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# Ceylon

# LABOUR

# GAZETTE



VOLUME VII  
No. 8

AUGUST  
1956

In this Issue

Industrial Court Award  
Statistics of the Month in Brief  
Notes of Current Interest.

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# CEYLON

## LABOUR GAZETTE

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VOLUME VII No. 8

AUGUST 1956

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### INDUSTRIAL COURT AWARD

*No. I. D. 1 OF 1956*

In the matter of a dispute between The Ceylon Mercantile Union  
*and*  
The Employers' Federation of Ceylon

#### The Award

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

2. (a) As this was the first case before the Industrial Court, we fixed the 6th of March, 1956, for a preliminary discussion so as to arrange the procedure to be followed. Representatives of the parties, namely, Mr. P. B. Tampoe, General Secretary of the Ceylon Mercantile Union, and Mr. S. J. Kadirgamar, Advocate, instructed by Mr. F. C. Rowan of Messrs. Julius and Creasy, Proctors, Colombo, were present on that day. After hearing these representatives, the Court requested the parties to put before it the case of each side in a documentary form, namely, a written statement supporting or materially relating to the claim. The Act requires the Court to make inquiries as regards the dispute quickly but as both parties made a request for a long date the Court fixed the hearing for April 19, 1956, at 9.30 a.m. and directed the Ceylon Mercantile Union to file their statement on or before April 2, 1956, and the Employers' Federation of Ceylon to deliver copies of their counter statement to the Post Office on or before the afternoon of April 16, 1956, addressed to the Registrar and others : April 13 to 18 were public holidays.

(b) The inquiry did not go on from day to day, as originally intended, but had to be adjourned to suit the convenience of the parties. It began on April 19, 1956, and continued thereafter for fifteen days between April 20 and June 15, 1956.

3. (a) Following the practice of the Industrial Court in England the hearing was held in camera.

(b) On April 19, 1956, after hearing the same representatives we decided that, as the Ceylon Mercantile Union was the party making the claim and seeking thus to alter the *status quo*, the Union should begin and present their case. The object of the opening was to outline the claimant's case so that the Court might have the facts of the case fully stated to it, as well as having such evidence and material placed on behalf of the claimant before it as the Union's representative might desire to adduce. The latter referred to the various awards previously made in Ceylon and made certain oral statements. After the case of the Union was closed, Mr. Kadirgamar opened the case of the opposite party and

produced a number of written statements or documents materially relating to the claim, inclusive of the awards previously referred to, and finally Mr. Tampoe addressed us in reply.

(c) The Ceylon Mercantile Union, hereafter called the Union, came into being, it was stated, in 1927. It had in March 1956 a membership of 6,354 persons most of whom were clerical employees and allied categories of workers including the peons employed in the business houses of Colombo.

(d) In 1944 a set of demands was presented by the Union to fourteen firms or companies and early in the following year it presented a petition in respect of a trade dispute with the partners of Messrs. George Steuart and Company to the Commissioner of Labour. Petitions were also received by him from thirteen other Companies or firms about the same time. An Award was made in respect of these petitions on September 24, 1945, by a Special Tribunal. About June 1947 the Union appears to have made certain demands in respect of its members to the Mercantile Employers' Association, members of which were the employers of the members of the Union. About September 1947 the Mercantile Employers' Association expressed their willingness to refer the issues, which the parties desired to arbitration but shortly thereafter the contemplated reference fell through: towards the end of the year the parties appear to have had discussions on various topics but as the membership of the Union had declined to the number of 300 and it did not, in the view of the Association, represent the majority of the employees in the member firms of the Mercantile Employers' Association, there were apparently no further meetings.

4. The Mercantile Employers' Association is a constituent member of the Employers' Federation of Ceylon, which is hereafter referred to as the Federation. A Commission appointed by the Government in July 1945 to report on the question of a general revision of salaries (hereafter referred to as the Collins-Goonetilleke Salaries Committee) had on May 13, 1946, recommended a general increase of  $33\frac{1}{3}$  per centum of the respective pre-war salaries of Government employees (Sessional Paper VIII of 1946). On April 8, 1948, the Union made a suggestion to the Mercantile Employers' Association for increasing the basic salaries of the subordinate employees on the basis of a  $33\frac{1}{3}$  per centum increase. After the Union and the Mercantile Employers' Association had exchanged letters about this proposal for some time, the latter desired to have some indication of the representative character of the Union and when about October 5, 1948, the Union informed the Association that their membership directly affecting the member firms of the Association was as follows—

aggregate 1,917 which was made up of clerical staff 1,671 and salaried  
minor staff 246—

the Mercantile Employers' Association informed the Union that they were unable to give any further consideration to the alteration of the Mercantile (1945) Award salary scale at that time.

5. About the middle of August 1952 the Union communicated a series of demands, nine in number, relating to new terms and conditions of employment of staff to fifteen companies which were members of the Federation. Eleven of these companies sent replies referring the Union to the Federation. The Federation replied that the nine demands were unacceptable. The Union then sought the intervention of the Minister of Labour and Social Services and of the Department of Labour to bring about a settlement. A conference of some of the members of the Union and of the Deputy Chairman of the Federation took place on February 6, 1953, but no agreement was reached on any of the nine matters. It appears that the Union tried to get the Minister of Labour to refer the matters raised by them to an Industrial Court but the Minister did not consider it necessary to make a reference—he gave reasons to the Union.

6. On March 29, 1955, the Union addressed a letter to the Federation wherein, after stating that, though they appreciate the fact that the Council of the Federation might not be willing to concede the various requests set out in their Nine-Point Demand of 1952 as such, they considered that an agreement would still be possible with the Federation on the basis of modifications of the original proposals which may be made "after a frank, friendly and realistic discussion" between representatives of the Union and the Federation and the Union requested that arrangements be made for an exploratory conference. The Federation replied that representatives of the Mercantile Employers' Association, which apparently is the constituent body of the Federation responsible for advising the Federation on the matters proposed by the Union, would be willing to meet representatives of the Union, for the purpose of discussing the matters suggested. Discussions took place between the representatives of the two bodies on four occasions, May 11 and 19 and June 7 and 22. Before the date of the next meeting which was fixed for July 4, 1955, a dispute had arisen between the Union and a company which was a member of the Federation: the Federation, about July 1, 1955, informed the Union that the meeting was cancelled.

7. On October 25, 1955, the Union informed the Federation that the General Council of the Union was desirous of having an agreement between the Federation and the Union, at least, on the very important matters already discussed between the representatives of the two bodies and invited the Council of the Federation to inform them as to the reactions of the Council of the Federation to the suggestions already made for an agreement on security of employment, salaries and provident fund. They also requested the Council to let them know whether the Council was prepared to finalise a general agreement for the settlement of certain disputes referred to in the letter.

8. The Union thereafter informed the Federation that if no satisfaction was obtained by January 1, 1956, they would conclude that settlement by agreement was not possible.

9. The Federation, it appears, had been informed that, if no agreement was reached by January 30, 1956, certain things would follow and fearing an industrial warfare, the Federation inquired from the Commissioner of Labour on December 22, 1955, whether he would use his good offices to bring together the parties so as to explore the possibility of settlement. At a meeting called by the Commissioner of Labour on January 22, 1956, a discussion took place in respect of the matters put forward by the Union and towards the end of the conference the Federation made an offer to increase the salary in the existing grades of the George Steuart Award by a certain amount. The Union took time to consider this offer and by their letter dated January 31, 1956, informed the Commissioner of Labour and the Deputy Chairman of the Federation that the offer was quite unsatisfactory. They set out in their letter certain terms which were specified as Schedules A, B, C, D, E and F. The Federation, after pointing out that no substantial modification of the previous demands had been made by the Union, suggested a discussion either on a Federation or Association basis, or, if the Union was unwilling, a reference of the matters in dispute or those that were selected to the dispute machinery under the Industrial Disputes Act. A conference of the representatives of the Union and of the Federation called by the Minister of Labour met on February 22 and 29, 1956, but no agreement was reached. On March 3, 1956, the Union decided to call a strike of its members on March 5, 1956.

10. On March 3, 1956, the Minister of Labour under section 4 of the Industrial Disputes Act, No. 43 of 1950, as amended by the Amendment Act, No. 25 of 1956, referred the industrial dispute between the Union and the Federation in respect of the demands made by the former which were specified in the

statement of the Commissioner of Labour, to the Industrial Court by his order published in the *Government Gazette Extraordinary* No. 10,900 dated March 3, 1956 : these demands were classified in that statement as items I, II, III, IV, V and VI and are set out in the Schedule A annexed hereto.

11. It is desirable to refer briefly to the legislative enactments for settlement of industrial disputes. Trade Unions were apparently in existence for some time before 1931—Ordinance No. 3 of 1931 (Chapter 110) of the Legislative Enactments, makes reference to trade unions (Section 7 (1)). Provision was made for the registration of trade unions by Ordinance No. 14 of 1935 (Chapter 116) and provision for the investigation and settlement of industrial disputes was made by Ordinance No. 3 of 1931 (Chapter 110) : this Ordinance was repealed by the Industrial Disputes Act, No. 43 of 1950. When World War II broke out, the principle of compulsory adjudication was provided for under the Emergency Powers (Defence) Acts, 1939 and 1940 : under these Acts, Defence (Miscellaneous) Regulations were made. By Regulation 43B the Governor was given power to control employment in any essential work ; in determining the terms and conditions of service, including remuneration, the Governor may have regard, among other things, to a determination contained in an agreement between organisations representative of employers and workers, a decision of a conciliation board, arbitration tribunal or other similar body and in the absence of these to the remuneration and conditions of service in practice prevailing among good employers in that trade or business in the District. By Regulation 43C, which corresponded to Regulation 58AA of the English Regulation, the Governor was empowered with a view to preventing work being interrupted by trade disputes, to make provision by order for a number of matters. The only ones that are relevant to the present dispute are these :—

- (a) for establishing a tribunal for the settlement of trade disputes, and for regulating the procedure of the tribunal ;
- (b) for requiring employers to observe such terms and conditions of employment as may be determined in accordance with the Order to be not less favourable than the recognised terms and conditions.

Under the Essential Services (Avoidance of Strikes and Lockouts) Order, 1942, the Governor could refer a trade dispute to the adjudication of a District Judge or a Special Tribunal (hereafter referred to as a Special Judge). In 1950 the Industrial Disputes Act, No. 43 of 1950, was passed. Under section 22 (1) a panel of not less than five persons was to be appointed from which the Court was to be constituted. It provided that no person other than a person who has been or is a judge of the Supreme Court should be appointed to be a member of such panel. No appointments were made under this section. This position of the section was amended, probably because it was found unworkable, by the Amending Act, No. 25 of 1956 whereby those eligible for appointment to the panel were to be persons who have held high judicial office and public servants of a certain category. The definition of Industrial Dispute is to be found in section 47. It is as follows :—

“ Industrial dispute means any dispute or difference between employers and workmen, or between workmen and workmen, connected with the employment or non-employment or the terms of the employment, or with the conditions of labour of any person.

The definition in the repealed Ordinance (Chapter 110) was to the same effect. There are two modes of reference under the Act—compulsory reference by the Minister and a voluntary reference, where the parties have consented, by the Commissioner of Labour. An industrial dispute can be referred to the Industrial

Court by the Minister of Labour (section 4) ; that section dealt first with undertakings relating to essential work, next with undertakings relating to supplies or services necessary for the life of the community and the Minister regarded the dispute as likely to prejudice the maintenance or distribution of these things ; thirdly, with cases where the Minister thought it necessary or expedient to refer a dispute. Whether or not the Minister thinks it fit to refer a dispute is a matter for his discretion. An industrial dispute can be referred by the Commissioner of Labour—when he is satisfied by apprehensions for the future quite as much as grievances in the past—(a) to an authorised officer for settlement, (b) with the consent of the parties to (1) a person nominated jointly by them, or (2) the District Judge of the district, where there is no such nomination.

12. (a) Forty-one of the companies which are referred to in the statement of the Union in the present case are component members of the Ceylon Employers' Federation, while the three Oil Companies, Caltex (Ceylon), Limited, Shell Company of Ceylon, Limited, and Standard Vacuum Oil Company are apparently not. On the basis of occupations or activities they can be classified as Engineering concerns seven, Agencies twelve, Traders eight, Importers three, Motor dealers one, Shops one, Lighterage concerns two, Manufacturing concerns one, Shipping and Travel concerns three, Brokers three. They are all major commercial concerns engaged in the distribution of commodities or services or in engineering and manufacturing. They play a vital part in the economic and financial condition of the country : some of them are of important service to those engaged in the major agricultural products of the Island, e.g., tea, rubber and coconut. The entire working capital is contributed invariably by shareholders. The successful carrying on of work of this kind involves a large amount of skill and judgment, constant and vigilant supervision and watch over the trend of prices. We are primarily concerned in this dispute with clerks who are largely drawn from middle class families : mental qualities and qualifications are necessary for the proper discharge of their duties. They have sought to solve many of their own problems, the most important of which is the one relating to their wages or salaries, by organizing themselves into a Union which deals collectively with their employers : it was argued on behalf of the Federation that at a high wage, employers would not engage as many workers as they will use at lower wages. Hence, a Union can as a general rule maintain an increase in salaries only at the expense of providing employment to fewer persons.

(b) Because clerical work is considered "relatively clean and socially admirable," a plentiful supply of white collar workers has continued to be available almost in every country, even though the earnings of this group have relatively declined.

13. Over and above the two parties there are others who are vitally interested in the proper solution of the dispute and who will be largely affected by the results of the adjudication—the public and the state or government. We must be careful to see that the repercussion of the wage structure, which we propose as applicable to the clerical employees in commercial undertakings, on other services such as banking and administrative bodies in the country does not result in any violent inequalities as to cause unrest among other employments.

14. The dispute arises out of a claim made by the clerical and other employees pressing for changes in salaries and conditions of service which may be briefly referred to as the following six matters, namely,—

- (i) *Security of Service* : there should be continuous employment—an employee should have security of service till the age of sixty ;

- (ii) *Salaries* : the salaries of the clerical staff should be increased from the minimum salary of Rs. 50 a month to Rs. 90 in Grade I with corresponding increases in the other grades and the salaries of peons be increased from Rs. 30 a month to Rs. 54 ;
- (iii) *Provident Fund* : the rate of the employers' contribution to the Provident Fund be increased to 15 per centum up to 40 years of age of employees and 20 per centum thereafter ;
- (iv) *Hours of Work* : the maximum hours of work should be thirty-six hours a week and that overtime be paid at one and a half times the gross hourly salary, except on holidays ;
- (v) *Holidays* : eleven specified days be treated as holidays, and a half holiday on each of two specified days ;
- (vi) *Sick Leave* : six weeks' leave on full pay should be granted each year on grounds of ill-health or indisposition.

The demands made by the Union are more particularly referred to in Schedule A annexed hereto.

15. Both sides referred to the decision in the Bank dispute by the All India Industrial Tribunal (commonly spoken of as the Sastri Award) and by the Labour Appellate Tribunal. Care has to be exercised in dealing with these decisions in Ceylon : the law on most of the items referred to in the reference to the Tribunal in India depends on statute law, such as a section of the Constitution, sections of the Industrial Disputes Act, the Industrial Disputes Employments Act and some other Acts and on a series of decisions of the Labour Appellate Tribunals. In arriving at the decision the Tribunal took into consideration the conditions of the country ; these differ, at least to some extent, from the conditions prevailing in Ceylon and it would not be proper to guide ourselves by the grounds given in these cases entirely. It is, however, possible to consider the important principles enunciated in the two decisions and we have derived great profit and considerable advantage by reading the judgments.

## I.—Security of Service

### Preliminary

16. It is desirable to advert briefly to the contract of service. It is considered equitable to leave it to one's free will to determine whose employment he will enter. The relation between a clerk and his employer arises from a contract, a contract of service which differs in some respects from other contracts. The obligation of the former is to serve his employer faithfully and obey his lawful commands : the obligation of the employer is to receive the clerk into his service and retain him in his service for the time agreed upon : he must pay his wage and perform any other consideration stipulated. The contract may itself show the terms of the employment : the parties would then be bound by them. When it is clear that there is no actual agreement in regard to the terms, these have to be implied from the facts. Two of the important terms relate to the salary or wage, and the duration of the contract. If the wage was not expressly mentioned, what is reasonable or the amount which it is customary to promise would be payable. The duration may be fixed by the agreement at a month, six months, a year, &c. : otherwise it may be the period fixed by usage or be an indefinite hiring ; most of the contracts of the latter kind may be continuing contracts, as the engagement of domestic servants—they contain a provision making the contract determinable at the option of one of the parties upon certain terms ; the employee can terminate the contract by a month's notice, the employer by a month's notice, also on

paying or tendering a month's wage in lieu thereof. In the case of termination of service, sometimes referred to as a discharge, on giving the employee notice or a sum of money in lieu of notice the employer exercises his right under the contract and the employee leaves the employment without any blemish on his character and he is given a reasonable time to search for a job elsewhere.

17. Continued good conduct by the employee is a condition, either expressed or implied, of the contract of service the breach of which entitles the master or employer to put an end to the employment. It is well settled that a master may terminate the contract or dismiss his servant or employee for many reasons, such as misconduct, substantial negligence or habitual wilful disobedience, dishonesty and the like. Such matters may be said to constitute such a breach of duty by the employee as to preclude the further satisfactory continuance of the relationship and to justify the employer in electing to treat the contract as repudiated by the employee. In most cases the question of repudiation must depend on the character of the contract, the number and weight of the wrongful acts or assertions, the intention indicated by such acts or words, the deliberation or otherwise with which they are committed or uttered, and on the general circumstances of the case. The employee may be dismissed if, from sickness or any other cause, he becomes for a considerable time or permanently unable to perform his duties.

18. A master by terminating the contract refuses to accept further service and declines to pay further remuneration. If a dismissal of the employee be without just cause, the master is deemed to have wrongfully repudiated his contractual obligations to the employee and a claim for damages will lie for unjustifiable repudiation of the contract. The damages for breach of a contract are in the nature of compensation: the employee is put in the same position as if the contract had been performed; he recovers damages for loss of prospective wages. If it had been performed, he would have had a certain salary. He loses that and must be compensated for it. What the salary he would have earned would be determined by the terms of the contract, expressed or implied, relating to the period of the employment or by the period of notice required for the termination of the contract. If the period was a month, it would be a month's salary, if it was two months then salary for two months: for the master could terminate the contract in these cases by giving the requisite month's notice or two months' notice. The indemnity cannot include compensation either for the injured feelings of the servant, or for the loss he may sustain from the fact that his having been dismissed of itself makes it more difficult to obtain fresh employment.

### **Continuous Employment**

19. The effect of the demand of the Union, if granted in its entirety, would practically be that a contract of service could not be terminated by an employer without the assent of the Union except in one case—namely, incapacity of the workman to perform his work due to mental or physical disability which is certified by a competent medical authority. Termination on the ground of serious misconduct, fraud, inefficiency and other reasonable causes would not be possible without an inquiry at which an official of the Union would represent the employee. The right of termination being limited to certain grounds, e.g., serious misconduct, inefficiency, &c., the dismissal in such a case should, in the first instance, be provisional only and if the Union representative required the matter to be submitted to an officer of the Labour Department and on the failure of the employer to show a good ground the dismissal was to be treated as having been ineffective: the employer was required to reinstate the man and pay him the wages for the period which elapsed between the dismissal and the reinstatement.

20. It is not disputed that one part of the demand—the method of settling disputes or the machinery for settlement, No. 3 under this heading—is outside the purview of the Court: the parties, however, differ as regards the other part. While the Federation argues that there is no present dispute on this matter and the Court is precluded from making a decision thereon, the Union's view is that the demand is really a request to standardise and that the payment of one or two months' wages is inadequate for the termination of a contract by the employer.

### Part One

21. Mr. Kadirgamar put the position thus. Broadly speaking, the Federation is of the view—which is also the practice of its members—that employees should have security of service—they should be encouraged to continue in the service of their employers: “it is only a fool of an employer”—he said—“that would capriciously get rid of a long service employee”. But it is impossible for the Federation to accept the demand as framed by the Union in its entirety—it is unworkable and there are various classes and types of employers whom it is impossible to bind to all their employees in the wide and general terms of the demand.

22. If a change of the law (relating to the rights and obligations of the employer and the workmen) restricting the right of terminating a contract of service is required, that is a matter for the legislature: the question of interfering with the freedom of contract and the rights of the parties under a contract should be viewed by the Court with caution for the legislature declined to avail itself of the opportunity to change the law when the Shop and Office Employees' Act of 1954 was before it—the Minister declined to incorporate in the Bill a provision in regard to security of service though it had been favoured by the Mercantile Select Committee, as it was impracticable to put in such a provision or to work it. It would be unfair, Mr. Kadirgamar argued, to discriminate between one set of employers who admittedly were “the good employers” and another.

23. (a) If an employer breaks his contract of service with his employee, either by not giving notice to which the latter is entitled or by discharging him summarily for a reason which cannot be justified, the employee's remedy is for damages only. A court has never granted an injunction compelling an employer to continue an employee in his employment. If an employee breaks his contract with his employer, no injunction has ever been granted obliging that employee to work for the employer. The most that has ever been done is that, if the contract was one by which for a certain period a person has agreed to serve another exclusively, the employee may be restrained from working for anybody else during the term for which he contractually engaged to serve his employer.

(b) The law has been changed to some extent by statute. Express power to order the reinstatement of a workman has been given by the Industrial Disputes Act of 1950 (section 33, 1b and sub-section 3): an order to this effect may be made in an award. There have been instances where the reinstatement of a workman has been ordered on voluntary arbitration both under the former Ordinance (Chapter 110) and the present Act.

24. (a) It is to the interest of the good employee to continue to serve the employer and of the good employer to continue to retain the other in his service but circumstances may prevent either from maintaining this ideal. Where the period of the contract is sufficiently long no harm is caused to either, for one party is assured of employment and the other of service for that time

and a breach of the contract, if wrongful, penalises the wrongdoer. But where the period is not sufficiently long and where the number of good employers is limited and the number seeking employment is not limited, it may, from one point of view, be desirable to attempt to fix a fairly long period for the contract. This would give security not only to good employees but also to indifferent ones, and, on the other hand, it would tie the hands of every employer. The change contended for is such a drastic interference with law that under the guise of modifying the terms of a contract we would be trying to usurp the functions of the Legislature, especially when it declined to do so in 1954, at the time of the passing of the Shop and Office Employees' Act—such is broadly the contention of the Federation. A court must act on the evidence and it is enjoined to make such award as may appear just and equitable. We must, thus, consider what is just to the employee and the employer and again what is equitable to both. What is just to one party may be the reverse of being just to the other. What is characterised by fairness would probably be equitable. Would it be fair to a party to interfere with his contractual rights against his wishes, especially when he pleads that he is only one class among many employers and that there would be discrimination against him? We regret our inability to grant Part One of this demand in its entirety.

(b) The age of retirement as fixed in the George Steuart Award shall apply.

25. Mr. Tampoe pointed out that in every case where a dismissal of an employee which was challenged by the Union, had been referred for settlement or arbitration, the authorized officer had found the dismissal to be without just cause.

26. Our decision as regards the dismissal of an employee is as follows :—

A person against whom action ending in dismissal is proposed or likely to be taken should, in the first instance, be informed of the particulars of the charge against him : he should have a reasonable opportunity to give his explanation as to such particulars. A final order should be made after due consideration of all the relevant facts and circumstances.

The causes for which an order of dismissal can be made are the grounds recognised by law. It would be open to the employer after enquiry to make an order of dismissal or to pass a lesser form of punishment, considering all the circumstances.

27. The right of the employer and of the employee to terminate the contract by notice remains unaffected, but we recommend that an employer in exercising the right of terminating the contract or effecting a discharge of it, should either give three months' notice of termination or pay three months' salary in lieu of notice. The employee would then have ample time to search for some other employment—incidentally this is the period fixed by the Sastri Award. The employer in exercising this right should act *bona fide*.

## Part Two

28. *Marriage*.—The Federation said that there was never a dispute about it.

There will be a declaration to this effect—no contract of service shall be terminated merely on the ground of marriage.

29. *Indebtedness*.—Mr. Kadirgamar pointed out that mere indebtedness of an employee has not been treated as a ground for discontinuance and that employers are considerate to the decent and honest employee who falls into

debt : but that if execution of a judgment debt against an employee has been granted the employer should have the right (i) to terminate the employment where the execution debtor holds a fiduciary position in the establishment, e.g., as a cashier, canvasser, purchasing clerk ; (ii) in other cases, to call upon the employee for an explanation and if he can show that his indebtedness was not on account of his own action but due to something else, e.g., illness in his family, the employer would not, terminate the employment.

We adopt the statement of Mr. Kadirgamar : the demand of the Union would be varied in the manner stated above.

## II.—Salaries

30. One of the most important items in the reference is the second one, the one relating to salaries.

31. The Union has divided the clerical servants into four grades and has provided that the commencing salary should be Rs. 90 a month, the commencing salary of a peon being fixed at Rs. 54.

### Previous Awards

32. A trade dispute arose about the middle of 1945 between the Union and the firm of George Steuart and Company and it was referred for adjudication to a Special Tribunal. Petitions received from thirteen other firms were also considered by the Special Tribunal at the same time. The Special Judge made an award on September 24, 1945. The Award was binding on these parties—the employers became also bound by their undertaking given during the hearing. The effect of the Award was to vary some of the terms on which the clerks and other persons had been employed in these fourteen firms : from the date of the Award the terms of the employment of any clerk, then in the employ of one of these firms, had to be ascertained from a consideration of the express or implied terms on which he was employed, and the modifications found in the Award.

33. Four grades of mercantile clerks were envisaged, Grades one and two, a Higher Grade divided into two classes and a Special Grade. The starting salary of a clerk was fixed at Rs. 50 a month and after rising by two increments of Rs. 5 each during the second and third year and thereafter increments of Rs. 72 a year he would reach a maximum of Rs. 150 in the eighteenth year. The initial salary in Grade II was Rs. 97·50 a month which rose by increments of Rs. 7·50 to the maximum salary of Rs. 202·50 in the 23rd year. The initial salary of Class I of the Higher Grade was Rs. 160 a month which rose by increments of Rs. 10 to the maximum salary of Rs. 250 in the 26th year. The other two classes stand on a slightly different footing. Class II commences with a salary of Rs. 260 a month and reaches a maximum of Rs. 350 by increments of Rs. 120 a year : promotion to this class was dependent upon vacancies occurring in the class. The salary scale of the Special Grade was fixed at Rs. 355 a month rising by increments of Rs. 180 a year to Rs. 400 : appointments depended entirely upon merit and the vacancies in the grade.

34. The salary of a stenographer was fixed slightly higher : it started with Rs. 72 a month and when he passed the qualifying examination he was to be placed in Grade II of the Clerical Service.

35. The scheme framed for clerks in mercantile firms by the George Steuart Award was based on the cost of living which obtained during the pre-war period (1938-1939)—“it was agreed between all parties that any scheme

which is now framed should be based " on this cost of living— ; an employee was entitled to get the basic pay and a dearness allowance which depended on the cost of living index for the preceding months being above a certain figure, generally above 100—the dearness allowance thus varied. The Roberts Award granted an allowance called a war allowance, being 35 per centum of the basic pay. The Tribunal had before it figures relating to the cost of living of a bachelor, a man with a wife and one servant and a man with a wife, three children and one servant, which obtained during the period 1938-39. The figures were prepared by Mr. Williams, the Statistical Assistant in the Department of Industry and Commerce, from statements of actual expenditure furnished by fifty employees, members of middle class families. The full budget for a bachelor was Rs. 50 a month which became Rs. 91 a month when the man lived with a wife and one servant. The full budget for a man, his wife, and three children and one servant was Rs. 145 a month. The evidence given by Mr. Williams was attacked in the present proceedings. But it must be remembered that the Judge who inquired into the matter in 1945 heard the evidence given by this witness and must have considered the arguments placed before him about that evidence and that after examining the evidence and the materials before him, he came to a definite conclusion in respect of the cost of living which obtained during the pre-war period.

36. The commencing salary of a Bank clerk and of a clerk in a mercantile office was fixed in the period 1945 to 1946 at Rs. 50 a month by two different judges in what has been called the Roberts Award and the George Steuart Award : this was the commencing monthly salary of a member of the Government Clerical Service at the time. Did either Judge consider that, in the circumstances existing at the time, the fairest course was to adopt the government salary with some modifications or did either consider what should be paid as a living wage and by independent inquiry arrive at the same figure ? It is difficult to answer this question clearly. It is, however, patent, that the Judge in the former case made a comparison with Government rates and the current rates of remuneration and declined to give the Bank clerks " equal pay with Government clerks " because, as a general rule, they have not the same educational attainments. The Judge in the latter case examined the evidence given by Mr. Williams, the statements sent by the Statistical Department and the schemes produced by both parties—in the first scheme presented by the Union the commencing salary was Rs. 75, which was apparently modified in their second scheme—and after considering the cost of living, the comparative wages in similar undertakings and the ability of the trade he fixed the sum of Rs. 50 a month as the commencing basic salary. He drew attention to the inferior academic qualifications of those seeking employment in mercantile firms. The probabilities are that by independent inquiry each adopted the same sum as the commencing salary. In framing the scheme in the latter case the Judge noted that some of the Mercantile clerks were not qualified to draw the higher salaries paid to Government clerks. When the same Judge came to make the Walkers Award it is clear that he did not compare the salary paid by Government—one of the three factors he took into consideration was the salaries paid to Mercantile clerks in the performance of similar and comparable duties—the other two factors being (a) a living wage to a Mercantile clerk and (b) the capacity of the employer to pay the salaries prescribed : in the result, he adopted practically the scale in the George Steuart Award.

37. It is interesting to examine the figures given in Appendix II. Note on the level of subsistence in the Report of the Commission on Social Services written about August, 1946 (Sessional Paper VII of 1947) : it gives on pages 136 to 140 the total subsistence cost (daily) of a working person doing mainly manual labour and residing in Colombo, the costs being calculated at 1938.

prices. The expenditure is for food, clothing, house rent and other things. The subsistence needs of a person are stated to be what he must have in order to maintain himself at the lowest level of health and efficiency.

<i>Adult male</i>	<i>Adult female</i>	<i>Husband and wife</i>	<i>Husband, wife and child</i>	<i>Husband, wife and two children</i>	<i>Husband, wife, 2 children and one aged person</i>
cents 86·36	69·21	131·63	166·77	196·80	246·00

The total expenditure for food, clothing, house rent and other things for a month worked out, according to these rates, would be—

<i>Adult Male</i>		<i>Husband and Wife</i>		<i>Husband, Wife and child 2-6 years</i>	
<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>
26	35	..	39 90	..	50 72

If a further 80 per centum is added to it, which is considered to be the extra allowance needed by a middle class family to which clerks belong for their higher standard of living and requirements in comparison with workmen (the percentage added according to the Sastri Award), the amount would come to Rs. 47·08 for an adult male which is very near the figure of Rs. 50 taken as the full budget of a bachelor in the George Steuart Award—Rs. 71·82 for a husband and wife and Rs. 91·29 for a husband and wife with child 2-6 years old.

38. One of the factors taken into consideration in fixing wages by the Tribunals previously—the Roberts Award in October 1944, the George Steuart Award of October 1945, the Walkers Award of May 1946, the Oil Companies Award of October 1947, the Bank Clerks' Award, November 1955—has been the prevailing rates of wages in similar occupations in the country. A summary of the various awards is given in tabular form in Schedule B hereto annexed.

39. (a) This leads to a comparison with the scale of actual wages paid to Government clerks, and clerks in banking institutions or mercantile houses.

Government service is regarded in Ceylon ordinarily as the best kind of service for clerks and it continues to attract the best kinds of recruits from the middle class.

(b) The Government, it is said, has to be an ideal employer and treat the employees fairly and with due regard to their human needs. The Government unlike the manufacturer, trading or commercial concern, is not wholly dependent upon periodical returns from the sale of goods or rendering of services. Government's income is largely drawn from taxes and it is a vaguely indefinite fund susceptible of, perhaps, indefinite increase. Still it has to think in terms of national income, national outlay and what the country can reasonably afford its workers. On the other hand, employees in mercantile houses do not, as a general rule, possess the same educational attainments as Government clerks in the public service. Recruitment to the General Clerical Class is on the results of an open competitive examination and candidates must possess at least (a) the Ceylon Senior School (English) Certificate or (b) the Junior School Certificate (English) together with the Commercial Certificate of the London Chamber of Commerce or the Ceylon Chamber of Commerce, or (c) the Senior School (Sinhalese or Tamil) Certificate together with a pass in English, or (d)

the Final Commercial Certificate of the Ceylon Technical College. Appointments to the Assistant Clerks' Service are made on the results of an open competitive examination, candidates for which must have passed at least the Junior School Certificate examination (English, Sinhalese or Tamil)—certain Government employees are also permitted to sit for the examination.

(c) There is another class of Government employees, the Quasi-Clerical Service which was formed by the absorption therein of clerks in a temporary class: as all those eligible for absorption had been appointed before September 1, 1955, this class need not be further considered.

40. There was a revision of the salaries of Government employees in 1946—the Collins-Goonetilleke Committee. The Committee assumed a basic cost of living index of 133 (taking the pre-war index to be 100). The salary scales which they recommended provided for increases varying from over 50 per centum in the lower groups to less than 5 per centum in the highest in the case of the rupee scales. As that Committee also recommended the continuance of the then existing scheme of cost of living allowances which gave comparatively large allowances to the lower groups, the effect of the implementation of these recommendations was to improve considerably the relative position of the lower group of Government employees.

41. The salaries of members of the Government Clerical Service, omitting the Special Grade, the Assistant Clerical Service and the Quasi-Clerical Service were fixed with effect from January 1, 1946, as follows:—

		<i>General Clerical Service</i>	<i>Grade II</i>	<i>Grade I</i>	<i>Quasi- Clerical Service†</i>	<i>Assistant Clerical Service</i>
		<i>Rs.</i>	<i>Rs.</i>	<i>Rs.</i>	<i>Rs.</i>	<i>Rs.</i>
Stage	1	70			48 0	
	2	76			49 50	
	3	82				
	4	88				
	5	94				
	6	100				
	7	106				
	8	112			58 50	
	9 E.B.	118	120		60 0	
	17 E.B.	166	200		70 50	
			*E.B.210			
	21					
	22		250		78 0	
	23	202	260			
	24		280			
	25		290	300		
				315		
				330		
				405		

Rs. 55 to Rs. 139 by 24 stages

E.B.—Efficiency Bar.

\* E.B.—Efficiency Bar by examination.

† This is taken from R 24.

A change in the salaries or allowances affecting all grades of the service was made as from October 1950, a Special Living Allowance Scheme to supplement the cost of living allowances which was then in force.

42. A Salaries and Cadres Commission was appointed by the Government on December 21, 1951. The Report of the Commission was presented about June 3, 1953, and published on July 11, 1953 (Sessional Paper XII of 1953). The Commission recommended basic salaries on the assumption that the cost of living index would stabilise itself in the region 160 to 175. "As long as the index continues to be substantially higher, a cost of living allowance will have to be paid." The Commissioners fixed basic salaries which they considered would be adequate when the index falls to a figure in the region of 160 to 175.

43. Government adopted the recommendations with certain amendments. It decided that the cost of living allowance and special living allowance would continue to be paid on the same basis as before and that payment would continue to be made on the frozen Consumers' Price Index of 102·5 till 1957 (Sessional Paper XI of 1955). It increased, amongst other scales, the salary of Assistant Clerks to Rs. 888—72—2,112 (Efficiency Bar before Rs. 1,608).

44. The Colombo Consumers' Price Index figure, R21, which shows the cost of living allowance based on the Government scale converted to the Colombo Consumers' Price Index, gives the amounts payable according to the monthly remuneration. Thus, when the index number is 88·8, the amount payable to an individual receiving a monthly salary of—

Rs. 75	Rs.	is	Rs. 63·52
Rs. 90		is	70·95
Rs. 100 to 300		is	Rs. 75·90

There is also, a special living allowance on a fixed amount determined by salary, which is as follows :—

<i>Income Range</i>	<i>Married</i>		<i>Unmarried</i>	
	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>
Rs. 100 and below	..	5 0	..	5 0
Rs. 101 to Rs. 125	..	25 0	..	12 50
Rs. 126 to Rs. 150	..	25 0	..	12 50
Rs. 151 to Rs. 175	..	35 0	..	17 50
Rs. 176 to Rs. 200	..	45 0	..	22 50
Rs. 201 to Rs. 225	..	55 0	..	27 50
Rs. 226 to Rs. 250	..	65 0	..	32 50
Rs. 251 to Rs. 275	..	75 0	..	37 50
Rs. 276 to Rs. 300	..	85 0	..	42 50

From Rs. 500 to Rs. 575 this keeps on decreasing and then there is a flat rate of Rs. 25 to a married employee and Rs. 12·50 to an unmarried one.

### Bank Clerks

45. By the Roberts Award the monthly salary rose from Rs. 50 to Rs. 300 by 32 stages, while, according to the George Steuart Award, the salary rose from Rs. 50 to Rs. 250 (Higher Grade, Class I) by 25 stages. After 1946 the salary of the former rose from Rs. 80 to Rs. 330, and since the Collective Agreement of 1955 it rises from Rs. 94 to Rs. 375—the stages being the same all throughout. The salaries of Bank Clerks have thus increased.

46. In August 1946 after the Collins-Goonetilleke (Salaries of Government Servants) recommendation, the Banks voluntarily revised the salaries of their clerks : the commencing basic salary in Grade I was raised to Rs. 80. About the middle of 1954 after the publication of the Salaries Commission Report 1953, the Bank Clerks' Union made demands for an increase in basic salaries and certain other matters. The position taken up by the Banks at the inquiry was that it was too premature to go into the increases in basic salaries as the existing scale of salaries compared very favourably with that in Government service and was also better than the existing scales in other commercial firms. The authorised officer postponed the consideration of the demand for an increase till the implementation by the Government of the recommendations in the report of the Salaries Commission. On January 26, 1955, the dispute that arose with regard to an increase in basic salaries and three other matters was referred for settlement by arbitration to the District Judge of Colombo. During the hearing the Commercial Banks' Association (Ceylon) tendered a salary scale which they were prepared to adopt but the

Bank Clerks' Union declined to accept it. The Judge did not accept it as it did not conform to the principles which he set out in the award. By his adjudication made on November 26, 1955, he increased the commencing salary to Rs. 90 a month ; the initial salary rises by annual increments in 27 stages to Rs. 270 a month : the commencing salary in Grade 2 is Rs. 155 a month which rises by annual increases in 19 stages to Rs. 375.

47. It was stated during the hearing of the present dispute that the commencing salary laid down in this award was slightly less than what the Commercial Banks' Association (Ceylon) had offered and that the Bank Clerks' Union declined to abide by the terms of the award. On December 23, 1955, a collective agreement was entered into between the Bank Clerks' Union and the Commercial Banks' Association (Ceylon). It superseded the award made on November 26, 1955, and provided a new scale of pay for bank employees from January 1, 1956. The commencing salary of Grade I was Rs. 94 a month which rose by annual increments of Rs. 72 in 20 stages to Rs. 214 and thereafter by annual increments varying from Rs. 84 to 120 in seven stages to Rs. 270. The commencing salary of Grade II was Rs. 172 a month which rose by annual increments of Rs. 120 in 19 stages to Rs. 375 : thus the salary rises from Rs. 94 to Rs. 375 by 32 stages.

48. A Bank Clerk starts with a higher salary than that granted to one joining the General Clerical Service. One or more of the following reasons may be urged in favour of this. Though the minimum qualification for a Bank clerk may be about the status of one who has passed the Senior School Leaving Certificate (English), he is subject to a more careful selection than one who is allowed to sit for a competitive examination. Work in a bank demands a satisfactory background and, perhaps, their work is of a more responsible nature.

49. The basic salary, important as it is, is but one of the several constituents that make up the total income. Hence, in devising a pay scale one must not ignore the fact that it has got to be supplemented by dearness allowance, special living allowance and other benefits as provident fund. The sum total of these monetary receipts constitutes the employee's remuneration for the service he renders as a clerk or as a subordinate workman. Dearness allowance is intended to provide for an increase over the basic pay in order to meet a rise in the cost of living : when the basic wage is fixed at a level below which prices will not go down as far as can reasonably be foreseen. For the purpose of total emoluments it is not very material which year's cost of living is taken into account, for if a wage structure is based upon the cost of living of a later year then the basic wage will naturally be higher than if one was to take the cost of living of an earlier year.

50. There is, however, one great difference between clerks in a Commercial house and a Government clerk as to the character of work. The competitive element involves speed in carrying out a trading transaction. Otherwise credit suffers and customers of a firm become unsatisfied. In Government offices it is not of vital concern whether the persons whom the Government Servant serves are satisfied with the speed with which a particular government transaction is carried out.

51. The floor level and the ceiling level of wages are the minimum wage and the living wage respectively. Within these limits a fair wage should be fixed above the minimum level and the aim should be to approximate it as far as possible to the ceiling level. In doing so, however, the capacity of the industry

to pay must be given due consideration. The capacity of the industry to pay can—the Committee on Fair Wages in India stated in their Report, about June 7, 1949—mean one of three things, viz :—

- (i) the capacity of a particular Unit to pay ;
- (ii) the capacity of a particular industry as a whole to pay ; or
- (iii) the capacity of all industries in the country to pay.

After examining the views expressed by various persons, the Committee stated that it would be wrong to adopt either the first or the third meaning. “ The relevant criterion should be the capacity of a particular industry in a specified region, and, as far as possible, the same wage should be prescribed for all units of that industry in that region ” : This can be ascertained by taking a fair cross-section of the industry in the region. Prevalent wage rates for identical or similar occupations in the same or neighbouring localities have got to be considered.

52. The actual wage has been made to depend on a consideration of the following factors in Indian cases—

- (i) the productivity of labour ;
- (ii) the level of the national income and its distribution ;
- (iii) the place of the industry in the economy of the country ;
- (iv) the prevailing rate of wages in the same or similar occupations in the same or neighbouring localities ; (these factors were laid down first by the Committee on Fair Wages.)

The main objective in fixing fair wages, according to that Committee, should not be lost sight of. The objective is not merely to determine wages which are fair in the abstract, but to see that employment at existing levels is not only maintained but, if possible, increased.

53. There is no exact standard for measuring the productivity of labour in connection with commercial work. That factor, therefore, is not capable of precise application. The pay cannot be correlated to the results of productivity as there are no sufficient data, even assuming an uniform standard of normal work and productivity can be laid down.

54. The Report of the Commission on Social Services (Sessional Paper VII of 1947, published in February 1947) appeared to fix the national income (in thousand rupees) for—

1937 at	620,636
1938 at	583,502
1942 at	1,091,265
1943 at	1,422,137
1944 at	1,701,432

These were estimates which were subject to certain infirmitites. As the Report states—

“ The absence of adequate statistics of production does not enable us to estimate the national income with any exactness. One of our members, . . . ., has made an estimate which we reproduce as Appendix I. He is unable to assure us however that it is more than an expert guess. It suggests, however, that the annual income *per capita* in 1938 was about Rs. 100, while in 1944 it was about Rs. 265. It will almost certainly fall below Rs. 200 in the post-war years. Of this national income a substantial part must be devoted to the maintenance and the increase of capital, whether in public or private hands. If schemes of capital expansion, designed to raise the standard of

living, are adopted, the portion devoted to capital must be even larger . . . .  
. . . . Even if the whole income could be distributed, however, it would not be sufficient to make want needless. . . . Its ”—(apparently a family consisting of husband, wife and two children)—“share of the national income, if it could receive it, would be Rs. 400. Whatever errors there may be in the calculations, due to inadequate statistics, it is clear enough that the State cannot guarantee that every person in the Island be maintained at the level of bare subsistence. Nor do we know whether the national income will rise or fall.”

55. Mr. Tampoe contended that the Employers were financially able to pay the wages demanded by the Union and that they ought to pay such higher wages. Mr. Kadirgamar's answer can briefly be put thus: the Federation stands as the good employer: “as good employers we are not pleading incapacity to pay”. It is a federation of a number of persons carrying on diverse industries or undertakings: this was not a dispute between an individual company and the Union but one between the latter and the Federation. The demands of the Union necessarily must mean additional cost. “In showing what the additional cost is I am not showing that we cannot pay”. There are some who can pay, some who simply cannot, and some who will have to work on a reduced margin. Individual members must, in the event of a high wage, reorganize their business or liquidate. He also quoted some Indian authorities to this effect—merely because the resources of the employer are very great and thus there is financial capacity to pay, it does not mean that the employees should be paid wages as demanded. One of the main considerations is that there should not be great disparity between wages.

56. It was submitted, on behalf of the Union, that the Federation should be ordered to disclose all the facts concerning the income of all the companies. Some annual reports of public companies which show the capital, the reserve, the profits and the dividends declared were produced—this according to the Union, was not sufficient. Mr. Kadirgamar's contention was that no useful purpose could be served by showing the profits of all the companies. The object of the production appeared to be to draw attention to the circumstances that, in determining a fair wage, one should have regard to a fair return on capital to shareholders—a good part of whom are, according to him, neither rich men nor speculators but individuals who have invested their savings, and institutions, their funds, so as to be able, in one case, to live comfortably in their old age and in the other, to carry on their work—and a fair allocation to reserves and depreciation so as to keep the industry or undertaking in a healthy condition. Taken in the light of Mr. Kadirgamar's statement and for this limited purpose, it is hardly proper to order a disclosure of the income of all the companies.

57. As regards the place of these commercial undertakings in the economy of the country they are undoubtedly concerns whose existence and sound working are vital for the development of the country's trade and commerce, and for the economic advancement of the country. They cannot be allowed to languish.

58. The national income of the Island depends in large measure on its export trade in tea, rubber and coconuts and the value of that trade to Ceylon depends on prices in world markets whose variations one is quite unable to forecast.

59. The wage structure should be such as to be within the capacity of the concerns to bear in the light not only of their present position but of their future possibilities also: it is inadvisable to burden them with heavy financial responsibilities. The wage structure must also be on a decent scale so as to attract sufficient personnel at all levels for carrying on their work.

60. It was urged that high salaries for the top ranking officers absorb too big a proportion of the returns of some of the companies and that the business of the firms concerned could well have been carried on if all the top executives were absent. The executive heads generally carry heavy responsibilities and the profits of the industry are largely the outcome of their ability, their capacity to take risk and their foresight. A reduction of the emoluments made to the high ranking executives would, as a general rule, hardly release funds that will make any appreciable difference to the salaries of the clerical staff: such a reduction would appeal to all who desire a levelling down.

61. A young man having studied in a school and having acquired some proficiency in English or having obtained the Junior School Leaving Certificate—sometimes he has gathered some knowledge and practice of commercial work—tries to obtain a post in a commercial firm at an early age, about 17 or 18, on account of economic necessity. At the start of his career he would generally not have the burden of supporting others. It is possible that in some cases he has to shoulder the obligations imposed on him by the social customs of his race; it may be the claims of a father or mother or both or a sister or a younger brother but it is difficult to make provision for such non-normal cases. If he is living with his parents he can make some contribution to the family. Wages should be fixed in accordance with the normal expectations of family life even though a particular person may have dependents at the time he begins to earn.

62. Having taken into consideration all these circumstances we think we are dealing justly and equitably by both parties (see section 24 (i) of the Act) in fixing the salaries shown in the Schedule C annexed hereto for all those concerns where the George Steuart Award scales prevail. The commencing basic salary in Grade I has been fixed at Rs. 75 a month—if the individual to be employed has obtained the Senior School Certificate (English) or has attained the age of twenty he would be placed at stage 3: this, we understand, is the practice in most companies. An attempt has been made to compensate a clerk at the seventh or eighth year of his service when he is likely to marry and have a wife to maintain.

63. The Union has specified four classes—three Grades, the Higher Grade being divided into two—and thirty-seven stages: the Federation, following the practice in vogue, has enumerated five classes—four grades, the third or Higher Grade being divided into two—and thirty-five stages. No cogent reason has been shown for the removal of the Special Grade created by the George Steuart Award. It would be possible for an individual who has been taken into service at the first stage of Grade I, if he is found efficient, to be placed in Grade II at the end of the eighth year of his service. The two schemes agree so far. Provision was made in that Award for the promotion of a clerk at the end of the seventeenth year of his service from Grade II to Class I of the Higher Grade: the scheme of the Federation follows this while the Union provides for a promotion at the end of his eighteenth year of service. We accept the present position.

64. The question of promotion from a lower grade to a higher grade is not an easy task: no hard and fast rule can be laid down. Mere length of service should not be the main criterion for promotion: some of the circumstances that may weigh with the Management may be efficiency, educational qualifications and character. Promotion to Class I of the Higher Grade is within the reach of every clerk who efficiently performs his duties and proves his capacity to perform the more difficult duties which are assigned to a clerk in a mercantile office. Promotion from Class I to Class II of the Higher Grade is dependent upon the vacancies occurring in that class; capacity shown for work involving higher responsibilities and ability or industry to organize would be qualifications. The Special Class was created for making appointments to

special posts in each firm, and according to the needs of the various employers : appointments to this class will be entirely upon merit and the vacancies in that class. There are always in every group some who are only fit for performing routine work : their efficiency does not improve with length of service. According to the present scale, the eighteenth stage is the maximum available to those remaining in Grade I. It was urged by the Federation that the employer allows the employee to continue doing such work though in reality his work is not of much use to the employer. The latter is reluctant to get rid of him and should not be obliged to continue increasing his salary. The Union, on the other hand, contends that the salary should be increased year by year up to Stage 26. We have anxiously considered the position of these clerks and though there is much to be said for the view put forward by the employers, stagnation has a bad effect on the output of the worker and we consider it better to ameliorate his condition to some extent, even at the expense of the employer. We have decided to add three more stages.

65. The annual increments in Grade I are at the rate of Rs. 72, while those in Grade II at the rate of Rs. 102. The commencing basic salary of Grade II is Rs. 125.50 and the salary rises till it reaches Rs. 270 a month in the 26th stage.

66. The commencing basic salary of Class I of the Higher Grade is Rs. 175 a month : this rises by annual increments of Rs. 120 till it reaches Rs. 305 in Stage 28. The commencing basic salary of Class II of this grade is Rs. 300 a month and it rises by annual increments of Rs. 150 till it reaches Rs. 425 in stage thirty-six. We have added one more stage in this class as the vacancies would be few. The commencing basic salary of the Special Grade is Rs. 415 a month and this rises by annual increments of Rs. 180 to Rs. 475 in four stages.

### Stenographers

67. A stenographer should start at Rs. 93 a month in Grade I and will thereafter get the increments fixed for that grade ; on obtaining the Commercial Education Certificate, he will be entitled to be placed in Grade II at a point immediately above his salary in Grade I and will continue in that grade. On obtaining the Higher Commercial Education Certificate he will be entitled to be placed in Class I of the Higher Grade at a point immediately above his Grade II salary and will thereafter be a member of that Class and so eligible for promotion to the higher class and special grade in the same way as a clerk.

### Increments

68. The Union's contention in respect of increments can briefly be stated thus : an employee should normally have the benefit of the annual increments as a matter of course provided there is not a substantially good reason to deprive him of the same because of his efficiency, fraud, or gross misconduct—the grounds grouped under the last are gross neglect of duty, gross negligence, gross insubordination—or other reasonable ground which apparently are not, or are not treated by the employer, as of the same nature as in Demand I. The wage scale has to be so devised that it should provide for the growing needs of the employee and his family. Stoppage of increment, therefore, is more or less by way of punishment ; an inquiry must be held, and the employee must be given fair notice of the case—charge—against him and a chance to be heard in his own defence. The increment must, as a general rule, be restored at the end of a year—except where disciplinary action has to be taken against him

again during that year ; it must be restored at the end of two years. The giving of increments should not be regarded as a matter of bounty at the sweet will and pleasure of the management.

69. The employer has a right to expect a fairly good level of efficiency for the increments which are to be given in the grade itself : he should have the right to see that the worker keeps up the normal standard of efficiency and does not lapse into indifference and inefficiency because of the assured prospect of an incremental scale.

70. We, therefore, direct that increments should be given and stoppage of increments by employers should be only by way of punishment for general inefficiency, or specific acts of fraud or gross misconduct, or other reasonable ground. A permanent employee against whom disciplinary action of this nature is proposed to be taken, should be informed of the allegation against him and he should be called upon to give his explanation, if any.

### Walkers' Award

71. In all those concerns where the Walkers' Award scales prevail the salaries fixed in the Schedule D annexed hereto shall apply.

### Conversion

72. Cases of accelerated promotion present some difficulty. The Federation urged that several of their members have " jumped their employees " within the grade or from one grade to another—such persons cannot be quated with their years of service—and that to grant the demand of the Union, that is, that the employers should place all the employees at corresponding points in the new scale, would heavily penalise the members of the Federation. The reply of Mr. Tampoe was that he did not claim any special jumps given in a Grade : the employer should give the clerk the sum payable according to his length of service starting from the point in that grade where he started. As regards cases where an individual has by reason of accelerated promotion passed into another grade, he accepted the suggestion made during the argument, namely, accept the grade in which an employee is and add to such person's salary the difference between the commencing salary of that grade fixed by the new award and that which was fixed by the previous award.

73. Our directions are as follows :—

- (1) The normal case—an employee shall be placed at the corresponding point in the new scale of pay fixed by our award (herein called the new scale).
- (2) The employee's basic pay shall not be reduced in any case.
- (3) Case of accelerated promotion—subject to (2),
  - (a) the employee shall be fitted into the new scale of pay by placing him at the stage in the new scale according to the length of service starting from the point in that grade from which he started ;
  - (b) the adjusted basic pay in the new scale shall be the salary he is drawing plus the difference between the commencing salary of the grade in which he is according to our award and the commencing salary of that grade according to the previous award, namely, a difference of Rs. 25, in one case, of Rs. 28 in the second, of Rs. 35 in the third, of Rs. 40 in the fourth and of Rs. 60 in the fifth. Such employee shall be treated as a special case all throughout.
- (4) Annual increments shall be added as is usual in the case of other employees in that grade.

There is one case which would not fall within these rules : an employee who having started at the second or later stage of a grade has continued therein : should be allowed to retain his fortunate position.

### III.—Provident Fund

74. The demand of the Union is that—

- (1) the rate of the employer's contribution should be increased ;
- (2) the employee's contribution should not be less than 10 per centum ;
- (3) the restrictions now existing should generally be removed ;
- (4) all contributions should be on the basis of the basic salaries set out in their demand ;
- (5) a sum calculated according to the years of service should be paid by every employer to every employee, who has been in his service before April 1, 1955, on the termination of his employment.

#### Part One

75. (i) A Provident Fund Scheme is now a common feature in all well established commercial undertakings. It is mainly a retirement benefit. The main idea behind the fund is to provide for the employee and his family an adequate amount as a compulsory saving augmented by a substantial contribution by the employer.

(ii) The Commission in respect of Social Services (published in February, 1947—Sessional Paper VII of 1947) recommended the generalization of the existing practice relating to provident funds by the creation of a National Provident Fund under Government control to which all employees would contribute in proportion to their earnings and to which all employers would also contribute. "As will be seen from the detailed proposals set out below, we recommend that each employee shall contribute 5 per cent. of his salary or wages and that his employer shall contribute an equivalent sum. This together with the additional 5 per cent. referred to in paragraph 256 would give an annuity on retirement roughly equivalent to the pensions paid by the Government to its (own) superior employees. (para. 246)." They declared in para. 256 that they were not able to state whether the additional 5 per centum should be provided by the employee or the employer, or both, or even by the State.

(iii) The George Steuart Award decided that—

- (a) every employer should have in operation a Provident Fund : the employer should contribute to this fund at least  $7\frac{1}{2}$  per centum of the employee's salary each month, the employee contributing by way of deduction from his salary at least 5 per centum of his salary ;
- (b) where there was a provident fund in existence to which contributions were being made by the employer, the latter must contribute at least  $7\frac{1}{2}$  per centum of the employee's salary each month ;
- (c) where there was a pension scheme in existence, the employer should continue to pay pensions and gratuities in terms of that scheme. Such an employer is not required to start a provident fund.

A provision similar to (b) above—the employee contributing 5 per centum of his salary—was made in the Walkers' Award.

(iv) A contribution made by an employer monthly to a provident fund as a retirement benefit for his employee was at first a voluntary contribution made by the employer : he was actuated originally by moral considerations. But the contributions made in terms of the awards stand on a different footing : a binding obligation was imposed by the George Steuart Award to pay a certain specified contribution to the fund. The Union contends for an increase up to 15 per centum. Almost all the companies referred to in the statement filed by the Union have carried out the obligation imposed on them : the vast majority of them contribute 10 per centum. The employers contend that it would impose a heavy burden on the employers. It would not be expedient to burden the exporting industries with a charge which would reduce their competitive power. It is recognized that a joint contribution of at least 15 per centum is necessary to provide an adequate retirement allowance, especially if it be for the joint lives of the employee and his wife (para. 256 of Sessional Paper VII of 1947). We think that there should be a joint contribution of 15 per centum. In the present circumstances it would not be feasible for an employee to increase his contribution. The burden on the employer is not as heavy as on the employee. Only about nine of the companies mentioned earlier contribute less than 10 per centum : very few of them are exporting concerns and it is hardly likely that the competitive power of this industry would thus be reduced. Our decision is that every employer should contribute to the provident fund at least 10 per centum of the employee's salary.

(v) We recommend that such of the companies referred to in the statement produced by the Federation (R40), that are of comparable financial standing as Mackinnon Mackenzie and Company, the British Ceylon Corporation, Bosanquet and Skrine, and Mackwoods Limited, should voluntarily contribute to the Provident Fund 15 per centum of the basic salary of their clerical employees. Certain other firms mentioned therein appear to be doing so already.

## Part Two

76. This is a matter for the employees to decide and we make no order thereon.

## Part Three

77. It was argued on behalf of the Federation that the Court had no jurisdiction to entertain this part of the demand : a question relating to an alteration of the rules was not one dealing with an industrial dispute. The case referred to by their Counsel was one decided by an Industrial Tribunal in Bihar : the real ground of the decision was that the modification of the rules was entirely within the province of the Trustees, who were not parties to the arbitration proceedings and in their absence there was no industrial dispute.

78. "The dispute" in respect of Part Three of this demand in substance is this. It is said on behalf of the workmen that the rules governing the fund are out-dated and that the existing rules should be amended in the following manner—a workman should be at liberty to take the amount contributed by the employer and lying to his credit on termination of his employment, whatever be the circumstances for the termination, subject to a lien to the extent of loss caused to the employer. The matters in the dispute between the parties are set out in the order of reference and one of these in this demand. The employers, on the one hand, and the work people, on the other, are in difference connected with the terms of the provident fund. *Prima facie*, therefore, the matter relating to this part is clearly an industrial dispute in respect of which the court is competent to decide.

79. The next question is, can we grant the relief asked for. This depends on the terms of the particular provident fund. In some a settlor creates a trust and vests the fund in trustees appointed by him, in others the fund may belong to an association or other persons and they appoint a trustee for holding the fund or property—in the latter class of cases, the owners of the fund or a committee appointed by them have the power to give directions to the trustee: the Mercantile Service Provident Society Fund falls within this class. The trustee—of one of the former class—becomes the full legal owner of the property subject to the trust and therefore the creator as such of the trust ceases to have any rights in the property at all. The trust is executed, i.e., the land or fund has passed to the trustee, and it cannot be broken or varied unless such a power has been reserved:—a power to alter the terms has been reserved in the trust deed of Mackinnon Mackenzie and Company Limited, Clerical and Subordinate Staff Provident Fund (C6A). The trustee has the full legal property in the whole of the trust fund and the beneficiary has not. The trustee is not the agent of the beneficiary who can neither appoint nor dismiss him. He cannot require him to change or forbid him to change the particular investments of the fund nor can he require him to change the terms under which the latter holds the fund. Where no such power has been reserved, we direct the employer to start a new provident fund embodying the provisions we propose to lay down. To the new fund the employer will be contributing only the difference, if any, between the rate of contribution now fixed by us and the rate for the previous fund. Where, however, the trust deed created by the employer reserves a power of alteration or variation of the terms of the trust, the employer should try to persuade the trustees to alter the terms thereof so as to give effect to the directions contained in our award.

80. The important point for consideration in connection with this part of the demand, which may briefly be referred to as the removal of restrictions and limitations affecting an employer's contribution to a provident fund, is whether a grant of a sum to a provident fund is an *ex-gratia* payment or is in the nature of a deferred wage. If it is the former, the employer is entitled to lay down the conditions on which he makes a contribution to the fund: if it is the latter the contention of the Union is right. Both views should be rejected. Since enforceable directions about the payment of amounts over and above the basic wage and dearness allowance have been given by the various awards, it can hardly be contended that a contribution made is an *ex-gratia* payment: on the other hand, a contribution cannot possibly be said to partake the character of a deferred wage. A contribution is made in performance of an obligation which is generally moral, but sometimes may be legal: it must be treated as a promise *sui generis* to give a sum of money to a fund for the use of a workman in consideration of the workman himself giving a certain sum to that fund: there is, perhaps, an implied condition that the workman would serve the employer for some considerable time.

81. Though it may be true that, as a general rule, an employer does not benefit pecuniarily by the presence of such restrictions and limitations—the contributions made by him have passed entirely out of his control—we think that some modification of these, where such exist, is necessary. After considering the contentions of both sides and the remarks about Provident Funds in the Administration Report of the Commissioner of Labour for 1955, we have decided to lay down the following rules:—

- (1) A contributor shall be entitled to retire from the Fund on or at any time after attaining the age of 55 years. On so retiring he shall be entitled to receive from the fund, subject to the provisions of rule 5 hereof, the full amount contributed by him and the full amount contributed by the employer for his use and the interest, if any thereon, which is hereafter referred to as the full amount standing to his credit.

- (2) In the event of the termination of the services of an employee before attaining the age of 55 years on account of illness or incapacity to work or on account of retrenchment or in the case of a female employee on her marriage or such other cause considered adequate by the Trustees or the authority administering the fund, the employee shall receive, subject to the provision of rule 5 hereof, the full amount standing to his credit.
- (3) If the services are terminated after five years of service whether by the employer or by the employee, he shall be entitled, subject to the provisions of rule 5 hereof, to the full amount standing to his credit but the employer's contributions are to be paid one year after the termination of the employee's service.
- (4) If the employer terminates the services of an employee or the employee terminates his services with his employer before the employee completes five year's of service, he shall be entitled—
- (a) to the entirety of his own contributions, and
  - (b) subject to the provisions of rule 5 hereof, to the contributions made by the employer to the fund on the following basis :
    - (i) after a service of one year but less than 2 years—ten per centum ;
    - (ii) after a service of two years but less than 3 years—twenty per centum ;
    - (iii) after a service of three years but less than 4 years—forty-five per centum ;
    - (iv) after a service of four years but less than 5 years—seventy-five per centum ;
  - (c) if the services of the employee are terminated by either party before the employee has served for a period of a year he shall not be entitled to receive any part of the employer's contribution.
- (5) The employer shall have a lien on his own contributions and interest thereon in respect of any financial loss caused by the employee to the employer through fraud, misappropriation, theft, negligence, or otherwise howsoever, or in respect of any indebtedness to the employer to the extent of such loss or indebtedness.

As regards rule No. (3), we recommend that an employee on obtaining employment within the year with another person should get the amount of such contribution transferred to his credit in the provident fund, if any, maintained by the new employer.

#### Part Four

82. The contributions are to be made on the basis of the basic salaries set out in our Award.

#### Part Five

83. Many a person in the Mercantile Clerical Service would have started in a concern belonging to a partnership but, within comparatively recent years the business of the partnership has passed to a private company, e.g., Mackinnon Mackenzie and Company, Limited, or to a public company. Often this happens on account of the disadvantages of partnerships, which are not trivial except as regards small, homogeneous and personal enterprises. The share of stock in a company can change hands often : and though the company is one person in the eye of the law, the shareholders usually are many. The

Union has fixed a target figure of Rs. 35,000, as a retirement benefit. The absence of any provident fund scheme in the earlier part of the employment of the older employees partly accounts for the gap between the target figure and the sum such an employee would receive. Though a few commercial concerns had at this time schemes for gratuities on retirement—some granted a retirement benefit (a pension or a gratuity), at their discretion—all did not consider it obligatory on them to make similar provision for their employees. The “ fault ” must be shared equally by both parties, the employee and the employer : the former did not enquire whether there was such a scheme when he obtained employment, nor did the latter offer it ; the usual wage structure existing at the time did not include such provision. The duty to formulate a scheme, according to which a contribution should be made by the employer and the employee, was first laid on the employer by the George Steuart Award. In these circumstances no valid ground can be urged for putting the blame entirely on the employer and placing on him an additional burden. It may be urged that between the two, the employer is the party better able to bear “ the loss ” than the employee, and that otherwise the retirement benefit would in most cases, if not in all, be comparatively a small sum. Though the period of service may be long, the employer can plead that part thereof was in most cases not with him but with the vendor of the business to him.

84. The Union pointed out that the Ceylon Estates Employers' Federation has made provision for the grant of a sum equal to the target figure. This is a point for consideration but we are ignorant of the circumstances which led that Federation to take this step : and after a consideration of all the facts bearing on this part of the demand and on account of various difficulties that would arise if the demand is allowed, we regret our inability to recommend its adoption.

85. After considering what expenditure in respect of emoluments the employers can bear now, and in the years to come when the pecuniary liability would come into full operation, we have decided that the employers should contribute an additional 2 per centum of the basic salary of an employee who is 40 years of age and over. As regards those who had attained the age of 40 or were over 40 years of age, on April 1, 1956, we recommend that an additional 3 per centum of their basic salaries be paid by the employers to the provident fund : in which case they would get 5 per centum in addition to what they would receive in accordance with our decision under Part One of this demand. This is granted to ameliorate the condition of such employees on retirement : it is personal to them, and, as each of such employees retires, the recommendation so far as affects him would cease to be operative.

86. The Colombo Commercial Company, Limited, which had started a Provident Fund had “ scrapped ” it and has established a Pension Scheme. Shaw Wallace and Hedges, Limited, has a provident fund : this company gives—it appears—a pension after 20 years service. It seems fair that the provisions laid down in the Award as regards the employers' contribution should not apply to the former company, and that the provisions as regards an additional contribution of 2 per centum and of 3 per centum should not apply to the latter Company.

87. As the removal of restrictions was one of the matters in respect of which an order was made by the Mackinnon Mackenzie Award in June, 1954, we propose only to make a recommendation in the case of this Company—the recommendation being that the Company should try to bring the rules of its Provident Fund into conformity with the rules we have laid down regarding restrictions.

#### IV.—Hours of Work and Overtime

88. Provision has been made by Act No. 19 of 1954 in respect of some matters—such as, the hours of employment, weekly holidays, annual holidays—which formerly would have been determined and defined by the Agreement, expressed or implied, of the parties. Shop and office employees, thus, the members of the Union concerned in this dispute, are brought within the Act. It is not left to the parties to determine by agreement their obligations on these matters; these are determined authoritatively by the law independently of the consent of the parties. The class of persons who fall within the description of “Shop and Office Employees” are protected by the law.

89. There is, however, nothing to prevent the parties from making a special agreement by which shorter hours of employment or longer holidays are granted (section 70, sub-section 2).

- (1) The provisions relating to normal hours of employment are enacted by section 3 (1) of the Act.
- (2) The provisions relating to overtime are found in regulations 6, 7, 8 and 9 of the Regulations made under the Act, No. 19 of 1954.

90. It was pointed out that the question of shorter working hours was pressed in Parliament at or about the time when the Act was passed and that after a full discussion the provisions as enacted by the Act became law. As this question was considered by Parliament so recently as 1954, it is not proper that we should accede to this demand. To do so would be to discriminate among employers.

91. It appears that some of the larger establishments observe an average working week of less than 45 hours. Wherever employers have observed the rule of a shorter working week, our directions would not interfere with the existing practice in such establishments: section 70, sub-section 2 of the Act, preserves such rights of the employees.

#### V.—Holidays

92. Provisions relating to the grant of holidays to shop and office employees and public holidays were enacted by section 7 (1) of the Act: eight holidays with full remuneration are provided for. We see no reason for sanctioning a departure from the statutory provision: what we have said under IV applies to the question of holidays too.

93. It was stated that some employers give more than the eight statutory holidays. Section 70, sub-section 2, preserves the rights to such holidays.

#### VI.—Sick Leave

94. The Union contended that every employee should be entitled to six weeks' leave on full pay every year. The Federation, while conceding that some of their members granted ample leave, resisted the demand made by the Union. We have examined the contentions of both sides and we are of opinion that the provisions we proceed to make are sufficient to meet genuine cases of sickness.

- (1) During the period of his service an employee shall be granted sick leave on full pay on medical certificate for a period of three weeks for an year of service. The medical certificate should be from a qualified medical practitioner acceptable to the employer.

- (2) An employee may be permitted every year to avail himself of the sick leave referred to above or any part thereof and be permitted to avail himself of the leave that has not been made use of that year or the preceding year or years during the succeeding year or years on a medical certificate as aforesaid provided that in no case shall the maximum period of three months be exceeded.

### **The Parties to be bound by the Award**

95. (a) The members of the Union who are employed in any of the Companies referred to in the statement filed by the Union on April 2, 1956, save and except the Oil Companies, namely, the Shell Company (of Ceylon) Limited, the Standard Vacuum Oil Company Limited and the Caltex Ceylon Limited, are bound by the terms of the Award: the same forty-one Companies are bound similarly. The names of the Companies are given in Schedule E hereto annexed.

(b) Mr. Kadirgamar on behalf of the Federation desired that all members of the Federation enumerated in R19, a copy of which is hereto annexed and marked Schedule F, save and except the Direct Members whose names are given therein should be declared bound by the terms of the Award in respect of all the demands of the Union (in all the Schedules A to F of the statement filed on April 2, 1956), except the members of the following constituent associations, namely, the General Importers and Distributors Association (exclusive of the Ceylon Cold Stores, Limited), the Ceylon Hotel Employers Association, the Master Printers Association and the Ceylon Film Chamber, who shall be bound by the terms of the Award, in respect of the demands of the Union in Schedules A, D, E and F. These Schedules are numbered I, IV, V and VI in the reference (Schedule A, hereto annexed). As the Federation has authority to act for these persons there will be a declaration to that effect, which will bind those persons and the members of the Union in those Companies.

(c) The Ceylon Cold Stores Limited will be bound by all the terms of our Award.

(d) The Ceylon Wharfage Company and some other Companies are members of the Colombo Harbour Employers' Association and two Collective Agreements, relating to the terms and conditions of employment of workmen in the Dock, Harbour and Port Transport Industry in the Port of Colombo were entered into on May 3, 1955, and November 19, 1955. A provident fund for the Commercial Workmen of the Port of Colombo was constituted about May 1, 1955. The Collective Agreements made provision in respect of many matters, including those in dispute in this case, and considering that they are comprehensive agreements entered into recently, those who are bound by those agreements should be excluded from our Award. The Collective Agreements will govern the rights of the employees and the employers.

### **Date and Period of the Award**

96. Negotiations in respect of the dispute which was referred to the court started about December 22, 1955, though the origin of the dispute may be taken as far back as March 29, 1955, the date of the letter sent by the Union to the Federation suggesting "frank, friendly and realistic discussions" in

respect of the nine point demand of 1952. A company prepares its budget according to the financial year and the prices and costs ruling at the time and the financial year—January 1 to December 31, 1955, or April 1, 1955 to March 31, 1956—has passed. If the company was one exporting or importing goods or one offering services the prices had already been computed by the company. If retrospective effect to the higher scale of wages be now allowed, it will certainly be a heavy burden on the finances of the company during the present year. It cannot procure a higher price for the goods sold or the services given now. An award should, as a general rule, be prospective. We have considered the arguments of both sides as regards the date of commencement, and our decision is that the Award should operate from April 1, 1956.

97. An award may be made effective as between the parties for a definite period—e.g., a number of years, a year, &c.—or the period may be left indefinite. The award in the former case would probably continue in force until the end of the period, in the latter it may continue indefinitely. In both cases the Award can be set aside by the Court on a reference thereto made by the Minister who would act on an application made by either party. There is a limitation on the right of making an application within a period of twelve months of the enforceable date of the Award : there must be a certificate showing a change in economic and labour circumstances necessitating or justifying a reconsideration of the award. Both parties apparently desire that the Award should be in operation for a reasonable period. The Union also urges that the duration of the period be fixed, and not left indefinite, for it thinks that there would then be no necessity to make an application to the Minister. It is to the advantage of both parties that there should be a period of certainty in industrial relations. Basic wages once fixed should stand for a reasonable period of time unless some substantial change of circumstances had intervened : we therefore decide that the Award should be in operation for a period of four years from April 1, 1956.

## Summary

### A. I. *Security of Service.*

1. No employee under the age of 60 shall be dismissed except after being informed of the particulars of the charge against him and after consideration of explanation, if any.

Recommendation—three months' notice or in lieu thereof three months' salary be given where the employer exercises the right of terminating the contract or effecting a discharge of it.

2. (a) No contract of service shall be terminated merely on the ground of marriage.

(b) The employer's right to take steps on the ground of indebtedness is set out in paragraph 29 of the Award.

### II. *Salaries.*

(a) The scales of salaries as set out in Schedule C shall be payable to the employees to whom the scales in the George Steuart Award are applicable. The scales of salaries as set out in Schedule D shall be payable to the employees to whom the scales in Walkers' Award are applicable.

### III. *Provident Fund.*

1, 4 and 5. Rate of employers' contribution to be 10 per centum of the basic salaries set out in Schedules C and D respectively.

Employers to contribute an additional 2 per centum of basic salary in the case of employees who are 40 years of age and over.

#### Recommendation—

(i) Employers should voluntarily contribute an additional 3 per centum of basic salary in the case of employees who were of 40 years of age or over on April 1, 1956.

(ii) Employers who are of comparable financial standing as certain companies referred to in paragraph 75 (v) of the Award should voluntarily contribute 15 per centum of basic salary instead of the 10 per centum specified above.

3. The rules relating to restrictions or limitations on payment of the employers' contribution on termination of the employment are set out in paragraph 81 of the Award.

### IV. *Hours of Work and Overtime.*

1. Maximum normal working week to be forty-five hours as provided in Act, No. 19 of 1954, subject to the rights of employees preserved by section 70 (2) of the Act.

2 and 3. The provisions relating to overtime contained in the regulations framed under the Act (No. 19 of 1954) apply, subject to the rights of employees preserved by section 70 (2) of the Act.

### V. *Holidays.*

The provisions relating to the statutory holidays prescribed by the Act, No. 19 of 1954, will apply, subject to the rights of employees preserved by section 70 (2) of the Act.

### VI. *Sick Leave.*

1. An employee to be entitled to three weeks' leave on full pay a year on the ground of sickness, on a medical certificate from a qualified medical practitioner acceptable to the employer.

2. Accumulation—an employee to be permitted to accumulate unavailed of sick leave up to a maximum period of three months.

B. Parties to be bound by the Award are stated in paragraph 95 of the Award.

C. Date and period of the Award—

The Award shall take effect from April 1, 1956, and shall be in operation for a period of four years therefrom.

99. We should like to thank Mr. P. B. Tampoe, who appeared for the Union, the Counsel who appeared for the Federation and Mr. Ananda Pereira, Crown Counsel, for the great assistance rendered to us in the elucidation of the matters in dispute. We should also like to express our appreciation of the services given by Mr. K. Nagalingam, the Registrar of this Court, and the Stenographers who took down the proceedings of the case and typed the Award.

Colombo, July 23, 1956.

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

### SCHEDULE A

The following demands have been made by the Ceylon Mercantile Union and it is in respect of them that an industrial dispute exists between the Ceylon Mercantile Union and the Employers' Federation of Ceylon :—

#### " I. *Security of Service*

- (1) The services of no employee under the age of 60 shall be terminated by the employer, except on the ground of incapacity of the employee to continue in regular employment due to any physical or mental disability certified by a competent medical authority ;

Provided that any employee may be discontinued from employment on the ground of inefficiency, gross neglect of duty, gross negligence, fraud, gross insubordination, or other reasonable ground, after due warnings in writing over a reasonable period of time where inefficiency is alleged as a ground for discontinuance, and in no case without due enquiry after the employee has been required in writing to show cause why he should not be discontinued from employment for reasons that shall be clearly specified to him in the form of a charge.

At any enquiry held for the purpose indicated above, the employee shall be entitled to be represented by the Ceylon Mercantile Union.

No letter of warning issued to an employee shall be of any effect against him twelve months after the issue of such warning.

- (2) No contract of service shall be terminated merely on the ground of marriage or indebtedness of an employee.
- (3) *Disputes.*—Where Union intervention does not result in agreement as to the discontinuance of the employee, the employee to be interdicted on half pay and the matter of his discontinuance be referred for arbitration by an officer of the Labour Department and the employee to be reinstated with retrospective effect where the employer fails to show that the discontinuance is justified.

“ II. Salaries

(a) Salaries for Clerical Staff including typists, stenographers, (b) Salaries comptometer operators and other machine operators, &c., for Peons

	Grade 1 Rs.	Grade 2 Rs.	Higher Grade 1 Rs. c.	Higher Grade 2 Rs.	Rs.
1.	90				54
2.	98				57
3.	106				60
4.	114				63
5.	122				66
6.	130				69
7.	138				72
8.	146				75
9.	154	160			78
10.	162	170			81
11.	170	180			84
12.	178	190			87
13.	186	200			90
14.	194	210			93
15.	202	220			96
16.	210	230			99
17.	218	240			104
18.	226	250	260		109
19.	234	260	272 50		114
20.	242	270	285		119
21.	250	280	297 50		124
22.	258	290	310		129
23.	266	300	322 50		134
24.	274	310	335		139
25.	282	320	347 50		144
26.	290	330	360		149
27.			372 50		154
28.			385		159
29.				400	164
30.				415	169
31.				430	174
32.				445	
33.				460	
34.				475	
35.				490	
36.				505	
37.				520	

N. B. (1) Conversion to the above scale to be by joint consultation.

(2) *Withholding of increments.*—Any increment that falls due to the employee may be stopped for any one of the reasons indicated in Item I hereinbefore contained as furnishing a ground for termination of employment, where it is found, after due enquiry, that disciplinary action, short of discontinuance from employment, is merited.

Provided that such increment shall be restored at the end of the twelve month period, immediately following such stoppage, unless the employee shall during such subsequent twelve month period again merit similar disciplinary action ;

And provided further that the increment of no employee shall be withheld for a period of more than two years.

“ III. Provident Fund

(1) Rate of Employers' contribution to be as follows :—

- 15 per cent. up to 40 years of age of employee.
- 20 per cent. from 40 years of age and over.

(2) Employees contribution to be not less than 10 per cent. with option to contribute up to 20 per cent.

(3) No provident fund rules to place any restriction or limitation on payment of employers' contribution to the credit of the employee

on termination of his employment, whatever be the circumstances under which employment is terminated, provided that the employer shall have a lien on the employers' contribution to the extent of loss caused by fraud on the part of the employee.

- (4) All contributions to be on the basis of the basic salaries set out in Item II hereinbefore contained.
- (5) Any employee who was in employment with the present employer before 1st April, 1955 to be paid, on termination of employment, a sum of not less than 2 months' gross salary at time of termination of employment, for each complete year of service, prior to termination of employment, inclusive of all sums payable to the employee from any Provident Fund of which he is a member, to which the employer has made contributions in respect of the employee.

“ IV. *Hours of Work and Overtime*

- (1) Maximum normal working week to be (36) Thirty-six hours, excluding intervals for meals.
- (2) All work reasonably required in excess of 36 hours per week to be paid for at an hourly rate of not less than  $1\frac{1}{2}$  times the gross hourly salary as computed on the scale set out in Item II hereinbefore contained.
- (3) Work on weekly holidays and other holidays to be paid for at  $1\frac{1}{2}$  times the daily rate of gross salary except on weekly half holidays in respect of which overtime shall be paid for at hourly overtime rate

“ V. *Holidays*

The following days to be treated as holidays :—

New Year	.. 1	Wesak	.. 2
Thai Pongal	.. 1	Ramazan	.. 1
Good Friday	.. 1	Poson	.. 1
Easter Monday	.. 1	Christmas Eve	.. $\frac{1}{2}$
Sinhalese and Tamil New Year	1	Christmas	.. 1
May Day	.. $\frac{1}{2}$	Boxing Day	.. 1

“ VI. *Sick Leave*

Every employee to be entitled to 6 weeks' leave on full pay in any one year on grounds of ill-health or indisposition, on the conditions set out below :—

- (1) For any sick leave of less than 3 consecutive days, no medical certificate shall be required by the employer, provided that the employee has not exceeded 10 days' sick leave for the year unsupported by medical certificate.
- (2) In all other circumstances than those set out in Condition (1) above, sick leave shall be granted on submission by the employee of the certificate of a registered medical practitioner, provided that the employer shall have the right to have the employee examined at a place convenient to the employee by a registered medical practitioner nominated by the employer before sanctioning such leave.

If the sick leave taken by an employee in any one year under the conditions set out above is less than 6 weeks, the difference shall be accumulative to the benefit of the employee in any subsequent year for a period of up to 10 years from that year. ”

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S. J. C. SCHOKMAN.  
C. COOMARASWAMY.

SCHEDULE B

Awards in Tabular Form

Name of Award	Date of Award	No. of Grades	Salary Grade I	Salary Grade II	Higher Grades		Special Grade
					Class I	Class II	
Bank Clerks	Oct. 27, 1944	Two	Rs. 50 to 204 in 28 stages (with efficiency bar at stage 13)	Rs. 120 to 300 in 19 stages	Rs. 160 to 250 in 9 stages	Rs. 260 to 350 in 9 stages	Rs. 355 to 400 in 3 stages
George Steuart	Sept. 24, 1945	Four	Rs. 50 to 150 in 17 stages	Rs. 97.50 to 202.50 in 14 stages	Rs. 160 to 250 in 9 stages	Rs. 260 to 350 in 9 stages	Rs. 355 to 400 in 3 stages
Gas & Water Co.	April 20, 1945	Two	Rs. 40 to 100 in 10 stages	Rs. 110 to 280 in 17 stages	Rs. 160 to 250 in 9 stages	Rs. 260 to 350 in 9 stages	Rs. 355 to 400 in 3 stages
Oil Companies	Jan. 28, 1946	Three	Rs. 50 to 150 in 17 stages	Rs. 97.50 to 202.50 in 14 stages	Rs. 160 to 250 in 9 stages	Rs. 260 to 350 in 9 stages	Rs. 355 to 400 in 3 stages
Walkers	May 30, 1946	Three	Rs. 50 to 150 in 17 stages	Rs. 97.50 to 202.50 in 19 stages	Rs. 160 to 250 in 9 stages	Rs. 260 to 350 in 9 stages	Rs. 355 to 400 in 3 stages
Rowlands	June 22, 1946	Three	Rs. 50 to 150 in 17 stages	do.	do.	do.	do.
Cargills	Oct. 16, 1946	Three	Rs. 40 to 120 in 21 stages	Rs. 50 to 150 in 24 stages	Rs. 100 to 250 in 24 stages	Rs. 160 to 250 in 9 stages	Rs. 260 to 350 in 9 stages
Port	Oct. 5, 1946	—	Rs. 50 to 150 in 17 stages	Rs. 97.50 to 202.50 in 19 stages	Rs. 160 to 250 in 9 stages	Rs. 260 to 350 in 9 stages	Rs. 355 to 400 in 3 stages
Oil Companies	Sept. 27, 1947	Two	Rs. 70 to 202 in 22 stages	Rs. 160 to 250 in 9 stages	Rs. 160 to 250 in 9 stages	Rs. 260 to 350 in 9 stages	Rs. 355 to 400 in 3 stages
Cinema Trade	Mar. 28, 1949	Three	Rs. 45	Rs. 50	Rs. 100	Rs. 100	Rs. 100
Bank Clerks (voluntary increase)	1946	—	Rs. 80 to 234	Rs. 150 to 330	Rs. 150 to 330	Rs. 150 to 330	Rs. 150 to 330
Bank Clerks	Nov. 26, 1955	Two	Rs. 90 to 270	Rs. 155 to 375 in 19 stages	Rs. 155 to 375 in 19 stages	Rs. 155 to 375 in 19 stages	Rs. 155 to 375 in 19 stages
Bank Clerks (Collective Agreement)	Dec. 23, 1955	Two	Rs. 94 to 270 in 27 stages	Rs. 172 to 375 in 19 stages	Rs. 172 to 375 in 19 stages	Rs. 172 to 375 in 19 stages	Rs. 172 to 375 in 19 stages

A. R. H. CANEKERA NE.  
S. J. C. SCHOKMAN.  
C. COOMARASWAMY.

SCHEDULE C

To those whom the George Steuart Award is Applicable

Stage	Clerks				
	Grade I Rs.	Grade II Rs. c.	Higher Grade		Special Grade Rs.
			Class 1 Rs.	Class 2 Rs. c.	
1	75				
2	81				
3	87				
4	93				
5	99				
6	105				
7	111				
8	117				
9	123	125 50			
10	129	134 00			
11	135	142 50			
12	141	151 00			
13	147	159 50			
14	153	168 00			
15	159	176 50			415
16	165	185 00			
17	171	193 50			430
18	177	202 00	195		445
19	183	210 50	205		460
20	189	219 00	215		
21	195	227 50	225		
22		236 00	235		
23		244 50	245		
24		253 00	255		
25		261 50	265		
26		270 00	275		
27			285	300 00	
28			295	312 50	
29			305	325 00	
30				337 50	
31				350 00	
32				362 50	
33				375 00	
34				387 50	
35				400 00	
36				412 50	
				425 00	

*As regards appointments after April 1, 1956 :* An individual who has obtained the Senior School Certificate (English) or is of the age of 20 or over at the time of appointment shall be placed at Stage 3 of Grade I

Overseers		
Grade I Rs.		Grade II Rs.
70	..	100
75	..	105
80	..	110
85	..	115
90	..	120
95	..	125
		130
		135

Stage	Assistant Storekeeper		Head Storekeeper	
	Grade I Rs.	Grade II Rs.	Grade I Rs.	Grade II Rs.
1 ..	135 ..	180 ..	195 ..	275
2 ..	140 ..	190 ..	205 ..	285
3 ..	145 ..	200 ..	215 ..	295
4 ..	150 ..	210 ..	225 ..	305
5 ..	155 ..	220 ..	235 ..	320
6 ..	160 ..	..	245 ..	335
7 ..	165 ..	..	255 ..	350
8		..	265	
9		..	275	
10		..	285	
11		..	295	

*Messenger Boys* .. Rs. 35 by annual increments of Rs. 12 to Rs. 40.

*Liftmen, Watchmen-Caretakers, Tea Boys, and Bicycle Orderlies* Rs. 40 by 30 annual increments of Rs. 18 to Rs. 85.

*Peons* .. Rs. 40 by 30 annual increments of Rs. 18 to Rs. 85.

*Head Peons and Head Tea Boys* .. Rs. 90 by annual increments of Rs. 36 to Rs 111.

### *Stenographers*

Start at Rs. 93 a month in Grade I

<i>Grade I</i>	<i>Grade II</i>
Rs. 93 ..	On passing the Commercial Education Certificate Examination or a comparable examination he shall be placed at a salary point in Grade II immediately higher than his Grade I salary.
and will thereafter be treated as an employee in Grade I	

On passing the Higher Commercial Education Certificate Examination or a comparable examination he shall be placed in Class I of the Higher Grade at a salary point immediately higher than his Grade II salary : he will be eligible for promotion thereafter to the other class and the Special Grade in the same way as one in the Clerical Service.

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

SCHEDULE D

To those to whom the Walkers' Award is applicable

Stage	Clerks				Stenographers		
	Grade I	Grade II	Higher Grade		Grade I	Grade II	Higher Grade
			Class 1	Class 2			
	Rs.	Rs. c.	Rs.	Rs. c.	Rs.	Rs. c.	Rs.
1	75				87		
2	81				93		
3	87				99		
4	93				105		
5	99				111		
6	105				117	125	50
7	111				123	134	00
8	117				129	142	50
9	123	125	50		135	151	00
10	129	134	00		141	159	50
11	135	142	50		147	168	00
12	141	151	00		153	176	50
13	147	159	50		159	185	00
14	153	168	90		165	193	50
15	159	176	50		171	202	00
16	165	185	00		177	210	50
17	171	193	50		183	219	00
18	177	202	00		195	227	50
19	183	210	50			236	00
20	189	219	00			244	50
21	195	227	50			253	00
22		236	00				
23		244	50				270
24		253	00	265			285
25		261	50	275			305
26		270	00	285			325
27			295				345
28			305				370
29			315				
30			325	350	00		
31			335	362	50		
32				375	00		
33				387	50		
34				400	00		
35				412	50		
36				425	00		

*Messenger Boys* .. Rs. 35 by annual increments of Rs. 12 to Rs. 40.

*Liftmen, Watchmen-Caretakers, Tea Boys, and Bicycle Orderlies* .. Rs. 40 by 30 annual increments of Rs. 18 to Rs. 85.

*Peons* .. Rs. 40 by 30 annual increments of Rs. 18 to Rs. 85.

*Head Peons and Head Tea Boys* .. Rs. 90 by annual increments of Rs. 36 to Rs. 111.

*Special Grade.*—We desire to reiterate the recommendation made in the Walkers' Award—Companies to whom that Award is applicable may at their discretion have a Special Grade for their Clerical staffs on a salary scale of Rs. 415—15—475.

An appointment to the Special Grade of any officer will be at the discretion of the employer and on any salary point on the scale abovementioned.

*Stenographers.*—If a stenographer passes the Higher Commercial Education Certificate Examination or a comparable examination he shall be placed in the Higher Grade. We have adopted higher scales of increment in the second to fourth stages (Rs. 240 a year) and in the fifth stage (Rs. 300 a year) so as to ameliorate the condition of these employees in the latter part of their careers.

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

### SCHEDULE E

Messrs. Aitken Spence & Co., Ltd.  
 „ Bartleet & Co., Ltd.  
 „ A. Baur & Co., Ltd.  
 „ Bosanquet & Skrine, Ltd.  
 „ Brooke Bond Ceylon, Ltd.  
 „ Brown & Co., Ltd.  
 „ Cargo Boat Despatch Co., Ltd.  
 „ Carson Cumberbatch & Co., Ltd.  
 „ Ceylon Cold Stores, Ltd.  
 „ Ceylon Trading Co., Ltd.  
 „ Ceylon Wharfage Co., Ltd.  
 „ Colombo Commercial Co., Ltd.  
 „ Davidson & Co., Ltd.  
 „ Delmege Forsyth & Co., Ltd.  
 „ Forbes & Walker, Ltd.  
 „ Galaha (Ceylon) Tea Estates & Agency Co., Ltd.  
 „ George Payne & Co., Ltd.  
 „ Heath & Co., Ltd.  
 „ Harrisons & Crosfield Ltd.  
 „ Harrisons Lister (Engineering) Ltd.  
 „ Hayleys Limited  
 „ Imperial Chemical Industries (Export) Ltd.  
 „ Leechman & Co., Ltd.  
 „ Lewis Brown & Co., Ltd.  
 „ Liptons, Ltd.  
 „ Mackinnon Mackenzie & Co., of Ceylon Ltd.  
 „ Mackwoods, Limited.  
 „ Messageries Maritimes Co.  
 „ J. M. Robertson & Co.  
 „ Vavasour Trading Co., Ltd.  
 „ Walker & Greig, Ltd.  
 „ Walker Sons & Co., Ltd.  
 „ Whittall & Co.  
 „ Lee Hedges & Co., Ltd.  
 „ James Finlay & Co., Ltd.  
 „ Keell & Waldock, Ltd.  
 „ Rowlands, Ltd.  
 „ Ceylon Tobacco Company  
 „ Hoare's (Ceylon) Ltd.  
 „ Narottam & Pereira  
 „ Shaw Wallace & Hedges Ltd.

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

## SCHEDULE F

### The Employers' Federation of Ceylon

#### *List of Members of Constituent Associations*

#### **The Ceylon Engineer Employers' Association (Walkers' Award)**

- Messrs. Bonar (Ceylon) Ltd.
- „ Bousteads (E. & C.) Ceylon Ltd.
- „ Brown & Co. Ltd.
- „ Colombo Commercial Co. Ltd.
- „ Davidson & Co., Ltd.
- „ Harrisons Lister Engineering Ltd.
- „ Hoares (Ceylon) Ltd.
- „ Walker & Greig Ltd.
- „ Walker Sons & Co. Ltd.

#### **The Ceylon Motor Employers' Association (Walkers' Award)**

- Messrs. Brown & Co. Ltd.
- „ Collettes Ltd.
- „ Colonial Motors Ltd.
- „ G. F. T. Engineering Ltd.
- „ Rowlands Ltd.
- „ Tuckers Ltd.
- „ Walker Sons & Co. Ltd.

#### **The General Importers' and Distributors' Association (Cargills' Award)**

- Messrs. H. W. Cave & Co. Ltd.
- „ Ceylon Cold Stores Ltd.
- „ Cargills (Ceylon) Ltd.
- „ Colombo Apothecaries Co., Ltd.
- „ Hunter & Co. Ltd.
- „ Millers Ltd.
- „ Whiteaway Laidlaw & Co. Ltd.
- „ William Pedris & Co.

#### **The Ceylon Hotel Employers' Association**

- Messrs. The Bandarawela Hotel
- „ The Bristol Hotel
- „ The Dominion Hotel
- „ The Galle Face Hotel Co. Ltd.
- „ The Mount Lavinia Hotel Co. Ltd.
- „ The Victoria Hotel
- „ The Nuwara Eliya Hotel Co. Ltd.
- „ The Kandy Hotels Co. (1938) Ltd.

#### **The Ceylon Fertiliser Employers' Association**

- Messrs. A. Baur & Co. Ltd.
- „ Colombo Commercial Co. Ltd.
- „ Shaw Wallace & Hedges Ltd.

### **The Master Printers' Association of Ceylon**

Messrs. Associated Newspapers of Ceylon Ltd.  
.. H. W. Cave & Co. Ltd.  
.. Ceylon Printers Ltd.  
.. Colombo Apothecaries Co. Ltd.  
.. Harrisons & Crosfield Ltd.  
.. Plate Ltd.  
.. Times of Ceylon Ltd.  
.. Union Press  
.. Walker & Greig Ltd.  
.. Whittall & Co. Ltd.

### **The Colombo Harbour Employers' Association (G. S. & Harbour Awards)**

Messrs. Aitken Spence & Co. Ltd.  
.. Bosanquet & Skrine Ltd.  
.. Cargo Boat Despatch Co. Ltd.  
.. The Ceylon Shipping Lines Ltd.  
.. Ceylon Trading Co. Ltd.  
.. Carson Cumberbatch & Co. Ltd.  
.. Ceylon Wharfage Co. Ltd.  
.. Colombo Cargo Boat Co.  
.. Delmege Forsyth & Co. Ltd.  
.. A. V. Michael Fernando  
.. James Finlay & Co. Ltd.  
.. Hull Blyth & Co. (Colombo) Ltd.  
.. C. N. Lakdawalla  
.. Lotus Boat Co. Ltd.  
.. Mackinnon Mackenzie & Co. of Ceylon Ltd.  
.. J. D. McLaren & Co. (Ceylon) Ltd.  
.. Messageries Maritimes Co.  
.. Narottam & Pereira Ltd.  
.. J. M. Robertson & Co.  
.. S. T. P. Rodrigo & Bros.  
.. Shaw Wallace & Hedges Ltd.  
.. Volkart Bros.  
.. Whittall & Co. Ltd.

### **The Ceylon Film Chamber (Cinema Trade Wage Board)**

The Ceylon Entertainments Ltd.  
The Ceylon Theatres Ltd.  
Cinemas Ltd.  
The Twentieth Century Theatres Ltd.  
The United Theatres Ltd.

### **The Ceylon Stores & Mills Association (G. S. Award)**

Messrs. Aitken Spence & Co. Ltd.  
.. Acme Aluminium Co. Ltd.  
.. A. Baur & Co. Ltd.  
.. Bosanquet & Skrine Ltd.  
.. Bois Bros. & Co. Ltd.  
.. Bartleet & Co. Ltd.  
.. Boustead Bros. Ltd.  
.. Brooke Bond (Ceylon) Ltd.  
.. British Ceylon Corporation Ltd.  
.. Carson Cumberbatch & Co. Ltd.  
.. Ceylon Coconut Industries Ltd.

**The Ceylon Stores & Mills Association (G. S. Award)—contd.**

Messrs. Ceylon Tobacco Co., Ltd.

- „ Ceylon Trading Co., Ltd.
- „ Ceylon & Foreign Trades Ltd.
- „ E. B. Creasy & Co., Ltd.
- „ E. Coates & Co., Ltd. (Galle)
- „ Clark Spence & Co., Ltd.
- „ Colombo Commercial Co., Ltd.
- „ Darley Butler & Co., Ltd.
- „ Dodwell & Co., Ltd.
- „ Esufali & Co., Ltd.

Messrs. James Finlay & Co., Ltd.

- „ Gordon Frazer & Co., Ltd.
- „ Galaha Ceylon Tea Estates & Agency Co., Ltd.
- „ Godfrey Phillips Ltd.
- „ Harrisons & Crosfield, Ltd.
- „ Hayley Ltd.
- „ Chas. P. Hayley & Co., Ltd.
- „ Heath & Co. (Ceylon) Ltd.
- „ Henderson & Co. Ltd.
- „ Holland Colombo Ltd.
- „ A. F. Jones & Co. Ltd.
- „ Leechman & Co. Ltd.
- „ Lee Hedges & Co. Ltd.
- „ Lewis Brown & Co. Ltd.
- „ Lever Bros. (Ceylon) Ltd.
- „ Liptons Ltd.
- „ Mackwoods Ltd.
- „ C. W. Mackie & Co., Ltd.
- „ Mackies (Galle) Ltd.
- „ Geo. Payne & Co. (Ceylon) Ltd.
- „ J. M. Robertson & Co.
- „ R. Rustomjee & Co. Ltd.
- „ Somerville & Co. Ltd.
- „ Geo. Steuart & Co. Ltd.
- „ A. Sankar Iyer & Sons Ltd.
- „ Vavasseur Trading Co. Ltd.
- „ Volkart Bros.
- „ Whittall & Co. Ltd.

**Direct Members :** (Total 18—3 Professional and 5 Transient and Balance Own or Special Scales)

Messrs. Colombo Gas & Water Co. Ltd.

- „ Ceylon Oxygen & Acetylene Co. Ltd.
- „ Ceylon Potteries Ltd.
- „ Air Ceylon Ltd.
- „ Bata Shoe Co. of Ceylon Ltd.
- „ Compagnie Industrielle de Travaux
- „ Ceylon Match Co. Ltd.
- „ Stanley Dias
- „ Ford Rhodes Thornton & Co.
- „ J. C. Gammon Ltd.
- „ Pope & Co.
- „ Socoman
- „ Gruen & Bilfinger A. G.

Messrs. Turquand Youngs & Co.  
 „ Vijaya Tiles Ltd.  
 „ C. C. Wakefield & Co., Ltd.  
 „ Wellawatte Spinning & Weaving Mills Ltd.  
 „ Compagnie Generale d'Enterprise Electrique

**The Mercantile Employers' Association (G. S. Award)**

Messrs. Aitken Spence & Co., Ltd.  
 „ W. & T. Avery Ltd.  
 „ Bartleet & Co. Ltd.  
 „ A. Baur & Co., Ltd.  
 „ Bois Bros. & Co., Ltd.  
 „ Bosanquet & Skrine Ltd.  
 „ British Ceylon Corporation Ltd.  
 „ Brooke Bond Ceylon Ltd.  
 „ Cargo Boat Despatch Co., Ltd.  
 „ Carson Cumberbatch & Co., Ltd.  
 „ Ceylon Cold Stores Ltd.  
 „ Ceylon Trading Co., Ltd.  
 „ Ceylon Tobacco Co., Ltd.  
 „ Ceylon Wharfage Co., Ltd.  
 „ E. Coates & Co. (Galle) Ltd.  
 „ Colombo Comercial Co., Ltd.  
 „ B. E. R. Cooray & Sons  
 „ Thos. Cook & Son (C. & O.) Ltd.  
 „ E. B. Creasy & Co., Ltd.  
 „ Darley Butler & Co., Ltd.,  
 „ Delmege Forsyth & Co., Ltd.  
 „ Dodwell & Co. Ltd.  
 „ Dunlop (Ceylon) Ltd.  
 „ James Finlay & Co., Ltd.  
 „ Gordon Frazer & Co., Ltd.  
 „ Forbes & Walker Ltd.  
 „ Firestones (Ceylon) Ltd.  
 „ Galaha Ceylon Tea Estates & Agency Co., Ltd.  
 „ Gestetner Duplicators Ltd.  
 „ Godfrey Phillips Ltd.  
 „ Harrisons & Crossfield Ltd.  
 „ Hayleys Ltd.  
 „ Chas. P. Hayley & Co., Ltd.  
 „ Hatton Transport & Agency Co., Ltd.  
 „ Henderson & Co., Ltd.  
 „ Imperial Chemical Industries (Export) Ltd.  
 „ E. John Thompson White & Co. Ltd.  
 „ Keel & Waldock Ltd.  
 „ Latex Corporation of Ceylon Ltd.  
 „ Leechman & Co., Ltd.  
 „ Lee Hedges & Co., Ltd.  
 „ Lewis Brown & Co., Ltd.  
 „ Lipton Ltd.  
 „ C. W. Mackie & Co., Ltd.  
 „ Mackinnon Mackenzie & Co., of Ceylon Ltd.  
 „ Mackwoods, Ltd.  
 „ J. D. Mc Laren & Co., (Ceylon) Ltd.  
 „ May & Baker Ltd  
 „ J. L. Morrison Son & Jones (Ceylon) Ltd.

## The Mercantile Employers' Association (G. S. Award)—contd.

Messrs.	Narottam & Pereira Ltd.
„	National Mutual Life Association of Aus. Ltd.
„	National Cash Register Co.
„	Nestles Products (Ceylon) Ltd.
„	Oriental Government Sec. Life Assurance Co., Ltd.
„	J. M. Robertson & Co., Ltd.
„	Rosehaugh Co., Ltd.
„	Rowley Davies & Co., Ltd.
„	Shaw Wallace & Hedges Ltd.
„	Somerville & Co., Ltd.
„	Geo. Steuart & Co., Ltd.
„	Sun Life Assurance Co., of Canada
„	Union Insurance Society of Canton Ltd.
„	Vavasasseur Trading Co., Ltd.
„	Volkart Bros.
„	William Jacks & Co., (Ceylon) Ltd.
„	Whittall & Co., Ltd.

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

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### 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 July, 1956, was 99.2 as against 100.0 for June, 1956, a drop of 0.8.

#### Wages Rates

##### (a) *Basic Wages :*

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

##### (b) *Special Allowances :*

The Special Allowances payable for the month of July, 1956, to workers in all trades to which Part II of the Wages Boards Ordinance has been applied will remain unchanged.

#### Strikes

There were altogether 29 strikes during the month of May, 1956, involving 34,196 workers and a loss of 88,995 man-days. Three of these were in Tea Estates involving 28,329 workers and a loss of 81,348 man-days, 3 in the Engineering Trade involving 225 workers and a loss of 743 man-days, 6 in

the Coconut Manufacturing Trade involving 1,093 workers and loss of 2,732 man-days, 9 in the Dock, Harbour and Port Transport Trade involving 3,055 workers and a loss of 1,494 man-days, 2 in the Local Government Services involving 35 workers and a loss of 44 man-days, and 1 strike in the Building Trade involving 920 workers and a loss of 1,720 man-days. The five remaining strikes occurred in the Printing Trade, the Motor Transport Trade, The Rubber Export Trade, The Match Manufacturing Trade and The Tile Manufacturing Trade respectively, involving 539 workers in all and a loss of 914 man-days.

### Arrivals and Departures of Indian Estate Labourers

In July, 1956, the departures of Indian estate labourers exceed the arrivals by 126 as compared with 160 in June, 1956. The total excess of departures over arrivals in 1956, was 1,582 up to the end of July.

### 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 May, 1956 and June, 1956, was as given below :—

	May, 1956			June, 1956		
	Males	Females	Total	Males	Females	Total
Technical and Clerical ..	11,881	2,792	14,673	11,694	2,870	14,564
Skilled ..	8,106	695	8,801	8,190	702	8,892
Semi-skilled ..	16,597	5,290	21,887	16,815	5,593	22,408
Unskilled ..	27,953	1,824	29,777	29,106	1,851	30,957
Total ..	64,537	10,601	75,138	65,805	11,016	76,821

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

	May, 1956			June, 1956		
	Males	Females	Total	Males	Females	Total
Technical and Clerical ..	119	23	142	227	27	254
Skilled ..	61	7	68	88	3	91
Semi-skilled ..	146	19	165	87	24	111
Unskilled ..	302	1	303	338	6	344
Total ..	628	50	678	740	60	800

### NOTES OF CURRENT INTEREST

#### Cabinet Sub-Committee on Unemployment

The Prime Minister has appointed a Sub-Committee of the Cabinet to explore ways and means of dealing with the problem of unemployment and to report to the Cabinet. The Chairman of this Sub-Committee is the Minister of Labour, Housing and Social Services, the other members are : The Minister of Lands and Land Development, the Minister of Transport and Works, The Minister of Education, The Minister of Health and The Minister of Industries and Fisheries.

The Secretary of the Sub-Committee is Mr. R. L. Gunasekera, Assistant Commissioner of Labour.

## Advisory Committee on Labour Laws

The Hon. Minister of Labour, Housing and Social Services, has appointed a Committee consisting of Mr. M. P. de Soysa, M.P., Parliamentary Secretary to the Minister of Labour, Housing and Social Services (Chairman), Mr. R. E. Jayatilleke, M.P., Mr. D. F. Hettiaratchi, M.P., Mr. Nimal Karunatilleke, M.P., and Mr. M. S. Themis, M.P., members, to examine and make recommendations to the Minister in the following matters :—

- (a) Amendments necessary to existing labour legislation ;
- (b) New Labour Legislation ;
- (c) Measures necessary for the better enforcement of Labour Legislation ;  
and
- (d) Other matters connected therewith or incidental thereto.

The Secretary of this Committee is Mr. N. Mahadeva, Assistant Commissioner of Labour.

### **New premises of the Offices of the Assistant Commissioners of Labour, Colombo North, Colombo South and Colombo District Divisions**

The offices of the Assistant Commissioners of Labour, Colombo North and Colombo South which were housed at premises No. 121, Galle Road, Kollupitiya, have been moved from there to premises No. 30, 25th Lane, Kollupitiya, with effect from July 26, 1956.

2. The Office of the Assistant Commissioner of Labour, Colombo District which was housed at the Office of the Commissioner of Labour, Lower Lake Road, has also been moved to No. 30, 25th Lane, Kollupitiya.

### **Trade Unions : Registrations during the month July, 1956.**

<i>Registered No.</i>	<i>Name of Trade Union</i>
738 ..	P. W. D. Galle Road Widening Scheme. United Workers' Union
739 ..	Post and Telecommunication Cable Workers' Union
740 ..	All Ceylon Railwaymen's Union
741 ..	Port Commission General Workers' Union
742 ..	Colombo Port Commission Guards' Union
743 ..	University Certificated Teachers' Union
744 ..	Ceylon Oils and Fats Corporation (Seeduwa Factory). Employees' Union
745 ..	Forest Department Research and Education Minor Employees Union.
<i>Cancellation during the month.</i>	
245 ..	All Ceylon General and Industrial Workers' Union

**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>
<b>Group Weights</b>	52.40 ..	6.28 ..	15.96 ..	8.36 ..	17.00 ..	(Nov. 1938-Apr. 1939 = 100)

**INDEX NUMBERS**

*Base : November, 1938-April, 1939 = 100*

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

*Index Number  
Nov., 1942  
= 100*

*Base : November, 1942 = 100*

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

\* 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>
<b>Group Weights</b>	61.89 ..	4.29 ..	5.70 ..	9.42 ..	18.71	

**INDEX NUMBERS**

<b>1953</b>	.. 105.97 ..	99.82 ..	101.32 ..	82.82 ..	97.17 ..	<b>101.6</b>
<b>1954</b>	.. 106.13 ..	103.35 ..	101.53 ..	79.52 ..	94.43 ..	<b>101.1</b>
<b>1955</b>	.. 105.09 ..	102.34 ..	101.53 ..	80.50 ..	94.62 ..	<b>100.5</b>
<b>1955—</b>						
<b>January</b>	.. 107.09 ..	101.61 ..	101.53 ..	80.26 ..	93.58 ..	<b>101.5</b>
<b>February</b>	.. 105.50 ..	103.46 ..	101.53 ..	80.29 ..	93.37 ..	<b>100.5</b>
<b>March</b>	.. 104.15 ..	101.61 ..	101.53 ..	79.85 ..	93.63 ..	<b>99.6</b>
<b>April</b>	.. 105.91 ..	103.46 ..	101.53 ..	80.29 ..	94.24 ..	<b>101.0</b>
<b>May</b>	.. 106.06 ..	102.31 ..	101.53 ..	80.96 ..	93.87 ..	<b>101.0</b>
<b>June</b>	.. 104.71 ..	102.31 ..	101.53 ..	80.92 ..	93.76 ..	<b>100.1</b>
<b>July</b>	.. 104.57 ..	100.23 ..	101.53 ..	80.64 ..	95.16 ..	<b>100.2</b>
<b>August</b>	.. 103.67 ..	102.31 ..	101.53 ..	80.66 ..	95.93 ..	<b>99.9</b>
<b>September</b>	102.94 ..	101.61 ..	101.53 ..	80.64 ..	96.14 ..	<b>99.4</b>
<b>October</b>	.. 104.60 ..	102.31 ..	101.53 ..	80.84 ..	95.24 ..	<b>100.3</b>
<b>November</b>	105.53 ..	103.00 ..	101.53 ..	80.16 ..	95.03 ..	<b>100.8</b>
<b>December</b>	106.38 ..	103.81 ..	101.53 ..	80.43 ..	95.53 ..	<b>101.5</b>
<b>1956—</b>						
<b>January</b>	.. 106.46 ..	101.27 ..	101.53 ..	80.53 ..	95.77 ..	<b>101.5</b>
<b>February</b>	.. 103.80 ..	101.27 ..	101.53 ..	80.42 ..	95.40 ..	<b>99.8</b>
<b>March</b>	.. 103.29 ..	100.92 ..	101.53 ..	79.99 ..	96.25 ..	<b>99.6</b>
<b>April</b>	.. 105.68 ..	101.27 ..	101.53 ..	80.41 ..	96.70 ..	<b>101.2</b>
<b>May</b>	.. 104.03 ..	102.31 ..	101.53 ..	81.66 ..	96.91 ..	<b>100.4</b>
<b>June</b>	.. 103.30 ..	100.58 ..	101.53 ..	82.18 ..	97.52 ..	<b>100.0</b>
<b>July</b>	.. 101.60 ..	102.65 ..	101.53 ..	82.39 ..	98.33 ..	<b>99.2</b>

**TABLE II—WAGES INDEX NUMBERS**

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

**A**

BASE : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled male Workers in Government Employment in Colombo		
	Average Minimum	Minimum Wage	Index No. of Real Wages	Average Monthly Rate of Wages	Wage Rate Index No.	Index No. of Real Wages
	Daily rate of Wages	Rate Index No.		Rate of Wages		
	Rs. c.			Rs. c.		
1939 ..	—	.. 41	.. 100	.. 16.64	.. 100	.. 100
1940 ..	—	.. 41	.. 100	.. 16.64	.. 100	.. 96
1941 ..	—	.. 45	.. 110	.. 18.45	.. 111	.. 98
1942 ..	—	.. 68	.. 166	.. 24.23	.. 145	.. 97
1943 ..	—	.. 83	.. 202	.. 28.98	.. 174	.. 96
1944 ..	—	.. 87	.. 212	.. 34.03	.. 204	.. 110
1945 ..	—	.. 1.00	.. 244	.. 41.92	.. 252	.. 123
1946 ..	—	.. 1.15	.. 280	.. 68.52	.. 412	.. 194
1947 ..	—	.. 1.20	.. 293	.. 75.74	.. 455	.. 195
1948 ..	—	.. 1.29	.. 315	.. 78.16	.. 470	.. 195
1949 ..	—	.. 1.31	.. 320	.. 77.81	.. 468	.. 196
1950 ..	—	.. 1.53	.. 373	.. 83.11	.. 499	.. 198
1951 ..	—	.. 1.90	.. 463	.. 89.79	.. 540	.. 206
1952 ..	—	.. 1.92	.. 468	.. 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
1955 ..	January	.. 2.08	.. 108.33	.. 106.73	.. 91.04	.. 101.39	.. 99.89
	February	.. 2.08	.. 108.33	.. 107.79	.. 91.04	.. 101.39	.. 100.89
	March	.. 2.05	.. 106.77	.. 107.20	.. 91.04	.. 101.39	.. 101.80
	April	.. 2.05	.. 106.77	.. 105.71	.. 96.24	.. 107.18	.. 106.12
	May	.. 2.08	.. 108.33	.. 107.26	.. 96.24	.. 107.18	.. 106.12
	June	.. 2.08	.. 108.33	.. 108.22	.. 96.24	.. 107.18	.. 107.07
	July	.. 2.05	.. 106.77	.. 106.56	.. 96.24	.. 107.18	.. 106.97
	August	.. 2.05	.. 106.77	.. 106.88	.. 96.24	.. 107.18	.. 107.29
	September	.. 2.05	.. 106.77	.. 107.84	.. 96.24	.. 107.18	.. 108.28
	October	.. 2.07	.. 107.81	.. 107.49	.. 96.24	.. 107.18	.. 106.86
	November	.. 2.07	.. 107.81	.. 106.95	.. 96.24	.. 107.18	.. 106.33
	December	.. 2.07	.. 107.81	.. 106.22	.. 96.24	.. 107.18	.. 105.60
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

**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
January	2 10	107.14	2 94	100.68	2 17	106.37
February	2 10	107.14	2 94	100.68	2 17	106.37
March	2 8	106.12	2 93	100.34	2 15	105.39
April	2 8	106.12	2 91	99.96	2 15	105.39
May	2 10	107.14	2 94	100.68	2 17	106.37
June	2 10	107.14	2 94	100.68	2 17	106.37
July	2 8	106.12	2 97	101.71	2 15	105.39
August	2 8	106.12	3 1	103.08	2 15	105.39
September	2 8	106.12	2 98	102.05	2 15	105.39
October	2 9	106.63	2 98	102.05	2 16	105.88
November	2 9	106.63	3 1	103.08	2 16	105.88
December	2 9	106.63	3 1	103.08	2 16	105.88
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

\* 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	..	8,411	..	1,882	..	1,451	..	19,333
1943	..	2,282	..	2,872	..	1,312	..	1,869	..	8,335
1944*	..	295	..	358	..	227	..	173	..	1,053
1945	..	2,258	..	11,025	..	3,267	..	4,816	..	21,366
1946	..	5,636	..	10,012	..	7,527	..	13,369	..	36,544
1947	..	2,883	..	7,325	..	8,113	..	16,423	..	34,744
1948	..	4,474	..	13,027	..	12,443	..	36,712	..	66,656
1949	..	5,132	..	11,994	..	13,591	..	39,015	..	69,732
1950	..	5,627	..	10,525	..	13,523	..	35,447	..	65,122
1951	..	5,515	..	8,186	..	12,520	..	26,486	..	52,707
1952	..	6,883	..	7,522	..	13,795	..	24,823	..	53,023
1953	..	8,374	..	6,462	..	13,676	..	23,034	..	51,546
1954	January	8,489	..	6,505	..	13,897	..	23,468	..	52,359
	February	8,622	..	6,376	..	13,873	..	23,700	..	52,571
	March	8,785	..	6,404	..	13,909	..	23,954	..	53,052
	April	8,619	..	6,092	..	13,329	..	23,191	..	51,231
	May	8,972	..	6,190	..	13,582	..	23,308	..	52,052
	June	9,371	..	6,392	..	13,968	..	24,528	..	54,259
	July	9,904	..	6,850	..	14,515	..	25,539	..	56,808
	August	10,266	..	6,976	..	14,673	..	25,845	..	57,760
	September	10,761	..	7,387	..	15,073	..	26,873	..	60,094
	October	11,098	..	7,576	..	15,532	..	27,448	..	61,654
	November	11,531	..	7,869	..	15,988	..	27,620	..	63,008
	December	11,728	..	7,919	..	16,287	..	27,370	..	63,304
1955	January	12,249	..	8,055	..	16,841	..	27,657	..	64,802
	February	12,906	..	8,256	..	17,397	..	28,108	..	66,667
	March	13,528	..	8,222	..	17,879	..	27,728	..	67,357
	April	13,303	..	8,031	..	17,410	..	26,577	..	65,321
	May	13,445	..	7,886	..	17,660	..	26,298	..	65,289
	June	13,394	..	7,925	..	17,864	..	26,573	..	65,756
	July	13,684	..	7,988	..	18,404	..	26,898	..	66,974
	August	14,059	..	8,234	..	19,065	..	27,249	..	68,607
	September	14,212	..	8,305	..	19,283	..	27,374	..	69,174
	October	14,437	..	8,410	..	19,672	..	27,230	..	69,749
	November	14,480	..	8,572	..	20,118	..	27,433	..	70,603
	December	14,498	..	8,544	..	20,142	..	27,826	..	71,010
1956	January	14,706	..	9,017	..	20,849	..	29,614	..	74,186
	February	14,856	..	9,228	..	21,363	..	30,109	..	75,556
	March	14,490	..	9,100	..	21,175	..	29,383	..	74,148
	April	14,181	..	8,857	..	21,042	..	28,831	..	72,911
	May	14,673	..	8,801	..	21,887	..	29,777	..	75,138
	June	14,564	..	8,892	..	22,408	..	30,957	..	76,821

\* 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	Navalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	A Tissawella	Haputale	Maara	Total
1939	26,677	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	26,677
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	27,645
1941	20,458	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942	19,333	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943	8,335	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944	1,053	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	—	1,497	—	—	—	—	21,366*
1946	25,805	1,117	808	993	3,397	726	352	816	119	438	727	—	611	—	—	—	—	36,544†
1947	21,589	2,239	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	953	1,052	2,185	727	1,170	607	—	696	—	—	—	—	69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	—	—	—	65,122
1951	33,125	3,422	2,886	4,350	2,209	537†	886	1,587	569	904	418	1,207	284	323	—	—	—	52,707‡
1952	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992	252	437	678	—	—	53,023
1953	30,203	2,561	3,316	3,949	3,030	735	1,190	1,294	1,002	417	344	333	239	548	477	526	1,382	51,546
1954—																		
Jan.	30,091	2,131	3,238	4,401	3,013	798	1,806	1,379	992	420	404	443	254	538	591	500	1,360	52,359
Feb.	29,846	2,218	3,148	4,601	3,080	780	2,105	1,351	929	429	388	430	239	576	635	479	1,337	52,571
March	29,359	2,623	3,069	4,796	3,179	754	2,149	1,291	920	427	367	414	268	493	666	446	1,331	53,052
April	28,757	2,786	2,948	4,877	3,058	664	1,827	1,175	843	405	353	330	340	510	668	416	1,274	51,231
May	28,712	2,938	3,005	5,117	3,082	650	1,777	1,181	858	390	394	294	676	535	721	409	1,313	52,052
June	29,220	2,992	3,180	5,265	3,281	870	2,093	1,224	935	382	378	311	926	581	827	473	1,321	54,259
July	30,069	2,962	3,358	5,450	3,512	1,015	2,244	1,293	1,027	343	399	338	1,299	647	945	512	1,395	56,808

TABLE V—(contd.)

Year	Colombo	Negombo	Kalutara	Galle	Randy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Avissavella	Haputale	Matara	Total
August ..	30,907	2,927	3,374	5,615	3,121	1,065	2,261	1,389	1,084	360	384	277	1,387	704	968	496	1,441	57,760
Sept. ..	32,226	2,887	3,392	5,672	2,956	1,664	2,252	1,586	1,188	373	378	261	1,515	733	1,022	499	1,490	60,094
Oct. ..	32,851	2,828	3,369	5,796	3,237	1,888	2,250	1,743	1,258	402	349	278	1,570	768	1,135	447	1,485	61,654
Nov. ..	33,484	2,845	3,443	5,919	3,026	1,925	2,299	1,892	1,391	428	384	299	1,535	839	1,277	444	1,578	63,008
Dec. ..	33,410	2,909	3,484	6,024	3,148	1,708	2,220	1,992	1,471	440	388	297	1,567	884	1,377	396	1,589	63,304
1955—																		
January ..	33,891	3,363	3,632	6,104	3,253	1,487	2,341	2,079	1,545	452	462	314	1,585	887	1,412	371	1,624	64,802
February	34,401	3,742	3,708	6,071	3,710	1,490	2,344	2,156	1,659	537	514	331	1,569	942	1,429	365	1,699	66,667
March ..	34,525	3,947	3,767	6,139	3,907	1,309	2,349	2,366	1,692	596	462	328	1,452	980	1,449	360	1,729	67,357
April ..	33,773	4,021	3,668	6,022	3,481	1,115	2,275	2,386	1,644	591	495	276	1,230	903	1,417	331	1,693	65,321
May ..	33,548	3,773	3,830	6,128	3,844	1,014	2,307	2,383	1,661	561	462	225	1,111	934	1,437	336	1,735	65,289
June ..	33,849	3,623	4,028	6,376	3,665	913	2,311	2,291	1,677	636	508	203	1,119	926	1,500	338	1,793	65,756
July ..	34,631	3,572	4,179	6,424	3,906	868	2,343	2,251	1,741	647	501	221	1,033	999	1,486	335	1,837	66,974
August ..	35,555	3,460	4,361	6,377	4,440	852	2,431	2,249	1,801	650	424	316	764	1,095	1,573	362	1,897	68,607
September	35,907	3,384	4,532	6,393	4,337	795	2,479	2,267	1,804	628	449	307	744	1,163	1,627	384	1,974	69,174
October ..	36,162	3,378	4,631	6,351	4,577	771	2,496	2,248	1,874	599	425	310	715	1,171	1,575	389	2,077	69,749
November	36,683	3,409	4,721	6,279	4,812	656	2,635	2,205	1,907	613	430	295	711	1,154	1,572	383	2,138	70,603
December	36,451	3,395	4,740	6,381	4,877	638	2,767	2,199	1,962	619	455	261	776	1,104	1,582	392	2,411	71,010
1956—																		
January ..	37,116	3,529	4,772	6,488	5,318	664	2,898	2,247	2,073	513	481	318	1,027	1,173	1,579	364	3,626	74,186
February	37,942	3,662	4,947	6,438	5,279	620	2,864	2,123	2,119	486	520	342	1,191	1,157	1,579	362	3,925	75,556
March ..	37,371	3,693	5,015	6,143	4,885	495	2,922	2,034	2,105	451	519	326	1,163	1,173	1,536	368	3,949	74,148
April ..	37,055	3,637	5,094	6,151	4,823	414	2,814	1,904	1,995	464	480	254	1,157	1,117	1,531	376	3,645	72,911
May ..	38,049	3,771	5,402	6,407	5,119	420	3,151	1,825	2,017	491	468	219	1,032	1,159	1,649	407	3,552	75,138
June ..	39,006	3,839	5,731	6,497	4,632	493	3,416	1,758	2,135	521	454	209	975	1,234	1,768	431	3,722	76,821

\* Total includes 127 registered at Matugama, 164 at Chilaw, 272 at Matale, 97 at Avissavella and 555 at Veyangoda.  
 † Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Avissavella. (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	..					
	January	35	87	71	285	478
	February	22	96	42	390	550
	March	74	102	57	555	788
	April	52	50	54	317	473
	May	54	76	89	552	771
	June	118	108	67	691	984
	July	112	52	85	542	791
	August	89	70	72	305	536
	Sept.	166	71	82	328	647
	Oct.	128	58	91	226	503
	Nov.	133	68	136	306	643
	Dec.	114	41	76	163	394
1955	..					
	January	110	37	74	410	631
	February	100	79	43	131	353
	March	107	80	119	195	501
	April	130	41	56	198	425
	**May	166	113	70	265	614
	June	195	83	101	200	579
	July	166	127	149	506	948
	August	356	92	179	647	1,274
	September	290	79	99	390	858
	October	191	175	116	248	730
	November	219	87	91	269	666
	December	136	71	90	332	629
1956	..					
	January	167	51	127	494	839
	February	210	62	192	564	1,028
	March	97	47	145	629	918
	April	88	121	160	329	698
	May	142	68	165	303	678
	June	254	91	111	344	800

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	629	87	573	72	1,127	46	1,893	109	4,222	314
Negombo	88	2	54	3	60	5	198	10	400	20
Kalutara	114	35	57	—	239	2	198	30	608	67
Galle	140	1	67	3	182	6	363	38	752	48
Kandy	169	7	78	—	315	8	328	14	890	29
Nawalapitiya	42	1	20	—	53	3	54	—	169	4
Kurunegala	108	27	31	1	180	2	511	12	880	42
Jaffna	119	54	10	4	62	5	45	6	236	69
Ratnapura	66	2	20	—	139	1	83	4	308	7
Badulla	14	8	1	—	36	5	28	6	79	19
Batticaloa	26	15	8	4	26	—	42	29	102	48
Kalmunai	6	1	2	—	3	1	12	—	23	2
Trincomalee	27	4	20	4	21	5	106	6	174	19
Anuradhapura	65	6	9	—	45	13	135	51	254	70
Avissawella	18	1	16	—	53	4	136	2	223	7
Haputale	12	—	3	—	21	2	26	2	62	4
Matara	99	3	48	—	120	3	198	25	465	31
Total	1,742	254	1,017	91	2,682	111	4,356	344	9,797	800

\*\*Amended figures.

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers involved	Number of Man-days lost
1939 ..	.. 18	.. Not available	.. Not available	.. 4	.. Not available	Not available
1940 ..	.. 36	.. 9,732*	.. do.	.. 8	.. do.	.. do.
1941 ..	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942 ..	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943 ..	.. 22	.. 2,436	.. 5,234	.. 31†	.. 4,550	.. 4,359
1944 ..	.. 26	.. 3,648	.. 4,048‡	.. 66†	.. 12,399	.. 25,937
1945 ..	.. 28	.. 3,514	.. 4,285	.. 53	.. 28,875	.. 153,388‡
1946 ..	.. 87	.. 15,259	.. 31,830‡	.. 69	.. 39,237	.. 250,866
1947 ..	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,174
1948 ..	.. 33	.. 23,100	.. 49,933‡	.. 20	.. 1,065	.. 2,497‡
1949 ..	.. 66	.. 477,412	.. 681,340	.. 28	.. 2,874	.. 14,576‡
1950 ..	.. 82	.. 22,808	.. 85,837	.. 28	.. 5,471	.. 22,617
1951 ..	.. 67	.. 306,091	.. 521,040	.. 35	.. 6,726	.. 17,484
1952 ..	.. 36	.. 5,355	.. 9,414	.. 39	.. 6,168	.. 46,990
1953 ..	.. 33	.. 363,600	.. 430,586	.. 54	.. 14,482	.. 31,996
1954 ..	.. 59	.. 86,450	.. 391,200	.. 55	.. 15,381	.. 85,569
1955 ..	.. 60	.. 11,437	.. 69,913	.. 47	.. 11,293	.. 36,016
1955 January	.. 6	.. 553	.. 1,395	.. 5	.. 822	.. 963
February	.. 2	.. 329	.. 1,015	.. 5	.. 3,755	.. 5,303
March	.. 5	.. 405	.. 1,387	.. 6	.. 2,207	.. 13,806
April	.. 6	.. 592	.. 901	.. 4	.. 325	.. 913
May	.. 7	.. 1,355	.. 5,156	.. 3	.. 160	.. 296
June	.. 4	.. 1,066	.. 1,788	.. 3	.. 878	.. 826
July	.. 3	.. 1,253	.. 27,401	.. 4	.. 1,067	.. 705
August	.. 10	.. 1,824	.. 8,077	.. 1	.. 50	.. 900
September	.. 5	.. 914	.. 3,438	.. 3	.. 879	.. 9,164
October	.. 3	.. 504	.. 11,344	.. 1	.. 20	.. 20
November	.. 2	.. 383	.. 971	.. 5	.. 102	.. 617
December	.. 7	.. 2,259	.. 7,040	.. 7	.. 1,028	.. 2,503
1956 January	.. 2	.. 31	.. 130	.. 5	.. 320	.. 487
February	.. 1	.. 14	.. 14	.. 4	.. 587	.. 633
March	.. 4	.. 687	.. 5,325	.. 3	.. 4,978	.. 5,002
April	.. 5	.. 668	.. 924	.. 3	.. 588	.. 861
May	.. 3	.. 28,329	.. 81,348	.. 26	.. 5,867	.. 7,647

\* 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.

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  
MAY 1956, BY INDUSTRIES OR TRADES**

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea .. ..	3	..	28,329	..	81,348	..
Rubber .. ..	—	..	—	..	—	..
Tea-cum-Rubber .. ..	—	..	—	..	—	..
Coconut .. ..	—	..	—	..	—	..
Coconut-cum-Rubber .. ..	—	..	—	..	—	..
<b>Total</b> .. ..	<b>3</b>		<b>28,329</b>		<b>81,348</b>	
Engineering .. ..	3	..	225	..	743	..
Printing .. ..	1	..	22	..	22	..
Motor Transport .. ..	1	..	35	..	35	..
Tea Export .. ..	—	..	—	..	—	..
Rubber Export .. ..	1	..	150	..	75	..
Coconut Manufacturing .. ..	6	..	1,093	..	2,732	..
Toddy, Arrack and Vinegar .. ..	—	..	—	..	—	..
Match Manufacturing .. ..	1	..	182	..	182	..
Plumbago .. ..	—	..	—	..	—	..
Cinema .. ..	—	..	—	..	—	..
Dock, Harbour and Port Transport .. ..	9	..	3,055	..	1,494	..
Building Trade .. ..	1	..	920	..	1,720	..
Local Government Services .. ..	2	..	35	..	44	..
Service Institutions .. ..	—	..	—	..	—	..
Factories, Workshops, &c., run by the State .. ..	—	..	—	..	—	..
Textile .. ..	—	..	—	..	—	..
Relief Schemes .. ..	—	..	—	..	—	..
Wholesale and Retail Distribution .. ..	—	..	—	..	—	..
Aerated Waters and Ice Manufacturing .. ..	—	..	—	..	—	..
Beedi Manufacturing .. ..	—	..	—	..	—	..
Hotel .. ..	—	..	—	..	—	..
Tile Manufacturing .. ..	1	..	150	..	600	..
Mercantile Employees (various trades) .. ..	—	..	—	..	—	..
<b>Total</b> .. ..	<b>26</b>		<b>5,867</b>		<b>7,647</b>	
<b>Grand Total</b> .. ..	<b>29</b>		<b>34,196</b>		<b>88,995</b>	

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

Cause	Number of Strikes		Number of Workers Involved			
			Plantations		Others	
1. Dismissal or loss of employment in any way. Failure to provide work .. ..	1	..	2	..	225	.. 676
2. Wage increases. Higher rates for piece work, &c. .. ..	—	..	3	..	—	.. 235
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) .. ..	—	..	15	..	—	.. 3,381
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. .. ..	1	..	4	..	27	.. 1,258
5. Food matters. Welfare .. ..	—	..	—	..	—	.. —
6. Right of association and meeting .. ..	1	..	—	..	28,077	.. —
7. Factional disputes and domestic matters .. ..	—	..	—	..	—	.. —
8. External matters, e.g., arrest by Police, &c. .. ..	—	..	—	..	—	.. —
9. Assaults by employer or agent or others .. ..	—	..	—	..	—	.. —
10. General demands .. ..	—	..	1	..	—	.. 161
11. Sympathetic strikes .. ..	—	..	1	..	—	.. 153
<b>Total</b> .. ..	<b>3</b>		<b>26</b>		<b>28,329</b>	<b>5,867</b>

**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
1955—								
January	—	—	—	—	30	30	—	30
February	—	—	—	7	75	82	—	82
March	1	—	1	8	162	170	—	169
April	15	—	15	1	144	145	—	130
May	31	—	31	—	156	156	—	125
June	68	—	68	2	249	251	—	183
July	48	—	48	—	275	275	—	227
August	108	—	108	1	278	279	—	171
September	154	—	154	5	353	358	—	204
October	143	—	143	7	473	480	—	337
November	144	—	144	6	502	508	—	364
December	190	—	190	38	469	507	—	317
1956—								
<b>January</b>	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

## APPENDIX I

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

Month : August, 1956

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Tea Growing and Manufacturing Trade</b>						
<i>Daily Rates</i>						
Male worker not under 16 years	..	1 25	..	1 09	..	2 34
Female worker not under 15 years	..	1 05	..	0 82	..	1 87
Child worker .. .. .	..	0 80	..	0 75	..	1 55
<b>Cocoa, Cardamom and Pepper Growing and Manufacturing Trade</b>						
<i>Daily Rates</i>						
Male worker not under 16 years	..	1 10	..	1 09	..	2 19
Female worker not under 15 years	..	0 90	..	0 82	..	1 72
Child worker .. .. .	..	0 65	..	0 75	..	1 40
<b>Rubber Growing and Manufacturing Trade</b>						
<i>Daily Rates</i>						
Male worker not under 16 years	..	1 40	..	1 09	..	2 49
Female worker not under 15 years	..	1 30	..	0 82	..	2 12
Child worker .. .. .	..	1 05	..	0 75	..	1 80
<b>Coconut Growing Trade</b>						
<i>Daily Rates</i>						
The raising and maintenance of a coconut plantation ; and						
The manufacture of copra—						
Kangany .. .. .	..	0 90	..	1 09	..	1 99
Male not under 18 years	..	0 75	..	1 09	..	1 84
Female not under 18 years	..	0 60	..	0 82	..	1 42
Worker under 18 years	..	0 50	..	0 75	..	1 25
<b>Coconut Manufacturing Trade</b>						
The manufacture of desiccated coconut :						
The manufacture of coconut oil ; and						
The manufacture of fibre and coir products—						
Within the Colombo area—						
Kangany .. .. .	..	1 44	..	1 27	..	2 71
Male not under 18 years	..	1 24	..	1 27	..	2 51
Female not under 18 years	..	1 0	..	0 95	..	1 95
Worker under 18 years	..	0 75	..	0 88	..	1 63
Outside the Colombo area—						
Kangany .. .. .	..	1 20	..	1 27	..	2 47
Male not under 18 years	..	1 0	..	1 27	..	2 27
Female not under 18 years	..	0 80	..	0 95	..	1 75
Worker under 18 years	..	0 60	..	0 88	..	1 48

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

Piece rates have been fixed for certain processes.

Month : August, 1956

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>Engineering Trade</b>					
<i>Daily Rates</i>					
Unskilled labourer ..	1	40	1	30	2 70
Semi-skilled, Grade I ..	1	65	1	40	3 05
Semi-skilled, Grade II ..	1	45	1	40	2 85
Skilled worker ..	2	00	1	40	3 40
Kangany ..	1	80	1	40	3 20
Watcher ..	1	70	1	40	3 10

*Trade Learners and Apprentices*

1st year ..	0	50	0	42	0 92
2nd year ..	0	66	0	52	1 18
3rd year ..	0	85	0	79	1 64
4th year ..	1	10	0	94	2 04

**Printing Trade**

*Monthly Rates*

Class A worker ..	110	0	77	0	187 0
„ B „ ..	82	50	59	0	141 50
„ C Grade I worker ..	55	0	50	0	105 0
„ C „ II „ ..	50	0	45	42	95 42
„ D worker ..	44	0	41	0	85 0
„ E „ ..	42	0	38	79	80 79
„ F „ ..	20	0	21	20	41 20
„ G „ ..	44	0	41	0	85 0
Class A—1st year learner ..	30	0	24	10	54 10
„ B „ „ ..	22	50	18	70	41 20
„ C Grade I, 1st year learner ..	20	0	20	50	40 50
„ C „ II „ „ ..	18	0	18	70	36 70
„ D—1st year learner ..	16	0	16	90	32 90
Class A—2nd year learner ..	40	0	31	80	71 80
„ B „ „ ..	37	50	30	0	67 50
„ C Grade I, 2nd year learner ..	25	0	25	42	50 42
„ C „ II „ „ ..	22	50	23	21	45 71
„ D—2nd year learner ..	20	0	21	0	41 0
Class A—3rd year learner ..	50	0	39	50	89 50
„ B „ „ ..	45	0	35	90	80 90
„ C Grade I, 3rd year learner ..	30	0	30	50	60 50
„ C „ II „ „ ..	27	0	27	72	54 72
„ D—3rd year learner ..	24	0	25	10	49 10
Class A—4th year learner ..	65	0	50	80	115 80
„ B „ „ ..	56	25	44	42	100 67
„ C Grade I, 4th year learner ..	37	50	37	79	75 29
„ C „ II „ „ ..	33	75	34	31	68 06
„ D—4th year learner ..	30	0	31	0	61 0
Class A—5th year learner ..	80	0	62	60	142 60

**Cigar Trade**

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

Month : August, 1956

Class of Worker	Month : August, 1956		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
<b>Plumbago Trade</b>			
<i>Daily Rates</i>			
<b>Underground workers—</b>			
Basses .. .. .	2 75	1 15	3 90
Kanganies } .. .. .	2 25	1 15	3 40
Loaders } .. .. .			
Overseers } .. .. .	2 08	1 15	3 23
Shift bosses .. .. .			
Blasters	2 0	1 15	3 15
Drillers (hand and machine)			
Shaft drivers			
Stoppers (excavators)			
Timber men	1 50	1 15	2 65
Muckers			
Trolley men			
Unskilled labourers	2 25	1 15	3 40
Onsetters or Donakatarayas			
<b>Underground and surface workers—</b>			
Electricians } .. .. .	2 50	1 15	3 65
Enginemen } .. .. .			
Fitters } .. .. .			
Hoistmen } .. .. .			
Mechanics } .. .. .			
Pumpmen } .. .. .			
Winchmen } .. .. .	2 25	1 15	3 40
Checkers .. .. .			
Electricians (assistants) .. .. .	1 50	1 15	2 65
Fitters (assistants) .. .. .			
Windlassmen (dabare workers)			
<b>Surface workers—</b>			
Carpenters } .. .. .	2 50	1 15	3 65
Masons } .. .. .			
Overseers .. .. .	2 25	1 15	3 40
Blacksmiths	2 0	1 15	3 15
Boilermen			
Drill sharpeners			
Firewood carriers and splitters	1 60	1 15	2 75
Carters	1 50	1 15	2 65
Watchers			
Bakkikarayas or Banksmen .. .. .	2 0	1 15	3 15
Cooks	1 24	1 15	2 39
Smithy boys			
Unskilled labourers			

*N.B.*—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 79 cents.

**Workers employed in curing and dressing—**

(A) As overseers and kanganies	2 0	1 35	3 35
(B) On different jobs :			
<b>Within the Colombo area—</b>			
Male worker not under 18 years	1 25	1 35	2 60
Female worker not under 18 years	1 0	1 06	2 06
Worker under 18 years .. .. .	0 50	0 99	1 49
<b>Outside the Colombo area—</b>			
Male worker not under 18 years	1 0	1 35	2 35
Female worker not under 18 years	0 84	1 06	1 90
Worker under 18 years .. .. .	0 40	0 99	1 39

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

Month: August, 1956

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
<b>Tea Export Trade</b>					
<i>Daily Rates</i>					
A. Male workers not under 18 years—					
(a) Grade II	..	..	1 40	..	2 70
(b) Intermediate Grade	..	..	1 60	..	3 0
(c) Grade I	..	..	1 80	..	3 20
(d) Box makers and repairers	..	..	1 60	..	3 0
(e) Watchers	..	..	1 70	..	3 10
B. Female workers not under 18 years	..	..	1 15	..	2 33
C. Workers over 14 years but under 15 years	..	..	0 80	..	1 62
"    15    "    16    "	..	..	0 90	..	1 77
"    16    "    17    "	..	..	1 0	..	1 92
"    17    "    18    "	..	..	1 15	..	2 17

**Rubber Export Trade**

*Daily Rates*

A. Male workers not under 18 years—					
(a) Grade II	..	..	1 40	..	2 70
(b) Intermediate Grade	..	..	1 60	..	3 0
(c) Grade I	..	..	1 80	..	3 20
(d) Watchers	..	..	1 70	..	3 10
B. Female workers not under 18 years	..	..	1 15	..	2 33
C. Workers over 14 years but under 15 years	..	..	0 80	..	1 62
"    15    "    16    "	..	..	0 90	..	1 77
"    16    "    17    "	..	..	1 0	..	1 92
"    17    "    18    "	..	..	1 15	..	2 17

**Toddy, Arrack and Vinegar Trade**

*Monthly Rates*

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

*Daily Rates*

Bottling, corking and labelling arrack bottles—

(a) for a male worker not under 16 years of age	2 25	..	—	..	2 25
(b) for a female worker not under 16 years of age	1 85	..	—	..	1 85

Unskilled labourers—

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

Piece rates have been fixed for certain processes.

Month : August, 1956

Class of Worker	Basic Wage		Special Allowances		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>Motor Transport Trade</b>					
<i>Monthly Rates</i>					
Class A worker	100	0	41	0	141 0
" B "	90	0	41	0	131 0
" C "	85	0	38	50	123 50
" D "	100	0	41	0	141 0
" E "	70	0	36	0	106 0
" F "	67	50	41	0	108 50
" G "	60	0	37	40	97 40
" H "	50	0	37	40	87 40
" I "	60	0	37	40	97 40
" J "	90	0	37	40	127 40
" K "	45	0	28	25	73 25

*Daily Rates*

Class A worker	4	0	1	75	5 75
" B "	4	0	1	75	5 75
" C "	3	25	1	75	5 0
" D "	4	0	1	75	5 75
" E "	2	75	1	50	4 25
" F "	2	75	1	75	4 50
" G "	2	50	1	75	4 25
" H "	2	25	1	75	4 0
" K "	1	50	1	03	2 53

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

**Match Manufacturing Trade**

*Daily Rates*

*Grade I—*

Male 18 years and over	1	80	1	40	3 20
Female 18 years and over	1	44	1	30	2 74
Young person over 14 and under 17 years	0	85	0	84	1 69
Young person 17 and over but under 18 years	1	15	1	02	2 17

*Grade II—*

Male 18 years and over	1	40	1	40	2 80
Female 18 years and over	1	12	1	30	2 42
Young person over 14 and under 17 years	0	70	0	84	1 54
Young person 17 and over but under 18 years	0	90	1	02	1 92

*Grade III—*

Male 18 years and over	1	24	1	30	2 54
Female 18 years and over	1	0	1	18	2 18
Young person over 14 and under 17 years	0	60	0	84	1 44
Young person 17 and over but under 18 years	0	80	1	02	1 82

*Grade IV—*

Watcher	1	50	1	40	2 90
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**Cinema Trade**

*Monthly Rates*

*Within the Municipal areas*

A—Non-clerical—

Unskilled	32	25	33	60	65 85
Semi-skilled	37	50	36	20	73 70
Skilled, Grade II	50	0	38	02	88 02
Skilled, Grade I	60	0	38	02	98 02

B—Clerical—

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

Month: August, 1956

Class of Worker	Basic Wages		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Cinema Trade (contd.)</b>						
<i>Outside the Municipal areas</i>						
<b>A—Non-clerical—</b>						
Unskilled	..	..	32 25	..	33 60	.. 65 85
Semi-skilled	..	..	35 0	..	36 20	.. 71 20
Skilled, Grade II	..	..	42 0	..	38 02	.. 80 02
Skilled, Grade I	..	..	55 0	..	38 02	.. 93 02
<b>B—Clerical—</b>						
Grade III	..	..	40 0	..	34 0	.. 74 0
Grade II	..	..	45 0	..	37 0	.. 82 0
Grade I	..	..	100 0	..	42 0	.. 142 0

**Dock, Harbour and Port Transport Trade**

*Monthly Rates*

*Manual Work—*

Special Grade	..	..	65 0	..	31 75	.. 96 75
Skilled Grade	..	..	55 0	..	27 75	.. 82 75
Semi-skilled Grade	..	..	45 0	..	24 75	.. 69 75
Unskilled, Grade I	..	..	37 0	..	24 75	.. 61 75
Unskilled, Grade II	..	..	31 0	..	24 75	.. 55 75

*Women Workers—*

Female kangannies	..	..	35 0	..	24 75	.. 59 75
Female labourers	..	..	30 0	..	24 75	.. 54 75

*Non-manual Workers—*

Special Grade	..	..	75 0	..	37 0	.. 112 0
Grade I	..	..	55 0	..	27 75	.. 82 75

**Building Trade**

*Daily Rates*

**Unskilled—**

**Male labourers—**

Not under 18 years	..	..	1 40	..	1 30	.. 2 70
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**Female labourers—**

Not under 18 years	..	..	1 10	..	1 30	.. 2 40
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**Unskilled labourers—**  
(irrespective of sex)

Under 18 years of age	..	..	0 90	..	1 30	.. 2 20
Semi-skilled, Grade II	..	..	1 65	..	1 40	.. 3 05
Semi-skilled, Grade I	..	..	1 80	..	1 40	.. 3 20
Skilled	..	..	2 0	..	1 40	.. 3 40

## APPENDIX II (A)

**Ready Rockoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during August, 1956, to workers in the Tea Growing and Manufacturing Trade**

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 62½	0 54½	1 17	0 52½	0 41	0 93½	0 40	0 37½	0 77½	½
1	1 25	1 9	2 34	1 5	0 82	1 87	0 80	0 75	1 55	1
2	2 50	2 18	4 68	2 10	1 64	3 74	1 60	1 50	3 10	2
3	3 75	3 27	7 2	3 15	2 46	5 61	2 40	2 25	4 65	3
4	5 0	4 36	9 36	4 20	3 28	7 48	3 20	3 0	6 20	4
5	6 25	5 45	11 70	5 25	4 10	9 35	4 0	3 75	7 75	5
6	7 50	6 54	14 4	6 30	4 92	11 22	4 80	4 50	9 30	6
7	8 75	7 63	16 38	7 35	5 74	13 9	5 60	5 25	10 85	7
8	10 0	8 72	18 72	8 40	6 56	14 96	6 40	6 0	12 40	8
9	11 25	9 81	21 6	9 45	7 38	16 83	7 20	6 75	13 95	9
10	12 50	10 90	23 40	10 50	8 20	18 70	8 0	7 50	15 50	10
11	13 75	11 99	25 74	11 55	9 2	20 57	8 80	8 25	17 5	11
12	15 0	13 8	28 8	12 60	9 84	22 44	9 60	9 0	18 60	12
13	16 25	14 17	30 42	13 65	10 66	24 31	10 40	9 75	20 15	13
14	17 50	15 26	32 76	14 70	11 48	26 18	11 20	10 50	21 70	14
15	18 75	16 35	35 10	15 75	12 30	28 5	12 0	11 25	23 25	15
16	20 0	17 44	37 44	16 80	13 12	29 92	12 80	12 0	24 80	16
17	21 25	18 53	39 78	17 85	13 94	31 79	13 60	12 75	26 35	17
18	22 50	19 62	42 12	18 90	14 76	33 66	14 40	13 50	27 90	18
19	23 75	20 71	44 46	19 95	15 58	35 53	15 20	14 25	29 45	19
20	25 0	21 80	46 80	21 0	16 40	37 40	16 0	15 0	31 0	20
21	26 25	22 89	49 14	22 5	17 22	39 27	16 80	15 75	32 55	21
22	27 50	23 98	51 48	23 10	18 4	41 14	17 60	16 50	34 10	22
23	28 75	25 7	53 82	24 15	18 86	43 1	18 40	17 25	35 65	23
24	30 0	26 16	56 16	25 20	19 68	44 88	19 20	18 0	37 20	24
25	31 25	27 25	58 50	26 25	20 50	46 75	20 0	18 75	38 75	25
26	32 50	28 34	60 84	27 30	21 32	48 62	20 80	19 50	40 30	26
27	33 75	29 43	63 18	28 35	22 14	50 49	21 60	20 25	41 85	27
28	35 0	30 52	65 52	29 40	22 96	52 36	22 40	21 0	43 40	28
29	36 25	31 61	67 86	30 45	23 78	54 23	23 20	21 75	44 95	29
30	37 50	32 70	70 20	31 50	24 60	56 10	24 0	22 50	46 50	30
31	38 75	33 79	72 54	32 55	25 42	57 97	24 80	23 25	48 5	31

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

## APPENDIX II (B)

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during August, 1956, to workers in the Rubber Growing and Manufacturing Trade**

<i>No. of Days</i>	<i>Men</i>			<i>Women</i>			<i>Child Workers*</i>			<i>No. of Days</i>
	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Minimum Wage</i>	
	<i>Rs. c</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	0 70	0 54½	1 24½	0 65	0 41	1 6	0 52½	0 37½	0 90	½
1	1 40	1 9	2 49	1 30	0 82	2 12	1 5	0 75	1 80	1
2	2 80	2 18	4 98	2 60	1 64	4 24	2 10	1 50	3 60	2
3	4 20	3 27	7 47	3 90	2 46	6 36	3 15	2 25	5 40	3
4	5 60	4 36	9 96	5 20	3 28	8 48	4 20	3 0	7 20	4
5	7 0	5 45	12 45	6 50	4 10	10 60	5 25	3 75	9 0	5
6	8 40	6 54	14 94	7 80	4 92	12 72	6 30	4 50	10 80	6
7	9 80	7 63	17 43	9 10	5 74	14 84	7 35	5 25	12 60	7
8	11 20	8 72	19 92	10 40	6 56	16 96	8 40	6 0	14 40	8
9	12 60	9 81	22 41	11 70	7 38	19 8	9 45	6 75	16 20	9
10	14 0	10 90	24 90	13 0	8 20	21 20	10 50	7 50	18 0	10
11	15 40	11 99	27 39	14 30	9 2	23 32	11 55	8 25	19 80	11
12	16 80	13 8	29 88	15 60	9 84	25 44	12 60	9 0	21 60	12
13	18 20	14 17	32 37	16 90	10 66	27 56	13 65	9 75	23 40	13
14	19 60	15 26	34 86	18 20	11 48	29 68	14 70	10 50	25 20	14
15	21 0	16 35	37 35	19 50	12 30	31 80	15 75	11 25	27 0	15
16	22 40	17 44	39 84	20 80	13 12	33 92	16 80	12 0	28 80	16
17	23 80	18 53	42 33	22 10	13 94	36 4	17 85	12 75	30 60	17
18	25 20	19 62	44 82	23 40	14 76	38 16	18 90	13 50	32 40	18
19	26 60	20 71	47 31	24 70	15 58	40 28	19 95	14 25	34 20	19
20	28 0	21 80	49 80	26 0	16 40	42 40	21 0	15 0	36 0	20
21	29 40	22 89	52 29	27 30	17 22	44 52	22 5	15 75	37 80	21
22	30 80	23 98	54 78	28 60	18 4	46 64	23 10	16 50	39 60	22
23	32 20	25 7	57 27	29 90	18 86	48 76	24 15	17 25	41 40	23
24	33 60	26 16	59 76	31 20	19 68	50 88	25 20	18 0	43 20	24
25	35 0	27 25	62 25	32 50	20 50	53 0	26 25	18 75	45 0	25
26	36 40	28 34	64 74	33 80	21 32	55 12	27 30	19 50	46 80	26
27	37 80	29 43	67 23	35 10	22 14	57 24	28 35	20 25	48 60	27
28	39 20	30 52	69 72	36 40	22 96	59 36	29 40	21 0	50 40	28
29	40 60	31 61	72 21	37 70	23 78	61 48	30 45	21 75	52 20	29
30	42 0	32 70	74 70	39 0	24 60	63 60	31 50	22 50	54 0	30
31	43 40	33 79	77 19	40 30	25 42	65 72	32 55	23 25	55 80	31

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

## APPENDIX II (C)

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during August, 1956, to workers in the Cocoa, Cardmom and Pepper Growing and Manufacturing Trade**

No. of Days	Men			Women			Child Workers *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 54½	1 9½	0 45	0 41	0 86	0 32½	0 37½	0 70	½
1	1 10	1 9	2 19	0 90	0 82	1 72	0 65	0 75	1 40	1
2	2 20	2 18	4 38	1 80	1 64	3 44	1 30	1 50	2 80	2
3	3 30	3 27	6 57	2 70	2 46	5 16	1 95	2 25	4 20	3
4	4 40	4 36	8 76	3 60	3 28	6 88	2 60	3 0	5 60	4
5	5 50	5 45	10 95	4 50	4 10	8 60	3 25	3 75	7 0	5
6	6 60	6 54	13 14	5 40	4 92	10 32	3 90	4 50	8 40	6
7	7 70	7 63	15 33	6 30	5 74	12 4	4 55	5 25	9 80	7
8	8 80	8 72	17 52	7 20	6 56	13 76	5 20	6 0	11 20	8
9	9 90	9 81	19 71	8 10	7 38	15 48	5 85	6 75	12 60	9
10	11 0	10 90	21 90	9 0	8 20	17 20	6 50	7 50	14 0	10
11	12 10	11 99	24 9	9 90	9 2	18 92	7 15	8 25	15 40	11
12	13 20	13 8	26 28	10 80	9 84	20 64	7 80	9 0	16 80	12
13	14 30	14 17	28 47	11 70	10 66	22 36	8 45	9 75	18 20	13
14	15 40	15 26	30 66	12 60	11 48	24 8	9 10	10 50	19 60	14
15	16 50	16 35	32 85	13 50	12 30	25 80	9 75	11 25	21 0	15
16	17 60	17 44	35 4	14 40	13 12	27 52	10 40	12 0	22 40	16
17	18 70	18 53	37 23	15 30	13 94	29 24	11 5	12 75	23 80	17
18	19 80	19 62	39 42	16 20	14 76	30 96	11 70	13 50	25 20	18
19	20 90	20 71	41 61	17 10	15 58	32 68	12 35	14 25	26 60	19
20	22 0	21 80	43 80	18 0	16 40	34 40	13 0	15 0	28 0	20
21	23 10	22 89	45 99	18 90	17 22	36 12	13 65	15 75	29 40	21
22	24 20	23 98	48 18	19 80	18 4	37 84	14 30	16 50	30 80	22
23	25 30	25 7	50 37	20 70	18 86	39 56	14 95	17 25	32 20	23
24	26 40	26 16	52 56	21 60	19 68	41 28	15 60	18 0	33 60	24
25	27 50	27 25	54 75	22 50	20 50	43 0	16 25	18 75	35 0	25
26	28 60	28 34	56 94	23 40	21 32	44 72	16 90	19 50	36 40	26
27	29 70	29 43	59 13	24 30	22 14	46 44	17 55	20 25	37 80	27
28	30 80	30 52	61 32	25 20	22 96	48 16	18 20	21 0	39 20	28
29	31 90	31 61	63 51	26 10	23 78	49 88	18 85	21 75	40 60	29
30	33 0	32 70	65 70	27 0	24 60	51 60	19 50	22 50	42 0	30
31	34 10	33 79	67 89	27 90	25 42	53 32	20 15	23 25	43 40	31

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

### APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1956, to workers in the Coconut Growing and Manufacturing Trades

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

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

## APPENDIX III (B)

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1956, to workers in the Tea Export and Rubber Export Trades**

<i>No. of Days</i>	<i>Male Workers not under 18 years of age</i>					<i>Female Workers not under 18 years of age</i>	<i>Workers (irrespective of sex) under 18 years of age</i>				<i>No. of Days</i>
	<i>Grade II</i>	<i>Inter-mediate Grade</i>	<i>Grade I</i>	<i>* Box Makers and Repairers</i>	<i>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>	
<b>½</b>	1 35	1 50	1 60	1 50	1 55	1 16½	0 81	0 88½	0 96	1 8½	<b>½</b>
<b>1</b>	2 70	3 0	3 20	3 0	3 10	2 33	1 62	1 77	1 92	2 17	<b>1</b>
<b>2</b>	5 40	6 0	6 40	6 0	6 20	4 66	3 24	3 54	3 84	4 34	<b>2</b>
<b>3</b>	8 10	9 0	9 60	9 0	9 30	6 99	4 86	5 31	5 76	6 51	<b>3</b>
<b>4</b>	10 80	12 0	12 80	12 0	12 40	9 32	6 48	7 8	7 68	8 68	<b>4</b>
<b>5</b>	13 50	15 0	16 0	15 0	15 50	11 65	8 10	8 85	9 60	10 85	<b>5</b>
<b>6</b>	16 20	18 0	19 20	18 0	18 60	13 98	9 72	10 62	11 52	13 2	<b>6</b>
<b>7</b>	18 90	21 0	22 40	21 0	21 70	16 31	11 34	12 39	13 44	15 19	<b>7</b>
<b>8</b>	21 60	24 0	25 60	24 0	24 80	18 64	12 96	14 16	15 36	17 36	<b>8</b>
<b>9</b>	24 30	27 0	28 80	27 0	27 90	20 97	14 58	15 93	17 28	19 53	<b>9</b>
<b>10</b>	27 0	30 0	32 0	30 0	31 0	23 30	16 20	17 70	19 20	21 70	<b>10</b>
<b>11</b>	29 70	33 0	35 20	33 0	34 10	25 63	17 82	19 47	21 12	23 87	<b>11</b>
<b>12</b>	32 40	36 0	38 40	36 0	37 20	27 96	19 44	21 24	23 4	26 4	<b>12</b>
<b>13</b>	35 10	39 0	41 60	39 0	40 30	30 29	21 6	23 1	24 96	28 21	<b>13</b>
<b>14</b>	37 80	42 0	44 80	42 0	43 40	32 62	22 68	24 78	26 88	30 38	<b>14</b>
<b>15</b>	40 50	45 0	48 0	45 0	46 50	34 95	24 30	26 55	28 80	32 55	<b>15</b>
<b>16</b>	43 20	48 0	51 20	48 0	49 60	37 28	25 92	28 32	30 72	34 72	<b>16</b>
<b>17</b>	45 90	51 0	54 40	51 0	52 70	39 61	27 54	30 9	32 64	36 89	<b>17</b>
<b>18</b>	48 60	54 0	57 60	54 0	55 80	41 94	29 16	31 86	34 56	39 6	<b>18</b>
<b>19</b>	51 30	57 0	60 80	57 0	58 90	44 27	30 78	33 63	36 48	41 23	<b>19</b>
<b>20</b>	54 0	60 0	64 0	60 0	62 0	46 60	32 40	35 40	38 40	43 40	<b>20</b>
<b>21</b>	56 70	63 0	67 20	63 0	65 10	48 93	34 2	37 17	40 32	45 57	<b>21</b>
<b>22</b>	59 40	66 0	70 40	66 0	68 20	51 26	35 64	38 94	42 24	47 74	<b>22</b>
<b>23</b>	62 10	69 0	73 60	69 0	71 30	53 59	37 26	40 71	44 16	49 91	<b>23</b>
<b>24</b>	64 80	72 0	76 80	72 0	74 40	55 92	38 88	42 48	46 8	52 8	<b>24</b>
<b>25</b>	67 50	75 0	80 0	75 0	77 50	58 25	40 50	44 25	48 0	54 25	<b>25</b>
<b>26</b>	70 20	78 0	83 20	78 0	80 60	60 58	42 12	46 2	49 92	56 42	<b>26</b>
<b>27</b>	72 90	81 0	86 40	81 0	83 70	62 91	43 74	47 79	51 84	58 59	<b>27</b>
<b>28</b>	75 60	84 0	89 60	84 0	86 80	65 24	45 36	49 56	53 76	60 76	<b>28</b>
<b>29</b>	78 30	87 0	92 80	87 0	89 90	67 57	46 98	51 33	55 68	62 93	<b>29</b>
<b>30</b>	81 0	90 0	96 0	90 0	93 0	69 90	48 60	53 10	57 60	65 10	<b>30</b>
<b>31</b>	83 70	93 0	99 20	93 0	96 10	72 23	50 22	54 87	59 52	67 27	<b>31</b>

\* Applicable to Tea Export Trade only.

## APPENDIX III (C)

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1956, to workers in the Engineering Trade**

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
		Rs. c.	Rs. c.				Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 35	1 52½	1 42½	1 70	1 60	1 55	0 46	0 59	0 82	1 2	½
1	2 70	3 5	2 85	3 40	3 20	3 10	0 92	1 18	1 64	2 4	1
2	5 40	6 10	5 70	6 80	6 40	6 20	1 84	2 36	3 28	4 8	2
3	8 10	9 15	8 55	10 20	9 60	9 30	2 76	3 54	4 92	6 12	3
4	10 80	12 20	11 40	13 60	12 80	12 40	3 68	4 72	6 56	8 16	4
5	13 50	15 25	14 25	17 0	16 0	15 50	4 60	5 90	8 20	10 20	5
6	16 20	18 30	17 10	20 40	19 20	18 60	5 52	7 8	9 84	12 24	6
7	18 90	21 35	19 95	23 80	22 40	21 70	6 44	8 26	11 48	14 28	7
8	21 60	24 40	22 80	27 20	25 60	24 80	7 36	9 44	13 12	16 32	8
9	24 30	27 45	25 65	30 60	28 80	27 90	8 28	10 62	14 76	18 36	9
10	27 0	30 50	28 50	34 0	32 0	31 0	9 20	11 80	16 40	20 40	10
11	29 70	33 55	31 35	37 40	35 20	34 10	10 12	12 98	18 4	22 44	11
12	32 40	36 60	34 20	40 80	38 40	37 20	11 4	14 16	19 68	24 48	12
13	35 10	39 65	37 5	44 20	41 60	40 30	11 96	15 34	21 32	26 52	13
14	37 80	42 70	39 90	47 60	44 80	43 40	12 88	16 52	22 96	28 56	14
15	40 50	45 75	42 75	51 0	48 0	46 50	13 80	17 70	24 60	30 60	15
16	43 20	48 80	45 60	54 40	51 20	49 60	14 72	18 88	26 24	32 64	16
17	45 90	51 85	48 45	57 80	54 40	52 70	15 64	20 6	27 88	34 68	17
18	48 60	54 90	51 30	61 20	57 60	55 80	16 56	21 24	29 52	36 72	18
19	51 30	57 95	54 15	64 60	60 80	58 90	17 48	22 42	31 16	38 76	19
20	54 0	61 0	57 0	68 0	64 0	62 0	18 40	23 60	32 80	40 80	20
21	56 70	64 5	59 85	71 40	67 20	65 10	19 32	24 78	34 44	42 84	21
22	59 40	67 10	62 70	74 80	70 40	68 20	20 24	25 96	36 8	44 88	22
23	62 10	70 15	65 55	78 20	73 60	71 30	21 16	27 14	37 72	46 92	23
24	64 80	73 20	68 40	81 60	76 80	74 40	22 8	28 32	39 36	48 96	24
25	67 50	76 25	71 25	85 0	80 0	77 50	23 0	29 50	41 0	51 0	25
26	70 20	79 30	74 10	88 40	83 20	80 60	23 92	30 68	42 64	53 4	26
27	72 90	82 35	76 95	91 80	86 40	83 70	24 84	31 86	44 28	55 8	27
28	75 60	85 40	79 80	95 20	89 60	86 80	25 76	33 4	45 92	57 12	28
29	78 30	88 45	82 65	98 60	92 80	89 90	26 68	34 22	47 56	59 16	29
30	81 0	91 50	85 50	102 0	96 0	93 0	27 60	35 40	49 20	61 20	30
31	83 70	94 55	88 35	105 40	99 20	96 10	28 52	36 58	50 84	63 24	31

## APPENDIX III (D)

Ready Reckoner showing the minimum wages payable for the number of days worked during August, 1956, 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		
½	1 60	1 37	0 84½	1 8½	1 40	1 21	0 77	0 96	1 27	1 9	0 72	0 91	1 45	½
1	3 20	2 74	1 69	2 17	2 80	2 42	1 54	1 92	2 54	2 18	1 44	1 82	2 90	1
2	6 40	5 48	3 38	4 34	5 60	4 84	3 8	3 84	5 8	4 36	2 88	3 64	5 80	2
3	9 60	8 22	5 7	6 51	8 40	7 26	4 62	5 76	7 62	6 54	4 32	5 46	8 70	3
4	12 80	10 96	6 76	8 68	11 20	9 68	6 16	7 68	10 16	8 72	5 76	7 28	11 60	4
5	16 0	13 70	8 45	10 85	14 0	12 10	7 70	9 60	12 70	10 90	7 20	9 10	14 50	5
6	19 20	16 44	10 14	13 2	16 80	14 52	9 24	11 52	15 24	13 8	8 64	10 92	17 40	6
7	22 40	19 18	11 83	15 19	19 60	16 94	10 78	13 44	17 78	15 26	10 8	12 74	20 30	7
8	25 60	21 92	13 52	17 36	22 40	19 36	12 32	15 36	20 32	17 44	11 52	14 56	23 20	8
9	28 80	24 66	15 21	19 53	25 20	21 78	13 86	17 28	22 86	19 62	12 96	16 38	26 10	9
10	32 0	27 40	16 90	21 70	28 0	24 20	15 40	19 20	25 40	21 80	14 40	18 20	29 0	10
11	35 20	30 14	18 59	23 87	30 80	26 62	16 94	21 12	27 94	23 98	15 84	20 2	31 90	11
12	38 40	32 88	20 28	26 4	33 60	29 4	18 48	23 4	30 48	26 16	17 28	21 84	34 80	12
13	41 60	35 62	21 97	28 21	36 40	31 46	20 2	24 96	33 2	28 34	18 72	23 66	37 70	13
14	44 80	38 36	23 66	30 38	39 20	33 88	21 56	26 88	35 56	30 52	20 16	25 48	40 60	14
15	48 0	41 10	25 35	32 55	42 0	36 30	23 10	28 80	38 10	32 70	21 60	27 30	43 50	15
16	51 20	43 84	27 4	34 72	44 80	38 72	24 64	30 72	40 64	34 88	23 4	29 12	46 40	16
17	54 40	46 58	28 73	36 89	47 60	41 14	26 18	32 64	43 18	37 6	24 48	30 94	49 30	17
18	57 60	49 32	30 42	39 6	50 40	43 56	27 72	34 56	45 72	39 24	25 92	32 76	52 20	18
19	60 80	52 6	32 11	41 23	53 20	45 98	29 26	36 48	48 26	41 42	27 36	34 58	55 10	19
20	64 0	54 80	33 80	43 40	56 0	48 40	30 80	38 40	50 80	43 60	28 80	36 40	58 0	20
21	67 20	57 54	35 49	45 57	58 80	50 82	32 34	40 32	53 34	45 78	30 24	38 22	60 90	21
22	70 40	60 28	37 18	47 74	61 60	53 24	33 88	42 24	55 88	47 96	31 68	40 4	63 80	22
23	73 60	63 2	38 87	49 91	64 40	55 66	35 42	44 16	58 42	50 14	33 12	41 86	66 70	23
24	76 80	65 76	40 56	52 8	67 20	58 8	36 96	46 8	60 96	52 32	34 56	43 68	69 60	24
25	80 0	68 50	42 25	54 25	70 0	60 50	38 50	48 0	63 50	54 50	36 0	45 50	72 50	25
26	83 20	71 24	43 94	56 42	72 80	62 92	40 4	49 92	66 4	56 68	37 44	47 32	75 40	26
27	86 40	73 98	45 63	58 59	75 60	65 34	41 58	51 84	68 58	58 86	38 88	49 14	78 30	27
28	89 60	76 72	47 32	60 76	78 40	67 76	43 12	53 76	71 12	61 4	40 32	50 96	81 20	28
29	92 80	79 46	49 1	62 93	81 20	70 18	44 66	55 68	73 66	63 22	41 76	52 78	84 10	29
30	96 0	82 20	50 70	65 10	84 0	72 60	46 20	57 60	76 20	65 40	43 20	54 60	87 0	30
31	99 20	84 94	52 39	67 27	86 80	75 2	47 74	59 52	78 74	67 58	44 64	56 42	89 90	31

## APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the  
number of days worked during August, 1956, to workers in  
the Building Trade

<i>No. of Days</i>	<i>Unskilled</i>			<i>Semi-skilled</i>		<i>Skilled</i>	<i>No. of Days</i>
	<i>Male</i>	<i>Female</i>	<i>Young Persons</i>	<i>Grade II</i>	<i>Grade I</i>		
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
½	1 35	1 20	1 10	1 52½	1 60	1 70	½
1	2 70	2 40	2 20	3 5	3 20	3 40	1
2	5 40	4 80	4 40	6 10	6 40	6 80	2
3	8 10	7 20	6 60	9 15	9 60	10 20	3
4	10 80	9 60	8 80	12 20	12 80	13 60	4
5	13 50	12 0	11 0	15 25	16 0	17 0	5
6	16 20	14 40	13 20	18 30	19 20	20 40	6
7	18 90	16 80	15 40	21 35	22 40	23 80	7
8	21 60	19 20	17 60	24 40	25 60	27 20	8
9	24 30	21 60	19 80	27 45	28 80	30 60	9
10	27 0	24 0	22 0	30 50	32 0	34 0	10
11	29 70	26 40	24 20	33 55	35 20	37 40	11
12	32 40	28 80	26 40	36 60	38 40	40 80	12
13	35 10	31 20	28 60	39 65	41 60	44 20	13
14	37 80	33 60	30 80	42 70	44 80	47 60	14
15	40 50	36 0	33 0	45 75	48 0	51 0	15
16	43 20	38 40	35 20	48 80	51 20	54 40	16
17	45 90	40 80	37 40	51 85	54 40	57 80	17
18	48 60	43 20	39 60	54 90	57 60	61 20	18
19	51 30	45 60	41 80	57 95	60 80	64 60	19
20	54 0	48 0	44 0	61 0	64 0	68 0	20
21	56 70	50 40	46 20	64 5	67 20	71 40	21
22	59 40	52 80	48 40	67 10	70 40	74 80	22
23	62 10	55 20	50 60	70 15	73 60	78 20	23
24	64 80	57 60	52 80	73 20	76 80	81 60	24
25	67 50	60 0	55 0	76 25	80 0	85 0	25
26	70 20	62 40	57 20	79 30	83 20	88 40	26
27	72 90	64 80	59 40	82 35	86 40	91 80	27
28	75 60	67 20	61 60	85 40	89 60	95 20	28
29	78 30	69 60	63 80	88 45	92 80	98 60	29
30	81 0	72 0	66 0	91 50	96 0	102 0	30
31	83 70	74 40	68 20	94 55	99 20	105 40	31

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

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

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

## APPENDIX III (F)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1956, to Daily-paid workers in the Motor Transport Trade

No. of Days	Class A Class B Class D	Class C	Class E Class G	Class F	Class H	Class K	No. of Days
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	2 87½	2 50	2 12½	2 25	2 0	1 26½	½
1	5 75	5 0	4 25	4 50	4 0	2 53	1
2	11 50	10 0	8 50	9 0	8 0	5 6	2
3	17 25	15 0	12 75	13 50	12 0	7 59	3
4	23 0	20 0	17 0	18 0	16 0	10 12	4
5	28 75	25 0	21 25	22 50	20 0	12 65	5
6	34 50	30 0	25 50	27 0	24 0	15 18	6
7	40 25	35 0	29 75	31 50	28 0	17 71	7
8	46 0	40 0	34 0	36 0	32 0	20 24	8
9	51 75	45 0	38 25	40 50	36 0	22 77	9
10	57 50	50 0	42 50	45 0	40 0	25 30	10
11	63 25	55 0	46 75	49 50	44 0	27 83	11
12	69 0	60 0	51 0	54 0	48 0	30 36	12
13	74 75	65 0	55 25	58 50	52 0	32 89	13
14	80 50	70 0	59 50	63 0	56 0	35 42	14
15	86 25	75 0	63 75	67 50	60 0	37 95	15
16	92 0	80 0	68 0	72 0	64 0	40 48	16
17	97 75	85 0	72 25	76 50	68 0	43 1	17
18	103 50	90 0	76 50	81 0	72 0	45 54	18
19	109 25	95 0	80 75	85 50	76 0	48 7	19
20	115 0	100 0	85 0	90 0	80 0	50 60	20
21	120 75	105 0	89 25	94 50	84 0	53 13	21
22	126 50	110 0	93 50	99 0	88 0	55 66	22
23	132 25	115 0	97 75	103 50	92 0	58 19	23
24	138 0	120 0	102 0	108 0	96 0	60 72	24
25	143 75	125 0	106 25	112 50	100 0	63 25	25
26	149 50	130 0	110 50	117 0	104 0	65 78	26
27	155 25	135 0	114 75	121 50	108 0	68 31	27
28	161 0	140 0	119 0	126 0	112 0	70 84	28
29	166 75	145 0	123 25	130 50	116 0	73 37	29
30	172 50	150 0	127 50	135 0	120 0	75 90	30
31	178 25	155 0	131 75	139 50	124 0	78 43	31

*A Correction in July 1956 issue of the Gazette*

"In Monthly-Paid Workers" in the caption of Appendix III F of the July 1956 Labour Gazette should read as "to Daily-Paid Workers".

## APPENDIX IV (A)

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 1956, to monthly paid workers in the Motor Transport Trade**

No. of Days	Class A		Class B		Class C		Class D		Class E		Class F		Class G		Class H		Class I		Class J		Class K		No. of Days
	Rs.	c.																					
1	2	61	2	43	2	29	2	61	1	96	2	1	1	80	1	62	1	80	2	36	1	36	1
1	5	22	4	85	4	57	5	22	3	93	4	2	3	61	3	24	3	61	4	72	2	71	1
2	10	44	9	70	9	15	10	44	7	85	8	4	7	21	6	47	7	21	9	44	5	43	2
3	15	67	14	56	13	72	15	67	11	78	12	6	10	82	9	71	10	82	14	16	8	14	3
4	20	89	19	41	18	30	20	89	15	70	16	7	14	43	12	95	14	43	18	87	10	85	4
5	26	11	24	26	22	87	26	11	19	63	20	9	18	4	16	19	18	4	23	59	13	56	5
6	31	33	29	11	27	44	31	33	23	56	24	11	21	64	19	42	21	64	28	31	16	28	6
7	36	56	33	96	32	2	36	56	27	48	28	13	25	25	22	66	25	25	33	3	18	99	7
8	41	78	38	81	36	59	41	78	31	41	32	15	28	86	25	90	28	86	37	75	21	70	8
9	47	0	43	67	41	17	47	0	35	33	36	17	32	47	29	13	32	47	43	47	24	42	9
10	52	22	48	52	45	74	52	22	39	26	40	19	36	7	32	37	36	7	47	19	27	13	10
11	57	44	53	37	50	31	57	44	43	19	44	20	39	68	35	61	39	68	51	90	29	84	11
12	62	67	58	22	54	89	62	67	47	11	48	22	43	29	38	84	43	29	56	62	32	56	12
13	67	89	63	7	59	46	67	89	51	4	52	24	46	90	42	8	46	90	61	34	35	27	13
14	73	11	67	93	64	4	73	11	54	96	56	26	50	50	45	32	50	50	66	6	37	98	14
15	78	33	72	78	68	61	78	33	58	89	60	28	54	11	48	56	54	11	70	78	40	69	15
16	83	56	77	63	73	19	83	56	62	81	64	30	57	72	51	79	57	72	75	50	43	41	16
17	88	78	82	48	77	76	88	78	66	74	68	31	61	33	55	3	61	33	80	21	46	12	17
18	94	0	87	33	82	33	94	0	70	67	72	33	64	93	58	27	64	93	84	93	48	83	18
19	99	22	92	19	86	91	99	22	74	59	76	35	68	54	61	50	68	24	89	65	51	55	19
20	104	44	97	4	91	48	104	44	78	52	80	37	72	15	64	74	72	15	94	37	54	26	20
21	109	67	101	89	96	6	109	67	82	44	84	39	75	76	67	98	75	76	99	9	56	97	21
22	114	89	106	74	100	63	114	89	86	37	88	41	79	36	71	21	79	36	103	81	59	69	22
23	120	11	111	59	105	20	120	11	90	30	92	43	82	97	74	45	82	97	100	53	62	40	23
24	125	33	116	44	109	78	125	33	94	22	96	44	86	58	77	69	86	58	113	24	65	11	24
25	130	56	121	30	114	35	130	56	98	15	100	46	90	19	80	93	90	19	117	96	67	82	25
26	135	78	126	15	118	93	135	78	102	7	104	48	93	79	84	16	93	79	122	68	70	54	26
27	141	0	131	0	123	50	141	0	106	0	108	50	97	40	87	40	97	40	127	40	73	25	27
28	149	46	138	86	130	91	149	46	112	36	115	1	103	25	92	65	103	25	135	5	77	65	28
29	157	92	146	72	138	32	157	92	118	72	121	52	109	10	97	90	109	10	142	70	82	5	29
30	166	38	154	58	145	73	166	38	125	8	128	3	114	95	103	15	114	95	150	35	86	45	30
31	174	84	162	44	153	14	174	84	131	44	134	54	120	80	108	40	120	80	158	0	90	85	31

*A Correction in July 1956 issue of the Gazette*

\* "Daily-paid workers" in the caption of Appendix IVA of the July 1956 Labour Gazette should read as "Monthly-Paid Workers".

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