

CEYLON

LABOUR GAZETTE

VOLUME XVII, No. 11

NOVEMBER, 1966

THE SALIENT FEATURES OF THE INDUSTRIAL DISPUTES (AMENDMENT) ACT, No. 27 OF 1966

by R. THIAGARAJAH

(Industrial Relations Division, Labour Department)

THE Industrial Disputes (Amendment) Act, No. 27 of 1966 introduces a new feature into the principal Act, in order to make it more effective, by providing for compulsory ADJUDICATION by Labour Tribunals, as a means of settling industrial disputes. To understand and appreciate the need for this new provision, one should have a background knowledge of the aims and objects which the principal Act seeks to achieve.

As stated in the long title itself, the Industrial Disputes Act (Chapter 131) provides for "the prevention, investigation and settlement of industrial disputes....." which are, no doubt, intended for the purpose of preserving industrial peace. Settlement is, therefore, but one cog in the wheel of the machinery established under the Act to achieve its objects. Prior to the amendment introduced by Act No. 27 of 1966, the principal Act provided for the settlement of industrial disputes by (A) Conciliation (B) Voluntary Arbitration (C) Compulsory Arbitration by *ad hoc* Arbitrators and Labour Tribunals, and (D) Industrial Courts.

The validity of the settlements brought about by voluntary arbitration, compulsory arbitration and Industrial Courts in industrial disputes, came up for decision before a Divisional Bench of the Supreme Court, as recently as May 1966, in Supreme Court applications Nos. 144 and 158 of 1964 and No. 37 of 1965. In these cases, the Divisional Bench concluded that—

- (i) the Industrial Disputes Act purports expressly to authorise an Industrial Court, an Arbitrator and a Labour Tribunal (*qua* Arbitrator) to settle industrial disputes involving arbitral matters (i.e. matters concerning the future terms and conditions of employment of workmen) only.
- (ii) the questions as to whether (a) the termination of the services of a workman is justified, and (b) a workman has been paid his wages correctly, are not arbitral matters but "justiciable issues (i.e. issues involving the existing legal rights of parties).
- (iii) an Industrial Court, an Arbitrator and a Labour Tribunal (*qua* Arbitrator), having not been appointed by the Judicial Service Commission, in terms of Section 55 of the Ceylon

Constitution) Order-in-Council, 1946, had no authority to settle an industrial dispute of a justiciable nature, as the settlement of such a dispute involves the exercise of judicial power.

(*Vide* Judgment reported in the June, 1966 issue of the *Ceylon Labour Gazette*).

The upshot of the Divisional Bench judgment being that settlement of industrial disputes of a justiciable nature fell outside the jurisdiction of Arbitrators (including Labour Tribunals) and Industrial Courts, the existing machinery under the principal Act proved to be inadequate to achieve the objects intended by the Act, and immediate need arose to supply this lacuna in the Law, in the quickest time possible. By this time, the Labour Tribunals, having received their appointments from the Judicial Service Commission, derived the necessary authority under the Constitution to exercise judicial powers, and it only remained for the Legislator to clothe these Tribunals with the power of adjudication to enable them to settle industrial disputes of a justiciable nature. The Legislator having acted in that direction, the Amending Act No. 27 of 1966 came to be placed on the Statute Book on 11th October, 1966.

The main provision of the amending Act is contained in Section 3, which introduces section 4A into the principal Act. Under this new section, the Minister of Labour is authorised to refer any industrial dispute to the appropriate Labour Tribunal for settlement by adjudication. This section *per se* enables the Minister to refer 'any' industrial dispute for such settlement. In practice, however, it will become necessary to invoke this provision to settle industrial disputes of a justiciable nature only, as arbitral disputes could be continued to be settled by means of arbitration and by Industrial Courts.

A striking feature of this Act is its peremptory provision which requires the Minister to refer an industrial dispute for settlement by adjudication to the APPROPRIATE Labour Tribunal. This provision stands in contradistinction with the provisions contained in section 4 (1) and section 22 (3) of the principal Act under which the Minister himself is authorised to select the Arbitrator, Labour Tribunal or the persons constituting the Industrial Court to whom the Minister refers a dispute for settlement.

"Appropriate Labour Tribunal" is defined in the Act as "..... the Labour Tribunal, for the time being, having jurisdiction, for the purposes of Part IVA of the Act, over an area in which the establishment of the employer is situated." At present 12 Labour Tribunals are functioning under, and for the purposes of, the Act. Applications made to these Tribunals, in pursuance of Section 31B of the Act (i.e. under Part IV A of the Act), are divided among them on an area-wise basis, such areas being demarcated in relation to the geographical location of the establishment of an employer. In effect, therefore, the Minister, under section 4A of the Act, has to refer an industrial dispute for settlement by adjudication to that Labour Tribunal which would ordinarily determine an application under Part IV A of the Act, if the parties to the industrial dispute to which the Minister's Order of reference relates are themselves parties to that application.

The limitation imposed by the statute on the right of the Minister to nominate the Tribunal of his own choice has to be viewed in the background of the cardinal principles underlying our Constitution, which recognises the separation of the Legislative, Executive and the

Judicial powers—the three main powers of the State. The Minister belongs to the Executive and the Labour Tribunal, by virtue of its appointment by the Judicial Service Commission, falls under the Judiciary. It will, therefore, be not possible for the Minister to nominate a particular Tribunal for the purpose of referring an industrial dispute to that Tribunal for settlement by adjudication under Section 4A of the Act. In this connection, it might be recalled that in *Queen v. Liyanage and others* (64 N. L. R. 313 at 360) it was held by the Court that section 9 of the Criminal Law (Special Provisions) Act No. 1 of 1962 which enabled the Minister of Justice to nominate the Judges was *ultra vires* the Constitution. The Amending Act, therefore, seeks to conform to the principle of separation of powers enshrined in our Constitution by not vesting in the Minister the power of nomination of the Tribunals (now Judicial Officers).

The Act also purports to apply the rule of *res judicata* to the decision resulting from adjudication, by not making express provision for repudiation or re-consideration of, or appeal against, the award of a Labour Tribunal.

In all other respects, the provisions of the amending Act are similar to the arbitration provisions contained in, and in accord with the general scheme of, the principal Act.

The Text of the Act is reproduced below.

*Industrial Disputes (Amendment) Act,
No. 27 of 1966*

L. D.—O. 34/66.

AN ACT TO AMEND THE INDUSTRIAL DISPUTES ACT.
[Date of Assent : October 11, 1966]

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

- | | |
|---|--|
| 1. This Act may be cited as the Industrial Disputes (Amendment) Act, No. 27 of 1966. | Short title. |
| 2. The heading of Part II of the Industrial Disputes Act, hereafter in this Act referred to as the "principal Act", is hereby amended, by the substitution, for the expression "BY ARBITRATION OR", of the expression "BY ARBITRATION OR BY ADJUDICATION OR". | Amendment of the heading of Part II of Chapter 131. |
| 3. The following new action is hereby inserted immediately after section 4, and shall have effect as section 4A, of the principal Act :— | Insertion of new section 4A in the principal Act. |
| "Reference of industrial disputes for settlement by adjudication | 4A. The Minister may, by an order in writing, refer any industrial dispute for settlement by adjudication to the appropriate labour tribunal." |

4. Part III of the principal Act is hereby amended by the insertion in that Part, immediately after section 21, of the following new sub-heading, and the following new sections which shall have effect as section 21A, section 21B, section 21c, and section 21D, of that Act :—

Insertion of new sub heading and new sections in Part III of the principal Act.

“ (D) SETTLEMENT BY ADJUDICATION.

Statement specifying matters in dispute.

21A. Every order of the Minister under section 4A referring a dispute for settlement by adjudication to a labour tribunal shall be accompanied by a statement prepared by the Commissioner setting out each of the matters which to his knowledge is in dispute between the parties.

Duties and powers of a labour tribunal in setting a dispute by adjudication

21B. (1) It shall be the duty of a labour tribunal to which any industrial dispute is referred for settlement by adjudication to make all such inquiries and hear all such evidence as the tribunal may consider necessary, and thereafter make such award as may appear to the tribunal just and equitable.

(2) A labour tribunal shall give priority to the proceedings for the settlement of any industrial dispute that is referred to the tribunal for settlement by adjudication.

(3) Subject to such regulations as may be made in that behalf under section 39 (1) (f), a labour tribunal conducting an inquiry under this section may lay down the procedure to be observed by such tribunal in the conduct of the inquiry.

(4) Save as otherwise expressly provided by regulations made in that behalf under section 39 (1) (f), the regulations made in respect of the procedure to be observed by an arbitrator shall, *mutatis mutandis*, apply to a labour tribunal conducting any inquiry under this section.

(5) Reference shall be made in every award of a labour tribunal to the parties and trade unions to which, and the employers and workmen to whom, such award relates.

Publication
of the award

21c. (1) The award of a labour tribunal shall be transmitted to the Commissioner who shall forthwith cause it to be published in the *Gazette*.

(2) Every award of a labour tribunal shall come into force on the date of the award or such date, if any, as may be specified therein, not being earlier than the date on which the industrial dispute to which the award relates first arose.

Effect of an
award of a
labour tribu-
nal.

21d. Every award of a labour tribunal made in an industrial dispute and for the time being in force shall, for the purposes of this Act, be binding on the parties, trade unions, employers and workmen referred to in that award, and the terms of the award shall be implied terms in the contract of employment between the employers and workmen bound by the award."

5. Section 31H of the principal Act is hereby amended as follows:—

Amendment
of section 31H
of the princi-
pal Act.

(a) in paragraph (c) of that section, by the substitution, for the expression "court for settlement," of the expression "court for settlement, or"; and

(b) by the insertion, immediately after that paragraph, of the following new paragraph:—

"(d) by the Minister to a labour tribunal for settlement by adjudication,".

6. Section 34 of the principal Act is hereby amended as follows:—

Amendment
of section 34
of the princi-
pal Act.

(a) in sub-section (1) of that section, by the substitution, for the expression "or of an order made", of the expression "or of an award or order made"; and

(b) in the marginal note to that section, by the substitution, for the expression "or an order", of the expression "or an award or order".

7. Section 35 of the principal Act is hereby amended as follows:—

Amendment
of section 35
of the princi-
pal Act.

(a) by the substitution, for the expression "court involves", of the expression "court or labour tribunal involves";

(b) by the substitution, for the expression "arbitrator shall", of the expression "arbitrator or tribunal shall"; and

(c) in the marginal note to that section, by the substitution, for the expression "court not", of the expression "court or labour tribunal not".

Amendment
of section 39
of the princi-
pal Act.

8. Section 39 of the principal Act is hereby amended in sub-section (1) of that section by the substitution, in paragraph (f) of that sub-section, for the expression "arbitrator the", of the expression "arbitrator, or labour tribunal (other than in proceedings under Part IVA), the".

Amendment
of section 40
of the princi-
pal Act.

9. Section 40 of the principal Act is hereby amended in sub-section (1) of that section as follows:—

- (a) by the substitution, in paragraph (a) of that sub-section, for the expression "court, does" of the expression "court or a labour tribunal, does";
- (b) by the substitution, in paragraph (b) of that sub-section, for the expression "court, keeps", of the expression "Court or a labour tribunal, keeps";
- (c) by the substitution, in paragraphs (e), (f) and (ff) of that sub-section, for the expression "court and" wherever it occurs in such paragraph, of the expression "court or a labour tribunal and";
- (d) by the substitution, in paragraph (k) of that sub-section, for the expression "arbitrator, or", of the expression "arbitrator or a labour tribunal, or";
- (e) by the substitution, in paragraphs (l), (m) and (o) of that sub-section, for the expression "arbitrator, but" wherever it occurs in such paragraphs, of the expression "arbitrator, or for settlement by adjudication to a labour tribunal, but"; and
- (f) by the substitution,—
 - (i) in paragraph (p) of that sub-section, for the expression "arbitrator, but", of the expression "arbitrator, or for settlement by adjudication to a labour tribunal, but";
 - (ii) in sub-paragraph (i) of the said paragraph (p), for the expression "arbitrator, any", of the expression "arbitrator or tribunal, any"; and
 - (iii) in sub-paragraph (ii) of the said paragraph (p), for the expression "arbitrator;", of the expression "arbitrator or tribunal;".

10. Section 43 of the principal Act is hereby amended in sub-section (2) of that section by the substitution, for the expression "arbitrator as", of the expression "arbitrator or labour tribunal as".

Amendment
of section 43
of the princi-
pal Act.

11. Section 47c of the principal Act is hereby amended as follows :—

Amendment
of section
47c of the
principal Act.

- (a) by the substitution, in paragraph (a) of that sub-section, for the expression “arbitrator and”, of the expression “arbitrator or for settlement by adjudication to a labour tribunal and”;
- (b) by the substitution, in paragraph (b) of that sub-section, for the expression “arbitrator to”, of the expression “arbitrator or tribunal to”; and
- (c) by the substitution, in paragraph (c) of that section, for the expression “arbitrator such”, of the expression “arbitrator or tribunal such”.

12. Section 48 of the principal Act is hereby amended by the insertion, immediately after the definition of “appointed date”, of the following new definition :—

Amendment
of section 48
of the princi-
pal Act.

“appropriate labour tribunal” means the labour tribunal, for the time being, having jurisdiction, for the purposes of Part IVA of this Act, over an area in which the establishment of the employer is situated ;’.

AN APPLICATION FORM FOR THE ENROL-
MENT AS A NEW SUBSCRIBER TO THE
CEYLON LABOUR GAZETTE OR FOR THE
RENEWAL OF SUBSCRIPTION APPEARS AT
THE LAST PAGE OF THIS GAZETTE.

LABOUR LEGISLATION—PLANTATION SECTOR

1. Plantation agriculture occupies a pre-eminent place in the economy of the country and the plantation workers still remain one of the main contributors to the economic growth of Ceylon. According to available statistics, there are over two million acres under tea, rubber, coconut, cocoa, cardamon and pepper and together they earn for Ceylon foreign exchange to the value of over 1,870 million ruppees.

2. Since the abolition of Rajakariya in 1832, there has been a steady streams of labour legislation enacted in Ceylon which has introduced and encouraged the setting up of better working conditions for workers. With the opening up of tea and rubber estates in large acreages, a number of Ordinances which gave special protection to Indian Immigrant Labour was passed in the earlier years. They are the Estate Labour (Indian) Ordinance, No. 13 of 1889, the Tundu Prohibition Ordinance, No. 43 of 1921, the Indian Immigrant Labour Ordinance No. 1 of 1923 and the Minimum Wages (Indian Labour) Ordinance, No. 27 of 1927. These Ordinances are now for the most part only of academic interest and they are gradually being replaced by legislation common to all labour.

3. The Minimum Wages (Indian Labour) Ordinance, No. 27 of 1927 is noteworthy in that it provided for the establishment of Estate Wages Boards to fix minimum wages and also a nine-hour working day including one hour for the mid-day meal. Other provisions related to the rate of overtime payment and piece rate earnings. The Wages Boards Ordinance, No. 27 of 1941 was really an extension of the Minimum Wages Legislation and brought within its scope indigenous labour as well.

4. The Wages Boards Ordinance was a significant step forward in the progress of labour legislation. Under this Ordinance the workers' representatives for the first time began to sit on Wages Boards as equal partners and had a direct say, amongst other things in the fixing of their wage-rates. This Ordinance obliged the employer to exhibit wage rates and particulars of other workers' entitlements at work places, besides maintaing records of all wages paid. The procedure for setting up of Wages Boards, the powers, functions and duties of such Wages Boards, the appointment and the powers of the Enforcement Officers, and the penalties for offences were all provided for in the Ordinance.

5. The first few Wages Boards that were set up were for the Plantation Sector. Of the total number of 26 Wages Boards that are at present in force, five Wages Boards cover plantation agriculture, namely: Tea Growing and Manufacturing Trade, Rubber Growing and Manufacturing Trade, Coconut Growing (and Manufacturing) Trade, Cinnamon Trade and Tobacco Trade.

6. Like all other workers, the workers in the plantation sector are also covered by the Employees' Provident Fund Act, No. 15 of 1958 which requires that the employer shall pay to the Fund 6 per cent of the employee's total earnings while the worker is required to contribute 4 per cent of his total earnings. Workers in factories in the plantations benefit from the provisions of the Factories' Ordinance No. 45 of 1942 which provides for the health, safety and welfare of workers in factories.

7. In the matter of redress of grievances in Labour disputes workers in plantations can have recourse to the provisions under the Industrial Disputes Act which envisage—

- (a) Collective Agreements,
- (b) Settlement by Conciliation ;
- (c) Voluntary Arbitration,
- (d) Compulsory Arbitration ; and
- (e) Settlement of individual disputes by a Labour Tribunal.

One of the most spectacular advances in maintaining industrial peace in the plantation sector are the Collective Agreements, 1, 2, 3, 4, 5 and 6 entered into in 1965 between the Ceylon Estates Staff Union and the Ceylon Estates Employers' Federation. These are comprehensive Agreements and set out agreed procedure for all manner of disputes. These Collective Agreements are worthy of emulation by other organised labour as well.

8. The Maternity Benefits Ordinance, No. 32 of 1939, allowed women workers a maximum of six weeks' maternity leave with pay which included a compulsory leave of four weeks after confinement. An expectant working mother is entitled to request that she should not be employed for a period of three months before and for a period of three months after her confinement on work that would be injurious to her health or the health of her child. The employer has to make provision for.—

- (a) The use for the confinement for a period of not less than 10 days of a Maternity Ward or lying-in-room approved by the Commissioner of Labour ;
- (b) The services of a mid-wife at the confinement ;
- (c) Food for the period she remains at the Maternity Ward or lying-in-room.

9. There are two other Ordinances meant to protect the health of the plantation workers which are jointly enforced by the Medical Department and by the Labour Department. These are—the Medical Wants Ordinance, No. 9 of 1912, and the Diseases (Labour) Ordinance, No. 10 of 1912. Under these two Ordinances, the health and welfare of the workers and the sanitary conditions in the estates are the joint responsibility of the Management and the Government Medical Officer of the area. A special feature of Ordinance No. 9 of 1912 is the provision made for the care and nourishment of children under one year.

10. According to returns furnished to the Department of Labour (from tea estates over 10 acres in extent, rubber, coconut and other plantations over 25 acres in extent), the total labour strength of the various planting districts are given in Table 1 and the benefits granted on estates for these same districts are given in Table 2.

11. Management and labour in the plantation sector must prepare themselves to meet new changes in the future. Plantation products are generally produced for export and in order to keep itself in the race for more and better markets more modern methods must be adopted in its twin field of operation—the field and the factory. These new developments have engaged the attention of the Committee on Work on Plantations of the International Labour Organisation. Ceylon is a member of this Committee and Ceylon would do

well to keep itself abreast of these developments in order to meet the new challenges that will follow from a highly competitive international market.

12. Some of the more important conclusions reached at the 5th Session of the Committee on Work on Plantations held in May, 1966, in Geneva and which should be of interest to Ceylon are :

- (1) that appropriate facilities and encouragement should be given for the development of Workers' Education and Trade Union Training Programme for plantation workers and for officials of their Unions ;
- (2) that plantations having sufficiently large number of workers should employ specialised personnel staff to assist both in its labour relations work as well as in attending to appropriate administrative functions ;
- (3) that the Labour Inspectorate which is so vital for the proper enforcement of the Labour Laws of a country is assured of stability of employment.
- (4) that world market conditions for plantation products must be improved as otherwise national economics of developing countries will be in peril ;
- (5) that along with the development of plantations related processing industries should also be expanded ;
- (6) that international commodity agreements for plantation products should be achieved ; and
- (7) that international measures relating to the price of plantation products which would ensure for developing countries an adequate level of foreign exchange resources for the successful implementation of their programme for economic and social development be promoted.

TABLE 1.—LABOUR STRENGTH ON ESTATES—1964
Classified according to products

Revenue Districts	Residents				Non-Residents			
	Tea	Rubber	Coconut	Other products	Tea	Rubber	Coconut	Other product
1. Colombo ..	134..	2,548..	66..	8..	141..	1,475..	2..	5
2. Kalutara ..	6,056..	11,022..	380..	19..	2,132..	6,727..	72..	—
3. Kandy ..	140,254..	392..	253..	1,231..	10,231..	197..	1	241
4. Nuwara Eliya ..	113,683..	— ..	— ..	32..	3,194..	37..	— ..	—
5. Matale ..	15,015..	2,095..	193..	944..	2,537..	265..	68..	424
6. Galle ..	5,277..	3,490..	19..	— ..	6,642..	3,505..	41..	—
7. Matara ..	9,513..	395..	4..	— ..	5,486..	657..	12..	1
8. Kurunegala ..	438..	2,061..	237..	90..	127..	624..	45..	61
9. Badulla ..	92,748..	2,510..	— ..	54..	7,481..	70..	—	—
10. Ratnapura ..	48,701..	8,230..	19..	37..	13,231..	4,157..	3..	205
11. Kegalle ..	18,300..	15,355..	140..	83..	4,929..	8,450..	58..	24
Total ..	450,119	48,098	1,311	2,498	55,948	26,134	302	961

TABLE No. 2

Annual Return showing Benefits granted on Estates during 1964

Revenue District	Number of Estates which issued to Children				Benefits under the Maternity Benefits Ordinance				Total No. of births amongst Labourers	Average Number delivered at the Maternity Ward	Labourers' Co-operative Societies, Provident Funds, &c.
	Free Rice		Free Meals		Ordinary Benefits		Alternative Benefits				
	No.	Total Cost Rs.	No.	Total Cost Rs.	No. of Cases	Total Amount Paid Rs.	No. of Cases	Total Amount Paid Rs.			
Colombo	20..	17,927..	3..	6,217..	212..	15,995..	27..	332..	236..	32..	8
Kalutara	91..	134,768..	4..	5,775..	889..	58,593..	508..	23,883..	1,344..	387..	25
Kandy	326..	652,209..	41..	36,109..	6,214..	393,274..	3,498..	138,255..	9,717..	2,501..	51
Nuwara Eliya	151..	688,325..	23..	53,219..	5,009..	311,831..	3,419..	132,026..	8,450..	3,244..	41
Matale	83..	117,485..	1..	303..	868..	65,348..	412..	12,897..	1,316..	317..	19
Galle	39..	63,726..	4..	3,245..	753..	46,898..	119..	1,656..	825..	179..	7
Matara	44..	139,904..	9..	6,863..	615..	32,660..	76..	1,660..	677..	56..	12
Kurunegala	24..	16,732..	2..	2,204..	228..	15,737..	16..	459..	243..	57..	4
Badulla	215..	695,709..	18..	43,479..	3,077..	177,499..	4,292..	161,673..	7,236..	4,098..	24
Ratnapura	115..	341,230..	19..	4,988..	2,015..	106,392..	2,362..	87,940..	4,006..	2,143..	44
Kegalle	143..	228,204..	27..	13,433..	1,715..	103,319..	735..	23,038..	2,414..	770..	57
Total	1,251	3,096,202	151	175,835	21,595	1,327,566	15,464	583,221	36,464	13,784	292

**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

*(Paras. 1 to 12 of the Award appeared in the October 1966
issue of the Gazette)*

13. Shell (Ceylon) Ltd., is one of over 500 companies belonging to what Blamey, the General Manager, describes as the Shell Group, which is the third largest commercial organisation in the world—the larger two being General Motors and Standard Oil. The Shell Group or Royal Dutch Shell Group as it is otherwise known, has at the top two companies—Royal Dutch Petroleum Company and Shell Transport and Trading Company. These two companies in turn control two other companies—Shell Petroleum and B. P., which in turn own the entire network of over 500 companies operating in various parts of the world in about 90 different countries, including Shell (Ceylon) Ltd. Thus it is seen that Shell (Ceylon) Ltd., as well as the other companies operating in other countries are owned and controlled by two holding companies at the top, with headquarters in London. The Shell Group has as employees in over 500 of its companies in various parts of the world what is called ‘international staff’ and ‘regional staff.’. International staff is comprised of those employees who can be shifted from company to company in different parts of the world to fit in with the schemes of the Shell Organisation as a whole. The regional staff is composed of those who only serve the Shell Company operating in a particular region or country. From our point of view, as far as Shell (Ceylon) Limited is concerned, this distinction in its staff is referred to as ‘regionals’ and ‘expatriates’, the term ‘expatriates’ corresponding to the term ‘international staff’ as used in the Shell Group. As far as the international staff of the Shell Group or the expatriates of Shell (Ceylon) Ltd., are concerned, the Shell International Petroleum Company operating from London plans and co-ordinates the movement of these employees from company to company or country to country to fit in with the schemes and best interests of the Shell Group as a whole. As for regionals, the staff Department of Shell International has no such control over them as they are employees only of Shell (Ceylon) Ltd., and cannot be moved from Company to Company within the Shell Group in different countries. This international aspect of Shell (Ceylon) Ltd., is of considerable importance as the question of retrenchment involves consideration of the position of the expatriate as well as regional

executive staff of Shell (Ceylon) Ltd., Blamey in his evidence stated as follows :—

“ In the case of expatriates it has always been a case of expatriate reduction as expatriates are retrenched in the international context and not in the local context.” He went on to state that the whole subject of expatriate retrenchment is entirely out of the local context in that the expatriates who leave Shell (Ceylon) Ltd., may get jobs in other Shell companies.

14. As far as Shell (Ceylon) Ltd., is concerned, it is a sterling company incorporated in Britain, having its head office in London and its Board of Directors there, but operating in Ceylon having been registered in Ceylon under the provisions of the Companies Ordinance with its registered office in Colombo. The main business of the Company in Ceylon is the purchase and sale of petroleum and petroleum products. At the head of its organisation in Ceylon is the General Manager, who holds Power of Attorney from the Board of Directors in London. The work of the Company is performed by four main departments—Operations, Sales, Finance and Staff—each department being headed by a Manager. The General Manager and these four departmental managers together constitute what Blamey calls “ the Management ”. There are two other executive officers heading two other departments i.e. Public Relations Manager and Productivity, Organisation and Methods (P. O. & M.) Officer, but they are not part of the “ management ”. The entire staff of Shell (Ceylon) Ltd., is divided into three categories—executives, clerical and manual workers. We are only concerned with the executive grade in this dispute.

15. As a result of the passing of the Petroleum Corporation Act in May, 1961, and the resultant compulsory acquisition of some of the assets of Shell (Ceylon) Ltd., including a number of retail outlets, some storage tanks and some inland bulk depots under the provisions of the Act, the volume of business handled by the Company shrunk considerably. As a consequence of the establishment of the Petroleum Corporation, Shell (Ceylon) Ltd., also lost almost all its sales to the Government and Government Corporations like the Ceylon Transport Board. According to Mr. Blamey, this consequent loss of business had necessitated a reduction of staff in all grades to cope with the reduced volume of business, and as a result, retrenchment became necessary. Counsel for the two employees did not challenge the necessity for retrenchment nor did he dispute the number of executives which the Company intended to retrench. The main dispute in this case is whether the retrenchment of these two executives Messrs. Krisnaratne and Ernst is justified. In other words, the issue is whether the decision of the Company to retrench these two executives is in conformity with the accepted principles of industrial law and practice or not. If not so, is it an unfair labour practice ?

16. The executives of Shell (Ceylon) were generally recruited as executive trainees and they had to undergo a period of training of over one year during which period they are on probation. On satisfactory completion of the probationary training period, they were appointed as executive assistants. They are not attached to any particular department of the Company but are freely transferable within the Company's service unrestricted to any particular department. Although Krishnaratne was recruited as an accounting assistant, yet he was later considered as an executive assistant and treated as such, transferable to any department within the Company.

Ernst was recruited as an executive assistant, like most other executives of the Company's service. These executives were not recruited for any particular posts or jobs in the Company's service but as executive assistants generally being transferable from one post to another in all departments of the Company. With the exception of (a) the General Manager and the four departmental managers who constitute the "management" according to Mr. Blamey, and (b) the technical men like Engineers and Chemists, the rest of the executives were transferable and indeed, according to the evidence led, transferred often from one job to another and from one department to another in the Company's service. As for the technical men like engineers, although they could not be replaced by non-technical executives, they could be transferred and some of them were in fact transferred to non-technical posts. Of course, transferability of the executives to posts higher up in the ladder would depend on their executive skill and ability. But what is common to all these executives is executive or managerial training and skill. Each job in the executive cadre is not a specialised job requiring any specialised know-how or experience. Normal executive ability and experience was sufficient for any executive to man each job, except of course as said before the jobs in the "management" category and the technical jobs. On the evidence in this case, we are quite satisfied that all the executives of Shell (Ceylon), with the exception of the "management" and the technical men, formed one class, group or category of employees to whom the well-known principle of industrial law and practice, which is based on sound common sense, of "last come, first go", should apply under normal circumstances in the event of retrenchment.

17. The Indian Supreme Court has laid down in lucid terms the functions of the Industrial Court in examining the merits of retrenchment in two cases (a) the case of Swadesimitran, Ltd., (Madras) Vs. Their Workmen (1960—A.I.R.S.C.—762) and (b) J. K. Iron and Steel Co., Ltd., Vs. Its Workmen (1960—A. I. R.—S.C. 1288). The rule "last come, first go" has been consistently followed in Indian cases even before that rule was given statutory sanction by an amendment to the Indian Industrial Disputes Act. In Ceylon too this rule has been consistently followed by our Industrial Courts in deciding cases of retrenchment. Of course it is not an inflexible or rigid rule. An employer may depart from that rule in effecting retrenchment for good and sufficient cause like efficiency, ability, regularity of attendance, specialised knowledge or any other similar reason. But an employer who departs from that rule has to justify to an Industrial Court, if and when called upon to do so, by good and valid reason acceptable to the tribunal his departure from that salutary rule. It is true that an Industrial Court cannot substitute its own judgement for the judgement of the employer nor will it step into the employer's shoes and dictate to him what decisions he ought to take or how he should run his business. But where an employer fails to justify his departure from the rule of "last come first go" by valid and sound cause acceptable to the tribunal, the Industrial Court may in appropriate cases draw the inference that the employer was not acting bona fide in effecting retrenchment. Failure to justify departure from the rule of "last come, first go" to the satisfaction of the tribunal can justify an Industrial Court in drawing an inference of "unfair labour practice". The essence of the rule of "last come, first go" is that under normal circumstances, other considerations being equal (*ceteris paribus*) the person with less years of service is retrenched, and the person with more years of service is retained. Of course, the employer may depart from this rule for good and sufficient cause justifiably.

18. It is quite apparent that in this case, in effecting retrenchment in Shell (Ceylon) Ltd., the rule of "last come, first go" has not at all been followed. Krishnaratne and Ernst were two of the most senior regional executives in the employ of Shell (Ceylon). Blamey in his evidence stated that seniority in service is not a factor taken into consideration at all for any purpose in Shell (Ceylon). In fact, according to him, in certain situations, seniority in service is a disadvantage. So that what we have to consider is whether Shell (Ceylon) has justified by valid and cogent evidence its departure from the rule of "last come, first go" to our satisfaction. After a careful consideration of Blamey's evidence, we are quite satisfied that the Company has failed to justify its departure from the rule of "last come, first go."

19. Mr. Ponnambalam raised two points for our consideration on the question of retrenchment and the application of the rule of "last come, first go". They are :—

(a) The rule of "last come, first go" would not apply to executives, particularly to executives employed as such by Shell (Ceylon), who do not form a homogeneous category.

(b) What was done by the Company was not retrenchment simpliciter, as he calls it, i.e. a direct exercise of retrenchment, but a reorganisation of the executive cadre of the Company and the staffing of the jobs in the new organisation which resulted in some executives not finding a place in the jobs in the new set-up. The reorganisation and the staffing of the jobs in the reorganised set-up resulted in some executives being redundant. This deadweight of uneconomic surplus of those who were found redundant had to be retrenched. Thus retrenchment was not the main purpose of this exercise, but the end result or by-product. As such, the principle of "last come, first go" would not apply.

With regard to the first point raised by Mr. Ponnambalam, we have in paragraph 16 above set out the facts and our reasons for holding that rule of 'last come, first go' applies to the executives of Shell (Ceylon), who form one category with the exception of the "management" and the technical men. On an analysis of the evidence in this case, we are quite satisfied that the said executives form a transferable group to which this rule of 'last come, first go' applies in case of retrenchment.

With regard to the second point raised by Mr. Ponnambalam, we hold that it makes no difference whether retrenchment was effected directly or indirectly. If it was direct retrenchment, then the Company will have to justify its departure from the rule of 'last come, first go'. If it was staffing of jobs in the reorganised set-up and the retrenchment of the resultant surplus of executives on the ground of redundancy, the Company will have to satisfy us why the criterion of seniority in service, which is implicit in the rule 'last come, first go', was not followed in selecting the executives to man the jobs in the reorganised set-up, resulting in senior men being retrenched and junior men being retained. In both cases, the Company has failed to justify its stand. It has failed to justify to us why the principle of 'last come, first go' was departed from in effecting retrenchment. It has also failed to justify to us why the criterion of seniority in service was departed from in manning the jobs in the reorganised set-up resulting in senior executives being retrenched and junior executives being retained in service.

In this context, it is necessary to note that the correspondence and documents produced in this case do not refer to any reorganisation. They only refer to retrenchment—vide “A” and “X” annexed to the statements of the two employees, R10, R17, and R20. Indeed it is clear from the evidence that whatever reorganisation there was introduced was for the purpose of effecting retrenchment to cope up with the reduction in business. The two charts R2 and R7 as explained by Blamey make it quite clear that reorganisation was for the purpose of retrenchment and not for ‘rationalisation’ of the firm or to make it more efficiently run. The said two charts as well as the evidence make it clear that the reorganisation did not make any fundamental changes in the structure of the company’s executive set-up.

20. At this stage it is relevant to consider certain aspects of Blamey’s evidence. Mr. Satyendra, counsel for the two employees, in analysing his evidence submitted that, to say the least, Blamey was lacking in candour, at certain stages of his evidence. We feel that counsel was not unjustified in making that submission. One or two illustrations will make the position clear. Under cross-examination he was asked whether he had ever come across the term “Shell International Pool” ever before and he replied that the first time he was hearing those words were from counsel himself. On being confronted with R17 in which he himself had used the term “Shell International Pool” in relation to expatriate employees, he gave an unsatisfactory explanation. Again towards the end of his examination-in-chief, one of us asked him whether the injuries sustained by Ernest were sustained as a result of his carrying out his duties as an executive of the Shell Company. He replied that in the case in the Assizes in which certain persons were charged with attempted murder of Ernst, it was confirmed by the Court that it had nothing to do with the Company. He went on to say that there was nothing in the files or the court proceedings, from which one could infer that the incident arose out of his employment. But the record of the court proceedings which was marked as a document in this case clearly establishes by the evidence of the two main witnesses for the prosecution, both Company employees, that it was when Ernst went to Kolonnawa to open the valve for supplies to the Railway during the strike that this incident occurred. Further, on certain vital matters, the evidence of Blamey is directly contradicted by the evidence of Chandrasoma, particularly on the participation of Chandrasoma, as Operations Manager, in the discussions on reorganisation, staffing of the re-organised set-up and retrenchment. R14 and R15 clearly show that Ernst was to be retained in the earlier scheme prepared by the Company. On the vital question of the circumstances in which Ernst came into the list of retrenchees and Joseph who was in the original list of retrenchees found his way into the list of those to be retained, Blamey’s evidence cannot in our view be reconciled at all with Chandrasoma’s evidence on that point. With regard to Chandrasoma, counsel for the Company did not challenge his credit as a witness at all. It is strange, for example, how a person like Joseph who had mostly jobs in the Lubricants and Industrial Products Division without any field experience to speak of was preferred to Ernst or Krisnaratne, who were senior to him and had far more field experience than him, to be in charge of Colombo Zone Consumer Division, which was equivalent to a District Manager’s job in the field. No explanation was possible and none was forthcoming. On the matter of choosing executives for retrenchment

or as Blamey stated choosing executives to man the jobs in the reorganised set-up, his evidence may be summarised thus :—

The executives worked directly under their departmental managers for the time being and he as General Manager had no direct contact with the executives so that he would not be in a position to assess their work, ability or potential directly. Even with regard to the District Managers, although they were directly under him, he met them only once a month or so at conferences and otherwise they worked directly in contact with the departmental managers ; so even with regard to them he had no direct knowledge of their work, ability or potential. Of the four departmental managers who were associated with him in "the management", two of them were newcomers to shell (Ceylon), the senior of them having been here only for about six months prior to the retrenchment, and so they could not have been in a position to assess the work, ability and potential of all the executives. As far as the Staff Manager is concerned, Blamey's evidence is that he only co-ordinated staff movements etc., and the executives did not work directly under him so that he too had no first-hand knowledge of the work, ability or potential of the two executives. So we are left only with Chandrasoma who had been in Shell (Ceylon) for over two years, and who in his evidence has stated that he was only concerned with his Operations Department and did not participate in the decisions regarding the other departments. Even with regard to the Operations Department, he stated that he was offered certain people and he had no choice beyond the offers of executives made to him by the General Manager. With regard to Ernst, Chandrasoma categorically stated that he was told by Blamey that Ernst was already in the list of retrenchees and it was no longer necessary to consider him and therefore he did not make any request for the services of Ernst. This is a direct contradiction of Blamey's evidence on this point. Blamey also stated that they did not take the staff reports of the executives into consideration, in deciding whom to retain and whom to retrench. Seniority of service was not a criterion adopted. Blamey also stated that the fact that a particular person was in a particular job was not taken into consideration in choosing a person to fill the same job in the reorganised set-up. For these reasons, he had to use such vague phrases as "over-all deployment in the best interests of the Company" in attempting to justify his departure from the rule of 'last come, first go' and the criterion of seniority of service. The main theme of his evidence was that the Management selected and they were satisfied with the selection ; it was management preference and nothing else need be said in support of it. Perhaps he took this stand in order to fall in line with the twelve issues raised by his counsel about "absolute right" and "exclusive discretion" of the management. But it is not necessary for our purposes to reject any part of Blamey's testimony to arrive at the conclusion we have reached. We have reached those findings on the basis of the totality of Blamey's evidence without having to assess the credibility or weight of his evidence. Even the totality of his evidence has not justified the Company's departure from the rule of 'last come, first go' and the criterion of seniority of service which is implicit in that rule in deciding whom to retain and whom to retrench.

21. Now we come to another aspect of this dispute, the consideration of expatriate executives vis-a-vis regional executives. Blamey's evidence is that soon after the passing of the Petroleum Corporation Act, the creation of the Petroleum Corporation and the compulsory

acquisition of a good part of the Company's assets under the said Act, and the resultant loss of business to the Company, he decided that the size of the executive staff had to be reduced and retrenchment would result. The first matter he considered in this context was the expatriate executive staff and he decided that out of the 15 expatriates in the executive staff, he should retain 10 of them and effect a reduction of 5. When that decision was made the reorganisation had not started and the picture of the new set-up was not clear. He did not think of these 10 expatriates as being 10 particular men for 10 particular jobs. He generally decided that the number should be 10 expatriate executives and they would be fitted into jobs in the reorganised set-up after the picture of reorganisation was complete. He could not compare 10 expatriates with the regionals for at that time he did not have 10 particular expatriates in view. Nor could the 10 expatriates be compared to regionals with regard to 10 particular jobs, for he did not have 10 particular jobs in view nor was the picture of the reorganised set-up clear at that time. Later he stated that he decided on 10 expatriates because the Government was prepared to grant visas to ten of them only. If the Government policy was different, his decision on the number of expatriates to be retained too may well have been different. It was thereafter that he with the other 4 managers decided on the reorganised set-up and the staffing of the jobs in the new organisation. It is also in evidence that expatriates come to Shell (Ceylon) on tours of three years and thereafter they may opt to continue here or Shell International may arrange a tour of duty for them elsewhere in some other Company of the Shell Group. It is in this context that Blamey's difficulty with regard to the 'Shell International Pool' has to be considered. In our view, it was wrong for the Company to have decided first on the number of expatriates to be retained, and then separately decided on the regionals to be retained or retrenched. In our view all the executives of Shell (Ceylon) whether expatriates or regionals should have been considered together and equally on the question of who is to be retained in the jobs after reorganisation and who is to be retrenched. For example, the ten expatriates whom Blamey decided to retain were not compared to Ernst or Krishnaratne and a decision taken whether they should be retained in preference to Ernst or Krishnaratne. Learned counsel for the two employees submitted that the expatriates should have been discontinued first as they were temporary employees before considering the retrenchment of the regional executives who were permanent employees. We think that it is not necessary to take into consideration that aspect of the matter in coming to our decision. The documents R3, R6, R6A, R8, R14, R14A, R17 maintain the distinction between expatriates and regionals. We hold that the Company had adopted an unfair labour practice in determining the quantum of expatriate reduction and retention and thereafter deciding on regional retention and retrenchment without considering both expatriates and regionals together and on the same basis. In this context it is necessary to refer to the Discrimination (Employment and Occupation) Convention of 1958 adopted by the International Labour Organisation and the Discrimination (Employment and Occupation) Recommendation of 1958. Although Ceylon is not a signatory to the said Convention, yet the Convention and Recommendation lay down certain norms and standards accepted by an international body. The Convention and the Recommendation are referred to in the book "Human Rights and International Labour Standards" by C. Wilfred Jenks, Assistant Director General of I. L. O. (p. 73 et. seq.—Chapter 5). "Discrimination" there is defined as "any distinction, exclusion

or preference made on the basis of race, colour, sex, religion, political opinions, national extraction or social origin which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.” (page 76). At page 73 of the same book, the learned author refers to “the resentment throughout the under-developed world, in Latin America, Asia, the Middle East and Africa alike, of *expatriate, privileges and standards in foreign owned industrial undertakings.*” Here again it is relevant to consider some of the documents and staff reports produced in this case. When the first batch of Ceylonese executives was appointed, the then General Manager, by his letter marked K3 stated in the last paragraph thereof: “It is essential that all European assistants should appreciate that the Company expects their fullest co-operation is helping to ensure that the passing of greater responsibilities to Ceylonese employees is achieved successfully.” We do not know whether the then General Manager anticipated any difficulties on that score. But some of the staff reports and annexures marked in this case would point in that direction. They refer to Ernst or Krishnaratne as “the most Asian of our regional executives,” “an oriental enigma” and certain such sentences as: “It is unlikely to come naturally to him because it is a *typical Ceylonese failing* to treat subordinates more harshly than the supervisor expects to be treated himself.”

22. To sum up, we hold that the proposed retrenchment of Krishnaratne and Ernst by Shell (Ceylon), Ltd., is not justified and amounts to unfair labour practice in that:—

- (a) the principle of ‘last come, first go’ and the criterion of seniority of service implicit in that principle has not been followed by the Company in choosing which of the executives to retain in the reorganised set-up and which of them to retrench; and the Company has failed to satisfy us that its departure from the said principle and criterion is justified. This has resulted in Ernst and Krishnaratne, two senior executives being retrenched while many who were junior to them were retained.
- (b) the Company decided on expatriate selection and reduction first and thereafter decided on regional retention and retrenchment, and thereby acted unfairly towards the regionals including Ernst and Krishnaratne instead of treating all executives, regionals and expatriates, together and on the same basis to decide whom to retain and whom to retrench.
- (c) The Company has effected the retrenchment of Ernst and Krishnaratne within two months of the date of reference of this dispute to this Court by the Minister, contrary to the specific provisions of Section 31H of the Industrial Disputes Act (as amended by Act No. 4 of 1962). The reference of this dispute is dated 5th November, 1962, and within two months of that date, on 31st December 1962, while the dispute was before this Court, the Company effected the intended retrenchment. Contravention of the specific provisions of Section 31H is made an offence by Section 40 (s) which is punishable by a magistrate under Section 43 (1) with a fine up to Rs. 500 or imprisonment of either description up to six months or both. This act of the employer would amount not only to an unfair labour

practice but even prove his lack of bona fides. The purported retrenchment is illegal and void, since it is made an offence and thus prohibited by the Statute.

23. On the question of relief, we have to consider not only the proposed retrenchment referred to us by the Minister but also the actual retrenchment which was raised by the two employees under Section 36 (5) of the Act as a fresh matter relating to the dispute for the decision of this Court.

On the matter of the proposed retrenchment as we have held that it is not justified, the only relief we can give is that the Company is not entitled to retrench the two employees. But in fact the Company has already effected retrenchment. As pointed out earlier, this purported retrenchment is illegal and null and void and is of no force or avail in law. So on the question of relief on the matter of the actual retrenchment raised by the two employees under Section 36 (5) of the Act, we can hold that since the purported retrenchment is no retrenchment in law, the two employees are to be treated as being still in service, given their back wages and continued in employment. Or we can make order of reinstatement under Section 33 (1) (b) of the Act, on the ground that the actual retrenchment was as unjustified as the proposed retrenchment, since it followed the proposed retrenchment. But we will not make either of these orders for relief in this case. We take note of the fact that after the reference of this dispute to this Court in November 1962, conditions in the petroleum market in Ceylon have changed, considerably. Almost the entire distribution of petroleum and petroleum products has been taken over by the Petroleum Corporation. In such a context, we feel that it would not be just or equitable to order reinstatement under Section 33 (1) (b) of the Industrial Disputes Act or to treat the two employees as having not been lawfully retrenched and thus being still in service.

Reinstatement under Section 33 (1) (b) of the Act would be the normal order in the event of our finding that the retrenchment was unjustified as it would restore the parties to the status quo ante, somewhat like restitution. But, in the circumstances of this case, we feel that an order for payment of 6 weeks or 1½ months gross salary for each year of service under Section 33 (1) (d) of the Industrial Disputes Act would be just and equitable. We take into consideration the fact that with a few more years of service, these two employees would have qualified for pension rights under the Rules or the Pension Fund, of Shell (Ceylon) Ltd. The Company produced P9 purporting to show that the Company was prepared to pay each of these employees over one lakh of rupees as retrenchment benefits. When one examines that document, it is clear that except for the sum shown as gratuity, amounting to 12 months salary in respect of each employee, all the other items included in the document are amounts which are in any event due, including Provident Fund amounts. The offer contained in the document P9 was withdrawn after the reference of this dispute to us. Each of these employees had put in about 17 years service at the time of retrenchment. The gross salary of Krishnaratne then was Rs. 3,425 and that of Ernst was Rs. 2,937.50.

On this basis of calculation, for 17 years of service at 6 weeks or 1½ months gross salary for each year of service, Krishnaratne would be entitled to Rs. 87, 337.50 and Ernst to Rs. 74,906 25 as compensation.

24. On the question of costs, we must consider the fact that the inquiry into this dispute has taken an unduly long time. Some preliminary legal points on matters like burden of proof, issues etc., raised by the Company were argued at length. Learned Counsel pointed out to us that the issues involved in this dispute are of vital importance to the private sector in this country, particularly foreign companies operating in Ceylon, and therefore we at no stage in any way imposed any restriction on the parties in presenting their case. A number of postponements were given on various grounds. Taking all factors into consideration and particularly the number of dates of inquiry in this case, we feel justified in awarding Rs. 10,000 as costs payable to the two employees by Shell Company of Ceylon, Ltd., out of which Rs. 5,000 is to be paid to Krishnaratne and the balance Rs. 5,000 to Ernst.

We also would like to place on record the reason for the delay in making our award after the conclusion of this inquiry. At the termination of proceedings in this dispute, we had made our decision on the facts in issue in this dispute, but since the question of jurisdiction of arbitrators and industrial courts was pending before a bench of five judges of the Supreme Court, we felt it proper to await that judgement before making our award.

25. In the result, as our award we hold that the proposed retrenchment, and the actual retrenchment consequent on the said proposal of E. R. Krishnaratne and L. P. V. Ernst by the Shell Company of Ceylon Ltd., are not justified. By way of relief, we order the Shell Company of Ceylon, Ltd., to pay E. R. Krishnaratne a sum of Rs. 87,337.50 as compensation under Section 33 (1) (d) of the Industrial Disputes Act and Rs. 5,000 by way of costs. We further order the Shell Company of Ceylon, Ltd., to pay L. P. V. Ernst a sum of Rs. 74,906.25 as compensation under Section 33 (1) (d) of the Industrial Disputes Act and Rs. 5,000 by way of costs. These amounts are to be deposited by Shell Company (Ceylon), Ltd., with the Assistant Commissioner of Labour (Colombo South) within three months of the publication of this award in the *Ceylon Government Gazette*, and thereafter E. R. Krishnaratne and L. P. V. Ernst are entitled to withdraw the said amounts. We consider this to be a just and equitable order and we therefore make our award accordingly.

H. D. Perera (President),
J. E. I. Perera (Member),
K. Shanmugalingam, (Member).

Colombo, 25th day of September, 1966.

INDUSTRIAL DISPUTES COMMISSION—QUESTIONNAIRE

The Industrial Disputes Commission was appointed by His Excellency, the Governor-General, in pursuance of the powers vested in him by the Commissions of Inquiry Act (Chapter 393). The Commissioners are—

H. W. Jayewardene, Esq., Q.C. (Chairman),
T. P. P. Goonetilleke, Esq., and
S. A. Wijeyatilake, Esq.

The April, 1966 issue of the Ceylon Labour Gazette gave details of the terms of reference of this Commission.

The Commission has called for evidence in writing by memoranda and, for this purpose, have prepared a comprehensive Questionnaire, which runs into 44 pages, so as to guide members of the public who desire to make representations to the Commission.

In the preparation of the Questionnaire, the Commissioners have been guided to a considerable extent by the questionnaires issued by the I.L.O. to its member countries on the several subjects that come within the purview of the Commission. They have also taken into consideration the Conventions and Recommendations of the I.L.O. dealing with these subjects.

The Questionnaire has been prepared under several main and subsidiary headings, with space for the inclusion of answers against each question. The main and subsidiary headings of the Questionnaire are as follows:—

- I. Scope and Application of Industrial Disputes Act.
- II. Right to Organise and Bargain Collectively.
- III. Collective Agreements.
- IV. Voluntary Conciliation and Arbitration.
- V. Compulsory Arbitration.
 - (A) Industrial Courts.
 - (B) Labour Tribunals.
 - (C) General.
- VI. Appointment, Tenure and Independence of Arbitration Authorities.
- VII. Representation in Arbitration Proceedings.
- VIII. Accommodation and Facilities for Arbitration Proceedings.
- IX. Limitation, Estoppel, Stay of Proceedings and Abatement.
- X. Employer-Employee Co-operation in Business and Industry.
- XI. (A) General.
 - (B) Co-operation at the Level of the Undertaking.
 - (C) Co-operation at the Level of Industry.
 - (D) Co-operation at the National Level.

- XI. Termination of Employment and Retrenchment.
(A) Termination of Employment.
(B) Consequential Termination of Employment, Service Tenancies and Criminal Trespass.
(C) Retrenchment and Lay-off.
(D) General.
- XII. Strikes, Lock-outs and Unfair Labour Practices.
(A) Strikes and Lock-outs.
(B) Unfair Labour Practices.
- XIII. Labour Administration, Study and Research.
- XIV. General.
- XV. Supplementary Memoranda.

The answers to the Questionnaire should be forwarded to the Secretary of the Commission, Mr. R. S. Wanasundera, No. 6, Paget Road, Colombo 5, to reach him on or before 25th November, 1966. If it is desired that the answers to the Questionnaire, in whole or in part, be treated as evidence in camera, such answers may be sent by registered post to the Chairman of the Commission addressed to 218, Buller's Road, Colombo 7.

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 October 1966, is 112.3 i.e., 4 more than the figure for the month of September, 1966.

- (a) The basic wages payable for the month of November, 1966, to workers in the trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.
- (b) The Special Allowance payable to workers in all the trades will remain unchanged.

Strikes.

There were altogether 12 strikes in August, 1966, involving 4,094 workers and a loss of 10,191 man-days, as against 10 strikes in July, 1966, involving 2,737 workers and a loss of 19,945 man-days. 9 of these were in Tea Estates, involving 3,823 workers and a loss of 8,881 man-days, 2 in Rubber Estates involving 263 workers and a loss of 1,030 man-days 1 in Beedi manufacturing Trade involving 8 workers and a loss of 280 man-days.

REGISTRANTS FOR EMPLOYMENT OR BETTER EMPLOYMENT

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

	August 1966			September 1966		
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Technical & Clerical ..	35,920	28,481	64,401	37,218	29,115	66,333
Skilled ..	16,023	5,164	21,187	16,416	5,276	21,692
Semi-skilled ..	49,267	8,537	57,804	51,332	8,752	60,084
Unskilled ..	81,586	7,072	88,658	83,850	7,387	91,237
Total ..	182,796	49,254	232,050	188,816	50,530	239,346

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

	August 1966			September 1966		
	<i>Males</i>	<i>Females</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
Technical & Clerical ..	73	7	80	80	30	110
Skilled ..	45	1	46	42	2	44
Semi-skilled ..	88	2	90	67	6	73
Unskilled ..	256	5	261	196	8	204
Total ..	462	15	477	385	46	431

NOTES OF CURRENT INTEREST

Prevention of the Employment of Children

A Select Committee of the Senate has been appointed to inquire into and report on the extent, if any, of the employment of children in Ceylon contrary to law, and suggest ways and means of preventing such employment or other forms of cruelty or exploitations.

The Committee has called for views and suggestions from the members of the public and from organisations interested in the subject to reach the clerk of the Senate by the 10th November 1966, indicating at the same time whether they would be prepared to give oral evidence, if required by the Committee.

50th Anniversary of the I. L. O.

The Governing Body of the I. L. O. is making arrangements to prepare for the celebration of the 50th anniversary of the I. L. O. in 1969.

The Governing Body felt that this anniversary should be celebrated with due solemnity, and that the commemoration of the founding of the I. L. O. half a century ago should provide the occasion, both internationally and within member countries, for co-ordinated measures designed to highlight its work, mobilise public opinion effectively in its support and publicise and strengthen its future activities. It therefore decided to appoint from among its members a tripartite committee which will be called "the 50th Anniversary Committee."

The Governing Body has requested the Member States to consider the issue of commemorative postal stamps in 1969 on the occasion of the 5th anniversary of the I.L.O.

This request to issue commemorative postal stamps in Ceylon is being given due consideration.

Assistant Director-General of the I. L. O. Visits Ceylon

Mr. H. A. Majid, Assistant Director-General of the International Labour Organisation is due to arrive in Ceylon on 23rd November, 1966 on a short visit en route to Singapore to attend the thirteenth Session of the Asian Advisory Committee. Mr. Majid will take the opportunity while in Ceylon of meeting officials of the Labour Department, Employers' Federation and Trade Unions to discuss matters of interest to Ceylon and the I. L. O.

Ceylon Participates in two International Seminars

Messrs. W. L. C. Perera and E. Ratnayake, Assistant Commissioners of Labour left Ceylon in October, 1966 to participate in a Seminar on "Man-Power in Economic Development" in Berlin from 20th October to 16th November, 1966: The Seminar was organised by the German Foundation for Developing Countries.

Mr. Lionel Wijesinghe of the National Employees' Union left Ceylon in October, 1966 to participate in a Five-weeks International Seminar on "Industrial Relations and Productivity" in Denmark from 10th October to 12th November, 1966. The Seminar was organised by the Danish Board of Technical Co-operation with Developing Countries.

Wage rate increase for the Cinnamon trade

The Wages Board for the Cinnamon Trade is considering the question of increasing wage rates on the following basis:—

- (1) 5 cents per pound for workers engaged in Cinnamon Peeling.
- (2) 50 cents per day in respect of time workers.

List of Trade Unions Registered in October, 1966

<i>Reg. No.</i>	<i>Name</i>	<i>Address</i>
2672*	.. Ka-hcheri Satahankaru Sewa Sangamaya	117, Hakmana Road, Matara.
2673*	.. Department of Agriculture Livestock officers Association	425, Madiwela Road, Nugegoda.
2674*	.. The Public Service Valuers Union	5 & 7, Alexendra Place, Colombo 7.
2675	.. Samastha Lanka Rajya Karmika Neethi Gatha Sansthawe Kamkaru Samithiya	Ceylon State Engineering Corporation, Narahenpita, Colombo 5.
2676	.. Samastha Lanka Anda Golu Bihiri Patasala Guruwarunge Sangamaya	School for the Blind, Ratmalana.
2677	.. Halawatha Putta'am Dedisawe Paudgalika Lori Rivaduru Saha Riyaduru Sahayake Samithiya.	Bankada Road, Katuneriya.
2678*	.. Wari Marga Jala Manaka Kamkaru Sangamaya	307, Gampola Road, Ratmale, Peradeniya.
2679	.. Lanka Mahum Kamkaru Samithiya	301, Darley Road, Maradana, Colombo 10.
2680*	.. Radio Ceylon Editorial Officers Union	News Division, Radio Ceylon, Colombo 7.
2681*	.. Waraya Commission Sabawe Lanka Karmika Vidyalayeyya Sewaka Sangamaya.	78/4, Norris Canal Road, Maradana, Colombo 10.
2682*	.. The Parliamentary Interpreters Union	House of Representatives, Colombo

*Registered
No.*

- 1587 .. Sri Lanka Local Government Fire Brigade Workers Union
 2162 .. Samastha Lanka Pesha Karmantha Samopakara Sewakainge Vurtheeya Samithiya.
 2318* .. Labour Tribunal Pressdents Association.

* Public Servants Trade Union.

I. L. O. NEWS

International Labour Conference

Conference

The International Labour Conference is also known as the "General Conference". This Conference has sometimes been called an international parliament—a World Parliament of Labour. It has, however, no authority to enact legislation that is immediately binding on the Member States. Yet it can be accurately described as the only international forum that is unique among world official gathering in which representatives of Governments, Employers and Workers have the opportunity for a free and public exchange of opinions that can range over the whole field of social conditions everywhere in the world.

Delegation

The Conference is held yearly in June/July lasting for a period of about 3½ weeks. There has been a gradual increase in the number of participants at the Conference with the admission of new countries as Member States of the I. L. O. The attendance at the Conference is over 1,100 delegates and advisers. The composition of the delegation is at the rate of two Government representatives, one Employers' representative and one Workers' representative, from each Member State. In regard to advisers, each Member State may appoint, if necessary, advisers up to two for each delegate for each specific item on the agenda. The following were the Ceylon's participants at the last Conference held in Geneva from 1st to 22nd June, 1966:—

Hon. M. H. Mohamed—Minister of Labour, Employment and Housing—Visiting Minister.

Mr. N. L. Abeywira—Commissioner of Labour—1st Government Delegate.

Mr. R. C. Koelmeyer—Consul-General for Ceylon in Geneva and Permanent Representative of Ceylon to the European Office in the U. N.—2nd Government Delegate.

Mr. M. E. Wijesinghe—Chairman, Employers' Federation of Ceylon—Employers' Delegate.

Mr. S. Thondaman—M.P., President, Ceylon Workers' Congress—Workers' Delegate.

Nature of Business

The Conference debates the Director-General's report, which is circulated in advance to the Member States. This report is a comprehensive document which provides an annual review of trends and developments in world social policy and gives a sketch of the

economic background against which these developments have occurred. It also surveys normally the work of the I. L. O. during the previous year and lays down guidelines for the future. Another regular matter of business in the adoption of the annual budget. The Conference elects the Governing Body of the I. L. O. once in three years. But its chief legislative function is to discuss proposals for the adoption of international labour standards in the form of Conventions and/or Recommendations.

Agenda

The Agenda for the annual meetings of the Conference is prepared by the Governing Body. The Conference may itself decide that a particular question should be placed on the Agenda of its next session or that a particular question should be considered by the Governing Body for inclusion in the Agenda of a future session.

The agenda of the Conference held in June, 1966, is given below:—

- (i) Report of the Director-General.
- (ii) Financial and Budgetary questions.
- (iii) Information and reports on the application of Conventions and Recommendations.
- (iv) The role of co-operatives in the economic and social development of developing countries (second discussion).
- (v) Revision of Conventions Nos. 35, 36, 37, 38, 39 and 40 concerning old age, invalidity and survivors' pensions.
- (vi) Questions concerning fishermen:
 - (a) Accommodation on board fishing vessels.
 - (b) Vocational training of fishermen.
 - (c) Fishermen's certificates of competency.
- (vii) Examination of grievances and communications within the undertaking.

Committees

Much of the routine work of the Conference is done by means of committees, which are appointed at the beginning of each session, viz.:

- (i) *Selection Committee* decides on the day-to-day programme of the Conference. It also makes proposals with regard to the setting up of other Committees.
- (ii) *Credential Committee* exercises a strict control over the composition of the Conference. Its main task is to examine the credentials of delegates and their advisers and any objections to such credentials.
- (iii) *Standing Orders Committee*, the title of which is a sufficient description.
- (iv) *Resolutions Committee* helps to put into shape the Resolutions coming before the main Conference.
- (v) *Finance Committee of Government Representatives* examines the budget estimates; proposes the allocations of expenses among members; reports on the payments by Governments of their contributions; considers the audited accounts of the I. L. O.; and other similar matters.

(vi) *Committee on the Application of Conventions and Recommendations* examines measures taken by Member States to give effect to the provisions of Conventions ratified by them as well as other information submitted by them on the effect given to unratified Conventions and Recommendations.

(vii) *Conference Drafting Committee* is responsible for putting into final shape Conventions and Recommendations which are being adopted by the Conference.

Special Committees

At the beginning of each session, specific topics on the agenda are allocated to special committees. If there are four technical items on the Agenda, four special committees will be established (e.g. Committee on Social Security, Committee on Vocational Training, Committee on Housing, etc.). The membership of these Committees is determined with due regard to the Selection Committee's recommendations. The reports of these Committees are placed before the Plenary Session of the Conference for adoption or otherwise.

Group Meeting

Workers' delegates tend to share the same views on many questions, and so do the Employers' delegates among themselves. Hence, from the beginning, three groups have developed within the Conference and in the Governing Body. Governments, Employers and Workers hold meetings as separate groups to discuss issues as they arise, and here they decide on the general course of action to be followed by members of the group.

Voting

The I. L. O. Constitution provides that each of the delegates is entitled to vote individually on any question taken up at the Conference. It may happen that Workers' delegates vote in opposition to the delegates of their Governments or take side against the representatives of their countries Employers. When the Workers' and the Employers' delegates are on opposite sides, the votes of the Government delegates become the determining factor. However, it is significant to note that a great many decisions of the Conference have been taken unanimously or near unanimously.

WAGES BOARDS

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

XLIV—The Printing Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Printing Trade appeared in an Order made under section 6 of the Wages Boards Ordinance (Chapter 136) published in *Ceylon Government Gazette* No. 9,224 of January 7, 1944, and came into force on January 31, 1944. Orders varying the original description of the trade were published in *Government Gazettes* No. 9,335 of November 24, 1944 and No. 12,885 of January 26,

1962, and came into force on November 24, 1944, and February 1, 1962, respectively.

Order

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

The Printing Trade, including—

(A) the work of the following workers:—

- (1) monotype keyboard operators ;
- (2) monotype caster attendants ;
- (3) linotype operators ;
- (4) readers (other than those employed in the production of newspapers) ;
- (5) cylinder machine minders ;
- (6) platen machine minders ;
- (7) binders ;
- (8) sewing machine operators ;
- (9) folding machine operators
- (10) relief stampers ;
- (11) packers, counters, and checkers ;
- (12) litho machine minders ;
- (13) watchers ;
- (14) learners and apprentices ;
- (15) unskilled labourers ;
- (16) cutters (hand and machine) ;
- (17) rulers (hand and machine) ;
- (18) compositors (hand) ;
- (19) linotype mechanics ;
- (20) process camera operators ;
- (21) process etchers ;
- (22) process artists ;
- (23) rotary machine minders ;
- (24) printing machine mechanics ;
- (25) litho artists ;
- (26) litho transferors ;
- (27) litho provers ;
- (28) process hand engravers and mounters ;
- (29) process printer down ;
- (30) stone hands ;
- (31) pressmen ;

- (32) stamp makers ;
- (33) stereotypers ;
- (34) manglemen ;
- (35) gilders ;
- (36) foundry plate casters ;
- (37) type casters ;
- (38) foundry plate chippers ;
- (39) foundry labourers ;
- (40) rotary labourers ;
- (41) roller casters ;
- (42) feeders ;
- (43) ludlow casting machine operators ;

and (B) any other operation connected with or incidental to the work specified in the preceding paragraph (A).

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Printing Trade was established on May 17, 1944, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 9,272 of May 19, 1944.

(C) DECISIONS OF THE BOARD

The original decisions in respect of the Printing Trade made by the Wages Board for that trade related mainly to rates of wages and they came into force on August 1, 1945. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance (Chapter 136), in *Ceylon Government Gazette Extraordinary* No. 9,436 of July 21, 1945. Decisions varying earlier decisions were published in notifications appearing in *Government Gazette* No. 9,523 of February 22, 1946, No. 9,634 of November 22, 1946, No. 10,002 of July 29, 1949, *Government Gazette Extraordinary* No. 10,229 of March 30, 1951, No. 10,429 of July 30, 1952. No. 10,542 of June 29, 1953, *Government Gazette* No. 10,821 of July 29, 1955, *Government Gazette Extraordinary* No. 11,056 of January 30, 1957; *Government Gazettes* No. 11,246 of January 24, 1958, No. 11,291 of March 28, 1958, *Government Gazette Extraordinary* No. 11,509 of August 30, 1958, and *Government Gazette Extraordinary* No. 14,714/3 of September 27, 1966.

Decisions in regard to weekly and annual holidays came into force on January 1, 1946, and a notification in respect of those decisions was published in *Government Gazette Extraordinary* No. 9,497 of December 24, 1945. Decisions varying earlier decisions were published in notifications appearing in *Government Gazette* No. 9,686 of March 28, 1947, and *Government Gazette Extraordinary* No. 10,429 of July 30, 1952. Decisions in regard to public holidays were published in a notification appearing in *Government Gazette* No. 12,255 of December 23, 1960.

DECISIONS RELATING TO RATES OF WAGES, OVERTIME
RATES AND OTHER MATTERS

PART I

Direction under section 20 (2) (b)

The special allowance shall be computed and published monthly by the Commissioner of Labour.

The special allowance for each month shall be computed on the cost of living index number for the month immediately preceding that month.

Definition of a normal working day (section 24)

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

on any day other than a Saturday	..	9
on a Saturday	..	6

Definition of a normal working week (section 24)

The number of working hours constituting a normal working week shall not exceed forty-five.

PART II

(1) Wages for the printing trade shall be paid on a monthly basis.

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

(3) (a) A 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: Provided, however, that the minimum number of working days specified in the aforesaid column II shall be reduced by one in respect of any month which has five Sundays.

For the purposes of this sub-paragraph, any day on which the employer fails to provide work to any worker who presents himself therefor shall be deemed to be a day on which such worker has worked.

I Month	II Minimum number of working days
January	27
February	24
March	27
April	26
May	27
June	26
July	27
August	27
September	26
October	27
November	26
December	27

(b) 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 sub-paragraph (a) of this paragraph, the minimum rate of wages payable shall be an amount equal to twice the minimum daily rate ascertained by dividing the minimum monthly rate by 25.

(4) Where a worker has not been in employment for a full month he shall be paid as wages an amount which bears to the minimum monthly rate the proportion which the period of employment bears to the number of days in the month.

(5) Where by reason of any unauthorized absence a 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 (a), 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 of unauthorized absence bears to such minimum number of working days.

(6) Absence from work on holidays or on days for which leave with full pay is allowed shall not be deemed to be unauthorized absence.

1 Class of Worker	2 Basic Rate for a Month		3 Rate of Special Allowance for a Month						
	(a)	(b)	(a)	(b)					
Class B Worker : Litho transformers, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)	For workers other than learners and apprentices Rs. c.	109 99 32	0 43	0 57	0 73	0	—	—	—
	For learners and apprentices	1st year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
		2nd year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
		3rd year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
		4th year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
		5th year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
	For workers other than learners and apprentices Rs. c.	77	0 36	57 48	17 54	22 62	96	—	—
	For learners and apprentices	1st year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
		2nd year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
		3rd year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
	4th year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
	5th year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
For workers other than learners and apprentices Rs. c.	76	42 36	12 47	42 53	32 61	84	—	—	
For learners and apprentices	1st year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
	2nd year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
	3rd year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
	4th year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
	5th year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
For workers other than learners and apprentices Rs. c.	150	0 45	0 75	0 90	1 12	—	—	—	
For learners and apprentices	1st year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
	2nd year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
	3rd year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
	4th year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
	5th year	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	

(c)
Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding Column 3 (b), shall be decreased, as the case may be for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of the unit) by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively

(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—

Tables Illustrating the Application of the Directions set out in Column 3 above

Table I

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

Index numbers

	Index numbers					Index numbers				
	100.1 to 101.8 Rs. c.	101.9 to 103.6 Rs. c.	103.7 to 105.4 Rs. c.	105.5 to 107.2 Rs. c.	107.3 to 109.0 Rs. c.	100.0 to 98.3 Rs. c.	98.2 to 96.5 Rs. c.	96.4 to 94.7 Rs. c.	94.6 to 92.9 Rs. c.	92.8 to 91.1 Rs. c.
Worker other than Learner or Apprentice	96 42 ..	98 42 ..	100 42 ..	102 42 ..	104 42 ..	94 42 ..	92 42 ..	90 42 ..	88 42 ..	86 42 ..
Learner or Apprentice—										
1st Year	42 12 ..	42 72 ..	43 32 ..	43 92 ..	44 52 ..	41 52 ..	40 92 ..	40 32 ..	39 72 ..	39 12 ..
2nd Year	50 2 ..	50 82 ..	51 62 ..	52 42 ..	53 22 ..	49 22 ..	48 42 ..	47 62 ..	46 82 ..	46 2 ..
3rd Year	57 92 ..	58 92 ..	59 92 ..	60 92 ..	61 92 ..	56 92 ..	55 92 ..	54 92 ..	53 92 ..	52 92 ..
4th Year	69 52 ..	70 82 ..	72 12 ..	73 42 ..	74 72 ..	68 22 ..	66 92 ..	65 62 ..	64 32 ..	63 2 ..
5th Year	81 62 ..	83 22 ..	84 82 ..	86 42 ..	88 2 ..	80 2 ..	78 42 ..	76 82 ..	75 22 ..	73 62 ..

Class B :

Worker other than Learner or Apprentice	77 92 ..	79 42 ..	80 92 ..	82 42 ..	83 92 ..	76 42 ..	74 92 ..	73 42 ..	71 92 ..	70 42 ..
Learner or Apprentice—										
1st Year	36 57 ..	37 2 ..	37 47 ..	37 92 ..	38 37 ..	36 12 ..	35 67 ..	35 22 ..	34 77 ..	34 32 ..
2nd Year	48 17 ..	48 92 ..	49 67 ..	50 42 ..	51 17 ..	47 42 ..	46 67 ..	45 92 ..	45 17 ..	44 42 ..
3rd Year	54 22 ..	55 12 ..	56 2 ..	56 92 ..	57 82 ..	53 32 ..	52 42 ..	51 52 ..	50 62 ..	49 72 ..
4th Year	62 96 ..	64 8 ..	65 20 ..	66 32 ..	67 44 ..	61 84 ..	60 72 ..	59 60 ..	58 48 ..	57 36 ..

Class C—Grade I :

Worker other than Learner or Apprentice	68 67 ..	69 92 ..	71 17 ..	72 42 ..	73 67 ..	67 42 ..	66 17 ..	64 92 ..	63 67 ..	62 42 ..
Learner or Apprentice—										
1st Year	38 42 ..	38 92 ..	39 42 ..	39 92 ..	40 42 ..	37 92 ..	37 42 ..	36 92 ..	36 42 ..	35 92 ..
2nd Year	43 46 ..	44 8 ..	44 70 ..	45 32 ..	45 94 ..	42 84 ..	42 22 ..	41 60 ..	40 98 ..	40 36 ..
3rd Year	48 67 ..	49 42 ..	50 17 ..	50 92 ..	51 67 ..	47 92 ..	47 17 ..	46 42 ..	45 67 ..	44 92 ..
4th Year	56 15 ..	57 9 ..	58 3 ..	58 97 ..	59 91 ..	55 21 ..	54 27 ..	53 33 ..	52 39 ..	51 45 ..

Class C—Grade II :

Worker other than Learner or Apprentice ..	63 96 ..	65 8 ..	66 20 ..	67 32 ..	68 44 ..	62 84 ..	61 72 ..	60 60 ..	59 48 ..	58 36
Learner or Apprentice—										
1st Year ..	36 57 ..	37 2 ..	37 47 ..	37 92 ..	38 37 ..	36 12 ..	35 67 ..	35 22 ..	34 77 ..	34 32
2nd Year ..	41 19 ..	41 75 ..	42 31 ..	42 87 ..	43 43 ..	40 63 ..	40 7 ..	39 51 ..	38 95 ..	38 39
3rd Year ..	45 81 ..	46 48 ..	47 15 ..	47 82 ..	48 49 ..	45 14 ..	44 47 ..	43 80 ..	43 13 ..	42 46
4th Year ..	52 57 ..	53 41 ..	54 25 ..	55 9 ..	55 93 ..	51 73 ..	50 89 ..	50 5 ..	49 21 ..	48 37

Class D :

Worker other than Learner or Apprentice ..	59 42 ..	60 42 ..	61 42 ..	62 42 ..	63 42 ..	58 42 ..	57 42 ..	56 42 ..	55 42 ..	54 42
Learner or Apprentice—										
1st Year ..	34 72 ..	35 12 ..	35 52 ..	35 92 ..	36 32 ..	34 32 ..	33 92 ..	33 52 ..	33 12 ..	32 72
2nd Year ..	38 92 ..	39 42 ..	39 92 ..	40 42 ..	40 92 ..	38 42 ..	37 92 ..	37 42 ..	36 92 ..	36 42
3rd Year ..	43 12 ..	43 72 ..	44 32 ..	44 92 ..	45 52 ..	42 52 ..	41 92 ..	41 32 ..	40 72 ..	40 12
4th Year ..	49 17 ..	49 92 ..	50 67 ..	51 42 ..	52 17 ..	48 42 ..	47 67 ..	46 92 ..	46 17 ..	45 42

Class E :

All workers..	57 15 ..	58 9 ..	59 3 ..	59 97 ..	60 91 ..	56 21 ..	55 27 ..	54 33 ..	53 39 ..	52 45
---------------	----------	---------	---------	----------	----------	----------	----------	----------	----------	-------

Class F :

All workers..	39 7 ..	39 52 ..	39 97 ..	40 42 ..	40 87 ..	38 62 ..	38 17 ..	37 72 ..	37 27 ..	36 82
---------------	---------	----------	----------	----------	----------	----------	----------	----------	----------	-------

Class G :

All workers..	59 42 ..	60 42 ..	61 42 ..	62 42 ..	63 42 ..	58 42 ..	57 42 ..	56 42 ..	55 42 ..	54 42
---------------	----------	----------	----------	----------	----------	----------	----------	----------	----------	-------

In this Schedule, the word "year" in relation to a learner or apprentice shall be deemed to consist of 288 days of continuous employment including—

- (a) every holiday allowed by the employer under section 25 to such learner or apprentice ;
- (b) every day of absence, with the approval of the employer ;
- (c) every day of absence due to an injury to a worker caused by an accident arising out of and in the course of his employment ;
- (d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ;
- (e) every day on which the employer fails to provide work to such learner or apprentice ; but not including the day fixed as a weekly holiday under section 24.

Overtime Rate

1. In respect of each hour of work in excess of the normal working day the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the minimum monthly rate by 240) increased by 50 per cent. of such minimum hourly rate.

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) (i) 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 three times the minimum hourly rate ascertained by dividing the minimum monthly rate by 200.

DECISIONS RELATING TO WEEKLY ANNUAL AND PUBLIC HOLIDAYS

Weekly Holiday (section 24)

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

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

(a) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ;

(b) that in respect of work done on a Sunday that worker shall be paid in addition to the wages paid on a monthly basis a remuneration of not less than $\frac{1}{30}$ of the minimum monthly rate ;

(c) that for each hour of work performed on a Sunday in excess of nine hours (the nine hours being computed so as to include 1 hour for a meal), the worker shall be remunerated at not less than the minimum monthly rate divided by 120 ; and

(d) that the remuneration due to a worker for work done on the weekly holiday during any period shall be paid within the time prescribed for the payment of wages for such period by section 2 (b) of the Wages Boards Ordinance.

The preceding provisions of this paragraph shall not apply to workers engaged in the production or distribution of a daily newspaper.

Annual Holidays (section 25)

2. If a worker has worked for more than 232 days in any year under the same employer he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of 1 holiday for each unit of four days by which the number of days on which the worker has worked exceed 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.

3. If a worker is entitled to more than 6 holidays, he shall be allowed, and he shall take, six of those holidays on consecutive days.

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

5. 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 2, every holiday that he would have otherwise been entitled to in the next succeeding year :

and he shall be remunerated for each such holiday taken in any month at the rate of one day's wage in respect of that month computed in accordance with the provisions of Part II of the Schedule to the notification under section 27 (3) of the Wages Boards Ordinance published in *Gazette Extraordinary* No. 9,436 of July 21, 1946, as amended from time to time :

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

6. For the purposes of the computation of remuneration, each holiday referred to in paragraphs 2, 3, 4 and 5 shall be reckoned as an ordinary working day.

7. For the purposes of the foregoing provisions—

(a) " year " means a continuous period of 12 months ;

(b) " days on which the worker has worked " shall include—

(i) every holiday allowed by the employer to the worker under section 25, at any earlier time in any year under consideration ;

(ii) every day of absence on any ground approved by the employer ;

(iii) 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 ;

(iv) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ;

(v) every day on which the employer fails to provide work for the worker ;

(vi) every day of absence due to a strike or lockout that is not illegal and that does not continue for more than 30 days ; and

(vii) 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 ;

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

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

9. (a) Subject to the provisions of this paragraph and of paragraph 10, every employer shall allow as a holiday with remuneration to every worker employed by him each of 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 (On Whom Be Peace, Meelad-un-Nabi) ;

(7) Bandaranaike Commemoration Day (September 26, 1961) ; and

(8) Christmas Day.

(b) The provisions of sub-paragraph (a) 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.

(c) The remuneration payable to a worker for each holiday referred to in sub-paragraph (a) of this paragraph shall be included in the wage for the month in which the holiday is allowed, such holiday being reckoned as an ordinary working day for the purpose of computing the wage for the month.

10. An employer may employ any worker on any public holiday referred to in sub-paragraph (a) of paragraph 9, subject to the following conditions :—

- (a) a day on or before the thirty-first of December next succeeding such public holiday shall be granted to the worker as a holiday and that day shall be reckoned as an ordinary working day for the purpose of computing the wage for the month in which such alternative holiday is granted ; or
- (b) The worker shall be paid in addition to the wage for the month, wages at not less than $\frac{1}{30}$ th of the minimum monthly rate for work done during the number of hours constituting a normal working day, and at not less than three times the normal hourly rate (obtained by dividing the minimum monthly rate by 240) for work done in excess of the number of hours constituting a normal working day.

TABLE I—COST OF LIVING INDEX NUMBERS

A—Colombo Working Class

Base : November, 1938–April, 1939=100

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

INDEX NUMBERS

Base : November, 1938–April, 1939=100

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

Index Number
Nov., 1942
= 100

Base : November, 1942 = 100

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
Group Weights	63.66	7.26	7.06	8.78	13.24	
1943	103	94	105	138	118	107 .. 197*
1944	102	94	105	156	127	109 .. 200
1945	110	94	112	165	158	121 .. 221
1946	113	111	124	180	155	125 .. 229
1947	126	121	136	213	157	138 .. 252
1948	138	161	148	189	157	142 .. 260
1949	144	97	129	156	148	141 .. 258
1950	154	102	129	155	154	149 .. 272
1951	155	112	129	197	160	154 .. 283
1952	153	104	131	192	168	153 .. 281

* Average for 5 months only.

† Average for 11 months only.

B—Colombo Consumers' Price Index

Base : Average Prices 1952 = 100

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

INDEX NUMBERS

1953	105.97	99.82	101.32	82.82	97.17	101.6
1954	106.13	103.35	101.53	79.52	94.43	101.1
1955	105.09	102.34	101.53	80.50	94.62	100.5
1956	103.32	101.30	101.53	81.76	98.60	100.2
1957	104.94	97.32	101.53	84.39	106.92	102.8
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	104.8
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
October	108.9	95.62	101.53	116.90	128.10	112.3

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
1940
1941
1942
1943
1944
1945
1946
1947
1948
1949
1950
1951
1952

B

Base : 1952=100

1953 ..	..	..	..	..	..	..
1954 ..	..	..	..	..	..	..
1955 ..	..	..	..	..	..	..
1956 ..	..	..	..	..	..	..
1957 ..	..	..	..	..	..	..
1958 ..	..	..	..	..	..	..
1959 ..	..	..	..	..	..	..
1960 ..	..	..	..	..	..	..
1961 ..	..	..	..	..	..	..
1962 ..	..	..	..	..	..	..
1963 ..	..	..	..	..	..	..
1964 ..	..	..	..	..	..	..
1965 ..	..	..	..	..	..	..
1965 —	January	..	..	..	..	..
	February	..	..	..	..	..
	March	..	..	..	..	..
	April	..	..	..	..	..
	May	..	..	..	..	..
	June	..	..	..	..	..
	July	..	..	..	..	..
	August	..	..	..	..	..
	September	..	..	..	..	..
	October	..	..	..	..	..
	November	..	..	..	..	..
	December	..	..	..	..	..
1966 —	January	..	..	..	..	..
	February	..	..	..	..	..
	March	..	..	..	..	..
	April	..	..	..	..	..
	May	..	..	..	..	..
	June	..	..	..	..	..
	July	..	..	..	..	..
	August	..	..	..	..	..
	September	..	..	..	..	..
	October	..	..	..	..	..

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. a.		Rs. c.		Rs. c.	
1952 .. — ..	1.96	100.00	2.92	100.00	2.04	100.00
1953 .. — ..	1.99	101.53	2.95	101.03	2.07	101.47
1954 .. — ..	2.02	103.06	2.94	100.68	2.09	102.45
1955 .. — ..	2.09	106.63	2.96	101.37	2.16	105.88
1956 .. — ..	2.10	107.14	3.00	102.74	2.17	106.37
1957 .. — ..	2.13	108.67	3.15	107.88	2.20	107.84
1958 .. — ..	2.16	110.20	3.39	116.10	2.26	110.78
1959 .. — ..	2.16	110.20	3.76	128.77	2.29	112.25
1960 .. — ..	2.16	110.20	3.74	128.08	2.28	111.76
1961 .. — ..	2.17	110.71	3.75	128.42	2.29	112.25
1962 .. — ..	2.19	111.73	3.78	129.45	2.32	113.73
1963 .. — ..	2.22	113.27	3.82	130.82	2.35	115.20
1964 .. — ..	2.27	115.82	3.88	132.88	2.40	117.65
1965 .. — ..	2.28	116.33	3.88	132.79	2.41	118.14
1965 — January ..	2.28	116.33	3.87	132.53	2.41	118.14
February ..	2.28	116.33	3.87	132.53	2.41	118.14
March ..	2.28	116.33	3.87	132.53	2.41	118.14
April ..	2.28	116.33	3.90	133.56	2.41	118.14
May ..	2.28	116.33	3.87	132.53	2.41	118.14
June ..	2.28	116.33	3.90	133.56	2.41	118.14
July ..	2.28	116.33	3.87	132.53	2.41	118.14
August ..	2.28	116.33	3.90	133.56	2.41	118.14
September ..	2.28	116.33	3.87	132.53	2.41	118.14
October ..	2.28	116.33	3.87	132.53	2.41	118.14
November ..	2.28	116.33	3.87	132.53	2.41	118.14
December ..	2.28	116.33	3.87	132.53	2.41	118.14
1966 — January ..	2.28	116.33	3.87	132.53	2.41	118.14
February ..	2.28	116.33	3.90	133.56	2.41	118.14
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	118.14
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
October ..	2.28	116.33	3.93	134.59	2.41	118.14

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

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

TABLE IV

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

Year	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,338
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,651
1945	2,258	11,025	3,267	4,816	21,366
1946	5,636	10,012	7,527	13,369	36,544
1947	2,883	7,325	8,113	16,423	34,744
1948	4,474	13,027	12,443	36,712	66,656
1949	5,132	11,994	13,591	39,015	69,732
1950	5,627	10,525	13,523	35,447	65,122
1951	5,515	8,186	12,520	26,486	52,707
1952	6,883	7,522	13,795	24,823	53,029
1953	8,374	6,462	13,676	23,034	51,546
1954	11,728	7,919	16,287	27,370	63,304
1955	14,498	8,544	20,142	27,826	71,010
1956	16,091	9,794	25,808	34,259	85,952
1957	18,582	13,349	30,864	47,971	110,856
1958	19,803	13,674	32,973	51,346	117,796
1959	20,869	13,859	33,723	59,567	128,018
1960	26,252	16,928	34,887	73,025	151,092
1961	27,629	18,201	34,212	71,223	151,265
1962	33,825	17,352	35,593	65,439	152,209
1963	35,924	16,584	36,255	63,159	151,922
1964	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	66,112	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	60,477	19,907	53,442	83,111	216,937
July	62,394	20,450	55,522	85,401	223,767
August	64,401	21,187	57,804	88,658	232,050
September	66,333	21,692	60,084	91,237	239,346

* 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.

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

Year	Colembo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegalo	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai
1947	21,589	2,220	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	41,938	3,696	3,501	6,083	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	3,331	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	3,434	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297
1955	36,451	3,395	4,740	6,331	4,877	638	2,767	2,199	1,962	619	455	261
1956	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694
1957	49,399	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	1,115	3,358	3,613	3,965	1,215	895	354
1959	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,639	1,001	422
1960	63,065	15,990	8,321	15,025	6,944	2,025	5,743	3,634	3,722	2,377	1,034	680
1961	62,515	14,321	9,995	13,414	7,600	3,013	5,196	3,327	4,173	3,126	1,273	711
1962	59,373	12,940	10,514	16,258	7,422	1,240	4,981	3,910	4,544	3,138	1,447	641
1963	55,904	11,768	11,237	6,658	7,529	1,022	6,438	3,593	4,949	2,910	1,508	540
1964	57,943	13,081	14,003	17,430	9,169	953	7,136	4,133	5,057	3,212	1,668	749
1965—												
January	57,626	13,264	14,577	17,607	8,399	945	7,268	3,932	4,874	3,216	1,847	801
February	56,787	12,920	14,713	17,460	8,356	948	7,351	4,090	4,500	3,190	1,904	823
March	56,109	12,691	14,603	17,528	8,482	949	7,402	4,314	4,404	3,222	1,899	810
April	56,531	12,163	14,261	17,679	8,589	970	7,411	4,475	4,363	3,234	1,911	817
May	53,205	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	2,030	960
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—Jan.	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
August	75,308	11,773	16,931	21,925	17,687	2,099	9,415	8,212	6,858	5,627	2,296	1,304
September	77,075	12,147	17,322	22,501	18,242	2,228	9,761	8,611	7,120	5,592	2,411	1,390

according to registers maintained at the Employment Exchanges
EXCHANGE AREAS

Trincomalee	Anuradhapura	Avesawella	Haputale	Matara	Vavuniya	Kegalle	Matale	Chilaw	Hatton	Nuwara Eliya	Total
—	—	—	—	—	—	—	—	—	—	—	34,744
283	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,732
348	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	53,307
252	437	679	—	—	—	—	—	—	—	—	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
1,872	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	3,123	3,523	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	164,365
1,602	3,404	4,306	1,612	8,776	632	5,639	1,552	2,515	1,246	453	164,281
1,939	3,577	4,677	1,709	9,157	657	5,857	1,661	2,671	1,283	651	171,878
2,027	3,788	5,378	1,827	9,894	634	6,241	1,810	2,979	1,335	739	181,239
2,174	3,956	5,899	1,922	10,278	718	6,729	1,932	3,131	1,365	829	187,487
2,197	4,076	5,965	1,978	10,869	730	7,077	1,999	3,338	1,393	897	190,207
2,221	4,184	6,099	1,984	11,303	747	7,435	2,066	3,540	1,440	966	192,300
2,222	4,250	6,206	1,979	11,629	759	7,951	2,109	3,744	1,507	988	194,758
2,221	4,370	6,351	1,999	11,680	744	8,194	2,111	3,808	1,611	1,017	197,568
2,290	4,267	7,208	1,959	11,980	758	8,386	2,103	3,959	1,726	1,022	199,655
2,378	4,301	8,036	2,024	11,690	752	8,520	2,156	4,137	1,857	1,095	203,505
2,353	4,581	8,442	2,076	11,827	721	8,990	2,305	4,403	1,912	1,161	211,306
2,463	4,645	8,279	2,103	12,549	733	9,384	2,384	4,704	1,945	1,163	214,614
2,418	4,493	8,031	2,101	12,343	716	9,507	2,330	4,640	1,935	1,141	214,201
2,415	4,207	8,141	2,087	12,334	762	9,680	2,149	4,610	2,097	1,136	214,982
2,493	4,121	8,336	2,084	12,415	729	9,825	2,114	4,804	2,092	1,159	216,937
2,497	4,096	8,498	2,146	12,536	746	10,052	2,240	4,798	1,995	1,178	223,767
2,583	4,402	8,641	2,215	12,990	777	10,296	2,350	4,994	2,131	1,236	232,050
2,621	4,525	8,920	2,302	13,636	866	10,616	2,492	5,282	2,399	1,287	239,346

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	16,708	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	16,143	911	42,895	4,161	88,187	7,404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,770
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,309
1952	3,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12,478
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	13,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	2,392	3,791	83,883	8,202
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	23,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,213	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	112,623	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	23,304	945	48,991	3,599	121,609	6,801
1965	38,304	1,495	16,174	846	37,097	1,035	57,981	3,753	149,556	7,129
1965-January	2,548	221	1,197	13	2,677	80	4,692	163	11,114	482
February	2,306	167	1,339	56	2,516	65	4,025	296	10,186	584
March	1,969	89	1,216	76	2,088	62	3,367	179	8,640	406
April	2,185	56	1,065	87	2,396	42	4,061	547	9,737	732
May	4,663	87	1,461	37	3,645	118	5,883	191	15,652	433
June	5,645	180	1,732	66	4,530	92	6,669	433	18,576	771
July	3,865	108	1,559	85	3,732	91	4,965	521	14,121	805
August	3,116	104	1,225	88	3,049	106	5,020	343	12,410	641
September	3,145	230	1,307	154	3,441	109	5,211	287	13,104	780
October	3,181	148	1,455	96	3,142	106	4,646	374	12,424	724
November	2,747	69	1,270	56	3,061	72	4,662	205	11,740	402
December	2,934	36	1,318	32	2,820	92	4,780	209	11,852	369
1966-January	3,619	94	1,199	49	3,148	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	3,283	88	1,166	90	3,174	145	5,049	401	12,672	724
July	3,042	64	1,183	92	3,077	100	4,909	780	12,211	1,036
August	2,313	80	895	46	2,516	90	3,796	261	9,520	477
September	2,535	110	804	44	2,988	73	3,529	204	9,856	431

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	806	32	265	29	1,312	16	1,274	17	3,657	94
Negombo	106	—	29	—	144	2	154	56	433	58
Kalutara	104	12	31	3	147	5	148	19	430	39
Galle	237	5	18	—	159	—	186	19	600	24
Kandy	145	8	56	5	164	21	234	10	599	44
Nawalapitiya	19	—	30	—	40	—	42	—	131	—
Kurunegala	119	3	37	—	106	—	101	2	363	5
Jafna	120	4	54	1	97	1	148	2	419	8
Ratnapura	79	3	13	—	79	—	99	2	270	5
Badulla	48	1	5	—	26	1	53	1	132	3
Batticaloa	33	1	9	1	40	3	63	20	145	25
Kalmunai	22	1	3	—	24	2	41	1	90	4
Trincomalee	28	9	15	—	21	—	73	13	137	22
Anuradhapura	47	7	5	—	44	3	38	1	134	11
Avissawella	117	1	34	2	54	—	102	2	307	5
Haputale	19	1	3	—	30	—	36	—	88	1
Matara	179	5	71	—	223	13	221	13	694	31
Vavuniya	35	5	3	1	41	1	20	1	99	8
Kegalle	118	1	32	—	101	3	74	1	325	5
Matale	39	—	21	—	37	—	51	2	148	2
Chilaw	70	11	18	1	64	2	183	22	335	36
Hatton	29	—	45	1	25	—	170	—	269	1
Nuwara Eliya	16	—	7	—	10	—	18	—	51	—
Total	2,535	110	804	44	2,988	73	3,529	204	9,856	431

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	.. 23	.. 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	.. 23	.. 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	.. 53	.. 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.—August	.. 72	.. 21,392	.. 99,543	.. 20	.. 1,596	.. 8,391
1965 January	.. 16	.. 4,185	.. 32,175	.. 9	.. 1,687	.. 16,815
February	.. 12	.. 4,301	.. 21,809	.. 4	.. 442	.. 10,885
March	.. 10	.. 2,258	.. 17,488	.. 9	.. 3,033	.. 33,669
April	.. 11	.. 5,744	.. 18,070	.. 1	.. 41	.. 5,413
May	.. 15	.. 5,413	.. 31,434	.. 2	.. 140	.. 492
June	.. 13	.. 11,850	.. 18,008	.. 4	.. 416	.. 548
July	.. 21	.. 11,082	.. 61,862	.. 10	.. 2,002	.. 8,248
August	.. 14	.. 3,844	.. 47,298	.. 6	.. 1,046	.. 10,520
September	.. 14	.. 5,870	.. 27,139	.. 6	.. 625	.. 1,383
October	.. 20	.. 9,267	.. 63,260	.. 1	.. 200	.. 400
November	.. 18	.. 4,935	.. 132,148	.. 1	.. 369	.. 527
December	.. 11	.. 2,180	.. 11,568	.. 2	.. 84	.. 1,052
1966 January	.. 10	.. 4,144	.. 22,529	.. 2	.. 316	.. 490
February	.. 7	.. 2,837	.. 8,416	.. 2	.. 182	.. 257
March	.. 10	.. 3,774	.. 21,436	.. 2	.. 358	.. 1,310
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
August	.. 11	.. 4,086	.. 9,911	.. 1	.. 8	.. 280

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 August, 1966, by Industries or Trades

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea	9	..	3,823	..	8,881	
Rubber	2	..	263	..	1,030	
Tea-cum-Rubber	—	..	—	..	—	
Coconut	—	..	—	..	—	
Coconut-cum-Rubber	—	..	—	..	—	
Total	11		4,086		9,911	
Engineering	—	..	—	..	—	
Printing	—	..	—	..	—	
Motor Transport	—	..	—	..	—	
Tea Export	—	..	—	..	—	
Rubber Export	—	..	—	..	—	
Coconut Manufacturing	—	..	—	..	—	
Toddy, Arrack and Vinegar	—	..	—	..	—	
Cigar Manufacturing	—	..	—	..	—	
Tea & Rubber Manufacturing	—	..	—	..	—	
Cinema	—	..	—	..	—	
Dock, Harbour and Port Transport	—	..	—	..	—	
Building Trade	—	..	—	..	—	
Local Government Services	—	..	—	..	—	
Service Institutions	—	..	—	..	—	
Factories, Workshops, &c., run by the State	—	..	—	..	—	
Textile	—	..	—	..	—	
Relief Schemes	—	..	—	..	—	
Wholesale and Retail Distribution	—	..	—	..	—	
Aerated Waters and Ice Manufacturing	—	..	—	..	—	
Beedi Manufacturing	1	..	8	..	280	
Hotel	—	..	—	..	—	
Tile Manufacturing	—	..	—	..	—	
Miscellaneous	—	..	—	..	—	
Coir Mattress and Bristle Fibre Export	—	..	—	..	—	
Match Manufacturing	—	..	—	..	—	
Total	1		8		280	
Grand Total	12		4,094		10,191	

TABLE X—Classification of the Strikes in August, 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	3	.. 1	.. 745	.. 8
2. Wage increases, Higher rates for piece work, &c.	—	.. —	.. —	.. —
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	2	.. —	.. 1,120	.. —
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	3	.. —	.. 1,203	.. —
5. Food matters, Welfare	—	.. —	.. —	.. —
6. Right of association and meeting	—	.. —	.. —	.. —
7. Factional disputes and domestic matters	—	.. —	.. —	.. —
8. External matters (e.g., arrest by Police, &c.)	—	.. —	.. —	.. —
9. Assaults by employer or agent or others	—	.. —	.. —	.. —
10. General demands	3	.. —	.. 1,018	.. —
11. Sympathetic strikes	—	.. —	.. —	.. —
Total	11	1	4,086	8

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: November, 1966</i>		
	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Total</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>
(1) Baking Trade			
<i>Monthly Rates :</i>			
Class "A" Worker: foreman, head bakers, head bakeses, cooks, "short eats" makers, pastry makers, cake decorators	70 0 ..	63 70 ..	133 70
Class "B" Worker: dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators ..	55 0 ..	58 75 ..	113 75
Class "C" Worker: flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, deliverymen	39 0 ..	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		Special Allowance		Total
	Rs.	c.	Rs.	c.		Rs. c.
(3) Brick and Tile Manufacturing Trade					
<i>Daily Rates :</i>					
In the manufacture of tiles in a factory—					
A—Male workers (18 and above) :					
Skilled Workers, Grade I : press feeders (machine), firemen engaged in kiln (burners) ..	2	0	2	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
B—Female Workers (18 and above) ..	1	15	1	85	3 00
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					
<i>Daily Rates :</i>					
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

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

Class of Worker

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

(5) Cigar Manufacturing Trade

Piece Rates :

Cigar rolling (inclusive of cleaning up of fillers, the preparation of wrappers for rolling, the preparation of fillers for rolling including filling up with cuttings, the tying up of rolled cigars with thread, and the bundling of cigars into tens)—

(a) where the number of cigars per pound is over 110, per 1,000 cigars ..	10	0	..	—	..	10	0
(b) where the number of cigars per pound is 110 or under, per 1,000 cigars ..	11	0	..	—	..	11	0

(5) Cinema Trade

Monthly Rates:

A.—NON-CLERICAL

Unskilled

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

36 50 .. 56 56 .. 93 06

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 Allowances		Total
	Rs.	c.	Rs.	c.	Rs. c.
(6) Cinema Trade (contd.)					
B.—CLERICAL					
<i>Grade III</i>					
Advertisement clerk; Assistant cashier clerk; Despatch and clearing clerk; Advance booking clerk; Booking clerk:—					
(a) Within the Municipal areas	..	50 0	..	55 0	.. 105 0
(b) Outside the Municipal areas	..	45 0	..	55 0	.. 100 0
<i>Grade II</i>					
Advertisement manager; Cashier clerk; Clerk (accounts and general); Typist; Wharf clerk; Storekeeper; Book-keeper:—					
(a) Within the Municipal areas	..	55 0	..	58 0	.. 113 0
(b) Outside the Municipal areas	..	50 0	..	58 0	.. 108 0
<i>Grade I</i>					
Head clerk	..	110 0	..	63 0	.. 173 0
(7) Cinnamon Trade					
<i>Daily Rates :</i>					
Pruning, draining and terracing	..	3 0*	..	—	.. 3 0
Weeding, removing illuk grass and clearing boundaries:					
(a) male workers	..	2 50*	..	—	.. 2 50
(b) female workers	..	2 0*	..	—	.. 2 0
<i>Piece Rates :</i>					
Cinnamon peeling (inclusive of cutting sticks from bushes, cutting sticks and carrying them to peeling house, scraping the outer covering of bark, peeling sticks, forming barks into quills, stacking and bundling quills) per pound of cinnamon peeled					
Pruning per acre	..	0 80	..	—	.. 0 80
Draining a linear chain of drain 18" × 18"	..	15 0	..	—	.. 15 0
Annual weeding, per acre	..	4 0	..	—	.. 4 0
	..	40 0	..	—	.. 40 0
(8) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade					
<i>Daily Rates :</i>					
Male worker not under 16 years	..	1 10	..	1 30	.. 2 40
Female worker not under 15 years	..	0 90	..	0 96	.. 1 86
Child worker	..	0 65	..	0 89	.. 1 54
(9) Coconut Growing Trade					
<i>Daily Rates :</i>					
In the raising and maintenance of a coconut plantation and in the manufacture of copra—					
Kangany	..	1 40	..	1 30	.. 2 70
Male not under 16 years	..	1 25	..	1 30	.. 2 55
Female not under 15 years	..	1 5	..	0 96	.. 2 01
Male worker under 16 years or Female worker under 15 years	..	0 80	..	0 89	.. 1 69

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

Class of Worker

Basic Wage	Special Allowance		Total
	Rs.	¢.	

(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.	a.	Rs.	a.	Rs. c.

(11) Coir Mattress and Bristle Fibre Export Trade

Daily Rates :

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

Grade II—

Workers employed in—receiving fibre into stores from lorries or carts ; counting ballots and bundles ; weighing ballots and bundles ; sorting fibre ; stacking ballots and bundles ; breaking stacks of ballots and bundles ; unwrapping ballots and bundles ; picking and teasing ; bundling loose fibre ; drying loose fibre ; removing ballots and bundles from one part of the stores to another ; trimming of cut bristle fibre hanks ; curling, balloting or coiling of twisted fibre ; cutting firewood for dyeing ; issuing oil for hackling ; cutting bristle fibre ties ; sweeping of stores and drains ; carting coir dust and rubbish ; placing coir dust and rubbish in vehicles for removal ; sifting coir dust ; bagging coir dust and rubbish ; preparing tea ; distributing meals and tea ; receiving, counting, weighing, stacking, removing, cutting, preparing sundry materials used in packing and processing fibre ; removing ballots and bundles from stores, bleaching chambers or drying ground to baling press ; passing fibre to press packers ; operating winches for moving press boxes ; sawing and splitting bamboos ; cutting hoop iron ; stretching coir ropes ; sweeping and cleaning press, platform, pit and surroundings ; covering bales with jute hessian and stitching ; wrapping ballots with paper or jute hessian and marking all packages for shipment ..	1 40 ..	2 18 ..	3 58
---	---------	---------	------

Intermediate Grade—

Workers employed in—throwing fibre from ground level to press platform (if elevated) ; feeding fibre into teasing machines ; balloting fibre in balloting boxes ; twisting coir ropes from coir yarn ; the process of bleaching fibre with sulphur ; cutting bristle fibre hanks to specified lengths and the process of dyeing fibre ..	1 60 ..	2 28 ..	3 88
--	---------	---------	------

Grade I—

Workers employed in—packing baling boxes with or without mechanical tramlers ; controlling and operating the baling press ; strapping the bale with hoop iron or rope ; stacking, unstacking, carrying, moving, loading, and unloading bales ; twisting and curing fibre ..	1 80 ..	2 28 ..	4 08
Head baling press operator ..	2 0 ..	2 28 ..	4 28

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

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

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

Class of Worker

	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 kanganies	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.	c.	Rs.	c.	Rs.	c.
(12) Dock, Harbour and Port Transport Trade (contd.)						
Lighters over 60 but under 80 tons—						
Lightermen, per trip	7 0	..	—	.. 7 0
Assistant Tindals, per trip	7 25	..	—	.. 7 25
Tindals, per trip	7 50	..	—	.. 7 50
Lighters 80 tons and over—						
Lightermen, per trip	8 0	..	—	.. 8 0
Assistant Tindals, per trip	8 50	..	—	.. 8 50
Tindals, per trip	9 0	..	—	.. 9 0

Note.—The above rates shall be increased by—

(i) 50 cents for—

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

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

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

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

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

Guaranteed Time Rates (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

<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Total</i>
<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>

(13) Engineering Trade

Daily Rates :

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) ; copper-smiths ; plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; core-makers ; 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 ; splicers (rope and sail makers) ; glaziers ; driver mechanics ; oil and steam roller drivers ; shipwrights, body-builders ; hood-makers ; mechanics ; tinkers (motor) ; tinsmiths ; riveters and caulkers ; crane drivers ; miners (blasters and drillers) and sledgers employed in repairing, constructing and maintenance of roads	2 0 ..	2 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 66 ..	1 26 ..	1 92
Third year	0 85 ..	1 60 ..	2 45
Fourth year	1 10 ..	1 75 ..	2 85

(14) Garment Manufacturing Trade

Daily Rates :

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
Grade V ;						
Learners and apprentices	1	5	..	1	75	.. 2 80
(15) Ice and Aerated Waters Manufacturing Trade						
<i>Daily Rates :</i>						
<i>Grade I :</i>						
Kanganies, Head Syrup Makers, Water Filtration Plant Operators, Can Makers, Carpenters, Fillers (Automatic), Checkers ..	2	0	..	2	28	.. 4 28
<i>Grade II :</i>						
Can Repairers, CO 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 aeratedwaters, Ice Harvestors	1	65	..	2	28	.. 3 93
<i>Grade III :</i>						
Ice Storers, Ice Packers, Ice Loaders, Syrup Room Labourers, Bottle Unpackers, Bottle Sorters or Cleaners, Bottle Washer Loaders, Case Fillers, Bottle Packers, Cleaners or Sweepers, Hand Washers, Case Carriers or Stackers, Stores Labourers, Labellers (Hand), Van Loaders	1	40	..	2	18	.. 3 58
(16) Liquor and Vinegar Trade						
<i>Monthly Rates:</i>						
Tope kangany	115	0	..	—	..	115 0
Toddy tavern watcher	63	0	..	—	..	63 0
Arrack tavern watcher	63	0	..	—	..	63 0
Tope watcher	50	0	..	—	..	50 0
Collecting station manager	85	0	..	—	..	85 0
Selling toddy at tavern	80	0	..	—	..	80 0
Selling arrack at tavern	75	0	..	—	..	75 0
Collecting toddy from trees in the toddy section of the trade	80	0	..	—	..	80 0
Collecting toddy from trees in the arrack section of the trade	60	0	..	—	..	60 0
Collecting toddy from trees in the vinegar section of the trade	52	50	..	—	..	52 50
Distilling toddy at distillery	100	0	..	—	..	100 0
<i>Daily Rates :</i>						
Bottling corking and labelling arrack bottles	3	0	..	—	..	3 0
Unskilled labourers	3	0	..	—	..	3 0
<i>Piece Rates :</i>						
Coupling of coconut palms, for each coupling	0	70	..	—	..	0 70
Changing ropes, for each coupling	0	35	..	—	..	0 35
Cutting and removing ropes, for each coupling	9	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 05
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 82

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

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

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

Class of Worker

(18) Motor Transport Trade—(contd.)

Daily Rates :

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

Daily Rates :

Worker other than those employed in curing and dressing—

Underground workers—

Basses	3	0	..	1	36	..	4	36
Kanganies	}	..	2	50	..	1	36	..	3	86
Loaders										
Onsetters or Donakatakarayas										
Overseers	}	..	2	33	..	1	36	..	3	69
Shift bosses										
Blasters	}	..	2	25	..	1	36	..	3	61
Drillers (hand and machine)										
Shaft drivers										
Stoppers (excavators)										
Timbermen	}	..	1	75	..	1	36	..	3	11
Muckers										
Trolleyman										
Unskilled labourers

Underground and surface workers—

Electricians	}	..	2	75	..	1	36	..	4	11
Enginemen										
Fitters										
Hoistmen										
Mechanics										
Pumpmen	}	..	2	50	..	1	36	..	3	86
Winchmen										
Checkers	}	..	1	75	..	1	36	..	3	11
Electricians (assistants)										
Fitters (assistants)										
Windlassmen (dabare workers)										
Mechanics (assistants)

Surface workers—

Carpenters	}	..	2	75	..	1	36	..	4	11
Masons										
Overseers	}	..	2	50	..	1	36	..	3	86
Bakkikarayas or Banksmen										
Blacksmiths										
Boilerman	}	..	1	85	..	1	36	..	3	21
Drill sharpeners										
Firewood carriers and splitters	}	..	1	75	..	1	36	..	3	11
Carters										
Watchers	}	..	1	49	..	1	36	..	2	85
Cocks										
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 kangannies ..	2	25	1	56	3 81
(b) On different jobs—					
Male workers not under 18 years ..	1	50	1	56	3 06
Female workers not under 18 years ..	1	25	1	20	2 45
Worker under 18 years ..	0	75	1	13	1 88
(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

(b) Intermediate Grade :

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

1 60 .. 2 28 .. 3 88

(c) Grade I :

Workers employed in loading, unloading and carrying bales ; stacking

1 80 .. 2 28 .. 4 08

(d) Watchers

1 70 .. 2 28 .. 3 98

B.—Female workers not under 18 years of age—**(a) Grade II :**

Workers employed in work other than sorting

1 15 .. 2 06 .. 3 21

(b) Grade I :

Workers employed in sorting

1 30 .. 2 06 .. 3 36

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

Over 14 years but under 15 years

0 80 .. 1 63 .. 2 43

Over 15 years but under 16 years

0 90 .. 1 68 .. 2 58

Over 16 years but under 17 years

1 0 .. 1 73 .. 2 73

Over 17 years but under 18 years

1 15 .. 1 83 .. 2 98

Class of Worker

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
(22) Rubber Growing and Manufacturing Trade					
<i>Daily Rates :</i>					
Male worker not under 16 years ..	1	40	1	30	2 70
Female worker not under 16 years ..	1	30	0	96	2 26
Child worker ..	1	5	0	89	1 94
(23) Tea Export Trade					
<i>Daily Rates :</i>					
A.—Male workers not under 18 years of age—					
(a) Grade II—					
Workers employed in—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wire-tying, scraping out old marks, marking and stencilling, marking and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and re-firing and polishing green tea ..	1	40	2	18	3 58
(b) Intermediate Grade—					
Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..	1	60	2	28	3 88
(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
(d) Box makers and repairers ..	1	60	2	28	3 88
(e) Watchers ..	1	70	2	28	3 98
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
(24) Tea Growing and Manufacturing Trade					
<i>Daily Rates :</i>					
Male worker not under 16 years ..	1	25	1	30	2 55
Female worker not under 15 years ..	1	5	0	96	2 01
Child worker ..	0	80	0	89	1 69
(25) Tobacco Trade					
<i>Daily Rates :</i>					
(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
(c) Child worker ..	2	50	—	—	2 50

APPENDIX II

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

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

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

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

3. The amounts shown as payable for different days up to 26 days are wages payable for working that number of normal working days other than poya holidays. If the number of days worked includes Poya holidays, the amounts payable have to be computed by reckoning separately the wages payable for the number of normal working days worked and the extra remuneration due for work on the number of Poya holidays.

APPENDIX III

Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 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 Persons</i>	<i>Grade II</i>	<i>Grade I</i>		
<i>Normal working days</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Rs. e.</i>	<i>Normal working days</i>
1/2	1 79	1 64	1 54	1 96½	2 04	2 14	1/2
1	3 58	3 28	3 08	3 93	4 08	4 28	1
2	7 16	6 56	6 16	7 86	8 16	8 56	2
3	10 74	9 84	9 24	11 79	12 24	12 84	3
4	14 32	13 12	12 32	15 72	16 32	17 12	4
5	17 90	16 40	15 40	19 65	20 40	21 40	5
6	21 48	19 68	18 48	23 58	24 48	25 68	6
7	25 06	22 96	21 56	27 51	28 56	29 96	7
8	28 64	26 24	24 64	31 44	32 64	34 24	8
9	32 22	29 52	27 72	35 37	36 72	38 52	9
10	35 80	32 80	30 80	39 30	40 80	42 80	10
11	39 38	36 08	33 88	43 23	44 88	47 08	11
12	42 96	39 36	36 96	47 16	48 96	51 36	12
13	46 54	42 64	40 04	51 09	53 04	55 64	13
14	50 12	45 92	43 12	55 02	57 12	59 92	14
15	53 70	49 20	46 20	58 95	61 20	64 20	15
16	57 28	52 48	49 28	62 88	65 28	68 48	16
17	60 86	55 76	52 36	66 81	69 36	72 76	17
18	64 44	59 04	55 44	70 74	73 44	77 04	18
19	68 02	62 32	58 52	74 67	77 52	81 32	19
20	71 60	65 60	61 60	78 60	81 60	85 60	20
21	75 18	68 88	68	82 53	85 68	89 88	21
22	78 76	72 16	67 76	86 46	89 76	94 16	22
23	82 34	75 44	70 84	90 39	93 84	98 44	23
24	85 92	78 72	73 92	94 32	97 92	102 72	24
25	89 50	82 00	77 00	98 25	102 00	107 00	25
26	93 08	85 28	80 08	102 18	106 08	111 28	26
<i>Poya day work</i>							<i>Poya day work</i>
1	5 37	4 92	4 62	5 90	6 12	6 42	1
2	10 74	9 84	9 24	11 80	12 24	12 84	2
3	16 11	14 76	13 86	17 70	18 36	19 26	3
4	21 48	19 68	18 48	23 60	24 48	25 68	4

"Unskilled Male" means a male unskilled labourer not under 18 years of age.

"Unskilled Female" means a female unskilled labourer not under 18 years of age.

"Unskilled Young Person" means a labourer (irrespective of sex) under 18 years of age.

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Poya days in the month. If a Worker has worked on Poya days as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

APPENDIX IV

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

Within Municipal Areas

<i>No. of Days</i>	<i>A—Non-Clerical</i>				<i>B—Clerical</i>			<i>No of Days</i>
	<i>Unskilled</i>	<i>Semi-Skilled</i>	<i>Semi-Skilled Grade II</i>	<i>Semi-Skilled Grade I</i>	<i>Grade III</i>	<i>Grade II</i>	<i>Grade I</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 79	1 97½	2 23	2 44	2 02	2 17½	3 32½	½
1	3 58	3 93	4 46	4 88	4 04	4 35	6 65	1
2	7 16	7 86	8 92	9 77	8 03	8 69	13 31	2
3	10 74	11 79	13 38	14 65	12 12	13 04	19 96	3
4	14 32	15 72	17 84	19 54	16 15	17 38	26 62	4
5	17 90	19 65	22 30	24 42	20 19	21 73	33 27	5
6	21 48	23 58	26 76	29 30	24 23	26 08	39 92	6
7	25 05	27 50	31 23	34 19	28 27	30 42	46 58	7
8	28 63	31 43	35 69	39 07	32 31	34 77	53 23	8
9	32 21	35 36	40 15	43 95	36 35	39 12	59 88	9
10	35 79	39 29	44 61	48 84	40 38	43 46	66 54	10
11	39 37	43 22	49 07	53 72	44 42	47 81	73 19	11
12	42 95	47 15	53 53	58 61	48 46	52 15	79 85	12
13	46 53	51 08	57 99	63 49	52 50	56 50	86 50	13
14	50 11	55 01	62 45	68 37	56 54	60 85	93 15	14
15	53 69	58 94	66 91	73 26	60 58	65 19	99 81	15
16	57 27	62 87	71 37	78 14	64 62	69 54	106 46	16
17	60 85	66 80	75 83	83 03	68 65	73 88	113 12	17
18	64 43	70 73	80 29	87 91	72 69	78 23	119 77	18
19	68 01	74 66	84 75	92 79	76 73	82 58	126 42	19
20	71 58	78 58	89 22	97 68	80 77	86 92	133 03	20
21	75 16	82 51	93 68	102 56	84 81	91 27	139 73	21
22	78 74	86 44	98 14	107 44	88 85	95 62	146 38	22
23	82 32	90 37	102 60	112 33	92 88	99 96	153 04	23
24	85 90	94 30	107 06	117 21	96 92	104 31	159 69	24
25	89 48	98 23	111 52	122 10	100 96	108 65	166 35	25
26	93 06	102 16	115 98	126 98	105 00	113 00	173 00	26
27	98 64	108 29	122 94	134 60	111 30	119 78	183 38	27
28	104 22	114 42	129 90	142 22	117 60	126 56	193 76	28
29	109 80	120 55	136 86	149 84	123 90	133 34	204 14	29
30	115 38	126 68	143 82	157 46	130 20	140 12	214 52	30

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

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

APPENDIX IV—(contd.)

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

Outside the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Semi-Skilled Grade II	Semi-Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 79	1 90½	2 07½	2 34½	1 92½	2 07½	3 32½	½
1	3 58	3 81	4 15	4 69	3 85	4 15	6 65	1
2	7 16	7 63	8 31	9 38	7 69	8 31	13 31	2
3	10 74	11 44	12 46	14 07	11 54	12 46	19 96	3
4	14 32	15 26	16 61	18 77	15 38	16 62	26 62	4
5	17 90	19 07	20 77	23 46	19 23	20 77	33 27	5
6	21 48	22 88	24 92	28 15	23 08	24 92	39 92	6
7	25 05	26 70	29 07	32 84	26 92	29 08	46 58	7
8	28 63	30 51	33 22	37 53	30 77	33 23	53 23	8
9	32 21	34 32	37 38	42 22	34 62	37 38	59 88	9
10	35 79	38 14	41 53	46 92	38 46	41 54	66 54	10
11	39 37	41 95	45 68	51 61	42 31	45 69	73 19	11
12	42 95	45 77	49 84	56 30	46 15	49 85	79 85	12
13	46 53	49 58	53 99	60 99	50 00	54 00	86 50	13
14	50 11	53 39	58 14	65 68	53 85	58 15	93 15	14
15	53 69	57 21	62 30	70 37	57 69	62 31	99 81	15
16	57 27	61 02	66 45	75 06	61 54	66 46	106 46	16
17	60 85	64 84	70 60	79 76	65 38	70 62	113 12	17
18	64 43	68 65	74 76	84 45	69 23	74 77	119 77	18
19	68 01	72 46	78 91	89 14	73 08	78 92	126 42	19
20	71 58	76 28	83 06	93 83	76 92	83 08	133 08	20
21	75 16	80 09	87 21	98 52	80 77	87 23	139 73	21
22	78 74	83 90	91 37	103 21	84 62	91 38	146 38	22
23	82 32	87 72	95 52	107 91	88 46	95 54	153 04	23
24	85 90	91 53	99 67	112 60	92 31	99 69	159 69	24
25	89 48	95 35	103 83	117 29	96 15	103 85	166 35	25
26	93 06	99 16	107 98	121 98	100 00	108 00	173 00	26
27	98 64	105 11	114 46	129 30	106 00	114 48	183 38	27
28	104 22	111 06	120 94	136 62	112 00	120 96	193 76	28
29	109 80	117 01	127 42	143 94	118 00	127 44	204 14	29
30	115 38	122 96	133 90	151 26	124 00	133 92	214 52	30

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

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

APPENDIX V

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

No. of days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
Normal Working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
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 92	3 72	1 30	1 78	3 08	2
3	3 30	3 90	7 20	2 70	2 88	5 58	1 95	2 67	4 62	3
4	4 40	5 20	9 60	3 60	3 84	7 44	2 60	3 56	6 16	4
5	5 50	6 50	12 00	4 50	4 80	9 30	3 25	4 45	7 70	5
6	6 60	7 80	14 40	5 40	5 76	11 16	3 90	5 34	9 24	6
7	7 70	9 10	16 80	6 30	6 72	13 02	4 55	6 23	10 78	7
8	8 80	10 40	19 20	7 20	7 68	14 88	5 20	7 12	12 32	8
9	9 90	11 70	21 60	8 10	8 64	16 74	5 85	8 01	13 86	9
10	11 00	13 00	24 00	9 00	9 60	18 60	6 50	8 90	15 40	10
11	12 10	14 30	26 40	9 90	10 56	20 46	7 15	9 79	16 94	11
12	13 20	15 60	28 80	10 80	11 52	22 32	7 80	10 68	18 48	12
13	14 30	16 90	31 20	11 70	12 48	24 18	8 45	11 57	20 02	13
14	15 40	18 20	33 60	12 60	13 44	26 04	9 10	12 46	21 56	14
15	16 50	19 50	36 00	13 50	14 40	27 90	9 75	13 35	23 10	15
16	17 60	20 80	38 40	14 40	15 36	29 76	10 40	14 24	24 64	16
17	18 70	22 10	40 80	15 30	16 32	31 62	11 05	15 13	26 18	17
18	19 80	23 40	43 20	16 20	17 28	33 48	11 70	16 02	27 72	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
Poya day work										Poya day work
1			3 60			2 79			2 31	1
2			7 20			5 58			4 62	2
3			10 80			8 37			6 93	3
4			14 40			11 16			9 24	4

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

Note 2.—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 November, 1966, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	<i>The Coconut Growing Trade</i>				<i>The Coconut Manufacturing Trade</i>				No. of Days
	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	1 35	1 27½	1 00½	0 84½	1 97½	1 77½	1 45½	1 42	½
1	2 70	2 55	2 01	1 69	3 95	3 55	2 91	2 84	1
2	5 40	5 10	4 02	3 38	7 90	7 10	5 82	5 68	2
3	8 10	7 65	6 03	5 07	11 85	10 65	8 73	8 52	3
4	10 80	10 20	8 04	6 76	15 80	14 20	11 64	11 36	4
5	13 50	12 75	10 05	8 45	19 75	17 75	14 55	14 20	5
6	16 20	15 30	12 06	10 14	23 70	21 30	17 46	17 04	6
7	18 90	17 85	14 07	11 83	27 65	24 85	20 37	19 88	7
8	21 60	20 40	16 08	13 52	31 60	28 40	23 28	22 72	8
9	24 30	22 95	18 09	15 21	35 55	31 95	26 19	25 56	9
10	27 00	25 50	20 10	16 90	39 50	35 50	29 10	28 40	10
11	29 70	28 05	22 11	18 59	43 45	39 05	32 01	31 24	11
12	32 40	30 60	24 12	20 28	47 40	42 60	34 92	34 08	12
13	35 10	33 15	26 13	21 97	51 35	46 15	37 83	36 92	13
14	37 80	35 70	28 14	23 66	55 30	49 70	40 74	39 76	14
15	40 50	38 25	30 15	25 35	59 25	53 25	43 65	42 60	15
16	43 20	40 80	32 16	27 04	63 20	56 80	46 56	45 44	16
17	45 90	43 35	34 17	28 73	67 15	60 35	49 47	48 28	17
18	48 60	45 90	36 18	30 42	71 10	63 90	52 38	51 12	18
19	51 30	48 45	38 19	32 11	75 05	67 45	55 29	53 96	19
20	54 00	51 00	40 20	33 80	79 00	71 00	58 20	56 80	20
21	56 70	53 55	42 21	35 49	82 95	74 55	61 11	59 64	21
22	59 40	56 10	44 22	37 18	86 90	78 10	64 02	62 48	22
23	62 10	58 65	46 23	38 87	90 85	81 65	66 93	65 32	23
24	64 80	61 20	48 24	40 56	94 80	85 20	69 84	68 16	24
25	67 50	63 75	50 25	42 25	98 75	88 75	72 75	71 00	25
26	70 20	66 30	52 26	43 94	102 70	92 30	75 66	73 84	26
<i>Poya day work</i>									
1	4 05	3 82	3 02	2 54	5 92	5 32	4 36	4 26	1
2	8 10	7 64	6 04	5 08	11 84	10 64	8 72	8 52	2
3	12 15	11 46	9 06	7 62	17 76	15 96	13 08	12 78	3
4	16 20	15 28	12 08	10 16	23 68	21 28	17 44	17 04	4

Note 1.— The information shown for the number of days up to 26 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

Note 2.— "Male" refers to male workers not under 18 years of age. "Female" to female workers not under 18 years of age and "Young Persons" to workers under 18 years of age in the Coconut Manufacturing Trade in the Coconut Growing Trade, "Male", "Female" and "Child Worker" refers to male workers not under 16 years of age; Female workers not under 15 years of age and Young Persons to male workers under 16 years of age and female workers under 15 years of age, respectively.

APPENDIX VII

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

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganics	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 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 56	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
Poya days work											Poya days work
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 November, 1966, to workers in the Match Manufacturing Trade

No. of days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons Over 14 Under 18 Years	Adults		Young Persons Over 14 Under 18 Years	Adults		Young Persons		Watches	
	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	4
5	19 55	17 25	13 55	17 55	15 65	12 30	16 05	14 20	9 55	11 80	18 05	5
6	23 46	20 70	16 26	21 06	18 78	14 76	19 26	17 04	11 46	14 16	21 66	6
7	27 37	24 15	18 97	24 57	21 91	17 22	22 47	19 88	13 37	16 52	25 27	7
8	31 28	27 60	21 68	28 08	25 04	19 68	25 68	22 72	15 28	18 88	28 88	8
9	35 19	31 05	24 39	31 59	28 17	22 14	28 89	25 56	17 19	21 24	32 49	9
10	39 10	34 50	27 10	35 10	31 30	24 60	32 10	28 40	19 10	23 60	36 10	10
11	43 01	37 95	29 81	38 61	34 43	27 06	35 31	31 24	21 01	25 96	39 71	11
12	46 92	41 40	32 52	42 12	37 56	29 52	38 52	34 08	22 92	28 32	43 32	12
13	50 83	44 85	35 23	45 63	40 69	31 98	41 73	36 92	24 83	30 68	46 93	13
14	54 74	48 30	37 94	49 14	43 82	34 44	44 94	39 76	26 74	33 04	50 54	14
15	58 65	51 75	40 65	52 65	46 95	36 90	48 15	42 60	28 65	35 40	54 15	15
16	62 56	55 20	43 36	56 16	50 08	39 36	51 36	45 44	30 56	37 76	57 76	16
17	66 47	58 65	46 07	59 67	53 21	41 82	54 57	48 28	32 47	40 12	61 37	17
18	70 38	62 10	48 78	63 18	56 34	44 28	57 78	51 12	34 38	42 48	64 98	18
19	74 29	65 55	51 49	66 69	59 47	46 74	60 99	53 96	36 29	44 84	68 59	19
20	78 20	69 00	54 20	70 20	62 60	49 20	64 20	56 80	38 20	47 20	72 20	20
21	82 11	72 45	56 91	73 71	65 73	51 66	67 41	59 64	40 11	49 56	75 81	21
22	86 02	75 90	59 62	77 22	68 86	54 12	70 62	62 48	42 02	51 92	79 42	22
23	89 93	79 35	62 33	80 73	71 99	56 58	73 83	65 32	43 93	54 28	83 03	23
24	93 84	82 80	65 04	84 24	75 12	59 04	77 04	68 16	45 84	56 64	86 64	24
25	97 75	86 25	67 75	87 75	78 25	61 50	80 25	71 00	47 75	59 00	90 25	25
26	101 66	89 70	70 46	91 26	81 38	63 96	83 46	73 84	49 66	61 36	93 86	26
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 26 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

APPENDIX IX

Ready Reckoner showing the Minimum Wages payable for the
number of days worked during November, 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.	
1	3 18	2 90	2 84½	2 51	2 55½	2 33	2 13½	2 90½	1 84½	1
2	6 36	5 98	5 69	5 02	5 11	4 66	4 27	5 81	3 69	2
3	12 72	11 96	11 38	10 03	10 22	9 32	8 55	11 62	7 38	3
4	19 09	17 93	17 07	15 05	15 34	13 98	12 82	17 44	11 07	4
5	25 45	23 91	22 76	20 06	20 45	18 63	17 10	23 25	14 76	5
6	31 81	29 99	28 45	25 08	25 56	23 29	21 37	29 06	18 45	6
7	38 17	35 87	34 14	30 10	30 67	27 95	25 64	34 87	22 14	7
8	44 54	41 84	39 82	35 11	35 79	32 61	29 92	40 69	25 82	8
9	50 90	47 82	45 51	40 13	40 90	37 27	34 19	46 50	29 51	9
10	57 26	53 80	51 20	45 15	46 01	41 93	38 46	52 31	33 20	10
11	63 62	59 78	56 89	50 16	51 12	46 58	42 74	58 12	36 89	11
12	69 98	65 75	62 58	55 18	56 24	51 24	47 01	63 94	40 58	12
13	76 35	71 73	68 27	60 19	61 35	55 90	51 29	69 75	44 27	13
14	82 71	77 71	73 96	65 21	66 46	60 56	55 56	75 56	47 96	14
15	89 07	83 69	79 65	70 23	71 57	65 22	59 83	81 37	51 65	15
16	95 43	89 67	85 34	75 24	76 68	69 88	64 11	87 18	55 34	16
17	101 80	95 64	91 03	80 26	81 80	74 54	68 38	93 00	59 03	17
18	108 16	101 62	96 72	85 27	86 91	79 19	72 66	98 81	62 72	18
19	114 52	107 60	102 41	90 29	92 02	83 85	76 93	104 62	66 41	19
20	120 88	113 58	108 10	95 31	97 13	88 51	81 20	110 43	70 10	20
21	127 25	119 55	113 78	100 32	102 25	93 17	85 48	116 25	73 78	21
22	133 61	125 53	119 47	105 34	107 36	97 83	89 75	122 06	77 47	22
23	139 97	131 51	125 16	110 36	112 47	102 49	94 02	127 87	81 16	23
24	146 33	137 49	130 85	115 37	117 58	107 14	98 30	133 68	84 85	24
25	152 70	143 46	136 54	120 39	122 70	111 80	102 57	139 50	88 54	25
26	159 06	149 44	142 23	125 40	127 81	116 46	106 85	145 31	92 23	26
27	165 42	155 42	147 92	130 42	132 92	121 12	111 12	151 12	95 92	27
28	171 78	161 40	153 60	135 44	139 03	126 03	116 03	157 03	101 84	28
29	178 14	167 38	159 28	140 46	145 14	131 14	121 14	163 03	107 76	29
30	184 50	173 36	165 08	145 48	150 26	136 26	126 26	169 03	113 68	30
31	190 86	179 34	170 88	150 50	155 38	141 38	131 38	175 03	119 60	31
32	197 22	185 32	176 68	155 52	160 50	146 50	136 50	181 03	125 52	32
33	203 58	191 30	182 48	160 54	165 62	151 62	141 62	187 03	131 44	33
34	210 34	197 28	188 28	165 56	170 74	156 74	146 74	193 03	137 36	34
35	216 70	203 26	194 08	170 58	175 86	161 86	151 86	199 03	143 28	35
36	223 06	209 24	199 88	175 60	180 98	166 98	156 98	205 03	149 20	36
37	229 42	215 22	205 68	180 62	186 10	172 10	162 10	211 03	155 12	37
38	235 78	221 20	211 48	185 64	191 22	177 22	167 22	217 03	161 04	38
39	242 14	227 18	217 28	190 66	196 34	182 34	172 34	223 03	166 96	39
40	248 50	233 16	223 08	195 68	201 46	187 46	177 46	229 03	172 88	40
41	254 86	239 14	228 88	200 70	206 58	192 58	182 58	235 03	178 80	41
42	261 22	245 12	234 68	205 72	211 70	197 70	187 70	241 03	184 72	42
43	267 58	251 10	240 48	210 74	216 82	202 82	192 82	247 03	190 64	43
44	273 94	257 08	246 28	215 76	221 94	207 94	197 94	253 03	196 56	44
45	280 30	263 06	252 08	220 78	227 06	213 06	202 96	259 03	202 48	45
46	286 66	269 04	257 88	225 80	232 18	218 18	207 98	265 03	208 40	46
47	293 02	275 02	263 68	230 82	237 30	223 30	212 98	271 03	214 32	47
48	299 38	281 00	269 48	235 84	242 42	228 42	217 98	277 03	220 24	48
49	305 74	286 98	275 28	240 86	247 54	233 54	222 98	283 03	226 16	49
50	312 10	292 96	281 08	245 88	252 66	238 66	227 98	289 03	232 08	50

APPENDIX X

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

No of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
	3 38½	3 01	2 63½	2 76	2 51	1 70½	½
1	6 77	6 02	5 27	5 52	5 02	3 41	1
2	13 54	12 04	10 54	11 04	10 04	6 82	2
3	20 31	18 06	15 81	16 56	15 06	10 23	3
4	27 08	24 08	21 08	22 08	20 08	13 64	4
5	33 85	30 10	26 35	27 60	25 10	17 05	5
6	40 62	36 12	31 62	33 12	30 12	20 46	6
7	47 39	42 14	36 89	38 64	35 14	23 87	7
8	54 16	48 16	42 16	44 16	40 16	27 28	8
9	60 93	54 18	47 43	49 68	45 18	30 69	9
10	67 70	60 20	52 70	55 20	50 20	34 10	10
11	74 47	66 22	57 97	60 72	55 22	37 51	11
12	81 24	72 24	63 24	66 24	60 24	40 92	12
13	88 01	78 26	68 51	71 76	65 26	44 33	13
14	94 78	84 28	73 78	77 28	70 28	47 74	14
15	101 55	90 30	79 05	82 80	75 30	51 15	15
16	108 32	96 32	84 32	88 32	80 32	54 56	16
17	115 09	102 34	89 59	93 84	85 34	57 97	17
18	121 86	108 36	94 86	99 36	90 36	61 38	18
19	128 63	114 38	100 13	104 88	95 38	64 79	19
20	135 40	120 40	105 40	110 40	100 40	68 20	20
21	142 17	126 42	110 67	115 92	105 42	71 61	21
22	148 94	132 44	115 94	121 44	110 44	75 02	22
23	155 71	138 46	121 21	126 96	115 46	78 43	23
24	162 48	144 48	126 48	132 48	120 48	81 84	24
25	169 25	150 50	131 75	138 00	125 50	85 25	25
26	176 02	156 52	137 02	143 52	130 52	88 66	26
27	182 79	162 54	142 29	149 04	135 54	92 07	27
28	189 56	168 56	147 56	154 56	140 56	95 48	28
29	196 33	174 58	152 83	160 08	145 58	98 89	29
30	203 10	180 60	158 10	165 60	150 60	102 30	30

APPENDIX XI

*Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 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. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	4 42½	3 78½	3 09	2 94	2 58½	2 30½	1 52	2 37½	½
1	8 83	7 57	6 18	5 88	5 17	4 61	3 04	4 75	1
2	17 66	15 15	12 37	11 75	10 35	9 22	6 08	9 50	2
3	26 49	22 72	18 55	17 63	15 52	13 83	9 12	14 25	3
4	35 32	30 29	24 74	23 50	20 69	18 44	12 16	18 99	4
5	44 15	37 87	30 92	29 38	25 87	23 05	15 20	23 74	5
6	52 98	45 44	37 11	35 26	31 04	27 66	18 24	28 49	6
7	61 82	53 01	43 29	41 13	36 21	32 26	21 28	33 24	7
8	70 65	60 59	49 48	47 01	41 38	36 87	24 32	37 99	8
9	79 48	68 16	55 66	52 89	46 56	41 48	27 36	42 74	9
10	88 31	75 73	61 85	58 76	51 73	46 09	30 40	47 48	10
11	97 14	83 31	68 03	64 64	56 90	50 70	33 44	52 23	11
12	105 97	90 88	74 22	70 51	62 08	55 31	36 48	56 98	12
13	114 80	98 46	80 40	76 39	67 25	59 92	39 53	61 73	13
14	123 63	106 03	86 58	82 27	72 42	64 53	42 57	66 48	14
15	132 46	113 60	92 77	88 14	77 60	69 14	45 61	71 23	15
16	141 29	121 18	98 95	94 02	82 77	73 75	48 65	75 98	16
17	150 12	128 75	105 14	99 89	87 94	78 36	51 69	80 72	17
18	158 95	136 32	111 32	105 77	93 12	82 97	54 73	85 47	18
19	167 78	143 90	117 51	111 65	98 29	87 58	57 77	90 22	19
20	176 62	151 47	123 69	117 52	103 46	92 18	60 81	94 97	20
21	185 45	159 04	129 88	123 40	108 64	96 79	63 85	99 72	21
22	194 28	166 62	136 06	129 28	113 81	101 40	66 89	104 47	22
23	203 11	174 19	142 25	135 15	118 98	106 01	69 93	109 21	23
24	211 94	181 76	148 46	141 03	124 15	110 62	72 97	113 96	24
25	220 77	189 34	154 62	146 90	129 33	115 23	76 01	118 71	25
26	229 60	196 91	160 80	152 78	134 50	119 84	79 05	123 46	26
27	247 97	212 66	173 65	165 00	145 26	129 43	85 37	133 34	27
28	266 34	228 41	186 52	177 22	156 02	139 02	91 69	143 22	28
29	284 71	244 16	199 38	189 44	166 78	148 61	98 01	153 10	29
30	303 08	259 91	212 24	201 66	177 54	158 20	104 33	162 98	30
Extra Payment for work done on Poya Holidays									
1	7 65	6 56	5 36	05 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 26 is applicable to workers engaged in the production and distribution of a daily newspaper. The information shown as extra payments for Poya day work is applicable for all other workers.

APPENDIX XI—(contd.)

*** Ready Reckoner showing the Minimum Wages payable for the number of days worked during November, 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 63	2 03½	2 46	3 02½	3 64	1 37	1 84	2 24½	2 74½	½
1	3 26	4 07	4 92	6 05	7 28	2 74	3 68	4 49	5 49	1
2	6 52	8 14	9 84	12 10	14 56	5 48	7 36	8 97	10 98	2
3	9 78	12 21	14 76	18 15	21 83	8 22	11 04	13 46	16 46	3
4	13 03	16 28	19 68	24 20	29 11	10 96	14 72	17 94	21 95	4
5	16 29	20 35	24 60	30 25	36 39	13 71	18 40	22 43	27 44	5
6	19 55	24 42	29 52	36 30	43 67	16 45	22 08	26 91	32 93	6
7	22 81	28 49	34 44	42 36	50 94	19 19	25 76	31 40	38 41	7
8	26 07	32 56	39 36	48 41	58 22	21 93	29 44	35 88	43 90	8
9	29 33	36 63	44 28	54 46	65 50	24 67	33 12	40 37	49 39	9
10	32 58	40 70	49 20	60 51	72 78	27 41	36 80	44 85	54 88	10
11	35 84	44 77	54 12	66 56	80 05	30 15	40 48	49 34	60 36	11
12	39 10	48 84	59 04	72 61	87 33	32 89	44 16	53 82	65 85	12
13	42 36	52 91	63 96	78 66	94 61	35 64	47 84	58 31	71 34	13
14	45 62	56 98	68 88	84 71	101 89	38 38	51 51	62 80	76 83	14
15	48 88	61 05	73 80	90 76	109 17	41 12	55 19	67 28	82 32	15
16	52 14	65 12	78 72	96 81	116 44	43 86	58 87	71 77	87 80	16
17	55 39	69 19	83 64	102 86	123 72	46 60	62 55	76 25	93 29	17
18	58 65	73 26	88 56	108 91	131 00	49 34	66 23	80 74	98 78	18
19	61 91	77 33	93 48	114 96	138 28	52 08	69 91	85 22	104 27	19
20	65 17	81 40	98 40	121 02	145 55	54 82	73 59	89 71	109 75	20
21	68 43	85 47	103 32	127 07	152 83	57 56	77 27	94 19	115 24	21
22	71 69	89 54	108 24	133 12	160 11	60 31	80 95	98 68	120 73	22
23	74 94	93 61	113 16	139 17	167 39	63 05	84 63	103 16	126 22	23
24	78 20	97 68	118 08	145 22	174 66	65 79	88 31	107 65	131 70	24
25	81 46	101 75	123 00	151 27	181 94	68 53	91 99	112 13	137 19	25
26	84 72	105 82	127 92	157 32	189 22	71 27	95 67	116 62	142 68	26
27	91 50	114 29	138 15	169 91	204 36	76 97	103 32	125 95	154 09	27
28	98 28	122 76	148 38	182 50	219 50	82 67	110 97	135 28	165 50	28
29	105 06	131 23	158 61	195 09	234 64	88 37	118 62	144 61	176 91	29
30	111 84	139 70	168 84	207 68	249 78	94 07	126 27	153 94	188 32	30
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

(For footnotes see page 769)

APPENDIX XI—(contd.)

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

Apprentices

No. of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 37½	1 60	1 87	2 21	1 29½	1 51	1 73	2 03	½
1	2 75	3 20	3 74	4 42	2 59	3 02	3 46	4 06	1
2	5 49	6 40	7 47	8 83	5 17	6 04	6 91	8 12	2
3	8 24	9 60	11 21	13 25	7 76	9 06	10 37	12 19	3
4	10 99	12 80	14 95	17 66	10 35	12 08	13 82	16 25	4
5	13 73	16 00	18 69	22 08	12 94	15 11	17 28	20 31	5
6	16 48	19 20	22 42	26 49	15 52	18 13	20 73	24 37	6
7	19 23	22 39	26 16	30 91	18 11	21 15	24 19	28 43	7
8	21 98	25 59	29 90	35 32	20 70	24 17	27 64	32 50	8
9	24 72	28 79	33 64	39 74	23 29	27 19	31 10	36 56	9
10	27 47	31 99	37 37	44 15	25 87	30 21	34 55	40 62	10
11	30 22	35 19	41 11	48 57	28 46	33 23	38 01	44 68	11
12	32 96	38 39	44 85	52 98	31 05	36 22	41 46	48 74	12
13	35 71	41 59	48 59	57 40	33 64	39 28	44 92	52 81	13
14	38 46	44 79	52 32	61 81	36 22	42 30	48 37	56 87	14
15	41 20	47 99	56 06	66 23	38 81	45 32	51 83	60 93	15
16	43 95	51 19	59 80	70 64	41 40	48 34	55 28	64 99	16
17	46 70	54 39	63 53	75 06	43 98	51 36	58 74	69 05	17
18	49 44	57 59	67 27	79 47	46 57	54 38	62 19	73 11	18
19	52 19	60 79	71 01	83 89	49 16	57 40	65 65	77 18	19
20	54 94	63 98	74 75	88 30	51 75	60 42	69 10	81 24	20
21	57 69	67 18	78 48	92 72	54 33	63 44	72 56	85 30	21
22	60 43	70 38	82 22	97 13	56 92	66 47	76 01	89 36	22
23	63 18	73 58	85 96	101 55	59 51	69 49	79 47	93 42	23
24	65 93	76 78	89 70	105 96	62 10	72 51	82 92	97 49	24
25	68 67	79 98	93 43	110 38	64 68	75 53	86 38	101 55	25
26	71 42	83 18	97 17	114 79	67 27	78 55	89 83	105 61	26
27	77 13	89 83	104 94	123 97	72 65	84 83	97 02	114 06	27
28	82 84	96 48	112 71	133 15	78 03	91 11	104 21	122 51	28
29	88 55	103 13	120 48	142 33	83 41	97 39	111 40	130 96	29
30	94 26	109 78	128 25	151 51	88 79	103 67	118 59	139 41	30
Extra Payment for work done on Poya days									
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 6)

APPENDIX XI—(contd.)

* Ready Reckoner showing the Minimum wages payable for the number of days worked during November, 1963, 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 19½	1 88½	1 59	1 86	½
1	2 39	2 77	3 18	3 72	1
2	4 78	4 53	6 36	7 44	2
3	7 18	8 30	9 55	11 15	3
4	9 56	11 06	12 73	14 87	4
5	11 95	13 83	15 91	18 59	5
6	14 34	16 60	19 09	22 31	6
7	16 72	19 36	22 27	26 03	7
8	19 11	22 13	25 45	29 74	8
9	21 50	24 90	28 63	33 46	9
10	23 89	27 66	31 82	37 18	10
11	26 28	30 43	35 00	40 90	11
12	28 67	33 19	38 18	44 62	12
13	31 06	35 96	41 36	48 34	13
14	33 45	38 73	44 54	52 05	14
15	35 84	41 49	47 72	55 77	15
16	38 23	44 26	50 90	59 49	16
17	40 62	47 02	54 09	63 21	17
18	43 01	49 79	57 27	66 93	18
19	45 40	52 56	60 45	70 64	19
20	47 78	55 32	63 63	74 36	20
21	50 17	58 09	66 81	78 08	21
22	52 56	60 86	69 99	81 80	22
23	54 95	63 62	73 18	85 52	23
24	57 34	66 39	76 36	89 23	24
25	59 73	69 15	79 54	92 95	25
26	62 12	71 92	82 72	96 67	26
27	64 51	74 69	85 90	100 39	27
28	66 90	77 46	89 08	104 11	28
29	69 29	80 23	92 26	107 83	29
30	71 68	83 00	95 44	111 55	30
	74 07	85 77	98 62	115 27	
	76 46	88 54	101 80	118 99	
	78 85	91 31	104 98	122 71	
	81 24	94 08	108 16	126 43	
	83 63	96 85	111 34	130 15	
	86 02	99 62	114 52	133 87	
	88 41	102 39	117 70	137 59	
	90 80	105 16	120 88	141 31	
	93 19	107 93	124 06	145 03	
	95 58	110 70	127 24	148 75	
	97 97	113 47	130 42	152 47	
	100 36	116 24	133 60	156 19	
	102 75	119 01	136 78	159 91	
	105 14	121 78	139 96	163 63	
	107 53	124 55	143 14	167 35	
	110 92	127 32	146 32	171 07	
	113 31	130 09	149 50	174 79	
	115 70	132 86	152 68	178 51	
	118 09	135 63	155 86	182 23	
	120 48	138 40	159 04	185 95	
	122 87	141 17	162 22	189 67	
	125 26	143 94	165 40	193 39	
	127 65	146 71	168 58	197 11	
	130 04	149 48	171 76	200 83	
	132 43	152 25	174 94	204 55	
	134 82	155 02	178 12	208 27	
	137 21	157 79	181 30	211 99	
	139 60	160 56	184 48	215 71	
	141 99	163 33	187 66	219 43	
	144 38	166 10	190 84	223 15	
	146 77	168 87	194 02	226 87	
	149 16	171 64	197 20	230 59	
	151 55	174 41	200 38	234 31	
	153 94	177 18	203 56	238 03	
	156 33	179 95	206 74	241 75	
	158 72	182 72	209 92	245 47	
	161 11	185 49	213 10	249 19	
	163 50	188 26	216 28	252 91	
	165 89	191 03	219 46	256 63	
	168 28	193 80	222 64	260 35	
	170 67	196 57	225 82	264 07	
	173 06	199 34	229 00	267 79	
	175 45	202 11	232 18	271 51	
	177 84	204 88	235 36	275 23	
	180 23	207 65	238 54	278 95	
	182 62	210 42	241 72	282 67	
	185 01	213 19	244 90	286 39	
	187 40	215 96	248 08	290 11	
	189 79	218 73	251 26	293 83	
	192 18	221 50	254 44	297 55	
	194 57	224 27	257 62	301 27	
	196 96	227 04	260 80	305 00	
	199 35	229 81	263 98	308 72	
	201 74	232 58	267 16	312 44	
	204 13	235 35	270 34	316 16	
	206 52	238 12	273 52	319 88	
	208 91	240 89	276 70	323 60	
	211 30	243 66	279 88	327 32	
	213 69	246 43	283 06	331 04	
	216 08	249 20	286 24	334 76	
	218 47	251 97	289 42	338 48	
	220 86	254 74	292 60	342 20	
	223 25	257 51	295 78	345 92	
	225 64	260 28	298 96	349 64	
	228 03	263 05	302 14	353 36	
	230 42	265 82	305 32	357 08	
	232 81	268 59	308 50	360 80	
	235 20	271 36	311 68	364 52	
	237 59	274 13	314 86	368 24	
	240 98	276 90	318 04	371 96	
	243 37	279 67	321 22	375 68	
	245 76	282 44	324 40	379 40	
	248 15	285 21	327 58	383 12	
	250 54	287 98	330 76	386 84	
	252 93	290 75	333 94	390 56	
	255 32	293 52	337 12	394 28	
	257 71	296 29	340 30	398 00	
	260 10	299 06	343 48	401 72	
	262 49	301 83	346 66	405 44	
	264 88	304 60	349 84	409 16	
	267 27	307 37	353 02	412 88	
	269 66	310 14	356 20	416 60	
	272 05	312 91	359 38	420 32	
	274 44	315 68	362 56	424 04	
	276 83	318 45	365 74	427 76	
	279 22	321 22	368 92	431 48	
	281 61	323 99	372 10	435 20	
	284 00	326 76	375 28	438 92	
	286 39	329 53	378 46	442 64	
	288 78	332 30	381 64	446 36	
	291 17	335 07	384 82	450 08	
	293 56	337 84	388 00	453 80	
	295 95	340 61	391 18	457 52	
	298 34	343 38	394 36	461 24	
	300 73	346 15	397 54	464 96	
	303 12	348 92	400 72	468 68	
	305 51	351 69	403 90	472 40	
	307 90	354 46	407 08	476 12	
	310 29	357 23	410 26	479 84	
	312 68	360 00	413 44	483 56	
	315 07	362 77	416 62	487 28	
	317 46	365 54	419 80	491 00	
	319 85	368 31	422 98	494 72	
	322 24	371 08	426 16	498 44	
	324 63	373 85	429 34	502 16	
	327 02	376 62	432 52	505 88	
	329 41	379 39	435 70	509 60	
	331 80	382 16	438 88	513 32	
	334 19	384 93	442 06	517 04	
	336 58	387 70	445 24	520 76	
	338 97	390 47	448 42	524 48	
	341 36	393 24	451 60	528 20	
	343 75	396 01	454 78	531 92	
	346 14	398 78	457 96	535 64	
	348 53	401 55	461 14	539 36	
	350 92	404 32	464 32	543 08	
	353 31	407 09	467 50	546 80	
	355 70	409 86	470 68	550 52	
	358 09	412 63	473 86	554 24	
	360 48	415 40	477 04	557 96	
	362 87	418 17	480 22	561 68	
	365 26	420 94	483 40	565 40	
	367 65	423 71	486 58	569 12	
	370 04	426 48	489 76	572 84	
	372 43	429 25	492 94	576 56	
	374 82	432 02	496 12	580 28	
	377 21	434 79	499 30	584 00	
	379 60	437 56	502 48	587 72	
	381 99	440 33	505 66	591 44	
	384 38	443 10	508 84	595 16	
	386 77	445 87	512 02	598 88	
	389 16	448 64	515 20	602 60	
	391 55	451 41	518 38	606 32	
	393 94	454 18	521 56	610 04	
	396 33	456 95	524 74	613 76	
	398 72	459 72	527 92	617 48	
	401 11	462 49	531 10	621 20	
	403 50	465 26	534 28	624 92	
	405 89	468 03	537 46	628 64	
	408 28	470 80	540 64	632 36	
	410 67	473 57	543 82	636 08	
	413 06	476 34	547 00	639 80	
	415 45	479 11	550 18	643 52	
	417 84	481 88	553 36	647 24	
	420 23	484 65	556 54	650 96	
	422 62	487 42	559 72	654 68	
	425 01	490 19	562 90	658 40	
	427 40	492 96	566 08	662 12	
	429 79	495 73	569 26	665 84	
	432 18	498 50	572 44	669 56	
	434 57	501 27	575 62	673 28	
	436 96	504 04	578 80	677 00	
	439 35	506 81	581 98	680 72	
	441 74	509 58	585 16	684 44	
	444 13	512 35	588 34	688 16	
	446 52	515 12	591 52	691 88	
	448 91	517 89	594 70	695 60	
	451 30	520 66	597 88	699 32	
	453 69	523 43	601 06	703 04	
	456 08	526 20	604 24	706 76	
	458 47	528 97	607 42	710 48	
	460 86	531 74	610 60	714 20	
	463 25	534 51	613 78	717 92	
	465 64	537 28	616 96	721 64	
	468 03	540 05	620 14	725 36	
	470 42	542 82	623 32	729 08	
	472 81	545 59	626 50	732 80	
	475 20	548 36	629 68	736 52	
	477 59	551 13	632 86	740 24	
	480 98	553 90	636 04	743 96	
	483 37	556 67	639 22	747 68	
	485 76	559 44	642 40	751 40	
	488 15	562 21	645 58	755 12	
	490 54	564 98	648 76	758 84	
	492 93	567 75	651 94	762 56	
	495 32	570 52	655 12	766 28	
	497 71	573 29	658 30	770 00	
	500 10	576 06	661 48	773 72	
	502 49	578 83	664 66	777 44	
	504 88	581 60	667 84	781 16	

APPENDIX XII

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

No. of Days	Male Worker not under 18 years of age				Female worker not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of days	
	Grade II	Inter-mediate Grade	Grade I	Watchers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years		
Normal working Days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working Days
1/2	1 79	1 94	2 04	1 99	1 60½	1 68	1 21½	1 29	1 36½	1 49	1/2	
1	3 58	3 88	4 08	3 98	3 21	3 36	2 43	2 58	2 73	2 98	1	
2	7 16	7 76	8 16	7 96	6 42	6 72	4 86	5 16	5 46	5 96	2	
3	10 74	11 64	12 24	11 94	9 63	10 08	7 29	7 74	8 19	8 94	3	
4	14 32	15 52	16 32	15 92	12 84	13 44	9 72	10 32	10 92	11 92	4	
5	17 90	19 40	20 40	19 90	16 05	16 80	12 15	12 90	13 65	14 90	5	
6	21 48	23 28	24 48	23 88	19 26	20 16	14 58	15 48	16 38	17 88	6	
7	25 06	27 16	28 56	27 86	22 47	23 52	17 01	18 06	19 11	20 86	7	
8	28 64	31 04	32 64	31 84	25 68	26 88	19 44	20 64	21 84	23 84	8	
9	32 22	34 92	36 72	35 82	28 89	30 24	21 87	23 22	24 57	26 82	9	
10	35 80	38 80	40 80	39 80	32 10	33 60	24 30	25 80	27 30	29 80	10	
11	39 38	42 68	44 88	43 78	35 31	36 96	26 73	28 38	30 03	32 78	11	
12	42 96	46 56	48 96	47 76	38 52	40 32	29 16	30 96	32 76	35 76	12	
13	46 54	50 44	53 04	51 74	41 73	43 68	31 59	33 54	35 49	38 74	13	
14	50 12	54 32	57 12	55 72	44 94	47 04	34 02	36 12	38 22	41 72	14	
15	53 70	58 20	61 20	59 70	48 15	50 40	36 45	38 70	40 95	44 70	15	
16	57 28	62 08	65 28	63 68	51 36	53 76	38 88	41 28	43 68	47 68	16	
17	60 86	65 96	69 36	67 66	54 57	57 12	41 31	43 86	46 41	50 66	17	
18	64 44	69 84	73 44	71 64	57 78	60 48	43 74	46 44	49 14	53 64	18	
19	68 02	73 72	77 52	75 62	60 99	63 84	46 17	49 02	51 87	56 62	19	
20	71 60	77 60	81 60	79 60	64 20	67 20	48 60	51 60	54 60	59 60	20	
21	75 18	81 48	85 68	83 58	67 41	70 56	51 03	54 18	57 33	62 58	21	
22	78 76	85 36	89 76	87 56	70 62	73 92	53 46	56 76	60 06	65 56	22	
23	82 34	89 24	93 84	91 54	73 83	77 28	55 89	59 34	62 79	68 54	23	
24	85 92	93 12	97 92	95 52	77 04	80 64	58 32	61 92	65 52	71 52	24	
25	89 50	97 00	102 00	99 50	80 25	84 00	60 75	64 50	68 25	74 50	25	
26	93 08	100 88	106 08	103 48	83 46	87 36	63 18	67 08	70 98	77 48	26	
Poya day work												Poya day work
1	5 37	5 82	6 12	5 97	4 82	5 04	3 65	3 87	4 10	4 47	1	
2	10 74	11 64	12 24	11 94	9 64	10 08	7 30	7 74	8 20	8 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 26 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

APPENDIX XIII

Ready Reckoner showing the Basic Wages, Special Allowances
and the Minimum Wages payable for the number of days
worked during November, 1963, to workers in the
Rubber Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	0 70	0 65	1 35	0 65	0 48	1 13	0 52½	0 44½	0 97	½
1	1 40	1 30	2 70	1 30	0 96	2 26	1 05	0 89	1 94	1
2	2 80	2 60	5 40	2 50	1 92	4 52	2 10	1 78	3 88	2
3	4 20	3 90	8 10	3 90	2 88	6 78	3 15	2 67	5 82	3
4	5 60	5 20	10 80	5 20	3 84	9 04	4 20	3 56	7 76	4
5	7 00	6 50	13 50	6 50	4 80	11 30	5 25	4 45	9 70	5
6	8 40	7 80	16 20	7 80	5 76	13 56	6 30	5 34	11 64	6
7	9 80	9 10	18 90	9 10	6 72	15 82	7 35	6 23	13 58	7
8	11 20	10 40	21 60	10 40	7 68	18 08	8 40	7 12	15 52	8
9	12 60	11 70	24 30	11 70	8 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
<i>Poya days work</i>										<i>Poya days work</i>
1			4 05			3 39			2 91	1
2			8 10			6 78			5 82	2
3			12 15			10 17			8 73	3
4			16 20			13 56			11 64	4

Note 1.— The information shown for the number of days up to 26 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well the wages payable will have to be computed by reckoning separately the wage payable for the normal working days and Poya days.

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

APPENDIX XIV

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

Note 1.—The information shown for the number of days up to 26 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

APPENDIX XV

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during November, 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	1
2	2 50	2 60	5 10	2 10	1 92	4 02	1 60	1 78	3 38	2
3	3 75	3 90	7 65	3 15	2 88	6 03	2 40	2 67	5 07	3
4	5 00	5 20	10 20	4 20	3 84	8 04	3 20	3 56	6 76	4
5	6 25	6 50	12 75	5 25	4 80	10 05	4 00	4 45	8 45	5
6	7 50	7 80	15 30	6 30	5 76	12 06	4 80	5 34	10 14	6
7	8 75	9 10	17 85	7 35	6 72	14 07	5 60	6 23	11 83	7
8	10 00	10 40	20 40	8 40	7 68	16 08	6 40	7 12	13 52	8
9	11 25	11 70	22 95	9 45	8 64	18 09	7 20	8 01	15 21	9
10	12 50	13 00	25 50	10 50	9 60	20 10	8 00	8 90	16 90	10
11	13 75	14 30	28 05	11 55	10 56	22 11	8 80	9 79	18 59	11
12	15 00	15 60	30 60	12 60	11 52	24 12	9 60	10 68	20 28	12
13	16 25	16 90	33 15	13 65	12 48	26 13	10 40	11 57	21 97	13
14	17 50	18 20	35 70	14 70	13 44	28 14	11 20	12 46	23 66	14
15	18 75	19 50	38 25	15 75	14 40	30 15	12 00	13 35	25 35	15
16	20 00	20 80	40 80	16 80	15 36	32 16	12 80	14 24	27 04	16
17	21 25	22 10	43 35	17 85	16 32	34 17	13 60	15 13	28 73	17
18	22 50	23 40	45 90	18 90	17 28	36 18	14 40	16 02	30 42	18
19	23 75	24 70	48 45	19 95	18 24	38 19	15 20	16 91	32 11	19
20	25 00	26 00	51 00	21 00	19 20	40 20	16 00	17 80	33 80	20
21	26 25	27 30	53 55	22 05	20 16	42 21	16 80	18 69	35 49	21
22	27 50	28 60	56 10	23 10	21 12	44 22	17 60	19 58	37 18	22
23	28 75	29 90	58 65	24 15	22 08	46 23	18 40	20 47	38 87	23
24	30 00	31 20	61 20	25 20	23 04	48 24	19 20	21 36	40 56	24
25	31 25	32 50	63 75	26 25	24 00	50 25	20 00	22 25	42 25	25
26	32 50	33 80	66 30	27 30	24 96	52 26	20 80	23 14	43 94	26
<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 26 refers to work done on days other than Poya days in the month. If a worker has worked on Poya days as well, the wages payable will have to be computed by reckoning separately the wages payable for the normal working days and Poya days.

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

CONTENTS

	PAGE
1. Salient features of the Industrial Disputes (Amendment) Act, No. 27 of 1966	693
2. Labour Legislation—Plantation Sector	700
3. Industrial Court—Award—Shell Company <i>Vs.</i> Two of its Executives, <i>re</i> Retrenchment (<i>Continued</i>)	704
4. Industrial Disputes Commission—Questionnaire.	714
5. Statistics of the Month in Brief	715
6. Notes of Current interest	716
7. I. L. O. News	718
8. Wages Boards—Consolidated Orders—Revised Decisions of the Wages Boards—XLIV—The Printing Trade	720

LIST OF TABLES

<i>Table</i>	PAGE
I. Cost of Living Index Numbers—Colombo Working Class since 1939	734
II. Wages Index Numbers—Tea and Rubber Estate Labourers and Unskilled Labourers in Government Employment	735
III. General Wages Rate (Minimum) Index Numbers	736
IV. The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939	737
V. The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island (classification by Exchanges areas) since 1947	738
VI. The number of persons placed in employment since 1938	740
VII. The number of persons registered and the number placed in employment during the month of September, 1966	740
VIII. Strikes in Ceylon since 1939	741
IX. Classification of the Strikes in August, 1966, by Industries or Trades	742
X. Classification of the Strikes in August, 1966, in Causes	742

APPENDICES

<i>Appendix</i>	PAGE
I. Statement showing the Minimum Rates of Wages payable to Workers in different Trades for which Wages Boards have been established (November, 1966)	743
II. Ready Reckoners showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during November, 1966, to workers in the Baking Trade	759
III. Building Trade	760
IV. Cinema Trade	761
V. Cocoa, Cardamon and Pepper Growing and Manufacturing Trades	763
VI. Coconut Growing and Manufacturing Trade	764
VII. Engineering Trade	765
VIII. Match Manufacturing Trade	766
IX. Motor Transport Trade (Monthly-paid)	767
X. Motor Transport Trade (Daily-paid)	768
XI. Printing Trade	769
XII. Rubber Export Trade	773
XIII. Rubber Growing and Manufacturing Trade	774
XIV. Tea Export Trade	775
XV. Tea Growing and Manufacturing Trade	776

RULES FOR DICTATORS

1. Never start work first thing in the morning. Typists much prefer a terrific rush in the late afternoon.
2. Please smoke whilst dictating. It assists pronunciation.
3. Do not face the typists while dictating. This would be too easy for her.
4. Hours of dictation: during the lunch hour and at any time between 4.30 p.m. and 5.30 p.m.
5. When dictating please parade up and down the room. Typists can understand what is said more distinctly.
6. Please call in the typist for dictation and then proceed to sort papers look up old files, telephone and receive calls, etc.
7. Please lower the voice to a whisper when dictating names of people, places, etc., and in no circumstances spell them to the typist. Typists are sure to hit upon the right way of spelling them—they know the name of every person, firm and place in the world.
8. When typists do not hear a word and dictators are asked to repeat it, shout it as loudly as possible. The typists find this most gentlemanly. Alternatively, dictators should refuse to repeat them at all. The typists have second sight and it may come to them.
9. Whenever possible, dictators should endeavour to keep the typists late. Typists have no homes and are only too thankful for somewhere to spend the evening.
10. Should a letter require a slight alteration after it is typed, score the word heavily through about four times, and write the correct word beside it—preferably in ink or heavy pencil—and always make sure the alteration is on the top copy.
11. Should a typist be too busy or too lazy to take down dictation, please write letters with a blunt pencil held in the left hand, whilst blind-folded. Incorrect spelling, balloons, arrows and other diagrams are very helpful to typists.
12. Should work be required urgently (a most unusual occurrence), it aids the typist considerably if the dictator rushes in at intervals of 30 seconds to see if it is done.
13. If extra copies of a letter are required this desire should be indicated either after 'Yours faithfully' or over-leaf, so as to ensure that it is the last thing the typist will see when the letter is completed.
14. If a typist is making a tricky alteration requiring concentration and precision, always stand over her and breathe down her neck while she does it.
15. With regard to statements, do not on any account use lined paper. If figures are altered please write heavily over those previously inserted, the correct figure in each case being the one underneath.

*With acknowledgements to The Times house journal and
the Industrial Welfare.*

