CEYLON
LABOUR GAZETTE

VOLUME XVII, No. 4 APRIL, 1966

CONTINUATION OF THE SUPREME COURT JUDGEMENT ON THE JURISDICTION OF LABOUR TRIBUNALS (AS PRESENTLY CONSTITUTED) TO DECIDE APPLICATIONS MADE TO THEM IN TERMS OF SECTION 31B OF THE INDUSTRIAL DISPUTES ACT, CHAPTER 131, (AS AMENDED) AND OF ARBITRATORS AND INDUSTRIAL COURTS (AS PRESENTLY CONSTITUTED TO HEAR REFERENCES MADE TO THEM UNDER THE PROVISIONS OF SECTIONS 3 (1) (d) AND 4 OF THE SAID INDUSTRIAL DISPUTES ACT

The following cases came up for decision before the Divisional Bench of the Supreme Court comprising M. C. Sansoni, C. J., H. N. G. Fernando, S. P. J., T. S. Fernando, J., Tambiah, J., and Sri Skanda Rajah, J. :—

1. S. C. No. 9 of 1962 (L. T. 1/6209)—Mr. Fry vs. Walker Sons & Co. Ltd.
2. S. C. Nos. 18—23 of 1962 (L. T. 6/9088-9093)—United Engineering Workers' Union vs. Eastern Province Agricultural Co-operative Ltd.
3. S. C. Application No. 144 of 1963—Ceylon Bank Employees' Union vs. Hongkong & Shanghai Banking Corporation.
4. S. C. Application No. 158 of 1964—Eksath Engineru Ha Samanya Kamkaru Samithiya vs. Messrs. Moosajees Limited.
5. S. C. Application No. 158 of 1964—Eksath Engineru Ha Samanya Kamkaru Samithiya vs. Messrs. Moosajees Limited.
6. S. C. Application No. 37 of 1965—Ceylon Mercantile Union vs. Rockland Distilleries Limited.

(1st and 2nd instalments of the above judgment appeared in the February and March, 1966 issues of the Ceylon Labour Gazette.)

Tambiah J.

These six cases were referred by my Lord, the Chief Justice, under section 51 of the Courts Ordinance to a Bench of five Judges. Although several points have been raised in the petitions of appeal, the question which was referred for the determination of this court is whether the tribunals which heard these cases were exercising judicial power, and if so, whether the persons who presided over these tribunals were validly appointed. The contention of the

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

appellant in these cases is that these tribunals exercised judicial power and therefore should have been appointed by the Judicial Service Commission. In S. C. 144 of 1962 and S. C. 158 of 1964 the tribunals concerned are Industrial Courts to which the disputes were referred to by the Minister under section 4 (2) of the Act ; in S. C. 9 of 1962 and S. C. 18—23 of 1962 the tribunals concerned are Labour Tribunals ; in S. C. 319 of 1963 the tribunal is an arbitrator to whom the dispute was referred by the Minister of Labour and Nationalised Services under section 4 (1) of the Act and in S. C. 37 of 1965 the tribunal is an arbitrator to whom the dispute has been referred to by the Commissioner of Labour under section 3 (1) (*d*) of the Act.

These cases were argued on the footing that if this court holds that the tribunals referred to were not validly appointed then the orders should be quashed. But should it hold otherwise the cases should be remitted to be heard by a Bench consisting of two judges in order to hear and determine the other points raised in the petitions of appeal filed in these cases.

I have read through the judgment of my Lord, the Chief Justice, and I regret that I am unable to agree with the orders made by him in these cases and therefore it has become necessary to express my dissenting views.

I shall first deal with the appeals in S. C. 9 of 1962 and S. C. 18—23 of 1962 where the tribunals concerned are the Labour Tribunals. In the *Ceylon Transport Board Ltd. vs. Samastha Lanka Motor Sevaka Samithiya* (1963) 65 N. L. R. 185, my brother Sri Skanda Rajah J. has already dealt with this matter and held that the Labour Tribunal need not be appointed by the Judicial Service Commission.

The point of law raised in these cases is not free from difficulty and requires careful consideration. This court had the benefit of hearing a full argument in these cases and I thank all counsel for the able arguments presented by them and the help rendered to this court.

The question raised before us is whether the persons who presided over the Labour Tribunals in these cases should have been appointed by the Judicial Service Commission. The answer to this question will depend on the precise meaning which has to be given to the words " judicial officers " in section 55 of the Ceylon (Constitution) Order in Council (Cap. 379 as amended and adopted by the Ceylon Independence Act of 1947, which will hereinafter be referred to as the " Constitution ").

Section 53 of the Constitution constitutes the Judicial Service Commission and confers on this body the powers of appointment, transfer, dismissal and disciplinary control of the judicial officers.

It has been strenuously contended by counsel for the appellants in these two cases that the Labour Tribunal exercises judicial power of the State and therefore the person who fills in this office has to be a judicial officer within the meaning of section 55 (1) of the Constitution. The term " judicial officer " is nowhere defined but section 3 of the Constitution defines " judicial office " as any " paid judicial office. " Therefore the short point to be decided is as to what is meant by " judicial office " in section 55 of the Constitution.

In order to place the correct construction on the words " judicial officer ' it is necessary to set out briefly the legal system and the constitution of the courts in Ceylon prior to the attainment of Dominion Status in 1947. During the earlier period there were in

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

existence a number of courts such as the Supreme Court, District Courts, the Courts of Requests, the Magistrates' Courts and the Rural Courts which administered civil and criminal justice in Ceylon. These courts administered the law of this country and determined the rights of parties, whether the dispute was between subject and subject, or the State and the subject and granted the remedies provided by law. There also existed at the time the Constitution came into force, and still exist, a number of officers and persons who preside over tribunals, who in addition to their executive and administrative functions also perform the strict functions of a court within a limited scope. Thus, the Divisional Registrar under the Kandyan Marriage and Divorce Act (Cap. 113), apart from his other multifarious duties, also sits as Judge in contested divorce proceedings between Kandyans whose marriages have been registered under the Kandyan Marriage and Divorce Act (vide section 32 of Cap. 113 for grounds of divorce).

The Workmen's Compensation Ordinance (Cap. 139) provides for tribunals which are empowered to grant compensation to a workman who receives injuries in the course of his employment, or if he is dead, to give relief to his dependents. The Registrar of Trade Marks, apart from his administrative functions, also performs judicial functions when he acts under section 19 of the Trade Marks Ordinance (Cap. 150). Special officers could also constitute a Court Martial to try offences committed by persons who are governed by the military or naval law. These officers have the power to inflict punishment on those who have been found guilty by sentencing them to a term of imprisonment or by giving other forms of punishment. A tribunal consisting of the District Judge and two visitors also have jurisdiction to try prisoners who commit offences against prison discipline and inflict punishment on them (*vide* section 81 of Cap. 54 and sections 42 and 43 of Cap. 357). The Rent Restriction Tribunal and the Board of Appeal exercise judicial functions (*vide* Cap. 274). It is not necessary to set out all the tribunals, which apart from other functions, administered justice in Ceylon at the time Ceylon attained Dominion Status.

Before Ceylon attained independence, a Royal Commission referred to as the Soulbury Commission, was sent to Ceylon to advice His Majesty on the type of constitution that Ceylon should get. There was the Ministers' Draft which served as a guide to the Soulbury Commissioners. The Commission heard evidence and made its recommendations to His Majesty. The recommendations they made were intended to preserve the independence of the Supreme Court and to prevent political interference of the minor judiciary consisting of the District Judges, Magistrates, Commissioners of Requests and the Presidents of Rural Courts. They suggested that these minor Judges should be appointed by the Judicial Service Commission consisting of two judges of the Supreme Court and a retired Judge or three Judges of the Supreme Court. In order to preserve the independence of the Supreme Court they recommended that the Judges of this court could only be removed from office for mis-conduct by the Governor-General after a resolution in both Houses of Parliament and that their salaries should not be diminished during their tenure of office.

The Order in Council of 1946 was enacted giving effect to these recommendations and provisions were made that persons who hold judicial office should be appointed by the Judicial Service Commission. Any interference with this body was made a penal offence.

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

The learned Solicitor-General, who appeared as *amicus curiae*, Mr. Chitty and Mr. Satyendra submitted that the term "judicial office" in this context means the office held by Judges of the courts of law that were in existence at the time the Constitution came into force, or the offices which may be held by those who preside or hear cases in analogous courts or courts performing similar functions. After a careful consideration of the arguments presented by counsel I am inclined to accept the contention put forward by Mr. Satyendra and the learned Solicitor-General.

Much reliance was placed by Counsel for the appellant on the case of the *Bribery Commissioner vs. Ranasinghe* (vide 66 N.L.R. 74) in which it was held that the Bribery Tribunal exercised purely judicial functions and therefore the person who presided over it should have been appointed by the Judicial Service Commission. It was held that since he was appointed only by the Public Service Commission he had no power to make an order sentencing a person accused of bribery to a term of imprisonment. It was urged that the *ratio decidendi* in that case applies to these cases. It was also contended by Mr. Jayawardena that judicial power of the State is vested in the Supreme Court and the Judges appointed by the Judicial Service Commission and the exercise of this power by any other person or body would be illegal. In this case although it is sufficient to decide the question whether a Labour Tribunal is a judicial office within the meaning of the Constitution, in view of the submissions made, I shall express my opinion on the question whether the judicial power of the State is vested in the Judges of the Supreme Court and the Judges appointed by the Judicial Service Commission.

In the case of the *Bribery Commissioner vs. Ranasinghe* (supra) Their Lordships of the Privy Council did not express the view that the judicial power of the State is vested in the Supreme Court and Judges appointed by the Judicial Service Commission. In that case they were dealing with a statute which created a special tribunal and vested it with powers of a court in hearing cases of bribery after depriving the courts of the jurisdiction to try this offence. There was a clear usurpation of the jurisdiction of the courts by the Bribery Tribunal which performed the same functions as a court. Since the person who constituted the tribunal was not appointed by the Judicial Service Commission, it was held that if such a course was allowed there will be an erosion of the jurisdiction of the courts, and the Legislature, without amending the constitution, can create a number of such tribunals and take away the jurisdiction of the courts conferred by the Constitution. The effect of the legislation creating the Bribery Tribunals is in pith and substance an attempt to create a rival court. (vide *Toronto Corporation vs. York Corporation* (1938) A.C. 415). In dealing with the Bribery Tribunal I have expressed a similar view in *Piyadasa vs. The Bribery Commissioner* (1962) 64 N.L.R. 385). The two cases which we are dealing with presently are clearly distinguishable.

The constitutional law of Ceylon is found not merely in Ceylon (Constitution) Order in Council and the Ceylon Independence Act of 1947 but has to be gathered from the various instruments and statutes. The Courts Ordinance provides for the constitution of courts. For the determination of the meaning of the term "judicial officer" the pertinent questions may be posed: what did the framers of the Constitution intend by the use of the words "judicial officer"?

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

In the construction of doubtful provisions of the Constitution, the historical test has been adopted. Dean Pound said : (cited in *Queen vs. Liyanage and others* (1962) 64 N.L.R. at 356) " In doubtful cases, however, we employ a historical criterion. We ask whether, at the time our Constitutions were adopted, the power in question was exercised by the Crown, by Parliament, or by the Judges. The historical test has been applied in Ceylon in construing the Constitution (vide dictum of T. S. Fernando J. in *Queen vs. Liyanage and others* (supra) at pp. 357, 358, where this test has been applied in Ceylon ; vide also *The Queen vs. Davison* (1954) 90 Commonwealth Law Reports at 382).

Where the words are not clear it is permissible to look at the objects and reasons of the framers of the constitution (*vide* Maxwell's Interpretation of Statutes, 9th Edn. p. 22). In order to ensure that the minor judiciary should be free from political influence the Soulbury Commissioners' recommended that District Judges, Commissioners of Requests, Magistrates and Presidents of the Rural Courts should be appointed by the Judicial Service Commission an independent body which is not amenable to political interference. (*vide* para. 358 of the Soulbury Commissioners' Report, Cmd. 6677). Mr. Ranganathan contended that although the Soulbury Commissioners specifically referred to the Judges who functioned in the District Courts, Courts of Requests, Magistrates' Court and the Rural Courts, as persons who should be appointed by the Judicial Service Commission, yet in the Constitution it is provided that a person who holds a paid judicial office should be appointed by the Judicial Service Commission. Therefore he urged that any person who performs any judicial function either solely or in addition to his executive functions, should be appointed by the Judicial Service Commission. It appears to me that this process of reasoning is *non sequitur* and does not help the court in determining the meaning of the words " judicial officer ". Further if this line of reasoning is adopted the whole structure of the administrative and judicial system of Ceylon will be in a state of chaos and many provisions of statutes will become in-operative. A Court in considering a statute should construe it in such a way that its provisions are not repugnant to other statutes.

In my view the term " paid judicial office " in section 55 of the Constitution does not apply to the post held by the Divisional Registrar under the Kandyan Marriage and Divorce Act, who in addition to his duties as Government Agent, hears and decides contested cases of divorce between Kandyans, the office of the persons who preside over tribunals constituted under the Workmen's Compensation Act, the Rent Restriction Act, the Registrar of Patents and Trade Marks and even jurors who strictly perform purely judicial functions. If the contention of the appellants is to be accepted, all these persons should be appointed by the Judicial Service Commission. The learned Solicitor-General submitted that if the term " judicial officer " is given the construction given by the Counsel for the appellants, then the Court of Criminal Appeal is wrongly constituted, since its members are not appointed by the Judicial Service Commission. He further submitted that should there be a higher court established by the Legislature to review the orders of the Supreme Court, then the members of such court should be appointed by the Judicial Service Commission. Such a result appears to be untenable.

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

2*—R 13398 (4/66)

The term "judicial officer" had a specific connotation which was well understood at the time the constitution came into force although no definition could be found in any of the statutes of Ceylon at the time the constitution came into force. In the Courts Ordinance a Commissioner of Assize is referred to as a "judicial officer" (*vide* section 22 of the Courts Ordinance, Cap. 6). The Oaths Ordinance (No. 7 of 1869) requires judicial officers to take oaths. The Municipal Councils Ordinance (Cap. 252) enacts that a Municipal Magistrate should take a judicial oath. A judicial oath was taken by all the Judges who presided over courts. All other officers who perform executive functions but occasionally performed judicial functions, such as the officers mentioned earlier, were not required to take judicial oaths but only the oath of allegiance.

Applying the historical test it is clear that the framers of the Constitution meant by the term "judicial office" the post held by a District Judge, Commissioner of Requests, Magistrate, President of a Rural Court and other officer performing similar functions.

The Labour Tribunal does not have the same functions as a court. It cannot be said that it is deciding a *lis* between parties. The reasoning laid down in the decision of the Privy Council in the case of *Labour Relations Board of Saskatchewan vs. John East Iron Works Ltd.* (1949) A.I.R. P.C. 129, is equally applicable to the two appeals under consideration. In that case the question decided was whether a Provincial Act in Canada constituted a labour tribunal, whose members were to be appointed by the Governor-General, was *ultra vires* the Canadian Constitution which came into existence by the British North America Act of 1867. Under section 96 of that Act the Judges of the "superior, district and country Courts" were to be appointed by the Governor-General of the Dominion. Their Lordships of the Privy Council, after examining the provisions of that Statute creating the Labour Relations Board, held that the Board is not a tribunal analogous to the Courts envisaged by Section 96 of the Act. In the view they took it was found unnecessary to decide the question whether judicial power was vested in the courts and tribunals envisaged by section 96 of that Act.

After stating that the borderline in which the judicial and administrative functions overlap is a wide one and the boundary is more difficult to define in the case of a body such as the Labour Relations Board, Lord Simonds said : (*vide* 1949 A.I.R. P.C. at 133).

> "It is a truism that the conception of the judicial function is inseparably bound up with the idea of a suit between parties, whether between Crown and subject or between subject and subject, and that it is the duty of the Court to decide the issue between those parties, with whom alone it rests to initiate or defend or compromise the proceedings. Here at once a striking departure from the traditional conception of a Court may be seen in the functions of the appellant Board. For, as the Act contemplates and the Rules made under it prescribe, any trade union, any employer, any employers' association or any other person directly concerned may apply to the Board for any order to be made (*a*) requiring any person to refrain from the violation of the Act or from engaging in an unfair labour practice, (*b*) requiring an employer to reinstate an employee discharged contrary to the provisions of the Act and to pay such employee the monetary loss suffered by reason of such discharge, (*c*) requiring an employer to disestablish a company dominated

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

organisation or (*d*) requiring two or more of the said things to be done. Other rules provide for the discharge by the Board of other functions. It is sufficient to refer only to (*b*) supra, which clearly illustrates that, while the order relates solely to the relief to be given to an individual, yet the controversy may be raised by others without his assent and, it may be, against his will, for the solution of some far-reaching industrial conflict. It may be possible to describe an issue thus raised as a '*lis*' and to regard its determination as the exercise of judicial power. But it appears to their Lordships that such an issue is indeed remote from those which at the time of confederation occupied the superior or district or county Courts of Upper Canada."

Some of these functional differences exist between a Court in Ceylon and the Labour Tribunal. Counsel for the appellant referred to some similarities between the Labour Tribunal and a Court of law. The mere fact that a tribunal has some of the trappings of a Court of Law does not make it a court vested with judicial power. As Lord Sankey said in *Shell Company of Australia vs. Federal Commissioner of Taxation* 47 The Times Law Reports 115 at 117, a tribunal may have all the trappings of a court and still may not exercise judicial power. A careful perusal of the relevant provisions of the Industrial Disputes Act shows that the Labour Tribunal functions differently from a court.

The qualifications necessary to function as an officer presiding over an Industrial Court are of a special nature. Such an officer must be acquainted with labour practices. Industrial disputes can spark off a general strike and it is the clear function of a Labour Tribunal, Industrial Court or arbitrator, appointed under this Act, to settle the disputes in a just and equitable manner and bring about industrial peace. But a court is vested with powers of adjudication of existing rights and granting reliefs provided by law. Judges should have different qualifications. They are appointed by the Judicial Service Commission, the members of which are competent to select suitable persons from the Bar who are learned in the Law and acquainted with the practice in Courts.

The provisions of the Industrial Disputes Act (Cap. 131) dealing with the constitution and powers of the Labour Tribunal may be examined with a view to finding out whether the Tribunal is performing the functions of a court. The Industrial Disputes Act was enacted to preserve industrial peace. The preamble to the Act reads as follows: " An Act to provide for the prevention, investigation and settlement of Industrial disputes and for matters connected therewith or incidental thereto." The provisions governing Labour Tribunals came into existence by the amending Act No. 62 of 1957. It was not seriously disputed that before the amending Act of 1957 came into existence the provisions of the Industrial Disputes Act, as enacted in 1951, contained provisions for the objects set out in the preamble to the Act. But it was contended that the amendment of 1957 brought into existence a tribunal in the nature of a court of law, and that the preamble to the original Act did not apply to the provisions of the amending Act. If the intention of the legislature was to make a radical change in the structure of our courts there is no reason why the preamble to the original Act was not altered when the amending Act was passed or the Courts Ordinance amended. But the preamble remained the same and it is a clear rule of construction that the preamble to an Act applies not only to the original Act but also to all

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

amendments. "The preamble of the Statute," says Coke, in 1 Inst. 79 a, "is a good means to find out the meaning of the statute, and as it were a key to open the understanding thereof." (vide Craies on Statute Law, 5th Edn., by Sir Charles E., Odgers, p. 186). I am of the view that the preamble governs as much the provisions of the original Act as the provisions contained in the amending Act of 1957 which brought into existence the Industrial Tribunals and is a guide to enable this court to find out the objects and purposes for which the amending Act was enacted.

The scheme of the Act shows that it was the intention of the legislature to bring about industrial peace by the settlement of industrial disputes by means of collective agreements (*vide* sections 5 to 10), settlements by conciliation (sections 11 to 15), settlement by arbitration (sections 16 to 21) by awards by Industrial Courts and Labour Tribunals and by decisions of an arbitral nature by the Labour Tribunals (sections 22 to 30). There is also provision for Industrial Courts to make arbitral orders which are "just and equitable" in order to prevent strikes, lockouts etc., and to ensure industrial peace between employer and employee.

Under section 4 of the Industrial Disputes Act, the Minister may, if he is of opinion that the Industrial dispute concerned is a minor one, refer it by an order in writing for settlement by arbitration by an arbitrator appointed by the Minister or to a Labour Tribunal, notwithstanding that the parties to such dispute do not consent to such reference. The creation of Labour Tribunals with the power to make orders of an arbitral nature is for the same purpose.

Section 31 (A) enables the Minister to appoint a number of Labour Tribunals as he may determine and each Labour Tribunal is to consist of one person. The Minister is also empowered to make regulations for prescribing the manner in which applications under section 31 (B) may be made to the Labour Tribunal. Section 31 (B) sets out the matters in respect of which relief or redress may be obtained by a workman or by a trade union on behalf of the workman who is a member of the trade union. The matters set out are :—

" (*a*) the termination of his services by his employer;

(*b*) the question whether any gratuity or other benefits are due to him from his employer on termination of his services and the amount of such gratuity and the nature and extent of any such benefits;

(*c*) such other matters relating to the terms of employment or the condition of labour or the workman as may be prescribed."

It was conceded at the argument that the provisions of Section 31 B (*a*) applies both to a legal as well as an illegal termination of services of an employee by his employer. Such a view has been taken by this Court (vide *Shell Company of Ceylon Ltd. vs. Pathirana* (1962) 64 N.L.R. 71). In granting relief or redress under section 31 B (1) (*a*) the Tribunal can make an order reinstating or discontinuing the services of any workman whose dismissal or continuance in employment is the matter in dispute. Thus, although the termination may be lawful, yet the Tribunal is empowered to order a reinstatement and such an order will take effect from the date of dispute. Thus a new contract is brought about by the order of the Tribunal from that date. When a Tribunal makes an order of this kind there is no question that it gives relief by creating new rights between parties.

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Could it be said that the Tribunal, as a court of law does, only declares and adjudicates on the existing rights of parties and grants relief or redress for the infringement of such rights?

Another matter in respect of which the Tribunal is given power to inquire into and give relief or redress is when there is a question whether any gratuity or other benefit is due the workman from the employer on the termination of his services. In such cases the Tribunal is given the power to fix the amount of such gratuity and set out the nature and extent of such benefits. In two judgments of this court the view had been taken that the word " due " in section 31B must be interpreted as legally due, and therefore a tribunal cannot grant anything more than what a court of law could do when giving relief to a workman (vide *Richard Peiris & Co., Ltd. vs. Wijesiriwardena* (1960) 62 N.L.R. 233 ; *Electric Equipment and Construction Co., and Cooray* (1961) 63 N.L.R. 164). With respect I am unable to agree with this restrictive construction. As Mr. Satyendra contended, nowhere in section 31 B (1) is it stated that this tribunal is empowered to consider what amount is legally due by way of gratuity or benefits. Section 31 B (1) sets out the matters in which the Tribunal has the power to act. The section empowering the Tribunal to make an order is set out in section 31c (1) which enacts as follows:

> " Where an application under section 31B is made to a Labour Tribunal, it shall be the duty of the tribunal to make all such inquiries into that application and hear all such evidence as the tribunal may consider necessary, and thereafter make such order as may appear to the tribunal to be just and equitable."

No doubt in making an order which is just and equitable, as is stated in an earlier case, a Tribunal cannot mis-state the law of the Courts and completely ignore the provisions of the contract (vide *Hayleys Ltd. vs. R. W. Crossette Thambiah* (1961) 63 N.L.R. 248).

It seems to me that a Tribunal in making an order which is just and equitable is not fettered by the terms of the contract and therefore is not bound by the strict letter of the law of contracts. Industrial peace cannot be secured if another court is created merely to enforce legal rights. The employer, being in a position to dictate terms of employment to the workman, could always provide terms in the contract in such a way that no gratuity or other benefits would be payable to the workman or he may contract that such benefits should be paid on a niggardly basis.

Fears have been expressed that in view of the wide powers given to a Labour Tribunal, the person appointed by the Public Service Commission who officiates as President of the Labour Tribunal can order an arbitrary sum to be paid to the workman according to his whim and fancy and will not observe the rule of law. These fears are unjustified in view of the fact that any order that he has to make has to be just and equitable. An arbitrary order cannot be just and equitable. No order which penalises an employer by ordering him to give a penal sum, is just and equitable. If such an order is made, there is a right of appeal to the Supreme Court on a point of law. The employer could contend that an arbitrary order made according to one's whim and fancy is not a just and equitable order within the meaning of section 31C of the Industrial Disputes Act. This contention would apply equally to a President of a Labour Tribunal who is appointed by the Judicial Service Commission. Both the Public Service Commission and the Judicial Service Commission are independent bodies and it cannot be said that an

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

officer appointed by the Judicial Service Commission will act with greater restraint than an officer appointed by the Public Service Commission. Both these bodies were designed to be free from political control or influence.

Legislation which is *intra vires* is good although it may have ill effects (*vide* 1945 A. C. 14 at 27 and 28). It is an accepted rule of construction that nothing should be read into a statute on the ground that there could be an abuse of the provisions of a statute (*vide* 1943 A. I. R. 30 Fed. 36 at 57 ; Legislative, Executive and Judicial Powers in Australia by W. A. Wynes, 2nd Edn. at page 16).

It may be contended that section 31B (4) was enacted to ensure a Labour Tribunal to make an order which is just and equitable despite the terms of the contract between parties that the dispute should not be taken before the Labour Tribunal. Counsel who appeared in these two cases and the other cases referred to, did not venture to put forward such a construction. If that was the intention of the Legislature, then the wording of section 31B (4) would have been different. It should have been as follows:

> " Any relief or redress may be granted by a Labour Tribunal to a workman upon an application made under sub-section 31B (1) notwithstanding anything in the agreement to the contrary between the employee and the employer. "

The words " relief " and " redress " in section 31B (4) are also significant. Redress is a word that is used with reference to grievance. A grievance arises when something legally due is not given. The word relief clearly indicates cases where a person is not enforcing a legal right. Relief may be given to a workman although the employer has adhered to the terms of the contract and has fulfilled his legal obligation.

The scope and ambit of the powers of the Labour Tribunal become clear when one examines section 33 of the Act. Section 33 sets out the contents of the relief or remedy which could be granted by a Labour Tribunal. Under section 33 (1) (*a*) the order of a tribunal may contain decisions as to wages and all other conditions of service, including decisions that any such wages and conditions shall be payable or applicable with effect from any specified date, which may, where necessary, be a date prior to the date of such award or such order and decisions that wages shall be payable in respect of any period of absence by reason of any strike or lockout. Under this provision the Tribunal can order wages, although an employee's services have been legally terminated, and it could also order his reinstatement. As stated earlier, in making such an order the Tribunal creates new rights and is not determining or enforcing existing rights.

A company may retrench some of its employees after lawfully terminating their services. But if in all the circumstances of the case it is just and equitable to give compensation to such employees, a Tribunal is not precluded from granting such relief. If the Tribunal follows such a course it creates new rights which did not exist under the law because when there is an unlawful strike the strict legal position is the employer is not bound to pay any wages to the employees.

Under section 33 (1) (*b*) the Tribunal could order reinstatement of a workman who has been dismissed either legally or illegally. If the dismissal was legal still the Tribunal may find that it is just and equitable that a workman should be reinstated as from a date anterior to the date of the dismissal. Here again, as stated earlier,

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

new rights are created as a result of this order. The Tribunal could also order the discontinuance from service of any workman as a result of whose employment there has been labour unrest. Here again the Tribunal does not enforce any rights but terminates the rights that existed under the contract. An employer may cause a justifiable lockout if the workmen have acted in an illegal manner. But there may be a workman who is prepared to go for work but was prevented from doing so as a result of the lockout by the employer. If such a workman asks for relief, a Tribunal can give relief to him by ordering that his wages should be paid as from a particular date if such a course is just and equitable. By such an order new rights are created between parties.

Under section 33 (1) (c) the Tribunal may also make order containing decisions as to the extent to which the period of absence from duty of any workman, who it has decided should be reinstated, should be taken into account or disregarded for the purpose of his rights to any pension, gratuity or retiring allowance or to any benefit under any provident scheme. Such orders create new rights.

A court of law declares existing rights of parties whether vested or contingent and grants relief or redress for a breach. A court administers justice according to law. But a Tribunal in giving relief or redress to a workman upon an application made under subsection 1 of section 31B *may do so notwithstanding anything to the contrary in any contract of service between a workman and his employer.* Therefore how could it be said that a Labour Tribunal is a court whose function is to administer the law of the land between parties and give judgment declaring the rights and obligations of the parties and grant them relief for breach of contract ? Any Tribunal which alters the rights of parties and not declares the rights is not a court (*vide* 67 Commonwealth Law Reports 28).

In dealing with the distinction between arbitral and judicial power, Isaacs and Rich JJ. stated as follows: (vide *Waterside Workers' Federation of Australia vs. Alexander Ltd.* (1918) 25 Commonwealth Law Reports 434 at 463):

> " But the essential difference is that the judicial power is concerned with the ascertainment, declaration and enforcement of the rights and liabilities of the parties as they exist or are deemed to exist, at the moment proceedings are instituted ; whereas the function of an arbitral power in relation to industrial disputes is to ascertain and declare, but not enforce, what in the opinion of the arbitrator ought to be the respective rights and liabilities of the parties in relation to each other. "

This distinction has been approved by the Privy Council (vide *Attorney-General of Australia vs. Reginam* (1957) 2 A. E. R. 45). It has been held that the functions of an arbitral tribunal are different from those of a court and the requirement that both of them should not act without hearing both sides of the case, does not weigh against the proposition that the exercise of the judicial function is concerned, as the arbitral function is not, with the determination of a justifiable issue (*vide* supra at p. 55).

Other differences between Courts functioning in Ceylon and the Labour Tribunal are as follows:—

1. A Labour Tribunal is not open to an employer. It is only the employee who can seek relief or redress under the provisions of section 31B of the Industrial Disputes Act, but a court of law is open to both an employer and employee.

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

2. The Labour Tribunal has to suspend proceedings when it is satisfied, after such inquiry, as may be necessary, that the matter in respect of which the application is made under section 31B (1) (*a*) is one under discussion with the employer of the workman to whom the application relates by trade union of which that workman is a member. Further upon conclusion of such inquiry, if a settlement is reached in the course of the discussion, the tribunal is bound to make an order according to the terms of such settlement. It may be noted that a settlement may be brought about between the employer and such trade union by considerations of policy with which the workman may be not in agreement. But a court of law has to hear the case instituted till a final decision is reached. A court of law is not influenced by matters of policy.

3. Where the tribunal is satisfied that such matter constitutes or forms part of an industrial dispute referred by the Minister under section 4 for settlement by arbitration, or for settlement by an Industrial Court, it may make order dismissing the application without prejudice to the rights of parties to the dispute. But a party before a Court is entitled to have a full hearing and have his case decided according to its merits.

4. Where an application under section 31B (1) relates (*a*) to any matter which, in the opinion of the tribunal, is similar to or identical with the matter constituting or included in the industrial dispute to which the employer to whom that application relates is a party and to which an inquiry under the act is held or (*b*) to any matter the facts affecting which are, in the opinion of the tribunal, facts affecting any proceeding under any other law, the tribunal should make an order suspending its proceeding. After such conclusion the tribunal could resume proceedings. But in making an order upon such application it shall have regard to the award or decision of the said inquiry or proceeding under any other law. It is significant that under the provisions referred to above an employee is affected by orders made in proceedings to which he is not a party. The mere membership of a Labour Union which has taken part in the proceedings does not make the Union the agent of the employee. The Labour Union, in effecting a settlement or collectively bargaining, may be influenced by policies. Here again there is a clear distinction between a court of law and a tribunal. In a court of law the parties are not bound by settlement and orders made in proceedings in which they are not parties and a court of law cannot be influenced by matters of policy but is under a duty to adjudicate according to law. A tribunal which has to consider a matter of policy is not a court.

5. A court of law is bound to interpret the contract and hear only the parties, whereas the Labour Tribunal is bound to hear the Commissioner of Labour who may set out the policy of the government. Here again a Labour Tribunal may be influenced by matters of policy in determining an application before it.

6. The orders of a Tribunal cannot be enforced by it. But the court is given the power to enforce its orders.

From these differences it is clear that the functions of a Labour Tribunal and a court of law are entirely different and the objects for which they are created and their powers are not the same.

In amending the Industrial Disputes Act and providing for Labour Tribunals in addition to the existing machinery for the peaceful settlement of strikes and lockouts, which can paralyse the country,

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

it could never have been the intention of the Legislature to provide an additional court which administers the law of contract since such courts were in existence and are still functioning.

In this context the dictum of Powers J. in the case of *Waterside Workers' Federation of Australia vs. J. W. Alexander Ltd.* (25 C. L. R. 435 at 483) is apposite. In dealing with the courts and arbitration tribunals of Australia he said :

> " I find, on looking at the Act to see if it was intended to make it a Court of the Judicature, six very strong grounds why I am satisfied that it was only intended to make it a Court of compulsory arbitration—and not a Court of Judicature : (1) the title of the Act (section 1) ; (2) the declared objects of the Act ; (3) the fact that no power has been given to the Court to punish for any breach of the Act ; (4) the fact that by section 25 it declares that ' in hearing and determination of every industrial dispute and in exercising any duties or powers under or by virtue of this Act the Court of the President shall act according to equity, good conscience and the substantial merits of the case, without regard to technicalties or legal forms, and shall not be bound by any rules of evidence, but may inform ; ' (5) that the only power given to it as to penalties is to impose penalties for breaches of its awards or orders made as an Arbitration Court (this power, I assume, was conferred because Parliament considered it incidental to the power to make awards) ; (6) that no power of execution to enforce even the power to impose penalties was given to the Arbitration Court,—(under section 46 orders made by the Arbitration Court imposing penalties are to be enforced by execution only in Federal or State Courts of judicature, not by the Arbitration Court). "

These observations, *mutatis mutandis,* apply equally when the functions of a court of law in Ceylon are compared with those of a Labour Tribunal.

As stated earlier, at the time the Constitution came into force, many tribunals and officers exercised judicial power although they were not functioning as courts. The canon of construction which should be adopted in interpreting a constitution is set out as follows : " In doubtful cases, however, we employ a historical criterion. We ask whether at the time our Constitution was adopted, the power in question was exercised by the Crown, by Parliament or by the Judges. Unless analysis compels us to say in a given case that there is a historical anomaly, we are guided chiefly by the historical criterion ". This view has met with approval in our Courts (vide *Queen vs. Liyanage* (1962) 64 N. L. R. 313 at 356). Applying this test the term " judicial office " in section 55 of the Constitution means the office of a District Judge, Commissioner of Requests, Magistrate, Presidents of Rural Courts and other similar offices and does not apply to a Labour Tribunal.

Mr. Jayawardena in the course of his argument strongly urged that judicial power of the State has vested in the Supreme Court and the other Courts constituted under the Courts Ordinance. He contended that there is a separtion of judicial, executive and legislative powers in Ceylon. As a corollary, he submitted that where a Tribunal which has functions of an executive and arbitral nature performs a limited judicial function, then the person who presides

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

over it must be appointed by the Judicial Service Commission in order to perform the judicial functions, otherwise the judicial orders he makes are null and void. Although in view of the interpretation I have placed on the words "judicial officer" it is unnecessary to decide this point; yet in view of its importance I would like to express my views.

After a careful consideration of the arguments put forward by counsel I am of the view that the judicial power of the State is not vested in the Supreme Court and the other Courts in Ceylon. In some cases we have ventured to express the view that judicial power is vested in the Supreme Court and the minor courts (vide *Queen vs. Liyanage* (1962) 64 N. L. R. 313 ; *Senadhira vs. Bribery Commissioner* (1961) 63 N.L.R. 313 at 318 ; *Piyadasa vs. Bribery Commissioner* (1962) 64 N.L.R. 385 at 390). But for the decision of these cases it was not necessary to hold that judicial power of the State vested in the Judges only. In *Piyadasa's case* I did not have the benefit of a full argument as there was no counsel for the appellant. In the present appeals this matter has been fully argued and I am of the view that judicial power of the State is vested in Her Majesty who exercises it through the Judges in Ceylon but has reserved to Herself the right to exercise this power as the final Court of Appeal.

In this connection a distinction has to be drawn between a jurisdiction of a Court and the judicial power of the State. In England there is no separation of judicial, executive and legislative powers, though in political institutions are ceremoniously divided into three groups. As Sir Ivor Jennings remarks: (*vide* The Law and the Constitution, 4th Edn. p. 9). "It is not a political theory but political experience, the logic or accident of events which caused England to develop this three-fold division." As regards administrative bodies, it is to be noted that in England from the earliest days of its legal history a mingling of administrative and judicial power is to be found. Before the end of the 12th century the King's Court had become the dominant governing authority in England and it had at one and the same time powers which were judicial, administrative and financial. By the medieval period the chief administrative organ—the King's Council came to be regarded as an administrative body. Referring to the separation of powers in English Constitution Professor Holdsworth said:— "But as yet the boundaries between the executive functions on the one hand, judicial and legislative functions on the other hand were very indistinct." (*vide* History of English Law by W. S. Holdsworth, Vol. I pages 478 to 479). Gradually with the increase of work and pressure of judicial business a large amount of judicial work was placed on the King's Council when it began to split into two parts, a judicial court and an administrative court. The powers of the Common Law Courts and the importance of the King's Council was stressed. The administration of law shifted to the Courts of Requests and to the Courts of Chancery, which were at that time for all intents and purposes administrative tribunals. The 17th century, however, witnessed the ascendency of justices of the peace, a small group of country gentlemen who were appointed to keep the peace and to arrest the wrongdoers. They gradually acquired extraordinary collection of judicial and administrative duties which as Maitland remarks, "No theorist could attempt to classify since their rich variety was not the outcome of theory but experience."

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

The mingling of powers arose more as a result of convenience until Montesquieu apparently mis-read the English legal system and in his famous chapter "*espirit des lois*" Book II Cap. 6 adumbrated the doctrine of separation of powers. But even in modern times, in strict legal theory, such separation of powers does not exist in England or Ceylon. The blending of the executive and judicial functions is not confined to the lowest grades but extends to the highest officials. Responsible ministers now often perform a variety of functions which sometimes frequently overlap with judicial functions.

In the Australian and American Constitutions there is a clear separation of powers. But even there, as has been pointed out, the constitution cannot be worked if there is a strict separation of powers (*vide* Administrative Law by David, Vol. I page 64). The Constitution of Ceylon is based on the English Constitution (*vide* the observations of the Soulbury Commissioners—Soulbury Commissioners' Report, CMD 6677, paras 408 to 410). At no time in the history of our legal system has there been in theory any separation between judicial, administrative and legislative powers.

Before the constitution came into force judges were appointed by the Governor on the recommendation of a Judicial Service Commission which served only as an advisory body at that time. Under the Ceylon (Constitution) Order in Council, subject to certain limitations, the legislative function is no doubt now delegated to the Queen in Parliament. The executive function still remains in Her Majesty (*vide* section 45 of the Constitution). The judicial power is still vested in Her Majesty and not in the Courts. Her Majesty exercises this power directly with the advice of the Privy Council and through the Judges of the Supreme Court and the other Courts. If judicial power is vested in the Supreme Court and the other courts functioning under the Courts Ordinance, then the Privy Council will have no power to advice Her Majesty to affirm or allow appeals which are taken from the decisions of the Supreme Court to Her Majesty in Council. Although such a view was taken by this court, it has been held by the highest tribunal of this Island that Her Majesty still retains her prerogative rights to hear appeals from the Courts of Ceylon. (vide *The Queen vs. Hemapala* (1963) 65 N.L.R. 313). This power can be with Her Majesty only if judicial power of the State is still vested in Her.

If the contention of Mr. Jayawardena is to prevail, as the learned Solicitor-General submitted, should Ceylon abolish appeals to the Privy Council, then only the Judicial Service Commission can appoint a Court higher than the Supreme Court, unless the constitution is amended. It could hardly be conceived that the Judicial Service Commission which consists of at least two Supreme Court Judges and a third member who is either a Judge of the Supreme Court or a retired Judge, should appoint Judges to the highest tribunal which will have jurisdiction over the Supreme Court in such an event. If Mr. Jayawardene's argument is carried to its logical conclusion the Court of Criminal Appeal is badly constituted. Therefore it is permissible under the Constitution of Ceylon, for administrative tribunals to have a residuum of judicial powers and the existence of such judicial powers will not be a criterion to draw the line of demarcation between a court of law and a tribunal. The correct line of demarcation between a judicial office and a non-judicial office, is to apply the functional test and ask the question

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

whether an officer or tribunal is performing analagous or same functions as a Judge, before determining whether such tribunal or office is a judicial office.

It remain to consider some of the arguments put forward by counsel in these cases. Mr. Ranganathan submitted that the duty to make an order which is just and equitable imposes on a judicial tribunal the functions of a Judge who presides in a court of law since he has to act according to this norm. In the case of legislation he stated that there was no norm or limitation placed. Although these observations may be justified in considering legislation by a Supreme Parliament, it is not true of delegated legislation. When a Supreme legislature delegates legislative functions to a body of persons it sets out the scope and ambit of such legislation and the norms or standards which the delegated body has to conform in enacting subordinate legislation. Any legislation in excess of the powers given to a delegated body would be *ultra vires*. The duty to act judicially imposed on a tribunal does not make it a Court of Law exercising judicial power.

It was also contended that it is only a court which is under a duty to act justly and equitably and the use of such a pharase is not appropriate in the case of arbitral tribunals. The duty to act " in equity and good conscience is not a decisive test to differentiate between a court of law and an administrative tribunal." Thus in *Moses vs. Parker* (1896) A.C. 245, the Privy Council held that the Supreme Court of Tasmania which is vested with jurisdiction to deal with disputes regarding claims to grants of land was not pronouncing judicial decisions from which there was a right of appeal to the Privy Council. Such disputes had, prior to the statute, been dealt with by certain Commissioners and they reported to the Governor who was bound to act " with equity and good conscience ". Although it was expressly provided that the Supreme Court is not bound by strict rules of law and equity in any case or any technicalities or legal forms whatsoever, yet it was not absolved from acting in good conscience. Despite this restriction it was held that the Supreme Court in exercising this jurisdiction was not performing the functions of a Court.

Mr. Jayawardena also placed reliance on a passage from an article contributed by Dr. Duncan Derret in " Law in the Changing World ", who while writing on justice, equity and good conscience said " Contrasted with the office of Judge is the so called *arbitrium rusticorum* which seems to have been the Romanic counterpart of palm tree justice whereby the arbitrator divided a disputed property equally between two parties, here no juridical activity can be seen and he splits it between them like the monkey in Aesop's Fables, as the simplest way of appeasing the nullity of parties. It is not even rough justice or substantial justice. For when there is no juridical discretion, there is no justice." This passage cannot be taken out of its context and given a meaning which the writer does not intend. At no stage does the writer apply this as a test to distinguish between a court of law and an arbitral tribunal. If this is a distinguishing feature, then all tribunals could act arbitrally—a proposition which is not tenable.

I did not understand Mr. Satyenda's argument to mean that a tribunal that is empowered to make a just and equitable order, is not for that reason exercising judicial power. His argument, as I understand, is that this provision taken along with the other provisions of the Industrial Disputes Act authorises the Tribunal to make an order which is just and equitable notwithstanding the terms of the contract.

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Further arbitral functions must be distinguished from arbitrary functions. When a tribunal is given the power to act in a just and equitable manner, it cannot at in an arbitrary manner. A number of administrative tribunals in England and Ceylon cannot act in an arbitrary way but have to act judicially and that they are not courts, although their orders could be reviewed by the Supreme Court on an application by way of writ of *certiorari* or prohibition.

It was contended by counsel for the appellants that the powers to alter the terms of the contract is no decisive test to determine whether a tribunal is an arbitral tribunal or a court of law. Mr. Jayawardena cited section 2 of the Money Lending Ordinance which enables a court to re-open the transaction and take an account between the lender and the person sued, and relieve a debtor from payment of any sum in excess of the sum adjudged by the court to be fairly due in respect of such principal, interest and charges as the court, having regard to the risk and all the circumstances may adjudge to be reasonable. This jurisdiction can only be exercised if the court is satisfied on the evidence led that—" (*a*) the return to be received by the creditor over and above what was actually lent, having regard to the sums already paid on account, is excessive, and that the transaction was harsh and unconscionable, or as between the parties thereto, substantially unfair; or, (*b*) that the transaction was induced by undue influence, or is otherwise such that according to any recognised principle of law or equity the court would give relief; or (*c*) that the lender took as security for the loan a promissory note or other obligation in which the amount stated as due was to the knowledge of the lender fictitious or the amount due was left blank."

It must be noted that it is only after a judicial finding that one or more of the matters set out in section 2 (1) of the Money Lending Ordinance are satisfied that the court is enabled to re-open the account. Here the court of law is not disregarding the provisions of the law or the tems of the contract in granting relief but enforcing the rights granted by the law in favour of the debtor.

It was also contended that the term " rights deemed to exist " must be construed as rights which are given under section 31B to the workman. Under section 31B of the Industrial Disputes Act there are no vested or contingent rights in the workman co-relating the reliefs that are set out. The relief being entirely discretionary, may be refused or granted. Therefore in granting relief or redress under section 31B, the Tribunal does not decide existing rights or rights deemed to exist and give relief as a court of law, but creates new rights which grants relief or redress provided it acts in a just and equitable manner.

Mr. Satyendra submitted that the functions of the Labour Tribunal in making an arbitral order is not judicial but legislative. It was however contended by counsel for the appellants that legislative function cannot be exercised in favour of a single individual. I am unable to accept this contention since there are a number of private Acts in the statute book which affect single individuals or corporations.

Reference was made to the provisions of the Companies Act (Cap. 145) and the Partnership Act (Cap. 83) under which Courts may dissolve Companies or Partnerships, as the case may be, among other grounds, on the ground that it is just and equitable to make such an order (vide *Davis vs. Brunswick (Australia) Ltd.* (1936) 1 A.E.R. 299. These provisions were cited as instance to show that merely because a tribunal is empowered to act justly and equitably it does not cease to be a court. But it must be noted that when a court is

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

empowered to wind up the company on specific grounds, one of them being that it is just and equitable, the court is exercising a judicial function and determining existing rights. But when the Labour Tribunal acts under section 31B (4) a discretion is given to the Tribunal to act justly and equitably *notwithstanding anything to the contrary in any contract of service between the employer and employee*. This sub-section sets out the power of the Tribunal and not the ground of its decision.

Apart from the powers under section 31B of the Industrial Disputes Act, a Labour Tribunal may also be appointed as an arbitrator if the dispute is of a minor nature under section 4 of the Act. This provision again shows that it was never the intention of the legislature to regard a Labour Tribunal as a court of law. It is no part of a function of a court to act as an arbitrator.

Further it was contended that a right of appeal was given from the decisions of the Industrial Tribunal on a point of law and therefore this Tribunal is a court. But there are many administrative tribunals from the decisions of which a right of appeal is given to the Supreme Court, yet they are not courts of law. Thus a right of appeal is given to a party who is dissatisfied by an order of the Registrar of Trade Marks under the Trade Marks Ordinance ; by the Registrar of Patents under the Patents Ordinance ; by an order under the Workmen's Compensation Ordinance, etc. Yet these officials or Tribunals are not courts.

My Jayawardena also contended that by an order of the Labour Tribunal instant liability is imposed on the employer to either pay wages or compensation, etc. He therefore urged that it was a court of law and relied on the ruling in *The Waterside Workers' Federation of Australia vs. Alexander Ltd.* (25 C.L.R. 434) for his proposition. The case relied on is from Australia where there is clear severability of judicial, executive and legislative power. In Australia where the judicial power is vested in the courts, instant liability cannot be created by a tribunal which is not a court by creating the right and enforcing it. A tribunal cannot adjudicate upon a right that has been brought into existence by its action and grant relief in countries where there is no separation of powers and there is nothing repugnant to the provisions of our constitution for the Legislature, by a simple majority, to create a body which could not only create rights but also could give relief or remedy on the footing that the rights created binds the party so long as there is no direct or indirect attempt to erode the jurisdiction of the established courts.

In enacting the Industrial Disputes Act, the Parliament of Ceylon was no doubt concerned to bring about industrial peace for the welfare of the nation. Both the employer and employee were benefited by the Industrial Disputes Act. A serious responsibility is cast on the Court to declare invalid a statute passed by the Parliament for the welfare of the nation. The views expressed by Isaac J. in the *Federal Commissioner of Taxation vs. Munro* (1926) 38 C.L.R. at 180, are equally applicable to Ceylon. In this context he said: "It is always a serious and responsible duty to declare invalid, regardless of consequences, what the National Parliament representing the people of Australia, has considered necessary or desireable for the public welfare ".

For these reasons I am of the view that the Labour Tribunal does not exercise judicial power. The orders in S.C. 9/'62, S.C. 18-23/'62 S.C. 144/'64 and S.C. 158/'64 are not null and void for the reason that the person who presided over these tribunals were not appointed by the Judicial Service Commission. In view of the fact that the other

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

points taken up in the petitions of appeal have not been argued, I would remit these cases to a Bench of two Judges to hear these matters.

I shall now deal with applications Nos. 158 of 1964 and 144 of 1964. In S. C. application 144 of 1964 a writ of certiorari has been asked for to quash the orders of the Industrial Court. In this case the Hon. Minister of Labour and Nationalized Services, by his order dated 16th November, 1964, has referred an alleged industrial dispute between the petitioner and the second respondent union to an Industrial Court for settlement. The question the Industrial Court had to decide was whether the non-employment of a number of workers set out was justified and to what relief they are entitled to. The Industrial Court held that the Company was justified in retrenching the workers but their not being paid any compensation was not justified. Therefore it awarded in respect of each of these workers a sum representing three months salary to be paid as retrenching relief.

In S. C. No. 158 of 1964 also a writ of certiorari is asked to quash the proceedings of the Industrial Court. In this case the alleged industrial dispute is whether notice of discontinuance of four persons set out in the petition was insufficient and whether they are entitled to any compensation. The Industrial Court held that the notice was insufficient and they should have been given at least two months notice before retrenchment and ordered that each of them be paid Rs. 200 as compensation. One of the points relied on in both these applications is that the Industrial Courts in these two cases were not appointed by the Judicial Service Commission and since they exercised judicial power their orders are null and void. This was the only point argued before the Court.

Section 4 (2) of the Act provides that a Minister may by an order in writing refer any industrial dispute to an Industrial Court for settlement. Thus, the very purpose for which the matter is referred to an Industrial Court is for settlement and not adjudication. Section 22 (1) of the Act provides for the constitution of the Court. Every order of the Minister referring a case to an Industrial Court should be accompanied by a statement prepared by the Commissioner setting out each of the matters which to his knowledge is in dispute (*vide* section 23). The duties and powers of the Industrial Court are set out in section 24 (1) which enacts.

> "24. (1). It shall be the duty of an Industrial Court to which any dispute, application or question or other matter is referred or made under this act, as soon as may be, to make all such inquiries and hear all such evidence, as it may consider necessary, and thereafter to take such decision or make such award as may appear to the court just and equitable."

It is significant to note that the Industrial Court is only empowered to make an award and not deliver a judgment. Section 25 provides for the publication of the award on a date from which it comes into force.

The effect of an award is set out in section 26 which enacts that every award of an industrial court or tribunal, for the purpose of this Act, shall be binding on the parties, trade unions or workmen referred to in the award in accordance with the provisions of Section 24 (3) and *the terms of the award shall be the implied terms of the contract of employment between the employers and workmen bound by the award.*

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Under Section 25 (2) the award of an Industrial Court is made effective from the date of the dispute. Thus the effect of an award is not to give a judgment which would be enforced but to introduce terms which become implied terms of the contract.

Provision is also made for reconsidering an award by an Industrial Court. After hearing, an Industrial Court to which an application is made, may in its decision (*a*) confirm the award, (*b*) set aside the award, (*c*) set aside the award and make a new award in place thereof, or (*d*) vary or modify the award in such a manner as may be necessary (*vide* section 27 of Cap. 131). Section 30 (1) gives out the effect of such a decision. It enacts that " every award which is set aside by a decision of an industrial court under section 28 (1) (*b*) shall cease to have effect on the date of that decision or on such later date as may be specified in the decision.

Section 30 (2) enacts that every award which is varied or modified on an application made under section 27 by a decison of an industrial court shall, on and after the date of such decision or on or after such other date, if any, as may be specified in that decision, not being earlier than the date of such application, have effect and continue in force as so varied or modified.

It is clear therefore, from these provisions that the effect of an award is merely to make the terms of the award, implied terms of the contract from the date the award comes into force and the award may be repudiated later. It was conceded by Mr. H. V. Perera in the course of the argument that if the effect of the award is merely to create future rights, then it will be an arbitral tribunal, but he argued that if it imposes instant liabilities on rights created, then it exercises judicial power. I see no reason why such a limited interpretation should be given to the provisions of the Industrial Disputes Act, in a country where there is no separation of legislative, excutive and judicial *powers*. Further, the reasons given by me to differentiate a Labour Tribunal from a Court equally apply to an Industrial Court.

For these reasons I hold that the Industrial Court in these cases did not exercise judicial power. Therefore these cases should be sent before a Bench of two Judges for adjudication on the other points raised in the appeal.

In S. C. Application 319/'63 a writ of certiorari is asked for to quash the order of the arbitrator appointed by the Hon. Minister of Labour and Nationalized Services under section 4 (1) of the Industrial Disputes Act (Cap. 131). In S. C. 37/'65) an application for a writ of certiorari is made to quash the order of an arbitrator appointed by consent of parties under section 3 (1) (*d*) of the Industrial Disputes Act. The only point argued before us was whether the arbitrator should have been appointed by the Judicial Service Commission. I am of the view that the arbitrators appointed in both these cases are not judicial officers within the meaning of the Constitution. Therefore their appointment is valid.

Where a matter is referred to for settlement by an arbitrator, the duties and powers of an arbitrator are set out in section 17 of the Industrial Disputes Act. The effect of an award of an arbitrator is to make the terms of an award implied terms of the contract entered into by the employer and employee bound by the award (*vide* section 19).

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Any party, trade union, employer or workman bound by an award made by an arbitrator under the Industrial Disputes Act may repudiate the award by a written notice in the prescribed form sent to the Commissioner and every other party bound by the award subject to the provisions set out in the proviso to section 20 (1). It is enacted that where a valid notice of repudiation of an award is received by the Commissioner, subject to the proviso to section 20, (*a*) the award to which such notice relates shall cease to have effect upon the expiration of three months immediately succeeding the month in which the notice is so received by the Commissioner or upon the expiration of twelve months from the date on which the award came into force as provided in section 18 (2) whichever is the later, and (*b*) the Commissioner shall cause such notice to be published in the *Gazette* together with the declaration as to the time at which the award shall cease to have effect as provided in paragraph (*a*).

I have already given my reasons for holding that an officer presiding over an Industrial Court or Tribunal is not a judicial officer and therefore need not be appointed by the Judicial Service Commission. Where the effect of an award is to make the terms of the award implied terms of the contract which may be repudiated later, I fail to see how it could be said that an arbitrator is exercising judicial power and acting as a Judge and determining the rights of parties.

In S. C. Application 37 of 1965 the arbitrator was appointed by consent of parties. If it is held that such an arbitrator holds a judicial office, by the same process of reasoning an arbitrator appointed under the provisions of the Civil Procedure Code should also be appointed by the Judicial Service Commission. When a party consents to refer a matter to an arbitrator, such party waives the jurisdiction of the court and agrees to abide by the decisions of the arbitrator. The reasons given by me for holding that an Industrial Court or Tribunal is not a Court of law apply with greater emphasis when an arbitrator's functions are examined.

The learned Solicitor-General adumbrated that orders made by Judges who act under colour of office are valid. He developed the doctrine which gives validity to acts of officers, whatever defects there may be in the legality of their appointment. In support of his contention he cited the dictum in the case of *Norton vs. Shelby County* (United States Supreme Court Reports, Book 30, page 178 at 186). Although I am attracted by this submission it is unnecessary to decide this point in view of the orders I have made in these cases.

For these reasons it cannot be said that the arbitrators in these two cases were acting as judicial officers within the meaning of the Constitution. Therefore I hold that this application should not be allowed on the ground that since the arbitrator was not appointed by the Judicial Service Commission, the orders are null and void.

These two applications shall be remitted for hearing before a Bench of two Judges on the other points raised in the petitions.

The costs will abide the event in all these cases.

(Sgd.) H. W. Tambiah,
Puisne Justice.

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

2**R 13398 (4/66)

Sri Skanda Rajah, J.

Careful consideration of the arguments of Counsel for the appellants and the petitioners and the judgments of My Lord the Chief Justice and H. N. G. Fernando, S. P. J., has not persuaded me to change the view that I expressed in *Ceylon Transport Board vs. Samastha Lanka Motor Sevaka Samithiya* (1963) 65 N. L. R. 185, viz., that the Labour Tribunal need not be appointed by the Judicial Service Commission. On the other hand, the arguments of Counsel for the respondents and the judgment of my brother Tambiah confirm me in that view.

I agree with Tambiah, J., that appeals No. 9/1962 and Nos. 18—23/62 should be set down for hearing in due course.

Also, I agree with H. N. G. Fernando and Tambiah, JJ., that applications Nos. 319/63, 144/64, 158/64 and 37/65 should be set down for hearing in due course.

In each of these appeals and applications costs will abide the event.

(Sgd.) P. Sri Skanda Rajah,
Puisne Justice.

(Concluded)

STATISTICS OF THE MONTH IN BRIEF

THE following is the summary of the principal statistics listed this month.

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

The Colombo Consumers' Price Index Number for the month of March, 1966, is 112.5 as against 112.9 for the month of February, 1966, a decrease of .4.

Wage Rates

(*a*) The basic Wages payable for the month of April, 1966, to workers in the trades to which Part II of the Wages Board Ordinance has been applied remain unchanged.

(*b*) The special allowances payable for the month of April, 1966, to workers in the Tea Growing and Manufacturing Trade, Rubber Growing and Manufacturing Trade, Cocoa, Cardamom and Pepper Growing Trade, the Coconut Growing and Manufacturing Trade and the Plumbago Trade will remain unchanged.

(*c*) The special allowances payable to workers in all the other trades will be slightly less than that for the month of March, 1966.

Strikes

There were altogether 7 strikes in January, 1966, involving 1,944 workers and a loss of 8,956 man-days, against 13 strikes in December, 1965, involving 2,264 workers and a loss of 12,620 man-days. 4 of these were in Tea estates involving 1,628 workers and a loss of 8,466 man-days. 1 in Tea loading involving 225 workers, no man-days lost, 1 in Stainless Steel Industries involving 25 workers and a loss of 325 man-days and 1 in Hospital involving 66 workers and a loss of 165 man-days.

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

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 December 1965 and January 1966, was as given below.

	*December, 1965			*January, 1966		
	Males	*Females*	*Total*	*Males*	*Females*	*Total*
Technical and Clerical	30,579	24,420	54,999	31,458	24,955	56,413
Skilled	15,203	4,646	19,849	15,197	4,675	19,872
Semi-skilled	41,164	7,478	48,642	42,221	7,413	49,634
Unskilled	69,201	6,013	75,214	70,554	5,947	76,501
Total	156,147	42,557	198,704	159,430	42,990	202,420

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

	*December, 1965			*January, 1966		
	Males	*Females*	*Total*	*Males*	*Females*	*Total,*
Technical and Clerical	25	11	36	53	38	91
Skilled	32	—	32	49	—	49
Semi-skilled	84	9	93	60	10	70
Unskilled	175	11	186	304	20	324
Total	316	31	347	466	68	534

* Provisional figures.

LIST OF TRADE UNIONS

* denotes the Unions of Public Servants
'E' denotes Employers' Unions.

Registered No.	*Name of the Union*	*Address*
1	'E' The Employers' Federation of Ceylon	73/1, Kollupitiya Road, Colombo 3
14	The Ceylon Mercantile Union	22 1/1, Upper Chatham Street, Colombo 1
24	Ceylon Labour Union	14, Baillie Street, Colombo 1.
36	*The Ratmalana Railway Workers' Union	T. 3/24, Railway Quarters, Ratmalana Mt. Lavinia
37	The All Ceylon Head Kanganies Association	160/1, Charles Building, Fruit Hill Hatton
39	The Lorry Drivers' Union, Matara	67, Broadway Road, Matara
85	Ceylon Trade Union Federation	123, Union Place, Colombo 2
101	United Lanka Tiles and Bricks Workers' Union	Bollegala, Gonawela W.P.
124	Tea, Rubber, Coconut and General Produce Workers' Union	123, Union Place, Colombo 2
132	The Ceylon Estate Staff's Union	13, Hill Street, Kandy
147	Samastha Lanka Rajaye Weda Departhamenthuwe Sewaka Sangamaya	42, Kolonnawa Road, Wellampitiya
148	Ceylon Press Workers Union	123, Union Place, Colombo 2
159	All Ceylon Toddy Workers' Union	119, Chandra Place, Ja-ela
163	'E' Ceylon Estates Employers' Federation	73/1, Kollupitiya Road, Colombo 3

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Registered No.	Name of the Union	Address
166 ..	The Kandy Municipal Services Union	Town Hall, Kandy
171 ..	The Ceylon Plantation Workers' Union	123, Union Place, Colombo 2
186 ..	Colombo Municipal Employees' Union	Room No. 54, Town Hall, Colombo
189 ..	*The Govt. Leather Factory Workers' Union	Leather Co-operation, Mattakkuliya, Colombo 15
237 ..	The Kandy Lawyers' Clerks, Union ..	29, Colombo Street, Kandy
244 ..	All Ceylon Shops and Hotel Workers' Union	108, Kew Road, Colombo 2
257 ..	North Central Province United Workers and Peasants Union ..	10, Dharmapala Mawatha, New Town, Anuradhapura
261 ..	*Union of Post and Telecommunication Officers	11/4, Duke Street, Colombo 1
267 ..	The Ceylon Plantations Kanakapillais' Union	Kotamale Road, (Opposite Jayatileke Playground), Nawalapitiya
269 ..	All Ceylon Building Workers Union ..	61/28, Deiyannewela, Kandy
278 ..	*Statistical Investigators' Association ..	C/o, Dept. of Census & Statistics, P.O. Box 563, Colombo
279 ..	*Railway Locomotive Enginemes Union	270/150B, Old Model School, 1st Division, Maradana, Colombo 10
285 ..	*Grama Sanwandena saha Gruha Karmantha Departhementuwe Karmika Paripalakawarunge Sangamaya	26, Harash Para, Walpola, Matara
289 ..	*All Ceylon Railway Running Shed Workers' Union	579, Baseline Road, Dematagoda, Colombo 9
291 ..	*The Govt. Medical Officers Association	6, McCarthy Road, Colombo 7
292 ..	*Govt. Health Services Workers' Association	89, Maligawatte Road, Colombo 10
294 ..	*The Ceylon Railway Station Masters' Union	7, Darley Road, Colombo 10
304 ..	*Govt. Stenographers' Association ..	Police Headquarters, Colombo 1
312 ..	*Govt. Clerical Service Union ..	90, Parsons Road, Colombo 2
314 ..	*All Ceylon Customs Tide Surveyors and Tide Waitors' Union	'Union Rest', H.M. Customs, Colombo
317 ..	*Post & Telecommunication Storekeepers Union	429, Maradana Road, Colombo 10
322 ..	*The Ceylon Railway Travelling Ticket Examiners Staffs Union	No. 7, Darley Road, Colombo 10
324 ..	*The Ceylon Accountants Service Association	General Treasury, Secretariat, Colombo 1
333 ..	*Samastha Lanka Tapal ha Viduli Panivida Sevaka Sangamaya	General Post Office, Colombo 1
334 ..	*Postal Clerical Service Union ..	Basement, G.P.O., Colombo
336 ..	*The Survey Draughtsmen's Union ..	Surveyor-General's Office, Colombo 5
346 ..	'E' The Ceylon Planters Society ..	P. O. Box 46, Kandy
349 ..	*Irrigation Dept. Drivers' Union ..	No. 20, Ebert Lane, Kaldumulla, Moratuwa
350 ..	*Ceylon Govt. Irrigation Workers' Union	20, Ebert Lane, Kaldumulla, Moratuwa
354 ..	*The All Ceylon Govt. Schools Tamil Teachers' Association	Lascarine Street, Colombo 13
358 ..	*The Govt. Surveyors' Association ..	267/5, Galle Road, Bambalapitiya
361 ..	*The Society of Govt. Apothecaries ..	21, Hedges Court, Colombo 10
364 ..	*Rajaye Sinhala Patasala Pradhana-Charya Sangamaya	Edamegama, Werellagama
366 ..	*Govt. Press Readers' Union ..	Govt. Press, Colombo 8
369 ..	*Post and Telecommunication Stores Workers' Union	C/o T. S. Fernando, Ihalagama, Ragama

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Registered No.	Name of the Union	Address
373	*Rajaye Lekana Barakaruwange saha Poth Bandum Karuwange Vurthiya Samithiya	Binders Tiffin Room, Secretariat Premises, P.O. Box 500, Colombo 1
376	*Rajaye Mudranalaye Mudrana Silpinge Sangamaya	P.O. Box 507, Colombo
377	*Hospital Clerical Service Union	53, Francis Road, Colombo
378	*The Irrigation Overseers' Association	"Hemali", 453, Attidiya Road, Dehiwela
379	*Welanda Dravya Milayata Ganeema Pilibande Departhamentuve Ekasath Sevaka Sangamaya	376, Fergusons Road, Mattakkuliya, Colombo 15
382	*The Agricultural Officers Association	Seed Research Laboratory, Peradeniya
386	*The Govt. Co-operative Officers' Union	11, Saunders Place, Colombo 11
388	*Association of Telecommunication Engineers	Post Office Savings Bank Building, Colpetty
391	*Samastha Lanka Surabadu Sarayan saha Niyamakawarunga Sangamaya	Office of the Assistant Commissioner of Excise, McCallum Road, Colombo
402	*The Telecommunication Inspectors Union	Telecommunication Engineering Association Library, C. T. O. Colombo
404	*Railway Minor Supervisors' Union	T. 21, Railway Quarters, , Kotalawalapura, Ratmalana
407	*Ceylon Railway Time-keeping Clerks Association	C.M.E.'s Dept., C.G.R., Ratmalana
410	Association of Govt. Entomological Officers	L. 87, Govt. Flats, Torrington Square, Colombo
411	*Govt. Archaeological Dept. Workers' Union	37, Sangamitha Mawatha, Anuradhapura
413	*The Gintota Govt. Plywood Factory, Workers' Union	No. 3, Welipitimodera, Gintota
429	*Cultivation Officers Association	Habarana
437	*Association of Govt. Entomological Field Attendants	247, Hill Street, Dehiwela
440	*Rajaye Podu Sewa Kamkaru Sangamaya	Minor Employees' Union Office, P.O. Box 500, Secretariat Building Colombo 1
442	*Ceylon Audit Service Association	Audit Office, Colombo 7
443	*All Ceylon Food Production Overseers' Association	Hakmana, Matara
445	*The Govt. Press Clerical Service Union	Govt. Press, Colombo
446	*Govt. Service Draughtsmen's Union	Walana, Panadura
449	*Army Clerical Service Union	Army Head Quarters, P.O. Box 553, Colombo
453	*Ceylon Estate Teachers Union	Kirimetiya Group, Galaha
458	*Railway Mechanical Draughtsmen's Association	C.M.E's Office, C.G.R., Ratmalana
461	*Govt. Translators Union	97/14, Tillaka Garden, Nugegoda
462	*Association of Govt. Clerical Officers	493, Maradana Road, Colombo 10
464	*Colonisation Officers' Union	Uswetakeiyawa, Kandana
467	*Labour Officers' Association	Labour Department, Colombo 2
470	*Manum Departhamenthuve Seya Litho Karmika Silipinge saha upakarmika Silipinge Vurthiya Samithiya	Survey Dept., Colombo 5
472	*All Ceylon Excise Warehouse Porters Union	67, Etanamadala, Kalutara North
475	*Maharagama Govt. Training College Lecturers' Union	Govt. Training College, Maharagama
487	*Local Govt. Dept. Investigating Officers Association	60/3, Cotta Road Borella

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Registered No.	Name of the Union	Address
490	*Ceylon Govt. Industrial Teachers' Association	Co-op. Coir Society, Ahanangaha, Badagama
491	*Govt. Typists Service Union	Inland Revenue Department, Unit 6, Colombo
495	*Union of All Ceylon Govt. Swabasha Heads of Schools	Malewanbadda Maha Vidyalaya Aluthgama
501	*Colombo Port Commission United Employees' Union	Colombo Port, Kochchikade, Colombo 13
504	*Sri Lanka Agricultural and Education Dept. United Motor Drivers Union	Colombo Road, Eriyagama, Peradeniya
505	*Kandy Municipal and General Workers Union	57/A, Peradeniya Road, Kandy
509	*Govt. Service Book-keepers' Union	293, Dematagoda, Colombo
512	*The Govt. Orthepaedic Clinic Workshop Workers' Union	601, Nawala Road, Rajagiriya
519	*Customs Officers' Association	Customs Officers Rest, H.M. Customs Colombo
522	All Ceylon Harbour and Dock Workers' Union	28, Muhandiram Lane, Colombo
523	*Rajaye Manaka Kamkaru Sangamaya	Surveyor Department, Colombo 5
525	*Ceylon Railway Clerical Service Union	233, Ovitigala Medical Hall Colombo 10
528	*Samastha Lanka Viduli Sandesa Ingeneru Kamkaru Sangamaya	38, Panchikawatte Road, Maradana
529	*Government Hospital Dispensers' Union	68, Campbell Place, Maradana
530	'E' Commercial Banks Association (Ceylon)	C/o. National Overseas of Grindlays Bank Ltd., P.O. Box 112, Colombo 1
537	*Irrigation Technical Assistants' Union	15, Andarawatte Road, Colombo 6
538	Negombo Municipal Employees Union	Municipal Office, Negombo
542	Colombo Municipal Health Dept., Inspectors' Union	Public Health Department, Town Hall, Colombo 7
546	*Association of Staff Officers of the Govt. Analysts' Department	Govt. Analysts' Department, Torrington Square, Colombo 7
547	*H.M. Customs Guards' Union	"Union Office," Delft East Gate, Customs Premises, Colombo 1
548	Local Govt. Service Commission Officers' Association	29 1/5, Gaffoor Building (1st Floor), Fort, Colombo 1
549	*Lanka Dumriya Gabada Barakaruwange Sangamaya	Railway Stores Premises, Norris Road, Colombo
551	*Rajaye Welenda Departehementhuwe Sevakayange Samithiya	28, Serpentine Road, Borella
553	*All Ceylon Forest Department Employees Union	Central Conversion Depot, Boosa
556	Lanka Estate Workers' Union	47, Drieberg's Avenue, Colombo 10
558	*Rajaye Puhunu Saththusewa Saha Hedasewa Sangemeya	1130 2/2, Maradana Road, Colombo 10
565	Colombo Gas and Water Co. Workers' Union	47, Drieberg's Avenue, Maradana, Colombo 10
566	*Postal Assistants Union of Ceylon	Registration Branch, G.P.O., Colombo
567	All Ceylon Union of Teachers	127/1, Central Road, Colombo 15
570	*Health Dept. Laboratory Orderlees Union	Eye Hospital, Colombo 10
575	All Ceylon Commercial and Industrial Workers' Union	47, Drieberg's Avenue, Colombo 10
576	Colombo Commercial Co. Workers' Union	108, Kew Road, Colombo 2

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Registered No.	Name of the Union	Address
577	Co-operative Wholesale Establishment Employees' Union	C. W. E. Shop, Minuwangoda Road, Gampaha
585	*The Association of Administrative Service Officers (formely of the Ceylon Civil Service	Civil Aviation Department, Colombo 1
588	*Lanka Dumriya Nila Andum Sevaka Sangamaya	251, Driebergs Avenue, Maradana, Colombo 10
589	*Valuation Department Technical Officers' Union	No. 597, Alexandra Place, Colombo 7
596	*District Land Officers' Association ..	Land Commissioners Department, Secretariat, Colombo
597	Local Government Clerical Service Union	Town Hall, Colombo
599	*Government Dental Surgeons Association	Dental Institute, Ward Place, Colombo
604	*Rajaye Seva Ahara Govijana Seva Kanista Sevaka Sangamaya	330, Union Place, Colombo 2
606	*Rajaye Weda Departhumenthuwa Godanegily Kamkaru Samithiya	P. W. D. Head Office, Colombo
611	*Irrigation Department Union of Computors	211, Kesbewa Road, Boralesgomuwa
619	*Metereological Observers Union ..	Department of Meteorology, Bullers Road, Colombo 7
622	*P. W. D. Inspectors' Union ..	Deal Place, Colombo 3
630	*Ceylon Railway Guards' Union ..	Old Railway Model School, Maradana, Colombo 10
631	*Sri Lanka Jathika Guru Sangamaya ..	292, Galle Road, Colombo
632	*Rajaye Viduli Departhamentuwe Gabadabarakaruwange Sangamaya	Government Electrical Stores, Wellampitiya
640	*All Ceylon Nurses Union ..	Mental Hospital, Angoda
641	*G. O. S. M. Pravahana Sevaka Sangamaya	I. D. Quarters, No. 2, Baseworkshop area, Amparai
644	*Civil Aviation Telecommunication Officers' Union	Colombo Airport, Ratmalana
645	*Land Development Department Overseers' Association	204/4, Sri Wagiragnana Mawatha Colombo 9
647	*Divisional Revenue Officers' Association	Office of the D. R. O., Minuwangoda
650	*Samastha Lanka Palam Kamkaru Sangamaya	Chief Engineer, Bridges Guard, Ratmalana, P. O. Box 12, Mt. Lavinia
651	*All Ceylon Government Electrical Department Workers' Union	47, Driebergs Avenue, Colombo 10
653	*Probation Officers' Association ..	103/1, Chatham Street, Colombo
656	*All Ceylon Railway Bridge Workers' Union	578, Baseline Road, Colombo 9
657	*All Ceylon United Printing Employees' Union	108, Kew Road, Colombo 9
658	*The Civil Medical Stores Workers' Union	928, 3rd Division, Maradana
661	*The Local Postmasters' Union ..	Office Room of the Postmaster's Quarters, Haldumulla
664	*Rajaye Saukyaseva Riyaduru Sangamaya	1059, 3rd Division, Maradana, Colombo 8
665	*Irrigation Gauge Recorders' Union ..	905/26, Aluthmawatha Road, Colombo 15
667	*Immigration and Emigration Department Authorised Officers' Union	Department of Immigration and Emigration, P. O. Box 586, Colombo 1
668	*Idam Sanwardana Departhamenthuwe Kamkaru Sangamaya	102, Cotta Road, Colombo 8
677	*C. G. R. Gang and Surveyor Workers' Union	270/150, 1st Division, Maradana

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Registered No.	Name of the Union	Address
680 ..	*Chief Engineer Bridge Overseers' Union	P. O. Box 12, Mt. Lavinia
681 ..	*Kankesan Cement United Works Union	325, Jaffna Road, Kankesanturai
683 ..	*Irrigation Department Operators' Union	302/29, Ebert Lane, Kaldemulla, Moratuwa
688 ..	*Northern Province Food Production Overseers' Union	Mulliyawalai
691 ..	*All Ceylon Milk Feeding Centres Employees' Union	M. O. H. , Nawalapitiya
694 ..	*The Department of Agriculture Store-keepers Union	Seed Research Institute, Katugastota
696 ..	*The P. W. D. Bridges Store-keepers Union	P. O. Box 12, Mt. Lavinia
700 ..	*Ceylon Harbour Workers' Union ..	12, Kosala Lane, Colombo
701 ..	*Hospital Secretaries Association ..	Lady Ridgeway Hospital, Colombo 8
702 ..	*United Beedi Workers Union ..	119, Chandra Place, Ja-ela
703 ..	*Colombo Port Commission Tug Masters and Mates Association	Senior Masters' Office, Block, Jetty, Colombo
705 ..	*Government Land Development Overseers' Union	Gurusinghegoda, Baddegama
709 ..	*The Ceylon Railway Way and Works Technical Officers' Union	Railway Passage, Maradana
712 ..	*The Public Health Inspectors' Union of Ceylon	503/3, Kandawala Road, Ratmalana, Mt. Lavinia
713 ..	*All Ceylon Union of Tamil Teachers ..	Ratnawesam, Kopay
714 ..	*Industrial Teachers' Union (Department Education)	Maligakanda Maha Vidyalaya, Maradana
722 ..	*Ratmalana Air Port P. W. D. Labour Union	P. W. D. Canteen, Air Port, Ratmalana
726 ..	*Government Film Technician Union ..	Film Division, Education Department, Colombo 2
727 ..	*The Ceylon Association of Government Medical Laboratory Technologists	31A, Deanston Place, Colpetty
730 ..	*Nidahas Karmika Saha Velanda Sevaka Vurthiya Samithiya	407, Galle Road, Colombo 3
733 ..	*Irrigation Workshop Assistants Service Union	Godigamuwe, Piliyandala
734 ..	*Lanka Dumriya Checker Sangamaya..	7, Darley Road, Colombo 10
735 ..	*Idam Sanwardena Departhamenthuwe Riyaduru Sangamaya	61, Kirillapona Mawata, Colombo 5
736 ..	*The Railway Security Service Union ..	Railway Security Service Office, Fort Station, Colombo
741 ..	*Port Commission General Workers Union	110, Delft Alla, Port Commission Colombo
742 ..	*Colombo Port Commission Guards Union	Bloemendhal Government Flats, Colombo 13
744 ..	*Ceylon Oils and Fats Corporation (Seeduwa Factory) Employees Union	G. 4/3, Seeduwa Extraction Mills, Seeduwa
745 ..	*Rajaye Kele Departhamenthuwe Adyapana Athada Belime Sewakainge Sangamaya	Minor Employees Canteen, Kew Road, Colombo 2
746 ..	*Rubber Research Institute of Ceylon Employees Union	Darton Field, Agalawatte
750 ..	*Samastha Lanka Dumriya Ingineru Kamkaru Sangamaya	270/1/50, First Division, Maradana
753 ..	*Samastha Lanka Motor Sewaka Samithiya	267/1/1, Union Place, Colombo 2
756 ..	*Ahara Departhamenthuwe Lorry Ratha Sevaka Sangamaya	Chalmers Granary, Colombo 1
758 ..	*Irrigation Research Workers Union ..	81, Rajagiriya Road, Rajagiriya

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Registered No.	Name of the Union	Address
759	*The Agricultural Graduates Association	Soil Conservation Division, Peradeniya
760	*Rajaye Welenda Departhamentuwe Podu Sewa Sangamaya	Transport Branch, Marketing Department, McCallum Road, Colombo
761	*Eksath Engineru Saha Samanya Kamkaru Samithiya	28, Muhandiram Lane, Pettah, Colombo 11
763	*Gal-oya Development Board Workers' Union	No. 1, 4th Avenue, Amparai
770	*Govt. Electrical Engineers Union	Dept. of Govt. Electrical Undertakings, Head Office, McCallum Road, Colombo
771	*Rubber Control Dept. Officers' Union	Office of the Rubber Controller Eastern Bank Building, Colombo 1.
774	*Rajaye Karmantha Salawa Eksath Kamkaru Samithiya	35, Nagamulla Road, Wellampitiya
777	*United Harbour Launch Workers Union	18, St. Anthony's Mawata, Colombo 13
780	*All Island Irrigation workers Union	Muhandiram Lane, Pettah, Colombo
782	*Bopatalawa Rajaya Govipala Eksath Kamkaru Samithiya	State Cattle Farm, Bopatalawa
785	*Marketing Dept. Checking Officers' Union	Tripoli Market, Maradana, Colombo 10
788	*Colombo Shop Employees Union	399/35, Maligawatta Road, Colombo 10
791	*Govt. Electrical Dept. Technical Officers' Union	Saunder Place, Colombo
792	*Gal-oya Development Board Tractor and Mechanical Workers Union	1, 4th Avenue, Amparai
795	*Railway Lower District Building Workers Union	4/4, De Mel Lane, Moratuwa
799	*G.O.D.B. United Explosives United Engineering Workers' Union	Old Post Office, Amparai
802	*The Railway Watchers Union	323, Ganawatta Road, Piliyandala
803	*Marketing Department Junior Officers Union	307/1, 1st Division, Maradana Colombo 10
805	*Gal Oya Development Board, Agriculture and Factory Workers Union	Post Office Building, Amparai
808	*State Distillery Employees Association	State Distillery Co-operative Canteen Seeduwa
812	*Fisheries Dept. Workers Union	68/84, Jampettah Street, Colombo 13
814	*Govt. 'X' Ray Technical Officers Union	61/3, Meethotamulla Road, Wellampitiya
818	*All Ceylon Local Govt. Workers Union	67, Campbell Place, Colombo 10
819	*All Ceylon Irrigation Construction Overseers' Union	" Damsiri ", Diyagama, Waskaduwa
820	*Govt. Electrical Dept. Foreman's Association	Stanley Power Station, Wellampitiya
824	*Northern Division Railway Way & Works Workers' Union	402B, Dickson Road, Anuradhapura
825	*Gal Oya Electrical and Industrial Workers' Union	Old Post Office Building, Amparai
827	*Land Development Technical Officers' Union	13A, Union Place, Dehiwala
828	*Food Department Watchers' Union	Chalmers' Grannary, Colomb 1,
830	*Krushikarma Departamentuwe Yantrike Kamkaru Samithiya	200A, Edanduwawa, Colombo Road, Peradeniya
831	*Rajaye Barawaroga Mardana Sewaka Sangamaya	189/2, Galle Road, Dehiwela
832	*Govt. Duplicating Machine Operators' Union	Labour Department, Colombo 3
834	*Govt. Plan Printers Union	P.W.D., P.O.Box No. 504, Colombo 1

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Rsgistered No	Name of the Union	Address
835 ..	*Overseas Telecommunication Service Local Staff Union	P.O. Box 235, Colombo 1
841 ..	*Civil Guwan Sewa Sewaka Sangamaya	Central Bank Building, Queen Street, Colombo 1
842 ..	*Central Bank Employees Union ..	Hemas Building, Colombo 1
843 ..	*All Ceylon Health Visitors Union ..	47/1, Initium Road, Dehiwala
847 ..	*Samastha Lanka Rajaye Lipikara Sangamaya	10, Glenney Street, Colombo 2
848 ..	*Lanka Wiswa Vidyalaya Kanista Sewaka Eksath Sangamaya	Department of Physics, Faculty of Science, University of Ceylon, Peradeniya
849 ..	*Govt. Hospital Overseers' Association..	Maternity Hospital, Castle Street, Colombo 8
852 ..	*Lanka Ahara Departhmenthuwe Gabada Araksaka Sangamaya	Charmers Grannary, Colombo 1
853 ..	*Land Development Dept. Store-keepers Union	Central Workshop & Stores, Kirillapona
855 ..	*All Ceylon United Motor Workers' Union	108, Kew Road, Slave Island, Colombo 2
858 ..	*Ceylon Harbour Craft Operatives Union	90, Ratnam Road, Colombo 13
865 ..	*All Ceylon Match Workers' Welfare Union	82, Biyagama Road, Kelaniya
866 ..	*United Engineering Workers' Union ..	123, Union Place, Colombo 2
869 ..	*Govt. Physiotherapists Association ..	Dept. of Physical Medicine, General, Hospital, Colombo
870 ..	*Western Province Govt. Watchers Union	Dept. of Examinations, Malay Street Colombo
871 ..	*Colombo Port Commission Time Keeping Clerks Union	1169, Waragoda, Kelaniya
872 ..	*All Ceylon Oil Workers' Union ..	79, Baseline Road, Colombo 9
874 ..	*Samastha Lanka Fiscal Muladeninge Sangamaya	Fiscals' Office, Colombo
875 ..	*Ceylon Transport Board Motor Sevaka Samithiya	13, Main Street, Panadura
877 ..	*All Ceylon Sub-postmasters Union ..	Sub-Post Office, Yanthanpalawa, Kurunegala
881 ..	*Land Development Transport Overseers Union	Central Workshop Stores, Kirillapona
882 ..	*Udapalatha Dumriya Marga Saha Karmika Kamkaru Samithiya	154, Peradeniya Junction, Peradeniya
885 ..	*The Ceylon University Clerical and Technical Assistants Association	University of Ceylon, Peradeniya
886 ..	*The North Ceylon Govt. Farm Workers Union	Palaly Road, Thinnavely, Jaffna
887 ..	*Krusikarma Departhamenthuwe Pasu Waidya Sewaka Sangamaya	1141/8, Govt. Quarters, Veterinary, Research Station, Peradeniya
891 ..	*Senior Statistical Investigators Association	Dept. of Census & Statistics, P.O. Box 563, Colombo
892 ..	*Gal Oya Development Board Officers Union	1st Avenue, Amparai
894 ..	*Samastha Lanka Rajaye Uddyana Sevaka Sangamaya	181, Malwatta Road, Asgiriya, Gampaha
896 ..	*Lakshapana Hydro Electric Scheme Employees Union	Workmens' Recreation Club Building Site, Lakshapana
898 ..	*Ceylon Army United Civil Workers' Union	Habarakanda, Homagama
899 ..	*Ceylon Agricultural Producers' Association	Room No. 12, Lake Building, Kandy
903 ..	*Land Development Dept. Engineering Workers Union	135, Kirillapone Avenue, Colombo 5
906 ..	*Govt. Shroffs' Association ..	Sil-ran-Ja-Ragama, Mattumagala
907 ..	Horana Adarsa Govipale Kamkaru Sewa Sangamaya	Kananvila, Horana
908 ..	*Samastha Lanka Dumriya Karmika Ha Warnaloka Sanghna Kamkaru Samithiya	578, Baseline Road, Dematagoda
913 ..	*Ceylon Federation of Labour ..	47, Jayantha Weerasekera Avenue, Colombo
916 ..	*Samastha Lanka P.W.D. Roller Sevaka Sangamaya	124, Colombo Road, Gampaha

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Registered No.	Name of the Union	Address
920 ..	*The Telecommunication Motor Drivers' Union	56, Sri Sangaraja Mawatha, Colombo 10
924 ..	*Survey Department Senior Officers' Union	Branch M/P Surveyor Office, Kirula Road, Colombo 5
928 ..	*Minor Staff Union in the Dept. of Wild Life	Humwellagama, Nochchiyagama
930 ..	*Govt. Salt Officers' Union	P.O. Box 539, Colombo

COMMISSION OF INQUIRY TO RECOMMEND AMENDMENTS TO THE INDUSTRIAL DISPUTES ACT

HIS Excellency the Governor-General has in pursuance of the provisions of Section 2 of the Commission of Inquiry Act (Chapter 393) appointed a Commission of Inquiry—

(1) to inquire into the procedure and practice with regard to the conciliation, arbitration and settlement of industrial disputes and to report on such reforms as may be necessary in order to secure greater efficiency and expedition in the settlement of such disputes ;

(2) to inquire into the procedure, practice and administration of the Industrial Courts and Labour Tribunals in Ceylon and report on such reforms as may be necessary in matters of law and practice or in the administration of these Courts and Tribunals in order to secure greater efficiency and expedition in the transaction of business in these Courts and Tribunals with due regard to public interests ;

(3) to examine the Industrial Disputes Act and report whether—

(*a*) it is adequate to meet modern requirements from the point of view of the economic and social development of Ceylon and the necessity of maintaining healthy and harmonious industrial relations, and with that end in view of ensuring the efficient and expeditious transaction of business for the settlement of industrial disputes, and

(*b*) if not, whether the said Act should not be replaced by a new Industrial Disputes Act ;

(4) to prepare and submit, if necessary a draft of a new Industrial Disputes Act, or alternatively a draft of such amendments and additions to the existing Act as may be necessary with special reference to the following matters :

(*a*) the powers and functions of the Minister of Labour, Permanent Secretary to the Ministry of Labour, Commissioner of Labour, Authorized Officers, Arbitrators, Labour Tribunals and Industrial Courts in this respect,

(*b*) the appointment and qualifications of personnel to be entrusted with the settlement of industrial disputes,

(*c*) the enforcement of arbitral awards,

(*d*) unfair labour practices and remedies therefor.

(5) to make any other recommendations in regard to the above matters, which, in the opinion of the Commission, would improve employer-employee relations.

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

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 (Nov. 1938–April 1939 = 100)
Group Weights	52.40	6.28	15.96	8.36	17.00	
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
Base : November, 1942 = 100						*Index Number Nov., 1942 = 100*
Group Weights	63.66	7.26	7.06	8.78	13.24	
1943	103	94	105	138	118	107 — 197*
1944	102	94	105	156	127	109 — 200
1945	110	94	112	165	158	121 — 221
1946	113	111	124	180	155	125 — 229
1947	126	121	136	213	157	138 — 252
1948	138	161	148	189	157	142 — 260
1949	144	97	129	156	148	141 — 258
1950	154	102	129	155	154	149 — 272
1951	155	112	129	197	160	154 — 283
1952	153	104	131	192	168	153 — 281

† Average for 5 months only. *Average for 11 months only.

B—Colombo Consumers' Price Index

Base : Average Prices 1952 = 100

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
Group Weights	61.89	4.29	5.70	9.42	18.71	
Index Numbers						
1953	105.97	99.82	101.32	82.82	97.17	101.6
1954	106.13	103.35	101.53	79.52	94.43	101.1
1955	105.09	102.34	101.53	80.50	94.62	100.5
1956	103.32	101.30	101.53	81.76	98.60	100.2
1957	104.94	97.32	101.53	84.39	106.92	102.8
1958	105.75	101.04	101.53	87.51	113.05	105.0
1959	104.67	102.31	101.49	92.10	115.22	105.2
1960	100.77	102.63	101.53	95.10	117.51	103.5
1961	99.66	104.35	101.53	106.13	123.26	104.8
1962	100.93	105.56	101.53	108.21	124.95	106.3
1963	103.02	103.03	101.53	118.16	126.58	108.8
1964	106 39	103.20	101.53	129.15	129.34	112.2
1965	107.34	100.70	101.53	126.75	128.28	112.5
1965—						
January	106.99	101.96	101.53	127.64	128.60	112.5
February	106.35	101.96	101.53	129.92	128.81	112.3
March	107.11	102.31	101.53	129.13	128.95	112.7
April	106.54	102.31	101.53	127.09	129.24	112.3
May	107.15	101.61	101.53	127.46	129.58	112.7
June	106.69	103.69	101.53	128.06	129.32	112.5
July	108.17	101.96	101.53	128.07	127.62	113.0
August	107.12	101.15	101.53	126.74	128.60	112.4
September	106.50	100.69	101.53	126.42	128.65	112.0
October	107.72	98.15	101.53	124.49	127.02	112.1
November	108.87	97.00	101.53	122.75	126.28	112.5
December	108.86	95.62	101.53	123.19	126.65	112.6
1966—						
January	109.78	95.62	101.53	122.60	125.88	112.9
February	109.67	95.96	101.53	122.71	125.96	112.9
March	109.04	95.62	101.53	122.40	126.22	112.5

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

TABLE II—WAGES INDEX NUMBERS

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

A

Base : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled Male Workers in Government Employment in Colombo		
	Average Minimum Daily rate of Wages Rs. c.	Minimum Wage Rate Index No.	Index No. of Real Wages	Average Monthly Rate of Wages Rs. c.	Wage Rate Index No.	Index No. of Real Wages
1939 .. —	·41	100	100	16·64	100	100
1940 .. —	·41	100	93	16·64	100	96
1941 .. —	·45	110	92	18·45	111	98
1942 .. —	·68	166	111	24·23	145	97
1943 .. —	·33	202	102	28·98	174	96
1944 .. —	·87	212	101	34·03	204	110
1945 .. —	1·00	244	110	41·92	252	133
1946 .. —	1·15	280	123	68·52	412	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	106·91
1957 .. —	2·10	109·38	106·40	99·16	110·44	107·43
1958 .. —	2·14	111·46	106·21	113·74	126·67	120·70
1959 .. —	2·14	111·46	105·95	113·74	126·67	120·41
1960 .. —	2·12	110·42	106 69	113·74	126·67	122·39
1961 .. —	2·13	110·94	105·86	113·74	126·67	120·87
1962 .. —	2·16	112·50	105·83	113·74	126·67	119·16
1963 .. —	2·19	114·06	104·83	113·74	126·67	116·42
1964 .. —	2·24	116·67	103·98	113·74	126·67	112·90
1965 .. —	2·25	117·19	104·17	113·74	126·67	112·60
1965 — January	2·25	117·19	104·17	113·74	126·67	112·60
February	2·25	117·19	104·35	113·74	126·67	112·80
March	2·25	117·19	103·98	113·74	126·67	112·40
April	2·25	117·19	104·35	113·74	126·67	112·80
May	2·25	117·19	103·98	113·74	126·67	112·40
June	2·25	117·19	104·17	113·74	126·67	112·60
July	2·25	117·19	103·71	113·74	126·67	112·10
August	2·25	117·19	104·26	113·74	126·67	112·70
September	2·25	117·19	104·63	113·74	126·67	113·10
October	2·25	117·19	104·54	113·74	126·67	113·00
November	2·25	117·19	104·17	113·74	126·67	112·60
December	2·25	117·19	104·08	113·74	126·67	112·50
1966 — January	2·25	117·19	103·80	113·74	126·67	112·20
February	2·25	117·19	103·80	113·74	126·67	112·20
March	2·25	117·19	104·17	113·74	126·67	112·60

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952=100

Year	*Agriculture**		*Trades other than Agriculture†*		*Agriculture and Trades other than Agriculture Combined*	
	Minimum Average daily rate of wages	*Minimum Wage rate Index No.*	*Minimum Average daily rates of wages*	*Minimum Wage rate Index No.*	*Minimum Average daily rates of wages*	*Minimum Wage rate Index No.*
	Rs. c.		*Rs. c.*		*Rs. c.*	
1952 —	1.96	100.00	2.92	100.00	2.04	100.00
1953 —	1.99	101.53	2.95	101.03	2.07	101.47
1954 —	2.02	103.06	2.94	100.68	2.09	102.45
1955 —	2.09	106.63	2.96	101.37	2.16	105.88
1956 —	2.10	107.14	3.00	102.74	2.17	106.37
1957 —	2.13	108.67	3.15	107.88	2.20	107.84
1958 —	2.16	110.20	3.39	116.10	2.26	110.78
1959 —	2.16	110.20	3.76	128.77	2.29	112.25
1960 —	2.16	110.20	3.74	128.08	2.28	111.76
1961 —	2.17	110.71	3.75	128.42	2.29	112.25
1962 —	2.19	111.73	3.78	129.45	2.32	113.73
1963 —	2.22	113.27	3.82	130.82	2.35	115.20
1964 —	2.27	115.82	3.88	132.88	2.40	117.65
1965 —	2.28	116.33	3.88	132.79	2.41	118.14
1965 —January	2.28	116.33	3.87	132.53	2.41	118.14
February	2.28	116.33	3.87	132.53	2.41	118.14
March	2.28	116.33	3.87	132.53	2.41	118.14
April	2.28	116.33	3.90	133.56	2.41	118.14
May	2.28	116.33	3.87	132.53	2.41	118.14
June	2.28	116.33	3.90	133.56	2.41	118.14
July	2.28	116.33	3.87	132.53	2.41	118.14
August	2.28	116.33	3.90	133.56	2.41	118.14
September	2.28	116.33	3.87	132.53	2.41	118.14
October	2.28	116.33	3.87	132.53	2.41	118.14
November	2.28	116.33	3.87	132.53	2.41	118.14
December	2.28	116.33	3.87	132.53	2.41	118.14
1966 —January	2.28	116.33	3.87	132.53	2.41	118.14
February	2.28	116.33	3.90	133.56	2.41	118.14
March	2.28	116.33	3.90	133.56	2.41	118.14

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

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

TABLE IV

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

Year	*Technical and Clerical*	*Skilled*	*Semi-skilled*	*Unskilled*	*Total*
1939 ..	3,712	11,964	5,034	5,967	26,677
1940 ..	4,734	13,130	4,800	4,981	27,645
1941 ..	5,274	8,882	2,351	3,951	20,458
1942 ..	6,589	9,411	1,882	1,451	19,338
1943 ..	2,282	2,872	1,312	1,869	8,335
1944* ..	295	358	227	173	1,651
1945 ..	2,258	11,025	3,267	4,816	21,366
1946 ..	5,636	10,012	7,527	13,369	36,544
1947 ..	2,883	7,325	8,113	16,423	34,744
1948 ..	4,474	13,027	12,443	36,712	66,656
1949 ..	5,132	11,994	13,591	39,015	69,732
1950 ..	5,627	10,525	13,523	35,447	65,122
1951 ..	5,515	8,186	12,520	26,486	52,707
1952 ..	6,883	7,522	13,795	24,823	53,029
1953 ..	8,374	6,462	13,676	23,034	51,546
1954 ..	11,728	7,919	16,287	27,370	63,304
1955 ..	14,498	8,544	20,142	27,826	71,010
1956 ..	16,091	9,794	25,808	34,259	85,952
1957 ..	18,582	13,349	30,864	47,971	110,856
1958 ..	19,803	13,674	32,973	51,346	117,796
1959 ..	20,869	13,859	33,723	59,567	128,018
1960 ..	26,252	16,928	34,887	73,025	151,092
1961 ..	27,629	18,201	34,212	71,223	151,265
1962 ..	33,825	17,352	35,593	65,439	152,209
1963 ..	35,924	16,584	36,255	63,159	151,922
1964—January ..	37,084	16,937	37,221	63,363	154,605
February ..	37,507	17,125	37,537	63,940	156,109
March ..	37,834	17,270	38,064	64,197	157,365
April ..	37,318	17,100	37,849	63,541	155,808
May ..	37,831	16,610	37,684	63,878	156,003
June ..	38,636	16,720	37,775	64,563	157,694
July ..	39,412	16,988	38,134	66,005	160,539
August ..	39,845	17,047	38,436	65,970	161,298
September ..	39,959	16,942	38,038	65,494	160,433
October ..	40,646	17,195	38,398	66,268	162,507
November ..	40,937	17,790	38,340	67,193	164,260
December ..	41,208	17,942	38,165	68,141	165,456
1965—January ..	41,104	17,762	38,301	68,265	165,432
February ..	41,082	17,942	38,539	66,812	164,375
March ..	41,191	17,926	38,532	66,706	164,355
April ..	41,590	17,745	38,707	66,239	164,281
May ..	44,597	18,233	40,501	68,574	171,878
June ..	48,578	18,798	42,852	71,011	181,239
July ..	50,670	19,343	44,733	72,741	187,487
August ..	51,715	19,465	45,362	73,665	190,207
September ..	52,443	19,452	46,270	74,135	192,300
October * ..	53,582	19,521	47,059	74,080	194,242
November* ..	54,509	19,784	48,200	74,316	196,809
December* ..	54,999	19,849	48,642	75,214	198,704
1966—January* ..	56,413	19,872	49,634	76,501	202,420

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

† These figures comprise—
(*a*) Unemployed persons seeking employment ;
(*b*) Under-employed persons seeking full-time employment ; and
(*c*) Employed persons seeking better employment.

* Provisional.

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

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

CLASSIFICATION BY

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nuwaraeliya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai
1947 ..	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—
1948 ..	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—
1949 ..	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—
1950 ..	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—
1951 ..	33,125	3,422	2,886	4,350	2,209	537	886	1,587	569	904	418	1,207
1952 ..	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333
1954 ..	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297
1955 .	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261
1956 ..	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694
1957 ..	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501
1958 ..	52,563	7,721	7,300	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354
1959 ..	55,875	8,940	7,308	15,726	6,638	1,202	5,196	3,435	3,151	1,689	1,001	422
1960 ..	63,095	15,990	8,321	15,025	6,944	2,035	5,743	3,684	3,722	2,377	1,084	680
1961 ..	62,515	14,821	9,995	13,414	7,600	3,013	5,196	3,327	4,173	3,126	1,273	711
1962 ..	59,273	12,940	10,514	16,258	7,422	1,240	4,981	3,910	4,544	3,138	1,447	641
1963 ..	55,964	11,768	11,937	6,658	7,529	1,022	6,438	3,593	4,949	2,910	1,508	540
1964—												
January ..	56,362	12,066	11,426	16,849	7,616	983	6,688	3,791	5,184	3,059	1,612	557
February..	56,938	12,137	11,643	16,671	7,598	1,007	6,921	3,891	5,283	3,048	1,676	573
March ..	57,498	12,217	11,738	16,418	7,717	1,043	7,094	3,934	5,376	3,080	1,680	579
April ..	56,942	11,934	11,661	16,255	7,794	1,026	6,976	3,913	5,312	2,972	1,679	589
May	56,775	11,706	12,088	16,674	7,976	977	6,885	3,795	5,378	2,987	1,699	600
June	57,236	11,572	13,259	16,804	8,306	1,041	6,808	3,714	5,417	3,034	1,672	615
July	58,129	11,866	13,936	16,826	8,602	986	6,817	3,680	5,580	3,008	1,663	612
August ..	57,900	11,854	14,247	16,845	8,869	930	6,816	3,758	5,650	2,956	1,621	632
September	57,744	11,945	13,854	17,029	8,262	919	6,849	3,729	5,645	2,996	1,634	622
October ..	58,250	12,337	13,728	17,301	8,634	926	6,885	3,805	5,661	3,028	1,673	657
November	58,330	12,900	13,718	17,378	9,004	934	7,016	3,903	5,155	3,115	1,664	715
December	57,943	13,081	14,003	17,430	9,169	953	7,136	4,133	5,057	3,212	1,668	749
1965—												
January ..	57,626	13,264	14,577	17,607	8,399	945	7,268	3,932	4,874	3,216	1,847	801
February	56,787	12,920	14,713	17,460	8,356	948	7,351	4,090	4,500	3,190	1,904	823
March ..	56,109	12,691	14,603	17,528	8,482	949	7,402	4,314	4,404	3,222	1,899	810
April ..	56,531	12,163	14,261	17,679	8,589	970	7,411	4,475	4,363	3,234	1,911	817
May ..	58,205	12,465	14,536	18,558	9,367	1,242	7,829	4,831	4,594	3,566	1,947	899
June ..	59,675	12,682	14,972	20,012	10,444	1,424	8,252	5,144	4,845	4,038	2,080	969
July ..	60,442	13,141	15,301	20,495	11,160	1,451	8,632	5,469	5,119	4,210	2,108	1,026
August ..	59,900	12,984	15,654	20,767	11,515	1,534	8,740	5,754	5,233	4,418	2,150	1,039
September	59,664	13,229	15.557	20,793	12.068	1,615	8.821	5,956	5,114	4,434	2,040	1,024
October	59,751	13.210	15,656	21,088	12,414	1,655	9,013	6,143	5,094	4,362	1,998	1,030
November	60,984	12,786	15,555	21,489	12,798	1,690	9,175	6,370	5,094	4,439	2.008	1.074
December	61,472	12.819	14,935	21.455	13,121	1,721	9,236	6.449	5,287	4,390	2,044	1,068
1966—Jany.	62,348	12,964	15,532	21,259	13,722	1,722	9,156	6,779	5.382	4,512	2,097	1,086

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

according to registers maintained at the Employment Exchanges

EXCHANGE AREAS

Trincomalee	*Anuradhapura*	*Avisawella*	*Haputale*	*Matara*	*Vavuniya*	*Kegalle*	*Matale*	*Chilaw*	*Hatton*	*Nuwara Eliya*	*Total*
—	—	—	—	—	—	—	—	—	—	—	34,744
283	—	—	—	—	—	—	—	—	—	—	66,656
696	—	—	—	—	—	—	—	—	—	—	69,732
348	—	—	—	—	—	—	—	—	—	—	65,122
284	323	—	—	—	—	—	—	—	—	—	53,307
252	437	673	—	—	—	—	—	—	—	—	53,023
239	548	477	526	1,382	—	—	—	—	—	—	51,546
1,567	884	1,377	396	1,589	—	—	—	—	—	—	53,394
776	1,104	1,582	392	2,411	—	—	—	—	—	—	71,010
939	1,651	1,984	721	4,206	—	—	—	—	—	—	85,952
1,252	1,198	2,226	840	5,331	551	1,947	—	—	—	—	110,856
1,188	1,380	2,925	1,110	5,324	531	2,465	—	—	—	—	117,796
1,365	1,733	2,965	1,198	5,812	611	2,786	970	—	—	—	128,018
1,756	2,550	3,784	1,222	8,179	772	3,143	986	—	—	—	151,092
1,372	2,563	364	1,368	8,060	574	3,301	1,199	—	—	—	150,231
1,431	2,742	3,804	1,188	7,811	737	3,230	1,259	2,109	768	822	152,092
1,389	3,128	3,528	1,414	8,606	671	4,049	1,345	2,269	889	578	151,922
1,467	3,122	3,553	1,471	8,753	654	4,185	1,383	2,334	881	609	154,605
1,493	3,097	3,441	1,493	8,846	664	4,380	1,419	2,421	843	636	156,109
1,621	3,200	3,412	1,563	8,902	642	4,379	1,410	2,436	827	599	157,365
1,710	3,141	3,371	1,574	8,865	564	4,276	1,355	2,437	842	620	155,808
1,743	3,156	3,460	1,595	8,700	579	4,130	1,327	2,388	800	578	156,003
1,825	2,838	3,475	1,611	8,745	544	4,049	1,343	2,387	817	582	157,694
1,893	3,015	3,594	1,614	8,835	544	4,084	1,363	2,482	853	557	160,539
1,913	3,089	3,795	1,605	8,943	547	4,103	1,370	2,447	873	535	161,298
1,928	3,068	3,775	1,625	9,017	562	4,138	1,369	2,314	903	506	160,435
1,935	3,069	3,743	1,629	9,127	589	4,328	1,432	2,377	1,083	519	162,507
1,764	2,946	3,806	1,652	9,260	707	4,693	1,486	2,384	1,189	541	164,260
1,674	3,150	3,862	1,580	9,297	677	4,940	1,529	2,399	1,270	544	165,456
1,481	3,144	3,910	1,593	9,223	697	5,248	1,542	2,414	1,302	522	165,432
1,514	3,320	3,932	1,587	9,132	631	5,368	1,525	2,454	1,357	513	164,375
1,551	3,395	4,125	1,605	9,033	650	5,606	1,519	2,560	1,399	499	164,355
1,692	3,404	4,306	1,612	8,776	682	5,639	1,552	2,515	1,246	453	164,281
1,939	3,577	4,677	1,709	9,157	657	5,857	1,661	2,671	1,283	651	171,878
2,027	3,788	5,378	1,827	9,894	684	6,241	1,810	2,979	1,335	739	181,239
2,174	3,956	5,899	1,922	10,278	718	6,729	1,932	3,131	1,365	829	187,487
2,197	4,076	5,965	1,978	10,869	730	7,077	1,999	3,338	1,393	897	190,207
2,221	4,184	6,099	1,984	11,303	747	7,435	2,066	3,540	1,440	966	192,300
2,222	4,250	6,206	1,979	11,629	759	7,435*	2,109	3,744	1,507	988	194,242*
2,221	4,370	6,351	1,999	11,680	744	7,435*	2,111	3,808	1,611	1,017	196,809*
2,290	4,267	7,208	1,95	11,980	758	7,435*	2,103	3,959	1,726	1,022	198,704*
2,378	4,301	8,036	2,024	11,690	752	7,435*	2,156	4,137	1,857	1,095	202,420*

* Provisional

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

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

	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed	Registered	Placed
1938	2,073	62	5,987	22	3,559	57	5,084	82	16,703	223
1939	1,998	226	6,674	548	2,330	519	3,926	1,290	14,928	2,583
1940	1,293	271	2,215	1,049	798	1,032	1,741	2,737	6,047	5,089
1941	1,521	438	1,973	759	1,314	2,516	1,903	5,358	6,711	9,071
1942	1,984	669	1,453	924	642	1 878	1,296	4,658	5,375	8,129
1943	1,453	351	1,100	371	608	1,509	1,244	1,939	4,405	4,170
1944	815	425	719	329	577	428	702	693	2,753	1,875
1945	3,116	369	13.370	1,104	4,042	411	9,139	2,653	29,667	4,537
1946	13,095	1,303	27,174	3,012	16,525	1,341	39,225	10,130	96,829	15,786
1947	9,487	915	19,657	1,417	16,148	911	42,895	4,161	88,187	7.404
1948	10,110	1,807	22,438	1,563	23,341	1,311	66,703	6,118	122,592	10,347
1949	11,091	1,807	18,294	1,616	22,704	1,767	63,285	9,590	115,374	14,780
1950	10,957	2,059	13,700	1,509	19,225	1,438	45,892	5,773	89,410	10,770
1951	11,008	2,019	10,414	1,546	18,038	1,867	33,446	5,874	72,906	11,309
1952	3,287	3,107	11,137	1,802	19,679	1,887	34,268	5,657	78,871	12 458
1953	13,386	1,528	8,056	669	17,543	1,371	27,643	2,820	66,628	6,388
1954	14,963	1,097	9,625	879	18,608	922	34,143	4,660	77,339	7,558
1955	18,524	2,166	10,609	1,064	22,358	1,187	2,392	3,791	83,883	8,202
1956	19,321	1,913	11,374	845	27,173	1,565	42,704	4,162	100,572	8,485
1957	19,309	1,176	13,969	709	28,298	1,180	51,182	3,053	112,758	6,118
1958	20,621	1,827	14,367	800	29,472	1,006	49,974	2,251	114,434	5,884
1959	20,460	1,667	13,545	1,045	29,602	1,275	56,990	3,218	120,597	7,205
1960	23,795	1,400	16,265	771	27,889	1,247	65,481	4,744	133,430	8,165
1961	22,558	1,259	14,784	631	24,791	964	50,390	2,794	112,523	5,642
1962	24,155	1,263	11,626	468	22,994	809	42,404	2,317	101,179	4,858
1963	24,997	1,322	11,953	502	24,951	939	43,400	2,466	105,301	5,121
1964	29,947	1,722	14,277	535	28,304	945	48,991	3,599	121,609	6,801
1964 January	2,996	60	1,263	24	2,808	74	4,100	325	11,167	483
February	2,627	211	1,288	34	2,507	49	3,880	367	10,302	661
March	2,336	117	1,147	65	2,529	69	4,036	407	10,048	658
April	1,632	168	776	49	1,716	68	3,034	232	7,158	517
May	2,468	105	891	32	1,914	73	3,902	235	9,175	445
June	2,966	152	1,085	30	2,472	43	4,764	322	11,287	547
July	2,562	138	1,099	48	2,411	61	4,478	132	10,550	379
August	2,381	183	1,211	63	2,501	49	3,769	373	9,862	668
September	2,343	167	1,138	51	2,292	89	3,720	249	9,493	556
October	2,862	207	1,269	41	2,528	67	4,315	319	10,974	634
November	2,415	148	1,739	45	2,502	118	4,686	331	11,342	642
December	2,359	66	1,371	53	2,214	185	4,307	307	10,251	611
1965 January	2,548	221	1,197	13	2,677	80	4,692	168	11,114	482
February	2,306	167	1,339	56	2,516	65	4,025	296	10,186	584
March	1,969	89	1,216	76	2,088	62	3,367	179	8,640	406
April	2,185	56	1,0t5	87	2,396	42	4,061	547	9,737	732
May	4,663	87	1,461	37	3,645	118	5,883	191	15,652	433
June	5,645	180	1,732	66	4,530	92	6,669	430	18,576	771
July	3,865	108	1,559	85	3,732	91	4,965	521	14,121	805
August	3,116	104	1,225	88	3,049	106	5,020	343	12,410	641
September	3,145	230	1,307	154	3,441	109	5,211	287	13,104	780
October*	3,175	148	1,427	96	3,155	107	4,610	377	12,367	728
November*	2,797	69	1,276	56	3,096	74	4,698	205	11,867	404
December*	2,973	36	1.333	32	2,896	93	4,817	186	12,019	347
1966 January*	3,655	91	1,244	49	3,197	70	4,964	324	13,060	534

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	704	36	263	22	1,115	22	1,771	40	3,853	120
Negombo	177	—	40	—	112	—	327	25	656	25
Kalutara	210	1	45	—	212	—	242	15	709	16
Galle	314	—	46	—	231	3	275	36	866	39
Kandy	216	2	146	—	254	13	327	13	943	28
Nawalapitiya	36	—	11	—	19	1	37	—	103	1
Kurunegala	190	2	65	—	85	1	112	19	452	22
Jaffna	162	—	47	5	116	2	127	—	452	7
Ratnapura	169	—	29	—	141	2	137	—	476	2
Badulla	105	12	34	—	69	2	150	3	358	17
Batticaloa	46	2	28	1	60	3	94	13	228	19
Kalmunai	30	—	6	—	36	7	24	1	96	8
Trincomalee	23	1	27	1	41	—	99	1	190	3
Anuradhapura	83	15	13	—	73	2	62	12	231	29
Avissawella	459	—	129	—	116	—	278	—	982	—
Haputale	44	5	13	—	33	1	40	—	130	6
Matara	249	1	64	—	156	5	172	10	641	16
Vavuniya	32	5	3	1	22	4	12	2	69	12
Kegalle *	163	—	91	—	178	2	157	3	589	5
Matale	73	—	33	—	19	—	39	—	164	—
Chilaw	85	3	48	19	60	—	319	130	512	152
Hatton	24	—	37	—	29	—	90	—	180	—
Nuwara Eliya	61	6	26	—	20	—	73	1	180	7
Total	3,655	91	1,244	49	3,197	70	4,964	324	13,060	534

* Provisional

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

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	4,084‡	66‡	12,399	927
1945	28	3,514	4,285*	53	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,714
1948	33	23,100	49,933‡	20	1,065	2,497
1949	66	477,412	681,340	28	2,874	14,576‡
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	363,600	430,586	54	14,482	21,996
1954	59	86,540	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,293	36,016
1956	99	56,908	200,888	115	31,852	152,966
1957	177	297,061	618,050	127	70,239	190,442
1958	123	39,372	340,632	96	42,713	399,223
1959	177	47,318	352,135	71	42,933	463,119
1960	123	42,528	259,948	37	4,830	15,139
1961	90	29,223	317,866	39	38,013	170,372
1962	138	42,569	193,792	50	25,730	801,882
1963	174	62,511	359,905	58	29,819	479,678
1964	201	68,009	611,060	103	21,409	274,623
1965	173	70,480	480,059	54	9,895	88,432
1965 January	16	4,185	32,175	**9	**1,687	**16,815
February	12	4,301	21,809	**4	442	10,885
March	10	2,258	17,488	9	3,033	33,669
April	11	5,744	18,070	1	41	5,413
May	**15	5,413	31,434	2	140	492
June	13	11,850	18,008	4	416	548
July	21	11,082	61,862	10	2,002	8,248
August §	12	3,395	45,098	5	856	9,000
September §	14	5,870	27,139	6	625	1,383
October	20	9,267	63,260	1	200	400
November	18	4,935	132,148	1	369	527
December	11	2,180	11,568	2	84	1,052
Jan. 66	4	1,628	8,466	3	316	490

* 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.

§ The figures are provisional and subject to amendment.

** Amended figures.

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.

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

TABLE IX—Classification of Strikes in January, 1966, by Industries or Trades

Industry or Trade	*Number of Strikes*	*Number of Workers involved*	*Number of Man-days lost*
Plantations—Tea	4	1,628	8,466
Rubber	—	—	—
Tea-cum-Rubber	—	—	—
Coconut	—	—	—
Coconut-cum-Rubber	—	—	—
Total	4	1,628	8,466
Engineering	—	—	—
Printing	—	—	—
Motor Transport	—	—	—
Tea Export		—	—
Rubber Export	—	—	—
Coconut Manufacturing	—	—	—
Toddy, Arrack and Vinegar	—	—	—
Cigar Manufacturing	—	—	—
Tea & Rubber Manufacturing	—	—	—
Cinema	—	—	—
Dock, Harbour and Port Transport	—	—	—
Building Trade	—	—	—
Local Government Services	—	—	—
Service Institutions	—	—	—
Factories, Workships, &c., run by the State	—	—	—
Textile	—	—	—
Relief Schemes	—	—	—
Wholesale and Retail Distribution	—	—	—
Aerated Waters and Ice Manufacturing	—	—	—
Beedi Manufacturing	—	—	—
Hotel	—	—	—
Tile Manufacturing	—	—	—
Miscellaneous	3	316	490
Coir Mattress and Bristle Fibre Export	—	—	—
Match Manufacturing	—	—	—
Total	3	316	490
Grand Total	7	1,944	8,956

TABLE X—Classification of the Strikes in January, 1966, in Causes

Causes	*Number of Strikes*		*Number of Workers Involved*	
	Plantations	*Others*	*Plantations*	*Others*
1. Dismissal or loss of employment in any way. Failure to provide work	—	1	—	225
2. Wage increases, Higher rates for piece work, &c.	—	1	—	25
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	—	1	—	66
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	3	—	1,407	—
5. Food matters. Welfare	—	—	—	—
6. Right of association and meeting	—	—	—	—
7. Factional disputes and domestic matters	—	—	—	—
8. External matters (e.g., arrest by Police, &c.)	—	—	—	—
9. Assaults by employer or agent or others	—	—	—	—
10. General demands	1	—	221	—
11. Sympathetic strikes	—	—	—	—
Total	4	3	1,628	316

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX I

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

Month : April, 1966

Class of Worker	*Basic Wage* Rs. c.	*Special Allowance* Rs. c.	*Total* Rs. c.
(1) Baking Trade			
Monthly Rates :			
Class " A " Worker : foreman, head bakers, head basses, cooks, " short eats " makers, pastry makers, cake decorators	70 0 ..	63 70 ..	133 70
Class " B " Worker : dough mixers, scalers and weighers, divider men, twisters, pie men, pastry men, pie machine operators, friers, butter and icing mixers, icers, wrapping machine operators ..	55 0 ..	58 75 ..	113 75
Class " C " Worker : flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, deliverymen	39 0 ..	44 77 ..	83 77
(2) Beedi Manufacturing Trade			
Piece Rates :			
" Nool " (thread) beedi rolling (inclusive of the preparation of wrappers for rolling, cutting wrapping leaves, filling wrappers with " beedi tobacco ", beedi rolling and tying of rolled beedies with thread), per 1,000 beedies—			
(*a*) beedies not more than 2 ins. long ..	5 0 ..	— ..	5 0
(*b*) beedies more than 2 ins. long but less than 3 ins.	6 0 ..	..	6 0
(*c*) beedies not less than 3 ins. long ..	7 0 ..	— ..	7 0
" Nool " (thread) beedi rolling (inclusive of filling wrappers with " beedi tobacco ", beedi rolling and tying rolled beedies with thread but exclusive of the preparation of wrappers for rolling and cutting wrapping leaves), per 1,000 beedies—			
(*a*) boddies not more than 2ins. long ..	3 34 ..	— ..	3 34
(*b*) beedies more than 2 ins. long but less than 3 ins.	4 0 ..	— ..	4 0
(*c*) beedies not less than 3 ins. long ..	4 66 ..	— ..	4 66
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling), per 1,000—			
(*a*) beedies not more than 2 ins. long ..	1 67 ..	— ..	1 67
(*b*) beedies more than 2 ins. long but less than 3 ins.	2 0 ..	— ..	2 0
(*c*) beedies not less than 3 ins. long ..	2 34 ..	— ..	2 34
Fixing ring labels round rolled beedies, per 1,000 beedies	0 50 ..	— ..	0 50

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Class of Worker	Month : April, 1966 Basic Wages Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(3) Brick and Tile Manufacturing Trade			
Daily Rates :			
In the manufacture of tiles in a factory —			
A—Male workers (18 and above) :			
Skilled Workers, Grade I : press feeders (machine), firemen engaged in kiln (burners) ..	2 0	2 06	4 06
Skilled Workers, Grade II : press feeders (hand), setters engaged in loading or stacking tiles inside the kiln for baking, sorters ..	1 80	2 06	3 86
Semi-skilled Workers : winchmen, block cutters, tile slab oiler and polisher, trimmers, green tile sorters, workers engaged in stacking tiles in vehicles for transport	1 60	2 06	3 66
Unskilled Workers :			
Workers engaged in—mixing and tempering clay mixing and pugging by machinery, stacking tiles on racks ; sun drying tiles ; helping the sorters ; helping green tile sorters ; removing baked tiles from the kiln ; stacking tiles ; moving blocks of clay to presses or other parts of the store ; truck fillers, claymen, block carriers, firewood carriers, pug-mill feeders, helpers engaged in loading and stacking tiles ..	1 40	1 96	3 36
B—Female Workers (18 and above) ..	1 15	1 85	3 00
C—Workers (under 18 years) :			
Over 14 years but under 15	0 80	1 46	2 26
Over 15 years but under 16	0 90	1 51	2 41
Over 16 years but under 17	1 0	1 56	2 56
Over 17 years but under 18	1 10	1 66	2 76
(4) Building Trade			
Daily Rates :			
Unskilled :			
Male labourers not under 18 years of age ..	1 40	2 18	3 58
Female labourers not under 18 years of age ..	1 10	2 18	3 28
Unskilled labourers (irrespective of sex) under 18 years of age	0 90	2 18	3 08
Semi-skilled, Grade II :			
Painters, decorators, tilers (roofing), scaffolders, mechanical equipment operators ..	1 65	2 28	3 93
Semi-skilled, Grade I :			
Kanganies	1 80	2 28	4 08
Skilled :			
Masons (building), carpenters (building), plumbers ; erectors (construction steel) ; equipment maintenance men ; tinkers	2 0	2 28	4 28

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Class of Worker	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(5) Cigar Manufacturing Trade			
Piece Rates :			
Cigar rolling (inclusive of cleaning up of fillers, the preparation of wrappers for rolling, the preparation of fillers for rolling including filling up with cuttings, the tying up of rolled cigars with thread, and the bundling of cigars into tens)—			
(a) where the number of cigars per pound is over 110, per 1,000 cigars	10 0	—	10 0
(b) where the number of cigars per pound is 110 or under, per 1,000 cigars	11 0	—	11 0
(6) Cinema Trade			
Monthly Rates:			
A.—Non-Clerical			
Unskilled			
Advertisement cart puller; Advertisement or poster boy; Bathroom boy; Car or cycle park attendant; Chocolate boy; Cleaner; Cloak room boy; Conservancy labourer; Garden labourer; Gate-keeper; Hall boy; Peon; Sandwich boy; Soft drinks keeper; Unskilled labourer; Usher; Usherette; Waiter; Watcher (day); Watcher (night)	36 50	56 56	93 06
Semi-skilled			
Assistant bar-keeper; Assistant Engine-driver; Checker; Cook, Grade II (lower); Re-winder; Telephone operator; Third Assistant operator :			
(a) Within the Municipal areas ..	43 0	59 16	102 16
(b) Outside the Municipal areas ..	40 0	59 16	99 16
Skilled, Grade II			
Assistant operator; Bar-keeper; Carpenter; Cook, Grade I (higher); Electrician, Grade II; Film room repairer, Grade II; Non synch operator; Second Assistant operator; Supervisor or head checker; Tent master; Wireman: Fireman :—			
(a) Within the Municipal area ..	55 0	60 98	115 98
(b) Outside the Municipal areas ..	47 0	60 98	107 98
Skilled, Grade I			
Armature winder; Electrician, Grade I; Engine Driver; Film room repairer, Grade I; Head operator; Tent maker :—			
(a) Within the Municipal areas ..	66 0	60 98	126 98
(b) Outside the Municipal areas ..	61 0	60 98	121 98

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

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

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

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

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Class of Worker	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(11) Coir Mattress and Bristle Fibre Export Trade			
Daily Rates :			
A. *Male workers (not under 18 years of age) :*			
Grade II—			
Workers employed in—receiving fibre into stores from lorries or carts ; counting ballots and bundles : weighing ballots and bundles ; sorting fibre ; stacking ballots and bundles ; breaking stacks of ballots and bundles ; unwrapping ballots and bundles ; picking and teasing ; bundling loose fibre ; drying loose fibre ; removing ballots and bundles from one part of the stores to another ; trimming of cut bristle fibre hanks ; curling, balloting or coiling of twisted fibre ; cutting firewood for dyeing ; issuing oil for hackling ; cutting bristle fibre ties ; sweeping of stores and drains ; carting coir dust and rubbish ; placing coir dust and rubbish in vehicles for removal ; sifting coir dust ; bagging coir dust and rubbish ; preparing tea ; distributing meals and tea ; receiving, counting, weighing, stacking, removing, cutting, preparing sundry materials used in packing and processing fibre ; removing ballots and bundles from stores, bleaching chambers or drying ground to baling press ; passing fibre to press packers ; operating winches for moving press boxes ; sawing and splitting bamboos ; cutting hoop iron ; stretching coir ropes ; sweeping and cleaning press, platform, pit and surroundings ; covering bales with jute hessian and stitching ; wrapping ballots with paper or jute hessian and marking all packages for shipment ..	1 40	2 18	3 85
Intermediate Grade—			
Workers employed in—throwing fibre from ground level to press platform (if elevated) ; feeding fibre into teasing machines ; balloting fibre in balloting boxes ; twisting coir ropes from coir yarn ; the process of bleaching fibre with sulphur ; cutting bristle fibre hanks to specified lengths and the process of dyeing fibre	1 60	2 28	3 88
Grade I—			
Workers employed in—packing baling boxes with or without mechanical tramplers ; controlling and operating the baling press ; strapping the bale with hoop iron or rope ; stacking, unstacking, carrying, moving, loading, and unloading bales ; twisting and curing fibre ..	1 80	2 28	4 08
Head baling press operator	2 0	2 28	4 28
B. *Female workers (not under 18 years of age)* ..	1 15	2 06	3 21
C. *Workers (irrespective of sex) under 18 years of age—*			
Over 14 years but under 15 years ..	0 80	1 63	2 43
Over 15 years but under 16 years ..	0 90	1 68	2 58
Over 16 years but under 17 years ..	1 0	1 73	2 73
Over 17 years but under 18 years ..	1 15	1 83	2 98

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Class of Worker	Month : April, 1966		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(11) Coir Mattress and Bristle Fibre Export Trade (*contd.*)			
Piece Rates :			
Hackling (that is dressing for export) partly or wholly by hand and tying Bristle Fibre into hanks of standard " 3 tie Grade ", per hundred weight	8 75 ..	— ..	8 75
Hackling (that is dressing for export) partly or wholly by hand and tying Bristle Fibre into hanks of standard " 2 tie Grade ", per hundred weight	8 25 ..	— ..	8 25
Hackling (that is dressing for export) partly or wholly by hand without tying into hanks in preparation for dyeing, per hundred weight ..	4 12 ..	— ..	4 12
Hackling (that is dressing for export) partly or wholly by hand and tying into hanks dyed Bristle Fibre, per hundred weight ..	9 25 ..	— ..	9 25
(12) Dock, Harbour and Port Transport Trade*			
Monthly Rates :			
Manual Work—			
Special Grade	65 0 ..	37 00 ..	102 00
Skilled Grade	55 0 ..	33 00 ..	88 00
Semi-skilled Grade	45 0 ..	30 00 ..	75 00
Unskilled, Grade I	37 0 ..	30 00 ..	67 00
Unskilled, Grade II	31 0 ..	30 00 ..	61 00
Women Workers—			
Female kanganies	35 0 ..	30 00 ..	65 00
Female labourers	30 0 ..	30 00 ..	60 00
Non-manual Workers—			
Special Grade	75 0 ..	44 00 ..	119 00
Grade I	55 0 ..	33 00 ..	88 00
Price Rates :			
Lighters from 20 to 60 tons—			
Lightermen, per trip	6 0 ..	— ..	6 0
Assistant Tindals, per trip	6 25 ..	— ..	3 25
Tindals, per trip	6 50 ..	— ..	6 50

* A more detailed classification of various class of workers into group will be found in the decisions of the Wages Board for this trade published in *Government Gazette Extraordinary* No. 10,542 of June 29, 1953.

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Class of Worker	Month : April, 1966 Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(12) Dock, Harbour and Port Transport Trade (*contd.*)			
Lighters over 60 but under 80 tons—			
Lightermen, per trip	7 0	—	7 0
Assistant Tindals, per trip	7 25	—	7 25
Tindals, per trip	7 50	—	7 50
Lighters 80 tons and over—			
Lightermen, per trip	8 0	—	8 0
Assistant Tindals, per trip	8 50	—	8 50
Tindals, per trip	9 0	—	9 0

Note.—The above rates shall be increased by—

(i) 50 cents for—

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

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

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

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

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

Guaranteed Time Rate (*Monthly*) :

Lighters, under 80 tons—			
Lightermen	105 0	—	105 0
Assistant Tindals	108 75	—	108 75
Tindals	112 50	—	112 50
Lighters of 80 tons and over—			
Lightermen	122 0	—	122 0
Assistant Tindals	126 0	—	126 0
Tindals	130 0	—	130 0
When the lighter is awaiting or undergoing repair in the Boat Repair Yard and in the event of the employer failing to provide employment in another lighter during such period—			
Lightermen	55 0	—	55 0
Assistant Tindals	55 0	—	55 0
Tindals	60 0	—	60 0

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Class of Worker	Month : April, 1966 Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
(13) Engineering Trade			
Daily Rates :			
Unskilled labourers	1 40 ..	2 18 ..	3 58
Semi-skilled workers, Grade I—			
Wiremen ; electroplaters ; blacksmiths' strikers and hammer-men ; fettlers (iron and brass) ; smellters (iron and brass) ; checkers (timber), sawyers ; caulkers (wood) ; boiler attendants ; drivers (engine) .. firemen ; tyre repairers ; tyre vulcanizers	1 65 ..	2 28 ..	3 93
Semi-skilled workers, Grade II—			
Painters ; bowmen ; greasers ; cleaners and washers ; mason, mates and blacksmith mates, employed in repairing, constructing and maintenance of roads, including workers employed in cutting side drains, scarifying the road surface, metal spreading, loading, unloading and piling of metal, tarring roads and concrete mixing by hand	1 45 ..	2 28 ..	3 73
Skilled workers—			
Turners ; machinists (iron and steel working) ; machinists (wood working) ; coppersmiths ; plumbers ; fitters ; electricians ; armature winders ; switchboard attendants ; boiler-makers ; blacksmiths ; welders and burners ; power-hammer operators ; moulders (iron and brass) ; joiners ; coremakers ; pattern-makers ; carpenters, joiners and cabinet-makers ; boat-builders ; saw sharpeners ; machine-knife sharpeners ; sign writers ; polishers (appliers of French polish) ; masons; launch tindals, drivers; splicers (rope and sail makers) ; glaziers ; driver mechanics ; oil and steam roller drivers ship-wrights, body-builders ; hood-makers ; mechanics ;tinkers (motor) : tinsmiths ; rivetters and caulkers crane drivers ; miners (blasters and drillers) and sledgers employed in repairing, constructing and maintenance of roads ..	2 0 ..	2 28 ..	4 28
Kanganies	1 80 ..	2 28 ..	4 08
Watchers .. .	1 70 ..	2 28 ..	3 98
Trade learners and apprentices—			
First year	0 50 ..	1 16 ..	1 66
Second year	0 66 ..	1 26 ..	1 92
Third year	0 85 ..	1 60 ..	2 45
Fourth year	1 10 ..	1 75 ..	2 85
(14) Ice and Aerated Waters Manufacturing Trade			
Daily Rates :			
Grade I .			
Kanganies, Head Syrup Makers, Water Filteration Plant Operators, Can Makers, Carpenters, Fillers (Automatic), Checkers ..	2 0 ..	2 28 ..	4 28
Grade II :			
Can Repairers, CO_2 Gas Control Men, Asst. Syrup Makers, Syrupers, Crowners, Clean Bottle Examiners, Carbonator Operators, Production Counters, Fillers (Hand), Labelless (Automatic), Bottle Washer off-loaders, any other workers engaged in automatic machines in the production of mineral or aerated waters, Ice Harvestors	1 65 ..	2 28 ..	3 93

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Class of Worker	Month : April, 1966		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(14) Ice and Aerated Waters Manufacturing Trade (*contd.*)			
Grade *III*			
Ice Storers, Ice Packers, Ice Loaders, Syrup Room Labourers, Bottle Unpackers, Bottle Sorters or Cleaners, Bottle Washer Loaders, Case Fillers, Bottle Packers, Cleaners or Sweepers, Hand Washers, Case Carriers or Stackers, Stores Labourers, Labellers (Hand), Van Loaders	1 40 ..	2 18 ..	3 58
(15) Match Manufacturing Trade			
Daily Rates:			
Grade I—			
Splint chopping by machine driver ; peeling splints, rims, outside veneers and bottom veneers by machine driver ; sharpening knives and tools by machine driver ; filling frames by machine driver ; dipping of sticks in chemical composition by machine driver : frictioning by machine driver ; mixing composition for match head by mixer ; paper slitting by machine driver ; the work of an overseer or kangany: box filling by machine driver :—			
(*a*) Male Workers, 18 years and over ..	2 0 ..	1 91 ..	3 91
(*b*) Female Workers, 18 years and over ..	1 64 ..	1 81 ..	3 45
(*c*) Young persons, over 14 years, but under 18 years	1 25 ..	1 46 ..	2 71
Grade II—			
Cross-cutting by hand ; cross-cutting by machine driver ; splint levelling ; cutting outside, rim and bottom veneers by cutter ; inner box making by machine ; sharpening knives and tools by machine by helper ; paraffining by hand ; emptying frames; side painting of boxes ; checking filled boxes ; banderolling by machine driver and assistant ; mixing composition for painting sides of boxes outer box making by machine ; feeding boxes by machine for box filling ; dipping sticks in chemical composition by hand :—			
(*a*) Male Workers, 18 years and over ..	1 60 ..	1 91 ..	3 51
(*b*) Female Workers, 18 years and over ..	1 32 ..	1 81 ..	3 13
(*c*) Young persons over 14 years but under 18 years	1 0 ..	1 46 ..	2 46
Grade III—			
The work (in the Match Manufacturing Trade) of all workers not specified in Grade I or Grade II above other than the work of a watcher—			
(*a*) Male Workers, 18 years and over ..	1 40 ..	1 81 ..	3 21
(*b*) Female Workers, 18 years and over .	1 15 ..	1 69 ..	2 84
(*c*) Young persons, over 14 years but under 16 years	0 70 ..	1 21 ..	1 91
(*d*) Young persons, over 16 years but under 18 years	0 90 ..	1 46 ..	2 36
Grade IV—			
Watcher	1 70 ..	1 91 ..	3 61

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Class of Worker	Month : April, 1966 Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(16) Motor Transport Trade			
Monthly Rates :			
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100 0 ..	65 42 ..	165 42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt.	90 0 ..	65 42 ..	155 42
Class C Workers : Drivers of hiring cars and cabs drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses ..	85 0 ..	62 92 ..	147 92
Class D Workers : Drivers of tractors with trailers used for transport purposes or drivers of lorries with trailers (including those of the Scammel-Horse type but excluding those lorries with trailers or tractors with trailers owned by an estate and used solely for internal transport within the estate). ..	100 0 ..	65 42 ..	165 42
Class E Workers : Drivers of the following vehicles owned by an estate and used solely for internal transport within the estate, namely, (a) lorries, and (b) tractors with trailers ..	70 0 ..	60 42 ..	130 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67 50 ..	65 42 ..	132 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. ..	60 0 ..	61 12 ..	121 12
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses	50 0 ..	61 12 ..	111 12
Class I Workers : Omnibus checkers or time-keepers	60 0 ..	61 12 ..	121 12
Class J Workers : Omnibus Inspectors and omnibus stand supervisors ..	90 0 ..	61 12 ..	151 12
Class K Workers : All other workers in the Motor transport Trade, excluding those referred to in the preceding items	45 0 ..	50 92 ..	95 92
Daily Rates :			
Class A worker	4 0 ..	2 77 ..	6 77
„ B „	4 0 ..	2 77 ..	6 77
„ C „	3 25 ..	2 77 ..	6 02
„ D „	4 0 ..	2 77 ..	6 77
„ E „	2 75 ..	2 52 ..	5 27
„ F „	2 75 ..	2 77 ..	5 52
„ G „	2 50 ..	2 77 ..	5 27
„ H „	2 25 ..	2 77 ..	5 02
„ K „	1 50 ..	1 91 ..	3 41

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

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

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Month : April, 1966

Class of Worker	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(17) Plumbago Trade			
Daily Rates :			
Worker other than those employed in curing and dressing—			
Underground workers—			
Bassees	3 0 ..	1 36 ..	4 36
Kanganies Loaders Onsetters or Donakatakarayas Overseers ..	2 50 ..	1 36 ..	3 86
Shift bosses	2 33 ..	1 36 ..	3 69
Blasters Drillers (hand and machine) Shaft drivers Stopers (excavators) Timbermen ..	2 25 ..	1 36 ..	3 61
Muckers Trolleymen Unskilled labourers	1 75 ..	1 36 ..	3 11
Underground and surface workers—			
Electricians Enginemen Fitters Hoistmen Mechanics Pumpmen Winchmen	2 75 ..	1 36 ..	4 11
Checkers	2 50 ..	1 36 ..	3 86
Electricians (assistants) Fitters (assistants) Windlassmen (dabare workers) Mechanics (assistants) ..	1 75 ..	1 36 ..	3 11
Surface workers—			
Carpenters Masons	2 75 ..	1 36 ..	4 11
Overseers	2 50 ..	1 36 ..	3 86
Bakkikarayas or Banksmen Blacksmiths Boilerman Drill sharpeners ..	2 25 ..	1 36 ..	3 61
Firewood carriers and splitters ..	1 85 ..	1 36 ..	3 21
Carters Watchers	1 75 ..	1 36 ..	3 11
Cooks Smithy boys Unskilled labourers	1 49 ..	1 36 ..	2 85

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

(*a*) female worker, not under 18 years of age .. Re. 1.00

(*b*) worker, irrespective of sex, under 18 years of age .. 0·93 cents

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Class of Worker	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(17) Plumbago Trade (*contd.*)			
Workers employed in curing and dressing—			
(*a*) As overseers and kanganies ..	2 25	1 56	3 81
(*b*) On different jobs—			
Male workers not under 18 years ..	1 50	1 56	3 06
Female workers not under 18 years ..	1 25	1 20	2 45
Worker under 18 years	0 75	1 13	1 88
(18) Printing Trade			
Monthly Rates :			
Class A Workers : Linotype operators, monotype keyboard operators, linotype mechanics, process etchers, process camera operators, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists ..	110 0	108 42	218 42
Class B Workers : Litho transferors, litho provers, process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers)	87 50	86 92	174 42
Class C, Grade I Workers : Compositors (hand), cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine), stereotypers, manglemen, guilders, foundry plate casters, type casters	65 0	76 17	141 17
Class C, Grade II Workers : Platen Machine Minders	60 0	70 68	130 68
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50 0	65 42	115 42
Class E Workers : Unskilled workers not under 18 years of age	42 0	62 79	104 79
Class F Workers : Unskilled workers under 18 years of age	20 0	41 77	61 77
Class G Workers : Watchers	44 0	65 42	109 42
Class A—1st year learner	33 0	45 72	78 72
„ B „ „	26 0	39 27	65 27
„ C Grade I, 1st year learner ..	24 0	41 42	65 42
„ C Grade II „ „	22 0	39 27	61 27
„ D—1st year learner	19 0	37 12	56 12
Class A—2nd year learner	44 0	54 82	98 82
„ B „ „	36 0	52 67	88 67
„ C Grade I, 2nd year learner ..	29 0	47 18	76 18
„ C Grade II „ „	27 0	44 55	71 55
„ D—2nd year learner	23 0	41 92	64 92
Class A—3rd year learner	56 0	63 92	119 92
Class B—3rd year learner	49 0	59 62	108 62
„ C Grade I, 3rd year learner ..	36 0	53 17	89 17
„ C Grade II „ „	32 0	49 83	81 83
„ D—3rd year learner	28 0	46 72	74 72

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Class of Worker	Month : April, 1966 Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(18) Printing Trade—(*contd.*)			
Class A—4th year learner	71 0	77 32	148 32
„ B „ „	64 0	69 68	133 68
„ C Grade I, 4th year learner ..	44 0	61 79	105 79
„ C Grade II „ „	39 0	57 61	96 61
„ D—4th year learner	34 0	53 67	87 67
Class A—5th year learner	88 0	91 22	179 22
(19) Rubber Export Trade			
Daily Rates :			
A.—Male workers not under 18 years of age—			
(*a*) Grade II:			
Workers employed in stripping ; clipping and bark-cutting ; washing and re-smoking moulding rubber ; general labour including moving to presses, weighing machines and other parts of the store ; assembling, wrapping and picking rubber for baling ; pressing, hooping and wire tying ; cutting jute hessian covers ; painting, drying, assembling and marking ; treating jute hessian for special packing ; covering bales with jute hessian and stitching ; laying out bales ; cleaning and sweeping of stores and drains	1 40	2 18	3 58
(*b*) Intermediate Grade :			
Workers employed in weighing ; grading and sorting ; the work of press operators ..	1 60	2 28	3 88
(*c*) Grade I :			
Workers employed in loading, unloading and carrying bales ; stacking	1 80	2 28	4 08
(*d*) Watchers	1 70	2 28	3 98
B.—Female workers not under 18 years of age—			
(*a*) Grade II :			
Workers employed in work other than sorting ..	1 15	2 06	3 21
(*b*) Grade I :			
Workers employed in sorting	1 30	2 06	3 36
C.—Workers (irrespective of sex) under 18 years of age			
Over 14 years but under 15 years ..	0 80	1 63	2 43
Over 15 years but under 16 years ..	0 90	1 68	2 58
Over 16 years but under 17 years ..	1 0	1 73	2 73
Over 17 years but under 18 years ..	1 15	1 83	2 98
(20) Rubber Growing and Manufacturing Trade			
Daily Rates :			
Male worker not under 16 years	1 40	1 30	2 70
Female worker not under 16 years ..	1 30	0 96	2 26
Child worker	1 5	0 89	1 94

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Class of Worker	Month: April, 1966		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(21) Tea Export Trade			
Daily Rates:			
A.—Male workers not under 18 years of age—			
(a) Grade II—			
Workers employed in—sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wire-tying, scraping out old marks, marking and stencilling, marking and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and re-firing and polishing green tea	1 40	2 18	3 58
(b) Intermediate Grade—			
Workers employed in—weighing chests filled with tea, hand-bulking, hand-blending ..	1 60	2 28	3 88
(c) Grade I—			
Workers employed in—unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and re-stacking and laying out chests and loading for shipping ..	1 80	2 28	4 08
(d) Box makers and repairers	1 60	2 28	3 88
(e) Watchers	1 70	2 28	3 98
B.—Female workers (not under 18 years of age) ..	1 15	2 06	3 21
C.—Workers (irrespective of sex) under 18 years of age—			
Over 14 years but under 15 years ..	0 80	1 63	2 43
Over 15 years but under 16 years ..	0 90	1 68	2 58
Over 16 years but under 17 years ..	1 0	1 73	2 73
Over 17 years but under 18 years .	1 15	1 83	2 98
(22) Tea Growing and Manufacturing Trade			
Daily Rates:			
Male worker not under 16 years	1 25	1 30	2 55
Female worker not under 15 years ..	1 5	0 96	2 01
Child worker ..	0 80	0 89	1 69
(23) Liquor and Vinegar Trade			
Monthly Rates:			
Tope kangany	115 0	—	115 0
Toddy tavern watcher	63 0	—	63 0
Arrack tavern watcher	63 0	—	63 0
Tope watcher	50 0	—	50 0
Collecting station manager	85 0	—	85 0
Selling toddy at tavern	80 0	—	80 0
Selling arrack at tavern	75 0	—	75 0
Collecting toddy from trees in the toddy section of the trade	80 0	—	80 0
Collecting toddy from trees in the arrack section of the trade	60 0	—	60 0
Collecting toddy from trees in the vinegar section of the trade	52 50	—	52 50
Distilling toddy at distillery	100 0	—	100 0

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Class of Worker	Month : April, 1966 Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
(23) Liquor and Vinegar Trade—(*Contd.*)			
Daily Rates :			
Bottling, corking and labelling arrack bottles ..	3 0 ..	— ..	3 0
Unskilled labourers	3 0 ..	— ..	3 0
Piece Rates :			
Coupling of coconut palms, for each coupling ..	0 70 ..	— ..	0 70
Changing ropes, for each coupling ..	0 35 ..	— ..	0 35
Cutting and removing ropes, for each coupling ..	0 30 ..	— ..	0 30
Laddering coconut palms, for each tope not exceeding 110 palms	35 0 ..	— ..	35 0
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns, for each gallon of toddy delivered by worker—			
Galle District	0 54 ..	— ..	0 54
Western Province	0 61 ..	— ..	0 61
Chilaw District ..	0 64 ..	— ..	0 64
Nuwara Eliya or Kandy District ..	0 65 ..	— ..	0 65
Matara, Jaffna or Matale District ..	0 72 ..	— ..	0 72
Puttalam, Anuradhapura or Hambantota District	0 77 ..	— ..	0 77
Badulla, Ratnapura, Kurunegala or Kegalla District	0 80 ..	— ..	0 80
Trincomalee, Batticaloa, Mannar or Mullaitivu District	1 5 ..	— ..	1 5
Tapping coconut, kitul or palmyrah palms for supplying toddy to distilleries or for the manufacture of vinegar, for each gallon of toddy delivered by worker	0 41 ..	— ..	0 41
Tapping spadices for supplying toddy to distilleries or for the manufacture of vinegar—			
(*a*) for not exceeding 100 coconut, kitul or palmyrah palms	62 50 ..	— ..	62 50
(*b*) for every palm in excess of 100 such palms	0 62½ ..	— ..	0 62½
Tapping spadices for supplying toddy to taverns for 25–40 coconut, kitul or palmyrah palms ..	60 0 ..	— ..	69 0
(24) Garment Manufacturing Trade			
Daily Rates			
Grade I (*a*) :			
Designers, Tailors ..	4 0 ..	2 77 ..	6 77
Grade I (*b*) :			
Leaders or Section Supervisors ..	3 10 ..	2 77 ..	5 87
Grade II :			
Cutters, Cutters (hand) ; Machine Mender ; Final Checkers ..	1 95 ..	2 28 ..	4 23
Grade III ;			
Checkers and Sorters, Ironing Operatives (Males) ; Odd job Operatives (Females) ; Stamping Operatives (females), Sewing Machine Operators, Ironing Operatives (females), Electric Iron Operators, Issuing Operatives (females) ..	1 65 ..	2 18 ..	3 83
Grade IV ;			
Laying out men, laying out women, Packers, Cellophane bags and Carboard box-makers ..	1 40 ..	1 96 ..	3 36
Grade V ;			
Learners and apprentices ..	1 5 ..	1 75 ..	2 80

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX II

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

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

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

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

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX III

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

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

" Unskilled Male " means a male unskilled labourer not under 18 years of age.
" Unskilled Female " means a female unskilled labourer not under 18 years of age.
" Unskilled Young Person " means a labourer (irrespective of sex) under 18 years of age.

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX IV

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

Within the Municipal Areas

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

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

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

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

Outside the Municipal Areas

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

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

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX V

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

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
Normal Working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	0 55	0 65	1 20	0 45	0 48	0 93	0 32½	0 44½	0 77	½
1	1 10	1 30	2 40	0 90	0 96	1 86	0 65	0 89	1 54	1
2	2 20	2 60	4 80	1 80	1 92	3 72	1 30	1 78	3 08	2
3	3 30	3 90	7 20	2 70	2 88	5 58	1 95	2 67	4 62	3
4	4 40	5 20	9 60	3 60	3 84	7 44	2 60	3 56	6 16	4
5	5 50	6 50	12 00	4 50	4 80	9 30	3 25	4 45	7 70	5
6	6 60	7 80	14 40	5 40	5 76	11 16	3 90	5 34	9 24	6
7	7 70	9 10	16 80	6 30	6 72	13 02	4 55	6 23	10 78	7
8	8 80	10 40	19 20	7 20	7 68	14 88	5 20	7 12	12 32	8
9	9 90	11 70	21 60	8 10	8 64	16 74	5 85	8 01	13 86	9
10	11 00	13 00	24 00	9 00	9 60	18 60	6 50	8 90	15 40	10
11	12 10	14 30	26 40	9 90	10 56	20 46	7 15	9 79	16 94	11
12	13 20	15 60	28 80	10 80	11 52	22 32	7 80	10 68	18 48	12
13	14 30	16 90	31 20	11 70	12 48	24 18	8 45	11 57	20 02	13
14	15 40	18 20	33 60	12 60	13 44	26 04	9 10	12 46	21 56	14
15	16 50	19 50	36 00	13 50	14 40	27 90	9 75	13 35	23 10	15
16	17 60	20 80	38 40	14 40	15 36	29 76	10 40	14 24	24 64	16
17	18 70	22 10	40 80	15 30	16 32	31 62	11 05	15 13	26 18	17
18	19 80	23 40	43 20	16 20	17 28	33 48	11 70	16 02	27 72	18
19	20 90	24 70	45 60	17 10	18 24	35 34	12 35	16 91	29 26	19
20	22 00	26 00	48 00	18 00	19 20	37 20	13 00	17 80	30 80	20
21	23 10	27 30	50 40	18 90	20 16	39 06	13 65	18 69	32 34	21
22	24 20	28 60	52 80	19 80	21 12	40 92	14 30	19 58	33 88	22
23	25 30	29 90	55 20	20 70	22 08	42 78	14 95	20 47	35 42	23
24	26 40	31 20	57 60	21 60	23 04	44 64	15 60	21 36	36 96	24
25	27 50	32 50	60 00	22 50	24 00	46 50	16 25	22 25	38 50	25
26	28 60	33 80	62 40	23 40	24 96	48 36	16 90	23 14	40 04	26
Poya days work										Poya days work
1			3 60			2 79			2 31	1
2			7 20			5 58			4 62	2
3			10 80			8 37			6 93	3
4			14 40			11 16			9 24	4

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

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

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

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

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

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX VII

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

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

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

2. Watchers governed by the decision of the Wages Board for the Engineering Trade are not entitled to enhanced rate of wages for work done on any Poya day merely by virtue of the fact that they worked on such Poya day.

3. Workers in the Engineering trade engaged on work outside the business premises of the employer for periods exceeding 12 days will not be entitled to the enhanced rate for Poya day work during that period.

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX VIII

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1966, to workers in the Match Manufacturing Trade

No. of days	Grade I			Grade II			Grade III				Grade IV	No. of Days
	Adults		Young Persons	Adults		Young Persons	Adults		Young Persons			
	Male	Female	Over 14 Under 18 Years	Male	Female	Over 14 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Watchers	
Normal Working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 95½	1 72½	1 35½	1 75½	1 56½	1 23	1 60½	1 42	0 95½	1 18	1 80½	½
1	3 91	3 45	2 71	3 51	3 13	2 46	3 21	2 84	1 91	2 36	3 61	1
2	7 82	6 90	5 42	7 02	6 26	4 92	6 42	5 68	3 82	4 72	7 22	2
3	11 73	10 35	8 13	10 53	9 39	7 38	9 63	8 52	5 73	7 08	10 83	3
4	15 64	13 80	10 84	14 04	12 52	9 84	12 84	11 36	7 64	9 44	14 44	4
5	19 55	17 25	13 55	17 55	15 65	12 30	16 05	14 20	9 55	11 80	18 05	5
6	23 46	20 70	16 26	21 06	18 78	14 76	19 26	17 04	11 46	14 16	21 66	6
7	27 37	24 15	18 97	24 57	21 91	17 22	22 47	19 88	13 37	16 52	25 27	7
8	31 28	27 60	21 68	28 08	25 04	19 68	25 68	22 72	15 28	18 88	28 88	8
9	35 19	31 05	24 39	31 59	28 17	22 14	28 89	25 56	17 19	21 24	32 49	9
10	39 10	34 50	27 10	35 10	31 30	24 60	32 10	28 40	19 10	23 60	36 10	10
11	43 01	37 95	29 81	38 61	34 43	27 06	35 31	31 24	21 01	25 96	39 71	11
12	46 92	41 40	32 52	42 12	37 56	29 52	38 52	34 08	22 92	28 32	43 32	12
13	50 83	44 85	35 23	45 63	40 69	31 98	41 73	36 92	24 83	30 68	46 93	13
14	54 74	48 30	37 94	49 14	43 82	34 44	44 94	39 76	26 74	33 04	50 54	14
15	58 65	51 75	40 65	52 65	46 95	36 90	48 15	42 60	28 65	35 40	54 15	15
16	62 56	55 20	43 36	56 16	50 08	39 36	51 36	45 44	30 56	37 76	57 76	16
17	66 47	58 65	46 07	59 67	53 21	41 82	54 57	48 28	32 47	40 12	61 37	17
18	70 38	62 10	48 78	63 18	56 34	44 28	57 78	51 12	34 38	42 48	64 98	18
19	74 29	65 55	51 49	66 69	59 47	46 74	60 99	53 96	36 29	44 84	68 59	19
20	78 20	69 00	54 20	70 20	62 60	49 20	64 20	56 80	38 20	47 20	72 20	20
21	82 11	72 45	56 91	73 71	65 73	51 66	67 41	59 64	40 11	49 56	75 81	21
22	86 02	75 90	59 62	77 22	68 86	54 12	70 62	62 48	42 02	51 92	79 42	22
23	89 93	79 35	62 33	80 73	71 99	56 58	73 83	65 32	43 93	54 28	83 03	23
24	93 84	82 80	65 04	84 24	75 12	59 04	77 04	68 16	45 84	56 64	86 64	24
25	97 75	86 25	67 75	87 75	78 25	61 50	80 25	71 00	47 75	59 00	90 25	25
26	101 66	89 70	70 46	91 26	81 38	63 96	83 46	73 84	49 66	61 36	93 86	26
Poya days work												Poya days work
1	5 87	5 18	4 07	5 27	4 70	3 69	4 82	4 26	2 87	3 54	5 42	1
2	11 74	10 36	8 14	10 54	9 40	7 38	9 64	8 52	5 74	7 08	10 84	2
3	17 61	15 54	12 21	15 81	14 10	11 07	14 46	12 78	8 61	10 62	16 26	3
4	23 48	20 72	16 28	21 08	18 80	14 76	19 28	17 04	11 48	14 16	21 68	4

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX IX

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

No. of Days	Class A Class D	Class B	Clas C	Class E	Class F	Class G Class I	Class H	Class J	Class K	No. o Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 18	2 90	2 84½	2 51	2 55½	2 33	2 13½	2 90½	1 84½	½
1	6 30	5 98	5 69	5 02	5 11	4 66	4 27	5 81	3 69	1
2	12 72	11 96	11 38	10 03	10 22	9 32	8 55	11 62	7 38	2
3	19 09	17 93	17 07	15 05	15 34	13 98	12 82	17 44	11 07	3
4	25 45	23 91	22 76	20 06	20 45	18 63	17 10	23 25	14 76	4
5	31 81	29 99	28 45	25 08	25 56	23 29	21 37	29 06	18 45	5
6	38 17	35 89	34 14	30 10	30 67	27 95	26 64	34 87	22 14	6
7	44 54	41 84	39 82	35 11	35 79	32 61	29 92	40 69	25 82	7
8	50 90	47 82	45 51	40 13	40 90	37 27	34 19	46 50	29 51	8
9	57 26	53 80	51 20	45 15	46 01	41 93	38 46	52 31	33 20	9
10	63 62	59 78	56 89	50 16	51 12	46 58	42 74	58 12	36 89	10
11	69 99	65 75	62 58	55 18	56 24	51 24	47 01	63 94	40 58	11
12	76 35	71 73	68 27	60 19	61 35	55 90	51 29	69 75	44 27	12
13	82 71	77 71	73 96	65 21	66 46	60 56	55 56	75 56	47 96	13
14	89 07	83 69	79 65	70 23	71 57	65 22	59 83	81 37	51 65	14
15	95 43	89 67	85 34	75 24	76 68	69 88	64 11	87 18	55 34	15
16	101 80	95 64	91 03	80 26	81 80	74 54	68 38	93 00	59 03	16
17	108 16	101 62	96 72	85 27	86 91	79 19	72 66	98 81	62 72	17
18	114 52	107 60	102 41	90 29	92 02	83 85	76 93	104 62	66 41	18
19	120 88	113 58	108 10	95 31	97 13	88 51	81 20	110 43	70 10	19
20	127 25	119 55	113 78	100 32	102 25	93 17	85 48	116 25	73 78	20
21	133 61	125 53	119 47	105 34	107 36	97 83	89 75	122 06	77 47	21
22	139 97	131 51	125 16	110 36	112 47	102 49	94 02	127 87	81 16	22
23	146 33	137 49	130 85	115 37	117 58	107 14	98 30	133 68	84 85	23
24	152 70	143 46	136 54	120 39	122 70	111 80	102 57	139 50	88 54	24
25	159 06	149 44	142 23	125 40	127 81	116 46	106 85	145 31	92 23	25
26	165 42	155 42	147 92	130 42	132 92	121 12	111 12	151 12	95 92	26
27	175 35	164 75	156 80	138 25	140 90	128 39	117 79	160 19	101 68	27
28	185 28	174 08	165 68	146 08	148 88	135 66	124 46	169 26	107 44	28
29	195 21	183 41	174 56	153 91	156 86	142 93	131 13	178 33	113 20	29
30	205 14	192 74	183 44	161 74	164 84	150 20	137 80	187 40	118 96	30

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX X

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

No. of D	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 38½	3 01	2 63	2 76	2 51	1 70½	½
1	6 77	6 02	5 27	5 52	5 02	3 41	1
2	13 54	12 04	10 54	11 04	10 04	6 82	2
3	20 31	18 06	15 81	16 56	15 06	10 23	3
4	27 08	24 08	21 08	22 08	20 08	13 64	4
5	33 85	30 10	26 35	27 60	25 10	17 05	5
6	40 62	36 12	31 62	33 12	30 12	20 46	6
7	47 39	42 14	36 89	38 64	35 14	23 87	7
8	54 16	48 16	42 16	44 16	40 16	27 28	8
9	60 93	54 18	47 43	49 68	45 18	30 69	9
10	67 70	60 20	52 70	55 20	50 20	34 10	10
11	74 47	66 22	57 97	60 72	55 22	37 51	11
12	81 24	72 24	63 24	66 24	60 24	40 92	12
13	88 01	78 26	68 51	71 76	65 26	44 33	13
14	94 78	84 28	73 78	77 28	70 28	47 74	14
15	101 55	90 30	79 05	82 80	75 30	51 15	15
16	108 32	96 32	84 32	88 32	80 32	54 56	16
17	115 09	102 34	89 59	93 84	85 34	57 97	17
18	121 86	108 36	94 86	99 36	90 36	61 38	18
19	128 63	114 38	100 13	104 88	95 38	64 79	19
20	135 40	120 40	106 40	110 40	100 40	68 20	20
21	142 17	126 42	110 67	115 92	105 42	71 61	21
22	148 94	132 44	115 94	121 44	110 44	75 02	22
23	155 71	138 46	121 21	126 96	115 46	78 43	23
24	162 48	144 48	126 48	132 48	120 48	81 84	24
25	169 25	150 50	131 75	138 00	125 50	85 25	25
26	176 02	156 52	137 02	143 52	130 52	88 66	26
27	182 79	162 54	142 29	149 04	135 54	92 07	27
28	189 56	168 56	147 56	154 56	140 56	95 48	28
29	196 33	174 58	152 83	160 08	145 58	98 89	29
30	203 10	180 60	158 10	165 60	150 60	102 30	30

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX XI

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

No. of Days	Workers other than Apprentices								No. of Days
	Class A	B	C I	C II	D	E	F	G	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	4 20	3 35½	2 71½	2 51½	2 22	2 01½	1 19	2 10½	½
1	8 40	6 71	5 43	5 03	4 44	4 03	2 38	4 21	1
2	16 80	13 42	10 86	10 05	8 88	8 06	4 75	8 42	2
3	25 20	20 13	16 29	15 08	13 32	12 09	7 13	12 63	3
4	33 60	26 83	21 72	20 10	17 76	16 12	9 50	16 83	4
5	42 00	33 54	27 15	25 13	22 20	20 15	11 88	21 04	5
6	50 40	40 25	32 58	30 16	26 64	24 18	14 25	25 25	6
7	58 81	46 96	38 01	35 18	31 07	28 21	16 63	29 46	7
8	67 21	53 67	43 44	40 21	35 51	32 24	19 01	33 67	8
9	75 61	60 38	48 87	45 24	39 95	36 27	21 38	37 88	9
10	84 01	67 08	54 30	50 26	44 39	40 30	23 76	42 08	10
11	92 41	73 79	59 73	55 29	48 83	44 33	26 13	46 29	11
12	100 81	80 50	65 16	60 31	53 27	48 36	28 51	50 50	12
13	109 21	87 21	70 59	65 34	57 71	52 40	30 89	54 71	13
14	117 61	93 92	76 01	70 37	62 15	56 43	33 26	58 92	14
15	126 01	100 63	81 44	75 39	66 59	60 46	35 64	63 13	15
16	134 41	107 34	86 87	80 42	71 03	64 49	38 01	67 34	16
17	142 81	114 04	92 30	85 44	75 47	68 52	40 39	71 54	17
18	151 21	120 75	97 73	90 47	79 91	72 55	42 76	75 75	18
19	159 61	127 46	103 16	95 50	84 35	76 58	45 14	79 96	19
20	168 02	134 17	108 59	100 52	88 78	80 61	47 52	84 17	20
21	176 42	140 88	114 02	105 55	93 22	84 64	49 89	88 38	21
22	184 82	147 59	119 45	110 58	97 66	88 67	52 27	92 59	22
23	193 22	154 29	124 88	115 60	102 10	92 70	54 64	96 79	23
24	201 62	161 00	130 31	120 63	106 54	96 73	57 02	101 00	24
25	210 02	167 71	135 74	125 65	110 98	100 76	59 39	105 21	25
26	218 42	174 42	141 17	130 68	115 42	104 79	61 77	109 42	26
27	235 89	188 37	152 46	141 13	124 65	113 17	66 71	118 17	27
28	253 36	202 32	163 75	151 58	133 88	121 55	71 65	126 92	28
29	270 83	216 27	175 04	162 03	143 11	129 93	76 59	135 67	29
30	288 30	230 22	186 33	172 48	152 34	138 31	81 53	144 42	30
Extra Payment for work done on Poya days									
1	7 28	5 81	4 71	4 36	3 85	3 49	2 06	3 65	1
2	14 56	11 62	9 42	8 72	7 70	6 98	4 12	7 30	2
3	21 84	17 43	14 13	13 08	11 55	10 47	6 18	10 95	3
4	29 12	23 24	18 84	17 44	15 40	13 96	8 24	14 60	4

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

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

3. The information shown for the number of days in excess of 26 is applicable to workers engaged in the production and distribution of a daily newspaper. The information shown as extra payments for Poya day work is applicable for all other workers.

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

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

Apprentices

No. of Days	Class A					Class B				No. of Days
	1st Yr.	*2nd Yr.*	*3rd Yr.*	*4th Yr.*	*5th Yr.*	*1st Yr.*	*2nd Yr.*	*3rd Yr.*	*4th Yr.*	
	Rs. c.	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	
½	1 51½	1 90	2 30½	2 85	3 44½	1 25½	1 70½	2 09	2 57	½
1	3 03	3 80	4 61	5 70	6 89	2 51	3 41	4 18	5 14	1
2	6 06	7 60	9 22	11 41	13 79	5 02	6 82	8 36	10 28	2
3	9 08	11 40	13 84	17 11	20 68	7 53	10 23	12 53	15 42	3
4	12 11	15 20	18 45	22 82	27 57	10 04	13 64	16 71	20 57	4
5	15 14	19 00	23 06	28 52	34 47	12 55	17 05	20 89	25 71	5
6	18 17	22 80	27 67	34 23	41 36	15 06	20 46	25 07	30 85	6
7	21 19	26 61	32 29	39 93	48 25	17 57	23 87	29 24	35 99	7
8	24 22	30 41	36 0	45 64	55 14	20 08	27 28	33 42	41 13	8
9	27 25	34 21	41 51	51 34	62 04	22 59	30 09	37 60	46 27	9
10	30 28	38 01	46 12	57 05	68 93	25 10	34 10	41 78	51 42	10
11	33 30	41 81	50 74	62 75	75 82	27 61	37 51	45 95	56 56	11
12	36 33	45 61	55 35	68 46	82 72	30 12	40 92	50 13	61 70	12
13	39 36	49 41	59 96	74 16	89 61	32 64	44 34	54 31	66 84	13
14	42 39	53 21	64 57	79 86	96 50	35 15	47 75	58 49	71 98	14
15	45 42	57 01	69 18	85 57	103 40	37 66	51 16	62 67	77 12	15
16	48 44	60 81	73 80	91 27	110 29	40 17	54 57	66 84	82 26	16
17	51 47	64 61	78 41	96 98	117 18	42 68	57 98	71 02	87 41	17
18	54 50	68 41	83 02	102 68	124 08	45 19	61 39	75 20	92 55	18
19	57 53	72 21	87 63	108 39	130 97	47 70	64 80	79 38	97 69	19
20	60 55	76 02	92 25	114 09	137 86	50 21	68 21	83 55	102 83	20
21	63 58	79 82	96 86	119 80	144 75	52 72	71 62	87 73	107 97	21
22	66 61	83 62	101 47	125 50	151 65	55 23	75 03	91 91	113 11	22
23	69 64	87 42	106 08	131 21	158 54	57 74	78 44	96 09	118 26	23
24	72 66	91 22	110 70	136 91	165 43	60 25	81 85	100 26	123 40	24
25	75 69	95 02	115 31	142 62	172 33	62 76	85 26	104 44	128 54	25
26	78 72	98 82	119 92	148 32	179 22	65 27	88 67	108 62	133 68	26
27	85 02	106 73	129 51	160 19	193 56	70 49	95 76	117 31	144 37	27
28	91 32	114 64	139 10	172 06	207 90	75 71	102 85	126 00	155 06	28
29	97 62	122 55	148 69	183 93	222 24	80 93	109 94	134 69	165 75	29
30	103 92	130 46	158 28	195 80	236 58	86 15	117 03	143 38	176 44	30
	Extra Payment for work done on Poya days									
1	2 62	3 29	4 00	4 94	5 97	2 18	2 96	3 62	4 46	1
2	5 24	6 58	8 00	9 88	11 94	4 36	5 92	7 24	8 92	2
3	7 86	9 87	12 00	14 82	17 91	6 54	8 88	10 86	13 38	3
4	10 48	13 16	16 00	19 76	23 88	8 72	11 84	14 48	17 84	4

(*For footnotes see page 277*)

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX XI—(*contd.*)

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

Apprentices

No. of Days	Class C I				Class C II				No. of Days
	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	1st Yr.	2nd Yr.	3rd Yr.	4th Yr.	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	R .	Rs. c.	
½	1 26	1 46½	1 71½	2 03½	1 18	1 37½	1 57½	1 86	½
1	2 52	2 93	3 43	4 07	2 36	2 75	3 15	3 72	1
2	5 03	5 86	6 86	8 14	4 71	5 50	6 29	7 43	2
3	7 55	8 79	10 29	12 21	7 07	8 26	9 44	11 15	3
4	10 06	11 72	13 72	16 28	9 43	11 01	12 59	14 86	4
5	12 58	14 65	17 14	20 34	11 78	13 76	15 74	18 58	5
6	15 10	17 58	20 58	24 41	14 14	16 51	18 88	22 29	6
7	17 61	20 51	24 01	28 48	16 50	19 26	22 03	26 01	7
8	20 13	23 44	27 44	32 55	18 85	22 02	25 18	29 73	8
9	22 65	26 37	30 87	36 62	21 21	24 77	28 33	33 44	9
10	25 16	29 30	34 30	40 69	23 57	27 52	31 47	37 16	10
11	27 68	32 23	37 73	44 76	25 92	30 27	34 62	40 87	11
12	30 19	35 16	41 16	48 83	28 28	33 02	37 77	44 59	12
13	32 71	38 09	44 59	52 90	30 64	35 77	40 92	48 31	13
14	35 23	41 02	48 01	56 96	32 99	38 53	44 06	52 02	14
15	37 74	43 95	51 44	61 03	35 35	41 28	47 21	55 74	15
16	40 26	46 88	54 87	65 10	37 70	44 03	50 36	59 45	16
17	42 77	49 81	58 30	69 17	40 06	46 78	53 50	63 17	17
18	45 29	52 74	61 73	73 24	42 42	49 53	56 65	66 88	18
19	47 81	55 67	65 16	77 31	44 77	52 29	59 80	70 60	19
20	50 32	58 60	68 59	81 38	47 13	55 04	62 95	74 32	20
21	52 84	61 53	72 02	85 45	49 49	57 79	66 09	78 03	21
22	55 36	64 46	75 45	89 51	51 84	60 54	69 24	81 75	22
23	57 87	67 39	78 88	93 58	54 20	63 29	72 39	85 46	23
24	60 39	70 32	82 31	97 65	56 56	66 05	75 54	89 18	24
25	62 90	73 25	85 74	101 72	58 91	68 80	78 68	92 89	25
26	65 42	76 18	89 17	105 79	61 27	71 55	81 83	96 61	26
27	70 65	82 27	96 30	114 25	66 17	77 27	88 38	104 34	27
28	75 88	88 36	103 43	122 71	71 07	82 99	94 93	112 07	28
29	81 11	94 45	110 56	131 17	75 97	88 71	101 48	119 80	29
30	86 34	100 54	117 69	139 63	80 87	94 43	108 03	127 53	30
	Extra Payment for work done on Poyadays								
2	2 18	2 54	2 97	3 53	2 04	2 39	2 73	3 22	1
2	4 36	5 08	5 94	7 06	4 08	4 78	5 46	6 44	2
3	6 54	7 62	8 91	10 59	6 12	7 17	8 19	9 66	3
4	8 72	10 16	11 88	14 12	8 16	9 56	10 92	12 88	4

(*For footnotes see page 277*)

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

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

Apprentices

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

(*For footnotes see page 277*)

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX XII

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

No. of Days	Male Worker not under 18 years of age				Female worker not under 13 years of age		Workers (irrespective of sex) under 18 years of age				No. of days
	Grade II	Intermediate Grade	Grade I	Watchers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 79	1 94	2 04	1 99	1 60½	1 68	1 21½	1 29	1 36½	1 49	½
1	3 58	3 88	4 08	3 98	3 21	3 36	2 43	2 58	2 73	2 98	1
2	7 16	7 76	8 16	7 96	6 42	6 72	4 86	5 16	5 46	5 96	2
3	10 74	11 64	12 24	11 94	9 63	10 08	7 29	7 74	8 19	8 94	3
4	14 32	15 52	16 32	15 92	12 84	13 44	9 72	10 32	10 92	11 92	4
5	17 90	19 40	20 40	19 90	16 05	16 80	12 15	12 90	13 65	14 90	5
6	21 48	23 28	24 48	23 88	19 26	20 16	14 58	15 48	16 38	17 88	6
7	25 06	27 16	28 56	27 86	22 47	23 52	17 01	18 06	19 11	20 86	7
8	28 64	31 04	32 64	31 84	25 68	26 88	19 44	20 64	21 84	23 84	8
9	32 22	34 92	36 72	35 82	28 89	30 24	21 87	23 22	24 57	26 82	9
10	35 80	38 80	40 80	39 80	32 10	33 60	24 30	25 80	27 30	29 80	10
11	39 38	42 62	44 88	43 78	35 31	36 96	26 73	28 38	30 03	32 78	11
12	42 96	46 56	48 96	47 76	38 52	40 32	29 16	30 96	32 76	35 76	12
13	46 54	50 44	53 04	51 74	41 73	43 68	31 59	33 54	35 49	38 74	13
14	50 12	54 32	57 12	55 72	44 94	47 04	34 02	36 12	38 22	41 72	14
15	53 70	58 20	61 20	59 70	48 15	50 40	36 45	38 70	40 95	44 70	15
16	57 28	62 08	65 28	63 68	51 36	53 76	38 88	41 28	43 68	47 68	16
17	60 86	65 96	69 36	67 66	54 57	57 12	41 31	43 86	46 41	50 66	17
18	64 44	69 84	73 44	71 64	57 78	60 48	43 74	46 44	49 14	53 64	18
19	68 02	73 72	77 52	75 62	60 99	63 84	46 17	49 02	51 87	56 62	19
20	71 60	77 60	81 60	79 60	64 20	67 20	48 60	51 60	54 60	59 60	20
21	75 18	81 48	85 68	83 58	67 41	70 56	51 03	54 18	57 33	62 58	21
22	78 76	85 36	89 76	87 56	70 62	73 92	53 46	56 76	60 06	65 56	22
23	82 34	89 24	93 84	91 54	73 83	77 28	55 89	59 34	62 79	68 54	23
24	85 92	93 12	97 92	95 52	77 04	80 64	58 32	61 92	65 52	71 52	24
25	89 50	97 00	102 00	99 50	80 25	84 00	60 75	64 50	68 25	74 50	25
26	93 08	100 88	106 08	103 48	83 46	87 36	63 18	67 08	70 98	77 48	26
Poya-day work											Poya-day work
1	5 37	5 82	6 12	5 97	4 82	5 04	3 65	3 87	4 10	4 47	1
2	10 74	11 64	12 24	11 94	9 64	10 08	7 30	7 74	8 20	8 94	2
3	16 11	17 46	18 36	17 91	14 46	15 12	10 95	11 61	12 30	13 41	3
4	21 48	23 28	24 48	23 88	19 28	20 16	14 60	15 48	16 40	17 88	4

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX XIII

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

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
Normal Working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	0 70	0 65	1 35	0 65	0 48	1 13	0 52½	0 44½	0 97	½
1	1 40	1 30	2 70	1 30	0 96	2 26	1 05	0 89	1 94	1
2	2 80	2 60	5 40	2 60	1 92	4 52	2 10	1 78	3 88	2
3	4 20	3 90	8 10	3 90	2 88	6 78	3 15	2 67	5 82	3
4	5 60	5 20	10 80	5 20	3 84	9 04	4 20	3 56	7 76	4
5	7 00	6 50	13 50	6 50	4 80	11 30	5 25	4 45	9 70	5
6	8 40	7 80	16 20	7 80	5 76	13 56	6 30	5 34	11 64	6
7	9 80	9 10	18 90	9 10	6 72	15 82	7 35	6 23	13 58	7
8	11 20	10 40	21 60	10 40	7 68	18 08	8 40	7 12	15 52	8
9	12 60	11 70	24 40	11 70	8 64	20 34	9 45	8 01	17 46	9
10	14 00	13 00	27 00	13 00	9 60	22 60	10 50	8 90	19 40	10
11	15 40	14 30	29 70	14 30	10 56	24 80	11 55	9 79	21 34	11
12	16 80	15 60	32 40	15 60	11 52	27 12	12 60	10 68	23 28	12
13	18 20	16 90	35 10	16 90	12 48	29 38	13 65	11 57	28 55	13
14	19 60	18 20	37 80	18 20	13 44	31 64	14 70	12 46	27 16	14
15	21 00	19 50	40 50	19 50	14 40	33 90	15 75	13 35	29 10	15
16	22 40	20 80	43 20	20 80	15 36	36 16	16 80	14 24	31 04	16
17	23 80	22 10	45 90	22 10	16 32	38 42	17 85	15 13	32 98	17
18	25 20	24 30	48 60	23 40	17 28	40 68	18 90	16 02	34 92	18
19	26 60	24 70	51 30	24 70	18 24	42 94	19 95	16 91	36 86	19
20	28 00	26 00	54 00	26 00	19 20	45 20	21 00	17 80	38 80	20
21	29 40	27 30	56 70	27 30	20 16	47 46	22 05	18 69	40 74	21
22	39 80	28 60	59 40	28 60	21 12	49 72	23 10	19 58	42 68	22
23	32 30	29 90	62 10	29 90	22 08	51 98	24 15	20 47	44 62	23
24	33 60	31 20	64 80	31 20	23 04	54 24	25 20	21 36	46 56	24
25	35 00	32 50	67 50	32 50	24 00	56 50	26 25	22 25	48 50	25
26	36 40	33 80	70 20	33 80	24 96	58 76	27 30	23 14	50 44	26
Poya-days work										Poya-days work
1			4 05			3 39			2 91	1
2			8 10			6 78			5 82	2
3			12 15			10 17			8 73	3
4			16 20			13 56			11 64	4

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

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX XIV

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

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Intermediate Grade	Grade I	Box Markers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working days
½	1 79	1 94	2 04	1 94	1 99	1 60½	1 21½	1 29	1 36½	1 49	½
1	3 58	3 88	4 08	3 88	3 98	3 21	2 43	2 58	2 73	2 98	1
2	7 16	7 76	8 16	7 76	7 96	6 42	4 86	5 16	5 46	5 96	2
3	10 74	11 64	12 24	11 64	11 94	9 63	7 29	7 74	8 19	8 94	3
4	14 32	15 52	16 32	15 52	15 92	12 84	9 72	10 32	10 92	11 92	4
5	17 90	19 40	20 40	19 40	19 90	16 05	12 15	12 90	13 65	14 90	5
6	21 48	23 28	24 48	23 28	23 88	19 26	14 58	15 48	16 38	17 88	6
7	25 06	27 16	28 56	27 16	27 86	22 47	17 01	18 06	19 11	20 86	7
8	28 64	31 04	32 64	31 04	31 84	25 68	19 44	20 64	21 84	23 84	8
9	32 22	34 92	36 72	34 92	35 82	28 89	21 87	23 22	24 57	26 82	9
10	35 80	38 80	40 80	38 80	39 80	32 10	24 30	25 80	27 30	29 80	10
11	39 38	42 68	44 88	42 68	43 78	35 31	26 73	28 38	30 03	32 78	11
12	42 96	46 56	48 96	46 56	47 76	38 52	29 16	30 96	32 76	35 76	12
13	46 54	50 44	53 04	50 44	51 74	41 73	31 59	33 54	35 49	38 74	13
14	50 12	54 32	57 12	54 32	55 72	44 94	34 02	36 12	38 22	41 72	14
15	53 70	58 20	61 20	58 20	59 70	48 15	36 45	38 70	40 95	44 70	15
16	57 28	62 08	65 28	62 08	63 68	51 36	38 88	41 28	43 68	47 68	16
17	60 86	65 96	69 36	65 96	67 66	54 57	41 31	43 86	46 41	50 66	17
18	64 44	69 84	73 44	69 84	71 64	57 78	43 74	46 44	49 14	53 64	18
19	68 02	73 72	77 52	73 72	75 62	60 99	46 17	49 02	51 87	56 62	19
20	71 60	77 60	81 60	77 60	79 60	64 20	48 60	51 60	54 60	59 60	20
21	75 18	81 48	85 68	81 48	83 58	67 41	51 03	54 18	57 33	62 58	21
22	78 76	85 36	89 76	85 36	87 56	70 62	53 46	56 76	60 06	65 56	22
23	82 34	89 24	93 84	89 24	91 54	73 83	55 89	59 34	62 79	68 54	23
24	85 92	93 12	97 92	93 12	95 52	77 04	58 32	61 92	65 52	71 52	24
25	89 50	97 00	102 00	97 00	99 50	80 25	60 75	64 50	68 25	74 50	25
26 Poya-day work	93 08	100 88	106 08	100 88	103 48	83 46	63 18	67 08	70 98	77 48	26 Poya-day work
1	5 37	5 82	6 12	5 82	5 97	4 82	3 65	3 87	4 10	4 47	1
2	10 74	11 64	12 24	11 64	11 94	9 64	7 30	7 74	8 20	8 94	2
3	16 11	17 46	18 36	17 46	17 91	14 46	10 95	11 61	12 30	13 41	3
4	21 48	23 28	24 48	23 28	23 88	19 28	14 60	15 48	16 40	17 88	4

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDIX XV

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

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	Basic Wage	Special Allowances	Minimum Wage	
Normal working days	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Normal working Days
½	0 62½	0 65	1 27½	0 52½	0 48	1 00½	0 40	0 44½	0 84½	½
1	1 25	1 80	2 55	1 05	0 96	2 01	0 80	0 89	1 69	1
2	2 50	2 60	5 10	2 10	1 92	4 02	1 60	1 78	3 38	2
3	3 75	3 90	7 65	3 15	2 88	6 03	2 40	2 67	5 07	3
4	5 00	5 20	10 20	4 20	3 84	8 04	3 20	3 56	6 76	4
5	6 25	6 50	12 75	5 25	4 80	10 05	4 00	4 45	8 45	5
6	7 50	7 80	15 30	6 30	5 76	12 06	4 80	5 34	10 14	6
7	8 75	9 10	17 85	7 35	6 72	14 07	5 60	6 23	11 83	7
8	10 00	10 40	20 40	8 40	7 68	16 08	6 40	7 12	13 52	8
9	11 25	11 70	22 95	9 45	8 64	18 09	7 20	8 01	15 21	9
10	12 50	13 00	25 50	10 50	9 60	20 10	8 00	8 90	16 90	10
11	13 75	14 30	28 05	11 55	10 56	22 11	8 80	9 79	18 59	11
12	15 00	15 60	30 60	12 60	11 52	24 12	9 60	10 68	20 28	12
13	16 25	16 90	33 15	13 65	12 48	26 13	10 40	11 57	21 97	13
14	17 50	18 20	35 70	14 70	13 44	28 14	11 20	12 46	23 66	14
15	18 75	19 50	38 25	15 75	14 40	30 15	12 00	13 35	25 35	15
16	20 00	20 80	40 80	16 80	15 36	32 16	12 80	14 24	27 04	16
17	21 25	22 10	43 35	17 85	16 32	34 17	13 60	15 13	28 73	17
18	22 50	23 40	45 90	18 90	17 28	36 18	14 40	16 02	30 42	18
19	23 75	24 70	48 45	19 95	18 24	38 19	15 20	16 91	32 11	19
20	25 00	26 00	51 00	21 00	19 20	40 20	16 00	17 80	33 80	20
21	26 25	27 30	53 55	22 05	20 16	42 21	16 80	18 69	35 49	21
22	27 50	28 60	56 10	23 10	21 12	44 22	17 60	19 58	37 18	22
23	28 75	29 90	58 65	24 15	22 08	46 23	18 40	20 47	38 87	23
24	30 00	31 20	61 20	25 20	23 04	48 24	19 20	21 36	40 56	24
25	31 25	32 50	63 75	26 25	24 00	50 25	20 00	22 25	42 25	25
26	32 50	33 80	66 30	27 30	24 96	52 26	20 80	23 14	43 94	26
Poya-day work										Poya-day work
1			3 82			3 02			2 54	1
2			7 64			6 04			5 08	2
3			11 46			9 06			7 62	3
4			15 28			12 08			10 16	4

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

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

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDICES

Appendix		PAGE
I.	Statement showing the Minimum Rates of Wages payable to Workers in different Trades for which Wages Boards have been established (April, 1966)	251
II.	Ready Reckoners showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 1966, to workers in the Baking Trade	267
III.	Building Trade	268
IV.	Cinema Trade	269
V.	Cocoa, Cardamom and Pepper Growing and Manufacturing Trades ..	271
VI.	Coconut Growing and Manufacturing Trade	272
VII.	Engineering Trade	273
VIII.	Match Manufacturing Trade	274
IX.	Motor Transport Trade (Monthly-paid)	275
X.	Motor Transport Trade (Daily-paid)	276
XI.	Printing Trade	277
XII.	Rubber Export Trade	281
XIII.	Rubber Growing and Manufacturing Trade	282
XIV.	Tea Export Trade	283
XV.	Tea Growing and Manufacturing Trade	284

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

R 31398—1,660 (4/66)

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

CONTENTS

		PAGE
1.	Supreme Court Judgment on the Jurisdiction of Labour Tribunals, Arbitrators and Industrial Courts (Continued)	211
2.	Statistics of the Month in Brief	232
3.	List of Trade Unions	233
4.	Commission of Inquiry to Recommend Amendments to the Industrial Disputes Act	241

LIST OF TABLES

Table		PAGE
I.	Cost of Living Index Numbers—Colombo Working Class since 1939 ..	242
II.	Wages Index Numbers—Tea and Rubber Estate Labourers and Unskilled Labourers in Government Employment	243
III.	General Wages Rate (Minimum) Index Numbers	244
IV.	The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939	245
V.	The number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island (classification by Exchanges areas) since 1947	246
VI.	The number of persons placed in employment since 1938 ..	248
VII.	The number of persons registered and the number placed in employment during the month of January, 1966	248
VIII.	Strikes in Ceylon since 1939	249
IX.	Classification of the Strikes in January, 1966, by Industries or Trades ..	250
X.	Classification of the Strikes in January, 1966, in Causes ..	250

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

APPENDICES

Appendix

PAGE

I. Statement showing the Minimum Rates of Wages payable to Workers in different Trades for which Wages Boards have been established (April, 1966) 251

II. Ready Reckoners showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 1966, to workers in the Baking Trade 267

III. Building Trade 268

IV. Cinema Trade 269

V. Cocoa, Cardamom and Pepper Growing and Manufacturing Trades .. 271

VI. Coconut Growing and Manufacturing Trade 272

VII. Engineering Trade 273

VIII. Match Manufacturing Trade 274

IX. Motor Transport Trade (Monthly-paid) 275

X. Motor Transport Trade (Daily-paid) 276

XI. Printing Trade 277

XII. Rubber Export Trade 281

XIII. Rubber Growing and Manufacturing Trade 282

XIV. Tea Export Trade 283

XV. Tea Growing and Manufacturing Trade 284

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

R 31398—1,660 (4/66)

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org

Digitized by Noolaham Foundation.
noolaham.org | aavanaham.org