Ceylon LABOUR GAZETTE

VOLUME VI
No. 6

JUNE
1955

In this issue

Department of Labour — Ministry of Labour — Government of Ceylon

"CEYLON LABOUR GAZETTE"

A Monthly Review of Matters pertaining to Labour

Issued by the DEPARTMENT OF LABOUR, CEYLON

The price per copy is Rs. 1·25 inclusive of postage (Inland)

ANNUAL SUBSCRIPTION

Rs. 10 (12 months)	inclusive of postage—	Inland
Rs. 11	do.	India, Pakistan & Burma
16*s.*	do.	United Kingdom & Australia
$ 2·50	do.	U. S. A. & Canada

Advertisement space will be available at the rates mentioned below for each issue :

Facing Contents Page	..	Full Page ..	Rs. 125
4th Page of Cover	..	Full Page ..	Rs. 125
3rd Page of Cover	..	Full Page ..	Rs. 100
2nd Page of Cover	..	Full Page ..	Rs. 100
1st Advertisement Page	..	Full Page ..	Rs. 100
Inside Full ..	..	Full Page ..	Rs. 80
Inside Half ..	..	Half Page ..	Rs. 45

No Quarter Pages

Note.—10% reduction will be given for continued advertisements in six or more issues.

Enquiries regarding the Ceylon Labour Gazette *may be made from :—*

THE "CEYLON LABOUR GAZETTE",
(*Editor*—C. CARTHIGESAN)
c/o The Department of Labour,
Lower Lake Road, Colombo 3
Tel. No. **2572**

Cheques, Money Orders, and Postal Orders from Subscribers and Advertisers should be made out in favour of the Commissioner of Labour

DEPARTMENT OF LABOUR,
P. O. Box No. 575,
LOWER LAKE ROAD, COLOMBO 3

2——J. N. B 44883–1,608 (6/55)

CONTENTS

LIST OF TABLES

APPENDICES

CEYLON LABOUR GAZETTE

VOLUME VI No. 6 **June 1955**

THE TRADE UNION MOVEMENT AND ITS MEMBERSHIP IN 1954

Growth of the Trade Union Movement

THE Trade Unions Ordinance, No. 14 of 1935, came into operation on November 1, 1935. The growth of the trade union movement in Ceylon will be shown by the statistics given below about the number of unions applying for registration, the number of unions registered, the number of unions whose registrations were cancelled and the number of unions functioning at the end of the year for each of the years since 1935.

Year	*No. of Unions applying for Registration*	*No. registered during the Year*	*No. cancelled during the Year*	*No. of Unions functioning at end of Year*
1935	—	—	—	—
1936	—	28	—	—
1937	—	10	6	31
1938	—	4	1	34
1939	13	—	—	34
1940	49	25	1	58
1941	41	28	12	74
1942	21	20	15	78
1943	42	29	34	72
1944	32	24	9	84
1945	40	23	22	84
1946	41	33	3	114
1947	32	18	51	81
1948	53	29	9	101
1949	60	44	8	142
1950	66	52	9	185
1951	105	94	42	237
1952	62	55	35	257
1953	53	40	38	259
1954	77	70	46	283

It will be noted from the statement given above that there has been a very large number of unions whose registrations were cancelled from time to time. The Commissioner of Labour, in his Administration Report, has pointed out year after year that sufficient attention to the proper maintenance of accounts was not paid by unions and consequently the annual returns due from them were not furnished in time. The large number of cancellations are mainly due to the trade unions not furnishing the annual returns in due time. The quotation given below from the Administration Report of the Commissioner of Labour for 1953, will be of interest in this connection.

> "I have pointed out in my Report during the past two years that most trade unions do not pay sufficient attention to the proper maintenance of accounts and consequently do not furnish

their annual returns in due time. I regret to observe that there has been no substantial improvement in this direction during the year."

The observations made by the Commissioner of Labour on some aspects affecting the growth of trade unions on sound lines in his Administration Report for the year, 1954, quoted below, will also be of interest in this connection.

"After so many years it can still be said that the position of trade unions in Ceylon is unstable and much will depend on their course of development in the years to come. It is unfortunate that the development of this movement is hindered to a considerable extent by accretions which are not intrinsically necessary for its growth and popular prejudices caused by the activities of trade unionists which are unfortunate and unnecessary.

"It can, broadly speaking, be said that unions fall into 3 categories. In the first place there is the union with a small membership having just a few men outside the trade or industry concerned (called 'outsiders') holding the leading offices, which endeavours to achieve the improvement of the economic position of its members in its limited field and whose activities do not extend beyond the particular locality. The second group consists of the union which springs into being as a result of a genuine need of the workers. When this immediate object is achieved, the union either disappears or lies dormant until revived by a subsequent dispute or need.

"The third group of unions comprises those which are permanent and regular organizations having membership in different localities and aiming at further expansion to cover the entire Island in respect of the categories of workers in which they are interested. It is this group that are most active in the field and doing the most for the working class. But at the same time they are the ones that create the largest number of problems for the trade union movement as a whole. These are the unions which are affiliated to federations which themselves have close connections with political parties or have political ideologies. This development to which I have drawn attention in previous Reports has unfortunately tended to create in the public mind the impression that trade unionism is merely an adjunct of politics. This is inevitable since the average citizen is unable to distinguish in what capacity a person functions when he is both a politician and a trade union leader. This development is therefore tending to make the trade union movement an appendage of the political system.

"A further undesirable feature has recently been observed. The Department which has been used to dealing with certain leaders representing a particular trade union suddenly finds itself in the position of having to deal with other leaders from some other union on behalf of the same set of workers. The frequency with which new leaders come forward on behalf of workers who were known to belong to some other union, appears to indicate a certain amount of piracy in the trade union field. While the action of the leaders who indulge in such action will not find approbation anywhere, its effects on the rank and file of workers can well nigh be disastrous. By their own deeds, the leaders are giving the workers object lessons in disloyalty and

teaching them to sell their temporary allegiance to the highest bidder. This in its turn is increasing the membership figures of the most militant and aggressive trade unions which are prepared to promise practically everything that the workers might find attractive while driving out of existence or into the background those with milder policies. A further consequence of this unfortunate development is that this very militancy is antagonishing the employer against trade unions as a whole."

Classification of Trade Unions by Trade

The total membership of workers' unions' at the end of 1954, was 311,449, as against a membership of 307,369 at the end of the previous year. The statement given below shows the classification of workers' trade unions which furnished returns for the year, 1954, according to trades.

Trade	*No. of Unions*	*Membership*
Plantations and agriculture	14	188,438
Industrial	15	11,286
Transportation	27	20,816
Clerical	22	16,831
Professional	69	15,862
General	49	58,216
	196	311,449

The plantations and agriculture account for the largest membership. This is only to be expected as the bulk of the organizable workers in Ceylon is engaged in the plantations.

Size of Trade Unions

The distribution of trade unions excluding federations by membership is given in table below.

Registered Trade Unions which furnished Returns classified by Membership as on March 31, 1954

Membership Groups	*No. of Unions*	*Total Membership*	*Percentage of* *Total No. of all Unions*	*Percentage of* *Total Membership of all Unions*
Below 50	46	1,266	22·01	·41
50 and below 250	75	9,375	35·89	3·00
250 and below 1,000	55	27,690	26·32	8·87
1,000 and below 5,000	25	52,408	11·96	16·78
5,000 and under 10,000	4	30,585	1·92	9·80
10,000 and under 25,000	2	37,095	·95	11·88
25,000 and over	2	153,759	·95	49·26
	209	312,178	100	100

It will be noted that approximately 58 per cent. of the Unions furnishing returns had a membership of less than 250 and accounted for only 3.41 per cent. of the total membership of all trade unions. Another 26.32 per cent. of the unions had a membership of between 250 and 1,000. Thus only 15.78 per cent. of the unions had a membership of 1,000 and over, but these accounted for nearly 88 per cent. of the total membership of all trade unions. It must be mentioned that under this group is included one trade with a membership of 120,511 or, in other words, 38.6 per cent. of the total membership.

It is of interest to note from the information given in the table in the preceding para. that unions with a membership of below 1,000 constitute nearly 84 per cent. of the total number of unions. The same feature is noticed in the case of trade unions in the United Kingdom. In the United Kingdom there were 687 trade unions functioning at the end of 1953, and 387 out of this or 56.4 per cent. had a membership of less than 1,000. The distribution of the unions according to membership in the United Kingdom is shown in the statement below.

Number of Members	*No. of Unions*	*Total Membership*	*Percentage of*	
			Total No. of all Unions	*Total Membership of all Unions*
Under 100 ..	133	7,000	19·4	0·1
100 and under 500 ..	184	47,000	26·8	0·5
500 „ 1,000 ..	70	49,000	10·2	0·5
1,000 „ 2,500 ..	98	158,000	14·3	1·7
2,500 „ 5,000 ..	71	248,000	10·4	2·6
5,000 „ 10,000 ..	41	274,000	6·0	2·9
10,000 „ 15,000 ..	18	217,000	2·6	2·3
15,000 „ 25,000 ..	22	402,000	3·2	4·2
25,000 „ 50,000 ..	17	603,000	2·4	6·4
50,000 „ 100,000 ..	16	1,117,000	2·3	11·8
100,000 or more ..	17	6,339,000	2·4	67·0
Total ..	687	9,461,000	100·0	100·0

Financial position of Trade Unions

The table below shows the details of the financial position of trade unions separately for workers' and employers' unions.

Statement showing the Financial Position of Trade Unions on Available information as at March 31, 1954

	No. of Unions	*Balance at the beginning of the Year*	*Income*	*Expenses*	*Balance at the end of the Year*
		Rs.	*Rs.*	*Rs.*	*Rs.*
Unions—					
Employers' ..	13	71,965	448,024	381,063	138,925
Employees' ..	196	386,925*	614,195	571,262	430,388†
Total ..	209	458,890	1,062,219	952,325	569,314
Federations—					
Employers' ..	1	11,762	77,447	89,209	—
Employees' ..	3‡	7	5,889	5,834	62
Total ..	4	11,769	83,336	95,043	62

It will be noted that 13 employers' unions had an income of Rs. 448,024 as against 196 employees' unions having a total income of Rs. 614,195.

In the statement given below the unions are shown classified according to the amounts of their closing balances. In the case of Workers Unions for which the information is available, 109 out of 192 unions had a closing balance of below Rs. 500.

Workers' Unions

	No. of Unions	Amount Rs.
No. of Unions with nil balance	1 ..	—
No. of Unions having balance under Rs. 50	32 ..	612
No. of Unions having balance of Rs. 50 but under Rs. 100 ..	17 ..	1,308
No. of Unions having balance of Rs. 100 but under Rs. 250 ..	26 ..	4,255
No. of Unions having balance of Rs. 250 but under Rs. 500 ..	33 ..	12,514
No. of Unions having balance of Rs. 500 but under Rs. 1000 ..	32 ..	22,473
No. of Unions having balance of Rs. 1,000 but under Rs. 5,000..	35 ..	63,936
No. of Unions having balance of Rs. 5,000 but under Rs. 10,000	7 ..	52,878
No. of Unions having balance of Rs. 10,000 and over ..	9 ..	272,412
	192	430,388

* A deficit balance of Rs. 15.49 in one union not included in the total.

† Three deficit closing balances amounting to Rs. 545.29 not included in the total.

‡ Particulars about 2 federations only. One was registered on May 11, 1954. General statement not due on March 31, 1954.

Employers' Unions

	No. of Unions	Amount Rs.
Under Rs. 50	3 ..	103
Rs. 50 and under Rs. 100	1 ..	66
Rs. 100 and under Rs. 250	— ..	—
Rs. 250 and under Rs. 500	2 ..	753
Rs. 500 and under Rs. 1,000	2 ..	1,807
Rs. 1,000 and under Rs. 5,000	3 ..	6,526
Rs. 5,000 and under Rs. 10,000	— ..	—
Rs. 10,000 and over	2 ..	129,670
	13	138,925

Political Funds of Trade Unions

As on March 31, 1954, there was only one union which had a political fund. This union had an opening balance of Rs. 3,442.31, an income of Rs. 766.25 and an expenditure of Rs. 101.90 and a closing balance of Rs. 4,285.29.

S. R.

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 May, 1955, was 101.0, the same figure as for the month of April, 1955.

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 the same as for the month of April, 1955.

Strikes

There were altogether 8 strikes during the month of March, 1955, involving 1,981 workers and a loss of 11,714 man-days. Two of these were in a tea plantation involving 275 workers and a loss of 664 man-days and two in a rubber plantation involving 112 workers and a loss of 705 man-days. Of the remaining 4 strikes two were in the Engineering Trade and two in Motor Transport Trade involving in all 1,594 workers and a loss of 10,345 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 March, 1955, and April, 1955, was as given below:—

	March, 1955			*April, 1955*		
	Males	*Females*	*Total*	*Males*	*Females*	*Total*
Technical and Clerical	10,900	2,628	13,528	10,719	2,584	13,303
Skilled	7,576	646	8,222	7,385	646	8,031
Semi-skilled	13,523	4,356	17,879	13,325	4,085	17,410
Unskilled	24,769	2,959	27,728	23,837	2,740	26,577
Total	56,768	10,589	67,357	55,266	10,055	65,321

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

	March, 1955			*April, 1955*		
	Males	*Females*	*Total*	*Males*	*Females*	*Total*
Technical and Clerical	95	12	107	91	39	130
Skilled	79	1	80	39	2	41
Semi-skilled	110	9	119	43	13	56
Unskilled	175	20	195	188	10	198
Total	459	42	501	361	64	425

NOTES OF CURRENT INTEREST

Annual International Labour Conference

CEYLON is being represented by a tripartite delegation at the 38th Session of the International Labour Conference taking place at Geneva from June 1 to 23, 1955. The delegation consists of the following:—

Major T. F. Jayawardene, M.P., Parliamentary Secretary to the Minister of Labour, Leader of the Delegation and first Government

delegate, Mr. S. Velauthapillai, Assistant Commissioner of Labour, second Government delegate, Lt.-Col. J. A. T. Perera, M.B.E., employers' delegate and Mr. K. Kumaravel, workers' delegate.

The following were the subjects for discussion at this Session :—

I. Report of the Director-General.

II. Financial and Budgetary questions.

III. Information and reports on the application of conventions and recommendations.

IV. Vocational rehabilitation of the disabled (second discussion).

V. Migrant Workers (underdeveloped countries) (second discussion.

VI. Penal Sanctions for breaches of contract of employment (second discussion).

VII. Vocational training in agriculture (first discussion).

VIII. Welfare facilities for workers (first discussion)—

(*a*) Feeding facilities in or near the undertaking;

(*b*) Rest and recreation facilities in or near the undertaking (excluding holiday facilities) ; and

(*c*) Transportation facilities to and from work where ordinary public transport is inadequate or impracticable.

Meeting of the Governing Body of the I. L. O.

Major T. F. Jayawardene, M.P., Parliamentary Secretary to the Minister of Labour, was Ceylon's delegate to the 129th Session of the Governing Body of the International Labour Organization held at Geneva from May 27 to 28, 1955. He was accompanied by Mr. S. Velauthapillai, Assistant Commissioner of Labour.

Collective Agreement No. 1 of 1955—Dock, Harbour and Port Industry in Port of Colombo

A new Collective Agreement for the Dock, Harbour and Port Transport Industry was entered into on May 3, 1955, between all the trade unions of both workers and employers in the industry (with a few individual employers also on the employers' side, since they had no organization of their own), on the successful conclusion of negotiations between the employers and workers under the aegis of the Labour Department, with which the Port Commissioner's Department was also associated. This Agreement which supersedes the earlier agreements (Collective Agreements Nos. 1 and 2 of 1953), was published in the *Government Gazette* of May 20, 1955. The new features of the Agreement are :—

(*a*) *Scope.* All the workers' trade unions operating in the Port of Colombo and all the major employers in the industry have become parties to the agreement.

(*b*) *Wages.* The basic wages of workers have been increased as follows:—

An increase of 10 per cent. on basic wages less than Rs. 40 per mensem.

An increase of 7½ per cent. on basic wages between Rs. 40 and Rs. 49 per mensem.

An increase of 5 per cent. on basic wages of Rs. 50 and above per mensem.
(Higher increases have been provided for a few specified classes of workers).

(c) *Hours of work of lighterman.* A 24 hour shift system for lightermen has been provided for.

Trade Unions registered during May, 1955

Regd. No.	*Name of Trade Union*
661 ..	The Local Postmasters' Union.
662 ..	The Government Factory Supervising Overseers' and sub-Overseers' Union.
663 ..	C. G. R. Plate Layers' Union (Central and Lower Districts).
664 ..	The Government Health Services Drivers' Association.
665 ..	Irrigation Gauge Recorders' Union.

THE COMFORT AND EFFICIENCY OF FACTORY WORKERS IN WARM CLIMATES *

Introduction

WHEN the author arrived in the tropics as a Factories Inspector, his strongest impression was not of dangerous machinery, plant or processes, but of the generally poor conditions obtaining inside the factories, some of which were little more than large tin ovens. In many cases additions had been made indiscriminately without any regard for the effects on conditions inside the building ; even when this was not the case it was clear that many builders of factories had not appreciated the difference in a hot climate between the requirements for a factory building and those for a store, shop or domestic building.

In fact, buildings designed and erected as stores had often been converted into factories by the simple process of installing machinery. It was not appreciated that the dust and considerable heat generated by many factory processes require structural designs and a layout of equipment different from those applicable to other buildings. The idea that a store building and a factory building could be readily interchanged naturally produced some very poor conditions which were in marked contrast to those prevailing in several factories which had been properly designed.

A healthy working environment should be regarded as even more important than safe working conditions, since the worker is affected by the former throughout the working day. Although improvements in environmental conditions have been shown to represent a paying proposition for the employer, this aspect of the question has not yet been fully understood in most industrially underdeveloped countries. In many cases complaints have been made regarding the low standard of indigenous labour, when the conditions in some of the factories would have made serious manual work by even the most industrious worker impossible.

---

* By K. J. Aspinall, Chief Factories Inspector, Uganda Protectorate, Kampala. Reproduced from the I. L. O. Publication " Occupational Safety and Health " (October-December 1954)—*Note by the Editor.*

The Importance of Working Conditions

The health and well-being of workers in factories is obviously related to the provision of comfortable and healthy working conditions. It is perhaps not so obvious that for a given process and layout over-all efficiency and the quality of the product increases, in all climates and with all processes, as working conditions are improved, and decreases as they are worsened. Yet this has been well demonstrated and is becoming more and more widely accepted. It has been shown, too, that environmental conditions and safety are related and that an improvement in these conditions decreases the accident frequently.

Of the many factories affecting working conditions, such as lighting, dust, fumes, noise, and so forth, the factor of greatest general importance in tropical factories is that of environmental warmth, or the local climate inside the factory. For physical well-being in the tropics it is of importance to obtain conditions under which the body may readily lose some of the heat it generates, the rate of production of which increases as more and more physical work is performed.

It is commonly assumed that the air temperature determines the sensation of heat. This is quite wrong. Other factors such as humidity and air movement also play their parts, and indeed in tropical factories are often considerations of greater importance than air temperature. Variations in these different factors affect the human body in different ways, but the sum of their effects decides its comfort.

Authorities on environmental conditions have defined "comfort zones" for different climates. A comfort zone may be described as the range of environmental conditions within which at least 50 per cent. of a group of normal people can feel reasonably comfortable and work with reasonable efficiency. As environmental conditions move away from the comfort zone, the individual feels more distressed, works with less efficiency and has less will to work. In the textile-weaving trade, for instance, it has been shown that although the raising of humidity and temperature is beneficial to the process, there is a limit beyond which the net effect of temperature and humidity on the process and the operators together causes a demonstrable reduction of output. The adverse physiological effect on the workers more than counterbalances the favourable conditions for the process, and output declines (1, 2) *. In tropical conditions the comfort and efficiency of the worker is bound up with the ability of his body to dissipate the heat that it generates.

Body Heat Losses

The human body can lose heat in three ways: By radiation, by convection and by evaporation of water.

Radiation

For a body to lose heat by radiation the temperature of the general surroundings must be lower than that of the body. If, on the other hand the surroundings are generally at a higher temperature than that of the blood, the human body will receive more radiant

* See references at the end of the article.

energy from its surroundings than it emits and there will be a gain of heat to the body. Consequently, in tropical factories of corrugated-iron sheeting construction (with sheeting temperatures of about 130°F) radiation generally hinders the cooling of the body and makes the provision of other cooling factors more necessary.

Convection

The rate of loss of body heat by convection depends on the difference in temperature between the body and the surrounding air and also on the rate of air movement around the body. At air temperatures of over 80°F, loss of body heat by convection will be small unless there is considerable air movement. If the air temperature exceeds that of the blood, the convection cooling factor of course becomes negative.

Evaporation

The body loses heat—

(*a*) by the evaporation of water from "dry" skin (insensible perspiration) ;
(*b*) by the evaporation of sweat when conditions deteriorate (sensible perspiration) ; and
(*c*) by the evaporation of water from the lungs during breathing.

The rate of cooling by water evaporation depends on the humidity of the atmosphere, on the rate of air movement (as regards evaporation from the skin) and on the rate of breathing (as regards evaporation from the lungs). According to BEDFORD (2), humidity is of little importance in its effect on body cooling at temperatures below 70°F, but at higher temperatures it becomes an increasingly important factor. If hard manual work is done in a moist atmosphere, the body may be unable to lose the heat it produces. In such cases the body temperature rises and heat stroke may result. But as temperature and humidity are increased—even a long way short of these extreme conditions—there set in physical discomfort, a lack of both physical and mental ability and of will to work, and a lowering of output and of the quality of the product.

Improving Working Conditions

From the foregoing it will be seen that to obtain the best practicable environmental conditions in tropical factories not equipped with full air conditioning involves—

(*a*) minimizing the effect of radiation from the surroundings ;
(*b*) providing adequate ventilation to sweep out moisture-laden air given off by workers and the processes and to assist in increasing air movement ;
(*c*) creating air movement by all practical means ; and
(*d*) preventing anything which would raise the relative humidity.

Radiation

The chief sources of undesirable radiation in factories are plant and equipment used for hot processes (e.g., kettles for oil extraction and steam boilers) and, in the tropics, any material exposed to the

sun's rays (in general, the exposed surfaces of a building). Whenever practicable, hot plant and equipment should be lagged. In some processes (oil milling is an example), the lagging of steam piping and of steam receivers can effect a considerable reduction of undesirable radiant heat and of the general temperature, while also lowering steam-raising costs appreciably. In the tropics, however, the biggest potential source of radiation, especially in single-storied structures, is the building itself. It might be desirable to have all factories built of insulating materials such as hollow concrete wall blocks and insulated roofing. This is not a complete solution, however, for although massive insulated structures are beneficial by day, the materials retain their heat by night and remain at temperatures higher than that of the air for some time. Even more important is the fact that industrial economics has to be taken into account, and it must be accepted that many factories are of metal-clad construction (usually corrugated-iron sheeting), that insulating ceilings in factories are often impracticable, and that it would usually be unreasonable to demand higher standards.

Even so, much can be done to reduce the quantity of solar radiation transmitted from metal sheeting into the workrooms. Polished aluminium sheeting undoubtedly reflects much of the sun's radiation as long as the polish lasts, but it is usually soft and thin enough to be easily warped and bent, and weather-proofing difficulties have been experienced. Corrugated iron sheeting painted on the outside with a good white paint also reflects much of the sun's radiation, and because a painted surface has a greater heat emissivity than a bare metal surface it suffers a smaller rise in temperature than unpainted metal sheeting and is often to be preferred. The proportionate rate of transmission of solar heat into workrooms for various types of external surfacing may be deduced from table 1 (3).

Table I.—Effective Solar Absorption Coefficients

External Surface	*Coefficient*
Good white paint	0·36
Polished aluminium	0·41
Yellow paint	0·56
Slate paint	0·69
Red roof paint	0·86
Green paint	0·93

Sometimes walls and roofs of meal-clad factories are lined on the inside with some insulating material such as wallboard. This undoubtedly reduces the transmission of heat into workrooms, but it is expensive and the spaces between the sheeting and the lining tend to harbour dirt and vermin. Probably the most practical way of increasing workroom comfort by reducing radiant heat is to paint with a good white paint the outside surface of the roof and of the walls (preferably all walls, but at least those facing east and west).

Experiments relating to this question were carried out by Professor Crowden near Lagos during the Second World War (4). He found it difficult to convince people that it would have been better to have whitewashed a sheeted hospital roof than to have dressed it with a dark oily substance for preservation. He obtained two identical pieces of sheeting, had one of them whitewashed and left the other as it was. He put thermometers on the under-surfaces of both and simultaneously exposed them to the tropical sun. The difference in

the temperatures recorded amounted to about 25°F : the whitewashed sheeting gave a temperature of 108.5°F when the thermometer under the untreated sheeting read 134°F. Professor Crowden also showed that the effect of whitewashing the outside surface of a solid insulating wall was to lower its inside surface temperature by 4°F during the night, less solar heat having been absorbed during the day owing to the reflecting power of the white surface.

Since the effect of radiant heat on a man diminishes in proportion to the square of his distance from the source of radiation, his comfort can also be increased by placing him as far from such sources as is practicable. In metal-clad factories this requires wide spans high roofs and placing the majority of the workers along the floor centre-line.

Ventilation

The object of ventilation is to provide fresh air to the workers, to remove "wild heat" (i.e., the considerable heat generated by men, machines and plant), to increase air movement, which at tropical temperatures is such an important factor, and to remove some of the dust and fumes.

Natural Ventilation

Through draught and upeast ventilation through the roof are perhaps the best ways of providing natural ventilation, since these methods combine ample air changes with considerable air movement. Provision of through ventilation is best made by siting the building across the direction of the prevailing wind and opening as much as possible of opposing long side walls. Here again the desirability of a floor centre-line layout is shown, since it makes practically the whole of the side walls available for opening. The ideal would be to have no walls, or only walls of widemesh expanded metal for security purposes.

Driving tropical rain must be reckoned with, but it can be kept out while still preserving the open nature of the sides. One way is to construct each side of a series of horizontal strakes of corrugated iron sheeting set one vertically under the other at suitable intervals, each strake being inclined outwards at an angle of 45° from the vertical. The result is one huge system of louvres, and the inside can be "walled" with expanded metal if required.

Another way is to project out from each side of the workroom a verandah some 6 ft. wide and 10-12 ft. high, walled on the outside with expanded metal only, and with nothing between the verandah and the workroom other than the necessary supporting pillars and a dwarf wall to keep out rain pools and dust and leaves blown along the ground (figure 1). It is essential that these verandah spaces should not be used for work or for storage.

If walls are necessary, then ample window spaces must be provided. Windows should be large, as numerous as practicable, not placed too high, and preferably protected only by vertical bars or widemesh expanded metal and rain hoods. The use of glass should be avoided whenever possible for glazed windows rapidly become semi-opaque, in dusty conditions and are all too often found close even in the hottest weather. If they must be used, they should be of the

industrial type, in which the whole window revolves on a central horizontal or vertical axis. Casement windows are for use in houses, not in tropical factories.

Roof ventilation depends on the rise of hot air seeking an outlet. Ample roof ventilation should be provided, especially over hot processes, either in the form of continuous roof ridge ventilation or by means of an adequate number of large roof ventilators of the Colt, Robertson or mechanical fan extraction type. The provision of outlet ventilation by itself is useless without adequate and suitably disposed inlet areas. The total area of the inlets must be at least twice that of the outlets if the ventilation system is to be efficient. The inlets should be placed as low and be as widely scattered as possible in order to get an up sweep movement through as much of the factory as is practicable, and especially through the working plane. With adequate roof outlets and low inlets, a pronounced chimney effect can be obtained which increases with the height of the roof. Such a system produces ample air changes and appreciable air movement in the working plane at the level, that is, where it is needed. There should be no high inlets such as occur at eves, for example, as these would short-circuit the air current and would result in less air being drawn through the low inlets.

Mechanical Ventilation

A few words should be said about mechanical ventilation. In some tropical areas, where industrial technology is usually not advanced, it is heart breaking to see as the rule rather than the exception the complete waste of time, expense and power in fan installation. It appears that most factory occupiers, and many architects too, regard the fan itself as the easy cureall for poor conditions of every type. If properly designed and installed, a fan system can produce a very great improvement in poor conditions, but to install a fan without regard for planning and design is merely to waste time and money. The most common defect is the installation of an exhaust fan near open windows or vents. The result is a short circuit, the system merely sucking in air from the open windows and discharging it through the fan with no effect at all on the general ventilation of the room. The use of the wrong type of fan (e.g., a propeller fan in conjunction with ducts) and of badly designed and ill-fitting ducting is common. If mechanical ventilation is required, the advice of someone acquainted with ventilation engineering should be sought, and if such a person is not available a study of some reliable book on the subject, such as (5), should be made before a system is decided upon.

Air Movement

In tropical conditions air movement is of great importance. It is estimated that the net loss from exposed parts of the body is approximately doubled by an increase in air movement from 15 ft./min. to 65 ft./min., and is trebled by an increase from 15 ft./min. to 150 ft./min. Where high temperatures prevail, air movement can provide considerable relief from heat and can decidedly affect human capacity and the inclination to work. Table II shows, for different rates of air movement, the approximate reduction in air temperature required to produce the same cooling effect (5).

Table II.—Air Movement and Temperature Reduction

Rate of Air Movement (Ft./Min.)	*Approximate Equivalent Temperature Reduction (°F)*
50	1
100	3
250	6
500	10
1000	13
2000	16

Properly designed systems of mechanical blowers, exhausters or the two combined have the double effect of increasing air movement and improving general ventilation, and these are consequently the most desirable solution of the problem. In factories using overhead line-shafting, however, a simple, cheap and effective way of increasing air movement is to attach vanes or paddles to the shafting at suitable intervals. In addition, use is often made of " man-coolers " (fans directing a strong current of air on to the workers) to make conditions tolerable for workers in very hot processes. General air circulating fans, though they circulate only stale air, nevertheless have a considerable cooling effect.

Humidification

In some processes artificial humidification is resorted to for the benefit of the process. The method of blowing steam into the air is sometimes used because of its ease and cheapness, but the effect of blowing in both heat and moisture is obviously undersirable and the use of this method should not be countenanced.

Another method is to blow a spray of fine water into the air. If artificial humidification is necessary, this is the way it should be done, but even then the practice should be controlled. Hygrometers should be installed so that the relative humidity may be assessed and kept down to the minimum necessary. It should be remembered that general artificial humidification dampens everything—the structure, the men, the machines and the stock—merely in order to humidify the stock. The effect on the latter and on the process may be good, but on the structure, men and machines, it is usually bad. Sometimes this over-all humidification is unavoidable, but in other cases it could be reduced. In some ginning operations in the United States, for instance, only the seed, cotton and the lint are humidified. This is done by a local closely applied misting of the stock with " wet " water, and there is no effect on the workers.

Artificial Lighting

The effects of artificial lighting should be considered. If a factory is entirely illuminated by the filament type of electric lamp, the heat given off is considerable and materially adds to the quantity of " wild " heat to be removed. A 100-W bulb for instance, gives off some 340 B. Th. U. per hour, or about one-half as much as is given off by a man engaged on light work. In hot and dusty factories the use of fluorescent lighting has many advantages. First, it is a cold light : the tube surface remains comparatively cool and there is little addition to " wild " heat. Secondly, the light tends to be shadowless and so is safer. Thirdly, the surfaces of filament bulbs can attain temperatures

above those necessary to ignite certain dusts and vapours, and consequently a fire risk exists the surface temperature of fluorescent tubes, however, never approaches these limits.

Evaporation Cooling in Dry Climates

Thus far it has been assumed that warm climates involve higher relative humidity, and this is usually the case. In arid zones and other areas during certain seasons, however, the humidity may be low. Very dry temperatures can produce discomfort and can cause nasal disorders. A relative humidity of below 30 per cent. is outside the range given for both the United States Summer Comfort Zone and the Anglo-Iranian Summer Comfort Zone for south-west Iran, while at a dry-bulb temperature of 80°F, changes in humidity of between 30 and 60 per cent. still leave over-all conditions within the comfort zones. In hot, dry climates, then, some increase in the relative humidity can be permitted and can actually increase comfort. In these climates use can be made of cooling by evaporation, whereby the workroom air is cooled as well as humidified.

As water is converted into vapour and absorbed by the air, the latter gives up some of the latent heat of evaporation of water, and in doing so is cooled. The same principle has been applied for generations by natives of tropical countries who cool water by storing it in porous earthenware jars. In ginning operations in the arid regions of New Mexico and Arizona, use is made of "desert coolers". These comprise a large wetted screen of coarse bagging or moss through which air from outside is drawn by a propellor fan and blown into the building. A small copper pipe with a perforated cross header from which water drips on to the bagging provides the necessary moisture. In one series of tests this system was found to give good cooling plus a humidity of up to 50 per cent. in the building. A simple system of fine water sprays may also be used to good effect.

Assessment of Working Conditions

It would be very convenient to have a single scale of measurement of environmental conditions taking into account all the different factors involved. Several scales have, in fact, been devised and are used by ventilating engineers. In the United States, "effective temperature" (ET) is the standard employed, and takes into account air temperature humidity and rate of air movement, but not radiation[1]. In the United Kingdom a scale of warmth known as "equivalent temperature" is used[2]; this takes into account air temperature, radiation and rate of air movement but not humidity, because air temperatures in the United Kingdom are not usually higher than 70-75°F and humidity is therefore not very important. A scale known as "corrected effective temperature" (CET) has been adopted for use in ships of the Royal Navy. This is the United States scale of effective temperature corrected to take into account the effect of

[1] Effective temperature is defined as "that temperature of completely saturated air which will produce the same subjective sensation of comfort as the particular combination of temperature and humidity observed (in both cases with minimal air movement)". Equivalents have been calculated for different air velocities (6).

[2] Equivalent temperature is calculated according to the following formula:
Equivalent temperature = O, 522ta + O. 478ta — O. 01474v (100 — ta), where ta and tw are the air temperature and the mean temperature respectively of the surroundings, both in°F, and v is the air velocity in ft. /min. (7).

radiation, and is the scale most suited to factory conditions (8). It is interesting to note that the conditions affecting working comfort and efficiency in ships in tropical waters (i.e., high temperatures and relative humidity, and much radiation and "wild" heat) are precisely the same as those found in the metal-clad factory in the tropics. For the measurement of corrected effective temperature the following instruments are needed:—a globe thermometer (for air temperatures and radiation), a sling psychometer (for humidity) and a silvered katathermometer (for rate of air movement). These instruments and their use in calculating the CET are described in a most interesting memorandum prepared at the request of the Royal Navy (2). With readings from these instruments and using charts supplied by H. M. Stationery Office (reproduced as a supplement to the same publication and also in (7) the corrected effective temperature may be obtained at a glance.

Desirable Working Conditions

Yaglou, working with the American Society of Heating and Ventilating Engineers, gave the limits which may be endured without serious effects as 90° ET [1] for persons resting and 80°ET for those doing heavy work. BEDFORD has recommended that wherever practicable the corrected effective temperature in places where men work should be kept below 80° ET and that it is specially desirable that it should not exceed 86° ET. These figures are top limit figures and before they have been reached both working efficiency and the will to work will have diminished. The top limit of the United States Summer Comfort Zone is 75° ET. In 1935 the top limit of the Anglo-Iranian Summer Comfort Zone for south-west Iran (with outside air temperatures of 92-125°F) was set at 81° ET, but the 1945 designation of this zone reduced the top limit to 76° ET with a dry-bulb limit of 85°F (9). To maintain these limits, air conditioning must be resorted to.

With these standards in mind, and assuming air conditioning to be impracticable, it would seem quite reasonable to suggest 80° CET as the top limit in factories in warm climates, with a range of 65° to 75° CET as the optimum. Depending on the work, corrected effective temperatures higher than 80°, produce poor working conditions which adversely affect health, safety and the process.

Table III shows the limiting air temperatures (dry-bulb) at various relative humidities required to produce a limiting effective temperature of 80°F first in still air, secondly, with an air movement of 200 ft./min. and thirdly with air movement of 600 ft./min. all for persons stripped to the waist.

Table III.—Air Temperatures required to Produce an Effective Temperature of 80° F

Relative Humidity (%)	*Limiting Dry-bulb Temperature (°F)*		
	Still Air	*Air Movement 200 Ft./Min.*	*Air Movement 600 Ft./Min.*
40	92·5	95·0	98·0
50	89·5	93·5	96·0
60	87·0	90·5	94·0
70	85·0	88·5	92·0
80	83·5	87·0	91·0
90	82·0	85·0	89·5
100	80·0	84·0	88·0

[1] All figures of effective temperature (ET) and corrected effective temperature (CET) are given in degrees Fahrenheit.

The importance of air movement at these temperatures is clearly shown. If appreciable radiant heat were involved a corrected effective temperature of 80° would be the limit and the limiting dry-bulb temperatures would be lowered by an amount depending on the quantity of radiation.

Practical Application

It may be of interest to describe a ginning factory which has recently been designed and constructed in a hot area according to the above-mentioned principles of environmental comfort (figure 2). All the machinery (opener, gins and press) is situated along the floor centre line (except the opener, which is slightly off centre) in a single hall. This hall measures 40 to 120 ft., and its height to the eaves is 22 ft. The walls are constructed of concrete blocks and the roof is of corrugated-iron sheeting. Below a height of about 10 ft. on each side there are practically no walls, these being replaced merely by supporting pillars and a low dwarf wall to prevent the ingress of dust leaves and rain pools. Along each side projects a verandah some 12 ft. high and 6 ft. wide with a corrugated-iron sheeting roof and an outside " wall " made only of widemesh expanded metal (figure 1). These provide security and protection from the driving rain. The verandahs are used only as passageways and their use for storage purposes is forbidden.

A jack roof provides continuous ridge outlet ventilation along the roof of the hall. Glazed windows (kept closed to maintain the full chimney effect) are provided in the main-walls above the verandah roofs. The completely open nature of the building up to a height of 10 ft. (thus including all the working plane) allows any breeze simply to blow through the factory. The high roof, the roof outlets, the open lower parts of the walls and the siting of the heat-producing machinery immediately under the line of the roof outlet ventilation all combine to produce very good upeast ventilation which materially adds to the air movement even when no breeze is blowing. A marked deposit of dust on the roof above a dust producing opener machine after only four weeks' working demonstrated both the efficiency of this general ventilation and the inefficiency of the local dust extracting system of the machine.

Except at the press end, which has a raised platform, all workers are well removed from heat radiated by the corrugated-iron sheeting. Even if the walls had been made of sheeting instead of cement blocks, this would still have been the case because of the virtual absence of walls below a height of 10 ft. The roof will ultimately be painted white on the outside. On a warm (but not hot) day with a faint breeze and outside temperature of 79°F (dry-bulb) and 60°F (wet-bulb), an effective temperature of 65°F was obtained inside the hall.

Employees were enthusiastic over the new building, which has been built to replace an old one destroyed by fire. The workers called attention to another feature of the building which was an accidental product of the design. This was the fact that they were able to see outside almost all round—a well-recognized element in the comfort of factory workers. The natural lighting at the workplaces is of the order of 50 foot-candles.

Although roller gins generate a great amount of " wild " heat, the general atmosphere inside the building is fresh and pleasant and differs

very little from shaded open-air conditions. The amount of visible dust in the atmosphere is distinctly less than it was in the old building.

Conclusion

It is somewhat surprising that, although most heads of undertakings in warm countries pay great attention to the functional design of their own houses, many of them fail to realize the necessity of designing buildings suitable for factory processes. Often they react strongly against any such suggestion and advance reasons why their factory buildings should be as confined as possible. The reasons most frequently cited concern the need for security from theft, for rat-proofing and for the exclusion of rain and flying insects. All these have been shown to have no real foundation, however. Good expanded metal takes care of any theft problem. The rat problem can be dealt with by providing sufficient rat-proof storage space for all rat-attracting raw materials and products, by not allowing process rooms to be used for storage, and by requiring these rooms to be completely emptied and cleaned of rat-attracting materials at least once a week. The solution of the rain problem has been mentioned above. As to flying insects, it would seem from the large number of broken windows in the older factories that these creatures will not normally congregate in noisy factories containing working men and machines, and this has proved to be the case in the new semi-open buildings.

Since the first few of the " newstyle " factory buildings have been commissioned in Uganda, however, factory occupiers have seen the results, and have become increasingly receptive of the principles set out above. Indeed, some of them have taken the initiative themselves and have set about modifying their existing buildings without waiting for prompting.

There is little doubt that a factory in any country should be roomy, light and airy, but in the tropics these desiderata become almost essentials ; gloom, heat and stuffness, all of which have a direct bearing on safety, health and productivity, are so very easily produced in tropical factories unless the various factors affecting environmental warmth are thoroughly understood and are kept well in mind during the planning stages. In dealing with this subject in his 1946 annual report, the Chief Inspector of Factories for the Union of South Africa wrote :

Occupiers are learning to appreciate that the improved working conditions represent a valuable investment resulting in better and greater output.

Greater efficiency and improved output, as well as safety and health, have long been recognized by progressive firms in many countries to be a consequence of good environmental conditions, but in a hot country these conditions will not be attained unless the fundamental principles are understood and are given precedence when designing factory buildings and planning the layout of plant and machinery.

Bibliography

(1) C. P. Yaglou : " Abnormal Air Conditions in Industry ; Their Effects on Workers, and Methods of Control ", in Journal of Industrial Hygiene and Toxicology, January, 1937, p. 12.

(2) T. Bedford : Environmental Warmth and Its Measurement, Medical Research Council War Memorandum No. 17, H. M. Stationery Office, London, 1946.

(3) Heilman and the American Society of Heating and Ventilating Engineers Technical Advisory Committee on Cooling Loads, in Heating and Ventilating Engineer, October, 1950.

(4) G. P. Crowden, in Journal of the Institute of Heating and Ventilating Engineers, May, 1950.

(5) W. C. Osborne and C. G. Turner : Woods Practical Guide to Fan Engineering. Wood's of Colchester Ltd., 1952.

(6) C. E. A. Winslow and L. P. Herrington : Temperature and Human Life. Princeton University Press, 1949

(7) T. Bedford : Basic Principles of Ventilation and Heating, H. K. Lewis and Co., Ltd., London, 1948.

(8) Ministry of Labour and National Service Factory Department, Welfare Pamphlet No. 5; Heating and Ventilation in Factories. H. M. Stationery Office, London, 1952.

(9) " Comfort Zone for High Temperatures ", in Heating and Ventilating Engineer, June, 1950.

NOTICE

To All Occupiers of Factories

Reference is requested to section 2 of the Factories Ordinance No. 45 of 1942, under which every factory in the island is required to be registered with me. For this purpose a declaration giving the required particulars has to be furnished to me.

It is observed that some occupiers have not yet complied with this requirement. This is therefore to remind them that failure to register a factory is an offence under the Ordinance and to ask those who have not yet done so to have their factories registered without delay.

Declaration forms can be obtained from this Department on application.

M. RAJANAYAGAM,
Commissioner of Labour and Registrar.

Department of Labour,
Lower Lake Road,
Colombo 3.

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*
Base : November, 1942 = 100						*Index Number Nov., 1942 = 100*
Group Weights	63·66	7·26	7·06	8·78	13·24	
1943	103	94	105	138	118	107 197*
1944	102	94	105	156	127	109 200
1945	110	94	112	165	158	121 221
1946	113	111	124	180	155	125 229
1947	126	121	136	213	157	138 252
1948	138	101	148	189	157	142 260
1949	144	97	129	156	148	141 258
1950	154	102	129	155	154	149 272
1951	155	112	129	197	160	154 283
1952	153	104	131	192	168	153 281

*Average for 11 months only.

B

Colombo Consumers' Price Index

Base Average Prices 1952=100

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Final Index Number
Group Weights	61·89	4·29	5·70	9·42	18·71	
Index Numbers						
1953	105·97	99·82	101·32	82·82	97·17	101·6
1954	106·13	103·35	101·53	79·52	94·43	101·1
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
May	106·06	102·31	101·53	80·96	93·87	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

	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	199
1944 ..	110	202	105	114	122	211
1945 ..	115	196	104	137	128	222
1946 ..	118	214	106	131	131	228
1947 ..	124	220	112	139	138	239
1948 ..	142	224	112	128	149	259
1949 ..	154	182	111	126	152	264
1950 ..	164	162	108	134	158	274
1951 ..	165	213	108	144	166	288
1952 ..	158	213	111	165	165	287
1952—						
January ..	162	236	111	167	171	296
February ..	162	237	111	164	171	296
March ..	161	236	111	169	171	296
April ..	157	232	111	175	168	292
May ..	151	227	111	162	161	280
June ..	148	225	111	165	159	276
July ..	151	213	111	161	159	276
August ..	152	201	111	163	159	276
September ..	158	194	111	171	164	284
October ..	164	189	111	169	167	290
November ..	164	184	111	157	164	285
December ..	170	184	111	152	168	291
1953—						
January ..	171	178	111	151	168	291
February ..	172	171	111	152	168	291
March ..	175	172	111	151	170	294
April ..	170	168	111	145	165	286
May ..	169	167	111	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 Male Workers in Government Employment

A

BASE : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled male Workers in Government Employment in Colombo		
	Average Minimum Daily rate of Wages	Minimum Wage Rate Index No.	Index No. of Real Wages	Average Monthly Rate of Wages	Wage Rate Index No.	Index No. of Real Wages
	Rs. c.			Rs. c.		
1939 .. —	.. ·41	.. 100	.. 100	.. 16·64	.. 100	.. 100
1940 .. —	.. ·41	.. 100	.. 93	.. 16·64	.. 100	.. 96
1941 .. —	.. ·45	.. 110	.. 92	.. 18·45	.. 111	.. 98
1942 .. —	.. ·68	.. 166	.. 111	.. 24·23	.. 145	.. 97
1943 .. —	.. ·83	.. 202	.. 102	.. 28·98	.. 174	.. 96
1944 .. —	.. ·87	.. 212	.. 101	.. 34·03	.. 204	.. 110
1945 .. —	.. 1·00	.. 244	.. 110	.. 41·92	.. 252	.. 123
1946 .. —	.. 1·15	.. 280	.. 123	.. 68·52	.. 412	.. 194
1947 .. —	.. 1·20	.. 293	.. 123	.. 75·74	.. 455	.. 195
1948 .. —	.. 1·29	.. 315	.. 122	.. 78·16	.. 470	.. 195
1949 .. —	. 1·31	.. 320	.. 121	.. 77·81	.. 468	.. 196
1950 .. —	.. 1·53	.. 373	.. 136	.. 83·11	.. 499	.. 198
1951 .. —	.. 1·90	.. 463	.. 161	.. 89·79	.. 540	.. 206
1952 .. —	.. 1·92	.. 468	.. 163	.. 89·79	.. 540	.. 207

B

BASE : 1952=100

1953 .. —	.. 1·95	.. 101·56..	99·96..	90·97	.. 101·31..	99·71
1954 .. —	.. 1·99	.. 103·65..	102·52..	91·04	.. 101·39..	100·29
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	96·24*	.. 107·18*	106·12
May	.. 2·08	.. 108·33	107·26	96·24	.. 107·18..	106·12

* Revised figure.

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	19,333
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
	April ..	13,303	8,031	17,410	26,577	65,321

* 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	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Avissawella	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	333	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	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
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
April	33,773	4,021	3,668	6,022	3,481	1,115	2,275	2,386	1,644	591	495	276	1,230	903	1,417	331	1,693	65,321

* 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
	April	130	41	56	198	425

* 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 April, 1955

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	438	81	378	15	467	13	765	33	2,048	142
Negombo	65	—	51	4	59	3	219	—	394	7
Kalutara	42	23	17	—	99	1	58	5	216	29
Galle	31	—	24	—	101	2	109	10	265	12
Kandy	110	3	42	—	134	5	95	6	381	14
Nawalapitiya	14	—	20	—	23	—	51	12	108	12
Kurunegala	50	1	13	—	117	2	45	3	225	6
Jaffna	111	1	20	—	59	3	57	25	247	29
Ratnapura	36	2	6	—	63	14	35	8	140	24
Badulla	10	—	3	—	9	1	14	5	36	6
Batticaloa	17	2	19	6	13	—	56	12	105	20
Kalmunai	2	—	5	—	13	1	6	—	26	1
Trincomalee	10	4	13	13	12	6	56	32	91	55
Anuradhapura	30	10	14	3	34	2	32	18	110	33
Avissawella	9	—	3	—	28	—	70	27	110	27
Haputale	3	2	6	—	8	3	1	2	18	7
Matara	33	1	9	—	39	—	34	—	115	1
Total	1,011	130	643	41	1,278	56	1,703	198	4,635	425

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	9,735*	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048½	66‡	12,399	25,937
1945	28	3,514	4,285	53	28,875	153,388½
1946	87	15,259	31,830½	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933½	20	1,065	2,497½
1949	66	477,412	681,340	28	2,874	14,576½
1950	82	22,808	85,837	28	5,471	22,617
1951	67	306,091	521,040	35	6,726	17,484
1952	36	5,355	9,414	39	6,168	46,990
1953	33	363,600	430,586	54	14,482	31,996
1954	59	86,450	391,200	55	15,381	85,569
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
March	4	387	1,369	4	1,594	10,345

* 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.

TABLE IX—CLASSIFICATION OF THE STRIKES IN MARCH, 1955, BY INDUSTRIES OR TRADES

Industry or Trade	*Number of Strikes*	*Number of Workers involved*	*Number of Man-days lost*
Plantations—Tea	2	275	664
Rubber	2	112	705
Tea-cum-Rubber	—	—	—
Coconut	—	—	—
Coconut-cum-Rubber	—	—	—
Total	4	387	1,369
Engineering	2	434	4,860
Printing	—	—	—
Motor Transport	2	1,160	5,485
Tea Export	—	—	—
Rubber Export	—	—	—
Coconut Manufacturing	—	—	—
Toddy, Arrack and Vinegar	—	—	—
Match Manufacturing	—	—	—
Plumbago	—	—	—
Cinema	—	—	—
Dock, Harbour and Port Transport	—	—	—
Building Trade	—	—	—
Local Government Services	—	—	—
Service Institutions	—	—	—
Factories, Workshops, &c., run by the State	—	—	—
Textile	—	—	—
Relief Schemes	—	—	—
Wholesale and Retail Distribution	—	—	—
Aerated Waters and Ice Manufacturing	—	—	—
Beedi Manufacturing	—	—	—
Hotel	—	—	—
Total	4	1,594	10,345
Grand Total	8	1,981	11,714

TABLE X—CLASSIFICATION OF THE STRIKES IN MARCH, 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	1	13	1,057
2. Wage increases. Higher rates for piece work, &c.	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	1	—	99	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	—	—	—	—
5. Food matters. Welfare	—	—	—	—
6. Right of association and meeting	—	2	—	434
7. Factional disputes and domestic matters	2	—	275	—
8. External matters, e.g., arrest by Police, &c.	—	—	—	—
9. Assaults by employer or agent or others	—	—	—	—
10. General demands	—	—	—	—
11. Sympathetic strikes	—	1	—	103
Total	4	4	387	1,594

TABLE XI—ARRIVALS AND DEPARTURES OF INDIAN ESTATE LABOURERS

Year	Arrivals			Departures			Excess of Arrivals over Departures	Excess of Departures over Arrivals
	Old	New	Total	Repatriated on Govt. account	Left Ceylon Unassisted	Total		
1939	25,425	3,834	29,259	2,975	31,714	34,689	—	5,430
1940	2,955	363	3,318	5,560	12,578	18,138	—	14,820
1941	3,234	350	3,584	8,410	11,243	19,653	—	16,069
1942	6,585	229	6,814	5,398	33,183	38,581	—	31,767
1943	42,677	2,076	44,753	1,368	59,577	60,945	—	16,192
1944	49,354	2,623	51,977	786	59,683	60,469	—	8,492
1945	82,598	3,844	86,442	572	85,428	86,000	442	—
1946	75,269	3,325	78,594	282	75,657	75,939	2,655	—
1947	52,177	2,400	54,577	242	58,381	58,623	—	4,046
1948	47,621	2,926	50,547	151	47,115	47,266	3,281	—
1949	42,188	2,237	44,425	302	46,538	46,840	—	2,415
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	8*	162	170	—	169*
April	15	—	15	1	144	145	—	130
May	31	—	31	—	156	156	—	125

*Revised figures

APPENDIX I

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

Month : June, 1955

Class of Worker	*Basic Wage* Rs. c.	*Special Allowance* Rs. c.	*Total* Rs. c.
Tea Growing and Manufacturing Trade			
Daily Rates			
Male worker not under 16 years ..	1 25	1 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			
Daily Rates			
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			
Daily Rates			
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			
Daily Rates			
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	Month : June, 1955 — Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Engineering Trade			
Daily Rates			
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 Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Plumbago Trade			
Daily Rates			
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, Stopers (excavators), Timber men	2 0	1 18	3 18
Muckers, Trolleymen, Unskilled labourers	1 50	1 18	2 68
Onsetters or Donakatakarayas	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), Fitters (assistants), Windlassmen (dabare workers)	1 50	1 18	2 68
Surface workers—			
Carpenters, Masons	2 50	1 18	3 68
Overseers	2 25	1 18	3 43
Blacksmiths, Boilermen, Drill sharpeners	2 0	1 18	3 18
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, 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	Month: June, 1955 Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Tea 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*) 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	Month : June, 1955 Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Motor Transport Trade			
Monthly Rates			
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
Daily Rates			
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
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

Class of Worker	Month: June, 1955 Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Cinema Trade (*contd.*)			
Outside the Municipal areas			
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
Female labourers—			
Not under 18 years	1 0	1 33	2 33
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 June, 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

* 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 June, 1955, to workers in the Rubber Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs c.	Rs. c	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c	Rs. c.	
½	0 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

*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 June, 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

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 June, 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				
	Kangany	Male	Female	Young Person	Kangany	Male	Female	Young Person	Kangany	Male	Female	Young Person	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	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

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 June, 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	Intermediate Grade	Grade I	*Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 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

* Applicable to Tea Export Trade only.

APPENDIX III (C)

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

No. of Days	Unskilled	Semi-skilled		Skilled	Kanganies	Watchers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 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

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during June, 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			
	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Watchers	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
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

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during June, 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

" 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.

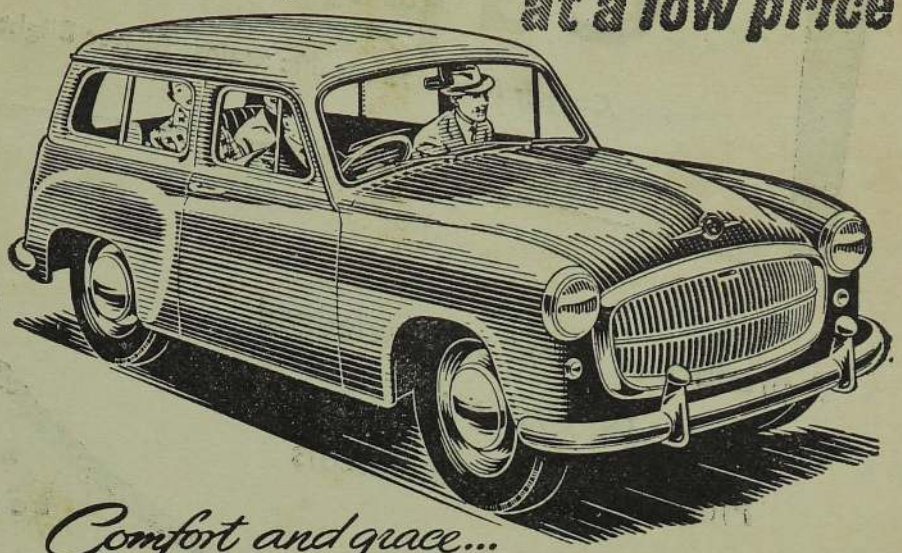
APPENDIX III (F)

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

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	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

NEW *Double Duty* HILLMAN

at a low price



Comfort and grace...

Estate car space - and 40 m.p.g!

By day the versatile new Hillman Husky is a sturdy 5 cwt. load-carrier. In the evening it's a smart 4-seater family saloon! Comfortable rear seats, neatly folded into the floor, are responsible for this transformation. The Husky has a virile engine. Price is low, running cost economical, and at 40 m.p.g. under a wide variation of speed, load and road conditions, the Husky is a brilliant answer to more than one motoring problem. Ask us for a free trial NOW.

Hillman Husky

DOUBLES BUSINESS AND PLEASURE

A PRODUCT OF THE ROOTES GROUP

GLOBE MOTORS LIMITED

TURRET ROAD, COLOMBO 7

Tel : **6272**