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CEYLON

LABOUR GAZETTE

VOLUME VIII No. 7

JULY, 1957

AN INTRODUCTION TO THE LAW RELATING TO WORKMEN'S COMPENSATION

THIS Article is nothing more than what its title indicates—an Introduction. The Workmen's Compensation Ordinance, No. 19 of 1934, is a piece of social legislation that came into operation in 1935. It was modelled closely on the Indian Workmen's Compensation Act of 1923. The administration was originally vested in the Commissioner of Labour as Commissioner for Workmen's Compensation but now it is vested in the Director of Social Services who is appointed Commissioner for Workmen's Compensation. A Deputy Commissioner for the whole Island and an Assistant Commissioner for certain specified local areas now assist the Commissioner in his work.

The first country to adopt a comprehensive system of accident compensation on a national scale was Germany in 1884; Australia followed in 1887 and since then practically all industrial countries in the world have adopted similar plans. Germany was also the first country to adopt a regular system of compulsory insurance of workmen upon a national scale as part of the policy of a great industrial nation.

Other industrial countries followed Germany's lead by provision of legislation for compulsory payment of workmen's compensation in respect of industrial accidents but not necessarily by compulsory insurance. In recent years the expression "compensation for industrial accidents" has given place to the more simple expression "employment injury benefit".

There are today three types of workmen's compensation schemes :—

- (a) Systems of compensation in which the employer must provide compensation according to a scale laid down by law without any obligation to insure against such liability. An employer is free to insure against possible claims but as long as he is solvent the insurance company has no direct liability to the workmen; but if the employer becomes bankrupt there are elaborate provisions designed to protect the workmen by throwing the liability on the insurers. The system in Ceylon falls into this category.
- (b) Systems in which the law establishes the individual responsibility of the employer and, in addition, makes insurance compulsory.

- (c) Systems in which the law requires the employers who are liable to pay compensation to insure in a specified manner or with a specified institution frequently in the form of a State fund.

In the United Kingdom, till the passing of the National Insurance (Industrial Injuries) Act, 1946, the system that obtained was similar to that in Ceylon. The law provides that the employer whose workmen are covered under the Act shall pay the compensation when due but leaves him perfectly free to effect the insurance of his liability or to remain uncovered. The National Insurance (Industrial Injuries) Act, 1946, substituted for the Acts of 1925-1945 a system of insurance against personal injury caused by accident arising out of and in the course of a person's employment and against prescribed diseases and injuries due to the nature of a person's employment. This Act came into force on July 4, 1948 and radically changed the system that had obtained before. It provided for all questions of compensation to be administered by the State, the employers and employees contributing equally to a State fund established for the purpose.

In India the original Workmen's Compensation Act, VIII of 1923, came into force from July 1, 1924. Prior to that date it was impossible for an injured workman to recover damages or compensation for injuries sustained in the ordinary course of his work except when his employer was liable at common law for negligence, and the dependents of a deceased workman could only claim damages under the Indian Fatal Accidents Act, XIII of 1885, if the accident was due to wrongful act, negligence or fault of the person who caused the death.

The Ceylon Ordinance provides for the payment of compensation to workmen in the categories enumerated in the Second Schedule who sustain personal injury by accident arising out of, and in the course of, employment. It is clear that the legislature intended to give the enactment only a fairly restricted range of operation and that it was not intended to benefit all class of employees. The scope of the Ordinance was confined only to persons employed on wages not exceeding Rs. 300 per month in any such capacity as was for the time being specified in Schedule II.

The definition of "Workmen" in the Ordinance appears to have been evolved by—

- (a) a general stipulation that his wages shall not exceed Rs. 300 per month ;
- (b) the enumeration of certain categories of employment ; and
- (c) the express exclusion of three classes of workmen.

It is, therefore, essential that the workman whose claims or on whose behalf a claim is made for compensation should bring himself within one of the categories of employees enumerated in the Schedule.

The Workmen's Compensation (Amendment) Act, No. 31 of 1957, raises the maximum limit of wages of a workman to whom the Act applies from Rs. 300 to Rs. 400. Men earning above this limit should be qualified by education and their means to make provision for themselves.

Schedule II sets out the classes of employment in which a person must be employed before he can claim to be a workman for the purposes of the Ordinance. There were thirty-four of them which included

vehicular transport, manufacture, mining, quarrying and excavating, port labour, salvage and navigation, blasting operations, building operations connected with bridges, bunds, roads, canals, tunnels, quays, wharves, estates, toddy tapping, railways, telephone and telegraph services, all outdoor work in government departments and operations connected with the keeping and training of animals. The Workmen's Compensation (Amendment) Act, No. 31 of 1957, adds the following eight new classes, viz., employment—

- (i) in any radio rediffusion service ;
- (ii) as a carter ;
- (iii) in or in connection with the catching of fish ;
- (iv) on any premises wherein the business of maintaining or repairing any machinery or vehicles is carried on ;
- (v) as a performer in any circus or acrobatic show ;
- (vi) in a meat stall ;
- (vii) in the transport of fish ; and
- (viii) in a petrol depot.

The person liable to pay compensation is the employer for whom the work is being done at the time of accident and with whom a workman as defined by the Ordinance has entered into a contract of service. It includes Her Majesty in Her Government of this Island. A private company, a municipal corporation and a partnership can be employers within the meaning of the Ordinance. It also includes a managing agent of an employer. The local agents come within the definition and, equally clearly, the Superintendent who has himself taken employment on a contract of service at a fixed salary is excluded from the definition.

The amount of compensation depends on the amount of wages and the nature of the injuries received. The compensation payable under the Act is only payable for the results of the injury and not for the injury itself. The results of injuries relevant to the calculation of the amount are :—(a) death ; (b) permanent total disablement ; (c) permanent partial disablement ; and (d) temporary disablement.

The compensation payable is for the loss of earning capacity and not for the loss of physical capacity. The loss in certain specified cases is set out in Schedule I where, arbitrarily, certain loss of earning capacity is said to follow from certain well-defined injuries. In such cases the Commissioner has no more to do than by a process of arithmetic to arrive at the amount payable ; but there are types of injuries which fall outside the schedule where the Commissioner has to decide the loss of earning capacity in any given case with the assistance of doctors. This is always a difficult matter. A young girl who was working in a factory got her hair accidentally entangled in a machine and her whole hair was torn off injuring her scalp. The Surgeon had performed a series of operations as a result of which not only was she bald but she could not even close her eye-lids. She had to sleep with her eye-lids open and a portion of her right ear had been chipped off by the machine. The Surgeon who had operated on her frankly confessed that he could not assess her loss of earning capacity. Disfigurement in certain cases can affect loss of earning capacity, though not in others. The girl's work was to wrap toffees and it was a difficult thing to say that the disfigurement, however great, had affected her earning capacity. This is just a case in point to emphasize the difficulty there is in assessing the loss of earning capacity.

The Commissioner is also called on to play the role of a guardian of monies payable under the Workmen's Compensation Ordinance to women and persons under legal disability. Such monies must be paid by the employers direct to the Commissioner who invests them in various banks and controls their use so that these moneys may not be wasted.

In 1947 the Social Service Commission in making their recommendations said as follows :—

“ It may not be possible for some time however, for a comprehensive system of social services to be established. Accordingly, we must consider the Ordinance as it stands and make recommendations which seem desirable without affecting the principle of the legislation. We recommend as follows :—

- (1) *Definition of workmen.*—While we appreciate the argument which limits compensation to hazardous occupations, we consider that a wider definition is necessary to prevent anomalies and to give adequate security to workmen. In our view liability should be extended to all employments under contracts of service subject to the exclusion of (a) out-workers and members of the employer's family ; (b) domestic servants not employed for the purposes of any trade ; and (c) employees whose wage or salary exceeds Rs. 300 per mensem.
- (2) *Definition of disablement.*—It seems to us to be quite impracticable to define the extent of partial disablement by means of a schedule, whether in the extremely primitive form adopted in our Ordinance or in the more complicated forms adopted elsewhere. To say that the loss of the great toe reduces the earning capacity of a workman by 10 per cent is about as reasonable as to say that the loss of a day's tuition reduces the chances of passing an examination by 2.345 per cent. It may be a good average, but averages are no good, at least in this connection. Obviously the loss of earning capacity must be assessed in relation to the type of employment, the skill of the employee, and the extent to which the injury prevents the employee from using that skill. No doubt the decision will always be a guess, but it will be a better guess than that made by the Legislature in advance.
- (3) *Fault of the workman.*—It may be desirable to penalize the workman where he was at fault, e.g., under the influence of drink or drugs ; but it would seem harsh to deprive him of compensation in case of permanent total disablement or partial disablement to a substantial degree. We would however suggest that no compensation should be paid for temporary disablement, total or partial, for the first six weeks of disablement.
- (4) *Waiting Period.*—There is at present a waiting period of seven days in respect of which no compensation is payable. Major Orde Browne (Sessional Paper XIX of 1943, paragraph 135) recommended the reduction of this period to three days. We doubt the desirability of this alteration. The purpose of the waiting period is to discourage minor and more or less frivolous claims and under local conditions

three days is insufficient for this purpose. Where the disablement extends beyond four weeks, however, we consider that the waiting period should be taken into consideration in computing the amount of the compensation.

- (5) *Medical Attendance*.—The Department of Labour has recommended a provision similar to that in operation in the Union of South Africa, where the employer is under an obligation to provide prescribed appliances and services for “first aid” and to defray for a period not exceeding one year at a cost not exceeding £100 all reasonable expenses incurred in respect of medical, hospital or surgical treatment, skilled nursing service, artificial limbs, &c. Further, where necessary the employer must have the workman removed to hospital at the employer’s expense. We approve of the suggestion that all employers should be under an obligation to provide first aid appliances (where a sufficient number of persons are employed) and should in case of need provide transport to hospital. Indeed, we consider that medical attention should always be available for accidents in factories and workshops but we consider that this is a matter for general legislation relating to factories and workshops and not for workmen’s compensation, whose purpose is to provide compensation for loss of earning capacity. Similarly, the provision of medical, surgical or hospital treatment, skilled nursing, artificial limbs, &c. is a matter for the medical services, whether under a health insurance system or otherwise. It should be emphasized, however, that it is to the employer’s advantage to see that skilled treatment is provided, since such treatment will generally reduce the period of disability and therefore the amount of compensation payable.
- (6) *Compulsory Insurance*.—Though there have been comparatively few cases where the employee has been unable to obtain the assessed compensation owing to the insolvency of the employer, the risk cannot be ignored, particularly if the definition of workman is extended widely as we recommend. We consider, however, that every employer of ten or more persons should be compelled to make arrangements, satisfactory to the Commissioner, for meeting his obligations. Large and well-established firms might be permitted to provide insurance funds or special reserves for this purpose; others should be required to insure with licensed insurance companies.
- (7) *Procedure for claims*.—The submission of a memorandum by the employer is required in all cases where compensation has been settled by agreement except where half-monthly payments are payable to males not under legal disability. This provision and the requirement obliging employers to deposit compensation with the Commissioner in cases of death ensure the speedy settlement of claims. They also safeguard the worker and his dependants, as the Commissioner has to be satisfied that the compensation deposited with him or agreed upon between the parties is adequate in terms of the Ordinance, and that there has been no fraud, undue influence or use of improper means. The position is however different where the employer denies liability and the matter

comes up before the Commissioner for adjudication. The Ordinance was intended to provide inexpensive machinery for the recovery of compensation but it has in practice been found that the expenses of proceedings (especially the cost of expert witnesses and lawyers' fees) are a heavy burden on the already depleted resources of workmen and their dependants. It is therefore recommended that proceedings for the recovery of compensation should be of an informal character and that the Commissioner should not be tied down to the requirements of the civil procedure code and the rules of evidence. It is also suggested that the expenses of witnesses on behalf of workmen should be borne by Government, where workmen are not in a position to bring witnesses before Court at their own expense. This recommendation will no doubt increase the cost of administering the Ordinance but it will, in our view, be of inestimable value to workmen and their dependants who have at present to earmark a substantial portion of the compensation to be eventually awarded to them to meet the expenses of maintaining proceedings under the Ordinance.

- (8) *Medical Referees.*—There are other cases in which reference to a medical referee is desirable. Since "total disablement" is very often a matter of considerable doubt and "partial disablement" invariably a matter of degree, it is inevitable that medical men should differ on these subjects. The employer can usually afford to pay for medical evidence, while the workmen usually cannot. We recommend that the Commissioner should always have power to refer a question to a medical referee, though he would not be bound by the report and would consider it in conjunction with such evidence as may be produced by the parties. Where the parties so agreed, however, any question as to the nature and extent of the disability in dispute might be referred by the Commissioner to a medical referee for decision."

Since these recommendations the only Act that introduced substantial amendments to the Ordinance is Act No. 31 of 1957. The main amendments are :

- (i) The raising of the maximum limit of wages for workmen from Rs. 300 to Rs. 400.
- (ii) The introduction of a new schedule III whereby additional occupational diseases have been included in the new schedule.
- (iii) The time allowed for preferring claims for compensation is extended from six months to one year from the date of the accident or, in the case of death, from the date of death.
- (iv) Section 41 of the principal enactment is so amended that recovery of compensation due may be made not only by seizure and sale of movable property but by seizure and sale of immovable property.
- (v) It is made an offence for an employer to fail to send to the Commissioner for Registration a memorandum of any agreement regarding the amount of any compensation payable.

- (vi) The addition of eight new classes of employment to Schedule II to which reference has already been made.

These are all amendments in the right direction but there is room for more so that the Workmen's Compensation Ordinance might be an effective piece of social legislation that would assist the workmen in need without penalizing the employer.

Contributed by

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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 June 1957, is 103.1 as against 103.3 for May, 1957, a decrease of .2.

Wages Rates

(a) Basic Wages

The basic wages payable for the month of July, 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 July 1957, to workers in all the trades to which Part II of the Ordinance has been applied will remain unchanged.

Strikes

There were altogether 23 strikes during the month of April 1957 involving 17,476 workers and a loss of 26,853 man-days as against 19 strikes involving 11,911 workers and a loss of 52,932 man-days in March 1957. Fifteen of these Strikes were in the Tea Plantations involving 15,689 workers and a loss of 24,652 man-days ; two each in tea cum rubber plantation and dock, harbour and Port Transport Trades, involving 928 and 450 workers and a loss of 1,579 and 197 man-days respectively ; one each in Rubber plantation, Coconut cum Rubber plantation, local government services and mercantile establishments involving 216, 136, 16 and 41 workers and a loss of 216, 136, 32 and 41 man-days respectively.

Arrivals and Departures of Indian Estate Labourers

In June, 1957, the departures of Indian Estate Labour exceeded the arrivals by 474 as compared with 321 in May 1957. The total excess of departures over arrivals in 1957 was 2,001 up to the end of June.

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 April 1957 and May 1957 was as given below :—

	April, 1957			May, 1957		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	12,254..	3,628..	15,982..	12,339..	3,686..	16,025
Skilled ..	8,936..	812..	9,748..	8,934..	817..	9,751
Semi-skilled ..	19,166..	6,639..	25,805..	19,192..	6,606..	25,798
Unskilled ..	32,327..	2,643..	34,970..	32,496..	2,590..	35,086
Total ..	72,783	13,722	86,505	72,961	13,699	86,660

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

	April, 1957			May, 1957		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	38 ..	4 ..	42 ..	46 ..	18 ..	64
Skilled ..	46 ..	— ..	46 ..	56 ..	1 ..	57
Semi-skilled ..	61 ..	3 ..	64 ..	89 ..	2 ..	91
Unskilled ..	136 ..	— ..	136 ..	248 ..	17 ..	265
Total ..	281	7	288	439	38	477

NOTES OF CURRENT INTEREST

Trade Unions registered in June 1957

Reg. No.	Name of Trade Union
881 ..	Land Development Transport Overseers Union.
882 ..	Udapalatha Dumriya Marga Saha Karmika Kamkaru Samithiya.
883 ..	Tangalla Sri Rohana Workers Union.
884 ..	Local Government Ayurvedic Dispensaries Employees Union.
885 ..	The Ceylon University Clerical and Technical Assistants Association.
886 ..	North Ceylon Government Farm Workers Union.
887 ..	Department of Agriculture, Veterinary Division Labour Union.
888 ..	Tripoli Marketing Workers Union.
889 ..	Nidahas Riyaduru Samithiya.
890 ..	Lever Brothers Eksath Kamkaru Samithiya.
891 ..	The Senior Statistical Investigators Association.
892 ..	Gal Oya Development Board Officers Union.
893 ..	All Ceylon Post & Telegraph Temporary Workers Union.
894 ..	Samastha Lanka Rajaye Uddyana Sewaka Sangamaya.

- 895 .. Sri Lanka Launderers Union.
- 896 .. Laxapana Hydro Electric Scheme Employees Union.
- 897 .. Samastha Lanka Swarnabharana Kamkaru Samithiya.
- 898 .. Ceylon Army United Civil Workers Union.
- 899 .. Ceylon Agricultural Producers Association.
- 900 .. The Valikkamam North Co-operative Workers Union.
- 901 .. Ceylon Textile Workers Union.
- 902 .. Sri Lanka Nidihas Waraye Kamkaru Samithiya.
- 903 .. Land Development Department Engineering Workers Union.
- 904 .. The Airline Pilots Association of Ceylon.

Trade Unions Cancelled in June 1957

NIL

INDUSTRIAL COURT AT COLOMBO

NO. I. D. 18

In the matter of a dispute between the Ceylon Mercantile Union,
on the one part,

and

Messrs. Hoares (Ceylon), Limited, Colombo, on the other part.

THE AWARD

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

This relates to a dispute between the Ceylon Mercantile Union, hereinafter called the "Union" and Messrs. Hoares (Ceylon) Limited, hereinafter called the "Company". The Commissioner of Labour by his statement dated March 13, 1957, declared that about 52 members of the Union who were employees of the Company commenced a strike on or about the 8th October, 1956, in consequence of an industrial dispute arising from the termination by the Company of the services of Miss M. Jansen, who was an employee of the Company; that the dispute was referred to an Industrial Court for settlement on 20th December, 1956; that thereafter the Union signified its willingness to call off the strike but the Company, through the Employers' Federation of Ceylon of which the Company is a member, stated that all the employees of the Company who were on strike would be employed excepting 24 employees whose services would be terminated; that the proposed termination of the employment of 24 employees was on the ground of retrenchment; that the matter in dispute between the Union and the Company is whether the proposed retrenchment is justifiable or not, and to what relief the employees are entitled. By his Order dated the same day the Honourable the Minister of Labour, Housing and Social Services referred the said dispute for settlement to this Court.

2. Each side filed its statement by the appointed date, the 25th March, 1957. The inquiry began on the 27th March, 1957, and the hearing of addresses and recording of evidence continued till the 12th April, 1957. The deliberation of the Court has been interrupted by the New Year and other public holidays.

3. The statement filed by the Union shows that a strike of about 52 employees of the Company commenced on Wednesday, 3rd October, 1956, on account of the termination of the services of Miss Jansen and another. On Friday, 5th October, the strike was called off and there was a conference at the office of the Labour Department. As no settlement could be arrived at that conference the strike recommenced on Monday, the 8th October. The matter in dispute at the time was referred to an Industrial Court on 21st December, 1956, and the Union called off the strike and communicated the information to the Permanent Secretary to the Ministry of Labour by its letter of the 27th December and inquired from him as to when the strikers were to return to work. On the 7th January, 1957, the Union received a copy of a letter dated the same day addressed by the Employers' Federation of Ceylon, on behalf of the Company, to the Permanent Secretary to the Ministry of Labour. This letter (Y. 19 and annex Y. 19A) stated that the Company was not prepared to take back some of the persons who had gone on strike. (The declaration of the Commissioner of Labour referred to above gives the number as 24. It is an error for 25. This error is due to an error contained in the annex Y.19A in regard to an employee of the name of D. S. Wickramasinghe. Though his name appears in the list of employees on the 1st October, 1956, it does not appear in the list of those to be retained or on the list of those to be discontinued. In the evidence given by Major Hoare at the inquiry it was made clear that the omission of his name from the list of those to be discontinued was an error ; that it was intended to discontinue him). The reasons alleged in Y.19 for refusing to take back all the employees who had gone on strike are that, relying on the Honourable the Minister's statement that he had no intention of referring the dispute arising over the discontinuance of Miss Jansen to an Industrial Court, seven new entrants had been recruited and, therefore, there was no work for seven of the strikers and, with regard to the rest, further retrenchment had become necessary on account of losses sustained and reduced business in consequence of the strike. In view of the Company's refusal to take back all the strikers the Union has continued the strike till the 14th March, when it was informed of the reference of the present dispute to this Court.

4. The statement filed by the Company avers that as the Honourable the Minister had informed the Employers' Federation that he did not intend to refer the Jansen dispute to an Industrial Court, the Company acting in good faith had recruited seven new entrants to assist those of the staff who had not gone on strike in carrying on the Company's business. Therefore, the number of posts to which employees could go back has been reduced by seven. As a consequence of the prolonged strike the Company has sustained heavy losses and its business was much reduced. Therefore, the gradual retrenchment envisaged by the Company, following upon rationalisation was not possible and immediate retrenchment became necessary. Reference was also made to the statement filed before the Industrial Court which inquired into the Jansen dispute on which the need for reorganisation and retrenchment by a Company which does competitive business in Engineering and Building had been set out. The Company claimed that it is the right and function of the Company's management to decide the size of its work-force ; the Company had acted *bona fide* on the proposed method of retrenchment and had applied the accepted principle of 'last in first out' where such principle is relevant ; that there had been no victimisation of any strikers in effecting the proposed retrenchment ;

that it is the undeniable right of the Company's management to determine the size and the reorganisation, rationalisation and retrenchment of its work-force at its own discretion.

5. The 25 persons intended to be retrenched included Miss Jansen and Mr. R. F. de Silva who is over 60 years of age. There is no dispute with regard to Miss Jansen now. With regard to R. F. de Silva, Mr. Tampoe, the General Secretary of the Union, who appeared for the Union, wanted his case also to be brought within the purview of this inquiry. The Court declined to do so as he was one of those retrenched along with Miss Jansen and the dispute in regard to him arose at the same time as Miss Jansen's and if an inquiry was required Mr. Tampoe should have brought it up before the Court which inquired into Miss Jansen's case. Besides, in the Award made by the Industrial Court in I.D. 1 of 1956, a dispute between the Ceylon Mercantile Union and the Employers' Federation of Ceylon, of which the Company is a member, an award binding on the Union, it was held that security of service extended only up to 60 years of age.

6. Of the 23 left, the Company has as a matter of fact issued notice of termination only to 17. These notices were issued at the end of March, 1957, giving three months' notice. Notices have not been issued on the rest pending the decision of this Court as to the right of the Company to retain the new entrants who were recruited during the strike.

7. No arguments were invited and none advanced on any question of burden of proof. It was obvious that it would be most convenient if the Company could lay before the Court its financial circumstances and all its reasons for considering a change in its mode of working and reduction of staff. Mr. Advocate Kadirgamar who appeared for the Company readily agreed to do so. He called, as witness, Major Hoare, the Managing Director of the Company, and both sides submitted documents. He also called Mr. G. C. Pattison, Chartered Accountant, employed by Messrs. Ford, Rhodes, Thornton & Co., who are the Auditors of the Company.

8. Balance Sheets and Profit and Loss Accounts, duly audited, were produced for the years ending September, 1953, September, 1954, and September, 1955. Also unaudited Accounts for the six months ending March, 1956, and for the 12 months ending September, 1956. Accounts for the period ending September, 1956, have not yet been audited on account of the strike. It is not proposed to give publicity to the contents of these documents by setting out the figures in this Award as they were produced in confidence and it is not in the interest of the Company to give publicity. The Court has examined these documents and is satisfied that the Company made a very large profit in September, 1952, but much smaller profits in 1953 and 1955, while it sustained a substantial loss in 1954. In 1956 the unaudited accounts show an appreciable loss. In that year as a result of the Award in I.D. 1 of 1956, a dispute between the Union and the Employers' Federation, the salaries of several members of the staff had to be increased, the additional expenditure on that account being about Rs. 30,000 with, of course, resulting increment to the contribution to the Provident Fund. Mr. Pattison says that in about May or June, 1956 following the audit of 1955 he had a discussion with Major Hoare and expressed the view that the overhead expenditure was high. The Bank overdraft had also considerably increased from what it was in 1952, and the Bank had required a mortgage bond to secure the overdraft. The

Board of Directors then considered economy measures. The Managing Director who was, according to his terms of service, entitled to a salary of Rs. 4,000 per mensem and certain expense allowances had already voluntarily reduced his salary to Rs. 3,500 and had foregone a considerable part of the allowances. The other Directors also voluntarily reduced their salaries. By agreement with the firm of Auditors, the audit fees were reduced. There was a curtailment effected in its European staff by two persons. Advertisement charges were reduced and other economies were effected. It was in September, 1956 that, as one of its economy measures, Miss Jansen and five others were retrenched. It was not considered that the retrenchment of these six was sufficient to meet the situation. The idea of reorganising and rationalising the work of the Company and effecting further retrenchment from time to time in accordance with such reorganising and rationalising was in the mind of the Directors.

9. In the cross-examination of Major Hoare, Mr. Tampoe brought out the fact that the Company started its business in 1950, after taking over the assets of Hoares (Engineers) Limited ; that the Company was indebted to Hoares (Engineers) Limited to the extent of about 12 lakhs. This debt has been paid off in full in the years 1950 to 1956 from current income. The profits shown, therefore, are profits made despite the liquidation of this large debt with which the Company had started its business. The debts were paid off by instalments of about two lakhs a year, the last portion of the debt being paid off in December, 1956. That being so, the increase in the Bank overdraft, which is much less than the debt paid off, is of no great significance.

10. At this stage, it may be stated that the shareholders of the Company are Major Hoare, his father Mr. J. H. Hoare, his mother Mrs. T. E. E. Hoare, his sister Mrs. M. E. Hollis, Hoare & Co. (Engineers) Ltd., and a representative of Messrs. F. J. & G. de Saram. The shareholders of Hoare & Co. (Engineers) Ltd. are Mr. J. H. Hoare, Mrs. T. E. E. Hoare, and others whose names are not known to Major Hoare. Major Hoare himself is not a shareholder in Hoare & Co. (Engineers) Ltd. It was stated in evidence that the Company pays Hoares (Engineers) Ltd. 10 per cent. commission on some of the goods bought by that firm to the Company. Sometimes the percentage is less. Major Hoare admitted that that rate was high but added that it is not higher than it has to be ; that the English firm has to be compensated for its service. In reply to the question as to whether commission at that rate was paid to other firms which made purchases for the Company Major Hoare said it did not happen as a general rule ; commission is paid according to the class of goods handled. When the suggestion was made that other Companies paid a commission of only 2 per cent. Major Hoare said that he could not say. Apart from the high rate of commission, the entire value of postage incurred by the English firm on all correspondence is paid by the Company. The amount comes to about Rs. 300 a month. It was also stated in evidence that some English firms give a trade discount of 2 to 3 per cent. on cash purchases made by a Company but the Company does not get the benefit of these discounts. By agreement with the Company, Hoares (Engineers) Limited appropriate these, while the Company pays customs duties on the full value. The point made by Mr. Tampoe is that profits which should normally accrue to the Company are allowed by the Company to go to the English firm because the chief shareholders of that firm are members of the same family which carries on business in Ceylon. It makes no difference

to the family as to whether the profits come to it from the Ceylon Company or from the English Company, but if the profits came to the Ceylon Company, as it should, there will not be this allegation that the Company is running at a loss. In the absence of precise figures and without knowledge of trade practice by other Companies operating in Ceylon, it is not possible for this Court to express an opinion on that matter.

11. To follow up from paragraph 8 above, the question is whether the Company is justified in deciding to retrench 23 members of its clerical staff, which includes 6 peons out of its total strength of 9 peons, at the time it did—the 7th January, 1957. For clarification it may be stated that on the 30th September, 1956, the strength of the staff was 55 clerks and 9 peons. On 30th September, 6 clerks, including Mr. R. F. de Silva and Miss Jansen, were given three months' notice. So that the staff became reduced to 49 clerks and 9 peons. The proposed retrenchment is to send away 17 clerks and 6 peons, thus reducing the staff to 32 clerks and 3 peons. Together with the 7 new recruits the Company proposes to function with 39 clerks and 3 peons.

12. It would appear appropriate to discuss the law at this stage. The Decision on the Vishwamitra Press Case of India reported in the Labour Appeal Cases (1952) at page 20 has been cited by both sides. It would appear to be the leading cases in India. Though that decision is not binding on this Court, the principles laid down there appear to be based on sound reasoning that this Court has no hesitation in adopting them. At page 33 it states—

“The first question to be considered by a Tribunal is whether a case for retrenchment has been established. On this question, the onus would be on the Management. If it fails, its case would end there. If, however, the Management is able to establish a case for retrenchment either on the ground of rationalisation, economy or other sufficient causes, the next question to consider would be the extent of retrenchment. Here the matter has to be considered under two sub-heads, namely, (1) whether the action of the Management in retrenching is *bona fide*, and (2) when in determining the extent of the retrenchment it acts partly on extraneous considerations or on improper motives.

It is the *prima facie* right of the Management to determine its labour force and the Management would be the best judge to determine the number of workmen who would become surplus on the ground of rationalisation, economy or other reasons on which retrenchment can be sustained. Where in effecting the retrenchment, the Management acts in a *bona fide* manner the number retrenched by it ought to be accepted. It is not possible or desirable to give an exhaustive list of the cases that would be covered by the second class. The increase of work-load on the workmen retained would be an instance of extraneous consideration. Similarly, victimisation or unfair labour practice in effecting retrenchment would be instances of improper motive. When the Management is influenced by extraneous considerations or improper motives, the Tribunal must scrutinize the matter with great circumspection and must confine the number of retrenchment strictly within the limits of actual requirement.”

13. Paragraph 8 above sets out the grounds alleged by the Company for retrenchment. It was also urged that right from the inception of the Company it has not paid a dividend. With regard to the non-payment of dividends, it may be observed that though the profits were

small in 1953 and 1955 the profits were very large in 1952 and yet no dividend was paid. No explanation has been advanced as to why there was no dividend paid in 1952, but the reason probably is that the Company which commenced business in 1950 was just getting into its stride and apparently wanted to build up reserves. As a matter of fact, a large reserve was put away that year. That reserve is being carried on untouched up to now. But the Court is definitely of opinion that the grounds set out in paragraph 8 do call for reorganisation, rationalisation and retrenchment. This retrenchment but for the strike, in the words of Mr. Advocate Kadirgamar, "would have gone on with first 6, then 2, then 4, &c. and spread it out over 6 to 8 months". That is to say, but for the strike the retrenchment would have been gradual and spread over a period taking stock of the position from time to time. The question is whether the strike has so materially altered the position of the Company as to necessitate a sudden change in the number of its work-force. In considering this position, it ought to be borne in mind that every strike, whether it be commenced on account of genuine grievances or is unreasonable, results in causing embarrassment and loss to the employers. If the fact that a strike has caused loss to the employers is ground for retrenchment, then retrenchment should normally follow every strike. The Court, therefore, thinks that to justify large scale retrenchment, as in this case, the loss sustained by the Company as a result of the strike should really be substantially great and more or less of a permanent nature; the Company not being likely to recover the position it held prior to the strike for a long time. The onus, as stated in the Vishwamitra Press Case, would be on the Company to establish this. Major Hoare's evidence was that, on account of the strike, there were less sales from the Stores Department and less enquiries from customers and, therefore, future sales would also be reduced. On the Engineering side of the business though workmen were kept at work the Department was running out of work. No figures have been provided to show what was the turnover for the corresponding period in previous years and in this year to enable the Court to say that the difference was considerably more than should be expected when a strike takes place. It was also urged that on a contract for building offices for the Attorney-General's Department a loss of about one and a half lakhs was anticipated. That building is not completed yet and no precise figures could be had. As against these losses, Mr. Tampoe pointed out that, on account of the strike, the Company had effected a saving of about Rs. 70,000 on clerical staff pay. He made no demand for strike pay. With regard to the loss on the Engineering side major Hoare admitted that, on account of a strike at Walkers between September, 1956 and November, 1956, the Company got the work of repairing the ships of the B. I. S. N. Company which was usually done by Walkers. Major Hoare was unable to say what was the extra turnover on the Engineering side due to this 'windfall'. But Mr. Tampoe produced, marked X.13, certain figures showing that the turnover for the periods 1st October, 1956, to March, 1957, was Rs. 357,266, while the turnover for the corresponding period from 1st October, 1956, to March, 1956, was Rs. 295,125, the excess being Rs. 62,140. The accuracy of these figures has not been challenged. The Court, therefore, finds it unable to say that there had been substantially heavy loss during the strike period or that the position of the Company has more or less permanently deteriorated. In the language, therefore, of the Decision in the Vishwamitra Press Case, the case of the Company should end here.

14. Mr. Advocate Kadirgamar, on behalf of the Company, raised the position of the 7 men newly recruited during the strike. He contended that the strike was unjustified and that the employer has a right to protect and continue his business by supplying places left vacant by strikers. Having recruited new men on a promise of permanent employment, the employer has a right to keep them and only vacancies not filled by them can be filled by taking back men who had gone on strike. He cited the case of Swadesamitran, Limited, reported in Labour Appeal Cases (1956) at page 398. He also cited a passage from Ludwig Teller's 'Labour Disputes and Collective Bargaining', which was quoted with approval in the above case. The passage quoted is as follows :—

“The Supreme Court of the United States has settled it that an employer who has committed no unfair labour practice, against whom a strike has been declared, is not obliged to cease the conduct of his business, but may employ others to take the place of the strikers, and he may promise to retain such employees in his employ even after the strike; under such circumstances, the employer's obligation to reinstate extends only to such of the striking employees whose places have not been filled during the strike. Where, however, the strike is the result of an unfair labour practice the employer is under an obligation to discharge those employees hired to take the place of the strikers, and to offer to reinstate the striking employees.”

In this case there have been really two strikes, one running into the other. The first strike was on account of the termination of the services of Miss Jansen. After an Industrial Court was appointed to inquire into that dispute, the employees informed the Company through the Permanent Secretary to the Ministry on the 27th December, 1956, that they were prepared to go back to work and enquiring as to when they may resume. Then by its letter of the 7th January, 1957, the Company, through the Federation, informed that only a certain number would be taken back, and not 24 of them. Then the second strike which led to the appointment of this Court commenced. When Mr. Kadirgamar says that the strike was unjustified and that there was no unfair labour practice he refers to the first strike. It was during the continuance of that strike that in December, 1956 the new men were recruited. They were recruited on probation on a promise of permanent employment, if satisfactory. The Tribunal which inquired into the Jansen dispute held that the termination of her service was justified. It did not categorically state that that strike was unjustified but inferentially it means that. This Court does not feel it necessary in the case to answer the question as to whether the Jansen strike was justified or not for reasons given below. It is an undisputed legal position that a strike does not by itself put an end to the relationship of employer and employees. That relationship must be legally terminated before the Company can say that there are vacancies in its employment and proceed to recruit new men for permanent service. Has there been such legal termination in this case prior to the recruitment in December, 1956? There is no oral evidence on this point. The only documents which are relevant to this question are Y.6 of 7th November, 1956, Y.9 of 15th November, 1956, and Y.10 of 19th November, 1956. Y.6 is a letter addressed to the Commissioner of Labour by the Secretary of the Employers' Federation of Ceylon, in which he states: “Finally I am instructed to advise you and the Union, to whom a copy of this letter is being

sent, that if those now on strike do not resume work on or before the 12th November, 1956, the number which the Company will take back into employment will depend on the number of appointments which have not been filled by the engagement of others and that such of the staff now on strike as offer themselves for employment after the 12th instant, if they are accepted, be taken on as new entrants". Y.9 is also a letter similarly addressed to the Commissioner of Labour by the Secretary of the Employers' Federation and states as follows :—
 —"The Company is now taking steps to recruit fresh staff on the lines indicated in my letter of the 7th instant as it considers itself free to do so since the only process open under the Industrial Disputes Act, namely, a compulsory reference to the Industrial Court, had not been commenced by the 12th instant". Y.10 is also a similar letter and says : "The Company will re-employ as new entrants those of its former staff who will be required to report for work at the usual time on the 23rd November, 1956. Those who do not so report (save on the grounds of certified sickness) will have no claim to be re-employed by the Company which will be at liberty to recruit fresh staff in its places". This is not a legal way of terminating a contract between an employer and employee. Till the 28th February, 1957, the Company had no direct communication with its employees, nor did it discontinue or dismiss any one of its employees. It would at this stage be relevant to cite a passage from the Award in I.D. 1 of 1956, in the matter of a dispute between the Ceylon Mercantile Union and the Employers' Federation of Ceylon. Paragraph 26 runs as follows :—

"Our decision as regards the dismissal of an employee is as follows :—

A person against whom action ending in dismissal is proposed or likely to be taken should, in the first instance, be informed of the particulars of the charge against him; he should have a reasonable opportunity to give his explanation as to such particulars. A final order should be made after due consideration of all the relevant facts and circumstances".

Paragraph 27 runs as follows :—"The right of the employer and of the employee to terminate the contract by notice remains unaffected" Quite apart from the Award, in law there has been no termination of the contract between the Company and any one of its employees. So there was no vacancy in the service of the Company for it to take in anyone for permanent employment. The Company cannot, therefore, retain the new recruits to the exclusion of its employees.

15. In view of the conclusions reached above, it is unnecessary to go into details in regard to the persons selected for retrenchment and to whom notices have been issued at the end of March, 1957, and to whom notices are proposed to be issued. But the Court would like to remark that the rule 'last come, first go, all things being equal' has not been strictly followed. Explanations given for not observing the rule are not satisfactory. Where lack of efficiency is alleged it is not convincing unless there is a history of previous admonitions. The fact that a clerk is the last to be appointed to a Department is no ground for selecting him, where he has, previous to the transfer, served in other Departments and is senior in service. Mr. Tampoe's allegation that officials of the Union and those who had taken a prominent part in the strike had been selected for retrenchment in preference to

those many years their junior, in a spirit of victimisation, is not altogether without cause. In future schemes of retrenchment, it is hoped that the rule would not be lightly disregarded.

16. The decision of the Court is that the proposed retrenchment is not justifiable. It is directed that the notices issued at the end of March be withdrawn and that the persons concerned to continued in service. That does not mean that the Company should not reorganise, rationalise or retrench in future. The Management of the Company has an undoubted right, in its discretion at such periods and in such measure as it thinks fit according to the circumstances prevailing at the time, to effect *bona fide* retrenchment. The Court would, however, recommend that the principle directed to be observed in the Sastri Award (All-India Industrial Tribunal (Bank Disputes) Award, page 146) be followed. That is to say, in cases of contemplated closing down of Departments or of retrenchment of more than five employees, the following procedure be adopted :—

- (a) two months' notice of such proposed action be given individually to all employees concerned, with a statement of the reasons for such proposed action ;
- (b) the Manager or an officer empowered in this behalf shall, within the period of such notice, hear any representation from the employees concerned or any registered Union of employees on their behalf ;
- (c) after the hearing of such representation and the receipt of a report on the matter, if necessary, by the Management, if it decides to give effect to the contemplated closing down or retrenchment in the original or an amended form, the services of the employees may be terminated by giving the notice or salary as laid down in I.D. 1 of 1956.

(Sgd.) R. R. SELVADURAI,
21.5.57.

(Sgd.) J. N. ARUMUGAM,
21.5.57.

(Sgd.) D. E. WIJEWARDANE,
22.5.57.

THE WAGES BOARDS ORDINANCE

Notice to Employers

BY virtue of the powers vested in me by section 49 of the Wages Boards Ordinance, No. 27 of 1941, as amended by section 4 of Ordinance No. 19 of 1945, section 2 of Ordinance No. 22 of 1945, and section 25 of the Wages Boards (Amendment) Act, No. 5 of 1953, I, Ponniah Ramanathan, Acting Commissioner of Labour, do hereby

require every employer of workers in the Trades for which Wages Boards have been set up, to furnish me on or before August 1, 1957, a return in the form already sent to him.

2. Any employer who fails to send in a return will be guilty of an offence punishable under the Wages Boards Ordinance.

3. All returns required to be furnished under this notice and correspondence thereon should be addressed to the Acting Commissioner of Labour, Branch S, Colombo 3. Any employer who has not received the appropriate form should immediately communicate to this address stating the trade applicable to him.

P. RAMANATHAN,
Acting Commissioner of Labour.

Department of Labour,
Colombo 3, July 4, 1957.

CONSOLIDATED DECISIONS OF WAGES BOARDS

XXXIX—The Plumbago Trade

THE original decisions in respect of the Plumbago Trade made by the Wages Board for that trade related mainly to rates of wages and they came into force on September 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* No. 9,453 of August 24, 1945. Decisions varying the earlier decisions were published in notifications appearing in *Ceylon Government Gazettes* No. 9,914 of October 22, 1948, No. 10,113 of June 23, 1950, No. 10,263 of June 29, 1951, and *Gazette Extraordinary* No. 10,542 of June 29, 1953. Decisions in regard to Annual Holidays to the workers came into force on March 1, 1946, and a notification in respect of those decisions was published in *Ceylon Government Gazette* No. 9,523 of February 22, 1946. A notification varying the earlier decisions was published in *Government Gazette* No. 10,821 of July 29, 1955.

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 a normal working day in any month shall be computed on the cost of living index number for the month immediately preceding that month.

DEFINITION OF A NORMAL WORKING DAY (SECTION 24)

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

PART II

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

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

as set out hereunder.

<i>Class of Workers</i>				<i>Basic rate for a normal working day</i>	
				<i>Rs.</i>	<i>c.</i>
Underground workers—					
drillers (hand and machine)	..	..	..	2	0
blasters	..	..	..	2	0
shaft drivers	..	..	..	2	0
timbermen	..	..	..	2	0
stopers (excavators)	..	..	..	2	0
muckers	..	..	..	1	50
trolleyman	..	..	..	1	50
shift bosses	..	..	..	2	8
overseers and kanganyes	..	..	..	2	25
basses	..	..	..	2	75
loaders	..	..	..	2	25
unskilled labourers	..	..	..	1	50
onsetters or donakatarayas	..	..	..	2	25
Underground and surface workers—					
mechanics, fitters and electricians	..	..	..	2	50
mechanics, fitters and electricians (assistants)	..	..	..	1	50
winchmen and hoistmen	..	..	..	2	50
windlassmen (dabare workers)	..	..	..	1	50
checkers	..	..	..	2	25
pumpmen	..	..	..	2	50
enginemen	..	..	..	2	50
Surface workers—					
unskilled labourers	..	..	..	1	24
blacksmiths	..	..	..	2	0
drill sharpeners	..	..	..	2	0
smithy boys	..	..	..	1	24
boilermen	..	..	..	2	0
carpenters	..	..	..	2	50
masons	..	..	..	2	50
carters	..	..	..	1	50
watchers	..	..	..	1	50
overseers	..	..	..	2	25
firewood carriers and splitters	..	..	..	1	60
cooks	..	..	..	1	24
bakkikarayas or banksmen	..	..	..	2	0

Workers employed in the following tasks connected with curing and dressing:—

		<i>Within the Colombo Area</i>		<i>Outside the Colombo Area</i>	
		<i>Rs. c.</i>		<i>Rs. c.</i>	
(A) packing, sorting chipping, crushing, screening, sifting, washing, polishing, grading, transporting plumbago, marking and stitching bags and loading and unloading bags	For a male worker not under 18 years of age..	1 25	..	1 0	
	For a female worker not under 18 years of age..	1 0	..	0 84	
	For a worker, irrespective of sex, under 18 years of age	..	0 50	..	0 40

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

(B) as overseers and kanganyes 2 0

Rate of special allowance for a normal working day in any month.

1. Where the cost of living index number for the preceding month is 99.0, the special allowance shall be—

- (a) in the case of workers other than workers employed in tasks connected with curing and dressing of marketable plumbago—

	Rs.	c.
for a male worker not under 18 years of age ..	1	15
for a female worker not under 18 years of age ..		86
for a worker, irrespective of sex, under 18 years of age		79

- (b) in the case of workers employed in tasks connected with curing and dressing of marketable plumbago—

	Rs.	c.
for a male worker not under 18 years of age ..	1	35
for a female worker not under 18 years of age ..	1	6
for a worker, irrespective of sex, under 18 years of age		99

2. Where the cost of living index number for the preceding month is above 99.0, the rate of special allowance prescribed in paragraph 1 above shall be increased, for each complete unit of 1.8 points by which the index number exceeds 99.0 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in Table I below—

- 3 cents in the case of a male worker not under 18 years of age,
2 cents in the case of a female worker not under 18 years of age,
2 cents in the case of a worker, irrespective of sex, under 18 years of age.

3. Where the cost of living index number for the preceding month is 98.9, the special allowance shall be—

- (a) in the case of workers other than workers employed in tasks connected with curing and dressing of marketable plumbago—

	Rs.	c.
for a male worker not under 18 years of age ..	1	12
for a female worker not under 18 years of age ..		84
for a worker, irrespective of sex, under 18 years of age		77

- (b) in the case of workers employed in tasks connected with curing and dressing of marketable plumbago—

	Rs.	c.
for a male worker not under 18 years of age ..	1	32
for a female worker not under 18 years of age ..	1	4
for a worker, irrespective of sex, under 18 years of age		97

4. Where the cost of living index number for the preceding month is below 98.9, the rate of special allowance prescribed in paragraph 3 above shall be decreased, for each complete unit of 1.8 points by which

the index number falls short of 98.9 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in Table II below—

- 3 cents in the case of a male worker not under 18 years of age,
- 2 cents in the case of a female worker not under 18 years of age,
- 2 cents in the case of a worker, irrespective of sex, under 18 years of age.

TABLES ILLUSTRATING THE APPLICATION OF THE DIRECTIONS SET OUT IN PARAGRAPHS 2 AND 4 ABOVE

Table I

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

Index Numbers	Workers other than workers employed in tasks connected with curing and dressing of marketable plumbago			Workers employed in tasks connected with curing and dressing of marketable plumbago		
	For a male worker not under 18 years of age	For a female worker not under 18 years of age	For a worker (irrespective of sex) under 18 years of age	For a male worker not under 18 years of age	For a female worker not under 18 years of age	For a worker (irrespective of sex) under 18 years of age
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
99.0-100.7	.. 1 15	.. 86	.. 79	.. 1 35	.. 1 6	.. 99
100.8-102.5	.. 1 18	.. 88	.. 81	.. 1 38	.. 1 8	.. 1 1
102.6-104.3	.. 1 21	.. 90	.. 83	.. 1 41	.. 1 10	.. 1 3
104.4-106.1	.. 1 24	.. 92	.. 85	.. 1 44	.. 1 12	.. 1 5
106.2-107.9	.. 1 27	.. 94	.. 87	.. 1 47	.. 1 14	.. 1 7

Table II

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

98.9-97.2	.. 1 12	.. 84	.. 77	.. 1 32	.. 1 4	.. 97
97.1-95.4	.. 1 9	.. 82	.. 75	.. 1 29	.. 1 2	.. 95
95.3-93.6	.. 1 6	.. 80	.. 73	.. 1 26	.. 1 0	.. 93
93.5-91.8	.. 1 3	.. 78	.. 71	.. 1 23	.. 98	.. 91
91.7-90.0	.. 1 0	.. 76	.. 69	.. 1 20	.. 96	.. 89

PART III

OVERTIME RATE

In respect of each hour of work in excess of the normal working day, the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the minimum daily rate by 8) increased by 50 per cent. of such minimum hourly rate.

Decisions Relating to Annual Holidays

ANNUAL HOLIDAYS (SECTION 25)

1. If a worker has been in continuous employment and has worked under the same employer for more than 232 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next

succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 232 :

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

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

- (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 authorised by or under the provisions of any written law other than the weekly holiday fixed by the Board under section 24 of the Wages Boards Ordinance ;
- (iii) every day of absence on any grounds approved by the employer ;
- (iv) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment ;
- (v) every day of absence due to any occupational disease specified in Schedule III. of the Workmen's Compensation Ordinance (Cap. 117) ;
- (vi) every day on which the employer fails to provide work for the worker ; and
- (vii) every day of absence due to a strike or lock-out that is not illegal and that does not continue for more than 30 days.

2. A worker shall be allowed and shall take the holidays to which he is entitled on consecutive days.

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

4. Where a worker leaves his employment of his own accord or is discontinued or dismissed therefrom, he shall, at the date of such leaving, discontinuance or dismissal, be remunerated for each holiday to which he was entitled at that date.

5. In respect of each holiday a worker shall be paid as remuneration his average daily wages ascertained by dividing the total wages (exclusive of overtime and bonuses) earned by the worker for the days on which he has actually worked during the three months preceding such holiday by the number of such days.

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

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

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

**NOTIFICATIONS RELATING TO THE RUBBER GROWING AND
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 rubber growing and 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 October 22, 1949.

T. B. JAYAH,

Minister of Labour and Social Services.

Colombo, October 22, 1949.

SCHEDULE

ORDER

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

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

- (1) the raising and maintenance of a rubber plantation of twenty-five acres or over in extent ; and
- (2) the manufacture of marketable rubber from the latex of the rubber plant ;

including—

- (a) felling and clearing jungle and old rubber, and thinning out ;
- (b) draining and terracing ;
- (c) cutting pegs, lining, holing, and filling ;
- (d) planting shade trees, ground cover, and cover crops ;
- (e) planting and replanting rubber, and budgrafting ;
- (f) constructing, repairing, and maintaining roads and buildings ;
- (g) weeding ;
- (h) mulching, forking and manuring ;
- (i) taking a census of trees for tapping and marking trees for tapping ;
- (j) tapping, collecting of scrap and latex, and straining of latex ;
- (k) skimming, machining, rolling, and cutting coagulant and washing of sheets ;
- (l) drying and smoking ;
- (m) sorting, packing, numbering and marking ;
- (n) transporting ;
- (o) scraping of diseased tissue, spraying and applying fungicide and sulphur dusting ;
- (p) cutting firewood ;
- (q) cleaning and sweeping of lines and premises and conserving latrines ;
- (r) cattle keeping ;

- (s) the work of a kangany ;
- (t) the work of a creche attendant ;
- (u) the work of a watcher ; and
- (v) any other operation connected with or incidental to the work specified in sub-paragraph (1) or (2) of the main paragraph ;

but excluding the work of the following workers :—

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

Personnel of the Wages Board for the Rubber Growing and Manufacturing Trade for the three year period terminating on October 23, 1958.

Nominated Members

Mr. A. D. Canaga Retna
 Mr. A. H. M. Ismail
 Mr. C. E. Simithraaratchy

Representatives of the Employers

Mr. L. C. de Mel
 Mr. Upali Dias
 Mr. G. P. Mapitigama
 Mr. G. K. Newton
 Lt. Col. J. A. T. Perera

Representatives of the Workers

Mr. A. Aziz
 Mr. M. G. Mendis
 Dr. N. M. Perera
 Mr. S. Thondaman
 Mr. W. K. Wijemanne

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>
Group Weights	52.40	6.28	15.96	8.36	17.00	(Nov. 1938-Apr., 1939 = 100)

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

Base : November, 1942 = 100

*Index Number
Nov., 1942
= 100*

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

* Average for 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>
Group Weights	61.89	4.29	5.70	9.42	18.71	

INDEX NUMBERS

1953	..	105.97	..	99.82	..	101.32	..	82.82	..	97.17	..	101.6
1954	..	106.13	..	103.35	..	101.53	..	79.52	..	94.43	..	101.1
1955	..	105.09	..	102.34	..	101.53	..	80.50	..	94.62	..	100.5
1956	..	103.32	..	101.30	..	101.53	..	81.76	..	98.60	..	100.2

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
April	..	104.95	..	96.54	..	101.53	..	83.25	..	104.26	..	102.2
May	..	105.45	..	97.69	..	101.53	..	83.92	..	107.61	..	103.3
June	..	105.38	..	98.39	..	101.53	..	84.10	..	106.63	..	103.1

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

B

BASE : 1952=100

1953 .. —	.. 1.95	.. 101.56	.. 99.96	.. 90.97	.. 101.31	.. 99.71
1954 .. —	.. 1.99	.. 103.65	.. 102.52	.. 91.04	.. 101.39	.. 100.29
1955 .. —	.. 2.06	.. 107.29	.. 106.76	.. 94.94	.. 105.74	.. 105.21
1956 .. —	.. 2.08	.. 108.33	.. 108.11	.. 96.24	.. 107.18	.. 106.97
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
April	.. 2.07	.. 107.81	.. 105.49	.. 96.24	.. 107.18	.. 104.87
May	.. 2.10	.. 109.38	.. 105.89	.. 96.24	.. 107.18	.. 103.76
June	.. 2.12	.. 110.42	.. 107.10	.. 96.24	.. 107.18	.. 103.96

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
April	.. 2 10	.. 107.14	.. 3 1	.. 103.08	.. 2.17	.. 106.37
May	.. 2 12	.. 108.16	.. 3 4	.. 104.11	.. 2.19	.. 107.35
June	.. 2 15	.. 109.69	.. 3 5	.. 104.45	.. 2.22	.. 108.82

* 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
	March	16,595	..	10,021	..	26,882	..	35,398	..	88,896
	April	15,982	..	9,748	..	25,805	..	34,970	..	86,505
	May	16,025	..	9,751	..	25,798	..	35,086	..	86,660

* 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	Avtissawella	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	491	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	863	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	Malara	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
March ..	43,818	4,074	6,321	6,820	5,459	450	4,828	2,386	2,592	886	711	607	860	2,348	1,913	681	4,142	88,896
April ..	43,351	4,081	6,150	6,623	4,632	398	4,638	2,392	2,539	791	688	490	1,017	2,176	1,907	644	3,988	86,505
May ..	43,341	4,063	6,173	6,809	4,651	398	4,578	2,407	2,616	802	634	529	1,122	1,978	1,904	684	3,971	86,660

* 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	..	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
	..	March	76	57	137	286	556
	..	April	42	46	64	136	288
	..	May	64	57	91	265	477

**TABLE VII—The Number of Persons registered and the Number placed in Employment
during the Month of May, 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	.. 625	.. 25	.. 493	.. 37	.. 838	.. 61	.. 1,708	.. 129	.. 3,664	.. 252
Negombo	.. 73	.. 3	.. 53	.. 2	.. 47	.. 3	.. 159	.. 31	.. 332	.. 39
Kalutara	.. 85	.. 1	.. 36	.. 1	.. 148	.. 4	.. 137	.. 4	.. 406	.. 10
Galle	.. 134	.. 1	.. 84	.. 1	.. 151	.. 1	.. 320	.. 8	.. 689	.. 11
Kandy	.. 98	.. 16	.. 42	.. 4	.. 127	.. 1	.. 216	.. 16	.. 483	.. 37
Nawalapitiya	.. 26	.. —	.. 11	.. —	.. 32	.. —	.. 33	.. 16	.. 102	.. 16
Kurunegala	.. 132	.. 1	.. 34	.. —	.. 157	.. 3	.. 241	.. 23	.. 564	.. 27
Jaffna	.. 123	.. 5	.. 33	.. 1	.. 115	.. 9	.. 69	.. 14	.. 340	.. 29
Ratnapura	.. 69	.. 3	.. 24	.. 1	.. 192	.. 4	.. 99	.. 3	.. 384	.. 11
Badulla	.. 5	.. —	.. 10	.. —	.. 37	.. —	.. 34	.. —	.. 86	.. —
Batticaloa	.. 12	.. 3	.. 8	.. —	.. 24	.. 1	.. 42	.. 10	.. 86	.. 14
Kalmunai	.. 6	.. —	.. 9	.. —	.. 21	.. —	.. 86	.. —	.. 122	.. —
Trincomalee	.. 17	.. 1	.. 13	.. —	.. 31	.. 1	.. 161	.. 1	.. 222	.. 3
Anuradhapura	.. 48	.. 4	.. 11	.. 2	.. 32	.. —	.. 119	.. 3	.. 210	.. 9
Avissawella	.. 37	.. 1	.. 7	.. —	.. 54	.. —	.. 71	.. 3	.. 169	.. 4
Haputale	.. 8	.. —	.. 17	.. 8	.. 31	.. 2	.. 83	.. 4	.. 139	.. 14
Matara	.. 66	.. —	.. 28	.. —	.. 105	.. 1	.. 78	.. —	.. 277	.. 1
Total	.. 1,564	.. 64	.. 913	.. 57	.. 2,142	.. 91	.. 3,656	.. 265	.. 8,275	.. 477

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers involved	Number of Man-days lost
1939	.. 18	.. Not available	.. Not available	4	.. Not available	Not available
1940	.. 36	.. 9,732*	.. do.	8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	14	.. do.	.. do.
1943	.. 22	.. 2,486	.. 5,234	31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048½	66†	.. 12,399	.. 25,937
1945	.. 28	.. 3,514	.. 4,285	53	.. 28,875	.. 153,888½
1946	.. 87	.. 15,259	.. 31,830½	69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	52	.. 43,485	.. 544,174
1948	.. 33	.. 23,100	.. 49,933½	20	.. 1,065	.. 2,497½
1949	.. 66	.. 477,412	.. 681,340	28	.. 2,874	.. 14,576½
1950	.. 82	.. 22,808	.. 85,837	28	.. 5,471	.. 22,017
1951	.. 67	.. 306,091	.. 521,040	35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	39	.. 6,168	.. 46,990
1953	.. 33	.. 363,600	.. 430,586	54	.. 14,482	.. 31,996
1954	.. 59	.. 86,450	.. 391,200	55	.. 15,381	.. 85,569
1955	.. 60	.. 11,437	.. 69,913	47	.. 11,293	.. 36,016
1956	.. 99	.. 56,903	.. 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	.. 15	.. 2,643	.. 4,535	8	.. 827	.. 13,715
February	.. 12	.. 5,342	.. 23,666	1	.. 85	.. 669
March	.. 14	.. 7,896	.. 36,825	5	.. 4,015	.. 16,107
April	.. 19	.. 16,969	.. 26,583	4	.. 507	.. 270

* 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
APRIL, 1957, BY INDUSTRIES OR TRADES**

<i>Industry or Trade</i>	<i>Number of Strikes</i>		<i>Number of Workers involved</i>		<i>Number of Man-days lost</i>	
Plantations—Tea ..	15	..	15,689	..	24,652	..
Rubber ..	1	..	216	..	216	..
Tea-cum-Rubber ..	2	..	928	..	1,579	..
Coconut ..	—	..	—	..	—	..
Coconut-cum-Rubber ..	1	..	136	..	136	..
Total ..	19		16,969		26,583	
Engineering ..	—	..	—	..	—	..
Printing ..	—	..	—	..	—	..
Motor Transport ..	—	..	—	..	—	..
Tea Export ..	—	..	—	..	—	..
Rubber Export ..	—	..	—	..	—	..
Coconut Manufacturing ..	—	..	—	..	—	..
Toddy, Arrack and Vinegar ..	—	..	—	..	—	..
Match Manufacturing ..	—	..	—	..	—	..
Coconut & Rubber Manufacturing ..	—	..	—	..	—	..
Cinema ..	—	..	—	..	—	..
Dock, Harbour and Port Transport ..	2	..	450	..	197	..
Building Trade ..	—	..	—	..	—	..
Local Government Services ..	1	..	16	..	32	..
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 ..	—	..	—	..	—	..
Mercantile Establishments ..	1	..	41	..	41	..
Total ..	4		507		270	
Grand Total ..	23		17,476		26,853	

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

<i>Causes</i>	<i>Number of Strikes</i>		<i>Number of Workers Involved</i>	
	<i>Plantations</i>	<i>Others</i>	<i>Plantations</i>	<i>Others</i>
1. Dismissal or loss of employment in any way. Failure to provide work ..	4	..	1,094	..
2. Wage increases. Higher rates for piece work, &c. ..	—	..	—	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	2	..	366	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	1	..	47	..
5. Food matters. Welfare ..	1	..	879	..
6. Right of association and meeting ..	1	..	99	..
7. Factional disputes and domestic matters ..	5	..	2,637	..
8. External matters, e.g., arrest by Police, &c. ..	—	..	—	..
9. Assaults by employer or agent or others ..	3	..	1,768	..
10. General demands ..	1	..	1,600	..
11. Sympathetic strikes ..	1	..	8,479	..
Total ..	19	4	16,969	507

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

Year	Arrivals			Departures			Excess of Arrivals over Departures	Excess of Departures over Arrivals
	Old	New	Total	Repatriated 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	.. 228 ..	— ..	228 ..	9 ..	345 ..	354 ..	— ..	126
August	.. 174 ..	— ..	174 ..	7 ..	356 ..	363 ..	— ..	189
September	.. 208 ..	1 ..	209 ..	11 ..	368 ..	379 ..	— ..	170
October	.. 159 ..	— ..	159 ..	— ..	297 ..	297 ..	— ..	138
November	.. 150 ..	1 ..	151 ..	13 ..	297 ..	310 ..	— ..	159
December	.. 165 ..	1 ..	166 ..	— ..	258 ..	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
April	.. 153 ..	— ..	153 ..	6 ..	470 ..	476 ..	— ..	323
May	.. 140 ..	— ..	140 ..	6 ..	455 ..	461 ..	— ..	321
June	.. 66 ..	1 ..	67 ..	15 ..	526 ..	541 ..	— ..	474

APPENDIX I

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

Month : July, 1957

Class of Worker	Month : July, 1957		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Tea Growing and Manufacturing Trade			
<i>Daily Rates</i>			
Male worker not under 16 years	1 25	1 15	2 40
Female worker not under 15 years	1 05	0 86	1 91
Child worker ..	0 80	0 79	1 59

Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

Daily Rates

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

Rubber Growing and Manufacturing Trade

Daily Rates

Male worker not under 16 years	1 40	1 15	2 55
Female worker not under 15 years	1 30	0 86	2 16
Child worker ..	1 05	0 79	1 84

Coconut Growing Trade

Daily Rates

The raising and maintenance of a coconut plantation ; and

The manufacture of copra—

Kangany ..	1 15	1 15	2 30
Male not under 16 years	1 0	1 15	2 15
Female not under 15 years	0 85	0 86	1 71
Male worker under 16 years or Female worker under 15 years	0 75	0 79	1 54

Coconut Manufacturing Trade

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 33	2 77
Male not under 18 years	1 24	1 33	2 57
Female not under 18 years	1 0	0 99	1 99
Worker under 18 years	0 75	0 92	1 67

Outside the Colombo area—

Kangany ..	1 20	1 33	2 53
Male not under 18 years	1 0	1 33	2 33
Female not under 18 years	0 80	0 99	1 79
Worker under 18 years	0 60	0 92	1 52

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

Piece rates have been fixed for certain processes.

Class of Worker			Basic Wage Rs. c.		Special Allowance Rs. c.		Total Rs. c.
Engineering Trade							
<i>Daily Rates</i>							
Unskilled labourer	..	..	1 40	..	1 36	..	2 76
Semi-skilled, Grade I	..	..	1 65	..	1 46	..	3 11
Semi-skilled, Grade II	..	..	1 45	..	1 46	..	2 91
Skilled worker ..	..	..	2 0	..	1 46	..	3 46
Kangany ..	..	..	1 80	..	1 46	..	3 26
Watcher ..	..	..	1 70	..	1 46	..	3 16
<i>Trade Learners and Apprentices</i>							
1st year	..	..	0 50	..	0 44	..	0 94
2nd year	..	..	0 66	..	0 54	..	1 20
3rd year	..	..	0 85	..	0 83	..	1 68
4th year	..	..	1 10	..	0 98	..	2 08
Printing Trade *							
<i>Monthly Rates</i>							
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).			110 0	..	81 0	..	191 0
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)			82 50	..	62 0	..	144 50
Class C, Grade I Workers : Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters			55 0	..	52 50	..	107 50
Class C, Grade II Workers : Platen Machine Minders			50 0	..	47 66	..	97 66
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers			44 0	..	43 0	..	87 0
Class E Workers : Unskilled workers not under 18 years of age			42 0	..	40 67	..	82 67
Class F Workers : Unskilled workers under 18 years of age			20 0	..	22 10	..	42 10
Class G Workers : Watchers			44 0	..	43 0	..	87 0
Class A—1st year learner			33 0	..	25 30	..	58 30
" B " "			25 0	..	19 60	..	44 60
" C Grade I, 1st year learner			22 0	..	21 50	..	43 50
" C " II " "			20 0	..	19 60	..	39 60
" D—1st year learner			18 0	..	17 70	..	35 70
Class A—2nd year learner			44 0	..	33 40	..	77 40
" B " "			35 0	..	31 50	..	66 50
" C Grade I, 2nd year learner			27 0	..	26 66	..	53 66
" C " II " "			25 0	..	24 33	..	49 33
" D—2nd year learner			22 0	..	22 0	..	44 0

Class of Worker	Basic Wage			Special Allowance			Total
	Rs.	c.		Rs.	c.		Rs. c.
Plumbago Trade (contd.)							
Workers employed in curing and dressing—							
(A) As overseers and kanganies ..	2	0	..	1	41	..	3 41
(B) On different jobs:							
Within the Colombo area—							
Male worker not under 18 years ..	1	25	..	1	41	..	2 66
Female worker not under 18 years ..	1	0	..	1	10	..	2 10
Worker under 18 years ..	0	50	..	1	03	..	1 53
Outside the Colombo area—							
Male worker not under 18 years ..	1	0	..	1	41	..	2 41
Female worker not under 18 years ..	0	84	..	1	10	..	1 94
Worker under 18 years ..	0	40	..	1	03	..	1 43
“Colombo area” includes any place within 5 miles of the Municipal limits of Colombo.							

Tea Export Trade**Daily Rates****A. Male workers not under 18 years—**

(a) Grade II ..	..	1	40	..	1	36	..	2	76
(b) Intermediate Grade ..	..	1	60	..	1	46	..	3	06
(c) Grade I ..	..	1	80	..	1	46	..	3	26
(d) Box makers and repairers ..	..	1	60	..	1	46	..	3	06
(e) Watchers ..	..	1	70	..	1	46	..	3	16

B. Female workers not under 18 years .. 1 15 .. 1 24 .. 2 39

C. Workers over 14 years but under 15 years ..	0	80	..	0	86	..	1	66
“ 15 “ 16 “ ..	0	90	..	0	91	..	1	81
“ 16 “ 17 “ ..	1	0	..	0	96	..	1	96
“ 17 “ 18 “ ..	1	15	..	1	06	..	2	21

Rubber Export Trade**Daily Rates****A. Male workers not under 18 years—**

(a) Grade II ..	..	1	40	..	1	36	..	2	76
(b) Intermediate Grade ..	..	1	60	..	1	46	..	3	06
(c) Grade I ..	..	1	80	..	1	46	..	3	26
(d) Watchers ..	..	1	70	..	1	46	..	3	16

B. Female workers not under 18 years of age—

(a) Grade II									
Workers employed in work other than sorting ..	..	1	15	..	1	24	..	2	39
(b) Grade I									
Workers employed in sorting ..	..	1	30	..	1	24	..	2	54

C. Workers over 14 years but under 15 years ..	0	80	..	0	86	..	1	66
“ 15 “ 16 “ ..	0	90	..	0	91	..	1	81
“ 16 “ 17 “ ..	1	0	..	0	96	..	1	96
“ 17 “ 18 “ ..	1	15	..	1	06	..	2	21

Class of Worker	Month : July, 1957					
	Basic Wage Rs. c.			Special Allowance Rs. c.		Total Rs. c.
Toddy, Arrack and Vinegar Trade						
<i>Monthly Rates</i>						
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)

Piece rates have been fixed for certain processes.

Motor Transport Trade ***Monthly Rates*

Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100	0	..	43	0	..	143 0
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed pay load of over 20 cwt.	90	0	..	43	0	..	133 0
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	85	0	..	40	50	..	125 50
Class D Workers : Drivers of lorries with trailers (including those of the Scammell—Horse type but excluding those owned by an estate and used solely for internal transport within the estate)	100	0	..	43	0	..	143 0
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	..	38	0	..	108 0
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	..	43	0	..	110 50
Class G Workers : Cleaners * and porters † of lorries with a licensed pay load of over 20 cwt.	60	0	..	39	20	..	99 20

Month : July, 1957

Class of Workers	Month : July, 1957		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Motor Transport Trade (contd.)			
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	50 0 ..	39 20 ..	89 20
Class I Worker : Omnibus checkers or time-keepers	60 0 ..	39 20 ..	99 20
Class J Worker : Omnibus Inspectors and omnibus stand supervisors	90 0 ..	39 20 ..	129 20
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 preceeding items	45 0 ..	29 75 ..	74 75

* "cleaners" means workers employed (otherwise than in clerical capacities) in connection with the maintenance of the mechanism of lorries, omnibuses, hiring cars, cabs, vans, ambulance or hearses.

† "porters" means workers, employed in loading or unloading goods into or from lorries, omnibuses, hiring cars, cabs, vans, ambulances or hearses, and required to travel in the vehicles in the performance of their work.

Daily Rates

Class A worker	4 0 ..	1 85 ..	5 85
" B "	4 0 ..	1 85 ..	5 85
" C "	3 25 ..	1 85 ..	5 10
" D "	4 0 ..	1 85 ..	5 85
" E "	2 75 ..	1 60 ..	4 35
" F "	2 75 ..	1 85 ..	4 60
" G "	2 50 ..	1 85 ..	4 35
" H "	2 25 ..	1 85 ..	4 10
" K "	1 50 ..	1 09 ..	2 59

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

Match Manufacturing Trade

Daily Rates

Grade I—

Male 18 years and over	1 80 ..	1 46 ..	3 26
Female 18 years and over	1 44 ..	1 36 ..	2 80
Young person over 14 and under 17 years	0 85 ..	0 86 ..	1 71
Young person 17 and over but under 18 years	1 15 ..	1 06 ..	2 21

Grade II—

Male 18 years and over	1 40 ..	1 46 ..	2 86
Female 18 years and over	1 12 ..	1 36 ..	2 48
Young person over 14 and under 17 years	0 70 ..	0 86 ..	1 56
Young person 17 and over but under 18 years	0 90 ..	1 06 ..	1 96

Grade III—

Male 18 years and over	1 24 ..	1 36 ..	2 60
Female 18 years and over	1 0 ..	1 24 ..	2 24
Young person over 14 and under 17 years	0 60 ..	0 86 ..	1 46
Young person 17 and over but under 18 years	0 80 ..	1 06 ..	1 86

Grade IV—

Watcher	1 50 ..	1 46 ..	2 96
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Month : July, 1957

Class of Worker

Cinema Trade

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

Within the Municipal areas

A—Non-clerical—

Unskilled	32 25	..	35 16	..	67 41
Semi-skilled	..	..	37 50	..	37 76	..	75 26
Skilled, Grade II	..	..	50 0	..	39 58	..	89 58
Skilled, Grade I	..	..	60 0	..	39 58	..	99 58

B—Clerical—

Grade III	..	..	45 0	..	35 0	..	80 0
Grade II	..	..	50 0	..	38 0	..	88 0
Grade I	..	..	100 0	..	43 0	..	143 0

Outside the Municipal areas

A—Non-clerical—

Unskilled	..	..	32 25	..	35 16	..	67 41
Semi-skilled	..	..	35 0	..	37 76	..	72 76
Skilled, Grade II	..	..	42 0	..	39 58	..	81 58
Skilled, Grade I	..	..	55 0	..	39 58	..	94 58

B—Clerical—

Grade III	..	..	40 0	..	35 0	..	75 0
Grade II	..	..	45 0	..	38 0	..	83 0
Grade I	..	..	100 0	..	43 0	..	143 0

Dock, Harbour and Port Transport Trade

Monthly Rates

Manual Work—

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

Women Workers—

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

Non-manual Workers—

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

Building Trade

Daily Rates

Unskilled—

Male labourers—

Not under 18 years	1 40	..	1 36	..	2 76
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Female labourers—

Not under 18 years	1 10	..	1 36	..	2 46
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Unskilled labourers—
(irrespective of sex)

Under 18 years of age	0 90	..	1 36	..	2 26
Semi-skilled, Grade II	..	..	1 65	..	1 46	..	3 11
Semi-skilled, Grade I	..	..	1 80	..	1 46	..	3 26
Skilled	..	..	2 0	..	1 46	..	3 46

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during July, 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 57½	1 20	0 52½	0 43	0 95½	0 40	0 39½	0 79½	1
2	1 25	1 15	2 40	1 5	0 86	1 91	0 80	0 79	1 59	2
3	2 50	2 30	4 80	2 10	1 72	3 82	1 60	1 58	3 18	3
4	3 75	3 45	7 20	3 15	2 58	5 73	2 40	2 37	4 77	4
5	5 0	4 60	9 60	4 20	3 44	7 64	3 20	3 16	6 36	5
6	6 25	5 75	12 0	5 25	4 30	9 55	4 0	3 95	7 95	6
7	7 50	6 90	14 40	6 30	5 16	11 46	4 80	4 74	9 54	7
8	8 75	8 5	16 80	7 35	6 2	13 37	5 60	5 53	11 13	8
9	10 0	9 20	19 20	8 40	6 88	15 28	6 40	6 32	12 72	9
10	11 25	10 35	21 60	9 45	7 74	17 19	7 20	7 11	14 31	10
11	12 50	11 50	24 0	10 50	8 60	19 10	8 0	7 90	15 90	11
12	13 75	12 65	26 40	11 55	9 46	21 1	8 80	8 69	17 49	12
13	15 0	13 80	28 80	12 60	10 32	22 92	9 60	9 48	19 08	13
14	16 25	14 95	31 20	13 65	11 18	24 83	10 40	10 27	20 67	14
15	17 50	16 10	33 60	14 70	12 4	26 74	11 20	11 6	22 26	15
16	18 75	17 25	36 0	15 75	12 90	28 65	12 0	11 85	23 85	16
17	20 0	18 40	38 40	16 80	13 76	30 56	12 80	12 64	25 44	17
18	21 25	19 55	40 80	17 85	14 62	32 47	13 60	13 43	27 3	18
19	22 25	20 70	43 20	18 90	15 48	34 38	14 40	14 22	28 62	19
20	23 75	21 85	45 60	19 95	16 34	36 29	15 20	15 1	30 21	20
21	25 0	23 0	48 0	21 0	17 20	38 20	16 0	15 80	31 80	21
22	26 25	24 15	50 40	22 5	18 6	40 11	16 80	16 59	33 39	22
23	27 50	25 30	52 80	23 10	18 92	42 2	17 60	17 38	34 98	23
24	28 75	26 45	55 20	24 15	19 78	43 93	18 40	18 17	36 57	24
25	30 0	27 60	57 60	25 20	20 64	45 84	19 20	18 96	38 16	25
26	31 25	28 75	60 0	26 25	21 50	47 75	20 0	19 75	39 75	26
27	32 50	29 90	62 40	27 30	22 36	49 66	20 80	20 54	41 34	27
28	33 75	31 5	64 80	28 35	23 22	51 57	21 60	21 33	42 93	28
29	35 0	32 20	67 20	29 40	24 8	53 48	22 40	22 12	44 52	29
30	36 25	33 35	69 60	30 45	24 94	55 39	23 20	22 91	46 11	30
31	37 50	34 50	72 00	31 50	25 80	57 30	24 0	23 70	47 70	31
32	38 75	35 65	74 40	32 55	26 66	59 21	24 80	24 49	49 29	32

* A "child worker" means a male worker under 16 years of age or a female worker under 15 years of age.
A correction. The minimum wages payable for child workers in the Tea Growing and Manufacturing Trade for 24 and 25 days in the month of June 1957 should read Rs. 38.16 and Rs. 39.75 respectively and not Rs. 28.16 and Rs. 29.75 as given in the issue of the Labour Gazette for June 1957.

APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during July, 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 57½	1 27½	0 65	0 43	1 8	0 52½	0 39½	0 92	½
1	1 40	1 15	2 55	1 30	0 86	2 16	1 5	0 79	1 84	1
2	2 80	2 30	5 10	2 60	1 72	4 32	2 10	1 58	3 68	2
3	4 20	3 45	7 65	3 90	2 58	6 48	3 15	2 37	5 52	3
4	5 60	4 60	10 20	5 20	3 44	8 64	4 20	3 16	7 36	4
5	7 0	5 75	12 75	6 50	4 30	10 80	5 25	3 95	9 20	5
6	8 40	6 90	15 30	7 80	5 16	12 96	6 30	4 74	11 04	6
7	9 80	8 5	17 85	9 10	6 2	15 12	7 35	5 53	12 88	7
8	11 20	9 20	20 40	10 40	6 88	17 28	8 40	6 32	14 72	8
9	12 60	10 35	22 95	11 70	7 74	19 44	9 45	7 11	16 56	9
10	14 0	11 50	25 50	13 0	8 60	21 60	10 50	7 90	18 40	10
11	15 40	12 65	28 5	14 30	9 46	23 76	11 55	8 69	20 24	11
12	16 80	13 80	30 60	15 60	10 32	25 92	12 60	9 48	22 8	12
13	18 20	14 95	33 15	16 90	11 18	28 8	13 65	10 27	23 92	13
14	19 60	16 10	35 70	18 20	12 4	30 24	14 70	11 6	25 76	14
15	21 0	17 25	38 25	19 50	12 90	32 40	15 75	11 85	27 60	15
16	22 40	18 40	40 80	20 80	13 76	34 56	16 80	12 64	29 44	16
17	23 80	19 55	43 35	22 10	14 62	36 72	17 85	13 43	31 28	17
18	25 20	20 70	45 90	23 40	15 48	38 88	18 90	14 22	33 12	18
19	26 60	21 85	48 45	24 70	16 34	41 4	19 95	15 01	34 96	19
20	28 0	23 0	51 0	26 0	17 20	43 20	21 0	15 80	36 80	20
21	29 40	24 15	53 55	27 30	18 6	45 36	22 5	16 59	38 64	21
22	30 80	25 30	56 10	28 60	18 92	47 52	23 10	17 38	40 48	22
23	32 20	26 45	58 65	29 90	19 78	49 68	24 15	18 17	42 32	23
24	33 60	27 60	61 20	31 20	20 64	51 84	25 20	18 96	44 16	24
25	35 0	28 75	63 75	32 50	21 50	54 0	26 25	19 75	46 0	25
26	36 40	29 90	66 30	33 80	22 36	56 16	27 30	20 54	47 84	26
27	37 80	31 5	68 85	35 10	23 22	58 32	28 35	21 33	49 68	27
28	39 20	32 20	71 40	36 40	24 08	60 48	29 40	22 12	51 52	28
29	40 60	33 35	73 95	37 70	24 94	62 64	30 45	22 91	53 36	29
30	42 0	34 50	76 50	39 0	25 80	64 80	31 50	23 70	55 20	30
31	43 40	35 65	79 5	40 30	26 66	66 96	32 55	24 49	57 4	31

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

APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during July, 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.	
$\frac{1}{2}$	0 55	0 57 $\frac{1}{2}$	1 12 $\frac{1}{2}$	0 45	0 43	0 88	0 32 $\frac{1}{2}$	0 39 $\frac{1}{2}$	0 72	$\frac{1}{2}$
1	1 10	1 15	2 25	0 90	0 86	1 76	0 65	0 79	1 44	1
2	2 20	2 30	4 50	1 80	1 72	3 52	1 30	1 58	2 88	2
3	3 30	3 45	6 75	2 70	2 58	5 28	1 95	2 37	4 32	3
4	4 40	4 60	9 0	3 60	3 44	7 4	2 60	3 16	5 76	4
5	5 50	5 75	11 25	4 50	4 30	8 80	3 25	3 95	7 20	5
6	6 60	6 90	13 50	5 40	5 16	10 56	3 90	4 74	8 64	6
7	7 70	8 5	15 75	6 30	6 2	12 32	4 55	5 53	10 8	7
8	8 80	9 20	18 0	7 20	6 88	14 8	5 20	6 32	11 52	8
9	9 90	10 35	20 25	8 10	7 74	15 84	5 85	7 11	12 96	9
10	11 0	11 50	22 50	9 0	8 60	17 60	6 50	7 90	14 40	10
11	12 10	12 65	24 75	9 90	9 46	19 36	7 15	8 69	15 84	11
12	13 20	13 80	27 0	10 80	10 32	21 12	7 80	9 48	17 28	12
13	14 30	14 95	29 25	11 70	11 18	22 88	8 45	10 27	18 72	13
14	15 40	16 10	31 50	12 60	12 4	24 64	9 10	11 6	20 16	14
15	16 50	17 25	33 75	13 50	12 90	26 40	9 75	11 85	21 60	15
16	17 60	18 40	36 0	14 40	13 76	28 16	10 40	12 64	23 4	16
17	18 70	19 55	38 25	15 30	14 62	29 92	11 5	13 43	24 48	17
18	19 80	20 70	40 50	16 20	15 48	31 68	11 70	14 22	25 92	18
19	20 90	21 85	42 75	17 10	16 34	33 44	12 35	15 1	27 36	19
20	22 0	23 0	45 0	18 0	17 20	35 20	13 0	15 80	28 80	20
21	23 10	24 15	47 25	18 90	18 6	36 96	13 65	16 59	30 24	21
22	24 20	25 30	49 50	19 80	18 92	38 72	14 30	17 38	31 68	22
23	25 30	26 45	51 75	20 70	19 78	40 48	14 95	18 17	33 12	23
24	26 40	27 60	54 0	21 60	20 64	42 24	15 60	18 96	34 56	24
25	27 50	28 75	56 25	22 50	21 50	44 0	16 25	19 75	36 0	25
26	28 60	29 90	58 50	23 40	22 36	45 76	16 90	20 54	37 44	26
27	29 70	31 5	60 75	24 30	23 22	47 52	17 55	21 33	38 88	27
28	30 80	32 20	63 0	25 20	24 8	49 28	18 20	22 12	40 32	28
29	31 90	33 35	65 25	26 10	24 94	51 4	18 85	22 91	41 76	29
30	33 0	34 50	67 50	27 0	25 80	52 80	19 50	23 70	43 20	30
31	34 10	35 65	69 75	27 90	26 66	54 56	20 15	24 49	44 64	31

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

APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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.	
$\frac{1}{2}$	1 15	1 7 $\frac{1}{2}$	0 85 $\frac{1}{2}$	0 77	1 38 $\frac{1}{2}$	1 28 $\frac{1}{2}$	0 99 $\frac{1}{2}$	0 83 $\frac{1}{2}$	1 26 $\frac{1}{2}$	1 16 $\frac{1}{2}$	0 89 $\frac{1}{2}$	0 76	$\frac{1}{2}$
1	2 30	2 15	1 71	1 54	2 77	2 57	1 99	1 67	2 53	2 33	1 79	1 52	1
2	4 60	4 30	3 42	3 8	5 54	5 14	3 98	3 34	5 6	4 66	3 58	3 4	2
3	6 90	6 45	5 13	4 62	8 31	7 71	5 97	5 1	7 59	6 99	5 37	4 56	3
4	9 20	8 60	6 84	6 16	11 8	10 28	7 96	6 68	10 12	9 32	7 16	6 8	4
5	11 50	10 75	8 55	7 70	13 85	12 85	9 95	8 35	12 65	11 65	8 95	7 60	5
6	13 80	12 90	10 26	9 24	16 62	15 42	11 94	10 2	15 18	13 98	10 74	9 12	6
7	16 10	15 5	11 97	10 78	19 39	17 99	13 93	11 69	17 71	16 31	12 53	10 64	7
8	18 40	17 20	13 68	12 32	22 16	20 56	15 92	13 36	20 24	18 64	14 32	12 16	8
9	20 70	19 35	15 39	13 86	24 93	23 13	17 91	15 3	22 77	20 97	16 11	13 68	9
10	23 0	21 50	17 10	15 40	27 70	25 70	19 90	16 70	25 30	23 30	17 90	15 20	10
11	25 30	23 65	18 81	16 94	30 47	28 27	21 89	18 37	27 83	25 63	19 69	16 72	11
12	27 60	25 80	20 52	18 48	33 24	30 84	23 88	20 4	30 36	27 96	21 48	18 24	12
13	29 90	27 95	22 23	20 2	36 1	33 41	25 87	21 71	32 89	30 29	23 27	19 76	13
14	32 20	30 10	23 94	21 56	38 78	35 98	27 86	23 38	35 42	32 62	25 6	21 28	14
15	34 50	32 25	25 65	23 10	41 55	38 55	29 85	25 5	37 95	34 95	26 85	22 80	15
16	36 80	34 40	27 36	24 64	44 32	41 12	31 84	26 72	40 48	37 28	28 64	24 32	16
17	39 10	36 55	29 7	26 18	47 9	43 69	33 83	28 39	43 1	39 61	30 43	25 84	17
18	41 40	38 70	30 78	27 72	49 86	46 26	35 82	30 6	45 54	41 94	32 22	27 36	18
19	43 70	40 85	32 49	29 26	52 63	48 83	37 81	31 73	48 7	44 27	34 1	28 88	19
20	46 0	43 0	34 20	30 80	55 40	51 40	39 80	33 40	50 60	46 60	35 80	30 40	20
21	48 30	45 15	35 91	32 34	58 17	53 97	41 79	35 7	53 13	48 93	37 59	31 92	21
22	50 60	47 30	37 62	33 88	60 94	56 54	43 78	36 74	55 66	51 26	39 38	33 44	22
23	52 90	49 45	39 33	35 42	63 71	59 11	45 77	38 41	58 19	53 59	41 17	34 96	23
24	55 20	51 60	41 4	36 96	66 48	61 68	47 76	40 8	60 72	55 92	42 96	36 48	24
25	57 50	53 75	42 75	38 50	69 25	64 25	49 75	41 75	63 25	58 25	44 75	38 0	25
26	59 80	55 90	44 46	40 4	72 2	66 82	51 74	43 42	65 78	60 58	46 54	39 52	26
27	62 10	58 5	46 17	41 58	74 79	69 39	53 73	45 9	68 31	62 91	48 33	41 4	27
28	64 40	60 20	47 88	43 12	77 56	71 96	55 72	46 76	70 84	65 24	50 12	42 56	28
29	66 70	62 35	49 59	44 66	80 33	74 53	57 71	48 43	73 37	67 57	51 91	44 8	29
30	69 0	64 50	51 30	46 20	83 10	77 10	59 70	50 10	75 90	69 90	53 70	45 60	30
31	71 30	66 65	53 1	47 74	85 87	79 67	61 69	51 77	78 43	72 23	55 49	47 12	31

Note.—“Colombo area” includes any place within 5 miles of the Municipal Limits of Colombo. “Male” refers to male workers not under 18 years of age; “Female” to female workers not under 18 years of age and “Young Persons” to workers under 18 years of age in the Coconut Manufacturing Trade and the Coconut Growing Trade; “Male”, “Female” and “Young Persons” refer to male workers not under 16 years of age; female workers not under 15 years of age and Young Persons to male workers under 16 years of age and female Workers under 15 years of age respectively.

APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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	Inter-mediate Grade	Grade I	Watch-ers	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 38	1 53	1 63	1 58	1 19½	1 27	0 83	0 90½	0 98	1 10½	1
2	2 76	3 6	3 26	3 16	2 39	2 54	1 66	1 81	1 96	2 21	2
3	5 52	6 12	6 52	6 32	4 78	5 8	3 32	3 62	3 92	4 42	3
4	8 28	9 18	9 78	9 48	7 17	7 62	4 98	5 43	5 88	6 63	4
5	11 4	12 24	13 4	12 64	9 56	10 16	6 64	7 24	7 84	8 84	5
6	13 80	15 30	16 30	15 80	11 95	12 70	8 30	9 5	9 80	11 5	6
7	16 56	18 36	19 56	18 96	14 34	15 24	9 96	10 86	11 76	13 26	7
8	19 32	21 42	22 82	22 12	16 73	17 78	11 62	12 67	13 72	15 47	8
9	22 8	24 48	26 8	25 28	19 12	20 32	13 28	14 48	15 68	17 68	9
10	24 84	27 54	29 34	28 44	21 51	22 86	14 94	16 29	17 64	19 89	10
11	27 60	30 60	32 60	31 60	23 90	25 40	16 60	18 10	19 60	22 10	11
12	30 36	33 66	35 86	34 76	26 29	27 94	18 26	19 91	21 56	24 31	12
13	33 12	36 72	39 12	37 92	28 68	30 48	19 92	21 72	23 52	26 52	13
14	35 88	39 78	42 38	41 8	31 7	33 2	21 58	23 53	25 48	28 73	14
15	38 64	42 84	45 64	44 24	33 46	35 56	23 24	25 34	27 44	30 94	15
16	41 40	45 90	48 90	47 40	35 85	38 10	24 90	27 15	29 40	33 15	16
17	44 16	48 96	52 16	50 56	38 24	40 64	26 56	28 96	31 36	35 36	17
18	46 92	52 2	55 42	53 72	40 63	43 18	28 22	30 77	33 32	37 57	18
19	49 68	55 8	58 68	56 88	43 2	45 72	29 88	32 58	35 28	39 78	19
20	52 44	58 14	61 94	60 4	45 41	48 26	31 54	34 39	37 24	41 99	20
21	55 20	61 20	65 20	63 20	47 80	50 80	33 20	36 20	39 20	44 20	21
22	57 96	64 26	68 46	66 36	50 19	53 34	34 86	38 1	41 16	46 41	22
23	60 72	67 32	71 72	69 52	52 58	55 88	36 52	39 82	43 12	48 62	23
24	63 48	70 38	74 98	72 68	54 97	58 42	38 18	41 63	45 8	50 83	24
25	66 24	73 44	78 24	75 84	57 36	60 96	39 84	43 44	47 4	53 4	25
26	69 0	76 50	81 50	79 0	59 75	63 50	41 50	45 25	49 0	55 25	26
27	71 76	79 56	84 76	82 16	62 14	66 4	43 16	47 6	50 96	57 46	27
28	74 52	82 62	88 2	85 32	64 53	68 58	44 82	48 87	52 92	59 67	28
29	77 28	85 68	91 28	88 48	66 92	71 12	46 48	50 68	54 88	61 88	29
30	80 4	88 74	94 54	91 64	69 31	73 66	48 14	52 49	56 84	64 9	30
31	82 80	91 80	97 80	94 80	71 70	76 20	49 80	54 30	58 80	66 30	31
32	85 56	94 86	101 6	97 96	74 9	78 74	51 46	56 11	60 76	68 51	32

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked in July, 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 38	1 53	1 63	1 53	1 58	1 19½	0 83	0 90½	0 98	1 10½	1
2	2 76	3 6	3 26	3 6	3 16	2 39	1 66	1 81	1 96	2 21	2
3	5 52	6 12	6 52	6 12	6 32	4 78	3 32	3 62	3 92	4 42	3
4	8 28	9 18	9 78	9 18	9 48	7 17	4 98	5 43	5 88	6 63	4
5	11 4	12 24	13 4	12 24	12 64	9 56	6 64	7 24	7 84	8 84	5
6	13 80	15 30	16 30	15 30	15 80	11 95	8 30	9 5	9 80	11 5	6
7	16 56	18 36	19 56	18 36	18 96	14 34	9 96	10 86	11 76	13 26	7
8	19 32	21 42	22 82	21 42	22 12	16 73	11 62	12 67	13 72	15 47	8
9	22 8	24 48	26 8	24 48	25 28	19 12	13 28	14 48	15 68	17 68	9
10	24 84	27 54	29 34	27 54	28 44	21 51	14 94	16 29	17 64	19 89	10
11	27 60	30 60	32 60	30 60	31 60	23 90	16 60	18 10	19 60	22 10	11
12	30 36	33 66	35 86	33 66	34 76	26 29	18 26	19 91	21 56	24 31	12
13	33 12	36 72	39 12	36 72	37 92	28 68	19 92	21 72	23 52	26 52	13
14	35 88	39 78	42 38	39 78	41 8	31 7	21 58	23 53	25 48	28 73	14
15	38 64	42 84	45 64	42 84	44 24	33 46	23 24	25 34	27 44	30 94	15
16	41 40	45 90	48 90	45 90	47 40	35 85	24 90	27 15	29 40	33 15	16
17	44 16	48 96	52 16	48 96	50 56	38 24	26 56	28 96	31 36	35 36	17
18	46 92	52 2	55 42	52 2	53 72	40 63	28 22	30 77	33 32	37 57	18
19	49 68	55 8	58 68	55 8	56 88	43 2	29 88	32 58	35 28	39 78	19
20	52 44	58 14	61 94	58 14	60 4	45 41	31 54	34 39	37 24	41 99	20
21	55 20	61 20	65 20	61 20	63 20	47 80	33 20	36 20	39 20	44 20	21
22	57 96	64 26	68 46	64 26	66 36	50 19	34 86	38 1	41 16	46 41	22
23	60 72	67 32	71 72	67 32	69 52	52 58	36 52	39 82	43 12	48 62	23
24	63 48	70 38	74 98	70 38	72 68	54 97	38 18	41 63	45 8	50 83	24
25	66 24	73 44	78 24	73 44	75 84	57 36	39 84	43 44	47 4	53 4	25
26	69 0	76 50	81 50	76 50	79 0	59 75	41 50	45 25	49 0	55 25	26
27	71 76	79 56	84 76	79 56	82 16	62 14	43 16	47 6	50 96	57 46	27
28	74 52	82 62	88 2	8 62	85 32	64 53	44 82	48 87	52 92	59 67	28
29	77 28	85 68	91 28	85 68	88 48	66 92	46 48	50 68	54 88	61 88	29
30	80 4	88 74	94 54	88 74	91 64	69 31	48 14	52 49	56 84	64 9	30
31	82 80	91 80	97 80	91 80	94 80	71 70	49 80	54 30	58 80	66 30	31
31	85 56	94 86	101 6	94 86	97 96	74 9	51 46	56 11	60 76	68 51	31

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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 38	1 55½	1 45½	1 73	1 63	1 58	0 47	0 60	0 84	1 4	1
2	2 76	3 11	2 91	3 46	3 26	3 16	0 94	1 20	1 68	2 8	2
3	5 52	6 22	5 82	6 92	6 52	6 32	1 88	2 40	3 36	4 16	3
4	8 28	9 33	8 73	10 38	9 78	9 48	2 82	3 60	5 4	6 24	4
5	11 4	12 44	11 64	13 84	13 4	12 64	3 76	4 80	6 72	8 32	5
6	13 80	15 55	14 55	17 30	16 30	15 80	4 70	6 0	8 40	10 40	6
7	16 56	18 66	17 46	20 76	19 56	18 96	5 64	7 20	10 8	12 48	7
8	19 32	21 77	20 37	24 22	22 82	22 12	6 58	8 40	11 76	14 56	8
9	22 8	24 88	23 28	27 68	26 8	25 28	7 52	9 60	13 44	16 64	9
10	24 84	27 99	26 19	31 14	29 34	28 44	8 46	10 80	15 12	18 72	10
11	27 60	31 10	29 10	34 60	32 60	31 60	9 40	12 0	16 80	20 80	11
12	30 36	34 21	32 1	38 6	35 86	34 76	10 34	13 20	18 48	22 88	12
13	33 12	37 32	34 92	41 52	39 12	37 92	11 28	14 40	20 16	24 96	13
14	35 88	40 43	37 83	44 98	42 38	41 8	12 22	15 60	21 84	27 4	14
15	38 64	43 54	40 74	48 44	45 64	44 24	13 16	16 80	23 52	29 12	15
16	41 40	46 65	43 65	51 90	48 90	47 40	14 10	18 0	25 20	31 20	16
17	44 16	49 76	46 56	55 36	52 16	50 56	15 4	19 20	26 88	33 28	17
18	46 92	52 87	49 47	58 82	55 42	53 72	15 98	20 40	28 56	35 36	18
19	49 68	55 98	52 38	62 28	58 68	56 88	16 92	21 60	30 24	37 44	19
20	52 44	59 9	55 29	65 74	61 94	60 4	17 86	22 80	31 92	39 52	20
21	55 20	62 20	58 20	69 20	65 20	63 20	18 80	24 0	33 60	41 60	21
22	57 96	65 31	61 11	72 66	68 46	66 36	19 74	25 20	35 28	43 68	22
23	60 72	68 42	64 2	76 12	71 72	69 52	20 68	26 40	36 96	45 76	23
24	63 48	71 53	66 93	79 58	74 98	72 68	21 62	27 60	38 64	47 84	24
25	66 24	74 64	69 84	83 4	78 24	75 84	22 56	28 80	40 32	49 92	25
26	69 0	77 75	72 75	86 50	81 50	79 0	23 50	30 0	42 0	52 0	26
27	71 76	80 86	75 66	89 96	84 76	82 16	24 44	31 20	43 68	54 8	27
28	74 52	83 97	78 57	93 42	88 2	85 32	25 38	32 40	45 36	56 16	28
29	77 28	87 8	81 48	96 88	91 28	88 48	26 32	33 60	47 4	58 24	29
30	80 4	90 19	84 39	100 34	94 54	91 64	27 26	34 80	48 72	60 32	30
31	82 80	93 30	87 30	103 80	97 80	94 80	28 20	36 0	50 40	62 40	31
32	85 56	96 41	90 21	107 26	101 6	97 96	29 14	37 20	52 8	64 48	32

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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 63	1 40	0 85½	1 10½	1 43	1 24	0 78	0 98	1 30	1 12	0 73	0 93	1 48	1
2	3 26	2 80	1 71	2 21	2 86	2 48	1 56	1 96	2 60	2 24	1 46	1 86	2 96	2
3	6 52	5 60	3 42	4 42	5 72	4 96	3 12	3 92	5 20	4 48	2 92	3 72	5 92	3
4	9 78	8 40	5 13	6 63	8 58	7 44	4 68	5 88	7 80	6 72	4 38	5 58	8 88	4
5	13 4	11 20	6 84	8 84	11 44	9 92	6 24	7 84	10 40	8 96	5 84	7 44	11 84	5
6	16 30	14 0	8 55	11 5	14 30	12 40	7 80	9 80	13 0	11 20	7 30	9 30	14 80	6
7	19 56	16 80	10 26	13 26	17 16	14 88	9 36	11 76	15 60	13 44	8 76	11 16	17 76	7
8	22 82	19 60	11 97	15 47	20 2	17 36	10 92	13 72	18 20	15 68	10 22	13 2	20 72	8
9	26 8	22 40	13 68	17 68	22 88	19 84	12 48	15 68	20 80	17 92	11 68	14 88	23 68	9
10	29 34	25 20	15 39	19 89	25 74	22 32	14 4	17 64	23 40	20 16	13 14	16 74	26 64	10
11	32 60	28 0	17 10	22 10	28 60	24 80	15 60	19 60	26 0	22 40	14 60	18 60	29 60	11
12	35 86	30 80	18 81	24 31	31 46	27 28	17 16	21 56	28 60	24 64	16 6	20 46	32 56	12
13	39 12	33 60	20 52	26 52	34 32	29 76	18 72	23 52	31 20	26 88	17 52	22 32	35 52	13
14	42 38	36 40	22 23	28 73	37 18	32 24	20 28	25 48	33 80	29 12	18 98	24 18	38 48	14
15	45 64	39 20	23 94	30 94	40 4	34 72	21 84	27 44	36 40	31 36	20 44	26 4	41 44	15
16	48 90	42 0	25 65	33 15	42 90	37 20	23 40	29 40	39 0	33 60	21 90	27 90	44 40	16
17	52 16	44 80	27 36	35 36	45 76	39 68	24 96	31 36	41 60	35 84	23 36	29 76	47 36	17
18	55 42	47 60	29 7	37 57	48 62	42 16	26 52	33 32	44 20	38 8	24 82	31 62	50 32	18
19	58 68	50 40	30 78	39 78	51 48	44 64	28 8	35 28	46 80	40 32	26 28	33 48	53 28	19
20	61 94	53 20	32 49	41 99	54 34	47 12	29 64	37 24	49 40	42 56	27 74	35 34	56 24	20
21	65 20	56 0	34 20	44 20	57 20	49 60	31 20	39 20	52 0	44 80	29 20	37 20	59 20	21
22	68 46	58 80	35 91	46 41	60 6	52 8	32 76	41 16	54 60	47 4	30 66	39 6	62 16	22
23	71 72	61 60	37 62	48 62	62 92	54 56	34 32	43 12	57 20	49 28	32 12	40 92	65 12	23
24	74 98	64 40	39 33	50 83	65 78	57 4	35 88	45 8	59 80	51 52	33 58	42 78	68 8	24
25	78 24	67 20	41 4	53 4	68 64	59 52	37 44	47 4	62 40	53 76	35 4	44 64	71 4	25
26	81 50	70 0	42 75	55 25	71 50	62 0	39 0	49 0	65 0	56 0	36 50	46 50	74 0	26
27	84 76	72 80	44 46	57 46	74 36	64 48	40 56	50 96	67 60	58 24	37 96	48 36	76 96	27
28	88 2	75 60	46 17	59 67	77 22	66 96	42 12	52 92	70 20	60 48	39 42	50 22	79 92	28
29	91 28	78 40	47 88	61 88	80 8	69 44	43 68	54 88	72 80	62 72	40 88	52 8	82 88	29
30	94 54	81 20	49 59	64 9	82 94	71 92	45 24	56 84	75 40	64 96	42 34	53 94	85 84	30
31	97 80	84 0	51 30	66 30	85 80	74 40	46 80	58 80	78 0	67 20	43 80	55 80	88 80	31
32	101 6	86 80	53 1	68 51	88 66	76 88	48 36	60 76	80 60	69 44	45 26	57 66	91 76	32

APPENDIX III (F)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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 38	1 23	1 13	1 55½	1 63	1 73	1
2	2 76	2 46	2 26	3 11	3 26	3 46	2
3	5 52	4 92	4 52	6 22	6 52	6 92	3
4	8 28	7 38	6 78	9 33	9 78	10 38	4
5	11 4	9 84	9 4	12 44	13 4	13 84	5
6	13 80	12 30	11 30	15 55	16 30	17 30	6
7	16 56	14 76	13 56	18 66	19 56	20 76	7
8	19 32	17 22	15 82	21 77	22 82	24 22	8
9	22 8	19 68	18 8	24 88	26 8	27 68	9
10	24 84	22 14	20 34	27 99	29 34	31 14	10
11	27 60	24 60	22 60	31 10	32 60	34 60	11
12	30 36	27 6	24 86	34 21	35 86	38 6	12
13	33 12	29 52	27 12	37 32	39 12	41 52	13
14	35 88	31 98	29 38	40 43	42 38	44 98	14
15	38 64	34 44	31 64	43 54	45 64	48 44	15
16	41 40	36 90	33 90	46 65	48 90	51 90	16
17	44 16	39 36	36 16	49 76	52 16	55 36	17
18	46 92	41 82	38 42	52 87	55 42	58 82	18
19	49 68	44 28	40 68	55 98	58 68	62 28	19
20	52 44	46 74	42 94	59 9	61 94	65 74	20
21	55 20	49 20	45 20	62 20	65 20	69 20	21
22	57 96	51 66	47 46	65 31	68 46	72 66	22
23	60 72	54 12	49 72	68 42	71 72	76 12	23
24	63 48	56 58	51 98	71 53	74 98	79 58	24
25	66 24	59 4	54 24	74 64	78 24	83 4	25
26	69 0	61 50	56 50	77 75	81 50	86 50	26
27	71 76	63 96	58 76	80 86	84 76	89 96	27
28	74 52	66 42	61 2	83 97	88 2	93 42	28
29	77 28	68 88	63 28	87 8	91 28	96 88	29
30	80 4	71 34	65 54	90 19	94 54	100 34	30
31	82 80	73 80	67 80	93 30	97 80	103 80	31
32	85 56	76 26	70 6	96 41	101 6	107 26	32

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

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

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

APPENDIX III (G)

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

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	2 92½	2 55	2 17½	2 30	2 5	1 29½	1
2	5 85	5 10	4 35	4 60	4 10	2 59	2
3	11 70	10 20	8 70	9 20	8 20	5 18	3
4	17 55	15 30	13 5	13 80	12 30	7 77	4
5	23 40	20 40	17 40	18 40	16 40	10 36	5
6	29 25	25 50	21 75	23 0	20 50	12 95	6
7	35 10	30 60	26 10	27 60	24 60	15 54	7
8	40 95	35 70	30 45	32 20	28 70	18 13	8
9	46 80	40 80	34 80	36 80	32 80	20 72	9
10	52 65	45 90	39 15	41 40	36 90	23 31	10
11	58 50	51 0	43 50	46 0	41 0	25 90	11
12	64 35	56 10	47 85	50 60	45 10	28 49	12
13	70 20	61 20	52 20	55 20	49 20	31 8	13
14	76 5	66 30	56 55	59 80	53 30	33 67	14
15	81 90	71 40	60 90	64 40	57 40	36 26	15
16	87 75	76 50	65 25	69 0	61 50	38 85	16
17	93 60	81 60	69 60	73 60	65 60	41 44	17
18	99 45	86 70	73 95	78 20	69 70	44 3	18
19	105 30	91 80	78 30	82 80	73 80	46 62	19
20	111 15	96 90	82 65	87 40	77 90	49 21	20
21	117 0	102 0	87 0	92 0	82 0	51 80	21
22	122 85	107 10	91 35	96 60	86 10	54 39	22
23	128 70	112 20	95 70	101 20	90 20	56 98	23
24	134 55	117 30	100 5	105 80	94 30	59 57	24
25	140 40	122 40	104 40	110 40	98 40	62 16	25
26	146 25	127 50	108 75	115 0	102 50	64 75	26
27	152 10	132 60	113 10	119 60	106 60	67 34	27
28	157 95	137 70	117 45	124 20	110 70	69 93	28
29	163 80	142 80	121 80	128 80	114 80	72 52	29
30	169 65	147 90	126 15	133 40	118 90	75 11	30
31	175 50	153 0	130 50	138 0	123 0	77 70	31
32	181 35	158 10	134 85	142 60	127 10	80 29	32

APPENDIX IV (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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 65	2 46	2 32	2 65	2 0	2 5	1 84	1 65	1 84	2 39	1 38	1
2	5 30	4 93	4 65	5 30	4 0	4 9	3 67	3 30	3 67	4 79	2 77	2
3	10 59	9 85	9 30	10 59	8 0	8 19	7 35	6 61	7 35	9 57	5 54	3
4	15 89	14 78	13 94	15 89	12 0	12 28	11 2	9 91	11 2	14 36	8 31	4
5	21 19	19 70	18 59	21 19	16 0	16 37	14 70	13 21	14 70	19 14	11 7	5
6	26 48	24 63	23 24	26 48	20 0	20 46	18 37	16 52	18 37	23 93	13 84	6
7	31 78	29 56	27 89	31 78	24 0	24 56	22 4	19 82	22 4	28 71	16 61	7
8	37 7	34 48	32 54	37 7	28 0	28 65	25 72	23 13	25 72	33 50	19 38	8
9	42 37	39 41	37 19	42 37	32 0	32 74	29 39	26 43	29 39	38 28	22 15	9
10	47 67	44 33	41 83	47 67	36 0	36 83	33 7	29 73	33 7	43 7	24 92	10
11	52 96	49 26	46 48	52 96	40 0	40 93	36 74	33 4	36 74	47 85	27 69	11
12	58 26	54 19	51 13	58 26	44 0	45 2	40 41	36 34	40 41	52 64	30 45	12
13	63 56	59 11	55 78	63 56	48 0	49 11	44 9	39 64	44 9	57 42	33 22	13
14	68 85	64 4	60 43	68 85	52 0	53 20	47 76	42 95	47 76	62 21	35 99	14
15	74 15	68 96	65 7	74 15	56 0	57 30	51 44	46 25	51 44	66 99	38 76	15
16	79 44	73 89	69 72	79 44	60 0	61 39	55 11	49 56	55 11	71 78	41 53	16
17	84 74	78 81	74 37	84 74	64 0	65 48	58 79	52 86	58 79	76 56	44 30	17
18	90 4	83 74	79 2	90 4	68 0	69 57	62 46	56 16	62 46	81 34	47 6	18
19	95 33	88 67	83 67	95 33	72 0	73 67	66 13	59 47	66 13	86 13	49 83	19
20	100 63	93 59	88 31	100 63	76 0	77 76	69 81	62 77	69 81	90 92	52 60	20
21	105 93	98 52	92 96	105 93	80 0	81 85	73 48	66 7	73 48	95 70	55 37	21
22	111 22	103 44	97 61	111 22	84 0	85 94	77 16	69 38	77 16	100 49	58 14	22
23	116 52	108 37	102 26	116 52	88 0	90 4	80 83	72 68	80 83	105 27	60 91	23
24	121 81	113 30	106 91	121 81	92 0	94 13	84 50	75 99	84 50	110 6	63 68	24
25	127 11	118 22	111 56	127 11	96 0	98 22	88 18	79 29	88 18	114 84	66 44	25
26	132 41	123 15	116 20	132 41	100 0	102 31	91 85	82 59	91 85	119 63	69 21	26
27	137 70	128 7	120 85	137 70	104 0	106 41	95 53	85 90	95 53	124 41	71 98	27
28	143 0	133 0	125 50	143 0	108 0	110 50	99 20	89 20	99 20	129 20	74 75	28
29	151 58	140 98	133 3	151 58	114 48	117 13	105 15	94 55	105 15	136 95	79 24	29
30	160 16	148 96	140 56	160 16	120 96	123 76	111 10	99 90	111 10	144 70	83 73	30
31	168 74	156 94	148 9	168 74	127 44	130 39	117 5	105 25	117 5	152 45	88 22	31
32	177 32	164 92	155 62	177 32	133 92	137 2	123 0	110 60	123 0	160 20	92 71	32