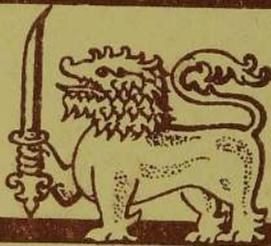


Ceylon LABOUR GAZETTE

C.E.E.F.
30 NOV 1956



VOLUME VII
No. 11

NOVEMBER
1956

In this Issue

Model Rules for Provident Fund

Statistics of the Month in Brief

Notes of Current Interest

Consolidated Decisions of the Wages
Board—XXXII—The Rubber Growing
and Manufacturing Trade

for
FERTILISERS
ENGINEERING
and
ESTATE SUPPLIES

Consult

THE
COLOMBO COMMERCIAL
COMPANY LIMITED

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

Manufacturers of Tea and Rubber Machinery

Mechanical and Electrical Engineers

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

Telegrams : "Cossack"

Telephone : 79351

P. O. Box 33

COLOMBO

and

Badulla

Kandapola

Kandy

Hatton

Ratnapura

CONTENTS

	PAGE
1. Model Rules For Provident Funds	399
2. Statistics of the Month in Brief	418
3. Notes of Current Interest	419
4. Consolidated Decisions of the Wages Board—XXXII—The Rubber Growing and Manufacturing Trade	420

LIST OF TABLES

<i>Table</i>	PAGE
I Cost of Living Index Numbers—Colombo Working Class since 1939 ..	426
II Wages Index Numbers—Tea and Rubber Estate Labourers and Unskilled Labourers in Government Employment	427
III General Wage Rate (Minimum) Index Numbers	428
IV The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939	429
V The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island (classification by Exchanges areas) since 1939	430
VI The number of persons placed in employment since 1939	432
VII The number of persons registered and the number placed in employment during the month of September 1956	432
VIII Strikes in Ceylon since 1939	433
IX Classification of the Strikes in August, 1956, by Industries or Trades ..	434
X Classification of the Strikes in August, 1956, by Causes	434
XI Arrivals and Departures of Indian Estate Labourers since 1939 ..	435

APPENDICES

	PAGE
<i>Appendix</i> I Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established (November, 1956)	436
II Ready Reckoners showing the Basic Wages, Special Allowances, and the Minimum Wages payable for the number of days worked during November, 1956, to workers in the—	
(A) Tea Growing and Manufacturing Trade	442
(B) Rubber Growing and Manufacturing Trade	443
(C) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade	444
III Ready Reckoners showing the Minimum Wages payable for the number of days worked during November, 1956, to workers in the—	
(A) Coconut Growing and Manufacturing Trades	445
(B) Tea Export and Rubber Export Trades	446
(C) Engineering Trade	447
(D) Match Manufacturing Trade	448
(E) Building Trade	449
(F) Motor Transport Trade—Daily-paid workers	450
IV Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1956, to monthly-paid workers in the—	
(A) Motor Transport Trade—Monthly-paid workers	451

CEYLON

LABOUR GAZETTE

VOLUME VII No. 11

NOVEMBER 1956

PROVIDENT FUNDS

THE following sets out the minimum requirements of this Department in relation to Provident Funds for which approval is sought under the Shop and Office Employees Act and the Wages Boards Ordinance and also sets out certain permissible provisions which may be included in the Rules of such Funds.

1. The Rules *must* provide—

- (a) for the Fund to be administered by Trustees or a Committee of Management, of the number of which not less than one third must be employee contributors elected annually at a General Meeting of Contributors and there must be provision for the filling of vacancies in employee members, of the Board of Trustees or Committee of Management by employee members, by the continuing members of the Board or Committee of Management.
- (b) that no part of the Fund may be invested directly or indirectly in the business or securities of the employer or any subsidiary or holding Company or in any Company in which the employer is interested otherwise than as a shareholder in a Public Company whose shares are quoted.
- (c) that all employees within the category of employees for which the Fund is constituted shall be eligible for membership after they have been in the service of the employer for a continuous period (including any probationary period) of not more than one year and that upon the employee so qualifying making application he shall be admitted to membership.
- (d) that a person who has been admitted as a member of the Fund must remain a member thereof so long as he remains in the service of the employer.
- (e) that the minimum employee contribution shall be not less than 5 per cent. and that the employer's contribution shall be in accordance with the Industrial Court Award No. 1 of 1956.
- (f) that the minimum entitlement of a member on ceasing to be a member shall be not less than that set out in the Industrial Court Award No. 1 of 1956 :—

“ the full amount standing to the credit of a member

(a) who dies, or

* This will apply only to those employers bound by the provisions of the Industrial Court Award.

(b) who ceases to be employed by the employer—

- (i) by reason of reduction or re-organisation of staff and not through any fault (of which the employer shall be sole judge) of such member,
- (ii) through ill-health or incapacity duly certified by a Medical Practitioner appointed by the Committee.

(c) who being a female member upon her marriage leaves the service of the employer

shall be payable to such member or in the case of a deceased member in accordance with the provisions made in the rules for such a contingency.

A member whose service with the employer shall cease or determine otherwise than as provided above shall be entitled to receive that proportion of the amount standing to his credit as the total of his contributions and amounts required to be treated as his contributions bears to the total contributions to the Fund and to that proportion of the balance of the amount standing to his credit representing the (the Employers contributions and earnings thereon) as is payable in accordance with the following scale :—

<i>Number of years' service</i>	<i>Proportion Per Cent.</i>
After 1 but less than 2 years' service ..	10
After 2 years' service and less than 3 years' service ..	20
After 3 years' service and less than 4 years' service ..	45
After 4 years' service and less than 5 years' service ..	75
After 5 years' service or if he shall at the date of such cessation have attained the age of 55 ..	100

Provided however that if after 5 years' service a member's service with the employer shall cease or determine otherwise than as provided above, the amount of the employers' contribution with the income and interest attributable thereto shall not be payable to him until one year shall have elapsed since such cessation or determination or until he shall have reached the age of 55 years, whichever is earlier."

- (g) that sums withheld or forfeited and not payable to the Company in terms of Para 2 (viii) below shall be applied in or towards a capital reserve or depreciation Fund or otherwise for the benefit of members.
- (h) that the accounts of the Fund shall be audited once in every year, such accounts to include a Balance Sheet and an Income and Expenditure Account, which are to be laid before an Annual Meeting of members.
- (i) that there shall be a General Meeting of members once in every year for the purpose (a) of receiving the Balance Sheet and Income and Expenditure Account and the Report of the Trustees of the Committee of Management thereon, and (b) electing new employee member or members to the Trustees or Committee of Management.
- (j) that elected employee members of the Trustees or Committee of Management shall hold office only for one year but shall be eligible for re-election.

2. The Rules *may* provide—

- (i) for investments or Bank accounts of the Fund to be maintained in the name of the employer as Custodian Trustee.
- (ii) that the employer may appoint such person as he may determine to be the Chairman of Trustees or Committee of Management and that such Chairman shall be entitled to a casting vote.
- (iii) that the Trustees or Committee of Management shall have power (a) to interpret the Rules of the Fund and to determine any matter in respect of which the Rules make no provision, and (b) that if there shall be a discretion as to whether or not in any particular case all or any part of the employer's contribution shall be withheld or forfeited to the Fund, such discretion shall be exercisable subject to the prior or subsequent approval of the employer.
- (iv) that the Fund may be invested in Non-Trustee securities if authorised by the Rules which must in that event provide that non-Trustee investments must be approved by the majority of the Trustees or Committee of Management including all the employee members if less than three and the majority of the employee members if three or more.
- (v) that where a person who has ceased to be a member subsequently on re-employment applies for membership he shall bring into the Fund all sums withdrawn by him on previously ceasing to be a member, the sum so brought in being placed to his credit as to employee and employer contributions in the same proportions as they stood at the date of his ceasing to be a member.
- (vi) for both the employer and employee to make contributions in excess of the percentage prescribed in the Rules but so that if any part of a bonus payable to an employee is paid to the Fund it shall be treated as employee's contribution.
- (vii) for contributions to be determined on the basis of a percentage of total cash emoluments exclusive of any allowance for medical expenses, overtime and other casual or non-entitled payments, provided that the percentage so fixed does not require a contribution by an employer and an employee which is less than the contribution payable immediately prior to such determination.
- (viii) that the employer shall have a first charge upon the amount for the time being standing to the credit of a member as represents the employer's own contribution income and interest thereon for or in respect of any financial loss caused by the contributor to the Company through default, misappropriation, theft, negligence or otherwise or for any sum in respect of which the member is indebted to the Company.
- (ix) that out of the revenue of the Fund, reserves or provisions may be made for depreciation of or loss on investments or for the writing down of securities purchased at above their par value.

These rules enable Members to invest in Insurance and also make provision for loans against Fund balances but the Department does not insist that either of these provisions shall be included in Provident Fund Rules. In general the Draft rules are intended to afford a guide for adoption as required provided of course that the minimum requirements of the Department as indicated above are incorporated.

DRAFT MODEL : PROVIDENT FUND RULES

- Name 1. The Fund shall be called Fund.
- Definitions 2. In these Rules unless excluded by the subject or the context :—
- (a) “The Fund” shall mean “The Pro-
vident Fund by a Trust Deed dated _____
day of _____ formally
constituted and established”
 - (b) “The employer” shall mean “_____”
 - (c) “A member” means any person in the service of the employer who contributes to the Fund and whose name shall be entered as a member in the Register hereinafter mentioned and all such members for the time being of the Fund are hereinafter collectively referred to as “the members”.
 - (d) “Salary” shall mean basic salary only and shall not include any other payment or emolument whether by way of bonus commission dearness or other allowance or otherwise.
 - (e) The “member share” means that part of the amount standing or deemed to stand to the credit of his account as represents his personal contributions to the Fund and amounts required by these Rules to be treated as his contributions with added thereto that proportion of the amounts debited or credited to the members account under Rule 18 as the total of his said contributions bears to the sum of his contributions and the employers contribution on his account.
 - (f) The “Employers share” means that part of the amount standing or deemed to stand to the credit of a member as is not the members share.
 - (g) “Committee” shall mean the Committee of Management of the Fund and shall be formed of the persons elected or nominated from time to time as provided in the Rules.
 - (h) “Rules” shall mean the Rules of the Fund for the time being in force.
 - (i) “The Register” shall mean the Register of Contributors hereinafter mentioned.
 - (j) “The Trustee” shall mean the Custodian Trustee of the Fund for the time being.
 - (k) Words importing the masculine shall include the feminine and words importing the singular number shall include the plural and vice versa.

3. The objects of the Fund are to promote thrift and to provide for the members at retirement or at the termination of their services or on death to the dependents of the deceased member an accumulated sum of their savings together with any other profits and monies contributed by the employers which may from time to time be credited to their accounts in the Fund.

Objects

4. (i) The affairs and business of the Fund shall be controlled and administered by a Committee of Management consisting of _____ persons, namely the person for the time being holding or occupying the position of Senior Director/Partner/Manager or acting Manager of the Employer in Ceylon (who shall be the Chairman of the Committee and have a casting vote) an executive officer of the Employer from time to time appointed and removable by the person for the time being holding or occupying the position of the Senior Director/Partner/Manager or acting Manager of the Employer in Ceylon and _____ members (hereinafter referred to as Elected members) to be elected by the members from among themselves at the Annual General meeting of the members of the Fund.

Management

(ii) If any such elected members shall cease to be members they shall ipso facto cease to be members of the Committee.

(iii) Elected members shall retire at the Annual General Meeting of the Fund next following their election but shall be eligible for re-election.

(iv) If any casual vacancy shall occur in the number of elected members of the Committee, the other members of the Committee shall nominate another member to fill such vacancy but the person so nominated shall hold office only till the next Annual General Meeting when he shall retire and be eligible for re-appointment.

5. (i) The Committee may incur and pay out of the money of the Fund all such expenses as they may think fit in connection with the control and administration of the Fund.

Powers and Duties of Committee

(ii) The decision of the majority of the Committee in all matters relating to the interpretation of the Rules and in respect of any matter or thing not provided for in the administration of the Fund shall prevail and shall be binding on the members and on all persons claiming through or under any member.

(iii) The Committee shall cause to be kept such minutes of meetings, books of accounts, and other records as they may consider appropriate and they may keep and maintain or close such current or deposit accounts in such name and at such Bank as they may determine.

Minutes and Records

(iv) Any such current or deposit account shall be operated by such two members of the Committee of Management as the Committee shall from time to time determine.

(v) The Committee in exercise of the authorities and discretions hereby vested in them shall have an absolute and uncontrolled discretion and may exercise the same from time to time and at any time.

Investment

6. (i) The moneys of the Fund shall from time to time be invested in the name of the Employer as Custodian Trustee at the direction of the Committee in or upon—

(a) any form of investment authorised by law for the investment of Trust moneys (except upon mortgage of land), and

(b) upon approval thereof by the majority of the Committee (such majority including all elected members thereof if less than two or majority thereof if three or more) in any non-Trustee securities, and

(c) in any insurances in accordance with the provisions of these Rules.

(ii) No part of the Fund shall be invested in the business of or loaned to the employer or in or to any subsidiary or holding company of the employer or in or to any other business in which the employer has any interest otherwise than as a shareholder in a public company the shares of which are quoted.

Notes (b) & (c) are optional

Membership

7. (i) An employee of the employer shall be eligible to be a member of the Fund if—

(a) he is a monthly (and/or daily) paid employee on the permanent (local) staff in Ceylon of the employer (and whose employment falls within any of the categories specified in the Appendix to the Rules), and

(b) he has completed including any probationary period _____ months continuous service with the employer.

Note (a) will require to be drafted to meet individual requirements

(ii) Each employee of the employer eligible for membership in the Fund shall make his application for membership to the Committee in writing in such form as the Committee shall prescribe and such application shall be signed by him until otherwise determined by the employer every such application shall be framed in accordance with the form set out in the First Schedule hereto.

(iii) Any applicant for membership who shall comply with the conditions in the Rules shall subject to the provision of sub-clause (iv) of this Rule be admitted and the Committee shall forthwith give notice in writing to the applicant of such admission and shall place the name of the applicant in the Register. No person whose name has been entered in the Register

shall so long as he shall remain in the service of the employer be entitled to retire from the Fund otherwise than as herein provided.

8. Each member shall on each pay day contribute to the Fund an amount equivalent to [] of his salary and the Employer shall deduct from any sum payable to such member by way of salary and pay to the Committee such sum as may be required to pay any contribution due from the member to the Fund.

Member's
Contribution

9. For and in respect of each member of the Fund the Employer shall contribute a sum equal to 10 per cent. of such member's salary if he be under the age of 40 years or 12 per cent. thereof if he be over the age of 40 years and shall make payment thereof to the Committee in the month following that in respect of which the contribution is due.

Employer's
Contribution
Note
The Rate of
Employer
Contribution
here Specified is that
required as a
Minimum in
respect of
Employees
who are
covered by
Award No. 1
of 1956 of the
Industrial
Court
Insurance

10. The Committee may at the request of a member and on application made by himself substantially in the forms set out in the Schedule hereto arrange for part of the amount for the time being standing to his credit in the Provident Fund Register to be utilised for the purpose of Life Insurance on the following terms and conditions :—

- (i) Such insurance shall be in the nature of an endowment annuity pension or similar insurance on the life of the member and shall be payable on his death or on his attaining an age not less than 55 years. Such policy shall forthwith at the cost of the member be assigned to the Trustee.
- (ii) The nature and terms of the policy and the status of the Assurance Company shall be subject to approval by the Committee.
- (iii) The relative policy of insurance shall be delivered to the Committee and be held by them and the member shall on no account whatsoever sell, mortgage, charge, alienate or otherwise deal with or obtain money on the security of such policy or attempt so to do.
- (iv) The amount of the annual premium on such policy shall be subject to the approval of the Committee but in any case shall not exceed [seventy-five per cent. of the amount of the annual joint contributions of the member and the employer] the amount of the annual

contributions of the member] and shall subject to this clause be paid by the committee and debited to the member's share of such member so long as there shall be sufficient funds remaining therein to his credit and any balance thereof to the Employer's share.

- (v) Should there be insufficient funds to a member's credit the policy shall not be allowed to lapse but unless the member forthwith provides the deficit shall be surrendered for a full paid up policy maturing on the same date as the original policy and such new policy shall be held by the Committee on and subject to the same terms as the original Policy.
- (vi) All bonuses or other sums which may be declared or added to the amount payable under the Policy shall be allowed to accumulate with the Assurance Company until the amount assured becomes payable.
- (vii) If a member commits a breach of sub-clause (iii) of this rule or if the interests of a member in a Policy shall be or shall purport to be seized or attached by process of a Civil Court the Committee may forthwith cease to utilise any moneys standing to that member's credit in the Fund or moneys payable to his credit for the purpose of paying premia on any insurance Policy or Policies.
- (viii) If a policy shall mature or the member shall die whilst it is assigned to the Committee as aforesaid in terms hereof then—
 - (a) If the Policy was in existence prior to the date upon which premiums were first paid from moneys standing to the credit of the member the amounts paid under the Policy shall be applied first in payment to the Fund of that proportion of the amount payable upon such maturity or death as the total amount of premiums paid by the Fund bears to the total amount of premiums paid upon the Policy and the balance shall be paid to the member or to his Executors or Administrator and if his Estate is not administrable then at the discretion of the Committee to his heirs.
 - (b) In all other cases the amount paid under the Policy shall be paid to the Fund and be credited to such member's account.

(c) That proportion of the sums received by the Fund in terms of the last two sub-clauses as represents the Employer's contribution and interest shall be treated as the Employer's share and be subject in all respects to the provisions hereof relating to the Employer's share.

(ix) (a) If before the Policy matures the member shall for any reason other than death cease to be employed by the Employer the amount receivable by the member from the Fund shall be determined as if no part of his account had been applied in payment of premiums and as if the premiums paid in respect of the member by the Fund and the then cash value of all bonuses and profits declared on the policy were available and stood to the credit of the member.

Note
Most of this rule (ix) will be unnecessary if premiums are restricted to the members' own contributions

(b) If upon such cessation the amount actually standing to the credit of the member's account shall be less than the amount under the Rules forfeitable to the Fund or payable to the Employer under Rule 24 the Committee shall call upon the member to pay to the Fund the difference between the amount so actually at credit and the amount so forfeitable or payable.

(c) If the member shall pay such difference, the amount so paid and the amount actually at credit of the member shall for all purposes be treated as representing the Employer's share and disposed accordingly and the Policy shall at the expense and cost of the member be assigned to him.

(d) If the member shall fail, within thirty days of being called up so to do, to pay such difference the Trustees may surrender the policy and the proceeds of such surrender shall be applied first in payment of such difference (and such payment and the amount actually to the credit of the member shall be subject to the provisions of the last preceding sub-clause) and the balance shall be paid to the member who shall have no further claim against or interest in the Fund.

(e) Subject to the provisions of the foregoing sub-clauses upon such cessation the amount standing to the credit of the member shall be paid to him and the policy shall at his expense be assigned to him.

(x) In this Rule "member" means member in respect of whom a policy is in whole or in part being maintained by payment of premiums out of the Fund and "policy" means the policy issued upon his life and maintained in whole or in part out of funds standing to the credit of the member

Loans to
Members
Note
Rules enabling Loans to
be granted to
Members are
optional but
when included should be
generally on
the lines of
Rules 11 & 12

11. A member shall not whilst in the employ of the employer be entitled to withdraw any sum from the amount for the time being standing to his credit in the Fund except as and by way of loan as hereinafter provided for in the following rules :—

(i) Loans to employees shall not be allowed by the Committee except on special grounds in the following circumstances—

- (a) to pay expenses incurred in connection with the illness of a member or a member of his family,
- (b) to pay for the passage overseas of the member or of any member of his family,
- (c) to pay expenses in connection with marriages, funerals or ceremonies which by the religion of the member it is incumbent upon him to perform and in connection with which expenditure will be incurred,
- (d) to meet the expenditure on building, or purchasing a house or a site for a house, provided such house or site is assigned to the Committee of the Fund, provided, however, that at the discretion of the Committee of the Fund the condition of such house or site being assigned to the Committee of the Fund may be waived in the case of a member whose income under the head "salaries" does not exceed Rs. 1,500 per annum.

(ii) For the purpose of Rule 11 "Family" means any of the following persons who reside with and are wholly dependent on the member, namely the member's wife, legitimate or adopted children, step-children, parents, sisters and minor brothers.

(iii) (a) No such withdrawals shall exceed—

- (1) the salary of the member for three months, or in the case of a loan for the purpose specified in Rule (11) (i) (d) for 6 months at the time when the advance is granted, or
- (2) the total of the amount standing to the credit of the member whichever is less.

(b) Save as in Rule 11 (i) (a) a further withdrawal shall not be permitted until the sum previously withdrawn has been fully repaid.

(c) Where a withdrawal is allowed for a purpose specified in clause (d) of Rule 11 (i) the amount withdrawn need not be repaid for purposes of Rule 11 (iii) (b).

12. (i) Where a loan is allowed for any purpose, the amount withdrawn shall be repaid in not more than twenty-four equal instalments and shall bear interest in accordance with Rule 12 (ii) and subject to the provisions of Rule 11 (iii) (c) no further loan shall be permitted until repayment has been effected in full.

(ii) In respect of loans which are repaid in not more than 12 monthly instalments an additional instalment of 4 per cent. of the amount withdrawn shall be paid on account of interest and in respect of loans which are repaid in more than 12 monthly instalments two such instalments of 4 per cent. of the loan shall be paid on account of interest.

(iii) Provided however that at the discretion of the Committee interest may be recovered on the loan or the balance thereof outstanding from time to time at 1 per cent. above the rate which is payable for the time being on the balance in the Fund to the credit of the member.

(iv) The Employer shall at the request of the Committee deduct such instalments from the member's salary. Such deductions shall commence from the second monthly payment made after withdrawal or in the case of an employee on leave without pay from the second monthly payment made after his return to duty.

(v) If upon the date upon which a member ceases to be a member there shall remain un-repaid any loan made to him under these Rules such loan together with all interest shall forthwith become payable and shall be deducted from any sums payable to the member in terms of these Rules.

13. Notwithstanding anything to the contrary herein contained the Employer may pay to the Committee bonuses for the credit of the individual account of a member and such bonuses shall be treated as though they were additional contributions made by the member and the Employer may also make any further contributions to the Fund at his discretion to meet any loss on or depreciation in the investments of the Fund. Any member may with the approval of the Committee pay to the Fund any sum in excess of his contribution made in terms of Rule 8 but the Employer shall not be required to make any contributions to the Fund in respect of such sum.

14. The Committee shall from time to time and on such date or dates as it shall determine cause a valuation to be made of the investments (other than insurance) of the Fund and the result of each such valuation shall be recorded by the Committee. If upon such valuation there shall be found an appreciation or a depreciation in the value of such investments the nett amount of such appreciation or depreciation may at the discretion of the Committee be credited or debited to the Capital Reserve Account.

15. (i) A Capital Reserve Account shall be maintained to which shall be credited—

- (a) profit arising from the sale or redemption of any investment of the Fund,
- (b) the nett appreciation of investments credited under the provisions of the last preceding Rule, and
- (c) subject to the provisions of Rule 24 any amount forfeited to the Fund under the provisions of these Rules.

and to which shall be debited—

- (i) any loss arising from the sale or redemption of any investments, and
- (ii) any nett depreciation of investments debited under the provisions of the last preceding Rule.

(ii) The Committee may from time to time and in its discretion determine that all or any part of the amount at credit or debit of the Capital Reserve Account shall be transferred to the credit or debit of the Income and Expenditure Account of the Fund.

*Expenses
Note*

The portions in square brackets are not appropriate unless investment in insurance is permitted

16. Expenses of administration and management of and all other necessary outgoings and charges in relation to the Fund shall be shared by all members [*both insured and not insured. The proportion of such expenses, outgoings and charges to be borne as a direct charge by insured members (in respect of that amount of the contributions made in that year as are invested in insurance) shall be that proportion thereof as the aggregate of the insurance premium paid in the relevant financial year bears to the total contributions received by the Fund in that year and such proportion shall be debited rateably as a direct charge to the accounts of insured members. The balance of] such expenses, outgoings and charges [after arriving at the amount to be borne by insured members as a direct charge] shall be debited to the income and Expenditure Account of the Fund.

17. (1) For each financial year there shall be prepared an Income and Expenditure Account to which—

- (i) shall be credited—
 - (a) all income received from or accrued for that year upon the investments (other than insurance) of the Fund.
 - (b) any amount transferred to the credit of the Income and Expenditure Account under the provisions of Rule 15.

(ii) shall be debited—

- (a) that proportion ascertained as hereinbefore provided of all the expenses of administration and management and all other necessary outgoings and charges in relation to the Fund not debited to insured members as a direct charge.
- (b) any amount transferred to the debit of the Income and Expenditure Account under the provisions of Rule 15.
- (c) all interest paid during such year to deceased or outgoing members under the provisions of Rule 23.

(2) So much of the balance, if any, standing to the credit or debit of the Income and Expenditure Account in any financial year as the Committee shall decide can conveniently be apportioned shall be debited or credited to the members and the undistributed portion of such balance shall be carried forward to the credit or debit as the case may be of the Income and Expenditure Account of the next following year. Such distribution shall be apportioned amongst the members (including insured members) against whose name a balance appears in the register according to the average minimum monthly balance at the credit of each member's account in the register throughout the year.

18. (1) Accounts shall be kept in the books of the Fund in respect of each member.

(2) The account of each member shall be—

(i) credited with—

- (a) the amount of his contributions to the Fund and of any sums required by these Rules to be treated as a contribution by the member,
- (b) the amount of the Employers contributions on his behalf to the Fund,
- (c) the due proportion of the amount at credit of the Income and Expenditure Account distributed under the provisions of Rule 17, and

(ii) debited with the due proportion of the amount at debit of the Income and Expenditure Account distributed under Rule 17.

(3) There shall also in accordance with these Rules be debited or credited to the account of a member any other sums received for the credit of such member or paid out on account of such member.

19. (a) Each member may subject as hereinafter provided appoint any person to be his nominees or nominee for the purpose of receiving his share of the Fund in the event of his death whilst still a member.

(b) Every such appointment of nominees or nominee shall be made by declaration in writing substantially in the form set out in the Second Schedule hereto and shall be signed by the member before the witnesses.

(c) Any such nomination may by notice in writing addressed to the Committee by the member, be cancelled or revoked and any nomination made by a member previous to his marriage shall upon his marriage be automatically cancelled and revoked.

(d) A member upon revocation of his nomination either by virtue of notice or revocation as aforesaid or by reason of his marriage may subject to these Rules make a fresh nomination in the same manner as that prescribed for the original nomination.

(e) In the event of a minor being appointed nominee the member shall name a person or persons to whom any moneys payable under and by virtue of such nomination may be paid on behalf of the minor and the receipt of such persons or person shall be sufficient discharge to the Fund. A member may at any time remove by declaration in writing signed by him and sent to the Committee any persons so appointed and in that event and in the event of the death of any person so appointed or death of all such persons (if more than one be appointed) may appoint another or others in his or their place or places. The failure to name a person or persons as aforesaid shall not invalidate any nomination which shall otherwise be in accordance with these Rules.

(f) Persons eligible for nomination :—

(i) By a married member shall be his wife and/or children including a bona fide adopted child where he has no children of his own and

(ii) By a member who is not at the time of such nomination married shall be any person or persons.

(g) Any nominee so appointed shall be subject to and be bound by the Regulations of the Fund and shall not be entitled to receive any payment under and by virtue of such nomination :—

(a) Save in the event of the death of the member making such nomination whilst still a member or

(b) If at the date of such death his or her nomination shall have been cancelled in a manner or circumstances hereinbefore provided.

(h) Upon a nominee becoming entitled to receive such payment he or she shall be entitled to the same absolutely for his or her own benefit or enjoyment.

Cessation
of members
Note
The words
in square
brackets are
included to
provide for
cases where
on promotion
a member
ceases to be
qualified to
be a member
of the Fund
Entitlement
on Death,
etc.*

20. A member shall cease to be a member of the Fund upon his death or upon his ceasing to be employed by the Employer [or if continued to be employed by the employer ceases to be included in a category which qualifies for membership of the Fund].

21. (1) Subject to the provisions of Rule 24 the full amount standing to the credit of the account of a member—

(a) who dies, or

(b) who ceases to be employed by the employer :—

(i) by reason of redundancy, reduction or re-organisation of staff and not through any fault (of which the employer shall be sole judge) of such member.

(ii) through ill-health or incapacity duly certified by a Medical Practitioner appointed by the Committee.

(c) who being a female member upon her marriage leaves the service of the Employer,

shall be payable to such member or in the case of a deceased member to the persons hereinafter specified.

(2) In the case of a deceased member payment shall be made—

(a) to his nominee if there be a nomination subsisting at the date of such death and if the nominee be then living and of full age but if such nominee then be a minor payment shall be made to the person specified in the nomination of such minor or if there be no such person to his duly constituted guardian. If no person be specified in such nomination or if no guardian be appointed within six months of the death of such member the amount payable shall be deposited to the credit of the Nominee's Account with the Ceylon Savings Bank or other Bank approved by the Committee, or

(b) if no nominee be appointed or having been appointed he then be dead to the Executor of the Will if any of the deceased member or if there be no such Executor then to the duly appointed Administrator of such member or if the estate be not administrable to the person or persons entitled to claim a Grant of Administration but so that if no such Executor or Administrator or person entitled to claim a Grant of Administration shall apply for payment of the amount payable in respect of the deceased member within six months of his death such amount shall be paid to such person or persons as after making such enquiry they may in their discretion deem reasonable the

Committee may ascertain to be his next of kin. The decision of the Committee as to the person or persons to whom as next of kin of the deceased member payment is to be made and the proportions in which such payment shall be made shall be final and binding and payment by the Committee to the person or persons so ascertained shall be a complete discharge to the Committee and to the Fund from all liabilities therefor to all persons whomsoever.

22. A member whose service with the Employer shall cease or determine otherwise than as provided in Rule 21 shall (subject to Rule 24) be entitled to receive the member's share and that percentage of the Employer's share as is payable in accordance with the following scale :—

<i>Number of Years' Service</i>	<i>Proportion of Employer's share receivable</i>
	<i>Per Cent.</i>
After one but less than 2 years' service ..	10
After 2 years' service and less than 3 years' service ..	20
After 3 years' service and less than 4 years' service ..	45
After 4 years' service and less than 5 years' service ..	75
After 5 years' service or if he shall at the date of such cessation have attained the age of 55 years' ..	100

Provided however that if after 5 years' service a member's service with the Employer shall cease or determine otherwise than as provided in Rule 21 the amount of the Employer's share shall not be payable to him until one year shall have elapsed since such cessation or determination or until he shall have reached the age of 55 years whichever is earlier.

23. Upon a member ceasing to be a member the Committee shall add such sum as interest (to be computed from the end of the preceding financial year to the date of such cessation) upon the amount standing to the credit of such member at the end of the last preceding financial year as the Committee shall determine and such member or any person becoming entitled in the case of a deceased member shall have no claim upon the income of the Fund for the financial year in which such cessation occurs or be liable for any deficit in that year.

24. The Employer shall have the first and paramount charge upon the Employer's share for and in respect of any financial loss caused by that member to the Employer through fraud, misappropriation, theft, negligence or who may otherwise be or become indebted to the Employer. In the event of any such claim arising by the Employer against the member under this Rule and such claim being addressed to the Committee by the Employer, the Committee shall

Entitlement in cases not covered by Rule 21

Note : This scale of entitlement is that laid down by Award No. 1 of 1956 of the Industrial Court.

Interest to be added to outgoing member's funds.

Employer's lien

thereupon make good such sums from and to the extent only of the Employer's share. The Employer shall not be entitled to recover from the Fund in the case of any loss or indebtedness as aforesaid any amount from the member's share but nothing in this provision shall preclude the Employer from recovering by such other means as may be available to him any amount of such loss or indebtedness not recovered from the Employer's share.

25. Except as by these Rules expressly provided no member or any person or persons on his behalf shall be entitled to claim payment of the whole or any part of the amounts standing to the credit of such member in the Fund and on the death of a member the Committee shall require from any person who applies for payment such proof as they may think necessary that the estate of the deceased member has been administered in Ceylon in due form of law or that such Estate does not require to be administered and also proof of the capacity in which such person applies for payment.

No person to have interest in Fund have as provided by Rules

26. No member nor the legal representative nor heir nor Trustee or assignee in the Bankruptcy or Insolvency nor receiver in the lunacy of any member shall have any right to or vested interest in the funds of the said Fund or any part thereof and if any member shall assign transfer mortgage charge or otherwise deal with all or any part of the amount standing to his credit or entered in his account in the said Register on his expectant share in the Funds of the said Fund or purport so to do or being adjudicated an insolvent shall compound with his creditors or attempt to transfer, hypothecate, charge or otherwise deal with all or any part of his proportion of the said Fund or if he shall commit or suffer any act, default or process of law whereby his interest in the said Fund or any part thereof would but for this clause become vested in or payable to any person or persons he shall cease to be a member of the Fund and such amount or expectant share as aforesaid together with interest and dividend attributable thereto and share of income shall be forfeited to the Fund. The Committee may however in their discretion pay or apply the same or any part thereof to or for the benefit of the wife and children and relatives (if any) of such member or one or some of them at such time or times as the Committee shall determine provided that the Committee may at any time re-admit such employee to membership upon such terms and with such rights as they may think fit.

Immunity from seizure

27. All moneys withheld or forfeited and not payable to the Employer in accordance with Rule 24 hereof and all balances in the said Fund remaining unclaimed for five years after they shall have become payable shall be transferred to the Capital Reserve Account.

Lapse and Forfeiture Accounts.

28. The Accounts of the said Fund shall be audited once in every twelve months by an Auditor or Auditors appointed by the Committee and a statement of each member's account shall be sent to such auditor or auditors. Each member shall be entitled to examine upon application to the Committee the Balance Sheet and Revenue Account signed by the Auditor and the entries applicable to him made during such year in the Register.

29. The Committee shall once in every calendar year or soon after they shall have received the Balance Sheet and Revenue Account as possible summon a meeting of the members for the purpose of considering the said Balance Sheet and Accounts and also electing two persons from their number to be members on the Committee for the next year. At such meeting every member present in person shall have one vote provided that all contributions due by him to the Fund shall have been paid. The Chairman of the Committee or the person acting for him shall be chairman at such meeting and in the case of an equality of votes the Chairman shall have a casting vote. No person elected by the members to serve on the Committee shall so serve unless such election be approved by the Employer. If the Employer shall not approve of any person or persons so elected a fresh General Meeting of the members shall be held to elect some other person or persons to the said Committee.

30. All or any of these Rules may be rescinded or amended and any new Rule may be adopted in addition to or in substitution for any of the Rules or any part thereof at any General Meeting of the members of the Fund held upon at least fifteen days' notice in writing by Resolution passed by at least sixty per cent. of the members present at such meeting and entitled to vote but no such alteration or modification shall be made which shall—

- (1) Not have been previously approved by the Committee,
- (2) In any way prejudice the rights or interests of any members in or retired from the service of the Employer at the date of such alteration or modification without the prior consent of such members,
- (3) Impose any additional liability upon the Employer without his prior consent
- (4) Impose any additional personal liability upon the (Custodian) Trustee without his prior consent, or
- (5) Result in any payment being made to the Employer out of the Fund save as provided in Rule 24.

31. The Committee shall be indemnified out of the said Fund against all liabilities incurred by them in or about the execution of the trusts hereof and in so far

as such Fund shall be insufficient for the purpose shall be indemnified by the Employer. Should any contingency arise which is not herein provided for the Committee shall have an absolute and uncontrolled discretion and power to deal with such contingencies.

32. The Employer may at any time determine that it is desirable that the trusts hereof shall forthwith be wound up and after such determination the said trust shall be wound up accordingly and in such event the said Fund shall so far as it shall not consist of money to be fully realised by the Committee who shall apply all monies derived from such realization and all other monies forming part of the said Fund and the income thereof firstly in payment of all costs and expenses incurred by such realization and otherwise in or about the execution of the trusts hereof and secondly as to the balance in payment thereof to and amongst the members or their legal personal representatives or nominees in proportion to the aggregate amount of the contributions made by such members respectively but if any member or his legal personal representatives or nominees shall then already have become entitled under any other provisions herein contained to the payment of a particular sum in full satisfaction of all his or their claims hereunder he or they shall be entitled to payment of such sum only.

Liquidation

33. Notwithstanding anything hereinbefore contained, should the Employer be required by Law compulsorily to contribute to any other Fund or Funds or to pay any levy, tax, assessment rate or other single or recurring charge from his own income or capital for any unemployment health retirement or other benefit of the employees for the time being then the Employer shall be at liberty forthwith to reduce his rate of contributions to the said Fund by an amount equal to such levy, tax, assessment rate or charges and if the latter be equal to the total amount of the contribution for the time being made by the Employer then the Employer shall be at liberty forthwith to cease making any further contributions whatsoever to the Fund.

When Employer's Contribution may be reduced

34. Nothing herein contained shall in any way be taken as restricting the powers of the Employer at any time to dispense with the services or discharge or dismiss any of its employees.

Contract of Employment unaffected by Rules

35. The Employer shall be the Custodian Trustee of the Fund and shall hold all investments of the Fund and the receipts and income therefrom in Trust for the Fund upon and subject to these Rules and shall at all times be bound by and act in respect of such investments, receipts and income in accordance with the instructions of the Committee and these Rules.

Employer as Custodian Trustee

Contributed by—

N. MAHADEVA,
Assistant Commissioner of Labour.

STATISTICS OF THE MONTH IN BRIEF

Note

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

Cost of Living

The Colombo Consumers' Price Index Number for the month of October, 1956, was 101.3 as against 99.4 for September, 1956, an increase of 1.9.

Wages Rates

(a) Basic Wages :

The Basic Wages of workers in all trades to which Part II of the Wages Boards Ordinance has been applied remained unchanged.

(b) Special Allowances :

The special allowances payable for the month of November, 1956 to workers in all trades will be slightly more than those for the month of October, 1956.

Strikes

There were altogether 24 strikes during the month of August, 1956, involving 11,425 workers and a loss of 35,353 man-days compared to 25 strikes in July involving 4,876 workers and a loss of 15,363 man-days. Six of these were in Tea Estates involving 1,276 workers and a loss of 1,745 man-days, 5 in Rubber Estates involving 2,232 workers and a loss of 6,877 man-days, 3 in the Dock, Harbour and Port Transport Trade involving 6,443 workers and a loss of 16,300 man-days, 3 in the Engineering Trade involving 195 workers and a loss of 357 man-days and 2 in the Coconut Manufacturing Trade involving 793 workers and a loss of 7,613 man-days. The remaining five strikes occurred in a Tea cum Rubber Plantation, the Rubber Export Trade, the Umbrella Manufacturing Trade, the Motor Transport Trade and the Rice Milling Trade, involving in all 486 workers and a loss of 2,461 man-days.

Arrivals and Departures of Indian Estate Labourers

In October, 1956, the departures of Indian Estate labourers exceeded the arrival by 138 as compared with 170 in September, 1956. The total excess of departures over arrivals in 1956 was 2,079 upto the end of October.

Registrants for Employment or Better Employment

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

	August 1956			September 1956		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	12,291 ..	3,216 ..	15,507 ..	12,264 ..	3,305 ..	15,569 ..
Skilled	8,794 ..	777 ..	9,571 ..	8,915 ..	779 ..	9,694 ..
Semi-skilled	18,152 ..	6,192 ..	24,344 ..	18,451 ..	6,377 ..	24,828 ..
Unskilled	31,842 ..	2,244 ..	34,086 ..	31,953 ..	2,299 ..	34,252 ..
Total	71,079	12,429	83,508	71,583	12,760	84,343

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

	August 1956			September 1956		
	Males	Females	Total	Males	Females	Total
Technical and Clerical..	131 ..	12 ..	143 ..	148 ..	22 ..	170 ..
Skilled	90 ..	1 ..	91 ..	66 ..	— ..	66 ..
Semi-skilled	115 ..	8 ..	123 ..	78 ..	10 ..	88 ..
Unskilled	321 ..	51 ..	372 ..	275 ..	9 ..	284 ..
Total	657	72	729	567	41	608

NOTES OF CURRENT INTEREST

Trade Unions registered during the month of October, 1956

Registered No.	Name of Trade Union
776	.. All Ceylon Agricultural Workers' Union.
777	.. United Harbour Launch Workers' Union.
778	.. Zoo Relief Workers' Union.
779	.. Customs Launch Staff Union, Kayts.
780	.. All Island Irrigation Workers' Union.
781	.. Dakshina Lanka Gamkaryasabha Kamkaru Samitiya.
782	.. Bopatalawa State Cattle Farm Minor Employees' Union.
783	.. Government Hospital Stewardesses Union.
784	.. Nidahas Lanka Karmika Kamkaru Samitiya.
785	.. Marketing Department Checking Officers' Union.

Registrations cancelled in October, 1956

- 196 .. All Ceylon Local Government Workers' Union.
246 .. All Ceylon United Motor Workers' Union.
268 .. Ceylon National Union of Clerks.
412 .. Sree Lanka Launderers' Union.
436 .. Timber Workers' Union.
-

CONSOLIDATED DECISIONS OF WAGES BOARDS

XXXII—The Rubber Growing and Manufacturing Trade

THE original decisions in respect of the rubber growing and manufacturing trade made by the Wages Board for that Trade came into force on December 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* No. 10,047 of November 25, 1949. Decisions varying earlier decisions were published in notifications appearing in *Ceylon Government Gazettes* No. 10,115 of June 30, 1950, No. 10,168 of October 27, 1950, *Ceylon Government Gazettes Extraordinary* No. 10,229 of March 30, 1951, No. 10,429 of July 30, 1952, No. 10,542 of June 29, 1953, *Ceylon Government Gazette* No. 10,820 of July 22, 1955, and *Ceylon Government Gazette Extraordinary* No. 10,843 of September 30, 1955.

DECISIONS

PART I

Direction under section 20 (2) (b)

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

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

Definition of a normal working day (section 24)

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

PART II

The minimum rate of wages for time work for any person (including any tapper) engaged in the rubber growing and manufacturing trade more fully described in the Order appearing in the notification under

section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, published in *Gazette Extraordinary* No. 10,035 of October 22, 1949 (as amended by any subsequent Order), shall consist of—

- (1) a basic rate, and
- (2) a special allowance as set out hereunder.

<i>Class of worker</i>	<i>Basic rate for a normal working day Rs. c.</i>	<i>Rate of special allowance for a normal working day in any month</i>
		Where the cost of living index number for the preceding month is 99.2, the special allowance shall be—
		<i>Rs. c.</i>
		For a male worker not under 16 years of age . . . 1 9
		For a female worker not under 15 years of age . . . 0 82
		For a child worker 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—
Male worker not under 16 years of age	1 40	3 cents in the case of a male worker not under 16 years of age
		2 cents in the case of a female worker not under 15 years of age
		2 cents in the case of a child worker
Female worker not under 15 years of age	1 30	Where the cost of living index number for the preceding month is 99.1, the special allowance shall be—
		<i>Rs. c.</i>
		For a male worker not under 16 years of age . . . 1 6
		For a female worker not under 15 years of age . . . 0 80
		For a child worker 0 73
Child worker	1 05	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
		2 cents in the case of a female worker not under 15 years of age
		2 cents in the case of a child worker

TABLES ILLUSTRATING THE APPLICATION OF THE FOREGOING PARAGRAPHS

Table I

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

<i>Index numbers</i>	<i>Special Allowance</i>		
	<i>For a male worker not under 16 years of age</i>	<i>For a female worker not under 15 years of age</i>	<i>For a child worker</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>
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		For a female worker not under 15 years of age		For a child worker	
	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 tapper employed on a Sunday or for any worker (kangany) engaged in supervising the work of a tapper on that day shall be one and half times the minimum rate of wages for time work fixed for such worker in respect of a normal working day.

In the foregoing decisions—

- (a) “child worker” means a male worker under 16 years of age or a female worker under 15 years of age,
- (b) “tapper” means a worker engaged in the following activities :—

tapping, collecting of scrap and latex, straining of latex, scraping of diseased tissues, spraying and applying fungicide.

PART III

Overtime Rates

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 daily minimum time rate by 8) increased by—

- (a) 25 per cent. of such minimum hourly rate, in case such work is performed between the hours 7 a.m. and 7 p.m.; and
- (b) 50 per cent. of such minimum hourly rate, in case such work is performed between the hours 7 p.m. and 7 a.m.

In the computation of the overtime rate—

- (1) a fraction of a cent which is less than one-half of a cent shall not be taken into account;
- (2) one-half of a cent shall be calculated according to the even number rule, that is, to the nearest even number; and
- (3) a fraction of a cent which is greater than one-half of a cent shall be counted as one cent.

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum overtime rate for any tapper, as defined in Part II of this Schedule, employed on a Sunday or for any worker (kangany) engaged in supervising the work of such tapper on that day shall, in respect of each hour of work in excess of the

normal working day be twice the minimum hourly rate applicable to such worker (such hourly rate being ascertained by dividing the daily minimum time rate applicable to him by 8).

PART IV

Weekly Holiday (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 such Sunday—
 - (a) a worker who has worked for 9 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 remunerated at $1\frac{1}{2}$ times the minimum rate of wages for a normal working day,
 - (b) a worker who has worked for less than 9 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 $1\frac{1}{2}$ times the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by 8),
 - (c) a worker who has worked for more than 9 hours (inclusive of one hour for a meal) shall be remunerated at twice the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by 8) for each hour of work in excess of 9 hours ; and
- (3) that the remuneration due to a worker for work done on the weekly holiday during any period shall be paid within the time prescribed for the payment of wages for such period by section 2 (b) of the Wages Boards Ordinance.

The preceding provisions of this Part shall not apply to tappers as defined in Part II of this Schedule or to workers (kanganies) engaged in supervising the work of such tappers.

Annual Holidays (section 25)

1. (a) If a male worker of not less than 16 years of age has been in continuous employment under the same employer and has worked 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 1 holiday for each unit of 4 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 any such holiday in respect of any period of work in excess of 288 days.

(b) If a female worker or a child worker has been in continuous employment under the same employer and has worked 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 1 holiday for each unit of 4 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.

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

(ii) If a worker is entitled in any year to more than seven holidays he shall be allowed, and he shall take, at least seven of those holidays on consecutive days.

3. Subject to the provisions of paragraph 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.

4. (1) The remuneration payable in respect of each holiday which a worker is entitled to under paragraph 1 (including a holiday which such worker is entitled to under that paragraph read with paragraph 6 (a)), by reason of work performed during the preceding year, shall be his average daily wages ascertained by dividing his total wages (exclusive of overtime and bonuses) earned by him during that year by the number of days on which the worker has actually worked during that year.

(2) The remuneration payable in respect of each holiday, which a worker is entitled to under paragraphs 6 (b) and 6 (c), by reason of work performed during the current year, shall be his average daily wages ascertained by dividing his total wages (exclusive of overtime and bonuses) earned by him during the current year by the number of days on which the worker has actually worked during that year.

5. The remuneration due to a worker in respect of his holiday or holidays shall be paid to him before such holiday or holidays, but not earlier than 10 days before such holiday or holidays.

6. (a) Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, such worker shall be entitled to take and shall take, during the period immediately preceding such leave, discontinuance or dismissal, every holiday that he was entitled to in respect of the previous year which he has not already taken.

(b) Where a male worker of not less than 16 years of age intends to leave his employment of his own accord or is to be discontinued or dismissed from employment by his employer during the current year, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 19 : Provided, however, that it shall not be obligatory on an employer to allow any holidays in excess of the maximum number of holidays which that worker would have been entitled to under the provisions of paragraph 1 if that worker had continued in employment.

(c) Where a female worker or a child worker intends to leave the worker's employment of the worker's own accord or is to be discontinued or dismissed from employment by the worker's employer during the current year, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 17 : Provided, however, that it shall not be obligatory on an employer to allow any holidays in excess of the maximum number of holidays which that worker would have been entitled to under the provisions of paragraph 1 if that worker had continued in employment.

A worker specified in this paragraph shall be remunerated for such holidays in accordance with the provisions of paragraph 4 : Provided, however, that the total number of holidays that such worker might take in any year shall not exceed twenty-one.

7. For the purposes of the foregoing provisions—

“child worker” means a male worker under 16 years of age or a female worker under 15 years of age ;

“days on which the worker has worked” shall be deemed to include—

- (i) every holiday allowed by the employer to the worker under section 25 ;
- (ii) 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 ;
- (iii) every day of absence on any grounds approved by the employer other than absence from the Island except on a holiday allowed by the employer under section 25 ;
- (iv) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment, provided such injury had been notified to the employer ;
- (v) every day of absence due to the disease of anthrax or due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 117) ;
- (vi) every day on which the employer fails to provide work for the worker ; and
- (vii) every day of absence due to a strike or lockout that is not illegal, in case such days do not in the aggregate exceed 30 days a year ;

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

“year” means a continuous period of 12 months.

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

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

*Index Number
Nov., 1942
= 100*

Base : November, 1942 = 100

Group Weights	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24	
1943	.. 103	.. 94	.. 105	.. 138	.. 118	.. 107 .. 197*
1944	.. 102	.. 94	.. 105	.. 156	.. 127	.. 109 .. 200
1945	.. 110	.. 94	.. 112	.. 165	.. 158	.. 121 .. 221
1946	.. 113	.. 111	.. 124	.. 180	.. 155	.. 125 .. 229
1947	.. 126	.. 121	.. 136	.. 213	.. 157	.. 138 .. 252
1948	.. 138	.. 101	.. 148	.. 189	.. 157	.. 142 .. 260
1949	.. 144	.. 97	.. 129	.. 156	.. 148	.. 141 .. 258
1950	.. 154	.. 102	.. 129	.. 155	.. 154	.. 149 .. 272
1951	.. 155	.. 112	.. 129	.. 197	.. 160	.. 154 .. 283
1952	.. 153	.. 104	.. 131	.. 192	.. 168	.. 153 .. 281

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

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

INDEX NUMBERS

1953	.. 105.97	.. 99.82	.. 101.32	.. 82.82	.. 97.17	.. 101.6
1954	.. 106.13	.. 103.35	.. 101.53	.. 79.52	.. 94.43	.. 101.1
1955	.. 105.09	.. 102.34	.. 101.53	.. 80.50	.. 94.62	.. 100.5
1955—						
January	.. 107.09	.. 101.61	.. 101.53	.. 80.26	.. 93.58	.. 101.5
February	.. 105.50	.. 103.46	.. 101.53	.. 80.29	.. 93.37	.. 100.5
March	.. 104.15	.. 101.61	.. 101.53	.. 79.85	.. 93.63	.. 99.6
April	.. 105.91	.. 103.46	.. 101.53	.. 80.29	.. 94.24	.. 101.0
May	.. 106.06	.. 102.31	.. 101.53	.. 80.96	.. 93.87	.. 101.0
June	.. 104.71	.. 102.31	.. 101.53	.. 80.92	.. 93.76	.. 100.1
July	.. 104.57	.. 100.23	.. 101.53	.. 80.64	.. 95.16	.. 100.2
August	.. 103.67	.. 102.31	.. 101.53	.. 80.66	.. 95.93	.. 99.9
September	.. 102.94	.. 101.61	.. 101.53	.. 80.64	.. 96.14	.. 99.4
October	.. 104.60	.. 102.31	.. 101.53	.. 80.84	.. 95.24	.. 100.3
November	.. 105.53	.. 103.00	.. 101.53	.. 80.16	.. 95.03	.. 100.8
December	.. 106.38	.. 103.81	.. 101.53	.. 80.43	.. 95.53	.. 101.5
1956—						
January	.. 106.46	.. 101.27	.. 101.53	.. 80.53	.. 95.77	.. 101.5
February	.. 103.80	.. 101.27	.. 101.53	.. 80.42	.. 95.40	.. 99.8
March	.. 103.29	.. 100.92	.. 101.53	.. 79.99	.. 96.25	.. 99.6
April	.. 105.68	.. 101.27	.. 101.53	.. 80.41	.. 96.70	.. 101.2
May	.. 104.03	.. 102.31	.. 101.53	.. 81.66	.. 96.91	.. 100.4
June	.. 103.30	.. 100.58	.. 101.53	.. 82.18	.. 97.52	.. 100.0
July	.. 101.60	.. 102.65	.. 101.53	.. 82.39	.. 98.33	.. 99.2
August	.. 100.33	.. 100.58	.. 101.53	.. 82.32	.. 101.24	.. 98.9
September	.. 101.06	.. 101.61	.. 101.53	.. 82.50	.. 101.32	.. 99.4
October	.. 103.65	.. 100.92	.. 101.53	.. 82.13	.. 103.04	.. 101.3

TABLE II--WAGES INDEX NUMBERS

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

A

BASE : 1939=100

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

B

BASE : 1952=100

1953 .. — .. 1.95 .. 101.56 .. 99.96 .. 90.97 .. 101.31 .. 99.71
1954 .. — .. 1.99 .. 103.65 .. 102.52 .. 91.04 .. 101.39 .. 100.29
1955 .. — .. 2.06 .. 107.29 .. 106.76 .. 94.94 .. 105.74 .. 105.21
1955 .. January .. 2.08 .. 108.33 .. 106.73 .. 91.04 .. 101.39 .. 99.89
February .. 2.08 .. 108.33 .. 107.79 .. 91.04 .. 101.39 .. 100.89
March .. 2.05 .. 106.77 .. 107.20 .. 91.04 .. 101.39 .. 101.80
April .. 2.05 .. 106.77 .. 105.71 .. 96.24 .. 107.18 .. 106.12
May .. 2.08 .. 108.33 .. 107.26 .. 96.24 .. 107.18 .. 106.12
June .. 2.08 .. 108.33 .. 108.22 .. 96.24 .. 107.18 .. 107.07
July .. 2.05 .. 106.77 .. 106.56 .. 96.24 .. 107.18 .. 106.97
August .. 2.05 .. 106.77 .. 106.88 .. 96.24 .. 107.18 .. 107.29
September .. 2.05 .. 106.77 .. 107.41 .. 96.24 .. 107.18 .. 107.83
October .. 2.07 .. 107.81 .. 107.49 .. 96.24 .. 107.18 .. 106.86
November .. 2.07 .. 107.81 .. 106.95 .. 96.24 .. 107.18 .. 106.33
December .. 2.07 .. 107.81 .. 106.22 .. 96.24 .. 107.18 .. 105.60
1956 .. January .. 2.10 .. 109.38 .. 107.76 .. 96.24 .. 107.18 .. 105.60
February .. 2.10 .. 109.38 .. 109.60 .. 96.24 .. 107.18 .. 107.39
March .. 2.07 .. 107.81 .. 108.24 .. 96.24 .. 107.18 .. 107.61
April .. 2.07 .. 107.81 .. 106.53 .. 96.24 .. 107.18 .. 105.91
May .. 2.10 .. 109.38 .. 108.94 .. 96.24 .. 107.18 .. 106.75
June .. 2.07 .. 107.81 .. 107.81 .. 96.24 .. 107.18 .. 107.18
July .. 2.07 .. 107.81 .. 108.68 .. 96.24 .. 107.18 .. 108.04
August .. 2.07 .. 107.81 .. 109.01 .. 96.24 .. 107.18 .. 108.37
September .. 2.05 .. 106.77 .. 107.41 .. 96.24 .. 107.18 .. 107.83
October .. 2.07 .. 107.81 .. 106.43 .. 96.24 .. 107.18 .. 105.80

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952=100

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

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

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

TABLE IV

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

Year		Technical and Clerical		Skilled		Semi- skilled		Unskilled		Total
1939	..	3,712	..	11,964	..	5,034	..	5,967	..	26,677
1940	..	4,734	..	13,130	..	4,800	..	4,981	..	27,645
1941	..	5,274	..	8,882	..	2,351	..	3,951	..	20,458
1942	..	6,589	..	9,411	..	1,882	..	1,451	..	19,353
1943	..	2,282	..	2,872	..	1,312	..	1,869	..	8,335
1944*	..	295	..	358	..	227	..	173	..	1,053
1945	..	2,258	..	11,025	..	3,267	..	4,816	..	21,366
1946	..	5,636	..	10,012	..	7,527	..	13,369	..	36,544
1947	..	2,883	..	7,325	..	8,113	..	16,423	..	34,744
1948	..	4,474	..	13,027	..	12,443	..	36,712	..	66,656
1949	..	5,132	..	11,994	..	13,591	..	39,015	..	69,732
1950	..	5,627	..	10,525	..	13,523	..	35,447	..	65,122
1951	..	5,515	..	8,186	..	12,520	..	26,486	..	52,707
1952	..	6,883	..	7,522	..	13,795	..	24,823	..	53,023
1953	..	8,374	..	6,462	..	13,676	..	23,034	..	51,546
1954	..	11,728	..	7,919	..	16,287	..	27,370	..	63,304
1955	January	12,249	..	8,055	..	16,841	..	27,657	..	64,802
	February	12,906	..	8,256	..	17,397	..	28,108	..	66,667
	March	13,528	..	8,222	..	17,879	..	27,728	..	67,357
	April	13,303	..	8,031	..	17,410	..	26,577	..	65,321
	May	13,445	..	7,886	..	17,660	..	26,298	..	65,289
	June	13,394	..	7,925	..	17,864	..	26,573	..	65,756
	July	13,684	..	7,988	..	18,404	..	26,898	..	66,974
	August	14,059	..	8,234	..	19,065	..	27,249	..	68,607
	September	14,212	..	8,305	..	19,283	..	27,374	..	69,174
	October	14,437	..	8,410	..	19,672	..	27,230	..	69,749
	November	14,480	..	8,572	..	20,118	..	27,433	..	70,603
	December	14,498	..	8,544	..	20,142	..	27,826	..	71,010
1956	January	14,706	..	9,017	..	20,849	..	29,614	..	74,186
	February	14,856	..	9,228	..	21,363	..	30,109	..	75,556
	March	14,490	..	9,100	..	21,175	..	29,383	..	74,148
	April	14,181	..	8,857	..	21,042	..	28,831	..	72,911
	May	14,673	..	8,801	..	21,887	..	29,777	..	75,138
	June	14,564	..	8,892	..	22,408	..	30,957	..	76,821
	July	15,244	..	9,395	..	23,643	..	33,572	..	81,854
	August	15,507	..	9,571	..	24,344	..	34,086	..	83,508
	September	15,569	..	9,694	..	24,828	..	34,252	..	84,343

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

TABLE V

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

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Avisswawella	Haputale	Matara	Total
1939	26,677	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	26,677
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	27,645
1941	20,458	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942	19,333	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943	8,335	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944	1,053	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	—	1,497	—	—	—	—	21,366*
1946	25,805	1,117	808	993	3,397	726	352	816	119	438	727	—	611	—	—	—	—	36,544†
1947	21,589	2,289	1,643	2,133	4,955	564	480	481	170	490	—	—	—	—	—	—	—	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	283	—	—	—	—	66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	—	—	—	69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	—	—	—	65,922
1951	33,125	3,422	2,886	4,350	2,209	5374	886	1,587	569	904	418	1,207	284	323	—	—	—	52,707‡
1952	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992	252	437	678	—	—	53,023
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	51,546
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	63,304
1955—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
January	33,891	3,363	3,632	6,104	3,253	1,487	2,341	2,079	1,545	452	462	314	1,585	887	1,412	371	1,624	64,802
February	34,401	3,742	3,708	6,071	3,710	1,490	2,344	2,156	1,659	537	514	331	1,569	942	1,429	365	1,699	66,667

TABLE V—(contd.)

Year	Colombo	Negombo	Kalutara	Galle	Randy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Avisawella	Haputale	Matara	Total
March ..	34,525	3,947	3,767	6,139	3,907	1,309	2,349	2,366	1,692	596	462	328	1,452	980	1,449	360	1,729	67,357
April ..	33,773	4,021	3,668	6,022	3,481	1,115	2,275	2,386	1,644	591	495	276	1,230	903	1,417	331	1,693	65,321
May ..	33,548	3,773	3,830	6,128	3,844	1,014	2,307	2,383	1,661	561	462	225	1,111	934	1,437	336	1,735	65,289
June ..	33,849	3,623	4,028	6,376	3,665	913	2,311	2,291	1,677	636	508	203	1,119	926	1,500	338	1,793	65,756
July ..	34,631	3,572	4,179	6,424	3,906	868	2,343	2,251	1,741	647	501	221	1,033	999	1,486	335	1,837	66,974
August ..	35,555	3,460	4,361	6,377	4,440	852	2,431	2,249	1,801	650	424	316	764	1,095	1,573	362	1,897	68,607
September	35,907	3,384	4,532	6,393	4,337	795	2,479	2,267	1,804	628	449	307	744	1,163	1,627	384	1,974	69,174
October ..	36,162	3,378	4,631	6,351	4,577	771	2,496	2,248	1,874	599	425	310	715	1,171	1,575	389	2,077	69,749
November	36,683	3,409	4,721	6,279	4,812	656	2,635	2,205	1,907	613	430	295	711	1,154	1,572	383	2,138	70,603
December	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	71,010
1956—																		
January ..	37,116	3,529	4,772	6,488	5,318	664	2,898	2,247	2,073	513	481	318	1,027	1,173	1,579	364	3,626	74,186
February	37,942	3,662	4,947	6,438	5,279	620	2,864	2,123	2,119	486	520	342	1,191	1,157	1,579	362	3,925	75,556
March ..	37,371	3,693	5,015	6,143	4,885	495	2,922	2,034	2,105	451	519	326	1,163	1,173	1,536	368	3,949	74,148
April ..	37,055	3,637	5,094	6,151	4,823	414	2,814	1,904	1,995	464	480	254	1,157	1,117	1,531	376	3,645	72,911
May ..	38,049	3,771	5,402	6,407	5,119	420	3,151	1,825	2,017	491	468	219	1,032	1,159	1,649	407	3,552	75,138
June ..	39,006	3,839	5,731	6,497	4,632	493	3,416	1,758	2,135	521	454	209	975	1,234	1,768	431	3,722	76,821
July ..	41,701	4,008	6,037	6,764	4,606	555	3,743	1,898	2,246	897	548	267	924	1,430	1,913	453	3,864	81,854
August ..	42,284	4,059	6,185	6,781	4,728	547	3,968	1,901	2,244	967	636	606	969	1,458	1,919	472	3,784	83,508
September	42,437	4,050	6,133	6,679	4,960	501	4,078	1,981	2,290	1,039	659	749	949	1,479	1,988	454	3,917	84,443

* Total includes 127 registered at Matugama, 164 at Chilaw, 272 at Matale, 97 at Avisawella and 555 at Veyangoda. † Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avisawella. (These Exchanges functioned only during 1945 and 1946.) ‡ Revised figures.

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

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

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
	Colombo	537	77	497	59	889	40	1,402	151	3,325	327
Negombo	53	—	39	2	62	—	143	15	297	17
Kalutara	62	2	31	—	113	4	110	2	316	8
Galle	71	6	52	—	191	—	199	36	513	42
Kandy	116	5	39	—	168	16	295	5	618	26
Nawalapitiya	14	3	5	—	33	2	35	18	87	23
Kurunegala	106	29	30	—	147	4	223	—	506	33
Jaffna	150	9	25	—	78	4	59	12	312	25
Ratnapura	51	—	11	—	105	1	56	—	223	1
Badulla	21	5	8	1	41	—	35	—	105	6
Batticaloa	28	7	8	—	34	6	30	1	100	14
Kalmunai	21	—	15	2	33	—	136	29	205	31
Trincomalee	19	1	16	—	27	5	106	1	168	7
Anuradhapura	44	5	28	2	91	2	89	14	252	23
Avissawella	21	—	4	—	51	2	62	—	138	2
Haputale	6	1	10	—	13	2	14	—	43	3
Matara	90	20	42	—	88	—	119	—	339	20
Total	1,410	170	860	66	2,164	88	3,113	284	7,547	608

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	.. 36,016
1955 January	.. 6	.. 553	.. 1,395	.. 5	.. 822	.. 963
February	.. 2	.. 329	.. 1,015	.. 5	.. 3,755	.. 5,303
March	.. 5	.. 405	.. 1,387	.. 6	.. 2,207	.. 13,806
April	.. 6	.. 592	.. 901	.. 4	.. 325	.. 913
May	.. 7	.. 1,355	.. 5,156	.. 3	.. 160	.. 296
June	.. 4	.. 1,066	.. 1,788	.. 3	.. 878	.. 826
July	.. 3	.. 1,253	.. 27,401	.. 4	.. 1,067	.. 705
August	.. 10	.. 1,824	.. 8,077	.. 1	.. 50	.. 900
September	.. 5	.. 914	.. 3,438	.. 3	.. 879	.. 9,164
October	.. 3	.. 504	.. 11,344	.. 1	.. 20	.. 20
November	.. 2	.. 383	.. 971	.. 5	.. 102	.. 617
December	.. 7	.. 2,259	.. 7,040	.. 7	.. 1,028	.. 2,503
1956 January	.. 2	.. 31	.. 130	.. 5	.. 320	.. 487
February	.. 1	.. 14	.. 14	.. 4	.. 587	.. 633
March	.. 4	.. 687	.. 5,325	.. 3	.. 4,978	.. 5,002
April	.. 5	.. 668	.. 924	.. 3	.. 588	.. 861
May	.. 3	.. 28,329	.. 81,348	.. 28	.. 5,948	.. 7,760
June	.. 8	.. 1,682	.. 5,165	.. §12	.. 2,348	.. 3,106
July	.. 12	.. 2,744	.. 4,999	.. 13	.. 2,132	.. 10,364
August	.. 12	.. 3,694	.. 9,366	.. 12	.. 7,731	.. 25,987

* 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.

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

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

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

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea	6	..	1,276	..	1,745	
Rubber	5	..	2,232	..	6,877	
Tea-cum-Rubber	1	..	186	..	744	
Coconut	—	..	—	..	—	
Coconut-cum-Rubber	—	..	—	..	—	
Total	12		3,694		9,366	
Engineering	3	..	195	..	357	
Printing	—	..	—	..	—	
Motor Transport	1	..	25	..	25	
Tea Export	—	..	—	..	—	
Rubber Export	1	..	90	..	83	
Coconut Manufacturing	2	..	793	..	7,613	
Toddy, Arrack and Vinegar	—	..	—	..	—	
Match Manufacturing	—	..	—	..	—	
Plumbago	—	..	—	..	—	
Cinema	—	..	—	..	—	
Dock, Harbour and Port Transport	3	..	6,443	..	16,300	
Building Trade	—	..	—	..	—	
Local Government Services	—	..	—	..	—	
Service Institutions	—	..	—	..	—	
Factories, Workshops, &c., run by the State	—	..	—	..	—	
Textile	—	..	—	..	—	
Relief Schemes	—	..	—	..	—	
Wholesale and Retail Distribution	—	..	—	..	—	
Aerated Waters and Ice Manufacturing	—	..	—	..	—	
Beedi Manufacturing	—	..	—	..	—	
Hotel	—	..	—	..	—	
Manufacturing of Umbrellas	1	..	177	..	1,593	
Rice Milling	1	..	8	..	16	
Total	12		7,731		25,987	
Grand Total	24		11,425		35,353	

TABLE X—CLASSIFICATION OF THE STRIKES IN AUGUST, 1956, BY CAUSES

Cause	Number of Strikes		Number of Workers Involved		
	Plantations	Others	Plantations	Others	
1. Dismissal or loss of employment in any way. Failure to provide work	—	..	4	..	352
2. Wage increases. Higher rates for piece work, &c.	—	..	1	..	152
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	1	..	2	..	484
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	3	..	2	..	80
5. Food matters. Welfare	—	..	—	..	—
6. Right of association and meeting	—	..	—	..	—
7. Factional disputes and domestic matters	4	..	—	..	—
8. External matters, e.g., arrest by Police, &c.	—	..	—	..	—
9. Assaults by employer or agent or others	—	..	—	..	—
10. General demands	1	..	3	..	6,663
11. Sympathetic strikes	3	..	—	..	—
Total	12		12		7,731

TABLE XI—ARRIVALS AND DEPARTURES OF INDIAN ESTATE LABOURERS

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

APPENDIX I

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

Month : November, 1956

Class of Worker	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Tea Growing and Manufacturing Trade			
<i>Daily Rates</i>			
Male worker not under 16 years	.. 1 25	.. 1 12	.. 2 37
Female worker not under 15 years	.. 1 05	.. 0 84	.. 1 89
Child worker .. ..	.. 0 80	.. 0 77	.. 1 57
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade			
<i>Daily Rates</i>			
Male worker not under 16 years	.. 1 10	.. 1 12	.. 2 22
Female worker not under 15 years	.. 0 90	.. 0 84	.. 1 74
Child worker .. ..	.. 0 65	.. 0 77	.. 1 42
Rubber Growing and Manufacturing Trade			
<i>Daily Rates</i>			
Male worker not under 16 years	.. 1 40	.. 1 12	.. 2 52
Female worker not under 15 years	.. 1 30	.. 0 84	.. 2 14
Child worker .. ..	.. 1 05	.. 0 77	.. 1 82
Coconut Growing Trade			
<i>Daily Rates</i>			
The raising and maintenance of a coconut plantation ; and			
The manufacture of copra—			
Kangany .. ..	.. 0 90	.. 1 12	.. 2 02
Male not under 18 years	.. 0 75	.. 1 12	.. 1 87
Female not under 18 years	.. 0 60	.. 0 84	.. 1 44
Worker under 18 years	.. 0 50	.. 0 77	.. 1 27
Coconut Manufacturing Trade			
The manufacture of desiccated coconut :			
The manufacture of coconut oil ; and			
The manufacture of fibre and coir products—			
Within the Colombo area—			
Kangany .. ..	.. 1 44	.. 1 30	.. 2 74
Male not under 18 years	.. 1 24	.. 1 30	.. 2 54
Female not under 18 years	.. 1 0	.. 0 97	.. 1 97
Worker under 18 years	.. 0 75	.. 0 90	.. 1 65
Outside the Colombo area—			
Kangany .. ..	.. 1 20	.. 1 30	.. 2 50
Male not under 18 years	.. 1 0	.. 1 30	.. 2 30
Female not under 18 years	.. 0 80	.. 0 97	.. 1 77
Worker under 18 years	.. 0 60	.. 0 90	.. 1 50

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

Piece rates have been fixed for certain processes.

Month : November, 1956

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

Trade Learners and Apprentices

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

Printing Trade

Monthly Rates

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

Cigar Trade

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

Month : November, 1956

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
Plumbago Trade					
<i>Daily Rates</i>					
Underground workers—					
Basses	2 75	..	3 93
Kanganies	}	..	2 25	..	3 43
Loaders					
Overseers	}	..	2 08	..	3 26
Shift bosses					
Blasters	}	..	2 0	..	3 18
Drillers (hand and machine)					
Shaft drivers					
Stoppers (excavators)					
Timber men	}	..	1 50	..	2 68
Muckers					
Trolley men	}	..	2 25	..	3 43
Unskilled labourers					
Onsetters or Donakatarayas		..			
Underground and surface workers—					
Electricians	}	..	2 50	..	3 68
Enginemmen					
Fitters					
Hoistmen					
Mechanics					
Pumpmen					
Winchmen	}	..	2 25	..	3 43
Checkers					
Electricians (assistants)	}	..	1 50	..	2 68
Fitters (assistants)					
Windlassmen (dabare workers)					
Surface workers—					
Carpenters	}	..	2 50	..	3 68
Masons					
Overseers	}	..	2 25	..	3 43
Blacksmiths					
Boilermen					
Drill sharpeners					
Firewood carriers and splitters	}	..	1 60	..	2 78
Carters					
Watchers	}	..	1 50	..	2 68
Bakkikarayas or Banksmen					
Cooks	}	..	2 0	..	3 18
Smithy boys					
Unskilled labourers					
		..			
		..	1 24	..	2 42

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

Workers employed in curing and dressing—

(A) As overseers and kanganies	..	2 0	..	1 38	..	3 38
(B) On different jobs:						
Within the Colombo area—						
Male worker not under 18 years	..	1 25	..	1 38	..	2 63
Female worker not under 18 years	..	1 0	..	1 08	..	2 08
Worker under 18 years	..	0 50	..	1 01	..	1 51
Outside the Colombo area—						
Male worker not under 18 years	..	1 0	..	1 38	..	2 38
Female worker not under 18 years	..	0 84	..	1 08	..	1 92
Worker under 18 years	..	0 40	..	1 01	..	1 41

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

Month: November, 1956

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

Rubber Export Trade

Daily Rates

A. Male workers not under 18 years—				
(a) Grade II	.. ..	1 40	1 33	2 73
(b) Intermediate Grade	.. ..	1 60	1 43	3 3
(c) Grade I	.. ..	1 80	1 43	3 23
(d) Watchers	.. ..	1 70	1 43	3 13
B. Female workers not under 18 years .. 1 15 .. 1 21 .. 2 36				
C. Workers over 14 years but under 15 years .. 0 80 .. 0 84 .. 1 64				
" 15	" 16 ..	0 90	0 89	1 79
" 16	" 17 ..	1 0	0 94	1 94
" 17	" 18 ..	1 15	1 04	2 19

Toddy, Arrack and Vinegar Trade

Monthly Rates

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

Daily Rates

Bottling, corking and labelling arrack bottles—

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

Unskilled labourers—

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

Piece rates have been fixed for certain processes.

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

Daily Rates

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

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

Match Manufacturing Trade

Daily Rates

Grade I—

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

Grade II—

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

Grade III—

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

Grade IV—

Watcher	1	50	1	43	2	93
---------	---	----	---	----	---	----

Cinema Trade

Monthly Rates

Within the Municipal areas

A—Non-clerical—

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

B—Clerical—

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

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

Dock, Harbour and Port Transport Trade

Monthly Rates

Manual Work—

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

Women Workers—

Female kanganies	..	..	35	0	..	60 50
Female labourers	..	..	30	0	..	55 50

Non-manual Workers—

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

Building Trade

Daily Rates

Unskilled—

Male labourers—

Not under 18 years	1	40	..	2 73
--------------------	----	----	---	----	----	------

Female labourers—

Not under 18 years	1	10	..	2 43
--------------------	----	----	---	----	----	------

**Unskilled labourers—
(irrespective of sex)**

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

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during November, 1956, 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 56	1 18½	0 52½	0 42	0 94½	0 40	0 38½	0 78½	½
1	1 25	1 12	2 37	1 5	0 84	1 89	0 80	0 77	1 57	1
2	2 50	2 24	4 74	2 10	1 68	3 78	1 60	1 54	3 14	2
3	3 75	3 36	7 11	3 15	2 52	5 67	2 40	2 31	4 71	3
4	5 0	4 48	9 48	4 20	3 36	7 56	3 20	3 8	6 28	4
5	6 25	5 60	11 85	5 25	4 20	9 45	4 0	3 85	7 85	5
6	7 50	6 72	14 22	6 30	5 4	11 34	4 80	4 62	9 42	6
7	8 75	7 84	16 59	7 35	5 88	13 23	5 60	5 39	10 99	7
8	10 0	8 96	18 96	8 40	6 72	15 12	6 40	6 16	12 56	8
9	11 25	10 8	21 33	9 45	7 56	17 01	7 20	6 93	14 13	9
10	12 50	11 20	23 70	10 50	8 40	18 90	8 0	7 70	15 70	10
11	13 75	12 32	26 7	11 55	9 24	20 79	8 80	8 47	17 27	11
12	15 0	13 44	28 44	12 60	10 8	22 68	9 60	9 24	18 84	12
13	16 25	14 56	30 81	13 65	10 92	24 57	10 40	10 1	20 41	13
14	17 50	15 68	33 18	14 70	11 76	26 46	11 20	10 78	21 98	14
15	18 75	16 80	35 55	15 75	12 60	28 35	12 0	11 55	23 55	15
16	20 0	17 92	37 92	16 80	13 44	30 24	12 80	12 32	25 12	16
17	21 25	19 4	40 29	17 85	14 28	32 13	13 60	13 9	26 69	17
18	22 50	20 16	42 66	18 90	15 12	34 2	14 40	13 86	28 26	18
19	23 75	21 28	45 3	19 95	15 96	35 91	15 20	14 63	29 83	19
20	25 0	22 40	47 40	21 0	16 80	37 80	16 0	15 40	31 40	20
21	26 25	23 52	49 77	22 5	17 64	39 69	16 80	16 17	32 97	21
22	27 50	24 64	52 14	23 10	18 48	41 58	17 60	16 94	34 54	22
23	28 75	25 76	54 51	24 15	19 32	43 47	18 40	17 71	36 11	23
24	30 0	26 88	56 88	25 20	20 16	45 36	19 20	18 48	37 68	24
25	31 25	28 0	59 25	26 25	21 0	47 25	20 0	19 25	39 25	25
26	32 50	29 12	61 62	27 30	21 84	49 14	20 80	20 2	40 82	26
27	33 75	30 24	63 99	28 35	22 68	51 3	21 60	20 79	42 39	27
28	35 0	31 36	66 36	29 40	23 52	52 92	22 40	21 56	43 96	28
29	36 25	32 48	68 73	30 45	24 36	54 81	23 20	22 33	45 53	29
30	37 50	33 60	71 10	31 50	25 20	56 70	24 0	23 10	47 10	30

* 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 November, 1956, 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 56	1 26	0 65	0 42	1 7	0 52½	0 38½	0 91	½
1	1 40	1 12	2 52	1 30	0 84	2 14	1 5	0 77	1 82	1
2	2 80	2 24	5 4	2 60	1 68	4 28	2 10	1 54	3 64	2
3	4 20	3 36	7 56	3 90	2 52	6 42	3 15	2 31	5 46	3
4	5 60	4 48	10 8	5 20	3 36	8 56	4 20	3 8	7 28	4
5	7 0	5 60	12 60	6 50	4 20	10 70	5 25	3 85	9 10	5
6	8 40	6 72	15 12	7 80	5 4	12 84	6 30	4 62	10 92	6
7	9 80	7 84	17 64	9 10	5 88	14 98	7 35	5 39	12 74	7
8	11 20	8 96	20 16	10 40	6 72	17 12	8 40	6 16	14 56	8
9	12 60	10 8	22 68	11 70	7 56	19 26	9 45	6 93	16 38	9
10	14 0	11 20	25 20	13 0	8 40	21 40	10 50	7 70	18 20	10
11	15 40	12 32	27 72	14 30	9 24	23 54	11 55	8 47	20 2	11
12	16 80	13 44	30 24	15 60	10 8	25 68	12 60	9 24	21 84	12
13	18 20	14 56	32 76	16 90	10 92	27 82	13 65	10 1	23 66	13
14	19 60	15 68	35 28	18 20	11 76	29 96	14 70	10 78	25 48	14
15	21 0	16 80	37 80	19 50	12 60	32 10	15 75	11 55	27 30	15
16	22 40	17 92	40 32	20 80	13 44	34 24	16 80	12 32	29 12	16
17	23 80	19 4	42 84	22 10	14 28	36 38	17 85	13 9	30 94	17
18	25 20	20 16	45 36	23 40	15 12	38 52	18 90	13 86	32 76	18
19	26 60	21 28	47 88	24 70	15 96	40 66	19 95	14 63	34 58	19
20	28 0	22 40	50 40	26 0	16 80	42 80	21 0	15 40	36 40	20
21	29 40	23 52	52 92	27 30	17 64	44 94	22 5	16 17	38 22	21
22	30 80	24 64	55 44	28 60	18 48	47 8	23 10	16 94	40 4	22
23	32 20	25 76	57 96	29 90	19 32	49 22	24 15	17 71	41 86	23
24	33 60	26 88	60 48	31 20	20 16	51 36	25 20	18 48	43 68	24
25	35 0	28 0	63 0	32 50	21 0	53 50	26 25	19 25	45 50	25
26	36 40	29 12	65 52	33 80	21 84	55 64	27 30	20 2	47 32	26
27	37 80	30 24	68 4	35 10	22 68	57 78	28 35	20 79	49 14	27
28	39 20	31 36	70 56	36 40	23 52	59 92	29 40	21 56	50 96	28
29	40 60	32 48	73 8	37 70	24 36	62 6	30 45	22 33	52 78	29
30	42 0	33 60	75 60	39 0	25 20	64 20	31 50	23 10	54 60	30

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

APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during November, 1956, 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 56	1 11	0 45	0 42	0 87	0 32½	0 38½	0 71	½
1	1 10	1 12	2 22	0 90	0 84	1 74	0 65	0 77	1 42	1
2	2 20	2 24	4 44	1 80	1 68	3 48	1 30	1 54	2 84	2
3	3 30	3 36	6 66	2 70	2 52	5 22	1 95	2 31	4 26	3
4	4 40	4 48	8 88	3 60	3 36	6 96	2 60	3 8	5 68	4
5	5 50	5 60	11 10	4 50	4 20	8 70	3 25	3 85	7 10	5
6	6 60	6 72	13 32	5 40	5 4	10 44	3 90	4 62	8 52	6
7	7 70	7 84	15 54	6 30	5 88	12 18	4 55	5 39	9 94	7
8	8 80	8 96	17 76	7 20	6 72	13 92	5 20	6 16	11 36	8
9	9 90	10 8	19 98	8 10	7 56	15 66	5 85	6 93	12 78	9
10	11 0	11 20	22 20	9 0	8 40	17 40	6 50	7 70	14 20	10
11	12 10	12 32	24 42	9 90	9 24	19 14	7 15	8 47	15 62	11
12	13 20	13 44	26 64	10 80	10 8	20 88	7 80	9 24	17 4	12
13	14 30	14 56	28 86	11 70	10 92	22 62	8 45	10 1	18 46	13
14	15 40	15 68	31 8	12 60	11 76	24 36	9 10	10 78	19 88	14
15	16 50	16 80	33 30	13 50	12 60	26 10	9 75	11 55	21 30	15
16	17 60	17 92	35 52	14 40	13 44	27 84	10 40	12 32	22 72	16
17	18 70	19 4	37 74	15 30	14 28	29 58	11 5	13 9	24 14	17
18	19 80	20 16	39 96	16 20	15 12	31 32	11 70	13 86	25 56	18
19	20 90	21 28	42 18	17 10	15 96	33 6	12 35	14 63	26 98	19
20	22 0	22 40	44 40	18 0	16 80	34 80	13 0	15 40	28 40	20
21	23 10	23 52	46 62	18 90	17 64	36 54	13 65	16 17	29 82	21
22	24 20	24 64	48 84	19 80	18 48	38 28	14 30	16 94	31 24	22
23	25 30	25 76	51 6	20 70	19 32	40 2	14 95	17 71	32 66	23
24	26 40	26 88	53 28	21 60	20 16	41 76	15 60	18 48	34 8	24
25	27 50	28 0	55 50	22 50	21 0	43 50	16 25	19 25	35 50	25
26	28 60	29 12	57 72	23 40	21 84	45 24	16 90	20 2	36 92	26
27	29 70	30 24	59 94	24 30	22 68	46 98	17 55	20 79	38 34	27
28	30 80	31 36	62 16	25 20	23 52	48 72	18 20	21 56	39 76	28
29	31 90	32 48	64 38	26 10	24 36	50 46	18 85	22 33	41 18	29
30	33 0	33 60	66 60	27 0	25 20	52 20	19 50	23 10	42 60	30

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

APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1956, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
					Within Colombo area				Outside Colombo area				
	Kangany	Male	Female	Young Person	Kangany	Male	Female	Young Person	Kangany	Male	Female	Young Person	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 1	0 93½	0 72	0 63½	1 37	1 27	0 98½	0 82½	1 25	1 15	0 88½	0 75	½
1	2 2	1 87	1 44	1 27	2 74	2 54	1 97	1 65	2 50	2 30	1 77	1 50	1
2	4 4	3 74	2 88	2 54	5 48	5 8	3 94	3 30	5 0	4 60	3 54	3 0	2
3	6 6	5 61	4 32	3 81	8 22	7 62	5 91	4 95	7 50	6 90	5 31	4 50	3
4	8 8	7 48	5 76	5 8	10 96	10 16	7 88	6 60	10 0	9 20	7 8	6 0	4
5	10 10	9 35	7 20	6 35	13 70	12 70	9 85	8 25	12 50	11 50	8 85	7 50	5
6	12 12	11 22	8 64	7 62	16 44	15 24	11 82	9 90	15 0	13 80	10 62	9 0	6
7	14 14	13 9	10 8	8 89	19 18	17 78	13 79	11 55	17 50	16 10	12 39	10 50	7
8	16 16	14 96	11 52	10 16	21 92	20 32	15 76	13 20	20 0	18 40	14 16	12 0	8
9	18 18	16 83	12 96	11 43	24 66	22 86	17 73	14 85	22 50	20 70	15 93	13 50	9
10	20 20	18 70	14 40	12 70	27 40	25 40	19 70	16 50	25 0	23 0	17 70	15 0	10
11	22 22	20 57	15 84	13 97	30 14	27 94	21 67	18 15	27 50	25 30	19 47	16 50	11
12	24 24	22 44	17 28	15 24	32 88	30 48	23 64	19 80	30 0	27 60	21 24	18 0	12
13	26 26	24 31	18 72	16 51	35 62	33 2	25 61	21 45	32 50	29 90	23 1	19 50	13
14	28 28	26 18	20 16	17 78	38 36	35 56	27 58	23 10	35 0	32 20	24 78	21 0	14
15	30 30	28 5	21 60	19 5	41 10	38 10	29 55	24 75	37 50	34 50	26 55	22 50	15
16	32 32	29 92	23 4	20 32	43 84	40 64	31 52	26 40	40 0	36 80	28 32	24 0	16
17	34 34	31 79	24 48	21 59	46 58	43 18	33 49	28 5	42 50	39 10	30 9	25 50	17
18	36 36	33 66	25 92	22 86	49 32	45 72	35 46	29 70	45 0	41 40	31 86	27 0	18
19	38 38	35 53	27 36	24 13	52 6	48 26	37 43	31 35	47 50	43 70	33 63	28 50	19
20	40 40	37 40	28 80	25 40	54 80	50 80	39 40	33 0	50 0	46 0	35 40	30 0	20
21	42 42	39 27	30 24	26 67	57 54	53 34	41 37	34 65	52 50	48 30	37 17	31 50	21
22	44 44	41 14	31 68	27 94	60 28	55 88	43 34	36 30	55 0	50 60	38 94	33 0	22
23	46 46	43 1	33 12	29 21	63 2	58 42	45 31	37 95	57 50	52 90	40 71	34 50	23
24	48 48	44 88	34 56	30 48	65 76	60 96	47 28	39 60	60 0	55 20	42 48	36 0	24
25	50 50	46 75	36 0	31 75	68 50	63 50	49 25	41 25	62 50	57 50	44 25	37 50	25
26	52 52	48 62	37 44	33 2	71 24	66 4	51 22	42 90	65 0	59 80	46 2	39 0	26
27	54 54	50 49	38 88	34 29	73 98	68 58	53 19	44 55	67 50	62 10	47 79	40 50	27
28	56 56	52 36	40 32	35 56	76 72	71 12	55 16	46 20	70 0	64 40	49 56	42 0	28
29	58 58	54 23	41 76	36 83	79 46	73 66	57 13	47 85	72 50	66 70	51 33	43 50	29
30	60 60	56 10	43 20	38 10	82 20	76 20	59 10	49 50	75 0	69 0	53 10	45 0	30

Note.—“Colombo area” includes any place within 5 miles of the Municipal limits of Colombo; “Male” refers to male workers not under 18 years of age; “Female” to female workers not under 18 years of age and “Young Persons” to workers under 18 years of age.

APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1956, to workers in the Tea Export and Rubber Export Trades

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Intermediate 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 36½	1 51½	1 61½	1 51½	1 56½	1 18	0 82	0 89½	0 97	1 9½	½
1	2 73	3 3	3 23	3 3	3 13	2 36	1 64	1 79	1 94	2 19	1
2	5 46	6 6	6 46	6 6	6 26	4 72	3 28	3 58	3 88	4 38	2
3	8 19	9 9	9 69	9 9	9 39	7 8	4 92	5 37	5 82	6 57	3
4	10 92	12 12	12 92	12 12	12 52	9 44	6 56	7 16	7 76	8 76	4
5	13 65	15 15	16 15	15 15	15 65	11 80	8 20	8 95	9 70	10 95	5
6	16 38	18 18	19 38	18 18	18 78	14 16	9 84	10 74	11 64	13 14	6
7	19 11	21 21	22 61	21 21	21 91	16 52	11 48	12 53	13 58	15 33	7
8	21 84	24 24	25 84	24 24	25 4	18 88	13 12	14 32	15 52	17 52	8
9	24 57	27 27	29 7	27 27	28 17	21 24	14 76	16 11	17 46	19 71	9
10	27 30	30 30	32 30	30 30	31 30	23 60	16 40	17 90	19 40	21 90	10
11	30 3	33 33	35 53	33 33	34 43	25 96	18 4	19 69	21 34	24 9	11
12	32 76	36 36	38 76	36 36	37 56	28 32	19 68	21 48	23 28	26 28	12
13	35 49	39 39	41 99	39 39	40 69	30 68	21 32	23 27	25 22	28 47	13
14	38 22	42 42	45 22	42 42	43 82	33 4	22 96	25 6	27 16	30 66	14
15	40 95	45 45	48 45	45 45	46 95	35 40	24 60	26 85	29 10	32 85	15
16	43 68	48 48	51 68	48 48	50 8	37 76	26 24	28 64	31 4	35 4	16
17	46 41	51 51	54 91	51 51	53 21	40 12	27 88	30 43	32 98	37 23	17
18	49 14	54 54	58 14	54 54	56 34	42 48	29 52	32 22	34 92	39 42	18
19	51 87	57 57	61 37	57 57	59 47	44 84	31 16	34 1	36 86	41 61	19
20	54 60	60 60	64 60	60 60	62 60	47 20	32 80	35 80	38 80	43 80	20
21	57 33	63 63	67 83	63 63	65 73	49 56	34 44	37 59	40 74	45 99	21
22	60 6	66 66	71 6	66 66	68 86	51 92	36 8	39 38	42 68	48 18	22
23	62 79	69 69	74 29	69 69	71 99	54 28	37 72	41 17	44 62	50 37	23
24	65 52	72 72	77 52	72 72	75 12	56 64	39 36	42 96	46 56	52 56	24
25	68 25	75 75	80 75	75 75	78 25	59 0	41 0	44 75	48 50	54 75	25
26	70 98	78 78	83 98	78 78	81 38	61 36	42 64	46 54	50 44	56 94	26
27	73 71	81 81	87 21	81 81	84 51	63 72	44 28	48 33	52 38	59 13	27
28	76 44	84 84	90 44	84 84	87 64	66 8	45 92	50 12	54 32	61 32	28
29	79 17	87 87	93 67	87 87	90 77	68 44	47 56	51 91	56 26	63 51	29
30	81 90	90 90	96 90	90 90	93 90	70 80	49 20	53 70	58 20	65 70	30

* Applicable to Tea Export Trade only.

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1956, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
		Rs. c.	Rs. c.				Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 36½	1 54	1 44	1 71½	1 61½	1 56½	0 46½	0 59½	0 83	1 3	½
1	2 73	3 8	2 88	3 43	3 23	3 13	0 93	1 19	1 66	2 6	1
2	5 46	6 16	5 76	6 86	6 46	6 26	1 86	2 38	3 32	4 12	2
3	8 19	9 24	8 64	10 29	9 69	9 39	2 79	3 57	4 98	6 18	3
4	10 92	12 32	11 52	13 72	12 92	12 52	3 72	4 76	6 64	8 24	4
5	13 65	15 40	14 40	17 15	16 15	15 65	4 65	5 95	8 30	10 30	5
6	16 38	18 48	17 28	20 58	19 38	18 78	5 58	7 14	9 96	12 36	6
7	19 11	21 56	20 16	24 1	22 61	21 91	6 51	8 33	11 62	14 42	7
8	21 84	24 64	23 4	27 44	25 84	25 4	7 44	9 52	13 28	16 48	8
9	24 57	27 72	25 92	30 87	29 7	28 17	8 37	10 71	14 94	18 54	9
10	27 30	30 80	28 80	34 30	32 30	31 30	9 30	11 90	16 60	20 60	10
11	30 3	33 88	31 68	37 73	35 53	34 43	10 23	13 9	18 26	22 66	11
12	32 76	36 96	34 56	41 16	38 76	37 56	11 16	14 28	19 92	24 72	12
13	35 49	40 4	37 44	44 59	41 99	40 69	12 9	15 47	21 58	26 78	13
14	38 22	43 12	40 32	48 2	45 22	43 82	13 2	16 65	23 24	28 84	14
15	40 95	46 20	43 20	51 45	48 45	46 95	13 95	17 85	24 90	30 90	15
16	43 68	49 28	46 8	54 88	51 68	50 8	14 88	19 4	26 56	32 96	16
17	46 41	52 36	48 96	58 31	54 91	53 21	15 81	20 23	28 22	35 2	17
18	49 14	55 44	51 84	61 74	58 14	56 34	16 74	21 42	29 88	37 8	18
19	51 87	58 52	54 72	65 17	61 37	59 47	17 67	22 61	31 54	39 14	19
20	54 60	61 60	57 60	68 60	64 60	62 60	18 60	23 80	33 20	41 20	20
21	57 33	64 68	60 48	72 3	67 83	65 73	19 53	24 99	34 86	43 26	21
22	60 6	67 76	63 36	75 46	71 6	68 86	20 46	26 18	36 52	45 32	22
23	62 79	70 84	66 24	78 89	74 29	71 99	21 39	27 37	38 18	47 38	23
24	65 52	73 92	69 12	82 32	77 52	75 12	22 32	28 56	39 84	49 44	24
25	68 25	77 0	72 0	85 75	80 75	78 25	23 25	29 75	41 50	51 50	25
26	70 98	80 8	74 88	89 18	83 98	81 38	24 18	30 94	43 16	53 56	26
27	73 71	83 16	77 76	92 61	87 21	84 51	25 11	32 13	44 82	55 62	27
28	76 44	86 24	80 64	96 4	90 44	87 64	26 4	33 32	46 48	57 68	28
29	79 17	89 32	83 52	99 47	93 67	90 77	26 97	34 51	48 14	59 74	29
30	81 00	92 40	86 40	102 90	96 90	93 90	27 90	35 70	49 80	61 80	30

APPENDIX III (D).

Ready Reckoner showing the minimum wages payable for the number of days worked during November, 1956, to workers in the Match Manufacturing Trade

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

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the
number of days worked during November, 1956, to workers in
the Building Trade

<i>No. of Days</i>	<i>Unskilled</i>			<i>Semi-skilled</i>		<i>Skilled</i>	<i>No. of Days</i>
	<i>Male</i>	<i>Female</i>	<i>Young Persons</i>	<i>Grade II</i>	<i>Grade I</i>		
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>			Rs. c.
½	1 36½	1 21½	1 11½	1 54	1 61½	1 71½	½
1	2 73	2 43	2 23	3 8	3 23	3 43	1
2	5 46	4 86	4 46	6 16	6 46	6 86	2
3	8 19	7 29	6 69	9 24	9 69	10 29	3
4	10 92	9 72	8 92	12 32	12 92	13 72	4
5	13 65	12 15	11 15	15 40	16 15	17 15	5
6	16 38	14 58	13 38	18 48	19 38	20 58	6
7	19 11	17 1	15 61	21 56	22 61	24 1	7
8	21 84	19 44	17 84	24 64	25 84	27 44	8
9	24 57	21 87	20 7	27 72	29 7	30 87	9
10	27 30	24 30	22 30	30 80	32 30	34 30	10
11	30 3	26 73	24 53	33 88	35 53	37 73	11
12	32 76	29 16	26 76	36 96	38 76	41 16	12
13	35 49	31 59	28 99	40 4	41 99	44 59	13
14	38 22	34 2	31 22	43 12	45 22	48 2	14
15	40 95	36 45	33 45	46 20	48 45	51 45	15
16	43 68	38 88	35 68	49 28	51 68	54 88	16
17	46 41	41 31	37 91	52 36	54 91	58 31	17
18	49 14	43 74	40 14	55 44	58 14	61 74	18
19	51 87	46 17	42 37	58 52	61 37	65 17	19
20	54 60	48 60	44 60	61 60	64 60	68 60	20
21	57 33	51 3	46 83	64 68	67 83	72 3	21
22	60 6	53 46	49 6	67 76	71 6	75 46	22
23	62 79	55 89	51 29	70 84	74 29	78 89	23
24	65 52	58 32	53 52	73 92	77 52	82 32	24
25	68 25	60 75	55 75	77 0	80 75	85 75	25
26	70 98	63 18	57 98	80 8	83 98	89 18	26
27	73 71	65 61	60 21	83 16	87 21	92 61	27
28	76 44	68 4	62 44	86 24	90 44	96 4	28
29	79 17	70 47	64 67	89 32	93 67	99 47	29
30	81 90	72 90	66 90	92 40	96 90	102 90	30

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

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

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

APPENDIX III (F) •

Ready Reckoner showing the Minimum Wages payable for the number
of days worked during November, 1956, to Daily-paid workers in
the Motor Transport Trade

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	2 90	2 52½	2 15	2 27½	2 2½	1 28	½
1	5 80	5 5	4 30	4 55	4 5	2 56	1
2	11 60	10 10	8 60	9 10	8 10	5 12	2
3	17 40	15 15	12 90	13 65	12 15	7 68	3
4	23 20	20 20	17 20	18 20	16 20	10 24	4
5	29 0	25 25	21 50	22 75	20 25	12 80	5
6	34 80	30 30	25 80	27 30	24 30	15 36	6
7	40 60	35 35	30 10	31 85	28 35	17 92	7
8	46 40	40 40	34 40	36 40	32 40	20 48	8
9	52 20	45 45	38 70	40 95	36 45	23 4	9
10	58 0	50 50	43 0	45 50	40 50	25 60	10
11	63 80	55 55	47 30	50 5	44 55	28 16	11
12	69 60	60 60	51 60	54 60	48 60	30 72	12
13	75 40	65 65	55 90	59 15	52 65	33 28	13
14	81 20	70 70	60 20	63 70	56 70	35 84	14
15	87 0	75 75	64 50	68 25	60 75	38 40	15
16	92 80	80 80	68 80	72 80	64 80	40 96	16
17	98 60	85 85	73 10	77 35	68 85	43 52	17
18	104 40	90 90	77 40	81 90	72 90	46 8	18
19	110 20	95 95	81 70	86 45	76 95	48 64	19
20	116 0	101 0	86 0	91 0	81 0	51 20	20
21	121 80	106 5	90 30	95 55	85 5	53 76	21
22	127 60	111 10	94 60	100 10	89 10	56 32	22
23	133 40	116 15	98 90	104 65	93 15	58 88	23
24	139 20	121 20	103 20	109 20	97 20	61 44	24
25	145 0	126 25	107 50	113 75	101 25	64 0	25
26	150 80	131 30	111 80	118 30	105 30	66 56	26
27	156 60	136 35	116 10	122 85	109 35	69 12	27
28	162 40	141 40	120 40	127 40	113 40	71 68	28
29	168 20	146 45	124 70	131 95	117 45	74 24	29
30	174 0	151 50	129 0	136 50	121 50	76 80	30

• APPENDIX IV (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1956, to Monthly-paid workers in the Motor Transport Trade

No. of Days	Class A	Class B	Class C	Class D	Class E	Class F	Class G	Class H	Class I	Class J	Class K	No. of Days
	Rs. c.											
1/2	2 73	2 54	2 39	2 73	2 6	2 11	1 89	1 70	1 89	2 47	1 42	1/2
1	5 46	5 8	4 79	5 46	4 12	4 21	3 78	3 40	3 78	4 93	2 85	1
2	10 92	10 15	9 58	10 92	8 23	8 42	7 56	6 79	7 56	9 87	5 69	2
3	16 38	15 23	14 37	16 38	12 35	12 63	11 34	10 19	11 34	14 80	8 54	3
4	21 85	20 31	19 15	21 85	16 46	16 85	15 12	13 58	15 12	19 74	11 38	4
5	27 31	25 38	23 94	27 31	20 58	21 6	18 90	16 98	18 90	24 67	14 23	5
6	32 77	30 46	28 73	32 77	24 69	25 27	22 68	20 38	22 68	29 61	17 8	6
7	38 23	35 54	33 52	38 23	28 81	29 48	26 47	23 77	26 47	34 54	19 92	7
8	43 69	40 62	38 31	43 69	32 92	33 69	30 25	27 17	30 25	39 48	22 77	8
9	49 15	45 69	43 10	49 15	37 4	37 90	34 3	30 57	34 3	44 41	25 62	9
10	54 62	50 77	47 88	54 62	41 15	42 12	37 81	33 96	37 81	49 35	28 46	10
11	60 8	55 85	52 67	60 8	45 27	46 33	41 59	37 36	41 59	54 28	31 31	11
12	65 54	60 92	57 46	65 54	49 38	50 54	45 37	40 75	45 37	59 22	34 15	12
13	71 0	66 0	62 25	71 0	53 50	54 75	49 15	44 15	49 15	64 15	37 0	13
14	76 46	71 8	67 4	76 46	57 62	58 96	52 93	47 55	52 93	69 8	39 85	14
15	81 92	76 15	71 83	81 92	61 73	63 17	56 71	50 94	56 71	74 2	42 69	15
16	87 38	81 23	76 62	87 38	65 85	67 38	60 49	54 34	60 49	78 95	45 54	16
17	92 85	86 31	81 40	92 85	69 96	71 60	64 27	57 73	64 27	83 89	48 38	17
18	98 31	91 38	86 19	98 31	74 8	75 81	68 5	61 13	68 5	88 82	51 23	18
19	103 77	96 46	90 98	103 77	78 19	80 2	71 83	64 53	71 83	93 76	54 8	19
20	109 23	101 54	95 77	109 23	82 31	84 23	75 62	67 92	75 62	98 69	56 92	20
21	114 69	106 62	100 56	114 69	86 42	88 44	79 40	71 32	79 40	106 63	59 77	21
22	120 15	111 69	105 35	120 15	90 54	92 65	83 18	74 72	83 18	108 56	62 62	22
23	125 62	116 77	110 13	125 62	94 65	96 87	86 96	78 11	86 96	113 50	65 46	23
24	131 8	121 85	114 92	131 8	98 77	101 8	90 74	81 51	90 74	118 43	68 31	24
25	136 54	126 92	119 71	136 54	102 88	105 29	94 52	84 90	94 52	123 37	71 15	25
26	142 0	132 0	124 50	142 0	107 0	109 50	98 30	88 30	98 30	128 30	74 0	26
27	150 52	139 92	131 97	150 52	113 42	116 7	104 20	93 60	104 20	136 0	78 44	27
28	159 4	147 84	139 44	159 4	119 84	122 64	110 10	98 90	110 10	143 70	82 88	28
29	167 56	155 76	146 91	167 56	126 26	129 21	116 0	104 20	116 0	151 40	87 32	29
30	176 8	163 68	154 38	176 8	332 68	135 78	121 90	109 50	121 90	159 10	91 76	30

"CEYLON LABOUR GAZETTE"

A Monthly Review of Matters pertaining to Labour

Issued by the DEPARTMENT OF LABOUR, CEYLON

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

ANNUAL SUBSCRIPTION

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

Rs. 13	do.	India, Pakistan & Burma
19s.	do.	United Kingdom & Australia
\$ 3	do.	U. S. A. & Canada

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

Facing Contents Page	..	Full Page	..	Rs. 125
4th Page of Cover	..	Full Page	..	Rs. 125
3rd Page of Cover	..	Full Page	..	Rs. 100
2nd Page of Cover	..	Full Page	..	Rs. 100
1st Advertisement Page	..	Full Page	..	Rs. 100
Inside Full	..	Full Page	..	Rs. 80
Inside Half	..	Half Page	..	Rs. 45

No Quarter Pages

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

Enquiries regarding the Ceylon Labour Gazette may be made from—

THE "CEYLON LABOUR GAZETTE"

(Acting Editor—S. RASARATNAM)

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

Tel. No. 7221—7227

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

DEPARTMENT OF LABOUR

P. O. Box No. 575

LOWER LAKE ROAD, COLOMBO 3