

CEYLON
LABOUR GAZETTE

Volume XVII
JANUARY-DECEMBER
1966

DEPARTMENT OF LABOUR

1911

1911

CEYLON

LABOUR GAZETTE

VOLUME XVII, No. 12

DECEMBER, 1966

THE LAW RELATING TO EMPLOYMENT OF CHILDREN

by

S. DHARMALINGAM

Assistant Commissioner of Labour

THE fore-runners of the present Law relating to the Employment of Women, Young Persons and Children Act were—

- (a) The Employment of Women, Young Persons and Children Ordinance, No. 6 of 1923, and
- (b) Part IV of Children and Young Persons Ordinance, No. 48 of 1939.

2. There have been statutory provisions from 1923 onwards for the restriction of employment of Children; but a definite disadvantage regarding enforcement of the then prevailing Law was the existence of ordinances with responsibilities diffused amongst many Ministries. For instance, the Ministries of Justice, Education and Labour were each empowered to carry out certain provisions of the Children and Young Persons Ordinance No. 48 of 1939. Regulations that the Minister of Labour desired to introduce under this Ordinance should first have received the concurrence of the Ministry of Education.

3. Hence all aspects relating to or incidental to the question of *employment* of Women, Young Persons and Children were brought under one comprehensive Act known as the Employment of Women, Young Persons and Children Act. Five sets of Regulations have since been passed under this Act, and these together with the parent Act control the employment of Women, Young Persons and Children.

4. Since the subject of employment of children is of topical interest, this article will deal only with the Law and Regulations relating to the employment of Children.

5. A *CHILD* has been defined in this Act as “*a person who is under the age of 14 years*”. Further, for the purposes of this Act, a child who is attending a school and who attains the age of 14 years during a school term is deemed to be a child until the *end* of that term.

6. *No child under the age of 12 years can be employed in any occupation whatsoever.* Children who are over 12 years of age but under 14 are permitted to be employed—

- (a) in domestic service, subject to certain conditions,
- (b) in certain industrial undertakings in which only the members of the family are employed,

- (c) in such occupations as paddy cultivation and horticulture, and also
- (d) when work is done by children in technical schools if such work is approved and supervised by public authority.

7. On the all-important problem of children in domestic service, the law requires that a child should be given—

- (a) four hours of rest between 6 a.m. and 8 p.m. on any day of work.
- (b) on any *one* day in the week, in addition to the four hours referred to in (a), an additional three hours following consecutively on the four hours, i.e., a total of seven hours of rest.
- (c) ten consecutive hours of rest each day between 8 p.m. and 6 a.m. (for sleep). This is in addition to the hours of rest referred to in (a) and (b).
- (d) seven consecutive days of leisure in every period of 3 months, and
- (e) only 2 hours of work on a Sunday (Poya Day in future).

8. It must be remembered that the requirements referred to in (a), (b), (c), (d) and (e) are for children above 12 and below 14 years of age, *as a child under 12 cannot be employed even as a domestic servant.*

9. The law has laid down certain specific hours when, and certain specific items of work in which a child should *not* be employed. The prohibited hours are—

- (a) before the close of school hours on any day on which a child is required to attend school. On such a day a child should not be employed for more than 2 hours in any work. (It is compulsory under the Education Acts for a child under 14 to attend school.)
- (b) between 8 p.m. and 6 a.m.

10. The prohibited items of work are both general and specific. Generally children cannot be employed in—

- (a) lifting, carrying or moving anything which is so heavy as to be likely to cause injury to a child, and
- (b) in any occupation likely to be injurious to a child's life or limb, health or education.

11. It is worth remembering that this prohibitory clause is so all embracing that any employer who does not heed the rules of law and of common sense as well, can be taken before the Courts.

12. Specifically a large number of items of work are prohibited for children. This list is so wide and comprehensive, that even the right of being employed in industrial undertakings in which members of the same family are employed, is restricted in a vast number of family undertakings.

The schedule of occupations in which children should *not* be employed is reproduced below :—

SCHEDULE

1. Conservancy or scavenging work or any work connected therewith.
2. Work carried on, above, or below the level of, the ground.

3. Washing or laundering of clothes or work connected therewith.
4. Work connected with the production or exhibition of cinematographic films other than acting in such films.
5. Clearing of forests.
6. Work carried on at an airport.
7. Maintenance, servicing and fueling of any vehicles or aircraft or any work connected therewith.
8. Driving any mechanically propelled vehicle.
9. Fishing including sponge and chank fishing.
10. Diving.
11. Blasting operations or any work involving the use of explosives.
12. Work in a night-club, cinema, theatre or other places of entertainment.
13. Any operation (agricultural or otherwise) involving the use of tractors, bulldozers, earth moving equipment or other machinery.
14. Work connected with a kiln.
15. Work involving the use of chemicals.
16. Work in any hospital, nursing home, dispensary, surgery or other institution maintained for the purpose of looking after the sick, destitute, aged or infirm.
17. Work in any slaughter house.
18. Work on any saltern or in work connected with the harvesting, transporting or storing of salt.
19. Work in any laboratory.
20. Work in any veterinary hospital or institution for the care of sick or wounded animals.
21. Work connected with the hunting, trapping or training of wild animals.
22. Work connected with the business of an undertaker.
23. Work involving the use of lead.
24. Work involving the use of compressed air.
25. Work connected with the raising and maintenance of a tea plantation, rubber plantation, coconut plantation, cocoa plantation, cardamom and pepper plantations.
26. Operation or maintenance of any engine, motor or other appliance providing mechanical energy derived from steam, electricity, water, wind or combustion of fuels or other source.

Children are also prohibited from taking part in entertainment, except where entertainment is conducted free, or if collections are made, where such collections are donated to charity. School plays and such like are permitted. The essential point is that children should not be used for the "private profit of the promoters".

Film producers apparently do not know that children cannot be employed in cinematographic films except with the permission of the Commissioner of Labour. Children are prohibited from taking part in performance of a dangerous nature like acrobatic performances, etc.

A new phenomenon that has cropped up in Ceylon is the employment of children in "street trading" and as "sandwich boys".

Street Trading has been defined to include hawking of articles of food or drinks, newspapers, matches, flowers and other articles, playing or singing for profits, advertising, shoe blacking and other similar occupations carried on in streets or public places. Children who are employed to sell sweep tickets, and children who are used as "Sandwich boys" are caught up within the above definition and employment of children in these activities is prohibited by law.

The punishments for employing children in contravention of the Act are very severe. Any employer who is convicted after trial before a Magistrate is liable to a fine of up to thousand rupees or of imprisonment up to a period of six months or to both such fine and such imprisonment.

Employment of children has assumed the proportions of a social evil in Ceylon. Such evils can be eradicated only if the people in general and welfare organisations and societies in particular, become alive to these problems and make a joint effort towards ameliorating the working conditions of children.

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

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

ATTITUDE TO EFFICIENCY

IF managements in industry today are to expect their employees to be efficient it is essential that they themselves should be efficient, and getting them to face their own real problems is, therefore, the first step towards real efficiency. These are among the conclusions of a working party, which has been examining workers' attitudes to the firms for which they work, and considering methods of increasing their interest and sense of responsibility.

Their report, published recently (HMSO, or through any bookseller, price 1s. 6d. net), in examining the role of management, emphasises that the part played by top management—the board of directors—is the chief concern. Top management in carrying out their main task of ensuring the well-being of the enterprise have to take into account three main interests, shareholders, consumers and employees. Relationships with these groups differ greatly in character.

All three can exercise sanctions in pursuit of their interest. Shareholders can withhold capital and undermine credit, and large shareholders can replace managements; consumers can go elsewhere for goods, or do without them; employees can leave, they can strike or take other coercive action. The power of these groups is constantly varying: that of employees is obviously greater when labour is scarce.

In pursuing their own aims, managements have to balance the interests of the three groups whose aims they cannot make identical with their own. Their success in this is measured by the degree which they make the interests of the other three overlap with their own.

Employees do not act solely as individuals, but also as members of groups, many of them informal, with shared interests. The pattern of these groups within an undertaking can be extremely intricate and constantly subject to change. The situation with which management is faced is thus extremely complex, and from their point of view the behaviour of employees may often appear negative and unpredictable. The interests of different groups may clash, and it is for management so to conduct their affairs that there is as little clash as possible, and that the various interests are, as far as possible, brought into line with the aims of the management.

If this is correct, then some commonly made assumptions about improving efficiency have limited validity. For instance, the provision of financial incentives for the individual cannot on its own make people work with maximum efficiency. It leaves out of account the influence that the work group exercises. Nor can joint consultation, as its advocates have sometimes thought in the past, enable a single common purpose to be established. It may help greatly to improve efficiency in the right conditions, but it cannot change the fact that the interests of managements and workers do not wholly coincide.

Again it is clear that the attitudes of work groups may have a far reaching effect on efficiency, irrespective of the attitudes of trade unions, if indeed the employees are organised into trade unions, if indeed the employees are organised into a trade union at all. It appears that while the policies of trade unions may reinforce or counter the influence of work groups, it is the latter which usually wield more powerful influence over the individual. Sometimes this is obvious, for example in the docks, but the same applies in many other sectors of industry, although the work group is not so easily identifiable.

It also follows that good industrial relations do not of themselves result in efficient working. They can be produced at a cost of giving too little weight to other considerations. Conversely, although bad industrial relations can never be an advantage in themselves, a firm may be fairly efficient in spite of bad relations with its employees.

A large number of factors may be relevant to management's decisions. These include many of which its knowledge is imperfect, and many over which it has no control. The task is made no easier by the tangle of "myths" which tend to surround any organisation. Some are based on past events, which have become over-simplified or distorted with the passage of time. Others involve assumptions based on untested or mistaken promises, or may have lost their validity as the situation has changed.

Efficient management, therefore, calls not only for the resource and drive which are traditionally associated with managerial prowess, but also for a capacity to analyse correctly a complex situation, in which its own involvement makes objective analysis particularly difficult. Unless it can analyse its own situation correctly, its policies are bound to have haphazard results. Even if a decision is correct that does not mean, as managements often seem to hope, that any of their problems are solved in the final sense. Any decision, good or bad, merely creates a different situation with new problems.

Getting managements to face their own problems is, therefore, the first step towards improved efficiency. Outside advice, for instance from management consultants, can be extremely helpful in this, although even the recognition that such outside advice is needed may be slow to come. The Fawley agreements are a well-known example of how management consultants can help to remedy a situation in which manpower is being used inefficiently. They show that a willingness to abandon defensive attitudes and negotiate frankly is needed.

There is clearly scope for far more management initiatives of this character. It is fairly generally accepted in industry that manpower is often used inefficiently, and the way out of this situation is to be found in resolute and imaginative management, coupled with a recognition that negotiation is essential to secure the abandonment of many wasteful practices. It is important that new undertakings should take the opportunity of introducing efficient practices from the start, but it is equally important, from the point of view of incomes policy, to ensure that the benefits of the Fawley type agreement do not spread to other establishments where circumstances do not justify them.

Recently some consultants have brought a radically new broad approach to their work, but the demand for consultants who can provide a wider approach is probably greater than the existing resources. The information about consultants available from the bureau maintained jointly by the Confederation of British Industry and the British Institute of Management may help employers to choose consultants who can give them advice and assistance. But there is scope for the government to consider how industry can be encouraged to make use of the services that management consultants can supply, and whether consultants in general should be encouraged to have a broader and more radical approach to the problems they face. This should be examined by the Ministry of Labour.

If managements are to expect their employees to be efficient it is essential that they themselves should be efficient. Efficient top management, including efficient management of labour and personnel, is,

therefore, of the highest importance. Attitudes are gradually changing for the better. The Ministry of Labour, through its advisory services, has been promoting better practices and changes in attitudes for a long time. Many companies recognise that good labour management is an essential part of management's job, and that it is short-sighted to allow this problem to take second place to production and organisation.

Personnel departments can play an important part in improving labour management within a firm, but there is an inadequate knowledge of the general problems involved, and some at any rate of the specialist personnel managers do not fully appreciate the possibilities of good personnel management in promoting efficiency. Here, it is felt, the Ministry of Labour should examine the general problems of numbers, quality and status of personnel managers in industry, and should discuss them with managements and others concerned.

Improvement in the selection and training of management is undoubtedly desirable, although it has been argued that the value of training for management could not be demonstrated. But this may well be because the techniques for measuring such values are deficient rather than because training does not help.

Management's general objectives in its dealings with employees should not be to create a common purpose, but instead to build up an atmosphere of trust and confidence. It is essential for efficiency that the authority of those in managerial positions, the degree of discretion that they may exercise, and the relationship between the various levels of management should be clearly defined and understood. Statistics can provide a useful indication of the general state of labour-management relations and the morale of workers, and it would be useful for individual firms to have a yardstick against which they could measure their own performance. The Ministry of Labour should study the possibility of producing regular statistics relating to such factors as labour turnover, absenteeism, sick leave and strikes, in a form designed to help managements to tell whether morale is good, or whether it is improving or declining.

Within the firm the foreman's position is important and difficult. His job is basically managerial, yet management has tended to neglect him, failing to define his role and not giving him the authority he needs to enable him to do his job. Better training and selection will help, but it is clear that in industry as a whole there is much to do before a satisfactory standard can be said to exist and the Ministry of Labour should continue to promote improvement. Middle management has its problems, which probably arise from the fact that they tend to be cut off from both top management and the shop floor. As training for this category is developed it is essential that sufficient attention should be given to the study of the management of people and organisation.

For the great majority of workers pay is probably the most important question. Industrial relations are not likely to be good in a firm where the pay system works haphazardly or unpredictably, or produces manifest inequities. Most managements do not give enough thought to their own pay systems, and have no positive policy beyond the obvious one of wanting to keep down costs. But pay is, or should be, an important instrument of management policy. There is, however, no one particular system which is "right" and should be adopted by all. Incentives pay systems can raise productivity, but they are usually introduced as part of a series of changes and it is difficult to

isolate the effect of the changed pay system alone. It is important, therefore, that industry should think more critically about pay systems. Research should be encouraged. Management training courses should include a study of wage payment, and much more information should be made available and publicised.

Security and Status

Piece rates have disadvantages. Firms in industry should reappraise their value. Collective incentive bonus schemes have attraction, but they, too, pose problems. Experiments which have been made with them in Britain merit further study and publicity. There is need for more and wider knowledge of other solutions, such as measured day work, high day rates and merit rating.

Improved security and status for workers can have an important effect on attitudes. In part this can be done by legislation, but legislation can only set minimum standards and is not always an apt instrument. A major responsibility for raising standards must continue to rest with managements.

Employers should recognise the economic benefits of giving their workers more security and better status and it is important that the government should continue to draw attention to the advantages of improved security and status, and should encourage, consideration in negotiations of the benefits of "all-in" settlements with fringe benefits included as well as, or as an alternative to, wage increases. The Ministry of Labour should consider collecting information about the cost of fringe benefits at fairly frequent intervals.

The granting of staff status for manual workers, although not without difficulties, can be of great value, and industry should consider the advantages of giving these workers pay increases based on length of service. It is clear that for the future more and more firms will wish to give all regular employees the same status, and this trend should be encouraged. Other methods of promoting security and status include the development of adequate safeguards against arbitrary dismissal, compensation for redundancy, the provision of sick pay and pension schemes, and a positive attitude by the government towards decasualisation in industries which have a large casual element.

Good communications have received much attention recently, and their importance has been rightly emphasised. But they are in no way a substitute for good management. They require more attention as the size of the undertaking increases, and the initiative lies with managements who must be genuinely determined to tell employees what they are doing, and why, and to be aware of the reactions of their workers and understand them. If they succeed in this they will be able to engage more fully the interest and efforts of their employees in the aims of their organisation.

Joint consultation is one aspect of communications which can do much to influence attitudes, but it cannot create a common purpose. It can enable management to explain proposals to workers representatives, and in the light of discussions to reach decisions which take the views of the workers into full account. Effective consultation needs a high level of management competence, readiness by managers to discuss important issues, and the ability to explain, advocate and defend the management position.

Important Role

The role of workers' representatives is both important and difficult and there are ways management can make their task easier. Training for shop stewards may help, and the Ministry of Labour should consider whether more needs to be done, and if so, how the government can help. Legislation in many European countries makes joint works councils compulsory, but it is doubtful how far this has been successful. It is not thought desirable in Britain. Consultation is only useful if practised in the right spirit, and consultative machinery which does not work properly may hinder efficiency. Progress can best be made by the Ministry continuing to promote the proper practice of joint consultation in industry on a voluntary basis.

Nor is it thought that compulsory co-determination as practised in some foreign countries would be likely to alter attitudes for the better. It would certainly not create a common purpose, nor be likely to result in undertakings being run better, or in employees taking a greater interest in improving efficiency. But the experience of firms which have developed joint consultation to an unusual extent should be studied, and others should be encouraged by the Ministry of Labour to consider how they themselves could apply the lessons in practice.

There is scope for the government and industry to encourage more research on the various factors, including the influence of the work group, which go to determine the attitude of the worker to his job and the relations between management and employees. The development of automation and the rapid spread of other technological innovations make this all the more desirable. The Ministry of Labour should be fully informed about the amount of research in progress, consider what might usefully be done to encourage further research and help to ensure that the knowledge gained is made widely and promptly available.

Employers' associations are fairly widely criticised for adopting a negative attitude, yet it can be hardly doubted that employers need to be organised. Granted that these associations are necessary, it would help to promote better attitudes in industry if they appeared less negative in their outlook. They should take a longer view of the future, recognise that wages and conditions are likely to continue improving, and try to decide in what direction they as employers would like to see these improvements develop.

It is clear that they could have an important influence on questions affecting workers' attitudes, but up to now it has been less than it should be. The considerations which should influence the government outlook towards them will have to take account of the activities of the Confederation of British Industry and of the report of the Royal Commission on Trade Unions and Employers' Associations.

The report of the Royal Commission, too, should influence the way trade unions develop. They have been often criticised, sometimes unfairly for being too traditionalist but their influence on workers' attitudes may not be as great as works groups. Improvements in the structure and organisation of the trade union movement would remove some obstacles to progress, but weakening of the unions would not improve attitudes in industry, what is needed is an efficient and well organised movement, in close touch with its membership on the one hand, and with social and economic developments affecting the whole nation on the other.

For many years the Ministry of Labour has promoted the extension of sensible practices in labour management through its Industrial Relations Services, publications, courses and conferences. In this it has had the support of the National Joint Advisory Council in the study of certain problems and the drawing up of agreed recommendations to industry. It is suggested that this work should be enlarged, first by extending its knowledge of current thinking and research in industry, and secondly by strengthening the Industrial Relations Service. The numbers are already being increased, and this is a step in the right direction.

The advisory work of the Ministry should have a greater influence than at present on practices in industry. This kind of work cannot be left to voluntary bodies, whose membership in the main is limited to firms which are already reasonably knowledgeable, though the Ministry should collaborate with them so that the impact of both is as effective as possible.

Much of the action recommended by the report is primarily a matter for the managements of individual firms. For its recommendations for action by the government, an inter-departmental working group has been set up to consider how best to promote improvements in attitudes towards efficiency.

*With acknowledgment to the British Ministry of Labour
Gazette—May 1966 issue.*

STATISTICS OF THE MONTH IN BRIEF

The following is the summary of the principal statistics listed this month :—

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

The Colombo Consumers' Prices Index Number for the month of November 1966, is 112.3, same as for October, 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 16 strikes in September, 1966, involving 3,655 workers and a loss of 13,500 man-days, as against 12 strikes in August, 1966, involving 4,094 workers and a loss of 10,191 man-days. 11 of these were in Tea Estates, involving 3,049 workers and a loss of 8,890 man-days, 2 in Rubber Estates involving 504 workers and a loss of 3,571 man-days, 1 in Tea Export Trade involving 29 workers and a loss of 29 man-days, 1 in Textile involving 46 workers and a loss of 322 man-days and 1 in Miscellaneous involving 27 workers and a loss of 688 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 September, 1966 and October, 1966, was as given below.

	September, 1966			October, 1966		
	Males	Females	Total	Males	Females	Total
Technical and Clerical ..	37,218	29,115	66,333	38,236	29,286	67,522
Skilled ..	16,416	5,276	21,692	17,085	5,280	22,365
Semi-skilled ..	51,332	8,752	60,084	52,516	8,628	61,144
Unskilled ..	83,850	7,387	91,237	85,136	7,581	92,717
Total ..	188,816	50,530	239,346	192,973	50,775	243,748

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

	September, 1966			October, 1966		
	Males	Females	Total	Males	Females	Total
Technical and Clerical ..	80	30	110	91	21	112
Skilled ..	42	2	44	45	1	46
Semi-skilled ..	67	6	73	62	—	62
Unskilled ..	196	8	204	286	12	209
Total ..	385	46	431	484	34	518

RECOMMENDATION OF THE COMMISSION OF INQUIRY ON PROMOTIONS IN COMMERCIAL BANKS

The relevant excerpts of the recommendations of the Commission of Inquiry appointed by his Excellency the Governor-General to inquire and report on the criteria and procedure for promotions in Commercial Banks (*vide* terms of reference published in the August 1966 issue of the Ceylon Labour Gazette) are reproduced below :

Recommendation on the Question of Union Membership

106. I hold that the condition for promotion to or confirmation in the grade of Assistant Officer (inclusive of that of Senior Assistant Officer) or any other grade of equivalent rank, that the person so appointed or confirmed should not be or become a member of the Ceylon Bank Employees' Union or any other Trade Union or Labour Organisation, is an unfair and improper restriction of the freedom of association of such person. I recommend that this condition be deleted from all future contracts of service of persons so promoted and that no such conditions be imposed nor any voluntary agreement to give up Union membership, be taken into consideration for selection, appointment or confirmation to any such grade. The grades of Assistant Officer and those of equivalent rank in the member Banks of the Ceylon Commercial Banks' Association appear, from the document 'A43' furnished by the Banks, to be—

- (1) Probationary Assistant, Staff Assistant Grades I and II in the Chartered Bank and its affiliate the Eastern Bank.
- (2) Assistant Officer and Senior Assistant Officer, in the National and Grindlays Bank Ltd.
- (3) Staff Assistant, Junior Grade and Senior Grade, in the Mercantile Bank Ltd.
- (4) Assistant Officer, in the Hongkong and Shanghai Banking Corporation.

- (5) Sub-Accountant in the State Bank of India.
- (6) Special Cadre Assistant and Officer in The Indian Overseas Bank Ltd.
- (7) Officer in The Indian Bank Ltd., and The Habib Bank (Overseas) Ltd.

Recommendation as to the value to be attached to seniority

175. Considering these special circumstances and with a view to foster more harmonious Employer-Employee relations, which would ultimately be in the best interests of the employers themselves, I recommend that *if a senior clerical employee is found competent to discharge the duties and to exercise the powers and responsibilities, attaching to the grade of Assistant Officers and those of equivalent rank, efficiently, diligently and loyally, after a proper consideration of the relevant criteria for such promotion, he should be promoted in preference to a junior clerical employee, who, upon such an assessment, is more suitable to fill the vacancy.*

Recommendations as to Procedure

199. The following procedure is recommended for the purpose of making promotions to the grade of Assistant Officer and grades of equivalent ranks :—

- (a) Circular to be sent to the staff indicating the number of vacancies in the grade and inviting those who are eligible, to apply on a prescribed form.
- (b) The circular to stipulate the terms of eligibility, conditions of appointment, salary scale applicable, seniority required, if any, final date for applications and any other particulars.
- (c) A Selection Committee to be appointed to consider the applications and to make recommendations to the Manager.
- (d) Service records of all applicants to be made available to the Selection Committee.
- (e) The Selection Committee to examine the applications and reject the applications of those who are not eligible to apply and make a precis of the qualifications of the others from their service records.
- (f) Recommendations for appointment to be based on suitability to fill the vacancies, assessed on the service records of the applicants.
- (g) If any Bank considers an interview necessary, the Selection Committee may interview the applicants or a selected number of them. (This is not generally considered necessary by most of the members of The Ceylon Commercial Banks' Association).
- (h) The Selection Committee to submit their recommendations with a short list of applicants whose claims merit consideration, though they were not selected for appointment together with the service records of such applicants, to the Manager.
- (i) The Manager will make the final recommendation to the Head Officer after considering the recommendations of the Selection Committee. He may call for any further information and discuss the recommendations of the Selection Committee with them, before he makes his final recommendations.

Criteria to be taken into consideration for promotion to the Grade of Assistant Officer or that of equivalent Rank

MAIN CONTROVERSY

200. The controversy at this Inquiry in so far as it affected the criteria for promotion, was solely on the question of Union membership and seniority. I have already dealt with these matters fully. The different Banks place importance on different criteria for purposes of promotion. It is not considered necessary or desirable to lay down any fixed criteria for promotions. The main cause for this dispute was the suspicion in the minds of the Union leaders that the active members were discriminated against, in the matter of promotions.

SUITABILITY FOR THE JOB

201. In filling a vacancy, an employer is justified in selecting the person, who in his honest opinion, is best suited to the job. In promotions to the grade of Assistant Officer and those of equivalent rank, the employer is justified in keeping in mind, that some at least of these officers will rise to positions of higher responsibility in the Banks.

RECOMMENDATIONS ON CRITERIA

202. Considering these factors, this Commission recommends, not as a rigid rule but generally, that the main criteria for such promotions may be the following :—

- (1) *Quality of Work.*
 - (a) Accuracy,
 - (b) Completeness, and
 - (c) Precision.
- (2) *Work Habits.*
 - (a) Observance of Rules, Regulations and Procedure,
 - (b) Dependability.
- (3) *Work Attitude.*
 - (a) Diligence,
 - (b) Application,
 - (c) Responsibility, and
 - (d) Discipline.
- (4) *Work Performance.*
- (5) *Knowledge and Intelligence.*
 - (a) Banking qualifications,
 - (b) Professional qualifications,
 - (c) Practical ability.
- (6) *Personal qualities.*
 - (a) Character,
 - (b) Loyalty,
 - (c) Co-operation,
 - (d) Tact,
 - (e) Supervisory Ability,
 - (f) Punctuality,
 - (g) Judgment.

(Loyalty to the Union is not a disloyalty to the organisation).
- (7) *Seniority in Service.*

Preference to be given to seniority as indicated in this report.

COLLECTIVE AGREEMENT No. 3 OF 1965 *

Collective Agreement relating to the terms and conditions of Employment of the Clerical Staff on Tea and Rubber Estates

IT is hereby agreed by and between the Ceylon Estates Employers' Federation acting for and on behalf of its members on the one part and the Ceylon Estates Staffs' Union acting for and on behalf of its members on the other part that the Conditions of Service set out in the Annexure hereto shall apply to members of the Clerical Staff who are members of the Union (hereinafter referred to as the employees) and are employed on Tea and Rubber Estates (including Tea-cum-Rubber Estates) by employers who are members of the Federation (hereinafter referred to as the employers) and that the provisions of this Agreement and the Annexure hereto shall be binding on the said employees employers.

2. It is hereby further agreed that this Agreement shall be operative in all judicial districts other than Chilaw, Puttalam, Anuradhapura, Jaffna, Mannar, Mullaitivu, Trincomalee and Batticaloa.

3. It is hereby further agreed that the said Conditions of Service shall not apply on estates of less than 100 acres in the case of Tea Estates, 200 acres in the case of Rubber estates and 150 acres in the case of Tea-cum-Rubber Estates.

4. It is hereby further agreed that this Agreement shall come into force on the 1st day of June, 1965.

5. For the purposes of the said conditions of service—

(a) the term "Clerical Staff" shall mean any person holding the office of Head Clerk, Senior Assistant Clerk, Divisional Clerk, Assistant Clerk, Junior Assistant Clerk or Checkroll Clerk; and

(b) the term "Approved Provident Fund" shall mean the Employees' Provident Fund established under the Employees' Provident Fund Act, No. 15 of 1958, or a Provident Fund approved by the Commissioner of Labour under the provisions of that Act.

Entered into at Colombo on this twenty-third day of April, 1965.

R. L. HARVEY,
President,

Ceylon Estates Employers' Federation.

D. P. S. AMERASEKERA,
President,
Ceylon Estates Staffs' Union.

Witnesses :

- (1) C. Rajasuriya.
- (2) A. St. V. Wijemanne.

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

AGREEMENT BETWEEN THE CEYLON ESTATES EMPLOYERS' FEDERATION AND
THE CEYLON ESTATES STAFFS' UNION

CONDITIONS OF SERVICE—ESTATE STAFF—CLERICAL—
TEA AND RUBBER

1. *Recruitment.*—

- (a) A new entrant shall mean a new recruit who enters the Estate Staffs services for the first time as a probationer.
- (b) All new entrants shall serve a period of probation of not less than six months and not more than nine months.
- (c) No new recruit shall be admitted in future unless he—
- (i) has passed in at least four subjects, including English and Arithmetic, in either the Senior School Certificate or the General Certificate of Education or higher Examination ;
 - (ii) be not less than the school leaving age for the time being nor more than 22 years ;
 - (iii) produces a certificate of character from the Head of the School he last attended ; and
 - (iv) produces, if required, a certificate of health from a qualified medical practitioner approved by the employer.
- (d) Probationers shall be held supernumerary and shall not fill normal billets.
- (e) Probationers shall be paid an inclusive allowance of Rs. 100 per mensem for the full period of probation. The provisions of Clauses 4 (a), 6 and 9 shall not apply to Probationers.

2. *First Appointment.*—

On first appointment after completion of the probationary period, a new entrant shall, notwithstanding the provisions of Clause 3, be allocated to the intermediate Grade on a salary scale of Rs. 65—5/1—70 per month plus allowances as in Schedule B and shall be entitled to be allocated to a grade in accordance with the provisions of Clause 3 on completion of two years service in the Intermediate Grade.

3. *Grading.*—

The assignment of staff into grades shall be in accordance with the Grading Table in Schedule A. However, those in service prior to the date of this Agreement shall not be reduced in grade.

4. *Salaries and Allowances.*—

- (a) Members of the Clerical Staff shall be paid in accordance with the salary scales appropriate to their grades in Schedule A and be paid the allowances appropriate to their salaries as set out in Schedule B.

(b) Increments within the grade shall be automatic unless considerable shortcomings are noted and disclosed in writing to the employee within the year in question. The incremental year of employees shall be adjusted to correspond with the financial year of the estate. In effecting the adjustment, where the date of appointment is more than six months prior to the commencement of the financial year of the estate, the increment shall be granted at the commencement of the next financial year; where the date of appointment is less than six months prior to the commencement of the estate financial year, the increment shall be granted at the commencement of the financial year after the next.

(c) Members of the staff who are placed in Grade 12 and who reach the maximum salary of that grade shall, subject to an Efficiency Bar based on the members' record of past service and conduct, be allowed to proceed on the salary scale of Grade 11 up to its maximum; members of the staff who are placed in Grade 11 shall be similarly allowed to proceed on the salary scale of Grade 10 up to its maximum.

5. *Promotions.*—

Wherever possible and subject, in all cases, to the suitability of the employee, vacancies in higher grades shall be filled by promotion from the lower grades.

6. *Provident Fund.*—

All employees shall be granted Provident Fund facilities in the E. S. P. S. or in an approved Provident Fund. The rates of contribution by the employer and the employee, respectively, shall not be less than 10 per cent. of the basic salary, or 6 per cent. by the employer and 4 per cent. by the employee of the gross salary, whichever is more, provided that in no case shall the rates of contribution be lowered on coming into force of this Agreement.

7. *Annual Leave.*—

Annual leave allowed to Clerical Staff shall be provided in the Shop and Office Employees (Regulation of Employment) Act, No. 19 of 1954, and shall be subject to the requirements of that Act and the regulations made thereunder, provided, however, that seniors shall be allowed three weeks paid leave each year in place of the annual leave allowable under the provisions of the Act.

In the granting of annual leave at least ten consecutive days shall be granted.

All Heads of Departments and employees with more than 20 years' service as members of the Estates Staff shall be considered seniors for the purpose of annual leave.

8. *Casual Leave and Statutory Holidays.*—

Casual leave and statutory holidays allowable to Clerical Staff shall be as provided for by and subject to the provisions of the Shop and Office Employees (Regulations of Employment) Act and the regulations made thereunder.

9. Sick Leave.—

- (a) Leave on full pay shall be granted up to a maximum aggregate of six weeks in any one year, on the grounds of illness certified by a qualified medical practitioner recognised by Government. The employer, however, may call upon the employee to submit a further medical certificate from a medical practitioner of the employer's choice.
- (b) An employee shall be permitted every year to avail himself of the sick leave referred to above or any part thereof and be permitted to avail himself of the leave that has not been made use of that year or the preceding year or years, during the succeeding year or years on a medical certificate as aforesaid, provided that in no case shall the maximum period of 3 months be exceeded in any one year.

10. Hours of Work, Weekly Holidays and Overtime.—

(a) Hours of Work and Weekly Holidays :

The hours of work, weekly holidays and intervals for meals or rest for Clerical Staff shall be as provided for by and subject to the provisions of the Shop and Office Employees (Regulations of Employment) Act and the the regulations made thereunder.

(b) Overtime :

(i) Overtime remuneration shall be paid in accordance with and subject to the provisions of the Shop and Office Employees (Regulation of Employment) Act and the regulations made thereunder.

(ii) Any member of the Clerical Staff performing duties not falling within his normal employment (e.g., a clerk who is also in charge of a rice store) shall be paid an extra amount not less than 10 per cent. of the basic salary of his grade.

11. Extra Work and Pay.—

(a) Clerks who are competent stenographers and are employed as such shall be paid Rs. 25 per month or 25 per cent. of the salary of the grade, whichever is greater, in addition to the salaries of their grades.

(b) The Head Clerk of an estate who, in addition to the normal clerical work of that estate, is also responsible for the general clerical work connected with the management of a group of estates by resident General Manager shall be paid 15-25 per cent. more than the salary of his grade in accordance with the amount of extra work involved.

(c) Extra pay, paid in accordance with Clauses 11 (a) and 11 (b) above, shall be deemed to be part of the basic salary for the purpose of assessing Provident Fund contributions and for the purpose of overtime pay.

12. *Conversion.*—

The system of grading set out in Schedule A shall come into force on January 1, 1965. On the application of this Grade Table, where a member of the Estate Staff has to be upgraded, he shall be placed on the salary point in the new grade which is the next higher point above the basic salary drawn prior to the upgrading.

13. *General.*—

The salary scales in Schedule A are based on the assumption that suitable furnished quarters are provided free of rent.

14. *Age of Retirement.*—

Members of the Estate Staff who had entered the Estate Staff service prior to 1940, may be retired by the management on the employee attaining the age of 60 years.

In all other cases, the management may retire a member of the estate staff on his attaining the age of 55 years.

In either case, the management may at its discretion, continue to employ a member of the Estate Staff beyond the stipulated ages.

15. *Appeals.*—

Any case in which an employee to whom this Agreement applies and who is a member of the Ceylon Estates Staffs' Union, is not satisfied with the application to him by his employer of the foregoing conditions of service and which is not settled in six weeks by negotiation between parties concerned, may be taken up by the Union with the Commissioner of Labour for settlement under the provisions of the Industrial Disputes Act.

Entered into at Colombo on this 23rd day of April, 1965.

D. P. S. AMERASEKERA,
President,
Ceylon Estates Staffs' Union.

R. L. HARVEY,
President,
Ceylon Estates Employers' Federation.

Witnesses :

- (1) C. Rajasuriya.
- (2) E. G. Malhamy.

GRADING OF CLERICAL STAFF

Grade	Tea		Head Clerks Rubber		Senior Assistant Clerks Tea		Clerks Rubber		Salary Scale Increments	Rs. c.
	From Acres	To Acres	From Acres	To Acres	From Acres	To Acres	From Acres	To Acres		
12	150	1 0	200	300	300	450	600	825	90.00—5.00 × 8 years	—130.00
11	151	200	301	400	451	600	826	1,050	102.50—5.00 × 10	—152.50
10	201	250	401	500	601	750	1,051	1,275	125.00—7.50 × 10	—200.00
9	251	300	501	600	751	900	1,276	1,500	145.00—7.50 × 10	—220.00
8	301	375	601	700	901	975	1,501	1,625	162.50—7.50 × 10	—237.50
7	376	450	701	800	976	1,050	1,626	1,750	177.50—7.50 × 10	—252.50
6	451	525	801	900	1,051	1,125	1,751	1,875	195.00—7.50 × 10	—270.00
5	526	600	901	1,000	1,126	1,200	1,876	2,000	210.00—10.00 × 10	—310.00
4	601	750	1,001	1,250	Over 1,200	Over 1,200	Over 2,000	Over 2,000	230.00—10.00 × 10	—330.00
3	751	900	1,251	1,500	..	..	..	..	245.00—10.00 × 10	—345.00
2	901	1,050	1,501	1,750	..	..	..	..	265.00—15.00 × 10	—415.00
1	1,051	1,200	1,751	2,000	..	..	..	..	275.00—15.00 × 10	—425.00
Sp. C	1,201	1,500	2,001	2,500	..	..	..	..	300.00—20.00 × 10	—500.00
Sp. B.	1,501	2,000	2,501	3,000	..	..	..	..	325.00—20.00 × 10	—525.00
Sp. A.	Over 2,000	..	Over 3,000	..	..	..	..	..	350.00—25.00 × 10	—600.00

Notes.— (i) Junior Assistant Clerks may be placed in any of the Grades from 12 to 9 at the discretion of the management and in doing so due regard shall be paid to the duties and responsibilities of the officer.

(ii) A Clerk—Factory Officer (Tea) on a Tea Estate not exceeding 300 acres or a Clerk—Factory Officer (Rubber) on a Rubber Estate not exceeding 600 acres shall be placed in a Grade not less than Grade 9.

(iii) In the case of estates cultivated with both Tea and Rubber, Clerical Staff will be classified as though they are employed on Tea Estates equal in acreage to the full area under Tea plus half the area under Rubber.

(iv) A clerk who is required as part of his normal employment to do clerical work of another estate or estates shall be classified and graded on the combined acreage of both or all such estates provided that where such work involves the keeping of more than one set of books he shall be paid 15 to 25 per cent. more than the salary of his grade in accordance with the amount of work involved.

ORDER made by the Minister of Labour, Employment and Housing, by virtue of the powers vested in him by sub-section 2 (read with sub-section (5)) of section 10 of the Industrial Disputes Act, Chapter 131, as amended by Acts No. 14 of 1957, No. 62 of 1957 and No. 4 of 1962.

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

Colombo, November 25, 1965.

Order

Every employer of workmen employed in—

- (1) any tea estate in extent not less than 100 acres, or
- (2) any rubber estate in extent not less than 200 acres, or
- (3) any tea-cum-rubber estate in extent not less than 150 acres,

in the tea and rubber growing and manufacturing industries in Ceylon, on whom the Collective Agreement entered into between the Ceylon Estates Employers' Federation and the Ceylon Estates Staffs' Union and published under the heading "Collective Agreement No. 3 of 1965", in *Gazette* No. 14,386 of April 30, 1965, is not binding shall observe either—

- (a) the terms and conditions set out in clause 5 of that Agreement and clauses 1 to 11 (both inclusive) and clauses 13 and 14 of the annexure to that Agreement ; or
- (b) terms and conditions which are not less favourable than the aforesaid terms and conditions.

*Note.—Reprinted from the "Ceylon Labour Gazette"—Volume XVII, No. 1, January, 1966.

L. D.—O. 24/65.

AN ACT TO AMEND THE WAGES BOARDS ORDINANCE

Chapter 136,
Vol. V,
Page 708.

[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 Wages Boards (Amendment) Act, No. 23 of 1966.

Short title

2. Section 4 of the Wages Boards Ordinance (hereinafter referred to as the "principal enactment"), as amended by Act No. 27 of 1957, is hereby further amended as follows :—

Amendment
of section 4
of Chapter
136.

(1) in sub-section (1) of that section, by the substitution, for all the words from "and shall be" to the end of that sub-section, of the following :—

"and shall—

(a) if such offence is in respect of the payment of wages to a worker, be liable—

(i) in the case of a first offence, to a fine not less than one hundred rupees nor exceeding two hundred and fifty rupees,

(ii) in the case of a second offence, to a fine not less than two hundred and fifty rupees nor exceeding five hundred rupees, and

(iii) in the case of a subsequent offence, to a fine not less than five hundred rupees nor exceeding one thousand rupees or to imprisonment of either description for a term not exceeding six months or to both such fine and imprisonment ; and

(b) if such offence is not in respect of the payment of wages to a worker be liable to a fine not exceeding five hundred rupees or to imprisonment of either description for a term not exceeding six months or to both such fine and imprisonment," ; and

(2) in sub-section (2) of that section—

- (i) by the substitution, for the words “the amount actually paid,”, of the words “the amount actually paid and a sum equal to ten *per centum* of the sum which represents such difference,”, and
- (ii) by the substitution, for the words “represent such wages.”, of the words “represent such wages and a sum equal to ten *per centum* of the sum which represents such wages.”

Amendment
of section 44
of the
principal
enactment.

3. Section 44 of the principal enactment as amended by Act No. 27 of 1957, is hereby further amended as follows :—

(1) in sub-section (1) of that section, by the substitution, for all the words from “and shall be liable” to the end of that sub-section, of the following :—

“and shall be liable—

- (a) in the case of a first offence, to a fine not less than one hundred rupees nor exceeding two hundred and fifty rupees ;
- (b) in the case of a second offence, to a fine not less than two hundred and fifty rupees nor exceeding five hundred rupees ; and
- (c) in the case of a subsequent offence, to a fine not less than five hundred rupees nor exceeding one thousand rupees or to imprisonment of either description for a term not exceeding six months or to both such fine and imprisonment,

and shall in addition be liable to a fine not exceeding fifty rupees for each day on which the offence is continued after conviction.” ;

(2) in sub-section (2) of that section, by the substitution, for all the words from “and shall be liable” to the end of that subsection, of the following :—

“and shall be liable—

- (a) in the case of a first offence, to a fine not less than one hundred rupees nor exceeding two hundred and fifty rupees ;
- (b) in the case of a second offence, to a fine not less than two hundred and fifty rupees nor exceeding five hundred rupees ; and

(c) in the case of a subsequent offence, to a fine not less than five hundred rupees nor exceeding one thousand rupees or to imprisonment of either description for a term not exceeding six months or to both such fine and imprisonment.” ; and

(3) in sub-section (3) of that section—

(i) by the substitution, for the words “the amount actually paid,”, of the words “the amount actually paid and a sum equal to ten *per centum* of the sum which represents such difference,”, and

(ii) by the substitution, for the words “represent such wages.”, of the words “represent such wages and a sum equal to ten *per centum* of the sum which represents such wages.”.

Wages Boards (Amendment) Act, No. 24 of 1966

L. D.—O. 20/65.

AN ACT TO AMEND THE WAGES BOARDS ORDINANCE

[Date of Assent : October 11, 1966]

Chapter 136,
Volume V,
Page 708.

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 Wages Boards (Amendment) Act, No. 24 of 1966. Short title.

2. Section 55 of the Wages Boards Ordinance (hereinafter referred to as the “principal enactment”), as amended by Act No. 27 of 1957, is hereby further amended in sub-section (1) of that section by the insertion, immediately after paragraph (e) of that sub-section, of the following new paragraphs :— Amendment of section 55 of Chapter 136.

“ (f) where any person has ceased to employ workers in any trade at any premises or place, to require the production of such register or record as is required to be maintained under this Ordinance in respect of the workers who had been employed at such premises or place ;

(g) at a place and time to be specified by such officer, to call for, examine and make copies of any agreement for work in respect of any trade or class of trade or relating to out-workers ;

(h) to require any person to be present on any day, at such time and place as may be notified to him in writing, and furnish such information or explanation as may be required by such officer and answer such questions as may be put to him by such officer for the purpose of ascertaining whether the provisions of this Ordinance had been complied with in relation to the employment of workers in any trade at any place or premises.”.

Insertion of new section 59A in the principal enactment.

3. The following section is hereby inserted immediately after section 59, and shall have effect as section 59A, of the principal enactment :—

“Special provisions applicable where persons are employed to do work under an arrangement made by way of trade or for any commercial purpose.

59A. (1) Where any person, by way of trade or for any commercial purpose, makes any arrangement, express or implied, with any other person for the execution by such other person of any work and where in pursuance of such arrangement such other person employs workers for the execution of such work, the Commissioner, after such inquiry as he may deem necessary, may, where he considers it expedient so to do—

(a) with the approval of the Minister, direct in writing such first-mentioned person to refrain from having such work executed under such arrangement ; or

(b) direct in writing such first-mentioned person to furnish to the Commissioner before a specified date—

(i) where the aforesaid arrangement is in writing, a certified copy of such arrangement, specifying the names and addresses of the parties to the arrangement, together with such other information and particulars relating to such arrangement, and the work for the execution of which such arrangement was made, as the Commissioner may require ; and

(ii) where the aforesaid arrangement is not in writing, such information and particulars relating to such arrangement and the work for the execution of which such arrangement was made as the Commissioner may require.

(2) Every person who makes default in complying with any direction given by the Commissioner under sub-section (1) shall be guilty of an offence and shall be liable to a fine not exceeding one thousand rupees or to imprisonment of either description for a term not exceeding six months or to both such fine and imprisonment, and shall, where the default is in respect of any direction given under paragraph (a) of sub-section (1), be liable in addition to a fine not exceeding one hundred rupees for each day on which the offence is committed after conviction.

(3) Where any person, by way of trade or for any commercial purpose, makes any arrangement, express or implied, with any other person for the execution by such other person of any work, then—

- (a) the first-mentioned person shall ensure that wages in accordance with the provisions of this Ordinance are paid to any worker employed by such other person in the execution of such work; and
- (b) where such other person fails to pay wages in accordance with the provisions of this Ordinance to any worker employed by him in the execution of such work, the first-mentioned person shall, unless he proves to the satisfaction of the court that he exercised all due diligence and took all practicable measures to ensure the payment of such wages by such other person, be liable to pay the wages due to that worker in accordance with the provisions of this Ordinance.”

*Shop and Office Employees (Regulation of
Employment and Remuneration) (Amendment)
Act, No. 26 of 1966*

L. D.—O. 25/65.

Chapter 129
Vol. V,
Page 589.

AN ACT TO AMEND THE SHOP AND OFFICE EMPLOYEES
(REGULATION OF EMPLOYMENT AND REMUNERATION)
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 :—

Short title.

1. This Act may be cited as the Shop and Office Employees (Regulation of Employment and Remuneration) (Amendment) Act, No. 26 of 1966.

Amendment
of section 51
of Chapter
129.

2. Section 51 of the Shop and Office Employees (Regulation of Employment and Remuneration) Act (hereinafter referred to as the "principal Act") is hereby amended as follows :—

- (1) in sub-section (1) of that section, by the substitution, for the word and figures "section 30," of the words and figures "section 30, section 43 or section 45," ; and
- (2) by the repeal of sub-section (3) of that section, and the substitution therefor of the following sub-section :—

“ (3) Every employer who contravenes the provisions of section 43, and every person who contravenes the provisions of section 45, shall be guilty of an offence, and shall be liable—

- (a) in the case of a first offence, to a fine not less than one hundred rupees nor exceeding two hundred and fifty rupees ;
- (b) in the case of a second offence, to a fine not less than two hundred and fifty rupees nor exceeding five hundred rupees ; and
- (c) in the case of a subsequent offence to a fine not less than five hundred rupees nor exceeding one thousand rupees or to imprisonment of either description for a term not exceeding six months or to both such fine and imprisonment.

3. Section 52 of the principal Act, as amended by Act No. 60 of 1957, is hereby further amended as follows :—

Amendment
of section 52
of the
principal
Act.

(1) in sub-section (1) of that section, by the substitution, for all the words from “and shall be liable” to the end of that sub-section, of the following :—

“and shall be liable—

(a) in the case of a first offence, to a fine not less than one hundred rupees nor exceeding two hundred and fifty rupees ;

(b) in the case of a second offence, to a fine not less than two hundred and fifty rupees nor exceeding five hundred rupees ; and

(c) in the case of a subsequent offence, to a fine not less than five hundred rupees nor exceeding one thousand rupees or to imprisonment of either description for a term not exceeding six months or to both such fine and imprisonment, and shall in addition be liable to a fine not exceeding fifty rupees for each day on which the offence is continued after conviction.” ; and

(2) in sub-section (2) of that section—

(a) by the substitution, for the words “the amount actually paid,” of the words “the amount actually paid and a sum equal to ten *per centum* of the sum which represents such difference,” ; and

**FACTORIES ORDINANCE (CHAPTER 128) AS AMENDED BY
ACT No. 54 of 1961**

**Certificate of Exemption No. 1 (General) Air Receivers, Fire
Sprinklers Installations**

In pursuance of the powers conferred on me by section 37 of the Factories Ordinance (Cap. 128), I hereby exempt from the requirements of Section 36 (4) of the said Ordinance, the class or type of Air Receiver known as Sprinkler pressure tanks used in conjunction with a fire sprinkler installation subject to the following conditions :—

- (1) that such Sprinkler pressure tanks shall be thoroughly cleaned and examined at least once in every period of 36 months.
- (2) that this certificate will remain in force until revoked by the Chief Inspector of Factories.

Sgd : B. R. P. GOONEWARDENE,
Chief Inspector of Factories.

Factories Division,
Department of Labour,
222, Galle Road,
Colombo 4, 30th November, 1966.

I. L. O. NEWS

WORKERS' EDUCATION PROGRAMME OF THE I. L. O.

In order to stimulate the development of workers' education in Asia, particularly in relation to social and economic development, to provide advisory services in this field to trade Unions and other bodies upon request, and to co-operate in their training programmes, the Director-General of the I. L. O. has appointed Mr. B. Zofka as a regional adviser on workers' education for Asia, who will be attached to the I. L. O. Office in Bangkok. The appointment has been made under the I. L. O. Regular Programme.

Background of the I. L. O.'s Workers' Education Programme

The I. L. O. Constitution and the Declaration of Philadelphia entrust the International Labour Office with the responsibility for promoting not only technical and vocational training but also broad educational facilities which would allow the workers to acquire the necessary skills and knowledge to take an increasingly active part in the social and economic development of modern societies.

The framework of this programme is determined by resolutions of the International Labour Conference, the decisions of the I. L. O. Governing Body and recommendations of regional conferences, industrial committees and of the I. L. O. Panel of Consultants on Workers' Education. The aim of the programme is to help the trade unions and workers' education bodies develop their educational services, particularly in countries where workers' organisations cannot yet ensure such services completely on their own.

Limited at its outset in 1956 to traditional co-operation with some important trade union organisations and workers' education agencies, mainly informing them of I. L. O. activities, the programme has gradually developed into a comprehensive scheme with a variety of projects through the world. In order to meet the needs of the developing countries, growing emphasis has been placed on projects designed

for the training of instructors and tutors, trade union research officers, officials responsible for industrial question as well as workers' representatives on bodies dealing with national economic and social policies. It is considered that in these areas of specialised education, the I. L. O. most usefully supplements the efforts of the trade unions in their own programmes of leadership training or trade union education, and helps prepare them for the requirements of industrialisation and of social and economic development in general. Another important feature of the programme is the promotion of the international labour standards, contained in the International Labour Code and in texts adopted by other I. L. O. bodies.

Types of I. L. O. activity

The main types of I. L. O. activities in the field of workers' education are—

- (i) Expert Mission ; (ii) Fellowships ; (iii) Seminars and Training Courses and (iv) Supply of Materials.

The Terms of Reference of the Regional Adviser on Workers' Education

In order to render greater services to the trade unions and workers' education bodies in Asia in the elaboration and implementation of their programmes, the Director-General of the I. L. O. appointed in August, 1966, a Regional Adviser on Workers' Education. As already mentioned, the expert will work from the I. L. O. Office in Bangkok, in close co-operation with other I. L. O. advisers in the region. He may be directed to consult also with other regional advisors of the United Nations and the specialised agencies. His terms of reference are as follows :—

- (i) review of national and regional workers' education development within his region; review of the results and follow-up of past or existing I. L. O. Workers' Education projects (missions, fellowships, seminars) in the region's review of needs in this field;
- (ii) advisory assistance, on request, to national and regional workers' education services or other bodies, about the structure and administration of workers' education programmes, about instructor training (this may include running courses for them), and about the running of programmes (this may include advising administrators and instructors engaged on concrete projects);
- (iii) advice and assistance on the planning and implementation of the various aspects of the I. L. O.'s workers' education programme, including regional, inter or subregional seminars on subjects such as workers' participation in economic and social planning, teaching about the I. L. O., or workers' education among special categories of workers including plantation and agricultural workers' as well as participation in other I. L. O. projects at the country level;
- (iv) collection of information on workers' education matters and maintenance of liaison with workers' organisations and other bodies in Asian countries concerned with workers' education.

Follow-up Mission in Ceylon

The Regional Workers Education Adviser, Mr. Zofka, is due in Ceylon in December on a follow-up mission to review the development of Workers' Education, to give advice on future programmes and to determine with Commissioner of Labour in particular the form which I. L. O. collaboration might take in the future.

51st Session of the International Labour Conference

The 51st Session of the International Labour Conference is to be held in Geneva from 7th to 29th June, 1967. The agenda of the conference is as follows :—

- (i) Report of the Director-General.
- (ii) Financial and budgetary questions.
- (iii) Information and reports on the application of Conventions and Recommendations.
- (iv) Revision of Conventions Nos. 35, 36, 37, 38, 39 and 40 concerning old age, invalidity and survivors' pensions (Second discussion).
- (v) Examination of grievances and communications within the undertaking (Second discussion).
- (vi) Maximum permissible weight to be carried by one worker.
- (vii) Improvement of conditions of life and work of tenants, sharecroppers and similar categories of Agricultural workers.
- (viii) The International Labour Organisation and technical co-operation.

International Symposium on Ergonomics in Machine Design

The International Labour Office is organising, in collaboration with the Section of Occupational Medicine of the Czechoslovak Medical Society J. E. Purkyne and the Committee for Scientific Management of the Czechoslovak Technical-Scientific Society, an International Symposium on Ergonomics in Machine Design.

2. Ergonomics embraces a whole range of sciences and calls upon recent discoveries of experts working in different scientific fields. The symposium will give an opportunity to engineers, medical officers, anthropologists, physiologists, psychologists and other specialists to express their fundamental unity of outlook on ergonomics as applied to machinery, with a view to promoting safer, healthier and more efficient working and enhancing the welfare of the worker.

3. This Symposium will be held in Prague from 2 to 7 October, 1967. Its agenda will be as follows :—

- (1) Anthropological data.
- (2) Physiological data.
- (3) Psychological data.
- (4) Description and assessment of the application of ergonomics and its effect on the safety and hygiene of machinery and the workplace.
- (5) Ergonomics and industrialisation.
- (6) Methods of promoting ergonomics.

13th Session of the Asian Advisory Committee of the I. L. O.

The 13th Session of the Asian Advisory Committee was held in Singapore from 28th November to 7th December, 1966. The items for discussion were—

- (1) Proposals for the Agenda for the 6th Asian Regional Conference ;

- (2) General Report of the I. L. O. ;
- (3) Social security in Asia—Trends and Problems ;
- (4) Labour Management Relations in Public Industrial Undertakings.

Mr. A. O. Wirasinghe, Permanent Secretary, Ministry of Labour, Employment and Housing, represented the Government of Ceylon at this Session.

WAGES BOARDS

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

XXI—The Baking Trade

(A) DESCRIPTION OF THE TRADE

THE description of the Baking Trade appeared in an Order made under section 6 of the Wages Boards Ordinance (Chapter 136), published in *Ceylon Government Gazette Extraordinary* No. 11,015 of November 30, 1956, and came into force on December 1, 1956.

Order

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

The baking trade, that is to say—

- (i) the receipt of flour, sugar, butter, margarine, jam, fats, oils, yeast, meat, fish, eggs, vegetables, cake, ingredients, salt, firewood, coconut shells and packing material ;
- (ii) the baking of bread, cakes, buns, pies and pastry, and work connected therewith ; and
- (iii) the making of sandwiches, patties, rolls and other light refreshments (“short eats”) and work connected therewith ;

including —

(A) the work of the following workers :—

- | | |
|----------------------------------|---------------------------|
| 1. foremen ; | 13. twisters ; |
| 2. checkers ; | 14. bench hands ; |
| 3. flour dumpers ; | 15. moulder men ; |
| • 4. flour sifters ; | 16. pan greasers ; |
| 5. flour blenders ; | 17. panners ; |
| 6. dough-nut machine operators ; | 18. bread trays ; |
| 7. rolling machine-men ; | 19. bun trays ; |
| 8. dough mixers ; | 20. cake trays ; |
| 9. sugar grinders ; | 21. filling cooks ; |
| 10. dough mixer helpers ; | 22. fruit cooks ; |
| 11. scalers and weighers ; | 23. pie men ; |
| 12. divider men ; | 24. pastry men ; |
| | 25. “short eats” makers ; |

- | | |
|-----------------------------------|-------------------------------|
| 26. pastry makers ; | 39. butter and icing mixers ; |
| 27. bread slicers ; | 40. cutters ; |
| 28. pie machine operators ; | 41. crust cleaners ; |
| 29. fruit and vegetable cleaners; | 42. icers ; |
| 30. cream fillers ; | 43. cake decorators ; |
| 31. head oven-men ; | 44. frosters ; |
| 32. oven helpers ; | 45. wrapping machine opera- |
| 33. oven loaders ; | tors ; |
| 34. friers ; | 46. hand wrappers ; |
| 35. pan stackers ; | 47. packers ; |
| 36. bread and bun stackers ; | 48. general helpers ; |
| 37. cake stackers ; | 49. deliverymen ; and |
| 38. cooler men ; | |

(B) any other operation connected with or incidental to the work specified in paragraph (A), but excluding the work of the following workers :

lorry and van drivers, electricians, clerks, cashiers, managers, storekeepers and watchers.

(B) ESTABLISHMENT OF THE BOARD

The Wages Board for the Baking Trade was established on March 7, 1957, by an Order made under section 8 of the Ordinance, published in *Ceylon Government Gazette* No. 11,095 of March 22, 1957.

(C) DECISIONS OF THE BOARD

THE original decisions in respect of the Baking Trade made by the Wages Board for that trade came into force on December 1, 1958. A notification relating to those decisions was published under section 29 (3) of the Wages Boards Ordinance (Chapter 136), in *Ceylon Government Gazette Extraordinary* No. 11,605 of November 29, 1958. Decision varying the earlier decisions was published in a notification appearing in *Government Gazette Extraordinary* No. 12,940 of February 24, 1962.

PART I

Direction under section 20 (2) (b)

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

2. The special allowance for each month shall be computed on the cost of living index number for the month immediately preceding the month in respect of which such allowance is to be paid.

Intervals at which wages shall be paid (section 23 (1))

3. Wages shall be paid monthly and within 10 days of the end of the month.

Definition of a normal working day (section 24)

4. For any 5 days in the week, being such 5 days as are agreed upon between the employer and the workers the number of hours constituting a normal working day shall be—

(a) 9 (inclusive of one hour for a meal) in respect of all workers in the trade other than those referred to in sub-paragraph (b) below ; and

(b) 12 (inclusive of four hours for meals or rest) in respect of the following workers :—

foremen, dough mixers, scalers and weighers, divider men, twisters, wrapping machine operators, flour dumpers, flour sifters, bench hands, pan greasers, panners, bread trayers, bun trayers, oven helpers, oven loaders, pan stackers, bread and bun stackers, hand wrappers, packers and general helpers.

5. For any one day in the week, being such day (other than any of the 5 days referred to in paragraph 4) as is agreed upon between the employer and the workers, the number of hours constituting a normal working day shall be 6 (inclusive of one hour for a meal) in respect of all workers in the trade.

PART II

1. The minimum rate of wages for time work shall consist of a basic rate and a special allowance as set out in paragraph 6.

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

3. 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 that month.

4. 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 2, 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.

5. 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		
		(a) Where the cost of living index number for the preceding month is 100·1 the special allowance shall be—	(b) Where the cost of living index number for the preceding month is 100·0 the special allowance shall be—	(c) Where the cost of living index number for the preceding month is above 100·1 or below 100·0 the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder, as illustrated in Tables I and II below

Class "A" Worker :	Rs. c.	Rs. c.	Rs. c.	Rs. c.
foremen, head bakers, head basses, cooks, "short eats" makers, pastry makers, cake decorators	70 0 ..	55 0 ..	53 55 ..	1 45
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 ..	51 25 ..	50 0 ..	1 25
Class "C" Worker :				
flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trays, bun trays, cake trays, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen ..	.. 39 0 ..	.. 39 91 ..	.. 39 10 ..	0 81

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

Table I—Special allowance payable in the event of a rise in the index number

Index numbers	Class "A"		Class "B"		Class "C"	
	Rs.	c.	Rs.	c.	Rs.	c.
100·0 to 101·8	55 0	..	51 25	..	39 91
101·9 to 103·6	56 45	..	52 50	..	40 72
103·7 to 105·4	57 90	..	53 75	..	41 53
105·5 to 107·2	59 35	..	55 0	..	42 34
107·3 to 109·0	60 80	..	56 25	..	43 15

Table II—Special allowance payable in the event of a fall in the index number

Index numbers	Class "A"		Class "B"		Class "C"	
	Rs.	c.	Rs.	c.	Rs.	c.
100·0 to 98·3	53 55	..	50 0	..	39 10
98·2 to 96·5	52 10	..	48 75	..	38 29
96·4 to 94·7	50 65	..	47 50	..	37 48
94·6 to 92·9	49 20	..	46 25	..	36 67
92·8 to 91·1	47 75	..	45 0	..	35 86

PART III

Overtime rate

1. On any of the five days in the week referred to in paragraph 4 of Part I, the minimum overtime rate in respect of each hour of work in excess of the number of hours constituting the normal working day shall be the minimum hourly rate (ascertained by dividing the minimum monthly rate by 200) increased by 50 per centum of such minimum hourly rate.

2. On that day of the week referred to in paragraph 5 of Part I, the minimum overtime rate in respect of each hour of work in excess of the number of hours constituting the normal working day shall be the minimum hourly rate (ascertained by dividing the minimum monthly rate by 200) increased by 75 per centum of such minimum hourly rate.

PART IV

Weekly holiday (section 24)

1. Every employer shall allow one day in the week as the weekly holiday to every worker employed under him, such day being a day agreed upon between the employer and the worker :

Provided, however, that an employer may employ any worker on such weekly holiday subject to the following conditions :—

- (a) that a day within the six days next succeeding such weekly holiday shall, in addition to any holiday or leave or day of absence to which the worker is entitled under the provisions of any decision made by the Wages Board or the Wages Boards Ordinance or any other law or under the terms of his contract of employment, be allowed to that worker as a holiday ;
- (b) that in respect of work done on such weekly holiday, the worker shall be paid, in addition to the wages paid on a monthly basis, a remuneration of not less than $\frac{1}{25}$ of the minimum monthly rate ;
- (c) that for each hour of work performed on a weekly holiday in excess of the number of hours constituting a normal working day under paragraph 4 of Part I, the minimum overtime rate shall be an amount equal to two and a half times the minimum hourly rate ascertained by dividing the minimum monthly rate by 200 ; and
- (d) that the remuneration due to a worker for work done on the weekly holiday during any month shall be paid along with the wages payable for that month.

PART V

Annual holidays (section 25)

1. If a worker has worked for more than 218 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 one holiday for each unit of five days by which the number of days on which the workers has worked exceeds 218 :

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.

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

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

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

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

5. The remuneration for each holiday referred to in this Part shall be an amount equal to the minimum daily rate ascertained by dividing the minimum monthly rate by 25.

6. For the purpose of paragraph 1, “ 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 Wages Boards Ordinance ;

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

7. The foregoing decisions shall not apply in respect of employment at any time prior to January 1, 1957.

Public Holidays

8. Every employer shall allow as holidays to all workers employed under him the following public holidays within the meaning of the Holidays Ordinance :—

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

Provided, however, that an employer may employ any worker on any such public holiday subject to the following conditions :—

- (a) that such worker is not employed on such public holiday in excess of the number of hours constituting the normal working day for that day ;
- (b) that such worker is allowed a holiday on the day immediately preceding such public holiday, or is paid, in addition to the wages paid on a monthly basis, a remuneration of not less than 1/25 of the minimum monthly rate ; and
- (c) where such worker is employed on the day immediately preceding such public holiday, that such worker is not employed on that day in excess of the number of hours constituting the normal working day for that day.

NOTES OF CURRENT INTEREST

Report of the Commission of Inquiry on Profit Sharing

The Commission of Inquiry appointed to recommend a Scheme of Profit Sharing to be adopted in the Private Sector and in State Sponsored Corporations (vide terms of reference in February, 1966 issue of the Ceylon Labour Gazette) has handed its report to His Excellency the Governor-General on 29th November, 1966.

Repudiation of Collective Agreement No. 1 of 1965

Collective Agreement No. 1 of 1965 (published in August, 1965 issue of the Ceylon Labour Gazette) has ceased to be in force on and after 1st December, 1966, by virtue of its repudiation by the Ceylon Estates Employers' Federation.

Ceylon Labour Movement—Subject of Research Project

The Asian Labour Education Centre of the University of Philippines is conducting a research project on the Labour Movement in Asia. The result of this study is expected to enrich the courses of the Asian Labour Education Centre of the University of Philippines in which participants from all Asian countries attend. The first phase of this research project which involved a bibliographic build up and research in institutions in Europe, United States and Britain has just been completed. The researchers working on the project have now started the second phase of their work which includes field research in selected Asian countries. Mr. Manuel A. Dia, a Research Associate is in Ceylon to conduct a field study on the Labour Movement in Ceylon.

Determination of Wages in the Hosiery Manufacturing Trade

The minimum rates of wages for time-work in respect of workers in the Hosiery Manufacturing Trade, determined by the Commissioner of Labour under Section 33 (2) of the Wages Boards Ordinance (Chapter 136), has been approved by the Minister of Labour, Employment and Housing. *The determination shall come into force on second day of January, 1967.*

The minimum rates of wages under the different grades are:—
Grade I : Rs. 4.10 per day ; Grade II : Rs. 3.75 per day ; Grade III : Rs. 3.35 per day ; Grade IV : Rs. 2.80 per day.

Further details of this determination will be given in the January, 1967 issue of the Gazette.

Poya Holidays—Private Sector

Regulations made by the Minister of Home Affairs, with the concurrence of the Minister of Labour, Employment and Housing under Section 11 of the Holidays Act No. 17 of 1965, for the purpose of extending the Poya Holidays Scheme to the Private Sector, have been approved by the Senate on 13.12.66.

These regulations have been approved already by the House of Representatives in September, 1966.

Additional Holidays under the S & O. E. Act

The Minister of Labour, Employment and Housing has declared the following additional public holidays under the Shop and Office Employees (Regulation of Employment and Remuneration) Act

1. January 1, 1967, being National Heroes Day.
2. May 24, 1967, being the day immediately succeeding the Full Moon Day of the Sinhala Month of Wesak.

LIST OF TRADE UNIONS REGISTERED IN NOVEMBER, 1966

<i>Re- gistered No.</i>	<i>Name</i>	<i>Address</i>
2683	*Lanka Jathika Dhumriyapathi Sangamaya	270/150, Room No. 3 Maradana Road, Col. 10
✓ 2684	The Ceylon Estate Officers Union	5, Dalada Veediya, Kandy
2685	Ganga Nimna Bhoomy Sanwardana Mandalaye Udawalawe Yanthra Dhawana Sewaka Sangamaya	Udawalawe Project, Udawalawe
2686	*Eksath Krusikarma Madyasthana Barakaruwange Vurthiya Samithiya	Chandrasri Stores, Uhana
2687	Local Govt. Service Store-keepers Union	Municipal Stores, Darley Road, Colombo 10
2688	*Rajaye Guru Vidyalaya Upadidaree Acharya Sangamaya	32, Veveldiniya Road, Meerigama
2689	*Government Architects Association	Town & Country Planning Dept., McCallum Road, Colombo 10
2690	*All Ceylon Government Supply Station Storekeepers Union	F. C. Stores, Veyangoda
2691	Ceylon United Visvakula Association	19, North Lane, Badulla
2692	*Pingan Karmantha Karmika Niladareenge Sangamaya	Meti Karmantha Training College, Waragoda, Kelaniya
2693	*All Ceylon vested Tamil Schools Teachers Union	Malaragam, Erlalai North Chunnakam

* Public Servants' Trade Union.

LIST OF TRADE UNIONS CANCELLED IN NOVEMBER, 1966

<i>Re- gistered No.</i>	<i>Name</i>
2461	Swadesheeya Beedi Kamkaru Samithiya
2505	Lanka Petroleum Dealers Union
1113	*Sri Lanka Locomotive Engineers Union

* Public Servants Trade Union.

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

Gr-up Weights	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
1943	103	94	105	138	118	107
1944	102	94	105	156	127	109
1945	110	94	112	165	158	121
1946	113	111	124	180	155	125
1947	126	121	136	213	157	138
1948	138	161	148	189	157	142
1949	144	97	129	156	148	141
1950	154	102	129	155	154	149
1951	155	112	129	197	160	154
1952	153	104	131	192	168	153

* Average for 5 months only.

† Average for 11 months only.

B—Colombo Consumers' Price Index

Base : Average Prices 1952 = 100

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

INDEX NUMBERS

1953	105.97	99.82	101.32	82.82	97.17	101.6
1954	106.13	103.35	101.53	79.52	94.43	101.1
1955	105.09	102.34	101.53	80.50	94.62	100.5
1956	103.32	101.30	101.53	81.76	98.60	100.2
1957	104.94	97.32	101.53	84.39	106.92	102.8
1958	105.75	101.04	101.53	87.51	113.05	105.0
1959	104.67	102.31	101.49	92.10	115.22	105.2
1960	100.77	102.63	101.53	95.10	117.51	103.5
1961	99.66	104.35	101.53	106.13	123.26	104.8
1962	100.93	105.56	101.53	108.21	124.95	106.3
1963	103.02	103.03	101.53	118.16	126.58	108.8
1964	106.39	103.20	101.53	129.15	129.34	112.2
1965	107.34	100.70	101.53	126.75	128.28	112.5
1965—						
January	106.99	101.96	101.53	127.64	128.60	112.5
February	106.35	101.96	101.53	129.92	128.81	112.3
March	107.11	102.31	101.53	129.13	128.95	112.7
April	106.54	102.31	101.53	127.09	129.24	112.3
May	107.15	101.61	101.53	127.46	129.58	112.7
June	106.69	103.69	101.53	128.06	129.32	112.5
July	108.17	101.96	101.53	128.07	127.62	113.0
August	107.12	101.15	101.53	126.74	128.60	112.4
September	106.50	100.69	101.53	126.42	128.65	112.0
October	107.72	98.15	101.53	124.49	127.02	112.1
November	108.87	97.00	101.53	122.75	126.28	112.5
December	108.86	95.62	101.53	123.19	126.65	112.6
1966—						
January	109.78	95.62	101.53	122.60	125.88	112.9
February	109.67	95.96	101.53	122.71	125.96	112.9
March	109.04	95.62	101.53	122.40	126.22	112.5
April	109.59	95.96	101.53	119.44	125.96	112.5
May	109.20	95.96	101.53	116.45	127.23	112.2
June	109.52	95.96	101.53	111.02	127.36	112.0
July	109.06	96.31	101.53	108.61	128.26	111.6
August	107.97	96.31	101.53	116.90	128.57	111.8
September	108.15	96.31	101.53	117.09	128.60	111.9
October	108.89	95.62	101.53	116.90	128.10	112.3
November	108.96	95.62	101.53	116.65	128.13	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 Govern. ment Employment in Colombo		
	Average Minimum Daily rate of Wages Rs. c.	Minimum Wage Rate Index No.	Index No. of Real Wages	Average Monthly Rate of Wages Rs. c.	Wage Rate Index No.	Index No. of Real Wages
1939	100 ..	..	..	100 ..
1940	100 ..	..	..	96 ..
1941	110 ..	..	..	96 ..
1942	166 ..	..	..	97 ..
1943	202 ..	..	..	96 ..
1944	212 ..	..	..	110 ..
1945	244 ..	..	..	133 ..
1946	280 ..	..	..	194 ..
1947	293 ..	..	..	195 ..
1948	315 ..	..	..	195 ..
1949	320 ..	..	..	196 ..
1950	373 ..	..	..	198 ..
1951	463 ..	..	..	206 ..
1952	468 ..	..	..	207 ..

B

Base : 1952=100

1953 ..	..	..	101.56 ..	..	..	99.96 ..	..	..	90.97 ..	..	..	101.31 ..	..	..	99.71
1954 ..	..	..	103.65 ..	..	..	102.52 ..	..	..	91.04 ..	..	..	101.39 ..	..	..	100.29
1955 ..	..	..	107.29 ..	..	..	106.76 ..	..	..	94.94 ..	..	..	105.74 ..	..	..	105.21
1956 ..	..	..	108.33 ..	..	..	108.11 ..	..	..	96.24 ..	..	..	107.18 ..	..	..	106.91
1957 ..	..	..	109.38 ..	..	..	106.40 ..	..	..	99.16 ..	..	..	110.44 ..	..	..	107.43
1958 ..	..	..	111.46 ..	..	..	106.21 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	120.76
1959 ..	..	..	111.46 ..	..	..	105.95 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	120.41
1960 ..	..	..	110.42 ..	..	..	106.69 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	122.39
1961 ..	..	..	110.94 ..	..	..	105.86 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	120.87
1962 ..	..	..	112.50 ..	..	..	105.83 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	119.16
1963 ..	..	..	114.06 ..	..	..	104.83 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	116.42
1964 ..	..	..	116.67 ..	..	..	103.98 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.90
1965 ..	..	..	117.19 ..	..	..	104.17 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.60
1965 —	January	..	117.19 ..	..	..	104.17 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.60
	February	..	117.19 ..	..	..	104.35 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.80
	March	..	117.19 ..	..	..	103.98 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.40
	April	..	117.19 ..	..	..	104.35 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.80
	May	..	117.19 ..	..	..	103.98 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.40
	June	..	117.19 ..	..	..	104.17 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.60
	July	..	117.19 ..	..	..	103.71 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.10
	August	..	117.19 ..	..	..	104.26 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.70
	September	..	117.19 ..	..	..	104.63 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	113.10
	October	..	117.19 ..	..	..	104.54 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	113.00
	November	..	117.19 ..	..	..	104.17 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.60
	December	..	117.19 ..	..	..	104.08 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.50
1966 —	January	..	117.19 ..	..	..	103.80 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.20
	February	..	117.19 ..	..	..	103.80 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.20
	March	..	117.19 ..	..	..	104.17 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.60
	April	..	117.19 ..	..	..	104.17 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.60
	May	..	117.19 ..	..	..	104.45 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.90
	June	..	117.19 ..	..	..	104.63 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	113.10
	July	..	117.19 ..	..	..	105.01 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	113.50
	August	..	115.63 ..	..	..	103.43 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	113.30
	September	..	117.19 ..	..	..	104.73 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	113.20
	October	..	117.19 ..	..	..	104.35 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.80
	November	..	117.19 ..	..	..	104.35 ..	..	..	113.74 ..	..	..	126.67 ..	..	..	112.80

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBER

Base 1952=100

Year	Agriculture*		Trades other than Agriculture†		Agriculture and Trades other than Agriculture Combined	
	Minimum Average daily rate of wages	Minimum Wage rate Index No.	Minimum Average daily rates of wages	Minimum Wage rate Index No.	Minimum Average daily rates of wages	Minimum Wage rate Index No.
	Rs. c.		Rs. c.		Rs. c.	
1952 .. — ..	1.96	100.00	2.92	100.00	2.04	100.00
1953 .. — ..	1.99	101.53	2.95	101.03	2.07	101.47
1954 .. — ..	2.02	103.06	2.94	100.68	2.09	102.45
1955 .. — ..	2.09	106.63	2.96	101.37	2.16	105.88
1956 .. — ..	2.10	107.14	3.00	102.74	2.17	106.37
1957 .. — ..	2.13	108.67	3.15	107.88	2.20	107.84
1958 .. — ..	2.16	110.20	3.39	116.10	2.26	110.78
1959 .. — ..	2.16	110.20	3.76	128.77	2.29	112.25
1960 .. — ..	2.16	110.20	3.74	128.08	2.28	111.76
1961 .. — ..	2.17	110.71	3.75	128.42	2.29	112.25
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	116.14
June ..	2.28	116.33	3.87	132.53	2.41	118.14
July ..	2.28	116.33	3.87	132.53	2.41	118.14
August ..	2.26	115.31	3.87	132.53	2.39	117.16
September ..	2.28	116.33	3.87	132.53	2.41	118.14
October ..	2.28	116.33	3.93	134.59	2.41	118.14
November ..	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	66,812	164,375
March	41,191	17,926	38,532	66,706	164,355
April	41,590	17,745	38,707	66,239	164,281
May	44,597	18,233	40,501	68,574	171,878
June	48,578	18,798	42,852	71,011	181,239
July	50,670	19,343	44,733	72,741	187,487
August	51,715	19,465	45,362	73,665	190,207
September	52,443	19,452	46,270	74,135	192,300
October	53,704	19,618	47,187	74,249	194,758
November	54,686	19,934	48,422	74,526	197,568
December	55,238	20,051	48,907	75,459	199,655
1966—January	56,684	20,081	49,963	76,777	203,505
February	58,627	20,457	51,663	80,559	211,306
March	59,527	20,440	52,553	82,094	214,614
April	59,527	20,307	52,531	81,836	214,201
May	59,783	20,034	52,716	82,449	214,982
June	60,477	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
October	67,522	22,365	61,144	92,717	243,748

* 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	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batteenon	Kalmunai
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—
1951	33,125	3,422	2,386	4,350	2,209	537	386	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	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	338	297
1955	36,451	3,395	4,740	6,331	4,877	633	2,767	2,199	1,962	619	455	261
1956	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694
1957	49,899	9,636	6,772	9,225	7,462	794	6,651	2,681	3,180	1,079	631	501
1958	52,563	7,721	7,300	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354
1959	55,875	8,940	7,303	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422
1960	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,084	630
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	59,273	12,940	10,514	16,258	7,422	1,240	4,981	3,910	4,544	3,138	1,447	641
1963	55,904	11,768	11,237	6,658	7,529	1,022	6,438	3,593	4,949	2,910	1,508	540
1964	57,943	13,081	14,003	17,430	9,169	953	7,136	4,133	5,057	3,212	1,668	749
1965—												
January	57,626	13,264	14,577	17,607	8,399	945	7,268	3,932	4,874	3,216	1,847	801
February	56,787	12,920	14,713	17,460	8,356	948	7,351	4,090	4,500	3,190	1,904	823
March	56,109	12,691	14,603	17,528	8,482	949	7,402	4,314	4,404	3,222	1,899	810
April	55,531	12,163	14,261	17,679	8,589	970	7,411	4,475	4,363	3,234	1,911	817
May	58,205	12,465	14,536	18,558	9,367	1,242	7,829	4,831	4,594	3,566	1,947	899
June	59,675	12,682	14,972	20,012	10,444	1,424	8,252	5,144	4,845	4,038	2,080	969
July	60,442	13,141	15,301	20,495	11,160	1,451	8,632	5,469	5,119	4,210	2,108	1,026
August	59,900	12,984	15,654	20,767	11,515	1,534	8,740	5,754	5,233	4,418	2,150	1,039
September	59,664	13,229	15,557	20,793	12,068	1,615	8,821	5,956	5,114	4,434	2,040	1,024
October	59,751	13,210	15,656	21,088	12,414	1,655	9,013	6,143	5,094	4,362	1,998	1,030
November	60,984	12,786	15,555	21,489	12,798	1,690	9,175	6,370	5,094	4,439	2,008	1,074
December	61,472	12,819	14,935	21,455	13,121	1,721	9,236	6,449	5,287	4,390	2,044	1,068
1966—Jan.	62,348	12,964	15,532	21,259	13,722	1,722	9,156	6,779	5,382	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
October	79,639	12,179	17,021	22,566	18,536	2,319	9,775	9,067	7,391	5,503	2,483	1,428

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

<i>Trincomalee</i>	<i>Anuradhapura</i>	<i>Avesawella</i>	<i>Haputale</i>	<i>Matara</i>	<i>Vavuniya</i>	<i>Kegalle</i>	<i>Matale</i>	<i>Chilaw</i>	<i>Hatton</i>	<i>Nuwara Eliya</i>	<i>Total</i>
—	—	—	—	—	—	—	—	—	—	—	34,744
283	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,732
348	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	53,307
252	437	678	—	—	—	—	—	—	—	—	53,023
239	548	477	526	1,382	—	—	—	—	—	—	51,546
1,567	884	1,377	396	1,589	—	—	—	—	—	—	53,394
776	1,104	1,582	392	2,411	—	—	—	—	—	—	71,010
939	1,651	1,984	721	4,206	—	—	—	—	—	—	85,952
1,252	1,198	2,226	840	5,331	551	1,947	—	—	—	—	110,856
1,188	1,380	2,925	1,110	5,324	531	2,465	—	—	—	—	117,796
1,365	1,733	2,965	1,198	5,812	611	2,786	970	—	—	—	128,018
1,756	2,550	3,784	1,222	8,179	772	3,143	986	—	—	—	151,092
1,372	2,563	364	1,368	8,060	574	3,301	1,199	—	—	—	150,231
1,431	2,742	3,804	1,188	7,811	737	3,230	1,259	2,109	768	822	152,092
1,389	3,128	3,528	1,414	8,606	671	4,049	1,345	2,269	889	578	151,922
1,674	3,150	3,862	1,580	9,297	677	4,940	1,529	2,399	1,270	544	165,456
1,481	3,144	3,910	1,593	9,223	697	5,248	1,542	2,414	1,302	522	165,432
1,514	3,320	3,932	1,587	9,132	631	5,368	1,525	2,454	1,357	513	164,375
1,551	3,395	4,125	1,605	9,033	650	5,606	1,519	2,560	1,399	499	164,355
1,602	3,404	4,306	1,612	8,776	682	5,639	1,552	2,515	1,246	453	164,281
1,939	3,577	4,677	1,709	9,157	657	5,857	1,661	2,671	1,283	651	171,878
2,027	3,788	5,378	1,827	9,894	684	6,241	1,810	2,979	1,335	739	181,239
2,174	3,956	5,899	1,922	10,278	718	6,729	1,932	3,131	1,365	829	187,487
2,197	4,076	5,965	1,978	10,869	730	7,077	1,999	3,338	1,393	97	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
2,708	4,508	8,948	2,319	13,888	856	10,764	2,542	5,504	2,462	1,342	243,748

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

	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1,878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13,370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7,304
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	12,468
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,028	6,368
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	2,392	3,791	83,883	8,202
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,165
1961	22,558	1,259	14,784	631	24,791	964	50,390	2,794	112,523	5,642
1962	24,155	1,283	11,626	468	22,994	809	42,404	2,317	101,179	4,858
1963	24,997	1,322	11,953	502	24,951	939	43,400	2,466	105,301	5,121
1964	29,947	1,722	14,277	535	28,304	945	48,991	3,599	121,609	6,801
1965	38,304	1,495	16,174	846	37,097	1,035	57,981	3,753	149,556	7,129
1965-January	2,548	221	1,197	13	2,677	80	4,692	168	11,114	482
February	2,306	167	1,339	56	2,516	65	4,025	296	10,186	584
March	1,969	89	1,216	76	2,088	62	3,367	179	8,640	406
April	2,185	56	1,065	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	63	4,912	321	12,878	532
February	3,860	82	1,219	30	3,725	36	7,406	404	16,210	552
March	3,754	63	1,277	58	4,071	87	6,740	230	15,842	438
April	1,924	100	753	54	1,772	70	2,980	186	7,429	410
May	2,867	111	948	96	2,895	86	4,700	325	11,410	618
June	3,283	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
October	2,673	112	1,289	46	2,621	62	3,742	298	10,325	518

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	938	15	654	16	1,232	23	1,426	129	4,250	66
Negombo	121	9	32	2	96	8	167	19	416	38
Kalutara	125	2	31	3	142	2	118	6	416	13
Galle	170	7	36	2	27	1	199	13	432	23
Kandy	220	2	70	1	215	2	284	40	789	45
Nawalapitiya	27	—	16	—	29	1	60	40	132	41
Kurunegala	126	12	24	—	64	1	102	1	316	14
Jaffna	121	—	72	—	98	—	165	—	456	—
Ratnapura	80	2	30	—	80	—	95	10	285	12
Badulla	57	11	15	—	39	—	73	—	184	11
Batticaloa	32	7	10	1	33	3	88	6	163	17
Kalmunai	25	4	15	—	32	—	30	2	102	6
Trincomalee	23	3	17	8	24	—	70	10	134	21
Anuradhapura	40	15	7	1	25	4	35	22	107	42
Avissawella	102	2	22	—	51	—	108	2	283	4
Haputale	24	8	12	—	20	1	33	3	89	12
Matara	146	5	54	—	130	5	179	—	509	10
Vavuniya	34	5	3	1	22	4	11	—	70	10
Kegalle	121	—	64	6	136	1	126	37	447	44
Matale	42	1	14	—	29	—	34	—	119	1
Chilaw	60	1	46	3	72	5	244	44	422	53
Hatton	21	1	34	2	16	1	65	19	136	23
Nuwara Eliya	18	—	11	—	9	—	30	12	68	12
Total	2,673	112	1,289	46	2,621	62	3,742	298	10,325	518

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	4,35
1944	26	3,648	4,084‡	66†	12,399	92.
1945	28	3,514	4,285*	53	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,714
1948	33	23,100	49,933‡	20	1,065	2,497
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	363,600	430,586	54	14,482	21,996
1954	59	86,540	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,299	36,010
1956	99	56,908	200,888	115	31,852	152,966
1957	177	297,061	618,050	127	70,239	190,442
1958	123	39,372	340,632	96	42,713	399,223
1959	177	47,318	352,135	71	42,933	463,119
1960	123	42,528	259,948	37	4,830	15,139
1961	90	29,223	317,866	39	38,013	170,372
1962	138	42,569	193,792	50	25,730	801,882
1963	174	62,511	359,905	58	29,810	479,678
1964	201	68,009	611,060	103	21,409	274,623
1965	175	70,929	482,259	55	10,085	89,952
1966 Jan.-September	85	24,945	112,004	23	1,698	9,430
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	14	4,669	25,729	2	358	1,810
April	7	2,271	15,442	3	302	1,178
May	8	1,665	5,409	4	195	413
June	5	1,244	2,495	1	76	890
July	8	2,578	16,872	2	159	3,073
August	11	4,086	9,911	1	8	280
September	13	3,553	12,461	3	102	1,039

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
September, 1966, by Industries or Trades**

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea	11	..	3,049	..	8,890	
Rubber	2	..	504	..	3,571	
Tea-cum-Rubber	—	..	—	..	—	
Coconut	—	..	—	..	—	
Coconut-cum-Rubber	—	..	—	..	—	
Total	13		3,553		12,461	
Engineering	—	..	—	..	—	
Printing	—	..	—	..	—	
Motor Transport	—	..	—	..	—	
Tea Export	1	..	29	..	29	
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, Workships, &c., run by the State	—	..	—	..	—	
Textile	1	..	46	..	322	
Relief Schemes	—	..	—	..	—	
Wholesale and Retail Distribution	—	..	—	..	—	
Aerated Waters and Ice Manufacturing	—	..	—	..	—	
Beedi Manufacturing	—	..	—	..	—	
Hotel	—	..	—	..	—	
Tile Manufacturing	—	..	—	..	688	
Miscellaneous	1	..	27	..	—	
Coir Mattress and Bristle Fibre Export	—	..	—	..	—	
Match Manufacturing	—	..	—	..	—	
Total	3		102		1,039	
Grand Total	16		3,655		13,500	

**TABLE X—Classification of the Strikes in
September, 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	4	..	2	..	821	..	75	
2. Wage increases, Higher rates for piece work, &c.	—	..	1	..	—	..	27	
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	—	..	—	..	—	..	—	
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	6	..	—	..	1,836	..	—	
5. Food matters. Welfare	—	..	—	..	—	..	—	
6. Right of association and meeting	1	..	—	..	319	..	—	
7. Factional disputes and domestic matters	—	..	—	..	—	..	—	
8. External matters (e.g., arrest by Police, &c.)	—	..	—	..	—	..	—	
9. Assaults by employer or agent or others	1	..	—	..	401	..	—	
10. General demands	1	..	—	..	176	..	—	
11. Sympathetic strikes	—	..	—	..	—	..	—	
Total	13		3		3,553		102	

APPENDIX I

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

Class of Worker	Month: December, 1966					
	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(1) Baking Trade						
<i>Monthly Rates :</i>						
Class "A" Worker: foreman, head bakers, head basses, cooks, "short eats" makers, pastry makers, cake decorators	70	0	..	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 trays, bun trays, cake trays, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, deliverymen	39	0	..	44	77	.. 83 77
(2) Beedi Manufacturing Trade						
<i>Piece Rates :</i>						
"Nool" (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with "beedi tobacco", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—						
(a) beedies not more than 2 ins. long ..	5	0	..	—	..	5 0
(b) beedies more than 2 ins. long but less than 3 ins. ..	6	0	..	—	..	6 0
(c) beedies not less than 3 ins. long ..	7	0	..	—	..	7 0
"Nool" (thread) beedi rolling (inclusive of filling wrappers with "beedi tobacco", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—						
(a) beedies not more than 2 ins. long ..	3	24	..	—	..	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.	

(3) Brick and Tile Manufacturing Trade

Daily Rates :

In the manufacture of tiles in a factory —

A—Male workers (18 and above) :

Skilled Workers, Grade I : press feeders (machine), firemen engaged in kiln (burners) ..	2	0	2	06	4	06
--	---	---	---	----	---	----

Skilled Workers, Grade II : press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters ..	1	80	2	06	3	86
---	---	----	---	----	---	----

Semi-skilled Workers : winchmen, block cutters, tile slab oiler and polisher, trimmers, green tile sorters, workers engaged in stacking tiles in vehicles for transport ..	1	60	2	06	3	66
--	---	----	---	----	---	----

Unskilled Workers :

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

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

Daily Rates :

Unskilled :

Male labourers not under 18 years of age ..	1	40	2	18	3	58
---	---	----	---	----	---	----

Female labourers not under 18 years of age ..	1	10	2	18	3	28
---	---	----	---	----	---	----

Unskilled labourers (irrespective of sex) under 18 years of age ..	0	90	2	18	3	08
--	---	----	---	----	---	----

Semi-skilled, Grade II :

Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1	65	2	28	3	93
--	---	----	---	----	---	----

Semi-skilled, Grade I :

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

Skilled :

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

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

Class of Worker

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

(5) Cigar Manufacturing Trade

Piece Rates :

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

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

(6) Cinema Trade

Monthly Rates :

A.—NON-CLERICAL

Unskilled

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

36 50 ..	56 56 ..	93 06
----------	----------	-------

Semi-skilled

Assistant bar-keeper; Assistant Engine-driver; Checker; Cook, Grade II (lower); Re-winder; Telephone operator; Third Assistant operator:

(a) Within the Municipal areas ..	43 0 ..	59 16 ..	102 16
(b) Outside the Municipal areas ..	40 0 ..	59 16 ..	99 16

Skilled, Grade II

Assistant operator; Bar-keeper; Carpenter; Cook, Grade I (higher); Electrician, Grade II; Film room repairer, Grade II; Non synch operator; Second Assistant operator; Supervisor or head checker; Tent master; Wireman; Fireman:—

(a) Within the Municipal area ..	55 0 ..	60 98 ..	115 98
(b) Outside the Municipal areas ..	47 0 ..	60 98 ..	107 98

Skilled, Grade I

Armature winder; Electrician, Grade I; Engine Driver; Film room repairer, Grade I; Head operator; Tent maker:—

(a) Within the Municipal areas ..	66 0 ..	60 98 ..	126 98
(b) Outside the Municipal areas ..	61 0 ..	60 98 ..	121 98

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(6) Cinema Trade (contd.)					
B.—CLERICAL					
<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

Daily Rates :

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

Piece Rates :

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

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

Daily Rates :

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

(9) Coconut Growing Trade

Daily Rates :

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

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

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

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

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

Class of Worker

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

(11) Coir Mattress and Bristle Fibre Export Trade

Daily Rates :

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

Grade II—

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

1 40	..	2 18	..	3 58
------	----	------	----	------

Intermediate Grade—

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

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

Grade I—

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

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

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

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

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

Over 14 years but under 15 years ..	0 80	..	1 63	..	2 43
-------------------------------------	------	----	------	----	------

Over 15 years but under 16 years ..	0 90	..	1 68	..	2 58
-------------------------------------	------	----	------	----	------

Over 16 years but under 17 years ..	1 0	..	1 73	..	2 73
-------------------------------------	-----	----	------	----	------

Over 17 years but under 18 years ..	1 15	..	1 83	..	2 98
-------------------------------------	------	----	------	----	------

Month : December, 1966

Class of Worker

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

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

Note.—The above rates shall be increased by—

(i) 50 cents for—

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

(ii) Re. 1·00 for each trip made beyond the locks to the Beira Lake ; and

(iii) Rs. 2·00 for each trip on which the lighter carries dangerous cargo.

Guaranteed Time Rate (Monthly) :

Lighters, under 80 tons—

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

Lighters of 80 tons and over—

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

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

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
(13) Engineering Trade						
<i>Daily Rates :</i>						
Unskilled labourers	1	40	2	18	3	58
Semi-skilled workers, Grade I—						
Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fitters (iron and brass) ; smelters (iron and brass) ; checkers (timber), sawyers ; caulkers (wood) ; boiler attendants ; drivers (engine) -- firemen ; tyre repairers ; tyre vulcanizers	1	65	2	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 tinders, drivers ; splicers (rope and sail makers) ; glaziers ; driver mechanics ; oil and steam roller drivers shipwrights, body-builders ; hood-makers ; mechanics ; tinkers (motor) ; tinsmiths ; riveters and caulkers crane drivers ; miners (blasters and drillers) and sledgers employed in repairing, constructing and maintenance of roads	2	0	2	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						
<i>Daily Rates :</i>						
Grade I (a) :						
Designers, Tailors	4	0	2	77	6	77
Grade I (b) :						
Leaders or Section Supervisors	3	10	2	77	5	87
Grade II :						
Cutters, Cutters (hand) ; Machine Mender ; Final Checkers	1	95	2	28	4	23
Grade III ;						
Checkers and Sorters, Ironing Operatives (males) ; Odd job Operatives (females) ; Stamping Operatives (females), Sewing Machine Operators, Ironing Operatives (females), Electric Iron Operators, Issuing Operatives (females)	1	65	2	18	3	83

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(14) Garment Manufacturing Trade—(Contd.)					
Grade IV ;					
Laying out men, laying out women, Packers, Cellophane bags and Carboard box-makers ..	1	40	1	96	3 36
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 aerated waters, Ice Harvestors	1	65	2	28	3 93
<i>Grade III :</i>					
Ice Storers, Ice Packers, Ice Loaders, Syrup Room Labourers, Bottle Unpackers, Bottle Sorters or Cleaners, Bottle Washer Loaders, Case Fillers, Bottle Packers, Cleaners or Sweepers, Hand Washers, Case Carriers or Stackers, Stores Labourers, Labellers (Hand), Van Loaders	1	40	2	18	3 58
(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	0	30	—	—	0 30
Laddering coconut palms, for each tope not exceeding 110 palms	35	0	—	—	35 0
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns, for each gallon of toddy delivered by worker—					

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
(16) Liquor and Vinegar Trade—(Contd.)					
Galle District	0	54	—	..	0 54
Western Province	0	61	—	..	0 61
Chilaw District	0	64	—	..	0 64
Nuwara Eliya or Kandy District	0	65	—	..	0 65
Matara, Jaffna or Matale District	0	72	—	..	0 72
Puttalam, Anuradhapura or Hambantota District	0	77	—	..	0 77
Badulla, Ratnapura, Kurunegala or Kegalla District	0	80	—	..	0 80
Trincomalee, Batticaloa, Mannar or Mullaitivu District	1	05	—	..	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 92

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

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

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

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

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

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

Class of Worker

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

(19) Plumbago Trade (contd.)

Workers employed in curing and dressing—

(a) As overseers and kanganies ..	2 25	1 56	3 81
(b) On different jobs—			
Male workers not under 18 years ..	1 50	1 56	3 06
Female workers not under 18 years ..	1 25	1 20	2 45
Worker under 18 years ..	0 75	1 13	1 88

(20) Printing Trade

Monthly Rates :

Class A Workers : Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, process camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists ..	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	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 December, 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 47½	2 10½	1 55	½
1	4 95	4 21	3 10	1
2	9 90	8 43	6 21	2
3	14 86	12 64	9 31	3
4	19 81	16 85	12 41	4
5	24 76	21 06	15 51	5
6	29 71	25 28	18 62	6
7	34 66	29 49	21 72	7
8	39 61	33 70	24 82	8
9	44 57	37 92	27 92	9
10	49 52	42 13	31 03	10
11	54 47	46 34	34 13	11
12	59 42	50 56	37 23	12
13	64 37	54 77	40 33	13
14	69 33	58 98	43 44	14
15	74 28	63 19	46 54	15
16	79 23	67 41	49 64	16
17	84 18	71 62	52 74	17
18	89 13	75 83	55 85	18
19	94 09	80 05	58 95	19
20	99 04	84 26	62 05	20
21	103 99	88 47	65 15	21
22	108 94	92 69	68 26	22
23	113 89	96 90	71 36	23
24	118 84	101 11	74 46	24
25	123 80	105 32	77 57	25
26	128 75	109 54	80 67	26
27	133 70	113 75	83 77	27
Extra payment for work done on weekly Poya days				
1	5 35	4 55	3 35	1
2	10 70	9 10	6 70	2
3	16 05	13 65	10 05	3
4	21 40	18 20	13 40	4

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

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

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

APPENDIX III

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

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
<i>Normal working days</i>	Rs. e.	Rs. e.	Rs. c.	Rs. e.	Rs. c.	Rs. c.	<i>Normal working days</i>
½	1 79	1 64	1 54	1 96½	2 04	2 14	½
1	3 58	3 28	3 08	3 93	4 08	4 28	1
2	7 16	6 56	6 16	7 86	8 16	8 56	2
3	10 74	9 84	9 24	11 79	12 24	12 84	3
4	14 32	13 12	12 32	15 72	16 32	17 12	4
5	17 90	16 40	15 40	19 65	20 40	21 40	5
6	21 48	19 68	18 48	23 58	24 48	25 68	6
7	25 06	22 96	21 56	27 51	28 56	29 96	7
8	28 64	26 24	24 64	31 44	32 64	34 24	8
9	32 22	29 52	27 72	35 37	36 72	38 52	9
10	35 80	32 80	30 80	39 30	40 80	42 80	10
11	39 38	36 08	38 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 02	14
15	53 70	49 20	46 20	58 95	61 20	64 20	15
16	57 28	52 48	49 28	62 88	65 28	68 48	16
17	60 86	55 76	52 36	66 81	69 36	72 76	17
18	64 44	59 04	55 44	70 74	73 44	77 04	18
19	68 02	62 32	58 52	74 67	77 52	81 32	19
20	71 60	65 60	61 60	78 60	81 60	85 60	20
21	75 18	68 88	64 68	82 53	85 68	89 88	21
22	78 76	72 16	67 76	86 46	89 76	94 16	22
23	82 34	75 44	70 84	90 39	93 84	98 44	23
24	85 92	78 72	73 92	94 32	97 92	102 72	24
25	89 50	82 00	77 00	98 25	102 00	107 00	25
26	93 08	85 28	80 08	102 18	106 08	111 28	26
27	96 66	88 56	83 16	106 11	110 16	115 56	27
<i>Poya day work</i>							<i>Poya day work</i>
1	5 37	4 92	4 62	5 90	6 12	6 42	1
2	10 74	9 84	9 24	11 80	12 24	12 84	2
3	16 11	14 76	13 86	17 70	18 36	19 26	3
4	21 48	19 68	18 48	23 60	24 48	25 68	4

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

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

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

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

APPENDIX IV

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

Within the 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 72½	1 89	2 15	2 35	1 94½	2 09½	3 20½	½
1	3 45	3 78	4 30	4 70	3 89	4 19	6 41	1
2	6 89	7 57	8 59	9 41	7 78	8 37	12 81	2
3	10 34	11 35	12 89	14 11	11 67	12 56	19 22	3
4	13 79	15 13	17 18	18 81	15 56	16 74	25 63	4
5	17 23	18 92	21 48	23 51	19 44	20 93	32 04	5
6	20 68	22 70	25 77	28 22	23 33	25 11	38 44	6
7	24 13	26 49	30 07	32 92	27 22	29 30	44 85	7
8	27 57	30 27	34 36	37 62	31 11	33 48	51 26	8
9	31 02	34 05	38 66	42 33	35 00	37 67	57 68	9
10	34 47	37 84	42 96	47 03	38 89	41 85	64 07	10
11	37 91	41 62	47 25	51 73	42 78	46 04	70 48	11
12	41 36	45 40	51 55	56 44	46 67	50 22	76 89	12
13	44 81	49 19	55 84	61 14	50 56	54 41	83 30	13
14	48 25	52 97	60 14	65 84	54 44	58 59	89 70	14
15	51 70	56 76	64 43	70 54	58 33	62 78	96 11	15
16	55 15	60 54	68 73	75 25	62 22	66 96	102 52	16
17	58 59	64 32	73 02	79 95	66 11	71 15	108 93	17
18	62 04	68 11	77 32	84 65	70 00	75 33	115 33	18
19	65 49	71 89	81 62	89 36	73 89	79 52	121 74	19
20	68 93	75 67	85 91	94 06	77 78	83 70	128 15	20
21	72 38	79 46	90 21	98 76	81 67	87 89	134 56	21
22	75 83	83 24	94 50	103 47	85 56	92 07	140 96	22
23	79 27	87 03	98 80	108 17	89 44	96 26	147 37	23
24	82 72	90 81	103 09	112 87	93 33	100 44	153 78	24
25	86 17	94 59	107 39	117 57	97 22	104 63	160 19	25
26	89 61	98 38	111 68	122 28	101 11	108 81	166 59	26
27	93 06	102 16	115 98	126 98	105 00	113 00	173 00	27
28	98 64	108 29	122 94	134 60	111 30	119 78	183 38	28
29	104 22	114 42	129 90	142 22	117 60	126 56	193 76	29
30	109 80	120 55	136 86	149 84	123 90	133 34	204 14	30
31	115 38	126 68	143 82	157 46	130 20	140 12	214 52	31

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

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

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

Outside the Municipal Areas

No. of Days	A—Non-Clerical				B—Clerical			No. of Days
	Unskilled	Semi-Skilled	Semi-Skilled Grade II	Semi-Skilled Grade I	Grade III	Grade II	Grade I	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 72½	1 83½	1 99½	2 26	1 85	2 00	3 20½	1
2	3 45	3 67	4 00	4 52	3 70	4 00	6 41	2
3	6 89	7 35	8 00	9 04	7 41	8 00	12 81	3
4	10 34	11 02	12 00	13 55	11 11	12 00	19 22	4
5	13 79	14 69	16 00	18 07	14 81	16 00	25 63	5
6	17 23	18 36	20 00	22 59	18 52	20 00	32 04	6
7	20 68	22 04	24 00	27 11	22 22	24 00	38 44	7
8	24 13	25 71	27 99	31 62	25 93	28 00	44 85	8
9	27 57	29 38	31 99	36 14	29 63	32 00	51 26	9
10	31 02	33 05	35 99	40 66	33 33	36 00	57 67	10
11	34 47	36 73	39 99	45 18	37 04	40 00	64 07	11
12	37 91	40 40	43 99	49 70	40 74	44 00	70 48	12
13	41 36	44 07	47 99	54 21	44 44	48 00	76 89	13
14	44 81	47 74	51 99	58 73	48 15	52 00	83 30	14
15	48 25	51 42	55 99	63 25	51 85	56 00	89 70	15
16	51 70	55 09	59 99	67 77	55 56	60 00	96 11	16
17	55 15	58 76	63 99	72 28	59 26	64 00	102 52	17
18	58 59	62 43	67 99	76 80	62 96	68 00	108 93	18
19	62 04	66 11	71 99	81 32	66 67	72 00	115 33	19
20	65 49	69 78	75 99	85 84	70 37	76 00	121 74	20
21	68 93	73 45	79 99	90 36	74 07	80 00	128 15	21
22	72 38	77 12	83 98	94 87	77 78	84 00	134 56	22
23	75 83	80 80	87 98	99 39	81 48	88 00	140 96	23
24	79 27	84 47	91 98	103 91	85 19	92 00	147 07	24
25	82 72	88 14	95 98	108 43	88 89	96 00	153 78	25
26	86 17	91 82	99 98	112 94	92 59	100 00	160 19	26
27	89 61	95 49	103 98	117 46	96 30	104 00	166 59	27
28	93 06	99 16	107 98	121 98	100 00	108 00	173 00	28
29	98 64	105 11	114 46	129 30	106 00	114 48	183 38	29
30	104 22	111 06	120 94	136 62	112 00	120 96	193 76	30
31	109 80	117 01	127 42	143 94	118 00	127 44	204 14	31
31	115 38	122 96	133 90	151 26	124 00	133 92	214 52	31

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

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

APPENDIX V

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

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal Working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
1/2	0 55	0 65	1 20	0 45	0 48	0 93	0 32½	0 44½	0 77	1/2
1	1 10	1 30	2 40	0 90	0 96	1 86	0 65	0 89	1 54	1
2	2 20	2 60	4 80	1 80	1 92	3 72	1 30	1 78	3 08	2
3	3 30	3 90	7 20	2 70	2 88	5 58	1 95	2 67	4 62	3
4	4 40	5 20	9 60	3 60	3 84	7 44	2 60	3 56	6 16	4
5	5 50	6 50	12 00	4 50	4 80	9 30	3 25	4 45	7 70	5
6	6 60	7 80	14 40	5 40	5 76	11 16	3 90	5 34	9 24	6
7	7 70	9 10	16 80	6 30	6 72	13 02	4 55	6 23	10 78	7
8	8 80	10 40	19 20	7 20	7 68	14 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
27	29 70	35 10	64 80	24 30	25 92	50 22	17 55	24 03	41 58	27
<i>Poya day work</i>										<i>Poya day work</i>
1			3 60			2 79			2 31	1
2			7 20			5 58			4 62	2
3			10 80			8 37			6 93	3
4			14 40			11 16			9 24	4

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

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

APPENDIX VI

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

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade				No. of Days
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1/2	1 35	1 27 1/2	1 00 1/2	0 84 1/2	1 97 1/2	1 77 1/2	1 45 1/2	1 42	1/2
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	45 22	37 18	86 90	78 10	64 02	62 48	22
23	62 10	58 65	46 23	38 87	90 85	81 65	66 93	65 32	23
24	64 80	61 20	48 24	40 56	94 80	85 20	69 84	68 16	24
25	67 50	63 75	50 25	42 25	98 75	88 75	72 75	71 00	25
26	70 20	66 30	52 26	43 94	102 70	92 30	75 66	73 84	26
27	72 90	68 85	54 27	45 63	106 65	95 85	78 57	76 68	27
<i>Poya day Work</i>									<i>Poyaday Work</i>
1	4 05	3 82	3 02	2 54	5 92	5 32	4 36	4 26	1
2	8 10	7 64	6 04	5 08	11 84	10 64	8 72	8 52	2
3	12 15	11 46	9 06	7 62	17 76	15 96	13 08	12 78	3
4	16 20	15 28	12 08	10 16	23 68	21 28	17 44	17 04	4

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

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

APPENDIX VII

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

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganvies	Watch-ers	Trade Learners and Apprentices				No. of Days	
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year		
<i>Normal working days</i> ½	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i> ½
1	1 79	1 96½	1 86½	2 14	2 04	1 99	0 83	0 90	1 22½	1 42½		1
2	3 58	3 93	3 73	4 28	4 08	3 98	1 66	1 92	2 45	2 85		2
3	7 16	7 86	7 46	8 56	8 16	7 96	3 32	3 84	4 90	5 70		3
4	10 74	11 79	11 19	12 84	12 24	11 94	4 98	5 76	7 35	8 55		4
5	14 32	15 72	14 92	17 12	16 32	15 92	6 64	7 68	9 80	11 40		5
6	17 90	19 65	18 65	21 40	20 40	19 90	8 30	9 60	12 25	14 25		6
7	21 48	23 58	22 38	25 68	24 48	23 88	9 96	11 52	14 70	17 10		7
8	25 06	27 51	26 11	29 96	28 56	27 86	11 62	13 44	17 15	19 95		8
9	28 64	31 44	29 84	34 24	32 64	31 84	13 28	15 36	19 60	22 80		9
10	32 22	35 37	33 57	38 52	36 72	35 82	14 94	17 28	22 05	25 65		10
11	35 80	39 30	37 30	42 80	40 80	39 80	16 60	19 20	24 50	28 50		11
12	39 38	43 23	41 03	47 08	44 88	43 78	18 26	21 12	26 95	31 35		12
13	42 96	47 16	44 76	51 36	48 96	47 76	19 92	23 04	29 40	34 20		13
14	46 54	51 09	48 49	55 64	53 04	51 74	21 58	24 96	31 85	37 05		14
15	50 12	55 02	52 22	59 92	57 12	55 72	23 24	26 88	34 30	39 90		15
16	53 70	58 95	55 95	64 20	61 20	59 70	24 90	28 80	36 75	42 75		16
17	57 28	62 88	59 68	68 48	65 28	63 68	26 56	30 72	39 20	45 60		17
18	60 86	66 81	63 41	72 76	69 36	67 66	28 22	32 64	41 65	48 45		18
19	64 44	70 74	67 14	77 04	73 44	71 64	29 88	34 56	44 10	51 30		19
20	68 02	74 67	70 87	81 32	77 52	75 62	31 54	36 48	46 55	54 15		20
21	71 60	78 60	74 60	85 60	81 60	79 60	33 20	38 40	49 00	57 00		21
22	75 18	82 53	78 33	89 88	85 68	83 58	34 86	40 32	51 45	59 85		22
23	78 76	86 46	82 06	94 16	89 76	87 56	36 52	42 24	53 90	62 70		23
24	82 34	90 39	85 79	98 44	93 84	91 54	38 18	44 16	56 35	65 55		24
25	85 92	94 32	89 52	102 72	97 92	95 52	39 84	46 08	58 80	68 40		25
26	89 50	98 25	93 25	107 00	102 00	99 50	41 50	48 00	61 25	71 25		26
27	93 08	102 18	96 98	111 28	106 08	103 48	43 16	49 92	63 70	74 10		27
27	96 66	106 11	100 71	115 56	110 16	107 46	44 82	51 84	66 15	76 95		27
<i>Poya days work</i> 1												<i>Poya days work</i> 1
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 December, 1966, to workers in the Match Manufacturing Trade

No. of days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons	Adults		Young Persons	Adults		Young Persons		Watchers	
	Male	Fe-male		Male	Fe-male		Male	Fe-male	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
27	105 57	93 15	73 17	94 77	84 51	66 42	86 67	76 68	51 57	63 72	87 47	27
Poya day work												Poya day work
1	5 87	5 18	4 07	5 27	4 70	3 69	4 82	4 26	2 87	3 54	5 42	1
2	11 74	10 36	8 14	10 54	9 40	7 38	9 64	8 52	5 74	7 08	10 84	2
3	17 61	15 54	12 21	15 81	14 10	11 07	14 46	12 78	8 61	10 62	16 26	3
4	23 48	20 72	16 28	21 08	18 80	14 76	19 28	17 04	11 48	14 16	21 68	4

* The information shown for the number of days up to 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 December, 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 06½	2 88	2 74	2 41½	2 6	2 24½	2 06	2 80	1 77½	1
2	6 13	5 76	5 48	4 83	4 92	4 49	4 12	5 60	3 55	2
3	12 25	11 51	10 96	9 66	9 85	8 97	8 23	11 19	7 11	3
4	18 38	17 27	16 44	14 49	14 77	13 46	12 35	16 79	10 66	4
5	24 51	23 03	21 91	19 32	19 60	17 94	16 46	22 39	14 21	5
6	30 63	28 78	27 39	24 15	24 61	22 43	20 58	27 99	17 76	6
7	36 76	34 54	32 87	28 98	29 54	26 92	24 69	33 58	21 32	7
8	42 89	40 29	38 35	33 81	34 46	31 40	28 81	39 18	24 87	8
9	49 01	46 05	43 83	38 64	39 38	35 89	32 92	44 78	28 42	9
10	55 14	51 81	49 31	43 47	44 31	40 37	37 04	50 37	31 97	10
11	61 27	57 55	54 79	48 30	49 23	44 86	41 16	55 97	35 53	11
12	67 39	63 32	60 26	53 13	54 15	49 35	45 27	61 57	39 08	12
13	73 52	69 08	65 74	57 96	59 08	53 83	49 39	67 16	42 63	13
14	79 65	74 83	71 22	62 79	64 00	58 32	53 50	72 76	46 18	14
15	85 77	80 59	76 70	57 63	68 92	62 80	57 62	78 36	49 74	15
16	91 90	86 34	82 18	72 46	73 84	67 29	61 73	83 96	53 29	16
17	98 03	92 10	87 66	77 29	78 77	71 77	65 85	89 55	56 84	17
18	104 15	97 86	93 13	82 12	83 69	76 26	69 96	95 15	60 39	18
19	110 28	103 61	98 61	86 95	88 61	80 75	74 08	100 75	63 95	19
20	116 41	109 37	104 09	91 78	93 54	85 23	78 20	106 34	67 50	20
21	122 53	115 13	109 57	96 61	98 46	89 72	82 31	111 94	71 05	21
22	128 66	120 88	115 05	101 44	103 38	94 20	86 43	117 54	74 60	22
23	134 79	126 64	120 53	106 27	108 31	98 69	90 54	123 13	78 16	23
24	140 91	132 39	126 01	111 10	113 23	103 18	94 66	128 73	81 71	24
25	147 04	138 15	131 48	115 93	118 15	107 66	98 77	134 33	85 26	25
26	153 17	143 91	136 96	120 76	123 07	112 15	102 89	139 93	88 81	26
27	159 29	149 66	142 44	125 59	128 00	116 63	107 00	145 52	92 37	27
28	165 42	155 42	147 92	130 42	132 92	121 12	111 12	151 12	95 92	28
29	171 54	161 17	152 40	135 25	137 84	125 24	115 24	156 71	99 47	29
30	177 67	166 92	157 88	140 08	142 76	129 36	119 36	162 30	103 02	30
31	183 79	172 67	163 36	144 91	147 68	133 48	123 48	167 89	106 57	31

APPENDIX X

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

the Motor Transport Trade

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.		Rs. c.				
½	3 38½	3 01	2 63½	2 76	2 51	1 70½	½
1	6 77	6 02	5 27	5 52	5 02	3 41	1
2	13 54	12 04	10 54	11 04	10 04	6 82	2
3	20 31	18 06	15 81	16 56	15 06	10 23	3
4	27 08	24 08	21 08	22 08	20 08	13 64	4
5	33 85	30 10	26 35	27 60	25 10	17 05	5
6	40 62	36 12	31 62	33 12	30 12	20 46	6
7	47 39	42 14	36 89	38 64	35 14	23 87	7
8	54 16	48 16	42 16	44 16	40 16	27 28	8
9	60 93	54 18	47 43	49 68	45 18	30 69	9
10	67 70	60 20	52 70	55 20	50 20	34 10	10
11	74 47	60 22	57 97	60 72	55 22	37 51	11
12	81 24	72 24	63 24	66 24	60 24	40 92	12
13	88 01	78 26	68 51	71 76	65 26	44 33	13
14	94 78	84 28	73 78	77 28	70 28	47 74	14
15	101 55	90 30	79 05	82 80	75 30	51 15	15
16	108 32	96 32	84 32	88 32	80 32	54 56	16
17	115 09	102 34	89 59	93 84	85 34	57 97	17
18	121 86	108 36	94 86	99 36	90 36	61 38	18
19	128 63	114 38	100 13	104 88	95 38	64 79	19
20	135 40	120 40	105 40	110 40	100 40	68 20	20
21	142 17	126 42	110 67	115 92	105 42	71 61	21
22	148 94	132 44	115 94	121 44	110 44	75 02	22
23	155 71	138 46	121 21	126 96	115 46	78 43	23
24	162 48	144 48	126 48	132 48	120 48	81 84	24
25	169 25	150 50	131 75	138 00	125 50	85 25	25
26	176 02	156 52	137 02	143 52	130 52	88 66	26
27	182 79	162 54	142 29	149 04	135 54	92 07	27
28	189 56	168 56	147 56	154 56	140 56	95 48	28
29	196 33	174 58	152 83	160 08	145 58	98 89	29
30	203 10	180 60	158 10	165 60	150 60	102 30	30
31	209 87	186 62	163 37	171 12	155 62	105 71	31

APPENDIX XI

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

No. of Days	<i>Workers other than Apprentices</i>								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
1	4 25	3 64½	2 98	2 83	2 49	2 22	1 46½	2 28½	1
2	8 50	7 29	5 96	5 66	4 98	4 44	2 93	4 57	2
3	17 01	14 59	11 91	11 32	9 96	8 88	5 86	9 15	3
4	25 51	21 88	17 87	16 98	14 94	13 32	8 78	13 72	4
5	34 01	29 17	23 82	26 63	19 93	17 75	11 71	18 29	5
6	42 52	36 46	29 78	28 29	24 91	22 19	14 64	22 86	6
7	51 02	43 76	35 73	33 95	29 89	26 63	17 57	27 44	7
8	59 53	51 05	41 69	39 61	34 87	31 07	20 49	32 01	8
9	68 03	58 34	47 64	45 27	39 85	35 51	23 42	36 58	9
10	76 53	65 64	53 60	50 93	44 83	39 95	26 35	41 15	10
11	85 04	72 93	59 56	56 59	49 81	44 39	29 28	45 73	11
12	93 54	80 22	65 51	62 24	54 80	48 82	32 21	50 30	12
13	102 04	87 52	71 47	67 90	59 78	53 26	35 13	54 87	13
14	110 55	94 81	77 42	73 56	64 76	57 70	38 06	59 44	14
15	119 05	102 10	83 38	79 22	69 74	62 14	40 99	64 02	15
16	127 56	109 39	89 33	84 88	74 72	66 58	43 92	68 59	16
17	136 06	116 69	95 29	90 54	79 70	71 02	46 84	73 16	17
18	144 56	123 98	101 24	96 19	84 69	75 45	49 77	77 73	18
19	153 07	131 27	107 20	101 85	89 67	79 89	52 70	82 31	19
20	161 57	138 57	113 16	107 51	94 65	84 33	55 63	86 88	20
21	170 07	145 86	119 11	113 17	99 63	88 77	58 56	91 45	21
22	178 58	153 15	125 07	118 83	104 61	93 21	61 48	96 02	22
23	187 08	160 45	131 02	124 49	109 59	97 65	64 41	100 60	23
24	195 59	167 74	136 98	130 15	114 57	102 09	67 34	105 17	24
25	204 09	175 03	142 93	135 80	119 56	106 52	70 27	109 74	25
26	212 59	182 32	148 89	141 46	124 54	110 96	73 19	114 31	26
27	221 10	189 62	154 84	147 12	129 52	115 40	76 12	118 89	27
28	229 60	196 91	160 80	152 78	134 50	119 84	79 05	123 46	28
29	247 97	212 66	173 66	165 00	145 26	129 43	85 37	133 34	29
30	266 34	228 41	186 52	177 22	156 02	139 02	91 69	143 22	30
31	284 71	244 16	199 38	189 44	166 78	148 61	98 01	153 10	31
31	303 08	259 91	212 24	201 66	177 54	158 20	104 33	162 98	31
Extra payment for work done on Poya days									
1	7 65	6 56	5 36	5 09	4 48	3 99	2 64	4 12	1
2	15 30	13 12	10 72	10 18	8 96	7 98	5 28	8 24	2
3	22 95	19 68	16 08	15 27	13 44	11 97	7 92	12 36	3
4	30 60	26 24	21 44	20 36	17 92	15 96	10 56	16 48	4

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

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

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

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

(For footnotes see page 851)

APPENDIX XI—(contd.)

***Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 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 32½	1 54	1 80	2 12½	1 24½	1 45½	1 66½	1 45½	½
1	2 65	3 08	3 60	4 25	2 49	2 91	3 33	3 91	1
2	5 29	6 16	7 20	8 50	4 98	5 82	6 65	7 82	2
3	7 94	9 24	10 80	12 75	7 47	8 73	9 98	11 73	3
4	10 58	12 32	14 40	17 01	9 97	11 64	13 31	15 65	4
5	13 23	15 40	17 99	21 26	12 46	14 55	16 64	19 56	5
6	15 87	18 48	21 59	25 51	14 95	17 46	19 96	23 47	6
7	18 52	21 57	25 19	29 76	17 44	20 36	23 29	27 38	7
8	21 16	24 65	28 79	34 01	19 93	23 27	26 62	31 29	8
9	23 81	27 73	32 39	38 26	22 42	26 18	29 94	35 20	9
10	26 45	30 81	35 99	42 51	24 91	29 09	33 27	39 11	10
11	29 10	33 89	39 59	46 77	27 41	32 00	36 60	43 03	11
12	31 74	36 97	43 19	51 02	29 90	34 91	39 92	46 94	12
13	34 39	40 05	46 79	55 27	32 39	37 82	43 25	50 85	13
14	37 03	43 13	50 38	59 52	34 88	40 73	46 58	54 76	14
15	39 68	46 21	53 98	63 77	37 37	43 64	49 91	58 67	15
16	42 32	49 29	57 58	68 02	39 86	46 55	53 23	62 58	16
17	44 97	52 37	61 18	72 28	42 36	49 46	56 56	66 50	17
18	47 61	55 45	64 78	76 53	44 85	52 37	59 89	70 41	18
19	50 26	58 53	68 38	80 78	47 34	55 28	63 21	74 32	19
20	52 90	61 61	71 98	85 03	49 83	58 19	66 54	78 23	20
21	55 55	64 70	75 58	89 29	52 32	61 09	69 87	82 14	21
22	58 19	67 78	79 18	93 53	54 81	64 00	73 19	86 05	22
23	60 84	70 86	82 77	97 78	57 30	66 91	76 52	89 96	23
24	63 48	73 94	86 37	102 04	59 80	69 82	79 85	93 88	24
25	66 13	77 02	89 97	106 29	62 29	72 73	83 18	97 79	25
26	68 77	80 10	93 57	110 54	64 78	75 64	86 50	101 70	26
27	71 42	83 18	97 17	114 79	67 27	78 55	89 83	105 61	27
28	77 13	89 83	104 94	123 97	72 65	84 83	97 02	114 06	28
29	82 84	96 48	112 71	133 15	78 03	91 11	104 21	122 51	29
30	88 55	103 13	120 48	142 33	83 41	97 39	111 40	130 96	30
31	94 26	109 78	128 25	151 51	88 79	103 67	118 59	139 41	31

Extra payment for work done on Poya holidays

1	2 38	2 77	3 24	3 83	2 24	2 62	2 99	3 52	1
2	4 76	5 54	6 48	7 66	4 48	5 24	5 98	7 04	2
3	7 14	8 31	9 72	11 49	6 72	7 86	8 97	10 56	3
4	9 52	11 08	12 96	15 32	8 96	10 48	11 96	14 08	4

APPENDIX XI—(contd.)

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

Apprentices

<i>No of Days</i>	<i>Class D</i>				<i>No. of Days</i>
	<i>1st Year</i>	<i>2nd Year</i>	<i>3rd Year</i>	<i>4th Year</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 15	1 33	1 53	1 79	
1	2 30	2 66	3 06	3 58	1
2	4 60	5 33	6 13	7 16	2
3	6 90	7 99	9 19	10 74	3
4	9 20	10 65	12 25	14 32	4
5	11 50	13 32	15 32	17 90	5
6	13 80	15 98	18 38	21 48	6
7	16 11	18 65	21 45	25 06	7
8	18 41	21 31	24 51	28 64	8
9	20 71	23 97	27 57	32 22	9
10	23 01	26 64	30 64	35 80	10
11	25 31	29 30	33 70	39 38	11
12	27 61	31 96	36 76	42 96	12
13	29 91	34 63	39 83	46 54	13
14	32 21	37 29	42 89	50 13	14
15	34 51	39 96	45 96	53 71	15
16	36 81	42 62	49 02	57 29	16
17	39 11	45 28	52 08	60 87	17
18	41 41	47 95	55 15	64 45	18
19	43 71	50 61	68 21	68 03	19
20	46 01	53 27	61 27	71 61	20
21	48 32	55 94	64 34	75 19	21
22	50 62	58 60	67 40	78 77	22
23	52 92	61 27	70 47	82 35	23
24	55 22	63 93	73 53	85 93	24
25	57 52	66 59	76 59	89 51	25
26	59 82	65 26	79 66	93 09	26
27	62 12	71 92	82 72	96 67	27
28	67 09	77 67	89 34	104 40	28
29	72 06	83 42	95 96	112 13	29
30	77 03	89 17	102 58	119 86	30
31	82 00	94 92	109 20	127 59	31
Extra payment for work done on Poya holidays					
1	2 07	2 40	2 76	3 22	1
2	4 14	4 80	5 52	6 44	2
3	6 21	7 20	8 28	9 66	3
4	8 28	9 60	11 04	12 88	4

(For footnotes see page 851)

APPENDIX XII

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

No. of Days	Male Worker not under 18 years of age				Female worker not under 13 years of age		Workers (irrespective of sex) under 18 years of age				No. of days	
	Grade II	Inter-mediate Grade	Grade I	Watch-ers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years		
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
1/2	1 79	1 94	2 04	1 99	1 60½	1 68	1 21½	1 29	1 36½	1 49	1/2	1/2
1	3 58	3 88	4 08	3 98	3 21	3 36	2 43	2 58	2 73	2 98	1	1
2	7 16	7 76	8 16	7 96	6 42	6 72	4 86	5 16	5 46	5 96	2	2
3	10 74	11 64	12 24	11 94	9 63	10 08	7 29	7 74	8 19	8 94	3	3
4	14 32	15 52	16 32	15 92	12 84	13 44	9 72	10 32	10 92	11 92	4	4
5	17 90	19 40	20 40	19 90	16 05	16 80	12 15	12 90	13 65	14 90	5	5
6	21 48	23 28	24 48	23 88	19 26	20 16	14 58	15 48	16 38	17 88	6	6
7	25 06	27 16	28 56	27 86	22 47	23 52	17 01	18 06	19 11	20 86	7	7
8	28 64	31 04	32 64	31 84	25 68	26 88	19 44	20 64	21 84	23 84	8	8
9	32 22	34 92	36 72	35 82	28 89	30 24	21 87	23 22	24 57	26 82	9	9
10	35 80	38 80	40 80	39 80	32 10	33 60	24 30	25 80	27 30	29 80	10	10
11	39 38	42 68	44 88	43 78	35 31	36 96	26 73	28 38	30 03	32 78	11	11
12	42 9	46 56	48 96	47 76	38 52	40 32	29 16	30 96	32 76	35 76	12	12
13	46 54	50 44	53 04	51 74	41 73	43 68	31 59	33 54	35 49	38 74	13	13
14	0 12	54 32	57 12	55 72	44 94	47 04	34 02	36 12	38 22	41 72	14	14
15	3 70	58 20	61 20	59 70	48 15	50 40	36 45	38 70	40 95	44 70	15	15
16	57 28	62 08	65 28	63 68	51 36	53 76	38 88	41 28	43 68	47 68	16	16
17	60 86	65 96	69 36	67 66	54 57	57 12	41 31	43 86	46 41	50 66	17	17
18	64 44	69 84	73 44	71 64	57 78	60 48	43 74	46 44	49 14	53 64	18	18
19	68 02	73 72	77 52	75 62	60 99	63 84	46 17	49 02	51 87	56 62	19	19
20	71 60	77 60	81 60	79 60	64 20	67 20	48 60	51 60	54 60	59 60	20	20
21	75 18	81 48	85 68	83 58	67 41	70 56	51 03	54 18	57 33	62 58	21	21
22	78 76	85 36	89 76	87 56	70 62	73 92	53 46	56 76	60 06	65 56	22	22
23	82 34	89 24	93 84	91 54	73 83	77 28	55 89	59 34	62 79	68 54	23	23
24	85 92	93 12	97 92	95 52	77 04	80 64	58 32	61 92	65 52	71 52	24	24
25	89 50	97 00	102 00	99 50	80 25	84 00	60 75	64 50	68 25	74 50	25	25
26	93 08	100 88	106 08	103 48	83 46	87 36	63 18	67 08	70 98	77 48	26	26
27	96 66	104 76	110 16	107 46	86 67	90 72	65 61	69 66	73 71	80 46	27	27
Poya days work												Poya days work
1	5 37	5 82	6 12	5 97	4 82	5 04	3 65	3 87	4 10	4 47	1	1
2	10 74	11 64	12 24	11 94	9 64	10 08	7 30	7 74	8 20	8 94	2	2
3	16 11	17 46	18 36	17 91	14 46	15 12	10 95	11 61	12 30	13 41	3	3
4	21 48	23 28	24 48	23 88	19 28	20 16	14 60	15 48	16 40	17 8	4	4

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

APPENDIX XIII

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

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
<i>Normal Working days</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Normal working days</i>
1/2	0 70	0 65	1 35	0 65	0 48	1 13	0 52½	0 44½	0 97	1/2
1	1 40	1 30	2 70	1 30	0 96	2 26	1 05	0 89	1 94	1
2	2 80	2 60	5 40	2 60	1 92	4 52	2 10	1 78	3 88	2
3	4 20	3 90	8 10	3 90	2 88	6 78	3 15	2 67	5 82	3
4	5 60	5 20	10 80	5 20	3 84	9 04	4 20	3 56	7 76	4
5	7 00	6 50	13 50	6 50	4 80	11 30	5 25	4 45	9 70	5
6	8 40	7 80	16 20	7 80	5 76	13 56	6 30	5 34	11 64	6
7	9 80	9 10	18 90	9 10	6 72	15 82	7 35	6 23	13 58	7
8	11 20	10 40	21 60	10 40	7 68	18 08	8 40	7 12	15 52	8
9	12 60	11 70	24 30	11 70	8 64	20 34	9 45	8 01	17 46	9
10	14 00	13 00	27 00	13 00	9 60	22 60	10 50	8 90	19 40	10
11	15 40	14 30	29 70	14 30	10 56	24 86	11 55	9 79	21 34	11
12	16 80	15 60	32 40	15 60	11 52	27 12	12 60	10 68	23 28	12
13	18 20	16 90	35 10	16 90	12 48	29 38	13 65	11 57	25 22	13
14	19 60	18 20	37 80	18 20	13 44	31 64	14 70	12 46	27 16	14
15	21 00	19 50	40 50	19 50	14 40	33 90	15 75	13 35	29 10	15
16	22 40	20 80	43 20	20 80	15 36	36 16	16 80	14 24	31 04	16
17	23 80	22 10	45 90	22 10	16 32	38 42	17 85	15 13	32 98	17
18	25 20	23 40	48 60	23 40	17 28	40 68	18 90	16 02	34 92	18
19	26 60	24 70	51 30	24 70	18 24	42 94	19 95	16 91	36 86	19
20	28 00	26 00	54 00	26 00	19 20	45 20	21 00	17 80	38 80	20
21	29 40	27 30	56 70	27 30	20 16	47 46	22 05	18 69	40 74	21
22	30 80	28 60	59 40	28 60	21 12	49 72	23 10	19 58	42 68	22
23	32 20	29 90	62 10	29 90	22 08	51 98	24 15	20 47	44 62	23
24	33 60	31 20	64 80	31 20	23 04	54 24	25 20	21 36	46 56	24
25	35 00	32 50	67 50	32 50	24 00	56 50	26 25	22 25	48 50	25
26	36 40	33 80	70 20	33 80	24 96	58 76	27 30	23 14	50 44	26
27	37 80	35 10	72 90	35 10	25 92	61 02	28 35	24 03	52 38	27
<i>Poya days work</i>										<i>Poya days work</i>
1			4 05			3 39			2 91	1
2			8 10			6 78			5 82	2
3			12 15			10 17			8 73	3
4			16 20			13 56			11 64	4

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

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

APPENDIX XIV

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

No. of Days	<i>Male Workers not under 18 years of age</i>					<i>Female Workers not under 18 years of age</i>	<i>Workers (irrespective of sex) under 18 years of age</i>				No. of Days
	<i>Grade II</i>	<i>Inter- mediate Grade</i>	<i>Grade I</i>	<i>Box Markers and Re- pairers</i>	<i>Watch- ers</i>		<i>over 14 under 15 years</i>	<i>over 15 under 16 years</i>	<i>over 16 under 17 years</i>	<i>over 17 under 18 years</i>	
<i>Normal working days</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Normal working days</i>
1	1 79	1 94	20 4	1 94	1 99	1 60½	1 21½	1 29	1 36½	1 49	1
2	3 58	3 88	4 08	3 88	3 98	3 21	2 43	2 53	2 73	2 98	2
3	7 16	7 76	8 16	7 76	7 96	6 42	4 86	5 16	5 46	5 96	3
4	10 74	11 64	12 24	11 64	11 94	9 03	7 29	7 74	8 19	8 94	4
5	14 32	15 52	16 32	15 52	15 92	12 84	9 72	10 32	10 92	11 92	5
6	17 90	19 40	20 40	19 40	19 90	16 05	12 15	12 90	13 65	14 90	6
7	21 48	23 28	24 48	23 28	23 88	19 26	14 58	15 48	16 38	17 88	7
8	25 06	27 16	28 56	27 16	27 86	22 47	17 01	18 06	19 11	20 86	8
9	28 64	31 04	32 64	31 04	31 84	25 68	19 44	20 64	21 84	23 84	9
10	32 22	34 92	36 72	34 92	35 82	28 89	21 87	23 22	24 57	26 82	10
11	35 80	38 80	40 80	38 80	39 80	32 10	24 30	25 80	27 30	29 80	11
12	39 38	42 68	44 88	42 68	43 78	35 31	26 73	28 38	30 03	32 78	12
13	42 96	46 56	48 96	46 56	47 76	38 52	29 16	30 96	32 76	35 76	13
14	46 54	50 44	53 04	50 44	51 74	41 73	31 59	33 54	35 49	38 74	14
15	50 12	54 32	57 12	54 32	55 72	44 94	34 02	36 12	38 22	41 72	15
16	53 70	58 20	61 20	58 20	59 70	48 15	36 45	38 70	40 95	44 70	16
17	57 28	62 08	65 28	62 08	63 68	51 36	38 88	41 23	43 68	47 68	17
18	60 86	65 96	69 36	65 96	67 66	54 57	41 31	43 86	46 41	50 66	18
19	64 44	69 84	73 44	69 84	71 64	57 78	43 74	46 44	49 14	53 64	19
20	68 02	73 72	77 52	73 72	75 62	60 99	46 17	49 02	51 87	56 62	20
21	71 60	77 60	81 60	77 60	79 60	64 20	48 60	51 60	54 60	59 60	21
22	75 18	81 48	85 68	81 48	83 58	67 41	51 03	54 18	57 33	62 58	22
23	78 76	85 36	89 76	85 36	87 56	70 62	53 46	56 76	60 06	65 56	23
24	82 34	89 24	93 84	89 24	91 54	73 83	55 89	59 34	62 79	68 54	24
25	85 92	93 12	97 92	93 12	95 52	77 04	58 32	61 92	65 52	71 52	25
26	89 50	97 00	102 00	97 00	99 50	80 25	60 75	64 50	68 25	74 50	26
27	93 08	100 88	106 08	100 88	103 48	83 46	63 18	67 08	70 98	77 48	27
28	96 66	104 76	110 16	104 76	107 46	86 67	65 61	69 66	73 71	80 46	28
29	5 37	5 82	6 12	5 82	5 97	4 82	3 65	3 87	4 10	4 47	29
30	10 74	11 64	12 24	11 64	11 94	9 64	7 30	7 74	8 20	8 94	30
31	16 11	17 46	18 36	17 46	17 91	14 46	10 95	11 61	12 30	13 41	31
32	21 48	23 28	24 48	23 28	23 88	19 28	14 60	15 48	16 40	17 88	32

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 December, 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
27	33 75	35 10	68 85	28 35	25 92	54 27	21 60	24 03	45 63	27
<i>Poya day work</i>										<i>Poya day work</i>
1			3 82			3 02			2 54	1
2			7 64			6 04			5 08	2
3			11 46			9 06			7 62	3
4			15 28			12 08			10 16	4

Note 1.—The information shown for the number of days up to 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.

CEYLON LABOUR GAZETTE

VOLUME XVII—1966

INDEX

(Issues and page numbers in italics)

Articles

Attitudes to Efficiency. (Extract from *Great Britain Ministry of Labour Gazette* : Vol. 74 (5), May 1966) : *December 781-786*

Industrial relations and the part it plays in the economic development of Ceylon, by M. MATHIAPARANAM : *January 1-4.*

Judicial decisions in the field of labour law. (Extract from *International Labour Review* : Vol. 93 (4), April 1966) : *August 497-505 ; September 555-568.*

Labour legislation—Plantation sector ; *November 700*

The law relating to the employment of children, by S. DHARMALINGAM : *December 777-780*

Manpower assesment and educational planning. Text of final statement of Seminar, Colombo, 29th June to 1st August 1966 : *September 555*

Manpower problems and the present educational system. Text of paper prepared by the Department of Labour and read at Seminar on Manpower Assesment and Educational Planning : *July 431-438.*

The salient features of the Industrial Disputes (Amendment) Act, No. 27 of 1966, by R. THIAGARAJAH ; *November 693-699.*

Some administrative problems in the administration of the Employees' Provident Fund Scheme, by P. NAVARATNAM : *March 149-154.*

Wages : methods of determining wage increases in Australia : *August 505.*

Awards

Industrial Court award—Shell Co. vs. two of its executives re Retrenchment. (I.D. 320) : *October 625-632 ; November 704-713.*

Labour Tribunal III award—Industrial dispute between the Democratic Workers' Congress and the Superintendent, Palmerston Estate, Talawakele, re Termination of employment : *May 287-295.*

Collective Agreements

Between the Ceylon Estates Employers' Federation and the Ceylon Estates Staffs' Union under the Industrial Disputes Act, Chapter 131—No. 3 of 1965 : *December. 790-795*

Extension Orders—No. 3 of 1965 : *December 796* ; Nos. 3, 4, 5 & 6 of 1965 : *January 27-29.*

Commissions and Committees

Commission of Inquiry on Employee Participation in Profits—Notification of appointment : *February 103-104.*

Commission of Inquiry re Promotion in Banks—Notification of appointment : *August 510-511* ; Excerpts of recommendations from report : *December 787-789.*

Commission of Inquiry to Recommend Amendments to the Industrial Disputes Act—Notification of appointment : *April 241* ; Questionnaire : *November 714-715.*

Committee of Inquiry into the Law and Practice of the Trade Unions Ordinance—Notification of appointment : *February 104-105.*

Committee on Industrial Safety and Health—Notification of appointment : *February 105.*

Current Information

Notes of current interest : *January 5 ; February 5 ; March 166 ; August 507-508 ; September 570-571 ; October 638-639 ; November 716-718 ; December 813-814*

Aims and purposes of the I.L.O. : *September 571-574 :*

International Labour Conference : *November 718-720 ; December 806*

International Symposium on Ergonomics in Machine Design : *December 806*

Structure, composition and functions of I.L.O's Governing Body : *October 640-642.*

Workers' Education programme : *December 804-805*

Legislation

The Factories Ordinance—Regulations, 1965 : Dangerous Occurrences Notification, Sanitary Conveniences, Washing Facilities General, General Standards of Lighting, Protection of Eyes and Meal Rooms : *January 29-37 ; Certificate of exemption, No. 1 : December 804*

Indian Immigrant Labour (Amendment) Act, No. 9 of 1966 : *May 304-305.*

Legislative enactments on labour matters, revised up to December 31, 1965 : *January 15-25.*

Maternity Benefits (Amendment) Act, No. 1 of 1966 : *March 167.*

Medical Wants (Amendment) Act, No. 2 of 1966 : *June 367.*

Shop and Office Employees (Regulation of Employment and Remuneration) (Amendment) Act, No. 5 of 1966 : *August 509 ; No. 26 of 1966 : December ; 802-803 List of public holidays, 1966 : January 26.*

Wages Boards (Amendment) Acts, Nos. 23 and 24 of 1966 : *December 797-801*

Miscellanea

Employees' Provident Fund—Notice—Annual statements to member for the year ending 31.12.64 : *January 27.*

May Day message, 1966, by the Hon. Minister of Labour, Employment and Housing : *May 285-286.*

Ready Reckoners

Ready reckoners showing the rates of wages payable for the month of issue of the Gazette in the following trades :

Baking trade, Appendix II : *January 47 ; February 115 ; March 177 ; April 251 ; May 319 ; June 397 ; July 463 ; August 521 ; September 591 ; October 659 ; November 743 ; December 841*

Building trade, Appendix III : *January 64 ; February 132 ; March 194 ; April 268 . May 336 ; June 414 ; July 480 ; August 538 ; September 608 ; October 676 ; November 760 ; December 842*

Cinema trade, Appendix IV : *January 65 ; February 133 ; March 195 ; April 269 ; May 337 ; June 415 ; July 481 ; August 539 ; September 609 ; October 677 ; November 761 ; December. 843-844*

Cocoa, Cardamons and Pepper Growing and Manufacturing trades, Appendix V : *January 67 ; February 135 ; March 197 ; April 271 ; May 339 ; June 417 ; July 483 ; August 541 ; September 611 ; October 679 ; November 763 ; December. 845*

Coconut Growing and Manufacturing trade, Appendix VI : *January 68 ; February 136 ; March 198 ; April 272 ; May 340 ; June 418 ; July 484 ; August 542 ; September 612 ; October 680 ; November 764 ; December 846*

Engineering trade, Appendix VII : *January 69 ; February 137 ; March 199 ; April 273 ; May 341 ; June 419 ; July 485 ; August 543 ; September 613 ; October 681 ; November 765 ; December 847*

Match Manufacturing trade, Appendix VIII : *January 70 ; February 138 ; March 200 ; April 274 ; May 342 ; June 420 ; July 486 ; August 544 ; September 614 ; October 682 ; November 766 ; December 848*

Motor Transport trade (monthly paid), Appendix IX : *January 71 ; February 139 ; March 201 ; April 275 ; May 343 ; June 421 ; July 487 ; August 545 ; September 615 ; October 683 ; November 767 ; December 849*

Motor Transport trade (daily paid), Appendix X : *January 72 ; February 140 ; March 202 ; April 276 ; May 344 ; June 422 ; July 488 ; August 546 ; September 616 ; October 684 ; November 768 ; December 850*

Printing trade, Appendix XI : *January 73 ; February 141 ; March 203 ; April 277 ; May 345 ; June 423 ; July 489 ; August 547 ; September 617 ; October 685 ; November 769 ; December 851-854*

Rubber Export trade, Appendix XII : *January 77 ; February 145 ; March 207 ; April 281 ; May 349 ; June 427 ; July 493 ; August 551 ; September 621 ; October 689 ; November 773 ; December 855*

Rubber Growing and Manufacturing trade, Appendix XIII : *January 78 ; February 146 ; March 208 ; April 282 ; May 350 ; June 428 ; July 494 ; August 552 ; September 622 ; October 690 ; November 774 ; December 856*

Tea Export trade, Appendix XIV : *January 79 ; February 147 ; March 209 ; April 283 ; May 351 ; June 429 ; July 495 ; August 553 ; September 623 ; October 691 ; November 775 ; December 857*

Tea Growing and Manufacturing trade, Appendix XV : *January 80 ; February 148 ; March 210 ; April 284 ; May 352 ; June 430 ; July 496 ; August 554 ; September 624 ; October 692 ; November 776 ; December 858*

Statistics

Statistics of the month in brief : *January 4-5 ; February 94 ; March 165-166 ; April 232-233 ; May 286-287 ; June 366-367 ; July 438-439 ; August 506-507 ; September 569 ; October 637 ; November 715-716 ; December 786*

TABLES

Cost of living : Index numbers—Colombo working class since 1939, Table I : *January 38 ; February 106 ; March 168 ; April 242 ; May 310 ; June 388 ; July 454 ; August 512 ; September 582 ; October 650 ; November 734 ; December 816*

Employment : Table V.I: The number of persons registered and the number placed in employment during the months of : November 1965 : *January 44, February 112 ; December 1965 : March 174 ; January 1966 : April 248 ; February 1966 ; May 316 ; March 1966 ; June 394 ; April 1966 : July 460 ; May 1966 : August 518 ; June 1966 : September 588 ; July 1966 : October 656 ; September 1966 . November 740 ; October 1966 : December 822*

The number of persons placed in employment since 1938, Table VI : *January 44 ; February 112 ; March 174 ; April 248 ; May 316 ; June 394 ; July 460 ; August 518 ; September 588 ; October 656 ; November 740 ; December 822*

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, Table V : *January 42 ; February 110 ; March 172 ; April 246 ; May 314 ; June 392 ; July 458 ; August 516 ; September 586 ; October 654 ; November 738 ; December 820-821*

The number of registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939, Table IV : *January 41 ; February 109 ; March 171 ; April 245 ; May 313 ; June 391 ; July 457 ; August 515 ; September 585 ; October 653 ; November 737 ; December 819*

STRIKES

Strikes in Ceylon since 1939, Table VIII : *January 45 ; February 113 ; March 175 ; April 249 ; May 317 ; June 395 ; July 461 ; August 519 ; September 589 ; October 657 ; November 741 ; December 823*

Classification of the strikes by causes, Table X, for month of : October 1965 : *January 46 ; November 1965 : February 114 ; December 1965 : March 176 ; January 1966 : April 250 ; February 1966 : May 318 ; March 1966 : June 396 ; April 1966 : July 462 ; May 1966 : August 520 ; June 1966 : September 590 ; July 1966 : October 658 ; August 1966 : November 742 ; September 1966 : December 824*

Classification of the strikes by Industries or Trades, Table IX, for months of : October 1965 : *January 46 ; November 1965 : February 114 ; December 1965 : March 176 ; January 1966 : April 250 ; February 1966 : May 318 ; March 1966 : June 396 ; April 1966 : July 462 ; May 1966 : August 520 ; June 1966 : September 590 ; July 1966 : October 658 ; August 1966 : November 742 ; September 1966 : December 824*

WAGES

General wages rate (minimum) index numbers, Table III : *January 40 ; February 108 ; March 170 ; April 244 ; May 312 ; June 390 ; July 456 ; August 514 ; September 584 ; October 652 ; November 736 ; December 818*

Wage Index Numbers—Tea and rubber estate labourers in Government employment, Table II : *January 39 ; February 107 ; March 169 ; April 243 ; May 311 ; June 389 ; August 513 ; September 583 ; October 651 ; November 735 ; December 817*

Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established, Appendix I : *January 47 ; February 115 ; March 177 ; April 251 ; May 319 ; June 397 ; July 463 ; August 521 ; September 591 ; October 659 ; November 743 ; December 825-840*

Supreme Court Judgments

On the Jurisdiction of Arbitrators : *June 353-366.*

On the Jurisdiction of Labour Tribunals, Arbitrators and Industrial Courts : *February 81-93 ; March 154-165 ; April 211-232.*

On the Validity of Jurisdiction of Commissioner, Deputy and Assistant Commissioners of Workmen's Compensation to determine compensation : *October 632-636.*

Trade Unions

List of trade unions : *April 233-240 ; May 296-304 ; June 368-378 ; July 440-450.*

Monthly list of registrations/cancellations : *January 5 ; February 95 ; March 166 ; August 508 ; September 571 ; October 639 ; November 717-718 ; December 815*

Wages Boards

Consolidated Orders and Decisions :

Baking trade, XXI : *December 807-813*

Building trade, XI : *September 574-581.*

Coconut growing trade, XLII : *June 379-387.*

Engineering trade, XVIII : *January 6-14.*

Garment manufacturing trade, XLI : *May 305-309.*

Motor transport trade, XXXVIII : *February 95-103 ; October 642-649.*

Printing trade, XLIV : *November 720-733.*

Tobacco trade, XLIII : *July 450-453.*

Notifications :

Cinema trade—Normal working day : *March 167.*

Advertisements—1966

Abraham Industries	.. June.
Abdul Carder Rawther & Co. Ltd.	.. September.
Asbestos Cement Industries Ltd.	.. All issues.
Baur & Co. Ltd.	.. All issues.
Bernard's Banian Factory	.. March, May, July, September, November.
British Ceylon Corporation Ltd.	.. All issues.
Brown & Co. Ltd.	.. February, April, June, August (2), October, December.
Bonars (Ceylon) Ltd.	.. All issues.
Bell Industries	.. November and December.
Ceylon Carriers Ltd.	.. August, September.
Ceylon Cement Corporation	.. February, March, April, May, June, July, September, October, November and December.
Ceylon Cold Stores	.. June, August, November.
Ceylon Development Engineering Corpora- tion Ltd.	.. January, February, March, April, June, August, October, December.
Ceylon Oxygen Co.	.. July, September, November.
Ceylon Oils & Fats Corporation	.. June.
Ceylon Rediffusion Services Ltd.	.. June.
Ceylon Silks Ltd.	.. June, July.
Chartered Bank Group	.. January to July.

Chemical Industries (Colombo) Ltd.	..	June to November.
Chettinad Corporation Private Ltd.	..	January, February, March and April.
Collettes Ltd.	..	February, April, June.
Colombo Apothecaries	..	December.
Colombo Commercial Company	..	February, April, June, August, October, December.
Colombo Gas Water Co.	..	All issues.
Colombo Paints Ltd.	..	October, November, December.
Colombo Traders Ltd.	..	July.
Colombo Distributors Ltd.	..	January to August.
Ceylon Manufacturies Merchants Ltd.	..	November.
K. V. G. de Silva & Sons	..	June.
Dollar Corporation	..	July.
Eastern Bank Ltd.	..	January, March.
Finance & Guarantee Co. Ltd.	..	November.
Fisons (Ceylon) Ltd.	..	January to August, and November, December.
General Metals Ltd.	..	All issues.
Hayleys Ltd.	..	March, May, July, September, November
Hentley Garments	..	May, July, September, November.
Hongkong & Shanghai Banking Corporation	..	All issues.
Ibrahim Jafferjee	..	July.
Jafferjee Brothers	..	February, June, November.
Joy Shree Tea & Industries Ltd.	..	July.
K. G. Industries Ltd.	..	July.
Lanka Weaving Mills	..	September, October, November, December.
Latsha Industries Ltd.	..	All issues.
Leissers Ltd.	..	April.
Lewis Brown & Co. Ltd.	..	December.
Markys Ltd.	..	December.
Mackwoods Ltd.	..	February, April, June, August, October, December.
Maharajah Distributors Ltd. (Chesebrough— Pond's International Limited).	..	March, April, May, June, July, August, October, November, December.
Maliban Biscuits Manufacturers Ltd.	..	All issues.
Maxilay Poultry Food Company	..	All issues.
Mercantile Bank Ltd.	..	January, March, May, July, September, November.
Metal Pressing & Engineering Co. Ltd.	..	November.
Mercantile Credits Ltd.	..	June to November.
C. B. Mody & Sons Ltd.	..	February, May, June, August, October, December.
Modern Confectionery Workers	..	February, May, June, July, August, September, October, December.
Moosajees Ltd.	..	September, November.
Moosajees Bros.	..	September.
Nagarajah Press	..	January, March, May, July, November.
National & Grindlays Bank Ltd.	..	All issues.
National Trading Corporation	..	March.
Pakistan Labour Gazette	..	March, September, October, November, December.
Paramount Trades & Industries	..	July.

Pathma Industries	.. August.
People's Bank	.. All issues.
Property Sales Ltd.	.. June, August, October, December.
Pettah Pharmacy Ltd.	.. November.
Rajah Beedi Co.	.. May, June, July, September, October.
Rajandrams Ltd.	.. July to December.
Rubber Industries Corporation	.. April.
Shaw Wallace & Hedges Ltd.	.. January (2), February, March, April, May, July, September, November.
Shell Company	.. February, April, May, June, July, August, September, October, November, December.
Shums & Co. Ltd.	.. April.
Singer Industries Ltd.	.. January, March, May, July, September, November.
St. Anthony's Group of Industries	.. May, July, September, November.
Suppiah, A. P.	.. June.
Tyrecraft Ltd.	.. January, February, March, May, June, July, August, September, October, November, December.
Tyremart (Ceylon) Ltd.	.. January, March, May, July, September, November.
Tyresole Ltd.	.. July.
Tudawa Brothers Ltd.	.. August.
Union Press	.. February, April, June, August, September, November.
Usha Industries Ltd.	.. July, September, November.
The United Trading Corporation	.. December.
Wijetunga & Co. Ltd.	.. July, September, November.
Wellawatte Spinning & Weaving Mills Ltd.	.. June, August.
Wickrams	.. June.
Zellers Confectionaries	.. August.

CONTENTS

	PAGE
1. Law relating to Employment of Children	777
2. Attitude to Efficiency	781
3. Statistics of the Month in Brief	786
4. Commission of Inquiry on Promotions in Banks—Excerpts of Recommendations	787
5. Collective Agreement No. 3 of 1965	790
6. Wages Boards (Amendment) Acts, Nos. 23 and 24 of 1966	797
7. Shop and Office Employees (Amendment) Act, No. 26 of 1966	802
8. Certificate of Exemption No. 1 under the Factories Ordinance	804
9. I. L. O. News	804
10. Wages Boards Consolidated Orders—Decisions of the Wages Boards—XXI—The Baking Trade	807
11. Notes of Current Interest	813
12. Index to Labour Gazette—1966	859

LIST OF TABLES

<i>Table</i>	PAGE
I. Cost of Living Index Numbers—Colombo Working Class since 1939	816
II. Wages Index Numbers—Tea and Rubber Estate Labourers and Unskilled Labourers in Government Employment	817
III. General Wages Rate (Minimum) Index Numbers	818
IV. The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939	819
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	820
VI. The number of persons placed in employment since 1938	822
VII. The number of persons registered and the number placed in employment during the month of October, 1966	822
VIII. Strikes in Ceylon since 1939	823
IX. Classification of the Strikes in September, 1966, by Industries or Trades	824
X. Classification of the Strikes in September, 1966, in Causes	824

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 (December, 1966)	825
II. Ready Reckoners showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during December, 1966, to workers in the Baking Trade	841
III. Building Trade	842
IV. Cinema Trade	843
V. Cocoa, Cardamon and Pepper Growing and Manufacturing Trades	845
VI. Coconut Growing and Manufacturing Trade	846
VII. Engineering Trade	847
VIII. Match Manufacturing Trade	848
IX. Motor Transport Trade (Monthly-paid)	849
X. Motor Transport Trade (Daily-paid)	850
XI. Printing Trade	851
XII. Rubber Export Trade	855
XIII. Rubber Growing and Manufacturing Trade	856
XIV. Tea Export Trade	857
XV. Tea Growing and Manufacturing Trade	858

272. R.C