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In this issue

The Employees' Provident Fund Scheme—
What it is and How it Works

Statistics of the Month in Brief

Notes of Current Interest

Consolidated Decisions of the Wages Boards
XLIX—Tea Export Trade

New Decisions of the Wages Boards—The Building
Trade.

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CONTENTS

	PAGE
1. The Employees' Provident Fund Scheme. What it is and How it Works ..	469
2. Statistics of the Month in Brief	486
3. Notes of Current Interest	488
4. Consolidated Decisions of the Wages Board—XLIX The Tea Export Trade ..	488
5. New Decisions of the Wages Board—The Building Trade ..	492

LIST OF TABLES

<i>Table</i>	PAGE
I Cost of Living Index Numbers—Colombo Working Class since 1939 ..	493
II Wages Index Numbers—Tea and Rubber Estate Labourers and Unskilled Labourers in Government Employment	494
III General Wage Rate (Minimum) Index Numbers	495
IV The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939	496
V The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island (classification by Exchanges areas) since 1939	497
VI The number of persons placed in employment since 1939	499
VII The number of persons registered and the number placed in employment during the month of September, 1958	499
VIII Strikes in Ceylon since 1939	500
IX Classification of the Strikes in August, 1958, by Industries or Trades ..	501
X Classification of the Strikes in August, 1958, by Causes	501
XI Arrivals and Departures of Indian Estate Labourers since 1939 ..	502

APPENDICES

PAGE

<i>Appendix</i> I	Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established (November, 1958)	503
II	Ready Reckoners showing the Basic Wages, Special Allowances, and the Minimum Wages payable for the number of days worked during November, 1958, to workers in the—	
	(A) Tea Growing and Manufacturing Trade	511
	(B) Rubber Growing and Manufacturing Trade	512
	(C) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade	513
III	Ready Reckoners showing the Minimum Wages payable for the number of days worked during November, 1958, to workers in the—	
	(A) Coconut Growing and Manufacturing Trades	514
	(B) Rubber Export Trade	515
	(C) Tea Export Trade	516
	(D) Engineering Trade	517
	(E) Match Manufacturing Trade	518
	(F) Building Trade	519
	(G) Motor Transport Trade—Daily-paid workers	520
IV	Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 1958, to monthly-paid workers in the—	
	(A) Motor Transport Trade—Monthly-paid workers	521

CEYLON LABOUR GAZETTE

VOLUME IX No. 11

NOVEMBER, 1958

THE EMPLOYEES' PROVIDENT FUND SCHEME—WHAT IT IS AND HOW IT WORKS

THE Employees' Provident Fund Scheme is intended to provide retiring benefits to employed persons, (other than those who are self-employed), through the machinery of a contributory provident fund. The main object of the Scheme is to ensure that a worker, who is incapacitated by age or who retires prematurely on account of a permanent physical or mental infirmity, is able to provide for his sustenance and that of his dependants, instead of being a liability on his fellow citizens. It will enable him to live on compulsory savings laid by during his period of active employment. It is not, however, intended at present to provide through the Scheme for sickness benefits or unemployment benefits arising from temporary inability to work. It is for this reason that the benefits become payable after an employee has attained the age of 55 years (in the case of males) and 50 years (in the case of females). The Scheme has been brought into existence by the Employees' Provident Fund Act, No. 15 of 1958 and the Employees' Provident Fund Regulations, 1958.

2. The Employees' Provident Fund Act, No. 15 of 1958 provides that benefits from this Scheme will be payable to members of the Fund when they cease to be employed after attaining the age of 55 years in the case of males, and 50 years in the case of females, these being the normal retiring ages in Ceylon for males and females respectively. The Act *does not preclude* a person from continuing in employment after 55 years or 50 years of age, as the case may be nor does it require that a person's employment must be terminated at these respective ages. If at the time a person attains his 55th year or the 50th year as the case may be still continues to be in employment, both such person and his employer will continue to contribute to the Fund. But, as soon as termination of employment takes place after attaining these age, he will be entitled to the payment of full benefits from the Fund. The Act, however, does not enable a male who is already 55 years of age, or a female who is already 50 years of age to become a member of the Fund for *the first time*. Thus, a person who has retired from work on attaining the retirement age and who has been paid full benefits from the Fund, can take up another employment thereafter, but he will not be able to become a contributor again to the Employees' Provident Fund. Provision has also been made in the Act to pay benefits to persons who cease to be employed in special circumstances. For instance, a person who is permanently and totally incapacitated on account of infirmity, or who leaves Ceylon

with no intention of returning thereto, or who, being a female member, leaves employment in consequence of marriage, will be entitled to the payment of benefits. A person who becomes a member of the Fund will continue to remain a member until benefits due to him have been paid out. He will, however, have to contribute to the Fund only when he is in an employment which has been declared to be an employment in respect of which contributions to the Fund have to be made by the employer and employees. If he is unemployed for any period of time, or if he is in an employment in respect of which contributions do not have to be made to the Fund, he will not contribute to the Fund, nor will his employer. But, the monies already contributed by him will lie in the Fund and continue to earn interest. He cannot, however, draw on these monies. Similarly, his employer will only contribute to the Fund as long as the member himself is under his employment and contributes to the Fund. Where a member leaves one employment and takes up another, his old employer will cease to contribute from the date that member leaves his services and his new employer will commence to contribute to the Fund provided the employment under the new employer is an employment in respect of which contributions have to be made to the Fund. When a member dies before attaining the age of 55 years, or 50 years (as the case may be) that member's nominees or heirs will be paid the benefits.

Contributions to the Fund and Interest

3. For contributions to be made to the Fund an employee has, firstly, to be in a "covered employment". By Regulation 2 of the Employees' Provident Fund Regulations every employment in Ceylon, other than employment under Government, a Local Authority and the Local Government Service Commission, has been declared to be a "covered employment". Secondly, the date for the commencement of contributions to the Fund should have been fixed, in respect of that covered employment by the Minister of Labour by Order published in the *Government Gazette* under section 10 (3) of the Act. When the date has been fixed in respect of a particular "covered employment" every employee will from that date pay four per centum of his *total earnings* for the month to the Fund and his employer six per centum of the *total earnings* for that month. An employer and employee may, however, by mutual agreement, elect to pay a higher rate of contributions by notice sent to the Commissioner of Labour, and once they elect to do so the decision becomes irrevocable. The employee's contribution will be deducted by the employer from his wages or salary for the month and this money, together with the employer's contributions, will be sent to the Superintendent, Employees' Provident Fund, Central Bank, before the end of the following month. The Superintendent, Employees' Provident Fund, will open an individual account for every employee and that individual account will be credited with the amount sent as the employer-employee contributions every month. At the end of every year, the Central Bank will send each member a statement of the total amount lying to his credit. The law guarantees a 2½ per centum interest per annum on the monies lying to the credit of every member. However, if the investments of the Fund bring in a higher return, a higher percentage interest may be declared. The Bank will not pay interest on the first year's contributions. In respect of the year in which an employee is paid his or her benefits, interest calculated at the guaranteed rate

of 2½ per centum for the period commencing on first January of that year and ending on the date the benefits are paid to the employee, will be included in the payment.

4. Although all employments other than those enumerated in para. 3 have been declared "covered employments", the date for bringing in the different "covered employments" under the Scheme will be staggered over a period of time in order to enable the administration to cope with the work. *The effective date from which contributions become payable to the Fund will be the day following the rate fixed by the Minister by Order published in the Gazette.*

What are "Total Earnings" ?

5. It will be observed that calculation of the contributions is on the "total earnings" of an employee. "Total earnings" have been defined in section 47 of the Act to mean basic wages or salary, cost of living allowance, special living allowance and other similar allowances and payment in respect of holidays. "Other similar allowances" in this context would mean allowances paid to an employee as compensation for an increased cost of living and would include allowances such as overseas allowance, station allowance, &c. Payment in respect of holidays is of importance, particularly in the case of daily rated labour. In computing total earnings, payments made in respect of weekly, public and annual holidays, casual and privilege leave should be taken into account. Total earnings will also include payments made by way of an incentive, as for instance, payments made for over-poundage to pluckers on tea estates and tappers on rubber estates. It must, however, be noted that payment in respect of overtime work done is not to be included. For instance an employee covered by the Shop and Office Employees (Regulation of Employment and Remuneration) Act, No. 19 of 1954, who earns overtime by virtue of the fact that he has worked in excess of 45 hours a week will not be entitled to have contributions made on the payment made in respect of such overtime. The same will hold good in respect of payments made by way of overtime to labourers on estates or in industrial establishments. It has, however, to be mentioned that certain payments will not be regarded as overtime payments, as for instance, the payment made for work done on a public holiday to an office employee or the higher rate of wages paid to a plucker for working on a Sunday on a tea estate, or the full wages paid to an employee in an engineering establishment for work done on a short working day like Saturday. In these instances the payment has to be regarded as an enhanced rate of wages for that day and not as overtime.

6. Where an employer or employee has any doubt in regard to the inclusion or exclusion of any particular payment made to an employee for the purposes of reckoning provident fund contributions, clarification should be sought from the Employees' Provident Fund Office as it is not possible within the scope of this article to cover every possible case that can arise.

7. Under Regulation 60 (3) of the Employees' Provident Fund Regulations payment made at piece rate to an employee has to be reckoned as earnings for the purpose of calculating provident fund contributions.

8. "Total earnings" will also not include payments made by way of rent allowance, children's allowance, etc. In the case of eating houses, boarding houses, rest houses, clubs, etc., where part of the remuneration is paid in kind by the provision of food, the employer will have to assess the monthly value of the food supplied and this amount will be included in the total earnings for the purpose of calculating the contributions payable both by the employer and the employee. If in the opinion of the Department of Labour the assessment is low, the Commissioner of labour has the power to revise the assessment.

Administration of the Scheme

9. The Scheme is being administered jointly by the Department of Labour and the Monetary Board of the Central Bank of Ceylon. The Monetary Board will receive contributions, maintain the individual accounts of the contributors, invest the monies of the Fund, and pay out benefits to the persons who are certified by the Commissioner of Labour as being entitled to the benefits. The Department of Labour will be responsible for maintaining the personal records of the members of the Fund, the registration of employers, the enforcement of the provisions of the Employees' Provident Fund Act, the determination of claims for benefits, and the general administration of the Act. The Department of Labour will ensure that all employees who are liable to contribute to the Scheme and their employers are brought in, and that the correct amount of contributions based on the remuneration drawn by the employees for each month is sent to the Central Bank.

10. The procedure for bringing a group of employers into the Scheme is as follows : The Minister of Labour will fix a date for the commencement of contributions in a particular "covered employment". When a date has been fixed for a particular "covered employment" all employers employing workers in that "covered employment" will be required to furnish certain information to the Commissioner of Labour within two weeks from that date. An announcement to this effect will be made from time to time in the Press. This information will relate primarily to the number of employees, the categories of employees employed by that employer and particulars of any existing provident fund or pension scheme. On receipt of this information, the Employees' Provident Fund Office will register that employer and assign a number to him. This number will consist of a code letter assigned to each revenue district and certain numerals. He will be required to quote that number in all subsequent communications with the Department of Labour and the Central Bank. He will next be required to fill in an Employee's Record Card (Form A) and a Certificate of Membership (Form B) in respect of each employee who is liable to contribute to the Fund and forward them to the Commissioner of Labour. These Forms will be supplied by the Employees' Provident Fund Office. At the end of the first month and within 30 days of the end of that month the employer will be required to prepare a Return in Form C containing the names of all his employees who are liable to contribute, the details of their ages, sex, class of work, rate of payment, total earnings for the month and particulars of the employee's and employer's contributions. The total contributions will be added up in the Return by the employer who will forward the Return,

together with a remittance to cover the full amount, to the *Superintendent, Employees' Provident Fund, Central Bank*. On receipt of this Return the Central Bank will assign a number to each employee and this number will be used by the employer thereafter in every subsequent Return as his membership number. The number assigned will be the same serial number given by the employer in the *first* Return in Form C. The Employees' Provident Fund Office will then insert the member's number which will comprise the employers registered number as well as the employee's serial number in the employee's record and membership cards. For example, if the employer's registered number is C. 160 and the employee's serial number in the first Return in Form C sent by the employer is 240, the membership number for the employee will be C. 160|240. (See also paragraph 46 et Seq.)

11. When an employee takes up employment under another employer his name will appear at the end of the list of employees who are already contributing to the Fund, in Form C. Thereafter, he will have a new number which will be based on the new employer's registration number. Necessary alterations and entries will be made at the Central Bank and the Employees' Provident Fund Office to connect his new account with the old. The importance of notifying a change of employment to the Employees' Provident Fund Office, and informing the new employer of the employee's old number will now be apparent. Where an employer delays to send the money, he will be liable to pay a ten per centum surcharge unless he can adduce good reasons for the delay to the satisfaction of the Commissioner of Labour.

12. The Employee's Record Card which will be maintained by the Employees' Provident Fund Office of the Labour Department forms one of the most important documents used in the Scheme as this is the only means of identifying the member at the time he is due to be paid his benefits. These Cards will have to be filled in by the employer with the assistance of the particular employee when he first becomes liable to contribute to the Fund. It provides, among other things, for the name of the employee, his date of birth, the name of the spouse, names of parents, &c. It also provides space for the placing of his left and right thumb impressions. These thumb impressions will form the basis of his identification.

13. Along with the Employee's Record Card the employer will also be required to fill in the Membership Certificate for each employee. This Card contains similar particulars in an abbreviated form and also space for the thumb impressions. After the necessary entries have been made in the Employees' Provident Fund Office the Membership Certificate will be returned to the employer who will keep it in his custody and hand it over to the employee whenever he leaves his service

SPECIAL CARE SHOULD BE TAKEN IN FILLING THESE TWO FORMS AND THE EMPLOYER SHOULD ENTRUST THIS WORK TO A RESPONSIBLE PERSON IN THE ESTABLISHMENT. LIKEWISE, EMPLOYEES SHOULD REALISE THAT THE ACCURACY OF THE PARTICULARS FURNISHED BY THEM WILL CONSIDERABLY ASSIST THEM WHEN THE TIME COMES FOR THE PAYMENT OF BENEFITS.

Nominations

14. An employee can make his nomination in Form H when the Employee's Record Card and membership certificate in respect of that employee are being filled in. In the event of his death prior to retirement from employment, the benefits due to that employee from the Fund will be payable to the person nominated. A nomination made by a member can be revoked at any time by a notice sent to the Commissioner of Labour in Form I. A person can nominate more than one person to receive the benefits. Nomination forms and revocation forms must be forwarded through the employer under whom the employee is working. The Commissioner of Labour has the power, if he is satisfied that any nomination or revocation was obtained under duress or by fraud, to refuse to recognise such nomination or revocation. Subsequent nominations arising as a result of a revocation of a nomination or by the lapse of a nomination must be made in Form J. It is possible for an employee, if more than one person is nominated, to specify the proportion in which the money is to be divided. If a person does not specify the proportion, then the Commissioner of Labour will pay the money out in equal shares. Where the person nominated, or where one of several persons nominated by an employee dies, the entire nomination will automatically become invalid. Similarly, the nomination made by a person will become invalid on his or her marriage. A married person cannot nominate anybody other than one or more members of his family, that is to say, a wife or husband as the case may be, and the children of the employee or the children of the spouse, including adopted children. Where a person nominated is a minor, the employee can name some other person to receive the money on behalf of the minor. Such an appointment can also be revoked and will be deemed to be revoked where the person so appointed dies. The appointment will also cease to be valid when the minor attains majority. It is not obligatory on an employee to make a nomination, but it is advisable for him to do so as such nomination will prevent delay in the payment of the benefits in the event of the member's death prior to his receiving his benefits.

Change of Employment

15. An employee must, when he leaves one employment and takes up another, produce his Membership Certificate to the new employer. This is very important. Employees should preserve the Membership Certificates and other documents that may be received from the Commissioner of Labour and the Central Bank in relation to their membership in the Fund in their own interest. They should keep a record of their membership number. If a certificate is lost, a duplicate copy can be obtained from the Employees' Provident Fund Office on payment of a fee. In order to prevent duplicate account being opened for them, employees should, whenever they change their employments, inform the Employees' Provident Fund Office and also the new employer of the last membership number, and the name of the former employer. It is legally obligatory for an employee to give such notification. Failure to do so constitutes an offence. These precautions are necessary to ensure that a member does not have more than one account.

Records to be kept by Employers and Returns to be sent

16. Employers will be required to keep a copy of the Return in Form C that they send monthly to the Central Bank along with the contributions. They are also required to send a duplicate of it to the Employees' Provident Fund Office every month. Copies of Returns kept by the employer are liable to be inspected by officers of the Department of Labour. Returns received by the Employees' Provident Fund Office will be checked regularly in order to ensure the correctness of the contributions. The Department of Labour will take up with the employers concerned, the question of errors, arrears or under-remittances. Employers will be required to forward to the Commissioner of Labour all documents which employees are required to forward to him through the employer.

Persons who will be entitled to be members of the Fund

17. Every person in a "covered employment" will be liable to contribute to the Fund. There is no distinction based on salary or on any other basis. The only exceptions are those persons employed in managerial, executive or technical employments for whom retirement benefits are provided by any provident fund or pension scheme or some other arrangement established outside Ceylon. Persons who are employed as partners, a person holding a post of director, and persons who are non-residents of Ceylon and are employed in branch establishments or out-agencies established in a country outside Ceylon are also not covered by the Act. Furthermore, any employee who is already a contributor, or who is liable to contribute to any provident fund or pensions scheme which has been declared an "approved provident fund" or "approved pension scheme" will also not be liable to contribute to the Employees' Provident Fund. Every other person, whatever his position may be, whatever his salary may be, will contribute to the Fund.

18. Persons who are employed purely on a casual basis, that is, for the purpose of doing a particular job, or in connection with a particular journey, are not deemed to be person in "Covered Employments". For instance, a labourer who is hired by the occupant of a house to repair a roof or to colour-wash a house, or by a traveller to transport baggage on a journey, is not deemed to be covered by the provisions of this Act, and he is not liable to contribute to this Fund. However, persons who are in common parlance referred to as "casual" or "temporary" employees will be considered as coming within the provisions of the Act and the employer will be liable to contribute in respect of such workers. The term "casual employee" will be interpreted very strictly. A person who is in a "covered employment" will contribute right from the date on which he becomes liable to contribute even though he may be employed as a probationer or learner. Apprentices are also regarded as "employees".

Payment of benefits

19. A person is entitled to payment of benefits from the Fund if, after reaching the 55th year in the case of a male, and 50 years in the case of a female, he or she has ceased to be employed, or, if, prior to that date, the person leaves Ceylon with no intention of returning thereto, or, if, prior to normal retirement date, he or she is certified by a medical practitioner to be suffering from a permanent and total

infirmity which precludes his or her working thereafter, or, in the case of a female employee, she ceases to be employed in consequence of marriage. Every person entitled to benefits must make a claim in Form K and, where a person is dead, the claim should be made in Form L by his nominee or by the executors or administrators of his last will, or, where the amount is less than Rs. 2,500, by the legal heirs of the deceased member. The claim will have to be made through the employer under whom the deceased member was last employed and the employer on his part will have to furnish the information required of him on the form and forward the claim to the Commissioner of Labour. Where this is not possible, the Commissioner of Labour can authorise the claim to be made direct to him.

20. The claim for payment of benefits must be made by the employee himself if he is alive unless he is physically or mentally incapacitated. Where the employee is dead, the claim will be made by the nominee if there is a valid nomination existing, and where the nominee is a minor, by the person appointed by the employee. If there is no valid nomination existing, the claim may be made by the executors of the last will or the administrators of the estate of the deceased person, or where the amount available as benefits is less than Rs. 2,500, the claim may be made by the legal heirs of the deceased employee.

21. The date of birth declared by the employee in the Employee's Record Card (Form A) will, for all practical purposes, be regarded as the date of birth of the employee when benefits are paid. The Commissioner of Labour can, however, make further inquiries regarding the actual date of birth if he has reason to believe that the date stated in Form A is incorrect.

22. When a claim is made all documents necessary to support the claim should be furnished. In the case of a deceased employee the Certificate of Death should be forwarded by the claimant.

23. The Commissioner of Labour will investigate the claim and if he is satisfied as to the identity of the claimant and that he is entitled to the payment of the benefits, will certify the claim to the Central Bank which will pay the benefits due to the member through the Commissioner of Labour. Benefits paid out under this Act are liable to income tax if the average yearly assessable income of the member during the five years immediately preceding retirement, departure from Ceylon or death, exceeds Rs. 4,800. In such an event the sum due as income tax will be deducted from the payments due as benefits from the fund. Where a person is of unsound mind, the monies will be paid to the manager of his estate or to any other person appointed by Court, and where there is no manager or person appointed by Court, the Commissioner of Labour has the power to pay the monies to any person whom he considers proper. Where a person is dissatisfied for any reason with the determination of the Commissioner as far as his claim is concerned, he may appeal to a Tribunal and from the order of the Tribunal, an appeal on a question of law is also possible to the Supreme Court of Ceylon.

Existing Provident Funds and Pension Schemes

24. Where any provident fund or contributory pension scheme has been in existence on June 1, 1958, the employer or the administrators of such fund or scheme are required by the law, within three months

after the date of declaration of the employment as a "covered employment", to apply to the Commissioner of Labour for approval. If the Commissioner, after examining such application and making any necessary investigations, is of the opinion that such fund or scheme satisfies certain requirements, he will declare it an "approved provident fund" or "approved pension scheme".

25. A provident fund should fulfil the following requirements before it is declared an approved provident fund : —

- (1) The contributions made by the employer and employee respectively should not be less than the contributions which such employer and employee would have made to the Employees' Provident Fund if they had contributed to that Fund. That is to say, the employer's contribution must not fall below six per centum of the employee's monthly gross salary or wages and the employee's contribution must not fall below four per centum of the employee's monthly gross salary or wages.
- (2) The management of the fund must be by a body of persons representative of the employees and the employer.
- (3) Investments of the monies in the fund must be made in the name of the trustees.
- (4) The monies in the fund, except in the case of a bank, must not be invested in the business of the employer or in any other business in which the employer has an interest otherwise than as a shareholder.
- (5) All employees of the class for whose benefit the fund is established should be eligible for membership of the fund.
- (6) Every employee who has been admitted as a member of a fund should be required to continue as a member of the fund as long as he remains in the service of that employer.
- (7) Accounts of the fund must be audited annually by an auditor approved by the Commissioner of Labour.
- (8) Monies of the fund must be deposited in a bank and proper books of accounts maintained.
- (9) The employer must not have a claim or lien whatsoever on the monies standing to the credit of an employee in the fund except in the case of loans granted by the employer to the employee or in the case of an advance of salary or wages paid to the employee by the employer.
- (10) The amount of loans outstanding at any time must not exceed 75 per centum (100 per centum in the case of loans for building a house or purchasing property) of the amount lying to the credit of the employee in the fund.
- (11) Interest on loans granted to the employees must not exceed six per centum per annum.
- (12) Investments made by the fund must be valued at such intervals as may be determined by the administrators of the fund, or the Commissioner of Labour.
- (13) Rules in respect of the above matters must be made to the satisfaction of the Commissioner of Labour.

26. Where the contribution of an employer is in excess of six per centum of the total earnings and the aggregate of the contributions made by the employer and employee together exceed ten per centum of the total earnings, then, if the employee's contribution is less than four per centum, the employee will not be required to bring his contribution up to four per centum as a prerequisite for the approval of the provident fund although he is at liberty himself to increase his contribution to four per centum. Similarly, if the employer's contribution by itself is equivalent to or exceeds ten per centum of the total earnings of the employee, the employee shall not be required to make any contribution as a prerequisite for the approval of the provident fund.

27. In approving a provident fund due regard will be had to the contribution made by an employee or an employer to any other provident fund or to a pension scheme. In determining the adequacy of the contribution the amounts contributed to these funds will also be taken into account so that if the contribution made to all these funds, which should be funds or schemes approved under the Employees' Provident Fund Act, total up to six and four per centum, as the case may be, the provident fund will be approved. Of the requirements referred to earlier, a certain measure of discretion is granted to the Commissioner of Labour to vary all such requirements, except the first.

28. The requirements which a pension scheme will have to fulfil before it is approved are as follows :—

- (1) The amount of contribution made by the employer under the pension scheme in respect of every employee must not be less than the amount which he would have contributed had he contributed to the Employees' Provident Fund.
- (2) There should be some provision in the pension scheme whereby benefits become payable to an employee who leaves the service of the employer prior to his normal retirement date either because he or she has been incapacitated by physical or mental infirmity thus becoming incapable of further employment, or because he or she is leaving the island with no intention of returning thereto, or, in the case of a female employee, because she leaves employment as a consequence of marriage. The benefits payable in each of these circumstances must, actuarially assessed, be not less than the benefits which that employee would have obtained had he or she been a member of the Employees' Provident Fund.
- (3) Rules relating to the proper and efficient administration of the pension scheme must be made to the satisfaction of the Commissioner of Labour.

29. In approving a pension scheme, as far as the contributions made by the employer are concerned, due regard will be had to contributions made by him to any other pension scheme or provident fund.

30. Any employee will in every case be entitled to receive all the monies standing to his credit in an approved provident fund when he leaves the service of the employer at any time, and the employer will *not* be permitted to make any deductions in respect of any damage suffered by him as a result of fraud or misappropriation of money or any other damage caused to him by the employee.

31. Where a provident fund is approved, an employee will be permitted to receive the entire amount standing to his credit in that Fund whenever he leaves the services of his employer, and he will not be required to wait till his normal retiring age nor will there be any waiting period before he draws the money.

32. Where the administrator of the provident fund (or the employer where he is the administrator) fails to apply for approval, or, if having applied, approval is not granted for any reason, then the employer and employee will, from the date decided on by the Minister for that "covered employment", be liable to contribute to the Employees' Provident Fund and the monies in that unapproved fund will be transferred to the Employees' Provident Fund.

33. Where a provident fund has been approved by the Commissioner of Labour, the employer and his employees who are contributors to that fund will be exempted from contributing to the Employees' Provident from such date as the Commissioner may determine and this date will invariably be the date on which the employment has been declared a "covered employment".

34. Under the Act the Commissioner of Labour has the power, even after a provident fund or pension scheme has been approved, to revoke such approval if he is dissatisfied with the management of any approved provident fund or pension scheme, and where he has informed the administrators of his decision, the monies lying to the credit of members in that provident fund or pension scheme will be transferred to the Employees' Provident Fund.

35. When an employee who contributes to the Employees' Provident Fund leaves his employment and takes up an employment in which he will contribute to an approved provident fund, the monies lying to his credit in the Employees' Provident Fund will continue to remain in that Fund and earn interest until he becomes eligible to receive the benefits under the provisions of the Act.

36. The rules of an approved provident fund or an approved pension scheme cannot be altered without the approval of the Commissioner of Labour.

37. After 1st June, 1958 the approval of the Commissioner of Labour is necessary for the establishment of new funds in covered employments and the Commissioner will approve such funds only if it is necessary or expedient to do so.

Offences and Penalties

38. Failure to comply with any provisions of the Act is a criminal offence and an employer is liable to be prosecuted in a Magistrate's Court. The manager or the agent of the employer is also liable for any offence for which the employer is liable if such offence has been committed by the manager or the agent. On the conviction of an employer in any criminal proceedings any sum due by way of contributions or surcharge can be recovered for any period and all such monies can be recovered as a fine. The law of Prescription will not apply to contributions due to the Employees' Provident Fund and they can be recovered for any period, if in arrears. Furthermore, monies due to the Fund can be recovered by a civil process as if they were a debt due to the Crown. In all prosecutions under the Act the burden of proving that any payment required to be made by the Act was in fact made will be on the employer. Where the employer is a

body of persons corporate, then every director and officer of that body corporate, and if that body of persons is a firm, then every partner of that firm, will be liable for offences committed under the Act by that body or firm, as the case may be.

39. Officers of the Department of Labour have the power to enter and inspect any premises at all reasonable hours for examining registers or records and to take copies of such registers or records. They also have the power to question employers and employees and to examine any records or registers relating to any pension scheme or provident fund.

Existing rates of contribution not to be reduced

40. The rates of contributions made by an employer and employee in an existing provident fund or pension scheme shall not be reduced by reason only of the fact that such rates are higher than the rates specified in the Employees' Provident Fund Act. The employer cannot pass on any liability for contributions or surcharge under the Act, to the employee, nor can he reduce the wages or salary or other benefits because of his (the employer's) liability to contribute to the Employees' Provident Fund. The Act under which this scheme is operated has over-riding effect over all other written law.

Records to be kept by the employer

41. No separate records under the Employees' Provident Fund Act are required to be maintained by employers. It is, however, hoped that all the information necessary for checking on the correctness of the Return made in Form C will be readily available. In particular the records should show separately all the "earnings" on which contributions are payable. Where the information is available in more than one record, all such records should be made available. In a number of establishments it may be found convenient to have the main wage record printed in triplicate to include the additional information required for purposes of Form C using one copy for the purpose of furnishing monthly returns to the Central Bank, the other to the Employees' Provident Fund Office, while retaining the third copy as the employees' main wage record. It may also be possible in the case of some establishments to have loose leaf wage records for each month with all the information required in Form C and copies of it may be obtained by any mechanical means. Such copies will be accepted by the Central Bank and the Employees' Provident Fund Office.

42. It should be remembered that, irrespective of whether the wage period is a weekly or fortnightly one, for the purpose of assessing contributions a calendar month will have to be taken as one unit. Certain establishments which have their wages records to accord with shorter wage periods may have difficulty. In such cases it will become inevitable that all the particulars of the wages, &c., for the different remuneration period constituting the month should be brought into a separate record for the purpose of preparing the Return in Form C.

Obligations and duties of employers and employees

43. The successful administration of the Scheme will depend to a large extent on the co-operation extended by employers and

Married or Single : If a person is a widower or widow, or divorcee, that fact can be stated here and the name of the spouse need not be filled in the other column.

Names of grand-parents and place of birth : If the employee is not in a position to give this information the column may be left blank.

Particulars of previous employment : This information is important in the case of employees who enter the services of an employer after the Scheme has been in force for some time as it helps in the avoidance of duplicate accounts being opened. *When the entire establishment comes into the Scheme for the first time this information need not be given.*

Nationality : If the employee is a Ceylonese by descent or registration, say "Ceylonese by descent" or "Ceylonese by registration" and give, in the latter case, number and date of certificate of registration as a Ceylonese. If of a foreign nationality, give that nationality. If nationality is not known with certainty say "not known".

Age : Please give the correct date of birth and verify this, wherever available, from the certificate of birth, or, in the case of estates, from the Register of Births and Deaths. If date of birth is not known, then the date as given in the employer's records may be given, after it has been checked with the employees. If there is any difference of opinion between the employee and the employer as regards the former's age and there is no certificate of birth, then give the age according to the employee's claim.

Nominee

The reverse of Form A need not be filled in. Form H should be used instead for nomination. However, the name, age, &c., of the nominee should be given in Part I of Form A. If the employee is married he can nominate his wife and/or his children (including adopted children). He cannot nominate anyone else. If he is not married he can nominate any person of his choice. This nomination will, however, become automatically invalid on his marriage. He must, therefore, make a fresh nomination after marriage. Fresh nominations should be made in Form J and, preferably, sent through the employer who should forward it with the following month's duplicate returns to the Commissioner of Labour. If for any reason the employee prefers to send the nomination direct, he may do so, by registered post.

Thumb marks

In view of the very large number of contributors, several of whom may have similar or identical names, identification at time of payment will become very difficult. Hence, thumb impressions are absolutely necessary to establish the identity of claimants for benefits, particularly when there is doubt. In this connection attention is drawn to Regulation 10 of the Employees' Provident Fund Regulations, 1958, *which makes it obligatory for the employee to furnish thumb marks when required to do so by the employer or the Commissioner of Labour.*

The apparatus needed for taking proper thumb impressions are—a sheet of ordinary glass, 10 in × 4 in, a small roller to spread ink evenly on the glass, and a bottle of printer's ink.

A set of this apparatus will cost about Rs. 12.50 and can be purchased locally. The ink must be poured on to the glass, well spread over with a roller and the thumb well pressed and rolled from side to side so that the ink may spread evenly over the thumb. When this is done the impression should be taken on to the Form by having the thumb well pressed and turned from one side to the other in the space provided in the Form so as to leave a clear impression. A trial should first be made on a piece of rough paper to ensure that the correct amount of ink has been applied to the thumb. Thumb impressions taken with any ink other than printer's ink will not be accepted. *Writing ink should not on any account be used.*

By the time the filling in of this Form is completed the employer would have been informed by the Commissioner of Labour of his registered number. This number should be entered in the appropriate place in all the forms before despatch.

Form B—Certificate of Membership

45. Simultaneously with the filling of Form A, Form B should also be filled in. Form B will be completed by the Commissioner of Labour and returned to the employer in due course. The employer should retain this in his custody as long as the employee remain in his service. When the employee leaves his service this should be handed over to him and an acknowledgment obtained.

An adequate supply of Forms A and B will be made available in the District and Sub-Offices of the Labour Department. On a written application by the employer to the Labour Officer concerned he will be issued with a quantity of forms sufficient for his actual requirements together with 3 per cent. or 4 per cent. extra for any contingency. Where an excessive number of these forms has been damaged, or incorrectly or illegibly filled in, the employer may be called upon to pay the extra expenses incurred by the Labour Department. Particular care should be taken in packing and transport of these completed forms.

Form C—Return of Employees' Earnings and Contributions

46. A monthly return in Form C should be prepared in triplicate soon after payment of wages. The employer's name, address and *registered number* should be given at the top of the first return. If there is more than one return, then the employer's number should be repeated at the top left hand corner *in every return*. In the first month's return furnished by the employer, he should assign a serial number, commencing from the figure "1" to each of his employees, in the column "Member's No.". This serial number will be adopted by the Central Bank as the member's number and as long as that employee works under the *same* employer the number given to that employee should *not* be changed under any circumstances. In all returns this number should be repeated as the member's number of that employee, and there should be no numbering of any other kind.

47. If an employee's services are terminated for any reason in the course of a month, then his membership number and name should be repeated in the returns of the *following three months* with the note "LEFT" in the "Remarks" column against his name. No entries need be made in the other columns, but a line may be drawn right across his name. Thereafter, the numbers of those who had left should be listed at the bottom of the return. *These numbers should be omitted from the main body of the return and should never be assigned to new employees.*

48. If a new employee is engaged, his name should be shown in the last page of the return, about 5 lines below the last name. These lines may be left blank, but one of them may be utilised for the heading "New Members". For example, if the last member's number is 22, then the first new employee should be assigned 23 and the next new employee 24, and so on, provided no employee after No. 22 had in the meantime left the employer's service. If there was an employee who had been given No. 23 and had left, then the number of the new employee will be 24, not 23.

49. If a new employee has been a contributor to the Employees' Provident Fund, his previous employer's number and the employee's membership number under the previous employer, should be given against his name in the "Remarks" column of the return. If he has been a contributor to an "approved provident fund" or "pension scheme", then the name of that fund or scheme should be stated.

50. The first and all subsequent returns of employees' earnings and contributions should be certified by the employer and sent with the remittances to the Central Bank before the end of the month following the month in respect of which the contributions are sent. The summary of particulars on the top right hand corner of the return *need only be filled in in the first sheet. All remittances should be by cheque, money or postal order, crossed and made payable to the "Employees' Provident Fund". If by money or postal order, it should be made payable at the General Post Office, Colombo.* The original return and remittance should be sent to the Superintendent, Employees' Provident Fund Central Bank, Colombo 1. The duplicate of this return should be sent to the Commissioner of Labour, Employees' Provident Fund Office, Colombo, along with forms relating to nominations, revocations of nominations and declarations in Form E, G, &c., if any. A triplicate of the monthly return should be maintained by the employer and made available to inspecting officers of the Department of Labour. A supply of forms will be issued for use during the first two or three months. Thereafter, employers should make their own arrangements to obtain these forms.

Form D—Particulars of employer

51. This Form should be filled in by every employer in an employment in respect of which an Order under section 10 (3) of the Act fixing a date for the commencement of payment of contribution is made.

Form E—Notification of termination of employment

52. When an employer who is a member of the Employees' Provident Fund leaves employment, his employer must get him to fill in Part I of Form E. The employer should fill in Part II of the Form and send it to the Employees' Provident Fund Office along with the duplicate of the following month's return in Form C.

Form F—Cessation of employment

53. Where an employee fails to make a notification in Form E, the employer, as soon as he becomes aware of the fact that the employee has left his employment, must notify the Employees' Provident Fund Office of such cessation of employment in Form F. This may be sent with the monthly return in Form C.

Form G—Notification of new employment

When a new person is employed, or an ex-employee is re-employed, a declaration should be obtained in Form G. If he has been a member of the Employees' Provident Fund, then his previous employer's number and his membership number under the previous employer should be noted in the "Remarks" column of the return. Forms A, B and H need not be filled in these cases, but Form G must be filled in. If he has not been a member of the Employees' Provident Fund, or has not been a contributor to an approved provident fund or an approved contributory pension scheme, and the employer does not have an approved provident fund or an approved pension scheme, then one set of Forms A and B and Form H should be filled in in respect of each such employee. If the employee has been a contributor to a common provident fund or pension scheme which has been approved in respect of his previous and the present employers, then it is not necessary to fill in any forms as he is not liable to contribute to the Employees' Provident Fund, But, he should continue to contribute to the fund or pension scheme concerned. All forms duly filled in should be sent to the Employees' Provident Fund Office along with the duplicate return in Form C. A list of documents sent along should also be annexed.

Forms H, I, J,—Nominations, Revocations, &c.

55. Form H should be used for nomination made at the time an employee first becomes a member of the Employees' Provident Fund. If the member wishes to revoke any nomination already made, he must do so in Form I. Form J should be used for members who did not make any nomination at the time of joining the Fund, or in those cases where the nomination has been revoked either by the member, or it has lapsed in accordance with the provisions of the Act, or the Regulations. Where a minor is the nominee the appointment of any person to receive the monies may be made in a writing annexed to the relevant nomination form.

Forms K & L—Application for benefits

56. Applications for benefits *by a member* should be made in Form K. Applications from persons claiming benefits due to a *deceased member* should be in Form L. All documents referred to in the relevant application forms together with the certificate of membership should be annexed to the application and sent to the Employees' Provident Fund Office through the last employer under whom the member was employed.

Form M—Medical Certificates

57. This is the form prescribed for medical certificates to be granted by medical practitioners registered under the Medical Ordinance in respect of employees who become permanently incapacitated and unfit for work.

Form N—Statement of contributions transferred from any provident fund to the Employees' Provident Fund

58. This form, obtainable from the Employees' Provident Fund Office, should be used by the administrators of any provident fund when it becomes necessary to transfer for some reason or other, lying to the credit of the members of the fund to the Employees' Provident Fund.

Form O—Higher rate of contributions than provided for in the Act

59. If the employer and the employee elect to pay contributions at rates higher than those laid down in the Act, they should notify their election in Form O. From the date from which they elect to do so they are liable to pay at the higher rates and will not be permitted to reduce the rates subsequently.

Form Q—Refund of contributions made in error

60. Where contributions have been made in error, applications should be made in Form Q to the Employees' Provident Fund Office *within one year* from the date the contributions were credited to the Fund. No application will be entertained after one year unless the contributions claimed have been made by or on behalf of an employee who is not liable to contribute to the Fund.

N. MAHADEVA,
Acting Deputy Commissioner of Labour.

The particular problems arising from the application of the Act to tea, rubber and coconut estates will be dealt with in a separate article which will appear subsequently.

STATISTICS OF THE MONTH IN BRIEF

Note

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

Cost of Living

The Colombo Consumers' Price Index for the month of October 1958, is 106.2 as against 104.5 for September—an increase of 1.7.

Wage Rates

(a) The basic wages payable for the month of November, 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 November 1958, for all trades to which Part II of the Wages Boards Ordinance has been applied will be slightly more than that for the month of October 1958, due to an increase in the Colombo Consumers' Price Index number. The workers in the Motor Transport Trade and Coconut Manufacturing Trade will get a further increase consequent to new decisions of the Wages Boards for these trades. Details of these increases appear elsewhere in this issue.

Strikes

There were altogether 5 strikes during the month of August 1958, involving 388 workers and a loss of 1,299 man-days. 2 of these strikes were in Tea Plantations involving 122 workers and a loss of 179 man-days, 2 were in the Rubber Plantation involving 260 workers and a loss 1,108 man-days, whilst at the other was in a Coconut Plantation involving 6 workers and a loss of 12 man-days.

Registrants for Employment or Better Employment

The total number of registrants for employment or better employment, according to registers of the Employment Exchanges as at the end of August 1958, and September 1958, was as given below :—

	August, 1958			September, 1958		
	Males	Females	Total	Males	Females	Total
Technical and Clerical .	14,290 ..	4,905 ..	19,195 ..	14,486 ..	4,940 ..	19,426
Skilled ..	11,969 ..	1,472 ..	13,441 ..	12,179 ..	1,436 ..	13,615
Semi-skilled ..	25,273 ..	7,083 ..	32,356 ..	25,520 ..	7,042 ..	32,562
Unskilled ..	46,440 ..	3,486 ..	49,926 ..	46,377 ..	3,508 ..	49,885
Total ..	97,972	16,946	114,918	98,562	16,926	115,488

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

	August, 1958			September, 1958		
	Males	Females	Total	Males	Females	Total
Technical and Clerical .	119 ..	13 ..	132 ..	100 ..	12 ..	112
Skilled ..	62 ..	4 ..	66 ..	33 ..	— ..	33
Semi-skilled ..	70 ..	1 ..	71 ..	86 ..	— ..	86
Unskilled ..	170 ..	3 ..	173 ..	103 ..	8 ..	111
Total ..	421	21	442	322	20	342

NOTES OF CURRENT INTEREST

Reg. No.	Name of Trade Union
1111 ..	Swadhina Apanasala Bakery Saha Samajasala Sewaka Sangamaya
1112 ..	Kangaroo Tractor Operators Union
1113 ..	Sri Lanka Locomotive Enginemens Union
1114 ..	Government Trained Nurses Association of Ceylon
1115 ..	Waraya Sanyuktha Mandala Sewaka Samithiya
1116 ..	Government Hospital Attendants Association
1117 ..	Running Sheds Loco-Supervisors Union
1118 ..	Samastha Lanka Eksath Palath Palana Kamkaru Samithiya
1119 ..	Swadhina Gamana Gamana Sewaka Sangamaya
1120 ..	Ceylon Coconut Board Employees' Union
1121 ..	Government Health Service Ambulance Drivers Association
1122 ..	Kilinochchi Government Farm Workers Union
1123 ..	Sri Lanka Rajaye Saukkiya Sewa Nidahas Karmika Sewaka Samithiya
1124 ..	Samastha Lanka Rajaye Waraya Sewaka Sangamaya

CONSOLIDATED DECISIONS OF WAGES BOARDS XLIX—The Tea Export Trade

THE original decisions in respect of the Tea Export 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. 9,436 of July 21, 1945. Decisions varying the earlier decisions were published in notifications appearing in *Ceylon Government Gazette* No. 9,528 of March 8, 1946, *Ceylon Government Gazette Extraordinary* No. 10,229 of March 30, 1951, and No. 10,542 of June 29, 1953, *Ceylon Government Gazette* No. 10,821 of July 29, 1955, *Ceylon Government Gazette* No. 11,268 of February 28, 1958 and *Ceylon Government Gazette Extraordinary* No. 11,509 of August 30, 1958. Decisions in regard to weekly and annual holidays to the workers came into force on March 1, 1946, and a notification in respect of those decisions was published in *Ceylon Government Gazette Extraordinary* No. 9,524 of February 25, 1946. A notification varying the earlier decisions was published in *Government Gazette* No. 9,671 of February 21, 1947.

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.

Intervals at which Wages shall be paid (Section 23 (1))

Wags shall be paid weekly and within four days of the end of the week.

Definition of a Normal Working Day (Section 24)

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

on any day other than a Saturday ..	9
on a Saturday ..	7

PART II

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

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

as a set out hereunder.

1 <i>Class of Workers</i>	2 <i>Basic rate for a normal working day</i>	3 <i>Rate of Special Allowance for a normal working day in any month</i>		
		(a)	(b)	(c)
		<i>Where the cost of living index number for the preceding month is 100·1 the special allowance shall be—</i>	<i>Where the cost of living index number for the preceding month is 100·0 the special allowance shall be—</i>	<i>Where the cost of living index number for the preceding month is above 100·1 or below 100·0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by the amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
A. Male workers not under 18 years of age—				
(a) Grade II—				
Workers employed in—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wiretying, scraping out old marks, marking and stencilling, making and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and refiring and polishing green tea ..	1 40 ..	2 0 ..	1 97	} 3 cents in the case of a worker (irrespective of sex) not under 18 years of age. 2 cents in the case of a worker (irrespective of sex) under 18 years of age.
(b) Intermediate Grade—				
Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..	1 60 ..	2 10 ..	2 7	
(c) Grade I—				
Workers employed in—unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and re-stacking and laying out chests and loading for shipping ..	1 80 ..	2 10 ..	2 7	
(d) Box makers and repairers ..	1 60 ..	2 10 ..	2 7	
(e) Watchers ..	1 70 ..	2 10 ..	2 7	
B. Female workers (not under 18 years of age) ..	1 15 ..	1 88 ..	1 85	
C. Workers (irrespective of sex) under 18 years of age—				
Over 14 years but under 15 years	0 80 ..	1 51 ..	1 49	
Over 15 years but under 16 years	0 90 ..	1 56 ..	1 54	
Over 16 years but under 17 years	1 0 ..	1 61 ..	1 59	
Over 17 years but under 18 years	1 15 ..	1 71 ..	1 69	

Table I

Special allowances payable in the event of a rise in the Index Number

Index Number	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			
	Gr. II	Gr. I		Over 14 years but under 15 years	Over 15 years but under 16 years	Over 16 years but under 17 years	Over 17 years but under 18 years
		Inter Gr. box-makers and repairers and watchers	Rs. c.				
100.1-101.8	2 0	2 10	1 88	1 51	1 56	1 61	1 71
101.9-103.6	2 3	2 13	1 91	1 53	1 58	1 63	1 73
103.7-105.4	2 6	2 16	1 94	1 55	1 60	1 65	1 75
105.5-107.2	2 9	2 19	1 97	1 57	1 62	1 67	1 77
107.3-109.0	2 12	2 22	2 0	1 59	1 64	1 69	1 79

Table II

Special allowances payable in the event of a fall in the Index Number

	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.0-98.3	1 97	2 7	1 85	1 49	1 54	1 59	1 69
98.2-96.5	1 94	2 4	1 82	1 47	1 52	1 57	1 67
96.4-94.7	1 91	2 1	1 79	1 45	1 50	1 55	1 65
94.6-92.9	1 88	1 98	1 76	1 43	1 48	1 53	1 63
92.8-91.1	1 85	1 95	1 73	1 41	1 46	1 51	1 61

PART III

OVERTIME RATE

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

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 that worker shall be paid as remuneration one and a half times the minimum rate of wages for a normal working day ; and
- (3) that no worker shall be employed on such Sunday for more than nine hours (inclusive of one hour for a meal).

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

ANNUAL HOLIDAYS (SECTION 25)

1. If a worker has been in continuous employment and has worked under the same employer for more than 218 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of five days by which the number of days on which the worker has worked exceeds 218 :

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

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

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

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

2. If a worker is entitled in any year to six holidays or more he shall be allowed and he shall take those six holidays or six of those holidays on consecutive days.

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

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

5. Where the number of holidays allowed to any worker at one time exceeds five days, one-half of the remuneration due to such worker in respect of the holidays shall be paid on the last pay day preceding the commencement of the holidays, and the other half on the first pay day after resumption of work by such worker.

6. Where a worker leaves of his own accord or discontinued or dismissed from employment, he shall, at the time of such leaving, discontinuance or dismissal, be paid wages for the number of holidays to which he was entitled at the date of his leaving, discontinuance or dismissal.

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

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

DECISIONS OF WAGES BOARDS

The following new decisions of the Wages Board for the Building Trade which were published in the *Government Gazette Extraordinary* No. 11,542 of September 30, 1958, came into force with effect from October 1, 1958 :—

The decisions made by the Wages Board for the Building Trade and set out in the Schedule to the notification published in *Gazette* No. 10,141 of August 25, 1950, as varied in the manner set out in the notifications published in *Gazette Extraordinary* No. 10,229 of March 30, 1951, *Gazette Extraordinary* No. 10,542 of June 29, 1953, and *Gazette* No. 10,850 of October 21, 1955, shall be further varied, in Part IV of that Schedule, under the heading "Annual Holidays (section 25)", by the substitution, for paragraph 1, of the following new paragraph :—

"If a worker has been in continuous employment and has worked under the same employer in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 18 days on which the worker has worked :

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 252 days.

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-April 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	143	141 .. 258
1950	154	102	129	155	154	149 .. 272
1951	155	112	129	197	160	154 .. 283
1952	153	104	131	192	168	153 .. 281

†Average for 5 months only.

*Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

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

INDEX NUMBERS

1953	105.97	99.82	101.32	82.82	97.17	101.6
1954	106.13	103.35	101.53	79.52	94.43	101.1
1955	105.09	102.34	101.53	80.50	94.62	100.5
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
June	105.43	101.61	101.53	87.52	111.76	104.5
July	102.46	102.31	101.53	87.86	114.27	103.2
August	103.79	102.31	101.53	88.23	116.15	104.4
September	104.30	97.69	101.53	88.42	115.75	104.5
October	106.22	104.50	101.53	89.00	116.47	106.2

TABLE II—WAGES INDEX NUMBERS

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

A
BASE : 1939=100

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

B

BASE : 1952=100

1953 ..	..	.. 1.95	.. 101.56	.. 99.96	.. 90.97	.. 101.31	.. 99.71
1954 ..	..	.. 1.99	.. 103.65	.. 102.52	.. 91.04	.. 101.39	.. 100.29
1955 ..	..	.. 2.06	.. 107.29	.. 106.76	.. 94.94	.. 105.74	.. 105.21
1956 ..	..	.. 2.08	.. 108.33	.. 108.11	.. 96.24	.. 107.18	.. 106.97
1957 ..	..	.. 2.10	.. 109.38	.. 106.40	.. 99.16	.. 110.44	.. 107.43
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
	May	.. 2.15	.. 111.98	.. 106.44	.. 113.74	.. 126.67	.. 120.41
	June	.. 2.15	.. 111.98	.. 107.16	.. 113.74	.. 126.67	.. 121.22
	July	.. 2.12	.. 110.42	.. 107.00	.. 113.74	.. 126.67	.. 122.74
	August	.. 2.12	.. 110.42	.. 105.77	.. 113.74	.. 126.67	.. 121.33
	September	.. 2.12	.. 110.42	.. 105.67	.. 113.74	.. 126.67	.. 121.22
	October	.. 2.12	.. 110.42	.. 103.97	.. 113.74	.. 126.67	.. 119.27

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952 = 100

Agriculture *

Trades other than
Agriculture †

Agriculture and Trades
other than Agriculture
Combined

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
May	2·17	110·71	3·32	113·70	2·26	110·78
June	2·17	110·71	3·32	113·70	2·26	110·78
July	2·15	109·69	3·32	113·70	2·24	109·80
August	2·15	109·69	3·29	112·67	2·24	109·80
September	2·15	109·69	3·51	120·21	2·26	110·78
October	2·15	109·69	3·51	120·21	2·26	110·78

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

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

TABLE IV

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

Year		Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	..	3,712	11,964	5,034	5,967	26,677
1940	..	4,734	13,130	4,800	4,981	27,645
1941	..	5,274	8,882	2,351	3,951	20,458
1942	..	6,589	9,411	1,882	1,451	19,333
1943	..	2,282	2,872	1,312	1,869	8,335
1944*	..	295	358	227	173	1,651
1945	..	2,258	11,025	3,267	4,816	21,366
1946	..	5,636	10,012	7,527	13,369	36,544
1947	..	2,883	7,325	8,113	16,423	34,744
1948	..	4,474	13,027	12,443	36,712	66,656
1949	..	5,132	11,994	13,591	39,015	69,732
1950	..	5,627	10,525	13,523	35,447	65,122
1951	..	5,515	8,186	12,520	26,486	52,707
1952	..	6,883	7,522	13,795	24,823	53,029
1953	..	8,374	6,462	13,676	23,034	51,546
1954	..	11,728	7,919	16,287	27,370	63,304
1955	..	14,498	8,544	20,142	27,826	71,010
1956	..	16,091	9,794	25,808	34,259	85,952
1957	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
	May	18,674	13,123	32,123	45,361	109,281
	June	18,707	13,003	32,052	46,564	110,326
	July	19,086	13,381	32,526	49,083	114,076
	August	19,195	13,441	32,356	49,926	114,918
	September	19,426	13,615	32,562	49,885	115,488

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

† Amended figures.

TABLE V

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

Year	Colombo	Negombo	Katutura	Galle	Kandy	Navalappitiya	Kurunegala	Jaffna	Kalpappura	Badulla	Batticaloa	Kalmunai**	Ttrincomalee	Anuradhapura	Arisavella	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	2,128	1,239	2,363	259	431	841	120	46	65	1,497						21,366*
1946	25,805	1,117	808	993	3,397	726	352	316	119	438	727	611						36,544†
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490								34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	283						66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	696						69,732
1950	41,988	3,696	3,501	6,032	2,904	943	1,208	1,991	553	923	980	348						65,122
1951	33,125	3,422	2,886	4,350	2,209	537†	886	1,587	569	904	418	1,207						52,707‡
1952	32,124	3,028	3,263	3,831	3,730	547	1,162	1,435	909	663	422	252						53,023
1953	30,203	2,561	3,316	3,949	3,080	735	1,190	1,294	1,002	417	344	333						51,546
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297				526	1,382	63,304
1955	36,451	3,395	4,740	6,331	4,377	638	2,767	2,199	1,962	619	455	261				396	1,589	71,010
1956	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694				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				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				795	4,251	89,731

TABLE V—(contd.)

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunna**	Trincomalee	Anuradhapura	Awisawella	Haputale	Matara	Vavuniya	Kegalla	Total
March ..	43,818	4,074	6,321	6,820	5,459	450	4,828	2,386	2,592	886	711	607	860	2,348	1,913	681	4,142	—	—	88,896
April ..	43,351	4,081	6,150	6,623	4,632	398	4,638	2,392	539	791	688	490	1,017	2,176	1,907	644	3,988	—	—	86,505
May ..	43,341	4,063	6,173	6,809	4,651	398	4,578	2,407	2,616	802	634	529	1,122	1,978	1,904	684	3,971	—	—	86,660
June ..	43,996	4,084	6,175	7,024	4,650	507	4,815	2,424	2,770	842	593	510	1,068	1,810	2,020	745	3,997	389	—	88,419
July ..	45,528	4,152	6,295	7,489	4,966	548	4,877	2,413	2,837	876	638	539	1,234	1,751	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	1,380	2,195	855	4,785	561	1,739	103,438
November	49,715	9,154	6,622	8,681	6,903	724	5,351	2,592	3,137	959	602	580	1,235	1,286	2,266	883	5,092	577	1,859	108,248
December	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501§	1,252	1,198	2,226	840	5,331	551	1,947	110,856
1958—																				
January	51,800	9,406	7,075	9,895	8,411	832	6,030	2,930	3,359	1,125	759	464	1,308	1,409	2,413	881	5,490	464	2,200	116,251
February	51,897	8,997	7,092	10,447	8,650	899	6,214	2,967	3,315	1,137	817	398	1,282	1,503	2,458	913	5,422	417	2,225	117,050
March ..	51,597	8,774	6,940	10,926	8,398	934	6,288	3,093	3,272	1,105	857	386	1,211	1,473	2,584	935	5,409	424	2,174	116,780
April ..	50,298	8,479	6,720	11,254	8,490	889	5,401	2,826	3,215	1,150	794	383	1,143	1,281	2,527	1,012	5,227	431	2,146	113,666
May ..	49,597	7,643	6,819	11,765	6,132	945	4,746	2,858	3,255	1,099	713	407	1,212	1,262	2,608	1,061	4,528	454	2,177	109,281
June ..	49,880	7,361	6,844	12,180	6,041	988	4,747	2,830	3,363	1,094	794	380	1,406	1,232	2,720	1,147	4,766	366	2,187	110,326
July ..	51,741	7,354	6,944	12,647	6,244	1,026	4,505	2,992	3,613	1,176	880	571	1,405	1,258	2,892	1,226	4,861	415	2,326	114,076
August ..	52,165	7,124	6,747	12,903	6,294	1,024	4,672	3,200	3,708	988	914	588	1,340	1,297	2,927	1,231	4,916	484	2,366	114,918
September	52,461	6,798	6,663	13,105	6,467	1,136	4,569	3,335	3,916	1,079	874	614	1,218	1,345	2,881	1,117	5,040	481	2,389	115,488

* Total includes 127 registered at Matugama, 164 at Chilaw, 272 at Matala, 97 at Awissawella and 555 at Veyangoda.
 † Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Awissawella.
 ‡ Revised figures.
 § Amended figures.
 ** This Exchange has been shifted to Amparai with effect from September, 1958.
 (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
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	
1939	—	—	—	—	—	—	—	—	2,583
1940	—	—	—	—	—	—	—	—	5,089
1941	—	—	—	—	—	—	—	—	9,071
1942	—	—	—	—	—	—	—	—	8,129
1943	—	—	—	—	—	—	—	—	4,170
1944	—	—	—	—	—	—	—	—	1,875
1945	369	—	1,104	—	411	—	2,653	—	4,537
1946	1,303	—	3,012	—	1,341	—	10,130	—	15,786
1947	915	—	1,417	—	911	—	4,161	—	7,404
1948	1,355	—	1,563	—	1,311	—	6,118	—	10,347
1949	1,807	—	1,616	—	1,767	—	9,590	—	14,780
1950	2,059	—	1,509	—	1,438	—	5,773	—	10,779
1951	2,019	—	1,546	—	1,867	—	5,874	—	11,306
1952	3,107	—	1,802	—	1,887	—	5,657	—	12,453
1953	1,528	—	669	—	1,371	—	2,820	—	6,388
1954	1,097	—	879	—	922	—	4,660	—	7,558
1955	2,166	—	1,064	—	1,187	—	3,791	—	8,208
1956	1,913	—	845	—	1,565	—	4,162	—	8,485
1957	January	125	46	130	161	462	—	—	—
	February	58	54	106	245	463	—	—	—
	March	76	57	137	286	556	—	—	—
	April	42	46	64	136	288	—	—	—
	May	64	57	91	265	477	—	—	—
	June	87	73	143	366	669	—	—	—
	July	137	57	103	419	716	—	—	—
	August	76	69	67	257	469	—	—	—
	September	154	80	81	476	791	—	—	—
	October	122	68	99	151	440	—	—	—
	November	152	43	98	130	423	—	—	—
	December	83	59	61	161	364	—	—	—
1958	January	149	134	62	176	521	—	—	—
	February	146	45	101	180	472	—	—	—
	March	406	32	82	188	708	—	—	—
	April	145	64	72	202	483	—	—	—
	May	179	62	79	205	525	—	—	—
	June	91	76	74	139	380	—	—	—
	July	108	63	90	314	575	—	—	—
	August	132	66	71	173	442	—	—	—
	September	112	33	86	111	342	—	—	—

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	729	55	566	13	874	50	1,653	27	3,822	145
Negombo	40	1	69	—	74	1	183	2	366	4
Kalutara	71	5	52	—	127	1	193	—	443	6
Galle	101	—	93	—	162	3	261	1	617	4
Kandy	140	6	53	6	129	4	259	16	581	32
Nawalapitiya	28	—	34	—	49	—	160	—	271	—
Kurunegala	96	4	24	—	152	5	110	8	382	17
Jaffna	158	16	43	1	168	10	103	2	472	29
Ratnapura	83	—	59	3	191	3	190	4	523	10
Badulla	36	2	13	—	87	—	44	—	180	2
Batticaloa	27	2	8	5	38	3	36	1	109	11
Kalmunai*	23	3	7	1	34	1	34	15	98	20
Trincomalee	17	2	9	—	14	—	57	20	97	22
Anuradhapura	30	1	16	—	31	—	87	4	164	5
Avissawella	28	—	21	—	40	—	102	3	191	3
Haputale	6	1	20	3	18	—	36	1	80	5
Matara	131	7	87	—	135	3	165	4	518	14
Vavuniya	21	3	8	1	33	2	7	3	69	4
Kegalla	31	4	26	—	63	—	65	—	185	9
Total	1,746	112	1,208	33	2,419	86	3,745	111	9,168	342

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

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	Not available	Not available	4	Not available	Not available
1940	36	9,732*	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66‡	12,399	25,937
1945	28	3,514	4,285	53	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,308	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
1958 (January to August)	59	20,292	259,917	44	10,137	102,973
1957 January	15	2,643	4,535	8	827	13,715
February	12	5,342	28,666	1	85	669
March	14	7,896	36,825	5	4,015	16,107
April	22	18,190	35,096	5	525	306
May	14	3,877	16,665	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	211,346	213,025	32	17,044	82,027
1958 January	10	5,536	195,212	6	796	1,072
February	12	2,720	26,686	2	152	1,856
March	11	5,260	10,447	11	3,748	19,129
April	13	3,671	20,912	13	4,748	67,098
May	8	2,717	5,361	11	**666	**13,737
June	Nil	—	—	Nil	—	—
July	Nil	—	—	1	27	81
August	5	388	1,299	Nil	—	—

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

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

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

§Amended figures.

**These figures do not include information in respect of 2 strikes (viz. the P. S. W. T. U. F. and the C. T. U. F. strikes). They will be amended to include this information when available.

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

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

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

<i>Industry or Trade</i>	<i>Number of Strikes</i>		<i>Number of Workers involved</i>		<i>Number of Man-days lost</i>
Plantations—Tea ..	2	..	122	..	179
Rubber ..	2	..	260	..	1,108
Tea-cum-Rubber ..	—	..	—	..	—
Coconut ..	1	..	6	..	12
Coconut-cum-Rubber ..	—	..	—	..	—
Total ..	5		388		1,299
Engineering ..	—	..	—	..	—
Printing ..	—	..	—	..	—
Motor Transport ..	—	..	—	..	—
Tea Export ..	—	..	—	..	—
Rubber Export ..	—	..	—	..	—
Coconut Manufacturing ..	—	..	—	..	—
Toddy, Arrack and Vinegar ..	—	..	—	..	—
Match Manufacturing ..	—	..	—	..	—
Coconut & Rubber Manufacturing ..	—	..	—	..	—
Cinema ..	—	..	—	..	—
Dock, Harbour and Port Transport ..	—	..	—	..	—
Building Trade ..	—	..	—	..	—
Local Government Services ..	—	..	—	..	—
Service Institutions ..	—	..	—	..	—
Factories, Workshops, &c., run by the State ..	—	..	—	..	—
Textile ..	—	..	—	..	—
Relief Schemes ..	—	..	—	..	—
Wholesale and Retail Distribution ..	—	..	—	..	—
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—
Beedi Manufacturing ..	—	..	—	..	—
Hotel ..	—	..	—	..	—
Tile Manufacturing ..	—	..	—	..	—
Miscellaneous ..	—	..	—	..	—
Total ..	—		—		—
Grand Total ..	5		388		1,299

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

<i>Causes</i>	<i>Number of Strikes</i>				<i>Number of Workers Involved</i>			
	<i>Plantations</i>		<i>Others</i>		<i>Plantations</i>		<i>Others</i>	
1. Dismissal or loss of employment in any way. Failure to provide work ..	1	..	—	..	115	..	—	..
2. Wage increases. Higher rates for piece work, &c. ..	—	..	—	..	—	..	—	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	2	..	—	..	50	..	—	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	2	..	—	..	223	..	—	..
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 ..	—	..	—	..	—	..	—	..
11. Sympathetic strikes ..	—	..	—	..	—	..	—	..
Total ..	5		—		388		—	

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	—	—	14	6	6	12	2	—
April	—	—	27	—	103	103	—	76
May	—	—	10	6	221	227	—	217
June	—	—	8	—	260	260	—	252
July	—	—	13	4	235	239	—	226
August	—	—	18	5	207	212	—	194
September	—	—	1	—	119	119	—	118

* Not available.

APPENDIX I

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

Class of Worker	Month : November, 1958					
	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Tea Growing and Manufacturing Trade						
<i>Daily Rates</i>						
Male worker not under 16 years	..	1 25	..	1 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	..	2 03	..	3 83
Male not under 18 years	..	1 40	..	2 03	..	3 43
Female not under 18 years	..	1 15	..	1 68	..	2 83
Worker under 18 years	..	1 15	..	1 61	..	2 76

Piece rates have been fixed for certain processes.

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
Printing Trade (contd.)					
Class A—3rd year learner ..	56	0	60	92	116 92
" B " " " ..	49	0	56	92	105 92
" C Grade I, 3rd year learner ..	36	0	50	92	86 92
" C " II, " " ..	32	0	47	82	79 82
" D—3rd year learner ..	28	0	40	42	68 42
Class A—4th year learner ..	71	0	73	42	144 42
" B " " " ..	64	0	66	32	130 32
" C Grade I, 4th year learner ..	44	0	58	97	102 97
" C " II, " " ..	39	0	55	09	94 09
" D—4th year learner ..	34	0	51	42	85 42
Class A—5th year learner ..	88	0	86	42	174 42

Cigar Trade

A Piece rate of Rs. 8'0 has been fixed for every 1,000 cigars rolled.

Plumbago Trade

Daily Rates

Underground workers—

Basses ..	2 75	1 27	4 02
Kanganies } ..	2 25	1 27	3 52
Loaders }			
Overseers }	2 08	1 27	3 35
Shift bosses ..			
Blasters } ..	2 0	1 27	3 27
Drillers (hand and machine) }			
Shaft drivers }			
Stoppers (excavators) }			
Timbermen }	1 50	1 27	2 77
Muckers }			
Trolleyman }			
Unskilled labourers }	2 25	1 27	3 52
Onsetters or Donakatakarayas ..			

Underground and surface workers—

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

Surface workers—

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

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

Class of Worker	Month: November, 1958		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Plumbago Trade (contd.)			
Workers employed in curing and dressing—			
(A) as overseers and kanganies ..	2 0	1 47	3 47
(B) on different jobs:			
Within the Colombo area—			
Male worker not under 18 years ..	1 25	1 47	2 72
Female worker not under 18 years ..	1 0	1 14	2 14
Worker under 18 years ..	0 50	1 07	1 57
Outside the Colombo area—			
Male worker not under 18 years ..	1 0	1 47	2 47
Female worker not under 18 years ..	0 84	1 14	1 98
Worker under 18 years ..	0 40	1 07	1 47
"Colombo area" includes any place within 5 miles of the Municipal limits of Colombo.			

Tea Export Trade

Daily Rates

A. Male workers not under 18 years—

(a) Grade II ..	..	1 40	..	2 09	..	3 49
(b) Intermediate Grade ..	..	1 60	..	2 19	..	3 79
(c) Grade I ..	..	1 80	..	2 19	..	3 99
(d) Box makers and repairers ..	..	1 60	..	2 19	..	3 79
(e) Watchers ..	..	1 70	..	2 19	..	3 89

B. Female workers not under 18 years	1 15	..	1 97	..	3 12
--	----	------	----	------	----	------

C. Workers over 14 years but under 15 years ..	..	0 80	..	1 57	..	2 37
" 15 " 16 ..	..	0 90	..	1 62	..	2 52
" 16 " 17 ..	..	1 0	..	1 67	..	2 67
" 17 " 18 ..	..	1 15	..	1 77	..	2 92

Rubber Export Trade

Daily Rates

A. Male workers not under 18 years—

(a) Grade II ..	..	1 40	..	2 09	..	3 49
(b) Intermediate Grade ..	..	1 60	..	2 19	..	3 79
(c) Grade I ..	..	1 80	..	2 19	..	3 99
(d) Watchers ..	..	1 70	..	2 19	..	3 89

B. Female workers not under 18 years of age—

(a) Grade II						
Workers employed in work other than sorting ..	..	1 15	..	1 97	..	3 12
(b) Grade I						
Workers employed in sorting ..	..	1 30	..	1 97	..	3 27

C. Workers over 14 years but under 15 years ..	..	0 80	..	1 57	..	2 37
" 15 " 16 ..	..	0 90	..	1 62	..	2 52
" 16 " 17 ..	..	1 0	..	1 67	..	2 67
" 17 " 18 ..	..	1 15	..	1 77	..	2 92

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

Daily Rates

Bottling, corking and labelling arrack bottles—

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

Unskilled labourers—

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

Piece rates have been fixed for certain processes.

Motor Transport Trade

Monthly Rates

Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100	0	62	42	162 42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt.	90	0	62	42	152 42
Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses	85	0	59	92	144 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammel-Horse type but excluding those owned by an estate and used solely for internal transport within the estate)	100	0	62	42	162 42

Class 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	57	42	127	42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	62	42	129	92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. ..	60	0	58	42	118	42
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses	50	0	58	42	108	42
Class I Workers : Omnibus checkers or time-keepers	60	0	58	42	118	42
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90	0	58	42	148	42
Class K Workers : Porters engaged by employers who use the motor transport trade as incidental to the carrying on of some other trade and workers in the motor transport trade other than workers specified in the preceding items	45	0	48	67	93	67

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

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

Daily Rates

Class A worker	4	0	2	62	6	62
" B "	4	0	2	62	6	62
" C "	3	25	2	62	5	87
" D "	4	0	2	62	6	62
" E "	2	75	2	37	5	12
" F "	2	75	2	62	5	37
" G "	2	50	2	62	5	12
" H "	2	25	2	62	4	87
" K "	1	50	1	82	3	32

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

Match Manufacturing Trade

Daily Rates

Grade I—

Male 18 years and over	2	0	1	52	3	52
Female 18 years and over	1	64	1	42	3	06
Young person over 14 and under 17 years ..	0	95	0	88	1	83
Young person 17 years and over but under 18 years	1	25	1	10	2	35

Grade II—

Male 18 years and over	1	60	1	52	3	12
Female 18 years and over	1	32	1	42	2	74
Young person over 14 and under 17 years ..	0	80	0	88	1	68
Young person 17 and over but under 18 years	1	00	1	10	2	10

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	42	2	82
Female 18 years and over	1	15	1	30	2	45
Young person over 14 and under 17 years	0	70	0	88	1	58
Young person 17 and over but under 18, years	0	90	1	16	2	00
<i>Grade IV—</i>						
Watcher	1	70	1	52	3	22

Cinema Trade

Within the Municipal areas

A—Non-clerical—

Unskilled	36	50	44	52	81	02
Semi-skilled	43	0	47	12	90	12
Skilled, Grade II	55	0	48	94	103	94
Skilled, Grade I	66	0	48	94	114	94

B—Clerical—

Grade III	50	0	43	80	93	80
Grade II	55	0	46	80	101	80
Grade I	110	0	51	80	161	80

Outside the Municipal areas

A—Non-clerical—

Unskilled	36	50	44	52	81	02
Semi-skilled	40	0	47	12	87	12
Skilled, Grade II	47	0	48	94	95	94
Skilled, Grade I	61	0	48	94	109	94

B—Clerical—

Grade III	45	0	43	80	88	80
Grade II	50	0	46	80	96	80
Grade I	110	0	51	80	161	80

Deck, Harbour and Port Transport Trade

Manual Work—

Special Grade	65	0	34	75	99	75
Skilled Grade	55	0	30	75	85	75
Semi-skilled Grade	45	0	27	75	72	75
Unskilled, Grade I	37	0	27	75	64	75
Unskilled, Grade II	31	0	27	75	58	75

Women Workers—

Female kangannies	35	0	27	75	62	75
Female labourers	30	0	27	75	57	75

Non-manual Workers—

Special Grade	75	0	41	0	116	0
Grade I	55	0	30	75	85	75

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Building Trade						
Unskilled—						
Male labourers—						
Not under 18 years	1 40	..	1 72	.. 3 12
Female labourers—						
Not under 18 years	1 10	..	1 72	.. 2 82
Unskilled labourers— (irrespective of sex)						
Under 18 years of age	0 90	..	1 72	.. 2 62
Semi-skilled, Grade II	1 65	..	1 82	.. 3 47
Semi-skilled, Grade I	1 80	..	1 82	.. 3 62
Skilled	2 0	..	1 82	.. 3 82
Beedi Manufacturing Trade						
“ Nool ” beedi rolling (inclusive of preparation of wrappers for rolling)—						
1,000 beedies each 2 inches long	3 50
1,000 beedies each 2½ inches long	4 0
1,000 beedies each 3 inches long	4 75
“ Nool ” beedi rolling (exclusive of the preparation of wrappers for rolling)—						
1,000 beedies each 2 inches long	2 0
1,000 beedies each 2½ inches long	2 25
1,000 beedies each 3 inches long	2 75
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling)—						
1,000 beedies each 2 inches long	1 50
1,000 beedies each 2½ inches long	1 75
1,000 beedies each 3 inches long	2 0

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during November, 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.	
1/2	0 62½	0 59	1 21½	0 52½	0 44	0 96½	0 40	0 40½	0 80½	1/2
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 November, 1958, to workers in the Rubber Growing and Manufacturing Trade

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

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

APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during November, 1958, to workers in the Cocoa, Cardamom and Pepper 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>	
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 November, 1958, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 16½	1 09	0 86½	0 78	1 91½	1 71½	1 41½	1 38	½
1	2 33	2 18	1 73	1 56	3 83	3 43	2 83	2 76	1
2	4 66	4 36	3 46	3 12	7 66	6 86	5 66	5 52	2
3	6 99	6 54	5 19	4 68	11 49	10 29	8 49	8 28	3
4	9 32	8 72	6 92	6 24	15 32	13 72	11 32	11 04	4
5	11 65	10 90	8 65	7 80	19 15	17 15	14 15	13 80	5
6	13 98	13 08	10 38	9 36	22 98	20 58	16 98	16 56	6
7	16 31	15 26	12 11	10 92	26 81	24 01	19 81	19 32	7
8	18 64	17 44	13 84	12 48	30 64	27 44	22 64	22 08	8
9	20 97	19 62	15 57	14 04	34 47	30 87	25 47	24 84	9
10	23 30	21 80	17 30	15 60	38 30	34 30	28 30	27 60	10
11	25 63	23 98	19 03	17 16	42 13	37 73	31 13	30 36	11
12	27 96	26 16	20 76	18 72	45 96	41 16	33 96	33 12	12
13	30 29	28 34	22 49	20 28	49 79	44 59	36 79	35 88	13
14	32 62	30 52	24 22	21 84	53 62	48 02	39 62	38 64	14
15	34 95	32 70	25 95	23 40	57 45	51 45	42 45	41 40	15
16	37 28	34 88	27 68	24 96	61 28	54 88	45 28	44 16	16
17	39 61	37 06	29 41	26 52	65 11	58 31	48 11	46 92	17
18	41 94	39 24	31 14	28 08	68 94	61 74	50 94	49 68	18
19	44 27	41 42	32 87	29 64	72 77	65 17	53 77	52 44	19
20	46 60	43 60	34 60	31 20	76 60	68 60	56 60	55 20	20
21	48 93	45 78	36 33	32 76	80 43	72 03	59 43	57 96	21
22	51 26	47 96	38 06	34 32	84 26	75 46	62 26	60 72	22
23	53 59	50 14	39 79	35 88	88 09	78 89	65 09	63 48	23
24	55 92	52 32	41 52	37 44	91 92	82 32	67 92	66 24	24
25	58 25	54 50	43 25	39 00	95 75	85 75	70 75	69 00	25
26	60 58	56 68	44 98	40 56	99 58	89 18	73 58	71 76	26
27	62 91	58 86	46 71	42 12	103 41	92 61	76 41	74 52	27
28	65 24	61 04	48 44	43 68	107 24	96 04	79 24	77 28	28
29	67 57	63 22	50 17	45 24	111 07	99 47	82 07	80 04	29
30	69 90	65 40	51 90	46 80	114 90	102 90	84 90	82 80	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 November, 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	Intermediate Grade	Grade I	Watchers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 89½	1 99½	1 94½	1 56	1 63½	1 18½	1 26	1 33½	1 46	½
1	3 49	3 79	3 99	3 89	3 12	3 27	2 37	2 52	2 67	2 92	1
2	6 98	7 58	7 98	7 78	6 24	6 54	4 74	5 04	5 34	5 84	2
3	10 47	11 37	11 97	11 67	9 36	9 81	7 11	7 56	8 01	8 76	3
4	13 96	15 16	15 96	15 56	12 48	13 08	9 48	10 08	10 68	11 68	4
5	17 45	18 95	19 95	19 45	15 60	16 35	11 85	12 60	13 35	14 60	5
6	20 94	22 74	23 94	23 34	18 72	19 62	14 22	15 12	16 02	17 52	6
7	24 43	26 53	27 93	27 23	21 84	22 89	16 59	17 64	18 69	20 44	7
8	27 92	30 32	31 92	31 12	24 96	26 16	18 96	20 16	21 36	23 36	8
9	31 41	34 11	35 91	35 01	28 08	29 43	21 33	22 68	24 03	26 28	9
10	34 90	37 90	39 90	38 90	31 20	32 70	23 70	25 20	26 70	29 20	10
11	38 39	41 69	43 89	42 79	34 32	35 97	26 07	27 72	29 37	32 12	11
12	41 88	45 48	47 88	46 68	37 44	39 24	28 44	30 24	32 04	35 04	12
13	45 37	49 27	51 87	50 57	40 56	42 51	30 81	32 76	34 71	37 96	13
14	48 86	53 06	55 86	54 46	43 68	45 78	33 18	35 28	37 38	40 88	14
15	52 35	56 85	59 85	58 35	46 80	49 05	35 55	37 80	40 05	43 80	15
16	55 84	60 64	63 84	62 24	49 92	52 32	37 92	40 32	42 72	46 72	16
17	59 33	64 43	67 83	66 13	53 04	55 59	40 29	42 84	45 39	49 64	17
18	62 82	68 22	71 82	70 02	56 16	58 86	42 66	45 36	48 56	52 56	18
19	66 31	72 01	75 81	73 91	59 28	62 13	45 03	47 88	50 73	55 48	19
20	69 80	75 80	79 80	77 80	62 40	65 40	47 40	50 40	53 40	58 40	20
21	73 29	79 59	83 79	81 69	65 52	68 67	49 77	52 92	56 07	61 32	21
22	76 78	83 38	87 78	85 58	68 64	71 94	52 14	55 44	58 74	64 24	22
23	80 27	87 17	91 77	89 47	71 76	75 21	54 51	57 96	61 41	67 16	23
24	83 76	90 96	95 76	93 36	74 88	78 48	56 88	60 48	64 08	70 08	24
25	87 25	94 75	99 75	97 25	78 00	81 75	59 25	63 00	66 75	73 00	25
26	90 74	98 54	103 74	101 14	81 12	85 02	61 62	65 52	69 42	75 92	26
27	94 23	102 33	107 73	105 03	84 24	88 29	63 99	68 04	72 09	78 84	27
28	97 72	106 12	111 72	108 92	87 36	91 56	66 36	70 56	74 76	81 76	28
29	101 21	109 91	115 71	112 81	90 48	94 83	68 73	73 08	77 43	84 68	29
30	104 70	113 70	119 70	116 70	93 60	98 10	71 10	75 60	80 10	87 60	30

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 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	Intermediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 89½	1 99½	1 89½	1 94½	1 56	1 18½	1 26	1 33½	1 46	½
1	3 49	3 79	3 99	3 79	3 89	3 12	2 37	2 52	2 67	2 92	1
2	6 98	7 58	7 98	7 58	7 78	6 24	4 74	5 04	5 34	5 84	2
3	10 47	11 37	11 97	11 37	11 67	9 36	7 11	7 56	8 01	8 76	3
4	13 96	15 16	15 96	15 16	15 56	12 48	9 48	10 08	10 68	11 68	4
5	17 45	18 95	19 95	18 95	19 45	15 60	11 85	12 60	13 35	14 60	5
6	20 94	22 74	23 94	22 74	23 34	18 72	14 22	15 12	16 02	17 52	6
7	24 43	26 53	27 93	26 53	27 23	21 84	16 59	17 64	18 69	20 44	7
8	27 92	30 32	31 92	30 32	31 12	24 96	18 96	20 16	21 36	23 36	8
9	31 41	34 11	35 91	34 11	35 01	28 08	21 33	22 68	24 03	26 28	9
10	34 90	37 90	39 90	37 90	38 90	31 20	23 70	25 20	26 70	29 20	10
11	38 39	41 69	43 89	41 69	42 79	34 32	26 07	27 72	29 37	32 12	11
12	41 88	45 48	47 88	45 48	46 68	37 44	28 44	30 24	32 04	35 04	12
13	45 37	49 27	51 87	49 27	50 57	40 56	30 81	32 76	34 71	37 96	13
14	48 86	53 06	55 86	53 06	54 46	43 68	33 18	35 28	37 38	40 88	14
15	52 35	56 85	59 85	56 85	58 35	46 80	35 55	37 80	40 05	43 80	15
16	55 84	60 64	63 84	60 64	62 24	49 92	37 92	40 32	42 72	46 72	16
17	59 33	64 43	67 83	64 43	66 13	53 04	40 29	42 84	45 39	49 64	17
18	62 82	68 22	71 82	68 22	70 02	56 16	42 66	45 36	48 06	52 56	18
19	66 31	72 01	75 81	72 01	73 91	59 28	45 03	47 88	50 73	55 48	19
20	69 80	75 80	79 80	75 80	77 80	62 40	47 40	50 40	53 40	58 40	20
21	73 29	79 59	83 79	79 59	81 69	65 52	49 77	52 92	56 07	61 32	21
22	76 78	83 38	87 78	83 38	85 58	68 64	52 14	55 44	58 74	64 24	22
23	80 27	87 17	91 77	87 17	89 47	71 76	54 51	57 96	61 41	67 16	23
24	83 76	90 96	95 76	90 96	93 36	74 88	56 88	60 48	64 08	70 08	24
25	87 25	94 75	99 75	94 75	97 25	78 00	59 25	63 00	66 75	73 00	25
26	90 74	98 54	103 74	98 54	101 14	81 12	61 62	65 52	69 42	75 92	26
27	94 23	102 33	107 73	102 33	105 03	84 24	63 99	68 04	72 09	78 84	27
28	97 72	106 12	111 72	106 12	108 92	87 36	66 36	70 56	74 76	81 76	28
29	101 21	109 91	115 71	109 91	112 81	90 48	68 73	73 08	77 43	84 68	29
30	104 70	113 70	119 70	113 70	116 70	93 60	71 10	75 60	80 10	87 60	30

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 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 74½	1 92	1 82	2 09½	1 99½	1 94½	0 76½	0 89½	1 19½	1 39½	½
1	3 49	3 84	3 64	4 19	3 99	3 89	1 53	1 79	2 39	79	1
2	6 98	7 68	7 28	8 38	7 98	7 78	3 06	3 58	4 78	5 58	2
3	10 47	11 52	10 92	12 57	11 97	11 67	4 59	5 37	7 17	8 37	3
4	13 96	15 36	14 56	16 76	15 96	15 56	6 12	7 16	9 56	11 16	4
5	17 45	19 20	18 20	20 95	19 95	19 45	7 65	8 95	11 95	13 95	5
6	20 94	23 04	21 84	25 14	23 94	23 34	9 18	10 74	14 34	16 74	6
7	24 43	26 88	25 48	29 33	27 93	27 23	10 71	12 53	16 73	19 53	7
8	27 92	30 72	29 12	33 52	31 92	31 12	12 24	14 32	19 12	22 32	8
9	31 41	34 56	32 76	37 71	35 91	35 01	13 77	16 11	21 51	25 11	9
10	34 90	38 40	36 40	41 90	39 90	38 90	15 30	17 90	23 90	27 90	10
11	38 39	42 24	40 04	46 09	43 89	42 79	16 83	19 69	26 29	30 69	11
12	41 88	46 08	43 68	50 28	47 88	46 68	18 36	21 48	28 68	33 48	12
13	45 37	49 92	47 32	54 47	51 87	50 57	19 89	23 27	31 07	36 27	13
14	48 86	53 76	50 96	58 66	55 86	54 46	21 42	25 06	33 46	39 06	14
15	52 35	57 60	54 60	62 85	59 85	58 35	22 95	26 85	35 85	41 85	15
16	55 84	61 44	58 24	67 04	63 84	62 24	24 48	28 64	38 24	44 64	16
17	59 33	65 28	61 88	71 23	67 83	66 13	26 01	30 43	40 63	47 43	17
18	62 82	69 12	65 52	75 42	71 82	70 02	27 54	32 22	43 02	50 22	18
19	66 31	72 96	69 16	79 61	75 81	73 91	29 07	34 01	45 41	53 01	19
20	69 80	76 80	72 80	83 80	79 80	77 80	30 60	35 80	47 80	55 80	20
21	73 29	80 64	76 44	87 99	83 79	81 69	32 13	37 59	50 19	58 59	21
22	76 78	84 48	80 08	92 18	87 78	85 58	33 66	39 38	52 58	61 38	22
23	80 27	88 32	83 72	96 37	91 77	89 47	35 19	41 17	54 97	64 17	23
24	83 76	92 16	87 36	100 56	95 76	93 36	36 72	42 96	57 36	66 96	24
25	87 25	96 00	91 00	104 75	99 75	97 25	38 25	44 75	59 75	69 75	25
26	90 74	99 84	94 64	108 94	103 74	101 14	39 78	46 54	62 14	72 54	26
27	94 23	103 68	98 28	113 13	107 73	105 03	41 31	48 33	64 53	75 33	27
28	97 72	107 52	101 92	117 32	111 72	108 92	42 84	50 12	66 92	78 12	28
29	101 21	111 36	105 56	121 51	115 71	112 81	44 37	51 91	69 31	80 91	29
30	104 70	115 20	109 20	125 70	119 70	116 70	45 90	53 70	71 70	83 70	30

APPENDIX III (E)

Ready Reckoner showing the minimum wages payable for the number of days worked during November, 1958, to workers in the Match Manufacturing Trade

No. of Days	Grade I				Grade II				Grade III				Grade IV	No. of Days
	Adults		Young Persons		Adults		Young Persons		Adults		Young Persons		Wat- chers	
	Male	Fe- male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe- male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe- male	Over 14 Under 17 Years	Over 17 Under 18 Years		
1/2	1 76	1 53	0 91½	1 17½	1 56	1 37	0 84	1 05	1 41	1 22½	0 79	1 00	1 61	1/2
1	3 52	3 06	1 83	2 35	3 12	2 74	1 68	2 0	2 82	2 45	1 58	2 00	3 22	1
2	7 04	6 12	3 66	4 70	6 24	5 48	3 36	4 20	5 64	4 90	3 16	4 00	6 44	2
3	10 56	9 18	5 49	7 05	9 36	8 22	5 04	6 30	8 46	7 35	4 74	6 00	9 66	3
4	14 08	12 24	7 32	9 40	12 48	10 96	6 72	8 40	11 28	9 80	6 32	8 00	12 88	4
5	17 60	15 30	9 15	11 75	15 60	13 70	8 40	10 50	14 10	12 25	7 90	10 00	16 10	5
6	21 12	18 36	10 98	14 10	18 72	16 44	10 08	12 60	16 92	14 70	9 48	12 00	19 32	6
7	24 64	21 42	12 81	16 45	21 84	19 18	11 76	14 70	19 74	17 15	11 06	14 00	22 54	7
8	28 16	24 48	14 64	18 80	24 96	21 92	13 44	16 80	22 56	19 60	12 64	16 00	25 76	8
9	31 68	27 54	16 47	21 15	28 08	24 66	15 12	18 90	25 38	22 05	14 22	18 00	28 98	9
10	35 20	30 60	18 30	23 50	31 20	27 40	16 80	21 00	28 20	24 50	15 80	20 00	32 20	10
11	38 72	33 66	20 13	25 85	34 32	30 14	18 48	23 10	31 02	26 95	17 38	22 00	35 42	11
12	42 24	36 72	21 96	28 20	37 44	32 88	20 16	25 20	33 84	29 40	18 96	24 00	38 64	12
13	45 76	39 78	23 79	30 55	40 56	35 62	21 84	27 30	36 66	31 85	20 54	26 00	41 86	13
14	49 28	42 84	25 62	32 90	43 68	38 36	23 52	29 40	39 48	34 30	22 12	28 00	45 08	14
15	52 80	45 90	27 45	35 25	46 80	41 10	25 20	31 50	42 30	36 75	23 70	30 00	48 30	15
16	56 32	48 96	29 28	37 60	49 92	43 84	26 88	33 60	45 12	39 20	25 28	32 00	51 52	16
17	59 84	52 02	31 11	39 95	53 04	46 58	28 56	35 70	47 94	41 65	26 86	34 00	54 74	17
18	63 36	55 08	32 94	42 30	56 16	49 32	30 24	37 80	50 76	44 10	28 44	36 00	57 96	18
19	66 88	58 14	34 77	44 65	59 28	52 06	31 92	39 90	53 58	46 55	30 02	38 00	61 18	19
20	70 40	61 20	36 60	47 00	62 40	54 80	33 60	42 00	56 40	49 00	31 60	40 00	64 40	20
21	73 92	64 26	38 43	49 35	65 52	57 54	35 28	44 10	59 22	51 45	33 18	42 00	67 62	21
22	77 44	67 32	40 26	51 70	68 64	60 28	36 96	46 20	62 04	53 90	34 76	44 00	70 84	22
23	80 96	70 38	42 09	54 05	71 76	63 02	38 64	48 30	64 86	56 35	36 34	46 00	74 06	23
24	84 48	73 44	43 92	56 40	74 88	65 76	40 32	50 40	67 68	58 80	37 92	48 00	77 28	24
25	88 00	76 50	45 75	58 75	78 00	68 50	42 00	52 50	70 50	61 25	39 50	50 00	80 50	25
26	91 52	79 56	47 58	61 10	81 12	71 24	43 68	54 60	73 32	63 70	41 08	52 00	83 72	26
27	95 04	82 62	49 41	63 45	84 24	73 98	45 36	56 70	76 14	66 15	42 66	54 00	86 94	27
28	98 56	85 68	51 24	65 80	87 36	76 72	47 04	58 80	78 96	68 60	44 24	56 00	90 16	28
29	102 08	88 74	53 07	68 15	90 48	79 46	48 72	60 90	81 78	71 05	45 82	58 00	93 38	29
30	105 60	91 80	54 90	70 50	93 60	82 20	50 40	63 00	84 60	73 50	47 40	60 00	96 60	30

APPENDIX III (F)

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

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
½	1 56	1 41	1 31	1 73½	1 81	1 91	½
1	3 12	2 82	2 62	3 47	3 62	3 82	1
2	6 24	5 64	5 24	6 94	7 24	7 64	2
3	9 36	8 46	7 86	10 41	10 86	11 46	3
4	12 48	11 28	10 48	13 88	14 48	15 28	4
5	15 60	14 10	13 10	17 35	18 10	19 10	5
6	18 72	16 92	15 72	20 82	21 72	22 92	6
7	21 84	19 74	18 34	24 29	25 34	26 74	7
8	24 96	22 56	20 96	27 76	28 96	30 56	8
9	28 08	25 38	23 58	31 23	32 58	34 38	9
10	31 20	28 20	26 20	34 70	36 20	38 20	10
11	34 32	31 02	28 82	38 17	39 82	42 02	11
12	37 44	33 84	31 44	41 64	43 44	45 84	12
13	40 56	36 66	34 06	45 11	47 06	49 66	13
14	43 68	39 48	36 68	48 58	50 68	53 48	14
15	46 80	42 30	39 30	52 05	54 30	57 30	15
16	49 92	45 12	41 92	55 52	57 92	61 12	16
17	53 04	47 94	44 54	58 99	61 54	64 94	17
18	56 16	50 76	47 16	62 46	65 16	68 76	18
19	59 28	53 58	49 78	65 93	68 78	72 58	19
20	62 40	56 40	52 40	69 40	72 40	76 40	20
21	65 52	59 22	55 02	72 87	76 02	80 22	21
22	68 64	62 04	57 64	76 34	79 64	84 04	22
23	71 76	64 86	60 26	79 81	83 26	87 86	23
24	74 88	67 68	62 88	83 28	86 88	91 68	24
25	78 00	70 50	65 50	86 75	90 50	95 50	25
26	81 12	73 32	68 12	90 22	94 12	99 32	26
27	84 24	76 14	70 74	93 69	97 74	103 14	27
28	87 36	78 96	73 36	97 16	101 36	106 96	28
29	90 48	81 78	75 98	100 63	104 98	110 78	29
30	93 60	84 60	78 60	104 10	108 60	114 60	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 November, 1958, to Daily-paid workers in
the Motor Transport Trade**

<i>No. of Days</i>	<i>Class A Class B Class D</i>	<i>Class C</i>	<i>Class E Class G</i>	<i>Class F</i>	<i>Class H</i>	<i>Class K</i>	<i>No. of Days</i>
	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	
1	3 31	2 93½	2 56	2 68½	2 43½	1 76	1
2	6 62	5 87	5 12	5 37	4 87	3 52	2
3	13 24	11 74	10 24	10 74	9 74	7 04	3
4	19 86	17 61	15 36	16 11	14 61	10 56	4
5	26 48	23 48	20 48	21 48	19 48	14 08	5
6	33 10	29 35	25 60	26 85	24 35	17 60	6
7	39 72	35 22	30 72	32 22	29 22	21 12	7
8	46 34	41 09	35 84	37 59	34 09	24 64	8
9	52 96	46 96	40 96	42 96	38 96	28 16	9
10	59 58	52 83	46 08	48 33	43 83	31 68	10
11	66 20	58 70	51 20	53 70	48 70	35 20	11
12	72 82	64 57	56 32	59 07	53 57	38 72	12
13	79 44	70 44	61 44	64 44	58 44	42 24	13
14	86 06	76 31	66 56	69 81	63 31	45 76	14
15	92 68	82 18	71 68	75 18	68 18	49 28	15
16	99 30	88 05	76 80	80 55	73 05	52 80	16
17	105 92	93 92	81 92	85 92	77 92	56 32	17
18	112 54	99 79	87 04	91 29	82 79	59 84	18
19	119 16	105 66	92 16	96 66	87 66	63 36	19
20	125 78	111 53	97 28	102 03	92 53	66 88	20
21	132 40	117 40	102 40	107 40	97 40	70 40	21
22	139 02	123 27	107 52	112 77	102 27	73 92	22
23	145 64	129 14	112 64	118 14	107 14	77 44	23
24	152 26	135 01	117 76	123 51	112 01	80 96	24
25	158 88	140 88	122 88	128 88	116 88	84 48	25
26	165 50	146 75	128 00	134 25	121 75	88 00	26
27	172 12	152 62	133 12	139 62	126 62	91 52	27
28	178 74	158 49	138 24	144 99	131 49	95 04	28
29	185 36	164 36	143 36	150 36	136 36	98 56	29
30	191 98	170 23	148 48	155 73	141 23	102 08	30
30	198 60	176 10	153 60	161 10	146 10	105 60	30

APPENDIX IV (A)

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

No. of Days	Class A	Class B	Class C	Class D	Class E	Class F	Class G	Class H	Class I	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 12	2 93	2 79	3 12	2 45	2 50	2 28	2 09	2 28	2 85	1 80	½
1	6 25	5 86	5 57	6 25	4 90	5 00	4 55	4 17	4 55	5 71	3 60	1
2	12 49	11 72	11 15	12 49	9 80	9 99	9 11	8 34	9 11	11 42	7 21	2
3	18 74	17 59	16 72	18 74	14 70	14 99	13 66	12 51	13 66	17 13	10 81	3
4	24 99	23 45	22 30	24 99	19 60	19 99	18 22	16 68	18 22	22 83	14 41	4
5	31 23	29 31	27 87	31 23	24 50	24 98	22 77	20 85	22 77	28 54	18 01	5
6	37 48	35 17	33 44	37 48	29 40	29 98	27 33	25 02	27 33	34 25	21 62	6
7	43 73	41 04	39 02	43 73	34 31	34 98	31 88	29 19	31 88	39 96	25 22	7
8	49 98	46 90	44 59	49 98	39 21	39 98	36 44	33 36	36 44	45 67	28 82	8
9	56 22	52 76	50 16	56 22	44 11	44 97	40 99	37 53	40 99	51 38	32 42	9
10	62 47	58 62	55 74	62 47	49 01	49 97	45 55	41 70	45 55	57 08	36 03	10
11	68 72	64 49	61 31	68 72	53 91	54 97	50 10	45 87	50 10	62 79	39 63	11
12	74 96	70 35	66 89	74 96	58 81	59 96	54 66	50 04	54 66	68 50	43 23	12
13	81 21	76 21	72 46	81 21	63 71	64 96	59 21	54 21	59 21	74 21	46 83	13
14	87 46	82 07	78 03	87 46	68 61	69 96	63 76	58 38	63 76	79 92	50 44	14
15	93 70	87 93	83 61	93 70	73 51	74 95	68 32	62 55	68 32	85 63	54 04	15
16	99 95	93 80	89 18	99 95	78 41	79 95	72 87	66 72	72 87	91 34	57 64	16
17	106 20	99 66	94 76	106 20	83 31	84 95	77 43	70 89	77 43	97 04	61 25	17
18	112 44	105 52	100 33	112 44	88 21	89 94	81 98	75 06	81 98	102 75	64 85	18
19	118 69	111 38	105 90	118 69	93 11	94 94	86 54	79 23	86 54	108 46	68 45	19
20	124 94	117 25	111 48	124 94	98 02	99 94	91 09	83 40	91 09	114 17	72 05	20
21	131 19	123 11	117 05	131 19	102 92	104 94	95 65	87 57	95 65	119 88	75 66	21
22	137 43	128 97	122 62	137 43	107 82	109 93	100 20	91 74	100 20	125 59	79 26	22
23	143 68	134 83	128 20	143 68	112 72	114 93	104 76	95 91	104 76	131 29	82 86	23
24	149 93	140 70	133 77	149 93	117 62	119 93	109 31	100 08	109 31	137 00	86 46	24
25	156 17	146 56	139 35	156 17	122 52	124 92	113 87	104 25	113 87	142 71	90 07	25
26	162 42	152 42	144 92	162 42	127 42	129 92	118 42	108 42	118 42	148 42	93 67	26
27	172 17	161 57	153 62	172 17	135 07	137 72	125 53	114 93	125 53	157 33	99 30	27
28	181 92	170 72	162 32	181 92	142 72	145 52	132 64	121 44	132 64	166 24	104 93	28
29	191 67	179 87	171 02	191 67	150 37	153 32	139 75	127 95	139 75	175 15	110 56	29
30	201 42	189 02	179 72	201 42	158 02	161 12	146 86	134 46	146 86	184 06	116 19	30

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