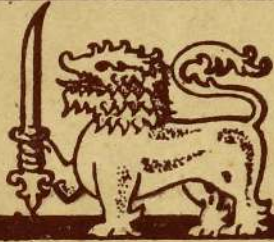


# Ceylon LABOUR GAZETTE

C. E. E. F.

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1951

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Decision of the Wages Board for the Plumbago Trade

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CLERICAL TO UNSKILLED,

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# CEYLON

## LABOUR GAZETTE

Vol. II, No. 7

JULY, 1951

### EDUCATION ON ESTATES

THE object of this article is to set forth the present position with regard to education on estates, and to make clear the liabilities that rest upon the owners and Superintendents of estates and upon the parents of children resident on estates.

#### The Law

Education on estates is governed by sections 34 to 40 of the Education Ordinance, No. 31 of 1939, inserted therein by the Education (Amendment) Ordinance, No. 26 of 1947, as amended by the Education (Amendment) Act, No. 5 of 1951.

#### Its Application

These sections apply to every estate on which there are more than twenty-seven children who are not less than five and not more than fourteen years of age and whose parents are resident on that estate.

#### Duties of Owners of Estates

The owners of estates shall set apart on the estate premises—

- (a) a suitable school building ;
- (b) a habitable house for a married teacher ;
- (c) an acre of uncultivated land for use as playground and school garden.

Two or more estates may with the written sanction of the Director of Education combine to run a common school.

If there is a Government or Assisted School in the vicinity of an estate where the children resident on the estate may be conveniently educated the Minister of Education may exempt that estate from the operation of the law on a certificate from the Director of Education.

Where the owners of estates do not comply with these requirements the Director may give twelve months' notice to conform to the law. Owners who still default may be prosecuted before a Magistrate and are liable, on conviction, to a fine of Rs. 500 and a further fine of Rs. 50 each day for a continuing offence. No prosecution, however, will be entered for this offence without the sanction of the Director of Education.

Where owners default, or even otherwise, the Director of Education may enter the estates and establish schools, and all such expenses incurred can be recovered from the owners of the estates as Crown debts. The schools will

be maintained as Government Schools, and the owners are expected to keep the school buildings in proper repair. The Director will pay rent at 72 cents per pupil on the roll.

### **Duties of Superintendents**

The owners and the persons for the time being in charge of estates shall permit the Director to establish and maintain Government Schools on premises set apart on the estates and shall permit him or any person authorized by him to enter, inspect or occupy any premises set apart on the estates, transport by vehicle any person or article into or out of these premises, and exercise the powers conferred on him to make good the defaults of owners.

Where Government Schools are maintained on premises set apart on estates, no persons shall, without the written permission of the Director, use any part of the premises for any purpose other than a purpose of these schools.

Those who contravene these regulations shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding one hundred rupees or to imprisonment of either description for any period not exceeding three months.

### **Duties of Parents**

Where the parent of a child not less than five and not more than fourteen years of age is resident on an estate he shall cause the child to attend school.

A parent who does not do so shall be guilty of an offence and shall be liable, on conviction, to a fine not exceeding one rupee, and in the case of a continuing offence, an additional fine of fifty cents in respect of each day on which the offence is continued.

### **Schools**

Estate schools which satisfied the conditions laid down for Vernacular Schools have been registered as such.

Estate schools which do not satisfy these conditions are subject to the following regulations :—

- (a) The building must, in the opinion of the Director of Education, be a satisfactory one, and must have a floor space of 10 square feet for each child who is required to attend school under section 38 of Education Ordinance, No. 26 of 1947, as amended by Education Act, No. 5 of 1951.
- (b) Bench and desk accommodation and adequate equipment must be provided for each child on the school register.
- (c) A competent teacher or teachers must be employed.
- (d) The registers must be correctly and properly kept.
- (e) The minimum number of sessions must be of two hours duration per day for at least 180 days in the year and no class must be held after 4 p.m. : Provided, however, that a session between 4 and 6 p.m. may be held for pupils over 10 years of age.
- (f) In order to qualify for grant the average attendance of eligible pupils must be at least 15 in boys' and mixed schools and 10 in girls' schools.

## Grant

Estate schools which are registered as Vernacular Schools are paid grant under the conditions applicable to Vernacular Schools.

Other schools are paid subject to certain conditions.

(a) Attendance Grant—Rs. 11 per unit of average attendance for the year.

(b) Result Grant—for each child presented for examination at the annual inspection according to the percentage of passes in all subjects.

Rs. 6 if not less than 80 per cent.

Rs. 5 if less than 80 and not less than 65 per cent.

Rs. 4 if less than 65 and not less than 50 per cent.

Result grant will not be paid unless at least 75 per cent. of the average attendance of pupils or 75 per cent. of the number on the roll on the day of the annual inspection, whichever number is less, have been presented at the annual inspection.

No grant will be paid in respect of pupils below 5 or above 18 years of age and in respect of pupils in excess of the floor space of 10 square feet per pupil or for whom no desk and bench accommodation is provided.

The total grant paid will not exceed the expenditure incurred on the approved salaries and maintenance of the school calculated at Re. 1 per unit of average attendance of eligible pupils.

## Teachers

Qualifications of teachers are below those obtaining in Government or Assisted Schools. The majority of teachers are non-Ceylonese with Indian qualifications most of which are considered as equivalent to Ceylon S. S. C. Certificates. Indian teachers hold the following certificates :—

(a) School Leaving Certificates of various Grades

(b) Primary Grade Trained Certificate

(c) Elementary Grade Lower Certificate

(d) Elementary Grade Higher Trained Certificate

(e) Secondary Grade Lower Trained Certificate

Most of the Ceylon teachers are uncertificated with S. S. C. Certificates or lower qualifications.

The salary scales are from Rs. 420 per annum to the least qualified to a maximum of Rs. 540 per annum to the highest qualified. Teachers in charge of double schools, i.e., two schools in different divisions, or of double sessions, i.e., children of one division attending the morning session and children of another division attending the afternoon sessions, are paid up to a maximum of Rs. 660 per annum.

Cost of living allowance is paid in addition. These teachers are not eligible for registration as pensionable teachers.

## The Curriculum

The subjects taught are speech, reading, writing and number with games and needlework the aim being rather to make the children literate than to educate them.

## Syllabuses

Even in this limited curriculum the syllabuses of work are narrower and simpler in both scope and application than those prescribed for equivalent classes in Government and Assisted Schools. This is due to the fact that the prescribed minimum duration of a session is two hours as against five in other schools.

## Distribution of Schools

There are no estate schools in the Northern, North-Central and Eastern Provinces.

Of the other Provinces—

		<i>Schools</i>
Central leads with	..	507
Sabaragamuwa follows with	..	176
Uva has	..	141
Western has	..	70
Southern has	..	35
North-Western a mere	..	11

## Distribution of Pupils

The total number of pupils in estates is approximately 108, 683 distributed as follows :—

	<i>Tamil Pupils</i>	<i>Sinhalese</i>
Central Province	.. 49,892 ..	3,406
Sabaragamuwa	.. 16,355 ..	1,446
Province of Uva	.. 25,397 ..	449
Western Province	.. 6,094 ..	1,019
Southern Province	.. 2,719 ..	1,075
North-Western Province	.. 637 ..	200

The attendance in estate schools is poor. This may be due, in a large measure, to the indifference of parents and to the fact that estate labour is often composed of a floating population. Another contributory factor is the reported disability of Attendance Officers to obtain correct figures of the number of children of school-going age on estates.

## Future of Estate Schools

The question of the future of these schools is receiving active consideration. A survey of all existing estate schools has been made recently and those schools which are necessary and which have suitable school buildings, habitable houses for married head teachers, and an acre of uncultivated land suitable for use as playground and school garden will be taken over and maintained as Government Schools.

Schools on estates where the resident children can be conveniently educated in a Government or Assisted School in the vicinity will be considered unnecessary and closed down.

Schools in different divisions of estates or in two or more neighbouring estates which when amalgamated into a common school can conveniently educate the children attending the several schools will be so amalgamated.

Schools which have been thus amalgamated and those which must exist as they are will be made to conform to the requirements prescribed in section 35 of the Ordinance before they are taken over to be maintained as Government Schools.



According to this survey 80 estate schools can be closed down as their pupils can be conveniently absorbed in Government and Assisted Schools in the vicinity. Particulars are as follows :—

- C. P. : Thirty-four schools whose pupils can be absorbed in 19 Government Schools.  
 Uva P. : Nineteen schools whose pupils can be absorbed in 11 Government, 6 Assisted Schools.  
 S. P. : Eleven schools whose pupils can be absorbed in 1 Government, 2 Assisted Schools.  
 Sab. P. : Ten schools whose pupils can be absorbed in 10 Government, 2 Assisted Schools.  
 N.-W. P. : Four schools whose pupils can be absorbed in 4 Government, 2 Assisted Schools.  
 W. P. : Two schools whose pupils can be absorbed in 2 Government, 2 Assisted Schools.

Amalgamation is possible in the case of 273 schools which can be conveniently reduced to 118. This would result in the closing down of 155 schools.

- C. P. : 213 schools reduced to 92, closing down 121  
 W. P. : Thirty-one schools reduced to 13, closing down 18  
 Uva P. : Twenty schools reduced to 9, closing down 11  
 Sab. P. : Nine schools reduced to 4, closing down 5

The number of schools that will continue without being closed down or amalgamated with others is 602 distributed as follows :—

Central Province	..	260
Sabaragamuwa	..	150
Province of Uva	..	103
Western Province	..	37
Southern Province	..	22
North-Western Province	..	6

The 955 estate schools will under this scheme be eventually reduced to 720 Government Schools. The speed of the taking over of these schools depends on the co-operation of owners in the matter of provision of requirements specified in the Ordinance and the availability of adequately qualified teachers.

S. P. SATCUNAN,  
 Education Officer.

### THREE CONDITIONS OF SECURITY

There are three conditions of security—peace, a job when one can work, an income when one cannot work.

BEVERIDGE

## 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 June, 1951, was 284, one point higher than that for May, 1951. The cost of living index number for estate labourers for June, 1951, was 285 as against 287 in June, 1951.

### Unemployment

The total number of persons unemployed according to registers of the employment exchanges, as at end of April, 1951, and June, 1951, was as given below. It will be noted that there has been a decrease of 2,518 in the number of unemployed persons in May as compared with the figures for the previous month.

	<i>April</i> <i>1951</i>	<i>May</i> <i>1951</i>
Technical and clerical .. .. .	6,077	5,669
Skilled .. .. .	9,215	8,768
Semi-skilled .. .. .	12,757	12,151
Unskilled .. .. .	30,485	29,428
	58,534	56,016

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

	<i>April</i> <i>1951</i>	<i>May</i> <i>1951</i>
Technical and clerical .. .. .	190	264
Skilled .. .. .	111	89
Semi-skilled .. .. .	157	151
Unskilled .. .. .	329	375
	787	879

### Strikes

There were altogether 10 strikes in the month of April, 1951, involving 1,650 workers and a loss of 10,281 man-days. Of these, four strikes were on estates involving 1,123 workers and a loss of 5,621 man-days. Of the remaining 6 strikes, 1 was in the Dock, Harbour and Port Transport Trade, 2 in Local Government Service, 1 in Relief Schemes, and 2 in miscellaneous trades.

## Arrivals and Departures of Indian Estate Labourers

In June there was an excess of arrivals over departures of Indian estate labourers from the Island amounting to 1,349. 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 July, 1951, to all workers in trades to which Part II of the Wages Boards Ordinance has been applied will be the same as for the previous month, except those workers engaged in curing and dressing in the Plumbago Trade. The Special Allowances payable to these workers were raised by 20 cents per day. The basic wages of female workers engaged in this process were in addition increased by 13 cents per day in the case of workers within the Colombo area and 14 cents per day in the case of workers outside the Colombo area.

## NOTES OF CURRENT INTEREST

### Progress of TWI Training in Ceylon

Consequent on the visit to Ceylon last month of Mr. Silberer, the Acting Director of the ILO Field Office on Technical Training at Bangalore, Mr. Sven Grabe their expert on TWI (Training within Industry) visited Ceylon at the beginning of this month for a two-fold purpose :

- (a) to conduct three Top-Level Job Instruction Groups among the high officials in Government Service with a view to enabling them to appreciate the TWI course : it is expected that this would help the spread of TWI in Ceylon ;
- (b) to conduct a Refresher Course for those who participated in the TWI course given by him last year at Peradeniya.

Both groups were well attended. A report is awaited from Mr. Grabe on his impressions and his suggestions for the spread of TWI in Ceylon.

### Ceylon in the I. L. O. Asian Advisory Committee

Ceylon has been selected for the second consecutive year as one of the members on the Asian Advisory Committee of the International Labour Organization. The Asian Advisory Committee was established by the Governing Body of the I. L. O. in March, 1950, to advise the Governing Body, at its request, on Asian problems and on the Asian aspects of general problems. The committee consists of 16 members, 8 representing Governments, and 4 representatives each of employers and workers.

### 1950—Best Homebuilding Year in U. S. History

The year 1950 was the best homebuilding year in the history of the United States according to preliminary estimates of the U. S. Labour Department's Bureau of Labour Statistics. In December 95,000 new permanent non-farm dwelling units were started bringing the year's total to a record-breaking 1,400,000 units. This total, the Bureau, disclosed exceeded the 1949 record volume (1,025,100 units) by 36 per cent and was almost 50 per cent above the previous peak of 937,000 units in 1925.

### Trade Union Registrations

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

- No. 402 The Telecommunication Inspectors' Association.
- No. 403 Jaffna District Divisional Revenue Officers' Messengers' Association.
- No. 404 Railway Minor Supervisors Union.
- No. 405 Ceylon Forest Officers Association.
- No. 406 United National Workers Union.
- No. 407 Ceylon Railway Time-keeping Clerks Association.
- No. 408 Private Hospitals Employees Union.
- No. 409 All-Ceylon United Printing Workers Union.

## “SEWA NAGAR ”—VILLAGE OF SERVICE

The rise of a village, started and run on a co-operative basis in Pepsu in India, is reported. The village, called “Sewa Nagar”, that is, Village of Service, was born some little time ago with a population of nearly 200, composed of refugees from West Pakistan.

The Government of India gave 564 acres of land for this project, to be held in equal shares by the 33 founder members, all Sikhs. The land is jointly worked and all the family savings were pooled in order to provide some of the capital of the village which amounts to Rs. 69,000, of which Rs. 32,000 is a Government loan.

The fields are worked by teams of men in rotation under the supervision of the Council of Elders—*The Panchayat*. A start has already been made with the cultivation of crops which are cotton, linseed and wheat. The women too work in rotation either in the common kitchen or in the common spinning centre. There are 50 children in the community and all under 16 attend school compulsorily.

The cattle in the community is held in common and is looked after by a shepherd. The milk is reserved for the children and the sick.

A most interesting feature of the organization of Sewa Nagar is a Marriage and Dowry Fund to which all founder members contribute as to a provident fund. This fund provides the dowries and wedding expenses as the occasion arises.

There is generally no money circulation in the village. The profits of the community are shared among the members at the end of the year. It is believed that living costs in Sewa Nagar will be no more than one-third of the living costs outside. The experiment therefore is being watched as one of great promise to the future of the thousands of villages in India.

The members of the community have to observe very rigid rules of conduct. There is no smoking, eating meat, no litigation and no alcohol. It is a credit to the community that so far the rules have in fact been kept.

THE CINEMA TRADE

**Description of the Cinema Trade**

The notification under section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, published in *Government Gazette* No. 9,859 of April 30, 1948, as amended by the notifications under section 6 (2) published in *Government Gazettes* No. 9,992 of July 1, 1949, No. 10,045 of November 18, 1949, and No. 10,209 of February 2, 1951, gives a comprehensive description of the trade. The trade as described includes the work of the following workers as well as any other operations connected with or incidental to the work of those workers:—

(i) Administrative:

- Accountant ;
- Inspector (administrative) ;
- Manager ;
- Assistant Manager ;
- Head Clerk ;
- Clerk (accounts and general) ;
- Wharf clerk ;
- Typist ;
- Cashier clerk ;
- Assistant cashier clerk ;
- Booking clerk ;
- Advance booking clerk ;
- Advertisement manager ;
- Advertisement clerk ;
- Despatch and clearing clerk ;
- Storekeeper ;
- Telephone operator ;
- Peon ;
- Supervisor or head checker ;
- Checker ;
- Usher ;
- Ushurette ;
- Bar keeper ;
- Assistant bar keeper ;
- Soft drinks keeper ;
- Waiter ;
- Hall boy ;
- Advertisement or poster boy ;
- Advertisement cart puller ;
- Chocolate boy ;

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\* "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.*

Sandwich boy ;  
Cloak room boy ;  
Bath room boy ;  
Fireman ;  
Watcher (day) ;  
Watcher (night) ;  
Gate keeper ;  
Car or cycle—park attendant ;  
Cook ;  
Book-keeper.

(ii) Technical.

Inspector (technical and cabin) ;  
Head operator ;  
Assistant operator ;  
Non synch operator ;  
2nd Assistant operator ;  
3rd Assistant operator ;  
Sound mechanic ;  
Engine driver ;  
Assistant engine driver ;  
Tent master ;  
Tent maker ;  
Film room repairer ;  
Electrician ;  
Wireman ;  
Armature winder ;  
Re-winder ;  
Carpenter ;  
Cleaner.

(iii) Others.

Unskilled labourer ;  
Conservancy labourer ;  
Garden labourer.

In the description of the trade and in any decision made by the Wages Board for the Cinema Trade by virtue of the powers vested in it by the Wages Boards Ordinance, the term—

- (a) "head clerk" means a worker whose duties, among others, include the supervision of the work of not less than five clerks engaged in the trade and employed by the same employer ;
- (b) "fireman" means a worker possessing a certificate of competence, issued by a duly authorized person, relating to his ability to extinguish a fire and employed for the purpose of summoning a fire brigade in case of a fire breaking out in the cinema or in its premises, or for taking such precautionary action himself against the occurrence of a

fire, or for taking such steps, as lie within his ability, with the aid of any fire extinguishers or other fire appliances at his disposal, to check the spreading of and to extinguish a fire breaking out in the cinema or in its premises ;

(c) " inspector (technical and cabin) " means a worker possessing a good knowledge of operating a film, sound amplification, electricity and general repairs to projectors and films, and whose duties, among others, shall be to inspect operating cabins in a cinema controlled or owned by his employer and to inquire into and endeavour to redress complaints made by a head operator, an assistant operator, or an apprentice operator ; and

(d) " sound mechanic " means a worker possessing a sound knowledge of radio and electrical engineering, and entrusted with the maintenance of the sound system of the projector in a cinema.

### Decisions of the Wages Board for the Trade

The Wages Board for the trade has prescribed the normal working day, the minimum rates of wages for time work, the overtime rate, the annual holidays and a special rate for work done on days in excess of the specified number of working days in the month.

#### 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 Rate of Wages for Time Work

The minimum rate of wages for time work consists of a basic rate and a special allowance as set out in a notification under section 27 (3) of the Wages Boards Ordinance published in *Government Gazette Extraordinary* No. 9,961 of March 30, 1949, as amended by notifications in *Gazettes* No. 9,999 of July 15, 1949, *Gazette* No. 10,047 of November 25, 1949, and *Gazette Extraordinary* No. 10,229 of March 30, 1951.

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

Class of Worker	Basic Rate for a Month			
	Within the Municipal Areas		Outside the Municipal Areas	
	Rs.	c.	Rs.	c.
A.—Non-Clerical—				
<i>Unskilled</i>				
Advertisement cart puller	..			
Advertisement or poster boy	..			
Bathroom boy	..			
Car or cycle park attendant	..			
Chocolate boy	..			
Cleaner	..			
Cloak room boy	..			
Conservancy labourer	..			
Garden labourer	..			
Gate-keeper	..			
Hall boy	..			
			32 25	32 25



Basic Rate for a Month

Class of Worker	Within the Municipal Areas		Outside the Municipal Areas	
	Rs.	c.	Rs.	c.
	<i>Unskilled</i>			
Peon .. .. .				
Sandwich boy .. .. .				
Soft drinks keeper .. .. .				
Unskilled labourer .. .. .				
Usher .. .. .				
Usherette .. .. .				
Waiter .. .. .				
Watcher (day) .. .. .				
Watcher (night) .. .. .				
		32 25		32 25
<i>Semi-skilled</i>				
Assistant bar-keeper .. .. .				
Assistant engine driver .. .. .				
Checker .. .. .				
Cook, Grade II (lower) .. .. .				
Re-winder .. .. .				
Telephone operator .. .. .				
Third assistant operator .. .. .				
		37 50		35 0
<i>Skilled, Grade II</i>				
Assistant operator .. .. .				
Bar-keeper .. .. .				
Carpenter .. .. .				
Cook, Grade I (higher) .. .. .				
Electrician, Grade II .. .. .				
Film room repairer, Grade II .. .. .				
Non synch operator .. .. .				
Second assistant operator .. .. .				
Supervisor or head checker .. .. .				
Tent master .. .. .				
Wireman .. .. .				
Fireman .. .. .				
		50 0		42 0
<i>Skilled, Grade I</i>				
Armature winder .. .. .				
Electrician, Grade I .. .. .				
Engine driver .. .. .				
Film room repairer, Grade I .. .. .				
Head operator .. .. .				
Tent maker .. .. .				
		60 0		55 0
<b>B.—Clerical—</b>				
<i>Grade III</i>				
Advertisement clerk .. .. .				
Assistant cashier clerk .. .. .				
Despatch and clearing clerk .. .. .				
Advance booking clerk .. .. .				
Booking clerk .. .. .				
		45 0		40 0
<i>Grade II</i>				
Advertisement manager .. .. .				
Cashier clerk .. .. .				
Clerk (accounts and general) .. .. .				
Typist .. .. .				
Wharf clerk .. .. .				
Store-keeper .. .. .				
Book-keeper .. .. .				
		50 0		45 0
<i>Grade I</i>				
Head clerk .. .. .				
		100 0		100 0

The rate of special allowance paid in addition to the basic rate in respect of any month depends on the cost of living index number prepared by the Commissioner of Labour for the preceding month. The rates of special allowances prescribed for a month are Rs. 21·12 for unskilled workers, Rs. 23·72 for semi-skilled workers and Rs. 25·54 for skilled workers in the non-clerical section and Rs. 26, Rs. 29 and Rs. 34 for Grade III, Grade II, and Grade I workers respectively in the Clerical Section, when the index number for the preceding month is 200. Increases of 78 cents for a month in the case of any non-clerical worker and 50 cents a month in the case of any clerical worker in the trade are made in the rates for every complete unit of 5 points by which the index number exceeds 200. Similar decreases of the same amounts are made in respect of each complete unit of 5 points by which the index number falls below 200.

### **Notification regarding Special Allowances**

The Commissioner of Labour publishes a notice showing the rates of special allowances for each month in the *Government Gazette* and in the newspapers some time 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 minimum monthly rate (basic rate plus special allowance) by 200 for each hour of work in excess of the normal working day.

### **Annual Holidays**

According to the decisions of the Wages Board, the 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 October 1, 1949. This means that the qualifying year of all workers who had been in the employment of an establishment for 12 months or more on October 1, 1949, will be October to September 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 5 months in the service would complete 12 months at the end of April every year. His qualifying year would therefore be May 1 to April 30.

The computation of the number of holidays a worker is entitled to is straight forward. A worker who has been in continuous employment and has worked under the same employer for more than 248 days in the qualifying year is

entitled to one holiday for each unit of four days worked in excess of 248 days. The maximum number of days worked which need be taken account of is 332 days and this in effect limits the obligation of the employer to a maximum of 21 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. 10,019 of September 23, 1949.

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 number of holidays earned is six or exceeds six, at least six holidays must be given and taken on consecutive days, but more than seven holidays may not be allowed 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 and such remuneration should be included in, and paid out of, his wages for that month, the wages being computed in accordance with the provisions of Part II of the schedule to the notification under section 27 (3) of the Wages Boards Ordinance, published in *Government Gazette Extraordinary* No. 9,961 of March 30, 1949.

A worker who intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, is entitled to take and should be allowed every holiday he was entitled to in respect of the previous year which he has not already taken. In the case of such a worker who has during the current year complied with the provisions relating to employment and work in regard to annual holidays, he is entitled to take and should be allowed every holiday he should have otherwise been entitled to in the next succeeding year. The holiday remuneration payable to such a worker is also computed in accordance with the provisions referred to in the previous paragraph.

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.

### **Additional Remuneration**

The maximum number of working days in respect of any month has been specified for purposes of this trade so as to allow a worker four "off days" every month. Where a worker works on any "off day", that is any day in any month in excess of the maximum number of working days specified in respect of that month, he should be paid  $1\frac{1}{2}$  times his minimum daily rate ascertained by dividing the minimum monthly rate by 25 in respect of each such "off day".

### **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. The wages of the workers should be paid within ten days of the end of the month in which the wages were earned.

### **Authorized Deductions**

The purpose 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 such 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 for 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).

### **Notifications**

Notifications relating to the decisions of the Wages Board for the Cinema Trade have been published in *Government Gazette Extraordinary* No. 9,961 of March 30, 1949, *Gazette* No. 9,999 of July 15, 1949 (two separate notifications), *Gazette* No. 10,019 of September 23, 1949, *Gazette* No. 10,047 of November 25, 1949, 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.

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

Present : De Kretser J.

P. H. JANIS DE SILVA, Appellant *v.* G. P. SOPINONA, Applicant-Respondent

*S. C. 474—Workmen's Compensation Case No. C/30/38*

*Workmen's Compensation—breach of Mines and Machinery Protection Ordinance—scope of employment.*

In an appeal under the Workmen's Compensation Ordinance, it was contended on behalf of the appellant that the deceased workman, who was killed as a result of a mine explosion, had acted in violation of rule 13 (e) framed under section 4 of the Mines and Machinery Protection Ordinance and was therefore acting outside the scope of his employment.

*Held*; that whatever the cause of the explosion, in view of the Commissioner's finding that it was not due to any act of the deceased which may even remotely be said to be a breach of rule 13 (e), the contention could not prevail.

**A**PPPEAL from an order of the Commissioner of Workmen's Compensation.

*N. E. Weerasooriya, K.C.*, with *E. B. Wickremanayake*, for appellant.

No appearance for respondent.

December 6, 1938. DE KRETSEER J.—

The appeals in this and the connected case arise out of the same incident and the two appeals were argued together.

The Commissioner's finding on the facts is not in dispute and is borne out by the evidence.

The facts are these.—Six shots or charges of dynamite were laid and were fired at 11.30 p.m. Five explosions were heard, but the sixth was supposed to be extra loud and there was some surmise as to whether two of the explosions might not have occurred simultaneously.

In the event of a charge missing fire no one may enter the mine until a period of four hours has elapsed from the time at which the fuse was lighted, according to regulation 13 (d) framed under section 4 of the Mines and Machinery Protection Ordinance, No. 2 of 1896, and published in *Gazette* No. 6,260 of September 11, 1938.

Acting rightly on the assumption that a charge had missed fire no one entered the mine till 3.30 a.m. The owner had instructed the Head Baas to go into the mine in cases of unignited charges, presumably for investigation. The deceased, Abraham was the Head Baas, and according to the evidence he went in at 3.30 a.m. to investigate, being further requested to do so by the other two Baases interested in the operations. The Commissioner may not be correct in the conclusion he drew as to what happened next but the error, if at all, does not affect the case. The Commissioner held that the explosion occurred whilst the deceased was looking for the unexploded charge. The evidence is that he searched and reported that no unexploded charge remained and therefore fresh boring operations were started.

It may be, however, that in order to search the debris had to be moved and that in moving these a percussion was produced strong enough to fire the unexploded charge.

The position is not altered by evidence given at the inquest, to a part of which the appellant refers in his petition of appeal. Apparently whilst operations were going on there was an explosion as a result of which Abraham was killed and another Baas, Deonis, was injured.

What exactly caused the explosion is not explained. One of the witnesses tried to make out that the deceased deliberately started to re-bore where the undischarged shot lay and did so in spite of warning. That evidence was rejected by the Commissioner—in my opinion quite rightly, though my opinion on the finding on facts is not called for.

For the appellant it is contended that the deceased had acted in violation of rule 13 (e) of the rules previously referred to and was therefore acting outside the scope of his employment and certain English Cases were referred to. The rule is as follows :—

“ A charge of explosive which has missed fire must not be withdrawn from the hole. Another hole shall be made not less than six inches from the original one, by firing which fresh hole the original charge shall be exploded. ”

There is no suggestion that the deceased attempted to withdraw the previous charge. The rule rather suggests that the hole will be stuffed with the previous charge. This was the case in *Plumb v. Cobden Flour Mills Company Limited* (1914 A. C. page 62). So that the evidence that he started boring and went on boring rather suggests that he made an independent bore, perhaps in too close proximity to the previous one, which he had failed to discover owing to the debris thrown up by the earlier explosions and partly perhaps owing to the obsession that two charges had exploded together. But, whatever, the cause of the explosion, the finding is that it was not due to any act of the deceased which may even remotely be said to be a breach of the rule referred to. The whole foundation of the contention for the appellant fails and it is unnecessary to decide whether section 3 of our Ordinance has taken over provisions of the unamended English Statute and only made an unsuccessful attempt to graft the provisions of the amending Statute on it. The case of *Bourton v. Beauchamp* (1920 A. C. page 1001) has no application to the facts of this case. I shall only say very briefly that the Courts in England having ruled that a person disregarding a statutory rule was acting outside the scope of his employment because the rule limited that scope and having refused to entertain the contention that the rule merely gave directions as to how the work should be done, an amendment was made to the effect that when death resulted the deceased should be deemed to have been acting within the scope of his employment.

Our Ordinance reached the same goal by using the words “ course of his employment ” in their ordinary sense and the proviso (b), when the introducing line and sub-section (ii) are read together, brought our law into line with the English Law on this point.

The contention that the Legislature wished to draft our law on the lines of the law existing in England but failed to do so cannot be lightly entertained. To accept the contention for the appellant would lead to this position, viz., that a person disregarding a rule was acting outside the scope of his employment and was not therefore acting in the course of his employment and therefore the Ordinance did not apply to him, and yet the Legislature had unnecessarily provided for the case of a person wilfully disobeying a rule expressly framed for the purpose of securing the safety of workmen.

The appeal fails and is dismissed.

*Appeal dismissed.*





## DECISIONS OF WAGES BOARDS

### WAGES BOARD FOR THE PLUMBAGO TRADE

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

The decisions made by the Wages Board for the Plumbago Trade and set out in the Schedule to the notification published in *Gazette* No. 9,453 of August 24, 1945, as subsequently varied, shall be further varied by the substitution, for Part II of that Schedule, of the following new Part :—

#### Part II

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

- (1) A basic rate, and
- (2) A Special allowance as, set out hereunder.

<i>Class of Workers</i>	<i>Basic rate for a normal working day</i>
	<i>Rs. c.</i>
Underground workers—	
Drillers (hand and machine) .. .. .	2 0
Blasters .. .. .	2 0
Shaft drivers .. .. .	2 0
Timbermen .. .. .	2 0
Stoppers (excavators) .. .. .	2 0
Muckers .. .. .	1 50
Trolley-men .. .. .	1 50
Shift bosses .. .. .	2 8
Overseers and kanganyies .. .. .	2 25
Basses .. .. .	2 75
Loaders .. .. .	2 25
Unskilled labourers .. .. .	1 50
Onsetters or donakatarayas .. .. .	2 25
Underground and surface workers—	
Mechanics, fitters and electricians .. .. .	2 50
Mechanics, fitters and electricians (assistants) .. .. .	1 50
Winchmen and hoistmen .. .. .	2 50
Windlassmen (dabare workers) .. .. .	1 50
Checkers .. .. .	2 25
Pumpmen .. .. .	2 50
Enginemmen .. .. .	2 50

Class of Workers	Basic rate for a normal working day	
	Rs.	c.
Surface workers—		
Unskilled labourers .. .. .	1	24
Blacksmiths .. .. .	2	0
Drill sharpeners .. .. .	2	0
Smithy boys .. .. .	1	24
Boilermen .. .. .	2	0
Carpenters .. .. .	2	50
Masons .. .. .	2	50
Carters .. .. .	1	50
Watchers .. .. .	1	50
Overseers .. .. .	2	25
Firewood carriers and splitters .. .. .	1	60
Cooks .. .. .	1	24
Bakkikarayas or banksmen .. .. .	2	0

Workers employed in the following tasks connected with curing and dressing :—

	Within the Colombo area		Outside the Colombo area	
	Rs.	c.	Rs.	c.
(A) Packing, sorting, chipping, crushing, screening, sifting, washing, polishing, grading, transporting plumbago, marking and stitching bags, and loading and unloading bags				
For a male worker not under 18 years of age ..	1	25	1	0
For a female worker not under 18 years of age ..	1	0	0	84
For a worker, irrespective of sex, under 18 years of age ..	0	50	0	40

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

	Rs.	c.
(B) As overseers and kanganies .. .. .	2	0

*Rate of Special Allowance for a normal working day in any month*

Where the cost of living index number for the preceding month is 215, the special allowance shall be—

(a) in the case of workers other than workers employed in tasks connected with curing and dressing of marketable plumbago—

	Cents
for a male worker not under 18 years of age .. .. .	67
for a female worker not under 18 years of age .. .. .	54
for a worker, irrespective of sex, under 18 years of age .. .. .	47

(b) in the case of workers employed in tasks connected with curing and dressing of marketable plumbago—

	Cents
for a male worker not under 18 years of age .. .. .	87
for a female worker not under 18 years of age .. .. .	74
for a worker, irrespective of sex, under 18 years of age .. .. .	67

Where the cost of living index number for the preceding month is above or below 215, the rates 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.
- 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.

\* TABLE ILLUSTRATING THE APPLICATION OF PRECEDING PARAGRAPH

1. Special Allowance in the event of a rise in the Index Number

Special Allowance

Index Numbers	Workers, other than workers employed in tasks connected with curing and dressing of marketable plumbago				Workers employed in tasks connected with curing and dressing of marketable plumbago			
	For a male worker not under 18 years of age	For a female worker not under 18 years of age	For a worker, irrespective of sex, under 18 years of age	Rs. c.	For a male worker not under 18 years of age	For a female worker not under 18 years of age	For a worker, irrespective of sex, under 18 years of age	Rs. c.
215-219	0 67	0 54	0 47	0 87	0 74	0 67	0 67	
220-224	0 70	0 56	0 49	0 90	0 76	0 69	0 69	
225-229	0 73	0 58	0 51	0 93	0 78	0 71	0 71	
230-234	0 76	0 60	0 53	0 96	0 80	0 73	0 73	
235-239	0 79	0 62	0 55	0 99	0 82	0 75	0 75	
240-244	0 82	0 64	0 57	1 2	0 84	0 77	0 77	
245-249	0 85	0 66	0 59	1 5	0 86	0 79	0 79	
250-254	0 88	0 68	0 61	1 8	0 88	0 81	0 81	
255-259	0 91	0 70	0 63	1 11	0 90	0 83	0 83	
260-264	0 94	0 72	0 65	1 14	0 92	0 85	0 85	
265-269	0 97	0 74	0 67	1 17	0 94	0 87	0 87	
270-274	1 0	0 76	0 69	1 20	0 96	0 89	0 89	
275-279	1 3	0 78	0 71	1 23	1 0	0 91	0 91	
280-284	1 6	0 80	0 73	1 26	1 2	0 93	0 93	
285-289	1 9	0 82	0 75	1 29	1 4	0 95	0 95	
290-294	1 12	0 84	0 77	1 32	1 4	0 97	0 97	
295-299	1 15	0 86	0 79	1 35	1 6	0 99	0 99	

II. Special Allowance in the event of a fall in the Index Number	
Index Numbers	Rs. c.
215-219	0 67
220-224	0 64
225-229	0 61
230-234	0 58
235-239	0 55
240-244	0 52
245-249	0 49
250-254	0 46
255-259	0 43
260-264	0 40
265-269	0 37
270-274	0 34
275-279	0 31
280-284	0 28
285-289	0 25
290-294	0 22
295-299	0 19

## WAGES BOARDS ORDINANCE

### NOTICE TO EMPLOYERS

By virtue of the powers vested in me by section 49 of the Wages Boards Ordinance, No. 27 of 1941, I, Muttiah Rajanayagam, Commissioner of Labour, do hereby require every employer in the trades mentioned in Schedules I and II below to furnish me within one month of the date of this notification a return in the forms set out below.

2. Employers in the trades mentioned in Schedule I should furnish returns in Form A and those in the trades mentioned in Schedule II should furnish returns as in Form B appended to the notice.

3. Any employer who fails to send in a return will be guilty of an offence punishable under the Wages Boards Ordinance.

4. All returns required to be furnished under this notice and any correspondence thereon should be addressed to the Commissioner of Labour, Branch S, Colombo 3.

M. RAJANAYAGAM,  
Commissioner of Labour.

Labour Department,  
Colombo, July 3, 1951.

#### SCHEDULE I

1. Tea Growing and Manufacturing Trade.
2. Cocoa, Cardamoms and Pepper Growing and Manufacturing Trade.
3. Rubber Growing and Manufacturing Trade.
4. Coconut Growing Trade.

#### SCHEDULE II

1. Coconut Manufacturing Trade.
2. Printing Trade.
3. Engineering Trade.
4. Plumbago Trade.
5. Tea Export Trade.
6. Rubber Export Trade.
7. Toddy, Arrack and Vinegar Trade.
8. Cigar Manufacturing Trade.
9. Motor Transport Trade.
10. Match Manufacturing Trade.
11. Dock, Harbour and Port Transport Trade.
12. Cinema Trade.
13. Building Trade.

## Form A

1. Nature of the Trade : \_\_\_\_\_.
2. Name of estate (If a Group, names of estates comprising the Group should also be shown) : \_\_\_\_\_.
3. Post town : \_\_\_\_\_.
4. Revenue District : \_\_\_\_\_.
5. Total acreage of estate : \_\_\_\_\_.
6. Acreage planted in :
 

(i) Tea : _____.	(v) Coconut : _____.
(ii) Rubber : _____.	(vi) Pepper : _____.
(iii) Cocoa : _____.	(vii) Others : _____.
(iv) Cardamoms : _____.	
7. No of employees as on June 30, 1951. Employees who were temporarily absent on this date due to sickness, leave or for any other reason should be included.

<i>Grade of Employee</i>	<i>Ceylonese</i>				<i>Non-Ceylonese</i>			
	<i>Men</i>	<i>Wo- men</i>	<i>Child Workers</i>		<i>Men</i>	<i>Wo- men</i>	<i>Child Workers</i>	
			<i>Males</i>	<i>Fe- males</i>			<i>Males</i>	<i>Fe- males</i>
1. Managerial ..								
2. Subordinate Staff— ..								
(a) Technical ..								
(b) Clerical ..								
3. (i) Workers paid under the Wages Board for—								
(a) Tea Growing and Manufacturing Trade								
(b) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade								
(c) Rubber Growing and Manufacturing Trade								
(d) Coconut Growing Trade								
(e) Engineering Trade*								
(f) Motor Transport Trade*								
(ii) Workers not covered by any Wages Board ..								
4. Others, if any ..								

\* The number of employees under these Trades should be shown classified according to the class or category of workers as defined by the Wages Boards.

**Form B**

1. Nature of the Trade : \_\_\_\_\_.
2. Name of establishment : \_\_\_\_\_.
3. Address : \_\_\_\_\_.
4. Revenue District : \_\_\_\_\_.
5. Number of employees as on June 30, 1951. Employees who were temporarily absent on this date due to sickness, leave or for any other reason should be included.

*N.B.*—When furnishing information under item 4 below, please show the workers classified according to the class or category of workers as defined by the Wages Board for the Trade.

<i>Grade of Employee</i>	<i>Ceylonese</i>			<i>Non-Ceylonese</i>		
	<i>Men</i>	<i>Women</i>	<i>Young Persons, i.e., under 18 years</i>	<i>Men</i>	<i>Women</i>	<i>Young Persons, i.e., under 18 years</i>
1. Managerial ..						
2. Technical ..						
3. Clerical ..						
4. Workers paid under the Wages Board for the—						
(a) Trade under reference						
(b) Other Trades (Show the number in each trade separately)						
5. Workers not covered by any Wages Board ..						
6. Others, if any ..						

# 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	107
1944	102	94	105	156	127	109
1945	110	94	112	165	158	121
1946	113	111	124	180	155	125
1947	126	121	136	213	157	138
1948	138	101	148	189	157	142
1949	144	97	129	156	148	141
1950	154	102	129	155	154	149
January	155	96	129	152	151	148
February	154	97	129	150	155	148
March	151	95	129	149	151	145
April	150	96	129	151	154	145
May	151	95	129	151	153	146
June	154	96	129	151	154	148
July	155	96	129	153	155	149
August	156	97	129	151	158	150
September	162	106	129	155	158	155
October	158	113	129	158	155	152
November	155	116	129	166	154	151
December	151	115	129	175	152	149
1951—						
January	157	113	129	177	155	153
February	159	111	129	184	154	155
March	157	113	129	195	156	155
April	156	113	129	196	158	155
May	155	116	129	198	161	155
June	155	113	129	199	162	155

## TABLE II—COST OF LIVING INDEX NUMBERS—ESTATE LABOUR

**Base : July-September, 1939 = 100**

### GROUPS OF HOUSEHOLD EXPENDITURE

Year	Food	Clothing	Fuel and Light	Miscel- laneous	Final Index Number
Group weights	64	12	8	16	
<b>INDEX NUMBERS</b>					<i>(July-Sept., 1939 = 100)</i>
<i>Base : July-September, 1939 = 100</i>					
1939 ..	100	100	100	100	100
1940 ..	106	113	107	105	107
1941 ..	119	126	108	115	119
1942 ..	160	139	117	135	154
<i>Base : October, 1942 = 100</i>					<i>Index Number October, 1942 = 100</i>
Group weights	701	119	14	166	
1943 ..	108	149	104	116	115 .. 199
1944 ..	110	202	105	114	122 .. 211
1945 ..	115	196	104	137	128 .. 222
1946 ..	118	214	106	131	131 .. 228
1947 ..	124	220	112	139	138 .. 239
1948 ..	142	224	112	128	149 .. 259
1949 ..	154	182	111	126	152 .. 264
1950 ..	164	162	108	134	158 .. 274
January	165	160	108	127	157 .. 273
February	168	155	108	134	160 .. 277
March	166	155	108	135	159 .. 275
April ..	166	157	108	134	159 .. 275
May ..	161	158	108	134	155 .. 269
June ..	162	162	108	132	156 .. 271
July ..	162	164	108	135	158 .. 272
August	164	164	108	142	160 .. 277
September	166	163	108	138	160 .. 278
October	163	165	108	134	158 .. 273
November	164	166	108	133	158 .. 274
December	158	170	108	134	155 .. 268
1951—					
January	161	172	108	134	157 .. 272
February	172	181	108	137	166 .. 288
March	174	185	108	134	168 .. 291
April	173	194	108	137	169 .. 292
May	168	202	108	135	166 .. 287
June	163	217	108	136	164 .. 285



### 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
April	6,077	9,215	12,757	30,485	58,534
May	5,669	8,768	12,151	29,428	56,016

\* 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	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	878	2,128	1,239	2,363	259	431	841	120	46	65	—	1,497	21,366*
1946	25,805	1,117	803	993	3,397	726	352	816	119	438	727	—	611	36,544†
1947	21,589	2,289	1,043	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	703	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
May	37,026	3,503	2,572	4,644	1,925	626	1,039	1,758	475	837	345	952	314	56,016

\* 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	..	10,120	..	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
		May	..	264	..	89	..	151	..	375	..	879

## TABLE VI—UNEMPLOYMENT

**Table showing the number of Unemployed Persons Registered and the number placed in Employment during the Month of May, 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) ..	286	138	397	50	434	53	1,169	117	2,286	358
Negombo ..	40	5	47	10	61	14	260	67	408	96
Kalutara ..	25	3	26	—	106	4	91	5	248	12
Galle ..	55	7	30	—	109	5	122	12	316	24
Kandy ..	120	20	75	7	256	20	273	12	724	59
Nawalapitiya ..	5	—	4	—	21	—	23	6	53	6
Kurunegala ..	17	6	12	7	66	14	43	8	138	35
Jaffna ..	68	38	26	5	88	25	52	5	234	73
Ratnapura ..	15	—	3	1	33	1	19	8	70	10
Badulla ..	15	17	14	4	27	4	25	25	81	50
Batticaloa ..	5	13	4	1	11	2	14	8	34	24
Kalmunai ..	7	—	88	3	20	2	421	92	536	97
Trincomalee ..	15	9	11	—	30	2	22	10	78	21
Women's (Colombo)	72	8	30	1	47	5	74	—	223	14
<b>Total ..</b>	<b>745</b>	<b>264</b>	<b>767</b>	<b>89</b>	<b>1,309</b>	<b>151</b>	<b>2,608</b>	<b>375</b>	<b>5,429</b>	<b>876</b>

**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	4,235	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	2,203	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
March	8	1,199	3,895	5	2,218*	274*
April	4	1,123	5,621	6	527*	4,660*

\* 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 APRIL, 1951, BY INDUSTRIES OR TRADES**

Industry or Trade		Number of		Number of	Number of
		Strikes	Workers involved		
Plantations—Tea	..	1	..	242	.. 3,999
Rubber	..	2	..	261	.. 382
Tea-cum-Rubber	..	1	..	620	.. 1,240
Coconut	..	—	..	—	.. —
Coconut-cum-Rubber	..	—	..	—	.. —
<b>Total</b>	..	<b>4</b>		<b>1,123</b>	<b>5,621</b>
Engineering	..	—	..	—	.. —
Printing	..	—	..	—	.. —
Motor Transport	..	—	..	—	.. —
Tea Export	..	—	..	—	.. —
Rubber Export	..	—	..	—	.. —
Coconut Manufacturing	..	—	..	—	.. —
Toddy, Arrack and Vinegar	..	—	..	—	.. —
Match Manufacturing	..	—	..	—	.. —
Plumbago	..	—	..	—	.. —
Cinema	..	—	..	—	.. —
Dock, Harbour and Port Transport	..	1	..	111	.. 98
Building Trade	..	—	..	—	.. —
Local Government Service	..	2	..	72	.. 348
Service Institutions	..	—	..	—	.. —
Factories, Workshops, &c., run by the State	..	—	..	—	.. —
Textile	..	—	..	—	.. —
Relief Schemes	..	1	..	135	.. 34
Wholesale and Retail Distribution	..	—	..	—	.. —
Aerated Waters and Ice Manufacturing	..	—	..	—	.. —
Beedi Manufacturing	..	—	..	—	.. —
Miscellaneous Trades	..	2	..	209*	4,180*
<b>Total</b>	..	<b>6</b>		<b>527*</b>	<b>4,660*</b>
<b>Grand Total</b>	..	<b>10</b>		<b>1,650*</b>	<b>10,281*</b>

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

Cause	Number of		Number of	
	Strikes		Workers Involved	
	Plantation	Others	Plantation	Others
1. Dismissal or loss of employment in any way.				
Failure to provide work	.. 2	.. 2	.. 862	.. 13*
2. Wage increases. Higher rates for piece work, &c.	.. —	.. 1	.. —	.. 209
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	.. —	.. 2	.. —	.. 246
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	.. —	.. 1	.. —	.. 59
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	.. 1	.. —	.. 121	.. —
10. General demands	.. 1	.. —	.. 140	.. —
11. Sympathetic strikes	.. —	.. —	.. —	.. —
<b>Total</b>	.. <b>4</b>	.. <b>6</b>	.. <b>1,123</b>	.. <b>527*</b>

\* 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	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	—
May	5,827	103	5,930	13	8,690	8,703	—	2,773
June	6,756	140	6,896	11	5,536	5,547	1,349	—

## APPENDIX I

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

Month: July, 1951.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
<b>Tea Growing and Manufacturing Trade.</b>			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10	1 9	2 19
Female worker not under 15 years ..	0 90	0 82	1 72
Child worker ..	0 65	0 75	1 40
<b>Cocoa, Cardamom and Pepper Growing and Manufacturing Trade.</b>			
<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
<b>Rubber Growing and Manufacturing Trade.</b>			
<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
<b>Coconut Growing Trade.</b>			
<i>Daily Rates.</i>			
The raising and maintenance of a coconut plantation; and			
The manufacture of copra—			
Kangany ..	0 90	1 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
<b>Coconut Manufacturing Trade.</b>			
The manufacture of desiccated coconut;			
The manufacture of coconut oil; and			
The manufacture of fibre and coir products—			
Within the Colombo area—			
Kangany ..	1 44	1 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.			
<b>Engineering Trade.</b>			
<i>Daily Rates.</i>			
Unskilled labourer ..	1 24	1 30	2 54
Semi-skilled, Grade I ..	1 44	1 40	2 84
Semi-skilled, Grade II ..	1 28	1 40	2 68
Skilled worker ..	1 80	1 40	3 20
Kangany ..	1 60	1 40	3 0
Watcher ..	1 50	1 40	2 90



Month: July, 1951.

<i>Class of Worker</i>	<i>Basic Wage</i> Rs. c.	<i>Special Allowance</i> Rs. c.	<i>Total</i> Rs. c.
<b>Engineering Trade (contd.)</b>			
<i>Trade Learners and Apprentices.</i>			
1st year .. .. .	0 40 .. .. .	0 42 .. .. .	0 82
2nd year .. .. .	0 56 .. .. .	0 52 .. .. .	1 8
3rd year .. .. .	0 72 .. .. .	0 79 .. .. .	1 51
4th year .. .. .	0 96 .. .. .	0 94 .. .. .	1 90
<b>Printing Trade.</b>			
<i>Monthly Rates.</i>			
Class A worker .. .. .	100 0 .. .. .	77 0 .. .. .	177 0
B " .. .. .	75 0 .. .. .	59 0 .. .. .	134 0
C " .. .. .	50 0 .. .. .	50 0 .. .. .	100 0
D " .. .. .	40 0 .. .. .	41 0 .. .. .	81 0
E " .. .. .	37 50 .. .. .	38 79 .. .. .	76 29
F " .. .. .	18 0 .. .. .	21 20 .. .. .	39 20
G " .. .. .	40 0 .. .. .	41 0 .. .. .	81 0
Class A 1st year learner .. .. .	30 0 .. .. .	24 10 .. .. .	54 10
B " .. .. .	22 50 .. .. .	18 70 .. .. .	41 20
C " .. .. .	20 0 .. .. .	20 50 .. .. .	40 50
D " .. .. .	16 0 .. .. .	16 90 .. .. .	32 90
Class A 2nd year learner .. .. .	40 0 .. .. .	31 80 .. .. .	71 80
B " .. .. .	37 50 .. .. .	30 0 .. .. .	67 50
C " .. .. .	25 0 .. .. .	25 42 .. .. .	50 42
D " .. .. .	20 0 .. .. .	21 0 .. .. .	41 0
Class A 3rd year learner .. .. .	50 0 .. .. .	39 50 .. .. .	89 50
B " .. .. .	45 0 .. .. .	35 90 .. .. .	80 90
C " .. .. .	30 0 .. .. .	30 50 .. .. .	60 50
D " .. .. .	24 0 .. .. .	25 10 .. .. .	49 10
Class A 4th year learner .. .. .	65 0 .. .. .	50 80 .. .. .	115 80
B " .. .. .	56 25 .. .. .	44 42 .. .. .	100 67
C " .. .. .	37 50 .. .. .	37 79 .. .. .	75 29
D " .. .. .	30 0 .. .. .	31 0 .. .. .	61 0
Class A 5th year learner .. .. .	80 0 .. .. .	62 60 .. .. .	142 60

**Cigar Trade.**

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

**Plumbago Trade.**

*Daily Rates.*

**Underground workers—**

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

**Underground and surface workers—**

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

Month : July, 1951.

<i>Class of Worker</i>	<i>Basic Wage</i> Rs. c.	<i>Special Allowance</i> Rs. c.	<i>Total</i> Rs. c.
<b>Plumbago Trade (contd.)</b>			
Surface workers—			
Carpenters } .. ..	2 50	1 9	3 59
Masons } .. ..	2 25	1 9	3 34
Overseers .. ..	2 0	1 9	3 9
Blacksmiths } .. ..	2 0	1 9	3 9
Boilermen } .. ..	2 0	1 9	3 9
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 } .. ..	1 50	1 9	2 59
Bakkikarayas or Banksmen .. ..	2 0	1 9	3 9
Cooks } .. ..	1 24	1 9	2 33
Smithy boys } .. ..	1 24	1 9	2 33
Unskilled labourers } .. ..	1 24	1 9	2 33

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

Workers employed in curing and dressing—

(A) As overseers and kanganies .. ..	2 0	1 29	3 29
(B) On different jobs—			

Within the Colombo area—

Male worker not under 18 years .. ..	1 25	1 29	2 54
Female worker not under 18 years .. ..	1 0	1 2	2 2
Worker under 18 years .. ..	0 50	0 95	1 45

Outside the Colombo area—

Male worker not under 18 years .. ..	1 0	1 29	2 29
Female worker not under 18 years .. ..	0 84	1 2	1 86
Worker under 18 years .. ..	0 40	0 95	1 35

“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: July, 1951

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

*Daily Rates.*

Unskilled labourers—

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

Month: July, 1951.

*Class of Worker*

*Basic  
Wage  
Rs. c.*

*Special  
Allowance  
Rs. c.*

*Total  
Rs. c.*

**Match Manufacturing Trade (contd.)**

*Daily Rates*

*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—*

Watchman .. ..	1 50 ..	1 40 ..	2 90
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**Cinema Trade.**

*Within the Municipal areas.*

**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

*Outside the Municipal areas.*

**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.**

*Manual Work.*

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

*Women Workers.*

Female Kanganies .. ..	35 0 ..	24 75 ..	59 75
Female labourers .. ..	30 0 ..	24 75 ..	54 75

*Non-manual Workers.*

Special Grade .. ..	75 0 ..	37 0 ..	112 0
Grade I .. ..	55 0 ..	27 75 ..	82 75

Month : July, 1951.

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

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during July, 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
31	34 10	33 79	67 89	27 90	25 42	53 32	20 15	23 25	43 40	31

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

**APPENDIX II (B)**

**Ready Reckoner showing the Basic Wages, Special Allowance and the Minimum Wages payable for the number of days worked during July, 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 54½	1 19½	0 60	0 41	1 1	0 47½	0 37½	0 85	1
2	1 30	1 9	2 39	1 20	0 82	2 2	0 95	0 75	1 70	2
3	2 60	2 18	4 78	2 40	1 64	4 4	1 90	1 50	3 40	3
4	3 90	3 27	7 17	3 60	2 46	6 6	2 85	2 25	5 10	4
5	5 20	4 36	9 56	4 80	3 28	8 8	3 80	3 0	6 80	5
6	6 50	5 45	11 95	6 0	4 10	10 10	4 75	3 75	8 50	6
7	7 80	6 54	14 34	7 20	4 92	12 12	5 70	4 50	10 20	7
8	9 10	7 63	16 73	8 40	5 74	14 14	6 65	5 25	11 90	8
9	10 40	8 72	19 12	9 60	6 56	16 16	7 60	6 0	13 60	9
10	11 70	9 81	21 51	10 80	7 38	18 18	8 55	6 75	15 30	10
11	13 0	10 90	23 90	12 0	8 20	20 20	9 50	7 50	17 0	11
12	14 30	11 99	26 29	13 20	9 2	22 22	10 45	8 25	18 70	12
13	15 60	13 8	28 68	14 40	9 84	24 24	11 40	9 0	20 40	13
14	16 90	14 17	31 7	15 60	10 66	26 26	12 35	9 75	22 10	14
15	18 20	15 26	33 46	16 80	11 48	28 28	13 30	10 50	23 80	15
16	19 50	16 35	35 85	18 0	12 30	30 30	14 25	11 25	25 50	16
17	20 80	17 44	38 24	19 20	13 12	32 32	15 20	12 0	27 20	17
18	22 10	18 53	40 63	20 40	13 94	34 34	16 15	12 75	28 90	18
19	23 40	19 62	43 2	21 60	14 76	36 36	17 10	13 50	30 60	19
20	24 70	20 71	45 41	22 80	15 58	38 38	18 5	14 25	32 30	20
21	26 0	21 80	47 80	24 0	16 40	40 40	19 0	15 0	34 0	21
22	27 30	22 89	50 19	25 20	17 22	42 42	19 95	15 75	35 70	22
23	28 60	23 98	52 58	26 40	18 4	44 44	20 90	16 50	37 40	23
24	29 90	25 7	54 97	27 60	18 86	46 46	21 85	17 25	39 10	24
25	31 20	26 16	57 36	28 80	19 68	48 48	22 80	18 0	40 80	25
26	32 50	27 25	59 75	30 0	20 50	50 50	23 75	18 75	42 50	26
27	33 80	28 34	62 14	31 20	21 32	52 52	24 70	19 50	44 20	27
28	35 10	29 43	64 53	32 40	22 14	54 54	25 65	20 25	45 90	28
29	36 40	30 52	66 92	33 60	22 96	56 56	26 60	21 0	47 60	29
30	37 70	31 61	69 31	34 80	23 78	58 58	27 55	21 75	49 30	30
31	39 0	32 70	71 70	36 0	24 60	60 60	28 50	22 50	51 0	31
32	40 30	33 79	74 9	37 20	25 42	62 62	29 45	23 25	52 70	32

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

**APPENDIX III (A)**

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

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
					Within the Colombo area				Outside the Colombo area				
	Kan-gany	Male	Fe-male	Young Per-sons	Kan-gany	Male	Fe-male	Young Per-sons	Kan-gany	Male	Fe-male	Young Per-sons	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 99½	0 92	0 71	0 62½	1 35½	1 25½	0 97½	0 81½	1 23½	1 13½	0 87½	0 74	½
1	1 99	1 84	1 42	1 25	2 71	2 51	1 95	1 63	2 47	2 27	1 75	1 48	1
2	3 98	3 68	2 84	2 50	5 42	5 2	3 90	3 26	4 94	4 54	3 50	2 96	2
3	5 97	5 52	4 26	3 75	8 13	7 53	5 85	4 89	7 41	6 81	5 25	4 44	3
4	7 96	7 36	5 68	5 0	10 84	10 4	7 80	6 52	9 88	9 8	7 0	5 92	4
5	9 95	9 20	7 10	6 25	13 55	12 55	9 75	8 15	12 35	11 35	8 75	7 40	5
6	11 94	11 4	8 52	7 50	16 26	15 6	11 70	9 78	14 82	13 62	10 50	8 88	6
7	13 93	12 88	9 94	8 75	18 97	17 57	13 65	11 41	17 29	15 89	12 25	10 36	7
8	15 92	14 72	11 36	10 0	21 68	20 8	15 60	13 4	19 76	18 16	14 0	11 84	8
9	17 91	16 56	12 78	11 25	24 39	22 59	17 55	14 67	22 23	20 43	15 75	13 32	9
10	19 90	18 40	14 20	12 50	27 10	25 10	19 50	16 30	24 70	22 70	17 50	14 80	10
11	21 89	20 24	15 62	13 75	29 81	27 61	21 45	17 93	27 17	24 97	19 25	16 28	11
12	23 88	22 8	17 4	15 0	32 52	30 12	23 40	19 56	29 64	27 24	21 0	17 76	12
13	25 87	23 92	18 46	16 25	35 23	32 63	25 35	21 19	32 11	29 51	22 75	19 24	13
14	27 86	25 76	19 88	17 50	37 94	35 14	27 30	22 82	34 58	31 78	24 50	20 72	14
15	29 85	27 60	21 30	18 75	40 65	37 65	29 25	24 45	37 5	34 5	26 25	22 20	15
16	31 84	29 44	22 72	20 0	43 36	40 16	31 20	26 8	39 52	36 32	28 0	23 68	16
17	33 83	31 28	24 14	21 25	46 7	42 67	33 15	27 71	41 99	38 59	29 75	25 16	17
18	35 82	33 12	25 56	22 50	48 78	45 18	35 10	29 34	44 46	40 86	31 50	26 64	18
19	37 81	34 96	26 98	23 75	51 49	47 69	37 5	30 97	46 93	43 13	33 25	28 12	19
20	39 80	36 80	28 40	25 0	54 20	50 20	39 0	32 60	49 40	45 40	35 0	29 60	20
21	41 79	38 64	29 82	26 25	56 91	52 71	40 95	34 23	51 87	47 67	36 75	31 8	21
22	43 78	40 48	31 24	27 50	59 62	55 22	42 90	35 86	54 34	49 94	38 50	32 56	22
23	45 77	42 32	32 66	28 75	62 33	57 73	44 85	37 49	56 81	52 21	40 25	34 4	23
24	47 76	44 16	34 8	30 0	65 4	60 24	46 80	39 12	59 28	54 48	42 0	35 52	24
25	49 75	46 0	35 50	31 25	67 75	62 75	48 75	40 75	61 75	56 75	43 75	37 0	25
26	51 74	47 84	36 92	32 50	70 46	65 26	50 70	42 38	64 22	59 2	45 50	38 48	26
27	53 73	49 68	38 34	33 75	73 17	67 77	52 65	44 1	66 69	61 29	47 25	39 96	27
28	55 72	51 52	39 76	35 0	75 88	70 28	54 60	45 64	69 16	63 56	49 0	41 44	28
29	57 71	53 36	41 18	36 25	78 59	72 79	56 55	47 27	71 63	65 83	50 75	42 92	29
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
31	61 69	57 4	44 2	38 75	84 1	77 81	60 45	50 53	76 57	70 37	54 25	45 88	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 workers under 18 years of age.



## APPENDIX III (B)

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

No. of Days	Males Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	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.	
½	1 27	1 40	1 50	1 40	1 45	1 9	0 71	0 78½	0 86	1 1	½
1	2 54	2 80	3 0	2 80	2 90	2 18	1 42	1 57	1 72	2 2	1
2	5 8	5 60	6 0	5 60	5 80	4 36	2 84	3 14	3 44	4 4	2
3	7 62	8 40	9 0	8 40	8 70	6 54	4 26	4 71	5 16	6 6	3
4	10 16	11 20	12 0	11 20	11 60	8 72	5 68	6 28	6 88	8 8	4
5	12 70	14 0	15 0	14 0	14 50	10 90	7 10	7 85	8 60	10 10	5
6	15 24	16 80	18 0	16 80	17 40	13 8	8 52	9 42	10 32	12 12	6
7	17 78	19 60	21 0	19 60	20 30	15 26	9 94	10 99	12 4	14 14	7
8	20 32	22 40	24 0	22 40	23 20	17 44	11 36	12 56	13 76	16 16	8
9	22 86	25 20	27 0	25 20	26 10	19 62	12 78	14 13	15 48	18 18	9
10	25 40	28 0	30 0	28 0	29 0	21 80	14 20	15 70	17 20	20 20	10
11	27 94	30 80	33 0	30 80	31 90	23 98	15 62	17 27	18 92	22 22	11
12	30 48	33 60	36 0	33 60	34 80	26 16	17 4	18 84	20 64	24 24	12
13	33 2	36 40	39 0	36 40	37 70	28 34	18 46	20 41	22 36	26 26	13
14	35 56	39 20	42 0	39 20	40 60	30 52	19 88	21 98	24 8	28 28	14
15	38 10	42 0	45 0	42 0	43 50	32 70	21 30	23 55	25 80	30 30	15
16	40 64	44 80	48 0	44 80	46 40	34 88	22 72	25 12	27 52	32 32	16
17	43 18	47 60	51 0	47 60	49 30	37 6	24 14	26 69	29 24	34 34	17
18	45 72	50 40	54 0	50 40	52 20	39 24	25 56	28 26	30 96	36 36	18
19	48 26	53 20	57 0	53 20	55 10	41 42	26 98	29 83	32 68	38 38	19
20	50 80	56 0	60 0	56 0	58 0	43 60	28 40	31 40	34 40	40 40	20
21	53 34	58 80	63 0	58 80	60 90	45 78	29 82	32 97	36 12	42 42	21
22	55 88	61 60	66 0	61 60	63 80	47 96	31 24	34 54	37 84	44 44	22
23	58 42	64 40	69 0	64 40	66 70	50 14	32 66	36 11	39 56	46 46	23
24	60 96	67 20	72 0	67 20	69 60	52 32	34 8	37 68	41 28	48 48	24
25	63 50	70 0	75 0	70 0	72 50	54 50	35 50	39 25	43 0	50 50	25
26	66 4	72 80	78 0	72 80	75 40	56 68	36 92	40 82	44 72	52 52	26
27	68 58	75 60	81 0	75 60	78 30	58 86	38 34	42 39	46 44	54 54	27
28	71 12	78 40	84 0	78 40	81 20	61 4	39 76	43 96	48 16	56 56	28
29	73 66	81 20	87 0	81 20	84 10	63 22	41 18	45 53	49 88	58 58	29
30	76 20	84 0	90 0	84 0	87 0	65 40	42 60	47 10	51 60	60 60	30
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 July, 1951, to workers in the Engineering Trade**

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganiss	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.	
½	1 27	1 42	1 34	1 60	1 50	1 45	0 41	0 54	0 75½	0 95	½
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 52	28 3	39 28	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 July, 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.	
1/2	1 60	1 37	0 84 1/2	1 8 1/2	1 40	1 21	0 77	0 96	1 27	1 9	0 72	0 91	1 45	1/2
1	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	1
2	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	2
3	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	3
4	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	4
5	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	5
6	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	6
7	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	7
8	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	8
9	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	9
10	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	10
11	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	11
12	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	12
13	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	13
14	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	14
15	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	15
16	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	16
17	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	17
18	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	18
19	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	19
20	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	20
21	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	21
22	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	22
23	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	23
24	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	24
25	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	25
26	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	26
27	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	27
28	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	28
29	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	29
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
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 July, 1951, to workers in the Building Trade**

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