

CEYLON

LABOUR GAZETTE

VOLUME XVII, No. 3

MARCH, 1966

SOME ADMINISTRATIVE PROBLEMS IN THE ADMINISTRATION OF EMPLOYEES' PROVIDENT FUND SCHEME

by

MR. P. NAVARATNAM,
Actg. Senior Assistant Commissioner of Labour

Following on the wake of the second world war, Ceylon like many other developing countries, became interested in providing social security measures, inspired largely by other countries similarly placed and also by the social security schemes of industrially advanced countries. In 1947, a high powered Commission on social services issued a report in which it made, for the first time, a serious study of the problems affecting Ceylon, and in the light of these particular problems a number of recommendations was made by this Commission.

The Commission recommended the establishment of a health insurance scheme for all employed persons, an un-employment insurance scheme financed by employers and employees and a State National Provident Fund Scheme with a children's allowance scheme, an orphan allowance scheme, an old age pension scheme, a pension scheme for blind persons, an un-employment assistance scheme and a poor law system.

The Commission also recommended an order of priority for the implementation of these measures. A National Provident Fund Scheme though given low priority by the Commission was however the first to be implemented and coverage was given to almost all employed persons. It is proposed to deal with some of the administrative problems which confronted the administration in inaugurating and implementing this limited social security measure.

This scheme aimed at providing retirement benefits on the basis of contributions by an employee and his employer into a Central Fund administered by the State. It was responsible for the custody of the moneys for their proper investment and for the payment of benefits when the time arose. A minimum return on the money was guaranteed by the State with provision for increasing the return depending on the income from the investments. The Scheme provided for making lump sum payments when a person retired from his employment after attaining the age of 55 (50 in the case of females) or earlier where a person left the island as an emigrant or was physically unfit for further employment. The Scheme also provided for the payment of benefits, in the event of the death of the employee, to his dependants.

Owing to the considerably large size of the Scheme it was divided in such a way that different types of employment should be covered in stages and by 1960, that is at the end of two years, a very substantial part of the employees in the plantation, industrial and commercial sectors were covered by the Scheme. The Scheme also provides for the control of the existing domestic provident funds which for practical reasons cannot be integrated with the national scheme.

Schemes of this nature which are all embracing and which are prepared on a national scale require the co-operation of not only the various State agencies involved but also the co-operation of employers and employees.

Attitude of Workers

One of the most astounding factors that emerged was the general apathy of the mass of workers towards the introduction of the Provident Fund Scheme. In a number of instances workers were not only un-cooperative but even hostile at the initial stages. The co-operation of workers was particularly essential to ensure proper identification of the future beneficiaries to ensure provision for the payment to dependants in case the chief beneficiary died whilst in service, to ensure the collection of the worker's contribution and also to bring in defaulting employers. The indifference of the employees, it must be pointed out, was largely, perhaps almost entirely, in the case of manual labour as distinct from white collar workers. It transpired that the worker was unable to appreciate the necessity for making retirement provision for a time when he could not actively work on account of his age or to make some provision in the event of something unforeseen happening such as death. It is symptomatic of the general outlook of manual labour especially in Ceylon that they are concerned with immediate benefits and not with benefits that may accrue to them several years hence. In many instances, therefore, there was active resistance to the employees' contributions being deducted, and the workers generally seemed to take the line that they would prefer the money paid to them currently along with their wages rather than put it by for old age. This phenomenon was by no means due to inadequate wages, although the rise in living costs was to some extent responsible. Even workers in industries who were well paid seem to take the same attitude. It was even openly voiced that so long as there was sufficient money to buy their needs, even luxury needs, currently there was no purpose in their putting by money for any anticipated bad day. This was largely the psychological attitude of the manual workers. Another reason for this approach is probably the fact that by and large manual labour tend to work till almost the very end of their lives. Probably their approach was brought about by a certain measure of fatalism which forms part of the argument of the people of the orient. The same approach was evident in the agitation that was carried on, sometimes even backed by trade unions, that where termination of employment occurred before the retirement age, a worker should be paid the amount outstanding to his credit in the Fund. This was the practice in domestic provident funds which existed before the National Scheme, and due to the pressure from the unions the general principle had to be altered in the case of domestic funds for them to continue the facility of drawing moneys on losing employment. However, in the case of the Central Fund this request was rejected. The attitude was also influenced by the social background which governed the lives of many workers. By and large, the high sense of family

obligations, still prevalent, whereby children are obliged to maintain their parents in comfort, or support helpless kith and kin, naturally, in the workers' view, led to the belief that superannuation for himself was not necessary. Workers generally seem to be unaware that owing to changing economic circumstances, especially the big explosion in the population, the scarcity of employment and other factors, the old family ties, obligations and customs were bound to fade. By and large, therefore, this apathetic attitude of beneficiaries is one of the most disconcerting factors for the working of the Scheme.

Problem Created by Illiteracy

Still another feature that handicapped the administration was the general low level of literacy among the older manual workers specially in the plantations. Since in a National Scheme of this nature, involving several millions of workers, identification was one of the major problems and it became necessary on account of this illiteracy of workers to rely on the finger prints as the only means of positive identification. Since workers could not be relied on to realise the value of the Scheme concerned and it was necessary to ensure that their moneys were properly credited and benefits eventually paid to the correct persons, duplication of record became necessary. Therefore a very formidable index system containing thumb impressions of all the workers were not only being maintained at the Central Office, but individuals also had to be furnished with a modified replica of their records. Considerable difficulty arose when there were frequent complaints of misplacement of record which the worker was advised to keep in safe custody. The general low educational standards were also responsible for the failure on the part of the workers to comprehend the necessity to nominate heirs and beneficiaries in the event of premature death. The scheme itself compelled by law a worker to nominate his wife and children as heirs if he was married. Nevertheless the practice of unregistered marriages, plurality of wives, children from previous marriages, other complications of a social structure where the laws of inheritance are extremely complicated added to administrative problems in determining the beneficiaries in the event of a worker dying prematurely. There is also the question of guardianship of the minor children and the like which also add to the difficulties. Apart from the general inability of the average manual worker to comprehend the Scheme and also the proper benefits of it, the prevalence of a number of laws affecting inheritance which differed from one community to another and the areas in which the people lived, made matters still more complicated.

It was largely the attitude of the employees which determined the manner in which the running of the Scheme was worked out and a number of devices which would have facilitated work and which would have been adopted in a more advanced country had to be abandoned in favour of the system which threw the entire onus on the administering authority which included expensive administration. The multiplicity of records, the formidable staff necessary, resulted in heavy administrative overheads which also affected the return on the moneys invested so far as the employees were concerned.

The Problems of the Casual Worker and Migratory Worker

Since the scheme was designed on an ambitious scale to ensure as much coverage as possible, there were a number of problems resulting from the nature of the employment of a very significant few of the working population. As in the case of many other developing

countries, large sectors of workers are not in regular employment, but are on a casual basis. This is due partly to the problem of finding employment and partly due to the nature of the several trades and businesses which employ large numbers in developing countries. Especially in the case of Ceylon where a considerable part of the national wealth depends on the export of her commodities, and since the commodities themselves are of an agricultural nature, the element of weather, laws of supply and demand of overseas buyers, naturally make it necessary to maintain considerable strength in the labour force on a casual basis if overheads are to be kept below the commodities fetching adequate prices to compete with other producers in the world market. From the point of view of administering a comprehensive Social Security Scheme, therefore, casual workers present a formidable problem. The scheme itself is aimed at avoiding the inclusion of purely casual workers, that is the type of journeyman-artificer. But, there was another type of worker, also regarded as a casual worker, against the background of regular labour, for whom the availability of work depends on so many unforeseeable factors and who therefore moves from employer to employer seeking employment during the course of a single month. Such a person presented difficulties in the way of identification when he moved from place to place. Tracing the worker to enable him to have one account in the National Fund required his co-operation and it is largely due to the worker refusing to disclose the fact that he worked for several employers, and after some initial attempts to unify accounts in respect of the worker, the Scheme had to be abandoned and the worker was now given an identification number which related to the particular employer under whom he worked. This resulted in substantial number of duplicate accounts of the same employee since he bears a different registered number when his name is included in the return sent by every employer under whom he worked. It is likely that in the long run unless the employee is able to prove satisfactorily, producing all his certificates of service in respect of all accounts, that he had several accounts, he may lose the benefit of some or part of the account. But there appears to be no practical way of resolving this difficulty.

The migratory worker also creates a problem as it universally happens, when he moves from one geographical area to another. For purposes of administrative convenience the areas have been divided into geographical units. The maintenance of records and accounts were further complicated when workers in the course of a single year moved to three or four different localities.

Seasonal Employment

As in the case of many developing countries, Ceylon is also primarily dependent on agriculture for its economy with the exception of the plantations. The agricultural sector consists of those engaged in cultivation of the staple food rice, vegetables and cereals, fishing and the cultivation of other cash crops. Substantial number of gainfully occupied population, especially in the rural areas, are engaged in different types of endeavour. The employment of these people depends largely on the cultivation and fishing seasons which again are governed by the weather and for substantial portion of the year it may or may not be that they are continuously employed. Keeping track of the employers as well as of the employees, therefore, is bound to be a problem. To add to this complication is the system, still prevalent, of the payment for service rendered in kind. In such instances the employees are totally opposed to be brought

under such a scheme of this nature and the reaction is understandable in view of the seasonal and unpredictable nature of their employment itself. During the initial months' drive to set up the scheme, a large number of employees and employers were registered but subsequently all contact with the workers and employers was lost and on this basis the scheme would be eventually burdened with a large number of accounts the beneficiaries of which cannot be traced. There is also the potential tendency that in respect of substantial numbers of these accounts so built up the possibility of defrauding the fund can arise.

The Small Employer

The problem of the small employer as is to be expected in any developing country, looms large in any scheme of this nature since a substantial number of workers are employed under small employers who are generally covered by the term 'unorganised sector'. The Employees' Provident Fund Scheme covers even a work place where as few as 3 workers are employed so that the problem of registering and enforcing the scheme against small employers, many of whom are scattered all over the island especially in the remote rural areas, has a number of difficulties of its own.

One of the major problems is the fact that such employers are very often short-lived as far as their businesses are concerned and after a while no trace can be made of the employer or of the people employed under him.

The second problem arises on account of the general tendency of small employers to economise as much as possible and thus evade to the maximum possible extent their liabilities towards their employees. Since wages and other conditions of employment in such establishments are generally unregulated, every opportunity is taken to evade the law. Even where there is compliance, such employers under-state the salaries paid and pay less contribution towards the Fund. Such employers have also the active connivance of their employees who are more concerned with their employment rather than the benefits accruing to them from the fund; very often such employees are in several ways converted to the employer himself and there is, therefore, little or no assistance forthcoming from them. The enforcement of the law, therefore, becomes the entire responsibility of the administering authorities and this in turn devolves a heavy strain on the administrative machinery, the staff resources and ultimately on the financial resources of the fund itself. In practice since the enforcement of the Scheme, against the small employer, whose employee himself is not interested in the scheme, involves considerable expenditure. This expenditure necessarily comes from the money which normally would have accrued to the benefit of the employees concerned by way of interest, so that in actual practice the workers employed in the well organised sector in effect sacrifice their benefits to enable the administration to enforce the law against the smaller employers. Carried on over a period of time on a large scale, the effect on the benefits of the workers under the larger employers is substantial.

The small employer even if he is willing to comply with the law causes the administration considerable difficulties by reason of the fact that he himself lacks the financial resources to employ the staff to comply with the requirements of the law. Even if he is inclined

to co-operate he tends to make a number of mistakes which have to be remedied by the field staff and which in turn means a greater drain on the resources of the fund.

Loan Facilities

Whereas in Ceylon there is no simultaneous employment assistance or facilities for workers to draw loans to tide over emergencies, the social security scheme which takes the form of providing some assistance will be looked upon as the only means of drawing emergency loans. Since the inauguration of the fund, there have been persistent requests that loan facilities should be provided in the case of workers who lose their employment or who are incapacitated by illness. It has been plausibly argued that there appears hardly to be any justification in providing for retirement when the very future of the worker and his family is jeopardised by a temporary period of unemployment or by temporary physical incapacity of the worker through illness. The administration of loan schemes will present insuperable difficulties since the granting of loans and their recoveries will involve additional work not only to the administration of the fund but also to the employers concerned through whom recovery and payments have to be made. It has not been found practicable to give effect to the request.

The Effect of Lump Sum Payment of Terminal Benefits

Although the scheme has not been in operation for a sufficiently long time to gauge the effect of lump sum payment of terminal benefits, yet there is sufficient evidence to indicate its dubious value. In many instances lump sum payments may assist towards the endowment of female children at marriage but in the majority of cases lump sum payments result in quick squandering of the resources, with the result that the worker and his dependants are compelled to fall back on public assistance sooner or later. Where investment possibilities are limited and the person concerned is unable to make investment himself or does not appreciate the value of such investments, the beneficial value of lump sum payment is seriously open to question and payment in instalments may be preferable.

CONTINUATION OF THE SUPREME COURT JUDGEMENT ON THE JURISDICTION OF LABOUR TRIBUNALS (AS PRESENTLY CONSTITUTED) TO DECIDE APPLICATIONS MADE TO THEM IN TERMS OF SECTION 31B 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 Engineru Ha Samanya Kamkaru Samithiya vs. Messrs. Moosajees Limited.
5. S. C. Application No. 158 of 1964—Eksath Engineru Ha Samanya Kamkaru Samithiya vs. Messrs. Moosajees Limited.
6. S. C. Application No. 37 of 1965—Ceylon Mercantile Union vs. Rockland Distilleries Limited.

(1st instalment of the above judgment appeared in the February, 1966 issue of the Ceylon Labour Gazette.)

H. N. G. Fernando, S. P. J.

As a sequel to the recent decisions of this Court concerning the validity of appointments to Bribery Tribunals and Quazi Courts, there has been a number of other cases in which the exercise of what is said to be judicial power by officers or tribunals not appointed by the Judicial Service Commission has been challenged. These cases were reserved by order of His Lordship the Chief Justice for consideration by a Bench of five Judges. After arguments commenced, however, it was decided to hear only cases affecting tribunals functioning under the Industrial Disputes Act. It is to be hoped that the decision by this Bench of those cases will enable Benches constituted in the ordinary manner to dispose of the other cases in which the same question arises for determination.

What has now to be decided is whether any of the different tribunals established under the Industrial Disputes Act is or is not a "judicial officer" within the meaning of Section 55 of the Constitution. If any such tribunal is a "judicial officer", then in accordance with the decisions of this Court which were affirmed by the Privy Council in *Bribery Commissioner v Ranasinghe* (66 N. L. R. 73), the tribunal must be held to have no jurisdiction on the ground that the appointment to the tribunal was not made by the Judicial Service Commission.

It is helpful in the first instance to examine the provisions of the Industrial Disputes Act as originally enacted in 1950, read with amendments thereto enacted prior to Act No. 62 of 1957. The purpose of the principal Act, as stated in its long title, was "to provide for the Prevention, Investigation and Settlement of Industrial Disputes". For this purpose, the Act recognises "collective agreements" between employers and workmen or trade unions and workmen as to the terms and conditions of employment, which agreements, obviously, tend to prevent disputes; it authorised the Commissioner of Labour to investigate existing or apprehended disputes and to endeavour to *settle* such disputes by conciliation; it provided for reference of such disputes for *settlement* to arbitrators or to the Industrial Court. The Minister had the power in Section 4 to make such a reference, but Section 3 (i) shows that the Minister's power is one of last resort exercisable only if conciliation fails, and if the parties themselves do not agree to reference to arbitration. Settlement of a dispute by conciliation is only possible if the parties agree to a settlement, the terms of which have to be set out in a *memorandum of settlement*. In the case of arbitration, whether voluntary or compulsory, or in the case of a reference to the Industrial Court, the object in each case being *settlement* of the dispute, what follows is *an award* of the arbitrator or the Industrial Court.

Turning now to the effect of collective agreements, settlement by conciliation, and awards or arbitrators or of the Industrial Court, it is clear that the most important purpose accrued by such means is that the terms and conditions of employment are determined for the future. In each of these cases, the Act provides (Sections 8, 14, 19 and 26) that the agreement, settlement, and award will be binding on specified employers and workmen, and will be implied terms of their contracts.

The argument of Counsel appearing on behalf of the respondents, that the object of the Act was to enable disputes to be settled by means of what have been described in the Australian cases as "Arbitral Awards", are borne out by a consideration of Section 33 which sets out (although not exhaustively) the decisions which an award may contain. Subsection (1) (a) mentions the most important and most common decision, namely "as to wages and all other conditions of service". Manifestly, such a decision will be operative for the future. The decision may also provide that the specified wages or conditions shall be payable or applicable from a date earlier than the date of the award; this earlier date, in my opinion, cannot be earlier than the date on which the relevant dispute arose, since that is the limit set by Section 25 (2) for the retrospective operation of an award. In thus making new terms and conditions effective retrospectively, an award clearly does not determine pre-existing rights, and has instead the character of a legislative or administrative act creating rights and duties.

Much of the argument was based upon Section 33 (1) (b), which authorises provision in an award for the re-instatement or discontinuance of workmen. On the one hand it was argued that, since a Court cannot order re-instatement, the power to provide for re-instatement in an award is a legislative or administrative character. For the appellants it was argued that Section 33 (1) (b) has altered the common law in permitting provisions for re-instatement to be made in an award. In my opinion there had been no such alteration of the Common Law: the appropriate mode of making such an alteration would be to declare that specific performance may be granted by contracts of employment. Section 33 (1) (b) contains provision also for the discontinuance of workmen from service, i.e. for a prima facie arbitrary power to terminate a contract which neither employer nor employee had voluntarily terminated. Considered together, these powers to provide for re-instatement and discontinuance can be explained only on the basis that the Legislature intended them to be used as a just and equitable means of settling industrial disputes, but did not intend to confer rights capable of determination and enforcement by the Courts. If a contract of employment does not provide for reinstatement, and if neither the common law nor the statute law confers a right of reinstatement *in specified circumstances* the existence or non-existence of which are capable of being determined by a tribunal, then there is no pre-existing right to re-instate, and the decision of the tribunal upon the question of re-instatement lacks the essential characteristics of a judicial determination. Instances such as Section of the Money Lending Ordinance (and such instances are comparatively few), which empowers a Court to rewrite a contract considered to be harsh and unconscionable, are in my opinion merely exceptions to the general principle that the function of the judicial office is the determination of pre-existing rights. In such an exceptional instance, the power though in character

not judicial, may nevertheless be regarded by the Courts as being judicial, on application of the "historical criterion" discussed by Dean Roscoe Ponds :

" We ask whether, at the time our Constitutions were adopted, the power in question was exercisable by the Crown, by Parliament, or the Judges."

The same question, if asked in respect of the power to order reinstatement and thus to create a new contract of employment, cannot receive the answer that the power was exercisable by the Judges, since the power is itself the creation of a new statute and was not previously exercisable by any authority. Indeed the matter of discontinuances (which is linked with reinstatement in Section 33 (1) (b) of the Act) well illustrates how vitally such a decision lacks the character of being "judicial". The power to decide in favour of discontinuance would not only be in conflict with the desire of both employer and workmen to maintain their contractual relationship. Far from ascertaining facts from the existence of which pre-existing rights are determined, such a decision abolishes pre-existing contractual rights.

The other provisions of Section 33 are well suited to the concept of a settlement. When new terms and conditions of employment are set out in an arbitral award, it is only reasonable that those terms and conditions can be made applicable from the time when the dispute arose, i.e. when the new terms and conditions were formally demanded. So also, if a dispute is *settled* by an award, it may be appropriate that absence from work during a strike or lock-out arising in the course of the dispute should be disregarded.

It is well to repeat at this stage that I have been considering the Industrial Disputes Act without reference to the amendments made by Act No. 62 of 1957 and thereafter. In its unamended form, the Act did not in my opinion create a new *judicial* power, in providing that in the course of "settling" an industrial dispute, the Industrial Court or an Arbitrator may decide not only upon new terms and conditions of employment, but also on reinstatement, back wages and similar matters.

The Amending Act No. 62 of 1957 made many changes in the principal Act. The most important of these was the addition of a new part IV A providing for the establishment of Labour Tribunals and for the special and primary purpose of their establishment. That purpose is to be ascertained from Section 31B, although amendments in other parts of the Act secured in addition that Labour Tribunals may be utilised for the purpose of settlement by arbitration previously contemplated in the principal Act.

Compared with the machinery and the powers of settlement contained in the principal Act, the innovations introduced in Part IV A are significant :—

- (1) Recourse may be had by a workman direct to the Tribunal as of right, whereas recourse to the machinery of settlement can be had only of consent, and through the intervention of the Minister under Section 4 acting presumably in the public interest and in a "neutral" capacity.
- (2) The application to the Tribunal is for relief or redress. According to the Concise Oxford Dictionary the primary meaning of "relief" is "alleviation of or deliverance from pain, distress, anxiety". But it is clear that in the present

context the only Dictionary meaning which can reasonably attach to the word is "redress of hardship or grievance". In substance therefore the application is for "redress" which means "to remedy, get rid of, or rectify some distress, wrong, damage or grievance,"; the noun "redress" means "reparation for a wrong".

If then the purpose of the application is to secure reparation for a wrong, and whether the application relates to the termination of services (paragraph (a)) of Section 31 (b) or to gratuity or other benefits due (paragraph (b)), what is involved is the allegation of a wrong suffered in the past in respect of the subject-matter of the application. The investigation of such an allegation is surely different from the process of settlement of industrial disputes by arbitral awards, which are concerned not with reparation for wrongs, but instead with the determination of future terms and conditions.

(3) It is clear beyond doubt that the redress claimed in an application to a Tribunal *can be* identical with that claimed by a workman in a civil court, e.g., damages for breach of contract, payment of a gratuity due under contract, etc. As Mr. H. V. Pereira suggested, the sole purpose of an application under Section 31B can well be to obtain a decision on a question of fact, e.g., whether a workman had been guilty of theft or incompetence and therefore rightly dismissed, or whether a contract of employment expressly or impliedly provides for the payment of a gratuity on retirement. In application No. 9 of 1962, wrongful and unlawful dismissal was alleged, and a good part of the order of the Tribunal is devoted to a discussion of the actual or implied terms of the contract of employment; some redress granted by order is referable to a finding as to the implied terms of the contract. In application No. 21 of 1962, the order relates almost wholly to the question whether the workman was guilty of insubordination and whether his contract was terminated on that ground, and the ultimate finding is that the workman was guilty of disobedience, but not wilful disobedience. Arbitral awards under the principal Act could not ordinarily, and would only incidentally, provide for "redress" of the nature which might commonly be granted by a Labour Tribunal under the new Part IVA of the Act.

(4) The term "Industrial dispute" is widely defined in Section 48, but Section 31B specifies as the subject-matter of an application to a Labour Tribunal two precisely stated matters having reference to existing or past facts. In *Richard Pieris v Wijesiriwardene* (62 N.L.R. 233) it was held that paragraph (b) of Section 31B permitted an application only in respect of a gratuity or other benefit legally due to a workman. The Concise Oxford Dictionary states the primary meaning of "due" to be "owing, payable as a debt or obligation". Other meanings attach to the word only when used in special contexts mentioned in the Dictionary. I know of no statute in which reference to a thing due to or from a person has been construed otherwise than in the primary sense of the word. It is fallacious to argue that the decision in the case just cited involves the interpretation of the word "legally" before the word "due". The word "due" carries the intrinsic connotation of something owing or payable as a debt or obligation, that is, something owing or payable legally.

(5) A workman who makes an application under Section 31B is debarred by subsection (5) from claiming a legal remedy in a civil court in respect of the same matter; so too, an application under Section 31B cannot be made by a workman who has already sought

another legal remedy. In regard to the process of settlement by arbitration or by an Industrial Court, there was and is no corresponding exclusion of the jurisdiction of the Courts in matters referred for settlement under the principal Act. (This appears to be a significant expression of the intention of the legislature to commit for determination by the Labour Tribunals matters which are within the scope of the jurisdiction of Civil Courts). The absence from the original Act of a provision similar to subsection (5) of Section 31B shows that the reference of a dispute for settlement by arbitration would not, in the intention of the Legislature, involve the determination of matters in respect of which civil actions lie.

(6) Part IV A introduced into the Act the term "order", which was not previously used in the Act in connection with the machinery for the settlement of disputes, and which indeed is inconsistent with the concept of "settlement". In cases of the nature which I mention at paragraph (3) above, "order" is perfectly appropriate as an alternative for "decree", having regard to the fact that there is not available to a Labour Tribunal its own machinery for execution.

I have thus far examined features in the new Part IV A of the Act which distinguish the case of a workman's application to a Labour Tribunal under Section 31B from the modes of settlement of disputes originally prescribed in the Act. It is perfectly clear that a workman, who is aggrieved by what he regards as wrongful termination of his employment or the wrongful failure of his employer to pay him a gratuity or other benefit legally due to him, is given by Section 31B a right of recourse to a Labour Tribunal in lieu of his existing right of action in a Civil Court. It is equally clear that a Labour Tribunal can in such a case determine the facts and rights of the parties in just the same way as would a Court. While section 31C (1) requires a Tribunal to make a just and equitable order, it does not follow that a determination of a Tribunal will often be different from those of a Civil Court; for a Tribunal may often consider it just and equitable to make an order merely giving effect to the contractual rights and obligations of the parties.

The argument that a Labour Tribunal does not exercise judicial power depended heavily on the provision in Section 31C that a tribunal shall make a "just and equitable order". I cannot agree that the criterion which distinguishes an administrative tribunal from a judicial tribunal is that the former makes just and equitable orders, while the latter does not. The Courts surely administer justice and equity, save that in so doing they adhere to standards of justice and equity set by written or unwritten law.

Some instances were cited during the argument of statutory provisions requiring established judicial tribunals to make orders consistent with equity and good conscience. But the best example has been brought to notice only after the conclusion of the arguments. Ordinance No. 10 of 1843 was our earliest statute which provided for the establishment of Courts of Request of Inferior Civil Jurisdiction. Section 5 of this Ordinance provided that these Courts shall be Courts of Record, "and shall hear and determine in a summary way, and according to equity and good conscience, all actions, complaints and suits for the payment and recovery of any debts, demands or damages or matter not exceeding five Pounds in value". Here then was a clear instance of a tribunal bound to act in accordance with equity and good conscience, but which was in all respects a judicial tribunal. The provisions of the Ordinance show that in determining

whether or not a particular tribunal is judicial, mere labels like "justice and equity" and "good conscience" are apt to mislead, and that it is necessary to examine what precisely is the nature and scope of the powers conferred on the tribunal.

In the first place, I have already stated my opinion that an order of a Labour Tribunal granting redress to which a workman is entitled under the Common Law governing his contract can be a just and equitable order. But what other orders could lawfully be made by a Tribunal? Let me take for example a case where, in terms of a contract, the employment of a workman paid a salary of Rs. 200 a month is terminated upon his reaching the final retirement age and he is granted the full retirement benefits for which the contract provided. Can a Labour Tribunal in such a case make order that some small extra payment or benefit must be paid or provided? Suppose that on identical facts one Tribunal makes such an order, while another does not, can it be said that both Tribunals have made just and equitable orders? Or if it must be said that one has acted rightly and the other wrongly, then which tribunal was right and which wrong? The absurdities which can arise on the basis that a Tribunal can lawfully make orders for some small *ex gratia* relief are the same in principal as the absurdity of orders which might require the employer of a workman to purchase a residence with a swimming pool for the retired workman, or to entertain him periodically in the employer's home, or to provide employment to all his sons, or to dower his daughters or to pay him a capital sum of a million rupees *ex gratia*? No counsel contended that Section 31C enabled a Tribunal to make such orders, and it seems to me that such a wide and absurd construction of Section 31C is precluded in two different ways by the Act itself.

Firstly, there are the terms of Section 31B which define the scope of a application to a Labour Tribunal. Under paragraph (a), the workman can raise the question of the termination of his employment; and under paragraph (b) he can raise the question whether any gratuity or benefit is due to him. Consideration of paragraph (c) does not arise because no additional matters of dispute have been prescribed under the Act. When therefore, Section 31C requires a just and equitable order to be made, it has in contemplation an order which allows *relief or redress* reasonably connected with the subject-matter of the workman's application. Section 31B does not permit him to raise the question of dowries for his daughters, and equally Section 31C does not contemplate that justice and equity require his employer to provide such dowries, or other benefits not legally due to the workman. The scope of the relief or redress required by Section 31C to be granted in any case is in my opinion limited to the matters in respect of which relief or redress may be claimed under Section 31B.

While it was conceded in some arguments for the respondents that a workman cannot in an application under Section 31B ask for any benefit not due under his contract, it was nevertheless contended that in disposing of such an application a Tribunal has power to grant some benefit not sought by the applicant. With respect, I know of no tribunal, judicial or administrative, which has such power, nor can I see any sense in the intention thus imputed to the Legislature that a workman who asks for a stone may instead receive bread.

Secondly, there is Section 33 in which the Legislature has attempted to set down the nature of the relief or redress which a Labour Tribunal may grant in an *order* made under Section 31C. Let me first take paragraph (b) of the Section 33 (1), which provides for re-instatement

or for the discontinuance from service. Clearly re-instatement is relief or redress of a character connected with an application which raises the question of the termination of a workman's services [cf. Section 31B (1) (a)]. But although Section 33 (1) appears to contemplate that such an order may provide for discontinuance from service, it is manifest that an order under Section 31C can never include such a provision. The possibility of ordering discontinuance upon an application under Section 31B can never arise, because the application can only be made after termination of a workman's service.

It will be seen that paragraph (c) Section 33 (1) is only incidental to paragraph (b). It provides only that where re-instatement is ordered, a period of absence from work shall be either taken into account or else disregarded for certain purposes. In other words, paragraph (c) merely enables a order of re-instatement to be made fully effective.

Paragraph (d) of Section 33 (1) is also connected with paragraph (b). This point is expressly illustrated in Section 33, subsections (3) and (4), which provide for compensation as *an alternative to re-instatement*. Having regard to the limitation in Section 31B of the subject-matter of an application to a Labour Tribunal, the "Compensation" specified in Section 33 (1) (d) is only appropriate as a relief alternative to the relief of re-instatement. Compensation means "amends or recompense for something" and the subject-matter of an application under section 31B cannot involve anything, other than termination of employment, which requires to be compensated.

Paragraph (e) of Section 33 (i) provides for an order for payment of a gratuity or pension or bonus. Such an order can be made when the question raised in an application under Section 31B is "whether any gratuity or other benefit is due" to a workman. I have already stated my opinion that a workman may thus raise only the question whether a gratuity or other benefit is, legally due, i.e., due under his contract. Paragraph (a) of Section 33 (1) appears to empower a Tribunal to make an order as to wages and other conditions of service. Here again, there is little connection between this apparent power and the subject-matter of an application under Section 31B, for wages and conditions are not in terms of Section 31B, the subject of such an application. But where re-instatement is ordered, then paragraph (a) of Section 3 (1) will permit the Tribunal also to make order as to the wages and conditions of service to be applicable on re-instatement. It will be seen therefore that in practice paragraph (a) has a much more limited and incidental scope than appears on its face, in so far as it operates in cases of applications to Labour Tribunals under Section 31B.

To summarise the scope of Section 33 in cases of applications under Section 31B, and reading the two Sections together :—

- (1) A Tribunal may (Section 33 (1) (e)) order a gratuity, bonus or pension to a retired employee if a gratuity bonus or pension is due.
- (2) A Tribunal may order re-instatement of a workman whose employment has been terminated.
- (3) Where re-instatement is ordered, but not otherwise, a Tribunal may *in addition* prescribe (Section 33 (1) (a)) the wages and conditions of employment, order that absence from work may be disregarded (Section (1) (c)), or order payment of compensation in lieu of re-instatement.

There is to my mind a simple explanation for the *appearance* that the powers of a Labour Tribunal are wider than I hold them to be. Section 33 in its original form applied only to *awards* made in the process of settlement of disputes, and it was undoubtedly intended to state very widely in Section 33 the decisions which an award may contain. When, however, the new Part IV A was introduced, there was no separate statement of the powers of Labour Tribunal under that part. Instead the draftsman adopted the method of merely adding, in the first lines of Section 33, the words "or in any order of a labour tribunal", without considering whether each and every power already specified in Section 33 could be exercised by a Tribunal under Part IV A. Thus I have shown already the absurdity of the apparent power of a Tribunal to order discontinuance from service, when in fact the possibility of discontinuance can never arise upon an application under Section 31B. While this method was perfectly appropriate to provide for *awards* which the new Tribunals may make when required to undertake the process of *settlement* of disputes, it leaves room for misconception as to the scope of the orders which a Labour Tribunal may make upon an application under Section 31B. "Patchwork" Legislation (such as was the Amending Act of 1962) not uncommonly gives occasion for such misconceptions.

I have referred to the fact that in many cases, the just and equitable order which a Labour Tribunal may make can be precisely the same order as a Civil Court would make in an order for an action for breach of contract. An order for the payment of a gratuity bonus or pension would also be of the same character. Hence it will be seen that the only new power conferred on a Tribunal is to order re-instatement and to make other orders ancillary to a re-instatement order. Now if the Legislature had chosen to make a general amendment of the law relating to contracts of employment by conferring on all employees a right to re-instatement, it could not reasonably have been argued that a Civil Court which applies the new law in deciding an action would not be doing so in exercise of judicial powers. What the amending Act of 1962 did was to vest in Labour Tribunals powers to make orders of precisely the same character as a Court may make in the same circumstances, with the addition of a new power to order re-instatement. In substance, the Act set up new Tribunals to administer some part of the law relating to contracts of employment, while at the same time amending that law in order to permit such tribunals to grant re-instatement. But even this new power is circumscribed; subsection (3) of Section 33 selects cases in which orders for re-instatement must compulsorily include the alternative of compensation, thus limiting the apparently wide power conferred by the terms of Section 31C.

Another provision upon which the respondents depended was subsection (4) of Section 31B. :—

"Any relief or redress may be granted by a labour tribunal to a workman upon an application made under subsection (1) notwithstanding anything to the contrary in any contract of service between him and his employer."

It was assumed on all sides during the argument that this subsection means that *the content* of the relief or redress granted by a tribunal may be something not contemplated, or something even prohibited, by the contract of service between a workman and his employer; and that accordingly a tribunal, not being bound to accept the rights and obligations created by contracts of service, does not merely determine pro-existing rights.

It is unfortunate that a quite different construction of this subsection occurred to me only after conclusion of the hearing of these cases, and that it would be highly inconvenient, (particularly when Election Petitions have been fixed for trial) for the Bench to re-assemble to hear further argument on this point. But without benefit of argument, I venture with some confidence to adopt this different construction.

In my opinion, subsection (4) of Section 31B was intended to overcome objection to the jurisdiction of a Labour Tribunal which might otherwise have been taken on the ground that a contract of service precluded re-course to that jurisdiction. Such an objection would have been tenable in the case of a contract which expressly provides for reference of disputes to arbitration or to a Civil Court, or which expressly excludes the jurisdiction of a Labour Tribunal.

The powers of a Labour Tribunal, as *opposed to its jurisdiction*, are conferred by Section 31C and Section 33; and of the provision in subsection (4) of Section 31C was intended to reinforce those powers, one would expect the reinforcing provisions to be placed together with and after Section 31C and 33. Instead this provision in fact occurs in Section 31C which deals with applications.

I have previously stated what is in effect the opinion that Section 31C, in requiring "just and equitable" orders to be made by Labour Tribunals, does not allow to such a Tribunal the freedom of the wild ass in making its orders, and that the scope of a "just and equitable order" is limited by the nature of the matter which may be submitted to a Tribunal in an application under section 31B, and by the provisions in Section 33 as to the content of orders of such Tribunals. Section 31B (4), if given the meaning which was assumed for it during the argument, would lend support to the contention that the Legislature did intend to vest Labour Tribunals with unbridled, unreasonable and unnecessary powers. I much prefer, in the context, to attribute to the Legislature the moderate and reasonable intention which appears from the interpretation which I place on Section 31B (4).

I hold that a Labour Tribunal hearing and determining an application under Section 31B exercises judicial power, and is therefore a judicial tribunal. A Labour Tribunal is admittedly paid office. Nevertheless, the learned Solicitor-General argues that the person appointed to a Labour Tribunal, even if he does exercise judicial power, is not a "judicial officer" within the meaning of Section 55 of the Constitution. The argument was, briefly, that Section 55 only entrenched the jurisdiction of the Courts in existence at the time of the enactment of the Constitution, and required that appointment to those Courts should be governed by Section 55. That argument was rejected by the Judicial Committee in *Bribery Commissioner v. Ranasinghe* (66 N.L.R. 73). The effect of that decision is (in my understanding) that if any jurisdiction hitherto vested in any Court, is to be vested in some new tribunal which is a paid office established for the purpose of exercising that jurisdiction, then appointments to that office will be governed by Section 55. For the reasons set out at length above, I am of opinion that a Labour Tribunal is by Part IVA of the Industrial Disputes Act established for the purpose of exercising jurisdiction concurrently vested in the District Courts and Courts of Requests. The fact that a Labour Tribunal has in the exercise of that jurisdiction power to grant the new remedy of reinstatement, and other ancillary or alternative remedies, makes no difference of substance. If for instance, the Bribery Act, in its form as considered by the Judicial Committee, had contained some special

provision for a Bribery Tribunal to make some order imposing some new civil liability, in addition to fine and imprisonment, on a person convicted of bribery, their Lordships would surely not have held on that score that members of Bribery Tribunals are not "judicial officers".

In one of the applications before us, a Labour Tribunal established under Part IVA of the Act functioned as arbitrator by virtue of a reference made by the Minister under Section 4 of the Act. Since the Minister has the power to refer a dispute to any person for arbitration, it does not appear to me that any irregularity in the appointment of the member of that Labour Tribunal can affect the validity of that reference.

In two of the applications, reference to arbitration had been made to Industrial Courts. As stated in earlier parts of this judgment, Industrial Courts were established for the purpose of making "arbitral awards" within the meaning of that expression of decisions of the Australian Courts. An Industrial Court is therefore not a "judicial office."

In the case of one of the applications, a dispute had been referred to the arbitration of a selected individual. Even though the individual was paid by the state for his services in that connection, he held no office and was not a "judicial officer".

The four applications to which I have just referred fail on the ground that the functions of arbitration were in each case exercised by a person or body not being the holder of a "paid judicial office". Nevertheless, I feel bound to direct attention to the fact that, in all these cases, the terms of reference to arbitration did not involve matters which properly call for the making of "arbitral awards" in the sense understood in the Australian Cases. On the contrary, each of those cases involve a question whether a termination of a contract of service had been wrongful, and was therefore not different in character from the case of an application made to a Labour Tribunal under Section 31B of the Act. For that reason, each such case called for the exercise of judicial power in the same way (as I hold) as a Labour Tribunal exercises judicial power under an application under Section 31B, and was also one in which an ordinary civil court would have had jurisdiction. Each of these cases called for the determination of contested questions of fact as to the conduct of workmen or employers or as to the terms and conditions of pre-existing contracts of service. In my view, the framers of our Constitution expected that determinations of that nature should ordinarily be made by Judges of Courts, whose appointments should be made under section 55 of Constitution. That expectation has not been fully realized in the brief terms of Section 55. But it is at least discordant with the spirit of Section 55 that a considerable number of disputes between employers and employees, ordinarily justifiable by the established Courts, should be regularly determined by tribunals which are not appointed under that section. The Solicitor-General argued that the purpose of Section 55 was only to secure that the choice of persons to be appointed as Judges should be made by a Commission the members of which have special knowledge of the ability and capacity of persons competent to function as Judges. Accepting that argument for present purposes, I see in these four cases a practice whereby persons chosen by some other authority have functioned as substitutes for Judges of ordinary Courts.

Section 55 of the Constitution, as I have indicated, failed to preclude the possibility of the entrustment of judicial power to some authority *bona fide* established for administrative purposes. If administrative

officials, the majority of whose powers and functions are administrative, are in addition entrusted on grounds of expediency with judicial power, there would not in my opinion be conflict with Section 55. But if, under cover of expediency, judicial powers are vested in an office administrative only in name, then the principle that you cannot do indirectly that which you cannot do directly will apply. That principle will also apply if there is frequent entrustment of judicial power to unpaid functionaries. I do not hold that the practice of entrusting to Industrial Courts and to arbitrators the power to adjudicate in cases of termination of an individual's employment and upon rights alleged to arise on such termination calls for the application of that principle. But the question whether that practice should continue merits consideration by the authorities responsible for the administration of the Act. Experience certainly has not shown that cases of that kind, which so closely resemble or are even identical with cases instituted in the ordinary Courts, have been dealt with more expeditiously by Industrial Courts arbitrators and Labour Tribunals.

I would allow with costs the appeals in Cases Nos. S. C. 18 to 23 of 1962 and No. 9 of 1962, and set aside the orders of the Labour Tribunals in those cases.

I hold that in Applications Nos. S. C. 319/63, 144/64, 158/64 and 37/65, the Court or Arbitrator had in each such case jurisdiction to entertain the reference. The applications will be set down for further hearing upon other matters raised by the Petitioners.

(Sgd.) H. N. G. FERNANDO,
Senior Puisne Justice.

T. S. Fernando, J.

I have had the advantage of reading the judgment prepared by my Lord, the Chief Justice. I agree with the views expressed therein and agree also to the making of the orders proposed by him.

(Sgd.) T. S. FERNANDO,
Puisne 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 February, 1966, is 112.9, which is the same as that for the month of January, 1966.

Wage Rates :

(a) The Basic Wages payable for the month of March 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 March 1966 to workers in all the trades to which Part II of the Wages Board Ordinance has been applied will be the same as that for the month of February, 1966.

Strikes

There were altogether 13 strikes in December 65, involving 2,264 workers and a loss of 12,620 mandays, against 15 strikes in November 65 involving 4,305 workers and a loss of 125,816 mandays, 8 of these

were in Tea estates involving 1,786 workers and a loss of 9,342 mandays, 3 in Rubber estates involving 394 workers and 2,226 mandays, 1 in Postal Department involving 9 workers and a loss of 2 mandays, and 1 in Printing involving 75 workers and a loss of 1,050 mandays.

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 November, 1965, and December, 1965, was as given below :—

	*November, 1965			*December, 1965		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	30,339	24,170	54,509	30,579	24,420	54,999
Skilled	15,231	4,553	19,784	15,203	4,646	19,849
Semi-skilled	40,753	7,447	48,200	41,164	7,478	48,642
Unskilled	68,353	5,963	74,316	69,201	6,013	75,214
Total	154,676	42,133	196,809	156,147	42,557	198,704

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

	*November, 1965			*December, 1965		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	46	23	69	25	11	36
Skilled	43	13	56	32	—	32
Semi-skilled	65	9	74	84	9	93
Unskilled	197	8	205	175	11	186
Total	351	53	404	316	31	347

* Provisional figures.

NOTES OF CURRENT INTEREST

The List of names of Trade Unions registered during the month of February, 1966

No.	Name
2574*	.. Tug Yatra Sevaka Samithiya
2575†	.. Samastha Lanka Viskothu Nipadhawannange Samithiya
2576	.. G. N. S. M. Seeni Karmanthaye Wadapalaka Ha Lekaka Warunge Samagi Sangamaya
2577*	.. Idam Sanwardhana Dheparthamenthuwe Jathika Podhu Sewaka Sangamaya
2578	.. Waraya Sangyuktha Mandalaye Vurthiya Adunika-yange Sangamaya
2579*	.. Rajayata Pawaragath Widhyalawala Guruwarun Nowana Sewaka Sangamaya
2580	.. Aikiya Salawehi Muruthuwa Seviyalarsangam
2581	.. Air Ceylon Pilot Guild
2582	.. Galoya Sangwardhana Mandalaya Seenikarmantha Ayathanage Wedapalakawarunge Ha Lipikaruwarunge Samithiya
2583*	.. National Government Health Workers' Union
2584	.. Vali West Co-op. Workers' Union
2585	.. Ceylon Ceramics Corporation Executives' Association
2586*	.. United Irrigation Construction Overseers' Association
2587	.. Swadheshiya Wishwa Kala Samithiya
8588*	.. United Irrigation Workshop Assistants' Union

* Government Servants' Trade Union.

† Employers' Trade Union.

Maternity Benefits (Amendment) Act, No. 1 of 1966

L. D.—O. 44/62.

Chapter 140 Volume V, Page 828.

AN ACT TO AMEND THE MATERNITY BENEFITS ORDINANCE

[Date of Assent : January 26, 1966]

BE it enacted by the Queen's Most Excellent Majesty, by and with the advice and consent of the Senate and the House of Representatives of Ceylon in this present Parliament assembled, and by the authority of the same, as follows :—

1. This Act may be cited as the Maternity Benefits (Amendment) Act, No. 1 of 1966.

2. Section 21 of the Maternity Benefits Ordinance is hereby amended by the insertion, immediately after the definition of "special officer", of the following new definition :—

Amendment of
Section 21 of
Chapter 140

"viable foetus" means a foetus of at least twenty-eight weeks' gestation and, in the event of there being any doubt, one of the following conditions shall be satisfied for a foetus to be considered twenty-eight weeks old :—

(a) the length of the foetus shall be at least twelve inches ;
or

(b) the weight of the foetus shall be at least two pounds.'

L. D.—B. 80/44

THE WAGES BOARDS ORDINANCE

Notification

IT is hereby notified under section 29 (3) of the Wages Boards Ordinance (Chapter 136), that the decisions of the Wages Board for the Cinema Trade made under section 30 of that Ordinance and specified in the Schedule hereto have been approved by the Minister of Labour, Employment and Housing.

The decisions shall come into force on the third day of January, 1966.

A. O. WIRASINGHE,
Permanent Secretary,
Ministry of Labour, Employment and Housing.

Colombo, 22nd December, 1965.

SCHEDULE

The decision relating to the definition of a normal working day made by the Wages Board for the Cinema Trade and set out in the Schedule to the notification published in *Gazette* No. 9,999 of July 15, 1949, shall be varied under the heading "Definition of a Normal Working Day (section 24)", by the substitution, for the words appearing thereunder, of the following :—

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

(a) in the case of any day, other than a Saturday be nine ; and

(b) in the case of a Saturday, be six."

TABLE I—COST OF LIVING INDEX NUMBERS

A—Colombo Working Class

Base : November, 1938–April, 1939 = 100

<i>Year</i>	<i>Food</i>	<i>Fuel and Light</i>	<i>Rent</i>	<i>Clothing</i>	<i>Miscel- laneous</i>	<i>Final Index Number (Nov. 1938–April 1939 = 100)</i>
Group Weights	52.40	6.28	15.96	8.36	17.00	

INDEX NUMBERS

Base : November, 1938–April, 1939 = 100

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

*Index Number
Nov., 1942
= 100*

Base : November, 1942 = 100

Group Weights	63.66	7.26	7.06	8.78	13.24	
1943	103	94	105	138	118	107
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

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

INDEX NUMBERS

1953	105.97	99.82	101.32	82.82	97.17	101.6
1954	106.13	103.35	101.53	79.52	94.43	101.1
1955	105.09	102.34	101.53	80.50	94.62	100.5
1956	103.32	101.30	101.53	81.76	98.60	100.2
1957	104.94	97.32	101.53	84.39	106.92	102.3
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	108.8
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
February	109.67	95.96	101.53	122.71	125.96	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	100 ..	..	..	100 ..
1940	100 ..	..	..	96 ..
1941	110 ..	..	..	98 ..
1942	166 ..	..	..	97 ..
1943	202 ..	..	..	96 ..
1944	212 ..	..	..	110 ..
1945	244 ..	..	..	133 ..
1946	280 ..	..	..	194 ..
1947	293 ..	..	..	195 ..
1948	315 ..	..	..	195 ..
1949	320 ..	..	..	198 ..
1950	373 ..	..	..	198 ..
1951	463 ..	..	..	206 ..
1952	468 ..	..	..	207 ..

B

Base : 1952=100

1953 ..	..	..	101.56 ..	..	..	99.96 ..	..	..	90.97 ..	..	..	101.31 ..	..	..	99.71 ..
1954 ..	..	..	103.65 ..	..	..	102.52 ..	..	..	91.04 ..	..	..	101.39 ..	..	..	100.29 ..
1955 ..	..	..	107.29 ..	..	..	106.76 ..	..	..	94.94 ..	..	..	105.74 ..	..	..	105.21 ..
1956 ..	..	..	108.33 ..	..	..	108.11 ..	..	..	96.24 ..	..	..	107.18 ..	..	..	106.91 ..
1957 ..	..	..	109.38 ..	..	..	106.40 ..	..	..	99.16 ..	..	..	110.44 ..	..	..	107.43 ..
1958 ..	..	..	111.46 ..	..	..	106.21 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	120.70 ..
1959 ..	..	..	111.46 ..	..	..	105.95 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	120.41 ..
1960 ..	..	..	110.42 ..	..	..	106.69 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	122.39 ..
1961 ..	..	..	110.94 ..	..	..	105.86 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	120.87 ..
1962 ..	..	..	112.50 ..	..	..	105.83 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	119.16 ..
1963 ..	..	..	114.06 ..	..	..	104.83 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	116.42 ..
1964 ..	..	..	116.67 ..	..	..	103.98 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.90 ..
1965 ..	..	..	117.19 ..	..	..	104.17 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.60 ..
1965 —	January	..	117.19 ..	..	..	104.17 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.60 ..
	February	..	117.19 ..	..	..	104.35 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.80 ..
	March	..	117.19 ..	..	..	103.98 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.40 ..
	April	..	117.19 ..	..	..	104.35 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.80 ..
	May	..	117.19 ..	..	..	103.98 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.40 ..
	June	..	117.19 ..	..	..	104.17 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.60 ..
	July	..	117.19 ..	..	..	103.71 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.10 ..
	August	..	117.19 ..	..	..	104.26 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.70 ..
	September	..	117.19 ..	..	..	104.63 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	113.10 ..
	October	..	117.19 ..	..	..	104.54 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	113.00 ..
	November	..	117.19 ..	..	..	104.17 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.60 ..
	December	..	117.19 ..	..	..	104.08 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.50 ..
1966 —	January	..	117.19 ..	..	..	103.80 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.20 ..
	February	..	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
February	2.28	116.33	3.90	133.56	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	156,003
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
December*	54,999	19,849	48,642	75,214	198,704

* 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	Katutura	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	7,306	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422
1960	62,095	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	55,964	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	9,139	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
December	61,472	12,819	14,935	21,455	13,121	1,721	9,236	6,449	5,287	4,390	2,044	1,068

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

<i>Trincmalee</i>	<i>Anuradhapura</i>	<i>Avistawella</i>	<i>Haputale</i>	<i>Matara</i>	<i>Vavuniya</i>	<i>Kegalle</i>	<i>Matale</i>	<i>Chilaw</i>	<i>Halton</i>	<i>Nuwara Eliya</i>	<i>Total</i>
—	—	—	—	—	—	—	—	—	—	—	34,744
283	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,732
348	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	53,307
252	437	673	—	—	—	—	—	—	—	—	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	—	—	—	—	117,796
1,365	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*
2,290	4,267	7,208	1,959	11,980	758	7,435*	2,103	3,959	1,726	1,022	198,704*

* Provisional

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

	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Totals	
	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
February	2,627	211	1,288	34	2,507	49	3,880	367	10,302	661
March	2,336	117	1,147	65	2,529	69	4,036	407	10,048	658
April	1,632	168	776	49	1,716	68	3,034	232	7,158	517
May	2,468	105	891	32	1,914	73	3,902	235	9,175	445
June	2,966	152	1,085	30	2,472	43	4,764	322	11,287	547
July	2,562	138	1,099	48	2,411	61	4,478	132	10,550	379
August	2,381	183	1,211	63	2,501	49	3,769	373	9,862	668
September	2,343	167	1,138	51	2,292	89	3,720	249	9,493	556
October	2,862	207	1,269	41	2,528	67	4,315	319	10,974	634
November	2,415	148	1,739	45	2,502	118	4,686	331	11,342	642
December	2,359	66	1,371	53	2,214	185	4,307	307	10,251	611
1965 January	2,548	221	1,197	13	2,677	80	4,692	168	11,114	482
February	2,306	167	1,339	56	2,516	65	4,025	296	10,186	584
March	1,969	89	1,216	76	2,088	62	3,367	179	8,640	406
April	2,185	56	1,055	87	2,396	42	4,061	547	9,737	732
May	4,663	87	1,461	37	3,645	118	5,883	191	15,652	433
June	5,645	180	1,732	66	4,530	92	6,669	430	18,576	771
July	3,865	108	1,559	85	3,732	91	4,965	521	14,121	805
August	3,116	104	1,225	88	3,049	106	5,020	343	12,410	641
September	3,145	230	1,307	154	3,441	109	5,211	287	13,104	780
October*	3,175	148	1,427	96	3,155	107	4,610	377	12,367	728
November*	2,797	69	1,276	56	3,096	74	4,698	205	11,867	404
December*	2,973	36	1,333	32	2,896	93	4,817	186	12,019	347

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	674	7	251	20	943	23	1,439	10	3,307	60
Negombo	88	1	62	3	114	—	214	20	478	24
Kalutara	191	2	65	2	203	11	277	45	736	60
Galle	228	2	64	—	161	5	391	54	844	61
Kandy	134	—	94	1	149	—	332	1	709	2
Nawalapitiya	19	2	20	—	23	—	75	—	137	2
Kurunegala	131	1	49	3	106	—	153	3	444	7
Jaffna	109	2	39	1	99	5	106	15	353	23
Ratnapura	129	—	46	—	94	—	190	—	459	—
Badulla	49	—	16	—	45	17	104	—	214	17
Batticaloa	51	6	12	—	43	2	66	—	172	8
Kalmunai	22	—	5	—	27	1	17	—	71	1
Trincomalee	72	—	58	—	72	—	83	—	235	—
Anuradhapura	34	8	23	—	50	9	52	23	159	40
Avissawella	466	—	218	—	241	—	98	—	1,323	—
Haputale	19	—	15	—	29	—	47	—	110	—
Matara	231	2	93	1	175	15	290	1	789	19
Vavuniya	20	3	1	—	19	2	11	2	51	7
Kegalle *	163	—	91	—	178	2	157	3	539	5
Matale	36	—	16	—	22	—	28	—	102	—
Chilaw	55	—	25	1	55	1	257	9	392	11
Hatton	27	—	34	—	22	—	84	—	167	—
Nuwara Ehiya	25	—	36	—	26	—	41	—	128	—
Total	2,973	36	1,333	32	2,896	93	4,817	186	12,019	347

* Provisional

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	42,528	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 December	157	64,302	454,047	44	7,325	78,504
1964 January	13	4,726	101,406	7	6,785	119,703
February	16	4,932	46,510	9	1,160	12,085
March	13	5,397	107,028	11	1,823	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	361	1,470
October	21	5,981	57,626	**6	**759	**7,655
November	18	4,601	14,441	11	2,176	11,613
December	21	6,369	47,005	**13	2,322	47,943
1965 January	16	4,185	32,175	**9	**1,687	**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
June	13	11,850	18,008	4	416	548
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	—	—	—
December	11	2,180	11,568	2	84	1,052

* 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
December, 1965, by Industries or Trades**

<i>Industry or Trade</i>	<i>Number of Strikes</i>		<i>Number of Workers involved</i>		<i>Number of Man-days lost</i>
Plantations—Tea	8	..	1,786	..	9,342
Rubber	3	..	394	..	2,226
Tea-cum-Rubber	—	..	—	..	—
Coconut	—	..	—	..	—
Coconut-cum-Rubber	—	..	—	..	—
Total	11		2,180		11,568
Engineering	—	..	—	..	—
Printing	1	..	75	..	1,050
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	1	..	9	..	2
Coir Mattress and Bristle Fibre Export	—	..	—	..	—
Match Manufacturing	—	..	—	..	—
Total	2		84		1,052
Grand Total	13		2,264		12,620

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

<i>Causes</i>	<i>Number of Strikes</i>				<i>Number of Workers Involved</i>			
	<i>Plantations</i>		<i>Others</i>		<i>Plantations</i>		<i>Others</i>	
1. Dismissal or loss of employment in any way. Failure to provide work	4	..	—	..	984	..	—	..
2. Wage increases, Higher rates for piece work, &c.	1	..	—	..	120	..	—	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	1	..	1	..	116	..	75	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	4	..	1	..	853	..	9	..
5. Food matters. Welfare	—	..	—	..	—	..	—	..
6. Right of association and meeting	—	..	—	..	—	..	—	..
7. Factional disputes and domestic matters	—	..	—	..	—	..	—	..
8. External matters (e.g., arrest by Police, &c.)	—	..	—	..	—	..	—	..
9. Assaults by employer or agent or others	—	..	—	..	—	..	—	..
10. General demands	1	..	—	..	107	..	—	..
11. Sympathetic strikes	—	..	—	..	—	..	—	..
Total	11		2		2,180		84	

APPENDIX I

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

<i>Class of Worker</i>	<i>Month : March, 1966</i>		
	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Total</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>
(1) Baking Trade			
<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, sealers and weighers, divider men, twistere, 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
(2) Beedi Manufacturing Trade			
<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.		Rs. c.
(3) Brick and Tile Manufacturing Trade					
<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
(4) Building Trade					
<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:					
Kangames ..	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 Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.

(5) Cigar Manufacturing Trade

Piece Rates :

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
----	----	----	----	----	----	----	----	----

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.	
(6) Cinema Trade (contd.)					
B.—CLERICAL					
<i>Grade III</i>					
Advertisement clerk; Assistant cashier clerk; Despatch and clearing clerk; Advance booking clerk; Booking clerk:—					
(a) Within the Municipal areas	..	50 0	..	55 50	.. 105 50
(b) Outside the Municipal areas	..	45 0	..	55 50	.. 100 50
<i>Grade II</i>					
Advertisement manager; Cashier clerk; Clerk (accounts and general); Typist; Wharf clerk; Storekeeper; Book-keeper:—					
(a) Within the Municipal areas	..	55 0	..	58 50	.. 113 50
(b) Outside the Municipal areas	..	50 0	..	58 50	.. 108 50
<i>Grade I</i>					
Head clerk	..	110 0	..	63 50	.. 173 50
(7) Cinnamon Trade					
<i>Daily Rates :</i>					
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
<i>Piece Rates :</i>					
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					
<i>Daily Rates :</i>					
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					
<i>Daily Rates :</i>					
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.	¢.	Rs.	¢.	Rs.	¢.
(9) Coconut Growing Trade (contd.)						
<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
(10) Coconut Manufacturing Trade						
<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.

Class of Worker	Basis Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(11) Coir Mattress and Bristle Fibre Export Trade						
<i>Daily Rates :</i>						
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 ..						
	40	..	2	21	..	3 61
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
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
Head baling press operator ..	2	0	..	2	31	.. 4 31
B. Female workers (not under 18 years of age) ..						
	1	15	..	2	09	.. 3 24
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

(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 kanganies	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.	
(12) Dock, Harbour and Port Transport Trade (contd.)					
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	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(13) Engineering Trade						
<i>Daily Rates :</i>						
Unskilled labourers	1	40	2	21	3	61
Semi-skilled workers, Grade I—						
Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fettlers (iron and brass) ; smellters (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 tindals, drivers ; splicers (rope and sail makers) ; glaziers ; driver mechanics ; oil and steam roller drivers shipwrights, body-builders ; hood-makers ; mechanics ; tinkers (motor) ; tinsmiths ; rivetters and 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
--	---	---	---	----	---	----

Grade II :

Can Repairers, CO ₂ Gas Control Men, Asst. Syrup Makers, Syrupers, Crowners, Clean Bottle Examiners, Carbonator Operators, Production Counters, Fillers (Hand), Label-less (Automatic), Bottle Washer off-loaders, any other workers engaged in automatic machines in the production of mineral or aerated waters, Ice Harvesters ..	1	65	2	31	3	96
---	---	----	---	----	---	----

Class of Worker	Month : March, 1966		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(14) Ice and Aerated Waters Manufacturing Trade (contd.)			
Grade III			
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			
<i>Daily Rates:</i>			
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

Class of Worker	Month : March, 1966		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(16) Motor Transport Trade			
<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 tractors with trailers used for transport purposes or drivers of lorries with trailers (including those of the Scammel-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	66 42	166 42
Class E Workers : 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	61 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

Daily Rates :

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 workess 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.
(17) Plumbago Trade					
Daily Rates :					
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 Trolley-men 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 Banksmen 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.
(17) Plumbago Trade (contd.)					
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

(18) Printing Trade

Monthly Rates :

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	122 92

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(18) Printing Trade—(contd.)						
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.		
(20) Rubber Growing and Manufacturing Trade					
<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
(21) Tea Export Trade					
<i>Daily Rates :</i>					
A.—Male workers not under 18 years of age—					
(a) Grade II—					
Workers employed in—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and 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) Intermediate Grade—					
Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..	1 60	..	2 31	..	3 91
(c) Grade I—					
Workers employed in—unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and re-stacking and laying out chests and loading for shipping ..	1 80	..	2 31	..	4 11
(d) Box makers and repairers ..	1 60	..	2 31	..	3 91
(e) Watchers ..	1 70	..	2 31	..	4 01
B.—Female workers (not under 18 years of age) ..	1 15	..	2 09	..	3 24
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
(22) Tea Growing and Manufacturing Trade:					
<i>Daily Rates :</i>					
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 Allowances		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(23) Liquor and Vinegar Trade						
<i>Monthly Rates :</i>						
Tope kangany	115	0	—	..	115	0
Toddy tavern watcher	63	0	—	..	63	0
Arrack tavern watcher	63	0	—	..	63	0
Tope watcher	50	0	—	..	50	0
Collecting station manager	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 March, 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>
1/2	2 50 1/2	2 13	1 56 1/2	1/2
1	5 01	4 26	3 13	1
2	10 01	8 52	6 27	2
3	15 02	12 78	9 40	3
4	20 02	17 04	12 53	4
5	25 03	21 30	15 66	5
6	30 03	25 56	18 80	6
7	35 04	29 81	21 93	7
8	40 04	34 07	25 06	8
9	45 05	38 33	28 19	9
10	50 06	42 59	31 33	10
11	55 06	46 85	34 46	11
12	60 07	51 11	37 59	12
13	65 07	55 37	40 72	13
14	70 08	59 63	43 86	14
15	75 08	63 89	46 99	15
16	80 09	68 15	50 12	16
17	85 09	72 41	53 25	17
18	90 10	76 67	56 39	18
19	95 11	80 93	59 52	19
20	100 11	85 19	62 65	20
21	105 12	89 44	65 78	21
22	110 12	93 70	68 92	22
23	115 13	97 96	72 05	23
24	120 13	102 22	75 18	24
25	125 14	106 48	78 31	25
26	130 14	110 74	81 45	26
27	135 15	115 00	84 58	27
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 27 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 March, 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		
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
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	4 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	6 42	87 12	90 42	94 82	23
24	83 03	76 13	71 53	91 08	94 53	99 13	24
25	86 64	79 44	74 64	95 04	98 64	103 44	25
26	90 25	82 75	77 75	99 00	102 75	107 75	26
27	93 86	86 06	80 86	102 96	106 89	112 06	27
27	97 47	89 37	83 97	106 92	110 97	116 37	27
Poya days work							Poya days work
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 68	25 88	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 27 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 March, 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.	
½	1 74	1 90½	2 16	2 36½	1 95½	2 10	3 21½	½
1	3 48	3 81	4 32	4 73	3 91	4 20	6 43	1
2	6 95	7 63	8 65	9 46	7 81	8 41	12 85	2
3	10 43	11 44	12 97	14 20	11 72	12 61	19 28	3
4	13 90	15 25	17 30	18 93	15 63	16 81	25 70	4
5	17 38	19 06	21 62	23 66	19 54	21 02	32 13	5
6	20 85	22 88	25 95	28 39	23 44	25 22	38 56	6
7	24 33	26 69	30 27	33 12	27 35	29 43	44 98	7
8	27 80	30 50	34 60	37 85	31 26	33 63	51 41	8
9	31 28	34 31	38 92	42 59	35 17	37 83	57 83	9
10	34 76	38 13	43 24	47 32	39 07	42 04	64 26	10
11	38 23	41 94	47 57	52 05	42 98	46 24	70 69	11
12	41 71	45 75	51 89	56 78	46 89	50 44	77 11	12
13	45 18	49 56	56 22	61 51	50 80	54 65	83 54	13
14	48 66	53 38	60 54	66 25	54 70	58 85	89 96	14
15	52 13	57 19	64 87	70 98	58 61	63 06	96 39	15
16	55 61	61 00	69 19	75 71	62 52	67 26	102 81	16
17	59 08	64 81	73 52	80 44	66 43	71 46	109 24	17
18	62 56	68 63	77 84	85 17	70 33	75 67	115 67	18
19	66 04	72 44	82 16	89 91	74 24	79 87	122 09	19
20	69 51	76 25	86 49	94 64	78 15	84 07	128 52	20
21	72 99	80 06	90 81	99 37	82 06	88 28	134 94	21
22	76 46	83 88	95 14	104 11	85 96	92 48	141 37	22
23	79 94	87 69	99 46	108 83	89 87	96 69	147 80	23
24	83 81	91 50	103 79	113 56	93 78	100 89	154 22	24
25	86 89	95 31	108 11	118 30	97 69	105 09	160 65	25
26	90 36	99 13	112 44	123 03	101 59	109 30	167 07	26
27	93 84	102 94	116 76	127 76	105 50	113 50	173 50	27
28	99 47	109 12	123 77	135 43	111 83	120 31	183 91	28
29	105 10	115 30	130 78	143 10	118 16	127 12	194 32	29
30	110 73	121 48	137 79	150 77	124 49	133 93	204 73	30
31	116 36	127 66	144 80	158 44	130 82	140 74	215 14	31

* 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 or 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 March, 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 74	1 85	2 01½	2 27½	1 86	2 01	3 21½	½
1	3 48	3 70	4 03	4 55	3 72	4 02	6 43	1
2	6 95	7 40	8 06	9 09	7 44	8 04	12 85	2
3	10 43	11 10	12 08	13 64	11 17	12 06	19 28	3
4	13 90	14 81	16 11	18 19	14 89	16 07	25 70	4
5	17 38	18 51	20 14	22 73	18 61	20 09	32 13	5
6	20 85	22 21	24 17	27 28	22 23	24 11	38 56	6
7	24 33	25 91	28 20	31 83	26 06	28 13	44 98	7
8	27 80	29 61	32 23	36 37	29 78	32 15	51 41	8
9	31 28	33 31	36 25	40 92	33 50	36 17	57 83	9
10	34 76	37 01	40 28	45 47	37 22	40 19	64 26	10
11	38 23	40 72	44 31	50 01	40 94	44 20	70 69	11
12	41 71	44 42	48 34	54 56	44 67	48 22	77 11	12
13	45 18	48 12	52 37	59 11	48 39	52 24	83 54	13
14	48 66	51 82	56 39	63 65	52 11	56 26	89 96	14
15	52 13	55 52	60 42	68 20	55 83	60 28	96 39	15
16	55 61	59 22	64 45	72 75	59 56	64 30	102 81	16
17	59 08	62 93	68 48	77 29	63 28	68 31	109 24	17
18	62 56	66 63	72 51	81 84	67 00	72 33	115 67	18
19	66 04	70 33	76 53	86 39	70 72	76 35	122 09	19
20	69 51	74 03	80 56	90 93	74 44	80 37	128 52	20
21	72 99	77 73	84 59	95 48	78 17	84 39	134 94	21
22	76 46	81 43	88 62	100 03	81 89	88 41	141 37	22
23	79 94	85 13	92 65	104 57	85 61	92 43	147 80	23
24	83 41	88 84	96 68	109 12	89 33	96 44	154 22	24
25	86 89	92 54	100 70	113 67	93 06	100 46	160 65	25
26	90 36	96 24	104 73	118 21	96 78	104 48	167 07	26
27	93 84	99 94	108 76	122 76	100 50	108 50	173 50	27
28	99 47	105 94	115 29	130 13	106 53	115 01	183 91	28
29	105 10	111 94	121 82	137 50	112 56	121 52	194 32	29
30	110 73	117 94	138 35	144 87	118 59	128 03	204 73	30
31	116 36	123 94	134 88	152 24	124 62	134 54	215 14	31

* 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 Board's decision.

APPENDIX V

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during March, 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. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	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 67	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 38	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 4	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	18
19	20 90	24 70	45 60	17 10	18 24	35 34	12 35	16 91	29 26	19
20	22 00	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
25	27 50	32 50	60 00	22 50	24 00	46 50	16 25	22 25	38 50	25
26	28 60	33 80	62 40	23 40	24 96	48 36	16 90	23 14	40 04	26
27	29 70	35 10	64 80	24 30	25 92	50 22	17 55	24 03	41 58	27
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 27 refers to work done on days other than Poyada days in the month. If a worker has worked on Poyada days as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poyada 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 March, 1966, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
<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 38	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
25	67 50	63 75	50 25	42 25	98 75	88 75	72 75	71 00	25
26	70 20	66 30	52 26	43 94	102 70	92 30	75 66	73 84	26
27	72 90	68 85	54 27	45 63	106 65	95 85	78 57	76 68	27
<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

Note 1.— The information shown for the number of days up to 27 refers to work done on days other than Poya days 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 Poya days.

Note 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 March, 1966, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganics	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>
1/2	1 80½	1 98	1 88	2 15½	2 05½	2 00½	0 83½	0 96½	1 23½	1 43½		1/2
1	3 61	3 96	3 76	4 31	4 11	4 01	1 67	1 93	2 47	2 87		1
2	7 22	7 92	7 52	8 62	8 22	8 02	3 34	3 86	4 94	5 74		2
3	10 83	11 88	11 28	12 93	12 33	12 03	5 01	5 79	7 41	8 61		3
4	14 44	15 84	15 04	17 24	16 44	16 04	6 68	7 72	9 88	11 48		4
5	18 05	19 80	18 80	21 55	20 55	20 05	8 35	9 65	12 35	14 35		5
6	21 66	23 76	22 56	25 86	24 66	24 06	10 02	11 58	14 82	17 22		6
7	25 27	27 72	26 32	30 17	28 77	28 07	11 69	13 51	17 29	20 09		7
8	28 88	31 68	30 08	34 48	32 88	32 08	13 36	15 44	19 76	22 66		8
9	32 49	35 64	33 84	38 79	36 99	36 09	15 03	17 37	22 23	25 83		9
10	36 10	39 60	37 60	43 10	41 10	40 10	16 70	19 30	24 70	28 70		10
11	39 71	43 56	41 36	47 41	45 21	44 11	18 37	21 23	27 17	31 57		11
12	43 32	47 52	45 12	51 72	49 32	48 12	20 04	23 16	29 64	34 44		12
13	46 93	51 48	48 88	56 03	53 43	52 13	21 71	25 09	32 11	37 31		13
14	50 54	55 44	52 64	60 34	57 54	56 14	23 38	27 02	34 58	40 18		14
15	54 16	59 40	56 40	64 05	61 65	60 15	25 05	28 95	37 05	43 05		15
16	57 76	63 36	60 61	68 96	65 76	64 16	26 72	30 88	39 52	45 62		16
17	61 37	67 32	63 92	73 27	69 87	68 17	28 39	32 81	41 99	48 79		17
18	64 98	71 28	67 68	77 58	73 98	72 18	30 06	34 74	44 46	51 66		18
19	68 59	75 24	71 44	81 89	78 09	76 19	31 73	36 67	46 93	54 53		19
20	72 20	79 20	75 20	86 20	82 20	80 20	33 40	38 60	49 40	57 40		20
21	75 81	83 16	78 96	90 51	86 31	84 21	35 07	40 53	51 87	60 27		21
22	79 42	87 12	82 72	94 82	90 42	88 22	36 74	42 46	54 34	63 14		22
23	83 03	91 08	86 48	99 13	94 53	92 23	38 41	44 39	56 81	66 01		23
24	86 64	95 04	90 24	103 44	98 64	96 24	40 08	46 32	59 28	68 88		24
25	90 25	99 00	94 00	107 75	102 75	100 25	41 75	48 25	61 75	71 75		25
26	93 86	102 96	97 76	112 06	106 86	104 26	43 42	50 18	64 22	74 62		26
27	97 47	106 92	101 52	116 37	110 97	108 27	45 09	52 11	66 69	77 49		27
<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
2	10 84	11 88	11 28	12 94	12 34	12 04	5 02	5 80	7 42	8 62		2
3	16 26	17 82	16 92	19 41	18 51	18 06	7 53	8 70	11 13	12 93		3
4	21 68	23 76	22 56	25 88	24 68	24 08	10 04	11 60	14 84	17 24		4

Note 1.—The information shown for the number of days up to 27 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 March, 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	Adults		Young Persons	Adults		Young Persons		Watches	
	Male	Fe-male		Male	Fe-male		Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years		
			Over 14 Under 18 Years									
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 65	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 68	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
25	98 50	87 00	68 25	88 50	79 00	62 00	81 00	71 75	48 00	59 50	91 00	25
26	102 44	90 48	70 98	92 04	82 16	64 48	84 24	74 62	49 92	61 88	94 64	26
27	106 38	93 96	73 71	95 58	85 32	66 96	87 48	77 49	51 84	64 26	98 28	27
<i>Poya days work</i>												<i>Poya days work</i>
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 76	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 27 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 March, 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 08	2 89½	2 76	2 43½	2 48	2 26	2 07½	2 81½	1 79	½
1	6 16	5 79	5 52	4 78	4 96	4 52	4 15	5 63	3 58	1
2	12 33	11 59	11 03	9 73	9 92	9 04	8 30	11 26	7 16	2
3	18 49	17 38	16 55	14 69	14 88	13 56	12 45	16 89	10 74	3
4	24 65	23 17	22 06	19 47	19 84	18 08	16 60	22 52	14 32	4
5	30 82	28 97	27 58	24 34	24 80	22 60	20 74	28 15	17 90	5
6	36 98	34 76	33 09	29 20	29 76	27 12	24 89	33 78	21 48	6
7	43 15	40 55	38 61	34 07	34 72	31 63	29 04	39 41	25 06	7
8	49 31	46 35	44 12	30 94	39 68	36 15	33 19	45 08	28 64	8
9	55 47	52 14	49 64	43 81	44 64	40 67	37 34	50 67	32 22	9
10	61 64	57 93	55 16	48 67	49 60	45 19	41 49	56 30	35 80	10
11	67 80	63 73	60 67	53 54	54 56	49 71	45 64	61 93	39 38	11
12	73 96	69 52	66 19	58 41	59 52	54 23	49 79	67 59	42 96	12
13	80 13	75 31	71 70	63 28	64 48	58 75	53 94	73 19	46 55	13
14	86 29	81 11	77 22	68 14	69 44	63 27	58 08	78 83	50 13	14
15	92 46	86 90	82 73	73 01	74 40	67 79	62 23	84 46	53 71	15
16	98 62	92 69	88 25	77 88	79 36	72 31	66 38	90 19	57 29	16
17	104 78	98 49	93 76	82 75	84 32	76 83	70 53	95 72	60 87	17
18	110 95	104 28	99 28	87 61	89 28	81 35	74 68	101 35	64 45	18
19	117 11	110 07	104 80	92 48	94 24	85 87	78 83	106 98	68 03	19
20	123 27	115 87	110 31	97 35	99 20	80 39	82 98	112 61	71 61	20
21	129 44	121 66	115 83	102 22	104 16	94 90	87 13	118 24	75 19	21
22	135 60	127 45	121 34	107 08	109 12	99 42	91 28	123 87	78 77	22
23	141 77	133 25	126 86	111 95	114 08	103 94	95 42	129 50	82 35	23
24	147 93	139 04	132 37	116 82	119 04	108 46	99 57	135 13	85 93	24
25	154 09	144 83	137 89	121 69	124 00	112 98	103 27	140 76	89 51	25
26	160 26	150 63	143 40	126 55	128 96	117 50	107 87	146 39	93 05	26
27	166 42	156 42	148 92	131 42	133 92	122 02	112 02	152 02	96 67	27
28	176 41	155 34	157 96	139 31	141 96	129 34	118 74	161 14	102 47	28
29	186 40	175 20	166 80	147 20	150 06	136 66	125 46	170 26	108 27	29
30	196 39	184 59	175 74	155 09	158 04	143 98	132 18	179 38	114 07	30
31	206 38	193 98	184 68	162 98	166 08	151 30	138 90	188 50	119 87	31

APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number
of days worked during March, 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 57	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 5	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 98	74 48	77 98	70 98	48 16	14
15	102 30	91 05	79 80	83 55	76 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 76	109 26	95 76	100 26	91 26	61 93	18
19	129 58	115 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	10 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 89	143 64	150 39	136 89	92 88	27
28	190 96	169 96	148 96	155 96	141 96	96 82	28
29	197 78	176 03	151 28	161 53	147 03	99 76	29
30	204 60	182 10	159 60	167 10	152 10	103 20	30
31	211 42	188 17	164 92	172 67	157 19	106 64	31

APPENDIX XI

***Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 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.	
½	4 08	3 26	2 63½	2 44	2 15½	1 96	1 15	2 04½	½
1	8 16	6 52	5 27	4 88	4 31	3 92	2 30	4 09	1
2	16 33	13 03	10 55	9 76	8 62	7 83	4 61	8 18	2
3	24 49	19 55	15 82	14 64	12 94	11 75	6 91	12 27	3
4	32 65	26 06	21 10	19 53	17 25	15 66	9 22	16 36	4
5	40 82	32 58	26 37	24 41	21 56	19 58	11 52	20 45	5
6	48 98	39 09	31 65	29 29	25 87	23 50	13 83	24 54	6
7	57 15	45 61	36 92	34 17	30 18	27 41	16 13	28 63	7
8	65 31	52 12	42 20	39 05	34 49	31 33	18 44	32 73	8
9	73 47	58 64	47 47	43 93	38 81	35 24	20 74	36 81	9
10	81 64	65 16	52 75	48 81	43 12	39 16	23 04	40 90	10
11	89 80	71 67	58 02	53 70	47 43	43 08	25 35	44 99	11
12	97 96	78 19	63 30	58 58	51 74	46 99	27 65	49 08	12
13	106 13	84 70	68 57	63 46	56 05	50 91	29 96	53 17	13
14	114 29	91 22	73 85	68 34	60 37	54 82	32 26	57 25	14
15	122 46	97 73	79 12	73 22	64 68	58 74	34 57	61 34	15
16	130 62	104 25	84 40	78 10	68 99	62 65	36 87	65 43	16
17	138 78	110 76	89 07	82 99	73 30	66 57	39 18	69 52	17
18	146 95	117 28	94 95	87 87	77 61	70 49	41 48	73 61	18
19	155 11	123 80	100 22	92 75	81 93	74 40	43 78	77 70	19
20	163 27	130 31	105 50	97 63	86 24	78 32	46 09	81 79	20
21	171 44	136 83	110 77	102 51	90 55	82 23	48 39	85 88	21
22	179 60	143 34	116 05	107 39	94 86	86 15	50 70	89 97	22
23	187 77	149 86	121 32	112 27	99 17	90 07	53 00	94 06	23
24	195 93	156 37	126 60	117 16	103 48	93 98	55 31	98 15	24
25	204 09	162 89	131 87	122 04	107 80	97 90	57 61	102 24	25
26	212 26	169 40	137 15	126 92	112 11	101 81	59 92	106 33	26
27	220 42	175 92	142 42	131 80	116 42	105 73	62 22	110 42	27
28	228 05	189 99	153 81	142 34	125 73	114 19	67 20	119 25	28
29	255 68	204 06	165 20	152 88	135 04	122 65	72 18	128 08	29
30	273 31	218 13	176 59	163 42	144 35	131 11	77 16	136 91	30
31	290 94	202 20	187 98	173 96	153 66	139 57	82 14	145 74	31
Extra Payment for work done on weekly Poya holidays									
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 27 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 March, 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 47	1 84½	2 27½	2 77	3 35	1 21½	1 65½	2 03	2 49½	½
1	2 94	3 69	4 55	5 54	6 70	2 43	3 31	4 06	4 99	1
2	5 88	7 38	9 11	11 08	13 39	4 87	6 62	8 11	9 99	2
3	8 81	11 07	13 66	16 62	20 09	7 30	9 94	12 17	14 93	3
4	11 75	14 76	18 21	22 17	26 79	9 74	13 25	16 23	19 97	4
5	14 69	18 45	22 76	27 71	33 49	12 17	16 56	20 28	24 96	5
6	17 63	22 14	27 32	33 25	40 18	14 60	19 87	24 34	29 96	6
7	20 56	25 83	31 87	38 79	46 88	17 04	23 18	28 39	34 95	7
8	23 50	29 52	36 42	44 33	53 58	19 47	26 49	32 45	39 94	8
9	26 44	33 21	40 97	49 87	60 27	21 91	29 81	36 51	44 93	9
10	29 38	36 90	45 53	55 41	66 97	24 34	33 12	40 56	49 93	10
11	32 32	40 59	50 08	60 96	73 67	26 77	36 43	44 62	54 92	11
12	35 25	44 28	54 63	66 50	80 36	29 21	39 74	48 68	59 91	12
13	38 19	47 97	59 18	72 04	87 06	31 64	43 05	52 73	64 90	13
14	41 13	51 65	63 74	77 58	93 76	34 08	46 37	56 79	69 90	14
15	44 07	55 34	68 29	83 12	100 46	36 51	49 63	60 84	74 89	15
16	47 00	59 03	72 84	88 66	107 15	38 95	52 99	64 90	79 88	16
17	49 94	62 72	77 39	94 21	113 85	41 38	56 30	68 96	84 87	17
18	52 88	66 41	81 95	99 75	120 55	43 81	59 61	73 01	89 87	18
19	55 82	70 10	86 50	105 29	127 24	46 25	62 93	77 07	94 86	19
20	58 76	73 79	91 05	110 83	133 94	48 68	66 24	81 13	99 85	20
21	61 69	77 48	95 60	116 37	140 64	51 12	69 55	85 18	104 84	21
22	64 63	81 17	100 16	121 91	147 33	53 55	72 86	89 24	109 84	22
23	67 57	84 86	104 71	127 45	154 03	55 98	76 17	93 29	114 83	23
24	70 51	88 55	109 26	133 00	160 73	58 42	79 48	97 35	119 82	24
25	73 44	92 24	113 82	138 54	167 43	60 85	82 80	101 41	124 82	25
26	76 38	95 93	118 37	144 08	174 12	63 29	86 11	105 46	129 81	26
27	79 32	99 62	122 92	149 62	180 82	65 72	89 42	109 52	134 80	27
28	85 67	107 59	132 75	161 59	195 29	70 98	96 57	118 28	145 58	28
29	92 02	115 56	142 58	173 56	209 76	76 24	103 72	127 04	156 36	29
30	98 37	123 53	152 41	185 53	224 23	81 50	110 87	135 80	167 14	30
31	104 72	131 50	162 24	197 50	238 70	86 76	118 02	144 56	177 92	31
	Extra Payment for work done on Poya days									
1	2 64	3 32	4 10	4 99	6 03	2 19	2 98	3 65	4 49	1
2	5 28	6 64	8 20	9 98	12 06	4 38	5 96	7 30	8 98	2
3	7 92	9 96	12 30	14 97	18 09	6 57	8 94	10 95	13 47	3
4	10 56	13 28	16 40	19 96	24 12	8 76	11 92	14 60	17 96	4

(For footnotes see page 203)

APPENDIX XI—(contd.)

***Ready Reckoner showing the Minimum wages payable for the number of days worked during March, 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 22	1 42	1 66½	1 97½	1 14½	1 33½	1 53	1 80½	½
1	2 44	2 84	3 33	3 95	2 29	2 67	3 06	3 61	1
2	4 88	5 69	6 66	7 91	4 57	5 34	6 11	7 22	2
3	7 32	8 53	9 99	11 86	6 86	8 01	9 17	10 83	3
4	9 77	11 38	13 32	15 81	9 14	10 68	12 22	14 44	4
5	12 21	14 22	16 65	19 76	11 43	13 35	15 28	18 05	5
6	14 65	17 07	19 98	23 72	13 72	16 02	18 33	21 66	6
7	17 09	19 91	23 31	27 67	16 00	18 70	21 39	25 26	7
8	19 53	22 76	26 64	31 62	18 29	21 37	24 44	28 87	8
9	21 97	25 60	29 97	35 58	20 57	24 04	27 50	32 48	9
10	24 41	28 44	33 30	39 53	22 86	26 71	30 56	36 09	10
11	26 86	31 29	36 63	43 48	25 15	29 38	33 61	39 70	11
12	29 30	34 13	39 96	47 44	27 43	32 05	36 67	43 31	12
13	31 74	36 98	43 29	51 39	29 72	34 72	39 72	46 92	13
14	34 18	39 82	46 63	55 34	32 00	37 39	42 78	50 53	14
15	36 62	42 67	49 96	59 29	34 29	40 06	45 83	54 14	15
16	39 06	45 51	53 29	63 25	36 57	42 73	48 89	57 75	16
17	41 51	48 36	56 62	67 20	38 86	45 40	51 94	61 36	17
18	43 95	51 20	59 95	71 15	41 15	48 07	55 00	64 97	18
19	46 39	54 04	63 28	75 11	43 43	50 74	58 06	68 58	19
20	48 83	56 89	66 61	79 06	45 72	53 42	61 11	72 19	20
21	51 27	59 73	69 94	83 01	48 00	56 09	64 17	75 79	21
22	53 71	62 58	73 27	86 97	50 29	58 76	67 22	79 40	22
23	56 15	65 42	76 60	90 92	52 58	61 43	70 28	83 01	23
24	58 60	68 27	79 93	94 87	54 86	64 10	73 33	86 62	24
25	61 04	71 11	83 26	98 82	57 15	66 77	76 39	90 23	25
26	63 48	73 96	86 59	102 78	59 43	69 44	79 44	93 84	26
27	65 92	76 80	89 92	106 73	61 72	72 11	82 50	97 45	27
28	71 19	82 94	97 11	115 27	66 66	77 88	89 10	105 25	28
29	76 46	89 08	104 30	123 81	71 60	83 65	95 70	113 05	29
30	81 73	95 22	111 49	132 35	76 54	89 42	102 30	120 85	30
31	87 00	101 36	118 68	140 89	81 48	95 19	108 90	128 65	31
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 203)

APPENDIX XI—(contd.)

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

Apprentices

Class D

No. of Days	Class D				No. of Days
	1st Year	2nd Year	3rd Year	4th Year	
	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
½	1 04½	1 21	1 39½	1 63½	½
1	2 09	2 42	2 79	3 27	1
2	4 19	4 85	5 58	6 55	2
3	6 28	7 27	8 37	9 82	3
4	8 37	9 69	11 16	13 10	4
5	10 47	12 11	13 95	16 37	5
6	12 56	14 54	16 74	19 65	6
7	14 65	16 96	19 53	22 92	7
8	16 75	19 38	22 32	26 20	8
9	18 84	21 81	25 11	29 47	9
10	20 93	24 23	27 90	32 75	10
11	23 03	26 65	30 69	36 02	11
12	25 12	29 08	33 48	39 30	12
13	27 21	31 50	36 27	42 57	13
14	29 31	33 92	39 05	45 85	14
15	31 40	36 34	41 84	49 12	15
16	33 49	38 77	44 63	52 40	16
17	35 59	41 19	47 42	55 67	17
18	37 68	43 61	50 21	58 95	18
19	39 77	46 04	53 00	62 22	19
20	41 87	48 46	55 79	65 50	20
21	43 96	50 88	58 58	68 77	21
22	46 05	53 31	61 37	72 05	22
23	48 15	55 73	64 16	75 32	23
24	50 24	58 15	66 95	78 60	24
25	52 33	60 57	69 74	81 87	25
26	54 43	63 00	72 53	85 15	26
27	56 52	65 42	75 32	88 42	27
28	61 04	70 65	81 35	95 49	28
29	65 56	75 88	87 38	102 56	29
30	70 08	81 11	93 41	109 63	30
31	74 60	86 34	99 44	116 70	31
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 403)

APPENDIX XII

**Ready Reckoner showing the Minimum Wages payable for the
Number of days worked during March, 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	Watch-ers	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 Days
1/2	1 80½	1 95½	2 05½	2 00½	1 62	1 69½	1 22½	1 30	1 37½	1 50	1 50	1/2
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 20	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	45 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	56 35	59 80	63 25	69 00	69 00	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
25	90 25	97 75	102 75	100 25	81 00	84 75	61 25	65 00	68 75	75 00	75 00	25
26	93 86	101 66	106 86	104 26	84 24	88 14	63 70	67 60	71 50	78 00	78 00	26
27	97 47	105 57	110 97	108 27	87 48	91 53	66 15	70 20	74 25	81 00	81 00	27
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 50	13 50	3
4	21 68	23 48	24 68	24 08	19 44	20 36	14 72	15 60	16 52	18 00	18 00	4

Note 1.—The information shown for the number of days up to 27 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 March, 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	
<i>Normal working days</i>	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	0 70	0 65	1 35	0 65	0 48	1 13	0 52½	0 44½	0 97	1/2
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 08	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
25	35 00	32 50	67 50	32 50	24 00	56 50	26 25	22 25	48 50	25
26	36 40	33 80	70 20	33 80	24 96	58 76	27 30	23 14	50 44	26
27	37 80	35 10	72 90	35 10	25 92	61 02	28 35	24 03	52 38	27
<i>Poya days work</i>										<i>Poya days work</i>
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 27 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 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 March, 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	Inter-mediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 80½	1 95½	2 05½	1 95½	2 00½	1 62	1 22½	1 30	1 37½	1 50	½
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 73	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 60	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 40	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 56	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 32	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 20	80 20	64 80	49 00	52 00	55 00	60 00	20
21	75 81	82 11	86 31	82 11	84 21	68 04	51 45	54 60	57 75	63 00	21
22	79 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
25	90 25	97 75	102 75	97 75	100 25	81 00	61 25	65 00	68 75	75 00	25
26	93 86	101 66	106 86	101 66	104 26	84 24	63 70	67 60	71 50	78 00	26
27	97 47	105 57	110 97	105 57	108 27	87 48	66 15	70 20	74 25	81 00	27
Poya days work											Poya days work
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 50	3
4	21 68	23 48	24 68	23 48	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 27 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 March, 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	
Normal working days	Rs. c.	St. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working Days
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
25	31 25	32 50	63 75	26 25	24 00	50 25	20 00	22 25	42 25	25
26	32 50	33 80	66 30	27 30	24 96	52 26	20 80	23 14	43 94	26
27	33 75	35 10	68 85	28 35	25 92	54 27	21 60	24 03	45 63	27
Poya days Work										Poya days Work
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 27 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.

APPENDICES

Appendix

PAGE

I.	Statement showing the Minimum Rates of Wages payable to Workers in different Trades for which Wages Boards have been established (March, 1966)	177
II.	Ready Reckoners showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during March, 1966, to workers in the Baking Trade	193
III.	Building Trade	194
IV.	Cinema Trade	195
V.	Cocoa, Cardamom and Pepper Growing and Manufacturing Trades	197
VI.	Coconut Growing and Manufacturing Trade	198
VII.	Engineering Trade	199
VIII.	Match Manufacturing Trade	200
IX.	Motor Transport Trade (Monthly-paid)	201
X.	Motor Transport Trade (Daily-paid)	202
XI.	Printing Trade	203
XII.	Rubber Export Trade	207
XIII.	Rubber Growing and Manufacturing Trade	208
XIV.	Tea Export Trade	209
XV.	Tea Growing and Manufacturing Trade	210

**The Ceylon Labour Gazette is not responsible
for opinions expressed in signed articles**

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

