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Ceylon LABOUR GAZETTE

VOLUME VI
No. 1

JANUARY
1955



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தேசிய நூலகப் பிரிவு
சாதாரண நூலக சேவை
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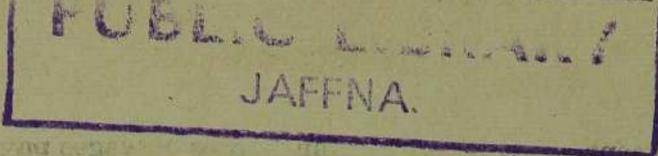
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CEYLON LABOUR GAZETTE

VOLUME VI No. I

JANUARY, 1955

TRAINING FOR SUPERVISION

“GOOD supervision—good results ; poor supervision—poor results”. In recent years this indisputable fact has gained increasing recognition in the leading industrial, commercial and service organizations throughout the world. It is now seen that the supervisor can have a great influence on productive efficiency, that he is a vital link in the management chain, and that he represents the two-way line of communication between management and workers along which the ideas and directions of management must flow and, in a reverse direction, the reactions and feelings of workers must be conveyed.

In consequence of this trend of thought there has arisen a lively interest in forms of training for supervisors not only for those recently appointed but also for those with years of experience. Promotion to supervisory level has often been based solely on ability as a worker which in many instances has resulted in the loss of an excellent worker and gain of a mediocre supervisor. For this and many other reasons it is insufficient to limit training to the potential or newly promoted supervisor ; it has been found that the experience of the older supervisor can be supplemented by training of the right kind. An outstanding consequence of this comparatively new trend of thought is to be seen in the success and world wide spread of a scheme known as “Training within Industry for Supervisors” or, as it is popularly called in this age of initials, “T. W. I”.

Following a study of the use being made of this scheme in many countries the Ministry of Labour has taken steps to introduce it in Ceylon.

The Purpose of the Scheme

The words “within industry” appearing in the title should not be taken to imply that the scheme is applicable only to industrial concerns ; they are in fact meant to convey that the training is carried out on the premises of the organization which adopts the scheme. Wherever there are people to be supervised the training is appropriate to the “supervisor”, a term which includes anyone who is in charge of people or who directs the work of others.

The originators of the scheme first analysed the work of a supervisor to determine the essential qualities he should possess and to see which of them might be developed by training. A thorough knowledge of the

work supervised and a full understanding of the responsibilities involved was an obvious requirement; in addition, three skills, as listed below, were found to be of major importance :

- I. Skill in Leading—the ability to handle workers so that they give of their best and to promote harmonious working relationships.
- II. Skill in Instructing—the ability to impart knowledge to others, to give clear directions to experienced workers and good instruction to the inexperienced.
- III. Skill in Improving Methods—the ability to make best use of all available resources.

Knowledge of the work and responsibilities is variable as between different organizations but the three skills are based upon principles which do not vary. It was therefore possible to construct training programmes for supervisors upon these principles so that they would be appropriate no matter what the type of work supervised might be. As a consequence the T. W. I. scheme was evolved.

T. W. I. seeks to develop a supervisor's ability to LEAD, INSTRUCT and IMPROVE methods by means of three training programmes :

- (1) *Job Relations*.—for training in how to establish and maintain good working relationships and how to handle human relationship problems.
- (2) *Job Instructions*.—for training in how to give clear directions, how to instruct workers in *what* they have to do and *how* they should do it.
- (3) *Job Methods*.—for training in the procedure to be followed when seeking to improve working methods and eliminate unnecessary work.

To be successful, training in the skills mentioned above must in some cases modify the supervisors' attitude towards certain aspects of their duties, longstanding habits giving way to more methodical techniques. To achieve this T. W. I. training is conducted on group discussion lines with each supervisor taking the course encouraged to contribute his points of view on all the ideas put forward. The training programmes are essentially practical, relative to the every day problems of supervision and allow for practice in application. As previously stated they are conducted on the premises of a concern and are of short duration so that they do not interfere unduly with the supervisors' normal work.

Content of the Three Training Programmes

Each programme is presented by a Trainer to a group of supervisors numbering six as a minimum and twelve as a maximum normally in five two-hour sessions on consecutive days and in working hours.

The Job Relations Programme.—The Job Relations Programme shows the supervisor what he can do to prevent many relationship problems from arising. It also gives him a method he can use in seeking to solve those which do arise. This includes getting all the facts of the problem, carefully weighing those facts, considering the

alternative ways of acting upon them, deciding upon the best way to act, taking that action and finally checking results to ensure that the predetermined objective has been achieved.

The Job Instruction Programme.—The Job Instruction programme shows the supervisor how to prepare himself to give instruction ; how to give the instruction in such a fashion that it can be readily absorbed ; how to break down the job into convenient stages for teaching purposes and how to identify the “key points” which may be critical to quick and easy learning. It also shows how directions can be clearly given in a way which ensures understanding and obviates the necessity of “asking again”. Every person taking part in a group has opportunities during the course of applying these methods to his own type of work.

The Job Methods Programme.—The Job Methods Programme includes a plan easy to use by all supervisors in seeking to improve methods. It involves an analysis of the existing method by recording everything that is done detail by detail. Each detail is questioned as to its necessity and the possibility of there being a better way of doing it. The ideas thus stimulated are developed into a practical suggestion which, after submission to and approval by the authorities concerned, is put into use.

Training the Trainers—Institutes ;—The value of the programmes depends a great deal on the standard of their presentation. This calls for a technique in the group leader or Trainer which cannot be acquired without special training. Such training of trainers is given by the Ministry without charge at two-week intensive courses known as “Institutes”. To be proficient in the presentation of all three programmes entails attendance at three Institutes. For the numerous concerns which are not large enough to have a Trainer of their own, the Ministry’s Trainers will present the programmes.

Introducing the Scheme

On request the Department of Labour will arrange for a descriptive talk on the scheme to be given to the management of any interested concern. If the management decides to go ahead the action to be taken depends on the size of the concern. If thirty or more people are employed in supervisory positions a member of the staff should be selected for attendance at an “Institute”. If successful in obtaining qualification as a “Trainer” this person would be competent to present the selected training programme to the supervisors in the establishment.

If a concern has less than thirty supervisors but can provide a minimum of six at a time to form a training group it should request the Department of Labour to supply a “Trainer” who will visit and present the selected training programme.

If a concern cannot spare six supervisors at a time it should request the Department of Labour to include its supervisors with those from other small concerns in composite groups.

Follow up

It must be emphasised that the holding of the training sessions is not an end in itself. It is only a beginning of the process of producing a team of effective supervisors in an organization. The criterion is

the extent to which continued use is made of the training by the supervisors on their own jobs. The constant personal interest of senior management is vital. This is the reason why it is valuable for all levels of management to become acquainted with the form of training given so that its use can be continually prompted by them. Effective application by supervisors of the training received is an activity carried out within the concern in which the Ministry can take no part beyond advising managements of methods which experience has shown to be of value.

T. W. I. is as good as Managements make it.

Contributed by

E. LORD,

(On secondment to the ILO from the U. K. Ministry of Labour as Adviser on T. W. I. for Ceylon).

STATISTICS OF THE MONTH IN BRIEF

Note

THE following is a 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 Number for the month of December, 1954, was 101.8 as against 101.6 for November, 1954, an increase of 0.2 point.

Wage Rates

The minimum wages payable for the month of January, 1955, to workers in all trades to which Part II of the Wages Boards Ordinance has been applied will remain the same as for the month of December, 1954.

Registrants for Employment or Better Employment

The total number of registrants for employment or better employment according to registers of the Employment Exchange as at the end of October, 1954 and November, 1954 was as given below :—

	October, 1954			November, 1954		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	9,234..	1,864..	11,098..	9,520..	2,011..	11,531
Skilled ..	6,963..	613..	7,576..	7,225..	644..	7,869
Semi-skilled ..	11,948..	3,584..	15,532..	12,210..	3,778..	15,988
Unskilled ..	24,246..	3,202..	27,448..	24,463..	3,157..	27,620
Total ..	52,391	9,263	61,654	53,418	9,590	63,008

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

	October, 1954			November, 1954		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	116..	12..	128..	109..	24..	133
Skilled	58..	— ..	58..	67..	1..	68
Semi-skilled	77..	14..	91..	106..	30..	136
Unskilled	223..	3..	226..	299..	7..	306
Total	474	29	503	581	62	643

Strikes

There were altogether 5 strikes in the month of October, 1954, involving 160 workers and a loss of 346 man-days. Four of these were in Rubber plantations involving 143 workers and a loss of 329 man-days and the other one was in the Dock, Harbour and Port Transport Trade involving 17 workers and a loss of 17 man-days.

Arrivals and Departures of Indian Estate Labourers

In December, 1954, there was an excess of arrivals over departures of Indian estate labourers in the Island, amounting to 36.

NOTES OF CURRENT INTEREST

Trade Unions Registered in December, 1954

Registered No.	Name of Trade Union
623 ..	Kegalla District Co-operative Employees' Union.
624 ..	Junior Staff Association of the Tea Research Institute of Ceylon.
625 ..	Colombo Municipal Council Minor Employees' Union.
626 ..	Irrigation Department Foremen and Charge Hands Union.

Trade Unions Cancelled in December, 1954

298 ..	Department of Industries, Carpentry Workers' Union, Moratuwa.
494 ..	Association of Principals of Government Training Colleges.
498 ..	East Lanka Motor Workers' Union.
500 ..	Jaffna Grand Bazaar Market Traders' Union.
508 ..	National Mutual Field Officers' Association (Ceylon).
513 ..	Land Development Officers' Association.
517 ..	United Tailors' Union.
520 ..	Matara Trade Employees' Union.
521 ..	All-Ceylon Tailors' Union.
524 ..	Estate Owner Employers' Association.
532 ..	Ceylon Railway Ticket Agents and Out-Agents' Union.
539 ..	West Ceylon Government Arabic Teachers' Union.
540 ..	Lanka Estate Kamkaru Peramuna.
545 ..	All-Ceylon Mercantile Employees' Union.
554 ..	Estate Teachers' Union.

MAINTAINING FULL EMPLOYMENT

300,000 New Jobs Created in Britain's Development Areas

TAPPING LABOUR SOURCES

By Herbert Tracey
of Britain's Trades Union Congress

Exclusive to the *Ceylon Labour Gazette*

IN the economic blizzard of the twenties and early thirties some areas in Britain were so severely affected that they did not recover with the rest of the country. Heavy unemployment stayed with workers in South Wales, South Lancashire, Merseyside, West Cumberland and on the North-East coast in England, and in Scotland's Clyde Valley, right up to the outbreak of World War II. One of the basic causes of this was that these places were too dependent on a few main industries.

To adjust the balance and to attract expanding industries to the areas, legislation was passed in 1934, enabling non-profit-making estate companies to be set up. These companies were provided with funds to acquire land and build factories which were let to manufacturers. During the next few years fresh financial encouragement was given, in different forms, to industrialists who wished to establish undertakings in these areas.

300,000 New Jobs

World War II brought full employment, but when hostilities ceased, it was considered that the areas would need further help to adjust themselves quickly to normal conditions, and a deliberate policy was instituted in 1945, by the Distribution of Industries Act, and continued by each of Britain's post-war Governments.

The Economic Committee of the Trades Union Congress, which represents 8,000,000 of Britain's workers, has recently made a careful survey of Development Area policy. A policy that has made more jobs, cut unemployment, brought in new industries and built more factories can, the T. U. C. says, claim to be reasonably successful.

Looked at in statistical terms roughly 300,000 new jobs have been created in these areas and the average unemployment rate is down to less than two-and-a-half per cent. Though this rate is twice as high as that for the rest of Britain, the numbers involved are only one-quarter of what they were in 1939, and about one-tenth of the 1932, figure.

The Government has power to designate as Development Areas certain districts where it appears that "there is likely to be special danger of unemployment", and it has powers to help industries moving into these areas, to make grants and loans for factory building and for improving basic services there, and to back financially undertakings already established or proposed. By early 1953, loans totalling about £3½ million had been made to firms in this way; a loan has been agreed of more than £1½ million to a chemical company to establish a sulphuric acid plant at Whitehaven in the English

county of Cumberland. Another £5 million has been lent to Board of Trade controlled industrial estate companies which build and let factories in the areas. Of the 8,607 new factories and extensions to old ones known in June, 1954, to have been completed since the war, over 23 per cent. were in the Development Areas, which have only 18 per cent. of the country's workers.

Industrial Variety

This policy, subject to limitations imposed by post-war material and housing shortages, has brought a greater industrial variety into the areas with a special emphasis on those projects which can contribute to Britain's export drive or save imports. For example, the new post-war industries in the North-Eastern Development Area now employ as many workers as are engaged in shipbuilding and repairing.

The biggest employers in these areas are, however, still the basic industries with coal, iron and steel, and shipbuilding and repairing employing about a fifth of the workers. For them, the post-war period has brought a marked change in fortune. The great expansion of the metals, engineering and vehicle industries in Britain and in Europe has brought a high demand, both home and overseas, and prosperity is the result.

As well as having power to attract industries the Government can influence industrial development through the siting of such of its own establishments as Royal Ordnance Factories and other Service Departments. But perhaps its most important power to influence the location of industries is negative. Under the Town and County Planning Acts of 1947, the building of a factory or extension covering an area of more than 5,000 square feet (464 square metres) requires the approval of the Board of Trade—the Government department responsible for the Development Areas—in the form of an Industrial Development Certificate. The Board can—and does—refuse such certificates to industries to prevent the establishment of an undertaking when it feels that the opening of a new factory would aggravate an already existing labour shortage or housing problem.

Should be Continued

The T. U. C. believes that this policy should be continued very much in its present form, especially as it is flexible and includes assistance to districts which are for one reason or another unsuitable for designation as Development Areas. It stresses that the basis on which the Board of Trade has used its powers has been reasonable and adequate. It is not enough that an area should have a high rate of unemployment; the average rate of unemployment and the total number out of work must be persistently high.

The T. U. C. emphasises that the Development Areas depend to a very large extent on the fortunes of Britain as a whole. If full employment is maintained in Britain, these special Areas will automatically benefit. Therefore flexibility will be necessary, as will expansion of old and new industries both within and outside the Areas. This says the T. U. C., may demand on occasion mobility of workers rather than movement of industry.

A JUDGMENT IN APPEAL IN A WORKMEN'S COMPENSATION CASE

Present : Pulle J.

SOUTH WESTERN BUS COMPANY, LTD., Appellant vs.
S. P. JAMES SILVA, Respondent.

S. C. No. 523—WORKMEN'S COMPENSATION C. 30/11798/51.

Workmen's Compensation Ordinance—Interpretation—“Workman”, “sufficient cause”—Sec. 2 and 16 (2), Workmen's Compensation Ordinance (Cap. 117 L. E.).

Held that a Traffic Inspector whose duties were to check the number of passengers carried by each omnibus operating in the area allotted to him and the ticket books, supervise the field staff which included checkers, timekeepers, stand supervisors, drivers and conductors and in the event of the breakdown of an omnibus to make a report to the proper official of the company—was a “workman” within the meaning of clause 1 of Schedule II to the Ordinance.

Obiter—Ignorance of the law is not “sufficient cause” within the meaning of sec. 16 (2) of the Ordinance. for a claim not being instituted in time.

APPEAL from an order of the Commissioner for Workmen's Compensation.

D. S. Jayawickrama with *H. B. White* and *A. C. M. Uvais* for Appellant.

M. M. Kumarakulasingham for Respondent.

May 10, 1954—PULLE J.

This appeal raises two questions of difficulty under the Workmen's Compensation Ordinance. The first is whether the claim was made out of time and the second whether the respondent in whose favour an award has been made is a person who is included in the definition of “workman” in section 2 of the Ordinance read with clause 1 of Schedule II.

The accident which resulted in injury to the respondent occurred on the 23rd November, 1951. At this time he was employed by the appellant company as a Senior Traffic Inspector, whose duty it was to check the number of passengers carried by each omnibus operating in the area allotted to him and the ticket books. He had also to supervise the field staff which included checkers, timekeepers, stand supervisors, drivers and conductors. In the event of the breakdown of an omnibus he had to make a report to the proper official of the company although it was not part of his duty personally to attend to any repairs. The circumstances in which the accident occurred are detailed in the evidence of the respondent which has been accepted. On the 23rd November the respondent was riding a motor bicycle with a Junior Traffic Inspector on the pillion in the course of their employment. At Dodanduwa the respondent heard the sound of a bus coming from Galle and as he saw it coming he signalled to

the driver to stop. The latter applied the brakes but it moved towards its right and collided with the motor bicycle. The pillion rider was thrown off and the respondent was run over and severely injured.

I am not prepared to accept the submission that the Assistant Commissioner erred in law in holding that the respondent was employed, otherwise than in a clerical capacity, in connexion with the operation of mechanically propelled vehicles used for the carriage of conveyance of passengers. The only authority cited in support of the company's contention is a passage from the judgment of Gratiaen, J., in *De Silva v. Premawathie* (1) in which he said,

“I think that the language of the local Ordinance and of its relevant Schedule catches up only the occupations of persons who belong to what are popularly described as ‘the working classes’ engaged in manual labour and earning ‘wages’ as distinct from salaries.”

As a guide to the interpretation of the definition of “workman” in section 2, read with Schedule II I think, if I may say with all respect, the proposition is stated too widely in the passage which I have quoted. I prefer to accept the interpretation in two earlier passage where the learned Judge states,

“It is clear that the Legislature intended to give the enactment only a fairly restricted range of operation and that it was not intended to benefit all classes of employees..... An employee could not qualify for any statutory benefit unless he came strictly within one or other of the various occupations specified in Schedule II.”

If, therefore, an employee came within the description in clause 1 of Schedule II, in my opinion it makes no difference whether the nature of his duties places him or not in the category of manual labourers. I derive some support from *Manicam v. Sultan Abdul Cader Bros.* in which Soertsz, A. J., said,

“Take the case of an omnibus. It is operated in order to carry passengers. It requires besides a driver and a cleaner, a conductor. Can it be said that the conductor is not employed in connexion with the operation of the omnibus? If the interpretation of the Commissioner is right, a conductor of an omnibus does not fall within the definition of workman in the Ordinance. Is there any justification for such an exclusion, when the express terms of the paragraph exclude *only* those employed in a clerical capacity?”

In my opinion there was evidence before the Assistant Commissioner on which he could properly find that the respondent was workman within the meaning of Clause 1 of Schedule II.

The question which has troubled me most is the plea that the claim for compensation not having been instituted within six months of the occurrence of the accident the learned Assistant Commissioner was wrong in admitting the claim under section 16 (2) on the ground that the failure to institute the claim in time was due to sufficient cause. The company has formulated the plea as follows :—

“That in holding that there was ‘sufficient cause’ within the meaning of section 16 (2) of the Ordinance, for the claim not being instituted within six months, the learned Assistant Commissioner had failed, *inter alia*, to take into consideration the applicant-respondent's own admission that he was ignorant of the provisions of section 16 (1) of the Ordinance and had therefore misdirected himself in law.”

The first intimation that the Commissioner had of the accident was on May 13, 1952, when he received the letter A4 dated May 9, 1952, from one Hema Lalitha Jayawardena praying the Commissioner to order the company to pay Rs. 4,900 to the respondent as compensation under the Ordinance. The writer described the respondent as her husband although she stated in her evidence that she was not legally married to him. According to her and the respondent A4 was written for and on behalf of the latter. It is not argued that A4 marks the institution of the claim for, if that be so, its receipt was well within six months reckoned from November 23, 1951. The period of six months expired on May 23, 1952, but the application for compensation in Form A under regulation 11 of the Workmen's Compensations Regulations, 1935, was received by the Commissioner only on July 9, 1952. It is in evidence that the respondent sought to settle the claim with the company but that fell through completely towards the end of April, 1952, so that the respondent had still nearly a month within which to institute the claim.

Regulation 17 (1) provides that after considering any written statement and the result of any examination of the parties, the Commissioner shall ascertain upon what material propositions of fact or of law the parties are at variance, and shall thereupon proceed to frame and record the issues upon which the right decision of the case appears to him to depend. It is a curious feature in this case that the respondent on whom the burden lay to establish a sufficient cause to account for his failure to institute his claim in time was not asked to state categorically the reason for the failure. His own position and that of his wife are contradictory. He stated in his evidence that he did not know that a claim for compensation is prescribed in six months. The wife's evidence is that when she wrote A4 on May 9, she was aware that the claim had to be made within six months of the date of accident. In finding sufficient cause in favour of the respondent, the Assistant Commissioner has not adverted to the one reason which, by implication, the respondent assigned for the failure, namely, his ignorance of the legal requirements. The question I have to decide is whether in the events which have happened there was evidence on which the Assistant Commissioner could have found in favour of the respondent under section 16 (2). I am compelled reluctantly to come to the conclusion that there was no evidence. In so far as it can be said that the finding is a question of fact I am empowered under section 48 (3) to reverse it for the purpose of disposing of the appeal.

That ignorance of legal requirements is not a reasonable excuse was laid down by the Court of Appeal in England in *Roles v. Pascall & Sons*. The words that fell to be interpreted were, "the failure to make a claim within the period above specified shall not be a bar to the maintenance of such proceedings if it is found that the failure was occasioned by mistake, absence from the United Kingdom or other reasonable cause". This case has been expressly followed in *Christoffelsz v. Dhanarath Menika*. Learned Counsel for the respondent invited me to distinguish *Dhanarath Menika's* case on the ground that it does not appear in the judgment that notice of the claim had been given to the employer by the widow. I do not think it is a valid ground for making a distinction. However, I have called for and examined the record of that case and it does appear that notice had been given before the claim was instituted. That a notice of the claim given to an employer had no bearing on the question of sufficient

cause for failure to claim in time is implicit in section 16 (1) the first paragraph of which lays down to concurrent conditions one of which is the giving of notice and the other, the institution of proceedings within six months.

Learned Counsel for the respondent relies on the case of *Munshi & Co. v. Yeshwant Tukaram* where an application made out of time for compensation was admitted under section 10 of the Indian Workmen's Compensation Act VIII of 1925. That section is in terms almost identical with section 16 (2) of the Ordinance. The workman was injured in an explosion in a dockyard and he claimed compensation before a Claims Commission set up by the Government of India. He was awarded a sum of Rs. 2,280 in respect of his injury but that sum was made subject to a deduction of the amount awarded under the Workmen's Compensation Act. The reason he gave for applying for compensation after the prescribed period was that he was under the impression that he would receive the full compensation from the Claims Commissioner and that it was only afterwards he was informed that in the first instance compensation would be granted under the Workmen's Compensation Act and that thereafter he would receive additional compensation from the Claims Commissioner. The High Court of Bombay held that the workman genuinely misunderstood his position and that they saw no reason to find that the discretion under section 10 was exercised unjudicially. If this case purported to hold ignorance of the law as a sufficient cause I do not feel I should follow it in preference to *Christoffelsz v. Dhanarath Menika* based as it is on the judgments of Cozens-Hardy, M. R., *Feltcher Moulton, L. J.*, and *Buckley L. J.* in *Roles v. Pascall & Sons* which is not considered in the Bombay case.

Much as I would like to reach a conclusion favourable to the respondent I am unable to do so having regard to the evidence and the proper interpretation of the phrase "sufficient cause".

It is unfortunate that no issue was formulated as to whether grounds existed to justify relief to the respondent under section 16 (2). The only issue on the point was "Is the claim prescribed in law?" The real issue was whether the failure to institute the claim within six months was due to sufficient cause. The Assistant Commissioner's finding is expressed as follows :

"The respondent company has not in any way been prejudiced by this application being made about one and half months after the prescribed period. Moreover, at no stage could it be said that the applicant waived his claim for compensation".

Neither reason seems to be satisfactory. It was not the case of either party that the applicant waived his claim at any time. The Assistant Commissioner continued, "In view of all the circumstances of this case I hold that there was sufficient cause within the meaning of section 16 (2)". Whether he did or did not take into account the one substantial reason given by the respondent, namely, that he was ignorant of the legal requirements, the findings cannot be supported.

I would allow the appeal and set aside the order made by the Assistant Commissioner. I make no order as to costs.

Appeal allowed.

TABLE 1—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-Apr. 1939 = 100)

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

Index Number
Nov., 1942
= 100

Base : November, 1942 = 100

Group Weights	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24	
1943	103	94	105	138	118	107 .. 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 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
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1953—

January	102.29	96.42	101.30	86.08	100.16	100.1
February	101.47	97.58	101.30	84.22	100.45	99.5
March	101.32	97.58	101.30	83.55	97.01	98.7
April	102.86	96.42	101.30	83.49	97.28	99.6
May	104.53	96.77	101.30	83.38	97.36	100.7
June	106.99	97.12	101.30	83.52	97.49	102.3
July	108.22	100.00	101.30	83.10	97.30	103.1
August	111.83	101.15	101.30	82.49	98.31	105.5
September	111.95	101.96	101.30	82.17	96.09	105.1
October	108.76	104.04	101.30	81.75	95.19	103.0
November	105.49	104.04	101.30	80.65	94.85	100.9
December	105.98	104.73	101.53	79.39	94.50	101.0

1954—

January	106.52	104.50	101.53	78.99	94.87	101.4
February	105.54	104.50	101.53	79.16	94.48	100.7
March	104.24	103.81	101.53	79.23	94.71	99.9
April	104.61	101.96	101.53	78.72	94.66	100.0
May	106.97	103.81	101.53	79.59	94.71	101.7
June	108.27	101.96	101.53	79.77	94.87	102.4
July	106.09	102.65	101.53	79.95	95.22	101.2
August	104.50	103.00	101.53	79.65	94.85	100.1
September	105.30	103.00	101.53	79.73	94.26	100.5
October	106.45	104.15	101.53	79.86	94.08	101.3
November	107.28	104.50	101.53	79.58	93.39	101.6
December	107.73	102.31	101.53	80.04	93.05	101.8

TABLE II—COST OF LIVING INDEX NUMBERS—ESTATE LABOUR

Base : July-September, 1939=100

GROUPS OF HOUSEHOLD EXPENDITURE

Year	Food	Clothing	Fuel and Light	Miscellaneous	Final Index Number
Group Weights	64	12	8	16	

INDEX NUMBERS

Base : July-September, 1939 = 100

(July-Sept., 1939 = 100)

1939	100	100	100	100	100
1940*	106	113	107	105	107
1941	119	126	108	115	119
1942†	160	139	117	135	150

Base : October, 1942 = 100

*Index Number
October, 1942
= 100*

Group Weights	701	119	14	166	
1943*	108	149	104	118	115
1944	110	202	105	114	122
1945	115	196	104	137	128
1946	118	214	106	131	131
1947	124	220	112	139	138
1948	142	224	112	128	149
1949	154	182	111	126	152
1950	164	162	108	134	158
1951	165	213	108	144	166
1952	158	213	111	165	165
1952—					
January	162	236	111	167	171
February	162	237	111	164	171
March	161	236	111	169	171
April	157	232	111	175	168
May	151	227	111	162	161
June	148	225	111	165	159
July	151	213	111	161	159
August	152	201	111	163	159
September	158	194	111	171	164
October	164	189	111	169	167
November	164	184	111	157	164
December	170	184	111	152	168
1953—					
January	171	178	111	151	168
February	172	171	111	152	168
March	175	172	111	151	170
April	170	168	111	145	165
May	169	167	111	145	164
June †	—	—	—	—	—

* Average for 9 months only.

† Average for 10 months only.

‡ The publishing of this index number has been stopped.

150 R-C

TABLE III—WAGES INDEX NUMBERS

Tea and Rubber Estate Labourers and Unskilled Workers in Government Employment

A

BASE : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled 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
1953 .. January	1.95	101.56	101.46	91.04	101.39	101.29
February	1.95	101.56	102.07	90.24	100.50	101.01
March	1.95	101.56	102.90	91.04	101.39	102.73
April	1.95	101.56	101.97	91.04	101.39	101.80
May	1.92	100.00	99.30	91.04	101.39	100.69
June	1.90	98.96	96.74	91.04	101.39	99.11
July	1.95	101.56	98.51	91.04	101.39	98.34
August	1.97	102.60	97.25	91.04	101.39	96.10
September	1.99	103.65	98.62	91.04	101.39	96.47
October	1.99	103.65	100.63	91.04	101.39	98.44
November	1.97	102.60	101.68	91.04	101.39	100.49
December	1.92	100.00	99.01	91.04	101.39	100.39
1954 .. January	1.95	101.56	100.16	91.04	101.39	100.00
February	1.95	101.56	100.85	91.04	101.39	100.69
March	1.92	100.00	100.10	91.04	101.39	101.49
April	1.92	100.00	100.00	91.04	101.39	101.39
May	1.92	100.00	98.33	91.04	101.39	99.70
June	1.95	101.56	99.18	91.04	101.39	99.01
July	1.95	101.56	100.36	91.04	101.39	100.19
August	2.08	108.33	108.22	91.04	101.39	101.29
September	2.05	106.77	106.24	91.04	101.39	100.89
October	2.05	106.77	105.40	91.04	101.39	100.09
November	2.08	108.33	106.62	91.04	101.39	99.79
December	2.08	108.33	106.41	91.04	101.39	99.60

TABLE IV

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

<i>Year</i>	<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi-skilled</i>	<i>Unskilled</i>	<i>Total</i>
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	8,333
1944* ..	295	358	227	173	1,053
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	53,023
1953 January	8,104	7,684	14,375	24,859	55,022
February	8,424	7,485	14,223	24,300	54,432
March	8,810	7,452	14,136	24,085	54,483
April	8,752	7,324	13,723	23,377	53,176
May	8,493	7,066	†13,524	23,041	†52,124
June	8,439	†7,021	†13,458	23,007	51,925
July	8,371	6,975	13,700	23,433	52,479
August	8,333	6,806	13,395	23,280	51,814
September	8,321	6,789	13,714	22,866	51,690
October	8,383	6,687	†13,624	22,886	†51,580
November	8,336	6,579	13,528	23,069	51,512
December	8,374	6,462	13,676	23,034	51,546
1954 January	8,489	6,505	13,897	23,468	52,359
February	8,622	6,376	13,873	23,700	52,571
March	8,785	6,404	13,909	23,954	53,052
April	8,619	6,092	13,329	23,191	51,231
May	8,972	6,190	13,582	23,308	52,052
June	9,371	6,392	13,968	24,528	54,259
July	9,904	6,850	14,515	25,539	56,808
August	10,266	6,976	14,673	25,845	57,760
September	10,761	7,387	15,073	26,873	60,094
October	11,098	7,576	15,532	27,448	61,654
November	11,531	7,869	15,988	27,620	63,008

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

† Revised figures.

TABLE V

Table showing 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	Navalapuraya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Avissawella	Haputale	Matara	Total
1939	26,617	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	26,677
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	27,645
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	668	422	992	252	487	678	—	—	53,023
1953 :—																		
January	32,853	3,054	3,411	3,317	4,229	621	1,240	1,580	960	735	516	1,054	268	509	675	—	—	55,022
February	33,023	3,038	3,425	3,122	3,677	623	1,237	1,604	953	750	555	904	281	555	685	—	—	54,432
March	33,149	3,255	3,503	3,056	3,674	646	1,227	1,538	919	793	498	772	275	552	626	—	—	54,483
April	32,557	3,212	3,313	2,883	3,618	679	1,177	1,469	914	989	400	626	264	536	539	—	—	53,176

May	31,898	3,089	3,291	2,879	3,534	724†	1,164	1,411	950	1,098	348	569	230	487	462	—	—	52,124†
June	31,695	2,971	3,507	2,914	3,592	625†	1,188	1,332	995	1,121†	328	524	234	487	412	—	—	51,925
July	31,938	2,874	3,574	2,363	3,470	647	1,277	1,311	1,046	470	243	632	251	492	434	648	809	52,479
August	31,120	2,729	3,590	2,488	3,405	752	1,195	1,246	982	467	258	516	252	500	392	523	1,399	51,814
Sept.	30,967	2,687	3,525	2,626	3,583	674	1,143	1,213	980	438	300	474	252	501	374	517	1,436	51,690
Oct.	30,847	2,652	3,475	3,065	3,266	706†	1,148	1,220	1,023	421	310	348	247	528	379	506	1,434	51,580†
Nov.	30,486	2,644	3,418	3,479	3,164	688	1,171	1,230	1,027	439	361	270	242	524	449	521	1,399	51,512
Dec.	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333	239	543	477	526	1,382	51,546
1954:—																		
Jan.	30,091	2,131	3,238	4,401	3,013	798	1,806	1,379	992	420	404	443	254	538	591	500	1,360	52,359
Feb.	29,846	2,218	3,148	4,601	3,080	780	2,105	1,351	929	429	388	430	239	576	635	479	1,337	52,571
March	29,859	2,623	3,069	4,796	3,179	754	2,149	1,291	920	427	367	414	268	493	666	446	1,331	53,052
April	28,757	2,786	2,948	4,877	3,058	664	1,827	1,175	843	405	353	330	340	510	668	416	1,274	51,231
May	28,712	2,938	3,005	5,117	3,082	650	1,777	1,181	858	390	394	294	676	535	721	409	1,313	52,052
June	29,220	2,992	3,180	5,265	3,281	870	2,093	1,224	935	382	378	311	926	581	827	473	1,321	54,259
July	30,069	2,962	3,358	5,450	3,512	1,015	2,244	1,293	1,027	343	399	338	1,299	647	945	512	1,395	56,808
August	30,907	2,927	3,374	5,615	3,121	1,065	2,261	1,389	1,084	360	384	277	1,387	704	968	496	1,441	57,760
Sept.	32,226	2,887	3,392	5,672	2,956	1,664	2,252	1,586	1,188	373	378	261	1,515	733	1,022	499	1,490	60,094
Oct.	32,851	2,828	3,369	5,796	3,237	1,888	2,250	1,743	1,258	402	349	278	1,570	768	1,135	447	1,485	61,654
Nov.	33,484	2,845	3,443	5,919	3,026	1,925	2,299	1,892	1,391	428	384	299	1,535	839	1,277	444	1,578	63,008

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

† Total includes 141 registered at Matugama, 254 at Chillaw, and 240 at Avisawella.

(These Exchanges functioned only during 1945 and 1946.)

‡ Revised figures.

TABLE VI—Table showing the number of Persons placed in employment since 1939

Year	Technical and Clerical		Skilled		Semi-Skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
1939	—	—	—	—	—	—	—	—	—	2,583
1940	—	—	—	—	—	—	—	—	—	5,089
1941	—	—	—	—	—	—	—	—	—	9,071
1942	—	—	—	—	—	—	—	—	—	8,129
1943	—	—	—	—	—	—	—	—	—	4,170
1944	—	—	—	—	—	—	—	—	—	1,875
1945	369	—	1,104	—	411	—	2,653	—	—	4,537
1946	1,303	—	3,012	—	1,341	—	10,130	—	—	15,786
1947	915	—	1,417	—	911	—	4,161	—	—	7,404
1948	1,355	—	1,563	—	1,311	—	6,118	—	—	10,347
1949	1,807	—	1,616	—	1,767	—	9,590	—	—	14,780
1950	2,059	—	1,509	—	1,438	—	5,773	—	—	10,779
1951	2,019	—	1,546	—	1,867	—	5,874	—	—	11,306
1952*	3,107	—	1,802	—	1,887	—	5,657	—	—	12,453
1953	217	97	185	275	774					
February	146	78	137	158	519					
March	202	51	168	200	621					
April	62	23	120	172	377					
May	130	97	102	251	580					
June	82	30	120	168	400					
July	148	43	123	553	867					
August	129	57	116	206	508					
Sept.	176	75	78	219	548					
Oct.	143	46	129	246	564					
Nov.	74	25	48	128	275					
Dec.	19	47	45	244	355					
1954	35	87	71	285	478					
February	22	96	42	390	550					
March	74	102	57	555	788					
April	52	50	54	317	473					
May	54	76	89	552	771					
June	118	108	67	691	984					
July	112	52	85	542	791					
August	89	70	72	305	536					
Sept.	166	71	82	328	647					
Oct.	128	58	91	226	503					
Nov.	133	68	136	306	643					

* The figures for the year 1952 as given above should replace the figures for that year as published in the issues of the *Ceylon Labour Gazette* for the months March-October, 1954.

TABLE VII—Table showing the Number of Persons registered and the Number Placed in Employment during the Month of November, 1954

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	636	68	493	19	645	46	1,345	54	3,119	187
Negombo	45	12	44	8	61	5	166	10	316	35
Kalutara	73	2	40	11	108	1	125	10	346	24
Galle	106	2	36	—	144	4	206	2	492	8
Kandy	195	11	92	—	342	9	136	1	765	21
Nawalapitiya	21	1	18	—	28	3	57	3	124	7
Kurunegala	84	11	23	—	123	7	73	2	303	20
Jaffna	152	13	44	3	128	22	101	20	425	58
Ratnapura	70	1	14	—	96	4	60	3	240	8
Badulla	12	1	5	—	29	5	27	1	73	7
Batticaloa	18	—	7	3	22	8	43	—	90	11
Kalmunai	6	—	8	—	12	1	16	—	42	1
Trincomalee	23	6	39	15	22	4	309	188	393	213
Anuradhapura	27	1	45	9	69	10	44	9	185	29
Avissawella	34	—	8	—	57	4	108	1	207	5
Haputale	6	1	1	—	12	1	18	—	37	2
Matara	55	3	27	—	76	2	63	2	221	7
Total	1,563	133	944	68	1,974	136	2,897	306	7,378	643

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	.. 4	.. Not available	.. Not available
1940	.. 36	.. 9,732*	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048‡	.. 66‡	.. 12,399	.. 25,937
1945	.. 28	.. 3,514	.. 4,285	.. 53	.. 28,875	.. 153,388‡
1946	.. 87	.. 15,259	.. 31,830‡	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,174
1948	.. 33	.. 23,100	.. 49,933‡	.. 20	.. 1,065	.. 2,497‡
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576‡
1950	.. 82	.. 22,808	.. 85,837	.. 28	.. 5,471	.. 22,617
1951	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	.. 39	.. 6,168	.. 46,990
1953	.. 33	.. 363,600	.. 430,586	.. 54	.. 14,482	.. 31,996
1953 January	.. 2	.. 353,091	.. 353,091	.. 6	.. 487	.. 1,179
February	.. 1	.. 21	.. 105	.. 2	.. 82	.. 292
March	.. 6	.. 171	.. 436	.. 5	.. 3,735	.. 1,515
April	.. 3	.. 6,605	.. 67,667	.. 5	.. 1,869	.. 2,538
May	.. 3	.. 604	.. 573	.. 6	.. 606	.. 3,195
June	.. 3	.. 137	.. 157	.. —	.. —	.. —
July	.. 4	.. 929	.. 1,358	.. 4	.. 756	.. 364
August	.. 2	.. 575	.. 5,339	.. 4	.. 304	.. 1,082
Sept.	.. 2	.. 61	.. 109	.. 2	.. 280	.. 1,370
Oct.	.. 2	.. 201	.. 234	.. 10	.. 1,308	.. 13,934
November	.. 1	.. 24	.. 24	.. 2	.. 150	.. 1,545
December	.. 4	.. 1,181	.. 1,493	.. 8	.. 4,905	.. 4,982
1954 January	.. 6	.. 803	.. 1,586	.. 4	.. 581	.. 1,287
February	.. 3	.. 487	.. 3,191	.. 3	.. 100	.. 780
March	.. 2	.. 354	.. 1,030	.. 2	.. 121	.. 786
April	.. 3	.. 93	.. 209	.. 6	.. 1,635	.. 1,145
May	.. 3	.. 385	.. 444	.. 4	.. 378	.. 1,391
June	.. 5	.. 750	.. 1,300	.. 5	.. 869	.. 4,057
July	.. 4	.. 144	.. 338	.. 7	.. 2,174	.. 6,084
August	.. 9	.. 531	.. 1,180	.. 4	.. 212	.. 212
September	.. 1	.. 51	.. 102	.. 2	.. 4,611	.. 4,611
October	.. 4	.. 143	.. 329	.. 1	.. 17	.. 17

* 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.

From January, 1952, strikes involving less than 5 workers or lasting less than 1 day are excluded from the statistics except in cases where the aggregate number of man-days lost exceed 50.

Note.—The number of strikes shown against each month relate to the number of strikes that ended during the month.

TABLE IX—CLASSIFICATION OF THE STRIKES IN OCTOBER, 1954, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea	—	..	—	..	—
Rubber	4	..	143	..	329
Tea-cum-Rubber	—	..	—	..	—
Coconut	—	..	—	..	—
Coconut-cum-Rubber	—	..	—	..	—
Total	4	..	143	..	329
Engineering	—	..	—	..	—
Printing	—	..	—	..	—
Motor Transport	—	..	—	..	—
Tea Export	—	..	—	..	—
Rubber Export	—	..	—	..	—
Coconut Manufacturing	—	..	—	..	—
Toddy, Arrack and Vinegar	—	..	—	..	—
Match Manufacturing	—	..	—	..	—
Plumbago	—	..	—	..	—
Cinema	—	..	—	..	—
Dock, Harbour and Port Transport	1	..	17	..	17
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..	—	..	—	..	—
Total	1	..	17	..	17
Grand Total	5	..	160	..	346

TABLE X—CLASSIFICATION OF THE STRIKES IN OCTOBER, 1954, BY CAUSES

Cause	Number of Strikes				Number of Workers Involved			
	Plantations		Others		Plantations		Others	
1. Dismissal or loss of employment in any way. Failure to provide work ..	1	..	—	..	28	..	—	..
2. Wage increases. Higher rates for piece work, &c. ..	1	..	—	..	10	..	—	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	..	—	..	—	..	—	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	1	..	1	..	15	..	17	..
5. Food matters. Welfare ..	—	..	—	..	—	..	—	..
6. Right of association and meeting ..	—	..	—	..	—	..	—	..
7. Factional disputes and domestic matters ..	1	..	—	..	90	..	—	..
8. External matters, e.g., arrest by Police, &c. ..	—	..	—	..	—	..	—	..
9. Assaults by employer or agent or others ..	—	..	—	..	—	..	—	..
10. General demands ..	—	..	—	..	—	..	—	..
11. Sympathetic strikes ..	—	..	—	..	—	..	—	..
Total ..	4	..	1	..	143	..	17	..

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 Un-assisted	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	—	2,415
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
1953—								
January	1,307	22	1,329	34	2,534	2,568	—	1,239
February	1,895	44	1,939	26	3,184	3,210	—	1,271
March	2,965	132	3,097	34	3,645	3,679	—	582
April	2,544	27	2,571	70	4,970	5,040	—	2,469
May	3,754	49	3,803	38	7,296	7,334	—	3,531
June	6,405	97	6,502	51	4,750	4,801	1,701	—
July	5,610	135	5,745	24	3,194	3,218	2,527	—
August	3,076	130	3,206	28	3,595	3,623	—	417
September	3,651	184	3,835	20	4,234	4,254	—	419
October	3,757	88	3,845	25	2,784	2,809	1,036	—
November	2,628	99	2,727	8	2,849	2,857	—	130
December	3,169	153	3,322	21	2,928	2,949	373	—
1954—								
January	1,848	41	1,889	3	5,427	5,430	—	3,541
February	3,218	61	3,279	57	7,141	7,198	—	3,919
March	6,358	68	6,426	52	5,591	5,643	783	—
April	6,373	96	6,469	34	3,123	3,157	3,312	—
May	4,340	110	4,450	77	3,816	3,893	557	—
June	3,194	123	3,317	—	19	19	3,298	—
July	585	39	624	—	6	6	618	—
August	273	21	294	—	1	1	293	—
September	158	8	166	—	1	1	165	—
October	99	6	105	—	1	1	104	—
November	56	1	57	—	2	2	55	—
December	48	3	51	—	15	15	36	—

APPENDIX I

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

Month : January, 1955

<i>Class of Worker</i>	<i>Basic Wage</i>		<i>Special Allowance</i>		<i>Total</i>	
	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>
Tea Growing and Manufacturing Trade						
<i>Daily Rates</i>						
Male worker not under 16 years	..	1 25	..	1 12	..	2 37
Female worker not under 15 years	..	1 5	..	0 84	..	1 89
Child worker	0 80	..	0 77	..	1 57
 Cocoa, Cardamom and Pepper Growing and Manufacturing Trade						
<i>Daily Rates</i>						
Male worker not under 16 years	..	1 10	..	1 12	..	2 22
Female worker not under 15 years	..	0 90	..	0 84	..	1 74
Child worker	0 65	..	0 77	..	1 42
 Rubber Growing and Manufacturing Trade						
<i>Daily Rates</i>						
Male worker not under 16 years	..	1 30	..	1 12	..	2 42
Female worker not under 15 years	..	1 20	..	0 84	..	2 4
Child worker	0 95	..	0 77	..	1 72
 Coconut Growing Trade						
<i>Daily Rates</i>						
The raising and maintenance of a coconut plantation ; and						
The manufacture of copra—						
Kangany	0 90	..	1 12	..	2 2
Male not under 18 years	..	0 75	..	1 12	..	1 87
Female not under 18 years	..	0 60	..	0 84	..	1 44
Worker under 18 years	..	0 50	..	0 77	..	1 27
 Coconut Manufacturing Trade						
The manufacture of desiccated coconut ;						
The manufacture of coconut oil ; and						
The manufacture of fibre and coir products—						
Within the Colombo area :						
Kangany	1 44	..	1 30	..	2 74
Male not under 18 years	..	1 24	..	1 30	..	2 54
Female not under 18 years	..	1 0	..	0 97	..	1 97
Worker under 18 years	..	0 75	..	0 90	..	1 65
Outside the Colombo area :						
Kangany	1 20	..	1 30	..	2 50
Male not under 18 years	..	1 0	..	1 30	..	2 30
Female not under 18 years	..	0 80	..	0 97	..	1 77
Worker under 18 years	..	0 60	..	0 90	..	1 50

“ Colombo area ” includes any place within 5 miles of the Municipal limits of Colombo.

Piece rates have been fixed for certain processes.

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
Engineering Trade					
<i>Daily Rates</i>					
Unskilled labourer	1	24	1	33	2 57
Semi-skilled, Grade I	1	44	1	43	2 87
Semi-skilled, Grade II	1	28	1	43	2 71
Skilled worker	1	80	1	43	3 23
Kangany	1	60	1	43	3 3
Watcher	1	50	1	43	2 93

Trade Learners and Apprentices

1st year	0	40	0	43	0 83
2nd year	0	56	0	53	1 9
3rd year	0	72	0	81	1 53
4th year	0	96	0	96	1 92

Printing Trade

Monthly Rates

Class A worker	100	0	79	0	179 0
" B	75	0	60	50	135 50
" C Grade I worker	50	0	51	25	101 25
" C " II "	45	0	46	54	91 54
" D worker	40	0	42	0	82 0
" E	37	50	39	73	77 23
" F	18	0	21	65	39 65
" G	40	0	42	0	82 0
Class A—1st year learner	30	0	24	70	54 70
" B	22	50	19	15	41 65
" C Grade I, 1st year learner	20	0	21	0	41 0
" C " II " "	18	0	19	15	37 15
" D—1st year learner	16	0	17	30	33 30
Class A—2nd year learner	40	0	32	60	72 60
" B	37	50	30	75	68 25
" C Grade I, 2nd year learner	25	0	26	4	51 4
" C " II " "	22	50	23	77	46 27
" D—2nd year learner	20	0	21	50	41 50
Class A—3rd year learner	50	0	40	50	90 50
" B	45	0	36	80	81 80
" C Grade I, 3rd year learner	30	0	31	25	61 25
" C " II " "	27	0	28	39	55 39
" D—3rd year learner	24	0	25	70	49 70
Class A—4th year learner	65	0	52	10	117 10
" B	56	25	45	54	101 79
" C Grade I, 4th year learner	37	50	38	73	76 23
" C " II " "	33	75	35	15	68 90
" D—4th year learner	30	0	31	75	61 75
Class A—5th year learner	80	0	64	20	144 20

Cigar Trade

A piece rate of Rs. 8.0 has been fixed for every 1,000 cigars rolled.

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Plumbago Trade						
<i>Daily Rates</i>						
Underground workers—						
Basses	2	75	1	18	3	93
Kanganies } Loaders } Overseers }	2	25	1	18	3	43
Shift bosses	2	8	1	18	3	26
Blasters } Drillers (hand and machine) } Shaft drivers } Stoppers (excavators) }	2	0	1	18	3	18
Timber men }						
Muckers } Trolley-men }	1	50	1	18	2	68
Unskilled labourers }						
Onsetters or Donakatarayas	2	25	1	18	3	43
Underground and surface workers—						
Electricians } Enginemen } Fitters } Hoistmen } Mechanics } Pumpmen } Winchmen }	2	50	1	18	3	68
Checkers	2	25	1	18	3	43
Electricians (assistants)	1	50	1	18	2	68
Fitters (assistants)						
Windlassmen (dabare workers) }						
Surface workers—						
Carpenters } Masons }	2	50	1	18	3	68
Overseers	2	25	1	18	3	43
Blacksmiths } Boilermen }	2	0	1	18	3	18
Drill sharpeners }						
Firewood carriers and splitters	1	60	1	18	2	78
Carters } Watchers }	1	50	1	18	2	68
Bakkikarayas or Banksmen	2	0	1	18	3	18
Cooks } Smithy boys }	1	24	1	18	2	42
Unskilled labourers }						

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 81 cents.

Workers employed in curing and dressing—

(A) As overseers and kanganies	2	0	1	38	3	38
(B) On different jobs:						
Within the Colombo area—						
Male worker not under 18 years	1	25	1	38	2	63
Female worker not under 18 years	1	0	1	8	2	8
Worker under 18 years	0	50	1	1	1	51
Outside the Colombo area—						
Male worker not under 18 years	1	0	1	38	2	38
Female worker not under 18 years	0	84	1	8	1	92
Worker under 18 years	0	40	1	1	1	41

“Colombo area” includes any place within 5 miles of the Municipal limits of Colombo.

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Tea Export Trade						
<i>Daily Rates</i>						
A. Male workers not under 18 years—						
(a) Grade II	1	24	1	33	2	57
(b) Intermediate Grade	1	40	1	43	2	83
(c) Grade I	1	60	1	43	3	3
(d) Box makers and repairers	1	40	1	43	2	83
(e) Watchers	1	50	1	43	2	93
B. Female workers not under 18 years	1	0	1	21	2	21
C. Workers over 14 years but under 15 years	0	60	0	84	1	44
" 15 " 16	0	70	0	89	1	59
" 16 " 17	0	80	0	94	1	74
" 17 " 18	1	0	1	4	2	4

Rubber Export Trade

Daily Rates

A. Male workers not under 18 years—						
(a) Grade II	1	24	1	33	2	57
(b) Intermediate Grade	1	40	1	43	2	83
(c) Grade I	1	60	1	43	3	3
(d) Watchers	1	50	1	43	2	93
B. Female workers not under 18 years	1	0	1	21	2	21
C. Workers over 14 years but under 15 years	0	60	0	84	1	44
" 15 " 16	0	70	0	89	1	59
" 16 " 17	0	80	0	94	1	74
" 17 " 18	1	0	1	4	2	4

Toddy, Arrack and Vinegar Trade

Monthly Rates

Tope kangany	110	0	—	110	0
Toddy tavern watcher	60	0	—	60	0
Arrack tavern watcher	60	0	—	60	0
Tope watcher	50	0	—	50	0
Collecting station manager	75	0	—	75	0
Selling toddy at tavern	75	0	—	75	0
Selling arrack at tavern	75	0	—	75	0
Collecting toddy from trees in the toddy section of the trade	75	0	—	75	0
Collecting toddy from trees in the arrack section of the trade	50	0	—	50	0
Collecting toddy from trees in the vinegar section of the trade	50	0	—	50	0
Distilling toddy at distillery	75	0	—	75	0

Daily Rates

Bottling, corking and labelling arrack bottles—					
(a) for a male worker not under 16 years of age	2	25	—	2	25
(b) for a female worker not under 16 years of age	1	85	—	1	85

Unskilled labourers—

Male workers not under 16 years	2	10	—	2	10
Female workers not under 16 years	1	70	—	1	70

Piece rates have been fixed for certain processes.

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Motor Transport Trade						
<i>Monthly Rates</i>						
Class A worker	100	0	42	0	142	0
" B "	90	0	42	0	132	0
" C "	85	0	39	50	124	50
" D "	100	0	42	0	142	0
" E "	70	0	37	0	107	0
" F "	67	50	42	0	109	50
" G "	60	0	38	30	98	30
" H "	50	0	38	30	88	30
" I "	60	0	38	30	98	30
" J "	90	0	38	30	128	30
" K "	45	0	29	0	74	0
<i>Daily Rates</i>						
Class A worker	4	0	1	80	5	80
" B "	4	0	1	80	5	80
" C "	3	25	1	80	5	5
" D "	4	0	1	80	5	80
" E "	2	75	1	55	4	30
" F "	2	75	1	80	4	55
" G "	2	50	1	80	4	30
" H "	2	25	1	80	4	5
" K "	1	50	1	6	2	56

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	1	80	1	43	3	23
Female 18 years and over	1	44	1	33	2	77
Young person over 14 and under 17 years	0	85	0	85	1	70
Young person 17 years and over but under 18 years	1	15	1	4	2	19

Grade II—

Male 18 years and over	1	40	1	43	2	83
Female 18 years and over	1	12	1	33	2	45
Young person over 14 and under 17 years	0	70	0	85	1	55
Young person 17 and over but under 18 years	0	90	1	4	1	94

Grade III—

Male 18 years and over	1	24	1	33	2	57
Female 18 years and over	1	0	1	21	2	21
Young person over 14 and under 17 years	0	60	0	85	1	45
Young person 17 and over but under 18 years	0	80	1	4	1	84

Grade IV—

Watcher	1	50	1	43	2	93
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Cinema Trade

Monthly Rates

Within the Municipal areas

A—Non-clerical—

Unskilled	32	25	34	38	66	63
Semi-skilled	37	50	36	98	74	48
Skilled, Grade II	50	0	38	80	88	80
Skilled, Grade I	60	0	38	80	98	80

B—Clerical—

Grade III	45	0	34	50	79	50
Grade II	50	0	37	50	87	50
Grade I	100	0	42	50	142	50

Month : January, 1955

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Cinema Trade (contd.)						
<i>Outside the Municipal areas</i>						
A—Non-clerical—						
Unskilled	32 25	..	34 38	.. 66 63
Semi-skilled	35 0	..	36 98	.. 71 98
Skilled, Grade II	42 0	..	38 80	.. 80 80
Skilled, Grade I	55 0	..	38 80	.. 93 80
B—Clerical—						
Grade III	40 0	..	34 50	.. 74 50
Grade II	45 0	..	37 50	.. 82 50
Grade I	100 0	..	42 50	.. 142 50

Dock, Harbour and Port Transport Trade

Monthly Rates

Manual Work

Special Grade	..	..	65 0	..	32 50	.. 97 50
Skilled Grade	..	..	55 0	..	28 50	.. 83 50
Semi-skilled Grade	..	..	45 0	..	25 50	.. 70 50
Unskilled, Grade I	..	..	37 0	..	25 50	.. 62 50
Unskilled, Grade II	..	..	31 0	..	25 50	.. 56 50

Women Workers

Female kanganies	..	..	35 0	..	25 50	.. 60 50
Female labourers	..	..	30 0	..	25 50	.. 55 50

Non-manual Workers

Special Grade	..	..	75 0	..	38 0	.. 113 0
Grade I	..	..	55 0	..	28 50	.. 83 50

Building Trade

Daily Rates

Unskilled—

Male labourers—

Not under 18 years	1 24	..	1 33	.. 2 57
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Female labourers—

Not under 18 years	1 0	..	1 33	.. 2 33
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Unskilled labourers—

(irrespective of sex)

Under 18 years of age	0 80	..	1 33	.. 2 13
Semi-skilled, Grade II	..	..	1 44	..	1 43	.. 2 87
Semi-skilled, Grade I	..	..	1 60	..	1 43	.. 3 3
Skilled	..	..	1 80	..	1 43	.. 3 23

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during January, 1955, 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 56	1 18½	0 52½	0 42	0 94½	0 40	0 38½	0 78½	½
1	1 25	1 12	2 37	1 5	0 84	1 89	0 80	0 77	1 57	1
2	2 50	2 24	4 74	2 10	1 68	3 78	1 60	1 54	3 14	2
3	3 75	3 36	7 11	3 15	2 52	5 67	2 40	2 31	4 71	3
4	5 0	4 48	9 48	4 20	3 36	7 56	3 20	3 8	6 28	4
5	6 25	5 60	11 85	5 25	4 20	9 45	4 0	3 85	7 85	5
6	7 50	6 72	14 22	6 30	5 4	11 34	4 80	4 62	9 42	6
7	8 75	7 84	16 59	7 35	5 88	13 23	5 60	5 39	10 99	7
8	10 0	8 96	18 96	8 40	6 72	15 12	6 40	6 16	12 56	8
9	11 25	10 8	21 33	9 45	7 56	17 1	7 20	6 93	14 13	9
10	12 50	11 20	23 70	10 50	8 40	18 90	8 0	7 70	15 70	10
11	13 75	12 32	26 7	11 55	9 24	20 79	8 80	8 47	17 27	11
12	15 0	13 44	28 44	12 60	10 8	22 68	9 60	9 24	18 84	12
13	16 25	14 56	30 81	13 65	10 92	24 57	10 40	10 1	20 41	13
14	17 50	15 68	33 18	14 70	11 76	26 46	11 20	10 78	21 98	14
15	18 75	16 80	35 55	15 75	12 60	28 35	12 0	11 55	23 55	15
16	20 0	17 92	37 92	16 80	13 44	30 24	12 80	12 32	25 12	16
17	21 25	19 4	40 29	17 85	14 28	32 13	13 60	13 9	26 69	17
18	22 50	20 16	42 66	18 90	15 12	34 2	14 40	13 86	28 26	18
19	23 75	21 28	45 3	19 95	15 96	35 91	15 20	14 63	29 83	19
20	25 0	22 40	47 40	21 0	16 80	37 80	16 0	15 40	31 40	20
21	26 25	23 52	49 77	22 5	17 64	39 69	16 80	16 17	32 97	21
22	27 50	24 64	52 14	23 10	18 48	41 58	17 60	16 94	34 54	22
23	28 75	25 76	54 51	24 15	19 32	43 47	18 40	17 71	36 11	23
24	30 0	26 88	56 88	25 20	20 16	45 36	19 20	18 48	37 68	24
25	31 25	28 0	59 25	26 25	21 0	47 25	20 0	19 25	39 25	25
26	32 50	29 12	61 62	27 30	21 84	49 14	20 80	20 2	40 82	26
27	33 75	30 24	63 99	28 35	22 68	51 3	21 60	20 79	42 39	27
28	35 0	31 36	66 36	29 40	23 52	52 92	22 40	21 56	43 96	28
29	36 25	32 48	68 73	30 45	24 36	54 81	23 20	22 33	45 53	29
30	37 50	33 60	71 10	31 50	25 20	56 70	24 0	23 10	47 10	30
31	38 75	34 72	73 47	32 55	26 04	58 59	24 80	23 87	48 67	31

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

APPENDIX II (B)

**Ready Reckoner showing the Basic Wages, Special Allowances and the
Minimum Wages payable for the number of days worked during
January, 1955, to workers in the Rubber Growing and
Manufacturing Trade**

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allow- ance	Mini- mum Wage	Basic Wage	Special Allow- ance	Mini- mum Wage	Basic Wage	Special Allow- ance	Mini- mum Wage	
	Rs. c	Rs. c.	Rs. c	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 65	0 56	1 21	0 60	0 42	1 2	0 47½	0 38½	0 86	½
1	1 30	1 12	2 42	1 20	0 84	2 4	0 95	0 77	1 72	1
2	2 60	2 24	4 84	2 40	1 68	4 8	1 90	1 54	3 44	2
3	3 90	3 36	7 26	3 60	2 52	6 12	2 85	2 31	5 16	3
4	5 20	4 48	9 68	4 80	3 36	8 16	3 80	3 8	6 88	4
5	6 50	5 60	12 10	6 0	4 20	10 20	4 75	3 85	8 60	5
6	7 80	6 72	14 52	7 20	5 4	12 24	5 70	4 62	10 32	6
7	9 10	7 84	16 94	8 40	5 88	14 28	6 65	5 39	12 4	7
8	10 40	8 96	19 36	9 60	6 72	16 32	7 60	6 16	13 76	8
9	11 70	10 8	21 78	10 80	7 56	18 36	8 55	6 93	15 48	9
10	13 0	11 20	24 20	12 0	8 40	20 40	9 50	7 70	17 20	10
11	14 30	12 32	26 62	13 20	9 24	22 44	10 45	8 47	18 92	11
12	15 60	13 44	29 4	14 40	10 8	24 48	11 40	9 24	20 64	12
13	16 90	14 56	31 46	15 60	10 92	26 52	12 35	10 1	22 36	13
14	18 20	15 68	33 88	16 80	11 76	28 56	13 30	10 78	24 8	14
15	19 50	16 80	36 30	18 0	12 60	30 60	14 25	11 55	25 80	15
16	20 80	17 92	38 72	19 20	13 44	32 64	15 20	12 32	27 52	16
17	22 10	19 4	41 14	20 40	14 28	34 68	16 15	13 9	29 24	17
18	23 40	20 16	43 56	21 60	15 12	36 72	17 10	13 86	30 96	18
19	24 70	21 28	45 98	22 80	15 96	38 76	18 5	14 63	32 68	19
20	26 0	22 40	48 40	24 0	16 80	40 80	19 0	15 40	34 40	20
21	27 30	23 52	50 82	25 20	17 64	42 84	19 95	16 17	36 12	21
22	28 60	24 64	53 24	26 40	18 48	44 88	20 90	16 94	37 84	22
23	29 90	25 76	55 66	27 60	19 32	46 92	21 85	17 71	39 56	23
24	31 20	26 88	58 8	28 80	20 16	48 96	22 80	18 48	41 28	24
25	32 50	28 0	60 50	30 0	21 0	51 0	23 75	19 25	43 0	25
26	33 80	29 12	62 92	31 20	21 84	53 4	24 70	20 2	44 72	26
27	35 10	30 24	65 34	32 40	22 68	55 8	25 65	20 79	46 44	27
28	36 40	31 36	67 76	33 60	23 52	57 12	26 60	21 56	48 16	28
29	37 70	32 48	70 18	34 80	24 36	59 16	27 55	22 33	49 88	29
30	39 0	33 60	72 60	36 0	25 20	61 20	28 50	23 10	51 60	30
31	40 30	34 72	75 02	37 20	26 04	63 24	29 45	23 87	53 32	31

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

APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during January, 1955, 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 56	1 11	0 45	0 42	0 87	0 32½	0 38½	0 71	½
1	1 10	1 12	2 22	0 90	0 84	1 74	0 65	0 77	1 42	1
2	2 20	2 24	4 44	1 80	1 68	3 48	1 30	1 54	2 84	2
3	3 30	3 36	6 66	2 70	2 52	5 22	1 95	2 31	4 26	3
4	4 40	4 48	8 88	3 60	3 36	6 96	2 60	3 8	5 68	4
5	5 50	5 60	11 10	4 50	4 20	8 70	3 25	3 85	7 10	5
6	6 60	6 72	13 32	5 40	5 4	10 44	3 90	4 62	8 52	6
7	7 70	7 84	15 54	6 30	5 88	12 18	4 55	5 39	9 94	7
8	8 80	8 96	17 76	7 20	6 72	13 92	5 20	6 16	11 36	8
9	9 90	10 8	19 98	8 10	7 56	15 66	5 85	6 93	12 78	9
10	11 0	11 20	22 20	9 0	8 40	17 40	6 50	7 70	14 20	10
11	12 10	12 32	24 42	9 90	9 24	19 14	7 15	8 47	15 62	11
12	13 20	13 44	26 64	10 80	10 8	20 88	7 80	9 24	17 4	12
13	14 30	14 56	28 86	11 70	10 92	22 62	8 45	10 1	18 46	13
14	15 40	15 68	31 8	12 60	11 76	24 36	9 10	10 78	19 88	14
15	16 50	16 80	33 30	13 50	12 60	26 10	9 75	11 55	21 30	15
16	17 60	17 92	35 52	14 40	13 44	27 84	10 40	12 32	22 72	16
17	18 70	19 4	37 74	15 30	14 28	29 58	11 5	13 9	24 14	17
18	19 80	20 16	39 96	16 20	15 12	31 32	11 70	13 86	25 56	18
19	20 90	21 28	42 18	17 10	15 96	33 6	12 35	14 63	26 98	19
20	22 0	22 40	44 40	18 0	16 80	34 80	13 0	15 40	28 40	20
21	23 10	23 52	46 62	18 90	17 64	36 54	13 65	16 17	29 82	21
22	24 20	24 64	48 84	19 80	18 48	38 28	14 30	16 94	31 24	22
23	25 30	25 76	51 6	20 70	19 32	40 2	14 95	17 71	32 66	23
24	26 40	26 88	53 28	21 60	20 16	41 76	15 60	18 48	34 8	24
25	27 50	28 0	55 50	22 50	21 0	43 50	16 25	19 25	35 50	25
26	28 60	29 12	57 72	23 40	21 84	45 24	16 90	20 2	36 92	26
27	29 70	30 24	59 94	24 30	22 68	46 98	17 55	20 79	38 34	27
28	30 80	31 36	62 16	25 20	23 52	48 72	18 20	21 56	39 76	28
29	31 90	32 48	64 38	26 10	24 36	50 46	18 85	22 33	41 18	29
30	33 0	33 60	66 60	27 0	25 20	52 20	19 50	23 10	42 60	30
31	34 10	34 72	68 82	27 90	26 04	53 94	20 15	23 87	44 02	31

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

APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the
number of days worked during January, 1955, to workers in
the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
					Within Colombo area				Outside Colombo area				
	Kan- gany	Male	Fe- male	Young Per- son	Kan- gany	Male	Fe- male	Young Per- son	Kan- gany	Male	Fe- male	Young Per- son	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 1	0 93½	0 72	0 63½	1 37	1 27	0 98½	0 82½	1 25	1 15	0 88½	0 75	½
1	2 2	1 87	1 44	1 27	2 74	2 54	1 97	1 65	2 50	2 30	1 77	1 50	1
2	4 4	3 74	2 88	2 54	5 48	5 8	3 94	3 30	5 0	4 60	3 54	3 0	2
3	6 6	5 61	4 32	3 81	8 22	7 62	5 91	4 95	7 50	6 90	5 31	4 50	3
4	8 8	7 48	5 76	5 8	10 96	10 16	7 88	6 60	10 0	9 20	7 8	6 0	4
5	10 10	9 35	7 20	6 35	13 70	12 70	9 85	8 25	12 50	11 50	8 85	7 50	5
6	12 12	11 22	8 64	7 62	16 44	15 24	11 82	9 90	15 0	13 80	10 62	9 0	6
7	14 14	13 9	10 8	8 89	19 18	17 78	13 79	11 55	17 50	16 10	12 39	10 50	7
8	16 16	14 96	11 52	10 16	21 92	20 32	15 76	13 20	20 0	18 40	14 16	12 0	8
9	18 18	16 83	12 96	11 43	24 66	22 86	17 73	14 85	22 50	20 70	15 93	13 50	9
10	20 20	18 70	14 40	12 70	27 40	25 40	19 70	16 50	25 0	23 0	17 70	15 0	10
11	22 22	20 57	15 84	13 97	30 14	27 94	21 67	18 15	27 50	25 30	19 47	16 50	11
12	24 24	22 44	17 28	15 24	32 88	30 48	23 64	19 80	30 0	27 60	21 24	18 0	12
13	26 26	24 31	18 72	16 51	35 62	33 2	25 61	21 45	32 50	29 90	23 1	19 50	13
14	28 28	26 18	20 16	17 78	38 36	35 56	27 58	23 10	35 0	32 20	24 78	21 0	14
15	30 30	28 5	21 60	19 5	41 10	38 10	29 55	24 75	37 50	34 50	26 55	22 50	15
16	32 32	29 92	23 4	20 32	43 84	40 64	31 52	26 40	40 0	36 80	28 32	24 0	16
17	34 34	31 79	24 48	21 59	46 58	43 18	33 49	28 5	42 50	39 10	30 9	25 50	17
18	36 36	33 66	25 92	22 86	49 32	45 72	35 46	29 70	45 0	41 40	31 86	27 0	18
19	38 38	35 53	27 36	24 13	52 6	48 26	37 43	31 35	47 50	43 70	33 63	28 50	19
20	40 40	37 40	28 80	25 40	54 80	50 80	39 40	33 0	50 0	46 0	35 40	30 0	20
21	42 42	39 27	30 24	26 67	57 54	53 34	41 37	34 65	52 50	48 30	37 17	31 50	21
22	44 44	41 14	31 68	27 94	60 28	55 88	43 34	36 30	55 0	50 60	38 94	33 0	22
23	46 46	43 1	33 12	29 21	63 2	58 42	45 31	37 95	57 50	52 90	40 71	34 50	23
24	48 48	44 88	34 56	30 48	65 76	60 96	47 28	39 60	60 0	55 20	42 48	36 0	24
25	50 50	46 75	36 0	31 75	68 50	63 50	49 25	41 25	62 50	57 50	44 25	37 50	25
26	52 52	48 62	37 44	33 2	71 24	66 4	51 22	42 90	65 0	59 80	46 2	39 0	26
27	54 54	50 49	38 88	34 29	73 98	68 58	53 19	44 55	67 50	62 10	47 79	40 50	27
28	56 56	52 36	40 32	35 56	76 72	71 12	55 16	46 20	70 0	64 40	49 56	42 0	28
29	58 58	54 23	41 76	36 83	79 46	73 66	57 13	47 85	72 50	66 70	51 33	43 50	29
30	60 60	56 10	43 20	38 10	82 20	76 20	59 10	49 50	75 0	69 0	53 10	45 0	30
31	62 62	57 97	44 64	39 37	84 94	78 74	61 07	51 15	77 50	71 30	54 87	46 50	31

Note.—“Colombo area” includes any place within 5 miles of the Municipal limits of Colombo; “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.

APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1955, to workers in the Tea Export and Rubber Export Trades

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	* Box Makers and Re-pairers	Watch-ers		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.	
½	1 28½	1 41½	1 51½	1 41½	1 46½	1 10½	0 72	0 79½	0 87	1 2	½
1	2 57	2 83	3 3	2 83	2 93	2 21	1 44	1 59	1 74	2 4	1
2	5 14	5 66	6 6	5 66	5 86	4 42	2 88	3 18	3 48	4 8	2
3	7 71	8 49	9 9	8 49	8 79	6 63	4 32	4 77	5 22	6 12	3
4	10 28	11 32	12 12	11 32	11 72	8 84	5 76	6 36	6 96	8 16	4
5	12 85	14 15	15 15	14 15	14 65	11 5	7 20	7 95	8 70	10 20	5
6	15 42	16 98	18 18	16 98	17 58	13 26	8 64	9 54	10 44	12 24	6
7	17 99	19 81	21 21	19 81	20 51	15 47	10 8	11 13	12 18	14 28	7
8	20 56	22 64	24 24	22 64	23 44	17 68	11 52	12 72	13 92	16 32	8
9	23 13	25 47	27 27	25 47	26 37	19 89	12 96	14 31	15 66	18 36	9
10	25 70	28 30	30 30	28 30	29 30	22 10	14 40	15 90	17 40	20 40	10
11	28 27	31 13	33 33	31 13	32 23	24 31	15 84	17 49	19 14	22 44	11
12	30 84	33 96	36 36	33 96	35 16	26 52	17 28	19 8	20 88	24 48	12
13	33 41	36 79	39 39	36 79	38 9	28 73	18 72	20 67	22 62	26 52	13
14	35 98	39 62	42 42	39 62	41 2	30 94	20 16	22 26	24 36	28 56	14
15	38 55	42 45	45 45	42 45	43 95	33 15	21 60	23 85	26 10	30 60	15
16	41 12	45 28	48 48	45 28	46 88	35 36	23 4	25 44	27 84	32 64	16
17	43 69	48 11	51 51	48 11	49 81	37 57	24 48	27 3	29 58	34 68	17
18	46 26	50 94	54 54	50 94	52 74	39 78	25 92	28 62	31 32	36 72	18
19	48 83	53 77	57 57	53 77	55 67	41 99	27 36	30 21	33 6	38 76	19
20	51 40	56 60	60 60	56 60	58 60	44 20	28 80	31 80	34 80	40 80	20
21	53 97	59 43	63 63	59 43	61 53	46 41	30 24	33 39	36 54	42 84	21
22	56 54	62 26	66 66	62 26	64 46	48 62	31 68	34 98	38 28	44 88	22
23	59 11	65 9	69 69	65 9	67 39	50 83	33 12	36 57	40 2	46 92	23
24	61 68	67 92	72 72	67 92	70 32	53 4	34 56	38 16	41 76	48 96	24
25	64 25	70 75	75 75	70 75	73 25	55 25	36 0	39 75	43 50	51 0	25
26	66 82	73 58	78 78	73 58	76 18	57 46	37 44	41 34	45 24	53 4	26
27	69 39	76 41	81 81	76 41	79 11	59 67	38 88	42 93	46 98	55 8	27
28	71 96	79 24	84 84	79 24	82 4	61 88	40 32	44 52	48 72	57 12	28
29	74 53	82 7	87 87	82 7	84 97	64 9	41 76	46 11	50 46	59 16	29
30	77 10	84 90	90 90	84 90	87 90	66 30	43 20	47 70	52 20	61 20	30
31	79 67	87 73	93 93	87 73	90 83	68 51	44 64	49 29	53 94	* 63 24	31

* Applicable to Tea Export Trade only.

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1955, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
		Rs. c.	Rs. c.				Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 28½	1 43½	1 35½	1 61½	1 51½	1 46½	0 41½	0 54½	0 76½	0 96	½
1	2 57	2 87	2 71	3 23	3 3	2 93	0 83	1 9	1 53	1 92	1
2	5 14	5 74	5 42	6 46	6 6	5 86	1 66	2 18	3 6	3 84	2
3	7 71	8 61	8 13	9 69	9 9	8 79	2 49	3 27	4 59	5 76	3
4	10 28	11 48	10 84	12 92	12 12	11 72	3 32	4 36	6 12	7 68	4
5	12 85	14 35	13 55	16 15	15 15	14 65	4 15	5 45	7 65	9 60	5
6	15 42	17 22	16 26	19 38	18 18	17 58	4 98	6 54	9 18	11 52	6
7	17 99	20 9	18 97	22 61	21 21	20 51	5 81	7 63	10 71	13 44	7
8	20 56	22 96	21 68	25 84	24 24	23 44	6 64	8 72	12 24	15 36	8
9	23 13	25 83	24 39	29 7	27 27	26 37	7 47	9 81	13 77	17 28	9
10	25 70	28 70	27 10	32 30	30 30	29 30	8 30	10 90	15 30	19 20	10
11	28 27	31 57	29 81	35 53	33 33	32 23	9 13	11 99	16 83	21 12	11
12	30 84	34 44	32 52	38 76	36 36	35 16	9 96	13 8	18 36	23 4	12
13	33 41	37 31	35 23	41 99	39 39	38 9	10 79	14 17	19 89	24 96	13
14	35 98	40 18	37 94	45 22	42 42	41 2	11 62	15 26	21 42	26 88	14
15	38 55	43 5	40 65	48 45	45 45	43 95	12 45	16 35	22 95	28 80	15
16	41 12	45 92	43 36	51 68	48 48	46 88	13 28	17 44	24 48	30 72	16
17	43 69	48 79	46 7	54 91	51 51	49 81	14 11	18 53	26 1	32 64	17
18	46 26	51 66	48 78	58 14	54 54	52 74	14 94	19 62	27 54	34 56	18
19	48 83	54 53	51 49	61 37	57 57	55 67	15 77	20 71	29 7	36 48	19
20	51 40	57 40	54 20	64 60	60 60	58 60	16 60	21 80	30 60	38 40	20
21	53 97	60 27	56 91	67 83	63 63	61 53	17 43	22 89	32 13	40 32	21
22	56 54	63 14	59 62	71 6	66 66	64 46	18 26	23 98	33 66	42 24	22
23	59 11	66 1	62 33	74 29	69 69	67 39	19 9	25 7	35 19	44 16	23
24	61 68	68 88	65 4	77 52	72 72	70 32	19 92	26 16	36 72	46 8	24
25	64 25	71 75	67 75	80 75	75 75	73 25	20 75	27 25	38 25	48 0	25
26	66 82	74 62	70 46	83 98	78 78	76 18	21 58	28 34	39 78	49 92	26
27	69 39	77 49	73 17	87 21	81 81	79 11	22 41	29 43	41 31	51 84	27
28	71 96	80 36	75 88	90 44	84 84	82 4	23 24	30 52	42 84	53 76	28
29	74 53	83 23	78 59	93 67	87 87	84 97	24 7	31 61	44 37	55 68	29
30	77 10	86 10	81 30	96 90	90 90	87 90	24 90	32 70	45 90	57 60	30
31	79 67	88 97	84 01	100 13	93 93	90 83	25 73	33 79	47 43	59 52	31

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1955, to workers in the Match Manufacturing Trade

No. of Days	Grade I				Grade II				Grade III				Grade IV	No. of Days
	Adults		Young Persons		Adults		Young Persons		Adults		Young Persons		Watchers	
	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years		
½	1 61½	1 38½	0 85	1 9½	1 41½	1 22½	0 77½	0 97	1 28½	1 10½	0 72½	0 92	1 46½	½
1	3 23	2 77	1 70	2 19	2 83	2 45	1 55	1 94	2 57	2 21	1 45	1 84	2 93	1
2	6 46	5 54	3 40	4 38	5 66	4 90	3 10	3 88	5 14	4 42	2 90	3 68	5 86	2
3	9 69	8 31	5 10	6 57	8 49	7 35	4 65	5 82	7 71	6 63	4 35	5 52	8 79	3
4	12 92	11 8	6 80	8 76	11 32	9 80	6 20	7 76	10 28	8 84	5 80	7 36	11 72	4
5	16 15	13 85	8 50	10 95	14 15	12 25	7 75	9 70	12 85	11 5	7 25	9 20	14 65	5
6	19 38	16 62	10 20	13 14	16 98	14 70	9 30	11 64	15 42	13 26	8 70	11 4	17 58	6
7	22 61	19 39	11 90	15 33	19 81	17 15	10 85	13 58	17 99	15 47	10 15	12 88	20 51	7
8	25 84	22 16	13 60	17 52	22 64	19 60	12 40	15 52	20 56	17 68	11 60	14 72	23 44	8
9	29 7	24 93	15 30	19 71	25 47	22 5	13 95	17 46	23 13	19 89	13 5	16 56	26 37	9
10	32 30	27 70	17 0	21 90	28 30	24 50	15 50	19 40	25 70	22 10	14 50	18 40	29 30	10
11	35 53	30 47	18 70	24 9	31 13	26 95	17 5	21 34	28 27	24 31	15 95	20 24	32 23	11
12	38 76	33 24	20 40	26 28	33 96	29 40	18 60	23 28	30 84	26 52	17 40	22 8	35 16	12
13	41 99	36 1	22 10	28 47	36 79	31 85	20 15	25 22	33 41	28 73	18 85	23 92	38 9	13
14	45 22	38 78	23 80	30 66	39 62	34 30	21 70	27 16	35 98	30 94	20 30	25 76	41 2	14
15	48 45	41 55	25 50	32 85	42 45	36 75	23 25	29 10	38 55	33 15	21 75	27 60	43 95	15
16	51 68	44 32	27 20	35 4	45 28	39 20	24 80	31 4	41 12	35 36	23 20	29 44	46 88	16
17	54 91	47 9	28 90	37 23	48 11	41 65	26 35	32 98	43 69	37 57	24 65	31 28	49 81	17
18	58 14	49 86	30 60	39 42	50 94	44 10	27 90	34 92	46 26	39 78	26 10	33 12	52 74	18
19	61 37	52 63	32 30	41 61	53 77	46 55	29 45	36 86	48 83	41 99	27 55	34 96	55 67	19
20	64 60	55 40	34 0	43 80	56 60	49 0	31 0	38 80	51 40	44 20	29 0	36 80	58 60	20
21	67 83	58 17	35 70	45 99	59 43	51 45	32 55	40 74	53 97	46 41	30 45	38 64	61 53	21
22	71 6	60 94	37 40	48 18	62 26	53 90	34 10	42 68	56 54	48 62	31 90	40 48	64 46	22
23	74 29	63 71	39 10	50 37	65 9	56 35	35 65	44 62	59 11	50 83	33 35	42 32	67 39	23
24	77 52	66 48	40 80	52 56	67 92	58 80	37 20	46 56	61 68	53 4	34 80	44 16	70 32	24
25	80 75	69 25	42 50	54 75	70 75	61 25	38 75	48 50	64 25	55 25	36 25	46 0	73 25	25
26	83 98	72 2	44 20	56 94	73 58	63 70	40 30	50 44	66 82	57 46	37 70	47 84	76 18	26
27	87 21	74 79	45 90	59 13	76 41	66 15	41 85	52 38	69 39	59 67	39 15	49 68	79 11	27
28	90 44	77 56	47 60	61 32	79 24	68 60	43 40	54 32	71 96	61 88	40 60	51 52	82 4	28
29	93 67	80 33	49 30	63 51	82 7	71 5	44 95	56 26	74 53	64 9	42 5	53 36	84 97	29
30	96 90	83 10	51 0	65 70	84 90	73 50	46 50	58 20	77 10	66 30	43 50	55 20	87 90	30
31	100 13	85 87	52 70	67 89	87 73	75 95	48 05	60 14	79 67	68 51	44 95	57 04	90 83	31

APPENDIX III (E)

**Ready Reckoner showing the Minimum Wages payable for the
number of days worked during January, 1955, to workers in
the Building Trade**

<i>No. of Days</i>	<i>Unskilled</i>			<i>Semi-skilled</i>		<i>Skilled</i>	<i>No. of Days</i>
	<i>Male</i>	<i>Female</i>	<i>Young Person</i>	<i>Grade II</i>	<i>Grade I</i>		
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 28½	1 16½	1 6½	1 43½	1 51½	1 61½	½
1	2 57	2 33	2 13	2 87	3 3	3 23	1
2	5 14	4 66	4 26	5 74	6 6	6 46	2
3	7 71	6 99	6 39	8 61	9 9	9 69	3
4	10 28	9 32	8 52	11 48	12 12	12 92	4
5	12 85	11 65	10 65	14 35	15 15	16 15	5
6	15 42	13 98	12 78	17 22	18 18	19 38	6
7	17 99	16 31	14 91	20 9	21 21	22 61	7
8	20 56	18 64	17 4	22 96	24 24	25 84	8
9	23 13	20 97	19 17	25 83	27 27	29 7	9
10	25 70	23 30	21 30	28 70	30 30	32 30	10
11	28 27	25 63	23 43	31 57	33 33	35 53	11
12	30 84	27 96	25 56	34 44	36 36	38 76	12
13	33 41	30 29	27 69	37 31	39 39	41 99	13
14	35 98	32 62	29 82	40 18	42 42	45 22	14
15	38 55	34 95	31 95	43 5	45 45	48 45	15
16	41 12	37 28	34 8	45 92	48 48	51 68	16
17	43 69	39 61	36 21	48 79	51 51	54 91	17
18	46 26	41 94	38 34	51 66	54 54	58 14	18
19	48 83	44 27	40 47	54 53	57 57	61 37	19
20	51 40	46 60	42 60	57 40	60 60	64 60	20
21	53 97	48 93	44 73	60 27	63 63	67 83	21
22	56 54	51 26	46 86	63 14	66 66	71 6	22
23	59 11	53 59	48 99	66 1	69 69	74 29	23
24	61 68	55 92	51 12	68 88	72 72	77 52	24
25	64 25	58 25	53 25	71 75	75 75	80 75	25
26	66 82	60 58	55 38	74 62	78 78	83 98	26
27	69 39	62 91	57 51	77 49	81 81	87 21	27
28	71 96	65 24	59 64	80 36	84 84	90 44	28
29	74 53	67 57	61 77	83 23	87 87	93 67	29
30	77 10	69 90	63 90	86 10	90 90	96 90	30
31	79 67	72 23	66 03	88 97	93 93	100 13	31

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

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

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

APPENDIX III (F)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1955, to Daily-Paid workers in the Motor Transport Trade

No. of Days	Class A Class B Class D	Class C	Class E " G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	2 90	2 52½	2 15	2 27½	2 2½	1 28	½
1	5 80	5 5	4 30	4 55	4 5	2 56	1
2	11 60	10 10	8 60	9 10	8 10	5 12	2
3	17 40	15 15	12 90	13 65	12 15	7 68	3
4	23 20	20 20	17 20	18 20	16 20	10 24	4
5	29 0	25 25	21 50	22 75	20 25	12 80	5
6	34 80	30 30	25 80	27 30	24 30	15 36	6
7	40 60	35 35	30 10	31 85	28 35	17 92	7
8	46 40	40 40	34 40	36 40	32 40	20 48	8
9	52 20	45 45	38 70	40 95	36 45	23 4	9
10	58 0	50 50	43 0	45 50	40 50	25 60	10
11	63 80	55 55	47 30	50 5	44 55	28 16	11
12	69 60	60 60	51 60	54 60	48 60	30 72	12
13	75 40	65 65	55 90	59 15	52 65	33 28	13
14	81 20	70 70	60 20	63 70	56 70	35 84	14
15	87 0	75 75	64 50	68 25	60 75	38 40	15
16	92 80	80 80	68 80	72 80	64 80	40 96	16
17	98 60	85 85	73 10	77 35	68 85	43 52	17
18	104 40	90 90	77 40	81 90	72 90	46 8	18
19	110 20	95 95	81 70	86 45	76 95	48 64	19
20	116 0	101 0	86 0	91 0	81 0	51 20	20
21	121 80	106 5	90 30	95 55	85 5	53 76	21
22	127 60	111 10	94 60	100 10	89 10	56 32	22
23	133 40	116 15	98 90	104 65	93 15	58 88	23
24	139 20	121 20	103 20	109 20	97 20	61 44	24
25	145 0	126 25	107 50	113 75	101 25	64 0	25
26	150 80	131 30	111 80	118 30	105 30	66 56	26
27	156 60	136 35	116 10	122 85	109 35	69 12	27
28	162 40	141 40	120 40	127 40	113 40	71 68	28
29	168 20	146 45	124 70	131 95	117 45	74 24	29
30	174 0	151 50	129 0	136 50	121 50	76 80	30
31	179 80	156 55	133 30	141 5	125 55	79 36	31

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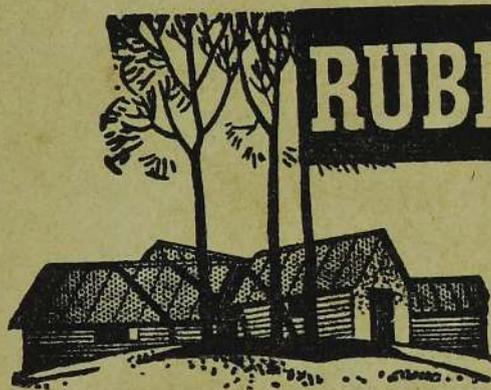
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