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In this issue

Industrial Relations and Workers' Welfare in New Zealand.

Statistics of the Month in Brief

Notes of Current Interest.

Industrial Court Award.

Consolidated Decisions of the Wages Boards—
XLVII—The Tea Growing Trade.

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CEYLON LABOUR GAZETTE

JUNE, 1958

VOLUME IX No. 6

INDUSTRIAL RELATIONS AND WORKERS' WELFARE IN NEW ZEALAND

Social Security

New Zealand is a Social Service State based on Parliamentary institutions. Under an extensive Social Security Scheme a citizen is taken care of by the State from the cradle to the grave—family benefits for children till their sixteenth year, then employment and sickness benefit, and when old superannuation or age benefits. There is no difference between the Maoris and white settlers in the payment of these benefits. Over 70 million pounds sterling are spent each year for the provision of these benefits, and of this 60 millions are collected annually from all incomes at the rate of 12½ per cent. by means of the Social Security Tax.

Maternity payments in New Zealand are not footed by the employers of women workers but paid out from the Social Security Fund as maternity benefits are considered sickness benefits. For accidents arising out of and in the course of employment the liability is on the employer and he is compelled by law to insure against his liability to pay compensation.

Employment

The employment section of the New Zealand Department of Labour registers those who seek employment and place them in employment as vacancies arise. In the placement of workers particular attention is paid to the living conditions and accommodation available to the workers in fact the accommodation and material living conditions of unskilled workers in New Zealand with electric cookers, washing machines, hot and cold water showers, wash basins and water closets are of a higher standard than those of the white collar workers in Ceylon. In placement of workers it is seen beforehand that the job available should be within reasonable travelling distance from residence or suitable accommodation is available in the new place of work. There are about 25 hostels and camps run by the Department of Labour throughout the country accommodating over 2,500 residents comprising immigrants, public servants, apprentices and workers who are unable to find accommodation on their own. There are provisions for the payment of unemployment benefits under the Social Security Scheme but very seldom does an occasion arise owing to the full employment policy adopted by the Government.

Shop Employees

Awards and Industrial Agreements have introduced the forty hour and five day working week and good wages for shop employees. Shops including Hair Dressing Saloons throughout the country are closed for two full days on Saturdays and Sundays each week and for the convenience of the customers shops are kept open till 9 p.m. every Friday.

Detailed provisions relating to limitations of loads to be carried, safe means of access to and safe place of employment, fire precautions, ventilation, lighting, heating, sanitary conveniences, washing facilities, drinking water, accommodation for meals, seating accommodation and first-aid facilities, measures necessary for the safety, health and welfare of employees have been made in the Shops, Offices and Factories Acts.

Apprentices

Adequate supply of skilled workers in New Zealand is obtained by the system of apprenticeship. There are about 16,000 apprentices in the country. The administration of apprenticeship is in the hands of Apprenticeship Committees. There are 205 Local Committees and 27 New Zealand Committees. The Commissioner of Apprenticeship or a District Commissioner is ex-officio Chairman of a Committee.

When an employer and an apprentice decide to enter upon a contract of apprenticeship the employer must obtain the consent of the Local Committee in writing. This consent is given if the employer is a suitable employer, if he has adequate facilities for teaching an apprentice the trade and if the apprentice has the requisite educational and age qualifications. The contract of apprenticeship has to be in writing and should be registered with the appropriate District Commissioner within four weeks of the commencement of the employment as apprentice. The term of apprenticeship is five years more or less, and on completion a certificate is given by the Commissioner. Apprentices are required to attend classes for two weeks in the year in recognised Technical Schools.

Hours of Work, Holidays and Wage Rates

Repeated experiments in many countries have shown that from the point of view of maximum production, long hours only result in a fall in output ; further the fatigue caused by long hours results in increased accident rates, sickness and absenteeism. Moderate hours of work is one of the important factors contributory to the prevalence of industrial peace in New Zealand where the forty hour working week has been in force from 1936.

Under the Holidays Act every worker at the end of each year of his or her employment is entitled to annual holidays with pay for two weeks with proportionate holiday wages for employment of lesser duration. All workers who are covered by awards and agreements (and there are over 600 of these) are granted nine public holidays per year with wages and paid double rate of wages if called upon to work on these holidays. Under the National Minimum Wages Act in 1956 the weekly minimum rate of wages for a male adult was £9 sterling (Rs. 121.50) for a female £6 sterling (Rs. 81). The wage rates paid under the awards and agreements are much higher than the National Minimum Wage. An award not only binds the

original parties to the dispute but also every Union of employers and workers and every employer who is engaged in the industry in the district to which it relates and every worker employed by them.

Industrial Relations

The prevention and settlement of Industrial Disputes in New Zealand are governed by the Industrial Conciliation and Arbitration Act, 1954, popularly known as the I. C. & A. Act. The three pillars of this Act are compulsory unionism, compulsory arbitration and wholesale prohibition of strikes and lockouts. This Act has blessed New Zealand with industrial peace.

Industrial disputes must in the first instance be referred to a Council of Conciliation presided over by a Conciliation Commissioner (there are four of them for the whole country). The council endeavours to secure a voluntary settlement the terms of which may subsequently be embodied in an award by the Court of Arbitration. If no settlement is effected by the Conciliation Council the dispute is referred to the Court of Arbitration (which is presided over by a permanent judge of Supreme Court standing and assisted by two assessors representing the employers and employees respectively). The decision of this Court is final and continues in force till it is superseded by another award or Industrial Agreement. Penalties are prescribed for taking part in strikes or lockouts during Industrial Disputes or in breach of award or agreement. All workers who are subject to an award or Industrial Agreement are required by law to be members of a Union, exemption being granted only to conscientious objectors.

Trade Unions and Workers' Welfare

Unionism in New Zealand is to a considerable extent a creation of the State. The Industrial Conciliation and Arbitration Act originally was a deliberate attempt to improve Industrial Relations by creating Trade Unions and making collective bargaining compulsory. The chief advantage from registration under this Act is that it enables the Union to compel employers to negotiate with it in a Conciliation Council and, if no agreement is reached there to obtain a decision from the Permanent Court of Arbitration prescribing minimum wages, hours of work, and working conditions applicable to all employees in the industry. On the other hand by so doing a Union loses the right to strike and makes its members liable to penalties for striking. Compulsory unionism has resulted in a great strengthening of existing unions by increasing their membership and by improving their financial position.

The Unions in New Zealand are interested not only in the question of wages, holidays and working conditions of workers at the place of employment; they also take an interest in making arrangements for the enjoyment of their holidays and leisure by the workers. In conjunction with the Council of Adult Education the Workers' Educational Association arranges holiday camps and evening and holiday classes for adult workers. In fact in New Zealand on a C. Plan Scholarship I had the opportunity of attending the "Summer School" arranged by the Workers' Educational Association (Wellington Branch) at the Boys' High School in New Plymouth during 1956-57—Christmas & New Year Holidays. The workers who attended the school were all arranged in groups and attended lectures and discussion

classes in the mornings under the direct guidance of a University Lecturer or a scholar of similar standing who had offered his services free for this purpose. Groups were separately organised for :—

1. Music.
2. Art.
3. International Affairs.
4. Cybernetics.

In the afternoons group excursions were arranged to prominent scenic spots in the neighbourhood. In the evenings public lectures or discussions or socials were arranged to which the citizens of New Plymouth were also invited. Usually these Summer Schools or holiday camps lasted about a week and were very popular with the workers.

N. MYLVAGANAM.

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 May 1958, is 105.2 as against 104.6 for April, 1958, an increase of .6.

Wages Rates

(a) The basic wages payable for the month of May, 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 June, 1958, to workers in all other trades to which Part II of the Wages Boards Ordinance has been applied will be the same as that for the month of May, 1958.

Strikes

There were altogether 18 strikes involving 6,203 workers and a loss of 13,567 man-days during the month of March, 1958, as against 12 strikes in February, 1958, involving 2,783 workers and a loss of 27,740 man-days.

Eight strikes were in the Tea Plantations involving 4,476 workers and a loss of 8,210 man-days ; 1 in a Tea-Cum-Rubber Plantation involving 572 workers and a loss of 1,666 man-days. Of the remaining 9 strikes 1 was in the Rubber Export Trade involving 104 workers and a loss of 208 man-days ; 2 were in the Toddy, Arrack and Vinegar Trade involving 18 workers and a loss of 18 man-days ; 2 in the Dock Harbour and Port Transport Trade involving 382 workers and a loss of 160 man-days ; 1 in the Building Trade involving 78 workers and a loss of 98 man-days ; 1 in the Government Services involving 137 workers and a loss of 411 man-days ; 1 in the Fertiliser Trade involving 296 workers and a loss of 296 man-days, whilst the other was in a Hotel involving 140 workers and a loss of 2,500 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 March, 1958, and April, 1958, was as given below :—

	March, 1958			April, 1958		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	14,837	4,993	19,830	14,523	4,920	19,443
Skilled	12,523	1,587	14,110	12,191	1,529	13,720
Semi-skilled	25,718	7,449	33,167	25,120	7,195	32,315
Unskilled	45,879	3,794	49,673	44,636	3,552	48,188
Total	98,957	17,823	116,780	96,470	17,196	113,666

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

	March, 1958			April, 1958		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	361	45	406	135	10	145
Skilled	30	2	32	64	—	64
Semi-skilled	78	4	82	70	2	72
Unskilled	183	5	188	195	7	202
Total	652	56	708	464	19	483

NOTES OF CURRENT INTEREST

Trade Unions Registered in May 1958

Reg. No.	Name of Trade Union
1029	Dakshina Lanka Samupakara Sewakainge Samitiya.
1030	The National Co-operative Employees' Union.
1031	Government Electrical Department Generation Branch Workers' Union.
1032	Polonnaruwa Sugarcane Research Station Workers' Union.
1033	All Ceylon U. C. Employees' Union.
1034	Oil Movement Officers' Union.
1035	Ceylon Postal Sorters' Union.
1036	Ceylon Railway Temporary Workers' Union.
1037	Antimalaria Control Scheme Clerks' Union of the Department of Health.
1038	Eksath Indus Cera Ulukarmantha Shala Kamkaru Samitiya
1039	Department of Agrarian Services (Guaranteed Price Scheme and Rice Mills) Officers' Union.
1040	All Island P. W. D. Road Construction non-Government Workers' Union.
1041	Ceylon National Union of Workers.

Registrations Cancelled in May 1958

Nil.

THE INDUSTRIAL DISPUTES ACT, No. 43 OF 1950

Industrial Court at Colombo

I. D. No. 35

In the matter of an industrial dispute

between

The Nidahas Karmika Saha Velanda Sevaka Vurthiya Samithiya,
129, Manning Mansion, Kumaran Ratnam Road, Colombo 2

and

Messrs. Parakramas, Limited, Ceylon Engineering Works,
100 & 102, Korteboam Street, P. O. Box 102,
Colombo 15

THE AWARD

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

2. It relates to a dispute between the Nidahas Karmika Saha Velanda Sevaka Vurthiya Samithiya (hereinafter referred to as "the union"), and Messrs. Parakramas, Limited (hereinafter referred to as "the company").

3. The Hon'ble Minister of Labour, Housing and Social Services, by his Order dated 21st November, 1957, made under section 4 of the Industrial Disputes Act, referred the dispute to this Court for settlement. The Order of Reference embodied a statement of the matters in dispute between the parties as detailed by the Acting Commissioner of Labour. According to this statement the matters in dispute relate to—

- (a) the non-employment by Messrs. Parakramas, Limited, of the 24 persons whose names are mentioned in the statement ;
- (b) the termination of the employment of—

- (1) F. G. Stephen,
- (2) M. B. J. A. Cooray, and
- (3) K. P. Fernando.

It will be noted that the names of the persons referred to in list (b) are also included in list (a) under the numbers 21, 22 and 24.

4. Upon the receipt of this Reference, the parties were called upon to submit written statements relating to the matters in dispute and they accordingly have furnished written statements. The union has further amplified their statement by the statement marked P. 10 giving further details in regard to the claims made on behalf of the various workmen.

5. The inquiry commenced on 17. 12. 1957 and had to be continued on several dates thereafter for the purpose of the investigation of the various matters of the admitted industrial dispute and the claims made on behalf of the workmen as arising therefrom. The parties were represented by counsel and also by two representatives of the union, both of whom took part in the proceedings and the examination and cross-examination of the witnesses. As the dispute related to the

non-employment of several workmen and the consequent hardship caused to them, ample latitude was given for the fullest investigation of the dispute.

6. When the inquiry commenced various claims were put forward on behalf of the workmen relating to the payment of gratuity, cash payments on account of the annual holidays taken by the workmen during several years, and various other claims for compensation as set out in the statement marked P. 10 already referred to.

7. Before proceeding to deal with the matters in dispute it is useful to set down briefly the history of the undertaking carried on by the company and to refer to the events which preceded the closing down of a portion of the business of the company relating to the foundry and workshop on 12.10.1957. It would appear from the evidence that Mr. J. S. Parakrama, who obtained his qualifications in several branches of engineering after a course of training in Great Britain, returned to Ceylon in the year 1923 and started business as a consulting engineer on his own and carried on business under the name of "Parakrama Engineering Works". The volume of business having steadily improved, he employed 3 or 4 European engineers to assist him in his business and carried on business in partnership with Mr. N. C. Percy, a qualified engineer, under the name of "Parakrama and Company". When the 2nd world war broke out and the premises in which they were carrying on business were requisitioned by the military there was a decline in the volume of their business. They, however, appeared to have tided over this adverse period. In the year 1944, Mr. Parakrama, with certain other shareholders, formed themselves into a private limited liability company under the name "Parakramas Limited" with a subscribed capital of Rs. 250,000 divided into 500 shares of Rs. 500 each. Mr. Parakrama held the controlling shares and was the managing director of the company, chiefly responsible for the management of the business and the execution of all its works. It would appear that from the inception of the company harmonious relations existed between the management and its employees; some of the workmen now concerned in the dispute have been in employment from the inception of the company.

8. In November, 1956, these workmen became members of the union. Thereafter, the union made representations to the company regarding some of their demands by its letter dated 30.1.57 (P. 1) and followed it up by a strike. A conference was held on 28.5.57 between the union and the company at the office of the Commissioner of Labour and agreements were reached with regard to some of the demands which were granted, and the strike was called off (P. 2). There was also a demand with regard to the grading of the workmen, and certain other demands. This was followed by a strike which was settled by the Commissioner of Labour in terms of the agreement dated 24.6.57 (P. 3). Accordingly, an officer of the Labour Department looked into the grading of the workers in August, 1957.

9. According to the evidence adduced on behalf of the company, from about the month of March, 1957, until the closure of the workshop and foundry, which took place on 12.10.57, the relationship between the employer and the employees appears to have become strained. There is evidence to indicate that the workmen adopted a "go-slow" policy in the performance of their duties, were disobedient to the foreman, and generally behaved with disloyalty to the employer by hooting and jeering during their hours of work. Such conduct on

the part of the workmen appears to have made the exercise of authority and discipline by the employer, and the maintenance of proper employer-employee relationship in the establishment well nigh impossible.

10. It would also appear from the balance sheets of the company produced before us and which we have examined, that during the relevant period when these events were taking place the turnover and the consequent profits of the company dwindled considerably. The profits earned during the financial year 1956-57 were utilised to a great extent in the payment of the accumulated enhanced rent, amounting to Rs. 45,000, payable by the company to the Colombo Port Commission which is the lessor of the business premises leased to the company.

11. It is difficult to understand why the workmen behaved in the manner alleged. Their conduct can be understood on the basis that the workmen would have become aware from the company's letter to the Commissioner of Labour (with a copy to the union) dated 31.8.57 (P. 5) that the company was contemplating the closure, in a few weeks, of the foundry and workshop in which they were employed and, therefore, became restive and disloyal. The company had also by an earlier letter to the union dated 20.3.57 (P. 13) indicated that in view of its financial position it may become necessary to retrench its workers. The lack of profits during the period of the three years preceding the closure is also a factor in the decision made by the company to close the foundry and workshop, which was partly hastened by the attitude of the workers.

12. For the purpose of determining whether, and if so, what amount of compensation should be awarded to the workers in view of the sudden closure of the business, if their reinstatement cannot be ordered, it is necessary to determine "whether the decision made by the company on 10.10.57, as recorded in its Minutes Book, to close down the foundry and workshop was made *bona fide*". In view of the fact that Mr. Parakrama was the founder of this business, who had devoted a greater part of his lifetime to its building up and held the controlling shares in the company, the decision to close down the workshop and foundry would not have been taken without due care and thought, unless the circumstances which have arisen, and had resulted in a considerable reduction in the turnover, compelled the company to make that decision. We are, therefore, of the view that the decision to close the foundry and the workshop was a decision *bona fide* made by the company in consideration of the losses sustained, and dwindling down of its business.

13. It has been well recognized by judgments of Industrial Courts and Labour Tribunals that a decision to close down a business or a section of it and consequently to retrench the workmen employed in it is primarily the concern of the management which has the sole discretion to rationalize its business. Such a decision cannot be called in question, unless there is clear proof forthcoming that the decision was made *mala fide*, or as a colourable device to victimise the workmen. We find as a fact that the foundry and the workshop have remained closed from 12.10.57 and no work has been done since then.

14. We ascertained during the course of the inquiry that Mr. Parakrama has transferred his shares in this company to Mr. Navaratnam, a government contractor, who has been associated with the company in the execution of a large building contract relating to the restoration

of the Maha Seya at Mihintale. It would also appear that Mr. Navaratnam has obtained the transfer of those shares chiefly with a view to safeguarding his financial interests in the matter of the Maha Seya contract for the execution of which he has already invested a considerable sum of his own money. Mr. Navaratnam has further told us that he is only a building contractor and does not possess the necessary technical engineering knowledge to carry on the business of a foundry and mechanical workshop. We explored the possibility of getting these workmen reinstated in employment with the company which continues to carry on business, with Mr. Navaratnam as managing director. This has not been found possible. In these circumstances the reinstatement of the workmen and other employees who have lost their employment cannot be ordered.

15. It now remains for us to consider what compensation by way of wages or other employment benefits or unemployment relief we should award to these workmen. The claims made in respect of all these workmen are set out in detail in the document marked P 10.

16. We shall now proceed to deal with these claims *seriatim*.

Gratuity

On behalf of all the workmen and the other employees, except the apprentices, a claim for payment of a gratuity computed at the rate of a month's wages for each year of service is made. With regard to this claim, it will be noted that this company did not have any provision for a provident fund scheme or for the payment of any gratuity to the workmen on retirement, or on termination of service. The company, however, did, in a few cases, increase the salary of some of its employees to enable them to pay the premia payable on a Pension Insurance Policy. Certain engineering firms like Walker, Sons & Co., Ltd., do make payment of gratuity to their employees on retirement after continuous service extending for a period of 15 years or more. The operation of such schemes demands the periodical allocation of funds and cash reserves out of the funds of the company. In the absence of any such scheme having been in operation in this company and there being no cash reserves available for such payment, it is not possible now to formulate a scheme for such payment or to allocate the funds necessary by this company. It is also a well recognized principle that any award in an industrial dispute can only relate to such matters as wages, conditions of service and other employment benefits which were in operation during the period of such employment. It is not competent for workmen to make demands for the formulation of benefit schemes, which were not in operation when they were in such employment, after their employment ceased. The claim for the payment of a gratuity is also not a matter specifically referred to us for settlement. With regard to a similar claim for gratuity which came up for decision before the Labour Appellate Tribunal in India, it was held that when a business concern had closed down, gratuity to any of the past employees should not be awarded (*Mercantile Engineering Workers, Bombay vs. The Workmen employed in it—Companion Volume to Digest of Labour Law Cases, by Kher*).

Mr. Advocate Wickremasooriya appreciated the difficulty he was confronted with in regard to this claim for gratuity and he, therefore, admitted when he opened the case for the union that he was not press-

ing the claim for the payment of a gratuity. We, therefore, reject the demand for the payment of a sum of money computed at the rate of a month's wages for each year of service, as gratuity.

17. *Remuneration on account of privilege leave not taken*

It is difficult to reconcile the claims made under this head with the provisions of the Wages Boards Ordinance, and the decisions of the appropriate Engineering Wages Board applicable to these workers. Section 25 of the Wages Boards Ordinance provides in express terms that an employer in an industrial undertaking, to which the provisions of this Ordinance apply, shall grant an annual holiday, to all the workers, of the specified number of days prescribed by the appropriate wages board, and that the workmen shall take the said holiday. This provision of the law is based on the social legislation designed to promote the health and welfare of the working classes. Legislation to this effect in Ceylon and in other countries was the result of the decisions taken at the Geneva Conferences of the International Labour Organization. These decisions have come to be known as the 'Geneva Conventions'. One of these conventions also laid down that it is not permissible to a workman to forego his annual holiday and work during that period and claim extra remuneration in commutation of the holiday he was bound to take and the employer was bound to give. This privilege intended for the rest and recuperation of an industrial worker cannot be bought off by the employer by a cash payment in lieu thereof, as it is illegal and in contravention of the Wages Boards Ordinance. The decisions of the Engineering Wages Board in regard to this annual holiday prescribed the mode of computation of the number of days of the annual holiday to which a worker is entitled and which should be given to him in the year following each completed year of service.

From the detailed statement of the claims embodied in the document P. 10, it would appear that no claim is made for payment on account of privilege leave in respect of the 19 workmen referred to in claim 1. Claims for such compensation are made only on behalf of the following: Samaris Appuhamy, F. G. Stephen and K. P. Fernando.

The position set out above emerges from the provisions of the Wages Boards Ordinance, No. 27 of 1941, which by section 43 has made it an offence for an employer to fail to allow to any worker the prescribed annual holiday.

The Wages Boards Ordinance (Amendment) Act, No. 5 of 1953, has enacted an additional provision by section 12 of that Act whereby provision is made that a worker whose services are terminated during any year is entitled to receive payment of the remuneration payable in respect of such holiday to which he would have been entitled. In view of this provision the company should pay to such of the employees as are entitled thereto remuneration in respect of the annual holiday as provided for by the decisions of the Wages Board applicable to the engineering trade. Mr. Stephen has already been granted the 14 days holiday to which he was entitled when his services were terminated. The sum, if any, payable to the other employees, as computed from the books of the company, should be deposited with the Commissioner of Labour whose decision regarding the correctness of the amount shall be final.

18. We have now for our consideration the question whether the employees who have now been suddenly thrown out of employment as a result of the closure of the foundry and workshop are entitled to receive any remuneration, and if so, what is the *quantum* of such compensation. On behalf of the company, Mr. Advocate Kadirgamar argued that the closure of the workshop and foundry was brought about by the misconduct of the workmen and that in those circumstances the termination of their services for misconduct would have been justified and that the workmen would not be entitled to receive any compensation by way of wages or otherwise. He cited certain decisions of the Industrial Courts and Tribunals in India in support of the proposition that where a workman is dismissed for misconduct he would not be entitled to any compensation. We have examined those cases and we are not prepared to hold that the *ratio decidendi* of those cases can be applied to the specific facts of this case. We are not satisfied that the closure of the business in the workshop and foundry of this company was solely brought about by the misconduct of the workmen. It seems to us that the decision to close down the business was made in consideration of financial losses and other circumstances relating to the business. If the company had decided to continue its business it would not have been difficult for it to replace these 19 workmen by other men in their place after terminating their services for misconduct, having followed the preliminary procedure now laid down. This procedure was not followed. In any case, we are not satisfied that there is sufficient legal proof to sustain such a charge against any specified workman.

19. With regard to the question of the award of compensation by way of unemployment relief to workmen who have been thrown out of employment in consequence of retrenchment or closure of a business or a factory, the Industrial Tribunals in India have laid down the principles governing the grant of relief and the measure of such relief. These decisions are based on the analogous provision of the Industrial Disputes Act in India in so far as they relate to "non-employment". If those decisions accord with our own concept of social justice in regard to industrial relations between employer and employee it will be useful to follow the principles laid down in those decisions. We shall refer to only a few of the decisions relating to this question.

20. In the case of the industrial dispute between the Sri Ram Silk Manufacturing Co. and their workmen (I Labour Law Journal, 1953, page 487) the Labour Appellate Tribunal of India, having held that the company was justified in closing its business considering the losses suffered by it, awarded to the workmen two months wages as compensation, as in cases of *bona fide* retrenchment.

21. In the case of General Motors, Ltd. vs. their workmen (I Labour Law Journal, 1953, at page 748) the Labour Appellate Tribunal awarded to the retrenched workmen retrenchment relief at the rate of one month's basic wages for each year of completed service.

22. In the case of Kashi Iron Foundry vs. their workmen (Labour Appeal Cases, 1952, page 351 at page 358) it was laid down that even in cases of justifiable retrenchment it is desirable to pay an unemployment bonus to the workers in order to sustain them during the period of their unemployment.

23. In another case reported in II Labour Law Journal, 1951, Supplement page 140, relief was given by awarding compensation at the rate of one month's wages for each year of service.

24. We also find that the Industrial Disputes (Amendment) Act, No. 18 of 1957, passed by the Parliament of India makes express provision by section 25 FFF for the payment of compensation to workmen in the case of closing down of an undertaking, and also provides for the basis on which compensation should be made.

25. The position, no doubt, would be different if on the ground of misconduct on the part of these 19 workmen their services were terminated after due notice.

26. It is difficult to lay down a general formula applicable to all cases without taking into consideration the several factors which should be made applicable to the particular case. The capacity of a company to find the money to make payment of any compensation awarded should also be considered. As already stated by us the company has no cash reserves. There are possibly some book debts due to the company which can be recovered. Taking all these factors into consideration, our award is that in respect of these 19 workmen who are daily paid workmen they should receive as compensation their wages calculated at the rate of 10 (ten) days basic wages and dearness allowances for each year of service, but not exceeding in the aggregate the wages and dearness allowance payable for a period of 52 days.

27. We will now deal with the question relating to the termination of the employment of (1) F. G. Stephen, (2) K. P. Fernando and (3) M. B. J. A. Cooray referred to under item (b) in the statement of matters in dispute, and (4) Mr. M. J. Perera.

28. Mr. F. G. Stephen was employed as an Accounts Clerk and Typist from 1953. He appears to have earned increments on his salary which was Rs. 250 per month when his services were terminated. Apparently, his work was satisfactory and he received due recognition from the company by earning increments and obtaining frequent loans. In July, 1957, as a result of an incident in the office, Mr. Stephen recommended that the telephone operator should be dismissed. Mr. Parakrama, however, disapproved of this recommendation and informed Mr. Stephen that he appeared to have adopted an arrogant attitude. He was given a warning by the employer on 14.10.57 in regard to his disloyal attitude towards the employer during the period of strife between the employer and the workmen. Later he was given a month's notice of termination of his service, on 30.10.57 and was duly sent cheques in payment of his dues which he chose to return to the Commissioner of Labour. The notice of termination of his services was given after the company had decided to close down its workshop and foundry. In view of that decision the continuance in employment of Mr. Stephen became redundant. The company is entitled in terms of the contract of employment to terminate his services after giving a month's notice. Such notice was given and he was also informed that during the month of November he could avail himself of the annual holiday to which he was entitled. We find that in these circumstances the termination of the employment of Mr. Stephen was lawful.

29. In the statement P. 10 embodying the claims of the various employees, claim No. 5 relates, to this employee. Of these claims, counsel appearing for the union has withdrawn the claims falling

under heads (d) (e) (g) (h) and (i). Claims (a) and (b) relate to his salary for the months of October and November. This amount the company was willing to give and did actually send him a cheque for the amount. Item (c) relates to gratuity which we have dealt with in para. 16 above. For the reasons stated therein this claim is not maintainable and is, therefore, rejected. Item (f). The claim on account of privilege leave is covered by the privilege leave granted to him during November, 1957. Moreover, he appears to have had some privilege leave during 1956. The claim, therefore, fails. Item (j) relates to the charge for current supplied to the flat occupied by him in the premises of the company for three months, amounting to Rs. 24 for the months September, October and November, 1957, during which period the electric supply to the flat occupied by him was cut off. He is entitled to have credit for this amount. In the statement P. 10 Mr. Stephen appears to have taken credit for two sums of Rs. 100 and Rs. 150 on account of the commission claimed under items (h) and (i) and set off those amounts against loans payable by him to the company. In view of the withdrawal of his claims under items (h) and (i) no such set off can be applied against his liability on loans received by him from the company. We find that Mr. Stephen has not found any other employment. Taking, however, into consideration the fact of the sudden closure of the business and the termination of his employment, we consider that some measure of unemployment relief should be given to him. We, therefore, award that the company do pay him compensation in a month's salary.

30. *K. P. Fernando*

He was employed as a draftsman on a comparatively small salary, the amount being so fixed in relation to his ability. From the file relating to this employee, which has been produced before us, it appears that he has been frequently absent on leave during the period of his employment. Moreover, the employer was not satisfied with the quality of his work. Mr. Parakrama considered that Mr. Fernando was responsible for the incorrect production of some bollards which were rejected resulting in a loss of about Rs. 2,000 to the company. Taking into consideration all these facts the services of Mr. K. P. Fernando were terminated by a notice given to him in August, 1957, and salary due to him paid. He has also claimed a sum of Rs. 10,000 as damages for the use of some insulting language by Mr. Parakrama against him. This claim, even if well founded, does not fall within the purview of this Court for adjudication and is, therefore, rejected.

31. *Mr. M. B. J. A. Cooray*

This young man joined as an apprentice for the purpose of learning and being trained. He joined as an apprentice on 4.8.54. As in the case of all other apprentices who worked in this firm, he deposited a fee of Rs. 1,000 which he was allowed to pay by instalments. The agreement on which he was taken as an apprentice was that he should undergo training for a period of 3 to 5 years as would appear from the document, P. 11. With regard to the apprenticeship fee of Rs. 1,000 deposited by him, the agreement was that this sum would not be

returned unless the directors in their discretion decide to do so. According to the evidence of Mr. Parakrama this apprentice was not diligent in his work and did not pass the qualifying academic examination which would entitle him to obtain the necessary qualifications to become a junior engineer. Moreover, he was irregular in attendance and refused to take orders from the foreman. Accordingly, his services were terminated on 14.9.57. Mr. Cooray now claims a refund of the entire apprenticeship fee paid by him, Rs. 15,000 as damages and also a sum of Rs. 365 alleged to be due to him on account of the arrears of remuneration up to 14.9.57. The claim for the Rs. 15,000 damages is fantastic and in view of the circumstances under which his services were terminated, cannot be entertained. Moreover, a claim for damages arising under these circumstances is not an industrial dispute. This claim is, therefore, rejected. As regards the arrears of remuneration claimed by him we direct the company to ascertain from the books what sum, if any, is due as wages and deposit such sum with the Commissioner of Labour within one month of the publication of this award. As regards the claim for the refund of Rs. 1,000, the claim does not lie as of right in view of the agreement under which it was paid. Nevertheless, in view of the fact that this apprentice has not completed his full period of training and it may, therefore, be necessary for him to enter into articles of apprenticeship with some other engineering firm to complete his training by the payment of additional apprenticeship fee, we recommend for the consideration of the Board of Directors the refund of such portion of the fee as they may consider to be reasonable.

32. *Mr. M. J. Perera*

He was working as an apprentice in this company from 3.1.56. When the business of the foundry and workshop was closed, he did not attend the workshop although he was required to do so and all facilities were provided for him to enter the premises. He, however, chose not to attend as there were then no facilities for him to be trained. He deposited an apprenticeship fee of Rs. 1,000 on the same terms as set out with regard to the apprentice Cooray. He demands a refund of this sum. In his case too we recommend for the consideration of the Board of Directors the refund of an adequate portion of the apprenticeship fee paid by him in view of the fact that he was prevented by reason of the closure of the workshop and foundry from continuing his period of training. The claim for damages in the sum of Rs. 15,000 made by him does not fall within our purview and is, therefore, rejected. We wish to add that we dealt with the dispute relating to this apprentice, although it was not specifically referred to us, at the request of the union, in order to avoid another reference of this dispute to this Court.

33. Of the 24 persons in regard to whose non-employment and termination of service this Reference was made, there remains for consideration the claims made on behalf of the workers numbered (20) and (23) in the list (a) of the statement of the Acting Commissioner of Labour. These two workmen were employed in the capacity of supervisors (Baases) and were paid their salaries as monthly paid employees. The case for the company is that their services became redundant when the foundry and workshop were closed down and that, therefore, their services were dispensed with after giving them the requisite month's notice.

On behalf of Samaris Appu, the claims are—

- (a) three months' wages in lieu of notice,
- (b) remuneration in lieu of privilege leave, and
- (c) gratuity at the rate of one month's wages for each year of service.

For the reasons given by us for the rejection of the claims for gratuity made by the other workers, we reject this demand also. We would, however, award him compensation of a month's salary by way of unemployment relief consequent on the sudden closure of the foundry and workshop, and also remuneration on account of any period of the annual holiday which may be due to him as provided in para. 17 above.

34. *Elaris Singho*

The union has not included in its statement, P. 10, any claim on behalf of Elaris Singho, who was also a supervisor (Baas), nor has it made any representations on his behalf. He has also not appeared before us and made a claim. We, therefore, make no order regarding him.

35. Before concluding our award, it is necessary to refer to an objection which is raised for the first time after the conclusion of the inquiry into the dispute by a note in writing submitted by counsel for the company embodying the argument that the matters in dispute between the union and the company do not relate to "an industrial dispute" as defined in the Act, and that this Court has no jurisdiction to make an award thereon.

36. The company did in the statement filed by it raise the question that there was no industrial dispute within the meaning of the Act. If the company desired to persevere in raising an objection relating to the jurisdiction of this Court it should have done so at the outset and argued the matter as a preliminary issue. Not having done so, we are justified in assuming that the objection was advisedly abandoned. Nevertheless, as the question has been raised it is necessary for us to deal with it and give our ruling.

The term "industrial dispute" is defined in the Industrial Disputes Act, No. 43 of 1950 as follows :—

“ ‘Industrial dispute’ means any dispute or difference between employers and workmen or between workmen and workmen *connected with the employment or non-employment* or the terms of employment or with the conditions of labour of any person and for the purposes of this definition ‘workmen’ includes a trade union consisting of workmen.”

Note in particular the words "connected with the employment or non-employment" and the words "workmen includes a trade union consisting of workmen" as they appear in this definition.

The word 'non-employment' has always been understood and interpreted as having reference to the re-instatement in service of a workman who has been discontinued.

There is an unbroken current of judicial authority as laid down by the Industrial Tribunal and the Labour Appellate Tribunal and the High Courts in India that in the interpretation of the term 'industrial dispute' as defined, it should be taken to include within its ambit disputes relating to the termination of the service of a dismissed workman or those who have been retrenched in consequence of the closure of the business or the reorganisation or rationalisation of the industry.

The Industrial Court in Ceylon has also in a number of disputes that came before it for settlement interpreted the term 'non-employment' to include the re-instatement in service of workmen who have been dismissed or retrenched in consequence of closure or reorganisation of the undertaking.

The intention of the legislature regarding the connotation of the term non-employment is clear and has been made more manifest in the definition of the term 'industrial dispute' as given in the amending Act, No. 62 of 1957, which in express terms includes termination of service and reinstatement in service in the definition of the term 'industrial dispute'.

The definition of the term 'workman' in the principal Act is as follows :—

“ ‘Workman’ means any person who has entered into or works under a contract with an employer in any capacity whether the contract is expressed or implied, oral or in writing, and whether it is of service or of apprenticeship, or a contract personally to execute any work or labour *and includes any person ordinarily employed under any such contract whether such person is or is not in employment at any particular time.* ”

Note in particular the following words at the end of the definition :—“ and includes any person ordinarily employed under any such contract whether such person is or is not in employment at any particular time.”

The meaning of these last words is made clearer in the amending Act by the addition of the following words :—

“ and for the purposes of any proceedings under this Act in relation to any industrial dispute, includes any person whose services have been terminated.”

The words in the definition of 'workman' in the principal Act are clear enough to entitle a workman who is no longer in service to raise a dispute regarding his non-employment. The amending Act does no more than clarify the original intention. Furthermore, this dispute has been raised by the union to which the workmen belong. As such it is an industrial dispute in regard to which the Court must make an award as laid down by Mr. Justice Mack of the High Court of Madras in the case of *The Kanthan Textiles, Limited, vs. The Industrial Tribunal, Madras, 1949, Labour Law Journal, 875 at p. 884.* In this case Mr. Justice Mack stated: If such a dismissal however even of an individual workman is taken up by a workers union or substantial body of workmen who continue in employment and espouse his cause then an industrial dispute may arise”.

In view of the foregoing we hold that matters under reference to us relate to an "industrial dispute" within the meaning of the Act, which dispute has been referred to us by the Honourable Minister of Labour, Housing and Social Services, who is the competent authority, on the basis that an industrial dispute does exist, and we are bound to make an award which we make accordingly.

(Sgd.) G. CROSSETTE THAMBYAH.

(Sgd.) P. O. FERNANDO.

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

Colombo, 26th March, 1958.

CONSOLIDATED DECISIONS OF WAGES BOARDS

XLVII—The Tea Growing and Manufacturing Trade

The original decisions in respect of the Tea Growing and Manufacturing Trade made by the Wages Board for that Trade related mainly to rates of wages and they came into force on August 1, 1945. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette Extraordinary* No. 9,441 of July 31, 1945. Decisions in regard to weekly and annual holidays to the workers came into force on September 1, 1946, and a notification in respect of the decisions was published in *Ceylon Government Gazette* No. 9,592 of August 23, 1946. Decisions varying earlier decisions were published in notifications appearing in *Ceylon Government Gazette* No. 9,592 of August 23, 1946, No. 9,634 of November 22, 1946, No. 10,047 of November 25, 1949, No. 10,177 of November 24, 1950, No. 10,429 of July 30, 1952, No. 10,542 of June 29, 1953, No. 10,698 of July 31, 1954, No. 10,790 of April 29, 1955, and No. 10,850 of October 21, 1955.

DECISIONS RELATING TO RATES OF WAGES AND OTHER MATTERS

PART I

Direction under Section 20 (2) (b)

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

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

Definition of a normal working day (Section 24)

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

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

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

<i>Class of worker</i>	<i>Basic rate for a normal working day</i>	<i>Rate of special allowance for a normal working day in any month</i>
	<i>Rs. c.</i>	
		Where the cost of living index number for the preceding month is 99·2, the special allowance shall be—
		<i>Rs. c.</i>
		for a male worker not under 16 years of age 1 9
		for a female worker not under 15 years of age 0 82
		for a child worker .. 0 75
Male worker not under 16 years of age	1 25	Where the cost of living index number for the preceding month is above 99·2, the rate of special allowance hereinbefore prescribed shall be increased for each complete unit of 1·8 points by which the index number exceeds 99·2 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table I below :—
		3 cents in the case of a male worker not under 16 years of age
		2 cents in the case of a female worker not under 15 years of age
		2 cents in the case of a child worker
Female worker not under 15 years of age	1 5	Where the cost of living index number for the preceding month is 99·1, the special allowance shall be—
		<i>Rs. c.</i>
		for a male worker not under 16 years of age .. 1 6
		for a female worker not under 15 years of age .. 0 80
		for a child worker .. 0 73
Child worker ..	0 80	Where the cost of living index number for the preceding month is below 99·1, the rate of special allowance hereinbefore prescribed shall be decreased, for each complete unit of 1·8 points by which the index number falls short of 99·1 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table II below :—
		3 cents in the case of a male worker not under 16 years of age
		2 cents in the case of a female worker not under 15 years of age
		2 cents in the case of a child worker

TABLES ILLUSTRATING THE APPLICATION OF THE FOREGOING PARAGRAPHS

Table I

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

<i>Index numbers</i>	<i>Special Allowance</i>		
	<i>For a male worker not under 16 years of age</i>	<i>For a female worker not under 15 years of age</i>	<i>For a child worker</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>
99·2–100·9 ..	1 9	0 82	0 75
101·0–102·7 ..	1 12	0 84	0 77
102·8–104·5 ..	1 15	0 86	0 79
104·6–106·3 ..	1 18	0 88	0 81
106·4–108·1 ..	1 21	0 90	0 83

Table II

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

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

“Child worker” means a male worker under 16 years of age or a female worker under 15 years of age.

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum rate of wages for time work for any worker engaged in plucking on a Sunday or for any worker (kangany) engaged in supervising such plucking on that day shall be one and a half times the minimum rate of wages for time work fixed for such worker in respect of a normal working day.

PART III

Overtime Rates

IN respect of each hour of work in excess of the normal working day, the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the daily minimum time rate by 8) increased by—

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

In the computation of the overtime rate—

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

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum overtime rate for any worker engaged in plucking on a Sunday or for any worker (kangany) engaged in supervising such plucking on that day shall, in respect of each hour of work in excess of the normal working day, be twice the minimum hourly rate applicable to him (such hourly rate being ascertained by dividing the daily minimum time rate applicable to him by 8).

DECISIONS RELATING TO WEEKLY AND ANNUAL HOLIDAYS

Weekly Holiday (Section 24)

Every employer shall allow each Sunday as the weekly holiday to all workers employed under him: Provided, however, that an employer may employ any worker on a Sunday, subject to the conditions—

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ;
- (2) that in respect of work done on a Sunday—
 - (a) a worker who has worked for 9 hours (inclusive of one hour for a meal) or for any period that falls short of nine hours by reason of the failure of the employer to provide him with work, shall be remunerated at $1\frac{1}{2}$ times the minimum rate of wages for a normal working day,
 - (b) a worker who has worked for less than 9 hours (inclusive of one hour for a meal) by reason of his unwillingness to work, shall, for each hour that he has worked, be paid $1\frac{1}{2}$ times the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by 8),
 - (c) a worker who has worked for more than 9 hours (inclusive of one hour for a meal) shall be remunerated at twice the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by 8) for each hour of work in excess of 9 hours ; and
- (3) that the remuneration due to a worker for work done on the weekly holiday during any period shall be paid within the time prescribed for the payment of wages for such period by section 2 (b) of the Wages Boards Ordinance.

The preceding provisions of this paragraph shall not apply to workers engaged in plucking or to workers (kanganies) engaged in supervising such plucking.

Annual Holidays (Section 25)

1. (a) If a male worker of not less than 16 years of age has been in continuous employment under the same employer and has worked for more than 228 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 228: Provided, however, that it shall not be obligatory on any employer to allow any such holiday in respect of any period of work in excess of 288 days.

(b) If a female worker or a child worker has been in continuous employment under the same employer and has worked for more than 204 days in any year (hereinafter called the "qualifying year"), such worker shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of 1 holiday for each unit of 4 days

by which the number of days on which the worker has worked exceeds 204: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 264 days.

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

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

3. Subject to the provisions of paragraph 2, a worker shall be allowed his holiday or holidays on a day or days to be mutually agreed upon between him and his employer.

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

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

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

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

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

(c) Where a female worker or a child worker intends to leave the worker's employment of the worker's own accord or is to be discontinued or dismissed from employment by the worker's employer during the current year, such worker shall be entitled to take and

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

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

7. For the purposes of the foregoing provisions—

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

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

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

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

“year” means a continuous period of 12 months.

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

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

*Index Number
Nov., 1942
= 100*

Base : November, 1942 = 100

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

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
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Group Weights	61.89 ..	4.29 ..	5.70 ..	9.42 ..	18.71	
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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
April	.. 106.02	.. 100.92	.. 101.53	.. 86.12	.. 110.79	.. 104.6
May	.. 107.00	.. 99.42	.. 101.53	.. 86.77	.. 110.89	.. 105.2

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	Index	Average	Wage	Index	
	Monthly Rate of Wages	No. of Real Wages	Monthly Rate of Wages	Rate Index No.	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
April	.. 2.15	.. 111.98	.. 107.06	.. 113.74	.. 126.67	.. 121.10

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
	April ..	2·17 ..	110·71..	3·31 ..	113·36..	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	13,180	4,800	4,981	27,645
1941	..	5,274	8,882	2,351	3,951	20,458
1942	..	6,589	9,411	1,882	1,451	19,333
1943	..	2,282	2,872	1,312	1,869	8,335
1944*	..	295	358	227	173	1,051
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
	March	19,830	14,110	33,167	49,673	116,780
	April	19,443	13,720	32,315	48,188	113,666

* 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 of better employment according to registers maintained at the Employment Exchanges

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalpitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Awisawella	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	10,784	378	2,123	1,239	2,363	259	431	841	120	46	65	—	1,497	—	—	—	—	21,366*
1946	25,805	1,117	808	993	3,397	726	352	816	119	438	727	—	611	—	—	—	—	36,544†
1947	21,589	2,239	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	—	—	—	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	283	—	—	—	—	66,656
1949	44,552	5,041	4,125	5,429	8,195	953	1,052	2,185	727	1,170	607	—	696	—	—	—	—	69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	—	—	—	65,122
1951	33,125	3,422	2,886	4,350	2,209	537†	886	1,587	569	904	418	1,207	284	323	—	—	—	52,707‡
1952	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992	252	437	678	—	—	53,023
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	833	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	Nawalpitiya	Kurunegala	Jaffna	Kalpapur	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Avissawella	Haputale	Matara	Vavunnya	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	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	45,523	4,152	6,295	7,489	4,966	548	4,877	2,413	2,837	876	638	539	1,234	1,751	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	1,850	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	2,631	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
March	51,597	8,774	6,940	10,926	8,398	934	6,288	3,093	3,272	1,105	857	386	1,211	1,473	2,584	935	5,409	424	2,174	116,780
April	50,298	8,479	6,720	11,254	8,490	889	5,401	2,826	3,215	1,150	794	383	1,143	1,281	2,527	1,012	5,227	431	2,146	113,666

* Total includes 127 registered at Matugama, 164 at Chilaw, 272 at Mafale, 97 at Avissawella and 555 at Veyangoda, § Amended figures.

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

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	..	1,787	..	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
	March	406	..	32	..	82	..	188	708
	April	145	..	64	..	72	..	202	483

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
	Colombo	426	93	319	37	571	46	1,204	73	2,520	249
Negombo	41	—	89	—	69	4	113	4	312	8
Kalutara	46	6	22	—	111	1	107	7	286	14
Galle	111	3	50	1	124	1	143	—	428	5
Kandy	68	—	30	1	71	9	106	2	275	12
Nawalapitiya	27	7	32	—	34	—	146	60	239	67
Kurunegala	100	13	30	1	132	1	99	1	361	16
Jaffna	57	4	13	—	74	5	34	1	178	10
Ratnapura	38	—	26	—	116	—	62	—	242	—
Badulla	28	5	6	—	22	2	31	9	87	16
Batticaloa	13	—	8	—	16	—	13	2	50	2
Kalmunai	4	—	5	—	17	1	9	—	35	1
Trincomalee	5	—	4	—	16	—	56	27	81	27
Anuradhapura	19	6	15	24	18	—	47	9	99	39
Avissawella	24	1	14	—	24	—	41	—	103	1
Haputale	7	—	16	—	10	2	96	6	129	8
Matara	51	2	47	—	88	—	99	—	285	2
Vavuniya	15	1	2	—	11	—	12	1	40	4
Kegalla	19	4	15	—	45	—	45	—	124	2
Total	1,099	145	743	64	1,569	72	2,463	202	5,874	483

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	.. 4	.. Not available	.. Not available
1940	.. 36	.. 9,732*	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048½	.. 66‡	.. 12,399	.. 25,937
1945	.. 28	.. 3,514	.. 4,285	.. 53	.. 28,875	.. 153,388½
1946	.. 87	.. 15,259	.. 31,830½	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,174
1948	.. 33	.. 23,100	.. 49,933½	.. 20	.. 1,065	.. 2,497½
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576½
1950	.. 82	.. 22,308	.. 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	.. 31,852	.. 152,966
1957	.. 177	.. 297,061	.. 618,050	.. 127	.. 70,239	.. 190,443
1957 January	.. 15	.. 2,643	.. 4,535	.. 8	.. 827	.. 13,715
February	.. 12	.. 5,342	.. 23,666	.. 1	.. 85	.. 669
March	.. 14	.. 7,896	.. 36,825	.. 5	.. 4,015	.. 16,107
April	.. 22	.. 18,190	.. 35,096	.. 5	.. 525	.. 306
May	.. 14	.. 3,877	.. 16,665	.. 19	.. 5,362	.. 7,041
June	.. 12	.. 2,288	.. 12,066	.. 11	.. 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	.. 18,340	.. 134,879	.. 9	.. 21,638	.. 40,851
December	.. 6	.. 211,846	.. 213,025	.. 32	.. 17,044	.. 82,027
1958 January	.. 7	.. 3,927	.. 177,464	.. 5	.. 788	.. 1,060
February	.. 11	.. 2,647	.. 26,108	.. 1	.. 136	.. 1,632
March	.. 9	.. 5,048	.. 9,876	.. 9	.. 1,155	.. 3,691

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

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

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

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

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 MARCH, 1958—BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea ..	8	..	4,476	..	8,210	
Rubber ..	—	..	—	..	—	
Tea-cum-Rubber ..	1	..	572	..	1,666	
Coconut ..	—	..	—	..	—	
Coconut-cum-Rubber ..	—	..	—	..	—	
Total ..	9		5,048		9,876	
Engineering ..	—	..	—	..	—	
Printing ..	—	..	—	..	—	
Motor Transport ..	—	..	—	..	—	
Tea Export ..	—	..	—	..	—	
Rubber Export ..	1	..	104	..	208	
Coconut Manufacturing ..	—	..	—	..	—	
Toddy, Arrack and Vinegar ..	2	..	18	..	18	
Match Manufacturing ..	—	..	—	..	—	
Coconut & Rubber Manufacturing ..	—	..	—	..	—	
Cinema ..	—	..	—	..	—	
Dock, Harbour and Port Transport ..	2	..	382	..	160	
Building Trade ..	1	..	78	..	98	
Local Government Services ..	—	..	—	..	—	
Government Services ..	1	..	137	..	411	
Factories, Workshops, &c., run by the State ..	—	..	—	..	—	
Fertiliser ..	1	..	296	..	296	
Relief Schemes ..	—	..	—	..	—	
Wholesale and Retail Distribution ..	—	..	—	..	—	
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—	
Beedi Manufacturing ..	—	..	—	..	—	
Hotel ..	1	..	140	..	2,500	
Tile Manufacturing ..	—	..	—	..	—	
Miscellaneous ..	—	..	—	..	—	
Total ..	9		1,155		3,691	
Grand Total ..	18		6,203		13,567	

TABLE X—CLASSIFICATION OF THE STRIKES IN MARCH, 1958—IN CAUSES

Causes	Number of Strikes				Number of Workers Involved			
	Plantations		Others		Plantations		Others	
1. Dismissal or loss of employment in any way. Failure to provide work ..	3	..	1	..	1,242	..	104	
2. Wage increases. Higher rates for piece work, &c. ..	—	..	—	..	—	..	—	
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	..	6	..	—	..	907	
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	6	..	1	..	3,806	..	7	
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 ..	—	..	—	..	—	..	—	
10. General demands ..	—	..	1	..	—	..	137	
11. Sympathetic strikes ..	—	..	—	..	—	..	—	
Total ..	9		9		5,048		1,155	

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*	—	—	—	—	—	—	—	—
April*	—	—	—	—	—	—	—	—
May*	—	—	—	—	—	—	—	—

* Not available.

APPENDIX I

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

<i>Class of Worker</i>	<i>Month : June, 1958</i>		
	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Total</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. 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			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 10	1 18	2 28
Female worker not under 15 years ..	0 90	0 88	1 78
Child worker	0 65	0 81	1 46
 Rubber Growing and Manufacturing Trade			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 40	1 18	2 58
Female worker not under 15 years ..	1 30	0 88	2 18
Child worker	1 05	0 81	1 86
 Coconut Growing Trade			
<i>Daily Rates</i>			
The raising and maintenance of a coconut plantation ; and the manufacture of copra—			
Kangany	1 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	Special	Total
		Wage	Allowance	
		Rs. c.	Rs. c.	Rs. c.
Engineering Trade				
<i>Daily Rates</i>				
Unskilled labourer	..	1 40	1 69	3 09
Semi-skilled, Grade I	..	1 65	1 79	3 44
Semi-skilled, Grade II	..	1 45	1 79	3 24
Skilled worker	..	2 0	1 79	3 79
Kangany	..	1 80	1 79	3 59
Watcher	..	1 70	1 79	3 49
<i>Trade Learners and Apprentices</i>				
1st year	..	0 50	0 75	1 25
2nd year	..	0 66	0 85	1 51
3rd year	..	0 85	1 15	2 0
4th year	..	1 10	1 30	2 40
Printing Trade				
<i>Monthly rates</i>				
Class A Workers: Linotype operators, monotype keyboard operators, linotype mechanics, process camera operators, process etchers, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists and readers (employed in the production of newspapers)		110 0	90 80	200 80
Class B Workers: Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)		87 50	71 30	158 80
Class C, Grade I Workers: Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters		65 0	61 55	126 55
Class C, Grade II Workers: Platen Machine Minders		60 0	56 58	116 58
Class D Workers: Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers		50 0	51 80	101 80
Class E Workers: Unskilled workers not under 18 years of age		42 0	49 41	91 41
Class F Workers: Unskilled workers under 18 years of age		20 0	30 35	50 35
Class G Workers: Watchers		44 0	51 80	95 80
Class A—1st year learner	..	33 0	33 70	66 70
" B " " "	..	26 0	27 85	53 85
" C Grade I, 1st year learner	..	24 0	29 80	53 80
" C " II " "	..	22 0	27 85	49 85
" D—1st year learner	..	19 0	25 90	44 90
Class A—2nd year learner	..	44 0	42 0	86 0
" B " " "	..	36 0	40 05	76 05
" C Grade I, 2nd year learner	..	29 0	35 08	64 08
" C " II " "	..	27 0	32 69	59 69
" D—2nd year learner	..	23 0	30 30	53 30

Class of Worker	Basic Wage		Special Allowance		Total
	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 }			
Unskilled labourers }	2 25	1 24	3 49
Onsetters or Donakatarayas ..			

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 }			
Firewood carriers and splitters ..	1 60	1 24	2 84
Carters }	1 50	1 24	2 74
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 Wages		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Plumbago Trade (contd.)						
Workers employed in curing and dressing—						
(A) as overseers and kangannies ..	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 ..	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) 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 : June, 1958

Class of Worker	Basic Wages		Special Allowances		Total
	Rs.	¢.	Rs.	¢.	Rs. ¢.
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

Month : June, 1958

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Motor Transport Trade (contd.)						
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	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 years and over but under 18 years	1	25	1	08	2	33

Grade II—

Male 18 years and over	1	60	1	49	3	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 : June, 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>						
Watcher	1	70	1	49	3	19
Cinema Trade						
<i>Monthly Rates</i>						
<i>Within the Municipal areas</i>						
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	114	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
<i>Outside the Municipal areas</i>						
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						
<i>Monthly Rates</i>						
<i>Manual Work—</i>						
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
<i>Women Workers—</i>						
Female kanganies	35	0	27	0	62	0
Female labourers	30	0	27	0	57	0
<i>Non-manual Workers—</i>						
Special Grade	75	0	40	0	115	0
Grade I	55	0	30	0	85	0

Month : June, 1958

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Building Trade						
<i>Daily Rates</i>						
Unskilled—						
Male labourers—						
Not under 18 years	1 40	..	1 69	.. 3 09
Female labourers—						
Not under 18 years	1 10	..	1 69	.. 2 79
Unskilled labourers—						
(irrespective of sex)						
Under 18 years of age	0 90	..	1 69	.. 2 59
Semi-skilled, Grade II	1 65	..	1 79	.. 3 44
Semi-skilled, Grade I	1 80	..	1 79	.. 3 59
Skilled	2 0	..	1 79	.. 3 79
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 Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during June, 1958, to workers in the Tea Growing and

Manufacturing Trade

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 62½	0 59	1 21½	0 52½	0 44	0 96½	0 40	0 40½	0 80½	½
1	1 25	1 18	2 43	1 05	0 88	1 93	0 80	0 81	1 61	1
2	2 50	2 36	4 86	2 10	1 76	3 86	1 60	1 62	3 22	2
3	3 75	3 54	7 29	3 15	2 64	5 79	2 40	2 43	4 83	3
4	5 00	4 72	9 72	4 20	3 52	7 72	3 20	3 24	6 44	4
5	6 25	5 90	12 15	5 25	4 40	9 65	4 00	4 05	8 05	5
6	7 50	7 08	14 58	6 30	5 28	11 58	4 80	4 86	9 66	6
7	8 75	8 26	17 01	7 35	6 16	13 51	5 60	5 67	11 27	7
8	10 00	9 44	19 44	8 40	7 04	15 44	6 40	6 48	12 88	8
9	11 25	10 62	21 87	9 45	7 92	17 37	7 20	7 29	14 49	9
10	12 50	11 80	24 30	10 50	8 80	19 30	8 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 June, 1958, to workers in the Rubber Growing and Manufacturing Trade

<i>No. of Days</i>	<i>Men</i>			<i>Women</i>			<i>Child Workers *</i>			<i>No. of Days</i>
	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</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>	
1/2	0 70	0 59	1 29	0 65	0 44	1 09	0 52½	0 40½	0 93	1/2
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 50½	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 June, 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. a.	Rs. c.	Rs. c.	Rs. .	Rs. c.	Rs. c.	Rs. a.	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 June, 1958, to workers in the Coconut Growing and Manufacturing Trades

<i>No. of Days</i>	<i>The Coconut Growing Trade</i>				<i>The Coconut Manufacturing Trade</i>				<i>No. of Days</i>
	<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>	
	<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 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 June, 1958, to workers in the Rubber Export Trade

No. of Days	Male Workers not under 18 years of age				Female Workers not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Watchers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 54½	1 69½	1 79½	1 74½	1 36	1 43½	0 99	1 06½	1 14	1 26½	
2	3 09	3 39	3 59	3 49	2 72	2 87	1 98	2 13	2 28	2 53	1
3	6 18	6 78	7 18	6 98	5 44	5 74	3 96	4 26	4 56	5 06	2
4	9 27	10 17	10 77	10 47	8 16	8 61	5 94	6 39	6 84	7 59	3
5	12 36	13 56	14 36	13 96	10 88	11 48	7 92	8 52	9 12	10 12	4
6	15 45	16 95	17 95	17 45	13 60	14 35	9 90	10 65	11 40	12 65	5
7	18 54	20 34	21 54	20 94	16 32	17 22	11 88	12 78	13 68	15 18	6
8	21 63	23 73	25 13	24 43	19 04	20 09	13 86	14 91	15 96	17 71	7
9	24 72	27 12	28 72	27 92	21 76	22 96	15 84	17 04	18 24	20 24	8
10	27 81	30 51	32 31	31 41	24 48	25 83	17 82	19 17	20 52	22 77	9
11	30 90	33 90	35 90	34 90	27 20	28 70	19 80	21 30	22 80	25 30	10
12	33 99	37 29	39 49	38 39	29 92	31 57	21 78	23 43	25 08	27 83	11
13	37 08	40 68	43 08	41 88	32 64	34 44	23 76	25 56	27 36	30 36	12
14	40 17	44 07	46 67	45 37	35 36	37 31	25 74	27 69	29 64	32 89	13
15	43 26	47 46	50 26	48 86	38 08	40 18	27 72	29 82	31 92	35 42	14
16	46 35	50 85	53 85	52 35	40 80	43 05	29 70	31 95	34 20	37 95	15
17	49 44	54 24	57 44	55 84	43 52	45 92	31 68	34 08	36 48	40 48	16
18	52 53	57 63	61 03	59 33	46 24	48 79	33 66	36 21	38 76	43 01	17
19	55 62	61 02	64 62	62 82	48 96	51 66	35 64	38 34	41 04	45 54	18
20	58 71	64 41	68 21	66 31	51 68	54 53	37 62	40 47	43 32	48 07	19
21	61 80	67 80	71 80	69 80	54 40	57 40	39 60	42 60	45 60	50 60	20
22	64 89	71 19	75 39	73 29	57 12	60 27	41 58	44 73	47 88	53 13	21
23	67 98	74 58	78 98	76 78	59 84	63 14	43 56	46 86	50 16	55 66	22
24	71 07	77 97	82 57	80 27	62 56	66 01	45 54	48 99	52 44	58 19	23
25	74 16	81 36	86 16	83 76	65 28	68 88	47 52	51 12	54 72	60 72	24
26	77 25	84 75	89 75	87 25	68 00	71 75	49 50	53 25	57 00	63 25	25
27	80 34	88 14	93 34	90 74	70 72	74 62	51 48	55 38	59 28	65 78	26
28	83 43	91 53	96 93	94 23	73 44	77 49	53 46	57 51	61 56	68 31	27
29	86 52	94 92	100 52	97 72	76 16	80 36	55 44	59 64	63 84	70 84	28
30	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 June, 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 June, 1958, to workers in
the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
		Rs. c.	Rs. c.				Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 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 June, 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		Watches	
	Male	Fe-Male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years		
1/2	1 74½	1 51½	0 91	1 16½	1 54½	1 35½	0 83½	1 04	1 39½	1 21	0 78½	0 99	1 59½	1/2
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 30	50 10	62 40	83 70	72 60	47 10	59 40	95 70	30

APPENDIX III (F)

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

No. of Days	<i>Unskilled</i>			<i>Semi-skilled</i>		<i>Skilled</i>	No. of Days
	<i>Male</i>	<i>Female</i>	<i>Young Persons</i>	<i>Grade II</i>	<i>Grade I</i>		
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>			Rs. c.
½	1 54	1 39½	1 29½	1 72	1 79½	1 89½	½
1	3 09	2 79	2 59	3 44	3 59	3 79	1
2	6 18	5 58	5 18	6 88	7 18	7 58	2
3	9 27	8 37	7 77	10 32	10 77	11 37	3
4	12 36	11 16	10 36	13 76	14 36	15 16	4
5	15 45	13 95	12 95	17 20	17 95	18 95	5
6	18 54	16 74	15 54	20 64	21 54	22 74	6
7	21 63	19 53	18 13	24 08	25 13	26 53	7
8	24 72	22 32	20 72	27 52	28 72	30 32	8
9	27 81	25 11	23 31	30 96	32 31	34 11	9
10	30 90	27 90	25 90	34 40	35 90	37 90	10
11	33 99	30 69	28 49	37 84	39 49	41 69	11
12	37 08	33 48	31 08	41 28	43 08	45 48	12
13	40 17	36 27	33 67	44 72	46 67	49 27	13
14	43 26	39 06	36 26	48 16	50 26	53 06	14
15	46 35	41 85	38 85	51 60	53 85	56 85	15
16	49 44	44 64	41 44	55 04	57 44	60 64	16
17	52 53	47 43	44 03	58 48	61 03	64 43	17
18	55 62	50 22	46 62	61 92	64 62	68 22	18
19	58 71	53 01	49 21	65 36	68 21	72 01	19
20	61 80	55 80	51 80	68 80	71 80	75 80	20
21	64 89	58 59	54 39	72 24	75 39	79 59	21
22	67 98	61 38	56 98	75 68	78 98	83 38	22
23	71 07	64 17	59 57	79 12	82 57	87 17	23
24	74 16	66 96	62 16	82 56	86 16	90 96	24
25	77 25	69 75	64 75	86 00	89 75	94 75	25
26	80 34	72 54	67 34	89 44	93 34	98 54	26
27	83 43	75 33	69 93	92 88	96 93	102 33	27
28	86 52	78 12	72 52	96 32	100 52	106 12	28
29	89 61	80 91	75 11	99 76	104 11	109 91	29
30	92 70	83 70	77 70	103 20	107 70	113 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 June, 1958, to Daily-paid workers in the Motor Transport Trade

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	2 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 90	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

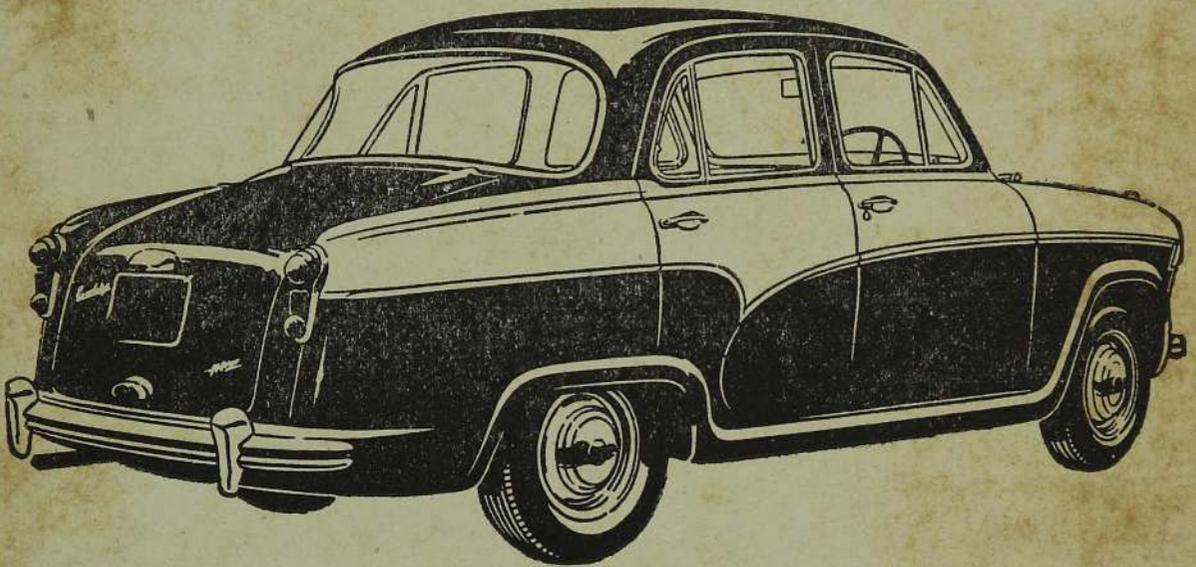
APPENDIX IV (A)

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

No. of Days	Class	Class	Class	Class	Class	Class	Class	Class	Class	Class	Class	No. of Days
	A	B	C	D	E	F	G	H	I	J	K	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	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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