 64	125 12	46 05	62 06	76 09	93 60	19
20	58 25	72 94	88 40	109 09	131 71	48 48	65 32	80 09	98 52	20
21	61 16	76 59	92 82	114 55	138 29	50 90	68 59	84 10	103 45	21
22	64 07	80 23	97 24	120 00	144 88	53 32	71 86	88 10	108 38	22
23	66 98	83 88	101 66	125 46	151 46	55 75	75 12	92 11	113 30	23
24	69 90	87 53	106 08	130 91	158 05	58 17	78 39	96 11	118 23	24
25	72 81	91 17	110 50	136 37	164 63	60 60	81 65	100 12	123 15	25
26	75 72	94 82	114 92	141 82	171 22	63 02	84 92	104 12	128 08	26
27	81 78	102 41	124 11	153 17	184 92	68 06	91 71	112 45	138 33	27
28	87 84	110 00	133 30	164 52	198 62	73 10	98 50	120 78	148 58	28
29	93 90	117 59	142 49	175 87	212 32	78 14	105 29	129 11	158 83	29
30	99 96	125 18	151 68	187 22	226 02	83 18	112 08	137 44	169 08	30

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

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

APPENDIX V (A) (iii)

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

<i>Apprentices</i>									
<i>No. of Days</i>	<i>Class C I</i>				<i>Class C II</i>				<i>No. of Days</i>
	<i>1st Yr.</i>	<i>2nd Yr.</i>	<i>3rd Yr.</i>	<i>4th Yr.</i>	<i>1st Yr.</i>	<i>2nd Yr.</i>	<i>3rd Yr.</i>	<i>4th Yr.</i>	
½	1 21	1 40½	1 64½	1 94½	1 13½	1 32	1 51	1 77½	½
1	2 42	2 81	3 29	3 89	2 27	2 64	3 02	3 55	1
2	4 84	5 62	6 57	7 78	4 54	5 29	6 04	7 11	2
3	7 26	8 43	9 86	11 66	6 81	7 93	9 06	10 66	3
4	9 68	11 24	13 14	15 55	9 08	10 58	12 07	14 22	4
5	12 10	14 05	16 43	19 44	11 35	13 22	15 09	17 77	5
6	14 52	16 86	19 71	23 33	13 62	15 87	18 11	21 33	6
7	16 94	19 68	23 00	27 22	15 89	18 51	21 13	24 88	7
8	19 36	22 49	26 28	31 10	18 16	21 15	24 15	28 43	8
9	21 78	25 30	29 57	34 99	20 43	23 80	27 17	31 99	9
10	24 20	28 11	32 85	38 88	22 70	26 44	30 18	35 54	10
11	26 62	30 92	36 14	42 77	24 97	29 09	33 20	39 10	11
12	29 04	33 73	39 42	46 66	27 24	31 73	36 22	42 65	12
13	31 46	36 54	42 71	50 54	29 51	34 38	39 24	46 20	13
14	33 88	39 35	46 00	54 43	31 78	37 02	42 26	49 76	14
15	36 30	42 16	49 28	58 32	34 05	39 66	45 28	53 31	15
16	38 72	44 97	52 57	62 21	36 32	42 31	48 30	56 87	16
17	41 14	47 78	55 85	66 10	38 59	44 95	51 31	60 42	17
18	43 56	50 59	59 14	69 99	40 86	47 60	54 33	63 98	18
19	45 98	53 40	62 42	73 87	43 13	50 24	57 35	67 53	19
20	48 40	56 22	65 71	77 76	45 40	52 88	60 37	71 08	20
21	50 82	59 03	68 99	81 65	47 67	55 53	63 39	74 64	21
22	53 24	61 84	72 28	85 54	49 94	58 17	66 41	78 19	22
23	55 66	64 65	75 56	89 43	52 21	60 82	69 42	81 75	23
24	58 08	67 46	78 85	93 31	54 48	63 46	72 44	85 30	24
25	60 50	70 27	82 13	97 20	56 75	66 11	75 46	88 86	25
26	62 92	73 08	85 42	101 09	59 02	68 75	78 48	92 41	26
27	67 95	78 93	92 25	109 18	63 74	74 25	84 76	99 80	27
28	72 98	84 78	99 08	117 27	68 46	79 75	91 04	107 19	28
29	78 01	90 63	105 91	125 36	73 18	85 25	97 32	114 58	29
30	83 04	96 48	112 74	133 45	77 90	90 75	103 60	121 97	30

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

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

APPENDIX V (A) (iv)

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

Apprentices

<i>No. of Days</i>	<i>Class D</i>				<i>No. of Days</i>
	<i>1st Year</i>	<i>2nd Year</i>	<i>3rd Year</i>	<i>4th Year</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 04	1 20	1 38	1 61½	½
1	2 08	2 40	2 76	3 23	1
2	4 16	4 80	5 52	6 46	2
3	6 24	7 20	8 28	9 68	3
4	8 33	9 60	11 03	12 91	4
5	10 41	12 00	13 79	16 14	5
6	12 49	14 40	16 55	19 37	6
7	14 57	16 81	19 31	22 59	7
8	16 65	19 21	22 07	25 82	8
9	18 73	21 61	24 83	29 05	9
10	20 82	24 01	27 58	32 28	10
11	22 90	26 41	30 34	35 50	11
12	24 98	28 81	33 10	38 73	12
13	27 06	31 21	35 86	41 96	13
14	29 14	33 61	38 62	45 19	14
15	31 22	36 01	41 38	48 42	15
16	33 30	38 41	44 14	51 64	16
17	35 39	40 81	46 89	54 87	17
18	37 47	43 21	49 65	58 10	18
19	39 55	45 61	52 41	61 33	19
20	41 63	48 02	55 17	64 55	20
21	43 71	50 42	57 93	67 78	21
22	45 79	52 82	60 69	71 01	22
23	47 88	55 22	63 44	74 24	23
24	49 96	57 62	66 20	77 46	24
25	52 04	60 02	68 96	80 69	25
26	54 12	62 42	71 72	83 92	26
27	58 45	67 41	77 46	90 63	27
28	62 78	72 40	83 20	97 34	28
29	67 11	77 39	88 94	104 05	29
30	71 44	82 38	94 68	110 76	30

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

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

APPENDIX V (B) (i)

***Ready Reckoner showing the minimum wages payable for the number of days worked during November, 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	Semi-Skilled Grade II	Semi-Skilled Grade I	Grade III	Grade II	Grade I	
½	1 71½	1 89	2 15½	2 36½	1 97	2 12½	3 28	½
1	3 43	3 78	4 31	4 73	3 94	4 25	6 56	1
2	6 86	7 56	8 62	9 47	7 88	8 50	13 12	2
3	10 29	11 34	12 93	14 20	11 83	12 75	19 67	3
4	13 72	15 12	17 24	18 94	15 77	17 00	26 23	4
5	17 15	18 90	21 55	23 67	19 71	21 25	32 79	5
6	20 58	22 68	25 86	28 40	23 65	25 50	39 35	6
7	24 00	26 45	30 18	33 14	27 60	29 75	45 90	7
8	27 43	30 23	34 49	37 87	31 54	34 00	52 46	8
9	30 86	34 01	38 80	42 60	35 48	38 25	59 02	9
10	34 29	37 79	43 11	47 34	39 42	42 50	65 58	10
11	37 72	41 57	47 42	52 07	43 37	46 75	72 13	11
12	41 15	45 35	51 73	56 81	47 31	51 00	78 69	12
13	44 58	49 13	56 04	61 54	51 25	55 25	85 25	13
14	48 01	52 91	60 35	66 27	55 19	59 50	91 81	14
15	51 44	56 69	64 66	71 01	59 13	63 75	98 37	15
16	54 87	60 47	68 97	75 74	63 08	68 00	104 92	16
17	58 30	64 25	73 28	80 48	67 02	72 25	111 48	17
18	61 73	68 03	77 59	85 21	70 96	76 50	118 04	18
19	65 16	71 81	81 90	89 94	74 90	80 75	124 60	19
20	68 58	75 58	86 22	94 68	78 85	85 00	131 15	20
21	72 01	79 36	90 53	99 41	82 79	89 25	137 71	21
22	75 44	83 14	94 84	104 14	86 73	93 50	144 27	22
23	78 87	86 92	99 15	108 88	90 67	97 75	150 83	23
24	82 30	90 70	103 46	113 61	94 62	102 00	157 38	24
25	85 73	94 48	107 77	118 35	98 56	106 25	163 94	25
26	89 16	98 26	112 08	123 08	102 50	110 50	170 50	26
27	94 51	104 16	118 80	130 46	108 65	117 13	180 73	27
28	99 86	110 06	125 52	137 84	114 80	123 76	190 96	28
29	105 21	115 96	132 24	145 22	120 95	130 39	201 19	29
30	110 56	121 86	138 96	152 60	127 10	137 02	211 42	30
31								31

*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 months to earn the minimum wages for the month as unauthorized absence.

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

APPENDIX V (B) (ii)

***Ready Reckoner showing the minimum wages payable for the number of days worked during November, 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	Semi-Skilled Grade II	Semi-Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 71½	1 83	2 00	2 27	1 87½	2 03	3 28	½
1	3 43	3 66	4 00	4 54	3 75	4 06	6 56	1
2	6 86	7 33	8 01	9 08	7 50	8 12	13 12	2
3	10 29	10 99	12 01	13 62	11 25	12 17	19 67	3
4	13 72	14 66	16 01	18 17	15 00	16 23	26 23	4
5	17 15	18 32	20 02	22 71	18 75	20 29	32 79	5
6	20 58	21 98	24 02	27 25	22 50	24 35	39 35	6
7	24 00	25 65	28 02	31 79	26 25	28 40	45 90	7
8	27 43	29 31	32 02	36 33	30 00	32 46	52 46	8
9	30 86	32 97	36 03	40 87	33 75	36 52	59 02	9
10	34 29	36 64	40 03	45 42	37 50	40 58	65 58	10
11	37 72	40 30	44 03	49 96	41 25	44 63	72 13	11
12	41 15	43 97	48 04	54 50	45 00	48 69	78 69	12
13	44 58	47 63	52 04	59 04	48 75	52 75	85 25	13
14	48 01	51 29	56 04	63 58	52 50	56 81	91 81	14
15	51 44	54 96	60 05	68 12	56 25	60 87	98 37	15
16	54 87	58 62	64 05	72 66	60 00	64 92	104 92	16
17	58 30	62 29	68 05	77 21	63 75	68 98	111 48	17
18	61 73	65 95	72 06	81 75	67 50	73 04	118 04	18
19	65 16	69 61	76 06	86 29	71 25	77 10	124 60	19
20	68 58	73 28	80 06	90 83	75 00	81 15	131 15	20
21	72 01	76 94	84 06	95 37	78 75	85 21	137 71	21
22	75 44	80 60	88 07	99 91	82 50	89 27	144 27	22
23	78 87	84 27	92 07	104 46	86 25	93 33	150 83	23
24	82 30	87 93	96 07	109 00	90 00	97 38	157 38	24
25	85 73	91 60	100 08	113 54	93 75	101 44	163 94	25
26	89 16	95 26	104 08	118 08	97 50	105 50	170 50	26
27	94 51	100 98	110 32	125 16	103 35	111 83	180 73	27
28	99 86	106 70	116 56	132 24	109 20	118 16	190 96	28
29	105 21	112 42	122 80	139 32	115 05	124 49	201 19	29
30	110 56	118 14	129 04	146 40	120 90	130 82	211 42	30
31								31

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

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

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