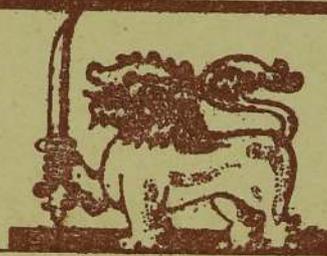


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VOLUME X
No. 12

DECEMBER
1959

In this issue

Statistics of Industrial Disputes in 1958

Statistics of the Month in Brief

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LVII—The Coconut Growing Trade

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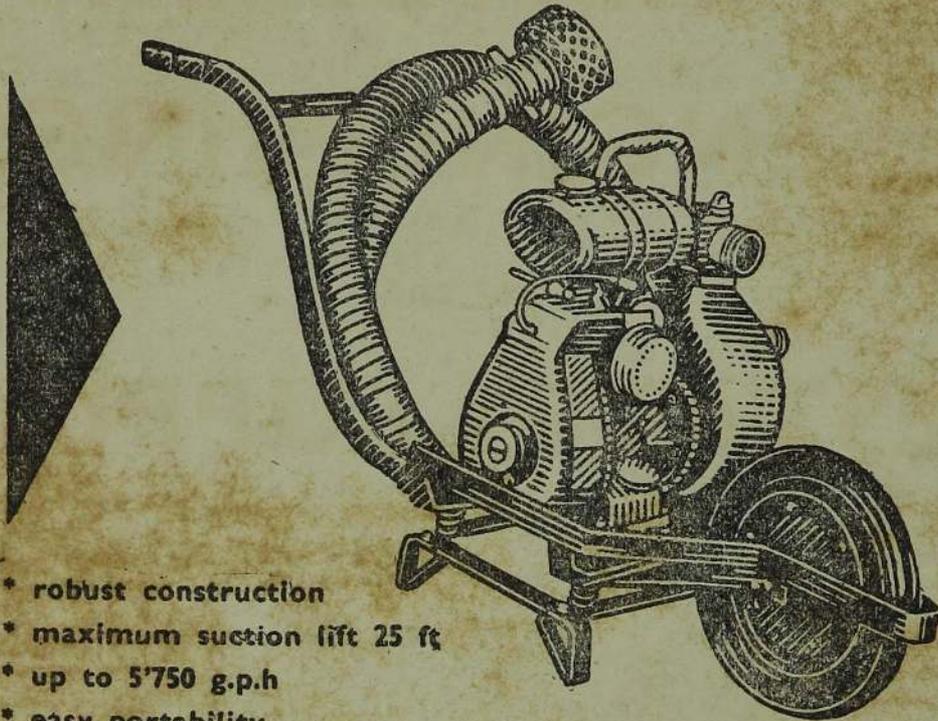
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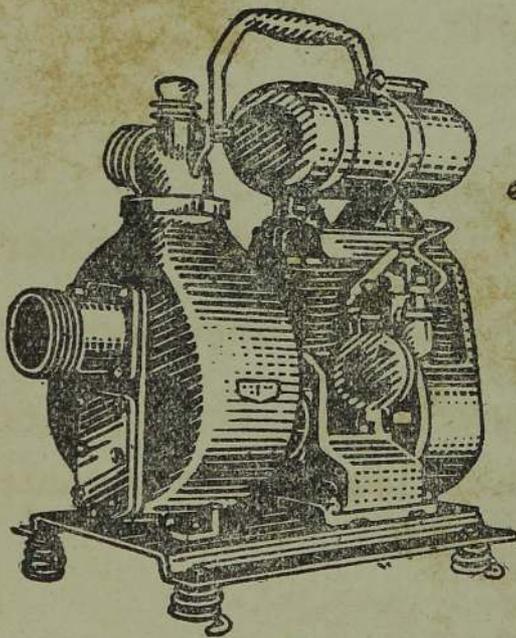
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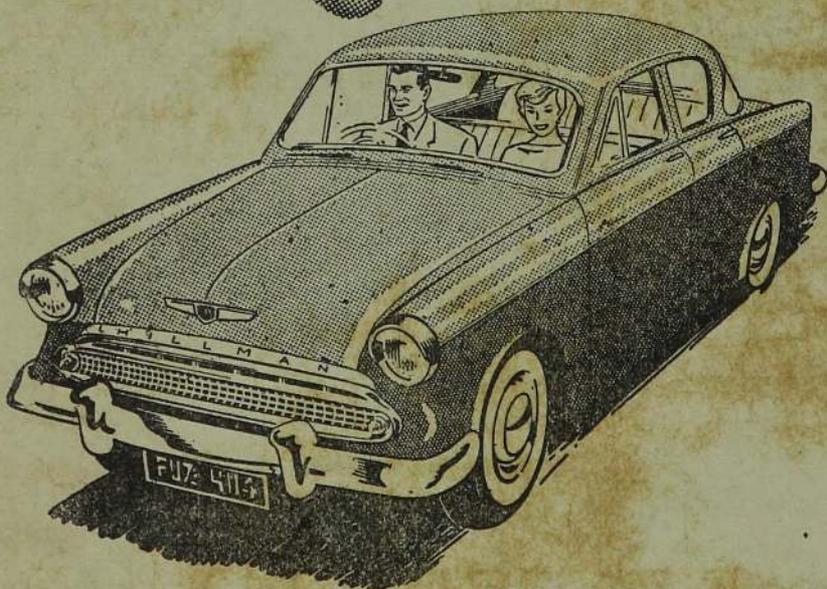
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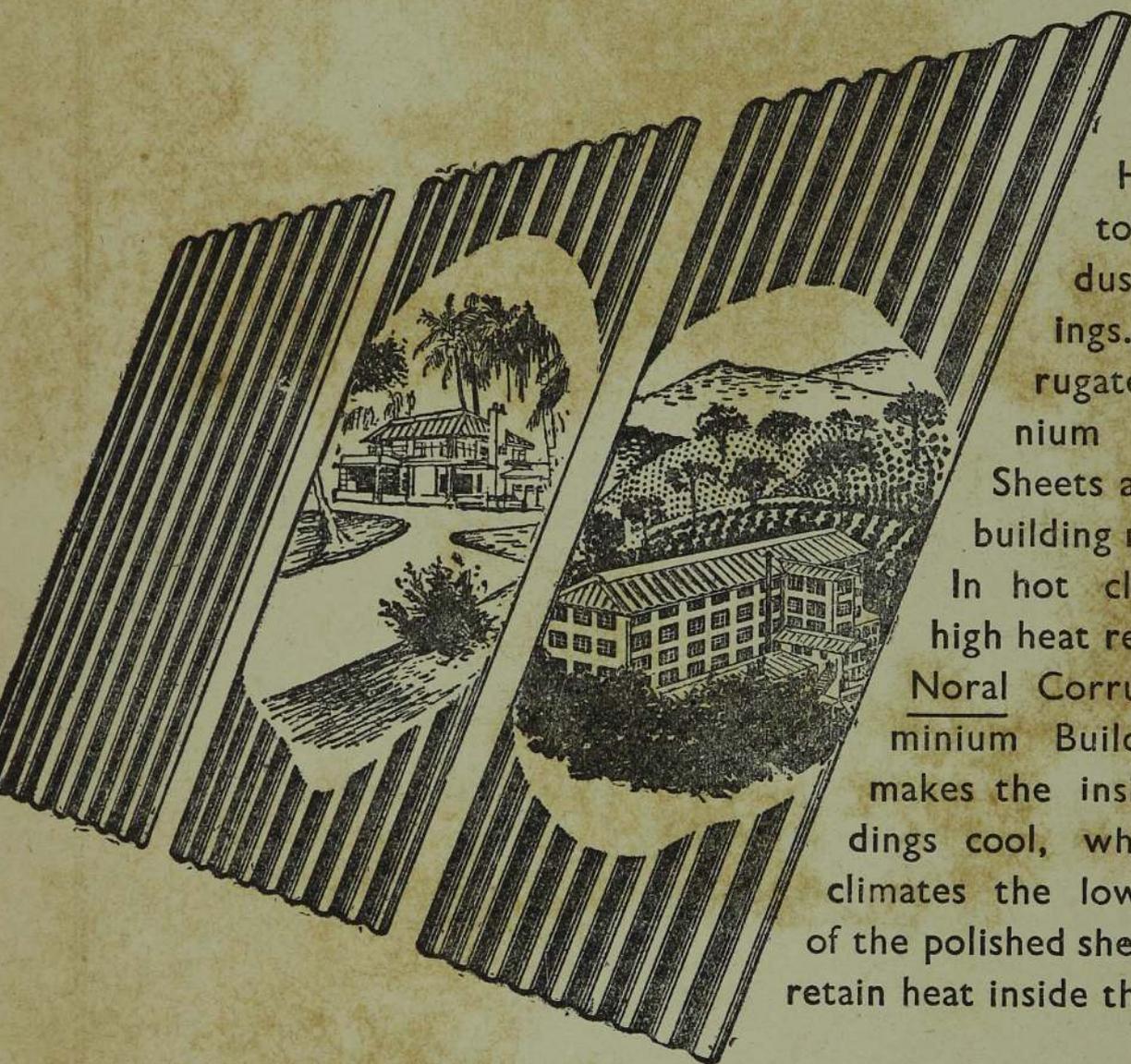
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CEYLON LABOUR GAZETTE

VOLUME X No. 12

DECEMBER, 1959

STATISTICS OF INDUSTRIAL DISPUTES IN 1958

ACCORDING to available statistics, the industrial disputes resulting in stoppages of work in 1958 numbered 203 involving 72,961 workers and a loss of 725,401 man-days as compared to 304 strikes in 1957 involving 367,300 workers and a loss of 808,493 man-days in 1957. With regard to the statistics of the number of workers involved and the man-days lost in 1957, it should be mentioned that out of a total of 297,011 workers involved and 618,050 man-days lost as a result of strikes in the plantations in 1957, as many as 211,026 workers and 211,026 man-days lost were in respect of an island-wide token strike in the plantations.

2. The statistics of strikes since 1939 are shown in the statement below. The number of strikes shown against each year relates to the number of strikes that ended during that period. Beginning from the year 1952, strikes involving less than five workers or lasting less than one day are excluded from the statistics except in cases where the aggregate number of man-days lost exceeded 50. It is necessary to remember this in any comparison of the figures for the period from 1952 onwards with the figures of the previous years.

Year	Strikes in Ceylon since 1939		
	Number of Strikes	Number of workers involved	Number of Man-days Lost
1939	22	—	—
1940	44	9,732*	—
1941	42	4,156†	—
1942	22	949‡	—
1943	53	6,986	9,593§
1944	92	16,047§	29,985
1945	81	32,389	157,673
1946	156	54,496	282,696
1947	105	55,334	743,831
1948	53	24,165	52,431
1949	94	480,286	695,916
1950	110	28,279	108,454
1951	102	312,817	538,524
1952	75	11,523	56,404
1953	87	378,082	462,582
1954	114	101,831	476,769
1955	107	22,730	105,929
1956	214	88,760	353,854
1957	304	367,300	808,493
1958	203¶	72,961¶	725,401¶

— not available.

* Figures for 35 strikes only.

† Figures for 27 strikes only.

‡ Figures for 8 strikes only.

§ Figures for 52 strikes only.

|| Figures for 91 strikes only.

¶ 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.

Strikes Classified by Number of Workers Involved

The strikes in 1958 classified by number of workers involved separately for plantations and for trades other than plantations and for all trades are shown in the statements given below. It will be noted that out of a total of 123 strikes in plantations as many as 96 strikes involved 100 workers or more. In the case of strikes in the trades other than plantations, 19 strikes were strikes involving under 25 workers. Only 44 out of a total of 80 strikes involved 100 or more.

Plantations

Number of Workers	Number of Strikes		Number of Workers involved		Number of Man-days lost	
	Number	Per cent.	Number	Per cent.	Number	Per cent.
Under 5	—	—	—	—	—	—
5 and under 25	6	4.88	111	.28	534	.16
25 and under 50	8	6.50	310	.79	714	.21
50 and under 100	13	10.57	984	2.50	5,505	1.62
100 and under 250	39	31.71	6,411	16.28	28,100	8.25
250 and under 500	35	28.46	12,678	32.20	47,196	13.86
500 and under 1,000	17	13.82	1,158	2.83	57,728	16.94
1,000 and over	5	4.06	17,720	45.12	200,855	58.96
Total	123	100.00	39,372	100.00	340,632	100.00

Other Trades

Under 5	—	—	—	—	—	—
5 and under 25	19	2.38	275	.82	2,167	.56
25 and under 50	5	.63	183	.55	400	.10
50 and under 100	12	1.50	725	2.16	3,974	1.03
100 and under 250	22	2.75	3,073	9.15	39,658	10.31
250 and under 500	11	1.37	3,786	11.27	12,204	3.17
500 and under 1,000	7	.87	4,508	13.42	67,261	17.49
1,000 and over	4	.50	21,039	62.63	259,105	67.34
Total	80	100.00	33,589	100.00	384,769	100.00

The statement below shows the same information in respect of all trades.

	No. of Strikes		No. of Workers involved		No. of Man-days lost	
	Number	Per cent.	Number	Per cent.	Number	Per cent.
Under 5	—	—	—	—	—	—
5 and under 25	25	12.32	386	.53	2,701	.37
25 and under 50	13	6.40	493	.68	1,114	.15
50 and under 100	25	12.32	1,709	2.34	9,479	1.31
100 and under 250	61	30.05	9,484	13.00	67,758	9.34
250 and under 500	46	22.66	16,464	22.57	59,400	8.19
500 and under 1,000	24	11.82	15,666	21.47	124,989	17.23
1,000 and over	9	4.43	28,759	39.41	459,960	63.41
Total	203	100.00	72,961	100.00	725,401	100.00

Strikes Classified by Duration

The statements below show the strikes in 1957 classified according to duration separately for plantations, for trades other than plantations and for all trades. It is significant to note from the analysis of the strikes according to duration that the number of strikes which lasted for only a day or less than a day was comparatively less in 1958 than in 1957. In 1957, 131 strikes out of 304 were strikes with a duration of a day or less than a day, whereas in 1958 only 66 strikes out of a total of 203 strikes were strikes which lasted one day or less than a day. The percentage of strikes lasting a day or less than a day for the years 1955 to 1958 are given below :—

Year	Percentage of Strikes lasting a day or less than a day	
1955	..	38.3
1956	..	38.8
1957	..	43.1
1958	..	27.6

Strikes in Plantations classified by Duration

	No. of Strikes	Per cent	No. of Workers involved	Per cent	No. of Man-days lost	Per cent
Less than 1 day	.. 4	.. 3.25	.. 731	.. 1.86	.. 437	.. .13
1 day	.. 36	.. 29.27	.. 10,916	.. 27.73	.. 10,929	.. 3.21
Over 1 and under 5 days	.. 48	.. 39.02	.. 13,306	.. 33.80	.. 38,301	.. 11.24
5 days and over	.. 35	.. 28.46	.. 14,419	.. 36.61	.. 290,965	.. 85.42
Total	.. 123	100.00	39,372	100.00	340,632	100.00

Strikes in Other Trades classified by Duration

Less than 1 day	.. 11	.. 13.75	.. 3,278	.. 9.76	.. 1,502	.. .39
1 day	.. 15	.. 18.75	.. 1,824	.. 5.43	.. 1,824	.. .47
Over 1 and under 5	.. 21	.. 26.25	.. 4,838	.. 14.40	.. 10,754	.. 2.80
5 days and over	.. 33	.. 41.25	.. 23,649	.. 70.41	.. 370,689	.. 96.34
Total	.. 80	100.00	33,589	100.00	384,769	100.00

Strikes in All Trades classified by Duration

Less than 1 day	.. 15	.. 7.39	.. 4,009	.. 5.49	.. 1,939	.. .27
1 day	.. 51	.. 25.12	.. 12,740	.. 17.46	.. 12,753	.. 1.76
Over 1 day and under 5 days	.. 69	.. 33.99	.. 18,144	.. 24.87	.. 49,055	.. 6.76
5 days and over	.. 68	.. 33.50	.. 38,068	.. 52.18	.. 661,654	.. 91.21
Total	.. 203	100.00	72,961	100.00	725,401	100.00

Average Duration of Strikes from 1943 to 1958

The average duration of a strike in 1958 was 9.9 working days as compared to 2.2 days in 1957 and 4 days in 1956. The average duration since 1943 is shown below separately for plantations and for trades other than plantations and for all strikes as a whole.

Average Duration of Strikes

Year	In Plantations	In other Work-places	All Strikes
1943	2.1	1.0	1.4
1944	1.1	2.1	1.9
1945	1.2	5.3	4.9
1946	2.1	6.4	5.2
1947	16.9	12.5	13.4
1948	2.2	2.3	2.2
1949	1.4	5.1	1.5
1950	3.8	4.1	3.8
1951	1.7	2.6	1.7
1952	1.8	7.6	4.9
1953	1.2	2.2	1.2
1954	4.5	5.6	4.7
1955	6.1	3.2	4.7
1956	3.5	4.8	4.0
1957	2.1	2.7	2.2
1958	8.6	11.4	9.9

Strikes in 1957 and 1958 Classified by Industry

The stoppages of work resulting from strikes in 1957 and 1958 are shown classified according to the industry in the statement below :—

Industry or Trade	1957			1958		
	No. of Strikes	No. of Workers involved	No. of man-days lost	No. of Strikes	No. of Workers involved	No. of man-days lost
Plantations	177	297,011	618,050	123	39,372	340,632
Engineering	10	2,522	12,096	8	1,726	59,016
Engineering and Motor Transport	1	142	1,988	1	333	4,651
Motor Transport	10	2,210	21,134	2	163	244
Printing	5	364	7,571	2	237	1,503
Rubber Manufacturing	—	—	—	—	—	—
Tea Export	—	—	—	—	—	—
Rubber Export	8	1,432	4,186	1	104	208
Tea and Rubber Export	1	26	26	—	—	—
Coconut Manufacturing	7	1,174	6,722	4	174	694
Toddy, arrack and Vinegar Manufacturing	—	—	—	4	52	82
Plumbago	—	—	—	—	—	—
Cinema	—	—	—	2	86	194
Dock, Harbour and Port Transport	43	29,549	39,742	10	2,793	1,717
Building Trade	1	54	216	5	1,685	15,193
Local Government Services	5	6,040	29,763	2	281	141
Government Services	12	19,288	34,817	9	14,095	104,420
Textile Manufacturing	1	158	79	1	1,650	3,300
Fertilizer Manufacturing	1	340	720	2	661	1,370
Shoe Manufacturing	2	350	3,900	5	58	1,142
Cement Manufacturing	1	770	2,310	—	—	—
Tile Manufacturing	—	—	—	1	38	76
Banking	—	—	—	—	—	—
Soap Manufacturing	—	—	—	—	—	—
Cigarette Manufacturing	1	70	280	—	—	—
Beedi Manufacturing	1	73	1,022	1	204	480
Cigar Manufacturing	—	—	—	—	—	—
Metal Breaking	—	—	—	1	27	81
Match Manufacturing	2	276	3,299	2	625	900
Mercantile and other Miscellaneous	15	5,401	20,572	17	8,597	189,357
Total	304	367,250	808,493	203	72,961	725,401

The bulk of the organizable labour being employed in the plantations, a very large percentage of man-days lost as a result of strikes continues to be in the plantations. In 1958 as much as 47 per cent of the total man-days lost was in estates, while in 1955, 1956 and 1957 the percentages were 66, 56 and 76 respectively.

Strikes Classified by Cause

The stoppages of work resulting from strikes for the years 1955 to 1958 classified according to causes is shown in the statement below :—

Causes	1955		1956		1957		1958	
	No. of Strikes	Percentage of Total Strikes	No. of Strikes	Percentage of Total Strikes	No. of Strikes	Percentage of Total Strikes	No. of Strikes	Percentage of Total Strikes
1. Dismissal or loss of employment in anyway failure to provide work	35	32.70	41	19.16	47	15.46	37	18.23
2. Wage increases, higher rates for piece work, &c.	4	3.74	15	7.01	16	5.26	9	4.43
3. Other wage disputes (e.g., delay in payment, cash advances &c.)	19	17.76	44	20.56	45	14.80	39	19.21
4. Estates rules, working arrangements, discipline, disputes with sub-staff, &c.	21	19.63	46	21.49	76	25.00	58	28.57
5. Food matters, Welfare	7	6.54	10	4.67	8	2.63	6	2.96
6. Right of Association and meeting	4	3.74	4	1.87	12	3.95	7	3.45
7. Factorial disputes and domestic matters	4	3.74	10	4.67	27	8.88	7	3.45
8. External matters (e.g., arrest by Police, immorality, &c.)	0	0.00	1	0.48	5	1.65	5	2.46
9. Assaults by employer agents or others	8	7.48	7	3.27	21	6.91	8	3.94
10. General demands	5	4.67	32	14.95	41	13.49	25	12.31
11. Sympathetic strikes	0	0.00	4	1.87	6	1.97	2	0.99
Total	107	100.00	214	100.00	304	100.00	203	100.00

From the above statistics it will be noted that the main causes of disputes leading to strikes in 1958 in order of importance were :—

	Per cent
1. Working conditions and discipline	28.57
2. Delaying payment of wages, &c.	19.21
3. Dismissals	18.23
4. General Demands	12.31

It is of interest to note that compared to the year 1955 there has been an appreciable reduction in the percentage of strikes due to dismissal or loss of employment. In 1955, 32.7 per cent of the total strikes were strikes due to dismissal or loss of employment in any way. The corresponding percentages for 1956, 1957 and 1958 are 19.16, 15.46 and 18.23 respectively. The percentage of strikes due to estate rules, working arrangements, discipline, disputes with subordinate staff, &c., has been on the increase since 1955. In 1955 the percentage of such strikes was 19.63, while the corresponding percentage for 1958 was 28.57.

Statistics of Strikes Classified by Cause in the United Kingdom and India

Details of the strikes classified by cause in respect of the United Kingdom and India are shown in the statement below for purposes of comparison.

Causes	United Kingdom					
	1955		1956		1957	
	No. of Strikes	Percentage of Total Strikes	No. of Strikes	Percentage of Total Strikes	No. of Strikes	Percentage of Total Strikes
1. For wage increases ..	196	8.1	286	10.8	327	11.4
2. For other wage disputes..	1,035	42.8	922	34.8	952	33.3
3. For hours of labour ..	45	1.9	74	2.8	117	4.1
4. For employment of particular classes or persons	253	10.4	229	8.7	271	9.5
5. For other working arrangements, rules and discipline ..	833	34.4	1,079	40.7	1,106	38.7
6. For Trade Unionism ..	33	1.4	35	1.3	63	2.2
7. For sympathetic action..	24	1.0	24	.9	23	.8
8. For other causes ..	—	—	—	—	—	—
	India					
1. Wage and allowance ..	276	23.7	312	25.9	460	28.2
2. Bonus ..	195	16.7	97	8.1	211	13.0
3. Personnel ..	367	31.5	333	27.7	432	26.5
4. Leave and hours of work	58	5.0	63	5.2	78	4.8
5. Other ..	228	19.5	398	33.1	326	20.0

In the United Kingdom working arrangements, rules and discipline account for the highest percentage of the strikes. While in India, wages and allowances are responsible for the bulk of the strikes.

The following paragraph from the Administration Report of the Commissioner of Labour on the subject of Industrial Disputes in 1958 will be of interest in this connection.

“The multiplicity of trade unions in a single industry or work-place, their mutual rivalries and the trouble-making militancy of some unions were responsible for a number of disputes that arose during the year. Sometimes demands were made by one union with a view to “overshadowing” the demands or gains made by a rival organisation. By such tactics unions evidently felt that they could maintain or increase control over the membership of employees in a work-place even at the risk of the industry succumbing to inflationary spirals of wages and costs. On the other hand, a very fair section of both sides of the industry—employers and workers—forsook the road to industrial strife and preferred in the national interest to take full advantage of the machinery set up by Government for the maintenance of industrial peace. In such establishments no strikes took place, and no disputes arose which could not be solved either by negotiation between the parties or by conciliation under the aegis of the Labour Department ; failing both by arbitration by an independent authority. During the year public opinion in regard to industrial

unrest showed signs of awakening and there appeared to be a growing antagonism towards organisations which unnecessarily resorted to strike action to obtain demands instead of resorting to the machinery available under the Industrial Disputes Act.

It was encouraging to note that the year under review showed a marked increase in the number of disputes which were settled by conciliation or arbitration through the intervention of Departmental Officers”.

Contributed by—

S. RASARATNAM,
Statistician,
Labour Department.

STATISTICS OF THE MONTH IN BRIEF

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

Cost of Living

The Colombo Consumers' Price Index for the month of November, 1959, is 106.3 as against 105.4 for October, 1959—an increase of .9.

Wage Rates

- (a) The basic wages payable to workers in the Coconut Growing Trade have been increased with effect from December 1, 1959. The details of the increases appear elsewhere in this issue.
- (b) The Special Allowances payable for the month of December, 1959, to workers in the Tea Growing and Manufacturing Trade, Rubber Growing and Manufacturing Trade, Cocoa, Cardamom and Pepper Growing and Manufacturing Trade, Coconut Growing Trade and the Coconut Manufacturing Trade will be the same as that for the month of November, 1959.
- (c) 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 November, 1959.

Strikes

There were altogether 15 strikes during the month of September, 1959, involving 3,070 workers and a loss of 9,007 man-days, as against 10 strikes during the month of August, 1959, involving 4,185 workers and a loss of 22,811 man-days. Eight of these strikes were in Tea Plantations involving 1,928 workers and a loss of 7,114 man-days, 4 were in Rubber Plantations involving 345 workers and a loss of 590 man-days. One was in a Tea-cum-Rubber Plantation involving 165 workers and a loss of 330 man-days. Of the other 2 strikes one was in the Central Government Services involving 512 workers and a loss of 833 man-days, whilst the other strike was amongst the labourers (engaged under a contractor in the Talaimannar Pier on loading and unloading) involving 120 workers and a loss of 140 man-days.

REGISTRANTS FOR EMPLOYMENT OR BETTER EMPLOYMENT

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

	September, 1959			October, 1959		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	14,538	5,687	20,225	14,539	5,677	20,216
Skilled	12,358	1,433	13,791	12,172	1,529	13,701
Semi-skilled	27,187	7,328	34,515	26,990	7,309	34,299
Unskilled	55,305	2,923	58,228	53,950	2,862	56,812
Total	109,388	17,371	126,759	107,651	17,377	125,028

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

	September, 1959			October, 1959		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	90	20	110	64	22	86
Skilled	80	3	83	146	—	146
Semi-skilled	95	22	117	111	3	114
Unskilled	140	14	154	297	—	297
Total	405	59	464	618	25	643

ST No. 1032/59.

NOTES OF CURRENT INTEREST

Trade Unions Registered in October (1959)

No.	Name of the Union
1434	Hently Employees' Union and Welfare Society.
1435	Junior Staff Union Sugar Cane Plantation, G. O. D. B.
1436	Eksath Ath Lee Irumkaruwange Vurthiya Samitiya.
1437	Rantotuwila Eksath Kamkaru Samitiya.
1438	Sri Lanka Manning Welandapola Sewaka Samitiya.
1439	The Ceylon Railway Technical Inspectors' Union.
1440	Rajaye Thawakalika Lipikaru Sangamaya.
1441	Rajaye Wagurubim Godakarannange Samitiya.
1442	Jatika Sulu Karmantha Sala Sanyuktha Mandalaye Nidahas Kamkaru Samitiya.
1443	Samastha Lanka Ginikeli Kamkaru Samitiya.
1444	Tea Research Institute Junior Staff Officers' Association.
1445	Sanyuktha Mandaleeya Kolamba Wadu Karmantha Sala Kamkaru Samitiya.
1446	Polonnaruwa Eksath Motor Sewaka Samitiya.
1447	Samastha Lanka Govi Mandala Palaka Lekam Vurthiya Samitiya.
1448	Dumbara Nidahas Wathu Kamkaru Samitiya.
1449	Marketing Department Officers' Union.
1450	Malage Kumbura Wividasewa Kamkaru Samitiya.

INDUSTRIAL COURT AT COLOMBO

I. D. 145 and 155

In the Matter of an Industrial Dispute

between

The Ceylon Mercantile Union and the All-Ceylon Commercial
and Industrial Workers' Union

and

Messrs. Millers, Ltd. and Cargills (Ceylon), Ltd.

AWARD

This is an award under section 24 of the Industrial Disputes Act, No. 43 of 1950, as amended by Acts, Nos. 25 of 1956 and 14 and 62 of 1957. It relates to an industrial dispute between the Ceylon Mercantile Union and the All-Ceylon Commercial and Industrial Workers' Union, as parties of the one part, and Messrs. Millers, Ltd. and Cargills (Ceylon), Ltd., as parties of the other part.

2. In I. D. 145, the Hon. the Minister of Labour, Housing and Social Services by his Order dated the 17th February, 1959, made under section 4 (2) of the said Act referred the dispute between the Ceylon Mercantile Union and Messrs. Millers, Ltd., to this Court for settlement. The Acting Deputy Commissioner of Labour in a statement of matter in dispute dated the 13th February, 1959, set out the following as the matter in dispute :—

“The demand made by the aforesaid Union for the payment of one month's basic wage as bonus”.

3. In I. D. 155, the Hon. the Minister of Labour, Housing and Social Services by his Order dated the 11th March, 1959, made under section 4 (2) of the said Act referred the dispute between the All-Ceylon Commercial and Industrial Workers' Union on the one part and (a) Messrs. Millers, Ltd., and (b) Messrs. Cargills (Ceylon), Ltd., on the other part to this Court for settlement. The Acting Deputy Commissioner of Labour in his statement of matter in dispute dated the 6th March, 1959, set out the following as the matter in dispute :—

“The demand made by the aforesaid Union for the payment of one month's basic wage as bonus”.

4. The Ceylon Mercantile Union represents the clerical staff, sales staff and office minor staff of Messrs. Millers, Ltd. In December, 1958, the management had given them 7/12th of a month's basic wage as bonus. The demand is that they should be given a full month's salary.

5. The All-Ceylon Commercial and Industrial Workers' Union represents the non-clerical workers in both Millers, Ltd., and Cargills (Ceylon), Ltd. In December, 1958, the management of Millers had paid their workers 7/12th of a month's salary as bonus, while the management of Cargills (Ceylon), Ltd., had given 3 weeks' basic salary. The demand is that a full month's salary be given as bonus.

6. As the matters in dispute in I. D. 145 and I. D. 155 are identical and the reasons supporting the demands are identical, it was considered that it would be convenient to consolidate the two cases and treat them as one case, hear the arguments that may be advanced by all parties, study the evidence that may be placed by them and to make one award. To this proposal the representatives of all parties gave their full consent and the cases were consolidated and heard together. Hence a single award is being made.

7. Mr. Bala Tampoe, General Secretary of the Ceylon Mercantile Union, appeared on behalf of that Union. Mr. Edmund Samarakkody appeared on behalf of the All-Ceylon Commercial and Industrial Workers' Union. Messrs. F. C. Rowan and J. C. Byrnel of Messrs. Julius & Creasy appeared on behalf of Messrs. Millers, Ltd., and Cargills (Ceylon), Ltd.

8. Before the Court embarks on a consideration of the merits of the case, it is desirable to refer to the case law that has been cited. In *Re Eddystone Marine Insurance* (1894) W. M. 30, Stirling J. adopted the definition of "bonus" as given in the *New English Dictionary*, viz., "boon or gift, over and above what is normally due as remuneration to the receiver, and which is therefore, something wholly to the good". In *Great Western Garment Co., Ltd. vs. Minister of National Revenue* (1947) Ex. C. R. 458 O'Connor J. said "it may be a mere gift or gratuity as a gesture of goodwill, and not enforceable, or it may be something which an employee is entitled to on the happening of a condition precedent as is enforceable when the condition is fulfilled". An example of the latter will be the payment of a bonus, promised by the Government, to Government servants who pass an examination in the official language. In *Abdul Sathar vs. Bogtstra*, LIV, N. L. R., 102, the Privy Council stated "in a contract of service, the definition between 'share of profits' and 'commission' on the one hand and "bonus" on the other is that the two first expressions relate to a legal right, whereas the last expression refers generally to an ex-gratia payment". In the Supreme Court of India, in *Muir Mills, Ltd. vs. Suti Magdoor Union*, *Labour Law Journal*, Volume I, January-June, 1955, it was held "even though the payment of bonus may not be strictly due to the employee nor legally enforceable by him, a claim to the same may be had by the employees under certain conditions and if such claim is entertained either by agreement with the employer or by adjudication before a properly constituted Tribunal as on an industrial dispute arising, the same would ripen into a legally enforceable claim. There are, however, two conditions which have to be satisfied before a demand for bonus can be justified and they are :—(1) When wages fall short of living standard, and (2) the industry makes huge profits part of which are due to the contribution which the workmen make in increasing production. The demand for bonus becomes an industrial claim when either or both these conditions are satisfied. It is, therefore, clear that claim for bonus can be made by the employees only if as a result of the joint contribution of capital and labour the industry concerned has earned profits. If in any trading year the working of the industry concerned has resulted in loss, there is no basis nor justification for a demand for bonus. Bonus is not deferred wage. In the reserve built up from the undistributed profits of the past years, the workmen of the Company have no right or interest as they are not members of the Company. Such reserves form part of the assets of the Company. A transfer of monies

from these reserves or the undistributed profits could not enure for the benefit of the workmen. The shareholders only would be entitled to such benefit and the mere fact that dividends were declared and paid to shareholders out of such reserves and undistributed profits would not entitle the workmen to demand bonus when in fact the working of the industry concerned during the particular year had showed a loss. Where the Company suffered trading loss for the year in question but declared dividend ($24\frac{1}{4}$ per cent.) for such year by transferring a portion of reserves, grant of bonus to the workmen concerned on grounds of social justice must be held to be unjustified and improper". In the Labour Appellate Tribunal of India (Calcutta) in *Mahaluxmi Cotton Mills, Ltd. vs. Mahaluxmi Cotton Mills Workers' Union*, Labour Appeal Cases (1952), 370, it was held as follows :— "Pooja Bonus is different from ordinary bonus. It is irrespective of any profit or loss of a year. It is a matter of right, being a term of employment. The right is based on agreement, which may be either express or implied. For implying from past practice an agreement to pay Pooja bonus, the practice must be unbroken and for a sufficiently long period to exclude the hypothesis of bounty. The fact that it had been paid even in a year of loss would be important for determining its obligatory character". In that case the Company was incorporated in 1924 and the dispute arose in 1950. The Supreme Court of India, in the case of *Ispahani, Ltd. vs. Ispahani Employees' Union*, Labour Law Journal, July, 1954, page 4, cited the above case with approval and proceeded to say "the claim for Pooja bonus in Bengal is based on either of two grounds. It may either be a matter of implied agreement between employers and employees creating a term of employment for payment of Pooja bonus, or (secondly) even though no implied agreement can be inferred it may be payable as a customary bonus. In the present case we are concerned with the first category (namely, that based on an implied agreement creating a term of employment between the employer and the employees), and so we shall confine ourselves to that category". In that case there was originally a Company called M. M. Ispahani, Ltd., functioning from 1934. In 1947, another Company with a slightly different name took over and continued to employ the same workmen on the same remuneration. The new Company continued to pay the bonus. The dispute arose in 1953.

9. In the case law referred to above which are worthy of the highest respect, certain guiding principles which are of great help have been laid down. They may be summed up as follows :—Bonus, as the word implies, is generally an *ex gratia* payment paid out of bounty and goodwill at the pleasure of an employer and an employee has no claim on it as a matter of right. This general rule is subject to certain exceptions. One would be the case of the happening of a condition precedent like an employee passing a prescribed examination. Another would be where wages fall short of the living standard and the employer makes a profit. A third would be where by the joint contribution of capital and labour the employer makes huge profits. A fourth would be where there is an agreement express or implied to pay bonus.

10. The position of the Unions is that the payment of a full month's salary as bonus at Christmas time is an implied term of the contract of employment. The question is whether on the materials placed before this Court an implied agreement can be inferred from past practice. The tests to be applied, as set out in the Mahaluxmi case

and the Ispahani case for inferring such an agreement are : (1) the payment must be unbroken, (2) it must be for a sufficiently long period, (3) the circumstances in which payment was made should be such as to exclude the hypothesis that it was paid out of bounty.

11. With regard to the second test, Mr. Tampoe stated that Millers had paid a month's salary as bonus for at least a period of 20 years. Mr. Samarakkody stated that Millers had paid for 13 years while Cargills had paid it for 10 years. The Companies stated that they are not in a position to say as to when the payment of bonus first commenced. No documentary evidence has been produced and no reliable witnesses who may purport to speak from memory have been called. It may, however, be noted that Mr. Christoffelsz made an award known as the Cargills Award (R. 1) in 1946 fixing a new scale of salaries for the employees of Cargills. R. 1 shows that the scale of salaries were fixed by agreement between the employers and employees. The evidence is that soon after Millers adopted the same scale of salaries for its employees. In that award there is no mention of bonus. If the payment of bonus had already been something to which the employees had a right it is likely there would have been some mention of it. If the payment was regarded as something *ex gratia* depending on the good will of the employers or if no bonus had been paid prior to 1946, obviously there would be no mention of it. It appears, therefore, more reasonable to take the time mentioned by Mr. Samarakkody as more accurate. There is no suggestion that there was any discrimination in the payment of bonus and that the workers represented by Mr. Tampoe were paid bonus before the workers represented by Mr. Samarakkody. Now, is this period sufficiently long to answer the test? Mr. Rowan asked the pertinent question as to when, in what year, did the payment of bonus become an entitlement. In the Ispahani case it was stated that the length of period would depend on the circumstances of each case and what may be a short period not justifying an inference of an implied term of employment in one case may be long enough in another case. In the Ispahani case itself payment of Pooja bonus commenced in 1934 from the inception of the Company and the dispute arose in 1953. The length of period was 18 years. In the Mahaluxmi case incorporation was in 1924 and presumably the payment of bonus commenced in 1925. The dispute was in 1950. The length of period was 25 years. So that it would be seen that the length of time in the Indian cases was much longer than 10 or 13 years. The length of time may, therefore, be regarded as on the border line and if the case for the full bonus answers the other tests it would be reasonable to hold that the payment of bonus may be regarded as an implied term of contract.

12. With regard to the first test, according to Mr. Tampoe, in 1956, Millers paid only $\frac{3}{4}$ ths of a month's salary as bonus. This was accepted without demur. The explanation given is that in July, 1956, the Canekaratna Award was made in I.D. 1 fixing a new scale of salaries for certain mercantile employees. That award did not bind Millers and Cargills for the reason that these Companies were not in a financial position to pay the same salaries as other mercantile establishments. But shortly after that award, the salaries fixed by the Cargills Award referred to above were revised by agreement with the Mercantile Union and a new scale was fixed as from October 1, 1956. In December, 1956, the workers were paid arrears due to them

resulting from the conversion into the new scale. Because the workers received these arrears, they accepted the reduced bonus of 3/4ths. This explanation is not satisfactory. If the employees regarded the full month's bonus as something they were entitled to by reason of an implied term of their service, the fact that they received arrears of salary due to them would not have prevented them from making a demand for the full bonus. No man will accept something less than what he is entitled to without protest. The above comments are on the assumption that it was in 1956 that the bonus was reduced. According to Millers, however, it was not in 1956, but in 1955 when the bonus was reduced to 3/4ths of a month's basic wage. R. 17 which contains extracts of the minutes of a meeting of the Directors of Millers Ltd. runs as follows:—

“ Minutes of the meeting of Directors held on 1.12.55.

Staff Bonus 1954-55.

Minute No. 3,415 (6).

It was decided to pay the following bonus to all employees who carried out their duties satisfactorily in the working of the Company at the discretion of the executives:—

- (a) An amount not exceeding 3/4th of the basic salary payable for the month of March, 1955, to those in service for a period of 12 months and over.
- (b) To those in service for a period of less than 12 months but not less than 6 months an amount not exceeding 3/48 of the basic salary payable for the month of March, 1955. for each completed month of service.

In all cases the period of service to be reckoned up to 31st March, 1955. It was also decided that no bonus be paid to those in receipt of commissions or are entitled to share of profits.”

This documentary evidence which there is no reason to reject, proves that it was in 1955 that there was a reduction in the bonus and there is no explanation for it, satisfactory or not. It must be held that the practice has not been unbroken.

13. The third test is that the circumstances in which payment was made should be such as to exclude the hypothesis that it was paid out of bounty. If the payment of bonus was regarded as a legal entitlement of a worker, then like his salary it would be automatically paid and would be included in the normal course in the expenditure column of a Company's Accounts. But the documentary evidence shows that it was not so regarded by the Directors of the Companies. R. 16 (1) is an extract of the minutes of a meeting of the Directors of Cargills held on December 1, 1955. It states that it was decided to pay an amount not exceeding the basic salary payable for the month of March, 1955, to those in service for a period of 12 months and over and a 1/12th part of a month's basic salary for each completed month of service to those with less than 12 months but over 6 months' service. Similarly,

R. 16 (2) is in respect of December, 1956, at a meeting held on November 21, 1956. R. 16 (3) is in respect of December, 1957, and was decided at a meeting held on November 12, 1957. R. 14 is in respect of December, 1958, and was decided at a meeting held on December 2, 1958. R. 17, referred to earlier, contains minutes of the meeting of Directors of Millers from December, 1955, to December, 1958. A scrutiny shows that the payment of bonus has not been something automatic but the Directors have applied their mind year after year to the question. That circumstance does not certainly exclude the hypothesis that the bonus was paid out of bounty. The Mahaluxmi case says that the fact that a bonus has been paid even in a year of loss would be important for determining its obligatory nature. Cargills had never incurred a loss. With regard to Millers their accounts show that, apart from 1958, in 1955 they suffered a trading loss after payment of tax of Rs. 52,749 but had a profit of Rs. 15,612 before tax. In all other years Millers, except in 1958, have had a trading profit even after paying tax. It was in the year 1955 that Millers did not pay the full bonus but a reduced bonus, as stated earlier. So that the test mentioned in the Mahaluxmi case does not help to establish that the payment of bonus was obligatory. It was urged that the bonus paid every year was a month's salary irrespective of the measure of the profits for the year; that that would be a circumstance showing it was regarded as obligatory. It does not necessarily follow. It would only mean that the Company was not extra generous during its more prosperous years but that it measured its generosity with the same measure every year. The language of the resolutions of the Directors every year is worthy of note. The resolution of the Directors of Millers on 12.11.57 contained in R. 17 may be taken as an example. It runs as follows:—"It was decided to pay the following bonus at Christmas time to all employees who carried out their duties satisfactorily in the working of the Company, at the discretion of the executives". It then proceeds to say that an amount equivalent to the basic salary payable for the month of March, 1957, for those in service for 12 months and over, &c., would be paid. The payment was to be at the discretion of the executives and be limited to those employees who in the opinion of the executives had done satisfactory service. In the view of the court the third test also fails.

14. In December, 1958, when 7/12th of a month's salary was offered as bonus to the workers of Millers they threatened to go on strike. Before the strike actually took place Dr. Sam de Vos, the Managing Director, wrote letter P.1 of 16th December, 1958, to the General Secretary of the Ceylon Mercantile Union. P.1 runs as follows:—

BONUS—1958

"With reference to year letter on the above subject, a meeting of the Board of Directors was held yesterday when I was away from Colombo and the question was gone into thoroughly when it was decided that an improvement on the bonus of 7/12th of the basic salary already sanctioned cannot be made in view of the unsatisfactory working of the Company. They trust that the members of the firm will play the game by the Company and do not do anything detrimental to the business by going on strike".

Thereafter on the same day, the General Secretary of the Union had a conversation with Dr. de Vos and the latter undertook to confirm by a letter the promises he made. R 2 of the same date followed. It runs as follows :—

“ Further to my letter of even date and my telephone conversation, I confirm that in view of the present tendency for improved business that I will be in a position to pay the staff full bonus next year and also the difference of the bonus of this year either in full or in part and the balance in the year following ”.

This offer was rejected by the employees who proceeded to go on strike. The strike was called off when it was agreed to refer the matter in dispute to an Industrial Court. Mr. Tampoe contends that by letter “ R. 2 ” Millers have accepted an obligation to pay a month’s salary every year as bonus. The Court is unable to place that interpretation. Read with R. 1 which states that the Directors are unable to improve on the bonus of 7/12th because of the unsatisfactory working of the Company meaning unsatisfactory work in the past year, R. 2 means that there was a tendency at that period of time for his business to improve and that he would be in a position to pay full bonus in 1959 and to distribute the difference between full bonus and 7/12th in 1959 and 1960. This offer of Dr. de Vos given by him to avert a strike was not accepted and the employees went on strike. The Company, therefore, cannot be held bound by the offer.

15. Mr. Tampoe urged that if the Court could not hold that the payment of a month’s salary as bonus was an implied term of employment, the Court may at least order the payment as payable on the ground of custom. With regard to custom, a passage from the Judgment of the Supreme Court of India in the Ispahani case referred to earlier may be reiterated : “ It may either be a matter of implied agreement between employers and employees creating a term of employment for payment of Pooja bonus or (secondly) even though no implied agreement can be inferred it may be possible as a customary bonus ”. This opinion is obviously *obiter dictum* because that case was decided in favour of the Union on the ground of implied agreement. No case has been cited where a decision has been based on the ground of past practice. As to whether because an employer had been in the habit of giving cash gifts out of his bounty during festive seasons to his employees, except when such continued practice becomes an implied term of contract, the employees become entitled to the same as a matter of right is a matter of grave doubt. In examining custom one should not examine only a part of the custom but the whole of the custom. It will not do to say that the custom had been to give a full month’s salary as bonus at Christmas time. One should also consider the circumstances in which the bonus was given. Some attention should be paid to the fact that year after year the Directors examined the accounts and applied their minds and then decided as to the amount that should be granted. R. 16 (3) of the 12th November 1957, shows that while deciding to give a full month’s salary, they also decided “ that the amount of the bonus be cut down if necessary by the management for very good reasons ”. Where a custom has become crystallized into a term of employment an employer cannot unilaterally vary it. But where it has not become so crystallized an

employer can vary it. If the variation is such as to be unreasonable and unjust, an Industrial Court would intervene. In the present case where Millers have suffered a loss and the profits which Cargills made is only a small return on the capital employed, 2.6 per cent as shown in R. 7 (on the basis of taxation under the old law), can it be said that the quantum of bonus decided upon by the Directors is unjust or inequitable? It may be urged that as the workers had been paid a full month's bonus for many years they would have expected the same sum in 1958 too and to disappoint them without sufficient notice would be unfair. But then, they undoubtedly were aware that it was for the Directors to decide on the quantum. Their expectation was therefore only a hope and in the circumstances it has not been fulfilled. With regard to sufficient notice, though by watching the trend of business throughout the year the Directors may have doubts as to the possibility of being in a position to give the full month's bonus, a firm decision could be taken only after the audited statement of accounts become available to them. So that any earlier notice could only be an expression of a doubt and not a determination. The question may be asked with regard to Millers as to where are they to find the money to pay any bonus at all to maintain the custom when they have suffered a trading loss. The reserves built up in past years is really used as capital which belongs to the shareholders. In paying 7/12ths they are really drawing on their capital and that is very generous of them. The reply to this question may be that the reason for the loss is that they have opened up new branches in other parts of the country. They have given employment to a larger number of men without corresponding increase in profits because new branches cannot be expected to bring in profits for a few years. Should the workers suffer for this? If the opening of new branches be something not in order or improper, then certainly the workers should not suffer for it. But the opening of new branches is something in the normal course of a firm's business. To expand the business is not something that is not in order or improper. When the business has expanded and more profits come in, the workers will be entitled to share in those profits. It may be hoped that when larger profits come in, the bonus will be related to the profits and not be measured by the measure of one month's salary. The Court is unable to direct that a full month's bonus be paid on the ground of past practice.

16. Even though the employees of an establishment will not be entitled to a bonus or a particular quantum of bonus by reason of an implied term of employment, in certain circumstances they can validly claim in an Industrial Court that they should be paid a reasonable sum of money by way of bonus as a matter of social justice. That is a principle which has been accepted by Industrial Courts and Mr. Rowan did not dispute it. Now what are those circumstances? Does the case of the employees of Millers and Cargills come within the ambit of those circumstances? Is the amount paid unreasonable? These are matters to which the Court should address its mind. The circumstances in which a valid claim may be made have been considered very thoroughly by the Supreme Court of India in the case of Muir Mills Ltd., referred to above. This Court is not bound by the decision of that Court, but it can do no better than to follow the guidance given by that Court. For, as stated by that Court "Social Justice is a very vague and indeterminate expression and no clear-cut definition can

be laid down to cover all contingencies". That is a truthful saying which no one can deny. Social justice must be administered according to certain fundamental principles. The circumstances in which it may be administered in cases of this nature have been summarised above. They are—(1) when the wages fall short of living standard and the employer makes a profit, the workers should be granted a reasonable sum by way of bonus, and (2) where by the joint contribution of capital and labour the employer makes large profits, a part of it must be given to labour.

17. The Companies did not make huge profits as will be seen from the later paragraphs and the position contemplated in (2) above need not be considered.

18. With regard to (1), what is the wage position of these employees? As stated earlier, in 1946 the Cargills award was made which contained an agreed scale of salaries. This was adopted by Millers and their employees were paid accordingly. Mr. Rowan stated that from 1952 Government rates of dearness allowance have been paid and his statement has not been contradicted. In 1956 after the Canekeratne Award was made in I. D. 1 an agreed scale was again adopted. With regard to the members of the All-Ceylon Commercial and Industrial Workers' Union on the 15th March, 1958, an agreement was entered into with the management of these Companies in regard to the special living allowance—vide R. 1. It would be relevant at this point to draw attention to the fact that the employees of Millers and Cargills are entitled to purchase goods at wholesale rates which are about 15 to 20 per cent below the usual sale price up to one-third of their salaries. That being so, it can hardly be maintained that wages fall short of the living standard.

With regard to profits, the Balance Sheet and Profit and Loss Account R.6 submitted by Millers show that for the financial year ended March 31, 1958, they had suffered a trading loss of Rs. 17,552 before taxation. R.7 shows that the loss after taxation is Rs. 54,552. Of course, from their investments and rents they earn an income of Rs. 457,910. After payment of tax on that sum of Rs. 161,351 they benefited by Rs. 296,559. But this income from investments and rents was not earned by the joint efforts of capital and labour and labour cannot on any ground be said to be entitled to any share of it. So that the employees of Millers both on the ground of wages falling short of living standard and on the ground of the Company having made profits cannot validly claim that any sum be paid to them as bonus. They should be grateful for having been paid 7/12ths of a month's basic wage for 1958.

19. With regard to Cargills, their accounts have been submitted marked "R. 9" to "R. 12" from 1955 to 1958 which show that in 1955 they had a profit of Rs. 544,489 after taxation, in 1956 Rs. 536,989, in 1957 Rs. 406,633 and in 1958 Rs. 276,052. In addition to the above, Mr. Rowan stated, and his statement was not challenged, that in 1947 the profits were Rs. 2,067,000, in 1948 Rs. 1,348,000, in 1949 Rs. 1,171,000, in 1950 Rs. 911,000, in 1952, which was a boom year for tea on account of the Korean war, Rs. 1,289,000, in 1953 Rs. 887,000 and in 1954 Rs. 773,000. This shows that the profits have, except for the exceptional year 1952, gradually declined from Rs. 2,000,000 to Rs. 276,052. The capital employed has consistently remained at something over Rs. 10,000,000.

This profit of Rs. 276,052 is after tax reservation on the basis of the tax law as it was before the Amendment Act, No. 13 of 1959. This Amendment Act revised the tax law with effect from April 1, 1958. By reason of the amendment higher taxes have to be paid. This would reduce the profits after taxation from Rs. 276,052 to Rs. 148,767—vide R. 15 and R. 15A. In the circumstances, a bonus of three-fourths of a month's basic salary cannot be considered too low and as unjust and inequitable.

20. The award of the Court is that—

- (a) The demand of the Ceylon Mercantile Union that Messrs. Millers Ltd., should pay a full month's salary to its employees as Christmas Bonus for 1958 is rejected.
- (b) The demand of the All Ceylon Commercial and Industrial Workers' Union that Messrs. Millers Ltd., and Messrs. Cargills (Ceylon), Ltd., should pay a full month's salary to its employees as Christmas Bonus for 1958 is rejected.

R. R. SELVADURAI,
President.

T. P. DE S. MUNASINGHE,
Member.

J. C. A. COREA,
Member.

Colombo, November 30, 1959.

CONSOLIDATED DECISIONS OF WAGES BOARDS LVII—THE COCONUT GROWING TRADE

THE original decisions of the Wages Board for the Coconut Growing Trade came into force on May 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. 9,971 of April 30, 1949. Decisions varying earlier decisions were published in notifications appearing in *Ceylon Government Gazettes* No. 10,098 of April 28, 1950, No. 10,154 of September 22, 1950, and in *Ceylon Government Gazettes Extraordinary* No. 10,542 of June 29, 1953, No. 11,035 of December 27, 1956, No. 11,208 of November 29, 1957, and *Ceylon Government Gazette* No. 11,980 of November 27, 1959.

DECISIONS

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

Definition of a normal working day (section 24)

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

PART II

MINIMUM rates of wages for piece work applicable to certain processes in the activities of the Coconut Growing Trade described in the notification under section 6 of the Ordinance for the time being in force.

Process	Rate
(1) In the raising and maintenance of plantations : Picking nuts.. ..	Rs. 18 per 1,000 trees
(2) In the manufacture of copra : Husking nuts	Rs. 3.50 per 1,000 nuts
Splitting nuts, copra curing and sorting	Rs. 2.50 per 1,000 nuts

PART III

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

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

as set out hereunder, and shall, in the case of activities of the coconut growing trade which are specified in column 1, be applicable to all processes other than processes for which minimum rates of wages for piece work have been prescribed in Part II.

1 Activities	2 Basic rate for a normal working day	3 Rate of special allowance for a normal working day in any month
		Where the cost of living index number for the preceding month is 99.2, the special allowance shall be—
		Rs. c.
		for a male worker not under 16 years of age (including a kangany) .. 1 09
		for a female worker not under 15 years of age .. 0 82
		for a male worker under 16 years of age or a female worker under 15 years of age .. 0 75
		Where the cost of living index number for the preceding month is above 99.2, the rate of special allowance, hereinbefore prescribed shall be increased for each complete unit of 1.8 points by which the index number exceeds 99.2 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table I below—
		3 cents in the case of a male worker not under 16 years of age (including a kangany)
		2 cents in the case of a male worker under 16 years of age or a female worker
		Where the cost of living index number for the preceding month is 99.1, the special allowance shall be—
		Rs. c.
		for a male worker not under 16 years of age (including a kangany) .. 1 6
		for a female worker not under 15 years of age .. 0 80
		for a male worker under 16 years of age or a female worker under 15 years of age .. 0 73
		Where the cost of living index number for the preceding month is below 99.1, the rate of special allowance hereinbefore prescribed shall be decreased for each complete unit of 1.8 points by which the index number falls short of 99.1 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table II below—
		3 cents in the case of a male worker not under 16 years of age (including a kangany)
		2 cents in the case of a male worker under 16 years of age or a female worker
(1) The raising and maintenance of a coconut plantation	For a kangany .. 1 40 For a worker other than a kangany— where such worker is a male not under 16 years of age .. 1 25 where such worker is a female not under 15 years of age .. 1 05	
(2) The manufacture of copra	where such worker is a male under 16 years of age or a female under 15 years of age .. 0 80	

Table I

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

Index Numbers	Special Allowance		
	For a male worker not under 16 years of age (including a kangany)	For a male worker not under 15 years of age	For a male worker under 16 years of age or a female worker under 15 years of age
	Rs. c.	Rs. c.	Rs. c.
99.2—100.9	1 9	0 82	0 75
101.0—102.7	1 12	0 84	0 77
102.8—104.5	1 15	0 86	0 79
104.6—106.3	1 18	0 88	0 81
106.4—108.1	1 21	0 90	0 83

Table II

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

Index Numbers	Special Allowance		
	For a male worker not under 16 years of age (including a kangany)	For a female worker not under 15 years of age	For a male worker under 16 years of age or a female worker under 15 years of age
	Rs. c.	Rs. c.	Rs. c.
99.1—97.4	1 6	0 80	0 73
97.3—95.6	1 3	0 78	0 71
95.5—93.8	1 0	0 76	0 69
93.7—92.0	0 97	0 74	0 67
91.9—90.2	0 94	0 72	0 65

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum rate of wages for time work for any worker engaged in cattle-keeping on a Sunday shall be one and a half times the minimum rate of wages fixed for such worker in respect of a normal working day.

PART IV

Overtime Rate

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

PART V

Weekly holidays (section 24)

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

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

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ;
- (2) that in respect of work done on a Sunday—
 - (a) a worker who has worked for nine hours (inclusive of one hour for a meal), or for any period that falls short of nine hours by reason of the failure of the employer to provide him with work shall be paid at one and a half times the minimum rate of wages for a normal working day ;
 - (b) a worker who has worked for less than nine hours (inclusive of one hour for a meal) by reason of his unwillingness to work, shall, for each hour that he has worked, be paid at one and a half times the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by eight); and
- (3) that no worker shall be employed on such Sunday for more than nine hours (inclusive of one hour for a meal).

The remuneration due to a worker for work done on the weekly holiday during any period shall be paid along with the wages payable for that period.

The preceding provisions of this Part shall not apply to workers engaged in cattle-keeping.

Annual holidays (section 25)

1. (a) If a male worker, not under 18 years of age, has been in continuous employment and has worked under the same employer for more than 228 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of five days by which the number of days on which the worker has worked exceeds 228: Provided, however, that it shall not be obligatory on an employer to allow such holiday in respect of any period of work in excess of 288 days.

(b) If a female worker or a worker (irrespective of sex) under 18 years of age has been in continuous employment and has worked under the same employer for more than 204 days in any year (hereinafter called the "qualifying year"), such worker shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of five days by which the number of days on which the worker has worked exceeds 204: 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 264 days.

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

- (a) every holiday allowed by the employer to the worker under section 25 at any earlier time in any year under consideration ;

- (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 any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 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 provided 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 ;

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

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

3. The remuneration for each holiday shall be the average daily wage of the worker obtained by dividing the total wage (excluding overtime) earned by the worker for the days on which he has actually worked in the last six months of the qualifying year by the number of such days.

4. Payment for the holiday or holidays shall be made not earlier than 30 days before and not later than 30 days after such holiday or holidays.

5. Where a worker intends to leave his employment of his own accord, or is to be discontinued or dismissed from employment, on any date, he shall be entitled to take and shall take before that date—

- (a) every holiday which he was entitled to in respect of the last preceding year and which he has not already taken ; and
- (b) where the worker has during the current year complied with provisions relating to employment and work set out in paragraph 1, every holiday which, but for the termination of his employment, he would be entitled to in the next succeeding year ;

and he shall be remunerated for such holidays in accordance with the provisions of paragraph 3 of these decisions.

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.

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

† Average for 5 months only.

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

<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
April ..	105.50 ..	102.65 ..	101.53 ..	91.49 ..	116.20	105.8
May ..	105.34 ..	102.31 ..	101.53 ..	91.58 ..	114.67	105.4
June ..	106.48 ..	101.96 ..	101.53 ..	91.31 ..	114.99	106.2
July ..	105.36 ..	102.31 ..	101.53 ..	92.31 ..	115.31	105.6
August ..	103.44 ..	102.31 ..	101.53 ..	93.12 ..	116.26	104.7
September ..	102.98 ..	103.00 ..	101.53 ..	93.27 ..	116.07	104.4
October ..	104.66 ..	102.65 ..	101.53 ..	92.79 ..	115.91	105.4
November ..	106.51 ..	101.96 ..	101.53 ..	92.91 ..	114.67	106.3

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

Year	A						
	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
	April	.. 2.12	.. 110.42	.. 104.37	.. 113.74	.. 126.67	.. 119.73
	May	.. 2.15	.. 111.98	.. 106.14	.. 113.74	.. 126.67	.. 120.07
	June	.. 2.15	.. 111.98	.. 105.44	.. 113.74	.. 126.67	.. 119.27
	July	.. 2.15	.. 111.98	.. 106.04	.. 113.74	.. 126.67	.. 119.95
	August	.. 2.15	.. 111.98	.. 106.95	.. 113.74	.. 126.67	.. 120.98
	September	.. 2.15	.. 111.98	.. 107.26	.. 113.74	.. 126.67	.. 121.33
	October	.. 2.12	.. 110.42	.. 104.76	.. 113.74	.. 126.67	.. 120.18
	November	.. 2.15	.. 111.98	.. 105.34	.. 113.74	.. 126.67	.. 119.16

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
April	2.15	109.69	3.73	127.74	2.27	111.27
May	2.17	110.71	3.77	129.11	2.30	112.75
June	2.17	110.71	3.76	128.77	2.29	112.25
July	2.17	110.71	3.78	129.45	2.30	112.75
August	2.17	110.71	3.78	129.45	2.30	112.75
September	2.17	110.71	3.76	128.77	2.29	112.25
October	2.15	109.69	3.75	128.42	2.28	111.76
November	2.17	110.71	3.76	128.77	2.29	112.25

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

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

** Amended figures.

TABLE IV

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

Year	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,333
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,651
1945	2,258	11,025	3,267	4,816	21,366
1946	5,636	10,012	7,527	13,369	36,544
1947	2,883	7,325	8,113	16,423	34,744
1948	4,474	13,027	12,443	36,712	66,656
1949	5,132	11,994	13,591	39,015	69,732
1950	5,627	10,525	13,523	35,447	65,122
1951	5,515	8,186	12,520	26,486	52,707
1952	6,883	7,522	13,795	24,823	53,029
1953	8,374	6,462	13,676	23,034	51,546
1954	11,728	7,919	16,287	27,370	63,304
1955	14,498	8,544	20,142	27,826	71,010
1956	16,091	9,794	25,808	34,259	85,952
1957	18,582	13,439	30,864	47,971	110,856
1958					
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
March	19,921	13,965	33,356	52,372	119,614
April	19,559	13,620	32,955	52,804	118,938
May	19,616	13,649	33,288	53,685	120,238
June	19,889	13,578	33,936	55,538	122,941
July	20,339	13,816	35,226	59,779	129,160
August	20,254	13,780	35,042	58,692	127,768
September	20,225	13,791	34,515	58,228	126,759
October	20,216	13,701	34,299	56,812	125,028

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

TABLE V

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

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Trincomalee	Anuradhapura	Awisawella	Haputale	Matara	Vavuniya	Kegalla	Male	Total
1941	20,458	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20,458
1942	19,333	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19,333
1943	8,335	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,335
1944	1,053	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	-	1,497	-	-	-	-	-	-	-	21,366*
1946	25,805	1,117	808	993	3,397	726	352	816	119	438	727	-	611	-	-	-	-	-	-	-	36,544†
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	-	-	-	-	-	-	-	-	-	-	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	-	283	-	-	-	-	-	-	-	66,656
1949	44,552	5,041	4,125	5,429	8,195	953	1,052	2,185	727	1,170	607	-	696	-	-	-	-	-	-	-	69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	-	848	-	-	-	-	-	-	-	65,122
1951	33,125	3,422	2,886	4,350	2,209	537†	886	1,587	569	904	418	1,207	284	323	-	-	-	-	-	-	52,071
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	6,391	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	-	-	-	71,010
1956	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	-	-	-	85,952
1957	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501‡	1,252	1,198	2,226	840	5,331	551	1,947	-	\$110,856

TABLE V—(contd.)

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Navalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Trincomalee	Anuradhapura	Avisaravella	Haputale	Matale	Vavunnya	Kegalla	Male	Total
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	464	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	—	114,918
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	—	116,104
December	52,563	7,721	7,500	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354	1,188	1,380	2,925	1,110	5,324	531	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
March ..	53,702	7,600	6,933	14,092	6,547	1,194	4,267	3,669	3,572	1,380	1,110	328	1,360	1,510	2,732	1,175	5,164	563	2,716	—	119,614
April ..	54,060	7,394	6,775	14,227	6,547	1,130	4,268	3,738	3,254	1,313	1,177	310	1,245	1,475	2,698	1,221	4,955	558	2,593	—	118,938
May ..	54,621	7,418	6,821	14,638	6,645	1,015	4,431	3,406	3,471	1,399	1,179	326	1,162	1,507	2,764	1,297	5,002	553	2,583	—	120,238
June ..	56,321	7,412	6,932	14,952	6,065	1,009	4,461	3,280	3,799	1,493	1,162	361	1,313	1,565	2,795	1,293	4,998	583	2,628	519	122,941
July ..	57,314	7,398	7,771	15,408	6,448	973	5,245	3,321	4,094	1,653	1,219	401	1,464	1,718	3,126	1,316	5,702	563	2,753	773	129,160
August ..	55,875	7,518	7,725	15,671	6,543	970	5,334	3,256	4,077	1,588	1,061	390	1,484	1,730	3,091	1,243	5,881	576	2,775	980	127,768
September	55,627	7,879	7,639	15,586	6,464	899	5,363	3,247	3,674	1,549	1,072	400	1,411	1,701	3,108	1,200	5,729	574	2,790	847	126,759
October ..	54,383	8,159	7,447	15,645	6,358	837	5,013	3,164	3,832	1,531	1,063	415	1,273	1,684	3,108	1,185	5,829	594	2,755	883	125,028

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

† Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avisaravella.

‡ Revised figures.
§ Amended figures.

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

Year		Technical and Clerical	Skilled	Semi-skilled	Unskilled	Total
1939	..	—	—	—	—	2,583
1940	..	—	—	—	—	5,089
1941	..	—	—	—	—	9,071
1942	..	—	—	—	—	8,129
1943	..	—	—	—	—	4,170
1944	..	—	—	—	—	1,875
1945	..	369	1,104	411	2,653	4,537
1946	..	1,303	3,012	1,341	10,130	15,786
1947	..	915	1,417	911	4,161	7,404
1948	..	1,355	1,563	1,311	6,118	10,347
1949	..	1,807	1,616	1,767	9,590	14,780
1950	..	2,059	1,509	1,438	5,773	10,779
1951	..	2,019	1,546	1,867	5,874	11,306
1952	..	3,107	1,802	1,887	5,657	12,453
1953	..	1,528	669	1,371	2,820	6,388
1954	..	1,097	879	922	4,660	7,558
1955	..	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
	March	159	59	87	147	452
	April	194	64	81	169	508
	May	102	63	80	193	438
	June	96	58	111	276	541
	July	108	109	131	608	956
	August	157	106	141	505	909
	September	110	83	117	154	464
	October	86	146	114	297	643

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	540	35	443	103	749	54	1,648	56	3,380	248
Negombo	88	7	188	8	102	9	306	63	684	87
Kalutara	85	—	47	—	122	—	143	—	397	—
Galle	84	2	51	—	131	11	306	5	572	18
Kandy	83	13	43	5	137	10	186	9	449	37
Nawalapitiya	14	—	22	—	44	—	106	60	186	60
Kurunegala	76	4	28	—	95	4	118	6	317	14
Jaffna	111	2	30	—	90	9	65	5	296	16
Ratnapura	92	4	63	—	236	1	207	7	598	12
Badulla	29	5	12	1	47	—	47	1	135	7
Batticaloa	40	1	18	—	20	4	61	7	139	12
Kalmunai	14	—	2	—	16	—	30	6	62	6
Trincomalee	35	2	18	1	25	2	103	42	181	47
Anuradhapura	27	—	12	15	30	—	69	9	138	24
Avissawella	27	1	14	—	47	1	94	4	182	6
Haputale	15	—	8	—	7	1	44	3	74	4
Matara	128	7	68	—	172	3	229	—	597	10
Vavuniya	18	1	5	1	40	5	17	7	80	14
Kegalla	26	2	30	12	49	—	76	7	181	21
Matale	19	—	4	—	19	—	43	—	85	—
Total	1,551	86	1,106	146	2,178	114	3,898	297	8,733	643

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	4	.. Not available	Not available
1940	.. 36	.. 9,732*	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048‡	.. 66†	.. 12,399	.. 25,937
1945	.. 28	.. 3,514	.. 4,285	.. 53	.. 28,875	.. 153,388‡
1946	.. 87	.. 15,259	.. 31,830‡	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,174
1948	.. 33	.. 23,100	.. 49,933‡	.. 20	.. 1,065	.. 2,497‡
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576‡
1950	.. 82	.. 22,808	.. 85,837	.. 28	.. 5,471	.. 22,617
1951	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	.. 39	.. 6,168	.. 46,990
1953	.. 33	.. 363,600	.. 430,586	.. 54	.. 14,482	.. 31,996
1954	.. 59	.. 86,450	.. 391,200	.. 55	.. 15,381	.. 85,569
1955	.. 60	.. 11,437	.. 69,913	.. 47	.. 11,293	.. 36,013
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
1959 January to Sept.	.. 129	.. 34,400	.. 174,713	.. 56	.. 35,380	.. 393,970
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	.. 18	.. 6,415	.. 26,265	.. 3	.. 393	.. 1,440
December	.. 18	.. 4,810	.. 15,531	.. 13	.. 4,152	.. 15,646
1959 January	.. 17	.. 3,666	.. 20,837	.. 8	.. 4,947	.. 21,180
February	.. 13	.. 3,789	.. 10,566	.. 11	.. 2,618	.. 13,595
March	.. 10	.. 4,115	.. 19,888	.. 3	.. 265	.. 1,245
April	.. 18	.. 5,240	.. 29,181	.. 3	.. 278	.. 833
May	.. 15	.. 4,062	.. 19,439	.. 9	.. 1,169	.. 3,919
June	.. 11	.. 2,475	.. 20,734	.. 14	.. 16,471	.. 73,742
July	.. 21	.. 3,981	.. 21,875	.. 6	.. 9,600	.. 278,483
August	.. 11	.. 4,634	.. 24,159	.. Nil	.. —	.. —
September	.. 13	.. 2,438	.. 8,034	.. 2	.. 632	.. 973

*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.

||Number of workers involved and number of man-days lost in respect of one strike are not available. These will be included when available.

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

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

TABLE IX—CLASSIFICATION OF THE STRIKES IN SEPTEMBER, 1959, BY INDUSTRIES OR TRADES

Industry or Trade		Number of		Number of	Number of
		Strikes	Workers involved		
Plantations—Tea	..	8	1,928	7,114	
Rubber	..	4	345	590	
Tea-cum-Rubber	..	1	165	330	
Coconut	..	—	—	—	
Coconut-cum-Rubber	..	—	—	—	
	Total	13	2,438	8,034	
Engineering	..	—	—	—	
Printing	..	—	—	—	
Motor Transport	..	—	—	—	
Tea Export	..	—	—	—	
Rubber Export	..	—	—	—	
Coconut Manufacturing	..	—	—	—	
Toddy, Arrack and Vinegar	..	—	—	—	
Match Manufacturing	..	—	—	—	
Coconut & Rubber Manufacturing	..	—	—	—	
Cinema	..	—	—	—	
Dock, Harbour and Port Transport	..	—	—	—	
Building Trade	..	—	—	—	
Central Government Services	..	1	512	833	
Service Institutions	..	—	—	—	
Factories, Workshops, &c., run by the State	..	—	—	—	
Textile	..	—	—	—	
Relief Schemes	..	—	—	—	
Wholesale and Retail Distribution	..	—	—	—	
Aerated Waters and Ice Manufacturing	..	—	—	—	
Beedi Manufacturing	..	—	—	—	
Hotel	..	—	—	—	
Tile Manufacturing	..	—	—	—	
Miscellaneous	..	1	120	140	
	Total	2	632	973	
	Grand Total	15	3,070	9,007	

TABLE X—CLASSIFICATION OF THE STRIKES IN SEPTEMBER, 1959, IN CAUSES

Causes	Number of		Number of	
	Strikes		Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work	3	2	359	632
2. Wage increases. Higher rates for piece work, &c.	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	2	—	271	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	3	—	356	—
5. Food matters. Welfare	—	—	—	—
6. Right of association and meeting	1	—	160	—
7. Fractional disputes and domestic matters	2	—	902	—
8. External matters (e.g., arrest by Police, &c.)	—	—	—	—
9. Assaults by employer or agent or others	—	—	—	—
10. General demands	2	—	390	—
11. Sympathetic strikes	—	—	—	—
	Total	13	2,438	632

APPENDIX I

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

<i>Class of Worker</i>	<i>Month: December, 1959</i>					
	<i>Basic Wage</i>		<i>Special Allowance</i>		<i>Total</i>	
	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>
Tea Growing and Manufacturing Trade						
<i>Daily Rates :</i>						
Male worker not under 16 years ..	1	25	..	1	18	.. 2 43
Female worker not under 15 years ..	1	5	..	0	88	.. 1 93
Child worker ..	0	80	..	0	81	.. 1 61
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade						
<i>Daily Rates :</i>						
Male worker not under 16 years ..	1	10	..	1	18	.. 2 28
Female worker not under 15 years ..	0	90	..	0	88	.. 1 78
Child worker ..	0	65	..	0	81	.. 1 46
Rubber Growing and Manufacturing Trade						
<i>Daily Rates :</i>						
Male worker not under 16 years ..	1	40	..	1	18	.. 2 58
Female worker not under 15 years ..	1	30	..	0	88	.. 2 18
Child worker ..	1	5	..	0	81	.. 1 86
Coconut Growing Trade						
<i>Daily Rates :</i>						
The raising and maintenance of a coconut plantation ; and the manufacture of copra—						
Kangany ..	1	40	..	1	18	.. 2 58
Male not under 16 years ..	1	25	..	1	18	.. 2 43
Female not under 15 years ..	1	5	..	0	88	.. 1 93
Male worker under 16 years or Female worker under 15 years ..	0	80	..	0	81	.. 1 61
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	3	.. 3 83
Male not under 18 years ..	1	40	..	2	3	.. 3 43
Female not under 18 years ..	1	15	..	1	68	.. 2 83
Worker under 18 years ..	1	15	..	1	61	.. 2 76

Piece rates have been fixed for certain processes.

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
Engineering Trade					
<i>Daily Rates :</i>					
Unskilled labourer	1	40	2	9	3 49
Semi-skilled, Grade I	1	65	2	19	3 84
Semi-skilled, Grade II	1	45	2	19	3 64
Skilled worker	2	0	2	19	4 19
Kangany	1	80	2	19	3 99
Watcher	1	70	2	19	3 89
<i>Trade Learners and Apprentices—</i>					
1st year	0	50	1	13	1 63
2nd year	0	66	1	23	1 89
3rd year	0	85	1	54	2 39
4th year	1	10	1	69	2 79
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	102	42	212 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	82	42	169 92
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	72	42	137 42
Class C, Grade II Workers: Platen Machine Minders	60	0	67	32	127 32
Class D Workers: Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50	0	62	42	112 42
Class E Workers: Unskilled workers not under 18 years of age	42	0	59	97	101 97
Class F Workers: Unskilled workers under 18 years of age	20	0	40	42	60 42
Class G Workers: Watchers	44	0	62	42	106 42
Class A—1st year learner	33	0	43	92	76 92
" B " " "	26	0	37	92	63 92
" C Grade I, 1st year learner	24	0	39	92	63 92
" C " II " "	22	0	37	92	59 92
" D—1st year learner	19	0	35	92	54 92
Class A—2nd year learner	44	0	52	42	96 42
" B " " "	36	0	50	42	86 42
" C Grade I, 2nd year learner	29	0	45	32	74 32
" C " II " "	27	0	42	87	69 87
" D—2nd year learner	23	0	40	42	63 42

Month : December, 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	60	92	116	92
.. B ..	49	0	56	92	105	92
.. C Grade I, 3rd year learner ..	36	0	50	92	86	92
.. C .. II,	32	0	47	82	79	82
.. D—3rd year learner ..	28	0	44	92	72	92
Class A—4th year learner ..	71	0	73	42	144	42
.. B ..	64	0	66	32	130	32
.. C Grade I, 4th year learner ..	44	0	58	97	102	97
.. C .. II,	39	0	55	9	94	9
.. D—4th year learner ..	34	0	51	42	85	42
Class A—5th year learner ..	88	0	86	42	174	42

Cigar Trade

A piece rate of Rs. 10.00 has been fixed for every 1,000 cigars rolled where the number of cigars per pound is over 110 and Rs. 11.00 per thousand cigars where the number of cigars per pound is 110 or under.

Plumbago Trade

Daily Rates :

Underground workers—

Basses ..	2	75	1	27	4	2
Kanganies } ..	2	25	1	27	3	52
Loaders }						
Overseers }						
Shift bosses ..	2	8	1	27	3	35
Blasters } ..	2	0	1	27	3	27
Drillers (hand and machine) }						
Shaft drivers }						
Stoppers (excavators) }						
Timbermen } ..	1	50	1	27	2	77
Muckers }						
Trolleyman }						
Unskilled labourers }	2	25	1	27	3	52
Onsetters or Donakatarayas ..						

Underground and surface workers—

Electricians } ..	2	50	1	27	3	77
Enginemen }						
Fitters }						
Hoistmen }						
Mechanics }						
Pumpmen }						
Winchmen }	2	25	1	27	3	52
Checkers ..	1	50	1	27	2	77
Electricians (assistants) }						
Fitters (assistants) }						
Windlassmen (dabare workers) }						

Surface workers—

Carpenters } ..	2	50	1	27	3	77
Masons }						
Overseers ..	2	25	1	27	3	52
Blacksmiths } ..	2	0	1	27	3	27
Boilermen }						
Drill sharpeners }	1	60	1	27	2	87
Firewood carriers and splitters ..	1	50	1	27	2	77
Carters }	2	0	1	27	3	27
Watchers }						
Bakkikarayas or Banksmen ..	1	24	1	27	2	51
Cooks }	1	24	1	27	2	51
Smithy boys }						
Unskilled labourers }						

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 87 cents.

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Plumbago Trade (contd.)						
Workers employed in curing and dressing—						
(A) as overseers and kanganies	..	2 0	..	1 47	..	3 47
(B) on different jobs						
Within the Colombo area—						
Male worker not under 18 years	..	1 25	..	1 47	..	2 72
Female worker not under 18 years	..	1 0	..	1 14	..	2 14
Worker under 18 years	..	0 50	..	1 7	..	1 57
Outside the Colombo area—						
Male worker not under 18 years	..	1 0	..	1 47	..	2 47
Female worker not under 18 years	..	0 84	..	1 14	..	1 98
Worker under 18 years	..	0 40	..	1 7	..	1 47
"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 9	..	3 49
(b) Intermediate Grade	..	1 60	..	2 19	..	3 79
(c) Grade I	..	1 80	..	2 19	..	3 99
(e) Box makers and repairers	..	1 60	..	2 19	..	3 79
(d) Watchers	..	1 70	..	2 19	..	3 89
B. Female workers not under 18 years	..	1 15	..	1 97	..	3 12
C. Workers over 14 years but under 15 years ..						
" 15 " 16 "	..	0 80	..	1 57	..	2 37
" 16 " 17 "	..	0 90	..	1 62	..	2 52
" 17 " 18 "	..	1 0	..	1 67	..	2 67
" 18 " 19 "	..	1 15	..	1 77	..	2 92

Rubber Export Trade

Daily Rates :

A. Male workers not under 18 years—						
(a) Grade II	..	1 40	..	2 9	..	3 49
(b) Intermediate Grade	..	1 60	..	2 19	..	3 79
(c) Grade I	..	1 80	..	2 19	..	3 99
(d) Watchers	..	1 70	..	2 19	..	3 89
B. Female workers not under 18 years of age—						
(a) Grade II						
Workers employed in work other than sorting	..	1 15	..	1 97	..	3 12
(b) Grade I						
Workers employed in sorting	..	1 30	..	1 97	..	3 27
C. Workers over 14 years but under 15 years ..						
" 15 " 16 "	..	0 80	..	1 57	..	2 37
" 16 " 17 "	..	0 90	..	1 62	..	2 52
" 17 " 18 "	..	1 0	..	1 67	..	2 67
" 18 " 19 "	..	1 15	..	1 77	..	2 92

Toddy, Arrack and Vinegar Trade

Monthly Rates :

Tope kangany	..	115 0	..	—	..	115 0
Toddy tavern watcher	..	63 0	..	—	..	63 0
Arrack tavern watcher	..	63 0	..	—	..	63 0
Tope watcher	..	50 0	..	—	..	50 0
Collecting station manager	..	75 0	..	—	..	75 0
Selling toddy at tavern	..	80 0	..	—	..	80 0
Selling arrack at tavern	..	75 0	..	—	..	75 0
Collecting toddy from trees in the toddy section of the trade	..	80 0	..	—	..	80 0
Collecting toddy from trees in the arrack section of the trade	..	52 50	..	—	..	52 50
Collecting toddy from trees in the vinegar section of the trade	..	52 50	..	—	..	52 50
Distilling toddy at distillery	..	90 0	..	—	..	90 0

Month : December, 1959

Class of Worker	Basic Wage		Special Allowances		Total
	Rs.	c.	Rs.	c.	Rs. c.
Toddy, Arrack and Vinegar Trade—(contd.)					
<i>Daily Rates</i>					
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	..	62 42	..	162 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	..	62 42	..	152 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	..	59 92	..	144 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate)	..	100 0	..	62 42	..	162 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	..	70 0	..	57 42	..	127 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	..	67 50	..	62 42	..	129 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt.	..	60 0	..	58 42	..	118 42
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	..	58 42	..	108 42
Class I Workers : Omnibus checkers or time-keepers	..	60 0	..	58 42	..	118 42
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	..	90 0	..	58 42	..	148 42
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	..	48 67	..	93 67

* "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.

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Motor Transport Trade—(contd.)						
<i>Daily Rates</i>						
Class A worker	4	0	2	62	6	62
" B "	4	0	2	62	6	62
" C "	3	25	2	62	5	87
" D "	4	0	2	62	6	62
" E "	2	75	2	37	5	12
" F "	2	75	2	62	5	37
" G "	2	50	2	62	5	12
" H "	2	25	2	62	4	87
" K "	1	50	1	82	3	32

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	82	3	82
Female 18 years and over	1	64	1	72	3	36
Young person 14 years and over but under 18 years	1	25	1	40	2	65

Grade II—

Male 18 years and over	1	60	1	82	3	42
Female 18 years and over	1	32	1	72	3	4
Young person 14 years and over but under 18 years	1	0	1	40	2	40

Grade III—

Male 18 years and over	1	40	1	72	3	12
Female 18 years and over	1	15	1	60	2	75
Young person over 14 and under 16 years	0	70	1	18	1	88
Young person 16 years and over but under 18 years	0	90	1	40	2	30

Grade IV—

Watcher	1	70	1	82	3	52
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Cinema Trade

Within the Municipal Areas

A—Non-clerical—

Unskilled..	36	50	54	22	90	77
Semi-skilled	43	0	56	82	99	82
Skilled Grade II	55	0	58	64	113	64
Skilled Grade I	66	0	58	64	124	64

B—Clerical—

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

Outside the Municipal Areas

A—Non-clerical—

Unskilled..	36	50	54	22	90	77
Semi-skilled	40	0	56	82	96	82
Skilled Grade II	47	0	58	64	105	64
Skilled Grade I	61	0	58	64	119	64

B—Clerical—

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

Month : December, 1959

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Dock, Harbour and Port Transport Trade						
<i>Manual Work—</i>						
Special Grade	65	0	34	75	99	75
Skilled Grade	55	0	30	75	85	75
Semi-skilled Grade	45	0	27	75	72	75
Unskilled Grade I	37	0	27	75	64	75
Unskilled Grade II	31	0	27	75	58	75
<i>Women Workers—</i>						
Female Kanganies	35	0	27	75	62	75
Female labourers	30	0	27	75	57	75
<i>Non-manual Workers—</i>						
Special Grade	75	0	41	0	116	0
Grade I	55	0	30	75	85	75
Building Trade						
<i>Unskilled—</i>						
<i>Male labourers—</i>						
Not under 18 years	1	40	2	9	3	49
<i>Female labourers—</i>						
Not under 18 years	1	10	2	9	3	19
<i>Unskilled labourers—</i> (irrespective of sex)						
Under 18 years of age	0	90	2	9	2	99
Semi-skilled Grade II	1	65	2	19	3	84
Semi-skilled Grade I	1	80	2	19	3	99
Skilled	2	0	2	19	4	10
Beedi Manufacturing Trade						
<i>“ Nool ” beedi rolling (inclusive of preparation of wrappers for rolling)—</i>						
1,000 beedies each 2 inches long					5	50
1,000 beedies each 2½ inches long					6	0
1,000 beedies each 3 inches long					7	0
<i>“ Nool ” beedi rolling (exclusive of the preparation of wrappers for rolling)—</i>						
1,000 beedies each 2 inches long					3	34
1,000 beedies each 2½ inches long					4	0
1,000 beedies each 3 inches long					4	66
<i>Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling)—</i>						
1,000 beedies each 2 inches long					1	67
1,000 beedies each 2½ inches long					2	0
1,000 beedies each 3 inches long					2	34
<i>Fixing ring labels round rolled beedies—</i>						
1000 beedies					0	50
(These rates came into force with effect from 1.11.59)						
Baking Trade						
<i>Monthly Rates</i>						
Class “ A ” Worker: foreman, cooks, “ short eats ” makers, pastry makers, cake decorators	70	0	59	35	129	35
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	55	0	110	0
Class “ C ” Worker: flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trays, bun trays, cake trays, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen	39	0	42	34	81	34

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during December, 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 59	1 21½	0 52½	0 44	0 96½	0 40	0 40½	0 80½	½
1	1 25	1 18	2 43	1 05	0 88	1 93	0 80	0 81	1 61	1
2	2 50	2 36	4 86	2 10	1 76	3 86	1 60	1 62	3 22	2
3	3 75	3 54	7 29	3 15	2 64	5 79	2 40	2 43	4 83	3
4	5 00	4 72	9 72	4 20	3 52	7 72	3 20	3 24	6 44	4
5	6 25	5 90	12 15	5 25	4 40	9 65	4 00	4 05	8 05	5
6	7 50	7 08	14 58	6 30	5 28	11 58	4 80	4 86	9 66	6
7	8 75	8 26	17 01	7 35	6 16	13 51	5 60	5 67	11 27	7
8	10 00	9 44	19 44	8 40	7 04	15 44	6 40	6 48	12 88	8
9	11 25	10 62	21 87	9 45	7 92	17 37	7 20	7 29	14 49	9
10	12 50	11 80	24 30	10 50	8 80	19 30	8 60	8 10	16 10	10
11	13 75	12 98	26 73	11 55	9 68	21 23	8 80	8 91	17 71	11
12	15 00	14 16	29 16	12 60	10 56	23 16	9 60	9 72	19 32	12
13	16 25	15 34	31 59	13 65	11 44	25 09	10 40	10 53	20 93	13
14	17 50	16 52	34 02	14 70	12 32	27 02	11 20	11 34	22 54	14
15	18 75	17 70	36 45	15 75	13 20	28 95	12 00	12 15	34 15	15
16	20 00	18 88	38 88	16 80	14 08	30 88	12 80	12 96	25 76	16
17	21 25	20 06	41 31	17 85	14 96	32 81	13 60	13 77	27 37	17
18	22 50	21 24	43 74	18 90	15 84	34 74	14 40	14 58	28 98	18
19	23 75	22 42	46 17	19 95	16 72	36 67	15 20	15 39	30 59	19
20	25 00	23 60	48 60	21 00	17 60	38 60	16 00	16 20	32 20	20
21	26 25	24 78	51 03	22 05	18 48	40 53	16 80	17 01	33 81	21
22	27 50	25 96	53 46	23 10	19 36	42 46	17 60	17 82	35 42	22
23	28 75	27 14	55 89	24 15	20 24	44 39	18 40	18 63	37 03	23
24	30 00	28 32	58 32	25 20	21 12	46 32	19 20	19 44	38 64	24
25	31 25	29 50	60 75	26 25	22 00	48 25	20 00	20 25	40 25	25
26	32 50	30 68	63 18	27 30	22 88	50 18	20 80	21 06	41 86	26
27	33 75	31 86	65 61	28 35	23 76	52 11	21 60	21 87	43 47	27
28	35 00	33 04	68 04	29 40	24 64	54 04	22 40	22 68	45 08	28
29	36 25	34 22	70 47	30 45	25 52	55 97	23 20	23 49	46 69	29
30	37 50	35 40	72 90	31 50	26 40	57 90	24 00	24 30	48 30	30
31	38 75	36 58	75 33	32 55	27 28	59 83	24 80	25 11	49 91	31

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

APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during December, 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 59	1 29	0 65	0 44	1 09	0 52½	0 40½	0 93	½
1	1 40	1 18	2 58	1 30	0 88	2 18	1 05	0 81	1 86	1
2	2 80	2 36	5 16	2 60	1 76	4 36	2 10	1 62	3 72	2
3	4 20	3 54	7 74	3 90	2 64	6 54	3 15	2 43	5 58	3
4	5 60	4 72	10 32	5 20	3 52	8 72	4 20	3 24	7 44	4
5	7 00	5 90	12 90	6 50	4 40	10 90	5 25	4 05	9 30	5
6	8 40	7 08	15 48	7 80	5 28	13 08	6 30	4 86	11 16	6
7	9 80	8 26	18 06	9 10	6 16	15 26	7 35	5 67	13 02	7
8	11 20	9 44	20 64	10 40	7 04	17 44	8 40	6 48	14 88	8
9	12 60	10 62	23 22	11 70	7 92	19 62	9 45	7 29	16 74	9
10	14 00	11 80	25 80	13 00	8 80	21 80	10 50	8 10	18 60	10
11	15 40	12 98	28 38	14 30	9 68	23 98	11 55	8 91	20 46	11
12	16 80	14 16	30 96	15 60	10 56	26 16	12 60	9 72	22 32	12
13	18 20	15 34	33 54	16 90	11 44	28 34	13 65	10 53	24 18	13
14	19 60	16 52	36 12	18 20	12 32	30 52	14 70	11 34	26 04	14
15	21 00	17 70	38 70	19 50	13 20	32 70	15 75	12 15	27 90	15
16	22 40	18 88	41 28	20 80	14 08	34 88	16 80	12 96	29 76	16
17	23 80	20 06	43 86	22 10	14 96	37 06	17 85	13 77	31 62	17
18	25 20	21 24	46 44	23 40	15 84	39 24	18 90	14 58	33 48	18
19	26 60	22 42	49 02	24 70	16 72	41 42	19 95	15 39	35 34	19
20	28 00	23 60	51 60	26 00	17 60	43 60	21 00	16 20	37 20	20
21	29 40	24 78	54 18	27 30	18 48	45 78	22 05	17 01	39 06	21
22	30 80	25 96	56 76	28 60	19 36	47 96	23 10	17 82	40 92	22
23	32 20	27 14	59 34	29 90	20 24	50 14	24 15	18 63	42 78	23
24	33 60	28 32	61 92	31 20	21 12	52 32	25 20	19 44	44 64	24
25	35 00	29 50	64 50	32 50	22 00	54 50	26 25	20 25	46 50	25
26	36 40	30 68	67 08	33 80	22 88	56 68	27 30	21 06	48 36	26
27	37 80	31 86	69 66	35 10	23 76	58 86	28 35	21 87	50 22	27
28	39 20	33 04	72 24	36 40	24 64	61 04	29 40	22 68	52 08	28
29	40 60	34 22	74 82	37 70	25 52	63 22	30 45	23 49	53 94	29
30	42 00	35 40	77 40	39 00	26 40	65 40	31 50	24 30	55 80	30
31	43 40	36 58	79 98	40 30	27 28	67 58	32 55	25 11	57 66	31

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

APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during December, 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 59	1 14	0 45	0 44	0 89	0 32½	0 40½	0 73	½
1	1 10	1 18	2 28	0 90	0 88	1 78	0 65	0 81	1 46	1
2	2 20	2 36	4 56	1 80	1 76	3 56	1 30	1 62	2 92	2
3	3 30	3 54	6 84	2 70	2 64	5 34	1 95	2 43	4 38	3
4	4 40	4 72	9 12	3 60	3 52	7 12	2 60	3 24	5 84	4
5	5 50	5 90	11 40	4 50	4 40	8 90	3 25	4 05	7 30	5
6	6 60	7 08	13 68	5 40	5 28	10 68	3 90	4 86	8 76	6
7	7 70	8 26	15 96	6 30	6 16	12 46	4 55	5 67	10 22	7
8	8 80	9 44	18 24	7 20	7 04	14 24	5 20	6 48	11 68	8
9	9 90	10 62	20 52	8 10	7 92	16 02	5 85	7 29	13 14	9
10	11 00	11 80	22 80	9 00	8 80	17 80	6 50	8 10	14 60	10
11	12 10	12 98	25 08	9 90	9 68	19 58	7 15	8 91	16 06	11
12	13 20	14 16	27 36	10 80	10 56	21 36	7 80	9 72	17 52	12
13	14 30	15 34	29 64	11 70	11 44	23 14	8 45	10 53	18 98	13
14	15 40	16 52	31 92	12 60	12 32	24 92	9 10	11 34	20 44	14
15	16 50	17 70	34 20	13 50	13 20	26 70	9 75	12 15	21 90	15
16	17 60	18 88	36 48	14 40	14 08	28 48	10 40	12 96	23 36	16
17	18 70	20 06	38 76	15 30	14 96	30 26	11 05	13 77	24 82	17
18	19 80	21 24	41 04	16 20	15 84	32 04	11 70	14 58	26 28	18
19	20 90	22 42	43 32	17 10	16 72	33 82	12 35	15 39	27 74	19
20	22 00	23 60	45 60	18 00	17 60	35 60	13 00	16 20	29 20	20
21	23 10	24 78	47 88	18 90	18 48	37 38	13 65	17 01	30 66	21
22	24 20	25 96	50 16	19 80	19 36	39 16	14 30	17 82	32 12	22
23	25 30	27 14	52 44	20 70	20 24	40 94	14 95	18 63	33 58	23
24	26 40	28 32	54 72	21 60	21 12	42 72	15 60	19 44	35 04	24
25	27 50	29 50	57 00	22 50	22 00	44 50	16 25	20 25	36 50	25
26	28 60	30 68	59 28	23 40	22 88	46 28	16 90	21 06	37 96	26
27	29 70	31 86	61 56	24 30	23 76	48 06	17 55	21 87	39 42	27
28	30 80	33 04	63 84	25 20	24 64	49 84	18 20	22 68	40 88	28
29	31 90	34 22	66 12	26 10	25 52	51 62	18 85	23 49	42 34	29
30	33 00	35 40	68 40	27 00	26 40	53 40	19 50	24 30	43 80	30
31	34 10	36 58	70 68	27 90	27 28	55 18	20 15	25 11	45 26	31

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

APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 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 29	1 21½	0 96½	0 80½	1 91½	1 71½	1 41½	1 38	½
1	2 58	2 43	1 93	1 61	3 83	3 43	2 83	2 76	1
2	5 16	4 86	3 86	3 22	7 66	6 86	5 66	5 52	2
3	7 74	7 29	5 79	4 83	11 49	10 29	8 49	8 28	3
4	10 32	9 72	7 72	6 44	15 32	13 72	11 32	11 04	4
5	12 90	12 15	9 65	8 05	19 15	17 15	14 15	13 80	5
6	15 48	14 58	11 58	9 66	22 98	20 58	16 98	16 56	6
7	18 06	17 0	13 51	11 27	26 81	24 01	19 81	19 32	7
8	20 64	19 44	15 44	12 88	30 64	27 44	22 64	22 08	8
9	23 22	21 87	17 37	14 49	34 47	30 87	25 47	24 84	9
10	25 80	24 30	19 30	16 10	38 30	34 30	28 30	27 60	10
11	28 38	26 73	21 23	17 71	42 13	37 73	31 13	30 36	11
12	30 96	29 16	23 16	19 32	45 96	41 16	33 96	33 12	12
13	33 54	31 59	25 09	20 93	49 79	44 59	36 79	35 88	13
14	36 12	34 02	27 02	22 54	53 62	48 02	39 62	38 64	14
15	38 70	36 45	28 95	24 15	57 45	51 45	42 45	41 40	15
16	41 28	38 88	30 88	25 76	61 28	54 88	45 28	44 16	16
17	43 86	41 31	32 81	27 37	65 11	58 31	48 11	46 92	17
18	46 44	43 74	34 74	28 98	68 94	61 74	50 94	49 68	18
19	49 02	46 17	36 67	30 59	72 77	65 17	53 77	52 44	19
20	51 60	48 60	38 60	32 20	76 60	68 60	56 60	55 20	20
21	54 18	51 03	40 53	33 81	80 43	72 03	59 43	57 96	21
22	56 76	53 46	42 46	35 42	84 26	75 46	62 26	60 72	22
23	59 34	55 89	44 39	37 03	88 09	78 89	65 09	63 48	23
24	61 92	58 32	46 32	38 64	91 92	82 32	67 92	66 24	24
25	64 50	60 75	48 25	40 25	95 75	85 75	70 75	69 00	25
26	67 08	63 18	50 18	41 86	99 58	89 18	73 58	71 76	26
27	69 66	65 61	52 11	43 47	103 41	92 61	76 41	74 52	27
28	72 24	68 04	54 04	45 08	107 24	96 04	79 24	77 28	28
29	74 82	70 47	55 97	46 69	111 07	99 47	82 07	80 04	29
30	77 40	72 90	57 90	48 30	114 90	102 90	84 90	82 80	30
31	79 98	75 33	59 83	49 91	118 73	106 33	87 73	85 56	31

Note.—“Male” refers to male workers not under 18 years of age; “Female” to female workers not under 18 years of age and “Young Persons” to workers under 18 years of age in the Coconut Manufacturing 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 Dec., 1959, to workers in
the Rubber Export Trade**

No. of Days	Male Workers not under 18 years of age				Female Worker not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Watch-ers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. e.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. e.	
½	1 74½	1 89½	1 99½	1 94½	1 56	1 63½	1 18½	1 26	1 33½	1 46	½
1	3 49	3 79	3 99	3 89	3 12	3 27	2 37	2 52	2 67	2 92	1
2	6 98	7 58	7 98	7 78	6 24	6 54	4 74	5 4	5 34	5 84	2
3	10 47	11 37	11 97	11 67	9 36	9 81	7 11	7 56	8 01	8 76	3
4	13 96	15 16	15 96	15 56	12 48	13 8	9 48	10 8	10 68	11 68	4
5	17 45	18 95	19 95	19 45	15 60	16 35	11 85	12 60	13 35	14 60	5
6	20 94	22 74	23 94	23 34	18 72	19 62	14 22	15 12	16 02	17 52	6
7	24 43	26 53	27 93	27 23	21 84	22 89	16 59	17 64	18 69	20 44	7
8	27 92	30 32	31 92	31 12	24 96	26 16	18 96	20 16	21 36	23 36	8
9	31 41	34 11	35 91	35 01	28 08	29 43	21 33	22 68	24 03	26 28	9
10	34 90	37 90	39 90	38 90	31 20	32 70	23 70	25 20	26 70	29 20	10
11	38 39	41 69	43 89	42 79	34 32	35 97	26 07	27 72	29 37	32 12	11
12	41 88	45 48	47 88	46 68	37 44	39 24	28 44	30 24	32 04	35 04	12
13	45 37	49 27	51 87	50 57	40 56	42 51	30 81	32 76	34 71	37 96	13
14	48 86	53 6	55 86	54 46	43 68	45 78	33 18	35 28	37 38	40 88	14
15	52 35	56 85	59 85	58 35	46 80	49 05	35 55	37 80	40 05	43 80	15
16	55 84	60 64	63 84	62 24	49 92	52 32	37 92	40 32	42 72	46 72	16
17	59 33	64 43	67 83	66 13	53 04	55 59	40 29	42 84	45 39	49 64	17
18	62 82	68 22	71 82	70 02	56 16	58 86	42 66	45 36	48 06	52 56	18
19	66 31	72 01	75 81	73 91	59 28	62 13	45 3	47 88	50 73	55 48	19
20	69 80	75 80	79 80	77 80	62 40	65 40	47 40	50 40	53 40	58 40	20
21	73 29	79 59	83 79	81 69	65 52	68 67	49 77	52 92	56 07	61 32	21
22	76 78	83 38	87 78	85 58	68 64	71 94	52 14	55 44	58 74	64 24	22
23	80 27	87 17	91 77	89 47	71 76	75 21	54 51	57 96	61 41	67 16	23
24	83 76	90 06	95 76	93 36	74 88	78 48	56 88	60 48	64 08	70 08	24
25	87 25	94 75	99 75	97 25	78 0	81 75	59 25	63 0	66 75	73 0	25
26	90 74	98 54	103 74	101 14	81 12	85 02	61 62	65 52	69 42	75 92	26
27	94 23	102 33	107 73	105 3	84 24	88 29	63 99	68 4	72 09	78 84	27
28	97 72	106 12	111 72	108 92	87 36	91 56	66 36	70 56	74 76	81 76	28
29	101 21	109 91	115 71	112 81	90 48	94 83	68 73	73 8	77 43	84 68	29
30	104 70	113 70	119 70	116 70	93 60	98 10	71 10	75 60	80 10	87 60	30
31	108 19	117 49	123 69	120 59	96 72	101 37	73 47	78 12	82 77	90 52	31

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 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. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 89½	1 99½	1 89½	1 94½	1 56	1 18½	1 26	1 33½	1 46	½
1	3 49	3 79	3 99	3 79	3 89	3 12	2 37	2 52	2 67	2 92	1
2	6 98	7 58	7 98	7 58	7 78	6 24	4 74	5 04	5 34	5 84	2
3	10 47	11 37	11 97	11 37	11 67	9 36	7 11	7 56	8 01	8 76	3
4	13 96	15 16	15 96	15 16	15 56	12 48	9 48	10 08	10 68	11 68	4
5	17 45	18 95	19 95	18 95	19 45	15 60	11 85	12 60	13 35	14 60	5
6	20 94	22 74	23 94	22 74	23 34	18 72	14 22	15 12	16 02	17 52	6
7	24 43	26 53	27 93	26 53	27 23	21 84	16 59	17 64	18 69	20 44	7
8	27 92	30 32	31 92	30 32	31 12	24 96	18 96	20 16	21 36	23 36	8
9	31 41	34 11	35 91	34 11	35 01	28 08	21 33	22 68	24 03	26 28	9
10	34 90	37 90	39 90	37 90	38 90	31 20	23 70	25 20	26 70	29 20	10
11	38 39	41 69	43 89	41 69	42 79	34 32	26 7	27 72	29 37	32 12	11
12	41 88	45 48	47 88	45 48	46 68	37 44	28 44	30 24	32 04	35 04	12
13	45 37	49 27	51 87	49 27	50 57	40 56	30 81	32 76	34 71	37 96	13
14	48 86	53 6	55 86	53 06	54 46	43 68	33 18	35 28	37 38	40 88	14
15	52 35	56 85	59 85	56 85	58 35	46 80	35 55	37 80	40 05	43 80	15
16	55 84	60 64	63 84	60 64	62 24	49 92	37 92	40 32	42 72	46 72	16
17	59 33	64 43	67 83	64 43	66 13	53 04	40 29	42 84	45 39	49 64	17
18	62 82	68 22	71 82	68 22	70 02	56 16	42 66	45 36	48 6	52 56	18
19	66 31	72 01	75 81	72 01	73 91	59 28	45 03	47 88	50 73	55 48	19
20	69 80	75 80	79 80	75 80	77 80	62 40	47 40	50 40	53 40	58 40	20
21	73 29	79 59	83 79	79 59	81 69	65 52	49 77	52 92	56 07	61 32	21
22	76 78	83 38	87 78	83 38	85 58	68 64	52 14	55 44	58 74	64 24	22
23	80 27	87 17	91 77	87 17	89 47	71 76	54 51	57 96	61 41	67 16	23
24	83 76	90 96	95 76	90 96	93 36	74 88	56 88	60 48	64 08	70 08	24
25	87 25	94 75	99 75	94 75	97 25	78 0	59 25	63 0	66 75	73 0	25
26	90 74	98 54	103 74	98 54	101 14	81 12	61 62	65 52	69 42	75 92	26
27	94 23	102 33	107 73	102 33	105 03	84 24	63 99	68 4	72 09	78 84	27
28	97 72	106 12	111 72	106 12	108 92	87 36	66 36	70 56	74 76	81 76	28
29	101 21	109 91	115 71	109 91	112 81	90 48	68 73	73 08	77 43	84 63	29
30	104 70	113 70	119 70	113 70	116 70	93 60	71 10	75 60	80 10	87 60	30
31	108 19	117 49	123 69	117 49	120 59	96 72	73 47	78 12	82 77	90 52	31

APPENDIX III (D)

**Ready Reckoner showing the Minimum Wages payable for the
number of days worked during December, 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.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 92	1 82	2 09½	1 99½	1 94½	0 81½	0 94½	1 19½	1 39½	½
1	3 49	3 84	3 64	4 19	3 99	3 89	1 63	1 89	2 39	2 79	1
2	6 98	7 68	7 28	8 38	7 98	7 78	3 26	3 78	4 78	5 58	2
3	10 47	11 52	10 92	12 57	11 97	11 67	4 89	5 67	7 17	8 37	3
4	13 96	15 36	14 56	16 76	15 96	15 56	6 52	7 56	9 56	11 16	4
5	17 45	19 20	18 20	20 95	19 95	19 45	8 15	9 45	11 95	13 95	5
6	20 94	23 4	21 84	25 14	23 94	23 34	9 78	11 34	14 34	16 74	6
7	24 43	26 88	25 48	29 33	27 93	27 23	11 41	13 23	16 73	19 53	7
8	27 92	30 72	29 12	33 52	31 92	31 12	13 4	15 12	19 12	22 32	8
9	31 41	34 56	32 76	37 71	35 91	35 1	14 67	17 1	21 51	25 11	9
10	34 90	38 40	36 40	41 90	39 90	38 90	16 30	18 90	23 90	27 90	10
11	38 39	42 24	40 4	46 9	43 89	42 79	17 93	20 79	26 29	30 69	11
12	41 88	46 8	43 68	50 28	47 88	46 68	19 56	22 68	28 68	33 48	12
13	45 37	49 92	47 32	54 47	51 87	50 57	21 19	24 57	31 7	36 27	13
14	48 86	53 76	50 96	58 66	55 86	54 46	22 82	26 46	33 46	39 6	14
15	52 35	57 60	54 60	62 85	59 85	58 35	24 45	28 35	35 85	41 85	15
16	55 84	61 44	58 24	67 4	63 84	62 24	26 8	30 24	38 24	44 64	16
17	59 33	65 28	61 88	71 23	67 83	66 13	27 71	32 13	40 63	47 43	17
18	62 82	69 12	65 52	75 42	71 82	70 2	29 34	34 2	43 2	50 22	18
19	66 31	72 96	69 16	79 61	75 81	73 91	30 97	35 91	45 41	53 1	19
20	69 80	76 80	72 80	83 80	79 80	77 80	32 60	37 80	47 80	55 80	20
21	73 29	80 64	76 44	87 99	83 79	81 69	34 23	39 69	50 19	58 59	21
22	76 78	84 48	80 8	92 18	87 78	85 58	35 86	41 58	52 58	61 38	22
23	80 27	88 32	83 72	96 37	91 77	89 47	37 49	43 47	54 97	64 17	23
24	83 76	92 16	87 36	100 56	95 76	93 36	39 12	45 36	57 36	66 96	24
25	87 25	96 0	91 0	104 75	99 75	97 25	40 75	47 25	59 75	69 75	25
26	90 74	99 84	94 64	108 94	103 74	101 14	42 38	49 14	62 14	72 54	26
27	94 23	103 68	98 28	113 13	107 73	105 3	44 1	51 3	64 53	75 33	27
28	97 72	107 52	101 92	117 32	111 72	108 92	45 64	52 92	66 92	78 12	28
29	101 21	111 36	105 56	121 51	115 71	112 81	47 27	54 81	69 31	80 91	29
30	104 70	115 20	109 20	125 70	119 70	116 70	48 90	56 70	71 70	83 70	30
31	108 19	119 4	112 84	129 89	123 69	120 59	50 53	58 59	74 09	86 49	31

APPENDIX III (F)

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

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 59½	1 49½	1 92	1 99½	2 9½	½
1	3 49	3 19	2 99	3 84	3 99	4 19	1
2	6 98	6 38	5 98	7 68	7 98	8 38	2
3	10 47	9 57	8 97	11 52	11 97	12 57	3
4	13 96	12 76	11 96	15 36	15 96	16 76	4
5	17 45	15 95	14 95	19 20	19 95	20 95	5
6	20 94	19 14	17 94	23 4	23 94	25 14	6
7	24 43	22 33	20 93	26 88	27 93	29 33	7
8	27 92	25 52	23 92	30 72	31 92	33 52	8
9	31 41	28 71	26 91	34 56	35 91	37 71	9
10	34 90	31 90	29 90	38 40	39 90	41 90	10
11	38 39	35 9	32 89	42 24	43 89	46 9	11
12	41 88	38 28	35 88	46 8	47 88	50 28	12
13	45 37	41 47	38 87	49 92	51 87	54 47	13
14	48 86	44 66	41 86	53 76	55 86	58 66	14
15	52 35	47 85	44 85	57 60	59 85	62 85	15
16	55 84	51 4	47 84	61 44	63 84	67 4	16
17	59 33	54 23	50 83	65 28	67 83	71 23	17
18	62 82	57 42	53 82	69 12	71 82	75 42	18
19	66 31	60 61	56 81	72 96	75 81	79 61	19
20	69 80	63 80	59 80	76 80	79 80	83 80	20
21	73 29	66 99	62 79	80 64	83 79	87 99	21
22	76 78	70 18	65 78	84 48	87 78	92 18	22
23	80 27	73 37	68 77	88 32	91 77	96 37	23
24	83 76	76 56	71 76	92 16	95 76	100 56	24
25	87 25	79 75	74 75	96 0	99 75	104 75	25
26	90 74	82 94	77 74	99 84	103 74	108 94	26
27	94 23	86 13	80 73	103 68	107 73	113 13	27
28	97 72	89 32	83 72	107 52	111 72	117 32	28
29	101 21	92 51	86 71	111 36	115 71	121 51	29
30	104 70	95 70	89 70	115 20	119 70	125 70	30
31	108 19	98 89	92 69	119 4	123 69	129 89	31

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

APPENDIX III (G)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 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>	
$\frac{1}{2}$	3 31	2 93 $\frac{1}{2}$	2 56	2 68 $\frac{1}{2}$	2 43 $\frac{1}{2}$	1 66	$\frac{1}{2}$
1	6 62	5 87	5 12	5 37	4 87	3 32	1
2	13 24	11 74	10 24	10 74	9 74	6 64	2
3	19 86	17 61	15 36	16 11	14 61	9 96	3
4	26 48	23 48	20 48	21 48	19 48	13 28	4
5	33 10	29 35	25 60	26 85	24 35	16 60	5
6	39 72	35 22	30 72	32 22	29 22	19 92	6
7	46 34	41 9	35 84	37 59	34 9	23 24	7
8	52 96	46 96	40 96	42 96	38 96	26 56	8
9	59 58	52 83	46 8	48 33	43 83	29 88	9
10	66 20	58 70	51 20	53 70	48 70	33 20	10
11	72 82	64 57	56 32	59 7	53 57	36 52	11
12	79 44	70 44	61 44	64 44	58 44	39 84	12
13	86 6	76 31	66 56	69 81	63 31	43 16	13
14	92 68	82 18	71 68	75 18	68 18	46 48	14
15	99 30	88 5	76 80	80 55	73 5	49 80	15
16	105 92	93 92	81 92	85 92	77 92	53 12	16
17	112 54	99 79	87 4	91 29	82 79	56 44	17
18	119 16	105 66	92 16	96 66	87 66	59 76	18
19	125 78	111 53	97 28	102 3	92 53	63 8	19
20	132 40	117 40	102 40	107 40	97 40	66 40	20
21	139 2	123 27	107 52	112 77	102 27	69 72	21
22	145 64	129 14	112 64	118 14	107 14	73 4	22
23	152 26	135 1	117 76	123 51	112 1	76 36	23
24	158 88	140 88	122 88	128 88	116 88	79 68	24
25	165 50	146 75	128 0	134 25	121 75	83 0	25
26	172 12	152 62	133 12	139 62	126 62	86 32	26
27	178 74	158 49	138 24	144 99	131 49	89 64	27
28	185 36	164 36	143 36	150 36	136 36	92 96	28
29	191 98	170 23	148 48	155 73	141 23	96 28	29
30	198 60	176 10	153 60	161 10	146 10	99 60	30
31	205 22	181 97	158 72	166 47	150 97	102 92	31

APPENDIX IV (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 1959, to Monthly-paid workers in the Motor Transport Trade

No. of Days	Class A	Class B	Class C	Class E	Class F	Class G	Class H	Class J	Class K	No. of Days
	Class D					Class I				
	Rs. c.									
½	3 01	2 82½	2 68½	2 36	2 40½	2 19½	2 01	2 75	1 73½	½
1	6 02	5 65	5 37	4 72	4 81	4 39	4 02	5 50	3 47	1
2	12 03	11 29	10 73	9 44	9 62	8 77	8 03	10 99	6 94	2
3	18 05	16 94	16 10	14 16	14 44	13 16	12 05	16 49	10 41	3
4	24 06	22 58	21 47	18 88	19 25	17 54	16 06	21 99	13 88	4
5	30 08	28 23	26 84	23 60	24 06	21 93	20 08	27 49	17 35	5
6	36 09	33 87	32 20	28 32	28 87	26 32	24 09	32 98	20 82	6
7	42 11	39 52	37 57	33 03	33 68	30 70	28 11	38 48	24 28	7
8	48 12	45 16	42 94	37 75	38 49	35 09	32 12	43 98	27 75	8
9	54 14	50 81	48 31	42 47	43 31	39 47	36 14	49 47	31 22	9
10	60 16	56 45	53 67	47 19	48 12	43 86	40 16	54 97	34 69	10
11	66 17	62 10	59 04	51 91	52 93	48 25	44 17	60 47	38 16	11
12	72 19	67 74	64 41	56 63	57 74	52 63	48 19	65 96	41 63	12
13	78 20	73 39	69 78	61 35	62 55	57 02	52 20	71 46	45 10	13
14	84 22	79 03	75 14	66 07	67 37	61 40	56 22	76 96	48 57	14
15	90 23	84 68	80 51	70 79	72 18	65 79	60 23	82 46	52 04	15
16	96 25	90 32	85 88	75 51	76 99	70 17	64 25	87 95	55 51	16
17	102 26	95 97	91 25	80 23	81 80	74 56	68 26	93 45	58 98	17
18	108 28	101 61	96 61	84 95	86 61	78 95	72 28	98 95	62 45	18
19	114 30	107 26	101 98	89 67	91 43	83 33	76 30	104 44	65 92	19
20	120 31	112 90	107 35	94 39	96 24	87 72	80 31	109 94	69 39	20
21	126 33	118 55	112 72	99 10	101 05	92 10	84 33	115 44	72 85	21
22	132 34	124 19	118 08	103 82	105 86	96 49	88 34	120 93	76 32	22
23	138 36	129 84	123 45	108 54	110 67	100 88	92 36	126 43	79 79	23
24	144 37	135 48	128 82	113 26	115 48	105 26	96 37	131 93	83 28	24
25	150 39	141 13	134 19	117 98	120 30	109 65	100 39	137 43	86 73	25
26	156 40	146 77	139 55	122 70	125 11	114 03	104 40	142 92	90 20	26
27	162 42	152 42	144 92	127 42	129 92	118 42	108 42	148 42	93 67	27
28	172 17	161 57	153 62	135 07	137 72	125 53	114 93	157 33	99 29	28
29	181 92	170 72	162 32	142 72	145 52	132 64	121 44	166 24	104 91	29
30	191 67	179 87	171 02	150 37	153 32	139 75	127 95	175 15	110 53	30
31	201 42	189 02	179 72	158 02	161 12	146 86	134 46	184 06	116 15	31

APPENDIX IV (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 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 39½	2 03½	1 50½	½
1	4 79	4 07	3 01	1
2	9 58	8 15	6 03	2
3	14 37	12 22	9 04	3
4	19 16	16 30	12 05	4
5	23 95	20 37	15 06	5
6	28 74	24 44	18 08	6
7	33 54	28 52	21 09	7
8	38 33	32 59	24 10	8
9	43 12	36 67	27 11	9
10	47 91	40 74	30 13	10
11	52 70	44 81	33 14	11
12	57 49	48 89	36 15	12
13	62 28	52 96	39 16	13
14	67 07	57 04	42 18	14
15	71 86	61 11	45 19	15
16	76 65	65 19	48 20	16
17	81 44	69 26	51 21	17
18	86 23	73 33	54 23	18
19	91 02	77 41	57 24	19
20	95 81	81 48	60 25	20
21	100 61	85 56	63 26	21
22	105 40	89 63	66 28	22
23	110 19	93 70	69 29	23
24	114 98	97 78	72 30	24
25	119 77	101 85	75 31	25
26	124 56	105 93	78 33	26
27	129 35	110 00	81 34	27

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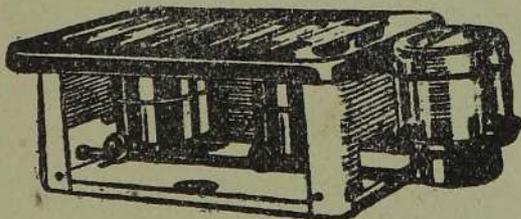
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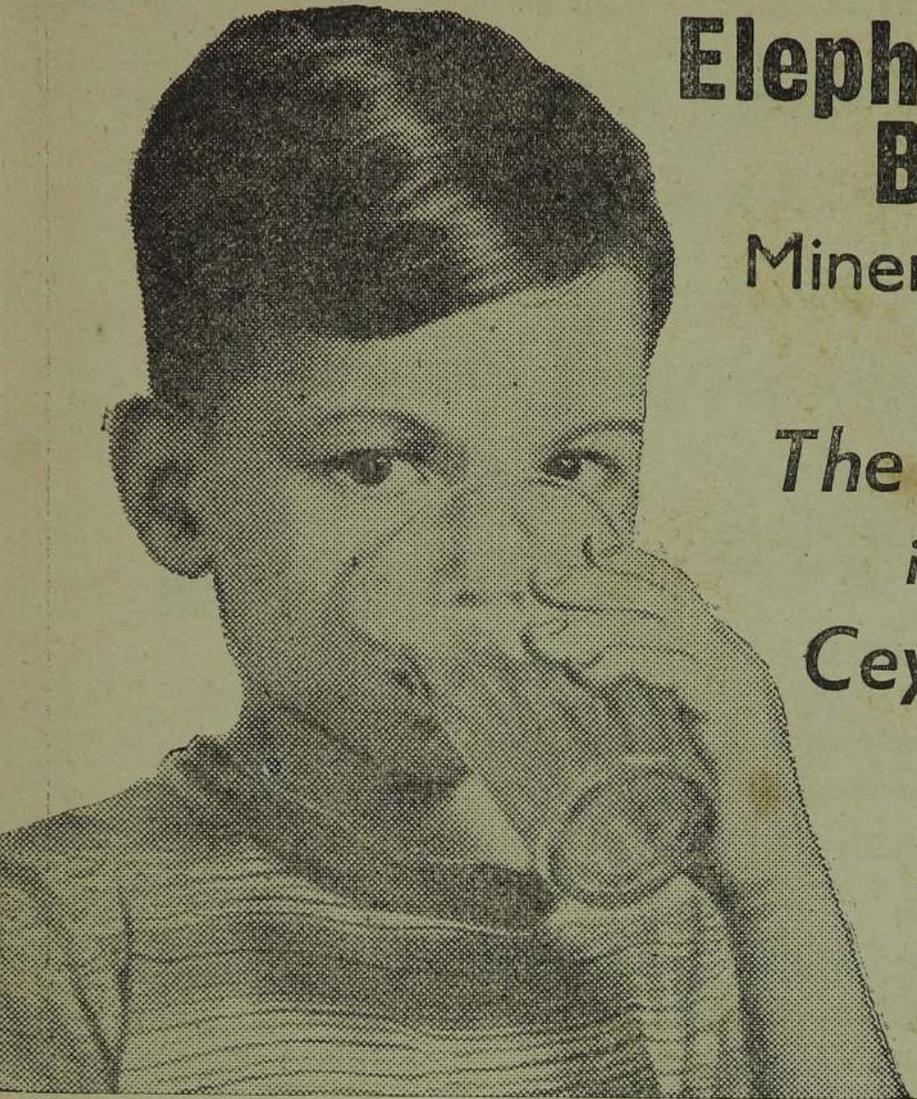
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Reserve Liability of Shareholders	£1,000,000

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| ★ KALUTARA | ★ VAVUNIYA |
| ★ MATARA | ★ HAPUTALE |
| ★ AVISSAWELLA | ★ BADULLA |
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