

# Ceylon LABOUR GAZETTE

27 APR 1951

RECEIVED  
1951 APR 27



VOLUME II  
No. 4

APRIL  
1951

## In this issue

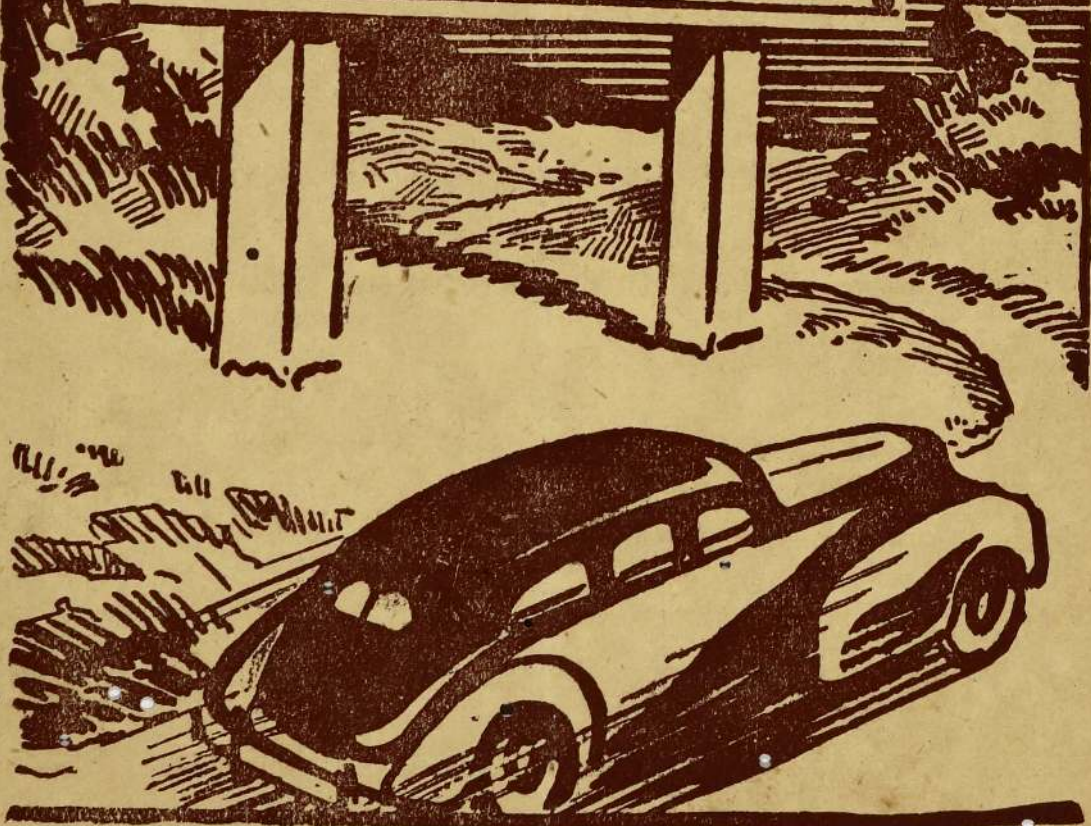
- The Employment Service in Ceylon
- Statistics of the Month in Brief
- Development of Industrial Relations in Britain
- Guide to Employers—X
- Judgment in appeal in a Workmen's Compensation Case

DEPARTMENT OF LABOUR • MINISTRY OF LABOUR AND SOCIAL SERVICES  
GOVERNMENT OF CEYLON



**Rowlands** Ltd.  
The  
Motor People

TURRET ROAD, COLOMBO.



## CONTENTS

	PAGE
1. The Employment Service in Ceylon .. .. .	3
2. Statistics of the Month in Brief .. .. .	9
3. Development of Industrial Relations in Britain .. .. .	11
4. Notes of Current Interest .. .. .	13
5. Guide to Employers—X—The Coconut Manufacturing Trade.. .. .	14
6. Judgment in Appeal in a Workmen's Compensation Case— Workmen's Compensation Case No. C 3/101/49 .. .. .	20
7. Decisions of Wages Boards .. .. .	23

*Table*

### LIST OF TABLES

I	Cost of Living Index Numbers—Colombo Working Class since 1939 .. .. .	25
II	Cost of Living Index Numbers—Estate Labour since 1939.. .. .	26
III	Unemployment : Table showing the number of persons unemployed according to registers maintained at the Employment Exchanges in the Island since 1939 .. .. .	27
IV	Unemployment : Table showing the number of persons unemployed according to registers maintained at the Employment Exchanges in the Island (Classification by Exchange areas) since 1939 .. .. .	28
V	Unemployment : Table showing the number of unemployed persons placed in employment since 1939 .. .. .	29
VI	Unemployment : Table showing the number of unemployed persons registered and the number placed in employment during the month of February, 1951 .. .. .	30
VII	Strikes in Ceylon since 1939 .. .. .	31
VIII	Classification of Strikes in January, 1951, by Industries or Trades .. .. .	32
IX	Classification of Strikes in January, 1951, by Causes .. .. .	32
X	Arrivals and departures of Indian Estate Labourers since 1939 .. .. .	33

### APPENDICES

Appendix I	Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established (April, 1951) .. .. .	34
II	Ready Reckoners showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 1951, to workers in the—	
	(A) Tea Growing and Manufacturing Trade and Cocoa, Cardamom and Pepper Growing and Manufacturing Trade .. .. .	40
	(B) Rubber Growing and Manufacturing Trade .. .. .	41
III	Ready Reckoners showing the Minimum Wages payable for the number of days worked during April, 1951, to workers in the—	
	(A) Coconut Growing and Manufacturing Trades .. .. .	42
	(B) Tea Export and Rubber Export Trades .. .. .	43
	(C) Engineering Trade .. .. .	44
	(D) Match Manufacturing Trade .. .. .	45
	(E) Building Trade .. .. .	46

# Employers!

IF YOU REQUIRE ANY CATEGORY  
OF WORKER, FROM TECHNICAL &  
CLERICAL TO UNSKILLED,

PLEASE CONSULT  
THE NEAREST  
EMPLOYMENT EXCHANGE.



# CEYLON

## LABOUR GAZETTE

Vol. II No. 4

APRIL, 1951

### THE EMPLOYMENT SERVICE IN CEYLON

#### Introductory

THIS is neither a defence of, nor an apology for, the Employment Service in Ceylon ; fortunately, neither is necessary now. Time was when, mainly due to ignorance and the suspicion it gave birth to, the Employment Exchanges were avoided by the employers, looked upon as a " back-door " to employment by the unemployed, and at best ignored by the public. But now, practice rather than propaganda (to use the word in the vicious meaning it acquired during the last war) has revealed that the Employment Exchanges have been of some real service to the unemployed, the employers and the State ; hence no defence is necessary. This Service would however have been of greater value had it not been for the limitations and the difficulties the Employment Exchanges have had to face. These limitations and difficulties are referred to not by way of apology. The price of any efficient administrative service is the enlightened vigilance of the public, and it is felt that no apology need be given for the shortcomings of a Service which the public are prepared to leave alone. What is therefore attempted here is only a brief outline of the history of the Employment Service in Ceylon, an appreciation of the services hitherto rendered by it, and an indication of what is necessary for the further development of this Service.

#### Scope of Employment Exchanges

Perhaps what underlines the history of the Employment Exchanges in Ceylon is that they have been created by administrative direction and not by Statute. No law preceded the establishment of the first Employment Exchange in Colombo on September 10, 1938, and to date Employment Exchanges have functioned not by virtue of legal sanctions but only through a growing realisation of the services they could render. In England, on the other hand, the first Employment Exchange was opened on February 1, 1910, only after the passage of the Labour Exchanges Act in September, 1909. But Employment Exchanges in England had to be clothed with statutory powers because the scope of their administrative functions was much wider from the start than what it has ever been in Ceylon. Thus, for example, one of the main objects of the Labour Exchanges Act was to operate a system of compulsory and contributory unemployment insurance. The purposes which the Employment Exchanges in Ceylon have hitherto sought to serve are only (a) to bring together employers on the one hand in need

of workers, and workers on the other hand in need of employment, so as to fill up vacancies as speedily as possible and to avoid the necessity for work-people to seek employment without knowledge of where it may be found; and (b) to enable the Government to collect whatever data it may require to measure the extent of unemployment so as to be able to meet periods of depression.

### **Origin and Development of Employment Exchanges**

It was in a period of depression that the first Employment Exchange to be opened in Ceylon was established in Colombo on September 10, 1938. It was run by a Manager, an Assistant Manager and 4 clerks. Its original purpose was to register the unemployed of the City for recruitment to the Relief Schemes undertaken by Government to meet the wave of unemployment that prevailed at that time. For such of the unemployed whom the Relief Schemes could not absorb, the Employment Exchange continued to act as a placing agency. But as the employment position improved the Colombo Employment Exchange tended to recede from notice. This could be illustrated by reference to the figures in the Table at page 27, which show the effect the last world war had on the reduction of the number of unemployed in the Island. The figure of 26,677 in 1938, lessened gradually till it came to only 1,053 in 1944. This period of almost full employment did not last long. For with the cessation of hostilities and the consequent demobilization and the closure of workshops under the Services a large number of persons were thrown out of employment. By the end of 1945 an abrupt rise of 20,000 was registered in the number of unemployed. To meet this sudden increase 18 other employment exchanges and sub-exchanges were established in the other parts of the Island and today this number has increased to 20. Out of these two are located in Colombo, one for males and the other exclusively for females.

### **Role of the Employment Exchanges**

The working of each Employment Exchange is purely on a voluntary basis. Except where Government Departments recruit for vacancies in specified categories, no employer is compelled to notify the Exchange of his vacancies; nor are the unemployed compelled to register their names at the Exchange. In practice no unemployed person other than in the professional grades has refused to register himself at the Employment Exchange; but private employers have not shown equal readiness to come to the Employment Exchange for their requirements. The Employment Exchanges have received 3,869 orders during 1950 for 15,449 vacancies. Of this number 2,823 were from the Government and 1,046 from private employers. When it is noticed that the scope for employment outside Government undertakings is wider and is tending to increase, it is a matter for some surprise that private employers do not come more often to the Employment Exchange for recruiting the personnel they require. The isolated attempt of an employer or a group of employers is not enough to prevent the bribery and the general demoralisation that ensues when the jobber is allowed any influence in recruitment.

It should be appreciated that the Employment Exchanges play a neutral role in finding employment for workers. Whenever a worker is sent to an employer for placement, the employer has every right to accept or reject the worker ; and it is for this reason that the numbers sent are generally three or four times the number of the vacancies notified in each case. Moreover the Employment Exchange never comes into the picture when wages and other conditions of employment are fixed ; these are left entirely to the discretion of the employer and the employment seeker. Where the Employment Exchanges play any part is when they occasionally advise prospective employers regarding rates of pay and conditions of work in such cases where the employer is anxious to secure good and reliable workers. Thus the main function of the Employment Exchange is only to bring together both the employers and the employment seekers. By carefully investigating each worker's qualifications and matching these with each employer's requirements, the Exchange saves time, trouble and expense for both employers and workers ; it provides employers with a safe and convenient means of finding workers who accord with the requirements specified, and helps workers to locate jobs for which they are fitted. It is needless to say that the success of the Employment Exchange depends on the co-operation it receives from both the employer and the unemployed.

### **Registration of the Unemployed**

Any unemployed person wanting to register himself should personally call at the nearest Employment Exchange and apply for registration. The registering officer, by means of close and careful questioning would then make a complete record in a card of the worker's education, skill, training, his previous employments, the nature of work he looks for, the wages he would accept, and all other necessary information. The applicant is registered in an occupation for which he is most suited. The occupations are broadly classified under 173 groups under the four main categories—Technical and Clerical, Skilled, Semi-Skilled and Unskilled. The unemployed person is given a Certificate of Registration to be preserved by him and produced once in every three months for renewal of his registration, if he has not been found employment in the meantime. The card in which his particulars are recorded is classified according to the occupation for which he is registered and placed in a card cabinet along with those of other workers of the same category of employment, so that when a vacancy for a worker of that category is notified the Exchange Officer will be able to select with promptness and ease the right type of worker for the vacancy.

### **Placing of Unemployed**

The Employment Exchange Officers make a thorough study of the job requirements and workers' abilities, qualifications, age, and experience so that they can match workers to jobs as accurately as possible. When an order is received, the cards of the particular occupational group, in which there is a vacancy, are examined. Actually, the selecting officer at the Exchange places himself in the position of the employer and sets himself to

make a selection that would suit the specifications of the employer, the final selection, however, being left to the employer himself. Wherever possible, a test which measures each individual's ability to perform a certain task is made. For example, Stenographers and Typists are given speed and accuracy tests before being sent to the employers. Carpenters are required to undergo trade tests in a Government workshop and the degrees of their skill measured and noted. In other skilled and technical jobs and even in domestic service the worker's past record is the main criterion for selection. It may be mentioned here that applicants at the Exchange are selected on one common basis—their fitness for the particular job as specified by the employer—and not on priority of registration. It is only in the case of those who apply for work at the Relief Schemes that preference is normally given to those who have been long on the registers of the Employment Exchange.

### Variety in Registration

The impression among some employers who have not had much dealings with the Employment Exchanges is that they only cater for unskilled labourers. The following figures brought up to date up to February, 1951, will indicate some categories of workers where large numbers are available for selection for employment :—

Clerks General (Matriculates and S. S. C.)	..	..	527
„ (J. S. C.)	..	..	2,795
„ (VII Std. with office clerical experience)	..	..	553
„ (Sinhalese)	..	..	637
Carpenters	..	..	1,669
Cabinet makers	..	..	785
Drivers (Cars, Buses, Lorries and Vans)	..	..	2,513
Fitters (Bench)	..	..	785
Masons and Brick Layers	..	..	1,152
Hospital Attendants	..	..	1,339
Cycle and Delivery Orderlies and Messengers	..	..	1,587
Peons (Office)	..	..	2,487
VII Std.	..	..	2,080
IV, V and VI Std.	..	..	947
Minor Supervisory Posts (VII Std.)	..	..	610
Watchers (Estate and Outdoor)	..	..	536
Watchers (Store and Office)	..	..	2,162
Labourers General	..	..	33,780

### The Clearing House

Another important aspect of the work done by the Employment Service is that of the Clearing House. If any particular Exchange is not in a position to fill a local vacancy from the list in its office or to employ a person locally, the permission of the employer to fill the vacancy from outside the area of the local Employment Exchange is sought. Particulars of such orders are first notified to the Clearing House attached to the Central Employment Exchange. The Clearing House then determines to which Exchange or Exchanges the order is to be referred. The Employment Exchange which



receives such instructions from the Clearing House proceeds with the order as in the case of orders received from the locality. Such a process facilitates the orderly migration of labour in a simple and economical way. By this method the worker, instead of travelling aimlessly till he finds employment, travels only to such places nearest to his dwelling place where there is an opportunity for employment. Thus the services of all the Employment Exchanges in the Island are available to an employer in any part of the Island.

### Extent of Placings

The extent of the services so far rendered by the Employment Exchanges in regard to the placing of registrants in employment could be appreciated from the figures given in the table below :—

<i>Year</i>	<i>No. on Registers at the end of the Year</i>	<i>No. Placed</i>
1939	26,677	2,583
1940	27,645	5,089
1941	20,458	9,071
1942	19,333	8,129
1943	8,335	4,170
1944	1,053	1,875
1945	21,366	4,537
1946	36,544	15,786
1947	34,744	7,404
1948	66,656	10,347
1949	69,732	14,780
1950	65,122	10,779

### Employment Exchanges and National Planning

Apart from the services that the Employment Exchanges provide in placing people in employment and in regulating the migration of labour, there is a growing appreciation in administrative circles of the services such Exchanges could render by the collection of statistics regarding employment opportunities for the future. The recent Committee on Unemployment set up by the Minister for Labour and Social Services has had occasion more than once to refer to the Employment Exchange for collection of data required by it. The Employment Exchanges collect statistics monthly and half-yearly showing among other things, the duration of unemployment among different age groups of the unemployed, the categories in which unemployment is heaviest, and the number of vacancies in different categories which the Employment Exchanges have not been able to fill. Occasionally surveys are carried out by the Department to ascertain whether the persons on the registers of the Employment Exchanges are really unemployed or not. These surveys have revealed that a large percentage of the persons on the registers of the Employment Exchanges are not really unemployed but are under-employed or are those who, though employed, have registered themselves with a view to securing better employment. It may be noted incidentally that it is in accordance with the recommendations of the International Labour

Organisation that the Employment Exchanges register not only persons who are totally unemployed, but also those who are under-employed or are in search of better employment. The Employment Exchanges have not yet been called upon to execute this work to such a high degree of accuracy as may be needed when, for example, a national insurance scheme is launched. Efforts are, however, being made to bring the activities of the Employment Service in line with the more advanced services in the West. The International Labour Organisation has already offered assistance in this respect. The information the Employment Exchanges have hitherto collected indicate statistics of man-power unemployed, the type of work sought by the unemployed, the employment opportunities available, and on what lines new measures should be taken to meet the existing and the future needs of the employment market.

In order to describe an example of the use to which the statistics available from the Employment Exchanges could be put, the figures given below regarding the orders which the Central Employment Exchange was unable to satisfy in 1950 would indicate some of the lines along which the unemployed could be trained for future employment.

Stenographers	.. 39	Cooks	.. .. 35
Draughtsmen	.. 7	House Boys	.. .. 27
Leather-Workers	.. 22	Garden Labourers	.. .. 20
Mechanics	.. 24	Sawing Labourers	.. .. 40
Printing Trade	.. 38	Conservancy Labourers	.. .. 40

It may be mentioned that training schemes have already been instituted for garden and conservancy labourers; but more could and should be done to train or re-train unemployed persons to meet the needs of the employment market.

### Conclusion

The laissez faire policy of leaving the man-power of a country to the inexorable law of supply and demand has been abandoned in most advanced countries in the world, and Ceylon is waking to the need for abandoning it. The Employment Exchange Service in Ceylon is struggling to take the place of that laissez faire policy; but like most things that go ahead of demand the Employment Exchanges have not had the fullest co-operation from the employers and the public. At a time when schemes for social security for industrial workers are being earnestly discussed the Employment Exchanges are bound to play an effective and vital role in the collection of man-power statistics, promotion of mobility of labour, distribution of man-power among industries, and administration of schemes on unemployment and other allied insurances. It behoves the public therefore to take an active interest in the working of the Employment Exchanges and to make the fullest use of the services these institutions afford.

Contributed by.—

R. L. GUNASEKERA,  
Asst. Commissioner of Labour.

There is no security on this earth. There is only opportunity.

*General Douglas MacArthur.*

## STATISTICS OF THE MONTH IN BRIEF

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

### Cost of Living

The Colombo working class Cost of Living Index number for March was 284, the same figure as for February, 1951. The index number for estate labourers rose by 3 points from 288 in February to 291 in March, 1951.

### Unemployment

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

		<i>January,</i> <i>1951</i>		<i>February,</i> <i>1951</i>
Technical and Clerical	..	6,072	..	6,330
Skilled	..	10,421	..	10,300
Semi-skilled	..	13,439	..	13,384
Unskilled	..	34,568	..	33,729
		64,500		63,743

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

		<i>January,</i> <i>1951</i>		<i>February,</i> <i>1951</i>
Technical and Clerical	..	157	..	170
Skilled	..	88	..	60
Semi-skilled	..	115	..	170
Unskilled	..	339	..	353
		699		753

### Strikes

There were altogether 7 strikes in the month involving 2,375 workers and a loss of 20,539 man days. Of these 5 were on Estates involving 2,246 workers and a loss of 20,455 man days. Of the remaining 2 strikes, one was in the Building Trade and one in the Dock, Harbour and Port Transport Trade involving 77 and 52 workers and a loss of 77 and 7 man days respectively.

### Arrivals and Departures of Indian Estate Labourers

The excess of Departures over Arrivals of Indian Estate Labourers from the Island was 2,356 in March, 1951, as against 3,500 in February, 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 decisions of the Wages Boards for the under-mentioned trades to raise the special allowances payable to workers in these trades by 20 cents per day in the case of daily-paid workers and 5 rupees per month in the case of monthly-paid workers came into force with effect from the 1st of this month :—

Engineering.  
Printing.  
Tea Export.  
Rubber Export.  
Motor Transport.  
Match Manufacturing.  
Building.  
Cinema.

In the case of workers engaged in the Dock, Harbour and Port Transport Trade the employers have agreed to allow a similar increase.

The basic wages of workers in the Rubber Growing and Manufacturing Trade have been increased with effect from the 1st of this month by 20 cents per day. The wages of workers in the Cocoa, Cardamoms and Pepper Growing and Manufacturing Trade have been revised from 58 cents to Rs. 1·10 for a male worker, 46 cents to 90 cents for a female worker and 41 cents to 65 cents for child worker.

The net result of the increases mentioned above and the changes in special allowances due to the changes in the cost of living index numbers will be as follows. The wages of workers in the Rubber Growing and Manufacturing Trade for April, 1951, will be higher than those for March, 1951, by 23 cents for a male worker and by 22 cents for a female and child worker. The wages of workers on Tea and Coconut Estates and those engaged in the Plumbago and Coconut Manufacturing Trade for the month of April, 1951, will be more by 3 cents in the case of male workers and 2 cents in the case of female and child workers as compared to last month. The wages of workers employed in the Cocoa, Cardamoms and Pepper Growing and Manufacturing Trades will be more than those for last month by 55 cents for a male worker, 46 cents for a female worker and 26 cents for a child worker. The wages of workers in the other trades to which Part II of the Wages Boards Ordinance has been applied except Toddy, Arrack and Vinegar and Cigar Manufacturing Trades will be 20 cents more per day in the case of daily-paid workers and 5 rupees more per month in the case of monthly-paid workers for April, 1951. In the case of these two trades the wages remain unchanged.

## DEVELOPMENT OF INDUSTRIAL RELATIONS IN BRITAIN

One of the most striking factors in British industry today is the high degree of responsibility accepted by both Trade Unions' and Employers' Organisations. The Government, since the early days of this century, has aimed at developing that responsibility and assisting the parties in creating their own system of collective bargaining and settlement of disputes.

The Trades Union Congress and the British Employers' Confederation represent respectively the great mass of organised workers and organised employers. The Government consults representatives of these organisations on questions affecting labour through its National Joint Advisory Council (established in 1939), on which the management boards of the nationalised industries are also now represented. All the difficult war labour problems were taken up by the Government through the Council and the country's man-power was mobilised for these purposes to the highest possible degree. The transition from a war to a peace economy was effected with a minimum of friction and progress made towards economic rehabilitation through increased production.

By 1850 the first stage of the struggle of unions for recognition by employers and their associations was over and the establishment of more stable relationships began. A rapid development in the several trades and industries of both workers' and employers' organisations followed the removal of legal liabilities by the Trades Union Act of 1871. After the turn of the century unions began to amalgamate into larger and more powerful organisations, paralleled by the organization of employers. Since 1868 the trade union movement has been centralised in the Trades Union Congress. The centralisation of employers' organisations developed much later, the British Confederation being founded in 1919.

Collective bargaining grew with the development of these organisations. Some unions secured two types of agreements with employers : (1) establishing joint machinery for dealing with disputes by conciliation and in some cases by arbitration and (2) determining rates of wages, hours of work, holidays, overtime, piece-work allowances, work allocation, employment of apprentices, and working conditions generally. These collective agreements have become a most important part of the regulations of terms of employment. British industrial relations rest on a sound foundation because of the parallel development of joint machinery for dealing with disputes and of the standard-setting agreements.

A Royal Commission, broadly reviewing the situation in 1891, made recommendations which brought in the State as a third party for the first time, in the Conciliation Act of 1896. This act placed on a government department the responsibility to foster voluntary agreements in industry and gave powers to assist in the settlement of trades disputes. These powers, subsequently transferred to the Ministry of Labour and still operative, include those (1) to inquire into the causes and circumstances of a dispute, (2) to bring the parties to a dispute together, (3) to appoint a conciliator or board, on the application of either side, and (4) to appoint an arbitrator on the application of both parties.

Up to the time of World War I conciliation officers intervened officially only at the requirement of one of the parties. Since then both employers and workers have unreservedly accepted them as friends and counsellors. Conciliation officers operate mainly behind the scenes, in daily contact with the unions and employers' representatives, and often prevent disputes coming to a head. If however the department considers it in the public interest to intervene, it does so, and in these circumstances intervention is welcomed.

No action is taken by the department's conciliation officers unless and until existing joint negotiating machinery has been fully used. The Government believes in preserving the authority of recognised negotiating machinery and the fundamental principle of industrial self-government.

A Committee known as the Whitley Committee, representing employers, labour and the public, was appointed in 1916, with the Speaker of the House of Commons as Chairman, to inquire into causes of industrial unrest and to report on methods of assuring industrial peace. The recommendations of this Committee, which were made at the end of the World War I, did not introduce anything particularly new, but gave precise form and meaning to the industrial relations system which had developed and pointed the way towards more rapid progress on traditional lines. Effect has been given in the succeeding years to each of the Committee's major recommendations, namely, (1) the setting up of joint industrial councils (by the end of 1949 there were 123 such councils), (2) the statutory regulation of wages in badly organised trades (in 1950 there were 65 Wages Boards and Councils), (3) the appointment of a permanent court of arbitration and (4) the setting up of Works Committees representative of the management and workers in individual establishments.

To prevent strike losses during World War II the Conditions of Employment and National Arbitration Order of 1940 introduced arbitration at the request of one party only and prohibited strikes and lockouts unless the dispute had been reported to the Minister and had not been referred by him for settlement within 21 days of notification. Every care was taken however to fit these almost unprecedented provisions into the existing framework of industrial relations. The order itself resulted from recommendations of the National Joint Advisory Council. Compulsory arbitration was resorted to only when no adequate voluntary machinery existed for the settlement of a particular dispute or when the voluntary machinery had been fully used without success. Furthermore, to prevent prejudicing the position of the Industrial Court for voluntary arbitration, a National Arbitration Tribunal was established to hear cases referred for compulsory arbitration.

An equally important section of the order required employers to observe the terms and conditions settled by collective agreement for the district of the trade concerned, thus greatly reinforcing the authority of existing negotiating machinery and encouraging establishment of new machinery where none had formerly existed. The order was not revoked at the end of hostilities, as expected; with the full consent of the Trades Union Congress and the British Employers' Confederation, it remains in force and is frequently used.

Although compulsory settlement of disputes was accepted, State control of wages was not. From time to time the Government issued statements on the economic position. For example, one such statement issued in February, 1948, made clear that no further general increase in the level of personal incomes was justified without at least a corresponding increase in productivity. The Trade Unions accepted a policy of voluntary wage restraint within the framework of collective bargaining and free negotiation and the employers voluntarily restricted increases in distributed profits. This stabilisation policy was maintained throughout 1949 and during most of 1950.

(From *An Address by Sir Godfrey Ince, Permanent Secretary,  
Ministry of Labour and National Service*)

---

## NOTES OF CURRENT INTEREST

### Follow-up of Technical Training Courses

Mr. Paul Silberer, Acting Director of the I. L. O. Asian Field Office on Technical Training at Bangalore, is on a visit to Colombo this month. He proposes to meet Government Officials and representatives of Employers' and Workers' Organisations interested in the question of man-power and technical assistance. He also intends to contact those officers who took part in the Training Within Industry Classes held by the I. L. O. expert at Peradeniya last year and also those officers who participated in the Institute's Programmes held at Bangalore last year on the Organisation and Administration of Apprenticeship programmes, with a view to acquainting himself with the follow-up activities undertaken by these officers in Ceylon.

### Technical Assistance to Ceylon from I. L. O.

An I. L. O. mission composed of Mr. Mudkin Osmay and Mr. V. Ratnavale, formerly of the Ceylon Civil Service, arrived in the Island early this month in order to assess what further technical assistance the I. L. O. could render to Ceylon under the United Nations Expanded Programme for technical assistance. Under this Programme the I. L. O. offers under-developed countries facilities for practical, advisory and operational services in the field of employment, training and migration.

The I. L. O. team met Heads of various Departments to explore in what additional fields of activities of the I. L. O. Ceylon could be helped to improve the living conditions of her people.

After completing their survey in Ceylon Mr. Osmay and Mr. Ratnavale will visit India, Pakistan, Thailand and Burma in the course of their tour.

---

A man who works with his hand is a labourer ; a man who works with his hands and his brain is a craftsman ; but the man who works with his hands and his brain and his heart is an artist.

*Louis Nizer.*

THE COCONUT MANUFACTURING TRADE

**Description of the Coconut Manufacturing Trade.**

The Notification under Section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, published in *Government Gazette Extraordinary*, No. 9,961 of March 30, 1949, gives a comprehensive description of this trade. The description covers the trade consisting of any one or more of the following three activities :—

(1) The manufacture of desiccated coconut, including—

- (a) husking nuts ;
- (b) removing shells (hatchetting) ;
- (c) removing parings ;
- (d) washing coconut meat, disintegrating and drying ;
- (e) sifting, grading and packing ;
- (f) stencilling cases ;
- (g) weighing, loading and transporting ;
- (h) collecting parings, drying, and pressing parings for oil ;
- (i) filtering oil and pumping to storage or drums ;
- (j) cleaning and washing filter cloths, cleaning expeller and pumps ;
- (k) collecting effluent water, removing sediment and preparing sediment oil and poonac ;
- (l) the work of kangany ;
- (m) any other operation connected with or incidental to work specified in this paragraph ;

but excluding the work of the following workers :—

clerk, engine driver, mechanic, fitter, carpenter, lorry and van driver, storekeeper and watcher.

(2) The manufacture of coconut oil otherwise than by means of "Chekkus", including—

- (a) disintegrating copra, heating or steaming copra meal, moulding ;
- (b) pressing or expelling copra meal ;
- (c) filtering oil, pumping oil to storage or to drums ;
- (d) cleaning or washing filter cloths, cleaning presses and pumps ;
- (e) packing poonac ;
- (f) weighing, loading and transporting ;
- (g) where oil is manufactured from fresh nuts and not from copra, operations specified in sub-paragraphs (a), (b), and (d) of paragraph (1) ;
- (h) the work of kangany ;
- (i) any other operation connected with or incidental to work specified in this paragraph ;

---

\* "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.*



but excluding the work of the following workers :—

clerk, engine driver, mechanic, fitter, carpenter, lorry and van driver, storekeeper and watcher.

(3) The manufacture of fibre and coir products otherwise than as a cottage industry, including :—

- (a) transporting of husks to and from retting tanks ;
- (b) crushing husks ;
- (c) breaking and cleaning husks ;
- (d) hackling bristle fibre and tying ;
- (e) cleaning mattress fibre, drying and baling ;
- (f) bleaching and dyeing fibre ;
- (g) manufacture of coir mats and matting ;
- (h) weighing, loading and transporting ;
- (i) the work of kangany ;
- (j) hanking bristle fibre and tying ;
- (k) any other operation connected with or incidental to work specified in this paragraph ;

but excluding the work of the following workers :—

clerk, engine driver, mechanic, fitter, carpenter, lorry and van driver, storekeeper and watcher.

### Decisions of the Wages Board for the Trade

The Wages Board for the Trade has prescribed the normal working day, the minimum rates of wages for piece work and time work, the overtime rate, a weekly holiday and annual holidays.

### Normal Working Day

The number of hours constituting a normal working day (inclusive of one hour for a meal) has been fixed for workers in the "Colombo area" engaged in the manufacture of desiccated coconut, in the manufacture of coconut oil or in the manufacture of fibre and coir products other than workers engaged in transporting husks to and from retting tanks at nine on a day except a Saturday and at seven on a Saturday. The number of hours in respect of all other workers in respect of a normal working day has been fixed at nine. "Colombo area" includes any place within five miles of the municipal limits of Colombo.

### Minimum Rates of Wages for Piece Work

The minimum rates of wages for piece work applicable to certain processes in the Trade are as follows :—

<i>Process</i>	<i>Rate</i>
(1) In the manufacture of desiccated coconut—	
Husking nuts ..	Rs. 1·75 per 1,000 nuts
Removing shells (hatchetting) ..	90 cents per 1,000 nuts
Removing parings ..	90 cents per 1,000 nuts
Washing coconut meat and disintegrating ..	70 cents per 1,000 pounds
Drying ..	Rs. 1·05 per 1,000 pounds
Sifting and grading ..	85 cents per 1,000 pounds
Packing and stencilling ..	8 cents per case of 120 to 130 pounds

(2) In the manufacture of fibre and coir products otherwise than as a cottage industry—

Crushing husks ..	75 cents per cwt. (wet weight of bristle fibre)
Breaking and cleaning husks ..	75 cents per cwt. (wet weight of bristle fibre)
Cleaning mattress fibre, drying and baling	25 cents per cwt.
Hanking bristle fibre and tying ..	Rs. 1.20 per cwt.
Manufacture of mats and matting ..	Mats : 35 cents per square foot Matting : 12 cents per square yard
Hackling bristle fibre and tying ..	

### Minimum Rates of Wages for Time Work

The minimum time rate consists of a basic rate and a special allowance as set out in a notification under Section 27 (3) of the Wages Boards Ordinance published in *Government Gazette Extraordinary*, No. 9,971 of April 30, 1949, as amended by notification published in *Government Gazette Extraordinary*, No. 10,131 of July 28, 1950.

Within the "Colombo area" the basic rate for a normal working day payable to a kangany is Rs. 1.44, to a male worker not under 18 years of age Rs. 1.24, to a female worker not under 18 years of age Re. 1.00 and to a worker, irrespective of sex, under 18 years of age, 75 cents. Outside the "Colombo area", the daily basic rates of wages payable to the four groups are Rs. 1.20, Re. 1.00, 80 cents and 60 cents respectively.

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 special allowance prescribed is 65 cents for a male adult worker, 47 cents for a female adult worker and 40 cents for a child worker when the index number for the preceding month is 215. An increase of 3 cents in the case of a male adult and 2 cents in the case of any other worker is made in the rate for every complete unit of 5 points by which the index number exceeds 215. Similar decreases of the same amounts are made in respect of each complete unit of 5 points by which the index number falls below 215.

### 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  $1\frac{1}{4}$  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 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.

No such worker should be employed on a Sunday for more than nine hours (inclusive of one hour for a meal).

## Annual Holidays.

According to the decisions of the Wages Board, workers in the trade are entitled to a number of holidays with pay each year based on the out-turn of the individual workers in the preceding year, which is referred to as the "qualifying year". 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.

The retrospective effect of this decision has been restricted to the year preceding May 1, 1949. This means that the qualifying year of all workers who had been in the employment of an establishment for 12 months or more on May 1, 1949, will be May 1-April 30 in each year. In the case of a worker who had been less than 12 months in employment on that date, the qualifying year would end when he has completed 12 months of service, e.g., a worker who had been 3 months in service would complete 12 months at the end of January, 1950. His qualifying year would therefore be February 1-January 31.

The computation of the number of holidays a worker is entitled to is straightforward. Adult male workers who have worked for more than 228 days or have hackled and tied for the same employer more than 9,576 pounds of bristle fibre and female and child workers who have worked for more than 204 days or have hackled and tied for the same employer more than 8,568 pounds of bristle fibre in the qualifying year are entitled to one holiday for each unit of four days worked in excess of the respective minimum number prescribed or for each unit of 180 pounds of bristle fibre hackled and tied in excess of the minimum number of pounds prescribed. The maximum number of days worked which need be taken account of is 284 days in the case of a male adult and 260 days in the case of a female or a child worker. As regards the workers engaged in hackling and tying bristle fibre, the maximum number of pounds of bristle fibre is 12,096 pounds in the case of a male adult and 11,088 pounds in the case of a female or a child worker. These in effect limit the obligation of the employer to a maximum of 14 holidays per year.

Certain holidays and other days of absence must be included as working days for the purpose of this computation and employers are advised to make a careful study of the holiday regulations which have been published in *Government Gazette Extraordinary*, No. 9,971 of April 30, 1949, as amended by the Notification in *Government Gazette* No. 10,073 of February 17, 1950.

The holidays earned by a worker must be given in the 12 months immediately succeeding the qualifying year in which they were earned. The specific period at which the holiday is taken may be mutually arranged.

The worker must be paid the remuneration in respect of his holidays before he takes them. The remuneration per day is determined by dividing the total wages (excluding overtime) earned by the worker for the days which he has actually worked in the last six months of the qualifying year by the number of such days.

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 these regulations.

### Payment of Wages

Workers engaged for time work in the Coconut Manufacturing Trade employed on monthly contracts should be paid within ten days of the month in which the wages were earned. Workers engaged on a daily contract should receive payment within 3 days of the day on which they were employed.

The law requires an employer to pay the wages in cash directly to the worker. No deduction may be made other than an authorised deduction. Authorised deductions are limited to a sum not exceeding 75 per cent. of the wages earned by the worker in the relevant wage period.

### Authorised Deductions

The purposes for which deductions have been authorised 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. This 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 a list of foodstuffs and services for which deductions are authorised and a list of offences for which fines may be imposed.

It should be noted that in respect of deductions for services, specific written authority must be obtained by each employer from the Commissioner of Labour.

Amounts deducted as 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 75 per cent. of the wages and an order of priority for making authorised deductions has been prescribed in regulation 4 of the Wages Boards Regulations, 1943, published in *Government Gazette* No. 9,209 of December 3, 1943.

## Record of Wages

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

## Exhibition of Notices

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

## Maternity Benefits

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

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

It must be noted that the provisions of the Maternity Benefits Ordinance are applicable only to establishments in this trade employing ten or more persons.

## Notifications

Notifications relating to the decisions of the Wages Board for the Coconut Manufacturing Trade have been published in *Government Gazette Extraordinary*, No. 9,971 of April 30, 1949, *Gazette* No. 10,073 of February 17, 1950, *Gazette Extraordinary* No. 10,131 of July 28, 1950, *Gazette Extraordinary*, No. 10,205 of January 26, 1951, and *Gazette Extraordinary* No. 10,229 of March 30, 1951. 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.

ALICE NONA, Appellant, and WIMALATUNGA, Respondent.

*S. C. 931—Workmen's Compensation Case No. C 3/101/49*

*Workmen's Compensation Ordinance (Cap. 117)—Right of workman to recover compensation from principal of contractor under whom he is employed—Section 22, sub-sections (1) and (4).* —

A was a building contractor who had taken a contract under Government to repair the Okampitiya Road. B was given a sub-contract by A to perform part of the contract. B employed workmen to transport gravel in lorries and heap it on various sections of the road. While some of these workmen, of whom C was one, were travelling in a lorry loaded with gravel an accident occurred and C died. The destination, however, of the lorry, at the time of the accident, was not any section of the Okampitiya Road but Buttala where A required the gravel for some rooms he was putting up for himself.

In an application for compensation made against A by the mother of C—

*Held*, that the accident which resulted in the death of the deceased occurred “on, in or about the premises on which the principal has undertaken to execute the work or which are otherwise under his control or management” within the meaning of sub-section 4 of Section 22 of the Workmen's Compensation Ordinance.

**A**PPEAL from an order of the Deputy Commissioner for Workmen's Compensation.

*K. C. de Silva*, for the applicant-appellant.

No appearance for respondent.

*Cur. adv. vult.*

December 26, 1950. NAGALINGAM J.—

The appellant appeals from an order of the learned Deputy Commissioner for Workmen's Compensation dismissing her application for compensation in respect of the death of her son who she alleged had been employed under the respondent.

The learned Commissioner has found, and his finding has not been challenged, that the deceased was not in fact a workman employed by the respondent. But it is contended that compensation should have been awarded on the basis of the alternative finding of the learned Commissioner that the deceased had been employed by a contractor in the employ of the respondent. The learned Commissioner has held that it has not been established that the accident which resulted in the death of the deceased “occurred on, in or about the premises on which the principal has undertaken or usually undertakes to execute the work or which are otherwise under his control or management” within the meaning of sub-section 4 of section 22 of the Workmen's Compensation Ordinance.

The respondent in giving evidence described himself as a timber contractor and a building contractor and also stated that he was a registered Government contractor and that at the date of the accident he had taken a contract under Government to repair the Okampitiya Road. The deceased workman, according to him, was employed under a contractor of his named Albert Gunewardene who had been given a sub-contract to perform part of the contract which he had undertaken in regard to the repairs of the Okampitiya Road. The workmen, of whom the deceased was one, were engaged in widening the road

at its bends, loading the lorries with gravel or earth so obtained and heaping it on other sections of the road in order that the gravel or earth may be spread on the surface of those sections. The transport of the gravel was by means of a mechanical tipper, that is to say, a lorry embodying a tipping mechanism.

The evidence discloses that the labourers had to do eight trips a day, four before the interval for the noon-day meal and four thereafter. It is in evidence that it was during the course of the fourth trip of the lorry when the workmen including the deceased were travelling in it which was then loaded with gravel that the accident occurred and that the destination of the lorry on that occasion was not any section of the Okampitiya Road, but Buttala where the respondent required the gravel or earth for some rooms he was putting up for himself.

It would thus be apparent that the deceased workman was not engaged in any work connected with the contract undertaken by the respondent in regard to the repairs to the Okampitiya Road, but it is clear that the sub-contractor was, in transporting gravel to the respondent's premises at Buttala, executing work for respondent himself.

On this state of the facts, the question that arises is whether it could be said that the sub-contractor was executing work which is ordinarily part of the trade or business of the principal. The respondent's own evidence is that he is also a building contractor, in other words, that that is one line of trade or business in which he is ordinarily engaged. If so, in putting up a building for himself he would merely be acting as his own contractor and in employing the sub-contractor the respondent contracted with the sub-contractor for the execution by the latter of part of the work which is ordinarily part of his own trade or business.

In the English Workmen's Compensation Act of 1924, the relevant provision is more stringent. The first part of section 6 of the Act, corresponding to section 22 of our Ordinance, runs as follows :—

“Where any person (in the section referred to as the principal) in the course of or for the purpose of his trade or business contracts with any other person (in the section referred to as the contractor) for the execution by or under the contractor of the whole or any part of any work *undertaken by the principal . . . .*” while under our Ordinance, for the words underlined, the following is used :—

“Which is ordinarily part of the trade or business of the principal”. Even under the English Act it has been held that the word “undertaken” includes not only work which the principal usually undertakes for others in the course of his own trade or business but also work which he may do on his own account, provided such work falls within the class of work he ordinarily carries on as part of his trade or business ; for instance, it will include the case of a builder who wishes to build a house for himself and engaged a contractor to do part of the work for him—per Cozens Hardy, M. R.<sup>1</sup> Though our section 22 deviates as shown above in regard to the first part of sub-section 1 thereof from the corresponding English Act, yet sub-section 4 of our Ordinance introduces the notion suggested by the word “undertaken” in the English Act by using that term in sub-section 4 of the section in defining the premises where the accident should have occurred by enacting that the premises should

have been that on which the principal has undertaken or usually undertakes to execute the work. Notwithstanding the use of the term "undertaken" in sub-section 4, the principle enunciated that a person who carries on a particular trade or business may yet, in carrying out some work for himself that falls within the class of trade or business that he is already engaged in, be his own contractor would apply.

On the facts of this case it follows that the respondent was a contractor under Government to carry out repairs to the Okampitiya Road and was his own contractor in regard to the building of some rooms or, to be more precise having regard to the evidence, to filling with earth the floor of certain rooms which he had built and the sub-contractor Albert was employed by the respondent to attend to part of the repairs of the Okampitiya Road and to filling up of the rooms with earth. The place to which the gravel or earth was being transported at the time of the accident was premises belonging to the respondent. The accident itself did not take place on, in or about the premises where the gravel or earth was to be unloaded but while the lorry was yet on its way it was that the accident happened. Whether it could be said that, as the accident took place while the lorry was travelling to its destination probably some distance away from the place where the earth had to be unloaded, the accident did take place on, in or about the premises of the respondent is a further question that arises.

In interpreting the words "on, in or about the premises" the English Courts have given these words a wide interpretation. In the case of *Rogers v. The Mayor, Alderman and Burgesses of the Borough of Cardiff*<sup>2</sup> where the facts were that the Cardiff Corporation were the owners of a system of electric tramways and they employed the workman to attend to repairs, the workman, after attending to repairs at one particular spot was proceeding to effect repairs at another spot when he met with the accident. It was contended on behalf of the Corporation that as the workman had finished his task at one place and as he had not commenced work at the other place it could not be said that the accident had been met with by him "on, in or about the premises". But the Court of Appeal held that the area of work was co-extensive with the tramway itself and that the workman was regarded as having been engaged on his task even when he proceeded to the new place of work after completing his job.

In the present case though the place at which the earth was to be unloaded may have been the only place owned by the respondent nevertheless the whole area from the place where the earth was cut to the place where the earth was to be transported must be deemed to be the premises on, in or about which the respondent had undertaken to execute the work.

The respondent would on these facts become liable to pay compensation in respect of any workman who was engaged in the composite task of repairs to the road and filling up of the rooms with earth. I therefore hold that the respondent is liable to pay compensation in respect of the deceased workman. I set aside the order of the learned Commissioner and remit the proceedings to him for assessment of compensation. The petitioner will be entitled to the costs of this appeal and of the proceedings had before the Commissioner. The further costs will be in the discretion of the Commissioner.

*Order set aside.*



## DECISIONS OF WAGES BOARDS

---

### WAGES BOARD FOR THE TEA GROWING AND MANUFACTURING TRADE APPLICABLE TO WORKERS ENGAGED IN THE COCOA, CARDAMOM AND PEPPER GROWING AND MANUFACTURING TRADES

---

The following new decisions of the Wages Board for the Tea Growing and Manufacturing Trade applicable to workers engaged in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trades, made under section 28 of the Wages Boards Ordinance, No. 27 of 1941, came into force on April 1, 1951 :—

The decisions made, in pursuance of the Order published in *Gazette* No. 9,546 of April 26, 1946, by the Wages Board for the Tea Growing and Manufacturing Trade in respect of workers engaged in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trades and set out in the Schedule to the Notification published in *Gazette* No. 9,629 of November 15, 1946, are varied, in Part II thereof, under the heading “ Basic Rate for a normal working day ” as follows—

- (1) by the substitution, for “ 58 cents ”, of “ Rs. 1·10 ”;
- (2) by the substitution, for “ 46 cents ”, of “ 90 cents ”; and
- (3) by the substitution, for “ 41 cents ”, of “ 65 cents ”.

---

### WAGES BOARD FOR THE RUBBER GROWING AND MANUFACTURING TRADE

---

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

The decisions made by the Wages Board for the Rubber Growing and Manufacturing Trade and set out in the Schedule to the notification published in *Gazette* No. 10,047 of November 25, 1949, as varied in the manner set out in the notifications published in *Gazette* No. 10,115 of June 30, 1950, and *Gazette* No. 10,168 of October 27, 1950, shall be further varied in Part II of that Schedule under the heading “ Basic Rate for a normal working day ”, as follows:—

- (a) by the substitution, for “ Rs. 1·10 ”, of “ Rs. 1·30 ”;
- (b) by the substitution, for “ Re. 1 ”, of “ Rs. 1·20 ”, and
- (c) by the substitution, for “ 75 cents ”, of “ 95 cents ”.

## WAGES BOARD FOR THE COCONUT MANUFACTURING TRADE

---

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

The decisions made by the Wages Board for the Coconut Manufacturing Trade and set out in the Schedule to the notification published in *Gazette Extraordinary* No. 9,971 of April 30, 1949, as varied in the manner set out in the notifications published in *Gazette* No. 10,073 of February 17, 1950, *Gazette Extraordinary* No. 10,131 of July 28, 1950, and *Gazette* No. 10,205 of January 26, 1951, shall be further varied in Part II of the Schedule thereto, under the heading “Rate”—

- (a) by the substitution, for “Mats ; 12 cents per square foot”, of “Mats : 35 cents per square foot”; and
- (b) by the substitution, for “Matting : 35 cents per square yard”, of “Matting : 12 cents per square yard”.

# 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	Miscellaneous	Final Index Number
Group Weights	52.40 ..	6.28 ..	15.96 ..	8.36 ..	17.00 ..	(Nov. 1938-Apr. 1939 = 100)

### INDEX NUMBERS

Base: November, 1938-April, 1939 = 100

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

Index  
Number  
Nov., 1942  
= 100

Base: November, 1942 = 100

Group Weights	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Index Number	Nov., 1942 = 100
Group Weights	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24		
1943	..	103 ..	94 ..	105 ..	138 ..	118 ..	107 .. 197
1944	..	102 ..	94 ..	105 ..	156 ..	127 ..	109 .. 200
1945	..	110 ..	94 ..	112 ..	165 ..	158 ..	121 .. 221
1946	..	113 ..	111 ..	124 ..	180 ..	155 ..	125 .. 229
1947	..	126 ..	121 ..	136 ..	213 ..	157 ..	138 .. 252
1948	..	138 ..	101 ..	148 ..	189 ..	157 ..	142 .. 260
1949	..	144 ..	97 ..	129 ..	156 ..	148 ..	141 .. 258
1950	..	154 ..	102 ..	129 ..	155 ..	154 ..	149 .. 272
January	..	155 ..	96 ..	129 ..	152 ..	151 ..	148 .. 271
February	..	154 ..	97 ..	129 ..	150 ..	155 ..	148 .. 271
March	..	151 ..	95 ..	129 ..	149 ..	151 ..	145 .. 266
April	..	150 ..	96 ..	129 ..	151 ..	154 ..	145 .. 266
May	..	151 ..	95 ..	129 ..	151 ..	153 ..	146 .. 266
June	..	154 ..	96 ..	129 ..	151 ..	154 ..	148 .. 271
July	..	155 ..	96 ..	129 ..	153 ..	155 ..	149 .. 272
August	..	156 ..	97 ..	129 ..	151 ..	158 ..	150 .. 274
September	..	162 ..	106 ..	129 ..	155 ..	158 ..	155 .. 283
October	..	158 ..	113 ..	129 ..	158 ..	155 ..	152 .. 279
November	..	155 ..	116 ..	129 ..	166 ..	154 ..	151 .. 277
December	..	151 ..	115 ..	129 ..	175 ..	152 ..	149 .. 273
1951—							
January	..	157 ..	113 ..	129 ..	177 ..	155 ..	153 .. 281
February	..	159 ..	111 ..	129 ..	184 ..	154 ..	155 .. 284
March	..	157 ..	113 ..	129 ..	195 ..	156 ..	155 .. 284

# 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	
<b>INDEX NUMBERS</b>					<i>(July-Sept., 1939 = 100)</i>
<i>Base: July-September, 1939 = 100</i>					
1939 ..	100	100	100	100	100
1940 ..	106	113	107	105	107
1941 ..	119	126	108	115	119
1942 ..	160	139	117	135	154
<i>Base: October, 1942 = 100</i>					<i>Index Number October, 1942 = 100</i>
Group weights	701	119	14	166	
1943 ..	108	149	104	116	115 .. 199
1944 ..	110	202	105	114	122 .. 211
1945 ..	115	196	104	137	128 .. 222
1946 ..	118	214	106	131	131 .. 228
1947 ..	124	220	112	139	138 .. 239
1948 ..	142	224	112	128	149 .. 259
1949 ..	154	182	111	126	152 .. 264
1950 ..	164	162	108	134	158 .. 274
January	165	160	108	127	157 .. 273
February	168	155	108	134	160 .. 277
March	166	155	108	135	159 .. 275
April ..	166	157	108	134	159 .. 275
May ..	161	158	108	134	155 .. 269
June ..	162	162	108	132	156 .. 271
July ..	162	164	108	135	158 .. 272
August	164	164	108	142	160 .. 277
September	166	163	108	138	160 .. 278
October	163	165	108	134	158 .. 273
November	164	166	108	133	158 .. 274
December	158	170	108	134	155 .. 268
1951—					
January	161	172	108	134	157 .. 272
February	172	181	108	137	166 .. 288
March	174	185	108	134	168 .. 291

### TABLE III—UNEMPLOYMENT

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

Years	<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi- skilled</i>	<i>Unskilled</i>	<i>Total</i>
1939 ..	3,712	11,964	5,034	5,967	26,677
1940 ..	4,734	13,130	4,800	4,981	27,645
1941 ..	5,274	8,882	2,351	3,951	20,458
1942 ..	6,589	9,411	1,882	1,451	19,333
1943 ..	2,282	2,872	1,312	1,869	8,335
1944* ..	295	358	227	173	1,053
1945 ..	2,258	11,025	3,267	4,816	21,366
1946 ..	5,636	10,012	7,527	13,369	36,544
1947 ..	2,883	7,325	8,113	16,423	34,744
1948 ..	4,474	13,027	12,443	36,712	66,656
1949 ..	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
February ..	6,330	10,300	13,384	33,729	63,743

\* 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	Kalutara	Galle	Kandy	Navalapitiya	Kurunegala	Jaffna	Rathnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Total
1939	26,677	—	—	—	—	—	—	—	—	—	—	—	—	26,677
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	—	27,645
1941	20,458	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942	19,333	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943	8,335	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944	1,053	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945	10,784	378	2,128	1,239	2,368	259	431	841	120	46	65	—	1,497	21,366*
1946	25,805	1,117	808	993	3,397	726	852	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	1,283	1,414	—	467	68,686
Jun.	41,174	4,536	3,881	6,011	4,766	918	1,000	1,853	580	1,073	1,458	—	500	67,750
Jul.	42,113	4,433	3,967	6,322	3,297	923	1,031	1,989	573	996	1,441	—	417	67,502
Aug.	43,020	4,342	3,915	6,370	3,052	1,047	990	1,943	570	1,057	1,327	—	464	68,097
Sep.	44,025	4,214	3,802	6,294	2,848	964	986	1,908	576	929	1,144	—	439	68,129
Oct.	44,675	4,067	3,916	6,294	2,955	959	942	1,763	530	1,032	1,109	—	432	68,679
Nov.	44,032	3,969	3,823	6,295	3,152	937	1,026	1,893	538	979	1,146	—	350	68,140
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
Feb.	41,380	3,855	3,135	5,609	2,660	863	1,102	2,086	576	996	543	567	371	63,743

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

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

## TABLE V—UNEMPLOYMENT

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

<i>Year</i>			<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	..	131	..	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
	..	February	..	170	..	60	..	170	..	353	753

TABLE VI

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Central	436	83	573	26	630	59	1,345	130	2,984	298
Negombo	45	5	59	13	103	32	410	89	617	139
Kalutara	42	—	31	1	90	3	64	5	227	9
Galle	74	29	35	1	123	24	130	56	362	110
Kandy	147	3	50	13	229	4	263	16	689	36
Nawalapitiya	3	1	4	—	24	—	14	5	45	6
Kurunegala	51	6	16	2	69	9	56	1	192	18
Jaffna	122	16	24	2	143	27	91	3	380	48
Ratnapura	15	2	6	—	29	2	15	2	65	6
Badulla	38	—	25	—	43	3	81	32	187	35
Batticaloa	21	3	20	1	31	—	44	7	116	11
Kalmunai	6	—	12	—	18	—	157	1	193	1
Trincomalee	17	1	14	—	28	6	19	1	78	8
Women's	97	21	44	1	65	1	101	5	307	28
Total	1,114	170	913	60	1,625	170	2,790	353	6,442	753



**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	.. 37	.. 15,259	.. 31,830‡	.. 69	.. 39,237	.. 250,366
1947	.. 53	.. 11,849	.. 199,657	.. 52	.. 43,485	.. 544,174
1948	.. 33‡	.. 23,100‡	.. 49,933‡†	.. 20	.. 1,065	.. 2,497‡
1949	.. 66	.. 477,412	.. 631,340	.. 23	.. 2,874	.. 14,576‡
1950	.. 81	.. 22,684	.. 83,853	.. 28	.. 5,471	.. 22,617
1950 January	.. 13	.. 1,995	.. 8,980	.. 2	.. 25	.. 25
February	.. 5	.. 685	.. 1,164	.. 4	.. 790	.. 960
March	.. 3	.. 705	.. 874	.. 4	.. 288	.. 2,377
April	.. 1	.. 103	.. 390	.. 3	.. 459	.. 380
May	.. 9	.. 1,798	.. 3,468	.. 5	.. 1,513	.. 1,333
June	.. 7	.. 1,312	.. 3,087	.. 5	.. 1,739	.. 7,560
July	.. 8	.. 3,155	.. 4,861	.. Nil	.. Nil	.. Nil
August	.. 2	.. 279	.. 529	.. 1	.. 50	.. 75
September	.. 11	.. 1,784	.. 2,203	.. 2	.. 335	.. 173
October	.. 5	.. 5,979§	.. 6,822§	.. —	.. —	.. —
November	.. 8	.. 2,229	.. 6,755	.. Nil	.. Nil	.. Nil
December	.. 9	.. 2,660	.. 44,720	.. —	.. —	.. —
1951 January	.. 5	.. 2,246	.. 20,455	.. 2	.. 129	.. 84

\* 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.

‡ Amended figures.

§ 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 JANUARY, 1951, BY INDUSTRIES OR TRADES**

Industry or Trade	Number of Strikes	Number of Workers involved		Number of Man-days lost
		Plantation	Others	
Plantations—Tea	1	255	—	255
Rubber	2	245	—	441
Tea-cum-Rubber	2	1,746	—	19,759
Coconut	—	—	—	—
Coconut-cum-Rubber	—	—	—	—
<b>Total</b>	<b>5</b>	<b>2,246</b>	<b>—</b>	<b>20,455</b>
Engineering	—	—	—	—
Printing	—	—	—	—
Motor Transport	—	—	—	—
Tea Export	—	—	—	—
Rubber Export	—	—	—	—
Coconut Manufacturing	—	—	—	—
Toddy, Arrack and Vinegar	—	—	—	—
Match Manufacturing	—	—	—	—
Plumbago	—	—	—	—
Cinema	—	—	—	—
Dock, Harbour and Port Transport	1	52	—	7
Building Trade	1	77	—	77
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	—	—	—	—
<b>Total</b>	<b>2</b>	<b>129</b>	<b>—</b>	<b>84</b>
<b>Grand Total</b>	<b>7</b>	<b>2,375</b>	<b>—</b>	<b>20,539</b>

**TABLE IX—CLASSIFICATION OF THE STRIKES IN JANUARY, 1951, 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. Wage increases. Higher rates for piece work, &c.	1	1	29	77
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	—	—	—	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	2	—	471	—
5. Food matters. Welfare	1	—	1,361	—
6. Right of association and meeting	—	—	—	—
7. Factional disputes and domestic matters	—	—	—	—
8. External matters, e.g., arrest by Police, immorality, &c.	—	—	—	—
9. Assaults by employer or agent or others	—	—	—	—
10. General demands	—	—	—	—
11. Sympathetic strikes	1	—	385	—
12. Leave, Holidays, &c.	—	1	—	52
<b>Total</b>	<b>5</b>	<b>2</b>	<b>2,246</b>	<b>129</b>

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

Years	Arrivals			Departures			Excess of Arrivals over Departures	Excess of De- partures over Arrivals
	Old	New	Total	Repatria- tion 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
March	.. 4,286..	86..	4,372..	9..	6,719..	6,728..	—	.. 2356

## APPENDIX I

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

Month: April, 1951.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
<b>Tea Growing and Manufacturing Trade.</b>			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10	1 12	2 22
Female worker not under 15 years ..	0 90	0 84	1 74
Child worker .. ..	0 65	0 77	1 42
<b>Cocoa, Cardamom and Pepper Growing and Manufacturing Trade.</b>			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10	1 12	2 22
Female worker not under 15 years ..	0 90	0 84	1 74
Child worker .. ..	0 65	0 77	1 42
<b>Rubber Growing and Manufacturing Trade.</b>			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 30	1 12	2 42
Female worker not under 15 years ..	1 20	0 84	2 4
Child worker .. ..	0 95	0 77	1 72
<b>Coconut Growing Trade.</b>			
<i>Daily Rates.</i>			
The raising and maintenance of a coconut plantation; and The manufacture of copra—			
Kangany .. ..	0 90	1 12	2 2
Male not under 18 years ..	0 75	1 12	1 87
Female not under 18 years ..	0 60	0 84	1 44
Worker under 18 years ..	0 50	0 77	1 27
<b>Coconut Manufacturing Trade.</b>			
The manufacture of desiccated coconut; The manufacture of coconut oil; and The manufacture of fibre and coir products—			
Within the Colombo area—			
Kangany .. ..	1 44	1 10	2 54
Male not under 18 years ..	1 24	1 10	2 34
Female not under 18 years ..	1 0	0 77	1 77
Worker under 18 years ..	0 75	0 70	1 45
Outside the Colombo area—			
Kangany .. ..	1 20	1 10	2 30
Male not under 18 years ..	1 0	1 10	2 10
Female not under 18 years ..	0 80	0 77	1 57
Worker under 18 years ..	0 60	0 70	1 30
"Colombo area" includes any place within 5 miles of the Municipal limits of Colombo.			
Piece rates have been fixed for certain processes.			
<b>Engineering Trade.</b>			
<i>Daily Rates.</i>			
Unskilled labourer .. ..	1 24	1 30	2 54
Semi-skilled, Grade I .. ..	1 44	1 40	2 84
Semi-skilled, Grade II .. ..	1 28	1 40	2 68
Skilled worker .. ..	1 80	1 40	3 20
Kangany .. ..	1 60	1 40	3 0
Watcher .. ..	1 50	1 40	2 90

Class of Worker		Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
<b>Engineering Trade (contd.)</b>				
<i>Trade Learners and Apprentices.</i>				
1st year	..	0 40	0 42	0 82
2nd year	..	0 56	0 52	1 8
3rd year	..	0 72	0 79	1 51
4th year	..	0 96	0 94	1 90
<b>Printing Trade.</b>				
<i>Monthly Rates.</i>				
Class A worker	..	100 0	77 0	177 0
B	..	75 0	59 0	134 0
C	..	50 0	50 0	100 0
D	..	40 0	41 0	81 0
E	..	37 50	38 79	76 29
F	..	18 0	21 20	39 20
G	..	40 0	41 0	81 0
Class A 1st year learner	..	30 0	24 10	54 10
B	..	22 50	18 70	41 20
C	..	20 0	20 50	40 50
D	..	16 0	16 90	32 90
Class A 2nd year learner	..	40 0	31 80	71 80
B	..	37 50	30 0	67 50
C	..	25 0	25 42	50 42
D	..	20 0	21 0	41 0
Class A 3rd year learner	..	50 0	39 50	89 50
B	..	45 0	35 90	80 90
C	..	30 0	30 50	60 50
D	..	24 0	25 10	49 10
Class A 4th year learner	..	65 0	50 80	115 80
B	..	56 25	44 42	100 67
C	..	37 50	37 79	75 29
D	..	30 0	31 0	61 0
Class A 5th year learner	..	80 0	62 60	142 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 12	3 87
Kanganies	}	2 25	1 12	3 37
Loaders				
Overseers	}	2 8	1 12	3 20
Shift bosses				
Blasters	}	2 0	1 12	3 12
Drillers (hand and machine)				
Shaft drivers				
Stoppers (excavators)				
Timber men	}	1 50	1 12	2 62
Muckers				
Trolley men				
Unskilled labourers	}	2 25	1 12	3 37
Onsetters or Donakatakarayas				

**Underground and surface workers—**

Electricians	}	2 50	1 12	3 62
Enginemen				
Fitters				
Hoistmen				
Mechanics				
Pumpmen				
Winchmen	}	2 25	1 12	3 37
Checkers				
Electricians (assistants)				
Fitters (assistants)				
Windlassmen (dabare workers)	}	1 50	1 12	2 62

Month : April, 1951.

<i>Class of Worker</i>	<i>Basic Wage</i> Rs. c.	<i>Special Allowance</i> Rs. c.	<i>Total</i> Rs. c.
<b>Plumbago Trade (contd.)</b>			
Surface workers—			
Carpenters } ..	2 50	1 12	3 62
Masons } ..	2 25	1 12	3 37
Overseers ..	2 0	1 12	3 12
Blacksmiths } ..	1 60	1 12	2 72
Boilermen } ..	1 50	1 12	2 62
Drill sharpeners } ..	2 0	1 12	3 12
Firewood carriers and splitters ..	1 24	1 12	2 36
Carters ..	1 24	1 12	2 36
Bakkikarayas or Banksmen ..	1 24	1 12	2 36
Cooks } ..	1 24	1 12	2 36
Smithy boys } ..	1 24	1 12	2 36
Unskilled labourers }	1 24	1 12	2 36

N. B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 77 cents.

Workers employed in curing and dressing—

(A) As overseers and kanganies ..	2 0	1 12	3 12
(B) On different jobs—			
Within the Colombo area—			
Male worker not under 18 years ..	1 25	1 12	2 37
Female worker not under 18 years ..	0 87	0 84	1 71
Worker under 18 years ..	0 50	0 77	1 27
Outside the Colombo area—			
Male worker not under 18 years ..	1 0	1 12	2 12
Female worker not under 18 years ..	0 70	0 84	1 54
Worker under 18 years ..	0 40	0 77	1 17

“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 30	2 54
(b) Intermediate Grade ..	1 40	1 40	2 80
(c) Grade I ..	1 60	1 40	3 0
(d) Box makers and repairers ..	1 40	1 40	2 80
(e) Watchers ..	1 50	1 40	2 90
B. Female workers not under 18 years ..	1 0	1 18	2 18
C. Workers over 14 years but under 15 years ..	0 60	0 82	1 42
" 15           " 16 ..	0 70	0 87	1 57
" 16           " 17 ..	0 80	0 92	1 72
" 17           " 18 ..	1 0	1 2	2 2

**Rubber Export Trade.**

*Daily Rates.*

A. Male workers not under 18 years—			
(a) Grade II ..	1 24	1 30	2 54
(b) Intermediate Grade ..	1 40	1 40	2 80
(c) Grade I ..	1 60	1 40	3 0
(d) Watchers ..	1 50	1 40	2 90
B. Female workers not under 18 years ..	1 0	1 18	2 18
C. Workers over 14 years but under 15 years ..	0 60	0 82	1 42
" 15           " 16 ..	0 70	0 87	1 57
" 16           " 17 ..	0 80	0 92	1 72
" 17           " 18 ..	1 0	1 2	2 2

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Toddy, Arrack, and Vinegar Trade.</b>						
<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	41	0	141	0
B ..	90	0	41	0	131	0
C ..	85	0	38	50	123	50
D ..	100	0	41	0	141	0
E ..	70	0	36	0	106	0
F ..	67	50	41	0	108	50
G ..	60	0	37	40	97	40
H ..	50	0	37	40	87	40
J ..	60	0	37	40	97	40
K ..	90	0	37	40	127	40
L ..	45	0	28	25	73	25

*Daily Rates.*

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

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

**Match Manufacturing Trade.***Daily Rates.*

## Grade I—

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

<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>
<b>Match Manufacturing Trade (contd.)</b>			
<i>Grade II—</i>			
Male 18 years and over .. .. .	1 40	1 40	2 80
Female 18 years and over .. .. .	1 12	1 30	2 42
Young person over 14 and under 17 years .. .. .	0 70	0 84	1 54
Young person 17 and over but under 18 years .. .. .	0 90	1 2	1 92
<i>Grade III—</i>			
Male 18 years and over .. .. .	1 24	1 30	2 54
Female 18 years and over .. .. .	1 0	1 18	2 18
Young person over 14 and under 17 years .. .. .	0 60	0 84	1 44
Young person 17 and over but under 18 years .. .. .	0 80	1 2	1 82
<i>Grade IV—</i>			
Watcher .. .. .	1 50	1 40	2 90
<b>Cinema Trade.</b>			
<i>Within the Municipal areas.</i>			
<b>A—Non-clerical—</b>			
Unskilled .. .. .	32 25	33 60	65 85
Semi-skilled .. .. .	37 50	36 20	73 70
Skilled, Grade II .. .. .	50 0	38 2	88 2
Skilled, Grade I .. .. .	60 0	38 2	98 2
<b>B—Clerical—</b>			
Grade III .. .. .	45 0	34 0	79 0
Grade II .. .. .	50 0	37 0	87 0
Grade I .. .. .	100 0	42 0	142 0
<i>Outside the Municipal areas.</i>			
<b>A—Non-clerical—</b>			
Unskilled .. .. .	32 25	33 60	65 85
Semi-skilled .. .. .	35 0	36 20	71 20
Skilled, Grade II .. .. .	42 0	38 2	80 2
Skilled, Grade I .. .. .	55 0	38 2	93 2
<b>B—Clerical—</b>			
Grade III .. .. .	40 0	34 0	74 0
Grade II .. .. .	45 0	37 0	82 0
Grade I .. .. .	100 0	42 0	142 0
<b>Dock, Harbour, and Port Transport Trade.</b>			
<i>Manual Work.</i>			
Special Grade .. .. .	65 0	31 75	96 75
Skilled Grade .. .. .	55 0	27 75	82 75
Semi-skilled Grade .. .. .	45 0	24 75	69 75
Unskilled, Grade I .. .. .	37 0	24 75	61 75
Unskilled, Grade II .. .. .	31 0	24 75	55 75
<i>Women Workers.</i>			
Female Kanganies .. .. .	35 0	24 75	59 75
Female labourers .. .. .	30 0	24 75	54 75
<i>Non-manual Workers.</i>			
Special Grade .. .. .	75 0	37 0	112 0
Grade I .. .. .	55 0	27 75	82 75



Month : April, 1951.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
<b>Building Trade.</b>			
<i>Unskilled—</i>			
Male labourers—			
Not under 18 years .. ..	1 24 ..	1 30 ..	2 54
Female labourers—			
Not under 18 years .. ..	1 0 ..	1 30 ..	2 30
Unskilled labourers— (irrespective of sex)			
Under 18 years of age .. ..	0 80 ..	1 30 ..	2 10
Semi-skilled, Grade II .. ..	1 44 ..	1 40 ..	2 84
Semi-skilled, Grade I .. ..	1 60 ..	1 40 ..	3 0
Skilled .. ..	1 80 ..	1 40 ..	3 20

APPENDIX II (A)

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 1951, to Workers in the Tea Growing and Manufacturing Trades and Cocoa, Cardamom and Pepper Growing and Manufacturing Trades**

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	0 55	0 56	1 11	0 45	0 42	0 87	0 32½	0 38½	0 71	1
2	1 10	1 12	2 22	0 90	0 84	1 74	0 65	0 77	1 42	2
3	2 20	2 24	4 44	1 80	1 68	3 48	1 30	1 54	2 84	3
4	3 30	3 36	6 66	2 70	2 52	5 22	1 95	2 31	4 26	4
5	4 40	4 48	8 88	3 60	3 36	6 96	2 60	3 8	5 68	5
6	5 50	5 60	11 10	4 50	4 20	8 70	3 25	3 85	7 10	6
7	6 60	6 72	13 32	5 40	5 4	10 44	3 90	4 62	8 52	7
8	7 70	7 84	15 54	6 30	5 88	12 18	4 55	5 39	9 94	8
9	8 80	8 96	17 76	7 20	6 72	13 92	5 20	6 16	11 36	9
10	9 90	10 8	19 98	8 10	7 56	15 66	5 85	6 93	12 78	10
11	11 0	11 20	22 20	9 0	8 40	17 40	6 50	7 70	14 20	11
12	12 10	12 32	24 42	9 90	9 24	19 14	7 15	8 47	15 62	12
13	13 20	13 44	26 64	10 80	10 8	20 88	7 80	9 24	17 4	13
14	14 30	14 56	28 86	11 70	10 92	22 62	8 45	10 1	18 46	14
15	15 40	15 68	31 8	12 60	11 76	24 36	9 10	10 78	19 88	15
16	16 50	16 80	33 30	13 50	12 60	26 10	9 75	11 55	21 30	16
17	17 60	17 92	35 52	14 40	13 44	27 84	10 40	12 32	22 72	17
18	18 70	19 04	37 74	15 30	14 28	29 58	11 5	13 9	24 14	18
19	19 80	20 16	39 96	16 20	15 12	31 32	11 70	13 86	25 56	19
20	20 90	21 28	42 18	17 10	15 96	33 06	12 35	14 63	26 98	20
21	22 0	22 40	44 40	18 0	16 80	34 80	13 0	15 40	28 40	21
22	23 10	23 52	46 62	18 90	17 64	36 54	13 65	16 17	29 82	22
23	24 20	24 64	48 84	19 80	18 48	38 28	14 30	16 94	31 24	23
24	25 30	25 76	51 6	20 70	19 32	40 2	14 95	17 71	32 66	24
25	26 40	26 88	53 28	21 60	20 16	41 76	15 60	18 48	34 8	25
26	27 50	28 0	55 50	22 50	21 0	43 50	16 25	19 25	35 50	26
27	28 60	29 12	57 72	23 40	21 84	45 24	16 90	20 2	36 92	27
28	29 70	30 24	59 94	24 30	22 68	46 98	17 55	20 79	38 34	28
29	30 80	31 36	62 16	25 20	23 52	48 72	18 20	21 56	39 76	29
30	31 90	32 48	64 38	26 10	24 36	50 46	18 85	22 33	41 18	30
30	33 0	33 60	66 60	27 0	25 20	52 20	19 50	23 10	42 60	30

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

APPENDIX II (B)

**Ready Reckoner showing the Basic Wages, Special Allowances and Minimum Wages payable for the number of days worked during April, 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.	
½	0 65	0 56	1 21	0 60	0 42	1 2	0 47½	0 33½	0 86	½
1	1 30	1 12	2 42	1 20	0 84	2 4	0 95	0 77	1 72	1
2	2 60	2 24	4 84	2 40	1 68	4 8	1 90	1 54	3 44	2
3	3 90	3 36	7 26	3 60	2 52	6 12	2 85	2 31	5 16	3
4	5 20	4 48	9 68	4 80	3 36	8 16	3 80	3 8	6 88	4
5	6 50	5 60	12 10	6 0	4 20	10 20	4 75	3 85	8 60	5
6	7 80	6 72	14 52	7 20	5 4	12 24	5 70	4 62	10 32	6
7	9 10	7 84	15 94	8 40	5 88	14 28	6 65	5 39	12 4	7
8	10 40	8 96	19 36	9 60	6 72	16 32	7 60	6 16	13 76	8
9	11 70	10 8	21 78	10 80	7 56	18 36	8 55	6 93	15 48	9
10	13 0	11 20	24 20	12 0	8 40	20 40	9 50	7 70	17 20	10
11	14 30	12 32	26 62	13 20	9 24	22 44	10 45	8 47	18 92	11
12	15 60	13 44	29 4	14 40	10 8	24 48	11 40	9 24	20 64	12
13	16 90	14 56	31 46	15 60	10 92	26 52	12 35	10 1	22 36	13
14	18 20	15 68	33 88	16 80	11 76	28 56	13 30	10 78	24 8	14
15	19 50	16 80	36 30	18 0	12 60	30 60	14 25	11 55	25 80	15
16	20 80	17 92	38 72	19 20	13 44	32 64	15 20	12 32	27 52	16
17	22 10	19 4	41 14	20 40	14 28	34 68	16 15	13 9	29 24	17
18	23 40	20 16	43 56	21 60	15 12	36 72	17 10	13 86	30 96	18
19	24 70	21 28	45 98	22 80	15 96	38 76	18 5	14 63	32 68	19
20	26 0	22 40	48 40	24 0	16 80	40 80	19 0	15 40	34 40	20
21	27 30	23 52	50 82	25 20	17 64	42 84	19 95	16 17	36 12	21
22	28 60	24 64	53 24	26 40	18 48	44 88	20 90	16 94	37 84	22
23	29 90	25 76	55 66	27 60	19 32	46 92	21 85	17 71	39 56	23
24	31 20	26 88	58 8	28 80	20 16	48 96	22 80	18 48	41 28	24
25	32 50	28 0	60 50	30 0	21 0	51 0	23 75	19 25	43 0	25
26	33 80	29 12	62 92	31 20	21 84	53 4	24 70	20 2	44 72	26
27	35 10	30 24	65 34	32 40	22 68	55 8	25 65	20 79	46 44	27
28	36 40	31 36	67 76	33 60	23 52	57 12	26 60	21 56	48 16	28
29	37 70	32 48	70 18	34 80	24 36	59 16	27 55	22 33	49 88	29
30	39 0	33 60	72 60	36 0	25 20	61 20	28 50	23 10	51 60	30

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

**APPENDIX III (A)**

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 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 Per-sons	Kan-gany	Male	Fe-male	Young Per-sons	Kan-gany	Male	Fe-male	Young Per-sons	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 1	0 93½	0 72	0 63½	1 27	1 17	0 88½	0 72½	1 15	1 5	0 78½	0 65	½
1	2 2	1 87	1 44	1 27	2 54	2 34	1 77	1 45	2 30	2 10	1 57	1 30	1
2	4 4	3 74	2 88	2 54	5 8	4 68	3 54	2 90	4 60	4 20	3 14	2 60	2
3	6 6	5 61	4 32	3 81	7 62	7 2	5 31	4 35	6 90	6 30	4 71	3 90	3
4	8 8	7 48	5 76	5 8	10 16	9 36	7 8	5 80	9 20	8 40	6 28	5 20	4
5	10 10	9 35	7 20	6 35	12 70	11 70	8 85	7 25	11 50	10 50	7 85	6 50	5
6	12 12	11 22	8 64	7 62	15 24	14 4	10 62	8 70	13 80	12 60	9 42	7 80	6
7	14 14	13 9	10 8	8 89	17 78	16 38	12 39	10 15	16 10	14 70	10 99	9 10	7
8	16 16	14 96	11 52	10 16	20 32	18 72	14 16	11 60	18 40	16 80	12 56	10 40	8
9	18 18	16 83	12 96	11 43	22 86	21 6	15 93	13 5	20 70	18 90	14 13	11 70	9
10	20 20	18 70	14 40	12 70	25 40	23 40	17 70	14 50	23 0	21 0	15 70	13 0	10
11	22 22	20 57	15 84	13 97	27 94	25 74	19 47	15 95	25 30	23 10	17 27	14 30	11
12	24 24	22 44	17 28	15 24	30 48	28 8	21 24	17 40	27 60	25 20	18 84	15 60	12
13	26 26	24 31	18 72	16 51	33 2	30 42	23 1	18 85	29 90	27 30	20 41	16 90	13
14	28 28	26 18	20 16	17 78	35 56	32 76	24 78	20 30	32 20	29 40	21 98	18 20	14
15	30 30	28 5	21 60	19 5	38 10	35 10	26 55	21 75	34 50	31 50	23 55	19 50	15
16	32 32	29 92	23 4	20 32	40 64	37 44	28 32	23 20	36 80	33 60	25 12	20 80	16
17	34 34	31 79	24 48	21 59	43 18	39 78	30 9	24 65	39 10	35 70	26 69	22 10	17
18	36 36	33 66	25 92	22 86	45 72	42 12	31 86	26 10	41 40	37 80	28 26	23 40	18
19	38 38	35 53	27 36	24 13	48 26	44 46	33 63	27 55	43 70	39 90	29 83	24 70	19
20	40 40	37 40	28 80	25 40	50 80	46 80	35 40	29 0	46 0	42 0	31 40	26 0	20
21	42 42	39 27	30 24	26 67	53 34	49 14	37 17	30 45	48 30	44 10	32 97	27 30	21
22	44 44	41 14	31 68	27 94	55 88	51 48	38 94	31 90	50 60	46 20	34 54	28 60	22
23	46 46	43 1	33 12	29 21	58 42	53 82	40 71	33 35	52 90	48 30	36 11	29 90	23
24	48 48	44 88	34 56	30 48	60 96	56 16	42 48	34 80	55 20	50 40	37 68	31 20	24
25	50 50	46 75	36 0	31 75	63 50	58 50	44 25	36 25	57 50	52 50	39 25	32 50	25
26	52 52	48 62	37 44	33 2	66 4	60 84	46 2	37 70	59 80	54 60	40 82	33 80	26
27	54 54	50 49	38 88	34 29	68 58	63 18	47 79	39 15	62 10	56 70	42 39	35 10	27
28	56 56	52 36	40 32	35 56	71 12	65 52	49 56	40 60	64 40	58 80	43 96	36 40	28
29	58 58	54 23	41 76	36 83	73 66	67 86	51 33	42 5	66 70	60 90	45 53	37 70	29
30	60 60	56 10	43 20	38 10	76 20	70 20	53 10	43 50	69 0	63 0	47 10	39 0	30

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

**APPENDIX III (B)**

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

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Intermediate Grade	Grade I	* Box Makers and Repairers	Watchers		Over 14 under 15 years	Over 15 under 16 years	Over 16 under 17 years	Over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 27	1 40	1 50	1 40	1 45	1 9	0 71	0 78½	0 86	1 1	1
2	2 54	2 80	3 0	2 80	2 90	2 18	1 42	1 57	1 72	2 2	2
3	5 8	5 60	6 0	5 60	5 80	4 36	2 84	3 14	3 44	4 4	3
4	7 62	8 40	9 0	8 40	8 70	6 54	4 26	4 71	5 16	6 6	4
5	10 16	11 20	12 0	11 20	11 60	8 72	5 68	6 28	6 88	8 8	5
6	12 70	14 0	15 0	14 0	14 50	10 90	7 10	7 85	8 60	10 10	6
7	15 24	16 80	18 0	16 80	17 40	13 8	8 52	9 42	10 32	12 12	7
8	17 78	19 60	21 0	19 60	20 30	15 26	9 94	10 99	12 4	14 14	8
9	20 32	22 40	24 0	22 40	23 20	17 44	11 36	12 56	13 76	16 16	9
10	22 86	25 20	27 0	25 20	26 10	19 62	12 78	14 13	15 48	18 18	10
11	25 40	28 0	30 0	28 0	29 0	21 80	14 20	15 70	17 20	20 20	11
12	27 94	30 80	33 0	30 80	31 90	23 98	15 62	17 27	18 92	22 22	12
13	30 48	33 60	36 0	33 60	34 80	26 16	17 4	18 84	20 64	24 24	13
14	33 2	36 40	39 0	36 40	37 70	28 34	18 46	20 41	22 36	26 26	14
15	35 56	39 20	42 0	39 20	40 60	30 52	19 88	21 98	24 8	28 28	15
16	38 10	42 0	45 0	42 0	43 50	32 70	21 30	23 55	25 80	30 30	16
17	40 64	44 80	48 0	44 80	46 40	34 88	22 72	25 12	27 52	32 32	17
18	43 18	47 60	51 0	47 60	49 30	37 6	24 14	26 69	29 24	34 34	18
19	45 72	50 40	54 0	50 40	52 20	39 24	25 56	28 26	30 96	36 36	19
20	48 26	53 20	57 0	53 20	55 10	41 42	26 98	29 83	32 68	38 38	20
21	50 80	56 0	60 0	56 0	58 0	43 60	28 40	31 40	34 40	40 40	21
22	53 34	58 80	63 0	58 80	60 90	45 78	29 82	32 97	36 12	42 42	22
23	55 88	61 60	66 0	61 60	63 80	47 96	31 24	32 54	37 84	44 44	23
24	58 42	64 40	69 0	64 40	66 70	50 14	32 66	36 11	39 56	46 46	24
25	60 96	67 20	72 0	67 20	69 60	52 32	34 8	37 68	41 28	48 48	25
26	63 50	70 0	75 0	70 0	72 50	54 50	35 50	39 25	43 0	50 50	26
27	66 4	72 80	78 0	72 80	75 40	56 68	36 92	40 82	44 72	52 52	27
28	68 58	75 60	81 0	75 60	78 30	58 86	38 34	42 39	46 44	54 54	28
29	71 12	78 40	84 0	78 40	81 20	61 4	39 76	43 96	48 16	56 56	29
30	73 66	81 20	87 0	81 20	84 10	63 22	41 18	45 53	49 88	58 58	30
30	76 20	84 0	90 0	84 0	87 0	65 40	42 60	47 10	51 60	60 60	30

\* Applicable to Tea Export Trade only.

APPENDIX III (C)

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 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.	
1/2	1 27	1 42	1 34	1 60	1 50	1 45	0 41	0 54	0 75 1/2	0 95	1/2
1	2 54	2 84	2 68	3 20	3 0	2 90	0 82	1 8	1 51	1 90	1
2	5 8	5 68	5 36	6 40	6 0	5 80	1 64	2 16	3 2	3 80	2
3	7 62	8 52	8 4	9 60	9 0	8 70	2 46	3 24	4 53	5 70	3
4	10 16	11 36	10 72	12 80	12 0	11 60	3 28	4 32	6 4	7 60	4
5	12 70	14 20	13 40	16 0	15 0	14 50	4 10	5 40	7 55	9 50	5
6	15 24	17 4	16 8	19 20	18 0	17 40	4 92	6 48	9 6	11 40	6
7	17 78	19 88	18 76	22 40	21 0	20 30	5 74	7 56	10 57	13 30	7
8	20 32	22 72	21 44	25 60	24 0	23 20	6 56	8 64	12 8	15 20	8
9	22 86	25 56	24 12	28 80	27 0	26 10	7 38	9 72	13 59	17 10	9
10	25 40	28 40	26 80	32 0	30 0	29 0	8 20	10 80	15 10	19 0	10
11	27 94	31 24	29 48	35 20	33 0	31 90	9 2	11 88	16 61	20 90	11
12	30 48	34 8	32 16	38 40	36 0	34 80	9 84	12 96	18 12	22 80	12
13	33 2	36 92	34 84	41 60	39 0	37 70	10 66	14 4	19 63	24 70	13
14	35 56	39 76	37 52	44 80	42 0	40 60	11 48	15 12	21 14	26 60	14
15	38 10	42 60	40 20	48 0	45 0	43 50	12 30	16 20	22 65	28 50	15
16	40 64	45 44	42 88	51 20	48 0	46 40	13 12	17 28	24 16	30 40	16
17	43 18	48 28	45 56	54 40	51 0	49 30	13 94	18 36	25 67	32 30	17
18	45 72	51 12	48 24	57 60	54 0	52 20	14 76	19 44	27 18	34 20	18
19	48 26	53 96	50 92	60 80	57 0	55 10	15 58	20 52	28 69	36 10	19
20	50 80	56 80	53 60	64 0	60 0	58 0	16 40	21 60	30 20	38 0	20
21	53 34	59 64	56 28	67 20	63 0	60 90	17 22	22 68	31 71	39 90	21
22	55 88	62 48	58 96	70 40	66 0	63 80	18 4	23 76	33 22	41 80	22
23	58 42	65 32	61 64	73 60	69 0	66 70	18 86	24 84	34 73	43 70	23
24	60 96	68 16	64 32	76 80	72 0	69 60	19 68	25 92	36 24	45 60	24
25	63 50	71 0	67 0	80 0	75 0	72 50	20 50	27 0	37 75	47 50	25
26	66 4	73 84	69 68	83 20	78 0	75 40	21 32	28 8	39 26	49 40	26
27	68 58	76 68	72 36	86 40	81 0	78 30	22 14	29 16	40 77	51 30	27
28	71 12	79 52	75 4	89 60	84 0	81 20	22 96	30 24	42 28	53 20	28
29	73 66	82 36	77 72	92 80	87 0	84 10	23 78	31 32	43 79	55 10	29
30	76 20	85 20	80 40	96 0	90 0	87 0	24 60	32 40	45 30	57 0	30

APPENDIX III (D)

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

APPENDIX III (E)

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

"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.