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In this issue

The Role of Law in Labour Disputes in the U.S.A.

Statistics of the Month in Brief.

Notes of Current Interest.

Decisions of Wages Boards.

Index to *Labour Gazettes*, 1954.

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CEYLON LABOUR GAZETTE

VOLUME VI No. 5

May 1955

THE ROLE OF LAW IN LABOUR DISPUTES IN THE U. S. A.*

The Background

DURING the latter part of the nineteenth century the rising power of labour organizations made it necessary to develop a public labour policy, at first for solving the immediate problems of labour disputes, but ultimately for curing the underlying social and economic distress. For half a century or more the national labour policy was formulated by the judiciary. The labour injunction involved government intervention into industrial relations no less than statutes and administrative agencies, for the courts are a branch of government. In the labour movement this first phase in the development of labour law left a legacy of deep hatred for the word "injunction" and of distrust for law except as a weapon in the struggle for power. To the law there was also bequeathed the slippery doctrine that concerted action by employees may be enjoined (i.e., prohibited by judicial order) at the suit of the employer unless the employees are pursuing lawful objectives by lawful means.

Evils of Labour Injunction

By 1930, most students of labour law and labour relations thought that the evils of the labour injunction had been proved beyond dispute. One criticism was that the judges ought not to be deciding large social and economic issues according to their individual or collective predilections. The sharpest accusation was that the courts had one law for business combinations but another for labour unions. The charge was not implausible. Other decisions seemed to display a lack of understanding of elementary economics. In any event, whence did the courts derive authority to make law upon such questions?

A second criticism was that injunctions were essentially repressive in the sense that they required the employees to desist from using the most effective form of self-help but did nothing to solve the underlying problems that drove men first to organize and then to strike. In the long run, pressing problems require solution.

Thirdly, one should note the difficulties attendant upon the enforcement of an injunction in a labour dispute. If the employees disobeyed the injunction, should they be fined or put in jail? Should the leaders be jailed for contempt. How about a good stiff fine?

* This article is an extract, as published in the *U. S. MONTHLY LABOUR REVIEW*, from an address by Archibald Cox, Professor of Law, Harvard University, given at the Cornell Conference on Current Problems in Labour Relations and Arbitration.—*Editor.*

The repudiation of the labour injunction in the 1930's cannot be explained by these criticisms alone. Probably the single most important factor was a rising belief in union organization and collective bargaining, which swept aside the existing law simply because it was an obstacle.

Law in Labour Relations

During the short, second phase in the history of modern labour law, which was ushered in by the enactment of the Norris-LaGuardia Act in 1932, the prevailing view held that the law served no useful purpose in labour relations save possibly to preserve public order. Within the wide circle of persons interested or participating in a labour dispute it became lawful to resort to any peaceful measure of self-help without regard to their objective.

The enactment of the Wagner Act in 1935 marked the return of law, albeit on the other side of the struggle. At first, the National Labour Relations Act was confined to the organizational phase of labour relations. None of its provisions expressly restricted strikes or picketing. Section 7 guaranteed the right of employees to engage in concerted activities. Section 13 preserved the right to strike.

The basic inconsistency between the legal duties imposed by the Wagner Act and the Norris-LaGuardia thesis that the law has no role to play in labour disputes was sharply revealed in *Florsheim Shoe Store Co., v. Retail Shoe Salesmen's Union*. After rival organizational campaigns, the American Federation of Labour (AFL) won an election over the Congress of Industrial Organizations (CIO) and was certified as the exclusive bargaining representative by the State Labour Relations Board. CIO continued to picket the shoe stores for the purpose of compelling Florsheim to bargain with it in plain violation of the statutory duty to accord AFL exclusive recognition. Despite the baby Norris-LaGuardia Act, the picketing was held enjoined on the ground that the labour dispute had been ended by the certification of AFL.

Unfortunately the Florsheim case gave birth to ill-considered progeny. The CIO objective was "unlawful" in the sense that the union was seeking to compel the commission of an unfair labour practice. Other judges took this to mean that there was no labour dispute where a union called a strike or engaged in picketing in pursuit of any "unlawful objective". That slippery concept served as a bridge to the cases in which the union's objective was unlawful only in the sense that the judge considered it an insufficient justification for concerted activities. The fallacy opened the door to revival of the labour injunction in a wide variety of situations. Picketing for recognition is widely enjoined. So are concerted activities supporting union demands which, in the judgment of the court, invade management's prerogatives.

In the main, however, the revival of the labour injunction was a response to deeper causes: distrust of the growing power of a few unions; resentment toward labour's claim of immunity from regulation; the feeling that the Norris-LaGuardia Act had gone too far in freeing even the most undesirable strikes and boycotts from legal restriction. Whatever the motivation, the path cut by the pendulum's swing was both wide and deep. Several States attempted to outlaw picketing except by employees of the employer. Others forbade all organizational picketing either by statute or judicial decision. And,

as is well known, the Taft-Hartley amendments introduced Federal restrictions on four kinds of concerted activities: (1) violence and intimidation; (2) secondary boycotts; (3) strikes to compel an employer to commit some unfair labour practice; (4) jurisdictional strikes over work assignments.

Despite congressional consideration of recommendations for slight relaxation of some of these restrictions, the general trend of the law, both in legislation and in judicial opinions, is still toward increasing legal intervention in labour disputes.

Limitations on law in Labour Disputes

The current of events raises more general questions than whether to forbid particular kinds of strikes. Were the substantive criticisms of the labour injunction valid while the labour movement was weak but inapplicable under current conditions? Or are we simply repeating the ancient error of forgetting lessons not learned from personal experience and therefore overlooking fundamental limitations on the usefulness of law in labour disputes?

One limitation results from the necessity of framing restrictions on concerted activities in terms of their objective. When a union is forbidden to put economic pressure on an employer for a specified purpose but is left free to strike for other purposes, the law accomplishes little more than to put a premium on subterfuge. An illustration is furnished by the featherbedding cases decided last year by the United States Supreme Court. The American Federation of Musicians (AFM) had sometimes required movie theaters or night club operators to pay local musicians for standing by whenever a travelling name band played an engagement. The National Labour Relations Act (NLRA) section 8 (b) (6) forbade the practice by making it unfair for a labour organization "to cause or attempt to cause an employer to pay . . . for services which are not performed or not to be performed". AFM thereupon shifted its method of protecting local musicians. It refused to permit name bands to play unless the local musicians played overtures or during intermissions. The Supreme Court held that this practice did not violate the statute. Perhaps a statute could be written to catch up with the union, but not without risk of projecting the Government into the determination of what work should be done.

This is one of the faults in the present case law with respect to the use of picketing as a technique of union organization. When the old rules forbidding stranger picketing were broken down, it seemed likely that most industrial states would permit strikes and picketing as methods for achieving organization and winning bargaining rights. But often the union prefaces the concerted activities with a request for recognition and the execution of a contract, neither of which the employer can grant without committing an unfair labour practice. The courts, with considerable logic reasoned that the law could not fairly forbid the employer to grant recognition and still leave his business at the mercy of the pickets; the objective was therefore held unlawful and the picketing was enjoined. Some union lawyers were smart enough to advise their clients not to make demands upon the employer until the union had induced a majority of the employees to become members. "Engage in educational picketing", they said, or if you must admit that picketing imposes economic pressure, say that you are pressuring the employees and want a contract

only after you have achieved majority status." Where the union follows this advice, the legal reasoning that condemns picketing for immediate recognition breaks down. The objective is not unlawful—in the first sense of the term—and some courts including at least one department of the Appellate Division of the New York Supreme Court, hold that an injunction will not issue to restrain the organizational picketing. In this state of affairs should we not ask what has been accomplished by the law's forbidding picketing in support of the demand for recognition?

A number of courts confronted with the absurd distinction between picketing for recognition and organizational picketing have acknowledged their equivalence and eliminated the distinction by holding both unlawful.

Generally speaking, the policy-making role of the judge is limited to deciding little questions by particularizing standards that have crystallized through general acceptance. The courts may properly make major shifts of policy only by a series of slight changes over long periods of time. The fault inherent in judicial intervention into labour disputes prior to the Norris-LaGuardia Act was that the courts were laying down new and major policies in a controversial area without accepted standards. The practice is no less objectionable today whether the judicial decision intrudes into organizational conflicts or deals with issues on the borderline between management's admitted functions and the familiar subjects of collective bargaining.

A third factor limits the usefulness of law in labour disputes—the problems of compliance. A minor aspect of the inherent difficulty of enforcing laws banning strikes or picketing is revealed by experience under NLRA section 8 (b) (4) (D), which bans jurisdictional strikes. So long as feelings run high on any issue, short stoppages will be inevitable however thunderous the legal interdiction or dire the statutory punishment.

The major aspect of the problem of compliance is not enforcement; it is more fundamental. In a liberal democracy sanctions can be invoked only against the occasional wrongdoer. The effectiveness of law depends upon its acceptance by the governed, either because they approve the policy which it expresses, or because it is the law. What can be done by law alone is therefore limited unless we are willing increasingly to substitute force for the processes of persuasion.

This limitation upon what can be done by law in liberal democracy is peculiarly severe in labour relations. To enforce the law by criminal sanctions against large numbers of employees is out of the question. There was, and is, no consensus about the propriety of many of labour's objectives or of the weapons with which they are pursued. In such instances the decision, whether statutory or judge-made, too obviously involves debatable issues and feelings run too high for it to command acquiescence just because it is the law.

The difficulty is the more acute in regulating the conduct of employees because any restriction of the opportunity to strike or picket curtails a very personal liberty.

Legal Rules of Conduct

The inherent weaknesses of law in dealing with labour disputes are only one side of the question. We should err as grievously by exaggerating them as by minimizing their importance. There is need to prevent

selfish injuries to the public and to protect legitimate businesses against the harm done by the use of economic weapons to achieve improper or futile goals.

It is not intended to imply that the law should merely reflect practices which everyone already observes. The government has enormous power and must occasionally invoke its sanctions. Furthermore, when the law embodies ideals in which society has faith, the codification shapes men's attitudes even though the sanctions may be imperfect, and thus the law brings the ideals somewhat closer to realization.

In the final analysis, therefore, the development of legal rules of conduct in labour disputes involves striking a balance—a balance between the need for regulation and the value of freedom, between what the law can do and its inherent limitations. The principal plea is for reconsideration of the current trend in both statutes and judicial decisions. The considerations, which have been adverted to, lead one to five conclusions: (1) The courts should be restricted to interpreting and enforcing legislative decisions banning undesirable forms of concerted activity and withdrawing any particular objective from the area of collective bargaining. (2) The difficulties of administering any anti-strike measure framed in terms of an objective test must be weighed in the balance. The caution is especially pertinent in examining anti-featherbedding amendments. (3) Any statute which prohibits self-help but provides no solution to the underlying problem is subject to question. (4) It is not enough to conclude that unions ought not to strike or picket in a given set of circumstances. The law should not intervene merely because a count of heads would reveal 51 per cent. opposed to such strikes while only 49 per cent. would tolerate them. (5) Wherever possible the law should encourage private machinery for settling disputes instead of building up governmental sanctions.

Picketing

In conclusion, it seems appropriate to raise one concrete issue concerning the role which law should play in labour disputes. In many States the rule is fast developing that a labour union may not lawfully picket an establishment as a means of organizing its employees. In the Federal sphere organizational strikes and picketing are generally held lawful, although not without dissent from one judicial circuit. To make the issue specific, let us inquire whether the proposal to outlaw concerted activities except by a certified bargaining representative ought to be adopted.

The answer is not so clear as formerly. Prior to the Wagner Act self-help was the only available countermeasure to discriminatory discharge and other employer interference. Today the way is open to all kinds of organizing techniques, both in the plant and out; and in the older industrial areas an atmosphere favourable to unionization has been established. Why should the community continue to suffer the costs of economic warfare? Considering the interests of the employer, his employees as yet unorganized, the union, and the public at large, on balance, it is clear that once the employees have chosen a representative in a National Labour Relations Board (NLRB) election, the interests injured by further picketing by the minority outweigh any possible gains, at least until the time is ripe for a new test of employee sentiment. NLRA section 8 (b) (4) (c) embodies

substantially this rule. It ought to be extended to cover picketing after the employees have freely voted in an NLRB election not to be represented by a labour union.

Until an election has been held, picketing and other concerted activities ought to be permitted. In drafting the Massachusetts Anti-Injunction Law of 1950 we found that once assurance was given that minority picketing would be unlawful after an election, there was wide agreement, even among employers, that picketing ought to be permissible until the election.

In drawing such a line, two other minor changes would be necessary. First, an employer should be permitted to file a petition under NLRA section 9 when a union struck or picketed his establishment even though it made no formal demand for recognition. Second, the union should not be permitted to evade the election and continue the concerted activities by disclaiming an interest. A reasonable time, measured chiefly by the size of the establishment, should be allowed for the election campaign but thereafter the union should be put to the test of the election or forced to withdraw its pickets.

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 April, 1955, was 101.0 as against 99.6 for March, 1955, increase of 1.4 point.

Wage Rates

The minimum wages payable for the month of May, 1955, to workers in all trades to which Part II of the Wages Boards Ordinance has been applied will be slightly more than that for the month of April, 1955.

Strikes

There were altogether 7 strikes during the month of February, 1955, involving 4,084 workers and a loss of 6,318 man-days. One of these was in a tea plantation involving 226 workers and a loss of 452 man-days and another in a rubber plantation involving 103 workers and a loss of 563 man-days. Of the remaining 5 strikes one was in the Motor Transport Trade, two in Tea and Rubber Export Trades, one in Tile Manufacturing Trade and the other in a Service Institution involving in all 3,755 workers and a loss of 5,303 man-days.

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 February, 1955, and March, 1955, was as given below :—

	February, 1955			March, 1955		
	Males	Females	Total	Males	Females	Total
Technical and Clerical ..	10,605	2,301	12,906	10,900	2,628	13,528
Skilled ..	7,620	636	8,256	7,576	646	8,222
Semi-skilled ..	13,143	4,254	17,397	13,523	4,356	17,879
Unskilled ..	24,991	3,117	28,108	24,769	2,959	27,728
Total ..	56,359	10,308	66,667	56,768	10,589	67,357

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

	February, 1955			March, 1955		
	Males	Females	Total	Males	Females	Total
Technical and Clerical ..	94	6	100	95	12	107
Skilled ..	79	—	79	79	1	80
Semi-skilled ..	30	13	43	110	9	119
Unskilled ..	130	1	131	175	20	195
Total ..	333	20	353	459	42	501

NOTES OF CURRENT INTEREST

Guide for Labour Inspectors

THE International Labour Organization has now published a Guide to Labour Inspectors for the purpose of promoting a fuller understanding of the principles underlying the Organisation, staffing and procedure of Labour Inspection Services. This 106-page study also deals with the techniques and procedures to be applied by Inspectors in their work of supervising compliance with protective Labour Legislation.

The protective labour laws assumed in this Guide to be enforceable by Inspectors are those dealing with hours of work and related questions (e.g., meal and rest breaks, overtime and night work), wages, the prohibition of child labour, the various regulated aspects of the conditions under which women and young workers are employed and industrial safety, health and welfare.

Trade Unions Registered During April, 1955

Regd. No.	Name of Trade Union
No. 653 ..	Probation Officers Association of Ceylon.
No. 654 ..	All Ceylon D. R. OO's Clerks' Union.
No. 655 ..	North-Central Province Rice Mills Workers' Union.
No. 656 ..	The All Ceylon Railway Bridge Workers' Union.
No. 657 ..	All Ceylon United Printing Employees' Union.
No. 658 ..	The Civil Medical Stores Workers' Union.
No. 659 ..	Uva Central Province Estate Workers' Union.
No. 660 ..	Marketing Department Officers' Union.

Trade Unions Cancelled During April, 1955

Regd. No.	Name of Trade Union
No. 572 ..	Rohana Lorry Owners' Union.

DECISIONS OF WAGES BOARDS

THE following new decisions of the Wages Board for the Tea Growing and Manufacturing Trade published in *Government Gazette* No. 10,790 of April 29, 1955, came into force on May 1, 1955 :—

The decisions made by the Wages Board for the Tea Growing and Manufacturing Trade set out in the Schedule to the notification relating to weekly and annual holidays published in *Gazette* No. 9,592 of August 23, 1946, as varied in the manner set out in the notifications published in *Gazette* No. 9,634 of November 22, 1946, and *Gazette Extraordinary* No. 10,429 of July 30, 1952, shall be further varied in the part relating to annual holidays as follows :—

(1) in paragraph 1—

(a) by the substitution in sub-paragraph (a) of that paragraph, for the words and figure “each unit of 5 days”, of the words, and figure “each unit of 4 days”; and

(b) by the substitution in sub-paragraph (b) of that paragraph, for the words and figure “each unit of 5 days”, of the words and figure “each unit of 4 days”; and

(2) in paragraph 6—

(a) by the substitution in sub-paragraph (b) of that paragraph, for the words and figure “each unit of 5 days”, of the words and figure “each unit of 4 days”; and

(b) by the substitution in sub-paragraph (c) of that paragraph, for the words and figure “each unit of 5 days”, of the words and figure “each unit of 4 days”.

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British Ceylon Corporation	..	April to Dec.
Brown & Co., Ltd.	..	Nov. and Dec.
Caltex Ceylon, Ltd.	..	Jan. to June.
Ceylon Labour Gazette	..	Jan. (3), Feb., Mar. (2), April (3), May (2), June (3), July (2), Aug. (2), Sept. (2) Oct. (2), Nov. (2), Dec. (2).
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Rates of Wages

Rates of Minimum Wages payable to Workers covered by Decisions of Wages Boards are given as Appendix I

The rates relate to the month of issue of the *Gazette*

Ready Reckoners

Ready Reckoners of the rates of wages payable for the month of issue of the *Gazette* to workers in the following Trades

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TABLE 1—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

<i>Year</i>	<i>Food</i>	<i>Fuel and Light</i>	<i>Rent</i>	<i>Clothing</i>	<i>Miscellaneous</i>	<i>Final Index Number</i>
Group Weights	52.40 ..	6.28 ..	15.96 ..	8.36 ..	17.00 ..	(Nov. 1938-Apr. 1939 = 100)

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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
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* Average for 11 months only.

B

Colombo Consumers' Price Index

Base Average Prices 1952=100

<i>Year</i>	<i>Food</i>	<i>Fuel and Light</i>	<i>Rent</i>	<i>Clothing</i>	<i>Miscellaneous</i>	<i>Final Index Number</i>
Group Weights	61.89 ..	4.29 ..	5.70 ..	9.42 ..	18.71	

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1954	.. 106.13	.. 103.35	.. 101.53	.. 79.52	.. 94.43	.. 101.1
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
1955—						
January	.. 107.09	.. 101.61	.. 101.53	.. 80.26	.. 93.58	.. 101.5
February	.. 105.50	.. 103.46	.. 101.53	.. 80.29	.. 93.37	.. 100.5
March	.. 104.15	.. 101.61	.. 101.53	.. 79.85	.. 93.63	.. 99.6
April	.. 105.91	.. 103.46	.. 101.53	.. 80.29	.. 94.24	.. 101.0

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

Year	Base : July-September, 1939 = 100							(July-Sept., 1939 = 100)	
	1939	100	100	100	100	100	100	100	100
1940*	106	113	107	105	105	105	105	107	
1941	119	126	108	115	115	115	115	119	
1942†	160	139	117	135	135	135	135	150	

Year	Base : October, 1942 = 100							Index Number October, 1942 = 100	
	Group Weights	701	119	14	166	166	166	166	166
1943*	108	149	104	118	118	118	115	199	
1944	110	202	105	114	114	114	122	211	
1945	115	196	104	137	137	137	128	222	
1946	118	214	106	131	131	131	131	228	
1947	124	220	112	139	139	139	138	239	
1948	142	224	112	128	128	128	149	259	
1949	154	182	111	126	126	126	152	264	
1950	164	162	108	134	134	134	158	274	
1951	165	213	108	144	144	144	166	288	
1952	158	213	111	165	165	165	165	287	

1952—

January	162	236	111	167	167	167	171	296
February	162	237	111	164	164	164	171	296
March	161	236	111	169	169	169	171	296
April	157	232	111	175	175	175	168	292
May	151	227	111	162	162	162	161	280
June	148	225	111	165	165	165	159	276
July	151	213	111	161	161	161	159	276
August	152	201	111	163	163	163	159	276
September	158	194	111	171	171	171	164	284
October	164	189	111	169	169	169	167	290
November	164	184	111	157	157	157	164	285
December	170	184	111	152	152	152	168	291

1953—

January	171	178	111	151	151	151	168	291
February	172	171	111	152	152	152	168	291
March	175	172	111	151	151	151	170	294
April	170	168	111	145	145	145	165	286
May	169	167	111	145	145	145	164	284
June ‡	—	—	—	—	—	—	—	—

* Average for 9 months only.

† Average for 10 months only.

‡ The publishing of this index number has been stopped.

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
1954 .. — ..	1.99	103.65	102.52	91.04	101.39	100.29
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
1955 .. January ..	2.08*	108.33*	106.73*	91.04	101.39	99.89
February ..	2.08*	108.33*	107.79*	91.04	101.39	100.89
March ..	2.05*	106.77*	107.20*	91.04	101.39	101.80
April ..	2.05*	106.77*	105.71*	91.04	101.39	100.39

* Provisional

TABLE IV

Table showing 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	..	19,883
1943	..	2,282	..	2,872	..	1,312	..	1,869	..	8,335
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	..	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
	December	11,728	..	7,919	..	16,287	..	27,370	..	63,304
1955	January	12,249	..	8,055	..	16,841	..	27,657	..	64,802
	February	12,906	..	8,256	..	17,397	..	28,108	..	66,667
	March	13,528	..	8,222	..	17,879	..	27,728	..	67,357

* 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	Katutura	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Avissewella	Haputale	Matara	Total
1939	26,677	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	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	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	383	239	548	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	963	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
Dec.	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:—																		
January	33,891	3,363	3,632	6,104	3,253	1,487	2,341	2,079	1,545	452	462	314	1,585	887	1,412	371	1,624	64,802
February	34,401	3,742	3,708	6,071	3,710	1,490	2,344	2,156	1,659	537	514	331	1,569	942	1,429	365	1,699	66,667
March	34,525	3,947	3,767	6,139	3,907	1,309	2,349	2,366	1,692	596	462	328	1,452	980	1,449	360	1,729	67,357

* 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.

(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		
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	..	January	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
		Dec.	114	..	41	..	76	..	163	..	394
1955	..	January	110	..	37	..	74	..	410	..	631
		February	100	..	79	..	43	..	131	..	353
		March	107	..	80	..	119	..	195	..	501

* 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 March, 1955

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
	Colombo	699	42	401	49	724	60	1,110	70	2,934	221
Negombo	129	5	86	—	66	1	221	5	502	11
Kalutara	122	11	31	—	135	6	85	4	373	21
Galle	133	1	44	—	119	—	137	1	433	2
Kandy	214	10	98	7	281	9	157	—	750	26
Nawalapitiya	41	—	19	—	37	1	88	19	185	20
Kurunegala	79	—	18	—	131	1	113	5	341	6
Jaffna	134	4	45	—	79	14	187	2	445	20
Ratnapura	68	11	9	—	139	7	39	—	255	18
Badulla	32	3	2	—	34	—	42	1	110	4
Batticaloa	23	7	28	10	25	5	63	56	139	78
Kalmunai	13	—	4	—	17	—	5	—	39	—
Trincomalee	27	8	31	14	18	10	89	21	165	53
Anuradhapura	45	2	11	—	59	3	24	2	139	7
Avissawella	43	—	17	—	50	—	63	8	173	8
Haputale	7	—	6	—	11	1	6	1	30	2
Matara	66	3	16	—	66	1	36	—	184	4
Total	1,875	107	866	80	1,991	119	2,465	195	7,197	501

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	.. 153,388½
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
1954 January	.. ..	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	.. 1,685	.. 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	.. 1,206	4	.. 212	.. 212
September	.. 2	.. 230	.. 28,026	4	.. 5,836	.. 64,769
October	.. 4	.. 143	.. 329	1	.. 17	.. 17
November	.. 5	.. 70,266	.. 84,135	8	.. 1,050	.. 2,848
¶ December	.. 13	.. 12,264	.. 269,406	7	.. 2,358	.. 2,193
1955 January	.. 6	.. 553	.. 1,395	5	.. 822	.. 963
February	.. 2	.. 329	.. 1,015	5	.. 3,755	.. 5,303

* 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.

¶ 5 Strikes which ended early in January 1955 have been included under December, 1954, since these strikes lasted for the greater part during 1954.

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.

Notes.—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
FEBRUARY, 1955, BY INDUSTRIES OR TRADES**

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea ..	1	..	226	..	452	
Rubber ..	1	..	103	..	563	
Tea-cum-Rubber ..	—	..	—	..	—	
Coconut ..	—	..	—	..	—	
Coconut-cum-Rubber ..	—	..	—	..	—	
Total ..	2		329		1,015	
Engineering ..	—	..	—	..	—	
Printing ..	—	..	—	..	—	
Motor Transport ..	1	..	262	..	89	
Tea Export ..	1	..	431	..	162	
Tea & Rubber Export ..	1	..	212	..	1,272	
Coconut Manufacturing ..	—	..	—	..	—	
Toddy, Arrack and Vinegar ..	—	..	—	..	—	
Match Manufacturing ..	—	..	—	..	—	
Plumbago ..	—	..	—	..	—	
Cinema ..	—	..	—	..	—	
Dock, Harbour and Port Transport ..	—	..	—	..	—	
Building Trade ..	—	..	—	..	—	
Local Government Services ..	—	..	—	..	—	
Service Institutions ..	1	..	2,794	..	3,500	
Factories, Workshops, &c., run by the State ..	—	..	—	..	—	
Textile ..	—	..	—	..	—	
Relief Schemes ..	—	..	—	..	—	
Wholesale and Retail Distribution ..	—	..	—	..	—	
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—	
Beedi Manufacturing ..	—	..	—	..	—	
Hotel ..	—	..	—	..	—	
Tile Manufacturing ..	1	..	56	..	280	
Total ..	5		3,755		5,303	
Grand Total ..	7		4,084		6,318	

**TABLE X—CLASSIFICATION OF THE STRIKES IN
FEBRUARY, 1955, 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	—	56
2. Wage increases. Higher rates for piece work, &c. ..	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	1	—	103	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	1	—	226	—
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Factional disputes and domestic matters ..	—	—	—	—
8. External matters, e.g., arrest by Police, &c. ..	—	—	—	—
9. Assaults by employer or agent or others ..	—	—	—	—
10. General demands ..	—	4	—	3,699
11. Sympathetic strikes ..	—	—	—	—
Total ..	2	5	329	3,755

**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
1954	26,550	577	27,127	223	25,143	25,366	1,761	—
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	—
1955—								
January	—	—	—	—	30	30	—	30
February	—	—	—	7	75	82	—	82
March	1	—	1	—	162	162	—	161
April	15	—	15	1	144	145	—	130

APPENDIX I

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

Month : May, 1955

Class of Worker	Month : May, 1955		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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 05	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.	
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	}	..	2 25	..	1 18	..	3 43
Loaders							
Overseers	}	..	2 8	..	1 18	..	3 26
Shift bosses							
Blasters	}	..	2 0	..	1 18	..	3 18
Drillers (hand and machine)							
Shaft drivers							
Stoppers (excavators)							
Timber men	}	..	1 50	..	1 18	..	2 68
Muckers							
Trolley men	}	..	2 25	..	1 18	..	3 43
Unskilled labourers							
Onsetters or Donakatarayas		..					
Underground and surface workers—							
Electricians	}	..	2 50	..	1 18	..	3 68
Enginemen							
Fitters							
Hoistmen							
Mechanics							
Pumpmen	}	..	2 25	..	1 18	..	3 43
Winchmen							
Checkers	}	..	1 50	..	1 18	..	2 68
Electricians (assistants)							
Fitters (assistants)							
Windlassmen (dabare workers)							
Surface workers—							
Carpenters	}	..	2 50	..	1 18	..	3 68
Masons							
Overseers	}	..	2 0	..	1 18	..	3 18
Blacksmiths							
Boilermen							
Drill sharpeners	}	..	1 60	..	1 18	..	2 78
Firewood carriers and splitters							
Carters	}	..	1 50	..	1 18	..	2 68
Watchers							
Bakkikarayas or Banksmen	}	..	2 0	..	1 18	..	3 18
Cooks							
Smithy boys							
Unskilled labourers		..	1 24	..	1 18	..	2 42

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 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: May, 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	..	66 63
Semi-skilled	35	0	..	71 98
Skilled, Grade II	42	0	..	80 80
Skilled, Grade I	55	0	..	93 80
B—Clerical—						
Grade III	40	0	..	74 50
Grade II	45	0	..	82 50
Grade I	100	0	..	142 50

Dock, Harbour and Port Transport Trade

Monthly Rates

Manual Work—

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

Women Workers—

Female kangannies	..	..	35	0	..	60 50
Female labourers	..	..	30	0	..	55 50

Non-manual Workers—

Special Grade	..	..	75	0	..	113 0
Grade I	..	..	55	0	..	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 May, 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 4	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 May, 1955, to workers in the Rubber Growing and Manufacturing Trade

<i>No. of Days</i>	<i>Men</i>			<i>Women</i>			<i>Child Workers*</i>			<i>No. of Days</i>
	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
$\frac{1}{2}$	0 65	0 56	1 21	0 60	0 42	1 2	0 47 $\frac{1}{2}$	0 38 $\frac{1}{2}$	0 86	$\frac{1}{2}$
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 2	37 20	26 4	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 May, 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 4	53 94	20 15	23 87	44 2	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 May, 1955, to workers in the Coconut Growing and Manufacturing Trades

<i>No. of Days</i>	<i>The Coconut Growing Trade</i>				<i>The Coconut Manufacturing Trade</i>								<i>No. of Days</i>
					<i>Within Colombo area</i>				<i>Outside Colombo area</i>				
	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
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 May, 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 Repairers	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 63	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 May, 1955, to workers in
the Engineering Trade**

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
		Rs. c.	Rs. c.				Rs. c.	Rs. c.	Rs. c.	Rs. c.	
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 83	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 1	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 May, 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		Watches	
	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	160 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 May, 1955, to workers in
the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Person	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
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 May, 1955, to Daily-Paid workers in the Motor Transport Trade

<i>No. of Days</i>	<i>Class A Class B Class D</i>	<i>Class C</i>	<i>Class E Class G</i>	<i>Class F</i>	<i>Class H</i>	<i>Class K</i>	<i>No. of Days</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
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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