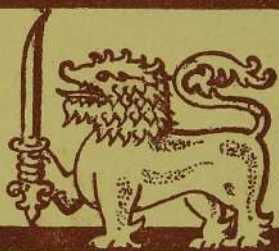


Ceylon LABOUR GAZETTE



VOLUME VIII
No. 6

JUNE
1957

In this issue

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- Statistics of the month in Brief
- Notes of Current Interest
- Industrial Court Award
- Consolidated Decisions of Wages Boards XXXVIII,
Rubber Export Trade
- Notifications relating to Wages Boards—The Tea
Growing and Manufacturing Trade

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CEYLON

LABOUR GAZETTE

VOLUME VIII No. 6

JUNE, 1957

THE SCOPE OF SMALL INDUSTRY IN CEYLON

ALL countries started only with "cottage industries", by which is meant both the true home crafts and occupations, as well as organised whole-time activity on a small scale. As a country developed and advanced in knowledge, true factory industry itself arose, and this in turn was divided into two branches, medium and large factories. In such countries, therefore, there are four types of industry :—

- Large factory type
- Medium factory type
- Small organised industry
- Home industry.

This pattern is to be found all over the world, the extent of its development depending on the state of advancement of the country. It is fully established, for instance, in America, Europe, and Japan ; partially established in China, India, South Africa, &c., and hardly at all in Burma, Ceylon, Thailand, &c., among others. In particular, Ceylon has hardly any industry which can really be equated to the large-scale industries of advanced countries. Those we consider large as, for instance, the Railway Workshops, the Wellawatta Spinning and Weaving Mills, the Kankesanturai Cement Factory, and the four new projects of the Industries Department which are coming up will not be regarded as anything more than medium scale elsewhere.

2. Of the small-scale enterprises we have none which are truly characteristic. The stigmata of small industries are many, and some of them are :—

- (a) worker-ownership ;
- (b) little capital ;
- (c) mechanised working ;
- (d) commercial products ;
- (e) competitive production ;
- (f) mass production technique ;
- (g) high standard of quality ;
- (h) mass appeal finish ;

- (i) dependence on large industry or imports for materials ;
- (j) organised marketing ;
- (k) highly skilled workers ;
- (l) factory-type management ;
- (m) commercialized accounting ;
- (n) whole-time occupation, &c.

Not all these characteristics have equal importance, and some may exist only to a limited extent. The main points of importance are mechanised production by skilled trained workers as a whole-time occupation, and some kind of proprietorial management. In most such small factory, and it generally functions as a mere link or a series in the conversion of agricultural, mineral, or animal raw materials to the final finished product. Very often the small industry procures its "raw material" from a large factory or from a "common facility" institution or from a joint pool or from imports, and channels its "finished products" back in the same direction. In highly developed countries it is somewhat of a rarity to do all the operations in one small factory, and it generally functions as mere link or a series of links in the chain from raw material to the shop selling the finished product. In less developed countries, however, the small industry will have to rely upon itself to a greater extent. This is one of the major difficulties in setting up small industries in under-developed countries. When small industries made their appearance in countries which are now advanced, they had only to compete against similar small enterprises, both in their country as well as in foreign countries, as all these countries developed more or less contemporaneously. Today, however, there are large factories already well-established throughout the world, even in the most unlikely places, so that any non-industrialised country seeking to set up a pattern of small industry will have to contend with these large factories, in addition to labouring under many other handicaps. Those countries with intelligent thought at the helm of affairs have faced the difficulties and dangers squarely, and taken suitable measures. For instance, El Salvador, the Ceylon of Central America, had completely banned the import of large sugar machinery in order to give a period of protection for the small-scale manufacture of sugar. Many other measures can be found in various countries towards this end. There can be no doubt that if small-scale industrialisation is to be made a systematic policy in Ceylon the same protective measures would be required, at least in the formative period.

3. It is of the utmost importance to realise that small-scale industry is neither a mechanised home craft, nor a small and inefficient type of factory industry. Judged by each individual canon it is undoubtedly true that small-scale industry is related to but stands apart from both home industry and factory industry, and its locus is somewhere in between. But in the overall aggregate, small-scale industry is guided and controlled by the categoric imperatives of a philosophy quite distinct from the metaphysics of either extreme. It is fatally easy to allow the difference in degree to overshadow completely the much more vital difference in kind. To compare industry with politics is neither exact nor happy ; nevertheless, since most people like to imagine themselves to be knowledgeable in the elements of politics, we may compare home industry with extreme Socialism, factory industry with pure Capitalism, and small-scale industry with the

Corporate State typified by Portugal. The likenesses and dissimilarities of their politics are roughly paralleled in industry, though the analogy must not be drawn too close.

4. The fact of the matter is that small-scale enterprise is a modified (it may almost be called a different) way of converting raw materials into finished products. The difference may sometimes be imperceptible as in the manufacture of textile fabrics, while sometimes it may be really fundamental as in the manufacture of iron by gaseous reduction of iron ore in static kilns. The differences can make their appearance in many sectors of the whole activity, but the starting point and finish of the activity need be no different in small-scale industry from large factory industry. In the same way, there need to be no difference in quality and price, which are commonly taken as the shibboleths of factory industry.

5. Why small-scale industry at all? The answer is less definite in an advanced country with a population (or a market) large enough to maintain a competitive factory industry. Even in such circumstances there is a void which can only be filled by small-scale industry. In a small country like Ceylon with limited raw materials and limited markets the question answers itself. A competitive factory industry on the scale which it has reached in advanced countries just cannot exist in Ceylon. The alternatives left are then either small-scale industry or no industry at all, since the field is not one for which pure home industry is equipped. Quite apart from this compelling necessity, there are many advantages in favour of small-scale industry which in themselves have compelling force, even if there were a free choice between large and small-scale industry. Some of these factors are social, some economic, and some political; in the aggregate they build up a formidable case for the small enterprise system. In a sense it is indeed lucky for Ceylon that the choice does not exist here, for otherwise there would always be the unthinking dissidents to overcome. Some of the more notable benefits of small-scale industry are:—

- (a) it makes limited quantities of raw materials economically exploitable;
- (b) it is a character-forming type of activity, and produce a sturdily independent type of worker;
- (c) its rewards are proportionately very much more, especially to the worker;
- (d) it gives far more scope for research, development, invention, discovery and adaptation;
- (e) it can be started and stopped with changing circumstances without seriously affecting the economy either of the public or the workers;
- (f) it makes far less exacting demands on public utilities, power, transport, &c., and distributes the load far more evenly;
- (g) it gives the worker much more opportunity and much more leisure to work up the opportunity;
- (h) it is a socially unifying factor;
- (i) it effectively disperses industry and makes it far less vulnerable to natural and man-made cataclysms;

- (j) it allows the brainy but poor citizen to develop his talents to the fullest degree ;
- (k) it gives the maximum scope for the strongest human motives such as that of private profit.

There are many other such arguments, but it would be tiresome to make an exhaustive list, even if it were possible to do so, and in any event the need does not exist, for as has already been said, it is not a decision between small or large scale industry, but between small-scale industry or no industry at all.

6. At this stage it is proper to consider whether the basic essentials for industry occur in Ceylon at all, for without these elements it is pointless to discuss the relative merits of small and large-scale industries. What any industry requires is first, last, and all the time the workers. Capital can always be borrowed, raw materials and machines imported, and markets created, but the workers of industry must be fit for it. The Ceylonese are popularly supposed to be an idle, troublesome, slovenly, unreliable set of professional agitators, and if this is really their true character then goodbye to all hopes of any industry at all. Indubitably there are many of this ilk, but they behave so not because of any inherent defects of character but because the system has been such as to pay best dividends to this class. There are quite as many instances to prove that, if the circumstances are favourable, no better workman than the Ceylonese can be wished for. The Ceylonese is bright, alert, quick, intelligent, adaptable, easily trained, responsive, educated, grateful, and understanding—a rather rare combination of very desirable traits. If this is regarded as insufficient, then nothing can satisfy the industry except human buffaloes. The Ceylonese is never a human buffalo, and if an industry requires this type of animal for its success then Ceylon does not want such industry.

7. As for raw materials, there are millions of tons of as yet untapped resources in Ceylon, and what is lacking can always be imported. Every country in the world requires to import raw materials—the huge textile industries of England and Japan work entirely on imported cotton—and there is no great loss of economic strength by dependence on imported raw materials so long as the industry is sound. As for machines, they have to be all imported at first, just as in many other countries of the world. This, again, is no great loss of strength as the capital value of a machine is much less than that of a man. There is every hope that with a steady demand the local manufacture of machines itself will make its appearance as in the case of rubbermaking and teamaking machinery. On the question of markets, there is firstly the very substantial (comparatively speaking) local demand and secondly the established demand overseas for certain semi-finished goods (e.g., plastic moulding powers) which can readily be produced in Ceylon and not so readily elsewhere. There is also the open market of the entire world for competitive lines in which the lower wage rates of Ceylonese vis-a-vis Europeans will play a deciding part. Finally, of course, there are the artificial but very real markets created by sufficiently intensive advertisement, such as the U. S. A. market for Japanese cultured pearls. So there is no insuperable problems in this regard either.

8. To recapitulate them :—

- (a) Future industry in Ceylon must necessarily be of the small-scale type.
- (b) Raw materials, machinery, labour and markets for products are assured.

Two questions remain—what to produce and how to produce them. What to produce is quite readily discovered from the Customs Returns. Ceylon imports about Rs. 1,700 millions worth of goods, and it is estimated that at least Rs. 700 millions of this is within the eventual capacity of small-scale industry. Of this amount, Rs. 400 millions can be made a short-range objective. It would take far too much space even to list the possible products, but some instances of local products are quoted :

Article	Total Imports	Possible Production
	(Rs. Millions)	
Textiles	200	100
Food processing	100	60
Timber products	20	15
Cement	25	20
China, glass, &c.	8	5
Tiles	4	4
Preserved milk	80	80
Tea Chests	9	9

These few instances out of a very long list must suffice in the field of replacing imports. There is also the export market waiting eagerly for many goods we can turn out, & e.g.

- Electrothermal products,
- Plastic powders from coir dust,
- Chlorinated rubber lacquers,
- Cold process cycle tyres and tubes.
- Cold process motor car tyres and tubes
- Caffeine from tea refuse
- Plastic from rubber protein refuse
- Glycerine from soap wastes
- Micanite products.

This group is also likely to add up to several hundred millions, and at that will not be even 1 per cent. of the total world trade. Then also it must be remembered that for every rupee of money saved from going abroad consumer goods to the value of Rs. 2½ must be found as this is the circulation factor in Ceylon. To produce this Rs. 2½ per rupee saved will itself be a gigantic task, but one which it would be a real pleasure to undertake as it would prove the success of the entire policy.

Contributed by—

E. B. TISSEVERASINGHE,
Salt Commissioner.

STATISTICS OF THE MONTH IN BRIEF

Note

THE following is a summary of the principal statistics listed this month. Further details will be found in the tables and appendices appearing in this issue.

Cost of Living

The Colombo Consumers' Price Index Number for the month of May, 1957, is 103.3 as against 102.2 for April, 1957, an increase of 1.1.

Wages Rates

(a) BASIC WAGES

The basic wages payable for the month of May, 1957, to workers in the trades to which Part II of the Wages Boards Ordinance has been applied remain unchanged.

(b) SPECIAL ALLOWANCES

The Special Allowances payable for the month of June, 1957, to workers in the Tea Growing and Manufacturing Trade ; Rubber Growing and Manufacturing Trade ; the Cocoa, Cardamon and Pepper Growing and Manufacturing Trade ; the Coconut Growing and Manufacturing Trade and the Plumbago Trade will be slightly more than those for the month of May, 1957. The Special Allowances payable to workers in all the trades to which Part II of the Ordinance has been applied remain unchanged.

Strikes

There were altogether 18 Strikes during the month of March, 1957 as compared to 13 Strikes in February, 1957, involving 5,427 workers and a loss of 29,335 man-days. Of the 18 Strikes one was a general strike of Mercantile Employees and the full information relating to the number of workers involved and the number of man-days lost is still not available. In the other 17 strikes 8,183 workers were involved and a total loss of 39,509 man-days were lost. Ten of these strikes were in Tea Plantations involving 3,542 workers and a loss of 4,964 man-days ; four in Tea-cum-Rubber Plantation involving 4,354 workers and a loss of 31,861 man-days ; and one each in the Engineering, Match-Manufacturing and Salt Manufacturing involving 114,113 and 60 workers and a loss of 1,126, 1,017 and 541 man-days respectively.

Arrivals and Departures of Indian Estate Labourers

In May, 1957, the departures of Indian Estate Labour exceeded the arrivals by 321 as compared with 323 in April, 1957. The total excess of departures over arrivals in 1957, was 1,527 up to the end of May.

Registrants for Employment or Better Employment

The total number of registrants for employment or better employment according to registers of the Employment Exchange as at the end of March, 1957 and April, 1957 was as given below :—

	March 1957			April, 1957		
	Males	Females	Total	Males	Females	Total
Technical and clerical..	12,839	3,756	16,595	12,354	3,628	15,982
Skilled ..	9,207	814	10,021	8,936	812	9,748
Semi-skilled ..	19,953	6,929	26,882	19,166	6,639	25,805
Unskilled ..	32,697	2,701	35,398	32,327	2,643	34,970
Total ..	74,696	14,200	88,896	72,783	13,722	86,505

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

	March, 1957			April, 1957		
	Males	Females	Total	Males	Females	Total
Technical and clerical..	54	22	76	38	4	42
Skilled ..	54	3	57	46	—	46
Semi-skilled ..	115	22	137	61	3	64
Unskilled ..	246	40	286	136	—	136
Total ..	469	87	556	281	7	288

NOTES OF CURRENT INTEREST

Trade Unions Registered during the Month—May, 1957

Registered

No.	Name of Trade Union
878 ..	Post and Telegraph Night Telephonists Union.
879 ..	North Ceylon P. W. D. Ferry and Launch Workers Union.
880 ..	All-Ceylon P. W. D. Waterworks Department Workers Union

Trade Unions cancelled during the Month

17 ..	Ceylon Hotel Employers Association.
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INDUSTRIAL COURT AT COLOMBO

I. D. No. 16

IN THE MATTER OF A DISPUTE BETWEEN THE CEYLON BANK EMPLOYEES' UNION AND THE BANK OF CEYLON

THE AWARD

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

It relates to a dispute between the Ceylon Bank Employees' Union, hereinafter referred to as the "Union", and the Bank of Ceylon, hereinafter referred to as the "Bank". The Commissioner of Labour by

his statement of January 18, 1957, declared that the following demands have been made in respect of the employees employed by the Bank and that an industrial dispute exists between the Union and the Bank as regards the same, the demands being that—

- (1) posts in the Executive Grade including the post of Supervisors should be filled in from those in the service of the Bank ; and
- (2) in the case of grading of clerks, the original period qualifying for promotions, viz., five years, must remain unaltered, since no new award takes away an existing privilege, unless the award specifically states so.

The Minister of Labour, Housing and Social Services, by his Order dated January 18, 1957, referred the said dispute for settlement to this Court.

2. The origin of the dispute goes at least as far back as June 5, 1956, on which day there was a conference of representatives of the Union and of the Bank held in the office of the Commissioner of Labour on June 5, 1956, and one of the questions discussed was the recruitment of Supervisors from outside. Mr. Loganathan, the General Manager of the Bank, stated that he had reached the rock-bottom of recruitment from within for these posts, and that it was necessary to recruit to this category at this time men with a knowledge of Sinhalese and Tamil. As regards recruitment to these posts (of Supervisors) he must look, he said, to men from outside for filling them though preference would be given to employees already in the Bank, provided they were suited to the post. The Union accepted this explanation. It appears that, thereafter, an agreement had been reached between the Union and the Bank on the subject of recruitment of Supervisors, Sub-Accountants and Staff Assistants, and that the Bank had thereupon advertised for these posts : and when the candidates were called for an interview, the Union on November 14, 1956, sent a letter, containing objections, to the Bank.

3. A conference was held on November 28, 1956, between representatives as aforesaid at the Labour Department : Mr. Wijemanne, the President of the Union, suggested that recruitment to the posts of Sub-Accountants and Supervisors, which was one of the subjects discussed again, should be made from among the clerks in the employ of the Bank. But Mr. Loganathan would not agree to that, adding that the Bank must have good staff to meet the demand for expansion and improved facilities for the public and that he had already promoted 70 persons from among the employees, Mr. Wijemanne demanded that the present vacancies should be filled from within, but Mr. Loganathan said that he could not agree to it, as the promotion of clerks who were unfit to hold such appointments would result in loss of efficiency to the Bank. (Minutes, A. 8). Further discussion was postponed for December 1, 1956, and at the conference held on that date, Mr. Wijemanne informed those present that the Union had, at a meeting held on November 30, 1956, insisted that recruitment to the grades of Supervisor and Sub-Accountant should be exclusively from the clerical staff. Mr. Loganathan said that the Union was claiming a monopoly for those already in the Bank's service, but that the requirement of the minimum technical and educational qualifications could not be waived save in exceptional circumstances. (Notes of conference, A. 9).

Mr. Loganathan undertook, however, to place the matter before the Board of Directors for their decision. By his letter dated December 29, 1956, he informed the Commissioner of Labour that the Directors

did not agree to the demands of the Union, to wit :—(a) that recruitment to the Bank's staff grades should be restricted to employees in the Bank's service, and (b) that clerks in Grade I of the Bank's clerical service should be eligible for promotion to Grade II of the clerical service after they have completed eight years of service with the Bank ; he suggested that the dispute be referred for settlement by arbitration. (A. 7.)

4. The Commissioner of Labour, by his letter dated December 31, 1956 (A. 10), informed the Union of the views of the Directors of the Bank, and as the Bank was willing to have the dispute settled by arbitration, he inquired whether the Union would agree to a reference of the dispute for settlement to one arbitrator, jointly nominated by the Bank and the Union. No reply was received from the Union, even after its attention was called by the letter of January 7, 1957 ; the Commissioner by his letter of January 10, 1957 (A. 12), called the attention of the Union again and stated that, if no reply was received on or before January 17, 1957, it would be presumed that the Union was not willing to consent to voluntary arbitration. On the same day, the Commissioner received a letter sent by the Union dated January 9, 1957 (A. 13), wherein it stated that the Union's demand was that the grade of Supervisor and Sub-Accountant—not all staff grades—should be restricted to employees already in the Bank's service, and gave no direct reply to the Commissioner's request for the appointment of an arbitrator. A reply thereto was sent by the Commissioner of Labour by his letter dated January 12, 1957, wherein he pointed out what the demands originally put forward by the Union were. He emphasised that it was desirable to refer the demands in their original form so as to obtain a settlement of the dispute as a whole, as this was the usual practice : he again reiterated the request made in his original letter for the joint nomination of an arbitrator (A. 10). The Union vouchsafed no reply to this letter. The Commissioner waited till January 17, 1957, the day referred to in the letter A. 12, and then made the statement referred to in paragraph 1 hereof. In the face of these events the Commissioner of Labour had no alternative but to take the necessary steps to have the dispute referred to this Court.

5. In pursuance of the order of the Court, notice was issued on the Union and the Bank on January 21, 1957, fixing the inquiry into the dispute for 9.15 a.m. on January 25, 1957, and directing each to file its statement on or before that date. On January 24, 1957, the President of the Union sent a letter to the General Manager of the Bank—a copy being forwarded to the Minister of Labour, Housing and Social Services—which was received by him at 8.55 a.m. on January 25, according to an endorsement on it, the material parts of which, are as follows :—“ This is to inform you that a strike of your employees at certain branches in Colombo has been called with effect from tomorrow, the 25th instant. This strike is called in protest at the unwarranted action of the Minister of Labour in utilising his emergency powers and appointing an Industrial Court, when negotiations on the subjects in dispute have not collapsed, and when there was not even the threat of a strike, far from there being a strike at all.”

6. The inquiry commenced on January 25, 1957, and continued for another three days. On the first day of inquiry, Mr. W. K. Wijemanne, the President of the Union, and Mr. Reggie Perera, the Secretary thereof, appeared on behalf of the Union ; the Bank was represented

by Mr. C. Loganathan, and Mr. Chitty, Q. C., together with Mr. Walter Jayewardene, Advocate, instructed by Mr. K. Shanmugarajah, appeared on its behalf. The Bank filed its statement on this day, but the Union, although notified on the same day as the Bank, failed to file its statement : Mr. Wijemanne undertook to file the statement on Monday, January 28, if possible on Saturday, January 26.

7. Mr. Wijemanne opened the case for the Union : he stated at the outset that they were not striking "on this particular issue as such". "We are striking on some other matter"—he obviously referred to the letter "A. 5"; but when Mr. Chitty wished this statement recorded he stated—"If your honour wants it to be recorded, I am striking on this issue as well". After he had opened his case, Mr. Chitty followed and addressed the Court shortly on what the case for the Bank was. We then called on Mr. Wijemanne to lead his evidence. As he then said that he was not ready with his witnesses, the further hearing was postponed for the next day.

8. On the second day of the inquiry, Mr. Wijemanne raised before us an objection that one of the members of the Court was a shareholder of the Bank of Ceylon and that it would be improper for the Court to adjudicate on this matter : the only ground he adduced was that a shareholder has a proprietary interest in this matter. As stated in the letter A. 5, the strike was commenced as a protest against what was considered to be the unwarranted action of the Minister in referring the dispute to this Court. The Union failed in its attempt, on the first day, to get the inquiry postponed and it continued the strike despite the commencement of the inquiry by this Court. Counsel for the Bank pointed out that the Union adopted delaying tactics to obstruct the speedy settlement of the dispute by the Court. In these circumstances, the objection, on the second day, to the composition of the Court appeared to us to have been raised with a view to achieve this end, Mr. Chitty submitted that the suggestion that such a member of the Court should not function in exercising the statutory duties which have been placed on him in pursuance of the statutory powers of the Industrial Disputes Act was a suggestion devoid of any grounds and that the argument was based upon a complete misconception of the duties and powers of the Court. The Court was not called upon, he said, to give a decision in some civil dispute in regard to a money claim, but what the Court had to concern itself was the maintenance of proper industrial relations between the Bank and its employees, due regard being had to the interests of both parties. We held that the objection was not a valid one and decided to proceed with the inquiry, Mr. Wijemanne then left the Court. We proceeded to hear the evidence called by the Bank, and at the close of the day adjourned the further hearing for Monday, January 28.

We desired later to hear the views of the Attorney-General with regard to the objection raised and Mr. Ananda Pereira, Crown Counsel, appeared before us on January 28, and made submissions on the law referring to decisions bearing on the point and Mr. Chitty also submitted further authorities. After Mr. Loganathan had given further evidence Counsel for the Bank called another witness and concluded his case.

9. A brief note on Companies and Associations may not be out of place at this stage. Co-operative enterprise is undertaken by several kinds of Associations known to the Law—the most numerous and

important of these, in England, are Companies incorporated under the Companies Act, 1862. This statute, with others amending and extending it, was re-enacted by the Companies (Consolidation Act) which after various amendments was repealed and replaced by the Companies Act, 1929.

The other principal Associations, in England,—similarly in Ceylon—are—

- (1) Partnerships, ordinary and limited.
- (2) Companies incorporated by Royal Charter, and Companies incorporated by special Act of Parliament, and
- (3) Unincorporated Companies.

In the case of an ordinary partnership, the firm is not a person in law, distinct from the partners who compose the firm. The partners are themselves the firm : they are the joint owners of the partnership property.

A Company is a corporation ; it is not like a partnership, a mere collection of individuals or shareholders : it is a person distinct from the members or shareholders who are interested in it. It is a different person altogether from the members. The property of a Company belongs to the Company and not to the shareholders, while the property of a partnership belongs to the individual members : creditors of a partnership are creditors of the partners and on obtaining judgment against the firm can levy execution on the property of the partners, whereas in the case of a Company, the creditor has no debtor "but that impalpable thing the corporation" and judgment against the Company gives no right to levy execution against the members.

10. The Bank of Ceylon is a Company, a body corporate, formed in pursuance of an act of the legislature, Ordinance No. 53 of 1938. Its issued capital consists of 30,000 six per centum preference shares of Rs. 50 each fully paid—Rs. 1,500,000—and 60,000 ordinary shares of Rs. 50 each, fully paid—Rs. 3,000,000—the capital being Rs. 4,500,000. Its fixed assets, as at September 30, 1956, were of the value of Rs. 10,124,537, consisting of furniture and equipment, less depreciation, Rs. 1,899,663, and Bank premises, less amounts written off, Rs. 8,224,874. The Bank is governed by a board of six directors—five elected by the shareholders and one appointed by the Government—assisted by a General Manager. No person shall be qualified to be a nominated director unless he holds shares of the face value of at least Rupees five thousand. On the ordinary shares the Bank declared for the last year. October 1, 1955, to September 30, 1956, two half-yearly dividends each of $7\frac{1}{2}$ per centum, one about May, 1956, and the other in December, 1956—this has been the usual half-yearly dividend for some time. As will be seen from the provisions in the Ordinance (rules 64, 70, 71, 71A of the Second Schedule), the directors or a working committee of them have to meet constantly, have to investigate every large transaction and have to be acquainted with the means and standing of every large borrower and have to be in such incessant communication with the manager that it will be impossible for the manager to engage in any hazardous enterprise without their knowing it and having an opportunity of forbidding it : the shareholders are, thus, sufficiently protected against any possible loss.

11. We now proceed to deal with the objection raised by Mr. Wijemanne. There is, first, a distinction between proceedings before an administrative body and proceedings before a judicial body. The grounds upon which an administrative body acts, and the means which it takes to inform itself before acting are left entirely to its discretion. The order it makes may be attacked if there has been a "denial of natural justice". "Natural justice" implies, first, that there must be no bias—the tribunal must decide fairly and impartially. Secondly, a party must be given fair notice of the case against him, and a chance to be heard in his own defence. Lastly, the power of the tribunal may not be used for an improper purpose, e.g., buying land ostensibly for a housing scheme but really to make profits for a municipality. The proceedings of a judicial body stand in a different category: they are looked at more closely: it is assumed that the present is a case falling within this description. Such proceedings can, on an analysis of the cases, be divided into two classes:—

- (1) where a judicial officer has a pecuniary interest in the subject matter of the litigation;
- (2) where a judicial officer participates in launching the proceedings or is interested in the order being made in a certain way.

In the second class of cases, which for convenience is dealt first, the question is whether there was any actual bias on his part or whether there could be, in all probability, any reasonable apprehension of bias, such as a fair minded person might entertain, e.g., where a person in one capacity, who is a member of a Board, has dealt with a matter which comes up later for investigation before him or before him and others. A mere possibility of bias, however, is not sufficient to constitute a disqualification.

Turning to the first class—if a judicial officer has a pecuniary interest in the subject-matter of the litigation, however, small that interest may be, he is disqualified from hearing it—examples are a co-partner, a co-owner of a property. The proceeding before this Court is not an action upon a right, e.g., not an action for declaration of a right or a claim arising upon a right, or damages for breach of a right—a right arising out of the merits of the case, that is, the right which is asserted or sought out to be enforced on one side and denied by the other side. This is a proceeding in which, on one side, are the employees and, on the other, the employer: the relationship between the two was brought about by a contract consisting of certain terms. There is no existing interest of any kind in the subject-matter of the reference, either in the Bank as employer, or in the Union, as representing the employees. All that the Court is asked to do is to bring into operation or add to the present terms of the contract a certain trade practice. Neither the Bank as employer nor the Union as representing the employees has an existing right of any kind in the subject-matter of this reference.

12. An award made by the Court may grant or decline to grant the two demands specified in the reference. If there is a refusal, there is nothing further to be considered. A grant of the first demand will not increase the expenses of the Bank; nor will a grant of the second: if the practice is as contended for by the Union, there would be no increase in the Bank's expenditure. The fact, however, that an award

might have a particular consequence in the general context of certain events does not mean that there is a pre-conditioned interest existing in the subject of reference. There is no interest in which a person could participate immediately or which can be claimed as an existing interest. There is no existing pecuniary interest which is in any way justiciable by any kind of Court. A shareholder of a Company has no proprietary interest in any assets of the Bank. The relationship between the Company and one holding a share or shares in the Company is purely contractual : a shareholder is not an agent of the Company. If there are profits during a particular half year and if a dividend is declared, he has a right to receive the dividend : if the Company is wound up, he will receive a proportion of the proceeds of the assets of the Company. A shareholder cannot insist on the payment of a dividend, even when the profits are amply sufficient if the directors decline to declare a dividend (50 N. L. R. 25, at p. 39). The shareholders of the Bank are prohibited from taking steps to increase the dividend recommended by the directors (rule 81 of the Second Schedule to the Ordinance). One who holds ten, twenty, or even two, persons holding forty shares in this Company cannot interfere in any way with the working of the Company or affect its management.

13. With regard to the first demand the Bank in its statement filed on January 25, has emphasised the principle that its field of choice should not be restricted so as to fill all posts in the grades of Supervisors and Sub-Accountants solely from among its clerical staff. The Bank, however, gave the assurance therein that it had no intention of discontinuing its past practice of recruitment for these posts from the clerical grade provided they possessed the necessary qualifications. This was the position taken up by the Bank all throughout, and the Union which ultimately accepted this basis could have entertained no apprehension that our award would in any manner have whittled down what was conceded by the Bank, in its statement.

14. Mr. Chitty tenders to Court now the terms of an Agreement (marked X) entered into between the parties, signed by the President and Vice-President of the Union and by the General-Manager of the Bank. We have seen the terms, and having examined them we are satisfied that the Agreement is a fair and equitable settlement and in the interests of both parties : we propose to embody the terms in the award.

15. Our award is as follows :—

- (1) When there are vacancies in the Bank in the grades of Supervisor and Sub-Accountant the Bank has the right to recruit and appoint as supervisors or sub-accountants, persons who are not employees of the Bank provided suitable persons are not available for such appointments from among the employees of the Bank on the results of the annual departmental examinations.
- (2) No employee shall be eligible for promotion as a supervisor unless such person has passed the annual departmental examination.
- (3) No supervisor shall be eligible for promotion as a sub-accountant unless such supervisor has passed the annual departmental examination.

- (4) A person who has passed Part I of the Institute of Bankers Examination shall be exempt from the departmental examination for supervisors and a person who has passed in addition at least two subjects in Part II of the said examination shall be exempt from the departmental examination for sub-accountants.
- (5) No person shall be eligible for promotion as supervisor or sub-accountant unless such person has had a satisfactory record of service in the Bank and has the necessary capacity to control clerks.
- (6) No person shall be qualified for promotion as supervisor or sub-accountant unless such person has served in the Bank for the requisite number of years as now provided in the rules.
- (7) The syllabus for the departmental examination shall be settled by a board of three members nominated by the Bank. One of the members shall be a Chartered Accountant who is not in the service of the Bank. The question papers shall be set and corrected by examiners appointed by that Board.
- (8) All persons promoted as supervisors or sub-accountants shall serve a probationary period of two years before confirmation.
- (9) The General Manager may in his unchallengeable and absolute discretion promote any person who has not passed the departmental examination, as a supervisor or as a sub-accountant in case of exceptional merit.
- (10) Grade I employees shall be eligible for promotion to Grade II after eight years of service in Grade I. All other conditions shall be the same as prevailing now.

16. The award shall come into operation as from today, and we do not fix any special period for the duration of the award.

Colombo, January 30, 1957.

A. R. H. CANEKERATNE,
H. A. De SILVA,
G. CROSSETTE THAMBYAH,

CONSOLIDATED DECISIONS OF WAGES BOARDS

XXXVIII—The Rubber Export Trade

THE original decisions in respect of the Rubber Export Trade made by the Wages Board for that trade related mainly to rates of wages and they came into force on August 1, 1945. 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. 9,436 of July 21, 1945. Decisions varying the earlier decisions were published in notifications appearing in *Ceylon Government Gazette* No. 9,528 of March 8, 1946, *Ceylon Government Gazette Extraordinary* No. 10,229 of March 30, 1951, and No. 10,542 of June 29, 1953 and *Ceylon Government Gazette* No. 10,821 of July 29, 1955, and No. 11,100 of March 29, 1957. Decisions in regard to weekly and annual holidays to the workers came into force on March 1, 1946, and a

notification in respect of those decisions was published in *Ceylon Government Gazette Extraordinary* No. 9,524 of February 25, 1946. A notification varying the earlier decisions was published in *Government Gazette* No. 9,671 of February 21, 1947.

DECISIONS RELATING TO RATES OF WAGES AND OTHER MATTERS

PART I

Direction under section 20 (2) (b)

The special allowance shall be computed and published monthly 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.

Intervals at which wages shall be paid (section 23 (1))

Wages shall be paid weekly and within four days of the end of the week.

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—

on any day other than a Saturday	..	..	9
on a Saturday	..	..	7

PART II

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

- (1) a basic rate ; and
- (2) a special allowance, as set out hereunder.

1 Class of worker	2 Basic rate for a normal working day	3 Rate of Special Allowance for a normal working day in any month		
		(a)	(b)	(c)
		<i>Where the cost of living index number for the preceding month is 100.1, the special allowance shall be</i>	<i>Where the cost of living index number for the preceding month is 100.0, the special allowance shall be</i>	<i>Where the cost of living index number for the preceding month is above 100.1 or below 100.0 the rate of special allowance prescribed in the preced- ing column 3 (a) shall be increased or the rate of special allowance pre- scribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out here- under as illustrated in Tables I and II below, respectively</i>

A.—Male workers not under 18 years of age—

(a) Grade II :

Workers employed in stripping ; clipping and bark-cutting ; washing and re-smoking mouldy rubber ; general labour including moving to presses, weighing machines and other parts of the store ; assembling ; wrapping and pricking rubber for baling ; pressing, hooping and wire tying ; cutting jute hessian covers ; painting, drying, assembling and marking ; treating jute hessian for special packing ; covering bales with jute hessian and stitching ; laying out bales ; cleaning and sweeping of stores and drains :

Rs. c. Rs. c. Rs. c. Rs. c.

.. 1 40 .. 1 33 .. 1 30 .. 0 3

(b) Intermediate Grade :

Workers employed in weighing ; grading and sorting ; the work of press operators

.. 1 60 .. 1 43 .. 1 40 .. 0 3

1 Class of worker	2 Basic rate for a normal working day		3 Rate of Special Allowance for a normal working day in any month				
			(a) Where the cost of living index number for the preceding month is 100.1, the special allowance shall be		(b) Where the cost of living index number for the preceding month is 100.0, the special allowance shall be		(c) Where the cost of living index number for the preceding month is above 100.1 or below 100.0 the rate of special allowance prescribed in the preced- ing column 3 (a) shall be increased or the rate of special allowance pre- scribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1.8 points by which the index number exceeds 100.1 or falls short of 100.0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out here- under as illustrated in Tables I and II below, respectively
			Rs. c.	Rs. c.	Rs. c.	Rs. c.	
(c) Grade I: Workers employed in loading, un- loading and carrying bales; stacking ..	1 80	1 43	1 40	0 3			
(d) Watchers ..	1 70	1 43	1 40	0 3			
B.—Female workers not under 18 years of age—							
(a) Grade II: Workers employed in work other than sorting ..	1 15	1 21	1 18	0 3			
(b) Grade I: Workers employed in sorting ..	1 30	1 21	1 18	0 3			
C.—Workers (irrespective of sex) under 18 years of age—							
Over 14 years but under 15 years ..	0 80	0 84	0 82	0 2			
Over 15 years but under 16 years ..	0 90	0 89	0 87	0 2			
Over 16 years but under 17 years ..	1 0	0 94	0 92	0 2			
Over 17 years but under 18 years ..	1 15	1 4	1 2	0 2			

**TABLES ILLUSTRATING THE APPLICATION OF THE DIRECTIONS SET OUT IN
COLUMN 3 (c) ABOVE**

Table I

Special allowances payable in the event of a rise in the index number

Index Numbers	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			
	Grade II Rs. c.	Grade I Inter- Grade and Watchers Rs. c.		Over 14 years but under 15 years Rs. c.	Over 15 years but under 16 years Rs. c.	Over 16 years but under 17 years Rs. c.	Over 17 years but under 18 years Rs. c.
100.1-101.8	1 33	1 43	1 21	0 84	0 89	0 94	1 4
101.9-103.6	1 36	1 46	1 24	0 86	0 91	0 96	1 6
103.7-105.4	1 39	1 49	1 27	0 88	0 93	0 98	1 8
105.5-107.2	1 42	1 52	1 30	0 90	0 95	1 0	1 10
107.3-109.0	1 45	1 55	1 33	0 92	0 97	1 2	1 12

Table II

Special allowances payable in the event of a fall in the index number

100.0-98.3	1 30	1 40	1 18	0 82	0 87	0 92	1 2
98.2-96.5	1 27	1 37	1 15	0 80	0 85	0 90	1 0
96.4-94.7	1 24	1 34	1 12	0 78	0 83	0 88	0 98
94.6-92.9	1 21	1 31	1 9	0 76	0 81	0 86	0 96
92.8-91.1	1 18	1 28	1 6	0 74	0 79	0 84	0 94

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 50 per cent. of such minimum hourly rate.

DECISIONS RELATING TO WEEKLY AND ANNUAL HOLIDAYS

WEEKLY HOLIDAY (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 that worker shall be paid as remuneration one and a half times the minimum rate of wages for a normal working day ; 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 shall be paid along with the wages payable for that week.

ANNUAL HOLIDAYS (SECTION 25)

1. If a worker has been in continuous employment and has worked under the same employer for more than 218 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 218 :

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.

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, other than absence from the Island except where such absence from the Island is absence on a holiday allowed by the employer under section 25 ;
- (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 and that does not continue for more than thirty days ; and
- (g) every day of absence authorized 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. If a worker is entitled in any year to six holidays or more he shall be allowed and he shall take those six holidays or six of those holidays on consecutive days.

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

4. The remuneration for each holiday shall be the average daily wage of the worker obtained by dividing the total wage (excluding overtime and bonuses) earned by the worker in the last four weeks of the qualifying year by the number of days on which he has actually worked during such period.

5. Where the number of holidays allowed to any worker at one time exceeds five days, one-half of the remuneration due to such worker in respect of the holidays shall be paid on the last pay day preceding the commencement of the holidays, and the other half on the first pay day after resumption of work by such worker.

6. Where a worker leaves of his own accord or is discontinued or dismissed from employment, he shall, at the time of such leaving, discontinuance or dismissal, be paid wages for the number of holidays to which he was entitled at the date of his leaving, discontinuance or dismissal.

7. In these paragraphs, "year" means a continuous period of twelve months.

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

NOTIFICATIONS RELATING TO THE TEA GROWING AND MANUFACTURING TRADE ESTABLISHED UNDER THE WAGES BOARDS ORDINANCE, No. 27 OF 1941

Extract from a Notification under section 6 (2)

THE WAGES BOARDS ORDINANCE, No. 27 OF 1941

NOTIFICATION UNDER SECTION 6 (2)

IN accordance with the provisions of section 6 (2) of the Wages Boards Ordinance, No. 27 1941, I, George Claude Stanley Corea, Minister for Labour, Industry and Commerce, do hereby notify that I have made under section 6 (1) of that Ordinance the Order set out hereunder. The Order shall come into force on January 31, 1944.

G. C. S. COREA,
Minister for Labour, Industry and Commerce.
Colombo, January 3, 1944.

Order

The provisions of Part II of the Wages Boards Ordinance, No. 27 of 1941, shall apply to the following trade:—

The tea growing and manufacturing trade, that is to say—

- (1) the raising and maintenance of a tea plantation; and
- (2) the manufacture of tea from the leaf of the tea plant; including—
 - (a) felling, clearing, terracing and bunding;*
 - (b) draining;
 - (c) pegging, lining, holing, felling, and supplying vacancies;

- (d) planting shade trees, cover crops, and lopping ;
- (e) planting tea seedlings and stumps ;
- (f) preparing beds and planting and watering tea seedlings in nurseries ;
- (g) weeding, ferning, mossaing, removing cooch grass, and boundary clearing ;
- (h) constructing, repairing, and maintaining roads and buildings ;
- (i) plucking, tipping, and transporting green leaf ;
- (j) pruning, mulching green manure, manuring, and forking ;
- (k) withering, rolling, fermenting, and firing ;
- (l) sifting, sorting, cleaning, grading, picking red leaf and stalk, weighing, numbering and marking ;
- (m) making and transporting of compost ;
- (n) cutting firewood ;
- (o) cleaning and sweeping lines and premises, and conserving latrines ;
- (p) transporting, and wire shoot running ;
- (q) cattle keeping ;
- (r) the work of a kangany ;
- (s) the work of a creche attendant ;
- (t) the work of a watcher ; and
- (u) any other operation connected with or incidental to the work specified in sub-paragraph (1) or (2) above ;

but excluding the work of the following workers :—

Tea maker, engine driver, lorry and van driver, mechanic, clerk, conductor, kanakapulle, store-keeper, dispenser, midwife, bungalow servant, dhoby, barber, teacher, and ward attendant.

PERSONNEL OF THE WAGES BOARD FOR THE TEA GROWING AND MANUFACTURING TRADE FOR THE THREE YEAR PERIOD TERMINATING ON MAY 16, 1959

Nominated Members

Mr. C. E. Simithraaratchy
 Mr. S. H. Mohamed
 Mr. A. D. CanagaRetna

Representatives of the Employers

Mr. R. D. Wedd
 Mr. W. A. Wijesekera
 Mr. W. Wijayasinha
 Lt. Col. J. A. T. Perera
 Mr. G. K. Newton
 Mr. Layard Jayasundera

Representatives of the Workers

Mr. A. H. Wijetunge
 Mr. S. Thondaman
 Mr. N. Sanmugathan
 Dr. N. M. Perera
 Mr. Ananda Goonesinha
 Mr. A. Aziz.

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

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

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

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

INDEX NUMBERS

1953 ..	105.97 ..	99.82 ..	101.32 ..	82.82 ..	97.17 ..	101.6
1954 ..	106.13 ..	103.35 ..	101.53 ..	79.52 ..	94.43 ..	101.1
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
February ..	103.00 ..	97.35 ..	101.53 ..	83.34 ..	103.04 ..	100.8
March ..	102.99 ..	98.73 ..	101.53 ..	82.85 ..	103.28 ..	100.9
April ..	104.95 ..	96.54 ..	101.53 ..	83.25 ..	104.26 ..	102.2
May ..	105.45 ..	97.69 ..	101.53 ..	83.92 ..	107.61 ..	103.3

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

B

BASE : 1952=100

1953 .. — ..	1.95	101.56	99.96	90.97	101.31	99.71
1954 .. — ..	1.99	103.65	102.52	91.04	101.39	100.29
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
February	2.07	107.81	106.95	96.24	107.18	106.33
March	2.07	107.81	106.85	96.24	107.18	106.22
April	2.07	107.81	105.49	96.24	107.18	104.87
May	2.10	109.38	105.89	96.24	107.18	103.76

TABLE III—GENERAL WAGES RATE (MINIMUM) INDEX NUMBERS

Base 1952=100

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
	February	.. 2 10	.. 107.14	.. 3 1	.. 103.08	.. 2.17	.. 106.37
	March	.. 2 10	.. 107.14	.. 3 1	.. 103.08	.. 2.17	.. 106.37
	April	.. 2 10	.. 107.14	.. 3 1	.. 103.08	.. 2.17	.. 106.37
	May	.. 2 12	.. 108.16	.. 3 04	.. 104.11	.. 2.19	.. 107.35

* 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	..	53,029
1953	..	8,374	..	6,462	..	13,676	..	23,034	..	51,546
1954	..	11,728	..	7,919	..	16,287	..	27,370	..	63,304
1955	..	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
1957	January	16,719	..	10,034	..	26,688	..	35,273	..	88,714
	February	16,865	..	10,033	..	27,056	..	35,777	..	89,731
	March	16,595	..	10,021	..	26,882	..	35,398	..	88,896
	April	15,982	..	9,748	..	25,805	..	34,970	..	86,505

* 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	Katnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Awisswawella	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	2,123	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	488	727	—	611	—	—	—	—	36,544†
1947	21,589	2,239	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	963	1,052	2,185	727	1,170	607	—	696	—	—	—	—	69,732
1950	41,988	3,696	3,501	6,032	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	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	37,942	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
February	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

TABLE V—(contd.)

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Avisawella	Haputale	Matara	Total
March ..	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
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	604	703	694	939	1,651	1,984	721	4,206	85,952
1957—																		
January ..	43,335	4,062	6,319	6,753	5,046	488	4,644	2,286	2,591	908	740	727	918	2,295	2,013	779	4,310	88,714
February..	43,694	4,079	6,419	6,832	5,496	449	4,879	2,330	2,597	948	733	706	952	2,573	1,998	795	4,251	89,731
March ..	43,818	4,074	6,321	6,820	5,459	450	4,828	2,386	2,592	886	711	607	860	2,348	1,913	681	4,142	88,896
April ..	43,351	4,081	6,150	6,623	4,632	398	4,638	2,392	2,539	791	688	490	1,017	2,176	1,907	644	3,988	86,505

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

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

‡ Revised figures.

TABLE VI—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	..	2,166	..	1,064	..	1,187	..	3,791	8,208
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
1957	..		..		..		..
	January	125	..	46	..	130	..	161	462
	February	58	..	54	..	106	..	245	463
	March	76	..	57	..	137	..	286	556
	April	42	..	46	..	64	..	136	288

TABLE VII—The Number of Persons registered and the Number placed in Employment during the Month of April, 1957

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
	Colombo	428	27	335	13	605	39	1,166	75	2,534	154
Negombo	33	—	33	—	32	2	178	—	276	2
Kalutara	44	—	22	—	76	—	83	4	225	4
Galle	75	2	40	16	94	1	188	12	397	31
Kandy	93	2	21	2	94	1	104	2	312	7
Nawalapitiya	18	1	4	—	19	2	30	—	71	3
Kurunegala	66	1	20	3	72	2	171	7	329	13
Jaffna	70	4	8	8	85	5	62	18	225	35
Ratnapura	59	—	11	—	78	3	47	—	195	3
Badulla	17	1	3	—	39	1	21	—	80	2
Batticaloa	16	3	5	—	27	1	41	4	89	8
Kalmunai	5	—	15	2	13	—	42	11	75	13
Trincomalee	10	—	6	—	19	2	236	1	271	3
Anuradhapura	17	—	8	1	24	1	53	1	102	3
Avissawella	24	1	4	—	23	—	49	—	100	1
Haputale	4	—	10	1	16	4	22	—	52	5
Matara	50	—	22	—	55	—	55	1	182	1
Total	1,029	42	567	46	1,371	64	2,548	136	5,515	288

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
1956 ..	.. 99	.. 56,908	.. 200,888	.. 115	.. 31,852	.. 152,966
1956 January	.. 2	.. 31	.. 130	.. 5	.. 320	.. 487
February	.. 1	.. 14	.. 14	.. 4	.. 587	.. 633
March	.. 3	.. 627	.. 5,295	.. 3	.. 4,978	.. 5,002
April	.. 5	.. 668	.. 924	.. 3	.. 588	.. 861
May	.. 3	.. 28,329	.. 81,348	.. 28	.. 5,948	.. 7,800
June	.. 8	.. 1,682	.. 5,165	.. 11	.. 1,281	.. 3,072
July	.. 14	.. 3,028	.. 5,419	.. 13	.. 2,536	.. 14,053
August	.. 12	.. 4,153	.. 10,822	.. 15	.. 8,019	.. 28,391
September	.. 9	.. 2,792	.. 34,921	.. 7	.. 3,435	.. 14,176
October	.. 21	.. 8,376	.. 16,993	.. 7	.. 1,103	.. 10,683
November	.. 11	.. 4,378	.. 20,603	.. 14	.. 1,898	.. 64,096
December	.. 10	.. 2,830	.. 19,254	.. 5	.. 1,159	.. 3,712
1957 January	.. 15	.. 2,643	.. 4,535	.. 8	.. 827	.. 13,715
February	.. 12	.. 5,342	.. 28,666	.. 1	.. 85	.. 669
March	.. 14	.. 7,896	.. 36,825	.. 4	.. 287§	.. 2,684§

* 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.

§ The figures do not include information in respect of one strike. They will be amended to include this information when available.

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

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

TABLE IX—CLASSIFICATION OF THE STRIKES IN MARCH, 1957, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea ..	10	..	3,542	..	4,964	
Rubber ..	—	..	—	..	—	
Tea-cum-Rubber ..	4	..	4,354	..	31,861	
Coconut ..	—	..	—	..	—	
Coconut-cum-Rubber ..	—	..	—	..	—	
Total ..	14		7,896		36,825	
Engineering ..	1	..	114	..	1,126	
Printing ..	—	..	—	..	—	
Motor Transport ..	—	..	—	..	—	
Tea Export ..	—	..	—	..	—	
Rubber Export ..	—	..	—	..	—	
Coconut Manufacturing ..	—	..	—	..	—	
Toddy, Arrack and Vinegar ..	—	..	—	..	—	
Match Manufacturing ..	1	..	113	..	1,017	
Coconut & Rubber Manufacturing ..	—	..	—	..	—	
Cinema ..	—	..	—	..	—	
Dock, Harbour and Port Transport ..	—	..	—	..	—	
Building Trade ..	—	..	—	..	—	
Local Government Services ..	—	..	—	..	—	
Service Institutions ..	—	..	—	..	—	
Factories, Workshops, &c., run by the State ..	—	..	—	..	—	
Textile ..	—	..	—	..	—	
Relief Schemes ..	—	..	—	..	—	
Wholesale and Retail Distribution ..	—	..	—	..	—	
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—	
Beedi Manufacturing ..	—	..	—	..	—	
Hotel ..	—	..	—	..	—	
Salt Manufacturing ..	1	..	60	..	541	
Mercantile Employees ..	1	..	Not available*	..	Not available*	
Total ..	4		287*		2,684*	
Grand Total ..	18		8,183*		39,509*	

TABLE X—CLASSIFICATION OF THE STRIKES IN MARCH, 1957, IN CAUSES

Causes	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work ..	1	.. 2	.. 351	.. 114*
2. Wage increases. Higher rates for piece work, &c. ..	—	.. —	.. —	.. —
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	.. —	.. —	.. —
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	4	.. 2	.. 1,513	.. 173
5. Food matters. Welfare ..	—	.. —	.. —	.. —
6. Right of association and meeting ..	1	.. —	.. 91	.. —
7. Factional disputes and domestic matters ..	2	.. —	.. 788	.. —
8. External matters, e.g., arrest by Police, &c. ..	—	.. —	.. —	.. —
9. Assaults by employer or agent or others ..	2	.. —	.. 1,691	.. —
10. General demands ..	4	.. —	.. 3,462	.. —
11. Sympathetic strikes ..	—	.. —	.. —	.. —
Total ..	14	4	7,896	287*

* The figures do not include information in respect of one strike. They will be amended to include this information when available.

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

Year	Arrivals			Departures			Excess of Arrivals over Departures	Excess of Departures over Arrivals
	Old	New	Total	Repatriated on Govt. Account	Left Ceylon Un-assisted	Total		
1939	25,425	3,834	29,259	2,975	31,714	34,689	—	5,430
1940	2,955	363	3,318	5,560	12,578	18,138	—	14,820
1941	3,234	350	3,584	8,410	11,243	19,653	—	16,069
1942	6,585	229	6,814	5,398	33,183	38,581	—	31,767
1943	42,677	2,076	44,753	1,368	59,577	60,945	—	16,192
1944	49,354	2,623	51,977	786	59,683	60,469	—	8,492
1945	82,598	3,844	86,442	572	85,428	86,000	442	—
1946	75,269	3,325	78,594	282	75,657	75,939	2,655	—
1947	52,177	2,400	54,577	242	58,381	58,623	—	4,046
1948	47,621	2,926	50,547	151	47,115	47,266	3,281	—
1949	42,188	2,237	44,425	302	46,538	46,840	—	2,415
1950	49,385	1,525	50,910	267	55,360	55,627	—	4,717
1951	53,218	1,503	54,721	203	58,591	58,794	—	4,073
1952	55,530	1,717	57,247	317	58,132	58,449	—	120
1953	40,761	1,160	41,921	379	45,963	46,342	—	4,421
1954	26,550	577	27,127	223	25,143	25,366	1,761	—
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
February	134	1	135	7	531	538	—	403
March	305	—	305	9	473	482	—	177
April	153	—	153	6	470	476	—	323
May	140	—	140	6	455	461	—	321

APPENDIX I

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

Month : June, 1957

Class of Worker	Basic Wage		Special Allowance		Total Rs. c.
	Rs. c.		Rs. c.		
Tea Growing and Manufacturing Trade					
<i>Daily Rates</i>					
Male worker not under 16 years ..	1 25	..	1 15	..	2 40
Female worker not under 15 years ..	1 05	..	0 86	..	1 91
Child worker	0 80	..	0 79	..	1 59
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade					
<i>Daily Rates</i>					
Male worker not under 16 years ..	1 10	..	1 15	..	2 25
Female worker not under 15 years ..	0 90	..	0 86	..	1 76
Child worker	0 65	..	0 79	..	1 44
Rubber Growing and Manufacturing Trade					
<i>Daily Rates</i>					
Male worker not under 16 years ..	1 40	..	1 15	..	2 55
Female worker not under 15 years ..	1 30	..	0 86	..	2 16
Child worker	1 05	..	0 79	..	1 84
Coconut Growing Trade					
<i>Daily Rates</i>					
The raising and maintenance of a coconut plantation ; and					
The manufacture of copra—					
Kangany	1 15	..	1 15	..	2 30
Male not under 16 years	1 0	..	1 15	..	2 15
Female not under 15 years	0 85	..	0 86	..	1 71
Male worker under 16 years or Female worker under 15 years	0 75	..	0 79	..	1 54
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 33	..	2 77
Male not under 18 years	1 24	..	1 33	..	2 57
Female not under 18 years	1 0	..	0 99	..	1 99
Worker under 18 years	0 75	..	0 92	..	1 67
Outside the Colombo area—					
Kangany	1 20	..	1 3	..	2 53
Male not under 18 years	1 0	..	1 33	..	2 33
Female not under 18 years	0 80	..	0 99	..	1 79
Worker under 18 years	0 60	..	0 92	..	1 52
“ Colombo area ” includes any place within 5 miles of the Municipal limits of Colombo.					
Piece rates have been fixed for certain processes.					

Month : June, 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	36	2 76
Semi-skilled, Grade I	1	65	1	46	3 11
Semi-skilled, Grade II	1	45	1	46	2 91
Skilled worker	2	0	1	46	3 46
Kangany	1	80	1	46	3 26
Watcher	1	70	1	46	3 16
<i>Trade Learners and Apprentices</i>					
1st year	0	50	0	44	0 94
2nd year	0	66	0	54	1 20
3rd year	0	85	0	83	1 68
4th year	1	10	0	98	2 08
Printing Trade *					
<i>Monthly Rates</i>					
Class A worker	110	0	81	0	191 0
" B	82	50	62	0	144 50
" C Grade I worker	55	0	52	50	107 50
" C " II	50	0	47	66	97 66
" D worker	44	0	43	0	87 0
" E	42	0	40	67	82 67
" F	20	0	22	10	42 10
" G	44	0	43	0	87 0
Class A—1st year learner	33	0	25	30	58 30
" B	25	0	19	60	44 60
" C Grade I, 1st year learner	22	0	21	50	43 50
" C " II	20	0	19	60	39 60
" D—1st year learner	18	0	17	70	35 70
Class A—2nd year learner	44	0	33	40	77 40
" B	35	0	31	50	66 50
" C Grade I, 2nd year learner	27	0	26	66	53 66
" C " II	25	0	24	33	49 33
" D—2nd year learner	22	0	22	0	44 0
Class A—3rd year learner	56	0	41	50	97 50
" B	48	0	37	70	85 70
" C Grade I, 3rd year learner	34	0	32	0	66 0
" C " II	30	0	29	06	59 06
" D—3rd year learner	27	0	26	30	53 30
Class A—4th year learner	71	0	53	40	124 40
" B	63	0	46	66	109 66
" C Grade I, 4th year learner	42	0	39	67	81 67
" C " II	37	0	35	99	72 99
" D—4th year learner	33	0	32	50	65 50
Class A—5th year learner	88	0	65	80	153 80

* Please see the end of statement for classification of workers A, B, C, &c.

Cigar Trade

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

Month : June, 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 21	..	3 96
Kanganies	}	2 25	..	1 21	..	3 46
Loaders								
Overseers	}	..	..	2 08	..	1 21	..	3 29
Shift bosses								
Blasters	}	..	..	2 0	..	1 21	..	3 21
Drillers (hand and machine)								
Shaft drivers								
Stoppers (excavators)								
Timber men	}	..	..	1 50	..	1 21	..	2 71
Muckers								
Trolley men	}	..	..	2 25	..	1 21	..	3 46
Unskilled labourers								
Onsetters or Donakatarayas								

Underground and surface workers—

Electricians	}	2 50	..	1 21	..	3 71
Enginemen								
Fitters								
Hoistmen								
Mechanics								
Pumpmen								
Winchmen	}	2 25	..	1 21	..	3 46
Checkers								
Electricians (assistants)	}	1 50	..	1 21	..	2 71
Fitters (assistants)								
Windlassmen (dabare workers)								

Surface workers—

Carpenters	}	..	..	2 50	..	1 21	..	3 71
Masons								
Overseers	}	..	..	2 25	..	1 21	..	3 46
Blacksmiths								
Boilermen	}	..	..	2 0	..	1 21	..	3 21
Drill sharpeners								
Firewood carriers and splitters				1 60	..	1 21	..	2 81
Carters	}	..	..	1 50	..	1 21	..	2 71
Watchers								
Bakkikarayas or Banksmen				2 0	..	1 21	..	3 21
Cooks	}	..	..	1 24	..	1 21	..	2 45
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 83 cents.

Workers employed in curing and dressing—

(A) As overseers and kanganies	..	2 0	..	1 41	..	3 41
(B) On different jobs:						

Within the Colombo area—

Male worker not under 18 years	..	1 25	..	1 41	..	2 66
Female worker not under 18 years	..	1 0	..	1 10	..	2 10
Worker under 18 years	..	0 50	..	1 03	..	1 53

Outside the Colombo area—

Male worker not under 18 years	..	1 0	..	1 41	..	2 41
Female worker not under 18 years	..	0 84	..	1 10	..	1 94
Worker under 18 years	..	0 40	..	1 03	..	1 43

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

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
Tea Export Trade					
<i>Daily Rates</i>					
A. Male workers not under 18 years—					
(a) Grade II	1	40	1	36	2 76
(b) Intermediate Grade	1	60	1	46	3 06
(c) Grade I	1	80	1	46	3 26
(d) Box makers and repairers	1	60	1	46	3 06
(e) Watchers	1	70	1	46	3 16
B. Female workers not under 18 years	1	15	1	24	2 39
C. Workers over 14 years but under 15 years	0	80	0	86	1 66
" 15 " 16 " 	0	90	0	91	1 81
" 16 " 17 " 	1	0	0	96	1 96
" 17 " 18 " 	1	15	1	06	2 21

Rubber Export Trade

Daily Rates

A. Male workers not under 18 years—					
(a) Grade II	1	40	1	36	2 76
(b) Intermediate Grade	1	60	1	46	3 06
(c) Grade I	1	80	1	46	3 26
(d) Watchers	1	70	1	46	3 16
B. Female workers not under 18 years of age—					
a) Grade II					
Workers employed in work other than sorting	1	15	1	24	2 39
(b) Grade I					
Workers employed in sorting	1	30	1	24	2 54
C. Workers over 14 years but under 15 years	0	80	0	86	1 66
" 15 " 16 " 	0	90	0	91	1 81
" 16 " 17 " 	1	0	0	96	1 96
" 17 " 18 " 	1	15	1	06	2 21

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 : June, 1957

Class of Worker	Basic Wage		Special Allowances		Total
	Rs.	c.	Rs.	c.	Rs. c.
Motor Transport Trade **					
<i>Monthly Rates</i>					
Class A worker	100	0	43	0	143 0
" B "	90	0	43	0	133 0
" C "	85	0	40	50	125 50
" D "	100	0	43	0	143 0
" E "	70	0	38	0	108 0
" F "	67	50	43	0	110 50
" G "	60	0	39	20	99 20
" H "	50	0	39	20	89 20
" I "	60	0	39	20	99 20
" J "	90	0	39	20	129 20
" K "	45	0	29	75	74 75

Daily Rates

Class A worker	4	0	1	85	5 85
" B "	4	0	1	85	5 85
" C "	3	25	1	85	5 10
" D "	4	0	1	85	5 85
" E "	2	75	1	60	4 35
" F "	2	75	1	85	4 60
" G "	2	50	1	85	4 35
" H "	2	25	1	85	4 10
" K "	1	50	1	09	2 59

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

** Please see end of the statement for classification of workers A, B, C, &c.

Match Manufacturing Trade

Daily Rates

Grade I—

Male 18 years and over	1	80	1	46	3 26
Female 18 years and over	1	44	1	36	2 80
Young person over 14 and under 17 years	0	85	0	86	1 71
Young person 17 and over but under 18 years	1	15	1	06	2 21

Grade II—

Male 18 years and over	1	40	1	46	2 86
Female 18 years and over	1	12	1	36	2 48
Young person over 14 and under 17 years	0	70	0	86	1 56
Young person 17 and over but under 18 years	0	90	1	06	1 96

Grade III—

Male 18 years and over	1	24	1	36	2 60
Female 18 years and over	1	0	1	24	2 24
Young person over 14 and under 17 years	0	60	0	86	1 46
Young person 17 and over but under 18 years	0	80	1	06	1 86

Grade IV—

Watcher	1	50	1	46	2 96
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Cinema Trade

Monthly Rates

Within the Municipal areas

A—Non-clerical—

Unskilled	32	25	35	16	67 41
Semi-skilled	37	50	37	76	75 26
Skilled, Grade II	50	0	39	58	89 58
Skilled, Grade I	60	0	39	58	99 58

B—Clerical—

Grade III	45	0	35	0	80 0
Grade II	50	0	38	0	88 0
Grade I	100	0	43	0	143 0

Month : June, 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	..	67 41
Semi-skilled	35	0	..	72 76
Skilled, Grade II	42	0	..	81 58
Skilled, Grade I	55	0	..	94 58
B—Clerical—						
Grade III	40	0	..	75 0
Grade II	45	0	..	83 0
Grade I	100	0	..	143 0

Dock, Harbour and Port Transport Trade

Monthly Rates

Manual Work—

Special Grade	..	..	65	0	..	98 25
Skilled Grade	..	..	55	0	..	84 25
Semi-skilled Grade	..	..	45	0	..	71 25
Unskilled, Grade I	..	..	37	0	..	63 25
Unskilled, Grade II	..	..	31	0	..	57 25

Women Workers—

Female kanganies	..	..	35	0	..	61 25
Female labourers	..	..	30	0	..	56 25

Non-manual Workers—

Special Grade	..	..	75	0	..	114 0
Grade I	..	..	55	0	..	84 25

Building Trade

Daily Rates

Unskilled—

Male labourers—

Not under 18 years	1	40	..	2 76
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Female labourers—

Not under 18 years	1	10	..	2 46
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**Unskilled labourers—
(irrespective of sex)**

Under 18 years of age	0	90	..	2 26
Semi-skilled, Grade II	1	65	..	3 11
Semi-skilled, Grade I	..	..	1	80	..	3 26
Skilled	..	..	2	0	..	3 46

** Classification of workers in the Printing Trade*

Class A Workers. Linotype operators, monotype keyboard operators, linotype mechanics, process camera operators, process etchers, process artists, rotary machine minders, litho machine minders, printing machine mechanics, litho artists and readers (employed in the production of newspapers).

Class B Workers. Litho transferors, litho provers process hand engravers and mounters, process printer down, monotype caster attendants and readers (other than those employed in the production of newspapers).

Class C Workers. Grade I. Compositors, hand, cylinder machine minders, cutters (hand and machine), binders, stone hands, pressmen, stamp makers, relief stampers, sewing machine operators, folding machine operators, rulers (hand and machine) stereotypers, manglemen, guilders, foundry plate caster, type casters.

Grade II. Platen Machine minders.

Class D Workers. Foundry plate chippers, foundry labourers, rotary labourers, roller-caster, feeders, packers, counters and checkers.

Class E Workers. Unskilled workers not under 18 years of age.

Class F Workers. Unskilled workers under 18 years of age.

Class G Workers. Watchers.

*** Classification of Workers—Motor Transport Trade*

Class A Workers. Drivers of omnibus licensed to carry over 22 passengers.

Class B Workers. Drivers of omnibus licensed to carry 22 passengers and under, drivers of ambulances, and drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and van with a licensed pay load of over 20 cwt.

Class C Workers. Drivers of hiring cars and cabs, drivers of lorries (other than those owned by an estate and used solely for internal transport within the estate) and vans with a licensed pay load of 20 cwt. and under, and drivers of hearses.

Class D Workers. Drivers of lorries with trailers (including those of the Scammel—Horse type but excluding those owned by an estate and used solely for internal transport within the estate).

Class E Workers. Drivers of lorries owned by an estate and used solely for internal transport within the estate.

Class F Workers. Conductors, clerks, cashiers, ticket clerks or booking clerks, employed in omnibuses.

Class G Workers. Cleaners and porters of lorries with a licensed pay load of over 20 cwt.

Class H Workers. Cleaners and porters of lorries with a licensed pay load of 20 cwt. and under, omnibuses, hiring cars, cabs, vans, ambulances and hearses.

Class I Workers. Omnibus checkers or time keepers.

Class J Workers. Omnibus inspectors and omnibus stand supervisors.

Class K Workers. Porters engaged by employers who use the motor transport trade as incidental to the carrying on of some other trade and workers in the motor transport trade other than workers specified in the preceding items.

In the forgoing decisions—

- (a) “cleaners” means workers employed (otherwise than in clerical capacities) in connection with the maintenance of the mechanism of lorries, omnibuses, hiring cars, cabs, vans, ambulances or hearses ;
- (b) “porters” means workers, employed in loading or unloading goods into or from lorries, omnibuses, hiring cars, cabs, vans, ambulances or hearses, and required to travel in the vehicles in the performance of their work.

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during June, 1957, to workers in the Tea 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 62½	0 57½	1 20	0 52½	0 43	0 95½	0 40	0 39½	0 79½	½
1	1 25	1 15	2 40	1 5	0 86	1 91	0 80	0 79	1 59	1
2	2 50	2 30	4 80	2 10	1 72	3 82	1 60	1 58	3 18	2
3	3 75	3 45	7 20	3 15	2 58	5 73	2 40	2 37	4 77	3
4	5 0	4 60	9 60	4 20	3 44	7 64	3 20	3 16	6 36	4
5	6 25	5 75	12 0	5 25	4 30	9 55	4 0	3 95	7 95	5
6	7 50	6 90	14 40	6 30	5 16	11 46	4 80	4 74	9 54	6
7	8 75	8 5	16 80	7 35	6 2	13 37	5 60	5 53	11 13	7
8	10 0	9 20	19 20	8 40	6 88	15 28	6 40	6 32	12 72	8
9	11 25	10 35	21 60	9 45	7 74	17 19	7 20	7 11	14 31	9
10	12 50	11 50	24 0	10 50	8 60	19 10	8 0	7 90	15 90	10
11	13 75	12 65	26 40	11 55	9 46	21 1	8 80	8 69	17 49	11
12	15 0	13 80	28 80	12 60	10 32	22 92	9 60	9 48	19 08	12
13	16 25	14 95	31 20	13 65	11 18	24 83	10 40	10 27	20 67	13
14	17 50	16 10	33 60	14 70	12 4	26 74	11 20	11 6	22 26	14
15	18 75	17 25	36 0	15 75	12 90	28 65	12 0	11 85	23 85	15
16	20 0	18 40	38 40	16 80	13 76	30 56	12 80	12 64	25 44	16
17	21 25	19 55	40 80	17 85	14 62	32 47	13 60	13 43	27 3	17
18	22 25	20 70	43 20	18 90	15 48	34 38	14 40	14 22	28 62	18
19	23 75	21 85	45 60	19 95	16 34	36 29	15 20	15 1	30 21	19
20	25 0	23 0	48 0	21 0	17 20	38 20	16 0	15 80	31 80	20
21	26 25	24 15	50 40	22 5	18 6	40 11	16 80	16 59	33 39	21
22	27 50	25 30	52 80	23 10	18 92	42 2	17 60	17 38	34 98	22
23	28 75	26 45	55 20	24 15	19 78	43 93	18 40	18 17	36 57	23
24	30 0	27 60	57 60	25 20	20 64	45 84	19 20	18 96	28 16	24
25	31 25	28 75	60 0	26 25	21 50	47 75	20 0	19 75	29 75	25
26	32 50	29 90	62 40	27 30	22 36	49 66	20 80	20 54	41 34	26
27	33 75	31 5	64 80	28 35	23 22	51 57	21 60	21 33	42 93	27
28	35 0	32 20	67 20	29 40	24 8	53 48	22 40	22 12	44 52	28
29	36 25	33 35	69 60	30 45	24 94	55 39	23 20	22 91	46 11	29
30	37 50	34 50	72 00	31 50	25 80	57 30	24 0	23 70	47 70	30

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

APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during June, 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 74	0 57½	1 27½	0 65	0 43	1 8	0 52½	0 39½	0 92	½
1	1 40	1 15	2 55	1 30	0 86	2 16	1 5	0 79	1 84	1
2	2 80	2 30	5 10	2 60	1 72	4 32	2 10	1 58	3 68	2
3	4 20	3 45	7 65	3 90	2 58	6 48	3 15	2 27	5 52	3
4	5 60	4 60	10 20	5 20	3 44	8 64	4 20	3 16	7 36	4
5	7 0	5 75	12 75	6 50	4 30	10 88	5 25	3 95	9 20	5
6	8 40	6 90	15 30	7 80	5 16	12 96	6 30	4 74	11 04	6
7	9 80	8 5	17 85	9 10	6 2	15 12	7 35	5 53	12 88	7
8	11 20	9 20	20 40	10 40	6 88	17 28	8 40	6 32	14 72	8
9	12 60	10 35	22 95	11 70	7 74	19 44	9 45	7 11	16 56	9
10	14 0	11 50	25 50	13 0	8 60	21 60	10 50	7 90	18 40	10
11	15 40	12 65	28 5	14 30	9 46	23 76	11 55	8 69	20 24	11
12	16 80	13 80	30 60	15 60	10 32	25 92	12 60	9 48	22 8	12
13	18 20	14 95	33 15	16 90	11 18	28 8	13 65	10 27	23 92	13
14	19 60	16 10	35 70	18 20	12 4	30 24	14 70	11 6	25 76	14
15	21 0	17 25	38 25	19 50	12 90	32 40	15 75	11 85	27 60	15
16	22 40	18 40	40 80	20 80	13 76	34 56	16 80	12 64	29 44	16
17	23 80	19 55	43 35	22 10	14 62	36 72	17 85	13 43	31 28	17
18	25 20	20 70	45 90	23 40	15 48	38 88	18 90	14 22	33 12	18
19	26 60	21 85	48 45	24 70	16 34	41 4	19 95	15 01	34 96	19
20	28 0	23 0	51 0	26 0	17 20	43 20	21 0	15 80	36 80	20
21	29 40	24 15	53 55	27 30	18 6	45 36	22 5	16 59	38 64	21
22	30 80	25 30	56 10	28 60	18 92	47 52	23 10	17 38	40 48	22
23	32 20	26 45	58 65	29 90	19 78	49 68	24 15	18 17	42 32	23
24	33 60	27 60	61 20	31 20	20 64	51 84	25 20	18 96	44 16	24
25	35 0	28 75	63 75	32 50	21 50	54 0	26 25	19 75	46 0	25
26	36 40	29 90	66 30	33 80	22 36	56 16	27 30	20 54	47 84	26
27	37 80	31 5	68 85	35 10	23 22	58 32	28 35	21 33	49 68	27
28	39 20	32 20	71 40	36 40	24 08	60 48	29 40	22 12	51 52	28
29	40 60	33 35	73 95	37 70	24 94	62 64	30 45	22 91	53 36	29
30	42 0	34 50	76 50	39 0	25 80	64 80	31 50	23 70	55 20	30

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

APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during June, 1957, to workers in the Cocoa, Cardamom and Pepper 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>Rt. c.</i>	
½	0 55	0 57½	1 12½	0 45	0 43	0 88	0 32½	0 39½	0 72	½
1	1 10	1 15	2 25	0 90	0 86	1 76	0 65	0 79	1 44	1
2	2 20	2 30	4 50	1 80	1 72	3 52	1 30	1 58	2 88	2
3	3 30	3 45	6 75	2 70	2 58	5 28	1 95	2 37	4 32	3
4	4 40	4 60	9 0	3 60	3 44	7 4	2 60	3 16	5 76	4
5	5 50	5 75	11 25	4 50	4 30	8 80	3 25	3 95	7 20	5
6	6 60	6 90	13 50	5 40	5 16	10 56	3 90	4 74	8 64	6
7	7 70	8 5	15 75	6 30	6 2	12 32	4 55	5 53	10 8	7
8	8 80	9 20	18 0	7 20	6 88	14 8	5 20	6 32	11 52	8
9	9 90	10 35	20 25	8 10	7 74	15 84	5 85	7 11	12 96	9
10	11 0	11 50	22 50	9 0	8 60	17 60	6 50	7 90	14 40	10
11	12 10	12 65	24 75	9 90	9 46	19 36	7 15	8 69	15 84	11
12	13 20	13 80	27 0	10 80	10 32	21 12	7 80	9 48	17 28	12
13	14 30	14 95	29 25	11 70	11 18	22 88	8 45	10 27	19 72	13
14	15 40	16 10	31 50	12 60	12 4	24 64	9 10	11 6	20 16	14
15	16 50	17 25	33 75	13 50	12 90	26 40	9 75	11 85	21 60	15
16	17 60	18 40	36 0	14 40	13 76	28 16	10 40	12 64	23 4	16
17	18 70	19 55	38 25	15 30	14 62	29 92	11 5	13 43	24 48	17
18	19 80	20 70	40 50	16 20	15 48	31 68	11 70	14 22	25 92	18
19	20 90	21 85	42 75	17 10	16 34	33 44	12 35	15 1	27 36	19
20	22 0	23 0	45 0	18 0	17 20	35 20	13 0	15 80	28 80	20
21	23 10	24 15	47 25	18 90	18 6	36 96	13 65	16 59	30 24	21
22	24 20	25 30	49 50	19 80	18 92	38 72	14 30	17 38	31 68	22
23	25 30	26 45	51 75	20 70	19 78	40 48	14 95	18 17	33 12	23
24	26 40	27 60	54 0	21 60	20 64	42 24	15 60	18 96	34 56	24
25	27 50	28 75	56 25	22 50	21 50	44 0	16 25	19 75	36 0	25
26	28 60	29 90	58 50	23 40	22 36	45 76	16 90	20 54	37 44	26
27	29 70	31 5	60 75	24 30	23 22	47 52	17 55	21 33	38 88	27
28	30 80	32 20	63 0	25 20	24 8	49 28	18 20	22 12	40 32	28
29	31 90	33 35	65 25	26 10	24 94	51 4	18 85	22 91	41 76	29
30	33 0	34 50	67 50	27 0	25 80	52 80	19 50	23 70	43 20	30

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

APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during June, 1957, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
					Within Colombo area				Outside Colombo area				
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
	Rs. o.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 15	1 7½	0 85½	0 77	1 38½	1 28½	0 99½	0 83½	1 26½	1 16½	0 89½	0 76	½
1	2 30	2 15	1 71	1 54	2 77	2 57	1 99	1 67	2 53	2 33	1 79	1 52	1
2	4 60	4 30	3 42	3 8	5 54	5 14	3 98	3 34	5 6	4 66	3 58	3 4	2
3	6 90	6 45	5 13	4 62	8 31	7 71	5 97	5 1	7 59	6 99	5 37	4 56	3
4	9 20	8 60	6 84	6 16	11 8	10 28	7 96	6 68	10 12	9 32	7 16	6 8	4
5	11 50	10 75	8 55	7 70	13 85	12 85	9 95	8 35	12 65	11 65	8 95	7 60	5
6	13 80	12 90	10 26	9 24	16 62	15 42	11 94	10 2	15 18	13 98	10 74	9 12	6
7	16 10	15 5	11 97	10 78	19 39	17 99	13 93	11 69	17 71	16 31	12 53	10 64	7
8	18 40	17 20	13 68	12 32	22 16	20 56	15 92	13 36	20 24	18 64	14 32	12 16	8
9	20 70	19 35	15 39	13 86	24 93	23 13	17 91	15 3	22 77	20 97	16 11	13 68	9
10	23 0	21 50	17 10	15 40	27 70	25 70	19 90	16 70	25 30	23 30	17 90	15 20	10
11	25 30	23 65	18 81	16 94	30 47	28 27	21 89	18 37	27 83	25 63	19 69	16 72	11
12	27 60	25 80	20 52	18 48	33 24	30 84	23 88	20 4	30 36	27 96	21 48	18 24	12
13	29 90	27 95	22 23	20 2	36 1	33 41	25 87	21 71	32 89	30 29	23 27	19 76	13
14	32 20	30 10	23 94	21 56	38 78	35 98	27 86	23 38	35 42	32 62	25 6	21 28	14
15	34 50	32 25	25 65	23 10	41 55	38 55	29 85	25 5	37 95	34 95	26 85	22 80	15
16	36 80	34 40	27 36	24 64	44 32	41 12	31 84	26 72	40 48	37 28	28 64	24 32	16
17	39 10	36 55	29 7	26 18	47 9	43 69	33 83	28 39	43 1	39 61	30 43	25 84	17
18	41 40	38 70	30 78	27 72	49 86	46 26	35 82	30 6	45 54	41 94	32 22	27 36	18
19	43 70	40 85	32 49	29 26	52 63	48 83	37 81	31 73	48 7	44 27	34 1	28 88	19
20	46 0	43 0	34 20	30 80	55 40	51 40	39 80	33 40	50 60	46 60	35 80	30 40	20
21	48 30	45 15	35 91	32 34	58 17	53 97	41 79	35 7	53 13	48 93	37 59	31 92	21
22	50 60	47 30	37 62	33 88	60 94	56 54	43 78	36 74	55 66	51 26	39 38	33 44	22
23	52 90	49 45	39 33	35 42	63 71	59 11	45 77	38 41	58 19	53 59	41 17	34 96	23
24	55 20	51 60	41 4	36 96	66 48	61 68	47 76	40 8	60 72	55 92	42 96	36 48	24
25	57 50	53 75	42 75	38 50	69 25	64 25	49 75	41 75	63 25	58 25	44 75	38 0	25
26	59 80	55 90	44 46	40 4	72 2	66 82	51 74	43 42	65 78	60 58	46 54	39 52	26
27	62 10	58 5	46 17	41 58	74 79	69 39	53 73	45 9	68 31	62 91	48 33	41 4	27
28	64 40	60 20	47 88	43 12	77 56	71 96	55 72	46 76	70 84	65 24	50 12	42 56	28
29	66 70	62 35	49 59	44 66	80 33	74 53	57 71	48 43	73 37	67 57	51 91	44 8	29
30	69 0	64 50	51 30	46 20	83 10	77 10	59 70	50 10	75 90	69 90	53 70	45 60	30

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

APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during June, 1957, to workers in the Rubber Export Trade

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	Watch-ers	Grade II	Grade I	over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 38	1 53	1 63	1 58	1 19½	1 27	0 83	0 90½	0 98	1 10½	1
2	2 76	3 6	3 26	3 16	2 39	2 54	1 66	1 81	1 96	2 21	2
3	5 52	6 12	6 52	6 32	4 78	5 8	3 32	3 62	3 92	4 42	3
4	8 28	9 18	9 78	9 48	7 17	7 62	4 98	5 43	5 88	6 63	4
5	11 4	12 24	13 4	12 64	9 56	10 16	6 64	7 24	7 84	8 84	5
6	13 80	15 30	16 30	15 80	11 95	12 70	8 30	9 5	9 80	11 5	6
7	16 56	18 36	19 56	18 96	14 34	15 24	9 96	10 86	11 76	13 26	7
8	19 32	21 42	22 82	22 12	16 73	17 78	11 62	12 67	13 72	15 47	8
9	22 8	24 48	26 8	25 28	19 12	20 32	13 28	14 48	15 68	17 68	9
10	24 84	27 54	29 34	28 44	21 51	22 86	14 94	16 29	17 64	19 89	10
11	27 60	30 60	32 60	31 60	23 90	25 40	16 60	18 10	19 60	22 10	11
12	30 36	33 66	35 86	34 76	26 29	27 94	18 26	19 91	21 56	24 31	12
13	33 12	36 72	39 12	37 92	28 68	30 48	19 92	21 72	23 52	26 52	13
14	35 88	39 78	42 38	41 8	31 7	33 2	21 58	23 53	25 48	28 73	14
15	38 64	42 84	45 64	44 24	33 46	35 56	23 24	25 34	27 44	30 94	15
16	41 40	45 90	48 90	47 40	35 85	38 10	24 90	27 15	29 40	33 15	16
17	44 16	48 96	52 16	50 56	38 24	40 64	26 56	28 96	31 36	35 36	17
18	46 92	52 2	55 42	53 72	40 63	43 18	28 22	30 77	33 32	37 57	18
19	49 68	55 8	58 68	56 88	43 2	45 72	29 88	32 58	35 28	39 78	19
20	52 44	58 14	61 94	60 4	45 41	48 26	31 54	34 39	37 24	41 99	20
21	55 20	61 20	65 20	63 20	47 80	50 80	33 20	36 20	39 20	44 20	21
22	57 96	64 26	68 46	66 36	50 19	53 34	34 86	38 1	41 16	46 41	22
23	60 72	67 32	71 72	69 52	52 58	55 88	36 52	39 82	43 12	48 62	23
24	63 48	70 38	74 98	72 68	54 97	58 42	38 18	41 63	45 8	50 83	24
25	66 24	73 44	78 24	75 84	57 36	60 96	39 84	43 44	47 4	53 4	25
26	69 0	76 50	81 50	79 0	59 75	63 50	41 50	45 25	49 0	55 25	26
27	71 76	79 56	84 76	82 16	62 14	66 4	43 16	47 6	50 96	57 46	27
28	74 52	82 62	88 2	85 32	64 53	68 58	44 82	48 87	52 92	59 67	28
29	77 28	85 68	91 28	88 48	66 92	71 12	46 48	50 68	54 88	61 88	29
30	80 4	88 74	94 54	91 64	69 31	73 66	48 14	52 49	56 84	64 9	30
31	82 80	91 80	97 80	94 80	71 70	76 20	49 80	54 30	58 80	66 30	31

APPENDIX III (C)

**Ready Reckoner showing the Minimum Wages payable for the
number of days worked in June, 1957, to workers in
the Tea Export Trade**

<i>No. of Days</i>	<i>Male Workers not under 18 years of age</i>					<i>Female Workers not under 18 years of age</i>	<i>Workers (irrespective of sex) under 18 years of age</i>				<i>No. of Days</i>
	<i>Grade II</i>	<i>Inter-mediate Grade</i>	<i>Grade I</i>	<i>Box Makers and Repairers</i>	<i>Watchers</i>		<i>over 14 under 15 years</i>	<i>over 15 under 16 years</i>	<i>over 16 under 17 years</i>	<i>over 17 under 18 years</i>	
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>		<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 38	1 53	1 63	1 53	1 58	1 19½	0 83	0 90½	0 98	1 10½	½
1	2 76	3 6	3 26	3 6	3 16	2 39	1 66	1 81	1 96	2 21	1
2	5 52	6 12	6 52	6 12	6 32	4 78	3 32	3 62	3 82	4 42	2
3	8 28	9 18	9 78	9 18	9 48	7 17	4 98	5 43	5 88	6 63	3
4	11 4	12 24	13 4	12 24	12 64	9 56	6 64	7 24	7 84	8 84	4
5	13 80	15 30	16 30	15 30	15 80	11 95	8 30	9 5	9 80	11 5	5
6	16 56	18 36	19 56	18 36	18 96	14 34	9 96	10 86	11 76	13 26	6
7	19 32	21 42	22 82	21 42	22 12	16 73	11 62	12 67	13 72	15 47	7
8	22 8	24 48	26 8	24 48	25 28	19 12	13 28	14 48	15 68	17 68	8
9	24 84	27 54	29 34	27 54	28 44	21 51	14 94	16 29	17 64	19 89	9
10	27 60	30 60	32 60	30 60	31 60	23 90	16 60	18 10	19 60	22 10	10
11	30 36	33 66	35 86	33 66	34 76	26 29	18 26	19 91	21 56	24 31	11
12	33 12	36 72	39 12	36 72	37 92	28 68	19 92	21 72	23 52	26 52	12
13	35 88	39 78	42 38	39 78	41 8	31 7	21 58	23 53	25 48	28 73	13
14	38 64	42 84	45 64	42 84	44 24	33 46	23 24	25 34	27 44	30 94	14
15	41 40	45 90	48 90	45 90	47 40	35 85	24 90	27 15	29 40	33 15	15
16	44 16	48 96	52 16	48 96	50 56	38 24	26 56	28 96	31 36	35 36	16
17	46 92	52 2	55 42	52 2	53 72	40 63	28 22	30 77	33 32	37 57	17
18	49 68	55 8	58 68	55 8	56 88	43 2	29 88	32 58	35 28	39 78	18
19	52 44	58 14	61 94	58 14	60 4	45 41	31 54	34 39	37 24	41 99	19
20	55 20	61 20	65 20	61 20	63 20	47 80	33 20	36 20	39 20	44 20	20
21	57 96	64 26	68 46	64 26	66 36	50 19	34 86	38 1	41 16	46 41	21
22	60 72	67 32	71 72	67 32	69 52	52 58	36 52	39 82	43 12	48 62	22
23	63 48	70 38	74 98	70 38	72 68	54 97	38 18	41 63	45 8	50 83	23
24	66 24	73 44	78 24	73 44	75 84	57 36	39 84	43 44	47 4	53 4	24
25	69 0	76 50	81 50	76 50	79 0	59 75	41 50	45 25	49 0	55 25	25
26	71 76	79 56	84 76	79 56	82 16	62 14	43 16	47 6	50 96	57 46	26
27	74 52	82 62	88 2	8 62	85 32	64 53	44 82	48 87	52 92	59 67	27
28	77 28	85 68	91 28	85 68	88 48	66 92	46 48	50 68	54 88	61 88	28
29	80 4	88 74	94 54	88 74	91 64	69 31	48 14	52 49	56 84	64 9	29
30	82 80	91 80	97 80	91 80	94 80	71 70	49 30	54 30	58 80	66 30	30

APPENDIX III (D)

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

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
		Rs. c.	Rs. c.				Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 38	1 55½	1 45½	1 73	1 63	1 58	0 47	0 60	0 84	1 4	½
1	2 76	3 11	2 91	3 46	3 26	3 16	0 94	1 20	1 68	2 8	1
2	5 52	6 22	5 82	6 92	6 52	6 32	1 88	2 40	3 36	4 16	2
3	8 28	9 33	8 73	10 38	9 78	9 48	2 82	3 60	5 4	6 24	3
4	11 4	12 44	11 64	13 84	13 4	12 64	3 76	4 80	6 72	8 32	4
5	13 80	15 55	14 55	17 30	16 30	15 80	4 70	6 0	8 40	10 40	5
6	16 56	18 66	17 46	20 76	19 56	18 96	5 64	7 20	10 8	12 48	6
7	19 32	21 77	20 37	24 22	22 82	22 12	6 58	8 40	11 76	14 56	7
8	22 8	24 88	23 28	27 68	26 8	25 28	7 52	9 60	13 44	16 64	8
9	24 48	27 99	26 19	31 14	29 34	28 44	8 46	10 80	15 12	18 72	9
10	27 60	31 10	29 10	34 60	32 60	31 60	9 40	12 0	16 80	20 80	10
11	30 36	34 21	32 1	38 6	35 86	34 76	10 34	13 20	18 48	22 88	11
12	33 12	37 32	34 92	41 52	39 12	37 92	11 28	14 40	20 16	24 96	12
13	35 88	40 43	37 83	44 98	42 38	41 8	12 22	15 60	21 84	27 4	13
14	38 64	43 54	40 74	48 44	45 64	44 24	13 16	16 80	23 52	29 12	14
15	41 40	46 65	43 65	51 90	48 90	47 40	14 10	18 0	25 20	31 20	15
16	44 16	49 76	46 56	55 36	52 16	50 56	15 4	19 20	26 88	33 28	16
17	46 92	52 87	49 47	58 82	55 42	53 72	15 98	20 40	28 56	35 36	17
18	49 68	55 98	52 38	62 28	58 68	56 88	16 92	21 60	30 24	37 44	18
19	52 44	59 9	55 29	65 74	61 94	60 4	17 86	22 80	31 92	39 52	19
20	55 20	62 20	58 20	69 20	65 20	63 20	18 80	24 0	33 60	41 60	20
21	57 96	65 31	61 11	72 66	68 46	66 36	19 74	25 20	35 28	43 68	21
22	60 72	68 42	64 2	76 12	71 72	69 52	20 68	26 40	36 96	45 76	22
23	63 48	71 53	66 93	79 58	74 98	72 68	21 62	27 60	38 64	47 84	23
24	66 24	74 64	69 84	83 4	78 24	75 84	22 56	28 80	40 32	49 92	24
25	69 0	77 75	72 75	86 50	81 50	79 0	23 50	30 0	42 0	52 0	25
26	71 76	80 86	75 66	89 96	84 76	82 16	24 44	31 20	43 68	54 8	26
27	74 52	83 97	78 57	93 42	88 2	85 32	25 38	32 40	45 36	56 16	27
28	77 28	87 8	81 48	96 88	91 28	88 48	26 32	33 60	47 4	58 24	28
29	80 4	90 19	84 39	100 34	94 54	91 64	27 26	34 80	48 72	60 32	29
30	82 80	93 30	87 30	103 80	97 80	94 80	28 20	36 0	50 40	62 40	30

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the
number of days worked during June, 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		Watches	
	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
1/2	1 63	1 40	0 85½	1 10½	1 43	1 24	0 78	0 98	1 30	1 12	0 73	0 93	1 48	1/2
1	3 26	2 80	1 71	2 21	2 86	2 48	1 56	1 96	2 60	2 24	1 46	1 86	2 96	1
2	6 52	5 60	3 42	4 42	5 72	4 96	3 12	3 92	5 20	4 48	2 92	3 72	5 92	2
3	9 78	8 40	5 13	6 63	8 58	7 44	4 68	5 88	7 80	6 72	4 38	5 58	8 88	3
4	13 4	11 20	6 84	8 84	11 44	9 92	6 24	7 84	10 40	8 96	5 84	7 44	11 84	4
5	16 30	14 0	8 55	11 5	14 30	12 40	7 80	9 80	13 0	11 20	7 30	9 30	14 80	5
6	19 56	16 80	10 26	13 26	17 16	14 88	9 36	11 76	15 60	13 44	8 76	11 16	17 76	6
7	22 82	19 60	11 97	15 47	20 2	17 36	10 92	13 72	18 20	15 68	10 22	13 2	20 72	7
8	26 8	22 40	13 68	17 68	22 88	19 84	12 48	15 68	20 80	17 92	11 68	14 88	23 68	8
9	29 34	25 20	15 39	19 89	25 74	22 32	14 4	17 64	23 40	20 16	13 14	16 74	26 64	9
10	32 60	28 0	17 10	22 10	28 60	24 80	15 60	19 60	26 0	22 40	14 60	18 60	29 60	10
11	35 86	30 80	18 81	24 31	31 46	27 28	17 16	21 56	28 60	24 64	16 6	20 46	32 56	11
12	39 12	33 60	20 52	26 52	34 32	29 76	18 72	23 52	31 20	26 88	17 52	22 32	35 52	12
13	42 38	36 40	22 23	28 73	37 18	32 24	20 28	25 48	33 80	29 12	18 98	24 18	38 48	13
14	45 64	39 20	23 94	30 94	40 4	34 72	21 84	27 44	36 40	31 36	20 44	26 4	41 44	14
15	48 90	42 0	25 65	33 15	42 90	37 20	23 40	29 40	39 0	33 60	21 90	27 90	44 40	15
16	52 16	44 80	27 36	35 36	45 76	39 68	24 96	31 36	41 60	35 84	23 36	29 76	47 36	16
17	55 42	47 60	29 7	37 57	48 62	42 16	26 52	33 32	44 20	38 8	24 82	31 62	50 32	17
18	58 68	50 40	30 78	39 78	51 48	44 64	28 8	35 28	46 80	40 32	26 28	33 48	53 28	18
19	61 94	53 20	32 49	41 99	54 34	47 12	29 64	37 24	49 40	42 56	27 74	35 34	56 24	19
20	65 20	56 0	34 20	44 20	57 20	49 60	31 20	39 20	52 0	44 80	29 20	37 20	59 20	20
21	68 46	58 80	35 91	46 41	60 6	52 8	32 76	41 16	54 60	47 4	30 66	39 6	62 16	21
22	71 72	61 60	37 62	48 62	62 92	54 56	34 32	43 12	57 20	49 28	32 12	40 92	65 12	22
23	74 98	64 40	39 33	50 83	65 78	57 4	35 88	45 8	59 80	51 52	33 58	42 78	68 8	23
24	78 24	67 20	41 4	53 4	68 64	59 52	37 44	47 4	62 40	53 76	35 4	44 64	71 4	24
25	81 50	70 0	42 75	55 25	71 50	62 0	39 0	49 0	65 0	56 0	36 50	46 50	74 0	25
26	84 76	72 80	44 46	57 46	74 36	64 48	40 56	50 96	67 60	58 24	37 96	48 36	76 96	26
27	88 02	75 60	46 17	59 67	77 22	66 96	42 12	52 92	70 20	60 48	39 42	50 22	79 92	27
28	91 28	78 40	47 88	61 88	80 8	69 44	43 68	54 88	72 80	62 72	40 88	52 8	82 88	28
29	94 54	81 20	49 59	64 9	82 94	71 92	45 24	56 84	75 40	64 96	42 34	53 94	85 84	29
30	97 80	84 0	51 30	66 30	85 80	74 40	46 80	58 80	78 0	67 20	43 80	55 80	88 80	30

APPENDIX III (F)

**Ready Reckoner showing the Minimum Wages payable for the
number of days worked during June, 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>			Rs. c.
½	1 38	1 23	1 13	1 55½	1 63	1 73	½
1	2 76	2 46	2 26	3 11	3 26	3 46	1
2	5 52	4 92	4 52	6 22	6 52	6 92	2
3	8 28	7 38	6 78	9 33	9 78	10 38	3
4	11 4	9 84	9 4	12 44	13 4	13 84	4
5	13 80	12 30	11 30	15 55	16 30	17 30	5
6	16 56	14 76	13 56	18 66	19 56	20 76	6
7	19 32	17 22	15 82	21 77	22 82	24 22	7
8	22 8	19 68	18 8	24 88	26 8	27 68	8
9	24 84	22 14	20 34	27 99	29 34	31 14	9
10	27 60	24 60	22 60	31 10	32 60	34 60	10
11	30 36	27 6	24 86	34 21	35 86	38 6	11
12	33 12	29 52	27 12	37 32	39 12	41 52	12
13	35 88	31 98	29 38	40 43	42 38	44 98	13
14	38 64	34 44	31 64	43 54	45 64	48 44	14
15	41 40	36 90	33 90	46 65	48 90	51 90	15
16	44 16	39 36	36 16	49 76	52 16	55 36	16
17	46 92	41 82	38 42	52 87	55 42	58 82	17
18	49 68	44 28	40 68	55 98	58 68	62 28	18
19	52 44	46 74	42 94	59 9	61 94	65 74	19
20	55 20	49 20	45 20	62 20	65 20	69 20	20
21	57 96	51 66	47 46	65 31	68 46	72 66	21
22	60 72	54 12	49 72	68 42	71 72	76 12	22
23	63 48	56 58	51 98	71 53	74 98	79 58	23
24	66 24	59 4	54 24	74 64	78 24	83 4	24
25	69 0	61 50	56 50	77 75	81 50	86 50	25
26	71 76	63 96	58 76	80 86	84 76	89 96	26
27	74 52	66 42	61 2	83 97	88 2	93 42	27
28	77 28	68 88	63 28	87 8	91 28	96 88	28
29	80 4	71 34	65 54	90 19	94 54	100 34	29
30	82 80	73 80	67 80	93 30	97 80	103 80	30

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

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

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

APPENDIX III (G)

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

<i>No. of Days</i>	<i>Class A Class B Class D</i>	<i>Class C</i>	<i>Class E Class G</i>	<i>Class F</i>	<i>Class H</i>	<i>Class K</i>	<i>No. of Days</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	2 92½	2 55	2 17½	2 30	2 5	1 29½	½
1	5 85	5 10	4 35	4 60	4 10	2 59	1
2	11 70	10 20	8 70	9 20	8 20	5 18	2
3	17 55	15 30	13 5	13 80	12 30	7 77	3
4	23 40	20 40	17 40	18 40	16 40	10 36	4
5	29 25	25 50	21 75	23 0	20 50	12 95	5
6	35 10	30 60	26 10	27 60	24 60	15 54	6
7	40 95	35 70	30 45	32 20	28 70	18 13	7
8	46 80	40 80	34 80	36 80	32 80	20 72	8
9	52 65	45 90	39 15	41 40	36 90	23 31	9
10	58 50	51 0	43 50	46 0	41 0	25 90	10
11	64 35	56 10	47 85	50 60	45 10	28 49	11
12	70 20	61 20	52 20	55 20	49 20	31 8	12
13	76 5	66 30	56 55	59 80	53 30	33 67	13
14	81 90	71 40	60 90	64 40	57 40	36 26	14
15	87 75	76 50	65 25	69 0	61 50	38 85	15
16	93 60	81 60	69 60	73 60	65 60	41 44	16
17	99 45	86 70	73 95	78 20	69 70	44 3	17
18	105 30	91 80	78 30	82 80	73 80	46 62	18
19	111 15	96 90	82 65	87 40	77 90	49 21	19
20	117 0	102 0	87 0	92 0	82 0	51 80	20
21	122 85	107 10	91 35	96 60	86 10	54 39	21
22	128 70	112 20	95 70	101 20	90 20	56 98	22
23	134 55	117 30	100 5	105 80	94 30	59 57	23
24	140 40	122 40	104 40	110 40	98 40	62 16	24
25	146 25	127 50	108 75	115 0	102 50	64 75	25
26	152 10	132 60	113 10	119 60	106 60	67 34	26
27	157 95	137 70	117 45	124 20	110 70	69 93	27
28	163 80	142 80	121 80	128 80	114 80	72 52	28
29	169 65	147 90	126 15	133 40	118 90	75 11	29
30	175 50	153 0	130 50	138 0	123 0	77 70	30

APPENDIX IV (A)

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

No. of Days	Class	Class	Class	Class	Class	Class	Class	Class	Class	Class	Class	No. of Days
	A	B	C	D	E	F	G	H	I	J	K	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	2 75	2 56	2 41	2 75	2 8	2 13	1 91	1 72	1 91	2 48	1 44	1
2	5 50	5 12	4 83	5 50	4 15	4 25	3 82	3 43	3 82	4 97	2 88	2
3	11 0	10 23	9 65	11 0	8 31	8 50	7 63	6 86	7 63	9 94	5 75	3
4	16 50	15 35	14 48	16 50	12 46	12 75	11 45	10 29	11 45	14 91	8 63	4
5	22 0	20 46	19 31	22 0	16 62	17 0	15 26	13 72	15 26	19 88	11 50	5
6	27 50	25 58	24 13	27 50	20 77	21 25	19 8	17 15	19 8	24 85	14 38	6
7	33 0	30 69	28 96	33 0	24 92	25 50	22 89	20 58	22 89	29 82	17 25	7
8	38 50	35 81	33 79	38 50	29 8	29 75	26 71	24 2	26 71	34 78	20 13	8
9	44 0	40 92	38 62	44 0	33 23	34 0	30 52	27 45	30 52	39 75	23 0	9
10	49 50	46 4	43 44	49 50	37 38	38 25	34 34	30 88	34 34	44 72	25 88	10
11	55 0	51 15	48 27	55 0	41 54	42 50	38 15	34 31	38 15	49 69	28 75	11
12	60 50	56 27	53 10	60 50	45 69	46 75	41 97	37 74	41 97	54 66	31 63	12
13	66 0	61 38	57 92	66 0	49 85	51 0	45 78	41 17	45 78	59 63	34 50	13
14	71 50	66 50	62 75	71 50	54 0	55 25	49 60	44 60	49 60	64 60	37 38	14
15	77 0	71 62	67 58	77 0	58 15	59 50	53 42	48 3	53 42	69 57	40 25	15
16	82 50	76 73	72 40	82 50	62 31	63 75	57 23	51 46	57 23	74 54	43 13	16
17	88 0	81 85	77 23	88 0	66 46	68 0	61 5	54 89	61 5	79 51	46 0	17
18	93 50	86 96	82 6	93 50	70 62	72 25	64 86	58 32	64 86	84 48	48 88	18
19	99 0	92 8	86 88	99 0	74 77	76 50	68 68	61 75	68 68	89 45	51 75	19
20	104 50	97 19	91 71	104 50	78 92	80 75	72 49	65 18	72 49	94 42	54 63	20
21	110 0	102 31	96 54	110 0	83 8	85 0	76 31	68 62	76 31	99 38	57 50	21
22	115 50	107 42	101 37	115 50	87 23	89 25	80 12	72 5	80 12	104 35	60 38	22
23	121 0	112 54	106 19	121 0	91 38	93 50	83 94	75 48	83 94	109 32	63 25	23
24	126 50	117 65	111 2	126 50	95 54	97 75	87 75	78 91	87 75	114 29	66 13	24
25	132 0	122 77	115 85	132 0	99 69	102 0	91 57	82 34	91 57	119 26	69 00	25
26	137 50	127 88	120 67	137 50	103 85	106 25	95 38	85 77	95 38	124 23	71 88	26
27	143 0	133 0	125 50	143 0	108 0	110 50	99 20	89 20	99 20	129 20	74 75	27
28	151 58	140 98	133 3	151 58	114 48	117 13	105 16	94 56	105 16	136 96	79 24	28
29	160 16	148 96	140 56	160 16	120 96	123 76	111 12	99 92	111 12	144 72	83 73	29
30	168 74	156 94	148 9	168 74	127 44	130 39	117 8	105 28	117 8	152 48	88 22	30
30	177 32	164 92	155 62	177 32	133 92	137 2	123 4	110 64	123 4	160 24	92 71	30

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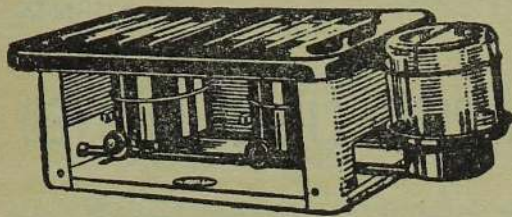
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