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In this issue

Changes in Cost of Living and in Wages and Salaries

Statistics of the Month in Brief

Notes of Current Interest

Bank Clerks' Award



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CEYLON

LABOUR GAZETTE

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CHANGES IN COST OF LIVING AND IN WAGES AND SALARIES SINCE 1939

Introduction

DURING a period of rising prices, generally speaking, there is a re-distribution of incomes as between the different classes of society in a country. Persons with fixed incomes, e.g., wage earners and salary earners, &c., normally suffer a reduction in their real incomes, whilst persons whose incomes vary with price changes, e.g., industrialists, business men, &c., are usually better off. The period since 1939 in Ceylon has been one of rising prices and a study of the changes in incomes of the different sections of the community will be interesting. Unfortunately, however, statistics relating to changes in incomes of the different classes of people in the country are not readily available. In this article it is proposed to summarise the available statistics and to study the changes in wages and salaries in relation to the changes in the cost of living.

Cost of living

There were two cost of living index numbers computed and published in Ceylon up to 1952. One related to the cost of living of working class families in Colombo and was calculated and published by the Director of Census and Statistics. The other index number related to the cost of living of Indian estate labourers and was calculated and published by the Commissioner of Labour. An idea of the changes in the cost of living in Ceylon can be had from the following statement which shows these two index numbers for the period 1939 to 1952.

Cost of Living Index Numbers

Year	<i>Colombo Working Class</i> Base : Nov., 1938– Apr., 1939 = 100	<i>Estate Labour</i> Base : July–Sept., 1939 = 100
1939	108	100
1940	112	107
1941	122	119
1942	162	154
1943	197	199
1944	200	211
1945	221	222
1946	229	228
1947	252	239
1948	260	259
1949	258	264
1950	272	274
1951	283	288
1952	281	287

Beginning from January, 1953, a new index number known as the Colombo Consumers' Price Index is being computed and published by the Director of Census and Statistics. The working of the index numbers of the Colombo working class families and of the estate labourers was discontinued in 1953. The new index number is worked with the average prices in 1952 as the base, and therefore, it measures the change in Consumers' Prices compared to 1952. The index numbers for the period 1953 to November, 1955, are given below.

Colombo Consumers' Price Index Numbers

Month	Base Average Price, 1952 = 100		
	1953	1954	1955
January	100·1	101·4	101·5
February	99·5	100·7	100·5
March	98·7	99·9	99·6
April	99·6	100·0	101·0
May	100·7	101·7	101·0
June	102·3	102·4	100·1
July	103·1	101·2	100·2
August	105·5	100·1	99·9
September	105·1	100·5	99·4
October	103·0	101·3	100·3
November	100·9	101·6	100·8
December	101·0	101·8	—

For purposes of comparison, the average Colombo Consumers' Price Index Numbers for the years 1953, 1954 and 1955 are given below in terms of the Colombo working class index number.

1953	285·5
1954	284·1
1955 Average, January to November	282·1

A study of these figures would indicate that the cost of living in Ceylon in 1955 is approximately three times that of the cost of living in 1939. In simple language it can be said that a family now requires an income which is three times its income in 1939 to maintain, unchanged, its standard of living in 1939. In this context it will be of interest to study how wages and salaries have changed since 1939.

Changes in Wages

In Ceylon there is as yet not available an index number of wage rates which can be said to be applicable to the country as a whole. Details of the wages paid to workers in Tea and Rubber estates are, however, readily available since the inception of the Labour Department in 1923, as also the rates of wages in industries or trades to which Part II of the Wages Boards Ordinance has been applied since the dates on which the decisions of these Wages Boards became effective.

As regards salaries the statistics relating to the scales of salaries in private employment are not readily available ; but those of Government servants are available over a period.

Wage Rates of Workers on Plantations

The average wages of workers in Tea and Rubber estates for the period 1939-1954 are given below. It will be noticed that there has been a steady increase in wages of the three categories of workers on estates. The wages of male

workers have risen from 49 cents in 1939 to Rs. 2.30 in 1954; while the wages of the female and child workers have risen from 39 cents and 29 cents in 1939 to Rs. 1.83 and Rs. 1.49 in 1954.

Average Rates of Wages per Day in Tea and Rubber Estates

Year	Male		Female		Child Workers	
	Rs.	c.	Rs.	c.	Rs.	c.
1939	0	49	0	39	0	29
1940	0	49	0	39	0	29
1941	0	54	0	43	0	32
1942	0	77	0	66	0	47
1943	0	96	0	79	0	71
1944	1	2	0	82	0	71
1945	1	30	1	4	0	92
1946	1	31	1	4	0	92
1947	1	38	1	9	0	97
1948	1	49	1	16	1	4
1949	1	53	1	19	1	7
1950	1	78	1	39	1	21
1951	2	21	1	76	1	42
1952	2	24	1	77	1	43
1953	2	27	1	78	1	44
1954	2	30	1	83	1	49

The cost of living index number for estate labourers, the index number of wage rates and the index number of real wages of these workers for the period 1939-1954 are shown in the statement below. The index number of real wages has been obtained by dividing the index number of money wages by the appropriate cost of living index number. These figures would appear to indicate that the rise in wages has been more than the rise in the cost of living.

Year	Cost of Living Index Number for Estate Labourers	Index Number of Wage Rates of Workers in Tea and Rubber Estates—Average Wages 1939 = 100	Index Number of real Wages of Workers in Tea and Rubber Estates
1939	100	100	100
1940	107	100	93
1941	119	109	92
1942	154	165	107
1943	199	201	101
1944	211	212	101
1945	222	244	110
1946	228	279	122
1947	239	293	123
1948	259	313	121
1949	264	320	121
1950	274	372	136
1951	288	464	161
1952	281	469	167
1953	293*	476	162
1954	290*	486	168

* Equivalent of Colombo Consumers' Price Index in terms of the Estate Cost of Living Index number.

Wage Rates of unskilled Workers in Government Employment

A study of the changes in wages of unskilled workers in Government employment in the period 1939-1954 also indicates that the rise in wages has been more than the rise in the cost of living. The average monthly rates of wages of an unskilled worker in Colombo for this period are given below. As the scheme of Government cost of living allowances is based on the monthly earnings of

a worker the figures have been calculated on the assumption that a worker has worked for 26 days in the month. It will be noted that the wages of this type of worker has increased by more than five times since 1939.

Year	Average Rates of Wages per Month	
	Rs.	c.
1939	16	64
1940	16	64
1941	18	45
1942	24	22
1943	29	14
1944	34	3
1945	41	92
1946	68	52
1947	75	74
1948	78	16
1949	77	81
1950	83	11
1951	89	79
1952	89	79
1953	90	97
1954	91	4

A clearer picture of the changes in wages can be had, if we compare the index numbers of cost of living, of money wages and of real wages of these workers. These figures are given below side by side for comparison. The sharp increase in the wages index number from 252 in 1945 to 412 in 1946 is due to the adoption of the scale of wages recommended in the Goonetilleke-Collins Report, with effect from January 1, 1946.

Year	Cost of Living Index Number of Colombo Working Class Families with Base shifted to 1939 = 100		Wages Index No. of Unskilled Labour in Colombo Base 1939 = 100		Real Wages Index Number of Unskilled Workers in Colombo	
	1939	100	100	100	100	
1940	104	100	100	93		
1941	113	111	111	98		
1942	150	145	145	97		
1943	182	174	174	96		
1944	185	204	204	110		
1945	205	252	252	123		
1946	212	412	412	194		
1947	233	455	455	195		
1948	241	470	470	195		
1949	239	468	468	196		
1950	252	499	499	198		
1951	262	540	540	206		
1952	260	540	540	207		
1953	265*	547	547	206		
1954	263*	547	547	208		

* Equivalent of Colombo Consumers' Price Index in terms of the Cost of Living Index number of Colombo Working Class Families with base shifted 1939 = 100.

Wage Rates of Workers other than those on Plantations

With regard to details of the rates of wages in private employment other than employment on plantations, information is not available readily from 1939 onwards. The Wages Boards decisions, fixing minimum wages for workers in

the Tea Export Trade, Rubber Export Trade, Engineering Trade, Coconut Manufacturing Trade and the Printing Trade came into force in 1945. The details of the minimum wages in these trades for the period 1945-1954 are given below :—

Trade	Average Wages per Day									
	1945	1946	194	1948	1949	1950	1951	1952	1953	1954
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
Coconut Manufacturing trade:										
within Colombo area—										
Kangany ..	1 98..	1 99..	2 6..	2 17..	2 21..	2 33..	2 64..	2 72..	2 75..	2 73
Male ..	1 73..	1 74..	1 81..	1 92..	1 96..	2 10..	2 44..	2 52..	2 55..	2 53
Female ..	1 28	1 28..	1 33..	1 40..	1 43..	1 56..	1 88..	1 95..	1 97..	1 96
Child ..	0 95..	0 95..	1 0..	1 7..	1 10..	1 24..	1 56..	1 63..	1 65..	1 64
Outside Colombo area—										
Kangany ..	1 73..	1 74..	1 81..	1 92..	1 96..	2 0..	2 40..	2 48..	2 51..	2 49
Male ..	1 48..	1 49..	1 56..	1 67..	1 71..	1 86..	2 20..	2 28..	2 31..	2 29
Female ..	1 11..	1 11..	1 16..	1 23..	1 26..	1 38..	1 68..	1 75..	1 77..	1 76
Child ..	0 83..	0 83..	0 88..	0 95..	0 98..	1 10..	1 41..	1 49..	1 50..	1 49
Average wages per worker in the Coconut manufacturing trade ..	1 45..	1 46..	1 52..	1 62..	1 66..	1 80..	2 11..	2 19..	2 23..	2 22
The Tea Export and Rubber trades—										
Male workers—										
Grade II ..	1 99..	2 01..	2 15..	2 20..	2 20..	2 28..	2 48..	2 54..	2 58..	2 57
Inter ..	2 25..	2 27..	2 41..	2 46..	2 46..	2 54..	2 74..	2 80..	2 84..	2 83
Grade I ..	2 45..	2 47..	2 61..	2 66..	2 66..	2 74..	2 94..	3 0..	3 4..	3 3
Box makers and repairers ..	2 25..	2 27..	2 41..	2 46..	2 46..	2 54..	2 74..	2 80..	2 84..	2 83
Watchers ..	2 35..	2 37..	2 51..	2 56..	2 56..	2 64..	2 84..	2 90..	2 94..	2 93
Female workers ..	1 63..	1 65..	1 79..	1 84..	1 84..	1 92..	2 12..	2 18..	2 22..	2 21
Child workers—										
14-15 ..	0 98..	1 0..	1 10..	1 13..	1 12..	1 18..	1 36..	1 42..	1 45..	1 44
15-16 ..	1 13..	1 15..	1 24..	1 28..	1 28..	1 33..	1 51..	1 57..	1 60..	1 59
16-17 ..	1 28..	1 30..	1 40..	1 43..	1 42..	1 48..	1 66..	1 72..	1 75..	1 74
17-18 ..	1 58..	1 60..	1 70..	1 73..	1 72..	1 78..	1 96..	2 2..	2 5..	2 4
Average wages per worker in the Tea export and Rubber export trades ..	2 4..	2 6..	2 20..	2 25..	2 25..	2 23..	2 57..	2 60..	2 62..	2 61
The Engineering Trade—										
Unskilled ..	1 99..	2 1..	1 15..	2 20..	2 20..	2 28..	2 48..	2 54..	2 58..	2 57
Semi-skilled—I ..	2 29..	2 31..	2 45..	2 50..	2 50..	2 58..	2 78..	2 84..	2 88..	2 87
Semi-skilled—II ..	2 13..	2 15..	2 29..	2 34..	2 34..	2 42..	2 62..	2 68..	2 72..	2 71
Skilled ..	2 65..	2 67..	2 81..	2 86..	2 86..	2 94..	3 14..	3 20..	3 24..	3 23
Kanganies ..	2 45..	2 47..	2 61..	2 66..	2 66..	2 74..	2 94..	3 0..	3 4..	3 3
Watchers ..	2 35..	2 37..	2 51..	2 56..	2 56..	2 64..	2 84..	2 90..	2 94..	2 93
Average wages per worker in the Engineering Trade ..	2 35..	2 37..	2 51..	2 56..	2 56..	2 64..	2 84..	2 90..	2 96..	2 95
Printing Trade—										
Class A ..	148 50..	150 0..	159 50..	163 0..	162 50..	167 83..	175 8..	177 0..	179 50..	178 83
Class B ..	111 30..	112 50..	119 63..	122 25..	121 88..	125 88..	132 25..	134 0..	135 88..	135 38
Class C Grade I ..	80 25..	81 25..	87 19..	89 38..	89 6..	92 40..	98 33..	100 0..	101 56..	101 15
Class D ..	64 20..	65 0..	69 74..	71 50..	71 25..	73 92..	79 42..	81 0..	82 25..	81 92
Class E ..	60 20..	60 95..	65 42..	67 6..	66 82..	69 33..	74 73..	76 29..	77 47..	77 15
Class F ..	28 89..	29 25..	31 39..	32 18..	32 6..	33 26..	37 80..	39 20..	39 76..	39 61
Class G ..	64 20..	65 0..	69 75..	71 50..	71 25..	73 92..	79 42..	81 0..	82 25..	81 92
Average wages per month ..	75 57..	76 49..	81 99..	84 1..	83 72..	86 84..	97 9..	98 74..	101 8..	100 67

The details of the rates of wages in the trades mentioned in the preceding paragraph for the period 1939-44 were collected from a few firms engaged in these trades. This information, though not quite comprehensive, has been

used below along with the information given in the preceding paragraph to study the movement of wages in these trades in relation to the cost of living. The average wages per day of a worker in these trades for the period 1939-1954 are given below :—

Years	1939	1940	1941	1942	1943	1944	1945	1946
	<i>Rs. c.</i>	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
Average wages	.. 0 80	.. 0 84	.. 0 98	.. 1 7	.. 1 30	.. 1 58	.. 2 19	.. 2 21
Years	1947	1948	1949	1950	1951	1952	1953	1954
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	<i>Rs. c.</i>
Average wages	.. 2 35	.. 2 41	.. 2 41	.. 2 50	.. 2 64	.. 2 71	.. 2 79	.. 2 78

The index numbers of money wages, of cost of living and of real wages of these workers are shown in the statement below. It is of interest to note that there has been a significant increase in the wages of the workers in 1945, the year in which Wages Boards fixed minimum rates of wages for these workers.

Year	Wages Index Average Wages 1939 = 100	Cost of Living Index Number Colombo Working Class with Base shifted to 1939 = 100		Real Wages Index No.
1939	.. 100	..	100	.. 100
1940	.. 105	..	104	.. 101
1941	.. 123	..	113	.. 109
1942	.. 134	..	150	.. 89
1943	.. 163	..	182	.. 90
1944	.. 198	..	185	.. 107
1945	.. 274	..	205	.. 134
1946	.. 276	..	212	.. 130
1947	.. 294	..	233	.. 126
1948	.. 301	..	241	.. 125
1949	.. 301	..	239	.. 126
1950	.. 313	..	252	.. 124
1951	.. 330	..	262	.. 126
1952	.. 339	..	260	.. 130
1953	.. 349	..	265*	.. 132
1954	.. 348	..	263*	.. 132

* Equivalent of Colombo Consumers' Index Number in terms of the Cost of Living Index Number, Colombo Working Class.

Changes in Salaries

The details of salaries payable to selected grades of employees in the Public Service in December, 1939, and December, 1955, together with index numbers of money incomes and the real incomes of the holders of these posts are shown in the statement below :—

Grade of Post	Initial Monthly Salary Inclusive of all Allowances		Index Number of	
	December, 1939	December, 1955	Money Incomes in December, 1955, with 1939 as the Base	Real Income in December, 1955, with 1939 as the Base
Puisne Judge	.. 2,337 50	.. 3,066 60	.. 131.2	.. 50.1
C.C.S., (O.E.) Class I, Grade I	.. 2,150 0	.. 2,291 60	.. 106.6	.. 40.7
Director of Public Works	.. 2,150 0	.. 2,291 60	.. 106.6	.. 40.7
Chief Telecommunication Engineer	.. 1,380 0	.. 1,571 60	.. 113.9	.. 43.5
Factory Engineer, P. W. D.	.. 1,380 0	.. 1,411 60	.. 102.3	.. 39.0
Clerical Service (O.E.)—				
10th year E.C.C., Grade I	.. 408 50	.. 702 25	.. 171.9	.. 65.6
1st year E.C.C., Grade I	.. 287 50	.. 561 85	.. 195.4	.. 74.6
10th year E.C.C., Grade II	.. 189 75	.. 414 85	.. 218.63	.. 83.4
1st year E.C.C., Grade II	.. 86 25	.. 279 55	.. 324.1	.. 123.7
10th year G.C.C.	.. 87 40	.. 278 38	.. 318.5	.. 121.6
1st year G.C.C. (N.E.)	.. 40 0	.. 182 60	.. 456.5	.. 174.2

A study of this statement shows that there has been an appreciable reduction in the real incomes of the upper and middle classes of the public servants in 1955 compared to 1939. In this context the following quotation from the Report of the Director of Census and Statistics on the Middle Class Family Budget Inquiry published in 1950 will be of interest.

“ When the war allowance scheme was formulated it was done apparently on the principle that the lowest groups could not bear any increase in the cost of living while the higher groups could afford to bear some of it with consequent reduction in their standard of living. No analysis appears to have been made thereafter as to what extent the deterioration in the standard of living of the higher groups had gone ”.

Subsequent to the publication of this Report a Salaries Commission was appointed and new scales of salaries recommended by this Commission came into force with effect from April, 1955. Even the changes introduced by the recommendations of this Commission have not materially altered the position of the middle and upper classes of the Public Service.

Conclusion

The information given in the preceding paragraphs would appear to indicate that the real income of wage earners and salary earners in the low income groups have actually increased in this period. The experience in this country supports the change in the views of the economists regarding the relation between changes in wages and prices. Professor Taussig in his early editions of the “ Principles of Economics ” states that “ wages go up more slowly than prices is one of the best attested facts in economic history ”. In the 4th edition published in 1939 he has qualified this statement by the following remarks :—

“ All these remarks about changes in wages apply more to earlier times, say, to the close of the nineteenth century—than to later. In the twentieth century the situation is changed. For various reasons, wages have moved more than in accord with prices in times of rise, less so in times of fall. Labour Organizations have become stronger, more alert to take advantage of favourable conditions, better able to resist the effect of depression. For one reason or another, the stickiness of wages has become less, markedly less in England as regards periods of falling prices and less in the United States when prices are rising.”

Contributed by

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 November, 1955, was 100·8 as against 100·3 for October, 1955, an increase of 0·5.

Wages Rates

(a) Basic Wages :

The Basic Wages of workers in all trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

(b) *Special Allowances :*

The special allowances payable for the month of December, 1955, to workers in the Tea Growing and Manufacturing Trade, the Rubber Growing and Manufacturing Trade, the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade, the Cocount Growing Trade, the Coconut Manufacturing Trade and the Plumbago Trade will be slightly more than that for the month of November, 1955. The special allowances payable to workers in all other trades to which Part II of the Wages Boards Ordinance has been applied will be the same as for the month of November, 1955.

Strikes

There were altogether eight strikes during the month of September, 1955 involving 1,793 workers and a loss of 12,602 man days. Three of these were in Tea estates involving 654 workers and a loss of 1,460 man-days, and two in Rubber estates involving 260 workers and a loss of 1,978 man days. Of the remaining three strikes one was in the Tea Export Trade, one in the Cinema Industry and the other in the Dock, Harbour and Port Transport Industry, involving in all 879 workers and a loss of 9,164 man-days.

Arrivals and Departures of Indian Estate Labourers

In November, 1955, the departures of Indian estate labourers exceeded the arrivals by 364 as compared to 337 in October, 1955. The total excess of departures over arrivals in 1955 was 2022 up to the end of November.

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 September, 1955, and October, 1955, was as given below :—

	September, 1955			October, 1955		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	11,516	2,696	14,212	11,771	2,666	14,437
Skilled	7,608	697	8,305	7,708	702	8,410
Semi-skilled	14,633	4,650	19,283	14,977	4,695	19,672
Unskilled	25,133	2,241	27,374	25,123	2,107	27,230
Total	58,890	10,284	69,174	59,579	10,170	69,749

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

	September, 1955			October, 1955		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	261	29	290	162	29	191
Skilled	79	—	79	175	—	175
Semi-skilled	88	11	99	109	7	116
Unskilled	388	2	390	247	1	248
Total	816	42	858	693	37	730

NOTES OF CURRENT INTEREST

Collective Agreement No. 3 of 1955—Dock, Harbour and Port Transport Industry in the Port of Colombo

The parties to the Collective Agreement No. 1 of 1955 signed a supplementary agreement (Collective Agreement No. 3 of 1955) on November 19, 1955. The main provisions of the supplementary agreement are—

- (a) *Piece Rate Wages.*—Earnings at piece rates for any day to be not less than 1/26th of the minimum time rate ;
- (b) *Attendance Bonus.*—An attendance bonus to be paid at the following rates :—
- | | |
|--|-----------|
| For more than 287 days' attendance
in a year | Rs. 25·0 |
| For more than 235, but less than 288
days' attendance in a year | Rs. 12·50 |
- (c) *Sick Leave.*—Seven days paid sick leave for an year.

Trade Unions registered in November, 1955

<i>Registered No.</i>	<i>Name of Union</i>
696 ..	P. W. D. Bridges Storemen's Union
697 ..	United Laundry and Saloon Workers' Union (Mid- and Up-country Plantations)
698 ..	All-Ceylon English Assistant Teachers' Union
699 ..	Anuradhapura Urban Council Workers' Union

Trade Unions cancelled in November, 1955

<i>Registered No.</i>	<i>Name of Union</i>
255 ..	British Ceylon Corporation Workers' Union
299 ..	Bambalapitiya D. I. Carpentry Workshop Workers' Union
365 ..	Department of Agricultural Farm and Engineering Employees' Union
384 ..	Government Teachers' Union of Badulla
395 ..	Jaffna Government Carpentry Workshop Workers' Union
447 ..	Excise Inspectors' Association
526 ..	Giridasa Workers' Union
533 ..	Colombo Lawyers' Clerks' Association
559 ..	Junior Assistant Engineers' Association, P. W. D.
561 ..	Koggala D. I. Carpentry Workers' Union
562 ..	All-Ceylon Shop Employees' Union
563 ..	Water Front Workers' Union
564 ..	All-Ceylon Hotel Employees' Union
568 ..	North Ceylon Local Government Workers Union

The Award made by the Arbitrator (District Judge, Colombo) in the dispute between the Ceylon Bank Clerks' Union and the Commercial Banks Association (Ceylon)

BY a writing dated January 26, 1955, the Commissioner of Labour, in terms of section 3 (ii) of the Industrial Disputes Act, No. 43 of 1950, referred to me as District Judge of Colombo, for settlement by arbitration, an industrial dispute between the Commercial Banks' Association and the Ceylon Bank Clerks' Union. The Commissioner specified in a statement four matters in dispute between the parties :

- (1) Increase in Basic Salaries
- (2) Rent Allowance
- (3) Superannuation Schemes
- (4) Remuneration at over-time rate for work done on 31st December 1953.

2. The Administrative Secretary of the District Court submitted to me the Commissioner's Reference on 15th February 1955, and thereafter the matter was registered as a Special Case and notices were issued to the parties. The hearing was fixed for 28th March 1955, and the succeeding days. The priority given by the Act to these proceedings is only a relative one. In order to suit Counsel, the hearing began on 29th March 1955, but could not be continuous owing to the convenience of the parties and their Counsel, the Court vacation, and other problems with which the District Court, abnormally congested with work at the time, had to contend. An application made by the Union for a postponement of the hearing was refused by me. The hearing took ten days, and was concluded on 26th May, 1955. Shortly after that, some of the documents which had not been tendered in time, were obtained, and the record was sent to me with the exhibits and other documents. Meanwhile, I assumed duties as a Commissioner of Assize on 30th May 1955, with only a week-end to spare after the conclusion of the hearing. The transmission of my award to the Commissioner of Labour has thus been regrettably and inevitably delayed.

3. The appearances at the hearing were as follows :—

- Mr. S. Nadesan, Q.C., with Mr. J. C. Thurairatnam for the Ceylon Bank Clerks' Union ;
- Mr. N. E. Weerasooria, Q.C., with Mr. S. J. Kadirgamar for the Commercial Banks' Association of Ceylon ;
- Mr. W. Wijeratnam, Assistant Commissioner of Labour, for the Commissioner of Labour ;
- Mr. E. G. Wikramanayake, Q.C., with Mr. Walter Jayawardena appeared for the Bank of Ceylon shortly before the conclusion of the hearing.

Although the Bank of Ceylon was not a member of the Commercial Banks' Association and was not a party to the dispute, I heard Mr. Wikramanayake in the exercise of my discretionary powers under the Industrial Disputes Act. I shall refer to the Ceylon Bank Clerks' Union as "The Union", to the Commercial Banks' Association (Ceylon) as "The Association", and to the Bank of Ceylon by its name as such.

4. At the commencement of the hearing, *Item 4* specified in the statement prepared by the Commissioner of Labour, viz., Remuneration at over-time rate for work done on 31st December 1953 was withdrawn. In the course of the hearing, the Union also withdrew, with liberty to renew it, *Item 3*, viz., Superannuation Schemes, and I made an order accordingly. The two matters for my decision are therefore—

- (1) Increase in Basic Salaries ; and
- (2) Rent Allowance.

No oral evidence was led by either side at the hearing, which was confined to documents and arguments by Counsel. Oral evidence would in fact have been redundant.

5. *First Salary Scheme.*—The first salary scheme for Bank Clerks by an independent tribunal was made by Mr. T. W. Roberts in October, 1944, in his capacity as Arbitrator. He constructed two Grades for Bank Clerks as shown in the following table, which details his findings taken from his Award P 2 :—

The Roberts Bank Award—August, 1944

<i>Grade 1</i>		<i>Grade 2</i>		<i>War Allowance</i>
<i>Rs.</i>		<i>Rs.</i>	<i>c.</i>	
50	..	—	..	—
53	..	—	..	—
56	..	—	..	—
60	..	—	..	} Minimum of 35 per cent. of Basic Pay
66	..	—	..	
72	..	—	..	
78	..	—	..	
84	..	—	..	
90	..	—	..	
96	..	—	..	
102	..	—	..	
108	..	—	..	
114	..	—	..	
BAR	..	—	..	
120	..	120	0	
126	..	127	50	
132	..	135	0	
138	..	142	50	
144	..	150	0	
150	..	157	50	
156	..	165	0	
162	..	172	50	
168	..	180	0	
174	..	187	50	
180	..	195	0	
186	..	207	50	
192	..	220	0	
198	..	232	50	
204	..	245	0	
—	..	257	50	
—	..	270	0	
—	..	282	50	
—	..	295	0	
—	..	300	0	
—	..	—	..	
—	..	—	..	

Mr. Roberts stated—

“ It seems to me that I must have some regard to current rates of remuneration and to Government rates, since Government is the biggest employer. But petitioners on the average have not the same educational attainments as clerks of the Public Service, and their cost of production is less. They should hardly expect equal pay with Government clerks.

Again, many of the Banks have more generous pension schemes than Government. On the other hand, the present pay is plainly not a living wage. I agree with petitioners that an efficient clerk should rise to Rs. 300 per month before he retires, I will not say in 30 years but in 33 or thereabouts”.

Mr. Roberts made the increments in Grade 1 automatic up to Rs. 114. Clerks in this Grade could rise after 15 years to Rs. 204, depending on there being nothing against them. But the increments in Grade 2 had to depend on efficiency.

6. *Summary of the Union's Arguments on Basic Salaries.*—Instead of there being three classes as in the Government Clerical Service, Mr. Roberts made two classes for Bank Clerks, combining Class 2 and Class 3 in the Government Service into Grade I. Since Mr. Roberts fixed the salaries at a time when the cost of living index was 100 points, the present problem is to devise a salary scale when the cost of living index is 160 to 175. The resulting position is shown in the exhibit P 32, according to which the initial salary in Grade 1 is Rs. 80 and the maximum Rs. 326. In Grade 2, the maximum is Rs. 480. The Union's final demand, tabulated in the exhibit P 30, fixes the initial salary in Grade 1 at Rs. 90 and the maximum at Rs. 315, there being fifteen increments of Rs. 9 each, and ten increments of Rs. 10 each. In Grade 2, the maximum is fixed at Rs. 445, there being two increments of Rs. 14 each, and fourteen increments of Rs. 15 each. This final demand of the Union is based on the Report of the Salaries and Cadres Commission, 1953 (Sessional Paper XII of 1953), implemented during the hearing of this Industrial Dispute. The cost of production of a bank clerk today is identical with the cost of production of a Government clerk because both insist on the same minimum qualification of the Senior School Certificate. The salaries of bank clerks being out of alignment with salaries of others is not the important consideration but a living wage. The salaries of bank clerks should be regraded on the basis of $133\frac{1}{3}$ points, and there should be an all along increase of 60 per cent. as a sound principle. This is essential because the salaries of the Government Clerical Service were raised as a result of the increase of the cost of living allowance from 100 to $133\frac{1}{3}$ points. Mathematically, the same process should be applied to the Roberts Award P 2. A basic salary fixed ten years ago should be changed today. What is adequate is a matter of simple mathematics. Increase in basic salary involves increase in the minimum, maximum, and increments. An increase in the initial salary is necessary for the purchase of the identical quantity of articles at a higher cost, viz., 60 per cent. more. The maximum has to be fixed by taking the 60 per cent. increase. Age of retirement and probable family responsibilities are to be taken into account in fixing the maximum. Comparison for payment of salaries must be with similar profit-making institutions, though Government scales should be a guide in the fixation of wages. Banks pay great attention to integrity, character and reliability, while Government appointments are based on competitive examinations. Bank clerks should not be paid less salaries than those in the General Clerical Service. Profit-making institutions like Banks must be required to pay more than the Government. While employees in the Government Clerical Service have greater attractions and compensations than those in the Clerical Service, of the Banks, e.g., free railway warrants, widow's and orphans' pensions, &c., the work of bank clerks requires speed. Since the age for recruitment for bank clerks is before the age of twenty-one years, the period of service fixed in the Roberts Award is too long. The periods of 28 years and 33 years in the respective Grades should be reduced to 20 and 25 years. Increments should be calculated and distributed between the two fixed termini.

7. *Summary of the Union's Arguments for Rent Allowance.*—Bank employees are compelled to work in towns, mostly in the town of Colombo. Owing to the housing shortage, it is impossible to obtain houses at reasonable rents. Public

Servants are granted a rent allowance unless they are in occupation of Government quarters. There is no reason why banks should refuse to give a rent allowance. It should be on a basis of 20 per cent. to married men, and 10 per cent. of the basic salary to bachelors. The system of rent allowance prevails among the higher officials of the banks. A rent allowance would mitigate some of the hardships if houses are not available. The Dearness Allowance does not take into account rent allowance. It should not be merged in or added to the basic salary. Because the banks have consistently refused to give a rent allowance to their employees, it is not a good reason for now refusing the rent allowance. The Sastry Award in India, for instance, gave a rent allowance for the first time in March, 1953. The only matter in the determination of rent allowance is the capacity of the industry to pay.

8. *Fixing the Basic Salary.*—Most of the arguments adduced on behalf of the Union are untenable and cannot be related to any principle of wage fixation. It was rightly conceded by the Union that such matters as Dearness Allowance should not be considered except to the extent that the question of the increase in the cost of living should have some relevance to the matter of fixing the basic salary. That was because there was no dispute between the Union and the Association regarding the basis of the cost of living allowance paid to bank clerks. I do not consider it necessary for the purpose of my Award to trace the history and growth of salary scales in the Government Clerical Service. It is sufficient to say that the Government scale has necessarily provided some guidance. The Union did not press for the adoption of the exorbitant scale it originally put before me but submitted another scale alleged to be based on logical data. During the early stages of the hearing, the Union assailed the Roberts Award as containing unjustifiable theories and assumptions, but later conceded that it was not only acceptable both to the Union and the Association at the time, but it has also worked satisfactorily. The demands of the Union made frequent meanderings during the hearing and took the form of wage-bargaining, presumably in an attempt to probe the strength of the Association. It was thus that the initial demands of the Union were abandoned, and intermediate and final demands, based on new calculations, took their place. When the final demand was tendered, it was indeed like taking the cat in your lap after holding a squirrel. During the hearing, the Association prepared and tendered a salary scale on a request made by me to show its suggestions in figures. The scale was merely an offer of terms which, if accepted, would have ended the dispute between the Union and the Association. The Union did not accept it for reasons which it considered good and sufficient. I am unable to adopt it as it does not conform to the principles which I set out. Considerations which may well form the basis of a private treaty cannot be adopted indiscriminately in an Award of this kind.

9. *Principles.*—(a) It was agreed by the Association that some revision of the salary scale had become necessary. I was never in doubt about the need for a revised salary scale. It was frankly admitted by Counsel for the Union that on previous occasions the Union's case had not been put forward on sufficient data or adequate material or presented in a comprehensible manner. Salaries cannot be increased by mere resort to arithmetic and given the name of a living wage. The rapid attainment of permanent improvements in standards of living is impossible. That times change and we share in the change cannot be realized with an immediacy unrelated to general economic conditions. The statement that Mr. Roberts combined Classes 2 and 3 of the Government Clerical Service and thus made Grade 1 for bank clerks has no foundation. If he did so combine, the consequences have not been the same as in the Government Clerical Service. His Award cannot be regarded as a ready reckoner for the multiplication of static figures in order to make wages. Mr. Roberts did not state that he took the cost of living index to be 100 points. In fact

he made no reference to a living index at all. The main contention on behalf of the Union that fixing a basic salary is a simple mathematical operation in relation to the cost of living index does not commend itself. I am in agreement with the **AUTOCRAT OF THE BREAKFAST TABLE** that "the calculating power alone should seem to be the least human of qualities, and to have the smallest amount of reason in it". The concept of a living wage is plausible but is imprecise for want of an objective standard for wage-fixation. Since thrift and avoidance of waste depend on some degree of competence, the so-called living wage is not a panacea. Estimates of a living wage as such, therefore, tend to be misleading. When Mr. Roberts made his Award, it is only fair to presume that he took into account the wherewithal or the necessities of life.

(b) I am of the opinion that the salaries of the Union should have a bearing on other units as well, since the highest possible level of mutual understanding in other enterprises has to be secured. This is a fundamental matter which cannot be whittled away by partial considerations. It is well known that banking is a basis for other industries and economic enterprises. As stated in the tendered memorandum of Mr. C. Loganathan, General Manager of the Bank of Ceylon :

" Banking service is not such a commodity as can be imported nor can banking service be produced locally by any bank not conducting business in Ceylon Banking service must be produced locally and be always available at costs within the reach of the consumers in general."

It is not the case of the Union that workers are in short supply. The Union regards Banking as a prosperous industry. Let it be granted. If, in these circumstances, the rise in the wages of bank clerks reaches a level far out of line with wages in other industries, it is not difficult to envisage the practical disadvantages and unrest caused to workers in other industries, bringing about ultimate instability in the economic system, which, in my opinion, any wage policy must protect. The Union has completely overlooked certain fundamental problems. In a highly developed country, the capacity of the people to pay for banking facilities is greater, and the high standard of living must precede the high cost of banking. For a high standard of living, extensive banking facilities have to be provided at a reasonable cost. Banking, being a basic factor for all economic enterprises, must not be made to receive the impact of unduly high wages. It is not an argument to urge that wages in banks should be higher than in Government Service or better than in other units. The figures tendered by the Union are a demand for preferential treatment. The structure of the Roberts Award has been utilized by the Union to turn out results like a corn-sheller. It is important to bear in mind that Ceylon is an under-developed country. There is therefore, all the more reasons that it should provide extensive as well as inexpensive banking facilities. A common sense rejoinder to the claims of the Union is the following extract from a speech made in 1949 by Sir Stafford Cripps, one-time Chancellor of the Exchequer :

" It is most unfair of those workers who think they can bring some particular pressure to bear upon society to demand increases which can only be got at the cost of their fellow-workers. Not only is it unfair, but if such demands were generally indulged in, it would wreck all hope of our recovery ".

(c) The new factor in favour of the high demands made by the Union is said to be the decision by the Government, the largest employer, that basic salaries should be calculated on the footing that the cost of living index should be stabilized from 160 to 175. *Non sequitur* that bank clerks should be paid more than those in the Government Clerical Service, where the compensations are

conceded to be greater. It is not a principle that all salaries should be raised each time the cost of living index goes up. There is no doubt of the greater variety of work in the Government Clerical Service, where in the higher grades there is greater responsibility. The number of banks is necessarily limited, and the higher posts available in the banks are less.

10. *Rent Allowance.*—There is no doubt that the present housing shortage makes it impossible to obtain houses at reasonable rents. The fact that a rent allowance is given to public servants, unless they are in occupation of Government quarters, is not a cogent reason for granting a similar allowance to bank clerks, whose position cannot admittedly be equated to that of Government clerks. No reasons have been given why the Union is opposed to the addition of a rent allowance to the basic salary. The argument that the only matter in the determination of a rent allowance is the capacity of the industry to pay does not find favour for reasons I have already given in dealing with the fixation of the basic salary. Many of the considerations which influenced the Sastry Award were necessarily coloured by the conditions of service peculiar to various parts of India. Those considerations have no application here and are not an useful guide. The same type of occupation does not always have the same elements in all countries. The unwillingness of the Association to grant a rent allowance is by no means a justification for its demand by the Union. The Union has not been able to point to any comparable service which pays a separate Rent Allowance to its employees in Ceylon. To introduce a separate Rent Allowance is to add a new element which does not seem to me to be just. In order to mitigate the undoubted hardships, I have, in fixing the basic salary, taken into account the matter of rent, which accrues to the benefit of married persons and bachelors alike. The claim made by the Union for a separate Rent Allowance is dismissed.

11. *Minor Staff.*—The contention of the Union that the wages of the minor staff should also have a proportionate increase if the clerical staff of the same concern is to be given an increase is mere wage-bargaining. It was admitted by the Union that the present scales of salaries of Head Peons, Peons, Money Testers, Watchers and Labourers, shown in the exhibit P 36, are comparatively high. The salary scale for peons, it was conceded by the Union, is vastly superior to the scale of salaries paid to Peons in Government Service. The reason given by the Union for this superiority is the alleged necessity, which the Association has recognized, to keep temptation away from Bank Peons. Such a dismal doctrine implicit in a private arrangement to keep down temptation is not a good ground for the enhancement of salaries. Since no case has been made out by the Union for an increase in the basic pay of the minor staff, I make no change.

12. *Findings and Conclusion.*—I award the following salary scale to the bank clerks of the Union :—

Salary Scale	
Grade 1	Grade 2
Rs.	Rs.
90	—
93	—
97	—
103	—
109	—
115	—
121	—
127	—
133	—

Grade 1

Rs.

139
145
151
157
164
171
178
185
192
199
206
213
220
227
234
241
250
260
270

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Grade 2

Rs.

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155
165
175
185
195
205
215
225
237
249
261
273
285
297
309
321
333
345
360
375

In preparing this scale, I have left intact the structure of the Roberts Award. The age of recruitment for bank clerks is twenty-one years. I am not convinced that the periods of service should be reduced. The period of service would be reflected in Superannuation Schemes which the Union proposes to bring up later. I have taken into account not only the human needs of bank clerks, but also the conditions prevailing in the country, what the banking industry can bear, the matter of rent, increments, retirement, comparable services, and the like. The Union has asked that the new salary scale be made retrospective from October, 1946, when a revision of the salaries and wages of all Government employees was made (Report of the Salaries Committee, Sessional Paper VIII—1946). Since the total number of bank clerks is in the region of 1,500 a modest estimate of the amount the clerks have lost, so the Union contends, is Rs. 3,000,000 and this huge burden of losses caused by the failure of the Association to consider the increase in salaries should not be thrown on the clerks themselves for the full period. Since 1944, the first time the Union raised the question of basic salary was on 5th May 1952. That is the matter which is the subject of these proceedings. During the last few years, it has been alleged, the banks have saved about Rs. 5,000,000 at the expense of human suffering. It is not difficult to dispose of this contention briefly because the alleged "loss", or, less paradoxically, the negation of benefits, was the direct result of the admittedly inadequate representations made in the past by the Union to the Association. This retrospect, therefore, cannot be made a liability of the Association. For the same reasons, the alleged "saving" by the banks cannot be made to accrue to the benefit of the Union.

Taking all the relevant factors into account, I make the new salary scale retrospective from 28th March 1955, which was the date fixed for the commencement of the hearing.

November 26, 1955.

L. W. DE SILVA,
Arbitrator.

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

*Index Number
Nov., 1942
= 100*

Base : November, 1942 = 100

Group Weights	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24	
1943	.. 103	.. 94	.. 105	.. 138	.. 118	.. 197*
1944	.. 102	.. 94	.. 105	.. 156	.. 127	.. 200
1945	.. 110	.. 94	.. 112	.. 165	.. 158	.. 221
1946	.. 113	.. 111	.. 124	.. 180	.. 155	.. 229
1947	.. 126	.. 121	.. 136	.. 213	.. 157	.. 252
1948	.. 138	.. 101	.. 148	.. 189	.. 157	.. 260
1949	.. 144	.. 97	.. 129	.. 156	.. 148	.. 258
1950	.. 154	.. 102	.. 129	.. 155	.. 154	.. 272
1951	.. 155	.. 112	.. 129	.. 197	.. 160	.. 283
1952	.. 153	.. 104	.. 131	.. 192	.. 168	.. 281

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base Average Prices 1952=100

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

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
June	.. 104.71	.. 102.31	.. 101.53	.. 80.92	.. 93.76	.. 100.1
July	.. 104.57	.. 100.23	.. 101.53	.. 80.64	.. 95.16	.. 100.2
August	.. 103.67	.. 102.31	.. 101.53	.. 80.66	.. 95.93	.. 99.9
September	102.94	.. 101.61	.. 101.53	.. 80.64	.. 96.14	.. 99.4
October	.. 104.60	.. 102.31	.. 101.53	.. 80.84	.. 95.24	.. 100.3
November	105.53	.. 103.00	.. 101.53	.. 80.16	.. 95.03	.. 100.8

TABLE II—WAGES INDEX NUMBERS

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

A

BASE : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled male Workers in Government Employment in Colombo		
	Average Minimum	Wage	Index	Average Monthly	Wage Rate	Index
	Rate of Daily Index	Rate No.	No. of Real Wages	Rate of Wages	Index No.	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
June .. 2.08 .. 108.33 .. 108.22 .. 96.24 .. 107.18 .. 107.07
July .. 2.05 .. 106.77 .. 106.56 .. 96.24 .. 107.18 .. 106.97
August .. 2.05 .. 106.77 .. 106.88 .. 96.24 .. 107.18 .. 107.29
September .. 2.05 .. 106.77 .. 107.84 .. 96.24 .. 107.18 .. 108.28
October .. 2.07 .. 107.81 .. 107.49 .. 96.24 .. 107.18 .. 106.86
November .. 2.07 .. 107.81 .. 106.95 .. 96.24 .. 107.18 .. 106.33

TABLE III

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	19,833
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
May	13,445	7,886	17,660	26,298	65,289
June	13,394	7,925	17,864	26,573	65,756
July	13,684	7,988	18,404	26,898	66,974
August	14,059	8,234	19,065	27,249	68,607
September	14,212	8,305	19,283	27,374	69,174
October	14,437	8,410	19,672	27,230	69,749

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

TABLE IV

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

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Katutura	Galle	Kandy	Nawalapitiya	Kurunegalla	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	—	233	—	—	—	—	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	1,332	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	358	380	340	510	668	416	1,274	51,231
May	28,712	2,938	3,065	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
May	33,548	3,773	3,830	6,128	3,844	1,014	2,307	2,383	1,661	561	462	225	1,111	934	1,437	336	1,735	65,289
June	33,849	3,623	4,028	6,376	3,665	913	2,311	2,291	1,677	636	508	203	1,119	926	1,500	338	1,793	65,756
July	34,631	3,572	4,179	6,424	3,906	868	2,343	2,251	1,741	647	501	221	1,033	999	1,486	335	1,837	66,974
August	35,555	3,460	4,361	6,377	4,440	852	2,431	2,249	1,801	650	424	316	764	1,095	1,573	362	1,897	68,607
September	35,907	3,384	4,532	6,393	4,337	795	2,479	2,267	1,804	628	449	307	744	1,163	1,627	384	1,974	69,174
October	36,162	3,378	4,631	6,351	4,577	771	2,496	2,248	1,874	599	425	310	715	1,171	1,575	389	2,077	69,749

* 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 V—The number of Persons placed in employment since 1939

Year	Technical and Clerical		Skilled		Semi-Skilled		Unskilled		Total
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	
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
1946	..	..	1,303	..	3,012	..	1,341	..	10,130
1947	..	..	915	..	1,417	..	911	..	4,161
1948	..	..	1,355	..	1,563	..	1,311	..	6,118
1949	..	..	1,807	..	1,616	..	1,767	..	9,590
1950	..	..	2,059	..	1,509	..	1,438	..	5,773
1951	..	..	2,019	..	1,546	..	1,867	..	5,874
1952	..	..	3,107	..	1,802	..	1,887	..	5,657
1953	..	..	1,528	..	669	..	1,371	..	2,820
1954	..	..	..	..	..	..	..	..	..
	January	..	35	..	87	..	71	..	285
	February	..	22	..	96	..	42	..	390
	March	..	74	..	102	..	57	..	555
	April	..	52	..	50	..	54	..	317
	May	..	54	..	76	..	89	..	552
	June	..	118	..	108	..	67	..	691
	July	..	112	..	52	..	85	..	542
	August	..	89	..	70	..	72	..	305
	Sept.	..	166	..	71	..	82	..	328
	Oct.	..	128	..	58	..	91	..	226
	Nov.	..	133	..	68	..	136	..	306
	Dec.	..	114	..	41	..	76	..	163
1955	..	..	..	..	..	..	..	..	..
	January	..	110	..	37	..	74	..	410
	February	..	100	..	79	..	43	..	131
	March	..	107	..	80	..	119	..	195
	April	..	130	..	41	..	56	..	198
	May	..	166	..	113	..	69	..	265
	June	..	195	..	83	..	101	..	200
	July	..	166	..	127	..	149	..	506
	August	..	356	..	92	..	179	..	647
	September	..	290	..	79	..	99	..	390
	October	..	191	..	175	..	116	..	248

TABLE VI—The Number of Persons registered and the Number Placed in Employment during the Month of October, 1955

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
	Colombo	.. 573	.. 102	.. 626	.. 115	.. 746	.. 50	.. 1,210	.. 75	.. 3,155	.. 342
Negombo	.. 52	.. 1	.. 44	.. 2	.. 69	.. 4	.. 91	.. 8	.. 256	.. 15
Kalutara	.. 65	.. 4	.. 34	.. 4	.. 102	.. 1	.. 146	.. 11	.. 347	.. 20
Galle	.. 82	.. 5	.. 31	.. 1	.. 124	.. 2	.. 158	.. 5	.. 395	.. 13
Kandy	.. 211	.. 8	.. 71	.. —	.. 287	.. 11	.. 172	.. 2	.. 741	.. 21
Nawalapitiya	.. 16	.. 1	.. 9	.. —	.. 26	.. —	.. 62	.. 4	.. 113	.. 5
Kurunegala	.. 88	.. 13	.. 7	.. —	.. 87	.. 1	.. 70	.. 2	.. 252	.. 16
Jaffna	.. 102	.. 30	.. 19	.. 6	.. 76	.. 10	.. 61	.. 11	.. 258	.. 64
Ratnapura	.. 49	.. 1	.. 14	.. —	.. 97	.. 4	.. 62	.. 2	.. 222	.. 7
Badulla	.. 20	.. 5	.. —	.. —	.. 24	.. 2	.. 25	.. 1	.. 69	.. 8
Batticaloa	.. 25	.. 4	.. 20	.. 9	.. 11	.. 1	.. 56	.. 15	.. 112	.. 29
Kalmunai	.. 25	.. 1	.. 14	.. 23	.. 12	.. —	.. 59	.. 47	.. 110	.. 71
Trincomalee	.. 22	.. 7	.. 24	.. 14	.. 9	.. 8	.. 96	.. 32	.. 151	.. 61
Anuradhapura	.. 51	.. 5	.. 16	.. 1	.. 58	.. 14	.. 59	.. 5	.. 184	.. 25
Avissawella	.. 24	.. 1	.. 9	.. —	.. 34	.. —	.. 51	.. 15	.. 118	.. 16
Haputale	.. 3	.. 1	.. 3	.. —	.. 8	.. 1	.. 19	.. —	.. 33	.. 2
Matara	.. 59	.. 2	.. 29	.. —	.. 81	.. —	.. 81	.. 13	.. 250	.. 15
Total	.. 1,467	.. 191	.. 970	.. 175	.. 1,851	.. 116	.. 2,478	.. 248	.. 6,766	.. 730

TABLE VII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	18	.. Not available	.. Not available	4	.. Not available	Not available
1940	36	9,732*	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66‡	12,399	25,937
1945	28	3,514	4,285	53	28,875	153,388½
1946	87	15,259	31,830½	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933½	20	1,065	2,497½
1949	66	477,412	681,340	28	2,874	14,576½
1950	82	22,808	85,837	23	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	2,849
‡ 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	5	405	1,387	6	2,207	13,806
April	6	592	901	4	325	913
May	7	1,355	5,156	3	160	296
June	4	1,066	1,788	3	878	826
July	3	1,253	27,401	4	1,067	705
August	9	1,609**	4,207	1	50	900
September	5	914	3,438	3	879	9,164

* 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.

** Amended figures.

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

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

TABLE VIII—CLASSIFICATION OF THE STRIKES IN SEPTEMBER, 1955, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea	3	..	654	..	1,460	..
Rubber	2	..	260	..	1,978	..
Tea-cum-Rubber	—	..	—	..	—	..
Coconut	—	..	—	..	—	..
Coconut-cum-Rubber	—	..	—	..	—	..
Total	5		914		3,438	
Engineering	—	..	—	..	—	..
Printing	—	..	—	..	—	..
Motor Transport	—	..	—	..	—	..
Tea Export	1	..	434	..	64	..
Rubber Export	—	..	—	..	—	..
Coconut Manufacturing	—	..	—	..	—	..
Toddy, Arrack and Vinegar	—	..	—	..	—	..
Match Manufacturing	—	..	—	..	—	..
Plumbago	—	..	—	..	—	..
Cinema	1	..	265	..	9,010	..
Dock, Harbour and Port Transport	1	..	180	..	90	..
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	—	..	—	..	—	..
Tile Manufacturing	—	..	—	..	—	..
Total	3		879		9,164	
Grand Total	8		1,793		12,602	

TABLE IX—CLASSIFICATION OF THE STRIKES IN SEPTEMBER, 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	2	1	503
2. Wage increases. Higher rates for piece work, &c.	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	2	—	232	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	—	1	—	434
5. Food matters. Welfare	—	1	—	180
6. Right of association and meeting	—	—	—	—
7. Factional disputes and domestic matters	—	—	—	—
8. External matters, e.g., arrest by Police, &c.	—	—	—	—
9. Assaults by employer or agent or others	1	—	179	—
10. General demands	—	—	—	—
11. Sympathetic strikes	—	—	—	—
Total	5	3	914	879

**TABLE X—ARRIVALS AND DEPARTURES OF INDIAN
ESTATE LABOURERS**

Year	Arrivals			Departures			Excess of Arrivals over Departures	Excess of Departures over Arrivals
	Old	New	Total	Repatriated on Govt. account	Left Ceylon Un-assisted	Total		
1939	25,425	3,834	29,259	2,975	31,714	34,689	—	5,430
1940	2,955	363	3,318	5,560	12,578	18,138	—	14,820
1941	3,234	350	3,584	8,410	11,243	19,653	—	16,069
1942	6,585	229	6,814	5,398	33,183	38,581	—	31,767
1943	42,677	2,076	44,753	1,368	59,577	60,945	—	16,192
1944	49,354	2,623	51,977	786	59,683	60,469	—	8,492
1945	82,598	3,844	86,442	572	85,428	86,000	442	—
1946	75,269	3,325	78,594	282	75,657	75,939	2,655	—
1947	52,177	2,400	54,577	242	58,381	58,623	—	4,046
1948	47,621	2,926	50,547	151	47,115	47,266	3,281	—
1949	42,188	2,237	44,425	302	46,538	46,840	—	2,415
1950	49,385	1,525	50,910	267	55,360	55,627	—	4,717
1951	53,218	1,503	54,721	203	58,591	58,794	—	4,073
1952	55,530	1,717	57,247	317	58,132	58,449	—	120
1953	40,761	1,160	41,921	379	45,963	46,342	—	4,421
1954	26,550	577	27,127	223	25,143	25,366	1,761	—
1954—								
January	1,848	41	1,889	3	5,427	5,430	—	3,541
February	3,218	61	3,279	57	7,141	7,198	—	3,919
March	6,358	68	6,426	52	5,591	5,643	783	—
April	6,373	96	6,469	34	3,123	3,157	3,312	—
May	4,340	110	4,450	77	3,816	3,893	557	—
June	3,194	123	3,317	—	19	19	3,298	—
July	585	39	624	—	6	6	618	—
August	273	21	294	—	1	1	293	—
September	158	8	166	—	1	1	165	—
October	99	6	105	—	1	1	104	—
November	56	1	57	—	2	2	55	—
December	48	3	51	—	15	15	36	—
1955—								
January	—	—	—	—	30	30	—	30
February	—	—	—	7	75	82	—	82
March	1	—	1	8	162	170	—	169
April	15	—	15	1	144	145	—	130
May	31	—	31	—	156	156	—	125
June	68	—	68	2	249	251	—	183
July	48	—	48	—	275	275	—	227
August	108	—	108	1	278	279	—	171
September	154	—	154	5	353	358	—	204
October	143	—	143	7	473	480	—	337
November	144	—	144	6	502	508	—	364

APPENDIX I

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

Month : December, 1955

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Tea Growing and Manufacturing Trade						
<i>Daily Rates</i>						
Male worker not under 16 years	..	1 25	..	1 09	..	2 34
Female worker not under 15 years	..	1 05	..	0 82	..	1 87
Child worker	0 80	..	0 75	..	1 55
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade						
<i>Daily Rates</i>						
Male worker not under 16 years	..	1 10	..	1 09	..	2 19
Female worker not under 15 years	..	0 90	..	0 82	..	1 72
Child worker	0 65	..	0 75	..	1 40
Rubber Growing and Manufacturing Trade						
<i>Daily Rates</i>						
Male worker not under 16 years	..	1 40	..	1 09	..	2 49
Female worker not under 15 years	..	1 30	..	0 82	..	2 12
Child worker	1 05	..	0 75	..	1 80
Coconut Growing Trade						
<i>Daily Rates</i>						
The raising and maintenance of a coconut plantation ; and						
The manufacture of copra—						
• Kangany	0 90	..	1 09	..	1 99
Male not under 18 years	..	0 75	..	1 09	..	1 84
Female not under 18 years	..	0 60	..	0 82	..	1 42
Worker under 18 years	..	0 50	..	0 75	..	1 25
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 27	..	2 71
Male not under 18 years	..	1 24	..	1 27	..	2 51
Female not under 18 years	..	1 0	..	0 95	..	1 95
Worker under 18 years	..	0 75	..	0 88	..	1 63
Outside the Colombo area :						
Kangany	1 20	..	1 27	..	2 47
Male not under 18 years	..	1 0	..	1 27	..	2 27
Female not under 18 years	..	0 80	..	0 95	..	1 75
Worker under 18 years	..	0 60	..	0 88	..	1 48

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

Piece rates have been fixed for certain processes.

Class of Worker	Basic Wage		Special Allowances		Total
	Rs.	c.	Rs.	c.	Rs. c.
Engineering Trade					
<i>Daily Rates</i>					
Unskilled labourer	1 40	..	1 33	2 73
Semi-skilled, Grade I	1 65	..	1 43	3 08
Semi-skilled, Grade II	1 45	..	1 43	2 88
Skilled worker	2 00	..	1 43	3 43
Kangany	1 80	..	1 43	3 23
Watcher	1 70	..	1 43	3 13
 <i>Trade Learners and Apprentices</i>					
1st year	0 50	..	0 43	0 93
2nd year	0 66	..	0 53	1 19
3rd year	0 85	..	0 81	1 66
4th year	1 10	..	0 96	2 06
 Printing Trade					
<i>Monthly Rates</i>					
Class A worker	110 0	..	79 0	189 0
" B "	82 50	..	60 50	143 0
" C Grade I worker	55 0	..	51 25	106 25
" C " II "	50 0	..	46 54	96 54
" D worker	44 0	..	42 0	86 0
" E "	42 0	..	39 73	81 73
" F "	20 0	..	21 65	41 65
" G "	44 0	..	42 0	86 0
 Class A—1st year learner ..					
" B "	30 0	..	24 70	54 70
" C Grade I, 1st year learner	22 50	..	19 15	41 65
" C " II " "	20 0	..	21 0	41 0
" D—1st year learner "	18 0	..	19 15	37 15
" D—1st year learner "	16 0	..	17 30	33 30
 Class A—2nd year learner ..					
" B "	40 0	..	32 60	72 60
" C Grade I, 2nd year learner	37 50	..	30 75	68 25
" C " II " "	25 0	..	26 04	51 04
" D—2nd year learner "	22 50	..	23 77	46 27
" D—2nd year learner "	20 0	..	21 50	41 50
 Class A—3rd year learner ..					
" B "	50 0	..	40 50	90 50
" C Grade I, 3rd year learner	45 0	..	36 80	81 80
" C " II " "	30 0	..	31 25	61 25
" D—3rd year learner "	27 0	..	28 39	55 39
" D—3rd year learner "	24 0	..	25 70	49 70
 Class A—4th year learner ..					
" B "	65 0	..	52 10	117 10
" C Grade I, 4th year learner	56 25	..	45 54	101 79
" C " II " "	37 50	..	38 73	76 23
" D—4th year learner "	33 75	..	35 15	68 90
" D—4th year learner "	30 0	..	31 75	61 75
 Class A—5th year learner ..					
" B "	80 0	..	64 20	144 20

Cigar Trade

A piece rate of Rs. 8·0 has been fixed for every 1,000 cigars rolled.

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

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

Workers employed in curing and dressing—

(A) As overseers and kanganies .. 2 0 .. 1 38 .. 3 38

(B) On different jobs :

Within the Colombo area—

Male worker not under 18 years .. 1 25 .. 1 38 .. 2 63
 Female worker not under 18 years .. 1 0 .. 1 8 .. 2 8
 Worker under 18 years .. 0 50 .. 1 1 .. 1 51

Outside the Colombo area—

Male worker not under 18 years .. 1 0 .. 1 38 .. 2 38
 Female worker not under 18 years .. 0 84 .. 1 8 .. 1 92
 Worker under 18 years .. 0 40 .. 1 1 .. 1 41

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

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
Tea Export Trade					
<i>Daily Rates</i>					
A. Male workers not under 18 years—					
(a) Grade II	1 40	..	1 33 .. 2 73
(b) Intermediate Grade	1 60	..	1 43 .. 3 3
(c) Grade I	1 80	..	1 43 .. 3 23
(d) Box makers and repairers	1 60	..	1 43 .. 3 3
(e) Watchers	1 70	..	1 43 .. 3 13
B. Female workers not under 18 years	1 15	..	1 21 .. 2 36
C. Workers over 14 years but under 15 years	0 80	..	0 84 .. 1 64
" 15 " 16 "	0 90	..	0 89 .. 1 79
" 16 " 17 "	1 0	..	0 94 .. 1 94
" 17 " 18 "	1 15	..	1 4 .. 2 19

Rubber Export Trade

Daily Rates

A. Male workers not under 18 years—					
(a) Grade II	..	..	1 40	..	1 33 .. 2 73
(b) Intermediate Grade	..	..	1 60	..	1 43 .. 3 3
(c) Grade I	..	..	1 80	..	1 43 .. 3 23
(d) Watchers	..	..	1 70	..	1 43 .. 3 13
B. Female workers not under 18 years	..	..	1 15	..	1 21 .. 2 36
C. Workers over 14 years but under 15 years	..	..	0 80	..	0 84 .. 1 64
" 15 " 16 "	..	..	0 90	..	0 89 .. 1 79
" 16 " 17 "	..	..	1 0	..	0 94 .. 1 94
" 17 " 18 "	..	..	1 15	..	1 4 .. 2 19

Toddy, Arrack and Vinegar Trade

Monthly Rates

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

Daily Rates

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

Unskilled labourers—

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

Piece rates have been fixed for certain processes.

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

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

Match Manufacturing Trade

Daily Rates

Grade I—

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

Grade II—

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

Grade III—

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

Grade IV—

Watcher	1	50	1	43	2 93
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Cinema Trade

Monthly Rates

Within the Municipal areas

A—Non-clerical—

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

B—Clerical—

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

Month: December, 1955

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

Dock, Harbour and Port Transport Trade

Monthly Rates

Manual Work—

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

Women Workers—

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

Non-manual Workers—

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

Building Trade

Daily Rates

Unskilled—

Male labourers—

Not under 18 years	1	40	..	1	33	..	2 73
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Female labourers—

Not under 18 years	1	10	..	1	33	..	2 43
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Unskilled labourers—

(irrespective of sex)

Under 18 years of age	0	90	..	1	33	..	2 23
Semi-skilled, Grade II	..	..	1	65	..	1	43	..	3 8
Semi-skilled, Grade I	..	..	1	80	..	1	43	..	3 23
Skilled	..	..	2	0	..	1	43	..	3 43

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during December, 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 54½	1 17	0 52½	0 41	0 93½	0 40	0 37½	0 77½	½
1	1 25	1 9	2 34	1 5	0 82	1 87	0 80	0 75	1 55	1
2	2 50	2 18	4 68	2 10	1 64	3 74	1 60	1 50	3 10	2
3	3 75	3 27	7 2	3 15	2 46	5 61	2 40	2 25	4 65	3
4	5 0	4 36	9 36	4 20	3 28	7 48	3 20	3 0	6 20	4
5	6 25	5 45	11 70	5 25	4 10	9 35	4 0	3 75	7 75	5
6	7 50	6 54	14 4	6 30	4 92	11 22	4 80	4 50	9 30	6
7	8 75	7 63	16 38	7 35	5 74	13 9	5 60	5 25	10 85	7
8	10 0	8 72	18 72	8 40	6 56	14 96	6 40	6 0	12 40	8
9	11 25	9 81	21 6	9 45	7 38	16 83	7 20	6 75	13 95	9
10	12 50	10 90	23 40	10 50	8 20	18 70	8 0	7 50	15 50	10
11	13 75	11 99	25 74	11 55	9 2	20 57	8 80	8 25	17 5	11
12	15 0	13 8	28 8	12 60	9 84	22 44	9 60	9 0	18 60	12
13	16 25	14 17	30 42	13 65	10 66	24 31	10 40	9 75	20 15	13
14	17 50	15 26	32 76	14 70	11 48	26 18	11 20	10 50	21 70	14
15	18 75	16 35	35 10	15 75	12 30	28 5	12 0	11 25	23 25	15
16	20 0	17 44	37 44	16 80	13 12	29 92	12 80	12 0	24 80	16
17	21 25	18 53	39 78	17 85	13 94	31 79	13 60	12 75	26 35	17
18	22 50	19 62	42 12	18 90	14 76	33 66	14 40	13 50	27 90	18
19	23 75	20 71	44 46	19 95	15 58	35 53	15 20	14 25	29 45	19
20	25 0	21 80	46 80	21 0	16 40	37 40	16 0	15 0	31 0	20
21	26 25	22 89	49 14	22 5	17 22	39 27	16 80	15 75	32 55	21
22	27 50	23 98	51 48	23 10	18 4	41 14	17 60	16 50	34 10	22
23	28 75	25 7	53 82	24 15	18 86	43 1	18 40	17 25	35 65	23
24	30 0	26 16	56 16	25 20	19 68	44 88	19 20	18 0	37 20	24
25	31 25	27 25	58 50	26 25	20 50	46 75	20 0	18 75	38 75	25
26	32 50	28 34	60 84	27 30	21 32	48 62	20 80	19 50	40 30	26
27	33 75	29 43	63 18	28 35	22 14	50 49	21 60	20 25	41 85	27
28	35 0	30 52	65 52	29 40	22 96	52 36	22 40	21 0	43 40	28
29	36 25	31 61	67 86	30 45	23 78	54 23	23 20	21 75	44 95	29
30	37 50	32 70	70 20	31 50	24 60	56 10	24 0	22 50	46 50	30
31	38 75	33 79	72 54	32 55	25 42	57 97	24 80	23 25	48 5	31

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

APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during December, 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 70	0 54½	1 24½	0 65	0 41	1 6	0 52½	0 37½	0 90	½
1	1 40	1 9	2 49	1 30	0 82	2 12	1 5	0 75	1 80	1
2	2 80	2 18	4 98	2 60	1 64	4 24	2 10	1 50	3 60	2
3	4 20	3 27	7 47	3 90	2 46	6 36	3 15	2 25	5 40	3
4	5 60	4 36	9 96	5 20	3 28	8 48	4 20	3 0	7 20	4
5	7 0	5 45	12 45	6 50	4 10	10 60	5 25	3 75	9 0	5
6	8 40	6 54	14 94	7 80	4 92	12 72	6 30	4 50	10 80	6
7	9 80	7 63	17 43	9 10	5 74	14 84	7 35	5 25	12 60	7
8	11 20	8 72	19 92	10 40	6 56	16 96	8 40	6 0	14 40	8
9	12 60	9 81	22 41	11 70	7 38	19 8	9 45	6 75	16 20	9
10	14 0	10 90	24 90	13 0	8 20	21 20	10 50	7 50	18 0	10
11	15 40	11 99	27 39	14 30	9 2	23 32	11 55	8 25	19 80	11
12	16 80	13 8	29 88	15 60	9 84	25 44	12 60	9 0	21 60	12
13	18 20	14 17	32 37	16 90	10 66	27 56	13 65	9 75	23 40	13
14	19 60	15 26	34 86	18 20	11 48	29 68	14 70	10 50	25 20	14
15	21 0	16 35	37 35	19 50	12 30	31 80	15 75	11 25	27 0	15
16	22 40	17 44	39 84	20 80	13 12	33 92	16 80	12 0	28 80	16
17	23 80	18 53	42 33	22 10	13 94	36 4	17 85	12 75	30 60	17
18	25 20	19 62	44 82	23 40	14 76	38 16	18 90	13 50	32 40	18
19	26 60	20 71	47 31	24 70	15 58	40 28	19 95	14 25	34 20	19
20	28 0	21 80	49 80	26 0	16 40	42 40	21 0	15 0	36 0	20
21	29 40	22 89	52 29	27 30	17 22	44 52	22 5	15 75	37 80	21
22	30 80	23 98	54 78	28 60	18 4	46 64	23 10	16 50	39 60	22
23	32 20	25 7	57 27	29 90	18 86	48 76	24 15	17 25	41 40	23
24	33 60	26 16	59 76	31 20	19 68	50 88	25 20	18 0	43 20	24
25	35 0	27 25	62 25	32 50	20 50	53 0	26 25	18 75	45 0	25
26	36 40	28 34	64 74	33 80	21 32	55 12	27 30	19 50	46 80	26
27	37 80	29 43	67 23	35 10	22 14	57 24	28 35	20 25	48 60	27
28	39 20	30 52	69 72	36 40	22 96	59 36	29 40	21 0	50 40	28
29	40 60	31 61	72 21	37 70	23 78	61 48	30 45	21 75	52 20	29
30	42 0	32 70	74 70	39 0	24 60	63 60	31 50	22 50	54 0	30
31	43 40	33 79	77 19	40 30	25 42	65 72	32 55	23 25	55 80	31

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

APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during December, 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 54½	1 9½	0 45	0 41	0 86	0 32½	0 37½	0 70	½
1	1 10	1 9	2 19	0 90	0 82	1 72	0 65	0 75	1 40	1
2	2 20	2 18	4 38	1 80	1 64	3 44	1 30	1 50	2 80	2
3	3 30	3 27	6 57	2 70	2 46	5 16	1 95	2 25	4 20	3
4	4 40	4 36	8 76	3 60	3 23	6 88	2 60	3 0	5 60	4
5	5 50	5 45	10 95	4 50	4 10	8 60	3 25	3 75	7 0	5
6	6 60	6 54	13 14	5 40	4 92	10 32	3 90	4 50	8 40	6
7	7 70	7 63	15 33	6 30	5 74	12 4	4 55	5 25	9 80	7
8	8 80	8 72	17 52	7 20	6 56	13 76	5 20	6 0	11 20	8
9	9 90	9 81	19 71	8 10	7 38	15 48	5 85	6 75	12 60	9
10	11 0	10 90	21 90	9 0	8 20	17 20	6 50	7 50	14 0	10
11	12 10	11 99	24 9	9 90	9 2	18 92	7 15	8 25	15 40	11
12	13 20	13 8	26 28	10 80	9 84	20 64	7 80	9 0	16 80	12
13	14 30	14 17	28 47	11 70	10 66	22 36	8 45	9 75	18 20	13
14	15 40	15 26	30 66	12 60	11 48	24 8	9 10	10 50	19 60	14
15	16 50	16 35	32 85	13 50	12 30	25 80	9 75	11 25	21 0	15
16	17 60	17 44	35 4	14 40	13 12	27 52	10 40	12 0	22 40	16
17	18 70	18 53	37 23	15 30	13 94	29 24	11 5	12 75	23 80	17
18	19 80	19 62	39 42	16 20	14 76	30 96	11 70	13 50	25 20	18
19	20 90	20 71	41 61	17 10	15 58	32 68	12 35	14 25	26 60	19
20	22 0	21 80	43 80	18 0	16 40	34 40	13 0	15 0	28 0	20
21	23 10	22 89	45 99	18 90	17 22	36 12	13 65	15 75	29 40	21
22	24 20	23 98	48 18	19 80	18 4	37 84	14 30	16 50	30 80	22
23	25 30	25 7	50 37	20 70	18 86	39 56	14 95	17 25	32 20	23
24	26 40	26 16	52 56	21 60	19 68	41 28	15 60	18 0	33 60	24
25	27 50	27 25	54 75	22 50	20 50	43 0	16 25	18 75	35 0	25
26	28 60	28 34	56 94	23 40	21 32	44 72	16 90	19 50	36 40	26
27	29 70	29 43	59 13	24 30	22 14	46 44	17 55	20 25	37 80	27
28	30 80	30 52	61 32	25 20	22 96	48 16	18 20	21 0	39 20	28
29	31 90	31 61	63 51	26 10	23 78	49 88	18 85	21 75	40 60	29
30	33 0	32 70	65 70	27 0	24 60	51 60	19 50	22 50	42 0	30
31	34 10	33 99	67 89	27 90	25 42	53 32	20 15	23 25	43 40	31

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

APPENDIX III (A)

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

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
					Within Colombo area				Outside Colombo area				
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 99½	0 92	0 71	0 62½	1 35½	1 25½	0 97½	0 81½	1 23½	1 13½	0 87½	0 74	½
1	1 99	1 84	1 42	1 25	2 71	2 51	1 95	1 63	2 47	2 27	1 75	1 48	1
2	3 98	3 68	2 84	2 50	5 42	5 2	3 90	3 26	4 94	4 54	3 50	2 96	2
3	5 97	5 52	4 26	3 75	8 13	7 53	5 85	4 89	7 41	6 81	5 25	4 44	3
4	7 96	7 36	5 68	5 0	10 84	10 4	7 80	6 52	9 88	9 8	7 0	5 92	4
5	9 95	9 20	7 10	6 25	13 55	12 55	9 75	8 15	12 35	11 35	8 75	7 40	5
6	11 94	11 4	8 52	7 50	16 26	15 6	11 70	9 78	14 82	13 62	10 50	8 88	6
7	13 93	12 88	9 94	8 75	18 97	17 57	13 65	11 41	17 29	15 89	12 25	10 36	7
8	15 92	14 72	11 36	10 0	21 68	20 8	15 60	13 4	19 76	18 16	14 0	11 84	8
9	17 91	16 56	12 78	11 25	24 39	22 59	17 55	14 67	22 23	20 43	15 75	13 32	9
10	19 90	18 40	14 20	12 50	27 10	25 10	19 50	16 30	24 70	22 70	17 50	14 80	10
11	21 89	20 24	15 62	13 75	29 81	27 61	21 45	17 93	27 17	24 97	19 25	16 28	11
12	23 88	22 8	17 4	15 0	32 52	30 12	23 40	19 56	29 64	27 24	21 0	17 76	12
13	25 87	23 92	18 46	16 25	35 23	32 63	25 35	21 19	32 11	29 51	22 75	19 24	13
14	27 86	25 76	19 88	17 50	37 94	35 14	27 30	22 82	34 58	31 78	24 50	20 72	14
15	29 85	27 60	21 30	18 75	40 65	37 65	29 25	24 45	37 5	34 5	26 25	22 20	15
16	31 84	29 44	22 72	20 0	43 36	40 16	31 20	26 8	39 52	36 32	28 0	23 68	16
17	33 83	31 28	24 14	21 25	46 07	42 67	33 15	27 71	41 99	38 59	29 75	25 16	17
18	35 82	33 12	25 56	22 50	48 78	45 18	35 10	29 34	44 46	40 86	31 50	26 64	18
19	37 81	34 96	26 98	23 75	51 49	47 69	37 5	30 97	46 93	43 13	33 25	28 12	19
20	39 80	36 80	28 40	25 0	54 20	50 20	39 0	32 60	49 40	45 40	35 0	29 60	20
21	41 79	38 64	29 82	26 25	56 91	52 71	40 95	34 23	51 87	47 67	36 75	31 8	21
22	43 78	40 48	31 24	27 50	59 62	55 22	42 90	35 86	54 34	49 94	38 50	32 56	22
23	45 77	42 32	32 66	28 75	62 33	57 73	44 85	37 49	56 81	52 21	40 25	34 4	23
24	47 76	44 16	34 8	30 0	65 4	60 24	46 80	39 12	59 28	54 48	42 0	35 52	24
25	49 75	46 0	35 50	31 25	67 75	62 75	48 75	40 75	61 75	56 75	43 75	37 0	25
26	51 74	47 84	36 92	32 50	70 46	65 26	50 70	42 38	64 22	59 2	45 50	38 48	26
27	53 73	49 68	38 34	33 75	73 17	67 77	52 65	44 1	66 69	61 29	47 25	39 96	27
28	55 72	51 52	39 76	35 0	75 88	70 28	54 60	45 64	69 16	63 56	49 0	41 44	28
29	57 71	53 36	41 18	36 25	78 59	72 79	56 55	47 27	71 63	65 83	50 75	42 92	29
30	59 70	55 20	42 60	37 50	81 30	75 30	58 50	48 90	74 10	68 10	52 50	44 40	30
31	61 69	57 4	44 2	38 75	84 1	77 81	60 45	50 53	76 57	70 37	54 25	45 88	31

Note.—“Colombo area” includes any place within 5 miles of the Municipal limits of Colombo; “male” refers to male workers not under 18 years of age; “Female” to female workers not under 18 years of age and “Young Persons” to workers under 18 years of age.

APPENDIX III (B)

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

<i>No. of Days</i>	<i>Male Workers not under 18 years of age</i>					<i>Female Workers not under 18 years of age</i>	<i>Workers (irrespective of sex) under 18 years of age</i>				<i>No. of Days</i>
	<i>Grade II</i>	<i>Inter-mediate Grade</i>	<i>Grade I</i>	<i>* Box Makers and Repairers</i>	<i>Watch-ers</i>		<i>over 14 under 15 years</i>	<i>over 15 under 16 years</i>	<i>over 16 under 17 years</i>	<i>over 17 under 18 years</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>		<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 36½	1 51½	1 61½	1 51½	1 56½	1 18	0 82	0 89½	0 97	1 9½	½
1	2 73	3 3	3 23	3 3	3 13	2 36	1 64	1 79	1 94	2 19	1
2	5 46	6 6	6 46	6 6	6 26	4 72	3 28	3 58	3 88	4 38	2
3	8 19	9 9	9 69	9 9	9 39	7 8	4 92	5 37	5 82	6 57	3
4	10 92	12 12	12 92	12 12	12 52	9 44	6 56	7 16	7 76	8 76	4
5	13 65	15 15	16 15	15 15	15 65	11 80	8 20	8 95	9 70	10 95	5
6	16 38	18 18	19 38	18 18	18 78	14 16	9 84	10 74	11 64	13 14	6
7	19 11	21 21	22 61	21 21	21 91	16 52	11 48	12 53	13 58	15 33	7
8	21 84	24 24	25 84	24 24	25 4	18 88	13 12	14 32	15 52	17 52	8
9	24 57	27 27	29 7	27 27	28 17	21 24	14 76	16 11	17 46	19 71	9
10	27 30	30 30	32 30	30 30	31 30	23 60	16 40	17 90	19 40	21 90	10
11	30 3	33 33	35 53	33 33	34 43	25 96	18 4	19 69	21 34	24 9	11
12	32 76	36 36	38 76	36 36	37 56	28 32	19 68	21 48	23 28	26 28	12
13	35 49	39 39	41 99	39 39	40 69	30 68	21 32	23 27	25 22	28 47	13
14	38 22	42 42	45 22	42 42	43 82	33 4	22 96	25 6	27 16	30 66	14
15	40 95	45 45	48 45	45 45	46 95	35 40	24 60	26 85	29 10	32 85	15
16	43 68	48 48	51 68	48 48	50 8	37 76	26 24	28 64	31 4	35 4	16
17	46 41	51 51	54 91	51 51	53 21	40 12	27 88	30 43	32 98	37 23	17
18	49 14	54 54	58 14	54 54	56 34	42 48	29 52	32 22	34 92	39 42	18
19	51 87	57 57	61 37	57 57	59 47	44 84	31 16	34 1	36 86	41 61	19
20	54 60	60 60	64 60	60 60	62 60	47 20	32 80	35 80	38 80	43 80	20
21	57 33	63 63	67 83	63 63	65 73	49 56	34 44	37 59	40 74	45 99	21
22	60 6	66 66	71 6	66 66	68 86	51 92	36 8	39 38	42 68	48 18	22
23	62 79	69 69	74 29	69 69	71 99	54 28	37 72	41 17	44 62	50 37	23
24	65 52	72 72	77 52	72 72	75 12	56 64	39 36	42 96	46 56	52 56	24
25	68 25	75 75	80 75	75 75	78 25	59 0	41 0	44 75	48 50	54 75	25
26	70 98	78 78	83 98	78 78	81 38	61 36	42 64	46 54	50 44	56 94	26
27	73 71	81 81	87 21	81 81	84 51	63 72	44 28	48 33	52 38	59 13	27
28	76 44	84 84	90 44	84 84	87 64	66 8	45 92	50 12	54 32	61 32	28
29	79 17	87 87	93 67	87 87	90 77	68 44	47 56	51 91	56 26	63 51	29
30	81 90	90 90	96 90	90 90	93 90	70 80	49 20	53 70	58 20	65 70	30
31	84 63	93 93	100 13	93 93	97 3	73 16	50 84	55 49	60 14	67 89	31

* Applicable to Tea Export Trade only.

APPENDIX III (C)

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

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
		Rs. c.	Rs. c.				Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 36½	1 54	1 44	1 71½	1 61½	1 56½	0 46½	0 59½	0 83	1 3	½
1	2 73	3 8	2 88	3 43	3 23	3 13	0 93	1 19	1 66	2 6	1
2	5 46	6 16	5 76	6 86	6 46	6 26	1 86	2 38	3 32	4 12	2
3	8 19	9 24	8 64	10 29	9 69	9 39	2 79	3 57	4 98	6 18	3
4	10 92	12 32	11 52	13 72	12 92	12 52	3 72	4 76	6 64	8 24	4
5	13 65	15 40	14 40	17 15	16 15	15 65	4 65	5 95	8 30	10 30	5
6	16 38	18 48	17 28	20 58	19 38	18 78	5 58	7 14	9 96	12 36	6
7	19 11	21 56	20 16	24 1	22 61	21 91	6 51	8 33	11 62	14 42	7
8	21 84	24 64	23 4	27 44	25 84	25 4	7 44	9 52	13 28	16 48	8
9	24 57	27 72	25 92	30 87	29 7	28 17	8 37	10 71	14 94	18 54	9
10	27 30	30 80	28 80	34 30	32 30	31 30	9 30	11 90	16 60	20 60	10
11	30 3	33 88	31 68	37 73	35 53	34 43	10 23	13 9	18 26	22 66	11
12	32 76	36 96	34 56	41 16	38 76	37 56	11 16	14 28	19 92	24 72	12
13	35 49	40 4	37 44	44 59	41 99	40 69	12 9	15 47	21 58	26 78	13
14	38 22	43 12	40 32	48 2	45 22	43 82	13 2	16 66	23 24	28 84	14
15	40 95	46 20	43 20	51 45	48 45	46 95	13 95	17 85	24 90	30 90	15
16	43 68	49 28	46 8	54 88	51 68	50 8	14 88	19 4	26 56	32 96	16
17	46 41	52 36	48 96	58 31	54 91	53 21	15 81	20 23	28 22	35 2	17
18	49 14	55 44	51 84	61 74	58 14	56 34	16 74	21 42	29 88	37 8	18
19	51 87	58 52	54 72	65 17	61 37	59 47	17 67	22 61	31 54	39 14	19
20	54 60	61 60	57 60	68 60	64 60	62 60	18 60	23 80	33 20	41 20	20
21	57 33	64 68	60 48	72 3	67 83	65 73	19 53	24 99	34 86	43 26	21
22	60 6	67 76	63 36	75 46	71 6	68 86	20 46	26 18	36 52	45 32	22
23	62 79	70 84	66 24	78 89	74 29	71 99	21 39	27 37	38 18	47 38	23
24	65 52	73 92	69 12	82 32	77 52	75 12	22 32	28 56	39 84	49 44	24
25	68 25	77 0	72 0	85 75	80 75	78 25	23 25	29 75	41 50	51 50	25
26	70 98	80 8	74 88	89 18	83 98	81 38	24 18	30 94	43 16	53 56	26
27	73 71	83 16	77 76	92 61	87 21	84 51	25 11	32 13	44 82	55 62	27
28	76 44	86 24	80 64	96 4	90 44	87 64	26 4	33 32	46 48	57 68	28
29	79 17	89 32	83 52	99 47	93 67	90 77	26 97	34 51	48 14	59 74	29
30	81 90	92 40	86 40	102 90	96 90	93 90	27 90	35 70	49 80	61 80	30
31	84 63	95 48	89 28	106 33	100 13	97 3	28 83	36 89	51 46	63 86	31

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 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		Wat- chers	
	Male	Fe- male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe- male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe- male	Over 14 Under 17 Years	Over 17 Under 18 Years		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
1	1 61½	1 38½	0 85	1 09½	1 41½	1 22½	0 77½	0 97	1 28½	1 10½	0 72½	0 92	1 46½	1
2	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	2
3	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	3
4	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	4
5	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	5
6	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	6
7	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	7
8	22 61	19 39	11 90	15 33	19 87	17 15	10 85	13 58	17 99	15 47	10 15	12 88	20 51	8
9	25 84	22 16	13 60	17 52	22 1	19 60	12 40	15 52	20 56	17 68	11 60	14 72	23 44	9
10	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	10
11	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	11
12	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	12
13	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	13
14	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	14
15	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	15
16	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	16
17	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	17
18	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	18
19	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	19
20	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	20
21	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	21
22	67 83	58 17	35 70	45 99	59 43	51 45	32 55	40 74	53 97	46 41	30 40	38 64	61 53	22
23	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	23
24	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	24
25	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	25
26	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	26
27	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	27
28	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	28
29	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	29
30	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	30
31	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	31
31	100 13	85 87	52 70	67 89	87 73	75 95	48 5	60 14	79 67	68 51	44 95	57 4	90 83	31

APPENDIX III (E)

**Ready Reckoner showing the Minimum Wages payable for the
number of days worked during December, 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.	Rs. c.	
½	1 36½	1 21½	1 11½	1 54	1 61½	1 71½	½
1	2 73	2 43	2 23	3 8	3 23	3 43	1
2	5 46	4 86	4 46	6 16	6 46	6 86	2
3	8 19	7 29	6 69	9 24	9 69	10 29	3
4	10 92	9 72	8 92	12 32	12 92	13 72	4
5	13 65	12 15	11 15	15 40	16 15	17 15	5
6	16 38	14 58	13 38	18 48	19 38	20 58	6
7	19 11	17 1	15 61	21 56	22 61	24 1	7
8	21 84	19 44	17 84	24 64	25 84	27 44	8
9	24 57	21 87	20 7	27 72	29 7	30 87	9
10	27 30	24 30	22 30	30 80	32 30	34 30	10
11	30 3	26 73	24 53	33 88	35 53	37 73	11
12	32 76	29 16	26 76	36 96	38 76	41 16	12
13	35 49	31 59	28 99	40 4	41 99	44 59	13
14	38 22	34 2	31 22	43 12	45 22	48 2	14
15	40 95	36 45	33 45	46 20	48 45	51 45	15
16	43 68	38 88	35 68	49 28	51 68	54 88	16
17	46 41	41 31	37 91	52 36	54 91	58 31	17
18	49 14	43 74	40 14	55 44	58 14	61 74	18
19	51 87	46 17	42 37	58 52	61 37	65 17	19
20	54 60	48 60	44 60	61 60	64 60	68 60	20
21	57 33	51 3	46 83	64 68	67 83	72 3	21
22	60 6	53 46	49 6	67 76	71 6	75 46	22
23	62 79	55 89	51 29	70 84	74 29	78 89	23
24	65 52	58 32	53 52	73 92	77 52	82 32	24
25	68 25	60 75	55 75	77 0	80 75	85 75	25
26	70 98	63 18	57 98	80 8	83 98	89 18	26
27	73 71	65 61	60 21	83 16	87 21	92 61	27
28	76 44	68 4	62 44	86 24	90 44	96 4	28
29	79 17	70 47	64 67	89 32	93 67	99 47	29
30	81 90	72 90	66 90	92 40	96 90	102 90	30
31	84 63	75 33	69 13	95 48	100 13	106 33	31

“ Unskilled Male ” means a male unskilled labourer not under 18 years of age.
 “ Unskilled Female ” means a female labourer not under 18 years of age.
 “ Unskilled young Person ” 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 December, 1955, in Daily-Paid workers in the Motor Transport Trade

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

APPENDIX IV (A)

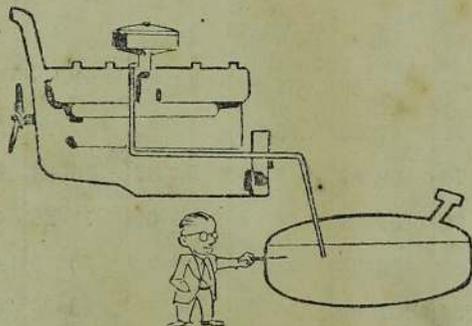
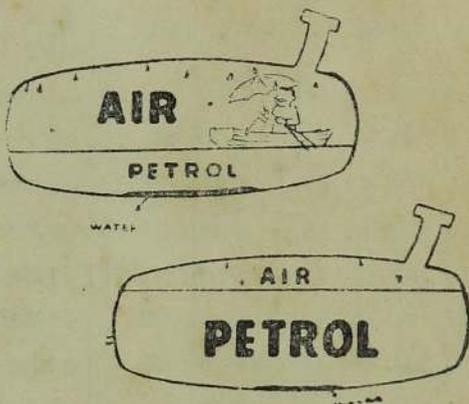
Ready Reckoner showing the Minimum Wages payable for the number of days worked during December, 1955, to Monthly-Paid workers in the Motor Transport Trade

No. of Days	Class	Class	Class	Class	Class	Class	Class	Class	Class	Class	Class	No. of Days
	A	B	C	D	E	F	G	H	I	J	K	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	2 63	2 44	2 31	2 63	1 98	2 3	1 82	1 64	1 82	2 38	1 37	½
1	5 26	4 89	4 61	5 23	3 96	4 6	3 64	3 27	3 64	4 75	2 74	1
2	10 52	9 78	9 22	10 52	7 93	8 11	7 28	6 54	7 28	9 50	5 48	2
3	15 78	14 67	13 83	15 78	11 89	12 17	10 92	9 81	10 92	14 46	8 22	3
4	21 4	19 56	18 44	21 4	15 85	16 22	14 56	13 8	14 56	19 1	10 96	4
5	26 30	24 44	23 6	26 30	19 81	20 28	18 20	16 35	18 20	23 76	13 70	5
6	31 56	29 33	27 67	31 56	23 78	24 33	21 84	19 62	21 84	28 51	16 44	6
7	36 81	34 2	32 28	36 81	27 74	28 39	25 40	22 89	25 49	33 26	19 19	7
8	42 7	39 11	36 89	42 7	31 70	32 44	29 13	26 16	29 13	38 1	21 93	8
9	47 33	44 0	41 50	47 33	35 67	36 50	32 77	29 43	32 77	42 77	24 67	9
10	52 59	48 89	46 11	52 59	39 63	40 56	36 41	32 70	36 41	47 52	27 41	10
11	57 85	53 78	50 72	57 85	43 59	44 61	40 5	35 97	40 5	52 27	30 15	11
12	63 11	58 67	55 33	63 11	47 56	48 67	43 69	39 24	43 69	57 2	32 89	12
13	68 37	63 56	59 94	68 37	51 52	52 72	47 33	42 51	47 33	61 77	35 63	13
14	73 63	68 44	64 56	73 63	55 48	56 78	50 97	45 79	50 97	66 53	38 37	14
15	78 89	73 33	69 17	78 89	59 44	60 83	54 61	49 6	54 61	71 28	41 11	15
16	84 15	78 22	73 78	84 15	63 41	64 89	58 25	52 33	58 25	76 3	43 85	16
17	89 41	83 11	78 39	89 41	67 37	68 94	61 89	55 60	61 89	80 78	46 59	17
18	94 67	88 0	83 0	94 67	71 33	73 0	65 53	58 87	65 53	85 53	49 33	18
19	99 93	92 89	87 61	99 93	75 30	77 6	69 17	62 14	69 17	90 29	52 7	19
20	105 19	97 78	92 22	105 19	79 26	81 11	72 81	65 41	72 81	95 4	54 81	20
21	110 44	102 67	96 83	110 44	83 22	85 17	76 46	68 68	76 46	99 79	57 56	21
22	115 70	107 56	101 4	115 70	87 19	89 22	80 10	71 95	80 10	104 54	60 30	22
23	120 96	112 44	106 6	120 96	91 15	93 28	83 74	75 22	83 74	109 29	63 4	23
24	126 22	117 33	110 67	126 22	95 11	97 33	87 38	78 49	87 38	114 4	65 78	24
25	131 48	122 22	115 28	131 48	99 7	101 39	91 2	81 76	91 2	118 80	68 52	25
26	136 74	127 11	119 89	136 74	103 4	105 44	94 66	85 3	94 66	123 55	71 26	26
27	142 0	132 0	124 50	142 0	107 0	109 50	98 30	88 30	98 30	128 30	74 0	27
28	150 52	139 92	131 97	150 52	113 42	116 7	104 20	93 60	104 20	136 0	78 44	28
29	159 4	147 84	139 44	159 4	119 84	122 64	110 10	98 90	110 10	143 70	82 88	29
30	167 56	155 76	146 91	167 56	126 26	129 21	116 0	104 20	116 0	151 40	87 32	30
31	176 8	163 68	154 38	176 8	132 68	135 78	121 90	109 50	121 90	159 10	91 76	31

Caltex Tips on Car Care

Corrosion and Rust

No amount of care in handling and dispensing petrols keep water out of fuel systems, because air is its principal source. The moisture in the air forms water when it strikes the cold walls of the petrol tank. The condensed moisture settles to the bottom of the petrol tank when it can attack the metal, or be drawn into the petrol pump or carburetter



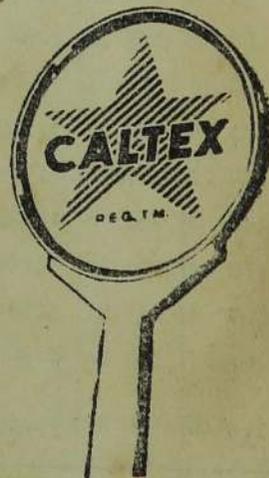
Additives stop Rust and Corrosion

Petrol tanks kept full minimize the formation of water. Always fill the tank with Caltex IC-Plus the Petrol with the additive that renders water harmless to fuel system parts

Know your petrol and get the best

CALTEX IC-PLUS...

the only petrol that prevent corrosion and rust



150
R.C.