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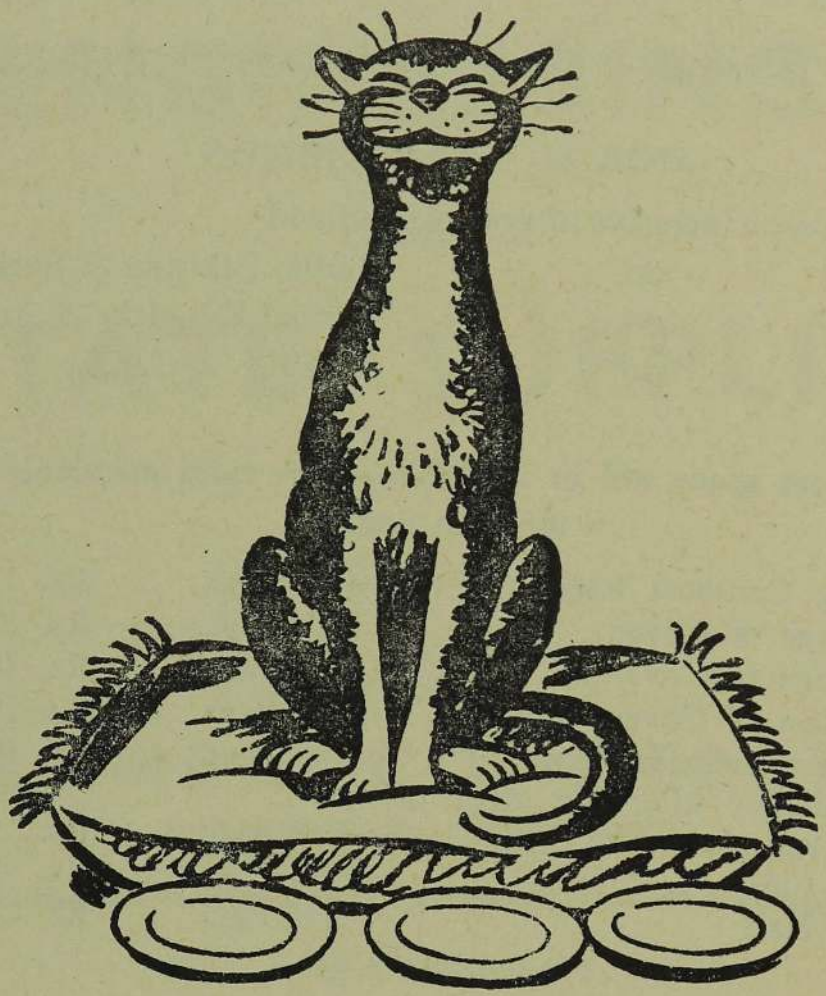
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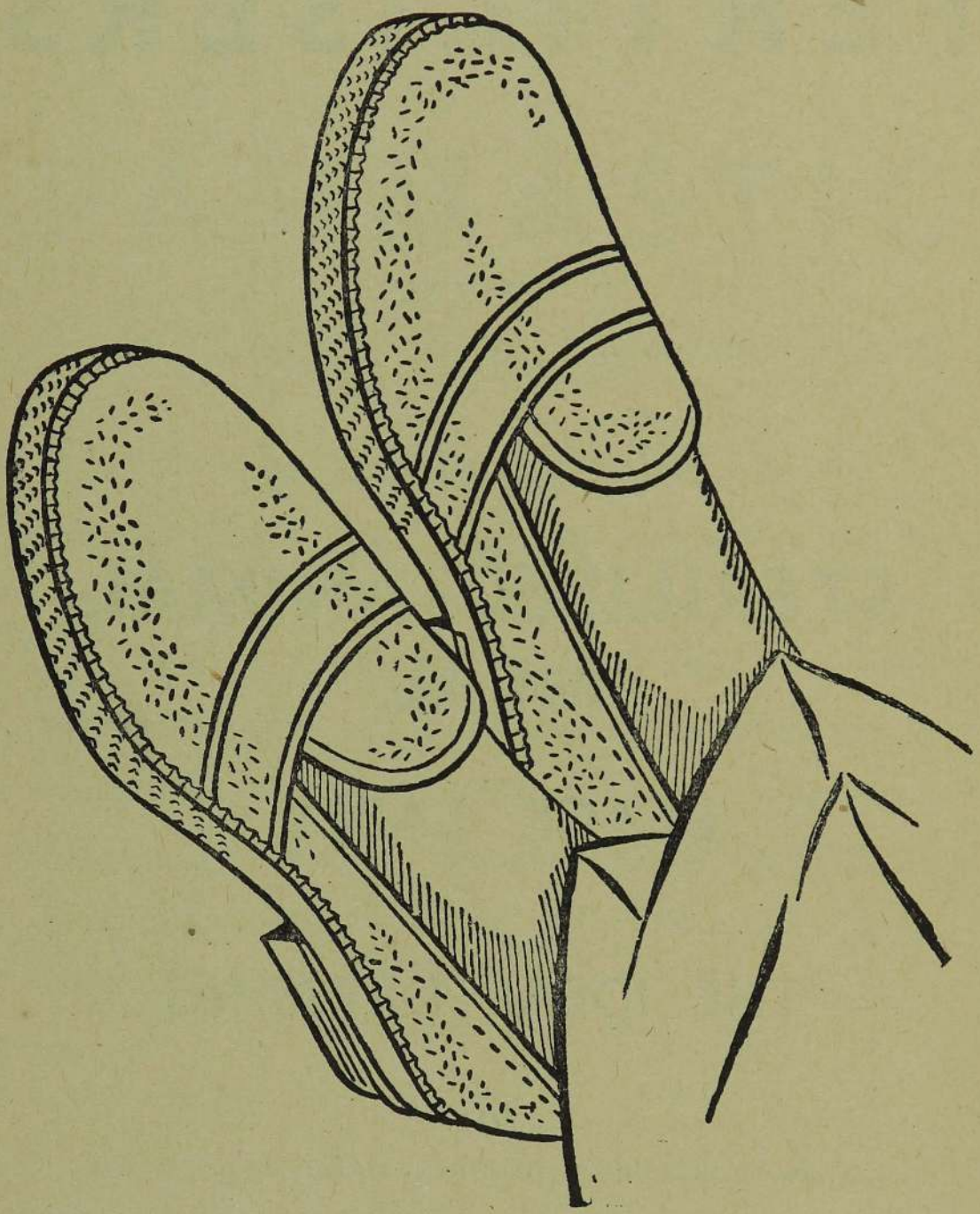
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CEYLON LABOUR GAZETTE

Volue X No. 7 **June 1959**

EMPLOYEES PROVIDENT FUND SCHEME— EXTENSION TO ESTATES

THE Employees Provident Fund Scheme is being extended to estates in stages. The extension in stages has become inevitable on account of the formidable administrative problems involved. According to available statistics, namely 66,000 workers are employed in the tea, rubber, coconut, cocoa, cardamon and pepper growing trades. During the last 6 months during which the scheme has been in operation in many spheres of employment, the number of workers involved is less than 50,000. To bring such a large number of workers as are employed on plantations simultaneously on a single day, it was felt, would be an impossible task considering the nature of the work which would fall on both the Central Bank and this Department. In arriving at this decision due consideration has been given to the repercussions which a staggered basis is likely to have on the employers particularly in the nature of inequalities albeit temporarily existing in the terms and conditions of employment of workers in different estates employed in the same trade and the heavier burden imposed on a section of employers. In the interest of the successful working of the scheme and with a view to avoiding disorganization of the working of the scheme it was on a balance of consideration felt that a staggered basis was inevitable. As from September 1, 1959, an estate where an extent of 1,000 acres or over is cultivated in any one or more of the following, namely, tea, rubber, coconut, cocoa, cardamom or pepper will begin contributing to the scheme. Thereafter estates between 500 to 1,000 acres and estates under 500 acres will be brought into the scheme in stages as soon as possible. According to information available with the Department a total of nearly 189 estates will become contributors to the scheme with effect from September 1, 1959, involving approximately 150,000 workers. This number of workers will constitute the largest single number brought into the scheme at any one time and is nearly three times the number of workers who have been covered by the scheme during the last six months. The Order made by the Hon. Minister of Labour under Section 10 (3) of the Employees Provident Fund Act fixing a date for the commencement of contributions for these employees appeared in *Government Gazette Extraordinary* No. 11,790 of June 26, 1959. The Order covers "employment on any estate of which an extent of not less than one thousand acres is cultivated with one or more of the following products, namely, tea, rubber, coconut, cocoa, cardamom and pepper". In reckoning the extent isolated divisions

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should be taken into account. An article dealing with the Employees Provident Fund Scheme in general appeared in the *Ceylon Labour Gazette*, Vol IX, No. 11 of November, 1958. This article deals in full with the various aspects of the scheme and it is suggested that reference be made to this for information not given in this article.

In this article it is proposed to deal with the particular problems affecting the employment of workers on estates. It will be observed from the Order made under Section 10 (3) of the Act that a period of two months has been given in order to enable estates to prepare themselves for this work. Estates affected have alrady been circularied on their immediate tasks.

2. Supply of Forms

The first step that has to be taken by Superintendents of Estates is to obtain their requirements of Forms A, B, D and H. Form A is the employee's record card which is maintained by the Head Office of the Employees Provident Fund Scheme. Form B is the certificate of membership and Form H is the Nomination form. Form D is the first return that an employer should send. Every District Labour Office carries sufficient stocks of these forms and Superintendents of Estates who are affected by the Order made under Section 10 (3) of the Act should apply to the nearest District Labour Office either personally or through a representative for a supply of these forms. In estimating their requirements of the Forms A, B and H Superintendents of Estates should take into account certain members of their staff who may not now be contributing to an approved Provident Fund. They will be allowed 5 per cent. excess of their actual requirements to cover possible damage. It should, however, be borne in mind that where the number of spoilt forms is high the employer may be called upon to bear a charge for the forms issued in exchange of spoilt ones.

Employers should also provide themselves with the necessary equipment for taking thumb impressions (please see paragraph 3 (*m*)). The equipment consists of tubes of *finger print ink,* a piece of sheet glass 10 in. by 4 in. and a roller to spread the ink. The complete set can be purchased from any reputable dealer in stationery and printers' requisites.

3. Form A

Form A is the personal record of the employee and it will form the basis of the records which the Head Office of the Employees Provident Fund Scheme will maintain in respect of every single contributor to the Fund. This Form will also form the basis for identification when payments have to be made when workers retire. Since difficulties in identifying workers and disputes regarding the eligibility for the refund of benefits from the Fund will in most cases arise many years hence, it is very ncessary that some care should be taken in filling this Form and every effort should be made at ensure accuracy. It is suggested that wherever possible this work be supervised by the Superintendent himself or at any rate by an assistant. All entries made in this Form must be in *permanent black ink.*

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Forms filled in with the aid of a pencil or which contain entries made in washable ink or in ink of an other colour will not be accepted. Typewritten entries will be permitted if a black ribbon is used.

(a) *Names.* The first column deals with the full name and should contain the principal name of the employee which should be written in block letters. The column under 'Other Names' will contain any other additional names by which that person is called including aliasses. Some illustrations are given below of the way in which the names should be filled in :—

(*a*) Gammana Vidanelage Girigoris Appuhamy *alias* Podimahatmaya's name will be entered in the form as follows :—

Full Name : GIRIGORIS APPUHAMY, G. V. GAMMANA VIDANELAGE (should be in block letters)

Other names : Podimahatmaya

(*b*) Meegahapelage Sumanawathie *alias* Podimenike's name will be entered in the form as follows :—

Full Name : SUMANAWATHIE, M. MEEGAHAPELAGE (should be in block letters)

Other names : Podimenike

(*c*) Ramasamy, s/o Arumugam *alias* Maradamuttu's name will be entered in the form as follows :—

Full Name : RAMASAMY, A. ARUMUGAM (should be in block letters)

Other names : MARADAMUTTU

(*d*) Mohamed Ismail Abdul Ismail *alias* Haniffa's name will be entered in the form as follows :—

Full name : ABDUL ISMAIL, M. I. HOMAMED ISMAIL (should be in block letters)

Other Names : Haniffa

(*e*) Meenachchi, d/o Velu, *alias* Sinnakkannu's name will be entered in the form as follows :—

Full Name : MEENACHCHI, V. VELU (should be in block letters)

Other Names : SINNAKANNU

It will be observed from the above examples that in the case of female employees, even where they are married, the full name should be given with the *father's* initials, or the *ge* name for Sinhalese workers.

(b) *Address.* In the column titled 'Address', the name of the Estate with the Post Town may be given in the case of resident labour and in the case of village labour their actual postal address should be ascertained and given.

(c) *Nationality.* If the employee is a Ceylonese by descent of registration, say "Ceylonese by descent" or "Ceylonese by Registration" and give, in the latter case, number and date of certificate of registration as a Ceylonise. If of a foreign nationality, give that nationality. If nationality is not known with certainly say "not known". Particular attention should be paid to this matter in the case of immigrant labour, as accusations are likely to be made that they put their signature without being aware of it. If the worker holds a certificate of registration as a citizen of Ceylon or an Indian passport there will

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2**——J. N. R 2806 (7/59)

be no difficulty. In other cases the question may expressively be put to the worker and his claims recorded. It must be borne in mind that the worker has to set his signature accepting the correctness of the information given in the form.

(d) *Age and date of birth.* Please see para 8 for limits. As far as possible the correct date of birth should be given and in the case of labourers who were born on the estate the age should be verified by reference to the register of births and deaths. If there is any difference of opinion between the employer and the employee as regards the latter's age and there is no certificate of birth, then give the age according to the employee's claim. This may become very necessary in the case of village labour. In the case of the date of birth if the employee does not know the exact date or even the year and there is no other record on the estate from which this information can be obtained, this may be left unfilled. If the employee gives the year of birth and this tallies with the age, this may be entered in this column.

(e) *Place of birth.* This too should be ascertained from the employees. In regard to this, village labour will not present any difficulty. There may be some difficulty in the case of immigrant labour other than those born on the estate. Such information should be filled in from the discharge certificate issued under the Estate Labour (Indian) Ordinance.

(f) *Married or single.* This column should not present any difficulty. In the case of a widow or widower, this information may be given in this column. Similarly, the word 'divorce' may be entered in the case of a person who has obtained a legal divorce. Except in the case of a divorce the name of the spouse should be filled in in the other column.

(g) *Name of spouse.* In this column should be filled in the name of the wife or husband as the case may be. In this column too the name should be given on the same basis as in the first column vide sub-para (*a*) of this paragraph.

(h) *Name and place of birth of father.* It is likely that there will be difficulty in finding out the place of birth of the father. It will be of considerable assistance if every effort is made to ascertain this, but where it is not possible to do so this may be left blank.

(i) *Name and place of birth of paternal grand-parents.* These two columns may also present difficulty. The intention in calling for these particulars is to facilitate identification and if the information is available it should be entered but where it is not possible to ascertain this information this may be left bank.

(j) *The name of the last employer.* This column need not be filled in the case of employees on estates in view of the fact that estates are being brought into the scheme for the first time but it should be borne in mind that this column should be filled in the case of employees who have been taken into service after the scheme has been in operation, the intention being to ascertain whether he was already a member of the Employees Provident Fund.

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(k) *Nature of employment and period employed.* In this column give the general description of the worker's occupation. Where detailed information on the period of employment cannot be obtained an appropriate estimate may be given.

(l) *Identity.* In this column reference may be given to any documents by which the worker can be identified such as the Ceylon Savings Bank Book No., Post Office Identity Card, Certificate of Competence to drive, Temporary Residence Permit under the Citizenship Act and Citizenship Registration No. and Passport No.

(m) *Thumb marks.* In view of the very large number of contributors, several of whom may have similar or identical names, identification at time of payment will become very difficult. Hence, thumb impressions are absolutely necessary to establish the identity of claimants for benefits, particularly when there is doubt. In this connection attention is drawn to Regulation 10 of the Employees' Provident Fund Regulations, 1958, which makes it obligatory for the employee to furnish thumb mark when required to do so by the employer or the Commissioner of Labour.

The apparatus needed for taking proper thumb impressions are a a sheet of ordinary glass, 10″ × 4″, a small roller to spread ink evenly on the glass, and a tube of *finger print ink.*

A set of this apparatus will cost about Rs. 12.50 and can be purchased locally from reputed stationers and suppliers of printers' requisites. The ink must be poured on to the glass, well spread over with a roller and the thumb well pressed and rolled from side to side so that the ink may spread evenly over the thumb. When this is done the impression should be taken on to the Form by having the thumb well pressed and turned from one side to the other in the space provided in the Form so as to leave a clear impression. A trial should first be made on a piece of rough paper to ensure that the correct amount of ink has been applied to the thumb. *Thumb impressions taken with any ink other than printer's ink or which are smudged over due to an excess of ink will not be accepted.* Writing ink should not on any account be used.

(n) *Natural distinguishing marks.* Under this column should be given any natural marks on the person of the employee such as are given in the discharge certificate. Such marks will include scars, natural birth marks, &c.

(o) *Name of nominee.* In this column the name of the nominee, the age and relationship should be stated and where there is more than one nominee in the case of wife and children, the shares in which the monies are to be distributed should be given. (Please see further instructions under the column headed ' Nominations ' in paragraph 5).

(p) *Signature.* If a person is unable to sign his name, the endorsement " unable to sign " may be entered by the person filling the form. The entries regarding the Employer's No. and the Employee's No. appearing in the top right-hand corner of the cage will be made by the Employees Provident Fund Office.

(q) *Part* II. This part is to be filled in by the employer. The name of the estate, class or category of worker and the date from which he was employed may be given.

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It will be observed from the Form that the person who takes the thum impressions and signature must himself attest the card in the column "signature and designation of employer or his representative" and it is therefore suggested that this be done by a responsible member of the staff where the Superintendent himself is unable to do so. *The reverse of Form A need not be filled in by the employer. Form H should be used instead.*

4. Form B

This is the certificate of membership and should be filled in at the same time as Form A. After the necessary entries are made by the Head Office of the Employees Provident Fund Scheme this Form will be returned to the employer and under Regulation 12 of the Employees Provident Fund Regulations, 1958, this Form will have to be preserved by the employer and as in the case of the discharge certificate handed over to the employee when he leaves his service. In the light of the explanation given there need be no difficulty in the filling of this Form. The employer's number and the employee's number and the endorsement certifying to the membership of the Fund will be made by the Head Office of the Employees Provident Fund Scheme.

5. Nominations

It is not obligatory on a worker to make a nomination but it will be in his interest to do so because in the unfortunate event of his death before drawing the monies in the Fund it will facilitate payment. The subject of nominations was dealt with in the first article on the Employees Provident Fund and reference is requested to it.

Although Superintendents of Estate may decide how best the Nomination Form should be filled in it would appear preferable to have the entries made simultaneously when filling Forms A and B. The important factor to be remembered is that a person taking the declaration in Form H should briefly explain the implications of Nomination to the worker. The essential features of nomination are—

(*a*) that a married person can nominate only his spouse and children including legally adopted children and children of the spouse by a previous marriage ;

(*b*) that an unmarried person can nominate anybody but such nomination on his marriage will automatically cease to be valid and he can then send a fresh nomination in Form I ;

(*c*) that in the event of his death before receiving the benefits from the Fund the monies will be paid to the persons mentioned in the nomination which is valid at the time of payment and in the shares referred to in the nomination ;

(*d*) where the nominee is a minor child he may appoint a guardian to receive the monies. If at the time of death of the employee the nominee is still a minor, the guardian so appointed will be paid the benefits. The guardian will cease to have any right as soon as the nominee reaches majority age.

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These points may briefly be explained to the workers and they be asked to make the nominations. Where a guardian is appointed, this may be done by letter and the letter should bear the nominator's thumb marks and also be duly witnessed.

The left and right thumb marks of the particular member should be obtained in the nomination form. The person taking the declaration must also sign the Form and this must be witnessed by another person. It will be observed from the schedule to that Form that the name of the nominee must be written in the first column and in the second column the relationship of the nominee to the person making the nomination i.e. the worker, must be entered. In the third column the proportion in which he wants the benefits distributed must be indicated. If for instance he wishes to have half share of the benefits given to the wife and the balance divided among his children he may say so ; or if he wishes he may declare that all of them should get equal shares. If no indication is given of the proportion in which monies should be paid they will be paid in equal shares. The legal provisions regarding nomination will be found in Part III of the Employees Provident Fund Regulations published in *Government Gazette* No. 11,573 of October 31, 1958. Employees should be advised to consider the matter very carefully before making the nominations because the person nominated in this Form will be the beneficiary if the worker dies before he receives the benefits. In certain cases, especially those of Indian Estate labourers, difficulties can arise with regard to the person who can be regarded as a spouse for the purposes of nominations. In all cases where a worker is legally married to the spouse or is married by religious and social custom or where the worker lives with the spouse as husband and wife and are so regarded by " habit and repute ", there will be no difficulty. However, in regard to the last category it must be mentioned that where a worker is already legally or by custom married and has abandoned the spouse and lives with another such a worker will not be entitled to nominate that other person although the worker may have lived with such person as husband and wife. The third classification can therefore only apply to widowed and unmarried persons. Similarly, a married person whose spouse is living cannot nominate his mistress. It must be mentioned however that in all such cases the children can be nominated because the law permits the nomination of illegitimate or legally adopted children.

6. General Instructions regarding the Forms

When Forms A, B and H have been completed in respect of all employees liable to contribute to the Fund, the employer will communicate with the Employees Provident Fund Office in Colombo indicating that the Forms are ready for scrutiny. A Labour Officer of the Department will then visit the estate and scrutinise the Forms and advise the employer's staff on any Forms which are not in conformity with the Department's requirements and instruct him as to the manner in which the Forms have to be rectified. He will, on a date to be arranged with the Superintendent, visit the Estate again to go through the Forms to ensure that all errors have been rectified and when all the Forms have been so passed by the Labour Officer, they should be despatched to the Employees Provident Fund Office in Colombo. It is appreciated that individual employers will be confronted with a

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number of difficulties and may not be able to keep to any time schedule laid down by this Department but every effort should, however, be made to avoid undue delay. Employers are also given the option as to the manner in which the Forms can be most expeditiously filled up. In this connection it may be mentioned that employer interests who were consulted in regard to this matter have indicated that in practically every estate the present checkrolls and other records will have to be scrutinised carefully and adjusted because they are likely to contain discrepancies in the names and ages of employees. It has been mentioned that information elicited by Form A will bring to light a number of discrepancies in regard to the correctness of names and that unless these adjustments are made the first return of contributions in Form C is likely to be difficult. It is therefore suggested that in the first place the records be adjusted to ensure that they reflect the correct names and ages of workers. The filling of Forms A and B which will entail a longer time may follow thereafter. It is necessary that Forms A and B should tally in every respect with the first return in Form C sent to the Central Bank of Ceylon and the Department of Labour.

7. **Coverage**

Attention is drawn to the fact that by virtue of the Order made under section 10 (3) of the Employees Provident Fund Act and referred to earlier, employment *in any capacity* on an estate 1,000 acres or over of which is cultivated in any of the named products will become liable to contribute to the Fund. Employees such as carpenters, masons, electricians, &c., will also become members of the Fund. Similarly, employees such as teachers on Estate Schools, labourers employed in maternity wards attendants employed in maternity wards, midwives and other similar categories will also come into the Scheme. Head Kanganies, Sub-Kanganies who are in receipt of wages or salaries and pence money will also be liable to contribute to the Fund. Kanganies who receive only pence money but are not in receipt of wage or salary, need not be included.

In Coconut Estates, for instance, cattle-keepers, and carters will be covered by the Scheme. In short, it must be emphasised that the guiding factor is *NOT* the classification of workers according to the Wages Board's definition of the Trade.

8. **Age limit**

It should be borne in mind that on 1st September, 1959, a person who is a male and is over 55 years of age or who is a female and is over 50 years of age will not be entitled to become members of the Fund and their names should not be included for purposes of filling Forms, A, B and H or Form C. It should, however, be pointed out that where a person is below the ages referred to on 1st September, 1959, he can become a member of the Fund and continue to be a member of the Fund as long as such person is working on the estate even though he or she has passed the ages referred to above. For example, a male worker who is 54 years and 6 months on 1st September, 1959, is entitled to become a member of the Fund and although in March, 1960, he may have reached his 55th year, yet so long as he continues to be employed in the estate and there is no break in his employment, he will continue to be a member of the Fund irrespective of the age. If, however, for instance at the age of 57 he leaves the service of the estate and comes back to the estate for employment and is employed, he will not be

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entitled to contribute to the Fund when he so-rejoins the estate. But, a person who goes to the Coast and comes back will not be regarded as having terminated his employment.

The minimum age for membership is 14 years. A person who has attained the age of 14 years (which incidentally is the minimum age for employment on Estates) will be entitled to contribute to the Fund.

9. Certain Grades of Managerial and Subordinate Staff

Managerial and subordinate staff including the Superintendent, Assistant Superintendent and others are now probably contributors to the Estate Staffs Provident Fund or the Ceylon Planters' Provident Society or some similar Fund. An application for approval of these Funds under section 27 of the Employees Provident Fund Act is pending before the Department and it is likely that subject to the Funds conforming to the requirements of the law they will be approved. In such an event those employees who contribute to these Funds will not contribute to the Employees Provident Fund and the Forms A, B and H need not be filled in in respcet of such employees. If, however, any employee of this class is not a contributor to any of these Funds, then he must contribute to the Employees Provident Fund and the Forms should be filled in in respect of such employees.

10. The Estate Dhoby, Barber and Kadday-keeper

According to the normal practice on estates, the Dhoby and the Barber are not employed by the Estate as such. They are self-employed persons making their living on the estate. They are therefore not entitled to join the Fund. If, however, contrary to the general practice the Barber and the Dhoby work on the basis of a contract of employment with the estate, then such employees will also be entitled to contribute to the Employees Provident Fund and the contribution of such employees will be based on the salaries they get from the estate—not the monies paid to them by the labour and collected by the Superintendent. The same principle would apply to Kadday-Keepers and Managers of Co-operative Stores on estates.

11. Bungalow Servants, Garden Labourers, &c.

Where a bungalow servant or any person in like capacity is paid by the Superintendent or any such other person, under whom he is employed, such a servant will not be regarded as being covered by the Order and therefore will not be liable to contribute to the Fund. But where such a person is paid on the checkroll such a person would be regarded as being employed by the estate and covered by the Order.

12. Casual Workers

Under the law a person who is employed by the day or job or by the journey is not covered by the Employees Provident Fund Act. However, in practice difficulties arise in deciding whether an employee is a casual worker or not. For example, on estates very often village non-resident labour is referred to as "casual labour" whereas on a close examination of their work it would reveal that for the purpose of this law it is not casual labour. It has, therefore, been decided to have a working definition to determine whether an employee is a casual worker or not. In deciding whether a worker is a casual

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employee or not the Department will be guided by the wage period of that employee. It should be pointed out that under the Wages Boards Ordinance and the Shop and Office Employees Act, an employer is bound to fix a wage period in respect of every employee. In respect of the vast majority of workers on estates the wage period is the month and workers are paid within 10 days of the end of that month. In a few cases non-resident village labour may be paid at shorter intervals of a week or perhaps a fortnight. For the purpose of applying the Employees Provident Fund Scheme to Estates any worker whose wage period is less than a week will be regarded as not covered by the law subject to the condition that if the Department has reason to believe that the wage period of any worker or class of workers has, after 1st June, 1958, been altered to a period which is less than a week, the Department will be guided by the wage period that existed prior to the change. For example, if a class of worker was usually paid monthly or fortnightly or weekly and is now shown as being paid every 3 days or every day, the Department will go into the matter and ascertain what his wage period was prior to the date referred to and if such alteration has been made in the case of such worker, the wage period prior to the date mentioned will be taken into account in deciding whether he is liable to contribute to the Fund or not. It should be emphasised that this working definition has been accepted by the Department only for the purpose of the Employees Provident Fund and it is not in any way intended to classify workers as casual on this basis for any other purpose.

It will be observed that on this basis the majority of village labour will become contributors to the Employees Provident Fund and it is only the occasional worker that will be left out.

13. **Temporary Employment**

The law does not distinguish between temporary and regular employment and therefore a worker who may be temporarily employed will, subject to the provisions relating to casual labour, be regarded as being covered by the scheme. For instance, on estates there is a practice of employing for short periods children over 14 years of age even though such children are not regarded as being in regular employment on the estate until they are registered for regular employment. Such instances arise in times of heavy flush or where extra work has to be done on the estate. Such employment will be regarded as being covered by the scheme and such workers will have to contribute to the Fund. The same would hold good where outside village labour is employed directly by the estate as for instance when such labourer is employed for periods of a month or two in new clearing work or replanting work, &c. The fact that the work may not last more than a few months will not prevent such workers from becoming liable to contribute to the Fund. Such labour will, subject to the decisions regarding casual labourers, referred to above, be liable to contribute to the Fund.

14. **Problems Regarding Village Labour**

One of the problems in giving coverage to estates under the Scheme is connected with the employment of village labour and is a matter that has been given anxious consideration by the Department for some

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time. There are 6 different classes of labour generally recognisable in the pattern of employment obtaining on estates. These 6 classes consist of the following :—

(*a*) resident labour
(*b*) regular non-resident labour
(*c*) irregular and seasonal village labour
(*d*) labour employed by contractors
(*e*) seasonal employment of resident labour particularly children
(*f*) purely casual labour.

Regarding the first category there is no difficulty. Regarding the second category too although their regularity of attendance may not be on a par with the resident labour yet for all practical purposes they are on the regular employment of the Estate and should not therefore present any difficulty. The seasonal employment of resident labour particularly children has already been dealt with. Similarly, the case of purely casual labour has also been referred to. The question of contract labour is being dealt with later on.

(*a*) *Simultaneous employment on more than one Estate*

The chief problem is in regard to village labour and arises from the fact that very often village labour is employed simultaneously that is to say in the same wage period under more than one employer. For instance, workers may be employed for part of the month on Estate A while for the rest of the month they will be employed on Estate B. Such labour is likely to be included in the returns and registers of both estates simultaneously which would, in practice, result in the same worker having 2 or more accounts in the Fund. The problem may not be acutely felt immediately in view of the fact that only estates over 1,000 acres will now come into the scheme but it is bound to arise when shortly thereafter action is taken to bring in all estates. It is proposed to deal with this situation when general coverage is given to all estates by obtaining a statutory declaration from non-resident labour on the lines of the declarations made for purposes of voting during an election. It is hoped by this means to unify the accounts at this end and assign a single number to such contributors. The method may not entirely eliminate duplication of accounts but it is felt that it may appreciably reduce the duplication.

(*b*) *Temporary cessation of employment of village labour.*

The second problem that arises is the fact that village workers tend to work for certain periods of the year while at other periods they work in their own paddy fields or are perhaps even unemployed and do not seek work at all. It may be that a worker works regularly for 3 or 4 months on an estate and may not re-appear until a considerable period of time has elapsed. In such cases Superintendents of estates will have to ensure that when the worker does re-appear and is employed his identity is traced and he is given the original membership number assigned to him. It is appreciated that in some cases the employee may not be willing to disclose such fact but careful and tactful investigation by the subordinate staff who deal directly with them should assist in establishing the identity. From the point of view

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of the Fund it is imperative that wherever a worker has been a contributor for some time every attempt is made to identify him so that he continues to contribute under the original number. Any tendency to hasten to regard such worker as a new worker should please be avoided. In case of difficulty where an employee is uncooperative, a declaration in Form G should be obtained with the thumb marks so that an attempt can be made at the Head Office to compare the thumb marks with the cards of workers previously employed.

(c) *Working under different names and working through substitutes*

The third problem that arises as regards village labour is the fact that very often workers do not work under their real names as they appear on the checkroll. The experience of the Department confirms the fact that while certain names of village labourers are entered in the checkroll there are occasions when the person actually working is a relative of the worker whose name appears in the checkroll, who is substituted for the real worker. With the enforcement of the Employees Provident Fund Act such practices are bound to disappear. It is appreciated that identification in such cases presents difficulty to Superintendents of Estates and where such identification can be established it may not be worth the trouble of bringing this substitute worker as a regular contributor to the Fund due to the fact that he or she is a substitute. However, as the regular worker under whose name such substitute is working is a contributor to the Fund, such a substitute will forgo 4 per cent. of his or her wages. These implications may be explained to the workers so as to discourage the practice of workers sending in substitutes to work under their names.

It must be emphasised that while the Department will acquiese in this arrangement where such substitution is only an occasional occurrence, it will not do so in the case of certain extreme examples which have come to notice where the regular name appearing in the checkroll is that of a worker introduced to the checkroll a long period ago or who is dead or who is retired and some other worker probably the son or daughter is since that day regularly working under that name. In all such cases action must be taken to regularise the situation and the name of the worker who is currently working regularly under the incorrect name should be substituted. From the point of view of the employer this practice of substitution has other legal implications and should be discouraged at all costs.

15. **Form D**

This is the first return that employers will have to send to the Employees Provident Fund Office in Colombo. This return will have to reach the Employees Provident Fund Office on or before 14th September, 1959. Copies of this Form may be obtained from the nearest Labour Office. This Form is used by the Employees Provident Fund Head Office to register employers. This Form is relatively simple and self-explanatory.

(*a*) *Item* 3. Item 3 of the Form, namely, Business Registration Number will not apply to Estates.

(*b*) *Item 8.* In Item 8 the entire labour force regularly employed on the Estate should be given. The only exclusions are the casual employees *vide* paragraph 12. Certain difficulties may arise in regard

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to temporary and village labour, particularly in estimating the actual number. For the purpose of filling this return the number of employees of all categories other than casual employees who are on the pay roll of the estate on 31st August, 1959, may be entered.

(c) *Items 9 & 10.* Items 9 and 10 may also present a little difficulty. As far as estates are concerned all employees from the Superintendent downwards are in covered employments and therefore the total number may be given. Item 10 will therefore be left blank.

(d) *Item 11.* In Item 11 reference will be given to the Ceylon Planters Provident Society and the Estate Staffs Provident Fund or other similar Fund indicating the category and the number of employees who contribute to each of these Funds respectively.

(e) *Item 12.* Item 12 may be answered in the affirmative, in view of the fact that application has already been made by the authorities administering these Funds for approval.

(f) *Item 13.* In regard to item 13 in view of the fact that special arrangements are being made about the checking of Forms A. B and H on estates this may be left blank.

(g) *Item 14.* In regard to item 14 provisions of the Act exempting employees will not cover types of employees employed on estates and therefore the reply to this column will be in the negative.

16. **Employer's Registration Number**

On receipt of Form D the employer will be registered and he will be assigned a registration number which he must use in all future correspondence with the Central Bank and this Department and also insert this number in all subsequent returns. This number will consist of the code letter from the Revenue District followed by a serial number.

17. **Form C**

This is by far the most important return that employers will be called upon to furnish. This return will have to accompany every remittance of contributions to the Fund and will have to be prepared in triplicate, one copy being sent to the Central Bank with the cheque, the second copy forwarded to the Employees Provident Fund, Head Office, 167, Stafford Place, Colombo 10, and the third copy retained in the Estate Office for purposes of checking by Field Officers of this Department. Considerable difficulties and extra correspondence can be avoided if this return is filled in systematically and carefully. It may be mentioned here that taking into consideration certain representations made by employer interests on the practical difficulties attending the filling up of Form C as it now appears in the schedule to the Employees Provident Fund Regulations, this Department has agreed provisionally to an abridged version of the Form. This decision is subject to review in a year's time. The abridge form will only be permitted in respect of Tea Estates of over 300 acres, rubber estates of over 500 acres and mixed plantations of over 300 acres. The other estates must use the normal Form C as it appears in the schedule to the Regulations. Individual Agency Houses will no doubt apprise Superintendent of Estates of the type of Form C that they should use

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and the manner in which it should be completed. For general information, however, it may be mentioned that the abridged return must contain the following essential information :—

(*a*) The membership number of each employee

(*b*) The name of the employees

(*c*) The total gross wages for the wage period (the month)

(*d*) The employees' contribution (4% of the gross)

(*e*) The employers' contribution (6% of the gross)

(*f*) The total of the employers' and employees' contributions (10% of the gross)

(*g*) Remarks column.

The abridged Form will also carry the employer's registration number, the name of the employer and the summary now appearing at the top right-hand corner of Form C. It will also carry the details about surcharges the grand total and a certificate by the employer regarding the correctness of the entries. As has been mentioned earlier, individual Agency Houses have been permitted the discretion to use an abridged Form C subject to the condition that it contains the vital information referred to above. This return will have to be sent before the end of the succeeding month along with the contributions. For instance, the first return from covered estates must reach the Central Bank and the Department of Labour before the 31st day of October, 1959. This return will relate to the contributions for the month of September, 1959.

It must be emphasised here that the first return will be used as the basis for numbering the individual employees on the system adopted by the central Bank. Employers will therefore appreciate the advice given earlier in this article to have their checkrolls adjusted in the first place so that subsequent returns will not present any difficulty. It is presumed that action will be taken to arrange the names of workers systematically on the checkroll taking care to verify the correctness of the names of the workers and their ages under the respective gangs.

(*a*) *Membership number of employee.* Once all the names have been taken on to the first return in Form C, the employer should number them serially commencing from the Number '1'. This number should be inserted in the column titled 'Member's No.' This is the number which in combination with the employer's number will form the employee's number by which he will be recognised thereafter until he leaves the service of the particular estate. IN ALL SUBSEQUENT RETURNS PARTICULAR CARE MUST BE TAKEN TO SEE THAT THE SERIAL NUMBER GIVEN ON THE FIRST RETURN IS ASSIGNED BY THE EMPLOYER TO THE PARTICULAR EMPLOYEE. If, for instance, a labourer Maradamuttu's serial number in the first return was 10, in all subsequent returns the " member's number " against him must be 10. This does not necessarily mean that employers are compelled to repeat the names of workers in the same order but it is essential that wherever the name appears it should bear the first serial number. For instance, ther is no objection, as in the example given, to Maradamuttu's name being changed over to another Kangany's gang, in which case his name may appear in a different place in the schedule but wherever it appears it will have the number 10, the membship number against him.

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(b) *Case of employees who leave, die or retire*

If an employee's services are terminated or he dies or retires, then his membership number and name should be repeated in the returns for the *follwing three months* with the note 'Left employment' or 'dead' or 'retired' in the remarks column against his name. After the period of 3 months the numbers of such workers will be taken out of their original places and repeated at the very end of the schedule under the heading " Members who have left, died or retired ", in every subsequent Form C return.

(c) *Number once assigned not to be assigned to any other employee.*

ON NO ACCOUNT SHOULD THE NUMBER ASSIGNED TO A MEMBER WHO HAS LEFT OR WHO HAS DIED OR WHO HAS RESIGNED BE ASSIGNED TO ANY OTHER WORKER. FOR INSTANCE IN THE CASE OF THE EXAMPLE GIVEN EARLIER IF MARADAMUTTU LEAVES THE SERVICE OF THE ESTATE HIS NUMBER WHICH AS WE HAVE NOTED ABOVE IS 10 WILL NOT BE ASSIGNED EVER AFTER TO ANY WORKER ON THAT ESTATE. Any other estate to which he may go later can assigned this number.

(d) *Procedure to be adopted when new employees are recruited*

Where a new employee is engaged his name should appear about 3 lines below the last name on the main body of the return. This portion may be titled " New Members ". Entries regarding new members will appear before the list of workers who have left. The serial number assigned to a new member will be the number after the number assigned to the last member on the Estate. For example, if the last serial number is 22 and this has been assigned to a labourer named Ramiah who was the last recruit to the estate, then the number of the new labourer Palanisamy will be 23. The next new employee will have No. 24. If, however, the number of the last employee Ramiah was 22 and before Palanisamy was recruited another labourer had been recruited earlier and assigned No. 23 and that labourer had since left the estate or died or retired, then Palanisamy's number will be 24 and not 23. Against the names of new recruits in the remarks column information may be given as to whether he was or was not a member of the Fund under a previous employer, or whether he contributed to an approved Provident Fund. If he was a contributor to this Fund under another employer the membership number obtained from his card should be quoted in the remarks column. If he was contributing to an approved Fund (this will not in practice affect labour) the name of the Fund should be mentioned. If he was a member of the Employees Provident Fund before, his membership card should be obtained, as in the case of the Discharge Ticket, and retained by the employer.

It should be noted that if the new recruit is to the managerial or subordinate grade who is not liable to contribute to the Employees Provident Fund, but to an approved Provident Fund like the Ceylon Planters' Provident Society or the Estates Staffs Provident Fund, then the number 'O' (zero) may be entered against such name and a remark made in the remarks column that he is liable to contribute to an approved Provident Fund. If the recruits is to a managerial or subordinate staff grade and is not eligible to contribute to an approved Provident Fund, then he will be assigned the correct number and treated as any other worker—vide paragraph 19.

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(e) *Labourer gone to Coast, Absentee village labourer—Indication in Form C*

In the case of labourers who have gone to the Coast, they are, in many cases, under the terms of conditions in which they are employed, permitted to go to Coast and are eligible for re-employment on the estate on their return. For the purpose of Form C these labourers' names, after they have gone to Coast, should be regarded as in the case of labourers who have left employment, died or retired, *vide* sub-paragraph (*b*). Their names and numbers will appear for 3 months in succession with the words " gone to Coast " in the remarks column and at the end of the 3 months if they have not returned to employment, the numbers will be taken over to the bottom under " employees who left or died or retired, etc., prior to the period of the last 3 months ". When they are re-employed their numbers will be removed from this column and taken back again to the main body of the Return.

The same procedure may be adopted in the case of children who are employed temporarily.

The position of village labour, however, will cause difficulties, for in many cases the village labour may keep away for long periods without formally terminating their contract of employment. Where a village labourer formally terminates his contract of employment, then the same procedure adopted in the case of workers who have died or left or retired will be followed. The difficulty arises only in respect of cases where the question of contract had been left undetermined. In such cases their names and numbers will appear for 3 months as in the case of workers who have left, died or retired in the main body of the return. The contribution columns will be left blank and in the remarks column the words " not worked " may be entered. After a period of 3 months their numbers only, as in the case of workers who have left, died or retired, will be carried over to the column dealing with " members who have left, died or retired prior to the period of the last 3 months ". If, however, the labourer subsequently re-appears and is employed on the estate, then the number will be taken off from this column and included together with the name along with those who are employed for the current month.

A sample of Form C return is shown below. In order to show numbering of new employees and employees who have left, the sample is taken for the month of December, 1959, when the scheme would have been in operation for four months.

Return in Form C for the month of December 1959

Member's No.	*Name*	*Total Earnings*	*Member's Contributions*	*Employer's Contributions*	*Total*	
		Rs. c.	*Rs. c.*	*Rs. c.*	*Rs. c.*	
1	Ramasamy, M.	82 0	3 28	4 92	8 20	
2	Sockalingam, S.	72 0	2 88	4 32	7 20	
3	Palainamma, D.	77 0	3 08	4 62	7 70	
5	Ramanathan, P.	86 0	3 44	5 16	8 60	
6	Araie, R.	56 50	2 26	3 39	5 65	
8	Kolundaie, A.	58 50	2 34	3 51	5 85	
9	Mudiyanse, T. B.	—	—	—	—	Left 1.10.59
10	Baby Nona, B.	47 25	1 89	2 84	4 73	
11	Punchi Banda, S.	72 50	2 90	4 35	7 25	
12	Mudalihamy, K. B.	—	—	—	—	Left 1.10.59
13	Seelawathie, P. M.	49 75	1 99	2 99	4 98	
14	Ram Banda, K.	75 60	3 02	4 54	7 56	

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Return in Form C for the month of December, 1959—*contd.*

Member's No.	*Name*	*Total Earnings* Rs. c.	*Member's Contributions* Rs. c.	*Employer's Contributions* Rs. c.	*Total* Rs. c.	
New Recruits for the Month						
15	Caruppiah, K.	78 60	3 14	4 72	7 86	H/218/184 (EPF membership No. under last employer)
16	Parwathy, M.	51 0	2 04	3 06	5 10	Not contributed before
0	Jayamanne, K. D.	—	—	—	—	Clerk, eligible to contribute to Estates Staffs Provident Fund

Members who left or died or retired etc., prior to the period of the last three months.
4, 7, etc.

தேசிய நூலகம் பிரிவு
மாநகர நூலக சேவை
யாழ்ப்பாணம்

18. Other Forms

The other Forms that will be required for the use of Estates are—

(*a*) Form E—notification of leaving the services of an employer by an employee ;

(*b*) Form F—notification by the employer that an employee has left the service of the employer without notice to him and without filling Form E.

(*c*) Form G—declaration by new recruits.

(*d*) Form I—revocation of nomination.

(*e*) Form J—second or subsequent nominations.

(*f*) Form K—application for benefits from a member.

(*g*) Form L—application for benefits by a nominee, heir, etc., on behalf of a deceased member.

(*h*) Form Q— application for refund of contributions made in error.

These Forms may also be obtained from the local Labour Office and since they are for occasional use only, Superintendents may apply for them on the basis of 15% of the total employees on Estates.

(*a*) *Form E.* This Form is to be filled in by an employee who leaves the services of an estate. At the time of his leaving, this Form should contain his thumb marks and should be signed by him and witnessed. It will be convenient if employees are requested to fill in this Form when they are handed their Discharge Certificate. It would be inadvisable to force an employee to sign this Form if he is unwilling to do so although he is legally liable to give the Department this intimation in view of the fact that in many cases the termination of employment may be subject to dispute by Unions. The second part of this Form has to be filled in by the employer.

(*b*) *Form F.* This Form is to be used in cases where the employee leaves the service of the employer without due notice to his employer or refuses to forward this intimation in Form E. On estates where an employee is not willing to sign Form E or where he or she is a bolter, Form F should be filled in and sent.

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(c) *Form G.* This Form is intended to ascertain whether a new employee was in employment under a previous employer. The necessity to use this Form will not arise if an employee voluntarily declares that he was employed previously and offers his certificate of membership to the new employer. But where a Superintendent has reason to believe that a new recruit was employed elsewhere before and is reluctant to disclose this fact, he may be asked to sign this declaration.

(d) *Form I.* This form has to be used whenever an employee decides to revoke the first nomination he made in Form H. The same conditions which apply to the filling of Form H should be observed in the filling up of this Form also *vide* paragraph 5. It may be mentioned that where an employee proposes to make a new nomination in Form J he must also fill in this Form unless, of course, it is a case where the first nomination has automatically lapsed as in the case of an unmarried employee when he gets married or by virtue of the fact that a nominee mentioned in the first nomination is dead.

(e) *Form J.* This Form is to be filled in when the employee makes a new nomination and the same conditions relating to the filling up of Form H *vide* paragraph 5 must be observed in filling this Form also.

(f) *Forms K and L.* Please see paragraph 33 for instructions regarding the filling of these forms.

(g) *Form Q.* This Form has to be sent in by the employer whenever he claims any money which has been remitted in error to the Superintendent, Employees Provident Fund, Central Bank, Colombo. This Form must in all cases be sent to the Commissioner of Labour, Employees Provident Fund Office, Colombo. It must be remembered that under regulation 62 (3) such applications will not be entertained after a period of one year has elapsed from the date on which contributions made in error were sent to the Superintendent, Employees Provident Fund, Central Bank, the only exception being where such error was in respect of a person who was not liable to contribute in which case application may be made even after a period of one year.

19. New Recruits to the Managerial and Subordinate Staff

If a new recruit to the Subordinate staff or managerial grade is taken into employment, both he and the Estate are liable to contribute to the Estates Staff Provident Fund or the Ceylon Planters Provident Society if he is a class of employee who is liable to contribute to that Fund. In such a case his name will be entered along with the new recruits but an entry will be be made against his name in the remarks column to the effect that he is a member of the subordinate staff eligible to contribute to the Estates Staffs Provident Fund and the other particulars regarding his salary, employer/employee contributions, &c., need not be filled in since no contributions have to be made by him or in respect of him to this Fund (*vide* para. 17 (d)). His name will appear only once in Form C in order to give the Head Office of the Employees Provident Fund in Colombo, notice of the fact that a new member has been recruited so that the office may verify his contributions from the office of the Estates Staffs Provident Fund. If, however, the new recruit is not liable to contribute to the Estates Staffs Provident Fund, as for example, a Teacher, then his name will continue to

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appear thereafter in Form C along with the other workers and contributions will be made to this Fund. It must be mentioned here that Form C will not contain the names of persons who contribute to an approved Provident Fund and no mention need be made in respect of them even in the first return. A creeper if he is not a paid employee will not be regarded as an employee for purposes of the law.

20. Contributions to the Estate Staffs Provident and the Ceylon Planters' Provident Fund

It is presumed that in accordance with the terms of the Agreement between the Ceylon Estates Employers' Federation and the Ceylon Estates Staffs Union which agreement was extended by virtue of the Order made by the Hon. Minister under the Industrial Disputes Act with effect from December 1, 1958, to estates which were not covered by the Agreement, contributions in respect of those members of the sub-ordinate staff who are eligible to contribute to the Estates Staffs Provident Fund have regularly been made to that Fund. It must be emphasised however that with effect from the date on which a particular class of Estates has been made liable to contribute to the Employees Provident Fund the rate of contribution which the Estate makes in respect of its subordinate staff to the Estates Staffs Provident Fund must not be less than 6 per cent (or 4 per cent for employee) of the gross salary specified under the Employees Provident Fund Act. In practice this difficulty may not arise but there may be exceptional cases where the percentage of contributions made under the terms of the agreement will work out to less than 6 per cent (or 4 per cent) of the gross salary. For instance, the present rate of contribution to the Estates Staffs Provident Fund is a certain percentage of the basic salary. With effect from September 1, 1959, in respect of estates whose cultivated extent is over 1,000 acres the subordinate staff will be entitled to contribute to the Estates Staffs Provident Fund at such per cent of the basic salary or 6 per cent (or 4 per cent in the case of the employee) of the gross salary whichever is higher. The same principle would apply to contributions made to the Ceylon Planters' Provident Society.

21. Determining "Total Earnings"

Under the Employees Provident Fund Act the contributions to be made in respect of an employee both by that employee and the employer are based on the total earnings which have been defined in section 47 of the Act to mean basic wage or salary, cost of living allowances, special living allowances and other similar allowances and payments in respect of holidays. It does not however include payments made in respect of overtime work. It should be emphasised that contributions will have to be calculated on the actual wages earned by the worker and not on the minimum wage. There may be cases where certain classes of workers are paid a higher wage on account of their length of service or for any other reason. In such cases the contributions must be calculated on the actual salary. It has to be emphasised that the calculation should be made on the total gross wage. In the case of estates the nett wages paid to the worker at the end of the wage period exclude advance and other deductions &c. It is likely that by an oversight the calculation may be made on the nett wage which

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2***——J. N. R 2806 (7/59).

is the wage that a worker will receive at the end of the wage period. This is incorrect. The calculation must be made on the gross wages before any deductions are made. The limits prescribed under the Wages Boards Ordinance and the Shop and Office Employees Act regarding deduction from wages or salaries will not apply to Provident Fund deductions.

22. Overtime Payments

No contribution is due in respect of payments made by way of overtime. But it must be emphasised that certain payments will not be regarded as overtime payments. For example, the higher rate fixed by Wages Boards for pluckers and tappers for working on a Sunday or the wages paid to an Engineering Trade worker for work done on a Saturday which is a half day or the payment made to any office employee on an Estate for working on a public holiday will not be regarded as overtime payments. They are legally higher rates of wages fixed for a particular day. Similarly, payment made to tappers for collecting scrap during the normal working hours and for work not connected with a tapper's duties must be included for calculating provident fund contribution.

23. Over-Poundage and other Incentive Payments

Incentive payments which are really increments paid to monthly paid employees will be regarded as earnings on which Provident Fund contributions should be calculated. For example over-poundage paid to pluckers and tappers will all be regarded as forming part of the total earnings.

A practical difficulty may arise for employers particularly on Tea Estates. There may be two rates for over-poundage. One may be the normal incentive rate of payment and is paid for on the poundage basis for work done within the 8-hour normal working day. The other may be the poundage rate paid during heavy flush seasons for work beyond the normal 8-hour day. The first category of poundage rates will be regarded as the incentive rate for work done during the normal working hours and will be taken into account in the calculation of Provident Fund contributions. The second category of poundage rates will really come within the scope of overtime payment.

Many estates now have separate records since under the Wages Boards Ordinance separate particulars of overtime done will have to be maintained. Where no separate records are being kept the Department will insist on contributions being made on all over-poundage paid unless the Estate is in a position to show by means of records that any part of it was done as overtime work.

24. Cash Plucking

(*a*) *Sunday Cash Plucking.* Many Tea Estates are in the habit of doing what is called " cash plucking " on Sundays and the wages are paid immediately at the end of the day and are based on a poundage basis and in most cases these are not shown in the records. This practice of not showing the cash plucking on the estate records is irrregular. As far as contributions to the Employees Provident Fund are concerned in view of the explanation given earlier in respect of enhanced rates fixed for pluckers for a Sunday, payments made by

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way of cash plucking will have to be taken into account in making contributions to the Employees Provident Fund. The present method of making payments for cash plucking may need revision.

(b) *Cash Plucking on other days.* There is also prevalent on some estates the practice of doing cash plucking either before the commencement of the normal working day or at the end of the normal working day. Payment for this work too is made to the labour on the same day and in many cases are not shown in the records. This practice too is contrary to the provisions of the Wages Boards Ordinance, in that no record is kept of these payments and the hours worked. As far as provident fund contributions are concerned, all sums paid for such cash plucking must be taken into account in calculating total earnings for the month unless by means of records the employer is in a position to satisfy the Department that such earnings were in the nature of overtime work in which event the rate of payment must be in accordance with the law relating to the rate for overtime payment.

25. **Annual Holiday Payments**

Under the Employees Provident Fund Act payments made in respect of annual holidays are included for the purpose of calculating Provident Fund contributions. Contributions should be made in respect of annual holidays both by the employer and the employee and for practical purposes they should be included in Form C for the month in which the actual payments are made to the labourers.

26. **Maternity Benefits**

Payments made in respect of maternity benefits will not be included in the total earnings for purposes of calculating provident fund contributions and these may therefore be left out.

27. **Pence Money**

Pence money paid to Head Kanganies and Sub-Kanganies and Head of family gangs will be regarded as earnings and Provident Fund contributions will have to be based taking these into account, in respect of such classes of workers.

28. **Weeding Contracts**

Considerable thought has been given to the question of weeding contracts. In law the employer and the employee are both liable to pay contributions on weeding contracts. The Department has, however, taken into consideration certain practical difficulties that arise in regard to weeding contracts. Since calculations regarding payments made in regard to weeding contracts will present difficulties and the inclusion of such payments made in each month in Form C may result in the delay of this Return, it has been decided for the present in order not to complicate the work connected with the Fund on Estates, not to insist on weeding contracts being taken into account in calculating contributions to the Employees Provident Fund. However, it must be emphasised that the liability to contribute on payments made on weeding contracts exists and has only been deferred pending a satis-

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factory arrangement being worked out on the basis of which contributions should be made in respect of weeding contracts. It must be mentioned that once this basis has been arrived at, contributions will be enforced with effect from September 1, 1959, and employers may be called upon to pay with retrospective effect.

29. Piece Rate Workers

Piece rate payments are regarded as earnings for the purpose of calculating Provident Fund contributions. Where any work is done on piece rates such payments must be taken into account in calculating provident fund contributions. In the case of coconut estates even under the decision of the Wages Board many processes are paid for on the basis of a piece rate.

30. Payments made in kind

Payments made in kind, as for example the issue of the one-eighth bushel of rice to Indian estate labourers will, as far as employment on Estates is concerned, not be included for purposes of reckoning the total earnings and may therefore be left out of the calculation of provident fund contributions.

31. Workers Employed by Contractors

Estates generally employ two types of contractors. One is the independent contractor who is a complete outsider and who employs labour generally from the villages and is entrusted with specific contracts on Estates. The other type of contractor is a worker on the Estate himself, generally a Kangany who employs some of the residents on the Estate. As far as the Estate is concerned for the present no action need be taken in respect of workers employed by either types of contractors. Employers in relation to Coconut Estates should note that the work done by picking contractors will come within this category.

32. Registers and Records

No specific registers or records have been prescribed under the Act. The only obligation on the employer as far as the Act is concerned is the preservation of the triplicate copy of Form C on the Estate for scrutiny by Inspecting Officers.

33. Payment of Benefits

It will be observed from the Act that payment of benefits will be made on special Forms referred to in the Regulations. Applications for payment of benefits will be made in Forms K and L—Form K in the case of the actual member making the application for the benefits and Form L where the nominee or heir or administrator or executor of the deceased member makes a claim for the benefits. In the case of either Form a certificate will have to be signed by the employer certifying to certain facts. Where an application is made to the Superintendent of an Estate he should fill in the particulars required to be certified by him, certify the application and forward it without

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delay to the Head Office of the Employees Provident Fund (Department of Labour). Stocks of Form K and L may be obtained later from the local Labour Office as they are not likely to be required immediately.

34. Surcharges

The attention of all employers is drawn to the fact that where contributions are delayed beyond the month subsequent to the month in respect of which they are due, a 10 per cent surcharge will have to be paid by the employer. Where satisfactory reason is adduced for the delay, the Commissioner of Labour has a right to waive the surcharge. But in every such case the surcharge must first be sent to the Central Bank and an application for a refund made subsequently.

35. Ready Reckoner to facilitate calculations

The Department has prepared a Ready Reckoner in order to facilitate employers in making calculations for purposes of the provident fund. The Ready Reckoner shows the 4 per cent, 6 per cent and 10 per cent for different sums of total earnings. The figures have been arrived at taking into consideration the fact that fractions have to be rounded off to the nearest whole number so that in applying this reckoner no further calculations are necessary on the part of the person using this reckoner. The 4 per cent, 6 per cent and 10 per cent of the amounts ranging from Re. 1 to Rs. 999 can be ascertained from a reference to the Ready Reckoner in the appropriate columns. If the amount involved is in Rupees only the 4 per cent, 6 per cent and 10 per cent can be had straightway from the relevant columns. If, however, the amount includes cents then the 4 per cent, 6 per cent and 10 per cent will have to be arrived at separately for the Rupees and the Cents and the total added. The following examples illustrate the use of this Ready Reckoner.

Suppose for instance one has to find the 4 per cent, 6 per cent and 10 per cent of say Rs. 785, one should, in the first instance, look under the vertical column 700 where it corresponds to the horizontal column 85. This appears on page 4 of the Reckoner and the 4 per cent, 6 per cent and 10 per cent respectively are Rs. 31.40, Rs. 47.10 and Rs. 78.50. If for instance the amount was only Rs. 700 then one should look for the amount under the vertical column 700 where it corresponds to '0' (zero) (i.e. where there are no fractions of the hundred involved) and this would give the amounts as Rs. 28, Rs. 42 and Rs. 70 for 4 per cent, 6 per cent and 10 per cent respectively. To take another example, suppose one has to ascertain the 3 percentages respectively on the total earnings of Rs. 150.50. In such a case one should first look under the vertical column for Rs. 100 where it corresponds to the horizontal column for 50 and the amounts will be found to Rs. 6, Rs. 9 and Rs. 15 respectively for the 3 percentages. This appears at the bottom of page 1. Having done that then one should look for the percentages regarding the cents. For this one should look under the vertical column cents at the extreme right of page 3 until he reaches the figure 50 which is in the last line. The amounts for the three percentages are 2 cents, 3 cents and 5 cents respectively and they

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appear in the 3 columns immediately preceding the last column. Adding these amounts to the percentages for the rupees one comes to the figures of Rs. 6.02 (4 per cent) Rs. 9.03 (6 per cent) and Rs. 15.05 (10 per cent). To take a further example where the amount of the total earnings is Rs. 76.85, since the Rupees do not total up to 100, one should look under the vertical column headed 'O' (zero) and go down the line till it meets the horizontal column under 76 which appears on page 2. The 4 per cent, 6 per cent and 10 per cent of Rs. 76 are Rs. 3.04, Rs. 4.56 and Rs. 7.60 respectively. The cents are arrived at in the manner indicated above by looking at the last column on page 4. In this case coming down to 85 the amounts will be found to be 3 cents, 5 cents and 9 cents respectively so that the total percentages for the whole sum of Rs. 76.85 could be ascertained by adding those percentages which give the figures Rs. 3.07, Rs. 4.61 and Rs. 7.69 respectively.

36. **Remittances to the Bank**

All contributions and payments to be made to the Employees Provident Fund must be made by cheque, or Money Order or Postal Order. They should be crossed and made payable to "The Employees Provident Fund". Postal Orders and Money Orders should be made payable at the General Post Office, Colombo. Remittances should be sent to the Superintendent, Employees Provident Fund, Central Bank, Colombo 1. Correspondence with the Labour Department on matters relating to the Employees Provident Fund, should be addressed to—

The Commissioner of Labour,

Employees Provident Fund Office,

167, Stafford Place,

Colombo 10.

NATARAJA MAHADEVA,
Acting Deputy Commissioner of Labour.

Department of Labour,
Colombo, July 4, 1959.

Copies of the Ready Reckoner can be obtained from the Office of the Employees Provident Fund, Department of Labour, on payment of Rs. 2 per copy.

Re-prints of the Article on Employees Provident Fund

Extra copies of the article on the Employees Provident Fund which appeared in the *Ceylon Labour Gazette*, Vol. IX, No. 11 of November, 1958, to which reference has been made in this article and extra copies of this article can be obtained free from the Head Office of the Employees Provident Fund, Department of Labour, Colombo.

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STATISTICS OF THE MONTH IN BRIEF

THE following is the summary of the Principal statistics listed this month. Further details will be found in the tables and appendices appearing in this issue.

Cost of Living

The Colombo Consumers' Price Index for the month of June, 1959, is 106.2 as against 105.4—an increase of .8.

Wage Rates

(*a*) The basic wages payable for the month of July, 1959, to workers in trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

(*b*) The special allowances payable for the month of July, 1959, to workers in the Tea growing and manufacturing trade, Rubber growing and manufacturing trade, Cocoa, cardamom and pepper growing and manufacturing trade, Coconut growing trade and coconut manufacturing trade will be the same as that for the month of June, 1959. The special allowances payable to workers in all other trades to which Part II of the Wages Boards Ordinance has been applied will be slightly more than that for the month of June, 1959.

Strikes

There were altogether 19 strikes during the month of April, 1959, involving 4,964 workers and a loss of 23,960 man-days as against 10 strikes during the month of March, 1959, involving 3,969 workers and a loss of 19,677 man-days. Thirteen of these strikes were in tea plantations involving 3,491 workers and a loss of 16,965 man-days, two were in rubber plantations involving 95 workers and a loss of 662 man-days, one in a tea-cum-rubber plantation involving 1,100 workers and a loss of 5,500 man-days. Of the remaining three strikes, one was in an engineering establishment involving 41 workers and a loss of 524 man-days, one in the coconut manufacturing trade involving 210 workers and a loss of 255 man-days, while the other was in a hotel involving 27 workers and a loss of 54 man-days.

Registrants for Employment or better Employment

The total number of registrants for employment or better employment, according to registers of the Employment Exchanges, as at the end of April, 1959, and May, 1959, was as given below :—

	April, 1959			*May, 1959*		
	Males	*Females*	*Total*	*Males*	*Females*	*Total*
Technical and Clerical	14,391	5,168	19,559	14,391	5,225	19,616
Skilled	12,338	1,282	13,620	12,407	1,242	13,649
Semi-skilled	26,033	6,922	32,955	26,295	6,993	33,288
Skilled	49,943	2,861	52,804	50,906	2,779	53,685
Total	102,705	16,233	118,938	103,999	16,239	120,238

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

	April, 1959			*May, 1959*		
	Males	*Females*	*Total*	*Males*	*Females*	*Total*
Technical and clerical..	171	23	194	83	19	102
Skilled ..	62	2	64	63	—	63
Semi-skilled ..	72	9	81	71	9	80
Unskilled ..	168	1	169	193	—	193
Total ..	473	35	508	410	28	438

NOTES OF CURRENT INTEREST

Trade Unions Registered in May, 1959

Registered No.	*Name of Trade Union*
1318 ..	Kaudigar Tholilalar Sangam.
1319 ..	Wilpotha Eksath Kamkaru Samithiya.
1320 ..	Government Agrarian Services Employees Union.
1321 ..	All-Ceylon Insurance Co. Employees Union.
1322 ..	Bandarapola Watuyaye Sinhala Kamkaruwange Samithiya.
1323 ..	Ceylon Transport Board Engineering Association.
1324 ..	Galu Disa Nagarasaba Saha Palathpalana Sewaka Samithiya.
1325 ..	National Union of Sub-Post Masters.
1326 ..	Warimarga Departhementhuwe Jala Vidya Manaka Kamkaruwange Vurthiya Sangamaya.
1327 ..	Sri Lanka Land Development Department Collection and Despatch Overseers' Union.
1328 ..	Sri Lanka Idam Sanwardene Departhementhuwe Kamkaru Sangamaya.
1329 ..	Sri Lanka Attanagalu Oya Varimarga Kamkaru Sangamaya.

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Registered No.		*Name of Trade Union*
1330	..	Agricultural Teachers' Association.
1331	..	Union of Food Production Inspectors (Estates).
1332	..	Sri Lanka Rajaye Saukkya Sewa Sewaka Vurthiya Samithiya.
1333	..	Rajaye Sahanadayaka Niladari Sangamaya.
1334	..	Colomba Rajaye Sahanadayaka Paripalana Ha Sulu Sewakayange Vurthiya Samithiya.
1335	..	Union of Entomological Technologists.
1336	..	Palath Palana Saha Kolamba Nagarika Kamkaru Samithiya.
1337	..	Ceylon Railway Carriage and Waggon Workers' Union.
1338	..	Land Commissioners' Department Technical Officers' Association.
1339	..	Sri Lanka Radio Technicians' Union.
1340	..	Duckwariya Tea Karmanthasalawe Sevikawange Vurthiya Samithiya
1341	..	Rajarata Weda Balana Mulguruwarunge Sangamaya.
1342	..	Rajaye Idam Sanwardana Viduli Ha Engineru Kamkaru Samithiya.
1343	..	Galu Nagarika Overseerwarunge Vurthiya Samithiya
1344	..	House Master Staff Association of the Department of Probation and Child Care Services.
1345	..	Palath Palana Suthi Sewikawange Saha Sulu Sewikawange Samithiya.
1346	..	Gal Oya Development Board Independent Temporary and Job Clerks Union.
1347	..	Government Administrative Officers' Association.
1348	..	Veyangoda Jathika Pesakarma Sanyuktha Mandalaye Kamkaru Sangamaya.
1349	..	Idam Sanwardena Departhementhuwe Subasadaka Vurthiya Sangamaya.
1350	..	Union of Inspectors of Weights and Measures of the Department of Commerce.
1351	..	University Maintenance Workers' Union.

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Registered No.		Name of Trade Union
1352	..	Dakshina Lanka Rajaye Guru Sangamaya.
1353	..	Galle District Rural Court Keepers' Union.
1354	..	Sri Lanka Rajaye Muhuduyatra Sewaka Vurthiya Samithiya.
1355	..	Manning Market Storekeepers' Union.
1356	..	Othara Palatha United Workers' Trade Union.

CONSOLIDATED DECISIONS OF WAGES BOARDS

LVI.—The Printing Trade

THE original decisions in respect of the Printing Trade made by the Wages Board for that trade related mainly to rates of wages and they came into force on August 1, 1945. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette Extraordinary* No. 9,436 of July 21, 1945. Decisions varying the earlier decisions were published in notifications appearing in *Ceylon Government Gazettes* No. 9,523 of February 22, 1946, No. 9,634 of November 22, 1946, No. 10,002 of July 29, 1949, *Ceylon Government Gazettes Extraordinary* No. 10,229 of March 30, 1951, No. 10,429 of July 30, 1952, and No. 10,542 of June 29, 1953, *Ceylon Government Gazette* No. 10,821 of July 29, 1955, *Ceylon Government Gazette Extraordinary* No. 11,056 of January 30, 1957, *Ceylon Government Gazette* No. 11,246 of January 24, 1958, *Ceylon Government Gazette* No. 11,291 of March 28, 1958, and *Ceylon Government Gazette Extraordinary* No. 11,509 of August 30, 1958. Decisions in regard to weekly and annual holidays to the workers came into force on January 1, 1946, and a notification in respect of those decisions was published in *Ceylon Government Gazette Extraordinary* No. 9,497 of December 24, 1945. Decisions varying earlier decisions were published in notifications appearing in *Ceylon Government Gazette* No. 9,686 of March 28, 1947, and *Ceylon Government Gazette Extraordinary* No. 10,429 of July 30, 1952.

DECISIONS RELATING TO RATES OF WAGES AND OTHER MATTERS

PART I

Direction under section 20 (2) (b)

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

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

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Definition of a normal working day (section 24)

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

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

Definition of a normal working week (section 24)

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

PART II

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

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

(3) (*a*) A worker of any class specified in this Part shall be paid as wages for any month mentioned in column I below an amount equal to the minimum monthly rate specified in respect of that class in this Part, if he has worked during the minimum number of working days specified in respect of that month in column II below: Provided, however, that the minimum number of working days specified in the aforesaid column II shall be reduced by one in respect of any month which has five Sundays.

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

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

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(b) In respect of each such day of work in any month as is in excess of the minimum number of working days specified in respect of that month in sub-paragraph (*a*) of this paragraph, the minimum rate of wages payable shall be an amount equal to twice the minimum daily rate ascertained by dividing the minimum monthly rate by 25.

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

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

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

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1 Class of Worker	2 Basic Rate for a Month						3 Rate of Special Allowance for a Month																	
							(a) Where the cost of living index number for the preceding month is 100·1 the special allowance shall be—						(b) Where the cost of living index number for the preceding month is 100·0 the special allowance shall be—						(c) Where the cost of living index number for the preceding month is above 100·1 or below 100·0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively.					
	For workers other than learners and apprentices	For learners and apprentices					For workers other than learners and apprentices	For learners and apprentices					For workers other than learners and apprentices	For learners and apprentices					For workers other than learners and apprentices	For learners and apprentices				
		1st year	2nd year	3rd year	4th year	5th year		1st year	2nd year	3rd year	4th year	5th year		1st year	2nd year	3rd year	4th year	5th year		1st year	2nd year	rd year	4th year	5th year
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
Class A Worker :																								
Linotype operators, monotype keyboard operators, linotype mechanics, process camera operators, process etchers, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists and readers (employed in the production of newspapers) ..	110 0	33 0	44 0	56 0	71 0	88 0	96 42	42 12	50 02	57 92	69 52	81 62	94 42	41 52	49 22	56 92	68 22	80 02	2 0	0 60	0 80	1 0	1 30	1 60

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1 *Class of Worker*	2 *Basic Rate for a Month*						3 *Rate of Special Allowance for a Month*															
							(*a*) *Where the cost of living index number for the preceding month is 100·1 the special allowance shall be—*						(*b*) *Where the cost of living index number for the preceding month is 100·0 the special allowance shall be—*						(*c*) *Where the cost of living index number for the preceding month is above 100·1 or below 100·0, the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively*					
	For workers other than learners and apprentices	*For learners and apprentices*					*For workers other than learners and apprentices*	*For learners and apprentices*					*For workers other than learners and apprentices*	*For learners and apprentices*					*For workers other than learners and apprentices*	*For learners and apprentices*				
		1st year	*2nd year*	*3rd year*	*4th year*	*5th year*		*1st year*	*2nd year*	*3rd year*	*4th year*	*5th year*		*1st year*	*2nd year*	*3rd year*	*4th year*	*5th year*		*1st year*	*2nd year*	*3rd year*	*4th year*	*5th year*
	Rs. c.	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*
Class B Worker:																								
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	26 0	36 0	49 0	64 0	—	77 92	36 57	48 17	54 22	62 96	—	76 42	36 12	47 42	53 32	61 84	—	1 50	0 45	0 75	0 90	1 12	—

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Class C Worker: Grade I—																															
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), stero typers, manglemen, guilders, foundry plate casters, type casters ..	65	0	24	0	29	0	36	0	44	0	—	68	67	38	42	43	51	48	67	56	15	—	67	42	37	92	42	84	47	92	55	21	—	1	25	0	50	0	62	0	75	0	94	—
Class C Worker : Grade II—																															
Platen machine minders	60	0	22	0	27	0	32	0	39	0	—	63	96	36	57	41	19	45	81	52	57	—	62	84	36	12	40	63	45	14	51	73	—	1	12	0	45	0	56	0	67	0	84	—
Class D Worker :																															
Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50	0	19	0	23	0	28	0	34	0	—	59	42	34	72	38	92	43	12	49	17	—	58	42	34	32	38	42	42	52	48	42	—	1	0	0	40	0	50	0	60	0	75	—
Class E Worker :																															
Unskilled workers not under 18 year of age ..	42	0	—		—		—		—		—	57	15	—		—		—		—		—	56	21	—		—		—		—		0	94	—		—		—		—		—	
Class F Worker:																															
Unskilled workers under 18 years of age ..	20	0	—		—		—		—		—	39	7	—		—		—		—		—	38	62	—		—		—		—		0	45	—		—		—		—		—	
Class G Worker :																															
Watchers ..	44	0	—		—		—		—		—	59	42	—		—		—		—		—	58	42	—		—		—		—		1	0	—		—		—		—		—	

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

Table I

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

	Index numbers				
	100·1 to 101·8	*101·9 to 103·6*	*103·7 to 105·4*	*105·5 to 107·2*	*107·3 to 109·0*
	Rs. c.	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*
Class A :					
Worker other than Learner or Apprentice	96 42	98 42	100 42	102 42	104 42
Learner or Apprentice—					
1st Year	42 12	42 72	43 32	43 92	44 52
2nd Year	50 2	50 82	51 62	52 42	53 22
3rd Year	57 92	58 92	59 92	60 92	61 92
4th Year	69 52	70 82	72 12	73 42	74 72
5th Year	81 62	83 22	84 82	86 42	88 2
Class B :					
Worker other than Learner or Apprentice	77 92	79 42	80 92	82 42	83 92
Learner or Apprentice—					
1st Year	36 57	37 2	37 47	37 92	38 37
2nd Year	48 17	48 92	49 67	50 42	51 17
3rd Year	54 22	55 12	56 2	56 92	57 82
4th Year	62 96	64 8	65 20	66 32	67 44
Class C—Grade I :					
Worker other than Learner or Apprentice	68 67	69 92	71 17	72 42	73 67
Learner or Apprentice—					
1st Year	38 42	38 92	39 42	39 92	40 42
2nd Year	43 46	44 8	44 70	45 32	45 94
3rd Year	48 67	49 42	50 17	50 92	51 67
4th Year	56 15	57 9	58 3	58 97	59 91

Table II

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

	Index numbers				
	100·0 to 98·3	*98·2 to 96·5*	*96·4 to 94·7*	*94·6 to 92·9*	*92·8 to 91·1*
	Rs. c.	*Rs. c.*	*Rs. c.*	*Rs. c.*	*Rs. c.*
Class A :					
Worker other than Learner or Apprentice	94 42	92 42	90 42	88 42	86 42
Learner or Apprentice—					
1st Year	41 52	40 92	40 32	39 72	39 12
2nd Year	49 22	48 42	47 62	46 82	46 2
3rd Year	56 92	55 92	54 92	53 92	52 92
4th Year	68 22	66 92	65 62	64 32	63 2
5th Year	80 2	78 42	76 82	75 22	73 62
Class B :					
Worker other than Learner or Apprentice	76 42	74 92	73 42	71 92	70 42
Learner or Apprentice—					
1st Year	36 12	35 67	35 22	34 77	34 32
2nd Year	47 42	46 67	45 92	45 17	44 42
3rd Year	53 32	52 42	51 52	50 62	49 72
4th Year	61 84	60 72	59 60	58 48	57 36
Class C—Grade I :					
Worker other than Learner or Apprentice	67 42	66 17	64 92	63 67	62 42
Learner or Apprentice—					
1st Year	37 92	37 42	36 92	36 42	35 92
2nd Year	42 84	42 22	41 60	40 98	40 36
3rd Year	47 92	47 17	46 42	45 67	44 92
4th Year	55 21	54 27	53 33	52 39	51 45

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Class C—Grade II :											
Worker other than Learner or Apprentice	63 96	65 8	66 20	67 32	68 44	62 84	61 72	60 60	59 48	58 36
Learner or Apprentice—										
1st Year	36 57	37 2	37 47	37 92	38 37	36 12	35 67	35 22	34 77	34 32
2nd Year	41 19	41 75	42 31	42 87	43 43	40 63	40 7	39 51	38 95	38 39
3rd Year	45 81	46 48	47 15	47 82	48 49	45 14	44 47	43 80	43 13	42 46
4th Year	52 57	53 41	54 25	55 9	55 93	51 73	50 89	50 5	49 21	48 37
Class D :										
Worker other than Learner or Apprentice	59 42	60 42	61 42	62 42	63 42	58 42	57 42	56 42	55 42	54 42
Learner or Apprentice—										
1st Year	34 72	35 12	35 52	35 92	36 32	34 32	33 92	33 52	33 12	32 72
2nd Year	38 92	39 42	39 92	40 42	40 92	38 42	37 92	37 42	36 92	36 42
3rd Year	43 12	43 72	44 32	44 92	45 52	42 52	41 92	41 32	40 72	40 12
4th Year	49 17	49 92	50 67	51 42	52 17	48 42	47 67	46 92	46 17	45 42
Class E :										
All workers	57 15	58 9	59 3	59 97	60 91	56 21	55 27	54 33	53 39	52 45
Class F :										
All workers	39 7	39 52	39 97	40 42	40 87	38 62	38 17	37 72	37 27	36 82
Class G :										
All workers	59 42	60 42	61 42	62 42	63 42	58 42	57 42	56 42	55 42	54 42

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

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

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Part III

Overtime Rate

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

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

DECISIONS RELATING TO WEEKLY AND ANNUAL HOLIDAYS

Weekly Holiday (section 24)

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

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

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

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

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

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

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

Annual Holidays (section 25)

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

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

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

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

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

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

(*b*) in case the worker has during the current year complied with the provisions relating to employment and work set out in paragraph 2, every holiday that he would have otherwise been entitled to in the next succeeding year:

and he shall be remunerated for each such holiday taken in any month at the rate of one day's wage in respect of that month computed in accordance with the provisions of Part II of the Schedule to the notification under section 27 (3) of the Wages Boards Ordinance published in *Gazette Extraordinary* No. 9,436 of July 21, 1945, as amended from time to time:

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

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

7. For the purposes of the foregoing provisions—

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

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

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

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

(iii) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment;

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

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

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

(vii) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance ;

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

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

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THE WAGES BOARDS ORDINANCE

Notice to Employers

BY virtue of the powers vested in me by section 49 of the Wages Boards Ordinance, No. 27 of 1941, as amended by section 4 of Ordinance No. 19 of 1945, section 2 of Ordinance No. 22 of 1945, and section 25 of the Wages Boards (Amendment) Act, No. 5 of 1953, I, Charles Banda Kumarasinha, Acting Commissioner of Labour, do hereby require every employer of workers in the Trades for which Wages Boards have been set up, to furnish me on or before August 1, 1959, a return in the form already sent to him.

2. Any employer who fails to send in a return will be guilty of an offence punishable under the Wages Boards Ordinance.

3. All returns required to be furnished under this notice and correspondence thereon should be addressed to the Acting Commissioner of Labour, Branch S, Colombo 3. Any employer who has not received the appropriate form should immediately communicate to this address stating the trade applicable to him.

C. B. KUMARASINHA,
Acting Commissioner of Labour.

Department of Labour,
Colombo 3, June 26, 1959.

GOVERNMENT NOTIFICATIONS

The Employees Provident Fund Act, No. 15 of 1958

ORDER UNDER SECTION 10 (3)

BY virtue of the powers vested in me by sub-section (3) of section 10 of the Employees Provident Fund Act, No. 15 of 1958, I, Manameldura Piyadasa de Zoysa, Minister of Labour, do by this Order fix, in relation to the covered employment specified in the Schedule hereto, the thirty-first day of August, 1959, for the purposes of that sub-section.

M. P. DE ZOYSA,
Minister of Labour.

Colombo, June 24, 1959.

Schedule

Employment on any estate of which an extent of not less than one thousand acres is cultivated with one or more of the following products, namely, tea, rubber, coconut, cocoa, cardamom and pepper.

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THE SHOP AND OFFICE EMPLOYEES (REGULATION OF EMPLOYMENT AND REMUNERATION) ACT, No. 19 of 1954

Notification Under Section 29 (3)

IT is hereby notified under section 29 (3) of the Shop and Office Employees (Regulation of Employment and Remuneration) Act, No. 19 of 1954, that the determination of the Remuneration Tribunal for employees in establishments maintained for professional purposes by advocates and proctors made under section 27 of that Act and specified hereunder, has been approved by the Minister of Labour.

C. B. KUMARASINHA,
Permanent Secretary,
Ministry of Labour.

Colombo, June 15, 1959.

DETERMINATION

1. This determination shall apply to every clerk employed in each of the establishments specified in the Schedule hereto.

2. The minimum rate of remuneration payable to any clerk employed in any establishment referred to in paragraph 1 shall be—

(1) Rs. 50.00 per month, during the 1st year of employment,
(2) Rs. 55.00 per month, during the 2nd year of employment.
(3) Rs. 60.00 per month, during the 3rd year of employment,
(4) Rs. 80.00 per month, during the 4th year of employment.
(5) Rs. 86.00 per month, during the 5th year of employment.
(6) Rs. 92.00 per month, during the 6th year of employment,
(7) Rs. 98.00 per month, during the 7th year of employment,
(8) Rs. 104.00 per month, during the 8th year of employment,
(9) Rs. 110.00 per month, during the 9th year of employment,
(10) Rs. 116.00 per month, during the 10th year of employment,
(11) Rs. 123.50 per month, during the 11th year of employment,
(12) Rs. 131.00 per month, during the 12th year of employment.
(13) Rs. 138.50 per month, during the 13th year of employment,
(14) Rs. 146.00 per month, during the 14th year of employment,
(15) Rs. 153.50 per month, during the 15th year of employment,
(16) Rs. 161.00 per month, during the 16th year of employment,
(17) Rs. 168.50 per month, during the 17th year of employment,
(18) Rs. 176.00 per month, during the 18th year of employment,
(19) Rs. 183.50 per month, during the 19th year of employment,
(20) Rs. 191.00 per month, during the 20th year of employment,
(21) Rs. 201.00 per month, during the 21st year of employment,
(22) Rs. 211.00 per month, during the 22nd year of employment,
(23) Rs. 221.00 per month, during the 23rd year of employment,
(24) Rs. 231.00 per month, during the 24th year of employment,
(25) Rs. 241.00 per month, during the 25th year of employment and during every subsequent year of employment.

3. In this determination, in respect of employment under any employer, the expression "1st year of employment" means the period of twelve consecutive months commencing on the date on which an employee first took employment under that employer.

Note

This determination came into force with effect from 1.7.59. Reference is requested to the notification appearing in *Government Gazette Extraordinary* No. 11,794 of 30.6.59 for the Schedule.

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TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

Year	*Food*	*Fuel and Light*	*Rent*	*Clothing*	*Miscellaneous*	*Final Index Number*
Group Weights	52·40	6·28	15·96	8·36	17·00	*(Nov. 1938–April 1939 = 100)*
			INDEX NUMBERS			
			Base : November, 1938–April, 1939 = 100			
1939	112	102	97	112	104	108†
1940	115	103	97	128	111	112
1941	129	108	96	153	116	122
1942	183	171	93	194	144	162*
			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	101	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
1958—						
January	109·16	98·39	101·53	86·04	110·31	106·3
February	107·99	99·77	101·53	86·22	111·05	105·8
March	106·68	100·58	101·53	85·50	110·26	104·8
April	106·02	100·92	101·53	86·12	110·79	104·6
May	107·00	99·42	101·53	86·77	110·89	105·2
June	105·43	101·61	101·53	87·52	111·76	104·5
July	102·46	102·31	101·53	87·86	114·27	103·2
August	103·79	102·31	101·53	88·23	116·15	104·4
September	104·30	97·69	101·53	88·42	115·75	104·5
October	106·22	104·50	101·53	89·00	116·47	106·2
November	106·08	102·65	101·53	88·96	115·01	105·7
December	103·92	102·31	101·53	89·53	113·90	104·2
1959—						
January	104·75	102·65	101·53	90·93	114·67	105·0
February	102·03	102·03	101·05	91·01	114·05	103·5
March	103·47	102·65	101·53	91·33	115·20	104·4
April	105·50	102·65	101·53	91·49	116·20	105·8
May	105·34	102·31	101·53	91·58	114·67	105·4
June	106·48	101·96	101·53	91·31	114·99	106·2

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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	*Minimum Wage Rate Index No.*	*Index No. of Real Wages*	*Average Monthly Rate of Wages*	*Wage Rate Index No.*	*Index No. of Real Wages*
	Rs. c.			*Rs. c.*		
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 .. —	.. ·83	.. 202	.. 102	.. 28·98	.. 174	.. 96
1944 .. —	.. ·87	.. 212	.. 101	.. 34·03	.. 204	.. 110
1945 .. —	.. 1·00	.. 244	.. 110	.. 41·92	.. 252	.. 123
1946 .. —	.. 1·15	.. 280	.. 123	.. 68·52	.. 412	.. 194
1947 .. —	.. 1·20	.. 293	.. 123	.. 75·74	.. 455	.. 195
1948 .. —	.. 1·29	.. 315	.. 122	.. 78·16	.. 470	.. 195
1949 .. —	.. 1·31	.. 320	.. 121	.. 77·81	.. 468	.. 196
1950 .. —	.. 1·53	.. 373	.. 136	.. 83·11	.. 499	.. 198
1951 .. —	.. 1·90	.. 463	.. 161	.. 89·79	.. 540	.. 206
1952 .. —	.. 1·92	.. 468	.. 163	.. 89·79	.. 540	.. 207

B

BASE : 1952=100

1953 .. —	.. 1·95	.. 101·56	.. 99·96	.. 90·97	.. 101·31	.. 99·71
1954 .. —	.. 1·99	.. 103·65	.. 102·52	.. 91·04	.. 101·39	.. 100·29
1955 .. —	.. 2·06	.. 107·29	.. 106·76	.. 94·94	.. 105·74	.. 105·21
1956 .. —	.. 2·08	.. 108·33	.. 108·11	.. 96·24	.. 107·18	.. 106·97
1957 .. —	.. 2·10	.. 109·38	.. 106·40	.. 99·16	.. 110·44	.. 107·43
1958 .. —	.. 2·14	.. 111·46	.. 106·21	.. 113·74	.. 126·67	.. 120·70
1958 .. January	.. 2·15	.. 111·98	.. 105·34	.. 113·74	.. 126·67	.. 119·16
February	.. 2·15	.. 111·98	.. 105·84	.. 113·74	.. 126·67	.. 119·73
March	.. 2·15	.. 111·98	.. 106·85	.. 113·74	.. 126·67	.. 120·87
April	.. 2·15	.. 111·98	.. 107·06	.. 113·74	.. 126·67	.. 121·10
May	.. 2·15	.. 111·98	.. 106·44	.. 113·74	.. 126·67	.. 120·41
June	.. 2·15	.. 111·98	.. 107·16	.. 113·74	.. 126·67	.. 121·22
July	.. 2·12	.. 110·42	.. 107·00	.. 113·74	.. 126·67	.. 122·74
August	.. 2·12	.. 110·42	.. 105·77	.. 113·74	.. 126·67	.. 121·33
September	.. 2·12	.. 110·42	.. 105·67	.. 113·74	.. 126·67	.. 121·22
October	.. 2·12	.. 110·42	.. 103·97	.. 113·74	.. 126·67	.. 119·27
November	.. 2·15	.. 111·98	.. 105·94	.. 113·74	.. 126·67	.. 119·84
December	.. 2·15	.. 111·98	.. 107·47	.. 113·74	.. 126·67	.. 121·56
1959 .. January	.. 2·12	.. 110·42	.. 105·16	.. 113·74	.. 126·67	.. 120·64
February	.. 2·15	.. 111·98	.. 108·19	.. 113·74	.. 126·67	.. 122·39
March	.. 2·12	.. 110·42	.. 105·77	.. 113·74	.. 126·67	.. 121·33
April	.. 2·12	.. 110·42	.. 104·37	.. 113·74	.. 126·67	.. 119·73
May	.. 2·15	.. 111·98	.. 106·14	.. 113·74	.. 126·67	.. 120·07
June	.. 2·15	.. 111·98	.. 105·44	.. 113·74	.. 126·67	.. 119·27

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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 rates of Wages	*Minimum Wage rate Index No.*	*Minimum Average daily rates of Wages*	*Minimum Wage rate Index No.*	*Minimum Average daily rates of Wages*	*Minimum Wage rate Index No.*
		Rs. c.		*Rs. c.*		*Rs. c.*	
1952	—	1·96	100·00	2·92	100·00	2·04	100·00
1953	—	1·99	101·53	2·95	101·03	2·07	101·47
1954	—	2·02	103·06	2·94	100·68	2·09	102·45
1955	—	2·09	106·63	2·96	101·37	2·16	105·88
1956	—	2·10	107·14	3·00	102·74	2·17	106·37
1957	—	2·13	108·67	3·15	107·88	2·20	107·84
1958	—	2·16	**110·20	3·39	**116·10	2·26	110·78
1958	January	2·17	110·71	3·18	108·90	2·25	110·29
	February	2·17	110·71	3·20	109·59	2·25	110·29
	March	2·17	110·71	3·30	113·01	2·26	110·78
	April	2·17	110·71	3·31	113·36	2·26	110·78
	May	2·17	110·71	3·32	113·70	2·26	110·78
	June	2·17	110·71	3·32	113·70	2·26	110·78
	July	2·15	109·69	3·32	113·70	2·24	109·80
	August	2.15	109·69	3·29	112·67	2·24	109·80
	September	2·15	109·69	3·51	120·21	2·26	110·78
	October	2·15	109·69	3.51	120·21	2·26	110·78
	November	2·17	110·71	**3·75	**128·42	2·29	112·26
	December	2·17	110·71	**3·76	**128·77	2·29	112·26
1959	January	2·15	109·69	3·73	127·74	2·27	111·27
	February	2·17	110·71	3·74	128·08	2·29	112·26
	March	2·15	109·69	3·71	127·05	2·27	111·27
	April	2·15	109·69	3·73	127·74	2·27	111·27
	May	2·17	110·71	3·77	129·11	2·30	112·75
	June	2·17	110·71	3·76	128·77	2·29	112·25

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

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

** Amended figures.

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TABLE IV

The number of Registrants for employment or better employment according to Registers maintained at the Employment Exchanges in the Island

Year	*Technical and Clerical*	*Skilled*	*Semi-skilled*	*Unskilled*	*Total*
1939 ..	3,712	11,964	5,034	5,967	26,677
1940 ..	4,734	13,130	4,800	4,981	27,645
1941 ..	5,274	8,882	2,351	3,951	20,458
1942 ..	6,589	9,411	1,882	1,451	19,333
1943 ..	2,282	2,872	1,312	1,869	8,335
1944 * ..	295	358	227	173	1,651
1945 ..	2,258	11,025	3,267	4,816	21,366
1946 ..	5,636	10,012	7,527	13,369	36,544
1947 ..	2,883	7,325	8,113	16,423	34,744
1948 ..	4,474	13,027	12,443	36,712	66,656
1949 ..	5,132	11,994	13,591	39,015	69,732
1950 ..	5,627	10,525	13,523	35,447	65,122
1951 ..	5,515	8,186	12,520	26,486	52,707
1952 .	6,883	7,522	13,795	24,823	53,029
1953 ..	8,374	6,462	13,676	23,034	51,546
1954 ..	11,728	7,919	16,287	27,370	63,304
1955 ..	14,498	8,544	20,142	27,826	71,010
1956 ..	16,091	9,794	25,808	34,259	85,952
1957 ..	18,582	13,439	30,864	47,971	110,856
1958 January ..	19,257	14,175	32,803	50,016	116,251
February ..	19,792	14,287	33,020	49,951	117,050
March ..	19,830	14,110	33,167	49,673	116,780
April ..	19,443	13,720	32,315	48,188	113,666
May ..	18,674	13,123	32,123	45,361	109,281
June ..	18,707	13,003	32,052	46,564	110,326
July ..	19,086	13,381	32,526	49,083	114,076
August ..	19,195	13,441	32,356	49,926	114,918
September ..	19,426	13,615	32,562	49,885	115,488
October ..	19,623	13,499	32,817	50,004	115,943
November ..	19,621	13,506	33,068	49,909	116,104
December ..	19,803	13,674	32,973	51,346	117,796
1959 January ..	20,266	14,135	33,380	52,352	120,133
February ..	20,265	13,999	33,287	51,859	119,410
March ..	19,921	13,965	33,356	52,372	119,614
April ..	19,559	13,620	32,955	52,804	118,938
May ..	19,616	13,649	33,288	53,685	120,238

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

† Amended figures.

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TABLE V

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

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Navalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Trincomalee	Anuradhapura	Avissawella	Haputale	Matara	Vavuniya	Kegalla	Total
1941 ..	20,458	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942 ..	19,333	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943 .	8,335	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944 .	1,053	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945 .	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	—	1,497	—	—	—	—	—	—	21,366*
1946 .	25,805	1,117	808	993	3,397	726	352	816	119	438	727	—	611	—	—	—	—	—	—	36,544†
1947 .	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	—	—	—	—	—	34,744
1948 ..	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	283	—	—	—	—	—	—	66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	—	—	—	—	—	69,732
1950 ..	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	—	—	—	—	—	65,122
1951 ..	33,125	3,422	2,886	4,350	2,209	537‡	886	1,587	569	904	418	1,207	284	323	—	—	—	—	—	52,707‡
1952 ..	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992	252	437	678	—	—	—	—	53,023
1953 ..	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	—	—	51,546
1954 ..	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	—	—	63,304
1955 ..	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	—	—	71,010
1956 ..	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	604	703	694	939	1,651	1,984	721	4,206	—	—	85,952
1957 ..	49,899	9,636	6,772	9,225	7,462	794	5,651	2,681	3,180	1,079	631	501§	1,252	1,198	2,226	840	5,331	551	1,947	§110,856

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TABLE V—(*contd.*)

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai**	Trincomalee	Anuradhapura	Avissawella	Haputale	Matara	Vavuniya	Kegalla	Total
1958—																				
January ..	51,800	9,406	7,075	9,895	8,411	832	6,030	2,930	3,359	1,125	759	464	1,308	1,409	2,413	881	5,490	464	2,200	116,251
February	51,897	8,997	7,092	10,447	8,650	899	6,214	2,967	3,315	1,137	817	398	1,282	1,503	2,458	913	5,422	417	2,225	117,050
March ..	51,597	8,774	6,940	10,926	8,398	934	6,288	3,093	3,272	1,105	857	386	1,211	1,473	2,584	935	5,409	424	2,174	116,780
April ..	50,298	8,479	6,720	11,254	8,490	889	5,401	2,826	3,215	1,150	794	383	1,143	1,281	2,527	1,012	5,227	431	2,146	113,666
May ..	49,597	7,643	6,819	11,765	6,132	945	4,746	2,858	3,255	1,099	713	407	1,212	1,262	2,608	1,061	4,528	454	2,177	109,281
June ..	49,880	7,361	6,844	12,180	6,041	988	4,747	2,830	3,363	1,094	794	380	1,406	1,232	2,720	1,147	4,766	366	2,187	110,326
July ..	51,741	7,354	6,944	12,647	6,244	1,026	4,505	2,992	3,613	1,176	880	571	1,405	1,258	2,892	1,226	4,861	415	2,326	114,076
August ..	52,165	7,124	6,747	12,903	6,294	1,024	4,672	3,200	3,708	988	914	588	1,340	1,297	2,927	1,231	4,916	484	2,396	114,918
September	52,461	6,798	6,663	13,105	6,467	1,136	4,569	3,335	3,916	1,079	874	614	1,218	1,345	2,881	1,117	5,040	481	2,389	115,488
October ..	52,179	8,225	6,850	13,151	6,788	1,173	2,971	3,405	4,163	1,152	871	455	1,063	1,323	2,880	1,118	5,252	486	2,438	115,943
November	51,772	8,040	7,181	13,595	6,886	1,092	3,030	3,561	4,077	1,171	872	391	1,019	1,261	2,897	1,092	5,268	482	2,417	116,104
December	52,563	7,721	7,500	13,617	6,957	1,115	3,358	3,613	3,965	1,215	895	354	1,188	1,380	2,925	1,110	5,324	531	2,465	117,796
1959—																				
January ..	53,192	7,895	7,773	13,807	6,959	1,115	3,524	3,846	3,738	1,312	1,069	352	1,299	1,578	2,891	1,145	5,428	557	2,653	120,133
February	53,042	7,631	7,093	13,916	6,959	1,158	3,915	3,877	3,586	1,366	1,130	362	1,348	1,555	2,802	1,141	5,243	561	2,725	119,410
March ..	53,702	7,600	6,933	14,092	6,547	1,194	4,267	3,669	3,572	1,380	1,110	328	1,360	1,510	2,732	1,175	5,164	563	2,716	119,614
April ..	54,060	7,394	6,775	14,227	6,547	1,130	4,268	3,738	3,254	1,313	1,177	310	1,245	1,475	2,698	1,221	4,955	558	2,593	118,938
May ..	54,621	7,418	6,821	14,638	6,645	1,015	4,431	3,406	3,471	1,399	1,179	326	1,162	1,507	2,764	1,297	5,002	553	2,583	120,238

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

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

‡ Revised figures.

§ Amended figures

(These Exchanges functioned only during 1945 and 1946.)

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

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

TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of May, 1959

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	628	60	515	43	925	47	2,263	67	4,331	217
Negombo	74	2	74	—	86	—	269	2	503	4
Kalutara	87	1	50	1	165	10	182	3	484	15
Galle	138	5	65	1	186	2	281	—	670	8
Kandy	90	6	58	1	147	2	191	1	486	10
Nawalapitiya	23	1	30	—	39	—	89	20	181	21
Kurunegala	73	1	54	—	140	4	152	1	419	6
Jaffna	128	6	14	3	124	2	46	9	312	20
Ratnapura	105	—	45	12	291	—	160	1	601	13
Badulla	36	—	17	—	62	2	61	5	176	7
Batticaloa	36	—	16	1	41	5	119	70	212	76
Kalmunai	26	4	16	—	20	—	19	3	81	7
Trincomalee	25	4	7	—	39	—	79	1	150	5
Anuradhapura	29	10	14	—	37	2	87	8	167	20
Avissawella	34	—	21	—	69	—	114	—	238	—
Haputale	6	—	23	1	18	3	99	1	146	5
Matara	104	1	56	—	129	—	179	—	468	1
Vavuniya	23	1	3	—	47	1	14	1	87	3
Kegalla	22	—	28	—	88	—	36	—	174	—
Total	1,687	102	1,106	63	2,653	80	4,440	193	9,886	438

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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	4,048½	66‡	12,399	25,937
1945	28	3,514	4,285	53	28,875	153,388½
1946	87	15,259	31,830½	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933½	20	1,065	2,497½
1949	66	477,412	681,340	28	2,874	14,576½
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	363,600	430,586	54	14,482	31,996
1954	59	86,450	391,200	55	15,381	85,569
1955	60	11,437	69,913	47	11,293	36,016
1956	99	56,908	200,888	115	31,852	152,966
1957	177	297,061	618,050	127	70,239	190,443
1958**	123	39,372	340,632	80	33,589	384,769
1959 January to April	55	15,980	74,142	20	5,642	35,010
1958 January	10	5,536	195,212	7	1,196	1,122
February	12	2,720	26,686	8	398	3,750
March	11	5,260	10,447	15	4,109	25,375
April	13	3,671	20,912	16	5,338	74,497
May	8	2,717	5,361	12	17,587	262,107
June	Nil	—	—	1	13	169
July	Nil	—	—	1	27	81
August	5	388	1,299	Nil	—	—
September	14	3,751	22,199	3	226	432
October	14	4,104	16,720	1	150	150
November	§18	6,415	26,265	3	393	1,440
December	18	4,810	15,531	13	4,152	15,646
1959 January	§17	3,666	20,837	6	2,825	19,683
February	§13	3,789	10,566	§10	2,409	14,429
March	9	3,839	19,612	1	130	65
April	16	4,686	23,127	3	278	833

*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.

§Amended figures.

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

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.

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TABLE IX—CLASSIFICATION OF THE STRIKES IN APRIL, 1959, BY INDUSTRIES OR TRADES

Industry or Trade	*Number of Strikes*	*Number of Workers involved*	*Number of Man-days lost*
Plantations—Tea	13	3,491	16,965
Rubber	2	95	662
Tea-cum-Rubber	1	1,100	5,500
Coconut	—	—	—
Coconut-cum-Rubber	—	—	—
Total	16	4,686	23,127
Engineering	1	41	524
Printing	—	—	—
Motor Transport	—	—	—
Tea Export	—	—	—
Rubber Export	—	—	—
Coconut Manufacturing	1	210	255
Toddy, Arrack and Vinegar	—	—	—
Match Manufacturing	—	—	—
Coconut & Rubber Manufacturing	—	—	—
Cinema	—	—	—
Dock, Harbour and Port Transport	—	—	—
Building Trade	—	—	—
Local Government Services	—	—	—
Service Institutions	—	—	—
Factories, Workshops, &c., run by the State	—	—	—
Textile	—	—	—
Relief Schemes	—	—	—
Wholesale and Retail Distribution	—	—	—
Aerated Waters and Ice Manufacturing	—	—	—
Beedi Manufacturing	—	—	—
Hotel	1	27	54
Tile Manufacturing	—	—	—
Miscellaneous	—	—	—
Total	3	278	833
Grand Total	19	4,964	23,960

TABLE X—CLASSIFICATION OF THE STRIKES IN APRIL, 1959, IN CAUSES

	Causes	*Number of Strikes*		*Number of Workers Involved*	
		Plantations	*Others*	*Plantations*	*Others*
1.	Dismissal or loss of employment in any way. Failure to provide work	2	—	60	—
2.	Wage increases. Higher rates for piece work, &c.	—	—	—	—
3.	Other wage disputes (e.g., delay in payment, cash advances, &c.)	2	3	247	278
4.	Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	5	—	1,708	—
5.	Food matters. Welfare	—	—	—	—
6.	Right of association and meeting	—	—	—	—
7.	Fractional disputes and domestic matters	1	—	315	—
8.	External matters (e.g., arrest by Police, &c.)	2	—	706	—
9.	Assaults by employer or agent or others	1	—	258	—
10.	General demands	3	—	1,392	—
11.	Sympathetic strikes	—	—	—	—
	Total	16	3	4,686	278

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TABLE XI—ARRIVALS AND DEPARTURES OF INDIAN ESTATE LABOURERS

Year	Arrivals			Departures			Excess of Arrivals over Departures	Excess of Departures over Arrivals
	Old	New	Total	Repatriated on Govt. Account	Left Ceylon Unassisted	Total		
1939	25,425	3,834	29,259	2,975	31,714	34,689	—	5,430
1940	2,955	363	3,318	5,560	12,578	18,138	—	14,820
1941	3,234	350	3,584	8,410	11,243	19,653	—	16,069
1942	6,585	229	6,814	5,398	33,183	38,581	—	31,767
1943	42,677	2,076	44,753	1,368	59,577	60,945	—	16,192
1944	49,354	2,623	51,977	786	59,683	60,469	—	8,492
1945	82,598	3,844	86,442	572	85,428	86,000	442	—
1946	75,269	3,325	78,594	282	75,657	75,939	2,655	—
1947	52,177	2,400	54,577	242	58,381	58,623	—	4,046
1948	47,621	2,926	50,547	151	47,115	47,266	3,281	—
1949	42,188	2,237	44,425	302	46,538	46,840	—	2,417
1950	49,385	1,525	50,910	267	55,360	55,627	—	4,717
1951	53,218	1,503	54,721	203	58,591	58,794	—	4,073
1952	55,530	1,717	57,247	317	58,132	58,449	—	120
1953	40,761	1,160	41,921	379	45,963	46,342	—	4,421
1954	26,550	577	27,127	223	25,143	25,366	1,761	—
1955	902	—	902	75	3,166	3,241	—	2,339
1956	2,360	3	2,363	85	4,608	4,693	—	2,330
1957	1,068	4	1,072	104	4,849	4,953	—	3,881
1958	—	—	94	22	1,412	1,434	—	1,340
1958—								
January*	—	—	—	—	—	—	—	—
February*	—	—	—	—	—	—	—	—
March	—	—	14	6	6	12	2	—
April	—	—	27	—	103	103	—	76
May	—	—	10	6	221	227	—	217
June	—	—	8	—	260	260	—	252
July	—	—	13	4	235	239	—	226
August	—	—	18	5	207	212	—	194
September	—	—	1	—	119	119	—	118
October	—	—	1	—	143	143	—	142
November	—	—	2	—	73	73	—	71
December	—	—	—	1	45	46	—	46
1959—								
January	—	—	10	—	172	172	—	162
February	—	—	—	5	89	94	—	94
March	—	—	—	—	98	98	—	98
April	—	—	—	—	136	136	—	136

* Not available.

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APPENDIX I

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

Month: July, 1959

Class of Worker	*Basic Wage* Rs. c.	*Special Allowance* Rs. c.	*Total* Rs. c.
Tea Growing and Manufacturing Trade			
Daily Rates :			
Male worker not under 16 years ..	1 25 ..	1 18 ..	2 43
Female worker not under 15 years ..	1 5 ..	0 88 ..	1 93
Child worker	0 80 ..	0 81 ..	1 61
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade			
Daily Rates :			
Male worker not under 16 years ..	1 10 ..	1 18 ..	2 28
Female worker not under 15 years ..	0 90 ..	0 88 ..	1 78
Child worker	0 65 ..	0 81 ..	1 46
Rubber Growing and Manufacturing Trade			
Daily Rates :			
Male worker not under 16 years ..	1 40 ..	1 18 ..	2 58
Female worker not under 15 years ..	1 30 ..	0 88 ..	2 18
Child worker	1 5 ..	0 81 ..	1 86
Coconut Growing Trade			
Daily Rates :			
The raising and maintenance of a coconut plantation ; and the manufacture of copra—			
Kangany	1 15 ..	1 18 ..	2 33
Male not under 16 years	1 0 ..	1 18 ..	2 18
Female not under 15 years	0 85 ..	0 88 ..	1 73
Male worker under 16 years or Female worker under 15 years	0 75 ..	0 81 ..	1 56
Coconut Manufacturing Trade			
The manufacture of desiccated coconut : The manufacture of coconut oil ; and The manufacture of fibre and coir products—			
Kangany	1 80 ..	2 3 ..	3 83
Male not under 18 years	1 40 ..	2 3 ..	3 43
Female not under 18 years	1 15 ..	1 68 ..	2 83
Worker under 18 years	1 15 ..	1 61 ..	2 76

Piece rates have been fixed for certain processes.

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Class of Worker	Month : July, 1959		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Engineering Trade			
Daily Rates :			
Unskilled labourer	1 40	2 09	3 49
Semi-skilled, Grade I	1 65	2 19	3 84
Semi-skilled, Grade II	1 45	2 19	3 64
Skilled worker	2 0	2 19	4 19
Kangany	1 80	2 19	3 99
Watcher	1 70	2 19	3 89
Trade Learners and Apprentices—			
1st year	0 50	1 13	1 63
2nd year	0 66	1 23	1 89
3rd year	0 85	1 54	2 39
4th year	1 10	1 69	2 79
Printing Trade			
Monthly rates :			
Class A Workers : Linotype operators, monotype keyboard operators, linotype mechanics, process camera operators, process etchers, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists and readers (employed in the production of newspapers)	110 0	102 42	212 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	82 42	169 92
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	72 42	137 42
Class C, Grade II Workers : Platen Machine Minders	60 0	67 32	127 32
Class D Workers : Foundry plate chippers, foundry labourers, rotary labourers, roller-casters, feeders, packers, counters and checkers	50 0	62 42	112 42
Class E Workers : Unskilled workers not under 18 years of age	42 0	59 97	101 97
Class F Workers : Unskilled workers under 18 years of age	20 0	40 42	60 42
Class G Workers : Watchers	44 0	62 42	106 42
Class A—1st year learner	33 0	43 92	76 92
,, B ,, ,, ...	26 0	37 92	63 92
,, C Grade I, 1st year learner ..	24 0	39 92	63 92
,, C ,, II ,, ,, ...	22 0	37 92	59 92
,, D—1st year learner	19 0	35 92	54 92
Class A—2nd year learner	44 0	52 42	96 42
,, B ,, ,, ...	36 0	50 42	86 42
,, C Grade I, 2nd year learner ..	29 0	45 32	74 32
,, C ,, II ,, ,, ...	27 0	42 87	69 87
,, D—2nd year learner	23 0	40 42	63 42

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Class of Worker	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Printing Trade (*contd.*)			
Class A—3rd year learner	56 0	60 92	116 92
„ B „ „	49 0	56 92	105 92
„ C Grade I, 3rd year learner ..	36 0	50 92	86 92
„ C „ II, „ „	32 0	47 82	79 82
„ D—3rd year learner	28 0	44 92	72 92
Class A—4th year learner	71 0	73 42	144 42
„ B „ „	64 0	66 32	130 32
„ C Grade I, 4th year learner ..	44 0	58 97	102 97
„ C „ II, „ „	39 0	55 09	94 09
„ D—4th year learner	34 0	51 42	85 42
Class A—5th year learner	88 0	86 42	174 42
Cigar Trade			
A piece rate of Rs. 8·0 has been fixed for every 1,000 cigars rolled.			
Plumbago Trade			
Daily Rates :			
Underground workers—			
Basses	2 75	1 27	4 02
Kanganies, Loaders, Overseers	2 25	1 27	3 52
Shift bosses	2 8	1 27	3 35
Blasters, Drillers (hand and machine), Shaft drivers, Stopers (excavators), Timbermen ..	2 0	1 27	3 27
Muckers, Trolleymen, Unskilled labourers ..	1 50	1 27	2 77
Onsetters or Donakatakarayas ..	2 25	1 27	3 52
Underground and surface workers—			
Electricians, Enginemen, Fitters, Hoistmen, Mechanics, Pumpmen, Winchmen ..	2 50	1 27	3 77
Checkers	2 25	1 27	3 52
Electricians (assistants), Fitters (assistants), Windlassmen (dabare workers) ..	1 50	1 27	2 77
Surface workers—			
Carpenters, Masons	2 50	1 27	3 77
Overseers	2 25	1 27	3 52
Blacksmiths, Boilermen, Drill sharpeners ..	2 0	1 27	3 27
Firewood carriers and splitters ..	1 60	1 27	2 87
Carters, Watchers	1 50	1 27	2 77
Bakkikarayas or Banksmen	2 0	1 27	3 27
Cooks, Smithy boys, Unskilled labourers ..	1 24	1 27	2 51

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 87 cents.

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Class of Worker	Month : July, 1959 Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Plumbago Trade (*contd.*)			
Workers employed in curing and dressing—			
(A) as overseers and kanganies ..	2 0 ..	1 47 ..	3 47
(B) on different jobs			
Within the Colombo area—			
Male worker not under 18 years ..	1 25 ..	1 47 ..	2 72
Female worker not under 18 years ..	1 0 ..	1 14 ..	2 14
Worker under 18 years	0 50 ..	1 07 ..	1 57
Outside the Colombo area—			
Male worker not under 18 years ..	1 0 ..	1 47 ..	2 47
Female worker not under 18 years ..	0 84 ..	1 14 ..	1 98
Worker under 18 years	0 40 ..	1 07 ..	1 47
" Colombo area " includes any place within 5 miles of the Municipal Limits of Colombo			
Tea Export Trade			
Daily Rates :			
A. Male workers not under 18 years—			
(*a*) Grade II	1 40 ..	2 9 ..	3 49
(*b*) Intermediate Grade ..	1 60 ..	2 19 ..	3 79
(*c*) Grade I	1 80 ..	2 19 ..	3 99
(*d*) Box makers and repairers ..	1 60 ..	2 19 ..	3 79
(*e*) Watchers	1 70 ..	2 19 ..	3 89
B. Female workers not under 18 years ..	1 15 ..	1 97 ..	3 12
C. Workers over 14 years but under 15 years ..	0 80 ..	1 57 ..	2 37
,, 15 ,, 16 ,, ..	0 90 ..	1 62 ..	2 52
,, 16 ,, 17 ,, ..	1 0 ..	1 67 ..	2 67
,, 17 ,, 18 ,, ..	1 15 ..	1 77 ..	2 92
Rubber Export Trade			
Daily Rates :			
A. Male workers not under 18 years—			
(*a*) Grade II	1 40 ..	2 9 ..	3 49
(*b*) Intermediate Grade ..	1 60 ..	2 19 ..	3 79
(*c*) Grade I	1 80 ..	2 19 ..	3 99
(*d*) Watchers	1 70 ..	2 19 ..	3 89
B. Female workers not under 18 years of age—			
(*a*) Grade II Workers employed in work other than sorting	1 15 ..	1 97 ..	3 12
(*b*) Grade I Workers employed in sorting ..	1 30 ..	1 97 ..	3 27
C. Workers over 14 years but under 15 years ..	0 80 ..	1 57 ..	2 37
,, 15 ,, 16 ,, ..	0 90 ..	1 62 ..	2 52
,, 16 ,, 17 ,, ..	1 0 ..	1 67 ..	2 67
,, 17 ,, 18 ,, ..	1 15 ..	1 77 ..	2 92

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Class of Worker	Month : July, 1959		
	Basic Wage	Special Allowance	Total
	Rs. c.	Rs. c.	Rs. c.
Toddy, Arrack and Vinegar Trade			
Monthly Rates :			
Tope kangany	115 0	—	115 0
Toddy tavern watcher	63 0	—	63 0
Arrack tavern watcher	63 0	—	63 0
Tope watcher	50 0	—	50 0
Collecting station manager	75 0	—	75 0
Selling toddy at tavern	80 0	—	80 0
Selling arrack at tavern	75 0	—	75 0
Collecting toddy from trees in the toddy section of the trade	80 0	—	80 0
Collecting toddy from trees in the arrack section of the trade	52 50	—	52 50
Collecting toddy from trees in the vinegar section of the trade	52 50	—	52 50
Distilling toddy at distillery	90 0	—	90 0
Daily Rates			
Bottling, corking and labelling arrack bottles—			
(*a*) for a male worker not under 16 years of age	2 50	—	2 50
(*b*) for a female worker not under 16 years of age	2 0	—	2 0
Unskilled labourers—			
Male workers not under 16 years ..	2 50	—	2 50
Female workers not under 16 years ..	2 0	—	2 0
Piece rates have been fixed for certain processes.			
Motor Transport Trade			
Monthly Rates			
Class A Workers : Drivers of omnibuses licensed to carry over 22 passengers	100 0	62 42	162 42
Class B Workers : Drivers of omnibuses licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of over 20 cwt.	90 0	62 42	152 42
Class C Workers : Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed payload of 20 cwt. and under, and drivers of hearses ..	85 0	59 92	144 92
Class D Workers : Drivers of lorries with trailers (including those of the Scammel-Horse type but excluding those owned by an estate and used solely for internal transport within the estate) ..	100 0	62 42	162 42

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Class of Worker	Month : July, 1959 Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Motor Transport Trade—(*contd.*)			
Class E Workers : Drivers of lorries owned by an estate and used solely for internal transport within the estate	70 0 ..	57 42 ..	127 42
Class F Workers : Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses	67 50 ..	62 42 ..	129 92
Class G Workers : Cleaners * and porters † of lorries with a licensed payload of over 20 cwt. ..	60 0 ..	58 42 ..	118 42
Class H Workers : Cleaners * and porters † of lorries with a licensed payload of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses	50 0 ..	58 42 ..	108 42
Class I Workers : Omnibus checkers or time-keepers	60 0 ..	58 42 ..	118 42
Class J Workers : Omnibus Inspectors and omnibus stand supervisors	90 0 ..	58 42 ..	148 42
Class K Workers : Porters engaged by employers who use the motor transport trade as incidental to the carrying on of some other trade and workers in the motor transport trade other than workers specified in the preceding items	45 0 ..	48 67 ..	93 67

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

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

Daily Rates

Class A worker	4 0 ..	2 62 ..	6 62
,, B ,, ...	4 0 ..	2 62 ..	6 62
,, C ,, ...	3 25 ..	2 62 ..	5 87
,, D ,, ...	4 0 ..	2 62 ..	6 62
,, E ,, ...	2 75 ..	2 37 ..	5 12
,, F ,, ...	2 75 ..	2 62 ..	5 37
,, G ,, ...	2 50 ..	2 62 ..	5 12
,, H ,, ...	2 25 ..	2 62 ..	4 87
,, K ,, ...	1 50 ..	1 89 ..	3 32

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

Match Manufacturing Trade

Daily Rates

Grade I—

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

Grade II—

Male 18 years and over	1 60 ..	1 82 ..	3 42
Female 18 years and over	1 32 ..	1 72 ..	3 04
Young person 14 and over but under 18 years	1 0 ..	1 40 ..	2 40

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Class of Worker	Month : July, 1959 Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Match Manufacturing Trade—(*contd.*)			
Grade III—			
Male 18 years and over	1 40	1 72	3 12
Female 18 years and over	1 15	1 60	2 75
Young person over 14 and under 16 years	0 70	1 18	1 88
Young person 16 and over but under 18 years	0 90	1 40	2 30
Grade IV—			
Watcher	1 70	1 82	3 52
Cinema Trade			
Within the Municipal Areas			
A—Non-clerical—			
Unskilled	36 50	54 22	90 72
Semi-skilled	43 0	56 82	99 82
Skilled Grade II	55 0	58 64	113 64
Skilled Grade I	66 0	58 64	124 64
B—Clerical—			
Grade III	50 0	53 50	103 50
Grade II	55 0	56 50	111 50
Grade I	110 0	61 50	171 50
Outside the Municipal Areas			
A—Non-clerical—			
Unskilled	36 50	54 22	90 72
Semi-skilled	40 0	56 82	96 82
Skilled Grade II	47 0	58 64	105 64
Skilled Grade I	61 0	58 64	119 64
B—Clerical—			
Grade III	45 0	53 50	98 50
Grade II	50 0	56 50	106 50
Grade I	110 0	61 50	171 50
Dock, Harbour and Port Transport Trade			
Manual Work—			
Special Grade	65 0	34 75	99 75
Skilled Grade	55 0	30 75	85 75
Semi-skilled Grade	45 0	27 75	72 75
Unskilled Grade I	37 0	27 75	64 75
Unskilled Grade II	31 0	27 75	58 75
Women Workers—			
Female Kanganies	35 0	27 75	62 75
Female labourers	30 0	27 75	57 75
Non-manual Workers—			
Special Grade	75 0	41 0	116 0
Grade I	55 0	30 75	85 75

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Class of Worker	Month: July, 1959 Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Building Trade			
Unskilled—			
Male labourers—			
Not under 18 years	1 40 ..	2 09 ..	3 49
Female labourers—			
Not under 18 years	1 10 ..	2 09 ..	3 19
Unskilled labourers— (irrespective of sex)			
Under 18 years of age	0 90 ..	2 09 ..	2 99
Semi-skilled Grade II	1 65 ..	2 19 ..	3 84
Semi-skilled Grade I	1 80 ..	2 19 ..	3 99
Skilled	2 0 ..	2 19 ..	4 19
Beedi Manufacturing Trade			
" Nool " beedi rolling (inclusive of preparation of wrappers for rolling)—			
1,000 beedies each 2 inches long ..	..	..	3 50
1,000 beedies each 2½ inches long ..	..	..	4 0
1,000 beedies each 3 inches long ..	..	..	4 75
" Nool " beedi rolling (exclusive of the preparation of wrappers for rolling)—			
1,000 beedies each 2 inches long ..	..	..	2 0
1,000 beedies each 2½ inches long ..	..	..	2 25
1,000 beedies each 3 inches long ..	..	..	2 75
Cutting wrapping leaves (inclusive of the preparation of wrappers for rolling)—			
1,000 beedies each 2 inches long ..	..	..	1 50
1,000 beedies each 2½ inches long ..	..	..	1 75
1,000 beedies each 3 inches long ..	..	..	2 0
Baking Trade			
Monthly Rates			
Class " A " Worker : foreman, cooks, " short eats " makers, pastry makers, cake decorators ..	70 0 ..	59 35 ..	129 35
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 ..	55 0 ..	110 0
Class " C " Worker : flour dumpers, flour sifters, rolling machine men, sugar grinders, bench hands, pan greasers, panners, bread trayers, bun trayers, cake trayers, bread slicers, fruit and vegetable cleaners, cream fillers, oven helpers, oven loaders, pan stackers, bread and bun stackers, cake stackers, cutters, crust cleaners, hand wrappers, packers, general helpers, and deliverymen	39 0 ..	42 34 ..	81 34

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APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during July, 1959, to workers in the Tea Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 62½	0 59	1 21½	0 52½	0 44	0 96½	0 40	0 40½	0 80½	½
1	1 25	1 18	2 43	1 05	0 88	1 93	0 80	0 81	1 61	1
2	2 50	2 36	4 86	2 10	1 76	3 86	1 60	1 62	3 22	2
3	3 75	3 54	7 29	3 15	2 64	5 79	2 40	2 43	4 83	3
4	5 00	4 72	9 72	4 20	3 52	7 72	3 20	3 24	6 44	4
5	6 25	5 90	12 15	5 25	4 40	9 65	4 00	4 05	8 05	5
6	7 50	7 08	14 58	6 30	5 28	11 58	4 80	4 86	9 66	6
7	8 75	8 26	17 01	7 35	6 16	13 51	5 60	5 67	11 27	7
8	10 00	9 44	19 44	8 40	7 04	15 44	6 40	6 48	12 88	8
9	11 25	10 62	21 87	9 45	7 92	17 37	7 20	7 29	14 49	9
10	12 50	11 80	24 30	10 50	8 80	19 30	8 00	8 10	16 10	10
11	13 75	12 98	26 73	11 55	9 68	21 23	8 80	8 91	17 71	11
12	15 00	14 16	29 16	12 60	10 56	23 16	9 60	9 72	19 32	12
13	16 25	15 34	31 59	13 65	11 44	25 09	10 40	10 53	20 93	13
14	17 50	16 52	34 02	14 70	12 32	27 02	11 20	11 34	22 54	14
15	18 75	17 70	36 45	15 75	13 20	28 95	12 00	12 15	24 15	15
16	20 00	18 88	38 88	16 80	14 08	30 88	12 80	12 96	25 76	16
17	21 25	20 06	41 31	17 85	14 96	32 81	13 60	13 77	27 37	17
18	22 50	21 24	43 74	18 90	15 84	34 74	14 40	14 58	28 98	18
19	23 75	22 42	46 17	19 95	16 72	36 67	15 20	15 39	30 59	19
20	25 00	23 60	48 60	21 00	17 60	38 60	16 00	16 20	32 20	20
21	26 25	24 78	51 03	22 05	18 48	40 53	16 80	17 01	33 81	21
22	27 50	25 96	53 46	23 10	19 36	42 46	17 60	17 82	35 42	22
23	28 75	27 14	55 89	24 15	20 24	44 39	18 40	18 63	37 03	23
24	30 00	28 32	58 32	25 20	21 12	46 32	19 20	19 44	38 64	24
25	31 25	29 50	60 75	26 25	22 00	48 25	20 00	20 25	40 25	25
26	32 50	30 68	63 18	27 30	22 88	50 18	20 80	21 06	41 86	26
27	33 75	31 86	65 61	28 35	23 76	52 11	21 60	21 87	43 47	27
28	35 00	33 04	68 04	29 40	24 64	54 04	22 40	22 68	45 08	28
29	36 25	34 22	70 47	30 45	25 52	55 97	23 20	23 49	46 69	29
30	37 50	35 40	72 90	31 50	26 40	57 90	24 00	24 30	48 30	30
31	38 75	36 58	75 33	32 55	27 28	59 83	24 80	25 11	49 91	31

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

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APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during July, 1959, to workers in the Rubber Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 70	0 59	1 29	0 65	0 44	1 09	0 52½	0 40½	0 93	½
1	1 40	1 18	2 58	1 30	0 88	2 18	1 05	0 81	1 86	1
2	2 80	2 36	5 16	2 60	1 76	4 36	2 10	1 62	3 72	2
3	4 20	3 54	7 74	3 90	2 64	6 54	3 15	2 43	5 58	3
4	5 60	4 72	10 32	5 20	3 52	8 72	4 20	3 24	7 44	4
5	7 00	5 90	12 90	6 50	4 40	10 90	5 25	4 05	9 30	5
6	8 40	7 08	15 48	7 80	5 28	13 08	6 30	4 86	11 16	6
7	9 80	8 26	18 06	9 10	6 16	15 26	7 35	5 67	13 02	7
8	11 20	9 44	20 64	10 40	7 04	17 44	8 40	6 48	14 88	8
9	12 60	10 62	23 22	11 70	7 92	19 62	9 45	7 29	16 74	9
10	14 00	11 80	25 80	13 00	8 80	21 80	10 50	8 10	18 60	10
11	15 40	12 98	28 38	14 30	9 68	23 98	11 55	8 91	20 46	11
12	16 80	14 16	30 96	15 60	10 56	26 16	12 60	9 72	22 32	12
13	18 20	15 34	33 54	16 90	11 44	28 34	13 65	10 53	24 18	13
14	19 60	16 52	36 12	18 20	12 32	30 52	14 70	11 34	26 04	14
15	21 00	17 70	38 70	19 50	13 20	32 70	15 75	12 15	27 90	15
16	22 40	18 88	41 28	20 80	14 08	34 88	16 80	12 96	29 76	16
17	23 80	20 06	43 86	22 10	14 96	37 06	17 85	13 77	31 62	17
18	25 20	21 24	46 44	23 40	15 84	39 24	18 90	14 58	33 48	18
19	26 60	22 42	49 02	24 70	16 72	41 42	19 95	15 39	35 34	19
20	28 00	23 60	51 60	26 00	17 60	43 60	21 00	16 20	37 20	20
21	29 40	24 78	54 18	27 30	18 48	45 78	22 05	17 01	39 06	21
22	30 80	25 96	56 76	28 60	19 36	47 96	23 10	17 82	40 92	22
23	32 20	27 14	59 34	29 90	20 24	50 14	24 15	18 63	42 78	23
24	33 60	28 32	61 92	31 20	21 12	52 32	25 20	19 44	44 64	24
25	35 00	29 50	64 50	32 50	22 00	54 50	26 25	20 25	46 50	25
26	36 40	30 68	67 08	33 80	22 88	56 68	27 30	21 06	48 36	26
27	37 80	31 86	69 66	35 10	23 76	58 86	28 35	21 87	50 22	27
28	39 20	33 04	72 24	36 40	24 64	61 04	29 40	22 68	52 08	28
29	40 60	34 22	74 82	37 70	25 52	63 22	30 45	23 49	53 94	29
30	42 00	35 40	77 40	39 00	26 40	65 40	31 50	24 30	55 80	30
31	43 40	36 58	79 98	40 30	27 28	67 58	32 55	25 11	57 66	31

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

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APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during July, 1959, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 59	1 14	0 45	0 44	0 89	0 32½	0 40½	0 73	½
1	1 10	1 18	2 28	0 90	0 88	1 78	0 65	0 81	1 46	1
2	2 20	2 36	4 56	1 80	1 76	3 56	1 30	1 62	2 92	2
3	3 30	3 54	6 84	2 70	2 64	5 34	1 95	2 43	4 38	3
4	4 40	4 72	9 12	3 60	3 52	7 12	2 60	3 24	5 84	4
5	5 50	5 90	11 40	4 50	4 40	8 90	3 25	4 05	7 30	5
6	6 60	7 08	13 68	5 40	5 28	10 68	3 90	4 86	8 76	6
7	7 70	8 26	15 96	6 30	6 16	12 46	4 55	5 67	10 22	7
8	8 80	9 44	18 24	7 20	7 04	14 24	5 20	6 48	11 68	8
9	9 90	10 62	20 52	8 10	7 92	16 02	5 85	7 29	13 14	9
10	11 00	11 80	22 80	9 00	8 80	17 80	6 50	8 10	14 60	10
11	12 10	12 98	25 08	9 90	9 68	19 58	7 15	8 91	16 06	11
12	13 20	14 16	27 36	10 80	10 56	21 36	7 80	9 72	17 52	12
13	14 30	15 34	29 64	11 70	11 44	23 14	8 45	10 53	18 98	13
14	15 40	16 52	31 92	12 60	12 32	24 92	9 10	11 34	20 44	14
15	16 50	17 70	34 20	13 50	13 20	26 70	9 75	12 15	21 90	15
16	17 60	18 88	36 48	14 40	14 08	28 48	10 40	12 96	23 36	16
17	18 70	20 06	38 76	15 30	14 96	30 26	11 05	13 77	24 82	17
18	19 80	21 24	41 04	16 20	15 84	32 04	11 70	14 58	26 28	18
19	20 90	22 42	43 32	17 10	16 72	33 82	12 35	15 39	27 74	19
20	22 00	23 60	45 60	18 00	17 60	35 60	13 00	16 20	29 20	20
21	23 10	24 78	47 88	18 90	18 48	37 38	13 65	17 01	30 66	21
22	24 20	25 96	50 16	19 80	19 36	39 16	14 30	17 82	32 12	22
23	25 30	27 14	52 44	20 70	20 24	40 94	14 95	18 63	33 58	23
24	26 40	28 32	54 72	21 60	21 12	42 72	15 60	19 44	35 04	24
25	27 50	29 50	57 00	22 50	22 00	44 50	16 25	20 25	36 50	25
26	28 60	30 68	59 28	23 40	22 88	46 28	16 90	21 06	37 96	26
27	29 70	31 86	61 56	24 30	23 76	48 06	17 55	21 87	39 42	27
28	30 80	33 04	63 84	25 20	24 64	49 84	18 20	22 68	40 88	28
29	31 90	34 22	66 12	26 10	25 52	51 62	18 85	23 49	42 34	29
30	33 00	35 40	68 40	27 00	26 40	53 40	19 50	24 30	43 80	30
31	34 10	36 58	70 68	27 90	27 28	55 18	20 15	25 11	45 26	31

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

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APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 1959, 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	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 16½	1 09	0 86½	0 78	1 91½	1 71½	1 41½	1 38	½
1	2 33	2 18	1 73	1 56	3 83	3 43	2 83	2 76	1
2	4 66	4 36	3 46	3 12	7 66	6 86	5 66	5 52	2
3	6 99	6 54	5 19	4 68	11 49	10 29	8 49	8 28	3
4	9 32	8 72	6 92	6 24	15 32	13 72	11 32	11 04	4
5	11 65	10 90	8 65	7 80	19 15	17 15	14 15	13 80	5
6	13 98	13 08	10 38	9 36	22 98	20 58	16 98	16 56	6
7	16 31	15 26	12 11	10 92	26 81	24 01	19 81	19 32	7
8	18 64	17 44	13 84	12 48	30 64	27 44	22 64	22 08	8
9	20 97	19 62	15 57	14 04	34 47	30 87	25 47	24 84	9
10	23 30	21 80	17 30	15 60	38 30	34 30	28 30	27 60	10
11	25 63	23 98	19 03	17 16	42 13	37 73	31 13	30 36	11
12	27 96	26 16	20 76	18 72	45 96	41 16	33 96	33 12	12
13	30 29	28 34	22 49	20 28	49 79	44 59	36 79	35 88	13
14	32 62	30 52	24 22	21 84	53 62	48 02	39 62	38 64	14
15	34 95	32 70	25 95	23 40	57 45	51 45	42 45	41 40	15
16	37 28	34 88	27 68	24 96	61 28	54 88	45 28	44 16	16
17	39 61	37 06	29 41	26 52	65 11	58 31	48 11	46 92	17
18	41 94	39 24	31 14	28 08	68 94	61 74	50 94	49 68	18
19	44 27	41 42	32 87	29 64	72 77	65 17	53 77	52 44	19
20	46 60	43 60	34 60	31 20	76 60	68 60	56 60	55 20	20
21	48 93	45 78	36 33	32 76	80 43	72 03	59 43	57 96	21
22	51 26	47 96	38 06	34 32	84 26	75 46	62 26	60 72	22
23	53 59	50 14	39 79	35 88	88 09	78 89	65 09	63 48	23
24	55 92	52 32	41 52	37 44	91 92	82 32	67 92	66 24	24
25	58 25	54 50	43 25	39 00	95 75	85 75	70 75	69 00	25
26	60 58	56 68	44 98	40 56	99 58	89 18	73 58	71 76	26
27	62 91	58 86	46 71	42 12	103 41	92 61	76 41	74 52	27
28	65 24	61 04	48 44	43 68	107 24	96 04	79 24	77 28	28
29	67 57	63 22	50 17	45 24	111 07	99 47	82 07	80 04	29
30	69 90	65 40	51 90	46 80	114 90	102 90	84 90	82 80	30
31	72 23	67 58	53 63	48 36	118 73	106 33	87 73	85 56	31

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

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APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 1959, to workers in the Rubber 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	Watchers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 89½	1 99½	1 94½	1 56	1 63½	1 18½	1 26	1 33½	1 46	½
1	3 49	3 79	3 99	3 89	3 12	3 27	2 37	2 52	2 67	2 92	1
2	6 98	7 58	7 98	7 78	6 24	6 54	4 74	5 04	5 34	5 84	2
3	10 47	11 37	11 97	11 67	9 36	9 81	7 11	7 56	8 01	8 76	3
4	13 96	15 16	15 96	15 56	12 48	13 08	9 48	10 08	10 68	11 68	4
5	17 45	18 95	19 95	19 45	15 60	16 35	11 85	12 60	13 35	14 60	5
6	20 94	22 74	23 94	23 34	18 72	19 62	14 22	15 12	16 02	17 52	6
7	24 43	26 53	27 93	27 23	21 84	22 89	16 59	17 64	18 69	20 44	7
8	27 92	30 32	31 92	31 12	24 96	26 16	18 96	20 16	21 36	23 36	8
9	31 41	34 11	35 91	35 01	28 08	29 43	21 33	22 68	24 03	26 28	9
10	34 90	37 90	39 90	38 90	31 20	32 70	23 70	25 20	26 70	29 20	10
11	38 39	41 69	43 89	42 79	34 32	35 97	26 07	27 72	29 37	32 12	11
12	41 88	45 48	47 88	46 68	37 44	39 24	28 44	30 24	32 04	35 04	12
13	45 37	49 27	51 87	50 57	40 56	42 51	30 81	32 76	34 71	37 96	13
14	48 86	53 06	55 86	54 46	43 68	45 78	33 18	35 28	37 38	40 88	14
15	52 35	56 85	59 85	58 35	46 80	49 05	35 55	37 80	40 05	43 80	15
16	55 84	60 64	63 84	62 24	49 92	52 32	37 92	40 32	42 72	46 72	16
17	59 33	64 43	67 83	66 13	53 04	55 59	40 29	42 84	45 39	49 64	17
18	62 82	68 22	71 82	70 02	56 16	58 86	42 66	45 36	48 06	52 56	18
19	66 31	72 01	75 81	73 91	59 28	62 13	45 03	47 88	50 73	55 48	19
20	69 80	75 80	79 80	77 80	62 40	65 40	47 40	50 40	53 40	58 40	20
21	73 29	79 59	83 79	81 69	65 52	68 67	49 77	52 92	56 07	61 32	21
22	76 78	83 38	87 78	85 58	68 64	71 94	52 14	55 44	58 74	64 24	22
23	80 27	87 17	91 77	89 47	71 76	75 21	54 51	57 96	61 41	67 16	23
24	83 76	90 96	95 76	93 36	74 88	78 48	56 88	60 48	64 08	70 08	24
25	87 25	94 75	99 75	97 25	78 00	81 75	59 25	63 00	66 75	73 00	25
26	90 74	98 54	103 74	101 14	81 12	85 02	61 62	65 52	69 42	75 92	26
27	94 23	102 33	107 73	105 03	84 24	88 29	63 99	68 04	72 09	78 84	27
28	97 72	106 12	111 72	108 92	87 36	91 56	66 36	70 56	74 76	81 76	28
29	101 21	109 91	115 71	112 81	90 48	94 83	68 73	73 08	77 43	84 68	29
30	104 70	113 70	119 70	116 70	93 60	98 10	71 10	75 60	80 10	87 60	30
31	108 19	117 49	123 69	120 59	96 72	101 37	73 47	78 12	82 77	90 52	31

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APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 1959, 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 Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 89½	1 99½	1 89½	1 94½	1 56	1 18½	1 26	1 33½	1 46	½
1	3 49	3 79	3 99	3 79	3 89	3 12	2 37	2 52	2 67	2 92	1
2	6 98	7 58	7 98	7 58	7 78	6 24	4 74	5 04	5 34	5 84	2
3	10 47	11 37	11 97	11 37	11 67	9 36	7 11	7 56	8 01	8 76	3
4	13 96	15 16	15 96	15 16	15 56	12 48	9 48	10 08	10 68	11 68	4
5	17 45	18 95	19 95	18 95	19 45	15 60	11 85	12 60	13 35	14 60	5
6	20 94	22 74	23 94	22 74	23 34	18 72	14 22	15 12	16 02	17 52	6
7	24 43	26 53	27 93	26 53	27 23	21 84	16 59	17 64	18 69	20 44	7
8	27 92	30 32	31 92	30 32	31 12	24 96	18 96	20 16	21 36	23 36	8
9	31 41	34 11	35 91	34 11	35 01	28 08	21 33	22 68	24 03	26 28	9
10	34 90	37 90	39 90	37 90	38 90	31 20	23 70	25 20	26 70	29 20	10
11	38 39	41 69	43 89	41 69	42 79	34 32	26 07	27 72	29 37	32 12	11
12	41 88	45 48	47 88	45 48	46 68	37 44	28 44	30 24	32 04	35 04	12
13	45 37	49 27	51 87	49 27	50 57	40 56	30 81	32 76	34 71	37 96	13
14	48 86	53 06	55 86	53 06	54 46	43 68	33 18	35 28	37 38	40 88	14
15	52 35	56 85	59 85	56 85	58 35	46 80	35 55	37 80	40 05	43 80	15
16	55 84	60 64	63 84	60 64	62 24	49 92	37 92	40 32	42 72	46 72	16
17	59 33	64 43	67 83	64 43	66 13	53 04	40 29	42 84	45 39	49 64	17
18	62 82	68 22	71 82	68 22	70 02	56 16	42 66	45 36	48 06	52 56	18
19	66 31	72 01	75 81	72 01	73 91	59 28	45 03	47 88	50 73	55 48	19
20	69 80	75 80	79 80	75 80	77 80	62 40	47 40	50 40	53 40	58 40	20
21	73 29	79 59	83 79	79 59	81 69	65 52	49 77	52 92	56 07	61 32	21
22	76 78	83 38	87 78	83 38	85 58	68 64	52 14	55 44	58 74	64 24	22
23	80 27	87 17	91 77	87 17	89 47	71 76	54 51	57 96	61 41	67 16	23
24	83 76	90 96	95 76	90 90	93 36	74 88	56 88	60 48	64 08	70 08	24
25	87 25	94 75	99 75	94 75	97 25	78 00	59 25	63 00	66 75	73 00	25
26	90 74	98 54	103 74	98 54	101 14	81 12	61 62	65 52	69 42	75 92	26
27	94 23	102 33	107 73	102 33	105 03	84 24	63 99	68 04	72 09	78 84	27
28	97 72	106 12	111 72	106 12	108 92	87 36	66 36	70 56	74 76	81 76	28
29	101 21	109 91	115 71	109 91	112 81	90 48	68 73	73 08	77 43	84 68	29
30	104 70	113 70	119 70	113 70	116 70	93 60	71 10	75 60	80 10	87 60	30
31	108 19	117 49	123 69	117 49	120 59	96 72	73 47	78 12	82 77	90 52	31

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APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 1959, 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	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 92	1 82	2 09½	1 99½	1 94½	0 81½	0 94½	1 19½	1 39½	½
1	3 49	3 84	3 64	4 19	3 99	3 89	1 63	1 89	2 39	2 79	1
2	6 98	7 68	7 28	8 38	7 98	7 78	3 26	3 78	4 78	5 58	2
3	10 47	11 52	10 92	12 57	11 97	11 67	4 89	5 67	7 17	8 37	3
4	13 96	15 36	14 56	16 76	15 96	15 56	6 52	7 56	9 56	11 16	4
5	17 45	19 20	18 20	20 95	19 95	19 45	8 15	9 45	11 95	13 95	5
6	20 94	23 04	21 84	25 14	23 94	23 34	9 78	11 34	14 34	16 74	6
7	24 43	26 88	25 48	29 33	27 93	27 23	11 41	13 23	16 73	19 53	7
8	27 92	30 72	29 12	33 52	31 92	31 12	13 04	15 12	19 12	22 32	8
9	31 41	34 56	32 76	37 71	35 91	35 01	14 67	17 01	21 51	25 11	9
10	34 90	38 40	36 40	41 90	39 90	38 90	16 30	18 90	23 90	27 90	10
11	38 39	42 24	40 04	46 09	43 89	42 79	17 93	20 79	26 29	30 69	11
12	41 88	46 08	43 68	50 28	47 88	46 68	19 56	22 68	28 68	33 48	12
13	45 37	49 92	47 32	54 47	51 87	50 57	21 19	24 57	31 07	36 27	13
14	48 86	53 76	50 96	58 66	55 86	54 46	22 82	26 46	33 46	39 06	14
15	52 35	57 60	54 60	62 85	59 85	58 35	24 45	28 35	35 85	41 85	15
16	55 84	61 44	58 24	67 04	63 84	62 24	26 08	30 24	38 24	44 64	16
17	59 33	65 28	61 88	71 23	67 83	66 13	27 71	32 13	40 63	47 43	17
18	62 82	69 12	65 52	75 42	71 82	70 02	29 34	34 02	43 02	50 22	18
19	66 31	72 96	69 16	79 61	75 81	73 91	30 97	35 91	45 41	53 01	19
20	69 80	76 80	72 80	83 80	79 80	77 80	32 60	37 80	47 80	55 80	20
21	73 29	80 64	76 44	87 99	83 79	81 69	34 23	39 69	50 19	58 59	21
22	76 78	84 48	80 08	92 18	87 78	85 58	35 86	41 58	52 58	61 38	22
23	80 27	88 32	83 72	96 37	91 77	89 47	37 49	43 47	54 97	64 17	23
24	83 76	92 16	87 36	100 56	95 76	93 36	39 12	45 36	57 36	66 96	24
25	87 25	96 00	91 00	104 75	99 75	97 25	40 75	47 25	59 75	69 75	25
26	90 74	99 84	94 64	108 94	103 74	101 14	42 38	49 14	62 14	72 54	26
27	94 23	103 68	98 28	113 13	107 73	105 03	44 01	51 03	64 53	75 33	27
28	97 72	107 52	101 92	117 32	111 72	108 92	45 64	52 92	66 92	78 12	28
29	101 21	111 36	105 56	121 51	115 71	112 81	47 27	54 81	69 31	80 91	29
30	104 70	115 20	109 20	125 70	119 70	116 70	48 90	56 70	71 70	83 70	30
31	108 19	119 04	112 84	129 89	123 69	120 59	50 53	58 59	74 09	86 49	31

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APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 1959, 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 16 Years	Over 16 Under 18 Years	Watchers	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 91	1 68	1 32½	1 71	1 52	1 20	1 56	1 37½	0 94	1 15	1 76	½
1	3 82	3 36	2 65	3 42	3 04	2 40	3 12	2 75	1 88	2 30	3 52	1
2	7 64	6 72	5 30	6 84	6 08	4 80	6 24	5 50	3 76	4 60	7 04	2
3	11 46	10 08	7 95	10 26	9 12	7 20	9 36	8 25	5 64	6 90	10 56	3
4	15 28	13 44	10 60	13 68	12 16	9 60	12 48	11 00	7 52	9 20	14 08	4
5	19 10	16 80	13 25	17 10	15 20	12 00	15 60	13 75	9 40	11 50	17 60	5
6	22 92	20 16	15 90	20 52	18 24	14 40	18 72	16 50	11 28	13 80	21 12	6
7	26 74	23 52	18 55	23 94	21 28	16 80	21 84	19 25	13 16	16 10	24 64	7
8	30 56	26 88	21 20	27 36	24 32	19 20	24 96	22 00	15 04	18 40	28 16	8
9	34 38	30 24	23 85	30 78	27 36	21 60	28 08	24 75	16 92	20 70	31 68	9
10	38 20	33 60	26 50	34 20	30 40	24 00	31 20	27 50	18 80	23 00	35 20	10
11	42 02	36 96	29 15	37 62	33 44	26 40	34 32	30 25	20 68	25 30	38 72	11
12	45 84	40 32	31 80	41 04	36 48	28 80	37 44	33 00	22 56	27 60	42 24	12
13	49 66	43 68	34 45	44 46	39 52	31 20	40 56	35 75	24 44	29 90	45 76	13
14	53 48	47 04	37 10	47 88	42 56	33 60	43 68	38 50	26 32	32 20	49 28	14
15	57 30	50 40	39 75	51 30	45 60	36 00	46 80	41 25	28 20	34 50	52 80	15
16	61 12	53 76	42 40	54 72	48 64	38 40	49 92	44 00	30 08	36 80	56 32	16
17	64 94	57 12	45 05	58 14	51 68	40 80	53 04	46 75	31 96	39 10	59 84	17
18	68 76	60 48	47 70	61 56	54 72	43 20	56 16	49 50	33 84	41 40	63 36	18
19	72 58	63 84	50 35	64 98	57 76	45 60	59 28	52 25	35 72	43 70	66 88	19
20	76 40	67 20	53 00	68 40	60 80	48 00	62 40	55 00	37 60	46 00	70 40	20
21	80 22	70 56	55 65	71 82	63 84	50 40	65 52	57 75	39 48	48 30	73 92	21
22	84 04	73 92	58 30	75 24	66 88	52 80	68 64	60 50	41 36	50 60	77 44	22
23	87 86	77 28	60 95	78 66	69 92	55 20	71 76	63 25	43 24	52 90	80 96	23
24	91 68	80 64	63 60	82 08	72 96	57 60	74 88	66 00	45 12	55 20	84 48	24
25	95 50	84 00	66 25	85 50	76 00	60 00	78 00	68 75	47 00	57 50	88 00	25
26	99 32	87 36	68 90	88 92	79 04	62 40	81 12	71 50	48 88	59 80	91 52	26
27	103 14	90 72	71 55	92 34	82 08	64 80	84 24	74 25	50 76	62 10	95 04	27
28	106 96	94 08	74 20	95 76	85 12	67 20	87 36	77 00	52 64	64 40	98 56	28
29	110 78	97 44	76 85	99 18	88 16	69 60	90 48	79 75	54 52	66 70	102 08	29
30	114 60	100 80	79 50	102 60	91 20	72 00	93 60	82 50	56 40	69 00	105 60	30
31	118 42	104 16	82 15	106 02	94 24	74 40	96 72	85 25	58 28	71 30	109 12	31

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APPENDIX III (F)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 1959, to workers in the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Persons	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 74½	1 59½	1 49½	1 92	1 99½	2 09½	½
1	3 49	3 19	2 99	3 84	3 99	4 19	1
2	6 98	6 38	5 98	7 68	7 98	8 38	2
3	10 47	9 57	8 97	11 52	11 97	12 57	3
4	13 96	12 76	11 96	15 36	15 96	16 76	4
5	17 45	15 95	14 95	19 20	19 95	20 95	5
6	20 94	19 14	17 94	23 04	23 94	25 14	6
7	24 43	22 33	20 93	26 88	27 93	29 33	7
8	27 92	25 52	23 92	30 72	31 92	33 52	8
9	31 41	28 71	26 91	34 56	35 91	37 71	9
10	34 90	31 90	29 90	38 40	39 90	41 90	10
11	38 39	35 09	32 89	42 24	43 89	46 09	11
12	41 88	38 28	35 88	46 08	47 88	50 28	12
13	45 37	41 47	38 87	49 92	51 87	54 47	13
14	48 86	44 66	41 86	53 76	55 86	58 66	14
15	52 35	47 85	44 85	57 60	59 85	62 85	15
16	55 84	51 04	47 84	61 44	63 84	67 04	16
17	59 33	54 23	50 83	65 28	67 83	71 23	17
18	62 82	57 42	53 82	69 12	71 82	75 42	18
19	66 31	60 61	56 81	72 96	75 81	79 61	19
20	69 80	63 80	59 80	76 80	79 80	83 80	20
21	73 29	66 99	62 79	80 64	83 79	87 99	21
22	76 78	70 18	65 78	84 48	87 78	92 18	22
23	80 27	73 37	68 77	88 32	91 77	96 37	23
24	83 76	76 56	71 76	92 16	95 76	100 56	24
25	87 25	79 75	74 75	96 00	99 75	104 75	25
26	90 74	82 94	77 74	99 84	103 74	108 94	26
27	94 23	86 13	80 73	103 68	107 73	113 13	27
28	97 72	89 32	83 72	107 52	111 72	117 32	28
29	101 21	92 51	86 71	111 36	115 71	121 51	29
30	104 70	95 70	89 70	115 20	119 70	125 70	30
31	108 19	98 89	92 69	119 04	123 69	129 89	31

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

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APPENDIX III (G)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 1959, to Daily-paid workers in the Motor Transport Trade

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 31	2 93½	2 56	2 68½	2 43½	1 66	½
1	6 62	5 87	5 12	5 37	4 87	3 32	1
2	13 24	11 74	10 24	10 74	9 74	6 64	2
3	19 86	17 61	15 36	16 11	14 61	9 96	3
4	26 48	23 48	20 48	21 48	19 48	13 28	4
5	33 10	29 35	25 60	26 85	24 35	16 60	5
6	39 72	35 22	30 72	32 22	29 22	19 92	6
7	46 34	41 09	35 84	37 59	34 09	23 24	7
8	52 96	46 96	40 96	42 96	38 96	26 56	8
9	59 58	52 83	46 08	48 33	43 83	29 88	9
10	66 20	58 70	51 20	53 70	48 70	33 20	10
11	72 82	64 57	56 32	59 07	53 57	36 52	11
12	79 44	70 44	61 44	64 44	58 44	39 84	12
13	86 06	76 31	66 56	69 81	63 31	43 16	13
14	92 68	82 18	71 68	75 18	68 18	46 48	14
15	99 30	88 05	76 80	80 55	73 05	49 80	15
16	105 92	93 92	81 92	85 92	77 92	53 12	16
17	112 54	99 79	87 04	91 29	82 79	56 44	17
18	119 16	105 66	92 16	96 66	87 66	59 76	18
19	125 78	111 53	97 28	102 03	92 53	63 08	19
20	132 40	117 40	102 40	107 40	97 40	66 40	20
21	139 02	123 27	107 52	112 77	102 27	69 72	21
22	145 64	129 14	112 64	118 14	107 14	73 04	22
23	152 26	135 01	117 76	123 51	112 01	76 36	23
24	158 88	140 88	122 88	128 88	116 88	79 68	24
25	165 50	146 75	128 00	134 25	121 75	83 00	25
26	172 12	152 62	133 12	139 62	126 62	86 32	26
27	178 74	158 49	138 24	144 99	131 49	89 64	27
28	185 36	164 36	143 36	150 36	136 36	92 96	28
29	191 98	170 23	148 48	155 73	141 23	96 28	29
30	198 60	176 10	153 60	161 10	146 10	99 60	30
31	205 22	181 97	158 72	166 47	150 97	102 92	31

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APPENDIX IV (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 1959, to Monthly-paid workers in the Motor Transport Trade

No. of Days	Class A Class D	Class B	Class C	Class E	Class F	Class G Class I	Class H	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	3 01	2 82½	2 68½	2 36	2 40½	2 19½	2 01	2 75	1 73½	½
1	6 02	5 65	5 37	4 72	4 81	4 39	4 02	5 50	3 47	1
2	12 03	11 29	10 73	9 44	9 62	8 77	8 03	10 99	6 94	2
3	18 05	16 94	16 10	14 16	14 44	13 16	12 05	16 49	10 41	3
4	24 06	22 58	21 47	18 88	19 25	17 54	16 06	21 99	13 88	4
5	30 08	28 23	26 84	23 60	24 06	21 93	20 08	27 49	17 35	5
6	36 09	33 87	32 20	28 32	28 87	26 32	24 09	32 98	20 82	6
7	42 11	39 52	37 57	33 03	33 68	30 70	28 11	38 48	24 28	7
8	48 12	45 16	42 94	37 75	38 49	35 09	32 12	43 98	27 75	8
9	54 14	50 81	48 31	42 47	43 31	39 47	36 14	49 47	31 22	9
10	60 16	56 45	53 67	47 19	48 12	43 86	40 16	54 97	34 69	10
11	66 17	62 10	59 04	51 91	52 93	48 25	44 17	60 47	38 16	11
12	72 19	67 74	64 41	56 63	57 74	52 63	48 19	65 96	41 63	12
13	78 20	73 39	69 78	61 35	62 55	57 02	52 20	71 46	45 10	13
14	84 22	79 03	75 14	66 07	67 37	61 40	56 22	76 96	48 57	14
15	90 23	84 68	80 51	70 79	72 18	65 79	60 23	82 46	52 04	15
16	96 25	90 32	85 88	75 51	76 99	70 17	64 25	87 95	55 51	16
17	102 26	95 97	91 25	80 23	81 80	74 56	68 26	93 45	58 98	17
18	108 28	101 61	96 61	84 95	86 61	78 95	72 28	98 95	62 45	18
19	114 30	107 26	101 98	89 67	91 43	83 33	76 30	104 44	65 92	19
20	120 31	112 90	107 35	94 39	96 24	87 72	80 31	109 94	69 39	20
21	126 33	118 55	112 72	99 10	101 05	92 10	84 33	115 44	72 85	21
22	132 34	124 19	118 08	103 82	105 86	96 49	88 34	120 93	76 32	22
23	138 36	129 84	123 45	108 54	110 67	100 88	92 36	126 43	79 79	23
24	144 37	135 48	128 82	113 26	115 48	105 26	96 37	131 93	83 26	24
25	150 39	141 13	134 19	117 98	120 30	109 65	100 39	137 43	86 73	25
26	156 40	146 77	139 55	122 70	125 11	114 03	104 40	142 92	90 20	26
27	162 42	152 42	144 92	127 42	129 92	118 42	108 42	148 42	93 67	27
28	172 17	161 57	153 62	135 07	137 72	125 53	114 93	157 33	99 29	28
29	181 92	170 72	162 32	142 72	145 52	132 64	121 44	166 24	104 91	29
30	191 67	179 87	171 02	150 37	153 32	139 75	127 95	175 15	110 53	30
31	201 42	189 02	179 72	158 02	161 12	146 86	134 46	184 06	116 15	31

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APPENDIX IV (B)

Ready Reckoner showing the minimum wages payable for the number of days worked during July, 1959, to workers in the Baking Trade

No. of Days	*Class A*	*Class B*	*Class C*	*No. of Days*
	Rs. c.	*Rs. c.*	*Rs. c.*	
½	2 39½	2 03½	1 50½	½
1	4 79	4 07	3 01	1
2	9 58	8 15	6 03	2
3	14 37	12 22	9 04	3
4	19 16	16 30	12 05	4
5	23 95	20 37	15 06	5
6	28 74	24 44	18 08	6
7	33 54	28 52	21 09	7
8	38 33	32 59	24 10	8
9	43 12	36 67	27 11	9
10	47 91	40 74	30 13	10
11	52 70	44 81	33 14	11
12	57 49	48 89	36 15	12
13	62 28	52 96	39 16	13
14	67 07	57 04	42 18	14
15	71 86	61 11	45 19	15
16	76 65	65 19	48 20	16
17	81 44	69 26	51 21	17
18	86 23	73 33	54 23	18
19	91 02	77 41	57 24	19
20	95 81	81 48	60 25	20
21	100 61	85 56	63 26	21
22	105 40	89 63	66 28	22
23	110 19	93 70	69 29	23
24	114 98	97 78	72 30	24
25	119 77	101 85	75 31	25
26	124 56	105 93	78 33	26
27	129 35	110 00	81 34	27

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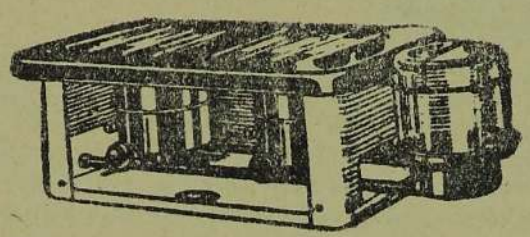
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