

Ceylon LABOUR GAZETTE



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CEYLON LABOUR GAZETTE

VOLUME XI No. 4

APRIL 1958

INDUSTRIAL COURT AT COLOMBO

I. D. No. 49 & I. D. No. 50

In the matter of an industrial dispute
between

The Employers' Federation of Ceylon, 73/1,
Kollupitiya Road, Colombo 3

and

The Tea, Rubber, Coconut and General Produce Workers' Union,
124, Kumaran Ratnam Road, Colombo 2 ;

and

In the matter of an industrial dispute
between

The Employers' Federation of Ceylon, 73/1, Kollupitiya Road,
Colombo 3

and

The United Engineering Workers' Union, 124, Kumaran
Ratnam Road, Colombo 2.

THE AWARD

THIS is an award under the Industrial Disputes Act, No. 43 of 1950, as amended by the Industrial Disputes (Amendment) Act, No. 62 of 1957.

2. The Honourable Minister of Labour, Housing and Social Services, by his Order made under section 4 (2) of the Act, referred the disputes to this Court for settlement. It embodied the demands made by the Tea, Rubber, Coconut and General Produce Workers' Union (hereinafter referred to as "the union") against the Employers' Federation of Ceylon (hereinafter referred to as "the Federation"), the constituent members of which are the 22 firms referred to in the list marked P. 1 produced before us. The demands in respect of which an industrial

dispute now exists between the union and the Federation are set out by the Commissioner of Labour in his statement of the matters in dispute, as follows :—

- (1) That a 25 per cent wage increase be granted to all workers.
- (2) Dearness allowance be paid on the basis of the Government rate paid to employees in the Government sector.
- (3) All workers be paid a rent allowance.
- (4) All married workers be granted a family allowance.
- (5) A gratuity of one month's wage for every year of service be granted to all workers for service prior to the introduction of the provident fund.
- (6) That a meal, costing not less than 60 cents, be supplied to each worker.
- (7) Sunday be paid holiday for workers who have worked all 6 days in the week.
- (8) Overtime to be paid at double rates ; and all overtime above 4 hours a day as well as work on Sundays to be paid at 2½ times.
- (9) That in calculating the holiday pay for the annual holidays, the meal allowance be also included.

3. Most of the employer-firms in the first dispute are engaged in processing, blending and packing tea for export, and also in sorting and packing rubber for export. Most of these firms are engaged in handling tea for export and some of them also handled rubber in addition. The British Ceylon Corporation, Ltd., also a constituent member of the Federation and included in the list P. 1 are chiefly concerned in the export of coconut oil and other coconut produce. The workmen employed by the other firms, most of whom are members of the above union and number about 6,000, are engaged in the handling operations relating to the export of tea, rubber and coconut produce.

4. Demands in terms identical to the demands (1) and (2) listed above, and certain other demands almost similar in terms to the remaining demands set out above, have been made by the United Engineering Workers' Union, 124, Kumaran Ratnam Road, Colombo 2, represented by Mr. N. Sanmugathasan, who appeared for the union, against the Employers' Federation of Ceylon, 73/1, Kollupitiya Road, Colombo 3. That dispute has been referred for settlement to this same Tribunal and is pending adjudication in I. D. No. 50. The parties to this dispute in I. D. No. 50 have agreed before us that they are agreeable to be bound by any award that is made by us in respect of demands Nos. (1) and (2) above. The Employers' Federation of Ceylon represents ten engineering firms who are constituent members of the Federation as set out in the document P. 1. The number of workers in the engineering firms and who are members of the United Engineering Workers' Union is said to be between 2,500 and 3,000.

5. In the course of the inquiry it was agreed between the parties to the dispute that demands (1) and (2) set out above be taken together and that an *interim* award be made in respect of these two demands. It was stated to us that these two demands are the more important ones and that an early decision in respect of these two

demands was desirable in order to ensure industrial peace and harmonious relations between the employers and the employees, the bulk of whom, numbering about 6,000 tea and rubber workers, work in Colombo, and are members of this union.

6. In view of the necessity of making an early settlement of these disputes, we commenced the hearing on March 6, 1958, and continued it thereafter from day to day for two weeks.

Preliminary

7. In order to appreciate the correct scope of our functions for the settlement of the dispute relating to wages it is important to bear in mind the principles applicable to the fixation of fair wages. As was stated in the Report of the Committee, Fair Wages, consisting of eminent industrialists and representatives of workers, appointed by the Government of India, and which was relied on and quoted to us by both parties, the concept of a minimum wage must be distinguished from the concepts of a fair wage and of a living wage. This distinction was recognized by this Court in the award made by it in I. D. 1 of 1956, in the matter of a dispute between the Ceylon Mercantile Union and the Employers' Federation of Ceylon. In para. 51 of that award occurs the following passage:—

“The floor level and the ceiling level of wages are the minimum wage and the living wage respectively. Within these limits a fair wage should be fixed above the minimum level and the aim should be to approximate it as far as possible to the ceiling level. In doing so, however, the capacity of the industry to pay must be given due consideration.”

Minimum Wage

8. Chiefly as the result of the payment of unduly low wages for “sweated labour” in underdeveloped countries to workers, who were not well organized, it became necessary to set up machinery for fixing minimum wages. Accordingly, the Wages Boards Ordinance, No. 27 of 1941, as amended by Ordinance No. 43 of 1943, made provision whereby a minimum rate of wages, composed of a basic time-rate wage and a special allowance variable in accordance with the cost of living index, as fixed by the appropriate wages board, should be paid by the employer under statutory compulsion. The wages boards for the tea, rubber and coconut export trades and the engineering trade have made decisions fixing minimum basic rates of wages and special allowances payable to the different categories of workers.

9. The machinery established by law for the fixation of minimum wages by appropriate wages boards and the decisions made by such boards cannot over-ride the jurisdiction of this Court to settle a dispute based on a demand for a fair wage. Any determination by this Court of the fair wage payable by an employer, in consideration, among other things, of his capacity to pay, will not over-ride the decision of a wages board with regard to the minimum wage payable, which decision is often based upon the capacity of the least capable or marginal unit to pay the minimum wage so fixed.

10. On behalf of the union, it was pointed out that even the minimum wage fixed in respect of these trades is insufficient to meet the bare subsistence needs of a worker and his family. The minutes of several meetings of the wages boards relating to these trades were produced before us to indicate that most decisions were based on compromises effected by the nominated members to resolve the extremely divergent views of the representatives of the employers on the one side and the representatives of the employees on the other. In any case, as those decisions relate only to minimum wages and not to the demand of a fair wage which is now before us, we need not pursue this matter any further.

11. Demand No. (1): "*That a 25 per cent wage increase be granted to all workers.*"

This demand relates to an increase of 25 per cent of the basic time rate of wages to all workers. The basic rate now payable to the different categories of workers in the tea export trade is between Rs. 1.40 (Grade II), Rs. 1.60 (Intermediate grade), and Rs. 1.80 (Grade I). The same rates apply to workers in the rubber export trade also. In the engineering trade, unskilled workers get Rs. 1.40, the semi-skilled workers get Rs. 1.65 (Grade I), Rs. 1.45 (Grade II), and the skilled workers get Rs. 2. We find, on a comparison of the basic rates of wages payable to workers in the various trades, as determined by the wages boards, that they do not in most cases exceed the above rates. We have ascertained also that the rates of basic wages paid to workers of these categories employed under Government are more or less on similar scales. It is undesirable to alter the scales of basic wages now in operation and applicable to most categories of workers doing similar type of work in various other industries as well. Counsel who appeared for the Federation stressed before us that a wage pattern applicable generally to various classes of workers should not as a rule be altered unless there is some real anomaly in regard to any one particular scale in comparison with other existing scales. So far as we can envisage, this demand for a percentage increase of the basic wage is made with a view to obtain an improvement in the total wage payable to each worker. In view of the fact that Demand No. (2) relates to the grant of an increased cost of living allowance, and if we find that any increase in the cost of living allowance should be made to make up a fair wage, it will be unnecessary to grant this demand. We find from the document, P 5, that provision now exists for the payment of a seniority allowance to all workers in the tea and rubber export trade, which allowance commences from the 4th year with 11 cts. per day with progressive increase of 5 cts. each year thereafter, whereby the workers get an allowance of 46 cents per day after 11 years.

12. In the matter of the dispute between Messrs. Walker, Sons and Co. Ltd., and certain unions of the workers employed by the Company, an award was made by the Industrial Court in I.D. 7 of 1956 whereby an incremental scale of the hourly rate of wages payable by the company to all categories of workers was fixed. This scale has been adopted by Messrs. Brown & Co. and we are also informed by the Federation that all its constituent members will be willing to adopt it. In view of the existing provisions relating to basic wages as determined by the wages boards and the existing incremental scales, which accord with the scales provided for most categories of

comparable workers in the various trades, we do not feel justified in altering the pattern of the wage structure in respect of these workers alone. The demand is, therefore, rejected.

13. Demand (2) : “ Dearness allowance be paid on the basis of the Government rate paid to employees in the Government Sector ”.

The grant of a special allowance to all workers to neutralise the extremely high cost of living during the second world war was carefully considered by the Government based on a report by Mr. W. L. Murphy of the Ceylon Civil Service (Sessional Paper 13 of 1941, P. 16) and it issued in June, 1943, a government war allowance scheme as embodied in Sessional Paper 16 of 1943 (P. 15). The war allowance scheme was intended to offset the high cost of living to daily and hourly paid government labourers and to Government servants in receipt of Rs. 100 or less per month. For the purpose of preparing this scheme, the family budget of the working class living in Colombo city was considered in relation to the cost of their food, clothing, house rent, etc., on the basis of the prices that obtained in November, 1942. On the data so obtained, the cost of living allowance was fixed according to a formula for calculating it in relation to the amount of the basic wage or salary and the sum so arrived at was added to the basic wage or salary, thus making up the consolidated wage or salary. Provision also was made to fluctuate the cost of living allowance each month according to the rise or fall in the cost of living index as ascertained.

14. This demand, in effect, requires all employers to give to their workers the same payment of cost of living allowance as is being given by Government to its employees. No doubt, Government is regarded as a model employer ; but its capacity to pay its employees as compared with the capacity of an employer in the private sector is different. Even although the employers who are parties to this dispute may be regarded as “ good-level ” employers, yet the considerations which must apply to all employers engaged in these industries cannot be said to be the same as those which apply to the Government.

15. In fixing the amount of what is considered a fair wage to any class of worker careful consideration should be given to—

- (a) the wages prevailing in the same or similar concerns in the locality, and
- (b) the capacity to pay a wage which should be determined, not solely by reference to the capacity of the “ good level ” employer, or any particular unit in that industry, but with reference to the industry as a whole.

If wages are fixed solely on the basis of the capacity of a unit of a higher level to pay, it will have the effect of driving out of the field of competition and out of business, another unit of a poorer capacity. This will increase unemployment.

The above principles were adopted by the Labour Appellate Tribunal in India in the case of the Buckingham and Carnatic Mills, Limited Vs. its workmen (1952 Labour Appeal Cases, page 490). Dealing with

the principles which are applicable to the fixation or revision of wages, the Fair Wages Committee made the following observations:—

“Wages Boards should also be charged with the duty of seeing that the fair wage so fixed for any particular industry is not very much out of line with wages in other industries in the region. Wide disparity would inevitably lead to movement of labour and consequent industrial unrest not only in the industry concerned, but in other industries”.

The views expressed above were quoted with approval by the Labour Appellate Tribunal in India in the case of James Finlay and Company, Limited (Calcutta Branch) Employees' Union Vs. James Finlay & Co., Ltd., Calcutta. (Labour Appeal Cases, 1957, page 154 at pages 166 and 167.)

16. We are not unmindful of the fact that inequality in the wage structure applicable to workers in the same category employed in the same region is bound to have a depressing effect on the productivity of labour, quite apart from the discontent and dissatisfaction caused to the workers themselves.

On a comparison of the cost of living allowance paid to similar categories of workers in the city, we find that none of the workers in the private sector or under Government-sponsored boards are in receipt of cost of living allowances as paid by Government to its employees except the employees of the Oil Companies. The Oil Companies are monopolistic concerns making immense profits and, therefore, in a more favourable position to pay the Government rate of cost of living allowances.

The document R3, which has been produced before us, is a comparative statement of the relative position of the Government employee drawing a salary or wage less than Rs. 100 a month and the same category of workers whose cost of living allowance is regulated by the decisions of the wages boards. On a study of this statement it would appear that the cost of living allowance paid to Government employees has always been higher than the special allowance determined by the wages boards. It would also appear that certain increases to the special allowance fixed by the wages boards to these workmen were made from time to time soon after Government gave increases in the cost of living allowance to its employees; when Government gave a special living allowance of Rs. 5 to its workers in December, 1950, the wages boards gave an increase in a like amount to these workmen in February, 1951. Then in November, 1957, by Treasury circular No. 423 dated 14th December, 1957, Government increased the special living allowance by Rs. 12.50 per month and the cost of living allowance by Rs. 5 per month in respect of all employees in receipt of a salary or wage below Rs. 100 a month. Shortly thereafter the wages board, in March, 1958, increased the special allowance payable to these workmen by 30 cents a day, or Rs. 7.80 per month.

17. It seems to us that in view of the fact that the cost of living has considerably increased in the years after 1950, the grant of the above increase in the allowance became necessary to meet the enhanced cost of living among all the workers falling within this wage limit. We have had the evidence and the data placed before us by Dr. A. Nimalasooriya, the nutritionist. The document marked P. 8, which was a note prepared by Dr. Das Gupta (which appears as an appendix to the

Report of the Commission on Social Services (Sessional Paper VII of 1947) shows that the total subsistence cost for food, clothing, house rent, fuel, lighting, furniture and other necessities of life for a husband, wife and two children on prices obtaining in July, 1946, was estimated by him at Rs. 4.46 per day. Even if the make-up of this budget is considered to be excessive, we are not unmindful of the fact that the cost of living today is much higher than it was in 1946. In the circumstances we find that these workers also should receive an addition to their special allowance and that they should be paid, on account of the cost of living allowance, a sum at the rate of Rs. 17.50 a month, which works out to approximately 67 cents per day. The addition of this special allowance is in our opinion adequate to compensate for the increased cost of living.

18. The special allowance payable to these workers in terms of the decisions of the wages boards fluctuates with the rise and fall in the cost of living index. It has been brought to our notice that the sum of Rs. 5 which was added to the special allowance paid to these workmen in February 1951 has risen by a further Rs. 4.10 by reason of the increase in the living index figure. In this respect, these workers are in a more advantageous position than the workers under Government whose cost of living allowance is based on the frozen index of 285.

We direct that the cost of living allowance payable to these workers (including the Rs. 17.50 per month now awarded) should continue to be paid, as hitherto, according to the rise or fall in the cost of living index.

“Fringe” benefits

19. It was agreed that these workers are given a free mid-day meal by most of the employers. According to the Federation, the cost of this meal is 50 cents a day ; the union said that it was less. Whatever that may be, this is a benefit, the value of which should be taken into consideration in finding out whether the wage and other benefits derived by the workmen approximate to what may be considered a fair wage.

20. Taking into consideration the prevailing rates of wages paid to most other workmen of the same category in this region, we are of opinion that the total wage which will be payable in terms of our award, which has added a sum of Rs. 17.50 to the special allowance, together with the seniority allowance of 46 cents a day paid to the workmen in the tea, rubber export trade and the incremental scale now provided to the workers in the engineering trade in terms of the award of this Court in I. D. No. 7 of 1956 and the “fringe” benefits of a free mid-day meal, can be regarded as a fair wage.

21. In view of the fact that this demand relating to this dispute was made in October, 1957, and in view of the fact that the Government has decided to pay the increased allowance from 1st November, 1957, we consider it fair and reasonable that the benefit of our award with regard to this increased allowance should operate from 1st January, 1958. In making payment in terms of this award the additional sum

of 30 cents per day, which, in terms of the decision of the wages boards, became payable from 1st March, 1958, should be deducted, if payment of that amount has already been made for the month of March, 1958.

22. This award will take effect from 1.1.58 and will bind the following 22 employers in the tea, rubber and coconut export trade :—

- (1) Heath & Co., Ltd.,
- (2) Liptons Ltd.,
- (3) Carson Cumberbatch & Co., Ltd.,
- (4) Ceylon Trading Co., Ltd.,
- (5) Colombo Commercial Co., Ltd., (Tea Dept.) and (Transport Dept.),
- (6) E. B. Creasy & Co., Ltd.,
- (7) Dodwell & Co., Ltd.,
- (8) Bartleet & Co., Ltd.,
- (9) Rowley Davies & Co., Ltd.,
- (10) Whittall & Co., Ltd., (Tea Department),
- (11) Bosanquet & Skrine Ltd.,
- (12) British Ceylon Corporation Ltd.,
- (13) Bois Brothers Ltd.,
- (14) Holland Colombo Ltd.,
- (15) Henderson & Co., Ltd.,
- (16) George Payne & Co., Ltd.,
- (17) A. F. Jones & Co., Ltd.,
- (18) Brooke Bond (Ceylon) Ltd.,
- (19) Leechman & Co., Ltd.,
- (20) Gordon Fraser & Co., Ltd.,
- (21) Keell & Waldock, Ltd.,
- (22) James Finlay (Ambawatte Mills);

and the following 10 firms in the engineering trade :—

- (1) Brown & Co., Ltd., (Lanka Garage & Hatton Branch),
- (2) Collettes Ltd.,
- (3) Hunter & Co., Ltd., (Kent House),
- (4) Walker & Greig, Ltd., (Colombo & Dickoya Branches),
- (5) Walker & Sons (Kandy Branch),
- (6) Bonars (Ceylon) Ltd.,
- (7) Davidson & Co., Ltd.,
- (8) Cargills (Ceylon) Ltd., (Workshop),
- (9) W. & T. Avery & Co., Ltd.,
- (10) Ceylon Oxygen & Acetylene Co., Ltd., and the workers represented by—
 - (1) The Tea, Rubber, Coconut and General Produce Workers' Union, 124, Kumaran Ratnam Road, Colombo 2, and
 - (2) The United Engineering Workers' Union, 124, Kumaran Ratnam Road, Colombo 2.

Dated this 29th day of March, 1958.

(Sgd.) G. CROSSETTE THAMBYAH,
(President).

(Sgd.) T. P. DE S. MUNASINGHE,
(Member).

STATISTICS OF THE MONTH IN BRIEF

Note

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

Cost of Living

The Colombo Consumers' Price Index for the month of March 1958 is 104.8 as against 105.8 for February 1958, a decrease of 1.0.

Wages Rates

(a) The basic wages payable for the month of April 1958 to workers in the Trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

(b) The special allowances payable for the month of April 1958 to workers in the Printing and Cinema Trades have been increased with effect from April 1958. The details of these increases appear elsewhere in this issue. The special allowances payable to workers in the Tea Growing and Manufacturing, Rubber Growing and Manufacturing, Cocoa, Cardamom and Pepper Growing and Manufacturing, Coconut Growing, Coconut Manufacturing and Plumbago Trades will be in the same as for last month. The special allowances payable for the month of April to workers in all other Trades to which Part II of the Wages Boards Ordinance has been applied will be slightly less than that for the month of March, 1958.

Strikes

There were altogether 12 strikes involving 4,715 workers and a loss of 178,524 man-days during the month of January 1958, as against 37 strikes involving 223,289 workers and a loss of 265,610 man-days during the month of December 1957.

Three strikes were in Tea Plantations involving 3,403 workers and a loss of 175,494 man-days; 3 in Rubber Plantations involving 505 workers and a loss of 1,932 man-days; 1 in a Coconut Plantation involving 19 workers and a loss of 38 man-days. Of the remaining 5 strikes, 1 was in the Engineering Trade involving 47 workers and a loss of 118 man-days; 2 were in the Dock, Harbour and Port Transport Trade involving 386 workers and a loss of 386 man-days; 1 in the Local Government Service involving 151 workers and a loss of 76 man-days and the other in the Beedi Manufacturing Trade involving 204 workers and a loss of 480 man-days.

Registrants for Employment or Better Employment

The total number of registrants for employment or better employment according to registers of the Employment Exchange as at the end of January 1958 and February 1958 was as given below :—

	January 1958			February 1958		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	14,430	4,827	19,257	14,805	4,987	19,792
Skilled	12,576	1,599	14,175	12,696	1,591	14,287
Semi-skilled	25,297	7,506	32,803	25,549	7,471	33,020
Unskilled	46,012	4,004	50,016	46,070	3,881	49,951
Total	98,315	17,936	116,251	99,120	17,930	117,050

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

	January 1958			February 1958		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	119	30	149	126	20	146
Skilled	131	3	134	45	—	45
Semi-skilled	58	4	62	98	3	101
Unskilled	176	—	176	162	18	180
Total	484	37	521	431	41	472

NOTES OF CURRENT INTEREST

Trade Unions Registered in March 1958

Regd. No.	Name of Trade Union
1019 ...	Sri Lanka Government Peons' Union.
1020 ...	Union of Statisticians.
1021 ...	Soil Conservation Officers' Union.
1022 ...	Milk Board Officers' Union.
1023 ...	Local Government Stenographers' and Typists' Association.
1024 ...	Government Acting Apothecaries' Union.
1025 ...	Assistant Meteorologists' Association.
1026 ...	Samastha Motor Riyaduru Sangamaya.
1027 ...	Technical Officers' Union of the Department of Industries.
1028 ...	The Times Sewaka Sangamaya.

Trade Unions Cancelled in March 1958

<i>Regd. No.</i>	<i>Name of Trade Union</i>
719 ...	Anti-Malaria Campaign Driver Overseers' Association.
725 ...	Government Training Colleges Instructors' Association.
751 ...	Kankesan Cement Works Officers' Union.
767 ...	Samastha Lanka Hoares Saha Samagama Eksath Kamkaru Samithiya.

JUDGMENT IN APPEAL IN A CASE UNDER THE SHOP AND OFFICE EMPLOYEES ACT

Present : **Sinnetamby, J.**

S. C. 1,104/57

M. C. NUWARA-ELIYA—14,715

Counsel : Ananda Perera, Crown Counsel, for Attorney-General,
appellant.

Felix R. Dias for accused-respondent.

Argued and decided on : 18th February, 1958.

SINNETAMBY, J.—

The question that arises in this case is whether the Inspector of Labour who is posted to a particular station to act within the administrative limits of that station is a prescribed officer within the meaning of Section 50 (1) of the Shop and Office Employees' Act No. 19 of 1954. According to the oral evidence given by the Inspector, Mr. Tissawerasinghe, he is authorised to act anywhere in the Island, although he is posted only to Hatton. There is no doubt a separate Inspector posted at Nuwara Eliya, who, indeed, did accompany Mr. Tissawerasinghe when this particular detection took place. I think it is rather strange that Mr. Tissawerasinghe should have functioned in this case when the officer posted to that area was by his side ; nevertheless, the legal question that has to be decided is whether Mr. Tissawerasinghe has authority to act anywhere in the Island and whether he has been appointed an Inspector of Labour within the meaning of Regulation 40 of Regulations published in *Government Gazette* No. 1,074 of 15th October, 1954. If he is an Inspector of Labour within the meaning of that Regulation, then, he would be a prescribed officer within the meaning of Section 50 (1) of the Act.

The learned Magistrate does not believe the Inspector when he says that he has authority to act anywhere in the Island. Indeed, I think, the best proof of that would be his letter of appointment. The reason given by the Magistrate for holding that the Inspector cannot exercise his powers beyond the administrative limits of Hatton do not appeal to me and learned counsel for the respondent does not seek to support it. I think the best course to be adopted in this case is to set aside the order of the learned Magistrate and send the case back for re-trial before another Magistrate when the best proof of Mr. Tissawerasinghe's authority can be produced for the consideration of the Court.

(Sgd.) N. SINNETAMBY,
(Puisne Justice).

NEW DECISIONS OF THE WAGES BOARD FOR THE PRINTING TRADE

THE following new decisions of the Wages Board for the Printing Trade came into force with effect from 1st April, 1958. A notification relating to these decisions was published in *Government Gazette* No. 11,291 of 28th March, 1958 :—

The decisions made by the Wages Board for the Printing Trade and set out in the Schedule to the notification published in *Gazette Extraordinary* No. 9,436 of July 21, 1945, as varied in the manner set out in the notifications published in *Gazette* No. 9,523 of February 22, 1946, *Gazette* No. 9,634 of November 22, 1946, *Gazette* No. 10,002 of July 29, 1949, *Gazette Extraordinary* No. 10,229 of March 30, 1951, *Gazette Extraordinary* No. 10,429 of July 30, 1952, *Gazette Extraordinary* No. 10,542 of June 29, 1953, *Gazette* No. 10,821 of July 29, 1955, *Gazette Extraordinary* No. 11,056 of January 30, 1957, and *Gazette* No. 11,246 of January 24, 1958, shall be further varied, by the substitution for Part II of that Schedule, of the following new Part :—

“ PART II

- (1) Wages for the printing trade shall be paid on a monthly basis.
- (2) The minimum rate of wages for time work shall consist of a basic rate and a special allowance as set out below.
- (3) (a) A worker of any class specified in this Part shall be paid as wages for any month mentioned in column I below an amount equal to the minimum monthly rate specified in respect of that class in this Part, if he has worked during the minimum number of working days specified in respect of that month in column II below : Provided,

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

For the purposes of this sub-paragraph, any day on which the employer fails to provide work to any worker who presents himself therefor shall be deemed to be a day on which such worker has worked.

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

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

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

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

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

Class B Worker :

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

87 50 26 0 36 0 49 0 64 0 — 68 30 26 95 38 55 44 60 53 34 — 66 80 26 50 37 80 43 70 52 22 — 1 50 0 45 0 75 0 90 1 12 —

Class C Worker :

Grade I—

Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereo typers, manglemen, guiders, foundry plate casters, type casters ..

65 0 24 0 29 0 36 0 44 0 — 59 5 28 80 33 89 39 5 46 53 — 57 80 28 30 33 22 38 30 45 59 — 1 25 0 50 0 62 0 75 0 94 —

Class C Worker

Grade II—

Platen machine minders

60 0 22 0 27 0 32 0 39 0 — 54 34 26 95 31 57 36 19 42 95 — 53 22 26 50 31 1 35 52 42 11 — 1 12 0 45 0 56 0 67 0 84 —

Class D Worker :

Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers ..

50 0 19 0 23 0 28 0 34 0 — 49 80 25 10 29 30 33 50 39 55 — 48 80 24 70 28 80 32 90 38 80 — 1 0 0 40 0 50 0 60 0 75 —

Class E Worker :

Unskilled workers not under 18 years of age ..

42 0 — — — — — 47 53 — — — — — 46 59 — — — — — 0 94 — — — — —

Class F Worker :

Unskilled workers under 18 years of age ..

20 0 — — — — — 29 45 — — — — — 29 0 — — — — — 0 45 — — — — —

Class G Worker :

Watchers ..

44 0 — — — — — 49 80 — — — — — 48 80 — — — — — 1 0 — — — — —

Tables Illustrating the Application of the Directions set out in Column 3 above

Table I

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

	Index Numbers					Index Numbers				
	100-1 to 101-8	101-9 to 103-6	103-7 to 105-4	105-5 to 107-2	107-3 to 109-0	100-0 to 98-3	98-2 to 96-5	96-4 to 94-7	94-6 to 92-9	92-8 to 91-1
Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
Class A :										
Worker other than Learner or Apprentice—	86 80	88 80	90 80	92 80	94 80	84 80	82 80	80 80	78 80	76 80
Learner or Apprentice—										
1st Year	32 50	33 10	33 70	34 30	34 90	31 90	31 30	30 70	30 10	29 50
2nd Year	40 40	41 20	42 0	42 80	43 60	39 60	38 80	38 0	37 20	36 40
3rd Year	48 30	49 30	50 30	51 30	52 30	47 30	46 30	45 30	44 30	43 30
4th Year	59 90	61 20	62 50	63 80	65 10	58 60	57 30	56 0	54 70	53 40
5th Year	72 0	73 60	75 20	76 80	78 40	70 40	68 80	67 20	65 60	64 0

Class B :

Worker other than Learner or Apprentice	68 30	69 80	71 30	72 80	74 30	66 80	65 30	63 80	62 30	60 80
Learner or Apprentice—										
1st Year	26 95	27 40	27 85	28 30	28 75	26 50	26 5	25 60	25 15	24 70
2nd Year	38 55	39 30	40 5	40 80	41 55	37 80	37 5	36 30	35 55	34 80
3rd Year	44 60	45 50	46 40	47 30	48 20	43 70	42 80	41 90	41 0	40 10
4th Year	53 34	54 46	55 58	56 70	57 82	52 22	51 10	49 98	48 86	47 74

Class C—Grade I :

Worker other than Learner or Apprentice	59 5	60 30	61 55	62 80	64 5	57 80	56 55	55 30	54 5	52 80
Learner or Apprentice—										
1st Year	28 80	29 30	29 80	30 30	30 80	28 30	27 80	27 30	26 80	26 30
2nd Year	33 84	34 46	35 8	35 70	36 32	33 22	32 60	31 98	31 36	30 74
3rd Year	39 5	39 80	40 55	41 30	42 5	38 30	37 55	36 80	36 5	35 30
4th Year	46 53	47 47	48 41	49 35	50 29	45 59	44 65	43 71	42 77	41 83

Class C—Grade II :

Worker other than Learner or Apprentice—	54 34 ..	55 46 ..	56 58 ..	57 70 ..	58 82 ..	53 22 ..	52 10 ..	50 98 ..	49 86 ..	48 74
Learner or Apprentice—										
1st Year	26 95 ..	27 40 ..	27 85 ..	28 30 ..	28 75 ..	26 50 ..	26 5 ..	25 60 ..	25 15 ..	24 70
2nd Year	31 57 ..	32 13 ..	32 69 ..	33 25 ..	33 81 ..	31 1 ..	30 45 ..	29 89 ..	29 33 ..	28 77
3rd Year	36 19 ..	36 86 ..	37 53 ..	38 20 ..	38 87 ..	35 52 ..	34 85 ..	34 18 ..	33 51 ..	32 84
4th Year	42 95 ..	43 79 ..	44 63 ..	45 47 ..	46 31 ..	42 11 ..	41 27 ..	40 43 ..	39 59 ..	38 75

Class D :

Worker other than Learner or Apprentice—	49 80 ..	50 80 ..	51 80 ..	52 80 ..	53 80 ..	48 80 ..	47 80 ..	46 80 ..	45 80 ..	44 80
Learner or Apprentice—										
1st Year	25 10 ..	25 50 ..	25 90 ..	26 30 ..	26 70 ..	24 70 ..	24 30 ..	23 90 ..	23 50 ..	23 10
2nd Year	29 30 ..	29 80 ..	30 30 ..	30 80 ..	31 30 ..	28 80 ..	28 30 ..	27 80 ..	27 30 ..	26 80
3rd Year	33 50 ..	34 10 ..	34 70 ..	35 30 ..	35 90 ..	32 90 ..	32 30 ..	31 70 ..	31 10 ..	30 50
4th Year	39 55 ..	40 30 ..	41 5 ..	41 80 ..	42 55 ..	38 80 ..	38 5 ..	37 30 ..	36 55 ..	35 80

Class E :

All workers	47 53 ..	48 47 ..	49 41 ..	50 35 ..	51 29 ..	46 59 ..	45 65 ..	44 71 ..	43 77 ..	42 83
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Class F :

All workers	29 45 ..	29 90 ..	30 35 ..	30 80 ..	31 25 ..	29 0 ..	28 55 ..	28 10 ..	27 65 ..	27 20
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Class G :

All workers	49 80 ..	50 80 ..	51 80 ..	52 80 ..	53 80 ..	48 80 ..	47 80 ..	46 80 ..	45 80 ..	44 80
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In this Schedule, the word "year" in relation to a learner or apprentice shall be deemed to consist of 288 days of continuous employment including—

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

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

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

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

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

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

NEW DECISIONS OF THE WAGES BOARD FOR THE CINEMA TRADE

THE following new decisions of the Wages Board for the Cinema Trade came into force with effect from April 1, 1958. A notification relating to these decisions was published in *Government Gazette* No. 11,291 of March 28, 1958 :—

The decisions made by the Wages Board for the Cinema Trade and set out in the Schedule to the notification published in *Gazette Extraordinary* No. 9,961 of March 30, 1949, as varied in the manner set out in the notifications published in *Gazette* No. 9,999 of July 15, 1949, *Gazette* No. 10,047 of November 25, 1949, *Gazette Extraordinary* No. 10,229 of March 30, 1951, and *Gazette Extraordinary* No. 10,542 of June 29, 1953, shall be further varied by the substitution, for Part II of that Schedule, of the following new Part :—

“ PART II (SECTIONS 20 AND 26)

1. Wages shall be paid on a monthly basis.
2. The minimum rate of wages for time work shall consist of a basic rate and a special allowance as set out below.
3. (1) A worker of any class specified in this Part shall be paid as wages for any month mentioned in column I below an amount equal to the minimum monthly rate specified in respect of that class in this Part, if he has worked during the minimum number of working days specified in respect of that month in column II below.

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

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

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

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

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

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

1 Class of Worker	3 Basic Rate for a Month		2 Rate of Special Allowance for a Month		
	Within the Municipal Areas	Outside the Municipal Areas	(a) Where the cost of living index number for the preceding month is 100.0, the special allowance shall be—	(b) Where the cost of living index number for the preceding month is 100.1, the special allowance shall be—	(c) Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
A.—NON-CLERICAL					
<i>Unskilled</i>					
Advertisement cart puller	}	36 50 .. 36 50 ..	42 18 ..	41 40 ..	0 78
Advertisement poster boy					
Bathroom boy					
Car or cycle park attendant					
Chocolate boy ..					
Cleaner ..					
Cloak room boy					
Conservancy labourer					
Garden labourer					
Gate-keeper ..					
Hall boy ..					
Peon ..					
Sandwich boy ..					
Soft drinks keeper					
Unskilled labourer					
Usher ..					
Usherette ..					
Waiter ..					
Watcher (day) ..					
Watcher (night) ..					

1 Class of Worker	2 Basic Rate for a Month		3 Rate of Special Allowance for a Month		
	Within the Municipal Areas	Outside the Municipal Areas	(a)	(b)	(c)
			Where the cost of living in- dex number for the pre- ceding month is 100.0, the special allow- ance shall be—	Where the cost of living in- dex number for the pre- ceding month is 100.1, the special allow- ance shall be—	Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of spe- cial allowance pres- cribed in the preceding column 3 (a) shall be increased or the rate of special allowance pres- cribed in the preceding column 3 (b) shall be decreased, as the case may be, for each com- plete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below res- pectively
Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
<i>Semi-skilled</i>					
Assistant bar-keeper Assistant Engine-driver Checker .. Cook, Grade II (lower) Re-winder .. Telephone operator Third Assistant operator	43 0 ..	40 0 ..	44 78 ..	44 0 ..	0 78
<i>Skilled, Grade II</i>					
Assistant operator Bar-keeper .. Carpenter .. Cook, Grade I (higher) Electrician, Grade II Film room repairer, Grade II Non-synch operator Second Assistant operator Supervisor or head checker Tent master .. Wireman .. Fireman ..	55 0 ..	47 0 ..	46 60 ..	45 82 ..	0 78
<i>Skilled, Grade I</i>					
Armature winder Electrician, Grade I Engine Driver .. Film room repairer, Grade I Head operator .. Tent maker ..	66 0 ..	61 0 ..	46 60 ..	45 82 ..	0 78
B.—CLERICAL					
<i>Grade III</i>					
Advertisement clerk Assistant cashier clerk Despatch and clearing clerk Advance booking clerk Booking clerk ..	50 0 ..	45 0 ..	42 30 ..	41 80 ..	0 50
<i>Grade II</i>					
Advertisement manager Cashier clerk .. Clerk (accounts and general) Typist .. Wharf clerk .. Storekeeper .. Book-keeper ..	55 0 ..	50 0 ..	45 30 ..	44 80 ..	0 50
<i>Grade I</i>					
Head clerk ..	.. 110 0 ..	.. 110 0 ..	50 30 ..	49 80 ..	0 50

TABLE I

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

	A—Non-Clerical			B—Clerical		
	Un- skilled workers	Semi- skilled workers	Skilled workers Gr. I & skilled workers Grade II	Grade III	Grade II	Grade I
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.1—101.8	.. 42 18 ..	44 78 ..	46 60 ..	42 30 ..	45 30 ..	50 30
101.9—103.6	.. 42 96 ..	45 56 ..	47 38 ..	42 80 ..	45 80 ..	50 80
103.7—105.4	.. 43 74 ..	46 34 ..	48 16 ..	43 30 ..	46 30 ..	51 30
105.5—107.2	.. 44 52 ..	47 12 ..	48 94 ..	43 80 ..	46 80 ..	51 80
107.3—109.0	.. 45 30 ..	47 90 ..	49 72 ..	44 30 ..	47 30 ..	52 30

TABLE II

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

100.0—98.3	.. 41 40 ..	44 0 ..	45 82 ..	41 80 ..	44 80 ..	49 80
98.2—96.5	.. 40 62 ..	43 22 ..	45 4 ..	41 30 ..	44 30 ..	49 30
96.4—94.7	.. 39 84 ..	42 44 ..	44 26 ..	40 80 ..	43 80 ..	48 80
94.6—92.9	.. 39 6 ..	41 66 ..	43 48 ..	40 30 ..	43 30 ..	48 30
92.8—91.1	.. 38 28 ..	40 88 ..	42 70 ..	39 80 ..	42 80 ..	47 80

CONSOLIDATED DECISIONS OF WAGES BOARDS

XLV—The Engineering Trade

THE original decisions in respect of the Engineering trade made by the Wages Board for that trade related mainly to rates of wages and they came into force on August 13, 1945. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette* No. 9,447 of August 10, 1945. Decisions varying the earlier decisions were published in notifications appearing in *Ceylon Government Gazette* No. 9,523 of February 22, 1946, No. 9,837 of February 27, 1948, *Ceylon Government Extraordinary* No. 10,229 of March 30, 1951, No. 10,542 of June 29, 1953, No. 10,811 of June 30, 1955, *Gazette* No. 11,224 of December 27, 1957, and *Gazette* No. 11,268 of February 28, 1958. Decisions in regard to weekly and annual holidays to the workers came into force on March 1, 1946, and a notification in respect of those decisions was published in *Ceylon Government Gazette* No. 9,523 of February 22, 1946.

DECISIONS RELATING TO RATES OF WAGES AND OTHER MATTERS

PART I

Direction under Section 20 (2) (b)

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

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

Definition of a normal working day (Section 24)

- The number of hours constituting a normal working day (inclusive of one hour for a meal) shall be—
 - on any day other than a Saturday 9
 - on a Saturday 6½
- The provisions of paragraph 1 shall not apply to watchers.

Definition of a normal working week (Section 24)

- The number of hours (exclusive of the intervals for meals or rest) constituting a normal working week shall not exceed forty-five and a half.
- The provisions of paragraph 1 shall not apply to workers other than watchers.

PART II

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

- a basic rate, and
- a special allowance, as set out hereunder—

1 Class of Workers	2 Basic rate for a normal working day		3 Rate of Special Allowance for a normal working day in any month			
	Rs.	c.	a) Where the cost of living index number for the preceding month is 100.1 the special allowance shall be—	b) Where the cost of living index number for the preceding month is 100.0 the special allowance shall be—	c) Where the cost of living index number for preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance pres- cribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively	
Unskilled labourers ..	1	40	1	63	1	60
Semi-skilled workers, Grade I—						
Wiremen; electroplaters; blacksmiths' strikers and hammer-men; fettlers (iron and brass); smelters (iron and brass); checkers (timber); sawyers; chaulkers (deck); crane drivers; boiler attendants; drivers (engine); firemen; tyre repairers; tyre vulcanizers..	1	65	} ... 3 cents			
Semi-skilled workers, Grade II— Painters; bowmen; greasers; cleaners and washers ..	1	45				
Skilled workers—						
Turners; machinists (iron and steel working); machinists (wood working); coppersmiths; plumbers; fitters; electricians; armature winders; switchboard attendants; boiler-makers; blacksmiths; welders and burners; power-hammer operators; moulders (iron and brass); joiners; coremakers; pattern-makers; carpenters, joiners and cabinet-makers; boat-builders; saw-sharpeners; machine-knife sharpeners; sign writers; polishers (applicers of French polish); masons; launch tindals, drivers; splicers (rope and sail makers); glaziers; driver mechanics; oil and steam roller drivers; shipwrights, body builders; hood-makers; mechanics; tinkers (motor); tinsmiths; rivetters and chaulkers	2	0	1	73	1	70
Kanganies ..	1	80				
Watchers ..	1	70				

1 Class of Workers	2 Basic rate for a normal working day		3 Rate of Special Allowance for a normal working day in any month			
			(a) Where the cost of living index number for the preceding month is 100.1 the special allowance shall be—	(b) Where the cost of living index number for the preceding month is 100.0 the special allowance shall be—	(c) Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance pres- cribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively	
	Rs.	c.	Rs.	c.	Rs.	c.
Trade learners and apprentices—						
First year	..	0 50	..	0 73	..	0 72
Second year	..	0 66	..	0 83	..	0 82
Third year	..	0 85	..	1 11	..	1 9
Fourth year	..	1 10	..	1 26	..	1 24
						1 cent
						2 cents

TABLES ILLUSTRATING THE APPLICATION OF THE DIRECTIGNS SET OUT IN COLUMN 3 ABOVE

Table I

Special Allowances payable in the event of a rise in the Index Number—

Index Numbers	Un-skilled Labourers	Semi-skilled Workers		Trade Learners and Apprentices			
		Grade I and Grade II and Skilled Workers including Kanganies and Watchers		1st Year	2nd Year	3rd Year	4th Year
	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.1—101.8	.. 1 63	.. 1 73	.. 0 73	.. 0 83	.. 1 11	.. 1 26	
101.9—103.6	.. 1 66	.. 1 76	.. 0 74	.. 0 84	.. 1 13	.. 1 28	
103.7—105.4	.. 1 69	.. 1 79	.. 0 75	.. 0 85	.. 1 15	.. 1 30	
105.5—107.2	.. 1 72	.. 1 82	.. 0 76	.. 0 86	.. 1 17	.. 1 32	
107.3—109.0	.. 1 75	.. 1 85	.. 0 77	.. 0 87	.. 1 19	.. 1 34	

Table II

Special Allowances payable in the event of a fall in the Index Number—

Index Numbers	Un-skilled Labourers	Semi-skilled Workers		Trade Learners and Apprentices			
		Grade I and Grade II and Skilled Workers including Kanganies and Watchers		1st Year	2nd Year	3rd Year	4th Year
	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.0—98.3	.. 1 60	.. 1 70	.. 0 72	.. 0 82	.. 1 9	.. 1 24	
98.2—96.5	.. 1 57	.. 1 67	.. 0 71	.. 0 81	.. 1 7	.. 1 22	
96.4—94.7	.. 1 54	.. 1 64	.. 0 70	.. 0 80	.. 1 5	.. 1 20	
94.6—92.9	.. 1 51	.. 1 61	.. 0 69	.. 0 79	.. 1 3	.. 1 18	
92.8—91.1	.. 1 48	.. 1 58	.. 0 68	.. 0 78	.. 1 1	.. 1 16	

In this Schedule, the word "year" in relation to any trade learner or apprentice shall be deemed to consist of 365 days of continuous employment, including—

- (a) every holiday allowed by the employer, under section 25, to such learner or apprentice ;
- (b) every day of absence with the approval of the employer ;
- (c) every day of absence due to an injury to such learner or apprentice caused by an accident arising out of and in the course of his employment ;
- (d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ; and
- (e) every day on which the employer fails to provide work to such learner or apprentice ;

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

Provided, however, that the aggregate number of days included under clauses (a), (b), (c), (d), and (e) mentioned above, shall not exceed 77 in respect of any such year.

PART III

OVERTIME RATE

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

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

Provided, however, that a watcher shall not be entitled, in respect of any hour of work, to both an overtime-pay for working in excess of the normal working day and an overtime-pay for working in excess of the normal working week.

DECISIONS RELATING TO WEEKLY AND ANNUAL HOLIDAYS

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 ; and
- (2) that in respect of work done on a Sunday that worker shall be paid as remuneration the minimum rate of wages for a normal working day increased by—
 - (a) 50 per cent. of such minimum rate for the first 9 hours (inclusive of one hour for a meal) ; and

- (b) 100 per cent. of the minimum hourly rate (ascertained by dividing the daily minimum rate by 8) for each subsequent hour of work.

The preceding provisions of this paragraph shall not apply to—

- (a) watchers ; and
(b) workers engaged on work outside the business premises of the employer for periods exceeding 12 days, in respect of duration of each such period.

Annual Holidays (Section 25)

1. If a worker has been in continuous employment and has worked under the same employer for more than 232 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays, calculated at the rate of one holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 232 :

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

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

- (a) every holiday allowed by the employer to the worker under section 25, at any earlier time in any year under consideration ;
(b) every day of absence on any grounds approved by the employer ;
(c) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment ;
(d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 117) ;
(e) every day on which the employer fails to provide work for the worker ; and
(f) every day of absence due to a strike or lockout that is not illegal and that does not continue for more than 30 days ;

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

2. (i) If the number of holidays that a worker is entitled to does not exceed seven, such worker shall be allowed, and he shall take, those holidays on consecutive days.

(ii) If the number of holidays that a worker is entitled to exceeds seven, such worker shall be allowed, and he shall take, 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. Where a worker leaves of his own accord or is discontinued or dismissed from employment, he shall, at the time of such leaving, discontinuance or dismissal, be paid one day's wage for each holiday to which he was entitled at the date of such leaving, discontinuance or dismissal.

5. The remuneration for each holiday shall be the average daily wage of the worker obtained by dividing the total wage (excluding overtime and bonuses) earned by the worker for the days on which he has actually worked in the last 60 days of the qualifying year by the number of such days.

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

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

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

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

<i>Year</i>	<i>Food</i>	<i>Fuel and Light</i>	<i>Rent</i>	<i>Clothing</i>	<i>Miscellaneous</i>	<i>Final Index Number</i>
Group Weights	52.40 ..	6.28 ..	15.96 ..	8.36 ..	17.00 ..	(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

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

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952 = 100

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

INDEX NUMBERS

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

1957—

January	.. 103.45 ..	97.00 ..	101.53 ..	83.43 ..	100.56 ..	100.6
February	.. 103.00 ..	97.35 ..	101.53 ..	83.34 ..	103.04 ..	100.8
March	.. 102.99 ..	98.73 ..	101.53 ..	82.85 ..	103.28 ..	100.9
April	.. 104.95 ..	96.54 ..	101.53 ..	83.25 ..	104.26 ..	102.2
May	.. 105.45 ..	97.69 ..	101.53 ..	83.92 ..	107.61 ..	103.3
June	.. 105.38 ..	98.39 ..	101.53 ..	84.10 ..	106.63 ..	103.1
July	.. 105.70 ..	97.35 ..	101.53 ..	85.34 ..	108.4 ..	103.6
August	.. 103.14 ..	97.00 ..	101.53 ..	85.02 ..	110.15 ..	102.4
September	103.20 ..	95.85 ..	101.53 ..	84.97 ..	109.89 ..	102.3
October	.. 105.94 ..	95.50 ..	101.53 ..	85.44 ..	110.18 ..	104.1
November	.. 107.60 ..	99.08 ..	101.53 ..	85.08 ..	109.89 ..	105.2
December	.. 108.42 ..	97.35 ..	101.53 ..	85.95 ..	109.49 ..	105.6

1958—

January	.. 109.16 ..	98.39 ..	101.53 ..	86.04 ..	110.31 ..	106.3
February	.. 107.99 ..	99.77 ..	101.53 ..	86.22 ..	111.05 ..	105.8
March	.. 106.68 ..	100.58 ..	101.53 ..	85.50 ..	110.26 ..	104.8

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	
1956 ..	.. 2.08	.. 108.33	.. 108.11	.. 96.24	.. 107.18	.. 106.97	
1957 ..	.. 2.10	.. 109.38	.. 106.40	.. 99.16	.. 110.44	.. 107.43	
1957 ..	January	.. 2.07	.. 107.81	.. 107.17	.. 96.24	.. 107.18	.. 106.54
	February	.. 2.07	.. 107.81	.. 106.95	.. 96.24	.. 107.18	.. 106.33
	March	.. 2.07	.. 107.81	.. 106.85	.. 96.24	.. 107.18	.. 106.22
	April	.. 2.07	.. 107.81	.. 105.49	.. 96.24	.. 107.18	.. 104.87
	May	.. 2.10	.. 109.38	.. 105.89	.. 96.24	.. 107.18	.. 103.76
	June	.. 2.12	.. 110.42	.. 107.10	.. 96.24	.. 107.18	.. 103.96
	July	.. 2.12	.. 110.42	.. 106.58	.. 96.24	.. 107.18	.. 103.46
	August	.. 2.12	.. 110.42	.. 107.83	.. 96.24	.. 107.18	.. 104.67
	September	.. 2.10	.. 109.38	.. 106.92	.. 96.24	.. 107.18	.. 104.77
	October	.. 2.10	.. 109.38	.. 105.07	.. 96.24	.. 107.18	.. 102.96
	November	.. 2.12	.. 110.42	.. 104.96	.. 113.74	.. 126.67	.. 120.41
	December	.. 2.15	.. 111.98	.. 106.04	.. 113.74	.. 126.67	.. 119.95
1958 ..	January	.. 2.15	.. 111.98	.. 105.34	.. 113.74	.. 126.67	.. 119.16
	February	.. 2.15	.. 111.98	.. 105.84	.. 113.74	.. 126.67	.. 119.73
	March	.. 2.15	.. 111.98	.. 106.85	.. 113.74	.. 126.67	.. 120.87

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952=100

Year	Agriculture *		Trades other than Agriculture †		Agriculture and Trades other than Agriculture Combined		
	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	
	Rs. c.		Rs. c.		Rs. c.		
1952 ..	—	.. 1 96 ..	100·00..	2 92 ..	100·00..	2 4 ..	100·00
1953 ..	—	.. 1 99 ..	101·53..	2 95 ..	101·03..	2 7 ..	101·47
1954 ..	—	.. 2 2 ..	103·06..	2 94 ..	100·68..	2 9 ..	102·45
1955 ..	—	.. 2 9 ..	106·63..	2 96 ..	101·37..	2 16 ..	105·88
1956 ..	—	.. 2 10 ..	107·14..	3 0 ..	102·74..	2 17 ..	106·37
1957 ..	—	.. 2 13 ..	108·67..	3 15 ..	107·88..	2 20 ..	107·84
1957 ..	January	.. 2 10 ..	107·14..	3 1 ..	103·08..	2·17 ..	106·37
	February	.. 2 10 ..	107·14..	3 1 ..	103·08..	2·17 ..	106·37
	March	.. 2 10 ..	107·14..	3 1 ..	103·08..	2·17 ..	106·37
	April	.. 2 10 ..	107·14..	3 1 ..	103·08..	2·17 ..	106·37
	May	.. 2 12 ..	108·16..	3 4 ..	104·11..	2·19 ..	107·35
	June	.. 2 15 ..	109·69..	3 5 ..	104·45..	2·22 ..	108·82
	July	.. 2 15 ..	109·69..	3 5 ..	104·45..	2·22 ..	108·82
	August	.. 2 15 ..	109·69..	3 5 ..	104·45..	2·22 ..	108·82
	September	.. 2 12 ..	108·16..	3 5 ..	104·45..	2·19 ..	107·35
	October	.. 2 12 ..	108·16..	3 5 ..	104·45..	2·19 ..	107·35
	November	.. 2 15 ..	109·69..	3 8 ..	105·48..	2·22 ..	108·82
	December	.. 2 17 ..	110·71..	3 16 ..	108·22..	2·25 ..	110·29
1958 ..	January	.. 2 17 ..	110·71..	3 18 ..	108·90..	2·25 ..	110·29
	February	.. 2 17 ..	110·71..	3 20 ..	109·59..	2·25 ..	110·29
	March	.. 2 17 ..	110·71..	3 30 ..	113·01..	2·26 ..	110·78

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

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

TABLE IV

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

Year	Technical and Clerical	Skilled	Semi-skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,333
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,053
1945	2,258	11,025	3,267	4,816	21,366
1946	5,636	10,012	7,527	13,369	36,544
1947	2,883	7,325	8,113	16,423	34,744
1948	4,474	13,027	12,443	36,712	66,656
1949	5,132	11,994	13,591	39,015	69,732
1950	5,627	10,525	13,523	35,447	65,122
1951	5,515	8,186	12,520	26,486	52,707
1952	6,883	7,522	13,795	24,823	53,029
1953	8,374	6,462	13,676	23,034	51,546
1954	11,728	7,919	16,287	27,370	63,304
1955	14,498	8,544	20,142	27,826	71,010
1956	16,091	9,794	25,808	34,259	85,952
1957 January	16,719	10,034	26,688	35,273	88,714
February	16,865	10,033	27,056	35,777	89,731
March	16,595	10,021	26,882	35,398	88,896
April	15,982	9,748	25,805	34,970	86,505
May	16,025	9,751	25,798	35,086	86,660
June	16,192	9,794	26,226	36,207	88,419
July	17,139	10,334	27,986	38,667	94,126
August	17,743	10,852	28,517	39,711	96,823
September	17,611	11,118	28,374	40,447	97,550
October	18,142	12,226	29,169	43,901	103,438
November	18,720	12,981	30,177	46,370	108,248
†December	18,582	13,439	30,864	47,971	110,856
1958 January	19,257	14,175	32,803	50,016	116,251
February	19,792	14,287	33,020	49,951	117,050

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

† Amended figures.

TABLE V

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

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Arissovelia	Haputale	Matara	Total
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	10,734	378	2,128	1,239	2,363	259	431	841	120	46	65		1,497					21,366*
1946	25,805	1,117	808	993	3,397	726	352	816	119	438	727		611					36,544†
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490								34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189		283					66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607		696					69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	923	980		348					65,122
1951	33,125	3,422	2,886	4,350	2,209	537†	886	1,587	569	904	418	1,207	284	323				52,707‡
1952	32,124	3,028	3,263	3,331	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	3,080	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	51,546
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	63,304
1955	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	71,010
1956	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	85,952
1957—																		
January ..	43,835	4,062	6,319	6,753	5,046	488	4,644	2,286	2,591	908	740	727	918	2,295	2,013	779	4,310	88,714
February ..	43,694	4,079	6,419	6,832	5,496	449	4,879	2,330	2,597	948	733	706	952	2,573	1,998	795	4,251	89,731

TABLE V—(contd.)

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Avissawella	Haputale	Matale	Vavuniya	Kegalla	Total
March ..	43,818	4,074	6,321	6,820	5,459	450	4,828	2,386	2,592	886	711	607	860	2,348	1,913	681	4,142	—	—	88,896
April ..	43,351	4,081	6,150	6,623	4,632	398	4,638	2,392	2,539	791	688	490	1,017	2,176	1,907	644	3,988	—	—	86,505
May ..	43,341	4,063	6,173	6,809	4,651	398	4,578	2,407	2,616	802	634	529	1,122	1,978	1,904	684	3,971	—	—	86,660
June ..	43,996	4,084	6,175	7,024	4,650	507	4,815	2,424	2,770	842	593	510	1,068	1,810	2,020	745	3,997	389	—	88,419
July ..	45,528	4,152	6,295	7,489	4,966	548	4,877	2,413	2,837	876	638	539	1,234	1,761	2,063	810	4,040	370	2,700	94,126
August ..	46,939	4,285	6,519	7,778	5,155	528	5,041	2,473	2,859	936	648	583	1,140	1,566	2,085	929	4,078	384	2,897	96,823
September	47,758	5,119	6,616	7,859	5,491	540	4,960	2,496	2,859	942	631	608	1,079	1,392	2,135	851	4,114	495	1,605	97,550
October ..	49,005	7,621	6,508	8,304	6,147	565	4,979	2,431	2,993	969	605	629	1,167	1,380	2,195	855	4,785	561	1,739	103,438
November	49,715	9,154	6,622	8,681	6,903	724	5,381	2,592	3,137	959	602	580	1,235	1,286	2,266	883	5,092	577	1,859	108,248
December	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501§	1,252	1,198	2,226	840	5,331	551	1,947	\$110,856
1958—																				
January	51,800	9,406	7,075	9,895	8,411	832	6,030	2,930	3,359	1,125	759	464	1,308	1,409	2,413	881	5,490	464	2,200	116,251
February	51,897	8,997	7,092	10,447	8,650	899	6,214	2,967	3,315	1,137	817	398	1,282	1,503	2,458	913	5,422	417	2,225	117,050

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

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

§ Amended figures.

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total
1939	..	—	..	—	..	—	..	—	2,583
1940	..	—	..	—	..	—	..	—	5,089
1941	..	—	..	—	..	—	..	—	9,071
1942	..	—	..	—	..	—	..	—	8,129
1943	..	—	..	—	..	—	..	—	4,170
1944	..	—	..	—	..	—	..	—	1,875
1945	..	369	..	1,104	..	411	..	2,653	4,537
1946	..	1,303	..	3,012	..	1,341	..	10,130	15,786
1947	..	915	..	1,417	..	911	..	4,161	7,404
1948	..	1,355	..	1,563	..	1,311	..	6,118	10,347
1949	..	1,807	..	1,616	..	1,767	..	9,590	14,780
1950	..	2,059	..	1,509	..	1,438	..	5,773	10,779
1951	..	2,019	..	1,546	..	1,867	..	5,874	11,306
1952	..	3,107	..	1,802	..	1,887	..	5,657	12,453
1953	..	1,528	..	669	..	1,371	..	2,820	6,388
1954	..	1,097	..	879	..	922	..	4,660	7,558
1955	..	2,166	..	1,064	..	1,187	..	3,791	8,208
1956	..	1,913	..	845	..	1,565	..	4,162	8,485
1957	..		..		..		..
	January	125	..	46	..	130	..	161	462
	February	58	..	54	..	106	..	245	463
	March	76	..	57	..	137	..	286	556
	April	42	..	46	..	64	..	136	288
	May	64	..	57	..	91	..	265	477
	June	87	..	73	..	143	..	366	669
	July	137	..	57	..	103	..	419	716
	August	76	..	69	..	67	..	257	469
	September	154	..	80	..	81	..	476	791
	October	122	..	68	..	99	..	151	440
	November	152	..	43	..	98	..	130	423
	December	83	..	59	..	61	..	161	364
1958	..		..		..		..
	January	149	..	134	..	62	..	176	521
	February	146	..	45	..	101	..	180	472

TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of February, 1958

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	656	90	459	31	870	58	1,302	59	3,287	238
Negombo	81	1	73	1	84	1	190	11	428	14
Kalutara	136	3	52	—	137	4	128	8	453	15
Galle	165	5	84	4	195	1	213	16	657	26
Kandy	155	—	132	1	165	6	439	—	891	7
Nawalapitiya	29	1	46	2	61	—	115	—	251	3
Kurunegala	136	3	58	—	159	1	181	4	534	8
Jaffna	179	20	36	1	111	16	70	13	396	50
Ratnapura	68	3	25	—	125	—	64	15	282	18
Badulla	32	2	7	—	24	1	24	—	87	3
Batticaloa	45	8	7	—	44	—	42	6	138	14
Kalmunai	24	—	21	—	13	—	36	2	94	2
Trincomalee	19	—	22	—	23	—	54	—	118	—
Anuradhapura	47	6	22	1	38	1	59	—	166	8
Avissawella	28	—	9	—	59	4	97	—	193	4
Haputale	6	—	13	4	24	5	100	43	143	52
Matara	83	4	49	—	111	2	108	3	351	9
Vavuniya	12	—	8	—	31	1	13	—	64	1
Kegalla	22	—	26	—	55	—	47	—	150	—
Total	1,923	146	1,149	45	2,329	101	3,282	180	8,683	472

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	.. 37	.. 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
1956	.. 99	.. 56,908	.. 200,888	115	.. 31,952	.. 152,966
1957	.. 177	.. 297,061	.. 618,050	129	.. 46,665§	.. 129,799§
1957 January	.. 15	.. 2,643	.. 4,535	8	.. 827	.. 13,715
February	.. 12	.. 5,342	.. 28,666	1	.. 85	.. 669
March	.. 14	.. 7,896	.. 36,825	5	.. 4,015	.. 16,107
April	.. 22	.. 18,190	.. 35,096	5	.. 525	.. 306
May	.. 14	.. 3,877	.. 16,665	20	.. 5,362	.. 7,041
June	.. 12	.. 2,288	.. 12,066	14	.. 7,274	.. 11,609
July	.. 21	.. 6,600	.. 26,975	4	.. 489	.. 651
August	.. 14	.. 13,752	.. 75,083	8	.. 1,346	.. 6,038
September	.. 11	.. 2,309	.. 10,736	9	.. 3,649	.. 2,112
October	.. 14	.. 3,478	.. 23,499	16	.. 7,985	.. 9,317
November	.. 22	.. 18,840	.. 134,879	8	.. 3,665 §	.. 9,649§
December	.. 6	.. 211,846	.. 213,025	31	.. 11,443	.. 52,585
1958 January	.. 7	.. 3,927	.. 177,464	5	.. 788	.. 1,060

*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.

§The figures do not include information in respect of one strike. They will be amended to include this information when available.

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

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

**TABLE IX—CLASSIFICATION OF THE STRIKES IN
JANUARY, 1958, BY INDUSTRIES OR TRADES**

<i>Industry or Trade</i>	<i>Number of Strikes</i>		<i>Number of Workers involved</i>		<i>Number of Man-days lost</i>	
Plantations—Tea ..	3	..	3,403	..	175,494	
Rubber ..	3	..	505	..	1,932	
Tea-cum-Rubber ..	—	..	—	..	—	
Coconut ..	1	..	19	..	38	
Coconut-cum-Rubber ..	—	..	—	..	—	
Total ..	7		3,927		177,464	
Engineering ..	1	..	47	..	118	
Printing ..	—	..	—	..	—	
Motor Transport ..	—	..	—	..	—	
Tea Export ..	—	..	—	..	—	
Rubber Export ..	—	..	—	..	—	
Coconut Manufacturing ..	—	..	—	..	—	
Toddy, Arrack and Vinegar ..	—	..	—	..	—	
Match Manufacturing ..	—	..	—	..	—	
Coconut & Rubber Manufacturing ..	—	..	—	..	—	
Cinema ..	—	..	—	..	—	
Dock, Harbour and Port Transport ..	2	..	386	..	386	
Building Trade ..	—	..	—	..	—	
Local Government Services ..	1	..	151	..	76	
Service Institutions ..	—	..	—	..	—	
Factories, Workshops, &c., run by the State ..	—	..	—	..	—	
Textile ..	—	..	—	..	—	
Relief Schemes ..	—	..	—	..	—	
Wholesale and Retail Distribution ..	—	..	—	..	—	
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—	
Beedi Manufacturing ..	1	..	204	..	480	
Hotel ..	—	..	—	..	—	
Tile Manufacturing ..	—	..	—	..	—	
Miscellaneous ..	—	..	—	..	—	
Total ..	5		788		1,060	
Grand Total ..	12		4,715		178,524	

**TABLE X—CLASSIFICATION OF THE STRIKES IN
JANUARY, 1958, IN CAUSES**

<i>Causes</i>	<i>Number of Strikes</i>				<i>Number of Workers Involved</i>			
	<i>Plantations</i>		<i>Others</i>		<i>Plantations</i>		<i>Others</i>	
1. Dismissal or loss of employment in any way. Failure to provide work ..	2	..	1	..	546	..	47	
2. Wage increases. Higher rates for piece work, &c. ..	—	..	1	..	—	..	151	
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	2	..	1	..	121	..	204	
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	3	..	1	..	3,260	..	56	
5. Food matters. Welfare ..	—	..	—	..	—	..	—	
6. Right of association and meeting ..	—	..	—	..	—	..	—	
7. Factional disputes and domestic matters ..	—	..	—	..	—	..	—	
8. External matters, (e.g., arrest by Police, &c.) ..	—	..	—	..	—	..	—	
9. Assaults by employer or agent or others ..	—	..	1	..	—	..	330	
10. General demands ..	—	..	—	..	—	..	—	
11. Sympathetic strikes ..	—	..	—	..	—	..	—	
Total ..	7		5		3,927		788	

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

Year	Arrivals			Departures			Excess of Arrivals over Departures	Excess of Departures over Arrivals
	Old	New	Total	Repatriated on Govt. Account	Left Ceylon Un-assisted	Total		
1939	25,425	3,834	29,259	2,975	31,714	34,689	—	5,430
1940	2,955	363	3,318	5,560	12,578	18,138	—	14,820
1941	3,234	350	3,584	8,410	11,243	19,653	—	16,069
1942	6,585	229	6,814	5,398	33,183	38,581	—	31,767
1943	42,677	2,076	44,753	1,368	59,577	60,945	—	16,192
1944	49,354	2,623	51,977	786	59,683	60,469	—	8,492
1945	82,598	3,844	86,442	572	85,428	86,000	442	—
1946	75,269	3,325	78,594	282	75,657	75,939	2,655	—
1947	52,177	2,400	54,577	242	58,381	58,623	—	4,046
1948	47,621	2,926	50,547	151	47,115	47,266	3,281	—
1949	42,188	2,237	44,425	302	46,538	46,840	—	2,417
1950	49,385	1,525	50,910	267	55,360	55,627	—	4,717
1951	53,218	1,503	54,721	203	58,591	58,794	—	4,073
1952	55,530	1,717	57,247	317	58,132	58,449	—	120
1953	40,761	1,160	41,921	379	45,963	46,342	—	4,421
1954	26,550	577	27,127	223	25,143	25,366	1,761	—
1955	902	—	902	75	3,166	3,241	—	2,339
1956	2,360	3	2,363	85	4,608	4,693	—	2,330
1957	1,068	4	1,072	104	4,849	4,953	—	3,881
1957—								
January	116	—	116	22	397	419	—	303
February	134	1	135	7	531	538	—	403
March	305	—	305	9	473	482	—	177
April	153	—	153	6	470	476	—	323
May	140	—	140	6	455	461	—	321
June	66	1	67	15	526	541	—	474
July	68	—	68	15	309	324	—	256
August	20	—	20	8	307	315	—	295
September	34	1	35	5	403	408	—	373
October	15	—	15	10	353	363	—	348
November	17	1	18	1	349	350	—	332
December	Nil	Nil	Nil	Nil	276	276	—	276
1958—								
January*	—	—	—	—	—	—	—	—
February*	—	—	—	—	—	—	—	—
March*	—	—	—	—	—	—	—	—

* Not available.

APPENDIX I

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

Month : April, 1958

<i>Class of Worker</i>	<i>Basic Wage</i>		<i>Special Allowance</i>		<i>Total</i>
	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	
Tea Growing and Manufacturing Trade					
<i>Daily Rates</i>					
Male worker not under 16 years	..	1 25	..	1 18	.. 2 43
Female worker not under 15 years	..	1 05	..	0 88	.. 1 93
Child worker	0 80	..	0 81	.. 1 61

Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

Daily Rates

Male worker not under 16 years	..	1 10	..	1 18	.. 2 28
Female worker not under 15 years	..	0 90	..	0 88	.. 1 78
Child worker .. .. .	..	0 65	..	0 81	.. 1 46

Rubber Growing and Manufacturing Trade

Daily Rates

Male worker not under 16 years	..	1 40	..	1 18	.. 2 58
Female worker not under 15 years	..	1 30	..	0 88	.. 2 18
Child worker .. .. .	..	1 05	..	0 81	.. 1 86

Coconut Growing Trade

Daily Rates

The raising and maintenance of a coconut plantation ; and

The manufacture of copra—

Kangany .. .. .	..	1 15	..	1 18	.. 2 33
Male not under 16 years	..	1 0	..	1 18	.. 2 18
Female not under 15 years	..	0 85	..	0 88	.. 1 73
Male worker under 16 years or Female worker under 15 years	..	0 75	..	0 81	.. 1 56

Coconut Manufacturing Trade

The manufacture of desiccated coconut:
The manufacture of coconut oil ; and
The manufacture of fibre and coir products—

Kangany .. .. .	..	1 80	..	1 36	.. 3 16
Male not under 18 years	..	1 40	..	1 36	.. 2 76
Female not under 18 years	..	1 15	..	1 01	.. 2 16
Worker under 18 years	..	1 15	..	0 94	.. 2 09

Piece rates have been fixed for certain processes.

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
Printing Trade (contd.)					
Class A—3rd year learner ..	56	0	50	30	106 30
.. B ..	49	0	46	40	95 40
.. C Grade I, 3rd year learner ..	36	0	40	55	76 55
.. C .. II,	32	0	37	53	69 53
.. D—3rd year learner ..	28	0	34	70	62 70
Class A—4th year learner ..	71	0	62	50	133 50
.. B ..	64	0	55	58	119 58
.. C Grade I, 4th year learner ..	44	0	48	41	92 41
.. C .. II,	39	0	44	63	83 63
.. D—4th year learner ..	34	0	41	05	75 05
Class A—5th year learner ..	88	0	75	20	163 20

Cigar Trade

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

Plumbago Trade

Daily Rates

Underground workers—

Basses ..	2	75	1	24	3 99
Kanganies } ..	2	25	1	24	3 49
Loaders }					
Overseers }	2	08	1	24	3 32
Shift bosses ..					
Blasters }	2	0	1	24	3 24
Drillers (hand and machine) }					
Shaft drivers }					
Stoppers (excavators) }					
Timbermen }	1	50	1	24	2 74
Muckers }					
Trolleyman }	2	25	1	24	3 49
Unskilled labourers }					
Onsetters or Donakatarayas ..	2	25	1	24	3 49

Underground and surface workers—

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

Surface workers—

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

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

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
Plumbago Trade (contd.)					
Workers employed in curing and dressing—					
(A) as overseers and kanganies ..	2	0	1	44	3 44
(B) on different jobs:					
Within the Colombo area—					
Male worker not under 18 years ..	1	25	1	44	2 69
Female worker not under 18 years ..	1	0	1	12	2 12
Worker under 18 years ..	0	50	1	05	1 55
Outside the Colombo area—					
Male worker not under 18 years ..	1	0	1	44	2 44
Female worker not under 18 years ..	0	84	1	12	1 96
Worker under 18 years ..	0	40	1	05	1 45
"Colombo area" includes any place within 5 miles of the Municipal limits of Colombo.					

Tea Export Trade

Daily Rates

A. Male workers not under 18 years—						
(a) Grade II ..	..	1	40	1	69	3 09
(b) Intermediate Grade ..	..	1	60	1	79	3 39
(c) Grade I ..	..	1	80	1	79	3 59
(d) Box makers and repairers ..	..	1	60	1	79	3 39
(e) Watchers ..	..	1	70	1	79	3 49
B. Female workers not under 18 years ..	..	1	15	1	57	2 72
C. Workers over 14 years but under 15 years ..	..	0	80	1	18	1 98
" 15 " 16 " ..	..	0	90	1	23	2 13
" 16 " 17 " ..	..	1	0	1	28	2 28
" 17 " 18 " ..	..	1	15	1	38	2 53

Rubber Export Trade

Daily Rates

A. Male workers not under 18 years—							
(a) Grade II ..	..	..	40	1	69	3 09	
(b) Intermediate Grade ..	..	..	1	60	1	79	3 39
(c) Grade I ..	..	..	1	80	1	79	3 59
(d) Watchers ..	..	..	1	70	1	79	3 49
B. Female workers not under 18 years of age—							
(a) Grade II							
Workers employed in work other than sorting ..	..	..	1	15	1	57	2 72
(b) Grade I							
Workers employed in sorting ..	..	..	1	30	1	57	2 87
C. Workers over 14 years but under 15 years ..	..	..	0	80	1	18	1 98
" 15 " 16 " ..	..	..	0	90	1	23	2 13
" 16 " 17 " ..	..	..	1	0	1	28	2 28
" 17 " 18 " ..	..	..	1	15	1	38	2 53

Month: April, 1958

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
Toddy, Arrack and Vinegar Trade					
<i>Monthly Rates</i>					
Tope kangany ..	115	0	—	..	115 0
Toddy tavern watcher ..	63	0	—	..	63 0
Arrack tavern watcher ..	63	0	—	..	63 0
Tope watcher ..	50	0	—	..	50 0
Collecting station manager ..	75	0	—	..	75 0
Selling toddy at tavern ..	80	0	—	..	80 0
Selling arrack at tavern ..	75	0	—	..	75 0
Collecting toddy from trees in the toddy section of the trade ..	80	0	—	..	80 0
Collecting toddy from trees in the arrack section of the trade ..	52	50	—	..	52 50
Collecting toddy from trees in the vinegar section of the trade ..	52	50	—	..	52 50
Distilling toddy at distillery ..	90	0	—	..	90 0

Daily Rates

Bottling, corking and labelling arrack bottles—

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

Unskilled labourers—

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

Piece rates have been fixed for certain processes.

Motor Transport Trade

Monthly Rates

Class A Workers: Drivers of omnibuses licensed to carry over 22 passengers ..	100	0	..	44	0	..	144 0
Class B Workers: Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt. ..	90	0	..	44	0	..	134 0
Class C Workers: Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses ..	85	0	..	41	50	..	126 50
Class D Workers: Drivers of lorries with trailers (including those of the Scammel-Horse type but excluding those owned by an estate and used solely for internal transport within the estate) ..	100	0	..	44	0	..	144 0

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

Class of Worker

Motor Transport Trade (contd.)

Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	39	0	109 0
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	44	0	111 50
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. ..	60	0	40	10	100 10
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses	50	0	40	10	90 10
Class I Workers : Omnibus checkers or time-keepers	60	0	40	10	100 10
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90	0	40	10	130 10
Class K Workers : Porters engaged by employers who use the motor transport trade as incidental to the carrying on of some other trade and workers in the motor transport trade other than workers specified in the preceding items	45	0	30	50	75 50

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

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

Daily Rates

Class A worker	4	0	1	90	5 90
" B "	4	0	1	90	5 90
" C "	3	25	1	90	5 15
" D "	4	0	1	90	5 90
" E "	2	75	1	65	4 40
" F "	2	75	1	90	4 65
" G "	2	50	1	90	4 40
" H "	2	25	1	90	4 15
" K "	1	50	1	12	2 62

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

Match Manufacturing Trade

Daily Rates

Grade I—

Male 18 years and over	2	0	1	49	3 49
Female 18 years and over	1	64	1	39	3 03
Young person over 14 and under 17 years | .. .. .	0	95	0	87	1 82
Young person 17 and over but under 18 years	1	25	1	08	2 33

Grade II—

Male 18 years and over	1	60	1	49	3 09
Female 18 years and over	1	32	1	39	2 71
Young person over 14 and under 17 years	0	80	0	87	1 67
Young person 17 and over but under 18 years	1	00	1	08	2 08

Month : April, 1958

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Match Manufacturing Trade—(contd.)						
<i>Grade III—</i>						
Male 18 years and over	1	40	1	39	2	79
Female 18 years and over	1	15	1	27	2	42
Young person over 14 and under 17 years ..	0	70	0	87	1	57
Young person 17 and over but under 18 years ..	0	90	1	68	1	98
<i>Grade IV—</i>						
Watchman	1	70	1	49	3	19

Cinema Trade

Monthly Rates

Within the Municipal areas

A—Non-clerical—

Unskilled	36	50	43	74	80	24
Semi-skilled	43	0	46	34	89	34
Skilled, Grade II	55	0	48	16	103	16
Skilled, Grade I	66	0	48	16	—	—

B—Clerical—

Grade III	50	0	43	30	93	30
Grade II	55	0	46	30	101	30
Grade I	110	0	51	30	161	30

Outside the Municipal areas

A—Non-clerical—

Unskilled	36	50	43	74	80	24
Semi-skilled	40	0	46	34	86	34
Skilled, Grade II	47	0	48	16	95	16
Skilled, Grade I	61	0	48	16	109	16

B—Clerical—

Grade III	45	0	43	30	88	30
Grade II	50	0	46	30	96	30
Grade I	110	0	51	30	161	30

Dock, Harbour and Port Transport Trade

Monthly Rates

Manual Work—

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

Women Workers—

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

Non-manual Workers—

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

Month : April, 1958

Class of Worker

Basic Wage	Special Allowance		Total
	Rs.	c.	

Building Trade

Daily Rates

Unskilled—

Male labourers—

Not under 18 years	1 40	..	1 39	..	2 79
--------------------	----	----	------	----	------	----	------

Female labourers—

Not under 18 years	1 10	..	39	..	2 49
--------------------	----	----	------	----	----	----	------

Unskilled labourers—

(irrespective of sex)

Under 18 years of age	..	..	0 90	..	1 39	..	2 29
Semi-skilled, Grade II	..	..	1 65	..	1 49	..	3 14
Semi-skilled, Grade I	..	..	1 80	..	1 49	..	3 29
Skilled	..	..	2 0	..	1 49	..	3 49

Beedi Manufacturing Trade

“ Nool ” beedi rolling (inclusive of preparation of wrappers for rolling)— Rs. c.

1,000 beedies each 2 inches long	..	..	..	..	3 50
1,000 beedies each 2½ inches long	..	..	..	..	4 0
1,000 beedies each 3 inches long	..	..	..	..	4 75

“ Nool ” beedi rolling (exclusive of the preparation of wrappers for rolling)—

1,000 beedies each 2 inches long	..	..	..	..	2 0
1,000 beedies each 2½ inches long	..	..	..	..	2 25
1,000 beedies each 3 inches long	..	..	..	..	2 75

Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling)—

1,000 beedies each 2 inches long	..	..	..	..	1 50
1,000 beedies each 2½ inches long	..	..	..	..	1 75
1,000 beedies each 3 inches long	..	..	..	..	2 0

APPENDIX II (A)

Ready Rockoner showing the Basic Wages, Special Allowances and the
Minimum Wages payable for the number of days worked during
April, 1958, to workers in the Tea Growing and
Manufacturing Trade

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allow- ance	Mini- mum Wage	Basic Wage	Special Allow- ance	Mini- mum Wage	Basic Wage	Special Allow- ance	Mini- mum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 62½	0 59	1 21½	0 52½	0 44	0 96½	0 40	0 40½	0 80½	½
1	1 25	1 18	2 43	1 05	0 88	1 93	0 80	0 81	1 61	1
2	2 50	2 36	4 86	2 10	1 76	3 86	1 60	1 62	3 22	2
3	3 75	3 54	7 29	3 15	2 64	5 79	2 40	2 43	4 83	3
4	5 00	4 72	9 72	4 20	3 52	7 72	3 20	3 24	6 44	4
5	6 25	5 90	12 15	5 25	4 40	9 65	4 00	4 05	8 05	5
6	7 50	7 08	14 58	6 30	5 28	11 58	4 80	4 86	9 66	6
7	8 75	8 26	17 01	7 35	6 16	13 51	5 60	5 67	11 27	7
8	10 00	9 44	19 44	8 40	7 04	15 44	6 40	6 48	12 88	8
9	11 25	10 62	21 87	9 45	7 92	17 37	7 20	7 29	14 49	9
10	12 50	11 80	24 30	10 50	8 80	19 30	8 00	8 10	16 10	10
11	13 75	12 98	26 73	11 55	9 68	21 23	8 80	8 91	17 71	11
12	15 00	14 16	29 16	12 60	10 56	23 16	9 60	9 72	19 32	12
13	16 25	15 34	31 59	13 65	11 44	25 09	10 40	10 53	20 93	13
14	17 50	16 52	34 02	14 70	12 32	27 02	11 20	11 34	22 54	14
15	18 75	17 70	36 45	15 75	13 20	28 95	12 00	12 15	24 15	15
16	20 00	18 88	38 88	16 80	14 08	30 88	12 80	12 96	25 76	16
17	21 25	20 06	41 31	17 85	14 96	32 81	13 60	13 77	27 37	17
18	22 50	21 24	43 74	18 90	15 84	34 74	14 40	14 58	28 98	18
19	23 75	22 42	46 17	19 95	16 72	36 67	15 20	15 39	30 59	19
20	25 00	23 60	48 60	21 00	17 60	38 60	16 00	16 20	32 20	20
21	26 25	24 78	51 03	22 05	18 48	40 53	16 80	17 01	33 81	21
22	27 50	25 96	53 46	23 10	19 36	42 46	17 60	17 82	35 42	22
23	28 75	27 14	55 89	24 15	20 24	44 39	18 40	18 63	37 03	23
24	30 00	28 32	58 32	25 20	21 12	46 32	19 20	19 44	38 64	24
25	31 25	29 50	60 75	26 25	22 00	48 25	20 00	20 25	40 25	25
26	32 50	30 68	63 18	27 30	22 88	50 18	20 80	21 06	41 86	26
27	33 75	31 86	65 61	28 35	23 76	52 11	21 60	21 87	43 47	27
28	35 00	33 04	68 04	29 40	24 64	54 04	22 40	22 68	45 08	28
29	36 25	34 22	70 47	30 45	25 52	55 97	23 20	23 49	46 69	29
30	37 50	35 40	72 90	31 50	26 40	57 90	24 00	24 30	48 30	30

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

APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the
Minimum Wages payable for the number of days worked during
April, 1958, to workers in the Rubber Growing and
Manufacturing Trade

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allow- ance	Mini- mum Wage	Basic Wage	Special Allow- ance	Mini- mum Wage	Basic Wage	Special Allow- ance	Mini- mum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 70	0 59	1 29	0 65	0 44	1 09	0 52½	0 40½	0 93	½
1	1 40	1 18	2 58	1 30	0 88	2 18	1 05	0 81	1 86	1
2	2 80	2 36	5 16	2 60	1 76	4 36	2 10	1 62	3 72	2
3	4 20	3 54	7 74	3 90	2 64	6 54	3 15	2 43	5 58	3
4	5 60	4 72	10 32	5 20	3 52	8 72	4 20	3 24	7 44	4
5	7 00	5 90	12 90	6 50	4 40	10 90	5 25	4 05	9 30	5
6	8 40	7 08	15 48	7 80	5 28	13 08	6 30	4 86	11 16	6
7	9 80	8 26	18 06	9 10	6 16	15 26	7 35	5 67	13 02	7
8	11 20	9 44	20 64	10 40	7 04	17 44	8 40	6 48	14 88	8
9	12 60	10 62	23 22	11 70	7 92	19 62	9 45	7 29	16 74	9
10	14 00	11 80	25 80	13 00	8 80	21 80	10 50	8 10	18 60	10
11	15 40	12 98	28 38	14 30	9 68	23 98	11 55	8 91	20 46	11
12	16 80	14 16	30 96	15 60	10 56	26 16	12 60	9 72	22 32	12
13	18 20	15 34	33 54	16 90	11 44	28 34	13 65	10 53	24 18	13
14	19 60	16 52	36 12	18 20	12 32	30 52	14 70	11 34	26 04	14
15	21 00	17 70	38 70	19 50	13 20	32 70	15 75	12 15	27 90	15
16	22 40	18 88	41 28	20 80	14 08	34 88	16 80	12 96	29 76	16
17	23 80	20 06	43 86	22 10	14 96	37 06	17 85	13 77	31 62	17
18	25 20	21 24	46 44	23 40	15 84	39 24	18 90	14 58	33 48	18
19	26 60	22 42	49 02	24 70	16 72	41 42	19 95	15 39	35 34	19
20	28 00	23 60	51 60	26 00	17 60	43 60	21 00	16 20	37 20	20
21	29 40	24 78	54 18	27 30	18 48	45 78	22 05	17 01	39 06	21
22	30 80	25 96	56 76	28 60	19 36	47 96	23 10	17 82	40 92	22
23	32 20	27 14	59 34	29 90	20 24	50 14	24 15	18 63	42 78	23
24	33 60	28 32	61 92	31 20	21 12	52 32	25 20	19 44	44 64	24
25	35 00	29 50	64 50	32 50	22 00	54 50	26 25	20 25	46 50	25
26	36 40	30 68	67 08	33 80	22 88	56 68	27 30	21 06	48 36	26
27	37 80	31 86	69 66	35 10	23 76	58 86	28 35	21 87	50 22	27
28	39 20	33 04	72 24	36 40	24 64	61 04	29 40	22 68	52 08	28
29	40 60	34 22	74 82	37 70	25 52	63 22	30 45	23 49	53 94	29
30	42 00	35 40	77 40	39 00	26 40	65 40	31 50	24 30	55 80	30

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

APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 1958, to workers to the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 59	1 14	0 45	0 44	0 89	0 32½	0 40½	0 73	½
1	1 10	1 18	2 28	0 90	0 88	1 78	0 65	0 81	1 46	1
2	2 20	2 36	4 56	1 80	1 76	3 56	1 30	1 62	2 92	2
3	3 30	3 54	6 84	2 70	2 64	5 34	1 95	2 43	4 38	3
4	4 40	4 72	9 12	3 60	3 52	7 12	2 60	3 24	5 84	4
5	5 50	5 90	11 40	4 50	4 40	8 90	3 25	4 05	7 30	5
6	6 60	7 08	13 68	5 40	5 28	10 68	3 90	4 86	8 76	6
7	7 70	8 26	15 96	6 30	6 16	12 46	4 55	5 67	10 22	7
8	8 80	9 44	18 24	7 20	7 04	14 24	5 20	6 48	11 68	8
9	9 90	10 62	20 52	8 10	7 92	16 02	5 85	7 29	13 14	9
10	11 00	11 80	22 80	9 00	8 80	17 80	6 50	8 10	14 60	10
11	12 10	12 98	25 08	9 90	9 68	19 58	7 15	8 91	16 06	11
12	13 20	14 16	27 36	10 80	10 56	21 36	7 80	9 72	17 52	12
13	14 30	15 34	29 64	11 70	11 44	23 14	8 45	10 53	18 98	13
14	15 40	16 52	31 92	12 60	12 32	24 92	9 10	11 34	20 44	14
15	16 50	17 70	34 20	13 50	13 20	26 70	9 75	12 15	21 90	15
16	17 60	18 88	36 48	14 40	14 08	28 48	10 40	12 96	23 36	16
17	18 70	20 06	38 76	15 30	14 96	30 26	11 05	13 77	24 82	17
18	19 80	21 24	41 04	16 20	15 84	32 04	11 70	14 58	26 28	18
19	20 90	22 42	43 32	17 10	16 72	33 82	12 35	15 39	27 74	19
20	22 00	23 60	45 60	18 00	17 60	35 60	13 00	16 20	29 20	20
21	23 10	24 78	47 88	18 90	18 48	37 38	13 65	17 01	30 66	21
22	24 20	25 96	50 16	19 80	19 36	39 16	14 30	17 82	32 12	22
23	25 30	27 14	52 44	20 70	20 24	40 94	14 95	18 63	33 58	23
24	26 40	28 32	54 72	21 60	21 12	42 72	15 60	19 44	35 04	24
25	27 50	29 50	57 00	22 50	22 00	44 50	16 25	20 25	36 50	25
26	28 60	30 68	59 28	23 40	22 88	46 28	16 90	21 06	37 96	26
27	29 70	31 86	61 56	24 30	23 76	48 06	17 55	21 87	39 42	27
28	30 80	33 04	63 84	25 20	24 64	49 84	18 20	22 68	40 88	28
29	31 90	34 22	66 12	26 10	25 52	51 62	18 85	23 49	42 34	29
30	33 00	35 40	68 40	27 00	26 40	53 40	19 50	24 30	43 80	30

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

APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1958, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	<i>The Coconut Growing Trade</i>				<i>The Coconut Manufacturing Trade</i>				No. of Days
	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	
	Rs. e.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 16½	1 09	0 86½	0 78	1 58	1 38	1 08	1 04½	½
1	2 33	2 18	1 73	1 56	3 16	2 76	2 16	2 09	1
2	4 66	4 36	3 46	3 12	6 32	5 52	4 32	4 18	2
3	6 99	6 54	5 19	4 68	9 48	8 28	6 48	6 27	3
4	9 32	8 72	6 92	6 24	12 64	11 04	8 64	8 36	4
5	11 65	10 90	8 65	7 80	15 80	13 80	10 80	10 45	5
6	13 98	13 08	10 38	9 36	18 96	16 56	12 96	12 54	6
7	16 31	15 26	12 11	10 92	22 12	19 32	15 12	14 63	7
8	18 64	17 44	13 84	12 48	25 28	22 08	17 28	16 72	8
9	20 97	19 62	15 57	14 04	28 44	24 84	19 44	18 81	9
10	23 30	21 80	17 30	15 60	31 60	27 60	21 60	20 90	10
11	25 63	23 98	19 03	17 16	34 76	30 36	23 76	22 99	11
12	27 96	26 16	20 76	18 72	37 92	33 12	25 92	25 08	12
13	30 29	28 34	22 49	20 28	41 08	35 88	28 08	27 17	13
14	32 62	30 52	24 22	21 84	44 24	38 64	30 24	29 26	14
15	34 95	32 70	25 95	23 40	47 40	41 40	32 40	31 35	15
16	37 28	34 88	27 68	24 96	50 56	44 16	34 56	33 44	16
17	39 61	37 06	29 41	26 52	53 72	46 92	36 72	35 53	17
18	41 94	39 24	31 14	28 08	56 88	49 68	38 88	37 62	18
19	44 27	41 42	32 87	29 64	60 04	52 44	41 04	39 71	19
20	46 60	43 60	34 60	31 20	63 20	55 20	43 20	41 80	20
21	48 93	45 78	36 33	32 76	66 36	57 96	45 36	43 89	21
22	51 26	47 96	38 06	34 32	69 52	60 72	47 52	45 98	22
23	53 59	50 14	39 79	35 88	72 68	63 48	49 68	48 07	23
24	55 92	52 32	41 52	37 44	75 84	66 24	51 84	50 16	24
25	58 25	54 50	43 25	39 00	79 00	69 00	54 00	52 25	25
26	60 58	56 68	44 98	40 56	82 16	71 76	56 16	54 34	26
27	62 91	58 86	46 71	42 12	85 32	74 52	58 32	56 43	27
28	65 24	61 04	48 44	43 68	88 48	77 28	60 48	58 52	28
29	67 57	63 22	50 17	45 24	91 64	80 04	62 64	60 61	29
30	69 90	65 40	51 90	46 80	94 80	82 80	64 80	62 70	30

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

APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days Worked during April, 1958, to workers in the Rubber Export Trade

<i>No. of Days</i>	<i>Male Workers not under 18 years of age</i>				<i>Female Workers not under 18 years of age</i>		<i>Workers (irrespective of sex) under 18 years of age</i>				<i>No. of Days</i>
	<i>Grade II</i>	<i>Inter-mediate Grade</i>	<i>Grade I</i>	<i>Watchers</i>	<i>Grade II</i>	<i>Grade I</i>	<i>over 14 under 15 years</i>	<i>over 15 under 16 years</i>	<i>over 16 under 17 years</i>	<i>over 17 under 18 years</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 54½	1 69½	1 79½	1 74½	1 36	1 43½	0 99	1 06½	1 14	1 26½	½
1	3 09	3 39	3 59	3 49	2 72	2 87	1 98	2 13	2 28	2 53	1
2	6 18	6 78	7 18	6 98	5 44	5 74	3 96	4 26	4 56	5 06	2
3	9 27	10 17	10 77	10 47	8 16	8 61	5 94	6 39	6 84	7 59	3
4	12 36	13 56	14 36	13 96	10 88	11 48	7 92	8 52	9 12	10 12	4
5	15 45	16 95	17 95	17 45	13 60	14 35	9 90	10 65	11 40	12 65	5
6	18 54	20 34	21 54	20 94	16 32	17 22	11 88	12 78	13 68	15 18	6
7	21 63	23 73	25 13	24 43	19 04	20 09	13 86	14 91	15 96	17 71	7
8	24 72	27 12	28 72	27 92	21 76	22 96	15 84	17 04	18 24	20 24	8
9	27 81	30 51	32 31	31 41	24 48	25 83	17 82	19 17	20 52	22 77	9
10	30 90	33 90	35 90	34 90	27 20	28 70	19 80	21 30	22 80	25 30	10
11	33 99	37 29	39 49	38 39	29 92	31 57	21 78	23 43	25 08	27 83	11
12	37 08	40 68	43 08	41 88	32 64	34 44	23 76	25 56	27 36	30 36	12
13	40 17	44 07	46 67	45 37	35 36	37 31	25 74	27 69	29 64	32 89	13
14	43 26	47 46	50 26	48 86	38 08	40 18	27 72	29 82	31 92	35 42	14
15	46 35	50 85	53 85	52 35	40 80	43 05	29 70	31 95	34 20	37 95	15
16	49 44	54 24	57 44	55 84	43 52	45 92	31 68	34 08	36 48	40 48	16
17	52 53	57 63	61 03	59 33	46 24	48 79	33 66	36 21	38 76	43 01	17
18	55 62	61 02	64 62	62 82	48 96	51 66	35 64	38 34	41 04	45 54	18
19	58 71	64 41	68 21	66 31	51 68	54 53	37 62	40 47	43 32	48 07	19
20	61 80	67 80	71 80	69 80	54 40	57 40	39 60	42 60	45 60	50 60	20
21	64 89	71 19	75 39	73 29	57 12	60 27	41 58	44 73	47 88	53 13	21
22	67 98	74 58	78 98	76 78	59 84	63 14	43 56	46 86	50 16	55 66	22
23	71 07	77 97	82 57	80 27	62 56	66 01	45 54	48 99	52 44	58 19	23
24	74 16	81 36	86 16	83 76	65 28	68 88	47 52	51 12	54 72	60 72	24
25	77 25	84 75	89 75	87 25	68 00	71 75	49 50	53 25	57 00	63 25	25
26	80 34	88 14	93 34	90 74	70 72	74 62	51 48	55 38	59 28	65 78	26
27	83 43	91 53	96 93	94 23	73 44	77 49	53 46	57 51	61 56	68 31	27
28	86 52	94 92	100 52	97 72	76 16	80 36	55 44	59 64	63 84	70 84	28
29	89 61	98 31	104 11	101 21	78 88	83 23	57 42	61 77	66 12	73 37	29
30	92 70	101 70	107 70	104 70	81 60	86 10	59 40	63 90	68 40	75 90	30

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1958, to workers in
the Tea Export Trade

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 54½	1 69½	1 79½	1 69½	1 74½	1 36	0 99	1 06½	1 14	1 26½	½
1	3 09	3 39	3 59	3 39	3 49	2 72	1 98	2 13	2 28	2 53	1
2	6 18	6 78	7 18	6 78	6 98	5 44	3 96	4 26	4 56	5 06	2
3	9 27	10 17	10 77	10 17	10 47	8 16	5 94	6 39	6 84	7 59	3
4	12 36	13 56	14 36	13 56	13 96	10 88	7 92	8 52	9 12	10 12	4
5	15 45	16 95	17 95	16 95	17 45	13 60	9 90	10 65	11 40	12 65	5
6	18 54	20 34	21 54	20 34	20 94	16 32	11 88	12 78	13 68	15 18	6
7	21 63	23 73	25 13	23 73	24 43	19 04	13 86	14 91	15 96	17 71	7
8	24 72	27 12	28 72	27 12	27 92	21 76	15 84	17 04	18 24	20 24	8
9	27 81	30 51	32 31	30 51	31 41	24 48	17 82	19 17	20 52	22 77	9
10	30 90	33 90	35 90	33 90	34 90	27 20	19 80	21 30	22 80	25 30	10
11	33 99	37 29	39 49	37 29	38 39	29 92	21 78	23 43	25 08	27 83	11
12	37 08	40 68	43 08	40 68	41 88	32 64	23 76	25 56	27 36	30 36	12
13	40 17	44 07	46 67	44 07	45 37	35 36	25 74	27 69	29 64	32 89	13
14	43 26	47 46	50 26	47 46	48 86	38 08	27 72	29 82	31 92	35 42	14
15	46 35	50 85	53 85	50 85	52 35	40 80	29 70	31 95	34 20	37 95	15
16	49 44	54 24	57 44	54 24	55 84	43 52	31 68	34 08	36 48	40 48	16
17	52 53	57 63	61 03	57 63	59 33	46 24	33 66	36 21	38 76	43 01	17
18	55 62	61 02	64 62	61 02	62 82	48 96	35 64	38 34	41 04	45 54	18
19	58 71	64 41	68 21	64 41	66 31	51 68	37 62	40 47	43 32	48 07	19
20	61 80	67 80	71 80	67 80	69 80	54 40	39 60	42 60	45 60	50 60	20
21	64 89	71 19	75 39	71 19	73 29	57 12	41 58	44 73	47 88	53 13	21
22	67 98	74 58	78 98	74 58	76 78	59 84	43 56	46 86	50 16	55 66	22
23	71 07	77 97	82 57	77 97	80 27	62 56	45 54	48 99	52 44	58 19	23
24	74 16	81 36	86 16	81 36	83 76	65 28	47 52	51 12	54 72	60 72	24
25	77 25	84 75	89 75	84 75	87 25	68 00	49 50	53 25	57 00	63 25	25
26	80 34	88 14	93 34	88 14	90 74	70 72	51 48	55 38	59 28	65 78	26
27	83 43	91 53	96 93	91 53	94 23	73 44	53 46	57 51	61 56	68 31	27
28	86 52	94 92	100 52	94 92	97 72	76 16	55 44	59 64	63 84	70 84	28
29	89 61	98 31	104 11	98 31	101 21	78 88	57 42	61 77	66 12	73 37	29
30	92 70	101 70	107 70	101 70	104 70	81 60	59 40	63 90	68 40	75 90	30

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1958, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
		Rs. c.	Rs. c.				Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 54½	1 72	1 62	1 89½	1 79½	1 74½	0 62½	0 75½	1 00	1 20	½
1	3 09	3 44	3 24	3 79	3 59	3 49	1 25	1 51	2 00	2 40	1
2	6 18	6 88	6 48	7 58	7 18	6 98	2 50	3 02	4 00	4 80	2
3	9 27	10 32	9 72	11 37	10 77	10 47	3 75	4 53	6 00	7 20	3
4	12 36	13 76	12 96	15 16	14 36	13 96	5 00	6 04	8 00	9 60	4
5	15 45	17 20	16 20	18 95	17 95	17 45	6 25	7 55	10 00	12 00	5
6	18 54	20 64	19 44	22 74	21 54	20 94	7 50	9 06	12 00	14 40	6
7	21 63	24 08	22 68	26 53	25 13	24 43	8 75	10 57	14 00	16 80	7
8	24 72	27 52	25 92	30 32	28 72	27 92	10 00	12 08	16 00	19 20	8
9	27 81	30 96	29 16	34 11	32 31	31 41	11 25	13 59	18 00	21 60	9
10	30 90	34 40	32 40	37 90	35 90	34 90	12 50	15 10	20 00	24 00	10
11	33 99	37 84	35 64	41 69	39 40	38 39	13 75	16 61	22 00	26 40	11
12	37 08	41 28	38 88	45 48	43 08	41 88	15 00	18 12	24 00	28 80	12
13	40 17	44 72	42 12	49 27	46 67	45 37	16 25	19 63	26 00	31 20	13
14	43 26	48 16	45 36	53 06	50 26	48 86	17 50	21 14	28 00	33 60	14
15	46 35	51 60	48 60	56 85	53 85	52 35	18 75	22 65	30 00	36 00	15
16	49 44	55 04	51 84	60 64	57 44	55 84	20 00	24 16	32 00	38 40	16
17	52 53	58 48	55 08	64 43	61 03	59 33	21 25	25 67	34 00	40 80	17
18	55 62	61 92	58 32	68 22	64 62	62 82	22 50	27 18	36 00	43 20	18
19	58 71	65 36	61 56	72 01	68 21	66 31	23 75	28 69	38 00	45 60	19
20	61 80	68 80	64 80	75 80	71 80	69 80	25 00	30 20	40 00	48 00	20
21	64 89	72 24	68 04	79 59	75 39	73 29	26 25	31 71	42 00	50 40	21
22	67 98	75 68	71 28	83 38	78 98	76 78	27 50	33 22	44 00	52 80	22
23	71 07	79 12	74 52	87 17	82 57	80 27	28 75	34 73	46 00	55 20	23
24	74 16	82 56	77 76	90 96	86 16	83 76	30 00	36 24	48 00	57 60	24
25	77 25	86 00	81 00	94 75	89 75	87 25	31 25	37 75	50 00	60 00	25
26	80 34	89 44	84 24	98 54	93 34	90 74	32 50	39 25	52 00	62 40	26
27	83 43	92 88	87 48	102 33	96 93	94 23	33 75	40 77	54 00	64 80	27
28	86 52	96 32	90 72	106 12	100 52	97 72	35 00	42 28	56 00	67 20	28
29	89 61	99 76	93 96	109 91	104 11	101 21	36 25	43 79	58 00	69 60	29
30	92 70	103 20	97 20	113 70	107 70	104 70	37 50	45 30	60 00	72 00	30

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1958, 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		Wat- chers	
	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		
½	1 74½	1 51½	0 91	1 16½	1 54½	1 35½	0 83½	1 04	1 39½	1 21	0 78½	0 99	1 59½	½
1	3 49	3 03	1 82	2 33	3 09	2 71	1 67	2 08	2 79	2 42	1 57	1 98	3 19	1
2	6 98	6 06	3 64	4 66	6 18	5 42	3 34	4 16	5 58	4 84	3 14	3 96	6 38	2
3	10 47	9 09	5 46	6 99	9 27	8 13	5 01	6 24	8 37	7 26	4 71	5 94	9 57	3
4	13 96	12 12	7 28	9 32	12 36	10 84	6 68	8 32	11 16	9 68	6 28	7 92	12 76	4
5	17 45	15 15	9 10	11 65	15 45	13 55	8 35	10 40	13 95	12 10	7 85	9 90	15 95	5
6	20 94	18 18	10 92	13 98	18 54	16 26	10 02	12 48	16 74	14 52	9 42	11 88	19 14	6
7	24 43	21 21	12 74	16 31	21 63	18 97	11 69	14 56	19 53	16 94	10 99	13 86	22 33	7
8	27 92	24 24	14 56	18 64	24 72	21 68	13 36	16 64	22 32	19 36	12 56	15 84	25 52	8
9	31 41	27 27	16 38	20 97	27 81	24 39	15 03	18 72	25 11	21 78	14 13	17 82	28 71	9
10	34 90	30 30	18 20	23 30	30 90	27 10	16 70	20 80	27 90	24 20	15 70	19 80	31 90	10
11	38 39	33 33	20 02	25 63	33 99	29 81	18 37	22 88	30 69	26 62	17 27	21 78	35 09	11
12	41 88	36 36	21 84	27 96	37 08	32 52	20 04	24 96	33 48	29 04	18 84	23 76	38 28	12
13	45 37	39 39	23 66	30 29	40 17	35 23	21 71	27 04	36 27	31 46	20 41	25 74	41 47	13
14	48 86	42 42	25 48	32 62	43 26	37 94	23 38	29 12	39 06	33 88	21 98	27 72	44 66	14
15	52 35	45 45	27 30	34 95	46 35	40 65	25 05	31 20	41 85	36 30	23 55	29 70	47 85	15
16	55 84	48 48	29 12	37 28	49 44	43 36	26 72	33 28	44 64	38 72	25 12	31 68	51 04	16
17	59 33	51 51	30 94	39 61	52 53	46 07	28 39	35 36	47 43	41 14	26 69	33 66	54 23	17
18	62 82	54 54	32 76	41 94	55 62	48 78	30 06	37 44	50 22	43 56	28 26	35 64	57 42	18
19	66 31	57 57	34 58	44 27	58 71	51 49	31 73	39 52	53 01	45 98	29 83	37 62	60 61	19
20	69 80	60 60	36 40	46 60	61 80	54 20	33 40	41 60	55 80	48 40	31 40	39 60	63 80	20
21	73 29	63 63	38 22	48 93	64 89	56 91	35 07	43 68	58 59	50 82	32 97	41 58	66 99	21
22	76 78	66 66	40 04	51 26	67 98	59 62	36 74	45 76	61 38	53 24	34 54	43 56	70 18	22
23	80 27	69 69	41 86	53 59	71 07	62 33	38 41	47 84	64 17	55 66	36 11	45 54	73 37	23
24	83 76	72 72	43 68	55 92	74 16	65 04	40 08	49 92	66 96	58 08	37 68	47 52	76 56	24
25	87 25	75 75	45 50	58 25	77 25	67 75	41 75	52 00	69 75	60 50	39 25	49 50	79 75	25
26	90 74	78 78	47 32	60 58	80 34	70 46	43 42	54 08	72 54	62 92	40 82	51 48	82 94	26
27	94 23	81 81	49 14	62 91	83 43	73 17	45 09	56 16	75 33	65 34	42 39	53 46	86 13	27
28	97 72	84 84	50 96	65 24	86 52	75 88	46 76	58 24	78 12	67 76	43 96	55 44	89 32	28
29	101 21	87 87	52 78	67 57	89 61	78 59	48 43	60 32	80 91	70 18	45 53	57 42	92 51	29
30	104 70	90 90	54 60	69 90	92 70	81 31	50 10	62 40	83 70	72 60	47 10	59 40	95 70	30

APPENDIX III (F)

Ready Reckoner showing the Minimum Wages payable for the number of days during April, 1958, to workers in
the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
1	1 39½	1 24½	1 14½	1 57	1 64½	1 74½	1
2	2 79	2 49	2 29	3 14	3 29	3 49	2
3	5 58	4 98	4 58	6 28	6 58	6 98	3
4	8 37	7 47	6 87	9 42	9 87	10 47	4
5	11 16	9 96	9 16	12 56	13 16	13 96	5
6	13 95	12 45	11 45	15 70	16 45	17 45	6
7	16 74	14 94	13 74	18 84	19 74	20 94	7
8	19 53	17 43	16 03	21 98	23 03	24 43	8
9	22 32	19 92	18 32	25 12	26 32	27 92	9
10	25 11	22 41	20 61	28 26	29 61	31 41	10
11	27 90	24 90	22 90	31 40	32 90	34 90	11
12	30 69	27 39	25 19	34 54	36 19	38 39	12
13	33 48	29 88	27 48	37 68	39 48	41 88	13
14	36 27	32 37	29 77	40 82	42 77	45 37	14
15	39 06	34 86	32 06	43 96	46 06	48 86	15
16	41 85	37 35	34 35	47 10	49 35	52 35	16
17	44 64	39 84	36 64	50 24	52 64	55 84	17
18	47 43	42 33	38 93	53 38	55 93	59 33	18
19	50 22	44 82	41 22	56 52	59 22	62 82	19
20	53 01	47 31	43 51	59 66	62 51	66 31	20
21	55 80	49 80	45 80	62 80	65 80	69 80	21
22	58 59	52 29	48 09	65 94	69 09	73 29	22
23	61 38	54 78	50 38	69 08	72 38	76 78	23
24	64 17	57 27	52 67	72 22	75 67	80 27	24
25	66 96	59 76	54 96	75 36	78 96	83 76	25
26	69 75	62 25	57 25	78 50	82 25	87 25	26
27	72 54	64 74	59 54	81 64	85 54	90 74	27
28	75 33	67 23	61 83	84 78	88 83	94 23	28
29	78 12	69 72	64 12	87 92	92 12	97 72	29
30	80 91	72 21	66 41	91 06	95 41	101 21	30
30	83 70	74 70	68 70	94 20	98 70	104 70	30

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

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

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

APPENDIX III (G)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1958, to Daily-paid workers in the Motor Transport Trade

<i>No. of Days</i>	<i>Class A Class B Class D</i>	<i>Class C</i>	<i>Class E Class G</i>	<i>Class F</i>	<i>Class H</i>	<i>Class K</i>	<i>No. of Days</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	2 95	2 57½	2 20	2 32½	2 07½	1 31	½
1	5 90	5 15	4 40	4 65	4 15	2 62	1
2	11 80	10 30	8 80	9 30	8 30	5 24	2
3	17 70	15 45	13 20	13 95	12 45	7 86	3
4	23 60	20 60	17 60	18 60	16 60	10 48	4
5	29 50	25 75	22 00	23 25	20 75	13 10	5
6	35 40	30 99	26 40	27 90	24 90	15 72	6
7	41 30	36 05	30 80	32 55	29 05	18 34	7
8	47 20	41 20	35 20	37 20	33 20	20 96	8
9	53 10	46 35	39 60	41 85	37 35	23 58	9
10	59 00	51 50	44 00	46 50	41 50	26 20	10
11	64 90	56 65	48 40	51 15	45 65	28 82	11
12	70 80	61 80	52 80	55 80	49 80	31 44	12
13	76 70	66 95	57 20	60 45	53 95	34 06	13
14	82 60	72 10	61 60	65 10	58 10	36 68	14
15	88 50	77 25	66 00	69 75	62 25	39 30	15
16	94 40	82 40	70 40	74 40	66 40	41 92	16
17	100 30	87 55	74 80	79 05	70 55	44 54	17
18	106 20	92 70	79 20	83 70	74 70	47 16	18
19	112 10	97 85	83 60	88 35	78 85	49 78	19
20	118 00	103 00	88 00	93 00	83 00	52 40	20
21	123 90	108 15	92 40	97 65	87 15	55 02	21
22	129 80	113 30	96 80	102 30	91 30	57 64	22
23	135 70	118 45	101 20	106 95	95 45	60 26	23
24	141 60	123 60	105 60	111 60	99 60	62 88	24
25	147 50	128 75	110 00	116 25	103 75	65 50	25
26	153 40	133 90	114 40	120 90	107 90	68 12	26
27	159 30	139 05	118 80	125 55	112 05	70 74	27
28	165 20	144 20	123 20	130 20	116 20	73 36	28
29	171 10	149 35	127 60	134 85	120 35	75 98	29
30	177 00	154 50	132 00	139 50	124 50	78 60	30

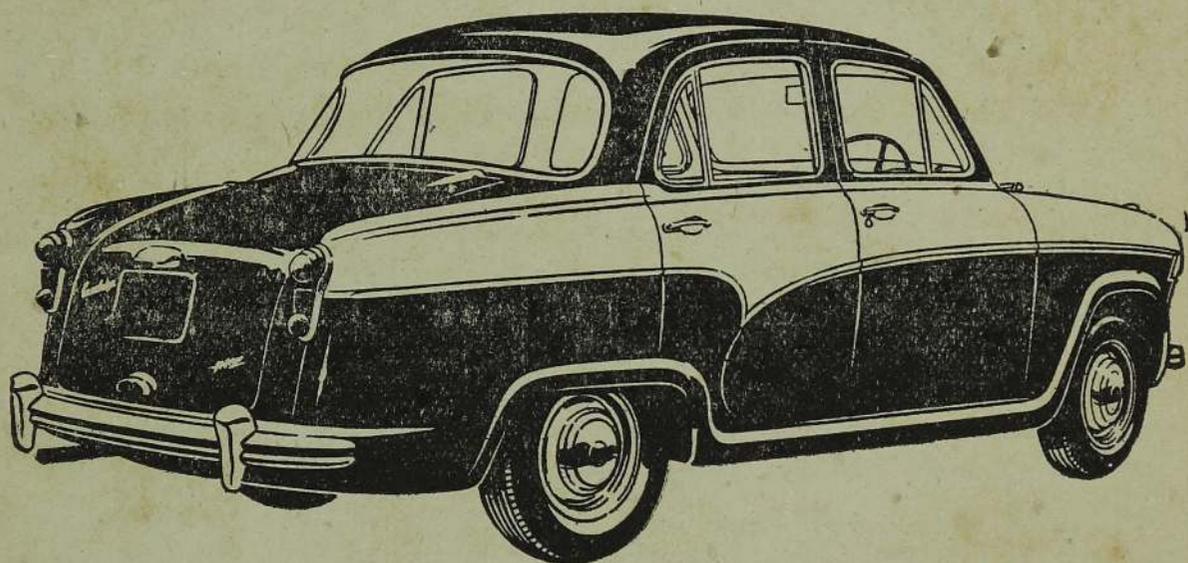
APPENDIX IV (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1958, 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.																					
½	2	77	2	58	2	43	2	77	2	10	2	14	1	93	1	73	1	93	2	50	1	45	½
1	5	54	5	15	4	87	5	54	4	19	4	29	3	85	3	46	3	85	5	00	2	90	1
2	11	08	10	31	9	73	11	08	8	38	8	58	7	70	6	93	7	70	10	01	5	81	2
3	16	62	15	46	14	60	16	62	12	58	12	87	11	55	10	40	11	55	15	01	8	71	3
4	22	15	20	62	19	46	22	15	16	77	17	15	15	40	13	86	15	40	20	02	11	62	4
5	27	69	25	77	24	33	27	69	20	96	21	44	19	25	17	33	19	25	25	02	14	52	5
6	33	23	30	92	29	19	33	23	25	15	25	73	23	10	20	79	23	10	30	02	17	42	6
7	38	77	36	08	34	06	38	77	29	35	30	02	26	95	24	26	26	95	35	03	20	33	7
8	44	31	41	23	38	92	44	31	33	54	34	31	30	80	27	72	30	80	40	03	23	23	8
9	49	85	46	38	43	79	49	85	37	73	38	60	34	65	31	19	34	65	45	03	26	13	9
10	55	38	51	54	48	65	55	38	41	92	42	88	38	50	34	65	38	50	50	04	29	04	10
11	60	92	56	69	53	52	60	92	46	12	47	17	42	35	38	12	42	35	55	04	31	94	11
12	66	46	61	85	58	38	66	46	50	31	51	46	46	20	41	58	46	20	60	05	34	85	12
13	72	00	67	00	63	25	72	00	54	50	55	75	50	05	45	05	50	05	65	05	37	75	13
14	77	54	72	15	68	12	77	54	58	69	60	04	53	90	48	52	53	90	70	05	40	65	14
15	83	08	77	31	72	98	83	08	62	88	64	33	57	75	51	98	57	75	75	06	43	56	15
16	88	62	82	46	77	85	88	62	67	08	68	62	61	60	55	45	61	60	80	06	46	46	16
17	94	15	87	62	82	71	94	15	71	27	72	90	65	45	58	91	65	45	85	07	49	37	17
18	99	69	92	77	87	58	99	69	75	46	77	19	69	30	62	38	69	30	90	07	52	27	18
19	105	23	97	92	92	44	105	23	79	65	81	48	73	15	65	84	73	15	95	07	55	17	19
20	110	77	103	08	97	31	110	77	83	85	85	77	77	00	69	31	77	00	100	08	58	08	20
21	116	31	108	23	102	17	116	31	88	04	90	06	80	85	72	77	80	85	105	08	60	98	21
22	121	85	113	38	107	04	121	85	92	23	94	35	84	70	76	24	84	70	110	08	63	88	22
23	127	38	118	54	111	90	127	38	96	42	98	63	88	55	79	70	88	55	115	09	66	79	23
24	132	92	123	69	116	77	132	92	100	62	102	92	92	40	83	17	92	40	120	09	69	69	24
25	138	46	128	85	121	63	138	46	104	81	107	21	96	25	86	63	96	25	125	10	72	60	25
26	144	00	134	00	126	50	144	00	109	00	111	50	100	10	90	10	100	10	130	10	75	50	26
27	152	64	142	04	134	09	152	64	115	54	118	19	106	10	95	50	106	10	137	90	80	03	27
28	161	28	150	08	141	68	161	28	122	08	124	88	112	10	100	90	112	10	145	70	84	56	28
29	169	92	158	12	149	27	169	92	128	62	131	57	118	10	106	30	118	10	153	50	89	09	29
30	178	56	166	16	156	86	178	56	135	16	138	26	124	10	111	70	124	10	161	30	93	62	30

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