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# Ceylon LABOUR GAZETTE



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VOLUME VIII  
No. 1.

JANUARY  
1957

In this Issue

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மாநகர நூலக சேவை  
யாழ்ப்பாணம்

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Judgment in Appeal in a Case under the Shop  
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Notice—Shop and Office Employees Act, Public  
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Regulation under the Maternity Benefits  
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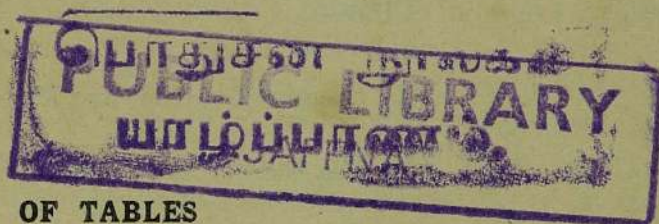
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செய்துள்ள துறைகள்  
யாழ்ப்பாணம்

# CEYLON LABOUR GAZETTE

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VOLUME VIII No. 1

JANUARY 1957

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## NEW RATES FOR MATERNITY BENEFIT PAYMENTS

THE new regulations made under the Maternity Benefits Ordinance relating to the rate at which maternity benefits have to be paid appear elsewhere in this issue. The rate that was hitherto payable was one rupee per day for each of the 42 days, making a total of forty-two rupees. The new regulations have been framed in order to ensure to the woman worker for the total period of six weeks in respect of which maternity benefits are payable, maternity benefits at a rate that will be equivalent to the total wages which she should have earned during this period. The regulations have been so drafted that the rate of maternity benefits will adjust itself to fluctuations in the wage rates applicable to the woman worker affected. It may as well be explained at the outset that the reference to six sevenths of the wages which appears in the regulations was made with a view to ensuring that the total payments for the period of six weeks would approximate to the wages which the woman worker would have earned had she actually worked in her employment during this period of six weeks. In the majority of trades where women covered by the Maternity Benefits Ordinance are employed the normal week consists of six ordinary working days and one unpaid holiday so that, for each week the woman worker receives six days' wages calculated at the daily rate. Since maternity benefits are payable for each of the seven days constituting a week the rate was fixed at six-sevenths so that six-sevenths of the daily rate of wages paid for seven days would be equivalent to the six days' wages which she would have received had she worked during that week. For example, taking the entire period of 42 days for which maternity benefits are payable a woman worker would ordinarily have worked for 36 days during this period (at the rate of six days for six weeks) and would have been entitled to 36 days' wages, so that the payment of maternity benefits at six-sevenths the daily rate for the 42 days would be equivalent to  $\frac{6}{7} \times 42 = 36$ .

### Time rate workers :

For the purpose of these regulations a distinction is made between time rated workers and piece rated workers. In the case of time rated workers the daily rate will be where the woman worker is covered by decisions of the wages boards, or where the wages have been fixed for that woman worker by or under any other provisions of



written law (e.g., a collective agreement or an award of an arbitrator or an Industrial Court under the provisions of the Industrial Disputes Act), the rate for a day fixed under such wages boards' decision or under such other provision of law. It may be mentioned that the wages will include special allowances based on the cost of living. In the case of a woman worker who is employed on a time rate of wages, but for whom no wages have been determined by law the wages will be the wages payable to her on the terms of her contract of employment. It will be observed from the regulations that the rates of wages are those actually payable to the worker at the time she is actually absent from work on account of her confinement; and should any change in the wages occur, as for instance, as a result of a rise or fall in the special allowance or an increment due to her, at any time during the 42 days it should be reflected in the Maternity Benefit rate.

Where the woman worker is on a monthly pay the daily rate will have to be arrived at by dividing the gross wages (including living allowances) by the number of ordinary working days in the month.

### **Piece rate workers :**

A slightly different provision applies to workers who are entitled to be paid on a piece rate basis and not on a time rate basis. In the case of piece rate workers the daily rate has to be ascertained by dividing the gross earnings earned by the woman worker during the period of six months immediately preceding the date of her confinement by the number of days during this period on which she actually worked. The six months referred to here are calendar months, i.e. months reckoned from one date in the month to the corresponding date in the preceding or following month, e.g. if a woman worker was confined on 15th December the six month period would be reckoned from the 15th of June of the same year. The rate of maternity benefits will be six-sevenths of the daily average reckoned on the above basis. It should be pointed out here that this provision would apply only in the case of women who are entitled to be paid on piece rates, either by law or, where there is no law applicable, on the terms of her employment. A woman tapper for instance, who is entitled under the wages boards decisions to a time rate of wages but who may in actual fact be employed by the employer on a piece rate basis will receive maternity benefits not as a piece rate worker but as a time rate worker. In the case of workers for whom no legal provision is made in regard to the actual rate of wages, the wages must be computed on the basis of the wage specified in the terms of her contract of employment.

The proviso contained in paragraph 1 of regulation 1 may at first sight appear confusing. It was intended to ensure that the rate of maternity benefits for each of the 42 days is the same irrespective of whether any of those days fall on a day on which the woman worker if she had worked would ordinarily have been entitled to a higher wage by virtue of the fact that that particular day happens to be a holiday, e.g. weekly holiday, when work would have to be remunerated at overtime rates. The necessity for the proviso arises from the language used in the first regulation. In other words it means that although the woman worker if she had worked on the weekly holiday she might have been entitled to higher wages (over time rate) yet the Maternity Benefit rate for that day will be 6/7 of the ordinary day's wage.



### **Minimum rate of Maternity Benefit :**

Attention must be drawn to the fact that the proviso contained under the second paragraph of regulation 1 ensures that the rate of maternity benefits will at no time fall below the rate at which maternity benefits have been paid hitherto, namely rupee one per day. If for any reason the wage rate falls to a lower level or the woman worker who is not covered by any provision of law is paid a wage at such a level that six-sevenths of it would be less than one rupee, then this provision will come into operation to ensure that the maternity benefits rate for such a worker shall be one rupee, per day.

### **Overtime payments excluded :**

Sub-paragraph 2 of Regulation 1 defines the normal working day. In the case of workers covered by decisions of Wages Boards, the normal working day will be the period of time constituting the normal working day as defined in the decisions of the respective Wages Boards. In the case of workers who are not covered by decisions of Wages Boards the normal working day will, where it has been defined under any provision of law other than the Wages Boards Ordinance, as for instance section 67 of the Factories Ordinance, be the normal working day as defined in such law. In the case of workers who do not come within either of the above categories the normal working day will be determined according to the terms of the contract of employment. The necessity to define this normal working day also arises from the manner in which the rate of maternity benefits has been defined in paragraph 1 of Regulation 1. A worker who is entitled to Maternity Benefits cannot claim that the wages paid to her as overtime should be taken in account in determining the  $\frac{6}{7}$ ths of the daily wage.

### **Alternative Maternity Benefits Payments :**

In the case of employers who are authorised to provide alternative Maternity Benefits the cash part of the benefits has been increased by Regulation 2 of these new regulations. Hitherto this rate was a fixed amount of Rs. 4 per week making a total of Rs. 24 for the 6 weeks. The new rate will be equivalent to  $\frac{4}{7}$ ths of the normal Maternity Benefit rate for a day that is  $\frac{4}{7}$ ths of  $\frac{6}{7}$ ths of the daily wage and the rate is payable for each day. Although the calculation may seem complicated, in actual practice working it out is not so formidable. As already referred to earlier in this article, a woman worker who makes use of her 6 weeks absence from work on account of her confinement will be entitled to 36 working days wages. The alternative Maternity Benefit rate will be  $\frac{4}{7}$ ths of this amount so that all that the employer has to do is to first ascertain the wages for the total period of 6 weeks on the basis of 6 days work per week and pay  $\frac{4}{7}$ ths of it. Since unlike in the case of Maternity Benefit payments, the time of payment is not fixed, further sub-division of the amount is not necessary.

### **Effective date :**

The new rate of Maternity Benefit payment comes into force with effect from January 11, 1957, and will not only affect maternity benefits due in respect of confinements which take place after that day but



also payments which were in the process of being made when the Regulations come into force. For example a woman worker who had been paid 3 weeks maternity benefit prior to January 11, 1957, at the old rate of Re. 1 per day will receive Maternity Benefits for the balance period of 3 weeks at the new rate.

The Regulations were published in *Government Gazette* No. 11,046 of January 11, 1957.

(Contributed by—N. Mahadeva, Assistant Commissioner of Labour—Enforcement Division.)

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## STATISTICS OF THE MONTH IN BRIEF

### Note

The following is a 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 Number for the month of December, 1956, was 100.3 as against 101.0 for November 1956, a drop of 0.7.

### Wages Rates :

#### (a) Basic Wages :

The Basic Wages payable to the workers in the Coconut Growing Trade has been increased with effect from January 1, 1957. The details of increases are published elsewhere in this issue. The Basic Wages of workers in other trades to which part II of the Wages Boards Ordinance has been applied remain unchanged.

#### (b) Special Allowances :

The special allowances payable for the month of January 1956, to workers in the Tea Growing and Manufacturing Trade ; the Rubber Growing and Manufacturing Trade ; the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade ; the Coconut Manufacturing Trade ; and the Plumbago Trade will be slightly less than those for the month of December 1956. The special allowances payable to workers in all other trades to which part II of the Wages Boards Ordinance has been applied will be the same as for the month of December 1956.

### Strikes :

There were altogether 24 strikes during the month of October 1956, involving 5,356 workers and a loss of 15,762 man-days compared to 24 strikes in August 1956, involving 11,425 workers and a loss of 35,353 man-days. Eleven of these were in Tea Plantations involving 3,755 workers and a loss of 8,294 man-days, 6 in Rubber Plantations involving 698 workers and a loss of 4,457 man-days, one each in Tea-cum-



Rubber Plantation, Tea and Rubber Export, Coconut Manufacturing, Coconut and Rubber Manufacturing, Building Trade, Tile Manufacturing and metal Quarry involving 267, 230, 42, 38, 190, 89, 47 workers and loss of 267, 1,610, 42, 114, 570, 267, 141 man-days respectively.

### Arrivals and Departures of Indian Estate Labourers :

In December, 1956, the departures of Indian Estate Labour exceeded the arrivals by 92 as compared with 159 in November, 1956. The total excess of departures over arrivals in 1956 was 2,330 up to the end of December 1956.

### Registrants for Employment or Better Employment :

The total number of registrants for employment or better employment according to registers of the Employment Exchange as at the end of October 1956 and November 1956, was as given below :—

	October, 1956			November, 1956		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	12,385 ..	3,316 ..	15,701 ..	12,352 ..	3,399 ..	15,751
Skilled ..	9,074 ..	793 ..	9,867 ..	9,075 ..	793 ..	9,868
Semi-skilled ..	18,990 ..	6,331 ..	25,321 ..	19,199 ..	6,458 ..	25,657
Unskilled ..	32,181 ..	2,343 ..	34,524 ..	32,048 ..	2,407 ..	34,455
Total ..	72,630	12,783	85,413	72,674	13,057	85,731

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

	October, 1956			November, 1956		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	166 ..	23 ..	189 ..	172 ..	30 ..	202
Skilled ..	63 ..	1 ..	64 ..	59 ..	— ..	59
Semi-skilled ..	95 ..	39 ..	134 ..	92 ..	3 ..	95
Unskilled ..	168 ..	5 ..	173 ..	189 ..	21 ..	210
Total ..	492	68	560	512	54	566

## NOTES OF CURRENT INTEREST

### Trade Unions Registered in December 1956

Reg. No.	Name of Trade Union
801 ..	British Ceylon Corporation Mills Workers Union
802 ..	Railway Watchers' Union
803 ..	Marketing Department Junior Officers' Union
804 ..	Anti-Malaria Campaign Overseers' Union
805 ..	Gal Oya Development Board Agricultural Workers' Union
806 ..	Department of Agriculture Foremen's and Conductors' Association
807 ..	British Army Civilian Staff Union (Ceylon)
808 ..	State Distillery Employees Union
809 ..	All Ceylon Filariasis Campaign Overseers' Union
810 ..	Lanka Co-operative Bank Employees Union



Reg. No.	Name of Trade Union
811 ..	All Ceylon Printers Association
812 ..	Fisheries Dept. Workers' Union
813 ..	Ceylon Railway Agents Union
814 ..	Government X-Ray Technical Officers Association
815 ..	Colombo Municipal Medical Officers Association

### Registrations Cancelled in December 1956

305 ..	Government Press Mono & Lino Departmental Union
560 ..	All Ceylon Cigar Workers' Union
610 ..	All Ceylon Railway Signal Workers' Union
613 ..	Trincomalee United Tailors Union
627 ..	United Tobacco Workers' Union
628 ..	Municipal Transport and Engineering Workers' Union
629 ..	Bintenna Government Teachers' Union
633 ..	Bank of Ceylon Staff Assistants and Sub-Accountants Union
634 ..	Samastha Lanka Kamkaru Sangamaya
636 ..	United Mid and Up Country Estate Workers Union
638 ..	Quickshaw Employees Union
639 ..	The Assistant Irrigation Engineers' Association
642 ..	Agricultural Teachers' Association
643 ..	Kadawata Govt. Teachers' Union
649 ..	Jaffna Toddy Tappers' Union
659 ..	Uva and Central Province Estate Workers' Union
666 ..	Kayman's Gate Hiring Car Drivers' Union
670 ..	All Ceylon Milk Feeding Storekeepers Union
671 ..	Sri Lanka Clerks and Staff Assistants Union
672 ..	Batticaloa Urban Council Labourers' Union
674 ..	Trinco Mercantile Employees Union
676 ..	The Govt. Temporary Shroffs Union
679 ..	Ginthota Govt. Plywood Factory Officers' Union
684 ..	Norris Road Hiring Car Drivers' Association
686 ..	Union of Sub-Kanganies (Mid and Up Country Plantation)
687 ..	Assn. of Asst. Commissioners of Local Government.
689 ..	Sabaragamuwa United Drivers Union
690 ..	Colombo Port Commission Central Workers' Union
692 ..	The Sub-Postmasters' Union of Ceylon
693 ..	The Ceylon National Union of Workers
697 ..	United Laundry and Saloon Workers' Union (Mid and Up Country Plantation)
698 ..	All Ceylon Eng. Assistant Teachers' Union
704 ..	South Ceylon Shop and Ceylon Hotel Employees Union

### INDUSTRIAL COURT AWARD

No. I. D. 7 of 1956

In the matter of a dispute between the

- (1) Eksath Engineru Saha Samanya Kamkaru Samithiya,
- (2) United Engineering Workers' Union, and
- (3) All-Ceylon Commercial and Industrial Workers' Union, on the one part,

and

Messrs. Walker Sons and Company, Limited, Colombo, on the other part.



## The Award

This is an award under the Industrial Disputes Act, No. 43 of 1950.

1. This is a dispute between Walker Sons & Company, Limited, and some workmen employed therein, these workmen being members of one of the following Unions, the Eksath Engineru Saha Samanya Kamkaru Samithiya, hereinafter referred to as the Samithiya, the United Engineering Union, hereafter referred to as the United Union, and the All-Ceylon Commercial and Industrial Workers' Union, hereinafter referred to as the All-Ceylon Union. This Company is a very large engineering concern and has departments or sections devoted to Shop repairs, foundry or moulding, building, boiler shops, carpentry, electrical works, motor cars (sales and repairs); it is referred to hereafter as the Company: it employed about 2,300 workmen.
2. Some workmen in the foundry section refused to work overtime on or about August 18, 1956, and the Company informed the cast iron moulders that there would be no work for them on August 20 and almost the same men refused to work overtime on the night of August 21, 31, September 5 and 12 and the Company reacted on each occasion by issuing a notice—no work on the day following, namely, August 22, September 1, 6 and 13 respectively.
3. The Company received a petition dated July 23, 1956, from certain workmen in the foundry section, and there was a discussion thereafter with a deputation of three workmen of that section in regard to increments. The Company on August 3, 1956, put up a notice—meanwhile, the All-Ceylon Union about July 23, 1956, sent a letter to the Company about increments and some other matters: the Company in its reply pointed out that one of the persons referred to in the list sent with the letter ("a random example taken from the list") had been given an increase in 1951, 1954 and 1955 and this mistake was acknowledged in the reply of the General Secretary of this Union—stating that increments were not given yearly but for good attendance and ability, or as stated in another letter "for good work and good attendance", at the discretion of the management on the advice of the Engineer in charge. The notice showed that 1952 and 1953 were not good years as far as foundry production was concerned owing to adverse trading conditions, but none the less in 1953, 7.07 per centum of the workmen received increases: with somewhat better trading in 1954, 17.4 per centum received increases and that in 1955 all workmen received an increase although only 26.8 per centum were entitled to an award. The All-Ceylon Union on August 9, 1956, followed up the earlier letters with a letter, requesting a date for a Conference to discuss eight matters referred to therein. A conference took place on August 20, 1956—document 3 P5 contains the minutes of the conference. The Company on August 24, 1956, sent a reply in respect of the matters discussed at the conference.
4. It appears that some of the workmen in the moulding section struck work on September 14, 1956, and since the following day about 1,400 of the workmen employed by the Company, who are members of the above-mentioned Unions have been on strike.
5. In a statement made by the Commissioner of Labour on October 1, 1956, the demands made by the three Unions were specified under 20 heads—these are fully set out in the Schedule marked A annexed hereto. By his order dated October 2, 1956, the Minister of Labour,



Housing and Social Services, referred the dispute in respect of the matters specified in the abovementioned statement between these Unions and the Employer to the Industrial Court. Each of the parties to the dispute was by order dated October 4, 1956, required to submit to the Registrar of the Court ten copies of a statement setting out in full the matters in dispute, in accordance with regulation 12 (1) of the Industrial Disputes Regulations 1951. As the workmen were still out on strike, it seemed desirable to enter upon the inquiry immediately and the Court fixed the inquiry for October 8, 1956. At the hearing on this day counsel for the All-Ceylon Union stated that the demands of his Union had not been embodied in the statement of the Commissioner and he was informed that these would be taken up with the other demands: these are fully set out in the Schedule marked B hereto annexed.

6. As it was represented to us at the commencement of the hearing on the next day, that there was a probability of the parties arriving at some arrangement for calling off the strike and the workmen going back to work, the Court adjourned the hearing for the following day: On the evening of October 9, 1956, the parties wished to continue their discussion on the following day as regards calling off the strike and the hearing was therefore adjourned for October 11, 1956. When the Court assembled on October 11, 1956, it became apparent that, though no agreement had been reached as regards putting an end to the strike, the intervening days had to some extent been usefully employed in as much as the parties had been able to clarify the real matters then in dispute between the workmen and the management.

7. The demands made, it was argued sometimes, were reasonable; the Unions decided to strike and to endure the hardships flowing from such a step as they were just claims, and it was contended that, had there been no machinery for compulsory arbitration, they would have succeeded, for the strike would go on till a collective agreement would have been entered into by the parties. This is a possibility: it is also possible that a management may take the view that the demands are unreasonable and decide ultimately to close down their undertaking. It is because the State is interested in questions of this kind, since so many hours of gainful work are lost and by production being held up and idleness being encouraged, loss is caused to the contestants on either side and eventually also to the State that it has set up the machinery for compulsory arbitration. Attention was drawn to some Indian cases on behalf of one of the Unions and of the Company: there are, apart from the sections of the Constitution of India Act, a series of statutes dealing with the subject of labour in India, such as the Industrial Disputes Act, 1947, which is a comprehensive statute; the Industrial Employment (Standing Orders) Act, 1946; the Payment of Wages Act, 1936; the Bombay Industrial Relations Act, 1946: in addition there are voluminous Reports of the Labour Appellate Tribunal on various disputes, most, if not all, of which are almost always decisions founded on the special features of these statutes. We do not think it desirable, as a general rule, to adopt the views which are advanced in these decisions.

8. The Company tendered a document Schedule E which showed the undertakings it was prepared to assume: in the light of Schedule



E and the observations made by the parties or their counsel at the hearing on October 11, 1956, the matters now in dispute between the parties have been narrowed down to—

**Demands 1, 9 and 16 :**

9. There are, according to Dr. Perera only four major issues left. The first item in the reference relates to security of employment—with that demand may be considered item No. 9 which relates to an obligation to pay a stand-by wage to certain workers and item No. 16 which relates to an obligation to give six days work every week. A number of contracts are made by the posting by one of the contracting parties in a conspicuous place of a document in a common form stating the terms on which he is prepared to do business. Such a form may constitute an offer or an invitation to another to make an offer. If the form—assuming it is one of the former kind—is accepted without objection by the person to whom it is made or deemed to be made, such person would, as a general rule, be bound by its contents, and his act amounts to an acceptance of the offer made to him, whether he reads the document or otherwise informs himself of its contents or not. He had an opportunity of reading the document and if he read it he knew the terms ; but if, having seen it, he did not choose to read it and to ascertain the conditions upon which he would be employed, that was his own fault. The terms on which employment was offered by the Company are to be found in the standing orders marked R. 7—copies of this document in English, Sinhalese and Tamil were said to be posted at the Company's main gate in in all departments. The workmen in the service of the Company are employed on a weekly contract, but the wages are calculated by the day (sections 14, 7) : the contract could be terminated (other than by dismissal for misconduct or some other such cause) by one week's notice on either side. Where a workman has been informed that, owing to factors beyond the Company's control, work would not be available for a subsequent day or days, he would not be paid for such day or days, but he would receive payment for a day's wages even though no work was available if he has reported for work.

10. There appears to be no comparable undertaking to the Company. It has competitors in practically every branch of its work : it occupies probably a special position in regard to repairs to ships but there are two other concerns, according to the Company, doing similar work. Two of the parties to the dispute referred, in respect of some of the demands, to the method adopted by a firm dealing with motor cars and repairs, but counsel for one of these parties realised the difficulties of adopting it—he frankly said that it would not be possible to apply the same scales as in that firm to workers at Walkers because the same categories are not employed at Walkers : but some scheme like this could be adopted, he said, in consultation with his Union.

11. The demand put forward by the Samithiya, is, according to the Company, that workers should be made permanent after a year's service : during the hearing this demand was stated to import a condition that every workmen be employed on a monthly contract of service. The claim for a guaranteed weekly wage for the workmen, really for the skilled workmen, has been put forward by the All-Ceylon Union. This demand, if it were accepted, would secure them against the risk of a short working week. But this could not in fact protect them against a falling off of the orders. It might mean that



instead of having steady work while working a short working week they had occasional work interspersed with periods of unemployment.

12. The volume of orders for work obtainable by the Company instead of remaining steady, moves by fits and starts, now upwards, now downwards, as the quantity of available work moves through alternations: the establishment has to operate part-time for about 2 months—or three months, according to one of the parties—every year when certain of the workmen are laid off. The minutes of the Conference (3P5) state that it was appreciated that it was not the employer who wished to limit the amount of work available to the workmen but that economic circumstances necessitated such a move and in times of short service the employer usually tried to apportion work in the fairest possible way by giving all workmen the maximum amount of work.

13. It was not seriously disputed that the reduced demand for the services offered by the Company was responsible for the redundancy and short time among some of the workers. The contention of some of the Unions, if not all, was that the system of giving work on contract to the foreman brought also redundancy. It was said by the Company that its business was such that it can never assure itself of a regularity of income for there is no certainty that at any moment there would be a constant demand for each and every service. There are certain types of work which the Company does not itself do, such as wiring jobs and construction of machinery. In these cases the Company hands over the job to a "baas" (a foreman) on a lump sum contract, the Company supplying the materials, and the baas the necessary labour. The customer gets the advantage of a work done under the supervision of the Company and with good material. The "baas" gives a written undertaking to the Company to employ workmen in its service: he naturally employs those whom he likes and ensures that they give adequate service for the money he pays them by closely overseeing what they do, and he probably accelerates the speed of output among his workers and compensates them with a share of his profits. The Company agreed at the hearing to pay direct to the workmen who are employed by a baas on contract work entrusted to him by the Company, so as to ensure that the men employed by the baas are the normal workmen of the Company.

14. It was urged by counsel for the Samithiya that the workmen who are "laid off" because of an "alleged lack of work" were marked absent and were thus deprived of their annual leave and of their opportunities to qualify for a gratuity—because of this system, he said, a workmen's service for 40 years is marked as service for only 20 years. The Company, on the other hand, maintained that this contention was contrary to the facts. What happened actually, according to the Company, was that a workman did not lose any such benefits: the documents R. 3 (a), (b), (c), (d), which are the attendance records of four workmen for the period June, 1955, to about July, 1956—one, a tinker (who had no work for one day each in July and December, two days in September, four days in October, three days in November); the second, an iron moulder (who had no work for one day each in February, March, April, June, July, September and November); the third, a polisher (who had no work for three days in March, two days each in May and September, four days each in July, October and December, one day each in July and in August, seven days in November); and the fourth, an armature winder (who had no work for one



day each in April, September and November and three days in August)—show that in all these cases the days on which there was no work for the employee have been counted as “days of service” for reckoning the number of days a workman was entitled to receive as paid holidays. That a workman must get the advantage of such days for purposes of the paid holidays is shown clearly by the Wages Board decisions. The Company maintained that a workman suffered no detriment as regards the opportunity to qualify for a gratuity by reason of the fact that he was “laid off” for a day or number of days: the affidavit furnished by the Accountant of the Company supports the contention of the Company. It must thus be accepted that no workman suffers a disadvantage by reason of being laid off either in respect of his paid holidays or in respect of his opportunity to qualify for a gratuity.

15. It is possible that, if the Company refrains from entrusting any outside work in respect of a wiring contract or construction of machinery to a “baas” or any inside work in the cases mentioned by some of the Unions—this is to some extent disputed by the Company—to a foreman, the lot of some of the workmen now “laid off” may be alleviated: this contingency depends on the assumption that the Company will in the future undertake work of this kind. It was urged by the Company that unless it was in a position to follow its present practice it would not accept contracts of this nature from its customers. This would result in less employment to the workmen than at present.

16. The practise of “laying off” workers is observed in the case of the skilled workmen employed by the Company. There is a pool maintained of unskilled workers so that they could be removed from one section to another as the conditions of business varied: the parallel of the pool of workers at the Harbour to which attention was drawn by the Union is inapplicable to the circumstances of this case since the persons laid off are not unskilled ones. The difficulties of imposing a week of six days work were realised and it was suggested as an alternative that a workman of this class be given a higher wage so that he obtains a sufficient amount at the end of the month.

17. It was stated that a workman on an average obtained work for 20 days every month and that he was not “laid off” at any time for more than three days—the “laying off” was carried out on a system of rotation, some being laid off in one week, some in another week and others similarly. It probably causes some distress among the unemployed skilled workmen for some time for they may sometimes be without sufficient means of support during a week. Ultimately, this is a question relating to the internal affairs of a concern and to the subject as to how the work of the Company should be managed. An industrial tribunal has not the means of judging whether the work could be done in a manner different from the present mode and, as a general rule, ought not to take upon themselves the task of interfering with the management in such a case. We have taken the fact of there being no work for the skilled workmen (including the semi-skilled) for some days in considering the demand for wages and increment: we are unable to order the adoption of demand No. 16.

18. The effect of the demand numbered one being granted would be to substitute a contract of monthly service for one of a week. It would be such a drastic interference with the rights and obligations of the parties: it would amount to an attempt to alter a contract to the detriment of one particular employer. We regret that this demand must be rejected.



## **Demand 2, and Demands 1 and 2 of the All Ceylon Union :**

19. The purpose of a minimum wage is not to control or determine wages in general but to prohibit the employment of anyone at a wage below an amount necessary to maintain a minimum standard of living. The determination of that wage has been left to an administrative board which can take account of changing economic conditions which make it necessary to vary the wage rate. One argument for such a wage is that the worker is stimulated to increase his efficiency in order to hold his job. Industries that can pay the minimum living costs should be forced to do so. The complexity of the wage system makes the problem of administration serious but if the wage limit is fixed at the very lowest minimum the risk is slight. It is possible to fix a wage by law and to enforce the payment of such a wage by employers, provided it does not differ too much from prevailing market rates for that type of labour. The demand for labour, however, is elastic ; employers find it unprofitable to employ as many workers when wages are high as when they are low. Higher wages induce them to dispense with certain marginal employees who were just barely worth their hire when wages were low. Wages are set usually by the value contributed to the product by the marginal workers of each class. If high minimum wages are established they tend to throw out of employment those workers who cannot really earn the wage.

20. The fixing of a minimum wage tends to promote the efficient organisation and to weed out inefficient units or inefficient entrepreneurs whom an unrestrained policy of cutting wage rates lower and lower would allow to survive.

21. The lower limit of fair wage is obviously the minimum wage while the upper limit is set by what may broadly be called the capacity of industry to pay. The floor level and the ceiling level of wages are the minimum wage and the living wage respectively. Within these limits a fair wage should be fixed above the minimum level and the aim should be to approximate it as far as possible to the ceiling level. The relevant criterion should be the capacity of a particular industry in a specified region, and as far as possible, the same wage should be prescribed for all units of that industry in that region.

22. The main objective in fixing fair wages, according to the Committee on Fair Wages in India, should not be lost sight of. The objective is not merely to determine wages which are fair in the abstract but to see that employment at existing levels is not only maintained but, if possible, increased. An upward movement may adversely affect the volume of employment.

23. The Company maintains that it is entitled to employ workmen at the rates fixed by the Wages Board and the rates fixed about June, 1955, for a day are as follows :—

An unskilled workman at Re. 1.40 ;  
a semi-skilled worker I at Re. 1.65 ;  
a semi-skilled worker II at Re. 1.45 ; and  
a skilled worker at Rs. 2.

This is a privilege enjoyed by it like any other employer.

24. Counsel for the Unions pressed on us to take into consideration the scales of wages of workmen employed by the Government as being a comparable case. The Government, it is said, has to be an ideal employer and to treat its employees fairly and with due regard



to their human needs. It may desire for various reasons to increase the wages and salaries of its employees who are at the bottom of the scale. The primary motives with which industries are run is normally the motive of economic gain and not of philanthropy or the advancement of social welfare. Care must always be taken to see that too heavy a burden is not placed on an industry; the latter is wholly dependent upon periodical returns from the sale of goods or services while the Government's income is largely drawn from taxes and is a vaguely indefinite fund susceptible of indefinite increase.

25. The Company's position is that it reviews the work of its employees annually in the month of June and grants increases on the daily wage as a reward for efficiency and an incentive to further and sustained efficiency. The difference between the parties is in respect of the point of view—the Unions claim that an increment should be given as a matter of right, while the Company maintains that it is a matter of discretion. The baas (or foreman) who is the person in closest touch with the workman and is the best judge of his work assesses the man's work: the departmental manager of each section, it appears, ascertains from the baas which of the workers is worthy of an increase and he notes on the list with him the names of the workmen recommended by the former. Sometimes he may add the names of a few persons with whose work he is familiar. This manager sends the list to the Works Manager: both examine the list carefully and consider whether the cases not recommended are justified. The recommendations from all the sections are sent ultimately to the General Manager who considers the recommendations and grants the increments: if he finds any apparent anomaly he refers the recommendation back. A workman can appeal to the Works Manager. The increment is given at an hourly rate—it ranges from one cent an hour, that is 8 cents a day, to four cents an hour, which is 32 cents a day.

26. Dr. Perera argued that these increments should be annually for a period of 10 years, from the date of employment: he conceded that it was proper to withhold an increment for a good reason, such as bad work, slackness in attendance, slackness in work, inefficiency, carelessness.

27. Increments are given, according to the Company, at the discretion of the management for good work and good attendance.

Discretion is an understanding to discern between wrong and right, between shadows and substance, and not to do according to the will and private affections of the person entrusted with the discretion. It must be governed by rule; it must not be arbitrary but regular. If the person who assesses the work done by a number of skilled workers during a fairly long period states that half of them are not, in his discretion, worthy of getting an increment, there would seem *prima facie* to be something wrong in the attitude of mind adopted by him when judging or in his mode of judging: there has *prima facie* been no sound discretion exercised by him.

28. We gather from the evidence that there were annual increments which were more or less fixed—from 8 cents to 32 cents a day. Annual increments offer encouragement to the workers to do better work and would provide for their proper maintenance as they advance in life. It is also clear from the evidence that only a few workmen, of whom 35 were mentioned by the All Ceylon Union in



their letter, were at first deemed worthy of being granted an increment. We are not satisfied that there was a proper assessment of the ability of the remaining 65 workmen, namely, those referred to in the letter 3P1A, and we think that their ability should be reviewed again to enable them to get an increment for 1956, if found suitable, which for the purposes of Schedule D shall be deemed to have been operative on November 1, 1956. The management can exercise the right to withhold the increment in suitable cases, but a workman who has not been granted an increment should be informed of the reasons for withholding the increment, and he should be given an opportunity to meet those reasons. Any dissatisfied workman or body of workmen could make representations to the Commissioner of Labour, who will take such steps as are necessary to grant redress to such workmen by the machinery provided by the Industrial Disputes Act.

29. It was argued for the Company that the workmen cannot obtain the increments claimed by the All Ceylon Union as there was no contract or agreement between the management and its employees that annual increments should be given. The fact remains that annual increments had been given in the past, and it may be inferred therefrom that a grant of annual increments was looked upon by the employees as being one of the conditions of service. The workmen could, therefore, claim, firstly that their work be reviewed every year—this is carried out by the Company—secondly that their ability be judged fairly, or, as the Company states, be judged according to the discretion of the management for good work and good attendance; and thirdly, that they be given an increment, the rate of which may vary from one cent an hour (8 cents a day) to four cents (32 cents a day).

30. The Company contended that the impact of giving what was asked for by the Unions would be extremely onerous to it and that it would be an increasing burden every year. It was agreeable to the Court laying down a rule that the increment to be granted should not be below a prescribed minimum, provided the employer was not denied his discretionary right. We have carefully and anxiously considered the arguments of both contestants. It is possible that the rates of wages and increments specified by us may place a heavy burden on the Company but as it has been carrying on business for a very long time and holds a unique and unrivalled position in one branch, ship repairs, as one of the counsel in the case described, we hope that it would continue to maintain its high reputation and its volume of work hereafter as in the past.

31. The Company is entitled to employ a worker and pay him the wages prescribed by the Wages Board for a limited time—a skilled worker, and a semi-skilled worker of either grade for a period of one year: an unskilled worker for a period of three years. Thereafter for a period of seven years an increment should, as a general rule, be granted: the increment in the second year, except in the case of the unskilled worker, has been placed at a higher rate than in the later years. The Company is at liberty to give higher increments than those fixed in the award, as it has done in the past.

32. The wage scale as laid down by us in Schedule D has been so devised that it provides for the growing needs of the workman, including his wife and his family. We direct that during the period, from the second year to the eighth year increments should normally



be granted to all workmen, save the unskilled in whose case the period would be from the fourth year to the tenth year, according to the prescribed scale and in accordance with what has been stated in paragraphs 27 and 28 hereof.

33. After the end of the seventh increment, no worker shall be entitled to claim any further increments: the Company, however, is at liberty to grant any further increments at its sole discretion.

34. A semi-skilled workman in grade I should be able, if reasonably efficient, to get into the class of skilled workers and one in grade II, if reasonably efficient, to get into grade I of semi-skilled workers. A great deal of discretion by its very nature must rest with the management in this connection. It is not only difficult but very undesirable to lay down any one single principle for the exercise of this discretion. There must be cases in an industrial concern of this kind as elsewhere in which the efficiency of some workmen does not necessarily improve with mere length of service. One, as a general rule, gains knowledge and experience with the passage of years but one, it is stated, does not gain any more intelligence than one's heredity handed out at about the time of birth.

35. These demands as formulated in the Schedule A and B are not allowed, but relief has been granted in certain respects.

### **Demand 3 :**

36. A provident fund scheme is mainly a retiring benefit. The main ideas behind the fund is to provide for the workman and his family an adequate amount as a compulsory saving—the workmen's contribution from his pay—augmented by a fair contribution by the employer. The provisions of a provident fund have necessarily to be taken into consideration in fixing the wage structure.

37. A demand has been made that the existing employees should be credited with an initial amount to compensate them for the non-existence of the fund in the past. A provident fund scheme in respect of workmen was not a feature, as a general rule, in any stabilized industry in the years up to about the period of the last war. The workmen employed in the Company made no demand for such a fund up to the end of 1946.

38. When a dispute arose early in 1947 between the Company and its workmen, on certain matters, one of which related to the establishment of a provident fund by the Company for its workmen,—the workmen were then members of another Union—it was referred to the decision of a Special Tribunal: at the hearing before that Tribunal this demand was abandoned by the Union. The parties are, as a general rule, precluded from again bringing into controversy the question that was once the subject of litigation. The matter once formally abandoned is abandoned once and for all. It would be improper to listen to an allegation that this was the work of another Union and that they have been mistaken. It would not be right for us to re-open a matter once litigated and determined. It is expedient that the determination consequent on the abandonment of the claim should be taken as true in fact. The workmen thus recognised that a provident fund should not be a feature in this industry in 1947. It would not be fair to the Company to saddle it with liability at any rate for a claim in respect of the year of the award and for a reasonable time thereafter. It follows from the abandonment of the



demand that the Company could act thereafter on the assumption that the workmen had given up whatever claim they had for provident fund relief for that period, and further for the period preceding the time of the making of the demand.

39. It is neither feasible nor practicable to provide for such an initial credit. Such payments may not have the benefit of exemption from income tax: it may create difficulties for the recognition of the fund under the Income Tax Ordinance. The initial burden on the Company will also be quite appreciable. The noting of a mere book-entry in favour of each employee would hardly remove the burden: there would be an indebtedness created and only the date of payment is postponed. The object in view is better served by providing for payment of a sum of money to the credit of the employees, in the provident fund, affected for the period of the past service as can fairly, reasonably and legitimately be taken into consideration. By doing so, we would be acting fairly and equitably by both parties.

40. The Company expressed its willingness to participate in the National Provident Fund when inaugurated by the Government. The Company also expressed its willingness to cover the period commencing from the date of the award to the date of inauguration of the National Provident Fund by Government by paying into that fund the employer's contribution at the rate applicable according to that Fund. It was stated at the hearing that there was a likelihood of such a fund being started in the future: it was, however, a matter of dispute whether it would be the near future or the remote future. The Company showed reluctance to take steps to start a provident fund immediately and it gave certain grounds. We think that a provident fund should be started immediately by the Company: the amount lying to the credit of the fund would be added to the National Provident Fund when it comes into being—the sums lying to the credit of each workman would be placed to his credit in the new Fund. The rate of contribution of the employer would be 6 per centum of the basic wage of a workman for the month: the workman's contribution would be 4 per centum of such wage, which sum will be deducted from the workman's wages: the latter is at liberty to contribute at a higher rate. The first trustees of the fund would be nominated by the Company or its Board of Directors and the deed will contain provisions in respect of the succeeding trustees. The important rule is the one relating to payment of a workman's contribution and of the Company's contribution: we direct that the rules specified in the Schedule marked "C" hereto annexed shall apply.

41. The Company has maintained a voluntary gratuity scheme for some time. The object of granting a gratuity was, according to the Company, to make provision for a workman whose capacity to earn has been impaired—it was not intended to help the worker to capitalise on the gratuity or to obtain employment with another firm.

42. In terms of that scheme a workman who had completed 25 years' service with the Company received at the discretion of the Company as a gratuity a specified sum of money on being certified by the Company's doctor as being incapacitated for work by reason of illness: the amount payable was computed thus, the workman's daily rate of pay which was multiplied by 26—being the aggregate number of working days—was multiplied by the number of years of service and the sum was divided by three. It appears that since last year the Company has made the divisor 1.5, thus, virtually doubling the amount



payable to the workman. The Company informed Dr. Perera and the other representatives at the hearing that it would adopt this (1.5) as the divisor. It also agreed to give the benefit of "its discretionary scheme of paying gratuities" to workers who will have completed 15 years of service instead of 25 years of service with the Company at the date of the award—the amount payable in the mode prescribed above less the sum to his credit in the provident fund.

43. The Company further agreed (a) that it was prepared to act on a certificate granted by one of the Visiting Physicians at the General Hospital, Colombo, and sent to the Company's doctor : (b) that if the Visiting Physician or the Company's doctor certified that the workman is, on account of old age, unfit or unable to do work of the kind he has been performing, or should not continue to do such work although he was not suffering from any sickness, the workman in question would fall within the class of persons to whom a gratuity should be paid.

44. The Company expressed at the hearing its willingness to adopt the provision regarding past service in the Port Provident Fund. It offered to pay into the Provident Fund at the rate of a sum of Rs. 20 for each year of past service up to a maximum of ten years.

45. In the case of all workmen, exclusive of those who have completed 15 years service in the Company on the date of the award, who are entitled to join the provident fund, we direct that the Company shall contribute a sum of Rs. 25 a year for every year of service commencing from the date of the award for the number of years a workman has been in the service of the Company between January 1, 1949, and December 31, 1956—thus the maximum period would be eight years. Thus a workman who has been in the employ of the Company since January 1, 1949, or earlier shall be able to have a sum of Rs. 25 placed to the credit of his account in the provident fund in 1956 and thereafter in each of the following years up to 1963, provided he continues in the service of the Company at the time of the crediting. One who has joined later as in 1950, 1951, &c., will have a sum of Rs. 25 placed to the credit of his account in the fund in 1956 and the following years for each year of service for the number of years reckoned from the year of joining to the end of 1956, provided he continues in the service of the Company at the time of crediting.

46. The Company shall be liable to pay a gratuity computed in terms of the formula referred to in para. 42 to (a) a workman who has completed fifteen years' service with the Company on the date of the award, on his retirement if one of the following conditions is fulfilled :—

- (i) that he is certified by the Company's doctor as being incapacitated for work by reason of illness ;
- (ii) that, although he is not suffering from any illness, he is on account of old age certified by one of the Visiting Physicians of the General Hospital, Colombo, or by the Company's doctor as unfit or unable to do work of the kind he has been performing or certified that he should not continue to do such work ; or

(b) to the widow, or if there is no surviving widow, to the minor children and unmarried daughters of a workman who, having completed 25 years service with the Company on the date of the award, dies hereafter, the sum which the workman would have received had he retired before his death.



The award in this sub-paragraph carries out the agreement of the parties. We, however, consider that the relatives mentioned therein of a workman who, having completed 15 years of service with the Company on the date of the award, dies thereafter should be entitled to this gratuity and we recommend that the Company should pay the same.

47. We can see no ground for retaining the limitation provided for at the end of paragraph 1 of the document marked Schedule E. A workman who had completed 15 years service with the Company at the date of the award is entitled to join the provident fund that is to be inaugurated, and what he would get on retirement from this fund would be his own contributions and the contributions made by the Company for his services hereafter. The words "less his credit to the Provident Fund" ought to find no place in the gratuity scheme.

49. It is desirable that a workman should know what sum he may have a chance of receiving on account of gratuity, and we direct that the Company should make a list giving the names of the persons who fall within the class of persons referred to in paragraph 46 hereof and the sums respectively, and send the list to the Registrar of the Court within six weeks of the date of the award,—a copy thereof to the Commissioner of Labour and a copy to be posted in some conspicuous place of the Company's offices.

#### **Demand 4:**

50. This demand relates to sickness. It is divided into three parts—the first relates to the persons entitled to give medical certificates; the second claims a rescission of the present rule; and the third, as it was explained at the hearing, has reference to the time of payment.

51. *Part (a)*: There is no dispute now between the parties as regards this part.—Medical certificates issued by Government registered Ayurvedic Physicians shall be accepted.

52. *Part (b)*: The present practice is that if a workman absents himself from work for a period of four days or more and claims on his return that he has been ill during these days, the Company would not pay any wage for the first three days. The position of the Company is that there is no satisfactory means of testing the allegation that a man was ill. One man may actually suffer from some minor ailment and keep away from work, while another may keep away for a day or couple of days for some purpose of his own and be able to get a medical certificate: the person granting the certificate may, in some cases, really believe that what "the patient" told him was true.

There was agreement reached in respect of this demand.—We direct that, if the Company's doctor certifies that the workman has been continuously ill for a period exceeding three days, the workman should be paid for the first three days of the illness also. This would provide a fair measure of relief for all genuine cases of illness, such as influenza, malarial fever.

53. *Part (c)*: The offer of the Company that payment for sick leave in accordance with the existing rules of the Company inclusive of its undertaking in part (b) above, would be made within seven days of the resumption of the work by an employee, was accepted. The delay in making payment earlier appears to be occasioned by the accounting system of the Company.



### Demand 5 :

54. This demand relates to the supply of meals : it is divided into two parts.

55. *Part (a)* : The Company has been supplying a midday meal to the workmen, free of charge. The Company has to buy the necessary quantity of rice at the price of unrationed price. It stated that without any obligation on its part this was done for a number of years and that "the increase in the cost has been borne over the years by the Company which has never sought to disown this gift to the workers". The quantity of rice supplied to a worker is, according to the contention of one Union, insufficient and it seeks to obtain a meal of one-fourth measure of rice per person, instead of one-eighth, with two vegetables a "sambol", and a curry of dry fish or meat. The Company showed that the cost to the Company of supplying the present meal is nearly Rs. 100,000 a year, and that an increase of 20 cents on a meal would mean an additional Rs. 56,000 a year. The price of a measure of unrationed rice at the present time is 89 cents. We are unable to grant this demand.

The Company agreed that if the Government makes rice available to the Company or its caterers for purchase at the rationed price, it would be prepared to give to the workers the benefit of the difference between the cost of unrationed rice in the form of an increase in the present quantity of rations.

56. *Part (b)* : This is a demand that workers who have to work in ships from 5 p.m. till 8 p.m. should be given an additional meal, free of charge. The Company contended that it would be a practical impossibility to put this request into effect, as it has no means of knowing beforehand how many workers would be on a ship, and the distribution of the meal would be a difficult undertaking. The workmen who undertake work of this kind receive overtime wages for the extra work and should be able to make arrangements for the necessary meal. We are unable to grant this demand.

57. The Company agreed, during the discussions with the All Ceylon Union, to grant the equivalent of the cost of a meal to the employer at present on Saturdays to such of the workmen who work at the request of the Company after 1 p.m.

### Demand 6 :

58. This relates to annual leave. The parties entered into the following agreement early in the Inquiry in respect of this demand. "The annual leave of workers can be mutually agreed between the Company and its workers to meet the convenience of the latter, but subject to the exigencies of the Company's business".

59. Some of the Unions desired that the workmen should be permitted to break up the period of annual leave, 14 days, into periods of 5, 6 or 7 days at a time. The Company raised no objection to granting leave for a period of 5, 6 or 7 days subject to the exigencies of the work of the Company, provided that it was not contrary to the decisions of the Wages Board. It was pointed out during the hearing that any break in the period of leave would be against the provisions of the Wages Boards decisions, and that the prior approval of the Wages Board would be necessary.



### **Demand 7 :**

60. The demand is that accident pay should be paid weekly. In answer to a question by Mr. Kadirgamar an explanation was vouchsafed as regards the nature of the demand : in the case of a partial disablement of a workman by reason of an accident, in the course of his employment, as where one who has cut his finger and is laid up for a fortnight, the wages due to him for the permitted days should be paid weekly if he calls for it. The Company did not raise any objection to payment in such a case. There will be a direction that the compensation payable to a workman for a partial disablement should be paid to him weekly if he calls for it.

### **Demand 8 :**

61. There was no argument in respect of this demand which relates to the furnishing of an ambulance. During the discussions with the parties about October 9, 1956, the Company gave an undertaking that the Dispenser it proposed to employ would be entrusted with the responsibility of arranging the despatch of injured persons, when necessary, to the Hospital. The demand was not pressed and is rejected.

### **Demand 10 :**

62. This is a claim that accident leave with full pay should be granted from the day of accident. The dispute really is in respect of full pay. The liability imposed by the Statute (Chapter 117) on an employer is founded not on any negligence or any other actionable wrong of the employer, but on accident simply : it creates a high degree of liability, for it the act which caused the injury was within the sphere of the workman's employment, the fact that he had been expressly forbidden to do that act would not be fatal to his claim : likewise whether the act occurred in the workshop of the employer or outside. The full measure of the compensation which is directed to be paid by the employer to a workman who is injured by accident arising out of and in the course of his employment under section 3,—that is to say, something that is to be paid which makes up for the loss that the man has sustained—is cut down by several rules, because the compensation which is directed to be paid under the section is not compensation in general, but it is compensation in accordance with sections 3 and 6, and when one looks at these sections one finds certain things which, so to speak, cut down the compensation. It is a half-monthly payment during the incapacity after the second week. That the employer was not liable to pay anything in respect of the loss for the waiting period of seven days from the date of the disablement (section 6) (1) (D) was not disputed. It was argued, on the one side, that there was no valid reason for an employer declining to pay full compensation from the date of the accident and, on the other, that it was not the function of a Court to "liberalise" the provisions of the law of the land, which should be left to the Legislature. Counsel for the employer contended that the discretion to pay in deserving cases and to withhold payment in other cases must be left to the employer. Dr. Perera was not inclined to press this demand, but he suggested that the employer, at one stage of the discussions, agreed of its own accord to make payments for the waiting period in respect of accident to workmen which occurred on the premises of the employer.



We have considered the various points urged by the parties : we regret we are unable to grant this demand.

We make the following recommendation. The employer should consider it proper to make payments for the waiting period in respect of compensation caused to its workmen in the course of their employment on the premises of the employer.

**Demand 11 :**

63. This relates to a bonus of one month's wages. The Company gives a bonus of a sum equivalent to the wages for half the working days of a month (26 days). We have considered the arguments of the contestants. We regret we are unable to grant this demand ; we direct that the Company should continue to pay the bonus as at present. If the profits of the Company are higher than the present average, which was such as to yield a dividend of 15 per centum, the Company should consider it right to pay a higher bonus.

**Demand 12 :**

64. This is a claim for 14 days casual leave. A workman employed by the Company can at present obtain 26 days leave with full pay, fourteen of which is vacation leave and six days are statutory holidays. We have given anxious consideration to the arguments in favour of the demand and those urged on the other side and have come to the conclusion that the Company should grant three days casual leave to a worker. It would enable him to make use of leave on this ground to attend to some event that has occurred suddenly or to some important matter.

**Demand 13 :**

65. This relates to the furnishing of a canteen and eating hall. The Company informed the parties that it "intends to construct and thus provide a suitable eating hall for workers". The Unions were content with this undertaking. It is, thus unnecessary to make an order on it.

**Demand 14 :**

66. This is a demand that "a full time doctor should be appointed to be in the works premises to attend to workers." The Company undertook to construct and provide a dispensary at the Colombo Iron Works which would be in charge of a qualified Dispenser. It appears that there is a First Aid Post in the premises at present and that there are two qualified Doctors employed by the Company who visit the First Aid Post every morning : they would according to the Company, visit the dispensary when it is established. In view of this undertaking, the demand, as formulated in the Reference, was not pressed.

**Demand 15 :**

67. This demand relates to the laundering of the uniforms of the employees of the Boat Department : it was not pressed.



#### **Demand 17 :**

68. This is a claim that boxes should be provided for the workers of one department so that they may keep their clothes in safety. This demand was not pressed.

#### **Demand 18 :**

69. This relates to a fixed monthly salary for all watchers. This demand was not pressed.

#### **Demand 19 :**

70. This demand was dropped at the hearing.

#### **Demand 20 :**

71. This is a demand in respect of the workers employed in the Harbour Department. This demand was not pressed.

#### **Date and period of the Award**

72. Our decision is that the Award shall operate from November 1, 1956.

73. The All Ceylon Union desired that the Award should be in operation for a definite period: the other parties appeared to take the same view. It is to the advantage of all the parties that there should be a period of certainty in industrial relations. We think that a period of three years would be a reasonable period and we direct that the Award shall be in operation for a period of three years from November 1, 1956.

#### **Summary**

74.

1. The employment of workers should be as at present—a weekly contract.

2. *Demand 2 and Demands 1 and 2 of the All Ceylon Union.*—An annual increment should, as a general rule, be granted to all workmen, for the period and according to the scales set out in Schedule D. The assessment of ability is to be carried out in the mode specified in paragraphs 27 and 28 of the Award.

3. A Provident Fund to be inaugurated by the Company immediately. Rate of employer's contribution to be six per centum of the basic wages of the workmen. Employer to contribute a sum of Rs. 25 in respect of each worker for each year hereafter the maximum being eight years. See paragraphs 40 and 45.

*Gratuity Scheme.*—A worker who has completed 15 years service with the Company on the date of the Award will get a gratuity computed thus—the daily rate of pay X 26 X the number of years of service divided by 1.5.—under certain conditions. (Paragraph 46 and 47).



4. (a) Medical certificates issued by Government registered Ayurvedic Physicians to be accepted.

(b) If the Company's doctor certifies that a workman has been continuously ill for a period exceeding three days, he shall be paid for the first three days of the illness also.

(c) Payment shall be made within seven days of the resumption of work by an employee.

5. (a) Demand re meals—not granted.

(b) The Company agreed to grant the cash equivalent of a meal on Saturdays to such of the workmen who work at its request after 1 p.m. (See paragraph 57).

6. The annual leave of workers can be mutually agreed between the Company and its workers to meet the convenience of the latter, but subject to the exigencies of the Company's business.

7. The compensation payable to a workman for a partial disablement shall be paid to him weekly if he calls for it.

8. Demand re ambulance—not granted.

9. A stand-by wage, not granted.

10. Demand re accident—not granted.

Recommendation :—The employer should consider it proper to make payment for the waiting period in respect of compensation caused to its workmen in the course of its employment on the premises of the employer.

11. Bonus. The Company should continue to pay the bonus as at present.

12. The Company should grant casual leave to a worker to attend to some event that has occurred suddenly or to some important matter—period not exceeding three days a year.

13. Canteen—undertaking by the Company, see paragraph 65.

14. A full time Doctor—demand not pressed; undertaking of the Company, see paragraph 66.

15. Laundering of uniforms—not pressed.

16. Demand re six days work—not granted.

17. Boxes—demand not pressed.

18. Demand re watcher's salary—not pressed.

19. Full uniforms—demand dropped.

20. Demand re workers in the Harbour department—not pressed.

A. R. H. CANEKERATNE,

G. C. THAMBYAH,

C. COOMARASWAMY,

Colombo, November 6, 1956.



## SCHEDULE A

### The Industrial Disputes Act, No. 43, 1950

In the matter of the Industrial Dispute between the

(a) Eksath Engineru Saha Samanya Kamkaru Samithiya, 171 1/1, Norris Road, Colombo 11, (b) United Engineering Workers' Union, 124, Shorts Road, Slave Island, Colombo 2, and (c) All-Ceylon Commercial and Industrial Workers' Union, 108, Kew Road, Slave Island, Colombo 2.

on the one part,

and

Messrs. Walker Sons & Company, Limited, Colombo.

on the other part.

#### *Statement of Matters in Dispute*

The following demands have been made in respect of the workmen employed by Messrs. Walker Sons and Company, Limited, and it is in regard to the said demands that an industrial dispute exists between the (a) Eksath Engineru Saha Samanya Kamkaru Samithiya, (b) United Engineering Workers' Union, and (c) All-Ceylon Commercial and Industrial Workers' Union, on the one part, and Messrs. Walker Sons and Company, Limited, on the other part:—

1. Workers should be made permanent after one year's service.
2. Annual increments should be granted with arrears for the period increments were stopped.
3. A Provident Fund should be established and in respect of service prior to the establishment of the Provident Fund, the Company should pay into the Provident Fund a sum computed at the rate of one month's wages for each year of service.
4. (a) Medical certificates issued by Ayurvedic physicians should be accepted.  
(b) The rule which provides that in respect of the first 3 days of sickness paid sick leave cannot be granted should be rescinded, and  
(c) Sick leave with pay should be granted on production of a medical certificate.
5. (a) The Company should supply a nourishing midday meal and tea in the mornings and in the evenings, free of charge.  
(b) Workers who have to work in ships after 5 p.m. should be given an additional meal, free of charge.
6. The annual leave should be granted when asked for by the worker.
7. Compensation in respect of accidents should be paid weekly.
8. An ambulance should be provided by the Company.
9. A stand-by wage should be paid to the workers in respect of days on which work is not available.
10. Accident leave with full pay should be granted from the day of accident.
11. An annual bonus of one month's wages should be paid to each worker.
12. Fourteen days casual leave should be granted in addition to the 14 days annual holiday.



13. A canteen and eating hall should be provided for the workers.
14. A full-time Doctor should be appointed to be in the works premises to attend to workers.
15. Uniforms of Boat Department employees should be laundered every week.
16. All workers should be granted 6 days work in the week.
17. Boxes should be provided for the workers of the No. 5 Department (Pool Department) to keep their clothes in.
18. A fixed monthly salary should be laid down for all watchers with full paid holiday once a week.
19. Full uniforms to be provided to watchers, and
20. Harbour Department workers should be given all the rights that workers under the Colombo Port Commission are enjoying.

Dated at Colombo, this First day of October, One thousand nine hundred and fifty-six.

## SCHEDULE B

### All Ceylon Commercial and Industrial Workers Union

Reg. 575

Phone 4829

President : Dr. N. M. Perera

No. 108, Kew Road,

Secretary : G. P. Perera

Slave Island,

20th September, 1956.

The Employers Federation of Ceylon,

My dear Mullins,

To avoid any misunderstanding I am herewith setting out the demands of the workers who are on strike. You will observe that some of these demands are in addition to the demands previously submitted by us and on which previous negotiations have taken place. These additional demands spring from the other section of workers who are participating in the strike.

1. *Skilled Workers*.—Daily pay Rs. 3-Rs. 5—20 cents increase for 10 years.

2. *Unskilled Workers*.—Daily pay Rs. 2-Rs. 3.50—15 cents increase for 10 years.

3. A Provident Fund Scheme for all workers who are on the present service of the Company. The Company shall contribute 15 per cent. of the workers basic wage and each worker shall contribute 10 per cent. of his basic wage. The Company shall in addition pay into the credit of each worker in the Fund a month's wages for every year of service he had put in prior to the establishment of such a fund.

4. Medical certificates from Registered Medical Practitioners including from Ayurvedic Physicians to be accepted.

5. A minimum of 6 days work for each worker.

6. May Day to be declared a holiday with pay.

7. Government rates of allowances to be paid to all workers.

8. An annual Bonus of a month's wages to each worker.

9. An adequate mid-day meal of a decent plate of rice and two teas.

10. A permanent ambulance be provided to carry accident victims to the hospital.



11. The lorry department cleaners and porter be paid as set out by the Motor Trade Wages Board with retrospective effect from the date of their joining the department.

12. Harbour Department workers be given all the rights that workers under the Colombo Port Commission are enjoying.

13. The present method of calculating medical leave be abandoned and such leave be allowed day per day from the first day of illness.

14. Mid-day meal for workers who work on Saturday after 1 p.m.

15. Night meal and tea or payment in lieu for workers on the night shift.

16. Workers in the pool be provided with a Canteen.

17. The 8 Mercantile holidays be granted.

18. Annual leave of 14 days be granted so that 7 days be taken at a stretch and the rest as needed.

19. The payment of Rs. 50 as funeral expenses when a worker dies.

20. No Victimisation.

Thanking you,

Yours faithfully,

Dr. N. M. PERERA,  
President.

## SCHEDULE C

### Provident Fund

#### *Rules*

(1) A contributor shall be entitled to retire from the Fund on or at any time after attaining the age of 60 years. On so retiring he shall be entitled to receive from the fund, subject to the provisions of rule 5 hereof, the full amount contributed by him and the full amount contributed by the employer for his use and the interest, if any thereon, which is hereafter referred to as the full amount standing to his credit.

(2) In the event of the termination of the services of an employee before attaining the age of 60 years on account of illness or incapacity to work or on account of retrenchment or in the case of a female employee on her marriage or such other cause considered adequate by the Trustee, the employee shall receive, subject to the provision of rule 5 hereof, the full amount standing to his credit.

(3) If the services are terminated after five years of service whether by the employer or by the employee, he shall be entitled, subject to the provisions of rule 5 hereof, to the full amount standing to his credit but the employer's contributions are to be paid one year after the termination of the employee's service.

(4) If the employer terminates the services of an employee or the employee terminates his services with his employer before the employee completes five years' of service he shall be entitled—

(a) to the entirety of his own contributions, but subject to the provisions of rule 5 hereof.



(b) subject to the provisions of rule 5 hereof, to the contributions made by the employer to the fund on the following basis :—

- (i) after a service of one year but less than 2 years—ten per centum ;
- (ii) after a service of two years but less than 3 years—twenty per centum ;
- (iii) after a service of three years but less than 4 years—forty-five per centum ;
- (iv) after a service of four years but less than 5 years—seventy-five per centum.

(c) If the services of the employee are terminated by either party before the employee has served for a period of a year he shall not be entitled to receive any part of the employer's contribution.

(5) The employer shall have a lien on the full amount standing to the credit of the employee in respect of any financial loss caused by the employee to the employer through fraud, misappropriation, theft, negligence, or otherwise howsoever, or in respect of any indebtedness to the employer to the extent of such loss or indebtedness.

(6) In the case of the death of the employee before retirement or termination, all his right, title and interest in the full amount standing to his credit shall vest in his widow, and if there is no widow, in his heirs but subject to the provisions of rule 5 hereof.

#### SCHEDULE D

##### Wages for an hour

##### 1. Skilled Workman—

1st year Cents	2nd year Cents	3rd year Cents	4th year Cents	5th year Cents	6th year Cents	7th year Cents	8th year Cents
25 ..	29 ..	31½ ..	34 ..	36½ ..	39 ..	41½ ..	44

##### 2. Workman, Semi-skilled, Grade I—

1st year Cents	2nd year Cents	3rd year Cents	4th year Cents	5th year Cents	6th year Cents	7th year Cents	8th year Cents
20 5/8 ..	23 5/8 ..	25 1/8 ..	26 5/8 ..	28 1/8 ..	30 1/8 ..	32 1/8 ..	34 1/8

##### 3. Workman, Semi-skilled, Grade II—

1st year Cents	2nd year Cents	3rd year Cents	4th year Cents	5th year Cents	6th year Cents	7th year Cents	8th year Cents
18 1/8 ..	20 5/8 ..	22 1/8 ..	23 5/8 ..	25 1/8 ..	27 1/8 ..	29 1/8 ..	31 1/8

##### 4. Unskilled Workman—

1st year Cents	2nd year Cents	3rd year Cents	4th year Cents	5th year Cents	6th year Cents	7th year Cents	8th year Cents	9th year Cents	10th year Cents
17½ ..	17½ ..	17½ ..	19 ..	20½ ..	22 ..	23½ ..	25 ..	26½ ..	28

**Note.**—The wage of—

- (1) a skilled worker is increased by thirty-two cents a day first, and thereafter by twenty cents a year for six years ;
- (2) an unskilled worker, Grade I, by twenty-four cents a day first, then by twelve cents a year for two years, and thereafter by sixteen cents a year for three years ;



- (3) an unskilled worker, Grade II, by twenty cents a day first, then by twelve cents a year for three years, and thereafter by sixteen cents a year for three years ;
- (4) an unskilled worker by twelve cents a day for seven years ;
- (5) the rate for the first year is the rate according to the minimum wage.

It is necessary to make provision as regards adjusting the wages of the workmen now in the employ of the Company to the new wages scale. Although there was no arguments on this question, we give the following directives :—

I. The workman's basic wages as on November 1, 1956 shall not be reduced in any case.

II. A workman shall continue to receive wages he was drawing on November 1, 1956. At the next incremental date, namely January 1, 1957, he shall receive wages at the rate prescribed for the next higher stage according to the new scale.

A. R. H. CANEKERATNE,  
G. C. THAMBYAH,  
C. COOMARASWAMY.

## SCHEDULE E

1. The Company is willing, as it has always expressed itself to be, to participate in the National Provident Fund when inaugurated by the Government. It is a matter for regret that the Government has not as yet established such a fund notwithstanding repeated Ministerial assurances. The Company is willing to cover the period commencing from the date of the award to the date of the inauguration of the National Provident Fund by Government by paying into that fund the Employer's contributions at the rate applicable and thus in effect to provide the benefits of a Provident Fund from the date of the award. The present discretionary scheme of paying gratuities (entirely is the discretion of the Company) under the Company's rules will be continued in the case of workers who will have completed 15 years service with the Company at the date of the award less his credit in the Provident Fund.

2. Workers will be free to tender Medical Certificates issued by a Government Registered Ayurvedic Physician.

3. Where payment is made for Sick Leave in accordance with the existing Rules of the Company it will be paid within seven days of the resumption of work. The wage accounting system makes it extremely difficult to ensure payment within three days of resumption of work.

4. Provided the Government makes rice available to the Company or its Caterers for purchase at the rationed price, the Company will be prepared to give to the workers the benefit of the difference between the cost of unrationed rice and the cost of rationed rice in the form of an increase in the present quantity of rations. It should be appreciated that the Company has been supplying mid-day meals at its own cost without any obligation on its part to do so and the increase in the cost over the years has been borne by the Company which has never sought to disown this gift to the workers.



5. The Annual Leave of workers can be mutually agreed between the Company and its workers to meet the convenience of the latter, but subject to the exigencies of the Company's business. You will, of course, appreciate that any break in the period of leave would be against the provisions of the Wages Board's Ordinance and the prior approval of the Department of Labour is necessary in this regard.

6. The Company intends to construct and thus provide a dispensary at the Colombo Iron Works which will be in charge of a qualified dispenser. This dispensary will replace the special First Aid Post which is now in existence. The dispenser will be entrusted with the responsibility of arranging despatch of injured workmen to hospital where necessary. As you know the Company employs two qualified doctors who visit the First Aid Post every morning and will continue to do so when the dispensary is established. Naturally the Company requires time for the construction of this dispensary.

7. The Company intends to construct and thus provide a suitable eating hall for workers. Naturally the Company requires time to complete the construction of this building.

8. In regard to workers who work on Saturdays after 1 p.m. the Company is willing to pay to the employee the equivalent of the cost of a meal to the employer at present. It should be noted and appreciated that this matter is not one of the items listed by the Commissioner of Labour in his statement to the Industrial Courts dated 1st. October.

9. The Company will consider with sympathy a request for payment up to Rs. 50 to meet the funeral expenses of a worker. Such payments will, of course, be at the sole discretion of the Company. This too is a matter which has not been listed by the Commissioner of Labour.

10. The Company will not dismiss a worker for having gone on strike.

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## NEW DECISIONS OF THE WAGES BOARD FOR THE COCONUT GROWING TRADE

The new decisions made by the Wages Board for the Coconut Growing Trade came into force with effect from 1st January, 1957. A notification relating to these decisions was published in *Gazette Extraordinary* No. 11,035 of December 27, 1956.

The decisions relate to—

- (1) a re-classification of workers so that male workers not under 16 years of age or female workers not under 15 years of age will be regarded as adult workers. (According to the decisions that were in existence a worker was not regarded as an adult worker unless he or she was 18 years and over);
- (2) an all round increase in the basic rates of wages of the different classes of workers in the trade by 25 cents per day; and
- (3) the specification of the number of days within which the remuneration for annual holidays may be paid to a worker in the trade.

These new decisions will be incorporated in the Consolidated Decisions of the Board and published in the next issue of the *Ceylon Labour Gazette*.



**JUDGMENT IN APPEAL IN A CASE UNDER THE SHOP  
AND OFFICE EMPLOYEES ACT**

*Present : Sinnetamby J.*

*S. C. 689/56*

*M. C. Balapitiya, Case No. 13,919*

Between

P. KARIYAWASAM, Inspector of Labour.... Complainant-Appellant.

and

S. A. C. A. RAFEEK..... Accused-Respondent.

*Counsel : V. T. Thamotheram, Senior Crown Counsel, for Complainant-Appellant.*

*N. E. Weerasooriya, Q.C., D. E. V. Dissanayake and E. D. Wikramanayake for Accused-Appellant.*

*Argued on : October 22, 1956.*

*Decided on : October 30, 1956.*

SINNETAMBY, J.

The accused-appellant was charged in this case under the Shop and Office Employees (Regulation of Employment and Remuneration) Act with having kept his shop open after hours and with serving a customer who had come there to purchase goods. The learned Magistrate found that the accused had contravened the provisions of the Act but, nevertheless, proceeded to acquit him on the ground that the prosecution had not been sanctioned by the Commissioner of Labour as required by section 64 of the Act. The appeal is against this finding.

It would appear that the prosecution was in fact sanctioned by the Assistant Commissioner. The proceedings do not show that any exception was taken to the prosecution till the final stages of the trial presumably when Counsel addressed the Court. Section 68 of the Act provides that the word "Commissioner" includes "subject to any direction given by the Commissioner under section 46 (2) any Deputy or Assistant Commissioner." I reproduce the entirety of section 46 from which it is apparent that there is a distinction drawn between a Deputy or Assistant Commissioner and an officer appointed under sub-section 3 :

Section 46. (1) The Commissioner of Labour shall be the officer in charge of the General administration of this Act.

(2) Subject to any general or special directions of the Commissioner, any Deputy or Assistant Commissioner of Labour may exercise, perform or discharge any power, duty or function of the Commissioner under this Act or under any regulation.

(3) There may be appointed such number of officers and servants as may from time to time be required for the purpose of carrying out or giving effect to the provisions of this Act.



(4) The Commissioner may either generally or specially authorise any officer appointed under sub-section (3) to exercise, perform or discharge any power, duty or function of the Commissioner under this Act or under any regulation.

Sub-section 2 empowers a Deputy or Assistant Commissioner to exercise the function of a Commissioner subject to the proviso that it can be modified or restricted by general or special direction of the Commissioner. Sub-section 4 does not give this general power to the officer appointed under sub-section 3 but such officer can exercise that power only if he is specially authorised to do so. It will thus be seen that a Deputy or Assistant Commissioner derives his authority by virtue of his office but this is subject to a limitation which may be placed upon it. The special officer, on the other hand, derives his power from the authority granted to him by the Commissioner. Before, therefore, such a special officer can exercise the functions of a Commissioner he must first show that he has the authority. It is obvious that in such a case a prosecution launched with the sanction of such an officer must on the face of it show that the officer had the authority granted to him.

The case of the Deputy Commissioner is otherwise. Normally he can exercise the functions of a Commissioner unless prevented from doing so by special direction. Where, therefore, a prosecution is authorised by an Assistant Commissioner it would be reasonable to infer that no limitation had been placed upon his powers. His act is an official act and in my view the presumption created by section 114, illustration E, of the Evidence Ordinance would apply. Section 114, illustration E, is to the following effect :

“The Court may presume that judicial and official acts have been regularly performed.”

151 R.C  
If therefore an official purports to act by virtue of his office there is presumption that he did so regularly without any limitation being placed upon his powers. He derives his power by virtue of his office unlike a person appointed under section 43 (3) where the right is derived from the authority that is given. In my view therefore it was not necessary for the prosecution to prove the negative fact that no limitation had been placed upon the normal powers which an Assistant Commissioner is empowered to exercise.

Learned Crown Counsel drew my attention to section 393 of the Criminal Procedure Code in regard to the delegation of the Attorney-General's powers. Under that section the Solicitor-General and Crown Counsel derive their authority on a special or general direction from the Attorney-General. In that respect it is somewhat similar to the case of a special officer appointed under section 46 (3). But even in such a case where no objection was taken at the trial the Supreme Court has applied the principle embodied in section 114, illustration E, of the Evidence Ordinance following the maxim, “Omnia praesumuntur rite esse acta.” (Vide 5 Balasingham's Notes, 19).

I accordingly hold that the prosecution was in order and duly sanctioned. I therefore set aside the order of acquittal and remit the case to the magistrate for him to deal with the accused according to law.



## NOTICE

### Shop and Office Employees Act

#### Public Holidays for 1957

THE following are the public holidays fixed under section 7 of the Shop and Office Employees Act for the year 1957 :—

January	14	..	Thai Pongal Day
February	4	..	Independence Commemoration Day
April	13*	..	Sinhalese and Tamil New Year
April	19	..	Good Friday
May	1	..	Day following end of Ramazan
May	13	..	Wesak
October	7	..	Prophet Muhammad's Birthday
December	25	..	Christmas Day.

\* Since the public holiday in respect of Sinhalese and Tamil New Year Day falls on a Saturday, which in the majority of cases is the day observed as a weekly half holiday, it will be necessary to grant an extra half-a-day's holiday in respect of the weekly holiday either in the week ending 13th April, or the week ending 20th April.

L. D.—B. 47/41.

### THE MATERNITY BENEFITS ORDINANCE, No. 32 OF 1939

Regulation made by the Minister of Labour, Housing and Social Services under section 13 of the Maternity Benefits Ordinance, No. 32 of 1939 (as amended by the Maternity Benefits (Amendment) Ordinance, No. 35 of 1946, and modified by the Proclamation published in *Gazette Extraordinary* No. 9,773 of September 24, 1947), and approved by the Senate and the House of Representatives.

T. B. ILANGARATNE,  
Minister of Labour, Housing  
and Social Services.

Colombo, January 8, 1957.

#### Regulation

The Regulations under section 13 of the Maternity Benefits Ordinance, No. 32 of 1939, published in *Gazette* No. 9,634 of November 22, 1946, are hereby amended as follows :—

(1) by the substitution for Regulation 1, of the following new Regulation :—

“ 1. (1) The rate of maternity benefit payable under subsection (1) of section 5 of the Ordinance to a woman worker in respect of each day shall be—

(a) where the worker is entitled to be paid at a time-rate under any provision of written law or, in the absence of such written law, under the terms of a contract of employment, six-sevenths of the wages, which she would have been entitled to for that day if she had actually worked on that day for the entire period constituting the normal working day, calculated according to such time-rate; and

(b) where the worker is not entitled under the provisions of sub-paragraph (a) to be paid at a time-rate but is entitled to be paid at a piece-rate under any provision of written law or, in the



absence of such written law, under the terms of contract of employment, six-sevenths of the average daily wages earned by her during the period of six months immediately preceding her confinement, calculated in accordance with the provisions of such law or the terms of the contract, as the case may be :

Provided, however, that—

- (i) where any day referred to in sub-paragraph (a) falls on a holiday on which she would ordinarily have not worked, or if she had worked she would have been entitled to extra remuneration, the rate of maternity benefit in respect of such day shall be six-sevenths of the wages, which she would have been entitled to for the last working day immediately preceding such holiday, if she had actually worked on such last day for the entire period constituting the normal working day, calculated according to such time-rate ; and
  - (ii) where the rate of maternity benefit for any day under the preceding provisions of this paragraph is less than one rupee, such rate shall be one rupee.
- (2) For the purposes of paragraph (1), the expression “normal working day” in relation to any woman worker means—
- (a) where the normal working day in respect of such worker has been determined by virtue of any decision made under the Wages Boards Ordinance, No. 27 of 1941, the normal working day as determined by virtue of that decision ;
  - (b) where the normal working day in respect of such worker has been determined by virtue of any written law other than the said Wages Boards Ordinance, means the normal working day as determined by virtue of such written law ;
  - (c) where the normal working day in respect of such worker has not been determined by virtue of the provisions of any written law, means the normal working day as is ordinarily understood by that expression in relation to such worker.”
- (2) in Regulation 2, by the substitution for paragraph (d), of the following new paragraph :—
- “(d) the payment in cash to each such labourer—
- (i) for the period of two weeks immediately preceding her confinement, of an amount equal to four-sevenths of the maternity benefit payable for that period at the rate specified in Regulation 1, or if such labourer has worked during that period, for each day in that period succeeding the last day on which she so worked, of an amount equal to four-sevenths of the maternity benefit payable for a day at the rate specified in Regulation 1 ; and
  - (ii) of an amount equal to four-sevenths of the maternity benefit payable for the four weeks immediately following her confinement at the rate specified in Regulation 1.”



**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-Apr., 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 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

1955—

January	..	107.09 ..	101.61 ..	101.53 ..	80.26 ..	93.58 ..	101.5
February	..	105.50 ..	103.46 ..	101.53 ..	80.29 ..	93.37 ..	100.5
March	..	104.15 ..	101.61 ..	101.53 ..	79.85 ..	93.63 ..	99.6
April	..	105.91 ..	103.46 ..	101.53 ..	80.29 ..	94.24 ..	101.0
May	..	106.06 ..	102.31 ..	101.53 ..	80.96 ..	93.87 ..	101.0
June	..	104.71 ..	102.31 ..	101.53 ..	80.92 ..	93.76 ..	100.1
July	..	104.57 ..	100.23 ..	101.53 ..	80.64 ..	95.16 ..	100.2
August	..	103.67 ..	102.31 ..	101.53 ..	80.66 ..	95.93 ..	99.9
September	..	102.94 ..	101.61 ..	101.53 ..	80.64 ..	96.14 ..	99.4
October	..	104.60 ..	102.31 ..	101.53 ..	80.84 ..	95.24 ..	100.3
November	..	105.53 ..	103.00 ..	101.53 ..	80.16 ..	95.03 ..	100.8
December	..	106.38 ..	103.81 ..	101.53 ..	80.43 ..	95.53 ..	101.5

1956—

January	..	106.46 ..	101.27 ..	101.53 ..	80.53 ..	95.77 ..	101.5
February	..	103.80 ..	101.27 ..	101.53 ..	80.42 ..	95.40 ..	99.8
March	..	103.29 ..	100.92 ..	101.53 ..	79.99 ..	96.25 ..	99.6
April	..	105.68 ..	101.27 ..	101.53 ..	80.41 ..	96.70 ..	101.2
May	..	104.03 ..	102.31 ..	101.53 ..	81.66 ..	96.91 ..	100.4
June	..	103.30 ..	100.58 ..	101.53 ..	82.18 ..	97.52 ..	100.0
July	..	101.60 ..	102.65 ..	101.53 ..	82.39 ..	98.33 ..	99.2
August	..	100.33 ..	100.58 ..	101.53 ..	82.32 ..	101.24 ..	98.9
September	..	101.06 ..	101.61 ..	101.53 ..	82.50 ..	101.32 ..	99.4
October	..	103.65 ..	100.92 ..	101.53 ..	82.13 ..	103.04 ..	101.3
November	..	103.72 ..	101.96 ..	101.53 ..	83.21 ..	100.82 ..	01.0
December	..	102.92 ..	100.23 ..	101.53 ..	83.40 ..	99.87 ..	100.3



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

<b>B</b>										
<b>BASE : 1952=100</b>										
1953 ..	—	..	..	101.56	..	99.96	..	90.97	..	101.31
1954 ..	—	..	..	103.65	..	102.52	..	91.04	..	101.39
1955 ..	—	..	..	107.29	..	106.76	..	94.94	..	105.74
1955 ..	January	..	..	108.33	..	106.73	..	91.04	..	101.39
	February	..	..	108.33	..	107.79	..	91.04	..	101.39
	March	..	..	106.77	..	107.20	..	91.04	..	101.39
	April	..	..	106.77	..	105.71	..	96.24	..	107.18
	May	..	..	108.33	..	107.26	..	96.24	..	107.18
	June	..	..	108.33	..	108.22	..	96.24	..	107.18
	July	..	..	106.77	..	106.56	..	96.24	..	107.18
	August	..	..	106.77	..	106.88	..	96.24	..	107.18
	September	..	..	106.77	..	107.41	..	96.24	..	107.18
	October	..	..	107.81	..	107.49	..	96.24	..	107.18
	November	..	..	107.81	..	106.95	..	96.24	..	107.18
	December	..	..	107.81	..	106.22	..	96.24	..	107.18
1956 ..	January	..	..	109.38	..	107.76	..	96.24	..	107.18
	February	..	..	109.38	..	109.60	..	96.24	..	107.18
	March	..	..	107.81	..	108.24	..	96.24	..	107.18
	April	..	..	107.81	..	106.53	..	96.24	..	107.18
	May	..	..	109.38	..	108.94	..	96.24	..	107.18
	June	..	..	107.81	..	107.81	..	96.24	..	107.18
	July	..	..	107.81	..	108.68	..	96.24	..	107.18
	August	..	..	107.81	..	109.01	..	96.24	..	107.18
	September	..	..	106.77	..	107.41	..	96.24	..	107.18
	October	..	..	107.81	..	106.43	..	96.24	..	107.18
	November	..	..	109.38	..	108.30	..	96.24	..	107.18
	December	..	..	109.38	..	109.05	..	96.24	..	107.18



**TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS**

Base 1952=100

Year		Agriculture *		Trades other than Agriculture†		Agriculture and Trades other than Agriculture Combined	
		Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.
		Rs. c.		Rs. c.		Rs. c.	
1952 ..	—	.. 1 96	.. 100.00	.. 2 92	.. 100.00	.. 2 4	.. 100.00
1953 ..	—	.. 1 99	.. 101.53	.. 2 95	.. 101.03	.. 2 7	.. 101.47
1954 ..	—	.. 2 2	.. 103.06	.. 2 94	.. 100.68	.. 2 9	.. 102.45
1955 ..	—	.. 2 9	.. 106.63	.. 2 96	.. 101.37	.. 2 16	.. 105.88
	January	.. 2 10	.. 107.14	.. 2 94	.. 100.68	.. 2 17	.. 106.37
	February	.. 2 10	.. 107.14	.. 2 94	.. 100.68	.. 2 17	.. 106.37
	March	.. 2 8	.. 106.12	.. 2 93	.. 100.34	.. 2 15	.. 105.39
	April	.. 2 8	.. 106.12	.. 2 91	.. 99.96	.. 2 15	.. 105.39
	May	.. 2 10	.. 107.14	.. 2 94	.. 100.68	.. 2 17	.. 106.37
	June	.. 2 10	.. 107.14	.. 2 94	.. 100.68	.. 2 17	.. 106.37
	July	.. 2 8	.. 106.12	.. 2 97	.. 101.71	.. 2 15	.. 105.39
	August	.. 2 8	.. 106.12	.. 3 1	.. 103.08	.. 2 15	.. 105.39
	September	.. 2 8	.. 106.12	.. 2 98	.. 102.05	.. 2 15	.. 105.39
	October	.. 2 9	.. 106.63	.. 2 98	.. 102.05	.. 2 16	.. 105.88
	November	.. 2 9	.. 106.63	.. 3 1	.. 103.08	.. 2 16	.. 105.88
	December	.. 2 9	.. 106.63	.. 3 1	.. 103.08	.. 2 16	.. 105.88
1956 ..	January	.. 2 12	.. 108.16	.. 3 2	.. 103.42	.. 2 19	.. 107.35
	February	.. 2 12	.. 108.16	.. 3 2	.. 103.42	.. 2 19	.. 107.35
	March	.. 2 9	.. 106.63	.. 2 99	.. 102.40	.. 2 16	.. 105.88
	April	.. 2 9	.. 106.63	.. 2 99	.. 102.40	.. 2 16	.. 105.88
	May	.. 2 12	.. 108.16	.. 3 2	.. 103.42	.. 2 19	.. 107.35
	June	.. 2 9	.. 106.63	.. 3 1	.. 103.08	.. 2 16	.. 105.88
	July	.. 2 9	.. 106.63	.. 2 99	.. 102.40	.. 2 16	.. 105.88
	August	.. 2 9	.. 106.63	.. 2 99	.. 102.40	.. 2 16	.. 105.88
	September	.. 2 7	.. 105.61	.. 2 98	.. 102.05	.. 2 14	.. 104.90
	October	.. 2 7	.. 105.61	.. 2 99	.. 102.40	.. 2 16	.. 105.88
	November	.. 2 12	.. 108.16	.. 3 2	.. 103.42	.. 2 19	.. 107.35
	December	.. 2 12	.. 108.16	.. 3 2	.. 103.42	.. 2 19	.. 107.35

\* 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.



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	..	1,053
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	..	53,023
1953	..	8,374	..	6,462	..	13,676	..	23,034	..	51,546
1954	..	11,728	..	7,919	..	16,287	..	27,370	..	63,304
1955	January	12,249	..	8,055	..	16,841	..	27,657	..	64,802
	February	12,906	..	8,256	..	17,397	..	28,108	..	66,667
	March	13,528	..	8,222	..	17,879	..	27,728	..	67,357
	April	13,303	..	8,031	..	17,410	..	26,577	..	65,321
	May	13,445	..	7,886	..	17,660	..	26,298	..	65,289
	June	13,394	..	7,925	..	17,864	..	26,573	..	65,756
	July	13,684	..	7,988	..	18,404	..	26,898	..	66,974
	August	14,059	..	8,234	..	19,065	..	27,249	..	68,607
	September	14,212	..	8,305	..	19,283	..	27,374	..	69,174
	October	14,437	..	8,410	..	19,672	..	27,230	..	69,749
	November	14,480	..	8,572	..	20,118	..	27,433	..	70,603
	December	14,498	..	8,544	..	20,142	..	27,826	..	71,010
1956	January	14,706	..	9,017	..	20,849	..	29,614	..	74,186
	February	14,856	..	9,228	..	21,363	..	30,109	..	75,556
	March	14,490	..	9,100	..	21,175	..	29,383	..	74,148
	April	14,181	..	8,857	..	21,042	..	28,831	..	72,911
	May	14,673	..	8,801	..	21,887	..	29,777	..	75,138
	June	14,564	..	8,892	..	22,408	..	30,957	..	76,821
	July	15,244	..	9,395	..	23,643	..	33,572	..	81,854
	August	15,507	..	9,571	..	24,344	..	34,086	..	83,508
	September	15,569	..	9,694	..	24,828	..	34,252	..	84,343
	October	15,701	..	9,867	..	25,321	..	34,524	..	85,413
	November	15,751	..	9,868	..	25,657	..	34,455	..	85,731

\* 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	Awisawaella	Haputale	Mawara	Total
1939	26,677	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	26,677
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	27,645
1941	20,458	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942	19,333	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943	8,335	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944	1,053	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	—	1,497	—	—	—	—	21,366*
1946	25,805	1,117	808	993	3,397	726	352	816	119	438	727	—	611	—	—	—	—	36,544†
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	—	—	—	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	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	3,730	547	1,162	1,435	909	663	422	992	252	437	678	—	—	53,023
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	51,546
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	63,304
1955—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
January	33,891	3,363	3,632	6,104	3,253	1,487	2,341	2,079	1,545	452	462	314	1,585	887	1,412	371	1,624	64,802
February	34,401	3,742	3,708	6,071	3,710	1,490	2,344	2,156	1,659	537	514	331	1,569	942	1,429	365	1,699	66,667
March	34,525	3,947	3,767	6,139	3,907	1,309	2,349	2,366	1,692	596	462	328	1,452	980	1,449	360	1,729	67,357



TABLE V—(contd.)

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Avisawaella	Haputale	Makara	Total
April ..	33,773	4,021	3,668	6,022	3,481	1,115	2,275	2,386	1,644	591	495	276	1,230	903	1,417	331	1,693	65,321
May ..	33,548	3,773	3,830	6,128	3,844	1,014	2,307	2,383	1,661	561	462	225	1,111	934	1,437	336	1,735	65,289
June ..	33,849	3,623	4,028	6,376	3,665	913	2,311	2,291	1,677	636	508	203	1,119	926	1,500	338	1,793	65,756
July ..	34,631	3,572	4,179	6,424	3,906	868	2,343	2,251	1,741	647	501	221	1,033	999	1,486	335	1,837	66,974
August ..	35,555	3,460	4,361	6,377	4,440	852	2,431	2,249	1,801	650	424	316	764	1,095	1,573	362	1,897	68,607
September	35,907	3,384	4,532	6,393	4,337	795	2,479	2,267	1,804	628	449	307	744	1,163	1,627	384	1,974	69,174
October ..	36,162	3,378	4,631	6,351	4,577	771	2,496	2,248	1,874	599	425	310	715	1,171	1,575	389	2,077	69,749
November	36,683	3,409	4,721	6,279	4,812	656	2,635	2,205	1,907	613	430	295	711	1,154	1,572	383	2,138	70,603
December	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—																		
January ..	37,116	3,529	4,772	6,488	5,318	664	2,898	2,247	2,073	513	481	318	1,027	1,173	1,579	364	3,626	74,136
February	37,942	3,662	4,947	6,438	5,279	620	2,864	2,123	2,110	486	520	342	1,191	1,157	1,579	362	3,925	75,556
March ..	37,371	3,693	5,015	6,143	4,885	495	2,922	2,034	2,105	451	519	326	1,163	1,173	1,536	368	3,949	74,148
April ..	37,055	3,637	5,094	6,151	4,823	414	2,814	1,904	1,995	464	480	254	1,157	1,117	1,531	376	3,645	72,911
May ..	38,049	3,771	5,402	6,407	5,119	420	3,151	1,825	2,017	491	468	219	1,032	1,159	1,649	407	3,552	75,138
June ..	39,006	3,839	5,731	6,497	4,632	493	3,416	1,758	2,135	521	454	209	975	1,234	1,768	431	3,722	76,821
July ..	41,701	4,008	6,037	6,764	4,606	555	3,743	1,898	2,246	897	548	267	924	1,430	1,913	453	3,864	81,854
August ..	42,284	4,059	6,185	6,781	4,728	547	3,968	1,901	2,244	967	636	606	969	1,458	1,919	472	3,784	83,508
September	42,437	4,050	6,133	6,679	4,960	501	4,078	1,981	2,290	1,039	659	749	949	1,479	1,988	454	3,917	84,343
October ..	43,202	4,038	6,174	6,649	4,754	483	4,008	2,101	2,332	1,085	668	835	985	1,579	1,947	525	4,048	85,413
November	43,574	4,012	6,232	6,689	4,359	511	4,239	2,071	2,392	812	667	795	1,035	1,676	1,933	657	4,077	85,731

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

† Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avisawaella. (These Exchanges functioned only during 1945 and 1946.)

‡ Revised figures.



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

Year		Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	..	—	—	—	—	2,583
1940	..	—	—	—	—	5,089
1941	..	—	—	—	—	9,071
1942	..	—	—	—	—	8,129
1943	..	—	—	—	—	4,170
1944	..	—	—	—	—	1,875
1945	..	369	1,104	411	2,653	4,537
1946	..	1,303	3,012	1,341	10,130	15,786
1947	..	915	1,417	911	4,161	7,404
1948	..	1,355	1,563	1,311	6,118	10,347
1949	..	1,807	1,616	1,767	9,590	14,780
1950	..	2,059	1,509	1,438	5,773	10,779
1951	..	2,019	1,546	1,867	5,874	11,306
1952	..	3,107	1,802	1,887	5,657	12,453
1953	..	1,528	669	1,371	2,820	6,388
1954	..	1,097	879	922	4,660	7,558
1955	January	110	37	74	410	631
	February	100	79	43	131	353
	March	107	80	119	195	501
	April	130	41	56	198	425
	May	166	113	70	265	614
	June	195	83	101	200	579
	July	166	127	149	506	948
	August	356	92	179	647	1,274
	September	290	79	99	390	858
	October	191	175	116	248	730
	November	219	87	91	269	666
	December	136	71	90	332	629
1956	January	167	51	127	494	839
	February	210	62	192	564	1,028
	March	97	47	145	629	918
	April	88	121	160	329	698
	May	142	68	165	303	678
	June	254	91	111	344	800
	July	149	81	121	332	683
	August	143	91	123	372	729
	September	170	66	88	284	608
	October	189	64	134	173	560
	November	202	59	95	210	566

**TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of November, 1956**

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	637	100	501	41	940	51	1,514	58	3,592	250
Negombo	75	2	42	1	83	1	143	12	343	16
Kalutara	91	27	32	1	157	3	118	14	398	45
Galle	149	7	65	—	180	1	225	10	619	18
Kandy	114	12	50	4	173	4	241	1	578	21
Nawalapitiya	19	2	9	—	41	1	39	1	108	4
Kurunegala	104	—	45	—	149	2	272	2	570	4
Jaffna	141	9	21	6	72	7	82	42	316	64
Ratnapura	58	7	17	—	118	—	70	—	263	7
Badulla	16	2	8	—	49	4	35	—	108	6
Batticaloa	40	4	7	—	39	2	54	1	140	7
Kalmunai	32	—	19	5	23	1	77	20	151	26
Trincomalee	11	5	26	1	33	2	158	8	228	16
Anuradhapura	42	7	14	—	66	1	142	6	264	14
Avissawella	26	3	15	—	62	8	59	—	162	11
Haputale	9	—	22	—	33	7	143	35	207	42
Matara	117	15	36	—	90	—	115	—	358	15
Total	1,681	202	929	59	2,308	95	3,487	210	8,405	566



**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	.. 2,486	.. 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	.. 153,389‡
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
1955 January	.. 6	.. 553	.. 1,395	5	.. 822	.. 963
February	.. 2	.. 329	.. 1,015	5	.. 3,755	.. 5,303
March	.. 5	.. 405	.. 1,387	6	.. 2,207	.. 13,806
April	.. 6	.. 592	.. 901	4	.. 325	.. 913
May	.. 7	.. 1,355	.. 5,156	3	.. 160	.. 296
June	.. 4	.. 1,066	.. 1,788	3	.. 878	.. 826
July	.. 3	.. 1,253	.. 27,401	4	.. 1,067	.. 705
August	.. 10	.. 1,824	.. 8,077	1	.. 50	.. 900
September	.. 5	.. 914	.. 3,438	3	.. 879	.. 9,164
October	.. 3	.. 504	.. 11,344	1	.. 20	.. 20
November	.. 2	.. 383	.. 971	5	.. 102	.. 617
December	.. 7	.. 2,259	.. 7,040	7	.. 1,028	.. 2,503
1956 January	.. 2	.. 31	.. 130	5	.. 320	.. 487
February	.. 1	.. 14	.. 14	4	.. 587	.. 633
March	.. 4	.. 687	.. 5,325	3	.. 4,978	.. 5,002
April	.. 5	.. 668	.. 924	3	.. 588	.. 861
May	.. 3	.. 28,329	.. 81,348	28	.. 5,948	.. 7,760
June	.. 8	.. 1,682	.. 5,165	12	.. 2,348	.. 3,106
July	.. §14	.. 3,028	.. 5,419	14	.. 2,597	.. 14,084
August	.. 12	.. 3,694	.. 9,366	§13	.. 7,934	.. 28,220
September	.. 9	.. 2,792	.. 34,921	6	.. 1,093**	.. 8,482**
October	.. 18	.. 4,720	.. 13,018	6	.. 636	.. 2,744

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

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

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

§ Amended figures.

\*\* These figures do not include information in respect of one strike. They will be amended to include this information when available.

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

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



**TABLE IX—CLASSIFICATION OF THE STRIKES IN  
OCTOBER, 1956, BY INDUSTRIES OR TRADES**

<i>Industry or Trade</i>	<i>Number of Strikes</i>	<i>Number of Workers involved</i>	<i>Number of Man-days lost</i>
Plantations—Tea .. ..	11 ..	3,755 ..	8,294
Rubber .. ..	6 ..	698 ..	4,457
Tea-cum-Rubber .. ..	1 ..	267 ..	267
Coconut .. ..	— ..	— ..	—
Coconut-cum-Rubber .. ..	— ..	— ..	—
<b>Total</b> ..	<b>18</b>	<b>4,720</b>	<b>13,018</b>
Engineering .. ..	— ..	— ..	—
Printing .. ..	— ..	— ..	—
Motor Transport .. ..	— ..	— ..	—
Tea and Rubber Export .. ..	1 ..	230 ..	1,610
Rubber Export .. ..	— ..	— ..	—
Coconut Manufacturing .. ..	1 ..	42 ..	42
Toddy, Arrack and Vinegar .. ..	— ..	— ..	—
Match Manufacturing .. ..	— ..	— ..	—
Coconut & Rubber Manufacturing .. ..	1 ..	38 ..	114
Cinema .. ..	— ..	— ..	—
Dock, Harbour and Port Transport .. ..	— ..	— ..	—
Building Trade .. ..	1 ..	190 ..	570
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 .. ..	1 ..	89 ..	267
Metal Quarry .. ..	1 ..	47 ..	141
<b>Total</b> ..	<b>6</b>	<b>636</b>	<b>2,744</b>
<b>Grand Total</b> ..	<b>24</b>	<b>5,356</b>	<b>15,762</b>

**TABLE X—CLASSIFICATION OF THE STRIKES IN  
OCTOBER, 1956, IN CAUSES**

<i>Causes</i>	<i>Number of Strikes</i>		<i>Number of Workers Involved</i>	
	<i>Plantations</i>	<i>Others</i>	<i>Plantations</i>	<i>Others</i>
1. Dismissal or loss of employment in any way. Failure to provide work .. ..	5 ..	3 ..	1,851 ..	357
2. Wage increases. Higher rates for piece work, &c. .. ..	— ..	— ..	— ..	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) .. ..	1 ..	1 ..	12 ..	190
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. .. ..	6 ..	2 ..	1,593 ..	89
5. Food matters. Welfare .. ..	2 ..	— ..	511 ..	—
6. Right of association and meeting .. ..	1 ..	— ..	208 ..	—
7. Factional disputes and domestic matters .. ..	— ..	— ..	— ..	—
8. External matters, e.g., arrest by Police, &c. .. ..	— ..	— ..	— ..	—
9. Assaults by employer or agent or others .. ..	2 ..	— ..	320 ..	—
10. General demands .. ..	1 ..	— ..	225 ..	—
11. Sympathetic strikes .. ..	— ..	— ..	— ..	—
<b>Total</b> ..	<b>18</b>	<b>6</b>	<b>4,720</b>	<b>636</b>



**TABLE XI—ARRIVALS AND DEPARTURES OF INDIAN  
ESTATE LABOURERS**

Year	Arrivals			Departures			Excess of Arrivals over Departures	Excess of De- partures over Arrivals
	Old	New	Total	Repatria- ted on Govt. Account	Left Ceylon Un- assisted	Total		
1939	.. 25,425..	3,834..	29,259..	2,975..	31,714..	34,689..	—	.. 5,430
1940	.. 2,955..	363..	3,318..	5,560..	12,578..	18,138..	—	.. 14,820
1941	.. 3,234..	350..	3,584..	8,410..	11,243..	19,653..	—	.. 16,069
1942	.. 6,585..	229..	6,814..	5,398..	33,183..	38,581..	—	.. 31,767
1943	.. 42,677..	2,076..	44,753..	1,368..	59,577..	60,945..	—	.. 16,192
1944	.. 49,354..	2,623..	51,977..	786..	59,683..	60,469..	—	.. 8,492
1945	.. 82,598..	3,844..	86,442..	572..	85,428..	86,000..	442..	—
1946	.. 75,269..	3,325..	78,594..	282..	75,657..	75,939..	2,655..	—
1947	.. 52,177..	2,400..	54,577..	242..	58,381..	58,623..	—	.. 4,046
1948	.. 47,621..	2,926..	50,547..	151..	47,115..	47,266..	3,281..	—
1949	.. 42,188..	2,237..	44,425..	302..	46,538..	46,840..	—	.. 2,415
1950	.. 49,385..	1,525..	50,910..	267..	55,360..	55,627..	—	.. 4,717
1951	.. 53,218..	1,503..	54,721..	203..	58,591..	58,794..	—	.. 4,073
1952	.. 55,530..	1,717..	57,247..	317..	58,132..	58,449..	—	.. 120
1953	.. 40,761..	1,160..	41,921..	379..	45,963..	46,342..	—	.. 4,421
1954	.. 26,550..	577..	27,127..	223..	25,143..	25,366..	1,761..	—
1955	.. 902..	—	902..	75..	3,166..	3,241..	—	.. 2,339
1955—								
January	.. —	.. —	.. —	.. —	30..	30..	—	.. 30
February	.. —	.. —	.. —	7	75..	82..	—	.. 82
March	.. 1	.. —	.. 1	8	162..	170..	—	.. 169
April	.. 15	.. —	.. 15	1	144..	145..	—	.. 130
May	.. 31	.. —	.. 31	—	156..	156..	—	.. 125
June	.. 68	.. —	.. 68	2	249..	251..	—	.. 183
July	.. 48	.. —	.. 48	—	275..	275..	—	.. 227
August	.. 108	.. —	.. 108	1	278..	279..	—	.. 171
September	.. 154	.. —	.. 154	5	353..	358..	—	.. 204
October	.. 143	.. —	.. 143	7	473..	480..	—	.. 337
November	.. 144	.. —	.. 144	6	502..	508..	—	.. 364
December	.. 190	.. —	.. 190	38	469..	507..	—	.. 317
1956—								
January	.. 201	.. —	.. 201	8	514	522	—	.. 321
February	.. 213	.. —	.. 213	7	483	490	—	.. 277
March	.. 218	.. —	.. 218	11	449	460	—	.. 242
April	.. 180	.. —	.. 180	12	365	377	—	.. 197
May	.. 228	.. —	.. 228	5	482	487	—	.. 259
June	.. 236	.. —	.. 236	2	394	396	—	.. 160
July	.. 228	.. —	.. 228	9	345	354	—	.. 126
August	.. 174	.. —	.. 174	7	356	363	—	.. 189
September	.. 208	.. 1	.. 209	11	368	379	—	.. 170
October	.. 159	.. —	.. 159	—	297	297	—	.. 138
November	.. 150	.. 1	.. 151	13	297	310	—	.. 159
December	.. 165	.. 1	.. 166	—	258	—	—	.. —



# APPENDIX I

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

Month : January, 1957

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Tea Growing and Manufacturing Trade</b>						
<i>Daily Rates</i>						
Male worker not under 16 years	..	1 25	..	1 09	..	2 34
Female worker not under 15 years	..	1 05	..	0 82	..	1 87
Child worker ..	..	0 80	..	0 75	..	1 55
<b>Cocoa, Cardamom and Pepper Growing and Manufacturing Trade</b>						
<i>Daily Rates</i>						
Male worker not under 16 years	..	1 10	..	1 09	..	2 19
Female worker not under 15 years	..	0 90	..	0 82	..	1 72
Child worker ..	..	0 65	..	0 75	..	1 40
<b>Rubber Growing and Manufacturing Trade</b>						
<i>Daily Rates</i>						
Male worker not under 16 years	..	1 40	..	1 09	..	2 49
Female worker not under 15 years	..	1 30	..	0 82	..	2 12
Child worker ..	..	1 05	..	0 75	..	1 80
<b>Coconut Growing Trade</b>						
<i>Daily Rates</i>						
The raising and maintenance of a coconut plantation ; and						
The manufacture of copra—						
Kangany ..	..	1 15	..	1 09	..	2 24
Male not under 16 years	..	1 0	..	1 09	..	2 09
Female not under 15 years	..	0 85	..	0 82	..	1 67
Male worker under 16 years or Female worker under 15 years	..	0 75	..	0 75	..	1 50
<b>Coconut Manufacturing Trade</b>						
The manufacture of desiccated coconut :						
The manufacture of coconut oil ; and						
The manufacture of fibre and coir products—						
Within the Colombo area—						
Kangany ..	..	1 44	..	1 27	..	2 71
Male not under 18 years	..	1 24	..	1 27	..	2 51
Female not under 18 years	..	1 0	..	0 95	..	1 95
Worker under 18 years	..	0 75	..	0 88	..	1 63
Outside the Colombo area—						
Kangany ..	..	1 20	..	1 27	..	2 47
Male not under 18 years	..	1 0	..	1 27	..	2 27
Female not under 18 years	..	0 80	..	0 95	..	1 75
Worker under 18 years	..	0 60	..	0 88	..	1 48
“ Colombo area ” includes any place within 5 miles of the Municipal limits of Colombo.						
Piece rates have been fixed for certain processes.						



Month : January, 1957

Class of Worker		Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
<b>Engineering Trade</b>				
<i>Daily Rates</i>				
Unskilled labourer	..	1 40	1 33	2 73
Semi-skilled, Grade I	..	1 65	1 43	3 08
Semi-skilled, Grade II	..	1 45	1 43	2 88
Skilled worker ..	..	2 00	1 43	3 43
Kangany ..	..	1 80	1 43	3 23
Watcher ..	..	1 70	1 43	3 13

*Trade Learners and Apprentices*

1st year	..	0 50	0 43	0 93
2nd year	..	0 66	0 53	1 19
3rd year	..	0 85	0 81	1 66
4th year	..	1 10	0 96	2 06

**Printing Trade**

*Monthly Rates*

Class A worker..	..	110 0	79 0	189 0
" B " ..	..	82 50	60 50	143 0
" C Grade I worker	..	55 0	51 25	106 25
" C " II "	..	50 0	46 54	96 54
" D worker	..	44 0	42 0	86 0
" E " ..	..	42 0	39 73	81 73
" F " ..	..	20 0	21 65	41 65
" G " ..	..	44 0	42 0	86 0
Class A—1st year learner	..	30 0	24 70	54 70
" B " " "	..	22 50	19 15	41 65
" C Grade I, 1st year learner	..	20 0	21 0	41 0
" C " II " " "	..	18 0	19 15	37 15
" D—1st year learner	..	16 0	17 30	33 30
Class A —2nd year learner	..	40 0	32 60	72 60
" B " " "	..	37 50	30 75	68 25
" C Grade I, 2nd year learner	..	25 0	26 04	51 04
" C " II " " "	..	22 50	23 77	46 27
" D—2nd year learner	..	20 0	21 50	41 50
Class A—3rd year learner	..	50 0	40 50	90 50
" B " " "	..	45 0	36 80	81 80
" C Grade I, 3rd year learner	..	30 0	31 25	61 25
" C " II " " "	..	27 0	28 39	55 39
" D—3rd year learner	..	24 0	25 70	49 70
Class A—4th year learner	..	65 0	52 10	117 10
" B " " "	..	56 25	45 54	101 79
" C Grade I, 4th year learner	..	37 50	38 73	76 23
" C " II " " "	..	33 75	35 15	68 90
" D—4th year learner	..	30 0	31 75	61 75
Class A—5th year learner	..	80 0	64 20	144 20

**Cigar Trade**

A Piece rate of Rs. 8.0 has been fixed for every 1,000 cigars rolled.



Month : January, 1957

Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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## Plumbago Trade

### Daily Rates

#### Underground workers—

Basses	..	..	2 75	..	1 15	..	3 90
Kanganies	}	..	2 25	..	1 15	..	3 40
Loaders		..	2 08	..	1 15	..	3 23
Overseers		..	2 0	..	1 15	..	3 15
Shift bosses	..	..	1 50	..	1 15	..	2 65
Blasters	}	..	2 25	..	1 15	..	3 40
Drillers (hand and machine)		..	2 25	..	1 15	..	3 40
Shaft drivers		..	2 25	..	1 15	..	3 40
Stoppers (excavators)	}	..	2 25	..	1 15	..	3 40
Timber men		..	2 25	..	1 15	..	3 40
Muckers		..	2 25	..	1 15	..	3 40
Trolley men	..	..	2 25	..	1 15	..	3 40
Unskilled labourers	..	..	2 25	..	1 15	..	3 40
Onsetters or Donakatarayas	..	..	2 25	..	1 15	..	3 40

#### Underground and surface workers—

Electricians	}	..	2 50	..	1 15	..	3 65
Enginemen		..	2 25	..	1 15	..	3 40
Fitters		..	2 25	..	1 15	..	3 40
Hoistmen	}	..	2 25	..	1 15	..	3 40
Mechanics		..	2 25	..	1 15	..	3 40
Pumpmen		..	2 25	..	1 15	..	3 40
Winchmen	..	..	2 25	..	1 15	..	3 40
Checkers	..	..	2 25	..	1 15	..	3 40
Electricians (assistants)	}	..	1 50	..	1 15	..	2 65
Fitters (assistants)		..	1 50	..	1 15	..	2 65
Windlassmen (dabare workers)		..	1 50	..	1 15	..	2 65

#### Surface workers—

Carpenters	}	..	2 50	..	1 15	..	3 65
Masons		..	2 25	..	1 15	..	3 40
Overseers		..	2 25	..	1 15	..	3 40
Blacksmiths	}	..	2 0	..	1 15	..	3 15
Boilermen		..	2 0	..	1 15	..	3 15
Drill sharpeners		..	2 0	..	1 15	..	3 15
Firewood carriers and splitters	..	..	1 60	..	1 15	..	2 75
Carters	}	..	1 50	..	1 15	..	2 65
Watchers		..	2 0	..	1 15	..	3 15
Bakkikarayas or Banksmen		..	2 0	..	1 15	..	3 15
Cooks	}	..	1 24	..	1 15	..	2 39
Smithy boys		..	1 24	..	1 15	..	2 39
Unskilled labourers		..	1 24	..	1 15	..	2 39

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 79 cents.

#### Workers employed in curing and dressing—

(A) As overseers and kanganies	..	2 0	..	1 35	..	3 35
(B) On different jobs:						
Within the Colombo area—						
Male worker not under 18 years	..	1 25	..	1 35	..	2 60
Female worker not under 18 years	..	1 0	..	1 06	..	2 06
Worker under 18 years	..	0 50	..	0 99	..	1 49

#### Outside the Colombo area—

Male worker not under 18 years	..	1 0	..	1 35	..	2 35
Female worker not under 18 years	..	0 84	..	1 06	..	1 90
Worker under 18 years	..	0 40	..	0 99	..	1 39

"Colombo area" includes any place within 5 miles of the Municipal limits of Colombo.



Month: January, 1957

Class of Worker		Basic Wage		Special Allowance		Total		
		Rs. c.		Rs. c.		Rs. c.		
Tea Export Trade								
Daily Rates								
A. Male workers not under 18 years—								
(a)	Grade II	..	1 40	..	1 33	..	2 73	
(b)	Intermediate Grade	..	1 60	..	1 43	..	3 03	
(c)	Grade I	..	1 80	..	1 43	..	3 23	
(d)	Box makers and repairers	..	1 60	..	1 43	..	3 03	
(e)	Watchers	..	1 70	..	1 43	..	3 13	
B. Female workers not under 18 years								
		..	1 15	..	1 21	..	2 36	
C. Workers over 14 years but under 15 years..								
"	15	" 16	..	0 80	..	0 84	..	1 64
"	16	" 17	..	0 90	..	0 89	..	1 79
"	16	" 17	..	1 0	..	0 94	..	1 94
"	17	" 18	..	1 15	..	1 04	..	2 19

### Rubber Export Trade

#### *Daily Rates*

A. Male workers not under 18 years—							
(a)	Grade II ..	1	40	1	33	2	73
(b)	Intermediate Grade ..	1	60	1	43	3	03
(c)	Grade I ..	1	80	1	43	3	23
(d)	Watchers ..	1	70	1	43	3	13
B. Female workers not under 18 years ..							
C. Workers over 14 years but under 15 years ..							
"	15 " 16 "	0	80	0	84	1	64
"	16 " 17 "	0	90	0	89	1	79
"	17 " 18 "	1	0	0	94	1	94
"	17 " 18 "	1	15	1	04	2	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 ..	75	0	75	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 ..	52	50	52	50
Collecting toddy from trees in the vinegar section of the trade ..	52	50	52	50
Distilling toddy at distillery ..	90	0	90	0

#### *Daily Rates*

##### Bottling, corking and labelling arrack bottles—

(a) for a male worker not under 16 years of age	2	50	2	50
(b) for a female worker not under 16 years of age	2	0	2	0

##### Unskilled labourers—

Male workers not under 16 years	2	50	2	50
Female workers not under 16 years	2	0	2	0

Piece rates have been fixed for certain processes.



Month : January, 1957

Class of Worker			Basic Wage Rs. c.		Special Allowance Rs. c.		Total Rs. c.		
Motor Transport Trade									
Monthly Rates									
Class A worker	..	..	100	0	..	42	0	142	0
" B "	..	..	90	0	..	42	0	132	0
" C "	..	..	85	0	..	39	50	124	50
" D "	..	..	100	0	..	42	0	142	0
" E "	..	..	70	0	..	37	0	107	0
" F "	..	..	67	50	..	42	0	109	50
" G "	..	..	60	0	..	38	30	98	30
" H "	..	..	50	0	..	38	30	88	30
" I "	..	..	60	0	..	38	30	98	30
" J "	..	..	90	0	..	38	30	128	30
" K "	..	..	45	0	..	29	0	74	0

*Daily Rates*

Class A worker	..	..	4 0	..	1 80	5 80
" B "	..	..	4 0	..	1 80	5 80
" C "	..	..	3 25	..	1 80	5 05
" D "	..	..	4 0	..	1 80	5 80
" E "	..	..	2 75	..	1 55	4 30
" F "	..	..	2 75	..	1 80	4 55
" G "	..	..	2 50	..	1 80	4 30
" H "	..	..	2 25	..	1 80	4 05
" K "	..	..	1 50	..	1 06	2 56

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

**Match Manufacturing Trade**

*Daily Rates*

*Grade I—*

Male 18 years and over	..	..	1 80	..	1 43	3 23
Female 18 years and over	..	..	1 44	..	1 33	2 77
Young person over 14 and under 17 years	..	..	0 85	..	0 85	1 70
Young person 17 and over but under 18 years	..	..	1 15	..	1 04	2 19

*Grade II—*

Male 18 years and over	..	..	1 40	..	1 43	2 83
Female 18 years and over	..	..	1 12	..	1 33	2 45
Young person over 14 and under 17 years	..	..	0 70	..	0 85	1 55
Young person 17 and over but under 18 years	..	..	0 90	..	1 04	1 94

*Grade III—*

Male 18 years and over	..	..	1 24	..	1 33	2 57
Female 18 years and over	..	..	1 0	..	1 21	2 21
Young person over 14 and under 17 years	..	..	0 60	..	0 85	1 45
Young person 17 and over but under 18 years	..	..	0 80	..	1 04	1 84

*Grade IV—*

Watcher	..	..	1 50	..	1 43	2 93
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**Cinema Trade**

*Monthly Rates*

*Within the Municipal areas*

**A—Non-clerical—**

Unskilled	..	..	32 25	..	34 38	66 63
Semi-skilled	..	..	37 50	..	36 98	74 48
Skilled, Grade II	..	..	50 0	..	38 80	88 80
Skilled, Grade I	..	..	60 0	..	38 80	98 80

**B—Clerical—**

Grade III	..	..	45 0	..	34 50	79 50
Grade II	..	..	50 0	..	37 50	87 50
Grade I	..	..	100 0	..	42 50	142 50



Month: January, 1957

Class of Worker		Basic Wage		Special Allowance		Total	
		Rs.	c.	Rs.	c.	Rs.	c.
<b>Cinema Trade (contd.)</b>							
<i>Outside the Municipal areas</i>							
<b>A—Non-clerical—</b>							
Unskilled	..	..	32 25	..	34 38	..	66 63
Semi-skilled	..	..	35 0	..	36 98	..	71 98
Skilled, Grade II	..	..	42 0	..	38 80	..	80 80
Skilled, Grade I	..	..	55 0	..	38 80	..	93 80
<b>B—Clerical—</b>							
Grade III	..	..	40 0	..	34 50	..	74 50
Grade II	..	..	45 0	..	37 50	..	82 50
Grade I	..	..	100 0	..	42 50	..	142 50

## Dock, Harbour and Port Transport Trade

### Monthly Rates

#### Manual Work—

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

#### Women Workers—

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

#### Non-manual Workers—

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

## Building Trade

### Daily Rates

#### Unskilled—

##### Male labourers—

Not under 18 years	..	..	1 40	..	1 33	..	2 73
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##### Female labourers—

Not under 18 years	..	..	1 10	..	1 33	..	2 43
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#### Unskilled labourers— (irrespective of sex)

Under 18 years of age	..	..	0 90	..	1 33	..	2 23
Semi-skilled, Grade II	..	..	1 65	..	1 43	..	3 08
Semi-skilled, Grade I	..	..	1 80	..	1 43	..	3 23
Skilled	..	..	2 0	..	1 43	..	3 43



## APPENDIX II (A)

**Ready Reckoner showing the Basic Wages, Special Allowances and the  
Minimum Wages payable for the number of days worked during  
January, 1957, 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.	
1	0 62½	0 54½	1 17	0 52½	0 41	0 93½	0 40	0 37½	0 77½	1
1	1 25	1 9	2 34	1 5	0 82	1 87	0 80	0 75	1 55	1
2	2 50	2 18	4 68	2 10	1 64	3 74	1 60	1 50	3 10	2
3	3 75	3 27	7 2	3 15	2 46	5 61	2 40	2 25	4 65	3
4	5 0	4 36	9 36	4 20	3 28	7 48	3 20	3 0	6 20	4
5	6 25	5 45	11 70	5 25	4 10	9 35	4 0	3 75	7 75	5
6	7 50	6 54	14 4	6 30	4 92	11 22	4 80	4 50	9 30	6
7	8 75	7 63	16 38	7 35	5 74	13 9	5 60	5 25	10 85	7
8	10 0	8 72	18 72	8 40	6 56	14 96	6 40	6 0	12 40	8
9	11 25	9 81	21 06	9 45	7 38	16 83	7 20	6 75	13 95	9
10	12 50	10 90	23 40	10 50	8 20	18 70	8 0	7 50	15 50	10
11	13 75	11 99	25 74	11 55	9 2	20 57	8 80	8 25	17 5	11
12	15 0	13 8	28 8	12 60	9 84	22 44	9 60	9 0	18 60	12
13	16 25	14 17	30 42	13 65	10 66	24 31	10 40	9 75	20 15	13
14	17 50	15 26	32 76	14 70	11 48	26 18	11 20	10 50	21 70	14
15	18 75	16 35	35 10	15 75	12 30	28 5	12 0	11 25	23 25	15
16	20 0	17 44	37 44	16 80	13 12	29 92	12 80	12 0	24 80	16
17	21 25	18 53	39 78	17 85	13 94	31 79	13 60	12 75	26 35	17
18	22 50	19 62	42 12	18 90	14 76	33 66	14 40	13 50	27 90	18
19	23 75	20 71	44 46	19 95	15 58	35 53	15 20	14 25	29 45	19
20	25 0	21 80	46 80	21 0	16 40	37 40	16 0	15 0	31 0	20
21	26 25	22 89	49 14	22 5	17 22	39 27	16 80	15 75	32 55	21
22	27 50	23 98	51 48	23 10	18 4	41 14	17 60	16 50	34 10	22
23	28 75	25 7	53 82	24 15	18 86	43 1	18 40	17 25	35 65	23
24	30 0	26 16	56 16	25 20	19 68	44 88	19 20	18 0	37 20	24
25	31 25	27 25	58 50	26 25	20 50	46 75	20 0	18 75	38 75	25
26	32 50	28 34	60 84	27 30	21 32	48 62	20 80	19 50	40 30	26
27	33 75	29 43	63 18	28 35	22 14	50 49	21 60	20 25	41 85	27
28	35 0	30 52	65 52	29 40	22 96	52 36	22 40	21 0	43 40	28
29	36 25	31 61	67 86	30 45	23 78	54 23	23 20	21 75	44 95	29
30	37 50	32 70	70 20	31 50	24 60	56 10	24 0	22 50	46 50	30
31	38 75	33 79	72 54	32 55	25 42	57 97	24 80	23 25	48 5	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 January, 1957, to workers in the Rubber Growing and Manufacturing Trade**

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	0 70	0 54½	1 24½	0 65	0 41	1 6	0 52½	0 37½	0 90	1
2	1 40	1 9	2 49	1 30	0 82	2 12	1 5	0 75	1 80	2
3	2 80	2 18	4 98	2 60	1 64	4 24	2 10	1 50	3 60	3
4	4 20	3 27	7 47	3 90	2 46	6 36	3 15	2 25	5 40	4
5	5 60	4 36	9 96	5 20	3 28	8 48	4 20	3 0	7 20	5
6	7 0	5 45	12 45	6 50	4 10	10 60	5 25	3 75	9 0	6
7	8 40	6 54	14 94	7 80	4 92	12 72	6 30	4 50	10 80	7
8	9 80	7 63	17 43	9 10	5 74	14 84	7 35	5 25	12 60	8
9	11 20	8 72	19 92	10 40	6 56	16 96	8 40	6 0	14 40	9
10	12 60	9 81	22 41	11 70	7 38	19 8	9 45	6 75	16 20	10
11	14 0	10 90	24 90	13 0	8 20	21 20	10 50	7 50	18 0	11
12	15 40	11 99	27 39	14 30	9 2	23 32	11 55	8 25	19 80	12
13	16 80	13 8	29 88	15 60	9 84	25 44	12 60	9 0	21 60	13
14	18 20	14 17	32 37	16 90	10 66	27 56	13 65	9 75	23 40	14
15	19 60	15 26	34 86	18 20	11 48	29 68	14 70	10 50	25 20	15
16	21 0	16 35	37 35	19 50	12 30	31 80	15 75	11 25	27 0	16
17	22 40	17 44	39 84	20 80	13 12	33 92	16 80	12 0	28 80	17
18	23 80	18 53	42 33	22 10	13 94	36 4	17 85	12 75	30 60	18
19	25 20	19 62	44 82	23 40	14 76	38 16	18 90	13 50	32 40	19
20	26 60	20 71	47 31	24 70	15 58	40 28	19 95	14 25	34 20	20
21	28 0	21 80	49 80	26 0	16 40	42 40	21 0	15 0	36 0	21
22	29 40	22 89	52 29	27 30	17 22	44 52	22 5	15 75	37 80	22
23	30 80	23 98	54 78	28 60	18 4	46 64	23 10	16 50	39 60	23
24	32 20	25 7	57 27	29 90	18 86	48 76	24 15	17 25	41 40	24
25	33 60	26 16	59 76	31 20	19 68	50 88	25 20	18 0	43 20	25
26	35 0	27 25	62 25	32 50	20 50	53 0	26 25	18 75	45 0	26
27	36 40	28 34	64 74	33 80	21 32	55 12	27 30	19 50	46 80	27
28	37 80	29 43	67 23	35 10	22 14	57 24	28 35	20 25	48 60	28
29	39 20	30 52	69 72	36 40	22 96	59 36	29 40	21 0	50 40	29
30	40 60	31 61	72 21	37 70	23 78	61 48	30 45	21 75	52 20	30
31	42 0	32 70	74 70	39 0	24 60	63 60	31 50	22 50	54 0	31
32	43 40	33 79	77 19	40 30	25 42	65 72	32 55	23 25	55 80	32

\* 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 January, 1957, 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.	
1	0 55	0 54½	1 9½	0 45	0 41	0 86	0 32½	0 37½	0 70	1
2	1 10	1 9	2 19	0 90	0 82	1 72	0 65	0 75	1 40	2
3	2 20	2 18	4 38	1 80	1 64	3 44	1 30	1 50	2 80	3
4	3 30	3 27	6 57	2 70	2 46	5 16	1 95	2 25	4 20	4
5	4 40	4 36	8 76	3 60	3 28	6 88	2 60	3 0	5 60	5
6	5 50	5 45	10 95	4 50	4 10	8 60	3 25	3 75	7 0	6
7	6 60	6 54	13 14	5 40	4 92	10 32	3 90	4 50	8 40	7
8	7 70	7 63	15 33	6 30	5 74	12 4	4 55	5 25	9 80	8
9	8 80	8 72	17 52	7 20	6 56	13 76	5 20	6 0	11 20	9
10	9 90	9 81	19 71	8 10	7 38	15 48	5 85	6 75	12 60	10
11	11 0	10 90	21 90	9 0	8 20	17 20	6 50	7 50	14 0	11
12	12 10	11 99	24 9	9 90	9 2	18 92	7 15	8 25	15 40	12
13	13 20	13 8	26 28	10 80	9 84	20 64	7 80	9 0	16 80	13
14	14 30	14 17	28 47	11 70	10 66	22 36	8 45	9 75	18 20	14
15	15 40	15 26	30 66	12 60	11 48	24 8	9 10	10 50	19 60	15
16	16 50	16 35	32 85	13 50	12 30	25 80	9 75	11 25	21 0	16
17	17 60	17 44	35 4	14 40	13 12	27 52	10 40	12 0	22 40	17
18	18 70	18 53	37 23	15 30	13 94	29 24	11 5	12 75	23 80	18
19	19 80	19 62	39 42	16 20	14 76	30 96	11 70	13 50	25 20	19
20	20 90	20 71	41 61	17 10	15 58	32 68	12 35	14 25	26 60	20
21	22 0	21 80	43 80	18 0	16 40	34 40	13 0	15 0	28 0	21
22	23 10	22 89	45 99	18 90	17 22	36 12	13 65	15 75	29 40	22
23	24 20	23 98	48 18	19 80	18 4	37 84	14 30	16 50	30 80	23
24	25 30	25 7	50 37	20 70	18 86	39 56	14 95	17 25	32 20	24
25	26 40	26 16	52 56	21 60	19 68	41 28	15 60	18 0	33 60	25
26	27 50	27 25	54 75	22 50	20 50	43 0	16 25	18 75	35 0	26
27	28 60	28 34	56 94	23 40	21 32	44 72	16 90	19 50	36 40	27
28	29 70	29 43	59 13	24 30	22 14	46 44	17 55	20 25	37 80	28
29	30 80	30 52	61 32	25 20	22 96	48 16	18 20	21 0	39 20	29
30	31 90	31 61	63 51	26 10	23 78	49 88	18 85	21 75	40 60	30
31	33 0	32 70	65 70	27 0	24 60	51 60	19 50	22 50	42 0	31
32	34 10	33 79	67 89	27 90	25 42	53 32	20 15	23 25	43 40	32

\* 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 January, 1957, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
					Within Colombo area				Outside Colombo area				
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 12	1 4½	0 83½	0 75	1 35½	1 25½	0 97½	0 81½	1 23½	1 13½	0 87½	0 74	1
2	2 24	2 9	1 67	1 50	2 71	2 51	1 95	1 63	2 47	2 27	1 75	1 48	2
3	4 48	4 18	3 34	3 0	5 42	5 2	3 90	3 26	4 94	4 54	3 50	2 96	3
4	6 72	6 27	5 1	4 50	8 13	7 53	5 85	4 89	7 41	6 81	5 25	4 44	4
5	8 96	8 36	6 68	6 0	10 84	10 4	7 80	6 52	9 88	9 8	7 0	5 92	5
6	11 20	10 45	8 35	7 50	13 55	12 55	9 75	8 15	12 35	11 35	8 75	7 40	6
7	13 44	12 54	10 2	9 0	16 26	15 6	11 70	9 78	14 82	13 62	10 50	8 88	7
8	15 68	14 63	11 69	10 50	18 97	17 57	13 65	11 41	17 29	15 89	12 25	10 36	8
9	17 92	16 72	13 36	12 0	21 68	20 8	15 60	13 4	19 76	18 16	14 0	11 84	9
10	20 16	18 81	15 3	13 50	24 39	22 59	17 55	14 67	22 23	20 43	15 75	13 32	10
11	22 40	20 90	16 70	15 0	27 10	25 10	19 50	16 30	24 70	22 70	17 50	14 80	11
12	24 64	22 99	18 37	16 50	29 81	27 61	21 45	17 93	27 17	24 97	19 25	16 28	12
13	26 88	25 08	20 4	18 0	32 52	30 12	23 40	19 56	29 64	27 24	21 0	17 76	13
14	29 12	27 17	21 71	19 50	35 23	32 63	25 35	21 19	32 11	29 51	22 75	19 24	14
15	31 36	29 26	23 38	21 0	37 94	35 14	27 30	22 82	34 58	31 78	24 50	20 72	15
16	33 60	31 35	25 5	22 50	40 65	37 65	29 25	24 45	37 5	34 5	26 25	22 20	16
17	35 84	33 44	26 72	24 0	43 36	40 16	31 20	26 8	39 52	36 32	28 0	23 68	17
18	38 08	35 53	28 39	25 50	46 7	42 67	33 15	27 71	41 99	38 59	29 75	25 16	18
19	40 32	37 62	30 6	27 0	48 78	45 18	35 10	29 34	44 46	40 86	31 50	26 64	19
20	42 56	39 71	31 73	28 50	51 49	47 69	37 5	30 97	46 93	43 13	33 25	28 12	20
21	44 80	41 80	33 40	30 0	54 20	50 20	39 0	32 60	49 40	45 40	35 0	29 60	21
22	47 4	43 89	35 7	31 50	56 91	52 71	40 95	34 23	51 87	47 67	36 75	31 8	22
23	49 28	45 98	36 74	33 0	59 62	55 22	42 90	35 86	54 34	49 94	38 50	32 56	23
24	51 52	48 7	38 41	34 50	62 33	57 73	44 85	37 49	56 81	52 21	40 25	34 4	24
25	53 76	50 16	40 8	36 0	65 4	60 24	46 80	39 12	59 28	54 48	42 0	35 52	25
26	56 0	52 25	41 75	37 50	67 75	62 75	48 75	40 75	61 75	56 75	43 75	37 0	26
27	58 24	54 34	43 42	39 0	70 46	65 26	50 70	42 38	64 22	59 2	45 50	38 48	27
28	60 48	56 43	45 9	40 50	73 17	67 77	52 65	44 1	66 69	61 29	47 25	39 96	28
29	62 72	58 52	46 76	42 0	75 88	70 28	54 60	45 64	69 16	63 56	49 0	41 44	29
30	64 96	60 61	48 43	43 50	78 59	72 79	56 55	47 27	71 63	65 83	50 75	42 92	30
31	67 20	62 70	50 10	45 0	81 30	75 30	58 50	48 90	74 10	68 10	52 50	44 40	31
31	69 44	64 79	51 77	46 50	84 1	77 81	60 45	50 53	76 57	70 37	54 25	45 88	31

Note.—“Colombo area” includes any place within 5 miles of the Municipal limits of Colombo; “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.



# APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1957, to workers in the Tea Export and Rubber Export Trades

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	* Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 36½	1 51½	1 61½	1 51½	1 56½	1 18	0 82	0 89½	0 97	1 9½	1
2	2 73	3 3	3 23	3 3	3 13	2 36	1 64	1 79	1 94	2 19	2
3	5 46	6 6	6 46	6 6	6 26	4 72	3 28	3 58	3 88	4 38	3
4	8 19	9 9	9 69	9 9	9 39	7 8	4 92	5 37	5 82	6 57	4
5	10 92	12 12	12 92	12 12	12 52	9 44	6 56	7 16	7 76	8 76	5
6	13 65	15 15	16 15	15 15	15 65	11 80	8 20	8 95	9 70	10 95	6
7	16 38	18 18	19 38	18 18	18 78	14 16	9 84	10 74	11 64	13 14	7
8	19 11	21 21	22 61	21 21	21 91	16 52	11 48	12 53	13 58	15 33	8
9	21 84	24 24	25 84	24 24	25 4	18 88	13 12	14 32	15 52	17 52	9
10	24 57	27 27	29 7	27 27	28 17	21 24	14 76	16 11	17 46	19 71	10
11	27 30	30 30	32 30	30 30	31 30	23 60	16 40	17 90	19 40	21 90	11
12	30 3	33 33	35 53	33 33	34 43	25 96	18 4	19 69	21 34	24 9	12
13	32 76	36 36	38 76	36 36	37 56	28 32	19 68	21 48	23 28	26 28	13
14	35 49	39 39	41 99	39 39	40 69	30 68	21 32	23 27	25 22	28 47	14
15	38 22	42 12	45 22	42 42	43 82	33 4	22 96	25 6	27 16	30 66	15
16	40 95	45 45	48 45	45 45	46 95	35 40	24 60	26 85	29 10	32 85	16
17	43 68	48 48	51 68	48 48	50 8	37 76	26 24	28 64	31 4	35 4	17
18	46 41	51 51	54 91	51 51	53 21	40 12	27 88	30 43	32 98	37 23	18
19	49 14	54 54	58 14	54 54	56 34	42 48	29 52	32 22	34 92	39 42	19
20	51 87	57 57	61 37	57 57	59 47	44 84	31 16	34 1	36 86	41 61	20
21	54 60	60 60	64 60	60 60	62 60	47 20	32 80	35 80	38 80	43 80	21
22	57 33	63 63	67 83	63 63	65 73	49 56	34 44	37 59	40 74	45 99	22
23	60 6	66 66	71 6	66 66	68 86	51 92	36 8	39 38	42 68	48 18	23
24	62 79	69 69	74 29	69 69	71 99	54 28	37 72	41 17	44 62	50 37	24
25	65 52	72 72	77 52	72 72	75 12	56 64	39 36	42 96	46 56	52 56	25
26	68 25	75 75	80 75	75 75	78 25	59 0	41 0	44 75	48 50	54 75	26
27	70 98	78 78	83 98	78 78	81 38	61 36	42 64	46 54	50 44	56 94	27
28	73 71	81 81	87 21	81 81	84 51	63 72	44 28	48 33	52 38	59 13	28
29	76 44	84 84	90 44	84 84	87 64	66 8	45 92	50 12	54 32	61 32	29
30	79 17	87 87	93 67	87 87	90 77	68 44	47 56	51 91	56 26	63 51	30
31	81 90	90 90	96 90	90 90	93 90	70 80	49 20	53 70	58 20	65 70	31
32	84 63	93 93	100 13	93 93	97 3	73 16	50 84	55 49	60 14	67 89	32

\* Applicable to Tea Export Trade only.



# APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1957, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 36½	1 54	1 44	1 71½	1 61½	1 56½	0 46½	0 59½	0 83	1 3	1
2	2 73	3 8	2 88	3 43	3 23	3 13	0 93	1 19	1 66	2 6	2
3	5 46	6 16	5 76	6 86	6 46	6 26	1 86	2 38	3 32	4 12	3
4	8 19	9 24	8 64	10 29	9 69	9 39	2 79	3 57	4 98	6 18	4
5	10 92	12 32	11 52	13 72	12 92	12 52	3 72	4 76	6 64	8 24	5
6	13 65	15 40	14 40	17 15	16 15	15 65	4 65	5 95	8 30	10 30	6
7	16 38	18 48	17 28	20 58	19 38	18 78	5 58	7 14	9 96	12 36	7
8	19 11	21 56	20 16	24 1	22 61	21 91	6 51	8 33	11 62	14 42	8
9	21 84	24 64	23 4	27 44	25 84	25 4	7 44	9 52	13 28	16 48	9
10	24 57	27 72	25 92	30 87	29 7	28 17	8 37	10 71	14 94	18 54	10
11	27 30	30 80	28 80	34 30	32 30	31 30	9 30	11 90	16 60	20 60	11
12	30 3	33 88	31 68	37 73	35 53	34 43	10 23	13 9	18 26	22 66	12
13	32 76	36 96	34 56	41 16	38 76	37 56	11 16	14 28	19 92	24 72	13
14	35 49	40 4	37 44	44 59	41 99	40 69	12 9	15 47	21 58	26 78	14
15	38 22	43 12	40 32	48 2	45 22	43 82	13 2	16 66	23 24	28 84	15
16	40 95	46 20	43 20	51 45	48 45	46 95	13 95	17 85	24 90	30 90	16
17	43 68	49 28	46 8	54 88	51 68	50 8	14 88	19 4	26 56	32 96	17
18	46 41	52 36	48 96	58 31	54 91	53 21	15 81	20 23	28 22	35 2	18
19	49 14	55 44	51 84	61 74	58 14	56 34	16 74	21 42	29 88	37 8	19
20	51 87	58 52	54 72	65 17	61 37	59 47	17 67	22 61	31 54	39 14	20
21	54 60	61 60	57 60	68 60	64 60	62 60	18 60	23 80	33 20	41 20	21
22	57 33	64 68	60 48	72 3	67 83	65 73	19 53	24 99	34 86	43 26	22
23	60 6	67 76	63 36	75 46	71 6	68 86	20 46	26 18	36 52	45 32	23
24	62 79	70 84	66 24	78 89	74 29	71 99	21 39	27 37	38 18	47 38	24
25	65 52	73 92	69 12	82 32	77 52	75 12	22 32	28 56	39 84	49 44	25
26	68 25	77 0	72 0	85 75	80 75	78 25	23 25	29 75	41 50	51 50	26
27	70 98	80 8	74 88	89 18	83 98	81 38	24 18	30 94	43 16	53 56	27
28	73 71	83 16	77 76	92 61	87 21	84 51	25 11	32 13	44 82	55 62	28
29	76 44	86 24	80 64	96 4	90 44	87 64	26 4	33 32	46 48	57 68	29
30	79 17	89 32	83 52	99 47	93 67	90 77	26 97	34 51	48 14	59 74	30
31	81 90	92 40	86 40	102 90	96 90	93 90	27 90	35 70	49 80	61 80	31
32	84 63	95 48	89 28	106 33	100 13	97 3	28 83	36 89	51 46	63 86	32



# APPENDIX III (D)

Ready Reckoner showing the minimum wages payable for the number of days worked during January, 1957, to workers in the Match Manufacturing Trade

No. of Days	Grade I				Grade II				Grade III				Grade IV	No. of Days
	Adults		Young Persons		Adults		Young Persons		Adults		Young Persons		Watchers	
	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years		
Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 61½	1 38½	0 85	1 9½	1 41½	1 22½	0 77½	0 97	1 28½	1 10½	0 72½	0 92	1 46½	1
2	3 23	2 77	1 70	2 19	2 83	2 45	1 55	1 94	2 57	2 21	1 45	1 84	2 93	2
3	6 46	5 54	3 40	4 38	5 66	4 90	3 10	3 88	5 14	4 42	2 90	3 68	5 86	3
4	9 69	8 31	5 10	6 57	8 49	7 35	4 65	5 82	7 71	6 63	4 35	5 52	8 79	4
5	12 92	11 8	6 80	8 76	11 32	9 80	6 20	7 76	10 28	8 84	5 80	7 36	11 72	5
6	16 15	13 85	8 50	10 95	14 15	12 25	7 75	9 70	12 85	11 5	7 25	9 20	14 65	6
7	19 38	16 62	10 20	13 14	16 98	14 70	9 30	11 64	15 42	13 26	8 70	11 4	17 58	7
8	22 61	19 39	11 90	15 33	19 81	17 15	10 85	13 58	17 99	15 47	10 15	12 88	20 51	8
9	25 84	22 16	13 60	17 52	22 64	19 60	12 40	15 52	20 56	17 68	11 60	14 72	23 44	9
10	29 7	24 93	15 30	19 71	25 47	22 5	13 95	17 46	23 13	19 89	13 5	16 56	26 37	10
11	32 30	27 70	17 0	21 90	28 30	24 50	15 50	19 40	25 70	22 10	14 50	18 40	29 30	11
12	35 53	30 47	18 70	24 9	31 13	26 95	17 5	21 34	28 27	24 31	15 95	20 24	32 23	12
13	38 76	33 24	20 40	26 28	33 96	29 40	18 60	23 28	30 84	26 52	17 40	22 8	35 16	13
14	41 99	36 1	22 10	28 47	36 79	31 85	20 15	25 22	33 41	28 73	18 85	23 92	38 9	14
15	45 22	38 78	23 80	30 66	39 62	34 30	21 70	27 16	35 98	30 94	20 30	25 76	41 2	15
16	48 45	41 55	25 50	32 85	42 45	36 75	23 25	29 10	38 55	33 15	21 75	27 60	43 95	16
17	51 68	44 32	27 20	35 4	45 28	39 20	24 80	31 4	41 12	35 36	23 20	29 44	46 88	17
18	54 91	47 9	28 90	37 23	48 11	41 65	26 35	32 98	43 69	37 57	24 65	31 28	49 81	18
19	58 14	49 86	30 60	39 42	50 94	44 10	27 90	34 92	46 26	39 78	26 10	33 12	52 74	19
20	61 37	52 63	32 30	41 61	53 77	46 55	29 45	36 86	48 83	41 99	27 55	34 96	55 67	20
21	64 60	55 40	34 0	43 80	56 60	49 0	31 0	38 80	51 40	44 20	29 0	36 80	58 60	21
22	67 83	58 17	35 70	45 99	59 43	51 45	32 55	40 74	53 97	46 41	30 45	38 64	61 53	22
23	71 6	60 94	37 40	48 18	62 26	53 90	34 10	42 68	56 54	48 62	31 90	40 48	64 46	23
24	74 29	63 71	39 10	50 37	65 9	56 35	35 65	44 62	59 11	50 83	33 35	42 32	67 39	24
25	77 52	66 48	40 80	52 56	67 92	58 80	37 20	46 56	61 68	53 4	34 80	44 16	70 32	25
26	80 75	69 25	42 50	54 75	70 75	61 25	38 75	48 50	64 25	55 25	36 25	46 0	73 25	26
27	83 98	72 2	44 20	56 94	73 58	63 70	40 30	50 44	66 82	57 46	37 70	47 84	76 18	27
28	87 21	74 79	45 90	59 13	76 41	66 15	41 85	52 38	69 39	59 67	39 15	49 68	79 11	28
29	90 44	77 56	47 60	61 32	79 24	68 60	43 40	54 32	71 96	61 88	40 60	51 52	82 4	29
30	93 67	80 33	49 30	63 51	82 7	71 5	44 95	56 26	74 53	64 9	42 5	53 36	84 97	30
31	96 90	83 10	51 0	65 70	84 90	73 50	46 50	58 20	77 10	66 30	43 50	55 20	87 90	31
32	100 13	85 87	52 70	67 89	87 73	75 95	48 5	60 14	79 67	68 51	44 95	57 4	90 83	32



# APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1957, to workers in the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 36½	1 21½	1 11½	1 54	1 61½	1 71½	1
2	2 73	2 43	2 23	3 8	3 23	3 43	2
3	5 46	4 86	4 46	6 16	6 46	6 86	3
4	8 19	7 29	6 69	9 24	9 69	10 29	4
5	10 92	9 72	8 92	12 32	12 92	13 72	5
6	13 65	12 15	11 15	15 40	16 15	17 15	6
7	16 38	14 58	13 38	18 48	19 38	20 58	7
8	19 11	17 1	15 61	21 56	22 61	24 1	8
9	21 84	19 44	17 84	24 64	25 84	27 44	9
10	24 57	21 87	20 7	27 72	29 7	30 87	10
11	27 30	24 30	22 30	30 80	32 30	34 30	11
12	30 3	26 73	24 53	33 88	35 53	37 73	12
13	32 76	29 16	26 76	36 96	38 76	41 16	13
14	35 49	31 59	28 99	40 4	41 99	44 59	14
15	38 22	34 2	31 22	43 12	45 22	48 2	15
16	40 95	36 45	33 45	46 20	48 45	51 45	16
17	43 68	38 88	35 68	49 28	51 68	54 88	17
18	46 41	41 31	37 91	52 36	54 91	58 31	18
19	49 14	43 74	40 14	55 44	58 14	61 74	19
20	51 87	46 17	42 37	58 52	61 37	65 17	20
21	54 60	48 60	44 60	61 60	64 60	68 60	21
22	57 33	51 3	46 83	64 68	67 83	72 3	22
23	60 6	53 46	49 6	67 76	71 6	75 46	23
24	62 79	55 89	51 29	70 84	74 29	78 89	24
25	65 52	58 32	53 52	73 92	77 52	82 32	25
26	68 25	60 75	55 75	77 0	80 75	85 75	26
27	70 98	63 18	57 98	80 8	83 98	89 18	27
28	73 71	65 61	60 21	83 16	87 21	92 61	28
29	76 44	68 4	62 44	86 24	90 44	96 4	29
30	79 17	70 47	64 67	89 32	93 67	99 47	30
31	81 90	72 90	66 90	92 40	96 90	102 90	31
31	84 63	75 33	69 13	95 48	100 13	106 33	31

"Unskilled Male" means a male unskilled labourer not under 18 years of age.

"Unskilled Female" means a female labourer not under 18 years of age.

"Unskilled young Person" means a labourer (irrespective of sex) under 18 years of age.



# APPENDIX III (F)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1957, to Daily-paid workers in the Motor Transport Trade

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	2 90	2 52½	2 15	2 27½	2 2½	1 28	1
2	5 80	5 5	4 30	4 55	4 5	2 56	2
3	11 60	10 10	8 60	8 10	8 10	5 12	3
4	17 40	15 15	12 90	13 65	12 15	7 68	4
5	23 20	20 20	17 20	18 20	16 20	10 24	5
6	29 0	25 25	21 50	22 75	20 25	12 80	6
7	34 80	30 30	25 80	27 30	24 30	15 36	7
8	40 60	35 35	30 10	31 85	28 35	17 92	8
9	46 40	40 40	34 40	36 40	32 40	20 48	9
10	52 20	45 45	38 70	40 95	36 45	23 4	10
11	58 0	50 50	43 0	45 50	40 50	25 60	11
12	63 80	55 55	47 30	50 5	44 55	28 16	12
13	69 60	60 60	51 60	54 60	48 60	30 72	13
14	75 40	65 65	55 90	59 15	52 65	33 28	14
15	81 20	70 70	60 20	63 70	56 70	35 84	15
16	87 0	75 75	64 50	68 25	60 75	38 40	16
17	92 80	80 80	68 80	72 80	64 80	40 96	17
18	98 60	85 85	73 10	77 35	68 85	43 52	18
19	104 40	90 90	77 40	81 90	72 90	46 8	19
20	110 20	95 95	81 70	86 45	76 95	48 64	20
21	116 0	101 0	86 0	91 0	81 0	51 20	21
22	121 80	106 5	90 30	95 55	85 5	53 76	22
23	127 60	111 10	94 60	100 10	89 10	56 32	23
24	133 40	116 15	98 90	104 65	93 15	58 88	24
25	139 20	121 20	103 20	109 20	97 20	61 44	25
26	145 0	126 25	107 50	113 75	101 25	64 0	26
27	150 80	131 30	111 80	118 30	105 30	66 56	27
28	156 60	136 35	116 10	122 85	109 35	69 12	28
29	162 40	141 40	120 40	127 40	113 40	71 68	29
30	168 20	146 45	124 70	131 95	117 45	74 24	30
31	17 0	151 50	129 0	136 50	121 50	76 80	31
32	179 80	156 55	133 30	141 5	125 55	79 36	32



# APPENDIX IV (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1957, to Monthly-paid workers in the Motor Transport Trade

No. of Days	Class A	Class B	Class C	Class D	Class E	Class F	Class G	Class H	Class I	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	2 63	2 44	2 31	2 63	1 98	2 3	1 82	1 64	1 82	2 38	1 37	1
2	5 26	4 89	4 61	5 26	3 96	4 6	3 64	3 27	3 64	4 75	2 74	2
3	10 52	9 78	9 22	10 52	7 93	8 11	7 28	6 54	7 28	9 50	5 48	3
4	15 78	14 67	13 83	15 78	11 89	12 17	10 92	9 81	10 92	14 26	8 22	4
5	21 4	19 56	18 44	21 4	15 85	16 22	14 56	13 8	14 56	19 1	10 96	5
6	26 30	24 44	23 6	26 30	19 81	20 28	18 20	16 35	18 20	23 76	13 70	6
7	31 56	29 33	27 67	31 56	23 78	24 33	21 84	19 62	21 84	28 51	16 44	7
8	36 81	34 22	32 28	36 81	27 74	28 39	25 49	22 89	25 49	33 26	19 19	8
9	42 7	39 11	36 89	42 7	31 70	32 44	29 13	26 16	29 13	38 1	21 93	9
10	47 33	44 0	41 50	47 33	35 67	36 50	32 77	29 43	32 77	42 77	24 67	10
11	52 59	48 89	46 11	52 59	39 63	40 56	36 41	32 70	36 41	47 52	27 41	11
12	57 85	53 78	50 72	57 85	43 59	44 61	40 5	35 97	40 5	52 27	30 15	12
13	63 11	58 67	55 33	63 11	47 56	48 67	43 69	39 24	43 69	57 2	32 89	13
14	68 37	63 56	59 94	68 37	51 52	52 72	47 33	42 51	47 33	61 77	35 63	14
15	73 63	68 44	64 56	73 63	55 48	56 78	50 97	45 79	50 97	66 53	38 37	15
16	78 89	73 33	69 17	78 89	59 44	60 83	54 61	49 6	54 61	71 28	41 11	16
17	84 15	78 22	73 78	84 15	63 41	64 89	58 25	52 33	58 25	76 3	43 85	17
18	89 41	83 11	78 39	89 41	67 37	68 94	61 89	55 60	61 89	80 78	46 59	18
19	94 67	88 0	83 0	94 67	71 33	73 0	65 53	58 87	65 53	85 53	49 33	19
20	99 93	92 89	87 61	99 93	75 30	77 6	69 17	62 14	69 17	90 29	52 7	20
21	105 19	97 78	92 22	105 19	79 26	81 11	72 81	65 41	72 81	95 4	54 81	21
22	110 44	102 67	96 83	110 44	83 22	85 17	76 46	68 68	76 46	99 79	57 56	22
23	115 70	107 56	101 44	115 70	87 19	89 22	80 10	71 95	80 10	104 54	60 30	23
24	120 96	112 44	106 6	120 96	91 15	93 28	83 74	75 22	83 74	109 29	63 4	24
25	126 22	117 33	110 67	126 22	95 11	97 33	87 38	78 49	87 38	114 4	65 78	25
26	131 48	122 22	115 28	131 48	99 7	101 39	91 2	81 76	91 2	118 80	68 52	26
27	136 74	127 11	119 89	136 74	103 4	105 44	94 66	85 3	94 66	123 55	71 26	27
28	142 0	132 0	124 50	142 0	107 0	109 50	98 30	88 30	98 30	128 30	74 0	28
29	150 52	139 92	131 97	150 52	113 42	116 7	104 20	93 60	104 20	136 0	78 44	29
30	159 4	147 84	139 44	159 4	119 84	122 64	110 10	98 90	110 10	143 70	82 88	30
31	167 56	155 76	146 91	167 56	126 26	129 21	116 0	104 20	116 0	151 40	87 32	31
32	176 8	163 68	154 38	176 8	132 68	135 78	121 90	109 50	121 90	159 10	91 76	32



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Pakistan	..	Karachi, Karachi Saddar, Lahore, Chittagong, Chittagong Agrabad Road, Narayanganj, Khulna.
Burma	..	Rangoon.
Kenya	..	Mombasa, Mombasa-Kilindini Road, Nairobi, Nairobi Delamere Avenue, Thika, Nakuru, Naivasha (sub-branch to Nakuru) Kisumu, Kakamega, Kericho, Sotik (sub-branch to Kericho) Eldoret, Nyeri.
Uganda	..	Entebbe, Kampala, Masaka, Fort Portal, Jinja, Mbale, Soroti, Tororo, Mbarara, Kamuli (sub-branch to Jinja).
Tanganyika Territory	..	Tanga, Dar-es-salam, Mwanza, Lindi, Moshi, Mtwara, Mikindani (sub-branch to Mtwara), Bukoba, Mbeya.
Aden	..	Aden, Steamer Point Aden, Little Aden (sub-branch to Aden).
Somaliland Protectorate..	..	Hargeisa, Berbera.
Zanzibar Island	..	Zanzibar.

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