

# CEYLON LABOUR GAZETTE

VOLUME XVII, No. 2

FEBRUARY, 1966

## THE JURISDICTION OF LABOUR TRIBUNALS (AS PRESENTLY CONSTITUTED) TO DECIDE APPLICATIONS MADE TO THEM IN TERMS OF SECTION 31 B OF THE INDUSTRIAL DISPUTES ACT, CHAPTER 131, (AS AMENDED) AND OF ARBITRATORS AND INDUSTRIAL COURTS (AS PRESENTLY CONSTITUTED) TO HEAR REFERENCES MADE TO THEM UNDER THE PROVISIONS OF SECTIONS 3 (1) (d) AND 4 OF THE SAID INDUSTRIAL DISPUTES ACT

The following cases came up for decision before the Divisional Bench of the Supreme Court comprising M. C. Sansoni, C.J., H. N. G. Fernando, S. P. J., T. S. Fernando, J., Tambiah, J., and Sri Skanda Rajah, J. :—

- (1) S.C. No. 9 of 1962 (L.T. 1/6209)—Mr. Fry vs. Walker Sons & Co. Ltd.
- (2) S.C. Nos. 18-23 of 1962 (L.T. 6/9088-9093)—United Engineering Workers' Union vs. Eastern Province Agricultural Co-operative, Ltd.
- (3) S.C. Application No. 319 of 1963—Ceylon Bank Employees' Union vs. Hongkong & Shanghai Banking Corporation.
- (4) S.C. Application No. 144 of 1964—Eksath Engineeru Ha Samanya Kamkaru Samithiya vs. Messrs. Moosajeas, Ltd.
- (5) S.C. Application No. 158 of 1964—Eksath Engineeru Ha Samanya Kamkaru Samithiya vs. Messrs. Moosajeas, Ltd.
- (6) S.C. Application No. 37 of 1965—Ceylon Mercantile Union vs. Rockland Distilleries, Ltd.

Judgment Reserved on : September 9, 1965.

Judgment Delivered on : November 30, 1965.

### The Judgment

SANSONI, C.J.

These six cases were referred by me under section 51 of the Courts Ordinance to a Bench of five Judges. The question that has been argued is whether the Tribunals concerned, all of which are mentioned in the Industrial Disputes Act, Cap. 131, have been validly

appointed. In S.C. No. 9 of 1962 and S.C. Nos. 18 to 23 of 1962, the Tribunals concerned are Labour Tribunals. In S.C. No. 319 of 1963 the Tribunal is an arbitrator to whom the dispute was referred by the Minister of Labour and Nationalised Services under section 4 (1) of the Act. In S.C. No. 144 of 1964 and S.C. No. 158 of 1964, the Tribunal concerned is an Industrial Court of one person to whom the dispute was referred by the Minister under Section 4 (2) of the Act. In S.C. No. 37 of 1965 the Tribunal is an arbitrator to whom the dispute was referred by the Commissioner of Labour under section 3 (1) (d) of the Act.

The arguments of counsel appearing in each case were directed to the question whether each Tribunal was a judicial officer as that term is used in the Ceylon (Constitution) Order in Council, 1946, Cap. 379; and if so, whether it was validly constituted in that it had not been appointed by the Judicial Service Commission.

The Industrial Disputes Act, No. 43 of 1950, was the first legislative enactment in Ceylon to contain legislation "for the prevention, investigation and settlement of industrial disputes, and for matters connected therewith or incidental thereto"—to quote the long title. Ceylon came very late into this field, which covers collective agreements and settlement by conciliation and arbitration. Before 1950 practically all countries had established some form of conciliation or arbitration for dealing with industrial disputes. It had been known for a long time that parties to such disputes should be assisted by the State in arriving at amicable settlements through conciliation and arbitration procedures.

The Act No. 43 of 1950, after providing in Part III for collective agreements, and settlement by conciliation and arbitration, provided in Part IV for the constitution of Industrial Courts, from a panel of not less than five persons appointed by the Governor-General, to whom such disputes might be referred for settlement. The original Act provided also for the reference of disputes for settlement by arbitration. An amending Act, No. 62 of 1957, which introduced Labour Tribunals also gave them in Part IVA, and particularly section 31B, power which, it has been argued, amounts to judicial power. By the same amending Act, Labour Tribunals were included among those to whom disputes could be referred for arbitration, but that amendment merely added one more kind of arbitrator to those already in existence.

Since the first two cases we were dealing with, viz., S.C. No. 9 and S.C. Nos. 18 to 23 concern Labour Tribunals, I shall deal with them at this stage. Section 31B of the Act enables a workman, or a trade union on behalf of a workman who is a member of it, to apply in writing to a Labour Tribunal for relief or redress in respect of any of the following matters:—

- (a) the termination of his services by his employer;
- (b) the question whether any gratuity or other benefits are due to him from his employer on termination of his services and the amount of such gratuity and the nature and extent of any such benefits.
- (c) such other matters relating to the terms of employment or the conditions of labour of a workman as may be prescribed.

It will be seen that the application is made directly to the Tribunal, and in this respect is similar to the procedure prescribed for filing a plaint in a civil Court. In the case of Industrial Courts or arbitrators there is no such provision enabling a workman to make such a direct application for relief, and an order of reference to an arbitrator or an Industrial Court can only be made by the Commissioner of Labour or the Minister.

An application to a Labour Tribunal is described as one "for relief or redress". In this respect also it resembles an action in a Civil Court which, according to section 5 of the Civil Procedure Code, is "a proceeding for the prevention or redress for a wrong"; and according to section 6 of the Code is an "application to a Court for relief or remedy obtainable through the exercise of the Court's power or authority."

Items (a), (b) and (c) already set out cover the whole range of matters which come within a contract of service entered into between a workman and his employer. Although the subject of wages is not specifically mentioned, I have no doubt that a Labour Tribunal can make an order in respect of wages as well. Section 31B (6) states that notwithstanding that any person has ceased to be an employer, a Labour Tribunal may, on an application under sub-section (1), order such person to pay the workman any sum as wages in respect of any period during which that workman was employed by such person.

Section 31B (5) provides that when a Labour Tribunal has concluded the hearing of an application under sub-section (1), the workman shall not be entitled to any other legal remedy in respect of that particular matter; and where the workman has first resorted to any other legal remedy, he shall not thereafter be entitled to the remedy under sub-section (1). Thus Labour Tribunals have been given concurrent jurisdiction with the ordinary Courts over matters which form the subject of dispute between a workman and his employer.

Section 31D provides that an order of a Labour Tribunal shall be final and shall not be called in question in any Court, though a party dissatisfied with the order may appeal to the Supreme Court on a question of Law. This means, in effect, that a Labour Tribunal is empowered to make an order which finally determines the dispute between the parties to the contract.

Section 31B (4) provides that any relief or redress may be granted by a Labour Tribunal to a workman notwithstanding anything to the contrary in any contract of service between him and his employer. Much time was spent during the arguments on an elucidation of the meaning of this provision. One view which was expressed was that a Labour Tribunal need not determine the rights of the parties as known to the civil law; that the contract could be entirely ignored by the Tribunal; and that matters of policy could also be considered by it. I do not read the provision in that way. It certainly does not say that the contract should, or even may, be ignored. It seems to me to empower the Tribunal to give relief against any harsh terms that the employer may have imposed in the contract. The Tribunal has been given, I think, a discretion to be exercised judicially to give relief against such terms. It is similar to the relief a Court of equity would give when it has before it an unconscientious or oppressive

contract ; this is sometimes done in cases of specific performance ; similarly, in cases covered by the Money Lenders Ordinance a Court can relieve a borrower against unconscionable terms appearing in the contract. The point I make is that a provision such as sub-section (4) is entirely consistent with the Tribunal that is exercising the power of granting equitable relief being one that exercises judicial functions or judicial power.

Section 31C (1) empowers the Labour Tribunal, after making inquiries and hearing evidence, "to make such order as may appear to the tribunal to be just and equitable." It was sought to be argued that a Tribunal which makes an order that is just and equitable is not analogous to a Court of justice exercising judicial functions, but is a tribunal exercising arbitrary functions of an entirely different order from judicial functions. On the other hand, it was pointed out that an order which is just and equitable is the very sort of order which is often made by the ordinary Courts of justice. We were referred to the Partnership Act and the Companies Act by which the Court is empowered to make an order of dissolution or of winding up when it considers such a course to be "just and equitable". Such an order is clearly one which can only be made by a tribunal exercising judicial and not arbitrary power.

All persons exercising judicial power and responsibility must act so as to produce a result which is both 'bonum' and 'aequum', and if a statute reminds a tribunal of that duty it is no argument to say that the tribunal is by that circumstance given jurisdiction to make a purely arbitrary decision. Dr. J. Duncan M. Derrett has said, when writing of Justice, Equity, and good conscience: "Contrasted with the office of the Judge is the so-called *arbitrium rusticorum*, which seems to have been the Romanic counterpart of "palm tree justice", whereby "the arbiter" divided the disputed property equally between the two parties; here no juridical activity can be seen and he splits it between them like the monkey in Aesop's fable, as the simplest way of appeasing the noiser party. It is not even 'rough justice' or 'substantial justice', for no judicial discretion whatever has been used, and where there is no judicial discretion, there is no *justitia*." To enact that a Labour Tribunal should exercise its power according to justice and equity, for that is what the phrase "just and equitable" connotes, is to remind it of the maxim "*bonus Judex secundum aequum et bonum judicat aequitatem stricto juri praeferit*" (Co. Litt. 24 B). "I commend the judge that seems fine and ingenious, so it tend to right and equity", observed Lord Hobart. (Hob. 121). I find it impossible to treat seriously an argument that suggests that a Tribunal that is empowered to make a just and equitable order is not, for that reason, exercising judicial power. On the contrary, it is by those very words required to do what a Court of law and equity is required to do, and that is to hold an even hand between conflicting interests. It must conform to that standard, and has no power to act in a purely arbitrary manner.

Mr. Satyendra, in support of his argument that a Labour Tribunal is not a Court and does not exercise judicial functions, relied on the Privy Council decision in *Moses v. Parker* (1896) A.C. 245. That case dealt with a Statute of 1858, which vested in the Supreme Court of Tasmania jurisdiction to deal with disputes regarding claims to grants of land. Such disputes had, prior to the Statute, been dealt with by certain Commissioners, and they reported to the Governor who was,

“inequity and good conscience”, entitled to make a grant. It was expressly provided in the Statute that the Supreme Court should not “be bound by the strict rules of law or equity in any case, or by any technicalities or legal forms whatever”. In an appeal from an order of the Supreme Court, the Privy Council held that the decision of the Supreme Court was not a judicial decision. The Privy Council in the later case of *Canadian Pacific Railway v. Toronto Corporation* (1911) A.C. 46a explained the earlier decision, and said that “as the tribunal from which it was desired to appeal was expressly exonerated from all rules of law or practice, and certain affairs were placed in the hands of the Judges as the persons from whom the best opinions might be obtained, and not as a Court administering justice between the litigants, such functions do not attract the prerogative of the Crown to grant appeals”. I do not think that the functions of a Labour Tribunal acting under Part IVA bear any resemblance to the functions performed by the Supreme Court of Tasmania in the case relied on.

Thus when one considers the manner of making the application to a Labour Tribunal, the subject matters which may be covered by such an application, the order which may be made by the Tribunal, and the final effect of such an order, it is plain that disputes which had always fallen within the jurisdiction of ordinary Courts of law have been assigned to Labour Tribunals for hearing and determination. The Tribunal is required to determine facts in dispute, to interpret contracts, to apply the relevant rules of law, to adjudicate on the respective rights of the parties, and to make a just and equitable order which finally binds them. This is what any ordinary Court does when hearing a dispute that goes up before it. After all these years, during which contracts of service were justiceable by the ordinary Courts, the Legislature chose in 1957 to take them out of the jurisdiction of those Courts, or at any rate to establish Courts of concurrent jurisdiction calling them Labour Tribunals. True it is that the Act in terms enables a Labour Tribunal to grant equitable relief, notwithstanding the express terms of the contract, and requires it to make a just and equitable order: it could well have imposed the same terms on the ordinary Courts which dealt with such disputes. The imposition of such terms would not have changed the character of such Courts in any way; they would still have been exercising judicial power. And I do not see how the conferment of the power to grant equitable relief and to make a just and equitable order on a Labour Tribunal makes the power it exercises anything other than judicial. Section 31C (2) makes the Tribunal master of its own procedure, just as Bribery Tribunals were made, in another Act enacted at about this time, the masters of their procedure.

What we have to consider is whether a Labour Tribunal is a judicial officer within section 55 (1) of the Order in Council, that is to say, the holder of any judicial office, for section 55 (5) defines “judicial officer” for the purposes of this section as the holder of any judicial office except a Judge of the Supreme Court or a Commissioner of Assize.

Labour Tribunals are appointed, we were informed by the Solicitor-General, by the Public Service Commission, and they are permanent officers drawing salaries. I have no doubt therefore that they are holders of an office, as that term was defined by the Privy Council in the *Bribery Commissioner v. Ranasinghe* (1964) 66 N.L.R. 73.

Apart from being holders of an office, I hold that when acting under Part IV A of the Act they act as holders of judicial office. They are given power in that Part to try disputes, to modify existing legal relationships, to make orders which confer legal rights and impose legal liabilities, and to determine, as between a workman and his employer, whether one of them possesses as against the other some existing legal right or is subject to some existing legal liability. As Isaac J. said in *Federal Commissioner of Taxation v. Munro* (1926) 38 C.L.R. 173, 'some functions are appropriate exclusively to the judicial power, for example, the punishment of crime, or adjudication in actions in tort or contract'. And as Dixon, C.J. and McTiernan J. said in *The Queen v. Davidson* (1954) 90 C.L.R. 353 at 369— "The truth is that the ascertainment of existing rights by the judicial determination of issues of fact or law falls exclusively within judicial power".

It is true that Labour Tribunals have jurisdiction to inquire into and determine only disputes of a particular class, viz., those arising between a workman and his employer. But the fact remains that a Labour Tribunal is given jurisdiction to apply the law, to interpret the agreement, to decide the facts, and by its adjudication to create an instant right or liability, on the basis of some previously existing legal standard. It is not merely under a duty to act judicially and observe the principles of natural justice, that is a feature common to all tribunals, whether they exercise judicial or arbitrary power. A Labour Tribunal under Part IVA of the Act corresponds in every respect to a Court as described by Blackstone in his Commentaries (Vol. 3 p. 23): "In every Court there must be at least three constituent parts, the actor, reus, and judex: the actor, or plaintiff, who complains of an injury done; the reus, or defendant, who is called upon to make satisfaction for it; and the judex, or judicial power, which is to examine the truth of the fact, to determine the law arising upon the fact, and if any injury appears to have been done, to ascertain, and by its officers to apply the remedy". I adopt and apply the view of Isaacs J. that Blackstone's Commentaries are "a legitimate source of instruction for the purposes of our own Constitution ..... a key to the meaning of the terms we are now considering". A Labour Tribunal has "power, by its determination within jurisdiction, to impose liability or affect rights. By this I mean that the liability is imposed, or the right affected, by the determination only, and not by the fact determined, and so that the liability will exist, or the right will be affected, although the determination be wrong in law or in fact." This is the famous dictum of Palles C. B. in *The Queen v. Local Government Board* (1902) 2 I. R. 349 at 373, where the learned judge had to consider what made a tribunal a "Court" or "jurisdiction" so as to make its determination judicial. As the Privy Council tersely put it in *Attorney-General for Australia v. The Queen* (1957) A. C. 288: "The exercise of the judicial function is concerned, as the arbitral function is not, with the determination of a justiceable issue."

The Solicitor-General argued that the Order in Council vested only jurisdiction and not judicial power in Part VI which is entitled "The Judicature". He also argued that only the Courts existing at the time the Constitution was enacted were contemplated. It is not necessary to decide the first point. I cannot accept the second. In Part III which is entitled "The Legislature", Parliament and the power and procedure appertaining to Parliament are dealt with. In Part VI the

Executive and the executive power are referred to. Part VI makes no specific mention of the judicial power (unlike the case of some other written Constitutions) but I have no doubt that one essential characteristic of the authorities mentioned in Part VI, viz. The Supreme Court, Commissioners of Assize, and "judicial officers" is that they exercise judicial power.

The judicial power is the power "which every Sovereign must of necessity have to decide controversies between its subjects, or between itself and its subjects, whether the rights related to life, liberty or property. The exercise of this power does not begin until some tribunal which has power to give a binding and authoritative decision (whether subject to appeal or not) is called upon to take action". This is the definition given by Griffiths C. J. in *Huddart, Parker & Co. Proprietary Ltd. v. Moorehead* (1908) 8 C. L. R. 330 at 357, and is the one most frequently cited. It has been approved more than once by the Privy Council.

Jurisdiction, on the other hand, denotes the type of case, according to subject-matter or value or situation or the character of the parties, with respect to which a Court can judicially act. Judicial power is the whole mass of the judicial authority which can be exercised by the Court within the area of its jurisdiction: it is the power with which the Court is clothed in order to try and determine causes, to determine rights and obligations, and to grant a remedy. It is enough for me to point out that the judgment of the Privy Council in *The Bribery Commissioner v. Ranasinghe* (1964) 66 N. L. R. 73 is decisive against any argument that the jurisdiction which the Court earlier possessed can validly be superseded by erecting new tribunals which are not appointed by the Judicial Service Commission. There is no room now for anybody to argue that the jurisdiction of the Courts can be eroded in such a fashion.

I derive no assistance from being told that there are many trappings of a tribunal which do not make it a Court exercising judicial power. This negative approach does not help me to decide the question whether a particular tribunal is exercising judicial power.

I take the view that the tribunal which is required to be appointed by the Judicial Service Commission must be the holder of a paid judicial office, in the sense that it exercises judicial power and a Labour Tribunal acting under Part IVA of the Act clearly falls within this category. In the result, the orders made in S. C. No. 9 of 1962 and S. C. Nos. 18 to 23 of 1962 must be set aside since the tribunals were not appointed by the Judicial Service Commission.

I shall now turn to the earlier provisions of the Act which appear to me to indicate that the whole purpose of the Act, as the long title indicates, was to provide for the settlement of industrial disputes. Part II sets out that such disputes may be referred by the Commissioner or the Minister for settlement by conciliation or by arbitration or by an Industrial Court. Indeed, the heading of Part II of the Act specifically mentions "settlement by conciliation or by arbitration or by an Industrial Court", and the provisions of this Part which deal with these matters put the issue beyond doubt.

When the Commissioner of Labour apprehends or is satisfied that an industrial dispute exists, he may (according to section 3) use one of four methods, viz.:—

- (a) use the machinery of a collective agreement, if such an agreement exists between the employers and workmen ;
- (b) and (c) endeavour to settle the dispute himself by conciliation, or refer it to an authorised officer for that purpose ;
- (d) with the consent of the parties refer the dispute for settlement by arbitration to an arbitrator nominated by them, or in the absence of such nomination, to an arbitrator or a body of arbitrators appointed by himself, or to a Labour Tribunal.

I draw attention again to this reference to a Labour Tribunal acting as an arbitrator, because it shows that the jurisdiction of Labour Tribunals set out in Part IVA which I have already dealt with earlier in this judgment, is not the only power given to them. The Act in section 3 (1) (d) contemplates a Labour Tribunal acting as an arbitrator to settle an industrial dispute.

Section 4 gives further instances of how a dispute may be settled when the Minister chooses to intervene. Under section 4 (1) he may refer a minor dispute for settlement by arbitration to an arbitrator appointed by himself or to a Labour Tribunal—note the function allotted again to a Labour Tribunal—even if the parties do not consent. He may also, under section 4 (2) refer any industrial dispute to a Industrial Court for settlement.

I need not refer to the provisions of sections 5 to 15 which deal with collective agreements and settlement by conciliation because they do not arise for consideration in the cases before us.

Sections 15A to 21 deal with settlement by arbitration. Under Section 17, an arbitrator is required to make all such inquiries as he may consider necessary, and hear such evidence as may be tendered by the parties, and thereafter make such award as may appear to him just and equitable. Under section 18 the award must be transmitted to the Commissioner to be published in the Gazette, and it comes into force on the date it was made or on such date, if any, as may be specified therein, but “not being earlier than the date on which the industrial dispute to which the award relates first arose”. Where the award specifies the period for which it shall have effect, it “shall continue in force with effect from the date on which it comes into force until the end of the period”, unless it ceases to have effect under section 20. If no period is specified it continues in force indefinitely again unless it ceases to have effect under section 20. Under section 19 an award shall be binding on the parties, trade unions, employers and workmen referred to in it, “and the terms of the award shall be implied terms in the contract of employment between the employers and workmen bound by the award”. It seems clear to me from the provisions of sections 18 to 19, which I have just set out, that an award is to have effect only in the future and not for any period prior to the date on which the dispute first arose, and it continues in force for such future period, which may be either definite or indefinite. Its terms become, because of the peremptory provisions of section 19, implied terms of the contract of employment, and bind the parties to it.

All these characteristics of an award which I have just set out are entirely consistent with the view that what is exercised by an arbitrator in settlement of industrial disputes is purely arbitral power, the function of which is "to ascertain and declare", but not enforce, what in the opinion of the arbitrator ought to be the respective rights and liabilities of the parties in relation to each other. This is an entirely different power from the judicial power which is concerned with "the ascertainment, declaration and enforcement of the rights and liabilities of the parties as they exist or are deemed to exist, at the moment the proceedings are instituted"—"see the judgment of Isaacs and Rich JJ. in *Waterside Workers Federation of Australia vs. J. W. Alexander, Ltd.* (1918) 25 C. L. R. at 462 and 463. These dicta were approved in *The Queen vs. Kirby and Others* (1955-56) 94 C. L. R. at 281, and also cited with approval in *Attorney-General for Australia vs. The Queen* (1957) A. C. 288 at 310. Isaacs and Rich JJ, went on to say in their judgment that an industrial dispute is a claim by one of the disputants that existing relations should be altered, and by the other that the claim should not be conceded. It is therefore a claim for new rights, and the duty of the arbitrator is to determine whether the new rights ought to be conceded in whole or in part. As Professor Sawyer has said, "the doctrine that it is not judicial power to determine whether a rule should be created, or shall be brought into operation in particular circumstances, has had and will have a powerful influence in limiting the scope of the doctrine of separation of judicial power": see *Essays on the Australian Constitution* (2nd Edition) p. 74.

As provided in our Act in section 19, the arbitrator's decision is given the character of a legal right or obligation. The arbitrator's power is to say what, in his opinion, ought to be the respective rights and liabilities, and when he says so they become their mutual rights and liabilities because the award is given binding force by the statute. That is why it has been said that it partakes of the character of legislative power. The creation of such rights or liabilities is not the ordinary work of a court of law. The arbitrator declares what he thinks just and expedient. The functions exercised by a judge and an industrial arbitrator are quite distinct. To quote from the same judgment of Isaacs and Rich JJ., "the arbitral function is ancillary to the legislative function, and provides the factum upon which the law operates to create the right or duty. The judicial function is an entirely separate branch, and first ascertains whether the alleged right or duty exists in law, and, if it binds it then proceeds if necessary to enforce the law".

The distinction drawn between the two functions is plain to see. The industrial arbitrator creates a new contract for the future, a judge enforces the rights or liabilities arising out of existing contract. This distinction has been drawn over and over again in judgments which have dealt with the distinct and separate nature of the two powers. An industrial arbitrator settles disputes by dictating new conditions of employment to come into force in the future where he cannot get the parties to agree on them; a judge determines the existing rights and liabilities of the parties. This is no new theory. As Isaacs J. said in *Federated Saw Mill & Employees of Australasia v. James Moore & Son Proprietary, Ltd.* (1909) 8 C. L. R. at 521: "As far back as 1882 Professor Jevons, in distinguishing this class of arbitration (in settlement of trade disputes) from arbitration relating to past contracts, states: "Here the freedom of industry is at stake,

for the arbitrator will now have to decide, not what agreement was made, but what is to be made.....”, in regard to the future an arbitrator in assigning the terms on which the disputants are to agree necessarily restricts their liberty. Isaacs J. has said: “If the dispute is as to the relative rights of parties as they rest on past or present circumstances, the award is in the nature of a judgment, which might have been the decree of an ordinary judicial tribunal acting under the ordinary judicial power. There the law applicable must be observed. If, however, the dispute is as to what shall in the future be the mutual rights and responsibilities of the parties—in other words, if no present rights are asserted or denied, but a future rule of conduct is to be prescribed, thus creating new rights and obligations, with sanctions for non-conformity—then the determination that so prescribes, call it an award, or arbitrament, determination, or decision or what you will, is essentially of a legislative character, and limited only by the law which authorized it.” .....  
 .....Then the learned Judge says: “If a dispute is industrial, it is not an ordinary legal dispute, i.e., it is not a dispute as to what *are* the rights and liabilities of the parties with respect to past or existing facts. It necessarily looks to the future, and therefore it is not, as I conceive, legally possible to say that all disputes lead to an ordinary judicial decree, and therefore that every settlement of every dispute is necessarily an ordinary judicial decree.”.....  
 A federal award prescribing industrial conditions expounds nothing and interprets nothing, but introduces new obligations. This is legislation by means of a subordinate body ..... there is not, and never can be, any resemblance between an ordinary judgment and such an award, except in the procedure by which they are arrived at.”

Under section 20 of the Act, any party, trade union, employer or workman bound by an arbitrator's award may repudiate it by notice given to the Commissioner and the other parties. Upon the expiration of 3 months succeeding the month on which the notice is so given, or upon the expiration of 12 months from the date on which the award came into force, whichever is later, the award ceases to have effect. The principle underlining this provision is that an arbitrator's award is a mere temporary settlement of an industrial dispute, which does not have the effect of preventing new disputes arising or new conditions of work, wages, etc., being laid down in the future.

Part IV of the Act deals with Industrial Courts and consists of sections 22 to 31. Section 22 provides for the appointment by the Governor-General of a panel of not less than five persons from which Industrial Courts shall be constituted. Such persons hold office for a period not exceeding 3 years. The Minister in his discretion selects from the panel either one person or three persons to constitute the Industrial Court.

The provisions of sections 23, 24, 25, 26 and 27 contain provisions corresponding to sections 16, 17, 18, 19 and 20 which refer to arbitrators. Section 23, like section 16, requires to be accompanied by a statement setting out each of the matters in dispute between the parties. Section 24 requires the Industrial Court to make all such inquiries and hear all such evidence as it may consider necessary, and make such award as appears to it to be just and equitable. The Court may lay down its own procedure for the conduct of the inquiry.

Section 25 requires the award of the Industrial Court to be transmitted to the Commissioner, who shall cause it to be published in the Gazette. The award comes into force on the date it was made or on such date, if any, as may be specified therein "not being earlier than the date on which the industrial dispute to which the award relates first arose." Where the award provides that it shall have effect for any period or until any dates specified in it, it continues in force until the end of that period or the dates so specified, otherwise it continues in force indefinitely. Under section 26 every award of an Industrial Court is binding on the parties, trade unions, employers and workmen referred to in it, "and the terms of the award shall be implied terms in the contract of employment between the employers and workmen bound by the award".

Sections 25 and 26, like sections 18 and 19, which apply to an arbitrator's award, make it clear that the award of an Industrial Court is to have effect only for the future and not for any period prior to the date on which the dispute first arose. It continues in force for a future period, which is definite or indefinite according to the period specified in it. Its terms are made binding on the parties, and become implied terms of the contract of employment by reason of the provisions of section 26.

As in the case of an arbitrator, I am satisfied that an Industrial Court, when it acts within the terms of these sections, exercises only arbitral power, viz., the power of examining the circumstances of a particular dispute and making an award which provides for the variation of the terms of a contract of employment in the interests of industrial peace, such variation to take effect at some date after the date on which the dispute arose between the parties. The Industrial Court, like an arbitrator, decides only what agreement should be made in regard to the future.

Section 27 provides, as does section 20 (which applies to an arbitrator's award) for any party, trade union, employer or workman bound by an award of an Industrial Court, who desires such award to be set aside or replaced or modified or altered, to apply to the Minister, who may then ask the Industrial Court to review the award and make a decision on such an application in terms of sections 28, 29 and 30.

All these provisions indicate plainly that an Industrial Court was never intended to exercise judicial power in the sense in which that expression has always been used. It follows that such a Court is not a judicial officer, even though it holds a paid office. But a perusal of the orders made in S. C. No. 144 of 1964 and S. C. No. 158 of 1964 shows that the Industrial Court, misapprehending its functions and powers and the true nature of the duties it was authorised to perform under the Act, heard evidence and ultimately made orders which only a duly appointed judicial officer is entitled to make. In S. C. No. 144 it decided certain disputed questions of fact, viz., (1) whether certain workmen were in fact employed by the petitioner, (2) whether the discontinuance of certain workmen was justified or not, (3) whether the claim of the petitioner or that of the workmen was correct in regard to the rates of wages to be paid. It then made order giving relief on these matters which only a duly appointed judicial officer could have done. Indeed, the Industrial Court appears to have acted in much the same way as a Labour Tribunal functioning under Part IV A of the Act.

A similar misconception of its functions appears from the proceedings and the order made by it in S. C. No. 158 of 1964. There also there were disputed questions of fact which arose for decision, viz., (1) whether certain workmen were employed by the petitioner or not, (2) whether the discontinuance of certain workmen was justified or not and if not what relief they were entitled to, (3) what compensation should be paid to certain workmen. The Industrial Court, having decided these issues, made an order granting relief on these matters. Its order is one which a Court of Law alone can make, for the declaration and enforcement of rights, and the imposition of liabilities, under a contract, is of the essence of judicial power.

What remedy is the petitioner entitled to against such an unwarranted assumption of jurisdiction? We have here a statutory body, holding a paid office, whose powers are strictly defined by the Act, acting completely outside the ambit of those powers. The Industrial Court which is expected to act and did act quasi-judicially, but which was never intended or authorised to exercise judicial power, has wrongly assumed jurisdiction and exercised such power. The petitioner in each such case, subject to any arguments that may be urged against this view, would be entitled to the grant of Certiorari to have the orders so made quashed on the ground that they were made without jurisdiction. But since this aspect of the matter was not argued before us, but only the question whether an Industrial Court is under the Act authorized to exercise judicial power, I would set these two applications down for further argument before a Bench of two Judges.

There remain the two applications No. 319 of 1963 and No. 37 of 1965. In each of these cases an industrial dispute was referred to arbitration under section 4 (1) and section 3 (1) (d) respectively. The order made by each arbitrator has been attacked on the ground that the appointment of the arbitrator was not made by the Judicial Service Commission, and the application for Certiorari to quash it is based on that ground. The short, and I think adequate, answer to this argument is that an arbitrator appointed under either section 4 (1) or section 3 (1) (d) does not hold an office, and in view of the test set out in the Privy Council decision in *The Bribery Commissioner v. Ranasinghe* (1964) 66 N.L.R. 73, no doubt can exist on this point.

The submission for the petitioners was that since he has in fact exercised judicial power he should have been appointed by the Judicial Service Commission. But the Commission cannot appoint anyone and everyone who exercises judicial power; it appoints only those who hold any judicial office.

There is one aspect of the matter that I have already adverted to in dealing with the impugned orders of the Industrial Court, which concerns these orders of the arbitrators as well, and it is this. Whether it is an Industrial Court or an arbitrator acting under this Act, that is concerned, it seems to me that the only power they are authorized to exercise is arbitral power, that is, to make an award which decides what the agreement between the parties should be in the future. They are not authorized to exercise judicial power, which is what they have done in the cases before us. But since this particular point was not argued before us, I would set these two applications also down for further argument before a Bench of two judges.

Before I conclude there are two objections in the nature of preliminary objections which I have to deal with.

Mr. Chitty argued that no appeal lay in S. C. No. 9 of 1962 because (1) the appellant was attacking the order of the Labour Tribunal as having been made by a tribunal which was not validly appointed, and (2) the petition of appeal did not set out the questions of law on which the order of the Labour Tribunal was challenged. I do not think there is substance in either objection. With regard to the first, the appellant was exercising a right of appeal on a question of law which section 31D conferred upon him. The invalidity of the appointment of the Labour Tribunal is such a question. It is not the whole Act that is attacked as invalid, and this distinction makes the Privy Council decision from India, which Mr. Chitty cited, inapplicable. With regard to the second, nowhere does section 31D require that the petition of appeal should state the question of law. Nor does the manner of drawing up a petition of appeal come within the expression "the hearing and disposal of an appeal"; consequently section 340 (2) of the Criminal Procedure Code, Cap. 20, which requires a statement of the matter of law and a certificate by an advocate or proctor, does not apply to the form of a petition of appeal filed under Section 31D, Cap. 131.

The Solicitor-General referred us to the judgments in *Re. Toronto Railway Co. vs. City of Toronto* (1919) 46. D. L. R. 547 and *Parameswaran vs. State Prosecutor A. I. R.* (1951) Travancore 45, and argued that the validity of the appointment of the Labour Tribunals, Industrial Courts and arbitrators in these cases before us could only be challenged by applications for a writ of Quo Warranto and in no other way. In view of my earlier findings, this objection is relevant now only to the attack on the appointment of the Labour Tribunals, since I hold that the other tribunals do not require to be appointed by the Judicial Service Commission because they are not the holders of judicial office. But even the objection to the attack on the appointment of the Labour Tribunals must fail because, as I have shown, a Labour Tribunal has other functions to perform apart from those in Part IVA. It can act as an arbitrator, as it did in No. 319 of 1963. When so appointed to act it need not be appointed by the Judicial Service Commission. In short, a Labour Tribunal must be appointed by that Commission only when it performs judicial functions under Part IVA. It need not be appointed by that Commission if it performs only arbitral functions. There is thus no total lack of validity in the manner of its appointment, such as, on the two decisions cited, could only be shown by a writ of Quo Warranto to which the Labour Tribunal would also be a party.

A further answer to the Solicitor-General's argument is that this Court and the Privy Council have previously entertained, in appeal, objections to the validity of the appointment of Bribery Tribunals. The practice in other countries may be different.

To sum up my findings, I would allow the appeals in S. C. Nos. 9 and 18 to 23 of 1962 with costs. I would set down the applications in S. C. Nos. 144 and 158 of 1964 and S. C. Nos. 319 of 1963 and 37 of 1965 for further argument, on the point indicated by me, before a Bench of two Judges.

(Sgd.) M. C. SANSONI,  
Chief Justice.

(To be continued in next issue)

## STATISTICS OF THE MONTH IN BRIEF

THE following is the summary of the principal statistics listed this month.

Further details will be found in the tables and the appendices appearing in this issue.

The Colombo Consumers' Price Index number for the month of January, 1966 is 112.9 as against 112.6 for the month of December, 1965, an increase of .3.

### Wages Rates :

(a) The basic wages payable for the month of February, 1966 to workers in the trades to which Part II of the Wages Board Ordinance has been applied remain unchanged.

(b) The special allowances payable for the month of February, 1966 to workers in the Tea Growing and Manufacturing Trade, Rubber Growing and Manufacturing Trade, Cocoa, Cardamon and Pepper Growing Trade, the Coconut Growing and Manufacturing Trade and the Plumbago Trade will remain unchanged.

(c) The special allowances payable to workers in all the other trades will be slightly more than for the month of January, 1966.

### Strikes

There were altogether 15 strikes in November, 1965 involving 4,305 workers and a loss of 125,816 man-days, against 17 strikes in October, 1965, involving 6,494 workers and a loss of 50,679 man-days ; 10 of these were in Tea Estates involving 3,464 workers and a loss of 120,679 man-days, 3 in Rubber Estates, involving 347 workers and a loss of 2,413 man-days, 1 in Tea-cum-Rubber Estate involving 434 workers and a loss of 2,604 man-days, and 1 in Coconut-cum-Rubber Estate involving 60 workers and a loss of 120 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 October 1965 and November 1965, was as given below :—

	October, 1965			November 1965		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	29,517..	24,065..	53,582..	30,339..	24,170..	54,509
Skilled	14,996..	4,525..	19,521..	15,231..	4,553..	19,784
Semi-skilled	39,575..	7,484..	47,059..	40,753..	7,447..	48,200
Unskilled	68,201..	5,879..	74,080..	68,353..	5,963..	74,316
<b>Total</b>	<b>152,289..</b>	<b>41,953..</b>	<b>194,242..</b>	<b>154,676..</b>	<b>42,133..</b>	<b>196,809</b>

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

	October 1965			November, 1965		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	124 ..	24 ..	148 ..	46 ..	23 ..	69
Skilled	96 ..	— ..	96 ..	43 ..	13 ..	56
Semi-skilled	107 ..	— ..	107 ..	65 ..	9 ..	74
Unskilled	376 ..	1 ..	377 ..	197 ..	8 ..	205
<b>Total</b>	<b>703 ..</b>	<b>25 ..</b>	<b>728 ..</b>	<b>351 ..</b>	<b>53 ..</b>	<b>404</b>

## NOTES OF CURRENT INTEREST

### List of Trade Unions registered in January, 1966

Registered No.	Name
2560	.. Balangoda Samupakara Sangamaye Eksath Samupakara Vurthiya Sangamaya.
2561*	.. Trincomalee District Government Teachers' Union.
2562	.. Samupakara Welenda Karmantha ha Motor Sevaka Samithiya.
2563	.. Lanka Sevaka Janatha Samelanaya.
2564*	.. Jalapavithra Yantra Kriyakaruwange Samithiya.
2565	.. Cigar Manufacturers' Association.
2566	.. Samastha Desiya Wathu Kamkaru Samithiya.
2567*	.. Samastha Lanka Rajaye Ariyam Karyala Kamkaru Samithiya.
2568	.. Ganga Nimitha Sanwardhana Mandaliya Arakshaka Seva Samithiya.
2569	.. The State Bank of India Supervising Staff Association.
2570	.. Kelaniya Dalugama Dasa Karmantayaneye Sevaka Samithiya.
2571*	.. Kachcheri Minindoru Kamkaru Samithiya.
2572	.. The Employers' Association of Ceylon.
2573	.. Kushikarma Departmenthuwe Swadeena Riyaduru ha Ingineru Sevaka Samithiya.

\* Public Servants' Trade Union.

### WAGES BOARDS

**CONSOLIDATED ORDERS RELATING TO THE DESCRIPTION OF THE TRADES FOR WHICH WAGES BOARDS HAVE BEEN ESTABLISHED AND CONSOLIDATED DECISIONS OF SUCH BOARDS**

#### XXXVIII—The Motor Transport Trade \*

##### (A) DESCRIPTION OF THE TRADE

THE description of the Motor Transport Trade appeared in an Order made under section 6 of the Wages Boards Ordinance (Chapter 136), published in *Ceylon Government Gazette* No. 9,481 of November 2,

\*Note.—Reprinted from the "Ceylon Labour Gazette-Vol. XVI" No. 8 August 1965.

1945, and came into force on November 15, 1945. An Order varying the original description of the trade was published in *Government Gazette Extraordinary* No. 13,690 of June 29, 1963, and came into force on July 1, 1963.

### Order

The provisions of Part II of the Wages Boards Ordinance, No. 27 of 1941, shall apply to the following trade :—

The motor transport trade, including the work of the following workers :—

- (1) drivers of hiring cars, omnibuses, lorries, cabs, vans, private coaches, station waggons, ambulances and hearses ;
- (2) drivers of tractors with trailers used for transport purposes ;
- (3) conductors of omnibuses ;
- (4) clerks, cashiers, ticket clerks or booking clerks employed on omnibuses ;
- (5) cleaners and porters of hiring cars, omnibuses, lorries, private coaches, station waggons, cabs, vans, ambulances, hearses and tractors with trailers used for transport purposes ;
- (6) washers of motorised vehicles used for transport purposes in connection with a trade or business ;
- (7) fuel pumpers employed in fuelling establishments maintained by employers in a trade or business for the supply of fuel to their vehicles ;
- (8) omnibus inspectors and checkers ;
- (9) omnibus supervisors and stand-managers ;
- (10) time-keepers at omnibus stands ; and
- (11) drivers of motorised vehicles used for transport purposes in connection with a trade or business other than those referred to in the items (1) and (2).

### (B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Motor Transport Trade was established on April 24, 1946, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,549 of May 3, 1946.

### (C) DECISIONS OF THE BOARD

The original decisions in respect of the Motor Transport Trade made by the Wages Board for that trade came into force on March 1, 1947. A notification relating to those decisions was published under section

29 (3) of the Wages Boards Ordinance (Chapter 136), in *Ceylon Government Gazette* No. 9,667 of February 14, 1947. Decisions varying the earlier decisions were published in notifications appearing in *Gazettes* No. 9,693 of April 25, 1947, No. 10,147 of September 1, 1950, *Gazettes Extraordinary* No. 10,229 of March 30, 1951, No. 10,542 of June 29, 1953, No. 10,811 of June 30, 1955, No. 11,509 of August 30, 1958, *Gazette* No. 11,573 of October 31, 1958, *Gazette Extraordinary* No. 12,237 of November 28, 1960, and *Gazette* No. 14,444 of July 9, 1965.

## PART I

### *Directions under Section 20 (2) (b)*

The special allowance shall be computed and published once a month by the Commissioner of Labour.

The special allowance for each month or for a normal working day in any month, as the case may be, shall be computed on the cost of living index number for the month immediately preceding that month in respect of which such allowance is to be computed.

### *Definition of a normal working day (Section 24)*

1. (a) The number of hours constituting a normal working day (inclusive of 4 hours for meals or rest) shall be 12 for drivers of omnibuses, conductors of omnibuses, clerks, cashiers, ticket clerks or booking clerks employed on omnibuses, cleaners and porters of omnibuses, omnibus checkers and time-keepers, omnibus inspectors and omnibus stand supervisors.
- (b) The number of hours constituting a normal working day (inclusive of one hour for a meal) shall be 9 for all workers in the Motor Transport Trade other than workers referred to in sub-paragraph (a).

## PART II

1. Wages shall be paid on a monthly basis to permanent workers and on a daily basis to temporary workers.

2. The minimum rate of wages for time work shall consist of a basic rate and a special allowance as set out below.

3. (1) A permanent worker of any class specified in this part shall be paid as wages for any month mentioned in column I below an amount equal to the minimum monthly rate specified in respect of

that class in this Part, if he has worked during the minimum number of working days specified in respect of that month in column II below :—

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

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

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

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

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

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

1 Class of Worker	2 Basic Rate		3 Rate of Special Allowance											
	For a month	For a day	(a) Where the cost of living index number for the preceding month is 100.1, the special allowance shall be—		(b) Where the cost of living index number for the preceding month is 100.0, the special allowance shall be—		(c) Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively							
			For a month	For a day	For a month	For a day	For a month	For a day						
Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.					
<b>Class A worker :</b>														
Drivers of omnibuses licensed to carry over 22 passengers	100	0..	4	0..59	42..	2	47..58	42..	2	42..	1	0..	0	5
<b>Class B worker :</b>														
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..	4	0..59	42..	2	47..58	42..	2	42..	1	0..	0	5
<b>Class C worker :</b>														
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..	3	25..56	92..	2	47..55	92..	2	42..	1	0..	0	5
<b>Class D worker :</b>														
Drivers of tractors with trailers used for transport purposes or drivers of lorries with trailers (including those of the Scammell Horse type but excluding those lorries with trailers or tractors with trailers owned by an estate and used solely for internal transport within the estate) ..	100	0..	4	0..59	42..	2	47..58	42..	2	42..	1	0..	0	5
<b>Class E worker :</b>														
Drivers of the following vehicles owned by an estate and used solely for internal transport within the estate, namely, (a) lorries and (b) tractors with trailers	70	0..	2	75..54	42..	2	22..53	42..	2	17..	1	0..	0	5
<b>Class F worker :</b>														
Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses ..	67	50..	2	75..59	42..	2	47..58	42..	2	42..	1	0..	0	5
<b>Class G worker :</b>														
Cleaners and porters of lorries with a licensed pay load of over 20 cwt. ..	60	0..	2	50..55	72..	2	47..54	82..	2	42..	0	90..	0	5

(1) Class of Worker	(2) Basic Rate		(3) Rate of Special Allowance									
	For a month	For a day	(a) Where the cost of living index number for the preceding month is 100.1 the special allowance shall be—		(b) Where the cost of living Index number for the preceding month is 100.0 the special allowance shall be—		(c) Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively					
			Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
Class H worker												
Cleaners and porters of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses ..	50 0..	2 25..	55 72..	2 47..	54 82..	2 42..	0 90..	0 5				
Class I worker:												
Omnibus checkers or time-keepers ..	60 0..	—	55 72..	—	54 88..	—	0 90..	—				
Class J worker:												
Omnibus inspectors and omnibus stand supervisors ..	90 0..	—	55 72..	—	54 82..	—	0 90..	—				
Class K worker:												
All other workers in the Motor Transport Trade excluding workers referred to in the preceding items ..	45 0..	1 50..	46 42..	1 73..	45 67..	1 70..	0 75..	0 3				

In the foregoing decisions—

- (a) "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;
- (b) "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.

**TABLES ILLUSTRATING THE APPLICATION OF THE DIRECTIONS SET OUT IN COLUMN 3 (c) ABOVE**

TABLE I

SPECIAL ALLOWANCES PAYABLE IN THE EVENT OF A RISE IN THE INDEX NUMBER

Index Number	Classes A, B, D and F		Class C		Class E		Classes G and H		Classes I and J		Class K	
	For a month	For a day	For a month	For a day	For a month	For a day	For a month	For a day	For a month	For a day	For a month	For a day
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.1-101.8 ..	59 42..	2 47..	56 92..	2 47..	54 42..	2 22..	55 72..	2 47..	55 72..	46 42..	1 73	
101.9-103.6 ..	60 42..	2 52..	57 92..	2 52..	55 42..	2 27..	56 62..	2 52..	56 62..	47 17..	1 76	
103.7-105.4 ..	61 42..	2 57..	58 92..	2 57..	56 42..	2 32..	57 52..	2 57..	57 52..	47 92..	1 79	
105.5-107.2 ..	62 42..	2 62..	59 92..	2 62..	57 42..	2 37..	58 42..	2 62..	58 42..	48 67..	1 82	
107.3-109.0 ..	63 42..	2 67..	60 92..	2 67..	58 42..	2 42..	59 32..	2 67..	59 32..	49 42..	1 85	

TABLE II

SPECIAL ALLOWANCES PAYABLE IN THE EVENT OF A FALL IN THE INDEX NUMBER

100.0-98.3 ..	58 42..	2 42..	55 92..	2 42..	53 42..	2 17..	54 82..	2 42..	54 82..	45 67..	1 70
98.2-96.5 ..	57 42..	2 37..	54 92..	2 37..	52 42..	2 12..	53 92..	2 37..	53 92..	44 92..	1 67
96.4-94.7 ..	56 42..	2 32..	53 92..	2 32..	51 42..	2 7..	53 2..	2 32..	53 2..	44 17..	1 64
94.6-92.9 ..	55 42..	2 27..	52 92..	2 27..	50 42..	2 2..	52 12..	2 27..	52 12..	43 42..	1 61
92.8-91.1 ..	54 12..	2 22..	51 92..	2 22..	49 42..	1 97..	51 22..	2 22..	51 22..	42 67..	1 58

### PART III

#### *Overtime Rate*

1. In respect of each hour of work in excess of the normal working day the minimum overtime rate shall be one and a half times the minimum hourly rate, ascertained by dividing the minimum daily rate by 8 in the case of workers paid on a daily basis, and by dividing the minimum monthly rate by 200 in the case of workers paid on a monthly basis.

2. In respect of each hour of work which is on any such day of work in any month as is in excess of the minimum number of working days specified in respect of that month in paragraph 3 (1) of Part II and which is in excess of the number of hours constituting a normal working day, the minimum overtime rate shall be an amount equal to one and three quarter times the minimum hourly rate ascertained by dividing the minimum monthly rate by 200.

### PART IV

#### *Annual Holidays (Section 25)*

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

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

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

- (a) every holiday allowed by the employer to the worker under section 25 ;
- (b) every day of absence on any grounds approved by the employer ;
- (c) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment ;
- (d) every day of absence due to anthrax or any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 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, in case such days do not in the aggregate exceed 30 days a year ; and
- (g) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance.

2. (1) If a worker is entitled in any year to 6 holidays he shall be allowed, and he shall take, those 6 holidays on consecutive days.

(2) If a worker is entitled in any year to more than 6 holidays he shall be allowed, and he shall take, 6 holidays on consecutive days.

3. Subject to the provisions of paragraphs 2 and 6, a worker shall be allowed his holiday or holidays on a day or days to be mutually agreed upon between him and his employer.

4. (1) The remuneration of a worker paid on a monthly basis in respect of a holiday taken in any month shall be included in, and paid out of, his wages for that month, such wages being computed in accordance with the provisions of Part II.

(2) The remuneration of a worker paid on a daily basis in respect of a holiday shall be not less than his wages for a day.

5. The remuneration due to a worker paid on a daily basis in respect of his holiday or holidays shall be paid to him before such holiday or holidays but not earlier than 7 days before such holiday or holidays.

6. Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal—

(a) every holiday that he was entitled to in respect of the previous year which he has not already taken ; and

(b) in case the worker has during the current year complied with the provisions relating to employment and work set out in paragraph 1, every holiday that he would have otherwise been entitled to in the next succeeding year ;

and he shall be remunerated for such holidays in accordance with the provisions of paragraph 4 :

Provided, however, that the total number of holidays that such a worker might take in any year shall not exceed 21.

7. In these paragraphs, "year" means a continuous period of 12 months.

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

#### *Public Holidays*

1. (a) (i) Subject to the provisions of this paragraph and of paragraphs 2 and 3, every employer shall allow as holidays with remuneration to all workers employed by him, the following public holidays within the meaning of the Holidays Ordinance (Chapter 135) :—

- (1) The Tamil Thai Pongal Day ;
- (2) Independence Commemoration Day (February 4) ;
- (3) The Sinhala and Hindu New Year's Day ;
- (4) May Day (May 1) ;
- (5) The Full Moon Day of the Sinhala month of Wesak ;
- (6) The Birthday of the Holy Prophet Mohammed ;  
and
- (7) Christmas Day.

(ii) The provisions of sub-paragraph (i) of this paragraph shall not apply to a worker in any case where a public holiday referred to in that sub-paragraph occurs during a period when such worker is on strike.

- (b) The remuneration payable in respect of each such holiday as is referred to in the preceding sub-paragraph shall—
- (i) in the case of a permanent worker, be included in the wage for the month in which the holiday is allowed, the day being reckoned as an ordinary working day for the purpose of computing the wage for the month ; and
  - (ii) in the case of a daily-paid worker, be at not less than the minimum rate of wages for a normal working day in the month in which such holiday occurs.
2. An employer may employ any permanent worker on any such public holiday as is referred to in the preceding paragraph subject, however, to the following conditions :—
- (a) a day on or before the thirty-first day of December next succeeding such public holiday shall be granted to the worker and that day shall be reckoned as an ordinary working day for the purpose of computing the wage for the month in which the alternative holiday is granted ; or
  - (b) such permanent worker shall be paid in addition to the wages for the month, wages at not less than 1/25th of the minimum monthly rate in respect of work not beyond the normal hours and at not less than three times the normal hourly rate (obtained by dividing the minimum monthly rate by 200) in respect of work in excess of the minimum number of hours constituting a normal working day for that worker.
3. An employer may employ any daily-paid worker on any such public holiday as is referred to in paragraph 1 subject, however, to the following conditions :—
- (a) a day on or before the thirty-first day of December next succeeding such public holiday shall be granted to the worker as a holiday with remuneration at not less than the daily minimum rate of wages payable for a normal working day in the month in which the alternative holiday is granted ; or
  - (b) such worker shall be remunerated for work done on any such public holiday at not less than double the minimum daily rate of wages for work done during the number of hours constituting a normal working day for that worker, and at not less than three times the normal hourly rate (obtained by dividing the minimum daily rate by the number of hours constituting the normal working day for that worker) for work done in excess of the normal working day.

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### COMMISSION OF INQUIRY ON EMPLOYEE PARTICIPATION IN PROFITS

HIS Excellency the Governor-General has in pursuance of the provisions of Section 2 of the Commission of Inquiry Act (Chapter 393) appointed a Commission of Inquiry to inquire into the adoption of a scheme of profit-sharing between employer and employees in the private sector and in State-sponsored Corporations, with special reference to the following matters :—

- (1) the scope and extent of such a profit-sharing scheme ;

- (2) the basis of, and the principles that should be applied in, the computation of the amounts payable as profit-shares, and the methods of making payments of such amounts ;
- (3) whether, in such a profit-sharing scheme, the employer should, notwithstanding losses, be required to make a minimum payment annually to the employees, and whether there should, notwithstanding the level of profits, be an upper limit in respect of the amounts payable to employees as profit-shares, and if so, the basis of computing such minimum amount and such upper limit, and the manner in which profits or losses should be carried forward, and the period for which they should be so carried forward ;
- (4) whether profit-shares, beyond a specified amount, payable to employees should be paid to them by way of deferred payments in the form of National Savings Certificates or in the form of deposits to their credit in an investment trust or in any other form ;
- (5) the measures that should be taken for the setting up of the requisite machinery for the effective implementation of a scheme of profit-sharing, including machinery for the settlement of disputes that may arise in the matter of profit-sharing ;
- (6) any other matter connected with or incidental to the matters specified above.

The Commission has already called for written representations from employers, employee organisations and the public on the aforesaid matters, together with information relating to existing profit-sharing schemes, if any.

The Commission may require any person or body of persons to appear before it to give oral evidence to amplify representations made by them or on other matters relevant to the terms of reference. Such evidence may if the person or body of persons wish, or if the Commission so decides, be given in camera.

A questionnaire detailing the points on which information would be required is ready and may be had on application from the Secretary of the Commission, Mrs. Elaine Gunewardene, P. O. Box 1417, Colombo 3.

The Commission is housed in the Department of Labour, Lower Lake Road, Colombo 3.

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## **COMMITTEE OF INQUIRY INTO THE LAW AND PRACTICE OF THE TRADE UNIONS ORDINANCE**

THE Honourable Minister of Labour, Employment and Housing has appointed a Committee of Inquiry to inquire into the law and practice of the Trade Unions Ordinance.

The terms of reference of the Committee are :—

- (1) To inquire into and report on the present working of the Trade Unions Ordinance.
- (2) To make recommendations on what amendments are necessary to the Trade Unions Ordinance (for the better administration and control of trade unions in Ceylon), with particular reference to the following matters :—
  - (a) Withdrawal or cancellation of the registration of trade unions.
  - (b) Safeguarding the funds of trade unions.

- (c) Victimization of workers for trade union activities.
- (d) Recognition of trade unions of workers by employers.
- (e) Non-performance by office-bearers of trade unions of their duties under the constitutions of their trade unions.
- (f) Election of outsiders as office-bearers.
- (g) Restriction of membership to one trade union.
- (h) Multiplicity of trade unions.
- (i) Relationship of trade unions in the public sector among themselves and with trade unions in the private sector.
- (j) Scheme of legal aid to trade unions.
- (k) Any other matter which the Committee considers necessary for the purpose of advancing the interests of Trade Unions in Ceylon.

The Committee has already called for written evidence. It proposes to hear oral evidence in due course. The sittings of the Committee for this purpose will normally be held in public.

A questionnaire detailing the points on which information would be required is ready and may be had on application from the Secretary of the Committee, Mr. W. L. C. Perera, Office of the Registrar of Trade Unions, 2nd Floor, Y. M. B. A. Building, Colombo 1.

### COMMITTEE ON INDUSTRIAL SAFETY AND HEALTH

THE Honourable Minister of Labour, Employment and Housing has appointed a Committee on Industrial, Safety and Health.

The terms of reference of this Committee are as follows:—

- (1) To consider and report on the working conditions of employees in industrial establishments with particular reference to their safety, health and welfare.
- (2) To examine and report on the adequacy of existing legislation to provide for the safety, health and welfare of employees in industrial establishments.
- (3) To examine and report on the machinery necessary for the enforcement of legislation pertaining to the safety, health and welfare of employees in industrial establishments.
- (4) To recommend any other measures considered necessary for the development and promotion of industrial safety, health and welfare with a view to improving working conditions of employees, and the health of persons residing in the neighbourhood of industrial establishments.

#### CORRECTION SLIP to page 26 of Ceylon Labour Gazette, Volume XVII, No. 1 of January, 1966

<i>Nature of Employment of the worker or employee</i>	<i>Public Holidays</i>
Add Rubber Export Trade after 2 (m) . .	7 public holidays applicable to para No. (2). Sinhala and Hindu New Year's Day should be April 14th and not April 13th.
<i>New para as follows :</i>	
(4) (1) Tea Growing and Manufacturing Trade	Sinhala and Tamil New Year Day and May day.
(2) Rubber Growing and Manufacturing Trade	

**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

*Base : November, 1942 = 100*

*Index Number  
Nov., 1942  
= 100*

Group Weights	63.66	7.26	7.06	8.78	13.24	
1943	103	94	105	138	118	107
1944	102	94	105	156	127	109
1945	110	94	112	165	158	121
1946	113	111	124	180	155	125
1947	126	121	136	213	157	138
1948	138	161	148	189	157	142
1949	144	97	129	156	148	141
1950	154	102	129	155	154	149
1951	155	112	129	197	160	154
1952	153	104	131	192	168	153

† 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	101.0
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	102.3
1958	105.75	101.04	101.53	87.51	113.05	105.0
1959	104.67	102.31	101.49	92.10	115.22	105.2
1960	100.77	102.63	101.53	95.10	117.51	103.5
1961	99.66	104.35	101.53	106.13	123.26	104.8
1962	100.93	105.56	101.53	108.21	124.95	106.3
1963	103.02	103.03	101.53	118.16	126.58	108.3
1964	106.39	103.20	101.53	129.15	129.34	112.2
1965	107.34	100.70	101.53	126.75	128.28	112.5
1965—						
January	106.99	101.96	101.53	127.64	128.60	112.5
February	106.35	101.96	101.53	129.92	128.81	112.3
March	107.11	102.31	101.53	129.13	128.95	112.7
April	106.54	102.31	101.53	127.09	129.24	112.3
May	107.15	101.61	101.53	127.46	129.58	112.7
June	106.69	103.69	101.53	128.06	129.32	112.5
July	108.17	101.96	101.53	128.07	127.62	113.0
August	107.12	101.15	101.53	126.74	128.60	112.4
September	106.50	100.69	101.53	126.42	128.65	112.0
October	107.72	98.15	101.53	124.49	127.02	112.1
November	108.87	97.00	101.53	122.75	126.28	112.5
December	108.86	95.62	101.53	123.19	126.65	112.6
1966—						
January	109.78	95.62	101.53	122.60	125.88	112.9

**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 .. — ..	33	202	102	28.98	174	96
1944 .. — ..	87	212	101	34.03	204	110
1945 .. — ..	1.00	244	110	41.92	252	133
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	106.91
1957 .. — ..	2.10	109.38	106.40	99.16	110.44	107.43
1958 .. — ..	2.14	111.46	106.21	113.74	126.67	120.70
1959 .. — ..	2.14	111.46	105.95	113.74	126.67	120.41
1960 .. — ..	2.12	110.42	106.69	113.74	126.67	122.39
1961 .. — ..	2.13	110.94	105.86	113.74	126.67	120.87
1962 .. — ..	2.16	112.50	105.83	113.74	126.67	119.16
1963 .. — ..	2.19	114.06	104.83	113.74	126.67	116.42
1964 .. — ..	2.24	116.67	103.98	113.74	126.67	112.90
1965 .. — ..	2.25	117.19	104.17	113.74	126.67	112.60
1965 — January	2.25	117.19	104.17	113.74	126.67	112.60
February	2.25	117.19	104.35	113.74	126.67	112.80
March	2.25	117.19	103.98	113.74	126.67	112.40
April	2.25	117.19	104.35	113.74	126.67	112.80
May	2.25	117.19	103.98	113.74	126.67	112.40
June	2.25	117.19	104.17	113.74	126.67	112.60
July	2.25	117.19	103.71	113.74	126.67	112.10
August	2.25	117.19	104.26	113.74	126.67	112.70
September	2.25	117.19	104.63	113.74	126.67	113.10
October	2.25	117.19	104.54	113.74	126.67	113.00
November	2.25	117.19	104.17	113.74	126.67	112.60
December	2.25	117.19	104.08	113.74	126.67	112.50
1966 — January	2.25	117.19	103.80	113.74	126.67	112.20

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952=100

Year	Agriculture*		Trades other than Agriculture†		Agriculture and Trades other than Agriculture Combined	
	Minimum Average daily rate of wages	Minimum Wage rate Index No.	Minimum Average daily rates of wages	Minimum Wage rate Index No.	Minimum Average daily rates of wages	Minimum Wage rate Index No.
	Rs. c.		Rs. c.		Rs. c.	
1952	1.96	100.00	2.92	100.00	2.04	100.00
1953	1.99	101.53	2.95	101.03	2.07	101.47
1954	2.02	103.06	2.94	100.68	2.09	102.45
1955	2.09	106.63	2.96	101.37	2.16	105.88
1956	2.10	107.14	3.00	102.74	2.17	106.37
1957	2.13	108.67	3.15	107.88	2.20	107.84
1958	2.16	110.20	3.39	116.10	2.26	110.78
1959	2.16	110.20	3.76	128.77	2.29	112.25
1960	2.16	110.20	3.74	128.08	2.28	111.76
1961	2.17	110.71	3.75	128.42	2.29	112.25
1962	2.19	111.73	3.78	129.45	2.32	113.73
1963	2.22	113.27	3.82	130.82	2.35	115.20
1964	2.27	115.82	3.88	132.88	2.40	117.65
1965	2.28	116.33	3.88	132.79	2.41	118.14
1965 — January	2.28	116.33	3.87	132.53	2.41	118.14
February	2.28	116.33	3.87	132.53	2.41	118.14
March	2.28	116.33	3.87	132.53	2.41	118.14
April	2.28	116.33	3.90	133.56	2.41	118.14
May	2.28	116.33	3.87	132.53	2.41	118.14
June	2.28	116.33	3.90	133.56	2.41	118.14
July	2.28	116.33	3.87	132.53	2.41	118.14
August	2.28	116.33	3.90	133.56	2.41	118.14
September	2.28	116.33	3.87	132.53	2.41	118.14
October	2.28	116.33	3.87	132.53	2.41	118.14
November	2.28	116.33	3.87	132.53	2.41	118.14
December	2.28	116.33	3.87	132.53	2.41	118.14
1966 — January	2.28	116.33	3.87	132.53	2.41	118.14

\* 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 Trade 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	19,338
1943 ..	2,282	2,872	1,312	1,869	8,335
1944* ..	295	358	227	173	1,651
1945 ..	2,258	11,025	3,267	4,816	21,366
1946 ..	5,636	10,012	7,527	13,369	36,544
1947 ..	2,883	7,325	8,113	16,423	34,744
1948 ..	4,474	13,027	12,443	36,712	66,656
1949 ..	5,132	11,994	13,591	39,015	69,732
1950 ..	5,627	10,525	13,523	35,447	65,122
1951 ..	5,515	8,186	12,520	26,486	52,707
1952 ..	6,883	7,522	13,795	24,823	53,029
1953 ..	8,374	6,462	13,676	23,034	51,546
1954 ..	11,728	7,919	16,287	27,370	63,304
1955 ..	14,498	8,544	20,142	27,826	71,010
1956 ..	16,091	9,794	25,808	34,259	85,952
1957 ..	18,582	13,349	30,864	47,971	110,856
1958 ..	19,803	13,674	32,973	51,346	117,796
1959 ..	20,869	13,859	33,723	59,567	128,018
1960 ..	26,252	16,928	34,887	73,025	151,092
1961 ..	27,629	18,201	34,212	71,223	151,265
1962 ..	33,825	17,352	35,593	65,439	152,209
1963 ..	35,924	16,584	36,255	63,159	151,922
1964 ..	39,018	17,139	37,970	65,213	159,340
1964—January	37,084	16,937	37,221	63,363	154,605
February	37,507	17,125	37,537	63,940	156,109
March	37,834	17,270	38,064	64,197	157,365
April	37,318	17,100	37,849	63,541	155,808
May	37,831	16,610	37,684	63,878	155,003
June	38,636	16,720	37,775	64,563	157,694
July	39,412	16,988	38,134	66,005	160,539
August	39,845	17,047	38,436	65,970	161,298
September	39,959	16,942	38,038	65,494	160,433
October	40,646	17,195	38,398	66,268	162,507
November	40,937	17,790	38,340	67,193	164,260
December	41,208	17,942	38,165	68,141	165,456
1965—January	41,104	17,762	38,301	68,265	165,432
February	41,082	17,942	38,539	66,812	164,375
March	41,191	17,926	38,532	66,706	164,355
April	41,590	17,745	38,707	66,239	164,281
May	44,597	18,233	40,501	68,574	171,878
June	48,578	18,798	42,852	71,011	181,239
July	50,670	19,343	44,733	72,741	187,487
August	51,715	19,465	45,362	73,665	190,207
September	52,443	19,452	46,270	74,135	192,300
October *	53,582	19,521	47,059	74,080	194,242
November*	54,509	19,784	48,200	74,316	196,809

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

† These figures comprise—

- (a) Unemployed persons seeking employment ;
- (b) Under-employed persons seeking full-time employment ; and
- (c) Employed persons seeking better employment.

\* Provisional.

TABLE V—The Number of Registrants for Employment or Better Employment

CLASSIFICATION BY

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai
1947 ..	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—
1948 ..	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—
1949 ..	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—
1950 ..	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—
1951 ..	33,125	3,422	2,886	4,350	2,209	537	886	1,587	569	904	418	1,207
1952 ..	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992
1953 ..	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333
1954 ..	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297
1955 ..	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261
1956 ..	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694
1957 ..	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501
1958 ..	52,563	7,721	7,300	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354
1959 ..	55,875	8,940	7,308	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422
1960 ..	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,084	680
1961 ..	62,515	14,821	9,995	13,414	7,600	3,013	5,196	3,327	4,173	3,126	1,273	711
1962 ..	59,273	12,940	10,514	16,258	7,422	1,240	4,981	3,910	4,544	3,138	1,447	641
1963 ..	55,904	11,768	11,237	6,658	7,529	1,022	6,438	3,593	4,949	2,910	1,508	540
1964—												
January ..	56,362	12,066	11,426	16,849	7,616	983	6,688	3,791	5,184	3,059	1,612	557
February ..	56,938	12,137	11,643	16,671	7,598	1,007	6,921	3,891	5,283	3,048	1,676	573
March ..	57,498	12,217	11,738	16,418	7,717	1,043	7,094	3,934	5,376	3,080	1,680	579
April ..	56,942	11,934	11,661	16,255	7,794	1,026	6,976	3,913	5,312	2,972	1,679	589
May ..	56,775	11,706	12,088	16,674	7,976	977	6,885	3,795	5,378	2,987	1,699	600
June ..	57,236	11,572	13,259	16,804	8,306	1,041	6,808	3,714	5,417	3,034	1,672	615
July ..	58,129	11,866	13,936	16,826	8,602	986	6,817	3,680	5,580	3,008	1,663	612
August ..	57,900	11,854	14,247	16,845	8,869	930	6,816	3,758	5,650	2,956	1,621	632
September ..	57,744	11,945	13,854	17,029	8,262	919	6,849	3,729	5,645	2,996	1,634	622
October ..	58,250	12,337	13,728	17,301	8,634	926	6,885	3,805	5,661	3,028	1,673	657
November ..	58,330	12,900	13,718	17,378	9,004	934	7,016	3,903	5,155	3,115	1,664	715
December ..	57,943	13,081	14,003	17,430	9,169	953	7,136	4,133	5,057	3,212	1,668	749
1965—												
January ..	57,626	13,264	14,577	17,607	8,399	945	7,268	3,932	4,874	3,216	1,847	801
February ..	56,787	12,920	14,713	17,460	8,356	948	7,351	4,090	4,500	3,190	1,904	823
March ..	56,109	12,691	14,603	17,528	8,482	949	7,402	4,314	4,404	3,222	1,899	810
April ..	56,531	12,163	14,261	17,679	8,589	970	7,411	4,475	4,363	3,234	1,911	817
May ..	58,205	12,465	14,536	18,558	9,367	1,242	7,829	4,831	4,594	3,566	1,947	899
June ..	59,675	12,682	14,972	20,012	10,444	1,424	8,252	5,144	4,845	4,038	2,080	969
July ..	60,442	13,141	15,301	20,495	11,160	1,451	8,632	5,469	5,119	4,210	2,108	1,026
August ..	59,900	12,984	15,654	20,767	11,515	1,534	8,740	5,754	5,233	4,418	2,150	1,039
September ..	59,664	13,229	15,557	20,793	12,068	1,615	8,821	5,956	5,114	4,434	2,040	1,024
October ..	59,751	13,210	15,656	21,088	12,414	1,655	9,013	6,143	5,094	4,362	1,998	1,030
November ..	60,984	12,786	15,555	21,489	12,798	1,690	9,175	6,370	5,094	4,439	2,008	1,074

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

<i>Trincomalee</i>	<i>Anuradhapura</i>	<i>Avissawella</i>	<i>Haputale</i>	<i>Matara</i>	<i>Vavuniya</i>	<i>Kegalle</i>	<i>Matale</i>	<i>Chilaw</i>	<i>Hatton</i>	<i>Nuwara Eliya</i>	<i>Tota</i>
—	—	—	—	—	—	—	—	—	—	—	34,744
283	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,732
348	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	53,307
252	437	678	—	—	—	—	—	—	—	—	53,023
239	548	477	526	1,382	—	—	—	—	—	—	51,546
1,567	884	1,377	396	1,589	—	—	—	—	—	—	53,394
776	1,104	1,582	392	2,411	—	—	—	—	—	—	71,010
939	1,651	1,984	721	4,206	—	—	—	—	—	—	85,952
1,252	1,198	2,226	840	5,331	551	1,947	—	—	—	—	110,856
1,188	1,380	2,925	1,110	5,324	531	2,465	—	—	—	—	117,799
1,865	1,733	2,965	1,198	5,812	611	2,786	970	—	—	—	128,018
1,756	2,550	3,784	1,222	8,179	772	3,143	986	—	—	—	151,092
1,372	2,563	364	1,368	8,060	574	3,301	1,199	—	—	—	150,231
1,431	2,742	3,804	1,188	7,811	737	3,230	1,259	2,109	768	822	152,092
1,389	3,128	3,528	1,414	8,606	671	4,049	1,345	2,269	889	578	151,922
1,467	3,122	3,553	1,471	8,753	654	4,185	1,383	2,334	881	609	154,605
1,493	3,097	3,441	1,493	8,846	664	4,380	1,419	2,421	843	636	156,109
1,621	3,200	3,412	1,563	8,902	642	4,379	1,410	2,436	827	599	157,365
1,710	3,141	3,371	1,574	8,865	564	4,276	1,355	2,437	842	620	155,808
1,743	3,156	3,460	1,595	8,700	579	4,130	1,327	2,388	800	578	156,003
1,825	2,838	3,475	1,611	8,745	544	4,049	1,343	2,387	817	582	157,694
1,893	3,015	3,594	1,614	8,835	544	4,084	1,363	2,482	853	557	160,539
1,913	3,089	3,795	1,605	8,943	547	4,103	1,370	2,447	873	535	161,298
1,928	3,068	3,775	1,625	9,017	562	4,138	1,369	2,314	903	506	160,435
1,935	3,069	3,743	1,629	9,127	589	4,328	1,432	2,377	1,083	519	162,507
1,764	2,946	3,806	1,652	9,260	707	4,693	1,486	2,384	1,189	541	164,260
1,674	3,150	3,862	1,580	9,297	677	4,940	1,529	2,399	1,270	544	165,456
1,481	3,144	3,910	1,593	9,223	697	5,248	1,542	2,414	1,302	522	165,432
1,514	3,320	3,932	1,587	9,132	631	5,368	1,525	2,454	1,357	513	164,375
1,551	3,395	4,125	1,605	9,033	650	5,606	1,519	2,560	1,399	499	164,355
1,692	3,404	4,306	1,612	8,776	682	5,639	1,552	2,515	1,246	453	164,281
1,939	3,577	4,677	1,709	9,157	657	5,857	1,661	2,671	1,283	651	171,878
2,027	3,788	5,378	1,827	9,894	684	6,241	1,810	2,979	1,335	739	181,239
2,174	3,956	5,899	1,922	10,278	718	6,729	1,932	3,131	1,365	829	187,487
2,197	4,076	5,965	1,978	10,869	730	7,077	1,999	3,338	1,393	897	190,207
2,221	4,184	6,099	1,984	11,303	747	7,435	2,066	3,540	1,440	966	192,300
2,222	4,250	6,206	1,979	11,629	759	7,435*	2,109	3,744	1,507	988	194,242*
2,221	4,370	6,351	1,999	11,680	744	7,435*	2,111	3,808	1,611	1,017	196,809*

\* Provisional

**TABLE VI—The Number of Persons registered and the Number placed in Employment since 1938**

	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,770
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,309
1952	3,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,458
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	2,392	3,791	83,883	8,202
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,165
1961	22,558	1,259	14,784	631	24,791	964	50,390	2,794	112,523	5,642
1962	24,155	1,263	11,626	468	22,994	809	42,404	2,317	101,179	4,858
1963	24,997	1,322	11,953	502	24,951	939	43,400	2,466	105,301	5,121
1964	29,947	1,722	14,277	535	28,304	945	48,991	3,599	121,609	6,801
1964 January	2,996	60	1,263	24	2,808	74	4,100	325	11,167	483
1964 February	2,627	211	1,288	34	2,507	49	3,880	367	10,302	661
1964 March	2,336	117	1,147	65	2,529	69	4,036	407	10,048	658
1964 April	1,632	168	776	49	1,716	68	3,034	232	7,158	517
1964 May	2,468	105	891	32	1,914	73	3,902	235	9,175	445
1964 June	2,966	152	1,085	30	2,472	43	4,764	322	11,287	547
1964 July	2,562	138	1,099	48	2,411	61	4,478	132	10,550	379
1964 August	2,381	183	1,211	63	2,501	49	3,769	373	9,862	668
1964 September	2,343	167	1,138	51	2,292	89	3,720	249	9,493	556
1964 October	2,862	207	1,269	41	2,528	67	4,315	319	10,974	634
1964 November	2,415	148	1,739	45	2,502	118	4,686	331	11,342	642
1964 December	2,359	66	1,371	53	2,214	185	4,307	307	10,251	611
1965 January	2,543	221	1,197	13	2,677	80	4,692	168	11,114	482
1965 February	2,306	167	1,339	56	2,516	65	4,025	296	10,186	584
1965 March	1,969	89	1,216	76	2,088	62	3,367	179	8,640	406
1965 April	2,185	56	1,065	87	2,396	42	4,061	547	9,737	732
1965 May	4,663	87	1,461	37	3,645	118	5,883	191	15,652	433
1965 June	5,645	180	1,732	66	4,530	92	6,669	430	18,576	771
1965 July	3,865	108	1,559	85	3,732	91	4,965	521	14,121	805
1965 August	3,116	104	1,225	88	3,049	106	5,020	343	12,410	641
1965 September	3,145	230	1,307	154	3,441	109	5,211	287	13,104	780
1965 October*	3,175	148	1,427	96	3,155	107	4,610	377	12,367	728
1965 November*	2,797	69	1,276	56	3,096	74	4,698	205	11,867	404

**TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of November, 1965**

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	721	22	422	15	1,348	11	1,727	54	4,218	102
Negombo	115	2	52	1	103	—	351	19	621	22
Kalutara	123	1	40	—	143	—	311	1	617	2
Galle	212	1	56	—	199	4	366	2	833	7
Kandy	178	3	79	—	123	10	266	59	646	72
Nawalapitiya	30	—	10	—	28	—	54	—	122	—
Kurunegala	153	4	49	—	89	—	185	1	476	5
Jaffna	114	2	35	14	99	5	124	15	372	36
Ratnapura	125	—	60	—	124	—	183	—	492	—
Badulla	66	2	15	7	71	10	85	—	237	19
Batticaloa	54	4	18	3	43	6	48	1	163	14
Kalmunai	23	—	9	—	30	1	20	—	82	1
Trincomalee	31	2	13	4	39	14	73	30	156	50
Anuradhapura	93	6	33	3	67	4	114	7	307	20
Avissawella	185	—	69	—	83	—	102	—	439	—
Haputale	31	12	7	—	24	—	36	—	98	12
Matara	234	1	94	—	181	7	174	3	683	11
Vavuniya	22	3	4	—	13	—	10	1	49	4
Kegalle	163	—	91	—	178	2	157	3	589	5
Matale	39	1	12	9	37	—	32	—	120	10
Chilaw	60	3	25	—	46	—	167	8	298	11
Hatton	16	—	53	—	15	—	74	—	158	—
Nuwara Eliya	9	—	30	—	13	—	39	1	91	1
Total	2,797	69	1,276	56	3,096	74	4,698	205	11,867	404

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	.. 4,084‡	.. 66‡	.. 12,399	.. 927
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	.. 544,714
1948	.. 33	.. 23,100	.. 49,933‡	.. 20	.. 1,065	.. 2,497
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576‡
1950	.. 82	.. 22,808	.. 85,837	.. 28	.. 5,471	.. 22,617
1951	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	.. 39	.. 6,168	.. 46,990
1953	.. 33	.. 363,600	.. 430,586	.. 54	.. 14,482	.. 21,996
1954	.. 59	.. 86,540	.. 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	.. 190,442
1958	.. 123	.. 39,372	.. 340,632	.. 96	.. 42,713	.. 399,223
1959	.. 177	.. 47,318	.. 352,135	.. 71	.. 42,933	.. 463,119
1960	.. 123	.. 42,523	.. 259,948	.. 37	.. 4,830	.. 15,139
1961	.. 90	.. 29,223	.. 317,866	.. 39	.. 38,013	.. 170,372
1962	.. 138	.. 42,569	.. 193,792	.. 50	.. 25,730	.. 801,882
1963	.. 174	.. 62,511	.. 359,905	.. 58	.. 29,819	.. 479,678
1964	.. 201	.. 68,009	.. 611,060	.. 103	.. 21,409	.. 274,623
1965 January to October	.. 131	.. 57,817	.. 316,663	.. 42	.. 7,241	.. 77,452
1964 January	.. 13	.. 4,726	.. 101,406	.. 7	.. 6,785	.. 119,703
February	.. 16	.. 4,932	.. 46,510	.. 9	.. 2,160	.. 12,085
March	.. 13	.. 5,397	.. 107,028	.. 11	.. 1,828	.. 13,133
April	.. 12	.. 3,641	.. 17,123	.. 7	.. 344	.. 4,108
May	.. 16	.. 3,832	.. 29,946	.. 7	.. 1,404	.. 8,644
June	.. 19	.. 5,764	.. 76,724	.. 8	.. 1,606	.. 20,896
July	.. 16	.. 7,884	.. 33,725	.. 13	.. 1,729	.. 22,136
August	.. 18	.. 5,782	.. 58,778	.. 4	.. 435	.. 5,237
September	.. 18	.. 9,120	.. 25,748	.. 7	.. 961	.. 1,470
October	.. 21	.. 5,981	.. 57,626	.. **6	.. **759	.. **7,655
November	.. 18	.. 4,601	.. 14,441	.. 11	.. 2,170	.. 11,613
December	.. 21	.. 6,369	.. 47,005	.. **13	.. 2,822	.. 47,943
1965 January	.. 16	.. 4,185	.. 32,175	.. **9	.. **1,667	.. **16,815
February	.. 12	.. 4,301	.. 21,809	.. **4	.. 442	.. 10,885
March	.. 10	.. 2,258	.. 17,488	.. 9	.. 3,033	.. 33,669
April	.. 11	.. 5,744	.. 18,070	.. 1	.. 41	.. 5,413
May	.. **15	.. 5,413	.. 31,434	.. 2	.. 140	.. 492
July	.. 21	.. 11,082	.. 61,862	.. 10	.. 2,002	.. 8,248
August §	.. 12	.. 3,395	.. 45,098	.. 5	.. 856	.. 9,000
September §	.. 14	.. 5,870	.. 27,139	.. 6	.. 625	.. 1,383
October	.. 20	.. 9,267	.. 63,260	.. 1	.. 200	.. 400
November	.. 15	.. 4,305	.. 125,816	.. —	.. —	.. —

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

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

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

§ The figures are provisional and subject to amendment.

\*\* Amended figures.

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

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

**TABLE IX—Classification of Strikes in  
November, 1965, by Industries or Trades**

<i>Industry or Trade</i>			<i>Number of</i>		<i>Number of</i>		
			<i>Strikes</i>	<i>Workers involved</i>	<i>Man-days lost</i>		
Plantations—Tea	..	..	10	..	3,464	..	120,679
Rubber	..	..	3	..	347	..	2,413
Tea-cum-Rubber	..	..	1	..	434	..	2,604
Coconut	..	..	—	..	—	..	—
Coconut-cum-Rubber	..	..	1	..	60	..	120
		<b>Total</b>	<b>15</b>		<b>4,305</b>		<b>125,816</b>
Engineering	..	..	—	..	—	..	—
Printing	..	..	—	..	—	..	—
Motor Transport	..	..	—	..	—	..	—
Tea Export	..	..	—	..	—	..	—
Rubber Export	..	..	—	..	—	..	—
Coconut Manufacturing	..	..	—	..	—	..	—
Toddy, Arrack and Vinegar	..	..	—	..	—	..	—
Cigar Manufacturing	..	..	—	..	—	..	—
Tea & 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	..	..	—	..	—	..	—
Coir Mattress and Bristle Fibre Export	..	..	—	..	—	..	—
Match Manufacturing	..	..	—	..	—	..	—
		<b>Total</b>	<b>—</b>		<b>—</b>		<b>—</b>
		<b>Grand Total</b>	<b>15</b>		<b>4,305</b>		<b>125,816</b>

**TABLE X—Classification of the Strikes in  
November, 1965, in Causes**

<i>Causes</i>			<i>Number of</i>		<i>Number of</i>				
			<i>Strikes</i>		<i>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	..	..	5	..	—	..	1,194	..	—
2. Wage increases, Higher rates for piece work, &c.	..	..	1	..	—	..	471	..	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	..	..	—	..	—	..	—	..	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	..	..	3	..	—	..	1,383	..	—
5. Food matters. Welfare	..	..	1	..	—	..	220	..	—
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	..	..	2	..	—	..	508	..	—
10. General demands	..	..	3	..	—	..	529	..	—
11. Sympathetic strikes	..	..	—	..	—	..	—	..	—
		<b>Total</b>	<b>15</b>		<b>—</b>		<b>4,305</b>		<b>—</b>

APPENDIX I

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

Month : February, 1966

Class of Worker	Month : February, 1966		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
<b>(1) Baking Trade</b>			
<i>Monthly Rates :</i>			
Class " A " Worker : foreman, head bakers, head basses, cooks, " short eats " makers, pastry makers, cake decorators .. .. .	70 0 ..	65 15 ..	135 15
Class " B " Worker : dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators ..	55 0 ..	60 00 ..	115 00
Class " C " Worker : flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, deliverymen .. .. .	39 0 ..	45 58 ..	84 58
<b>(2) Beedi Manufacturing Trade</b>			
<i>Piece Rates :</i>			
" Nool " (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with " beedi tobacco ", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—			
(a) beedies not more than 2 ins. long ..	5 0 ..	— ..	5 0
(b) beedies more than 2 ins. long but less than 3 ins. .. .. .	6 0 ..	— ..	6 0
(c) beedies not less than 3 ins. long ..	7 0 ..	— ..	7 0
" Nool " (thread) beedi rolling (inclusive of filling wrappers with " beedi tobacco ", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—			
(a) beedies not more than 2 ins. long ..	3 34 ..	— ..	3 34
(b) beedies more than 2 ins. long but less than 3 ins. .. .. .	4 0 ..	— ..	4 0
(c) beedies not less than 3 ins. long ..	4 66 ..	— ..	4 66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—			
(a) beedies not more than 2 ins. long ..	1 67 ..	— ..	1 67
(b) beedies more than 2 ins. long but less than 3 ins. .. .. .	2 0 ..	— ..	2 0
(c) beedies not less than 3 ins. long ..	2 34 ..	— ..	2 34
Fixing ring labels round rolled beedies, per 1,000 beedies .. .. .	0 50 ..	— ..	0 50

Class of Worker	Basic Wages		Special Allowance		Total
	Rs.	c.	Rs.	c.	
<b>(3) Brick and Tile Manufacturing Trade</b>					
<i>Daily Rates :</i>					
In the manufacture of tiles in a factory —					
A—Male workers (18 and above) :					
Skilled Workers, Grade I : press feeders (machine), firemen engaged in kiln (burners) ..	2	0	2	09	4 09
Skilled Workers, Grade II : press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters ..	1	80	2	09	3 89
Semi-skilled Workers : winchmen, block cutters, tile slab oiler and polisher, trimmers, green tile sorters, workers engaged in stacking tiles in vehicles for transport ..	1	60	2	09	3 69
Unskilled Workers :					
Workers engaged in—mixing and tempering clay mixing and pugging by machinery, stacking tiles on racks; sun drying tiles; helping the sorters; helping green tile sorters; removing baked tiles from the kiln; stacking tiles; moving blocks of clay to presses or other parts of the store; truck fillers, claymen, block carriers, firewood carriers, pug-mill feeders, helpers engaged in loading and stacking tiles ..	1	40	1	99	3 39
B—Female Workers (18 and above) ..	1	15	1	88	3 03
C—Workers (under 18 years):					
Over 14 years but under 15 ..	0	80	1	48	2 28
Over 15 years but under 16 ..	0	90	1	53	2 43
Over 16 years but under 17 ..	1	0	1	58	2 58
Over 17 years but under 18 ..	1	10	1	68	2 78
<b>(4) Building Trade</b>					
<i>Daily Rates :</i>					
Unskilled:					
Male labourers not under 18 years of age ..	1	40	2	21	3 61
Female labourers not under 18 years of age ..	1	10	2	21	3 31
Unskilled labourers (irrespective of sex) under 18 years of age ..	0	90	2	21	3 11
Semi-skilled, Grade II:					
Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1	65	2	31	3 96
Semi-skilled, Grade I:					
Kanganies ..	1	80	2	31	4 11
Skilled :					
Masons (building), carpenters (building), plumbers; erectors (construction steel); equipment maintenance men; tinkers ..	2	0	2	31	4 31

\*Correction of Error : The words "male labourers under 18 years of age" appearing under item "(4) Building Trade" of this appendix in all issues of the Ceylon Labour Gazette commencing April, 1963 should be read as "Male Labourers not under 18 years of age." Any inconvenience caused to our Patrons regretted—Editor

Class of Worker	Basic Wage		Special Allowances		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(5) Cigar Manufacturing Trade</b>						
<i>Piece Rates :</i>						
Cigar rolling (inclusive of cleaning up of fillers, the preparation of wrappers for rolling, the preparation of fillers for rolling including filling up with cuttings, the tying up of rolled cigars with thread, and the bundling of cigars into tens)—						
(a) where the number of cigars per pound is over 110, per 1,000 cigars ..	10	0	..	—	..	10 0
(b) where the number of cigars per pound is 110 or under, per 1,000 cigars ..	11	0	..	—	..	11 0

**(6) Cinema Trade**

*Monthly Rates:*

**A.—NON-CLERICAL**

*Unskilled*

Advertisement cart puller; Advertisement or poster boy; Bathroom boy; Car or cycle park attendant; Chocolate boy; Cleaner; Cloak room boy; Conservancy labourer; Garden labourer; Gate-keeper; Hall boy; Peon; Sandwich boy; Soft drinks keeper; Unskilled labourer; Usher; Usherette; Waiter; Watcher (day); Watcher (night) ..	36	50	..	57	34	..	93 84
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*Semi-skilled*

Assistant bar-keeper; Assistant Engine-driver; Checker; Cook, Grade II (lower); Re-winder; Telephone operator; Third Assistant operator:							
(a) Within the Municipal areas ..	43	0	..	59	94	..	102 94
(b) Outside the Municipal areas ..	40	0	..	59	94	..	99 94

*Skilled, Grade II*

Assistant operator; Bar-keeper; Carpenter; Cook, Grade I (higher); Electrician, Grade II; Film room repairer, Grade II; Non synch operator; Second Assistant operator; Supervisor or head checker; Tent master; Wireman; Fireman:—							
(a) Within the Municipal area ..	55	0	..	61	76	..	116 76
(b) Outside the Municipal areas ..	47	0	..	61	76	..	108 76

*Skilled, Grade I*

Armature winder; Electrician, Grade I; Engine Driver; Film room repairer, Grade I; Head operator; Tent maker:—							
(a) Within the Municipal areas ..	66	0	..	61	76	..	127 76
(b) Outside the Municipal areas ..	61	0	..	61	76	..	122 76

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(6) Cinema Trade (contd.)</b>						
<b>B.—CLERICAL</b>						
<b>Grade III</b>						
Advertisement clerk ; Assistant cashier clerk ; Despatch and clearing clerk ; Advance booking clerk ; Booking clerk :—						
(a) Within the Municipal areas	..	50	0	..	55	0
(b) Outside the Municipal areas	..	45	0	..	55	0

<b>Grade II</b>						
Advertisement manager ; Cashier clerk ; Clerk (accounts and general) ; Typist ; Wharf clerk ; Storekeeper ; Book-keeper :—						
(a) Within the Municipal areas	..	55	0	..	58	50
(b) Outside the Municipal areas	..	50	0	..	58	50

<b>Grade I</b>						
Head clerk	..	110	0	..	63	50

**(7) Cinnamon Trade**

*Daily Rates :*

Pruning, draining and terracing	..	3	0*	..	—	..	3	0
Weeding, removing illuk grass and clearing boundaries :								
(a) male workers	..	2	50*	..	—	..	2	50
(b) female workers	..	2	0*	..	—	..	2	0

*Piece Rates :*

Cinnamon peeling (inclusive of cutting sticks from bushes, cutting sticks and carrying them to peeling house, scraping the outer covering of bark, peeling sticks, forming barks into quills, stacking and bundling quills), per pound of cinnamon peeled								
..	..	0	80	..	—	..	0	80
Pruning per acre	..	15	0	..	—	..	15	0
Draining a linear chain of drain 18" × 18"	..	4	0	..	—	..	4	0
Annual weeding, per acre	..	40	0	..	—	..	40	0

**(8) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade**

*Daily Rates :*

Male worker not under 16 years	..	1	10	..	1	30	..	2	40
Female worker not under 15 years	..	0	90	..	0	96	..	1	86
Child worker	..	0	65	..	0	89	..	1	54

**(9) Coconut Growing Trade**

*Daily Rates :*

In the raising and maintenance of a coconut plantation and in the manufacture of copra—

Kangany	..	1	40	..	1	30	..	2	70
Male not under 16 years	..	1	25	..	1	30	..	2	55
Female not under 15 years	..	1	5	..	0	96	..	2	01
Male worker under 16 years or Female worker under 15 years	..	0	80	..	0	89	..	1	69

\* These rates are the consolidated minimum wages. No special allowances have been prescribed—Editor.

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(9) Coconut Growing Trade (contd.)</b>						
<i>Monthly Rates :</i>						
Conductor employed in—						
(a) any coconut plantation of not less than 75 acres but less than 100 acres in extent, per month .. .. .	100	0*	—	—	100	0
(b) any coconut plantation of not less than 100 acres but less than 150 acres in extent, per month .. .. .	125	0*	—	—	125	0
(c) any coconut plantation of not less than 150 acres but less than 200 acres in extent, per month .. .. .	150	0*	—	—	150	0
(d) any coconut plantation of not less than 200 acres but less than 250 acres in extent, per month .. .. .	175	0*	—	—	175	0
(e) any coconut plantation of not less than 250 acres in extent, per month .. .. .	200	0*	—	—	200	0
<i>Piece Rates :</i>						
(1) In the raising and maintenance of plantations:						
Picking nuts, per 1,000 trees .. .. .	18	0	—	—	18	0
(2) In the manufacture of copra :						
(a) husking nuts, per 1,000 nuts .. .. .	3	50	—	—	3	50
(b) splitting nuts, copra curing and sorting, per 1,000 nuts .. .. .	2	50	—	—	2	50
<b>(10) Coconut Manufacturing Trade</b>						
<i>Daily Rates :</i>						
In the manufacture of (1) desiccated coconuts, (2) coconut oil, (3) fibre and (4) coir products—						
Kangany .. .. .	1	80	2	15	3	95
Male not under 18 years .. .. .	1	40	2	15	3	55
Female not under 18 years .. .. .	1	15	1	76	2	91
Worker, irrespective of sex under 18 years .. .. .	1	15	1	69	2	84
<i>Piece Rates :</i>						
(a) In the manufacture of desiccated coconuts—						
(1) husking nuts, per 1,000 nuts .. .. .	2	19	—	—	2	19
(2) removing shells (hatchetting) per 1,000 nuts .. .. .	1	13	—	—	1	13
(3) removing parings, per 1,000 nuts .. .. .	1	13	—	—	1	13
(4) washing coconut meat and disintegrating, per 1,000 pounds .. .. .	0	88	—	—	0	88
(5) drying, per 1,000 pounds .. .. .	1	31	—	—	1	31
(6) sifting and grading, per 1,000 pounds .. .. .	1	6	—	—	1	6
(7) packing and stencilling per case of 120 to 130 pounds .. .. .	0	10	—	—	0	10
(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—						
(1) crushing husks per cwt. (wet weight of bristle fibre) .. .. .	0	94	—	—	0	94
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre) .. .. .	0	94	—	—	0	94
(3) cleaning mattress fibre, drying and baling per cwt. .. .. .	0	31	—	—	0	31
(4) hanking bristle fibre and tying, per cwt. .. .. .	1	50	—	—	1	50
(5) manufacture of mats and matting—						
(i) mats, per sq. ft. .. .. .	0	44	—	—	0	44
(ii) matting, per square yard .. .. .	0	15	—	—	0	15
(6) hacking bristle fibre and tying, per cwt. .. .. .	3	25	—	—	3	25

\* These rates are the consolidated minimum wages. No special allowances have been prescribed—Editor.

Basic Wage		Special Allowance		Total	
Rs.	c.	Rs.	c.	Rs.	c.

## Class of Workers

## (11) Coir Mattress and Bristle Fibre Export Trade

## Daily Rates :

## A. Male workers (not under 18 years of age) :

## Grade II—

Workers employed in—receiving fibre into stores from lorries or carts; counting ballots and bundles; weighing ballots and bundles; sorting fibre; stacking ballots and bundles; breaking stacks of ballots and bundles; unwrapping ballots and bundles; picking and teasing; bundling loose fibre; drying loose fibre; removing ballots and bundles from one part of the stores to another; trimming of cut bristle fibre hanks; curling, balloting or coiling of twisted fibre; cutting firewood for dyeing; issuing oil for hackling; cutting bristle fibre ties; sweeping of stores and drains; carting coir dust and rubbish; placing coir dust and rubbish in vehicles for removal; sifting coir dust; bagging coir dust and rubbish; preparing tea; distributing meals and tea; receiving, counting, weighing, stacking, removing, cutting, preparing sundry materials used in packing and processing fibre; removing ballots and bundles from stores, bleaching chambers or drying ground to baling press; passing fibre to press packers; operating winches for moving press boxes; sawing and splitting bamboos; cutting hoop iron; stretching coir ropes; sweeping and cleaning press, platform, pit and surroundings; covering bales with jute hessian and stitching; wrapping ballots with paper or jute hessian and marking all packages for shipment ..

1	40	..	2	21	..	3	61
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## Intermediate Grade—

Workers employed in—throwing fibre from ground level to press platform (if elevated); feeding fibre into teasing machines; balloting fibre in balloting boxes; twisting coir ropes from coir yarn; the process of bleaching fibre with sulphur; cutting bristle fibre hanks to specified lengths and the process of dyeing fibre ..

1	60	..	2	31	..	3	91
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## Grade I—

Workers employed in—packing baling boxes with or without mechanical trammers; controlling and operating the baling press; strapping the bale with hoop iron or rope; stacking, unstacking, carrying, moving, loading, and unloading bales; twisting and curing fibre ..

1	80	..	2	31	..	4	11
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Head baling press operator	..	..	2	0	..	2	31	..	4	31
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B. Male workers (not under 18 years of age)	..	..	1	15	..	2	09	..	3	24
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## C. Workers (irrespective of sex) under 18 years of age—

Over 14 years but under 15 years	..	..	0	80	..	1	65	..	2	45
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Over 15 years but under 16 years	..	..	0	90	..	1	70	..	2	60
----------------------------------	----	----	---	----	----	---	----	----	---	----

Over 16 years but under 17 years	..	..	1	0	..	1	75	..	2	75
----------------------------------	----	----	---	---	----	---	----	----	---	----

Over 17 years but under 18 years	..	..	1	15	..	1	85	..	3	00
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Class of Worker

	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.

(11) Coir Mattress and Bristle Fibre Export Trade (contd.)

Piece Rates :

Hackling (that is dressing for export) partly or wholly by hand and tying Bristle Fibre into hanks of standard " 3 tie Grade ", per hundred weight .. .. .	8	75	—	8	75
Hackling (that is dressing for export) partly or wholly by hand and tying Bristle Fibre into hanks of standard " 2 tie Grade ", per hundred weight .. .. .	8	25	—	8	25
Hackling (that is dressing for export) partly or wholly by hand without tying into hanks in preparation for dyeing, per hundred weight ..	4	12	—	4	12
Hackling (that is dressing for export) partly or wholly by hand and tying into hanks dyed Bristle Fibre, per hundred weight ..	9	25	—	9	25

(12) Dock, Harbour and Port Transport Trade\*

Monthly Rates :

Manual Work—

Special Grade .. .. .	65	0	37	75	102	75
Skilled Grade .. .. .	55	0	33	75	88	75
Semi-skilled Grade .. .. .	45	0	30	75	75	75
Unskilled, Grade I .. .. .	37	0	30	75	67	75
Unskilled, Grade II .. .. .	31	0	30	75	61	75

Women Workers—

Female kangaries .. .. .	35	0	30	75	65	75
Female labourers .. .. .	30	0	30	75	60	75

Non-manual Workers—

Special Grade .. .. .	75	0	45	00	120	00
Grade I .. .. .	55	0	33	75	88	75

Price Rates :

Lighters from 20 to 60 tons—

Lightermen, per trip .. .. .	6	0	—	6	0
Assistant Tindals, per trip .. .. .	6	25	—	6	25
Tindals, per trip .. .. .	6	50	—	6	50

\* A more detailed classification of various class of workers into group will be found in the decisions of the Wages Board for this trade published in *Government Gazette Extraordinary* No 10,542 of June 29, 1953.

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(12) Dock, Harbour and Port Transport Trade (contd.)</b>						
Lighters over 60 but under 80 tons—						
Lightermen, per trip	..	..	7	0	..	7 0
Assistant Tindals, per trip	..	..	7	25	..	7 25
Tindals, per trip	..	..	7	50	..	7 50
Lighters 80 tons and over—						
Lightermen, per trip	..	..	8	0	..	8 0
Assistant Tindals, per trip	..	..	8	50	..	8 50
Tindals, per trip	..	..	9	0	..	9 0

Note.—The above rates shall be increased by—

(i) 50 cents for—

(a) each trip involving transshipment of cargo from ship to ship ;

(b) each trip where cargo is “ shut out ” and subsequently re-directed to another vessel ;

(c) each trip where cargo is discharged into a lighter from hatch and subsequently loaded to another hatch of the same vessel ;

(ii) Re. 1.00 for each trip made beyond the locks to the Beira Lake ; and

(iii) Rs. 2.00 for each trip on which the lighter carries dangerous cargo.

*Guaranteed Time Rate (Monthly) :*

Lighters, under 80 tons—

Lightermen	..	..	105	0	..	105 0
Assistant Tindals	..	..	108	75	..	108 75
Tindals	..	..	112	50	..	112 50

Lighters of 80 tons and over—

Lightermen	..	..	122	0	..	122 0
Assistant Tindals	..	..	126	0	..	126 0
Tindals	..	..	130	0	..	130 0

When the lighter is awaiting or undergoing repair in the Boat Repair Yard and in the event of the employer failing to provide employment in another lighter during such period—

Lightermen	..	..	55	0	..	55 0
Assistant Tindals	..	..	55	0	..	55 0
Tindals	..	..	60	0	..	60 0

Class of Worker	Month : February, 1966		
	Basic Wage Rs. c.	Special Allowances Rs. c.	Total Rs. c.
<b>(13) Engineering Trade</b>			
<i>Daily Rates :</i>			
Unskilled labourers .. .. .	1 40	2 21	3 61
Semi-skilled workers, Grade I—			
Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fitters (iron and brass) ; smelters (iron and brass) ; checkers (timber), sawyers ; caulkers (wood) ; boiler attendants ; drivers (engine) .. firemen ; tyre repairers ; tyre vulcanizers .. .. .	1 65	2 31	3 96
Semi-skilled workers, Grade II—			
Painters ; bowmen ; greasers ; cleaners and washers ; mason, mates and blacksmith mates, employed in repairing, constructing and maintenance of roads, including workers employed in cutting side drains, scarifying the road surface, metal spreading, loading, unloading and piling of metal, tarring roads and concrete mixing by hand .. .. .	1 45	2 31	3 76
Skilled workers—			
Turners ; machinists (iron and steel working) ; machinists (wood working) ; coppersmiths ; plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; coremakers ; pattern-makers ; carpenters, joiners and cabinet-makers ; boat-builders ; saw sharpeners ; machine-knife sharpeners ; sign writers ; polishers (applicers of French polish) ; masons ; launch tinders drivers ; splicers (rope and sail makers) ; glaziers ; driver mechanics ; oil and steam roller drivers ; shipwrights, body-builders ; hood-makers ; mechanics ; tinkers (motor) ; tinsmiths ; riveters and caulkers ; crane drivers ; miners (blasters and drillers) and sledgers employed in repairing, constructing and maintenance of roads .. .. .	2 0	2 31	4 31
Kanganies .. .. .	1 80	2 31	4 11
Watchers .. .. .	1 70	2 31	4 01
Trade learners and apprentices—			
First year .. .. .	0 50	1 17	1 67
Second year .. .. .	0 66	1 27	1 93
Third year .. .. .	0 85	1 62	2 47
Fourth year .. .. .	1 10	1 77	2 87

**(14) Ice and Aerated Waters Manufacturing Trade**

*Daily Rates :*

*Grade I :*

Kanganies, Head Syrup Makers, Water Filtration Plant Operators, Can Makers, Carpenters, Fillers (Automatic), Checkers .. .. .	2 0	2 31	4 31
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*Grade II :*

Can Repairers, CO <sub>2</sub> Gas Control Men, Asst. Syrup Makers, Syrupers, Crowners, Clean Bottle Examiners, Carbonator Operators, Production Counters, Fillers (Hand), Labelless (Automatic), Bottle Washer off-loaders, any other workers engaged in automatic machines in the production of mineral or aerated waters, Ice Harvestors .. .. .	1 65	2 31	3 96
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Class of Worker	Month : February, 1966		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
<b>(14) Ice and Aerated Waters Manufacturing Trade (contd.)</b>			
<b>Grade III :</b>			
Ice Storers, Ice Packers, Ice Loaders, Syrup Room Labourers, Bottle Unpackers, Bottle Sorters or Cleaners, Bottle Washer Loaders, Case Fillers, Bottle Packers, Cleaners or Sweepers, Hand Washers, Case Carriers or Stackers, Stores Labourers, Labellers (Hand), Van Loaders .. ..	1 40	2 21	3 61

**(15) Match Manufacturing Trade**

Daily Rates:

**Grade I—**

Splint chopping by machine driver; peeling splints, rims, outside veneers and bottom veneers by machine driver; sharpening knives and tools by machine driver; filling frames by machine driver; dipping of sticks in chemical composition by machine driver; frictioning by machine driver; mixing composition for match head by mixer; paper slitting by machine driver; the work of an overseer or kangany; box filling by machine driver:—

(a) Male Workers, 18 years and over ..	2 0	1 94	3 94
(b) Female Workers, 18 years and over ..	1 64	1 84	3 48
(c) Young persons, over 14 years, but under 18 years .. ..	1 25	1 48	2 73

**Grade II—**

Cross-cutting by hand; cross-cutting by machine driver; splint levelling; cutting outside, rim and bottom veneers by cutter; inner box making by machine; sharpening knives and tools by machine by helper; paraffining by hand; emptying frames; side painting of boxes; checking filled boxes; banderolling by machine driver and assistant; mixing composition for painting sides of boxes outer box making by machine; feeding boxes by machine for box filling; dipping sticks in chemical composition by hand:—

(a) Male Workers, 18 years and over ..	1 60	1 94	3 54
(b) Female Workers, 18 years and over ..	1 32	1 84	3 16
(c) Young persons over 14 years but under 18 years .. ..	1 0	1 48	2 48

**Grade III—**

The work (in the Match Manufacturing Trade) of all workers not specified in Grade I or Grade II above other than the work of a watcher—

(a) Male Workers, 18 years and over ..	1 40	1 84	3 24
(b) Female Workers, 18 years and over ..	1 15	1 72	2 87
(c) Young persons, over 14 years but under 16 years .. ..	0 70	1 22	1 92
(d) Young persons, over 16 years but under 18 years .. ..	0 90	1 48	2 38

**Grade IV—**

Watcher .. ..	1 70	1 94	3 64
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Month : February, 1966

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(16) Motor Transport Trade</b>					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers .. ..	100	0	66	42	166 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	66	42	156 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	63	92	148 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate) .. ..	100	0	66	42	166 42
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate .. ..	70	0	66	42	131 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses .. ..	67	50	66	42	133 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. .. ..	60	0	62	02	122 02
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	62	02	112 02
Class I Workers : Omnibus checkers or time-keepers .. ..	60	0	62	02	122 02
Class J Workers : Omnibus Inspectors and omnibus stand supervisors .. ..	90	0	62	02	152 02
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items .. ..	45	0	51	67	96 67
<i>Daily Rates :</i>					
Class A worker .. ..	4	0	2	82	6 82
" B " .. ..	4	0	2	82	6 82
" C " .. ..	3	25	2	82	6 07
" D " .. ..	4	0	2	82	6 82
" E " .. ..	2	75	2	57	5 32
" F " .. ..	2	75	2	82	5 57
" G " .. ..	2	50	2	82	5 32
" H " .. ..	2	25	2	82	5 07
" K " .. ..	1	50	1	94	3 44

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

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

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

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(17) Plumbago Trade</b>					
<i>Daily Rates :</i>					
Worker other than those employed in curing and dressing—					
Underground workers—					
Basses .. .. .	3	0	1	36	4 36
Kanganies } Loaders } Onsetters or Donakatakarayas } Overseers }	2	50	1	36	3 86
Shift bosses .. .. .	2	33	1	36	3 69
Blasters } Drillers (hand and machine) } Shaft drivers } Stoppers (excavators) } Timbermen }	2	25	1	36	3 61
Muckers } Trolleyman } Unskilled labourers }	1	75	1	36	3 11
Underground and surface workers—					
Electricians } Enginemen } Fitters } Hoistmen } Mechanics } Pumpmen } Winchmen }	2	75	1	36	4 11
Checkers .. .. .	2	50	1	36	3 86
Electricians (assistants) } Fitters (assistants) } Windlassmen (dabare workers) } Mechanics (assistants) }	1	75	1	36	3 11
Surface workers—					
Carpenters } Masons }	2	75	1	36	4 11
Overseers .. .. .	2	50	1	36	3 86
Bakkikarayas or Banksman } Blacksmiths } Boilerman } Drill sharpeners }	2	25	1	36	3 61
Firewood carriers and splitters	1	85	1	36	3 21
Carters } Watchers }	1	75	1	36	3 11
Cooks } Smithy boys } Unskilled labourers }	1	49	1	36	2 85

*Note.*—The basic rates given above are applicable to all workers in the above group irrespective of sex or age. However the special allowance (and therefore the total itself) given above applies only to male workers not under 18 years of age. The total minimum wages applicable to female workers not under 18 years of age and workers (irrespective of sex) under 18 years of age will have to be worked out by adding the respective basic rate given above to the special allowance applicable to them. The special allowance are as follows :—

- (a) female worker, not under 18 years of age .. Re. 1.00
- (b) worker, irrespective of sex, under 18 years of age .. 0.93 cents

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(17) Plumbago Trade (contd.)</b>					
Workers employed in curing and dressing—					
(a) As overseers and kanganies	..	2 25	..	1 56	.. 3 81
(b) On different jobs—					
Male workers not under 18 years	..	1 50	..	1 56	.. 3 06
Female workers not under 18 years	..	1 25	..	1 20	.. 2 45
Worker under 18 years	..	0 75	..	1 13	.. 1 88
<b>(18) Printing Trade</b>					
<i>Monthly Rates :</i>					
Class A Workers : Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, process camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists	..	110 0	..	110 42	.. 220 42
Class B Workers : Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)	..	87 50	..	88 42	.. 175 92
Class C, Grade I Workers : Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	..	65 0	..	77 42	.. 142 42
Class C, Grade II Workers : Platen Machine Minders	..	60 0	..	71 80	.. 131 80
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	..	50 0	..	66 42	.. 116 42
Class E Workers : Unskilled workers not under 18 years of age	..	42 0	..	63 73	.. 105 73
Class F Workers : Unskilled workers under 18 years of age	..	20 0	..	42 22	.. 62 22
Class G Workers : Watchers	..	44 0	..	66 42	.. 110 42
Class A—1st year learner	..	33 0	..	46 32	.. 79 32
" B " "	..	26 0	..	39 72	.. 65 72
" C Grade I, 1st year learner	..	24 0	..	41 92	.. 65 92
" C Grade II " "	..	22 0	..	39 72	.. 61 72
" D—1st year learner	..	19 0	..	37 52	.. 56 52
Class A—2nd year learner	..	44 0	..	55 62	.. 99 62
" B " "	..	36 0	..	53 42	.. 89 42
" C Grade I, 2nd year learner	..	29 0	..	47 80	.. 76 80
" C Grade II " "	..	27 0	..	45 11	.. 72 11
" D—2nd year learner	..	23 0	..	42 42	.. 65 42
Class A—3rd year learner	..	58 0	..	64 92	.. 120 92

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(18) Printing Trade—(contd.)</b>						
Class B—3rd year learner ..	49	0	60	52	109	52
„ C Grade I, 3rd year learner ..	36	0	53	92	89	92
„ C Grade II „ „ ..	32	0	50	50	82	50
„ D—3rd year learner ..	28	0	47	32	75	32
Class A—4th year learner ..	71	0	78	62	149	62
„ B „ „ ..	64	0	70	80	134	80
„ C Grade I, 4th year learner ..	44	0	62	73	106	73
„ C Grade II „ „ ..	39	0	58	45	97	45
„ D—4th year learner ..	34	0	54	42	88	42
Class A—5th year learner ..	88	0	92	82	180	82

**(19) Rubber Export Trade**

*Daily Rates :*

**A.—Male workers not under 18 years of age—**

**(a) Grade II:**

Workers employed in stripping ; clipping and bark-cutting ; washing and re-smoking moulding rubber ; general labour including moving to presses, weighing machines and other parts of the store ; assembling, wrapping and picking rubber for baling ; pressing, hooping and wire tying ; cutting jute hessian covers ; painting, drying, assembling and marking ; treating jute hessian for special packing ; covering bales with jute hessian and stitching ; laying out bales ; cleaning and sweeping of stores and drains ..

1 40 .. 2 21 .. 3 61

**(b) Intermediate Grade :**

Workers employed in weighing ; grading and sorting ; the work of press operators ..

1 60 .. 2 31 .. 3 91

**(c) Grade I :**

Workers employed in loading, unloading and carrying bales ; stacking ..

1 80 .. 2 31 .. 4 11

**(d) Watchers ..**

1 70 .. 2 31 .. 4 01

**B.—Female workers not under 18 years of age —**

**(a) Grade II :**

Workers employed in work other than sorting ..

1 15 .. 2 09 .. 3 24

**(b) Grade I :**

Workers employed in sorting ..

1 30 .. 2 09 .. 3 39

**C.—Workers (irrespective of sex) under 18 years of age**

Over 14 years but under 15 years ..

0 80 .. 1 65 .. 2 45

Over 15 years but under 16 years ..

0 90 .. 1 70 .. 2 60

Over 16 years but under 17 years ..

1 0 .. 1 75 .. 2 75

Over 17 years but under 18 years ..

1 15 .. 1 85 .. 3 00

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.		Rs.
<b>(20) Rubber Growing and Manufacturing Trade</b>						
<i>Daily Rates:</i>						
Male worker not under 16 years ..	1	40	1	30	2	70
Female worker not under 16 years ..	1	30	0	96	2	26
Child worker ..	1	5	0	89	1	94
<b>(21) Tea Export Trade</b>						
<i>Daily Rates:</i>						
<b>A.—Male workers not under 18 years of age—</b>						
<b>(a) Grade II—</b>						
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 wire-tying, scraping out old marks, marking and stencilling, marking 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 re-firing and polishing green tea ..						
	1	40	2	21	3	61
<b>(b) Intermediate Grade—</b>						
Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..						
	1	60	2	31	3	91
<b>(c) Grade I—</b>						
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	31	4	11
<b>(d) Box makers and repairers ..</b>	1	60	2	31	3	91
<b>(e) Watchers ..</b>	1	70	2	31	4	01
<b>B.—Female workers (not under 18 years of age) ..</b>	1	15	2	09	3	24
<b>C.—Workers (irrespective of sex) under 18 years of age—</b>						
Over 14 years but under 15 years ..	0	80	1	65	2	45
Over 15 years but under 16 years ..	0	90	1	70	2	60
Over 16 years but under 17 years ..	1	0	1	75	2	75
Over 17 years but under 18 years ..	1	15	1	85	3	00

**(22) Tea Growing and Manufacturing Trade**

*Daily Rates:*

Male worker not under 16 years ..	1	25	1	30	2	55
Female worker not under 15 years ..	1	5	0	96	2	01
Child worker ..	0	80	0	89	1	69

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(23) Liquor and Vinegar Trade</b>						
<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 .. .. .	85	0	—	..	85	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 .. .. .	60	0	—	..	60	0
Collecting toddy from trees in the vinegar section of the trade .. .. .	52	50	—	..	52	50
Distilling toddy at distillery .. .. .	100	0	—	..	100	0
<i>Daily Rates :</i>						
Bottling, corking and labelling arrack bottles .. .. .	3	0	—	..	3	0
Unskilled labourers .. .. .	3	0	—	..	3	0
<i>Piece Rates :</i>						
Coupling of coconut palms, for each coupling .. .. .	0	70	—	..	0	70
Changing ropes, for each coupling .. .. .	0	35	—	..	0	35
Cutting and removing ropes, for each coupling .. .. .	0	30	—	..	0	30
Laddering coconut palms, for each tope not exceeding 110 palms .. .. .	35	0	—	..	35	0
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns, for each gallon of toddy delivered by worker—						
Galle District .. .. .	0	54	—	..	0	54
Western Province .. .. .	0	61	—	..	0	61
Chilaw District .. .. .	0	64	—	..	0	64
Nuwara Eliya or Kandy District .. .. .	0	65	—	..	0	65
Matara, Jaffna or Matale District .. .. .	0	72	—	..	0	72
Puttalam, Anuradhapura or Hambantota District .. .. .	0	77	—	..	0	77
Badulla, Ratnapura, Kurunegala or Kegalla District .. .. .	0	80	—	..	0	80
Trincomalee, Batticaloa, Mannar or Mullaitivu District .. .. .	1	5	—	..	1	5
Tapping coconut, kitul or palmyrah palms for supplying toddy to distilleries or for the manufacture of vinegar, for each gallon of toddy delivered by worker .. .. .						
	0	41	—	..	0	41
Tapping spadices for supplying toddy to distilleries or for the manufacture of vinegar—						
(a) for not exceeding 100 coconut, kitul or palmyrah palms .. .. .	62	50	—	..	62	50
(b) for every palm in excess of 100 such palms .. .. .	0	62½	—	..	0	62½
Tapping spadices for supplying toddy to taverns for 25-40 coconut, kitul or palmyrah palms .. .. .						
	60	0	—	..	60	0

## APPENDIX II

\* Ready Reckoner showing the Minimum wages payable for the number of days worked during February 1966 to workers in the Baking Trade

No. of Days	Class A	Class B	Class C	No. of Days
<i>Normal working days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working days</i>
½	2 81½	2 39½	1 76	½
1	5 63	4 79	3 52	1
2	11 26	9 58	7 05	2
3	16 89	14 38	10 57	3
4	22 53	19 17	14 10	4
5	28 16	23 96	17 62	5
6	33 79	28 75	21 15	6
7	39 42	33 54	24 67	7
8	45 05	3	28 19	8
9	50 68	43 13	31 72	9
10	56 31	47 92	35 24	10
11	61 94	52 71	38 77	11
12	67 58	57 50	42 29	12
13	73 21	62 29	45 81	13
14	78 84	67 08	49 34	14
15	84 47	71 88	52 86	15
16	90 10	76 67	56 39	16
17	95 73	81 46	59 91	17
18	101 36	86 25	63 44	18
19	106 99	91 04	66 96	19
20	112 63	95 83	70 48	20
21	118 26	100 63	74 01	21
22	123 89	105 42	77 53	22
23	129 52	110 21	81 06	23
24	135 15	115 00	84 58	24
Extra-payment for work done on poya holidays				
1	5 41	4 60	3 38	1
2	10 82	9 20	6 76	2
3	16 23	13 80	10 14	3
4	21 64	18 40	13 52	4

\* The amounts shown as payable for different number of days in this ready reckoner have been arrived at taking the difference between the number of days shown and the minimum number of days to be worked in the month to earn the minimum wages for the month as unauthorized absence.

2. The amounts payable for different number of days worked by workers who have not been in employment for a full month should be arrived in accordance with para. 3 of Part II of the Wages Boards decisions.

3. The amounts shown as payable for different days up to 24 days are wages payable for working that number of normal working days other than poya holidays. If the number of days worked includes poya holidays, the amounts payable have to be computed by reckoning separately the wages payable for the number of normal working days worked and the extra remuneration due for work on the number of poya holidays.

### APPENDIX III

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1966, to workers in the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Person	Grade II	Grade I		
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
1	1 80½	1 65½	1 55½	1 98	2 05½	2 15½	1
2	3 61	3 31	3 11	3 96	4 11	4 31	2
3	7 22	6 62	6 22	7 92	8 22	8 62	3
4	10 83	9 93	9 33	11 88	12 33	12 93	4
5	14 44	13 24	12 44	15 84	16 44	17 24	5
6	18 05	16 55	15 55	19 80	20 55	21 55	6
7	21 66	19 86	18 66	23 76	24 66	25 86	7
8	25 27	23 17	21 77	27 72	28 77	30 17	8
9	28 88	26 48	24 88	31 68	32 88	34 48	9
10	32 49	29 79	27 99	35 64	36 99	38 79	10
11	36 10	33 10	31 10	39 60	41 10	43 10	11
12	39 71	36 41	34 21	43 56	45 21	47 41	12
13	43 32	39 72	37 32	47 52	49 32	51 72	13
14	46 93	43 03	40 43	51 48	53 43	56 03	14
15	50 54	46 34	43 54	55 44	57 54	60 34	15
16	54 15	49 65	46 65	59 40	61 65	64 65	16
17	57 76	52 96	49 76	63 36	65 76	68 96	17
18	61 37	56 27	52 87	67 32	69 87	73 27	18
19	64 98	59 58	55 98	71 28	73 98	77 58	19
20	68 59	62 89	59 09	75 24	78 09	81 89	20
21	72 20	66 20	62 20	79 20	82 20	86 20	21
22	75 81	69 51	65 31	83 16	86 31	90 51	22
23	79 42	72 82	68 42	87 12	90 42	94 82	23
24	83 03	76 13	71 53	91 08	94 53	99 13	24
24	86 64	79 44	74 64	95 04	98 64	103 44	24
<i>Poya days work</i>							<i>Poya days work</i>
1	5 42	4 97	4 67	5 94	6 17	6 47	1
2	10 84	9 94	9 34	11 88	12 34	12 94	2
3	16 26	14 91	14 01	17 82	18 51	19 41	3
4	21 68	19 88	18 68	23 76	24 63	25 58	4

"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.

Note 1.—The information shown for the number of days up to 24 refers to work done on days other than poya days in the month. If a worker has worked on poya days as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

## APPENDIX IV

\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1966, to workers in the Cinema Trade

*Outside the Municipal Areas*

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Semi-Skilled Grade II	Semi-Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 95½	2 08	2 26½	2 56	2 09½	2 26	3 61½	½
1	3 91	4 16	4 53	5 12	4 19	4 52	7 23	1
2	7 82	8 33	9 06	10 23	8 38	9 04	14 46	2
3	11 73	12 49	13 60	15 35	12 56	13 56	21 69	3
4	15 64	16 66	18 13	20 46	16 75	18 08	28 92	4
5	19 55	20 82	22 66	25 58	20 94	22 60	36 15	5
6	23 46	24 99	27 19	30 69	25 13	27 13	43 38	6
7	27 37	29 15	31 72	35 81	29 31	31 65	0 60	7
8	31 28	33 31	36 25	40 92	33 50	36 17	7 83	8
9	35 19	37 48	40 79	46 04	37 69	40 69	65 06	9
10	39 10	41 64	45 32	51 15	41 88	45 21	72 29	10
11	43 01	45 81	49 85	56 27	46 06	49 73	79 52	11
12	46 92	49 97	54 38	61 38	50 25	54 25	86 75	12
13	50 83	54 13	58 91	66 50	54 44	58 77	93 98	13
14	54 74	58 30	63 44	71 61	58 63	63 29	101 21	14
15	58 65	62 46	67 98	76 73	62 81	67 81	108 44	15
16	62 56	66 63	72 51	81 84	67 00	72 33	115 67	16
17	66 47	70 79	77 04	86 96	71 19	76 85	122 90	17
18	70 38	74 96	81 57	92 07	75 38	81 38	130 13	18
19	74 29	79 12	86 10	97 19	79 56	85 90	137 35	19
20	78 20	83 28	90 63	102 30	83 75	90 42	144 58	20
21	82 11	87 45	95 17	107 42	87 94	94 94	151 81	21
22	86 02	91 61	99 70	112 53	92 13	99 46	159 04	22
23	89 93	95 78	104 23	117 65	96 31	103 98	166 27	23
24	93 84	99 94	108 76	122 76	100 50	108 50	173 50	24
25	99 47	105 94	115 29	130 13	106 53	115 01	183 91	25
26	105 10	111 94	121 82	137 50	112 56	121 52	194 32	26
27	110 73	117 94	128 35	144 87	118 59	128 03	204 73	27
28	116 36	123 94	134 88	152 24	124 62	134 54	215 14	28

\* The amounts shown as payable for different number of days in this ready reckoner have been arrived at taking the difference between the number of days shown and the minimum number of days to be worked in the month to earn the minimum wages for the month as unauthorized absence.

2. The amounts payable for different number of days worked by workers who have not been in employment for a full month should be arrived in accordance with para 4 of Part II of the Wages Boards decision.

APPENDIX IV—(contd.)

\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1966, to workers in the Cinema Trade

Within the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Semi-Skilled Grade II	Semi-Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 95½	2 14	2 43½	2 66	2 20	2 36½	3 61½	1
2	3 91	4 28	4 87	5 32	4 40	4 73	7 23	2
3	7 82	8 58	9 73	10 65	8 79	9 46	14 46	3
4	11 73	12 87	14 60	15 97	13 19	14 19	21 69	4
5	15 64	17 16	19 46	21 29	17 58	18 92	28 92	5
6	19 55	21 45	24 33	26 62	21 98	23 65	36 15	6
7	23 46	25 74	29 19	31 94	26 38	28 38	43 38	7
8	27 37	30 02	34 06	37 26	30 77	33 10	50 60	8
9	31 28	34 31	38 92	42 59	35 17	37 83	57 83	9
10	35 19	38 60	43 79	47 91	39 56	42 56	65 06	10
11	39 10	42 89	48 65	53 23	43 96	47 29	72 29	11
12	43 01	47 18	53 52	58 56	48 35	52 02	79 52	12
13	46 92	51 47	58 38	63 88	52 75	56 75	86 75	13
14	50 83	55 76	63 25	69 20	57 15	61 48	93 98	14
15	54 74	60 05	68 11	74 53	61 54	66 21	101 21	15
16	58 65	64 34	72 98	79 85	65 94	70 94	108 44	16
17	62 56	68 63	77 84	85 17	70 33	75 67	115 67	17
18	66 47	72 92	82 71	90 50	74 73	80 40	122 90	18
19	70 38	77 21	87 58	95 82	79 13	85 13	130 13	19
20	74 29	81 49	92 44	101 14	83 52	89 85	137 35	20
21	78 20	85 78	97 30	106 47	87 92	94 58	144 58	21
22	82 11	90 07	102 17	111 79	92 31	99 31	151 81	22
23	86 02	94 36	107 03	117 11	96 71	104 04	159 04	23
24	89 93	98 65	111 90	122 44	101 10	108 77	166 27	24
25	93 84	102 94	116 76	127 76	105 50	113 50	173 50	25
26	99 47	109 12	123 77	135 43	111 83	120 31	183 91	26
27	105 10	115 30	130 78	143 10	118 16	127 12	194 32	27
28	110 73	121 48	137 79	150 77	124 49	133 93	204 73	28
28	116 36	127 66	144 80	158 44	130 82	140 74	215 14	28

\* The amounts shown as payable for different number of days in this ready reckoner have been arrived at taking the difference between the number of days shown and the minimum number of days to be worked in the month to earn the minimum wages for the month as unauthorized absence.

2. The amounts payable for different number of days worked by workers who have not been in employment for a full month should be arrived in accordance with para. 4 of Part II of the Wages Boards decision.

## APPENDIX V

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during February, 1966, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
Normal Working days	Rs. e.	Rs. c.	Rs. c.	Rs. e.	Rs. c.	Rs. c.	Rs. e.	Rs. c.	Rs. c.	Normal working days
1/2	0 55	0 65	1 20	0 45	0 48	0 93	0 32½	0 44½	0 77	1/2
1	1 10	1 30	2 40	0 90	0 96	1 86	0 65	0 89	1 54	1
2	2 20	2 60	4 80	1 80	1 92	3 72	1 30	1 78	3 08	2
3	3 30	3 90	7 20	2 70	2 88	5 58	1 95	2 07	4 62	3
4	4 40	5 20	9 60	3 60	3 84	7 44	2 60	3 56	6 16	4
5	5 50	6 50	12 00	4 50	4 80	9 30	3 25	4 45	7 70	5
6	6 60	7 80	14 40	5 40	5 76	11 16	3 90	5 34	9 24	6
7	7 70	9 10	16 80	6 30	6 72	13 02	4 55	6 23	10 78	7
8	8 80	10 40	19 20	7 20	7 68	14 88	5 20	7 12	12 32	8
9	9 90	11 70	21 60	8 10	8 64	16 74	5 85	8 01	13 86	9
10	11 00	13 00	24 00	9 00	9 60	18 60	6 50	8 90	15 40	10
11	12 10	14 30	26 40	9 90	10 56	20 46	7 15	9 79	16 94	11
12	13 20	15 60	28 80	10 80	11 52	22 32	7 80	10 68	18 48	12
13	14 30	16 90	31 20	11 70	12 48	24 18	8 45	11 57	20 02	13
14	15 40	18 20	33 60	12 60	13 44	26 04	9 10	12 46	21 56	14
15	16 50	19 50	36 00	13 50	14 40	27 90	9 75	13 35	23 10	15
16	17 60	20 80	38 40	14 40	15 36	29 76	10 40	14 24	24 64	16
17	18 70	22 10	40 80	15 30	16 32	31 62	11 05	15 13	26 18	17
18	19 80	23 40	43 20	16 20	17 28	33 48	11 70	16 02	27 72	17
19	20 90	24 70	45 60	17 10	18 24	35 34	12 35	16 91	29 26	19
20	22 60	26 00	48 00	18 00	19 20	37 20	13 00	17 80	30 80	20
21	23 10	27 30	50 40	18 90	20 16	39 06	13 65	18 69	32 34	21
22	24 20	28 60	52 80	19 80	21 12	40 92	14 30	19 58	33 88	22
23	25 30	29 90	55 20	20 70	22 08	42 78	14 95	20 47	35 42	23
24	26 40	31 20	57 60	21 60	23 04	44 64	15 60	21 36	36 96	24
Poyaday work										Poyaday work
1			3 60			2 79			2 31	1
2			7 20			5 58			4 62	2
3			10 80			8 37			6 93	3
4			14 40			11 16			9 24	4

Note 1.—The information shown for the number of days up to 24 refers to work done on days other than Poya days in the month. If a worker has worked on a Poya day as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

\* Note 2.—A "child worker" means a male worker under 16 years of age or a female worker under 15 years of age.

## APPENDIX VI

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1966, to workers in the Coconut Growing and Manufacturing Trades**

No. of Days	<i>The Coconut Growing Trade</i>				<i>The Coconut Manufacturing Trade</i>				No. of Days
	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	
<i>Normal working days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working days</i>
½	1 35	1 27½	1 00½	0 84½	1 97½	1 77½	1 45½	1 42	½
1	2 70	2 55	2 01	1 69	3 95	3 55	2 91	2 84	1
2	5 40	5 10	4 02	3 33	7 90	7 10	5 82	5 68	2
3	8 10	7 65	6 03	5 07	11 85	10 65	8 73	8 52	3
4	10 80	10 20	8 04	6 76	15 80	14 20	11 64	11 36	4
5	13 50	12 75	10 05	8 45	19 75	17 75	14 55	14 20	5
6	16 20	15 30	12 06	10 14	23 70	21 30	17 46	17 04	6
7	18 90	17 85	14 07	11 83	27 65	24 85	20 37	19 88	7
8	21 60	20 40	16 08	13 52	31 60	28 40	23 28	22 72	8
9	24 30	22 95	18 09	15 21	35 55	31 95	26 19	25 56	9
10	27 00	25 50	20 10	16 90	39 50	35 50	29 10	28 40	10
11	29 70	28 05	22 11	18 59	43 45	39 05	32 01	31 24	11
12	32 40	30 60	24 12	20 28	47 40	42 60	34 92	34 08	12
13	35 10	33 15	26 13	21 97	51 35	46 15	37 83	36 92	13
14	37 80	35 70	28 14	23 66	55 30	49 70	40 74	39 76	14
15	40 50	38 25	30 15	25 35	59 25	53 25	43 65	42 60	15
16	43 20	40 80	32 16	27 04	63 20	56 80	46 56	45 44	16
17	45 90	43 35	34 17	28 73	67 15	60 35	49 47	48 28	17
18	48 60	45 90	36 18	30 42	71 10	63 90	52 38	51 12	18
19	51 30	48 45	38 19	32 11	75 05	67 45	55 29	53 96	19
20	54 00	51 00	40 20	33 80	79 00	71 00	58 20	56 80	20
21	56 70	53 55	42 21	35 49	82 95	74 55	61 11	59 64	21
22	59 40	56 10	44 22	37 18	86 90	78 10	64 02	62 48	22
23	62 10	58 65	46 23	38 87	90 85	81 65	66 93	65 32	23
24	64 80	61 20	48 24	40 56	94 80	85 20	69 84	68 16	24
<i>Poya day work</i>									<i>Poya day work</i>
1	4 05	3 82	3 02	2 54	5 92	5 32	4 36	4 26	1
2	8 10	7 64	6 04	5 08	11 84	10 64	8 72	8 52	2
3	12 15	11 46	9 06	7 62	17 76	15 96	13 08	12 78	3
4	16 20	15 28	12 08	10 16	23 68	21 28	17 44	17 04	4

*Notes 1.*— The information shown for the number of days up to 24 refers to work done on days other than Poyadays in the month. If a worker has worked on Poyadays as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working day and Poyadays.

*Notes 2.*— "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 Worker" refers 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 VII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1966, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-garies	Watch-ers	Trade Learners and Apprentices				No. of Days	
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year		
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	1 80½	1 98	1 88	2 15½	2 05½	1 00½	0 83½	0 96½	1 23½	1 43½	½	½
1	3 61	3 96	3 76	4 31	4 11	4 01	1 67	1 93	2 47	2 87	1	1
2	7 22	7 92	7 52	8 62	8 22	8 02	3 34	3 86	4 94	5 74	2	2
3	10 83	11 88	11 28	12 93	12 33	12 03	5 01	5 79	7 41	8 61	3	3
4	14 44	15 84	15 04	17 24	16 44	16 04	6 68	7 72	9 88	11 48	4	4
5	18 05	19 80	18 80	21 55	20 55	20 05	8 35	9 65	12 35	14 35	5	5
6	21 66	23 76	22 56	25 86	24 66	24 06	10 02	11 58	14 82	17 22	6	6
7	25 27	27 72	26 32	30 17	28 77	28 07	11 69	13 51	17 29	20 09	7	7
8	28 88	31 68	30 08	34 48	32 88	32 08	13 36	15 44	19 76	22 96	8	8
9	32 49	35 64	33 84	38 79	36 99	36 09	15 03	17 37	22 23	25 83	9	9
10	36 10	39 60	37 60	43 10	41 10	40 10	16 70	19 30	24 70	28 70	10	10
11	39 71	43 56	41 36	47 41	45 21	44 11	18 37	21 23	27 17	31 57	11	11
12	43 32	47 52	45 12	51 72	49 32	48 12	20 04	23 16	29 64	34 44	12	12
13	46 93	51 48	48 88	56 03	53 43	52 13	21 71	25 09	32 11	37 31	13	13
14	50 54	55 44	52 64	60 34	57 54	56 14	23 38	27 02	34 58	40 18	14	14
15	54 16	59 40	56 40	64 65	61 65	60 15	25 05	28 95	37 05	43 05	15	15
16	57 76	63 36	60 61	68 96	65 76	64 16	26 72	30 88	39 52	45 92	16	16
17	61 37	67 32	63 92	73 27	69 87	68 17	28 39	32 81	41 99	48 79	17	17
18	64 98	71 23	67 68	77 58	73 98	72 18	30 06	34 74	44 46	51 66	18	18
19	68 59	75 24	71 44	81 89	78 09	76 19	31 73	36 67	46 93	54 53	19	19
20	72 20	79 20	75 20	86 30	82 20	80 20	33 40	38 60	49 40	57 40	20	20
21	75 81	83 16	78 96	90 51	86 31	84 21	35 07	40 53	51 87	60 27	21	21
22	79 42	87 12	82 72	94 82	90 42	88 23	36 74	42 46	54 34	63 14	22	22
23	83 03	91 08	86 48	99 13	94 53	92 23	38 41	44 39	56 81	66 01	23	23
24	86 64	95 04	90 24	103 44	98 64	96 24	40 08	46 32	59 28	68 88	24	24
<i>Poya days work</i>												<i>Poya days work</i>
1	5 42	5 94	5 64	6 47	6 17	6 02	2 51	2 90	3 71	4 31	1	1
2	10 84	11 88	11 28	12 94	12 34	12 04	5 02	5 80	7 42	8 62	2	2
3	16 26	17 82	16 92	19 41	18 51	18 06	7 53	8 70	11 13	12 93	3	3
4	21 68	23 76	22 56	25 88	24 68	24 08	10 04	11 60	14 84	17 24	4	4

**Note 1.**—The information shown for the number of days up to 24 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

**2.** Watchers governed by the decision of the Wages Board for the Engineering Trade are not entitled to enhanced rate of wages for work done on any Poya day merely by virtue of the fact that they worked on such Poya day.

**3.** Workers in the Engineering trade engaged on work outside the business premises of the employer for periods exceeding 12 days will not be entitled to the enhanced rate for Poya day work during that period.

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1966, to workers in the Match Manufacturing Trade

No. of days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons Over 14 Under 18 Years	Adults		Young Persons Over 14 Under 18 Years	Adults		Young Persons		Wat- chers	
	Male	Fe- male		Male	Fe- male		Male	Fe- male	Over 14 Under 17 Years	Over 17 Under 18 Years		
Normal Working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1/2	1 97	1 74	1 36 1/2	1 77	1 58	1 24	1 62	1 43 1/2	0 96	1 19	1 82	1/2
1	3 94	3 48	2 73	3 54	3 16	2 48	3 24	2 87	1 92	2 38	3 64	1
2	7 88	6 96	5 46	7 08	6 32	4 96	6 48	5 74	3 84	4 76	7 28	2
3	11 82	10 44	8 19	10 62	9 48	7 44	9 72	8 61	5 76	7 14	10 92	3
4	15 76	13 92	10 92	14 16	12 64	9 92	12 96	11 48	7 68	9 52	14 56	4
5	19 70	17 40	13 25	17 70	15 80	12 40	16 20	14 35	9 60	11 90	18 20	5
6	23 64	20 88	16 38	21 24	18 96	14 88	19 44	17 22	11 52	14 28	21 84	6
7	27 58	24 36	19 11	24 78	22 12	17 36	22 68	20 09	13 44	16 66	25 48	7
8	31 52	27 84	21 84	28 32	25 28	19 84	25 92	22 96	15 36	19 04	29 12	8
9	35 46	31 32	24 57	31 86	28 44	22 32	29 16	25 83	17 28	21 42	32 76	9
10	39 40	34 80	27 30	35 40	31 60	24 80	32 40	28 70	19 20	23 80	36 40	10
11	43 34	38 28	30 03	38 94	34 76	27 28	35 64	31 67	21 12	26 18	40 04	11
12	47 28	41 76	32 76	42 48	37 92	29 76	38 88	34 44	23 02	28 56	43 68	12
13	51 22	45 24	35 49	46 02	41 08	32 24	42 12	37 31	24 96	30 64	47 32	13
14	55 16	48 72	38 22	49 56	44 24	34 72	45 36	40 18	26 88	33 32	50 96	14
15	59 10	52 20	40 95	53 10	47 40	37 20	48 60	43 05	28 80	35 70	54 60	15
16	63 04	55 88	43 68	56 64	50 56	39 68	51 84	45 92	30 72	38 08	58 24	16
17	66 98	59 16	46 41	60 18	53 72	42 16	55 08	48 79	32 64	40 46	61 88	17
18	70 92	62 64	49 14	63 72	56 88	44 64	58 32	51 66	34 56	42 84	65 52	18
19	74 86	66 12	51 87	67 26	60 04	47 12	61 56	54 53	36 48	45 22	69 16	19
20	78 80	69 60	54 60	70 80	63 20	49 60	64 80	57 40	38 40	47 60	72 80	20
21	82 74	73 08	57 33	74 34	66 36	52 08	68 04	60 27	40 32	49 98	76 44	21
22	86 68	76 56	60 06	77 88	69 52	54 56	71 28	63 14	42 24	52 36	80 08	22
23	90 62	80 04	62 79	81 42	72 68	57 04	74 52	66 01	44 16	54 74	83 72	23
24	94 56	83 52	65 52	84 96	75 84	59 52	77 76	68 88	46 08	57 12	87 36	24
Poya days work												Poya days work
1	5 91	5 22	4 10	5 31	4 74	3 72	4 86	4 31	2 88	3 57	5 46	1
2	11 82	10 44	8 20	10 62	9 48	7 44	9 72	8 62	5 72	7 14	10 92	2
3	17 73	15 66	12 30	15 93	14 22	11 16	14 58	12 93	8 64	10 71	16 38	3
4	23 64	20 88	16 40	21 24	18 96	14 88	19 44	17 24	11 52	14 28	21 84	4

\* The information shown for the number of days up to 24 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

## APPENDIX IX

Ready Reckoner showing the Minimum Wages payable for the  
 number of days worked during February, 1966, to Monthly-paid workers  
in the Motor Transport Trade

No. of Days	Class A Class D	Class B	Class C	Class E	Class F	Class G Class I	Class H	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.	
½	3 46½	3 26	3 10½	2 74	2	2 54	2 33½	3 16½	2 01½	½
1	6 93	6 52	6 21	5 48	5 58	6	4 67	6 33	4 03	1
2	13 87	13 04	12 41	10 95	11 16	10 17	9 34	12 67	8 06	2
3	20 80	19 55	18 62	16 43	16 74	15 25	14 51	19 00	12 08	3
4	27 74	26 07	24 82	21 90	22 32	20 34	18 67	25 34	16 11	4
5	34 67	32 59	31 03	27 38	27 90	25 42	23 34	31 67	20 14	5
6	41 61	39 11	37 23	32 86	33 48	30 51	28 01	38 01	24 17	6
7	48 54	45 62	43 44	38 33	39 06	35 59	32 67	44 34	28 20	7
8	55 47	52 14	49 64	43 81	44 64	40 67	37 34	50 67	32 22	8
9	62 41	58 66	55 85	49 28	50 22	45 76	42 01	57 01	36 25	9
10	69 34	65 18	62 05	54 76	55 80	50 84	46 68	63 34	40 28	10
11	76 28	71 69	68 26	60 23	61 38	55 93	51 34	69 68	44 31	11
12	83 21	78 21	74 46	65 71	66 96	61 01	56 01	76 01	48 34	12
13	90 14	84 73	80 67	71 19	72 54	66 09	60 68	82 34	52 36	13
14	97 08	91 25	86 87	76 66	78 12	71 18	65 35	88 68	56 39	14
15	104 01	97 76	93 08	82 14	83 70	76 26	70 01	95 01	60 42	15
16	110 95	104 28	99 28	87 61	89 28	81 35	74 68	101 35	64 45	16
17	117 88	110 80	105 49	93 09	94 6	86 43	79 35	107 68	68 47	17
18	124 82	117 32	111 69	98 57	1 0 44	91 52	84 02	114 02	72 50	18
19	131 75	123 83	117 90	104 04	106 02	96 60	88 68	120 35	76 53	19
20	138 68	130 35	124 10	109 52	111 60	101 68	93 35	126 68	80 56	20
21	145 62	136 87	130 31	114 99	117 18	106 77	98 02	133 02		21
22	152 55	143 39	136 51	120 47	122 76	111 85	102 69	139 35	88 61	22
23	159 49	149 90	142 72	125 94	128 34	116 94	107 35	145 69	92 64	23
24	166 42	156 42	148 92	131 42	133 92	122 02	112 02	152 02	96 67	24
25	173 35	163 35	155 84	137 90	140 40	128 50	117 50	158 50	100 60	25
26	180 28	170 28	162 76	144 38	147 86	135 38	123 38	165 38	104 52	26
27	187 21	177 21	169 68	150 86	154 82	142 26	128 26	172 26	108 44	27
28	194 14	184 14	176 60	157 34	161 78	149 14	133 14	179 14	112 36	28
29	201 07	191 07	183 52	163 82	168 74	156 02	138 02	186 02	116 28	29
30	208 00	198 00	190 44	170 30	175 22	162 90	143 90	193 90	120 20	30

## APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number  
of days worked during February, 1966, to Daily-paid workers in  
the Motor Transport Trade

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.		Rs. c.				
½	3 41	3 03½	2 66	2 78½	2 53½	1 72	½
1	6 82	6 07	5 32	5 53	5 07	3 44	1
2	13 64	12 14	10 64	11 14	10 14	6 88	2
3	20 46	18 21	15 96	16 71	15 21	10 32	3
4	27 28	24 28	21 28	22 28	20 28	13 76	4
5	34 10	30 35	26 60	27 85	25 35	17 20	5
6	40 92	36 42	31 92	33 42	30 42	20 64	6
7	47 74	42 49	37 24	38 99	35 49	24 08	7
8	54 56	48 56	42 56	44 56	40 56	27 52	8
9	61 38	54 63	47 88	50 13	45 63	30 96	9
10	68 20	60 70	53 20	55 70	50 70	34 40	10
11	75 02	66 77	58 52	61 27	55 77	37 81	11
12	81 84	72 84	63 84	66 84	60 84	41 28	12
13	88 66	78 91	69 16	72 41	65 91	44 72	13
14	95 48	84 32	74 48	77 98	70 98	48 16	14
15	102 30	91 05	79 80	83 55	75 05	51 60	15
16	109 12	97 12	85 12	89 12	81 12	56 04	16
17	115 94	103 19	90 44	94 69	86 19	58 48	17
18	122 96	109 26	95 76	100 26	91 26	61 93	18
19	129 58	105 33	101 08	105 83	96 33	65 36	19
20	136 40	121 40	106 40	111 40	101 40	68 80	20
21	143 22	127 47	111 72	116 97	106 47	72 24	21
22	150 04	133 54	117 04	122 54	111 54	75 68	22
23	156 86	139 61	122 36	128 11	116 61	79 12	23
24	163 68	145 68	127 68	133 68	121 68	82 56	24
25	170 50	151 75	133 00	139 25	126 75	86 00	25
26	177 32	157 82	138 32	144 82	131 82	89 44	26
27	184 14	163 80	143 64	150 39	136 89	92 88	27
28	290 96	169 96	148 96	155 96	141 96	96 82	28

## APPENDIX XI

**\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1966, to workers in the Printing Trade**

No. of Days	<i>Workers other than Apprentices</i>								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
1	4 59	3 66½	2 96½	2 74½	2 42½	2 20½	1 29½	2 30	1
1	9 18	7 33	5 93	5 49	4 85	4 41	2 59	4 60	1
2	18 37	14 66	11 87	10 98	9 70	8 81	5 19	9 20	2
3	27 55	21 99	17 80	16 48	14 55	13 22	7 78	13 80	3
4	36 74	29 32	23 74	21 97	19 40	17 62	10 37	18 40	4
5	45 92	36 65	29 67	27 46	24 25	22 03	12 96	23 00	5
6	55 11	43 98	35 61	32 95	29 11	26 43	15 56	27 61	6
7	64 29	51 31	41 54	38 44	33 96	30 84	18 15	32 21	7
8	73 47	58 64	47 47	43 93	38 81	35 24	20 74	36 81	8
9	82 66	65 97	53 41	49 43	43 66	39 65	23 33	41 41	9
10	91 84	73 30	59 34	54 92	48 51	44 05	25 93	46 01	10
11	101 03	80 63	65 28	60 41	53 36	48 46	28 52	50 61	11
12	110 21	87 96	71 21	65 90	58 21	52 87	31 11	55 21	12
13	119 39	95 29	77 14	71 39	63 06	57 27	33 70	59 81	13
14	128 58	102 62	83 08	76 88	67 91	61 68	36 30	64 41	14
15	137 76	109 95	89 01	82 38	72 76	66 08	38 89	69 01	15
16	146 95	117 28	94 95	87 87	77 61	70 49	41 48	73 61	16
17	156 13	124 61	100 88	93 36	82 46	74 89	44 07	78 21	17
18	165 32	131 94	106 82	98 85	87 32	79 30	46 67	82 82	18
19	174 50	139 27	112 75	104 34	92 17	83 70	49 26	87 42	19
20	183 68	146 60	118 68	109 83	97 02	88 11	51 85	92 02	20
21	192 87	153 93	124 62	115 33	101 87	92 51	54 44	96 62	21
22	202 05	161 26	130 55	120 82	106 72	96 92	57 04	101 22	22
23	211 24	168 59	136 49	126 31	111 57	101 32	59 63	105 82	23
24	220 42	175 92	142 42	131 80	116 42	105 73	62 22	110 42	24
25	238 05	189 99	153 81	142 34	125 73	114 19	67 20	119 25	25
26	255 68	204 06	165 20	152 88	135 04	122 65	72 18	128 08	26
27	273 31	218 13	176 59	163 42	144 35	131 11	77 16	136 91	27
28	290 94	232 20	187 98	173 96	153 66	139 57	82 14	145 74	28
<b>Extra Payment for work done on weekly Poya holidays</b>									
1	7 35	5 86	4 75	4 39	3 88	3 52	2 07	3 68	1
2	14 70	11 72	9 50	8 78	7 76	7 04	4 14	7 36	2
3	22 05	17 58	14 25	13 17	11 64	10 56	6 21	11 04	3
4	29 40	23 44	19 00	17 56	15 52	14 08	8 28	14 72	4

\* The amounts shown as payable for different number of days in this ready reckoner have been arrived at taking the difference between the number of days shown and the minimum number of days to be worked in the month to earn minimum wages for the month as unauthorized absence.

2. The amounts payable for different number of days worked by workers who have not been in employment for a full month should be arrived in accordance with Para. 4 of Part II of the Wages Boards decision.

3. The information shown for the number of days in excess of 24 days is applicable to workers engaged in the production and distribution of a daily newspaper. The information shown as extra payments for Poya day work is applicable for all other workers.

APPENDIX XI—(contd.)

\* Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1966, to workers in the Printing Trade

Apprentices

No. of Days	Class A					Class B				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	5th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 65½	2 07½	2 52	3 11½	3 76½	1 37	1 86½	2 28	2 81	½
1	3 31	4 15	5 04	6 23	7 53	2 74	3 73	4 56	5 62	1
2	6 61	8 30	10 08	12 47	15 07	5 48	7 45	9 13	11 23	2
3	9 92	12 45	15 12	18 70	22 60	8 22	11 18	13 69	16 85	3
4	13 22	16 60	20 15	24 94	30 14	10 95	14 90	18 25	22 47	4
5	16 53	20 75	25 19	31 17	37 67	13 69	18 63	22 82	28 08	5
6	19 83	24 91	30 23	37 41	45 21	16 43	22 36	27 38	33 70	6
7	23 14	29 06	35 27	43 64	52 74	19 17	26 08	31 94	39 32	7
8	26 44	33 21	40 31	49 87	60 27	21 91	29 81	36 51	44 93	8
9	29 75	37 36	45 35	56 11	67 81	24 65	33 53	41 07	50 55	9
10	33 05	41 51	50 38	62 34	75 34	27 38	37 26	45 63	56 17	10
11	36 36	45 66	55 42	68 58	82 88	30 12	40 98	50 20	61 78	11
12	39 66	49 81	60 46	74 81	90 41	32 86	44 71	54 76	67 40	12
13	42 97	53 96	65 50	81 04	97 94	35 60	48 44	59 32	73 02	13
14	46 27	58 11	70 54	87 28	105 48	38 34	52 16	63 89	78 63	14
15	49 58	62 26	75 58	93 51	113 01	41 08	55 89	68 45	84 25	15
16	52 88	66 41	80 61	99 75	120 55	43 81	59 61	73 01	89 87	16
17	56 19	70 56	85 65	105 98	128 08	46 55	63 34	77 58	95 48	17
18	59 49	74 72	90 69	112 22	135 62	49 29	67 07	82 14	101 10	18
19	62 80	78 87	95 73	118 45	143 15	52 03	70 79	86 70	106 72	19
20	66 10	83 02	100 77	124 68	150 68	54 77	74 52	91 27	112 33	20
21	69 41	87 17	105 81	130 92	158 22	57 51	78 24	95 83	117 95	21
22	72 71	91 32	110 84	137 15	165 75	60 24	81 97	100 39	123 57	22
23	76 02	95 47	115 88	143 39	173 29	62 98	85 69	104 96	129 18	23
24	79 32	99 62	120 92	149 62	180 82	65 72	89 42	109 52	134 80	24
25	85 67	107 59	130 59	161 59	195 29	70 98	96 57	118 28	145 58	25
26	92 02	115 56	140 26	173 56	209 76	76 24	103 72	127 04	156 36	26
27	98 37	123 53	149 93	185 53	224 23	81 50	110 87	135 80	167 14	27
28	104 72	131 50	159 60	197 50	238 70	86 76	118 02	144 56	177 92	28
Extra Payment for work done on Poya days.										
1	2 64	3 32	4 03	4 99	6 03	2 19	2 98	3 65	4 49	1
2	5 28	6 64	8 06	9 98	12 06	4 38	5 96	7 30	8 98	2
3	7 92	9 96	12 09	14 97	18 09	6 57	8 94	10 95	13 47	3
4	10 56	13 28	16 12	19 96	24 12	8 76	11 92	14 60	17 96	4

(For footnotes see page 141)

APPENDIX XI—(contd.)

\*Ready Reckoner showing the Minimum wages payable for the number of days worked during February, 1966, to workers in the Printing Trade

Apprentices

No. of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 37½	1 60	1 87½	2 22½	1 28½	1 50	1 72	2 03	½
1	2 75	3 20	3 75	4 45	2 57	3 00	3 44	4 06	1
2	5 49	6 40	7 49	8 89	5 14	6 01	6 88	8 12	2
3	8 24	9 60	11 24	13 34	7 72	9 01	10 31	12 18	3
4	10 99	12 80	14 99	17 79	10 29	12 02	13 75	16 24	4
5	13 73	16 00	18 73	22 24	12 86	15 02	17 19	20 30	5
6	16 48	19 20	22 48	26 68	15 43	18 03	20 63	24 36	6
7	19 23	22 40	26 23	31 13	18 00	21 03	24 06	28 42	7
8	21 97	25 60	29 97	35 58	20 57	24 04	27 50	32 48	8
9	24 72	28 80	33 72	40 02	23 15	27 04	30 94	36 54	9
10	27 47	32 00	37 47	44 47	25 72	30 05	34 38	40 60	10
11	30 21	35 20	41 21	48 92	28 29	33 05	37 81	44 66	11
12	32 96	38 40	44 96	53 37	30 86	36 06	41 25	48 73	12
13	35 71	41 60	48 71	57 81	33 43	39 06	44 69	52 79	13
14	38 45	44 80	52 45	62 26	36 00	42 06	48 13	56 85	14
15	41 20	48 00	56 20	66 71	38 58	45 07	51 56	60 91	15
16	43 95	51 20	59 95	71 15	41 15	48 07	55 00	64 97	16
17	46 69	54 40	63 69	75 60	43 72	51 08	58 44	69 03	17
18	49 44	57 60	67 44	80 05	46 29	54 08	61 88	73 09	18
19	52 19	60 80	71 19	84 49	48 86	57 09	65 31	77 15	19
20	54 93	64 00	74 93	88 94	51 43	60 09	68 75	81 21	20
21	57 68	67 20	78 68	93 39	54 01	63 10	72 19	85 27	21
22	60 43	70 40	82 43	97 84	56 58	66 10	75 63	89 33	22
23	63 17	73 60	86 17	102 28	59 15	69 11	79 06	93 39	23
24	65 92	76 80	89 92	106 73	61 72	72 11	82 50	97 45	24
25	71 19	82 94	97 11	115 27	66 66	77 88	89 10	105 25	25
26	76 46	89 08	104 30	123 81	71 60	83 65	95 70	113 05	26
27	81 73	95 22	111 49	132 35	76 54	89 42	102 30	120 85	27
28	87 00	101 36	118 68	140 89	81 48	95 19	108 90	128 65	28
Extra Payment for work done on Poya days									
1	2 20	2 56	3 00	3 56	2 06	2 40	2 75	3 25	1
2	4 40	5 12	6 00	7 12	4 12	4 80	5 50	6 50	2
3	6 60	7 68	9 00	10 68	6 18	7 20	8 25	9 75	3
4	8 80	10 24	12 00	14 24	8 24	9 60	11 00	13 00	4

(For footnotes see page 141)

APPENDIX XI—(contd.)

\* Ready Reckoner showing the Minimum wages payable for the number of days worked during February, 1966, to workers in the Printing Trade

Apprentices

No. of Days	Class D				No. of Days
	1st Year	2nd Year	3rd Year	4th Year	
	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
1	1 18	1 36½	1 57	1 84	1
2	2 36	2 73	3 14	3 68	2
3	4 71	5 45	6 28	7 37	3
4	7 07	8 18	9 42	11 05	4
5	9 42	10 90	12 55	14 74	5
6	11 78	13 63	15 69	18 42	6
7	14 13	16 36	18 83	22 11	7
8	16 49	19 08	21 97	25 79	8
9	18 84	21 81	25 11	29 47	9
10	21 20	24 53	28 25	33 16	10
11	23 55	27 26	31 38	36 84	11
12	25 91	29 98	34 52	40 53	12
13	28 26	32 71	37 66	44 21	13
14	30 62	35 44	40 80	47 89	14
15	32 97	38 16	43 94	51 58	15
16	35 33	40 89	47 08	55 26	16
17	37 68	43 61	50 21	58 95	17
18	40 04	46 34	53 35	62 63	18
19	42 39	49 07	56 49	66 32	19
20	44 75	51 79	59 63	70 00	20
21	47 10	54 52	62 77	73 68	21
22	49 46	57 24	65 91	77 37	22
23	51 81	59 97	69 04	81 05	23
24	54 17	62 69	72 18	84 74	24
25	56 52	65 42	75 32	88 42	25
26	61 04	70 65	81 35	95 49	26
27	65 56	75 88	87 38	102 56	27
28	70 08	81 11	93 41	109 63	28
29	74 60	86 34	99 44	116 70	29
Extra Payment for work done on Poya days					
1	1 88	2 18	2 51	2 95	1
2	3 76	4 36	5 02	5 90	2
3	5 64	6 54	7 53	8 85	3
4	7 52	8 72	10 04	11 80	4

(For footnotes see page 141)

**APPENDIX XII**

**Ready Reckoner showing the Minimum Wages payable for the  
Number of days worked during February, 1966, to workers in  
the Rubber Export Trade**

No. of Days	Male Worker not under 18 years of age				Female worker not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of days	
	Grade II	Inter-mediate Grade	Grade I	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		
Normal working Days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working Day
½	1 80½	1 95½	2 05½	2 00½	1 62	1 69½	1 22½	1 30	1 37½	1 50	1 50	½
1	3 61	3 91	4 11	4 01	3 24	3 39	2 45	2 60	2 75	3 00	3 00	1
2	7 22	7 82	8 22	8 02	6 48	6 78	4 90	5 20	5 50	6 00	6 00	2
3	10 83	11 73	12 33	12 03	9 72	10 17	7 35	7 80	8 25	9 00	9 00	3
4	14 44	15 64	16 44	16 04	12 96	13 56	9 80	10 40	11 00	12 00	12 00	4
5	18 05	19 55	20 55	20 05	16 29	16 95	12 25	13 00	13 75	15 00	15 00	5
6	21 66	23 46	24 66	24 06	19 44	20 34	14 70	15 60	16 50	18 00	18 00	6
7	25 27	27 37	28 77	28 07	22 68	23 73	17 15	18 20	19 25	21 00	21 00	7
8	28 88	31 28	32 88	32 08	25 92	27 12	19 60	20 80	22 00	24 00	24 00	8
9	32 49	35 19	36 99	36 09	29 16	30 51	22 05	23 40	24 75	27 00	27 00	9
10	36 10	39 10	41 10	40 10	32 40	33 90	24 50	26 00	27 50	30 00	30 00	10
11	39 71	43 01	45 21	44 11	35 64	37 29	26 95	28 60	30 25	33 00	33 00	11
12	43 32	46 92	49 32	48 12	38 88	40 68	29 40	31 20	33 00	36 00	36 00	12
13	46 93	50 83	53 43	52 13	42 12	44 07	31 85	33 80	35 75	39 00	39 00	13
14	50 54	54 74	57 54	56 14	46 36	47 46	34 30	36 40	38 50	42 00	42 00	14
15	54 15	58 65	61 65	60 15	48 60	50 85	36 75	39 00	41 25	45 00	45 00	15
16	57 76	62 56	65 76	64 16	51 84	54 24	39 20	41 60	44 00	48 00	48 00	16
17	61 37	66 47	69 87	68 17	55 08	57 63	41 65	44 20	46 75	51 00	51 00	17
18	64 98	70 38	73 98	72 18	58 32	61 02	44 10	46 80	49 50	54 00	54 00	18
19	68 59	74 29	78 09	76 19	61 56	64 41	46 55	49 40	52 25	57 00	57 00	19
20	72 20	78 20	82 20	80 20	64 80	67 80	49 00	52 00	55 00	60 00	60 00	20
21	75 81	82 11	86 31	84 21	68 04	71 19	51 45	54 60	57 75	63 00	63 00	21
22	79 42	86 02	90 42	88 22	71 28	74 58	53 90	57 20	60 50	66 00	66 00	22
23	83 03	89 93	94 53	92 23	74 52	77 97	55 35	59 80	63 25	69 82	69 82	23
24	86 64	93 84	98 64	96 24	77 76	81 36	58 80	62 40	66 00	72 00	72 00	24
<hr/>												
Poya days work												Poya days work
1	5 42	5 87	6 17	6 02	4 86	5 09	3 68	3 90	4 13	4 50	4 50	1
2	10 84	11 74	12 34	12 04	9 72	10 18	7 36	7 80	8 26	9 00	9 00	2
3	16 26	17 61	18 51	18 06	14 58	15 27	11 04	11 70	12 39	13 00	13 00	3
4	21 68	23 48	24 68	24 08	19 44	20 36	14 72	15 60	16 52	18 50	18 50	4

Note 1.—The information shown for the number of days up to 24 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

**APPENDIX XIII**

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during February, 1966, 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	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	0 70	0 65	1 35	0 65	0 48	1 13	0 52½	0 44½	0 97	½
1	1 40	1 30	2 70	1 30	0 96	2 26	1 05	0 89	1 94	1
2	2 80	2 60	5 40	2 60	1 92	4 52	2 10	1 78	3 88	2
3	4 20	3 90	8 10	3 90	2 88	6 78	3 15	2 67	5 82	3
4	5 60	5 20	10 80	5 20	3 84	9 04	4 20	3 56	7 76	4
5	7 00	6 50	13 50	6 50	4 80	11 30	5 25	4 45	9 70	5
6	8 40	7 80	16 20	7 80	5 76	13 56	6 30	5 34	11 64	6
7	9 80	9 10	18 90	9 10	6 72	15 82	7 35	6 23	13 58	7
8	11 20	10 40	21 60	10 40	7 68	18 03	8 40	7 12	15 52	8
9	12 60	11 70	24 30	11 70	8 64	20 34	9 45	8 01	17 46	9
10	14 00	13 00	27 00	13 00	9 60	22 60	10 50	8 90	19 40	10
11	15 40	14 30	29 70	14 30	10 56	24 86	11 55	9 79	21 34	11
12	16 80	15 60	32 40	15 60	11 52	27 12	12 60	10 68	23 28	12
13	18 20	16 90	35 10	16 90	12 48	29 38	13 65	11 57	25 22	13
14	19 60	18 20	37 80	18 20	13 44	31 64	14 70	12 46	27 16	14
15	21 00	19 50	40 50	19 50	14 40	33 90	15 75	13 35	29 10	15
16	22 40	20 80	43 20	20 80	15 36	36 16	16 80	14 24	31 04	16
17	23 80	22 10	45 90	22 10	16 32	38 42	17 85	15 13	32 98	17
18	25 20	23 40	48 60	23 40	17 28	40 68	18 90	16 02	34 92	18
19	26 60	24 70	51 30	24 70	18 24	42 94	19 95	16 91	36 86	19
20	28 00	26 00	54 00	26 00	19 20	45 20	21 00	17 80	38 80	20
21	29 40	27 30	56 70	27 30	20 16	47 46	22 05	18 69	40 74	21
22	30 80	28 60	59 40	28 60	21 12	49 72	23 10	19 58	42 68	22
23	32 20	29 90	62 10	29 90	22 08	51 98	24 15	20 47	44 62	23
24	33 60	31 20	64 80	31 20	23 04	54 24	25 20	21 36	46 56	24
Poya day work										Poya day work
1			4 05			3 39			2 91	1
2			8 10			6 78			5 82	2
3			12 15			10 17			8 73	3
4			16 20			13 56			11 64	4

*Note 1.*— The information shown for the number of days up to 24 refers to work done on days other than Poyadays in the month. If a worker has worked on Poya day as well, the wages payable will have to be computed by reckoning separately the wage payable for the normal working days and Poya days.

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

APPENDIX XIV

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1966, 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	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
1/2	1 80½	1 95½	2 05½	1 95½	2 00½	1 62	1 22½	1 30	1 37½	1 50	1/2
1	3 61	3 91	4 11	3 91	4 01	3 24	2 45	2 60	2 75	3 00	1
2	7 22	7 82	8 22	7 82	8 02	6 48	4 90	5 20	5 50	6 00	2
3	10 83	11 73	12 33	11 83	12 03	9 72	7 35	7 80	8 25	9 00	3
4	14 44	15 64	16 44	15 64	16 04	12 96	9 80	10 40	11 00	12 00	4
5	18 05	19 55	20 55	19 55	20 05	16 20	12 25	13 00	13 75	15 00	5
6	21 66	23 46	24 66	23 46	24 06	19 44	14 70	15 60	16 50	18 00	6
7	25 27	27 37	28 77	27 37	28 07	22 68	17 15	18 20	19 25	21 00	7
8	28 88	31 28	32 88	31 28	32 08	25 92	19 00	20 80	22 00	24 00	8
9	32 49	35 19	36 99	35 19	36 09	29 16	22 05	23 40	24 75	27 00	9
10	36 10	39 10	41 10	39 10	40 10	32 10	24 50	26 00	27 50	30 00	10
11	39 71	43 01	45 21	43 01	44 11	35 64	26 95	28 60	30 25	33 00	11
12	43 32	46 92	49 32	46 92	48 12	38 88	29 40	31 20	33 00	36 00	12
13	46 93	50 83	53 43	50 83	52 13	42 12	31 85	33 80	35 75	39 00	13
14	50 54	54 74	57 54	54 74	56 14	45 36	34 30	36 40	38 50	42 00	14
15	54 15	58 65	61 65	58 65	60 15	48 60	36 75	39 00	41 25	45 00	15
16	57 76	62 56	65 76	62 52	64 16	51 84	39 20	41 60	44 00	48 00	16
17	61 37	66 47	69 87	66 47	68 17	55 08	41 65	44 20	46 75	51 00	17
18	64 98	70 38	73 98	70 38	72 18	58 82	44 10	46 80	49 50	54 00	18
19	68 59	74 29	78 09	74 29	76 19	61 56	46 55	49 40	52 25	57 00	19
20	72 20	78 20	82 20	78 29	80 20	64 80	49 00	52 00	55 00	60 00	20
21	75 81	82 11	86 21	82 11	84 21	68 04	51 45	54 60	57 75	63 00	21
22	76 42	86 02	90 42	86 02	88 22	71 28	53 90	57 20	60 50	66 00	22
23	83 03	89 93	94 53	89 93	92 23	74 52	56 35	59 80	63 25	69 00	23
24	86 64	93 84	98 64	93 84	96 24	77 76	58 80	62 40	66 00	72 00	24
<i>Poya days work</i>											<i>Poya days work</i>
1	5 42	5 87	6 17	5 87	6 02	4 86	3 68	3 90	4 13	4 50	1
2	10 84	11 74	12 34	11 74	12 94	9 72	7 36	7 80	8 26	9 00	2
3	16 26	17 61	18 51	17 61	18 06	14 58	11 04	11 70	12 39	13 59	3
4	21 68	23 48	24 68	23 28	24 08	19 44	14 72	15 60	16 52	18 00	4

Note 1.—The information shown for the number of days up to 24 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

**APPENDIX XV**

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during February, 1966, to workers in the Tea Growing and Manufacturing Trade**

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	
<i>Normal working days</i>	Rs. c.	Ss. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Formal working days</i>
½	0 62½	0 65	1 27½	0 52½	0 48	1 00½	0 40	0 44½	0 84½	½
1	1 25	1 30	2 55	1 05	0 96	2 01	0 80	0 89	1 69	1
2	2 50	2 60	5 10	2 10	1 92	4 02	1 60	1 78	3 38	2
3	3 75	3 90	7 65	3 15	2 88	6 03	2 40	2 67	5 07	3
4	5 00	5 20	10 20	4 20	3 84	8 04	3 20	3 56	6 76	4
5	6 25	6 50	12 75	5 25	4 80	10 05	4 00	4 45	8 45	5
6	7 50	7 80	15 30	6 30	5 76	12 06	4 80	5 34	10 14	6
7	8 75	9 10	17 85	7 35	6 72	14 07	5 60	6 23	11 83	7
8	10 00	10 40	20 40	8 40	7 68	16 08	6 40	7 12	13 52	8
9	11 25	11 70	22 95	9 45	8 64	18 09	7 20	8 01	15 21	9
10	12 50	13 00	25 50	10 50	9 60	20 10	8 00	8 90	16 90	10
11	13 75	14 30	28 05	11 55	10 56	22 11	8 80	9 79	18 59	11
12	15 00	15 60	30 60	12 60	11 52	24 12	9 60	10 68	20 28	12
13	16 25	16 90	33 15	13 65	12 48	26 13	10 40	11 57	21 97	13
14	17 50	18 20	35 70	14 70	13 44	28 14	11 20	12 46	23 66	14
15	18 75	19 50	38 25	15 75	14 40	30 15	12 00	13 35	25 35	15
16	20 00	20 80	40 80	16 80	15 36	32 16	12 80	14 24	27 04	16
17	21 25	22 10	43 35	17 85	16 32	34 17	13 60	15 13	28 73	17
18	22 50	23 40	45 90	18 90	17 28	36 18	14 40	16 02	30 42	18
19	23 75	24 70	48 45	19 95	18 24	38 19	15 20	16 91	32 11	19
20	25 00	26 00	51 00	21 00	19 20	40 20	16 00	17 80	33 80	20
21	26 25	27 30	53 55	22 05	20 16	42 21	16 80	18 69	35 49	21
22	27 50	28 60	56 10	23 10	21 12	44 22	17 60	19 58	37 18	22
23	28 75	29 90	58 65	24 15	22 08	46 23	18 40	20 47	38 87	23
24	30 00	31 20	61 20	25 20	23 04	48 24	19 20	21 36	40 56	24
<i>Poya days Work</i>										<i>Poya days Work</i>
1			3 82			3 02			2 54	1
2			7 64			6 04			5 08	2
3			11 46			9 06			7 62	3
4			15 28			12 08			10 16	4

*Note 1.*—The information shown for the number of days up to 24 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

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

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