

Ceylon LABOUR GAZETTE

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In this issue

The I.L.O. and Manpower Information Programmes

Statistics of the Month in Brief

Guide to Employers—XV

Judgment in appeal in a Workmen's Compensation Case

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CONTENTS

		PAGE
1. The I. L. O. and Manpower Information Programmes	3
2. Statistics of the Month in Brief	7
3. Notes of Current Interest .. ..	..	8
4. Guide to Employers—XV—The Cigar Manufacturing Trade .. ..	..	9
5. Judgment in appeal in a Workmen's Compensation Case—Workmen's Compensation Case No. C 30/10011/47 .. ..	..	12

LIST OF TABLES

<i>Table</i>			PAGE
I	Cost of Living Index Numbers—Colombo Working Class since 1939 .. ..	..	14
II	Cost of Living Index Numbers—Estate Labour since 1939 .. ..	..	15
III	Table showing the number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939 .. ..	..	16
IV	Table showing the number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island (Classification by Exchange areas) since 1939 .. ..	..	17
V	Table showing the number of persons placed in employment since 1939 .. ..	..	18
VI	Table showing the number of persons registered and the number placed in employment during the month of July, 1951 .. ..	..	19
VII	Strikes in Ceylon since 1939 .. ..	..	20
VIII	Classification of the Strikes in June, 1951, by Industries or Trades .. ..	..	21
IX	Classification of Strikes in June, 1951, by Causes .. ..	..	21
X	Arrivals and Departures of Indian Estate Labourers since 1939 .. ..	..	22

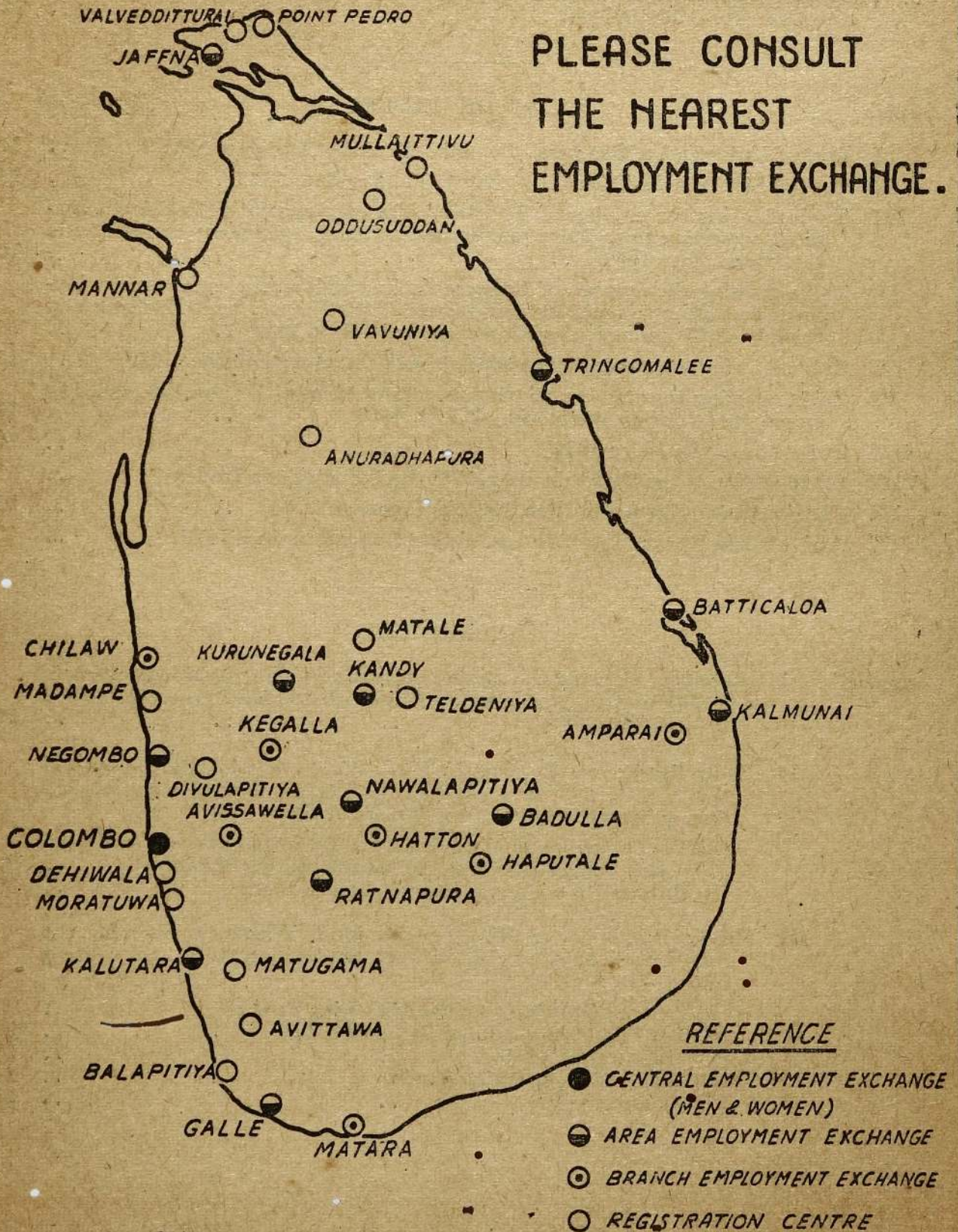
APPENDICES

Appendix	I Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established (September, 1951)		23
	II Ready Reckoners showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during September, 1951, to workers in the—		
	(A) Tea Growing and Manufacturing Trade and Cocoa, Cardamom and Pepper Growing and Manufacturing Trade .. ..	..	29
	(B) Rubber Growing and Manufacturing Trade .. ..	..	30
	III Ready Reckoners showing the Minimum Wages payable for the number of days worked during September, 1951, to workers in the—		
	(A) Coconut Growing and Manufacturing Trades .. ..	..	31
	(B) Tea Export and Rubber Export Trades .. ..	..	32
	(C) Engineering Trade	33
	(D) Match Manufacturing Trade	34
	(E) Building Trade	35

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CEYLON

LABOUR GAZETTE

Vol. II, No. 9

SEPTEMBER, 1951

THE I. L. O. AND MANPOWER INFORMATION PROGRAMMES

Introduction

The manpower of a nation is the sum of its individual citizens in their working capacities, that is in their pursuit of the activities by which they earn their living or seek their economic advancement. In that sense labour force or work force constitutes active manpower. Persons in these age groupings who are not working or seeking work but who are qualified to hold jobs are potential manpower.

It is through the economic pursuits of individuals that the nation's productive activities are carried on. In other words, manpower is that basic resource which in association with capital, natural resources and entrepreneurial ability makes up the basis for the organization and carrying on of all gainful activities in every country. Manpower policy, however, in the free democratic nations is now recognized as one in which employment opportunities are maximized and the individual is afforded the fullest freedom to make the most of his economic opportunities for his personal advancement. In so doing, he will help raise standards of living for the country as a whole.

The I. L. O. and Social Justice

The International Labour Organization has recognized this in its Declaration of Philadelphia adopted at the 26th Session in 1944. It thereby emphasized even more strongly than hithertofore in its original Constitution that social justice and lasting peace can only be achieved through the progressive enhancement of the status of workers as producers and as citizens. The Declaration confirms that not only is labour not a commodity but that "it is a solemn obligation of the I. L. O. to further among the nations of the world, programmes which will achieve:

- (a) full employment and the raising of standards of living;
- (b) the employment of workers in the occupations in which they can have the satisfaction of giving the fullest measure of their skill and attainments and make their greatest contribution to the common well-being;
- (c) the provision, as a means to the attainment of this end and under adequate guarantees for all concerned, of facilities for training and the transfer of labour, including migration for employment and settlement"

In addition, the Declaration advocates other progressive programmes dealing with wages, earnings, hours, conditions of work, collective bargaining rights, the extension of social security, the protection of

the life and health of workers, and especially of women and children. Lastly, it emphasizes the need for "the assurance of equality of educational and vocational opportunity".

Technical Assistance

On this framework the I. L. O. has built. As a specialized agency, affiliated with the United Nations, it has established programmes to provide technical assistance to all countries. It has particularly emphasized assistance to the under-developed areas where comprehensive and progressive manpower policies are vitally needed as part of the great economic and social development plans now taking shape. The I. L. O. has set up basic projects to co-ordinate the work on the fundamentals of manpower organization, migration and training such as uniform standards for the classification of occupations the development of employment information programmes, the interchange of experience in specialized fields such as employment service organization and administration, vocational training and training-within-industry, &c. These are the foundations of sound manpower operating policies and programmes.

One point, however, cannot be over-stressed. No matter how effective the technical assistance which is being provided or which any nation may develop for itself in these fields, manpower policy can never, in itself, create jobs. A progressive manpower policy rests on the development of employment opportunities. That is the vital test of the effectiveness of the general economic development schemes which are currently being advocated. Such schemes require the firm hand of Government to establish a suitable environment which would rationally attract outside capital investment. This is so, because much of that capital is in private hands and it must feel that its investments will have a fair and legitimate opportunity to earn profits in the receiving country. This requires some assurance of stability so far as it is controllable by Government policies. It is under such conditions that private capital can feel free to assist in a country's economic development on a basis of a legitimate return on its venture capital. In so doing, it will help contribute to the growth of employment opportunities for which appropriate manpower policies must be designed. The function, therefore, of the risk-taker, the entrepreneur, is one of the keys to this situation.

I. L. O. technical assistance manpower programmes are designed to better organize the employment market by first getting at the facts regarding its functioning. In the employment market as in any other market buyers and sellers of goods or services, in this instance labour services, in effect come together to reach satisfactory agreement regarding their exchange. The facts which describe the conditions under which these buyers and sellers are able to conclude these agreements are properly described as employment information. This information develops from continuing economic activity; from workers looking for jobs and from employers seeking workers. The facts surrounding an individual's search for work, his willingness or unwillingness to take a job, his placement in employment, the job he does and the conditions in the community and in the country in which these processes take place (or do not take place), make up the body of employment or labour market information.

Manpower Policy

Manpower policy needs to be based on these facts about employment and unemployment characteristics and trends. The data grow out of the assembling and analysis of information, about occupations and industries, about job vacancies and the conditions attached to them, that is, the nature and aspects of the jobs and the specifications required to fill them. This information is a necessary preliminary to organizing manpower resources in relation to the economic environment. The process of gathering these facts, particularly in connection with a long-range manpower survey, requires a comparison of the supply of technical skills against the requirements for manpower currently existing or which are likely to develop, and initiating programmes for developing these skills in the event that shortages exist or are anticipated. This is to assure a minimum of frictions and dislocations, of lost earnings and production, because of the inability of getting the best qualified job-seekers into the jobs which employers are trying to fill. It means that job-seekers who have acquired skills will have the opportunity to capitalize on them and at the same time help build up the quality of the country's manpower assets and its productivity.

On the other hand, too much manpower trained for occupations for which there are no reasonable possibilities of absorption creates social and economic unrest and constitutes a waste of resources and money. Manpower policies need, therefore, to be planned intelligently with due regard to the changing character of the economic system as it is affected by development programmes or other measures which react on the employment market. Regardless, however, of the need for the data collected and analyzed for use in long-range manpower planning employment information should be collected and evaluated on a recurring basis. There is an essential need for a continuous picture of the changing area, industrial or occupational employment markets. In the case of a long-range project of manpower requirements and availabilities one gets a carefully organized snapshot, a static picture projected at a point in time for contrast with the employment scene as currently envisaged. In the other instance, one is producing a series of continuing and related pictures which reflect the dynamics of the economic environment as it is reflected in the employment market.

Employment Information and Public Employment Exchanges

To develop and maintain such a flow of continuous employment information calls for a qualified staff specially trained and specifically assigned to this function. It has been almost universally recognized and the I. L. O. has made this a key point in its manpower assistance programmes that the public employment exchange system is the logical vehicle for carrying on this function.

Employment exchanges are designed to provide services to all segments of the economic community in matters relating to employment. They are also given responsibilities in varying degrees for carrying out programmes to relieve unemployment. These are generally the administration of unemployment insurance or relief work schemes, sometimes in collaboration with other government agencies. The basic function of the exchanges, however, is to place persons in suitable jobs. This involves the soliciting of job vacancy orders from employers, and matching these against the occupational skill and

experience of those who have registered as seeking work. To plan and carry out these functions properly requires the use of all types of relevant labour market information which arises in the course of these regular procedures. Employment information becomes, in consequence, an integral part of the normal employment exchange activities. This information plus certain additional items which do not enter directly into the employment exchange operations can be uniformly collected and maintained on a recurring basis at a minimum cost through the exchanges.

In the process of maintaining regular contacts for job solicitation and other purposes with the important industries and establishments which provide the bulk of the employment opportunities, the local employment exchange officers must necessarily discuss with the establishment officials aspects of the local manpower situation. The exchange officers will undoubtedly need to know something about the numbers and quality of the available local supply of labour and its relationship to the character of the jobs which the employing establishments ordinarily utilize. They must know something of the going wage rates in the area and the conditions of work which apply between different establishments in the same area or industry.

Thus in their normal contacts with employers they can legitimately, with a minimum of additional effort, secure information on a confidential basis regarding establishment employment trends and future expansion plans, occupational composition, labour turnover, difficulties, if any, involved in the recruitment of occupational skills in short supply, changes in hiring specifications, &c. The employer is the person best qualified to form a judgment as to his establishment's outlook in regard to the scope of its economic activity. Whether it will expand, contract or continue as is are matters which the policy makers in the establishment can best determine.

Conclusion

When the sum of these establishments judgments is collectively analyzed and evaluated in the light of existing conditions one has, in effect, a limited forecast of manpower conditions in the particular industry or area. On the basis of this analysis, short-range programmes can be adapted as the circumstances suggest. These may take the form of special recruitment procedures to meet anticipated employment needs, adaptation of vocational training procedures to more closely meet the anticipated requirements of future job vacancies. In other instances, vocational guidance to youth about to leave school derived from this continuing flow of information may help in the determination of their choice of employment interest.

To the extent to which the employment information collected through the staffs of the employment exchange network can be intelligently organized for use at local and national levels to that extent the frictions of the employment market will be greatly minimized. Employment information may not always be of a favourable character. Anticipated declines in economic activity may result in retrenchment or displacement of workers. The foreknowledge of the impending development permits more adequate consideration to be given to remedial counter measures. These may involve the introduction of temporary relief works, the relocation of surplus labour in areas where there are better job prospects, retraining of individuals for new vocational activities, &c. All in all, employment information, properly

organized and directed towards the solution of manpower problems, is as basic to a successful programme in this field as is the procedure for collecting military intelligence and sifting it as a preliminary to military actions in the field. In a sense, manpower policy is a continuous never-ending series of actions which must be under constant review and adaptation to reflect the dynamics of the economic environment. The smoothly functioning employment market is the ideal and the end result of technical assistance programmes in the sphere of manpower. The I. L. O. is vitally concerned in providing every possible assistance in trying to achieve this objective. Basic technical aids are being developed in the field of employment information as a result of experience gained in various countries. Expert advice is secured from qualified sources and every facility is being furnished for the speedy introduction and training of staffs to carry on this work. The Ceylon Government has recognized the need for this type of basic data and has been among the first countries of the Orient to undertake a project which looks to the establishment of a continuing, integrated employment information programme. It is a tribute to the far-sightedness of the Government officials concerned. There is every expectation, therefore, that the Government of Ceylon with the assistance of the I. L. O. will achieve concrete results of lasting value in the economic and social development of Ceylon's manpower resources.

DR. JOHN I. SAKS,
I. L. O. Expert on Manpower.

Contributed by—

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 August, 1951, was 279, two points lower than that for July, 1951. The cost of living index number for estate labourers for August, 1951, was 285 as against 286 in July, 1951.

Registrants for Employment or Better Employment

The total number of registrants for employment or better employment according to registers of the employment exchanges as at end of June and July, 1951, was as given below.

		<i>June, 1951</i>		<i>July, 1951</i>
Technical and clerical	.. ..	5,573	.. ..	5,652
Skilled	.. ..	8,505	.. ..	8,421
Semi-skilled	.. ..	12,179	.. ..	12,448
Unskilled	.. ..	28,742	.. ..	27,989
		54,999		54,510

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

		<i>June, 1951</i>		<i>July, 1951</i>
Technical and clerical	.. ..	149	.. ..	219
Skilled	.. ..	220	.. ..	190
Semi-skilled	.. ..	157	.. ..	145
Unskilled	.. ..	1,008	.. ..	509
		1,534		1,063

Strikes

There were altogether nine strikes in the month of June, 1951, involving 429 workers and a loss of 764 man-days. Of these 5 strikes were on estates involving 380 workers and a loss of 675 man-days. Of the remaining four, one was in the Engineering trade, one in the Building trade, one in Local Government Services and the other in the Wholesale and Retail Distribution trade.

Arrivals and Departures of Indian Estate Labourers

In August there was an excess of departures over arrivals of Indian estate labourers from the Island amounting to 274. Generally, there is an excess of departures over arrivals for the first five months of the year, while for the rest of the year there is normally an excess of arrivals over departures. But, however, in August this year there had been a small excess of departures over arrivals.

Wage Rates

The minimum wages payable for the month of August, 1951, to workers in Tea Growing and Manufacturing, Rubber Growing and Manufacturing, Coconut Growing and Manufacturing and Plumbago Trades will be the same as for the previous month. The wages of workers in all other trades to which Part II of the Wages Boards Ordinance has been applied will be slightly lower than in the previous month.

NOTES OF CURRENT INTEREST

Vocational Training in Agriculture in Indonesia

In view of the primary importance of agriculture in the national economy, the Indonesian Department of Agricultural Education of the Ministry of Agriculture in co-operation with the Ministry of Education, is devoting increasing attention to agricultural education and training. Until 1940 no Indonesian University possessed a Faculty of Agriculture, and Indonesians who wished to study the subject at the University level were obliged to go to the Netherlands; as a result, Indonesia, with a population of 70,000,000 has only 12 graduates in agriculture. At present, two universities, in Bogor and Djakarta have agricultural faculties, but owing to the shortage of suitable staff the two faculties are to be amalgamated. At the secondary level the Government has increased the number of schools giving agricultural training to five, as compared with one before the war; of these three are in Java, one in Sumatra and one in Macassar to meet the training requirements of eastern Indonesia. These schools are open to girls.

In addition, the Government has set up special agricultural boarding schools in various parts of the country for the sons of middle-class agriculturalists; these schools, which have attached to them a considerable area of land for cultivation by the students, are self-supporting, and provide two years' training in agricultural technique as well as training in business administration. The minimum age for entry is 18. Eleven such schools have been established in Sumatra, where there is still a considerable uncultivated area.

In order to train adult farmers and agricultural workers, who are usually illiterate and very suspicious of new methods, special methods have been adopted. These include the giving of agricultural training

courses in "cadre" schools for cultivators, which have been opened in every province and the establishment of "farmers' circles", whose membership includes both men and women, under the leadership of graduates from the "cadre" schools. The members of the circles meet frequently at the village centre where they receive information and advice suitable to the special requirements of the region.

I. L. O. Budget

The I. L. O. will operate under a budget of \$ 6,224,922 in 1952. This sum was voted by the General Conference of the Organisation held in June, 1951. It compares with a budget of 5,973,789 U.S. Dollars voted to finance operation in 1951. The total will be shared among I. L. O's 64 members according to a scale fixed by the Conference. Ceylon will contribute \$10,598.06.

I. L. O. Regional Seminar in Labour Statistics

The I. L. O. proposes to hold a regional seminar in Labour Statistics for the countries in Far East in November this year. The conference is expected to last 2 weeks. The total number of participants from each country has been limited to three. The I. L. O. will meet all expenses of the participants except cost of travelling.

Trade Union Registrations

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

- No. 416 .. All Ceylon Spinning & Weaving Mill Workers' Union.
- No. 417 .. Lanka Hotels' Association.
- No. 418 .. Food Production Officers' Association.
- No. 419 .. Government Temporary Clerks' Union.
- No. 420 .. Senior Executive Clerical Service Union.
- No. 421 .. South Ceylon Government Moor Teachers' Majilis.
- No. 422 .. Association of Superintendents of Development Works.
- No. 423 .. Fibre, Desiccated and Oil Mills Workers' Union.
- No. 424 .. Ceylon Laundry Workers' Union.

GUIDE TO EMPLOYERS*—XV

THE CIGAR MANUFACTURING TRADE

Description of the Cigar Manufacturing Trade

The notification under section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, published in *Government Gazette* No. 9,410 of May 25, 1945, gives a comprehensive description of the trade. The trade, as described, is confined to establishments where not less than five persons are employed. The description covers the work connected with the preparation of tobacco for cigar rolling, cigar rolling, the preparation of "koda", and the application of "koda" to rolled cigars, and includes the following activities:—

- (a) loading and unloading and portorage (transporting) of bales of tobacco, cigars and packing cases;

* "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 decision have been made.

Note by the Editor.

- (b) stacking and (periodical) re-stacking of tobacco in store;
- (c) cutting tobacco into small pieces to be used along with fillers;
- (d) seasoning tobacco with "koda" mixed with water preparatory to manufacture;
- (e) grading of tobacco;
- (f) sorting into wrappers and fillers;
- (g) distribution of wrappers and fillers;
- (h) cleaning up of fillers;
- (i) preparation of wrappers for rolling;
- (j) preparation of fillers for rolling including filling up with cuttings;
- (k) cigar rolling;
- (l) tying rolled cigars with thread;
- (m) sizing of cigars;
- (n) bundling of cigars into tens;
- (o) weighing of cigars;
- (p) first packing for storage;
- (q) repacking for first application of "koda";
- (r) first application of "koda";
- (s) second application of "koda" and packing for despatch;
- (t) nailing and covering packages with mats and tying with ropes and marking;
- (u) collection of tobacco veins and midribs;
- (v) infusion of veins and midribs in boilers;
- (w) chopping and splitting firewood;
- (x) transferring decoction into another boiler;
- (y) preparation of spices;
- (z) addition of spices to decoction;
- (z1) tending "koda" boiler;
- (z2) storing "koda";
- (z3) straining "koda"; and
- (z4) any other operation connected with or incidental to the work specified in this paragraph, but excluding the work of the following workers:—
agents for purchasing tobacco, lorry and van drivers, carters, apprentices of cigar rollers, clerks, managers, supervisors and storekeepers.

Decisions of the Wages Board for the Trade

The Wages Boards for the trade has prescribed only a minimum rate of wages for piece work.

Minimum Rate of Wages for Piece Work

The minimum rate of wages for piece work for cigar rolling (inclusive of the cleaning up of fillers, the preparation of wrappers for rolling, the preparation of fillers for rolling including filling up with cuttings, the tying up of rolled cigars with thread, and the bundling of cigars into tens) is Rs. 4.60 for every 1,000 cigars rolled. As stated earlier, this rate, however, is applicable only to those establishments where not less than five persons are employed. This decision appears in a notification under section 27 (3) of the Wages Boards Ordinance published in *Government Gazette* No. 9,585 of July 26, 1946.

Payment of Wages

The law requires an employer to pay the wages in cash directly to the worker. No deduction may be made other than an authorized

deduction. Authorized deductions are limited to a sum not exceeding 50 per cent. of the wages earned by the worker in the relevant wage period. The restrictions in regard to deductions are not applicable where a deduction is one authorized to be made from such wages in the Income Tax Ordinance or any other written law or where it is a case of retention or payment of the whole or any part of such wages made in pursuance of or compliance with any order, process or decree made or issued by any court of law.

Authorized Deductions

The purposes for which deductions have been authorized are set out in section 2 of the Wages Boards Ordinance and in regulation 2 (1) of the Wages Boards Regulations, 1943, published in *Government Gazette* No. 9,209 of December 3, 1943, as amended by regulation published in *Government Gazette* No. 9,496 of December 21, 1945. This regulation was reproduced at pages 15 and 16 of the August, 1950, issue of this *Gazette* (Vol. I, No. 8).

The schedule to the amending regulation referred to in the previous paragraph gives a list of foodstuffs and services for which deductions are authorized and a list of offences for which fines may be imposed.

It should be noted that in respect of deductions for services specific written authority must be obtained by 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

A notification relating to the only decision of the Wages Board for the Cigar Manufacturing Trade has been published in *Government Gazette* No. 9,585 of July 26, 1946. Extracts of the *Gazette* notification 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 Silva J.

THEMANIS, Appellant, v. LAWARIS, Respondent

S. C. 389—*Workmen's Compensation Case No. C 30/10011/47.*

Workmen's Compensation Ordinance (Cap. 117)—Section 16 (2)—Procedure for recovery of compensation—Failure to institute claim within six months—Sufficient cause.

A workman claimed from his employer a certain sum as compensation for injuries sustained by him in the course of his employment. Although the accident took place on September 5, 1947, the application for compensation was received on October 5, 1948, that is, after the expiry of the statutory period of six months, from the date of the accident. The evidence, however, clearly showed that the employer had paid the workman from time to time towards compensation and had promised to get further moneys from the Insurance Company which he failed to do.

Held, that in the circumstances the failure on the part of the workman to make his claim before the expiry of six months was due to sufficient cause within the meaning of section 16 (2) of the Workmen's Compensation Ordinance.

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

H. W. Jayewardene, for the respondent-appellant.

M. M. Kumarakulasingham, for the applicant-respondent.

Cur. adv. vult.

February 20, 1951. DE SILVA J.

This is an appeal by the respondent, the employer, against the award of a sum of Rs. 2,310 as compensation to the applicant-respondent for injuries sustained by him in the course of his employment under the appellant.

The quantum of compensation awarded by the learned Commissioner is not in issue for learned Counsel for the appellant conceded that no objection could be taken to the amount of compensation awarded. The only ground on which the appeal is pressed is that the claim for compensation was not made within six months of the occurrence of the accident which gave rise to the claim. The accident took place on 5th September, 1947. The appellant knew of the accident. In his evidence he states that he got the workman treated and that he gave him money also. Appellant had received from the workman a receipt for Rs. 150. Appellant also admits that after this accident he continued to employ respondent under him as a watcher. The man was

employed for about six or seven months. The workman admitted before the learned Commissioner that he had received in all Rs. 307. The Manager of the appellant in his evidence states that the applicant was paid over Rs. 700 in several instalments, the final instalment being Rs. 150. The applicant states that the appellant helped him with money and promised to get further moneys from the Insurance Company. According to the admission of the applicant he had received from the appellant in all Rs. 307.

The question for consideration is whether upon the facts in this case the learned Commissioner was justified in holding that the failure on the part of the applicant to make the claim before the expiry of six months was due to sufficient cause within the meaning of section 16 (2) of the Workmen's Compensation Ordinance, Chapter 117. Various authorities have been submitted to me as to what constitutes sufficient cause.

In *Roles v. Pascall and sons* (104 Law Times 298), in the course of his judgment, Cozens-Hardy, M. R., at page 300 makes the following observation, "If, for instance, the employer has been paying compensation for a time without any formal notice of claim, that may be a very good reasonable cause why the workman did not make the formal claim within the six months. I merely give that as an illustration which is quite sufficient, I think, to satisfy the words of the section and which is quite consistent with good sense". It is not denied that the applicant's claim was made after the expiry of the statutory period of six months from the date of the accident. I find that the application was received on the 5th October, 1948, that is, long after the expiry of the period of six months. The evidence clearly shows that the employer had paid the workman moneys from time to time towards compensation and he had promised the workman to get further moneys from the Insurance Company which he failed to do. Under the circumstances I am of opinion that the learned Commissioner has correctly held that the failure on the part of the applicant to make the claim within six months was due to sufficient cause.

The appeal is dismissed with costs.

Appeal dismissed.

The reasonable man adapts himself to the world, the unreasonable one persists in trying to adapt the world to himself. Therefore all progress depends upon the unreasonable man—

GEORGE BERNARD SHAW.

Time is on the side of the people who use it, and use it most efficiently—

DOROTHY THOMPSON.

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

Base: November, 1938-April, 1939=100

GROUPS OF HOUSEHOLD EXPENDITURE

<i>Year</i>	<i>Food</i>	<i>Fuel and Light</i>	<i>Rent</i>	<i>Clothing</i>	<i>Miscel- laneous</i>	<i>Final Index Number</i>
Group Weights	52.40 ..	6.28 ..	15.96 ..	8.36 ..	17.00 ..	(Nov. 1938-Apr. 1939 = 100)
INDEX NUMBERS						
<i>Base: November, 1938-April, 1939 = 100</i>						
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
<i>Base: November, 1942 = 100</i>						
Group Weights	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24	<i>Index Number Nov., 1942 = 100</i>
1943	103 ..	94 ..	105 ..	138 ..	118 ..	107 .. 197
1944	102 ..	94 ..	105 ..	156 ..	127 ..	109 .. 200
1945	110 ..	94 ..	112 ..	165 ..	158 ..	121 .. 221
1946	113 ..	111 ..	124 ..	180 ..	155 ..	125 .. 229
1947	126 ..	121 ..	136 ..	213 ..	157 ..	138 .. 252
1948	138 ..	101 ..	148 ..	189 ..	157 ..	142 .. 260
1949	144 ..	97 ..	129 ..	156 ..	148 ..	141 .. 258
1950	154 ..	102 ..	129 ..	155 ..	154 ..	149 .. 272
January	155 ..	96 ..	129 ..	152 ..	151 ..	148 .. 271
February	154 ..	97 ..	129 ..	150 ..	155 ..	148 .. 271
March	151 ..	95 ..	129 ..	149 ..	151 ..	145 .. 266
April	150 ..	96 ..	129 ..	151 ..	154 ..	145 .. 266
May	151 ..	95 ..	129 ..	151 ..	153 ..	146 .. 266
June	154 ..	96 ..	129 ..	151 ..	154 ..	148 .. 271
July	155 ..	96 ..	129 ..	153 ..	155 ..	149 .. 272
August	156 ..	97 ..	129 ..	151 ..	158 ..	150 .. 274
September	162 ..	106 ..	129 ..	155 ..	158 ..	155 .. 283
October	158 ..	113 ..	129 ..	158 ..	155 ..	152 .. 279
November	155 ..	116 ..	129 ..	166 ..	154 ..	151 .. 277
December	151 ..	115 ..	129 ..	175 ..	152 ..	149 .. 273
1951—						
January	157 ..	113 ..	129 ..	177 ..	155 ..	153 .. 281
February	159 ..	111 ..	129 ..	184 ..	154 ..	155 .. 284
March	157 ..	113 ..	129 ..	195 ..	156 ..	155 .. 284
April	156 ..	113 ..	129 ..	196 ..	158 ..	155 .. 283
May	155 ..	116 ..	129 ..	198 ..	161 ..	155 .. 283
June	155 ..	113 ..	129 ..	199 ..	162 ..	155 .. 284
July	152 ..	112 ..	129 ..	201 ..	162 ..	153 .. 281
August	152 ..	113 ..	129 ..	196 ..	161 ..	153 .. 279

TABLE II—COST OF LIVING INDEX NUMBERS—ESTATE LABOUR

Base: July-September, 1939=100

GROUPS OF HOUSEHOLD EXPENDITURE

Year	Food	Clothing	Fuel and Light	Miscel- laneous	Final Index Number
Group weights	64	12	8	16	
INDEX NUMBERS Base: July-September, 1939 = 100					(July-Sept., 1939 = 100)
1939	100	100	100	100	100
1940	106	113	107	105	107
1941	119	126	108	115	119
1942	160	139	117	135	154
Base: October, 1942 = 100					Index Number October, 1942 = 100
Group weights	701	119	14	166	
1943	108	149	104	116	115 .. 199
1944	110	202	105	114	122 .. 211
1945	115	196	104	137	128 .. 222
1946	118	214	106	131	131 .. 228
1947	124	220	112	139	138 .. 239
1948	142	224	112	128	149 .. 259
1949	154	182	111	126	152 .. 264
1950	164	162	108	134	158 .. 274
January	165	160	108	127	157 .. 273
February	168	155	108	134	160 .. 277
March	166	155	108	135	159 .. 275
April	166	157	108	134	159 .. 275
May	161	153	108	134	155 .. 269
June	162	162	108	132	156 .. 271
July	162	164	108	135	158 .. 272
August	164	164	108	142	160 .. 277
September	166	163	108	138	160 .. 278
October	163	165	108	134	158 .. 273
November	164	166	108	133	158 .. 274
December	158	170	108	134	155 .. 268
1951—					
January	161	172	108	134	157 .. 272
February	172	181	108	137	166 .. 288
March	174	185	108	134	168 .. 291
April	173	194	108	137	169 .. 292
May	168	202	108	135	166 .. 287
June	163	217	108	136	164 .. 285
July	161	230	108	141	165 .. 286
August	158	225	108	151	164 .. 285

TABLE III

Table showing the number of Registrants for employment or better employment according to Registers maintained at the Employment Exchanges in the Island

<i>Years</i>	<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi-skilled</i>	<i>Unskilled</i>	<i>Total</i>
1939 ..	3,712	11,964	5,034	5,967	26,677
1940 ..	4,734	13,130	4,800	4,981	27,645
1941 ..	5,274	8,882	2,351	3,951	20,458
1942 ..	6,589	9,411	1,882	1,451	19,333
1943 ..	2,282	2,872	1,312	1,869	8,335
1944* ..	295	358	227	173	1,053
1945 ..	2,258	11,025	3,267	4,816	21,366
1946 ..	5,636	10,012	7,527	13,369	36,544
1947 ..	2,883	7,325	8,113	16,423	34,744
1948 ..	4,474	13,027	12,443	36,712	66,656
1949 ..	5,132	11,994	13,591	39,015	69,732
1950 January	5,484	11,896	13,794	39,104	70,278
February	5,633	11,685	13,789	39,030	70,137
March	5,676	11,728	13,779	39,348	70,531
April	5,528	11,523	13,289	38,231	68,571
May	5,427	11,564	13,403	38,292	68,686
June	5,427	11,285	13,051	37,987	67,750
July	5,433	11,152	13,274	37,643	67,502
August	5,500	11,364	13,427	37,806	68,097
September	5,601	11,251	13,655	37,622	68,129
October	5,788	11,292	13,938	37,661	68,679
November	5,656	11,053	14,195	37,276	68,140
December	5,627	10,525	13,523	35,447	65,122
1951 January	6,072	10,421	13,439	34,568	64,500
February	6,330	10,300	13,384	33,729	63,743
March	6,288	9,753	13,191	31,721	60,953
April	6,077	9,215	12,757	30,485	58,534
May	5,669	8,768	12,151	29,428	56,016
June	5,573	8,505	12,179	28,742	54,999
July	5,652	8,421	12,448	27,989	54,510

* 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

Table showing the number of Registrants for employment or better employment according to Registers maintained at the Employment Exchanges
Classification by Exchange Areas

Years	Colombo	Negombo	Katutura	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	481	841	120	46	65	—	1,497	21,366*
1946	25,805	1,117	808	923	3,397	726	852	816	119	438	727	—	611	36,544†
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	—	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	283	66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	69,732
1950 Jan.	43,323	5,331	4,344	5,405	4,012	965	1,002	2,301	708	1,379	744	—	764	70,278
Feb.	43,007	5,246	4,365	5,352	4,368	959	980	2,332	663	1,387	866	—	612	70,137
Mar.	43,108	5,314	4,551	5,451	4,350	933	1,074	2,126	589	1,471	997	—	567	70,531
Apr.	41,566	5,088	4,324	5,377	4,566	881	1,038	2,060	501	1,273	1,274	—	623	68,571
May	41,998	4,817	4,194	5,714	4,526	885	1,009	1,849	530	1,233	1,414	—	467	68,686
Jun.	41,174	4,536	3,881	6,011	4,766	918	1,000	1,853	580	1,073	1,458	—	500	67,750
Jul.	42,113	4,433	3,967	6,322	3,297	923	1,031	1,989	573	996	1,441	—	417	67,502
Aug.	43,020	4,342	3,915	6,370	3,052	1,047	990	1,943	570	1,057	1,327	—	464	68,097
Sept.	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	580	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.	41,938	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	3,663	2,881	5,161	2,697	839	1,102	1,987	523	1,028	481	567	350	60,953
Apr.	38,433	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
June	35,964	3,438	2,619	4,689	1,926	607	1,067	1,706	492	850	304	1008	329	54,999
July	35,673	3,524	2,702	4,791	2,018	461	1,118	1,704	513	790	326	524	366	54,510

* 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

Table showing the number of Persons placed in employment since 1939

Year		Technical and Clerical	Skilled	Semi- Skilled	Unskilled	Total
1939	.. — ..	—	—	—	—	2,583
1940	.. — ..	—	—	—	—	5,089
1941	.. — ..	—	—	—	—	9,071
1942	.. — ..	—	—	—	—	8,129
1943	.. — ..	—	—	—	—	4,170
1944	.. — ..	—	—	—	—	1,875
1945	.. — ..	369	1,104	411	2,653	4,537
1946	.. — ..	1,303	3,012	1,341	10,130	15,786
1947	.. — ..	915	1,417	911	4,161	7,404
1948	.. — ..	1,355	1,563	1,311	6,118	10,347
1949	.. — ..	1,807	1,616	1,767	9,590	14,780
1950	.. — ..	2,059	1,509	1,438	5,773	10,779
1950	.. January ..	114	136	125	442	817
	.. February ..	86	135	107	521	849
	.. March ..	165	174	124	449	912
	.. April ..	91	80	72	269	512
	.. May ..	134	108	90	541	873
	.. June ..	166	131	189	449	935
	.. July ..	97	120	136	426	779
	.. August ..	222	122	91	774	1,209
	.. September ..	282	179	131	540	1,132
	.. October ..	279	195	114	568	1,156
	.. November ..	304	69	152	399	924
	.. December ..	119	60	107	395	681
1951	.. January ..	157	88	115	339	699
	.. February ..	170	60	170	353	753
	.. March ..	118	103	128	270	619
	.. April ..	190	111	157	329	787
	.. May ..	264	89	151	375	879
	.. June ..	149	220	157	1,008	1,534
	.. July ..	219	190	145	509	1,063

TABLE VI

Table showing the number of Persons Registered and the number placed in employment during the Month of July, 1951

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Central	351	113	470	124	530	85	1,523	335	2,874	657
Negombo	45	—	71	19	75	7	313	32	504	58
Kalutara	59	25	41	—	147	1	115	4	362	30
Galle	82	4	43	173	173	6	246	2	544	15
Kandy	127	6	70	1	233	12	253	5	683	24
Nawalapitiya	1	—	20	5	53	—	77	26	151	31
Kurunegala	37	15	13	—	86	—	59	6	195	21
Jaffna	81	—	18	6	91	13	44	21	234	40
Ratnapura	42	16	9	1	31	7	23	—	105	24
Badulla	32	18	16	2	31	3	48	19	127	42
Batticaloa	10	1	8	2	13	1	27	1	58	5
Kalmunai	3	1	40	22	17	3	202	54	262	80
Trincomalee	14	1	5	2	23	3	24	1	66	7
Women's	77	19	24	3	61	4	127	3	289	29
Total	961	219	848	190	1,564	145	3,081	509	6,454	1,063

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.	3	do.	do.
1941 ..	27	4,156	do.	15	do.	do.
1942 ..	8	949	do.	14	do.	do.
1943 ..	22	2,436	5,234	31‡	4,550	4,359
1944 ..	26	3,648	4,048‡	66‡	12,399	25,937
1945 ..	28	3,514	4,285	53*	28,875	153,388‡
1946 ..	37	15,259	21,830‡	69	39,237	250,366
1947 ..	53	11,849	199,657	52	43,485	544,174
1948 ..	33	23,100	49,933‡	20	1,065	2,497‡
1949 ..	66	477,412	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	3	2,229	6,755	Nil	Nil	Nil
December	9	2,660	44,720	—	—	—
1951 January	5	2,246	20,455	3**	223	1,182
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	536**	4,678**
May	8	1,325	2,335	—	—	—
June	5	380	675	4	49	89

* 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.

** Revised figures.

Notes.—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 JUNE, 1951, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	

Plantations—Tea	..	—	..	—	..	—
Rubber	..	3	..	138	..	433
Tea-cum-Rubber	..	2	..	242	..	242
Coconut	..	—	..	—	..	—
Coconut-cum-Rubber	..	—	..	—	..	—
Total	..	5	..	380	..	675
Engineering	..	1	..	12	..	29
Printing	..	—	..	—	..	—
Motor Transport	..	—	..	—	..	—
Tea Export	..	—	..	—	..	—
Rubber Export	..	—	..	—	..	—
Coconut Manufacturing	..	—	..	—	..	—
Toddy, Arrack and Vinegar	..	—	..	—	..	—
Match Manufacturing..	..	—	..	—	..	—
Plumbago	..	—	..	—	..	—
Cinema	..	—	..	—	..	—
Dock, Harbour and Port Transport	..	—	..	—	..	—
Building Trade	..	1	..	13	..	11
Local Government Services	..	1	..	13	..	5
Service Institutions	..	—	..	—	..	—
Factories, Workshops, &c., run by the State	..	—	..	—	..	—
Textile	..	—	..	—	..	—
Relief Schemes	..	—	..	—	..	—
Wholesale and Retail Distribution	..	1	..	11	..	44
Aerated Waters and Ice Manufacturing	..	—	..	—	..	—
Beedi Manufacturing	..	—	..	—	..	—
Misc	..	—	..	—	..	—
Total	..	4	..	49	..	89
Grand Total	..	9	..	429	..	764

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

Cause	Number of Strikes		Number of Workers Involved	
	Plantation	Others	Plantation	Others
1. Dismissal or loss of employment in any way.				
Failure to provide work	3	3	246	36
2. Wage increases. Higher rates for piece work, &c.	—	1	—	13
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	—	—	—	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	1	—	66	—
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	—	68	—
10. General demands	—	—	—	—
11. Sympathetic strikes	—	—	—	—
Total	5	4	380	49

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	181	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	—
July	6,643	160	6,803	13	3,531	3,544	3,259	—
Aug.	4,295	205	4,500	34	4,740	4,774	—	274

APPENDIX I

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

Month: September, 1951.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Tea Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10	1 9	2 19
Female worker not under 15 years ..	0 90	0 82	1 72
Child worker ..	0 65	0 75	1 40
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10	1 9	2 19
Female worker not under 15 years ..	0 90	0 82	1 72
Child worker ..	0 65	0 75	1 40
Rubber Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 30	1 9	2 39
Female worker not under 15 years ..	1 20	0 82	2 2
Child worker ..	0 95	0 75	1 70
Coconut Growing Trade.			
<i>Daily Rates.</i>			
The raising and maintenance of a coconut plantation; and The manufacture of copra—			
Kangany ..	0 90	1 9	1 99
Male not under 18 years ..	0 75	1 9	1 84
Female not under 18 years ..	0 60	0 82	1 42
Worker under 18 years ..	0 50	0 75	1 25
Coconut Manufacturing Trade.			
The manufacture of desiccated coconut; The manufacture of coconut oil; and The manufacture of fibre and coir products—			
Within the Colombo area—			
Kangany ..	1 44	1 27	2 71
Male not under 18 years ..	1 24	1 27	2 51
Female not under 18 years ..	1 0	0 95	1 95
Worker under 18 years ..	0 75	0 88	1 63
Outside the Colombo area—			
Kangany ..	1 20	1 27	2 47
Male not under 18 years ..	1 0	1 27	2 27
Female not under 18 years ..	0 80	0 95	1 75
Worker under 18 years ..	0 60	0 88	1 48
“ Colombo area ” includes any place within 5 miles of the Municipal limits of Colombo.			
Piece rates have been fixed for certain processes.			
Engineering Trade.			
<i>Daily Rates.</i>			
Unskilled labourer ..	1 24	1 27	2 51
Semi-skilled, Grade I ..	1 44	1 37	2 81
Semi-skilled, Grade II ..	1 28	1 37	2 65
Skilled worker ..	1 80	1 37	3 17
Kangany ..	1 60	1 37	2 97
Watcher ..	1 50	1 37	2 87

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Engineering Trade (contd.)						
<i>Trade Learners and Apprentices.</i>						
1st year	0	40	0	41	0	81
2nd year	0	56	0	51	1	7
3rd year	0	72	0	77	1	49
4th year	0	96	0	92	1	88

Printing Trade.

Monthly Rates.

Class A worker	100	0	75	0	175	0
B "	75	0	57	50	132	50
C "	50	0	48	75	98	75
D "	40	0	40	0	80	0
E "	37	50	37	85	75	35
F "	18	0	20	75	38	75
G "	40	0	40	0	80	0
Class A 1st year learner	30	0	23	50	53	50
B "	22	50	18	25	40	75
C "	20	0	20	0	40	0
D "	16	0	16	50	32	50
Class A 2nd year learner	40	0	31	0	71	0
B "	37	50	29	25	66	75
C "	25	0	24	80	49	80
D "	20	0	20	50	40	50
Class A 3rd year learner	50	0	38	50	88	50
B "	45	0	35	0	80	0
C "	30	0	29	75	59	75
D "	24	0	24	50	48	50
Class A 4th year learner	65	0	49	50	114	50
B "	56	25	43	30	99	55
C "	37	50	36	85	74	35
D "	30	0	30	25	60	25
Class A 5th year learner	80	0	61	0	141	0

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

Underground and surface workers—

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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Plumbago Trade (contd.)						
Surface workers—						
Carpenters	..	2 50	..	1 9	..	3 59
Masons	..	2 25	..	1 9	..	3 34
Overseers	..	2 0	..	1 9	..	3 9
Blacksmiths	..	1 60	..	1 9	..	2 69
Boilermen	..	1 50	..	1 9	..	2 59
Drill sharpeners	..	2 0	..	1 9	..	3 9
Firewood carriers and splitters	..	1 24	..	1 9	..	2 33
Carters	..	1 50	..	1 9	..	2 59
Watchers	..	2 0	..	1 9	..	3 9
Bakkikarayas or Banksmen	..	1 24	..	1 9	..	2 33
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 27	..	2 51
(b) Intermediate Grade	..	1 40	..	1 37	..	2 77
(c) Grade I	..	1 60	..	1 37	..	2 97
(d) Box makers and repairers	..	1 40	..	1 37	..	2 77
(e) Watchers	..	1 50	..	1 37	..	2 87

B. Female workers not under 18 years .. 1 0 .. 1 15 .. 2 15

C. Workers over 14 years but under 15 years .. 0 60 .. 0 80 .. 1 40

“ 15 “ 16 “	..	0 70	..	0 85	..	1 55
“ 16 “ 17 “	..	0 80	..	0 90	..	1 70
“ 17 “ 18 “	..	1 0	..	1 0	..	2 0

Rubber Export Trade.

Daily Rates.

A. Male workers not under 18 years—

(a) Grade II	..	1 24	..	1 27	..	2 51
(b) Intermediate Grade	..	1 40	..	1 37	..	2 77
(c) Grade I	..	1 60	..	1 37	..	2 97
(d) Watchers	..	1 50	..	1 37	..	2 87

B. Female workers not under 18 years .. 1 0 .. 1 15 .. 2 15

C. Workers over 14 years but under 15 years .. 0 60 .. 0 80 .. 1 40

“ 15 “ 16 “	..	0 70	..	0 85	..	1 55
“ 16 “ 17 “	..	0 80	..	0 90	..	1 70
“ 17 “ 18 “	..	1 0	..	1 0	..	2 0

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

Daily Rates.

Unskilled labourers—

Male workers not under 16 years ..	1	70	—	—	1	70
Male workers under 16 years ..	1	13	—	—	1	13
Female worker not under 16 years ..	1	30	—	—	1	30
Female worker under 16 years ..	0	87	—	—	0	87

Piece rates have been fixed for certain processes.

Motor Transport Trade.

Monthly Rates.

Class A worker ..	100	0	40	0	140	0
B ..	90	0	40	0	130	0
C ..	85	0	37	50	122	50
D ..	100	0	40	0	140	0
E ..	70	0	35	0	105	0
F ..	67	50	40	0	107	50
G ..	60	0	36	50	96	50
H ..	50	0	36	50	86	50
J ..	60	0	36	50	96	50
K ..	90	0	36	50	126	50
L ..	45	0	27	50	72	50

Daily Rates.

Class A worker ..	4	0	1	70	5	70
B ..	4	0	1	70	5	70
C ..	3	25	1	70	4	95
D ..	4	0	1	70	5	70
E ..	2	75	1	45	4	20
F ..	2	75	1	70	4	45
G ..	2	50	1	70	4	20
H ..	2	25	1	70	3	95
L ..	1	50	1	0	2	50

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	37	3	17
Female 18 years and over ..	1	44	1	27	2	71
Young person over 14 and under 17 years ..	0	85	0	83	1	68
Young person 17 and over but under 18 years ..	1	15	1	0	2	15

<i>Class of Worker</i>	<i>Basic Wage</i> <i>Rs. c.</i>	<i>Special Allowance</i> <i>Rs. c.</i>	<i>Total</i> <i>Rs. c.</i>
Match Manufacturing Trade (contd.)			
<i>Daily Rates.</i>			
<i>Grade II—</i>			
Male 18 years and over	1 40 ..	1 37 ..	2 77
Female 18 years and over	1 12 ..	1 27 ..	2 39
Young person over 14 and under 17 years ..	0 70 ..	0 83 ..	1 53
Young person 17 and over but under 18 years	0 90 ..	1 0 ..	1 90
<i>Grade III—</i>			
Male 18 years and over	1 24 ..	1 27 ..	2 51
Female 18 years and over	1 0 ..	1 15 ..	2 15
Young person over 14 and under 17 years ..	0 60 ..	0 83 ..	1 43
Young person 17 and over but under 18 years	0 80 ..	1 0 ..	1 80
<i>Grade IV—</i>			
Watcher	1 50 ..	1 37 ..	2 87
Cinema Trade.			
<i>Within the Municipal areas.</i>			
A—Non-clerical—			
Unskilled	32 25 ..	32 82 ..	65 07
Semi-skilled	37 50 ..	35 42 ..	72 92
Skilled, Grade II	50 0 ..	37 24 ..	87 24
Skilled, Grade I	60 0 ..	37 24 ..	97 24
B—Clerical—			
Grade III	45 0 ..	33 50 ..	78 50
Grade II	50 0 ..	36 50 ..	86 50
Grade I	100 0 ..	41 50 ..	141 50
<i>Outside the Municipal areas.</i>			
A—Non-clerical—			
Unskilled	32 25 ..	32 82 ..	65 07
Semi-skilled	35 0 ..	35 42 ..	70 42
Skilled, Grade II	42 0 ..	37 24 ..	79 24
Skilled, Grade I	55 0 ..	37 24 ..	92 24
B—Clerical—			
Grade III	40 0 ..	33 50 ..	73 50
Grade II	45 0 ..	36 50 ..	81 50
Grade I	100 0 ..	41 50 ..	141 50
Dock, Harbour and Port Transport Trade.			
<i>Manual Work.</i>			
Special Grade	65 0 ..	31 0 ..	96 0
Skilled Grade	55 0 ..	27 0 ..	82 0
Semi-skilled Grade	45 0 ..	24 0 ..	69 0
Unskilled, Grade I	37 0 ..	24 0 ..	61 0
Unskilled, Grade II	31 0 ..	24 0 ..	55 0
<i>Women Workers.</i>			
Female Kanganies	35 0 ..	24 0 ..	59 0
Female labourers	30 0 ..	24 0 ..	54 0
<i>Non-manual Workers.</i>			
Special Grade	75 0 ..	36 0 ..	111 0
Grade I	55 0 ..	27 0 ..	82 0

Month : September, 1951.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Building Trade.			
<i>Unskilled—</i>			
Male labourers—			
Not under 18 years	.. 1 24	.. 1 27	.. 2 51
Female labourers—			
Not under 18 years	.. 1 0	.. 1 27	.. 2 27
Unskilled labourers— (irrespective of sex)			
Under 18 years of age	.. 0 80	.. 1 27	.. 2 07
Semi-skilled, Grade II	.. 1 44	.. 1 37	.. 2 81
Semi-skilled, Grade I	.. 1 60	.. 1 37	.. 2 97
Skilled	.. 1 80	.. 1 37	.. 3 17

APPENDIX II (A)

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

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

APPENDIX II (B)

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

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

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

APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 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 Persons	Kan-gany	Male	Fe-male	Young Persons	Kan-gany	Male	Fe-male	Young Persons	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
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 86	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

Note:—"Colombo area" includes any place within 5 miles of the Municipallimits 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 September, 1951, to workers in the Tea Export and Rubber Export Trades

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age				No. of Days
	Grade II	Inter-mediate Grade	Grade I	* Box Makers and Repairers	Watchers		Over 14 under 15 years	Over 15 under 16 years	Over 16 under 17 years	Over 17 under 18 years	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 25½	1 38½	1 48½	1 38½	1 43½	1 7½	0 70	0 77½	0 85	1 0	½
1	2 51	2 77	2 97	2 77	2 87	2 15	1 40	1 55	1 70	2 0	1
2	5 2	5 54	5 94	5 54	5 74	4 30	2 80	3 10	3 40	4 0	2
3	7 53	8 31	8 91	8 31	8 61	6 45	4 20	4 65	5 10	6 0	3
4	10 4	11 8	11 88	11 8	11 48	8 60	5 60	6 20	6 80	8 0	4
5	12 55	13 85	14 85	13 85	14 35	10 75	7 0	7 75	8 50	10 0	5
6	15 6	16 62	17 82	16 62	17 22	12 90	8 40	9 30	10 20	12 0	6
7	17 57	19 39	20 79	19 39	20 9	15 5	9 80	10 85	11 90	14 0	7
8	20 8	22 16	23 76	22 16	22 96	17 20	11 20	12 40	13 60	16 0	8
9	22 59	24 93	26 73	24 93	25 83	19 35	12 60	13 95	15 30	18 0	9
10	25 10	27 70	29 70	27 70	28 70	21 50	14 0	15 50	17 0	20 0	10
11	27 61	30 47	32 67	30 47	31 57	23 65	15 40	17 5	18 70	22 0	11
12	30 12	33 24	35 64	33 24	34 44	25 80	16 80	18 60	20 40	24 0	12
13	32 63	36 1	38 61	36 1	37 31	27 95	18 20	20 15	22 10	26 0	13
14	35 14	38 78	41 58	38 78	40 18	30 10	19 60	21 70	23 80	28 0	14
15	37 65	41 55	44 55	41 55	43 5	32 25	21 0	23 25	35 50	30 0	15
16	40 16	44 32	47 52	44 32	45 92	34 40	22 40	24 80	27 20	32 0	16
17	42 67	47 9	50 49	47 9	48 79	36 55	23 80	26 35	24 90	34 0	17
18	45 18	49 86	53 46	49 86	51 66	38 70	25 20	27 90	30 60	36 0	18
19	47 69	52 63	56 43	52 63	54 53	40 85	26 60	29 45	32 30	38 0	19
20	50 20	55 40	59 40	55 40	57 40	43 0	28 0	31 0	34 0	40 0	20
21	52 71	58 17	62 37	58 17	60 27	45 15	29 40	32 55	35 70	42 0	21
22	55 22	60 94	65 34	60 94	63 14	47 30	30 80	34 10	37 40	44 0	22
23	57 73	63 71	68 31	63 71	66 1	47 45	32 20	35 65	39 10	46 0	23
24	60 24	66 48	71 28	66 48	68 88	51 60	33 60	37 20	40 80	48 0	24
25	62 75	69 25	74 25	69 25	71 75	53 75	35 0	38 75	42 50	50 0	25
26	65 26	72 2	77 22	72 2	74 62	55 90	36 40	40 30	44 20	52 0	26
27	67 77	74 79	80 19	74 79	77 49	58 5	37 80	41 85	45 90	54 0	27
28	70 28	77 56	83 16	77 56	80 36	60 20	39 20	43 40	47 60	56 0	28
29	72 79	80 33	86 13	80 33	83 23	62 35	40 60	44 95	49 30	58 0	29
30	75 30	83 10	89 10	83 10	86 10	64 50	42 0	46 50	51 0	60 0	30

* Applicable to Tea Export Trade only.

APPENDIX III (C)

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

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	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. e.	Rs. e.	Rs. c.	Rs. c.	Rs. e.	Rs. e.	Rs. e.	
1	1 25½	1 40½	1 32½	1 58½	1 48½	1 43½	0 40½	0 53½	0 74½	0 94	1
1	2 51	2 81	2 65	3 17	2 97	2 87	0 81	1 7	1 49	1 88	1
2	5 2	5 62	5 80	6 34	5 94	5 74	1 62	2 14	2 98	3 76	2
3	7 53	8 43	7 95	9 51	8 91	8 61	2 43	3 21	4 47	5 64	3
4	10 4	11 24	10 60	12 68	11 88	11 48	3 24	4 28	5 96	7 52	4
5	12 55	14 5	13 25	15 85	14 85	14 35	4 5	5 35	7 45	9 40	5
6	15 6	16 86	15 90	19 2	17 82	17 22	4 86	6 42	8 94	11 28	6
7	17 57	19 67	18 55	22 19	20 79	20 9	5 67	7 49	10 43	13 16	7
8	20 8	22 48	21 20	25 36	23 76	22 96	6 48	8 56	11 92	15 4	8
9	22 59	25 29	23 85	28 53	26 73	25 83	7 29	9 63	13 41	16 92	9
10	25 10	28 10	26 50	31 70	29 70	28 70	8 10	10 70	14 90	18 80	10
11	27 61	30 91	29 15	34 87	32 67	31 57	8 91	11 77	16 39	20 68	11
12	30 12	33 72	31 80	38 4	35 64	34 44	9 72	12 84	17 88	22 56	12
13	32 63	36 53	34 45	41 21	38 61	37 31	10 53	13 91	19 37	24 44	13
14	35 14	39 34	37 10	44 38	41 58	40 18	11 34	14 98	20 86	26 32	14
15	37 65	42 15	39 75	47 55	44 55	43 5	12 15	16 5	22 35	28 20	15
16	40 16	44 96	42 40	50 72	47 52	45 92	12 96	17 12	23 84	30 8	16
17	42 67	47 77	45 5	53 89	50 49	48 79	13 77	18 19	25 33	31 96	17
18	45 18	50 58	47 70	57 6	53 46	51 66	14 58	19 26	26 82	33 84	18
19	47 69	53 39	50 35	60 23	56 43	54 53	15 39	20 33	28 31	35 72	19
20	50 20	56 20	53 0	63 40	59 40	57 40	16 20	21 40	29 80	37 60	20
21	52 71	59 1	55 65	66 57	62 37	60 27	17 1	22 47	31 29	39 48	21
22	55 22	61 82	58 30	69 74	65 34	63 14	17 82	23 54	32 78	41 36	22
23	57 73	64 63	60 95	72 91	68 31	66 1	18 63	24 61	34 27	43 24	23
24	60 24	67 44	63 60	76 8	71 28	68 88	19 44	25 68	35 76	45 12	24
25	62 75	70 25	66 25	79 25	74 25	71 75	20 25	26 75	37 25	47 0	25
26	65 26	73 6	68 90	82 42	77 22	74 62	21 6	27 82	38 74	48 88	26
27	67 77	75 87	71 55	85 59	80 19	77 49	21 87	28 89	40 23	50 76	27
28	70 28	78 68	74 20	88 76	83 16	80 36	22 68	29 96	41 72	52 64	28
29	72 79	81 49	76 85	91 93	86 13	83 23	23 49	31 3	43 21	54 52	29
30	75 30	84 30	79 50	95 10	89 10	86 10	24 30	32 10	44 70	56 40	30

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during September, 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		
1	1 58½	1 85½	0 84	1 7½	1 38½	1 19½	0 76½	0 95	1 25½	1 7½	0 71½	0 90	1 43½	1
2	3 17	2 71	1 68	2 15	2 77	2 39	1 53	1 90	2 51	2 15	1 43	1 80	2 87	2
3	6 34	5 42	3 36	4 30	5 54	4 78	3 6	3 80	5 2	4 30	2 86	3 60	5 74	3
4	9 51	8 13	5 4	6 45	8 31	7 17	4 59	5 70	7 53	6 45	4 29	5 40	8 61	4
5	12 68	10 84	6 72	8 60	11 8	9 56	6 12	7 60	10 4	8 60	5 72	7 20	11 48	5
6	15 85	13 55	8 40	10 75	13 85	11 95	7 65	9 50	12 55	10 75	7 15	9 0	14 35	6
7	19 2	16 26	10 8	12 90	16 62	14 34	9 18	11 40	15 6	12 90	8 58	10 80	17 22	7
8	22 19	18 97	11 76	15 5	19 39	16 73	10 71	13 30	17 57	15 5	10 1	12 60	20 9	8
9	25 36	21 68	13 44	17 20	22 16	19 12	12 24	15 20	20 8	17 20	11 44	14 40	22 96	9
10	28 53	24 39	15 12	19 35	24 93	21 51	13 77	17 10	22 59	19 35	12 87	16 20	25 83	10
11	31 70	27 10	16 80	21 50	27 70	23 90	15 30	19 0	25 10	21 50	14 30	18 0	28 70	11
12	34 87	29 81	18 48	23 65	30 47	26 29	16 83	20 90	27 61	23 65	15 73	19 80	31 57	12
13	38 4	32 52	20 16	25 80	33 24	28 68	18 36	22 80	30 12	25 80	17 16	21 60	34 44	13
14	41 21	35 23	21 84	27 95	36 1	31 7	19 89	24 70	32 63	27 95	18 59	23 40	37 31	14
15	44 38	37 94	23 52	30 10	38 78	33 46	21 42	26 60	35 14	30 10	20 2	25 20	40 18	15
16	47 55	40 65	25 20	32 25	41 55	35 85	22 95	28 50	37 65	32 25	21 45	27 0	43 5	16
17	50 72	43 36	26 88	34 40	44 32	38 24	24 48	30 40	40 16	34 40	22 88	28 80	45 92	17
18	53 89	46 7	28 56	36 55	47 9	40 63	26 1	32 30	42 67	36 55	24 31	30 60	48 79	18
19	57 6	48 78	30 24	38 70	49 86	43 2	27 54	34 20	45 18	38 70	25 74	32 40	51 66	19
20	60 23	51 49	31 92	40 85	52 63	45 41	29 7	36 10	47 69	40 85	27 17	34 20	54 53	20
21	63 40	54 20	33 60	43 0	55 40	47 80	30 60	38 0	50 20	43 0	28 60	36 0	57 40	21
22	66 57	56 91	35 28	45 15	58 17	50 19	32 13	39 90	52 71	45 15	30 3	37 80	60 27	22
23	69 74	59 62	36 96	47 30	60 94	52 58	33 66	41 80	55 22	47 30	31 46	39 60	63 14	23
24	72 91	62 33	38 64	49 45	63 71	54 97	35 19	43 70	57 73	49 45	32 89	41 40	66 1	24
25	76 8	65 4	40 32	51 60	66 48	57 36	36 72	45 60	60 24	51 60	34 32	43 20	68 88	25
26	79 25	67 75	42 0	53 75	69 25	59 75	38 25	47 50	62 75	53 75	35 75	45 0	71 75	26
27	82 42	70 46	43 68	55 90	72 2	62 14	39 78	49 40	65 26	55 90	37 18	46 80	74 62	27
28	85 59	73 17	45 36	58 5	74 79	64 53	41 31	51 30	67 77	58 5	38 61	48 60	77 49	28
29	88 76	75 88	47 4	60 20	77 56	66 92	42 84	53 20	70 25	60 20	40 4	50 40	80 36	29
30	91 93	78 59	48 72	62 35	80 33	69 31	44 37	55 10	72 79	62 35	41 47	52 20	83 23	30
30	95 10	81 30	50 40	64 50	83 10	71 70	45 90	57 0	75 30	64 50	42 90	54 0	86 10	30

APPENDIX III (E)

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

No. of Days	Unskilled			Semi-Skilled		Skilled	No. of Days
	Male	Female	Young Person	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
1	1 25½	1 13½	1 3½	1 40½	1 48½	1 58½	1
2	2 51	2 27	2 7	2 81	2 97	3 17	2
3	5 2	4 54	4 14	5 62	5 94	6 34	3
4	7 53	6 81	6 21	8 43	8 91	9 51	4
5	10 4	9 8	8 28	11 24	11 88	12 68	5
6	12 55	11 35	10 35	14 5	14 85	15 85	6
7	15 6	13 62	12 42	16 86	17 82	19 2	7
8	17 57	15 89	14 49	19 67	20 79	22 19	8
9	20 8	18 16	16 56	22 48	23 76	25 36	9
10	22 59	20 43	18 63	25 29	26 73	28 53	10
11	25 10	22 90	20 70	28 10	29 70	31 70	11
12	27 61	24 97	22 77	30 91	32 67	34 87	12
13	30 12	27 24	24 84	33 72	35 64	38 4	13
14	32 63	29 51	26 91	36 53	38 61	41 21	14
15	35 14	31 78	28 98	39 34	41 58	44 38	15
16	37 65	34 5	31 5	42 15	44 55	47 55	16
17	40 16	36 32	33 12	44 96	47 52	50 72	17
18	42 67	38 59	35 19	47 77	50 49	53 89	18
19	45 18	40 86	37 26	50 58	53 46	57 6	19
20	47 69	43 13	39 33	53 39	56 43	60 23	20
21	50 20	45 40	41 40	56 20	59 40	63 40	21
22	52 71	47 67	43 47	59 1	62 37	66 57	22
23	55 22	49 94	45 54	61 82	65 34	69 74	23
24	57 73	52 21	47 61	64 63	68 31	72 91	24
25	60 24	54 48	49 68	67 44	71 28	76 8	25
26	62 75	56 75	51 75	70 25	74 25	79 25	26
27	65 26	59 2	53 82	73 6	77 22	82 42	27
28	67 77	61 29	55 89	75 87	80 19	85 59	28
29	70 28	63 56	57 96	78 68	83 16	88 76	29
30	72 79	65 83	60 3	81 49	86 13	91 93	30
30	75 30	68 10	62 10	84 30	89 10	95 10	30

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

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

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

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