

Ceylon LABOUR GAZETTE

C. E. E. F.

30 MAR 1951

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LABOUR DEPARTMENT
30 MAR 1951



VOLUME II
No. 3

MARCH
1951

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Accident Prevention in Factories

Statistics of the Month in Brief

Guide to Employers—IX

Judgment in appeal in a Workmen's Compensation
Case

DEPARTMENT OF LABOUR • MINISTRY OF LABOUR AND SOCIAL SERVICES

GOVERNMENT OF CEYLON

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CEYLON

LABOUR GAZETTE

Vol. II No. 3

MARCH, 1951

ACCIDENT PREVENTION IN FACTORIES

THE Factories Ordinance, No. 45 of 1942, which came into force at the beginning of 1950 lays down various requirements intended to promote safe working conditions. The sections cover such matters as protection of machinery, dangerous liquids, fire hazards and regular plant examinations.

However, although the average factory occupier in Ceylon is usually aware of many of the main dangers inherent in machinery, he seldom appreciates labour wastage resulting from the commonplace or trivial accident. The accidents caused by machinery, falling from heights or drowning often provide dramatic reading in the news but they are far from representing the true picture of industrial accidents.

We have come to regard an "accident" as an "untoward event" or "something unexpected". An industrial accident has been defined in a High Court appeal case some years ago by an eminent judge as "an unlooked-for mishap or untoward event not expected or designed by the sufferer". The reference to a "pure" accident so often heard seldom, upon investigation, meets the case. The cause is nearly always found to be momentary inattention or insufficient alertness by the worker or else factory conditions such as congested space which greatly increase the accident possibility.

Under the Factories Ordinance any accident which occurs in a factory causing loss of life or disabling a worker for more than seven days from earning full wages must be reported to the District Inspector of Factories on Form 12. These accidents have to be classified and the more serious ones or those of an unusual nature investigated. It is possible for many of the firms to work out their own accident frequency and severity rates based on manhours worked and lost through accidents. The information so obtained will be valuable and informative.

Many well written books, reports and surveys have dealt with accident prevention both generally and in particular occupations. The range of literature is now very wide on the subject. Recently the International Labour Organisation brought together technical experts from various countries. They have published a Model Code of Safety Regulations for Industrial Establishments for the guidance of Government and Industries. Another ILO publication, called Safety in Factories, was brought out in 1950 giving a representative account of the safety activities and legislation in 14 selected

countries. Although only containing extracts, the scope of industrial safety may be judged from the index which contains no less than 4,000 items.

Apart from the official inspectorates there are also national safety first bodies such as the Royal Society for the Prevention of Accidents and industrial insurance companies in many countries doing very good work in safety propaganda. The need of every country to conserve its maximum effective labour strength is now fully recognized from the economic aspect as well as the humanitarian one of lessening the toll of human suffering.

The subject of Industrial Accidents is regarded seriously abroad and at the very highest levels. In June of last year the President of the United States, Mr. Truman, addressed a two day State-wide industrial safety conference in Washington and called for intensive efforts to reduce still further the number of industrial accidents. Several films have now been produced dealing with various safety aspects. A recent Metro-Goldwyn Mayer short subject "Wrong Way Butch" introduces humour to put over its lesson.

It must be accepted that we are all guilty of carelessness at times. It would indeed be a frightening world if our every distracted act immediately incurred painful retribution. The worker in the factory, however, is often so placed that the risk of being injured by his forgetfulness is considerably higher than the office or shop worker and this fact should not be overlooked. Before criticising him let us first make sure that the occupier has provided the statutory requirements and also has arranged that the worker was trained to the job.

We might now go on to consider the causes of the accidents under such general headings as—

- | | |
|-----------------------|-----------------------|
| (1) Handling of goods | (6) Fires |
| (2) Persons falling | (7) Power machinery |
| (3) Articles falling | (8) Untidiness |
| (4) Hand tools | (9) Lifting machinery |
| (5) Transport | (10) Other causes |

(1) Handling of Goods

This cause accounts for a higher percentage of accidents than any other cause and usually is in the region of 30 per cent. of the total number. Hand handling alone gives rise to over 20 per cent. of all accidents. The chief causes are cuts from sharp edged articles, iron bands and wires, traps between goods or between goods and projections.

Prevention largely depends on vigilance and the control of his own movements by the individual worker. However, there are a number of measures which may be taken by the occupier to reduce such accidents. He should study the methods adopted in his factory in dealing with heavy or bulky articles. Provision of good floors, unobstructed passages and training of lifting gangs all play their part in reducing back injuries and hernia. Gloves should be required where cuts are common and boots for workers in occupations where goods are liable to fall on to the feet. In Ceylon the labour wastage from accidents to unshod feet is appalling.

In the case of power handling many accidents are brought about by careless slinging methods, uncertain signals and occasionally from overloaded or improperly used lifting gear.

(2) Persons falling

These cause almost 10 per cent. of all accidents and only half of these take place above ground level. Falls are chiefly caused by uneven, wet or greasy floors, and by loose articles on floors. Bad lighting, dust or smoke clouds and defective eyesight are other causes. Falls from heights frequently have fatal results. They arise from the same fundamental causes as falls on the level but there are also the additional hazards of unsound or incomplete staging, scaffolds, or ladders and often the absence of handrails or inadequate platforms.

Many accidents have arisen from falls into unfenced wells, excavations or tanks by some person unaware of the existence of the danger. The replacing of covers over unattended openings or hatches should be made the direct responsibility of one person as far as possible.

(3) Articles Falling

Here the accidents total almost 10 per cent. as in the case of class (2), but the fatal accidents are much less since most of the falling objects are light and small. However, tidiness aloft is very important as even a small bolt of $\frac{3}{4}$ " diameter falling from a high roof or scaffold could cause a death. Apart from the need for careful handling by the overhead worker attention has to be given to receptacles for articles and tools, and allowance made against dislodging by wind movement or vibration. The area below the job should be railed off and notices posted up if outside street work is being done.

Many accidents are caused by tools and materials falling from benches on to the feet and also by the bad stacking and piling of goods.

(4) Hand Tools

These account for about 9 per cent. of factory accidents but, tools being light, only a very few of the accidents are fatal.

The chief causes are unsuitable, defective or misused tools. The good craftsman takes a pride in his work and will not tolerate bad tools. We are all familiar with the dangers of using striking tools such as axes, hammers and picks, with loose hands. Badly fitting heads can also cause a mis-timed blow. The mushroomed chisel head should be recognized as a serious hazard. Particles from the head will fly off with unbelievable speed and penetrate deeply. Many lost eyes have happened from undressed chisel heads. File tangs should have proper handles and should not be used as levers or reamers. Spanners should be of the correct size (particularly when the worker is on a ladder).

Under hand tools are included portable tools driven by electrical or pneumatic power. Many of the accidents have been caused through failure to see that the power was switched off or the valve working properly. Tools should be earthed and cables or pipes not left in a position where they would

trip up passers by or get damaged by trucks. Tools should be stowed away safely so that sharp edges and points do not cause or receive damage. Heavy hand tools should be carefully placed so as to be easily seen.

(5) Transport

Although transport accidents only amount to 2 per cent. the death and severe injury rates are high. The accidents are caused by railway locomotives and trucks in factory sidings, small hand and power trucks, and locomotive cranes.

Dangers from moving vehicles are found outside the factory also and are well known. Inside the factory, however, there are several additional safety problems created by the changing movements of material and workers. A few points call for special comment.

The cardinal rule for the pedestrian is to look before stepping out into the traffic danger zone if he wishes to avoid an accident. In particular, alertness is needed when crossing lines or lanes at the corners of buildings or when coming out of doorways into the yard. The vehicle driver in the factory must respect all the usual outside rules of safe driving as well as being on the look-out for many other emergencies. In the case of shunting operations the work should be carried out to a strictly adhered time table. Workers in adjacent buildings should be made familiar with the general procedure of shunting movements and the risk of taking dangerous short-cuts. Brakes or sprags should be used for wagons on the level and both when wagons are on an incline. Drivers should check daily their loco. controls and fittings. They should only obey their shunter's directions (except in emergency) and always whistle their approach to curves and crossings and when entering buildings or passing doorways.

(6) Fires

Fires and explosions do not result in many accidents to persons but the damage to property by fire is considerable. The worker may not suffer immediate financial loss but if the fire is extensive or the building completely gutted he will often have to seek other employment.

The commonest cause of fire is smoking whereby carelessly disposed of cigarette ends, matches or pipe ash sets alight to material. Often it will smoulder away unobserved only to flare up later on when the building is unoccupied. A number of fires are caused by electrical installations with defects such as overloaded circuits and bad or loose electrical contacts. Spontaneous combustion is caused when there are favourable conditions of heat and pressure. Piles of paper, straw or oily waste or cinematograph films are amongst the materials which readily generate heat by chemical decomposition and can create an active fire without any outside agency.

The fire risk of volatile liquids is known but the explosive risks of vapours is not usually well understood. Even a trace of petrol inside a container may be sufficient to form an explosive mixture with air and many accidents have arisen through a source of heat, e.g., brazing, welding or burning being done without proper scavenging of the vessel to be repaired. There are also a number of dusts which will explode violently when they form a

mixture with air. Preventing dust accumulations on beams and plant is important in places where malt, starch, flour, coal, cork, sugar, tea and leather are handled in powder form.

The fighting of serious fires requires the early arrival of the fire brigade and it is an expert business. But many fires of small beginnings could be dealt with easily by the ordinary worker who has familiarised himself with the correct use of the fire extinguishers and the location of the water supply. Shakespeare puts it well in King Henry VI in the lines "A little fire is quickly trodden out which being suffered, rivers cannot quench". All workers should know the fire exits and doors. Passageways and stairs should at all times be kept clear.

(7) Power Machinery

Machinery which includes engines, motors, shafting, belts, ropes, pulleys, gearing, machine tools, wood-working machinery, rollers of calenders and mixers causes 16 per cent. of all industrial accidents. In the case of shafting 12 per cent. of the accidents are fatal and it may be stated that, in general, machinery accidents result in relatively severe injuries.

(a) General

The guarding of machinery must be carried out with a clear conception of the dangers involved. Many occupiers regard "high shafting" as "safe by position" and leave it unguarded. This is only acceptable provided proper supervision can ensure that no inexperienced, over enthusiastic or even disobedient worker approaches it. After all it is really the worker who is made safe by his position, not the shafting.

Often in engine rooms the guarding provided is good except on one side where it is presumed the worker will never venture. Failure to replace guards immediately following repairs has led to many an accident, for the worker accustomed to the presence of the guard and, busy on his job, overlooks its absence. Accidents through inadvertent starting up of machinery can be prevented by locking starters or withdrawing fuses. "Belt creep" from the loose to the fast pulley need not arise if properly designed appliances are fitted and maintained. Belts are most dangerous where they form an intake trap with the pulleys. Heavy overhead belts in breaking and those with projecting fasteners have also caused many accidents. Belts when not in use, idling on shafting are not as harmless as they seem for they have been known to lap round the shafting and wind themselves up. Gear wheels must be securely fenced as they give no second chance. Even quite small power driven gears are dangerous. Hand gears can be turned by the falling back of a handle or the unchecked descent of a load and so are not safe unless guarded.

(b) Machine guarding

The law requires the dangerous parts of machinery to be securely fenced. The dangerous parts are those which have caused injuries in the past and still continue to cause them. Although in the use of industry there is a very wide range of machinery and many dangerous parts it is possible to indicate broadly certain of the underlying principles to be adopted in achieving safety.

The two factors are secure fencing of the machine and human action. The latter is often unpredictable but can be controlled by training and education in accident prevention.

The Principle of Inevitability states that an injury producing accident will inevitably occur to a person employed on a machine having parts which experience has proved to be dangerous and which is normally used with the said parts not securely fenced. Immunity from accident over a period of years at an unguarded machine does not prove that the machine is not dangerous. Where parts of a machine are known to be intrinsically dangerous then the human factor alone cannot guarantee freedom from accidents.

A paper read before the Institution of Mechanical Engineers by Mr. Henry A. Hepburn, H. M. Deputy Chief Inspector of Factories, sets out 25 groups of intrinsically dangerous risks. The groups are typical and not exhaustive for each group. For instance, under the wide heading of Revolving Cutting Tools he only lists circular saws, milling cutters, circular shears, wood slicers, chaff cutters and routers. The groups are separated out under revolving and reciprocating parts and their combinations and the dangers as those arising from cutting edges, trapping or disintegration under centrifugal force. Although the degree of danger associated with dangerous parts will depend on the speed and the frequency of approach to the parts in the interests of absolute safety these factors of speed and frequency should be disregarded.

Guarding by position alone can never provide absolute safety. The best method is to have the maker design the machine so that the dangerous parts are guarded as part of the construction of the frame. Fixed guards of good design should be provided for all parts where there are normally no adjustments made during the operation of the machine. At certain machines even a range of fixed guards cannot be devised to meet the needs of certain jobs. Then it is legally permissible to provide an automatic device to prevent the worker from reaching the danger zone. Automatic guards however require regular experienced attention to ensure that their action is dependable. Interlocking guards work on the principle that the machine cannot be set in motion until the guard is in position and also that the guard cannot be opened until the dangerous moving parts have come to rest. The latter requirement in the case of high speed revolving cages and drums has only been achieved by ingenious mechanisms.

The use of electronics in guarding has been attempted with a fair degree of success. These devices incorporate a photo-electric cell and light beam and have the advantage of no physical obstruction in the feeding zone. Their speed of response is extremely quick. However, there are certain technical difficulties to be overcome before their introduction into the field of guarding becomes more general.

(8) Untidiness

There are no official returns for the accidents caused by untidiness, as these appear elsewhere under the headings of falls, striking against objects and perhaps machinery. But it is an undeniable fact that untidiness contributes greatly to the accident totals in the factories. Although tidiness is chiefly under the control of the employee it is important that the management

encourage it by providing ample working space, prompt removal of waste and well-lit premises. The blocking of gangways, loose articles lying around, bad stacking of tools and material and oil drips on the floor are all examples of untidiness.

(9) Lifting Machinery

These may be considered under (a) lifts and hoists, (b) cranes and runways, and (c) lifting tackle.

(a) Lifts and hoists

Although only a very few industrial accidents are caused by lifts and hoists, those which do happen are serious and often fatal. Accidents are caused by falling down unprotected wells or by trapping between moving parts. Landing gates should be provided with efficient interlocking arrangements to prevent them being opened until the cage is at the correct level and also ensure that before the cage can move, the gates must be fully closed. Tampering with interlocks, lack of maintenance, wrong setting of limit stops, worn ropes and guides, faulty switch-gear and incorrect working of hoists during overhauls have been the cause of many accidents.

(b) Cranes and runways

The prevention of accidents on jib, loco. gantry and derrick cranes depends on regular inspections by a competent person, proper maintenance and the employment of experienced and cautious crane drivers. Cranes may collapse or fall over through the load catching on structures or under material, a track not level, over-reaching the jib or lifting on the slew. Workers may be crushed by the crane cab overhang or against fixed structures by the driver being unaware or forgetful of their presence.

(c) Lifting tackle

The proper care, marking and use of lifting tackle will ensure a very reduced accident rate. Damage to chain slings can be caused by exposure to weather, chemicals, heat and bad stowing and in use through overloading, knotting and bending round sharp edges of loads. Wire ropes can become kinked and strained and if badly "needled" can inflict painful lacerations during handling. The loads at various angles of the sling must be known. Hooks should be correctly inserted in slings and special hooks and clamps for lifting barrels and plates must be of a suitable design. In high winds loads may be swung out of control. This is a serious hazard met with on erection work in open spaces.

(10) Other causes

Accidents may be caused through failure to use goggles, screens, protective clothing, footwear, helmets or gloves where there are risks from flying particles, hot sparks, corrosive or poisonous substances and electric arc rays.

Electricity is never an obvious hazard and is the more dangerous on that account. Defective equipment (e.g., poor insulation) bad installation (a switch in the return instead of in the live wire) inefficient earthing, poor maintenance and overloading are the chief technical causes. Trained electricians

run greater risks than other persons as they have to work with live apparatus occasionally. They are sometimes tempted to take chances where the job is of short duration.

Poisoning may be caused not only from swallowing a harmful substance, but also by absorption through the skin. The inhalation of certain dusts, gases, or vapours can have poisonous effects on the system. The list of harmful substances is too long to give here. There are however two kinds of effects, acute and chronic. The acute is rapid in its action with obvious symptoms such as giddiness, vomiting or unconsciousness. The chronic effect is insidious and often the more deadly due to the person's long period of exposure to repeated small doses. By building up tolerance to harmful substances the body is capable of absorbing large quantities and consequently the cure, if any, takes longer.

Dermatitis

The skins of different people vary considerably in their reactions to certain substances and so dermatitis is often difficult to diagnose in relation to occupations. Dermatitis, it is known, can be caused by flour, sugar, cement and other dusts and pastes and by de-greasing agents such as paraffin, methylated spirits and strong washing sodas. With certain chemical substances the risk is high and barrier creams should be used to protect the hands in addition to ample washing facilities. Mechanical handling which reduces physical contact with such substances should receive the consideration of the management.

Sepsis

Thousands of trivial wounds through the lack of simple dressings turn septic and often result in longer absences from work than more severe injuries which have been given early attention. A pin prick may be more dangerous than an open cut as the small puncture may harbour germs into which the air cannot penetrate thereby allowing the trouble to go on under the skin unnoticed until in a well advanced stage. First-aid equipment in all factories is highly important and in order that the equipment may achieve beneficial results there should be a person in attendance who has received training in first-aid.

Brief concluding summary

- (1) Study the accident prevention problems in your factory.
- (2) Put into application the remedies that your study indicates.
- (3) Inspect your factory for hazards without awaiting the visit of the Inspector of Factories. He will appreciate your safety efforts and give his co-operation readily.
- (4) Train new entrants in their jobs and explain any hazards. Eradicate unsafe practices on the part of workers by firmness and safety education.
- (5) Regard safety as being integral with efficient production.

T. GRAHAM,
Chief Inspector of Factories.

STATISTICS OF THE MONTH IN BRIEF

Cost of Living .

The Colombo working class Cost of Living Index number rose by 3 points from 281 in January to 284 in February, 1951. The Cost of Living Index number for estate labourers rose by 16 points from 272 in January to 288 in February, 1951.

Unemployment

The total number of persons unemployed according to the registers of the Employment Exchanges as at the end of December, 1950, and January, 1951, was as follows :—

		<i>December</i> 1950		<i>January</i> 1951
Technical and Clerical	..	5,627	..	6,072
Skilled	..	10,525	..	10,421
Semi-skilled	..	13,523	..	13,439
Unskilled	..	35,447	..	34,568
		65,122	..	64,500

Strikes

There were 9 strikes during December, 1950, 2 on Tea estates, 3 on Tea-cum-Rubber estates and 4 on Rubber estates involving in all 2,660 workers and a loss of 44,720 man days as against 8 strikes all on estates in the previous month involving 2,229 workers and a loss of 6,755 man days.

Arrivals and Departures of Indian Estate Labourers

The excess of Departures over Arrivals of Indian Estate labourers from the Island was 3,500 in February as against 2,305 in January, 1951. Generally there is an excess of Departures over Arrivals for the first five months of the year, while for the rest of the year there is normally an excess of Arrivals over Departures.

Wage Rates

The wages of plantation workers and of those engaged in the Coconut Manufacturing and Plumbago Trades for the month of March, 1951, will be higher than those of February, 1951, by 9 cents for a male labourer and 6 cents for a female and a child labourer. The wages of workers in other trades to which Part II of the Wages Boards Ordinance has been established will remain unchanged.

Note.—The above is a summary of the principal statistics of the month. Further details will be found in the Tables and Appendices appearing in this issue.

—————

The only way on earth to multiply happiness is to divide it.

The Plight of Freedom

THE INTERNATIONAL LABOUR ORGANIZATION IN 1950

A Year of Action

During the year 1950 in which the world grappled with immense political, economic and social problems, the ILO pressed forward with its programme designed to contribute to the building of a durable peace based on social justice. Activities in 1950 covered almost every segment of the area of social policy for which the Organization has been made responsible. These activities have been aimed at improving working and living conditions, bettering industrial relations, assuring labour's rights and increasing production to raise living standards.

A budget of \$ 5,983,526 was contributed by the Governments to finance the activities of the Organization, Ceylon's share being \$33,913.80.

The General Conference of the Organization held its annual session in June. The governing body which functions as an Executive Council met twice at Headquarters at Geneva and once at Brussels. More than a score of other conferences and meetings took place in various parts of the world including the Asian Regional Conference which was held in Nuwara Eliya in January, 1950.

A major development during the year was the introduction of the expanded Programme of Technical Assistance for the Economic Development of the Under Developed Countries, the purpose of which is to help the under developed countries to improve their national economies by providing them with technical aid. Ceylon is also one of the countries for which technical assistance has been planned.

Assistance is being given in the fields of manpower, migration, vocational training, social security, labour administration and inspection, industrial relations, hours and conditions of work, industrial safety, occupational health, co-operation and handicrafts, agricultural labour conditions, labour statistics and wage policy, minimum wage fixing machinery and systems of wage payment.

Side by side with its part in this expanded programme, the Organization continued to provide technical assistance to Governments, and to workers' and employers' organizations, in the way it has been done since it was established in 1919.

No conventions were adopted at the 1950 General Conference but one recommendation concerning the vocational training of adults including the disabled was adopted. This Conference paved the way for the consideration by the 1951 session of international standards on three other questions, viz., equal remuneration for men and women for work of equal value, collective agreements and minimum wage fixing in agriculture.

One Regional Conference was held during the year at Nuwara Eliya, Ceylon. An Asian Technical Conference on Co-operation was held at Karachi in December and the Organization's Committee on work on Plantations met at Bandoeng, Indonesia, also in December.

An important development in connection with the extension of the Organization's regional activities was the formation of an Asian Advisory Committee, of which Ceylon is a member. This body held its first meeting at Geneva in June and met again at Bandoeng in December.

The year also marked the successful operation of the ILO's first fellowship and internship programmes. Eighteen fellowships for study in various fields of social policy were granted to member states and 12 grants for the study of the ILO itself were awarded. Mr. D. H. Greve, Assistant Commissioner of Labour, was awarded one of these fellowships. He is now in U.K. following a course of training as arranged by the ILO. The governing body has decided to increase the number of fellowships to 27 in 1951.

(From the *ILO News Service Supplement—January, 1951*)

NOTES OF CURRENT INTEREST

Committee on Unemployment

The Committee on Unemployment appointed by the Honourable the Minister of Labour and Social Services (as reported in our last issue) held its second meeting on February 28, 1951. Steps are now being taken to collect data regarding shortage or excess of labour on estates.

Expert for the Social Insurance Scheme

News is to hand that the services of Mr. Charles E. Clarke, an eminent actuary, have been offered for a period of two years by the United Kingdom under the Colombo Plan to the Ceylon Government for work in connection with the implementation of its Social Insurance Scheme and that this offer has been accepted. Mr. Clarke is due to sail for Ceylon by the end of this month.

Nothing splendid has ever been achieved except by those who dared believe that something inside them was superior to circumstance.

Bruce Barton.

GUIDE TO EMPLOYERS*—IX

THE RUBBER EXPORT TRADE

Description of the Rubber Export Trade

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

- (a) loading, unloading and carrying bales ;
- (b) weighing;
- (c) stacking ;
- (d) stripping ;
- (e) clipping and bark-cutting ;
- (f) washing and re-smoking mouldy rubber ;
- (g) general labour including moving to presses, weighing machines and other parts of the store ;
- (h) assembling, wrapping and pricking rubber for bailing ;
- (i) pressing, hooping and wire-tying ;
- (j) cutting jute hessian covers ;
- (k) painting, drying, assembling and making ;
- (l) treating jute hessian for special packing, covering bales with jute hessian and stitching ;
- (m) grading and sorting ;
- (n) laying out bales ;
- (o) cleaning and sweeping of stores and drains ;
- (p) the work of a watcher ;
- (q) the work of press operators ; and
- (r) any other operation connected with or incidental to work in connection with the receipt of manufactured rubber at the stores, or the process of conditioning rubber for export, or the transport of rubber for shipping.

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

lorry and van driver, mechanic, clerk, storekeeper, bargeman, 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.

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.

* " 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.

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—	
stripping ; clipping and bark-cutting ; washing and re-smoking mouldy rubber ; general labour including moving to presses, weighing machines and other parts of the store ; assembling, wrapping and pricking rubber for baling ; pressing, hooping and wire-tying ; cutting jute hessian covers ; painting, drying, assembling and marking ; treating jute hessian for special packing ; covering bales with jute hessian and stitching ; laying out bales ; cleaning and sweeping of stores and drains	1 24
(b) Intermediate Grade	
Workers employed in—	
weighing ; grading and sorting ; the work of press operators ..	1 40
(c) Grade I	
Workers employed in—	
loading, unloading and carrying bales ; stacking	1 60
(d) Watchers	1 50
B. Female workers (not under 18 years of age) employed in—	
(i) grading and sorting	1 10
(ii) any work other than grading and sorting	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		
Watchers		

Female workers not under 18 years of age employed in grading and sorting—50 cents.
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 of the worker obtained by dividing the total wage (excluding overtime and bonuses) earned by the worker in the last four weeks of the qualifying year by the number of days on which he has actually worked during such period.

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. 1, 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. 1, 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 Rs. 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 Form 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 establishments in this trade employing ten or more persons.

Notifications

Notifications relating to the decisions of the Wages Board for the Rubber Export Trade have been published in *Government Gazette 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.

Present : Gunasekera J.

WEERASOORIYA, Appellant, and CONTROLLER OF ESTABLISHMENTS, Respondent

S. C. 141—Workmen's Compensation Case No. C 30/6,939/42.

Workmen's Compensation—Order Nisi dismissing application—Want of appearance—Can it be set aside after fourteen days?—Discretion of Commissioner—Civil Procedure Code—Section 84—Workmen's Compensation Regulations—Regulation 30.

The Commissioner for Workmen's Compensation has jurisdiction to set aside an *order nisi* dismissing an application on the ground of default of appearance. An order setting aside an *order nisi* is, therefore, binding on the parties, unless it is reversed in appeal, and cannot be treated as a nullity even though it may be an erroneous order.

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

H. W. Jayawardene, for the appellant.

B. C. F. Jayaratne, Crown Counsel, for the respondent.

Cur. adv. vult.

May 10, 1949. GUNASEKARA J.—

This is an appeal from an order made by a Commissioner for Workmen's Compensation dismissing with costs an application for compensation made by the appellant against the respondent.

The order in question was made on December 23, 1948. The Commissioner had on a previous occasion, on November 10, 1947, made an *order nisi* dismissing the application with costs on the ground of the appellant's failure to appear on the day fixed for the hearing. It appears that subsequently, at an inquiry held on December 23, 1947, with notice to the respondent, the appellant satisfied the Commissioner that there were reasonable grounds for his default and the Commissioner made order setting aside the *order nisi* and fixing the application for inquiry. The order of December 23, 1947, is not included in the record that has been transmitted to this court, but the order that is appealed from states, and counsel for both parties are agreed, that such an order was made. At the subsequent inquiry the respondent's counsel contended that the *order nisi* (which fixed a period of fourteen days for showing cause) had already become absolute before the order of December 23, 1947, was made and even before the appellant made his application to have the *order nisi* set aside, which it appears was made on December 3, 1947. This contention was accepted by the Commissioner and he made the order that is the subject of the present appeal, holding that the *order nisi* had become absolute and that therefore there was "no ground for proceeding with the inquiry".

The main ground of the appeal is that the Commissioner has in effect purported to set aside his own order of December 23, 1947, and that this he was not entitled to do.

Regulation 30 of the Workmen's Compensation Regulations, 1935, provides that, "Save as otherwise expressly provided in the Ordinance or these Regulations" the provisions of Chapter XII of the Civil Procedure Code (and certain other chapters of that Code) "shall apply to proceedings before the Commissioner in so far as they may be applicable thereto". There follow two provisos, one of which is that "the Commissioner may, for sufficient reason, proceed otherwise than in accordance with the said provisions if he is satisfied that the interests of the parties will not thereby be prejudiced". One of the provisions of the Civil Procedure Code applied by this Regulation is section 84 which provided *inter alia* that—

"If the plaintiff fails to appear on the day fixed for the hearing of the action, and if the defendant on the occasion of such default of the plaintiff to appear is present in person or by Proctor, and does not admit the plaintiff's claim, and does not consent to postponement of the day for the hearing of the action, the court shall pass a *decree nisi* dismissing the plaintiff's action, which said decree shall, at the expiration of fourteen days from the date thereof, become absolute unless the plaintiff shall have previously on some day of which the defendant shall have notice, shown to the court good cause, by affidavit or otherwise, for his non-appearance." and that

"In the case of such cause being shewn, the court shall set aside the decree, and shall fix a day for proceeding with the action"

By the operation of Regulation 30, therefore, the Commissioner has jurisdiction to set aside an *order nisi* made by him dismissing an application on the ground of the applicant's failure to appear on the day fixed for the hearing of the application.

It is well settled, however, that a *decree nisi* entered by a court under section 84 of the Civil Procedure Code becomes absolute automatically at the expiration of fourteen days unless the plaintiff has previously shown good cause for his non-appearance, and that once the *decree nisi* has become absolute the plaintiff has no remedy under that section: *Anamallay Chetty v. Carron*¹; *Mohideen v. Marikar*²; *De Saram v. de Silva*³; *De Mel v. Kodagoda*⁴.

It is contended for the respondent that therefore, when the Commissioner has made an *order nisi* dismissing an application, he has no jurisdiction to set it aside after the expiration of the period within which cause must be shown; and that consequently in the present case every step taken by the Commissioner after November 10, 1947, was a nullity.

I am unable to accept this contention. Not only is the Commissioner empowered to set aside in appropriate circumstances an *order nisi* made by him, but he is vested with a wide discretion as to whether he should

¹. (1921) 3. Rec. 48.

². (1940) 41 N. L. R. 249.

³. (1940) 41 N. L. R. 419.

⁴. (1945) 46 N. L. R. 150.

proceed otherwise than in accordance with the relevant provisions of the Civil Procedure Code. It has been contended that in the present case he did not decide to proceed otherwise than in accordance with those provisions and that therefore his order of November 10, 1947, became absolute upon the expiration of fourteen days. That may be so, and in consequence the Commissioner's order of December 23, 1947, may have been a wrong order against which the respondent could have successfully appealed. It does not follow, however, that the order was a nullity.

The subject matter of the order, whether that subject matter is regarded as the application for compensation or the application to have the *order nisi* set aside, was within the Commissioner's jurisdiction, and, as was pointed out in the case of *Hariday Nath Roy v. Ram Chandra Barna Sarma*¹ a distinction must be drawn between the existence of jurisdiction and the exercise of jurisdiction. To quote the words of Sir Asutosh Mukherjee, A.C.J. in that case—

“The authority to decide a cause at all and not the decision rendered therein is what makes up jurisdiction; and when there is jurisdiction of the person and subject matter, the decision of all other questions arising in the case is but an exercise of that jurisdiction”

“Since jurisdiction is the power to hear and determine, it does not depend either upon the regularity of the exercise of that power or upon correctness of the decision pronounced, for the power to decide necessarily carries with it the power to decide wrongly as well as rightly There is a clear distinction between the jurisdiction of a court to try and determine a matter and the erroneous action of such court in the exercise of that jurisdiction. The former involves the power to act at all, while the latter involves the authority to act in the particular way in which the court does act. The boundary between an error of judgment and the usurpation of power is this: the former is reversible by an Appellate Court within a certain fixed time and is therefore only voidable, the latter is an absolute nullity. When parties are before the court and present to it a controversy which the court has authority to decide, a decision not necessarily correct but appropriate to that question is an exercise to judicial power or jurisdiction”.

It appears to me to be immaterial for the present purpose whether the order of December 23, 1947, was an erroneous order or not. If it was erroneous it was merely voidable and not a nullity, and not having been set aside in appeal it is binding on the parties. (The Crown Counsel has conceded that the respondent had a right of appeal against that order which he did not exercise). It follows that the Commissioner was not entitled to treat it as a nullity.

I set aside the order made by the Commissioner on December 23, 1948, and direct him to proceed with the inquiry. The respondent will pay the appellant Rs. 157.50 by way of costs of appeal.

Order set aside.

¹ A. I. R. (1921) Cal. 34.

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

Index
Number
Nov., 1942
= 100

Group Weights	63.66	7.26	7.06	8.78	13.24	
1943	103	94	105	138	118	107
1944	102	94	105	156	127	109
1945	110	94	112	165	158	121
1946	113	111	124	180	155	125
1947	126	121	136	213	157	138
1948	138	101	148	189	157	142
1949	144	97	129	156	148	141
1950	154	111	129	155	154	149
January	155	96	129	152	151	148
February	154	97	129	150	155	148
March	151	95	129	149	151	145
April	150	96	129	151	154	145
May	151	95	129	151	153	146
June	154	96	129	151	154	148
July	155	96	129	153	155	149
August	156	97	129	151	158	150
September	162	106	129	155	158	155
October	158	113	129	158	155	152
November	155	116	129	166	154	151
December	151	115	129	175	152	149
1951—						
January	157	113	129	177	155	153
February	159	111	129	184	154	155

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..</i>
<i>Base: July-September, 1939 = 100</i>					<i>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</i>
					<i>October, 1942</i>
					<i>= 100</i>
Group weights	701	119	14	166	
1943	108	149	104	116	115
1944	110	202	105	114	122
1945	115	196	104	137	128
1946	118	214	106	131	131
1947	124	220	112	139	138
1948	142	224	112	128	149
1949	154	182	111	126	152
1950	164	162	108	134	158
January	165	160	108	127	157
February	168	155	108	134	160
March	166	155	108	135	159
April	166	157	108	134	159
May	161	158	108	134	155
June	162	162	108	132	156
July	162	164	108	135	158
August	164	164	108	142	160
September	166	163	108	138	160
October	163	165	108	134	158
November	164	166	108	133	158
December	158	170	108	134	155
1951—					
January	161	172	108	134	157
February	172	181	108	137	166

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 ..	5,626	10,012	7,527	13,369	36,544
1947 ..	2,883	7,325	8,113	16,423	34,744
1948 ..	4,474	13,027	12,443	36,712	66,656
1949 ..	5,132	11,994	13,591	39,015	69,732
1950 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
1951 January ..	6,072	10,421	13,439	34,568	64,500

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

TABLE IV—UNEMPLOYMENT

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

Classification by Exchange Areas

Years	Colombo	Negombo	Katutura	Galle	Kandy	Navalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Trincomales	Total
1939 ..	26,677	—	—	—	—	—	—	—	—	—	—	—	26,677
1940 ..	27,645	—	—	—	—	—	—	—	—	—	—	—	27,645
1941 ..	20,458	—	—	—	—	—	—	—	—	—	—	—	20,458
1942 ..	19,333	—	—	—	—	—	—	—	—	—	—	—	19,333
1943 ..	8,335	—	—	—	—	—	—	—	—	—	—	—	8,335
1944 ..	1,053	—	—	—	—	—	—	—	—	—	—	—	1,053
1945 ..	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	1,497	21,366*
1946 ..	25,805	1,117	808	993	3,397	726	352	816	119	438	727	611	36,544†
1947 ..	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	34,744
1948 ..	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	283	66,656
1949 ..	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	696	69,732
1950 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	1,233	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	2,843	964	986	1,908	576	929	1,144	439	68,129
Oct. ..	44,675	4,067	3,916	6,294	2,955	959	942	1,768	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
Dec. ..	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	348	65,122
1951 Jan. ..	41,634	3,756	3,236	5,992	2,718	949	1,142	2,059	565	1,011	1,050	388	64,500

* Total includes 727 registered at Matugama, 164 at Chilaw, 272 at Matala, 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
1950	..	—	..	2,059	..	1,509	..	1,438	..	5,773	10,779
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	..	135	..	540	1,132
		October	..	279	..	195	..	114	..	568	1,156
		November	..	304	..	69	..	152	..	399	924
		December	..	119	..	60	..	107	..	395	681
1951	..	January	..	157	..	88	..	115	..	339	699

TABLE VI

Table showing the number of Unemployed Persons Registered and the number placed in Employment during the Month of January, 1951

<i>Employment Exchange</i>	<i>Technical and Clerical</i>		<i>Skilled</i>		<i>Semi-skilled</i>		<i>Unskilled</i>		<i>Total</i>	
	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>
Central	509	68	614	59	623	60	1,531	189	3,277	376
Negombo	59	3	75	21	61	8	296	13	491	45
Kalutara	45	—	42	—	88	6	125	2	300	8
Galle	137	2	62	—	117	4	183	3	499	9
Kandy	158	20	80	3	267	17	345	28	850	68
Nawalapitiya	8	1	7	—	20	—	43	1	78	2
Kurunegala	26	6	15	1	50	1	53	2	144	10
Jaffna	156	14	36	1	159	9	89	5	440	29
Ratnapura	24	4	7	—	33	3	27	14	91	21
Badulla	29	3	35	1	46	—	179	50	289	54
Batticaloa	41	15	29	—	64	—	208	32	342	47
Trincomalee	20	7	16	1	20	2	16	—	72	10
Women's	137	14	43	1	91	5	162	—	433	20
Total	1,349	157	1,061	88	1,639	115	3,257	339	7,306	699

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	199,657	52	43,485	544,174
1948 ..	32	4,516	31,349‡	20	1,065	2,497‡
1949 ..	66	477,412	631,340	28	2,874	14,576‡
1949 January	4	11,207‡	12,146	4	380	1,546‡
February	1	450	450	2	90	123
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‡	432,832	2	248	6,800
August	6	3,874	21,217	4	311	1,379
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	1,793	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
December	9	2,660	44,720	—	—	—

* 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 DECEMBER, 1950, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes	Number of Workers involved		Number of Man-days lost
		Plantation	Others	
Plantations—Tea	2	215	2,320	
Rubber	4	749	3,109	
Tea-cum-Rubber	3	1,696	39,291	
Coconut	—	—	—	
Coconut-cum-Rubber	—	—	—	
Total	9	2,660	44,720	
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	—	—	—	
Grand Total	9	2,660	44,720	

TABLE IX—CLASSIFICATION OF THE STRIKES IN DECEMBER, 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	2	—	174	—
2. Wage increases. Higher rates for piece work, &c.	1	—	1,178	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	1	—	108	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	—	—	—	—
5. Food matters. Welfare	2	—	660	—
6. Right of association and meeting	—	—	—	—
7. Factional disputes and domestic matters	—	—	—	—
8. External matters, e.g., arrest by Police, immorality, &c.	—	—	—	—
9. Assaults by employer or agent or others	—	—	—	—
10. General demands	2	—	316	—
11. Sympathetic strikes	1	—	224	—
Total	9	—	2,660	—

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	.. 2,284..	128..	2,412..	14..	2,128..	2,142..	270..	—
1951 January	.. 1,745..	85..	1,830..	12..	4,123..	4,135..	—	.. 2,305
February	.. 2,732..	73..	2,805..	2..	6,303..	6,305..	—	.. 3,500

APPENDIX I

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

Month : March, 1951.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Tea Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10	1 9	2 19
Female worker not under 15 years ..	0 90	0 82	1 72
Child worker	0 65	0 75	1 40
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	0 58	1 9	1 67
Female worker not under 15 years ..	0 46	0 82	1 28
Child worker	0 41	0 75	1 16
Rubber Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10	1 9	2 19
Female worker not under 15 years ..	1 0	0 82	1 82
Child worker	0 75	0 75	1 50
Coconut Growing Trade.			
<i>Daily Rates.</i>			
The raising and maintenance of a coconut plantation ; and			
The manufacture of copra—			
Kangany	0 90	1 9	1 99
Male not under 18 years ..	0 75	1 9	1 84
Female not under 18 years ..	0 60	0 82	1 42
Worker under 18 years ..	0 50	0 75	1 25
Coconut Manufacturing Trade.			
The manufacture of desiccated coconut ;			
The manufacture of coconut oil ; and			
The manufacture of fibre and coir products—			
Within the Colombo area—			
Kangany	1 44	1 7	2 51
Male not under 18 years ..	1 24	1 7	2 31
Female not under 18 years ..	1 0	0 75	1 75
Worker under 18 years ..	0 75	0 68	1 43
Outside the Colombo area—			
Kangany	1 20	1 7	2 27
Male not under 18 years ..	1 0	1 7	2 7
Female not under 18 years ..	0 80	0 75	1 55
Worker under 18 years ..	0 60	0 68	1 28
" 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 80	1 20	2 80
Watcher	1 50	1 20	2 70

Month : March, 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>
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 "	58 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. 4.60 has been fixed for every 1,000 cigars rolled.

Plumbago Trade.

Daily Rates.

Underground workers—

Basses	2 75 ..	1 9 ..	3 84
Kanganies }	2 25 ..	1 9 ..	3 34
Loaders }			
Overseers }	2 8 ..	1 9 ..	3 17
Shift bosses			
Blasters }	2 0 ..	1 9 ..	3 9
Drillers (hand and machine)			
Shaft drivers			
Stoppers (excavators)			
Timber men }	1 50 ..	1 9 ..	2 59
Muckers }			
Trolley men }			
Unskilled labourers }	2 25 ..	1 9 ..	3 34
Onsetters or Donakatarayas			

Underground and surface workers—

Electricians }	2 50 ..	1 9 ..	3 59
Enginemen }			
Fitters }			
Hoistmen }			
Mechanics }			
Pumpmen }			
Winchmen }	2 25 ..	1 9 ..	3 34
Checkers			
Electricians (assistants)			
Fitters (assistants)			
Windlassmen (dabare workers) }	1 50 ..	1 9 ..	2 59

Month : March, 1951.

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Plumbago Trade (contd.)						
Surface workers—						
Carpenters	2	50	1	9	3	59
Masons	2	25	1	9	3	34
Overseers	2	0	1	9	3	9
Blacksmiths	1	60	1	9	2	69
Boilermen	1	50	1	9	2	59
Drill sharpeners	2	0	1	9	3	9
Firewood carriers and splitters	1	24	1	9	2	33
Carters	2	0	1	9	3	9
Bakkikarayas or Banksmen	1	24	1	9	2	33
Smithy boys	1	24	1	9	2	33
Unskilled labourers	1	24	1	9	2	33

N. B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 75 cents.

Workers employed in curing and dressing—

(A) As overseers and kanganies	2	0	1	9	3	9
(B) On different jobs—						
Within the Colombo area—						
Male worker not under 18 years	1	25	1	9	2	34
Female worker not under 18 years	0	87	0	82	1	69
Worker under 18 years	0	50	0	75	1	25
Outside the Colombo area—						
Male worker not under 18 years	1	0	1	9	2	9
Female worker not under 18 years	0	70	0	82	1	52
Worker under 18 years	0	40	0	75	1	15

“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 .. 0 67 .. 1 37

“ 16 “ 17 “ .. 0 80 .. 0 72 .. 1 52

“ 17 “ 18 “ .. 1 0 .. 0 82 .. 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 .. 0 67 .. 1 37

“ 16 “ 17 “ .. 0 80 .. 0 72 .. 1 52

“ 17 “ 18 “ .. 1 0 .. 0 82 .. 1 82

Month: March, 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>
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 5
F "	2 75	1 55	4 30
G "	2 50	1 55	4 5
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 0
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

Month: March, 1951.

<i>Class of Worker,</i>	<i>Basic Wage</i>	<i>Special Allowance</i>	<i>Total</i>
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>
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.			
<i>Within the Municipal areas.</i>			
<i>A—Non-clerical—</i>			
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
<i>B—Clerical—</i>			
Grade III	45 0	29 0	74 0
Grade II	50 0	32 0	82 0
Grade I	100 0	37 0	137 0
<i>Outside the Municipal areas.</i>			
<i>A—Non-clerical—</i>			
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
<i>B—Clerical—</i>			
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 Kanganias	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 : March, 1951.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. a.</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)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked in March, 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.	
½	0 55	0 54½	1 9½	0 45	0 41	0 86	0 32½	0 37½	0 70	½
1	1 10	1 9	2 19	0 90	0 82	1 72	0 65	0 75	1 40	1
2	2 20	2 18	4 38	1 80	1 64	3 44	1 30	1 50	2 80	2
3	3 30	3 27	6 57	2 70	2 46	5 16	1 95	2 25	4 20	3
4	4 40	4 36	8 76	3 60	3 28	6 88	2 60	3 0	5 60	4
5	5 50	5 45	10 95	4 50	4 10	8 60	3 25	3 75	7 0	5
6	6 60	6 54	13 14	5 40	4 92	10 32	3 90	4 50	8 40	6
7	7 70	7 63	15 33	6 30	5 74	12 4	4 55	5 25	9 80	7
8	8 80	8 72	17 52	7 20	6 56	13 76	5 20	6 0	11 20	8
9	9 90	9 81	19 71	8 10	7 38	15 48	5 85	6 75	12 60	9
10	11 0	10 90	21 90	9 0	8 20	17 20	6 50	7 50	14 0	10
11	12 10	11 99	24 9	9 90	9 2	18 92	7 15	8 25	15 40	11
12	13 20	13 8	26 28	10 80	9 84	20 64	7 80	9 0	16 80	12
13	14 30	14 17	28 47	11 70	10 66	22 36	8 45	9 75	18 20	13
14	15 40	15 26	30 66	12 60	11 48	24 8	9 10	10 50	19 60	14
15	16 50	16 35	32 85	13 50	12 30	25 80	9 75	11 25	21 0	15
16	17 60	17 44	35 4	14 40	13 12	27 52	10 40	12 0	22 40	16
17	18 70	18 53	37 23	15 30	13 94	29 24	11 5	12 75	23 80	17
18	19 80	19 62	39 42	16 20	14 76	30 96	11 70	13 50	25 20	18
19	20 90	20 71	41 61	17 10	15 58	32 68	12 35	14 25	26 60	19
20	22 0	21 80	43 80	18 0	16 40	34 40	13 0	15 0	28 0	20
21	23 10	22 89	45 99	18 90	17 22	36 12	13 65	15 75	29 40	21
22	24 20	23 98	48 18	19 80	18 4	37 84	14 30	16 50	30 80	22
23	25 30	25 7	50 37	20 70	18 86	39 56	14 95	17 25	32 20	23
24	26 40	26 16	52 56	21 60	19 68	41 28	15 60	18 0	33 60	24
25	27 50	27 25	54 75	22 50	20 50	43 0	16 25	18 75	35 0	25
26	28 60	28 34	56 94	23 40	21 32	44 72	16 90	19 50	36 40	26
27	29 70	29 43	59 13	24 30	22 14	46 44	17 55	20 25	37 80	27
28	30 80	30 52	61 32	25 20	22 96	48 16	18 20	21 0	39 20	28
29	31 90	31 61	63 51	26 10	23 78	49 88	18 85	21 75	40 60	29
30	33 0	32 70	65 70	27 0	24 60	51 60	19 50	22 50	42 0	30
31	34 10	33 79	67 89	27 90	25 42	53 32	20 15	23 25	43 40	31

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

APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and Minimum Wages payable for the number of days worked during March, 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 54½	1 9½	0 50	0 41	0 91	0 37½	0 37½	0 75	1
2	1 10	1 9	2 19	1 0	0 82	1 82	0 75	0 75	1 50	2
3	2 20	2 18	4 38	2 0	1 64	3 64	1 50	1 50	3 0	3
4	3 30	3 27	6 57	3 0	2 46	5 46	2 25	2 25	4 50	4
5	4 40	4 36	8 76	4 0	3 28	7 28	3 0	3 0	6 0	5
6	5 50	5 45	10 95	5 0	4 10	9 10	3 75	3 75	7 50	6
7	6 60	6 54	13 14	6 0	4 92	10 92	4 50	4 50	9 0	7
8	7 70	7 63	15 33	7 0	5 74	12 74	5 25	5 25	10 50	8
9	8 80	8 72	17 52	8 0	6 56	14 56	6 0	6 0	12 0	9
10	9 90	9 81	19 71	9 0	7 38	16 38	6 75	6 75	13 50	10
11	11 0	10 90	21 90	10 0	8 20	18 20	7 50	7 50	15 0	11
12	12 10	11 99	24 9	11 0	9 2	20 2	8 25	8 25	16 50	12
13	13 20	13 8	26 28	12 0	9 84	21 84	9 0	9 0	18 0	13
14	14 30	14 17	28 47	13 0	10 66	23 66	9 75	9 75	19 50	14
15	15 40	15 26	30 66	14 0	11 48	25 48	10 50	10 50	21 0	15
16	16 50	16 35	32 85	15 0	12 30	27 30	11 25	11 25	22 50	16
17	17 60	17 44	35 4	16 0	13 12	29 12	12 0	12 0	24 0	17
18	18 70	18 53	37 23	17 0	13 94	30 94	12 75	12 75	25 50	18
19	19 80	19 62	39 42	18 0	14 76	32 76	13 50	13 50	27 0	19
20	20 90	20 71	41 61	19 0	15 58	34 58	14 25	14 25	28 50	20
21	22 0	21 80	43 80	20 0	16 40	36 40	15 0	15 0	30 0	21
22	23 10	22 89	45 99	21 0	17 22	38 22	15 75	15 75	31 50	22
23	24 20	23 98	48 18	22 0	18 4	40 4	16 50	16 50	33 0	23
24	25 30	25 7	50 37	23 0	18 86	41 86	17 25	17 25	34 50	24
25	26 40	26 16	52 56	24 0	19 68	43 68	18 0	18 0	36 0	25
26	27 50	27 25	54 75	25 0	20 50	45 50	18 75	18 75	37 50	26
27	28 60	28 34	56 94	26 0	21 32	47 32	19 50	19 50	39 0	27
28	29 70	29 43	59 13	27 0	22 14	49 14	20 25	20 25	40 50	28
29	30 80	30 52	61 32	28 0	22 96	50 96	21 0	21 0	42 0	29
30	31 90	31 61	63 51	29 0	23 78	52 78	21 75	21 75	43 50	30
31	33 00	32 70	65 70	30 0	24 60	54 60	22 50	22 50	45 0	31
31	34 10	33 79	67 89	31 0	25 42	56 42	23 25	23 25	46 50	31

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

APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and Minimum Wages payable for the number of days worked during March, 1951, to workers in the Cocoa, Cardamom and Pepper 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 29	0 54½	0 83½	0 23	0 41	0 64	0 20½	0 37½	0 58	1
2	0 58	1 9	1 67	0 46	0 82	1 28	0 41	0 75	1 16	2
3	1 16	2 18	3 34	0 92	1 64	2 56	0 82	1 50	2 32	3
4	1 74	3 27	5 1	1 38	2 46	3 84	1 23	2 25	3 48	4
5	2 32	4 36	6 68	1 84	3 28	5 12	1 64	3 0	4 64	5
6	2 90	5 45	8 35	2 30	4 10	6 40	2 5	3 75	5 80	6
7	3 48	6 54	10 2	2 76	4 92	7 68	2 46	4 50	6 96	7
8	4 6	7 63	11 69	3 22	5 74	8 96	2 87	5 25	8 12	8
9	4 64	8 72	13 36	3 68	6 56	10 24	3 28	6 0	9 28	9
10	5 22	9 81	15 3	4 14	7 38	11 52	3 69	6 75	10 44	10
11	5 80	10 90	16 70	4 60	8 20	12 80	4 10	7 50	11 60	11
12	6 38	11 99	18 37	5 6	9 2	14 8	4 51	8 25	12 76	12
13	6 96	13 8	20 4	5 52	9 84	15 36	4 92	9 0	13 92	13
14	7 54	14 17	21 71	5 98	10 66	16 64	5 33	9 75	15 8	14
15	8 12	15 26	23 38	6 44	11 48	17 92	5 74	10 50	16 24	15
16	8 70	16 35	25 5	6 90	12 30	19 20	6 15	11 25	17 40	16
17	9 28	17 44	26 72	7 36	13 12	20 48	6 56	12 0	18 56	17
18	9 86	18 53	28 39	7 82	13 94	21 76	6 97	12 75	19 72	18
19	10 44	19 62	30 06	8 28	14 76	23 4	7 38	13 50	20 88	19
20	11 2	20 71	31 73	8 74	15 58	24 32	7 79	14 25	22 4	20
21	11 60	21 80	33 40	9 20	16 40	25 60	8 20	15 0	23 20	21
22	12 18	22 89	35 7	9 66	17 22	26 88	8 61	15 75	24 36	22
23	12 76	23 98	36 74	10 12	18 4	28 16	9 2	16 50	25 52	23
24	13 34	25 7	38 41	10 58	18 86	29 44	9 43	17 25	26 68	24
25	13 92	26 16	40 8	11 4	19 68	30 72	9 84	18 0	27 84	25
26	14 50	27 25	41 75	11 50	20 50	32 0	10 25	18 75	29 0	26
27	15 8	28 34	43 42	11 96	21 32	33 28	10 66	19 50	30 16	27
28	15 66	29 43	45 9	12 42	22 14	34 56	11 7	20 25	31 32	28
29	16 24	30 52	46 76	12 88	22 96	35 84	11 48	21 0	32 48	29
30	16 82	31 61	48 43	13 34	23 78	37 12	11 89	21 75	33 64	30
31	17 40	32 70	50 10	13 80	24 60	38 40	12 30	22 50	34 80	31
32	17 98	33 79	51 77	14 26	25 42	39 68	12 71	23 25	35 96	32

* 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 March, 1951, to workers in the Coconut Growing and Manufacturing Trade

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 Persons	Kan-gany	Male	Fe-male	Young Persons	Kan-gany	Male	Fe-male	Young Persons	
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 99½	0 92	0 71	0 62½	1 25½	1 15½	0 87½	0 71½	1 13½	1 3½	0 77½	0 64	½
1	1 99	1 84	1 42	1 25	2 51	2 31	1 75	1 43	2 27	2 7	1 55	1 28	1
2	3 98	3 68	2 84	2 50	5 2	4 62	3 50	2 86	4 54	4 14	3 10	2 56	2
3	5 97	5 52	4 26	3 75	7 53	6 93	5 25	4 29	6 81	6 21	4 65	3 84	3
4	7 96	7 36	5 68	5 0	10 4	9 24	7 0	5 72	9 8	8 28	6 20	5 12	4
5	9 95	9 20	7 10	6 25	12 55	11 55	8 75	7 15	11 35	10 35	7 75	6 40	5
6	11 94	11 4	8 52	7 50	15 6	13 86	10 50	8 58	13 62	12 42	9 30	7 68	6
7	13 93	12 88	9 94	8 75	17 57	16 17	12 25	10 1	15 89	14 49	10 85	8 96	7
8	15 92	14 72	11 36	10 0	20 8	18 48	14 0	11 44	18 16	16 56	12 40	10 24	8
9	17 91	16 56	12 78	11 25	22 59	20 79	15 75	12 87	20 43	18 63	13 95	11 52	9
10	19 90	18 40	14 20	12 50	25 10	23 10	17 50	14 30	22 70	20 70	15 50	12 80	10
11	21 89	20 24	15 62	13 75	27 61	25 41	19 25	15 73	24 97	22 77	17 5	14 8	11
12	23 88	22 8	17 4	15 0	30 12	27 72	21 0	17 16	27 24	24 84	18 60	15 36	12
13	25 87	23 92	18 46	16 25	32 63	30 3	22 75	18 59	29 51	26 91	20 15	16 64	13
14	27 86	25 76	19 88	17 50	35 14	32 34	24 50	20 2	31 78	28 98	21 70	17 92	14
15	29 85	27 60	21 30	18 75	37 65	34 65	26 25	21 45	34 5	31 5	23 25	19 20	15
16	31 84	29 44	22 72	20 0	40 16	36 96	28 0	22 88	36 32	33 12	24 80	20 48	16
17	33 83	31 28	24 14	21 25	42 67	39 27	29 75	24 31	38 59	35 19	26 35	21 76	17
18	35 82	33 12	25 56	22 50	45 18	41 58	31 50	25 74	40 86	37 26	27 90	23 4	18
19	37 81	34 96	26 98	23 75	47 69	43 89	33 25	27 17	43 13	39 33	29 45	24 32	19
20	39 80	36 80	28 40	25 0	50 20	46 20	35 0	28 60	45 40	41 40	31 0	25 60	20
21	41 79	38 64	29 82	26 25	52 71	48 51	36 75	30 3	47 67	43 47	32 55	26 88	21
22	43 78	40 48	31 24	27 50	55 22	50 82	38 50	31 46	49 94	45 54	34 10	28 16	22
23	45 77	42 32	32 66	28 75	57 73	53 13	40 25	32 89	52 21	47 61	35 65	29 44	23
24	47 76	44 16	34 8	30 0	60 24	55 44	42 0	34 32	54 48	49 68	37 20	30 72	24
25	49 75	46 0	35 50	31 25	62 75	57 75	43 75	35 75	56 75	51 75	38 75	32 0	25
26	51 74	47 84	36 92	32 50	65 26	60 6	45 50	37 18	59 2	53 82	40 30	33 28	26
27	53 73	49 68	38 34	33 75	67 77	62 37	47 25	38 61	61 29	55 89	41 85	34 56	27
28	55 72	51 52	39 76	35 0	70 28	64 68	49 0	40 4	63 56	57 96	43 40	35 84	28
29	57 71	53 36	41 18	36 25	72 79	66 99	50 75	41 47	65 83	60 3	44 95	37 12	29
30	59 70	55 20	42 60	37 50	75 30	69 30	52 50	42 90	68 10	62 10	46 50	38 40	30
31	61 69	57 4	44 2	38 75	77 81	71 61	54 25	44 33	70 37	64 17	48 5	39 68	31

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

APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1951, to workers in the Tea Export and Rubber Export Trades

No. of Days	Males Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age					No. of Days
	Grade II	Inter-mediate Grade	Grade I	* Box Makers and Repairers	Watchers		Over 14 under 15 years	Over 15 under 16 years	Over 16 under 17 years	Over 17 under 18 years		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
1	1 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	
30	67 86	75 40	81 20	75 40	78 30	57 42	35 38	39 73	44 08	52 78	30	
31	70 20	78 0	84 0	78 0	81 0	59 40	36 60	41 10	45 60	54 60	31	
31	72 54	80 60	86 80	80 60	83 70	61 38	37 82	42 47	47 12	56 42	31	

* Applicable to Tea Export Trade only.

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1951, to workers in the Engineering Trade

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganics	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
30	67 86	76 56	71 92	87 0	81 20	78 30	22 04	29 0	40 60	51 4	30
31	70 20	79 20	74 40	90 0	84 0	81 0	22 80	30 0	42 0	52 80	31
31	72 54	81 84	76 88	93 0	86 80	83 70	23 56	31 0	43 40	54 56	31

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 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	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years		
Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	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 85	1
2	3 0	2 54	1 49	1 97	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	20 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
30	87 0	73 66	43 21	57 13	75 40	64 38	38 86	49 88	67 86	57 42	35 96	46 98	78 30	30
31	90 0	76 20	44 70	59 10	78 0	66 60	40 20	51 60	70 20	59 40	37 20	48 60	81 0	31
32	93 0	78 74	46 19	61 7	80 60	68 82	41 54	53 32	72 54	61 38	38 44	50 22	83 70	32

APPENDIX III (E)

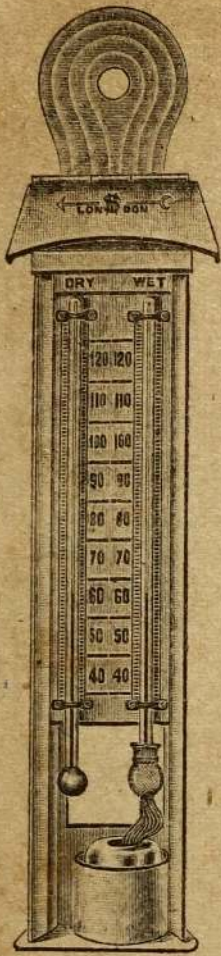
Ready Reckoner showing the Minimum Wages payable for the number of days worked during March, 1951, to workers in the Building Trade

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
30	67 86	60 90	55 10	76 56	81 20	87 0	30
31	70 20	63 0	57 0	79 20	84 0	90 0	31
31	72 54	65 10	58 90	81 84	86 80	93 0	31

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

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

"Unskilled young person" means a labourer (irrespective of sex under 18 years of age.)



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