

# CEYLON

## LABOUR GAZETTE

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National SEMINAR on Manpower Assessment and Educational Planning, Colombo, June 1966

### TEXT OF FINAL STATEMENT

A Seminar on 'Manpower Assessment and Educational Planning', sponsored jointly by the Government of Ceylon and the Colombo Plan Bureau, was held at the Ceylon Institute of Scientific and Industrial Research, Colombo, from 29 June to 1 July, 1966. This Seminar was attended by 52 participants representing the fields of Planning, Education, Labour and Industry, both from the public and private sectors.

2. The Inaugural Address was delivered by the Hon. I. M. R. A. Iriyagolle, Minister of Education and Cultural Affairs. The Final Session of the Seminar was addressed by the Hon. Dudley Senanayake, Prime Minister.

3. The discussions at the Seminar centered around the following five Working Papers :—

- (I) 'Manpower in Economic Development' by Mr. D. Alan Strachan, Director of the Colombo Plan Bureau.
- (II) 'Potentials and Problems of Manpower in Ceylon' by Mr. S. Selvaratnam, Senior Research Officer, Department of National Planning.
- (III) 'Priorities in Education' by Mr. B. J. P. Alles, Deputy Director of Education.
- (IV) 'Manpower Problems and the Role of the Labour Department' by Mr. D. R. Umagiliya of the General Treasury and until recently Deputy Commissioner of Labour.
- (V) 'Manpower Problems and the Present Educational System' by the Department of Labour.

4. As an integral part of the Seminar a Panel discussion was held on 1 July and the following members of the Panel answered questions put to them by the Seminar participants :

Dr. Gamini Corea, Permanent Secretary, Ministry of Planning and Economic Affairs.

Mr. R. K. Srivastava, ILO Manpower Assessment and Planning Expert

Mr. B. J. P. Alles, Deputy Director of Education.

Mr. N. U. Jayawardena, Managing Director, Vavasseur Trading Co. Ltd.

5. The Seminar recognised that in Ceylon both Manpower Assessment as well as Educational Planning were beset with several problems, of which the most important were the inadequacy of reliable statistical data, absence of long-range projections of future manpower requirements and appropriate institutional arrangements. However, it appeared fairly clear on the basis of existing information and the results of a few investigations made in the recent past that there were two broad aspects to the manpower problem in Ceylon :—

- (a) widespread unemployment and under-employment in the traditional sectors of the economy ; and
- (b) a shortage of trained skills to meet the requirements of development.

It was also emphasised that manpower as well as education were dynamic concepts and were influenced by a variety of motivational and other sociological factors.

6. The Seminar analysed the factors underlying these two aspects of the problem in Ceylon. The prevalence of unemployment and under employment were ascribed to :—

- (a) a very rapid rate of growth of population and labour force ;
- (b) slow rate of economic development resulting in the creation of limited employment opportunities ;
- (c) lack of subsidiary avenues of employment in the agricultural sector during off seasons ; and
- (d) lack of mobility of labour from labour surplus to labour scarce areas within the country.

7. In regard to the problem of shortage of skills the Seminar considered that among the major causes were :—

- (a) the prevalence of traditional attitudes and values resulting in a reluctance to the acquisition of manual skills. Such reluctance, the Seminar noted, appeared to be on the decline ;
- (b) inadequate expansion of facilities for technical education and training to cope with the growing demand for skilled manpower ;
- (c) lack of suitable incentives ;
- (d) lack of opportunities for vertical mobility in occupations required manual skills.

The Seminar was also of opinion that the supply of skills, especially the critical skills, at the highest and middle levels was not only a matter of the provision of adequate education and training facilities, but a question tied up with an appropriate wage structure. At these levels of skills and international market exists and the retention of trained personnel would be possible by methods other than coercion, only by paying such personnel a market price.

8. The Seminar was of the opinion that while the problem of employment creation was primarily the function of economic development, the generation of skilled and trained manpower for the implementation of development programmes was fundamentally the task of the educational and training system. There was therefore an urgent need to influence the future scheme of educational development from the point of view of manpower demand.

9. The Seminar recommended that for the examination of these problems on a systematic and continuing basis, a Directorate of Manpower should be set up as a measure of high priority. The functions of this Directorate should not be confined solely to the assessment of the needs of skilled man-power. It should also concern itself with the consideration of the total manpower needs of the country both skilled and unskilled, and recommend measures for its total utilization. In performing its functions the directorate should make use of existing institutions and administrative machinery both at the central and district levels. A suggestion was also made that a national Manpower Council consisting of representatives of both the public and private sectors may be established to advise the Directorate of Manpower.

10. The problem of growing unemployment came up repeatedly for discussion in the Seminar. It was recognised that there were several aspects of this problem which needed detailed and careful consideration. Suggestions were however made about the possibility of harnessing at least a proportion of such unemployed manpower to the immediate needs of development. The Seminar was of the view that accelerated schemes of training should be established as part of the long-term plan of technical education and training.

11. The Seminar noted that the data on the registration for employment or better employment maintained by the Department of Labour did not reflect the actual extent of unemployment among the skilled and semi-skilled personnel for the reason that these data were based on registrations at Employment Exchanges mainly on declarations made by the registrants themselves without any test of competence being carried out. It was therefore considered essential that a central authority be established for conducting tests and awarding certificates of competence at various levels of technical skills.

12. Though not strictly within the scope of this Seminar, there was considerable discussion on the possible solutions to the grave problem of unemployment in the country. In this connection one of the propositions advanced was that industrialisation might offer a satisfactory solution. Considering that it would not be possible for the agricultural sector alone to absorb the entirety of the existing backlog of unemployed and the future increase in the work-force, it was thought that industrialisation would offer an important avenue for absorption of the increase in the work-force into productive employment. In this connection it was considered that labour-intensive, small-scale and cottage industries should receive emphasis in any plan of industrialisation.

13. In regard to the question of educational planning, the Seminar considered that it was imperative to have a sufficiently strong base of elementary education (Grade I-VIII) on which the educational structure could be developed. It was however difficult to lay down a rigid order of priorities as between the different levels of education. It appeared that a judicious balance between the three levels, emphasising quality particularly at the first level, diversification of courses and improvement of curricular content at the second level and expansion of facilities for technical and professional courses at the third level would be the most appropriate approach to the problem. The importance of sociological and motivational factors should be clearly borne in mind in framing curricula and courses. In fact this aspect needed full-time attention and research, if necessary, in an independent institution.

14. It was the opinion of the Seminar that while increased emphasis should be laid on technical education, the curricula of such programme should be so designed as to inculcate a proper appreciation of social and cultural values. In like manner it was also thought that courses in the humanities should include some instruction in science.

15. The Seminar provided a very timely opportunity for a free and a frank discussion of the issues and problems involving manpower assessment and educational planning in Ceylon. It helped to bring together for the first time those directly concerned with problems in these fields from the public and private sectors. The Seminar was of the view that the deliberations and recommendations would be of wider interest and suggested that at least a digest of the proceedings be made available in the national languages for circulation within the country.

## Hours of Work

### Methods of determining normal hours

#### INDIA

The hours of work in an undertaking had for many years been  $34\frac{1}{4}$ . In 1950 a demand of the workmen to reduce them to 34 was rejected by an industrial tribunal. In 1959 the undertaking proposed to increase the working hours to  $37\frac{1}{4}$ , and this was the subject of a further reference for adjudication by an industrial tribunal. The award of the tribunal was that weekly hours of work be fixed at 36. Both parties appealed against this award.

The Supreme Court upheld the award. It stated that it was not the function of industrial adjudication to fix working hours with an eye to enabling workmen to earn overtime wages. Hours of work had to be fixed in consideration of many factors, including the question of fatigue on the health of the workmen, the effect on their efficiency, physical discomfort resulting from long and continuous strain, need for leisure, and the hours of work prevailing for similar activities in the same region and in similar concerns. Once a conclusion about normal working hours had been reached after considering all the relevant factors, industrial adjudication could not hesitate to give effect to it merely because the workmen would have been entitled to more wages at overtime rates if the hours of work had been fixed at less, though in fixing the proper wage scale the question of workload, and so the matter of working hours, could not be wholly left out of consideration.

The Court added that with the growing realisation of the need for broader distribution of material wealth had also come an understanding of the need for increase in production, as an essential prerequisite of which greater efforts on the part of the labour force were necessary.

### **Holidays with pay** **Periods of convalescence**

#### **FEDERAL REPUBLIC OF GERMANY**

According to the relevant legislation, medical treatment or cures provided by a social security institution must not be included in the calculation of annual holidays with pay, even where the person concerned is able to work, unless the treatment or cure is such that it does not prejudice normal holiday activities. The case of periods of convalescence is not covered by the legislation. It was therefore necessary to have a judicial determination of the question whether such periods may be included in annual holidays.

The Court's reasoning was as follows :

(1) Periods of convalescence are periods during which a worker is entitled to stay away from work although he is capable of working ; that situation is analogous to the situation in respect of medical treatment and cures covered by the relevant legislation.

(2) The legislative provisions concerning cures were based on judicial decisions that had established the balance of consideration which employer and worker owed each other. For periods of convalescence a similar balance had to be struck ; it would be somewhat different from that established for the case of cures, since the degree to which the worker was handicapped was likely to be less.

(3) Periods of convalescence could be made into real holidays, except where the health of the worker or the season did not permit it, and could accordingly, except in these cases, be treated as such. Moreover, while in the case of cures the employer had to show that a cure was consistent with the taking of annual holidays, in respect of periods of convalescence it was the worker who had to show that a particular period could not be regarded as a holiday.

### **Workers' housing** **Legal title to housing provided by employer**

#### **PERU**

A construction undertaking provided an employee with an apartment in virtue of the terms of his contract of employment. On the termination of the employment relationship it sought to obtain possession of the apartment.

The Court found in its favour. The employee had ceased to render services to the undertaking and thus enjoyed no legal title to continued occupancy of the apartment. There was thus a tenancy-at-will (precarious tenure), which could be terminated at the request of the undertaking.

## **Guarding of machinery**

### **A. Circumstances in which employer is obliged to fence**

#### **SWITZERLAND**

A laundry establishment used an old-fashioned spin drier which was not protected by a cover. Employees were merely warned to keep away from the machine when in operation. A cover was not yet statutorily required, contrary to the practice in a number of other countries, but was being progressively introduced in similar establishments. One employee had his arm torn off by the drier in an accident the circumstances of which were never fully elucidated. The question before the Court was whether the employer was liable on the ground that he had not taken all the safety measures which could be expected of him.

The Court found that there was considerable risk of accident in that persons who, like the injured employee, were required to pick up and carry heavy loads of laundry near the machine might, as a result of slipping on the wet floor or as a result of a false movement, come into contact with the rotating machinery; a cover gave protection against such risk. An employer was not required to protect against any risk; he was required to prevent risks arising from the nature and normal usage of his machinery; he was not required to protect against risks the occurrence of which was unlikely or which could be avoided by a minimum of prudence. Where the risk was high and where it would be prevented by means which were well within the economic capacity of a small business, his obligation would be more strictly evaluated. In this case, given the nature of the risk, the fact that there was no evidence that the accident was the result of anything other than an involuntary movement, and the relatively limited cost of an ordinary cover, the employer was liable.

### **B. Removal of guards**

#### **INDIA**

A workman in an oil mill was injured when greasing the spur gear wheel of the mill. There had been a guard over the wheel in question, but at the time the injury was suffered it was not in place. It proved

impossible to determine who had removed the guard, and in particular whether it had been removed with the knowledge of the manager. In these circumstances, the question at issue was whether the manager could be fined for failure to comply with the obligation under the Factory Act to keep the machinery securely fenced.

The Court held that he could be fined. The possibility that the guard had been removed without the knowledge or consent of the manager did not provide a defence. While the person responsible for the fencing of machinery was not necessarily liable in every case in which the guard had been removed, it was necessary for such person to show that he had done everything to carry out his duty to see that the guard was kept in position while the machine was working.

### **C. Protection of persons acting outside the scope of employment**

#### **ENGLAND**

Section 14(1) of the Factories Act, 1937, provides that every dangerous part of machinery shall be securely fenced "unless it is in such a position or of such construction as to be as safe to every person employed or working on the premises as it would be if securely fenced". In a cement factory, the dust-extracting plant was in the roof of the workshop, and could be reached only by a vertical ladder and a high metal casing; its dangerous parts were not fenced. A workman was injured when he climbed up in order to catch one of the pigeons which were wont to fly around in the roof.

The Court of First Instance found that the employer was in breach of the Factories Act in not fencing the machinery, despite its inaccessible position. For example, although certain procedures were followed to stop the machine during greasing operations, there was no safeguard if the machine was erroneously started or kept running. However, the question submitted to the Court of Appeal was whether the Act gave any protection to an employee injured through a "frolic" which had nothing to do with his employment.

The Court held that it did. The words "every person employed... on the premises" had no express limitation and it was not possible to import into them any implied exclusion of acts done on a frolic or not within the scope of employment. It was true that the employer might exculpate himself from failure to fence by showing that only a piece of unforeseeable folly could create danger in some piece of machinery, and that therefore it could not be called dangerous. But once it had been shown to be dangerous and to have needed fencing, he should be potentially liable to all employees who suffered from

that failure. At the same time, the folly of the employee could constitute contributory negligence; in this case such contributory negligence was evaluated at 80 per cent. of the damage.

## **Workmen's compensation**

### **A. Accident in unknown circumstances**

#### **INDIA**

A seaman disappeared from his ship while it was in deep waters. The trial authority ruled out the possibility of death by suicide, found that the physical condition of the seaman was such that he could not have swum to safety; and held that the possibility of death by murder should be ruled out unless there was proof to support it. The inference was accordingly that the cause of the disappearance was accidental death. The further question at issue was whether death must be considered to have arisen out of and in the course of employment.

The High Court answered the question in the affirmative. Seamen were deemed under the terms of their employment to be on duty at all times during a voyage. The concept of "out of employment" included all conditions and incidents of employment; if by reason of any of these the workman was brought into special danger, the accident would arise out of employment. If a workman was in a place to which some risk attached, it was legitimate to attribute an accident to the risk even in the absence of evidence as to the circumstances. The entire ship could be regarded as a place of danger, in which a seaman found himself by virtue of his employment. Death by drowning could thus be regarded as arising out of employment unless evidence could be produced that the workman had at or about the time of his death departed from the controlling incidents of his employment, or added to the peril by his independent act.

### **B. Accident on mission**

#### **FRANCE**

An employee on mission for his employer in Agadir was in process of going to bed when he was seriously injured by the earthquake which destroyed the city on 29 February 1960. The question before the Court was whether his injuries arose out of and in the course of employment, since he was not at the time engaged in professional activities.

The Court held that they did. The accident was due to the fact that the employee was, for the purpose of his mission, obliged to be present in an area which was devastated. Although he was, at the time of the accident, performing an act of daily life, he had remained within the normal limits of the mission.

### **C. Presumption of occupational origin**

#### **FRANCE**

A cutter employed in a shoe factory died of leukemia. His widow claimed employment injury benefit on the ground that leukemia was included in the schedule to the decree of 31 December 1946 as presumed to arise from employment in case of regular employment in work involving a risk of benzole poisoning. The social security institution claimed that the deceased worker had not been regularly employed in such work. A lower court (Court of Appeal, Limoges, 27 February 1963) nevertheless awarded the benefit, on the ground that the presumption of origin placed on the social security institution the burden of proving that the worker had not been exposed to the risk, and that it had not done so beyond doubt.

The Court of Cassation set aside the decision of the lower Court. The presumption of occupational origin came into play only where proof of exposure to the risk in the meaning of the decree was brought. It was for the victim or his survivors to bring that proof.

### **Professional organisations**

#### **A. Right of admission to works meetings**

#### **FEDERAL REPUBLIC OF GERMANY**

Under article 45 of the law relating to works meetings, representatives of trade unions having members in the undertaking are entitled to attend such meetings in an advisory capacity. An undertaking gave formal notice that a particular trade union official would not in future be admitted to such meetings, on the ground that he had publicly libelled the undertaking, and that his presence on the premises could only lead to a breach of the peace; the union contested the undertaking's right to refuse him admission.

The Court held that the right of the union under article 45 was independent of permission or invitation by the undertaking. It included the right to send a representative freely chosen by the union to works meetings, and, by implication, the right of the representative to free access to the premises in which the meeting was held. The undertaking could not rely on its ownership of the premises to deny such access; the rights deriving from ownership were

inapplicable to a works meeting, which was under the authority of the chairman of the works council, the premises being merely placed at the disposal of the meeting by the employer. However, access could be denied to the representative of a union if it abused its rights, i.e., if it used them for purposes going beyond or not falling within that covered by article 45.

## **B. Capacity to sue**

### **FEDERAL REPUBLIC OF GERMANY**

Two unions conducted rival membership campaigns, in the course of which one distributed material running down the social benefits provided by the other. The second union sought to obtain an injunction to restrain the distribution of such material, as well as damages for its distribution. In the Federal Republic of Germany unions do not enjoy legal personality because they do not choose to register as corporations; the right of the union to sue in a civil court was accordingly contested (the right to sue in the labour courts being expressly recognised by the Labour Code).

The Court, while not deciding the question whether unions enjoyed unlimited powers to sue, held that a union must be able to have recourse to the courts for protection against illicit infringements of its activities by private persons and organisations. The Constitution expressly protected the existence and right to act of associations established for the advancement of labour and social conditions. That protection did not apply only in relation to the State, but also in relation to private persons and organisations. The law of procedure had to find means to make that protection effective. If this meant that trade unions were advantaged in comparison with other charitable organisations, this was justified by reference to the variety of public functions entrusted to trade unions.

## **C. Liability in case of illegal strikes**

### **1. CANADA**

In 1957 there was a strike at some copper mines in which damage to property was committed. The strike was called by a local of the United Steel Workers' Union of America; it was not expressly authorised by the parent union. The undertaking nevertheless sued the parent union.

The Court found in favour of the undertaking and awarded damages with interest and costs, amounting to about two-and-a-half million dollars. It found that the strike had been illegal. A union was liable for damage caused illegally to a third party; in the case

of an illegal strike a union was liable for the loss and damage suffered by the employer. There was a distinction between a local union and the parent union to which it was affiliated; the latter could not be held liable for the illegal acts of the former unless it was shown to have connived in them. However, in this case, the president of the parent union could have prevented or stopped the commission of the infraction, and his failure to do so must be regarded as approval.

## 2. INDIA

Following a strike, claims by the workers for wages for the period of the strike and claims by their employers for compensation for loss of production were referred to arbitration. The arbitrators decided for the employers on all issues. The union sought to have the award set aside on the ground that workmen going on strike could not be condemned to pay damages for loss of production.

The Court set the award aside. It held that the question to be resolved was whether the dominant purpose of the strike was the promotion of the legitimate interest of the union. If it was, the question whether the strike was legal or illegal under the Industrial Disputes Act, 1947, had no bearing on the question of immunity granted by the Trade Union Act, 1926, in favour of trade unions or officers or members thereof from legal proceedings. The Industrial Disputes Acts laid certain duties on workmen in relation to the public, which were enforceable by criminal prosecution; however, the employer had no right of civil action for damages against workmen participating in an illegal strike.

### **Collective bargaining**

#### **A. Applicability of a collective agreement to an employer not party thereto**

#### UNITED KINGDOM

Under section 8 of the Terms and Conditions of Employment Act, 1959, the Minister of Labour may refer to the Industrial Court a claim that a particular employer is not observing the terms and conditions of employment established in the trade and industry in question by an agreement or award the parties to which represent a substantial proportion of the employers and workers in the trade or industry.

In this test case it was accepted on all sides that terms and conditions of employment had been established in the vehicle building industry by organisations of employers and workers representing a substantial proportion of those in the industry. The claim,

submitted by the workers' organisation concerned, alleged that a particular employer, who was not a member of the employers' organisation, was not observing certain terms and conditions of employment, namely those relating to provisions for the avoidance of disputes and to shop stewards. The employer took the view that the provisions in question were procedural and did not themselves create terms and conditions; moreover, they were by their express language restricted to employers and workers belonging to the organisations parties to the agreement.

The Court held that the provisions in question were not terms and conditions of employment in the meaning of the Act, and that their terms were such as to make them inapplicable when the workers concerned were employed by an undertaking that was not a member of the employers' organisation party to the agreement.

### **B. Applicability of a collective agreement to individual workers**

#### CANADA

A clause of a collective agreement applicable to a laundry establishment and its employees provided that employees, for a period of six months after termination of their employment, would not solicit patronage in respect of services rendered by the employer from any customer of the employer with whom the employee dealt in the course of his employment. A driver-salesman violated that provision when he left employment; when sued he argued that he was not a party to the collective agreement and hence not bound by it.

The Court held that collective agreements, under the pertinent legislative enactments and the development of industrial relations practices thereunder, had become and were accepted as agreements creating legally enforceable obligations. Likewise, collective agreements were considered as being entered into by the trade union concerned on behalf, not only of itself, but also of the workers it represented. Since the pertinent terms of the collective agreement were, in the absence of contrary provision, presumed to be incorporated in the individual contract of employment, the relevant provision, which was neither unreasonable nor contrary to public policy, could be invoked directly against the defendant.

### **C. Lockout in support of bargaining practices**

#### UNITED STATES

A shipbuilding company laid off its workforce after negotiations with eight unions for renewal of a collective agreement had reached an impasse. The National Labour Relations Board held this to be an

unfair labour practice, on the ground that it interfered with the employees' right to bargain collectively and to strike and discriminated against them with a view to discouraging union membership in violation of the National Labour Relations Act.

The Supreme Court held that there was no unfair labour practice. There was no evidence that the employer was hostile to the employees banding together for collective bargaining. He merely intended to resist the demands made of him in the negotiations; this was not inconsistent with the employees' right to bargain collectively. There was also no indication that the lockout would necessarily destroy the unions' capacity for effective and responsible representation. The lockout might dissuade employees from adhering to their initial bargaining position, but the right to bargain collectively did not entail a right to insist on one's position free from economic disadvantages. As for the argument that the lockout interfered with the right to strike, its effect was indeed that it deprived the unions of exclusive control of the timing and duration of the work stoppage which in fact occurred; however, there was nothing in the National Labour Relations Act which implied that the right to strike carried with it the right exclusively to determine the timing and duration of all work stoppages.

## **Strikes and lockouts**

### **A. Strikes in essential services**

#### **JAPAN**

Following a strike in a mental hospital the management dismissed officers of the employees' union on the ground that strike action, which seriously affected the normal functioning of the hospital service (involving the death of one patient), was not admissible. The Central Labour Relations Committee ordered their reinstatement.

The Supreme Court, affirming the Tokyo Regional Higher Court, upheld the decision for reinstatement. Since the Constitution guaranteed the right to strike, special legislation was required to nullify that right. There was no such legislation covering the case of a mental hospital. Even if it was true that a mental hospital was different in nature from an ordinary industrial establishment, strikes in such a hospital could not be prohibited by analogy to legal provisions expressly prohibiting them in coal mining, electricity supply, local public service and seafaring.

As regards the limits of legitimate strike action in a hospital, the Court held that some disturbance of the medical care would not warrant a judgment that these limits had been passed. However, any

act which menaced the life and safety of human beings and affected seriously the morbid condition of patients should not be contemplated. Furthermore, since the condition of patients might be aggravated if the stoppage of medical care lasted for a certain period, hospital employees should endeavour beforehand to safeguard the life and health of the patients and should co-operate with management in case of emergency ; refusal of such co-operation could reasonably be regarded as an illegitimate act.

### **B. Acts of violence during strikes**

#### ARGENTINA

In accordance with the strike plan of their union, workmen of an undertaking occupied its premises and prevented the employer both from entering and from attempting to undertake work. They did not comply with a Court order to vacate the premises. For these various acts they were subsequently charged with unlawful seizure and with contempt of court, and were sentenced to fine and imprisonment. They appealed to the Supreme Court on the ground that the new article 14 of the Constitution, which introduced the right to strike, made unconstitutional a conviction for acts related to a strike.

The Supreme Court dismissed the appeal. The article concerning the right to strike was not an obstacle to the punishment of acts which overstepped the limits of a reasonable exercise of that right. Where strike action involved the use of physical violence, it was punishable.

### **C. Effect of strikes on other undertakings**

#### DENMARK

In certain branches of economic activity, collective agreements do not contain provisions to the effect that no period of notice is required to lay off workers in cases of *force majeure*, e.g. where the production of an undertaking ceases or diminishes owing to a strike among other workers which affects supplies. In 1961 the Labour Court held that where a lay-off in such a sector is the effect of a lawful strike, the normal period of notice would have to be respected. In this case the Court was called upon to consider the effect of an unlawful strike.

The Court held that the provisions of the collective agreement concerning notice of termination of employment could not be considered to have envisaged the exceptional case of an unlawful strike cutting off the production of the undertaking in such a short time that it would be impossible to respect the normal period of notice. Under general principles of law, the workers affected by the lay-off were closer to the responsibility for the situation resulting from the unlawful strike by other workers than the employer, and accordingly had to bear the consequences.

(Concluded)

## 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 appendices appearing in this issue.

The Colombo Consumers' Price Index Number for the month of August, 1966, is 111.8 as against 111.6 for the month of July, 1966, an increase of .2.

- (a) The basic wages payable for the month of September, 1966, to workers in the trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.
- (b) The Special allowance payable for the month of September, 1966, to workers in the Tea Growing and Manufacturing Trade, Rubber Growing and Manufacturing Trade, Cocoa, Cardamon and Pepper Growing Trade and the Coconut Growing and Manufacturing Trades will be slightly more than that for August, 1966.
- (c) The Special Allowance payable to workers in all the other trades will remain unchanged.

### Strikes

There were altogether 6 strikes in June, 66, involving 1,320 workers and a loss of 3,385 man-days, as against 12 strikes in May, 1966, involving 1,860 workers and a loss of 5,822 man-days. 5 of these were in Tea Estates involving 1,244 workers and a loss of 2,495 man-days and 1 in Miscellaneous involving 76 workers and a loss of 890 man-days.

### REGISTRANTS FOR EMPLOYMENT OR BETTER EMPLOYMENT

The total number of registrants for employment or better employment, according to registers of the Employment Exchanges, as at the end of May, 1966 and June, 1966, was as given below —

	May 1966			*June 1966		
	Males	Females	Total	Males	Females	Total
Technical and Clerical ..	33,066..	26,717..	59,783..	33,505..	26,925..	60,430
Skilled ..	15,213..	4,821..	20,034..	15,068..	4,842..	19,910
Semi-skilled ..	44,880..	7,836..	52,716..	45,574..	7,832..	53,406
Unskilled ..	76,177..	6,272..	82,449..	76,564..	6,482..	83,046
Total ..	169,336	45,646	214,982	170,711	46,081	216,792

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

	May 1966			*June 1966		
	Males	Females	Total	Males	Females	Total
Technical and Clerical ..	89....	22 ..	111 ..	72 ..	15 ..	87
Skilled ..	94 ..	2 ..	96 ..	91 ..	4 ..	95
Semi-skilled ..	80 ..	6 ..	86 ..	114 ..	32 ..	146
Unskilled ..	323 ..	2 ..	325 ..	393 ..	8 ..	401
Total ..	586	32	618	670	59	729

\* Provisional figures.

## NOTES OF CURRENT INTEREST

### New Legislation

- (1) The Industrial Disputes (Special Provisions) Bill
- (2) The Industrial Disputes (Amendment) Bill

The Government has introduced the Industrial Disputes (Special Provisions) Bill and the Industrial Disputes (Amendment) Bill, in Parliament, for the purpose of removing certain difficulties in the settlement of industrial disputes under the Industrial Disputes Act which have arisen in consequence of the recent judgements of the Divisional Bench of the Supreme Court (reported in the February, March, April and June, 1966, issues of the Ceylon Labour Gazette.)

The Industrial Disputes (Special Provisions) Bill seeks to validate, by a Constitutional Amendment, the past Orders of Labour Tribunals, the past Awards and decisions of Arbitrators, Labour Tribunals and Industrial Courts, the appointments of the Industrial Court Panel by His Excellency the Governor General and the constitution of Industrial Courts by the Minister of Labour.

The Industrial Disputes (Amendment) Bill seeks to authorise a Labour Tribunal to settle an industrial dispute of a justiciable nature by adjudication, on a reference made to it by the Minister of Labour.

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### Training Awards under Colombo Plan

Mr. K. M. Thiagarajah, Labour Officer, left Ceylon on 27th August, 1966, to follow a fourteen-week Training Program in 'Labour Administration' in Britain which commenced on 5th September, 1966.

The following Trade Union Officials left the island on 3rd September, 1966, to follow a thirteen-week Training Program in 'Trade Unionism' in Britain, which commenced during the second week of September, 1966.

Mr. J. A. D. G. Jayasinghe, (Ceylon Railway Guards' Union)

Mr. V. Senathirajah, (Gal Oya Development Board Officers' Union)

### Workers Education

A workers education programme was inaugurated by the Department of Labour on 5th September, 1963. The purpose of this programme is to instil in the worker population in the country a consciousness of the objectives as well as an awareness of their rights and to get their corporation as responsible citizens in the common objective of national development. Up to date six workers education programmes have been concluded and 357 trade union representatives in the public and private sectors have participated in these programmes. The seventh session of the workers education programme commenced on 19th September, 1966 and about 105 trade union representatives are participating in this session.

**LIST OF TRADE UNIONS REGISTERED IN AUGUST, 1966**

<i>Registration No.</i>	<i>Name</i>	<i>Address</i>
2646	.. Lanka Matha Employees Trade Union	152, Hall Brook Bazaar, Agrapathan.
2647	.. Lanka Cinema Sewaka Samithiya ..	71, Malay Street, Colombo 2.
2648	.. Ceylon Agricultural Extension Overseers Union	Thampalakamam.
2649	.. Sri Lanka Rajaye Karyala Karya Sewaka Sangamaya	254, Kollonnawa Road, Wellampitiya.
2650	.. Rajaye Nidahas Lipikaru Sangamaya	933 C, " Palika ", Ratnayake Avenue, Talangama North.
2651	.. Ceylon Sanitary Workers Union ..	9, Green Lane, Colombo 13.
2652	.. Cinema Managers and Office Staff Union	10/1, Kotugodella Street, Kandy.
2653	.. Sanwardhana Sewa Vurtheeya Samithiya	Mechinal Branch, Udawalawe Camp.
2654	.. Lanka Ra Kamkaru Vurtheeya Samithiya	123, Union, Place, Colombo 2.
2655	.. Piti Kamhal Bima Sri Lanka Nidhas Kamkaru Vurtheeya Samithiya	301, Darley Road, Colombo 10.
2656	.. Swadeen Vurtheeya Samithi Sammelanaya	307, Kandy Road, Kahatapitiya, Gampola.
✓ 2657	.. Ceylon Estates Drivers Midwives, Engine Drivers Field Staff and Shop workers Union	733, Kudagama, Nuwara Eliya Road, Hatton.
✓ 2658	.. The Estates Launderers and Barbers Union	1, Market Road, Hatton.
2659	.. Rajya Sewa Eksath Yaturu Lekaka Sangamaya	112, Keyzer Street, Colombo 2.

**List of Trade Unions Cancelled in August, 1966**

1907	.. Sura Praharaka Hamudawe Kanista Sewaka Samithiya	(Dissolved).
1836	.. Sri Lanka Public Health Nurses Union	
1475	.. North Ceylon School Workers Union ..	(Dissolved).
2333	.. Rajaye Siyane Govi Kamkaru Samithiya	
1544	.. Rajaye Mulguru Sangamaya ..	(Dissolved).
2280	.. Anduwe Sahanadayaka Kamkaru Samithiya	
1953	.. The Senior Technical Officers Association of Rural Development and Small Industries ..	(Dissolved).
1774	.. Minindoru Departmentuwe Ketayam Rekaka Samithiya ..	(Dissolved).

**I. L. O. NEWS**

**DECLARATION CONCERNING THE AIMS AND PURPOSES OF THE INTERNATIONAL LABOUR ORGANISATION**

THE General Conference of the International Labour Organisation, meeting in its Twenty-sixth Session in Philadelphia, hereby adopts, this tenth day of May in the year nineteen hundred and forty-four, the present Declaration of the aims and purposes of the International Labour Organisation and of the principles which should inspire the policy of its members.

**I**

The Conference reaffirms the fundamental principles on which the Organisation is based and, in particular, that—

- (a) labour is not a commodity ;
- (b) freedom of expression and of association are essential to sustained progress ;

- (c) poverty anywhere constitutes a danger to prosperity everywhere ;
- (d) the war against want requires to be carried on with unrelenting vigour within each nation, and by continuous and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare.

## II

Believing that experience has fully demonstrated the truth of the statement in the Constitution of the International Labour Organisation that lasting peace can be established only if it is based on social justice, the Conference affirms that—

- (a) all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity ;
- (b) the attainment of the conditions in which this shall be possible must constitute the central aim of national and international policy ;
- (c) all national and international policies and measures, in particular those of an economic and financial character, should be judged in this light and accepted only in so far as they may be held to promote and not to hinder the achievement of this fundamental objective ;
- (d) it is a responsibility of the International Labour Organisation to examine and consider all international economic and financial policies and measures in the light of this fundamental objective ;
- (e) in discharging the tasks entrusted to it the International Labour Organisation, having considered all relevant economic and financial factors, may include in its decisions and recommendations any provisions which it considers appropriate.

## III

The Conference recognises the solemn obligation of the International Labour Organisation to further among the nations of the world programmes which will achieve—

- (a) full employment and the raising of standards of living ;
- (b) the employment of workers in the occupations in which they can have the satisfaction of giving the fullest measure of their skill and attainments and make their greatest contribution to the common well-being ;
- (c) the provision, as a means to the attainment of this end and under adequate guarantees for all concerned, of facilities for training and the transfer of labour, including migration for employment and settlement ;
- (d) policies in regard to wages and earnings, hours and other conditions of work calculated to ensure a just share of the fruits of progress to all, and a minimum living wage to all employed and in need of such protection ;

- (e) the effective recognition of the right of collective bargaining, the co-operation of management and labour in the continuous improvement of productive efficiency, and the collaboration of workers and employers in the preparation and application of social and economic measures ;
- (f) the extension of social security measures to provide a basic income to all in need of such protection and comprehensive medical care ;
- (g) adequate protection for the life and health of workers in all occupations ;
- (h) provision for child welfare and maternity protection ;
- (i) the provision of adequate nutrition, housing and facilities for recreation and culture ;
- (j) the assurance of equality of educational and vocational opportunity.

#### IV

Confident that the fuller and broader utilisation of the world's productive resources necessary for the achievement of the objectives set forth in this Declaration can be secured by effective international and national action, including measures to expand production and consumption, to avoid severe economic fluctuations, to promote the economic and social advancement of the less developed regions of the world, to assure greater stability in world prices of primary products, and to promote a high and steady volume of international trade, the Conference pledges the full co-operation of the International Labour Organisation with such international bodies as may be entrusted with a share of the responsibility for this great task and for the promotion of the health, education and well-being of all peoples.

#### V

The Conference affirms that the principles set forth in this Declaration are fully applicable to all peoples everywhere and that, while the manner of their application must be determined with due regard to the stage of social and economic development reached by each people, their progressive application to peoples who are still dependent, as well as to those who have already achieved self-Government, is a matter of concern to the whole civilised world.

### **PURPOSE, STRUCTURE AND WORK OF THE I. L. O.**

The International Labour Organisation was set up for the purpose of international collaboration in securing the permanent peace of the world and eliminating social injustice through the improvement of conditions of labour.

The I. L. O. was created at the Paris Peace Conference in 1919. This Organisation became the first International institution in history in which workers, employers and governments participated. It found a permanent home in Geneva in 1926. The building stands on the land offered free by the Swiss Government. The I. L. O. transferred its headquarters for the duration of the second World War to Canada and returned to Geneva after the war. There are at present 115 member countries in the Organisation. Ceylon is a member since 1948.

The General Conference which is known as the "International Labour Conference" meets every year, usually in Geneva in June, and lasts for approximately 3½ weeks. It is composed of two Government delegates from each Member country, one Employers' delegate and one Workers' delegate. In addition, each member country may appoint advisors to these delegates, up to two for each specific item on the Agenda. The Conference examines social problems and conventions and Recommendations for submission to Governments. The I. L. O. has up to 1965 adopted 124 Conventions and 125 Recommendations. The Conference elects the Governing Body of 24 Government representatives, 12 representatives of management and 12 representatives of labour. It supervises the work of the International Labour Office and meets at least three times a year. The Director-General of the I. L. O. is appointed by the Governing Body. Ceylon served as a member of the Governing Body for the period 1960-1963.

The main functions of the International Labour Office are—

- (a) to provide a Secretariat for the session of the General Conference, of the Governing Body and of the various other meetings held, to draft the documents required for their work and to provide all information that they may require ;
- (b) to follow the implementation of international labour standards and of the decisions of the Conference by the Members of the Organisation ;
- (c) to carry out inquiries, to edit and publish studies and reports, and to collect and disseminate information about social and economic questions ;
- (d) to carry out, in direct collaboration with the relevant national authorities and other bodies and particularly in developing areas, practical work programmes under the U. N. Expanded programme of Technical Assistance and the Special Fund as well as under the I. L. O's regular budget.

All the work of the International Labour Office is carried on in the Director-General's name and under his responsibility. The Director-General is assisted by Deputy Directors-General and Assistant Directors-General. The Office has a team of more than 1,600 men and women drawn from about 90 nationalities. There are in addition about 500 experts giving technical assistance in the field.

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## WAGES BOARDS

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

#### \*XI—The Building Trade

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

THE description of the Building Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, No. 27 of 1941, published in *Ceylon Government Gazette* No. 10,054 of December 16, 1949, and came into force on December 23, 1949. Order varying the original description of the trade was published in *Government Gazette* No. 11,914 of October 23, 1959, and came into force on November 1, 1959.

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\* Reprinted from the "Ceylon Labour Gazette", Volume XIV, No. 4 of April, 1963.

## Order

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

The Building Trade, that is to say (a) work in connection with building construction carried on at or near the site of any building operation, and (b) work in connection with the maintenance, repair or alteration of any building carried on at or near the site of the building including the work of the following workers :—

(1) (a) *Masons (Building)* that is to say workers who perform one or more of the following tasks :—

Brick-laying ; Cabook masonry ; Stone dressing ; Drain laying ; Casting or fixing cement products ; Plastering or moulding ; Tiling of walls or floors ; Installation of proprietary materials ; Terrazzo casting and polishing ; Laying cement or concrete floors.

(b) *Carpenters (Building)* that is to say workers who perform any one or more of the following tasks :—

Shoring ; Shuttering ; Making of wooden moulds ; Making and fitting of doors and windows ; Making and fitting of wooden trusses and roof frame work ; Fixing of ceilings, utilizing wooden frame work ; Laying of wooden floors ; Fixing wooden interior fittings such as cupboards, stair cases, panels, &c. ; Fixing glass work ; Fixing partitions, asbestos sheets and similar materials ; Installation of proprietary materials ; Fixing asbestos, zinc or similar sheeting as partitions or on roofs.

(c) *Plumbers* that is to say workers who perform any one or more of the following tasks :—

Installing water services ; Installing metal piping and the repairing of pipes, cisterns and any installations described hereinbefore. Nothing in this paragraph shall be deemed to apply to the task of installing electrical conduits.

(d) *Painters and Decorators* that is to say workers who perform the tasks of painting or decorating buildings but excluding persons engaged in applying anti-corrosive paints and anti-termite solutions and work of an unskilled nature.

(e) *Tilers (roofing)*.

(f) *Erectors (construction steel)*.

(g) *Equipment maintenance men*.

(h) *Scaffolders* that is to say workers engaged in the erection of temporary structures of poles, bamboos and planks for providing workers with platforms to stand on while constructing or repairing buildings.

(i) *Mechanical Equipment Operators*.

(j) *Tinkers* that is to say workers engaged in making and fixing guttering of light materials ; fixing ready-made guttering and down pipes (metal). In this paragraph "light material" means metal of less than 10 wire gauge.

(k) *Kanganies*.

(l) *Unskilled labourers* ; and

(2) Workers engaged in any other operations connected with or incidental to any work specified in the preceding paragraphs.

## (B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Building Trade was established on March 10, 1950, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 10,085 of May 17, 1950.

## (C) DECISIONS OF THE BOARD

The original decisions in respect of the Building Trade, made by the Wages Board for that trade, came into force on September 1, 1950. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette* No. 10,141 of August 25, 1950. Decisions varying earlier decisions were published in notifications appearing in *Ceylon Government Gazettes Extraordinary* No. 10,229 of March 30, 1951, and No. 10,542 of June 29, 1953, *Government Gazette* No. 10,850 of October 21, 1955, *Government Gazettes Extraordinary* No. 11,306 of April 30, 1958, No. 11,542 of September 30, 1958, No. 11,605 of November 29, 1958, and No. 12,018 of December 24, 1959.

## PART I

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

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

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

### *Intervals at which Wages shall be paid [Section 23 (1) ]*

Wages shall be paid weekly and within three days of the end of each week.

### *Definition of a Normal Working Day (Section 24)*

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

on any day other than a Saturday	..	9
on a Saturday ..	..	6½

## PART II

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

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

1 Class of Worker	2 Basic rate for a normal working day	3 Rate of Special Allowance for a normal working day in any month		
		(a) <i>Where the cost of living index number for the preceding month is 100·1, the special allow- ance shall be—</i>	(b) <i>Where the cost of living index number for the preceding month is 100·0, the special allow- ance shall be—</i>	(c) <i>Where the cost of living index number for the preceding month is above 100·1 or below 100·0, the rate of special allowance prescribed in the preced- ing column 3 (a) shall be increase or the rate of special allowance pres- cribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit) by an amount computed at the rate set out hereunder as illustrated in Tables I and II below respectively</i>
	Rs. c.	Rs. c.	Rs. c.	Cents
<i>Unskilled</i>				
Male labourers not under 18 years of age ..	1 40	}	2 0 ..	3
Female labourers not under 18 years of age ..	1 10			
Unskilled labourers (irrespective of sex) under 18 years of age ..	0 90			
<i>Semi-skilled, Grade II</i>				
Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1 65	}	2 10 ..	2 7 ..
<i>Semi-skilled, Grade I</i>				
Kanganies ..	1 80			3
<i>Skilled</i>				
Masons (building) ; carpenters (building), plumbers ; erectors (construction steel) ; equipment maintenance men ; tinkers ..	2 0			

### TABLES ILLUSTRATING THE APPLICATION OF THE DIRECTION SET OUT IN COLUMN 3 (C) ABOVE

Table I

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

Index No	Unskilled Labourer Rs. c.	Worker other than an Unskilled Labourer Rs. c.
100·1–101·8 ..	2 0	2 10
101·9–103·6 ..	2 3	2 13
103·7–105·4 ..	2 6	2 16
105·5–107·2 ..	2 9	2 19
107·3–109·0 ..	2 12	2 22

Table II

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

Index No.	Unskilled Labourer Rs. c.	Worker other than an Unskilled Labourer Rs. c.
100·0–98·3 ..	1 97	2 7
98·2–96·5 ..	1 94	2 4
96·4–94·7 ..	1 91	2 1
94·6–92·9 ..	1 88	1 98
92·8–91·1 ..	1 85	1 95

## PART III

### *Overtime Rate*

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

## PART IV

### *Weekly Holiday (Section 24)*

Every employer shall allow each Sunday as the weekly holiday to all workers employed under him :

Provided, however, that an employer may employ any worker on a Sunday subject to the conditions—

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ; and
- (2) that in respect of work done on a Sunday, that worker shall be paid as remuneration, the minimum rate of wages for a normal working day increased by—
  - (a) 50 per cent. of such minimum rate for the first 9 hours (inclusive of one hour for a meal) ; and
  - (b) 100 per cent. of the minimum hourly rate (ascertained by dividing the daily minimum time rate by 8) for each subsequent hour of work.

### *Annual Holidays (Section 25)*

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

Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 252 days. <sup>14</sup>  
<sub>18</sub>

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

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

- (b) holidays calculated at the rate of one holiday for each unit of 18 days during which that worker has already worked in the year in which he leaves employment, is discontinued, or dismissed from employment :

Provided, however, that the maximum number of holidays which a worker shall be entitled to take under the provisions of sub-paragraph (b) of this paragraph shall not exceed the maximum number of holidays which that worker would have been entitled to take under the provisions of paragraph 1, if such worker had continued in employment ; and

Provided, further, that the total number of holidays which a worker shall be entitled to take in any year under the provisions of this paragraph shall not exceed twenty-one.

3. For the purposes of paragraphs 1 and 2, " days on which a worker has worked " shall include—

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

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

4. (1) A worker shall be allowed and shall take the holidays to which he is entitled on consecutive days.

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

5. (1) The remuneration due to a worker for each holiday referred to in paragraph 1 and sub-paragraph (a) of paragraph 2 shall be the average daily wage of the worker ascertained by dividing the total

wage (excluding overtime and bonuses) earned by the worker for the days on which he has actually worked in the last 60 days of the qualifying year by the number of such days.

(2) The remuneration due to a worker for each holiday referred to in sub-paragraph (b) of paragraph 2 shall be the average daily wage of the worker ascertained by dividing the total wage (excluding overtime and bonuses) earned by the worker for the days on which he has actually worked during the period of 18 days immediately preceding his leaving of employment, discontinuance or dismissal by the number of such days.

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

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

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

#### *Public Holidays*

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

- (1) The Tamil Thai Pongal Day ;
- (2) Independence Commemoration Day (February 4) ;
- (3) The Sinhala and Hindu New Year's Day ;
- (4) May Day (May 1) ;
- (5) The Full Moon Day of the Sinhala month of Wesak ;
- (6) The Birthday of the Honly Prophet Mohamed (On Whom Be Peace, Meelad-un-Nabi) ; and
- (7) Christmas Day.

(b) The remuneration payable to a worker for each such holiday as is referred to in the preceding sub-paragraph shall be not less than the minimum rate of wages payable for a normal working day in the month in which such holiday occurs :

Provided, however, no public holiday shall be allowable and no remuneration shall be payable to a worker where such public holiday occurs during a period the worker is on strike.

2. An employer may employ any worker on any such public holiday as is referred to in the preceding paragraph subject, however, to the following conditions :—

- (a) a day within thirty days of such public holiday shall be granted to the worker as a holiday with remuneration at not less than the daily minimum rate of wages payable for a normal working day in the month in which the alternative holiday is granted ; or
- (b) such worker shall be remunerated for work done on any such public holiday at not less than double the minimum daily rate of wages for work done during the number of hours constituting a normal working day, and at not less than 3 times the normal hourly rate (obtained by dividing the minimum daily rate by 8) for work done for each hour (and proportionately for work done for part of an hour) in excess of the number of hours constituting a normal working day.

**TABLE I—COST OF LIVING INDEX NUMBERS**

**A—Colombo Working Class**

*Base : November, 1938–April, 1939 = 100*

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

**INDEX NUMBERS**

*Base : November, 1938–April, 1939 = 100*

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

*Index Number  
Nov., 1942  
= 100*

*Base : November, 1942 = 100*

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

\* Average for 5 months only.

† Average for 11 months only.

**B—Colombo Consumers' Price Index**

*Base : Average Prices 1952 = 100*

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

**INDEX NUMBERS**

1953	105.97	99.82	101.32	82.82	97.17	101.6
1954	106.13	103.35	101.53	79.52	94.43	101.1
1955	105.09	102.34	101.53	80.50	94.62	100.5
1956	103.32	101.30	101.53	81.76	98.60	100.2
1957	104.94	97.32	101.53	84.39	106.92	102.8
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
March	109.04	95.62	101.53	122.40	126.22	112.5
April	109.59	95.96	101.53	119.44	125.96	112.5
May	109.20	95.96	101.53	116.45	127.23	112.2
June	109.52	95.96	101.53	111.02	127.36	112.0
July	109.06	96.31	101.53	108.61	128.26	111.6
August	107.97	96.31	101.53	116.90	128.57	111.8

TABLE II—WAGES INDEX NUMBERS

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

A

Base 1939=100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo		
	Average Minimum Daily rate of Wages Rs. c.	Minimum Wage Rate Index No.	Index No. of Real Wages	Average Monthly Rate of Wages Rs. c.	Wage Rate Index No.	Index No. of Real Wages
1939 .. — ..	·41 ..	100 ..	100 ..	16·64 ..	100 ..	100 ..
1940 .. — ..	·41 ..	100 ..	93 ..	16·64 ..	100 ..	96 ..
1941 .. — ..	·45 ..	110 ..	92 ..	18·45 ..	111 ..	96 ..
1942 .. — ..	·68 ..	166 ..	111 ..	24·23 ..	145 ..	97 ..
1943 .. — ..	·33 ..	202 ..	102 ..	28·98 ..	174 ..	96 ..
1944 .. — ..	·87 ..	212 ..	101 ..	34·03 ..	204 ..	110 ..
1945 .. — ..	1·00 ..	244 ..	110 ..	41·92 ..	252 ..	133 ..
1946 .. — ..	1·15 ..	280 ..	123 ..	68·52 ..	412 ..	134 ..
1947 .. — ..	1·20 ..	293 ..	123 ..	75·74 ..	455 ..	195 ..
1948 .. — ..	1·29 ..	315 ..	122 ..	78·16 ..	470 ..	195 ..
1949 .. — ..	1·31 ..	320 ..	121 ..	77·81 ..	468 ..	196 ..
1950 .. — ..	1·53 ..	373 ..	136 ..	83·11 ..	499 ..	198 ..
1951 .. — ..	1·90 ..	463 ..	161 ..	89·79 ..	540 ..	206 ..
1952 .. — ..	1·92 ..	468 ..	163 ..	89·79 ..	540 ..	207 ..

B

Base : 1952=100

1953 .. — ..	1·95 ..	101·56 ..	99·96 ..	90·97 ..	101·31 ..	99·71 ..
1954 .. — ..	1·99 ..	103·65 ..	102·52 ..	91·04 ..	101·39 ..	100·29 ..
1955 .. — ..	2·06 ..	107·29 ..	106·76 ..	94·94 ..	105·74 ..	105·21 ..
1956 .. — ..	2·08 ..	108·33 ..	108·11 ..	96·24 ..	107·18 ..	106·91 ..
1957 .. — ..	2·10 ..	109·38 ..	106·40 ..	99·16 ..	110·44 ..	107·43 ..
1958 .. — ..	2·14 ..	111·46 ..	106·21 ..	113·74 ..	126·67 ..	120·70 ..
1959 .. — ..	2·14 ..	111·46 ..	105·95 ..	113·74 ..	126·67 ..	120·41 ..
1960 .. — ..	2·12 ..	110·42 ..	106·69 ..	113·74 ..	126·67 ..	122·39 ..
1961 .. — ..	2·13 ..	110·94 ..	105·86 ..	113·74 ..	126·67 ..	120·87 ..
1962 .. — ..	2·16 ..	112·50 ..	105·83 ..	113·74 ..	126·67 ..	119·16 ..
1963 .. — ..	2·19 ..	114·06 ..	104·83 ..	113·74 ..	126·67 ..	116·42 ..
1964 .. — ..	2·24 ..	116·67 ..	103·98 ..	113·74 ..	126·67 ..	112·90 ..
1965 .. — ..	2·25 ..	117·19 ..	104·17 ..	113·74 ..	126·67 ..	112·60 ..
1965 — January ..	2·25 ..	117·19 ..	104·17 ..	113·74 ..	126·67 ..	112·60 ..
February ..	2·25 ..	117·19 ..	104·35 ..	113·74 ..	126·67 ..	112·80 ..
March ..	2·25 ..	117·19 ..	103·98 ..	113·74 ..	126·67 ..	112·40 ..
April ..	2·25 ..	117·19 ..	104·35 ..	113·74 ..	126·67 ..	112·80 ..
May ..	2·25 ..	117·19 ..	103·98 ..	113·74 ..	126·67 ..	112·40 ..
June ..	2·25 ..	117·19 ..	104·17 ..	113·74 ..	126·67 ..	112·60 ..
July ..	2·25 ..	117·19 ..	103·71 ..	113·74 ..	126·67 ..	112·10 ..
August ..	2·25 ..	117·19 ..	104·26 ..	113·74 ..	126·67 ..	112·70 ..
September ..	2·25 ..	117·19 ..	104·63 ..	113·74 ..	126·67 ..	113·19 ..
October ..	2·25 ..	117·19 ..	104·54 ..	113·74 ..	126·67 ..	113·00 ..
November ..	2·25 ..	117·19 ..	104·17 ..	113·74 ..	126·67 ..	112·60 ..
December ..	2·25 ..	117·19 ..	104·08 ..	113·74 ..	126·67 ..	112·50 ..
1966 — January ..	2·25 ..	117·19 ..	103·80 ..	113·74 ..	126·67 ..	112·20 ..
February ..	2·25 ..	117·19 ..	103·80 ..	113·74 ..	126·67 ..	112·20 ..
March ..	2·25 ..	117·19 ..	104·17 ..	113·74 ..	126·67 ..	112·60 ..
April ..	2·25 ..	117·19 ..	104·17 ..	113·74 ..	126·67 ..	112·60 ..
May ..	2·25 ..	117·19 ..	104·45 ..	113·74 ..	126·67 ..	112·90 ..
June ..	2·25 ..	117·19 ..	104·63 ..	113·74 ..	126·67 ..	113·10 ..
July ..	2·25 ..	117·19 ..	105·01 ..	113·74 ..	126·67 ..	113·50 ..
August ..	2·22 ..	115·63 ..	103·43 ..	113·74 ..	126·67 ..	113·30 ..

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBER

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	112.2
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
March ..	2.28	116.33	3.90	133.56	2.41	118.14
April ..	2.28	116.33	3.87	132.53	2.41	118.14
May ..	2.28	116.33	3.87	132.53	2.41	116.14
June ..	2.28	116.33	3.87	132.53	2.41	118.14
July ..	2.28	116.33	3.87	132.53	2.41	118.14
August ..	2.26	115.31	3.87	132.53	2.39	117.16

\* 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 ..	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	53,704	19,618	47,187	74,249	194,758
November	54,686	19,934	48,422	74,526	197,568
December	55,238	20,051	48,907	75,459	199,655
1966—January	56,684	20,081	49,963	76,777	203,505
February	58,627	20,457	51,663	80,559	211,306
March	59,527	20,440	52,553	82,094	214,614
April	59,527	20,307	52,531	81,836	214,201
May	59,783	20,034	52,716	82,449	214,982
June*	60,430	19,910	53,406	83,046	216,792

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

† These figures comprise—

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

\* Provisional.

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

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Navalapitiya	Kurunegala	Jaffna	Retnapura	Batulla	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	281
1956	43,089	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	7,303	15,726	6,633	1,202	5,196	3,435	3,151	1,689	1,001	422
1960	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,084	630
1961	62,515	14,821	9,995	13,414	7,600	3,013	5,196	3,327	4,173	3,126	1,273	711
1962	59,273	12,940	10,514	16,258	7,422	1,240	4,981	3,910	4,544	3,138	1,447	641
1963	55,904	11,768	11,237	6,658	7,529	1,022	6,438	3,593	4,949	2,910	1,508	540
1964	57,943	13,081	14,003	17,430	9,169	953	7,136	4,133	5,057	3,212	1,668	749
1965—												
January	57,626	13,264	14,577	17,607	8,399	945	7,268	3,932	4,874	3,216	1,847	801
February	56,787	12,920	14,713	17,460	8,356	948	7,351	4,090	4,500	3,190	1,904	823
March	56,109	12,691	14,603	17,528	8,482	949	7,402	4,314	4,404	3,222	1,899	810
April	56,531	12,163	14,261	17,679	8,589	970	7,411	4,475	4,363	3,234	1,911	817
May	58,205	12,465	14,536	18,558	9,367	1,242	7,829	4,831	4,594	3,566	1,947	899
June	59,675	12,682	14,972	20,012	10,444	1,424	8,252	5,144	4,845	4,038	2,080	969
July	60,442	13,141	15,301	20,495	11,160	1,451	8,632	5,469	5,119	4,210	2,108	1,026
August	59,900	12,984	15,654	20,767	11,515	1,534	8,740	5,754	5,233	4,418	2,150	1,039
September	59,664	13,229	15,557	20,793	12,068	1,615	8,821	5,956	5,114	4,434	2,040	1,024
October	59,751	13,210	15,656	21,088	12,414	1,655	9,013	6,143	5,094	4,362	1,998	1,030
November	60,984	12,786	15,555	21,489	12,798	1,690	9,175	6,370	5,094	4,439	2,008	1,074
December	61,472	12,819	14,935	21,455	13,121	1,721	9,236	6,449	5,287	4,390	2,044	1,063
1966—												
Jany.	62,348	12,964	15,532	21,259	13,722	1,722	9,156	6,779	5,382	4,512	2,097	1,036
February	64,662	13,181	16,512	21,750	14,709	1,718	9,358	7,129	5,511	4,771	2,115	1,119
March	65,039	13,250	16,407	21,804	15,289	1,708	9,366	7,376	5,792	4,984	2,118	1,129
April	66,111	12,473	16,336	21,547	15,509	1,709	9,280	7,471	5,908	4,982	2,113	1,107
May	66,979	12,015	16,082	21,604	15,849	1,813	9,033	7,561	6,140	5,143	2,044	1,101
June	68,094	11,687	15,875	21,616	16,381	1,865	8,874	7,744	6,388	4,989	2,102	1,150

EXCHANGE AREAS

<i>Trincomalee</i>	<i>Anuradhapura</i>	<i>Awisawella</i>	<i>Haputale</i>	<i>Matara</i>	<i>Vavuniya</i>	<i>Kegalle</i>	<i>Matale</i>	<i>Chilaw</i>	<i>Hatton</i>	<i>Nuwara Eliya</i>	<i>Total</i>
—	—	—	—	—	—	—	—	—	—	—	34 744
283	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,732
348	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	53,307
252	437	678	—	—	—	—	—	—	—	—	53,023
239	548	477	526	1,382	—	—	—	—	—	—	51,546
1,567	884	1,377	396	1,589	—	—	—	—	—	—	53,394
776	1,104	1,582	392	2,411	—	—	—	—	—	—	71,010
939	1,651	1,984	721	4,206	—	—	—	—	—	—	85,952
1,252	1,198	2,226	840	5,331	551	1,947	—	—	—	—	110,856
1,188	1,380	2,925	1,110	5,324	531	2,465	—	—	—	—	117,796
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
1,674	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	1,002	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	192,306
2,222	4,250	6,206	1,979	11,629	759	7,951	2,109	3,744	1,507	988	194,758
2,221	4,370	6,351	1,999	11,680	744	8,194	2,111	3,808	1,611	1,017	197,568
2,290	4,267	7,208	1,959	11,980	758	8,386	2,103	3,959	1,726	1,022	199,655
2,378	4,301	8,036	2,024	11,690	752	8,520	2,156	4,137	1,857	1,095	203,505
2,353	4,581	8,442	2,076	11,827	721	8,990	2,305	4,403	1,912	1,161	211,306
2,463	4,645	8,279	2,103	12,549	733	9,384	2,384	4,704	1,945	1,163	214,614
2,418	4,493	8,031	2,101	12,343	716	9,507	2,330	4,640	1,935	1,141	214,201
2,415	4,207	8,141	2,087	12,334	762	9,680	2,149	4,610	2,097	1,136	214,982
2,493	4,121	8,336	2,084	12,415	729	9,680*	2,114	4,804	2,092	1,159	216,792*

\*Provisional.

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

	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,770
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,374	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	11,628	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
1965	38,304	1,495	16,174	846	37,097	1,035	57,981	3,753	149,556	7,129
1965-January	2,548	221	1,197	13	2,677	80	4,692	163	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	1,015	87	2,396	42	4,061	547	9,737	732
May	4,663	87	1,461	37	3,645	118	5,883	191	15,622	433
June	5,645	180	1,732	66	4,530	92	6,669	433	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	3,181	148	1,455	96	3,142	106	4,646	374	12,424	724
November	2,747	69	1,270	56	3,061	72	4,662	205	11,740	402
December	2,934	36	1,318	32	2,820	92	4,780	209	11,852	369
1966-January	3,619	94	1,199	49	3,148	63	4,912	321	12,878	532
February	3,860	82	1,219	30	3,725	36	7,406	404	16,210	552
March	3,754	63	1,277	58	4,071	87	6,740	230	15,842	438
April	1,924	100	753	54	1,772	70	2,980	186	7,429	410
May	2,867	111	948	96	2,895	86	4,700	325	11,410	618
*June	3,271	87	1,151	95	3,143	146	5,020	401	12,585	729

**TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of June, 1966**

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	1,016	24	384	33	1,309	48	1,794	34	4,503	139
Negombo	142	—	53	1	138	10	191	12	524	23
Kalutara	211	8	82	—	255	4	389	22	937	34
Galle	212	8	48	4	206	26	296	22	762	60
Kandy	225	4	92	—	180	9	476	8	973	21
Nawalapitiya	33	—	9	—	27	4	68	2	137	6
Kurunegala	164	11	49	—	108	3	139	18	460	32
Jaffna	123	3	39	—	77	2	93	17	332	22
Ratnapura	128	5	23	—	148	4	126	4	425	13
Badulla	75	10	9	—	41	4	107	1	232	15
Batticaloa	47	7	15	4	77	11	54	5	193	27
Kalmunai	28	—	9	—	28	1	58	—	123	1
Trincomalee	48	2	7	6	35	2	115	26	205	36
Anuradhapura	58	—	12	—	69	1	32	1	171	2
Avissawella	138	—	24	—	26	—	106	—	294	—
Haputale	50	—	5	—	19	—	41	1	115	1
Matara	277	—	83	5	165	7	277	10	802	22
Yavuniya	28	1	6	1	26	2	10	1	70	5
Kegalle*	91	1	29	5	72	1	66	4	258	11
Matale	45	—	20	—	30	—	40	—	135	—
Chilaw	73	3	79	16	60	7	358	79	570	105
Hatton	24	—	61	20	21	—	139	127	245	147
Nuwara Eliya	35	—	13	—	26	—	45	7	119	7
Total	3,271	87	1,151	95	3,143	146	5,020	401	12,585	729

\*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	.. 4,084½	.. 66‡	.. 12,399	.. 927
1945	.. 28	.. 3,514	.. 4,285*	.. 53	.. 28,875	.. 153,388½
1946	.. 87	.. 15,259	.. 31,830½	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,714
1948	.. 33	.. 23,100	.. 49,933½	.. 20	.. 1,065	.. 2,497
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576½
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	.. 58,013	.. 170,372
1962	.. 138	.. 42,569	.. 193,792	.. 50	.. 25,730	.. 801,882
1963	.. 174	.. 62,511	.. 359,905	.. 58	.. 29,810	.. 479,678
1964	.. 201	.. 68,009	.. 611,060	.. 103	.. 21,409	.. 274,623
1965	.. 175	.. 70,929	.. 482,259	.. 55	.. 10,085	.. 89,952
1966 Jan.-June	.. 53	.. 14,728	.. 72,760	.. 17	.. 1,429	.. 5,038
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	.. 14	.. 3,844	.. 47,298	.. 6	.. 1,046	.. 10,520
September	.. 14	.. 5,870	.. 27,139	.. 6	.. 625	.. 1,383
October	.. 20	.. 9,267	.. 63,260	.. 1	.. 200	.. 400
November	.. 18	.. 4,935	.. 132,148	.. 1	.. 369	.. 527
December	.. 11	.. 2,180	.. 11,568	.. 2	.. 84	.. 1,052
1966 January	.. 10	.. 4,144	.. 22,529	.. 2	.. 316	.. 490
February	.. 3	.. 1,630	.. 5,449	.. 2	.. 182	.. 257
March	.. 10	.. 3,774	.. 21,436	.. 2	.. 358	.. 1,810
April	.. 7	.. 2,271	.. 15,442	.. 3	.. 302	.. 1,178
May	.. 8	.. 1,665	.. 5,409	.. 4	.. 195	.. 413

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 June, 1966, by Industries or Trades**

Industry or Trade		Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea	..	5	..	1,244	..	2,495	
Rubber	..	—	..	—	..	—	
Tea-cum-Rubber	..	—	..	—	..	—	
Coconut	..	—	..	—	..	—	
Coconut-cum-Rubber	..	—	..	—	..	—	
	<b>Total</b>	<b>5</b>		<b>1,244</b>		<b>2,495</b>	
Engineering	..	—	..	—	..	—	
Printing	..	—	..	—	..	—	
Motor Transport	..	—	..	—	..	—	
Tea Export	..	—	..	—	..	—	
Rubber Export	..	—	..	—	..	—	
Coconut Manufacturing	..	—	..	—	..	—	
Toddy, Arrack and Vinegar	..	—	..	—	..	—	
Cigar Manufacturing	..	—	..	—	..	—	
Tea & Rubber Manufacturing	..	—	..	—	..	—	
Cinema	..	—	..	—	..	—	
Dock, Harbour and Port Transport	..	—	..	—	..	—	
Building Trade	..	—	..	—	..	—	
Local Government Services	..	—	..	—	..	—	
Service Institutions..	..	—	..	—	..	—	
Factories, Workshops, &c., run by the State	..	—	..	—	..	—	
Textile	..	—	..	—	..	—	
Relief Schemes	..	—	..	—	..	—	
Wholesale and Retail Distribution	..	—	..	—	..	—	
Aerated Waters and Ice Manufacturing	..	—	..	—	..	—	
Beedi Manufacturing	..	—	..	—	..	—	
Hotel	..	—	..	—	..	—	
Tile Manufacturing	..	—	..	—	..	—	
Miscellaneous	..	1	..	76	..	890	
Coir Mattress and Bristle Fibre Export	..	—	..	—	..	—	
Match Manufacturing	..	—	..	—	..	—	
	<b>Total</b>	<b>1</b>		<b>76</b>		<b>890</b>	
	<b>Grand Total</b>	<b>6</b>		<b>1,320</b>		<b>3,385</b>	

**TABLE X—Classification of the Strikes in June, 1966, in Causes**

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work	—	..	—	..
2. Wage increases, Higher rates for piece work, &c.	—	..	—	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	—	.. 1	—	.. 76
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	.. 2	.. —	.. 540	.. —
5. Food matters. Welfare	.. 1	.. —	.. 351	.. —
6. Right of association and meeting	.. —	.. —	.. —	.. —
7. Factional disputes and domestic matters	.. —	.. —	.. —	.. —
8. External matters (e.g., arrest by Police, &c.)	.. —	.. —	.. —	.. —
9. Assaults by employer or agent or others	.. 1	.. —	.. 17	.. —
10. General demands	.. 1	.. —	.. 336	.. —
11. Sympathetic strikes	.. —	.. —	.. —	.. —
	<b>Total</b>	<b>5</b>	<b>1</b>	<b>76</b>

**APPENDIX I**

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

*Month: Sept. 1966*

<i>Class of Worker</i>	<i>Month: Sept. 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>
<b>(1) Baking Trade</b>			
<i>Monthly Rates :</i>			
<b>Class " A " Worker :</b> foreman, head bakers, head basses, cooks, " short eats " makers, pastry makers, cake decorators .. .. .	70 0	63 70	133 70
<b>Class " B " Worker :</b> dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators ..	55 0	58 75	113 75
<b>Class " C " Worker :</b> 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	44 77	83 77
<b>(2) Beedi Manufacturing Trade</b>			
<i>Piece Rates :</i>			
<b>" 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—</b>			
(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
<b>" 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—</b>			
(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
<b>Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—</b>			
(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
<b>Fixing ring labels round rolled beedies, per 1,000 beedies .. .. .</b>	0 50	—	0 50

Class of Worker	Basic Wages		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(3) Brick and Tile Manufacturing Trade</b>						
<i>Daily Rates :</i>						
In the manufacture of tiles in a factory.—						
<b>A—Male workers (18 and above) :</b>						
Skilled Workers, Grade I : press feeders (machine), firemen engaged in kiln (burners) ..	2	0	2	06	4	06
Skilled Workers, Grade II : press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters ..	1	80	2	06	3	86
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	06	3	66
<b>Unskilled Workers :</b>						
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	96	3	36
<b>B—Female Workers (18 and above)</b> ..	1	15	1	85	3	00
<b>C—Workers (under 18 years) :</b>						
Over 14 years but under 15 ..	0	80	1	46	2	26
Over 15 years but under 16 ..	0	90	1	51	2	41
Over 16 years but under 17 ..	1	0	1	56	2	56
Over 17 years but under 18 ..	1	10	1	66	2	76
<b>(4) Building Trade</b>						
<i>Daily Rates :</i>						
<b>Unskilled :</b>						
Male labourers not under 18 years of age ..	1	40	2	18	3	58
Female labourers not under 18 years of age ..	1	10	2	18	3	28
Unskilled labourers (irrespective of sex) under 18 years of age ..	0	90	2	18	3	08
<b>Semi-skilled, Grade II :</b>						
Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1	65	2	28	3	93
<b>Semi-skilled, Grade I :</b>						
Kanganies ..	1	80	2	28	4	08
<b>Skilled :</b>						
Masons (building), carpenters (building), plumbers ; erectors (construction steel) ; equipment maintenance men ; tinkers ..	2	0	2	28	4	28

\*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. e.	Rs. e.	

## (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 ..	56 56 ..	93 06
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## Semi-skilled

Assistant bar-keeper; Assistant Engine-driver; Checker; Cook, Grade II (lower); Re-winder; Telephone operator; Third Assistant operator:			
(a) Within the Municipal areas ..	43 0 ..	59 16 ..	102 16
(b) Outside the Municipal areas ..	40 0 ..	59 16 ..	99 16

## 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 ..	60 98 ..	115 98
(b) Outside the Municipal areas ..	47 0 ..	60 98 ..	107 98

## 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 ..	60 98 ..	126 98
(b) Outside the Municipal areas ..	61 0 ..	60 98 ..	121 98

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(6) Cinema Trade (contd.)</b>						
<b>B.—CLERICAL</b>						
<b>Grade III</b>						
Advertisement clerk; Assistant cashier clerk; Despatch and clearing clerk; Advance booking clerk; Booking clerk:—						
(a) Within the Municipal areas	..	50 0	..	55 0	..	105 0
(b) Outside the Municipal areas	..	45 0	..	55 0	..	100 0
<b>Grade II</b>						
Advertisement manager; Cashier clerk; Clerk (accounts and general); Typist; Wharf clerk; Storekeeper; Book-keeper:—						
(a) Within the Municipal areas	..	55 0	..	58 0	..	113 0
(b) Outside the Municipal areas	..	50 0	..	58 0	..	108 0
<b>Grade I</b>						
Head clerk	..	110 0	..	63 0	..	173 0
<b>(7) Cinnamon Trade</b>						
<b>Daily Rates :</b>						
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
<b>Piece Rates :</b>						
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
<b>(8) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade</b>						
<b>Daily Rates :</b>						
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
<b>(9) Coconut Growing Trade</b>						
<b>Daily Rates :</b>						
In the raising and maintenance of a coconut plantation and in the manufacture of copra—						
Kangany	..	1 40	..	1 30	..	2 70
Male not under 16 years	..	1 25	..	1 30	..	2 55
Female not under 15 years	..	1 5	..	0 96	..	2 01
Male worker under 16 years or Female worker under 15 years	..	0 80	..	0 89	..	1 69

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(9) Coconut Growing Trade (contd.)</b>						
<i>Monthly Rates :</i>						
Conductor employed in—						
(a) any coconut plantation of not less than 75 acres but less than 100 acres in extent, per month .. .. .	100	0*	..	—	..	100 0
(b) any coconut plantation of not less than 100 acres but less than 150 acres in extent, per month .. .. .	125	0*	..	—	..	125 0
(c) any coconut plantation of not less than 150 acres but less than 200 acres in extent, per month .. .. .	150	0*	..	—	..	150 0
(d) any coconut plantation of not less than 200 acres but less than 250 acres in extent, per month .. .. .	175	0*	..	—	..	175 0
(e) any coconut plantation of not less than 250 acres in extent, per month .. .. .	200	0*	..	—	..	200 0
<i>Piece Rates :</i>						
(1) In the raising and maintenance of plantations: Picking nuts, per 1,000 trees .. .. .	18	0	..	—	..	18 0
(2) In the manufacture of copra :						
(a) husking nuts, per 1,000 nuts .. .. .	3	50	..	—	..	3 50
(b) splitting nuts, copra curing and sorting, per 1,000 nuts .. .. .	2	50	..	—	..	2 50
<b>(10) Coconut Manufacturing Trade</b>						
<i>Daily Rates :</i>						
In the manufacture of (1) desiccated coconuts, (2) coconut oil, (3) fibre and (4) coir products—						
Kangany .. .. .	1	80	..	2	15	.. 3 95
Male not under 18 years .. .. .	1	40	..	2	15	.. 3 55
Female not under 18 years .. .. .	1	15	..	1	76	.. 2 91
Worker, irrespective of sex under 18 years .. .. .	1	15	..	1	69	.. 2 84
<i>Piece Rates :</i>						
<b>(a) In the manufacture of desiccated coconuts—</b>						
(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>(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—</b>						
(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
<b>(5) manufacture of mats and matting—</b>						
(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

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

(11) Coir Mattress and Bristle Fibre Export Trade

Daily Rates :

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

Grade II—

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

1 40 .. 2 18 .. 3 58

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 28 .. 3 88

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 28 .. 4 08

Head baling press operator .. 2 0 .. 2 28 .. 4 28

B. Female workers (not under 18 years of age) .. 1 15 .. 2 06 .. 3 21

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

Over 14 years but under 15 years .. 0 80 .. 1 63 .. 2 43  
 Over 15 years but under 16 years .. 0 90 .. 1 68 .. 2 58  
 Over 16 years but under 17 years .. 1 0 .. 1 73 .. 2 73  
 Over 17 years but under 18 years .. 1 15 .. 1 83 .. 2 98

Class of Worker	Month : Sept. 1966		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
<b>(11) Coir Mattress and Bristle Fibre Export Trade (contd.)</b>			
<i>Piece Rates :</i>			
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 00	102 00
Skilled Grade .. .. .	55 0	33 00	88 00
Semi-skilled Grade .. .. .	45 0	30 00	75 00
Unskilled, Grade I .. .. .	37 0	30 00	67 00
Unskilled, Grade II .. .. .	31 0	30 00	61 00

*Women Workers—*

Female kangannies .. .. .	35 0	30 00	65 00
Female labourers .. .. .	30 0	30 00	60 00

*Non manual Workers—*

Special Grade .. .. .	75 0	44 00	119 00
Grade I .. .. .	55 0	33 00	88 00

*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 Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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## (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
Tinda's	..	..	60 0	..	—	..	60 0

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(13) Engineering Trade</b>						
<i>Daily Rates :</i>						
Unskilled labourers .. ..	1	40	2	18	3	58
<b>Semi-skilled workers, Grade I—</b>						
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	28	3	93
<b>Semi-skilled workers, Grade II—</b>						
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	28	3	73
<b>Skilled workers—</b>						
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 sharperers ; 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	28	4	28
Kanganies .. ..	1	80	2	28	4	08
Watchers .. ..	1	70	2	28	3	98
<b>Trade learners and apprentices—</b>						
First year .. ..	0	50	1	16	1	66
Second year .. ..	0	68	1	26	1	92
Third year .. ..	0	85	1	60	2	45
Fourth year .. ..	1	10	1	75	2	85
<b>(14) Garment Manufacturing Trade</b>						
<i>Daily Rates:</i>						
<b>Grade I (a) :</b>						
Designers, Tailors .. ..	4	0	2	77	6	77
<b>Grade I (b) :</b>						
Leaders or Section Supervisors .. ..	3	10	2	77	5	87
<b>Grade II :</b>						
Cutters, Cutters (hand) ; Machine Mender ; Final Checkers .. ..	1	95	2	28	4	23
<b>Grade III ;</b>						
Checkers and Sorters, Ironing Operatives (males) ; Odd job Operatives (females) ; Stamping Operatives (females), Sewing Machine Operators, Ironing Operatives (females), Electric Iron Operators, Issuing Operatives (females) .. ..	1	65	2	18	3	83

Class of Worker	Month : September, 1966		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
<b>(14) Garment Manufacturing Trade—(Contd.)</b>			
Grade IV ;			
Laying out men, laying out women, Packers, Cellophane bags and Carboard box-makers ..	1 40 ..	1 96 ..	3 36
Grade V ;			
Learners and apprentices .. .. .	1 5 ..	1 75 ..	2 80
<b>(15) Ice and Aerated Waters Manufacturing Trade</b>			
<i>Daily Rates :</i>			
<i>Grade I :</i>			
Kanganies, Head Syrup Makers, Water Filtration Plant Operators, Can Makers, Carpenters, Fillers (Automatic), Checkers ..	2 0 ..	2 28 ..	4 28
<i>Grade II :</i>			
Can Repairers, CO <sub>2</sub> Gas Control Men, Asst. Syrup Makers, Syrupers, Crowners, Clean Bottle Examiners, Carbonator Operators, Production Counters, Fillers (Hand), Labelless (Automatic), Bottle Washer off-loaders, any other workers engaged in automatic machines in the production of mineral or aerated waters, Ice Harvestors	1 65 ..	2 28 ..	3 93
<i>Grade III</i>			
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 18 ..	3 58
<b>(16) Liquor and Vinegar Trade</b>			
<i>Monthly Rates :</i>			
Tope kangany .. .. .	115 0 ..	— ..	115 0
Toddy tavern watcher .. .. .	63 0 ..	— ..	63 0
Arrack tavern watcher .. .. .	63 0 ..	— ..	63 0
Tope watcher .. .. .	50 0 ..	— ..	50 0
Collecting station manager .. .. .	85 0 ..	— ..	85 0
Selling toddy at tavern .. .. .	80 0 ..	— ..	80 0
Selling arrack at tave n .. .. .	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—			

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>(16) Liquor and Vinegar Trade—(Contd.)</b>					
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

**(17) Match Manufacturing Trade***Daily Rates:***Grade I—**

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

(a) Male Workers, 18 years and over .. .. .	2	0	..	1 91	..	3 91
(b) Female Workers, 18 years and over .. .. .	1	64	..	1 81	..	3 45
(c) Young persons, over 14 years, but under 18 years .. .. .	1	25	..	1 46	..	2 71

**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 91	..	3 51
(b) Female Workers, 18 years and over .. .. .	1	32	..	1 81	..	3 13
(c) Young persons over 14 years but under 18 years .. .. .	1	0	..	1 46	..	2 46

Class of Worker	Basic Wage		Special Allowances		Total
	Rs.	c.	Rs.	c.	
<b>(17) Match Manufacturing Trade—(Contd.)</b>					
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	81	3 21
(b) Female Workers, 18 years and over	1	15	1	69	2 84
(c) Young persons, over 14 years but under 16 years	0	70	1	21	1 91
(d) Young persons, over 16 years but under 18 years	0	90	1	46	2 36
Grade IV—					
Watcher	1	70	1	91	3 61
<b>(18) Motor Transport Trade</b>					
<i>Monthly Rates :</i>					
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100	0	65	42	165 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	65	42	155 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	62	92	147 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	65	42	165 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	60	42	130 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	65	42	132 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt.	60	0	61	12	121 12
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	61	12	111 12
Class I Workers : Omnibus checkers or time-keepers	60	0	61	12	121 12
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90	0	61	12	151 12
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items	45	0	50	92	95 92

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

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

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>(18) Motor Transport Trade—(contd.)</b>						
<i>Daily Rates</i>						
Class A worker	4	0	2	77	6	77
" B "	4	0	2	77	6	77
" C "	3	25	2	77	6	02
" D "	4	0	2	77	6	77
" E "	2	75	2	52	5	27
" F "	2	75	2	77	5	52
" G "	2	50	2	77	5	27
" H "	2	25	2	77	5	02
" K "	1	50	1	91	3	41
<b>(19) Plumbago Trade</b>						
<i>Daily Rates</i>						
Worker other than those employed in curing and dressing—						
Underground workers—						
Bases	3	0	1	36	4	36
Kanganies	2	50	1	36	3	86
Loaders						
Onsetters or Donakatakarayas						
Overseers						
Shift bosses	2	33	1	36	3	69
Blasters	2	25	1	36	3	61
Drillers (hand and machine)						
Shaft drivers						
Stoppers (excavators)						
Timbermen	1	75	1	36	3	11
Muckers						
Trolleyman						
Unskilled labourers						
Underground and surface workers—						
Electricians	2	75	1	36	4	11
Enginemen						
Fitters						
Hoistmen						
Mechanics						
Pumpmen						
Winchmen	2	50	1	36	3	86
Checkers	1	75	1	36	3	11
Electricians (assistants)						
Fitters (assistants)						
Windlassmen (dabare workers)						
Mechanics (assistants)						
Surface workers—						
Carpenters	2	75	1	36	4	11
Masons	2	50	1	36	3	86
Overseers	2	25	1	36	3	61
Bakkikarayas or Banksmen						
Blacksmiths						
Boilerman	1	85	1	36	3	21
Drill sharpeners						
Firewood carriers and splitters	1	75	1	36	3	11
Carters	1	49	1	36	2	85
Watchers						
Cooks						
Smithy boys						
Unskilled labourers						

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.	
<b>(19) Plumbago Trade (contd.)</b>					
Workers employed in curing and dressing—					
(a) As overseers and kangannies ..	2	25	1	56	3 81
(b) On different jobs—					
Male workers not under 18 years ..	1	50	1	56	3 06
Female workers not under 18 years ..	1	25	1	20	2 45
Worker under 18 years ..	0	75	1	13	1 88
<b>(20) Printing Trade</b>					
<i>Monthly Rates :</i>					
Class A Workers : Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, process camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists ..	110	0	108	42	218 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	86	92	174 42
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	76	17	141 17
Class C, Grade II Workers : Platen Machine Minders ..	60	0	70	68	130 68
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers ..	50	0	65	42	115 42
Class E Workers : Unskilled workers not under 18 years of age ..	42	0	62	79	104 79
Class F Workers : Unskilled workers under 18 years of age ..	20	0	41	77	61 77
Class G Workers : Watchers ..	44	0	65	42	109 42
Class A—1st year learner ..	33	0	45	72	78 72
" B " " ..	26	0	39	27	65 27
" C Grade I, 1st year learner ..	24	0	41	42	65 42
" C Grade II " " ..	22	0	39	27	61 27
" D—1st year learner ..	19	0	37	12	56 12
Class A—2nd year learner ..	44	0	54	82	98 82
" B " " ..	36	0	52	67	88 67
" C Grade I, 2nd year learner ..	29	0	47	18	76 18
" C Grade II " " ..	27	0	44	55	71 55
" D—2nd year learner ..	23	0	41	92	64 92
Class A—3rd year learner ..	56	0	63	92	119 92
Class B—3rd year learner ..	49	0	59	62	108 62
" C Grade I, 3rd year learner ..	36	0	53	17	89 17
" C Grade II " " ..	32	0	49	83	81 83
" D—3rd year learner ..	28	0	46	72	74 72

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(20) Printing Trade—(contd.)					
Class A—4th year learner ..	71	0	77	32	148 32
.. B .. ..	64	0	69	68	133 68
.. C Grade I, 4th year learner ..	44	0	61	79	105 79
.. C Grade II .. ..	39	0	57	61	96 61
.. D—4th year learner ..	34	0	53	67	87 67
Class A—5th year learner ..	88	0	91	22	179 22

(21) 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 18	—	3 58
--	------	----	------	---	------

(b) Intermediate Grade :

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

	1 60	..	2 28	..	3 88
--	------	----	------	----	------

(c) Grade I :

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

	1 80	..	2 28	..	4 08
--	------	----	------	----	------

(d) Watchers .. ..

	1 70	..	2 28	..	3 98
--	------	----	------	----	------

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

(a) Grade II :

Workers employed in work other than sorting ..

	1 15	..	2 06	..	3 21
--	------	----	------	----	------

(b) Grade I :

Workers employed in sorting .. ..

	1 30	..	2 06	..	3 36
--	------	----	------	----	------

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

Over 14 years but under 15 years ..	0 80	..	1 63	..	2 43
Over 15 years but under 16 years ..	0 90	..	1 68	..	2 58
Over 16 years but under 17 years ..	1 0	..	1 73	..	2 73
Over 17 years but under 18 years ..	1 15	..	1 83	..	2 98

Class of Worker	Month: September, 1966		
	Basic Wage	Special Allowances	Total
	Rs. c.	Rs. c.	Rs. c.
<b>(22) Rubber Growing and Manufacturing Trade</b>			
<i>Daily Rates :</i>			
Male worker not under 16 years ..	1 40	1 30	2 70
Female worker not under 16 years ..	1 30	0 96	2 26
Child worker ..	1 5	0 89	1 94
<b>(23) Tea Export Trade</b>			
<i>Daily Rates :</i>			
<b>A.—Male workers not under 18 years of age—</b>			
<b>(a) Grade II—</b>			
Workers employed in—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wiretying, 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 refiring and polishing green tea ..	1 40	2 18	3 58
<b>(b) Intermediate Grade—</b>			
Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..	1 60	2 28	3 88
<b>(c) Grade I—</b>			
Workers employed in—unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and re-stacking and laying out chests and loading for shipping ..	1 80	2 28	4 08
<b>(d) Box makers and repairers ..</b>	1 60	2 28	3 88
<b>(e) Watchers ..</b>	1 70	2 28	3 98
<b>B.—Female workers (not under 18 years of age) ..</b>	1 15	2 06	3 21
<b>C.—Workers (irrespective of sex) under 18 years of age—</b>			
Over 14 years but under 15 years ..	0 80	1 63	2 43
Over 15 years but under 16 years ..	0 90	1 68	2 58
Over 16 years but under 17 years ..	1 0	1 73	2 73
Over 17 years but under 18 years ..	1 15	1 83	2 98
<b>(24) Tea Growing and Manufacturing Trade</b>			
<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

## APPENDIX II

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

No. of Days	Class A	Class B	Class C	No. of Days
<i>Normal working Days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working Days</i>
½	2 57	2 19	1 61	½
1	5 14	4 38	3 22	1
2	10 28	8 75	6 44	2
3	15 43	13 13	9 67	3
4	20 57	17 50	12 89	4
5	25 71	21 88	16 11	5
6	30 85	26 25	19 33	6
7	36 00	30 63	22 55	7
8	41 14	35 00	25 78	8
9	46 28	39 38	29 00	9
10	51 42	43 75	32 22	10
11	56 57	48 13	35 44	11
12	61 71	52 50	38 66	12
13	66 85	56 88	41 89	13
14	71 99	61 25	45 11	14
15	77 13	65 63	48 33	15
16	82 28	70 00	51 55	16
17	87 42	74 38	54 77	17
18	92 56	78 75	57 99	18
19	97 70	83 13	61 22	19
20	102 85	87 50	64 44	20
21	107 99	91 88	67 66	21
22	113 13	96 25	70 88	22
23	118 27	100 63	74 10	23
24	123 42	105 00	77 33	24
25	128 56	109 38	80 55	25
26	133 70	113 75	83 77	26
<b>Extra payment for work done on weekly Poya days</b>				
1	5 35	4 55	3 35	1
2	10 70	9 10	6 70	2
3	16 05	13 65	10 05	3
4	21 40	18 20	13 40	4

1. 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 26 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 September, 1966, to workers in the Building Trade

No. of Days	<i>Unskilled</i>			<i>Semi-skilled</i>		<i>Skilled</i>	No. of Days
	<i>Male</i>	<i>Female</i>	<i>Young Persons</i>	<i>Grade II</i>	<i>Grade I</i>		
<i>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>Normal working days</i>
½	1 79	1 64	1 54	1 96½	2 04	2 14	½
1	3 58	3 28	3 08	3 93	4 08	4 28	1
2	7 16	6 56	6 16	7 86	8 16	8 56	2
3	10 74	9 84	9 24	11 79	12 24	12 84	3
4	14 32	13 12	12 32	15 72	16 32	17 12	4
5	17 90	16 40	15 40	19 65	20 40	21 40	5
6	21 48	19 68	18 48	23 58	24 48	25 68	6
7	25 06	22 96	21 56	27 51	28 56	29 96	7
8	28 64	26 24	24 64	31 44	32 64	34 24	8
9	32 22	29 52	27 72	35 37	36 72	38 52	9
10	35 80	32 80	30 80	39 30	40 80	42 80	10
11	39 38	36 08	33 88	43 23	44 88	47 08	11
12	42 96	39 36	36 96	47 16	48 96	51 36	12
13	46 54	42 64	40 04	51 09	53 04	55 64	13
14	50 12	45 92	43 12	55 02	57 12	59 92	14
15	53 70	49 20	46 20	58 95	61 20	64 20	15
16	57 28	52 48	49 28	62 88	65 28	68 48	16
17	60 86	55 76	52 36	66 81	69 36	72 76	17
18	64 44	59 04	55 44	70 74	73 44	77 04	18
19	68 02	62 32	58 52	74 67	77 52	81 32	19
20	71 60	65 60	61 60	78 60	81 60	85 60	20
21	75 18	68 88	64 68	82 53	85 68	89 88	21
22	78 76	72 16	67 76	86 46	89 76	94 16	22
23	82 34	75 44	70 84	90 39	93 84	98 44	23
24	85 92	78 72	73 92	94 32	97 92	102 72	24
25	89 50	82 00	77 00	98 25	102 00	107 00	25
26	93 08	85 28	80 08	102 18	106 08	111 28	26
<i>Poya day work</i>							<i>Poya day work</i>
1	5 37	4 92	4 62	5 90	6 12	6 42	1
2	10 74	9 84	9 24	11 80	12 24	12 84	2
3	16 11	14 76	13 86	17 70	18 36	19 26	3
4	21 48	19 68	18 48	23 60	24 48	25 68	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 26 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 September, 1966, to workers in the Cinema Trade

Within 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 79	1 97½	2 23	2 44	2 02	2 17½	3 32½	½
1	3 58	3 93	4 46	4 88	4 04	4 35	6 65	1
2	7 16	7 86	8 92	9 77	8 03	8 69	13 31	2
3	10 74	11 79	13 38	14 65	12 12	13 04	19 96	3
4	14 32	15 72	17 84	19 54	16 15	17 38	26 62	4
5	17 90	19 65	22 30	24 42	20 19	21 73	33 27	5
6	21 48	23 58	26 76	29 30	24 23	26 08	39 92	6
7	25 05	27 50	31 23	34 19	28 27	30 42	46 58	7
8	28 63	31 43	35 69	39 07	32 31	34 77	53 23	8
9	32 21	35 36	40 15	43 95	36 35	39 12	59 88	9
10	35 79	39 29	44 61	48 84	40 38	43 46	66 54	10
11	39 37	43 22	49 07	53 72	44 42	47 81	73 19	11
12	42 95	47 15	53 53	58 61	48 46	52 15	79 85	12
13	46 53	51 08	57 99	63 49	52 50	56 50	86 50	13
14	50 11	55 01	62 45	68 37	56 54	60 85	93 15	14
15	53 69	58 94	66 91	73 26	60 58	65 19	99 81	15
16	57 27	62 87	71 37	78 14	64 62	69 54	106 46	16
17	60 85	66 80	75 83	83 03	68 65	73 88	113 12	17
18	64 43	70 73	80 29	87 91	72 69	78 23	119 77	18
19	68 01	74 66	84 75	92 79	76 73	82 58	126 42	19
20	71 58	78 58	89 22	97 68	80 77	86 92	133 08	20
21	75 16	82 51	93 68	102 56	84 81	91 27	139 73	21
22	78 74	86 44	98 14	107 44	88 85	95 62	146 38	22
23	82 32	90 37	102 60	112 33	92 88	99 96	153 04	23
24	85 90	94 30	107 06	117 21	96 92	104 31	159 69	24
25	89 48	98 23	111 52	122 10	100 96	108 65	166 35	25
26	93 06	102 16	115 98	126 98	105 00	113 00	173 00	26
27	98 64	108 29	122 94	134 60	111 30	119 78	183 38	27
28	104 22	114 42	129 90	142 22	117 60	126 56	193 76	28
29	109 80	120 55	136 86	149 84	123 90	133 34	204 14	29
30	115 38	126 68	143 82	157 46	130 20	140 12	214 52	30

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

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

APPENDIX IV—(contd.)

\*Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 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 79	1 90½	2 07½	2 34½	1 92½	2 07½	3 32½	½
1	3 58	3 81	4 15	4 69	3 85	4 15	6 65	1
2	7 16	7 63	8 31	9 38	7 69	8 31	13 31	2
3	10 74	11 44	12 46	14 07	11 54	12 46	19 96	3
4	14 32	15 26	16 61	18 77	15 38	16 62	26 62	4
5	17 90	19 07	20 77	23 46	19 23	20 77	33 27	5
6	21 48	22 88	24 92	28 15	23 08	24 92	39 92	6
7	25 05	26 70	29 07	32 84	26 92	29 08	46 58	7
8	28 63	30 51	33 22	37 53	30 77	33 23	53 23	8
9	32 21	34 32	37 38	42 22	34 62	37 38	59 88	9
10	35 79	38 14	41 53	46 92	38 46	41 54	66 54	10
11	39 37	41 95	45 68	51 61	42 31	45 69	73 19	11
12	42 95	45 77	49 84	56 30	46 15	49 85	79 85	12
13	46 53	49 58	53 99	60 99	50 00	54 00	86 50	13
14	50 11	53 39	58 14	65 68	53 85	58 15	93 15	14
15	53 69	57 21	62 30	70 37	57 69	62 31	99 81	15
16	57 27	61 02	66 45	75 06	61 54	66 46	106 46	16
17	60 85	64 84	70 60	79 76	65 38	70 62	113 12	17
18	64 43	68 65	74 76	84 45	69 23	74 77	119 77	18
19	68 01	72 46	78 91	89 14	73 08	78 92	126 42	19
20	71 58	76 28	83 06	93 83	76 92	83 08	133 08	20
21	75 16	80 09	87 21	98 52	80 77	87 23	139 73	21
22	78 74	83 90	91 37	103 21	84 62	91 38	146 38	22
23	82 32	87 72	95 52	107 91	88 46	95 54	153 04	23
24	85 90	91 53	99 67	112 60	92 31	99 69	159 69	24
25	89 48	95 35	103 83	117 29	96 15	103 85	166 35	25
26	93 06	99 16	107 98	121 98	100 00	108 00	173 00	26
27	98 64	105 11	114 46	129 30	106 00	114 48	183 38	27
28	104 22	111 06	120 94	136 62	112 00	120 96	193 76	28
29	109 80	117 01	127 42	143 94	118 00	127 44	204 14	29
30	115 38	122 96	133 90	151 26	124 00	133 92	214 52	30

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

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

**APPENDIX V**

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during September, 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. p.	Rs. a.	Rs. p.	Rs. p.	Rs. a.	Rs. p.	Rs. p.	Rs. a.	Rs. p.	Normal working days
1	0 55	0 65	1 20	0 45	0 48	0 93	0 32½	0 44½	0 77	1
2	1 10	1 30	2 40	0 90	0 96	1 86	0 65	0 89	1 54	2
3	2 20	2 60	4 80	1 80	1 92	3 72	1 30	1 78	3 08	3
4	3 30	3 90	7 20	2 70	2 88	5 58	1 95	2 67	4 62	4
5	4 40	5 20	9 60	3 60	3 84	7 44	2 60	3 56	6 16	5
6	5 50	6 50	12 00	4 50	4 80	9 30	3 25	4 45	7 70	6
7	6 60	7 80	14 40	5 40	5 76	11 16	3 90	5 34	9 24	7
8	7 70	9 10	16 80	6 30	6 72	13 02	4 55	6 23	10 78	8
9	8 80	10 40	19 20	7 20	7 68	14 88	5 20	7 12	12 32	9
10	9 90	11 70	21 60	8 10	8 64	16 74	5 85	8 01	13 86	10
11	11 00	13 00	24 00	9 00	9 60	18 60	6 50	8 90	15 40	11
12	12 10	14 30	26 40	9 90	10 56	20 46	7 15	9 79	16 94	12
13	13 20	15 60	28 80	10 80	11 52	22 32	7 80	10 68	18 48	13
14	14 30	16 90	31 20	11 70	12 48	24 18	8 45	11 57	20 02	14
15	15 40	18 20	33 60	12 60	13 44	26 04	9 10	12 46	21 56	15
16	16 50	19 50	36 00	13 50	14 40	27 90	9 75	13 35	23 10	16
17	17 60	20 80	38 40	14 40	15 36	29 76	10 40	14 24	24 64	17
18	18 70	22 10	40 80	15 30	16 32	31 62	11 05	15 13	26 18	18
19	19 80	23 40	43 20	16 20	17 28	33 48	11 70	16 02	27 72	19
20	20 90	24 70	45 60	17 10	18 24	35 34	12 35	16 91	29 26	20
21	22 00	26 00	48 00	18 00	19 20	37 20	13 00	17 80	30 80	21
22	23 10	27 30	50 40	18 90	20 16	39 06	13 65	18 69	32 84	22
23	24 20	28 60	52 80	19 80	21 12	40 92	14 80	19 58	33 88	23
24	25 30	29 90	55 20	20 70	22 08	42 78	14 95	20 47	35 42	24
25	26 40	31 20	57 60	21 60	23 04	44 64	15 60	21 36	36 96	25
26	27 50	32 50	60 00	22 50	24 00	46 50	16 25	22 25	38 50	26
27	28 60	33 80	62 40	23 40	24 96	48 36	16 90	23 14	40 04	27
Poya days work										Poya days work
1			3 60			2 70			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 26 refers to work done on days other than Poya days in the month. If a worker has worked on Poya day as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

Note 2.—“A” child worker” means a male worker under 16 years of age or a female worker under 15 years of age.

## APPENDIX VI

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

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kangany	Male	Female	Young Person	Kangany	Male	Female	Young Person	
<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
<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 26 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.

*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 September, 1966. to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-gamies	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.	<i>Normal working days</i>
1/2	1 79	1 96½	1 86½	2 14	2 04	1 99	0 83	0 96	1 22½	1 42½	1/2
1	3 58	3 93	3 73	4 28	4 08	3 98	1 66	1 92	2 45	2 85	1
2	7 16	7 86	7 46	8 56	8 16	7 96	3 32	3 84	4 90	5 70	2
3	10 74	11 79	11 19	12 84	12 24	11 94	4 98	5 76	7 35	8 55	3
4	14 32	15 72	14 92	17 12	16 32	15 92	6 64	7 68	9 80	11 40	4
5	17 90	19 65	18 65	21 40	20 40	19 90	8 30	9 60	12 25	14 25	5
6	21 48	23 58	22 38	25 68	24 48	23 88	9 96	11 52	14 70	17 10	6
7	25 06	27 51	26 11	29 96	28 56	27 86	11 62	13 44	17 15	19 95	7
8	28 64	31 44	29 84	34 24	32 64	31 84	13 28	15 36	19 60	22 80	8
9	32 22	35 37	33 57	38 52	36 72	35 82	14 94	17 28	22 05	25 65	9
10	35 80	39 30	37 30	42 80	40 80	39 80	16 60	19 20	24 50	28 50	10
11	39 38	43 23	41 03	47 08	44 88	43 78	18 26	21 12	26 95	31 35	11
12	42 96	47 16	44 76	51 36	48 96	47 76	19 92	23 04	29 40	34 20	12
13	46 54	51 09	48 49	55 64	53 04	51 74	21 58	24 96	31 85	37 05	13
14	50 12	55 02	52 22	59 92	57 12	55 72	23 24	26 88	34 30	39 90	14
15	53 70	58 95	55 95	64 20	61 20	59 70	24 90	28 80	36 75	42 75	15
16	57 28	62 88	59 68	68 48	65 28	63 68	26 53	30 72	39 20	45 60	16
17	60 86	66 81	63 41	72 76	69 36	67 66	28 22	32 64	41 65	48 45	17
18	64 44	70 74	67 14	77 04	73 44	71 64	29 88	34 56	44 10	51 30	18
19	68 02	74 67	70 87	81 32	77 52	75 62	31 54	36 48	46 55	54 15	19
20	71 60	78 60	74 60	85 60	81 60	79 60	33 20	38 40	49 00	57 00	20
21	75 18	82 53	78 33	89 88	85 68	83 58	34 86	40 32	51 45	59 85	21
22	78 76	86 46	82 06	94 16	89 76	87 56	36 52	42 24	53 90	62 70	22
23	82 34	90 39	85 79	98 44	93 84	91 54	38 18	44 16	56 35	65 55	23
24	85 92	94 32	89 52	102 72	97 92	95 52	39 84	46 08	58 80	68 40	24
25	89 50	98 25	93 25	107 00	102 00	99 50	41 50	48 00	61 25	71 25	25
26	93 08	102 18	96 98	111 28	106 08	103 48	43 16	49 92	63 70	74 10	26
<i>Poya days work</i>											<i>Poya days work</i>
1	5 37	5 90	5 60	6 42	6 12	5 97	2 49	2 88	3 68	4 28	1
2	10 74	11 80	11 20	12 84	12 24	11 94	4 98	5 76	7 36	8 56	2
3	16 11	17 70	16 80	19 26	18 36	17 91	7 47	8 64	11 04	12 84	3
4	21 48	23 60	22 40	25 68	24 48	23 88	9 96	11 52	14 72	17 12	4

Note 1.—The information shown for the number of days up to 26 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 **September, 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	Female		Male	Female		Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years		
			Rs. c.			Rs. c.					Rs. c.	
<i>Normal Working days</i>												<i>Normal working days</i>
1/2	1 95½	1 72½	1 35½	1 75½	1 56½	1 23	1 60½	1 42	0 95½	1 18	1 80½	1/2
1	3 91	3 45	2 71	3 51	3 13	2 46	3 21	2 84	1 91	2 36	3 61	1
2	7 82	6 90	5 42	7 02	6 26	4 92	6 42	5 68	3 82	4 72	7 22	2
3	11 73	10 35	8 13	10 53	9 39	7 38	9 63	8 52	5 73	7 08	10 83	3
4	15 64	13 80	10 84	14 04	12 52	9 84	12 84	11 36	7 64	9 44	14 44	4
5	19 55	17 25	13 55	17 55	15 65	12 30	16 05	14 20	9 55	11 80	18 05	5
6	23 46	20 70	16 26	21 06	18 78	14 76	19 26	17 04	11 46	14 16	21 66	6
7	27 37	24 15	18 97	24 57	21 91	17 22	22 47	19 88	13 37	16 52	25 27	7
8	31 28	27 60	21 68	28 08	25 04	19 68	25 68	22 72	15 28	18 88	28 88	8
9	35 19	31 05	24 39	31 59	28 17	22 14	28 89	25 56	17 19	21 24	32 49	9
10	39 10	34 50	27 10	35 10	31 30	24 60	32 10	28 40	19 10	23 60	36 10	10
11	43 01	37 95	29 81	38 61	34 43	27 06	35 31	31 24	21 01	25 96	39 71	11
12	46 92	41 40	32 52	42 12	37 56	29 52	38 52	34 08	22 92	28 32	43 32	12
13	50 83	44 85	35 23	45 63	40 69	31 98	41 73	36 92	24 83	30 68	46 93	13
14	54 74	48 30	37 94	49 14	43 82	34 44	44 94	39 76	26 74	33 04	50 54	14
15	58 65	51 75	40 65	52 65	46 95	36 90	48 15	42 60	28 65	35 40	54 15	15
16	62 56	55 20	43 36	56 16	50 08	39 36	51 36	45 44	30 56	37 76	57 76	16
17	66 47	58 65	46 07	59 67	53 21	41 82	54 57	48 28	32 47	40 12	61 37	17
18	70 38	62 10	48 78	63 18	56 34	44 28	57 78	51 12	34 38	42 48	64 98	18
19	74 29	65 55	51 49	66 69	59 47	46 74	60 99	53 96	36 29	44 84	68 59	19
20	78 20	69 00	54 20	70 20	62 60	49 20	64 20	56 80	38 20	47 20	72 20	20
21	82 11	72 45	56 91	73 71	65 73	51 66	67 41	59 64	40 11	49 56	75 81	21
22	86 02	75 90	59 62	77 22	68 86	54 12	70 62	62 48	42 02	51 92	79 42	22
23	89 93	79 35	62 33	80 73	71 99	56 58	73 83	65 32	43 93	54 28	83 03	23
24	93 84	82 80	65 04	84 24	75 12	59 04	77 04	68 16	45 84	56 64	86 64	24
25	97 75	86 25	67 75	87 75	78 25	61 50	80 25	71 00	47 75	59 00	90 25	25
26	101 66	89 70	70 46	91 26	81 38	63 96	83 46	73 84	49 66	61 36	93 86	26
<i>Poya day work</i>												<i>Poya days work</i>
1	5 87	5 18	4 07	5 27	4 70	3 69	4 82	4 26	2 87	3 54	5 42	1
2	11 74	10 36	8 14	10 54	9 40	7 38	9 64	8 52	5 74	7 08	10 84	2
3	17 61	15 54	12 21	15 81	14 10	11 07	14 46	12 78	8 61	10 62	16 26	3
4	23 48	20 72	16 28	21 08	18 80	14 76	19 28	17 04	11 48	14 16	21 68	4

\* The information shown for the number of days up to 26 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 September, 1966, to Monthly-paid workers  
in the Motor Transport Trade**

<i>No. of Days</i>	<i>Class A</i>	<i>Class B</i>	<i>Class C</i>	<i>Class E</i>	<i>Class F</i>	<i>Class G</i> <i>Class I</i>	<i>Class H</i>	<i>Class J</i>	<i>Class K</i>	<i>No. of Days</i>
	<i>Class D</i>									
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	3 18	2 90	2 84½	2 51	2 55½	2 33	2 13½	2 90½	1 84½	½
1	6 36	5 98	5 69	5 02	5 11	4 66	4 27	5 81	3 69	1
2	12 72	11 96	11 38	10 03	10 22	9 32	8 55	11 62	7 38	2
3	19 09	17 93	17 07	15 05	15 34	13 98	12 82	17 44	11 07	3
4	25 45	23 91	22 76	20 06	20 45	18 63	17 10	23 25	14 76	4
5	31 81	29 99	28 45	25 08	25 56	23 29	21 37	29 06	18 45	5
6	38 17	35 87	34 14	30 10	30 67	27 95	25 64	34 87	22 14	6
7	44 54	41 84	39 82	35 11	35 79	32 61	29 92	40 69	25 82	7
8	50 90	47 82	45 51	40 13	40 90	37 27	34 19	46 50	29 51	8
9	57 26	53 80	51 20	45 15	46 01	41 93	38 46	52 31	33 20	9
10	63 62	59 78	56 89	50 16	51 12	46 58	42 74	58 12	36 89	10
11	69 99	65 75	62 58	55 18	56 24	51 24	47 01	63 94	40 58	11
12	76 35	71 73	68 27	60 19	61 35	55 90	51 29	69 75	44 27	12
13	82 71	77 71	73 96	65 21	66 46	60 56	55 56	75 56	47 96	13
14	89 07	83 69	79 65	70 23	71 57	65 22	59 83	81 37	51 65	14
15	95 43	89 67	85 34	75 24	76 68	69 88	64 11	87 18	55 34	15
16	101 80	95 64	91 03	80 26	81 80	74 54	68 38	93 00	59 03	16
17	108 16	101 62	96 72	85 27	86 91	79 14	72 66	98 81	62 72	17
18	114 52	107 60	102 41	90 29	92 02	83 85	76 93	104 62	66 41	18
19	120 88	113 58	108 10	95 31	97 13	88 51	81 20	110 43	70 10	19
20	127 25	119 55	113 78	100 32	102 25	93 17	85 48	116 25	73 78	20
21	133 61	125 53	119 47	105 34	107 36	97 83	89 75	122 06	77 47	21
22	139 97	131 51	125 16	110 36	112 47	102 49	94 02	127 87	81 16	22
23	146 33	137 49	130 85	115 37	117 58	107 14	98 30	133 68	84 85	23
24	152 70	143 46	136 54	120 39	122 70	111 80	102 57	139 50	88 54	24
25	159 06	149 44	142 23	125 40	127 81	116 46	106 85	145 31	92 23	25
26	165 42	155 42	147 92	130 42	132 92	121 12	111 12	151 12	95 92	26
27	171 78	161 40	154 40	135 44	139 04	126 14	116 14	157 12	101 94	27
28	178 14	167 38	161 38	140 46	145 06	131 16	121 16	163 12	107 96	28
29	184 50	173 36	167 36	145 48	150 08	136 18	126 18	169 12	113 98	29
30	190 86	179 34	173 34	150 50	155 10	141 20	131 20	175 12	119 100	30

## APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number  
of days worked during September, 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.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 38½	3 01	2 63½	2 76	2 51	1 70½	½
1	6 77	6 02	5 27	5 52	5 02	3 41	1
2	13 54	12 04	10 54	11 04	10 04	6 82	2
3	20 31	18 06	15 81	16 56	15 06	10 23	3
4	27 08	24 08	21 08	22 08	20 08	13 64	4
5	33 85	30 10	26 35	27 60	25 10	17 05	5
6	40 62	36 12	31 62	33 12	30 12	20 46	6
7	47 39	42 14	36 89	38 64	35 14	23 87	7
8	54 16	48 16	42 16	44 16	40 16	27 28	8
9	60 93	54 18	47 43	49 68	45 18	30 69	9
10	67 70	60 20	52 70	55 20	50 20	34 10	10
11	74 47	66 22	57 97	60 72	55 22	37 51	11
12	81 24	72 24	63 24	66 24	60 24	40 92	12
13	88 01	78 26	68 51	71 76	65 26	44 33	13
14	94 78	84 28	73 78	77 28	70 28	47 74	14
15	101 55	90 30	79 05	82 80	75 30	51 15	15
16	108 32	96 32	84 32	88 32	80 32	54 56	16
17	115 09	102 34	89 59	93 84	85 34	57 97	17
18	121 86	108 36	94 86	99 36	90 36	61 38	18
19	128 63	114 38	100 13	104 88	95 38	64 79	19
20	135 40	120 40	105 40	110 40	100 40	68 20	20
21	142 17	126 42	110 67	115 92	105 42	71 61	21
22	148 94	132 44	115 94	121 44	110 44	75 02	22
23	155 71	138 46	121 21	126 96	115 46	78 43	23
24	162 48	144 48	126 48	132 48	120 48	81 84	24
25	169 25	150 50	131 75	138 00	125 50	85 25	25
26	176 02	156 52	137 02	143 52	130 52	88 66	26
27	182 79	162 54	142 29	149 04	135 54	92 07	27
28	189 56	168 56	147 56	154 56	140 56	95 48	28
29	196 33	174 58	152 83	160 08	145 58	98 89	29
30	203 10	180 60	158 10	165 60	150 60	102 30	30

## APPENDIX XI

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

No. of Days	Workers other than Apprentices								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.	
	4 20	35½	71½	2 51½	2 22	2 01½	1 19	2 10½	½
1	8 40	6 71	5 43	5 03	4 44	4 03	2 38	4 21	1
2	16 80	13 42	10 86	10 05	8 88	8 06	4 75	8 42	2
3	25 20	20 13	16 29	15 08	13 32	12 09	7 13	12 63	3
4	33 60	26 83	21 72	20 10	17 76	16 12	9 50	16 83	4
5	42 00	33 54	27 15	25 13	22 20	20 15	11 88	21 04	5
6	50 40	40 25	32 58	30 16	26 64	24 18	14 25	25 25	6
7	58 81	46 96	38 01	35 18	31 07	28 21	16 63	29 46	7
8	67 21	53 67	43 44	40 21	35 51	32 24	19 01	33 67	8
9	75 61	60 38	48 87	45 24	39 95	36 27	21 38	37 88	9
10	84 01	67 08	54 30	50 26	44 39	40 30	23 76	42 08	10
11	92 41	73 79	59 73	55 29	48 83	44 33	26 13	46 29	11
12	100 81	80 50	65 16	60 31	53 27	48 36	28 51	50 50	12
13	109 21	87 21	70 59	65 34	57 71	52 40	30 89	54 71	13
14	117 61	93 92	76 01	70 37	62 15	56 43	33 26	58 92	14
15	126 01	100 63	81 44	75 39	66 59	60 46	35 64	63 13	15
16	134 41	107 34	86 87	80 42	71 03	64 49	38 01	67 34	16
17	142 81	114 04	92 30	85 44	75 47	68 52	40 39	71 54	17
18	151 21	120 75	97 73	90 47	79 91	72 55	42 76	75 75	18
19	159 61	127 46	103 16	95 50	84 35	76 58	45 14	79 96	19
20	168 02	134 17	108 59	100 52	88 78	80 61	47 52	84 17	20
21	176 42	140 88	114 02	105 55	93 22	84 64	49 89	88 38	21
22	184 82	147 59	119 45	110 58	97 66	88 67	52 27	92 59	22
23	193 22	154 29	124 88	115 60	102 10	92 70	54 64	96 79	23
24	201 62	161 00	130 31	120 63	106 54	96 73	57 02	101 00	24
25	210 02	167 71	135 74	125 65	110 98	100 76	59 39	105 21	25
26	218 42	174 42	141 17	130 68	115 42	104 79	61 77	109 42	26
27	226 82	181 13	146 60	135 10	120 16	109 28	63 75	113 12	27
28	235 22	187 83	151 03	140 03	125 09	114 19	65 73	116 10	28
29	243 62	194 53	155 46	144 56	130 02	119 10	67 71	118 17	29
30	252 02	201 23	160 39	149 09	134 55	124 01	69 69	120 15	30
31	260 42	208 03	164 82	153 52	139 48	128 52	71 67	122 13	31
32	268 82	214 73	169 25	158 05	144 41	133 45	73 65	124 11	32
33	277 22	221 43	173 68	162 58	149 34	138 38	75 63	126 09	33
34	285 62	228 13	178 11	167 11	154 27	143 31	77 61	128 07	34
35	294 02	234 83	182 54	171 64	159 20	148 24	79 59	130 05	35
36	302 42	241 53	186 97	176 17	164 13	153 17	81 57	132 03	36
37	310 82	248 23	191 40	180 70	169 06	158 10	83 55	134 01	37
38	319 22	254 93	195 83	185 23	173 55	163 03	85 53	136 00	38
39	327 62	261 63	200 26	189 76	178 44	167 56	87 51	138 00	39
40	336 02	268 33	204 69	194 29	183 33	172 49	89 49	140 00	40
Extra Payment for work done on weekly Poya Holidays									
1	7 28	5 81	4 71	4 36	3 85	3 49	2 06	3 65	1
2	14 56	11 62	9 42	8 72	7 70	6 98	4 12	7 30	2
3	21 84	17 43	14 13	13 03	11 55	10 47	6 18	10 95	3
4	29 12	23 24	18 84	17 44	15 40	13 96	8 24	14 60	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 26 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 September, 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 51½	1 90	2 30½	2 85	3 44½	1 25½	1 70½	2 09	2 57	½
1	3 03	3 80	4 61	5 70	6 89	2 51	3 41	4 18	5 14	1
2	6 06	7 60	9 22	11 41	13 79	5 02	6 82	8 36	10 28	2
3	9 08	11 40	13 84	17 11	20 68	7 53	10 23	12 53	15 42	3
4	12 11	15 20	18 45	22 82	27 57	10 04	13 64	16 71	20 57	4
5	15 14	19 00	23 06	28 52	34 47	12 55	17 05	20 89	25 71	5
6	18 17	22 80	27 67	34 23	41 36	15 06	20 46	25 07	30 85	6
7	21 19	26 61	32 29	39 93	48 25	17 57	23 87	29 24	35 99	7
8	24 22	30 41	36 90	45 64	55 14	20 08	27 28	33 42	41 13	8
9	27 25	34 21	41 51	51 34	62 04	22 59	30 09	37 60	46 27	9
10	30 28	38 01	46 12	57 05	68 93	25 10	34 10	41 78	51 42	10
11	33 30	41 81	50 74	62 75	75 82	27 61	37 51	45 95	56 56	11
12	36 33	45 61	55 35	68 46	82 72	30 12	40 92	50 13	61 70	12
13	39 36	49 41	59 96	74 16	89 61	32 64	44 34	54 31	66 84	13
14	42 39	53 21	64 57	79 86	96 50	35 15	47 75	58 49	71 98	14
15	45 42	57 01	69 18	85 57	103 40	37 66	51 16	62 67	77 12	15
16	48 44	60 81	73 80	91 27	110 29	40 17	54 57	66 84	82 26	16
17	51 47	64 61	78 41	96 98	117 18	42 68	57 98	71 02	87 41	17
18	54 50	68 41	83 02	102 68	124 08	45 19	61 39	75 20	92 55	18
19	57 53	72 21	87 63	108 39	130 97	47 70	64 80	79 38	97 69	19
20	60 55	76 02	92 25	114 09	137 86	50 21	68 21	83 55	102 83	20
21	63 58	79 82	96 86	119 80	144 75	52 72	71 62	87 73	107 97	21
22	66 61	83 62	101 47	125 50	151 65	55 23	75 03	91 91	113 11	22
23	69 64	87 42	106 08	131 21	158 54	57 74	78 44	96 09	118 26	23
24	72 66	91 22	110 70	136 91	165 43	60 25	81 85	100 26	123 40	24
25	75 69	95 02	115 31	142 62	172 33	62 76	85 26	104 44	128 54	25
26	78 72	98 82	119 92	148 32	179 22	65 27	88 67	108 62	133 68	26
27	85 02	106 73	129 51	160 19	193 56	70 49	95 76	117 31	144 37	27
28	91 32	114 64	139 10	172 06	207 90	75 71	102 85	126 00	155 06	28
29	97 62	122 55	148 69	183 93	222 24	80 93	109 94	134 69	165 75	29
30	103 92	130 46	158 28	195 80	236 58	86 15	117 03	143 38	176 44	30
<b>Extra payment for work done on Poya holidays</b>										
1	2 62	3 29	4 00	4 94	5 97	2 18	2 96	3 62	4 46	1
2	5 24	6 58	8 00	9 88	11 94	4 36	5 92	7 24	8 92	2
3	7 86	9 87	12 00	14 82	17 91	6 54	8 88	10 86	13 38	3
4	10 48	13 16	16 00	19 76	23 88	8 72	11 84	14 48	17 84	4

(For footnotes see page 617)

APPENDIX XI—(contd.)

\*Ready Reckoner showing the Minimum wages payable for the number of days worked during September, 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. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	Rs. a.	
1/2	1 26	1 46½	1 71½	2 03½	1 18	1 37½	1 57½	1 86	1/2
1	2 52	2 93	3 43	4 07	2 36	2 75	3 15	3 72	1
2	5 03	5 86	6 86	8 14	4 71	5 50	6 29	7 43	2
3	7 55	8 79	10 29	12 21	7 07	8 26	9 44	11 15	3
4	10 06	11 72	13 72	16 28	9 43	11 01	12 59	14 86	4
5	12 58	14 65	17 15	20 34	11 78	13 76	15 74	18 58	5
6	15 10	17 58	20 58	24 41	14 14	16 51	18 88	22 29	6
7	17 61	20 51	24 01	28 48	16 50	19 26	22 03	26 01	7
8	20 13	23 44	27 44	32 55	18 85	22 02	25 18	29 73	8
9	22 65	26 37	30 87	36 62	21 21	24 77	28 33	33 44	9
10	25 16	29 30	34 30	40 69	23 57	27 52	31 47	37 16	10
11	27 68	32 23	37 73	44 76	25 92	30 27	34 62	40 87	11
12	30 19	35 16	41 16	48 83	28 28	33 02	37 77	44 59	12
13	32 71	38 09	44 59	52 90	30 64	35 78	40 92	48 31	13
14	35 23	41 02	48 01	56 96	32 99	38 53	44 06	52 02	14
15	37 74	43 95	51 44	61 03	35 35	41 28	47 21	55 74	15
16	40 26	46 88	54 87	65 10	37 70	44 03	50 36	59 45	16
17	42 77	49 81	58 30	69 17	40 06	46 78	53 50	63 17	17
18	45 29	52 74	61 73	73 24	42 42	49 53	56 65	66 88	18
19	47 81	55 67	65 16	77 31	44 77	52 29	59 80	70 60	19
20	50 32	58 00	68 59	81 38	47 13	55 04	62 95	74 32	20
21	52 84	61 53	72 02	85 45	49 49	57 79	66 09	78 03	21
22	55 36	64 46	75 45	89 51	51 84	60 54	69 24	81 75	22
23	57 87	67 39	78 88	93 58	54 20	63 29	72 39	85 46	23
24	60 39	70 32	82 31	97 65	56 56	66 05	75 54	89 18	24
25	62 90	73 25	85 74	101 72	58 91	68 80	78 68	92 89	25
26	65 42	76 18	89 17	105 79	61 27	71 55	81 83	96 61	26
27	70 65	82 27	96 30	114 25	66 17	77 27	88 38	104 34	27
28	75 88	88 36	103 43	122 71	71 07	82 99	94 93	112 07	28
29	81 11	94 45	110 56	131 17	75 97	88 71	101 48	119 80	29
30	86 34	100 54	117 69	139 63	80 87	94 43	108 03	127 53	30
Extra Payment for work done on Poya days									
1	2 18	2 54	2 97	3 53	2 04	2 39	2 73	3 22	1
2	4 36	5 08	5 94	7 06	4 08	4 78	5 46	6 44	2
3	6 54	7 62	8 91	10 59	6 12	7 17	8 19	9 66	3
4	8 72	10 16	11 88	14 12	8 16	9 56	10 92	12 88	4

(For footnotes see page 617)

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

Apprentices

No. of Days	Class D				No. of Days
	1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 08	1 25	1 43½	1 68½	½
1	2 16	2 50	2 87	3 37	1
2	4 32	4 99	5 75	6 74	2
3	6 48	7 49	8 62	10 12	3
4	8 63	9 99	11 50	13 49	4
5	10 79	12 48	14 37	16 86	5
6	12 95	14 98	17 24	20 23	6
7	15 11	17 48	20 12	23 60	7
8	17 27	19 98	22 99	26 98	8
9	19 43	22 47	25 86	30 35	9
10	21 58	24 97	28 74	33 72	10
11	23 74	27 47	31 61	37 09	11
12	25 90	29 96	34 49	40 46	12
13	28 06	32 46	37 36	43 84	13
14	30 22	34 96	40 23	47 21	14
15	32 38	37 45	43 11	50 58	15
16	34 54	39 95	45 98	53 95	16
17	36 69	42 45	48 86	57 32	17
18	38 85	44 94	51 73	60 69	18
19	41 01	47 44	54 60	64 07	19
20	43 17	49 94	57 48	67 44	20
21	45 33	52 44	60 35	70 81	21
22	47 49	54 93	63 22	74 18	22
23	49 64	57 43	66 10	77 55	23
24	51 80	59 93	68 97	80 93	24
25	53 96	62 42	71 85	84 30	25
26	56 12	64 92	74 72	87 67	26
27	60 61	70 11	80 70	94 68	27
28	65 10	75 30	86 68	101 69	28
29	69 59	80 49	92 66	108 70	29
30	74 08	85 68	98 64	115 71	30
Extra Payment for work done on Poya days					
1	1 87	2 16	2 49	2 92	1
2	3 74	4 32	4 98	5 84	2
3	5 61	6 48	7 47	8 76	3
4	7 48	8 64	9 96	11 68	4

(For footnotes see page 617)

**APPENDIX XII**

**Ready Reckoner showing the Minimum Wages payable for the  
Number of days worked during September, 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 79	1 94	2 04	1 99	1 60½	1 68	1 21½	1 29	1 36½	1 49	1/2	
1	3 58	3 88	4 08	3 98	3 21	3 36	2 43	2 58	2 73	2 98	1	
2	7 16	7 76	8 16	7 96	6 42	6 72	4 86	5 16	5 46	5 96	2	
3	10 74	11 64	12 24	11 94	9 63	10 08	7 29	7 74	8 19	8 94	3	
4	14 32	15 52	16 32	15 92	12 84	13 44	9 72	10 32	10 92	11 92	4	
5	17 90	19 40	20 40	19 90	16 05	16 80	12 15	12 90	13 65	14 90	5	
6	21 48	23 28	24 48	23 88	19 26	20 16	14 58	15 48	16 38	17 88	6	
7	25 06	27 16	28 56	27 86	22 47	23 52	17 01	18 06	19 11	20 86	7	
8	28 64	31 04	32 64	31 84	25 68	26 88	19 44	20 64	21 84	23 84	8	
9	32 22	34 92	36 72	35 82	28 89	30 24	21 87	23 22	24 57	26 82	9	
10	35 80	38 80	40 80	39 80	32 10	33 60	24 30	25 80	27 30	29 80	10	
11	39 38	42 68	44 88	43 78	35 31	36 96	26 73	28 38	30 03	32 78	11	
12	42 96	46 56	48 96	47 76	38 52	40 32	29 16	30 96	32 76	35 76	12	
13	46 54	50 44	53 04	51 74	41 73	43 68	31 59	33 54	35 49	38 74	13	
14	50 12	54 32	57 12	55 72	44 94	47 04	34 02	36 12	38 22	41 72	14	
15	53 70	58 20	61 20	59 70	48 15	50 40	36 45	38 70	40 95	44 70	15	
16	57 28	62 08	65 28	63 68	51 36	53 76	38 88	41 28	43 68	47 68	16	
17	60 86	65 96	69 36	67 66	54 57	57 12	41 31	43 86	46 41	50 66	17	
18	64 44	69 84	73 44	71 64	57 78	60 48	43 74	46 44	49 14	53 64	18	
19	68 02	73 72	77 52	75 62	60 99	63 84	46 17	49 02	51 87	56 62	19	
20	71 60	77 60	81 60	79 60	64 20	67 20	48 60	51 60	54 60	59 60	20	
21	75 18	81 48	85 68	83 58	67 41	70 56	51 03	54 18	57 33	62 58	21	
22	78 76	85 36	89 76	87 56	70 62	73 92	53 46	56 76	60 06	65 56	22	
23	82 34	89 24	93 84	91 54	73 83	77 28	55 89	59 34	62 79	68 54	23	
24	85 92	93 12	97 92	95 52	77 04	80 64	58 32	61 92	65 52	71 52	24	
25	89 50	97 00	102 00	99 50	80 25	84 00	60 75	64 50	68 25	74 50	25	
26	93 08	100 88	106 08	103 48	83 46	87 36	63 18	67 08	70 98	77 48	26	
Poya day work												Poya day work
1	5 37	5 82	6 12	5 97	4 82	5 04	3 65	3 87	4 10	4 47	1	
2	10 74	11 64	12 24	11 94	9 64	10 08	7 30	7 74	8 20	8 9	2	
3	16 11	17 46	18 36	17 91	14 46	15 12	10 95	11 61	12 30	13 41	3	
4	21 48	23 28	24 48	23 88	19 28	20 16	14 60	15 48	16 40	17 88	4	

*Note 1.*—The information shown for the number of days up to 26 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 September, 1936, 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>
½	0 70	0 65	1 35	0 65	0 48	1 13	0 52½	0 44½	0 97	½
1	1 40	1 30	2 70	1 30	0 96	2 26	1 05	0 89	1 94	1
2	2 80	2 60	5 40	2 50	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 54	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
<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 26 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 September, 1966, to workers in the Tea Export Trade

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days	
	Grade II	Intermediate Grade	Grade I	Box Markers 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.	Rs. c.	Normal working days
1/2	1 79	1 94	2 04	1 94	1 99	1 60 1/2	1 21 1/2	1 29	1 36 1/2	1 49	1/2	
1	3 58	3 88	4 08	3 88	3 98	3 21	2 43	2 58	2 73	2 98	1	
2	7 16	7 76	8 16	7 76	7 96	6 42	4 86	5 16	5 46	5 96	2	
3	10 74	11 64	12 24	11 64	11 94	9 63	7 29	7 74	8 19	8 94	3	
4	14 32	15 52	16 32	15 52	15 92	12 84	9 72	10 32	10 92	11 92	4	
5	17 90	19 40	20 40	19 40	19 90	16 05	12 15	12 90	13 65	14 90	5	
6	21 48	23 28	24 48	23 28	23 88	19 26	14 58	15 48	16 38	17 88	6	
7	25 06	27 16	28 56	27 16	27 86	22 47	17 01	18 06	19 11	20 86	7	
8	28 64	31 04	32 64	31 04	31 84	25 68	19 44	20 64	21 84	23 84	8	
9	32 22	34 92	36 72	34 92	35 82	28 89	21 87	23 22	24 57	26 82	9	
10	35 80	38 80	40 80	38 80	39 80	32 10	24 30	25 80	27 30	29 80	10	
11	39 38	42 68	44 88	42 68	43 78	35 31	26 73	28 38	30 03	32 78	11	
12	42 96	46 56	48 96	46 56	47 76	38 52	29 16	30 96	32 76	35 76	12	
13	46 54	50 44	53 04	50 44	51 74	41 73	31 59	33 54	35 49	38 74	13	
14	50 12	54 32	57 12	54 32	55 72	44 94	34 02	36 12	38 22	41 72	14	
15	53 70	58 20	61 20	58 20	59 70	48 15	36 45	38 70	40 95	44 70	15	
16	57 28	62 08	65 28	62 08	63 68	51 36	38 88	41 28	43 68	47 68	16	
17	60 86	65 96	69 36	65 96	67 66	54 57	41 31	43 86	46 41	50 66	17	
18	64 44	69 84	73 44	69 84	71 64	57 78	43 74	46 44	49 14	53 64	18	
19	68 02	73 72	77 52	73 72	75 62	60 99	46 17	49 02	51 87	56 62	19	
20	71 60	77 60	81 60	77 60	79 60	64 20	48 60	51 60	54 60	59 60	20	
21	75 18	81 48	85 68	81 48	83 58	67 41	51 03	54 18	57 33	62 58	21	
22	78 76	85 36	89 76	85 36	87 56	70 62	53 46	56 76	60 06	65 56	22	
23	82 34	89 24	93 84	89 24	91 54	73 83	55 89	59 34	62 79	68 54	23	
24	85 92	93 12	97 92	93 12	95 52	77 04	58 32	61 92	65 52	71 52	24	
25	89 50	97 00	102 00	97 00	99 50	80 25	60 75	64 50	68 25	74 50	25	
26	93 08	100 88	106 08	100 88	103 48	83 46	63 18	67 08	70 98	77 48	26	
Poya days work												Poya days work
1	5 37	5 82	6 12	5 82	5 97	4 82	3 65	3 87	4 10	4 47	1	
2	10 74	11 64	12 24	11 64	11 94	9 64	7 30	7 74	8 20	8 94	2	
3	16 11	17 46	18 36	17 46	17 91	14 46	10 95	11 61	12 30	13 41	3	
4	21 48	23 28	24 48	23 28	23 88	19 28	14 60	15 48	16 40	17 88	4	

Note 1.—The information shown for the number of days up to 26 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 September, 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.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1/2	0 62½	0 65	1 27½	0 52½	0 48	1 00½	0 40	0 44½	0 84½	1/2
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
Poya day work										Poya day 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 26 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

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

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