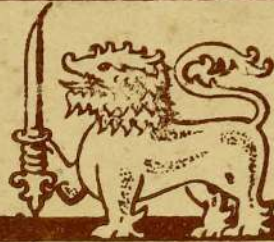


Ceylon LABOUR GAZETTE

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1951

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Statistics of Unemployment : An Analysis

Statistics of the Month in Brief

Guide to Employers—XII

Judgment in appeal in a Workmen's Compensation
Case

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



Rowlands
Ltd.

The
Motor People

TURRET ROAD, COLOMBO.

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Employers!

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

PLEASE CONSULT
THE NEAREST
EMPLOYMENT EXCHANGE.



CEYLON

LABOUR GAZETTE

Vol. II, No. 6

JUNE, 1951

STATISTICS OF UNEMPLOYMENT—AN ANALYSIS

Definition of Unemployment

For the correct interpretation of the statistics of unemployment maintained in any country, it is very necessary to take into consideration the definition given to the term “unemployed” by that country. According to the International Labour Office, “for statistical purposes, the ‘unemployed’ should include all persons seeking work on a given day, who are not employed but are able to take a job if offered one”.

Type of Unemployment Statistics available in Ceylon

At the outset, it should be mentioned that unemployment statistics which satisfy the definition given above are not available in Ceylon.

Unemployment Census of 1949

The statistics derived from the unemployment survey carried out by the Director of Census and Statistics in October, 1949, do not fully satisfy the definition, but it may be said that it is only these statistics that come close to the requirements of the definition. For the purpose of this census, though the term unemployed was defined as including persons of both sexes between the ages of 17 and 60 (both years inclusive) who were without any employment whatsoever on October 24, 1949, and who were seeking employment as wage-earners, persons who were without work on that day due to seasonal causes were specifically excluded from the scope of the census. In a country like Ceylon, which is even today primarily an agricultural country, where a good percentage of the population is composed of peasant cultivators who are generally unemployed in the off-seasons, the exclusion of seasonal unemployment from the scope of the census would necessarily result in the statistics derived from the census not strictly conforming to the definition of the International Labour Office. But for purposes of national policy the inclusion of under-employed workers will give exaggerated figures.

Population Census of 1946

The definition of “unemployed” adopted in the population census of 1946 required that to be enumerated as unemployed, a person should have had previous employment. Thus persons seeking employment for the first time were excluded from the scope of the census.

Employment Exchange Statistics

The only regular source of unemployment statistics in the country is the statistics derived from the registrations at the Employment Exchanges. These statistics can never give an accurate picture of the total extent of unemployment in the country, though, in the absence of more reliable information, these figures can be utilized as a safe guide for gauging broadly the extent and trend of unemployment in the country. In Ceylon, as it is very likely that, for some more years, the statistics derived from the registrations at the Employment Exchanges would continue to be the basis of measuring the extent of unemployment, it is very desirable that the limitations of this form of statistics as a correct measure of unemployment in the country should be properly understood.

The limitations of Employment Exchange statistics as a correct measure of unemployment

All persons registered as unemployed in the registers of the Employment Exchanges are not totally unemployed persons. Unemployed persons, under-employed persons, and employed persons who seek to better their employment, can register with the employment exchange for assistance to secure employment. Generally speaking therefore, the number of persons registered as unemployed would include employed and under-employed persons.

Registration at the Employment Exchanges is voluntary. Statistics of unemployment derived from these registrations would therefore exclude unemployed persons who have not registered with the Exchanges. If the Exchanges are situated in urban areas, as is the case in Ceylon, unemployment in the rural areas is not likely to be reflected in these statistics.

Any type of unemployment statistics, if it is to be a correct measure of unemployment in the country, should include the unemployed persons in all categories, e.g., professional and technical personnel, clerical, skilled, semi-skilled, and unskilled persons. Generally speaking, even though the Exchanges may have provided for the registration of professional and technical unemployed persons, few persons in these categories would care to register with the Exchanges as most employers having vacancies in positions of that nature do not utilize the Employment Exchanges. The result is that the statistics of registrations tend to be biased towards the categories of workers other than persons in the professional and technical category. The statistics of the number of persons unemployed according to the registers maintained at the Exchanges as at end of any month will support this point. The following are the details of the number of unemployed persons as at end of February, 1951:—

<i>Categories</i>	<i>No of Persons unemployed</i>
Technical and clerical workers ..	6,330
Skilled workers ..	10,300
Semi-skilled workers ..	13,384
Unskilled workers ..	33,729
Total ..	<u>63,743</u>

Another limitation of the Employment Exchange statistics as a measure of the extent of unemployment in the country is that an increase in the number of persons registered as unemployed with the Exchanges at any time may not necessarily mean a higher level of unemployment in the country. If the Employment Exchanges succeed in gaining the confidence of the employers as a suitable channel for filling vacancies in their establishments, more and more vacancies will be notified to the Exchanges. This will result in the Exchanges doing more placement work, and therefore in more unemployed workers resorting to the Exchanges in their search for employment. Thus, this increase in the number of persons registered as unemployed with the Exchanges will indicate that the Exchanges are catering for a larger number of unemployed persons, and not necessarily that there has been an increase in the extent of unemployment in the country. Furthermore when Exchanges are opened up all over the country, making it possible for all the unemployed in the country easily to register with the Exchange nearest to them, there is likely to be an increase in the number of registrations at the Exchanges. This increase would not necessarily mean that the unemployment position has deteriorated but that more unemployed persons have registered with the Exchanges because of the additional facilities afforded to them for registration. The statistics given below illustrate this position.

Years	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
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 ..	5,627 ..	10,525 ..	13,523 ..	35,447 ..	65,122

It will be noted that the total number of unemployed persons has increased from 1,053 in 1944 to 21,366 in 1945. It will not be correct to regard the entire increase in the number of unemployed persons during two years as being due to the worsening of the unemployment position. It is likely that a good percentage of the increase in the number was due to the opening of Employment Exchanges in all the principal towns of the country and thereby making available to a greater number of unemployed easy facilities for registration.

Compared to 1949, the year 1950 was a period of boom for the three major export products of the country and the prices fetched by these products throughout the year 1950 were very high. This being so, one would naturally expect the unemployment figures of the country in 1950 to be much less than the

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

figures in 1949. A study of the figures would, however, indicate that there has been no appreciable change in the number of unemployed persons as between the two years. The statement below shows the number of persons unemployed according to the registers maintained at the Employment Exchanges as at end of December, 1948, and as at the end of the months January to December for the years 1949 and 1950.

<i>Years</i>	<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi- skilled</i>	<i>Unskilled</i>	<i>Total</i>
1948 ..	4,474 ..	13,027 ..	12,443 ..	36,712 ..	66,656
1949 January	4,946 ..	12,423 ..	12,754 ..	36,691 ..	66,814
February	5,361 ..	12,263 ..	12,887 ..	36,765 ..	67,276
March	5,701 ..	12,400 ..	13,788 ..	36,488 ..	68,377
April	5,698 ..	12,233 ..	13,601 ..	36,264 ..	67,796
May	5,340 ..	11,825 ..	13,311 ..	35,505 ..	65,981
June	5,289 ..	12,176 ..	13,523 ..	37,413 ..	68,401
July	5,180 ..	12,251 ..	13,913 ..	38,845 ..	70,189
August	5,155 ..	12,382 ..	13,788 ..	39,057 ..	70,382
September	5,139 ..	12,174 ..	13,642 ..	36,707 ..	67,662
October	5,135 ..	12,014 ..	13,309 ..	37,341 ..	67,799
November	5,077 ..	12,120 ..	13,665 ..	39,027 ..	69,889
December	5,132 ..	11,994 ..	13,591 ..	39,015 ..	69,732
1950 January	5,484 ..	11,896 ..	13,794 ..	39,104 ..	70,278
February	5,633 ..	11,685 ..	13,789 ..	39,030 ..	70,137
March	5,676 ..	11,728 ..	13,779 ..	39,348 ..	70,531
April	5,528 ..	11,523 ..	13,289 ..	38,231 ..	68,571
May	5,427 ..	11,564 ..	13,403 ..	38,292 ..	68,686
June	5,427 ..	11,285 ..	13,051 ..	37,987 ..	67,750
July	5,433 ..	11,152 ..	13,274 ..	37,643 ..	67,502
August	5,500 ..	11,364 ..	13,427 ..	37,806 ..	68,097
September	5,601 ..	11,251 ..	13,655 ..	37,622 ..	68,129
October	5,788 ..	11,292 ..	13,938 ..	37,661 ..	68,679
November	5,656 ..	11,053 ..	14,195 ..	37,276 ..	68,140
December	5,627 ..	10,525 ..	13,523 ..	35,447 ..	65,122

Normally an increase in the economic activity of the country resulting from boom prices for the three major export products should have reduced the number of unemployed persons in the country, but the available statistics of unemployment do not show that this was the case. This clearly illustrates that Employment Exchange statistics are not a correct measure of the extent of unemployment in the country.

It will not be out of place to examine here why the unemployment statistics as maintained at the Exchanges did not show a decrease, as one would have expected, with the increase in the economic activity of the country resulting from high prices for its export products. Tea, rubber and coconut products fetching high prices is not likely to affect the unemployment statistics as maintained at the Employment Exchanges because of the fact that these Exchanges are all functioning in urban areas and changes in the employment position in rural areas will not therefore be reflected in these statistics.

It can also be said that in villages, unemployment, in the sense that people are without any work at all, does not exist to any appreciable extent. Generally, men without any work at all gravitate towards the towns. There is only under-employment in these areas as the inhabitants, being mostly peasant cultivators, do not have work throughout the year. Generally speaking, the rural population has not yet learned what benefits are possible from a public employment exchange system which is relatively new in this country. These people have therefore not shown any tendency to go to the Employment Exchanges to have their names registered. The figures at the Exchanges do not include the under-employed villagers who are now relatively more fully employed owing to the prosperity of these industries, particularly rubber.

A comparative study of the quantities of Tea, Rubber and Coconut products exported in 1949 and 1950 shows that the boom prices of export commodities have mainly resulted in a substantial increase in the quantity of rubber exported as between the two years. The work in all rubber estates and particularly in the case of small holdings is to some extent done by workers from the neighbouring villages. Thus an increase in work in rubber estates would have made the under-employed villagers more fully employed, but would have made no change in the statistics of employment as maintained at the Exchanges.

The illustration given above indicates the necessity to bear in mind the limitations of the statistics of unemployment derived from registrations at the Employment Exchanges as a correct measure of unemployment in the country, when any inferences are to be drawn from these statistics.

S. RASARATNAM,
Labour Statistical Officer.

Red Tape

A veteran obtained a job in a U. S. Government bureau, only to have it discovered later that he had never taken a Civil Service examination to determine whether he was qualified for the job which he had been handling for a year and a half. So he was given the test. He failed because of "lack of experience". The problem was neatly solved, however, by promoting him to be chief of his section.

B. D. V.

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 May, 1951, was 283, the same figure as for April, 1951. The cost of living index number for estate labourers for May, 1951, was 287 as against 292 in April, 1951.

Unemployment

The total number of persons unemployed according to registers of the Employment Exchanges, as at end of March, 1951, and April, 1951, was as given below. It will be noted that there has been a decrease of 2,419 in the number of unemployed persons in April as compared with the figures for the previous month.

		<i>March</i> 1951		<i>April</i> 1951
Technical and clerical	.. ..	6,288	.. ..	6,077
Skilled	.. ..	9,753	.. ..	9,215
Semi-skilled	.. ..	13,191	.. ..	12,757
Unskilled	.. ..	31,721	.. ..	30,485
		<hr style="width: 50%; margin: 0 auto;"/>		<hr style="width: 50%; margin: 0 auto;"/>
		60,953	.. ..	58,534

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

		<i>March</i> 1951		<i>April</i> 1951
Technical and clerical	.. ..	118	.. ..	190
Skilled	.. ..	103	.. ..	111
Semi-skilled	.. ..	128	.. ..	157
Unskilled	.. ..	270	.. ..	329
		<hr style="width: 50%; margin: 0 auto;"/>		<hr style="width: 50%; margin: 0 auto;"/>
		619	.. ..	787

Strikes

There were altogether 13 strikes in the month of March, 1951, involving 3,417 workers and a loss of 4,169 man-days. Of these 8 strikes were on estates involving 1,199 workers and a loss of 3,895 man-days. Of the remaining 5 strikes, 1 was in the Toddy, Arrack and Vinegar Trade, 3 in the Dock, Harbour and Port Transport Trade, and the last in a quarry.

Arrivals and Departures of Indian Estate Labourers

In May there was an excess of departures over arrivals of Indian Estate labourers from the Island amounting to 2,773. Generally, there is an excess of departures over arrivals for the first five months of the year, while for the rest of the year there is normally an excess of arrivals over departures.

Wage Rates

The minimum wages payable for the month of June, 1951, to the workers in the Tea Growing and Manufacturing Trade, Cocoa, Cardamom and Pepper Growing and Manufacturing Trade, the Rubber Growing and Manufacturing Trade, Coconut Growing and Manufacturing Trades, and the Plumbago Trade, will be less by 3 cents for male labourers and 2 cents for female and child labourers as compared to last month. The wages of workers in the other trades to which Part II of the Wages Boards Ordinance has been applied, will remain unchanged.

NOTES OF CURRENT INTEREST

Follow-up of Technical Training Courses

As reported in the April issue, Mr. Paul Silberer, Acting Director of the I. L. O. Asian Field Office on Technical Training at Bangalore, spent a week here in April. During this period he conferred with the officers who followed the Training Within Industry Course at Peradeniya and the I. L. O. Institute Programme at Bangalore, chiefly to ascertain how far they had been able to apply the knowledge they had gained from these courses. He also conferred with Heads of Departments and representatives of Employers and Employees interested in problems of manpower development and technical assistance.

His report on this visit has now been received and is receiving the attention of the Ministry of Labour and Social Services.

Agreement on Ceylonization

The setting up of an Advisory Board, representative of commercial and official interests, to advise and recommend suitable qualified Ceylonese for executive posts in Mercantile firms, has been envisaged by the Honourable the Minister of State, who concluded recently a provisional agreement on Ceylonization of staff with the Colombo Brokers' Association.

The agreement provides that no non-Ceylonese be recruited and that the non-Ceylonese figures as shown in the schedule submitted by the Colombo Brokers' Association in respect of staff employed should remain unaltered.

In the event of a vacancy occurring in the executive staff, Ceylonese should be employed, but if no suitable Ceylonese were available, the association should communicate with the Minister of State and, in consultation with him, a non-Ceylonese might be recruited. That, however, did not apply to the highest executive posts, such as that of director.

Another provision is that no non-citizen should be recruited to the clerical staff in future and that no non-citizen be employed in lower grades as peons, &c.

Negotiating Machinery for the Settlement of Disputes in the Planting Industries

A Joint Agreement between the Ceylon Estates' Employers' Federation and the Ceylon Workers' Congress regarding negotiations for the settlement of disputes in the planting industries has been reached. The main features of the agreement in brief are—

- (1) Notice of termination of the services of a labourer may be verbal, but written confirmation with reasons for giving notice shall be tendered within 3 days.
- (2) If the Union wishes to intervene, it shall notify the Superintendent and the local Labour Office within 10 days of the tendering of the written notice accordingly, stating the grounds of intervention, and the Superintendent shall attend a conference if convened by the local Labour Office and held, as far as possible, not later than 7 days before the date of expiry of the notice and if no other Union had intervened in the matter before.
- (3) No action for eviction shall be taken by the Superintendent pending conclusion of a conference, unless a period of 30 days has elapsed since the expiry of the notice.
- (4) In cases of summary dismissals, the Superintendent shall forthwith tender a written statement of the reasons therefor and shall attend a conference if the Union asks for one, within 8 days of dismissal, giving the grounds of intervention.
- (5) Any complaint or demand made by a member of the Union on his own behalf shall be taken up by him with the Superintendent who will give his decision in a prescribed form.
- (6) If the complaint is not settled in the above manner, further representations must be made through the minute book or diary by the Estate Committee, and the Superintendent shall enter his decision therein.
- (7) A complaint or demand affecting members of the Union in general shall be taken up by the Estate Committee with the Superintendent through the minute book or diary, and the Superintendent shall enter his decision therein.
- (8) If any complaint is still not settled, representations shall be made by the Union to the Superintendent who shall communicate his decision to the Union, and if the Union is not satisfied with this decision, the Superintendent shall attend a conference, if one is convened by the local Labour Office, provided that at no such conference shall complaints alleging infringements against, or non-compliance with, labour legislation be discussed.
- (9) If the conference proves abortive, the parties shall be free to take such action as may seem necessary, but no strike shall be declared without 7 days' notice.
- (10) This agreement may be terminated on one month's notice by either party.

Housing for Labour in Bombay

According to the Government of India Information Service, the Government of Bombay has made it compulsory for industrialists to provide housing facilities for at least 25 per cent. of the labour they will employ in their new undertakings. The labour quarters are to be completed with the factory building.

Trade Union Registrations

The following new Unions were registered under the Trade Unions Ordinance (Cap. 116), in the month of May, 1951 :—

- No. 398 The Co-operative Inspectors' Union.
- No. 399 Bandarawela D. I. Carpentry Workshop Workers' Union.
- No. 400 Government Cement Factory Workers' Union.
- No. 401 Vadamaradchy Omnibus Workers' Union.

“ The future belongs to a thing that can grow ”

Democracy holds its pre-eminent place in the world because it welcomes diversity of opinion. There has been no fixed creed to which the citizen of the democracies has had to subscribe, no Siberia for intellectual and spiritual non-conformists. The democratic way has been healthy and vigorous because dissenters have been encouraged to think critically of the political, social and economic order in which they live. No official, high or petty, can prescribe what shall be orthodox in politics, religion, or other matters of opinion, or force citizens to confess by word or act their faith therein.

It is this philosophy of growth that gives assurance in the present crisis. Communism, by encasing itself in an ironclad orthodoxy, is sealing its own ultimate doom. Communists taunt the believers in democracy for being the supporters of a crumbling status quo, but it is they who are looking backward, they who are trying to build a status quo far more rigid and absolute than anything the world has ever seen.

From The New York Times Magazine

THE MATCH MANUFACTURING TRADE

Description of the Match Manufacturing Trade

The notification under section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, published in *Government Gazette* No. 9,594 of August 30, 1946, gives a comprehensive description of the trade. The trade, as described, covers the manufacture of safety matches, and the process of box making, filling, and despatching, and includes the following activities :—

- (a) unloading and arranging logs in the log yard ;
- (b) transporting logs to the cross cut ;
- (c) cross cutting ;
- (d) unbarking ;
- (e) spling chopping ;
- (f) impregnating splint ;
- (g) splint drying and polishing ;
- (h) splint levelling ;
- (i) peeling splints and rims ;
- (j) peeling outside veneers ;
- (k) peeling bottom veneers ;
- (l) cutting veneers (outside, rim, and bottom) ;
- (m) dyeing veneers ;
- (n) inner box making (hand and machine) ;
- (o) outer box making (hand and machine) ;
- (p) sharpening knife and lancet ;
- (q) carrying splints to the framing machine ;
- (r) filling frames ;
- (s) paraffining ;
- (t) dipping of sticks in chemical composition ;
- (u) drying of dipped sticks ;
- (v) emptying frames ;
- (w) drying boxes ;
- (x) filling boxes ;
- (y) painting boxes ;
- (z) checking filled boxes ;
- (z1) banderoling ;
- (z2) labelling (hand and machine) ;
- (z3) mending labelled boxes ;
- (z4) drying of banderoled and labelled boxes ;
- (z5) arranging filled boxes for frictioning ;
- (z6) mixing composition for painting the sides of boxes ;
- (z7) frictioning ;

* " 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.

- (z8) checking frictioned boxes ;
- (z9) mending frictioned boxes ;
- (z10) packing (dozen, gross, and ten gross) ;
- (z11) making gross and ten gross packets ;
- (z12) mixing composition for match head ;
- (z13) pasting and paste making ;
- (z14) paper slitting ;
- (z15) cutting and arranging banderols ;
- (z16) cutting and arranging paper for packing in dozens ;
- (z17) sorting bottoms ;
- (z18) cleaning and sweeping ;
- (z19) the work of an overseer or kangany ;
- (z20) the work of a watcher ;
- (z21) the work of an unskilled labourer ;
- (z22) any other operation connected with or incidental to the work specified in this paragraph, but excluding the work of the following workers :—

Agents for purchasing logs, lorry and van drivers, clerks, managers, supervisors, storekeepers, and store-boys.

Decisions of the Wages Board for the Trade

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

Intervals for Payment of Wages

The wages for workers in this trade have to be paid fortnightly and within five days of the end of the fortnight.

Normal Working Day

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

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. 9,708 of May 30, 1947, as amended by notifications in *Gazette* No. 9,840 of March 12, 1948, *Gazette* No. 9,881 of June 25, 1948, *Gazette Extraordinary* No. 10,229 of March 30, 1951, and *Gazette* No. 10,247 of May 11, 1951.

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

Class of Work	Basic Rate for a Normal Working Day	
	For Men Rs. c.	For Women Rs. c.
A—Adults (18 years and over) :—		
<i>Grade I—</i>		
Splint chopping by machine driver ; peeling splints, rims, outside veneers and bottom veneers by machine driver ; sharpening knives and tools by machine driver ; filling frames by machine driver ; dipping of sticks in chemical composition by machine driver ; frictioning by machine driver ; mixing composition for match-head by mixer ; paper slitting by machine driver ; the work of an overseer or kangany ; box filling by machine driver	.. 1 80	.. 1 44
<i>Grade II—</i>		
Cross-cutting by hand ; cross-cutting by machine driver ; splint levelling ; cutting outside, rim, and bottom veneers by cutter ; inner box making by machine ; sharpening knives and tools by machine by helper ; paraffining by hand ; emptying frames ; side painting of boxes ; checking filled boxes ; banderoling by machine (driver) ; mixing composition for painting sides of boxes ; outer box making by machine ; feeding boxes by machine for box filling ; dipping of sticks in chemical composition by hand	.. .. 1 40	.. 1 12
<i>Grade III—</i>		
The work (in the Match Manufacturing Trade) of all workers not specified in Grade I or Grade II above other than the work of a watcher	.. .. 1 24	.. 1 0
<i>Grade IV—</i>		
The work of a watcher	.. .. 1 50	.. —
		<i>Irrespective of sex Rs. c.</i>
B—Young Persons :—		
<i>Grade I—</i>		
Over 14 years and under 17 years	.. ..	.. 0 85
17 years and over but under 18 years	.. ..	.. 1 15
<i>Grade II—</i>		
Over 14 years and under 17 years	.. ..	.. 0 70
17 years and over but under 18 years	.. ..	.. 0 90
<i>Grade III—</i>		
Over 14 years and under 17 years	.. ..	.. 0 60
17 years and over but under 18 years	.. ..	.. 0 80

The rates 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 for a day is Re. 1.16 for a male adult worker in Grade I or II and for a watcher, Re. 1.06 for a female adult worker in Grade I or II, Re. 1.06 for a male adult worker in Grade III, 94 cents for a female adult worker in Grade III, 86 cents for young persons 17 years and over but under 18 years, and 76 cents

for young persons over 14 years but under 17 years, when the index number for the preceding month is 240. Increases of 3 cents in the case of any adult workers, 2 cents in the case of young persons 17 years of age and over but under 18 years, and 1 cent in the case of young persons over 14 years and under 17 years, are made in the rate for every complete unit of 5 points by which the index number exceeds 240. Similar decreases of the same amounts are made in respect of each complete unit of 5 points by which the index number falls below 240.

Notification regarding Special Allowances

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

Overtime Rate

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

Weekly Holiday

Every worker employed by an employer in the trade must be allowed Sunday as a holiday. Any worker who is employed on a Sunday has not only to be allowed a holiday within the six days following that particular Sunday but 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 June 1, 1947. This means that the qualifying year of all workers who had been in the employment of an establishment for 12 months or more on June 1, 1947, will be June 1 to May 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 8 months in the service would complete 12 months at the end of September every year. His qualifying year would therefore be October 1 to September 30.

The computation of the number of holidays a worker is entitled to is straightforward. Male workers who have been in continuous employment under the same employer and have worked for more than 232 days and female 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 four 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 worker and 260 days in the case of a female worker. This in effect limits the obligation of the employer to a maximum of 14 days 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. 9,708 of May 30, 1947.

The holidays earned by a worker must be given in the 12 months immediately succeeding the qualifying year in which they were earned. All holidays to which a worker is entitled in any year should be allowed and should be taken on consecutive days. The specific period at which the holidays are taken may be mutually arranged.

The worker must be paid the remuneration in respect of his holidays before he takes them but not earlier than 7 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 for the days on which he had actually worked in the last 60 days of the qualifying year by the number of such days.

Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, the remuneration payable to him in respect of each holiday to which he is entitled at the date of such leaving, discontinuance or dismissal is one day's wage.

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

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

Authorized Deductions

The purposes for which deductions have been authorized are set out in section 2 of the Wages Boards Ordinance and in regulation 2 (1) of the Wages Boards Regulations, 1943, published in *Government Gazette* No. 9,209 of December 3, 1943, as amended by regulation published in *Government Gazette* No. 9,496 of December 21, 1945. This regulation was reproduced at pages 15 and 16 of 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 authorized 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 50 per cent. of the wages and an order of priority for making authorized deductions has been prescribed in regulation 4 of the Wages Boards Regulations, 1943, published in *Government Gazette* No. 9,209 of December 3, 1943.

Record of Wages

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

Exhibition of Notices

The obligation to exhibit notices setting out the latest decisions of the Wages Board for the Trade and the authorized deductions is as important as the obligation to maintain a record of wages. This is a requirement under section 37 of the Wages Boards Ordinance, No. 27 of 1941, as amended by section 11 of Ordinance No. 40 of 1943, and under regulation 23 of the Wages

Boards Regulations, 1943. The notices should be substantially in Form III set out in the Schedule to the Wages Boards Regulations, 1943, and must be exhibited in all three languages—Sinhalese, Tamil and English. A note on this will be found in the September, 1950, issue of this *Gazette* (Vol. I, No. 9).

Maternity Benefits

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

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

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

Notifications

Notifications relating to the decisions of the Wages Board for the Match Manufacturing Trade have been published in *Government Gazette* No. 9,708 of May 30, 1947, *Government Gazette* No. 9,840 of March 12, 1948, *Government Gazette* No. 9,881 of June 25, 1948, *Government Gazette Extraordinary* No. 10,229 of March 30, 1951, and *Government Gazette* No. 10,247 of May 11, 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.

Sometimes an open mind is one that is too porous to hold a conviction.

Banking.

A JUDGMENT IN APPEAL IN A WORKMEN'S COMPENSATION CASE
1938

Present : Keuneman A.J.

J. R. PETER, Appellant, v. H. MAGGIE SIRIMANE, Applicant-Respondent

S. C. 602—Workmen's Compensation Case No. C. 3/4/37

Workmen's Compensation Ordinance (Cap. 117)—Injury resulting in death—Adequacy of evidence.

In an inquiry under the Workmen's Compensation Ordinance the applicant produced a medical certificate to the effect that the deceased workman was admitted to hospital with an infected wound, and that death was due to cellulitis and sepsis resulting from an infected wound.

Held, In the absence of objection to this document, which was admitted in evidence in the presence of the employer and his proctor, there was evidence on which the Commissioner could have concluded that death resulted from the injury.

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

E. B. Wickremanayake (with *E. A. P. Wijeratne*), for appellant.

D. M. Weerasinghe, for respondent.

January 20, 1938. KEUNEMAN A.J.—

The appellant who is the employer appeals against the order of the Commissioner awarding compensation to the respondent under Ordinance 19 of 1934. The main point argued before me was that there was no proof that the workman's death resulted from the injury received. It is unnecessary for me to consider the contention that the injury was not received in the course of the employment, as there is no substance in this point.

I was referred to the case of *Charles v. Walker, Ltd.* (25 Times Law Reports 609) to support the proposition that the onus of proof that death resulted from the injury is on the applicant, and it was contended that there was no evidence on that point. Certainly no doctor was actually called at the inquiry, but it was in evidence that the workman received an injury on his left knee on the 17th December, 1936, due to the bursting of a bottle, was removed to hospital the same day, was taken back home, taken to the hospital again in respect of the same injury on the 18th, and continued in hospital until his death on the 7th January, 1937.

Further the applicant produced at the inquiry the document P1, which was a certificate from the District Medical Officer of Kalutara to the effect that the deceased workman was admitted to Kalutara Hospital on the 18th December, 1936, with an infected wound on the left knee, said to have been caused by a bottle cut, and that death was due to cellulitis and sepsis resulting from an infected wound of the left knee. No objection was taken to this document, which was admitted in evidence in the presence of the appellant and his proctor. I think I must regard this document as evidence in the proceedings. Had this document been challenged, the applicant would have had an opportunity of applying to the Commissioner to summon the doctor.

Under s. 48 of the Ordinance, an appeal lies only on a point of law. I hold that there was evidence on which the Commissioner could have concluded that the death resulted from the injury, and I am not called upon to decide on the value or weight of the evidence.

I dismiss the appeal with costs.

Appeal dismissed.

DECISIONS OF WAGES BOARDS

WAGES BOARD FOR THE MATCH MANUFACTURING TRADE

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

The decisions made by the Wages Board for the Match Manufacturing Trade and set out in the Schedule to the notification published in *Government Gazette* No. 9,708 of May 30, 1947, as varied in the manner set out in the notifications published in *Government Gazette* No. 9,840 of March 12, 1948, *Government Gazette* No. 9,881 of June 25, 1948, and *Government Gazette Extraordinary* No. 10,229 of March 30, 1951, shall be further varied in Part II thereof as follows :—

- (1) by the substitution for the words “ banderoling by machine driver and assistant ; ” appearing under the heading “ Grade II ”, of the words “ banderoling by machine (driver) ; ” ; and
- (2) by the insertion, immediately after the item “ feeding boxes by machine for box filling ” appearing under the heading “ Grade II ”, of the following new item :—

“ dipping of sticks in chemical composition by hand ”.

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

Base : November, 1938-April, 1939 = 100

GROUPS OF HOUSEHOLD EXPENDITURE

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

Index
Number
Nov., 1942
= 100

Base : November, 1942 = 100

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
May	155	116	129	198	161	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					<i>(July-Sept., 1939 = 100)</i>
<i>Base: July-September, 1939 = 100</i>					
1939 ..	100	100	100	100	100
1940 ..	106	113	107	105	107
1941 ..	119	126	108	115	119
1942 ..	160	139	117	135	154
<i>Base: October, 1942 = 100</i>					<i>Index Number October, 1942 = 100</i>
Group weights	701	119	14	166	
1943 ..	108	149	104	116	115 .. 199
1944 ..	110	202	105	114	122 .. 211
1945 ..	115	196	104	137	128 .. 222
1946 ..	118	214	106	131	131 .. 228
1947 ..	124	220	112	139	138 .. 239
1948 ..	142	224	112	128	149 .. 259
1949 ..	154	182	111	126	152 .. 264
1950 ..	164	162	108	134	158 .. 274
January	165	160	108	127	157 .. 273
February	168	155	108	134	160 .. 277
March	166	155	108	135	159 .. 275
April ..	166	157	108	134	159 .. 275
May ..	161	158	108	134	155 .. 269
June ..	162	162	108	132	156 .. 271
July ..	162	164	108	135	158 .. 272
August	164	164	108	142	160 .. 277
September	166	163	108	138	160 .. 278
October	163	165	108	134	158 .. 273
November	164	166	108	133	158 .. 274
December	158	170	108	134	155 .. 268
1951—					
January	161	172	108	134	157 .. 272
February	172	181	108	137	166 .. 288
March	174	185	108	134	168 .. 291
April	173	194	108	137	169 .. 292
May	168	202	108	135	166 .. 287

TABLE III—UNEMPLOYMENT

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

<i>Years</i>	<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
April	6,077	9,215	12,757	30,485	58,534

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

TABLE IV—UNEMPLOYMENT

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

Classification by Exchange Areas

Years	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomales	Total
1939	26,677	—	—	—	—	—	—	—	—	—	—	—	—	26,677
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	—	27,645
1941	20,458	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942	19,333	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943	8,335	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944	1,053	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	—	1,497	21,866*
1946	25,805	1,117	808	993	3,397	726	852	816	119	438	727	—	611	36,544†
1947	21,589	2,289	1,648	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	3,823	6,295	3,152	937	1,026	1,893	538	979	1,146	—	350	68,140
Dec.	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	65,122
1951 Jan.	41,634	3,756	3,236	5,992	2,718	949	1,142	2,059	565	1,011	1,050	—	388	64,500
Feb.	41,380	3,855	3,135	5,609	2,660	863	1,102	2,086	576	996	543	567	371	63,743
Mar.	39,668	3,669	2,881	5,161	2,697	839	1,102	1,987	523	1,028	481	567	350	60,953
Apr.	38,483	3,647	2,728	4,876	2,017	784	1,085	2,020	490	962	442	677	323	58,534

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

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

TABLE V—UNEMPLOYMENT

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

Year			<i>Technical and Clerical</i>		<i>Skilled</i>		<i>Semi- Skilled</i>		<i>Unskilled</i>		<i>Total</i>
1939	..	—	..	—	..	—	..	—	..	—	2,583
1940	..	—	..	—	..	—	..	—	..	—	5,089
1941	..	—	..	—	..	—	..	—	..	—	9,071
1942	..	—	..	—	..	—	..	—	..	—	8,129
1943	..	—	..	—	..	—	..	—	..	—	4,170
1944	..	—	..	—	..	—	..	—	..	—	1,875
1945	..	—	..	369	..	1,104	..	411	..	2,653	4,537
1946	..	—	..	1,303	..	3,012	..	1,341	..	10,130	15,786
1947	..	—	..	915	..	1,417	..	911	..	4,161	7,404
1948	..	—	..	1,355	..	1,563	..	1,311	..	6,118	10,347
1949	..	—	..	1,807	..	1,616	..	1,767	..	9,590	14,780
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
	..	April	..	190	..	111	..	157	..	329	787

TABLE VI—UNEMPLOYMENT

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

<i>Employment Exchange</i>	<i>Technical and Clerical</i>		<i>Skilled</i>		<i>Semi-skilled</i>		<i>Unskilled</i>		<i>Total</i>	
	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>
Central (Colombo) ..	313 ..	111 ..	342 ..	55 ..	388 ..	53 ..	1,080 ..	164 ..	2,123 ..	383
Negombo ..	50 ..	13 ..	48 ..	14 ..	64 ..	12 ..	220 ..	13 ..	382 ..	52
Kalutara ..	38 ..	10 ..	29 ..	1 ..	84 ..	14 ..	61 ..	— ..	212 ..	25
Galle ..	51 ..	1 ..	26 ..	— ..	85 ..	5 ..	135 ..	— ..	297 ..	6
Kandy ..	97 ..	17 ..	56 ..	4 ..	179 ..	27 ..	202 ..	50 ..	534 ..	98
Nawalapitiya ..	— ..	— ..	6 ..	— ..	12 ..	— ..	20 ..	4 ..	38 ..	4
Kurunegala ..	19 ..	4 ..	3 ..	1 ..	52 ..	— ..	43 ..	4 ..	117 ..	9
Jaffna ..	111 ..	1 ..	45 ..	14 ..	98 ..	18 ..	104 ..	42 ..	358 ..	75
Ratnapura ..	13 ..	7 ..	5 ..	— ..	15 ..	— ..	6 ..	— ..	39 ..	7
Badulla ..	27 ..	6 ..	21 ..	7 ..	41 ..	6 ..	87 ..	14 ..	176 ..	33
Batticaloa ..	6 ..	2 ..	7 ..	3 ..	18 ..	4 ..	12 ..	10 ..	43 ..	19
Kalmunai ..	3 ..	— ..	37 ..	11 ..	15 ..	1 ..	236 ..	27 ..	291 ..	39
Trincomalee ..	12 ..	5 ..	9 ..	— ..	23 ..	2 ..	16 ..	— ..	60 ..	7
Women's ..	60 ..	13 ..	13 ..	1 ..	46 ..	15 ..	80 ..	1 ..	199 ..	30
Total ..	800	190	647	111	1,120	157	2,302	329	4,869	787

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	.. 37	.. 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	.. 13	.. 1,995	.. 8,980	.. 2	.. 25	.. 25
February	.. 5	.. 685	.. 1,164	.. 4	.. 790	.. 960
March	.. 3	.. 705	.. 874	.. 4	.. 288	.. 2,377
April	.. 1	.. 103	.. 390	.. 3	.. 459	.. 380
May	.. 9	.. 1,798	.. 3,468	.. 5	.. 1,513	.. 1,333
June	.. 7	.. 1,312	.. 3,087	.. 5	.. 1,739	.. 7,560
July	.. 8	.. 3,155	.. 4,861	.. Nil	.. Nil	.. Nil
August	.. 2	.. 279	.. 529	.. 1	.. 50	.. 75
September	.. 11	.. 1,784	.. 2,293	.. 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
March	.. 8	.. 1,199	.. 3,895	.. 5	.. 2,218*	.. 274*

* These figures do not include information in respect of one strike. They will be amended to include this information when available.

† 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 MARCH, 1951, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes	Number of Workers involved		Number of Man-days lost
		Plantation	Others	
Plantations—Tea	—	—	—	—
Rubber	7	815	—	3,511
Tea-cum-Rubber	1	384	—	384
Coconut	—	—	—	—
Coconut-cum-Rubber	—	—	—	—
Total	8	1,199	—	3,895
Engineering	—	—	—	—
Printing	—	—	—	—
Motor Transport	—	—	—	—
Tea Export	—	—	—	—
Rubber Export	—	—	—	—
Coconut Manufacturing	—	—	—	—
Toddy, Arrack and Vinegar	1	25	—	13
Match Manufacturing	—	—	—	—
Plumbago	—	—	—	—
Cinema	—	—	—	—
Dock, Harbour and Port Transport	3	2,193	—	261
Building Trade	—	—	—	—
Local Government Services	—	—	—	—
Service Institutions	—	—	—	—
Factories, Workshops, &c., run by the State	—	—	—	—
Textile	—	—	—	—
Relief Schemes	—	—	—	—
Wholesale and Retail Distribution	—	—	—	—
Aerated Waters and Ice Manufacturing	—	—	—	—
Beedi Manufacturing	—	—	—	—
Miscellaneous Trades	1	Not available	—	Not available
Total	5	2,218*	—	274*
Grand Total	13	3,417*	—	4,169*

TABLE IX—CLASSIFICATION OF THE STRIKES IN MARCH, 1951, BY CAUSES

Cause	Number of Strikes		Number of Workers Involved	
	Plantation	Others	Plantation	Others
1. Dismissal or loss of employment in any way.	—	—	—	—
Failure to provide work	—	—	—	—
2. Wage increases. Higher rates for piece work, &c.	1	3	191	2,078
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	1	—	85	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	3	—	415	—
5. Food matters. Welfare	—	—	—	—
6. Right of association and meeting	—	—	—	—
7. Factional disputes and domestic matters	1	—	340	—
8. External matters, e.g., arrest by Police, immorality, &c.	—	—	—	—
9. Assaults by employer or agent or others	2	2	168	140*
10. General demands	—	—	—	—
11. Sympathetic strikes	—	—	—	—
Total	8	5	1,199	2,218*

* These figures do not include information in respect of one strike

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

Years	Arrivals			Departures			Excess of Arrivals over Departures	Excess of Departures over Arrivals
	Old	New	Total	Repatriation on Govt. account	Left Ceylon Un-assisted	Total		
1939	25,425	3,834	29,259	2,975	31,714	34,689	—	5,430
1940	2,955	363	3,318	5,560	12,578	18,138	—	14,820
1941	3,234	350	3,584	3,410	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	—
May	5,827	103	5,930	13	8,690	8,703	—	2,773

APPENDIX I

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

Month: June, 1951.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Tea Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10	1 9	2 19
Female worker not under 15 years ..	0 90	0 82	1 72
Child worker ..	0 65	0 75	1 40
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10	1 9	2 19
Female worker not under 15 years ..	0 90	0 82	1 72
Child worker ..	0 65	0 75	1 40
Rubber Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 30	1 9	2 39
Female worker not under 15 years ..	1 20	0 82	2 2
Child worker ..	0 95	0 75	1 70
Coconut Growing Trade.			
<i>Daily Rates.</i>			
The raising and maintenance of a coconut plantation; and			
The manufacture of copra—			
Kangany ..	0 90	1 9	1 99
Male not under 18 years ..	0 75	1 9	1 84
Female not under 18 years ..	0 60	0 82	1 42
Worker under 18 years ..	0 50	0 75	1 25
Coconut Manufacturing Trade.			
The manufacture of desiccated coconut ;			
The manufacture of coconut oil ; and			
The manufacture of fibre and coir products—			
Within the Colombo area—			
Kangany ..	1 44	1 27	2 71
Male not under 18 years ..	1 24	1 27	2 51
Female not under 18 years ..	1 0	0 95	1 95
Worker under 18 years ..	0 75	0 88	1 63
Outside the Colombo area—			
Kangany ..	1 20	1 27	2 47
Male not under 18 years ..	1 0	1 27	2 27
Female not under 18 years ..	0 80	0 95	1 75
Worker under 18 years ..	0 60	0 88	1 48
" 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 50	1 40	3 0
Watcher ..	1 50	1 40	2 90

Month : June, 1951.

Class of Worker		Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Engineering Trade (contd.)				
<i>Trade Learners and Apprentices.</i>				
1st year	.. ..	0 40	0 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	30 50	60 50
D "	.. ..	24 0	25 10	49 10
Class A 4th year learner	.. ..	65 0	50 80	115 80
B "	.. ..	56 25	44 42	100 67
C "	.. ..	37 50	37 79	75 29
D "	.. ..	30 0	31 0	61 0
Class A 5th year learner	.. ..	80 0	62 60	142 60

Cigar Trade.

A piece rate of Rs. 4.60 has been fixed for every 1,000 cigars rolled.

Plumbago Trade.

Daily Rates.

Underground workers—

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

Underground and surface workers—

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

Month : June, 1951.

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

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

Workers employed in curing and dressing—

(A) As overseers and kanganies .. 2 0 .. 1 9 .. 3 9

(B) On different jobs—

Within the Colombo area—

Male worker not under 18 years .. 1 25 .. 1 9 .. 2 34
 Female worker not under 18 years .. 0 87 .. 0 82 .. 1 69
 Worker under 18 years .. 0 50 .. 0 75 .. 1 25

Outside the Colombo area—

Male worker not under 18 years .. 1 0 .. 1 9 .. 2 9
 Female worker not under 18 years .. 0 70 .. 0 82 .. 1 52
 Worker under 18 years .. 0 40 .. 0 75 .. 1 15

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

Tea Export Trade.

Daily Rates.

A. Male workers not under 18 years—

(a) Grade II .. 1 24 .. 1 30 .. 2 54
 (b) Intermediate Grade .. 1 40 .. 1 40 .. 2 80
 (c) Grade I .. 1 60 .. 1 40 .. 3 0
 (d) Box makers and repairers .. 1 40 .. 1 40 .. 2 80
 (e) Watchers .. 1 50 .. 1 40 .. 2 90

B. Female workers not under 18 years .. 1 0 .. 1 18 .. 2 18

C. Workers over 14 years but under 15 years .. 0 60 .. 0 82 .. 1 42

“ 15 “ 16 “ .. 0 70 .. 0 87 .. 1 57

“ 16 “ 17 “ .. 0 80 .. 0 92 .. 1 72

“ 17 “ 18 “ .. 1 0 .. 1 2 .. 2 2

Rubber Export Trade.

Daily Rates.

A. Male workers not under 18 years—

(a) Grade II .. 1 24 .. 1 30 .. 2 54
 (b) Intermediate Grade .. 1 40 .. 1 40 .. 2 80
 (c) Grade I .. 1 60 .. 1 40 .. 3 0
 (d) Watchers .. 1 50 .. 1 40 .. 2 90

B. Female workers not under 18 years .. 1 0 .. 1 18 .. 2 18

C. Workers over 14 years but under 15 years .. 0 60 .. 0 82 .. 1 42

“ 15 “ 16 “ .. 0 70 .. 0 87 .. 1 57

“ 16 “ 17 “ .. 0 80 .. 0 92 .. 1 72

“ 17 “ 18 “ .. 1 0 .. 1 2 .. 2 2

Month : June, 1951

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	¢.	Rs.	¢.	Rs.	¢.
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> Rs. c.	<i>Special Allowance</i> Rs. c.	<i>Total</i> Rs. c.
Match Manufacturing Trade (contd.)			
<i>Daily Rates</i>			
Grade II—			
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
Grade III—			
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
Grade IV—			
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 : June, 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 June, 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.	
½	0 55	0 54½	1 9½	0 45	0 41	0 86	0 32½	0 37½	0 70	½
1	1 10	1 9	2 19	0 90	0 82	1 72	0 65	0 75	1 40	1
2	2 20	2 18	4 38	1 80	1 64	3 44	1 30	1 50	2 80	2
3	3 30	3 27	6 57	2 70	2 46	5 16	1 95	2 25	4 20	3
4	4 40	4 36	8 76	3 60	3 28	6 88	2 60	3 0	5 60	4
5	5 50	5 45	10 95	4 50	4 10	8 60	3 25	3 75	7 0	5
6	6 60	6 54	13 14	5 40	4 92	10 32	3 90	4 50	8 40	6
7	7 70	7 63	15 33	6 30	5 74	12 4	4 55	5 25	9 80	7
8	8 80	8 72	17 52	7 20	6 56	13 76	5 20	6 0	11 20	8
9	9 90	9 81	19 71	8 10	7 38	15 48	5 85	6 75	12 60	9
10	11 0	10 90	21 90	9 0	8 20	17 20	6 50	7 50	14 0	10
11	12 10	11 99	24 9	9 90	9 2	18 92	7 15	8 25	15 40	11
12	13 20	13 8	26 28	10 80	9 84	20 64	7 80	9 0	16 80	12
13	14 30	14 17	28 47	11 70	10 66	22 36	8 45	9 75	18 20	13
14	15 40	15 26	30 66	12 60	11 48	24 8	9 10	10 50	19 60	14
15	16 50	16 35	32 85	13 50	12 30	25 80	9 75	11 25	21 0	15
16	17 60	17 44	35 4	14 40	13 12	27 52	10 40	12 0	22 40	16
17	18 70	18 53	37 23	15 30	13 94	29 24	11 5	12 75	23 80	17
18	19 80	19 62	39 42	16 20	14 76	30 96	11 70	13 50	25 20	18
19	20 90	20 71	41 61	17 10	15 58	32 68	12 35	14 25	26 60	19
20	22 0	21 80	43 80	18 0	16 40	34 40	13 0	15 0	28 0	20
21	23 10	22 89	45 99	18 90	17 22	36 12	13 65	15 75	29 40	21
22	24 20	23 98	48 18	19 80	18 4	37 84	14 30	16 50	30 80	22
23	25 30	25 7	50 37	20 70	18 86	39 56	14 95	17 25	32 20	23
24	26 40	26 16	52 56	21 60	19 68	41 28	15 60	18 0	33 60	24
25	27 50	27 25	54 75	22 50	20 50	43 0	16 25	18 75	35 0	25
26	28 60	28 34	56 94	23 40	21 32	44 72	16 90	19 50	36 40	26
27	29 70	29 43	59 13	24 30	22 14	46 44	17 55	20 25	37 80	27
28	30 80	30 52	61 32	25 20	22 96	48 16	18 20	21 0	39 20	28
29	31 90	31 61	63 51	26 10	23 78	49 88	18 85	21 75	40 60	29
30	33 0	32 70	65 70	27 0	24 60	51 60	19 50	22 50	42 0	30

*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 Allowance and the Minimum Wages payable for the number of days worked during June, 1951, to workers in the Rubber Growing and Manufacturing Trade

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 65	0 54½	1 19½	0 60	0 41	1 1	0 47½	0 37½	0 85	½
1	1 30	1 9	2 39	1 20	0 82	2 2	0 95	0 75	1 70	1
2	2 60	2 18	4 78	2 40	1 64	4 4	1 90	1 50	3 40	2
3	3 90	3 27	7 17	3 60	2 46	6 6	2 85	2 25	5 10	3
4	5 20	4 36	9 56	4 80	3 28	8 8	3 80	3 0	6 80	4
5	6 50	5 45	11 95	6 0	4 10	10 10	4 75	3 75	8 50	5
6	7 80	6 54	14 34	7 20	4 92	12 12	5 70	4 50	10 20	6
7	9 10	7 63	16 73	8 40	5 74	14 14	6 65	5 25	11 90	7
8	10 40	8 72	19 12	9 60	6 56	16 16	7 60	6 0	13 60	8
9	11 70	9 81	21 51	10 80	7 38	18 18	8 55	6 75	15 30	9
10	13 0	10 90	23 90	12 0	8 20	20 20	9 50	7 50	17 0	10
11	14 30	11 99	26 29	13 20	9 2	22 22	10 45	8 25	18 70	11
12	15 60	13 8	28 68	14 40	9 84	24 24	11 40	9 0	20 40	12
13	16 90	14 17	31 7	15 60	10 66	26 26	12 35	9 75	22 10	13
14	18 20	15 26	33 46	16 80	11 48	28 28	13 30	10 50	23 80	14
15	19 50	16 35	35 85	18 0	12 30	30 30	14 25	11 25	25 50	15
16	20 80	17 44	38 24	19 20	13 12	32 32	15 20	12 0	27 20	16
17	22 10	18 53	40 63	20 40	13 94	34 34	16 15	12 75	28 90	17
18	23 40	19 62	43 2	21 60	14 76	36 36	17 10	13 50	30 60	18
19	24 70	20 71	45 41	22 80	15 58	38 38	18 5	14 25	32 30	19
20	26 0	21 80	47 80	24 0	16 40	40 40	19 0	15 0	34 0	20
21	27 30	22 89	50 19	25 20	17 22	42 42	19 95	15 75	35 70	21
22	28 60	23 98	52 58	26 40	18 4	44 44	20 90	16 50	37 40	22
23	29 90	25 7	54 97	27 60	18 86	46 46	21 85	17 25	39 10	23
24	31 20	26 16	57 36	28 80	19 68	48 48	22 80	18 0	40 80	24
25	32 50	27 25	59 75	30 0	20 50	50 50	23 75	18 75	42 50	25
26	33 80	28 34	62 14	31 20	21 32	52 52	24 70	19 50	44 20	26
27	35 10	29 43	64 53	32 40	22 14	54 54	25 65	20 25	45 90	27
28	36 40	30 52	66 92	33 60	22 96	56 56	26 60	21 0	47 60	28
29	37 70	31 61	69 31	34 80	23 78	58 58	27 55	21 75	49 30	29
30	39 0	32 70	71 70	36 0	24 60	60 60	28 50	22 50	51 0	30

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

APPENDIX III (A)

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

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
					Within the Colombo area				Outside the Colombo area				
	Kan-gany	Male	Fe-male	Young Per-sons	Kan-gany	Male	Fe-male	Young Per-sons	Kan-gany	Male	Fe-male	Young Per-sons	
	Rs. c.	Rs. e.	Rs. c.	Rs. c.	Rs. c.	Rs. e.	Rs. c.	Rs. e.	Rs. e.	Rs. e.	Rs. c.	Rs. e.	
1	0 99½	0 92	0 71	0 62½	1 35½	1 25½	0 97½	0 81½	1 23½	1 13½	0 87½	0 74	1
2	1 99	1 84	1 42	1 25	2 71	2 51	1 95	1 63	2 47	2 27	1 75	1 48	2
3	3 98	3 68	2 84	2 50	5 42	5 2	3 90	3 26	4 94	4 54	3 50	2 96	3
4	5 97	5 52	4 26	3 75	8 13	7 53	5 85	4 89	7 41	6 81	5 25	4 44	4
5	7 96	7 36	5 68	5 0	10 84	10 4	7 80	6 52	9 88	9 8	7 0	5 92	5
6	9 95	9 20	7 10	6 25	13 55	12 55	9 75	8 15	12 35	11 35	8 75	7 40	6
7	11 94	11 4	8 52	7 50	16 26	15 6	11 70	9 78	14 82	13 62	10 50	8 88	7
8	13 93	12 88	9 94	8 75	18 97	17 57	13 65	11 41	17 29	15 89	12 25	10 36	8
9	15 92	14 72	11 36	10 0	21 68	20 8	15 60	13 4	19 76	18 16	14 0	11 84	9
10	17 91	16 56	12 78	11 25	24 39	22 59	17 55	14 67	22 23	20 43	15 75	13 32	10
11	19 90	18 40	14 20	12 50	27 10	25 10	19 50	16 30	24 70	22 70	17 50	14 80	11
12	21 89	20 24	15 62	13 75	29 81	27 61	21 45	17 93	27 17	24 97	19 25	16 28	12
13	23 88	22 8	17 4	15 0	32 52	30 12	23 40	19 56	29 64	27 24	21 0	17 76	13
14	25 87	23 92	18 46	16 25	35 23	32 63	25 35	21 19	32 11	29 51	22 75	19 24	14
15	27 86	25 76	19 88	17 50	37 94	35 14	27 30	22 82	34 58	31 78	24 50	20 72	15
16	29 85	27 60	21 30	18 75	40 65	37 65	29 25	24 45	37 5	34 5	26 25	22 20	16
17	31 84	29 44	22 72	20 0	43 36	40 16	31 20	26 8	39 52	36 32	28 0	23 68	17
18	33 83	31 28	24 14	21 25	46 7	42 67	33 15	27 71	41 99	38 59	29 75	25 16	18
19	35 82	33 12	25 56	22 50	48 78	45 18	35 10	29 34	44 46	40 86	31 50	26 64	19
20	37 81	34 96	26 98	23 75	51 49	47 69	37 5	30 97	46 93	43 13	33 25	28 12	20
21	39 80	36 80	28 40	25 0	54 20	50 20	39 0	32 60	49 40	45 40	35 0	29 60	21
22	41 79	38 64	29 82	26 25	56 91	52 71	40 95	34 23	51 87	47 67	36 75	31 8	22
23	43 78	40 48	31 24	27 50	59 62	55 22	42 90	35 86	54 34	49 94	38 50	32 56	23
24	45 77	42 32	32 66	28 75	62 33	57 73	44 85	37 49	56 81	52 21	40 25	34 4	24
25	47 76	44 16	34 8	30 0	65 4	60 24	46 80	39 12	59 28	54 48	42 0	35 52	25
26	49 75	46 0	35 50	31 25	67 75	62 75	48 75	40 75	61 75	56 75	43 75	37 0	26
27	51 74	47 84	36 92	32 50	70 46	65 26	50 70	42 38	64 22	59 2	45 50	38 48	27
28	53 73	49 68	38 34	33 75	73 17	67 77	52 65	44 1	66 69	61 29	47 25	39 96	28
29	55 72	51 52	39 76	35 0	75 88	70 28	54 60	45 64	69 16	63 56	49 0	41 44	29
30	57 71	53 36	41 18	36 25	78 59	72 79	56 55	47 27	71 63	65 83	50 75	42 92	30
30	59 70	55 20	42 60	37 50	81 30	75 30	58 50	48 90	74 10	68 10	52 50	44 40	30

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

APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during June, 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	Inter-mediate Grade	Grade I	* Box Makers and Repairers	Watchers		Over 14 under 15 years	Over 15 under 16 years	Over 16 under 17 years	Over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 27	1 40	1 50	1 40	1 45	1 9	0 71	0 78½	0 86	1 1	1
2	2 54	2 80	3 0	2 80	2 90	2 18	1 42	1 57	1 72	2 2	2
3	5 8	5 60	6 0	5 60	5 80	4 36	2 84	3 14	3 44	4 4	3
4	7 62	8 40	9 0	8 40	8 70	6 54	4 26	4 71	5 16	6 6	4
5	10 16	11 20	12 0	11 20	11 60	8 72	5 68	6 28	6 88	8 8	5
6	12 70	14 0	15 0	14 0	14 50	10 90	7 10	7 85	8 60	10 10	6
7	15 24	16 80	18 0	16 80	17 40	13 8	8 52	9 42	10 32	12 12	7
8	17 78	19 60	21 0	19 60	20 30	15 26	9 94	10 99	12 4	14 14	8
9	20 32	22 40	24 0	22 40	23 20	17 44	11 36	12 56	13 76	16 16	9
10	22 86	25 20	27 0	25 20	26 10	19 62	12 78	14 13	15 48	18 18	10
11	25 40	28 0	30 0	28 0	29 0	21 80	14 20	15 70	17 20	20 20	11
12	27 94	30 80	33 0	30 80	31 90	23 98	15 62	17 27	18 92	22 22	12
13	30 48	33 60	36 0	33 60	34 80	26 16	17 4	18 84	20 64	24 24	13
14	33 2	36 40	39 0	36 40	37 70	28 34	18 46	20 41	22 36	26 26	14
15	35 56	39 20	42 0	39 20	40 60	30 52	19 88	21 98	24 8	28 28	15
16	38 10	42 0	45 0	42 0	43 50	32 70	21 30	23 55	25 80	30 30	16
17	40 64	44 80	48 0	44 80	46 40	34 88	22 72	25 12	27 52	32 32	17
18	43 18	47 60	51 0	47 60	49 30	37 6	24 14	26 69	29 24	34 34	18
19	45 72	50 40	54 0	50 40	52 20	39 24	25 56	28 26	30 96	36 36	19
20	48 26	53 20	57 0	53 20	55 10	41 42	26 98	29 83	32 68	38 38	20
21	50 80	56 0	60 0	56 0	58 0	43 60	28 40	31 40	34 40	40 40	21
22	53 34	58 80	63 0	58 80	60 90	45 78	29 82	32 97	36 12	42 42	22
23	55 88	61 60	66 0	61 60	63 80	47 96	31 24	32 54	37 84	44 44	23
24	58 42	64 40	69 0	64 40	66 70	50 14	32 66	36 11	39 56	46 46	24
25	60 96	67 20	72 0	67 20	69 60	52 32	34 8	37 68	41 28	48 48	25
26	63 50	70 0	75 0	70 0	72 50	54 50	35 50	39 25	43 0	50 50	26
27	66 4	72 80	78 0	72 80	75 40	56 68	36 92	40 82	44 72	52 52	27
28	68 58	75 60	81 0	75 60	78 30	58 86	38 34	42 39	46 44	54 54	28
29	71 12	78 40	84 0	78 40	81 20	61 4	39 76	43 96	48 16	56 56	29
30	73 66	81 20	87 0	81 20	84 10	63 22	41 18	45 53	49 88	58 58	30
30	76 20	84 0	90 0	84 0	87 0	65 40	42 60	47 10	51 60	60 60	30

* Applicable to Tea Export Trade only.

APPENDIX III (C)

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

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during June, 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		Watchers	
	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years		
Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 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 9	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
30	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	30

APPENDIX III (E)

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

No. of Days	Unskilled			Semi-Skilled		Skilled	No. of Days
	Male	Female	Young Person	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 27	1 15	1 5	1 42	1 50	1 60	1
2	2 54	2 30	2 10	2 84	3 0	3 20	2
3	5 8	4 60	4 20	5 68	6 0	6 40	3
4	7 62	6 90	6 30	8 52	9 0	9 60	4
5	10 16	9 20	8 40	11 36	12 0	12 80	5
6	12 70	11 50	10 50	14 20	15 0	16 0	6
7	15 24	13 80	12 60	17 4	18 0	19 20	7
8	17 78	16 10	14 70	19 88	21 0	22 40	8
9	20 32	18 40	16 80	22 72	24 0	25 60	9
10	22 86	20 70	18 90	25 56	27 0	28 80	10
11	25 40	23 0	21 0	28 40	30 0	32 0	11
12	27 94	25 30	23 10	31 24	33 0	35 20	12
13	30 48	27 60	25 20	34 8	36 0	38 40	13
14	33 2	29 90	27 30	36 92	39 0	41 60	14
15	35 56	32 20	29 40	39 76	42 0	44 80	15
16	38 10	34 50	31 50	42 60	45 0	48 0	16
17	40 64	36 80	33 60	45 44	48 0	51 20	17
18	43 18	39 10	35 70	48 28	51 0	54 40	18
19	45 72	41 40	37 80	51 12	54 0	57 60	19
20	48 26	43 70	39 90	53 96	57 0	60 80	20
21	50 80	46 0	42 0	56 80	60 0	64 0	21
22	53 34	48 30	44 10	59 64	63 0	67 20	22
23	55 88	50 60	46 20	62 48	66 0	70 40	23
24	58 42	52 90	48 30	65 32	69 0	73 60	24
25	60 96	55 20	50 40	68 16	72 0	76 80	25
26	63 50	57 50	52 50	71 0	75 0	80 0	26
27	66 4	59 80	54 60	73 84	78 0	83 20	27
28	68 58	62 10	56 70	76 68	81 0	86 40	28
29	71 12	64 40	58 80	79 52	84 0	89 60	29
30	73 66	66 70	60 90	82 36	87 0	92 80	30
30	76 20	69 0	63 0	85 20	90 0	96 0	30

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

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

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