

# Ceylon LABOUR GAZETTE

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## In this Issue

The Anatomy of the Public Corporation in Ceylon  
Statistics of the Month in Brief  
Notes of Current Interest  
Judgment in appeal in a Case under the Shop and  
Office Employees Act  
Consolidated Decisions of the Wages Boards  
No. XXXVI—The Printing Trade  
New Decisions of the Wages Board for the Rubber  
Export Trade  
Notifications Relating to Wages Boards—The  
Beedi Manufacturing Trade



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## CONTENTS

	PAGE
1. The Anatomy of the Public Corporation in Ceylon .. ..	155
2. Statistics of the Month in Brief .. ..	162
3. Notes of Current Interest .. ..	163
4. Judgment in appeal in a Case under the Shop and Office Employees Act ..	164
5. Consolidated Decisions of the Wages Boards No. XXXVI—The Printing Trade	165
6. New Decisions of the Wages Board for the Rubber Export Trade ..	174
7. Notifications Relating to Wages Board—The Beedi Manufacturing Trade. ..	177

## LIST OF TABLES

<i>Table</i>	PAGE
I Cost of Living Index Numbers—Colombo Working Class since 1939 ..	179
II Wages Index Numbers—Tea and Rubber Estate Labourers and Unskilled Labourers in Government Employment .. ..	180
III General Wage Rate (Minimum) Index Numbers .. ..	181
IV The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939 .. ..	182
V The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island (classification by Exchanges areas) since 1939 .. ..	183
VI The number of persons placed in employment since 1939 .. ..	185
VII The number of persons registered and the number placed in employment during the month of February, 1957 .. ..	185
VIII Strikes in Ceylon since 1939 .. ..	186
IX Classification of the Strikes in January, 1957, by Industries or Trades ..	187
X Classification of the Strikes in January, 1957, by Causes.. ..	187
XI Arrivals and Departures of Indian Estate Labourers since 1939 ..	188



## APPENDICES

		PAGE
Appendix	I Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established (April, 1957) .. .. .	189
II	Ready Reckoners showing the Basic Wages, Special Allowances, and the Minimum Wages payable for the number of days worked during April, 1957, to workers in the—	
	(A) Tea Growing and Manufacturing Trade .. .. .	197
	(B) Rubber Growing and Manufacturing Trade .. .. .	198
	(C) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade .. .. .	199
III	Ready Reckoners showing the Minimum Wages payable for the number of days worked during April, 1957, to workers in the—	
	(A) Coconut Growing and Manufacturing Trades .. .. .	200
	(B) Rubber Export Trades .. .. .	201
	(C) Tea Export Trade .. .. .	202
	(D) Engineering Trade .. .. .	203
	(E) Match Manufacturing Trade .. .. .	204
	(F) Building Trade .. .. .	205
	(G) Motor Transport Trade—Daily-paid workers .. .. .	206
IV	Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1957, to monthly-paid workers in the—	
	(A) Motor Transport Trade—Monthly-paid workers .. .. .	207



# CEYLON

## LABOUR GAZETTE

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### THE ANATOMY OF THE PUBLIC CORPORATION IN CEYLON

THE institution of the public corporation has recently assumed special significance in Ceylon.

2. It drew its inspiration from the recommendations of the Gunasena Commission, which made a penetrating analysis of the trading losses of State industrial enterprises, and recommended the corporate structure as a solution.

3. **Purpose in Formation of Public Corporations.** The public corporation is generally regarded as the chosen instrument of the Government for securing that degree of flexibility and managerial efficiency, so vital to the success of a business enterprise. Its "peculiar value lies in the freedom of operation, flexibility, business efficiency and experimentation", which would be impossible under a departmental regime. The underlying reason for the creation of this modern type of Corporation is "the need for freedom, boldness of enterprise in the management of undertakings of an industrial or commercial character, and the need to escape from the caution and circumspection which is considered typical of Government Departments".

4. **Early Experiments of the Government in Establishment of Corporations.** The earliest experiment of the Government with corporate status for a specific purpose was the institution of the Bank of Ceylon, a statutory corporation with a share-capital to which the Government makes an annual grant and has contributed capital. There is hardly any reservation in this ordinance for securing State control on the affairs of the Bank. The government directors have no vote at directors' meetings (section 14), nor special voting rights at meetings of share-holders in excess of the normal voting rights allowed to share-holders.

5. In substance, the Bank of Ceylon Ordinance No. 53 of 1938, sets up by law a statutory variant of the ordinary joint stock company. Its constitution virtually adopts the same objects as an ordinary banking company, and its rules of procedure are borrowed liberally from the Companies Ordinance. In fact, it is difficult to see what justification there was for a special law to incorporate this bank.

6. This type of mixed corporation in which the Government figures as an ordinary share-holder with the public has not been repeated in subsequent legislation. The criticism of the Gunasena Commission pointed to another type of corporation—the public corporation—where



the Government would hold a monopoly of capital and retain a wider span of control.

**7. The First Public Corporations.** The earliest examples of such corporations (which are undiluted forms of the true public corporation) were the Gal Oya Development Board, established by the Gal Oya Development Board Act, No. 51 of 1949, and the Co-operative Wholesale Establishment, established by the Co-operative Wholesale Establishment Act, No. 47 of 1949. With minor variations in detail, both these Acts adopt the same principles in the establishment of public corporations as in the United Kingdom. Broadly speaking, administrative autonomy is conceded to these Boards in the appointment of staff of the corporation, and the determination of their conditions of service and salary. In the Co-operative Wholesale Establishment, however, no appointment of the General Manager, the Deputy Manager, the Chief Accountant shall be made and no person appointed to such office shall be dismissed without the Minister's approval in writing. Ministerial power is retained in these Acts as in the nationalization laws of the U. K. for the issue of directions to the Board; in the Co-operative Wholesale Establishment, directions can only be given after consultation with the Board, but those directions are to be confined to "general directions as to the exercise, performance and discharge of its powers, duties and functions in relation to matters concerning the public interest". In the Gal Oya Development Board, Ministerial directions need not be preceded by prior consultations of the Board. Moreover, the directions can be either general or special.

8. These Boards, as creatures of statute, none the less possess corporate autonomy, with the usual characteristics of perpetual succession, the right to sue and to be sued in their corporate name and to transact their business on the authority of their common seal, "their hand and mouth-piece". There are no share-holders, not even the government; members of the board constitute the corporation. The Minister has the right to appoint and remove members of the board. The boards accept complete responsibility for the success of the task entrusted to them.

**9. Differences between the Public and other Corporations.** In what respects then does the public corporation established by special law differ from its counterpart registered under general codes of legislation? The Companies Ordinance, which has been described as the Magna Carta of co-operative enterprise, remains the orthodox method for securing corporate status, with that added valuable ingredient known as the limitation of liability. Similar corporations (though for different purposes), can also be established under other enabling pieces of legislation, e.g., the Co-operative Societies Ordinance, the Mutual Societies Ordinance. Whatever may be the choice of the law for securing corporate autonomy, which is the sanctuary which every company promoter aims at reaching, the consequences are much the same. The difference between the public corporation and a corporation established under the Companies Ordinance, the Co-operative Societies Ordinance or the Mutual Societies Ordinance is only in matter of State control; they are all bodies corporate with perpetual succession, with the right to sue and to be sued in their corporate name and the right to contract under their common seal. If there is then no fundamental difference, what then was the necessity for the creation of public corporations by law, when registration under existing laws of general application is equally permissible?



10. **The Genealogy of a Corporation.** To appreciate the answer, one must probe into that genealogy of the Corporation. Coke, a leading jurist, in describing a corporation says "a corporation aggregate of many is invisible, immortal, and rests only in intendment and consideration of the law; it has no soul, neither is it subject to the imbecilities of the body".

11. The association of many persons trading for gain created problems for the legislature and the public; frequent changes in membership made the body so intangible that the public did not know with whom they were contracting. To correct this, an amendment to the Companies Act was passed which prohibited the association of twenty or more persons for the purpose of gain unless they were registered as a company or otherwise duly constituted by law. The object of this particular provision was well expounded by James, L. J. in *Smith vs. Anderson* as one "designed to prevent the mischief arising from large trading bodies being carried out by large voluntary bodies so that persons dealing with them did not know with whom they were contracting, which was a public mischief to be repressed".

12. Long before the Companies Act came to be promulgated, the only method available for acquiring corporate status was by the exercise of the King's prerogative, or to move for a special Act of Parliament. The Chartered Bank of India, which is well-known in Ceylon circles, is an example of a corporation set up by King's charter. Owing to the expense of securing corporate status by Charter or by special Act of Parliament, the U. K. Parliament found it advisable to confer power on the Crown to grant privileges upon associations which were not incorporated by Charter. In most of these cases, as the scheme of constitution and management is practically the same, it was found advisable to avoid repetition and save expense by embodying in a general code of legislation the common elements found in the constitutions of these individual bodies. The English Companies Act of 1844 was the result.

13. **Characteristics of Corporation.** The characteristics of all these Corporations can be considered in summary:—

- (i) A corporation has legal immortality and a name by which it acts and becomes known.
- (ii) It has neither soul nor tangible form, so that it cannot be outlawed or arrested or charged with offences of a personal nature, e.g., murder.
- (iii) It is a legal entity, and in its corporate name it can sue and be sued without joining the names of its several members.
- (iv) Its several members from time to time, and their several successors, constitute but one person in law.
- (v) The law sees only the body corporate and not the individuals who are liable for the contracts of the corporation in their private capacity up to the extent of their capital investment; in a partnership, the law looks not to the partnership but to the individual partners who are answerable for all the debts of the partnership up to the full extent of their respective assets.
- (vi) It has power to make by-laws for its own government, and can transact its business in the authority of its common seal which becomes "its hand and mouth-piece".



**14. Public Corporations under the Government-Sponsored Corporations Act.** The Gal Oya Development Board and the Co-operative Wholesale Establishment were set up as corporate bodies created by special law. The Government-Sponsored Corporations Act went one step further by conferring general powers on the Crown to set up one or more Corporations "to take over and carry out the purposes of a manufactory maintained wholly or partly constructed by the Government . . . ." Section 2 (1).

15. Initially, all the corporations established under this Act were public corporations with some unusual features. Each had their own share capital, all of which was held by the Government—Section (23). Once the initial capital is determined by the Minister in his Incorporation Order, Section 2 (1) (e) the Board is required to allot to the Secretary to the Treasury, script for fully paid up shares equivalent to the initial value of the capital of the Corporation. Once the Government has contributed the full initial capital of the corporation, it has no liability for the debts of the corporation—Section 6. Boards of Directors of corporations established under this Act are under no obligation to issue script for fully paid up shares equivalent to the initial capital of the corporation, unless the full amount of such initial capital has been paid by the Government.

**16. The First Brood of Public Corporations.** The Government-Sponsored Corporations Act foisted on Government a parental obligation for the progeny of its marriage to public enterprises. The first brood of its off-spring were seven pure blooded public corporations. There were the Ceylon Ceramics Corporation, the Eastern Paper Mills Corporation, the Ceylon Oils & Fats Corporation, the Paranthan Chemicals Corporation, the Gintota Plywoods Corporation, the D. I. Leather Products Corporation and the Kankesan Cement Works. Members of the Boards of Directors of all these corporations are appointed by the Minister—invariably two from the government sector and the rest from the public sector. None of the Chairman, however, are government officials.

**17. Extent of Ministerial Control.** In 25 places the Minister is given power to control the Corporation in the national interest. Specific controls include the limitation on borrowing powers, the right to appoint or remove a director, the right to direct and enforce an inquiry into the working of the corporation, the right to fix the salaries of staff of the corporation, and the right to issue general or specific directions which "shall be carried out by such Board".

Ministerial guidance and direction in the first blush of its emancipation from a voiceless existence under departmental rule is intended to nurse these corporations from infancy to a stage of increasing self-reliance. Once the emancipation is complete, Government insularity in the control of these monopolistic enterprises resiles, and a partner is brought to share in the domestic finances of the Corporation. Provision exists for all or any part of the Government's share capital to be sold to the public—Section 35. Upon such sale, the public are given a share in the control of the affairs of this mixed corporation, and for the first time have a right to determine the choice of the proportionate number of persons to be elected as Directors on the Board—Section 44. With the change in the character of the Board, Ministerial dominance now recedes, but power is retained to issue special or general directions to the Board—Section 52. Finally, when the public show capacity to assume the full responsibilities of parenthood by



increasing their share capital to not less than 80 per cent. the stage is reached for the dissolution of the corporation and its reconstitution as a joint stock company—Section 54.

**18. Government's Rejection of Rights to De-nationalise.** The de-nationalisation of assets by sale to a joint stock company which appears as Part IV of the Act has been rejected by the present Government, and for practical purposes all the corporations established will remain as public corporations.

**19. Legal Position of a Public Corporation.** The legal position of a public corporation is obscure. That they do not participate in any of the privileges or immunities of Government is clear from Section 33 : "the corporation shall be liable to pay tax on its income and profits . . . . .".

**20. The Public Corporation a Distinct Legal Entity.** Members of the Board retain civil liability for the tortious acts of the corporation. The public corporation is a distinct legal entity "consisting of persons who are for the time being members of the Board"—Section 2 (2). It has legal immortality under the corporate name specified in the Incorporation Order, and enjoys perpetual succession—Section 2 (2), with the right to sue and to be sued in its corporate name Section 2 (3). This individuality is not removed by the Crown holding all the share capital. "In the eyes of the law the Corporation is its own master, and is answerable as fully as any other person or Corporation. It is not the Crown, and has none of the immunities or privileges of the Crown. Its servants are not civil servants, and its property is not Crown property. It is as much bound by the Acts of Parliament as any other subject of the Queen". (*Tamlin vs. Hanaford*—1950—1. KB. 24).

**21. A Public Corporation not Immune from Liability to Contract and Tort.** How far could a public corporation plead immunity in an act performed under Ministerial direction under Section 32 ? *Tamlin vs. Hanaford* decided that compliance with such direction would not make the corporation the servant or agent of the Crown. The Board must accept full responsibility for their tortious acts. In *Bullard vs. Croydon—Hospital Group Management Committee*—(1953 1 ALL. E. R. 596)—a Hospital Group Management Committee was held liable for the death of an infant following an operation in a Hospital under its management. In the common law system of Ceylon, the Crown still maintains considerable privileges and immunities from legal action, notwithstanding its deliberate entry into industry. The maxim that the Crown is not bound by statute unless expressly named still holds good in Ceylon. One exception to the immunity of the Crown is made in the Factories Ordinance which made its provisions equally applicable to all factory institutions established by the Crown. In England, with the passage of the British Crowns Proceedings Act of 1947, the Crown is placed in the same position as any other legal person to liability on contract and tort. Ceylon has not yet acquiesced in the surrender of its privileges, although the Crown either through the department or public corporation continues to exercise functions quite disassociated from normal governmental activity. So, while the Crown can raise a barrier of immunity to an action for negligence by a departmental activity, it is doubtful whether the Board of Directors of a Government-Sponsored Corporation can claim the same immunity by continuing to perform an act admittedly tortious



begun by the Government and transferred to it under Section 24 of the Government-Sponsored Corporations Act.

**22. Implements for Controlling Public Corporations.** The implements for controlling public corporations are Ministerial supervision (with power to issue directions), parliamentary debate, public accounting, and examination of the accounts of the Corporation by the Public Accounts Committee of Parliament. Subject to these reservations the Board of a public corporation enjoys financial and administrative autonomy. They are liable for an excess of powers outside their constitution—*Ashbury Carriage Co. vs. Riche L. R. 7 HL. 653*).

**23. Doctrine of Ultra Vires Applicable to Public Corporations.** None of the seven public corporations established under the Government-Sponsored Corporations Act has rights in excess of what the respective factories taken over enjoyed prior to their transfer to the corporation. Section 2 of the Act only authorised the public corporation "to take over and carry out the purposes of a manufactory maintained wholly or partly constructed by the Government". In construing these powers one must not overlook the provisions of Section 5 (2) which gives a public corporation "power to do anything necessary for or conducive or incidental to the carrying out of its objects". This provision should also be read with the general powers given to every corporation to make any by-products out of its main activity.

**24.** Thus the Ceylon Ceramics Corporation which was primarily set up to make domestic ceramic ware can expand to the manufacture of sanitary ware, or even set up a refinery for the manufacture of kaolin, the raw material in ceramic ware; but it cannot conceivably set up in business as electrical engineers on the ground that a porcelain insulator is one of the ingredients used in such electrical work, for this would be ultra vires to the constitution. The doctrine of ultra vires has to be strictly construed (*Ashbury Carriage Co., vs. Riche*).

**25. Employer-Employee Relations.** What of the employer and employee relations in these corporations?

**26.** Section 60 of the Act gives power to the Board "to appoint such officers and servants as may be necessary for the purpose of the Corporation and to exercise disciplinary control over and dismiss any officer serving under the Corporation". These powers exclude the Chief Executive Officer whose appointment and termination of service needs Ministerial approval.

**27. Government Staff Transferred to Corporations.** The initial staff of the corporation consists of all those non-pensionable employees of Government whose emoluments were being paid from funds granted by Parliament for the purpose of the factory concerned—Section 25. These employees were, by operation of law "transferred to the service of the corporation". By such transfer, their entire contract of service with the Government becomes a contract of service with the corporation. All rights and privileges, emoluments and perquisites of office enjoyed immediately prior to their transfer, continue undiminished on their transfer to the Corporation. But the pattern of employment in the Government structure does not lend itself to permanent adoption under corporate management. Government scales of pay and concessions are notoriously more generous



than under private employment. Where the contract of service of the transferee militates against its continuance, due to its impact on the economy of the factory, it is open to the Board to redefine the service of such employee and offer a fresh contract to such transferred officer in substitution for the former contract of service. If the officer does not accept the new terms, the corporation can "exercise disciplinary control over and dismiss" such transferee under Section 60.

28. In practice, most corporations have sought to align their wage structure to the same principles obtaining in private business. Not being the Crown, none of the corporations established under the Government-Sponsored Corporations Act are exempt from the normal obligations imposed on the citizen by statute. Wages cannot be less than Wage Board rates. Those Corporations which have adopted the same principle of remuneration as that prescribed by the Wages Board Ordinance have not merely acquiesced in Government's standard wage policy for trade and industry, but have taken into account a rate which constitutes the best yardstick for assessment of profitability when the time comes for them to account for their stewardship.

29. The wage structure of Government provides for incremental scales. The inappropriateness of such a structure for industry under corporate management was well explored by the Gunasena Commission. In a competitive market, where prices have to be scaled down to be consistent with working costs, it is important for the employer to know precisely what items of expenditure should be reckoned in his costs of production. In an incremental system, the fluctuation of wages rates compels frequent revision in costing, which leads to confusion and error. Retreat into Wage Board rates (which provide for certain minimum scales), has given the employer a standard method for assessing costs of production. Any unusual profits earned over normal can be distributed by a system of bonuses and rewards. In a Socialist state, the creation of a specific reserve for the purpose of paying such bonuses would find ready governmental approval under Section 28.

30. **The Men of the Boards.** Finally, there remains the vexed question of how far the overall efficiency of factories could be increased under corporate management. Frustration, veto and regimentation to Government regulations which characterized departmental management, no doubt limited high out-turns. The principle of selectivity in the choice of personnel for the Board of each Corporation at least gives Government an opportunity to build up an efficient team of men whose training, inclination and past experience would help to overcome these traditional setbacks. Governmental weightage in these Boards is still low, generally confined to two persons per board of five to seven. The country is still woefully short of the right type of business executives, and for years to come, increasing reliance will have to be placed on personnel from the Government perimeter to step up the efficiency of these Corporations.

31. It is somewhat axiomatic that increased turnover for the same overhead expenditure creates additional wealth. The rated capacity of a machine can rarely be achieved, except by the co-operation of the willing worker. In Ceylon, in common with other Asian countries, worker efficiency is low, estimated at 60 per cent. of his European



counterpart. Whatever may be the contributory factors to this low efficiency, whether by nutritional defects, lack of skills, ignorance of proper use of worker-tools or otherwise, it is indisputable that the basic inducement for increased out-turn is still the reward of bonuses. Some well established factories adopted a sliding scale of wage inducements with output. Within the factory the atmosphere is strengthened by the appointment of a Welfare Officer and the provision of canteen facilities and first aid equipment. In more advanced countries holiday homes have been established, the worker being entitled to a paid holiday with free transport for himself and his family.

32. The Government-Sponsored Corporations Act can rightly claim to be an original experiment in the creation of procedures for a three stage transition of a public corporation, through the intermediate stage of a mixed corporation, resting ultimately as a joint stock company where State assets become denationalized.

33. The year's experience in the administration of this Act has been invaluable ; while amendment of procedures on matters of working detail is unavoidable, it would be a safe prediction to claim that the basic pattern in the setting up of public corporations under this Act would remain unchanged.

(Contributed by—E. C. S. Paul, Deputy Director of Industries.)

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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 March, 1957, is 100.9 as against 100.8 for February, 1957, an increase of 0.1.

### Wages Rates :

#### (a) Basic Wages :

The basic wages payable for the month of April, 1957, to workers in the 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 April, 1957, to workers in all the trades to which Part II of the Wages Boards Ordinance has been applied will be the same as for the month of March, 1957.

### Strikes :

There were altogether 18 strikes during the month of January, 1957, involving 2,492 workers and a loss of 15,468 man-days as against 15 strikes in December, 1956, involving 3,989 workers and a loss of 22,966 man-days. Five of these strikes were in the Tea Plantation involving



978 workers and a loss of 1,299 man-days, five in the Rubber Plantation involving 527 workers and a loss of 979 man-days, three in the Miscellaneous trades involving 178 workers and a loss of 4,845 man-days and one each in the Tea-Cum-Rubber Plantation, Coconut Plantation, Printing, Coconut Manufacturing Dock, Harbour and Port Transport involving 264, 14, 184, 167 and 180 workers and a loss of 528, 14, 7,176, 447 and 180 man-days.

### Arrivals and Departures of Indian Estate Labourers

In March, 1957, the departures of Indian Estate Labour exceeded the arrivals by 177 as compared with 403 in February, 1957. The total excess of departures over arrivals in 1957 was 883 up to the end of March.

### 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 January, 1957, and February, 1957, was as given below :—

	January, 1957			February, 1957		
	Males	Females	Total	Males	Females	Total
Tech. and Clerical ..	13,026..	3,693..	16,719..	13,101..	3,764..	16,865
Skilled ..	9,224..	810..	10,034..	9,230..	803..	10,033
Semi-skilled ..	19,854..	6,834..	26,688..	20,134..	6,922..	27,056
Unskilled ..	32,707..	2,566..	35,273..	33,182..	2,595..	35,777
Total ..	74,811	13,903	88,714	75,647	14,084	89,731

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

	January, 1957			February, 1957		
	Males	Females	Total	Males	Females	Total
Tech. and Clerical ..	74 ..	51 ..	125 ..	40 ..	18 ..	58
Skilled ..	45 ..	1 ..	46 ..	54 ..	— ..	54
Semi-skilled ..	113 ..	17 ..	130 ..	88 ..	18 ..	106
Unskilled ..	148 ..	13 ..	161 ..	229 ..	16 ..	245
Total ..	380	82	462	411	52	463

## NOTES OF CURRENT INTEREST

### Trade Unions Registered in March, 1957

Reg. No.	Name of Trade Union
857 ..	Petroleum Employees' Union of Ceylon
858 ..	Ceylon Harbourcraft Operatives Union
859 ..	Post and Telecommunication Railway Engineering Workers' Union
860 ..	Millagasheenna Estate Workers' Union
861 ..	Santhi Eksath Kamkaru Sangamaya
862 ..	Minor Supervisors' Union (Government Factory Kolonnawa)
863 ..	Government Hospital Ward Clerks' Union
864 ..	Department of Agriculture Tractor Operators' Union
865 ..	All Ceylon Match Workers Welfare Union

### Registration Cancelled in March, 1957

Nil



**APPLICATIONS FOR REVISION IN M. C. COLOMBO (SOUTH)  
CASES Nos. 72,350 AND 73,020**

*Present* : Pulle, J. & Sansoni, J.

*Counsel* : V. S. A. Pullenayagam, Crown Counsel, for the Appellant.  
R. A. Kannangara for the Respondents.

*Argued on* : January 28, 1957.

*Decided on* : February 11, 1957.

Pulle, J.

These are two applications in revision made on behalf of the Attorney-General which can conveniently be disposed of in one judgment. They relate to the connected cases Nos. 72,350 and 73,020 filed in the Magistrate's Court of Colombo South in which the charges were laid under the Shop and Office Employees (Regulation of Employment and Remuneration) Act, No. 19 of 1954. In Case No. 72,350 an Inspector of Labour on March 2, 1956, reported to Court under section 148 (1) (b) of the Criminal Procedure Code that the 1st accused being the employer in relation to a shop known as Mallika Stores was guilty of an offence punishable under section 51 (1) of the Act inasmuch as the shop remained open on December 21, 1955, at 8.25 a.m. for the serving of customers contrary to section 43 (1) of the Act. The 1st accused was also charged with failing to prevent a customer from entering the shop when it was required to be closed for the serving of customers. The 2nd accused was charged on two counts as the person who did "in fact" commit the offences for which under the Act the 1st accused was liable as the employer.

In order to take advantage of the provisions of section 60 (1) of the Act the 1st accused in his capacity as employer made a written complaint to Court on April 12, in Case No. 73,020 that the 2nd accused, his servant, committed the offence with which he was charged in Case No. 72,350. The 2nd accused appeared on a summons on April 25 and pleaded guilty on being "charged from summons". He was fined Rs. 50. It is difficult to ascertain to what the 2nd accused pleaded guilty because the summons is wholly unintelligible. One charge in that summons is not against the 2nd but the 1st accused. It is surprising that a process of Court worded as this summons should have been issued.

When Case No. 72,350 was taken up for trial on May 4, it was submitted on behalf of the 2nd accused that he had already been convicted on the identical charges and he claimed the benefit of "autrefois convict." The case was called on June 5, when the charges against the 2nd accused were withdrawn and the trial of the 1st accused was fixed for June 26. On this date he was discharged on the ground that he had qualified under section 60 (1) for an exemption from penalty in view of the proceedings in Case No. 73,020.

The submission made on behalf of the Attorney-General is plainly right that the conditions precedent to a conviction being entered against the 2nd accused in Case No. 73,020 had not been satisfied, namely, that the 1st accused had failed even to adduce evidence to prove "that he has used due diligence to enforce the provisions of this Act and that such other person has committed the offence without his knowledge, consent or connivance".

Learned Crown Counsel submitted that the proceedings in Case No. 73,020 were void from the beginning as being without jurisdiction. The argument was that the procedure laid down in section 60 is not



applicable where both the employer and the employee have already been charged. There is undoubtedly some merit in the submission that the legislature could not have intended that after an employee has already been brought before Court in one proceeding that he should be summoned a second time to answer the same charge at the instance of his employer. The question would then arise whether in the case filed against both the employer and the employee it would be open to the former to claim exemption from penalty as provided in section 60 (1) Crown Counsel says he can but I am not inclined to take that view. Section 60 should, in my opinion, be read as a whole and when its provisions are examined it is difficult to resist the conclusion that if an employer desires to make out a case for exemption from penalty he must do so in independent proceedings in conformity with the procedure in section 60 of the Act.

The conviction of the 2nd accused in Case No. 73,020 is wholly irregular from which it follows that the discharge of the 1st accused in Case No. 72,350 cannot be supported. The main point urged against our intervention is that the Attorney-General could have availed himself of a remedy by way of appeal. We are not satisfied that there has been any avoidable delay in bringing these cases to our notice or that the accused persons have suffered any prejudice.

The conviction and sentence in Case No. 73,020 and the orders discharging the employer and the employee in Case No. 72,350 are quashed and the cases are remitted to the Magistrate to be tried and determined according to law.

(Sgd.) PUISNE JUSTICE.

Sansoni, J.—I agree.

(Sgd.) PUISNE JUSTICE.

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## CONSOLIDATED DECISIONS OF WAGES BOARDS

### XXXVI—The Printing Trade

THE original decisions in respect of the Printing Trade made by the Wages Board for that trade related mainly to rates of wages and they came into force on August 1, 1945. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette Extraordinary* No. 9,436 of July 21, 1945. Decisions varying the earlier decisions were published in notifications appearing in *Ceylon Government Gazettes* No. 9,523 of February 22, 1946, No. 9,634 of November 22, 1946, No. 10,002 of July 29, 1949, *Ceylon Government Gazettes Extraordinary* No. 10,229 of March 30, 1951, No. 10,429 of July 30, 1952, and No. 10,542 of June 29, 1953, *Ceylon Government Gazette* No. 10,821 of July 29, 1955, and *Ceylon Government Gazette Extraordinary* No. 11,056 of January 30, 1957. Decisions in regard to weekly and annual holidays to the workers came into force on January 1, 1946, and a notification in respect of those decisions was published in *Ceylon*



Government Gazette Extraordinary No. 9,497 of December 24, 1945. Decisions varying earlier decisions were published in notifications appearing in Ceylon Government Gazette No. 9,686 of March 28, 1947, and Ceylon Government Gazette Extraordinary No. 10,429 of July 30, 1952.

## DECISIONS RELATING TO RATES OF WAGES AND OTHER MATTERS

### PART I

#### *Direction under section 20 (2) (b)*

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

The special allowance for each month shall be computed on the cost of living index number for the month immediately preceding that month.

#### *Definition of a normal working week (section 24).*

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

on any day other than a Saturday	..	9
on a Saturday	..	6

#### *Definition of a normal working week (section 24)*

The number of working hours constituting a normal working week shall not exceed forty-five.

### PART II

(1) Wages for the printing trade shall be paid on a monthly basis.

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

(3) (i) A worker of any class specified in this Part shall be paid as wages for any month mentioned in column I below an amount equal to the minimum monthly rate specified in respect of that class in this Part, if he has worked during the minimum number of working days specified in respect of that month in column II below. Any day on which the employer fails to provide with work any worker who presents himself therefor shall be deemed for this purpose to be a day on which the worker has worked.

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



Provided, however, that the minimum number of working days specified in column II shall be reduced by one in respect of any month which has five Sundays.

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

(4) Where a worker has not been in employment for a full month, he shall be paid as wages an amount which bears to the minimum monthly rate the proportion which the period of employment bears to the number of days in the month.

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

(6) Absence on holidays or on days for which leave with full pay is allowed shall not be deemed to be unauthorized absence.



Class of Worker	1					2					3					(c)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
	Basic Rate for a month					Rate of Special Allowance for a month					Rate of Special Allowance for a month																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Class A Worker :																Where the cost of living index number for the preceding month is above 100·1 or below 100·0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
Linotype operators, monotype operators, mechanics, camera operators, process etchers, process artists, rotary machine minders, litho machine minders, printing mechanics, litho artists and readers (employed in the production of newspapers)	110	0	33	0	44	0	56	0	71	0	88	0	79	0	24	70	32	60	40	50	52	10	64	20	77	0	24	10	31	80	39	50	50	80	62	60	2	0	0	60	0	80	1	0	1	30	1	60																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				







Table I

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

Index Numbers

	100·1 to	101·9 to	103·7 to	105·5 to	107·3 to	100·0 to	98·2 to	96·4 to	94·6 to	92·8 to
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
Class A:										
Worker other than Learner or Apprentice	79 0 ..	81 0 ..	83 0 ..	85 0 ..	87 0 ..	77 0 ..	75 0 ..	73 0 ..	71 0 ..	69 0
Learner or Apprentice										
1st Year	24 70 ..	25 30 ..	25 90 ..	26 50 ..	27 10 ..	24 10 ..	23 50 ..	22 90 ..	22 30 ..	21 70
2nd Year	32 60 ..	33 40 ..	34 20 ..	35 0 ..	35 80 ..	31 80 ..	31 0 ..	30 20 ..	29 40 ..	28 60
3rd Year	40 50 ..	41 50 ..	42 50 ..	43 50 ..	44 50 ..	39 50 ..	38 50 ..	37 50 ..	36 50 ..	35 50
4th Year	52 10 ..	53 40 ..	54 70 ..	56 0 ..	57 30 ..	50 80 ..	49 50 ..	48 20 ..	46 90 ..	45 60
5th Year	64 20 ..	65 80 ..	67 40 ..	69 0 ..	70 60 ..	62 60 ..	61 0 ..	59 40 ..	57 80 ..	56 20

Class B:

Worker other than Learner or Apprentice	60 50 ..	62 0 ..	63 50 ..	65 0 ..	66 50 ..	59 0 ..	57 50 ..	56 0 ..	54 50 ..	53 0
Learner or Apprentice										
1st Year	19 15 ..	19 60 ..	20 5 ..	20 50 ..	20 95 ..	18 70 ..	18 25 ..	17 80 ..	17 35 ..	16 90
2nd Year	30 75 ..	31 50 ..	32 25 ..	33 0 ..	33 75 ..	30 0 ..	29 25 ..	28 50 ..	27 75 ..	27 0
3rd Year	36 80 ..	37 70 ..	38 60 ..	39 50 ..	40 40 ..	35 90 ..	35 0 ..	34 10 ..	33 20 ..	32 30
4th Year	45 54 ..	46 66 ..	47 78 ..	48 90 ..	50 2 ..	44 42 ..	43 30 ..	42 18 ..	41 6 ..	39 94

Class C—Grade I

Worker other than Learner or Apprentice	51 25 ..	52 50 ..	53 75 ..	55 0 ..	56 25 ..	50 0 ..	48 75 ..	47 50 ..	46 25 ..	45 0
Learner or Apprentice										
1st Year	21 0 ..	21 50 ..	22 0 ..	22 50 ..	23 0 ..	20 50 ..	20 0 ..	19 50 ..	19 0 ..	18 50
2nd Year	26 4 ..	26 66 ..	27 28 ..	27 90 ..	28 52 ..	25 42 ..	24 80 ..	24 18 ..	23 56 ..	22 94
3rd Year	31 25 ..	32 0 ..	32 75 ..	33 50 ..	34 25 ..	30 50 ..	29 75 ..	29 0 ..	28 25 ..	27 50
4th Year	38 73 ..	39 67 ..	40 61 ..	41 55 ..	42 49 ..	37 79 ..	36 85 ..	35 91 ..	34 97 ..	34 3



*Class C—Grade II :*

Worker other than Learner or Apprentice	43 54 ..	47 63 ..	48 78 ..	49 90 ..	51 2 ..	45 42 ..	44 30 ..	43 18 ..	42 6 ..	40 94
Learner or Apprentice										
1st Year	19 15 ..	19 60 ..	20 5 ..	20 50 ..	20 95 ..	18 70 ..	18 25 ..	17 80 ..	17 35 ..	16 90
2nd Year	23 77 ..	24 33 ..	24 89 ..	25 45 ..	26 1 ..	23 21 ..	22 65 ..	22 9 ..	21 53 ..	20 97
3rd Year	28 39 ..	29 6 ..	29 73 ..	30 40 ..	31 7 ..	27 72 ..	27 5 ..	26 38 ..	25 71 ..	25 4
4th Year	35 15 ..	35 99 ..	36 83 ..	37 67 ..	38 51 ..	34 31 ..	33 47 ..	32 63 ..	31 79 ..	30 95

*Class D :*

Worker other than Learner or Apprentice	42 0 ..	43 0 ..	44 0 ..	45 0 ..	43 0 ..	41 0 ..	40 0 ..	39 0 ..	38 0 ..	37 0
Learner or Apprentice										
1st Year	17 30 ..	17 70 ..	18 10 ..	18 50 ..	18 90 ..	16 90 ..	16 50 ..	16 10 ..	15 70 ..	15 30
2nd Year	21 50 ..	22 0 ..	22 50 ..	23 0 ..	23 50 ..	21 0 ..	20 50 ..	20 0 ..	19 50 ..	19 0
3rd Year	25 70 ..	26 30 ..	26 90 ..	27 50 ..	28 10 ..	25 10 ..	24 50 ..	23 90 ..	23 30 ..	22 70
4th Year	31 75 ..	32 50 ..	33 25 ..	34 0 ..	34 75 ..	31 0 ..	30 25 ..	29 50 ..	28 75 ..	28 0

*Class E :*

..	39 73 ..	40 67 ..	41 61 ..	42 55 ..	43 49 ..	38 79 ..	37 85 ..	36 91 ..	35 97 ..	35 3
All workers										

*Class F :*

..	21 65 ..	22 10 ..	22 55 ..	23 0 ..	23 45 ..	21 20 ..	20 75 ..	20 30 ..	19 85 ..	19 40
All workers										

*Class G :*

..	42 0 ..	43 0 ..	44 0 ..	45 0 ..	46 0 ..	41 0 ..	40 0 ..	39 0 ..	38 0 ..	37 0
All workers										

In this Schedule, the word "year" in relation to a learner or apprentice shall be deemed to consist of 288 days of continuous employment including—

(a) every holiday allowed by the employer under section 25, to such learner or apprentice ;

(b) every day of absence, with the approval of the employer ;

(c) every day of absence due to an injury to a worker caused by an accident arising out of and in the course of his employment ;

(d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ;  
and

(e) every day on which the employer fails to provide work to such learner or apprentice ;

but not including the day fixed as a weekly holiday under section 24.



## Part III

### *Overtime Rate*

1. In respect of each hour of work in excess of the normal working day the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the minimum monthly rate by 240) increased by 50 per cent. of such minimum hourly rate.

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

## DECISIONS RELATING TO WEEKLY AND ANNUAL HOLIDAYS

### *Weekly Holiday (section 24)*

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

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

- (a) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ;
- (b) that in respect of work done on a Sunday that worker shall be paid in addition to the wages paid on a monthly basis a remuneration of not less than  $\frac{1}{30}$  of the minimum monthly rate ;
- (c) that for each hour of work performed on a Sunday in excess of nine hours (the nine hours being computed so as to include 1 hour for a meal), the worker shall be remunerated at not less than the minimum monthly rate divided by 120 ; and
- (d) that the remuneration due to a worker for work done on the weekly holiday during any period shall be paid within the time prescribed for the payment of wages for such period by section 2 (b) of the Wages Boards Ordinance.

The preceding provisions of this paragraph shall not apply to workers engaged in the production or distribution of a daily newspaper.

### *Annual Holidays (section 25)*

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

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



3. If a worker is entitled to more than 6 holidays, he shall be allowed, and he shall take, six of those holidays on consecutive days.

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

5. Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal—

- (a) every holiday that he was entitled to in respect of the previous year which he has not already taken ; and
- (b) in case the worker has during the current year complied with the provisions relating to employment and work set out in paragraph 2, every holiday that he would have otherwise been entitled to in the next succeeding year :

and he shall be remunerated for each such holiday taken in any month at the rate of one day's wage in respect of that month computed in accordance with the provisions of Part II of the Schedule to the notification under section 27 (3) of the Wages Boards Ordinance published in *Gazette Extraordinary* No. 9,436 of July 21, 1945, as amended from time to time :

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

6. For the purposes of the computation of remuneration, each holiday referred to in paragraphs 2, 3, 4 and 5 shall be reckoned as an ordinary working day.

7. For the purposes of the foregoing provisions—

- (a) "year" means a continuous period of 12 months ;
- (b) "days on which the worker has worked" shall include—
  - (i) every holiday allowed by the employer to the worker under section 25, at any earlier time in any year under consideration ;
  - (ii) every day of absence on any ground approved by the employer ;
  - (iii) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment ;
  - (iv) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ;
  - (v) every day on which the employer fails to provide work for the worker ;
  - (vi) every day of absence due to a strike or lockout that is not illegal and that does not continue for more than 30 days ; and
  - (vii) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance ;

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

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



# DECISIONS OF THE WAGES BOARD FOR THE RUBBER EXPORT TRADE

THE following new decisions of the Wages Board for the Rubber Export Trade published in *Government Gazette* No. 11,100 of March 29, 1957, came into force with effect from April 1, 1957 :—

The decisions made by the Wages Board for the Rubber Export Trade and set out in the Schedule to the notification published in *Gazette Extraordinary* No. 9,436 of July 21, 1945, as varied in the manner set out in the notifications published in *Gazette* No. 9,528 of March 8, 1946, *Gazette Extraordinary* No. 10,229 of March 30, 1951, *Gazette Extraordinary* No. 10,542 of June 29, 1953, and *Gazette* No. 10,821 of July 29, 1955, shall be further varied, by the substitution, for Part II of that Schedule, of the following new Part :—

## “ PART II

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

- (1) a basic rate ; and
- (2) a special allowance,

as set out hereunder.

1	2	3 Rate of Special Allowance for a normal working day in any month	
Class of Workers	Basic rate for a normal working days	(a) Where the cost of living index number for the preceding month is 100·1, the special allowance shall be	(b) Where the cost of living index number for the preceding month is 100·0, the special allowance shall be
		(c) Where the cost of living index number for the preceding month is above 100·1 or below 100·0 the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below, respectively	
		Rs. c.	Rs. c.

A.—Male workers not under 18 years of age —

(a) Grade II :

Workers employed in stripping ; clipping and  
bark-cutting ; washing and re-smoking mouldy



rubber ; general labour including moving to presses, weighing machines and other parts of the store ; assembling ; wrapping and pricking rubber for baling ; pressing, hooping and wire tying ; cutting jute hessian covers : painting, drying, assembling and marking ; treating jute hessian for special packing ; covering bales with jute hessian and stitching ; laying out bales ; cleaning and sweeping of stores and drains ..

1 40 .. 1 3<sup>2</sup> .. 1 30 .. 0 3

(b) Intermediate Grade :

Workers employed in weighing ; grading and sorting ; the work of press operators ..

1 60 .. 1 43 .. 1 40 .. 0 3

(c) Grade I :

Workers employed in loading, unloading and carrying bales ; stacking ..

1 80 .. 1 43 .. 1 40 0 3

(d) Watchers ..

1 70 .. 1 43 .. 1 40 0 3

B.—Females workers not under 18 years of age—

(a) Grade II :

Workers employed in work other than sorting ..

1 15 .. 1 21 .. 1 18 0 3

(b) Grade I :

Workers employed in sorting ..

1 30 .. 1 21 .. 1 18 0 3

C.—Workers (irrespective of sex) under 18 years of age—

Over 14 years but under 15 years ..

0 80 .. 0 84 .. 0 82 0 2

Over 15 years but under 16 years ..

0 90 .. 0 89 .. 0 87 0 2

Over 16 years but under 17 years ..

1 0 .. 0 94 .. 0 92 0 2

Over 17 years but under 18 years ..

1 15 .. 1 4 .. 1 2 0 2



TABLE I

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

Index Numbers	Male workers not under 18 years of age		Female workers not under 18 years of age  Rs. c.	Workers (irrespective of sex) under 18 years of age			
	Grade II  Rs. c.	Grade I, Inter. Grade and Watchers  Rs. c.		Over 14 years but under 15 years Rs. c.	Over 15 years but under 16 years Rs. c.	Over 16 years but under 17 years Rs. c.	Over 17 years but under 18 years Rs. c.
100.1-101.8	1 33	1 43	1 21	0 84	0 89	0 94	1 4
101.9-103.6	1 36	1 46	1 24	0 86	0 91	0 96	1 6
103.7-105.4	1 39	1 49	1 27	0 88	0 93	0 98	1 8
105.5-107.2	1 42	1 52	1 30	0 90	0 95	1 0	1 10
107.3-109.0	1 45	1 55	1 33	0 92	0 97	1 2	1 12

TABLE II

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

100.0-98.3	1 30	1 40	1 18	0 82	0 87	0 92	1 2
98.2-96.5	1 27	1 37	1 15	0 80	0 85	0 90	1 0
96.4-94.7	1 24	1 34	1 12	0 78	0 83	0 88	0 98
94.6-92.9	1 21	1 31	1 9	0 76	0 81	0 86	0 96
92.8-91.1	1 18	1 28	1 6	0 74	0 79	0 84	0.94



**NOTIFICATIONS RELATING TO THE BEEDI MANUFACTURING  
TRADE ESTABLISHED UNDER THE WAGES BOARDS  
ORDINANCE, No. 27 OF 1941**

**Notification under Section 6 (2)**

IN accordance with the provisions of section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, it is hereby notified that the Order relating to the beedi manufacturing trade and set out in the Schedule hereto has been made by me under section 6 (1) of that Ordinance. The aforesaid Order shall come into force on August 10, 1956.

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

Colombo, August 2, 1956.

**SCHEDULE**

**ORDER**

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

The beedi manufacturing trade, that is to say—

- (1) the preparation of tobacco for the manufacture of beedi ;
- (2) beedi rolling ; and
- (3) packeting beedi ;

including—

- (1) loading and unloading of and portorage for transporting bales of tobacco, wrapping leaves, beedies and packing cases ;
- (2) stacking and (periodical) re-stacking of tobacco and wrapping leaves in store ;
- (3) grading tobacco ;
- (4) sprinkling water on wrapping leaves ;
- (5) drying tobacco in the sun ;
- (6) cutting wrapping leaves ;
- (7) crushing tobacco into chips for preparation of fillers (" beedi tobacco ") for rolling ;
- (8) preparation of wrappers for rolling ;
- (9) filling wrappers with " beedi tobacco " ;
- (10) beedi rolling ;
- (11) tying rolled beedies with thread ;
- (12) sorting beedies ;
- (13) fixing ring labels round rolled beedies ;
- (14) bundling of beedies ;
- (15) sun drying bundles of beedies ;
- (16) wrapping bundles of beedi in paper and labelling ;
- (17) making packets of bundles ;
- (18) labelling packets ;
- (19) cleaning and sweeping of stores and drains ; and
- (20) any other operation connected with or incidental to the work specified in this paragraph, but excluding the work of the following workers :—

Agents for purchasing tobacco, lorry and van drivers, carters, clerks, managers, supervisors and store-keepers.



## Order Under Section 8

BY virtue of the powers vested in me by section 8 of the Wages Boards Ordinance, No. 27 of 1941, I, Tikiri Bandara Ilangaratne, Minister of Labour, Housing and Social Services, do by this Order establish a Wages Board for the Beedi Manufacturing Trade more fully described in the Order made under section 6 of that Ordinance and published in *Gazette* No. 10,960 of August 10, 1956, or in any amending Order which may hereafter be made.

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

Colombo, November 20, 1956.

### NOTIFICATION RELATING TO THE APPOINTMENT OF MEMBERS

IT is hereby notified under regulation 26 of the Wages Boards Regulations, 1943, that under section 9 of the Wages Boards Ordinance, No. 27 of 1941, the Hon. Minister of Labour, Housing and Social Services has been pleased to appoint the following persons to be members of the Beedi Manufacturing Trade Wages Board established under that Ordinance.

R. M. G. MONYPENNY,  
Permanent Secretary,  
Ministry of Labour, Housing and Social Services.

Colombo, December 13, 1956.

### THE BEEDI MANUFACTURING TRADE WAGES BOARD

#### *Nominated Members :*

Mudaliyar C. M. Agalawatta  
Mr. M. H. Careem  
Mudaliyar A. B. Rajendra

#### *Representatives of the Employers :*

Mr. P. A. Kunjymoon  
Mr. T. Neethirajah  
Mr. N. W. A. Udenis Silva  
Mr. M. P. Simon

#### *Representatives of the Workers :*

Mr. Meryl Fernando  
Mr. N. Sanmugathan  
Mr. B. G. Simon  
Mr. W. A. M. Charles Perera



**TABLE I—COST OF LIVING INDEX NUMBERS**

**A**

**Colombo Working Class**

*Base : November, 1938-April, 1939=100*

<i>Year</i>	<i>Food</i>	<i>Fuel and Light</i>	<i>Rent</i>	<i>Clothing</i>	<i>Miscel- laneous</i>	<i>Final Index Number</i>
<b>Group Weights</b>	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*

<b>Group Weights</b>	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*

<i>Year</i>	<i>Food</i>	<i>Fuel and Light</i>	<i>Rent</i>	<i>Clothing</i>	<i>Miscel- laneous</i>	<i>Final Index Number</i>
<b>Group Weights</b>	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 ..	94.52 ..	100.5
1956	..	103.32 ..	101.30 ..	101.53 ..	81.76 ..	98.60 ..	100.2

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 ..	101.0
December	..	102.92 ..	100.23 ..	101.53 ..	83.40 ..	99.87 ..	100.3

1957—

January	..	103.45 ..	97.00 ..	101.53 ..	83.43 ..	100.56 ..	100.6
February	..	103.00 ..	97.35 ..	101.53 ..	83.34 ..	103.04 ..	100.8
March	..	102.99 ..	98.73 ..	101.53 ..	82.85 ..	103.28 ..	100.9



TABLE II—WAGES INDEX NUMBERS

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

## A

BASE : 1939=100

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

## B

BASE : 1952=100

1953 ..	—	..	1.95	..	101.56	..	99.96	..	90.97	..	101.31	..	99.71
1954 ..	—	..	1.99	..	103.65	..	102.52	..	91.04	..	101.39	..	100.29
1955 ..	—	..	2.06	..	107.29	..	106.76	..	94.94	..	105.74	..	105.21
1956 ..	—	..	2.08	..	108.33	..	108.11	..	96.24	..	107.18	..	106.97
1956 ..	January	..	2.10	..	109.38	..	107.76	..	96.24	..	107.18	..	105.60
	February	..	2.10	..	109.38	..	109.60	..	96.24	..	107.18	..	107.39
	March	..	2.07	..	107.81	..	108.24	..	96.24	..	107.18	..	107.61
	April	..	2.07	..	107.81	..	106.53	..	96.24	..	107.18	..	105.91
	May	..	2.10	..	109.38	..	108.94	..	96.24	..	107.18	..	106.75
	June	..	2.07	..	107.81	..	107.81	..	96.24	..	107.18	..	107.18
	July	..	2.07	..	107.81	..	108.68	..	96.24	..	107.18	..	108.04
	August	..	2.07	..	107.81	..	109.01	..	96.24	..	107.18	..	108.37
	September	..	2.05	..	106.77	..	107.41	..	96.24	..	107.18	..	107.83
	October	..	2.07	..	107.81	..	106.43	..	96.24	..	107.18	..	105.80
	November	..	2.10	..	109.38	..	108.30	..	96.24	..	107.18	..	106.12
	December	..	2.10	..	109.38	..	109.05	..	96.24	..	107.18	..	106.86
1957 ..	January	..	2.07	..	107.81	..	107.17	..	96.24	..	107.18	..	106.54
	February	..	2.07	..	107.81	..	106.95	..	96.24	..	107.18	..	106.33
	March	..	2.07	..	107.81	..	106.85	..	96.24	..	107.18	..	106.22



**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
1956 .. —	.. 2 10	.. 107.14	.. 3 0	.. 102.74	.. 2 17	.. 106.37
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
1957 .. January	.. 2 10	.. 107.14	.. 3 1	.. 103.08	.. 2.17	.. 106.37
February	.. 2 10	.. 107.14	.. 3 1	.. 103.08	.. 2.17	.. 106.37
March	.. 2 10	.. 107.14	.. 3 1	.. 103.08	.. 2.17	.. 106.37

\* 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	53,029
1953	..	8,374	6,462	13,676	23,034	51,546
1954	..	11,728	7,919	16,287	27,370	63,304
1955	..	14,498	8,544	20,142	27,826	71,010
1956	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
	December	16,091	9,794	25,808	34,259	85,952
1957	January	16,719	10,034	26,688	35,273	88,714
	February	16,865	10,033	27,056	35,777	89,731

\* 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	Awisawella	Haputale	Matara	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	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 ..	37,942	3,662	4,947	6,438	5,279	620	2,864	2,123	2,119	486	520	342	1,191	1,157	1,579	362	3,925	75,556
February	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



TABLE V—(contd.)

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Avisawella	Haputale	Matara	Total
March ..	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	74,186
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
December	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	85,952
1957—																		
January ..	43,835	4,062	6,319	6,753	5,046	488	4,644	2,286	2,591	908	740	727	918	2,295	2,013	779	4,310	88,714
February ..	43,694	4,079	6,419	6,832	5,496	449	4,879	2,330	2,597	948	733	706	952	2,573	1,998	795	4,251	89,731

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

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

‡ Revised figures.



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

<i>Year</i>		<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi- skilled</i>	<i>Unskilled</i>	<i>Total</i>
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	2,166	1,064	1,187	3,791	8,208
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
	.. December	102	44	104	128	378
1957	.. January	125	46	130	161	462
	.. February	58	54	106	245	463

**TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of February, 1957**

<i>Employment Exchange</i>	<i>Technical and Clerical</i>		<i>Skilled</i>		<i>Semi-skilled</i>		<i>Unskilled</i>		<i>Total</i>	
	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>
Colombo	577	30	461	46	933	44	1,467	126	3,438	246
Negombo	53	1	46	—	55	2	196	16	350	19
Kalutara	130	—	41	—	169	1	121	2	461	3
Galle	122	6	34	—	209	2	345	1	710	9
Kandy	148	1	67	2	151	6	293	22	659	31
Nawalapitiya	20	3	10	—	29	2	19	1	78	6
Kurunegala	137	1	51	—	205	—	287	22	680	23
Jaffna	113	9	19	2	103	30	64	13	299	54
Ratnapura	56	1	20	—	110	2	50	—	236	3
Badulla	26	—	3	—	51	—	35	—	115	—
Batticaloa	31	—	9	1	24	—	31	—	95	1
Kalmunai	9	—	10	—	22	—	41	1	82	1
Trincomalee	15	1	9	3	29	9	145	30	198	43
Anuradhapura	31	2	24	—	30	2	318	9	403	13
Awissawella	25	—	8	—	52	—	31	—	116	—
Haputale	8	—	7	—	16	3	55	—	86	3
Matara	58	3	31	—	85	3	74	2	248	8
Total	1,559	58	850	54	2,273	106	3,572	245	8,254	463



**TABLE VIII—STRIKES IN CEYLON SINCE 1939**

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers involved	Number of Man-days lost
1939	.. 18	.. Not available	.. Not available	4	.. Not available	Not available
1940	.. 36	.. 9,732*	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048‡	.. 66†	.. 12,399	.. 25,937
1945	.. 28	.. 3,514	.. 4,285	.. 53	.. 28,875	.. 153,388‡
1946	.. 87	.. 15,259	.. 31,830‡	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,174
1948	.. 33	.. 23,100	.. 49,933‡	.. 20	.. 1,065	.. 2,497‡
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576‡
1950	.. 82	.. 22,808	.. 85,837	.. 28	.. 5,471	.. 22,617
1951	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	.. 30	.. 6,168	.. 46,990
1953	.. 33	.. 363,600	.. 430,586	.. 54	.. 14,482	.. 31,996
1954	.. 59	.. 86,450	.. 391,200	.. 55	.. 15,381	.. 85,569
1955	.. 60	.. 11,437	.. 69,913	.. 47	.. 11,293	.. 36,016
1956	.. 99	.. 56,908	.. 200,888	.. 115	.. 31,852	.. 152,966
1956 January	.. 2	.. 31	.. 130	.. 5	.. 320	.. 487
February	.. 1	.. 14	.. 14	.. 4	.. 587	.. 633
March	.. 3	.. 627	.. 5,295	.. 3	.. 4,978	.. 5,002
April	.. 5	.. 668	.. 924	.. 3	.. 588	.. 861
May	.. 3	.. 28,329	.. 81,348	.. 28	.. 5,948	.. 7,800
June	.. 8	.. 1,682	.. 5,165	.. 11	.. 1,281	.. 3,072
July	.. 14	.. 3,028	.. 5,419	.. 13	.. 2,536	.. 14,053
August	.. 12	.. 4,153	.. 10,822	.. 15	.. 8,019	.. 28,391
September	.. 9	.. 2,792	.. 34,921	.. 7	.. 3,435	.. 14,176
October	.. 21	.. 8,376	.. 16,993	.. 7	.. 1,103	.. 10,683
November	.. 11	.. 4,378	.. 20,603	.. 14	.. 1,898	.. 64,096
December	.. 10	.. 2,830	.. 19,254	.. 5	.. 1,159	.. 3,712
1957 January	.. 12	.. 1,783	.. 2,820	.. 6	.. 709	.. 12,648

\* 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.

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  
JANUARY, 1957, BY INDUSTRIES OR TRADES**

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea .. ..	5	978	1,299			
Rubber .. ..	5	527	979			
Tea-cum-Rubber .. ..	1	264	528			
Coconut .. ..	1	14	14			
Coconut-cum-Rubber .. ..	—	—	—			
<b>Total</b> .. ..	<b>12</b>	<b>1,783</b>	<b>2,820</b>			
Engineering .. ..	—	—	—			
Printing .. ..	1	184	7,176			
Motor Transport .. ..	—	—	—			
Tea Export .. ..	—	—	—			
Rubber Export .. ..	—	—	—			
Coconut Manufacturing .. ..	1	167	447			
Toddy, Arrack and Vinegar .. ..	—	—	—			
Match Manufacturing .. ..	—	—	—			
Coconut & Rubber Manufacturing .. ..	—	—	—			
Cinema .. ..	—	—	—			
Dock, Harbour and Port Transport .. ..	1	180	180			
Building Trade .. ..	—	—	—			
Local Government Services .. ..	—	—	—			
Service Institutions .. ..	—	—	—			
Factories, Workshops, &c., run by the State .. ..	—	—	—			
Textile .. ..	—	—	—			
Relief Schemes .. ..	—	—	—			
Wholesale and Retail Distribution .. ..	—	—	—			
Aerated Waters and Ice Manufacturing .. ..	—	—	—			
Beedi Manufacturing .. ..	—	—	—			
Hotel .. ..	—	—	—			
Tile Manufacturing .. ..	3	178	4,845			
Miscellaneous .. ..	—	—	—			
<b>Total</b> .. ..	<b>6</b>	<b>709</b>	<b>12,648</b>			
<b>Grand Total</b> .. ..	<b>18</b>	<b>2,492</b>	<b>15,468</b>			

**TABLE X—CLASSIFICATION OF THE STRIKES IN  
JANUARY, 1957, IN CAUSES**

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work .. ..	1	3	47	339
2. Wage increases. Higher rates for piece work, &c. .. ..	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) .. ..	—	—	—	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. .. ..	4	2	556	347
5. Food matters. Welfare .. ..	1	—	66	—
6. Right of association and meeting .. ..	—	—	—	—
7. Factional disputes and domestic matters .. ..	1	—	158	—
8. External matters, e.g., arrest by Police, &c. .. ..	—	—	—	—
9. Assaults by employer or agent or others .. ..	4	—	791	—
10. General demands .. ..	1	1	165	23
11. Sympathetic strikes .. ..	—	—	—	—
<b>Total</b> .. ..	<b>12</b>	<b>6</b>	<b>1,783</b>	<b>709</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
1956	.. 2,360..	3	2,363..	85..	4,608..	4,693..	—	.. 2,330
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	.. 223 ..	—	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 ..	258 ..	—	.. 92
1957—								
January	.. 116 ..	—	116 ..	22 ..	397 ..	419 ..	—	.. 303
February	.. 134 ..	1	135 ..	7 ..	531 ..	538 ..	—	.. 403
March	.. 305 ..	—	305 ..	9 ..	473 ..	482 ..	—	.. 177



# APPENDIX I

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

Month : April, 1957

Class of Worker						
	Basic Wage Rs. c.		Special Allowance Rs. c.		Total 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 : April, 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 0	1 43	3 43
Kangany	..	1 80	1 43	3 23
Watcher	..	1 70	1 43	3 13
<i>Trade Learners and Apprentices</i>				
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
<b>Printing Trade *</b>				
<i>Monthly Rates</i>				
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	..	33 0	24 70	57 70
" B	..	25 0	19 15	44 15
" C Grade I, 1st year learner	..	22 0	21 0	43 0
" C " II	..	20 0	19 15	39 15
" D—1st year learner	..	18 0	17 30	35 30
Class A —2nd year learner	..	44 0	32 60	76 60
" B	..	35 0	30 75	65 75
" C Grade I, 2nd year learner	..	27 0	26 04	53 04
" C " II	..	25 0	23 77	48 77
" D—2nd year learner	..	22 0	21 50	43 50
Class A—3rd year learner	..	56 0	40 50	96 50
" B	..	48 0	36 80	84 80
" C Grade I, 3rd year learner	..	34 0	31 25	65 25
" C " II	..	30 0	28 39	58 39
" D—3rd year learner	..	27 0	25 70	52 70
Class A—4th year learner	..	71 0	52 10	123 10
" B	..	63 0	45 54	108 54
" C Grade I, 4th year learner	..	42 0	38 73	80 73
" C " II	..	37 0	35 15	72 15
" D—4th year learner	..	33 0	31 75	64 75
Class A—5th year learner	..	88 0	64 20	152 20

\* For classification of workers A, B, C etc., please see footnote.

#### Cigar Trade

A Piece rate of Rs. 8 has been fixed for every 1,000 cigars rolled.



Class of Worker

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

Plumbago Trade

Daily Rates

Underground workers—

Basses	..	..	2 75	..	1 18	..	3 93
Kanganies	}	..	2 25	..	1 18	..	3 43
Loaders		..	2 08	..	1 18	..	3 26
Overseers		..	2 0	..	1 18	..	3 18
Shift bosses	..	..	1 50	..	1 18	..	2 68
Blasters	}	..	2 25	..	1 18	..	3 43
Drillers (hand and machine)		..	2 25	..	1 18	..	3 43
Shaft drivers		..	2 25	..	1 18	..	3 43
Stoppers (excavators)	}	..	2 25	..	1 18	..	3 43
Timber men		..	2 25	..	1 18	..	3 43
Muckers		..	2 25	..	1 18	..	3 43
Trolley men	..	..	2 25	..	1 18	..	3 43
Unskilled labourers	..	..	2 25	..	1 18	..	3 43
Onsetters or Donakatakarayas	..	..	2 25	..	1 18	..	3 43

Underground and surface workers—

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

Surface workers—

Carpenters	}	..	2 50	..	1 18	..	3 68
Masons		..	2 25	..	1 18	..	3 43
Overseers		..	2 25	..	1 18	..	3 43
Blacksmiths	}	..	2 0	..	1 18	..	3 18
Boilermen		..	2 0	..	1 18	..	3 18
Drill sharpeners		..	2 0	..	1 18	..	3 18
Firewood carriers and splitters	..	..	1 60	..	1 18	..	2 78
Carters	}	..	1 50	..	1 18	..	2 68
Watchers		..	2 0	..	1 18	..	3 18
Bakkikarayas or Banksmen		..	2 0	..	1 18	..	3 18
Cooks	}	..	1 24	..	1 18	..	2 42
Smithy boys		..	1 24	..	1 18	..	2 42
Unskilled labourers		..	1 24	..	1 18	..	2 42

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 81 cents.

Workers employed in curing and dressing—

(A) As overseers and kanganies	..	2 0	..	1 38	..	3 38
(B) On different jobs:						

Within the Colombo area—

Male worker not under 18 years	..	1 25	..	1 38	..	2 63
Female worker not under 18 years	..	1 0	..	1 08	..	2 08
Worker under 18 years	..	0 50	..	1 01	..	1 51

Outside the Colombo area—

Male worker not under 18 years	..	1 0	..	1 38	..	2 38
Female worker not under 18 years	..	0 84	..	1 08	..	1 92
Worker under 18 years	..	0 40	..	1 01	..	1 41

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



Class of Worker	Basic Wage			Special Allowance			Total
	Rs.	c.		Rs.	c.		Rs. c.
<b>Tea Export Trade</b>							
<i>Daily Rates</i>							
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 .. ..	0	80	..	0	84	..	1 64
" 15 " 16 " .. ..	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 of age—							
(a) Grade II							
Workers employed in work other than sorting .. ..	1	15	..	1	21	..	2 36
(b) Grade I							
Workers employed in sorting .. ..	1	30	..	1	21	..	2 51
C. Workers over 14 years but under 15 years .. ..	0	80	..	0	84	..	1 64
" 15 " 16 " .. ..	0	90	..	0	89	..	1 79
" 16 " 17 " .. ..	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.



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

\*\* For classification of workers A, B, C etc., please see footnote

### 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 : April, 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
<b>Dock, Harbour and Port Transport Trade</b>							
<i>Monthly Rates</i>							
<i>Manual Work—</i>							
Special Grade	..	..	65 0	..	32 50	..	97 50
Skilled Grade	..	..	55 0	..	28 50	..	83 50
Semi-skilled Grade	..	..	45 0	..	25 50	..	70 50
Unskilled, Grade I	..	..	37 0	..	25 50	..	62 50
Unskilled, Grade II	..	..	31 0	..	25 50	..	56 50
<i>Women Workers—</i>							
Female kangannies	..	..	35 0	..	25 50	..	60 50
Female labourers	..	..	30 0	..	25 50	..	55 50
<i>Non-manual Workers—</i>							
Special Grade	..	..	75 0	..	38 0	..	113 0
Grade I	..	..	55 0	..	28 50	..	83 50
<b>Building Trade</b>							
<i>Daily Rates</i>							
<b>Unskilled—</b>							
<i>Male labourers—</i>							
Not under 18 years	..	..	1 40	..	1 33	..	2 73
<i>Female labourers—</i>							
Not under 18 years	..	..	1 10	..	1 33	..	2 43
<i>Unskilled labourers— (irrespective of sex)</i>							
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



### *\*Classification of workers in the Printing Trade*

*Class A Workers.* Linotype operators, monotype keyboard operators, linotype mechanics, process camera operators, process etchers, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists and readers (employed in the production of newspapers).

*Class B Workers.* Litho transferors, litho provers process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers).

*Class C Workers: Grade I.* Compositors, hand, cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine) stereotypers, mangle-men, guilders, foundry plate caster, type casters.

*Grade II.* Platen Machine minders.

*Class D Workers.* Foundry plate chippers, foundry labourers, rotary labourers, roller-caster, feeders, packers, counters and checkers.

*Class E Workers.* Unskilled workers not under 18 years of age.

*Class F Workers.* Unskilled workers under 18 years of age.

*Class G Workers.* Watchers.

### *\*\* Classification of Workers—Motor Transport Trade*

*Class A Workers.* Drivers of omnibus licensed to carry over 22 passengers.

*Class B Workers.* Drivers of omnibus licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and van with a licensed pay load of over 20 cwt.

*Class C Workers.* Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed pay load of 20 cwt. and under, and drivers of hearses.

*Class D Workers.* Drivers of lorries with trailers (including those of the Scammel—Horse type but excluding those owned by an estate and used solely for internal transport within the estate).

*Class E Workers.* Drivers of lorries owned by an estate and used solely for internal transport within the estate.

*Class F Workers.* Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses.

*Class G Workers.* Cleaners and porters of lorries with a licensed pay load of over 20 cwt.

*Class H. Workers.* Cleaners and porters of lorries with a licensed pay load of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses.



*Class I Workers.* Omnibus checkers or time keepers.

*Class J Workers.* Omnibus inspectors and omnibus stand supervisors.

*Class K Workers.* Porters engaged by employers who use the motor transport trade as incidental to the carrying on of some other trade and workers in the motor transport trade other than workers specified in the preceding items.

In the forgoing decisions—

- (a) “cleaners” means workers employed (other wise than in clerical capacities) in connection with the maintenance of the mechanism of lorries, omnibuses, hiring cars, cabs, vans, ambulances or hearses ;
- (b) “porters” means workers, employed in loading or unloading goods into or from lorries, omnibuses, hiring cars, cabs, vans, ambulances or hearses, and required to travel in the vehicles in the performance of their work.



## APPENDIX II (A)

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April 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
2	1 25	1 9	2 34	1 5	0 82	1 87	0 80	0 75	1 55	2
3	2 50	2 18	4 68	2 10	1 64	3 74	1 60	1 50	3 10	3
4	3 75	3 27	7 2	3 15	2 46	5 61	2 40	2 25	4 65	4
5	5 0	4 36	9 36	4 20	3 28	7 48	3 20	3 0	6 20	5
6	6 25	5 45	11 70	5 25	4 10	9 35	4 0	3 75	7 75	6
7	7 50	6 54	14 4	6 30	4 92	11 22	4 80	4 50	9 30	7
8	8 75	7 63	16 38	7 35	5 74	13 9	5 60	5 25	10 85	8
9	10 0	8 72	18 72	8 40	6 56	14 96	6 40	6 0	12 40	9
10	11 25	9 81	21 06	9 45	7 38	16 83	7 20	6 75	13 95	10
11	12 50	10 90	23 40	10 50	8 20	18 70	8 0	7 50	15 50	11
12	13 75	11 99	25 74	11 55	9 2	20 57	8 80	8 25	17 5	12
13	15 0	13 8	28 8	12 60	9 84	22 44	9 60	9 0	18 60	13
14	16 25	14 17	30 42	13 65	10 66	24 31	10 40	9 75	20 15	14
15	17 50	15 26	32 76	14 70	11 48	26 18	11 20	10 50	21 70	15
16	18 75	16 35	35 10	15 75	12 30	28 5	12 0	11 25	23 25	16
17	20 0	17 44	37 44	16 80	13 12	29 92	12 80	12 0	24 80	17
18	21 25	18 53	39 78	17 85	13 94	31 79	13 60	12 75	26 35	18
19	22 50	19 62	42 12	18 90	14 76	33 66	14 40	13 50	27 90	19
20	23 75	20 71	44 46	19 95	15 58	35 53	15 20	14 25	29 45	20
21	25 0	21 80	46 80	21 0	16 40	37 40	16 0	15 0	31 0	21
22	26 25	22 89	49 14	22 5	17 22	39 27	16 80	15 75	32 55	22
23	27 50	23 98	51 48	23 10	18 4	41 14	17 60	16 50	34 10	23
24	28 75	25 7	53 82	24 15	18 86	43 1	18 40	17 25	35 65	24
25	30 0	26 16	56 16	25 20	19 68	44 88	19 20	18 0	37 20	25
26	31 25	27 25	58 50	26 25	20 50	46 75	20 0	18 75	38 75	26
27	32 50	28 34	60 84	27 30	21 32	48 62	20 80	19 50	40 30	27
28	33 75	29 43	63 18	28 35	22 14	50 49	21 60	20 25	41 85	28
29	35 0	30 52	65 52	29 40	22 96	52 36	22 40	21 0	43 40	29
30	36 25	31 61	67 86	30 45	23 78	54 23	23 20	21 75	44 95	30
31	37 50	32 70	70 20	31 50	24 60	56 10	24 0	22 50	46 50	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  
April, 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.	
½	0 70	0 54½	1 24½	0 65	0 41	1 6	0 52½	0 37½	0 90	½
1	1 40	1 9	2 49	1 30	0 82	2 12	1 5	0 75	1 80	1
2	2 80	2 18	4 98	2 60	1 64	4 24	2 10	1 50	3 60	2
3	4 20	3 27	7 47	3 90	2 46	6 36	3 15	2 25	5 40	3
4	5 60	4 36	9 96	5 20	3 28	8 48	4 20	3 0	7 20	4
5	7 0	5 45	12 45	6 50	4 10	10 60	5 25	3 75	9 0	5
6	8 40	6 54	14 94	7 80	4 92	12 72	6 30	4 50	10 80	6
7	9 80	7 63	17 43	9 10	5 74	14 84	7 35	5 25	12 60	7
8	11 20	8 72	19 92	10 40	6 56	16 96	8 40	6 0	14 40	8
9	12 60	9 81	22 41	11 70	7 38	19 8	9 45	6 75	16 20	9
10	14 0	10 90	24 90	13 0	8 20	21 20	10 50	7 50	18 0	10
11	15 40	11 99	27 39	14 30	9 2	23 32	11 55	8 25	19 80	11
12	16 80	13 8	29 88	15 60	9 84	25 44	12 60	9 0	21 60	12
13	18 20	14 17	32 37	16 90	10 66	27 56	13 65	9 75	23 40	13
14	19 60	15 26	34 86	18 20	11 48	29 68	14 70	10 50	25 20	14
15	21 0	16 35	37 35	19 50	12 30	31 80	15 75	11 25	27 0	15
16	22 40	17 44	39 84	20 80	13 12	33 92	16 80	12 0	28 80	16
17	23 80	18 53	42 33	22 10	13 94	36 4	17 85	12 75	30 60	17
18	25 20	19 62	44 82	23 40	14 76	38 16	18 90	13 50	32 40	18
19	26 60	20 71	47 31	24 70	15 58	40 28	19 95	14 25	34 20	19
20	28 0	21 80	49 80	26 0	16 40	42 40	21 0	15 0	36 0	20
21	29 40	22 89	52 29	27 30	17 22	44 52	22 5	15 75	37 80	21
22	30 80	23 98	54 78	28 60	18 4	46 64	23 10	16 50	39 60	22
23	32 20	25 7	57 27	29 90	18 86	48 76	24 15	17 25	41 40	23
24	33 60	26 16	59 76	31 20	19 68	50 88	25 20	18 0	43 20	24
25	35 0	27 25	62 25	32 50	20 50	53 0	26 25	18 75	45 0	25
26	36 40	28 34	64 74	33 80	21 32	55 12	27 30	19 50	46 80	26
27	37 80	29 43	67 23	35 10	22 14	57 24	28 35	20 25	48 60	27
28	39 20	30 52	69 72	36 40	22 96	59 36	29 40	21 0	50 40	28
29	40 60	31 61	72 21	37 70	23 78	61 48	30 45	21 75	52 20	29
30	42 0	32 70	74 70	39 0	24 60	63 60	31 50	22 50	54 0	30

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



## APPENDIX II (C)

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 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.	
½	0 55	0 54½	1 9½	0 45	0 41	0 86	0 32½	0 37½	0 70	½
1	1 10	1 9	2 19	0 90	0 82	1 72	0 65	0 75	1 40	1
2	2 20	2 18	4 38	1 80	1 64	3 44	1 30	1 50	2 80	2
3	3 30	3 27	6 57	2 70	2 46	5 16	1 95	2 25	4 20	3
4	4 40	4 36	8 76	3 60	3 28	6 88	2 60	3 0	5 60	4
5	5 50	5 45	10 95	4 50	4 10	8 60	3 25	3 75	7 0	5
6	6 60	6 54	13 14	5 40	4 92	10 32	3 90	4 50	8 40	6
7	7 70	7 63	15 33	6 30	5 74	12 4	4 55	5 25	9 80	7
8	8 80	8 72	17 52	7 20	6 56	13 76	5 20	6 0	11 20	8
9	9 90	9 81	19 71	8 10	7 38	15 48	5 85	6 75	12 60	9
10	11 0	10 90	21 90	9 0	8 20	17 20	6 50	7 50	14 0	10
11	12 10	11 99	24 9	9 90	9 2	18 92	7 15	8 25	15 40	11
12	13 20	13 8	26 28	10 80	9 84	20 64	7 80	9 0	16 80	12
13	14 30	14 17	28 47	11 70	10 66	22 36	8 45	9 75	18 20	13
14	15 40	15 26	30 66	12 60	11 48	24 8	9 10	10 50	19 60	14
15	16 50	16 35	32 85	13 50	12 30	25 80	9 75		21 0	15
16	17 60	17 44	35 4	14 40	13 12	27 52	10 40	12 0	22 40	16
17	18 70	18 53	37 23	15 30	13 94	29 24	11 5	12 75	23 80	17
18	19 80	19 62	39 42	16 20	14 76	30 96	11 70	13 50	25 20	18
19	20 90	20 71	41 61	17 10	15 58	32 68	12 35	14 25	26 60	19
20	22 0	21 80	43 80	18 0	16 40	34 40	13 0	15 0	28 0	20
21	23 10	22 89	45 99	18 90	17 22	36 12	13 65	15 75	29 40	21
22	24 20	23 98	48 18	19 80	18 4	37 84	14 30	16 50	30 80	22
23	25 30	25 7	50 37	20 70	18 86	39 56	14 95	17 25	32 20	23
24	26 40	26 16	52 56	21 60	19 68	41 28	15 60	18 0	33 60	24
25	27 50	27 25	54 75	22 50	20 50	43 0	16 25	18 75	35 0	25
26	28 60	28 34	56 94	23 40	21 32	44 72	16 90	19 50	36 40	26
27	29 70	29 43	59 13	24 30	22 14	46 44	17 55	20 25	37 80	27
28	30 80	30 52	61 32	25 20	22 96	48 16	18 20	21 0	39 20	28
29	31 90	31 61	63 51	26 10	23 78	49 88	18 85	21 75	40 60	29
30	33 0	32 70	65 70	27 0	24 60	51 60	19 50	22 50	42 0	30

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



### APPENDIX III (A)

**Ready Reckoner showing the Minimum Wages payable for the  
number of days worked during April, 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 8	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 8	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
30	67 20	62 70	50 10	45 0	81 30	75 30	58 50	48 90	74 10	68 10	52 50	44 40	30

*Note.*—"Colombo area" includes any place within 5 miles of the Municipal Limits of Colombo. "Male" refers to male workers not under 16 years of age; "Female" to female worker not under 15 years of age and "Young Persons" to male workers under 16 years of age and female workers under 15 years of age in the coconut growing trade. In the coconut manufacturing trade "Male", "Female", and "Young Persons" refer to male workers not under 18 years of age; female workers not under 18 years of age and workers irrespective of age under 18 years of age respectively.



# APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1957, to workers in the Rubber Export Trade

No. of Days	Male Workers not under 18 years of age				Female Workers not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Intermediate Grade	Grade I	Watchers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 36½	1 51½	1 61½	1 56½	1 18	1 25½	0 82	0 89½	0 97	1 9½	1
2	2 73	3 3	3 23	3 13	2 36	2 51	1 64	1 79	1 94	2 19	2
3	5 46	6 6	6 46	6 26	4 72	5 2	3 28	3 58	3 88	4 38	3
4	8 19	9 9	9 69	9 39	7 8	7 53	4 92	5 37	5 82	6 57	4
5	10 92	12 12	12 92	12 52	9 44	10 4	6 56	7 16	7 76	8 76	5
6	13 65	15 15	16 15	15 65	11 80	12 55	8 20	8 95	9 70	10 95	6
7	16 38	18 18	19 38	18 78	14 16	15 6	9 84	10 74	11 64	13 14	7
8	19 11	21 21	22 61	21 91	16 52	17 57	11 48	12 53	13 58	15 33	8
9	21 84	24 24	25 84	25 4	18 88	20 8	13 12	14 32	15 52	17 52	9
10	24 57	27 27	29 7	28 17	21 24	22 59	14 76	16 11	17 46	19 71	10
11	27 30	30 30	32 30	31 30	23 60	25 10	16 40	17 90	19 40	21 90	11
12	30 3	33 33	35 53	34 43	25 96	27 61	18 4	19 69	21 34	24 9	12
13	32 76	36 36	38 76	37 56	28 32	30 12	19 68	21 48	23 28	26 28	13
14	35 49	39 39	41 99	40 69	30 68	32 63	21 32	23 27	25 22	28 47	14
15	38 22	42 42	45 22	43 82	33 4	35 14	22 96	25 6	27 16	30 66	15
16	40 95	45 45	48 45	46 95	35 40	37 65	24 60	26 85	29 10	32 85	16
17	43 68	48 48	51 68	50 8	37 76	40 16	26 24	28 64	31 4	35 4	17
18	46 41	51 51	54 91	53 21	40 12	42 67	27 88	30 43	32 98	37 23	18
19	49 14	54 54	58 14	56 34	42 48	45 18	29 52	32 22	34 92	39 42	19
20	51 87	57 57	61 37	59 47	44 84	47 69	31 16	34 1	36 86	41 61	20
21	54 60	60 60	64 60	62 60	47 20	50 20	32 80	35 80	38 80	43 80	21
22	57 33	63 63	67 83	65 73	49 56	52 71	34 44	37 59	40 74	45 99	22
23	60 6	66 66	71 6	68 86	51 92	55 22	36 8	39 38	42 68	48 18	23
24	62 79	69 69	74 29	71 99	54 28	57 73	37 72	41 17	44 62	50 37	24
25	65 52	72 72	77 52	75 12	56 64	60 24	39 36	42 96	46 56	52 56	25
26	68 25	75 75	80 75	78 25	59 0	62 75	41 0	44 75	48 50	54 75	26
27	70 98	78 78	83 98	81 38	61 36	65 26	42 64	46 54	50 44	56 94	27
28	73 71	81 81	87 21	84 51	63 72	67 77	44 28	48 33	52 38	59 13	28
29	76 44	84 84	90 44	87 64	66 8	70 28	45 92	50 12	54 32	61 32	29
30	79 17	87 87	93 67	90 77	68 44	72 79	47 56	51 91	56 26	63 51	30
31	81 90	90 90	96 90	93 90	70 80	75 30	49 20	53 70	58 20	65 70	31



# APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked in April, 1957, to workers in the Tea Export Trade

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Box Makers and Re- pairers	Watch- ers		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 42	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



# APPENDIX III (D)

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



# APPENDIX III (E)

Ready Reckoner showing the minimum wages payable for the number of days worked during April, 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 53	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



# APPENDIX III (F)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 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 23	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
•	81 90	72 90	66 90	92 40	96 90	102 90	30

"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 (G)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 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.	
½	2 90	2 52½	2 15	2 27½	2 2½	1 28	½
1	5 80	5 5	4 30	4 55	4 5	2 56	1
2	11 60	10 10	8 60	9 10	8 10	5 12	2
3	17 40	15 15	12 90	13 65	12 15	7 68	3
4	23 20	20 20	17 20	18 20	16 20	10 24	4
5	29 0	25 25	21 50	22 75	20 25	12 80	5
6	34 80	30 30	25 80	27 30	24 30	15 36	6
7	40 60	35 35	30 10	31 85	28 35	17 92	7
8	46 40	40 40	34 40	36 40	32 40	20 48	8
9	52 20	45 45	38 70	40 95	36 45	23 4	9
10	58 0	50 50	43 0	45 50	40 50	25 60	10
11	63 80	55 55	47 30	50 5	44 55	28 16	11
12	69 60	60 60	51 60	54 60	48 60	30 72	12
13	75 40	65 65	55 90	59 15	52 65	33 28	13
14	81 20	70 70	60 20	63 70	56 70	35 84	14
15	87 0	75 75	64 50	68 25	60 75	38 40	15
16	92 80	80 80	68 80	72 80	64 80	40 96	16
17	98 60	85 85	73 10	77 35	68 85	43 52	17
18	104 40	90 90	77 40	81 90	72 90	46 8	18
19	110 20	95 95	81 70	86 45	76 95	48 64	19
20	116 0	101 0	86 0	91 0	81 0	51 20	20
21	121 80	106 5	90 30	95 55	85 5	53 76	21
22	127 60	111 10	94 60	100 10	89 10	56 32	22
23	133 40	116 15	98 90	104 65	93 15	58 88	23
24	139 20	121 20	103 20	109 20	97 20	61 44	24
25	145 0	126 25	107 50	113 75	101 25	64 0	25
26	150 80	131 30	111 80	118 30	105 30	66 56	26
27	156 60	136 35	116 10	122 85	109 35	69 12	27
28	162 40	141 40	120 40	127 40	113 40	71 68	28
29	168 20	146 45	124 70	131 95	117 45	74 24	29
30	174 0	151 50	129 0	136 50	121 50	76 80	30



# APPENDIX IV (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 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 73	2 54	2 39	2 73	2 6	2 11	1 89	1 70	1 89	2 47	1 42	1
2	5 46	5 8	4 79	5 46	4 12	4 21	3 78	3 40	3 78	4 93	2 85	2
3	10 92	10 15	9 58	10 92	8 23	8 42	7 56	6 79	7 56	9 87	5 69	3
4	16 38	15 23	14 37	16 38	12 35	12 63	11 34	10 19	11 34	14 80	8 54	4
5	21 85	20 31	19 15	21 85	16 46	16 85	15 12	13 58	15 12	19 74	11 38	5
6	27 31	25 38	23 94	27 31	20 58	21 6	18 90	16 98	18 90	24 67	14 23	6
7	32 77	30 46	28 73	32 77	24 69	25 27	22 68	20 38	22 68	29 61	17 8	7
8	38 23	35 54	33 52	38 23	28 81	29 48	26 47	23 77	26 47	34 54	19 92	8
9	43 69	40 62	38 31	43 69	32 92	33 69	30 25	27 17	30 25	39 48	22 77	9
10	49 15	45 69	43 10	49 15	37 4	37 90	34 3	30 57	34 3	44 41	25 62	10
11	54 62	50 77	47 88	54 62	41 15	42 12	37 81	33 96	37 81	49 35	28 46	11
12	60 8	55 85	52 67	60 8	45 27	46 33	41 59	37 36	41 59	54 28	31 31	12
13	65 54	60 92	57 46	65 54	49 38	50 54	45 37	40 75	45 37	59 22	34 15	13
14	71 0	66 0	62 25	71 0	53 50	54 75	49 15	44 15	49 15	64 15	37 0	14
15	76 46	71 8	67 4	76 46	57 62	58 96	52 93	47 55	52 93	69 8	39 85	15
16	81 92	76 15	71 83	81 92	61 73	63 17	56 71	50 94	56 71	74 2	42 69	16
17	87 38	81 23	76 62	87 38	65 85	67 38	60 49	54 34	60 49	78 95	45 54	17
18	92 85	86 31	81 40	92 85	69 96	71 60	64 27	57 73	64 27	83 89	48 38	18
19	98 31	91 38	86 19	98 31	74 8	75 81	68 5	61 13	68 5	88 82	51 23	19
20	103 77	96 46	90 98	103 77	78 19	80 2	71 83	64 53	71 84	93 76	54 8	20
21	109 23	101 54	95 77	109 23	82 31	83 23	75 62	67 92	75 62	98 69	56 92	21
22	114 69	106 62	100 56	114 69	86 42	88 44	79 40	71 32	79 40	10 63	59 77	22
23	120 15	111 69	105 35	120 15	90 54	92 65	83 18	74 72	83 18	108 56	62 62	23
24	125 62	116 77	110 13	125 62	94 65	96 87	86 96	78 11	86 96	113 50	65 46	24
25	131 8	121 85	114 92	131 8	98 77	101 8	90 74	81 51	90 74	118 43	68 31	25
26	136 54	126 92	119 71	136 54	102 88	105 29	94 52	84 90	94 52	123 37	71 15	26
27	142 0	132 0	124 50	142 0	107 0	109 50	98 30	88 30	98 30	128 30	74 0	27
28	150 52	139 92	131 97	150 52	113 42	116 7	104 20	93 60	104 20	136 0	78 44	28
29	159 4	147 84	139 44	159 4	119 84	122 64	110 10	98 90	110 10	143 70	82 88	29
30	167 56	155 76	146 91	167 56	126 26	129 21	116 0	104 20	116 0	151 40	87 32	30
31	176 8	163 68	153 38	176 8	132 68	135 78	121 90	109 50	121 90	159 10	91 76	31



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