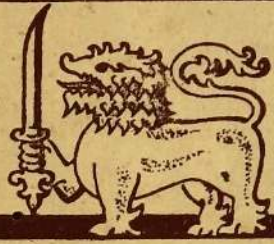


# Ceylon

## LABOUR GAZETTE

C. E. E. F.  
25 OCT 1951



VOLUME II  
No. 10

OCTOBER  
1951

In this issue

- Training Within Industry for Supervisors
- Statistics of the Month in Brief
- Regulations under the Industrial Disputes Act,  
No. 43 of 1950
- Guide to Employers—XVI
- Judgment in appeal in a Workmen's Compensation  
Case

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# CEYLON

## LABOUR GAZETTE

Vol. II, No. 10

OCTOBER, 1951

### TRAINING WITHIN INDUSTRY FOR SUPERVISORS

#### Introduction

The importance of the effect of good supervision on efficiency in production has been receiving increasing attention in most industrially advanced countries in recent years. This emphasis on good supervision received a fillip during the Second Great World War when the necessity to step up production for successful prosecution of the war resulted in an influx of large numbers of partially trained or untrained workers into industrial occupations. The problem to be faced was the evolution of a method of instructing workers in the processes which their jobs involved as quickly as possible and the prevention of dislocation of production as a result of "human relations upsets" within the workshops. American industry forged ahead and evolved a system of "Training Within Industry for Supervisors" designed to give them the skills which they required to cope with teaching these new workers their jobs and maintaining good relations in the workshops. The scheme proved to be very successful in increasing productive efficiency. Profiting from the experience of the United States, other industrially advanced countries, including Great Britain, have adopted and adapted the system to cater to the needs of their own industrial systems.

Successful production depends not merely on the efficiency of management nor the sufficiency and excellence of capital equipment. It depends also on the successful operation of the plans of management by the work-people who are the persons concerned with the actual productive operations. The essence of good supervision is one of capable transmission of the ideas of the management to the work-people with such clarity of interpretation as will obviate inefficiency. The channel of transmission is the "intermediate link"—the supervisory grades which include such people as shop managers, foremen and charge hands. It is on the skill of these classes of persons in efficiently setting up and ensuring continuance of the actual work processes and in maintaining good relations among the people who carry out those work processes that the degree of productive efficiency achieved is founded. Inefficiency of supervision inevitably results in loss of time due to such ills as the use of wrong methods, superfluous actions and other wastes of time. It is incontestable that anyone who directs the work of others must possess the knack of good supervision, if efficiency is to be achieved.

#### Qualities Essential to a Good Supervisor

A good supervisor must possess the following essential qualities:—

*Knowledge of the work.*—He must possess knowledge of and familiarity with the processes involved, the operations and the machinery



and the tools of production. It is not always essential that the supervisor should himself have the ability to perform those operations but he must be absolutely conversant with the processes which he is required to direct.

*Knowledge of responsibilities.*—He should be familiar with the Standing Orders and Regulations of the establishment for which he works, inter-departmental relationships, customs, Trade Union Agreements, regulations relating to working conditions and such like matters.

*Ability to instruct work-people.*—He must be possessed of the ability to teach new workers in the most efficient methods and to give clear directions to experienced workers. Much inefficiency is occasioned in industry by the use of inefficient methods, processes, or working habits. The Supervisor must be able to watch for these and correct them.

*Ability to improve methods.*—A Supervisor should acquire the ability to review constantly the methods and processes employed in the work which they supervise and to analyse these with a view to securing simplification and greater efficiency in output. He must be able to detect and cut out superfluous habits and actions which may devour a considerable portion of the time of the worker resulting in reduction of output.

*Leadership.*—A good Supervisor must be a good leader. He should be able to handle workers in such manner as to bring out in them a willingness to give of their best. His is the task of promoting harmony in the relations among the persons who work side by side on his shop-floor. He should be able to handle with tact and sympathy the problems which affect the persons working under him and induce in them appreciation of the fact that their problems receive sympathetic attention from their employer.

### **How TWI Assists in the Development of Supervisor Skills**

The T. W. I. system does not attempt to deal with the first two of the requisities listed above. They are matters peculiar to a particular industry and often to individual establishments. It is the task of management to see that a system is evolved for teaching its supervisors everything they need to know regarding the work they do, regulations, &c. The T. W. I. programmes deal with the other three skills which a supervisor must possess.

Three training programmes have been drawn up to deal with these three requirements respectively. These are—

(a) *The Job Instructions Programme.*—This programme is designed to develop in the supervisor the knack of passing on instructions and knowledge to the workers whom he supervises. He is taught to be clear and unambiguous in the instructions he gives and helped to master the cardinal principals which must be acted upon by any good teacher.

(b) *The Job Methods Programme.*—This programme is intended to develop in the supervisor a scientific approach to the improvement of working methods. It is designed to teach the supervisor how to cut out unnecessary work in job processes and remove hindrances which impede his workers. Stress need not be laid on the extent to which



removal of unnecessary job processes and hindrances will result in the saving of time by the operatives nor on the fact that where these processes are of a highly repetitive nature the saving of time could be appreciable.

(c) *Job Relations Programme*.—This programme, as indicated earlier, is concerned with training in the handling of human relations problems within the workshop.

### **Methods of Training**

Each of these programmes consists of five two-hour sessions which are as a rule conducted on the employer's premises. The sessions are normally held on consecutive days. Sessions of two hours duration were decided upon as the originators of these programmes felt that longer sessions may prove indigestible to supervisors who have already been groomed in working habits. Furthermore the absence of a supervisor from his post for two hours a day will have a very small effect on industry whereas, if he were absent for a period of, say, a week or even a day, it may result in dislocation. Supervisors are normally not permitted to take two programme courses immediately following upon one another. A gap of about a month is allowed so as to facilitate the practical application of the principles assimilated at the sessions.

The technique adopted at these sessions is interesting. A group selected to follow a programme of training consists of 8 to 10 supervisors. They are accommodated around a table and any suspicion that lectures are being given them by the trainers is avoided at all cost. What takes place is actually discussion of the techniques which the scheme of training seeks to put over to the supervisors. Each group has a leader known as a "trainer". The trainer is trained in the art of presenting the techniques to the supervisors and this is done by explanation of the ideas to be used and the group treatment of actual problems utilizing the techniques. The problems selected for discussion are normally drawn from the work tables of the supervisors attending the sessions in order to drive home the practical value of the system in its application to their daily routine. Supervisors in the group are invited to suggest for analysis problems which may currently be causing difficulty in their workshops. The analysis follows step by step the method of treatment of problems worked out for the programme and its object is to assist the supervisor to acquire the skill of applying these techniques in analysing the problems and processes which they face in their daily work.

In the composition of training groups it is considered desirable to maintain a "level" among the persons attending the group as regards work status although there is no objection to a mixed group as regards occupation, industry or sex. The underlying idea is that if the persons forming the group are of one level they are more likely to enter wholeheartedly into the discussion as the embarrassment likely to be caused by the presence of supervisors of differential levels will be absent.

### **The Part Played by Management in "Follow-up"**

A primary weakness in the T. W. I. system is in regard to the putting into practice of the techniques learnt. To ensure successful practical application of the principles it is essential that managements



should "follow-up" the training with sympathetic encouragement when the trained supervisor returns to his post. If this sympathetic encouragement and "follow-up" are absent it is often possible that embarrassment or other causes may result in the training received being relegated into the background and its value lost to the establishment concerned. It is obvious however that managements cannot develop a sympathetic attitude unless they are aware of and appreciate the ideas and methods which T. W. I. seeks to put over. In order to enable management to do so the system includes one day "appreciation sessions" which managements may attend and during which the objects, ideas and principles are explained.

### Value of TWI

At the conclusion of this Article is a schedule which sets out briefly the "analysis techniques" which each of the programmes seeks to put over. It will, no doubt, be appreciated that the techniques as set out in these programmes if properly assimilated will result in a scientific approach to the problems of the workshop. It cannot be claimed that T. W. I. is a panacea for all industrial ills nor is it a magic wand which will wave away inefficient methods overnight. It is on the contrary a system of training whose essence is simplicity but which provides a solid foundation for the building up of efficiency in any sphere of work. Resultant increase in efficiency must necessarily vary but it is an incontestable fact that any increase in efficiency at so small a cost is worthwhile.

### Conclusion

It is interesting to note that this system which was introduced into Great Britain in a small way in 1944 has now grown in popularity to such an extent that no less than 2,750 firms are using T. W. I. methods. Even the British Civil Service has adopted, under the aegis of the Treasury, the T. W. I. system for the training of Civil Servants. The Ministry of Labour and National Service provides a service of 37 trainers in the various areas of the country with 7 institute leaders at the Headquarters whose services are made available to employers desirous of using this form of training. "Institute leaders" undertake the training of the "trainers" who conduct the supervisor programmes. The trainers undergo an intensive course of training in presentation methods and it is when they have imbibed these methods satisfactorily that they are deemed competent to conduct training programmes on their own.

Some start has been made to introduce T. W. I. in Ceylon. The International Labour Organization has already sent to this country an expert on the subject who has trained institute leaders and conducted training groups for supervisors. A training course was also organized by the I. L. O. at its Field Office at Bangalore. A number of "trainers" have been trained for various Government Departments and the Department of Labour itself has three "trainers" whose services are available for the conducting of training programmes for supervisors in individual establishments or groups of establishments.

Contributed by—

D. H. GREVE,  
Assistant Commissioner of Labour.



### Job Instructions Programme

#### Step 1. *Prepare the Worker*

Put him at ease.  
State the job and find out what he already knows about it.  
Get him interested in learning job.  
Place in correct position.

#### Step 2. *Present the Operation*

Tell, show, and illustrate one IMPORTANT STEP at a time.  
Stress each KEY POINT.  
Instruct clearly, completely and patiently, but no more than he can master.

#### Step 3. *Try Out Performance*

Have him do the job—correct errors.  
Have him explain each KEY POINT to you as he does the job again.  
Make sure he understands.  
Continue until YOU know HE knows.

#### Step 4. *Follow-up*

Put him on his own. Designate to whom he goes for help.  
Check frequently. Encourage questions.  
Taper off extra coaching and ease off the follow-up.

### Job Methods Programme

A practical plan to make better use of available Manpower, Machines and Materials.

#### Step 1. *Analyse the Job*

Record all details of the job exactly as done by present method.

#### Step 2. *Question Every Detail*

WHY? Is it necessary?  
HOW? Is there a better way?  
NOTE IDEAS.

#### Step 3. *Develop the Improved Method*

ELIMINATE unnecessary details.  
SIMPLIFY necessary details.

#### Step 4. *Apply the Improved Method*

SUBMIT for approval.  
PUT IT TO WORK.

### Job Relations Programme

HOW TO HANDLE A PROBLEM—DETERMINE OBJECTIVE

#### Step 1. *Get the Facts*

Review the record.  
Find out what rules and customs apply.  
Talk with individuals concerned.  
Get opinions and feelings.



BE SURE YOU HAVE THE WHOLE STORY AND THE RIGHT OBJECTIVE.

*Step 2. Weigh and Decide*

Fit the facts together.

Consider their bearing on each other.

What possible actions are there?

• Check practices and policies.

Consider the effect on the individual-group-production.

Remember your objective.

DON'T JUMP TO CONCLUSIONS.

*Step 3. Take Action*

Are you going to take the action yourself?

Do you need help in taking your action?

Should you inform your supervisor of your action?

Watch the timing of your action.

DON'T PASS THE BUCK.

*Step 4. Check Results*

How soon will you follow-up?

How often will you need to check?

Watch for changes in output, attitudes and relationships.

DID YOUR ACTION ACHIEVE YOUR OBJECTIVE?

---

## 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 September, 1951, was 279, the same as that for August, 1951. The cost of living index number for estate labourers for September, 1951, was 287 as against 285 in August, 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 July and August, 1951, was as given below—

	July, 1951	August, 1951
Technical and clerical .. .. .	5,652	5,806
Skilled .. .. .	8,421	8,348
Semi-skilled .. .. .	12,448	12,398
Unskilled .. .. .	27,989	27,906
	<hr/>	<hr/>
	54,510	54,458
	<hr/>	<hr/>



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

	July, 1951	August, 1951
Technical and clerical ..	219	142
Skilled ..	190	123
Semi-skilled ..	145	152
Unskilled ..	509	658
	<u>1,063</u>	<u>1,075</u>

### Strikes

There were altogether six strikes in the month of July, 1951, involving 1,067 workers and a loss of 3,152 man-days. Of these 5 strikes were on estates involving 503 workers and a loss of 2,606 man-days. The other one was in the Dock, Harbour and Port Transport Trade, involving 564 workers and a loss of 546 man-days.

### Arrivals and Departures of Indian Estate Labourers

In September there was an excess of arrivals over departures of Indian estate labourers from the Island amounting to 532. 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 October, 1951, to workers in all trades to which Part II of the Wages Boards Ordinance, has been applied will be the same as in the previous month.

---

## NOTES OF CURRENT INTEREST

### Third Session of the Asian Advisory Committee

The third Session of the Asian Advisory Committee of the International Labour Organization, of which Ceylon is a member-state, is to meet from November 10 to 13, 1951, at Geneva. The agenda of the Session, as decided by the Governing Body of the International Labour Office at its 114th Session (Geneva, March, 1951), will be as follows :—

1. Provision of facilities for the promotion of workers' welfare.
2. Under-employment in Asia, its causes and remedies, with special reference to the social aspects of capital formation for economic development.

The Asian Advisory Committee was constituted only 2 years ago to advise the Governing Body, at its request, on Asian problems and on the Asian aspects of general problems. Ceylon was elected for the second consecutive year as one of the Government members on this Committee.

It is proposed to send a two-man delegation to represent Ceylon as a Government member at this Session. The delegation is to consist of Mr. E. M. Wijenaikē, C.C.S., Assistant Secretary to the Ministry of Labour and Social Services, and Mr. M. B. A. Seneviratne, Assistant Commissioner of Labour.



It is understood that Mr. R. E. Jayatillake of the Ceylon Labour Union, who was recently elected as a Workers' Representative on this Committee, will also attend this Session.

### Indonesian Labour Officers in Training

Two Labour Officers of Indonesia, Dr. Tiaw Hing Han and Mr. M. K. Osman, are now in Ceylon attached to the Department of Labour, following a course of training and observation in the Labour Inspection Organization and Methods of this country.

### Trade Union Registrations

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

- No. 425 .. Matara Four Gravets and Welleboda Pattu Government Teachers' Union.
- No. 426 .. Gal Oya Development Board Officers' Association.
- No. 427 .. Government Hospital Overseers' Association.
- No. 428 .. Moratuwa General Workers' Union.

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## REGULATIONS UNDER THE INDUSTRIAL DISPUTES ACT, NO. 43 OF 1950

The Industrial Disputes Act, No. 43 of 1950, which was passed by Parliament last year, received the assent of the Governor-General on December 16, 1950. It has been brought into operation with effect from September 1, 1951. The provisions of this Act were summarized in the January issue of the *Ceylon Labour Gazette* this year.

The following are the Regulations under this Act :—

1. These regulations may be cited as the Industrial Disputes Regulations, 1951.
2. (1) Where an industrial dispute exists or is apprehended the parties may, and in the case of essential industries shall, if they have failed to settle such dispute among themselves, send to the Commissioner a written notice specifying the following matters :—
  - (a) the names and addresses of the parties to the dispute ;
  - (b) the matters in dispute ;
  - (c) the steps taken to settle the dispute ; and
  - (d) such other particulars as are available to them relating to the dispute.(2) Each party to the industrial dispute shall, if requested so to do by the Commissioner by written notice, send him within the period specified in the notice, such other information relating to the industrial dispute which the Commissioner may require him to send.
3. Every notice of repudiation of a collective agreement, settlement or award of an arbitrator under the Act, shall be substantially in the Form A set out in the First Schedule hereto.
4. 25 per cent. is hereby prescribed, for the purposes of section 10 (1) (b) of the Act, as the percentage of the total number of employers.
5. 25 per cent. is hereby prescribed, for the purposes of section 10 (1) (c) of the Act, as the percentage of the total number of workmen.



6. (1) Every notice of intention by an employer to commence a lockout in connection with an industrial dispute in an essential industry shall be substantially in the Form B set out in the First Schedule hereto.

A copy of such notice shall be sent by registered post by such employer to each of his workmen who will be affected by the lockout, or shall be displayed in a conspicuous position in their place of employment.

(2) A copy of the notice referred to in paragraph (1) shall be sent by registered post to the Commissioner by the employer intending to commence the lockout on the same date as it is sent by post to the workmen or on the same date as it is displayed in their place of employment.

7. (1) Every notice of intention by a workman to commence a strike in connection with an industrial dispute in an essential industry shall be substantially in the Form C set out in the First Schedule hereto.

A copy of such notice shall be sent by such workman to his employer either by registered post or by hand to be delivered at the employer's last known place of abode.

(2) A copy of the notice referred to in paragraph (1) shall be sent by registered post to the Commissioner by the workmen intending to commence the strike on the same date as it is sent by them to their employer.

8. Every appointment to the Panel referred to in section 22 of the Act shall be notified in the *Gazette*.

9. There shall be attached to the Chairman of the Panel referred to in section 22 of the Act an officer called the Registrar who shall perform such duties and discharge such functions as may be assigned to him by the Chairman or be imposed on him by these regulations.

10 Applications in respect of the following matters shall be made to the Registrar in writing :—

- (a) for certified copies of documents submitted to a Court ;
- (b) for issue of summons to witnesses ;
- (c) for the inspection of documents submitted to a Court ; and
- (d) for the return of exhibits submitted to a Court.

The Registrar may decide such application himself or submit it for decision by the appropriate Court or by the Chairman of the Panel.

11. (1) Every appeal to the Court against a decision of the Commissioner under section 10 (3) of the Act shall be made within a period of thirty days from the date of such decision :

Provided that the Court may entertain any such appeal after the expiry of the said period, if it is satisfied that the delay was due to a reasonable cause. In the reckoning of such period, the date of the decision shall be taken into account.

(2) Every appeal referred to in paragraph (1) shall be made by petition which shall be in the Form D set out in the First Schedule hereto and shall be accompanied by a copy of the decision appealed against. Such petition and copy shall be sent by registered post.

12. (1) As soon as may be after a dispute has been referred to a Court under section 4 of the Act, the Registrar shall by written notice



call upon the parties to the dispute to submit to him such number of copies of a statement, setting out in full the matters in dispute, as he may require, and the parties shall submit the said number of copies within the period specified in the notice.

(2) As soon as may be after an appeal has been made to a Court under section 10 (3) of the Act or an application has been referred to it under section 27 of the Act or a question has been referred to it for interpretation under section 34 of the Act, the Registrar shall by written notice call upon the person or body of persons making the appeal, application or reference to submit to him such number of copies of the petition of appeal, application or reference as he may require and such person or body of persons shall submit the said number of copies within the period specified in the notice.

(3) As soon as may be after the receipt of the copies of the statement, appeal, application or reference, the Registrar shall send one copy to each of the persons or bodies of persons considered by him to be affected by the dispute, appeal, application or reference.

13. As soon as may be after any matter has been fixed for hearing before a Court, the Registrar shall by written notice inform the person or bodies of persons specified hereunder of the date, time and place of hearing :—

- (a) where a dispute has been referred to a Court under section 4 of the Act, the parties to the dispute and where an appeal, application or reference has been made to it under any other provision of the Act, the person or body of persons making the appeal, application or reference ;
- (b) every person or body of persons considered by the Registrar as likely to be affected ; and
- (c) the Commissioner.

Every such notice shall be substantially in the Form E set out in the First Schedule hereto.

14. Where a dispute has been referred to a Court under section 4 of the Act or an appeal, application or a question has been referred to it under any of the other provisions of the Act, any person whose interests are affected may apply to the Court to be joined as a party.

The Court may grant such application, if it is satisfied that such person's interests will be affected to his prejudice if he is not joined as a party.

15. Every summons to a witness under the Act shall be substantially in the Form F set out in the First Schedule hereto.

16. Save as otherwise expressly provided in these regulations, the service on a person of any notice, summons, order or other document issued under the Act shall be effected by hand or through registered post or by affixing such notice, summons, order or other document at the entrance to his last known place of abode.

17. Save as otherwise expressly provided in the Act or in these regulations, every notice, summons, order or other document issued under the Act may be served on—

- (a) in the case of an employer—
  - (i) on the employer himself ;
  - (ii) where the employer is represented by a trade union, on the President, Secretary or such other officer as may have been authorized in that behalf by the union ;



- (iii) where the employer is an incorporated body, on any Director, Manager or other principal officer of such body authorized in that behalf by its Board of Directors ;
  - (iv) where the employer is a firm, on any partner of the firm ; and
- (b) in the case of workmen—
- (i) where the workmen are represented by a trade union, on the President or Secretary or such other person or persons as may have been authorized in that behalf by the union ; and
  - (ii) in other cases, on such representatives as may have been nominated by the workmen or if there is no such representation, on each workman who is a party to the industrial dispute.

18. (1) For the purposes of the Act, a party to an industrial dispute consisting only of employers (not being a union of employers) may nominate representatives, the number of such representatives being determined in the manner set out hereunder—

- (a) 1 representative for 10 or less than 10 employers ;
- (b) 2 representatives for over 10 and up to 25 employers ;
- (c) 3 representatives for over 25 and up to 75 employers ; and
- (d) 4 representatives for over 75 employers.

(2) For the purposes of the Act, a party to a dispute consisting only of workmen may nominate representatives, the number of such representatives being determined in the manner set out hereunder—

- (a) 1 representative for 25 or less than 25 workmen ;
- (b) 2 representatives for over 25 and up to 100 workmen ;
- (c) 3 representatives for over 100 and up to 400 workmen ;
- (d) 4 representatives for over 400 and up to 750 workmen ; and
- (e) 5 representatives for over 750 workmen.

(3) For the purposes of the Act, where the party to a dispute consists partly of trade unions and partly of employers or workmen who are not members of such union, such employers or workmen may nominate representatives, the number of such representatives of the employers being determined in the manner set out in paragraph (1), and the number of such representatives of the workmen being determined in the manner set out in paragraph (2).

19. (1) The Commissioner of Labour or any authorized officer or any officer appointed under the Act, for the purpose of investigating any matter connected with or having a bearing on any industrial dispute which exists or is apprehended, may at all reasonable hours by day or night—

- (a) enter any premises or place in which employers or workmen who are parties to such dispute work ;
- (b) inspect the said premises or place and any machinery, appliances or articles therein ; and
- (c) examine any person whom he finds in such premises or place.

(2) It shall be the duty of the person in charge of any premises or place of the description specified in the preceding paragraph and every agent or servant of such person to furnish such facilities as may be



required by any officer for the purposes of any entry, inspection or examination which that officer is empowered to carry out under the said paragraph.

20. The officers specified in the Second Schedule hereto shall be paid remuneration and travelling allowances calculated in accordance with the appropriate provisions of that Schedule.

21. Witnesses shall be paid batta and travelling allowances calculated at the rates specified in the Third Schedule hereto.

22. Any costs ordered by an arbitrator or a Court shall be recovered as if they were costs incurred in a civil suit.

23. In these regulations, unless the context otherwise requires—

“Act” means the Industrial Disputes Act, No. 43 of 1950 ;

“Court” means the Industrial Court ; and

“authorized officer”, “Commissioner” and “essential industry” shall have the same meanings as in the Act.

## FIRST SCHEDULE

### FORM A

Regulation 3.

#### Industrial Disputes Act, No. 43 of 1950

*Notice of repudiation of a collective agreement<sup>1</sup>/  
settlement/award of an arbitrator.*

Address : \_\_\_\_\_

Date : \_\_\_\_\_

To : \_\_\_\_\_<sup>2</sup>

Notice is hereby given of the repudiation of the collective agreement<sup>1</sup>/settlement/award of an arbitrator dated \_\_\_\_\_, binding on \_\_\_\_\_ and \_\_\_\_\_ published in *Government Gazette* No. \_\_\_\_\_ of \_\_\_\_\_.

Signature<sup>3</sup> \_\_\_\_\_

<sup>1</sup>Delete what is inapplicable.

<sup>2</sup>Separate notices should be sent by the party, trade union, employer or workman making the repudiation to every other party, union, employer and workman bound by the collective agreement, settlement or award, as the case may be. (See sections 9 (1), 15 (1) and 20 (1) of the Act.)

<sup>3</sup>If the person signing the notice is signing it on behalf of any party, employer, trade union or workman, he should also specify the party, employer, union or workman on whose behalf he is signing, and in the case of a union also the designation of his office in that union.

### FORM B

Regulation 6.

#### Industrial Disputes Act, No. 43 of 1950

*Notice of intention to commence a lockout in an essential industry.*

Address : \_\_\_\_\_

Date : \_\_\_\_\_

To :

Notice is hereby given that it is intended to commence a lockout on the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_, in connection with the dispute which has arisen between \_\_\_\_\_ and \_\_\_\_\_ who are engaged in the \_\_\_\_\_ industry which has been declared an essential industry by Order published in *Government Gazette* No. \_\_\_\_\_ of \_\_\_\_\_.

Signature of employer or  
representative of employer.



FORM C

Regulation 7.

**Industrial Disputes Act, No. 43 of 1950**

*Notice of intention to commence a strike in an essential industry.*

Address : \_\_\_\_\_

Date : \_\_\_\_\_

To :

Notice is hereby given that it is proposed to declare a strike on the \_\_\_\_\_ day of \_\_\_\_\_ 19\_\_\_\_, in connection with the dispute which has arisen between \_\_\_\_\_ and \_\_\_\_\_ who are engaged in \_\_\_\_\_ industry which has been declared an essential industry by Order published in *Government Gazette* No. \_\_\_\_\_ of \_\_\_\_\_.

Signature of workman or signatures of workmen  
or workmen's representatives.

FORM D

Regulation 11 (2).

**Industrial Disputes Act, No. 43 of 1950**

*Appeal to the Industrial Court under section 10 (3)*

Petition of Appeal

In the Industrial Court, Colombo

Petition of Appeal No. \_\_\_\_\_ of \_\_\_\_\_ Appellant \_\_\_\_\_ Address \_\_\_\_\_

Vs.

\_\_\_\_\_ Respondent  
\_\_\_\_\_ Address

In the matter of \_\_\_\_\_.

May it please the Hon'ble Court

The Appellant abovenamed begs respectfully to submit as follows :--  
that \_\_\_\_\_.

A certified copy of the decision appealed against is annexed hereto.  
The Appellant therefore prays that the Court may be pleased to

decide :

- 1.
- 2.
- 3.

Signature \*

\* Where the appellant is a trade union, the person signing the petition of appeal should also specify the name of the trade union on behalf of which he is signing, and the designation of his office in that union.

FORM E

Regulation 13.

**Industrial Disputes Act, No. 43 of 1950**

*Notice of Hearing*

In the Industrial Court, Colombo

No. \_\_\_\_\_ of \_\_\_\_\_

In the matter of \_\_\_\_\_.



To :

You are hereby notified to appear either in person or through your representative at \_\_\_\_\_ on \_\_\_\_\_ at \_\_\_\_\_ A.M./P.M.\*

You are requested to produce the documents specified hereunder.

By order of Court  
Registrar, Industrial Court.

Office of the Industrial Court,  
Colombo, \_\_\_\_\_.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 19 \_\_\_\_\_

*Documents to be produced*

\* Delete what is inapplicable.

FORM F

Regulation 15.

**Industrial Disputes Act, No. 43 of 1950**

*Summons to Witness*

To :

In the matter of \_\_\_\_\_.

You are hereby summoned to appear in person \_\_\_\_\_ at \_\_\_\_\_ on \_\_\_\_\_ at \_\_\_\_\_ A.M./P.M.\* to give evidence on behalf of \_\_\_\_\_ in the above matter. You are requested to bring with you \*/transmit the documents specified hereunder to \_\_\_\_\_ at \_\_\_\_\_ by \_\_\_\_\_ A.M./P.M.\* of \_\_\_\_\_ day of \_\_\_\_\_.

By order of

\*Registrar, Industrial Court.  
Commissioner of Labour.  
Arbitrator.  
Secretary, District Court.

Dated this \_\_\_\_\_ day of \_\_\_\_\_ 19 \_\_\_\_\_

*Documents to be produced*

\* Delete what is inapplicable.

Regulation 20.

**SECOND SCHEDULE**

1. (1) Subject to the provisions of paragraph (2), every authorized officer, if he is not an officer of the Government of Ceylon, shall be entitled in respect of each sitting to a fee computed at the following rates :—

	Rs.
(a) where the duration of the sitting exceeds 2 hours ..	40
(b) where the duration of the sitting does not exceed 2 hours ..	25

(2) The maximum amount which an authorized officer shall be entitled to receive as fees for attendance at sittings in any month shall be Rs. 200.



2. (1) Subject to the provisions of paragraph (2), the Chairman of the Panel, if he is not an officer of the Government of Ceylon, shall be entitled to a fee, for the performance of his duties as Chairman, computed at the following rates :—

	Rs.
(a) where the duration of the work performed exceeds 2 hours on any one day .. .. .	75
(b) where the duration of the work performed does not exceed 2 hours on any one day .. .. .	40

(2) The maximum amount which the Chairman of the Panel shall be entitled to receive as fees in respect of work performed as Chairman of the Panel in any month shall be Rs. 500.

3. (1) Subject to the provisions of paragraph (2), every arbitrator or member of a Court, if he is not an officer of the Government of Ceylon, shall be entitled to a fee computed at the following rates :—

	Rs.
(a) where the duration of the sitting exceeds 2 hours .. .. .	75
(b) where the duration of the sitting does not exceed 2 hours .. .. .	40

(2) The maximum amount which an arbitrator or member of a Court shall be entitled to receive as fees for attendance at sittings in any month shall be Rs. 500.

4. Authorized officers, arbitrators and members of a Court shall be entitled, in respect of any travelling done by them in the discharge of their duties, to a travelling allowance, calculated in accordance with the following provisions :—

- (a) in respect of any journey or any portion of a journey which might reasonably have been performed by railway, an authorized officer or an arbitrator or member of a Court shall be entitled to a travelling allowance equivalent to the first class train fare.
- (b) in respect of any journey or part of a journey by a private or a hired conveyance, where such journey could not reasonably have been performed by railway, an authorized officer, an arbitrator or a member of a Court shall be entitled to a travelling allowance, calculated at the rate of 50 cents for each mile or outstanding part of a mile of the distance travelled.
- (c) in respect of any journey by omnibus, tram or other public conveyance, an authorized officer, arbitrator or member of a Court shall be entitled to a travelling allowance consisting of the actual amount paid as fare.

Regulation 21.

### THIRD SCHEDULE

Every witness of the class specified in column I of the table set out hereunder shall be paid batta and a travelling allowance at the rates specified in the corresponding entries in columns II and III of that table.



TABLE

I * Class	II Batta per Diem	III Travelling Allowance	
		Travelling by a Conveyance other than a Train	Travelling by train, cost of the fare specified hereunder
	Rs. c.	Cents per Mile	
I .. .. .	8 0	45	1st
II .. .. .	6 50	35	1st
III .. .. .	3 40	25	2nd
IV .. .. .	2 20	20	3rd
V .. .. .	1 50	20	3rd

## \* Classes of Witnesses

Class I—Persons having annual incomes of not less than Rs. 6,000.

Class II—Persons having annual incomes of Rs. 3,600 and under Rs. 6,000.

Class III—Persons having annual incomes of Rs. 1,500 and under Rs. 3,600.

Class IV—Persons having annual incomes of Rs. 500 and under Rs. 1,500.

Class V—Persons having annual incomes of less than Rs. 500.

## GUIDE TO EMPLOYERS—XVI

### THE TODDY, ARRACK AND VINEGAR TRADE

#### Description of the Toddy, Arrack and Vinegar Trade

The notification under section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, published in *Government Gazette* No. 9,312 of September 22, 1944, as amended by notification published in *Government Gazette* No. 9,483 of November 9, 1945, gives a comprehensive description of the trade. The description covers the work connected with the preparation of palm trees for tapping, the tapping, collecting and sale of toddy, the distillation and sale of arrack, and the manufacture and sale of vinegar, and includes the following activities :—

- (a) taking a census of trees for tapping, and marking trees for tapping;
- (b) laddering trees;
- (c) coupling trees;
- (d) preparing spadices for tapping;
- (e) tapping trees;
- (f) collecting toddy from trees;
- (g) transporting toddy to collecting station, distillery, or tavern;
- (h) measuring toddy at collecting station, distillery, or tavern;
- (i) selling toddy at tavern;
- (j) loading and unloading barrels of toddy;
- (k) washing barrels, toddy vats, utensils and other vessels;
- (l) distilling toddy at distillery;
- (m) chopping and splitting firewood at distillery;
- (n) cleaning and washing barrels, wash backs, stills and other vessels at distillery;
- (o) transporting arrack to warehouse or tavern, loading and unloading arrack casks;
- (p) measuring arrack at distillery, warehouse, or tavern;
- (q) bottling, corking and labelling arrack bottles;



- (r) selling arrack at tavern;
- (s) making vinegar from toddy;
- (t) bottling, corking and labelling vinegar bottles;
- (u) transporting vinegar for distribution;
- (v) changing ropes;
- (w) cutting and removing ropes;
- (x) washing, bottling and corking toddy bottles; and
- (y) any other operation connected with or incidental to work specified in this paragraph, including the work of the following workers :—

tavern watcher,  
 tope watcher,  
 collecting station manager, and  
 tope inspector.

The description, however, excludes the work of the following workers :—

lorry and van driver, carter, electrician, engine driver, boilerman, furnaceman, mechanic and clerk.

### Decisions of the Wages Board for the Trade

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

#### Normal Working Day

The number of hours constituting a normal working day (inclusive of one hour for a meal) has been fixed at nine.

#### Minimum Rates of Wages for Piece Work

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

<i>Process</i>	<i>Rate</i>
Coupling coconut palms .. ..	* 50 cents for each coupling
Changing ropes .. ..	* 25 cents for each coupling
Cutting and removing ropes .. ..	* 20 cents for each coupling
Laddering coconut palms .. ..	* Rs. 25 for each tope not exceeding 110 palms
Tapping coconut, kitul or palmyrah palms for supplying toddy to taverns—	
in the Western Province or the Galle District .. ..	* 51 cents for each gallon of toddy delivered by worker
in the Chilaw District .. ..	* 54 cents for each gallon of toddy delivered by worker
in the Nuwara Eliya or Kandy District .. ..	* 61 cents for each gallon of toddy delivered by worker
in the Matara, Jaffna or Matale District .. ..	* 67 cents for each gallon of toddy delivered by worker
in the Puttalam, Badulla, Ratnapura, Anuradhapura, Kurunegala, Kegalla or Hambantota District .. ..	* 72 cents for each gallon of toddy delivered by worker
in the Trincomalee, Batticaloa, Mannar or Mullaattivu District .. ..	* Re. 1 for each gallon of toddy delivered by worker
Tapping trees for supplying toddy to distilleries or for the manufacture of vinegar .. ..	34 cents for each gallon of toddy delivered by worker
Tapping spadices for supplying toddy to distilleries or for the manufacture of vinegar .. ..	Rs. 45 for 80–120 trees
Tapping spadices for supplying toddy to taverns .. ..	* Rs. 45 for 25–40 coconut, kitul or palmyrah palms



The application of the foregoing rates for tapping trees is, in every case where a worker is employed in tapping toddy for the arrack trade or for the manufacture of vinegar, subject to the condition that the toddy delivered by him contains not less than 7.5 per centum alcohol by volume. Where, however, such toddy contains less than 7.5 per centum alcohol by volume, the worker who delivered it may be paid an amount which bears to the rate specified above the proportion which the percentage of alcohol in that toddy bears to 7.5.

The rates against which an asterisk has been marked are likely to be increased with effect from November 1, 1951, if in the course of this month (October, 1951), the Hon. Minister approves certain decisions proposed by the Wages Board for the Toddy, Arrack and Vinegar Trade.

### Minimum Rates of Wages for Time Work

In any month where the period of unauthorized absence of a time rate worker exceeds four days, such worker may be paid as wages for that month an amount which bears to the minimum monthly rate the proportion which the number of days work increased by 4 bears to 30.

The minimum rates of wages for time work applicable to certain workers in the trade are as follows:—

<i>Class of Workers</i>	<i>Rate</i>	
Workers employed in—	<i>Rs.</i>	<i>c.</i>
the work of tope kangany ..	* 100	0 for each month
the work of toddy tavern watcher ..	* 50	0 for each month
the work of tope watcher ..	* 40	0 for each month
the work of collecting station manager ..	60	0 for each month
the work of selling toddy at taverns ..	* 60	0 for each month
the work of selling arrack at taverns ..	60	0 for each month
collecting toddy from coconut, kitul or palm- yrah palms (including the operations of transporting, loading, unloading toddy and washing barrels, toddy vats, utensils and other vessels) in the toddy section of the trade	* 70	0 for each month
collecting toddy from trees (including the operation of transporting) in the arrack section of the trade	35	0 for each month
distilling toddy at distillery ..	60	0 for each month
chopping and splitting firewood; cleaning and washing barrels, wash backs, stills and other vessels at distilleries; transporting, loading and unloading arrack; measuring arrack; bottling, corking and labelling arrack bottles; bottling and corking toddy bottles; making vinegar; bottling, corking and labelling vinegar bottles; and transporting vinegar for distribution—		
(a) for a male worker not under 16 years of age ..	1 70	for each normal working day
(b) for a male worker under 16 years of age ..	1 13	for each normal working day
(c) for a female worker not under 16 years of age	1 30	for each normal working day
(d) for a female worker under 16 years of age ..	0 87	for each normal working day

If the Hon. Minister approves in the course of the month (October, 1951) certain decisions proposed by the Wages Board for the Trade, the rates against which an asterisk has been marked and the rates of wages for male and female workers not under 16 years of age engaged in bottling and corking toddy bottles are likely to be increased with effect from November 1, 1951.



## Overtime Rates

Overtime is payable in respect of work done on a time rate basis for any period in excess of the normal working day. The minimum rate payable is  $1\frac{1}{4}$  times the minimum hourly rate (ascertained by dividing the minimum monthly rate by 240 or the minimum daily rate by 8, as the case may be) 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 March 1, 1947. This means that the qualifying year of all workers who had been in the employment of an establishment for 12 months or more on March 1, 1947, will be March 1 to February 28 (or 29 in a leap 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 10 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 straightforward. A worker who has been in continuous employment and has worked under the same employer for at least 180 days in any year is entitled to five holidays in the next succeeding year. Where such a worker has worked for more than 180 days in any year he should in addition be allowed in the next succeeding year one holiday for each unit of 12 days by which the number of days on which the worker has worked exceeds 180 days. The maximum number of days worked which need be taken account of is 336 days and this in effect limits the obligation of the employer to a maximum of 18 holidays per year.

Certain holidays and other days of absence must be included as working days for the purpose of this computation and employers are advised to make a careful study of the holiday regulations which have been published in *Government Gazette* No. 9,671 of February 21, 1947.

The holidays earned by a worker must be given in the 12 months succeeding the qualifying year in which they were earned. If the number of holidays earned is five or exceeds five, at least five holidays must be given and taken on consecutive days. The specific period at which the holidays are taken may be mutually arranged.

The remuneration payable in respect of each holiday the worker is entitled to by reason of work performed during the current year is the appropriate minimum piece rate payable for 10 gallons of toddy in the case of a worker engaged in tapping trees, while in the case of any other work it is the worker's average daily wage ascertained



by dividing the total wages (exclusive of overtime and bonuses) earned by him in respect of the days on which he has actually worked in that year by the number of such holidays.

The worker must be paid the remuneration in respect of the holidays and such remuneration should be paid to him before such holiday or holidays but not earlier than seven days before such holiday or holidays.

A worker who leaves his employment of his own accord or is to be discontinued or dismissed from employment is entitled to take and should take with remuneration, during the period immediately preceding such leaving, discontinuance or dismissal, every holiday that he was entitled to in respect of the previous year which he has not already taken. In case such a worker has during the current year complied with the provisions relating to employment and work, he is entitled to every holiday that he would have otherwise been entitled to in the next succeeding year. The calculation of remuneration, in respect of such a case, is based on the minimum piece rate payable for 10 gallons of toddy or the total wages earned in respect of days actually worked, as the case may be, during the current year.

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

### **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

Notifications relating to the decisions of the Wages Board for the Toddy, Arrack and Vinegar Trade have been published in *Government Gazette* No. 9,560 of May 24, 1946, *Gazette* No. 9,594 of August 30, 1946, and *Gazette* No. 9,671 of February 21, 1947. 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.

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

Present : De Kretser J.

G. M. ARON SILVA, Appellant, v. KATHIRAVELU MURUGESU,  
Applicant-Respondent.

S. C. No. 547—Workmen's Compensation Case No. C 30/1499/38.

*Workmen's Compensation Ordinance—Locality of inquiry—Effect of agreement between parties—Question of postponement within discretion of Commissioner—Supreme Court's right of interference.*

- (i) It is not essential, although desirable, that an inquiry under the Workmen's Compensation Ordinance should be held in the local area in which the accident took place.
- (ii) The Commissioner entitled to function as such is not bound by any agreement between the parties.



- (iii) The question of postponement is one within the discretion of the Commissioner; the Supreme Court has the right to interfere on questions of law, but cannot canvass the question as to whether the Commissioner exercised his discretion rightly or not.

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

*N. Nadarajah*, with *H. W. Thambiah*, for appellant.

*M. Tiruchelvam*, with *C. X. Martyn*, for respondent.

October 13, 1938. DE KRETZER J.

This appeal is on questions of law. The first objection is that the inquiry should have been held in Trincomalie and that contention is based on section 31. Section 31 does not prescribe that an inquiry should be held in the local area in which the accident took place, but that the inquiry shall be held by or before a Commissioner entitled to function as such in that area. It is, however, I think always desirable that the inquiry should be held in the area in which the accident took place, and that should be the ordinary rule. The second objection is that the appellant was embarrassed by the course the inquiry took and the third is that the respondent had received certain sums of money in full satisfaction.

The Commissioner entitled to function as such is not bound by any agreement between the parties. The appellant in his earlier letter to the Commissioner did not state that the money had been paid by way of full compensation with regard to the question of postponement, it seems to be one within the discretion of the Commissioner, and I do not think that this court has any greater powers than those given to it by the Ordinance. It has the right to interfere on questions of law, but I do not think that this court can canvass the question as to whether the Commissioner exercised his discretion rightly or not.

In this case, the Commissioner gave the appellant notice of the inquiry at Chavakachcheri. He was faced with the situation that the applicant alleged that he was too poor to go to Trincomalie and the respondent desired that the inquiry should be held at Trincomalie. He therefore decided to hold the inquiry at Chavakachcheri and informed the appellant that he would adjourn to Trincomalie if necessary. The appellant was further informed that he could summon any witnesses whom he desired to have in attendance, but he summoned no witnesses, and while he (the appellant) was prepared to pay the costs of an adjournment, he was not prepared to pay the costs of an adjournment to Trincomalie. The Commissioner said that he could not gain any further information by going to Trincomalie. The only point on which any further evidence could have been called at Trincomalie was on the 3rd issue, and on that point, the appellant has himself not given any evidence that there was any order expressly given or any rule expressly framed governing the conduct of workmen at the mills, and relating to the working of the mills. He stated that "the hands have to be used to remove the poonac while the machine is in motion", which is exactly what the applicant did and it was in the course of doing that that he had his hands damaged.

I cannot in the circumstances say that the discretion of the Commissioner was wrongly exercised even if I had the right to express such an opinion. The appeal must therefore be dismissed with costs.

• Appeal dismissed. •



# 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	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24	
1943	.. 103 ..	94 ..	105 ..	138 ..	118 ..	107 .. 197
1944	.. 102 ..	94 ..	105 ..	156 ..	127 ..	109 .. 200
1945	.. 110 ..	94 ..	112 ..	165 ..	158 ..	121 .. 221
1946	.. 113 ..	111 ..	124 ..	180 ..	155 ..	125 .. 229
1947	.. 126 ..	121 ..	136 ..	213 ..	157 ..	138 .. 252
1948	.. 138 ..	101 ..	148 ..	189 ..	157 ..	142 .. 260
1949	.. 144 ..	97 ..	129 ..	156 ..	148 ..	141 .. 258
1950	.. 154 ..	102 ..	129 ..	155 ..	154 ..	149 .. 272
January	.. 155 ..	96 ..	129 ..	152 ..	151 ..	148 .. 271
February	.. 154 ..	97 ..	129 ..	150 ..	155 ..	148 .. 271
March	.. 151 ..	95 ..	129 ..	149 ..	151 ..	145 .. 266
April	.. 150 ..	96 ..	129 ..	151 ..	154 ..	145 .. 256
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
September	.. 151 ..	109 ..	129 ..	197 ..	169 ..	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					(July-Sept., 1939 = 100)
Base: July-September, 1939 = 100					
1939	100	100	100	100	100
1940	106	113	107	105	107
1941	119	126	108	115	119
1942	160	139	117	135	154
Base: October, 1942 = 100					Index Number October, 1942 = 100
Group weights	701	119	14	166	
1943	108	149	104	116	115 .. 199
1944	110	202	105	114	122 .. 211
1945	115	196	104	137	128 .. 222
1946	118	214	106	131	131 .. 228
1947	124	220	112	139	138 .. 239
1948	142	224	112	128	149 .. 259
1949	154	182	111	126	152 .. 264
1950	164	162	108	134	158 .. 274
January	165	160	108	127	157 .. 273
February	168	155	108	134	160 .. 277
March	166	155	108	135	159 .. 275
April	166	157	108	134	159 .. 275
May	161	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
July	161	230	108	141	165 .. 286
August	158	225	108	151	164 .. 285
September	158	222	108	162	166 .. 287



**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
August ..	5,806 ..	8,348 ..	12,398 ..	27,906 ..	54,458

\* 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	Anuradhapura	Total
1939	26,677	—	—	—	—	—	—	—	—	—	—	—	—	—	26,677
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	—	—	27,645
1941	20,458	—	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942	19,333	—	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943	8,335	—	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944	1,053	—	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945	10,784	378	2,128	1,239	2,363	259	481	841	120	46	65	—	1,497	—	21,366*
1946	25,863	1,117	808	993	3,397	726	852	816	119	438	727	—	611	—	36,544†
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	172	490	—	—	—	—	34,744
1948	42,209	7,235	2,414	3,925	4,577	1,066	851	1,526	607	704	1,189	—	293	—	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	666	—	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
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	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	2,036	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	1,035	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	2,438	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
Aug.	35,323	3,506	2,849	4,986	1,917	467	911	1,487	576	759	359	690	344	284	54,458

\* 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**

<i>Year</i>		<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi-Skilled</i>	<i>Unskilled</i>	<i>Total</i>
1939	.. — ..	—	—	—	—	2,583
1940	.. — ..	—	—	—	—	5,089
1941	.. — ..	—	—	—	—	9,071
1942	.. — ..	—	—	—	—	8,129
1943	.. — ..	—	—	—	—	4,170
1944	.. — ..	—	—	—	—	1,875
1945	.. — ..	369	1,104	411	2,653	4,537
1946	.. — ..	1,303	3,012	1,341	10,130	15,786
1947	.. — ..	915	1,417	911	4,161	7,404
1948	.. — ..	1,355	1,563	1,311	6,118	10,347
1949	.. — ..	1,807	1,616	1,767	9,590	14,780
1950	.. — ..	2,059	1,509	1,438	5,773	10,779
1950	.. January ..	114	136	125	442	817
	.. February ..	86	135	107	521	849
	.. March ..	165	174	124	449	912
	.. April ..	91	80	72	269	512
	.. May ..	134	108	90	541	873
	.. June ..	166	131	189	449	935
	.. July ..	97	120	136	426	779
	.. August ..	222	122	91	774	1,209
	.. September ..	282	179	131	540	1,132
	.. October ..	279	195	114	568	1,156
	.. November ..	304	69	152	399	924
	.. December ..	119	60	107	395	681
1951	.. January ..	157	88	115	339	699
	.. February ..	170	60	170	353	753
	.. 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
	.. August ..	142	123	152	658	1,075



TABLE VI

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Central	338	43	435	68	475	92	1,246	295	2,494	498
Negombo	35	5	77	12	101	10	272	115	485	142
Kalutara	59	9	46	—	152	3	256	55	513	67
Galle	85	3	52	—	138	3	221	7	496	13
Kandy	119	22	45	1	200	7	157	19	521	49
Nawalapitiya	7	—	14	3	14	1	51	1	86	5
Kurunegala	31	9	11	3	40	4	34	5	116	21
Jaffna	97	7	9	2	91	8	48	1	245	18
Ratnapura	42	16	9	1	31	7	23	—	105	24
Badulla	17	1	14	5	21	1	14	3	66	10
Batticaloa	13	9	11	6	25	3	67	18	116	36
Kalmunai	28	4	72	19	42	4	272	135	414	162
Trincomalee	9	—	36	—	15	7	12	4	72	11
Anuradhapura	5	—	4	—	22	—	7	—	38	—
Women's	90	14	30	3	43	2	81	—	244	19
Total	975	142	865	123	1,410	152	2,761	658	6,011	1,075



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	31,830‡	69	39,237	250,366
1947	53	11,849	199,657	52	43,485	544,174
1948	33	23,100	49,933‡	20	1,065	2,497‡
1949	66	477,412	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	6,322	—	—	—
November	8	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	—	380	675	4	49	89
July	5	503	2,606	1	564	546

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

Industry or Trade	Number of Strikes	Number of Workers involved		Number of Man-days lost
		Plantation	Others	
Plantations—Tea ..	2	261	—	261
Rubber ..	3	242	—	2,345
Tea-cum-Rubber ..	—	—	—	—
Coconut ..	—	—	—	—
Coconut-cum-Rubber ..	—	—	—	—
<b>Total</b> ..	<b>5</b>	<b>503</b>	<b>—</b>	<b>2,606</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	564	—	546
Building Trade ..	—	—	—	—
Local Government Services ..	—	—	—	—
Service Institutions ..	—	—	—	—
Factories, Workshops, &c., run by the State ..	—	—	—	—
Textile ..	—	—	—	—
Relief Schemes ..	—	—	—	—
Wholesale and Retail Distribution ..	—	—	—	—
Aerated Waters and Ice Manufacturing ..	—	—	—	—
Beedi Manufacturing ..	—	—	—	—
Miscellaneous Trades ..	—	—	—	—
<b>Total</b> ..	<b>1</b>	<b>564</b>	<b>—</b>	<b>546</b>
<b>Grand Total</b> ..	<b>6</b>	<b>1,067</b>	<b>—</b>	<b>3,152</b>

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

Cause	Number of Strikes		Number of Workers Involved	
	Plantation	Others	Plantation	Others
1. Dismissal or loss of employment in any way. Failure to provide work ..	—	—	—	—
2. Wage increases. Higher rates for piece work, &c. ..	1	—	45	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	1	—	46	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	2	—	370	—
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Factional disputes and domestic matters ..	—	—	—	—
8. External matters, e.g., arrest by Police, immorality, &c. ..	—	—	—	—
9. Assaults by employer or agent or others ..	—	—	—	—
10. General demands ..	1	1	42	564
11. Sympathetic strikes ..	—	—	—	—
<b>Total</b> ..	<b>5</b>	<b>1</b>	<b>503</b>	<b>564</b>



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

Years	Arrivals			Departures			Excess of Arrivals over Departures	Excess of De- partures over Arrivals
	Old	New	Total	Repatria- tion on Govt. account	Left Ceylon Un- assisted	Total		
1939	25,425	3,834	29,259	2,975	31,714	34,689	—	5,430
1940	2,955	363	3,318	5,560	12,578	18,138	—	14,820
1941	3,234	350	3,584	8,410	11,243	19,653	—	16,069
1942	6,585	229	6,814	5,398	33,183	38,581	—	31,767
1943	42,677	2,076	44,753	1,368	59,577	60,945	—	16,192
1944	49,354	2,623	51,977	786	59,683	60,469	—	8,462
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	—
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
Sept.	4,507	170	4,677	4	4,141	4,145	532	—



# APPENDIX I

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

Month : October, 1951.

<i>Class of Worker</i>	<i>Basic Wage</i> Rs. c.	<i>Special Allowance</i> Rs. c.	<i>Total</i> Rs. e.
<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 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



Month : October, 1951.

<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>
<b>Engineering Trade (contd.)</b>			
<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
<b>Printing Trade.</b>			
<i>Monthly Rates.</i>			
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 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 : October, 1951.

Class of Worker	Basic Wage		Special Allowance		Total		
	Rs.	c.	Rs.	c.	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	..	..	1 60	..	1 9	..	2 69
Boilermien	..	..	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 kanganyies .. 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.
<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	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>
<b>Match Manufacturing Trade (contd.)</b>			
<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
<b>Cinema Trade.</b>			
<i>Within the Municipal areas.</i>			
<i>A—Non-clerical—</i>			
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
<i>B—Clerical—</i>			
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>			
<i>A—Non-clerical—</i>			
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
<i>B—Clerical—</i>			
Grade III .. ..	40 0 ..	33 50 ..	73 50
Grade II.. ..	45 0 ..	36 50 ..	81 50
Grade I .. ..	100 0 ..	41 50 ..	141 50
<b>Dock, Harbour and Port Transport Trade.</b>			
<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



<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
<b>Building Trade.</b>			
<i>Unskilled—</i>			
Male labourers—			
Not under 18 years	1 24	1 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 October, 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. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	Rs. e.	
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 26	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 October, 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. e.	Rs. c.	Rs. e.	Rs. e.	Rs. c.	Rs. e.	Rs. e.	Rs. c.	Rs. e.	
1/2	0 65	0 54 1/2	1 19 1/2	0 60	0 41	1 1	0 47 1/2	0 37 1/2	0 85	1/2
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
31	40 30	33 79	74 9	37 20	25 42	62 62	29 45	23 25	52 70	31

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



APPENDIX III (A)

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during October, 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 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

*Notes:*—“Colombo area” includes any place within 5 miles of the Municipal limits of Colombo; “Male” refers to male workers not under 18 years of age; “Female” to female 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 October, 1951, to workers in the Tea Export and Rubber Export Trades

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age					No. of Days
	Grade II	Intermediate Grade	Grade I	* Box Makers and Repairers	Watchers		Over 14 under 15 years	Over 15 under 16 years	Over 16 under 17 years	Over 17 under 18 years		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
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 80	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	
31	77 81	85 87	92 7	85 87	88 97	66 65	43 40	48 5	52 70	62 0	31	

\* Applicable to Tea Export Trade only.



APPENDIX III (C)

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

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



APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during October, 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 16 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. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	Rs. s.	
1	1 58½	1 35½	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	13 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 28	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
31	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	31
32	98 27	84 1	52 8	66 65	85 87	74 9	47 43	58 90	77 81	66 65	44 33	55 80	88 97	32



## APPENDIX III (E)

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

No. of Days	Unskilled			Semi-Skilled		Skilled	No. of Days
	Males	Females	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 70	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
31	75 30	68 10	62 10	84 30	89 10	95 10	31
32	77 81	70 37	64 17	87 11	92 7	98 27	32

"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.