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- Statistics of the Month in Brief
- Notes of Current Interest
- Industrial Court Award
- New decisions of the Wages Board for the Printing Trade
- Consolidated decisions of the Wages Boards
XXXIV—The Coconut Growing Trade.

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CEYLON LABOUR GAZETTE

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SUPERVISORY TRAINING AND T. W. I.

DURING recent years the important influence which good supervision has on efficiency has been increasingly recognized in all developed countries and there has arisen in consequence a lively interest in the training of supervisors.

Who is a Supervisor? He could be generally defined as any person in an organization or undertaking who is in charge of people or directs the work of people. According to this definition all those people in the management chain—Managing Agents, Directors, Managers, Superintendents, Foremen, Overseers, Charge-bands, and a variety of others whose designations differ according to the industry or occupation are Supervisors.

In recent times opportunities for supervisors to increase their technical knowledge have been plentiful but comparatively little has been attempted by way of training in the skills of supervision. Promotion to supervisory rank has been apt to be based largely, if not solely, on the possession of technical ability and as technical ability alone does not necessarily make a good supervisor, promotion to supervisory rank has occasionally resulted in the loss of a good worker and the gain of a poor supervisor. In other words the sheer acquisition of technical knowledge is one thing and the possession and the training in supervisory skills is quite another thing.

To emphasize the importance of training for supervision the following extract, from the Assheton Committee Report on Training (H. M. Stationery Office 1944) though in particular applicable to office supervisors, is worthy of quotation “The first step upwards in any career often involves the control of others and we attach importance to the provision of training which has regard to this fact. Brilliance on individual work is no guarantee of ability to supervise other people. It is therefore very necessary that every officer who occupies or is to occupy a position in which he has staff working under him should be assisted to understand the nature of supervisory duties. The first essential is, of course, that those called upon to fill such posts should be fitted for them by temperament and inclination. It is desirable from the training point of view that, wherever possible, an officer should be tried in a supervisory post before being promoted to it. Apart from this, however, special steps should be taken to give the prospective or newly appointed supervisor some guidance in the handling of sub-ordinates.”

A supervisory training scheme known as "Training Within Industry" or more popularly known as T. W. I., in this age of initials, has been devised with a view to training the supervisor in the skills of supervision. A supervisor under this scheme is defined as "any person who is in charge of people or directs the work of others". The scheme is based on an analysis of the essential "skills" and knowledge required in a supervisor. These can be classified broadly as follows:—

1. *Knowledge of the Work.*—Technical skill and knowledge and familiarity with machines, materials, processes and operations.
2. *Knowledge of Responsibilities.*—Familiarity with departments' or firms' organization, policies, regulations, agreements, &c.
3. *Skill in Instructing.*—The ability to instruct new workers and to give clear directions to experienced and inexperienced workers.
4. *Skill in Leading.*—The ability to handle workers, so that they are willing to give of their best and the ability to promote harmonious working relationships.
5. *Skill in Improving Methods.*—The ability to make the best use of staff, equipment and materials.

T. W. I. does not attempt to cover training in the first two of these "knowledges". They are matters which are peculiar to individual departments and firms, and must be taught within the organization itself or they are technical matters to be taught in technical colleges. T. W. I. is concerned with the other three skills—of instruction, leadership, and improvement of methods. These skills are of very great importance on effective supervision and T. W. I. endeavours to develop these three skills by three independent training programmes which are called Job Relations, Job Instruction and Job Methods.

Job Relations Programme shows a supervisor what he can do to prevent many human relationship problems from arising. The training is conducted by the discussion-method and the supervisors taking the course are required to participate fully in the discussion of principles of good leadership. Five main principles—"the Panchesila"—to maintain good relations between the supervisor and the supervised are discussed at great length. They are admittedly simple lessons in psychology and human behaviour. This programme also trains the supervisor in a method he can use to solve problems which do arise. This training in the handling of a problem is imparted in the following manner. A typical problem of supervision is presented by the T. W. I. Trainer. It is then carefully analysed. The group tries to make sure that it has the full facts and the whole story. The right objective in overcoming the difficulty is determined and is clearly defined. The group thereafter has to consider what is likely to be the best solution, whether the action proposed would finally clear up the difficulty, whether all the facts of the situation have been obtained. Another question that has to be determined is whether the supervisor can take action himself or whether the trouble is so serious that he must seek the support of higher authority. The action taken is also discussed. This method of handling problems is nothing but the getting of all facts, carefully weighing these facts, considering the alternate ways of acting upon them, deciding upon the best way to act, taking that action and finally checking the results to ensure that the predetermined objective has been achieved.

Job Instruction Programme shows the supervisor how to prepare himself to give instruction. To achieve good results the supervisor is trained to analyse the operation and break it down into its essential parts. With his mind clear on the subject he is trained to give instructions step by step. This programme also attempts to show a supervisor how directions can be clearly given in a way which ensures understanding.

A Job Methods Programme trains the supervisor in the use of a plan whereby he can improve methods. It involves, firstly, an analysis of the existing methods by recording everything that is done detail by detail. Secondly, each detail is questioned as to its necessity and the possibility of there being a better way of doing it. Thirdly, the ideas thus stimulated are developed into a practical suggestion which, after submission and approval by the authorities concerned, is put into use.

The phases of T. W. I.—good staff relations ; clear exposition and methodical organization of work—are important in any training for supervision. T. W. I. tries to inculcate a method rather than to develop vocational skill. The T. W. I. trainer takes for granted that members of his group know their work and tries in discussion to reorient this working knowledge in such a way that they will be able to use it to better advantage in directing the work of others. It will be noted that the training method is the discussion method and avoids the formal methods of the class-room, the T. W. I. trainer acting as a Chairman.

A few words on the history of T. W. I. are not inappropriate in this article. T. W. I. was first developed in the United States by a working party consisting of four members of industrial training organizations whose names are : C. R. Dooley, W. Dietz, M. J. Kane and W. Connover. They were appointed in 1940 by the American Council of National Defence to draw up an effective scheme for training in supervision and T. W. I. was the sequel.

In 1944 T. W. I. was introduced to Great Britain and since then has met with success in factories, in public utilities and offices. The courses of instruction for groups of supervisors have become a regular service of the Ministry of Labour and National Service available to firms and departments seeking its assistance and advice.

Since 1944 T. W. I. has also spread on a world-wide basis. Its introduction to Ceylon was in 1954 with the assistance of the International Labour Organization under the Technical Assistance Programme. A full year was spent in Ceylon by an I. L. O. T. W. I. Expert introducing this supervisory training scheme explaining its objectives to large-scale employers and associations of employers, and also training Labour Department personnel in the techniques of presenting the training programmes. Since 1955 a supervisory training service exists in the Department of Labour with trained personnel to conduct training groups under the T. W. I. Scheme, both in the private sector of industry and in Government departments engaged in commercial and industrial activities. Up to date, approximately 1,000 supervisors have been trained under this scheme in the skills of supervision and the unsolicited testimonials from employers bear testimony to the value of the courses of training hitherto conducted.

Contributed by T. R. R. WIJEWICKREME,
(Assistant Commissioner of Labour.)

Note.—In this article a very short description of the content of the training programmes has been attempted as the written word is not

a very satisfactory way of describing the training. Employers desirous of training their supervisors under this training scheme could obtain further information from the Department of Labour in regard to the objectives of the scheme, the procedural arrangements necessary, &c. On receipt of inquiries from an employer the department will arrange for a T. W. I. trainer to visit and give him a fuller explanation. Dates and times could be arranged to suit his convenience.

Editor.

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 January, 1957, is 100.6 as against 100.3 for December, 1956, an increase of 0.3.

Wages Rates :

(a) Basic Wages

The basic wages payable to learners and apprentices in the Printing Trade has been increased with effect from February, 1957. The details of the increases are published elsewhere in this issue. The Basic Wages of workers in other trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

(b) Special Allowances

The special allowances payable to workers in all trades to which Part II of the Wages Boards Ordinance has been applied will be the same as for the month of January, 1957.

Strikes :

There were altogether 22 strikes during the month of November, 1956, involving 5,136 workers and a loss of 29,681 man-days compared to 25 strikes in October, 1956, involving 5,656 workers and a loss of 16,062 man-days. Seven of these were in Tea Plantations involving 4,053 workers and a loss of 20,051 man-days, 4 in Rubber Plantations involving 325 workers and a loss of 552 man-days, 2 in Engineering involving 189 workers and a loss of 252 man-days, 4 in Dock, Harbour and Port Transport involving 229 workers and a loss of 305 man-days and one each in Tea and Rubber Export, Coconut Manufacturing, Toddy, Arrack and Vinegar, Wholesale and Retail Distribution and Metal Quarry involving 134, 83, 9, 102 and 12 workers and a loss of 1,675, 6,474, 9, 51 and 312 man-days respectively.

Arrivals and Departures of Indian Estate Labourers :

In January, 1957, the departures of Indian Estate Labour exceeded the arrivals by 303 as compared with 92 in December, 1956.

Registrants for Employment or Better Employment :

The total number of registrants for employment or better employment according to registers of the Employment Exchanges as at the end of November, 1956, and December, 1956, was as given below :—

	November, 1956			December, 1956		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	12,352 ..	3,399 ..	15,751 ..	12,556 ..	3,535 ..	16,091
Skilled	9,075 ..	793 ..	9,868 ..	8,992 ..	802 ..	9,794
Semi-skilled	19,199 ..	6,458 ..	25,657 ..	19,160 ..	6,648 ..	25,808
Unskilled	32,048 ..	2,407 ..	34,455 ..	31,847 ..	2,412 ..	34,259
Total	72,674	13,057	85,731	72,555	13,397	85,952

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

	November, 1956			December, 1956		
	Males	Females	Total	Males	Females	Total
Technical and Clerical	172 ..	30 ..	202 ..	92 ..	10 ..	102
Skilled	59 ..	— ..	59 ..	44 ..	— ..	44
Semi-skilled	92 ..	3 ..	95 ..	86 ..	18 ..	104
Unskilled	189 ..	21 ..	210 ..	119 ..	9 ..	128
Total	512	54	566	341	37	378

NOTES OF CURRENT INTEREST

Trade Unions Registered in January, 1957

Reg. No.	Name of Trade Union
816	.. Government Veterinary Assistants' Union
817	.. Public Works Department Mechanical Foremen's Union
818	.. All-Ceylon Local Government Workers' Union
819	.. All-Ceylon Irrigation Construction Overseers' Union
820	.. Government Electrical Department Foremen's Association
821	.. Coconut Manufactory Workers' Union
822	.. Agricultural Department Field Assistants' Union
823	.. Sri Lanka Railway Engineering Workers' Union
824	.. Anuradhapura Division Railway Way and Works Workers' Union
825	.. Gal Oya Development Board Electrical Workers' Union
826	.. Kadirana Overseas Telecommunication Service Minor Employers' Union
827	.. Land Development Department Technical Officers' Union
828	.. Food Department Watchers' Union

829	..	Government Daily-paid Temporary Clerks' Union
830	..	Department of Agriculture Mechanical Engineering Workers' Union
831	..	Rajaye Barawa-roga Mardana Viyaparaye Kamkaru Samithiya
832	..	Government Duplicating Machine Operators' Union
833	..	Virakesari Employees' Union
834	..	Government Plan Printers' Union
835	..	Overseas Telecommunication Service Local Staff Union
836	..	Gal Oya Development Board Engineering Workers' Union
837	..	Irrigation Department Mechanical Workers' Union
838	..	Kalutara District Toddy Suppliers' Association

Registrations cancelled in January, 1957

Nil

INDUSTRIAL COURT AT COLOMBO

No. 1. D. 3 of 1956

In the matter of a dispute between The United Engineering Workers' Union of No. 124, Shorts Road, Colombo 2,

and

Messrs. Brown & Company, Limited, Colombo.

THE AWARD

This is an award under the Industrial Disputes Act, No. 43 of 1950.

2. It is a dispute between the United Engineering Workers' Union (hereinafter referred to as the "Union") and Messrs. Brown & Co., Ltd. (hereinafter referred to as the "Company", sometimes as the "Respondent Company").

3. The Union was, it appears, formed in 1943, and in May, 1956, a branch of the Union was inaugurated, consisting of some of the workmen employed at the Lanka Garage, a workshop of the Company. On June 22, 1956, demands were made to the Company by the Union on behalf of these workmen, who numbered 192 out of the total number of 201 employed at this garage, for changes in wages and conditions of service. The Union appears also to have written a letter to the Assistant Commissioner of Labour on the same date: it wrote again to the same Assistant Commissioner on July 27, 1956, informing him that, if no satisfactory reply was received by July 30, 1956, it would take all steps including strike action: the Assistant Commissioner replied thereto by his letter dated August 3, 1956, to which a reply was sent on August 7, 1956. About noon on August 13, 1956, the members of the Union at the garage went on strike: they refrained from working for about 10 days. The matter was then reported to the Minister of Labour and Social Services by the Union and he referred the matter to this Court on August 27, 1956.

The following were the demands made by the Union:—

- " (1) 14 days medical leave with full pay per year.
- " (2) Annual increments in wages to all workers.

- “ (3) Full pay leave (from the first day of accident) in the case of all accidents arising out of and in the course of employment.
- “ (4) A Provident Fund scheme for all employees, and one month's wages for every year of service to be paid to all workers in respect of their past services.
- “ (5) Recognition of the United Engineering Workers' Union by Brown & Company, Ltd. ”

Demand No. 1 :

4. This is a demand for 14 days medical leave for a year with full pay. The Company grants at present 7 days leave for absence from work due to illness. It appears that it is not customary to insist on the production of a medical certificate. In cases of serious illness the Company states that further leave is given at its discretion. It appears that up to 1948 the Company used to give 14 days medical leave. It was stated that seven Companies or firms grant—some as a result of awards, all given in 1946—two weeks sick leave. Two of these Companies, Richard Pieris & Co., Ltd. (award March 29, 1946) and Collettes, Ltd., are engaged in a similar business : the other five are not : Richard Pieris & Co., Ltd., grant 7 days sick leave and 7 days special sick leave, the latter is given only in the case of serious illness ; Collettes, Ltd., grant 14 days sick leave, but grant no casual leave. Both these Companies sell trucks and motor cars and repair such vehicles. Jinasena & Co. that was in existence in 1946 (award July 12, 1946) can hardly be said to have been engaged in a similar business as the Respondent Company. The award in Walker & Greig, Ltd. (March 29, 1946) deals with the payment of wages to workmen for an eight-hour day. The award in Rowlands, Ltd. (July 12, 1946) makes provisions relating to mercantile employees. The award in the Colombo Omnibus Co. Ltd., makes provisions for persons employed in omnibuses, such as “bus-drivers, inspectors, conductors, &c.”. Evidence was given on behalf of another Company which manufactures concrete pipes and employs 60 workmen. The evidence it gave about leave is not very clear but its effect appears to be to show that it gives the holidays and leave laid down by the Wages Board decisions.

5. In the result, only two Companies engaged in a similar business as the Respondent Company give two weeks sick leave. We can see no ground for granting this demand altering the existing practice of the Company, namely, seven days leave with full pay for absence from work due to illness, and in cases of serious illness further leave at the discretion of the Company.

6. Although no demand was made in respect of casual leave, we recommend that, following the award in I. D. 7 of 1956 (Walkers Award), the Company should grant three days casual leave (a year) with full pay to a worker.

Demand No. 2 :

7. This demand relates to annual increments. The Company grants increments usually once a year. They are granted after a review of the workman's performance during the past year, namely, his degree of skill or improvement, as an incentive and generally on personal records maintained by the Company and on the value of the workman to the

organization ; it exercises its judgment as to whether the increment, if given, will have a beneficial effect and whether it is deserved or has been earned by the workman. Automatic annual increments are, according to the Company, nowhere recognized in private industrial enterprises since they stand or fall with the efficiency of their workers and efficiency does not necessarily increase with the amount or period of work that workers put in. The Company has pointed out that it operates in the motor engineering trade generally so that charges for repairs and maintenance of the vehicles must be competitive with other employers.

8. The Union contended that annual increments are granted by the Municipal Council of Colombo, the Government Railways, Richard Pieris & Co., Ltd., and Collettes, Ltd. The first two are not private enterprises while the last two are. Richard Pieris & Co., Ltd., generally grant ten increments—an unskilled workman starts at Re. 1.40 (basic wage) a day and reaches the maximum of Re. 1.90, the next class starts at Rs. 1.67 and ends with Rs. 2.17 ; workmen are grouped under 13 classes, the highest being break-down operators, whose basic wage at the start is Rs. 6.85 and at the end is Rs. 9.15 a day. Annual increments are given as a rule, but they can be withheld for inefficiency. The scales of pay at Collettes, Ltd., appear to be those laid down by the Minimum Wages Board. An annual increment is given as a rule to every worker who has done his work efficiently and whom the Company considers to be deserving : “ this is our discretion ” said the witness. If a worker’s work is not up to the standard of the Company, he is not given an increment. In the Government Railways, if the work and conduct of a workman have been satisfactory and he has maintained the normal standards of his grade without any adverse reports he gets his increment. A worker who has been efficient may, it appears, have the increment deferred on account of irregular attendance. Grant of increment is conditional on employee maintaining a certain standard of attendance. A workman’s conduct and attendance are reviewed annually for considering increase which may be justified or adjusting the rate of pay in accordance with his value to the department. Increments are not granted automatically.

9. The Respondent Company has a minimum and maximum basic wage for an hour : it also gives a cash allowance of 23 cents a day on account of meals.

<i>Electricians Class</i>					<i>Increas Cents</i>
Mechanics	..	..	..	..	37½
Electricians	..	..	..	..	11½
Carpenters	..	..	..	..	22
Tinkers	..	..	..	..	33½
Blacksmiths	..	..	..	..	27½
Hoodmakers	..	..	..	..	17
Drivers	..	..	..	..	2
Turners	..	..	..	..	20

Counsel for the Union was willing to accept these increases with the exception of the case of drivers ; he desired that there should be ten increments.

10. (a) Our decision is as follows :—

Increments in respect of rates of wages are not to be given automatically. The work, conduct and attendance of each workman

are to be reviewed annually for considering whether an increase in the rate of wages should be given or not in accordance with the workman's value to the Company.

(b) The scale for an hour would be as follows :—

<i>Class</i>	<i>Minimum Cents</i>		<i>Maximum Cents</i>
Mechanics	.. 25,	increase of 3.75 cents a year, for 10 years	.. 62½
Electricians	.. 25,	increase of 1.15 cents a year, for 10 years	.. 36½
Carpenters	.. 32½	increase of 2 cents a year, for 10 years..	.. 54½
Tinkers	.. 25,	increase of 3.35 cents a year, for 10 years	.. 58½
Blacksmiths	.. 27½,	increase of 2.75 cents a year, for 10 years	.. 55½
Hoodmakers	.. 29½,	increase of 1.7 cents a year, for 10 years	.. 46½
Drivers	.. 40½,	increase of 0.5 cents a year for 10 years	.. 45½
Turners	.. 36½,	increase of 2 cents a year, for 10 years	.. 56½

Demand No. 3 :

11. This is a demand for full pay leave from the first day of accident in the case of all accidents. The waiting period of seven days was fixed, according to the Company, for the purpose of excluding all cases of trivial injury. If a workman could claim compensation for a very short absence, the employer, according to the Company, would have no adequate means of checking the facts as the alleged disablement might be over before it could arrange for a medical examination.

12. Richard Pieris & Co., Ltd., stated that it granted full pay leave from the first day during the "waiting period". Till quite recently nothing was paid by Collettes, Ltd., for the first seven days: this Company's position is that it now grants at the discretion of the management "accident leave pay" in the case of a minor accident, provided the accident was not due to the carelessness of the workman: it appears from the evidence given later, if the management is satisfied that the accident was not due to the carelessness of the workman, "we exercise our discretion" for that purpose. The award in Jinasena & Co. referred to earlier ordered the firm to give an employee accident pay from the third day after each accident. The Respondent Company's position is that it makes a payment from the first day of an accident in respect of absence from work directly caused by an accident during the course of the workman's employment, if the Company's doctor considers that it was reasonable to keep away from that day, otherwise from the first day of any absence which that doctor considers reasonable.

13. The Workmen's Compensation Ordinance, No. 19 of 1934 (Chapter 117), was—it is said—modelled closely on the Indian Workmen's Act. (S. P. VII of 1947, page 55.) In section 3 (a) of the Ordinance (Chapter 117), it is provided that an employer shall not be liable in respect of any injury which does not result in the total or partial disability of the workman for a period exceeding seven days: section 6 (1) D of the said Ordinance contains a provision regarding the amount of compensation to be paid in respect of temporary disablement in which a waiting period of seven days is referred to. These provisions appear, according to an Indian judgment, to have been taken over from the English Act of 1925, where too there is a waiting period. They have been made with the express object of imposing liability on certain classes of employers for compensation in respect of injuries caused by accident. Mr. Kadirgamar referred to decisions of Indian Labour Tribunals in respect of claims for compensation for accidents during the waiting period—in one case the Tribunal remarked thus: "I do not think that it would be desirable

in such a case to interfere lightly with the policy adopted by the legislature in dealing with cases of compensation for injury caused by accident."

14. The Respondent Company should, in our opinion, grant accident leave with full pay to the workmen in respect of absence from work from the first day of an accident caused in the course of their employment if such absence was, in the view of the Company's doctor, reasonable. This would give relief in all genuine cases of injury.

Demand No. 4 :

15. This demand relates to the formation of a provident fund scheme for all employees, and a claim in respect of past services. Richard Pieris & Co., Ltd., had started a provident fund for its employees and it contributes as a rule 10 per centum of the basic wages of its workmen ; Collettes, Ltd., started in 1950 a staff provident fund for the benefit of all its employees, namely, members of the staff, clerical workers and the workmen, to which the Company contributed 5 per centum of the nett profits. The amount to be set aside for the benefit of each employee was dependent on the discretion of the management: it was determined at the end of the year, and the number of days a person worked was taken into consideration when exercising the discretion. This Company intends to start a new scheme at the beginning of 1957, a real provident fund to which both the employer and the employees would contribute: the rate of contribution of each has not yet been decided.

16. The Respondent Company is willing to recognize superannuation by means of a provident fund scheme: its position is that such a scheme must be centralized, and it desires to wait for the inauguration of the National Provident Fund by the Government. The Company fears that, if it were to start a fund of its own, a workman, as soon as there is a sufficiently attractive fund to his credit, would obtain the amount and leave its employment: thus, sums contributed by the employer and the employee for the purpose of old age retirement would not help the worker in his old age. It was contended that, if the employer's fund were more favourable than the National Fund, the employer would not be permitted to hand over his fund to the National Fund. The Company at present grants a gratuity to its employees who have attained a particular age and have served for a particular number of years. For the reasons the Court gave in the award in Walker Sons & Co., Ltd. (No. 7 of 1956), we decide that a provident fund should be immediately established by the Company—the rate of contribution of the Company would be 6 per centum of the monthly basic wage of a worker: the worker's contribution would be 4 per centum of such wage, which sum will be deducted from the worker's wages; he is at liberty to contribute at a higher rate. It appears that the employer's rate of contribution under the National Fund would be six per centum. The first trustees of the fund would be nominated by the Company or its Board of Directors and the deed will contain provisions in respect of the succeeding trustees. The important rule is the one relating to payment of a worker's contribution and the Company's contribution. We direct that the rules specified in the Schedule marked "A" annexed hereto shall apply.

17. The other claim is for the payment of one month's wages for every year of service to all workers in respect of their past services. It is assumed that the claim is really that this sum be credited to the fund.

A provident fund scheme means that the worker has to contribute a portion of his wages and the employer in return contributes a certain proportion. The Company had years ago a provident fund scheme for its workmen which was discontinued about 1943 at the request of its engineering workmen. The Company would thus have been led to believe that the workers did not wish to be under an obligation to have a portion of their wages deducted monthly and that the Company was released from making any provision of that nature. In that belief it distributed its profits for a number of succeeding years among its shareholders. The Company can in fairness be directed to make a contribution at the rate of 6 per centum of the basic monthly wage from the beginning of the present financial year. It is difficult to adopt the same procedure for the previous year, for the accounts for that year have been examined and passed and dividends declared. The changed situation of the parties for a number of years after 1944 is referable to the conduct of the workers about 1943. An order made by the Court should be just and equitable (section 24 (1)) : a thing may be found to be just and equitable after a consideration of the position of both parties. Can it be said to be fair to the employer to order him to pay in one year such a considerable sum of money as would be required for complying with the demand for past services? There would further be a difficulty in claiming relief under the Income Tax Ordinance for payment of a sum on account of wages for past years, considering that the accounts for those years have been completed and accepted.

18. We are, therefore, unable to grant this part of the demand, but we recommend that the Company should contribute a sum equivalent to one per centum of the monthly basic wage of a worker—in addition to what has already been decreed—for every year of service commencing from the date of the award for the number of years a worker has been in the service of the Company between January 1, 1950, and December 31, 1955. If the Company's financial year begins on the first of April of a year, April 1, 1950, should be read in lieu of January 1, 1950, and March 31, 1956, in lieu of December 31, 1955—thus, the maximum period would be five years.

Demand No. 5 :

19. This relates to the recognition of the Union by the Company. Industrial dispute means any dispute or difference between employers and workmen or between workmen and workmen connected with the employment or non-employment, or the terms of employment, or with the conditions of labour, of any person; for the purposes of this definition "workmen" includes a trade union consisting of workmen. (Section 47 of the Act No. 43 of 1950.)

There are three distinct heads—

- (1) The parties to the dispute, these being (a) employers and workmen, (b) workmen and workmen, (c) employer and a trade union consisting of workmen, or (d) a trade union consisting of workmen and workmen—probably also a trade union consisting of workmen and a trade union consisting of workmen ;
- (2) Subject matter of the dispute—the dispute or difference being connected with—
 - (a) the employment,
 - (b) the non-employment,
 - (c) the terms of employment,
 - (d) the conditions of labour ;

- (3) The origin of the dispute or difference being in reference to a person—that is the employment or non-employment must be of a person, the terms of employment have relation to a person, and the conditions of employment have relation to a person.

All the three elements must co-exist to make a dispute an industrial dispute. Where there is a dispute, the industrial workmen concerned in it can negotiate with the employer, or their Union can take it up and carry on negotiations, and promote a settlement.

20. *India*.—“The first piece of legislation relating to Trade Disputes was passed in 1929 by the enactment of the Trade Disputes Act of 1929. Experience of the working of this Act revealed that no provision had been made to render the proceedings institutable under the Act for the settlement of an industrial dispute conclusive and binding on the parties to a settlement. This defect was overcome during the war by empowering under Rule 18A of the Defence of India Rules, the Central Government to refer industrial disputes to adjudicators; the need of a permanent legislation in replacement of this Rule was self-evident. This led to the passing of the industrial Disputes Act in 1947”—Encyclopædia of Labour Laws, Vol. 1, p. i.

“Industrial dispute” (in the Indian Act) means any dispute or difference between employers and employees, or between employers and workmen, or between workmen and workmen, which is connected with the employment or non-employment or the terms of employment or with the conditions of labour, of any person. It differs from the definition in the Ceylon Act by including a dispute or difference between employers and employers within the expression: and by the absence of any words to show that a trade union consisting of workmen is brought within the words “workmen”.

21. Under both Acts, a dispute which is between the employer on the one side and an individual employee on the other cannot come within the definition.—A trade dispute does not include an individual dispute. But a dispute, which is in its origin one between the employer and an individual employee, may develop into an industrial dispute if the rest of the employees or the majority of them or the Labour Union take up the cause of the employee concerned. (Lord Shaw in *Conway v. Wade* (1909 A. C. 506).)

22. The absence of the words relating to the inclusion of a Trade Union in the Indian Statute has not affected the right of a Trade Union to take proceedings under the Act. If there is the relationship of employers and workers and if there is an undertaking carried on by employers and workers, and if in that undertaking a dispute takes place, then there is a dispute in an industry contemplated by the Statute.

The Act itself made provision for the representation of a workman by an officer of a registered Trade Union: this section was repealed and a new section was substituted by the Industrial Disputes (Appellate Tribunal) Act, No. 48 of 1950—it is now section 36 of the Industrial Disputes Act, 1947, which is to the same effect—the chief difference being the words “a workman who is a party to an industrial dispute” (of the earlier Act) are now replaced by “a workman who is a party to a dispute”.

23. Individual workmen have a right to take steps in an industrial dispute, a Union too can do so in both countries. In India the right of the Union can at the utmost be co-extensive with that of the workmen themselves, while in Ceylon the Union can urge that it can take steps on its own behalf.

24. A registered Trade Union can take proceedings under its name in Ceylon (section 21 (2) of Chap. 116), similarly in India. The dispute, even if a Trade Union decides to take proceedings, must be in reference to the employment or non-employment, &c., of a person, even though such dispute can be taken cognizance of by the workmen or by the Trade Union. Employment and non-employment constitute the subject of one class of industrial disputes: another class is the conditions of labour. A demand that a Union be recognized does not relate to either of these subjects. The other class is connected with the terms of employment—one would be the wages which the employees are to be paid. Can a worker who is a member of a Union ask his would-be employer that one of the terms on which he is willing to be employed is that his Union should be entitled to represent him in his dealings with the employer?

25. The Indian cases have held that the right of collective bargaining was an inherent and fundamental right of the workers and could not form the subject-matter of a contract, of employment and need not therefore form the subject-matter of the contract of employment, nor could it be connected with any term of employment. A considerable amount of latitude must, according to the Indian cases, necessarily be given to the management so that it may be assured that it is dealing with a Union which is at a relevant date representative of the workmen. If the Tribunal acting under the Act were to decide that a particular Union ought to be recognized by the management and if in the following month the Union should become unrepresentative, is it right that the management should be obliged to deal with it? Again in a particular unit there may be several Unions, and it would not be right for the Tribunal to select which of such Unions represents the workmen.

26. It was argued that in India a special provision had been made by Statute for recognition of Trade Unions and that the Indian decisions were therefore not relevant in Ceylon. The statement of the objects and reasons for the Bill (Indian Bill) shows that it had been felt that there should be some obligation on the part of employers to recognize Trade Unions provided they are truly representative. "The Trade Union Act, 1926, provides for registration of the Union, but there is no obligation on the employers to recognize Trade Unions. The Royal Commission on Labour pleading for recognition in the spirit as well as in the letter deprecated obligatory recognition feeling that it would not secure genuine and full recognition, which the Commission desired to seek. The position has not, however, improved in regard to voluntary recognition by employers. The Bill, therefore, provides for obligatory recognition of representative Trade Unions. The question as to whether a Trade Union is representative or not will, in the event of the dispute, be considered by an Industrial Court to be unfair practices Provision has been made enabling withdrawal of recognition where " (Statement of objects.)

The Bill was passed about December 20, 1947—the Act is known as the Indian Trade Unions (Amendment) Act, 1947. It consists of

eighteen sections. The Encyclopædia of Labour Law, published in 1953, states thus—This Act has not yet come into force.

27. On a consideration of all these circumstances, we are of opinion that an Industrial Court cannot order an employer to recognize a Trade Union. It is a matter which is better left to the discretion of the employer. Mr. Kadirgamar drew our attention to an extract from the House of Representatives, Hansard, August 24, 1956, which refers to a reply sent by the Permanent Secretary to the Minister of Labour and Social Services concerning recognition of a particular union. It is as follows :—

Ref. No. W. 105/542.

“ Sir,

Recognition of the Ceylon Plantation Workers' Union

With reference to your letter of 14th July, 1956, I am directed by the Hon. Minister of Labour, Housing and Social Services to inform you that he has considered the representations made in your letter of 14th July. I am further directed to inform you that the Hon. Minister's view is that recognition should be obtained by a union through its own strength. As there is a multiplicity of unions, it is difficult to compel employers by law to recognize all unions.

I am, Sir,
Your obedient servant,
(Sgd.) _____,
Permanent Secretary.”

We are unable to grant this demand.

SUMMARY

1. Medical leave shall be as at present. Recommendation—that three days casual leave be given for a year.
2. An annual increment should, as a general rule, be given according to the scales set out in paragraph 9.
Increments are not automatic.
3. Demand *re* accident—not granted.
4. A Provident Fund should be inaugurated by the Company.
Rate of employer's contribution to be six per centum of the basic wages of the workmen.
Recommendation—employer to contribute one per centum of basic wages of the workmen as stated in paragraph 17.
5. Demand *re* recognition of the Union—not granted.

A. R. H. CANEKERATNE,
C. COOMARASWAMY,
S. J. C. SCHOKMAN.

Colombo, November 25, 1956.

SCHEDULE “ A ”

PROVIDENT FUND

Rules

(1) A contributor shall be entitled to retire from the Fund on or at any time after attaining the age of 60 years. On so retiring he shall be entitled to receive from the Fund. Subject

the provisions of rule 5 hereof, the full amount contributed by him and the full amount contributed by the employer for his use and the interest, if any thereon, which is hereafter referred to as the full amount standing to his credit.

(2) In the event of the termination of the services of an employee before attaining the age of 60 years on account of illness or incapacity to work or on account of retrenchment or in the case of a female employee on her marriage or such other cause considered adequate by the Trustees, the employee shall receive, subject to the provision of rule 5 hereof, the full amount standing to his credit.

(3) If the services are terminated after five years of service whether by the employer or by the employee, he shall be entitled, subject to the provisions of rule 5 hereof, to the full amount standing to his credit but the employer's contributions are to be paid one year after the termination of the employee's service.

(4) If the employer terminates the services of an employee or the employee terminates his services with his employer before the employee completes five years of service, he shall be entitled—

(a) to the entirety of his own contributions, but subject to the provisions of rule 5 hereof.

(b) subject to the provisions of rule 5 hereof, to the contributions made by the employer to the fund on the following basis :—

(i) after a service of one year but less than 2 years—ten per centum ;

(ii) after a service of two years but less than 3 years—twenty per centum ;

(iii) after a service of three years but less than 4 years—forty-five per centum ;

(iv) after a service of four years but less than 5 years—seventy-five per centum.

(4A) If the services of the employee are terminated by either party before the employee has served for a period of a year he shall not be entitled to receive any part of the employer's contribution.

(5) The employer shall have a lien on the full amount standing to the credit of the employee in respect of any financial loss caused by the employee to the employer through fraud, misappropriation, theft, negligence, or otherwise however, or in respect of any indebtedness to the employer to the extent of such loss or indebtedness.

(6) In the case of the death of the employee before retirement or termination, all his right, title and interest in the full amount standing to his credit shall vest in his widow, and if there is no widow, in his heirs but subject to the provisions of rule 5 hereof.

A. R. H. CANEKERATNE,
C. COOMARASWAMY,
S. J. C. SCHOKMAN.

Colombo, November 25, 1956.

NEW DECISIONS OF THE WAGES BOARD FOR THE PRINTING TRADE

THE following new decisions of the Wages Board for the Printing Trade came into force with effect from February 1, 1957. A notification relating to these decisions was published in *Gazette Extraordinary* No. 11,056 of January 30, 1957.

The decisions made by the Wages Board for the Printing Trade and set out in the Schedule to the notification published in *Gazette Extraordinary* No. 9,436 of July 21, 1945, as varied in the manner set out in the notifications published in *Gazette* No. 9,523 of February 22, 1946, *Gazette* No. 9,634 of November 22, 1946, *Gazette* No. 10,002 of July 29, 1949, *Gazette Extraordinary* No. 10,229 of March 30, 1951, *Gazette Extraordinary* No. 10,429 of July 30, 1952, *Gazette Extraordinary* No. 10,542 of June 29, 1953, and *Gazette* No. 10,821 of July 29, 1955, shall be further varied as follows :—

1. in Part I of that Schedule by the addition, at the end of the decisions set out therein, of the following new decision :—

“ *Definition of a normal working week (section 24)*

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

2. in Part II of that Schedule—

(a) by the re-numbering of paragraph 3 of that Part as sub-paragraph (i) of that paragraph ;

(b) by the insertion, immediately after the re-numbered sub-paragraph (i), of the following new sub-paragraph :—

“ (ii) In respect of each such day of work in any month as is in excess of the minimum number of working days specified in respect of that month in paragraph 3 (i), the minimum rate of wages payable shall be an amount equal to twice the minimum daily rate ascertained by dividing the minimum monthly rate by 25. ” ;

(c) under the sub-heading “ For Learners and Apprentices ” appearing under the heading “ Basic rate for a month ”—

(1) in the column “ 1st year ”—

(i) by the substitution, for the figures “ 30.0 ”, of the figures “ 33.0 ” ;

(ii) by the substitution, for the figures “ 22.50 ”, of the figures “ 25.0 ” ;

(iii) by the substitution, for the figures “ 20.0 ”, of the figures “ 22.0 ” ;

(iv) by the substitution, for the figures “ 18.0 ”, of the figures “ 20.0 ” ;

(v) by the substitution, for the figures “ 16.0 ”, of the figures “ 18.0 ” ;

(2) in the column "2nd year"—

- (i) by the substitution, for the figures "40.0", of the figures "44.0";
- (ii) by the substitution, for the figures "37.50", of the figures "35.0";
- (iii) by the substitution, for the figures "25.0", of the figures "27.0";
- (iv) by the substitution, for the figures "22.50", of the figures "25.0";
- (v) by the substitution, for the figures "20.0", of the figures "22.0";

(3) in the column "3rd year"—

- (i) by the substitution, for the figures "50.0", of the figures "56.0";
- (ii) by the substitution, for the figures "45.0", of the figures "48.0";
- (iii) by the substitution, for the figures "30.0", of the figures "34.0";
- (iv) by the substitution, for the figures "27.0", of the figures "30.0";
- (v) by the substitution, for the figures "24.0", of the figures "27.0";

(4) in the column "4th year"—

- (i) by the substitution, for the figures "65.0", of the figures "71.0";
- (ii) by the substitution, for the figures "56.25", of the figures "63.0";
- (iii) by the substitution, for the figures "37.50", of the figures "42.0";
- (iv) by the substitution, for the figures "33.75", of the figures "37.0";
- (v) by the substitution, for the figures "30.0", of the figures "33.0";

(5) in the column "5th year"—

- (i) by the substitution, for the figures "80.0", of the figures "88.0"; and

3. in Part III of that Schedule—

- (a) by the re-numbering of the paragraph appearing under the heading "Overtime Rate" as paragraph 1 of that Part; and
- (b) by the insertion, immediately after the re-numbered paragraph 1, of the following new paragraph:—

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

CONSOLIDATED DECISIONS OF WAGES BOARDS

XXXIV—The Coconut Growing Trade

THE original decisions of the Wages Board for the Coconut Growing Trade came into force on May 1, 1949. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette Extraordinary* No. 9,971 of April 30, 1949. Decisions varying earlier decisions were published in notifications appearing in *Ceylon Government Gazettes* No. 10,098 of April 28, 1950, No. 10,154 of September 22, 1950, and in *Ceylon Government Gazettes Extraordinary* No. 10,542 of June 29, 1953, and No. 11,035 of December 27, 1956.

DECISIONS

PART I

Direction under section (20) (2) (b)

THE special allowance shall be computed and published once a month by the Commissioner of Labour.

The special allowance for a normal working day in any month shall be computed on the cost of living index number for the month immediately preceding that month.

Definition of a normal working day (section 24)

THE number of hours constituting a normal working day (inclusive of one hour for a meal) shall be nine.

PART II

MINIMUM rates of wages for piece work applicable to certain processes in the activities of the Coconut Growing Trade described in the notification under section 6 of the Ordinance for the time being in force.

<i>Process</i>	<i>Rate</i>
(1) In the raising and maintenance of plantations—	
Picking nuts	Rs. 12.50 per 1,000 trees
(2) In the manufacture of copra—	
Husking nuts	Re. 1.75 per 1,000 nuts
Splitting nuts, copra curing and sorting	Re. 1.50 per 1,000 nuts

PART III

The minimum rate of wages for time work shall consist of—

- (1) a basic rate, and
- (2) a special allowance,

as set out hereunder, and shall, in the case of activities of the coconut growing trade which are specified in column I, be applicable to all processes other than processes for which minimum rates of wages for piece work have been prescribed in Part II.

<i>1</i>	<i>2</i>	<i>3</i>
<i>Activities</i>	<i>Basic rate for a normal working day</i>	<i>Rate of special allowance for a normal working day in any month</i>
		Where the cost of living index number for the preceding month is 99.2, the special allowance shall be—
		<i>Rs. c.</i>
		for a male worker not under 16 years of age (including a kangany) .. 1 9
		for a female worker not under 15 years of age .. 0 82
		for a male worker under 16 years of age or a female worker under 15 years of age .. 0 75
		Where the cost of living index number for the preceding month is above 99.2, the rate of special allowance hereinbefore prescribed shall be increased, for each complete unit of 1.8 points by which the index number exceeds 99.2 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table I below—
		3 cents in the case of a male worker not under 16 years of age (including a kangany)
		2 cents in the case of a male worker under 16 years of age or a female worker
		Where the cost of living index number for the preceding month is 99.1, the special allowance shall be—
		<i>Rs. c.</i>
		for a male worker not under 16 years of age (including a kangany) .. 1 6
		for a female worker not under 15 years of age .. 0 80
		for a male worker under 16 years of age or a female worker under 15 years of age .. 0 73
		Where the cost of living index number for the preceding month is below 99.1, the rate of special allowance hereinbefore prescribed shall be decreased for each complete unit of 1.8 points by which the index number falls short of 99.1 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Table II below—
		3 cents in the case of a male worker not under 16 years of age (including a kangany)
		2 cents in the case of a male worker under 16 years of age or a female worker
	<i>Rs. c.</i>	
	For a kangany .. 1 15	
	For a worker other than a kangany—	
(1) The raising and maintenance of a coconut plantation	where such worker is a male not under 16 years of age .. 1 0	
	where such worker is a female not under 15 years of age .. 0 85	
(2) The manufacture of copra	where such worker is a male under 16 years of age or a female under 15 years of age .. 0 75	

Table I

Special Allowances payable in the event of a rise in the index number—

Index Numbers	Special Allowance		
	For a male worker not under 16 years of age (including a kangany)	For a female worker not under 15 years of age	For a male worker under 16 years of age or a female worker under 15 years of age
	Rs. c.	Rs. c.	Rs. c.
99.2—100.9	1 9	0 82	0 75
101.0—102.7	1 12	0 84	0 77
102.8—104.5	1 15	0 86	0 79
104.6—106.3	1 18	0 88	0 81
106.4—108.1	1 21	0 90	0 83

Table II

Special Allowances payable in the event of a fall in the index number—

99.1—97.4	1 6	0 80	0 73
97.3—95.6	1 3	0 78	0 71
95.5—93.8	1 0	0 76	0 69
93.7—92.0	0 97	0 74	0 67
91.9—90.2	0 94	0 72	0 65

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum rate of wages for time work for any worker engaged in cattle-keeping on a Sunday shall be one and a half times the minimum rate of wages fixed for such worker in respect of a normal working day.

PART IV

Overtime rate

In respect of each hour of work in excess of the normal working day, the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the minimum daily rate by 8) increased by 25 per cent. of such minimum hourly rate.

PART V

Weekly holidays (section 24)

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

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

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ;
- (2) that in respect of work done on a Sunday—

(a) a worker who has worked for nine hours (inclusive of one hour for a meal), or for any period that falls short of nine hours by reason of the failure of the

employer to provide him with work shall be paid at one and a half times the minimum rate of wages for a normal working day ;

(b) a worker who has worked for less than nine hours (inclusive of one hour for a meal) by reason of his unwillingness to work, shall, for each hour that he has worked, be paid at one and a half times the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by eight) ; and

(3) that no worker shall be employed on such Sunday for more than nine hours (inclusive of one hour for a meal).

The remuneration due to a worker for work done on the weekly holiday during any period shall be paid along with the wages payable for that period.

The preceding provisions of this Part shall not apply to workers engaged in cattle-keeping.

Annual holidays (section 25)

1. (a) If a male worker, not under 18 years of age, has been in continuous employment and has worked under the same employer for more than 228 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of five days by which the number of days on which the worker has worked exceeds 228 : Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

(b) If a female worker or a worker (irrespective of sex) under 18 years of age has been in continuous employment and has worked under the same employer for more than 204 days in any year (hereinafter called the "qualifying year"), such worker shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of five days by which the number of days on which the worker has worked exceeds 204 : Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 264 days.

In this paragraph, "days on which the worker has worked" includes—

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

(b) every day of absence on any grounds approved by the employer ;

- (c) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment ;
- (d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 117) ;
- (e) every day on which the employer fails to provide work for the worker ;
- (f) every day of absence due to a strike or lockout that is not illegal provided such days do not in the aggregate exceed 30 days a year ; and
- (g) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance ;

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

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

3. The remuneration for each holiday shall be the average daily wage of the worker obtained by dividing the total wage (excluding overtime) earned by the worker for the days on which he has actually worked in the last six months of the qualifying year by the number of such days.

4. Payment for the holiday or holidays shall be made not earlier than 30 days before and not later than 30 days after such holiday or holidays.

5. Where a worker intends to leave his employment of his own accord, or is to be discontinued or dismissed from employment, on any date, he shall be entitled to take and shall take before that date—

- (a) every holiday which he was entitled to in respect of the last preceding year and which he has not already taken ; and
- (b) where the worker has during the current year complied with the provisions relating to employment and work set out in paragraph 1, every holiday which, but for the termination of his employment, he would be entitled to in the next succeeding year ;

and he shall be remunerated for such holidays in accordance with the provisions of paragraph 3 of these decisions.

6. In these paragraphs " year " means a continuous period of 12 months.

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

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

*Index Number
Nov., 1942
= 100*

Base : November, 1942 = 100

Group Weights	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24	
1943	.. 103 ..	94 ..	105 ..	138 ..	118 ..	107 .. 197*
1944	.. 102 ..	94 ..	105 ..	156 ..	127 ..	109 .. 200
1945	.. 110 ..	94 ..	112 ..	165 ..	158 ..	121 .. 221
1946	.. 113 ..	111 ..	124 ..	180 ..	155 ..	125 .. 229
1947	.. 126 ..	121 ..	136 ..	213 ..	157 ..	138 .. 252
1948	.. 138 ..	101 ..	148 ..	189 ..	157 ..	142 .. 260
1949	.. 144 ..	97 ..	129 ..	156 ..	148 ..	141 .. 258
1950	.. 154 ..	102 ..	129 ..	155 ..	154 ..	149 .. 272
1951	.. 155 ..	112 ..	129 ..	197 ..	160 ..	154 .. 283
1952	.. 153 ..	104 ..	131 ..	192 ..	168 ..	153 .. 281

* Average for 11 months only.

B

Colombo Consumers' Price Index

Base : Average Prices 1952=100

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

INDEX NUMBERS

1953	.. 105.97 ..	99.82 ..	101.32 ..	82.82 ..	97.17 ..	101.6
1954	.. 106.13 ..	103.35 ..	101.53 ..	79.52 ..	94.43 ..	101.1
1955	.. 105.09 ..	102.34 ..	101.53 ..	80.50 ..	94.62 ..	100.5
1956	.. 103.32 ..	101.30 ..	101.53 ..	81.76 ..	98.60 ..	100.2
1956—						
January	.. 106.46 ..	101.27 ..	101.53 ..	80.53 ..	95.77 ..	101.5
February	.. 103.80 ..	101.27 ..	101.53 ..	80.42 ..	95.40 ..	99.8
March	.. 103.29 ..	100.92 ..	101.53 ..	79.99 ..	96.25 ..	99.6
April	.. 105.68 ..	101.27 ..	101.53 ..	80.41 ..	96.70 ..	101.2
May	.. 104.03 ..	102.31 ..	101.53 ..	81.66 ..	96.91 ..	100.4
June	.. 103.30 ..	100.58 ..	101.53 ..	82.18 ..	97.52 ..	100.0
July	.. 101.60 ..	102.65 ..	101.53 ..	82.39 ..	98.33 ..	99.2
August	.. 100.33 ..	100.58 ..	101.53 ..	82.32 ..	101.24 ..	98.9
September	101.06 ..	101.61 ..	101.53 ..	82.50 ..	101.32 ..	99.4
October	.. 103.65 ..	100.92 ..	101.53 ..	82.13 ..	103.04 ..	101.3
November	103.72 ..	101.96 ..	101.53 ..	83.21 ..	100.82 ..	101.0
December	.. 102.92 ..	100.23 ..	101.53 ..	83.40 ..	99.87 ..	100.3
1957—						
January	.. 103.45 ..	97.00 ..	101.53 ..	83.43 ..	100.56 ..	100.6

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	Minimum Wage	Index No. of Real Wages	Average Monthly Rate of Wages	Wage Rate Index No.	Index No. of Real Wages	
	Daily rate of Wages	Rate Index No.					
	Rs. c.			Rs. c.			
1939 41	.. 100	.. 100	.. 16.64	.. 100	.. 100
1940 41	.. 100	.. 93	.. 16.64	.. 100	.. 96
1941 45	.. 110	.. 92	.. 18.45	.. 111	.. 98
1942 68	.. 166	.. 111	.. 24.23	.. 145	.. 97
1943 83	.. 202	.. 102	.. 28.98	.. 174	.. 96
1944 87	.. 212	.. 101	.. 34.03	.. 204	.. 110
1945 1.00	.. 244	.. 110	.. 41.92	.. 252	.. 123
1946 1.15	.. 280	.. 123	.. 68.52	.. 412	.. 194
1947 1.20	.. 293	.. 123	.. 75.74	.. 455	.. 195
1948 1.29	.. 315	.. 122	.. 78.16	.. 470	.. 195
1949 1.31	.. 320	.. 121	.. 77.81	.. 468	.. 196
1950 1.53	.. 373	.. 136	.. 83.11	.. 499	.. 198
1951 1.90	.. 463	.. 161	.. 89.79	.. 540	.. 206
1952 1.92	.. 468	.. 163	.. 89.79	.. 540	.. 207

B

BASE : 1952=100

1953 ..	—	.. 1.95	.. 101.56	.. 99.96	.. 90.97	.. 101.31	.. 99.71
1954 ..	—	.. 1.99	.. 103.65	.. 102.52	.. 91.04	.. 101.39	.. 100.29
1955 ..	—	.. 2.06	.. 107.29	.. 106.76	.. 94.94	.. 105.74	.. 105.21
1956 ..	—	.. 2.08	.. 108.33	.. 108.11	.. 96.24	.. 107.18	.. 106.97
1956 ..	January	.. 2.10	.. 109.38	.. 107.76	.. 96.24	.. 107.18	.. 105.60
	February	.. 2.10	.. 109.38	.. 109.60	.. 96.24	.. 107.18	.. 107.39
	March	.. 2.07	.. 107.81	.. 108.24	.. 96.24	.. 107.18	.. 107.61
	April	.. 2.07	.. 107.81	.. 106.53	.. 96.24	.. 107.18	.. 105.91
	May	.. 2.10	.. 109.38	.. 108.94	.. 96.24	.. 107.18	.. 106.75
	June	.. 2.07	.. 107.81	.. 107.81	.. 96.24	.. 107.18	.. 107.18
	July	.. 2.07	.. 107.81	.. 108.68	.. 96.24	.. 107.18	.. 108.04
	August	.. 2.07	.. 107.81	.. 109.01	.. 96.24	.. 107.18	.. 108.37
	September	.. 2.05	.. 106.77	.. 107.41	.. 96.24	.. 107.18	.. 107.83
	October	.. 2.07	.. 107.81	.. 106.43	.. 96.24	.. 107.18	.. 105.80
	November	.. 2.10	.. 109.38	.. 108.30	.. 96.24	.. 107.18	.. 106.12
	December	.. 2.10	.. 109.38	.. 109.05	.. 96.24	.. 107.18	.. 106.86
1957 ..	January	.. 2.07	.. 107.81	.. 107.17	.. 96.24	.. 107.18	.. 106.54

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952=100

*Agriculture** *Trades other than Agriculture†* *Agriculture and Trades other than Agriculture Combined*

Year	Agriculture*		Trades other than Agriculture†		Agriculture and Trades other than Agriculture Combined	
	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.	Minimum Average daily rates of Wages	Minimum Wage rate Index No.
	Rs. c.		Rs. c.		Rs. c.	
1952 .. —	.. 1 96	.. 100.00	.. 2 92	.. 100.00	.. 2 4	.. 100.00
1953 .. —	.. 1 99	.. 101.53	.. 2 95	.. 101.03	.. 2 7	.. 101.47
1954 .. —	.. 2 2	.. 103.06	.. 2 94	.. 100.68	.. 2 9	.. 102.45
1955 .. —	.. 2 9	.. 106.63	.. 2 96	.. 101.37	.. 2 16	.. 105.88
1956 .. —	.. 2 10	.. 107.14	.. 3 0	.. 102.74	.. 2 17	.. 106.37
1956 .. January	.. 2 12	.. 108.16	.. 3 2	.. 103.42	.. 2 19	.. 107.35
February	.. 2 12	.. 108.16	.. 3 2	.. 103.42	.. 2 19	.. 107.35
March	.. 2 9	.. 106.63	.. 2 99	.. 102.40	.. 2 16	.. 105.88
April	.. 2 9	.. 106.63	.. 2 99	.. 102.40	.. 2 16	.. 105.88
May	.. 2 12	.. 108.16	.. 3 2	.. 103.42	.. 2 19	.. 107.35
June	.. 2 9	.. 106.63	.. 3 1	.. 103.08	.. 2 16	.. 105.88
July	.. 2 9	.. 106.63	.. 2 99	.. 102.40	.. 2 16	.. 105.88
August	.. 2 9	.. 106.63	.. 2 99	.. 102.40	.. 2 16	.. 105.88
September	.. 2 7	.. 105.61	.. 2 98	.. 102.05	.. 2 14	.. 104.90
October	.. 2 7	.. 105.61	.. 2 99	.. 102.40	.. 2 16	.. 105.88
November	.. 2 12	.. 108.16	.. 3 2	.. 103.42	.. 2 19	.. 107.35
December	.. 2 12	.. 108.16	.. 3 2	.. 103.42	.. 2.19	.. 107.35
1957 .. January	.. 2 10	.. 107.14	.. 3 1	.. 103.08	.. 2.17	.. 106.37

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

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

TABLE IV

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

Year		Technical and Clerical		Skilled		Semi- skilled		Unskilled		Total
1939	..	3,712	..	11,964	..	5,034	..	5,967	..	26,677
1940	..	4,734	..	13,130	..	4,800	..	4,981	..	27,645
1941	..	5,274	..	8,882	..	2,351	..	3,951	..	20,458
1942	..	6,589	..	9,411	..	1,882	..	1,451	..	19,333
1943	..	2,282	..	2,872	..	1,312	..	1,869	..	8,335
1944*	..	295	..	358	..	227	..	173	..	1,053
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	..	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
	November	14,480	..	8,572	..	20,118	..	27,433	..	70,603
	December	14,498	..	8,544	..	20,142	..	27,826	..	71,010
1956	January	14,706	..	9,017	..	20,849	..	29,614	..	74,186
	February	14,856	..	9,228	..	21,363	..	30,109	..	75,556
	March	14,490	..	9,100	..	21,175	..	29,383	..	74,148
	April	14,181	..	8,857	..	21,042	..	28,831	..	72,911
	May	14,673	..	8,801	..	21,887	..	29,777	..	75,138
	June	14,564	..	8,892	..	22,408	..	30,957	..	76,821
	July	15,244	..	9,395	..	23,643	..	33,572	..	81,854
	August	15,507	..	9,571	..	24,344	..	34,086	..	83,508
	September	15,569	..	9,694	..	24,828	..	34,252	..	84,343
	October	15,701	..	9,867	..	25,321	..	34,524	..	85,413
	November	15,751	..	9,868	..	25,657	..	34,455	..	85,731
	December	16,091	..	9,794	..	25,808	..	34,259	..	85,952

* 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 V

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

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Aissawella	Haputale	Matara	Total
1939	26,677	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	26,677
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	27,645
1941	20,458	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942	19,333	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943	8,335	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944	1,053	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	—	1,497	—	—	—	—	21,366*
1946	25,805	1,117	808	993	3,397	726	352	816	119	438	727	—	611	—	—	—	—	36,544†
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	—	—	—	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	283	—	—	—	—	66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	—	—	—	69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	—	—	—	65,122
1951	33,125	3,422	2,886	4,350	2,209	537†	886	1,587	569	904	418	1,207	284	323	—	—	—	52,707‡
1952	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992	252	437	678	—	—	53,023
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	51,546
1954	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	3,682	6,104	3,253	1,437	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

TABLE V—(contd.)

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Avisawella	Haputale	Matara	Total
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	65,239
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
November	36,683	3,409	4,721	6,279	4,812	656	2,635	2,205	1,907	613	430	295	711	1,154	1,572	383	2,138	70,603
December	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	71,010
1956—																		
January	37,116	3,529	4,772	6,488	5,318	664	2,898	2,247	2,073	513	481	318	1,027	1,173	1,579	364	3,626	74,186
February	37,942	3,662	4,947	6,438	5,279	620	2,864	2,123	2,119	486	520	342	1,191	1,157	1,579	362	3,925	75,556
March	37,371	3,693	5,015	6,143	4,885	495	2,922	2,034	2,105	451	519	326	1,163	1,173	1,536	368	3,949	74,148
April	37,055	3,637	5,094	6,151	4,823	414	2,814	1,904	1,995	464	480	254	1,157	1,117	1,531	376	3,645	72,911
May	38,049	3,771	5,402	6,407	5,119	420	3,151	1,825	2,017	491	468	219	1,032	1,159	1,649	407	3,552	75,138
June	39,006	3,839	5,731	6,497	4,632	493	3,416	1,758	2,135	521	454	209	975	1,234	1,768	431	3,722	76,821
July	41,701	4,008	6,037	6,764	4,606	555	3,743	1,898	2,246	897	548	267	924	1,430	1,913	453	3,864	81,854
August	42,284	4,059	6,185	6,781	4,728	547	3,968	1,901	2,244	967	636	606	969	1,458	1,919	472	3,784	83,508
September	42,437	4,050	6,133	6,679	4,960	501	4,078	1,981	2,290	1,039	659	749	949	1,479	1,988	454	3,917	84,343
October	43,202	4,038	6,174	6,649	4,754	483	4,008	2,101	2,332	1,085	668	835	985	1,579	1,947	525	4,048	85,413
November	43,574	4,012	6,232	6,689	4,359	511	4,239	2,071	2,392	812	667	795	1,035	1,676	1,933	657	4,077	85,731
December	43,039	3,971	6,243	6,651	4,667	503	4,449	2,165	2,462	904	703	694	939	1,651	1,984	721	4,206	85,952

† Revised figures.

† Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avisawella.
(These Exchanges functioned only during 1945 and 1946.)

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

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

Year	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total
1939	..	—	..	—	..	—	..	—	2,583
1940	..	—	..	—	..	—	..	—	5,089
1941	..	—	..	—	..	—	..	—	9,071
1942	..	—	..	—	..	—	..	—	8,129
1943	..	—	..	—	..	—	..	—	4,170
1944	..	—	..	—	..	—	..	—	1,875
1945	..	369	..	1,104	..	411	..	2,653	4,537
1946	..	1,303	..	3,012	..	1,341	..	10,130	15,786
1947	..	915	..	1,417	..	911	..	4,161	7,404
1948	..	1,355	..	1,563	..	1,311	..	6,118	10,347
1949	..	1,807	..	1,616	..	1,767	..	9,590	14,780
1950	..	2,059	..	1,509	..	1,438	..	5,773	10,779
1951	..	2,019	..	1,546	..	1,867	..	5,874	11,306
1952	..	3,107	..	1,802	..	1,887	..	5,657	12,453
1953	..	1,528	..	669	..	1,371	..	2,820	6,388
1954	..	1,097	..	879	..	922	..	4,660	7,558
1955	..		..		..		..
	January	110	..	37	..	74	..	410	631
	February	100	..	79	..	43	..	131	353
	March	107	..	80	..	119	..	195	501
	April	130	..	41	..	56	..	198	425
	May	166	..	113	..	70	..	265	614
	June	195	..	83	..	101	..	200	579
	July	166	..	127	..	149	..	506	948
	August	356	..	92	..	179	..	647	1,274
	September	290	..	79	..	99	..	390	858
	October	191	..	175	..	116	..	248	730
	November	219	..	87	..	91	..	269	666
	December	136	..	71	..	90	..	332	629
1956	..		..		..		..
	January	167	..	51	..	127	..	494	839
	February	210	..	62	..	192	..	564	1,028
	March	97	..	47	..	145	..	629	918
	April	88	..	121	..	160	..	329	698
	May	142	..	68	..	165	..	303	678
	June	254	..	91	..	111	..	344	800
	July	149	..	81	..	121	..	332	683
	August	143	..	91	..	123	..	372	729
	September	170	..	66	..	88	..	284	608
	October	189	..	64	..	134	..	173	560
	November	202	..	59	..	95	..	210	566
	December	102	..	44	..	104	..	128	378

TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of December, 1956

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
	Colombo	564	31	384	32	790	32	1,168	43	2,906	138
Negombo	62	4	40	—	66	9	155	6	323	19
Kalutara	80	25	41	1	148	7	101	7	370	40
Galle	122	5	70	—	152	5	211	3	555	13
Kandy	114	3	31	3	118	6	222	21	485	33
Nawalapitiya	13	5	12	—	33	6	30	—	88	11
Kurunegala	153	3	43	—	164	—	336	2	696	5
Jaffna	139	1	15	2	90	7	52	12	296	22
Ratnapura	65	3	10	—	126	1	57	—	258	4
Badulla	25	3	10	—	65	5	51	8	151	16
Batticaloa	35	1	11	2	41	—	43	2	130	5
Kalmunai	35	1	24	—	35	—	101	—	195	1
Trincomalee	14	2	15	—	17	2	58	2	104	6
Anuradhapura	46	8	16	1	63	4	106	—	231	13
Avissawella	25	1	10	—	47	—	34	1	116	2
Haputale	8	—	18	2	21	17	105	20	152	39
Matara	114	6	41	1	105	3	147	1	407	11
Total	1,614	102	791	44	2,081	104	2,977	128	7,463	378

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers involved	Number of Man-days lost
1939	.. 18	.. Not available	.. Not available	.. 4	.. Not available	Not available
1940	.. 36	.. 9,732*	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048‡	.. 66‡	.. 12,399	.. 25,937
1945	.. 28	.. 3,514	.. 4,285	.. 53	.. 28,875	.. 153,388‡
1946	.. 87	.. 15,259	.. 31,830‡	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,174
1948	.. 33	.. 23,100	.. 49,933‡	.. 20	.. 1,065	.. 2,497‡
1949	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576‡
1950	.. 82	.. 22,808	.. 85,837	.. 28	.. 5,471	.. 22,617
1951	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	.. 39	.. 6,168	.. 46,990
1953	.. 33	.. 363,600	.. 430,586	.. 54	.. 14,482	.. 31,996
1954	.. 59	.. 86,450	.. 391,200	.. 55	.. 15,381	.. 85,569
1955	.. 60	.. 11,437	.. 69,913	.. 47	.. 11,293	.. 36,016
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	.. 10	.. 1,824	.. 8,077	.. 1	.. 50	.. 900
September	.. 5	.. 914	.. 3,438	.. 3	.. 879	.. 9,164
October	.. 3	.. 504	.. 11,344	.. 1	.. 20	.. 20
November	.. 2	.. 383	.. 971	.. 5	.. 102	.. 617
December	.. 7	.. 2,259	.. 7,040	.. 7	.. 1,028	.. 2,503
1956 January	.. 2	.. 31	.. 130	.. 5	.. 320	.. 487
February	.. 1	.. 14	.. 14	.. 4	.. 587	.. 633
March	.. 4	.. 687	.. 5,325	.. 3	.. 4,978	.. 5,002
April	.. 5	.. 668	.. 924	.. 3	.. 588	.. 861
May	.. 3	.. 28,329	.. 81,348	.. 28	.. 5,948	.. 7,760
June	.. 8	.. 1,682	.. 5,165	.. 12	.. 2,348	.. 3,106
July	.. 14	.. 3,028	.. 5,419	.. 14	.. 2,597	.. 14,084
August	.. §13	.. 4,153	.. 10,822	.. §15	.. 8,019	.. 28,391
September	.. 9	.. 2,792	.. 34,921	.. 6	.. 2,987	.. 13,728
October	.. §19	.. 5,020	.. 13,318	.. 6	.. 636	.. 2,744
November	.. 11	.. 4,378	.. 20,603	.. 11	.. 758	.. 9,078

* Number of workers involved in one strike is not available.

† Number of man-days lost in one strike is not available.

‡ Number of workers involved and man-days lost in respect of one strike are not available.

§ Amended figures.

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

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

**TABLE IX—CLASSIFICATION OF THE STRIKES IN
November, 1956, BY INDUSTRIES OR TRADES**

<i>Industry or Trade</i>	<i>Number of Strikes</i>		<i>Number of Workers involved</i>		<i>Number of Man-days lost</i>	
Plantations—Tea ..	7	..	4,053	..	20,051	
Rubber ..	4	..	325	..	552	
Tea-cum-Rubber ..	—	..	—	..	—	
Coconut ..	—	..	—	..	—	
Coconut-cum-Rubber ..	—	..	—	..	—	
Total ..	11		4,378		20,603	
Engineering ..	2	..	189	..	252	
Printing ..	—	..	—	..	—	
Motor Transport ..	—	..	—	..	—	
Tea and Rubber Export ..	1	..	134	..	1,675	
Rubber Export ..	—	..	—	..	—	
Coconut Manufacturing ..	1	..	83	..	6,474	
Toddy, Arrack and Vinegar ..	1	..	9	..	9	
Match Manufacturing ..	—	..	—	..	—	
Coconut & Rubber Manufacturing ..	—	..	—	..	—	
Cinema ..	—	..	—	..	—	
Dock, Harbour and Port Transport ..	4	..	229	..	305	
Building Trade ..	—	..	—	..	—	
Local Government Services ..	—	..	—	..	—	
Service Institutions ..	—	..	—	..	—	
Factories, Workshops, &c., run by the State ..	—	..	—	..	—	
Textile ..	—	..	—	..	—	
Relief Schemes ..	—	..	—	..	—	
Wholesale and Retail Distribution ..	1	..	102	..	51	
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—	
Beedi Manufacturing ..	—	..	—	..	—	
Hotel ..	—	..	—	..	—	
Tile Manufacturing ..	—	..	—	..	—	
Metal Quarry ..	1	..	12	..	312	
Total ..	11		758		9,078	
Grand Total ..	22		5,136		29,681	

**TABLE X—CLASSIFICATION OF THE STRIKES IN
November, 1956, IN CAUSES**

<i>Causes</i>	<i>Number of Strikes</i>		<i>Number of Workers Involved</i>	
	<i>Plantations</i>	<i>Others</i>	<i>Plantations</i>	<i>Others</i>
1. Dismissal or loss of employment in any way. Failure to provide work ..	4	.. 3	2,729	.. 343
2. Wage increases. Higher rates for piece work, &c. ..	—	.. 3	—	.. 174
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	1	.. 4	15	.. 229
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	2	.. 1	404	.. 12
5. Food matters. Welfare ..	2	.. —	440	.. —
6. Right of association and meeting ..	—	.. —	—	.. —
7. Factional disputes and domestic matters ..	—	.. —	—	.. —
8. External matters, e.g., arrest by Police, &c. ..	—	.. —	—	.. —
9. Assaults by employer or agent or others ..	—	.. —	—	.. —
10. General demands ..	2	.. —	790	.. —
11. Sympathetic strikes ..	—	.. —	—	.. —
Total ..	11	11	4,378	758

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

Year	Arrivals			Departures			Excess of Arrivals over Departures	Excess of De- partures over Arrivals
	Old	New	Total	Repatria- ted 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..	—
1955	.. 902..	—	902..	75..	3,166..	3,241..	—	.. 2,339
1956	.. 2,360..	3	2,363..	85..	4,608..	4,693..	—	.. 2,330
1956—								
January	.. 201 ..	— ..	201 ..	8 ..	514 ..	522 ..	— ..	321
February	.. 213 ..	— ..	213 ..	7 ..	483 ..	490 ..	— ..	277
March	.. 218 ..	— ..	218 ..	11 ..	449 ..	460 ..	— ..	242
April	.. 180 ..	— ..	180 ..	12 ..	365 ..	377 ..	— ..	197
May	.. 228 ..	— ..	228 ..	5 ..	482 ..	487 ..	— ..	259
June	.. 236 ..	— ..	236 ..	2 ..	394 ..	396 ..	— ..	160
July	.. 228 ..	— ..	228 ..	9 ..	345 ..	354 ..	— ..	126
August	.. 174 ..	— ..	174 ..	7 ..	356 ..	363 ..	— ..	189
September	.. 208 ..	1 ..	209 ..	11 ..	368 ..	379 ..	— ..	170
October	.. 159 ..	— ..	159 ..	— ..	297 ..	297 ..	— ..	138
November	.. 150 ..	1 ..	151 ..	13 ..	297 ..	310 ..	— ..	159
December	.. 165 ..	1 ..	166 ..	— ..	258 ..	258 ..	— ..	92
1957—								
January	.. 116 ..	— ..	116 ..	22 ..	397 ..	419 ..	— ..	303

APPENDIX I

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

Month : February, 1957

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
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	1 15	1 09	2 24
Male not under 16 years ..	1 0	1 09	2 09
Female not under 15 years ..	0 85	0 82	1 67
Male worker under 16 years or Female worker under 15 years ..	0 75	0 75	1 50
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.

Month : February, 1957

Class of Worker	Basic Wage		Special Allowance		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 ..	33	0	24	70	57 70
" B " " ..	25	0	19	15	44 15
" C Grade I, 1st year learner ..	22	0	21	0	43 0
" C " II " " ..	20	0	19	15	39 15
" D—1st year learner " ..	18	0	17	30	35 30
Class A—2nd year learner ..	44	0	32	60	76 60
" B " " ..	35	0	30	75	65 75
" C Grade I, 2nd year learner ..	27	0	26	04	53 04
" C " II " " ..	25	0	23	77	48 77
" D—2nd year learner " ..	22	0	21	50	43 50
Class A—3rd year learner ..	56	0	40	50	96 50
" B " " ..	48	0	36	80	84 80
" C Grade I, 3rd year learner ..	34	0	31	25	65 25
" C " II " " ..	30	0	28	39	58 39
" D—3rd year learner " ..	27	0	25	70	52 70
Class A—4th year learner ..	71	0	52	10	123 10
" B " " ..	63	0	45	54	108 54
" C Grade I, 4th year learner ..	42	0	38	73	80 73
" C " II " " ..	37	0	35	15	72 15
" D—4th year learner " ..	33	0	31	75	64 75
Class A—5th year learner ..	88	0	64	20	152 20

Cigar Trade

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

Month : February, 1957

Class of Worker

Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
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Plumbago Trade

Daily Rates

Underground workers—

Basses	2 75	..	1 15	..	3 90
Kanganies	}	2 25	..	1 15	..	3 40
Loaders								
Overseers	}	..	..	2 08	..	1 15	..	3 23
Shift bosses								
Blasters	}	..	..	2 0	..	1 15	..	3 15
Drillers (hand and machine)								
Shaft drivers								
Stoppers (excavators)								
Timber men	}	..	..	1 50	..	1 15	..	2 65
Muckers								
Trolley men	}	..	..	2 25	..	1 15	..	3 40
Unskilled labourers								
Onsetters or Donakatakarayas								

Underground and surface workers—

Electricians	}	2 50	..	1 15	..	3 65
Enginemen								
Fitters								
Hoistmen								
Mechanics								
Pumpmen								
Winchmen	}	2 25	..	1 15	..	3 40
Checkers								
Electricians (assistants)								
Fitters (assistants)								
Windlassmen (dabare workers)								

Surface workers—

Carpenters	}	2 50	..	1 15	..	3 65
Masons								
Overseers	}	2 0	..	1 15	..	3 15
Blacksmiths								
Boilermen								
Drill sharpeners								
Firewood carriers and splitters				1 60	..	1 15	..	2 75
Carters	}	1 50	..	1 15	..	2 65
Watchers								
Bakkikarayas or Banksmen				2 0	..	1 15	..	3 15
Cooks	}	1 24	..	1 15	..	2 39
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 79 cents.

Workers employed in curing and dressing—

(A) As overseers and kanganies	..	2 0	..	1 35	..	3 35
(B) On different jobs:						

Within the Colombo area—

Male worker not under 18 years	..	1 25	..	1 35	..	2 60
Female worker not under 18 years	..	1 0	..	1 06	..	2 06
Worker under 18 years	..	0 50	..	0 99	..	1 49

Outside the Colombo area—

Male worker not under 18 years	..	1 0	..	1 35	..	2 35
Female worker not under 18 years	..	0 84	..	1 06	..	1 90
Worker under 18 years	..	0 40	..	0 99	..	1 39

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

Month: February, 1957

Class of Worker	Basic Wage		Special Allowance		Total
	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 03
(c) Grade I	1	80	1	43	3 23
(d) Box makers and repairers	1	60	1	43	3 03
(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	04	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 03
(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	04	2 19

Toddy, Arrack and Vinegar Trade

Monthly Rates

Tope kangany	115	0	—	115	0
Toddy tavern watcher	63	0	—	63	0
Arrack tavern watcher	63	0	—	63	0
Tope watcher	50	0	—	50	0
Collecting station manager	75	0	—	75	0
Selling toddy at tavern	80	0	—	80	0
Selling arrack at tavern	75	0	—	75	0
Collecting toddy from trees in the toddy section of the trade	80	0	—	80	0
Collecting toddy from trees in the arrack section of the trade	52	50	—	52	50
Collecting toddy from trees in the vinegar section of the trade	52	50	—	52	50
Distilling toddy at distillery	90	0	—	90	0

Daily Rates

Bottling, corking and labelling arrack bottles—

(a) for a male worker not under 16 years of age	2	50	—	2	50
(b) for a female worker not under 16 years of age	2	0	—	2	0

Unskilled labourers—

Male workers not under 16 years	2	50	—	2	50
Female workers not under 16 years	2	0	—	2	0

Piece rates have been fixed for certain processes.

Month : February, 1957

Class of Worker		Month : February, 1957		
		Basic Wage Rs. c.	Special Allowances Rs. c.	Total 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 05
" 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 05
" K "	..	1 50	1 06	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 04	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 04	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 04	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 : February, 1957

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 08
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 February, 1957, 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 06	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

* 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 February, 1957, to workers in the Rubber Growing and Manufacturing Trade

<i>No. of Days</i>	<i>Men</i>			<i>Women</i>			<i>Child Workers*</i>			<i>No. of Days</i>
	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
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

* 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 February, 1957, 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 Allowances	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 28	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

* 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 February, 1957, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	<i>The Coconut Growing Trade</i>				<i>The Coconut Manufacturing Trade</i>								No. of Days
					<i>Within Colombo area</i>				<i>Outside Colombo area</i>				
	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	<i>Kan-gany</i>	<i>Male</i>	<i>Fe-male</i>	<i>Young Per-son</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 12	1 4½	0 83½	0 75	1 35½	1 25½	0 97½	0 81½	1 23½	1 13½	0 87½	0 74	½
1	2 24	2 9	1 67	1 50	2 71	2 51	1 95	1 63	2 47	2 27	1 75	1 48	1
2	4 48	4 18	3 34	3 0	5 42	5 2	3 90	3 26	4 94	4 54	3 50	2 96	2
3	6 72	6 27	5 1	4 50	8 13	7 53	5 85	4 89	7 41	6 81	5 25	4 44	3
4	8 96	8 36	6 68	6 0	10 84	10 4	7 80	6 52	9 88	9 8	7 0	5 92	4
5	11 20	10 45	8 35	7 50	13 55	12 55	9 75	8 15	12 35	11 35	8 75	7 40	5
6	13 44	12 54	10 2	9 0	16 26	15 6	11 70	9 78	14 82	13 62	10 50	8 88	6
7	15 68	14 63	11 69	10 50	18 97	17 57	13 65	11 41	17 29	15 89	12 25	10 36	7
8	17 92	16 72	13 36	12 0	21 68	20 8	15 60	13 4	19 76	18 16	14 0	11 84	8
9	20 16	18 81	15 3	13 50	24 39	22 59	17 55	14 67	22 23	20 43	15 75	13 32	9
10	22 40	20 90	16 70	15 0	27 10	25 10	19 50	16 30	24 70	22 70	17 50	14 80	10
11	24 64	22 99	18 37	16 50	29 81	27 61	21 45	17 93	27 17	24 97	19 25	16 28	11
12	26 88	25 08	20 4	18 0	32 52	30 12	23 40	19 56	29 64	27 24	21 0	17 76	12
13	29 12	27 17	21 71	19 50	35 23	32 63	25 35	21 19	32 11	29 51	22 75	19 24	13
14	31 36	29 26	23 38	21 0	37 94	35 14	27 30	22 82	34 58	31 78	24 50	20 72	14
15	33 60	31 35	25 5	22 50	40 65	37 65	29 25	24 45	37 5	34 5	26 25	22 20	15
16	35 84	33 44	26 72	24 0	43 36	40 16	31 20	26 8	39 52	36 32	28 0	23 68	16
17	38 08	35 53	28 39	25 50	46 7	42 67	33 15	27 71	41 99	38 59	29 75	25 16	17
18	40 32	37 62	30 6	27 0	48 78	45 18	35 10	29 34	44 46	40 86	31 50	26 64	18
19	42 56	39 71	31 73	28 50	51 49	47 69	37 5	30 97	46 93	43 13	33 25	28 12	19
20	44 80	41 80	33 40	30 0	54 20	50 20	39 0	32 60	49 40	45 40	35 0	29 60	20
21	47 4	43 89	35 7	31 50	56 91	52 71	40 95	34 23	51 87	47 67	36 75	31 8	21
22	49 28	45 98	36 74	33 0	59 62	55 22	42 90	35 86	54 34	49 94	38 50	32 56	22
23	51 52	48 7	38 41	34 50	62 33	57 73	44 85	37 49	56 81	52 21	40 25	34 4	23
24	53 76	50 16	40 8	36 0	65 4	60 24	46 80	39 12	59 28	54 48	42 0	35 52	24
25	56 0	52 25	41 75	37 50	67 75	62 75	48 75	40 75	61 75	56 75	43 75	37 0	25
26	58 24	54 34	43 42	39 0	70 46	65 26	50 70	42 38	64 22	59 2	45 50	38 48	26
27	60 48	56 43	45 9	40 50	73 17	67 77	52 65	44 1	66 69	61 29	47 25	39 96	27
28	62 72	58 52	46 76	42 0	75 88	70 28	54 60	45 64	69 16	63 56	49 0	41 44	28

Note.—“Colombo area” includes any place within 5 miles of the Municipal limits of Colombo; “Male” refers to male workers not under 16 years of age; “Female” to female workers not under 15 years of age and “Young Persons” to male workers under 16 years of age and female workers under 15 years of age in the Coconut Growing Trade and in the Coconut Manufacturing Trade. Male, Female and Young Persons refer to male workers not under 18 years of age, female workers not under 18 years of age and workers under 18 years of age respectively.

APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1957, to workers in the Tea Export and Rubber Export Trades

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	* Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.	
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

* Applicable to Tea Export Trade only.

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1957, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
		Rs. c.	Rs. c.				Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 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

APPENDIX III (D)

Ready Reckoner showing the minimum wages payable for the number of days worked during February, 1957, 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 9½	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 81	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 64	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 45	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

APPENDIX III (E)

**Ready Reckoner showing the Minimum Wages payable for the
number of days worked during February, 1957, to workers in
the Building Trade**

<i>No. of Days</i>	<i>Unskilled</i>			<i>Semi-skilled</i>		<i>Skilled</i>	<i>No. of Days</i>
	<i>Male</i>	<i>Female</i>	<i>Young Persons</i>	<i>Grade II</i>	<i>Grade I</i>		
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 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

“ 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 February, 1957, to Daily-paid workers in
the Motor Transport Trade**

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
†	2 90	2 52½	2 15	2 27½	2 2½	1 28	†
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

APPENDIX IV (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1957, to Monthly-paid workers in the Motor Transport Trade

No. of Days	Class A	Class B	Class C	Class D	Class E	Class F	Class G	Class H	Class I	Class J	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	2 96	2 75	2 59	2 96	2 23	2 28	2 5	1 84	2 5	2 67	1 54	1
2	5 92	5 50	5 19	5 92	4 46	4 56	4 10	3 68	4 10	5 35	3 8	2
3	11 83	11 0	10 38	11 83	8 92	9 13	8 19	7 36	8 19	10 69	6 17	3
4	17 75	16 50	15 56	17 75	13 38	13 69	12 29	11 4	12 29	16 4	9 25	4
5	23 67	22 0	20 75	23 67	17 83	18 25	16 38	14 72	16 38	21 38	12 33	5
6	29 58	27 50	25 94	29 58	22 29	22 81	20 48	18 40	20 48	26 73	15 42	6
7	35 50	33 0	31 13	35 50	26 75	27 38	24 58	22 8	24 58	32 8	18 50	7
8	41 42	38 50	36 31	41 42	31 21	31 94	28 67	25 75	28 67	37 42	21 58	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	53 25	49 50	46 69	53 25	40 13	41 6	36 86	33 11	36 86	48 11	27 75	10
11	59 17	55 0	51 88	59 17	44 58	45 63	40 96	36 79	40 96	53 46	30 83	11
12	65 8	60 50	57 6	65 8	49 4	50 19	45 5	40 47	45 5	58 80	33 92	12
13	71 0	66 0	62 25	71 0	53 50	54 75	49 15	44 15	49 15	64 15	37 0	13
14	76 92	71 50	67 44	76 92	57 96	59 31	53 25	47 83	53 25	69 50	40 8	14
15	82 83	77 0	72 63	82 83	62 42	63 88	57 34	51 51	57 34	74 84	43 17	15
16	88 75	82 50	77 81	88 75	66 88	68 44	61 44	55 19	61 44	80 19	46 25	16
17	94 67	88 0	83 0	94 67	71 33	73 0	65 53	58 87	65 53	85 53	49 33	17
18	100 58	93 50	88 19	100 58	75 79	77 56	69 63	62 55	69 63	90 88	52 42	18
19	106 50	99 0	93 38	106 50	80 25	82 13	73 73	66 23	73 73	96 23	55 50	19
20	112 42	104 50	98 56	112 42	84 71	86 69	77 82	69 90	77 82	101 57	58 58	20
21	118 33	110 0	103 75	118 33	89 17	91 25	81 92	73 58	81 92	106 92	61 67	21
22	124 25	115 50	108 94	124 25	93 63	95 81	86 1	77 26	86 1	112 26	64 75	22
23	130 17	121 0	114 13	130 17	98 8	100 38	90 11	80 94	90 11	117 61	67 83	23
24	136 8	126 50	119 31	136 8	102 54	104 94	94 20	84 62	94 20	122 95	70 92	24
25	142 0	132 0	124 50	142 0	107 0	109 50	98 30	88 30	98 30	128 30	74 0	25
26	150 52	139 92	131 97	150 52	113 42	116 7	104 20	93 60	104 20	136 0	78 44	26
27	159 4	147 84	139 44	159 4	119 84	122 64	110 10	98 90	110 10	143 70	82 88	27
28	167 56	155 76	146 91	167 56	126 26	129 21	116 0	104 20	116 0	151 40	87 32	28
29	176 8	163 68	154 38	176 8	132 68	135 78	121 90	109 50	121 90	159 10	91 76	29

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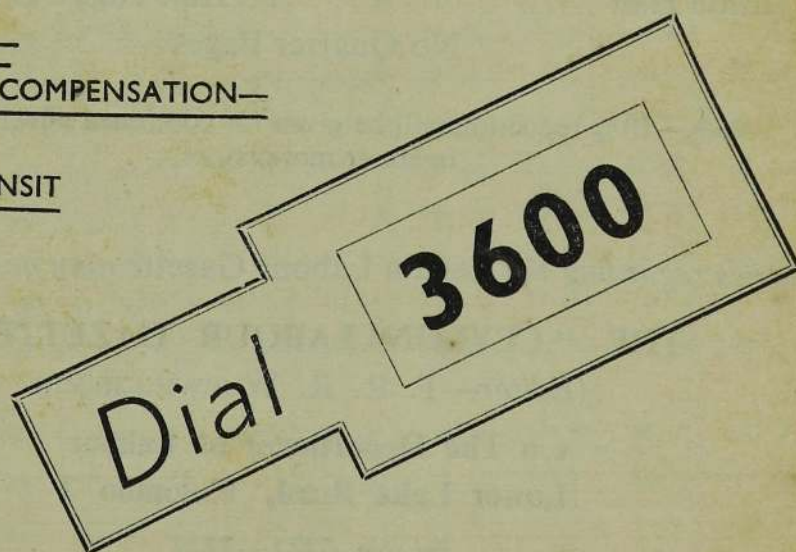
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