

CEYLON LABOUR GAZETTE

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INDUSTRIAL COURT AWARD— SHELL COMPANY vs. TWO OF ITS EXECUTIVES RE. RETRENCHMENT (I. D. 320)

In the matter of an industrial dispute

between

Mr. E. R. Krishnaratne, 48, Galle Face Court, Colombo,
and Mr. L. P. V. Ernst, 494, Galle Road, Colombo 3,
of the one part,

and

Shell Company of Ceylon Limited,
Chartered Bank Building, Colombo 1,
of the other

THE AWARD

THIS is an award under Section 24 of the Industrial Disputes Act, Chapter 131 of the Legislative Enactments of Ceylon (Revised Edition 1956), as amended by the Industrial Disputes (Amendment) Acts Nos. 14 and 62 of 1957, and 4 of 1962.

2. It relates to an industrial dispute between Mr. E. R. Krishnaratne and Mr. L. P. V. Ernst, of the one part, and Shell Company of Ceylon Limited (hereinafter referred to as 'the Company') of the other part.

3. By his Order dated 5th November 1962, under Section 4 (2) of the said Industries Disputes Act, the Hon'ble Minister of Labour and Nationalised Services, referred the dispute between the said two parties to this Court for settlement. The statement of the matter in dispute, under the hand of the Commissioner of Labour dated 22nd October, 1962, which accompanied the said reference by the Hon'ble Minister, as required by Section 23 of the said Act, sets out the matter in dispute between the two parties as follows:—

“Whether the proposed retrenchment of Messrs. E. R. Krishnaratne and L. P. V. Ernst is justified and to what relief each of them is entitled.”

The said reference by the Hon'ble Minister under Section 4 (2), and the statement of the matter in dispute under Section 23 by the

Commissioner of Labour appear in the Ceylon Government Gazette No. 13,394 of 16th November, 1962. Statements and answers as required by Regulation 20 were submitted by the parties to the dispute.

4. Proceedings commenced on the 27th November, 1962. The two employees were represented by Mr. Advocate R. A. Kannangara and Mr. Advocate R. L. Jayasuriya, instructed by David Martinz and Company, and at a later stage of the proceedings, by Mr. Advocate N. Satyendra, with Mr. Advocate R. L. Jayasuriya, instructed by Messrs. Perera and Wijenayake. The Company was represented by Mr. G. G. Ponnambalam, Q. C., with Mr. Advocate Lakshman Kadirgamar, instructed by Messrs. Julius and Creasy.

5. Act No. 4 of 1962 introduces a new part, namely, Part IV (B) to the Industrial Disputes Act which made provisions relating to retrenchment of workmen.

The same Act defines retrenchment as "termination by an employer of the services of a workman or workmen on the ground that such workman or workmen is or are in excess of the number of workmen required by such employer to carry on his industry." It was admitted by both parties that the provisions of this Part IV B applied to the matter in dispute in this case, namely, the proposed retrenchment of Messrs. Krishnaratne and Ernst. It was apparent that the Shell Company of Ceylon had more than 15 workmen on an average employed by it for a working day in the month preceding the month in which the notice of intention to retrench was given by the Company, and also that Messrs. Krishnaratne and Ernst were employed for a period of more than one year. It was also clear that the employment by the Shell Company of Ceylon is not of a seasonal character and that the work of the Company was not performed intermittently. Further, it was also conceded that the Hon'ble Minister had not published any Gazette Notification under Section 31 (e) (2) exempting the Shell Company of Ceylon from the provisions of this Part of the Act.

As required by Section 31 (f), the Company, by two letters, both dated 28th August, 1962. (the said two letters are annexed to the statements of the employees marked 'X' and 'A') gave Messrs. Krishnaratne and Ernst one month's notice of the intention of the Company to terminate their services on the ground of retrenchment. By two further letters, both dated 27th September, 1962, the Company gave three months' notice of termination of service of Messrs. Krishnaratne and Ernst on the ground of redundancy (the said two letters are annexed to the statements of the employees, marked Z and C). Thereafter, the Hon'ble Minister, by his Order dated 5th November, 1962, referred the dispute between these two parties on the question of the proposed retrenchment to this Court for settlement. While the inquiry was proceeding the Company terminated the services of Messrs. Krishnaratne and Ernst on 31st December, 1962.

6. At the outset, Mr. Ponnambalam addressed us at length on the question of the burden of proof, and we made our order on the 20th December, 1962, calling upon the Company to lead evidence to justify its proposed retrenchment. Thereafter, Mr. S. J. Blamey, General Manager of the Shell Company of Ceylon gave evidence as the main witness for the Company. Mr. S. M. A. Chandrasoma, Chairman, Port Cargo Corporation, who was Operations Manager of the Shell Company of Ceylon at the relevant time was called as a witness by counsel for the two employees.

7. Before we proceed to consider the dispute between the parties and the evidence led at the inquiry, we must deal with two questions

of law which were raised by Counsel for the Company, after all the evidence had been led and towards the end of his address. The two questions of law are as follows :—

- (1) Whether this Industrial Court has jurisdiction to hear this dispute in order to settle it, in that the members of this Court have not been appointed by the Judicial Service Commission, and that the determination of the dispute involves a judicial function ; and
- (2) The Minister had no jurisdiction to refer this dispute to this Industrial Court under Section 4 (2) of the Industrial Disputes Act, because this dispute is an individual dispute between the two employees and the Company.

8. With regard to the first question of law raised by the Company, reliance was placed on the judgment of the Bench of 5 Judges of the Supreme Court, in the Case of Walker Sons & Co. Ltd., vs. Fry, and five other cases reported in 69, Ceylon Law Weekly, page 65, the Judgement of the Privy Council in Liyanage and others vs. the Queen (otherwise known as the Coup Judgement) reported in 70, Ceylon Law Weekly, page 1, and the unreported judgement of another Bench of 5 Judges of the Supreme Court, in S. C. Application Nos. 144 and 158 of 1964, and 37 of 1965, which were all argued together before the said Bench of 5 Judges of the Supreme Court, and the Judgement of the Supreme Court is dated 16th May, 1966. The argument of Counsel for the Company on this point is that the matter referred to this Industrial Court by the Minister cannot be decided by anybody other than a Judicial Officer, because it involves the performance of judicial functions, and that, since the members of this Industrial Court had been appointed by the Governor-General and not by the Judicial Service Commission, this Court has no jurisdiction to hear and determine this dispute, as it would be acting ultra vires Section 55 of the Constitution of Ceylon. With regard to the judgement relied upon by Counsel for the Company, the Case of Walker Sons & Co., Ltd., vs. Fry (69, Ceylon Law Weekly 65) deals with Labour Tribunals and is not applicable to Arbitrators or to Industrial Courts. With regard to the case of Liyanage and others vs. the Queen, in our view, that judgement, although it held that there was a separation of powers in the Ceylon Constitution, particularly with regard to the judiciary, has no relevance to the matter in dispute in this case. Therefore, the only case that has to be considered is the unreported judgement of the Supreme Court dated 16th May 1966, in S. C. Applications Nos. 144 and 158 of 1964 and 37 of 1965. The main judgement of His Lordship, Justice T. S. Fernando, makes it quite clear that in all the cases before the Supreme Court in the said applications matters that were referred by the Minister under Section 4 (2) of the Industrial Disputes Act were whether the termination or the non-employment of specified persons is justified and to what relief they are entitled. His Lordship, Justice T. S. Fernando says : “ What is essentially a justiciable dispute cannot be sent before an Industrial Court which hears what are substantially disputes in respect of alleged unfair labour practices and cannot adjudicate upon the legal rights of parties.” The Judgement of His Lordship, Chief Justice Sansoni, makes it clear that Industrial Courts appointed under Section 4 (2) of the Industrial Disputes Act were not intended to exercise judicial power, and, therefore, need not be appointed by the Judicial Service Commission. In this case, what has been referred to us by the Minister under Section 4 (2) of the Industrial Disputes Act is : “ whether the proposed retrenchment of the two employees is

justified and to what relief they are entitled." In our view this does not involve the question of the determination of rights of parties flowing from the termination of employment. We are not concerned in this dispute with the question of adjudication on the termination of an individual's employment and upon the rights alleged to arise on such termination. We are not here adjudicating on existing rights of the parties based on the contract of employment. We are only concerned herewith deciding whether the proposed retrenchment of Messrs. Krishnaratne and Ernst by the Shell Company of Ceylon Ltd., is justified or not—whether it is in accordance with accepted labour practice or whether it amounts to unfair labour practice. For these reasons we overrule the first legal objection taken by Counsel for the Company and hold that we have jurisdiction to hear and determine the matter in dispute that has been referred to us by the Minister under Section 4 (2) of the Industrial Disputes Act.

9. With regard to the second legal objection, it was submitted by Counsel for the Company that individual disputes should go before the Labour Tribunal and only disputes involving a majority of workmen in a workplace, or involving a trade union that represents the majority of the workmen in a workplace, can be referred by the Minister under Section 4 (2) of the Industrial Disputes Act to Industrial Courts for settlement. In support of this view Counsel for the Company cited a number of Indian Judgements, some of them being Judgements of the Supreme Court of India and others being Judgements of the various High Courts of India. Reliance was also placed on the dictum of His Lordship, Justice T. S. Fernando, in the Judgement of a Bench of 5 Judges of the Supreme Court, dated 16th May, 1966, in S. C. Applications Nos. 144 and 158 of 1964 and 37 of 1965, which reads as follows:—"To take a broad view of the functions of Industrial Courts or Arbitrators vis-a-vis Labour Tribunals, the former may be resorted to where employers or workmen seek to obtain a change in the terms of employment, while to obtain relief or redress in individual cases of grievance application may be made to a Labour Tribunal as an alternative to going before an ordinary Court of Law." In this connection it is necessary to analyse some of the sections of the Industrial Disputes Act. Section 4 (2) states that the Minister may, by Order in writing, refer any "Industrial dispute" to an Industrial Court for settlement. Before the amending Act No. 4 of 1962, 'industrial dispute' was defined by Section 47 to mean "any dispute or difference between employers and workmen, or between workmen and workmen connected with the employment or non-employment, or the terms of employment, or with the conditions of labour, or the termination of services, or the reinstatement in service of any person, and for the purposes of this definition "workmen" includes a trade union consisting of workmen." But Section 14 of the Amending Act No. 4 of 1962 amends the definition of 'industrial dispute' by the substitution for the words "between employers", of the words "between an employer and a workman or between employers and workmen." Thus, by this amendment it is quite clear that a dispute between an individual workman and his employer is an industrial dispute and therefore can be referred by the Minister to Industrial Court under Section 4 (2) of the Industrial Disputes Act. With regard to the Indian cases cited by Counsel for the Company, the Indian Section defining 'industrial dispute' is similar to our section as it was before it was amended by Act No. 4 of 1962. The General Clauses Act of India, which is the counterpart

of our Interpretation Ordinance (Chapter 2) provides that unless there is something repugnant in the subject or context, words in the singular number shall include the plural and vice versa in all written law. A similar section is found in our Interpretation Ordinance, namely, Section 2 (ii). The Indian Courts have held that this provision of the General Clauses Act would not apply to the definition of 'industrial dispute' in the Indian Industrial Disputes Act which is in the plural since applying that section of the General Clauses Act is repugnant to the context. They have held that the Indian Industrial Disputes Act defines 'Industrial dispute' as a dispute between workmen and employer and that they would not extend it to disputes between a workman and employer under the aforesaid provisions of the General Clauses Act, because it was repugnant to the context. But in Ceylon the question of the application of the Interpretation Ordinance does not arise, because the definition of 'industrial dispute', as amended by Act No. 4 of 1962, specifically includes a dispute between a workman and employer. Thus the Indian cases on this matter would not apply in Ceylon. For these reasons we hold that the Minister had the power to refer individual disputes between a workman and an employer to the Industrial Court for settlement under Section 4 (2) of the Industrial Disputes Act, and therefore the reference by the Minister to this Court is valid.

10. Before we proceed to consider the dispute and the evidence in this case, it is relevant to consider the sections of the Act relating to retrenchment. It is significant that Act No. 4 of 1962, which amended the definition of 'industrial dispute', was the very Act which introduced Part IV B consisting of Sections 31E to 31H containing provisions relating to retrenchment of workmen. It is clear from these sections that the legislature considered that, in Ceylon, where unemployment and underemployment is rampant, the problem of unemployment should not be aggravated by employers indiscriminately resorting to retrenchment. It is in order to prevent increased unemployment that these salutary provisions have been incorporated into the Act by amending Act No. 4 of 1962. A further purpose of these sections is to prevent unfair labour practice or discrimination in choosing the personnel for retrenchment or victimizing particular workmen on the pretext of retrenchment. Section 31E defines the employer and the industry to whom or which the provisions of Part IV B containing provision relating to retrenchment of workmen shall or shall not apply. In this case it is admitted by both parties that the provisions of Part IVB containing provision relating to retrenchment of workmen would apply to the dispute in this case. Section 31F requires the employer who intends to effect retrenchment in respect of any workman employed in the industry carried on by that employer to give that workman, and if that workman is a member of a trade union, that trade union, one month's notice in writing of such intention. It also requires an employer to send a copy of such notice to the Commissioner of Labour. Section 31D provides that, subject to the provisions of Section 31H, no employer shall effect retrenchment of any workman to whom notice under Section 31F

has been given until after the expiry of two months after the date of such notice. Section 31H provides that, where, before the expiry of two months after the date of notice under Section 31F, an industrial dispute exists or is apprehended in consequence of the retrenchment intended in that notice, the Commissioner of Labour may refer it for settlement by conciliation to an Authorised Officer, or for settlement by arbitration to an Arbitrator, or the Minister may refer it to an Arbitrator for settlement by arbitration, or an Industrial Court for settlement. In that event the employer giving such notice shall not effect the intended retrenchment within the period of two months after the date of reference of such dispute, unless such retrenchment is effected in terms of any settlement or award under this Act. In this case the reference by the Minister of this dispute to this Court under the provisions of Section 31H (c) is dated 5th November 1962, and the Company, being the employer, effected the intended retrenchment on the 31st December 1962. Thereby the Company has violated the express provisions of Section 31H. As to the effect of the Company's violation of the express provisions of Section 31H we shall consider later. It is quite clear from the provisions of Section 31E to 31 H that the question of retrenchment is not a matter of interest merely to the employer and employee concerned, but is also a matter of interest to the State as well as the trade union of which the employee is a member. That is why, under Section 31F, the notice of intention to retrench should be served not only on the workman concerned, but also on the trade union of which he is a member, as well as the Commissioner of Labour. That is why it is also provided under Section 31G, that after the service of these notices, for two months the employer shall not take any action to retrench the workman concerned. That is why it is also further provided by Section 31H that the apprehended industrial dispute may be referred by the Commissioner of Labour or by the Minister for settlement under the provisions of the Act. All these provisions make it clear that these sections are not intended to affect the rights and obligations of the employer and workmen arising out of the contract of employment upon retrenchment, but to prevent any unfair labour practice under the guise of retrenchment. Thus in settling this dispute we are not concerned with determining the pre-existing legal rights of parties embodied in the contract of employment or otherwise; we are only concerned with determining whether the employer in proposing to retrench the said two employees was acting bona fide and not adopting the colourable device of retrenchment for any unfair labour practice.

11. Mr. Ponnambalam, at the outset raised twelve legal issues for our consideration, all of them relating to the "absolute right" and "exclusive discretion" of the employer to do various things vis-a-vis his workmen. In our view, in industrial law there is no absolute right or exclusive discretion in the employer or the workmen in the abstract. Of course there are rights of the employer, but they are not absolute or exclusive; and such rights have their corresponding obligations. Nor can rights and discretions be declared in theory, regardless of the facts of each particular case. Therefore we ruled out those issues and we were content to inquire into this dispute on the issues contained in the statement of the Commissioner of Labour dated 22nd October 1962, namely—

- (1) whether the proposed retrenchment of Messrs. E. R. Krishnaratne and L. P. V. Ernst by Shell (Ceylon) Limited is justified, and

(2) what relief, if any, is each of them entitled to.

But we took into consideration the legal submissions implicit in the twelve issues raised by Mr. Ponnambalam in our determination of this dispute.

During the course of the proceedings, Counsel for Messrs. E. R. Krishnaratne and L. P. V. Ernst moved to raise some fresh matters relating to the dispute for the decision of this Court, under Section 36 (5) of the Industrial Disputes Act.

The said matters were:

“Whether the termination of services on Messrs. E. R. Krishnaratne and L. P. V. Ernst by the Shell Company of Ceylon Limited is lawful and/or justified, and to what relief each of them is entitled.”

On 17th December 1962, written notice of this was given to the Shell Company of Ceylon Limited under Section 36 (6). We were also satisfied that this matter could not have been raised at the commencement of the proceedings by the two employees, because their services were terminated after the commencement of the proceedings. As the requirements of Section 36 (5) & (6) had been satisfied, we allowed the two employees to raise this as a fresh matter relating to the dispute for the decision of this Court.

12. The two employees in this case were executives employed by Shell (Ceylon) Ltd., and at the time of this dispute they were holding high executive positions in the Company. Thus the question arises whether they were “workmen” as defined in Section 47 of the Industrial Disputes Act. “Workmen” is defined in Section 47 of the Act as “any person who has entered into or works under a contract with an employer *in any capacity*.....”. This definition on the face of it would include even top executives employed by a Company. In the case of *Lee v. Lee’s Air Farming Ltd.*, (1960-3 A.E.R.—420), the Privy Council in deciding an Appeal from New Zealand held that a governing director who was also the principal shareholder of a Company was a “worker” within the definition of that term in the New Zealand Workmen’s Compensation Act of 1922, which by Section 2 defines “worker” as “any person who has entered into or works under a contract of service with an employer, whether by way of manual labour, clerical work or otherwise, and whether remunerated by wages, salary or otherwise.” It is to be noted that the words “whether by way of manual labour, clerical work or otherwise” is parallel to the term “in any capacity” in the definition of the term “workmen” in our Industrial Disputes Act. It may even be argued that the words “in any capacity” are wider in application than the words used in the New Zealand Statute. Although this matter was not expressly taken up by way of objection by counsel for the Company, yet it was referred to incidentally by him, and so we have to consider it. In this connection it is relevant to refer to the order of the Industrial Court dated 31.5.62 in the industrial dispute between The Mercantile Executives Association and ESSO Standard Eastern Incorporated (I. D. 312) on the question of whether executives are “workmen” within the definition of that term in the Industrial Disputes Act.

It was there held that top executives were “workmen” within the meaning of that term in the Industrial Disputes Act. In the corresponding English Statute i.e. the Conditions of Employment and National Arbitration Order, 1940, the definition of the word “workman” uses the words “whether the contract be by way of manual labour, clerical work or otherwise.” It was held that the words “or otherwise” does not let in the *eiusdem generis* rule of

construction and that the entire range of wage-earning or salaried employees is included in the term "workmen" thus defined. In National Association of Local Government Employees Vs. Bolton Corporation (1943—A. C.—166) it was held by the House of Lords that administrative, professional and technical officials of the Corporation are "workmen" within the said definition. The definition of the term "workmen" in the Indian Industrial Disputes Act is restrictive and different from the definition in our statute and so Indian cases will not be relevant for our purposes. Therefore we hold that the two executives concerned in this dispute are "workmen" as defined in the Industrial Disputes Act.

(To be continued in next issue)

**Supreme Court (Divisional Bench) Judgment on the Validity
of Jurisdiction of Commissioner, Deputy and Assistant
Commissioners of Workmen's Compensation to
determine compensation**

IN THE SUPREME COURT OF THE ISLAND OF CEYLON

No. C 30/8664/61
S. C. No. 3/63

In the matter of an appeal under
Section 48 of the Workmen's Com-
pensation Ordinance No. 19 of 1934
as amended.

EDMUND MUNATHANTHERIE, Peledagoda, Panagoda, Homagama

Respondent-Appellant

Vs.

T. G. BUDINIS SINGHO, Peledagoda, Panagoda, Homagama

Applicant-Respondent

Present : H. N. G. Fernando, S.P.J., P. Sri Skanda Rajah, J.,
G. P. A. Silva, J.

Counsel : L. Kadirgamar, with Ananda Paranavitane for the
Appellant.

N. R. M. Daluwatte for the Respondent.

H. L. de Silva, C. C., for the Crown.

Argued on : 30th May 1966.

Reasons and Decision on : 22nd July 1966.

THE JUDGMENT

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

The first question raised in this case is whether the offices of Commissioner of Workmen's Compensation, and of Deputy and Assistant Commissioner of Workmen's Compensation, are offices to which appointments may lawfully be made only by the Judicial Service

Commission on the ground that each such office is a paid Judicial office, appointment to which is provided for by section 55 of the Constitution.

It cannot reasonably be denied that the Workmen's Compensation Ordinance (Cap 139) does entrust judicial functions and powers to the holders of these offices. But I must adhere (as I am bound to do) to the majority decision of a Bench of five Judges of this Court in *Walker Sons and Co. Ltd. v Fry* (68 N.L.R. 73), that the committal of judicial powers and functions to a tribunal does not *per se* constitute a tribunal a "judicial office" within the meaning of Section 55 of the Constitution. On this point even the minority opinion expressed in that case (Sansoni C.J., T. S. Fernando, J agreeing) was *not* that the office of the Industrial Court, or an arbitrator, is a Judicial office; the opinion was that the Court or arbitrator had power only to make what was referred to in that case as a purely "arbitral award", and therefore acted in excess of its functions in purporting to exercise judicial power.

The majority opinion in *Walker's Case*, holding that an Industrial Court had jurisdiction to adjudicate upon a dispute between an employer and a workman on questions such as whether a contract of employment had been lawfully terminated, and whether relief should be allowed to a workman in such an event, was reversed by the subsequent decision of a Bench of five Judges in *Mossajees Ltd. v P. O. Fernando* (68 N.L.R. 414). This latter decision will receive consideration at a later stage of the present judgment. But it is important to note that the latter decision was not based upon the ground that the office of the Industrial Court, or the office of an arbitrator under the Industrial Disputes Act was a "Judicial office" for the purposes of Section 55 of the Constitution by reason of the committal of judicial power to that Court or such an arbitrator. In my opinion, therefore, it must be taken as settled that the provision in Section 55 for the appointments to be made by the Judicial Service Commission applies only to what were in the contemplation of that Section judicial offices. I should remember also that the latest decision of the Bench of five Judges was not concerned with the question whether or to what extent an office constituted prior to the enactment of Section 55 of the Constitution is a "judicial office" within the meaning of Section 55. This new question is precisely that which has now to be answered.

The Workmen's Compensation Ordinance was enacted in 1934 in order to provide "for the payment of compensation to workmen who are injured in the course of their employment". Under the Common Law a workman who sustained an injury in the course of his employment might be able to recover damages for the injury so sustained by recourse to the Courts but such damages could only be recoverable if the workman could establish a cause of action either in Delict or for the breach of a contractual liability. But the liability created by the Workmen's Compensation Ordinance is not based either on Delict or breach of contract, but is a new liability arising simply by reason or injury sustained out of and in the course of employment. For example, the liability of an employer to pay compensation to a workman employed by him may arise in a case where the injury sustained by a workman is caused by a third party having no relationship whatever to the employer, or is caused even through the negligence of the workman himself. This new liability, though designed for the laudable object of compensating workmen for injury, is arbitrary in the sense that it can arise irrespective of the question whether an employer acts negligently or in breach of any contractual obligation.

No doubt a Commissioner of Workmen's Compensation may have to determine disputed questions of fact, such as whether a workman was or was not employed by a person alleged to have been his employer, or whether a workman had received injury out of and in the course of his employment. But the decision of such disputes forms only a small part of the duties and functions entrusted to a Commissioner by the Ordinance. Among those duties and functions are the duty to supervise the payment and distribution of compensation payable under the Ordinance, to record agreements between employers and workmen for the payment of such compensation, to authorise persons to undertake Insurance against liabilities which may be incurred under the Ordinance, to inspect the accounts of the business of persons so authorised, and to receive notices of accidents from employers or workmen. At the time therefore of the enactment of the Ordinance, it seems clear that the intention was not to set up a new Court and to vest in it judicial power previously exercised by ordinary civil courts, but instead to set up an administrative tribunal which for certain purposes has to decide disputed facts in the same manner as an ordinary court would do. Such a tribunal, which had functioned for about fifteen years prior to the enactment of the Constitution, was not in my opinion regarded as a judicial office in the sense of that expression as used in Section 55 of the Constitution. The purpose and effect of the Workmen's Compensation Ordinance is not comparable to the purpose and effect of the Muslim Marriage and Divorce Ordinance (Chapter 99 of the 1938 Edition), which was "to take away from the ordinary courts a jurisdiction previously enjoyed by those courts, and to confer that jurisdiction on Quazis" (*Jailabdeen v. Danina Umma* 64 N.L.R. 419). In other words a Commissioner of Workmen's Compensation was not entrusted by the Ordinance with a jurisdiction previously conferred on the civil courts.

I hold for these reasons that the offices of Commissioner, Deputy Commissioner and Assistant Commissioner of Workmen's Compensation are not judicial officers, and that appointment to such offices are not required to be made in terms of Section 55 of the Constitution.

The second question argued in this case can be precisely formulated only after some discussion of a judgment of the Privy Council and of a recent decision of a Bench of five Judges of this Court.

In *Liyanage and others v. The Queen* (68 N.L.R. 265), the Privy Council held that the principle of the Separation of Powers is recognised in our Constitution and that there exists a separate power in the Judicature which cannot be usurped or abrogated by the Legislature or the Executive. On this ground Their Lordships approved of an earlier Ceylon decision in *The Queen v. Liyanage and others* (64 N.L.R. 313) holding to be ultra-vires an act of the Ceylon Parliament empowering a Minister to nominate particular Supreme Court Judges to hear a particular pending case. But the question which here arises, namely whether an administrative tribunal established under a statute in force prior to the enactment of the Constitution and appointed by the Executive, may lawfully exercise judicial power, did not require consideration by the Privy Council. On the other hand the reference in the Privy Council judgment, as also in an earlier judgment (*Bribery Commissioner v. Ranasinghe* (66 N.L.R. 73)) to the danger that Act of Parliament would result in an erosion of judicial power if it was lawful for such Acts to confer judicial power on any authority not forming part of the Judicature duly constituted under the Constitution, is

an indication that their Lordships were concerned primarily with the validity of legislation enacted subsequently to the Constitution itself.

I have now to refer to a recent decision of a Bench of five Judges in the cases of *Moosajees Ltd. v. P. O. Fernando* (68 N.L.R. 414) and *Rockland Distilleries Ltd. v. S. A. Wijeyatilake* (S. C. Application No. 37 of 1965—*ibid*). The judgments of the majority of the Bench, particularly those of My Lord the Chief Justice and my brother Fernando (G. P. A. Silva, J. and myself concurring) upheld the view previously stated by the Chief Justice in *Walker Sons and Co. Ltd. v. Fry* that Industrial Courts and an Arbitrator appointed under the Industrial Disputes Act were not intended to exercise judicial power, and that the actual exercise of judicial power by the Industrial Courts or such an Arbitrator was in excess of their statutory powers. This view of the position of an Industrial Court or Arbitrator was properly taken in that context because in fact the Industrial Disputes Act did not purport expressly to authorise an Industrial Court or an Arbitrator to entertain a reference under the Act involving an adjudication on existing rights; and even if the Act had purported expressly to confer such a jurisdiction on some authority not appointed by the Judicial Service Commission, the judgment in Liyanage's case decided by the Privy Council would clearly have justified a decision that the principle of the Separation of Powers prevented Parliament from validly conferring such jurisdiction upon a person or body not appointed by the Judicial Service Commission. What has been claimed in the present case is that the decisions of the Privy Council and of the Bench of five Judges of this Court in the two recent cases are applicable also in regard to the exercise of judicial power by administrative tribunals established prior to the Constitution and that such tribunals cannot lawfully exercise judicial power unless they are appointed by the Judicial Service Commission.

In the context of the present case there is no question of the Parliament or Executive encroaching upon the powers separately committed to the Judicature by the Constitution. The exercise of judicial power by a Commissioner for Workmen's Compensation is not a consequence of any legislation enacted by Parliament in excess of its powers. Nor can it be said that there is any erosion of the power of the Judicature, for the Judicature did not have, at the time of the enactment of the Constitution, the powers and functions of a Commissioner of Workmen's Compensation which fall within the category of judicial powers. If (as was the case before the enactment of the Constitution), appointment to the offices of District Judge, Magistrate, Commissioner of Requests and of Rural Courts had continued to be made by the Executive, there would have arisen a direct conflict with Section 55 of the Constitution. Similarly, if my own decision in *Jailabdeen v. Danina Umma* (64 N.L.R. 419) is correct, an appointment by the Executive of a Quazi again contravened the provision of Section 55 of the Constitution, because office of Quazi is a judicial office. But those instances are distinguishable from the present case.

The Workmen's Compensation Ordinance is only one instance of Legislation in force prior to the Constitution whereby in the public interest the holder of some office established mainly for administrative purposes was entrusted also with judicial power necessary for effectively securing the purpose of the establishment of the office. If it were now to be decided that such an officer cannot validly exercise judicial power, the purpose of legislation of that nature

would be set at nought. I am unable to find in the Constitution itself or in the recent judgments to which I have referred any ground which compels me to reach such a decision.

Let me suppose for the while that it was in fact the intention of the Constitution that such judicial powers as were formerly exercised by a Commissioner of Workmen's Compensation must in future be exercised by some person appointed by the Judicial Service Commission. If so, it became the duty of the Governor, under Article 88 of the Ceylon Constitution Order in Council 1946, to make adaptations of the Workmen's Compensation Ordinance in order to bring that Ordinance in conformity with the Constitution. What then were the adaptations which could have been made? The adaptation of providing that the Commissioner must be appointed by the Judicial Service Commission would itself have contravened the Constitution (Section 60) if it purported to authorise the Judicial Service Commission to appoint to an office which having regard to its functions is by and large *a public office and not a judicial office*. The adaptation that a Commissioner must be appointed by the Judicial Service Commission and the Public Service Commission, would have meant that the Commissioner became the servant of two masters, each responsible for promotions and disciplinary control, and could well have led to chaos or deadlock. The only reasonable adaptation would have been to delete the judicial powers of the Commissioner, and to entrust them instead to some officer appointed by the Judicial Service Commission. But that adaptation would have altered in principle the scheme of the Ordinance, and perhaps impeded its successful administration. Article 88 was not in my opinion intended to authorise or require such extensive and radical amendment of written law.

For these reasons I hold that the exercise by a Commissioner, or Deputy or Assistant Commissioner, of the powers conferred by the Ordinance, does not conflict with any of the provisions of the Constitution. The appeal is dismissed with costs fixed at Rs. 157.50.

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

Sri Skanda Rajah, J.
I agree.

(Sgd.) P. SRI SKANDA RAJAH,
Puisne Justice.

G. P. A. Silva, J.
I agree.

(Sgd.) G. P. A. SILVA,
Puisne Justice.

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' Prices Index Number for the month of September, 1966, is 111.9 i.e., .1 more than the figure for the month of August, 1966.

- (a) The basic wages payable for the month of September, 1966, to workers in the trades except the Printing Trade to which Part II of the Wages Boards Ordinance has been applied remain unchanged.
- (b) The basic rates of wages in the Printing Trade has been increased considerably from 1st October, 1966.
- (c) The Special Allowance payable to workers in all the other trades will remain unchanged.

Strikes

There were altogether 10 strikes in July, 1966, involving 2,737 workers and a loss of 19,945 man-days, as against 6 strikes in June, 1966, involving 1,320 workers and a loss of 3,385 man-days. 7 of these were in Tea Estates, involving 2,536 workers and a loss of 16,656 man-days, 1 in Rubber Estate involving 42 workers and a loss of 216 man-days, 1 in Engineering involving 101 workers and a loss of 869 man-days, and 1 in Miscellaneous involving 58 workers and a loss of 2,204 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 June, 1966 and July, 1966, was as given below.

	*June 1966			*July 1966		
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Technical and Clerical	33,505	26,925	60,430	34,631	27,662	62,293
Skilled	15,068	4,842	19,910	15,452	4,956	20,408
Semi-skilled	45,574	7,832	53,406	47,268	8,180	55,448
Unskilled	76,564	6,482	83,046	78,489	6,757	85,246
Total	170,711	46,081	216,792	175,840	47,555	223,395

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

	*June 1966			*July 1966		
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Technical and Clerical	72	15	87	49	15	64
Skilled	91	4	95	95	—	95
Semi-skilled	114	32	146	98	2	100
Unskilled	393	8	401	743	41	784
Total	670	59	729	985	58	1,043

* Provisional figures.

New Legislation

Four Bills have been passed by the House of Representatives and the Senate to amend the following Ordinances and Acts, as per details given below.

	<i>Provision</i>
(i) Wages Boards Ordinance	} (i) Enhance punishment to offending employers.
(ii) Shop and Office Employees (Regulation of Employment and Remuneration) Act	
(iii) Wages Boards Ordinance	.. Provide better security of service and conditions of employment to workers employed by contractors.
(iv) Industrial Disputes Act	.. Authorise a Labour Tribunal to settle an industrial disputes by adjudication on a reference made by the Minister of Labour, Employment and Housing.

Regulations

The Holiday Regulations (No. 1) of 1966 made by the Minister of Home Affairs with the concurrence of the Minister of Labour, Employment and Housing under Section 11 of the Holiday Act No. 17 of 1965, for the purpose of extending the Poya Holiday Scheme to the Private Sector, have been passed by the House of Representatives in September, 1966.

Young persons and Children Unit

A separate Unit in the Enforcement Branch of the Department of Labour has been set up last month to intensify the enforcement of the Employment of Women, Young Persons and Children Act, No. 47 of 1956, with special attention to the employment of young persons and children.

The Commissioner of Labour, has in a circular to all Assistant Commissioners of Labour and Labour Officers, directed them to investigate into complaints relating to the employment of young persons and children in contravention of the Act No. 47 of 1956 and to collect evidence in appropriate cases with a view to launching prosecutions.

Vocational Trainees

The particulars of trainees who are undergoing training at the Labour Department's Central Vocational Training and Trade Testing Centre, Orugodawatte, for the quarter ended 30.9.66 including those who have completed training at this Centre are given below:—

				<i>Number undergoing Training</i>	
				<i>Morning Session</i>	<i>Afternoon Session</i>
Electrical Wiring	..	..	78	..	Closed on 4.11.65
Radio Servicing	..	..	54	..	Closed on 4.1.66
Welding	..	..	23	..	16
Fitting	..	..	30	..	20
Sheet Metal Work	..	..	14	..	15†
Machining	..	..	20	..	21
Motor Mechanism	..	..	20	..	22
					.. 18*
					.. 20*

* Training commenced on 25.8.66.

† Training terminated on 30.9.66

Training Awards under the Colombo Plan

Mr. J. D. A. Abeysekera, Laboratory Assistant, attached to the Division of Occupational Health of the Department of Labour left Ceylon on 27th September, 1966, to follow a five-months, training programme in Science Laboratory Technology in Britain, i.e. three months at the Department of Industrial Health at Newcastle University and two months at the Department of Education and Science at the Laboratory of the Government Chemist.

Labour Officers

A batch of 21 Labour Officers has been appointed in the Department of Labour with effect from 1st October, 1966. They would be under training for the period October to December, 1966, and would be posted thereafter to the various Divisions of the Department.

List of Trade Unions Registered in September, 1966

<i>Reg. No.</i>	<i>Name</i>	<i>Address</i>
2660*	.. P.W.D. Supervising Overseers Union	P.W.D. Depot, Perani Dumriya Wedapala, Maradana
2661	.. Samastha Lanka Motor Riyaduru Upadeshaka Sangamaya.	144, Lasarus Road, Negombo.
2662*	.. Rajaye Idam Sanwardena Departhemethuwe Eksath Aniyam Kamkaru Sangamaya.	34, Parakrama Mawatha, Peliyagoda.
2663*	.. Polonnaruwa Rayaje Sathwa Govipale Aniyam Kamkaru Sewaka Samithiya.	Rajaye Kiri Pattiya, Polonnaruwa.
2664*	.. The Radio Ceylon Programme Assistant and Skript Writers Union.	Lanka Guwan Viduli Sewaya, Colombo 7.
2665*	.. All Ceylon Union of Teacher Counsellors.	Ramanibhawanam, Kokuvil South, Kokuvil.
2666*	.. Dumriya Departhemethuwe Yaanthrika Poth Thabime Niladaringe Sangamaya.	111/4A, Mohideen Majeed Road, Colombo 10.
2667	.. Ganga Nimna Buhumi Sanwardena Mandaleeya Mura Sewaka Samithiya.	Parana Ganakadhikari Godanegille, Sulu Sewaka Samithi Karyalaya, 1st lane, Amparai.
2668*	.. All Ceylon Union of Art Teachers ..	"M. Joesph", Kongaspitiya, Ampitiya
2669*	.. Parliamentary Clerks' Union ..	House of Representatives, Colombo.
2670†	.. The All Ceylon United Trade Union Federation.	51, Hospital Road, Jaffna.
2671*	.. Union of Grade 1 Grange Recorders	169, Horethuduwe, Moratuwa.

* Government Trade Unions

† Federation

List of Trade Unions Cancelled in September, 1966

<i>Registered Number</i>	<i>Name</i>
2361	.. Jathika Sulu Karmantha Sanyuktha Mandaleeya Ulu Karmika Sewaka Samithiya
2370	.. G.P.S. Paddy Rice Measuring Workers Union
1730*	.. Lanka Guwan Viduli Ingeneru Sewa Kamkaru Samithiya.
1699	.. National Small Industries Co-operation Employees Union

* Government Trade Union.

Structure, Composition and Functions of the I.L.O's Government Body

Structure and composition

THE Governing Body of the I.L.O. came into existence in 1919. This Body is tripartite in structure and has expanded considerably both in membership and in activities due to the emergence of new countries and changing circumstances.

Half of the membership of the Governing Body consists of Government Representatives, and the other half consists of equal number of Employers' and Workers' representatives. The Government representatives are appointed by their respective Governments whereas the Employers' and Workers' representatives are elected by the respective delegates to the International Labour Conference.

The Governing Body as constituted in 1919 consisted of 24 members (i.e., 12 representatives of Government, 6 of Employers and 6 of workers). Eight of the twelve Government representatives were nominated by the member states of "Chief industrial importance" in accordance with the I.L.O. Constitution.

The membership of the Governing Body has increased from 24 to 48, as can be seen from the table shown below :—

<i>Year</i>	<i>Government Representative</i>	<i>Employers, Rep.</i>	<i>Workers' Rep.</i>	<i>Total</i>
1919	12	6	6	24
1934	16	8	8	32
1954	20	10	10	40
1963	24	12	12	48

Out of the 24 Government Representatives, ten are appointed by members of "chief industrial importance (viz : Canada, China, France, Federal Republic of Germany, India, Italy, Japan, U.S.S.R., Britain and United States). The remaining 14 Government members are elected every three years by the Government Group of the I.L.O. Conference.

In addition to the 48 members, referred to above, each of the three group is entitled to a further ten deputy members. This would mean that a total of 78 persons (34 representing Governments, 22 Employers and 22 Workers) are continuously associated with and participate in the work of the Governing Body. There would be further addition of Substitute Deputy members representing Employers or Workers including Observers representing Governments who may participate in certain circumstances in the work of the Governing Body.

The Governing Body invites the organisations associated with the I.L.O. as "observers" to attend its meetings in a consultative capacity but without the right to vote. These organisations are the inter-governmental organisations and international non-governmental organisations. The first group includes the United Nations and a number of specialised agencies such as F.A.O., U.N.E.S.C.O., W.H.O., etc. The second group includes International Confederation of Free Trade Unions, International Federation of Christian Trade Unions, World Federation of Trade Unions, and International Organisation of Employers.

The Chairman of the Governing Body is invariably chosen from among the Government members. He is supported by an Employer,

Vice-Chairman and a Worker Vice-Chairman, nominated from each of the two groups. These three are the Chief Officers of the Governing Body, and they are appointed annually.

Functions

The meetings of the Governing Body are held three or four times a year. Its main task is to see that the decisions of the International Labour Conference are put into effect and to exercise supervision over the activities of the International Labour Office. The Governing Body has a large number of Committees and Commissions under its control. The names of a few important ones are given below :—

- (i) Financial and Administrative Committee.
- (ii) Committee on Operational Programmes.
- (iii) Committee of Experts on the Application of Conventions and Recommendations.
- (iv) Joint Maritime Commission.
- (v) Permanent Agricultural Committee.
- (vi) Committee on Freedom of Association.
- (vii) Fact-Finding and Conciliation Commission on Freedom of Association.

The Governing Body draws up the agenda of each session of the Conference and decides what specific action should be taken on the resolutions passed. It follows up the application by member States of the Conventions and Recommendations adopted by the Conference.

The Governing Body appoints the Director-General. It scrutinises the budget submitted by the Director-General and the financial estimates which are presented to the Conference each year for adoption.

The Governing Body encourages the convening of periodical regional conferences of Industrial Committees and of all kinds of subsidiary groups. It settles the date, duration and agenda of all these subsidiary meetings and follow up, where needed, their proposals or conclusions.

The Governing Body of the I.L.O. undertakes a considerable range of duties including the central planning and co-ordination of the Organisation's work. It has the over-all supervision of the activities of the I.L.O. This Body has been instrumental for the steady growth of the Organisation for nearly half a century.

I. L. O. Conventions Ratified by Ceylon

<i>Convention No.</i>	<i>Name</i>	<i>Date of Ratification</i>
4.	Night Work (Women), 1919 ..	8.10.51 (de nounced)
5.	Minimum Age (Industry), 1919 ..	27. 9.51
6.	Night Work of Young Persons (Industry) 1919 ..	26.10.50 (denounced)
7.	Minimum Age (Sea), 1920 ..	2. 9.50
8.	Unemployment Indemnity, 1920 ..	25. 4.51
11.	Right of Association (Agriculture), 1920 ..	25. 8.52
15.	Minimum Age (Trimmers and Stokers), 1921 ..	25. 4.51
16.	Medical Examination of Young Persons (Sea), 1921 ..	25. 4.51
18.	Workmen's Compensation (Accidents), 1925 ..	17. 5.52
29.	Forced Labour, 1930 ..	5. 4.50
41.	Night Work (Women) (Revised), 1934 ..	2. 9.50 (denounced)
45.	Underground Work (Women), 1935 ..	20.12.50
58.	Minimum Age (Sea) (Revised), 1936 ..	18. 5.59
63.	Statistics of Wages and Hours of work, 1938 ..	25. 8.52
80.	Final Articles Revision 1946 ..	18. 1.54
81.	Labour Inspection, 1947 ..	3. 4.56
89.	Night Work (Women), Revised ..	31. 3.66
90.	Night Work of Young Persons (Industry) (Revised), 1948 ..	18. 5.59
96.	Fee Charging Employment Agencies (Revised), 1949 ..	30. 4.58
99.	Minimum Wage Fixing Machinery (Agriculture), 1951 ..	5. 4.54

**NEW CONVENTIONS AND RECOMMENDATIONS ADOPTED
BY THE I. L. O. IN 1966**

THE following Conventions and Recommendations were adopted by the International Labour Conference at its 50th Session held in Geneva during June 1966 :—

- (i) Fishermen's Competency Certificates Convention, 1966 (No. 125) ;
- (ii) Accommodation of Crews (Fishermen) Convention, 1966 (No. 126) ;
- (iii) Vocational Training (Fishermen) Recommendation, 1966 (No. 126) ;
- (iv) Co-operatives (Developing Countries) Recommendation, 1966 (No. 127).

WAGES BOARDS

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

XXXVIII—The Motor Transport Trade *

(A) DESCRIPTION OF THE TRADE

THE description of the Motor Transport Trade appeared in an Order made under section 6 of the Wages Boards Ordinance (Chapter 136), published in *Ceylon Government Gazette* No. 9,481 of November 2, 1945, and came into force on November 15, 1945. An Order varying the original description of the trade was published in *Government Gazette Extraordinary* No. 13,690 of June 29, 1963, and came into force on July 1, 1963.

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

Order

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

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

- (1) drivers of hiring cars, omnibuses, lorries, cabs, vans, private coaches, station waggons, ambulances and hearses ;
- (2) drivers of tractors with trailers used for transport purposes ;
- (3) conductors of omnibuses ;
- (4) clerks, cashiers, ticket clerks or booking clerks employed on omnibuses ;

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

(B) ESTABLISHMENT OF THE BOARD

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

(C) DECISIONS OF THE BOARD

The original decisions in respect of the Motor Transport Trade made by the Wages Board for that trade came into force on March 1, 1947. A notification relating to those decisions was published under section 29 (3) of the Wages Boards Ordinance (Chapter 136), in *Ceylon Government Gazette* No. 9,667 of February 14, 1947. Decisions varying the earlier decisions were published in notifications appearing in *Gazettes* No. 9,693 of April 25, 1947, No. 10,147 of September 1, 1950, *Gazettes Extraordinary* No. 10,229 of March 30, 1951, No. 10,542 of June 29, 1953, No. 10,811 of June 30, 1955, No. 11,509 of August 30, 1958, *Gazette* No. 11,573 of October 31, 1958, *Gazette Extraordinary* No. 12,237 of November 28, 1960, and *Gazette* No. 14,444 of July 9, 1965.

PART I

Directions under Section 20 (2) (b)

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

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

Definition of a normal working day (Section 24)

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

PART II

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

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

3. (1) A permanent worker of any class specified in this part shall be paid as wages for any month mentioned in column I below an amount equal to the minimum monthly rate specified in respect of that class in this Part, if he has worked during the minimum number of working days specified in respect of that month in column II below :—

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

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

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

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

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

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

Class of Worker	2 Basic Rate		Rate of Special Allowance													
	For a month	For a day	(a) Where the cost of living index number for the preceding month is 100·1 the special allowance shall be—			(b) Where the cost of living index number for the preceding month is 100·0 the special allowance shall be—			(c) Where the cost of living index number of the preceding month is above 100·1 or below 100·0 the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively							
			Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.		
Class A worker :																
Drivers of omnibuses licensed to carry over 22 passengers	100	0..	4	0..	59	42..	2	47..	58	42..	2	42..	1	0..	0	5
Class B worker :																
Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt.	90	0..	4	0..	59	42..	2	47..	58	42..	2	42..	1	0..	0	5
Class C worker :																
Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate), and vans with a licensed payload of 20 cwt. and under, and drivers of hearses	85	0..	3	25..	56	92..	2	47..	55	92..	2	42..	1	0..	0	5
Class D worker :																
Drivers of tractors with trailers used for transport purposes or driver 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..	4	0..	59	42..	2	47..	58	42..	2	42..	1	0..	0	5
Class E worker :																
Drivers of the following vehicles owned by an estate and used solely for internal transport within the estate, namely, (a) lorries and (b) tractors with trailers	70	0..	2	75..	54	42..	2	22..	53	42..	2	17..	1	0..	0	5
Class F worker :																
Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50..	2	75..	59	42..	2	47..	58	42..	2	42..	1	0..	0	5
Class G workers :																
Cleaners and porters of lorries with a licensed pay load of over 20 cwt.	60	0..	2	50..	55	72..	2	47..	54	82..	2	42..	0	90..	0	0

(1) Class of Worker	(2) Basic Rate		(3) Rate of Special Allowance													
	For a month	For a day	(a)		(b)		(c)									
			Where the cost of living index number for the preceding month is 100.11 the special allowance shall be—	Where the cost of living Index number for the preceding month is 100.0 the special allowance shall be—	Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively	For a month	For a day	For a month	For a day							
Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.					
Class H worker :																
Cleaners and porters of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses ..	50	0..	2	25..	55	72..	2	47..	54	82..	2	42..	0	90..	0	5
Class I worker :																
Omnibus checkers or time-keepers ..	60	0..	—	..	55	72..	—	..	54	88..	—	..	0	90..	—	—
Class J worker :																
Omnibus inspectors and omnibus stand supervisors ..	90	0..	—	..	55	72..	—	..	54	82..	—	..	0	90..	—	—
Class K worker :																
All other workers in the Motor Transport Trade excluding workers referred to in the preceding items ..	45	0..	1	50..	46	42..	1	73..	45	67..	1	70..	0	75..	0	3

In the foregoing decisions—

- (a) "cleaners" means workers employed (otherwise than in clerical capacities) in connection with the maintenance of the mechanism of lorries, omnibuses, hiring cars, cabs, vans, ambulances or hearses;
- (b) "porters" means workers employed in loading or unloading goods into or from lorries, omnibuses, hiring cars, cabs, vans, ambulances or hearses, and required to travel in the vehicles in the performance of their work.

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

TABLE I

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

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

TABLE II

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

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

PART III

Overtime Rate

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

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

PART IV

Annual Holidays (Section 25)

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

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

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

- (a) every holiday allowed by the employer to the worker under section 25 ;
- (b) every day of absence on any grounds approved by the employer ;
- (c) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment ;
- (d) every day of absence due to anthrax or any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ;
- (e) every day on which the employer fails to provide work for the worker ;
- (f) every day of absence due to a strike or lockout that is not illegal, in case such days do not in the aggregate exceed 30 days a year ; and
- (g) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance.

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

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

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

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

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

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

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

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

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

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

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

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

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

Public Holidays

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

(1) The Tamil Thai Pongal Day ;

(2) Independence Commemoration Day (February 4) ;

(3) The Sinhala and Hindu New Year's Day ;

(4) May Day (May 1) ;

(5) The Full Moon Day of the Sinhala month of Wesak ;

(6) The Birthday of the Holy Prophet Mohamed ;
and

(7) Christmas Day.

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

(b) The remuneration payable in respect of each such holiday as is referred to in the preceding sub-paragraph shall—

(i) in the case of a permanent worker, be included in the wage for the month in which the holiday is allowed, the day being reckoned as an ordinary working day for the purpose of computing the wage for the month ; and

(ii) in the case of a daily-paid worker, be at not less than the minimum rate of wages for a normal working day in the month in which such holiday occurs.

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

(a) a day on or before the thirty-first day of December next succeeding such public holiday shall be granted to the worker and that day shall be reckoned as an ordinary working day for the purpose of computing the wage for the month in which the alternative holiday is granted ; or

(b) such permanent worker shall be paid in addition to the wages for the month, wages at not less than $\frac{1}{25}$ th of the minimum monthly rate in respect of work not beyond the normal hours and at not less than three times the normal hourly rate (obtained by dividing the minimum monthly rate by 200) in respect of work in excess of the minimum number of hours constituting a normal working day for that worker.

3. An employer may employ any daily-paid worker on any such public holiday as is referred to in paragraph 1 subject, however, to the following conditions :—

(a) a day on or before the thirty-first day of December next succeeding such public holiday shall be granted to the worker as a holiday with remuneration at not less than the daily minimum rate of wages payable for a normal working day in the month in which the alternative holiday is granted ; or

(b) such worker shall be remunerated for work done on any such public holiday at not less than double the minimum daily rate of wages for work done during the number of hours constituting a normal working day for that worker, and at not less than three times the normal hourly rate (obtained by dividing the minimum daily rate by the number of hours constituting the normal working day for that worker) for work done in excess of the normal working day.

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
September	108.15	96.31	101.53	117.09	128.60	111.9

TABLE II—WAGES INDEX NUMBERS

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

A

Base 1939=100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo		
	Average Minimum Daily rate of Wages Rs. c.	Minimum Wage Rate Index No.	Index No. of Real Wages	Average Monthly Rate of Wages Rs. c.	Wage Rate Index No.	Index No. of Real Wages
1939 .. — ..	·41 ..	100 ..	100 ..	16·64 ..	100 ..	100 ..
1940 .. — ..	·41 ..	100 ..	93 ..	16·64 ..	100 ..	96 ..
1941 .. — ..	·45 ..	110 ..	92 ..	18·45 ..	111 ..	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 ..
September ..	2·25 ..	117·19 ..	104·73 ..	113·74 ..	126·67 ..	113·20 ..

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
September ..	2.28 ..	116.33..	3.87 ..	132.53..	2.41 ..	118.14

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

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

TABLE IV

The Number of Registrants for Employment or Better Employment according to Registers maintained at the Employment Exchanges in the Island *†

Year	Technical and Clerical	Skilled	Semi-skilled	Unskilled	Total
1939 ..	3,712	11,964	5,034	5,967	26,677
1940 ..	4,734	13,130	4,800	4,981	27,645
1941 ..	5,274	8,882	2,351	3,951	20,458
1942 ..	6,589	9,411	1,882	1,451	19,338
1943 ..	2,282	2,872	1,312	1,869	8,335
1944* ..	295	358	227	173	1,651
1945 ..	2,258	11,025	3,267	4,816	21,366
1946 ..	5,636	10,012	7,527	13,369	36,544
1947 ..	2,883	7,325	8,113	16,423	34,744
1948 ..	4,474	13,027	12,443	36,712	66,656
1949 ..	5,132	11,994	13,591	39,015	69,732
1950 ..	5,627	10,525	13,523	35,447	65,122
1951 ..	5,515	8,186	12,520	26,486	52,707
1952 ..	6,883	7,522	13,795	24,823	53,029
1953 ..	8,374	6,462	13,673	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	66,312	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
July*	62,293	20,408	55,448	85,246	223,395

* 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	Kabutarā	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—
1951	33,125	3,422	2,886	4,350	2,209	537	886	1,587	569	904	418	1,207
1952	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297
1955	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261
1956	43,089	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	2,631	3,180	1,079	631	501
1958	52,563	7,721	7,300	13,617	6,957	1,116	3,358	3,613	3,965	1,215	895	354
1959	55,875	8,940	7,305	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422
1960	63,096	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	3,010	4,544	3,138	1,447	641
1963	55,964	11,768	11,237	6,658	7,529	1,022	6,438	3,593	4,949	2,910	1,508	540
1964	57,943	13,081	14,003	17,430	9,169	953	7,136	4,123	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	301
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	53,531	12,163	14,261	17,679	8,539	970	7,411	4,475	4,363	3,234	1,911	817
May	58,205	12,465	14,536	18,558	9,367	1,242	7,829	4,831	4,594	3,566	1,947	899
June	59,675	12,682	14,972	20,012	10,444	1,424	8,252	5,144	4,845	4,038	2,080	969
July	60,442	13,141	15,301	20,495	11,160	1,451	8,632	5,469	5,119	4,210	2,108	1,026
August	59,900	12,984	15,654	20,767	11,515	1,534	8,740	5,754	5,233	4,418	2,150	1,039
September	59,664	13,229	15,557	20,793	12,068	1,615	8,821	5,956	5,114	4,434	2,040	1,024
October	59,751	13,210	15,656	21,088	12,414	1,655	9,013	6,143	5,094	4,362	1,998	1,030
November	60,984	12,786	15,555	21,489	12,798	1,690	9,175	6,370	5,094	4,439	2,008	1,074
December	61,472	12,819	14,935	21,455	13,121	1,721	9,236	6,449	5,287	4,390	2,044	1,068
1966—Jany.	62,348	12,964	15,532	21,259	13,722	1,722	9,156	6,779	5,332	4,512	2,097	1,086
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
July	72,143	11,475	16,479	21,494	17,030	1,887	9,051	7,870	6,611	5,496	2,217	1,232

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

<i>Trincomalee</i>	<i>Anuradhapura</i>	<i>Avitauwella</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	1,302	522	165,432
1,514	3,320	3,932	1,587	9,132	631	5,368	1,525	2,454	1,357	513	164,375
1,551	3,395	4,125	1,605	9,033	650	5,606	1,519	2,560	1,399	499	164,355
1,692	3,404	4,306	1,612	8,776	682	5,639	1,552	2,515	1,246	453	164,281
1,939	3,577	4,677	1,709	9,157	657	5,857	1,661	2,671	1,233	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	197,563
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*
2,497	4,096	8,498	2,146	12,536	746	9,680*	2,240	4,798	1,195	1,178	223,395*

*Provisional.

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

	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,770
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,009
1952	3,287	3,107	11,137	1,802	19,679	1,887	34,263	5,657	78,871	12,408
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,628	6,378
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	8,435
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	49,874	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,165
1961	22,558	1,259	14,784	631	24,791	964	50,390	2,794	112,523	5,642
1962	24,155	1,263	11,626	468	22,994	809	42,404	2,317	101,179	4,858
1963	24,997	1,322	11,953	502	24,951	939	43,400	2,466	105,301	5,121
1964	29,947	1,722	14,277	535	28,304	945	48,991	3,599	121,609	6,801
1965	38,304	1,495	16,174	846	37,097	1,035	57,981	3,753	149,556	7,126
1965-January	2,548	221	1,197	13	2,677	80	4,692	168	11,114	482
February	2,306	167	1,339	56	2,516	65	4,025	296	10,186	584
March	1,969	89	1,216	76	2,088	62	3,367	179	8,640	406
April	2,185	56	1,015	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	20	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	727
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	68	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
*July	3,038	64	1,139	95	3,048	100	4,869	784	12,094	1,043

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	973	31	450	34	1,581	28	1,977	35	4,981	128
Negombo	103	—	40	—	88	1	163	6	394	7
Kalutara	181	2	49	—	185	13	268	6	683	21
Galle	154	2	51	—	113	4	266	12	584	18
Kandy	195	—	98	1	142	3	572	109	1,007	113
Nawalapitiya	32	—	21	—	28	—	35	—	116	—
Kurunegala	144	—	27	—	79	—	119	—	369	—
Jaffna	134	1	53	6	73	7	121	24	381	38
Ratnapura	93	—	35	2	125	2	96	10	349	14
Badulla	330	10	22	1	73	1	146	1	571	13
Batticaloa	55	5	19	6	63	11	85	11	222	33
Kalmunai	17	—	4	—	21	—	75	—	117	—
Trincomalee	26	5	12	—	23	—	99	68	160	73
Anuradhapura	47	—	15	7	57	2	35	58	154	67
Awissawella	94	—	27	—	25	2	72	—	218	2
Haputale	29	—	7	—	25	—	44	—	105	—
Matara	175	—	74	1	137	5	199	12	585	18
Vavuniya	36	—	5	—	23	1	9	8	73	9
Kegalle*	91	1	29	5	72	1	66	4	258	11
Matale	37	—	19	—	34	6	45	—	135	6
Chilaw	65	5	49	16	51	13	252	270	417	298
Hatton	9	—	26	22	25	—	96	150	156	172
Nuwara Eliya	18	2	7	—	5	—	29	—	59	2
Total	3,038	64	1,139	95	3,048	100	4,869	784	12,094	1,043

*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	.. 36,010
1956	.. 99	.. 56,908	.. 200,888	.. 115	.. 31,852	.. 152,966
1957	.. 177	.. 297,061	.. 618,050	.. 127	.. 70,239	.. 190,442
1958	.. 123	.. 39,372	.. 340,632	.. 96	.. 42,713	.. 399,223
1959	.. 177	.. 47,318	.. 352,135	.. 71	.. 42,933	.. 463,119
1960	.. 123	.. 42,528	.. 259,948	.. 37	.. 4,830	.. 15,139
1961	.. 90	.. 29,223	.. 317,866	.. 39	.. 38,013	.. 170,372
1962	.. 138	.. 42,569	.. 193,792	.. 50	.. 25,730	.. 801,882
1963	.. 174	.. 62,511	.. 359,905	.. 58	.. 29,819	.. 479,678
1964	.. 201	.. 68,009	.. 611,060	.. 103	.. 21,409	.. 274,623
1965	.. 175	.. 70,929	.. 482,259	.. 55	.. 10,085	.. 89,952
1966 Jan.-July	.. 61	.. 17,306	.. 89,632	.. 19	.. 1,588	.. 8,111
1966 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	.. 7	.. 2,837	.. 8,416	.. 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
June	.. 5	.. 1,244	.. 2,495	.. 1	.. 76	.. 890
July	.. 8	.. 2,578	.. 16,872	.. 2	.. 159	.. 3,073

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
July, 1966, by Industries or Trades**

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea	7	..	2,536	..	16,656	..
Rubber	1	..	42	..	216	..
Tea-cum-Rubber	—	..	—	..	—	..
Coconut	—	..	—	..	—	..
Coconut-cum-Rubber	—	..	—	..	—	..
Total	8		2,578		16,872	
Engineering	1	..	101	..	869	..
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	..	58	..	2,204	..
Coir Mattress and Bristle Fibre Export	—	..	—	..	—	..
Match Manufacturing	—	..	—	..	—	..
Total	2		159		3,073	
Grand Total	10		2,737		19,945	

**TABLE X—Classification of the Strikes in
July, 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	1	..	—	..	536	..	—	..
2. Wage increases, Higher rates for piece work, &c.	—	..	—	..	—	..	—	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	1	..	—	..	431	..	—	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	4	..	1	..	665	..	101	..
5. Food matters. Welfare	—	..	—	..	—	..	—	..
6. Right of association and meeting	1	..	—	..	354	..	—	..
7. Factional disputes and domestic matters	—	..	—	..	—	..	—	..
8. External matters (e.g., arrest by Police, &c.)	—	..	—	..	—	..	—	..
9. Assaults by employer or agent or others	—	..	—	..	—	..	—	..
10. General demands	1	..	1	..	592	..	58	..
11. Sympathetic strikes	—	..	—	..	—	..	—	..
Total	8		2		2,578		159	

APPENDIX I

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

<i>Class of Worker</i>	<i>Month: October, 1966</i>		
	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Total</i>
	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>
(1) Baking Trade			
<i>Monthly Rates :</i>			
Class "A" Worker: foreman, head bakers, head bassettes, cooks, "short eats" makers, pastry makers, cake decorators	70 0 ..	63 70 ..	133 70
Class "B" Worker: dough mixers, scalers and weighers, divider men, twistors, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators ..	55 0 ..	58 75 ..	113 75
Class "C" Worker: flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trays, bun trays, cake trays, 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
(2) Beedi Manufacturing Trade			
<i>Piece Rates :</i>			
"Nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—			
(a) beedies not more than 2 ins. long ..	5 0 ..	— ..	5 0
(b) beedies more than 2 ins. long but less than 3 ins. ..	6 0 ..	— ..	6 0
(c) beedies not less than 3 ins. long ..	7 0 ..	— ..	7 0
"Nool" (thread) beedi rolling (inclusive of filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves, per 1,000 beedies—			
(a) beedies not more than 2 ins. long ..	3 34 ..	— ..	3 34
(b) beedies more than 2 ins. long but less than 3 ins. ..	4 0 ..	— ..	4 0
(c) beedies not less than 3 ins. long ..	4 66 ..	— ..	4 66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—			
(a) beedies not more than 2 ins. long ..	1 67 ..	— ..	1 67
(b) beedies more than 2 ins. long but less than 3 ins. ..	2 0 ..	— ..	2 0
(c) beedies not less than 3 ins. long ..	2 34 ..	— ..	2 34
Fixing ring labels round rolled beedies, per 1,000 beedies ..	0 50 ..	— ..	0 50

Class of Worker

Basic Wages Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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(3) Brick and Tile Manufacturing Trade

Daily Rates :

In the manufacture of tiles in a factory—

A—Male workers (18 and above) :

Skilled Workers, Grade I : press feeders (machine), firemen engaged in kiln (burners) ..	2 0 ..	2 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

Unskilled Workers :

Workers engaged in—mixing and tempering clay mixing and pugging by machinery, stacking tiles on racks ; sun drying tiles ; helping the sorters ; helping green tile sorters ; removing baked tiles from the kiln ; stacking tiles ; moving blocks of clay to presses or other parts of the store ; truck fillers, claymen, block carriers, firewood carriers, pug-mill feeders, helpers engaged in loading and stacking tiles ..	1 40 ..	1 96 ..	3 36
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B—Female Workers (18 and above) ..	1 15 ..	1 85 ..	3 00
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C—Workers (under 18 years) :

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

(4) Building Trade

Daily Rates :

Unskilled :

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

Semi-skilled, Grade II :

Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1 65 ..	2 28 ..	3 93
Semi-skilled, Grade I :			
Kanganies ..	1 80 ..	2 28 ..	4 08

Skilled :

Masons (building), carpenters (building), plumbers ; erectors (construction steel) ; equipment maintenance men ; tinkers ..	2 0 ..	2 28 ..	4 28
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* 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

<i>Basic Wage</i>		<i>Special Allowances</i>		<i>Total</i>	
<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>e.</i>	<i>Rs.</i>	<i>c.</i>

(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	08
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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.
(6) Cinema Trade (contd.)						
B.—CLERICAL						
Grade III						
Advertisement clerk; Assistant cashier clerk; Despatch and clearing clerk; Advance booking clerk; Booking clerk:—						
(a) Within the Municipal areas	..	50	0	..	55	0
(b) Outside the Municipal areas	..	45	0	..	55	0
Grade II						
Advertisement manager; Cashier clerk; Clerk (accounts and general); Typist; Wharf clerk; Storekeeper; Book-keeper:—						
(a) Within the Municipal areas	..	55	0	..	58	0
(b) Outside the Municipal areas	..	50	0	..	58	0
Grade I						
Head clerk	..	110	0	..	63	0
(7) Cinnamon Trade						
Daily Rates :						
Pruning, draining and terracing	..	3	0*	..	—	3 0
Weeding, removing iliuk grass and clearing boundaries :						
(a) male workers	..	2	50*	..	—	2 50
(b) female workers	..	2	0*	..	—	2 0
Piece Rates :						
Cinnamon peeling (inclusive of cutting sticks from bushes, cutting sticks and carrying them to peeling house, scraping the outer covering of bark, peeling sticks, forming barks into quills, stacking and bundling quills), per pound of cinnamon peeled						
..	..	0	80	..	—	0 80
Pruning per acre	..	15	0	..	—	15 0
Draining a linear chain of drain 18" x 18"	..	4	0	..	—	4 0
Annual weeding, per acre	..	40	0	..	—	40 0
(8) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade						
Daily Rates :						
Male worker not under 16 years	..	1	10	..	1	30
Female worker not under 15 years	..	0	90	..	0	96
Child worker	..	0	65	..	0	89
(9) Coconut Growing Trade						
Daily Rates :						
In the raising and maintenance of a coconut plantation and in the manufacture of copra—						
Kangany	..	1	40	..	1	30
Male not under 16 years	..	1	25	..	1	30
Female not under 15 years	..	1	5	..	0	96
Male worker under 16 years or Female worker under 15 years	..	0	80	..	0	89

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

Class of Worker

Basic Wage	Special Allowance	Total

(9) Coconut Growing Trade (contd.)

Monthly Rates :

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

Piece Rates :

(1) In the raising and maintenance of plantations: Picking nuts, per 1,000 trees	18 0	—	18 0
(2) In the manufacture of copra :			
(a) husking nuts, per 1,000 nuts	3 50	—	3 50
(b) splitting nuts, copra curing and sorting, per 1,000 nuts	2 50	—	2 50

(10) Coconut Manufacturing Trade

Daily Rates :

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

Piece Rates :

(a) In the manufacture of desiccated coconuts—

(1) husking nuts, per 1,000 nuts	2 19	—	2 19
(2) removing shells (hatchetting) per 1,000 nuts	1 13	—	1 13
(3) removing parings, per 1,000 nuts	1 13	—	1 13
(4) washing coconut meat and disintegrating, per 1,000 pounds	0 88	—	0 88
(5) drying, per 1,000 pounds	1 31	—	1 31
(6) sifting and grading, per 1,000 pounds	1 6	—	1 6
(7) packing and stencilling per case of 120 to 130 pounds	0 10	—	0 10

(b) In the manufacture of fibre and coir products otherwise than as a cottage industry—

(1) crushing husks per cwt. (wet weight of bristle fibre)	0 94	—	0 94
(2) breaking and cleaning husks per cwt. (wet weight of bristle fibre)	0 94	—	0 94
(3) cleaning mattress fibre, drying and baling per cwt.	0 31	—	0 31
(4) hanking bristle fibre and tying, per cwt.	1 50	—	1 50
(5) manufacture of mats and matting—			
(i) mats, per sq. ft	0 44	—	0 44
(ii) matting, per square yard	0 15	—	0 15
(6) hacking bristle fibre and tying, per cwt.	3 25	—	3 25

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

Class of Worker

Basic Wage	Special Allowance	Total
Rs. c.	Rs. c.	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
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Intermediate Grade—

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

1 60	..	2 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
2 0	..	2 28	..	4 28

Head baling press operator ..

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

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

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

Piece Rates :

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

(12) Dock, Harbour and Port Transport Trade*

Monthly Rates :

Manual Work—

Special Grade	65	0	..	37	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	Special Allowance	Total
Rs. e.	Rs. e.	Rs. e.

(12) Dock, Harbour and Port Transport Trade (contd.)

Lighters over 60 but under 80 tons—

Lightermen, per trip	..	..	7 0	..	—	..	7 0
Assistant Tindals, per trip	..	..	7 25	..	—	..	7 25
Tindals, per trip	..	..	7 50	..	—	..	7 50

Lighters 80 tons and over—

Lightermen, per trip	..	..	8 0	..	—	..	8 0
Assistant Tindals, per trip	..	..	8 50	..	—	..	8 50
Tindals, per trip	..	..	9 0	..	—	..	9 0

Note.—The above rates shall be increased by—

(i) 50 cents for—

- (a) each trip involving transshipment of cargo from ship to ship ;
- (b) each trip where cargo is " shut out " and subsequently re-directed to another vessel;
- (c) each trip where cargo is discharged into a lighter from hatch and subsequently loaded to another hatch of the same vessel ;

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

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

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over —

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

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

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(13) Engineering Trade						
<i>Daily Rates :</i>						
Unskilled labourers	1	40	2	18	3	58
Semi-skilled workers, Grade I—						
Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fettlers (iron and brass) ; smelters (iron and brass) ; checkers (timber), sawyers ; caulkers (wood) ; boiler attendants ; drivers (engine) ; firemen ; tyre repairers ; tyre vulcanizers	1	65	2	28	3	93
Semi-skilled workers, Grade II—						
Painters ; bowmen ; greasers ; cleaners and washers ; mason, mates and blacksmith mates, employed in repairing, constructing and maintenance of roads, including workers employed in cutting side drains, scarifying the road surface, metal spreading, loading, unloading and piling of metal, tarring roads and concrete mixing by hand	1	45	2	28	3	73
Skilled workers—						
Turners ; machinists (iron and steel working) ; machinists (wood working) ; coppersmiths ; plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; coremakers ; pattern-makers ; carpenters, joiners and cabinet-makers ; boat-builders saw sharpeners ; machine-knife sharpeners ; sign writers ; polishers (appliers of French polish) ; masons ; launch tindals, drivers ; spicers (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 (blastors 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
Trade learners and apprentices—						
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
(14) Garment Manufacturing Trade						
<i>Daily Rates :</i>						
Grade I (a) :						
Designers, Tailors	4	0	2	77	6	77
Grade I (b) :						
Leaders or Section Supervisors	3	10	2	77	5	87
Grade II :						
Cutters. Cutters (hand) ; Machine Mender ; Final Checkers	1	95	2	28	4	23
Grade III ;						
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

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

14) Garment Manufacturing Trade—(Contd.)

Grade IV ;

Laying out men, laying out women, Packers, Cellophane bags and Carboard box-makers ..	1	40	..	1	96	..	3	36
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Grade V ;

Learners and apprentices	1	5	..	1	75	..	2	80
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(15) Ice and Aerated Waters Manufacturing Trade

Daily Rates :

Grade I :

Kanganies, Head Syrup Makers, Water Filtration Plant Operators, Can Makers, Carpenters, Fillers (Automatic), Checkers ..	2	0	..	2	28	..	4	28
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Grade II :

Can Repairers, CO ₂ 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
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Grade III

Ice Storers, Ice Packers, Ice Loaders, Syrup Room Labourers, Bottle Unpackers, Bottle Sorters or Cleaners, Bottle Washer Loaders, Case Fillers, Bottle Packers, Cleaners or Sweepers, Hand Washers, Case Carriers or Stackers, Stores Labourers, Labellers (Hand), Van Loaders	1	40	..	2	18	..	3	58
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(16) Liquor and Vinegar Trade

Monthly Rates:

Tope kangany	115	0	..	—	..	115	0
Toddy tavern watcher	63	0	..	—	..	63	0
Arrack tavern watcher	63	0	..	—	..	63	0
Tope watcher	50	0	..	—	..	50	0
Collecting station manager	85	0	..	—	..	85	0
Selling toddy at tavern	80	0	..	—	..	80	0
Selling arrack at tavern	75	0	..	—	..	75	0
Collecting toddy from trees in the toddy section of the trade	80	0	..	—	..	80	0
Collecting toddy from trees in the arrack section of the trade	60	0	..	—	..	60	0
Collecting toddy from trees in the vinegar section of the trade	52	50	..	—	..	52	50
Distilling toddy at distillery	100	0	..	—	..	100	0

Daily Rates :

Bottling corking and labelling arrack bottles	3	0	..	—	..	3	0
Unskilled labourers	3	0	..	—	..	3	0

Piece Rates :

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.

(16) Liquor and Vinegar Trade—(Contd.)

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 Allowance		Total
	Rs.	c.	Rs.	c.	
(17) Match Manufacturing Trade—(Contd.)					
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
(18) Motor Transport Trade					
<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.

Month : October, 1966

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(18) Motor Transport Trade—(contd.)						
<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
(19) Plumbago Trade						
<i>Daily Rates :</i>						
Worker other than those employed in curing and dressing—						
Underground workers—						
Bassees	3	0	1	36	4	36
Kanganies	}	2	50	1	36	3
Loaders						
Onsetters or Donakatarayas						
Overseers						
Shift bosses	2	33	1	36	3	69
Blasters	}	2	25	1	36	3
Drillers (hand and machine)						
Shaft drivers						
Stoppers (excavators)						
Timbermen	}	1	75	1	36	3
Muckers						
Trolley-men						
Unskilled labourers						
Underground and surface workers—						
Electricians	}	2	75	1	36	4
Enginemen						
Fitters						
Hoistmen						
Mechanics						
Pumpmen						
Winchmen						
Checkers	2	50	1	36	3	86
Electricians (assistants)	}	1	75	1	36	3
Fitters (assistants)						
Windlassmen (dabare workers)						
Mechanics (assistants)						
Surface workers—						
Carpenters	}	2	75	1	36	4
Masons						
Overseers	2	50	1	36	3	86
Bakkikarayas or Bankamen	}	2	25	1	36	3
Blacksmiths						
Boilerman						
Drill sharpeners	}	1	85	1	36	3
Firewood carriers and splitters						
Carters	}	1	75	1	36	3
Watchers						
Cooks	}	1	49	1	36	2
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.	Rs.	c.	
(19) Plumbago Trade (contd.)					
Workers employed in curing and dressing—					
(a) As overseers and kanganies ..	2	25	1	56	3 81
(b) On different jobs—					
Male workers not under 18 years ..	1	50	1	56	3 06
Female workers not under 18 years ..	1	25	1	20	2 45
Worker under 18 years ..	0	75	1	13	1 88
(20) Printing Trade					
<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 ..	121	18	108	42	229 60
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) ..	109	99	86	92	196 91
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 ..	84	63	76	17	160 80
Class C, Grade II Workers : Platen Machine Minders ..	82	10	70	68	152 78
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers ..	69	08	65	42	134 50
Class E Workers : Unskilled workers not under 18 years of age ..	57	05	62	79	119 84
Class F Workers : Unskilled workers under 18 years of age ..	37	28	41	77	79 05
Class G Workers : Watchers ..	58	04	65	42	123 46
Class A—1st year learner ..	39	0	45	72	84 72
" B " " ..	32	0	39	27	71 27
" C Grade I, 1st year learner ..	30	0	41	42	71 42
" C Grade II " " ..	28	0	39	27	67 27
" D—1st year learner ..	25	0	37	12	62 12
Class A—2nd year learner ..	51	0	54	82	105 82
" B " " ..	43	0	52	67	95 67
" C Grade I, 2nd year learner ..	36	0	47	18	83 18
" C Grade II " " ..	34	0	44	55	78 55
" D—2nd year learner ..	30	0	41	92	71 92
Class A—3rd year learner ..	64	0	63	92	127 92
Class B—3rd year learner ..	57	0	59	62	116 62
" C Grade I, 3rd year learner ..	44	0	53	17	97 17
" C Grade II " " ..	40	0	49	83	89 83
" D—3rd year learner ..	36	0	46	72	82 72

Class of Worker

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

(20) Printing Trade—(contd.)

Class A—4th year learner	80	0	77	32	157	32
„ B „ „	73	0	69	68	142	68
„ C Grade I, 4th year learner	53	0	61	79	114	79
„ C Grade II „ „	48	0	57	61	105	61
„ D—4th year learner	43	0	53	67	96	67
Class A—5th year learner	98	0	91	22	189	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
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(b) Intermediate Grade :

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

	1	60	2	28	3	88
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(c) Grade I :

Workers employed in loading, unloading and carrying bales ; stacking

	1	80	2	28	4	08
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(d) Watchers

	1	70	2	28	3	98
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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
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(b) Grade I :

Workers employed in sorting

	1	30	2	06	3	36
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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

(22) Rubber Growing and Manufacturing Trade

Daily Rates :

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
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

(23) Tea Export Trade

Daily Rates :

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

(a) Grade II—

Workers employed in—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wiring, scraping out old marks, marking and stencilling, marking and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and re-firing and polishing green tea ..

1	40	2	18	3	58
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(b) Intermediate Grade—

Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..

1	60	2	28	3	88
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(c) Grade I—

Workers employed in—unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and re-stacking and laying out chests and loading for shipping ..

1	80	2	28	4	08
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(d) Box makers and repairers ..

1	60	2	28	3	88
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(e) Watchers ..

1	70	2	28	3	98
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B.—Female workers (not under 18 years of age) ..

1	15	2	06	3	21
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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
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(24) Tea Growing and Manufacturing Trade

Daily Rates :

Male worker not under 16 years ..

1	25	1	30	2	55
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Female worker not under 15 years ..

1	5	0	96	2	01
---	---	---	----	---	----

Child worker ..

0	80	0	89	1	69
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(25) Tobacco Trade

Daily Rates:

(a) Male worker not under 16 years of age ..

3	30	—	—	3	30
---	----	---	---	---	----

(b) Female worker not under 15 years of age ..

3	0	—	—	3	0
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(c) Child worker ..

2	50	—	—	2	50
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APPENDIX II

*Ready Reckoner showing the Minimum Wages payable for the number of days worked during October, 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. e.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working Days</i>
½	2 47½	2 10½	1 55	½
1	4 95	4 21	3 10	1
2	9 90	8 43	6 21	2
3	14 86	12 64	9 31	3
4	19 81	16 85	12 41	4
5	24 76	21 06	15 51	5
6	29 71	25 28	18 62	6
7	34 66	29 49	21 72	7
8	39 61	33 70	24 82	8
9	44 57	37 92	27 92	9
10	49 52	42 13	31 03	10
11	54 47	46 34	34 13	11
12	59 42	50 56	37 23	12
13	64 37	54 77	40 33	13
14	69 33	58 98	43 44	14
15	74 28	63 19	46 54	15
16	79 23	67 41	49 64	16
17	84 18	71 62	52 74	17
18	89 13	75 83	55 85	18
19	94 09	80 05	58 95	19
20	99 04	84 26	62 05	20
21	103 99	88 47	65 15	21
22	108 94	92 69	68 26	22
23	113 89	96 90	71 36	23
24	118 84	101 11	74 46	24
25	123 80	105 32	77 57	25
26	128 75	109 54	80 67	26
27	133 70	113 75	83 77	27
Extra payment for work done on weekly Poya days				
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

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

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

3. The amounts shown as payable for different days up to 27 days are wages payable for working that number of normal working days other than Poya holidays. If the number of days worked includes Poya holidays, the amounts payable have to be computed by reckoning separately the wages payable for the number of normal working days worked and the extra remuneration due for work on the number of Poya holidays.

APPENDIX III

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

<i>No. of Days</i>	<i>Unskilled</i>			<i>Semi-skilled</i>		<i>Skilled</i>	<i>No. of Days</i>
	<i>Male</i>	<i>Female</i>	<i>Young Person</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 1	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
27	96 66	88 56	83 16	106 11	110 16	115 56	27
<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 27 refers to work done on days other than Poya days in the month. If a Worker has worked on Poya days as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

APPENDIX IV

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

Within the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Semi-Skilled Grade II	Semi-Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 72½	1 89	2 15	2 35	1 94½	2 09½	3 20½	1
2	3 45	3 78	4 30	4 70	3 89	4 19	6 41	2
3	6 89	7 57	8 59	9 41	7 78	8 37	12 81	3
4	10 34	11 35	12 89	14 11	11 67	12 56	19 22	4
5	13 79	15 13	17 18	18 81	15 56	16 74	25 63	5
6	17 23	18 92	21 48	23 51	19 44	20 93	32 04	6
7	20 68	22 70	25 77	28 22	23 33	25 11	38 44	7
8	24 13	26 49	30 07	32 92	27 22	29 30	44 85	8
9	27 57	30 27	34 36	37 62	31 11	33 48	51 26	9
10	31 02	34 05	38 66	42 33	35 00	37 67	57 67	10
11	34 47	37 84	42 96	47 03	38 89	41 85	64 07	11
12	37 91	41 62	47 25	51 73	42 78	46 04	70 48	12
13	41 36	45 40	51 55	56 44	46 67	50 22	76 89	13
14	44 81	49 19	55 84	61 14	50 56	54 41	83 30	14
15	48 25	52 97	60 14	65 84	54 44	58 59	89 70	15
16	51 70	56 76	64 43	70 54	58 33	62 78	96 11	16
17	55 15	60 54	68 73	75 25	62 22	66 96	102 52	17
18	58 59	64 32	73 02	79 95	66 11	71 15	108 93	18
19	62 04	68 11	77 32	84 65	70 00	75 33	115 33	19
20	65 49	71 39	81 62	89 36	73 89	79 52	121 74	20
21	68 93	75 67	85 91	94 06	77 78	83 70	128 15	21
22	72 38	79 46	90 21	98 76	81 67	87 89	134 56	22
23	75 83	83 24	94 50	103 47	85 56	92 07	140 96	23
24	79 27	87 03	98 80	108 17	89 44	96 26	147 37	24
25	82 72	90 81	103 09	112 87	93 33	100 44	153 78	25
26	86 17	94 59	107 39	117 57	97 22	104 63	160 19	26
27	89 61	98 38	111 68	122 28	101 11	108 81	166 59	27
28	93 06	102 16	115 98	126 98	105 00	113 00	173 00	28
29	98 64	108 29	122 94	134 60	111 30	119 78	183 38	29
30	104 22	114 42	129 90	142 22	117 60	126 56	193 76	30
31	109 80	120 55	136 86	149 84	123 90	133 34	204 14	31
31	115 38	126 68	143 82	157 46	130 20	140 12	214 52	31

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

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

*Ready Reckoner showing the Minimum Wages payable for the number of days worked during October, 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.	
1	1 72½	1 83½	1 99½	2 26	1 85	2 00	3 20½	1
2	3 45	3 67	4 00	4 52	3 70	4 00	6 41	2
3	6 89	7 35	8 00	9 04	7 41	8 00	12 81	3
4	10 34	11 02	12 00	13 55	11 11	12 00	19 22	4
5	13 79	14 69	16 00	18 07	14 81	16 00	25 63	5
6	17 23	18 36	20 00	22 59	18 52	20 00	32 04	6
7	20 68	22 04	24 00	27 11	22 22	24 00	38 44	7
8	24 13	25 71	27 99	31 62	25 93	28 00	44 85	8
9	27 57	29 38	31 99	36 14	29 63	32 00	51 26	9
10	31 02	33 05	35 99	40 66	33 33	36 00	57 67	10
11	34 47	36 73	39 99	45 18	37 04	40 00	64 07	11
12	37 91	40 40	43 99	49 70	40 74	44 00	70 48	12
13	41 36	44 07	47 99	54 21	44 44	48 00	76 89	13
14	44 81	47 74	51 99	58 73	48 15	52 00	83 30	14
15	48 25	51 42	55 99	63 25	51 85	56 00	89 70	15
16	51 70	55 09	59 99	67 77	55 56	60 00	96 11	16
17	55 15	58 76	63 99	72 28	59 26	64 00	102 52	17
18	58 59	62 43	67 99	76 80	62 96	68 00	108 93	18
19	62 04	66 11	71 99	81 32	66 67	72 00	115 33	19
20	65 49	69 78	75 99	85 84	70 37	76 00	121 74	20
21	68 93	73 45	79 99	90 36	74 07	80 00	128 15	21
22	72 38	77 12	83 98	94 87	77 78	84 00	134 56	22
23	75 83	80 80	87 98	99 39	81 48	88 00	140 96	23
24	79 27	84 47	91 98	103 91	85 19	92 00	147 37	24
25	82 72	88 14	95 98	108 43	88 89	96 00	153 78	25
26	86 17	91 82	99 98	112 94	92 59	100 00	160 19	26
27	89 61	95 49	103 98	117 46	96 30	104 00	166 59	27
28	93 06	99 16	107 98	121 98	100 00	108 00	173 00	28
29	98 64	105 11	114 46	129 30	106 00	114 48	183 38	29
30	104 22	111 06	120 94	136 62	112 00	120 96	193 76	30
31	109 80	117 01	127 42	143 94	118 00	127 44	204 14	31
31	115 38	122 96	133 90	151 26	124 00	133 92	214 52	31

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

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

APPENDIX V

Ready Reckoner showing the Basic wages, Special Allowances and the Minimum Wages payable for the number of days worked during October, 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	
<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 55	0 65	1 20	0 45	0 48	0 93	0 32½	0 44½	0 77	½
1	1 10	1 30	2 40	0 90	0 96	1 86	0 65	0 89	1 54	1
2	2 20	2 60	4 80	1 80	1 95	3 72	1 30	1 78	3 08	2
3	3 30	3 90	7 20	2 70	2 88	5 58	1 95	2 67	4 62	3
4	4 40	5 20	9 60	3 60	3 84	7 44	2 60	3 56	6 16	4
5	5 50	6 50	12 00	4 50	4 80	9 30	3 25	4 45	7 70	5
6	6 60	7 80	14 40	5 40	5 76	11 16	3 90	5 34	9 24	6
7	7 70	9 10	16 80	6 30	6 72	13 02	4 55	6 23	10 78	7
8	8 80	10 40	19 20	7 20	7 68	14 88	5 20	7 12	12 32	8
9	9 90	11 70	21 60	8 10	8 64	16 74	5 85	8 01	13 86	9
10	11 00	13 00	24 00	9 00	9 60	18 60	6 50	8 90	15 40	10
11	12 10	14 30	26 40	9 90	10 56	20 46	7 15	9 79	16 94	11
12	13 20	15 60	28 80	10 80	11 52	22 32	7 80	10 68	18 48	12
13	14 30	16 90	31 20	11 70	12 48	24 18	8 45	11 57	20 02	13
14	15 40	18 20	33 60	12 60	13 44	26 04	9 10	12 46	21 53	14
15	16 50	19 50	36 00	13 50	14 40	27 90	9 75	13 35	23 10	15
16	17 60	20 80	38 40	14 40	15 36	29 76	10 40	14 24	24 64	16
17	18 70	22 10	40 80	15 30	16 32	31 62	11 05	15 13	26 18	17
18	19 80	23 40	43 20	16 20	17 28	33 48	11 70	16 02	27 72	18
19	20 90	24 70	45 60	17 10	18 24	35 34	12 35	16 91	29 26	19
20	22 00	26 00	48 00	18 00	19 20	37 20	13 00	17 80	30 80	20
21	23 10	27 30	50 40	18 90	20 16	39 06	13 65	18 69	32 34	21
22	24 20	28 60	52 80	19 80	21 12	40 92	14 30	19 58	33 88	22
23	25 30	29 90	55 20	20 70	22 08	42 78	14 95	20 47	35 42	23
24	26 40	31 20	57 60	21 60	23 04	44 64	15 60	21 36	36 96	24
25	27 50	32 50	60 00	22 50	24 00	46 50	16 25	22 25	38 50	25
26	28 60	33 80	62 40	23 40	24 96	48 36	16 90	23 14	40 04	26
27	29 70	35 10	64 80	24 30	25 92	50 22	17 55	24 03	41 58	27
<i>Poya day work</i>										<i>Poya day work</i>
1			3 60			2 79			2 31	1
2			7 20			5 58			4 62	2
3			10 80			8 37			6 93	3
4			14 40			11 16			9 24	4

Note 1.—The information shown for the number of days up to 27 refers to work done on days other than 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.—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 October, 1966, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
<i>Normal working days</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 35	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 05	12
13	35 10	33 15	26 13	21 97	51 35	46 15	37 83	36 92	13
14	37 80	35 70	28 14	23 66	55 30	49 70	40 74	39 76	14
15	40 50	38 25	30 15	25 35	59 25	53 25	43 65	42 60	15
16	43 20	40 80	32 16	27 04	63 20	56 80	46 56	45 44	16
17	45 90	43 35	34 17	28 73	67 15	60 35	49 47	48 28	17
18	48 60	45 90	36 18	30 42	71 10	63 90	52 38	51 12	18
19	51 30	48 45	38 19	32 11	75 05	67 45	55 29	53 96	19
20	54 00	51 00	40 20	33 80	79 00	71 00	58 20	56 80	20
21	56 70	53 55	42 21	35 49	82 95	74 55	61 11	59 64	21
22	59 40	56 10	44 22	37 18	86 90	78 10	64 02	62 48	22
23	62 10	58 65	46 23	38 87	90 85	81 65	66 93	65 32	23
24	64 80	61 20	48 24	40 56	94 80	85 20	69 84	68 16	24
25	67 50	63 75	50 25	42 25	98 75	88 75	72 75	71 00	25
26	70 20	66 30	52 26	43 94	102 70	92 30	75 66	73 84	26
27	72 90	68 85	54 27	45 63	106 65	95 85	78 57	76 68	27
<i>Poya day Work</i>									<i>Poyaday Work</i>
1	4 05	3 82	3 02	2 54	5 92	5 32	4 36	4 26	1
2	8 10	7 64	6 04	5 08	11 84	10 64	8 72	8 52	2
3	12 15	11 46	9 06	7 62	17 76	15 96	13 08	12 78	3
4	16 20	15 28	12 08	10 16	23 68	21 28	17 44	17 04	4

Note 1.—The information shown for the number of days up to 27 refers to work done on days other than Poya days in the month. If a worker has worked on 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 October, 1966, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganooes	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>
½	1 79	1 96½	1 86½	2 14	2 04	1 99	0 83	0 96	1 22½	1 42½	½
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 58	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
27	96 66	106 11	100 71	115 56	110 16	107 46	44 82	51 84	66 15	76 95	27
<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 **October, 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		Watchers	
	Male	Female		Male	Female		Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years		
			Rs. c.			Rs. c.					Rs. c.	
Normal Working days												Normal working days
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	
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 63	22 72	15 28	18 83	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 03	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	32 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 23	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
27	105 57	93 15	73 17	94 77	84 51	66 42	86 67	76 68	51 57	63 72	97 47	27
Poya day work												Poya day work
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 27 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

APPENDIX IX

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

No. of Days	Class A Class D	Class B	Class C	Class E	Class F	Class G Class I	Class H	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 06½	2 88	2 74	2 41½	2 46	2 24½	2 06	2 80	1 77½	½
1	6 13	5 76	5 48	4 83	4 92	4 49	4 12	5 60	3 55	1
2	12 25	11 51	10 96	9 66	9 85	8 97	8 23	11 19	7 11	2
3	18 38	17 27	16 44	14 49	14 77	13 46	12 35	16 79	10 66	3
4	24 51	23 03	21 91	19 32	19 69	17 94	16 46	22 39	14 21	4
5	30 63	28 78	27 39	24 15	24 61	22 43	20 58	27 99	17 76	5
6	36 76	34 54	32 87	28 98	29 54	26 92	24 69	33 58	21 32	6
7	42 89	40 29	38 35	33 81	34 46	31 40	28 81	39 18	24 87	7
8	49 01	46 05	43 83	38 64	39 38	35 89	32 92	44 78	28 42	8
9	55 14	51 81	49 31	43 47	44 31	40 37	37 04	50 37	31 97	9
10	61 27	57 56	54 79	48 30	49 23	44 86	41 16	55 97	35 53	10
11	67 39	63 32	60 26	53 13	54 15	49 35	45 27	61 57	39 08	11
12	73 52	69 08	65 74	57 96	59 08	53 83	49 39	67 16	42 63	12
13	79 65	74 83	71 22	62 80	64 00	58 32	53 50	72 76	46 18	13
14	85 77	80 59	76 70	67 63	68 92	62 80	57 62	78 36	49 74	14
15	91 90	86 34	82 18	72 46	73 84	67 29	61 73	83 96	53 29	15
16	98 03	92 10	87 66	77 29	78 77	71 77	65 85	89 55	56 84	16
17	104 15	97 86	93 13	82 12	83 69	76 26	69 96	95 15	60 39	17
18	110 28	103 61	98 61	86 95	88 61	80 75	74 08	100 75	63 95	18
19	116 41	109 37	104 09	91 78	93 54	85 23	7 20	106 34	67 50	19
20	122 53	115 13	109 57	96 61	98 46	89 72	82 31	111 94	71 05	20
21	128 66	120 88	115 05	101 44	103 38	94 20	86 43	117 54	74 60	21
22	134 79	126 64	120 53	106 27	108 31	98 69	90 54	123 13	78 16	22
23	140 91	132 39	126 01	111 10	113 23	103 18	94 66	128 73	81 71	23
24	147 04	138 15	131 48	115 93	118 15	107 66	98 77	134 33	85 26	24
25	153 17	143 91	136 96	120 76	123 07	112 15	102 89	139 93	88 81	25
26	159 29	149 66	142 44	125 59	128 00	116 63	107 00	145 52	92 37	26
27	165 42	155 42	147 92	130 42	132 92	121 12	111 12	151 12	95 92	27
28	171 55	161 17	153 40	135 25	139 85	125 25	115 25	157 25	99 55	28
29	178 08	167 30	159 53	140 08	144 78	129 38	119 38	163 38	103 18	29
30	184 21	173 43	166 06	144 91	149 51	133 51	123 51	169 51	106 81	30
31	190 34	179 56	172 19	149 74	154 21	137 64	127 64	175 64	110 44	31

APPENDIX X

Ready Reckoner showing the Minimum Wages payable for the number
of days worked during October, 1966. to Daily-paid workers in

the Motor Transport Trade

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.		Rs. c.				
½	3 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
31	209 87	186 62	163 37	171 12	155 62	105 71	31

APPENDIX XI

*Ready Reckoner showing the Minimum Wages payable for the number of days worked during October, 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.	
½	4 25	3 64½	2 98	2 83	2 49	2 22	1 46½	2 28½	½
1	8 50	7 29	5 96	5 66	4 98	4 44	2 93	4 57	1
2	17 01	14 59	11 91	11 32	9 96	8 88	5 86	9 15	2
3	25 51	21 88	17 87	16 98	14 94	13 32	8 78	13 72	3
4	34 01	29 17	23 82	26 63	19 93	17 75	11 71	18 29	4
5	42 52	36 46	29 78	28 29	24 91	22 19	14 64	22 86	5
6	51 02	43 76	35 73	33 95	29 89	26 63	17 57	27 44	6
7	59 53	51 05	41 69	39 61	34 87	31 07	20 49	32 01	7
8	68 03	58 34	47 64	45 27	39 85	35 51	23 42	36 58	8
9	76 53	65 64	53 60	50 93	44 83	39 95	26 35	41 15	9
10	85 04	72 93	59 56	56 59	49 81	44 39	29 28	45 73	10
11	93 54	80 22	65 51	62 24	54 80	48 82	32 21	50 30	11
12	102 04	87 52	71 47	67 90	59 78	53 26	35 13	54 87	12
13	110 55	94 81	77 42	73 56	64 76	57 70	38 06	59 44	13
14	119 05	102 10	83 38	79 22	69 74	62 14	40 99	64 02	14
15	127 56	109 39	89 33	84 88	74 72	66 58	43 92	68 59	15
16	136 06	116 69	95 29	90 54	79 70	71 02	46 84	73 16	16
17	144 56	123 98	101 24	96 19	84 69	75 45	49 77	77 73	17
18	153 07	131 27	107 20	101 85	89 67	79 89	52 70	82 31	18
19	161 57	138 57	113 16	107 51	94 65	84 33	55 63	86 88	19
20	170 07	145 86	119 11	113 17	99 63	88 77	58 56	91 45	20
21	178 58	153 15	125 07	118 83	104 61	93 21	61 48	96 02	21
22	187 08	160 45	131 02	124 49	109 59	97 65	64 41	100 60	22
23	195 59	167 74	136 98	130 15	114 57	102 09	67 34	105 17	23
24	204 09	175 03	142 93	135 80	119 56	106 52	70 27	109 74	24
25	212 59	182 32	148 89	141 46	124 54	110 96	73 19	114 31	25
26	221 10	189 62	154 84	147 12	129 52	115 40	76 12	118 89	26
27	229 60	196 91	160 80	152 78	134 50	119 84	79 05	123 46	27
28	247 97	212 66	173 66	165 00	145 26	129 43	85 37	133 34	28
29	266 34	228 41	186 52	177 22	156 02	139 02	91 69	143 22	29
30	284 71	244 16	199 38	189 44	166 78	148 61	98 01	153 10	30
31	303 08	259 91	212 24	201 66	177 54	158 20	104 33	162 98	31
Extra payment for work done on Poya days									
1	7 65	6 56	5 36	5 09	4 48	3 99	2 64	4 12	1
2	15 30	13 12	10 72	10 18	8 96	7 98	5 28	8 24	2
3	22 95	19 68	16 08	15 27	13 44	11 97	7 92	12 36	3
4	30 60	26 24	21 44	20 36	17 92	15 96	10 56	16 48	4

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

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

3. The information shown for the number of days in excess of 27 days is applicable to workers engaged in the production and distribution of a daily newspaper. The information shown as extra payments for Poya day work is applicable for all other workers.

APPENDIX XI—(contd.)

*** Ready Reckoner showing the Minimum Wages payable for the number of days worked during October, 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 57	1 96	2 37	2 91½	3 50½	1 32	1 77	2 16	2 64	½
1	3 14	3 92	4 74	5 83	7 01	2 64	3 54	4 32	5 28	1
2	6 28	7 84	9 48	11 65	14 02	5 28	7 09	8 64	10 57	2
3	9 41	11 76	14 21	17 48	21 02	7 92	10 63	12 96	15 85	3
4	12 55	15 68	18 95	23 31	28 03	10 56	14 17	17 28	21 14	4
5	15 69	19 60	23 69	29 13	35 04	13 20	17 72	21 60	26 42	5
6	18 83	23 52	28 43	34 96	42 05	15 84	21 26	25 92	31 71	6
7	21 96	27 43	33 16	40 79	49 06	18 48	24 80	30 23	36 99	7
8	25 10	31 35	37 90	46 61	56 07	21 12	28 35	34 55	42 28	8
9	28 24	35 27	42 64	52 44	63 07	23 76	31 89	38 87	47 56	9
10	31 38	39 19	47 38	58 27	70 08	26 40	35 43	43 19	52 84	10
11	34 52	43 11	52 12	64 09	77 09	29 04	38 98	47 51	58 13	11
12	37 65	47 03	56 85	69 92	84 10	31 68	42 52	51 83	63 41	12
13	40 79	50 95	61 59	75 75	91 11	34 32	46 06	56 15	68 70	13
14	43 93	54 87	66 33	81 57	98 11	36 95	49 61	60 47	73 98	14
15	47 07	58 79	71 07	87 40	105 12	39 59	53 15	64 79	79 27	15
16	50 20	62 71	75 80	93 23	112 13	42 23	56 69	69 11	84 55	16
17	53 34	66 63	80 54	99 05	119 14	44 87	60 24	73 43	89 84	17
18	56 48	70 55	85 28	104 88	126 15	47 51	63 78	77 75	95 12	18
19	59 62	74 47	90 02	110 71	133 15	50 15	67 32	82 07	100 40	19
20	62 76	78 39	94 76	116 53	140 16	52 79	70 87	86 39	105 69	20
21	65 89	82 30	99 49	122 36	147 17	55 43	74 41	90 70	110 97	21
22	69 03	86 22	104 23	128 19	154 18	58 07	77 95	95 02	116 26	22
23	72 17	90 14	108 97	134 01	161 19	60 71	81 50	99 34	121 54	23
24	75 31	94 06	113 71	139 84	168 20	63 35	85 04	103 66	126 83	24
25	78 44	97 98	118 44	145 67	175 20	65 99	88 58	107 98	132 11	25
26	81 58	101 90	123 18	151 49	182 21	68 63	92 13	112 30	137 40	26
27	84 72	105 82	127 92	157 32	189 22	71 27	95 67	116 62	142 68	27
28	91 50	114 29	138 15	169 91	204 36	76 97	103 32	125 95	154 09	28
29	98 28	122 76	148 38	182 50	219 50	82 67	110 97	135 28	165 50	29
30	105 06	131 23	158 61	195 09	234 64	88 37	118 62	144 61	176 91	30
31	111 84	139 70	168 84	207 68	249 78	94 07	126 27	153 94	188 32	31
Extra payment for work done on Poya holidays										
1	2 82	3 53	4 26	5 24	6 31	2 38	3 19	3 89	4 76	1
2	5 64	7 06	8 52	10 48	12 62	4 76	6 38	7 78	9 52	2
3	8 46	10 59	12 78	15 72	18 93	7 14	9 57	11 67	14 28	3
4	11 28	14 12	17 04	20 96	25 24	9 52	12 76	15 56	19 04	4

APPENDIX XI—(contd.)

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

<i>Apprentices</i>									
<i>No. of Days</i>	<i>Class C I</i>				<i>Class C II</i>				<i>No. of Days</i>
	<i>1st Yr.</i>	<i>2nd Yr.</i>	<i>3rd Yr.</i>	<i>4th Yr.</i>	<i>1st Yr.</i>	<i>2nd Yr.</i>	<i>3rd Yr.</i>	<i>4th Yr.</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
1	1 32½	1 54	1 80	2 12½	1 24½	1 45½	1 66½	1 45½	1
	2 65	3 08	3 60	4 25	2 49	2 91	3 33	3 91	1
2	5 29	6 16	7 20	8 50	4 98	5 82	6 65	7 82	2
3	7 94	9 24	10 80	12 75	7 47	8 73	9 98	11 73	3
4	10 58	12 32	14 40	17 01	9 97	11 64	13 31	15 65	4
5	13 23	15 40	17 99	21 26	12 46	14 55	16 64	19 56	5
6	15 87	18 48	21 59	25 51	14 95	17 46	19 96	23 47	6
7	18 52	21 57	25 19	29 76	17 44	20 36	23 29	27 38	7
8	21 16	24 65	28 79	34 01	19 93	23 27	26 62	31 29	8
9	23 81	27 73	32 39	38 26	22 42	26 18	29 94	35 20	9
10	26 45	30 81	35 99	42 51	24 91	29 09	33 27	39 11	10
11	29 10	33 89	39 59	46 77	27 41	32 00	36 60	43 03	11
12	31 74	36 97	43 19	51 02	29 90	34 91	39 92	46 94	12
13	34 39	40 05	46 79	55 27	32 39	37 82	43 25	50 85	13
14	37 03	43 13	50 38	59 52	34 88	40 73	46 58	54 76	14
15	39 68	46 21	53 98	63 77	37 37	43 64	49 91	58 67	15
16	42 32	49 29	57 58	68 02	39 86	46 55	53 23	62 58	16
17	44 97	52 37	61 18	72 28	42 36	49 46	56 56	66 50	17
18	47 61	55 45	64 78	76 53	44 85	52 37	59 89	70 41	18
19	50 26	58 53	68 38	80 78	47 34	55 28	63 21	74 32	19
20	52 90	61 61	71 98	85 03	49 83	58 19	66 54	78 23	20
21	55 55	64 70	75 58	89 29	52 32	61 09	69 87	82 14	21
22	58 19	67 78	79 18	93 53	54 81	64 00	73 19	86 05	22
23	60 84	70 86	82 77	97 78	57 30	66 91	76 52	89 96	23
24	63 48	73 94	86 37	102 04	59 80	69 82	79 85	93 88	24
25	66 13	77 02	89 97	106 29	62 29	72 73	83 18	97 79	25
26	68 77	80 10	93 57	110 54	64 78	75 64	86 50	101 70	26
27	71 42	83 18	97 17	114 79	67 27	78 55	89 83	105 61	27
28	77 13	89 83	104 94	123 97	72 65	84 83	97 02	114 06	28
29	82 84	96 48	112 71	133 15	78 03	91 11	104 21	122 51	29
30	88 55	103 13	120 48	142 33	83 41	97 39	111 40	130 96	30
31	94 26	109 78	128 25	151 51	88 79	103 67	118 59	139 41	31
Extra payment for work done on Poya holidays									
1	2 38	2 77	3 24	3 83	2 24	2 62	2 99	3 52	1
2	4 76	5 54	6 48	7 66	4 48	5 24	5 98	7 04	2
3	7 14	8 31	9 72	11 49	6 72	7 86	8 97	10 56	3
4	9 52	11 08	12 96	15 32	8 96	10 48	11 96	14 08	4

(For footnotes see page 685)

APPENDIX XI—(contd.)

*Ready Reckoner showing the minimum wages payable for the number of days worked during October, 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 15	1 33	1 53	1 79	½
1	2 30	2 66	3 06	3 58	1
2	4 60	5 33	6 13	7 16	2
3	6 90	7 99	9 19	10 74	3
4	9 20	10 65	12 25	14 32	4
5	11 50	13 32	15 32	17 90	5
6	13 80	15 98	18 38	21 48	6
7	16 11	18 65	21 45	25 06	7
8	18 41	21 31	24 51	28 64	8
9	20 71	23 97	27 57	32 22	9
10	23 01	26 64	30 64	35 80	10
11	25 31	29 30	33 70	39 38	11
12	27 61	31 96	36 76	42 96	12
13	29 91	34 63	39 83	46 54	13
14	32 21	37 29	42 89	50 13	14
15	34 51	39 96	45 96	53 71	15
16	36 81	42 62	49 02	57 29	16
17	39 11	45 28	52 08	60 87	17
18	41 41	47 95	55 15	64 45	18
19	43 71	50 61	68 21	68 03	19
20	46 01	53 27	61 27	71 61	20
21	48 32	55 94	64 34	75 19	21
22	50 62	58 60	67 40	78 77	22
23	52 92	61 27	70 47	82 35	23
24	55 22	63 93	73 53	85 93	24
25	57 52	66 59	76 59	89 51	25
26	59 82	65 26	79 66	93 09	26
27	62 12	71 92	82 72	96 67	27
28	67 09	77 67	89 34	104 40	28
29	72 06	83 42	95 96	112 13	29
30	77 03	89 17	102 58	119 86	30
31	82 00	94 92	109 20	127 59	31
Extra payment for work done on Poya holidays					
1	2 07	2 40	2 76	3 22	1
2	4 14	4 80	5 52	6 44	2
3	6 21	7 20	8 28	9 66	3
4	8 28	9 60	11 04	12 88	4

(For footnotes see page 685)

APPENDIX XII

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

No. of Days	Male Worker not under 18 years of age				Female worker not under 13 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
½	1 79	1 94	2 04	1 99	1 60½	1 68	1 21½	1 29	1 36½	1 49	½	
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	
27	96 66	104 76	110 16	107 46	86 67	90 72	65 61	69 66	73 71	80 46	27	
Poya days 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 94	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 27 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

APPENDIX XIII

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

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal Working days</i>	<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>	<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 60	1 92	4 52	2 10	1 78	3 88	2
3	4 20	3 90	8 10	3 90	2 88	6 78	3 15	2 67	5 82	3
4	5 60	5 20	10 80	5 20	3 84	9 04	4 20	3 56	7 76	4
5	7 00	6 50	13 50	6 50	4 80	11 30	5 25	4 45	9 70	5
6	8 40	7 80	16 20	7 80	5 76	13 56	6 30	5 34	11 64	6
7	9 80	9 10	18 90	9 10	6 72	15 82	7 35	6 23	13 58	7
8	11 20	10 40	21 60	10 40	7 68	18 08	8 40	7 12	15 52	8
9	12 60	11 70	24 30	11 70	8 64	20 34	9 45	8 01	17 46	9
10	14 00	13 00	27 00	13 00	9 60	22 60	10 50	8 90	19 40	10
11	15 40	14 30	29 70	14 30	10 56	24 86	11 55	9 79	21 34	11
12	16 80	15 60	32 40	15 60	11 52	27 12	12 60	10 68	23 28	12
13	18 20	16 90	35 10	16 90	12 48	29 38	13 65	11 57	25 22	13
14	19 60	18 20	37 80	18 20	13 44	31 64	14 70	12 46	27 16	14
15	21 00	19 50	40 50	19 50	14 40	33 90	15 75	13 35	29 10	15
16	22 40	20 80	43 20	20 80	15 36	36 16	16 80	14 24	31 04	16
17	23 80	22 10	45 90	22 10	16 32	38 42	17 85	15 13	32 98	17
18	25 20	23 40	48 60	23 40	17 28	40 68	18 90	16 02	34 92	18
19	26 60	24 70	51 30	24 70	18 24	42 94	19 95	16 91	36 86	19
20	28 00	26 00	54 00	26 00	19 20	45 20	21 00	17 80	38 80	20
21	29 40	27 30	56 70	27 30	20 16	47 46	22 05	18 69	40 74	21
22	30 80	28 60	59 40	28 60	21 12	49 72	23 10	19 58	42 68	22
23	32 20	29 90	62 10	29 90	22 08	51 98	24 15	20 47	44 62	23
24	33 60	31 20	64 80	31 20	23 04	54 24	25 20	21 36	46 56	24
25	35 00	32 50	67 50	32 50	24 00	56 50	26 25	22 25	48 50	25
26	36 40	33 80	70 20	33 80	24 96	58 76	27 30	23 14	50 44	26
27	37 80	35 10	72 90	35 10	25 92	61 02	28 35	24 03	52 38	27
<i>Poya days work</i>										<i>Poya days work</i>
1			4 05			3 39			2 91	1
2			8 10			6 78			5 82	2
3			12 15			10 17			8 73	3
4			16 20			13 56			11 64	4

Note 1.—The information shown for the number of days up to 27 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well, the wages payable will have to be computed by reckoning separately the wage payable for the normal working days and Poya days.

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

APPENDIX XIV

Ready Reckoner showing the Minimum Wages payable for the number of days worked during October, 1966, to workers in the Tea Export Trade

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Box 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.	Normal working days
1/2	1 79	1 94	2 04	1 94	1 99	1 60½	1 21½	1 29	1 36½	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
27	99 66	104 76	110 16	104 76	107 46	86 67	65 61	69 66	73 71	80 46	27
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 27 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

APPENDIX XV

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

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	0 62½	0 65	1 27½	0 52½	0 48	1 00½	0 40	0 44½	0 84½	½
1	1 25	1 30	2 55	1 05	0 96	2 01	0 80	0 89	1 69	
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	53 65	24 15	22 08	46 23	18 40	20 47	38 87	23
24	30 00	31 20	61 20	25 20	23 04	48 24	19 20	21 36	40 56	24
25	31 25	32 50	63 75	26 25	24 00	50 25	20 00	22 25	42 25	25
26	32 50	33 80	66 30	27 30	24 96	52 26	20 80	23 14	43 94	26
27	33 75	35 10	68 85	28 35	25 92	54 27	21 60	24 03	45 63	27
<i>Poya day work</i>										<i>Poya day work</i>
1			3 82			3 02			2 54	1
2			7 64			6 04			5 08	2
3			11 46			9 06			7 62	3
4			15 28			12 08			10 16	4

Note 1.—The information shown for the number of days up to 27 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

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

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