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CEYLON LABOUR GAZETTE

VOLUME IV No. 9

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SOME OBSERVATIONS ON THE TRAINING OF APPRENTICES IN THE UNITED KINGDOM, HOLLAND, FRANCE AND SWITZERLAND

Introductory

ALTHOUGH there are many variations in the methods of training apprentices from country to country and even from industry to industry within a country, it is possible to work out some general points of comparison in the organisation and administration of apprenticeship programmes in these western countries. Such a comparison would help to emphasise some of the essential points in the broad pattern of apprenticeship. Such a comparison too, it is hoped, would be useful for those interested in organising an apprenticeship programme in Ceylon because it would emphasise the cardinal points on which apprenticeship in western Europe has depended for its success, and without which any apprenticeship programme would not work quite satisfactorily.

2. One of the chief broad characteristics in this respect is that the training of apprentices in these countries has not been conceived of as a purely technical question to be dealt with by each industrial establishment for the purpose of meeting its individual requirements of skilled workers, but has been conceived of on a national basis as a problem involving on the one hand the development of the national economy and on the other the joint interests of employers and workers. Within this broad conception of apprenticeship it has therefore been possible for the Governments in these countries in varying degrees to evoke the co-operation of representatives of employers and workers to implement methods of training which do not confine themselves purely to technical skill but embrace questions such as those of vocational guidance in the pre-apprenticeship stage and supplementary education during the period of apprenticeship.

3. Another condition for the successful operation of an apprenticeship programme is the concentration of population and training facilities within a given area. Such concentration obtains in these western countries for the most part because they are more highly industrialised than Ceylon is or could ever hope to be. It is still true that concentration to such a degree does not generally exist in rural areas as they do in the urban areas; but to meet this handicap training in agricultural engineering and rural handicrafts is generally given at scattered rural centres by means of intensive courses.

4. It is also true that in these Western countries the political education of the peoples has made them more alert to questions of civic responsibility and national interests. It is perhaps this combination of concern for national economic development and for the inculcation of a sense of civic responsibility that has, especially in the post-war period, tended to kindle collective interest in these countries in promoting schemes of national economic development. It has there been generally appreciated that the programmes for training apprentices meet the requirements of skilled workers necessary for the building up of the national economy.

5. It may be well at once to admit that although there may be the need in Ceylon for organising and administering programmes for the training of apprentices at least for the more important branches of industry, the demand for such training schemes would require to be nurtured by propaganda and persuasion before such collective co-operation as is necessary for their successful working could be evoked.

The United Kingdom

6. There is a long tradition of apprenticeship both formal and informal in the United Kingdom. Apprenticeship agreements are generally formed between organisations of employers and workers, and each industry by negotiation determines the appropriate methods of training for each of the skilled occupations found in that industry. As a consequence of this procedure, apprenticeship conditions in most industries in the United Kingdom are operated by voluntary machinery and there are no official bodies responsible as such for the supervision of training. There is however much co-operation between industrial organisations and the Government Departments concerned with young persons, namely, the Education Authorities and the Vocational Guidance, Employment and Labour Inspection Services. It is the policy of the Ministry of Labour and National Service to urge each industry to establish, by joint agreement, standards of employment for its young workers; to appoint qualified persons responsible for the recruiting, training and welfare of young workers and, where appropriate, apprentice supervisors; and to work out plans for close collaboration with the Education Authorities. As a result National Joint Apprenticeship and Training Councils have been established by a considerable number of sections of Industry in order to set up standards for National Apprenticeship Schemes, to co-ordinate and provide for the supervision of training and to co-operate with the Government Authorities and Services concerned.

7. The United Kingdom is perhaps one of the best examples of a country in Western Europe where apprenticeship is conceived of as being a form of training young persons to be skilled workers and responsible citizens at the same time. There is at every stage the conception that education and training go together and that in any form of apprenticeship there should be both technical and general education so as to remove any bar there might otherwise be to the promotion of young workers from one rank of industry to another.

8. Technical education as well as general education in England is conducted for the most part by Local Education Authorities. On the average about 60 per cent. of the expenses for education is met in the form of a State subsidy and the balance 40 per cent. is met by local

rates ; the contribution of the State for higher technological education goes up to 75 per cent. A necessary result of subsidisation by the State is a certain degree of State control, which is exercised mainly through State Authorities having to approve classes of instruction, but generally there is no interference by the State with the curricula or the syllabuses.

9. There is also the recognition that technical education should be related to the needs of Industry ; hence joint consultation is worked out through Governing Bodies set up by Local Education Authorities and through Advisory Committees for different courses of instruction. As regards education for professions such as the engineering profession, consultation is maintained through the relevant professional institutions. The tendency since the 1944 Education Act has been for the secondary schools to provide a broader basis of general education and to leave the actual industrial or technical training to be done by private industry itself. This tendency has been strengthened by the growing realisation and demand of Industry that the centre of industrial training should be the factory itself.

10. Owing to the high stage of development of Trade Unionism in England, both on the employers' side and on the workers' side, it has been possible through National Joint Advisory Councils to formulate by Agreement for most industries national schemes of training which set out the main principles and which are worked out in detail with local variations by local Joint Advisory Committees. Active consultation takes place at national and local levels between officials of the Ministries of Labour and of Education on the one hand and representatives of employers and workers on the other in working out these schemes. Perhaps the best example in recent times of this type of collaboration has been the setting up of the National Youth Employment Service where on the Central Youth Employment Executive function representatives of the Ministries of Education and of Labour together with representatives of workers and employers. A local Youth Employment Officer is always in contact with the local Joint Apprenticeship and Training Committee in providing not only vocational guidance and information about careers in industry but also in helping to place young persons in apprenticeship and to review their progress.

Holland

11. The Law regarding technical training in Holland makes provision for a private voluntary system of apprenticeship for skilled trades. Under this law associations and professional institutions are recognised as corporate bodies which may assume the responsibility for setting up and administering an apprenticeship system within the framework of the laws and regulations prescribed and, where applicable, of the collective agreements. The Vocational Education Act also makes a deliberate distinction between training in schools and training by apprenticeship in private plants ; and the view taken by the Legislature in that country is that the training in school is essential and deserves preference. Training through apprenticeship in a private undertaking is considered secondary, that is, as supplementary for specified trades, places and individual cases in which complete training at school would not be practicable. Technical Schools in Holland provide on the whole more specialised instruction than those in England partly because private industry in Holland has not stressed to the same extent as it has done in England that the factory should

be the centre of industrial training. It must, however, be added that further specialisation (that is beyond the instruction in the technical schools) is continued through training within the factories.

12. Two points of similarity, however, stand out between Holland and the United Kingdom in relation to technical education or apprenticeship. There is in Holland a growing realisation, in keeping with modern changes, that education for citizenship should go hand in hand with technical education. Thus, for example, the 1921 Act defined trade instruction as aiming at "continuing the general education of pupils and at the same time preparing them for trades, industry, navigation, domestic occupations, and on farm work and the needle trades". There is also the principle of joint consultation with industry through representation on the Governing Boards of technical schools.

13. It must not be thought that the Government plays no active part in the control of apprenticeship because it is administered through private institutions on a voluntary basis. The Act regarding technical instruction contains details regarding the clauses to be included in the contract of apprenticeship. These clauses cover the duration of the contract, the period of probation, the programme of training to be followed, supplementary school attendance, the obligations of the employer apprentice and his legal guardian, reasons for the termination of the contract and compensation payable in case of illegal termination of such contract.

14. One significant characteristic of apprenticeship in Holland is the appointment of the Controller of Apprenticeship. This person is usually a paid servant of the Association sponsoring the training of apprentices in the industry and is generally a man of sound practical knowledge of the techniques of production in that industry. It is his responsibility to visit periodically the firms belonging to his Association where apprenticeship training is undertaken, countersign the workbook of the apprentice which contains a record of his training progress, advise employers on the day-to-day problems of training as and when they arise, and in cases of dispute either settle them or transfer apprentices from one firm to another or even recommend the cancellation of the contract of apprenticeship where no remedy proves effective. These Controllers of Apprenticeship work in close co-ordination with officers of the Technical Education Department of the Inspector-General of Education. In many trades Associations of Employers lay down minimum standards of training and the State subsidises these Associations on the understanding that such minimum requirements would be complied with. Controllers of Apprenticeship are, therefore, responsible to their respective Associations to see that these standards are adhered to within each member firm while the officers of the Inspector-General see to it that the subsidies are paid only in respect of those firms which afford proper facilities for training.

15. In Holland also the Youth Employment Service plays its part in linking up technical education classes with practical training under private apprenticeship schemes. Emigration and military service handicap, in Holland perhaps to the greatest extent, the placing of young persons in apprenticeship; and the fatigue of evening classes (four evenings a week in winter months) tends to deter young persons either from entering into written contracts of apprenticeship or from completing their period of apprenticeship. But at the same time the Dutch are faced with the problems of a shortage of skilled workers

and an over-supply of unskilled workers. The Youth Employment Service seeks to divert the stream of young persons into skilled trades so as not to cause an over-supply of, or disharmony amongst, skilled workers and at the same time to maintain a certain degree of mobility of skilled workers within groups of related occupations.

16. The Dutch are also faced with the post-war economic problems created by an increasing population—and growing industrialisation has been felt to be the only way out. Population in the technical schools in the post-war period has doubled in Holland since 1927. This might probably have been due to the policy of encouraging school-leavers to sign contracts of apprenticeship: in 1951 there were approximately 25,000 apprentices under such contracts. To meet the problems of growing industrialisation as a remedy for the increasing population, the Government in Holland has in recent times concentrated its attention mainly on the following two points:

- (a) improving standards of training within the factory, and
- (b) providing free compulsory evening classes with pay to the apprentices.

France

17. In Holland the State generally does not intervene in systems of training which are not covered by a written agreement and for which no subsidies are paid. In France, however, the principle of State intervention is carried to a further extent. This is so because the policy of protection of young persons is one of the cardinal points in the "doctrine Juridique" of French philosophy. There are two rather sharply defined divisions of technical colleges in France—(a) Colleges techniques for the training of supervisory technicians and very highly skilled workers "for example electricians"; and (b) "centres d'apprentissage" or apprenticeship centres for the training of skilled workers or mechanics. Schemes of training for each industry are embodied in collective agreements arrived at by joint consultation with organisations representative of employers and workers, but the enforcement of these schemes and the conduct of examinations for the certificates of apprenticeship and training are the responsibility of the Technical Education Department (Direction de l'Enseignement technique). Establishments which undertake their own training schemes are regulated by the law of 25th July, 1919, which stipulates that such firms should provide a Special Training Workshop, Specialised Training Instructors, class rooms and the requisite school equipment. Although one of the marked characteristics of the French educational system is its strong centralisation, the Ministry of Education maintains both at national and "departmental" levels liaison with (i) private industry by the representation of employers and workers on Administrative Councils dealing with apprenticeship (Conseils d'administration de centres d'apprentissage) and (ii) the Ministry of Labour, for the purpose of determining the training needs of each industry and of the country as a whole.

18. It is, no doubt, true that education in France was traditionally conceived of as having for its mission the education of the "intellectual elite of the nation". The many preparatory schools still in existence, the fact that school fees are rather high, the numerous examinations and the minutely elaborated study programmes preserve the traditional

character of the French schools as being primarily "scholarly schools". Intelligence tests, the selective principle, the cultivation of the intellect, the imparting of rational knowledge and logical training characterise the French educational system and extend their influence also to the practical vocational training of the working youth. But in the France of today Technical Schools are no longer looked down upon since everybody is convinced that there is a great need for vocational education: the Technical High School Diploma, introduced in 1946, has now taken its place with the other "Baccalaureats". But the French School Reform Plan of 1947 has not yet been fully realised. Large funds have to be appropriated by the State to pay for the additional teachers and the new school rooms required by the extension of the school leaving age and the reduction of the average number of pupils in a class room.

Switzerland

19. It might seem strange that the regulation and control of conditions governing the training of apprentices is perhaps most complete in the Confederation of Switzerland. The administration of apprenticeship is undertaken by its Cantons but the Federal Vocational Training Act, which came into force in 1933, enacts the principles to be followed; this is so because apprenticeship and vocational training in general is considered to be a question of national interest and therefore to be safeguarded by Federal Law. The Federal Authorities, in consultation with employers' and workers' organisations, draw up a list of apprenticeable occupations and frame regulations governing in detail the conduct of apprenticeship in those occupations. Any occupation in which skill could be acquired after a period of training of less than one year is not deemed to be an apprenticeable occupation. The Law provides that all apprenticeship, properly so called, should be undertaken on a written contract and that all such written contracts should be registered with the Cantonal Authorities. The Cantonal Authorities in turn accept any such contract only after satisfying themselves that conditions for thorough training exist at that employer's workshop. All apprentices who complete their apprenticeship are required to pass a final examination in order to obtain their Certificate of Competency. In order to standardise the conduct of these final examinations, the Confederation organises courses for the Examiners where they are shown the best methods of assessing the standards of work. By this means the apprentices in any one occupation are judged according to the same standard throughout the country. The Certificate of Competency, which the apprentice obtains on the successful completion of his apprenticeship, confers on him the title of skilled worker and this title is protected by law. It might also be pointed out that the training of apprentices is entrusted to employers in possession of the Master Craftsman's Certificate which again has to be obtained after a period of advanced training and successful completion of the Master Craftsman's Examination. The work of organising this examination has been entrusted to Associations of employers, but the Confederation appoints here too an Examiner to supervise the test and to ensure that the certificate is neither given nor refused without sufficient cause. The title of Master Craftsman, like that of skilled worker, is also protected by law.

20. The organisation of supplementary vocational education is entrusted to the Cantonal Authorities whose responsibility it is to make

adequate arrangements for apprentices to attend such instruction. Attendance is compulsory and the employers are required to send their apprentices to the courses without any deduction from their wages. It must however be pointed out that although vocational instruction in these supplementary classes is deemed an integral part of apprenticeship, it is designed to supplement and not to replace the practical training which the apprentice receives in the employer's workshop ; consequently, in the vocational courses in the school, there is no practical work except for the purpose of demonstration and for illustrating theoretical instruction. The contrast here with the bases of vocational instruction in the schools in Holland might be noted.

Concluding Remarks

21. This brief article has, though very lightly, touched on some of the fundamental questions that would have to be faced when this country begins to consider seriously the problem of organising and improving methods for the training of apprentices in industrial undertakings. Reference has been made to the organising of apprenticeship on the basis of joint consultation leading in turn to collective agreements, as in the case of the United Kingdom, and to legislation for varying degrees of intervention by the State as in the case of Holland, France and Switzerland. It would perhaps be admitted that conditions in Ceylon are not as yet suitable for instituting a programme of apprenticeship on the basis of collective agreements ; it would perhaps be admitted as a corollary, that a legal frame-work should be established within which it might perhaps be possible to evoke the active participation of employers' and workers' representatives for the organisation and development of the training of apprentices. In the actual administration of any apprenticeship programme, there are the alternatives of either allowing private industry to organise, in the first instance, its own system of inspection as in the case of the Controller of Apprenticeship in Holland, or of placing more reliance on State authorities for the inspection and enforcement of apprenticeship regulations as in the case of Switzerland. It would also perhaps be admitted that, with the degree to which minimum wage legislation has advanced in Ceylon, comparatively little scope exists for the play of collective agreements for the regulation of conditions of apprenticeship. On the other hand, it would appear that much has to be done in Ceylon to raise labour to the standards of dignity it has achieved in the West. In France, for example, where up till recent times Logic and Reason appeared to be enthroned, Labour has now been accorded the same dignity as that of Learning ; it may be hoped that, in the not distant future, Ceylon too would succeed in placing the achievement of manual skill on a par with the winning of titles to academic learning. The technical details connected with a particular scheme of training for a particular occupation could be worked out without much difficulty if the correct atmosphere and the facilities are available. The problem in Ceylon is not so much a question of evolving a scheme with technical details complete, but rather in developing the environment in which such a scheme could be implemented with success.

(Contributed by R. L. Gunasekera, B.A. B.Sc. Econ. (Lond.), Assistant Commissioner of Labour. Was a member of a recent I. L. O. Institute on apprenticeship in the United Kingdom, Holland, France and Switzerland.)

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 August 1953 was 105.5, as against 103.1 for July, an increase of 2.4 points.

Registrants for Employment or Better Employment

THE total number of registrants for employment or better employment according to registers of the Employment Exchanges as at the end of June, 1953, and July, 1953, was as given below :—

	June, 1953			July, 1953		
	Males	Females	Total	Males	Females	Total
Technical and Clerical ..	7,247	1,192	8,439	7,155	1,216	8,371
Skilled ..	6,525	494	7,019	6,468	507	6,975
Semi-skilled ..	10,716	2,744	13,460	10,881	2,819	13,700
Unskilled ..	21,091	1,916	23,007	21,228	2,205	23,433
	<u>45,579</u>	<u>6,346</u>	<u>51,925</u>	<u>45,732</u>	<u>6,747</u>	<u>52,479</u>

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

	June, 1953			July, 1953		
	Males	Females	Total	Males	Females	Total
Technical and Clerical ..	77	5	82	131	17	148
Skilled ..	29	1	30	43	—	43
Semi-skilled ..	91	29	120	95	28	123
Unskilled ..	121	47	168	479	74	553
	<u>318</u>	<u>82</u>	<u>400</u>	<u>748</u>	<u>119</u>	<u>867</u>

Strikes

There were 3 strikes in the month of June 1953. They were on rubber plantations involving 137 workers and a loss of 157 man-days.

Arrivals and Departures of Indian Estate Labourers

IN August 1953, there was an excess of departures over arrivals of Indian estate labourers in the Island amounting to 417. Generally there is an excess of departures over arrivals for the first five months of the year, while for the rest of the year there is normally an excess of arrivals over departures.

Wage Rates

THE minimum wages payable for the month of September, 1953, to workers in the trades to which Part II of the Wages Boards Ordinance has been applied will be slightly higher than those in the previous month.

NOTES OF CURRENT INTEREST

ILO Prepares 1954 Technical Assistance Programme for Asian Region

THE International Labour Organization is ascertaining the technical assistance needs of Asian countries during 1954 in labour fields so as to draw up its aid programme for the coming year.

The I. L. O. gives aid, among other things, in the better utilisation of manpower resources, in the improvement of working conditions and in the building up of skilled labour forces for economic development. It is placing increasing emphasis on the need to raise industrial and agricultural productivity as a means of raising living standards. It aids in the development of co-operatives and handicrafts.

It also helps Governments in a variety of fields ranging from the proper maintenance of labour statistics to better industrial relations and improved safety and the reduction of accidents in factories.

ILO Manual for Drivers and Motor Mechanics in Asia

A simplified manual of instruction for motor drivers and mechanics in Asia is being prepared by the International Labour Organization at the request of the Highway Sub-Committee of the United Nations Economic Commission for Asia.

The manual will be fully illustrated and will carry a simple text which can be translated into all Asian languages. It is being prepared by Mr. J. H. Hartzbusch, Motor Maintenance Expert at the I. L. O.'s Asian Field Office at Bangalore.

Mr. Hartzbusch who has had more than 20 years' experience in automobile maintenance and repair in Asian countries, believes that seventy per cent. of motor vehicles in Asia are sent prematurely to the junk heap due to lack of proper care. "It is not a question of normal wear and tear but of innocent neglect because the drivers and motor mechanics do not know any better", he says.

Asian transport organizations in general complain that an excessively large percentage of their vehicles have to be laid up periodically for repair or break-down on the road. It is hoped these instructions, if followed, will help prolong the life and improve the performance of motor vehicles.

(I. L. O. News Service—New Delhi—August 14, 1953.)

Asian Advisory Committee

The Fifth Session of the Asian Advisory Committee of the International Labour Organization will be held on October 2 and 3, 1953, at Nuwara Eliya. The agenda will be as follows:—

1. Living and working conditions of tenants, share-croppers and similar categories of agricultural workers in Asia;
2. Seasonal fluctuations in agricultural and allied employment in Asia;
3. Handicrafts and small scale industries and their importance for combating under-employment in Asia;
4. Fair wages in the construction industry in Asia.

Trade Union Registrations

THE following new Unions were registered under the Trade Unions Ordinance (Cap. 116) in the month of August, 1953.

- 536 United Agricultural Demonstrators Union.
- 537 Irrigation Technical Assistants Union.
- 538 Negombo Municipal Staffs' Union.
- 539 West Ceylon Government Arabic-Tamil Teachers' Union.
- 540 Lanka Eksath Kamkaru Peramuna.

CONSOLIDATED DECISIONS OF WAGES BOARDS

XIV—The Match Manufacturing Trade

The original decisions in respect of the Match Manufacturing Trade made by the Wages Board for that trade came into force on June 1, 1947. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette* No. 9,708 of May 30, 1947. Decisions varying the earlier decisions were published in notifications appearing in *Gazette* No. 9,840 of March 12, 1948, No. 9,881 of June 25, 1948, *Gazette Extraordinary* No. 10,229 of March 30, 1951, *Gazette* No. 10,247 of May 11, 1951 and *Gazette Extraordinary* No. 10,542 of June 29, 1953.

DECISIONS

Part I.

Direction under section 20 (2) (b)

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

Decisions of Wages Boards, consolidated for easy reference, will be continued as a series in this *Gazette*.

Note by the Editor.

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

Intervals at which Wages shall be paid (Section 23 (1).)

Wages shall be paid fortnightly and within 5 days of the end of the fortnight.

Definition of a Normal Working Day (Section 24).

The number of hours constituting a normal working day (inclusive of one hour for a meal) shall be—

on any day other than a Saturday	..	..	9
on a Saturday	..	..	6½

PART II

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

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

1	2	3 Rate of Special Allowance for a Normal Working Day in any Month		
		(a)	(b)	(c)
Class of Work	Basic Rate for a Normal Working Day	Where the cost of living index number for the preceding month is 100·1, the special allowance shall be—	Where the cost of living index number for the preceding month is 100·0, the special allowance shall be—	Where the cost of living index number for the preceding month is above 100·1 or below 100·0 the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively

For Men		For Women		For Men		For Women		For Men		For Women	
Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.

A.—Adults (18 years and over):—

Grade I—

Splint chopping by machine driver; peeling splints, rims, outside veneers and bottom veneers by machine driver; sharpening knives and tools by machine driver; filling frames by machine driver; dipping of sticks in chemical composition by machine driver; frictioning by machine driver; mixing composition for match head by mixer; paper slitting by machine driver; the work of an overseer or kangany; box filling by machine driver

..	1 80	..	1 44	..	1 43	..	1 33	..	1 40	..	1 30	..	03	..	03
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3
Rate of Special Allowance for a
Normal Working Day in any Month

Class of Work	Basic Rate for a Normal Working Day		(a) Where the cost of living index number for the preceding month is 100·1, the special allowance shall be—		(b) Where the cost of living index number for the preceding month is 100·0, the special allowance shall be—		(c) Where the cost of living index number for the preceding month is above 100·1 or below 100·0 the rate of special allowance prescribed in the preceding column 3 (a) shall be increased or the rate of special allowance prescribed in the preceding column 3 (b) shall be decreased, as the case may be, for each complete unit of 1·8 points by which the index number exceeds 100·1 or falls short of 100·0 (no account being taken of any fraction of that unit), by an amount computed at the rates set out hereunder as illustrated in Tables I and II below respectively	
	For Men Rs. c.	For Women Rs. c.	For Men Rs. c.	For Women Rs. c.	For Men Rs. c.	For Women Rs. c.	For Men Rs. c.	For Women Rs. c.

Grade II—

Cross-cutting by hand; cross cutting by machine driver; splint levelling; cutting outside, rim and bottom veneers by cutter; inner box making by machine; sharpening knives and tools by machine by helper; paraffining by hand; emptying frames; side painting of boxes; checking filled boxes; banded rolling by machine (driver); mixing composition for painting sides of boxes; outer box making by machine; feeding boxes by machine for box filling; dipping sticks in chemical composition by hand	1 40 ..	1 12 ..	1 43 ..	1 33 ..	1 40 ..	1 30 ..	03 ..	03
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Grade III—

The work (in the Match Manufacturing Trade) of all workers not specified in Grade I or Grade II above other than the work of a watcher	1 24 ..	1 0 ..	1 33 ..	1 21 ..	1 30 ..	1 18 ..	03 ..	03
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Grade IV—

The work of a watcher	1 50 ..	—	1 43 ..	—	1 40 ..	—	03 ..	—
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Irrespective of Sex Rs. c.	Irrespective of Sex Rs. c.	Irrespective of Sex Rs. c.	Irrespective of Sex Rs. c.
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B.—Young Persons :—

Grade I—

Over 14 years and under 17 years	0 85 ..	0 85 ..	0 84 ..	01
17 years and over but under 18 years	1 15 ..	1 4 ..	1 2 ..	02

Grade II—

Over 14 years and under 17 years	0 70 ..	0 85 ..	0 84 ..	01
17 years and over but under 18 years	0 90 ..	1 4 ..	1 2 ..	02

Grade III—

Over 14 years and under 17 years	0 60 ..	0 85 ..	0 84 ..	01
17 years and over but under 18 years	0 80 ..	1 4 ..	1 2 ..	02

Table I

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

Index Number	Grades I, II and IV		Grade III		Young persons	
	For Men	For Women	For Men	For Women	Over 14 years and under 17 years	17 years and over but under 18 years
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.
100·1-101·8	1 43	1 33	1 33	1 21	0 85	1 4
101·9-103·6	1 46	1 36	1 36	1 24	0 86	1 6
103·7-105·4	1 49	1 39	1 39	1 27	0 87	1 8
105·5-107·2	1 52	1 42	1 42	1 30	0 88	1 10
107·3-109·0	1 55	1 45	1 45	1 33	0 89	1 12

Table II

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

100·0-98·3	1 40	1 30	1 30	1 18	0 84	1 2
98·2-96·5	1 37	1 27	1 27	1 15	0 83	1 0
96·4-94·7	1 34	1 24	1 24	1 12	0 82	0 98
94·6-92·9	1 31	1 21	1 21	1 9	0 81	0 96
92·8-91·1	1 28	1 18	1 18	1 6	0 80	0 94

Part III

Overtime Rate

In respect of each hour of work in excess of the normal working day, the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the minimum daily rate by 8) increased by 50 per cent. of such minimum hourly rate.

Part IV

Weekly Holiday (Section 24)

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

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

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ; and
- (2) that in respect of work done on a Sunday—
 - (a) a worker who has worked for less than 9 hours (inclusive of one hour for a meal) by reason of his unwillingness to work, shall, for each hour that he has worked, be paid $1\frac{1}{2}$ times the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by 8).
 - (b) a worker who has worked for 9 hours (inclusive of one hour for a meal) or for any period that falls short of nine hours by reason of the failure of the employer to provide him with work, shall be remunerated at $1\frac{1}{2}$ times the minimum rate of wages for a normal working day.

- (c) a worker who has worked for more than 9 hours (inclusive of one hour for a meal) shall be remunerated at twice the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by 8) for each hour of work in excess of 9 hours.

Annual Holidays (Section 25).

1. (a) If a male worker has been in continuous employment and has worked under the same employer for more than 232 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 4 days by which the number of days on which the worker has worked exceeds 232: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

(b) If a female worker has been in continuous employment and has worked under the same employer for more than 204 days in any year (hereinafter called the "qualifying year"), she shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of 4 days by the number of days on which the worker has worked exceeds 204: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 260 days.

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

- (a) every holiday allowed by the employer to the worker under section 25 at any earlier time in any year under consideration;
- (b) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance;
- (c) every day of absence on any grounds approved by the employer;
- (d) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment;
- (e) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 117);
- (f) every day on which the employer fails to provide work for the worker; and
- (g) every day of absence due to a strike or lockout that is not illegal and that does not continue for more than 30 days;

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

2. A worker shall be allowed and shall take the holidays to which he is entitled on consecutive days.

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

4. Where a worker leaves of his own accord or is discontinued or dismissed from employment, he shall, at the time of such leaving, discontinuance or dismissal, be paid one day's wage for each holiday to which he was entitled at the date of such leaving, discontinuance or dismissal.

5. The remuneration for each holiday shall be the average daily wage of the worker obtained by dividing the total wage (excluding overtime and bonuses) earned by the worker for the days on which he has actually worked in the last 60 days of the qualifying year by the number of such days.

6. The remuneration due to a worker in respect of his holiday or holidays shall be paid to him before such holiday or holidays but not earlier than seven days before such holiday or holidays.

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

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

TABLE I—COST OF LIVING INDEX NUMBERS

A

Colombo Working Class

Base : November, 1938-April, 1939=100

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

Base : November, 1942 = 100

Index Number
Nov., 1942
= 100

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

B

Colombo Consumers' Price Index

Base Average Prices 1952=100

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

INDEX NUMBERS

1953—												
January	..	102.29	..	96.42	..	101.30	..	86.08	..	100.16	..	100.1
February	..	101.47	..	97.58	..	101.30	..	84.22	..	100.45	..	99.5
March	..	101.32	..	97.58	..	101.30	..	83.55	..	97.01	..	98.7
April	..	102.86	..	96.42	..	101.30	..	83.49	..	97.28	..	99.6
May	..	104.53	..	96.77	..	101.30	..	83.38	..	97.36	..	100.7
June	..	106.99	..	97.12	..	101.30	..	83.52	..	97.49	..	102.3
July	..	108.22	..	100.00	..	101.30	..	83.10	..	97.30	..	103.1
August	..	111.83	..	101.15	..	101.30	..	82.49	..	98.31	..	105.5

TABLE II—COST OF LIVING INDEX NUMBERS—ESTATE LABOUR

Base : July-September, 1939=100

GROUPS OF HOUSEHOLD EXPENDITURE

Year	Food	Clothing	Fuel and Light	Miscellaneous	Final Index Number
Group Weights	64	12	8	16	

INDEX NUMBERS

Base : July-September, 1939 = 100

(July-Sept., 1939 = 100)

1939	100	100	100	100	100
1940*	106	113	107	105	107
1941	119	126	108	115	119
1942†	160	139	117	135	150

Base : October, 1942 = 100

Index Number
October, 1942
= 100

Group Weights	701	119	14	166	
1943*	108	149	104	118	115
1944	110	202	105	114	122
1945	115	196	104	137	128
1946	118	214	106	131	131
1947	124	220	112	139	138
1948	142	224	112	128	149
1949	154	182	111	126	152
1950	164	162	108	134	158
1951	165	213	108	144	166
1952	158	213	111	165	165

1952—

January	162	236	111	167	171
February	162	237	111	164	171
March	161	236	111	169	171
April	157	232	111	175	168
May	151	227	111	162	161
June	148	225	111	165	159
July	151	213	111	161	159
August	152	201	111	163	159
September	158	194	111	171	164
October	164	189	111	169	167
November	164	184	111	157	164
December	170	184	111	152	168

1953—

January	171	178	111	151	168
February	172	171	111	152	168
March	175	172	111	151	170
April	170	168	111	145	165
May	169	167	111	145	164
June †	—	—	—	—	—

* Average for 9 months only.

† Average for 10 months only.

‡ The publishing of this index number has been stopped.

TABLE III—WAGES INDEX NUMBERS

Tea and Rubber Estate Labourers and Unskilled Workers in Government Employment

A

BASE : 1939=100

Year	Tea and Rubber Estate Workers			Unskilled 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
	Rate of Wages	Rate No.				
	Rs. c.			Rs. c.		
1939 .. — ..	41	100	100	16.64	100	100
1940 .. — ..	41	100	93	16.64	100	96
1941 .. — ..	45	109	92	18.45	111	98
1942 .. — ..	68	165	110	24.23	145	97
1943 .. — ..	83	201	101	28.98	174	96
1944 .. — ..	87	212	101	34.03	204	110
1945 .. — ..	1.00	244	110	41.92	252	123
1946 .. — ..	1.15	279	122	68.52	412	194
1947 .. — ..	1.20	293	123	75.74	455	195
1948 .. — ..	1.29	313	121	78.16	470	195
1949 .. — ..	1.31	320	121	77.81	468	196
1950 .. — ..	1.53	372	136	83.11	499	198
1951 .. — ..	1.90	453	157	89.79	540	206
1952 .. — ..	1.92	458	160	89.79	540	207
1952 .. January ..	1.97	469	158	91.64	551	205
February ..	1.97	469	158	92.44	556	210
March ..	1.97	469	158	91.24	548	212
April ..	1.97	469	161	89.24	536	207
May ..	1.94	462	165	89.24	536	209
June ..	1.90	452	164	88.04	529	205
July ..	1.87	445	161	89.04	535	209
August ..	1.87	445	161	88.64	533	209
September ..	1.87	445	157	87.84	528	205
October ..	1.90	452	156	88.84	534	205
November ..	1.94	462	162	90.04	541	204
December ..	1.92	457	157	91.24	548	208

B

BASE : 1952=100

1953 .. January ..	1.95	101.56	101.46	91.04	101.39	101.29
February ..	1.95	101.56	102.07	90.24	100.50	101.01
March ..	1.95	101.56	102.90	91.04	101.39	102.73
April ..	1.95	101.56	101.97	91.04	101.39	101.80
May ..	1.92	100.00	99.30	91.04	101.39	100.69
June ..	1.90	98.96	96.74	91.04	101.39	99.11
July ..	1.95	101.56	98.51	91.04	101.39	98.34
August ..	1.97	102.60	97.25	91.04	101.39	96.10

TABLE IV

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

Year	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939 ..	3,712 ..	11,964 ..	5,034 ..	5,967 ..	26,677
1940 ..	4,784 ..	31,180 ..	4,800 ..	4,981 ..	27,645
1941 ..	5,274 ..	8,882 ..	2,351 ..	3,951 ..	20,458
1942 ..	6,589 ..	9,411 ..	1,882 ..	1,451 ..	19,333
1943 ..	2,232 ..	2,872 ..	1,912 ..	1,869 ..	8,935
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 January ..	6,050 ..	8,211 ..	12,899 ..	26,822 ..	53,982
February ..	6,156 ..	8,067 ..	12,984 ..	26,286 ..	53,493
March ..	6,260 ..	7,795 ..	12,748 ..	25,319 ..	52,122
April ..	6,146 ..	7,548 ..	12,379 ..	24,396 ..	50,469
May ..	5,823 ..	7,100 ..	11,656 ..	23,534 ..	48,113
June ..	5,992 ..	7,010 ..	12,122 ..	23,896 ..	49,020
July ..	†6,370 ..	†7,247 ..	†12,799 ..	†24,625 ..	†51,041
August ..	6,345 ..	†7,232 ..	†12,910 ..	24,488 ..	†50,975
September ..	6,494 ..	7,398 ..	13,131 ..	24,618 ..	51,641
October ..	6,498 ..	7,575 ..	13,638 ..	25,081 ..	52,792
November ..	6,452 ..	7,555 ..	13,686 ..	24,870 ..	52,563
December ..	6,883 ..	7,522 ..	13,795 ..	24,823 ..	53,023
1953 January ..	8,104 ..	7,684 ..	14,375 ..	24,859 ..	55,022
February ..	8,424 ..	7,485 ..	14,223 ..	24,300 ..	54,432
March ..	8,810 ..	7,452 ..	14,136 ..	24,085 ..	54,483
April ..	8,752 ..	7,324 ..	13,723 ..	23,377 ..	53,176
May ..	8,493 ..	7,066 ..	†13,524 ..	23,041 ..	†52,124
June ..	8,439 ..	†7,021 ..	†13,458 ..	23,007 ..	51,925
July ..	8,371 ..	6,975 ..	13,700 ..	23,433 ..	52,479

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

† Revised figures.

TABLE V

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

CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Batulla	Batticaloa	Kalmunai	Trincomalee	Amarathapura	Anisawella	Haputale	Matara	Total
1939	26,677	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	26,677
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	27,645
1941	20,458	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942	19,333	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943	8,335	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944	1,053	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	—	1,497	—	—	—	—	21,366*
1946	25,805	1,117	808	993	3,397	726	352	816	119	433	727	—	611	—	—	—	—	36,544†
1947	21,589	2,289	1,643	2,133	4,955	504	430	481	170	490	—	—	—	—	—	—	—	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,139	—	233	—	—	—	—	60,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	—	—	—	60,732
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	2,856	4,350	2,209	537†	886	1,587	569	904	418	1,207	234	323	—	—	—	52,707‡
1952 :-																		
January	33,664	3,408	2,863	4,428	2,199	662	940	1,563	574	936	587	1,430	341	378	—	—	—	53,952
February	33,055	3,363	2,902	4,459	2,096	677	945	1,602	540	900	642	1,543	352	414	—	—	—	53,493
March	32,556	3,207	2,383	4,314	1,981	672	940	1,488	564	911	605	1,105	336	470	—	—	—	52,122
April	31,768	3,219	2,814	4,123	1,613	667	868	1,450	484	831	502	1,416	202	436	—	—	—	50,469

May ..	30,462	3,049	2,701	4,065	1,403	646	832	1,256	561	694	436	1,417	256	335	—	—	—	48,113
June ..	31,190	3,110	2,802	4,141	1,632	550	872	1,188	574	578	412	1,357	251	333	—	—	—	49,020
July ..	31,709	3,236	2,894	4,194	1,918	583	943	1,201	664	608	434	1,182	303	409	753†	—	—	51,041‡
August ..	31,973	3,266	2,939	4,066	1,804	648	1,015	1,247	704	569	391	848	319	414	712‡	—	—	50,975‡
September	32,033	3,275	3,046	3,852	2,336	505	1,020	1,236	724	520	423	793	326	408	934	—	—	51,641
October ..	32,559	3,235	3,139	3,731	2,733	604	1,072	1,345	753	533	416	986	287	402	942	—	—	52,792
November	32,003	3,130	3,219	3,598	3,060	587	1,071	1,338	844	592	387	1,118	260	409	892	—	—	52,563
December	32,124	3,023	3,263	3,381	3,730	547	1,102	1,435	909	663	422	992	252	437	678	—	—	53,023
1953 :—																		
January ..	32,853	3,054	3,411	3,317	4,229	621	1,240	1,580	960	735	516	1,054	268	509	675	—	—	55,022
February	33,023	3,033	3,425	3,122	3,677	623	1,237	1,604	953	750	555	904	231	555	685	—	—	54,432
March ..	33,149	3,255	3,503	3,056	3,674	646	1,227	1,533	919	793	493	772	275	552	626	—	—	54,433
April ..	32,557	3,212	3,313	2,833	3,618	679	1,177	1,469	914	939	400	626	264	536	539	—	—	53,176
May ..	31,893	3,089	3,291	2,879	3,534	724‡	1,164	1,411	950	1,098	343	569	230	487	462	—	—	52,124‡
June ..	31,695	2,971	3,507	2,914	3,592	625‡	1,133	1,332	905	1,121‡	328	824	234	487	412	—	—	51,025
July ..	31,933	2,974	3,374	2,363	3,470	647	1,277	1,311	1,046	470	243	632	251	492	434	648	809	52,479

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

†Total includes 141 registered at Matugama, 254 at Chillaw, and 240 at Avisawella.

‡These Exchanges functioned only during 1945 and 1946.

§Revised figures.

TABLE VI

Table showing the number of Persons placed in employment since 1939

Year		Technical and Clerical	Skilled	Semi-Skilled	Unskilled	Total
1939	..	—	—	—	—	2,583
1940	..	—	—	—	—	5,089
1941	..	—	—	—	—	9,071
1942	..	—	—	—	—	8,129
1943	..	—	—	—	—	4,170
1944	..	—	—	—	—	1,875
1945	..	869	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	5,778	10,779
1951	..	2,019	1,546	1,867	5,874	11,306
1952	..					
	January	248	181	197	425	1,051
	February	218	208	179	551	1,156
	March	248	164	158	482	1,052
	April	224	104	66	371	765
	May	161	125	115	407	808
	June	217	173	103	416	909
	July	254	151	193	507	1,105
	August	290	214	192	466	1,162
	September	209	155	189	802	1,355
	October	375	171	202	480	1,228
	November	443	95	166	365	1,069
	December	220	61	127	385	793
1953	..					
	January	217	97	185	275	774
	February	146	78	137	158	519
	March	202	51	168	200	621
	April	62	23	120	172	377
	May	130	97	102	251	580
	June	82	30	120	168	400
	July	148	43	123	553	867

TABLE VII

Table showing the Number of Persons registered and the Number Placed in Employment during the Month of July, 1953

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
	Colombo	484	69	418	27	596	60	1,493	281	2,991	437
Negombo	26	5	28	2	68	1	75	4	197	12
Kalutara	57	6	32	—	107	—	147	3	343	9
Galle	72	11	33	1	144	14	542	83	791	109
Kandy	65	10	41	3	217	22	129	8	452	43
Nawalapitiya	17	4	5	—	33	—	40	12	95	16
Kurunegala	25	5	12	—	66	1	27	1	130	7
Jaffna	75	15	12	1	46	1	32	11	165	28
Batnapura	34	3	14	—	53	9	35	3	136	15
Badulla	6	2	4	—	21	1	39	16	70	19
Batticaloa	10	15	5	2	9	1	43	40	67	58
Kalmunai	11	—	47	6	36	2	146	53	240	61
Trincomalee	23	1	7	1	16	—	10	7	56	9
Anuradhapura	8	—	8	—	26	1	19	2	61	3
Avissawella	11	—	5	—	29	6	64	8	110	14
Haputale	12	—	10	—	20	2	40	21	81	23
Matara	30	2	12	—	31	2	58	—	131	4
Total	966	148	693	43	1,518	123	2,939	553	6,116	867

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	.. 4,859
1944	.. 26	.. 3,648	.. 4,048‡	.. 66†	.. 12,399	.. 26,937
1945	.. 28	.. 3,514	.. 4,285	.. 53	.. 23,875	.. 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
1952 January	.. —	.. —	.. —	.. 3	.. 405	.. 14,792
February	.. 5	.. 807	.. 1,252	.. 4	.. 77	.. 123
March	.. 6	.. 2,964	.. 4,384	.. 2	.. 333	.. 1,120
April	.. 6	.. 266	.. 523	.. 1	.. 82	.. 58
May	.. 3	.. 151	.. 1,266	.. 4	.. 246	.. 399
June	.. 2	.. 99	.. 169	.. 5	.. 485	.. 576
July	.. —	.. —	.. —	.. 3	.. 344	.. 568
August	.. 3	.. 200	.. 272	.. 1	.. 21	.. 64
September	.. 3	.. 271	.. 447	.. 2	.. 67	.. 105
October	.. 1	.. 126	.. 278	.. —	.. —	.. —
November	.. 5	.. 196	.. 529	.. 6	.. 2,024	.. 22,914
December	.. 2	.. 275	.. 289	.. 8	.. 2,034	.. 6,262
1953 January	.. 2	.. 353,091	.. 353,091	.. 6	.. 487	.. 1,374
February	.. 1	.. 21	.. 105	.. 2	.. 82	.. 292
March	.. 6	.. 171	.. 436	.. 5	.. 3,735	.. 1,515
April	.. 3	.. 6,605	.. 67,667	.. 5	.. 1,869	.. 2,538
May	.. 3	.. 604	.. 559	.. 6	.. 606	.. 3,195
June	.. 3	.. 137	.. 157	.. —	.. —	.. —

* 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.

Note.—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
JUNE, 1953, BY INDUSTRIES OR TRADES**

<i>Industry or Trade</i>	<i>Number of Strikes</i>		<i>Number of Workers involved</i>		<i>Number of Man-days lost</i>
Plantations—Tea	—	..	—	—
Rubber	3	..	137	157
Tea-cum-Rubber	—	..	—	—
Coconut	—	..	—	—
Coconut-cum-Rubber	—	..	—	—
Total	3	..	137	157
Engineering	—	..	—	—
Printing	—	..	—	—
Motor Transport	—	..	—	—
Tea Export	—	..	—	—
Rubber Export	—	..	—	—
Coconut Manufacturing	—	..	—	—
Toddy, Arrack and Vinegar	—	..	—	—
Match Manufacturing	—	..	—	—
Plumbago	—	..	—	—
Cinema	—	..	—	—
Dock, Harbour and Port Transport	—	..	—	—
Building Trade	—	..	—	—
Local Government Services	—	..	—	—
Service Institutions	—	..	—	—
Factories, Workshops, &c., run by the State	—	..	—	—
Textile	—	..	—	—
Relief Schemes	—	..	—	—
Wholesale and Retail Distribution	—	..	—	—
Aerated Waters and Ice Manufacturing	—	..	—	—
Beedi Manufacturing	—	..	—	—
Total	—	..	—	—
Grand Total	3	..	137	157

**TABLE X—CLASSIFICATION OF THE STRIKES IN
JUNE, 1953, BY CAUSES**

<i>Cause</i>	<i>Number of Strikes</i>		<i>Number of Workers Involved</i>	
	<i>Plantations</i>	<i>Others</i>	<i>Plantations</i>	<i>Others</i>
1. Dismissal or loss of employment in any way. Failure to provide work ..	—	..	—	..
2. Wage increases. Higher rates for piece work, &c. ..	2	..	42	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	..	—	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	—	..	—	..
5. Food matters. Welfare ..	1	..	95	..
6. Right of association and meeting ..	—	..	—	..
7. Factional disputes and domestic matters ..	—	..	—	..
8. External matters, e.g., arrest by Police, immorality, &c. ..	—	..	—	..
9. Assaults by employer or agent or others ..	—	..	—	..
10. General demands ..	—	..	—	..
11. Sympathetic strikes ..	—	..	—	..
Total ..	3	..	157	..

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	Repatriation 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	—	1,202
1952 January	2,063	79	2,142	20	6,121	6,141	—	3,999
February	3,780	83	3,863	9	7,568	7,577	—	3,714
March	5,825	95	5,920	28	7,770	7,798	—	1,878
April	6,470	77	6,547	44	7,739	7,783	—	1,236
May	7,597	79	7,676	18	6,997	7,015	661	—
June	6,899	236	7,135	19	4,704	4,723	2,412	—
July	5,500	73	5,573	38	3,134	3,172	2,401	—
August	3,287	25	3,312	39	4,673	4,712	—	1,400
September	4,672	206	4,878	17	3,333	3,350	1,528	—
October	4,019	408	4,427	16	2,246	2,262	2,165	—
November	2,816	218	3,034	28	2,183	2,211	823	—
December	2,602	138	2,740	41	1,664	1,705	1,035	—
1953 January	1,307	22	1,329	34	2,534	2,568	—	1,239
February	1,895	44	1,939	26	3,184	3,210	—	1,271
March	2,965	132	3,097	34	3,645	3,679	—	582
April	2,544	27	2,571	70	4,970	5,040	—	2,469
May	3,754	49	3,803	38	7,296	7,334	—	3,531
June	6,405	97	6,502	51	4,750	4,801	1,701	—
July	5,610	135	5,745	24	3,194	3,218	2,527	—
August	3,076	130	3,206	28	3,595	3,623	—	417

APPENDIX I

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

Month: September, 1953

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Tea Growing and Manufacturing Trade			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 10 ..	1 18 ..	2 28
Female worker not under 15 years ..	0 90 ..	0 88 ..	1 78
Child worker ..	0 65 ..	0 81 ..	1 46
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 10 ..	1 18 ..	2 28
Female worker not under 15 years ..	0 90 ..	0 88 ..	1 78
Child worker ..	0 65 ..	0 81 ..	1 46
Rubber Growing and Manufacturing Trade			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 30 ..	1 18 ..	2 48
Female worker not under 15 years ..	1 20 ..	0 88 ..	2 8
Child worker ..	0 95 ..	0 81 ..	1 76
Coconut Growing Trade			
<i>Daily Rates</i>			
The raising and maintenance of a coconut plantation; and			
The manufacture of copra—			
Kangany ..	0 90 ..	1 18 ..	2 8
Male not under 18 years ..	0 75 ..	1 18 ..	1 93
Female not under 18 years ..	0 60 ..	0 88 ..	1 48
Worker under 18 years ..	0 50 ..	0 81 ..	1 31
Coconut Manufacturing Trade			
The manufacture of desiccated coconut;			
The manufacture of coconut oil; and			
The manufacture of fibre and coir products—			
Within the Colombo area—			
Kangany ..	1 44 ..	1 36 ..	2 80
Male not under 18 years ..	1 24 ..	1 36 ..	2 60
Female not under 18 years ..	1 0 ..	1 1 ..	2 1
Worker under 18 years ..	0 75 ..	0 94 ..	1 69
Outside the Colombo area—			
Kangany ..	1 20 ..	1 36 ..	2 56
Male not under 18 years ..	1 0 ..	1 36 ..	2 36
Female not under 18 years ..	0 80 ..	1 1 ..	1 81
Worker under 18 years ..	0 60 ..	0 94 ..	1 54
“ Colombo area ” includes any place within 5 miles of the Municipal limits of Colombo			
Piece rates have been fixed for certain processes.			

Class of Worker		Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Engineering Trade				
<i>Daily Rates</i>				
Unskilled labourer	..	1 24	1 42	2 66
Semi-skilled, Grade I	..	1 44	1 52	2 96
Semi-skilled, Grade II	..	1 28	1 52	2 80
Skilled worker	..	1 80	1 52	3 32
Kangany	..	1 60	1 52	3 12
Watcher	..	1 50	1 52	3 2
<i>Trade Learners and Apprentices</i>				
1st year	..	0 40	0 46	0 86
2nd year	..	0 56	0 56	1 12
3rd year	..	0 72	0 87	1 59
4th year	..	0 96	1 2	1 98

Printing Trade

Monthly Rates

Class A worker..	..	100 0	85 0	185 0
" B " ..	..	75 0	65 0	140 0
" C Grade I worker	..	50 0	55 0	105 0
" C " II "	..	45 0	49 90	94 90
" D worker	..	40 0	45 0	85 0
" E " ..	..	37 50	42 55	80 5
" F " ..	..	18 0	23 0	41 0
" G " ..	..	40 0	45 0	85 0
Class A—1st year learner	..	30 0	26 50	56 50
" B " " "	..	22 50	20 50	43 0
" C Grade I, 1st year learner	..	20 0	22 50	42 50
" C " II " "	..	18 0	20 50	38 50
" D—1st year learner	..	16 0	18 50	34 50
Class A—2nd year learner	..	40 0	35 0	75 0
" B " " "	..	37 50	33 0	70 50
" C Grade I, 2nd year learner	..	25 0	27 90	52 90
" C " II " "	..	22 50	25 45	47 95
" D—2nd year learner	..	20 0	23 0	43 0
Class A—3rd year learner	..	50 0	43 50	93 50
" B " " "	..	45 0	39 50	84 50
" C Grade I, 3rd year learner	..	30 0	33 50	63 50
" C " II " "	..	27 0	30 40	57 40
" D—3rd year learner	..	24 0	27 50	51 50
Class A—4th year learner	..	65 0	56 0	121 0
" B " " "	..	56 25	48 90	105 15
" C Grade I, 4th year learner	..	37 50	41 55	79 5
" C " II " "	..	33 75	37 67	71 42
" D—4th year learner	..	30 0	34 0	64 0
Class A—5th year learner	..	80 0	69 0	149 0

Cigar Trade

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

Month : September, 1953

Class of Worker	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Plumbago Trade			
<i>Daily Rates</i>			
Underground workers—			
Basses ..	2 75	1 24	3 99
Kanganies } ..	2 25	1 24	3 49
Loaders }			
Overseers } ..	2 8	1 24	3 32
Shift bosses ..			
Blasters	2 0	1 24	3 24
Drillers (hand and machine)			
Shaft drivers			
Stoppers (excavators)			
Timber men			
Muckers } ..	1 50	1 24	2 74
Trolley men			
Unskilled labourers } ..	2 25	1 24	3 49
Onsetters or Donakatarayas			
Underground and surface workers—			
Electricians } ..	2 50	1 24	3 74
Enginemen			
Fitters			
Hoistmen			
Mechanics			
Pumpmen	2 25	1 24	3 49
Winchmen			
Checkers ..	1 50	1 24	2 74
Electricians (assistants) ..			
Fitters (assistants) ..			
Windlassmen (dabare workers) }			
Surface workers—			
Carpenters } ..	2 50	1 24	3 74
Masons			
Overseers ..	2 25	1 24	3 49
Blacksmiths			
Boilermen } ..	2 0	1 24	3 24
Drill sharpeners			
Firewood carriers and splitters	1 60	1 24	2 84
Carters			
Watchers } ..	1 50	1 24	2 74
Bakkikarayas or Banksmen ..			
Cooks } ..	2 0	1 24	3 24
Smithy boys			
Unskilled labourers }	1 24	1 24	2 48
N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 85 cents.			
Workers employed in curing and dressing—			
(A) As overseers and kanganies ..	2 0	1 44	3 44
(B) On different jobs—			
Within the Colombo area—			
Male worker not under 18 years ..	1 25	1 44	2 69
Female worker not under 18 years ..	1 0	1 12	2 12
Worker under 18 years ..	0 50	1 5	1 55
Outside the Colombo area—			
Male worker not under 18 years ..	1 0	1 44	2 44
Female worker not under 18 years ..	0 84	1 12	1 96
Worker under 18 years ..	0 40	1 5	1 45
“Colombo area” includes any place within 5 miles of the Municipal limits of Colombo.			

Class of Worker	Month : September, 1953		
	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Tea Export Trade			
<i>Daily Rates</i>			
A. Male workers not under 18 years—			
(a) Grade II	1 24	1 42	2 66
(b) Intermediate Grade	1 40	1 52	2 92
(c) Grade I	1 60	1 52	3 12
(d) Box makers and repairers	1 40	1 52	2 92
(e) Watchers	1 50	1 52	3 2
B. Female workers not under 18 years			
	1 0	1 30	2 30
C. Workers over 14 years but under 15 years			
" 15 " 16 " 	0 60	0 90	1 50
" 16 " 17 " 	0 70	0 95	1 65
" 17 " 18 " 	0 80	1 0	1 80
" 18 " 	1 0	1 10	2 10

Rubber Export Trade*Daily Rates*

A. Male workers not under 18 years—			
(a) Grade II	1 24	1 42	2 66
(b) Intermediate Grade	1 40	1 52	2 92
(c) Grade I	1 60	1 52	3 12
(d) Watchers	1 50	1 52	3 2
B. Female workers not under 18 years			
	1 0	1 30	2 30
C. Workers over 14 years but under 15 years			
" 15 " 16 " 	0 60	0 90	1 50
" 16 " 17 " 	0 70	0 95	1 65
" 17 " 18 " 	0 80	1 0	1 80
" 18 " 	1 0	1 10	2 10

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.

<i>Class of Worker</i>	<i>Basic Wage</i> Rs. c.	<i>Special Allowance</i> Rs. c.	<i>Total</i> Rs. c.
Motor Transport Trade			
<i>Monthly Rates</i>			
Class A worker ..	100 0	45 0	145 0
" B " ..	90 0	45 0	135 0
" C " ..	85 0	42 50	127 50
" D " ..	100 0	45 0	145 0
" E " ..	70 0	40 0	110 0
" F " ..	67 50	45 0	112 50
" G " ..	60 0	41 0	101 0
" H " ..	55 0	41 0	91 0
" I " ..	60 0	41 0	101 0
" J " ..	90 0	41 0	131 0
" K " ..	45 0	31 25	76 25

<i>Daily Rates</i>			
Class A worker ..	4 0	1 95	5 95
" B " ..	4 0	1 95	5 95
" C " ..	3 25	1 95	5 20
" D " ..	4 0	1 95	5 95
" E " ..	2 75	1 70	4 45
" F " ..	2 75	1 95	4 70
" G " ..	2 50	1 95	4 45
" H " ..	2 25	1 95	4 20
" K " ..	1 50	1 15	2 65

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

Match Manufacturing Trade

<i>Daily Rates</i>			
<i>Grade I—</i>			
Male 18 years and over ..	1 80	1 52	3 32
Female 18 years and over ..	1 44	1 42	2 86
Young person over 14 and under 17 years ..	0 85	0 88	1 73
Young person 17 years and over but under 18 years ..	1 15	1 10	2 25
<i>Grade II—</i>			
Male 18 years and over ..	1 40	1 52	2 92
Female 18 years and over ..	1 12	1 42	2 54
Young person over 14 and under 17 years ..	0 70	0 88	1 58
Young person 17 and over but under 18 years ..	0 90	1 10	2 0
<i>Grade III—</i>			
Male 18 years and over ..	1 24	1 42	2 66
Female 18 years and over ..	1 0	1 30	2 30
Young person over 14 and under 17 years ..	0 60	0 88	1 48
Young person 17 and over but under 18 years ..	0 80	1 10	1 90
<i>Grade IV—</i>			
Watcher ..	1 50	1 52	3 2

Cinema Trade

<i>Monthly Rates</i>			
<i>Within the Municipal areas</i>			
<i>A—Non-clerical—</i>			
Unskilled ..	32 25	36 72	68 97
Semi-skilled ..	37 50	39 32	76 82
Skilled, Grade II ..	50 0	41 14	91 14
Skilled, Grade I ..	60 0	41 14	101 14

Month : September, 1953

<i>Class of Worker</i>	<i>Basic Wages</i> Rs. c.	<i>Special Allowance</i> Rs. c.	<i>Total</i> Rs. c.
Cinema Trade (contd.)			
<i>Within the Municipal areas—contd.</i>			
B—Clerical—			
Grade III	45 0	36 0	81 0
Grade II	50 0	39 0	89 0
Grade I	100 0	44 0	144 0
<i>Outside the Municipal areas.</i>			
A—Non-clerical—			
Unskilled	32 25	36 72	68 97
Semi-skilled	35 0	39 32	74 32
Skilled, Grade II	42 0	41 14	83 14
Skilled, Grade I	55 0	41 14	96 14
B—Clerical—			
Grade III	40 0	36 0	76 0
Grade II	45 0	39 0	84 0
Grade I	100 0	44 0	144 0

Dock, Harbour and Port Transport Trade

Monthly Rates

Manual Work

Special Grade	65 0	34 75	99 75
Skilled Grade	55 0	30 75	85 75
Semi-skilled Grade	45 0	27 75	72 75
Unskilled, Grade I	37 0	27 75	64 75
Unskilled, Grade II	31 0	27 75	58 75

Women Workers

Female kanganyies	35 0	27 75	62 75
Female labourers	30 0	27 75	57 75

Non-manual Workers

Special Grade	75 0	41 0	116 0
Grade I	55 0	30 75	85 75

Building Trade

Daily Rates

Unskilled—

Male labourers—

Not under 18 years	1 24	1 42	2 66
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Female labourers—

Not under 18 years	1 0	1 42	2 42
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Unskilled labourers—

(irrespective of sex)

Under 18 years of age	0 80	1 42	2 22
Semi-skilled, Grade II	1 44	1 52	2 96
Semi-skilled, Grade I	1 60	1 52	3 12
Skilled	1 80	1 52	3 32

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during September, 1953, to Workers in the Tea Growing and Manufacturing Trade and the Cocoa, Cardamom and Pepper Growing and Manufacturing Trades

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.	
1	0 55	0 59	1 14	0 45	0 44	0 89	0 32½	0 40½	0 73	1
2	1 10	1 18	2 28	0 90	0 88	1 78	0 65	0 81	1 46	2
3	2 20	2 36	4 56	1 80	1 76	3 56	1 30	1 62	2 92	3
4	3 30	3 54	6 84	2 70	2 64	5 34	1 95	2 43	4 38	4
5	4 40	4 72	9 12	3 60	3 52	7 12	2 60	3 24	5 84	5
6	5 50	5 90	11 40	4 50	4 40	8 90	3 25	4 5	7 30	6
7	6 60	7 8	13 68	5 40	5 28	10 68	3 90	4 86	8 76	7
8	7 70	8 26	15 96	6 30	6 16	12 46	4 55	5 67	10 22	8
9	8 80	9 44	18 24	7 20	7 4	14 24	5 20	6 48	11 68	9
10	9 90	10 62	20 52	8 10	7 92	16 2	5 85	7 29	13 14	10
11	11 0	11 80	22 80	9 0	8 80	17 80	6 50	8 10	14 60	11
12	12 10	12 98	25 8	9 90	9 68	19 58	7 15	8 91	16 6	12
13	13 20	14 16	27 36	10 80	10 56	21 36	7 80	9 72	17 52	13
14	14 30	15 34	29 64	11 70	11 44	23 14	8 45	10 53	18 98	14
15	15 40	16 52	31 92	12 60	12 32	24 92	9 10	11 34	20 44	15
16	16 50	17 70	34 20	13 50	13 20	26 70	9 75	12 15	21 90	16
17	17 60	18 88	36 48	14 40	14 8	28 48	10 40	12 96	23 36	17
18	18 70	20 6	38 76	15 30	14 96	30 26	11 5	13 77	24 82	18
19	19 80	21 24	41 4	16 20	15 84	32 4	11 70	14 58	26 28	19
20	20 90	22 42	43 32	17 10	16 72	33 32	12 35	15 39	27 74	20
21	22 0	23 60	45 60	18 0	17 60	35 60	13 0	16 20	29 20	21
22	23 10	24 78	47 88	18 90	18 48	37 38	13 65	17 1	30 66	22
23	24 20	25 96	50 16	19 80	19 36	39 16	14 30	17 82	32 12	23
24	25 30	27 14	52 44	20 70	20 24	40 94	14 95	18 63	33 58	24
25	26 40	28 32	54 72	21 60	21 12	42 72	15 60	19 44	35 4	25
26	27 50	29 50	57 0	22 50	22 0	44 50	16 25	20 25	36 50	26
27	28 60	30 68	59 28	23 40	22 88	46 28	16 90	21 6	37 96	27
28	29 70	31 86	61 56	24 30	23 76	48 6	17 55	21 87	39 42	28
29	30 80	33 4	63 84	25 20	24 64	49 84	18 20	22 68	40 88	29
30	31 90	34 22	66 12	26 10	25 52	51 62	18 85	23 49	42 34	30
31	33 0	35 40	68 40	27 0	26 40	53 40	19 50	24 30	43 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 (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during September, 1953, to Workers in the Rubber Growing and Manufacturing Trade

No. of Days	Men			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	0 65	0 59	1 24	0 60	0 44	1 4	0 47½	0 40½	0 88	1
2	1 30	1 18	2 48	1 20	0 88	2 8	0 95	0 81	1 76	2
3	2 60	2 36	4 96	2 40	1 76	4 16	1 90	1 62	3 52	3
4	3 90	3 54	7 44	3 60	2 64	6 24	2 85	2 43	5 28	4
5	5 20	4 72	9 92	4 80	3 52	8 32	3 80	3 24	7 4	5
6	6 50	5 90	12 40	6 0	4 40	10 40	4 75	4 5	8 80	6
7	7 80	7 8	14 88	7 20	5 28	12 48	5 70	4 86	10 56	7
8	9 10	8 26	17 36	8 40	6 16	14 56	6 65	5 67	12 32	8
9	10 40	9 44	19 84	9 60	7 4	16 64	7 60	6 48	14 8	9
10	11 70	10 62	22 32	10 80	7 92	18 72	8 55	7 29	15 84	10
11	13 0	11 80	24 80	12 0	8 80	20 80	9 50	8 10	17 60	11
12	14 30	12 98	27 28	13 20	9 68	22 88	10 45	8 91	19 36	12
13	15 60	14 16	29 76	14 40	10 56	24 96	11 40	9 72	21 12	13
14	16 90	15 34	32 24	15 60	11 44	27 4	12 35	10 53	22 88	14
15	18 20	16 52	34 72	16 80	12 32	29 12	13 30	11 34	24 64	15
16	19 50	17 70	37 20	18 0	13 20	31 20	14 25	12 15	26 40	16
17	20 80	18 88	39 68	19 20	14 8	33 28	15 20	12 96	28 16	17
18	22 10	20 6	42 16	20 40	14 96	35 36	16 15	13 77	29 92	18
19	23 40	21 24	44 64	21 60	15 84	37 44	17 10	14 58	31 68	19
20	24 70	22 42	47 12	22 80	16 72	39 52	18 5	15 39	33 44	20
21	26 0	23 60	49 60	24 0	17 60	41 60	19 0	16 20	35 20	21
22	27 30	24 78	52 8	25 20	18 48	43 68	19 95	17 1	36 96	22
23	28 60	25 96	54 56	26 40	19 36	45 76	20 90	17 82	38 72	23
24	29 90	27 14	57 4	27 60	20 24	47 84	21 85	18 63	40 48	24
25	31 20	28 32	59 52	28 80	21 12	49 92	22 80	19 44	42 24	25
26	32 50	29 50	62 0	30 0	22 0	52 0	23 75	20 25	44 0	26
27	33 80	30 68	64 48	31 20	22 88	54 8	24 70	21 6	45 76	27
28	35 10	31 86	66 96	32 40	23 76	56 16	25 65	21 87	47 52	28
29	36 40	33 4	69 44	33 60	24 64	58 24	26 60	22 68	49 28	29
30	37 70	34 22	71 92	34 80	25 52	60 32	27 55	23 49	51 4	30
31	39 0	35 40	74 40	36 0	26 40	62 40	28 50	24 30	52 80	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 September, 1953, 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.	
1/2	1 04	0 96 1/2	0 74	0 65 1/2	1 40	1 30	1 00 1/2	0 84 1/2	1 28	1 18	0 90 1/2	0 77	1/2
1	2 08	1 98	1 48	1 31	2 80	2 60	2 01	1 69	2 56	2 36	1 81	1 54	1
2	4 16	3 86	2 96	2 62	5 60	5 20	4 02	3 38	5 12	4 72	3 62	3 08	2
3	6 24	5 79	4 44	3 93	8 40	7 80	6 03	5 07	7 68	7 08	5 43	4 62	3
4	8 32	7 72	5 92	5 24	11 20	10 40	8 04	6 76	10 24	9 44	7 24	6 16	4
5	10 40	9 65	7 40	6 55	14 0	13 0	10 05	8 45	12 80	11 80	9 05	7 70	5
6	12 48	11 58	8 88	7 86	16 80	15 60	12 06	10 14	15 36	14 16	10 86	9 24	6
7	14 56	13 51	10 36	9 17	19 60	18 20	14 07	11 83	17 92	16 52	12 67	10 78	7
8	16 64	15 44	11 84	10 48	22 40	20 80	16 08	13 52	20 48	18 88	14 48	12 32	8
9	18 72	17 37	13 32	11 79	25 20	23 40	18 09	15 21	23 04	21 24	16 20	13 86	9
10	20 80	19 30	14 80	13 10	28 0	26 0	20 10	16 90	25 60	23 60	18 10	15 40	10
11	22 88	21 23	16 28	14 41	30 80	28 60	22 11	18 59	28 16	25 96	19 91	16 94	11
12	24 96	23 16	17 76	15 72	33 60	31 20	24 12	20 28	30 72	28 32	21 72	18 48	12
13	27 04	25 09	19 24	17 03	36 40	33 80	26 13	21 97	33 28	30 68	23 53	20 02	13
14	29 12	27 02	20 72	18 34	39 20	36 40	28 14	23 66	35 84	33 04	25 34	21 56	14
15	31 20	28 95	22 20	19 65	42 0	39 0	30 15	25 35	38 40	35 40	27 15	23 10	15
16	33 28	30 88	23 68	20 96	44 80	41 60	32 16	27 04	40 96	37 76	28 96	24 64	16
17	35 36	32 81	25 16	22 27	47 60	44 20	34 17	28 73	43 52	40 12	30 77	26 18	17
18	37 44	34 74	26 64	23 58	50 40	46 80	36 18	30 42	46 08	42 48	32 58	27 72	18
19	39 52	36 67	28 12	24 89	53 20	49 40	38 19	32 11	48 64	44 84	34 39	29 26	19
20	41 60	38 60	29 60	26 20	56 0	52 0	40 20	33 80	51 20	47 20	36 20	30 80	20
21	43 68	40 53	31 08	27 51	58 80	54 60	42 21	35 49	53 76	49 56	38 01	32 34	21
22	45 76	42 46	32 56	28 82	61 60	57 20	44 22	37 18	56 32	51 92	39 82	33 88	22
23	47 84	44 39	34 04	30 13	64 40	59 80	46 23	38 87	58 88	54 28	41 63	35 42	23
24	49 92	46 32	35 52	31 44	67 20	62 40	48 24	40 56	61 44	56 64	43 44	36 96	24
25	52 0	48 25	37 0	32 75	70 0	65 0	50 25	42 25	64 0	59 0	45 25	38 50	25
26	54 08	50 18	38 48	34 06	72 80	67 60	52 26	43 94	66 56	61 36	47 06	40 04	26
27	56 16	52 11	39 96	35 37	75 60	70 20	54 27	45 63	69 12	63 72	48 87	41 58	27
28	58 24	54 04	41 44	36 68	78 40	72 80	56 28	47 32	71 08	66 08	50 68	43 12	28
29	60 32	55 97	42 92	37 99	81 20	75 40	58 29	49 01	74 24	68 44	52 49	44 66	29
30	62 40	57 90	44 40	39 30	84 0	78 0	60 30	50 70	76 80	70 80	54 30	46 20	30

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

APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 1953, to workers in the Tea Export and Rubber Export Trades

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age					No. of Days
	Grade II	Inter-mediate Grade	Grade I	* Box Makers and Repairers	Watchers		over 14 under 15 years	over 15 under 16 years	over 16 under 17 years	over 17 under 18 years		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 33	1 46	1 56	1 46	1 51	1 15	0 75	0 82½	0 90	1 5	1	
2	2 06	2 02	3 12	2 02	3 02	2 30	1 50	1 65	1 80	2 10	2	
3	5 32	5 84	6 24	5 84	6 04	4 60	3 0	3 30	3 60	4 20	3	
4	7 98	8 76	9 36	8 76	9 06	6 90	4 50	4 95	5 40	6 30	4	
5	10 64	11 68	12 48	11 68	12 08	9 20	6 0	6 60	7 20	8 40	5	
6	13 30	14 60	15 60	14 60	15 10	11 50	7 50	8 25	9 0	10 50	6	
7	15 96	17 52	18 72	17 52	18 12	13 80	9 0	9 90	10 80	12 60	7	
8	18 62	20 44	21 84	20 44	21 14	16 10	10 50	11 55	12 60	14 70	8	
9	21 28	23 36	24 96	23 36	24 16	18 40	12 0	13 20	14 40	16 80	9	
10	23 94	26 28	28 08	26 28	27 18	20 70	13 50	14 85	16 20	18 90	10	
11	26 60	29 20	31 20	29 20	30 20	23 00	15 0	16 50	18 0	21 0	11	
12	29 26	32 12	34 32	32 12	33 22	25 30	16 50	18 15	19 80	23 10	12	
13	31 92	35 04	37 44	35 04	36 24	27 60	18 0	19 80	21 60	25 20	13	
14	34 58	37 96	40 56	37 96	39 26	29 90	19 50	21 45	23 40	27 30	14	
15	37 24	40 88	43 68	40 88	42 28	32 20	21 0	23 10	25 20	29 40	15	
16	39 90	43 80	46 80	43 80	45 30	34 50	22 50	24 75	27 0	31 50	16	
17	42 56	46 72	49 92	46 72	48 32	36 80	24 0	26 40	28 80	33 60	17	
18	45 22	49 64	53 04	49 64	51 34	39 10	25 50	28 5	30 60	35 70	18	
19	47 88	52 56	56 16	52 56	54 36	41 40	27 0	29 70	32 40	37 80	19	
20	50 54	55 48	59 28	55 48	57 38	43 70	28 50	31 35	34 20	39 90	20	
21	53 20	58 40	62 40	58 40	60 40	46 00	30 0	33 0	36 0	42 0	21	
22	55 86	61 32	65 52	61 32	63 42	48 30	31 50	34 65	37 80	44 10	22	
23	58 52	64 24	68 64	64 24	66 44	50 60	33 0	36 30	39 60	46 20	23	
24	61 18	67 16	71 76	67 16	69 46	52 90	34 50	37 95	41 40	48 30	24	
25	63 84	70 08	74 88	70 08	72 48	55 20	36 0	39 60	43 20	50 40	25	
26	66 50	73 00	78 00	73 00	75 50	57 50	37 50	41 25	45 0	52 50	26	
27	69 16	75 92	81 12	75 92	78 52	59 80	39 0	42 90	46 80	54 60	27	
28	71 82	78 84	84 24	78 84	81 54	62 10	40 50	44 55	48 60	56 70	28	
29	74 48	81 76	87 36	81 76	84 56	64 40	42 0	46 20	50 40	58 80	29	
30	77 14	84 68	90 48	84 68	87 58	66 70	43 50	47 85	52 20	60 90	30	
30	79 80	87 60	93 60	87 60	90 60	69 00	45 0	49 50	54 0	63 0	30	

* Applicable to Tea Export Trade only.

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 1953, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
		Rs. c.	Rs. c.				Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 33	1 48	1 40	1 66	1 56	1 51	0 43	0 56	0 79½	0 99	1
2	2 66	2 96	2 80	3 32	3 12	3 02	0 86	1 12	1 59	1 98	2
3	5 32	5 92	5 60	6 64	6 24	6 04	1 72	2 24	3 18	3 96	3
4	7 98	8 88	8 40	9 96	9 36	9 06	2 58	3 36	4 77	5 94	4
5	10 64	11 84	11 20	13 28	12 48	12 08	3 44	4 48	6 36	7 92	5
6	13 30	14 80	14 0	16 60	15 60	15 10	4 30	5 60	7 95	9 90	6
7	15 96	17 76	16 80	19 92	18 72	18 12	5 16	6 72	9 54	11 88	7
8	18 62	20 72	19 60	23 24	21 84	21 14	6 02	7 84	11 13	13 86	8
9	21 28	23 68	22 40	26 56	24 96	24 16	6 88	8 96	12 72	15 84	9
10	23 94	26 64	25 20	29 88	28 08	27 18	7 74	10 08	14 31	17 82	10
11	26 60	29 60	28 0	33 20	31 20	30 20	8 60	11 20	15 90	19 80	11
12	29 26	32 56	30 80	36 52	34 32	33 22	9 46	12 32	17 49	21 78	12
13	31 92	35 52	33 60	39 84	37 44	36 24	10 32	13 44	19 08	23 76	13
14	34 58	38 48	36 40	43 16	40 56	39 26	11 18	14 56	20 67	25 74	14
15	37 24	41 44	39 20	46 48	43 68	42 28	12 04	15 68	22 26	27 72	15
16	39 90	44 40	42 0	49 80	46 80	45 30	12 90	16 80	23 85	29 70	16
17	42 56	47 36	44 80	53 12	49 92	48 32	13 76	17 92	25 44	31 68	17
18	45 22	50 32	47 60	56 44	53 04	51 34	14 62	19 04	27 03	33 66	18
19	47 88	53 28	50 40	59 76	56 16	54 36	15 48	20 16	28 62	35 64	19
20	50 54	56 24	53 20	63 08	59 28	57 38	16 34	21 28	30 21	37 62	20
21	53 20	59 20	56 0	66 40	62 40	60 40	17 20	22 40	31 80	39 60	21
22	55 86	62 16	58 80	69 72	65 52	63 42	18 06	23 52	33 39	41 58	22
23	58 52	65 12	61 60	73 04	68 64	66 44	18 92	24 64	34 98	43 56	23
24	61 18	68 08	64 40	76 36	71 76	69 46	19 78	25 76	36 57	45 54	24
25	63 84	71 04	67 20	79 68	74 88	72 48	20 64	26 88	38 16	47 52	25
26	66 50	74 0	70 0	83 0	78 0	75 50	21 50	28 0	39 75	49 50	26
27	69 16	76 96	72 80	86 32	81 12	78 52	22 36	29 12	41 34	51 48	27
28	71 82	79 92	75 60	89 64	84 24	81 54	23 22	30 24	42 93	53 46	28
29	74 48	82 88	78 40	92 96	87 36	84 56	24 08	31 36	44 52	55 44	29
30	77 14	85 84	81 20	96 28	90 48	87 58	24 94	32 48	46 11	57 42	30
30	79 80	88 80	84 0	99 60	93 60	90 60	25 80	33 60	47 70	59 40	30

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 1953, 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		Watchers	
	Male	Female	Over 14	Over 17	Male	Female	Over 14	Over 17	Male	Female	Over 14	Over 17		
			Under 17 Years	Under 18 Years			Under 17 Years	Under 18 Years			Under 17 Years	Under 18 Years		
Rs. e.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
1	1 66	1 43	0 86½	1 12½	1 46	1 27	0 79	1 0	1 33	1 15	0 74	0 95	1 51	1
2	3 32	2 86	1 73	2 25	2 92	2 54	1 58	2 0	2 66	2 30	1 48	1 90	3 2	2
3	6 64	5 72	3 46	4 50	5 84	5 08	3 16	4 0	5 32	4 60	2 96	3 80	6 4	3
4	9 96	8 58	5 19	6 75	8 76	7 62	4 74	6 0	7 98	6 90	4 44	5 70	9 6	4
5	13 28	11 44	6 92	9 0	11 68	10 16	6 32	8 0	10 64	9 20	5 92	7 60	12 8	5
6	16 60	14 30	8 65	11 25	14 60	12 70	7 90	10 0	13 30	11 50	7 40	9 50	15 10	6
7	19 92	17 16	10 38	13 50	17 52	15 24	9 48	12 0	15 96	13 80	8 88	11 40	18 12	7
8	23 24	20 2	12 11	15 75	20 44	17 78	11 6	14 0	18 62	16 10	10 36	13 30	21 14	8
9	26 56	22 88	13 84	18 0	23 36	20 32	12 64	16 0	21 28	18 40	11 84	15 20	24 16	9
10	29 88	25 74	15 57	20 25	26 28	22 86	14 22	18 0	23 94	20 70	13 32	17 10	27 18	10
11	33 20	28 60	17 30	22 50	29 20	25 40	15 80	20 0	26 60	23 0	14 80	19 0	30 20	11
12	36 52	31 46	19 03	24 75	32 12	27 94	17 38	22 0	29 26	25 30	16 28	20 90	33 22	12
13	39 84	34 32	20 76	27 0	35 4	30 48	18 96	24 0	31 92	27 60	17 76	22 80	36 24	13
14	43 16	37 18	22 49	29 25	37 96	33 2	20 54	26 0	34 58	29 90	19 24	24 70	39 26	14
15	46 48	40 4	24 22	31 50	40 88	35 56	22 12	28 0	37 24	32 20	20 72	26 60	42 28	15
16	49 80	42 90	25 95	33 75	43 80	38 10	23 70	30 0	39 90	34 50	22 20	28 50	45 30	16
17	53 12	45 76	27 68	36 0	46 72	40 64	25 28	32 0	42 56	36 80	23 68	30 40	48 32	17
18	56 44	48 62	29 41	38 25	49 64	43 18	26 86	34 0	45 22	39 10	25 16	32 30	51 34	18
19	59 76	51 48	31 14	40 50	52 56	45 72	28 44	36 0	47 88	41 40	26 64	34 20	54 36	19
20	63 08	54 34	32 87	42 75	55 48	48 26	30 2	38 0	50 54	43 70	28 12	36 10	57 38	20
21	66 40	57 20	34 60	45 0	58 40	50 80	31 60	40 0	53 20	46 0	29 60	38 0	60 40	21
22	69 72	60 6	36 33	47 25	61 32	53 34	33 18	42 0	55 86	48 30	31 08	39 90	63 42	22
23	73 04	62 92	38 6	49 50	64 24	55 88	34 76	44 0	58 52	50 60	32 56	41 80	66 44	23
24	76 36	65 78	39 79	51 75	67 16	58 42	36 34	46 0	61 18	52 90	34 4	43 70	69 46	24
25	79 68	68 64	41 52	54 0	70 08	60 96	37 92	48 0	63 84	55 20	35 52	45 60	72 48	25
26	83 0	71 50	43 25	56 25	73 0	63 50	39 50	50 0	66 50	57 50	37 0	47 50	75 50	26
27	86 32	74 36	44 98	58 50	75 92	66 04	41 8	52 0	69 16	59 80	38 48	49 40	78 52	27
28	89 64	77 22	46 71	60 75	78 84	68 58	42 66	54 0	71 82	62 10	39 96	51 30	81 54	28
29	92 96	80 8	48 44	63 0	81 76	71 12	44 24	56 0	74 48	64 40	41 44	53 20	84 56	29
30	96 28	82 94	50 17	65 25	84 68	73 66	45 82	58 0	77 14	66 70	42 92	55 10	87 58	30
31	99 60	85 80	51 90	67 50	87 60	76 20	47 40	60 0	79 80	69 0	44 40	57 0	90 60	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 labourer (irrespective of sex) under 18 years of age.

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 1953, to workers in the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Person	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 33	1 21	1 11	1 48	1 56	1 66	1
2	2 66	2 42	2 22	2 96	3 12	3 32	2
3	5 32	4 84	4 44	5 92	6 24	6 64	3
4	7 98	7 26	6 66	8 88	9 36	9 96	4
5	10 64	9 68	8 88	11 84	12 48	13 28	5
6	13 30	12 10	11 10	14 80	15 60	16 60	6
7	15 96	14 52	13 32	17 76	18 72	19 92	7
8	18 62	16 94	15 54	20 72	21 84	23 24	8
9	21 28	19 36	17 76	23 68	24 96	26 56	9
10	23 94	21 78	19 98	26 64	28 8	29 88	10
11	26 60	24 20	22 20	29 60	31 20	33 20	11
12	29 26	26 62	24 42	32 56	34 32	36 52	12
13	31 92	29 4	26 64	35 52	37 44	39 84	13
14	34 58	31 46	28 86	38 48	40 56	43 16	14
15	37 24	33 88	31 08	41 44	43 68	46 48	15
16	39 90	36 30	33 30	44 40	46 80	49 80	16
17	42 56	38 72	35 52	47 36	49 92	53 12	17
18	45 22	41 14	37 74	50 32	53 4	56 44	18
19	47 88	43 56	39 96	53 28	56 16	59 76	19
20	50 54	45 98	42 18	56 24	59 28	63 8	20
21	53 20	48 40	44 40	59 20	62 40	66 40	21
22	55 86	50 82	46 62	62 15	65 52	69 72	22
23	58 52	53 24	48 84	65 12	68 64	73 4	23
24	61 18	55 66	51 6	68 8	71 76	76 36	24
25	63 84	58 08	53 28	71 4	74 88	79 68	25
26	66 50	60 50	55 50	74 0	78 0	83 0	26
27	69 16	62 92	57 72	76 96	81 12	86 32	27
28	71 82	65 34	59 94	79 92	84 24	89 64	28
29	74 48	67 76	62 16	82 88	87 36	92 96	29
30	77 14	70 18	64 38	85 84	90 48	96 28	30
30	79 80	72 60	66 60	88 80	93 60	99 60	30

APPENDIX III (F)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 1953, to Daily-Paid workers in the Motor Transport Trade

<i>No. of Days</i>	<i>Class A " B " C</i>	<i>Class C</i>	<i>Class E " G</i>	<i>Class F</i>	<i>Class H</i>	<i>Class K</i>	<i>No. of Days</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	
1	2 97½	2 60	2 22½	2 35	2 10	1 32½	1
2	5 95	5 20	4 45	4 70	4 20	2 65	2
3	11 90	10 40	8 90	9 40	8 40	5 30	3
4	17 85	15 60	13 35	14 10	12 60	7 95	4
5	23 80	20 80	17 80	18 80	16 80	10 60	5
6	29 75	26 0	22 25	23 50	21 0	13 25	6
7	35 70	31 20	26 70	28 20	25 20	15 90	7
8	41 65	36 40	31 15	32 90	29 40	18 55	8
9	47 60	41 60	35 60	37 60	33 60	21 20	9
10	53 55	46 80	40 5	42 30	37 80	23 85	10
11	59 50	52 0	44 50	47 0	42 0	26 50	11
12	65 45	57 20	48 95	51 70	46 20	29 15	12
13	71 40	62 40	53 40	56 40	50 40	31 80	13
14	77 35	67 60	57 85	61 10	54 60	34 45	14
15	83 30	72 80	62 30	65 80	58 80	37 10	15
16	89 25	78 0	66 75	70 50	63 0	39 75	16
17	95 20	83 20	71 20	75 20	67 20	42 40	17
18	101 15	88 40	75 65	79 90	71 40	45 5	18
19	107 10	93 60	80 10	84 60	75 60	47 70	19
20	113 5	98 80	84 55	89 30	79 80	50 35	20
21	119 0	104 0	89 0	94 0	84 0	53 0	21
22	124 95	109 20	93 45	98 70	88 20	55 65	22
23	130 90	114 40	97 90	103 40	92 40	58 30	23
24	136 85	119 60	102 35	108 10	96 60	60 95	24
25	142 80	124 80	106 80	112 80	100 80	63 60	25
26	148 75	130 0	111 25	117 50	105 0	66 25	26
27	154 70	135 20	115 70	122 20	109 20	68 90	27
28	160 65	140 40	120 15	126 90	113 40	71 55	28
29	166 60	145 60	124 60	131 60	117 60	74 20	29
30	172 55	150 80	129 5	136 30	121 80	76 85	30
31	178 50	156 0	133 50	141 0	126 0	79 50	31

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