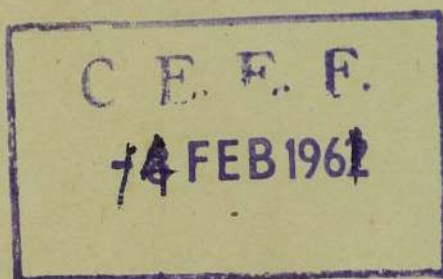


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மாநகர நூலக சேவை,  
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IV. Board of Directors and Management

1944

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1930

# CEYLON LABOUR GAZETTE

VOLUME XI No. 1

JANUARY, 1960

## STATE MACHINERY FOR DEALING WITH INDUSTRIAL DISPUTES

THE earliest legislation on industrial relations related to Indian immigrant labour, but the basis of that legislation was strictly on the footing of master and servant in the narrowest conception of such relationship.

Moreover the necessity for any machinery for dealing with industrial disputes did not then exist since there was little or no organisation among the workers and hence there were no "industrial disputes" in the sense the term is understood today.

The mid-twenties of this century saw the beginnings of a trade union movement. This attempt at organising the workers naturally led to conflicts between employers and workers. After sometime, organised workers and employers realised the necessity for devising a modus vivendi for avoiding unnecessary conflicts. Thus an agreement was reached between the All Ceylon Trade Union Congress and the Employers' Federation of Ceylon—pioneer organisations of workers and employers respectively in 1929. The main features of this agreement were that the parties acknowledged the right of each other to negotiate on behalf of their members on all matters affecting them and the All Ceylon Trade Union Congress undertook that no strike would be called without an attempt being first made to arrive at a settlement and, failing any settlement being reached by negotiation, without giving 7 days notice to the Federation.

At Government level the need for establishing some state machinery for the settlement of industrial disputes came to be felt about the same time and this led to the enactment of the Industrial Disputes (Conciliation) Ordinance, No. 3 of 1931—the first legislative provision for the investigation and settlement of industrial disputes. It provided for—

- (a) the appointment of Commissions by the Governor to inquire into any matter relating to industry referred to it;
- (b) the Commissioner of Labour (then the Controller of Labour) to take steps for the purpose of enabling the parties to a dispute to meet with a view to the amicable settlement of the dispute; and
- (c) the reference of disputes to Boards of Conciliation to endeavour to effect a settlement (such Boards be tripartite if the parties so agree).

The settlement reported or recommended by the Board was published in the *Gazette* and the parties were given an opportunity to accept or reject such settlement. A settlement which was accepted by both the parties was binding on them until it was duly repudiated by notice as provided in the Ordinance. It may be noted that there was no element of compulsion—except that of public opinion—in this machinery..

This enactment was of a very slender character, and it was not utilised very much, particularly because during the thirties, industrial disputes, as such, were few and far between.

In 1935, the Trade Unions Ordinance was enacted and this made provision for the registration and control of trade unions. This Ordinance provided for the first time, the customary immunities from civil and criminal liabilities to enable trade unions to function effectively. Contrary to what may have been naturally expected, there was no immediate upsurge of trade unionism among the workers.

The beginning of the second World War in 1939, which coincided with the stoppage of the free flow of unskilled labour from India to this country, resulted in near full employment conditions which provided the necessary climate for the workers to organise without much fear. The new organisational strength of trade unions began to reflect itself in the incidence of industrial unrest in increasing measure. The initial reaction of employers to this new development was one of hostility and they were reluctant to recognise the role of trade unions whom they considered as interlopers out to encroach on the employers' preserves. It was also inevitable, that in their immaturity, trade unions were often inclined to resort to hasty strike action or even adopt violent means to enforce their demands, especially when they were confronted with obstinate employers who refused to appreciate the new spirit of industrial relations that was sweeping the world.

In the years between 1939 and 1941 there was a wave of industrial unrest on plantations and the Hon. Minister of Labour, Industry and Commerce held a series of conferences with organisations of plantation employers and labour with the express purpose of providing a recognised procedure for the conduct of negotiations between Superintendents of Estates and the trade unions whose members were composed of plantation workers. These resulted in what is popularly known as the Seven-point Agreement. The principal features of this agreement were the acceptance by the employers of the right of workers to organise, agreement by employers to negotiate with trade unions and agreement by both parties on a procedure for the settlement, as far as possible by negotiation, of all differences. Although this agreement worked fairly satisfactorily, the absence of a similar agreement in regard to the industrial sector created a void.

In 1942 with the spread of the war to the East and nearer the shores of Ceylon, it became absolutely necessary for the war effort and the life of the community to ensure that production and essential services were not hampered by industrial strife. Hence the Essential Services (Avoidance of Strikes and Lockouts) Order, 1942, was promulgated under the Defence Regulations which were in operation then. Under this Order, all services essential for the war effort and the life of the

community were declared "essential services" in which strikes and lockouts were prohibited. At the same time provision was made for compulsory arbitration in regard to disputes in "essential services" by Special Tribunals. Awards made by these Tribunals were binding not only on the parties concerned but also on all employers in the same or similar industries.

During the period 1941 to 1946 a very large number of industrial disputes were thus settled by Special Tribunals. Some of these Awards, for instance the George Steuart Award, constituted landmarks in the history of industrial relations and they continued to be followed in practice even long after the rescission of the Regulations under which they came into existence.

It must be said that the machinery for the settlement of industrial disputes in the war period was only suitable for the conditions that obtained in that period. Compulsory arbitration at that stage helped trade unions to secure recognition from employers who were unwilling to deal with them. It can be further said that in the special conditions obtaining in Ceylon in that period the compulsory arbitration provided in the state machinery enabled organised trade unions to develop a sense of responsibility and a degree of maturity. It also brought home to the employers that it was no longer possible to ignore trade unions or to subvert their efforts to bargain collectively by seeking to destroy trade unionism by resorting to unfair labour practices.

Most of the Regulations relating to Essential Services were rescinded in 1946 and no Special Tribunals were appointed after 1946. Thereafter the only state machinery available for the settlement of industrial disputes was that contained in the Industrial Disputes (Conciliation) Ordinance of 1931. In some of the disputes that arose after 1946 the government sought to use the machinery of "voluntary" conciliation provided in this Ordinance, but it was found that the provisions of the 1931 Ordinance were totally inadequate to meet the needs of the time. Recommendations made by Boards of Conciliation were invariably rejected by the parties where such recommendations did not accept their respective positions in toto; that is, the spirit of compromise was found lacking. Besides, the seven-point agreement also ceased to be operative about this time.

It was in these circumstances that the Government enacted the Industrial Disputes Act No. 43 of 1950 and it came into operation on September 1, 1951. This enactment is now the basis for all State machinery for the settlement of industrial disputes in the country. The scope of the enactment has been extended by amending Acts No. 25 of 1956, No. 14 of 1957 and No. 62 of 1957. The consolidated Regulations made under this Act are contained in *Gazette Extraordinary* No. 11,688 of March 2, 1959.

The State Machinery for dealing with Industrial Disputes, as contained in the Industrial Disputes Act can be examined under five heads:—

- A. Collective Agreements.
- B. Conciliation.
- C. Voluntary Arbitration.
- D. Compulsory Arbitration.
- E. The Labour Tribunal.

The Act envisages resort to joint machinery established by agreement between employers' and workers' organisations, in the first instance, where such machinery exists.

Three instances of such joint arrangements exist at present.

The first one is between the Ceylon Estates Employers' Federation and the Ceylon Estates Staffs' Union which was made in 1947. The parties have set up a joint council under this arrangement, which makes comprehensive provisions for the resolution of all differences between the parties.

The second one is between the Ceylon Estates Employers' Federation and the Ceylon Workers' Congress which was made in 1951 regarding procedure for negotiations for settlement of industrial disputes relating to members of these parties. This is known as the thirteen-point agreement.

The third one made in September, 1958, between the Employers Federation of Ceylon and the Ceylon Trade Union Federation provides for the regulation of the relations between these parties based mainly on the procedure suggested by government for the settlement of disputes. Incidentally this is in the form of a collective agreement and has been published in the *Gazette* under the relevant provisions of the Industrial Disputes Act.

### **Collective Agreements**

The Industries Disputes Act contains provisions for giving legal status to Collective Agreements arrived at between employers and employees by publishing such agreements in the *Gazette* and enforcing the provisions of agreements so published. The Act thus sought to encourage the regulation of industrial relations by means of Collective Agreements. The practice of regulating terms and conditions of employment by means of collective agreement, however, did not come into vogue to any appreciable extent, until recently. But since 1958, a number of Collective Agreements relating to wages and terms and conditions of employment and having wide application have been entered into between employers' and workers' organisations.

The Act also makes provision for the extension of the application of Collective Agreements entered into between representative organisations of employers and workers in an industry to the entirety of the industry. Under this provision extended application has been given to four agreements entered into between the Ceylon Estates Employers' Federation and the Ceylon Estates Staffs' Union. Very recently action has been taken under this provision in respect of a collective agreement in regard to the Coconut Fibre Export Industry.

The provisions of the Act relating to collective agreements closely follow the provisions of I. L. O. Recommendation (No. 91) concerning Collective Agreements.

### **Conciliation**

The Industrial Disputes Act provides for conciliation by the Commissioner of Labour or an Authorised Officer appointed by him, in the first instance. The purpose of such conciliation proceedings is to effect an amicable settlement.

If the Authorised Officer succeeds in settling the dispute, the settlement is set out in a memorandum which is signed by both parties on whom it is binding until duly repudiated by notice as provided in the Act. Where he is not able to effect such a settlement, the Authorised Officer is called upon to prepare a full report regarding the dispute and set out his recommendation for the settlement of the dispute. Parties to the dispute are called upon to state whether they accept or reject the settlement as recommended. If the recommended settlement is accepted by both parties the Commissioner of Labour publishes the report in the *Gazette* and it becomes binding on the parties until duly repudiated by notice. If it is not accepted by either party the Commissioner of Labour may still, at his discretion, publish the report but it is of no effect.

This manner of conciliation was really an extension of the principle underlying the Industrial Disputes (Conciliation) Ordinance of 1931. In the years between 1951 and 1956 the principal means employed by government for dealing with Industrial Disputes was the reference for settlement by conciliation to Authorised Officers. Although such Authorised Officers were able to effect settlements in a large number of minor disputes of a parochial nature, this method was not successful where major disputes were concerned.

### **Voluntary Arbitration**

Under the Industrial Disputes Act, the Commissioner has the power to refer disputes to voluntary arbitration with the consent of parties. Awards made by such arbitrators are binding on parties for a minimum period of one year. Thereafter arbitration awards can be repudiated.

The Arbitrator can be either nominated jointly by the parties or, in the absence of such nomination, be nominated by the Commissioner of Labour.

It is also significant that in the period from 1951 to 1956 there were only a negligibly few settlements by voluntary arbitration.

### **Compulsory Arbitration**

The machinery provided in the Act for compulsory arbitration was not set in motion until March 1956 when, for the first time, a Panel of members, from which Industrial Courts are constituted, was appointed. By the Amendment Act, No. 62 of 1957 provision was also made for compulsory arbitration in regard to minor disputes by reference to Labour Tribunals or *ad hoc* arbitrators:

The Minister is empowered by the Act to refer for compulsory arbitration—

(a) minor disputes to Labour Tribunals or arbitrators appointed 'ad hoc' by him; and

(b) any dispute to an Industrial Court,

in his discretion.

Awards made by Labour Tribunals or arbitrators in regard to disputes referred to them under this provision have the same effect as voluntary arbitration awards, that is, they are legally binding on the parties for a minimum period of one year and until repudiation thereafter.

An Industrial Court award is similarly binding but there is no limitation on the duration of its operative period unless the award itself specifies a period. For this reason provision has been made for review of an Industrial Court award on application by any party. Such application made within one year of the operative period of the award cannot, however, be entertained unless it is accompanied by a Certificate under the hand of the Commissioner of Labour to the effect that economic and labour conditions have so changed as to warrant a review of the award. This would ensure that frivolous applications are not made frequently.

It is unlawful to stage a strike or lockout with a view to procure the alteration of the terms of an award including a voluntary arbitration award which is for the time being legally binding. In view of this position strikes and lockouts after the reference of a dispute to arbitration are also made unlawful, since, there is no purpose in doing so.

In view of these prohibitions against strikes a further safeguard has been provided for workers and, that is, during the pendency of the arbitration proceedings an employer is precluded from—

- (a) dismissing or punishing a worker, without the prior approval of the Labour Tribunal, Arbitrator or Industrial Court concerned, for any misconduct connected with the dispute; or
- (b) altering the status quo in regard to conditions of service connected with the dispute.

The majority of trade unions have been consistently opposed, on principle, to compulsory arbitration. Nevertheless, paradoxically, most of the references (the exception being only a very small percentage) so far made for compulsory arbitration have been so made at the instance or with the consent of the unions concerned. Their position is that where they are weak, they welcome compulsory arbitration but where they are strong, they strongly resent this curb on their bargaining strength. This is natural for them and their attitude is understandable but the State, it should be remembered, has a responsibility to the community as a whole.

It is appropriate to quote in this context what the Hon. Minister of Labour stated while moving the Industrial Disputes (Amendment) Bill—

“It is the Government's policy that disputes should be settled by voluntary conciliation or arbitration as that is the way to lasting settlement. In Great Britain, disputes are largely settled this way through joint negotiating machinery. This country has not made any appreciable advance in this direction primarily because of certain inherent defects in the trade union structure and the immaturity of trade unions. Unions are not organised on any rational way and there is a multiplicity of unions formed not on a trade or functional basis

but according to political affiliations with all the attendant evils of factions and frictions at every level. Hence till conditions improve it is necessary to have the power to refer disputes for compulsory arbitration unless the "law of the jungle" is to be allowed to prevail."

Though the period between 1956 and 1959 saw a marked increase in industrial disputes arising from the release of socio-political forces that had been dormant before then, it must be said that the state machinery for the settlement of industrial disputes contributed a great deal towards resolving them ultimately.

While on the subject of compulsory arbitration it would be relevant to refer to an allied provision which relates to "essential industries". Any industry which is declared, by Order made by the Minister and published in the *Gazette*, to be an industry essential to the life of the community is an "essential industry", according to the Act. The effect of such declaration is that it is unlawful to stage a strike or a lockout in furtherance of an industrial dispute without giving 21 days' notice to the other side and the Department of Labour. This provides a "cooling off" period during which negotiations could be held with a view to resolving the dispute without actually causing dislocation of public utility services. Operations relating to the loading and unloading of goods and port operations in the Port of Colombo and storage, transport, supply or distribution of fuel including Petroleum products have been declared to be "essential industries" under this provision.

Besides, penal sanctions are prescribed for contraventions of the provisions of the Act by employers or workers or trade unions and where appropriate, penalties provided for continuing offences.

Where, in terms of an award, wages in respect of any period prior to the award or as compensation as an alternative to reinstatement due are not paid within the time specified in the award, an easy method of recovery is provided. Such dues can be recovered as a fine imposed by a Court, on a written petition, by the workmen concerned to the Magistrate's Court of the area.

## Labour Tribunals

A unique feature of the Industrial Disputes Act is the provision contained in Part IVA under which a workman or his trade union, on his behalf, is entitled to apply for relief or redress in respect of (a) termination of services by the employer or (b) terminal benefits or (c) other prescribed matters. (For the present no other matter has been prescribed). The Tribunal has identical powers as an Industrial Court to inquire into such applications and to make binding decisions which are called "orders" to distinguish them from "awards" which are made in relation to industrial disputes as such. One difference is that there is provision for appeals to the Supreme Court against the orders of Labour Tribunals on points of law. The procedure has been simplified to a degree that it invests the Tribunal with the character of a popular court to which the ordinary worker has easy access. In the relations between master and servant the Labour Tribunal has superseded the ordinary Civil Court in a manner that has introduced a very significant change in legal relationship.

A word about procedure generally followed in proceedings before arbitrators, Labour Tribunals and Industrial Courts. They are not bound by the law of evidence and they are to a large extent allowed to regulate their own procedure which permits of great flexibility which is very essential in such proceedings.

### **Wages Boards and Remuneration Tribunals**

In addition, Wages Boards established under the Wages Boards Ordinance which are tripartite in character have, though indirectly, in no small measure contributed towards prevention of industrial disputes.

Reference should also be made in this connection to the provisions made in the Shop and Office Employees (Regulation of Employment and Remuneration) Act for the determination of remuneration by the Commissioner of Labour with the consent of employers and workers and also determination of remuneration by tripartite Remuneration Tribunals which operate more or less in the same way as Wages Boards except for the fact that the former do not have the same continuity as the latter. This machinery has, however, not been availed of to any appreciable extent for the regulation of remuneration of shop and office employees, due perhaps to the existence of arbitration machinery of a wider scope under the Industrial Disputes Act.

In conclusion, it would be useful to refer to the policy of government in regard to the settlement of Industrial Disputes which is aligned to the provisions of the Industrial Disputes Act. This was set out in Press notes issued by the Minister of Labour, Housing and Social Services in October 1956 and February, 1958. The Minister emphasized that "if orderly progress is to be made in the sphere of industrial relations it is necessary that representatives of employers and workers should take a realistic view of collective bargaining and make serious efforts to reach accord by following established methods of negotiation."

He also outlined the following principles to regulate negotiations when disputes arose :—

"A union must, in the first instance, submit its demands to the employer. It must give him six days to send a reply and if this is unsatisfactory take further steps to negotiate with him.

Where the Union concludes that negotiations with the employer have been fruitless, it should ask the Labour Department to intervene and give the Department sufficient time to arrange Conference, etc. At least one week will be regarded as adequate for the Department to send a reply but a Conference will be fixed not later than the second week. Negotiations must then proceed till such time as the Department reports failure.

At this stage the Department will endeavour to get the parties to agree to voluntary arbitration. The Department can state a case for adjudication by an arbitrator or a proper court where either party is willing.

Where neither party wants to accept arbitration or refer the matter to the Industrial Court or the Labour Tribunal, they should be allowed to fight it out, except where Government considers the industry to be

a public utility service and on its own motion and not because of pressure from a Union, refers the matter to the Industrial Court or to Labour Tribunal in all other cases.

If a Union resorts to strike action without following these rules it must send its workers back to work and follow these rules if it wishes to have Government intervention. Government would then see that the above rules are followed.

When negotiations take place between the employer and the union or when a dispute is submitted to arbitration or adjudication, the strike must cease forthwith."

This is in brief the existing state machinery for dealing with industrial disputes together with the policy adopted by government in giving effect to the provisions under the Industrial Disputes Act.

We are however aware that good employer-employee relations cannot be established by legislation. The most that legislation could do is to provide suitable machinery and the Industrial Disputes Act is an attempt in that direction. It is only by employers adopting a realistic attitude in keeping with the times and workers' organisations adopting a responsible attitude that employer-employee relations can be established on a satisfactory basis. A mutual war of attrition can do nobody any good. Besides the parties immediately concerned, there is also the larger entity—the country as a whole—adversely affected by industrial strife.

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Paper read by Mr. P. Navaratnam, Assistant Commissioner of Labour, at the recent I.L.O. Seminar on Labour Management Co-operation.

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## STATISTICS FOR 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.

### Cost of Living

The Colombo Consumers' Price Index for the month of December, 1959 is 105.7, as against 106.3 for November, 1959—a decrease of .6.

### Wage Rates

(a) The basic wages payable for the month of January, 1960, to workers in trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

(b) The Special Allowances payable for the month of January, 1960, to workers in all trades for which Part II of the Wages Boards Ordinance has been applied remain the same as that for the month of December, 1959, except for a slight decrease in the Plumbago Trade.

## Strikes

There were altogether 9 strikes during the month of October, 1959, involving 2,456 workers and a loss of 55,782 man-days as against 15 strikes during the month of September, 1959, involving 3,070 workers and a loss of 9,007 man-days. Eight of these strikes were in Tea Plantations involving 2,411 workers and a loss of 55,737 man-days; and 1 was in Rubber Plantation involving 45 workers and a loss of 45 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 October, 1959, and November, 1959, was as given below :

	October, 1959			November, 1959		Total
	Males	Females	Total	Males	Females	
Technical and clerical..	14,539..	5,677..	20,216..	14,500..	5,644..	20,144
Skilled ..	12,172..	1,529..	13,701..	12,024..	1,585..	13,609
Semi-skilled ..	26,990..	7,309..	34,299..	26,950..	7,173..	34,123
Unskilled ..	53,950..	2,862..	56,812..	54,589..	2,849..	57,438
<b>Total ..</b>	<b>107,651</b>	<b>17,377</b>	<b>125,028</b>	<b>108,063</b>	<b>17,251</b>	<b>125,314</b>

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

	October, 1959			November, 1959		
	Males	Females	Total	Males	Females	Total
Technical and clerical..	64 ..	22 ..	86 ..	153 ..	16 ..	169 ..
Skilled ..	146 ..	— ..	146 ..	161 ..	3 ..	164 ..
Semi-skilled ..	111 ..	3 ..	114 ..	120 ..	3 ..	123 ..
Unskilled ..	297 ..	— ..	297 ..	253 ..	3 ..	256 ..
<b>Total ..</b>	<b>618</b>	<b>25</b>	<b>643</b>	<b>687</b>	<b>25</b>	<b>712</b>

## NOTES OF CURRENT INTEREST

### Trade Unions Registered in November, 1959

Reg. No.	Name of the Union
1. 1451 ..	Food and Price Control Inspectors' Union.
2. 1452 ..	All-Ceylon Lawyers' Clerks Union.
3. 1453 ..	Walpita Pol Thawana Kamkaruwange Vurthiya Samitiya.
4. 1454 ..	Association of Assistant Commissioners Agrarian Services.
5. 1455 ..	All-Ceylon Agricultural Department Agricultural-Implement Factory Workers' Union.

Reg. No.	Name of the Union
6. 1456	Waraya Commission Sabawe Suba Sadaka Bojanagara Sewaka Samitiya.
7. 1457	Udarata Sri Lanka Jatika Watu Kamkaru Samitiya.
8. 1458	Locomotive Engineering Assistants' Association.
9. 1459	Seemasahitha Medapalatha Samupakara Welanda Sal Samitiya Vurthiya Sewaka Samitiya.
10. 1460	Government Telephone Operators' Union.
11. 1461	Colombo Nagarika Pumping Station Kamkaru Samitiya.
12. 1462	The Land Officers' Union.
13. 1463	Federation of Socialist Trade Unions.
14. 1464	Department of National Housing Technical Officers' Association.
15. 1465	Inspectors' of Works Union Department of Rural Development and Cottage Industries.
16. 1466	All-Ceylon Federation of Free Trade Unions.
17. 1467	University Service Trade Union Federation.
18. 1468	Sri Lanka Wijaya Eksath Kamkaru Samitiya.
19. 1469	Department of Agriculture Junior Technical Officers' Association.
20. 1470	Hiripitiya Eksath Sancharaka Welanda Sangamaya.
21. 1471	Samastha Lanka Rajaye Jesta Upa Guru Sangamaya.
22. 1472	Dumriya Yathragara Fuelmenwarunge Eksath Vurthiya Samitiya.

## \* WAGES BOARDS

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

#### I—The Engineering Trade

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

THE description of the Engineering Trade appeared in an Order made under section 6 of the Wages Boards Ordinance, No. 27 of 1941, published in *Ceylon Government Gazette* No. 9,224 of January 7, 1944, and came into force on January 31, 1944. Orders varying the original description of the trade were published in *Ceylon Government Gazette* No. 9,335 of November 24, 1944, and *Ceylon Government Gazette Extraordinary* No. 11,463 of July 31, 1958, and came into force on November 24, 1944, and August 1, 1958, respectively.

\* Note by Editor.—The series of articles entitled "Consolidated Decisions of Wages Boards" is replaced by this new series.

## Order

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

The engineering trade, that is to say—

- (1) civil engineering ;
- (2) mechanical engineering ; and
- (3) electrical engineering ;

including—

(A) the work of the following workers:—

- (1) turners ;
- (2) machinists, (iron and steel working) ;
- (3) machinists (wood working) ;
- (4) coppersmiths ;
- (5) tinsmiths ;
- (6) plumbers ;
- (7) fitters ;
- (8) wiremen and electricians ;
- (9) electroplaters ;
- (10) armature winders ;
- (11) switchboard attendants ;
- (12) boiler-makers, rivetters, and caulkers ;
- (13) blacksmiths ;
- (14) blacksmiths' strikers and hammer-men ;
- (15) welders and burners ;
- (16) power-hammer operators ;
- (17) moulders (iron and brass) ;
- (18) driver mechanics ;
- (19) joiners ;
- (20) coremakers ;
- (21) fettlers (iron and brass) ;
- (22) smelters (iron and brass) ;
- (23) pattern makers ;
- (24) carpenters, joiners, and cabinet makers ;
- (25) boat builders ;
- (26) checkers (timber) ;
- (27) sawyers ;
- (28) caulkers (deck) ;
- (29) saw sharpeners ;
- (30) machine knife sharpeners ;
- (31) painters ;
- (32) sign writers ;
- (33) polishers (applicers of French polish) ;
- (34) masons ;
- (35) crane drivers ;
- (36) boiler attendants ;
- (37) launch-tindals, drivers, and bowmen ;
- (38) splicers (rope and sail-makers) ;
- (39) glaziers ;
- (40) drivers (engine) ;
- (41) oil and steam roller drivers and firemen ;
- (42) shipwrights ;
- (43) body builders ;
- (44) hoodmakers ;
- (45) greasers ;

- (46) cleaners ;
- (47) washers ;
- (48) mechanics ;
- (49) tyre repairs ;
- (50) tyre vulcanizers ;
- (51) tinkers (motor) ;
- (52) kangaries ;
- (53) unskilled labourers ;
- (54) trade learners and apprentices ;
- (55) watchers ;
- (56) engineering store-keepers ;

and (B) any other operation connected with or incidental to the work specified in the preceding paragraph (A) but excluding the work of the workers in the Dock, Harbour and Port Transport Trade, specified in the Order published in *Gazette* No. 9,790 of October 24, 1947, as subsequently amended.

### (B) ESTABLISHMENT OF THE BOARD

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

### (C) DECISIONS OF THE BOARD

THE original decisions in respect of the Engineering Trade made by the Wages Board for that trade related mainly to rates of wages and they came into force on August 13, 1945. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette* No. 9,447 of August 10, 1945. Decisions varying the earlier decisions were published in notifications appearing in *Ceylon Government Gazette* No. 9,523 of February 22, 1946, No. 9,837 of February 27, 1948, *Ceylon Government Gazettes Extraordinary* No. 10,229 of March 30, 1951, No. 10,542 of June 29, 1953, No. 10,811 of June 30, 1955, *Gazette* No. 11,224 of December 27, 1957, *Gazette* No. 11,268 of February 28, 1958, *Gazette Extraordinary* No. 11,509 of August 30, 1958, *Gazette* No. 11,603 of November 28, 1958, *Gazette Extraordinary* No. 11,657 of January 31, 1959 and No. 11,733 of April 29, 1959. Decisions in regard to weekly and annual holidays came into force on March 1, 1946, and were published in *Ceylon Government Gazettes* No. 9,523 of February 22, 1946 and No. 11,224 of December 27, 1957.

Decisions in regard to public holidays were published in a Notification appearing in *Ceylon Government Gazette Extraordinary* No. 11,733 of April 29, 1959.

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

### PART I

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

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

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

**Definition of a normal working day (Section 24)**

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

on any day other than a Saturday .. .. .	9
on a Saturday .. .. .	6½
- The provisions of paragraph 1 shall not apply to watchers.

**Definition of a normal working week (Section 24)**

- The number of hours (exclusive of the intervals for meals or rest) constituting a normal working week shall not exceed forty-five and a half.
- The provisions of paragraph 1 shall not apply to workers other than watchers.

**PART II**

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

- a basic rate, and
- a special allowance, as set out hereunder—

1 Class of Workers	2 Basic rate for a normal working day	3 Rate of Special Allowance for a normal working day in any month		
		(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 pres- cribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables 1 and 11 below respectively
		Rs. c.	Rs. c.	Rs. c.
Unskilled labourers ..	1 40	2 0	1 97	
Semi-skilled workers, Grade I— Wigemen; electroplaters; black- smiths' strikers and hammer-men; fettlers (iron and brass); smelters (iron and brass); checkers (timber), sawyers; chaulkers (deck); boiler attendants; drivers (engine); fire- men; tyre repairers; tyre vulcanizers ..	1 65	2 10	2 07 ..	
Semi-skilled workers, Grade II— Painters; bowmen; greasers; cleaners and washers ..	1 45			
Skilled workers— Turners; machinists (iron and steel working); machinists (wood working); copper-smiths; plum- bers; fitters; electricians; arma- ture winders; switchboard attendants; boiler-makers; blacksmiths; welders and bur- ners; 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; polish- ers (appliers of French polish); masons; launch findals, drivers; splicers (rope and sail makers); glaziers; driver mechanics; oil and steam roller drivers; shipwrights, body- builders; hood-makers; mecha- nics; tinkers (motor); tinsmiths; rivetters and caulkers; crane drivers	2 0		3 cents	
Kanganies ..	1 80			
Watchers ..	1 70			

Class of Workers	2		3			
	Basic rate for a normal working day		Rate of Special Allowance for a normal working day in any month			
			(a)	(b)	(c)	
			Where the cost of living index number for the preceding month is 100.1 the special allowance shall be—	Where the cost of living index number for the preceding month is 100.0 the special allowance shall be—	Where the cost of living index number for the preceding month is above 100.1 or below 100.0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rate set out hereunder as illustrated in Tables I and II below respectively.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
Trade learners and apprentices—						
First year	.. 0 50	.. 1 10	.. 1 9	} 1 cents		
Second year	.. 0 66	.. 1 20	.. 1 19			
Third year	.. 0 85	.. 1 48	.. 1 46			
Fourth year	.. 1 10	.. 1 63	.. 1 61	} 2 cents		

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

Table I

Special Allowances payable in the event of a rise in the Index Number

Index Numbers	Un-skilled labourers		Semi-skilled workers Grade I and Grade II and Skilled Workers including Kanganies and Watchers		Trade Learners and Apprentices			
					1st Year	2nd Year	3rd Year	4th Year
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.1-101.8	.. 2 0	.. 2 10	.. 1 10	.. 1 20	.. 1 48	.. 1 63		
101.9-103.6	.. 2 3	.. 2 13	.. 1 11	.. 1 21	.. 1 50	.. 1 65		
103.7-105.4	.. 2 6	.. 2 16	.. 1 12	.. 1 22	.. 1 52	.. 1 67		
105.5-107.2	.. 2 9	.. 2 19	.. 1 13	.. 1 23	.. 1 54	.. 1 69		
107.3-109.0	.. 2 12	.. 2 22	.. 1 14	.. 1 24	.. 1 56	.. 1 71		

Table II

Special Allowances payable in the event of a fall in the Index Number

Index Numbers	Un-skilled labourers		Semi-skilled workers Grade I and Grade II and Skilled workers including Kanganies and Watchers		Trade Learners and Apprentices			
					1st Year	2nd Year	3rd Year	4th Year
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100.0-98.3	.. 1 97	.. 2 7	.. 1 9	.. 1 19	.. 1 46	.. 1 61		
98.2-96.5	.. 1 94	.. 2 4	.. 1 8	.. 1 18	.. 1 44	.. 1 59		
96.4-94.7	.. 1 91	.. 2 1	.. 1 7	.. 1 17	.. 1 42	.. 1 57		
94.6-92.9	.. 1 88	.. 1 98	.. 1 6	.. 1 16	.. 1 40	.. 1 55		
92.8-91.1	.. 1 85	.. 1 95	.. 1 5	.. 1 15	.. 1 38	.. 1 53		

In this Schedule, the word "year" in relation to any trade learner or apprentice shall be deemed to consist of 365 days of continuous employment, including—

- (a) every holiday allowed by the employer, under section 25, to such learner or apprentice ;
- (b) every day of absence with the approval of the employer ;
- (c) every day of absence due to an injury to such learner or apprentice caused by an accident arising out of and in the course of his employment ;
- (d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Chapter 117) ; and
- (e) every day on which the employer fails to provide work to such learner or apprentice ;

but not including the day fixed as a weekly holiday under section 24 :

Provided, however, that the aggregate number of days included under clauses (a), (b), (c), (d) and (e) mentioned above, shall not exceed 77 in respect of any such year.

### PART III

#### *Overtime Rate*

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

2. In respect of each hour of work in excess of the minimum number of hours constituting a normal working day performed by a worker on a day declared as a public holiday by the Wages Board for the Engineering Trade under section 25 of the Wages Boards Ordinance, No. 27 of 1941, the minimum overtime rate shall be 3 times the minimum hourly rate ascertained by dividing the minimum daily rate by 8.

3. In respect of each hour of work performed by a watcher in excess of the normal working week, the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the minimum daily rate by 8) increased by 50 per cent of such minimum hourly rate :

Provided, however, that a watcher shall not be entitled, in respect of any hour of work, to both an overtime-pay for working in excess of the normal working day and an overtime-pay for working in excess of the normal working week.

### DECISIONS RELATING TO WEEKLY, ANNUAL AND PUBLIC HOLIDAYS

#### *Weekly Holiday (section 24)*

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

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

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

The preceding provisions of this paragraph shall not apply to—

- (a) watchers ; and
- (b) workers engaged on work outside the business premises of the employer for periods exceeding 12 days, in respect of duration of each such period.

#### *Annual Holidays (section 25)*

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

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

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

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

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

2. (i) If the number of holidays that a worker is entitled to does not exceed seven, such worker shall be allowed, and he shall take, those holidays on consecutive days.

(ii) If the number of holidays that a worker is entitled to exceeds seven, such worker shall be allowed, and he shall take, seven 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 mutually agreed upon between him and his employer.

4. Where a worker leaves of his own accord or is discontinued or dismissed from employment, he shall, at the time of such leaving, discontinuance or dismissal, be paid one day's wage for each holiday to which he was entitled at the date of such leaving, discontinuance or dismissal.

5. The remuneration for each holiday shall be the average daily wage of the worker obtained by dividing the total wage (excluding overtime and bonuses) earned by the worker for the days on which he has actually worked in the last 60 days of the qualifying year by the number of such days.

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

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

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

### *Public Holidays*

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

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

(b) The remuneration payable to a worker for each such holiday as is referred to in the preceding sub-paragraph shall be the minimum rate of wages prescribed for a normal working day in the month in which such holiday occurs.

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

- (a) a day on or before the thirty-first day of December next succeeding such public holiday shall be granted to the worker as a holiday with remuneration calculated at the daily minimum rate applicable in respect of the month in which the alternative holiday is granted; or
- (b) such worker shall be remunerated for work done on any such public holiday at double the minimum daily rate for work done during the number of hours constituting a normal working day for that day.

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## NEW DECISIONS OF THE WAGES BOARD FOR THE BUILDING TRADE

L. D.—B. 53/48.

### The Wages Boards Ordinance, No. 27 of 1941

#### NOTIFICATION

IT is hereby notified under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, as amended by Ordinance No. 40 of 1943, that the decisions of the Wages Board for the Building Trade made under section 28 of that Ordinance, and specified in the Schedule hereto, have been approved by the Minister of Labour.

C. B. KUMARASINHA,

Permanent Secretary, Ministry of Labour.

Colombo, December 22, 1959.

#### SCHEDULE

The decisions made by the Wages Board for the Building Trade and set out in the Schedule to the notification published in *Gazette* No. 10,141 of August 25, 1950, as varied in the manner set out in the notifications published in *Gazette Extraordinary* No. 10,229 of March 30, 1951, *Gazette Extraordinary* No. 10,542 of June 29, 1953, *Gazette* No. 10,850 of October 21, 1955, *Gazette Extraordinary* No. 11,306 of April 30, 1958, *Gazette Extraordinary*, No. 11,542 of September 30, 1958, and *Gazette Extraordinary* No. 11,605 of November 29, 1958, shall be further varied, under the heading "Annual Holidays (Section 25)", by the addition, at the end of that Schedule, of the following new decisions:—

#### "Public Holidays

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

- (1) The Tamil Thai Pongal Day;
- (2) Independence Commemoration Day (February 4);
- (3) The Sinhala and Hindu New Year's Day;

- (4) May Day (May 1) ;
- (5) The Full Moon Day of the Sinhala month of Wesak ;
- (6) The Birthday of the Holy Prophet Mohamed (On Whom Be Peace, Meelad-un-Nabi) ; and
- (7) Christmas Day.

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

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

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

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

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### Explanatory Note

*(This note is not part of the new decisions but is intended to indicate its general purport)*

1. These decisions were published in *Government Gazette Extraordinary* No. 12,018 of December 24, 1959, and came into force from that date.

2. The decisions set out the public holidays which an employer is required to allow a worker in the Building Trade with remuneration and the conditions subject to which an employer may employ a worker on such public holidays.

3. The extracts of the *Government Gazette* relating to these decisions are available for sale at the Government Publications Bureau, The Secretariat, Colombo 1—Price 10 cents ; Postage 10 cents.

S. W. B.

• 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. 1958-April 1939 = 100)

INDEX NUMBERS

Base: November, 1938-April, 1939 = 100

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

Index Number  
Nov. 1942 = 100

Base: November, 1942 = 100

Group Weights	63.66	7.26	7.06	8.78	13.24	
1943	103	94	105	138	118	107
1944	102	94	105	156	127	109
1945	110	94	112	165	158	121
1946	113	111	124	180	155	125
1947	126	121	136	213	157	138
1948	138	101	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
1958—						
January	109.16	98.39	101.53	86.04	110.31	106.3
February	107.99	99.77	101.53	86.22	111.05	105.8
March	106.68	100.58	101.53	85.50	110.26	104.8
April	106.02	100.92	101.53	86.12	110.79	104.6
May	107.00	99.42	101.53	86.77	110.89	105.2
June	105.43	101.61	101.53	87.52	111.76	104.5
July	102.46	102.31	101.53	87.86	114.27	103.2
August	103.79	102.31	101.53	88.23	116.15	104.4
September	104.30	97.69	101.53	88.42	115.75	104.5
October	106.22	104.50	101.53	89.00	116.47	106.2
November	106.08	102.65	101.53	88.96	115.01	105.7
December	103.92	102.31	101.53	89.53	113.90	104.2
1959—						
January	104.75	102.65	101.53	90.93	114.67	105.0
February	102.03	102.03	101.05	91.01	114.05	103.5
March	103.47	102.65	101.53	91.33	115.20	104.4
April	105.50	102.65	101.53	91.49	116.20	105.8
May	105.34	102.31	101.53	91.58	114.67	105.4
June	106.48	101.96	101.53	91.31	114.99	106.2
July	105.36	102.31	101.53	92.31	115.31	105.6
August	103.44	102.31	101.53	93.12	116.26	104.7
September	102.98	102.00	101.53	93.27	116.07	104.4
October	104.60	102.65	101.53	92.79	115.91	105.4
November	106.51	101.96	101.53	92.91	114.67	106.3
December	105.54	101.27	101.53	93.10	114.64	105.7

**TABLE II—WAGES INDEX NUMBERS**  
**Tea and Rubber Estate Labourers and Unskilled Male Workers in**  
**Government Employment**

**A**  
**BASE : 1939=100**

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo		
	Average Minimum Daily rate of Wages Rs. c.	Minimum Wage Rate Index No.	Index No. of Real Wages	Average Monthly Rate of Wages Rs. c.	Wage Rate Index No.	Index No. of Real Wages
1939 .. — ..	41	100	100	16.64	100	100
1940 .. — ..	41	100	93	16.64	100	96
1941 .. — ..	45	119	92	18.45	111	98
1942 .. — ..	68	166	111	24.23	145	97
1943 .. — ..	83	202	102	28.98	174	96
1944 .. — ..	87	212	101	34.03	204	110
1945 .. — ..	1.00	244	110	41.92	252	123
1946 .. — ..	1.15	280	123	68.52	412	194
1947 .. — ..	1.20	293	123	75.74	455	195
1948 .. — ..	1.29	315	122	78.16	470	195
1949 .. — ..	1.31	320	121	77.81	468	196
1950 .. — ..	1.53	373	136	83.11	499	198
1951 .. — ..	1.90	463	161	89.79	540	206
1952 .. — ..	1.92	468	163	89.79	540	207

**B**  
**BASE : 1952=100**

1953 .. — ..	1.95	101.56	99.96	90.97	101.31	99.71
1954 .. — ..	1.99	103.65	102.52	91.04	101.39	100.29
1955 .. — ..	2.06	107.29	106.76	94.94	105.74	105.21
1956 .. — ..	2.08	108.33	108.11	96.24	107.18	106.97
1957 .. — ..	2.10	109.38	106.40	99.16	110.44	107.43
1958 .. — ..	2.14	111.46	106.21	113.74	126.67	120.70
1958 .. January	2.15	111.98	105.34	113.74	126.67	119.16
February	2.15	111.98	105.84	113.74	126.67	119.73
March	2.15	111.98	106.85	113.74	126.67	120.87
April	2.15	111.98	107.06	113.74	126.67	121.10
May	2.15	111.98	106.44	113.74	126.67	120.41
June	2.15	111.98	107.16	113.74	126.67	121.22
July	2.12	110.42	107.00	113.74	126.67	122.74
August	2.12	110.42	105.77	113.74	126.67	121.33
September	2.12	110.42	105.67	113.74	126.67	121.22
October	2.12	110.42	103.97	113.74	126.67	119.27
November	2.15	111.98	105.94	113.74	126.67	119.84
December	2.15	111.98	107.47	113.74	126.67	121.56
1959 .. January	2.12	110.42	105.16	113.74	126.67	120.64
February	2.15	111.98	108.19	113.74	126.67	122.39
March	2.12	110.42	105.77	113.74	126.67	121.33
April	2.12	110.42	104.37	113.74	126.67	119.73
May	2.15	111.98	106.14	113.74	126.67	120.07
June	2.15	111.98	105.44	113.74	126.67	119.27
July	2.15	111.98	106.04	113.74	126.67	119.95
August	2.15	111.98	106.95	113.74	126.67	120.98
September	2.15	111.98	107.26	113.74	126.67	121.33
October	2.12	110.42	104.76	113.74	126.67	120.18
November	2.15	111.98	105.34	113.74	126.67	119.16
December	2.15	111.98	105.94	113.74	126.67	119.84

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952 = 100

Agriculture \*      Trades other than Agriculture †      Agriculture and Trades other than Agriculture Combined

Year	Agriculture *		Trades other than Agriculture †		Agriculture and Trades other than Agriculture Combined	
	Minimum Average daily rates 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
1958 .. January	2.17	110.71	3.18	108.90	2.25	110.29
February	2.17	110.71	3.20	109.59	2.25	110.29
March	2.17	110.71	3.30	113.01	2.26	110.78
April	2.17	110.71	3.31	113.36	2.26	110.78
May	2.17	110.71	3.32	113.70	2.26	110.78
June	2.17	110.71	3.32	113.70	2.26	110.78
July	2.15	109.69	3.32	113.70	2.24	109.80
August	2.15	109.69	3.29	112.67	2.24	109.80
September	2.15	109.69	3.51	120.21	2.26	110.78
October	2.15	109.69	3.51	120.21	2.26	110.78
November	2.17	110.71	**3.75	**128.42	2.29	112.26
December	2.17	110.71	**3.76	**128.77	2.29	112.26
1959 .. January	2.15	109.69	3.73	127.74	2.27	111.27
February	2.17	110.71	3.74	128.08	2.29	112.26
March	2.15	109.69	3.71	127.05	2.27	111.27
April	2.15	109.69	3.73	127.74	2.27	111.27
May	2.17	110.71	3.77	129.11	2.30	112.75
June	2.17	110.71	3.76	128.77	2.29	112.25
July	2.17	110.71	3.78	129.45	2.30	112.75
August	2.17	110.71	3.78	129.45	2.30	112.75
September	2.17	110.71	3.76	128.77	2.29	112.25
October	2.15	109.69	3.75	128.42	2.28	111.76
November	2.17	110.71	3.76	128.77	2.29	112.25
December	2.18	111.22	3.78	129.45	2.31	113.24

\* 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 Trades only.

\*\* Amended figures.

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	19,333
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	13,439	30,864	47,971	110,856
1958 January	19,257	14,175	32,803	50,016	116,251
February	19,792	14,287	33,020	49,951	117,050
March	19,830	14,110	33,167	49,673	116,780
April	19,443	13,720	32,315	48,188	113,666
May	18,674	13,123	32,123	45,361	109,281
June	18,707	13,003	32,052	46,564	110,326
July	19,086	13,381	32,526	49,083	114,076
August	19,195	13,441	32,356	49,926	114,918
September	19,426	13,615	32,562	49,885	115,488
October	19,623	13,499	32,817	50,004	115,943
November	19,621	13,506	33,068	49,909	116,104
December	19,803	13,674	32,973	51,346	117,796
1959 January	20,266	14,135	33,380	52,352	120,133
February	20,265	13,999	33,287	51,859	119,410
March	19,921	13,965	33,356	52,372	119,614
April	19,559	13,620	32,955	52,804	118,938
May	19,616	13,649	33,288	53,685	120,238
June	19,889	13,578	33,936	55,538	122,941
July	20,339	13,816	35,226	59,779	129,160
August	20,254	13,780	35,042	58,692	127,768
September	20,225	13,791	34,515	58,228	126,759
October	20,216	13,701	34,299	56,812	125,028
November	20,144	13,609	34,123	57,438	125,314

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

TABLE V

The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges

## CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Trincomale	Anuradhapura	A Tissawella	Haputale	Matara	Vaunanya	Kegalla	Male	Total
1941	20,458	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	20,458
1942	19,333	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	19,333
1943	8,335	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,335
1944	1,053	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	-	1,497	-	-	-	-	-	-	-	21,366*
1946	25,805	1,117	808	993	3,897	726	352	816	119	438	727	-	611	-	-	-	-	-	-	-	36,544†
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	-	-	-	-	-	-	-	-	-	-	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	-	283	-	-	-	-	-	-	-	66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	-	696	-	-	-	-	-	-	-	69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	-	348	-	-	-	-	-	-	-	65,122
1951	33,125	3,422	2,886	4,350	2,209	537‡	886	1,587	569	904	418	1,207	284	323	-	-	-	-	-	-	52,707
1952	32,124	3,028	3,263	3,881	3,730	547	1,162	1,485	909	663	422	992	252	457	678	-	-	-	-	-	53,023
1953	30,203	2,561	3,316	3,949	3,000	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	-	-	-	51,546
1954	33,410	2,909	3,484	6,024	3,148	1,708	2,220	3,992	1,471	440	388	297	1,567	884	1,377	396	1,58	-	-	-	63,304
1955	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	-	-	-	71,010
1956	48,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	-	-	-	85,952
1957	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501§	1,252	1,198	2,226	840	5,331	551	1,947	-	\$110,856

TABLE V—(contd.)

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapure	Badulla	Batticaloa	Kalmunai**	Trincomalee	Anuradhapura	Avissawella	Haputale	Matare	Vavuniya	Kegalla	Male	Total
1958—																					
January ..	51,800	9,406	7,075	9,895	8,411	832	6,030	2,930	3,359	1,125	759	464	1,308	1,409	2,413	881	5,490	464	2,200	—	116,251
February	51,897	8,997	7,092	10,447	8,650	899	6,214	2,967	3,315	1,137	817	398	1,282	1,503	2,458	913	5,422	417	2,225	—	117,050
March ..	51,597	8,774	6,940	10,926	8,398	934	6,288	3,093	3,272	1,105	857	386	1,211	1,473	2,584	935	5,409	424	2,174	—	116,780
April ..	50,298	8,479	6,720	11,254	8,490	889	5,401	2,826	3,215	1,150	794	383	1,143	1,281	2,527	1,012	5,227	431	2,146	—	113,666
May ..	49,597	7,643	6,819	11,765	6,132	945	4,746	2,858	3,255	1,099	713	407	1,212	1,262	2,608	1,061	4,528	454	2,177	—	109,281
June ..	49,880	7,361	6,844	12,180	6,041	988	4,747	2,830	3,363	1,094	794	380	1,406	1,232	2,720	1,147	4,766	366	2,187	—	110,326
July ..	51,741	7,354	6,944	12,647	6,244	1,026	4,505	2,992	3,613	1,176	880	571	1,405	1,258	2,892	1,226	4,861	415	2,326	—	114,076
August ..	52,165	7,124	6,747	12,903	6,294	1,024	4,672	3,200	3,708	988	914	588	1,340	1,297	2,927	1,231	4,916	484	2,396	—	114,918
September	52,451	6,798	6,663	13,105	6,467	1,136	4,569	3,335	3,916	1,079	874	614	1,218	1,345	2,881	1,117	5,040	481	2,389	—	115,488
October ..	52,179	8,225	6,850	13,151	6,788	1,173	2,971	3,405	4,163	1,152	871	455	1,063	1,323	2,880	1,118	5,252	486	2,438	—	115,943
November	51,772	8,049	7,181	13,595	6,886	1,092	3,030	3,561	4,077	1,171	872	391	1,019	1,261	2,897	1,092	5,268	482	2,417	—	116,104
December	52,563	7,721	7,500	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354	1,188	1,380	2,925	1,110	5,324	531	2,465	—	117,796
1959—																					
January ..	53,192	7,895	7,773	13,807	6,959	1,115	3,524	3,846	3,738	1,312	1,069	352	1,299	1,578	2,891	1,145	5,428	557	2,653	—	120,133
February	53,042	7,631	7,093	13,916	6,959	1,158	3,915	3,877	3,586	1,366	1,130	362	1,348	1,555	2,802	1,141	5,243	561	2,725	—	119,410
March ..	53,702	7,600	6,933	14,092	6,547	1,194	4,267	3,669	3,572	1,380	1,110	328	1,360	1,510	2,732	1,175	5,164	563	2,716	—	119,614
April ..	54,060	7,394	6,775	14,227	6,547	1,130	4,268	3,738	3,254	1,313	1,177	310	1,245	1,475	2,698	1,221	4,955	558	2,593	—	118,938
May ..	54,621	7,418	6,821	14,638	6,645	1,015	4,431	3,406	3,471	1,399	1,179	326	1,162	1,507	2,764	1,297	5,002	553	2,583	—	120,238
June ..	56,321	7,412	6,932	14,952	6,065	1,009	4,461	3,280	3,799	1,493	1,162	361	1,313	1,565	2,795	1,293	4,998	583	2,628	519	122,941
July ..	57,814	7,398	7,771	15,408	6,448	973	5,245	3,321	4,094	1,653	1,219	401	1,464	1,718	3,126	1,316	5,702	563	2,753	773	139,160
August ..	55,875	7,518	7,725	15,671	6,543	970	5,334	3,256	4,077	1,588	1,061	390	1,484	1,730	3,091	1,243	5,881	576	2,775	980	127,768
September	55,627	7,879	7,639	15,586	6,464	899	5,363	3,247	3,674	1,549	1,072	400	1,411	1,701	3,108	1,200	5,729	574	2,790	847	126,759
October ..	54,383	8,159	7,447	15,645	6,358	837	5,013	3,164	3,832	1,531	1,063	415	1,273	1,684	2,978	1,185	5,829	594	2,755	883	125,028
November	54,617	8,321	7,292	15,702	6,472	944	4,917	3,277	3,759	1,542	1,016	432	1,289	1,644	2,914	1,150	5,711	604	2,760	951	125,314

\* Total in Juddes 127 registered at Matugama, 164 at Chilaw, 272 at Matale, 97 at Avissawella, and 555 at Veyangoda.

† Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avissawella.

‡ Revised figures.  
§ Amended figures.

**TABLE VI—The number of Persons placed in employment since 1939**

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	
1939	—	—	—	—	—	—	—	—	2,583
1940	—	—	—	—	—	—	—	—	5,089
1941	—	—	—	—	—	—	—	—	9,071
1942	—	—	—	—	—	—	—	—	8,129
1943	—	—	—	—	—	—	—	—	4,170
1944	—	—	—	—	—	—	—	—	1,875
1945	369	—	1,104	—	411	—	2,653	—	4,537
1946	1,303	—	3,012	—	1,341	—	10,130	—	15,786
1947	915	—	1,417	—	911	—	4,161	—	7,404
1948	1,355	—	1,563	—	1,311	—	6,118	—	10,347
1949	1,807	—	1,616	—	1,767	—	9,590	—	14,780
1950	2,059	—	1,509	—	1,438	—	5,773	—	10,779
1951	2,019	—	1,546	—	1,867	—	5,874	—	11,306
1952	3,107	—	1,802	—	1,887	—	5,657	—	12,453
1953	1,528	—	669	—	1,371	—	2,820	—	6,388
1954	1,097	—	879	—	922	—	4,660	—	7,558
1955	2,166	—	1,064	—	1,187	—	3,791	—	8,208
1956	1,913	—	845	—	1,565	—	4,162	—	8,485
1957	1,176	—	709	—	1,180	—	3,053	—	6,118
1958	1,827	—	800	—	1,006	—	2,251	—	5,884
1958	149	—	134	—	62	—	176	—	521
February	146	—	45	—	101	—	180	—	472
March	406	—	32	—	82	—	188	—	708
April	145	—	64	—	72	—	202	—	483
May	179	—	62	—	79	—	205	—	525
June	91	—	76	—	74	—	139	—	380
July	108	—	63	—	90	—	314	—	575
August	132	—	66	—	71	—	173	—	442
September	112	—	33	—	86	—	111	—	342
October	158	—	142	—	118	—	204	—	622
November	89	—	52	—	78	—	193	—	412
December	112	—	31	—	93	—	166	—	402
1959	106	—	59	—	86	—	140	—	391
February	196	—	67	—	98	—	199	—	560
March	159	—	59	—	87	—	147	—	452
April	194	—	64	—	81	—	169	—	508
May	102	—	63	—	80	—	193	—	438
June	96	—	58	—	111	—	276	—	542
July	108	—	109	—	131	—	608	—	956
August	157	—	106	—	141	—	505	—	909
September	110	—	83	—	117	—	154	—	464
October	86	—	146	—	114	—	297	—	643
November	169	—	164	—	123	—	256	—	712

**TABLE VII—The Number of Persons registered and the Number placed in employment during the Month of November, 1959**

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	639	105	527	141	931	80	2,290	106	4,387	432
Nerombo	85	1	110	2	92	3	257	9	544	15
Kalutara	72	—	45	—	104	15	178	6	399	21
Galle	67	2	47	—	136	4	292	35	542	41
Kandy	95	4	47	6	117	3	289	1	548	14
Nawalapitiya	11	1	23	—	31	1	133	—	198	2
Kurunegala	55	7	27	2	102	1	112	12	296	22
Jaffna	123	19	26	5	133	5	94	7	376	36
Ratnapura	30	2	22	—	96	—	108	2	256	4
Badulla	20	1	6	2	52	4	50	4	128	11
Batticaloa	23	4	8	—	24	2	61	—	116	6
Kalmunai	12	—	6	—	12	—	14	—	44	—
Trincomalee	21	—	15	1	39	—	95	3	170	4
Anuradhapura	23	1	11	—	21	—	87	9	142	10
Avissawella	26	1	10	—	41	—	94	31	171	32
Haputale	8	2	16	4	17	1	34	4	75	11
Matara	73	15	59	1	111	4	186	1	429	21
Vavuniya	21	3	9	—	47	—	17	11	94	14
Kegalla	38	1	32	—	65	—	62	10	197	11
Metale	20	—	10	—	15	—	168	5	213	5
<b>Total</b>	<b>1462</b>	<b>169</b>	<b>1056</b>	<b>164</b>	<b>2186</b>	<b>123</b>	<b>4621</b>	<b>256</b>	<b>9325</b>	<b>712</b>

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	Not available	Not available	4	Not available	Not available
1940	36	9,732*	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66‡	12,399	25,937
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	544,174
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	31,996
1954	39	86,450	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,293	36,016
1956	99	56,908	200,888	115	31,852	152,966
1957	177	297,061	618,050	127	70,239	190,443
1958**	123	39,372	340,632	80	33,589	384,769
1959 January to Oct.	138	36,856	230,495	56	35,380	393,970
1958 January	10	5,536	195,212	7	1,196	1,122
February	12	2,720	26,686	8	398	3,750
March	11	5,260	10,447	15	4,109	25,375
April	13	3,671	20,912	16	5,338	74,497
May	8	2,717	5,361	12	17,587	262,107
June	Nil	—	—	1	13	169
July	Nil	—	—	1	27	81
August	5	388	1,299	Nil	—	—
September	14	3,751	22,199	3	226	432
October	14	4,104	16,720	1	150	150
November	18	6,415	26,265	3	393	1,440
December	18	4,810	15,531	13	4,152	15,646
1959 January	17	3,666	20,837	8	4,947	21,180
February	13	3,789	10,566	11	2,618	13,595
March	10	4,115	19,888	3	265	1,245
April	18	5,240	29,181	3	278	833
May	15	4,062	19,439	9	1,169	3,919
June	11	2,475	20,734	14	16,471	73,742
July	21	3,981	21,875	6	9,600	278,483
August	11	4,634	24,159	Nil	—	—
September	13	2,438	8,034	2	632	973
October	9	2,456	56,782	Nil	—	—

\*Number of workers involved in one strike is not available.

†Number of man-days lost in one strike is not available.

‡Number of workers involved and man-days lost in respect of one strike are not available.

\*\*These statistics do not include particulars of strikes for the period August to December 1958 in respect of the employees of the Port (Cargo) Corporation. This information is not available.

||Number of workers involved and number of man-days lost in respect of one strike are not available. These will be included when available.

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 THE STRIKES IN OCTOBER 1959. BY INDUSTRIES OR TRADES**

Industry or Trade	Number of		Number of Workers involved	Number of Man-days lost
	Strikes			
Plantations—Tea ..	8	..	2,411	55,737
Rubber ..	1	..	45	45
Tea-cum-Rubber ..	—	..	—	—
Coconut ..	—	..	—	—
Coconut-cum-Rubber ..	—	..	—	—
<b>Total</b> ..	<b>9</b>		<b>2,456</b>	<b>55,782</b>
Engineering ..	—	..	—	—
Printing ..	—	..	—	—
Motor Transport ..	—	..	—	—
Tea Export ..	—	..	—	—
Rubber Export ..	—	..	—	—
Coconut Manufacturing ..	—	..	—	—
Toddy, Arrack and Vinegar ..	—	..	—	—
Match Manufacturing ..	—	..	—	—
Coconut & Rubber Manufacturing ..	—	..	—	—
Cinema ..	—	..	—	—
Dock, Harbour and Port Transport ..	—	..	—	—
Building Trade ..	—	..	—	—
Local Government Services ..	—	..	—	—
Service Institutions ..	—	..	—	—
Factories, Workshops, &c., run by the State ..	—	..	—	—
Textile ..	—	..	—	—
Relief Schemes ..	—	..	—	—
Wholesale and Retail Distribution ..	—	..	—	—
Aerated Waters and Ice Manufacturing ..	—	..	—	—
Beedi Manufacturing ..	—	..	—	—
Hotel ..	—	..	—	—
Tile Manufacturing ..	—	..	—	—
Miscellaneous ..	—	..	—	—
<b>Total</b> ..	<b>9</b>		<b>2,456</b>	<b>55,782</b>
<b>Grand Total</b> ..	<b>9</b>		<b>2,456</b>	<b>55,782</b>

**TABLE X—CLASSIFICATION OF THE STRIKES IN OCTOBER, 1959, IN CAUSES**

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
	1. Dismissal or loss of employment in any way. Failure to provide work ..	1	—	45
2. Wage increases. Higher rates for piece work, &c. ..	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	3	—	1,568	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	4	—	830	—
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Fractional disputes and domestic matters ..	—	—	—	—
8. External matters (e.g., arrest by Police, &c.) ..	—	—	—	—
9. Assaults by employer or agent or others ..	—	—	—	—
10. General demands ..	1	—	15	—
11. Sympathetic strikes ..	—	—	—	—
<b>Total</b> ..	<b>9</b>	<b>—</b>	<b>2,456</b>	<b>—</b>



## APPENDIX I

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

Month: January, 1960

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Tea Growing and Manufacturing Trade</b>						
<i>Daily Rates :</i>						
Male worker not under 16 years	..	1 25	..	1 18	..	2 43
Female worker not under 15 years	..	1 5	..	0 88	..	1 93
Child worker ..	..	0 80	..	0 81	..	1 61
<b>Cocoa, Cardamom and Pepper Growing and Manufacturing Trade</b>						
<i>Daily Rates :</i>						
Male worker not under 16 years ..	..	1 10	..	1 18	..	2 28
Female worker not under 15 years	..	0 90	..	0 88	..	1 78
Child worker ..	..	0 65	..	0 81	..	1 46
<b>Rubber Growing and Manufacturing Trade</b>						
<i>Daily Rates :</i>						
Male worker not under 16 years	..	1 40	..	1 18	..	2 58
Female worker not under 15 years	..	1 30	..	0 88	..	2 18
Child worker ..	..	1 5	..	0 81	..	1 86
<b>Coconut Growing Trade</b>						
<i>Daily Rates :</i>						
The raising and maintenance of a coconut plantation ; and the manufacture of copra—						
Kangany ..	..	1 40	..	1 18	..	2 58
Male not under 16 years ..	..	1 25	..	1 18	..	2 43
Female not under 15 years ..	..	1 5	..	0 88	..	1 93
Male worker under 16 years or Female worker under 15 years ..	..	0 80	..	81	..	1 61
<b>Coconut Manufacturing Trade</b>						
The manufacture of desiccated coconut : The manufacture of coconut oil ; and The manufacture of fibre and coir products—						
Kangany ..	..	1 80	..	2 3	..	3 83
Male not under 18 years ..	..	1 40	..	2 3	..	3 43
Female not under 18 years ..	..	1 15	..	1 68	..	2 83
Worker under 18 years ..	..	1 15	..	1 61	..	2 76

Piece rates have been fixed for certain processes.





Month : January, 1960

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Plumbago Trade (contd.)</b>						
Workers employed in curing and dressing—						
(A) as overseers and kanganyies	..	2 0	..	1 44	..	3 44
(B) on different jobs						
Within the Colombo area—						
Male worker not under 18 years	..	1 25	..	1 44	..	2 69
Female worker not under 18 years	..	1 0	..	1 12	..	2 12
Worker under 18 years	..	0 50	..	1 5	..	1 55
Outside the Colombo area—						
Male worker not under 18 years	..	1 0	..	1 44	..	2 44
Female worker not under 18 years	..	0 84	..	1 12	..	1 96
Worker under 18 years	..	0 40	..	1 5	..	1 45
"Colombo area" includes any place within 5 miles of the Municipal limits of Colombo.						

### Tea Export Trade

#### Daily Rates :

#### A. Male workers not under 18 years—

(a) Grade II	..	1 40	..	2 9	..	3 49
(b) Intermediate Grade	..	1 60	..	2 19	..	3 79
(c) Grade I	..	1 80	..	2 19	..	3 99
(d) Box makers and repairers	..	1 60	..	2 19	..	3 79
(e) Watchers	..	1 70	..	2 19	..	3 89
B. Female workers not under 18 years	..	1 15	..	1 97	..	3 12
C. Workers over 14 years but under 15 years	..	0 80	..	1 57	..	2 37
" 15 " 16 "	..	0 90	..	1 62	..	2 52
" 16 " 17 "	..	1 0	..	1 67	..	2 67
" 17 " 18 "	..	1 15	..	1 77	..	2 92

### Rubber Export Trade

#### Daily Rates :

#### A. Male workers not under 18 years—

(a) Grade II	..	1 40	..	2 9	..	3 49
(b) Intermediate Grade	..	1 60	..	2 19	..	3 79
(c) Grade I	..	1 80	..	2 19	..	3 99
(d) Watchers	..	1 70	..	2 19	..	3 89

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

(a) Grade I	..	1 15	..	1 97	..	3 12
Workers employed in work other than sorting	..		..		..	
(b) Grade I	..	1 30	..	1 97	..	3 27
Workers employed in sorting	..		..		..	

C. Workers over 14 years but under 15 years	..	0 80	..	1 57	..	2 37
" 15 " 16 "	..	0 90	..	1 62	..	2 52
" 16 " 17 "	..	1 0	..	1 67	..	2 67
" 17 " 18 "	..	1 15	..	1 77	..	2 92

### Toddy, Arrack and Vinegar Trade

#### Monthly Rates :

Tope kangany	..	115 0	..	—	..	115 0
Toddy tavern watcher	..	63 0	..	—	..	63 0
Arrack tavern watcher	..	63 0	..	—	..	63 0
Tope watcher	..	50 0	..	—	..	50 0
Collecting station manager	..	75 0	..	—	..	75 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	..	52 50	..	—	..	52 50
Collecting toddy from trees in the vinegar section of the trade	..	52 50	..	—	..	52 50
Distilling toddy at distillery	..	90 0	..	—	..	90 0

Month: January, 1960

Class of Worker	Basic Wage		Special Allowances		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>Toddy, Arrack and Vinegar Trade—(contd.)</b>					
<i>Daily Rates</i>					
Bottling, corking and labelling arrack bottles—					
(a) for a male worker not under 16 years of age	2	50	—	—	2 50
(b) for a female worker not under 16 years of age	2	0	—	—	2 0
Unskilled labourers—					
Male workers not under 16 years	2	50	—	—	2 50
Female workers not under 16 years	2	0	—	—	2 0
Piece rates have been fixed for certain processes.					

### Motor Transport Trade

#### Monthly Rates

Class A Workers: Drivers of omnibuses licensed to carry over 22 passengers	100	0	62	42	162 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	62	42	152 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	59	92	144 92
Class D Workers: Drivers of lorries with trailers (including those of the Scammell-Horse type but excluding those owned by an estate and used solely for internal transport within the estate)	100	0	62	42	162 42
Class E Workers: Drivers of lorries owned by an estate and used solely for internal transport within the estate	70	0	57	42	127 42
Class F Workers: Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67	50	62	42	129 92
Class G Workers: Cleaners * and porters † of lorries with a licensed payload of over 20 cwt.	60	0	58	42	118 42
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	58	42	108 42
Class I Workers: Omnibus checkers or time-keepers	60	0	58	42	118 42
Class J Workers: Omnibus Inspectors and omnibus stand supervisors	90	0	58	42	148 42
Class K Workers: Porters engaged by employers who use the motor transport trade as incidental to the carrying on of some other trade and workers in the motor transport trade other than workers specified in the preceding items	45	0	48	67	93 67

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

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

Month : January, 1960

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Motor Transport Trade—(contd.)</b>						
<i>Daily Rates</i>						
Class A worker	4	0	2	62	6	62
" B "	4	0	2	62	6	62
" C "	3	25	2	62	5	87
" D "	4	0	2	62	6	62
" E "	2	75	2	37	5	12
" F "	2	75	2	62	5	37
" G "	2	50	2	62	5	12
" H "	2	25	2	62	4	87
" K "	1	50	1	82	3	32

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

**Match Manufacturing Trade**

*Daily Rates*

**Grade I—**

Male 18 years and over	2	0	1	82	3	82
Female 18 years and over	1	64	1	72	3	36
Young person over 14 years but under 18 years	1	25	1	40	2	65

**Grade II—**

Male 18 years and over	1	60	1	82	3	42
Female 18 years and over	1	32	1	72	3	4
Young person over 14 years but under 18 years	1	0	1	40	2	40

**Grade III—**

Male 18 years and over	1	40	1	72	3	12
Female 18 years and over	1	15	1	60	2	75
Young person over 14 and under 16 years	0	70	1	18	1	88
Young person 16 years and over but under 18 years	0	90	1	40	2	30

**Grade IV—**

Watcher	1	70	1	82	3	52
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**Cinema Trade**

*Within the Municipal Areas*

**A—Non-clerical—**

Unskilled	36	50	54	22	90	72
Semi-skilled	43	0	56	82	99	82
Skilled Grade II	55	0	58	64	113	64
Skilled Grade I	66	0	58	64	124	64

**B—Clerical—**

Grade III	50	0	53	50	103	50
Grade II	55	0	56	50	111	50
Grade I	110	0	61	50	171	50

*Outside the Municipal Areas*

**A—Non-clerical—**

Unskilled	36	50	54	22	90	72
Semi-skilled	40	0	56	82	96	82
Skilled Grade II	47	0	58	64	105	64
Skilled Grade I	61	0	58	64	119	64

**B—Clerical—**

Grade III	45	0	53	50	98	50
Grade II	50	0	56	50	106	50
Grade I	110	0	61	50	171	50

Class of Worker

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Dock, Harbour and Port Transport Trade</b>						
<i>Manual Work—</i>						
Special Grade	65	0	34	75	99	75
Skilled Grade	55	0	30	75	85	75
Semi-skilled Grade	45	0	27	75	72	75
Unskilled Grade I	37	0	27	75	64	75
Unskilled Grade II	31	0	27	75	58	75
<i>Women Workers—</i>						
Female Kanganies	35	0	27	75	62	75
Female labourers	30	0	27	75	57	75
<i>Non-manual Workers—</i>						
Special Grade	75	0	41	0	116	0
Grade I	55	0	30	75	85	75
<b>Building Trade</b>						
<i>Unskilled—</i>						
<i>Male labourers—</i>						
Not under 18 years	1	40	2	9	3	49
<i>Female labourers—</i>						
Not under 18 years	1	10	2	9	3	19
<i>Unskilled labourers—</i> (irrespective of sex)						
Under 18 years of age	0	90	2	9	2	99
Semi-skilled Grade II	1	65	2	19	3	84
Semi-skilled Grade I	1	80	2	19	3	99
Skilled	2	0	2	19	4	19
<b>Beedi Manufacturing Trade</b>						
<i>“Nool” beedi rolling (inclusive of preparation of wrappers for rolling)—</i>						
1,000 beedies each 2 inches long					5	50
1,000 beedies each 2½ inches long					6	0
1,000 beedies each 3 inches long					7	0
<i>“Nool” beedi rolling (exclusive of the preparation of wrappers for rolling)—</i>						
1,000 beedies each 2 inches long					3	34
1,000 beedies each 2½ inches long					4	0
1,000 beedies each 3 inches long					4	66
<i>Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling)—</i>						
1,000 beedies each 2 inches long					1	67
1,000 beedies each 2½ inches long					2	0
1,000 beedies each 3 inches long					2	34
<i>Fixing ring labels round rolled beedies—</i>						
1000 beedies					0	50
<b>Baking Trade</b>						
<i>Monthly Rates</i>						
<b>Class “A” Worker: foreman, cooks, “short eats” makers, pastry makers, cake decorators</b>						
	70	0	59	35	129	35
<b>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</b>						
	55	0	55	0	110	0
<b>Class “C” Worker: flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen</b>						
	39	0	42	34	81	34

## APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances, and the Minimum Wages payable for the number of days worked during January, 1960, to workers in the Tea 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	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 62½	0 59	1 21½	0 52½	0 44	0 96½	0 40	0 40½	0 80½	½
1	1 25	1 18	2 43	1 05	0 88	1 93	0 80	0 81	1 61	1
2	2 50	2 36	4 86	2 10	1 76	3 86	1 60	1 62	3 22	2
3	3 75	3 54	7 29	3 15	2 64	5 79	2 40	2 43	4 83	3
4	5 00	4 72	9 72	4 20	3 52	7 72	3 20	3 24	6 44	4
5	6 25	5 90	12 15	5 25	4 40	9 65	4 00	4 05	8 05	5
6	7 50	7 08	14 58	6 30	5 28	11 58	4 80	4 86	9 66	6
7	8 75	8 26	17 01	7 35	6 16	13 51	5 60	5 67	11 27	7
8	10 00	9 44	19 44	8 40	7 04	15 44	6 40	6 48	12 88	8
9	11 25	10 62	21 87	9 45	7 92	17 37	7 20	7 29	14 49	9
10	12 50	11 80	24 30	10 50	8 80	19 30	8 60	8 10	16 10	10
11	13 75	12 98	26 73	11 55	9 68	21 23	8 80	8 91	17 71	11
12	15 00	14 16	29 16	12 60	10 56	23 16	9 60	9 72	19 32	12
13	16 25	15 34	31 59	13 65	11 44	25 09	10 40	10 53	20 93	13
14	17 50	16 52	34 02	14 70	12 32	27 02	11 20	11 34	22 54	14
15	18 75	17 70	36 45	15 75	13 20	28 95	12 00	12 15	34 15	15
16	20 00	18 88	38 88	16 80	14 08	30 88	12 80	12 96	35 76	16
17	21 25	20 06	41 31	17 85	14 96	32 81	13 60	13 77	37 37	17
18	22 50	21 24	43 74	18 90	15 84	34 74	14 40	14 58	38 98	18
19	23 75	22 42	46 17	19 95	16 72	36 67	15 20	15 39	40 59	19
20	25 00	23 60	48 60	21 00	17 60	38 60	16 00	16 20	42 20	20
21	26 25	24 78	51 03	22 05	18 48	40 53	16 80	17 01	43 81	21
22	27 50	25 96	53 46	23 10	19 36	42 46	17 60	17 82	45 42	22
23	28 75	27 14	55 89	24 15	20 24	44 39	18 40	18 63	47 03	23
24	30 00	28 32	58 32	25 20	21 12	46 32	19 20	19 44	48 64	24
25	31 25	29 50	60 75	26 25	22 00	48 25	20 00	20 25	50 25	25
26	32 50	30 68	63 18	27 30	22 88	50 18	20 80	21 06	51 86	26
27	33 75	31 86	65 61	28 35	23 76	52 11	21 60	21 87	53 47	27
28	35 00	33 04	68 04	29 40	24 64	54 04	22 40	22 68	55 08	28
29	36 25	34 22	70 47	30 45	25 52	55 97	23 20	23 49	56 69	29
30	37 50	35 40	72 90	31 50	26 40	57 90	24 00	24 30	58 30	30
31	38 75	36 58	75 33	32 55	27 28	59 83	24 80	25 11	60 91	31

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

APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during January, 1960, 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	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	0 70	0 50	1 29	0 65	0 44	1 09	0 52 1/2	0 40 1/2	0 93	1/2
1	1 40	1 18	2 58	1 30	0 88	2 18	1 05	0 81	1 86	1
2	2 80	2 36	5 16	2 60	1 76	4 36	2 10	1 62	3 72	2
3	4 20	3 54	7 74	3 90	2 64	6 54	3 15	2 43	5 58	3
4	5 60	4 72	10 32	5 20	3 52	8 72	4 20	3 24	7 44	4
5	7 00	5 90	12 90	6 50	4 40	10 90	5 25	4 05	9 30	5
6	8 40	7 08	15 48	7 80	5 28	13 08	6 30	4 86	11 16	6
7	9 80	8 26	18 06	9 10	6 16	15 26	7 35	5 67	13 02	7
8	11 20	9 44	20 64	10 40	7 04	17 44	8 40	6 48	14 88	8
9	12 60	10 62	23 22	11 70	7 92	19 62	9 45	7 29	16 74	9
10	14 00	11 80	25 80	13 00	8 80	21 80	10 50	8 10	18 60	10
11	15 40	12 98	28 38	14 30	9 68	23 98	11 55	8 91	20 46	11
12	16 80	14 16	30 96	15 60	10 56	26 16	12 60	9 72	22 32	12
13	18 20	15 34	33 54	16 90	11 44	28 34	13 65	10 53	24 18	13
14	19 60	16 52	36 12	18 20	12 32	30 52	14 70	11 34	26 04	14
15	21 00	17 70	38 70	19 50	13 20	32 70	15 75	12 15	27 90	15
16	22 40	18 88	41 28	20 80	14 08	34 88	16 80	12 96	29 76	16
17	23 80	20 06	43 86	22 10	14 96	37 06	17 85	13 77	31 62	17
18	25 20	21 24	46 44	23 40	15 84	39 24	18 90	14 58	33 48	18
19	26 60	22 42	49 02	24 70	16 72	41 42	19 95	15 39	35 34	19
20	28 00	23 60	51 60	26 00	17 60	43 60	21 00	16 20	37 20	20
21	29 40	24 78	54 18	27 30	18 48	45 78	22 05	17 01	39 06	21
22	30 80	25 96	56 76	28 60	19 36	47 96	23 10	17 82	40 92	22
23	32 20	27 14	59 34	29 90	20 24	50 14	24 15	18 63	42 78	23
24	33 60	28 32	61 92	31 20	21 12	52 32	25 20	19 44	44 64	24
25	35 00	29 50	64 50	32 50	22 00	54 50	26 25	20 25	46 50	25
26	36 40	30 68	67 08	33 80	22 88	56 68	27 30	21 06	48 36	26
27	37 80	31 86	69 66	35 10	23 76	58 86	28 35	21 87	50 22	27
28	39 20	33 04	72 24	36 40	24 64	61 04	29 40	22 68	52 08	28
29	40 60	34 22	74 82	37 70	25 52	63 22	30 45	23 49	53 94	29
30	42 00	35 40	77 40	39 00	26 40	65 40	31 50	24 30	55 80	30
31	43 40	36 58	79 98	40 30	27 28	67 58	32 55	25 11	57 66	31

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

## APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during January, 1960, 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	
	Rs. c.	Ps. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 59	1 14	0 45	0 44	0 89	0 32½	0 40½	0 73	½
1	1 10	1 18	2 28	0 90	0 88	1 78	0 65	0 81	1 46	1
2	2 20	2 36	4 56	1 80	1 76	3 56	1 30	1 62	2 92	2
3	3 30	3 54	6 84	2 70	2 64	5 34	1 95	2 43	4 38	3
4	4 40	4 72	9 12	3 60	3 52	7 12	2 60	3 24	5 84	4
5	5 50	5 90	11 40	4 50	4 40	8 90	3 25	4 05	7 30	5
6	6 60	7 08	13 68	5 40	5 28	10 68	3 90	4 86	8 76	6
7	7 70	8 26	15 96	6 30	6 16	12 46	4 55	5 67	10 22	7
8	8 80	9 44	18 24	7 20	7 04	14 24	5 20	6 48	11 68	8
9	9 90	10 62	20 52	8 10	7 92	16 02	5 85	7 29	13 14	9
10	11 00	11 80	22 80	9 00	8 80	17 80	6 50	8 10	14 60	10
11	12 10	12 98	25 08	9 90	9 68	19 58	7 15	8 91	16 06	11
12	13 20	14 16	27 36	10 80	10 56	21 36	7 80	9 72	17 52	12
13	14 30	15 34	29 64	11 70	11 44	23 14	8 45	10 53	18 98	13
14	15 40	16 52	31 92	12 60	12 32	24 92	9 10	11 34	20 44	14
15	16 50	17 70	34 20	13 50	13 20	26 70	9 75	12 15	21 90	15
16	17 60	18 88	36 48	14 40	14 08	28 48	10 40	12 96	23 36	16
17	18 70	20 06	38 76	15 30	14 96	30 26	11 05	13 77	24 82	17
18	19 80	21 24	41 04	16 20	15 84	32 04	11 70	14 58	26 28	18
19	20 90	22 42	43 32	17 10	16 72	33 82	12 35	15 39	27 74	19
20	22 00	23 60	45 60	18 00	17 60	35 60	13 00	16 20	29 20	20
21	23 10	24 78	47 88	18 90	18 48	37 38	13 65	17 01	30 66	21
22	24 20	25 96	50 16	19 80	19 36	39 16	14 30	17 82	32 12	22
23	25 30	27 14	52 44	20 70	20 24	40 94	14 95	18 63	33 58	23
24	26 40	28 32	54 72	21 60	21 12	42 72	15 60	19 44	35 04	24
25	27 50	29 50	57 00	22 50	22 00	44 50	16 25	20 25	36 50	25
26	28 60	30 68	59 28	23 40	22 88	46 28	16 90	21 06	37 96	26
27	29 70	31 86	61 56	24 30	23 76	48 06	17 55	21 87	39 42	27
28	30 80	33 04	63 84	25 20	24 64	49 84	18 20	22 68	40 88	28
29	31 90	34 22	66 12	26 10	25 52	51 62	18 85	23 49	42 34	29
30	33 00	35 40	68 40	27 00	26 40	53 40	19 50	24 30	43 80	30
31	34 10	36 58	70 68	27 90	27 28	55 18	20 15	25 11	45 26	31

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

**APPENDIX III (A)**

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1960, 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	Female	Young Person	Kan-gany	Male	Female	Young Person	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 29	1 21½	0 96½	0 80½	1 91½	1 71½	1 41½	1 38	½
1	2 58	2 43	1 93	1 61	3 83	3 43	2 83	2 76	1
2	5 16	4 86	3 86	3 22	7 66	6 86	5 66	5 52	2
3	7 74	7 29	5 79	4 83	11 49	10 29	8 49	8 28	3
4	10 32	9 72	7 72	6 44	15 32	13 72	11 32	11 04	4
5	12 90	12 15	9 65	8 05	19 15	17 15	14 15	13 80	5
6	15 48	14 58	11 58	9 66	22 98	20 58	16 98	16 56	6
7	18 06	17 01	13 51	11 27	26 81	24 01	19 81	19 32	7
8	20 64	19 44	15 44	12 88	30 64	27 44	22 64	22 08	8
9	23 22	21 87	17 37	14 49	34 47	30 87	25 47	24 84	9
10	25 80	24 30	19 30	16 10	38 30	34 30	28 30	27 60	10
11	28 38	26 73	21 23	17 71	42 13	37 73	31 13	30 36	11
12	30 96	29 16	23 16	19 32	45 96	41 16	33 96	33 12	12
13	33 54	31 59	25 09	20 93	49 79	44 59	36 79	35 88	13
14	36 12	34 02	27 02	22 54	53 62	48 02	39 62	38 64	14
15	38 70	36 45	28 95	24 15	57 45	51 45	42 45	41 40	15
16	41 28	38 88	30 88	25 76	61 28	54 88	45 28	44 16	16
17	43 86	41 31	32 81	27 37	65 11	58 31	48 11	46 92	17
18	46 44	43 74	34 74	28 98	68 94	61 74	50 94	49 68	18
19	49 02	46 17	36 67	30 59	72 77	65 17	53 77	52 44	19
20	51 60	48 60	38 60	32 20	76 60	68 60	56 60	55 20	20
21	54 18	51 03	40 53	33 81	80 43	72 03	59 43	57 96	21
22	56 76	53 46	42 46	35 42	84 26	75 46	62 26	60 72	22
23	59 34	55 89	44 39	37 03	88 09	78 89	65 09	63 48	23
24	61 92	58 32	46 32	38 64	91 92	82 32	67 92	66 24	24
25	64 50	60 75	48 25	40 25	95 75	85 75	70 75	69 00	25
26	67 08	63 18	50 18	41 86	99 58	89 18	73 58	71 76	26
27	69 66	65 61	52 11	43 47	103 41	92 61	76 41	74 52	27
28	72 24	68 04	54 04	45 08	107 24	96 04	79 24	77 28	28
29	74 82	70 47	55 97	46 69	111 07	99 47	82 07	80 04	29
30	77 40	72 90	57 90	48 30	114 90	102 90	84 90	82 80	30
31	79 98	75 33	59 83	49 91	118 73	106 33	87 73	85 56	31

*Note.*—“Male” refers to male workers not under 18 years of age; “Female” to female workers not under 18 years of age and “Young Person” to workers under 18 years of age in the Coconut Manufacturing Trade. On the Coconut Growing Trade, “Male”, “Female” and “Child Workers” refer 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 If age and female workers under 15 years of age respectively.

### APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the  
number of days worked during January, 1960, to workers in  
the Rubber Export Trade

No. of Days	Male Workers not under 18 years of age				Female Worker not under 18 years of age		Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Watchers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 89½	1 99½	1 94½	1 56	1 63½	1 18½	1 26	1 33½	1 46	½
1	3 49	3 79	3 99	3 89	3 12	3 27	2 37	2 52	2 67	2 92	1
2	6 98	7 58	7 98	7 78	6 24	6 54	4 74	5 4	5 34	5 84	2
3	10 47	11 37	11 97	11 67	9 36	9 81	7 11	7 56	8 01	8 76	3
4	13 96	15 16	15 96	15 56	12 48	13 8	9 48	10 8	10 68	11 68	4
5	17 45	18 95	19 95	19 45	15 60	16 35	11 85	12 60	13 35	14 60	5
6	20 94	22 74	23 94	23 34	18 72	19 62	14 22	15 12	16 02	17 52	6
7	24 43	26 53	27 93	27 23	21 84	22 89	16 59	17 64	18 69	20 44	7
8	27 92	30 32	31 92	31 12	24 96	26 16	18 96	20 16	21 36	23 36	8
9	31 41	34 11	35 91	35 01	28 08	29 43	21 33	22 68	24 03	26 28	9
10	34 90	37 90	39 90	38 90	31 20	32 70	23 70	25 20	26 70	29 20	10
11	38 39	41 69	43 89	42 79	34 32	35 97	26 07	27 72	29 37	32 12	11
12	41 88	45 48	47 88	46 68	37 44	39 24	28 44	30 24	32 04	35 04	12
13	45 37	49 27	51 87	50 57	40 56	42 51	30 81	32 76	34 71	37 96	13
14	48 86	53 6	55 86	54 46	43 68	45 78	33 18	35 28	37 38	40 88	14
15	52 35	56 85	59 85	58 35	46 80	49 05	35 55	37 80	40 05	43 80	15
16	55 84	60 64	63 84	62 24	49 92	52 32	37 92	40 32	42 72	46 72	16
17	59 33	64 43	67 83	66 13	53 04	55 59	40 29	42 84	45 39	49 64	17
18	62 82	68 22	71 82	70 02	56 16	58 86	42 66	45 36	48 06	52 56	18
19	66 31	72 01	75 81	73 91	59 28	62 13	45 3	47 88	50 73	55 48	19
20	69 80	75 80	79 80	77 80	62 40	65 40	47 40	50 40	53 40	58 40	20
21	73 29	79 59	83 79	81 69	65 52	68 67	49 77	52 92	56 07	61 32	21
22	76 78	83 38	87 78	85 58	68 64	71 94	52 14	55 44	58 74	64 24	22
23	80 27	87 17	91 77	89 47	71 76	75 21	54 51	57 96	61 41	67 16	23
24	83 76	90 96	95 76	93 36	74 88	78 48	56 88	60 48	64 08	70 08	24
25	87 25	94 75	99 75	97 25	78 0	81 75	59 25	63 0	66 75	73 0	25
26	90 74	98 54	103 74	101 14	81 12	85 02	61 62	65 52	69 42	75 92	26
27	94 23	102 33	107 73	105 3	84 24	88 29	63 99	68 4	72 09	78 84	27
28	97 72	106 12	111 72	108 92	87 36	91 56	66 36	70 56	74 76	81 76	28
29	101 21	109 91	115 71	112 81	90 48	94 83	68 73	73 8	77 43	84 68	29
30	104 70	113 70	119 70	116 70	93 60	98 10	71 10	75 00	80 10	87 60	30
31	108 19	117 49	123 69	120 59	96 72	101 37	73 47	78 12	82 77	90 52	31

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1960, to workers in the Tea Export Trade

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
							Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 89½	1 99½	1 89½	1 94½	1 56	1 18½	1 26	1 33½	1 46	½
1	3 49	3 79	3 99	3 79	3 89	3 12	2 37	2 52	2 67	2 92	1
2	6 98	7 58	7 98	7 58	7 78	6 24	4 74	5 04	5 34	5 84	2
3	10 47	11 37	11 97	11 37	11 67	9 36	7 11	7 56	8 01	8 76	3
4	13 96	15 16	15 96	15 16	15 56	12 48	9 48	10 08	10 68	11 68	4
5	17 45	18 95	19 95	18 95	19 45	15 60	11 85	12 60	13 35	14 60	5
6	20 94	22 74	23 94	22 74	23 34	18 72	14 22	15 12	16 02	17 52	6
7	24 43	26 53	27 93	26 53	27 23	21 84	16 59	17 64	18 69	20 44	7
8	27 92	30 32	31 92	30 32	31 12	24 96	18 96	20 16	21 36	23 36	8
9	31 41	34 11	35 91	34 11	35 01	28 08	21 33	22 68	24 03	26 28	9
10	34 90	37 90	39 90	37 90	38 90	31 20	23 70	25 20	26 70	29 20	10
11	38 39	41 69	43 89	41 69	42 79	34 32	26 7	27 72	29 37	32 12	11
12	41 88	45 48	47 88	45 48	46 68	37 44	28 44	30 24	32 04	35 04	12
13	45 37	49 27	51 87	49 27	50 57	40 56	30 81	32 76	34 71	37 96	13
14	48 86	53 6	55 86	53 06	54 46	43 68	33 18	35 28	37 38	40 88	14
15	52 35	56 85	59 85	56 85	58 35	46 80	35 55	37 80	40 05	43 80	15
16	55 84	60 64	63 84	60 64	62 24	49 92	37 92	40 32	42 72	46 72	16
17	59 33	64 43	67 83	64 43	66 13	53 04	40 29	42 84	45 39	49 64	17
18	62 82	68 22	71 82	68 22	70 02	56 16	42 66	45 36	48 6	52 56	18
19	66 31	72 01	75 81	72 01	73 91	59 28	45 03	47 88	50 73	55 48	19
20	69 80	75 80	79 80	75 80	77 80	62 40	47 40	50 40	53 40	58 40	20
21	73 29	79 59	83 79	79 59	81 69	65 52	49 77	52 92	56 07	61 32	21
22	76 78	83 38	87 78	83 38	85 58	68 64	52 14	55 44	58 74	64 24	22
23	80 27	87 17	91 77	87 17	89 47	71 76	54 51	57 96	61 41	67 16	23
24	83 76	90 96	95 76	90 96	93 36	74 88	56 88	60 48	64 08	70 08	24
25	87 25	94 75	99 75	94 75	97 25	78 0	59 25	63 0	66 75	73 0	25
26	90 74	98 54	103 74	98 54	101 14	81 12	61 62	65 52	69 42	75 92	26
27	94 23	102 33	107 73	102 33	105 03	84 24	63 99	68 4	72 09	78 84	27
28	97 72	106 12	111 72	106 12	108 92	87 36	66 36	70 56	74 76	81 76	28
29	101 21	109 91	115 71	109 91	112 81	90 48	68 73	73 08	77 43	84 68	29
30	104 70	113 70	119 70	113 70	116 70	93 60	71 10	75 60	80 10	87 60	30
31	108 19	117 49	123 69	117 49	120 59	96 72	73 47	78 12	82 77	90 52	31

### APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1960, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
		Rs. c.	Rs. c.				Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	1 74 1/2	1 92	1 82	2 09 1/2	1 99 1/2	1 94 1/2	0 81 1/2	0 94 1/2	1 19 1/2	1 39 1/2	1/2
1	3 49	3 84	3 64	4 19	3 99	3 89	1 63	1 89	2 39	2 79	1
2	6 98	7 68	7 28	8 38	7 98	7 78	3 26	3 78	4 78	5 58	2
3	10 47	11 52	10 92	12 57	11 97	11 67	4 89	5 67	7 17	8 37	3
4	13 96	15 36	14 56	16 76	15 96	15 56	6 52	7 56	9 56	11 16	4
5	17 45	19 20	18 20	20 95	19 95	19 45	8 15	9 45	11 95	13 95	5
6	20 94	23 04	21 84	25 14	23 94	23 34	9 78	11 34	14 34	16 74	6
7	24 43	26 88	25 48	29 33	27 93	27 23	11 41	13 23	16 73	19 53	7
8	27 92	30 72	29 12	33 52	31 92	31 12	13 4	15 12	19 12	22 32	8
9	31 41	34 56	32 76	37 71	35 91	35 1	14 67	17 1	21 51	25 11	9
10	34 90	38 40	36 40	41 90	39 90	38 90	16 30	18 90	23 90	27 90	10
11	38 39	42 24	40 4	46 9	43 89	42 79	17 93	20 79	26 29	30 69	11
12	41 88	46 8	43 68	50 28	47 88	46 68	19 56	22 68	28 68	33 48	12
13	45 37	49 92	47 32	54 47	51 87	50 57	21 19	24 57	31 7	36 27	13
14	48 86	53 76	50 96	58 66	55 86	54 46	22 82	26 46	33 46	39 6	14
15	52 35	57 60	54 60	62 85	59 85	58 35	24 45	28 35	35 85	41 85	15
16	55 84	61 44	58 24	67 4	63 84	62 24	26 8	30 24	38 24	44 64	16
17	59 33	65 28	61 88	71 23	67 83	66 13	27 71	32 13	40 63	47 43	17
18	62 82	69 12	65 52	75 42	71 82	70 2	29 34	34 2	43 2	50 22	18
19	66 31	72 96	69 16	79 61	75 81	73 91	30 97	35 91	45 41	53 1	19
20	69 80	76 80	72 80	83 80	79 80	77 80	32 60	37 80	47 80	55 80	20
21	73 29	80 64	76 44	87 99	83 79	81 69	34 23	39 69	50 19	58 59	21
22	76 78	84 48	80 8	92 18	87 78	85 58	35 86	41 58	52 58	61 38	22
23	80 27	88 32	82 72	96 37	91 77	89 47	37 49	43 47	54 97	64 17	23
24	83 76	92 16	87 36	100 56	95 76	93 36	39 12	45 36	57 36	66 96	24
25	87 25	96 0	91 0	104 75	99 75	97 25	40 75	47 25	59 75	69 75	25
26	90 74	99 84	94 64	108 94	103 74	101 14	42 38	49 14	62 14	72 54	26
27	94 23	103 68	98 28	113 13	107 73	105 3	44 1	51 3	64 53	75 33	27
28	97 72	107 52	101 92	117 32	111 72	108 92	45 64	52 92	66 92	78 12	28
29	101 21	111 36	105 56	121 51	115 71	112 81	47 27	54 81	69 31	80 91	29
30	104 70	115 20	109 20	125 70	119 70	116 70	48 90	56 70	71 70	83 70	30
31	108 19	119 4	112 84	129 89	123 69	120 59	50 53	58 59	74 09	86 49	31

### APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1960, to workers in the Match Manufacturing Trade

No. of Days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons	Adults		Young Persons	Adults		Young Persons		Watches	
	Male	Female		Male	Female		Male	Female	Over 14 Under 16 Years	Over 16 Under 18 Years		
			Over 14 Under 18 Years			Over 14 Under 18 Years						
Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
1/2	1 91	1 68	1 32 1/2	1 71	1 52	1 20	1 56	1 37 1/2	0 94	1 15	1 76	1/2
1	3 82	3 36	2 65	3 42	3 4	2 40	3 12	2 75	1 88	2 30	3 52	1
2	7 64	6 72	5 30	6 84	6 8	4 80	6 24	5 50	3 76	4 60	7 4	2
3	11 46	10 8	7 95	10 26	9 12	7 20	9 36	8 25	5 64	6 90	10 56	3
4	15 28	13 44	10 60	13 68	12 16	9 60	12 48	11 0	7 52	9 20	14 8	4
5	19 10	16 80	13 25	17 10	15 20	12 0	15 60	13 75	9 40	11 50	17 60	5
6	22 92	20 16	15 90	20 52	18 24	14 40	18 72	16 50	11 28	13 80	21 12	6
7	26 74	23 52	18 55	23 94	21 28	16 80	21 84	19 25	13 16	16 10	24 64	7
8	30 56	26 88	21 20	27 36	24 32	19 20	24 96	22 0	15 4	18 40	28 16	8
9	34 38	30 24	23 85	30 78	27 36	21 60	28 8	24 75	16 92	20 70	31 68	9
10	38 20	33 60	26 50	34 20	30 40	24 0	31 20	27 50	18 80	23 0	35 20	10
11	42 2	36 96	29 15	37 62	33 44	26 40	34 32	30 25	20 68	25 30	38 72	11
12	45 84	40 32	31 80	41 4	36 48	28 80	37 44	33 0	22 56	27 60	42 24	12
13	49 66	43 68	34 45	44 46	39 52	31 20	40 56	35 75	24 44	29 90	45 76	13
14	53 48	47 4	37 10	47 88	42 56	33 60	43 68	38 50	26 32	32 20	49 28	14
15	57 30	50 40	39 75	51 30	45 60	36 0	46 80	41 25	28 20	34 50	52 80	15
16	61 12	53 76	42 40	54 72	48 64	38 40	49 92	44 0	30 8	36 80	56 32	16
17	64 94	57 12	45 5	58 14	51 68	40 80	53 4	46 75	31 96	39 10	59 84	17
18	68 76	60 48	47 70	61 56	54 72	43 20	56 16	49 50	33 84	41 40	63 36	18
19	72 58	63 84	50 35	64 98	57 76	45 60	59 28	52 25	35 72	43 70	66 88	19
20	76 40	67 20	53 0	68 40	60 80	48 0	62 40	55 0	37 60	46 0	70 40	20
21	80 22	70 56	55 65	71 82	63 84	50 40	65 52	57 75	39 48	48 30	73 92	21
22	84 4	73 92	58 30	75 24	66 88	52 80	68 64	60 50	41 36	50 60	77 44	22
23	87 86	77 28	60 95	78 66	69 92	55 20	71 76	63 25	43 24	52 90	80 96	23
24	91 68	80 64	63 60	82 8	72 96	57 60	74 88	66 0	45 12	55 20	84 48	24
25	95 50	84 0	66 25	85 50	76 0	60 0	78 0	68 75	47 0	57 50	88 0	25
26	99 32	87 36	68 90	88 92	79 4	62 40	81 12	71 50	48 88	59 80	91 52	26
27	103 14	90 72	71 55	92 34	82 8	64 80	84 24	74 25	50 76	62 10	95 4	27
28	106 96	94 8	74 20	95 76	85 12	67 20	87 36	77 0	52 64	64 40	98 56	28
29	110 78	97 44	76 85	99 18	88 16	69 60	90 48	79 75	54 52	66 70	102 8	29
30	114 60	100 80	79 50	102 60	91 20	72 0	93 60	82 50	56 40	69 0	105 60	30
31	118 42	104 16	82 15	106 2	94 24	74 40	96 72	85 25	58 28	71 30	109 12	31

### APPENDIX III (F)

Ready Reckoner showing the Minimum Wages payable for the  
number of days worked during January, 1960, to workers in  
the Building Trade

No. of Days*	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
½	1 74½	1 59½	1 49½	1 92	1 99½	2 9½	½
1	3 49	3 19	2 99	3 84	3 99	4 19	1
2	6 98	6 38	5 98	7 68	7 98	8 38	2
3	10 47	9 57	8 97	11 52	11 97	12 57	3
4	13 96	12 76	11 96	15 36	15 96	16 76	4
5	17 45	15 95	14 95	19 20	19 95	20 95	5
6	20 94	19 14	17 94	23 4	23 94	25 14	6
7	24 43	22 33	20 93	26 88	27 93	29 33	7
8	27 92	25 52	23 92	30 72	31 92	33 52	8
9	31 41	28 71	26 91	34 56	35 91	37 71	9
10	34 90	31 90	29 90	38 40	39 90	41 90	10
11	38 39	35 9	32 89	42 24	43 89	46 9	11
12	41 88	38 28	35 88	46 8	47 88	50 28	12
13	45 37	41 47	38 87	49 92	51 87	54 47	13
14	48 86	44 66	41 86	53 76	55 86	58 66	14
15	52 35	47 85	44 85	57 60	59 85	62 85	15
16	55 84	51 4	47 84	61 44	63 84	67 4	16
17	59 33	54 23	50 83	65 28	67 83	71 23	17
18	62 82	57 42	53 82	69 12	71 82	75 42	18
19	66 31	60 61	56 81	72 96	75 81	79 61	19
20	69 80	63 80	59 80	76 80	79 80	83 80	20
21	73 29	66 99	62 79	80 64	83 79	87 99	21
22	76 78	70 18	65 78	84 48	87 78	92 18	22
23	80 27	73 37	68 77	88 32	91 77	96 37	23
24	83 76	76 56	71 76	92 16	95 76	100 56	24
25	87 25	79 75	74 75	96 0	99 75	104 75	25
26	90 74	82 94	77 74	99 84	103 74	108 94	26
27	94 23	86 13	80 73	103 68	107 73	113 13	27
28	97 72	89 32	83 72	107 52	111 72	117 32	28
29	101 21	92 51	86 71	111 36	115 71	121 51	29
30	104 70	95 70	89 70	115 20	119 70	125 70	30
31	108 19	98 89	92 69	119 4	123 69	129 89	31

\* "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.



**APPENDIX IV (A)**

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1960, to Monthly-paid workers in the Motor Transport Trade**

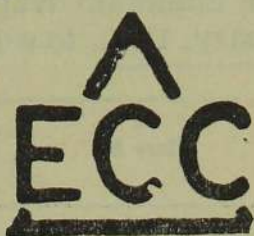
No. of Days	Class A	Class B	Class C	Class D	Class E	Class F	Class G	Class H	Class I	Class J	Class K	No. of Days
	Class D	B	C	E	F	Class I	H	J	K			
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	3 01	2 82 1/2	2 68 1/2	2 36	2 40 1/2	2 19 1/2	2 01	2 75	1 73 1/2			1/2
1	6 02	5 65	5 37	4 72	4 81	4 39	4 02	5 50	3 47			1
2	12 03	11 29	10 73	9 44	9 62	8 77	8 03	10 99	6 94			2
3	18 05	16 94	16 10	14 16	14 44	13 16	12 05	16 49	10 41			3
4	24 06	22 58	21 47	18 88	19 25	17 54	16 06	21 99	13 88			4
5	30 08	28 23	26 84	23 60	24 06	21 93	20 08	27 49	17 35			5
6	36 09	33 87	32 20	28 32	28 87	26 32	24 09	32 98	20 82			6
7	42 11	39 52	37 57	33 03	33 68	30 70	28 11	38 48	24 28			7
8	48 12	45 16	42 94	37 75	38 49	35 09	32 12	43 98	27 75			8
9	54 14	50 81	48 31	42 47	43 31	39 47	36 14	49 47	31 22			9
10	60 16	56 45	53 67	47 19	48 12	43 86	40 16	54 97	34 69			10
11	66 17	62 10	59 04	51 91	52 93	48 25	44 17	60 47	38 16			11
12	72 19	67 74	64 41	56 63	57 74	52 63	48 19	65 96	41 63			12
13	78 20	73 39	69 78	61 35	62 55	57 02	52 20	71 46	45 10			13
14	84 22	79 03	75 14	66 07	67 37	61 40	56 22	76 96	48 57			14
15	90 23	84 68	80 51	70 79	72 18	65 79	60 23	82 46	52 04			15
16	96 25	90 32	85 88	75 51	76 99	70 17	64 25	87 95	55 51			16
17	102 26	95 97	91 25	80 23	81 80	74 56	68 26	93 45	58 98			17
18	108 28	101 61	96 61	84 95	86 61	78 95	72 28	98 95	62 45			18
19	114 30	107 26	101 98	89 67	91 43	83 33	76 30	104 44	65 92			19
20	120 31	112 90	107 35	94 39	96 24	87 72	80 31	109 94	69 39			20
21	126 33	118 55	112 72	99 10	101 05	92 10	84 33	115 44	72 85			21
22	132 34	124 19	118 08	103 82	105 86	96 49	88 34	120 93	76 32			22
23	138 36	129 84	123 45	108 54	110 67	100 88	92 36	126 43	79 79			23
24	144 37	135 48	128 82	113 26	115 48	105 26	96 37	131 93	83 26			24
25	150 39	141 13	134 19	117 98	120 30	109 65	100 39	137 43	86 73			25
26	156 40	146 77	139 55	122 70	125 11	114 03	104 40	142 92	90 20			26
27	162 42	152 42	144 92	127 42	129 92	118 42	108 42	148 42	93 67			27
28	172 17	161 57	153 62	135 07	137 72	125 53	114 93	157 33	99 29			28
29	181 92	170 72	162 32	142 72	145 52	132 64	121 44	166 24	104 91			29
30	191 67	179 87	171 02	150 37	153 32	139 75	127 95	175 15	110 53			30
31	201 42	189 02	179 72	158 02	161 12	146 86	134 46	184 06	116 15			31

## APPENDIX IV (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1960, to workers in the Baking Trade

<i>No. of Days</i>	<i>Class A</i>	<i>Class B</i>	<i>Class C</i>	<i>No. of Days</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	2 49	2 11½	2 56½	½
1	4 98	4 23	3 13	1
2	9 95	8 46	6 26	2
3	14 93	12 69	9 39	3
4	19 90	16 92	12 51	4
5	24 88	21 15	15 64	5
6	29 85	25 38	18 77	6
7	34 83	29 62	21 90	7
8	39 80	33 85	25 03	8
9	44 78	38 08	28 16	9
10	49 75	42 31	31 28	10
11	54 73	46 54	34 41	11
12	59 70	50 77	37 54	12
13	64 68	55 00	40 67	13
14	69 65	59 23	43 80	14
15	74 63	63 46	46 93	15
16	79 60	67 69	50 06	16
17	84 58	71 92	53 18	17
18	89 55	76 15	56 31	18
19	94 53	80 38	59 44	19
20	99 50	84 62	62 57	20
21	104 48	88 85	65 70	21
22	109 45	93 08	68 83	22
23	114 43	97 31	71 95	23
24	119 40	101 54	75 08	24
25	124 38	105 77	78 21	25
26	129 35	110 00	81 34	26

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“Atlas Copco” Air Compressors & Tools,  
Swedish Rock Drill Steels, Danish Dairy  
Machinery & Utensils, “Maximixam”  
Concrete Mixers etc., etc.

**EQUIPMENT & CONSTRUCTION CO., LTD.**

7, CANAL ROW

COLOMBO 1

**DIAZINON 40W**

***KILLS FLIES***

*Packed in—*

1 Cwt. Drums

20 Lb. Tins

1 Lb. Cartons containing 4 × 4-oz.  
polythene bags

*Details from—*

**FISONS (CEYLON) LIMITED**