

13 MAR 1951

Ceylon LABOUR GAZETTE



VOLUME II
No. 2

FEBRUARY
1951

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Guide to Employers—VIII

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Decisions of Wages Boards

DEPARTMENT OF LABOUR • MINISTRY OF LABOUR AND SOCIAL SERVICES

GOVERNMENT OF CEYLON

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CEYLON

LABOUR GAZETTE

Vol. II No. 2

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WAGES AND COST OF LIVING IN CEYLON SINCE 1939

Wages and Prices

ECONOMISTS, until a short while ago, were more or less agreed that during a period of rising prices wages rose more slowly than prices of goods and *vice versa*. This view, however, tacitly assumed that the social background was constant or that any change in it would not affect this conclusion. But recent experience in many countries has shown that this view needs modification and economists have consequently re-defined their attitude. Professor Taussig, for instance, in his early editions of the "Principles of Economics" states that, "that wages go up more slowly than prices is one of the best attested facts in Economic history". In the 4th edition published in 1939, he has qualified this statement by the following remarks, "All these remarks about changes in wages apply more to earlier times, say, to the close of the nineteenth century—than to later. In the twentieth century the situation is changed. For various reasons, wages have moved more than in accord with prices in times of rise, less so in times of fall. Labour Organizations have become stronger, more alert to take advantage of favourable conditions, better able to resist the effect of depression. For one reason or another, the stickiness of wages has become less, markedly less in England as regards periods of falling prices and less in the United States when prices are rising." The most important factor that appears to have caused this modification in views is the growth of Trade Unions and the consequent increase in the bargaining power of workers.

The period since 1939 in Ceylon has been one of rising prices but full data relating to the changes in cost of living and wages are not available. It will, however, be of interest to summarize whatever data is at hand and to study how wages have moved in relation to the rise in the cost of living since 1939.

Cost of Living

There are two cost of living index numbers computed and published in Ceylon. One relates to the cost of living of working class families in Colombo and is calculated by the Director of Census and Statistics. The other index number relates to the cost of living of Indian Estate labourers and is calculated by the Commissioner of Labour. An idea of the changes in the cost of living in Ceylon can be had from the following statement which shows these two index numbers for the period 1939-1950:—

Cost of Living Index Numbers

Year	Colombo Working Class		Estate Labour	
	Base: Nov. 1938–Apr. 1939 = 100		Base: July–Sept. 1939 = 100	
1939	..	108	..	100
1940	..	112	..	107
1941	..	122	..	119

Year	Colombo Working Class		Estate Labour	
	Base : Nov. 1938-Apr. 1939=100		July-Sept. 1939=100	
1942	..	162	..	154
1943	..	197	..	199
1944	..	200	..	211
1945	..	221	..	222
1946	..	229	..	228
1947	..	252	..	239
1948	..	260	..	259
1949	..	258	..	264
1950	January	271	..	273
	February	271	..	277
	March	266	..	275
	April	266	..	275
	May	266	..	269
	June	271	..	271
	July	272	..	272
	August	274	..	277
	September	283	..	278
	October	279	..	273
	November	277	..	274
	December	273	..	278
	Average, 1950	272	..	274

These figures indicate that the cost of living in Ceylon in 1950 is approximately three times the cost of living in 1939. In simple language it can be said that a family now requires an income which is three times its income in 1939 to maintain unchanged its standard of living in 1939. In this context it is of interest to study how wages have changed since 1939.

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

Wage Rates of Workers on Plantations

The average wages of workers in tea and rubber estates for the period 1939-1950 are given below. It will be noticed that there has been a steady increase in wages of the three categories of workers on estates. The wages of male workers have risen from 49 cents in 1939 to as much as Rs. 1.78 in 1950, while the wages of the female and child workers have risen from 39 cents and 29 cents in 1939 to Rs. 1.39 and Rs. 1.21 in 1950.

Average Rates of Wages per day in tea and Rubber Estates

Year	Male		Female		Child Workers	
	Rs.	c.	Rs.	c.	Rs.	c.
1939	0	49	0	39	0	29
1940	0	49	0	39	0	29
1941	0	54	0	43	0	32
1942	0	77	0	66	0	47
1943	0	96	0	79	0	71
1944	1	02	0	82	0	71
1945	1	30	1	04	0	92
1946	1	31	1	04	0	92
1947	1	38	1	09	0	97
1948	1	49	1	16	1	04
1949	1	53	1	19	1	07
1950	1	78	1	39	1	21

The cost of living index number for estate labourers, the index number of wage rates and the index number of real wages of these workers for the period 1939-50, are shown in the statement below. The index number of real wages has been obtained by dividing the index number of money wages by the cost of living index number. These figures would appear to indicate that the rise in wages has been more than the rise in the cost of living. The fortunate position of the estate workers must be largely attributed to the successful operation of the Wages Board machinery and the activities of the Trade Unions operating in the plantations.

Year	Cost of living index number for Estate labourers	Index No. of Wage rates of workers in tea and rubber Estates. Average Wages 1939=100	Index Number of real wages of workers in tea and rubber Estates
1939	100	100	100
1940	107	100	93
1941	119	109	92
1942	154	165	107
1943	199	201	101
1944	211	212	101
1945	222	244	110
1946	228	279	122
1947	239	293	123
1948	259	313	121
1949	264	320	121
1950	274	372	136

Wage Rates of Unskilled Workers in Government Employment

A study of the changes in wages of unskilled workers in Government employment in the period 1939-1950 also indicates that the rise in wages has been more than the rise in the cost of living. The average monthly rates of wages of an unskilled worker in Colombo for this period are given below. As the scheme of Government cost of living allowances is based on the monthly earnings of a worker the figures have been calculated on the assumption that a worker has worked for 26 days in the month. It will be noted that that the wages of this type of worker has increased by five times since 1939.

Year	Average rates of wages per month Rs. c.
1939	16 64
1940	16 64
1941	18 45
1942	24 22
1943	29 14
1944	34 03
1945	41 92
1946	68 52
1947	75 74
1948	78 16
1949	77 81
1950	83 11

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

Year	Cost of living index No. of Colombo work- ing class families with base shifted to 1939=100	Wages index No. of unskilled labour in Colombo base 1939=100	Real wages index number of unskilled workers in Colombo
1939	100	100	100
1940	104	100	96
1941	113	111	98
1942	150	145	97
1943	182	174	96
1944	185	204	110
1945	205	252	123
1946	212	412	194
1947	233	455	195
1948	241	470	195
1949	239	468	196
1950	252	499	198

Wage Rates of Workers other than those on Plantations

With regard to details of the rates of wages in private employment, other than employment on plantations, information is not available readily from 1939 onwards. The Wages Boards decisions, fixing minimum wages for workers in the tea export trade, rubber export trade, engineering trade, coconut manufacturing trade and the printing trade came into force in 1945. The details of the minimum wages in these trades for the period 1945-1950 are given below:—

Trade	Average Wages Per Day					
	1945	1946	1947	1948	1949	1950
	R. c.	R. c.	R. c.	R. c.	R. c.	R. c.
Coconut Manufacturing Trade:—						
<i>Within Colombo area—</i>						
Kangany	1 98	1 99	2 06	2 17	2 21	2 33
Male	1 73	1 74	1 81	1 92	1 96	2 10
Female	1 28	1 28	1 33	1 40	1 43	1 56
Child	0 95	0 95	1 0	1 7	1 10	1 24
<i>Outside Colombo area—</i>						
Kangany	1 73	1 74	1 81	1 92	1 96	2 09
Male	1 48	1 49	1 56	1 67	1 71	1 86
Female	1 11	1 11	1 16	1 23	1 26	1 38
Child	0 83	0 83	0 88	0 95	0 98	1 10
Average wages per worker in the Coconut Manufacturing Trade	1 45	1 46	1 52	1 62	1 66	1 80
The Tea Export and Rubber Export Trades—						
Male workers Grade II	1 99	2 01	2 15	2 20	2 20	2 28
Inter	2 25	2 27	2 41	2 46	2 46	2 54
Grade I	2 45	2 47	2 61	2 66	2 66	2 74
Box makers and repairers	2 25	2 27	2 41	2 46	2 46	2 54
Watchers	2 35	2 37	2 51	2 56	2 56	2 64
Female workers	1 63	1 65	1 79	1 84	1 84	1 92
Child workers 14-15	0 98	1 0	1 10	1 13	1 12	1 18
15-16	1 13	1 15	1 24	1 28	1 28	1 33
16-17	1 28	1 30	1 40	1 43	1 42	1 48
17-18	1 58	1 60	1 70	1 73	1 72	1 78
Average wages per worker in the Tea Export and Rubber Export Trades	2 4	2 6	2 20	2 25	2 25	2 33
The Engineering Trade—						
Unskilled	1 99	2 01	1 15	2 20	2 20	2 28
Semi-skilled I	2 29	2 31	2 45	2 50	2 50	2 58
Semi-skilled II	2 13	2 15	2 29	2 34	2 34	2 42
Skilled	2 65	2 67	2 81	2 86	2 86	2 94
Kanganies	2 45	2 47	2 61	2 66	2 66	2 74
Watchers	2 35	2 37	2 51	2 56	2 56	2 64
Average wages per worker in the Engineering Trade	2 35	2 37	2 51	2 56	2 56	2 64

Average wages per month

Printing Trade—

	1945		1946		1947		1948		1949		1950	
	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.	Rs.	c.
Class A ..	148	50	150	0	159	50	163	0	162	50	167	83
Class B ..	111	30	112	50	119	63	122	25	121	88	125	88
Class C ..	80	25	81	25	87	19	89	38	89	06	92	40
Class D ..	64	20	65	0	69	74	71	50	71	25	73	92
Class E ..	60	20	60	95	65	42	67	06	66	82	69	33
Class F ..	28	89	29	25	31	39	32	18	32	06	33	26
Class G ..	64	20	65	0	69	75	71	50	71	25	73	92
Average wages per month ..	75	57	76	49	81	99	84	1	83	72	86	82

The details of the rates of wages in the trades mentioned in para. 10 for the period 1939-44 were collected from a few firms engaged in these trades. This information, though not quite comprehensive, has been used below along with the information given in para. 10 to study the movement of wages in these trades in relation to the cost of living. The average wages per day of a worker in these trades for the period 1939-1950 are given below:—

Years ..	1939	1940	1941	1942	1943	1944	1945	1946	1947	1948	1949	1950
Average Wages Rs.	0.80	0.84	0.98	1.07	1.30	1.58	2.19	2.21	2.35	2.41	2.41	2.50

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

Year	Wages Index average wages 1939=100	Cost of Living Index Number Colombo working Class : with base shifted to 1939=100	Real Wages Index No.
1939 ..	100	100	100
1940 ..	105	104	101
1941 ..	123	113	109
1942 ..	134	150	89
1943 ..	163	182	90
1944 ..	198	185	107
1945 ..	274	205	134
1946 ..	276	212	130
1947 ..	294	233	126
1948 ..	301	241	125
1949 ..	301	239	126
1950 ..	313	252	124

It will, therefore, be seen that the rise in the cost of living has been more than offset by wage increases in the case of workers covered by Wages Boards and the unskilled labourers in Government Service. This general upward trend in wages must have also involved an increase in other wage rates, though without statistics it is impossible to say whether the increase has been commensurate with the increase in the cost of living.

M. R. & S. R.

AN INTERESTING DECISION IN A SHOPS CASE

A case of considerable interest in regard to the meaning of the word "Shop" as defined in the Shops Ordinance was recently decided in the Supreme Court.

The occupier of a shop situated in premises No. 191, Galle Road, Wellawatte, Colombo, was charged with a breach of the Closing Order on January 30, 1949, and was convicted, though he contended that his was not a "Shop" within the meaning of the Shops Ordinance. He then appealed to the Supreme Court from the conviction.

Dismissing the appeal on November 28, 1950, Mr. Justice Pulle said as follows:—

'The appeal in this case arises from a prosecution under the Shops Ordinance, No. 66 of 1938, and the point to be determined is whether the place where admittedly the appellant was carrying on a retail business fell within the meaning of the word "shop" as defined in Section 31 (1) of the Ordinance. The definition reads, leaving out what is immaterial,

"'Shop' means any premises in which any retail or wholesale trade or business is carried on and includes any premises in which the business of a barber or hairdresser or the sale of articles of food or drink is carried on".

'There is a building which is described as a hotel and bearing Municipal assessment No. 191, Galle Road, Wellawatte. A portion of the entrance to this building is blocked by a partition and in front of it, on the floor of the entrance, is a counter which is flanked by the two doors of the entrance, which are left permanently open. The appellant who carried on a business in textiles transacted his business from the area between the counter and the partition. There was a canvas awning over the counter and the goods were displayed on the counter and the space between it and the awning. Directly above the awning were the concrete eaves of the hotel. At night the place was illuminated by electric lights from current taken from premises No. 191.

'Having regard to the place where the appellant was carrying on business it is obvious that he was an occupant of a part of building No. 191. Learned Counsel argues that that is not sufficient to constitute the place a shop as defined in the Ordinance. He argues that to constitute a shop there must be a compact building capable of providing the salesman with facilities for taking meals and with sanitary conveniences and also capable of being closed and opened in order to conform to closing orders made under section 15 (1). I do not think that the argument based on the absence of facilities in any way assists the appellant. In regard to compulsory providing of facilities, sections like 10, 11 and 14 cannot be interpreted to mean that if these facilities do not exist a retail or wholesale place of business cannot be a shop. On the contrary they envisage a place of business which is a shop within the meaning of the Ordinance, but which may not have those facilities and thus rendering the occupier guilty of offences punishable under section 23 (1). As I read sections 15 and 18 a physical closing of the place of

business is not essential to compliance therewith. What is prohibited is the keeping of a shop open in breach of the prescribed hours "for the serving of customers".

'On behalf of the appellant reliance was placed on the cases of *Metropolitan Water Board v. Paine* (1) and *Ilford Corporation v. Mallinson* (2). In the former case the word "premises" had to be interpreted in the context of section 79 of the East London Waterworks Act, 1853. The question for decision in the first case was whether a bare land on which the owner intended to erect buildings came within the description of the word "premises" so as to entitle the owner to a water supply for building operations at certain advantageous rates. It was held that the word "premises" meant a house and did not include bare land. In the second case the word "premises" had to be interpreted as used in Section 1 in the Poor Rate Exemption Act, 1833. In this as well, it was held that the word referred to buildings only and not a piece of vacant land. In view of the evidence in this case that the place where the appellant carried on his business is a part of a building, the applicability of these decisions does not arise. I would observe that in the earlier case the word "premises" was not defined in the Act and the Judges expressed the opinion that the interpretation of the term gave rise to great difficulties. In both cases the scope of the relevant acts was considered and it was decided that the term could not have been intended by the legislature to mean a piece of bare land. It may be that a person who sets up a movable structure on a piece of bare land for the purpose of selling his wares is not reached by the provisions of the Shops Ordinance, No. 66 of 1938, but that is not the question which falls to be determined in the present case.

'In *Summers v. Roberts* (3) the appellant sold by retail liniment in bottles in the uncovered portion of a market at a stall consisting of a board resting on but not fixed to two trestles. It had to be determined whether the place was a shop which according to Shops Act of 1912 included any "premises" where retail trade was carried on. It was ruled that the word "shop" should be interpreted from the setting and context in the Act of 1912 and that the word "premises" connoted a permanent place, defined by precise limits on which, or on part of which, there was some sort of structure where a regular retail business could be carried on. In the present case the elements of permanence and the regularity of the business are both present.

'I hold that the case against the appellant has been proved and the appeal is, therefore, dismissed.'

TWO KINDS OF LEADERS

There are two kinds of leaders—one interested in the flock and the other in the fleece.

NOTES OF CURRENT INTEREST

A Committee to Solve Unemployment

A Committee has been set up by the Hon. Minister of Labour and Social Services with a view to finding employment to those registered unemployed, particularly in Colombo, and to co-ordinating, from the employment point of view, the works, for which monetary provision exists under the various Government Departmental votes. Major Montague Jayawickreme, M.P., Parliamentary Secretary to the Minister of Labour and Social Services, is the Chairman of the Committee. The other members are the Permanent Secretary to the Minister of Health and Local Government, the Permanent Secretary to the Minister of Transport and Works, the Permanent Secretary to the Minister of Industries, Industrial Research and Fisheries, the Permanent Secretary to the Minister of Agriculture and Lands, the Permanent Secretary to the Minister of Labour and Social Services, the Commissioner of Labour and the Assistant Secretary to the Ministry of Labour and Social Services (Secretary). Mr. P. Ramanathan, Assistant Commissioner of Labour, is co-opted as a Member of the Committee.

The first meeting of this Committee was held on the 7th instant.

I. L. O. Technical Assistance Committee

At its 112th Session (Geneva, June 1950) the Governing Body of the International Labour Organization examined the Technical Assistance Programme to be furnished by the I. L. O. in the field of manpower. The subjects on which papers were prepared and submitted by the I. L. O. to the Governing Body are as follows:—

1. Social Security
2. Labour Administration and Inspection
3. Industrial Safety
4. Occupational Health
5. Co-operation and Handicrafts
6. Labour Conditions in Agriculture
7. Labour Statistics
8. Industrial Relations, and
9. Wage policy, minimum wage fixing machinery and systems of wage payments.

The assistance the I. L. O. plans to render to the Governments of under-developed countries under this programme would consist of Advisory Missions of experts, Regional Study Groups, Instructional Courses, Training Schemes, Technical Publications, Preliminary Surveys, &c.

The Technical Assistance Programme is conceived as a joint undertaking of the United Nations and the specialized Agencies.

GUIDE TO EMPLOYERS*—VIII

THE TEA EXPORT TRADE

Description of the Tea Export Trade

The notification under section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, published in *Government Gazette* No. 9,282 of June 16, 1944, as amended by notifications published in *Government Gazettes* No. 9,356 of January 19, 1945, and No. 9,523 of February 22, 1946, gives a comprehensive description of the trade. The trade, as described, covers the receipt of manufactured tea at the stores, the process of conditioning tea for export and the transport of tea for shipping and includes the following activities :—

- (a) unloading and carrying chests;
- (b) stacking;
- (c) opening boxes and turning out contents;
- (d) sampling;
- (e) hand-bulking,
- (f) carrying chests to blending board;
- (g) hand-blending;
- (h) weighing empty chests;
- (i) cutting paper and lead sheets for packing;
- (j) lining;
- (k) packing tea in chests;
- (l) weighing chests filled with tea;
- (m) laying out, top-lining and soldering;
- (n) lidding and nailing;
- (o) hooping and wire-tying;
- (p) scraping out old marks;
- (q) marking and stencilling;
- (r) carrying to the store and re-stacking;
- (s) making and soldering lead packets;
- (t) packet making, weighing and packeting;
- (u) pasting labels;
- (v) cutting out and making jute hessian covers;
- (w) covering with jute hessian;
- (x) laying out chests and loading for shipping;
- (y) cleaning and sweeping of stores and drains;
- (z) cutting, sifting and re-firing;
- (aa) polishing green tea;
- (bb) making and repairing boxes;
- (cc) the work of a watcher; and
- (dd) any other operation connected with or incidental to work in connection with the receipt of manufactured tea at the stores, or the process of conditioning tea for export, or the transport of tea for shipping.

The description, however, excludes the work of the following workers :—

lorry and van driver, mechanic, clerk, store-keeper, bargemen, carter and persons engaged in operations specified in the above paragraph, which are performed within the Customs premises at Colombo and Galle as defined by notification under section 101 (2) of the Customs Ordinance, (Chapter 185), published in *Gazette* No. 8,751 of June 6, 1941.

* "Guide to Employers" will be continued as a series in this *Gazette*. The guide which will be as comprehensive as possible will be in respect of trades for which Wages Boards have been established and decisions have been made.

Note by the Editor.

Decisions of the Wages Board for the Trade

The Wages Board for the trade has prescribed the intervals at which wages should be paid, the normal working day, the minimum rates of wages for time work, the overtime rate, a weekly holiday, and annual holidays.

Intervals for Payment of Wages

The wages for workers in this trade have to be paid weekly and within four days of the end of the week.

Normal Working Day

The number of hours constituting a normal working day (inclusive of one hour for a meal) has been fixed at nine on any day other than a Saturday and at seven on a Saturday.

Minimum Rate of Wages for Time Work

The minimum time rate consists of a basic rate and a special allowance.

The daily basic rates and the special allowances are set out in a notification under section 27 (3) of the Wages Boards Ordinance, published in *Government Gazette Extraordinary* No. 9,436 of July 21, 1945, as amended by notification published in *Government Gazette* No. 9,528 of March 8, 1946.

Workers in the trade have been grouped into the following classes for purposes of fixing the basic rates of wages.

<i>Class of workers</i>	<i>Basic rate for a normal working day Rs. c.</i>
A.—Male workers not under 18 years of age—	
(a) Grade II.	
Workers employed in—	
sampling, opening boxes and turning out contents, weighing empty chests, cutting paper and lead sheets for packing, lining, packing tea in chests, laying out, top-lining and soldering, lidding and nailing, hooping and wire-tying, scraping out old marks, marking and stencilling, making and soldering lead packets, packet making, weighing and packeting, pasting labels, cutting out and making jute hessian covers, covering with jute hessian, cleaning and sweeping of stores and drains, cutting, sifting and refiring and polishing green tea	1 24
(b) Intermediate Grade.	
Workers employed in—	
weighing chests filled with tea, hand bulking, hand blending ..	1 40
(c) Grade I.	
Workers employed in—	
unloading and carrying chests, stacking, carrying chests to blending board, carrying to the store and re-stacking and laying out chests and loading for shipping	1 60
(d) Box makers and repairers	1 40
(e) Watchers	1 50
B.—Female workers (not under 18 years of age)	1 0
C.—Workers (irrespective of sex) under 18 years of age—	
Over 14 years but under 15 years	0 60
Over 15 years but under 16 years	0 70
Over 16 years but under 17 years	0 80
Over 17 years but under 18 years	1 0

The rate of special allowance per day payable in any month depends on the cost of living index number prepared by the Commissioner of Labour for the preceding month. The daily special allowance prescribed, when the index number for the preceding month is 200, is as follows:—

Male workers not under 18 years of age—

Intermediate grade	}	72 cents
Grade I		
Box makers and repairers		
Watchers		

All other classes of workers—half the daily basic rate of the worker.

An increase of 3 cents in the case of a worker (irrespective of sex) not under 18 years of age and 2 cents in the case of a worker (irrespective of sex) under 18 years of age is made in the rate for every complete unit of 5 points by which the index number exceeds 200. Similarly decreases of the same amounts are made in respect of each complete unit of 5 points by which the index falls below 200.

Notification regarding Special Allowances

The Commissioner of Labour publishes a notice showing the rates of special allowances for each month in the *Government Gazette* and in the newspapers sometime between the 26th and the end of the preceding month.

Overtime Rate

Overtime is payable in respect of work done for any period in excess of the normal working day. The minimum rate payable is $1\frac{1}{2}$ times the minimum hourly rate of the worker ascertained by dividing the daily minimum time rate (basic rate plus special allowance) by 8.

Weekly Holiday

All workers employed in the trade must be allowed Sunday as a holiday. Any worker who is employed on a Sunday has not only to be allowed a holiday within the six days following that particular Sunday but also to be paid at $1\frac{1}{2}$ times the minimum time rate of wages for working on Sunday. A worker who, through his own unwillingness, fails to work for nine hours (including the meal hour) on a Sunday may be paid $1\frac{1}{2}$ times the hourly rate for each hour he has worked.

No worker should be employed on a Sunday for more than nine hours (inclusive of one hour for a meal) and the remuneration due to a worker for work done on a weekly holiday should be paid along with the wages for that week.

Annual Holidays

The Wages Board has determined that workers in the trade should be entitled to a number of holidays with pay each year based on the outturn of the individual worker in the preceding year, which is referred to as the "qualifying year".

It must be noted that the "qualifying year" is not a fixed period of time applicable to the trade. It is personal to each worker in the trade and is a period of 12 months of continuous employment beginning from the date on which he commenced working for that

employer. However, in the case of a worker who had been in the continuous employment of an employer for a period not less than one year on or before March 1, 1945, the "qualifying year" commences on March 1 each year as long as he remains in the same establishment.

The computation of the number of holidays a worker is entitled to is straightforward. A worker who has worked continuously for the same employer for more than 218 days in a "qualifying year" is entitled to one holiday for each unit of 5 days worked in excess of 218 days. The maximum number of days worked which need be taken account of is 288 which in effect limits the obligation of an employer to the grant of a maximum of 14 holidays per year.

Certain holidays and other days of absence must be included as working days for the purpose of the computation and employers are advised to make a careful study of the holiday regulations appearing in a notification of the Board published in *Government Gazette Extraordinary* No. 9,524 of February 25, 1946, as amended by a notification in *Government Gazette* No. 9,671 of February 21, 1947.

The holidays earned by a worker must be given within the 12 months immediately succeeding the qualifying year in which they were earned. If the worker is entitled to six or more holidays, six of such holidays must be allowed and taken on consecutive days. Within these limits the time at which the holiday is taken may be mutually agreed upon.

Where the number of holidays allowed to any worker at any one time exceeds five days, one half of the remuneration due to such worker in respect of the holidays should be paid to him on the last pay day preceding the commencement of the holidays and the other half on the first pay day after resumption of work by such worker. The remuneration for each holiday should be the average daily wage for the worker obtained by dividing the total wage (excluding overtime and bonuses) earned by the worker in the last four weeks of the qualifying year by which the number of days on which he has actually worked during such period.

Both holidays and wages must be given. It is irregular to make a cash payment in lieu of holidays and the employer is obliged to give holidays in accordance with the decisions of the Board.

Payment of Wages

The law requires an employer to pay the wages in cash directly to the worker. No deductions may be made other than an authorized deduction. Authorized deductions are limited to a sum not exceeding 50 per cent. of the wages earned by the worker in the relevant wage period.

Authorized Deductions

The purposes for which deductions have been authorized are set out in section 2 of the Wages Boards Ordinance and in regulation 2 (1) of the Wages Boards Regulations, 1943, published in *Government Gazette* No. 9,209 of December 3, 1943, as amended by regulation published in *Government Gazette* No. 9,496 of December 21, 1945. The regulation was reproduced at pages 15 and 16 in the August 1950 issue of this *Gazette* (Vol. I, No. 8).

The schedule to the amending regulation referred to in the previous paragraph gives lists of foodstuffs and services for which deductions are authorized and a list of offences for which fines may be imposed.

Amounts deducted for fines must be applied by the employer to such purposes beneficial to the worker as may be approved by the Commissioner of Labour. Each employer should make an application for approval to the Commissioner of Labour stating the purposes to which it is intended to apply the proceeds of fines imposed.

Where a deduction is made in respect of an advance of wages not already earned, such deduction has to be made in equal instalments spread over a period of six months.

As indicated earlier the aggregate of the deductions should not exceed 50 per cent. of the wages and an order of priority for making authorized deductions has been prescribed in regulation 4 of the Wages Boards Regulations, 1943, published in *Government Gazette* No. 9,209 of December 3, 1943.

Record of Wages

Every employer in the trade is required by section 36 of the Wages Boards Ordinance, No. 27 of 1941, as amended by section 2 of Ordinance No. 19 of 1945, to keep a register of wages and other prescribed particulars. This register should be substantially in Form II set out in the Schedule to the Wages Boards Regulations, 1943. A note on this form appeared in the September 1950 issue of this *Gazette* (Vol. I, No. 9).

The register must be kept in the place of employment and produced for inspection when required by the Commissioner of Labour, Deputy Commissioner, any Assistant Commissioner, any Inspector of Labour, or any other officer authorized by the Commissioner of Labour for the purpose.

Exhibition of Notices

The obligation to exhibit notices setting out the latest decisions of the Wages Board for the Trade and the authorized deductions is as important as the obligation to maintain a record of wages. This is a requirement under section 37 of the Wages Boards Ordinance, No. 27 of 1941, as amended by section 11 of Ordinance No. 40 of 1943, and by regulation 23 of the Wages Boards Regulations, 1943. The notices should be substantially in Form III set out in the Schedule to the Wages Boards Regulations, 1943, and must be exhibited in all three languages: Sinhalese, Tamil and English. A note on this will be found in the September 1950 issue of this *Gazette* (Vol. I, No. 9).

Maternity Benefits

In terms of section 4 of the Maternity Benefits Ordinance, No. 32 of 1939, a woman worker who has worked for 150 days or more in the 12 months immediately preceding the date on which she gives notice to her employer of having been confined (which should be done within seven days of the confinement) must be paid maternity benefits at the prescribed rate as laid down by section 5 (1). The rate prescribed at present is Re. 1 per day for the two weeks immediately preceding the confinement and for the four weeks following the confinement.

A notice book in the Form E appearing in the Schedule to the regulations made under section 13 of the Maternity Benefits Ordinance, published in *Government Gazette* No. 9,634 of November 22, 1946, should be maintained and Forms B and C set out in the same Schedule should be made available for the use of women

workers. A register of women workers should be maintained substantially in Form D appearing in the Schedule appended to the regulations.

It must be noted that the provisions of the Maternity Benefits Ordinance are applicable only to a shop, mine, factory or estate in which ten or more persons are employed.

Notifications

Notifications relating to the decisions of the Wages Board for the Tea Export Trade have been published in *Government Gazettes Extraordinary* Nos. 9,436 of July 21, 1945, and 9,524 of February 25, 1946, and in *Government Gazettes*, Nos. 9,528 of March 8, 1946, and 9,671 of February 21, 1947. Extracts of the *Gazette* notifications are available for sale at the Government Publications Bureau, Secretariat, Colombo. They are not available at the Office of the Commissioner of Labour.

KELAART v. PIYADASA

806—Workmen's Compensation C3/59/40

Workmen's Compensation—Scope of employment—Disobedience of orders—Act not done for purposes of, or in connection with, employer's business—Liability of employer—Ordinance No. 19 of 1934 (Cap. 117) s. (3b).

The deceased, A, was employed by the respondent, a contractor, who was engaged in building tanks for the Shell Company. A, was employed as a labourer to bring water and supply tools to the workmen. The tank was 25 feet high and the stage was 7 feet high.

A, was employed outside and was prohibited from going up to the stage as he was suffering from hernia. Moreover, his duty was to put the tools in the bucket, which was drawn up by a rope.

On the day in question, the deceased went up to the scaffolding to ask another workman for a chew of betel. Whilst on the scaffolding, he cried out in pain, lost his balance, fell down on to an iron sheeting and died as a result.

Held, that A, when he got on to the scaffolding, took himself out of the scope of his employment and as the accident took place before he resumed employment, the act was not done for the purposes of, or in connection with, his employer's business.

APPEAL from an order of the Commissioner of Workmen's Compensation.

G. Thomas, for the applicant, appellant.

S. Alles, (with him J. E. A. Alles) for the employer, respondent.

Cur. adv. vult.

June 2, 1942. HOWARD C. J.—

This is an appeal against the judgment of the Commissioner of Workmen's Compensation, Colombo, delivered on November 5, 1941, dismissing the applicant's claim for compensation with costs. The applicant claimed compensation on behalf of his brother, Sirisena, a minor, arising out of the death of his father, one J. A. Aron Singho, a workman employed by the respondent. The latter was a contractor and at the time of the accident, which resulted in the death of Aron, was engaged in building tanks at Kolonnawa for the Shell Company. The respondent, in giving evidence, stated he kept a book (R 3) in the course of his business and this book gave the names of his workmen, the dates on which they worked and the rates of pay. He employed rivetters, blacksmiths, jollymen, coolies and fitters. Aron was styled as a coolie and, according to the respondent, he was employed to bring water and supply tools to the workmen. The tanks are 25 feet high. The stage was 7 feet up. There were two stages inside the tank and two stages outside. On the day of the accident, June 18, 1940, three workmen were working on the inside and two others with the respondent outside. According to the respondent, Aron, who suffered from hernia, had been prohibited by him from going up on to the stage. Moreover, coolies had no business on the stage. Aron's duty was to put the tools in a bucket and the bucket was dragged up by a rope. Aron, according to the evidence of the respondent and another workman called Thomas, came up on to the scaffolding to ask the latter for a chew of betel. According to the respondent and Thomas, whilst on the scaffolding he cried out in pain, seized his testicles with

both hands, lost his balance and fell down on to an iron sheeting on the ground. Aron died the same day. An inquest was held on his body and the Coroner found that death was due to concussion of the brain and fracture of the base of the skull, and that this was caused by the fall from the scaffolding. The evidence of the respondent and two workmen, Thomas and Richard, was to the effect that Aron was employed as a coolie on the ground and had no business on the scaffolding which had been prohibited. On the other hand, two workmen called Dharmadasa and Perera maintained that Aron was a fitter or rivetter and used to work on the scaffolding. Perera also stated that when the accident occurred Aron, in the course of his duty, was on the stage with three others. The stage was lowered and it stopped on a bolt. Aron was asked to clear it and fell down in doing so. It will, therefore, be seen that there was a conflict of evidence as to the nature of Aron's duties and the manner in which he met with the accident. The Commissioner has accepted the evidence of the respondent, that the applicant was merely doing the work of a casual labourer and his duties did not involve mounting the scaffolding. I am not prepared to say that in coming to this conclusion, the Commissioner was wrong.

The Commissioner then proceeded to hold that in climbing the scaffolding the deceased was undertaking a risk which was not one of the ordinary risks of his employment and he could not, therefore, regard the accident as arising out of the course of his employment. He, therefore, held that the case for the applicant failed. In holding that the accident did not arise out of the course of the deceased's employment, the Commissioner has been guided by the decision in *The Lancashire and Yorkshire Railway Company v. Highley*. This case, it is interesting to note, was decided before the law was amended by the Act of 1923, to enable the dependents of a workman to obtain compensation in the case of injuries resulting in death, although at the time when the accident happened the workman was acting in contravention of a statutory or other regulation applicable to his employment or of orders given by or on behalf of his employer. A provision on similar lines to this amendment is to be found in section 3 (b) of the Workmen's Compensation Ordinance (Cap. 117). There are numerous decisions which deal with problems very similar to the one with which I am dealing. It is no easy matter to thread one's way through this jungle of case law. The law received full and comprehensive consideration in the recent case of *Noble v. Southern Railway Company*. In that case, the deceased was killed by an electric train. He was in the employment of the respondents as a fireman and attached to the locomotive Depot at Norwood Junction. He was employed in piloting duties, meaning that when a driver did not know the railroad, he had to travel in the engine cab and show it to him. About midnight on August 24, 1938, he reported at the engine shed and was then told to go to East Croyden, travelling as a passenger from Norwood Junction Station by a train due to leave at 12.25 a.m. To catch that train he had to walk to the Junction Station. There is a recognized route to that place, which has been specified as the right way since the locomotive depot was opened in 1925. The distance along this route, which was adequately lighted at night and perfectly safe, was 1,002 yards. There was, however, a short cut along the lines of the railway, the total distance of which was 841 yards. This route was dangerous because of live rails, various obstructions and electric trains. It was not lighted at night and its use by employees of the

respondents was strictly prohibited. The deceased took this route and was killed about 12.14 a.m. by an electric train coming up behind him. He was killed when he had departed from the recognised and safe route and was walking along the highly dangerous route in close proximity to the rails used by electric trains. He was in a place where the respondents had expressly forbidden him to go. He was doing a prohibited act, involving an added risk, in a place where he was by the prohibition forbidden to go. In his judgment, Viscount Maugham said that three questions had to be answered as follows:—

“First, looking at the facts proved as a whole, including any regulations or orders affecting the workman, was the accident one which arose out of, and in the course of his employment?”

Secondly, if the first question is answered in the negative, is the negative answer due to the fact that when the accident happened the workman was acting in contravention of some regulation or order?

Thirdly, if the second question is answered in the affirmative, was the act which the workman was engaged in performing done by the workman for the purposes of, and in connection with, his employer's trade or business?”

Viscount Maugham then went on to say that what has been described as the doctrine of “added peril” was not the *ratio decidendi* in any decision of the House of Lords. Regulations and orders applicable to a man's employment are designed simply to prevent added perils being occasioned to him and his fellow workmen in that employment. It was clear, however, that, if the case came within the amendment to which I have referred, the man will be entitled to compensation, notwithstanding the added risk which the man had run by his disobedience. The “added peril” test was, therefore, quite inapplicable, Viscount Maugham then proceeded to answer the three questions as follows:—

- (1) The accident did not arise out of the employment. The man was given a safe route but chose to take one which was prohibited because of its dangers: *Moore (A. G.) & Co. v. Donnelly*.
- (2) The negative answer to the first question was due to the fact that the accident to the workman occurred on his employer's premises while he was contravening the regulations as to the proper route from the engine house to the station. The answer to the second question was in the affirmative.
- (3) This question was also answered in the affirmative. There was no suggestion that the deceased deviated from the safe route to fulfil any purpose of his own. He was walking along the line for no other purpose except to catch the 12.25 a.m. train to East Croydon. He was still on the respondent's premises and was going about his allotted job.

In this case, I think the first two questions must be answered in the same way as in *Noble v. Southern Railway Co.* (*supra*). With regard to the third question, can it be said that when the deceased got on the scaffolding to get a chew of betel he was engaged in performing an act for the purpose of, and in connection with his employer's trade

or business. In order to come to a decision on this point, I need only refer to two cases. In *Knowles v. Southern Railway Company*, this respondent railway company had a rule that "employees must not consume intoxicating liquor while on duty". This rule was well known to the company's employees, including the deceased man, a carter, whose duty it was to drive a pair-horse van. On the day of the accident giving rise to the claim for compensation, while he was taking a load from one depot to another, he stopped his van outside a public-house, descended from the box seat, and having put a chain on the near side wheel and removed a trace he went some distance up a side street to a public house for the purpose of getting a glass of beer and also for the purpose of using the lavatory, but the County Court Judge found as a fact that the man's dominant purpose was to drink the beer. On his return to the van, he removed the chain, replaced the trace, took the reins in his hands, and was in the act of mounting to his seat when, probably owing to the horses starting to move, he slipped and fell under the wheel and sustained injuries which caused his death. On a claim for compensation by his widow, it was held (1) that the accident did not arise in the course of the deceased's employment, seeing that it happened before he had completed the series of acts—unchaining the wheel, refastening the trace, taking possession of the reins—which, owing to his breach of duty, had to be performed before he could regain effective control of the horses for the purpose of re-starting them; and (2) that the accident could not be deemed to have arisen out of, and in the course of, the deceased man's employment within the meaning of section 1, sub-section 2, of the Act, inasmuch as the act he was doing in contravention of a regulation applicable to his employment was attempting to regain his seat on the van as one part of a composite act of consuming intoxicating liquor while on duty, which act, being expressly forbidden by the terms of the employment, could not be said to be an act "done by the workman for the purposes of, and in connection with, his employer's trade or business" within the meaning of the sub-section. In his judgment, Lord Russell of Killowen says as follows—

"I agree with the view expressed by Greene L. J., namely, that where a man leaves his work to break a rule, he necessarily takes himself out of the scope or sphere of his employment and remains outside its limits till the time when he resumes his employment"

Further on, the learned law Lord states:—

"Taking the view which I take on these two preliminary points, I am of opinion that, from the moment that the workman left the driver's seat, as the first step towards the 'Gladstone' he broke off his employment"

In *Davies v. Gwaunaeegurwen Colliery*, in contravention of his employer's express orders, a workman unnecessarily went into a prohibited area to hang up his coat, and on turning round to return to his proper working place fell into a hole and was fatally injured. His widow claimed compensation contending that the workman's acts of hanging up his coat and returning towards his work were acts done "for the purposes of, and in connection with his employers' trade or business" so that under section 7 of the Workmen's Compensation Act, 1923, the fatal accident was to be "deemed to arise out of and in the course of his employment, notwithstanding, that the workman was acting in contravention of" his employers' orders. The

Deputy County Court Judge held that the acts were done for the workman's own purposes and not for the purposes of, or in connection with his employers' trade or business, so that section 7 did not apply. On the widow's appeal it was held that the Deputy Judge's decision was right.

I find it impossible to distinguish the present case from the last two cases I have cited. When Aron left the ground and got on to the scaffolding he had, like the carter in *Knowles v. Southern Railway Coy.* (*supra*), necessarily taken himself out of the scope or sphere of his employment. The accident took place whilst there and before he had resumed his employment. In these circumstances, the act was not for the purposes of, and in connection with, his employer's trade or business.

For the reasons I have given, I have come to the conclusion that the finding of the Commissioner was right and the appeal must be dismissed.

Appeal dismissed.

1942

Present : Keuneman J.

DIAS, Appellant, and JANE NONA, Respondent.

751—*Workmen's Compensation C 3/62/41*

Workmen's Compensation (Cap. 117), s. 3—Workman employed by Superintendent of estate after hours—Death by snake bite—Liability of employer.

The deceased was employed as a factory worker in the store of an estate. His work ceased for the day at 4.30 p.m. It would appear that he had entered into a private arrangement with the Superintendent by which he was permitted to live in his bungalow and obtain his meals. It was no part of his contract with the estate. On the day in question about 7 p.m. the deceased went to close a cage in which fowls belonging to the Superintendent as well as the deceased were kept. The deceased was bitten by a snake and died as a result.

Held, that the deceased did not receive personal injuries by an accident arising out of and in the course of his employment under the proprietor of the estate within the meaning of section 3 of the Workmen's Compensation Ordinance.

APPEAL from an order of the Commissioner under the Workmen's Compensation Ordinance.

E. F. N. Gratiaen (with *N. M. de Silva*), for respondent, appellant.

Cur. adv. vult.

No appearance for claimant, respondent.

November 24, 1942. KEUNEMAN J.—

This is a proceeding under the Workmen's Compensation Ordinance and the only question which remains for determination is whether the deceased Simon Singho received personal injuries by an accident arising out of and in the course of his employment.

The respondent to the application appears to be Mr. S. Dias of Savitri, Turret Road, Colombo, who carries on business under the business name of Dias Peiris & Co. He appears to have been the party

who actually contested the proceedings but to judge by the caption it is rather difficult to know who is the real respondent because the caption shows that at one place the Superintendent of Kekirihena Estate, Analawatta, is the respondent and another place shows Dias Peiris & Co., as the respondents. I think it would suffice if we treat the present proceedings on the footing of the liability of Mr. S. Dias who carries on business under the name of Dias Peiris & Co.

It appears that the deceased Simon Singho was employed as a factory worker and that he was working in the store. According to the Superintendent, Mr. Mendis, the deceased used to work in the factory and storehouse and the curing shed and the deceased commenced work at 7 a.m. worked until 11.30 a.m. and then re-started after meals at 1 p.m. and ceased work for the day at 4.30 p.m. For this work the deceased was paid at the rate of 52 cents a day. That appears to have been his regular working hours and it was not part of his contract with the proprietors of the estate that he should have any accommodation or lodging on the estate itself. It appears, however, that he had entered into some kind of private arrangement with the Superintendent of the estate by which he was permitted to live in the bungalow of the Superintendent and obtain meals at the rate of Rs. 6 a month. There is some evidence that for some period he was helping the cook and in fact functioned for one month in place of the cook. This is the evidence of the Conductor of the estate, Sergius de Silva. This is not admitted by the Superintendent of the estate who gave evidence and who says that he had a cook whom he employed all throughout and that the deceased never cooked for him. He added that if the deceased did cook it would be contrary to the instructions of the employers.

However that may be, it appears that the deceased on the day in question at about 7 p.m. went to close a fowl cage. In that cage there were apparently fowls belonging to the deceased as well as fowls belonging to the Superintendent. The deceased was bitten by a snake and died as a result of that bite. I cannot see myself that it can be said that this was an accident arising out of and in the course of his employment under the proprietor of the estate. It seems clear on the evidence that as far as the proprietors are concerned he was employed only during the working hours of 7 a.m. to 4.30 p.m., and it was not a part of his employment to remain on the estate after the hour of 4.30 p.m. It is possible that the deceased entered into some kind of private arrangement with the Superintendent of the estate, but it is by no means established on the evidence that it was any part of his employment under the proprietors that he should work after the hour 4.30 p.m. that he should continue to work till 7 p.m., or that his work included that of looking after the fowl cage at all. It is not clear on the evidence of Sergius de Silva, the Conductor, that he was actually employed to act for the cook at the time when the accident took place. It is possible that at this time he was merely being permitted by the Superintendent to stay in the bungalow and obtain his food at Rs. 6 a month. I do not think this can be regarded as a hazard arising out of and in the course of his employment under the respondent. I think, therefore, that as far as the respondent S. Dias is concerned he cannot be made liable to pay compensation in respect of this accident. I do not, of course, decide what liability, if any, attaches to the Superintendent of the estate in his personal capacity. That matter has not been gone into in these proceedings. The appeal is allowed.

Appeal allowed.

DECISIONS OF WAGES BOARDS

WAGES BOARD FOR THE COCONUT MANUFACTURING TRADE

The following new decisions of the Wages Board for the Coconut Manufacturing Trade made under section 28 of the Wages Boards Ordinance, No. 27 of 1941, came into force on February 1, 1951:—

The decisions made by the Wages Board for the Coconut Manufacturing Trade and set out in the Schedule to the notification published in *Gazette Extraordinary* No. 9,971 of April 30, 1949, as varied in the manner set out in the notifications published in *Gazette* No. 10,073 of February 17, 1950, and in *Gazette Extraordinary* No. 10,131 of July 28, 1950, shall be further varied, by the substitution, for Part II of that schedule, of the following new Part:—

“ PART II

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

<i>Process</i>	<i>Rate</i>
(1) In the manufacture of desiccated coconut	
Husking nuts ..	.. Re. 1.75 per 1,000 nuts
Removing shells (hatchetting) ..	90 cents per 1,000 nuts
Removing parings ..	90 cents per 1,000 nuts
Washing coconut meat and disintegrating ..	70 cents per 1,000 pounds
Drying ..	.. Re. 1.05 per 1,000 pounds
Sifting and grading ..	85 cents per 1,000 pounds
Packing and stencilling ..	8 cents per case of 120 to 130 pound
(2) In the manufacture of fibre and coir products otherwise than as a cottage industry—	
Crushing husks ..	75 cents per cwt. (wet weight of bristle fibre)
Breaking and cleaning husks ..	75 cents per cwt. (wet weight of bristle fibre)
Cleaning mattress fibre, drying and baling ..	25 cents per cwt.
Hanking bristle fibre and tying ..	.. Re. 1.20 per cwt.
Manufacture of mats and matting..	{ Mats : 12 cents per square foot Matting : 35 cents per square yard
Hackling bristle fibre and tying ..	.. Rs. 2.60 per cwt. ”

TABLE I—COST OF LIVING INDEX NUMBERS—COLOMBO WORKING CLASS

Base : November, 1938-April, 1939 = 100

GROUPS OF HOUSEHOLD EXPENDITURE

Year	Food	Fuel and Light	Rent	Clothing	Miscel- laneous	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

Year	Food	Fuel and Light	Rent	Clothing	Miscel- laneous	Final Index Number	Index Number Nov., 1942 = 100
Group Weights	63.66	7.26	7.06	8.78	13.24		
1943	103	94	105	138	118	107	197
1944	102	94	105	156	127	109	200
1945	110	94	112	165	158	121	221
1946	113	111	124	180	155	125	229
1947	126	121	136	213	157	138	252
1948	138	101	148	189	157	142	260
1949	144	97	129	156	148	141	258
1950	154	102	129	155	154	149	272
January	155	96	129	152	151	148	271
February	154	97	129	150	155	148	271
March	151	95	129	149	151	145	266
April	150	96	129	151	154	145	266
May	151	95	129	151	153	146	266
June	154	96	129	151	154	148	271
July	155	96	129	153	155	149	272
August	156	97	129	151	158	150	274
September	162	106	129	155	158	155	283
October	158	113	129	158	155	152	279
November	155	116	129	166	154	151	277
December	151	115	129	175	152	149	273
1951—							
January	157	113	129	177	155	153	281

TABLE II—COST OF LIVING INDEX NUMBERS—ESTATE LABOUR

Base: July-September, 1939=100

GROUPS OF HOUSEHOLD EXPENDITURE

Year	Food	Clothing	Fuel and Light	Miscel- laneous	Final Index Number
Group weights	64	12	8	16	
INDEX NUMBERS					<i>(July-Sept., 1939 = 100)</i>
<i>Base: July-September, 1939 = 100</i>					
1939 ..	100	100	100	100	100
1940 ..	106	113	107	105	107
1941 ..	119	126	108	115	119
1942 ..	160	139	117	135	154
<i>Base: October, 1942 = 100</i>					<i>Index Number October, 1942 = 100</i>
Group weights	701	119	14	166	
1943 ..	108	149	104	116	115 .. 199
1944 ..	110	202	105	114	122 .. 211
1945 ..	115	196	104	137	128 .. 222
1946 ..	118	214	106	131	131 .. 228
1947 ..	124	220	112	139	138 .. 239
1948 ..	142	224	112	128	149 .. 259
1949 ..	154	182	111	126	152 .. 264
1950 ..	164	162	108	134	158 .. 274
January	165	160	108	127	157 .. 273
February	168	155	108	134	160 .. 277
March	166	155	108	135	159 .. 275
April ..	166	157	108	134	159 .. 275
May ..	161	158	108	134	155 .. 269
June ..	162	162	108	132	156 .. 271
July ..	162	164	108	135	158 .. 272
August	164	164	108	142	160 .. 277
September	166	163	108	138	160 .. 278
October	163	165	108	134	158 .. 273
November	164	166	108	133	158 .. 274
December	158	170	108	134	155 .. 268
1951—					
January	161	172	108	134	157 .. 272

TABLE III—UNEMPLOYMENT

Table showing the number of Persons unemployed according to Registers maintained at the Employment Exchanges in the Island

Years	<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi- skilled</i>	<i>Unskilled</i>	<i>Total</i>
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	13,130	4,800	4,981	27,645
1941	5,274	8,882	2,351	3,951	20,458
1942	6,589	9,411	1,882	1,451	19,333
1943	2,282	2,872	1,312	1,869	8,335
1944*	295	358	227	173	1,053
1945	2,258	11,025	3,267	4,816	21,366
1946	5,636	10,012	7,527	13,369	36,544
1947	2,883	7,325	8,113	16,423	34,744
1948	4,474	13,027	12,443	36,712	66,656
1949 January	4,946	12,423	12,754	36,691	66,814
February	5,361	12,263	12,887	36,765	67,276
March	5,701	12,400	13,788	36,488	68,377
April	5,698	12,233	13,601	36,264	67,796
May	5,340	11,825	13,311	35,505	65,981
June	5,289	12,176	13,523	37,413	68,401
July	5,180	12,251	13,913	38,845	70,189
August	5,155	12,382	13,788	39,057	70,382
September	5,139	12,174	13,642	36,707	67,662
October	5,135	12,014	13,309	37,341	67,799
November	5,077	12,120	13,665	39,027	69,889
December	5,132	11,994	13,591	39,015	69,732
1950 January	5,484	11,896	13,794	39,104	70,278
February	5,633	11,685	13,789	39,030	70,137
March	5,676	11,728	13,779	39,348	70,531
April	5,528	11,523	13,289	38,231	68,571
May	5,427	11,564	13,403	38,292	68,686
June	5,427	11,285	13,051	37,987	67,750
July	5,433	11,152	13,274	37,643	67,502
August	5,500	11,364	13,427	37,806	68,097
September	5,601	11,251	13,655	37,622	68,129
October	5,788	11,292	13,938	37,661	68,679
November	5,656	11,053	14,195	37,276	68,140
December	5,627	10,525	13,523	35,447	65,122

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

TABLE IV—UNEMPLOYMENT

Table showing the number of Persons Unemployed according to Registers maintained at the Employment Exchanges

Classification by Exchange Areas

Years	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Trincomalee	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	728	352	816	119	438	727	611	36,544†
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	283	66,656
1949 Jan.	40,604	7,903	2,561	4,005	5,273	1,095	877	1,729	617	761	1,091	298	66,814
Feb.	40,252	8,109	2,679	4,056	5,222	1,131	1,139	1,684	612	673	1,413	306	67,276
Mar.	39,801	8,839	2,934	4,173	5,528	1,025	1,164	2,035	579	624	1,360	315	68,377
Apr.	39,587	8,702	3,050	4,130	4,979	1,031	1,195	2,084	857	607	1,236	338	67,796
May	38,524	8,125	3,592	4,188	4,569	1,085	1,077	2,024	920	660	882	335	65,981
Jun.	40,269	7,973	4,156	4,739	4,726	837	864	2,037	965	651	772	407	68,401
Jul.	41,588	7,511	4,551	5,129	4,980	856	985	1,979	928	634	671	377	70,189
Aug.	43,246	6,822	4,686	5,372	3,819	922	937	2,057	759	618	696	398	70,382
Sep.	41,707	6,354	4,466	5,256	3,447	949	1,180	2,022	707	583	572	419	67,662
Oct.	42,749	5,771	4,003	5,443	3,300	939	1,113	2,079	715	623	571	493	67,799
Nov.	44,123	5,513	4,107	5,689	3,516	930	1,006	2,079	726	1,028	611	561	69,889
Dec.	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	696	69,732
1950 Jan.	43,323	5,331	4,344	5,405	4,012	965	1,002	2,301	708	1,379	744	764	70,278
Feb.	43,007	5,246	4,365	5,352	4,368	959	980	2,332	663	1,387	866	612	70,137
Mar.	43,108	5,314	4,551	5,451	4,350	933	1,074	2,126	589	1,471	997	567	70,531
Apr.	41,566	5,088	4,324	5,377	4,566	881	1,038	2,060	501	1,273	1,274	623	68,571
May	41,998	4,817	4,194	5,714	4,526	885	1,009	1,849	530	1,283	1,414	467	68,686
Jun.	41,174	4,536	3,881	6,011	4,766	918	1,000	1,853	580	1,073	1,458	500	67,750
Jul.	42,113	4,433	3,967	6,322	3,297	923	1,031	1,989	573	996	1,441	417	67,502
Aug.	43,020	4,342	3,915	6,370	3,052	1,047	990	1,943	570	1,057	1,327	464	68,097
Sep.	44,025	4,214	3,802	6,294	2,848	964	986	1,908	576	929	1,144	439	68,129
Oct.	44,675	4,067	3,916	6,294	2,955	959	942	1,763	530	1,032	1,109	432	68,679
Nov.	44,032	3,969	3,823	6,295	3,152	937	1,026	1,893	538	979	1,146	350	68,140
	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	348	65,122

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

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

TABLE V—UNEMPLOYMENT

Table showing the number of Unemployed Persons placed
in employment since 1939

Year		<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi- Skilled</i>	<i>Unskilled</i>	<i>Total</i>
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
1949	.. January ..	158	185	139	585	1,067
	.. February ..	127	117	102	375	721
	.. March ..	185	209	171	600	1,165
	.. April ..	103	134	146	542	925
	.. May ..	199	190	195	966	1,550
	.. June ..	143	91	142	823	1,199
	.. July ..	152	97	171	1,536	1,956
	.. August ..	143	132	154	1,542	1,971
	.. September ..	122	100	139	795	1,156
	.. October ..	107	106	105	754	1,072
	.. November ..	204	136	171	541	1,052
	.. December ..	164	119	132	531	946
1950	.. January ..	114	136	125	442	817
	.. February ..	86	135	107	521	849
	.. March ..	165	174	124	449	912
	.. April ..	91	80	72	269	512
	.. May ..	134	108	90	541	873
	.. June ..	166	131	189	449	935
	.. July ..	97	120	136	426	779
	.. August ..	222	122	91	774	1,209
	.. September ..	282	179	131	540	1,132
	.. October ..	279	195	114	568	1,156
	.. November ..	304	69	152	399	924
	.. December ..	119	60	107	395	681

TABLE VI

Table showing the number of Unemployed Persons Registered and the number placed in Employment during the Month of December, 1950

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Central	278	62	359	30	317	57	992	186	1,946	335
Negombo	23	1	24	3	37	17	166	41	250	62
Kalutara	49	2	32	0	75	0	134	28	290	30
Galle	94	3	45	1	114	1	149	1	402	6
Kandy	115	8	84	1	187	7	189	39	575	55
Nawalapitiya	11	0	13	0	32	0	33	3	89	3
Kurunegala	43	4	26	1	54	3	112	0	235	8
Jaffna	102	16	48	3	116	9	74	4	340	32
Ratnapura	10	7	8	0	17	2	37	1	72	10
Badulla	14	3	18	18	33	4	83	7	148	32
Batticaloa	20	2	14	2	25	1	117	85	176	90
Trincomalee	9	5	12	0	19	5	19	0	59	10
Women's	59	6	23	1	69	1	110	0	261	8
Total	827	119	706	60	1,095	107	2,215	395	4,843	688

TABLE VII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	42	Not available	Not available	5	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	55	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	190,657	52	43,485	544,174
1948	32	4,516	31,349‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1949 January	4	11,207‡	12,146	4	380	1,546‡
February	1	450	450	2	90	128
March	2	522	40,073	5	138	218‡
April	2	515	4,203	2	855	995
May	2	386	386	3	187	256‡
June	4	1,146	2,586	—	—	—
July	7	432,384‡	432,332	2	248	6,800
August	6	3,874||	21,217	4	311	1,879
September	6	16,597¶	17,114	1	79	395
October	14	2,403	6,991	3	516	2,076
November	5	1,892	81,231	1	24	57
December	13	6,036	62,111	1	46	230
1950 January	13	1,995	8,980	2	25	25
February	5	685	1,164	4	790	960
March	3	705	874	4	288	2,377
April	1	103	390	3	459	380
May	9	1,798	3,468	5	1,513	1,333
June	7	1,312	3,087	5	1,739	7,560
July	8	3,155	4,861	Nil	Nil	Nil
August	2	279	529	1	50	75
September	11	1,784	2,203	2	335	173
October	5	5,979+	6,822+	—	—	—
November	8	2,229	6,755	Nil	Nil	Nil

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

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

‡ Includes a one-day token strike on 22 estates in the Gampola and Pussellawa Districts in sympathy with strikers on Melfort Estate.

§ Includes two Island-wide token strikes on July 15 and 22, as a protest against the removal of the Rubber Growing and Manufacturing Trade from the decisions of the Wages Board.

|| Includes stoppage of work on five estates on Indian Independence Day.

¶ Includes two token strikes.

+ Includes a one-day token strike on some estates in the Bogawantalawa area.

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

TABLE VIII—CLASSIFICATION OF THE STRIKES IN NOVEMBER, 1950, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea	..	—	..	—	..	—
Rubber	..	5	..	925	..	2,430
Tea-cum-Rubber	..	3	..	1,304	..	4,325
Coconut	..	—	..	—	..	—
Coconut-cum-Rubber	..	—	..	—	..	—
Total	..	8		2,229		6,755
Engineering	..	—	..	—	..	—
Printing	..	—	..	—	..	—
Motor Transport	..	—	..	—	..	—
Tea Export	..	—	..	—	..	—
Rubber Export	..	—	..	—	..	—
Coconut Manufacturing	..	—	..	—	..	—
Toddy, Arrack and Vinegar	..	—	..	—	..	—
Match Manufacturing	..	—	..	—	..	—
Plumbago	..	—	..	—	..	—
Cinema	..	—	..	—	..	—
Dock, Harbour and Port Transport	..	—	..	—	..	—
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	..	8		2,229		6,755
Grand Total	..	8		2,229		6,755

TABLE IX—CLASSIFICATION OF THE STRIKES IN NOVEMBER, 1950, BY CAUSES

Cause	Number of Strikes		Number of Workers Involved	
	Plantation	Others	Plantation	Others
1. Dismissal or loss of employment in any way				
Failure to provide work	1	—	52	—
2. Wage increases. Higher rates for piece work, &c.	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	1	—	256	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	1	—	75	—
5. Food matters. Welfare	4	—	1,724	—
6. Right of association and meeting	1	—	122	—
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	8	—	2,229	—

TABLE X—ARRIVALS AND DEPARTURES OF INDIAN ESTATE LABOURERS

Years	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
1950 January	1,146	72	1,218	29	4,205	4,234	—	3,016
February	1,854	96	1,950	41	6,402	6,443	—	4,493
March	4,424	94	4,518	44	6,980	7,024	—	2,506
April	4,548	74	4,622	15	6,713	6,728	—	2,106
May	5,893	75	5,968	22	8,439	8,461	—	2,493
June	7,668	113	7,781	29	5,565	5,594	2,187	—
July	6,684	161	6,845	15	3,350	3,365	3,480	—
August	4,332	224	4,556	29	4,042	4,071	485	—
September	4,354	251	4,605	11	3,321	3,332	1,273	—
October	3,759	127	3,886	2	2,278	2,280	1,606	—
November	2,439	110	2,549	16	1,937	1,953	596	—
December	2,254	128	2,412	14	2,128	2,142	270	—
1951								
January	1,745	85	1,830	12	4,123	4,135	—	2,305

APPENDIX I

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

Month : February, 1951.

<i>Class of Worker</i>	<i>Basic Wage</i> <i>Rs. c.</i>	<i>Special Allowance</i> <i>Rs. c.</i>	<i>Total</i> <i>Rs. c.</i>
Tea Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10 ..	1 0 ..	2 10
Female worker not under 15 years ..	0 90 ..	0 76 ..	1 66
Child worker ..	0 65 ..	0 69 ..	1 34
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	0 58 ..	1 0 ..	1 58
Female worker not under 15 years ..	0 46 ..	0 76 ..	1 22
Child worker ..	0 41 ..	0 69 ..	1 10
Rubber Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10 ..	1 0 ..	2 10
Female worker not under 15 years ..	1 0 ..	0 76 ..	1 76
Child worker ..	0 75 ..	0 69 ..	1 44
Coconut Growing Trade.			
<i>Daily Rates.</i>			
The raising and maintenance of a coconut plantation ; and			
The manufacture of copra—			
Kangany ..	0 90 ..	1 0 ..	1 90
Male not under 18 years ..	0 75 ..	1 0 ..	1 75
Female not under 18 years ..	0 60 ..	0 76 ..	1 36
Worker under 18 years ..	0 50 ..	0 69 ..	1 19
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 ..	0 98 ..	2 42
Male not under 18 years ..	1 24 ..	0 98 ..	2 22
Female not under 18 years ..	1 0 ..	0 69 ..	1 69
Worker under 18 years ..	0 75 ..	0 62 ..	1 37
Outside the Colombo area—			
Kangany ..	1 20 ..	0 98 ..	2 18
Male not under 18 years ..	1 0 ..	0 98 ..	1 98
Female not under 18 years ..	0 80 ..	0 69 ..	1 49
Worker under 18 years ..	0 60 ..	0 62 ..	1 22
"Colombo area" includes any place within 5 miles of the Municipal limits of Colombo.			
Piece rates have been fixed for certain processes.			
Engineering Trade.			
<i>Daily Rates.</i>			
Unskilled labourer ..	1 24 ..	1 10 ..	2 34
Semi-skilled, Grade I ..	1 44 ..	1 20 ..	2 64
Semi-skilled, Grade II ..	1 28 ..	1 20 ..	2 48
Skilled worker ..	1 80 ..	1 20 ..	3 0
Kangany ..	1 60 ..	1 20 ..	2 80
Watcher ..	1 50 ..	1 20 ..	2 70

Class of Worker		Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Engineering Trade (contd.)				
<i>Trade Learners and Apprentices.</i>				
1st year	.. ..	0 40	0 36	0 76
2nd year	.. ..	0 56	0 44	1 0
3rd year	.. ..	0 72	0 68	1 40
4th year	.. ..	0 96	0 80	1 76
Printing Trade.				
<i>Monthly Rates.</i>				
Class A worker	.. ..	100 0	72 0	172 0
B "	.. ..	75 0	54 0	129 0
C "	.. ..	50 0	45 0	95 0
D "	.. ..	40 0	36 0	76 0
E "	.. ..	37 50	33 79	71 29
F "	.. ..	18 0	16 20	34 20
G "	.. ..	40 0	36 0	76 0
Class A 1st year learner	.. ..	30 0	21 60	51 60
B "	.. ..	22 50	16 20	38 70
C "	.. ..	20 0	18 0	38 0
D "	.. ..	16 0	14 40	30 40
Class A 2nd year learner	.. ..	40 0	28 80	68 80
B "	.. ..	37 50	27 0	64 50
C "	.. ..	25 0	22 42	47 42
D "	.. ..	20 0	18 0	38 0
Class A 3rd year learner	.. ..	50 0	36 0	86 0
B "	.. ..	45 0	32 40	77 40
C "	.. ..	30 0	27 0	57 0
D "	.. ..	24 0	21 60	45 60
Class A 4th year learner	.. ..	65 0	46 80	111 80
B "	.. ..	56 25	40 42	96 67
C "	.. ..	37 50	33 79	71 29
D "	.. ..	30 0	27 0	57 0
Class A 5th year learner	.. ..	80 0	57 60	137 60
Cigar Trade.				
A piece rate of Rs. 4.00 has been fixed for every 1,000 cigars rolled.				
Plumago Trade.				
<i>Daily Rates.</i>				
Underground workers—				
Basses	.. ..	2 75	1 0	3 75
Kanganies	}	.. ..	2 25	.. ..
Loaders				
Overseers	.. ..	2 8	1 0	3 8
Shift bosses	.. ..	2 0	1 0	.. ..
Blasters				
Drillers (hand and machine)				
Shaft drivers				
Stoppers (excavators)	}	.. ..	1 50	.. ..
Timber men				
Muckers	}	.. ..	1 0	.. ..
Trolley men				
Unskilled labourers	.. ..	2 25	1 0	3 25
Onsetters or Donakatarayas	.. ..	2 25	1 0	3 25
Underground and surface workers—				
Electricians	}	.. ..	2 50	.. ..
Enginemen				
Fitters				
Hoistmen				
Mechanics				
Pumpmen				
Winchmen				
Checkers	.. ..	2 25	1 0	3 25
Electricians (assistants)	}	.. ..	1 50	.. ..
Fitters (assistants)				
Winchmen (dabare workers)				

Class of Worker	Basic Wage		Special Allowance		Total		
	Rs.	c.	Rs.	c.	Rs.	c.	
Plumbago Trade (contd.)							
Surface workers—							
Carpenters	2 50	..	1 0	..	3 50
Masons	2 25	..	1 0	..	3 25
Overseers	2 0	..	1 0	..	3 0
Blacksmiths	1 60	..	1 0	..	2 60
Boilermen	1 50	..	1 0	..	2 50
Drill sharpeners	2 0	..	1 0	..	3 0
Firewood carriers and splitters	1 24	..	1 0	..	2 24
Carters	2 0	..	1 0	..	3 0
Watchers	1 24	..	1 0	..	2 24
Bakkikarayas or Banksmen	2 0	..	1 0	..	3 0
Smithy boys	1 24	..	1 0	..	2 24
Unskilled labourers	1 24	..	1 0	..	2 24

N. B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 69 cents.

Workers employed in curing and dressing—

(A) As overseers and kanganies	..	..	2 0	..	1 0	..	3 0
(B) On different jobs—							
Within the Colombo area—							
Male worker not under 18 years	..	..	1 25	..	1 0	..	2 25
Female worker not under 18 years	..	..	0 87	..	0 76	..	1 63
Worker under 18 years	..	..	0 50	..	0 69	..	1 19
Outside the Colombo area—							
Male worker not under 18 years	..	..	1 0	..	1 0	..	2 0
Female worker not under 18 years	..	..	0 70	..	0 76	..	1 46
Worker under 18 years	..	..	0 40	..	0 69	..	1 09

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

Tea Export Trade.

Daily Rates.

A. Male workers not under 18 years—							
(a) Grade II	..	..	1 24	..	1 10	..	2 34
(b) Intermediate Grade	..	..	1 40	..	1 20	..	2 60
(c) Grade I	..	..	1 60	..	1 20	..	2 80
(d) Box makers and repairers	..	..	1 40	..	1 20	..	2 60
(e) Watchers	..	..	1 50	..	1 20	..	2 70
B. Female workers not under 18 years							
..	..	..	1 0	..	0 98	..	1 98
C. Workers over 14 years but under 15 years							
..	..	..	0 60	..	0 62	..	1 22
..	15	..	16	..	0 70	..	1 37
..	16	..	17	..	0 80	..	1 52
..	17	..	18	..	1 0	..	1 82

Rubber Export Trade.

Daily Rates.

A. Male workers not under 18 years—							
(a) Grade II	..	..	1 24	..	1 10	..	2 34
(b) Intermediate Grade	..	..	1 40	..	1 20	..	2 60
(c) Grade I	..	..	1 60	..	1 20	..	2 80
(d) Watchers	..	..	1 50	..	1 20	..	2 70
B. Female workers not under 18 years							
..	..	..	1 0	..	0 98	..	1 98
C. Workers over 14 years but under 15 years							
..	..	..	0 60	..	0 62	..	1 22
..	15	..	16	..	0 70	..	1 37
..	16	..	17	..	0 80	..	1 52
..	17	..	18	..	1 0	..	1 82

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Toddy, Arrack, and Vinegar Trade.						
<i>Monthly Rates.</i>						
Tope kangany ..	100	0	—	—	100	0
Toddy tavern watcher ..	50	0	—	—	50	0
Tope watcher ..	40	0	—	—	40	0
Collecting station manager ..	60	0	—	—	60	0
Selling toddy at tavern ..	60	0	—	—	60	0
Selling arrack at tavern ..	60	0	—	—	60	0
Preparing spadices for tapping ..	45	0	—	—	45	0
Collecting toddy from trees in the toddy section of the trade ..	70	0	—	—	70	0
Collecting toddy from trees in the arrack section of the trade ..	35	0	—	—	35	0
Distilling toddy at distillery ..	60	0	—	—	60	0

Daily Rates.

Unskilled labourers—

Male workers not under 16 years ..	1	70	—	—	1	70
Male workers under 16 years ..	1	13	—	—	1	13
Female workers not under 16 years ..	1	30	—	—	1	30
Female workers under 16 years ..	0	87	—	—	0	87

Piece rates have been fixed for certain processes.

Motor Transport Trade.

Monthly Rates.

Class A worker ..	100	0	36	0	136	0
B ..	90	0	36	0	126	0
C ..	85	0	33	50	118	50
D ..	100	0	36	0	136	0
E ..	70	0	31	0	101	0
F ..	67	50	36	0	103	50
G ..	60	0	32	40	92	40
H ..	50	0	32	40	82	40
J ..	60	0	32	40	92	40
K ..	90	0	32	40	122	40
L ..	45	0	23	25	68	25

Daily Rates.

Class A worker ..	4	0	1	55	5	55
B ..	4	0	1	55	5	55
C ..	3	25	1	55	4	80
D ..	4	0	1	55	5	55
E ..	2	75	1	30	4	05
F ..	2	75	1	55	4	30
G ..	2	50	1	55	4	05
H ..	2	25	1	55	3	80
L ..	1	50	0	83	2	33

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	20	3	00
Female 18 years and over ..	1	44	1	10	2	54
Young person over 14 and under 17 years ..	0	85	0	64	1	49
Young person 17 and over but under 18 years ..	1	15	0	82	1	97

<i>Class of Worker</i>	<i>Basic Wage</i> Rs. c.	<i>Special Allowance</i> Rs. c.	<i>Total</i> Rs. c.
Match Manufacturing Trade—contd.			
<i>Grade II—</i>			
Male 18 years and over	1 40	1 20	2 60
Female 18 years and over	1 12	1 10	2 22
Young person over 14 and under 17 years ..	0 70	0 64	1 34
Young person 17 and over but under 18 years	0 90	0 82	1 72

<i>Grade III—</i>			
Male 18 years and over	1 24	1 10	2 34
Female 18 years and over	1 0	0 98	1 98
Young person over 14 and under 17 years ..	0 60	0 64	1 24
Young person 17 and over but under 18 years	0 80	0 82	1 62

<i>Grade IV—</i>			
Watcher	1 50	1 20	2 70

Cinema Trade.

Within the Municipal areas.

A—Non-clerical—			
Unskilled	32 25	28 60	60 85
Semi-skilled	37 50	31 20	68 70
Skilled, Grade II	50 0	33 2	83 2
Skilled, Grade I	60 0	33 2	93 2

B—Clerical—			
Grade III	45 0	29 0	74 0
Grade II	50 0	32 0	82 0
Grade I	100 0	37 0	137 0

Outside the Municipal areas.

A—Non-clerical—			
Unskilled	32 25	28 60	60 85
Semi-skilled	35 0	31 20	66 20
Skilled, Grade II	42 0	33 2	75 2
Skilled, Grade I	55 0	33 2	88 2

B—Clerical—			
Grade III	40 0	29 0	69 0
Grade II	45 0	32 0	77 0
Grade I	100 0	37 0	137 0

Deck, Harbour, and Port Transport Trade.

<i>Manual Work.</i>			
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

<i>Women Workers.</i>			
Female Kanganies	35 0	24 75	59 75
Female labourers	30 0	24 75	54 75

<i>Non-manual Workers.</i>			
Special Grade	75 0	37 0	112 0
Grade I	55 0	27 75	82 75

Month : February, 1951.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Building Trade.			
<i>Unskilled—</i>			
Male labourers—			
Not under 18 years	1 24	1 10	2 34
Female labourers—			
Not under 18 years	1 0	1 10	2 10
Unskilled labourers— (irrespective of sex)			
Under 18 years of age	0 80	1 10	1 90
Semi-skilled, Grade II	1 44	1 20	2 64
Semi-skilled, Grade I	1 60	1 20	2 80
Skilled	1 80	1 20	3 0

APPENDIX II (A)

The Ready Reckoner showing Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked in February, 1951, to Workers in the Tea Growing and Manufacturing Trade

No. of Days	Men			Women			Child Worker*			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.	
‡	0 55	0 50	1 05	0 45	0 38	0 83	0 32‡	0 34‡	0 67	‡
1	1 10	1 00	2 10	0 90	0 76	1 66	0 65	0 69	1 34	1
2	2 20	2 00	4 20	1 80	1 52	3 32	1 30	1 38	2 68	2
3	3 30	3 00	6 30	2 70	2 28	4 98	1 95	2 07	4 02	3
4	4 40	4 00	8 40	3 60	3 04	6 64	2 60	2 76	5 36	4
5	5 50	5 00	10 50	4 50	3 80	8 30	3 25	3 45	6 70	5
6	6 60	6 00	12 60	5 40	4 56	9 96	3 90	4 14	8 04	6
7	7 70	7 00	14 70	6 30	5 32	11 62	4 55	4 83	9 38	7
8	8 80	8 00	16 80	7 20	6 08	13 28	5 20	5 52	10 72	8
9	9 90	9 00	18 90	8 10	6 84	14 94	5 85	6 21	12 06	9
10	11 00	10 00	21 00	9 00	7 60	16 60	6 50	6 90	13 40	10
11	12 00	11 00	23 10	9 90	8 36	18 26	7 15	7 59	14 74	11
12	13 20	12 00	25 20	10 80	9 12	19 92	7 80	8 28	16 08	12
13	14 30	13 00	27 30	11 70	9 88	21 58	8 45	8 97	17 42	13
14	15 40	14 00	29 40	12 60	10 64	23 24	9 10	9 66	18 76	14
15	16 50	15 00	31 50	13 50	11 40	24 90	9 75	10 35	20 10	15
16	17 60	16 00	33 60	14 40	12 16	26 56	10 40	11 04	21 44	16
17	18 70	17 00	35 70	15 30	12 92	28 22	11 05	11 73	22 78	17
18	19 80	18 00	37 80	16 20	13 68	29 88	11 70	12 42	24 12	18
19	20 90	19 00	39 90	17 10	14 44	31 54	12 35	13 11	25 46	19
20	22 00	20 00	42 00	18 00	15 20	33 20	13 00	13 80	26 80	20
21	23 10	21 00	44 10	18 90	15 96	34 86	13 65	14 49	28 14	21
22	24 20	22 00	46 20	19 80	16 72	36 52	14 30	15 18	29 48	22
23	25 30	23 00	48 30	20 70	17 48	38 18	14 95	15 87	30 82	23
24	26 40	24 00	50 40	21 60	18 24	39 84	15 60	16 56	32 16	24
25	27 50	25 00	52 50	22 50	19 00	41 50	16 25	17 25	33 50	25
26	28 60	26 00	54 60	23 40	19 76	43 16	16 90	17 94	34 84	26
27	29 70	27 00	56 70	24 30	20 52	44 82	17 55	18 63	36 18	27
28	30 80	28 00	58 80	25 20	21 28	46 48	18 20	19 32	37 52	28

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

APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the total Minimum Wages payable for the number of days worked during February, 1951, to workers in the Rubber Growing and Manufacturing Trade

No. of Days	Men			Women			Child Worker*			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 50	1 05	0 50	0 38	0 88	0 37½	0 34½	0 72	1
2	1 10	1 0	2 10	1 0	0 76	1 76	0 75	0 69	1 44	2
3	2 20	2 0	4 20	2 0	1 52	3 52	1 50	1 38	2 88	3
4	3 30	3 0	6 30	3 0	2 28	5 28	2 25	2 7	4 32	4
5	4 40	4 0	8 40	4 0	3 4	7 4	3 0	2 76	5 76	5
6	5 50	5 0	10 50	5 0	3 80	8 80	3 75	3 45	7 20	6
7	6 60	6 0	12 60	6 0	4 56	10 56	4 50	4 14	8 64	7
8	7 70	7 0	14 70	7 0	5 32	12 32	5 25	4 83	10 8	8
9	8 80	8 0	16 80	8 0	6 08	14 08	6 0	5 52	11 52	9
10	9 90	9 0	18 90	9 0	6 84	15 84	6 75	6 21	12 96	10
11	11 0	10 0	21 0	10 0	7 60	17 60	7 50	6 90	14 40	11
12	12 10	11 0	23 10	11 0	8 36	19 36	8 25	7 59	15 84	12
13	13 20	12 0	25 20	12 0	9 12	21 12	9 0	8 28	17 28	13
14	14 30	13 0	27 30	13 0	9 88	22 88	9 75	8 97	18 72	14
15	15 40	14 0	29 40	14 0	10 64	24 64	10 50	9 66	20 16	15
16	16 50	15 0	31 50	15 0	11 40	26 40	11 25	10 35	21 60	16
17	17 60	16 0	33 60	16 0	12 16	28 16	12 0	11 04	23 4	17
18	18 70	17 0	35 70	17 0	12 92	29 92	12 75	11 73	24 48	18
19	19 80	18 0	37 80	18 0	13 68	31 68	13 50	12 42	25 92	19
20	20 90	19 0	39 90	19 0	14 44	33 44	14 25	13 11	27 36	20
21	22 0	20 0	42 0	20 0	15 20	35 20	15 0	13 80	28 80	21
22	23 10	21 0	44 10	21 0	15 96	36 96	15 75	14 49	30 24	22
23	24 20	22 0	46 20	22 0	16 72	38 72	16 50	15 18	31 68	23
24	25 30	23 0	48 30	23 0	17 48	40 48	17 25	15 87	33 12	24
25	26 40	24 0	50 40	24 0	18 24	42 24	18 0	16 56	34 56	25
26	27 50	25 0	52 50	25 0	19 0	44 0	18 75	17 25	36 0	26
27	28 60	26 0	54 60	26 0	19 76	45 76	19 50	17 94	37 44	27
28	29 70	27 0	56 70	27 0	20 52	47 52	20 25	18 63	38 88	28
29	30 80	28 0	58 80	28 0	21 28	49 28	21 0	19 32	40 32	29

* 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 total Minimum Wages payable for the number of days worked during February, 1951, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trades

No. of Days	Men			Women			Child Worker*			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 29	0 50	0 79	0 23	0 38	0 61	0 20½	0 34½	0 55	½
1	0 58	1 0	1 58	0 46	0 76	1 22	0 41	0 69	1 10	1
2	1 16	2 0	3 16	0 92	1 52	2 44	0 82	1 38	2 20	2
3	1 74	3 0	4 74	1 38	2 28	3 66	1 23	2 7	3 30	3
4	2 32	4 0	6 32	1 84	3 4	4 88	1 64	2 76	4 40	4
5	2 90	5 0	7 90	2 30	3 80	6 10	2 5	3 45	5 50	5
6	3 48	6 0	9 48	2 76	4 56	7 32	2 46	4 14	6 60	6
7	4 6	7 0	11 6	3 22	5 32	8 54	2 87	4 83	7 70	7
8	4 64	8 0	12 64	3 68	6 8	9 76	3 28	5 52	8 80	8
9	5 22	9 0	14 22	4 14	6 84	10 98	3 69	6 21	9 90	9
10	5 80	10 0	15 80	4 60	7 60	12 20	4 10	6 90	11 0	10
11	6 38	11 0	17 38	5 6	8 36	13 42	4 51	7 59	12 10	11
12	6 96	12 0	18 96	5 52	9 12	14 64	4 92	8 28	13 20	12
13	7 54	13 0	20 54	5 98	9 88	15 86	5 33	8 97	14 30	13
14	8 12	14 0	22 12	6 44	10 64	17 8	5 74	9 66	15 40	14
15	8 70	15 0	23 70	6 90	11 40	18 30	6 15	10 35	16 50	15
16	9 28	16 0	25 28	7 36	12 16	19 52	6 56	11 4	17 60	16
17	9 86	17 0	26 86	7 82	12 92	20 74	6 97	11 73	18 70	17
18	10 44	18 0	28 44	8 28	13 68	21 96	7 38	12 42	19 80	18
19	11 2	19 0	30 2	8 74	14 44	23 18	7 79	13 11	20 90	19
20	11 60	20 0	31 60	9 20	15 20	24 40	8 20	13 80	22 0	20
21	12 18	21 0	33 18	9 66	15 96	25 62	8 61	14 49	23 10	21
22	12 76	22 0	34 76	10 12	16 72	26 84	9 2	15 18	24 20	22
23	13 34	23 0	36 34	10 58	17 48	28 6	9 43	15 87	25 30	23
24	13 92	24 0	37 92	11 4	18 24	29 28	9 84	16 56	26 40	24
25	14 50	25 0	39 50	11 50	19 0	30 50	10 25	17 25	27 50	25
26	15 8	26 0	41 8	11 96	19 76	31 72	10 66	17 94	28 60	26
27	15 66	27 0	42 66	12 42	20 52	32 94	11 7	18 63	29 70	27
28	16 24	28 0	44 24	12 88	21 28	34 16	11 48	19 32	30 80	28

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

APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1951, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
					Within the Colombo area				Outside the Colombo area				
	Kan-gany	Male	Fe-male	Young Per-sons	Kan-gany	Male	Fe-male	Young Per-sons	Kan-gany	Male	Fe-male	Young Per-sons	
Rs. c.	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 95	0 87½	0 68	0 59½	1 21	1 11	0 84½	0 68½	1 09	0 99	0 74½	0 61	½
1	1 90	1 75	1 36	1 19	2 42	2 22	1 69	1 37	2 18	1 98	1 49	1 22	1
2	3 80	3 50	2 72	2 38	4 84	4 44	3 38	2 74	4 36	3 96	2 98	2 44	2
3	5 70	5 25	4 08	3 57	7 26	6 66	5 7	4 11	6 54	5 94	4 47	3 66	3
4	7 60	7 0	5 44	4 76	9 68	8 88	6 76	5 48	8 72	7 92	5 96	4 88	4
5	9 50	8 75	6 80	5 95	12 10	11 10	8 45	6 85	10 90	9 90	7 45	6 10	5
6	11 40	10 50	8 16	7 14	14 52	13 32	10 14	8 22	13 08	11 88	8 94	7 32	6
7	13 30	12 25	9 52	8 33	16 94	13 54	11 83	9 59	15 26	13 86	10 43	8 54	7
8	15 20	14 0	10 88	9 52	19 36	17 76	13 52	10 96	17 44	15 84	11 92	9 76	8
9	17 10	15 75	12 24	10 71	21 78	19 98	15 21	12 33	19 62	17 82	13 41	10 98	9
10	19 0	17 50	13 60	11 90	24 20	22 20	16 90	13 70	21 80	19 80	14 90	12 20	10
11	20 90	19 25	14 96	13 09	26 62	24 42	18 59	15 07	23 98	21 78	16 39	13 42	11
12	22 80	21 0	16 32	14 28	29 4	26 64	20 28	16 44	26 16	23 76	17 88	14 64	12
13	24 70	22 75	17 68	15 47	31 46	28 86	21 97	17 81	28 34	25 74	19 37	15 86	13
14	26 60	24 50	19 4	16 66	33 88	31 8	23 66	19 18	30 52	27 72	20 86	17 08	14
15	28 50	26 25	20 40	17 85	36 30	33 30	25 35	20 55	32 70	29 70	22 35	18 30	15
16	30 40	28 0	21 76	19 4	38 72	35 52	27 4	21 92	34 88	31 68	23 84	19 52	16
17	32 30	29 75	23 12	20 23	41 14	37 74	28 73	23 29	37 6	33 66	25 33	20 74	17
18	34 20	31 50	24 48	21 42	43 56	39 96	30 42	24 66	39 24	35 64	26 82	21 96	18
19	36 10	33 25	25 84	22 61	45 98	42 18	32 11	26 3	41 42	37 62	28 31	23 18	19
20	38 0	35 0	27 20	23 80	48 40	44 40	33 80	27 40	43 60	39 60	29 80	24 40	20
21	39 90	36 75	28 56	24 99	50 82	46 62	35 49	28 77	45 78	41 58	31 29	25 62	21
22	41 80	38 50	29 92	26 18	53 24	48 84	37 18	30 14	47 96	43 56	32 78	26 84	22
23	43 70	40 25	31 28	27 37	55 66	51 6	38 87	31 51	50 14	45 54	34 27	28 06	23
24	45 60	42 0	32 64	28 56	58 08	53 28	40 56	32 88	52 32	47 52	35 76	29 28	24
25	47 50	43 75	34 0	29 75	60 50	55 50	42 25	34 25	54 50	49 50	37 25	30 50	25
26	49 40	45 50	35 36	30 94	62 92	57 72	43 94	35 62	56 68	51 48	38 74	31 72	26
27	51 30	47 25	36 72	32 13	65 34	59 94	45 63	36 99	58 86	53 46	40 23	32 94	27
28	53 20	49 0	38 8	33 32	67 76	62 16	47 32	38 36	61 4	55 44	41 72	34 16	28

Notes:—“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 February, 1951, 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	Intermediate 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 17	1 30	1 40	1 30	1 35	0 99	0 61	0 68½	0 76	0 91	1
2	2 34	2 60	2 80	2 60	2 70	1 98	1 22	1 37	1 52	1 82	2
3	4 68	5 20	5 60	5 20	5 40	3 96	2 44	2 74	3 4	3 64	3
4	7 2	7 80	8 40	7 80	8 10	5 94	3 66	4 11	4 56	5 46	4
5	9 36	10 40	11 20	10 40	10 80	7 92	4 88	5 48	6 8	7 28	5
6	11 70	13 0	14 0	13 0	13 50	9 90	6 10	6 85	7 60	9 10	6
7	14 4	15 60	16 80	15 60	16 20	11 88	7 32	8 22	9 12	10 92	7
8	16 38	18 20	19 60	18 20	18 90	13 86	8 54	9 59	10 64	12 74	8
9	18 72	20 80	22 40	20 80	21 60	15 84	9 76	10 96	12 16	14 56	9
10	21 6	23 40	25 20	23 40	24 30	17 82	10 98	12 33	13 68	16 38	10
11	23 40	26 0	28 0	26 0	27 0	19 80	12 20	13 70	15 20	18 20	11
12	25 74	28 60	30 80	28 60	29 70	21 78	13 42	15 7	16 72	20 2	12
13	28 8	31 20	33 60	31 20	32 40	23 76	14 64	16 44	18 24	21 84	13
14	30 42	33 80	36 40	33 80	35 10	25 74	15 86	17 81	19 76	23 66	14
15	32 76	36 40	39 20	36 40	37 80	27 72	17 8	19 18	21 28	25 48	15
16	35 10	39 0	42 0	39 0	40 50	29 70	18 30	20 55	22 80	27 30	16
17	37 44	41 60	44 80	41 60	43 20	31 68	19 52	21 92	24 32	29 12	17
18	39 78	44 20	47 60	44 20	45 90	33 66	20 74	23 29	25 84	30 94	18
19	42 12	46 80	50 40	46 80	48 60	35 64	21 96	24 66	27 36	32 76	19
20	44 46	49 40	53 20	49 40	51 30	37 62	23 18	26 3	28 88	34 58	20
21	46 80	52 0	56 0	52 0	54 0	39 60	24 40	27 40	30 40	36 40	21
22	49 14	54 60	58 80	54 60	56 70	41 58	25 62	28 77	31 92	38 22	22
23	51 48	57 20	61 60	57 20	59 40	43 56	26 84	30 14	33 44	40 4	23
24	53 82	59 80	64 40	59 80	62 10	45 54	28 6	31 51	34 96	41 86	24
25	56 16	62 40	67 20	62 40	64 80	47 52	29 28	32 88	36 48	43 68	25
26	58 50	65 0	70 0	65 0	67 50	49 50	30 50	34 25	38 0	45 50	26
27	60 84	67 60	72 80	67 60	70 20	51 48	31 72	35 62	39 52	47 32	27
28	63 18	70 20	75 60	70 20	72 90	53 46	32 94	36 99	41 4	49 14	28
29	65 52	72 80	78 40	72 80	75 60	55 44	34 16	38 36	42 56	50 96	29

* Applicable to Tea Export Trade only.

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1951, 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.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 17	1 32	1 24	1 50	1 40	1 35	0 38	0 50	0 70	0 88	1
2	2 34	2 64	2 48	3 0	2 80	2 70	0 76	1 0	1 40	1 76	2
3	4 68	5 28	4 96	6 0	5 60	5 40	1 52	2 0	2 80	3 52	3
4	7 2	7 92	7 44	9 0	8 40	8 10	2 28	3 0	4 20	5 28	4
5	9 36	10 56	9 92	12 0	11 20	10 80	3 4	4 0	5 60	7 4	5
6	11 70	13 20	12 40	15 0	14 0	13 50	3 80	5 0	7 0	8 80	6
7	14 4	15 84	14 88	18 0	16 80	16 20	4 56	6 0	8 40	10 56	7
8	16 38	18 48	17 36	21 0	19 60	18 90	5 32	7 0	9 80	12 32	8
9	18 72	21 12	19 84	24 0	22 40	21 60	6 8	8 0	11 20	14 8	9
10	21 6	23 76	22 32	27 0	25 20	24 30	6 84	9 0	12 60	15 84	10
11	23 40	26 40	24 80	30 0	28 0	27 0	7 60	10 0	14 0	17 60	11
12	25 74	29 4	27 28	33 0	30 80	29 70	8 36	11 0	15 40	19 36	12
13	28 8	31 68	29 76	36 0	33 60	32 40	9 12	12 0	16 80	21 12	13
14	30 42	34 32	32 24	39 0	36 40	35 10	9 88	13 0	18 20	22 88	14
15	32 76	36 96	34 72	42 0	39 20	37 80	10 64	14 0	19 60	24 64	15
16	35 10	39 60	37 20	45 0	42 0	40 50	11 40	15 0	21 0	26 40	16
17	37 44	42 24	39 68	48 0	44 80	43 20	12 16	16 0	22 40	28 16	17
18	39 78	44 88	42 16	51 0	47 60	45 90	12 92	17 0	23 80	29 92	18
19	42 12	47 52	44 64	54 0	50 40	48 60	13 68	18 0	25 20	31 68	19
20	44 46	50 16	47 12	57 0	53 20	51 30	14 44	19 0	26 60	33 44	20
21	46 80	52 80	49 60	60 0	56 0	54 0	15 20	20 0	28 0	35 20	21
22	49 14	55 44	52 8	63 0	58 80	56 70	15 96	21 0	29 40	36 96	22
23	51 48	58 8	54 56	66 0	61 60	59 40	16 72	22 0	30 80	38 72	23
24	53 82	60 72	57 4	69 0	64 40	62 10	17 48	23 0	32 20	40 48	24
25	56 16	63 36	59 52	72 0	67 20	64 80	18 24	24 0	33 60	42 24	25
26	58 50	66 0	62 0	75 0	70 0	67 50	19 0	25 0	35 0	44 0	26
27	60 84	68 64	64 48	78 0	72 80	70 20	19 76	26 0	36 40	45 76	27
28	63 18	71 28	66 96	81 0	75 60	72 90	20 52	27 0	37 80	47 52	28
29	65 52	73 92	69 44	84 0	78 40	75 60	21 28	28 0	39 20	49 28	29

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1951, 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			
	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
1	1 50	1 27	0 74	0 98	1 30	1 11	0 67	0 86	1 17	0 99	0 62	0 81	1 35	1
2	3 0	2 54	1 49	1 07	2 60	2 22	1 34	1 72	2 34	1 98	1 24	1 62	2 70	2
3	6 0	5 8	2 98	3 94	5 20	4 44	2 68	3 44	4 68	3 96	2 48	3 24	5 40	3
4	9 0	7 62	4 47	5 91	7 80	6 66	4 2	5 16	7 2	5 94	3 72	4 86	8 10	4
5	12 0	10 16	5 96	7 88	10 40	8 88	5 36	6 88	9 36	7 92	4 96	6 48	10 80	5
6	15 0	12 70	7 45	9 85	13 0	11 10	6 70	8 60	11 70	9 90	6 20	8 10	13 50	6
7	18 0	15 24	8 94	11 82	15 60	13 32	8 4	10 32	14 4	11 88	7 44	9 72	16 20	7
8	21 0	17 78	10 43	13 79	18 20	15 54	9 38	12 4	16 38	13 86	8 68	11 34	18 90	8
9	24 0	20 32	11 92	15 76	20 80	17 76	10 72	13 76	18 72	15 84	9 92	12 96	21 60	9
10	27 0	22 86	13 41	17 73	23 40	19 98	12 6	15 48	21 6	17 82	11 16	14 58	24 30	10
11	30 0	25 40	14 90	19 70	26 0	22 20	13 40	17 20	23 40	19 80	12 40	16 20	27 0	11
12	33 0	27 94	16 39	21 67	28 60	24 42	14 74	18 92	25 74	21 78	13 64	17 82	29 70	12
13	36 0	30 48	17 88	23 64	31 20	26 64	16 8	20 64	28 8	23 76	14 88	19 44	32 40	13
14	39 0	33 2	19 37	25 61	33 80	28 86	17 42	22 36	30 42	25 74	16 12	21 6	35 10	14
15	42 0	35 56	20 86	27 58	36 40	31 8	18 76	24 8	32 76	27 72	17 36	22 68	37 80	15
16	45 0	38 10	22 35	29 55	39 0	33 30	20 10	25 80	35 10	29 70	18 60	24 30	40 50	16
17	48 0	40 64	23 84	31 52	41 60	35 52	21 44	27 52	37 44	31 68	19 84	25 92	43 20	17
18	51 0	43 18	25 33	33 49	44 20	37 74	22 78	29 24	39 78	33 66	21 8	27 54	45 90	18
19	54 0	45 72	26 82	35 46	46 80	39 96	24 12	30 96	42 12	35 64	22 32	29 16	48 60	19
20	57 0	48 26	28 31	37 43	49 40	42 18	25 46	32 68	44 46	37 62	23 56	30 78	51 30	20
21	60 0	50 80	29 80	39 40	52 0	44 40	26 80	34 40	46 80	39 60	24 80	32 40	54 0	21
22	63 0	53 34	31 29	41 37	54 60	46 62	28 14	36 12	49 14	41 58	26 4	34 2	56 70	22
23	66 0	55 88	32 78	43 34	57 20	48 84	29 48	37 84	51 48	43 56	27 28	35 64	59 40	23
24	69 0	58 42	34 27	45 31	59 80	51 6	30 82	39 56	53 82	45 54	28 52	37 26	62 10	24
25	72 0	60 96	35 76	47 28	62 40	53 28	32 16	41 28	56 16	47 52	29 76	38 88	64 80	25
26	75 0	63 50	37 25	49 25	65 0	55 50	33 50	43 0	58 50	49 50	31 0	40 50	67 50	26
27	78 0	66 4	38 74	51 22	67 60	57 72	34 84	44 72	60 84	51 48	32 24	42 12	70 20	27
28	81 0	68 58	40 23	53 19	70 20	59 94	36 18	46 44	63 18	53 46	33 48	43 74	72 90	28
29	84 0	71 12	41 72	55 16	72 80	62 16	37 52	48 16	65 52	55 44	34 72	45 36	75 60	29

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during February, 1951, 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 17	1 5	0 95	1 32	1 40	1 50	1
2	2 34	2 10	1 90	2 64	2 80	3 0	2
3	4 68	4 20	3 80	5 28	5 60	6 0	3
4	7 2	6 30	5 70	7 92	8 40	9 0	4
5	9 36	8 40	7 60	10 56	11 20	12 0	5
6	11 70	10 50	9 50	13 20	14 0	15 0	6
7	14 4	12 60	11 40	15 84	16 80	18 0	7
8	16 38	14 70	13 30	18 48	19 60	21 0	8
9	18 72	16 80	15 20	21 12	22 40	24 0	9
10	21 6	18 90	17 10	23 76	25 20	27 0	10
11	23 40	21 0	19 0	26 40	28 0	30 0	11
12	25 74	23 10	20 90	29 4	30 80	33 0	12
13	28 8	25 20	22 80	31 68	33 60	36 0	13
14	30 42	27 30	24 70	34 32	36 40	39 0	14
15	32 76	29 40	26 60	36 96	39 20	42 0	15
16	35 10	31 50	28 50	39 60	42 0	45 0	16
17	37 44	33 60	30 40	42 24	44 80	48 0	17
18	39 78	35 70	32 30	44 88	47 60	51 0	18
19	42 12	37 80	34 20	47 52	50 40	54 0	19
20	44 46	39 90	36 10	50 16	53 20	57 0	20
21	46 80	42 0	38 0	52 80	56 0	60 0	21
22	49 14	44 10	39 90	55 44	58 80	63 0	22
23	51 48	46 20	41 80	58 8	61 60	66 0	23
24	53 82	48 30	43 70	60 72	64 40	69 0	24
25	56 16	50 40	45 60	63 36	67 20	72 0	25
26	58 50	52 50	47 50	66 0	70 0	75 0	26
27	60 84	54 60	49 40	68 64	72 80	78 0	27
28	63 18	56 70	51 30	71 28	75 60	81 0	28
29	65 52	58 80	53 20	73 92	78 40	84 0	29

" 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.)