

CONTENTS

		PAGE
1. Legal Trends in Industrial Relations Negotiations .. ..	..	531
2. Statistics of the Month in Brief .. ..	..	539
3. Notes of Current Interest .. ..	..	540
4. Consolidated Orders and Decisions of Wages Boards—		
XIII—Motor Transport Trade .. ..	..	541

LIST OF TABLES

<i>Table</i>		PAGE
I Cost of Living Index Numbers—Colombo Working Class since 1939 ..	..	548
II Wages Index Numbers—Tea and Rubber Estate Labourers and Unskilled Labourers in Government Employment .. ..	..	549
III General Wage Rate (Minimum) Index Numbers .. ..	..	550
IV The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939 .. .. .	..	551
V The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island (classification by Exchanges areas) since 1939 .. ..	..	552
VI The number of persons placed in employment since 1939 .. ..	..	554
VII The number of persons registered and the number placed in employment during the month of October, 1960 .. ..	..	554
VIII Strikes in Ceylon since 1939 .. ..	..	555
IX Classification of the Strikes in September, 1960, by Industries or Trades ..		556
X Classification of the Strikes in September, 1960, by Causes ..		556

APPENDICES

PAGE

Appendix

I	Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established (December, 1960)	557
II	Ready Reckoners showing the Basic Wages, Special Allowances, and the Minimum Wages payable for the number of days worked during December, 1960, to workers in the—	
	(A) Tea Growing and Manufacturing Trade	569
	(B) Rubber Growing and Manufacturing Trade.. .. .	570
	(C) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade	571
III	Ready Reckoners showing the Minimum Wages payable for the number of days worked during December, 1960, to workers in the—	
	(A) Coconut Growing and Manufacturing Trades	572
	(B) Rubber Export Trade	573
	(C) Tea Export Trade	574
	(D) Engineering Trade	575
	(E) Match Manufacturing Trade	576
	(F) Building Trade	577
	(G) Motor Transport Trade—Daily-paid workers	578
IV	Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 1960, to monthly-paid workers in the—	
	(A) Motor Transport Trade—Monthly-paid workers	579
	(B) Baking Trade	580
V	Ready Reckoners showing the Minimum Wages payable for the number of days worked during December, 1960, to workers in the—	
	A (i) Printing Trade	581
	A (ii) do.	582
	A (iii) do.	583
	A (iv) do.	584
	B (i) Cinema Trade	585
	B (ii) do.	586

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

CEYLON

LABOUR GAZETTE

VOLUME XI No. 12

DECEMBER 1960

AN APPRECIATION OF LEGAL TRENDS IN INDUSTRIAL RELATIONS NEGOTIATIONS

Statutory recognition of bargaining in the field of labour relations was initially accorded in this country about thirty years ago. The early legislation was designed principally to assist and to encourage the settlement of industrial disputes by negotiation and conciliation. Subsequent legislative provisions have drifted away progressively from the original concept towards final resolution of such disputes by arbitration with binding effect. This trend does not appear to have been the result of deliberate planning but, rather the outcome of attempts by Government to eradicate difficulties encountered in the handling of dispute negotiations. Whether a system providing for compulsory arbitration as the principal means of settlement of industrial disputes is in the best interests of free and healthy economic development could well cause doubts. On the other hand, the multiplicity of trade unions in the industrial field connoting rivalries and animosities has demonstrated the necessity for some means of obtaining finality in the interests of national progress and development.

The Industrial Disputes Conciliation Ordinance

This Ordinance marked the first appearance of legislation covering industrial disputes. Placed on the Statute Book in March 1931, it incorporated for the first time a definition of the term "Industrial Dispute", which read as follows:—

“‘Industrial Dispute’ means any dispute or difference between employers’ and workmen or between workmen and workmen connected with the employment or non-employment or the terms of employment or with the conditions of labour of any person.”

The basic texture of the definition still persists with expansion intended to provide clarifications of difficulties encountered in the application of the law. The adoption of a definition was, of course, necessitated for the purpose of delimiting the jurisdiction of the various bodies empowered to deal with ‘industrial disputes’ under the provisions of the Ordinance.

The chief features of the Ordinance were :—

- (a) The vesting of power in the Governor to appoint a Commission to inquire into any matter relating to industry ; and
- (b) The provision of procedure and machinery for the settlement of ' industrial disputes '.

The setting up of a Commission was obviously designed to harness public opinion on questions of grave importance affecting or threatening the life and existence of the industry concerned. It is unlikely that any large-scale use of the provision was anticipated nor did experience prove otherwise.

The procedure and machinery set up for the settlement of industrial disputes was more specific. In the first place it enabled the Commissioner of Labour (Controller of Labour as he was then called) whenever an industrial dispute existed or was apprehended to take steps for the purpose of enabling the parties to the dispute to meet together either by themselves or their representatives under the presidency of a Chairman mutually agreed upon or nominated by the Controller with a view to the amicable settlement of the dispute. The Controller was also empowered to cause inquiries to be made to ascertain whether a reference of the dispute to a Board of Conciliation was likely to lead to a settlement and, whether all the parties consented or not, to refer such dispute to a Board for it to endeavour to effect a settlement. The only restriction imposed on the powers of the Commissioner was the obligation to withhold action in cases where, under an agreement between organisations of employers and organisations of workers, domestic arrangements existed for the settlement by conciliation or arbitration of disputes in an industry. In such cases, he was obliged in the first instance to refer any dispute for settlement under those arrangements and was precluded from referring it to a Conciliation Board unless and until there was a failure to effect an adjustment through such means.

Where it became necessary to refer the matter to a Conciliation Board, the Board could consist of a Chairman and one or more other members, as the Controller thought fit, appointed in equal numbers to represent the parties to the dispute. Where it was not possible to secure the representation of the parties on the Board, the law provided that the Board would consist of the Chairman alone. The Chairman of a Board had to be either the Commissioner of Labour himself or some other Public Servant. Once appointed, the Board was charged with the duty of endeavouring " to bring about a settlement " of the dispute and " do all such things as it thinks fit for the purposes of inducing the parties to come to a fair and amicable settlement of the dispute ". If, however, the endeavours of the Board did not result in an agreed settlement, the Board was empowered to make a recommendation for the settlement of the dispute. Such recommendations did not have, however, automatic binding effect, and it was open to the parties to the dispute to accept or to reject the recommendation. Unless the parties to the dispute accepted the recommendation, it remained of no effect. It was also always open to the parties, at any time during the continuance of a settlement, to repudiate it after 14 days' notice to the Controller.

That the key-note of this legislation was conciliation and adjustment of disputes by agreement as between the parties needs no emphasis. The administration of the legislation admittedly called for considerable tact and cheerful patience on the part of Labour Officers if success were to be achieved. The work was undoubtedly rendered more difficult by the relationships obtaining between employers and workers in a transitional environment. However, the fact that the continuance of any settlement reached, whether by agreement or by the acceptance of the recommendation of a Conciliation Board, was dependent on continued good relationships and the importance attached by the parties to the agreement provided a salutary check on wanton or unreasonable behaviour on either side. Such effect is not necessarily present under conditions of compulsory arbitration.

The Ordinance continued as the backbone of industrial relations negotiations over a period of ten years but, with the outbreak of the second World War at the end of 1939 and with it the necessity to prevent any impediment in the war effort, the need became increasingly felt for some more positive form of legislation to obviate unrest, particularly in essential industries, and its repercussions. The position was remedied in 1942 by Orders framed under the Defence (Miscellaneous) Regulations.

The Essential Services (Avoidance of Strikes and Lockouts) Order 1942

The Essential Services (Avoidance of Strikes and Lockouts) Order was framed in an endeavour to eradicate all possibility of unrest in essential industries and the consequent impediment of the war effort in which circumstances had ordained that Ceylon should play a large role. The voluntary features of the existing industrial disputes legislation were no longer capable of satisfying this need and it became apparent that some procedure under which parties to a dispute in an essential industry could be quickly compelled to subject the matter to compulsory adjudication was inevitable. It was in such circumstances that compulsory arbitration with binding effect first became a feature in the field of industrial relations.

For the purposes of the Order, the term "Industrial Dispute" was defined to mean.

"Any dispute or difference between employers and workmen or between workmen and workmen in connection with or incidental to the performance of any essential services".

It will be seen that this definition was carried even beyond the original delimitation under the permanent law, but such a step was necessitated no doubt by the gravity of the moment and the need to provide no media whatsoever for interruption in the smooth flow of the essential services.

The Order

- (a) Prohibition both strikes and lockouts in any essential service in connection with any trade dispute ;
- (b) Required employers and workmen forthwith to notify the Controller in writing of the fact that a trade dispute had arisen and to advise him also of all settlements ;

- (c) Empowered the Controller to refer any unsettled trade dispute to the District Judge of the district in which the establishment concerned was situated or to a special Tribunal for settlement by compulsory arbitration ; and
- (d) prohibited employment of workmen in an establishment in an essential service in any district on terms and conditions of employment less favourable than the recognized terms and conditions of employment for that district.

“ Recognized terms and conditions of employment ” were defined to mean—

- (i) Terms and conditions prescribed in an award made under the Order ;
- (ii) Where no such award existed terms and conditions in an agreement reached on a settlement of a trade dispute in the district ; and
- (iii) Where neither (a) nor (b) existed, the terms and conditions on which a workman in that district was ordinarily employed in the same capacity or in a similar capacity.

There is no doubt that the existence of this Order contributed materially to the preservation of industrial peace during the war years, although of course spontaneous strikes were not completely eliminated. Furthermore, the fact that the machinery was available strengthened the hands of the Department of Labour in restoring peace speedily whether by bringing about an agreement in regard to the trade dispute or by a reference of the matter for compulsory adjudication. Another feature of this legislation was the incorporation for the first time of the idea of the extension as a standard terms and conditions of employment in a judicial area of terms and conditions which had been the subject matter of arbitration or agreement by negotiation thus reducing the scope for grievance due to marked variation in practice in individual establishments. The success enjoyed by this Order no doubt influenced the pattern of the Industrial Disputes Act which replaced the original Industrial Disputes Ordinance on the Statute Book in 1950.

The Industrial Disputes Act, No. 43 of 1950

This Ordinance, which is the principal legislation affecting conciliation and other forms of industrial disputes negotiations in the country today, was made effective in September 1951. Since then, the Ordinance has been amended by subsequent Acts of the Legislature—No. 25 of 1956, No. 14 of 1957 and No. 62 of 1957. An examination of the Act will show that it has incorporated both the earlier legislative ideas and the experience of the Department of Labour in applying the legislation both in the letter and the spirit. It has also incorporated practices which had been in operation but had not as yet found their place in the Statute Book, such as for instance arbitration entered into by voluntary arrangement among the parties to an industrial dispute.

Under the Ordinance as it stands today, the term "Industrial Dispute" is defined as

"Any dispute or difference between employers and workmen connected with the employment or non-employment or the terms of employment or with the conditions of labour or the termination of the services or the reinstatement in service of any person and for the purposes of this definition, workmen includes a trade union consisting of workmen."

It will be seen that the definition today, although expanded to meet the demands of clarification, is in basic effect almost identical with the definition which originally appeared on the Statute Book. The extension has been as earlier indicated, the result of difficulties encountered by the Department in the interpretation and application of the provisions of the law.

The framework of the Ordinance provides various forms of machinery for the settlement of industrial disputes, which are—

- (a) Conciliation by the Commissioner of Labour and any Officer nominated by him ;
- (b) The appointment of Authorised Officers to endeavour to settle disputes by conciliation ;
- (c) Arbitration in consequence of voluntary agreement between the parties ;
- (d) Compulsory arbitration in cases where the Minister of Labour considers the dispute to be a minor dispute ;
- (e) Compulsory arbitration by the Industrial Court on a reference of a dispute to such Court by the Minister of Labour ; and
- (f) Labour Tribunals to adjudicate on the justification for dismissals of workers and matters arising therefrom.

In the settlement of disputes by conciliation, the powers of the Commissioner of Labour follow very much the lines laid down in the original legislation thirty years ago. The Act makes it clear that it is the duty of the Commissioner of Labour, where he is satisfied that an industrial dispute exists or is apprehended, to do everything within his power with a view to promoting a settlement of the dispute whether by means of machinery provided for under the Act or by any other appropriate means. The ready availability of processes which bring about the finality of a dispute could however tend to a diminution in the success of settlement by conciliation at the purely Departmental level. This will not be due to any lack of zeal on the part of the Departmental Officers but could in large measure be the consequence of reluctance on the part of the disputants to make concessions nursing hopes that greater advantage could be obtained in arbitration. Another aspect in which the present system differs from the earlier concept is in regard to the need for recourse to arrangements for settlement of disputes existing within the industry before resort is had to machinery under the Act. Both in the 1931 Act and in the original version of the 1950 Act, the Commissioner was obliged first to have recourse to such arrangements and to resort to other measures only where there had been failure to arrive at an adjustment under the domestic machinery. The

limitation was removed in 1956 and today the Commissioner is free, where he apprehends a dispute or where a dispute exists, to utilise as he thinks fit—

- (a) Arrangements made between organisations representative respectively of employers and workmen in the industry ; or
- (b) Conciliation ; or
- (c) Settlement through an Authorised Officer ; or
- (d) Voluntary Arbitration with the consent of the parties to the dispute.

He is also empowered concurrently to resort to any combination of these means and to resort to such means as often as he finds it necessary to do in respect of a single dispute. The latter power was incorporated consequent on the action of the Commissioner in appointing a second Authorised Officer to deal with the same dispute after one Officer had exhausted his powers being challenged. These changes indicate a trend towards compulsion even in conciliation as employers and workers organisations are no longer free to determine procedure for the resolution of disputes by mutually agreed methods to the exclusion of the powers of the Commissioner.

The appointment of Authorised Officers more or less incorporates the ideas of the former Board of Conciliation with the exception that no provision exists in the law for association with the Authorised Officer of representatives of the two parties. An Authorised Officer, therefore, functions as a single-man Court charged with the duty of inducing the parties to a dispute to arrive at an amicable settlement and failing which to make recommendations for the settlement of such dispute. On the same lines as in the early legislation, the acceptance of an Authorised Officer's recommendation remains voluntary and repudiable after notice. Apart from the constitution of the Court therefore, there has been little change in the concepts underlying this type of machinery.

During the years subsequent to the enactment of the Industrial Disputes Act of 1931, Conciliation Officers had, at various times, successfully persuaded the parties to a dispute to agree to submit the dispute to an Arbitrator either mutually agreed upon or nominated by the Commissioner of Labour and to undertake to abide by the award of such arbitration. Although in the main agreements to accept as binding awards in voluntary arbitration were honoured, instances of difficulty arose where allegations of excess of jurisdiction were made or other claims advanced as reasons for which an award was unacceptable. The need, therefore, became felt for a legal framework into which voluntary arbitration could be fitted providing for the implementation of the consequent awards without stultification both of the parties to the award and of the Ministry of Labour. The Industrial Disputes Act has met this need by empowering the Commissioner of Labour with the consent of the parties to refer a dispute for settlement by arbitration to an Arbitrator nominated jointly by the parties or, in the absence of such a nomination, by the Commissioner of Labour himself or to a Labour Tribunal. The award in such an arbitration is given legally binding effect under pain of penal consequences. Provision, however, does exist for the repudiation of awards affecting terms and conditions of employment after a period of 12 months and after due notice.

The introduction of compulsory arbitration into the permanent legislation of the country appears to have been inspired by the lessons learnt in the application of the Orders made under war-time defence regulations. When the 1950 Act was originally introduced, it contained provision permitting of compulsory arbitration only by the Industrial Court and that too, in respect of disputes in an essential industry or, if the Minister of Labour was satisfied that the dispute was likely to prejudice the maintenance or distribution of supplies or services necessary for the life of the community, or if the Minister considered that it was necessary or expedient to refer the dispute to the Industrial Court. Even in such disputes the pattern of the law accorded a preference to voluntary arbitration. The restrictions in the provisions of the original Act presented many difficulties in practical application and, in consequence, subsequent amending Acts have altered the legislative provision to enable the Minister to refer any industrial dispute to compulsory arbitration, in the following manner :—

- (a) the reference of minor disputes, in the Minister's view for settlement by arbitration to an Arbitrator appointed by the Minister or to a Labour Tribunal ; or
- (b) the reference of any industrial dispute to an Industrial Court for settlement.

The amendment introduced in 1956 and 1957 has made it possible for any dispute falling within the definition of the term in the Act and irrespective of importance to be subjected to the processes of compulsory arbitration, the findings of which are enforceable under statutory provisions breaches of which carry punitive consequences.

When legislation providing for the constitution of an Industrial Court was placed on the Statute Book in 1950, the law provided that the Governor-General may from time to time appoint a Panel of not less than five persons from which Industrial Courts were to be constituted. No person other than a person who had held office as a Judge of the Supreme Court was eligible for appointment to the Panel. The Governor-General was also required to nominate one of the members of the Panel to be Chairman and the duty of constituting an Industrial Court to deal with any industrial dispute referred to the Court was cast on the Chairman. A Court could consist of one or three persons. Amendments introduced in 1956 and 1957 have made a radical change in the constitution of the Court and under the present provisions no qualification is imposed, and the Governor-General may appoint any persons to membership of the Panel as he considers fit. The Office of Chairman of the Panel has also been suppressed and the Minister of Labour enjoys the duty of constituting the individual Industrial Courts from the Panel and of nominating one member of the Court to serve as President of the individual Court.

The amending Act No. 62 of 1957 introduced into the legislation an innovation in the form of Labour Tribunals. Whereas previously the subjection of an industrial dispute to arbitration required administrative intervention, under the new machinery disputes affecting dismissal are brought before the Labour Tribunal direct by the aggrieved worker or his Union. The jurisdiction of the Labour Tribunal is restricted to matters arising from the termination of the services

of a workman by an employer and the Tribunal is empowered to afford relief or redress in respect of any of the following matters:—

- (a) The termination of the worker's services by his employer ;
 - (b) The question whether any gratuity or other benefits are due to the workman from his employer on termination of his services and the quantum of such gratuity and the nature and extent of any such benefits ;
 - (c) Such other matters pertaining to the relationship between an employer and a workman as may be prescribed.
- (Up to the time of writing no other matters or benefits have been prescribed).

The Tribunals have been endowed with vast powers including the power to order the reinstatement of a worker or the payment of compensation as an alternative to such reinstatement. The decision of a Tribunal is final and may not be called in question in any Court of Law save by an appeal to the Supreme Court on a question of law arising out of the decision. Failure to implement the Order of a Tribunal renders an employer liable to penal consequences.

The new provision is a far-reaching enactment imposing restriction on the contractual rights of employers to terminate contracts of employment by subjection to compulsory review. The inclusion of this provision was largely the consequence of a persistent demand by workers' organisations for some form of machinery to ensure the security of tenure of workers in private employ. The machinery has undoubtedly met this demand, but it is a matter for conjecture as to whether it does not undermine the strength of trade unions and the growth of healthy collective bargaining. Workers could well come to regard membership in trade unions as of little practical value having regard to their ability to obtain direct redress and, on the other, unions themselves could become apathetic in their negotiations respecting dismissal in the firm knowledge that whatever the outcome of such negotiations recourse could be had to the Labour Tribunal. Many dismissals which may have been the subject of successful negotiation from the workers point of view could well be upheld by the Labour Tribunal on cold facts and general principles. As against these difficulties, a system providing for compulsory review of dismissals does have the advantage of preventing unrest and national loss through disputes over individual cases and also brings about finality in such disputes.

These considerations apply equally to all forms of compulsion in industrial disputes negotiations. The approach in arbitration must necessarily be grounded on principles of general application and cannot take account of individual variations in environmental circumstances which the "give and take" of conciliation proceedings could cater to. Further, it does appear that the determination of most or all questions in a forum in which conflicting interests are adjudicated upon by a third party is not the best way of fostering the growth of co-operative partnership between employers and labour so essential to the growth of the national wealth in a developing country. In this country, developing trends have carried industrial relations from a climate of conciliation to an atmosphere of arbitration. Having regard to present conditions and trade union development, the question may well be posed as to whether a tripartite committee at national level could with advantage examine the necessity for the continuance of legislative trammelling in the field of industrial relations.

—Contributed.

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 November, 1960 is 104.9 as against 103.2, an increase of 1.7.

Wages Rates

(a) The basic Wages payable for the month of December 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 December 1960, to workers in all trades to which Part II of the Wages Board Ordinance has been applied will be slightly higher than that for the month of November 1960.

Strikes

There were altogether 8 strikes during the month of September, 1960, involving 1,448 workers and a loss of 4,100 man-days as against 7 strikes during the month of August 1960, involving 1,870 workers and a loss of 6,930 man-days.

Six of these strikes were in the Tea plantations involving 1,377 workers and a loss of 3,563 man-days, one in a Rubber plantation involving 26 workers and a loss of 312 man-days and the other in the Cigar Manufacturing trade involving 45 workers and a loss of 225 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 September 1960, and October 1960, was as given below—

	September, 1960			October, 1960		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	15,997	8,155	24,152	16,192	8,505	24,697
Skilled	12,905	3,526	16,431	12,912	3,527	16,439
Semi-skilled	27,104	7,169	34,273	27,286	7,060	34,346
Unskilled	65,344	4,730	70,074	67,324	4,955	72,279
Total	121,350	23,580	144,930	123,714	24,047	147,761

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

	September, 1960			October, 1960		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	110	8	118	49	16	65
Skilled	106	—	106	96	1	97
Semi-skilled	92	7	99	105	6	111
Unskilled	1,609	—	1,609	213	1	214
Total	1,917	15	1,932	463	24	487

NOTES OF CURRENT INTEREST

List of Registered Trade Unions, in November, 1960.

<i>Registered No.</i>	<i>Name</i>
1604 ..	The Malaria Control Scheme Clerks' Union of the Department of Health.
1605 ..	Eksath Mahum Karu Samitiya.
1606 ..	The Government Chartered Physiotherapists' Union.
1607 ..	Land and Additional District Registrars' Service Association.
1608 ..	Civil Guwan Sewa Gini Bhatayinge Sangamaya
1609 ..	Sri Lanka Samupakara Sewaka Samitiya
1610 ..	Swadheena Motor Ratha Sewakayinge Adhyapana Samaja Ha Sanskruthika Sanvidhanaya
1611 ..	Gonawala Wathu Kamkaruwange Samitiya
1612 ..	Sri Lanka Waraya Kuliratha Riyeduru Samitiya
1613 ..	Sri Lanka Samanya Kamkaru Samitiya
1614 ..	All Ceylon Harbour Clerical and General Workers' Union
1615 ..	Government Estate Supervisors' Union
1616 ..	Samastha Lanka Eksath Mahumkaru Samitiya
1617 ..	Waraya Konthrath Karuwan Yatathe Sewaka Karana Engineru-Kamkaruwange Samitiya
1618 ..	Sri Lanka Rajaye Puhunu Arogya Sala Winnambu Sewika Sangamaya
1619 ..	Department of Agriculture Engineering Workshop Assistants' Union
1620 ..	All Ceylon Forest Overseers' Union
1621 ..	Jatika Sulu Karmantha Sanyuktha Mandaleeya Vurthiya Samiti-Sammelanaya
1622 ..	Katugampola Kottasaye Samupakara Sewaka Samithiya
1623 ..	Panadura Eksath Welanda Sewaka Sangamaya
1624 ..	The Tally Clerks' Contractors' Association
1625 ..	Yanthrika Ha Samanya Kamkaru Samitiya
1626 ..	Salpitikorale Samupakara Sewaka Samitiya
1627 ..	Waraya Sanyuktha Mandalaye Sathu Sewaka Samitiya
1628 ..	Samastha Lanka Dumriya Mura Sewaka Sangamaya
1629 ..	Gal-Oya Development Board Industrial and Agricultural Workers' Union
1630 ..	Mapalana Rajaye Govipole Kamkaru Samitiya
1631 ..	Samastha Lanka Loha Saha Ketayam Karmika Kamkaru Samitiya
1632 ..	Sri Lanka Deshiya Sewaka Sangamaya
1633 ..	Union of Pharmacists' and Apprentice Pharmacists'
1634 ..	The Government Fisheries Engineering and Technical Officers Association
1635 ..	Sri Lanka Dumriya Departhamentuwe Mura Sewaka Samitiya
1636 ..	Raigam Korale Samupakara Sewaka Sangamaya
1637 ..	Sri Lanka Vurthiya Samithi Sammelanaya
1639 ..	Ceylon Nursing Tutors' Association
1643 ..	The Government English Assistant Teachers' Association (Western Province).

WAGES BOARDS

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

XIII—The Motor Transport Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Motor Transport Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, No. 27 of 1941, published in *Ceylon Government Gazette* No. 9,481 of November 2, 1945, and came into force on November 15, 1945.

Order

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

The motor transport trade, including the work of the following workers:—

- (1) drivers of hiring cars, omnibuses, lorries, cabs, vans, ambulances and hearses;
- (2) conductors of omnibuses;
- (3) clerks, cashiers, ticket clerks, or booking clerks employed on omnibuses;
- (4) cleaners and porters of hiring cars, omnibuses, lorries, cabs, vans, ambulances and hearses;
- (5) omnibus inspectors and checkers;
- (6) omnibus supervisors and stand managers;
- (7) time-keepers at omnibus stands.

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Motor Transport Trade was established on April 24, 1946, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,549 of May 3, 1946.

(C) DECISIONS OF THE BOARD

THE original decisions in respect of the Motor Transport Trade made by the Wages Board for that trade came into force on March 1, 1947. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette* No. 9,667 of February 14, 1947. Decisions varying the earlier decisions were published in notifications appearing in *Gazettes* No. 9,693 of April 25, 1947, No. 10,147 of September 1, 1950, *Gazette Extraordinary* No. 10,229 of March 30, 1951, No. 10,542 of June 29, 1953, No. 10,811 of June 30, 1955, No. 11,509 of August 30, 1958, *Gazette* No. 11,573 of October 31, 1958, and *Gazette Extraordinary* No. 12,237 of November 28, 1960.

PART I

Directions under Section 20 (2) (b)

The special allowance shall be computed and published once a month by the Commissioner of Labour.

The special allowance for each month or for a normal working day in any month, as the case may be, shall be computed on the cost of living index number for the month immediately preceding that month in respect of which such allowance is to be computed.

Definition of a normal working day (Section 24)

1. (a) The number of hours constituting a normal working day (inclusive of 4 hours for meals or rest) shall be 12 for drivers of omnibuses, conductors of omnibuses, clerks, cashiers, ticket clerks or booking clerks employed on omnibuses, cleaners and porters of omnibuses, omnibus checkers and time-keepers, omnibus inspectors and omnibus stand supervisors.
- (b) The number of hours constituting a normal working day (inclusive of one hour for a meal) shall be 9 for all workers in the Motor Transport Trade other than workers referred to in sub-paragraph (a).

PART II

1. Wages shall be paid on a monthly basis to permanent workers and on daily basis to temporary workers.

2. The minimum rate of wages for time work shall consist of a basis rate and a special allowance as set out below.

3. (1) A permanent worker of any class specified in this part shall be paid as wages for any month mentioned in column I below an amount equal to the minimum monthly rate specified in respect of that class in this Part, if he has worked during the minimum number of working days specified in respect of that month in column II below.

<i>I</i>		<i>II</i>
<i>Month</i>		<i>Minimum number of Working Days</i>
January	..	27
February	..	24
March	..	27
April	..	26
May	..	27
June	..	26
July	..	27
August	..	27
September	..	26
October	..	27
November	..	26
December	..	27

(2) In respect of each such day of work in any month as is in excess of the minimum number of working days specified in respect of that month in paragraph 3 (1), the minimum rate of wages payable shall be an amount equal to one and a half times the minimum daily rate ascertained by dividing the minimum monthly rate by 25.

4. Where a permanent worker of any class specified in this Part has commenced employment in the course of any month, he shall be paid as wages for that month an amount which bears to the minimum monthly rate specified in respect of that class in this Part, the proportion which the period of his employment bears to the minimum number of working days specified in respect of that month in paragraph 3.

5. Where by reason of any unauthorized absence a permanent worker of any class specified in this Part has not worked in any month during the minimum number of working days specified in respect of that month in paragraph 3 (1), he shall be paid as wages for that month an amount which bears to the minimum monthly rate specified

in respect of that class in this Part, the proportion which the difference between such minimum number of working days and the number of days unauthorized absence bears to such minimum number of working days.

6. Absence from work on holidays, on days on which the employer fails to provide work, and on days for which leave with full pay is allowed to a permanent worker, shall not be deemed to be unauthorized absence.

7. For the purposes of computing the wages of a worker paid on a monthly basis, a holiday referred to in Part IV, shall be deemed to be a day on which the worker has worked.

1 Class of Worker	2 Basic		3 Rate of Special Allowance													
	For a month	For a day	(a)		(b)		(c)									
			Where the cost of living index number for the preceding month is 100·1, the special allowance shall be—	Where the cost of living index number for the preceding month is 100·0, the special allowance shall be—	Where the cost of living index number for the preceding month is above 100·1 or below 100·0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased, or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit, by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively	For a month	For a day	For a month	For a day							
Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.					
Class A worker :																
Drivers of omnibuses licensed to carry over 22 passengers	100	0..	4	0..	59	42..	2	47..	58	42..	2	42..	1	0..	0	5
Class B worker																
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 pay load of over 20 cwt. . .	90	0..	4	0..	59	42..	2	47..	58	42..	2	42..	1	0..	0	5
Class C worker :																
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 pay load of 20 cwt. and under, and drivers of hearses . .	85	0..	3	25..	56	92..	2	47..	55	92..	2	42..	1	0..	0	5
Class D worker :																
Drivers of lorries with trailers (including those of the Scammed Horse type but excluding those owned by an estate and used solely for internal transport within the estate)	100	0..	4	0..	59	42..	2	47..	58	42..	2	42..	1	0..	0	5

1 Class of Worker	2 Basic		3 Rate of Special Allowance					
	For a month	For a day	(a) Where the cost of living index number for the preceding month is 100·1, the special allowance shall be—		(b) Where the cost of living index number for the preceding month is 100·0, the special allowance shall be—		(c) Where the cost of living index number for the preceding month is above 100·1 or below 100·0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased, or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit, by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively)	
	Rs. c.	Rs. c.	For a month Rs. c.	For a day Rs. c.	For a month Rs. c.	For a day Rs. c.	For a month Rs. c.	For a day Rs. c.
Class E worker :								
Drivers of lorries owned by an estate and used solely for internal transport within the estate ..	70 0..	2 75..	54 42..	2 22..	53 42..	2 17..	1 0..	0 5
Class F worker :								
Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses ..	67 50..	2 75..	59 42..	2 47..	58 42..	2 42..	1 0 ..	0 5
Class G worker								
Cleaners and porters of lorries with a licensed pay load of over 20 cwt. ..	60 0..	2 50..	55 72..	2 47..	54 82..	2 42..	0 90 ..	0 5
Class H worker :								
Cleaners and porters of lorries with a licensed pay load of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses ..	50 0..	2 25..	55 72..	2 47..	54 82..	2 42..	0 90 ..	0 5
Class I worker :								
Omnibus checkers or time-keepers ..	60 0..	— ..	55 72..	— ..	54 82..	— ..	0 90..	—
Class J worker :								
Omnibus inspectors and omnibus stand supervisors ..	90 0..	— ..	55 72..	— ..	54 82..	— ..	0 90..	—
Class K worker :								
All other workers in the Motor Transport Trade excluding workers referred to in the preceding items ..	45 0..	1 50..	46 42..	1 73..	45 67..	1 70..	0 75..	0 3

In the foregoing decisions—

- (a) "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 ;
- (b) "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.

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

TABLE I

SPECIAL ALLOWANCES PAYABLE IN THE EVENT OF A RISE IN THE INDEX NUMBER

Index Numbers	Classes A, B, D and F		Class C		Class E		Classes G and H		Classes I and J	Class K	
	For a month	For a day	For a month	For a day	For a month	For a day	For a month	For a day	For a month	For a month	For a day
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.1-101.8	59 42..	2 47..	56 92..	2 47..	54 42..	2 22..	55 72..	2 47..	55 72..	46 42..	1 73
101.9-103.6	60 42..	2 52..	57 92..	2 52..	55 42..	2 27..	56 62..	2 52..	56 62..	47 17..	1 76
103.7-105.4	61 42..	2 57..	58 92..	2 57..	56 42..	2 32..	57 52..	2 57..	57 52..	47 92..	1 79
105.5-107.2	62 42..	2 62..	59 92..	2 62..	57 42..	2 37..	58 42..	2 62..	58 42..	48 67..	1 82
107.3-109.0	63 42..	2 67..	60 92..	2 67..	58 42..	2 42..	59 32..	2 67..	59 32..	49 42..	1 85

TABLE II

SPECIAL ALLOWANCES PAYABLE IN THE EVENT OF A FALL IN THE INDEX NUMBER

100.0-98.3	58 42..	2 42..	55 92..	2 42..	53 42..	2 17..	54 82..	2 42..	54 82..	45 67..	1 70
98.2-96.5	57 42..	2 37..	54 92..	2 37..	52 42..	2 12..	53 92..	2 37..	53 92..	44 92..	1 67
96.4-94.7	56 42..	2 32..	53 92..	2 32..	51 42..	2 7..	53 2..	2 32..	53 2..	44 17..	1 64
94.6-92.9	55 42..	2 27..	52 92..	2 27..	50 42..	2 2..	52 12..	2 27..	52 12..	43 42..	1 61
92.8-91.1	54 42..	2 22..	51 92..	2 22..	49 42..	1 97..	51 22..	2 22..	51 22..	42 67..	1 58

PART III

Overtime Rate

1. In respect of each hour of work in excess of the normal working day the minimum overtime rate shall be one and a half times the minimum hourly rate, ascertained by dividing the minimum daily rate by 8 in the case of workers paid on a daily basis, and by dividing the minimum monthly rate by 200 in the case of workers paid on a monthly basis.

2. In respect of each hour of work which is on any such day of work in any month as is in excess of the minimum number of working days specified in respect of that month in paragraph 3 (1) of Part II and which is in excess of the number of hours constituting a normal working day, the minimum overtime rate shall be an amount equal to one and three quarter times the minimum hourly rate ascertained by dividing the minimum monthly rate by 200.

PART IV

Annual Holidays (Section 25)

1. If a worker has been in continuous employment and has worked under the same employer for more than 232 days in any year, he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 232:

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

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

- (a) every holiday allowed by the employer to the worker under section 25;
- (b) every day of absence on any grounds approved by the employer;
- (c) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment;
- (d) every day of absence due to anthrax or any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117);

- (e) every day on which the employer fails to provide work for the worker ;
- (f) every day of absence due to a strike or lockout that is not illegal, in case such days do not in the aggregate exceed 30 days a year ; and
- (g) 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.

2. (1) If a worker is entitled in any year to 6 holidays he shall be allowed, and he shall take, those 6 holidays on consecutive days.

(2) If a worker is entitled in any year to more than 6 holidays he shall be allowed, and he shall take, 6 holidays on consecutive days.

3. Subject to the provisions of paragraphs 2 and 6, 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 of a worker paid on a monthly basis in respect of a holiday taken in any month shall be included in, and paid out of, his wages for that month, such wages being computed in accordance with the provisions of Part II.

(2) The remuneration of a worker paid on a daily basis in respect of a holiday shall be not less than his wages for a day.

5. The remuneration due to a worker paid on a daily basis in respect of his holiday or holidays shall be paid to him before such holiday or holidays but not earlier than 7 days before such holiday or holidays.

6. 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 leaving, discontinuance or dismissal—

- (a) every holiday that he was entitled to in respect of the previous year which he has not already taken ; and
- (b) in case the worker has during the current year complied with the provisions relating to employment and work set out in paragraph 1, every holiday that he would have otherwise been entitled to in the next succeeding year ;

and he shall be remunerated for such holidays in accordance with the provisions of paragraph 4 ;

Provided, however, that the total number of holidays that such a worker might take in any year shall not exceed 21.

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

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

Public Holidays

1. (a) (i) Subject to the provisions of this paragraph and of paragraphs 2 and 3, every employer shall allow as holidays with remuneration to all workers employed by him, the following public holidays within the meaning of the Holidays Ordinance (Chapter 135) :—

- (1) The Tamil Thai Pongal Day ;
- (2) Independence Commemoration Day (February 4) ;
- (3) The Sinhala and Hindu New Year's Day ;
- (4) May Day (May 1) ;

- (5) The Full Moon Day of the Sinhala month of Wesak ;
- (6) The Birthday of the Holy Prophet Mohammed ;
- (7) Bandaranaike Commemoration Day (September 26, 1961 ; and
- (8) Christmas Day.

(ii) The provisions of sub-paragraph (i) of this paragraph shall not apply to a worker in any case where a public holiday referred to in that sub-paragraph occurs during a period when such worker is on strike.

(b) The remuneration payable in respect of each such holiday as is referred to in the preceding sub-paragraph shall—

(i) in the case of a permanent worker, be included in the wage for the month in which the holiday is allowed, the day being reckoned as an ordinary working day for the purpose of computing the wage for the month ; and

(ii) in the case of a daily paid worker, be at not less than the minimum rate of wages for a normal working day in the month in which such holiday occurs.

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

(a) a day on or before the thirty-first day of December next succeeding such public holiday shall be granted to the worker and that day shall be reckoned as an ordinary working day for the purpose of computing the wage for the month in which the alternative holiday is granted ; or

(b) such permanent worker shall be paid in addition to the wages for the month, wages at not less than 1/25th of the minimum monthly rate in respect of work not beyond the normal hours and at not less than three times the normal hourly rate (obtained by dividing the minimum monthly rate by 200) in respect of work in excess of the minimum number of hours constituting a normal working day for that worker.

3. An employer may employ any daily-paid worker on any such public holiday as is referred to in paragraph 1 subject, however, to the following conditions:—

(a) a day on or before the thirty-first day of December next succeeding such public holiday shall be granted to the worker as a holiday with remuneration at not less than the daily minimum rate of wages payable for a normal working day in the month in which the alternative holiday is granted ; or

(b) such worker shall be remunerated for work done on any such public holiday at not less than double the minimum daily rate of wages for work done during the number of hours constituting a normal working day for that worker, and at not less than three times the normal hourly rate (obtained by dividing the minimum daily rate by the number of hours constituting the normal working day for that worker) for work done in excess of the normal working day.

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

*Index Number
Nov., 1942
= 100*

Base : November, 1942 = 100

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

† Average for 5 months only.

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

Year	Food	Fuel and Light	Rent	Clothing	Miscel- laneous	Final Index Number
Group Weights	61.89 ..	4.29 ..	5.70 ..	9.42 ..	18.71	

INDEX NUMBERS

1953	..	105.97 ..	99.82 ..	101.32 ..	82.82 ..	97.17 ..	101.6
1954	..	106.13 ..	103.35 ..	101.53 ..	79.52 ..	94.43 ..	101.1
1955	..	105.09 ..	102.34 ..	101.53 ..	80.50 ..	94.62 ..	100.5
1956	..	103.32 ..	101.30 ..	101.53 ..	81.76 ..	98.60 ..	100.2
1957	..	104.94 ..	97.32 ..	101.53 ..	84.39 ..	106.92 ..	102.8
1958	..	105.75 ..	101.04 ..	101.53 ..	87.51 ..	113.05 ..	105.0
1959	..	104.67 ..	102.31 ..	101.49 ..	92.10 ..	115.22 ..	105.2
1959—							
January	..	104.75 ..	102.65 ..	101.53 ..	90.93 ..	114.67 ..	105.0
February	..	102.03 ..	102.03 ..	101.05 ..	91.01 ..	114.05 ..	103.5
March	..	103.47 ..	102.65 ..	101.53 ..	91.33 ..	115.20 ..	104.4
April	..	105.50 ..	102.65 ..	101.53 ..	91.49 ..	116.20 ..	105.8
May	..	105.34 ..	102.31 ..	101.53 ..	91.58 ..	114.67 ..	105.4
June	..	106.48 ..	101.96 ..	101.53 ..	91.31 ..	114.99 ..	106.2
July	..	105.36 ..	102.31 ..	101.53 ..	92.31 ..	115.31 ..	105.6
August	..	103.44 ..	102.31 ..	101.53 ..	93.12 ..	116.26 ..	104.7
September	..	102.98 ..	103.00 ..	101.53 ..	93.27 ..	116.07 ..	104.4
October	..	104.66 ..	102.65 ..	101.53 ..	92.79 ..	115.91 ..	105.4
November	..	106.51 ..	101.96 ..	101.53 ..	92.91 ..	114.67 ..	106.3
December	..	105.54 ..	101.27 ..	101.53 ..	93.10 ..	114.64 ..	105.7
1960—							
January	..	105.12 ..	101.61 ..	101.53 ..	93.56 ..	114.51 ..	105.4
February	..	104.95 ..	101.61 ..	101.53 ..	93.80 ..	114.46 ..	105.3
March	..	105.18 ..	102.31 ..	101.53 ..	93.76 ..	114.83 ..	105.6
April	..	102.19 ..	104.15 ..	101.53 ..	94.15 ..	115.41 ..	104.0
May	..	99.92 ..	100.58 ..	101.53 ..	94.07 ..	115.73 ..	102.4
June	..	99.94 ..	102.65 ..	101.53 ..	94.36 ..	115.15 ..	102.5
July	..	97.66 ..	103.00 ..	101.53 ..	94.84 ..	115.44 ..	101.2
August	..	95.87 ..	103.46 ..	101.53 ..	95.81 ..	118.42 ..	100.7
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
November	..	101.53 ..	104.15 ..	101.53 ..	96.33 ..	121.62 ..	104.9

TABLE II—WAGES INDEX NUMBERS
Tea and Rubber Estate Labourers and Unskilled Male Workers in
Government Employment

A
BASE : 1939=100

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

B
BASE : 1952=100

1953 .. — ..	1.95	101.56	99.96	90.97	101.31	99.71
1954 .. — ..	1.99	103.65	102.52	91.04	101.39	100.29
1955 .. — ..	2.06	107.29	106.76	94.94	105.74	105.21
1956 .. — ..	2.08	108.33	108.11	96.24	107.18	106.97
1957 .. — ..	2.10	109.38	106.40	99.16	110.44	107.43
1958 .. — ..	2.14	111.46	106.21	113.74	126.67	120.70
1959 .. — ..	2.14	111.46	105.95	113.74	126.67	120.41
1959 .. January	2.12	110.42	105.16	113.74	126.67	120.64
February	2.15	111.98	108.19	113.74	126.67	122.39
March	2.12	110.42	105.77	113.74	126.67	121.33
April	2.12	110.42	104.37	113.74	126.67	119.73
May	2.15	111.98	106.24	113.74	126.67	120.18
June	2.15	111.98	105.44	113.74	126.67	119.27
July	2.15	111.98	106.04	113.74	126.67	119.95
August	2.15	111.98	106.95	113.74	126.67	120.98
September	2.15	111.98	107.26	113.74	126.67	121.33
October	2.12	110.42	104.76	113.74	126.67	120.18
November	2.15	111.98	105.34	113.74	126.67	119.16
December	2.15	111.98	105.94	113.74	126.67	119.84
1960 .. January	2.15	111.98	106.24	113.74	126.67	120.18
February	2.15	111.98	106.34	113.74	126.67	120.29
March	2.15	111.98	106.04	113.74	126.67	119.95
April	2.15	111.98	107.67	113.74	126.67	121.80
May	2.12	110.42	107.83	113.74	126.67	123.70
June	2.10	109.38	106.71	113.74	126.67	123.58
July	2.10	109.38	108.08	113.74	126.67	125.17
August	2.10	109.38	108.62	113.74	126.67	125.79
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
November	2.12	110.42	105.26	113.74	126.67	120.75

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952 = 100

Agriculture * *Trades other than Agriculture* † *Agriculture and Trades other than Agriculture Combined*

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
November ..	2·16	110·20	3·72	127·40	2·28	111·76

* 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
	October	24,697	..	16,439	..	34,346	..	72,279	..	147,761

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

TABLE V

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

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Arissoiwella	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	373	2,128	1,239	2,363	259	431	841	120	46	65	—	1,497	—	—	—	—	—	—	—	21,360*
1946 ..	25,805	1,117	808	993	3,397	726	352	816	119	438	727	—	611	—	—	—	—	—	—	—	36,544†
1947 ..	21,589	2,239	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	—	—	—	—	—	—	34,744
1948 ..	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	283	—	—	—	—	—	—	—	66,656
1949 ..	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	—	—	—	—	—	—	69,732
1950 ..	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	—	—	—	—	—	—	65,122
1951 ..	33,125	3,422	2,886	4,350	2,209	537†	886	1,587	569	904	418	1,207	284	323	—	—	—	—	—	—	52,707
1952 ..	32,124	3,028	3,263	3,381	3,780	547	1,162	1,435	909	663	422	992	252	437	678	—	—	—	—	—	53,023
1953 ..	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333	239	548	477	626	1,382	—	—	—	51,546
1954 ..	38,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	—	—	—	63,304
1955 ..	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	—	—	—	71,010
1956 ..	48,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	—	—	—	85,952
1957 ..	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501‡	1,252	1,198	2,226	840	5,331	551	1,947	—	110,856

TABLE V—(contd.)

Year	Colombo	Negombo	Katwana	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Kalmunai**	Trincomalee	Anuradhapura	Avisawella	Haputale	Matale	Vavuniya	Kegalla	Matale	Total		
1958—	52,568	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	117,796	
1959—	54,060	7,394	6,775	14,227	6,547	1,130	4,268	3,738	3,254	1,313	1,177	310	1,245	1,475	2,698	1,221	4,955	558	118,938	
April	54,621	7,418	6,821	14,638	6,645	1,015	4,481	3,406	3,471	1,399	1,179	326	1,162	1,507	2,764	1,297	5,002	553	120,238	
May	56,321	7,412	6,932	14,952	6,065	1,009	4,461	3,280	3,799	1,493	1,162	361	1,313	1,565	2,795	1,293	4,998	583	122,941	
June	57,814	7,398	7,771	15,408	6,448	973	5,245	3,321	4,094	1,653	1,219	401	1,464	1,718	3,126	1,316	5,702	563	29,160	
July	55,875	7,518	7,725	15,671	6,543	970	5,334	3,256	4,077	1,588	1,061	390	1,484	1,730	3,091	1,243	5,881	576	127,768	
August	55,627	7,879	7,639	15,586	6,464	899	5,363	3,247	3,674	1,549	1,072	400	1,411	1,701	3,108	1,200	5,729	574	126,759	
September	54,383	8,159	7,447	15,645	6,358	837	5,013	3,164	3,832	1,531	1,063	415	1,273	1,684	2,978	1,185	5,829	594	125,028	
October	54,617	8,321	7,292	15,702	6,472	944	4,917	3,277	3,759	1,542	1,016	432	1,289	1,644	2,914	1,150	5,711	604	125,314	
November	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422	1,365	1,733	2,965	1,198	5,812	611	128,018	
December	57,228	8,920	7,350	15,243	7,009	1,374	5,269	3,549	2,848	1,787	1,072	530	1,417	1,869	2,975	1,236	5,817	655	129,880	
1960—	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	130,809	
January	58,003	9,183	7,291	15,400	6,278	1,464	5,021	3,552	2,530	1,747	1,036	1,028	1,342	1,922	2,911	1,217	5,737	697	129,921	
February	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	128,205	
March	56,912	9,205	7,041	15,453	6,023	1,221	5,047	3,414	2,647	1,690	1,201	1,006	1,198	1,825	2,891	1,044	5,778	640	127,697	
April	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	129,975	
May	57,923	10,508	7,250	15,710	6,062	1,595	5,158	3,317	2,869	1,841	1,217	1,681	1,286	1,931	3,032	848	6,219	591	132,497	
June	60,277	13,028	7,611	16,059	6,245	1,489	5,382	3,315	3,030	1,998	1,353	1,952	1,288	2,032	3,243	924	6,486	609	140,091	
July	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	144,930	
August	62,742	16,035	8,033	15,265	6,304	1,793	5,520	3,480	3,467	2,218	1,274	737	1,535	2,240	3,565	1,047	7,853	652	147,761	
September																				
October																				

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

† Total includes 141 registered at Matugama, 254 at Ch'law, and 240 at Avisawella. (These Exchanges functioned only during 1945 and 1946.)

‡ Revised figures.
§ Amended figures.

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed		
1939	—	..	—	..	—	..	2,583	
1940	—	..	—	..	—	..	5,089	
1941	—	..	—	..	—	..	9,071	
1942	—	..	—	..	—	..	8,199	
1943	—	..	—	..	—	..	4,170	
1944	—	..	—	..	—	..	1,875	
1945	369	..	1,104	..	411	..	2,653	
1946	1,303	..	3,012	..	1,341	..	10,130	
1947	915	..	1,417	..	911	..	4,161	
1948	1,355	..	1,563	..	1,311	..	6,118	
1949	1,807	..	1,616	..	1,767	..	9,590	
1950	2,059	..	1,509	..	1,438	..	5,773	
1951	2,019	..	1,546	..	1,867	..	5,874	
1952	3,107	..	1,802	..	1,887	..	5,657	
1953	1,528	..	669	..	1,371	..	2,820	
1954	1,097	..	879	..	922	..	4,660	
1955	2,166	..	1,064	..	1,187	..	3,791	
1956	1,913	..	845	..	1,565	..	4,162	
1957	1,176	..	709	..	1,180	..	3,053	
1958	1,827	..	800	..	1,006	..	2,251	
1959	1,667	..	1,045	..	1,275	..	3,218	
1959	..	January	106	..	59	..	86	..	140	391
	..	February	196	..	67	..	98	..	199	560
	..	March	159	..	59	..	87	..	147	452
	..	April	194	..	64	..	81	..	169	508
	..	May	102	..	63	..	80	..	193	438
	..	June	96	..	58	..	111	..	276	541
	..	July	108	..	109	..	131	..	608	956
	..	August	157	..	106	..	141	..	505	909
	..	September	110	..	83	..	117	..	154	464
	..	October	86	..	146	..	114	..	297	643
	..	November	169	..	164	..	123	..	256	712
	..	December	184	..	67	..	106	..	274	631
1960	..	January	156	..	47	..	145	..	114	462
	..	February	117	..	43	..	148	..	235	543
	..	March	170	..	46	..	83	..	182	481
	..	April	179	..	56	..	86	..	238	559
	..	May	138	..	84	..	104	..	245	571
	..	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
	..	October	65	..	97	..	111	..	214	487

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	653	40	475	53	997	58	2,374	114	4,499	265
Negombo	359	—	253	1	140	3	622	9	1,374	13
Kalutara	118	—	42	1	109	12	256	2	525	15
Galle	146	4	86	—	119	6	415	5	766	15
Kandy	100	3	59	2	139	2	324	—	622	7
Nawalapitiya	19	1	21	—	35	1	98	20	173	22
Kurunegala	96	1	48	—	85	2	187	4	416	7
Jaffna	135	1	34	1	98	3	118	3	385	8
Ratnapura	47	—	35	—	91	1	161	1	334	2
Badulla	33	3	20	2	40	—	85	—	178	5
Batticaloa	41	1	15	1	32	2	110	4	198	8
Kalmunai	18	—	12	—	24	1	38	5	92	6
Trincomalee	36	—	10	—	47	—	195	4	288	4
Anuradhapura	56	6	38	15	46	2	96	24	236	47
Avissawella	25	—	16	—	51	—	181	—	273	—
Haputale	8	—	13	—	25	4	84	10	130	14
Matara	94	—	67	—	94	9	618	6	873	15
Yavuniya	26	4	5	3	45	2	14	2	90	11
Kegalla	45	—	36	18	59	2	107	—	247	20
Matale	17	1	9	—	31	1	31	1	88	3
Total	2,072	65	1,294	97	2,307	111	6,114	214	11,787	487

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 September §	.. 83	.. 26,784	.. 174,501	16	.. 887	.. 2,626
1959 January	.. 18	.. 4,095	.. 21,904	8	.. 4,947	.. 21,180
February	.. 13	.. 3,789	.. 10,566	11	.. 2,618	.. 13,595
March	.. 10	.. 4,115	.. 19,888	3	.. 265	.. 1,245
April	.. 18	.. 5,235	.. 29,181	3	.. 278	.. 833
May	.. 17	.. 4,472	.. 22,449	9	.. 1,169	.. 3,919
June	.. 12	.. 2,785	.. 21,044	20	.. 17,717	.. 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	**4	.. **116	.. **822
September	.. 7	.. 1,403	.. 3,875	1	.. 45	.. 225

*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.

**Amended figures.

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

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

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

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
	Plantations	Others	Plantations	Others	Plantations	Others
Plantations—Tea ..	6	—	1,377	—	3,563	—
Rubber ..	1	—	26	—	312	—
Tea-cum-Rubber ..	—	—	—	—	—	—
Coconut ..	—	—	—	—	—	—
Coconut-cum-Rubber ..	—	—	—	—	—	—
Total ..	7	—	1,403	—	3,875	—
Engineering ..	—	—	—	—	—	—
Printing ..	—	—	—	—	—	—
Motor Transport ..	—	—	—	—	—	—
Tea Export ..	—	—	—	—	—	—
Rubber Export ..	—	—	—	—	—	—
Coconut Manufacturing ..	—	—	—	—	—	—
Toddy, Arrack and Vinegar ..	—	—	—	—	—	—
Cigar Manufacturing ..	1	—	45	—	225	—
Coconut & Rubber Manufacturing ..	—	—	—	—	—	—
Cinema ..	—	—	—	—	—	—
Dock, Harbour and Port Transport ..	—	—	—	—	—	—
Building Trade ..	—	—	—	—	—	—
Local Government Services ..	—	—	—	—	—	—
Service Institutions ..	—	—	—	—	—	—
Factories, Workshops, &c., run by the State ..	—	—	—	—	—	—
Textile ..	—	—	—	—	—	—
Relief Schemes ..	—	—	—	—	—	—
Wholesale and Retail Distribution ..	—	—	—	—	—	—
Aerated Waters and Ice Manufacturing ..	—	—	—	—	—	—
Beedi Manufacturing ..	—	—	—	—	—	—
Hotel ..	—	—	—	—	—	—
Tile Manufacturing ..	—	—	—	—	—	—
Miscellaneous ..	—	—	—	—	—	—
Total ..	1	—	45	—	225	—
Grand Total ..	8	—	1,448	—	4,100	—

TABLE X—CLASSIFICATION OF THE STRIKES IN SEPTEMBER, 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 ..	3	—	360	—
2. Wage increases, Higher rates for piece work, &c. ..	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	1	—	45
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	2	—	410	—
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Factional disputes and domestic matters ..	1	—	225	—
8. External matters (e.g., arrest by Police, &c.) ..	—	—	—	—
9. Assaults by employer or agent or others ..	1	—	408	—
10. General demands ..	—	—	—	—
11. Sympathetic strikes ..	—	—	—	—
Total ..	7	1	1,403	45

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: December, 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	..	57	90	.. 127 90
Class "B" Worker: dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators ..	55	0	..	53	75	.. 108 75
Class "C" Worker: flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread 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	..	41	53	.. 80 53
(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 6	..	3 46
Female labourers not under 18 years	..	1 10	..	2 6	..	3 16
Labourers irrespective of sex, under 18 years..	..	0 90	..	2 6	..	2 96
Semi-skilled Grade II	..	1 65	..	2 16	..	3 81
Semi-skilled Grade I	..	1 80	..	2 16	..	3 96
Skilled	..	2 0	..	2 16	..	4 16

(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	..	53 44	..	89 94
Semi-skilled	..	43 0	..	56 4	..	99 4
Skilled Grade II	..	55 0	..	57 86	..	112 86
Skilled Grade I	..	66 0	..	57 86	..	123 8

B—Clerical—

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

Outside the Municipal Areas

A—Non-clerical—

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

B—Clerical—

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

Month : December, 1960

Class of Worker

	Basic Wage		Special Allowances		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 18	..	2 28
Female worker not under 15 years ..	..	0 90	..	0 88	..	1 78
Child worker ..	..	0 65	..	0 81	..	1 46

(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 18	..	2 58
Male not under 16 years ..	..	1 25	..	1 18	..	2 43
Female not under 15 years ..	..	1 5	..	0 88	..	1 93
Male worker under 16 years or Female worker under 15 years ..	..	0 80	..	0 81	..	1 61

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 3	..	3 83
Male not under 18 years ..	..	1 40	..	2 3	..	3 43
Female not under 18 years ..	..	1 15	..	1 68	..	2 83
Worker, irrespective of sex, under 18 years ..	..	1 15	..	1 61	..	2 76

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 : December, 1960

Class of Worker	Month : December, 1960		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(8) Coconut Manufacturing 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 ..	34 0 ..	99 0
Skilled Grade	55 0 ..	30 0 ..	85 0
Semi-skilled Grade	45 0 ..	27 0 ..	72 0
Unskilled Grade I	37 0 ..	27 0 ..	64 0
Unskilled Grade II	31 0 ..	27 0 ..	58 0

Women Workers—

Female kanganies	35 0 ..	27 0 ..	62 0
Female labourers	30 0 ..	27 0 ..	57 0

Non-manual Workers—

Special Grade	75 0 ..	40 0 ..	115 0
Grade I	55 0 ..	30 0 ..	85 0

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 : December, 1960

Class of Worker

<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
----------------------------------	---	-------------------------

(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

Month : December, 1960

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(10) Engineering Trade					
<i>Daily Rates :</i>					
Unskilled labourer	1 40	.. 2 6	.. 3 46
Semi-skilled, Grade I	1 65	.. 2 16	.. 3 81
Semi-skilled, Grade II	1 45	.. 2 16	.. 3 61
Skilled worker	2 0	.. 2 16	.. 4 16
Kangany	1 80	.. 2 16	.. 3 96
Watcher	1 70	.. 2 16	.. 3 86
<i>Trade Learners and Apprentices—</i>					
1st year	0 50	.. 1 12	.. 1 62
2nd year	0 66	.. 1 22	.. 1 88
3rd year	0 85	.. 1 52	.. 2 37
4th year	1 10	.. 1 67	.. 2 77
(11) Match Manufacturing Trade					
<i>Daily Rates :</i>					
<i>Grade I—</i>					
Male 18 years and over	2 0	.. 1 79	.. 3 79
Female 18 years and over	1 64	.. 1 69	.. 3 33
Young person over 14 years but under 18 years	1 25	.. 1 38	.. 2 63
<i>Grade II—</i>					
Male 18 years and over	1 60	.. 1 79	.. 3 39
Female 18 years and over	1 32	.. 1 69	.. 3 1
Young person over 14 years but under 18 years	1 0	.. 1 38	.. 2 38
<i>Grade III—</i>					
Male 18 years and over	1 40	.. 1 69	.. 3 9
Female 18 years and over	1 15	.. 1 57	.. 2 72
Young person over 14 but under 16 years	0 70	.. 1 17	.. 1 87
Young person 16 years and over but under 18 years	0 90	.. 1 38	.. 2 28
<i>Grade IV—</i>					
Watcher	1 70	.. 1 79	.. 3 49
(12) Motor Transport Trade					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100 0	.. 61 42	.. 161 42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt.	90 0	.. 61 42	.. 151 42

Month : December, 1960

Class of Worker	Month : December, 1960		
	Basic Wage	Special Allowance	Total
	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	58 92	143 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	61 42	161 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate ..	70 0	56 42	126 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67 50	61 42	128 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. ..	60 0	57 52	117 52
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses ..	50 0	57 52	107 52
Class I Workers : Omnibus checkers or time-keepers	60 0	57 52	117 52
Class J Workers : Omnibus Inspectors and omnibus stand supervisors ..	90 0	57 52	147 52
Class K Workers : All other workers other than those workers specified in the preceding items ..	45 0	47 92	92 92

Daily Rates :

Class A worker ..	4 0	2 57	6 57
„ B „ ..	4 0	2 57	6 57
„ C „ ..	3 25	2 57	5 82
„ D „ ..	4 0	2 57	6 57
„ E „ ..	2 75	2 32	5 07
„ F „ ..	2 75	2 57	5 32
„ G „ ..	2 50	2 57	5 07
„ H „ ..	2 25	2 57	4 82
„ K „ ..	1 50	1 79	3 29

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

* “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 : December, 1960

Class of Worker	Basic Wage		Special Allowance		Total			
	Rs.	c.	Rs.	c.	Rs.	c.		
(13) Plumbago Trade								
Daily Rates :								
Underground workers—								
Basses	2 75	..	1 24	..	3 99
Kanganies	}	2 25	..	1 24	..	3 49
Loaders								
Overseers								
Shift bosses	2 8	..	1 24	..	3 32
Blasters	}	2 0	..	1 24	..	3 24
Drillers (hand and machine)								
Shaft drivers								
Stoppers (excavators)								
Timbermen	}	1 50	..	1 24	..	2 74
Muckers								
Trolley-men								
Unskilled labourers								
Onsetters or Donakatarayas	2 25	..	1 24	..	3 49
Underground and surface workers—								
Electricians	}	2 50	..	1 24	..	3 74
Enginemen								
Fitters								
Hoistmen								
Mechanics								
Pumpmen								
Winchmen								
Checkers	2 25	..	1 24	..	3 49
Electricians (assistants)	}	1 50	..	1 24	..	2 74
Fitters (assistants)								
Windlassmen (dabare workers)								
Mechanics (assistants)								
Surface workers—								
Carpenters	}	2 50	..	1 24	..	3 74
Masons								
Overseers	2 25	..	1 24	..	3 49
Blacksmiths	}	2 0	..	1 24	..	3 24
Boilermen								
Drill sharpeners								
Firewood carriers and splitters	1 60	..	1 24	..	2 84
Carters	}	1 50	..	1 24	..	2 74
Watchers								
Bakkikarayas or Banksmen	2 0	..	1 24	..	3 24
Cooks	}	1 24	..	1 24	..	2 48
Smithy boys								
Unskilled labourers								

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

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

(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	..	100 42	..	210 42
Class B Workers: Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)	87 50	..	80 92	..	168 42
Class C, Grade I Workers: Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	65 0	..	71 17	..	136 17
Class C, Grade II Workers: Platen Machine Minders	60 0	..	66 20	..	126 20
Class D Workers: Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50 0	..	61 42	..	111 42
Class E Workers: Unskilled workers not under 18 years of age	42 0	..	59 3	..	101 3
Class F Workers: Unskilled workers under 18 years of age	20 0	..	39 97	..	59 97
Class G Workers: Watchers	44 0	..	61 42	..	105 42
Class A—1st year learner	33 0	..	43 32	..	76 32
" B " "	26 0	..	37 47	..	63 47
" C Grade I, 1st year learner	24 0	..	39 42	..	63 42
" C " II " "	22 0	..	37 47	..	59 47
" D—1st year learner	19 0	..	35 52	..	54 52

Month : December, 1960

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

B. Female workers not under 18 years 1 15 .. 1 94 .. 3 9

C. Workers over 14 years but under 15 years	0 80	1 55	2 35
" 15 " 16	0 90	1 60	2 50
" 16 " 17	1 0	1 65	2 65
" 17 " 18	1 15	1 75	2 90

(18) Tea Growing and Manufacturing Trade

Daily Rates :

Male worker not under 16 years	1 25	1 18	2 43
Female worker not under 15 years	1 5	0 88	1 93
Child worker	0 80	0 81	1 61

(19) Toddy, Arrack and Vinegar Trade

Monthly Rates :

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

Daily Rates :

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

Month : December, 1960

Class of Worker	Month : December, 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 December, 1960, to workers in the Tea Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 62½	0 59	1 21½	0 52½	0 44	0 96½	0 40	0 40½	0 80½	½
1	1 25	1 18	2 43	1 05	0 88	1 93	0 80	0 81	1 61	1
2	2 50	2 36	4 86	2 10	1 76	3 86	1 60	1 62	3 22	2
3	3 75	3 54	7 29	3 15	2 64	5 79	2 40	2 43	4 83	3
4	5 00	4 72	9 72	4 20	3 52	7 72	3 20	3 24	6 44	4
5	6 25	5 90	12 15	5 25	4 40	9 65	4 00	4 05	8 05	5
6	7 50	7 08	14 58	6 30	5 28	11 58	4 80	4 86	9 66	6
7	8 75	8 25	17 01	7 35	6 16	13 51	5 60	5 67	11 27	7
8	10 00	9 44	19 44	8 40	7 04	15 44	6 40	6 48	12 88	8
9	11 25	10 62	21 87	9 45	7 92	17 37	7 20	7 29	14 49	9
10	12 50	11 80	24 30	10 50	8 80	19 30	8 00	8 10	16 10	10
11	13 75	12 98	26 73	11 55	9 68	21 23	8 80	8 91	17 71	11
12	15 00	14 16	29 16	12 60	10 56	23 16	9 60	9 72	19 32	12
13	16 25	15 34	31 59	13 65	11 44	25 09	10 40	10 53	20 93	13
14	17 50	16 52	34 02	14 70	12 32	27 32	11 20	11 34	22 54	14
15	18 75	17 70	36 45	15 75	13 20	28 95	12 00	12 15	24 15	15
16	20 00	18 88	38 84	16 80	14 08	30 88	12 80	12 96	25 76	16
17	21 25	20 06	41 31	17 85	14 96	32 81	13 60	13 77	27 37	17
18	22 50	21 24	43 74	18 90	15 84	34 74	14 40	14 58	28 98	18
19	23 75	22 42	46 17	19 95	16 72	36 67	15 20	15 39	30 59	19
20	25 00	23 60	48 60	21 00	17 60	38 60	16 00	16 20	32 20	20
21	26 25	24 78	51 03	22 05	18 48	40 53	16 80	17 01	33 81	21
22	27 50	25 96	53 46	23 10	19 36	42 46	17 60	17 82	35 42	22
23	28 75	27 14	55 89	24 15	20 24	44 39	18 40	18 63	37 03	23
24	30 00	28 32	58 32	25 20	21 12	46 32	19 20	19 44	38 64	24
25	31 25	29 50	60 75	26 25	22 00	48 25	20 00	20 25	40 25	25
26	32 50	30 68	63 18	27 30	22 88	50 18	20 80	21 06	41 86	26
27	33 75	31 86	65 61	28 35	23 76	52 11	21 60	21 87	43 47	27
28	35 00	33 04	68 04	29 40	24 64	54 04	22 40	22 68	45 08	28
29	36 25	34 22	70 47	30 45	25 52	55 97	23 20	23 49	46 69	29
30	37 50	35 40	72 90	31 50	26 40	57 90	24 00	24 30	48 30	30
31	38 75	36 58	75 33	32 55	27 28	59 83	24 80	25 11	49 91	31

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

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
1	0 70	0 59	1 29	0 65	0 44	1 09	0 52½	0 40½	0 93	1
2	1 40	1 18	2 58	1 30	0 88	2 18	1 05	0 81	1 86	2
3	2 80	2 36	5 16	2 60	1 76	4 36	2 10	1 62	3 72	3
4	4 20	3 54	7 74	3 90	2 64	6 54	3 15	2 43	5 58	4
5	5 60	4 72	10 32	5 20	3 52	8 72	4 20	3 24	7 44	5
6	7 00	5 90	12 90	6 50	4 40	10 90	5 25	4 05	9 30	6
7	8 40	7 08	15 48	7 80	5 28	13 08	6 30	4 86	11 16	7
8	9 80	8 26	18 06	9 10	6 16	15 26	7 35	5 63	13 02	8
9	11 20	9 44	20 64	10 40	7 04	17 44	8 40	6 48	14 88	9
10	12 60	10 62	23 22	11 70	7 92	19 62	9 45	7 29	16 74	10
11	14 00	11 80	25 80	13 00	8 80	21 80	10 50	8 10	18 60	11
12	15 40	12 98	28 38	14 30	9 68	23 98	11 55	8 91	20 46	12
13	16 80	14 16	30 96	15 60	10 56	26 16	12 60	9 72	22 32	13
14	18 20	15 34	33 54	16 90	11 44	28 34	13 65	10 53	24 18	14
15	19 60	16 52	32 12	18 20	12 32	30 52	14 70	11 34	26 04	15
16	21 00	17 70	38 76	19 50	13 20	32 70	15 75	12 15	27 90	16
17	22 40	18 88	41 28	20 80	14 08	34 88	16 80	12 96	29 76	17
18	23 80	20 02	43 86	22 10	14 96	37 06	17 85	13 77	31 62	18
19	25 20	21 24	46 44	23 40	15 84	39 24	18 90	14 58	33 48	19
20	26 60	22 42	49 02	24 70	16 72	41 42	19 95	15 39	35 34	20
21	28 00	23 60	51 60	26 00	17 20	43 60	21 00	16 20	37 20	21
22	29 40	24 78	54 18	27 30	18 18	45 38	22 05	13 01	39 06	22
23	30 80	25 96	56 76	28 60	19 36	47 96	23 10	17 82	40 92	23
24	32 20	27 14	55 34	29 90	20 24	50 14	24 15	18 63	42 78	24
25	33 60	28 32	61 92	31 20	21 12	52 32	25 20	19 44	44 64	25
26	35 00	29 50	64 50	32 50	22 00	54 50	26 25	20 25	46 50	26
27	36 40	30 68	67 04	33 80	22 88	56 68	27 30	21 06	48 36	27
28	37 80	31 86	69 66	35 10	23 76	58 86	28 35	21 87	50 22	28
29	39 20	33 04	72 24	36 40	24 64	61 04	29 40	22 68	52 08	29
30	40 60	34 22	74 82	37 70	25 52	63 22	30 45	23 49	53 94	30
31	42 00	35 40	78 40	39 00	26 40	65 40	31 50	24 30	55 80	31
31	43 40	36 58	79 98	40 30	27 28	67 58	32 55	25 11	57 26	31

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

APPENDIX II (C)

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

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

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

APPENDIX III (A)

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

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

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 Trades. 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 December, 1960, to workers in the Rubber Export Trade

No. of Days	Male Workers not under 18 years of age				Female workers not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Watchers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 73	1 88	1 98	1 93	1 54½	1 62	1 17½	1 25	1 32½	1 45	½
1	3 46	3 76	3 96	3 86	3 09	3 24	2 35	2 50	2 65	2 90	1
2	6 92	7 52	7 92	7 72	6 18	6 48	4 70	5 00	5 30	5 80	2
3	10 38	11 28	11 88	11 58	9 27	9 72	7 05	7 50	7 95	8 70	3
4	13 84	15 04	15 84	15 44	12 36	12 96	9 40	10 00	10 60	11 60	4
5	17 30	18 80	19 80	19 30	15 45	16 20	11 75	12 50	13 25	14 50	5
6	20 76	22 56	23 76	23 16	18 54	19 44	14 10	15 00	15 90	17 40	6
7	24 22	26 32	27 72	27 02	21 63	22 68	16 45	17 50	18 55	20 30	7
8	27 68	30 08	31 68	30 88	24 72	25 92	18 80	20 00	21 20	23 30	8
9	31 14	33 84	35 64	34 74	27 81	29 16	21 15	22 50	23 85	26 10	9
10	34 60	37 60	39 60	38 60	30 90	32 40	23 50	25 00	26 50	29 00	10
11	38 06	41 36	43 56	42 46	33 99	35 64	25 85	27 50	29 15	31 90	11
12	41 52	45 12	47 52	46 32	37 08	38 88	28 20	30 00	31 80	34 80	12
13	44 98	48 88	51 48	50 18	40 17	42 12	30 55	32 50	34 45	37 70	13
14	48 44	52 64	55 44	54 04	43 26	45 36	32 90	35 00	37 10	40 60	14
15	51 90	56 40	59 40	57 90	46 35	48 60	35 25	37 50	39 75	43 50	15
16	55 36	60 16	63 36	61 76	49 44	51 84	37 60	40 00	42 40	46 40	16
17	58 82	63 92	67 32	65 62	52 53	55 08	39 95	42 50	45 05	49 30	17
18	62 28	67 68	71 28	69 48	55 62	58 32	42 30	45 00	47 70	52 20	18
19	65 74	71 44	75 24	73 34	58 71	61 56	44 65	47 50	50 35	55 10	19
20	69 20	75 20	79 20	77 20	61 80	64 80	47 00	50 00	53 00	58 00	20
21	72 66	78 96	83 16	81 06	64 89	68 04	49 35	52 50	55 65	60 90	21
22	76 12	82 72	87 12	84 92	67 98	71 28	51 70	55 00	58 30	63 80	22
23	79 58	86 48	91 08	88 78	71 07	74 52	54 05	57 50	60 95	66 70	23
24	83 04	90 24	95 04	92 64	74 16	77 76	56 40	60 00	63 60	69 60	24
25	86 50	94 00	99 00	96 50	77 25	81 00	58 75	62 50	66 25	72 50	25
26	89 96	97 76	102 96	100 36	80 34	84 24	61 10	65 00	68 90	75 40	26
27	93 42	101 52	106 92	104 22	83 43	87 48	63 45	67 50	71 55	78 30	27
28	96 88	105 28	110 88	108 08	86 52	90 72	65 80	70 00	74 20	81 20	28
29	100 34	109 04	114 84	111 94	89 61	93 96	68 15	72 50	76 85	84 10	29
30	103 80	112 80	118 80	115 80	92 70	97 20	70 50	75 00	79 50	87 00	30
31	107 26	116 56	122 76	119 66	95 79	100 44	72 85	77 50	82 15	89 99	31

APPENDIX III (C)

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

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

APPENDIX III (D)

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

No. of Days	Un-skilled Rs. c.	Semi-skilled		Skilled Rs. c.	Kan-ganies 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 73	1 90½	1 80½	2 08	1 98	1 93	0 81	0 94	1 18½	1 38½	½
1	3 46	3 81	3 61	4 16	3 96	3 86	1 62	1 88	2 37	2 77	1
2	6 92	7 62	7 22	8 32	7 92	7 72	3 24	3 76	4 74	5 54	2
3	10 38	11 43	10 83	12 48	11 88	11 58	4 86	5 64	7 11	8 31	3
4	13 84	15 24	14 44	16 64	15 84	15 44	6 48	7 52	9 48	11 08	4
5	17 30	19 05	18 05	20 80	19 80	19 30	8 10	9 40	11 85	13 85	5
6	20 76	22 86	21 66	24 96	23 76	23 16	9 72	11 28	14 22	16 62	6
7	24 22	26 67	25 27	29 12	27 72	27 02	11 34	13 16	16 59	19 39	7
8	27 68	30 48	28 88	33 28	31 68	30 88	12 96	15 04	18 96	22 16	8
9	31 14	34 29	32 49	37 44	35 64	34 74	14 58	16 92	21 33	24 93	9
10	34 60	38 40	36 10	41 60	39 60	38 60	16 20	18 80	23 70	27 70	10
11	38 06	41 91	39 71	45 76	43 56	42 46	17 82	20 68	26 07	30 47	11
12	41 52	45 72	43 32	49 92	47 52	46 32	19 44	22 56	28 44	33 24	12
13	44 98	49 53	46 93	54 08	51 48	50 18	21 06	24 44	30 81	36 01	13
14	48 44	53 34	50 54	58 24	55 44	54 04	22 68	26 32	33 18	38 78	14
15	51 90	57 15	54 15	62 40	59 40	57 90	24 30	28 20	35 55	41 55	15
16	55 36	60 96	57 76	66 56	63 36	61 76	25 92	30 08	37 92	44 32	16
17	58 82	64 77	61 37	70 72	67 32	65 62	27 54	31 96	40 29	47 09	17
18	62 28	68 58	64 98	74 88	71 28	69 48	29 16	33 84	42 66	49 86	18
19	65 74	72 39	68 59	79 04	75 24	73 34	30 78	35 72	45 03	52 63	19
20	69 20	76 20	72 20	83 20	79 20	77 20	32 40	37 60	47 40	55 40	20
21	72 66	80 01	75 81	87 36	83 16	81 06	34 02	39 48	49 77	58 17	21
22	76 12	83 82	79 42	91 52	87 12	84 92	35 64	41 36	52 14	60 94	22
23	79 58	87 63	83 03	95 68	91 08	88 78	37 26	43 24	54 51	63 71	23
24	83 04	91 44	86 64	99 84	95 04	92 64	38 88	45 12	56 88	66 48	24
25	86 50	95 25	90 25	104 00	99 00	96 50	40 50	47 00	59 25	69 25	25
26	89 96	99 06	93 86	108 16	102 96	100 36	42 12	48 88	61 62	72 02	26
27	93 42	102 87	97 47	112 32	106 92	104 22	43 74	50 76	63 99	74 79	27
28	96 88	106 68	101 08	116 48	110 88	108 08	45 36	52 64	66 36	77 56	28
29	100 34	110 49	104 69	120 64	114 84	111 94	46 98	54 52	68 73	80 33	29
30	103 80	114 30	108 30	124 80	118 80	115 80	48 60	56 40	71 10	83 10	30
31	107 26	118 11	111 91	128 96	122 76	119 66	50 22	58 28	73 47	85 87	31

APPENDIX III (E)

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

APPENDIX III (F)

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

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

“Unskilled Male” means a male unskilled labourer not under 18 years of age.
 “Unskilled Female” means a female unskilled labourer not under 18 years of age.
 “Unskilled Young Person” means a labourer (irrespective of sex) under 18 years of age.

APPENDIX III (G)

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

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

APPENDIX IV (A)

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

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

APPENDIX IV (B)

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

* 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 December, 1960, to workers in the Printing Trade**

No. of Days	<i>Workers other than Apprentices</i>								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 89½	3 12	2 52	2 33½	2 06½	1 87	1 11	1 95	½
1	7 79	6 24	5 04	4 67	4 13	3 74	2 22	3 90	1
2	15 59	12 48	10 09	9 35	8 25	7 48	4 44	7 81	2
3	23 38	18 71	15 13	14 02	12 38	11 23	6 66	11 71	3
4	31 17	24 95	20 17	18 70	16 51	14 97	8 88	15 62	4
5	38 97	31 19	25 22	23 37	20 63	18 71	11 11	19 52	5
6	46 76	37 43	30 26	28 04	24 76	22 45	13 33	23 43	6
7	54 55	43 66	35 30	32 72	28 89	26 19	15 55	27 33	7
8	62 35	49 90	40 35	37 39	33 01	29 93	17 77	31 24	8
9	70 14	56 14	45 39	42 07	37 14	33 68	19 99	35 14	9
10	77 93	62 38	50 43	46 74	41 27	37 42	22 21	39 04	10
11	85 73	68 62	55 48	51 41	45 39	41 16	24 43	42 95	11
12	93 52	74 85	60 52	56 09	49 52	44 90	26 65	46 85	12
13	101 31	81 09	65 56	60 76	53 65	48 64	28 87	50 76	13
14	109 11	87 33	70 61	65 44	57 77	52 39	31 10	54 66	14
15	116 90	93 57	75 65	70 11	61 90	56 13	33 32	58 57	15
16	124 69	99 80	80 69	74 79	66 03	59 87	35 54	62 47	16
17	132 49	106 04	85 74	79 46	70 15	63 61	37 76	66 38	17
18	140 28	112 28	90 78	84 13	74 28	67 35	39 98	70 28	18
19	148 07	118 52	95 82	88 81	78 41	71 10	42 20	74 18	19
20	155 87	124 76	100 87	93 48	82 53	74 84	44 42	78 09	20
21	163 66	130 99	105 91	98 16	86 66	78 58	46 64	81 99	21
22	171 45	137 23	110 95	102 83	90 79	82 32	48 86	85 90	22
23	179 25	143 47	116 00	107 50	94 91	86 06	51 09	89 80	23
24	187 04	149 71	121 04	112 18	99 04	89 80	53 31	93 71	24
25	194 83	155 94	126 08	116 85	103 17	93 55	55 53	97 61	25
26	202 63	162 18	131 13	121 53	107 29	97 29	57 75	101 52	26
27	210 42	168 42	136 17	126 20	111 42	101 03	59 97	105 42	27
28	227 25	181 89	147 06	136 30	120 33	109 11	64 77	113 85	28
29	244 08	195 36	157 95	146 40	129 24	117 19	69 57	122 28	29
30	260 91	208 83	168 84	156 50	138 15	125 27	74 37	130 71	30
31	277 74	222 30	179 73	166 60	147 06	133 35	79 17	139 14	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 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 December, 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.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. s.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 41½	1 77	2 14½	2 65	3 20	1 17½	1 58½	1 94½	2 39½	½
1	2 83	3 54	4 29	5 30	6 40	2 35	3 17	3 89	4 79	1
2	5 65	7 08	8 59	10 60	12 80	4 70	6 35	7 78	9 57	2
3	8 48	10 62	12 88	15 90	19 20	7 05	9 52	11 67	14 36	3
4	11 31	14 17	17 17	21 20	25 60	9 40	12 69	15 56	19 14	4
5	14 13	17 71	21 47	26 50	32 00	11 75	15 86	19 45	23 93	5
6	16 96	21 25	25 76	31 80	38 40	14 10	19 04	23 34	28 71	6
7	19 79	24 79	30 05	37 11	44 81	16 46	22 21	27 23	33 50	7
8	22 61	28 33	34 35	42 41	51 21	18 31	25 38	31 12	38 28	8
9	25 44	31 87	38 64	47 71	57 61	21 16	28 56	35 01	43 07	9
10	28 27	35 41	42 93	53 01	64 01	23 51	31 73	38 90	47 85	10
11	31 09	38 96	47 23	58 31	70 41	25 86	34 90	42 79	52 64	11
12	33 92	42 50	51 52	63 61	76 81	28 21	38 08	46 68	57 42	12
13	36 75	46 04	55 81	68 91	83 21	30 56	41 25	50 57	62 21	13
14	39 57	49 58	60 11	74 21	89 61	32 91	44 42	54 45	66 99	14
15	42 40	53 12	64 40	79 51	96 01	35 26	47 59	58 34	71 78	15
16	45 23	56 66	68 69	84 81	102 41	37 61	50 77	62 23	76 56	16
17	48 05	60 21	72 99	90 11	108 81	39 96	53 94	66 12	81 35	17
18	50 88	63 75	77 28	95 41	115 21	42 31	57 11	70 01	86 13	18
19	53 71	67 29	81 57	100 71	121 61	44 66	60 29	73 90	90 92	19
20	56 53	70 83	85 87	106 01	128 01	47 01	63 46	77 79	95 70	20
21	59 36	74 37	90 16	111 32	134 42	49 37	66 63	81 68	100 49	21
22	62 19	77 91	94 45	116 62	140 82	51 72	69 81	85 57	105 27	22
23	65 01	81 45	98 75	121 92	147 22	54 07	72 98	89 46	110 06	23
24	67 84	85 00	103 04	127 22	153 62	56 42	76 15	93 35	114 84	24
25	70 67	88 54	107 33	132 52	160 02	58 77	79 32	97 24	119 63	25
26	73 49	92 08	111 63	137 82	166 42	61 12	82 50	101 13	124 41	26
27	76 32	95 62	115 92	143 12	172 82	63 47	85 67	105 02	129 20	27
28	82 43	103 27	125 19	154 57	186 65	68 55	92 52	113 42	139 54	28
29	88 54	110 92	134 46	166 02	200 48	73 63	99 37	121 82	149 88	29
30	94 65	118 57	143 73	177 47	214 31	78 71	106 22	130 22	160 22	30
31	100 76	126 22	153 00	188 92	228 14	83 79	113 07	138 62	170 56	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 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 December, 1960, to workers in the Printing Trade

Apprentices

No. of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 17½	1 36½	1 59½	1 89	1 10	1 28½	1 46½	1 72½	½
1	2 35	2 73	3 19	3 78	2 20	2 57	2 93	3 45	1
2	4 70	5 46	6 38	7 56	4 41	5 13	5 86	6 91	2
3	7 05	8 19	9 57	11 34	6 61	7 70	8 79	10 36	3
4	9 40	10 92	12 77	15 12	8 81	10 27	11 73	13 81	4
5	11 74	13 65	15 96	18 89	11 01	12 84	14 66	17 27	5
6	14 09	16 38	19 15	22 67	13 22	15 40	17 59	20 72	6
7	16 44	19 11	22 34	26 45	15 42	17 97	20 52	24 18	7
8	18 79	21 84	25 53	30 23	17 62	20 54	23 45	27 63	8
9	21 14	24 57	28 72	34 01	19 82	23 10	26 38	31 08	9
10	23 49	27 30	31 91	37 79	22 03	25 67	29 31	34 54	10
11	25 84	30 03	35 11	41 57	24 23	28 24	32 25	37 99	11
12	28 19	32 76	38 30	45 35	26 43	30 80	35 18	41 44	12
13	30 54	35 49	41 49	49 13	28 63	33 37	38 11	44 90	13
14	32 88	38 21	44 68	52 90	30 84	35 94	41 04	48 35	14
15	35 23	40 94	47 87	56 68	33 04	38 51	43 97	51 81	15
16	37 58	43 67	51 06	60 46	35 24	41 07	46 90	55 26	16
17	39 93	46 40	54 26	64 24	37 44	43 64	49 84	58 71	17
18	42 28	49 13	57 45	68 02	39 65	46 21	52 77	62 17	18
19	44 63	51 86	60 64	71 80	41 85	48 77	55 70	65 62	19
20	46 98	54 59	63 83	75 58	44 05	51 34	58 63	69 07	20
21	49 33	57 32	67 02	79 36	46 25	53 91	61 56	72 53	21
22	51 68	60 05	70 21	83 14	48 46	56 47	64 49	75 98	22
23	54 02	62 78	73 40	86 91	50 66	59 04	67 42	79 44	23
24	56 37	65 51	76 60	90 69	52 86	61 61	70 36	82 89	24
25	58 72	68 24	79 79	94 47	55 06	64 18	73 29	86 34	25
26	61 07	70 97	82 98	98 25	57 27	66 74	76 22	89 80	26
27	63 42	73 70	86 17	102 03	59 47	69 31	79 15	93 25	27
28	68 49	79 60	93 06	110 19	64 23	74 85	85 48	100 71	28
29	73 56	85 50	99 95	118 35	68 99	80 39	91 81	108 17	29
30	78 63	91 40	106 84	126 51	73 75	85 93	98 14	115 63	30
31	83 70	97 30	113 73	134 67	78 51	91 47	104 47	123 09	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 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 December, 1960, to workers in the Printing Trade**

Apprentices

No. of Days	Class D				No. of Days
	1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 01	1 16½	1 34	1 57	½
1	2 02	2 33	2 68	3 14	1
2	4 04	4 66	5 36	6 27	2
3	6 06	6 99	8 04	9 41	3
4	8 08	9 32	10 71	12 54	4
5	10 10	11 65	13 39	15 68	5
6	12 12	13 98	16 07	18 82	6
7	14 13	16 31	18 75	21 95	7
8	16 15	18 64	21 43	25 09	8
9	18 17	20 97	24 11	28 22	9
10	20 19	23 30	26 79	31 36	10
11	22 21	25 63	29 46	34 50	11
12	24 23	27 96	32 14	37 63	12
13	26 25	30 29	34 82	40 77	13
14	28 27	32 63	37 50	43 90	14
15	30 29	34 96	40 18	47 04	15
16	32 31	37 29	42 86	50 17	16
17	34 33	39 62	45 53	53 31	17
18	36 35	41 95	48 21	56 45	18
19	38 37	44 28	50 89	59 58	19
20	40 39	46 61	53 57	62 72	20
21	42 40	48 94	56 25	65 85	21
22	44 42	51 27	58 93	68 99	22
23	46 44	53 60	61 61	72 13	23
24	48 46	55 93	64 28	75 26	24
25	50 48	58 26	66 96	78 40	25
26	52 50	60 59	69 64	81 53	26
27	54 52	62 92	72 32	84 67	27
28	58 88	67 95	78 11	91 44	28
29	63 24	72 98	83 90	98 21	29
30	67 60	78 01	89 69	104 98	30
31	71 96	83 04	95 48	111 75	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 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 December, 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	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 66½	1 83½	2 09	2 29½	1 90½	2 05½	3 16½	1
2	3 33	3 67	4 18	4 59	3 81	4 11	6 33	2
3	6 66	7 34	8 36	9 17	7 63	8 22	12 67	3
4	9 99	11 00	12 54	13 76	11 44	12 33	19 00	4
5	13 32	14 67	16 72	18 35	15 26	16 44	25 33	5
6	16 66	18 34	20 90	22 94	19 07	20 56	31 67	6
7	19 99	22 01	25 08	27 52	22 89	24 67	38 00	7
8	23 32	25 68	29 26	32 11	26 70	28 78	44 33	8
9	26 65	29 35	33 44	36 70	30 52	32 89	50 67	9
10	29 98	33 01	37 62	41 29	34 33	37 00	57 00	10
11	33 31	36 68	41 80	45 87	38 15	41 11	63 33	11
12	36 64	40 35	45 98	50 46	41 96	45 22	69 67	12
13	39 97	44 02	50 16	55 05	45 78	49 33	76 00	13
14	43 30	47 69	54 34	59 64	49 59	53 44	82 33	14
15	46 64	51 35	58 52	64 22	53 41	57 56	88 67	15
16	49 97	55 02	62 70	68 81	57 22	61 67	95 00	16
17	53 30	58 69	66 88	73 40	61 04	65 78	101 33	17
18	56 63	62 36	71 06	77 99	64 85	69 89	107 67	18
19	59 96	66 03	75 24	82 57	68 67	74 00	114 00	19
20	63 29	69 69	79 42	87 16	72 48	78 11	120 33	20
21	66 62	73 36	83 60	91 75	76 30	82 22	126 67	21
22	69 95	77 03	87 78	96 34	80 11	86 33	133 00	22
23	73 28	80 70	91 96	100 92	83 93	90 44	139 33	23
24	76 62	84 37	96 14	105 51	87 74	94 56	145 67	24
25	79 95	88 04	100 32	110 10	91 56	98 67	152 00	25
26	83 28	91 70	104 50	114 69	95 37	102 78	158 33	26
27	86 61	95 37	108 68	119 27	99 19	106 89	164 67	27
28	89 94	99 04	112 86	123 86	103 00	111 00	171 00	28
29	95 34	104 98	119 63	131 29	109 18	117 66	181 26	29
30	100 74	110 92	126 40	138 72	115 36	124 32	191 52	30
31	106 14	116 86	133 17	146 15	121 54	130 98	201 78	31
31	111 54	122 80	139 94	153 58	127 27	137 64	212 04	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 December, 1960, to workers in the Cinema Trade**

Outside the Municipal Areas

<i>No. of Days</i>	<i>A—Non-Clerical</i>				<i>B—Clerical</i>			<i>No. of Days</i>
	<i>Unskilled</i>	<i>Semi-Skilled</i>	<i>Semi-Skilled Grade II</i>	<i>Semi-Skilled Grade I</i>	<i>Grade III</i>	<i>Grade II</i>	<i>Grade I</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 66½	1 78	1 94	2 20	1 81½	1 96½	3 16½	½
1	3 33	3 56	3 88	4 40	3 63	3 93	6 33	1
2	6 66	7 11	7 77	8 80	7 26	7 85	12 67	2
3	9 99	10 67	11 65	13 21	10 89	11 78	19 00	3
4	13 32	14 23	15 53	17 61	14 52	15 70	25 33	4
5	16 66	17 79	19 42	22 01	18 15	19 63	31 67	5
6	19 99	21 34	23 30	26 41	21 78	23 56	38 00	6
7	23 32	24 90	27 19	30 82	25 41	27 48	44 33	7
8	26 65	28 46	31 07	35 22	29 04	31 41	50 67	8
9	29 98	32 01	34 95	39 62	32 67	35 33	57 00	9
10	33 31	35 57	38 84	44 02	36 30	39 26	63 33	10
11	36 64	39 13	42 72	48 42	39 93	43 19	69 67	11
12	39 97	42 68	46 60	52 83	43 56	47 11	76 00	12
13	43 30	46 24	50 49	57 23	47 19	51 04	82 33	13
14	46 64	49 80	54 37	61 63	50 81	54 96	88 67	14
15	49 97	53 36	58 26	66 03	54 44	58 89	95 00	15
16	53 30	56 91	62 14	70 44	58 07	62 81	101 33	16
17	56 63	60 47	66 02	74 84	61 70	66 74	107 67	17
18	59 96	64 03	69 91	79 24	65 33	70 67	114 00	18
19	63 29	67 58	73 79	83 64	68 96	74 59	120 33	19
20	66 62	71 14	77 67	88 04	72 59	78 52	126 67	20
21	69 95	74 70	81 56	92 45	76 22	82 44	133 00	21
22	73 28	78 25	85 44	96 85	79 85	86 37	139 33	22
23	76 62	81 81	89 33	101 25	83 48	90 30	145 67	23
24	79 95	85 37	93 21	105 65	87 11	94 22	152 00	24
25	83 28	88 93	97 09	110 06	90 74	98 15	158 33	25
26	86 61	92 48	100 98	114 46	94 37	102 07	164 67	26
27	89 94	96 04	104 86	118 86	98 00	106 00	171 00	27
28	95 34	101 80	111 15	125 99	103 88	112 36	181 26	28
29	100 74	107 56	117 44	133 12	109 76	118 72	191 52	29
30	106 14	113 32	123 73	140 25	115 64	125 08	201 78	30
31	111 54	119 08	130 02	147 38	121 52	131 44	212 04	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 month should be arrived in accordance with para. 4 of Part II of the Wages Boards decisions.