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Decisions of Wages Boards

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



Rowlands
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The
Motor People

TURRET ROAD, COLOMBO.



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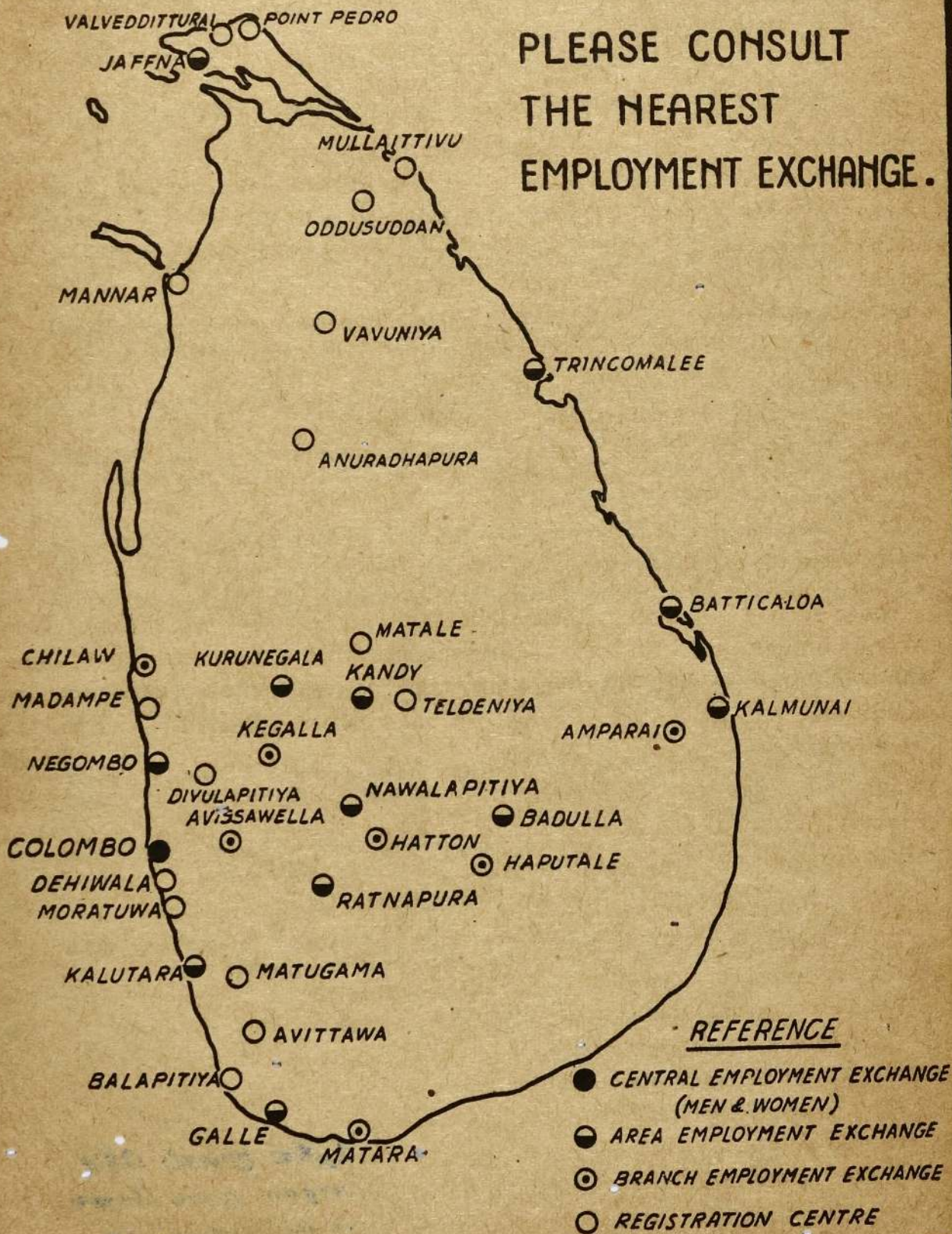
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தேவிய நாகைப் பிரிவு
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CEYLON

LABOUR GAZETTE

Vol. II No. 5

MAY, 1951

WHITHER STATE INDUSTRY?

Industrial Commission

THE report of the Industrial Commission in 1916 emphasised the latent industrial resources of the country. Though this report was published in 1922 as Sessional Paper I of 1922, its recommendations were scarcely implemented for over a decade. In 1931, the country was severely hit by a trade depression, and the precarious economic conditions of the country (dependent almost exclusively on an agricultural economy with an export market in raw materials), were felt to be too risky. Measures to augment the Island's resources and to relieve unemployment became problems of State importance, and new interest was focussed on industrial development as a solution. The principle laid down by the Industrial Commission was that the initiative for the development of new industries must come from Government. The trade depression created the right atmosphere for the acceptance of this principle; and in a few years, the Department of Commerce and Industries was created to deal with these problems.

State Factories

Since then, the growing international tension and the final crisis of World War II brought into existence State Factories from war-created opportunities, some designed as long-term measures not necessarily associated with war conditions, and others of a transitory nature to supplement those voids in imported goods affected by the war.

The first state factory of importance, opened in 1941, was the Government's Plywood Factory, and this has rapidly been followed by other institutions, all under exclusive state ownership:—

- (1) Government Ceramic Factory.
- (2) Government Coir Factory.
- (3) Government Acetic Acid Factory.
- (4) Government Glass Factory.
- (5) Government Paper Mill.
- (6) Government Leather Factory.
- (7) Government Drugs Factory.
- (8) Government Saw Mill.
- (9) Government Steel Rolling Factory.

The finance for these schemes was provided from the Rs. 100 million loan raised by the Government in 1946, with an allocation of Rs. 3,000,000 for Industrial Development. This was the first stage towards increasing consciousness of the development of natural resources ; and the lessons learnt from these factories were soon to be reflected in a statement of national policy defining Government's attitude *via-à-vis* private enterprise. Sessional Paper XV of 1946 was the first attempt to define this policy, but owing to the pending dissolution of the State Council, the Government had no time to address its mind to the question.

Under the new constitution, the subject of industries together with the subjects of salt, mineralogy, and fisheries, was assigned to a separate Ministry ; and full scope was provided for the development of national schemes of importance. There was no longer any necessity to deal with the industrialisation of the country on a casual basis ; some of the factories established in the war period rightly belonged to the sphere of *Pilot Plants*, or experiments for the testing of processes before their translation to the normal concept of commercial concerns. The stage was set for the planning of large scale industries. To deal with this work, a Planning Division was set up, where full time attention could be devoted to this subject. A number of specialist posts were added to the Department of Industries, which helped to lay a firm foundation for the analysis of each scheme before they went to the legislature for funds.

Six Year Plan

The Government's Six Year Plan is the first stage of a deliberate effort to lay down a long term scheme for the systematic and progressive development of the country. Under this scheme (as amended by recent proposals up to the date of this article), plans for major industrial enterprises were formulated for the setting up of a variety of basic and essential industries and, in some cases, urgent consumer industries, all to be under an exclusive State monopoly —

- (a) *Cement Factory*.—With a capacity of 100,000 tons per annum, now in production ; situated in the Northern Province ; fully capable of meeting the entire consumption of the Island. As a subsidiary activity, this factory will generate sufficient electric current to meet the entire power needs of the Jaffna Peninsula.
- (b) *Fertilizer Factory*.—Now in the stage of planning ; expected to materialize in 3 years ; with a capacity of 80,000 tons per annum of ammonium sulphate, and 49,000 tons superphosphate per annum. A basic industry ; essential for the agricultural economy of the country ;
- (c) *A Paper Factory*.—Now in the stage of construction, with a potential capacity of 4,500 tons per annum for the manufacture of printing and writing papers and of cement paper bags.
- (d) *Caustic Soda Factory*.—Now in the stage of planning, with a capacity of 1,500 tons caustic soda per annum and 1,300 tons of liquid chlorine per annum. An essential and basic industry needed for the sustenance of paper, soap and other chemical industries.

- (e) *Steel Rolling Factory*.—A new scheme now in course of planning ; with a capacity of 19,500 tons per annum for the manufacture of rolled steel sections, tubing, and agricultural implements.
- (f) *2 Sugar Factories*.—Now in the stage of planning, each with a capacity of 15,000 tons per annum.
- (g) *A D. D. T. Factory*.—Now in the stage of planning, each with a capacity of 600 tons per annum sufficient to meet the Island's full needs in its drive against malaria.
- (h) *A new Ceramic Factory*.—With a capacity of 450 tons per annum (work on which has already begun), for the manufacture of domestic crockery ;
- (i) *A re-organized Plywood Factory*.—With an increased potential of 450,000 tea chests per annum, and with capacity to produce decorative panels and veneers for the building and furniture trade.
- (j) *A re-organized Glass Factory*.—With a capacity of 2,000 tons blown and pressed ware per annum.
- (k) *A Vegetable Oil Factory*.—Now in the process of construction, for the manufacture of—
- 8,000 tons refined oil per annum,
 - 1,050 tons Lauryl alcohol,
 - 600 tons Fatty acid per annum,
 - 875 tons Glycerine per annum,
 - 4,900 tons Distilled Acids,
 - 53,625 tons cattle food.
- (l) *Textile (Cotton) Factory*.—Now in the stage of planning, with a capacity of 15,000,000 yards per annum, for the manufacture of fabrics and grays bleached, dyed and printed.
- (m) *Textile (Rayon) Factory*.— With a capacity of 750 tons per annum, for artificial silk goods and feeding the handloom silk industry.

All these schemes have a twofold object—

- (a) The development of indigenous raw material.
- (b) Employment.

The estimated capital cost of the above schemes is placed at approximately Rs. 205,000,000 ; but these figures are highly conservative as world markets are on the rise, and budgeted figures rarely approximate to reality.

Effect on Employment

The potential unemployment as shown from recent registration figures is 65,000—divided into various grades and callings. A good part of this army of unemployed would be capable of absorption in these State schemes ; at the same time one must bear in mind that there are skilled operations of a grade hitherto unknown to Ceylon which is not available in these ranks.

Some observers, however, have pointed out that the local labour is exactly amenable to training, and could rapidly assimilate new work under proper instruction. An important principle that will be observed in the recruitment of labour in these schemes is that first consideration will go to those persons who have been dispossessed of land compulsorily acquired for the scheme in question ; second consideration will go to those unemployed registered in the immediate neighbourhood of the scheme. Under this policy there will be no harsh disruption of labour, nor would concurrent agricultural programmes, (which play so important a part in the country's economy) be affected. The ultimate object is to strike a proper balance utilizing surplus labour to the maximum in State industries, and leaving peasant economy to continue undisturbed.

Labour Problems

These new schemes have their own labour problems. The placement of industries has to be determined on economic formulae, where a balance between availability of raw material, fuel, water and other factors has to be struck with the cost of transport of raw material to a site in an urban area. There are some factories which have necessarily to be located on sites coincident with raw material. In such cases, problems of labour, civic amenities and welfare facilities have to be planned ahead so as to cope with the new colony of workers that will grow up with the scheme. Plans in this direction have already worked successfully in the case of the Cement Factory at Kankesanthurai. Standard features of Government's sympathy towards this problem include —

- (a) The provision of adequate housing scheme for labour and supervisory classes.
- (b) The provision of amenities like water, electricity and sanitation.
- (c) The establishment of proper relations between employer and employee through welfare schemes.
- (d) The proper organization of the social side of labour by the provision of recreational facilities and amenities for markets, post offices and hospitals.

State Corporations

Apart from State monopolies, questions are now under consideration of fostering the development of other basic or essential industries which do not necessarily involve an exclusive Government monopoly. State enterprise is usually associated with gilt-edged securities ; rarely does it make an excursion into the speculations of trade or industry unless justified in the national interest. These criticism of Government's entry into the field of private enterprise are reminiscent of the rigid conservatism of Government under the regime of colonial policy. World War II has established with forcible conviction that loyalty to rigid conventions can spell disaster, and policy must accommodate the constantly changing environment of society at the moment.

But obviously the State cannot be expected to further all schemes of national importance. Those which are vitally necessary quite clearly fall within the sphere of an exclusive State Monopoly. In this sphere would fall those industries of a basic or essential purpose, where control by the State is unavoidable in the interest of strategy, key commodities, fair price and equitable distribution. In the sphere of quasi-basic industries the argument is not so pressing, and the public may rightly expect to play a part in shaping productive policy and contributing to capital. For this purpose the State corporation, where a joint partnership between State and private capital is founded, would be the right answer. This is the new trend of the industrial pattern, and State corporations are to be planned for those ventures which fall outside the definition of strategy or essentiality.

Whither Industry ?

Whither Industry ? Broadly speaking, labour in Ceylon is of the peasant type trained to an agricultural economy with only a nodding acquaintance of the industrial machine. On a population basis, there were—

- (a) 62·2 per cent. engaged on agriculture — Census 1922.
52·9 per cent. engaged on agriculture — Census 1946.
- (b) 12·9 per cent. engaged in industry — Census 1922.
11·0 per cent. engaged in industry — Census 1946.

How far these figures will change still further and tend to place the emphasis on industry at the expense of agriculture when the full Industrial Plan of the Government is in maturity remains to be seen. Prudent planning does not aim at disturbing the traditional loyalty to agriculture. Food production must continue to be the dominant objective of the country for many years to come.

Training Schemes

But there are appreciable numbers of registered and potential unemployed, whose time could be more profitably diverted towards the environment of industry for the creation of a new population to be at the helm of the industrial machine. Admittedly, there has been no tradition in the past, but historically it can be established that the Ceylonese worker is an apt pupil, and rapidly assimilates the lessons of his tutors. To hasten this transition from unskilled to skilled employee, the Government has many schemes of training. First and foremost there is the apprenticeship scheme, which aims at tutoring the initiated into the intricacies of machine production, ready to take over at the right time. In a higher class, there are the skilled operators—the intelligent man-power behind the operation machine—where promising educated youths are sent out on scholarship abroad for detailed instruction in the processes they are to be concerned with. Finally, there is the top class of administrator and manager, where again the policy of Ceylonization aims at attaching a competent understudy to an imported expert, ready to take over at the right time.

Approximate Labour Requirements

In the next decade, the visible effect of this policy of training will come into maturity. The major industrial schemes to which I have referred in page 4 are estimated to employ the following approximately :—

1. Cement Factory	815 staff and labour
2. Fertilizer Factory	1,000 staff and labour
3. Paper Mill	605 staff and labour
4. Caustic Soda Factory	150 staff and labour
5. (Textile Factory (Cotton)	1,600 staff and labour
Textile Factory (Rayon)	750 staff and labour
6. Steel Factory	1,300 staff and labour
7. Sugar Factories	3,500 staff and labour
8. D. D. T. Factory	275 staff and labour
9. Re-organised Ceramic Factory	327 staff and labour
10. Plywood Factory	247 staff and labour
11. Glass Factory	308 staff and labour
12. Refined Oil Factory	287 staff and labour

These figures may by comparison with the European standards sound somewhat large ; but in Ceylon, the immediate objective is not to import automatic machinery in complete replacement of manual skill. Labour is not at such a premium to justify this step. The industrial plan aims at a proper balance between efficient production by machinery combined with beneficial employment. In the future, when the industrial population tends to fall short of requirements, the time for the introduction of completely automatic machines for the conservation of labour can be considered.

Discipline of Factory Routine

It would be idle to claim that the Ceylonese industrial worker is without blemish. The transition from the lethargy of an agricultural pursuit must be slow, and ingrained habits have gradually to be overcome by the discipline of factory routine. Among the more prolific causes of loss in manpower the following may be tabulated :—

- (a) Sickness.
- (b) Absenteeism for religious festivals, local customs and ceremonies.
- (c) Late attendance which account for a loss from 8 per cent. to 19 per cent.

The wise administrator will not attempt to impose the discipline of the schoolroom in the factory without first building up a consciousness of the advantages of regimentation, the co-ordination of workers in the common good of the country, and their proper education towards achieving the common goal in the interests of both the employer and employee. He would seek to conciliate labour in this educational reform by encouraging them to play a more active part in shaping the destiny of this industrial population by the

formation of workers' associations and unions with a non-political bias and rights of representation in disputes ; the offer of bonuses for good attendance and higher output ; the allotment of bonus shares ; the creation of provident fund and pension funds—all of which are standard features of an enlightened industrial organization.

Capital, raw material and even machinery are useless without the men and women capable of making an intelligent application of them. Leadership in industry is born of opportunity and environment. To secure the leaders for the Industrial Plan would need encouragement for the development of latent talent, sympathy, and understanding of labour. Radical reforms which tend to equate levels of employment to well developed countries are apt to be misconstrued and often regarded as a necessary preliminary before labour can be encouraged to turn their attention to this new field. The task of educating the labourer to approach these reforms with moderation so that the industry can gradually accommodate itself to the new definition of labour is a matter that devolves on the parent, the school teacher, the social worker and the politician.

E.C.S.P.

A COMPARISON OF AREA, POPULATION AND INCOME OF SOME COUNTRIES

Of interest in connection with the "Colombo Plan"

	<i>Area</i>	<i>Population</i>	<i>National Income per head per year</i>
United Kingdom ..	92,053 sq.m. ..	50,033,000 ..	£200
Canada ..	3,845,000 sq.m. ..	13,205,000 ..	£210 (approx.)
Australia ..	2,975,000 sq.m. ..	7,579,000 ..	£168
India ..	1,246,880 sq.m. ..	347,000,000 ..	£ 23
Pakistan ..	364,218 sq.m. ..	82,000,000 ..	£ 24
Ceylon ..	25,000 sq.m. ..	7,000,000 ..	£ 23
Malaya and Singapore ..	50,000 sq.m. ..	6,000,000 ..	£ 63

Based on Official Data

STATISTICS OF THE MONTH IN BRIEF

Note.—The following is a summary of the principal statistics published this 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 April, 1951, is 283, one point lower than that for March, 1951. The index number for Estate labourers rose by 1 point from 291 in March to 292 in April 1951.

Unemployment

The total number of persons unemployed according to registers of the Employment Exchanges as at end of February, 1951, and March, 1951, was as given below. It will be noted that there has been a decrease of 2,790 in the number of unemployed persons as compared with the figure for the previous month.

		<i>February,</i> <i>1951</i>		<i>March,</i> <i>1951</i>
Technical and clerical	.. ..	6,330	.. ..	6,288
Skilled	.. ..	10,300	.. ..	9,753
Semi-skilled	.. ..	13,384	.. ..	13,191
Unskilled	.. ..	33,729	.. ..	31,721
		63,743		60,953

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

		<i>February,</i> <i>1951</i>		<i>March,</i> <i>1951</i>
Technical and clerical	.. ..	170	.. ..	118
Skilled	.. ..	60	.. ..	103
Semi-skilled	.. ..	170	.. ..	128
Unskilled	.. ..	353	.. ..	270
		753		619

Strikes

There were altogether 9 strikes in the month of February, 1951, involving 2,672 workers and a loss of 12,605 man-days. Of these, 6 strikes were on estates involving 2,058 workers and a loss of 10,909 man-days. Of the remaining 3 strikes 2 were in the Dock, Harbour and Port Transport Trade involving 200 workers and a loss of 32 man-days. The other strike occurred in an institution run by the State, involving 414 workers and a loss of 1,664 man-days.

Arrivals and Departures of Indian Estate Labourers

There has been an excess of arrivals over departures of Indian estate labourers in the Island for the month of April amounting to 62, as against an excess of departures over arrivals of 2,356 persons in March, 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. But however, this year there has been an excess of arrivals over departures in April itself.

Wage Rates

The special allowances payable to workers in the Coconut Manufacturing Trade were raised by 20 cents with effect from May 1, 1951. The new rates for workers within the Colombo area* and outside the Colombo area are as follows :—

	<i>Rs. c.</i>		<i>Rs. c.</i>
Kangany ..	.. 1 30	Female not under 18 years	.. 0 97
Male not under 18 years	.. 1 30	Workers under 18 years	.. 0 90

The wages of workers covered by all the other Wages Boards remain unchanged.

NOTES OF CURRENT INTEREST

International Labour Conference

The 34th Session of the International Labour Conference will be held at Geneva during June 6-30, 1951.

The Agenda of the Conference will be as follows :—

- I Director-General's Report.
- II Financial and Budgetary Questions.
- III Information and reports on the application of Conventions and Recommendations.
- IV Objectives and Minimum standards of Social Security (first discussion).
- V Industrial Relations, including Collective Agreements and voluntary conciliation and arbitration (second discussion).
- VI Co-operation between public authorities and employers' and workers' organizations (first discussion).
- VII Equal remuneration for men and women workers for work of equal value (second discussion).
- VIII Minimum wage fixing machinery in agriculture (second discussion).
- IX Holidays with pay in Agriculture (first discussion).

Ceylon will be represented at this Conference by the following delegation :—

Government Representatives :

Major W. G. M. Jayawickreme, Parliamentary Secretary to the Minister of Labour and Social Services—Leader of the Delegation.

Mr. C. B. Kumarasinha, Assistant Commissioner of Labour—Secretary to the Delegation.

* Colombo area includes any place within five miles of the Municipal Limits of Colombo.

Employers' Representative :

Mr. D. R. Rutnam, O.B.E., General Secretary, The Ceylon Estates Employers' Federation.

Workers' Representative :

Mr. K. Rajalingam, M.P., of the Ceylon Workers' Congress.

Adviser to Workers' Representative :

Mr. R. E. Jayatilleke, of the All-Ceylon Trade Union Congress.

Creches for Workers' Children

Under a directive from the Right Honourable the Prime Minister, the Ministries of Labour and Social Services, Health and Local Government and Home Affairs and Rural Development, met in conference recently to consider the establishment of creches on an extensive scale for infants and young children of working mothers. Various methods for the purpose of promoting the general welfare of children of poor parents were discussed at this Conference.

It was agreed to seek the co-operation of all Social Service Leagues, Community Centres and Rural Development Societies and all local authorities to ensure the success of the Government's efforts to provide these amenities.

As a first step, a comprehensive survey is to be carried out to ascertain the extent to which such services are needed in the various parts of the Island and the existing services run by charitable institutions with or without State aid.

Wherever necessary, Government will give the necessary financial assistance to efficient private organisations to provide these facilities under State supervision.

I. L. O. Expert in Cottage Industries

Mr. V. R. Chitra of the I. L. O. has arrived in Ceylon to assist the Ministry of Industries, Industrial Research and Fisheries to carry out a general survey of cottage industries in the Island and advise on their re-organization, with special reference to re-organization on co-operative lines.

Mr. Chitra will be in the Island for about 5 or 6 months in connection with this work.

THE COCOA, CARDAMOM AND PEPPER GROWING AND
MANUFACTURING TRADE

Description of the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

The notification under section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, published in *Government Gazette* No. 9,546 of April 26, 1946, gives a comprehensive description of the trade. The description covers the trade consisting of one or more of the following three activities :—

1. The cocoa growing and manufacturing trade, that is to say —

(1) the raising and maintenance of a cocoa plantation of over 25 acres in extent ; and

(2) the manufacture of marketable cocoa ;
including —

- (a) felling, clearing and thinning out ;
- (b) draining and terracing ;
- (c) pegging, lining and holing ;
- (d) planting or lopping shade trees ;
- (e) preparing nurseries and planting seeds ;
- (f) planting seedlings and supplying vacancies ;
- (g) weeding, pruning, manuring and boundary clearing ;
- (h) canker scraping and work connected with disease and pests ;
- (i) picking and collecting pods ;
- (j) breaking and cutting pods and extracting beans ;
- (k) washing beans ;
- (l) curing beans, including fermenting and drying ;
- (m) winnowing, sorting and grading ;
- (n) weighing ;
- (o) packing and stencilling ;
- (p) transporting ;
- (q) constructing, repairing and maintaining roads and buildings ;
- (r) cleaning and sweeping lines and premises, and conserving latrines ;
- (s) the work of a kangany ;
- (t) the work of a watcher ;
- (u) the work of a creche attendant ;
- (v) cattle-keeping ;
- (w) roasting beans ;
- (x) rolling, breaking and winnowing beans ;
- (y) grinding, pressing, sifting and refining ; and

* " 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.

(z) any other operation connected with or incidental to the work specified in sub-paragraph (1) or (2) of paragraph 1 ; but excluding the work of the following workers :—

cocoa maker, engine driver, lorry and van driver, mechanic, clerk, conductor, kanakapulle, storekeeper, dispenser, mid-wife, bungalow servant, dhoby, barber, teacher and ward attendant.

2. The cardamom growing and manufacturing trade, that is to say—

(1) the raising and maintenance of a cardamom plantation ; and

(2) the manufacture of marketable cardamom ;

including—

- (a) clearing undergrowth and thinning out jungle ;
- (b) lining, holing and supplying vacancies ;
- (c) filling of holes with earth and preparation of soil ;
- (d) planting bulbs or tubers ;
- (e) pruning and weeding ;
- (f) manuring ;
- (g) constructing, repairing and maintaining roads and buildings ;
- (h) lopping shade trees ;
- (i) plucking and transporting green cardamoms to factory ;
- (j) weighing ;
- (k) withering, firing and curing ;
- (l) clipping or filing or cutting tails ;
- (m) sorting, grading and weighing ;
- (n) packing ;
- (o) transporting ;
- (p) cutting and splitting firewood ;
- (q) cleaning and sweeping lines and premises, and conserving latrines ;
- (r) the work of a kangany ;
- (s) the work of a creche attendant ;
- (t) the work of a watcher ; and
- (u) any other operation connected with or incidental to the work specified in sub-paragraph (1) or (2) of paragraph 2 ;

but excluding the work of the following workers :—

cardamom maker, engine driver, lorry and van driver, mechanic, clerk, conductor, kanakapulle, storekeeper, dispenser, mid-wife, bungalow servant, dhoby, barber, teacher and ward attendant.

3. The pepper growing and manufacturing trade, that is to say —

(1) the raising and maintenance of a pepper plantation ; and

(2) the manufacture of marketable pepper ;

including—

- (a) felling and clearing of jungle and dead vines ;
- (b) draining ;
- (c) planting shade trees and lopping ;
- (d) planting pepper cuttings and vines ;

- (e) weeding ;
- (f) forking and manuring ;
- (g) climbing and picking pepper ;
- (h) transporting green pepper to factory or curing shed ;
- (i) measuring or weighing green pepper ;
- (j) bagging green pepper for soaking ;
- (k) soaking pepper ;
- (l) washing pepper ;
- (m) drying pepper ;
- (n) sifting and grading ;
- (o) winnowing ;
- (p) trampling pepper to separate berry from stalk ;
- (q) weighing ;
- (r) packing and stencilling ;
- (s) transporting ;
- (t) constructing, repairing and maintaining roads and buildings ;
- (u) cleaning and sweeping lines and premises, and conserving latrines ;
- (v) cattle-keeping ;
- (w) the work of a kangany ;
- (x) the work of a watcher ;
- (y) the work of a creche attendant ; and
- (z) any other operation connected with or incidental to the work specified in sub-paragraph (1) or (2) of paragraph 3 ;

but excluding the work of the following workers :—

engine driver, lorry and van driver, mechanic, clerk, conductor, kanakapulle, storekeeper, dispenser, midwife, bungalow-servant, dhoby, barber, teacher and ward attendant.

Decisions of the Wages Board for the Trade

The Wages Board for the trade has prescribed the normal working day, the minimum rate of wages for 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 at nine.

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* No. 9,629 of November 15, 1946, as amended by a notification published in *Government Gazette Extraordinary* No. 10,229 of March 30, 1951.

The basic rate in respect of a normal working day payable to a male worker not under 16 years of age is Re. 1.10, to a female worker not under 15 years of age 90 cents and to a child worker 65 cents. A child worker means a male worker under 16 years of age or a female worker under 15 years of age.

The rate of special allowance paid in addition to the basic rate in respect of any day 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 67 cents for a male adult worker, 54 cents for a female adult worker and 47 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. Any worker engaged in watching (field) and cattle-keeping on a Sunday has to be paid $1\frac{1}{2}$ times the minimum rate of wages for time work fixed for such worker in respect of a normal working day. His hourly overtime rate in respect of overtime on a Sunday is twice the minimum hourly rate.

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 for each hour of work between 7 a.m. and 7 p.m. and $1\frac{1}{2}$ times such minimum hourly rate for each hour of work between 7 p.m. and 7 a.m.

Weekly Holiday

Every worker other than a worker engaged in watching (field) or a worker engaged in cattle-keeping must be allowed Sunday as a holiday. Any such worker who is employed on a Sunday has not only to be allowed a holiday within the six days following that particular Sunday but has also to be paid $1\frac{1}{2}$ times the minimum time rate of wages for a normal working day. The overtime rate for such a worker on a Sunday is twice the hourly rate and where such a worker has worked for less than 9 hours on a Sunday by reason of his unwillingness to work, he may be paid only $1\frac{1}{2}$ times the hourly rate for each hour he has worked.

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 December 1, 1946. This means that the qualifying year of all workers who had been in the employment of an establishment for 12 months or more on December 1, 1946, will be December 1 to November 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 August every year. His qualifying year would therefore be September 1 to August 31.

The computation of the number of holidays a worker is entitled to is straightforward. Adult male workers who have been in continuous employment under the same employer and have worked for more than 228 days and female and child workers who have been in continuous employment and have worked for more than 204 days under the same employer in the qualifying year are entitled to one holiday for each unit of five days worked in excess of the respective minimum number of days prescribed. The minimum number of days worked which need be taken account of is 288 days in the case of a male adult and 264 days in the case of a female or child worker. This in effect limits the obligation of the employer to a maximum of 12 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* No. 9,629 of November 15, 1946.

The holidays earned by a worker must be given in the 12 months immediately succeeding the qualifying year in which they were earned. If the worker is entitled in any year to seven holidays, those seven holidays should be allowed and should be taken on consecutive days. Where a worker is entitled to more than seven holidays, at least seven of those holidays should be allowed and should be taken on consecutive days. The specific period at which the holiday is taken may be mutually arranged in such a manner that they will not fall during the period April to June.

The worker must be paid the remuneration in respect of his holidays before he takes them but not earlier than 10 days before such holiday or holidays. The remuneration payable in respect of such holiday which a worker is entitled to by reason of work performed during the preceding year is his average daily wage ascertained by dividing the total wages (exclusive of overtime and bonuses) earned by him during that year by the number of days he had actually worked during that year.

Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment he is entitled to take such holidays as he would have otherwise been entitled to in the next succeeding year provided during the current year he had complied with the provisions relating to employment and work. In such a case, the remuneration payable in respect of each holiday is his average daily wage ascertained by dividing his total wages (exclusive of overtime and bonuses) earned by him during the current year by the number of days on which the worker had actually worked during that year.

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

Payment of Wages

Workers 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. The restrictions in regard to deductions are not applicable where a deduction is one authorised to be made from such wages in the Income Tax Ordinance or any other written law or where it is a case of retention or payment of the whole or any part of such wages made in pursuance of or compliance with any order, process or decree made or issued by any court of law.

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.

Female labourers resident on the estate and giving birth to children thereon but who are not qualified to receive benefits under the Maternity Benefits Ordinance by reason of not having worked a minimum of 150 days must be provided with sufficient food and lodging as prescribed under section 12 (1) of the Medical Wants Ordinance (Chapter 176) as amended by Ordinance No. 36 of 1946.

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 estates in this trade employing ten or more persons.

Alternative Maternity Benefits

Estates which have been issued certificates under section 5 (3) of the Maternity Benefits Ordinance as amended by Ordinance No. 35 of 1946, may not pay the rates prescribed under section 5 (1) of the Ordinance as they are obliged to provide the following alternative benefits :—

- (a) the use, for the confinement, for a period of not less than ten days of a maternity ward or lying-in-room, approved by the Commissioner of Labour ;
- (b) the services of a midwife at the confinement ;
- (c) food for each labourer during the period she remains in the maternity ward or lying-in-room ; and
- (d) the payment in cash—
 - (i) of four rupees a week to each such labourer for the period of two weeks immediately preceding her confinement, or if she has worked during that period, four-sevenths of a rupee for each day in that period succeeding the last day on which she so worked ; and
 - (ii) of four rupees a week to each such labourer for the four weeks immediately following her confinement.

Indian Labour Ordinances

In the case of an employer of Indian labour the following are some of the principal provisions of the law which have to be observed :—

- (a) Every employer should maintain a complete and up-to-date register of Indian labour employed on the Estate. (Estate Labour (Indian) Ordinance).
- (b) When a labourer lawfully terminated his service he should be issued a Discharge Certificate in the prescribed form and his or her spouse and minor child or children should also be discharged at the same time (Estate Labour (Indian) Ordinance).
- (c) Every male labourer over 16 years of age and every widow with at least one child dependent on her should be provided with $\frac{1}{8}$ bushel of rice free per month or in the alternative the employer may, with the approval of the Commissioner of Labour, issue one or more free meals daily to the non-working children on the Estate (Minimum Wages Ordinance).

Notifications

Notifications relating to the decisions of the Wages Board for the Tea Growing and Manufacturing Trade which are applicable to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trades have been published in *Government Gazette* No. 9,629 of November 15, 1946, 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.

Present : Soertsz J.

M. D. SANSONI, Appellant, v. V. V. PUNCHI AMMA,
Applicant-Respondent

S. C. 81—Workmen's Compensation Case No. C. 2/35/42

Workmen's Compensation Ordinance (Cap. 117)—Basis of Assessment—Amount actually paid.

For the purpose of assessing compensation under the Workmen's Compensation Ordinance, the proper basis of assessment is the amount actually paid as wages and not the amount payable.

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

S. W. Jayasuriya for Appellant.

No appearance for Respondent.

May 3, 1944. SOERTSZ J.—

An interesting question arises, on this appeal, under the Workmen's Compensation Ordinance. The relevant facts are as follows. B. Simon was the driver employed by the appellant, to drive his hiring car. On the 5th of August 1942, this driver was killed in trying to avoid a collision with a Military truck that, suddenly, came round a corner.

The Commissioner found—in my opinion, correctly—that at the time this man was killed he was acting within the scope and in the course of his employment under the appellant, and that he was a monthly paid servant receiving, in fact, twenty rupees a month as his wages. On that basis, the compensation payable by the appellant would, in terms of section 6 of the Workmen's Compensation Ordinance, read with Schedule IV thereto, be Rs. 630. But the Commissioner has fixed it at Rs. 1,200 on the ground that under the Regulations framed under the Motor Car Ordinance No. 45 of 1938 the minimum wage payable in respect of a car of the weight of this car was Rs. 40 per mensem.

The question is whether for the purpose of assessing compensation under the Workmen's Compensation Ordinance the determining factor is *the amount actually paid* or *the amount payable*. In my opinion, it is the amount *paid* that matters for, having regard to the fact that Schedule IV compensates on the basis of the wages received by the labourer giving more to him that hath, it would appear that the principle adopted is the practical principle of the standard of living that the workman may be supposed to have provided for his dependants on the wages he received. Section 105 of the Motor Car Ordinance and the Regulation framed thereunder have, in my view, no bearing on the question of compensation unless, of course, it has been complied with. Its violation would involve the employer in the penalty provided for its breach and would also render him civilly liable to make good the difference to the servant or to his estate, and if before the question of compensation arises,

there is recovery of that difference, it would be taken into account in fixing compensation for the dependant heirs. But this is not such a case. There has been no recovery, nor would it matter if there had been for the sole dependant here is not an heir.

I would, therefore, reduce the compensation payable to Rs. 630.

Order affirmed but award reduced.

Present : De Silva J.

A. P. H. WICKREMESINGHE, Appellant, *v.* D. Y. H. HAMINE,
Applicant-Respondent.

S. C. 637—Workmen's Compensation Case No. C. 2/40/42

Workmen's Compensation Ordinance (Cap. 117)—Issues agreed to by parties—objection to jurisdiction.

Where in a proceeding under the Workmen's Compensation Ordinance the parties agreed to the issues, which thereafter the Commissioner decided after inquiry,

Held, that no objection could be taken in appeal to the Commissioner's jurisdiction to decide issues on which the parties were agreed at the inquiry.

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

I. G. C. Misso for Appellant.

C. S. Barr Kumarakulasinghe with *K. C. de Silva*, for Applicant-Respondent.

June 11, 1946. DE SILVA J.—

This is a claim by the widow of a deceased workman for compensation in respect of his death which occurred on October 20, 1943, as a result of an accident arising out of and in the course of his employment under the appellant.

The Commissioner for Workmen's Compensation held that the deceased was a workman within the meaning of the Ordinance and that his death occurred as a result of an accident arising out of and in the course of his employment and awarded a sum of Rs. 2,400 as compensation.

From this order of the Commissioner an appeal was taken and it appears to have been argued that the deceased was not a workman within the meaning of the Ordinance as he was an independent contractor. It has also been urged that he was not a workman within the terms of the Ordinance under the items which appear in the schedule but, probably, come under an amendment which had been published in the *Government Gazette* No. 9,264 of April 28, 1944. These questions were considered by this Court and as it was not possible to come to a decision the matter was remitted to the Commissioner for further inquiry.

When the matter went back before the Commissioner the parties agreed to two issues, namely, (6) was the deceased at the time of his death a workman as defined in the Ordinance? and (7) if issue (6) is answered in the affirmative under what item in Schedule (ii) or the amendment thereto, is he a workman? The Commissioner framed a further issue: If issue (6) is answered in the affirmative was the deceased a workman employed under the respondent or an independent contractor? This issue was objected to by Mr. Hewagama for the employer, but in view of the specific instructions given by the Supreme Court it was framed by the Commissioner. After further inquiry the Commissioner held again in favour of the widow and confirmed the compensation which had already been allowed.

Mr. Misso in appeal argues that it was not open to the Commissioner to find that the deceased was a workman within the terms of the Ordinance as it had already been decided by the Supreme Court that he did not come within any item of the schedule to the Ordinance. This contention does not seem to be available to him as in the proceedings before the Commissioner the question was definitely raised and agreed to by the respondent. I do not think that the judgment of this Court makes it clear that the question whether the deceased was a workman within the schedule to the Ordinance was finally decided by this Court. In any event as this was decided by the Commissioner on the invitation of the parties I do not think any objection could be taken now to his jurisdiction.

I see no reason to differ from the finding of the Commissioner and I accordingly dismiss the appeal with costs.

Appeal dismissed.

It is not too hard to live on a small income if you don't spend too much trying to keep it a secret.

ARTHUR GODFREY.

DECISIONS OF WAGES BOARDS

WAGES BOARD FOR THE COCONUT MANUFACTURING TRADE

The following new decisions of the Wages Board for the Coconut Manufacturing Trade, made under section 28 of the Wages Boards Ordinance, No. 27 of 1941, came into force on May 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, by the substitution, for Part III of that Schedule, of the following new Part :—

“ Part III

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

- (1) a basic rate, and
- (2) a special allowance, as set out hereunder, and shall be applicable in the case of activities of the coconut manufacturing trade which are specified in column I to all processes other than the processes for which minimum rates of wages for piece work have been prescribed in Part II.

I Activities	2 Basic rate for a normal working day		3 Rate of special allowance for a normal working day in any month
	Within the Colombo area Rs. c.	Outside the Colombo area Rs. c.	
(1) The manufacture of desiccated coconut (2) The manufacture of coconut oil (3) The manufacture of fibre and coir products	For a kangany .. 1 44 .. 1 20		Where the cost of living index number for the preceding month is 215, the special allowance shall be— For a male worker not under 18 years of age (including a kangany) : 85 cents. For a female worker not under 18 years of age : 67 cents. For a worker, irrespective of sex, under 18 years of age: 60 cents. Where the cost of living index number for the preceding month is above or below 215 the rate of the special allowance hereinbefore prescribed shall be increased or decreased as the case may be, for each complete unit of 5 points by which the index number exceeds or falls short of 215 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in the tables below*— 3 cents in the case of a male worker not under 18 years of age (including a kangany). 2 cents in the case of a female worker not under 18 years of age. 2 cents in the case of a worker, irrespective of sex, under 18 years of age.
	For a worker other than a kangany—		
	where such worker is a male not under 18 years of age .. 1 24 .. 1 0		
	Where such worker is a female not under 18 years of age .. 1 0 .. 0 80		
	Where such worker, irrespective of sex, is under 18 years of age .. 0 75 .. 0 60		
	* “Colombo area” includes any place within 5 miles of the Municipal limits of Colombo.		

* Tables illustrating the applications of the decisions set out in column 3 above.

I—Special allowance in the event of a rise in the index number.

Index numbers	Special allowance		
	for a male worker not under 18 years of age (including a kangany)	for a female worker not under 18 years of age	for a worker (irres- pective of sex) under 18 years of age
	Cents	Cents	Cents
215-219	85	67	60
220-224	88	69	62
225-229	91	71	64
230-234	94	73	66
235-239	97	75	68

II—Special allowance in the event of a fall in the index number.

Index numbers	Special allowance		
	for a male worker not under 18 years of age (including a kangany)	for a female worker not under 18 years of age	for a worker (irres- pective of sex) under 18 years of age
	Cents	Cents	Cents
215-211	85	67	60
210-206	82	65	58
205-201	79	63	56
200-196	76	61	54
195-191	73	59	52

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	Final Index Number
Group Weights	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24 ..	
1943	103 ..	94 ..	105 ..	138 ..	118 ..	197
1944	102 ..	94 ..	105 ..	156 ..	127 ..	200
1945	110 ..	94 ..	112 ..	165 ..	158 ..	221
1946	113 ..	111 ..	124 ..	180 ..	155 ..	229
1947	126 ..	121 ..	136 ..	213 ..	157 ..	252
1948	138 ..	101 ..	148 ..	189 ..	157 ..	260
1949	144 ..	97 ..	129 ..	156 ..	148 ..	258
1950	154 ..	102 ..	129 ..	155 ..	154 ..	272
January	155 ..	96 ..	129 ..	152 ..	151 ..	271
February	154 ..	97 ..	129 ..	150 ..	155 ..	271
March	151 ..	95 ..	129 ..	149 ..	151 ..	266
April	150 ..	96 ..	129 ..	151 ..	154 ..	266
May	151 ..	95 ..	129 ..	151 ..	153 ..	266
June	154 ..	96 ..	129 ..	151 ..	154 ..	271
July	155 ..	96 ..	129 ..	153 ..	155 ..	272
August	156 ..	97 ..	129 ..	151 ..	158 ..	274
September	162 ..	106 ..	129 ..	155 ..	158 ..	283
October	158 ..	113 ..	129 ..	158 ..	155 ..	279
November	155 ..	116 ..	129 ..	166 ..	154 ..	277
December	151 ..	115 ..	129 ..	175 ..	152 ..	273
1951—						
January	157 ..	113 ..	129 ..	177 ..	155 ..	281
February	159 ..	111 ..	129 ..	184 ..	154 ..	284
March	157 ..	113 ..	129 ..	195 ..	156 ..	284
April	156 ..	113 ..	129 ..	196 ..	158 ..	283

TABLE II—COST OF LIVING INDEX NUMBERS—ESTATE LABOUR

Base: July-September, 1939=100

GROUPS OF HOUSEHOLD EXPENDITURE

Year	Food	Clothing	Fuel and Light	Miscel- laneous	Final Index Number
Group weights	64	12	8	16	
INDEX NUMBERS					(July-Sept., 1939 = 100)
Base: July-September, 1939 = 100					
1939 ..	100	100	100	100	100
1940 ..	106	113	107	105	107
1941 ..	119	126	108	115	119
1942 ..	160	139	117	135	154
Base: October, 1942 = 100					Index Number October, 1942 = 100
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	153	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
April	173	194	108	137	169 .. 292

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
March ..	6,288	9,753	13,191	31,721	60,953

* 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	Neyombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	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	2,363	259	431	841	120	46	65	—	1,497	21,366*
1946 ..	25,805	1,117	808	993	3,397	726	352	816	119	438	727	—	611	36,544†
1947 ..	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	—	34,744
1948 ..	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	283	66,656
1949 ..	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	69,732
1950 Jan.	43,323	5,331	4,344	5,405	4,012	965	1,002	2,301	708	1,379	744	—	764	70,278
Feb.	43,007	5,246	4,365	5,352	4,368	959	980	2,332	663	1,387	866	—	612	70,137
Mar.	43,108	5,314	4,551	5,451	4,350	933	1,074	2,126	589	1,471	997	—	567	70,531
Apr.	41,566	5,088	4,324	5,377	4,566	881	1,038	2,060	501	1,273	1,274	—	623	68,571
May	41,998	4,817	4,194	5,714	4,526	885	1,009	1,849	530	1,283	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	1,768	530	1,032	1,109	—	432	68,679
Nov.	44,032	3,969	3,323	6,295	3,152	957	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
Mar.	39,668	3,669	2,881	5,161	2,697	839	1,102	1,987	523	1,028	481	567	350	60,953

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

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

TABLE V—UNEMPLOYMENT

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

Year		<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi- Skilled</i>	<i>Unskilled</i>	<i>Total</i>
1939	.. —	.. —	.. —	.. —	.. —	2,583
1940	.. —	.. —	.. —	.. —	.. —	5,089
1941	.. —	.. —	.. —	.. —	.. —	9,071
1942	.. —	.. —	.. —	.. —	.. —	8,125
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
	.. March	.. 118	.. 103	.. 128	.. 270	619

TABLE VI

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Central	316	72	393	75	432	34	972	48	2,113	229
Negombo	37	5	41	5	72	30	216	115	366	155
Kalutara	36	1	18	—	95	8	78	1	227	10
Galle	75	8	47	1	153	13	127	—	401	22
Kandy	121	5	58	3	194	7	242	30	615	45
Nawalapitiya	6	1	3	—	30	1	25	6	64	8
Kurunegala	39	2	18	14	66	2	49	11	172	29
Jaffna	73	3	26	3	163	18	43	23	305	47
Ratnapura	26	—	4	—	20	4	13	—	63	4
Badulla	24	3	15	—	71	5	52	—	162	8
Batticaloa	9	2	8	2	28	—	12	15	57	19
Kalmunai	4	—	7	—	20	—	71	7	102	7
Trincomalee	13	2	9	—	21	5	9	—	52	7
Women's	72	14	35	—	65	1	114	14	286	29
Total	851	118	682	103	1,429	128	2,023	270	4,985	619

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	18*	.. Not available	.. Not available	4*	.. Not available	.. Not available
1940	36	9,732†	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31§	4,550	4,359
1944	26	3,648	4,048‡	66‡	12,399	25,937
1945	28	3,514	4,285	53*	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1950	81	22,684	83,853	28	5,471	22,617
1950 January	18	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
February	6	2,058	10,909	3	614	1,696

* Revised figures.

† 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.

§ Number of man-days lost in one strike is not available.

|| 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
FEBRUARY, 1951, BY INDUSTRIES OR TRADES**

Industry or Trade		Number of Strikes	Number of Workers involved		Number of Man-days lost
Plantations—Tea	..	3	..	1,349	.. 1,795
Rubber	..	3	..	709	.. 9,114
Tea-cum-Rubber	..	—	..	—	.. —
Coconut	..	—	..	—	.. —
Coconut-cum-Rubber	..	—	..	—	.. —
	Total ..	6		2,058	10,909
Engineering	..	—	..	—	.. —
Printing	..	—	..	—	.. —
Motor Transport	..	—	..	—	.. —
Tea Export	..	—	..	—	.. —
Rubber Export	..	—	..	—	.. —
Coconut Manufacturing	..	—	..	—	.. —
Toddy, Arrack and Vinegar	..	—	..	—	.. —
Match Manufacturing	..	—	..	—	.. —
Plumbago	..	—	..	—	.. —
Cinema	..	—	..	—	.. —
Dock, Harbour and Port Transport	..	2	..	200	.. 32
Building Trade	..	—	..	—	.. —
Local Government Services	..	—	..	—	.. —
Service Institutions	..	—	..	—	.. —
Factories, Workshops, &c., run by the State	..	1	..	414	.. 1,664
Textile	..	—	..	—	.. —
Relief Schemes	..	—	..	—	.. —
Wholesale and Retail Distribution	..	—	..	—	.. —
Aerated Waters and Ice Manufacturing	..	—	..	—	.. —
Beedi Manufacturing	..	—	..	—	.. —
	Total ..	3		614	1,696
	Grand Total ..	9		2,672	12,605

**TABLE IX—CLASSIFICATION OF THE STRIKES IN
FEBRUARY, 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	1	—	525	—	
2. Wage increases. Higher rates for piece work, &c.	1	1	159	414	
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	—	1	—	144	
4. Estate rules, working arrangements, dis- cipline, disputes with sub-staff, &c.	3	1	971	56	
5. Food matters. Welfare	—	—	—	—	
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	1	—	403	—	
11. Sympathetic strikes	—	—	—	—	
	Total ..	6	3	2,058	614

**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	—	2,356
April	6,108	85	6,193	5	6,126	6,131	62	—

APPENDIX I

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

Month: May, 1951.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Tea Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10	1 12	2 22
Female worker not under 15 years ..	0 90	0 84	1 74
Child worker ..	0 65	0 77	1 42
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade.			
<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
Rubber Growing and Manufacturing Trade.			
<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
Coconut Growing Trade.			
<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
Coconut Manufacturing Trade.			
The manufacture of desiccated coconut;			
The manufacture of coconut oil; and			
The manufacture of fibre and coir products—			
Within the Colombo area—			
Kangany ..	1 44	1 30	2 74
Male not under 18 years ..	1 24	1 30	2 54
Female not under 18 years ..	1 0	0 97	1 97
Worker under 18 years ..	0 75	0 90	1 65
Outside the Colombo area—			
Kangany ..	1 20	1 30	2 50
Male not under 18 years ..	1 0	1 30	2 30
Female not under 18 years ..	0 80	0 97	1 77
Worker under 18 years ..	0 60	0 90	1 50
“Colombo area” includes any place within 5 miles of the Municipal limits of Colombo.			
Piece rates have been fixed for certain processes.			
Engineering Trade.			
<i>Daily Rates.</i>			
Unskilled labourer ..	1 24	1 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

Month : May, 1951.

<i>Class of Worker</i>	<i>Basic Wage</i> Rs. c.	<i>Special Allowance</i> Rs. c.	<i>Total</i> Rs. c.
Engineering Trade (contd.)			
<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
Printing Trade.			
<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 ..	36 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 }	2 25 ..	1 12 ..	3 37
Unskilled labourers }			
Onsetters or Donakatarayas			

Underground and surface workers—

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

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

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 kangannies	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			
“ 15 “ 16 “	0 60	0 82	1 42
“ 16 “ 17 “	0 70	0 87	1 57
“ 17 “ 18 “	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 56	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			
“ 15 “ 16 “	0 60	0 82	1 42
“ 16 “ 17 “	0 70	0 87	1 57
“ 17 “ 18 “	0 80	0 92	1 72
“ 17 “ 18 “	1 0	1 2	2 2

Month : May, 1951

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

Daily Rates.

Unskilled labourers—

Male workers not under 16 years ..	1	70	—	—	1	70
Male workers under 16 years ..	1	13	—	—	1	13
Female worker not under 16 years ..	1	30	—	—	1	30
Female worker 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>Rs. c.</i>	<i>Special Allowance</i> <i>Rs. c.</i>	<i>Total</i> <i>Rs. c.</i>
Match Manufacturing Trade (contd.)			
<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
Cinema Trade.			
<i>Within the Municipal areas.</i>			
A—Non-clerical—			
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—Clerical—			
Grade III	45 0 ..	34 0 ..	79 0
Grade II	50 0 ..	37 0 ..	87 0
Grade I	100 0 ..	42 0 ..	142 0
<i>Outside the Municipal areas.</i>			
A—Non-clerical—			
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—Clerical—			
Grade III	40 0 ..	34 0 ..	74 0
Grade II	45 0 ..	37 0 ..	82 0
Grade I	100 0 ..	42 0 ..	142 0
Deck, Harbour, and Port Transport Trade.			
<i>Manual Work.</i>			
Special Grade	65 0 ..	31 75 ..	96 75
Skilled Grade	55 0 ..	27 75 ..	82 75
Semi-skilled Grade	45 0 ..	24 75 ..	69 75
Unskilled, Grade I	37 0 ..	24 75 ..	61 75
Unskilled, Grade II	31 0 ..	24 75 ..	55 75
<i>Women Workers.</i>			
Female Kanganies	35 0 ..	24 75 ..	59 75
Female labourers	30 0 ..	24 75 ..	54 75
<i>Non-manual Workers.</i>			
Special Grade	75 0 ..	37 0 ..	112 0
Grade I	55 0 ..	27 75 ..	82 75

Month : May, 1951.

<i>Class of Worker</i>			<i>Basic Wage Rs. c.</i>		<i>Special Allowance Rs. c.</i>		<i>Total Rs. c.</i>
Building Trade.							
<i>Unskilled—</i>							
Male labourers—							
Not under 18 years	..	..	1 24	..	1 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 May, 1951, to Workers in the Tea Growing and Manufacturing Trade 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
31	33 0	33 60	66 60	27 0	25 20	52 20	19 50	23 10	42 60	31
31	34 10	34 72	68 82	27 90	26 04	53 94	20 15	23 87	44 2	31

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

APPENDIX II (B)

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

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	0 65	0 56	1 21	0 60	0 42	1 2	0 47½	0 38½	0 86	1
2	1 30	1 12	2 42	1 20	0 84	2 4	0 95	0 77	1 72	2
3	2 60	2 24	4 84	2 40	1 68	4 8	1 90	1 54	3 44	3
4	3 90	3 36	7 26	3 60	2 52	6 12	2 85	2 31	5 16	4
5	5 20	4 48	9 68	4 80	3 36	8 16	3 80	3 8	6 88	5
6	6 50	5 60	12 10	6 0	4 20	10 20	4 75	3 85	8 60	6
7	7 80	6 72	14 52	7 20	5 4	12 24	5 70	4 62	10 32	7
8	9 10	7 84	16 94	8 40	5 88	14 28	6 65	5 39	12 4	8
9	10 40	8 96	19 36	9 60	6 72	16 32	7 60	6 56	13 76	9
10	11 70	10 8	21 78	10 80	7 56	18 36	8 55	6 93	15 48	10
11	13 0	11 20	24 20	12 0	8 40	20 40	9 50	7 70	17 20	11
12	14 30	12 32	26 62	13 20	9 24	22 44	10 45	8 47	18 92	12
13	15 60	13 44	29 4	14 40	10 8	24 48	11 40	9 24	20 64	13
14	16 90	14 56	31 46	15 60	10 92	26 52	12 35	10 1	22 36	14
15	18 20	15 68	33 88	16 80	11 76	28 56	13 30	10 78	24 8	15
16	19 50	16 80	36 30	18 0	12 60	30 60	14 25	11 55	25 80	16
17	20 80	17 92	38 72	19 20	13 44	32 64	15 20	12 32	27 52	17
18	22 10	19 4	41 14	20 40	14 28	34 68	16 15	13 9	29 24	18
19	23 40	20 16	43 56	21 60	15 12	36 72	17 10	13 86	30 96	19
20	24 70	21 28	45 98	22 80	15 96	38 76	18 5	14 63	32 68	20
21	26 0	22 40	48 40	24 0	16 80	40 80	19 0	15 40	34 40	21
22	27 30	23 52	50 82	25 20	17 64	42 84	19 95	16 17	36 12	22
23	28 60	24 64	53 24	26 40	18 48	44 88	20 90	16 94	37 84	23
24	29 90	25 76	55 66	27 60	19 32	46 92	21 85	17 71	39 56	24
25	31 20	26 88	58 8	28 80	20 16	48 96	22 80	18 48	41 28	25
26	32 50	28 0	60 50	30 0	21 0	51 0	23 75	19 25	43 0	26
27	33 80	29 12	62 92	31 20	21 84	53 4	24 70	20 2	44 72	27
28	35 10	30 24	65 34	32 40	22 68	55 8	25 65	20 79	46 44	28
29	36 40	31 36	67 76	33 60	23 52	57 12	26 60	21 56	48 16	29
30	37 70	32 48	70 18	34 80	24 36	59 16	27 55	22 33	49 88	30
31	39 0	33 60	72 60	36 0	25 20	61 20	28 50	23 10	51 60	31
31	40 30	34 72	75 2	37 20	26 4	63 24	29 45	23 87	53 32	31

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

APPENDIX III (A)

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

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
					Within the Colombo area				Outside the Colombo area				
	Kan-gany	Male	Female	Young Persons	Kan-gany	Male	Female	Young Persons	Kan-gany	Male	Female	Young Persons	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 1	0 93½	0 72	0 63½	1 37	1 27	0 98½	0 82½	1 25	1 15	0 88½	0 75	½
1	2 2	1 87	1 44	1 27	2 74	2 54	1 97	1 65	2 50	2 30	1 77	1 50	1
2	4 4	3 74	2 88	2 54	5 48	5 8	3 94	3 30	5 0	4 60	3 54	3 0	2
3	6 6	5 61	4 32	3 81	8 22	7 62	5 91	4 95	7 50	6 90	5 31	4 50	3
4	8 8	7 48	5 76	5 8	10 96	10 16	7 88	6 60	10 0	9 20	7 8	6 0	4
5	10 10	9 35	7 20	6 35	13 70	12 70	9 85	8 25	12 50	11 50	8 85	7 50	5
6	12 12	11 22	8 64	7 62	16 44	15 24	11 82	9 90	15 0	13 80	10 62	9 0	6
7	14 14	13 9	10 8	8 89	19 18	17 78	13 79	11 55	17 50	16 10	12 39	10 50	7
8	16 16	14 96	11 52	10 16	21 92	20 32	15 76	13 20	20 0	18 40	14 16	12 0	8
9	18 18	16 83	12 96	11 43	24 66	22 86	17 73	14 85	22 50	20 70	15 93	13 50	9
10	20 20	18 70	14 40	12 70	27 40	25 40	19 70	16 50	25 0	23 0	17 70	15 0	10
11	22 22	20 57	15 84	13 97	30 14	27 94	21 67	18 15	27 50	25 30	19 47	16 50	11
12	24 24	22 44	17 28	15 24	32 88	30 48	23 64	19 80	30 0	27 60	21 24	18 0	12
13	26 26	24 31	18 72	16 51	35 62	33 2	25 61	21 45	32 50	29 90	23 1	19 50	13
14	28 28	26 18	20 16	17 78	38 36	35 56	27 58	23 10	35 0	32 20	24 78	21 0	14
15	30 30	28 5	21 60	19 5	41 10	38 10	29 55	24 75	37 50	34 50	26 55	22 50	15
16	32 32	29 92	23 4	20 32	43 84	40 64	31 52	26 40	40 0	36 80	28 32	24 0	16
17	34 34	31 79	24 48	21 59	46 58	43 18	33 49	28 5	42 50	39 10	30 9	25 50	17
18	36 36	33 66	25 92	22 86	49 32	45 72	35 46	29 70	45 0	41 40	31 86	27 0	18
19	38 38	35 53	27 36	24 13	52 6	48 26	37 43	31 35	47 50	43 70	33 63	28 50	19
20	40 40	37 40	28 80	25 40	54 80	50 80	39 40	33 0	50 0	46 0	35 40	30 0	20
21	42 42	39 27	30 24	26 67	57 54	53 34	41 37	34 65	52 50	48 30	37 17	31 50	21
22	44 44	41 14	31 68	27 94	60 28	55 88	43 34	36 30	55 0	50 60	38 94	33 0	22
23	46 46	43 1	33 12	29 21	63 2	58 42	45 31	37 95	57 50	52 90	40 71	34 50	23
24	48 48	44 88	34 56	30 48	65 76	60 96	47 28	39 60	60 0	55 20	42 48	36 0	24
25	50 50	46 75	36 0	31 75	68 50	63 50	49 25	41 25	62 50	57 50	44 25	37 50	25
26	52 52	48 62	37 44	33 2	71 24	66 4	51 22	42 90	65 0	59 80	46 2	39 0	26
27	54 54	50 49	38 88	34 29	73 98	68 58	53 19	44 55	67 50	62 10	47 79	40 50	27
28	56 56	52 36	40 32	35 56	76 72	71 12	55 16	46 20	70 0	64 40	49 56	42 0	28
29	58 58	54 23	41 76	36 83	79 46	73 66	57 13	47 85	72 50	66 70	51 33	43 50	29
30	60 60	56 10	43 20	38 10	82 20	76 20	59 10	49 50	75 0	69 0	53 10	45 0	30
31	62 62	57 97	44 64	39 37	84 94	78 74	61 7	51 15	77 50	71 30	54 87	46 50	31

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

APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during May, 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.	
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	2 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
31	76 20	84 0	90 0	84 0	87 0	65 40	42 30	47 10	51 60	60 60	31
31	78 74	86 80	93 0	86 80	89 90	67 58	44 2	48 67	53 32	62 62	31

* Applicable to Tea Export Trade only.

APPENDIX III (C)

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

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	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
31	78 74	88 4	83 8	99 20	93 0	89 90	25 42	33 48	46 81	58 90	31

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during May, 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	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years		
1	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	1
2	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	2
3	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	3
4	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	4
5	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	5
6	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	6
7	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	7
8	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	8
9	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	9
10	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	10
11	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	11
12	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	12
13	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	13
14	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	14
15	44 80	38 36	23 66	30 38	39 20	33 88	21 56	26 88	35 56	30 52	20 16	25 48	40 60	15
16	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	16
17	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	17
18	54 40	46 58	28 73	36 89	47 60	41 14	26 18	32 64	43 18	37 6	24 48	30 94	49 30	18
19	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	19
20	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	20
21	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	21
22	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	22
23	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	23
24	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	24
25	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	25
26	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	26
27	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	27
28	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	28
29	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	29
30	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	30
31	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	31
31	99 20	84 94	52 39	67 27	86 80	75 2	47 74	59 52	78 74	67 58	44 64	56 42	89 90	31

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during May, 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
31	76 20	69 0	63 0	85 20	90 0	96 0	31
31	78 74	71 30	65 10	88 4	93 0	99 20	31

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

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

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

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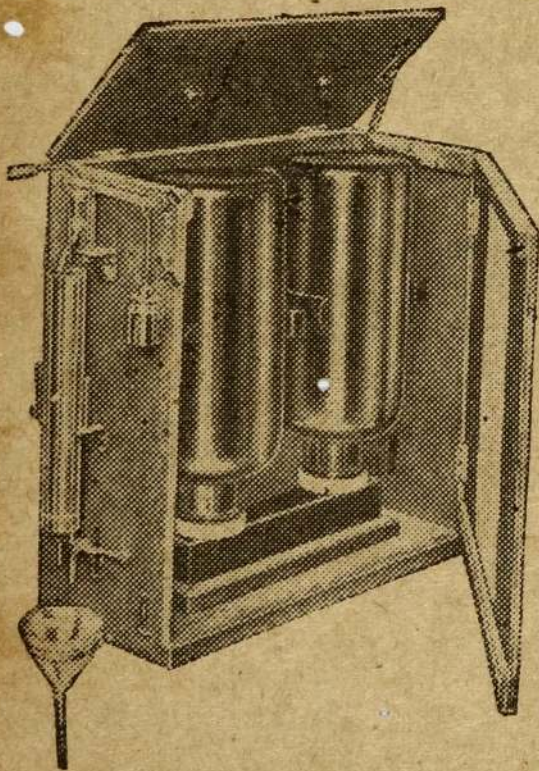
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