

CEYLON
**LABOUR
GAZETTE**

CEYLON
#11 - 6 MAY 1959



VOLUME X
No. 4

April
1959

In this issue

**The Trade Union Movement and its Membership
in 1957.**

Statistics of the Month in Brief.

Notes of Current Interest.

**Consolidated Decisions of Wages Boards; LIV—
The Cinema Trade.**

Collective Agreements, Nos. 1-4.

for
FERTILISERS
ENGINEERING
and
ESTATE SUPPLIES

Consult

THE
COLOMBO COMMERCIAL
COMPANY LIMITED

(Incorporated in Great Britain. Liability of Members is limited)

Manufacturers of Tea and Rubber Machinery

Mechanical and Electrical Engineers

Builders and Contractors, Merchants,
Exporters of Ceylon Tea, Estate Agents.

Telegrams : "Cossack"

Telephone : 79351

P. O. Box 33

COLOMBO

and

Badulla

Kandapola

*** Kandy**

Hatton

Ratnapura

" CEYLON LABOUR GAZETTE "

A Monthly Review of Matters pertaining to Labour

Issued by the DEPARTMENT OF LABOUR, CEYLON

The price per copy is Re. 1.25 inclusive of postage (Inland)

ANNUAL SUBSCRIPTION

Rs. 12 (12 months) inclusive of postage—Inland

Rs. 13	do.	India, Pakistan & Burma
20s.	do.	United Kingdom & Australia
\$ 3	do.	U. S. A. & Canada

Advertisement space will be available at the rates mentioned below
for each issue :

Facing Contents Page	.. Full Page	.. Rs. 125
4th Page of Cover	.. Full Page	.. Rs. 125
3rd Page of Cover	.. Full Page	.. Rs. 100
2nd Page of Cover	.. Full Page	.. Rs. 100
1st Advertisement Page	.. Full Page	.. Rs. 100
Immediately after last page of printed matter	.. Full Page	.. Rs. 95
Inside Full	.. Full Page	.. Rs. 80
Inside Half	.. Half Page	.. Rs. 45

No Quarter Pages

Note.—10% reduction will be given for continued advertisements
in six or more issues

Enquiries regarding the Ceylon Labour Gazette may be made from—

THE " CEYLON LABOUR GAZETTE "

Editor : V. SARVALOGANAYAGAM

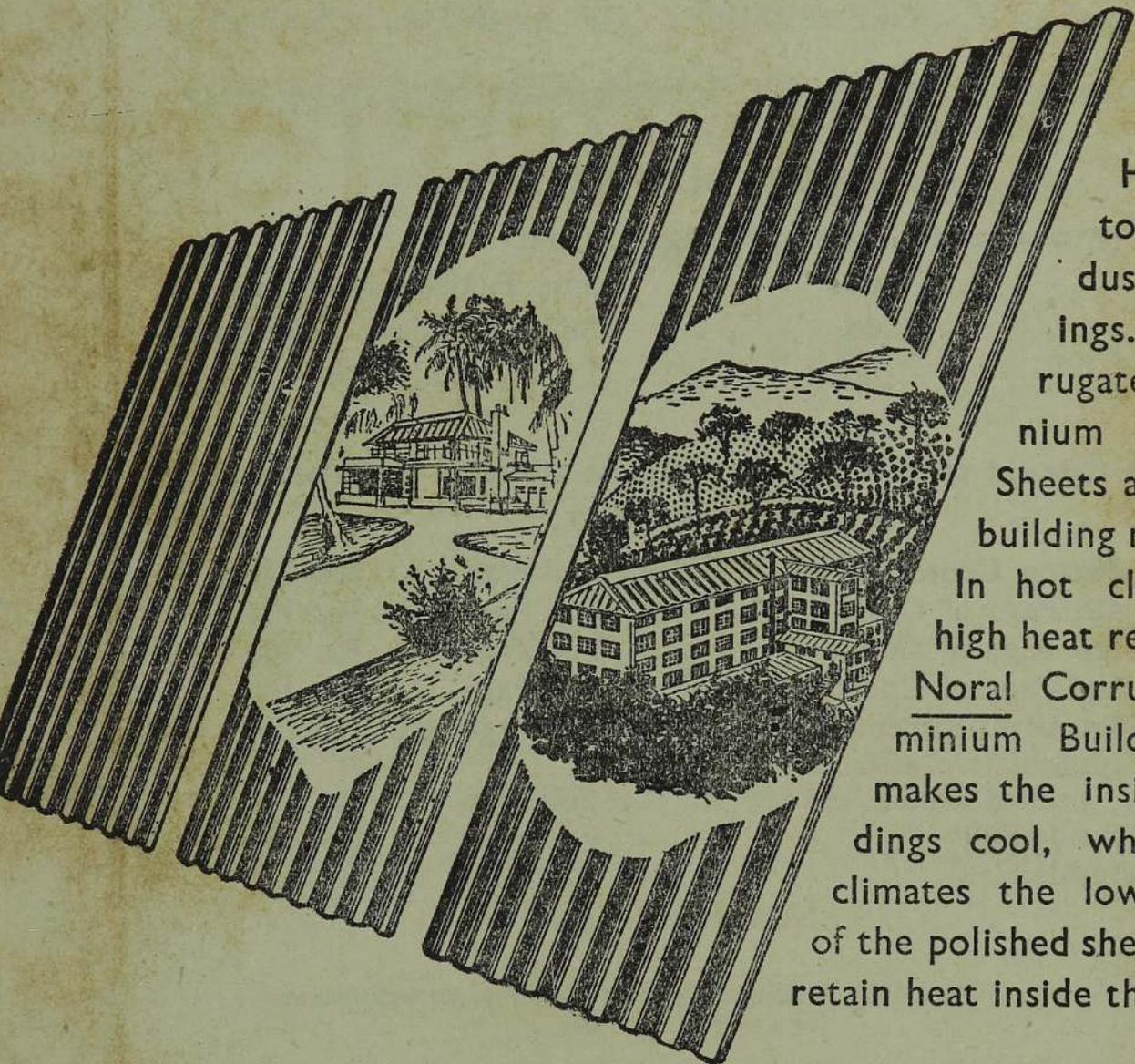
c/o The Department of Labour
Lower Lake Road, Colombo 3

Tel. No. 79861

Cheques, Money Orders, and Postal Orders from Subscribers
and Advertisers should be made out in favour of the
Commissioner of Labour.

DEPARTMENT OF LABOUR
P. O. Box No. 575
LOWER LAKE ROAD, COLOMBO 3

NORAL *Corrugated Aluminium Building Sheets top them all*



Whether it is for Estates, Homes, Factories or Industrial Buildings. Noral Corrugated Aluminium Building Sheets are the ideal building material.

In hot climates, the high heat reflectivity of Noral Corrugated Aluminium Building Sheets makes the inside of buildings cool, while in cold climates the low emissivity of the polished sheets helps to retain heat inside the buildings.

Noral Aluminium Sheet is light in weight, durable, and highly resistant to weather and humid tropical atmosphere.

MACKWOODS LIMITED

POST BOX 91, COLOMBO.

Noral Aluminum Building Sheets are available in the following standard sizes.

Widths:
 26 ins with eight 3" corrugations
 32 " " ten 3" "
 26 " " nine 2.2/3" "
 31 " " eleven 2.2/3" "

Lengths: 6, 7, 8, 9, 10, 11 and 12 feet.
Thicknesses: 20, 22, 23, 24 and 26 Imperial Standard Wire Gauge.
 The 32" x 24SWG sheets with 10/3" corrugations are available from stock in 6, 7, 8, 9 and 10 feet sizes.

Reduce your Labour Costs

by using

PAMMASTIC

—the World's Best Emulsion Paint

The time taken in redecorating walls and ceilings will be reduced drastically if PAMMASTIC is used, as this remarkable paint needs no undercoat or primer and dries in an hour. PAMMASTIC gives a delightful matt surface which can be washed and scrubbed repeatedly. Subsequent redecoration can be postponed almost indefinitely. Such is PAMMASTIC'S durability, it merely requires a good scrubbing to keep its colour and good looks.

For full particulars regarding colours, prices, etc.

Apply to

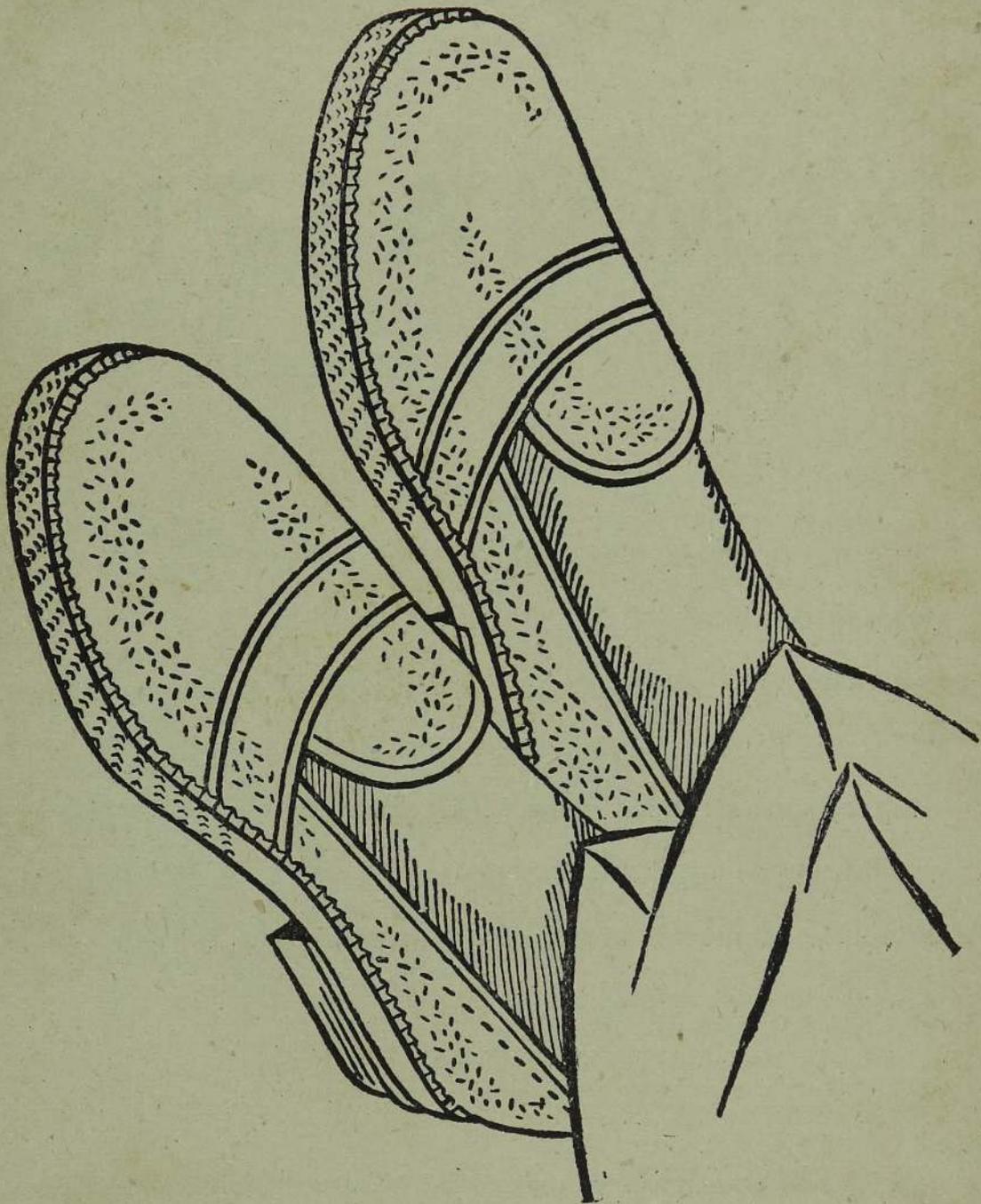
HAYLEYS LIMITED

400, DEANS ROAD, COLOMBO

Phone : 9206

ROAMER

MADE IN CEYLON



Children's Sizes 9-2 .. Rs. 3'90

Gents' Sizes 3-9 .. Rs. 5'50

Bata

SHOE CO: OF CEYLON LTD.

AIRPORT ROAD, RATMALANA

CONTENTS

	PAGE
1. The Trade Union Movement and its Membership in 1957 ..	137
2. Statistics of the Month in Brief	142
3. Notes of Current Interest, 1958	143
4. Consolidated Decisions of Wages Boards—LIV—The Cinema Trade ..	143
5. Collective Agreements Nos. 1-4	149

LIST OF TABLES

<i>Table</i>	PAGE
I Cost of Living Index Numbers—Colombo Working Class since 1939 ..	174
II Wages Index Numbers—Tea and Rubber Estate Labourers and Unskilled Labourers in Government Employment	175
III General Wage Rate (Minimum) Index Numbers	176
IV The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939	177
V The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island (classification by Exchanges areas) since 1939	178
VI The number of persons placed in employment since 1939	180
VII The number of persons registered and the number placed in employment during the month of February, 1959	180
VIII Strikes in Ceylon since 1939	181
IX Classification of the Strikes in January, 1959, by Industries or Trades ..	182
X Classification of the Strikes in January, 1959,* by Causes ..	182
XI Arrivals and Departures of Indian Estate Labourers since 1939 ..	183

APPENDICES

PAGE

Appendix

I	Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established (April, 1959)	..	..	..	184
II	Ready Reckoners showing the Basic Wages, Special Allowances, and the Minimum Wages payable for the number of days worked during April, 1959, to workers in the—				
	(A) Tea Growing and Manufacturing Trade	..	..	..	192
	(B) Rubber Growing and Manufacturing Trade			..	193
	(C) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade	..	..	..	194
III	Ready Reckoners showing the Minimum Wages payable for the number of days worked during April, 1959, to workers in the—				
	(A) Coconut Growing and Manufacturing Trades			..	195
	(B) Rubber Export Trade	..	..	..	196
	(C) Tea Export Trade	..	..	..	197
	(D) Engineering Trade	..	..	..	198
	(E) Match Manufacturing Trade			..	199
	(F) Building Trade	..	..	..	200
	(G) Motor Transport Trade—Daily-paid workers			..	201
IV	Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1959, to monthly-paid workers in the—				
	(A) Motor Transport Trade—Monthly-paid workers			..	202
	(B) Baking Trade	..	..	..	203

CEYLON LABOUR GAZETTE

VOLUME X No. 4

APRIL, 1959

THE TRADE UNION MOVEMENT AND ITS MEMBERSHIP IN 1957

The Growth of the Trade Union Movement

THE Trade Unions Ordinance, No. 14 of 1935, came into operation on November 1, 1935. The statistics of the number of Unions applying for registration, the number of Unions registered, the number of Unions whose registrations were cancelled and the number of Trade Unions functioning at the end of the year for each of the years for the period since 1935 are shown below. It will be noted that the number of Unions functioning has increased from 310 in 1955 to as many as 526 at the end of 1957. The number of Unions applying for registration and the number of Unions registered for each of the years 1956 and 1957 have been the highest on record. 195 Unions applied for registration in the year 1956 and 109 of these were registered during that year. The corresponding figures for 1957 are 232 Unions applying for registration and 180 Unions registered during the year.

Year	No. of Unions applying for registration.	No. Registered during the Year	No. cancelled* during the Year	No. of Unions functioning at the end of Year
1935	—	—	—	28
1936	—	28	—	—
1937	—	10	6	31
1938	—	4	1	34
1939	13	nil	nil	34
1940	49	25	1	58
1941	41	28	12	74
1942	21	20	15	78
1943	42	29	34	72
1944	32	24	9	84
1945	40	23	22	84
1946	41	33	3	114
1947	32	18	51	81
1948	53	29	9	101
1949	60	44	8	142
1950	66	52	9	185
1951	105	94	42	237
1952	62	55	35	257
1953	53	40	38	259
1954	77	70	46	283
1955	95	80	53	310
1956	195	109	67	352
1957	232	180	6	526

* Cancellations due to amalgamation of unions not included under this column.

In the year 1957 the registration of only 6 Unions was cancelled. This is in striking contrast to the position in the preceding years. Year after year there has been a very large number of Unions whose

registrations were cancelled as shown in the statement in the preceding paragraph. According to the Administration Reports of the Commissioner of Labour the bulk of the cancellations was due to Trade Unions not sending in their annual returns to the Commissioner of Labour. In practically every Administration Report the Commissioner of Labour has been drawing attention to the necessity for the maintenance of proper accounts by the Trade Unions and the furnishing of the annual returns in time. That only 6 Unions as compared to 67 Unions in the previous year were cancelled in 1957 is a healthy sign and it is hoped that the record will be even better in the years to come.

Membership of Trade Unions. There has been an appreciable increase in the membership of Trade Unions which furnished returns to the Commissioner of Labour. As against 178 Unions in 1956 with a membership of 262,249 during that year, 255 Unions sent in returns for the year 1957 and these 255 Unions had a total membership of 522,266. The table below shows the number of Unions which sent returns and their total membership for each of the years 1936 to 1957.

<i>Year</i>	<i>Total Number of Trade Unions which sent returns</i>	<i>Total Membership</i>
1936 ..	—	—
1937 ..	12	6,717
1938 ..	14	6,066
1939 ..	10	5,931
1940 ..	12	7,703
1941 ..	19	147,076
1942 ..	21	90,552
1943 ..	25	104,690
1944 ..	32	93,476
1945 ..	48	144,240
1946 ..	59	181,774
1947 ..	48	169,031
1948 ..	58	158,178
1949 ..	82	129,327
1950 ..	101	127,809
1951 ..	124	235,457
1952 ..	187	299,103
1953 ..	207	309,031
1954 ..	209	312,178
1955 ..	222	360,127
1956 ..	178	262,249
1957 ..	255	522,266

Public Service Trade Unions

From the statistics included in paragraph 1 above, it will be noted that there has been a significant increase in the number of Unions registered in the years subsequent to 1948. This is primarily due to the amending of the Trade Unions Ordinance in August, 1948, making special provision for the registration of Unions of public servants. The number of Unions of public servants registered in the years 1949 to 1957 is as follows :—

1949 ..	28
1950 ..	35
1951 ..	66
1952 ..	35
1953 ..	17
1954 ..	27
1955 ..	49
1956 ..	67
1957 ..	117

At the end of 1957 out of a total of 526 Unions functioning, as many as 337 were Unions of public servants.

Classification of Trade Unions by Trade

The workers' Trade Unions which furnished returns for the year 1957 are shown in table below, classified according to trade—

<i>Trade</i>	<i>Number of Unions</i>	<i>Membership</i>
Plantations and Agriculture	20	353,191
Industrial	11	11,977
Transportation	37	22,288
Clerical	24	20,627
Professional	102	39,972
General	50	73,599
	244	521,654

Plantations and agriculture account for the largest membership. This is only to be expected as roughly fifty per cent of the organizable workers in Ceylon is engaged in the plantations.

Size of Trade Unions

The distribution by membership of the trade unions, excluding Federations, which furnished returns for the year 1957 is given in table below—

<i>Groups</i>	<i>No. of Unions</i>	<i>Membership</i>	<i>Percentage to</i>	
			<i>Total No. of all Unions</i>	<i>Total Membership of all Unions</i>
Below 50	64	1,699	25.09	.33
50 and below 250	100	12,860	39.22	2.46
250 and below 1,000	46	23,815	18.04	4.56
1,000 and below 5,000	34	69,380	13.33	13.28
5,000 and under 10,000	5	34,509	1.96	6.61
10,000 and under 25,000	3	49,148	1.18	9.41
25,000 and over	3	330,855	1.18	63.35
	255	522,266	100.00	100.00

It will be noted that approximately 64 per cent of the unions furnishing returns had a membership of less than 250, but accounted for only 2.79 per cent of the total membership of all trade unions. Another 18.04 per cent of the unions had a membership of between 250 and 1,000. Thus only 17.65 per cent of the Unions had a membership of 1,000 and over but these accounted for nearly 92.65 per cent of the total membership of all trade unions.

It is significant to note from the information given in the table in the preceding paragraph that unions with a membership of below 1,000 constitute nearly 82 per cent of the total number of unions. Even in the U. K. a good percentage of unions have a membership of below 1,000. There were 653 Trade Unions at the end of the year 1957, and

365 of these or 56 per cent had a membership of less than 1,000. The distribution of the unions according to membership in the U. K. is shown in the statement given below :—

UNITED KINGDOM						Percentage of	
Number of Members		No. of Unions	Total Membership	Percentage of			
				Total No. of all Unions	Total Membership of all Unions		
Under 100	..	134	7,000	20.5	0.1		
100 and under	500	168	44,000	25.7	0.5		
500 do.	1,000	63	45,000	9.7	0.5		
1,000 do.	2,500	101	166,000	15.5	1.7		
2,500 do.	5,000	60	208,000	9.2	2.1		
5,000 do.	10,000	36	244,000	5.5	2.5		
10,000 do.	15,000	19	236,000	2.9	2.4		
15,000 do.	25,000	24	468,000	3.7	4.8		
25,000 do.	50,000	12	439,000	1.8	4.5		
50,000 do.	100,000	19	1,320,000	2.9	13.5		
100,000 and over	..	17	6,575,000	2.6	67.4		
		<u>653</u>	<u>9,752,000</u>	<u>100.0</u>	<u>100.0</u>		

Financial Position of Trade Unions

The details of the financial position of Trade Unions separately for workers' and employers' Unions are shown in the table below :—

**STATEMENT SHOWING THE FINANCIAL POSITIONS OF
TRADE UNIONS ON AVAILABLE INFORMATION
AS AT MARCH 31, 1957**

Unions	No. of unions	Balance at the beginning of the year		Income		Expenses		Balance at the end of the year	
		Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.
Employers	10*	278,858	78	240,318	06	382,137	09	137,039	75
Employees	294†	491,878	02	871,370	07	797,116	69	566,131	40
TOTAL	214	<u>770,736</u>	<u>80</u>	<u>1,111,688</u>	<u>13</u>	<u>1,179,253</u>	<u>78</u>	<u>703,171</u>	<u>15</u>

*Excludes 1 union which had a total income of Rs. 1,050, expenditure of Rs. 1,095 and a debit balance of Rs. 45.

†Excludes 1 union which had a total income of Rs. 2,503, expenditure of Rs. 2,628.54 and a debit balance of Rs. 125.54.

Federations

Employers	1	5,039	26	185,558	33	185,486	42	5,111	17
Employees	1	5	10	2,788	76	2,752	20	41	66
TOTAL	2	<u>5,044</u>	<u>36</u>	<u>188,347</u>	<u>09</u>	<u>188,238</u>	<u>62</u>	<u>5,152</u>	<u>83</u>

It will be noted that the 10 employers' unions as against the 204 workers' unions accounted for 21.62 of the total income and 32.40 of the total expenditure. In the case of Federations the one Employers' Federation compared to the 1 Workers' Federation accounted for 98.51 per cent of the income and 98.54 per cent of the expenditure.

In the statements given below the unions are shown classified according to the amounts of their closing balances. In the case of workers' unions 111 of the 205 unions had a closing balance of less than Rs. 500. In the case of employers' unions 5 out of a total of 11 unions had balances of below Rs. 500. Of the remaining 6, one had a closing balances of Rs. 96,385 as against the total of Rs. 137,084.75 for the 11 unions.

WORKERS' UNIONS

		No.		Amount	
				Rs.	c.
No. of Unions with a Debit Balance	1	*125	54
No. of Unions with NIL Balance	—	—	—
No. of Unions having Balance under Rs. 50	26	505	95
No. of Unions having Balance of Rs. 50 but under Rs. 100	10	794	88
do. 100 but under 250	36	6,414	05
do. 250 but under 500	38	12,970	79
do. 500 but under 1,000	42	29,971	86
do. 1,000 but under 5,000	35	65,413	47
do. 5,000 but under 10,000	3	18,574	95
do. 10,000 and over	14	431,485	45

* Debit Balance.

EMPLOYERS' UNIONS

		No.		Amount	
				Rs.	c.
No. of Unions with a Debit Balance	1	*45	00
Under Rs. 50	—	—	—
Rs. 50 and under Rs. 100	1	61	51
100 and under 250	3	466	82
250 and under 500	—	—	—
500 and under 1,000	2	1,364	46
1,000 and under 5,000	2	3,804	09
5,000 and under 10,000	—	—	—
10,000 and over	2	131,442	87

* Debit Balance.

Political Funds of Trade Unions

As on March 31, 1957, there was 1 union which had a political fund with an opening balance of Rs. 4,520.26, an income of Rs. 408.87, an expenditure of Rs. 52.45 and a closing balance of Rs. 4,876.68.

Contributed by—

S. RASARATNAM.

STATISTICS OF THE MONTH IN BRIEF

Note

The following is the summary of the principal statistics listed this month. Further details will be found in the tables and appendices appearing in this issue.

Cost of Living

The Colombo Consumers' Price Index for the month of March, 1959, is 104.4 as against 103.5, an increase of .9.

Wage Rates

(a) The basic Wages payable for the month of April, 1959 to workers in trades to which part II of the Wages Boards Ordinance has been applied remain unchanged.

(b) The Special Allowances payable for the month of April, 1959, to workers in the Tea Growing and Manufacturing Trade, Cocoa, Cardamom and Pepper Growing and Manufacturing Trade, Coconut Growing Trade and the Coconut Manufacturing Trade will be same as that for the month of March, 1959.

The special allowances payable to workers in all other trades to which part II of the Wages Boards Ordinance has been applied will be slightly higher than that for the month of March, 1959.

Strikes

There were altogether 20 strikes during the month of January, 1959, involving 5,341 workers and a loss of 28,295 man-days as against 30 strikes during the month of December, 1958, involving 7,312 workers and a loss of 24,417 man-days.

Seven of these strikes were in Tea Plantations involving 1,945 workers and a loss of 3,674 man-days, six were in Rubber Plantations involving 309 workers and a loss of 4,444 man-days, one was in a Tea-Cum-Rubber Plantation involving 378 workers and a loss of 756 man-days, and one in a Coconut Plantation involving 28 workers and a loss of 65 man-days. Of the remaining 5 strikes, two were in the Engineering Trade involving 171 workers and a loss of 1,120 man-days, two were in the Building Trade involving 374 workers and a loss of 947 man-days, whilst the other was a strike of Bank Employees involving 2,136 workers and a loss of 17,289 man-days.

Registrants for Employment or Better Employment

The total number of registrants for employment or better employment, according to registers of the Employment Exchanges, as at the end of January, 1959, and February, 1959, was as given below :—

	January, 1959			February, 1959		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	15,057	5,209	20,266	14,929	5,336	20,265
Skilled	12,784	1,351	14,135	12,667	1,332	13,999
Semi-skilled	26,331	7,049	33,380	26,233	7,054	33,287
Unskilled	49,052	3,300	52,352	48,705	3,154	51,859
Total	103,224	16,909	120,133	102,534	16,876	119,410

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

	January, 1959			February, 1959		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	91	15	106	..	..	..
Skilled	59	—	59	..	..	..
Semi-skilled	82	4	86	..	..	..
Unskilled	139	1	140	..	..	..
Total	371	20	391	..	..	..

NOTES OF CURRENT INTEREST

Trade Unions Registered in March, 1959

Regd. No.	Name of Trade Union
1244	Samastha Lanka Sahanadayaka Kamkaru Samitiya.
1245	United Port Workers' Union.
1246	Batticaloa Carpentry Workers' Union.
1247	Ambalangoda Eksath Welanda Sangamaya.
1248	Jatika Sewa Eksath Sawaka Samithiya.
1249	Ambepussa Rajaye Govipole Kamkaru Samitiya.
1250	Union of Temporary Statistical Investigators.
1251	Ceylon Motor Workers' Union.
1252	Samaja Wadee Podu Kamkaru Samithiya.
1253	Lanka Dumriya Sewaka Kanishta Sewaka Sangamaya.
1254	Govt. Veterinary Surgeons' Association.
1255	P. W. D. Navigation Workers' Union of Ceylon.
1256	Hostel Superintendents' Association.
1257	The Ceylon Railway Record Keepers' and Bookbinders' Union.
1258	Samupakara Departmentuwe Ahara Nispadaka Oversserwarunge Samitiya.
1259	Government X-ray Engineering Workers' Union.
1260	All-Ceylon Headmen's Union.
1261	Commercial Employees' Union.
1262	Sri Lanka Forest Department Timber Depot Employees' Union.
1263	Ceylonese Employers' Union.
1264	Sanyuktha Mandaleeya Velona Wadu Kamkaru Samithiya.
1265	Petroleum Service Station Workers' Union.
1266	Government Electrical Dept. Supervisors' Union.

CONSOLIDATED DECISIONS OF WAGES BOARDS

LIV—The Cinema Trade

THE original decisions in respect of the Cinema Trade, made by the Wages Board for that trade, related mainly to rates of wages and they came into force on April 1, 1949. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette Extraordinary* No. 9,961 of March 30, 1949. Decisions relating to the definition of a normal working day and the overtime rate were published in a notification appearing in *Ceylon Government Gazette*

No. 9,999 of July 15, 1949. Decisions varying the earlier decisions were published in notifications appearing in *Ceylon Government Gazettes* No. 9,999 of July 15, 1949, No. 10,047 of November 25, 1949, *Gazettes Extraordinary* No. 10,229 of March 30, 1951, No. 10,542 of June 29, 1953, *Gazette* No. 11,291 of March 28, 1958 and *Gazette Extraordinary* No. 11,687 of February 28, 1959. Decisions in regard to annual holidays to the workers came into force on October 1, 1949 and a notification in respect of those decisions was published in *Ceylon Government Gazette* No. 10,019 of September 23, 1949.

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 once a month by the Commissioner of Labour.

The special allowance for each month shall be computed on the cost of living index number for the month immediately preceding the month in respect of which such allowance is to be computed.

PART II (SECTIONS 20 AND 26)

1. Wages shall be paid on a monthly basis.

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

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

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

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

4. Where a worker of any class specified in this Part has commenced employment in the course of any month, he shall be paid as wages for that month an amount which bears to the minimum monthly rate specified in respect of that class in this Part the proportion which the period of his employment bears to the minimum number of working days specified in respect of that month in paragraph 3 (1).

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

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

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

1 Class of Worker	2 Basic Rate for a Month		3 Rate of Special Allowance for a Month							
	Within the Municipal areas	Outside the Municipal areas	(a) Where the cost of living index number for the preceding month is 100.1, the special allowance shall be--	(b) Where the cost of living index number for the preceding month is 100.0, the special allowance shall be--	(c) Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively					
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.					
A.—NON-CLERICAL										
<i>Unskilled</i>										
Advertisement cart puller	}	}	}	}	}					
Advertisement or poster boy										
Bathroom boy										
Car or cycle park attendant										
Chocolate boy										
Cleaner										
Cloak room boy										
Conservancy labourer										
Garden labourer										
Gate-keeper ..						32 25 ..	32 25 ..	51 88 ..	51 10 ..	0 78
Hall boy ..										
Peon ..										
Sandwich boy										
Soft drinks keeper										
Unskilled labourer										
Usher ..										
Ushurette ..										
Waiter ..										
Watcher (day)										
Watcher (night)										

1
Class of Worker

2
Basic Rate for a Month

3
Rate of Special Allowance for a Month

	(a)	(b)	(c)
Within the Municipal areas	Outside the Municipal areas	Where the cost of living index number for the preceding month is 100.1, the special allowance shall be--	Where the cost of living index number for the preceding month is 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively

Semi-skilled

	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
Assistant bar-keeper	} 37 50 ..	35 0 ..	54 48	..	53 70 ..
Assistant Engine-driver					
Checker					
Cook, Grade II (lower)					
Re-winder					
Telephone operator					
Third Assistant operator					0 78

Skilled, Grade II

Assistant operator	} 50 0 ..	42 0 ..	56 30	..	55 52 ..
Bar-keeper ..					
Carpenter ..					
Cook, Grade I (higher)					
Electrician, Grade II					
Film room repairer, Grade II					
Non synch operator					
Second Assistant operator					
Supervisor or head checker					
Tent master ..					
Wireman ..					0 78
Fireman ..					

Skilled, Grade I

Armature winder	} 60 0 ..	55 0 ..	56 30	..	55 52 ..
Electrician, Grade I					
Engine Driver					
Film room repairer, Grade I					
Head operator					
Tent maker ..					

B.—CLERICAL

Grade III

Advertisement clerk	} 45 0 ..	40 0 ..	52 0	..	51 50 ..
Assistant cashier clerk					
Despatch and clearing clerk					
Advance booking clerk					
Booking clerk					

Grade II

Advertisement manager	} 50 0 ..	45 0 ..	55 0	..	54 50 ..
Cashier clerk ..					
Clerk (accounts and general)					
Typist ..					
Wharf clerk ..					
Storekeeper ..					
Book-keeper ..					0 50

Grade I

Head clerk 100 0 ..	100 0 ..	60 0	..	59 50 ..	0 50
---------------	-------------	----------	------	----	----------	------

Tables Illustrating the Application of the Directions set out in Column (C) above

TABLE I

Special Allowances payable in the event of a rise in the index number :—

Index Numbers	A.—Non-Clerical			B.—Clerical		
	Un-skilled Workers	Semi-skilled Workers	Skilled Workers	Grade III	Grade II	Grade I
			Grade I and Grade II			
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.1—101.8	.. 51 88	.. 54 48	.. 56 30	.. 52 00	.. 55 00	.. 60 00
101.9—103.6	.. 52 66	.. 55 26	.. 57 08	.. 52 50	.. 55 50	.. 60 50
103.7—105.4	.. 53 44	.. 56 04	.. 57 86	.. 53 00	.. 56 00	.. 61 00
105.5—107.2	.. 54 22	.. 56 82	.. 58 64	.. 53 50	.. 56 50	.. 61 50
107.3—109.0	.. 55 00	.. 57 60	.. 59 42	.. 54 00	.. 57 00	.. 62 00

TABLE II

Special Allowances payable in the event of a fall in the index number :—

100.0—98.3	.. 51 10	.. 53 70	.. 55 52	.. 51 50	.. 54 50	.. 59 50
98.2—96.5	.. 50 32	.. 52 92	.. 54 74	.. 51 00	.. 54 00	.. 59 00
96.4—94.7	.. 49 54	.. 52 14	.. 53 96	.. 50 50	.. 53 50	.. 58 50
94.6—92.9	.. 48 76	.. 51 36	.. 53 18	.. 50 00	.. 53 00	.. 58 00
92.8—91.1	.. 47 98	.. 50 58	.. 52 40	.. 49 50	.. 52 50	.. 57 50

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 monthly rate by 200) 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 248 days in any year, he shall be allowed in the next succeeding year, a holiday or holidays calculated at the rate of one holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 248 : 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 332 days.

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

- (a) every holiday allowed by the employer to the worker under section 25 ;
- (b) every day of absence on any grounds approved by the employer ;
- (c) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment ;

- (d) every day of absence due to anthrax or any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ;
- (e) every day on which the employer fails to provide work for the worker ;
- (f) every day of absence due to a strike or lockout that is not illegal, in case such days do not in the aggregate exceed 30 days a year ; and
- (g) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance.

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

(2) If a worker is entitled in any year to more than 6 holidays he shall be allowed, and he shall take, 6 holidays on consecutive days but he shall not be allowed more than 7 holidays on consecutive days.

3. Subject to the provisions of paragraph 2 and 5, 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. The remuneration of a worker in respect of a holiday taken in any month shall be included in, and paid out of, his wages for that month, such wages being computed in accordance with the provisions of Part II of the Schedule to the Notification under section 27 (3) of the Wages Boards Ordinance published in *Gazette* No. 9,961 of March 30, 1949.

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

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

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

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

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

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

THE INDUSTRIAL DISPUTES ACT, No. 43 OF 1950

ORDER made by the Minister of Labour, Housing and Social Services by virtue of the powers vested in him by sub-section (2) [read with sub-section (5)] of section 10 of the Industrial Disputes Act, No. 43 of 1950, as amended by Acts No. 25 of 1956, No. 14 of 1957, and No. 62 of 1957.

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

Colombo, November 7, 1958.

Order

Every employer of workmen employed in—

- (1) any tea estate in extent not less than 100 acres, or
- (2) any rubber estate in extent not less than 200 acres, or
- (3) any tea-cum-rubber estate in extent not less than 150 acres,

in the tea and rubber growing and manufacturing industries in Ceylon, on whom the collective agreement entered into between the Ceylon Estate Employers' Federation and the Ceylon Estates Staffs' Union and published under the heading " Collective Agreement No. 1 of 1958 ", in *Gazette* No. 11,291 of March 28, 1958, is not binding shall observe either—

- (a) the terms and conditions set out in clause (8) of that agreement and clauses 1 to 11 (both inclusive) and clause 13 (excluding so much of sub-clause (a) thereof as relates to the powers of the Joint Council to lay down the salary scales for Head Clerks on tea estates and rubber estates) of the Schedule to that agreement ; or
- (b) terms and conditions which are not less favourable than the aforesaid terms and conditions.

Collective Agreement No. 1 of 1958

COLLECTIVE AGREEMENT RELATING TO THE TERMS AND CONDITIONS OF EMPLOYMENT OF THE CLERICAL STAFFS ON TEA AND RUBBER ESTATES

(1) WHEREAS by an Agreement dated 8th July, 1947, it was agreed by an between the Ceylon Estates Employer's Federation (hereinafter referred to as the Federation) and the Ceylon Estates Staffs' Union (hereinafter referred to as the Union) that a Joint Council be constituted to deal with, inter alia, all questions relating to the salaries, conditions of service, and disputes of Estate Staffs :

(2) AND WHEREAS the said Agreement provides that all decisions of the said Joint Council shall be binding upon the Federation and the Union and their members :

(3) AND WHEREAS by decisions dated 28th January, 1948, 17th March, 1952, and 20th February, 1957, the Conditions of Service set

out in the Schedule hereto were prescribed by the said Joint Council for members of the Union employed by members of the Federation as clerical staffs on Tea and Rubber Estates :

(4) IT IS NOW hereby agreed by and between the said Ceylon Estates Employers' Federation acting for and on behalf of its members on the one part and the Ceylon Estates Staffs' Union acting for and on behalf of its members on the other part that, as from the 1st day of October, 1957, the Conditions of Service set out in the Schedule hereto shall apply to members of the clerical staff who are members of the Union hereinafter referred to as the employees) and are employed on Tea & Rubber Estates (including Tea-cum-Rubber estates) by employers who are members of the Federation (hereinafter referred to as the employers) and that the provisions of this Agreement and the Schedule hereto shall be binding on the said employees and employers.

(5) IT IS hereby further agreed that this Agreement shall be operative in all judicial districts other than Chilaw, Puttalam, Anuradhapura, Jaffna, Mannar, Mullativu, Trincomalee and Batticaloa.

(6) IT IS hereby further agreed that the said Conditions of Service shall not apply on estates of less than 100 acres in the case of Tea Estates, 200 acres in the case of Rubber Estates and 150 acres in the case of Tea-cum-Rubber Estates.

(7) IT IS ALSO further agreed that any dispute in regard to the interpretation or application of the said Conditions of Service arising between a member of the Federation and a member of the Union shall be dealt with and resolved by the machinery established by the Joint Council for the settlement of differences between employers and estates staffs.

(8) FOR THE PURPOSES of the said Conditions or Service :—

(a) The term " Clerical Staffs " shall mean any person holding the office of Head Clerk, Senior Assistant Clerk, Divisional Clerk, Assistant Clerk, Junior Assistant Clerk of Checkroll Clerk ;

(b) The term " Approved Provident Fund " shall mean a Provident Fund approved by the Commissioner of Labour under the provisions of the Wages Boards Ordinance or the Shop and Office Employees (Regulation of Employment and Remuneration) Act.

(Sgd.) GORTON COOMBE,
President, Ceylon Estates Employers' Federation.

(Sgd.) KENNETH MORFORD,
Chairman, Joint Council CEEF/CESU.

(Sgd.) R. M. MACINTYRE,
Deputy President, Ceylon Estates Employers' Federation.

(Sgd.) JOHN S. GNANAPRAGASAM,
President, Ceylon Estates Staffs' Union.

(Sgd.) L. B. JAYASENA,
Deputy President, Ceylon Estates Staffs' Union.

At COLOMBO, 16th October, 1957.

SCHEDULE

1. RECRUITMENT

(a) All new entrants shall serve a period of probation of not less than six months and not more than nine months.

(b) No probationer shall be admitted in future unless he :—

- (i) has passed at least four subjects, including English and Arithmetic, in either the Senior School Certificate or the General Certificate of Education or higher examination ;
- (ii) be not less than the school-leaving age for the time being nor more than 22 years ;
- (iii) produces a certificate of character from the Head of the school he last attended ; and
- (iv) produces, if required, a certificate of health from a qualified medical practitioner approved by the employer.

(c) Probationers shall be held supernumerary and shall not fill normal billets.

(d) Probationers shall be paid an inclusive allowance of Rs. 50 per mensem for the full period of probation. The provisions of Clauses 4 (c), 6 and 9 shall not apply to Probationers.

2. FIRST APPOINTMENT

On first appointment after completion of the probationary period, a new entrant shall, notwithstanding the provisions of Clause 3, be allocated to the Intermediate Grade on a Salary Scale of Rs. 65—5/1—70 and shall not be entitled to be allocated to a grade in accordance with the provisions of Clause 3 until he has completed two years' service in the Intermediate Grade. The provisions of Clauses 4 (b) and 4 (c) shall apply to employees in the Intermediate Grade.

3. CLASSIFICATION AND GRADING

(a) The classification of staffs into classes shall be in accordance with the Classification Table in Annexure B.

(b) Each employer shall allocate his employees to grades within their respective classes in accordance with the grouping set out in Annexure A. In making such allocations employers shall pay due regard to :—

- (i) the acreage of the estate and its yield per acre, and
- (ii) the nature and extent of the duties and responsibilities of the employees.

4. SALARIES AND ALLOWANCES

(a) Members of the Clerical Staff shall be paid in accordance with the salary scales appropriate to their grades in Annexure A.

(b) Increments within the grade shall be automatic unless considerable shortcomings are noted and disclosed in writing to the employee within the year in question.

(c) Cost of living allowance, and special living allowance shall be paid in accordance with the scales and under the conditions applicable to Government servants at the date of this Agreement.

5. PROMOTIONS

Wherever possible and subject, in all cases, to the suitability of the employee, vacancies in higher grades or classes should be filled by promotion from the lower grades or classes.

6. PROVIDENT FUND

All employees shall be granted Provident Fund facilities in the E. S. P. S. or in an approved Provident Fund. The rates of contribution by employer and employee respectively shall be not less than 10 per cent of the basic salary provided that in no case shall the rates of contribution be lowered on the coming into force of this amended clause.

7. ANNUAL LEAVE

Annual leave allowed to Clerical Staff shall be as provided in the Shop and Office Employees (Regulation of Employment) Act, No. 19 of 1954, and shall be subject to the requirements of that Act and the Regulations made thereunder, provided, however, that Seniors will be allowed three weeks paid leave each year in place of the annual leave allowable under the provisions of the Act.

8. CASUAL LEAVE AND STATUTORY HOLIDAYS

Casual leave and statutory holidays allowable to Clerical Staff shall be as provided for by and subject to the provisions of the Shop and Office Employees (Regulation of Employment) Act and the regulations made thereunder.

9. SICK LEAVE

(a) Leave on full pay shall be granted up to a maximum aggregate of six weeks in any one year, on the grounds of illness certified by a qualified medical practitioner approved by the employer.

(b) An employee shall be permitted every year to avail himself of the sick leave referred to above or any part thereof and be permitted to avail himself of the leave that has not been made use of that year or the preceding year or years during the succeeding year or years on a medical certificate as aforesaid provided that in no case shall the maximum period of 3 months be exceeded in any one year.

10. HOURS OF WORK, WEEKLY HOLIDAYS AND OVERTIME

(a) *Hours of Work and Weekly Holidays*

The hours of work, weekly holidays and intervals for meals or rest for Clerical Staff shall be as provided for by and subject to the provisions of the Shop and Office Employees (Regulation of Employment) Act and the regulations made thereunder.

(b) *Overtime*

(i) Overtime remuneration shall be paid in accordance with and subject to the provisions of the Shop and Office Employees (Regulation of Employment) Act and the regulations made thereunder.

(ii) Any member of the Clerical Staff performing duties not falling within his normal employment (e.g., a clerk who is also in charge of a rice store) shall be paid an extra amount equivalent to not less than 10 per cent of the basic salary of his grade.

11. EXTRA WORK AND PAY

(a) Clerks who are competent stenographers and are employed as such shall be paid Rs. 25 per month or 25 per cent of the salary of the grade, whichever is greater, in addition to the salaries of their grades.

(b) The Head Clerk of an estate who, in addition to the normal clerical work of that estate, is also responsible for the general clerical work connected with the management of a group of estates by a resident General Manager shall be paid 15-25 per cent more than the salary of his grade in accordance with the amount of extra work involved.

(c) Extra pay, paid in accordance with Clauses 11 (a) and 11 (b) above, shall be deemed to be part of the basic salary for the purpose of assessing Provident Fund contributions and for the purpose of overtime pay.

12. CONVERSION

All employees shall, with effect from the date on which the revised salary scales come into force, i.e., 1st January, 1957, be placed on the new scales at appropriate points on the following basis :—

(a) All employees who have not, at the effective date, reached the maximum of their grades on the old scale will be transferred to the point on the new scale which corresponds to the point at which the employee is on the old scale ;

(b) Where an employee has reached the maximum on the old scale at the said date but has not been on that point for more than one year, he shall be transferred to the new scale at the point on the new scale which corresponds to the number of increments provided for in the old scale ; and

(c) Where an employee has been on the maximum of the old scale for more than one year, he shall be transferred to the new scale at the point next above that which corresponds to the number of increments on the old scale.

13. GENERAL

(a) Grade I in the salary scales are intended for a Head Clerk of an estate of 1,200 acres of tea or 1,500 acres of rubber. The Joint Council will, if necessary, lay down salary scales for Head Clerks on estates of over 1,200 acres of tea or Head Clerks on estates of over 1,500 acres of rubber, each case being dealt with on its individual merits.

(b) The salary scales in Annexure A are based on the assumption that suitable furnished quarters are provided free of rent.

14. APPEALS

Any case in which an employee is not satisfied with the application to him by his employer of the foregoing Conditions of Service and which is not settled in six weeks by negotiations between the Federation and the Union shall be referred for final decision to the Appeals Committee specially or generally appointed by the Joint Council for such purpose.

SALARY SCALES AND GROUPING

	Grade	Minimum		Increments		Maximum		
		Rs.	c.	Rs.	c.	Rs.	c.	
Class IV	12	80	0	5	00	130	0	}
	11	102	50	5	00	152	50	
	10	125	0	7	50	200	0	
	9	145	0	7	50	220	0	
	8	162	50	7	50	237	50	
Class II	7	177	50	7	50	252	50	}
	6	195	0	7	50	270	0	
	5	210	0	10	00	310	0	
	4	230	0	10	00	330	0	
	3	245	0	10	00	345	0	
Class I	2	265	0	15	00	415	0	}
	1	275	0	15	00	425	0	
				10	yrs			

Annexure B

CLASSIFICATION TABLE

Class IV	Class III	Class II	Class I
Clerk—below 301 T or 601 R	Head Clerk—301/600 T or 601/1000 R	Head Clerk—601/900 T or 1001/1500 R	Head Clerk—over 900 T or 1500 R
Asst. Clerk—301/900 T or 601/1500 R Junior Asst. Clerk	Asst. Clerk—over 900 T or 1500 R		

Notes.—(a) A Teamaker-Clerk on an estate not exceeding 300 acres or a Rubbermaker-Clerk on an estate not exceeding 600 acres shall be placed in Class IV but in a grade not less than Grade X.

(b) In the case of estates cultivated with both Tea and Rubber, Clerical Staff will be classified as though they are employed on Tea estates equal in acreage to the full area under tea plus half the area under Rubber.

(c) A Clerk who is required as part of his normal employment to do the clerical work of another estate or estates shall be classified and graded on the combined acreage of both or all such estates provided that, where such work involves the keeping of more than one set of books, he shall be paid 15 to 25 per cent more than the salary of his grade in accordance with the amount of work involved.

THE INDUSTRIAL DISPUTES ACT, No. 43 OF 1950

ORDER made by the Minister of Labour, Housing and Social Services by virtue of the powers vested in him by sub-section (2) [read with sub-section (5)] of section 10 of the Industrial Disputes Act, No. 43 of 1950, as amended by Acts No. 25 of 1956, No. 14 of 1957 and No. 62 of 1957.

R. M. G. MONYPENNY,
Permanent Secretary,

Ministry of Labour, Housing and Social Services.

Colombo, November 7, 1958.

Order

Every employer of workmen employed in—

- (1) any tea estate in extent not less than 100 acres, or
- (2) any rubber estate in extent not less than 200 acres, or
- (3) any tea-cum-rubber estate in extent not less than 150 acres, in the tea and rubber growing and manufacturing industries in Ceylon, on whom the collective agreement entered into between the Ceylon Estates Employers' Federation and the Ceylon Estates Staffs' Union and published under the heading "Collective Agreement No. 2 of 1958", in *Gazette* No. 11,291 of March 28, 1958, is not binding shall observe either—

- (a) the terms and conditions set out in clause (8) of that agreement and clauses 1 to 11 (both inclusive) and clause 13 of the Schedule to that agreement; or
- (b) terms and conditions which are not less favourable than the aforesaid terms and conditions.

Collective Agreement No. 2 of 1958

COLLECTIVE AGREEMENT RELATING TO THE TERMS AND CONDITIONS OF EMPLOYMENT OF THE SUPERVISORY STAFFS ON TEA AND RUBBER ESTATES

(1) WHEREAS by an Agreement dated 8th July, 1947, it was agreed by and between The Ceylon Estates Employers' Federation (hereinafter referred to as the Federation) and The Ceylon Estates Staffs' Union (hereinafter referred to as the Union) that a Joint Council be constituted to deal with, inter alia, all questions relating to the salaries, conditions of service, and disputes of Estates Staffs.

(2) AND WHEREAS the said Agreement provides that all decisions of the said Joint Council shall be binding upon the Federation and the Union and their members.

(3) AND WHEREAS by decisions dated 28th January, 1948, 17th March, 1952 and 20th February, 1957, the Conditions of Service set out in the Schedule hereto were prescribed by the said Joint Council for members of the Union employed by members of the Federation as supervisory staffs on Tea and Rubber Estates.

(4) IT IS NOW hereby agreed by and between the said Ceylon Estates Employers' Federation acting for and on behalf of its members on the one part and The Ceylon Estates Staffs' Union acting for and on behalf of its members on the other part that, as from the 1st day of October, 1957, the Conditions of Service set out in the Schedule hereto shall apply to members of the supervisory staffs who are members of the Union (hereinafter referred to as the employees) and are employed on Tea and Rubber Estates (including Tea-cum-Rubber Estates) by employers who are members of the Federation (hereinafter referred to as the employers) and that the provisions of this Agreement and the Schedule hereto shall be binding on the said employees and employers.

(5) IT IS hereby further agreed that this Agreement shall be operative in all judicial districts other than Chilaw, Puttalam, Anuradhapura, Jaffna, Mannar, Mullaitivu, Trincomalee and Batticaloa.

(6) IT IS hereby further agreed that the said Conditions of Service shall not apply on estates of less than 100 acres in the case of Tea Estates, 200 acres in the case of Rubber Estates and 150 acres in the case of Tea-cum-Rubber Estates.

(7) IT IS ALSO further agreed that any dispute in regard to the interpretation or application of the said Conditions of Service arising between a member of the Federation and a member of the Union shall be dealt with and resolved by the machinery established by the Joint Council for the settlement of differences between employers and estates staffs.

(8) FOR PURPOSES of the said Conditions of Service:—

(a) The term "Supervisory Staffs" shall mean any person holding the office of Head Conductor, Conductor or Assisted Conductor ;

(b) The term "Approved Provident Fund" shall mean a Provident Fund approved by the Commissioner of Labour under the provisions of the Wages Boards Ordinance or the Shop and Office Employees (Regulation of Employment and Remuneration) Act.

(Sgd.) GORTON COOMBE,
President, Ceylon Estates Employers' Federation.

(Sgd.) R. M. MACINTYRE,
Deputy President, Ceylon Estates Employers' Federation.

(Sgd.) JOHN S. GNANAPRAGASAM,
President, Ceylon Estates Staffs' Union.

(Sgd.) L. B. JAYASENA,
Deputy President, Ceylon Estates Staffs' Union.

(Sgd.) KENNETH MORFORD,
Chairman, Joint Council,
CEEF/CESU.

At COLOMBO, 16th October, 1957.

1. RECRUITMENT

(a) All new entrants shall serve a period of probation of not less than six months and not more than nine months.

(b) No probationer shall be admitted in future unless he—

- (i) has passed in at least four subjects, including English and Arithmetic, in either the Senior School Certificate or the General Certificate of Education or higher examination;
- (ii) be not less than the school-leaving age for the time being nor more than 22 years;
- (iii) produces a certificate of character from the Head of the School he last attended; and
- (iv) produces, if required, a certificate of health from a qualified medical practitioner approved by the employer.

(c) Probationers shall be held supernumerary and shall not fill normal billets.

(d) Probationers shall be paid an inclusive allowance of Rs. 50 per mensem for the full period of probation. The provisions of Clauses 4 (c), 6 and 9 shall not apply to Probationers.

2. FIRST APPOINTMENT

On first appointment after completion of the probationary period, a new entrant shall, notwithstanding the provisions of Clause 3, be allocated to the Intermediate Grade on a Salary Scale of Rs. 65—5—7.50—95 and shall not ordinarily be entitled to be allocated

3 2

to a grade in accordance with the provisions of Clause 3 until he has completed six years' service in the Intermediate Grade. The provisions of Clause 4 (b) and 4 (c) shall apply to employees in the Intermediate Grade.

3. CLASSIFICATION AND GRADING

(a) The classification of staffs into classes shall be in accordance with the Classification Table in Annexure B.

(b) Each employer shall allocate his employees to grades within their respective classes in accordance with the grouping set out in Annexure A. In making such allocations employers shall pay due regard to (i) the acreage of the estate and its yield per acre and (ii) the nature and extent of the duties and responsibilities of the employees.

4. SALARIES AND ALLOWANCES

(a) Members of the Supervisory Staff shall be paid in accordance with the salary scales appropriate to their grades in Annexure A.

(b) Increments within the grade shall be automatic unless considerable shortcomings are noted and disclosed in writing to the employee within the year in question.

(c) Cost of living allowance and special living allowance shall be paid in accordance with the scales and under the conditions applicable to Government servants at the date of this Agreement.

5. PROMOTIONS

Wherever possible and subject, in all cases, to the suitability of the employee, vacancies in higher grades or classes should be filled by promotion from the lower grades or classes.

6. PROVIDENT FUND

All employees shall be granted Provident Fund facilities in the E. S. P. S., or in an approved Provident Fund. The rates of contribution by employer and employee respectively shall be not less than 10 per cent. of the basic salary provided that in no case shall the rates of contribution be lowered, on the coming into force of this amended clause.

7. ANNUAL LEAVE

Leave on full pay for three weeks in the case of Seniors and fourteen working days in the case of Juniors shall be allowed yearly to all employees.

8. CASUAL AND OTHER LEAVE

(a) All supervisory employees shall be entitled in each year to a maximum of seven days' casual leave on full pay, not more than three days being taken at a time.

(b) Casual leave not taken in any year will not be carried over to the next.

(c) Five days' leave on full pay shall be allowed each year to each employee on account of religious festivals in accordance with the religious persuasions of such employee. Such leave may not, however, be taken in continuation with casual leave.

9. SICK LEAVE

(a) Leave on full pay shall be granted up to a maximum aggregate of six weeks in any one year, on the grounds of illness certified by a qualified medical practitioner approved by the employer.

(b) An employee shall be permitted every year to avail himself of the sick leave referred to above or any part thereof and be permitted to avail himself of the leave that has not been made use of that year or the preceding year or years during the succeeding year or years on a medical certificate as aforesaid provided that in no case shall the maximum period of 3 months be exceeded in any one year.

10. HOURS OF WORK AND OVERTIME

(a) The working week shall be six days of 48 hours. One day each week shall be allowed as an off day.

(b) Work on the weekly off day or in excess of 48 hours per week or 10 hours per day shall be deemed to be overtime.

(c) Each hour of overtime work shall be paid for at $1\frac{1}{2}$ times 1 of

240

the total monthly remuneration. For this purpose monthly remuneration means basic salary, and cost of living allowance and extra payment, if any, made under Clause 11.

(d) Any employee performing duties not falling within his normal employment (e.g., a Conductor who is also in charge of rice issue) shall be paid an extra amount equivalent to not less than 10 per cent. of the basic salary of his grade.

11. EXTRA WORK AND PAY

(a) A Conductor of a division, who, for any reason (e.g., because the division is an outlying one) is required to accept greater responsibilities than those which normally appertain to the post of Conductor shall be paid 15 to 25 per cent. more than the salary of his grade in accordance with the nature and extent of his responsibilities.

(b) Extra pay paid in accordance with Clause 11 (a) above shall be deemed to be part of the basic salary for the purpose of assessing Provident Fund contributions and for the purpose of overtime pay.

12. CONVERSION

All employees shall, with effect from the date on which the revised salary scales come into force, i.e., 1st January, 1957, be placed on the new scales at appropriate points on the following basis:—

(a) All employees who have not, at the effective date, reached the maximum of their grades on the old scale will be transferred to the point on the new scale which corresponds to the point at which the employee is on the old scale;

(b) Where an employee has reached the maximum on the old scale at the said date but has not been on that point for more than one year, he shall be transferred to the new scale at the point on the new scale which corresponds to the number of increments provided for in the old scale; and

(c) Where an employee has been on the maximum of the old scale for more than one year, he shall be transferred to the new scale at the point next above that which corresponds to the number of increments on the old scale.

13. GENERAL

The Salary Scales in Annexure A are based on the assumption that suitable furnished quarters are provided free of rent.

14. APPEALS

Any case in which an employee is not satisfied with the application to him by his employer of the foregoing Conditions of Service and which is not settled in six weeks by negotiations between the Federation and the Union shall be referred for final decision to the Appeals Committee especially or generally appointed by the Joint Council for such purpose.

Salary Scales and Grouping

	Grade	Minimum Rs. c.	Increments Rs. c.	Maximum Rs. c.	
Class IV	12	80	5 00	130	
	11	102 50	5 00	152 50	
	10	125	7 50	200	
Class III	9	145	7 50	220	
	8	162 50	7 50	237 50	
	7	177 50	7 50	252 50	Class II
	6	195	7 50	270	
5	210	10 00	310		
4	230	10 00	330		
Class I	3	245	10 00	345	
	2	265	15 00	415	
	1	275	15 00	425	
			10 yrs		

Annexure B

Classification Table

Class IV	Class III	Class II	Class I
Asst. Conductor	Conductor—under 301 T or 601 R	Conductor—301/ 600 T or 601/ 1200 R	Conductor—601/ 800 T or 1201/ 1600 R

Notes.—(a) Conductors of Divisions shall be classified and graded in accordance with the acreages of the divisions of which they are in charge.

(b) In the case of estates cultivated with both Tea and Rubber, Supervisory Staff, where applicable, will be classified as though they are employed on Tea estates equal in acreage to the full area under Tea plus half the area under Rubber.

THE INDUSTRIAL DISPUTES ACT, No. 43 OF 1950

ORDER made by the Minister of Labour, Housing and Social Services by virtue of the powers vested in him by sub-section (2) [read with sub-section (5)] of section 10 of the Industrial Disputes Act, No. 43 of 1950, as amended by Acts No. 25 of 1956, No. 14 of 1957 and No. 62 of 1957.

R. M. G. MONYPENNY,
Permanent Secretary,

Ministry of Labour, Housing and Social Services.

Colombo, November 7, 1958.

Order

Every employer of workmen employed in—

(1) any tea estate in extent not less than 100 acres, or
(2) any rubber estate in extent not less than 200 acres, or
(3) any tea-cum-rubber estate in extent not less than 150 acres,
in the tea and rubber growing and manufacturing industries in Ceylon, on whom the collective agreement entered into between the Ceylon Estates Employers' Federation and the Ceylon Estates Staffs' Union and published under the heading "Collective Agreement No. 3 of 1958", in *Gazette* No. 11,291 of March 28, 1958, is not binding shall observe either—

- (a) the terms and conditions set out in clause (8) of that agreement and clauses 1 to 11 (both inclusive) and clause 13 (b) of the Schedule to that agreement; or
(b) terms and conditions which are not less favourable than the aforesaid terms and conditions.

Collective Agreement No. 3 of 1958

COLLECTIVE AGREEMENT RELATING TO THE TERMS AND CONDITIONS OF EMPLOYMENT OF THE TECHNICAL STAFFS ON TEA AND RUBBER ESTATES

(1) WHEREAS by an Agreement dated 8th July, 1947, it was agreed by and between The Ceylon Estates Employers' Federation (hereinafter referred to as the Federation), and The Ceylon Estates Staffs' Union (hereinafter referred to as the Union) that a Joint Council be constituted to deal with, inter alia, all questions relating to the salaries, conditions of service, and disputes of Estates Staffs.

(2) And whereas the said Agreement provides that all decisions of the said Joint Council shall be binding upon the Federation and the Union and their members.

(3) And whereas by decisions dated 28th January, 1948, 17th March, 1952, and 20th February, 1957, the Conditions of Service set out in the Schedule hereto were prescribed by the said Joint Council for members of the Union employed by members of the Federation as technical staffs on Tea and Rubber Estates.

(4) It is now hereby agreed by and between the said Ceylon Estates Employers' Federation acting for and on behalf of its members on the one part and The Ceylon Estates Staffs' Union acting for and on behalf of its members on the other part that, as from the 1st day of October, 1957, the Conditions of Service set out in the Schedule hereto shall apply to members of the technical staffs who are members of the Union (hereinafter referred to as the employees) and are employed on Tea and Rubber Estates (including Tea-cum-Rubber Estates) by employers who are members of the Federation (hereinafter referred to as the employers) and that the provisions of this Agreement and the Schedule hereto shall be binding on the said employees and employers.

(5) It is hereby further agreed that this Agreement shall be operative in all judicial districts other than Chilaw, Puttalam, Anuradhapura, Jaffna, Mannar, Mullaitivu, Trincomalee and Batticaloa.

(6) It is hereby further agreed that the said Conditions of Service shall not apply on estates of less than 100 acres in the case of Tea Estates, 200 acres in the case of Rubber Estates and 150 acres in the case of Tea-cum-Rubber Estates.

(7) It is also further agreed that any dispute in regard to the interpretation or application of the said Conditions of Service arising between a member of the Federation and a member of the Union shall be dealt with and resolved by the machinery established by the Joint Council for the settlement of differences between employers and estates staffs.

(8) For purposes of the said Conditions of Service:—

(a) The term "Technical Staffs" shall mean any person holding the office of Head Teamaker, Teamaker, Senior Assistant Teamaker or Junior Assistant Teamaker, Head Rubbermaker, Rubbermaker, Senior Assistant Rubbermaker or Junior Assistant Rubbermaker.

(b) The term "Approved Provident Fund" shall mean a Provident Fund approved by the Commissioner of Labour under the provisions of the Wages Boards Ordinance or the Shop & Office Employees (Regulation of Employment and Remuneration) Act.

(Sgd.) GORTON COOMBE,
President, Ceylon Estates Employers'
Federation.

(Sgd.) KENNETH MORFORD,
Chairman, Joint Council,
CEEF/CESU.

(Sgd.) R. M. MACINTYRE,
Deputy President, Ceylon Estates Employers'
Federation.

(Sgd.) JOHN S. GNANAPRAGASAM,
President, Ceylon Estate Staffs' Union.

(Sgd.) L. B. JAYASENA,
Deputy President, Ceylon Estates Staffs' Union.

At Colombo, 16th October, 1957.

1. RECRUITMENT

(a) All new entrants shall serve a period of probation of not less than six months and not more than nine months.

(b) No probationer shall be admitted in future unless he :—

- (i) has passed in at least four subjects, including English & Arithmetic, in either the Senior School Certificate or the General Certificate of Education or higher examination ;
- (ii) be not less than the school-leaving age for the time being nor more than 22 years ;
- (iii) produces a certificate of character from the Head of the school he last attended ; and
- (iv) produces, if required, a certificate of health from a qualified medical practitioner approved by the employer.

(c) Probationer shall be held supernumerary and shall not fill normal billets.

(d) Probationers shall be paid an inclusive allowance of Rs. 50 per mensem for the full period of probation. The provisions of Clauses 4

(c), 6 and 9 shall not apply to probationers.

2. FIRST APPOINTMENT

On first appointment after completion of the probationary period, a new entrant shall, notwithstanding the provisions of Clause 3, be allocated to the Intermediate Grade on a salary scale of Rs. 65—5—70 and shall not be entitled to be allocated to a grade in accordance with the provisions of Clause 3 until he has completed two years' service in the Intermediate Grade. The provisions of Clauses 4 (b) and 4 (c) shall apply to employees in the Intermediate Grade.

3. CLASSIFICATION & GRADING

(a) The classification of staffs into classes shall be in accordance with the Classification Table in Annexure B.

(b) Each employer shall allocate his employees to grades within their respective classes in accordance with the grouping set out in Annexure A. In making such allocations employers shall pay due regard to (i) the acreage of the estate and its yield per acre, and (ii) the nature and extent of the duties and responsibilities of the employees.

4. SALARIES & ALLOWANCES

(a) Members of the Technical Staff shall be paid in accordance with the salary scales appropriate to their grades in Annexure A.

(b) Increments within the grade shall be automatic unless considerable shortcomings are noted and disclosed in writing to the employee within the year in question.

(c) Cost of living allowance and special living allowance shall be paid in accordance with the scales and under the conditions applicable to Government servants at the date of this Agreement.

5. PROMOTIONS

Wherever possible and subject, in all cases, to the suitability of the employee, vacancies in higher grades or classes should be filled by promotion from the lower grades or classes.

6. PROVIDENT FUND

All employees shall be granted Provident Fund facilities in the E. S. P. S. or in an approved Provident Fund. The rates of contribution by employer and employee respectively shall be not less than 10 per cent. of the basic salary provided that in no case shall the rates of contribution be lowered on the coming into force of this amended clause.

7. ANNUAL LEAVE

Leave on full pay for three weeks in the case of Seniors and fourteen working days in the case of Juniors shall be allowed yearly to all employees.

8. CASUAL & OTHER LEAVE

(a) All technical employees shall be entitled in each year to a maximum of seven days' casual leave on full-pay, not more than three days being taken at a time.

(b) Casual leave not taken in any year will not be carried over to the next.

(c) Five days' leave on full-pay shall be allowed each year to each employee on account of religious festivals in accordance with the religious persuasions of such employee. Such leave may not, however, be taken in continuation with casual leave.

9. SICK LEAVE

(a) Leave on full-pay shall be granted up to a maximum aggregate of six weeks in any one year, on the grounds of illness certified by a qualified medical practitioner approved by the employer.

(b) An employee shall be permitted every year to avail himself of the sick leave referred to above or any part thereof and be permitted to avail himself of the leave that has not been made use of that year or the preceding year or years during the succeeding year or years on a medical certificate as aforesaid provided that in no case shall the maximum period of 3 months be exceeded in any one year.

10. HOURS OF WORK & OVERTIME

(a) The working week shall be six days of 48 hours. One day each week shall be allowed as an off day.

(b) Work on the weekly off day or in excess of 48 hours per week or 10 hours per day shall be deemed to be overtime.

(c) Each hour of overtime work shall be paid for at $1\frac{1}{2}$ times $1/240$ of the total monthly remuneration. For this purpose monthly remuneration means basic salary, any cost of living allowance and extra payment, if any, made under Clause 11.

(d) Any employee performing duties not falling within his normal employment (e.g., a Teamaker or Rubbermaker who is responsible for the taking over, storing and issue of estate stores other than stores pertaining to the factory) shall be paid an extra amount equivalent to not less than 10 per cent. of the basic salary of his grade.

11. EXTRA WORK & PAY

(a) A teamaker or rubbermaker, who is responsible for the full process of manufacture of tea or rubber from a neighbouring estate or estates, shall be paid additional pay equal to the difference between (i) the grade on which he would have been placed had both (or all) estates been treated as one estate for the purpose of classification and grading, and (ii) the grade to which he has been allotted by the employing estate.

(b) Extra pay paid in accordance with Clause 11 (a) above shall be deemed to be part of the basic salary for the purpose of assessing Provident Fund contributions and for the purpose of overtime pay.

12. CONVERSION

All employees shall, with effect from the date on which the revised salary scales come into force, i.e., 1st January, 1957, be placed on the new scales at appropriate points on the following basis:—

- (a) All employees who have not, at the effective date, reached the maximum of their grades on the old scale will be transferred to the point on the new scale which corresponds to the point at which the employee is on the old scale ;
- (b) Where an employee has reached the maximum on the old scale at the said date but has not been on that point for more than one year, he shall be transferred to the new scale at the point on the new scale which corresponds to the number of increments provided for in the old scale ; and
- (c) Where an employee has been on the maximum of the old scale for more than one year, he shall be transferred to the new scale at the point next above that which corresponds to the number of increments on the old scale.

13. GENERAL

(a) The Joint Council will, if necessary lay down salary scales for Teamakers on estates of over 1,200 acres of tea, each case being dealt with on its individual merits.

(b) The salary scales in Annexure A are based on the assumption that suitable furnished quarters are provided free of rent.

14. APPEALS

Any case in which an employee is not satisfied with the application to him by his employer of the foregoing Conditions of Service and which is not settled in six weeks by negotiations between the Federation and the Union shall be referred for final decision to the Appeals Committee specially or generally appointed by the Joint Council for such purpose.

Salary Scales & Grouping

	Grade	Minimum Rs. c.	Increments Rs. c.	Maximum Rs. c.	
Class IV	12	80	5 00	130	
	11	102 50	5 00	152 50	
	10	125	7 50	200	
	9	145	7 50	220	
	8	162 50	7 50	237 50	
Class III	7	177 50	7 50	252 50	
	6	195	7 50	270	
	5	210	10 00	310	
Class II	4	230	10 00	330	
	3	245	10 00	345	
Class I	2	265	15 00	415	
	1	275	15 00	425	
			10 yrs		

Annexure B

Classification Table

Class IV	Class III	Class II	Class I
Teamaker under 301 T Asst. Teamaker 601/900 T Junior Asst Teamaker—	Teamaker—301/ 600 T Asst. Teamaker over 900 T	Teamaker—601/ 900 T	Teamaker over 900 T
Rubbermaker under 601 R— Asst. Rubbermaker	over 900 T Rubbermaker— 601/1200 R	Rubbermaker— 1201/1800 R	Rubbermaker— over 1800 R

Notes.—(a) A Teamaker-Clerk on an estate not exceeding 300 acres or a Rubbermaker-Clerk on an estate not exceeding 600 acres shall be placed in Class IV but in a grade not less than Grade 10.

(b) A Teamaker on an estate which manufactures bought leaf and a Rubbermaker on an estate which manufactures bought latex shall be classified and graded as though the acreage of the estate is the actual acreage multiplied by :—

$$\frac{\text{total of own \& bought-leaf or latex}}{\text{own leaf or latex.}}$$

THE INDUSTRIAL DISPUTES ACT, No. 43 OF 1950

ORDER made by the Minister of Labour, Housing and Social Services by virtue of the powers vested in him by sub-section (2) [read with sub-section (5)] of section 10 of the Industrial Disputes Act, No. 43 of 1950, as amended by Acts No. 25 of 1956, No. 14 of 1957 and No. 62 of 1957.

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

Colombo, November 7, 1958.

Order

Every employer of workmen employed in—

- (1) any tea estate in extent not less than 100 acres, or
- (2) any rubber estate in extent not less than 200 acres, or
- (3) any tea-cum-rubber estate in extent not less than 150 acres, in the tea and rubber growing and manufacturing industries in Ceylon, on whom the collective agreement entered into between the Ceylon Estates Employers' Federation and the Ceylon Estates Staffs' Union and published under the heading "Collective Agreement No. 4 of 1958", in *Gazette* No. 11,291 of March 28, 1958, is not binding shall observe either—

- (a) the terms and conditions set out in clause (7) of that agreement and clause 1 (excluding so much of sub-clause (a) thereof as relates to the powers of the Joint Council to lay down the salary scales for non-approved dispensers and members of the medical staffs of estates) and clauses 2 to 11 (both inclusive) of the Schedule to that agreement; or
- (b) terms and conditions which are not less favourable than the aforesaid terms and conditions.

Collective Agreement No. 4 of 1958

COLLECTIVE AGREEMENT RELATING TO THE TERMS AND CONDITIONS OF EMPLOYMENT OF THE MEDICAL STAFFS ON ESTATES

(1) WHEREAS by an agreement dated 8th July, 1947, it was agreed by and between The Ceylon Estates Employers' Federation (hereinafter referred to as the Federation) and The Ceylon Estates Staffs' Union (hereinafter referred to as the Union) that a Joint Council be constituted to deal with, inter alia, all questions relating to the salaries, conditions of service, and disputes of Estates Staffs.

(2) And whereas the said agreement provides that all decisions of the said Joint Council shall be binding upon the Federation and the Union and their members.

(3) And whereas by decisions dated 20th March, 1948, 17th March, 1952, and 20th February, 1957, the Conditions of Service set out in the Schedule hereto were prescribed by the said Joint Council for members of the Union employed by members of the Federation as medical staffs on tea, rubber, coconut and cocoa estates.

(4) It is now hereby agreed by and between the said Ceylon Estates Employers' Federation acting for and on behalf of its members on the one part and The Ceylon Estates Staffs' Union acting for and on behalf of its members on the other part that as from the first day of October, 1957, the Conditions of Service set out in the Schedule hereto shall apply to members of the medical staffs who are members of the Union (hereinafter referred to as the employees) and are employed on tea and rubber estates (including tea-cum-rubber estates) by employers who are members of the Federation (hereinafter referred to as the employers) and that the provisions of this agreement and of the Schedule hereto shall be binding on the said employees and employers.

(5) It is hereby agreed that this agreement shall be operative in all judicial districts other than Puttalam, Anuradhapura, Jaffna, Mannar, Mullaitivu, Trincomalee and Batticaloa.

(6) It is also further agreed that any dispute in regard to the interpretation or application of the said Conditions of Service arising between a member of the Federation and a member of the Union shall be dealt with and resolved by machinery established by the Joint Council for the settlement of differences between employers and estates staffs.

(7) For purposes of the said Conditions of Service :—

(a) The term "Medical Staffs" shall mean any person holding the office of Assistant Dispenser (Approved or Non-approved), Approved Dispenser, Apothecary, or Licensed Medical Practitioner.

(b) The terms "Approved Dispenser" shall mean a person whose appointment as an Estate Dispenser is approved by the Director of Medical Services under Section 41 (1) (c) of the Medical Ordinance, Cap. 90.

(c) The term "Approved Provident Fund" shall mean a Provident Fund approved by the Commissioner of Labour under the provisions of the Wages Boards Ordinance or the Shop and Office Employees (Regulation of Employment and Remuneration) Act.

(Sgd.) GORTON COOMBE,
President, Ceylon Estates
Employers' Federation.

(Sgd.) KENNETH MORFORD,
Chairman, Joint Council,
CEEF/CESU.

(Sgd.) R. M. MACINTYRE,
Deputy President, Ceylon Estates
Employers' Federation.

(Sgd.) JOHN S. GNANAPRAGASAM,
President, Ceylon Estates Staffs'
Union.

(Sgd.) L. B. JAYASENA,
Deputy President, Ceylon Estates
Staffs' Union.

At Colombo, 16th October, 1957.

1. GENERAL

(a) The Salary Scales laid down in these Conditions of Service apply to the following, where they are responsible for both curative and preventive work on estates :—

- (i) Assistant Dispensers (Approved and non-approved),
- (ii) Approved Dispensers,
- (iii) Apothecaries, and
- (iv) Licensed Medical Practitioners.

In the case of non-approved Dispensers, members of the Medical Staffs of estates who are responsible for curative work only and members of the Medical Staffs who perform dual duties (e.g., Clerk-Dispensers), the Joint Council will, if necessary, lay down salary scales according to the merits of each case.

(b) The Salary Scales are based on the assumption that suitable furnished quarters are provided free of rent.

2. CLASSIFICATION AND GRADING

(a) The classification of Medical Staffs shall be in accordance with the Classification Table in Annexure B.

(b) Employers shall allocate their employees to grades within their respective classes in accordance with the grouping set out in Annexure A. In making such allocations employers shall pay due regard to (i) the population of the estate including members of the staff and their families ; (ii) the nature and extent of the duties and responsibilities of the employee ; and (iii) any additional qualification in curative or preventive work possessed by the employee (e.g., Anky Certificate).

(c) On estates on which a member of the medical staff is also required to attend on non-resident labourers, the population of the estate shall, for the purposes of his classification and grading, be deemed to include $\frac{1}{3}$ the number of such non-resident labour.

3. SALARIES AND ALLOWANCES

(a) Members of the Medical Staffs shall be paid in accordance with the Salary Scales appropriate to their grades in Annexure A.

(b) Increments within the grade shall be automatic unless considerable shortcomings are noted and disclosed in writing to the employee within the year in question.

(c) Cost of living allowance and special living allowance shall be paid in accordance with the scales and under the conditions applicable to Government servants at the date of this Agreement.

4. PROVIDENT FUND

All employees shall be granted Provident Fund facilities in the E.S.P.S., or in an approved Provident Fund. The rates of contribution by employer and employee respectively shall be not less than 10 per cent. of the basic salary provided that in no case shall the rates of contribution be lowered on the coming into force of this amended clause.

5. ANNUAL LEAVE

Leave on full pay for three weeks in the case of Seniors and fourteen working days in the case of Juniors shall be allowed yearly to all employees.

6. CASUAL AND OTHER LEAVE

(a) All medical employees shall be entitled in each year to a maximum of seven days' casual leave on full pay, not more than three days being taken at a time.

(b) Casual leave not taken in any year will not be carried over to the next.

(c) Five days' leave on full pay shall be allowed each year to each employee on account of religious festivals in accordance with the religious persuasions of such employee. Such leave may not, however, be taken in continuation with casual leave.

7. SICK LEAVE

(a) Leave on full pay shall be granted up to a maximum aggregate of six weeks in any one year, on the grounds of illness certified by a qualified medical practitioner approved by the employer.

(b) An employee shall be permitted every year to avail himself of the sick leave referred to above or any part thereof and be permitted to avail himself of the leave which has not been made use of that year or the preceding year or years during the succeeding year or years on a medical certificate as aforesaid provided that in no case shall the maximum period of 3 months be exceeded in any one year.

8. OFF DAYS

A Dispensary shall be allowed one off day each week on which he will not be called upon to undertake routine duties. He will, however, be required to deal with all urgent cases which may arise.

9. CALLS AT NIGHT OR ON OFF-DAYS

(a) An allowance of Rs. 3.50 shall be paid to members of Medical Staffs for calls in the lines between 6 p.m. and 6 a.m. and Re. 1.50 for calls in the Hospital, Dispensary or Maternity Ward between 6 p.m. and 6 a.m.

(b) A call which has to be attended to in the lines on a prescribed off-day shall be treated as a night call and paid for at Rs. 3.50 per call.

10. EXTRA PAY

(a) In any case in which by arrangement between two or more estates a member of the Medical Staff employed by one estate is required to deal with calls from the other estate or estates but is not responsible for the general curative and preventive work thereon, such member shall be paid a suitable amount over and above the salary of his grade.

(b) Apothecaries and Licensed Medical Practitioners in charge of Estate Hospitals shall be paid 5 to 15 per cent. and 10 to 20 per cent. respectively more than the salaries of their grades in accordance with the extent of their responsibilities and the amount of extra work involved.

(c) Where a Dispenser is employed on more than one estate and such employment involves the running of more than one dispensary and the keeping of more than one set of books, the Dispenser shall be paid 15 to 25 per cent. more than the salary of his grade in accordance with the amount of extra work involved thereby.

(d) Extra pay paid in accordance with Clauses 10 (a), (b) and (c) shall be deemed to be part of the basic salary for the purpose of assessing Provident Fund contribution.

11. TRAVELLING

Wherever in the opinion of the management the efficient performance of the duties of a member of the Medical Staff of an estate necessitates the use of some form of conveyance, the employer shall either provide a suitable conveyance or, where a suitable conveyance is provided by the employee concerned, pay an allowance adequate to cover the actual running costs of the vehicle and its upkeep.

12. CONVERSION

All medical employees shall, with effect from the date on which the revised salary scales come into force, i.e., 1st January, 1957, be placed on the new scales at appropriate points on the following basis :—

(a) All employees who have not, at the effective date, reached the maximum of their grades on the old scale will be transferred to the point on the new scale which corresponds to the point at which the employee is on the old scale ;

- (b) Where an employee has reached the maximum on the old scale at the said date but has not been on that point for more than one year he shall be transferred to the new scale at the point on the new scale which corresponds to the number of increments provided for in the old scale; and
- (c) Where an employee has been on the maximum of the old scale for more than one year, he shall be transferred to the new scale at the point next above that which corresponds to the number of increments on the old scale.

13. APPEALS

Any case in which an employee is not satisfied with the application to him by his employer of the foregoing Conditions of Service and which is not settled in six weeks by negotiations between the Federation and the Union shall be referred for final decision to the Appeals Committee specially or generally appointed by the Joint Council for such purpose.

Annexure A

Salary Scales and Grouping

	Grade	Minimum Rs. c.	Increments Rs. c.	Maximum Rs. c.	
Class V	12	80	5 00	130	}
	11	102 50	10 yrs 5 00	152 50	
	10	125	10 yrs 7 50	200	
	9	145	10 yrs 7 50	220	
	8	162 50	10 yrs 7 50	237 50	
Class III	7	177 50	10 yrs 7 50	252 50	}
	6	195	10 yrs 7 50	270	
	5	210	10 yrs 10 00	310	
Class I	4	230	10 yrs 10 00	330	}
	3	245	10 yrs 10 00	345	
	2	265	10 yrs 15 00	415	
	1	275	10 yrs 15 00	425	
			10 yrs		

Classification Table

<i>Class V</i>	<i>Class IV</i>	<i>Class III</i>	<i>Class II</i>	<i>Class I</i>
Assistant Dispensers (Approved or Non-approved).				
Approved Dispensers, Apothecaries, Licensed Medical Practitioners, Population below 750.	Approved Dispensers, Apothecaries, Licensed Medical Practitioners, Population 751 to 1,250.	Approved Dispensers, Apothecaries, Licensed Medical Practitioners, Population 1,251 to 1,750	Approved Dispensers, Apothecaries, Licensed Medical Practitioners, Population 1,751 to 2,750	Approved Dispensers, Apothecaries, Licensed Medical Practitioners, Population over 2,750.
Approved Dispensers, Apothecaries, Licensed Medical Practitioners in charge of state Hospitals, Population below 500.	Approved Dispensers, Apothecaries, Licensed Medical Practitioners in charge of Estate Hospitals, Population 500 to 1,000	Approved Dispensers, Apothecaries, Licensed Medical Practitioners in charge of Estate Hospitals, Population 1,001 to 1,500	Approved Dispensers, Apothecaries, Licensed Medical Practitioners in charge of Estate Hospitals, Population 1,501 to 2,500	Approved Dispensers, Apothecaries, Licensed Medical Practitioners in charge of Estate Hospitals, Population over 2,500

Notes.—(a) ‘Population’—See Clause 2 (c).

(b) Where a member of the Medical Staff is responsible for the curative and preventive work of two or more estates, he shall be classified and graded on the Total population of both or all such estates.

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

*Index Number
Nov., 1942
= 100*

Base : November, 1942 = 100

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

† Average for 5 months only.

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base: Average Prices 1952=100

<i>Year</i>	<i>Food</i>	<i>Fuel and Light</i>	<i>Rent</i>	<i>Clothing</i>	<i>Miscellaneous</i>	<i>Final Index Number</i>
Group Weights	61.89 ..	4.29 ..	5.70 ..	9.42 ..	18.71	

INDEX NUMBERS

1953	..	105.97 ..	99.82 ..	101.32 ..	82.82 ..	97.17 ..	101.6
1954	..	106.13 ..	103.35 ..	101.53 ..	79.52 ..	94.43 ..	101.1
1955	..	105.09 ..	102.34 ..	101.53 ..	80.50 ..	94.62 ..	100.5
1956	..	103.32 ..	101.30 ..	101.53 ..	81.76 ..	98.60 ..	100.2
1957	..	104.94 ..	97.32 ..	101.53 ..	84.39 ..	106.92 ..	102.8
1958	..	105.75 ..	101.04 ..	101.53 ..	87.51 ..	113.05 ..	105.0

1958—

January	..	109.16 ..	98.39 ..	101.53 ..	86.04 ..	110.31 ..	106.3
February	..	107.99 ..	99.77 ..	101.53 ..	86.22 ..	111.05 ..	105.8
March	..	106.68 ..	100.58 ..	101.53 ..	85.50 ..	110.26 ..	104.8
April	..	106.02 ..	100.92 ..	101.53 ..	86.12 ..	110.79 ..	104.6
May	..	107.00 ..	99.42 ..	101.53 ..	86.77 ..	110.89 ..	105.2
June	..	105.43 ..	101.61 ..	101.53 ..	87.52 ..	111.76 ..	104.5
July	..	102.46 ..	102.31 ..	101.53 ..	87.86 ..	114.27 ..	103.2
August	..	103.79 ..	102.31 ..	101.53 ..	88.23 ..	116.15 ..	104.4
September	..	104.30 ..	97.69 ..	101.53 ..	88.42 ..	115.75 ..	104.5
October	..	106.22 ..	104.50 ..	101.53 ..	89.00 ..	116.47 ..	106.2
November	..	106.08 ..	102.65 ..	101.53 ..	88.96 ..	115.01 ..	105.7
December	..	103.92 ..	102.31 ..	101.53 ..	89.53 ..	113.90 ..	104.2

1959—

January	..	104.75 ..	102.65 ..	101.53 ..	90.93 ..	114.67 ..	105.0
February	..	102.03 ..	102.03 ..	101.05 ..	91.01 ..	114.05 ..	103.5
March	..	103.47 ..	102.65 ..	101.53 ..	91.33 ..	115.20 ..	104.4

TABLE II—WAGES INDEX NUMBERS

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

A
BASE : 1939=100

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

B

BASE : 1952=100

1953 .. — ..	.. 1.95	.. 101.56	.. 99.96	.. 90.97	.. 101.31	.. 99.71
1954 .. — ..	.. 1.99	.. 103.65	.. 102.52	.. 91.04	.. 101.39	.. 100.29
1955 .. — ..	.. 2.06	.. 107.29	.. 106.76	.. 94.94	.. 105.74	.. 105.21
1956 .. — ..	.. 2.08	.. 108.33	.. 108.11	.. 96.24	.. 107.18	.. 106.97
1957 .. — ..	.. 2.10	.. 109.38	.. 106.40	.. 99.16	.. 110.44	.. 107.43
1958 .. — ..	.. 2.14	.. 111.46	.. 106.21	.. 113.74	.. 126.67	.. 120.70
1958 .. January	.. 2.15	.. 111.98	.. 105.34	.. 113.74	.. 126.67	.. 119.16
February	.. 2.15	.. 111.98	.. 105.84	.. 113.74	.. 126.67	.. 119.73
March	.. 2.15	.. 111.98	.. 106.85	.. 113.74	.. 126.67	.. 120.87
April	.. 2.15	.. 111.98	.. 107.06	.. 113.74	.. 126.67	.. 121.10
May	.. 2.15	.. 111.98	.. 106.44	.. 113.74	.. 126.67	.. 120.41
June	.. 2.15	.. 111.98	.. 107.16	.. 113.74	.. 126.67	.. 121.22
July	.. 2.12	.. 110.42	.. 107.00	.. 113.74	.. 126.67	.. 122.74
August	.. 2.12	.. 110.42	.. 105.77	.. 113.74	.. 126.67	.. 121.33
September	.. 2.12	.. 110.42	.. 105.67	.. 113.74	.. 126.67	.. 121.22
October	.. 2.12	.. 110.42	.. 103.97	.. 113.74	.. 126.67	.. 119.27
November	.. 2.15	.. 111.98	.. 105.94	.. 113.74	.. 126.67	.. 119.84
December	.. 2.15	.. 111.98	.. 107.47	.. 113.74	.. 126.67	.. 121.56
1959 .. January	.. 2.12	.. 110.42	.. 105.16	.. 113.74	.. 126.67	.. 120.64
February	.. 2.15	.. 111.98	.. 108.19	.. 113.74	.. 126.67	.. 122.39
March	.. 2.12	.. 110.42	.. 105.77	.. 113.74	.. 126.67	.. 121.33

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952 = 100

Year	Agriculture *		Trades other than Agriculture †		Agriculture and Trades other than Agriculture Combined	
	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.
	Rs. c.		Rs. c.		Rs. c.	
1952 ..	—	.. 1.96 .. 100.00..	2.92 .. 100.00..	2.04 .. 100.00		
1953 ..	—	.. 1.99 .. 101.53..	2.95 .. 101.03..	2.07 .. 101.47		
1954 ..	—	.. 2.02 .. 103.06..	2.94 .. 100.68..	2.09 .. 102.45		
1955 ..	—	.. 2.09 .. 106.63..	2.96 .. 101.37..	2.16 .. 105.88		
1956 ..	—	.. 2.10 .. 107.14..	3.00 .. 102.74..	2.17 .. 106.37		
1957 ..	—	.. 2.13 .. 108.67..	3.15 .. 107.88..	2.20 .. 107.84		
1958 ..	—	.. 2.16 .. **110.20..	3.39 .. **116.10..	2.26 .. 110.78		
1958 ..	January	.. 2.17 .. 110.71..	3.18 .. 108.90..	2.25 .. 110.29		
	February	.. 2.17 .. 110.71..	3.20 .. 109.59..	2.25 .. 110.29		
	March	.. 2.17 .. 110.71..	3.30 .. 113.01..	2.26 .. 110.78		
	April	.. 2.17 .. 110.71..	3.31 .. 113.36..	2.26 .. 110.78		
	May	.. 2.17 .. 110.71..	3.32 .. 113.70..	2.26 .. 110.78		
	June	.. 2.17 .. 110.71..	3.32 .. 113.70..	2.26 .. 110.78		
	July	.. 2.15 .. 109.69..	3.32 .. 113.70..	2.24 .. 109.80		
	August	.. 2.15 .. 109.69..	3.29 .. 112.67..	2.24 .. 109.80		
	September	.. 2.15 .. 109.69..	3.51 .. 120.21..	2.26 .. 110.78		
	October	.. 2.15 .. 109.69..	3.51 .. 120.21..	2.26 .. 110.78		
	November	.. 2.17 .. 110.71..	**3.75 .. **128.42..	2.29 .. 112.26		
	December	.. 2.17 .. 110.71..	**3.76 .. **128.77..	2.29 .. 112.26		
1959 ..	January	.. 2.15 .. 109.69..	3.73 .. 127.74..	2.27 .. 111.27		
	February	.. 2.17 .. 110.71..	3.74 .. 128.08..	2.29 .. 112.26		
	March	.. 2.15 .. 109.69..	3.71 .. 127.05..	2.27 .. 111.27		

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

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

** Amended figures.

TABLE IV

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

Year	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939 ..	3,712	11,964	5,034	5,967	26,677
1940 ..	4,734	13,180	4,800	4,981	27,645
1941 ..	5,274	8,882	2,351	3,951	20,458
1942 ..	6,589	9,411	1,882	1,451	19,333
1943 ..	2,282	2,872	1,312	1,869	8,335
1944 * ..	295	358	227	173	1,651
1945 ..	2,258	11,025	3,267	4,816	21,366
1946 ..	5,636	10,012	7,527	13,369	36,544
1947 ..	2,883	7,325	8,113	16,423	34,744
1948 ..	4,474	13,027	12,443	36,712	66,656
1949 ..	5,132	11,994	13,591	39,015	69,732
1950 ..	5,627	10,525	13,523	35,447	65,122
1951 ..	5,515	8,186	12,520	26,486	52,707
1952 ..	6,883	7,522	13,795	24,823	53,029
1953 ..	8,374	6,462	13,676	23,034	51,546
1954 ..	11,728	7,919	16,287	27,370	63,304
1955 ..	14,498	8,544	20,142	27,826	71,010
1956 ..	16,091	9,794	25,808	34,259	85,952
1957 ..	18,582	13,439	30,864	47,971	110,856
1958 January	19,257	14,175	32,803	50,016	116,251
February	19,792	14,287	33,020	49,951	117,050
March	19,830	14,110	33,167	49,673	116,780
April	19,443	13,720	32,315	48,188	113,666
May	18,674	13,123	32,123	45,361	109,281
June	18,707	13,003	32,052	46,564	110,326
July	19,086	13,381	32,526	49,083	114,076
August	19,195	13,441	32,356	49,926	114,918
September	19,426	13,615	32,562	49,885	115,488
October	19,623	13,499	32,817	50,004	115,943
November	19,621	13,506	33,068	49,909	116,104
December	19,803	13,674	32,973	51,346	117,796
1959 January	20,266	14,135	33,380	52,352	120,133
February	20,265	13,999	33,287	51,859	119,410

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

† Amended figures.

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	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Trincomalee	Anuradhapura	Awisawella	Haputale	Matara	Vaunmiya	Kegalla	Total
1941 ..	20,458	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942 ..	19,333	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943 ..	8,335	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944 ..	1,053	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945 ..	10,784	878	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	2,239	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	—	—	—	—	—	34,744
1948 ..	42,209	7,235	2,414	3,995	4,577	1,086	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 ..	41,938	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	—	—	—	—	—	65,122
1951 ..	33,125	3,422	2,886	4,350	2,209	537†	886	1,587	569	904	418	1,207	284	323	—	—	—	—	—	52,707‡
1952 ..	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992	252	437	678	—	—	—	—	53,023
1953 ..	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	—	—	51,546
1954 ..	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	—	—	63,304
1955 ..	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	—	—	71,010
1956 ..	48,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	—	—	85,952

TABLE V—(contd.)

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Tirincmalee	Anuradhapura	Avisawella	Haputale	Matare	Vavuniya	Kegalla	Total
1957	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501\$	1,252	1,198	2,226	840	5,331	551	1,947	\$110,856
1958—																				
January ..	51,800	9,406	7,075	9,895	8,411	832	6,030	2,930	3,359	1,125	759	464	1,308	1,409	2,413	881	5,490	404	2,200	116,251
February	51,897	8,997	7,092	10,447	8,650	899	6,214	2,967	3,315	1,137	817	398	1,282	1,503	2,458	913	5,422	417	2,225	117,050
March ..	51,597	8,774	6,940	10,926	8,398	934	6,288	3,093	3,272	1,105	857	386	1,211	1,473	2,584	935	5,409	424	2,174	116,780
April ..	50,298	8,479	6,720	11,254	8,490	889	5,401	2,826	3,215	1,150	794	383	1,143	1,281	2,527	1,012	5,227	431	2,146	113,666
May ..	49,597	7,643	6,819	11,765	6,132	945	4,746	2,858	3,255	1,099	713	407	1,212	1,262	2,608	1,061	4,528	454	2,177	109,281
June ..	49,880	7,361	6,844	12,180	6,041	988	4,747	2,830	3,363	1,094	794	380	1,406	1,232	2,720	1,147	4,766	366	2,187	110,326
July ..	51,741	7,354	6,944	12,647	6,244	1,026	4,505	2,992	3,613	1,176	880	571	1,405	1,258	2,892	1,226	4,861	415	2,326	114,076
August ..	52,165	7,124	6,747	12,903	6,294	1,024	4,672	3,200	3,708	988	914	588	1,340	1,297	2,927	1,231	4,916	484	2,396	114,913
September	52,461	6,798	6,663	13,105	6,467	1,136	4,569	3,335	3,916	1,079	874	614	1,218	1,345	2,881	1,117	5,040	481	2,389	115,488
October ..	52,179	8,225	6,850	13,151	6,788	1,173	2,971	3,405	4,163	1,152	871	455	1,063	1,323	2,880	1,118	5,252	486	2,438	115,943
November	51,772	8,040	7,181	13,595	6,886	1,092	3,030	3,561	4,077	1,171	872	391	1,019	1,261	2,897	1,092	5,268	482	2,417	11,104
December	52,563	7,721	7,500	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	854	1,188	1,330	2,925	1,110	5,324	531	2,465	117,796
1959—																				
January ..	53,192	7,895	7,773	13,807	6,959	1,115	3,524	3,846	3,738	1,312	1,069	352	1,299	1,578	2,891	1,145	5,428	557	2,653	120,133
February	53,042	7,631	7,093	13,916	6,959	1,158	3,915	3,877	3,586	1,366	1,130	362	1,348	1,555	2,802	1,141	5,243	561	2,725	119,410

* Total includes 127 registered at Matugama, 164 at Chilaw, and 240 at Avisawella. † Revised figures.
 ‡ Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avisawella. † Revised figures.
 (These Exchanges functioned only during 1945 and 1946.)

§ Amended figures.

** This Exchange has been shifted to Amparal with effect from September, 1958.

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total		
1939	..	—	..	—	..	—	..	—	2,583		
1940	..	—	..	—	..	—	..	—	5,089		
1941	..	—	..	—	..	—	..	—	9,071		
1942	..	—	..	—	..	—	..	—	8,129		
1943	..	—	..	—	..	—	..	—	4,170		
1944	..	—	..	—	..	—	..	—	1,875		
1945	..	369	..	1,104	..	411	..	2,653	4,537		
1946	..	1,303	..	3,012	..	1,341	..	10,130	15,786		
1947	..	915	..	1,417	..	911	..	4,161	7,404		
1948	..	1,355	..	1,563	..	1,311	..	6,118	10,347		
1949	..	1,807	..	1,616	..	1,767	..	9,590	14,780		
1950	..	2,059	..	1,509	..	1,438	..	5,773	10,779		
1951	..	2,019	..	1,546	..	1,867	..	5,874	11,306		
1952	..	3,107	..	1,802	..	1,887	..	5,657	12,453		
1953	..	1,528	..	669	..	1,371	..	2,820	6,388		
1954	..	1,097	..	879	..	922	..	4,660	7,558		
1955	..	2,166	..	1,064	..	1,187	..	3,791	8,208		
1956	..	1,913	..	845	..	1,565	..	4,162	8,485		
1957	..	1,176	..	709	..	1,180	..	3,053	6,118		
1958	..	1,827	..	800	..	1,006	..	2,251	5,884		
1958	..	January	..	149	..	134	..	62	..	176	521
	..	February	..	146	..	45	..	101	..	180	472
	..	March	..	406	..	32	..	82	..	188	708
	..	April	..	145	..	64	..	72	..	202	483
	..	May	..	179	..	62	..	79	..	205	525
	..	June	..	91	..	76	..	74	..	139	380
	..	July	..	108	..	63	..	90	..	314	575
	..	August	..	132	..	66	..	71	..	173	442
	..	September	..	112	..	33	..	86	..	111	342
	..	October	..	158	..	142	..	118	..	204	622
	..	November	..	89	..	52	..	78	..	193	412
	..	December	..	112	..	31	..	93	..	166	402
1959	..	January	..	106	..	59	..	86	..	140	391
	..	February	..	196	..	67	..	98	..	199	560

TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of February, 1959

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
	Colombo	683	72	483	62	800	45	1,811	58	3,777	237
Negombo	72	10	61	—	104	3	199	8	436	21
Kalutara	159	—	105	—	168	2	141	1	573	3
Galle	114	20	40	—	130	4	370	4	654	28
Kandy	99	7	62	4	121	8	264	1	546	20
Nawalapitiya	41	—	40	—	65	6	143	—	288	6
Kurunegala	100	3	60	—	180	2	254	11	594	16
Jaffna	124	10	34	—	167	4	111	48	436	62
Ratnapura	58	1	24	—	102	—	91	3	275	4
Badulla	23	1	12	—	59	3	39	—	133	4
Batticaloa	38	6	29	1	56	3	100	21	223	31
Kalmunai	12	—	9	—	24	—	14	3	59	3
Trincomalee	52	8	28	—	27	4	98	3	205	15
Anuradhapura	39	51	18	—	26	1	84	16	167	68
Avissawella	13	—	13	—	51	1	105	—	182	1
Haputale	7	—	10	—	16	2	26	17	59	19
Matara	74	3	53	—	91	3	115	1	333	7
Vavuniya	17	4	4	—	39	7	14	4	74	15
Kegalla	25	—	33	—	64	—	80	—	202	—
Total	1750	196	1118	67	2289	98	4059	199	9216	560

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	.. 4	.. Not available	.. Not available
1940	.. 36	.. 9,732*	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048½	.. 66‡	.. 12,399	.. 25,937
1945	.. 28	.. 3,514	.. 4,285	.. 53	.. 28,875	.. 153,388½
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	.. 22,617
1951	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,726	.. 17,484
1952	.. 36	.. 5,855	.. 9,414	.. 39	.. 6,168	.. 46,990
1953	.. 33	.. 363,600	.. 430,586	.. 54	.. 14,482	.. 31,996
1954	.. 59	.. 86,450	.. 391,200	.. 55	.. 15,381	.. 85,569
1955	.. 60	.. 11,437	.. 69,913	.. 47	.. 11,293	.. 36,016
1956	.. 99	.. 56,908	.. 200,888	.. 115	.. 31,852	.. 152,966
1957	.. 177	.. 297,061	.. 618,050	.. 127	.. 70,239	.. 190,443
1958**	.. 123	.. 39,372	.. 340,632	.. §80	.. 33,589	.. 384,769
1958 January	.. 10	.. 5,536	.. 195,212	.. §7	.. 1,196	.. 1,122
February	.. 12	.. 2,720	.. 26,686	.. 8	.. 398	.. 3,750
March	.. 11	.. 5,260	.. 10,447	.. 15	.. 4,109	.. 25,375
April	.. 13	.. 3,671	.. 20,912	.. 16	.. 5,338	.. 74,497
May	.. 8	.. 2,717	.. 5,361	.. §12	.. 17,587	.. 262,107
June	.. Nil	.. —	.. —	.. 1	.. 13	.. 169
July	.. Nil	.. —	.. —	.. 1	.. 27	.. 81
August	.. 5	.. 388	.. 1,299	.. Nil	.. —	.. —
September	.. 14	.. 3,751	.. 22,199	.. 3	.. 226	.. 432
October	.. 14	.. 4,104	.. 16,720	.. 1	.. 150	.. 150
November	.. 17	.. 6,196	.. 25,608	.. 3	.. 393	.. 1,440
December	.. 18	.. 4,810	.. 15,531	.. 13	.. 4,152	.. 15,646
1959 January	.. 15	.. 2,660	.. 8,939	.. 5	.. 2,681	.. 19,356

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

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

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

§Amended figures.

**These statistics do not include particulars of strikes for the period August to December 1958 in respect of the employees of the Port (Cargo) Corporation. This information is 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.

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

**TABLE IX—CLASSIFICATION OF THE STRIKES IN
JANUARY, 1959, 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	7	..	1,945	..	3,674
Rubber	6	..	309	..	4,444
Tea-cum-Rubber	1	..	378	..	756
Coconut	1	..	28	..	65
Coconut-cum-Rubber	—	..	—	..	—
Total	15		2,660		8,939
Engineering	2	..	171	..	1,120
Printing	—	..	—	..	—
Motor Transport	—	..	—	..	—
Tea Export	—	..	—	..	—
Rubber Export	—	..	—	..	—
Coconut Manufacturing	—	..	—	..	—
Toddy, Arrack and Vinegar	—	..	—	..	—
Match Manufacturing	—	..	—	..	—
Coconut & Rubber Manufacturing	—	..	—	..	—
Cinema	—	..	—	..	—
Dock, Harbour and Port Transport	—	..	—	..	—
Building Trade	2	..	374	..	947
Central Government Services	—	..	—	..	—
Service Institutions	—	..	—	..	—
Factories, Workshops, &c., run by the State	—	..	—	..	—
Textile	—	..	—	..	—
Relief Schemes	—	..	—	..	—
Wholesale and Retail Distribution	—	..	—	..	—
Aerated Waters and Ice Manufacturing	—	..	—	..	—
Beedi Manufacturing	—	..	—	..	—
Mining	—	..	—	..	—
Tile Manufacturing	—	..	—	..	—
Bank Employees	1	..	2,136	..	17,289
Total	5		2,681		19,356
Grand Total	20		5,341		28,295

**TABLE X—CLASSIFICATION OF THE STRIKES IN
JANUARY, 1959, 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	.. 3	.. 1,110	.. 521
2. Wage increases. Higher rates for piece work, &c.	1	.. 1	.. 9	2,136
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	4	.. 1	.. 503	.. 24
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	2	.. —	.. 85	.. —
5. Food matters. Welfare	—	.. —	.. —	.. —
6. Right of association and meeting	1	.. —	.. 65	.. —
7. Fractional disputes and domestic matters	—	.. —	.. —	.. —
8. External matters (e.g., arrest by Police, &c.)	—	.. —	.. —	.. —
9. Assaults by employer or agent or others	1	.. —	.. 294	.. —
10. General demands	2	.. —	.. 594	.. —
11. Sympathetic strikes	—	.. —	.. —	.. —
Total	15	5	2,660	2,681

**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..	—	.. 2,417
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
1957	.. 1,068..	4	1,072..	104..	4,849..	4,953..	—	.. 3,881
1958	.. —	—	94..	22..	1,412..	1,434..	—	.. 1,340

1958—

January*	.. —	.. —	.. —	.. —	.. —	.. —	.. —	.. —
February*	.. —	.. —	.. —	.. —	.. —	.. —	.. —	.. —
March	.. —	.. —	.. 14	.. 6	.. 6	.. 12	.. 2	.. —
April	.. —	.. —	.. 27	.. —	.. 103	.. 103	.. —	.. 76
May	.. —	.. —	.. 10	.. 6	.. 221	.. 227	.. —	.. 217
June	.. —	.. —	.. 8	.. —	.. 260	.. 260	.. —	.. 252
July	.. —	.. —	.. 13	.. 4	.. 235	.. 239	.. —	.. 226
August	.. —	.. —	.. 18	.. 5	.. 207	.. 212	.. —	.. 194
September	.. —	.. —	.. 1	.. —	.. 119	.. 119	.. —	.. 118
October	.. —	.. —	.. 1	.. —	.. 143	.. 143	.. —	.. 142
November	.. —	.. —	.. 2	.. —	.. 73	.. 73	.. —	.. 71
December	.. —	.. —	.. —	.. 1	.. 45	.. 46	.. —	.. 46

* Not available.

1959—

January	.. —	.. —	.. 10	.. —	.. 172	.. 172	.. —	.. 162
February	.. —	.. —	.. —	.. 5	.. 89	.. 94	.. —	.. 94

APPENDIX I

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

Class of Worker	Month : April, 1959					
	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	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 5	..	0 86	..	1 91
Child worker	0 80	..	0 79	..	1 59
 Cocoa, Cardamom and Pepper Growing and Manufacturing Trade						
<i>Daily Rates :</i>						
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						
<i>Daily Rates :</i>						
Male worker not under 16 years	..	1 40	..	1 15	..	2 55
Female worker not under 15 years	..	1 30	..	0 86	..	2 16
Child worker	1 5	..	0 79	..	1 84
 Coconut Growing Trade						
<i>Daily Rates :</i>						
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—						
Kangany	1 80	..	2 0	..	3 18
Male not under 18 years	..	1 40	..	2 0	..	3 40
Female not under 18 years	..	1 15	..	1 66	..	2 80
Worker under 18 years	..	1 15	..	1 59	..	2 74

Piece rates have been fixed for certain processes.

Class of Worker	Basic Wages		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
Engineering Trade					
<i>Daily Rates :</i>					
Unskilled labourer	1	40	2	06	3 46
Semi-skilled, Grade I	1	65	2	16	3 81
Semi-skilled, Grade II	1	45	2	16	3 61
Skilled worker ..	2	0	2	16	4 16
Kangany ..	1	80	2	16	3 96
Watcher ..	1	70	2	16	3 86
<i>Trade Learners and Apprentices—</i>					
1st year	0	50	1	12	1 62
2nd year	0	66	1	22	1 88
3rd year	0	85	1	52	2 37
4th year	1	10	1	67	2 77
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	100	42	210 42
Class B Workers : Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)	87	50	80	92	168 42
Class C, Grade I Workers : Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	65	0	71	17	136 17
Class C, Grade II Workers : Platen Machine Minders	60	0	66	20	126 20
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50	0	61	42	111 42
Class E Workers : Unskilled workers not under 18 years of age	42	0	59	03	101 03
Class F Workers : Unskilled workers under 18 years of age	20	0	39	97	59 97
Class G Workers : Watchers	44	0	61	42	105 42
Class A—1st year learner	33	0	43	32	76 32
" B " " "	26	0	37	47	63 47
" C Grade I, 1st year learner	24	0	39	42	63 42
" C " II " "	22	0	37	47	59 47
" D—1st year learner	19	0	35	52	54 52
Class A—2nd year learner	44	0	51	62	95 62
" B " " "	36	0	49	67	85 67
" C Grade I, 2nd year learner	29	0	44	70	73 70
" C " II " "	27	0	42	31	69 31
" D—2nd year learner	23	0	39	92	62 92

Month : April, 1959

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Printing Trade (contd.)						
Class A—3rd year learner ..	56	0	59	92	115	92
„ B „ „ ..	49	0	56	2	105	2
„ C Grade I, 3rd year learner ..	36	0	50	17	86	17
„ C „ II, „ „ ..	32	0	47	15	79	15
„ D—3rd year learner ..	28	0	44	32	72	32
Class A—4th year learner ..	71	0	72	12	143	12
„ B „ „ ..	64	0	65	20	129	20
„ C Grade I, 4th year learner ..	44	0	58	3	102	3
„ C „ II, „ „ ..	39	0	54	25	93	25
„ D—4th year learner ..	34	0	50	67	84	67
Class A—5th year learner ..	88	0	84	82	172	82

Cigar Trade

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

Plumbago Trade

Daily Rates :

Underground workers—

Basses ..	2	75	1	24	3	99
Kanganies } ..	2	25	1	24	3	49
Loaders } ..						
Overseers } ..						
Shift bosses ..	2	8	1	24	3	32
Blasters } ..						
Drillers (hand and machine) } ..	2	0	1	24	3	24
Shaft drivers } ..						
Stoppers (excavators) } ..						
Timbermen } ..						
Muckers } ..						
Trolleyman } ..	1	50	1	24	2	74
Unskilled labourers } ..						
Onsetters or Donakatarayas ..	2	25	1	24	3	49

Underground and surface workers—

Electricians } ..						
Enginemen } ..						
Fitters } ..						
Hoistmen } ..	2	50	1	24	3	74
Mechanics } ..						
Pumpmen } ..						
Winchmen } ..						
Checkers ..	2	25	1	24	3	49
Electricians (assistants) } ..						
Fitters (assistants) } ..	1	50	1	24	2	74
Windlassmen (dabare workers) } ..						

Surface workers—

Carpenters } ..	2	50	1	24	3	74
Masons } ..						
Overseers ..	2	25	1	24	3	49
Blacksmiths } ..						
Boilermen } ..	2	0	1	24	3	24
Drill sharpeners } ..						
Firewood carriers and splitters ..	1	60	1	24	2	84
Carters } ..						
Watchers } ..	1	50	1	24	2	74
Bakkikarayas or Banksmen ..	2	0	1	24	3	24
Cooks } ..						
Smithy boys } ..	1	24	1	24	2	48
Unskilled labourers } ..						

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

Plumbago Trade (contd.)

Workers employed in curing and dressing—

	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(A) as overseers and kanganies ..	2	0	1	44	3	44
(B) on different jobs						

Within the Colombo area—

Male worker not under 18 years ..	1	25	1	44	2	69
Female worker not under 18 years ..	1	0	1	12	2	12
Worker under 18 years ..	0	50	1	5	1	55

Outside the Colombo area—

Male worker not under 18 years ..	1	0	1	44	2	44
Female worker not under 18 years ..	0	84	1	12	1	96
Worker under 18 years ..	0	40	1	5	1	45

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

Tea Export Trade

Daily Rates :

A. Male workers not under 18 years—

(a) Grade II ..	1	40	2	6	3	46
(b) Intermediate Grade ..	1	60	2	16	3	76
(c) Grade I ..	1	80	2	16	3	96
(d) Box makers and repairers ..	1	60	2	16	3	76
(e) Watchers ..	1	70	2	16	3	86

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

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

Rubber Export Trade

Daily Rates :

A. Male workers not under 18 years—

(a) Grade II ..	1	40	2	6	3	46
(b) Intermediate Grade ..	1	60	2	16	3	76
(c) Grade I ..	1	80	2	16	3	96
(d) Watchers ..	1	70	2	16	3	86

B. Female workers not under 18 years of age—

(a) Grade II						
Workers employed in work other than sorting ..	1	15	1	94	3	9
(b) Grade I						
Workers employed in sorting ..	1	30	1	94	3	24

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

Class of Worker	Basic Wage		Special Allowances		Total
	Rs.	c.	Rs.	c.	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 0

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	..	61	42	..	161	42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt. ..	90	0	..	61	42	..	151	42
Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses ..	85	0	..	58	92	..	143	92
Class D Workers : Drivers of lorries with trailers (including those of the Scammel-Horse type but excluding those owned by an estate and used solely for internal transport within the estate) ..	100	0	..	61	42	..	161	42

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Motor Transport Trade (contd.)						
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	56	42	126	42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	61	42	128	92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. ..	60	0	57	52	117	52
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses	50	0	57	52	107	52
Class I Workers : Omnibus checkers or time-keepers	60	0	57	52	117	52
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90	0	57	52	147	52
Class K Workers : Porters engaged by employers who use the motor transport trade as incidental to the carrying on of some other trade and workers in the motor transport trade other than workers specified in the preceding items	45	0	47	92	92	92

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

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

Daily Rates

Class A worker	4	0	2	57	6	57
" B "	4	0	2	57	6	57
" C "	3	25	2	57	5	82
" D "	4	0	2	57	6	57
" E "	2	75	2	32	5	7
" F "	2	75	2	57	5	32
" G "	2	50	2	57	5	7
" H "	2	25	2	57	4	82
" K "	1	50	1	79	3	29

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

Match Manufacturing Trade

Daily Rates

Grade I—

Male 18 years and over	2	0	1	49	3	49
Female 18 years and over	1	64	1	39	3	3
Young person over 14 and under 17 years ..	0	95	0	87	1	82
Young person 17 years and over but under 18 years	1	25	1	08	2	33

Grade II—

Male 18 years and over	1	60	1	49	3	9
Female 18 years and over	1	32	1	39	2	71
Young person over 14 and under 17 years ..	0	80	0	87	1	67
Young person 17 and over but under 18 years	1	0	1	08	2	8

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Match Manufacturing Trade—(contd.)						
<i>Grade III—</i>						
Male 18 years and over	1	40	1	39	2	79
Female 18 years and over	1	15	1	27	2	42
Young person over 14 and under 17 years ..	0	70	0	87	1	57
Young person 17 and over but under 18 years	0	90	1	8	1	98

<i>Grade IV—</i>						
Watcher	1	70	1	49	3	19

Cinema Trade

Within the Municipal Areas

A—Non-clerical—

Unskilled	36	50	53	44	89	94
Semi-skilled	43	0	56	4	99	54
Skilled Grade II	55	0	57	86	112	86
Skilled Grade I	66	0	57	86	123	86

B—Clerical—

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

Outside the Municipal Areas

A—Non-clerical—

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

B—Clerical—

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

Dock, Harbour and Port Transport Trade

Manual Work—

Special Grade	65	0	34	0	99	0
Skilled Grade	55	0	30	0	85	0
Semi-skilled Grade	45	0	27	0	72	0
Unskilled Grade I	37	0	27	0	64	0
Unskilled Grade II	31	0	27	0	58	0

Women Workers—

Female Kanganies	35	0	27	0	62	0
Female labourers	30	0	27	0	57	0

Non-manual Workers—

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

Month: April, 1959

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
Building Trade					
Unskilled—					
Male labourers—					
Not under 18 years	..	1 40	..	2 6	.. 3 46
Female labourers—					
Not under 18 years	..	1 10	..	2 6	.. 3 16
Unskilled labourers— (irrespective of sex)					
Under 18 years of age	..	0 90	..	2 6	.. 2 96
Semi-skilled Grade II	..	1 65	..	2 16	.. 3 81
Semi-skilled Grade I	..	1 80	..	2 16	.. 3 96
Skilled	..	2 0	..	2 16	.. 4 16
Beedi Manufacturing Trade					
“Nool” beedi rolling (exclusive of preparation of wrappers for rolling)—					
1,000 beedies each 2 inches long 3 50
1,000 beedies each 2½ inches long 4 0
1,000 beedies each 3 inches long 4 75
“Nool” beedi rolling (exclusive of the preparation of wrappers for rolling)—					
1,000 beedies each 2 inches long 2 0
1,000 beedies each 2½ inches long 2 25
1,000 beedies each 3 inches long 2 75
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling)—					
1,000 beedies each 2 inches long 1 50
1,000 beedies each 2½ inches long 1 75
1,000 beedies each 3 inches long 2 0
Baking Trade					
<i>Monthly Rates</i>					
Class “A” Worker: foreman, cooks, “short eats” makers, pastry makers, cake decorators	..	70 0	..	57 90	.. 127 90
Class “B” Worker: dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators	..	55 0	..	53 75	.. 108 75
Class “C” Worker: flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen	..	39 0	..	41 53	.. 80 53

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 1959, to workers in the Tea Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 62½	0 57½	1 20	0 52½	0 43	0 95½	0 40	0 39½	0 79½	½
1	1 25	1 15	2 40	1 05	0 86	1 91	0 80	0 79	1 59	1
2	2 50	2 30	4 80	2 10	1 72	3 82	1 60	1 58	3 18	2
3	3 75	3 45	7 20	3 15	2 58	5 73	2 40	2 37	4 77	3
4	5 00	4 60	9 60	4 20	3 44	7 64	3 20	3 16	6 36	4
5	6 25	5 75	12 00	5 25	4 30	9 55	4 00	3 95	7 95	5
6	7 50	6 90	14 40	6 30	5 16	11 46	4 80	4 74	9 54	6
7	8 75	8 05	16 80	7 35	6 02	13 37	5 60	5 53	11 13	7
8	10 00	9 20	19 20	8 40	6 88	15 28	6 40	6 32	12 72	8
9	11 25	10 35	21 60	9 45	7 74	17 19	7 20	7 11	14 31	9
10	12 50	11 50	24 00	10 50	8 60	19 10	8 00	7 90	15 90	10
11	13 75	12 65	26 40	11 55	9 46	21 01	8 80	8 69	17 49	11
12	15 00	13 80	28 80	12 60	10 32	22 92	9 60	9 48	19 08	12
13	16 25	14 95	31 20	13 65	11 18	24 83	10 40	10 27	20 67	13
14	17 50	16 10	33 60	14 70	12 04	26 74	11 20	11 06	22 26	14
15	18 75	17 25	36 00	15 75	12 90	28 65	12 00	11 85	23 85	15
16	20 00	18 40	38 40	16 80	13 76	30 56	12 80	12 64	25 44	16
17	21 25	19 55	40 80	17 85	14 62	32 47	13 60	13 43	27 03	17
18	22 50	20 70	43 20	18 90	15 48	34 38	14 40	14 22	28 62	18
19	23 75	21 85	45 60	19 95	16 34	36 29	15 20	15 01	30 21	19
20	25 00	23 00	48 00	21 00	17 20	38 20	16 00	15 80	31 80	20
21	26 25	24 15	50 40	22 05	18 06	40 11	16 80	16 59	33 39	21
22	27 50	25 30	52 80	23 10	18 92	42 02	17 60	17 38	34 98	22
23	28 75	26 45	55 20	24 15	19 78	43 93	18 40	18 17	36 57	23
24	30 00	27 60	57 60	25 20	20 64	45 84	19 20	18 96	38 16	24
25	31 25	28 75	60 00	26 25	21 50	47 75	20 00	19 75	39 75	25
26	32 50	29 90	62 40	27 30	22 36	49 66	20 80	20 54	41 34	26
27	33 75	31 05	64 80	28 35	23 22	51 57	21 60	21 33	42 93	27
28	35 00	32 20	67 20	29 40	24 08	53 48	22 40	22 12	44 52	28
29	36 25	33 35	69 60	30 45	24 94	55 39	23 20	22 91	46 11	29
30	37 50	34 50	72 00	31 50	25 80	57 30	24 00	23 70	47 70	30

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

APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 1959, 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 08	0 52½	0 39½	0 92	½
1	1 40	1 15	2 55	1 30	0 86	2 16	1 05	0 79	1 84	1
2	2 80	2 30	5 10	2 60	1 72	4 32	2 10	1 58	3 68	2
3	4 20	3 45	7 65	3 90	2 58	6 48	3 15	2 37	5 52	3
4	5 60	4 60	10 20	5 20	3 44	8 64	4 20	3 16	7 36	4
5	7 00	5 75	12 75	6 50	4 30	10 80	5 25	3 95	9 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 05	17 85	9 10	6 02	15 12	7 35	5 53	12 88	7
8	11 20	9 20	20 40	10 40	6 88	17 28	8 40	6 32	14 72	8
9	12 60	10 35	22 95	11 70	7 74	19 44	9 45	7 11	16 56	9
10	14 00	11 50	25 50	13 00	8 60	21 60	10 50	7 90	18 40	10
11	15 40	12 65	28 05	14 30	9 46	23 76	11 55	8 69	20 24	11
12	16 80	13 80	30 60	15 60	10 32	25 92	12 60	9 48	22 08	12
13	18 20	14 95	33 15	16 90	11 18	28 08	13 65	10 27	23 92	13
14	19 60	16 10	35 70	18 20	12 04	30 24	14 70	11 06	25 76	14
15	21 00	17 25	38 25	19 50	12 90	32 40	15 75	11 85	27 60	15
16	22 40	18 40	40 80	20 80	13 76	34 56	16 80	12 64	29 44	16
17	23 80	19 55	43 35	22 10	14 62	36 72	17 85	13 43	31 28	17
18	25 20	20 70	45 90	23 40	15 48	38 88	18 90	14 22	33 12	18
19	26 60	21 85	48 45	24 70	16 34	41 04	19 95	15 01	34 96	19
20	28 00	23 00	51 00	26 00	17 20	43 20	21 00	15 80	36 80	20
21	29 40	24 15	53 55	27 30	18 06	45 36	22 05	16 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 00	28 75	63 75	32 50	21 50	54 00	26 25	19 75	46 00	25
26	36 40	29 90	66 30	33 80	22 36	56 16	27 30	20 54	47 84	26
27	37 80	31 05	68 85	35 10	23 22	58 32	28 35	21 33	49 68	27
28	39 20	32 20	71 40	36 40	24 08	60 48	29 40	22 12	51 52	28
29	40 60	33 35	73 95	37 70	24 94	62 64	30 45	22 91	53 36	29
30	42 00	34 50	76 50	39 00	25 86	64 80	31 50	23 70	55 20	30

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

APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 1959, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

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

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

APPENDIX III (A)

**Ready Reckoner showing the Minimum Wages payable for the
number of days worked during April, 1959, to workers in
the Coconut Growing and Manufacturing Trades**

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	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.	
½	1 15	1 07½	0 85½	0 77	1 90	1 70	1 40½	1 37	½
1	2 30	2 15	1 71	1 54	3 80	3 40	2 81	2 74	1
2	4 60	4 30	3 42	3 08	7 60	6 80	5 62	5 48	2
3	6 90	6 45	5 13	4 62	11 40	10 20	8 43	8 22	3
4	9 20	8 60	6 84	6 16	15 20	13 60	11 24	10 96	4
5	11 50	10 75	8 55	7 70	19 00	17 00	14 05	13 70	5
6	13 80	12 90	10 26	9 24	22 80	20 40	16 86	16 44	6
7	16 10	15 05	11 97	10 78	26 60	23 80	19 67	19 18	7
8	18 40	17 20	13 68	12 32	30 40	27 20	22 48	21 92	8
9	20 70	19 35	15 39	13 86	34 20	30 60	25 29	24 66	9
10	23 00	21 50	17 10	15 40	38 00	34 00	28 10	27 40	10
11	25 30	23 65	18 81	16 94	41 80	37 40	30 91	30 14	11
12	27 60	25 80	20 52	18 48	45 60	40 80	33 72	32 88	12
13	29 90	27 95	22 23	20 02	49 40	44 20	36 53	35 62	13
14	32 20	30 10	23 94	21 56	53 20	47 60	39 34	38 36	14
15	34 50	32 25	25 65	23 10	57 00	51 00	42 15	41 10	15
16	36 80	34 40	27 36	24 64	60 80	54 40	44 96	43 84	16
17	39 10	36 55	29 07	26 18	64 60	57 80	47 77	46 58	17
18	41 40	38 70	30 78	27 72	68 40	61 20	50 58	49 32	18
19	43 70	40 85	32 49	29 26	72 20	64 60	53 39	52 06	19
20	46 00	43 00	34 20	30 80	76 00	68 00	56 20	54 80	20
21	48 30	45 15	35 91	32 34	79 80	71 40	59 01	57 54	21
22	50 60	47 30	37 62	33 88	83 60	74 80	61 82	60 28	22
23	52 90	49 45	39 33	35 42	87 40	78 20	64 63	63 02	23
24	55 20	51 60	41 04	36 96	91 20	81 60	67 44	65 76	24
25	57 50	53 75	42 75	38 50	95 00	85 00	70 25	68 50	25
26	59 80	55 90	44 46	40 04	98 80	88 40	73 06	71 24	26
27	62 10	58 05	46 17	41 58	102 60	91 80	75 87	73 98	27
28	64 40	60 20	47 88	43 12	106 40	95 20	78 68	76 72	28
29	66 70	62 35	49 59	44 66	110 20	98 60	81 49	79 46	29
30	69 00	64 50	51 30	46 20	114 00	102 00	84 30	82 20	30

Notes.—“Male” refers to male workers not under 18 years of age ; “Female” to female workers not under 18 years of age and “Young Persons” to workers under 18 years of age in the Coconut Manufacturing Trade. In the Coconut Growing Trade, “Male”, “Female” and “Child Workers” refer to male workers not under 16 years of age ; Female workers not under 15 years of age and Young Persons to male workers under 16 years of age and female workers under 15 years of age respectively.

APPENDIX III (B)

**Ready Reckoner showing the Minimum Wages payable for the
number of days worked during April, 1959, to workers in
the Rubber Export Trade**

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

APPENDIX III (C)

**Ready Reckoner showing the Minimum Wages payable for the
number of days worked during April, 1959, to workers in
the Tea Export Trade**

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

APPENDIX III (D)

**Ready Reckoner showing the Minimum Wages payable for the
number of days worked during April, 1959, to workers in
the Engineering Trade**

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	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.	
½	1 73½	1 90½	1 80½	2 08	1 98	1 93	0 81	0 94	1 18½	1 38½	½
1	3 46	3 81	3 61	4 16	3 96	3 86	1 62	1 88	2 37	2 77	1
2	6 92	7 62	7 22	8 32	7 92	7 72	3 24	3 76	4 74	5 54	2
3	10 38	11 43	10 83	12 48	11 88	11 58	4 86	5 64	7 11	8 31	3
4	13 84	15 24	14 44	16 64	15 84	15 44	6 48	7 52	9 48	11 08	4
5	17 30	19 05	18 05	20 80	19 80	19 30	8 10	9 40	11 85	13 85	5
6	20 76	22 86	21 66	24 96	23 76	23 16	9 72	11 28	14 22	16 62	6
7	24 22	26 67	25 27	29 12	27 72	27 02	11 34	13 16	16 59	19 39	7
8	27 68	30 48	28 88	33 28	31 68	30 88	12 96	15 04	18 96	22 16	8
9	31 14	34 29	32 49	37 44	35 64	34 74	14 58	16 92	21 33	24 93	9
10	34 60	38 10	36 10	41 60	39 60	38 60	16 20	18 80	23 70	27 70	10
11	38 06	41 91	39 71	45 76	43 56	42 46	17 82	20 68	26 07	30 47	11
12	41 52	45 72	43 32	49 92	47 52	46 32	19 44	22 56	28 44	33 24	12
13	44 98	49 53	46 93	54 08	51 48	50 18	21 06	24 44	30 81	36 01	13
14	48 44	53 34	50 54	58 24	55 44	54 04	22 68	26 32	33 18	38 78	14
15	51 90	57 15	54 15	62 40	59 40	57 90	24 30	28 20	35 55	41 55	15
16	55 36	60 96	57 76	66 56	63 36	61 76	25 92	30 08	37 92	44 32	16
17	58 82	64 77	61 37	70 72	67 32	65 62	27 54	31 96	40 29	47 09	17
18	62 28	68 58	64 98	74 88	71 28	69 48	29 16	33 84	42 66	49 86	18
19	65 74	72 39	68 59	79 04	75 24	73 34	30 78	35 72	45 03	52 63	19
20	69 20	76 20	72 20	83 20	79 20	77 20	32 40	37 60	47 40	55 40	20
21	72 66	80 01	75 81	87 36	83 16	81 06	34 02	39 48	49 77	58 17	21
22	76 12	83 82	79 42	91 52	87 12	84 92	35 64	41 36	52 14	60 94	22
23	79 58	87 63	83 03	95 68	91 08	88 78	37 26	43 24	54 51	63 71	23
24	83 04	91 44	86 64	99 84	95 04	92 64	38 88	45 12	56 88	66 48	24
25	86 50	95 25	90 25	104 00	99 00	96 50	40 50	47 00	59 25	69 25	25
26	89 96	99 06	93 86	108 16	102 96	100 36	42 12	48 88	61 62	72 02	26
27	93 42	102 87	97 47	112 32	106 92	104 22	43 74	50 76	63 99	74 79	27
28	96 88	106 68	101 08	116 48	110 88	108 08	45 36	52 64	66 36	77 56	28
29	100 34	110 49	104 69	120 64	114 84	111 94	46 98	54 52	68 73	80 33	29
30	103 80	114 30	108 30	124 80	118 80	115 80	48 60	56 49	71 10	83 10	30

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1959, to workers in the Match Manufacturing Trade

No. of Days	Grade I				Grade II				Grade III				Grade IV	No. of Days
	Adults		Young Persons		Adults		Young Persons		Adults		Young Persons		Watches	
	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years		
1	1 74½	1 51½	0 91	1 16½	1 54½	1 35½	0 83½	1 04	1 39½	1 21	0 78½	0 99	1 59½	1
2	3 49	3 03	1 82	2 33	3 09	2 71	1 67	2 08	2 79	2 42	1 57	1 98	3 19	2
3	6 98	6 06	3 64	4 66	6 18	5 42	3 34	4 16	5 58	4 84	3 14	3 96	6 38	3
4	10 47	9 09	5 46	6 99	9 27	8 13	5 01	6 24	8 37	7 26	4 71	5 94	9 57	4
5	13 96	12 12	7 28	9 32	12 36	10 84	6 68	8 32	11 16	9 68	6 28	7 92	12 76	5
6	17 45	15 15	9 10	11 65	15 45	13 55	8 35	10 40	13 95	12 10	7 85	9 90	15 95	6
7	20 94	18 18	10 92	13 98	18 54	16 26	10 02	12 48	16 74	14 52	9 42	11 88	19 14	7
8	24 43	21 21	12 74	16 31	21 63	18 97	11 69	14 56	19 53	16 94	10 99	13 86	22 33	8
9	27 92	24 24	14 56	18 64	24 72	21 68	13 36	16 64	22 32	19 36	12 56	15 84	25 52	9
10	31 41	27 27	16 38	20 97	27 81	24 39	15 03	18 72	25 11	21 78	14 13	17 82	28 71	10
11	34 90	30 30	18 20	23 30	30 90	27 10	16 70	20 80	27 90	24 20	15 70	19 80	31 90	11
12	38 39	33 33	20 02	25 63	33 99	29 81	18 37	22 88	30 69	26 62	17 27	21 78	35 09	12
13	41 88	36 36	21 84	27 96	37 08	32 52	20 04	24 96	33 48	29 04	18 84	23 76	38 28	13
14	45 37	39 39	23 66	30 29	40 17	35 23	21 71	27 04	36 27	31 46	20 41	25 74	41 47	14
15	48 86	42 42	25 48	32 62	43 26	37 94	23 38	29 12	39 06	33 88	21 98	27 72	44 66	15
16	52 35	45 45	27 30	34 95	46 35	40 65	25 05	31 20	41 85	36 30	23 55	29 70	47 85	16
17	55 84	48 48	29 12	37 28	49 44	43 36	26 72	33 28	44 64	38 72	25 12	31 68	51 04	17
18	59 33	51 51	30 94	39 61	52 53	46 07	28 39	35 36	47 43	41 14	26 69	33 66	54 23	18
19	62 82	54 54	32 76	41 94	55 62	48 78	30 06	37 44	50 22	43 56	28 26	35 64	57 42	19
20	66 31	57 57	34 58	44 27	58 71	51 49	31 73	39 52	53 01	45 98	29 83	37 62	60 61	20
21	69 80	60 60	36 40	46 60	61 80	54 20	33 40	41 60	55 80	48 40	31 40	39 60	63 80	21
22	73 29	63 63	38 22	48 93	64 89	56 91	35 07	43 68	58 59	50 82	32 97	41 58	66 99	22
23	76 78	66 66	40 04	51 26	67 98	59 62	36 74	45 76	61 38	53 24	34 54	43 56	70 18	23
24	80 27	69 69	41 86	53 59	71 07	62 33	38 41	47 84	64 17	55 66	36 11	45 54	73 37	24
25	83 76	72 72	43 68	55 92	74 16	65 04	40 08	49 92	66 96	58 08	37 68	47 52	76 56	25
26	87 25	75 75	45 50	58 25	77 25	67 75	41 75	52 00	69 75	60 50	39 25	49 50	79 75	26
27	90 74	78 78	47 32	60 58	80 34	70 46	43 42	54 08	72 54	62 92	40 82	51 48	82 94	27
28	94 23	81 81	49 14	62 91	83 43	73 17	45 09	56 16	75 33	65 34	42 39	53 46	86 13	28
29	97 72	84 84	50 96	65 24	86 52	75 88	46 76	58 24	78 12	67 76	43 96	55 44	89 32	29
30	101 21	87 87	52 78	67 57	89 61	78 59	48 43	60 32	80 91	70 18	45 53	57 42	92 51	30
30	104 70	90 90	54 60	69 90	92 70	81 30	50 10	62 40	83 70	72 60	47 10	59 40	95 70	30

APPENDIX III (F)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1959, to workers in the Building Trade.

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

"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 April, 1959, to Daily-paid workers in
the Motor Transport Trade**

<i>No. of Days</i>	<i>Class A Class B Class D</i>	<i>Class C</i>	<i>Class E Class G</i>	<i>Class F</i>	<i>Class H</i>	<i>Class K</i>	<i>No. of Days</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	3 31	2 93½	2 56	2 68½	2 43½	1 76	½
1	6 57	5 82	5 07	5 32	4 82	3 29	1
2	13 14	11 64	10 14	10 64	9 64	6 58	2
3	19 71	17 46	15 21	15 96	14 46	9 87	3
4	26 28	23 28	20 28	21 28	19 28	13 16	4
5	32 85	29 10	25 35	26 60	24 10	16 45	5
6	39 42	34 92	30 42	31 92	28 92	19 74	6
7	45 99	40 74	35 49	37 24	33 74	23 03	7
8	52 56	46 56	40 56	42 56	38 56	26 32	8
9	59 13	52 38	45 63	47 88	43 38	29 61	9
10	65 70	58 20	50 70	53 20	48 20	32 90	10
11	72 27	64 02	55 77	58 52	53 02	36 19	11
12	78 84	69 84	60 84	63 84	57 84	39 48	12
13	85 41	75 66	65 91	69 16	62 66	42 77	13
14	91 98	81 48	70 98	74 48	67 48	46 06	14
15	98 55	87 30	76 05	79 80	72 30	49 35	15
16	105 12	93 12	81 12	85 12	77 12	52 64	16
17	111 69	98 94	86 19	90 44	81 94	55 93	17
18	118 26	104 76	91 26	95 76	86 76	59 22	18
19	124 83	110 58	96 33	101 08	91 58	62 51	19
20	131 40	116 40	101 40	106 40	96 40	65 80	20
21	137 97	122 22	106 47	111 72	101 22	69 09	21
22	144 54	128 04	111 54	117 04	106 04	72 38	22
23	151 11	133 86	116 61	122 36	110 86	75 67	23
24	157 68	139 68	121 68	127 68	115 68	78 96	24
25	164 25	145 50	126 75	133 00	120 50	82 25	25
26	170 82	151 32	131 82	138 32	125 32	85 54	26
27	177 39	157 14	136 89	143 64	130 14	88 83	27
28	183 96	162 96	141 96	148 96	134 96	92 12	28
29	190 53	168 78	147 03	154 28	139 78	95 41	29
30	197 10	174 60	152 10	159 60	144 60	98 70	30

APPENDIX IV (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1959, 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	3 11	2 91	2 77	3 11	2 43	2 48	2 26	2 07	2 26	2 84	1 79	1
2	6 21	5 82	5 54	6 21	4 86	4 96	4 52	4 14	4 52	5 67	3 57	2
3	12 42	11 65	11 07	12 42	9 72	9 92	9 04	8 27	9 04	11 35	7 15	3
4	18 63	17 47	16 61	18 63	14 59	14 88	13 56	12 41	13 56	17 02	10 72	4
5	24 83	23 30	22 14	24 83	19 45	19 83	18 08	16 54	18 08	22 70	14 30	5
6	31 04	29 12	27 68	31 04	24 31	24 79	22 60	20 68	22 60	28 37	17 87	6
7	37 25	34 94	33 21	37 25	29 17	29 75	27 12	24 81	27 12	34 04	21 44	7
8	43 46	40 77	38 75	43 46	34 04	34 71	31 64	28 95	31 64	39 72	25 02	8
9	49 67	46 59	44 28	49 67	38 90	39 67	36 16	33 08	36 16	45 39	28 59	9
10	55 88	52 41	49 82	55 88	43 76	44 63	40 68	37 22	40 68	51 06	32 16	10
11	62 08	58 24	55 35	62 08	48 62	49 58	45 20	41 35	45 20	56 74	35 74	11
12	68 29	64 06	60 89	68 29	53 49	54 54	49 72	45 49	49 72	62 41	39 31	12
13	74 50	69 89	66 42	74 50	58 35	59 50	54 24	49 62	54 24	68 09	42 89	13
14	80 71	75 71	71 96	80 71	63 21	64 46	58 76	53 76	58 76	73 76	46 46	14
15	86 92	81 53	77 50	86 92	68 07	69 42	63 28	57 90	63 28	79 43	50 03	15
16	93 13	87 36	83 03	93 13	72 93	74 38	67 80	62 03	67 80	85 11	53 61	16
17	99 34	93 18	88 57	99 34	77 80	79 34	72 32	66 17	72 32	90 78	57 18	17
18	105 54	99 01	94 10	105 54	82 66	84 29	76 84	70 30	76 84	96 46	60 76	18
19	111 75	104 83	99 64	111 75	87 52	89 25	81 36	74 44	81 36	102 13	64 33	19
20	117 96	110 65	105 17	117 96	92 38	94 21	85 88	78 57	85 88	107 80	67 90	20
21	124 17	116 48	110 71	124 17	97 25	99 17	90 40	82 71	90 40	113 48	71 48	21
22	130 38	122 30	116 24	130 38	102 11	104 13	94 92	86 84	94 92	119 15	75 05	22
23	136 59	128 12	121 78	136 59	106 97	109 09	99 44	90 98	99 44	124 82	78 62	23
24	142 79	133 95	127 31	142 79	111 83	114 04	103 96	95 11	103 96	130 50	82 20	24
25	149 00	139 77	132 85	149 00	116 70	119 00	108 48	99 25	108 48	136 17	85 77	25
26	155 21	145 60	138 38	155 21	121 56	123 96	113 00	103 38	113 00	141 85	89 35	26
27	161 42	151 42	143 92	161 42	126 42	128 92	117 52	107 52	117 52	147 52	92 92	27
28	171 11	160 51	152 56	171 11	134 01	136 66	124 57	113 97	124 57	156 37	98 50	28
29	180 80	169 60	161 20	180 80	141 60	144 40	131 62	120 42	131 62	165 22	104 08	29
30	190 49	178 69	169 84	190 49	149 19	152 14	138 67	126 87	138 67	174 07	109 66	30
30	200 18	187 78	178 48	200 18	156 78	159 88	145 72	133 32	145 72	182 92	115 24	30

APPENDIX IV (B)

Ready Reckoner showing the minimum wages payable for the number of days worked during April, 1959, to workers in the Baking Trade

<i>No. of Days</i>	<i>Class A</i>	<i>Class B</i>	<i>Class C</i>	<i>No. of Days</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	2 46	2 09	1 55	½
1	4 92	4 18	3 10	1
2	9 84	8 37	6 19	2
3	14 76	12 55	9 29	3
4	19 68	16 73	12 39	4
5	24 60	20 91	15 49	5
6	29 52	25 10	18 58	6
7	34 43	29 28	21 68	7
8	39 35	33 46	24 78	8
9	44 27	37 64	27 88	9
10	49 19	41 83	30 97	10
11	54 11	46 01	34 07	11
12	59 03	50 19	37 17	12
13	63 95	54 37	40 27	13
14	68 87	58 56	43 36	14
15	73 79	62 74	46 46	15
16	78 71	66 92	49 56	16
17	83 63	71 11	52 65	17
18	88 55	75 29	55 75	18
19	93 47	79 47	58 85	19
20	98 38	83 65	61 95	20
21	103 30	87 84	65 04	21
22	108 22	92 02	68 14	22
23	113 14	96 20	71 24	23
24	118 06	100 38	74 34	24
25	122 98	104 57	77 43	25
26	127 90	108 75	80 53	26

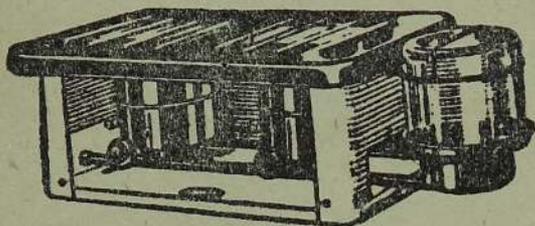
FALKS WICKLESS OIL COOKERS

HAVE MANY ADVANTAGES!

Smooth rounded corners for easy cleaning.

Heavy-Gauge Kettle Rests—removable for cleaning—suitable for large and small pans.

Extra-wide 14 In. Cooking Platform pressed from single sheet of metal.



2 Burner model Rs. 75/-

3 Burner model Rs. 115/-

Heavy glass oil container $3\frac{1}{2}$ -plnt capacity, held securely by bottle holder.

Removable cap to facilitate cleaning of supply pipe.

Regulating valve gives any desired flame from simmer to boil.

Sole Agents for Ceylon

HUNTERS

P. O. Box 214

HUNTER & COMPANY LTD.

Tel: 5297-9

1853



1959

The Chartered Bank was incorporated in England by Royal Charter on 29th December, 1853, and during the ensuing century, its system of Branches has been progressively extended to most centres of commercial importance throughout Southern and South Eastern Asia and the Far East. At all these Branches a complete banking service is available and, in particular, facilities are provided for the financing of international trade in co-operation with the Bank's offices in the United Kingdom, its Agencies in New York and Hamburg, and a world-wide range of Banking correspondents.

Head Office : 38, BISHOPSGATE, LONDON, E. C. 2

THE CHARTERED BANK

For more than One Hundred Years the Standard Bearer of the British Financial Tradition in the East

Branches of the Eastern Bank Ltd., a wholly-owned subsidiary of The Chartered Bank, are established in Iraq, Bahrain, Qatar [Persian Gulf], Lebanon and Hadramaut and in India Pakistan, Aden Singapore, Malaya and Ceylon.

Colombo Branch :

17, QUEEN STREET

F. G. WERNHAM, *Manager*

Control

COOCH & ILLUK

WITH

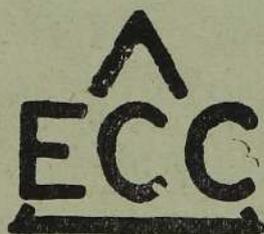
DOWPON

Packed in 50 lb. Kegs and 10 lb. Bags

Available from

HARRISONS & CROSFIELD LTD.

CIVIL ENGINEERS



CONTRACTORS

Suppliers of

INDUSTRIAL PLANTS & EQUIPMENT

“Atlas Copco” Air Compressors & Tools,
Swedish Rock Drill Steels, Danish Dairy
Machinery & Utensils, “Maximixam”

Concrete Mixers etc., etc.

EQUIPMENT & CONSTRUCTION CO., LTD.

7, CANAL ROW

COLOMBO 1

THE EASTERN BANK LIMITED

(Incorporated in England. Liability of Shareholders Limited)

WHOLLY-OWNED SUBSIDIARY OF THE CHARTERED BANK

Incorporated by Royal Charter 1853

5 & 7 MAIN STREET, COLOMBO

Subscribed Capital	..	..	£2,000,000
Paid-up Capital	..	..	£1,000,000
Reserve Fund	..	..	£1,500,000
Reserve Liability of Shareholders	..	..	£1,000,000

Head Office

2 & 3, CROSBY SQUARE, LONDON, E. C. 3

Branches

CEYLON, PERSIAN GULF, IRAQ, INDIA, MALAYA, PAKISTAN, ADEN, LEBANON

The Bank conducts every description of Banking Business and has Correspondents in all the Principal Cities of the World.

Current Accounts are opened and Fixed Deposits received on terms which may be ascertained on application.

Savings Deposit Accounts opened, Interest two per cent. per annum.

Safe Deposit Vault. Safes for the storage of Documents, Jewellery, &c., are under the hirers' own control at rates from Rs. 20 per annum. The letting of Safes is not restricted to regular clients of the Bank and they may be visited as often as desired. A well-equipped room is available for the convenience of the renter wishing to examine the contents of his safe in private and there is also an inner vault for storing bulky articles at rates to be obtained on application.

The Manager's personal advice is always available to callers.

D. A. RAMSAY,
Manager, Colombo.

Now Available

from

THE CEYLON BREWERY LIMITED
NUWARA ELIYA

BREWERS DRIED YEAST—

**The ideal addition in Poultry,
Cattle and Pig food.**

Sold by the hundredweight.

Retail in 10, 5 and 2 lb. packets.

Retail Stockists in Colombo —

MOOSAJEES, ALSTON PLACE

NATIONAL AND GRINDLAYS BANK Limited

Incorporated in the United Kingdom. The Liability of Members is Limited.)

Head Office

26, BISHOPSGATE, LONDON E. C. 2

**Bankers to the Government in Kenya, Uganda,
Zanzibar, Aden and Somaliland Protector**

The Bank transacts General Banking and Exchange Business of every description with the principal commercial cities of the world.

Safe Deposit Lockers, the letting of which is not restricted to the Bank's constituents, are available at the Main Office in Colombo for the storage of valuables under the personal control of hirers. Terms may be obtained on application.

A Travel Department is available at Grindlays Branch, York Street, Colombo, where air and sea passages may be booked to any part of the world and personal and baggage insurance effected. Letters of Credit or Traveller's Cheques may be obtained from any office of the Bank.

Savings Bank Accounts may be opened with any of our branches in Ceylon, Interest is allowed at two per cent. per annum.

Main Office : 37, YORK STREET

Grindlays Branch : 11, YORK STREET

Also Agencies at Kandy and Nuwara Eliya

A. L. SIMPSON, *Manager.*

A revolution in the Barbed Wire Trade !



"MOTTO" STEEL BARBED WIRE
is sold by the yard and costs much less

"MOTTO" Steel Barbed Wire Lasts Three Times as long and is Three Times Heavier than any ordinary barbed wire, and is More Economical.

"MOTTO" Steel Barbed Wire has a guaranteed minimum zinc coating of .7 oz. per sq. ft. as against .2 oz. per sq. ft. of the ordinary barbed wire, which makes "Motto" barbed wire fences impregnable.

Sole Agents :

CEYLON & FOREIGN TRADES LTD.

Sole Distributors :

PROVINCIAL SUPPLIERS LTD.

125, MAIN STREET, COLOMBO II

Telephone 78653

FOR YOUR STAFF & LABOUR REQUIREMENTS

Consult

THE NEAREST EMPLOYMENT EXCHANGE

- ★ The service of the Employment Exchange will cost you nothing—It is absolutely free, to the employer and to the worker.
- ★ By using the Exchange you will save the time and expense otherwise wasted in considering unsuitable applicants ; instead you will be able to make your final choice from a limited number of workers carefully selected to suit your needs.
- ★ A complete classified record of persons available for employment is maintained at the Exchange. The qualifications and experience of each individual are indicated in the records.
- ★ When workers are urgently required at short notice, large parties of workers can usually be supplied without delay.

Employment Exchanges function in the following Towns :—

- | | |
|---------------------------|----------------|
| ★ COLOMBO ('Phone : 2466) | ★ KEGALLE |
| ★ KANDY | ★ KURUNEGALA |
| ★ GALLE | ★ RATNAPURA |
| ★ JAFFNA | ★ NEGOMBO |
| ★ KALUTARA | ★ VAVUNIYA |
| ★ MATARA | ★ HAPUTALE |
| ★ AVISSAWELLA | ★ BADULLA |
| ★ BATTICALOA | ★ NAWALAPITIYA |
| ★ TRINCOMALEE | ★ KALMUNAI |
| ★ ANURADHAPURA | ★ CHILAW |
| ★ HATTON | |

අනුරාධපුරයේ සේවය

Baur's *Fertilisers*

for:

- ECONOMY
- EFFICIENCY
- RELIABILITY

Free Expert Advice available on all
matters of Planting, Manuring and
Plant Protection



A. BAUR & CO., LTD.

The Ceylon Manure Works

COLOMBO

P. O. Box 11

Tel. 78251-4 (4 lines)