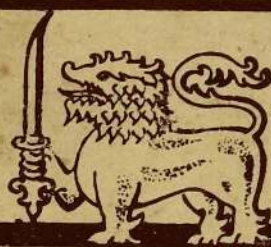


2007

Ceylon LABOUR GAZETTE



தேசிய நூலகப் பிரிவு
மாநகர நூலக சேவை
யாழ்ப்பாணம்.

VOLUME II
No. 1

JANUARY
1951

In this issue

The Industrial Disputes Act

Guide to Employers—VII

Judgments in appeal in Workmen's
Compensation Cases

DEPARTMENT OF LABOUR • MINISTRY OF LABOUR AND SOCIAL SERVICES

GOVERNMENT OF CEYLON

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Rowlands
Ltd.

The
Motor People

TURRET ROAD, COLOMBO.



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CEYLON

LABOUR GAZETTE

Vol. II No. 1

JANUARY, 1951

THE INDUSTRIAL DISPUTES ACT, No. 43 OF 1950

THE Industrial Disputes Act, No. 43 of 1950, received the assent of the Governor-General on December 16, 1950, and will come into effect on such date as the Minister of Labour and Social Services may appoint by notification published in the *Government Gazette*.

Present Provisions

At the present moment the only law in force in regard to the settlement of industrial disputes is the Industrial Disputes (Conciliation) Ordinance, No. 3 of 1931, which empowers the Commissioner of Labour to take steps to enable the parties to a dispute to meet together under an agreed or appointed Chairman with a view to the amicable settlement of the dispute. The Commissioner may also cause an enquiry to be made whether a reference of the dispute to a Conciliation Board is likely to lead to a settlement. Finally he may refer a dispute to a Conciliation Board whether or not the parties to it consent. The provisions under this Ordinance, after many years of its administration, have been found to be inadequate, more so in view of the industrial labour unrest which expanding industrial activities have brought in their wake. The need, therefore, for legislative progress, particularly in the field of industrial relations, has been acutely felt.

The New Act

The new Act which fills the lacunae in the earlier Ordinance breaks new ground. It incorporates provisions which have been in existence for some time in the more progressive countries of the world. (Incidentally, it provides, from the date of its operation, for the repeal of the existing Industrial Disputes (Conciliation) Ordinance as most of the provisions of the latter Ordinance have been incorporated in the new legislation). It is also extensive in its scope and applies to all categories of workmen in any industry, except to those in the employment of the Crown. The definition given to "industry" is wide in its connotation and brings within its purview any branch or section of a Trade or Business or any occupation defined as such by the Minister, whilst "industrial dispute" means any differences between employer and workmen or between workmen and workmen connected with their employment or non-employment.

Collective Agreements

The caption of the Act indicates that the prevention of industrial disputes is one of its main objects. Mention, therefore, in the first place, has to be made of the preventive measures provided for in the Act. Great importance has been attached to the voluntary negotiating

machinery existing between organizations of employers and workmen, in that it is required that the Commissioner of Labour should intervene in disputes only when settlement has not been possible by such negotiating machinery, or when there is no such machinery. Even where such machinery does not exist, employers' and workers' organisations are encouraged to discuss and agree on terms and conditions of employment among themselves. The sequel to a successful settlement by such negotiating machinery is a Collective Agreement which is defined as an agreement relating to terms and conditions of employment of workmen in any industry. The Act also requires the publication of a written Collective Agreement in the *Government Gazette* by the Commissioner of Labour provided he is satisfied that the terms and conditions embodied therein are not less favourable than those provided for under any other written law to similar workers in that industry. "Collective Agreements" could be for definite or indefinite periods and should always indicate the representative parties bound by the Agreement. Their validity begins from the date on which they are published in the *Gazette* unless there is a specification of another date in the Agreement. Notice of repudiation has to be given to the Commissioner of Labour in the prescribed form and is not valid unless made by the Trade Union of Workers or Employers included as a party to the Agreement.

It is significant to note that an employer is not entitled to repudiate an agreement independently of his Trade Union. Termination of the agreement is effected with the publication in the *Gazette* by the Commissioner of Labour of the notice of repudiation. This publication will contain a declaration by the Commissioner of the time of its termination.

Special mention has also to be made of an important feature in Collective Agreements entered into by representative Trade Unions of employers or workmen. Collective Agreements entered into by representative Trade Unions of employers and workmen in any industry in any district are binding on all employers, irrespective of whether they are members of a Trade Union or not, or whether they are parties to a Collective Agreement or not. In other words, the terms and conditions of employment specified in a Collective Agreement for any industry become the recognized terms and conditions of employment for all similar workers in that industry. No terms and conditions of employment offered by any employer, however, will be deemed as being less favourable than the recognized terms and conditions, if they are in accord with terms and conditions provided for workers under any settlement by conciliation or under any Award or by decisions of a Wages Board. This provision can be further illustrated as follows:—For example, Mr. X. is an employer of workers whose terms and conditions are regulated by a *Gazetted Collective Agreement* entered into by representative Trade Union of employers and workmen. Mr. X's contention that, as he was not a party to this Collective Agreement, he need not offer the same terms and conditions of employment as those laid down in the Collective Agreement is untenable under the provisions of this Act. Mr. X's failure, on the contrary, to offer the same conditions as in the Collective Agreement will be a contravention of the provisions of the Industrial Disputes Act, which are based on a democratic principle, bringing redress even to such workers as are unorganized. Any question as to the nature, scope and effect of recognized terms and conditions in any industry or any district will be decided by the Commissioner subject to an appeal to the Industrial Court. The Act also provides for the methods

whereby the representative nature of Trade Unions both of employers and workmen is determined. This determination is all important as the extension of Collective Agreements to non-contracting parties depends on the representative nature of the parties to it.

Settlement of Disputes

Towards the investigation and settlement of industrial disputes, this Act envisages three agencies:

- (i) Conciliation by the Commissioner of Labour or his authorized officers.
- (ii) Voluntary arbitration by a person jointly nominated by the parties to the dispute or by the District Judge of the area in which the dispute exists.
- (iii) Compulsory arbitration by the Industrial Court.

Steps regarding conciliation and voluntary arbitration are initiated by the Commissioner of Labour, whilst the reference of an industrial dispute to an Industrial Court for compulsory arbitration is by the Minister by an order in writing.

Conciliation

The first method of investigation and settlement of an industrial dispute, in the absence of any negotiating machinery in any industry for the settlement of an industrial dispute or on its failure to reach a settlement, is conciliation by the Commissioner of Labour himself or by any person authorized in writing by the Commissioner referred to in the Act as an "Authorized Officer". It is the duty of the Conciliation Officer to make every endeavour to settle the dispute either by persuasion or discussion, the objective being a fair and amicable settlement. In attempting to effect a settlement the Conciliator is empowered to make inquiries and to require any persons to furnish documents and give evidence. In the event of a settlement being reached, a memorandum of settlement is drawn up by the Conciliator, signed by the parties to the dispute and thereafter transmitted to the Commissioner of Labour. This memorandum of settlement is published in the *Gazette* if, in the opinion of the Commissioner, it relates to a major dispute, and it thereafter binds parties thereto from the date of its publication. The period of validity, scope and repudiation of such memoranda are determined as in the case of Collective Agreements. In the event of an authorized officer failing to effect a settlement, he is required to transmit for publication in the *Gazette* a full report to the Commissioner of Labour setting out the steps taken by him for investigation and settlement of the dispute together with his recommendations.

Voluntary Arbitration

The second agency in the settlement of an industrial dispute is voluntary arbitration. In the event of a failure to settle a dispute by conciliation or if it is considered by the Commissioner of Labour that a reference of the dispute to conciliation would not result in a settlement, provided the parties to the dispute agree, he refers the dispute, by an order in writing, to an Arbitrator who may be a person jointly nominated by the disputants or to the District Judge of the area in which the dispute exists. A statement setting out the matters in dispute is also forwarded to the Arbitrator who is required after due inquiries to make a fair and equitable award which will be

binding on both parties. The award, as in the case of Collective Agreements or Memoranda of Settlement, will be published in the *Gazette* by the Commissioner of Labour and will always have a reference to the parties. The date on which the award comes into force, its duration and the method of repudiation are determined, in the main, as in the case of Collective Agreements and Memoranda of Settlement. Two significant matters merit special mention. One relates to the provision which aims at speedy arbitration, a District Judge-Arbitrator being requested to give priority to the proceedings for a settlement of the dispute over other matters pending in the Court. The other is that the Act does not require the Arbitrator to apply to the proceedings the provisions of the Arbitration Ordinance and the provisions relating to Arbitration in the Civil Procedure Code.

Industrial Court

The third authority for the settlement of an industrial dispute is the Industrial Court to which a dispute is referred for compulsory arbitration by an order in writing by the Minister. This method, it must be mentioned, is only availed of when settlement by virtue of the other methods has not been possible, and when the dispute is in an essential industry as defined by the Act and when the dispute is likely to affect the well-being of the community. In other circumstances the Minister may refer a dispute to an Industrial Court where he considers it necessary to do so.

Compulsory arbitration is the function of the Industrial Court, which is constituted from a panel of not less than 5 persons who are officiating or retired Judges of the Supreme Court. One of these persons will be nominated by the Governor-General as Chairman of the panel. The latter will in his discretion select from the panel either one person or three persons to constitute the Industrial Court when an industrial dispute has been referred to an Industrial Court. The Commissioner will transmit a statement setting out the matters in dispute to the Industrial Court which will make such inquiries and call such evidence as may be considered necessary and thereafter make a just and equitable award. It is required of the Commissioner of Labour to publish the award in the *Gazette*. Application for modification or alteration of the award could be made to the Minister who would refer the applications to the Industrial Court for reconsideration. It may be noted that no applications for revision or modification of an award will be entertained within a period of 12 months from the date of the operation of the award unless the Commissioner of Labour has certified that a change in the labour and economic conditions necessitates a reconsideration of the terms and conditions in the award.

Some noteworthy features in respect of Industrial Court Awards or Arbitration Awards merit special mention. Awards could contain among other things decisions relating to wages, reinstatement of workers, payment of compensation, method of computation of compensation. Where an award contains a decision relating to the payment of money to any workman by an employer, failure to make such payment within the specified period of time could be the subject of an action before a Magistrate having jurisdiction in the area where the workman was in employment, the payment being recovered for the workman as a fine imposed by a Magistrate. It will be observed that an award could contain decisions regarding reinstatement in service of any workman whose dismissal or continuance is a matter in dispute. The Act, however, requires an Arbitrator or an Industrial Court to order the

payment of compensation as an alternative to reinstatement to a worker who has been in employment in the capacity of personal secretary, personal clerk, personal attendant or chauffeur or domestic servant of an employer. This requirement is extensive in its application as such orders for payment of compensation could be made in respect of workmen who are employed in capacities similar to the above-mentioned workers.

Strikes and Lock-outs

Pointed reference has also to be made to one important obligation cast by the Act on both employer and worker. No employer in an industry which has been declared by Order, made by the Minister and published in the *Gazette*, to be an industry essential to the life of the community could commence, continue or participate in a lock-out in connection with an industrial dispute unless 21 days' written notice of intention of the lock-out has been given in the prescribed form to the worker. Vice versa, no worker could commence, continue or participate in a strike in connection with a dispute unless 21 days' written notice of the intention to strike had been given by the workers to the employer. This provision therefore rules out lightning strikes.

Penal Provisions

This Act also contains a catalogue of penal provisions amongst them the important being those provided for breach of Collective Agreements, Memoranda of Settlement and Awards. It is also important to note that continuation or commencement of, or participation in, a strike or lock-out either by the workmen or employers respectively after a dispute has been referred for compulsory arbitration to an Industrial Court is a punishable offence. All offences under this Act are punishable on conviction after summary trial before a Magistrate with a fine not exceeding Rs. 500 or with imprisonment of either description for a term not exceeding 6 months or with both fine and imprisonment. The Act also empowers the Minister to make regulations in respect of all matters prescribed and procedural.

Contributed by:

T. R. R. WIJEWICKREME,
Assistant Commissioner of Labour.

Wages and Salaries

People are paid wages for doing the things they are asked to do, salaries for doing things without being told !

South African Business Efficiency—Johannesburg.

GUIDE TO EMPLOYERS*—VII

THE PLUMBAGO TRADE

Description of the Plumbago Trade

The notification under section 6 (2) of the Wages Boards Ordinance, No. 27 of 1941, published in *Government Gazette* No. 9,224 of January 7, 1944, as amended by the notifications published in *Government Gazettes* No. 9,335 of November 24, 1944, and No. 10,002 of July 29, 1949, gives a comprehensive description of the trade. The trade as described covers the mining of plumbago and the curing and dressing of marketable plumbago and includes the work of the following workers as well as any other operations connected with or incidental to the work of those workers:—

(i) underground workers—

- (a) drillers (hand and machine);
- (b) blasters;
- (c) shaft drivers;
- (d) timbermen;
- (e) stopers (excavators);
- (f) muckers;
- (g) trolley men;
- (h) shift bosses;
- (i) overseers and kanganyies;
- (j) basses and loaders;
- (k) unskilled labourers;
- (l) onsetters or donakatarayas.

(ii) underground and surface workers—

- (a) mechanics, fitters and electricians;
- (b) winchmen and hoistmen;
- (c) windlassmen (dabare workers);
- (d) checkers;
- (e) pumpmen;
- (f) enginemen;
- (g) assistants to mechanics, fitters and electricians.

(iii) surface workers—

- (a) unskilled labourers;
- (b) blacksmiths, drill sharpeners and smithy boys;
- (c) boilermen;
- (d) carpenters;
- (e) masons;
- (f) carters;
- (g) watchers;
- (h) overseers;
- (i) firewood carriers and splitters;
- (j) cooks;
- (k) bakkikarayas or banksmen.

* "Guide to Employers" will be continued as a series in this *Gazette*. The Guide, which will be as comprehensive as possible, will be in respect of trades for which Wages Boards have been established and decisions have been made.

Note by the Editor

(iv) persons engaged in the following tasks connected with curing and dressing:—

- (a) packing, sorting and chipping;
- (b) crushing;
- (c) screening and sifting;
- (d) washing;
- (e) polishing;
- (f) grading;
- (g) transporting plumbago;
- (h) marking and stitching bags;
- (i) loading and unloading bags;
- (j) tasks of overseers and kanganies.

Decisions of the Wages Board for the Trade

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

Normal working day

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

Minimum rate of wages for time work

The minimum time rate consists of a basic rate and a special allowance. The daily basic rates and the special allowances are set out in a notification under section 27 (3) of the Wages Boards Ordinance, published in *Government Gazette* No. 9,453 of August 24, 1945, as amended by notifications published in *Government Gazettes* No. 9,914 of October 22, 1948, and No. 10,113 of June 23, 1950.

The basic rates for the different classes of workers in the trade are as follows:—

<i>Class of Workers</i>	<i>Basic Rate for a normal Working Day</i>
	Rs. c.
Underground workers—	
drillers (hand and machine)	2 0
blasters	2 0
shaft drivers	2 0
timbermen	2 0
stopers (excavators)	2 0
muckers	1 50
trolley-men	1 50
shift bosses	2 8
overseers and kanganies	2 25
basses	2 75
loaders	2 25
unskilled labourers	1 50
onsetters or donakatakarayas	2 25
Underground and surface workers—	
mechanics, fitters and electricians	2 50
mechanics, fitters and electricians (assistants)	1 50
winchmen and hoistmen	2 50
windlassmen (dabare workers)	1 50

Class of Workers	Basic Rate for a normal Working Day	
	Rs.	c.
checkers	2	25
pumpmen	2	50
enginemen	2	50
Surface workers—		
unskilled labourers	1	24
blacksmiths	2	0
drill sharpeners	2	0
smithy boys	1	24
boilermen	2	0
carpenters	2	50
masons	2	50
carters	1	50
watchers	1	50
overseers	2	25
firewood carriers and splitters	1	60
cooks	1	24
bakkikarayas or banksmen	2	0

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

	Within the Colombo area		Outside the Colombo area		
	Rs.	c.	Rs.	c.	
(A) packing, sorting, chipping, crushing, screening, sifting, washing, polishing, grading, transporting plumbago, marking and stitching bags and loading and unloading bags	For a male worker not under 18 years of age	1	25	1	0
	For a female worker not under 18 years of age	0	87	0	70
	For a worker, irrespective of sex, under 18 years of age	0	50	0	40
"Colombo area" includes any place within five miles of the Municipal limits of Colombo.					
(B) as overseers and kanganies			Rs.	c.	
			2	0	

The rate of special allowance per day payable in any month depends on the cost of living index number prepared by the Commissioner of Labour for the preceding month. The special allowance prescribed is 67 cents for a male adult worker, 54 cents for a female adult worker and 47 cents for a child worker when the index number for the preceding month is 215. An increase of 3 cents in the case of a male adult and 2 cents in the case of any other worker is made in the rate for every complete unit of 5 points by which the index number exceeds 215. Similarly decreases of the same amounts are made in respect of each complete unit of 5 points by which the index falls below 215.

Notification regarding Special Allowances

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

Overtime Rate

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

Annual Holidays

The Wages Board has determined that workers in the trade should be entitled to a number of holidays with pay each year based on the out-turn of the individual worker in the preceding year, which is referred to as the "qualifying year".

It must be noted that 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. However, in the case of a worker who had been in the continuous employment of an employer for a period not less than one year on or before March 1, 1945, the "qualifying year" commences on March 1 each year as long as he remains in the same establishment.

The computation of the number of holidays a worker is entitled to is straightforward. A worker who has worked continuously for the same employer for more than 238 days in a "qualifying year" is entitled to one holiday for each unit of 5 days worked in excess of 238 days. The maximum number of days worked which need be taken account of is 288 which in effect limits the obligation of an employer to the grant of a maximum of 10 holidays per year.

Certain holidays and other days of absence must be included as working days for the purpose of the computation and employers are advised to make a careful study of the holiday regulations appearing in a notification of the Board published in *Government Gazette* No. 9,523 of February 22, 1946.

The holidays earned by a worker must be given within the 12 months immediately succeeding the qualifying year in which they were earned. Such holidays must be allowed and taken on consecutive days. The specific time at which the holiday is taken may be mutually agreed upon.

The remuneration due to a worker in respect of his holiday or holidays should be paid to him before such holiday or holidays but not earlier than seven days before such holiday or holidays.

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 Board.

Payment of Wages

The workers may be paid daily, weekly, fortnightly or monthly according to the period of the contract and in accordance with section 2 (b) of the Wages Boards Ordinance.

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.

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 in the August, 1950, issue of this *Gazette* (Vol. I, No. 8.)

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

Amounts deducted for fines must be applied by the employer to such purposes beneficial to the worker as may be approved by the Commissioner of Labour. Each employer should make an application for approval to the Commissioner of Labour stating the purposes to which it is intended to apply the proceeds of fines imposed.

Where a deduction is made in respect of an advance of wages not already earned, such deduction has to be made in equal instalments spread over a period of six months.

As indicated earlier the aggregate of the deductions should not exceed 50 per cent. of the wages and an order of priority for making authorized deductions has been prescribed in regulation 4 of the Wages Boards Regulations, 1943, published in *Government Gazette* No. 9,209 of December 3, 1943.

Record of Wages

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

The register must be kept in the place of employment and produced for inspection when required by the Commissioner of Labour, Deputy Commissioner, any Assistant Commissioner, any Inspector of Labour, or any other officer authorized by the Commissioner of Labour for the purpose.

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 by regulation 23 of the Wages Boards Regulations, 1943. The notices should be substantially in Form III set out in the Schedule to the

Wages Boards Regulations, 1943, and must be exhibited in all three languages, Sinhalese, Tamil and English. A note on this will be found in the September, 1950, issue of this *Gazette* (Vol. I, No. 9.)

Maternity Benefits

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

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

It must be noted that the provisions of the Maternity Benefits Ordinance are applicable only to a shop, mine, factory or estate in which ten or more persons are employed.

Notifications

Notifications relating to the decisions of the Wages Boards for the Plumbago Trade have been published in *Government Gazettes* No. 9,453 of August 24, 1945, No. 9,523 of February 22, 1946, No. 9,914 of October 22, 1948, and No. 10,113 of June 23, 1950. 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.

DECISIONS OF WAGES BOARDS

WAGES BOARD FOR THE CIGAR MANUFACTURING TRADE

Where not less than five persons are employed, the minimum rate of wages for piece work for cigar rolling (inclusive of the cleaning up of fillers, the preparation of wrappers for rolling, the preparation of fillers for rolling including filling up with cuttings, the tying up of rolled cigars with thread, and the bundling of cigars into tens) shall be Rs. 4.60 for every 1,000 cigars rolled.

JUDGMENTS IN APPEAL IN WORKMEN'S COMPENSATION CASES

Present : **Wijeyewardene J.**

S. K. J. PERERA, Appellant, and **W. W. NONAIHAMY**, Respondent.

302—*Workmen's Compensation C 3/58*

Workmen's Compensation—Person employed to load and unload goods in a lorry—Employment in connection with the operation and maintenance of a vehicle—Ordinance No. 19 of 1934, Schedule II, s. 1.

A workman who is employed in loading or unloading goods from a lorry, is one who is employed "in the operation or maintenance of a mechanically propelled vehicle for the carriage of goods" within the meaning of section 1 of schedule 2 of the Workmen's Compensation Ordinance.

APPEAL from an order made by a Commissioner under the Workmen's Compensation Ordinance.

H. V. Perera, K. C. (with him *N. M. de Silva* and *G. T. Samarawickreme*), for the defendant, appellant.

S. W. Jayasuriya for the applicant, respondent.

Cur. adv. vult.

May 21, 1945. **WIJEYWARDENE J.**—

This is an appeal against an order made by the Commissioner under the Workmen's Compensation Ordinance awarding compensation to the applicant, respondent, as the dependent of one Nomis who died in consequence of injuries sustained by him while travelling in motor lorry No. Z 4225.

It was argued in appeal (i) that the appellant was not the employer of Nomis, and (ii) that Nomis was not a workman within the meaning of the Ordinance.

I hold against the appellant on the first point, as there is evidence in the case to support the finding of the Commissioner.

As regards the second point the evidence of the applicant and some of her witnesses was that Nomis worked in the motor lorry loading and unloading goods and that he was employed also as a cleaner of the lorry. Reading the judgment as a whole I have no doubt that the Commissioner accepted that evidence, but towards the end of his order he said, "At the time of his (Nomis') death he was engaged in work connected with the unloading of goods from the lorry Z 4225 and in view of this the deceased was a workman". Basing his argument on this paragraph in the order, the counsel for the appellant contended that the Commissioner has accepted only the evidence that Nomis was employed in the loading and unloading of goods and that on that finding Nomis could not be regarded as a workman. His argument was briefly as follows:—The Ordinance mentions clearly in Schedule II the only persons who could be regarded as workmen. The section of that Schedule applicable to the present case is section 1 which refers to persons "employed otherwise than in a clerical capacity, in connexion with the operation or maintenance of any mechanically propelled vehicle (including a tramcar) used for the carriage or conveyance of passengers or goods for hire, or for industrial or commercial purposes". A man employed in loading and unloading goods cannot be regarded as a person employed in connection with the "operation" of the lorry, as that word refers to the actual mechanical propulsion of the lorry.

I am unable to entertain that argument. If the word "operation" in that section has the limited meaning sought to be given to it, there was no necessity for the express provision in that section excluding those employed in a "clerical capacity". I think the word "operation" is used in a much wider sense and includes such activities as the loading and unloading of goods in the case of lorries "used for the carriage of goods for hire, or for industrial or commercial purposes". I am in respectful agreement with the view taken by Soertsz, J. in *Manicam v. Sultan Abdul Cader Brothers*.

I dismiss the appeal with costs.

Appeal dismissed.

Present: **Dias J.**

D. M. GUNADASA *v.* K. D. FERNANDO

S. C. 373—C 30/5901/46

Workmen's Compensation—Decree nisi under Chapter 12 Civil Procedure Code—Notice required before order vacating procedure by aggrieved party.

(i) A party in whose favour decree nisi under Chapter 12 of the Civil Procedure Code is entered must receive notice before the decree so entered can be so vacated.

(ii) A party aggrieved by non-receipt of such notice should in the first instance move the officer making the order vacating the decree nisi.

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

V. Thillainathan, for appellant.

E. B. Wickremanayake, for respondent.

June 17, 1947. DIAS J.—

The facts that transpire from the record are these: On January 10, 1947, the employer respondent being absent on notice served, the Commissioner, acting under Chapter 12 of the Civil Procedure Code, entered a decree nisi against him condemning him to pay compensation in a sum of Rs. 2,520, less Rs. 140, previously paid, and the costs, and costs of the proceedings.

It is alleged that this decree nisi was duly served on the employer. Accordingly on February 24, Proctor Georgesz appeared before the Commissioner and moved that the decree nisi be vacated. It is asserted by the applicant appellant that he had no notice of this application. Page 41 of the Commissioner's record seems to bear that statement out. Although the appearance of Mr. Georgesz is recorded there is nothing to show that the applicant was present.

The Commissioner then ordered the respondent to file a medical certificate and an affidavit on March 1, 1947. On March 1, 1947, Mr. Georgesz filed a medical certificate but did not comply with the Commissioner's order to file an affidavit. There is no proof on page 41 of the record that the applicant was present on that day. The

complaint is that the Commissioner without notice to the applicant who should have been heard vacated the decree nisi behind the back of the petitioner.

It is established law for nearly a century that when an ex-parte order like this has been made behind the back of a party, he should first move the officer making that ex-parte order to vacate it before appealing to this Court. Admittedly this has not been done. It may be that, were the Commissioner to hear the applicant, he may hold that his earlier order had been made *per incuriam* and vacate that order. If he refuses to grant the applicant relief then and then only will he have a right to appeal to this Court, from the order refusing to vacate the ex-parte order.

Therefore I remit the proceedings back to the Commissioner who will issue notice on both sides, and in an *inter partes* proceedings will hear all the reasons the applicant may have to urge in favour of his vacating the order and reopening the matter.

The costs of these proceedings will abide the final result.

Proceedings sent back.

INTERNATIONAL ASPECTS OF FULL EMPLOYMENT POLICIES

The objective of full-employment policy in its international aspects is to create conditions under which any particular country will so behave in its international economic relations as not to prevent other countries from maintaining the stability and prosperity of their economies. Attainment of this objective requires both the achievement of over-all equilibrium and the maintenance of stability in international economic relations. These two aspects, though distinct, are closely related. Stability in international trade cannot be maintained when the balances of payments of individual countries are in serious disequilibrium; and balance-of-payments equilibrium cannot be maintained if the demand or supply of individual countries for internationally traded goods is unstable.

From A Report to the U. N. on National and International Measures for Full Employment.

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

Base : November, 1938-April, 1939 = 100

GROUPS OF HOUSEHOLD EXPENDITURE

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

INDEX NUMBERS

Base : November, 1938-April, 1939 = 100

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

Index
Number
Nov., 1942
= 100

Base : November, 1942 = 100

Group Weights	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24 ..	
1943 ..	103 ..	94 ..	105 ..	138 ..	118 ..	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
January ..	147 ..	99 ..	129 ..	174 ..	143 ..	144 .. 263
February ..	145 ..	98 ..	129 ..	166 ..	146 ..	143 .. 261
March ..	143 ..	98 ..	129 ..	160 ..	145 ..	140 .. 257
April ..	141 ..	96 ..	129 ..	160 ..	149 ..	140 .. 255
May ..	141 ..	96 ..	129 ..	155 ..	148 ..	139 .. 254
June ..	141 ..	96 ..	129 ..	156 ..	150 ..	140 .. 255
July ..	142 ..	96 ..	129 ..	153 ..	151 ..	140 .. 256
August ..	142 ..	96 ..	129 ..	149 ..	152 ..	140 .. 256
September ..	143 ..	96 ..	129 ..	146 ..	151 ..	140 .. 256
October ..	146 ..	96 ..	129 ..	150 ..	148 ..	142 .. 259
November ..	148 ..	96 ..	129 ..	152 ..	149 ..	143 .. 262
December ..	149 ..	96 ..	129 ..	153 ..	148 ..	144 .. 264
1950—						
January ..	155 ..	96 ..	129 ..	152 ..	151 ..	148 .. 271
February ..	154 ..	97 ..	129 ..	150 ..	155 ..	148 .. 271
March ..	151 ..	95 ..	129 ..	149 ..	151 ..	145 .. 266
April ..	150 ..	96 ..	129 ..	151 ..	154 ..	145 .. 266
May ..	151 ..	95 ..	129 ..	151 ..	153 ..	146 .. 266
June ..	154 ..	96 ..	129 ..	151 ..	154 ..	148 .. 271
July ..	155 ..	96 ..	129 ..	153 ..	155 ..	149 .. 272
August ..	156 ..	97 ..	129 ..	151 ..	158 ..	150 .. 274
September ..	162 ..	106 ..	129 ..	155 ..	158 ..	155 .. 283
October ..	158 ..	113 ..	129 ..	158 ..	155 ..	152 .. 279
November ..	155 ..	116 ..	129 ..	166 ..	154 ..	151 .. 277
December ..	151 ..	115 ..	129 ..	175 ..	152 ..	149 .. 273

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.,
Base: July-September, 1939 = 100					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
1944	110	202	105	114	122
1945	115	196	104	137	128
1946	118	214	106	131	131
1947	124	220	112	139	138
1948	142	224	112	128	149
1949	154	182	111	126	152
January	157	202	112	117	155
February	154	199	112	121	153
March	158	197	112	126	159
April	153	197	112	127	153
May	152	189	112	125	151
June	151	188	112	124	150
July	152	187	112	126	151
August	151	176	112	128	150
September	153	168	108	131	150
October	154	164	108	129	150
November	157	159	108	132	152
December	160	160	108	125	153
1950—					
January	165	160	108	127	157
February	168	155	108	134	160
March	166	155	108	135	159
April	166	157	108	134	159
May	161	158	108	134	155
June	162	162	108	132	156
July	162	164	108	135	158
August	164	164	108	142	160
September	166	163	108	138	160
October	163	165	108	134	158
November	164	166	108	133	158
December	158	170	108	134	155

TABLE III—UNEMPLOYMENT

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

Years	<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi- skilled</i>	<i>Unskilled</i>	<i>Total</i>
1939 ..	3,712	11,964	5,034	5,967	26,677
1940 ..	4,734	13,130	4,800	4,981	27,645
1941 ..	5,274	8,882	2,351	3,951	20,458
1942 ..	6,589	9,411	1,882	1,451	19,333
1943 ..	2,282	2,872	1,312	1,869	8,335
1944* ..	295	358	227	173	1,053
1945 ..	2,258	11,025	3,267	4,816	21,366
1946 ..	5,636	10,012	7,527	13,369	36,544
1947 ..	2,883	7,325	8,113	16,423	34,744
1948 ..	4,474	13,027	12,443	36,712	66,656
1949 January ..	4,946	12,423	12,754	36,691	66,814
February ..	5,361	12,263	12,887	36,765	67,276
March ..	5,701	12,400	13,788	36,488	68,377
April ..	5,698	12,233	13,601	36,264	67,796
May ..	5,340	11,825	13,311	35,505	65,981
June ..	5,289	12,176	13,523	37,413	68,401
July ..	5,180	12,251	13,913	38,845	70,189
August ..	5,155	12,382	13,788	39,057	70,382
September ..	5,139	12,174	13,642	36,707	67,662
October ..	5,135	12,014	13,309	37,341	67,799
November ..	5,077	12,120	13,665	39,027	69,889
December ..	5,132	11,994	13,591	39,015	69,732
1950 January ..	5,484	11,896	13,794	39,104	70,278
February ..	5,633	11,685	13,789	39,030	70,137
March ..	5,676	11,728	13,779	39,348	70,531
April ..	5,528	11,523	13,289	38,231	68,571
May ..	5,427	11,564	13,403	38,292	68,686
June ..	5,427	11,285	13,051	37,987	67,750
July ..	5,433	11,152	13,274	37,643	67,502
August ..	5,500	11,364	13,427	37,806	68,097
September ..	5,601	11,251	13,655	37,622	68,129
October ..	5,788	11,292	13,938	37,661	68,679
November ..	5,656	11,053	14,195	37,276	68,140

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

TABLE IV—UNEMPLOYMENT

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

Classification by Exchange Areas

Years	Colombo	Negombo	Kalutara	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Baticaloa	Trincomalee	Total
1939	26,677	—	—	—	—	—	—	—	—	—	—	—	26,677
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	27,645
1941	20,458	—	—	—	—	—	—	—	—	—	—	—	20,458
1942	19,333	—	—	—	—	—	—	—	—	—	—	—	19,333
1943	8,335	—	—	—	—	—	—	—	—	—	—	—	8,335
1944	1,053	—	—	—	—	—	—	—	—	—	—	—	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	1,497	21,366*
1946	25,805	1,117	808	993	3,397	726	852	816	119	438	727	611	36,544†
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	283	66,656
1949 Jan.	40,604	7,903	2,561	4,005	5,273	1,095	877	1,729	617	761	1,091	298	66,814
Feb.	40,252	8,109	2,679	4,056	5,222	1,131	1,139	1,684	612	673	1,413	306	67,276
Mar.	39,801	8,839	2,934	4,173	5,528	1,025	1,164	2,035	579	624	1,360	315	68,377
Apr.	39,587	8,702	3,050	4,130	4,979	1,031	1,195	2,084	857	607	1,236	338	67,796
May	38,524	8,125	3,592	4,188	4,569	1,085	1,077	2,024	920	660	882	335	65,981
Jun.	40,269	7,978	4,156	4,739	4,726	837	864	2,037	965	651	772	407	68,401
Jul.	41,588	7,511	4,551	5,129	4,980	856	985	1,979	928	634	671	377	70,189
Aug.	43,246	6,822	4,686	5,372	3,819	922	987	2,057	759	618	696	398	70,382
Sep.	41,707	6,354	4,466	5,256	3,447	949	1,180	2,022	707	583	572	419	67,662
Oct.	42,749	5,771	4,003	5,443	3,300	939	1,113	2,079	715	623	571	493	67,799
Nov.	44,123	5,513	4,107	5,689	3,516	930	1,006	2,079	726	1,028	611	561	69,889
Dec.	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	696	69,732
1950 Jan.	43,323	5,331	4,344	5,405	4,012	965	1,002	2,301	708	1,379	744	764	70,278
Feb.	43,007	5,246	4,365	5,352	4,368	959	980	2,332	663	1,387	866	612	70,137
Mar.	43,108	5,314	4,551	5,451	4,350	933	1,074	2,126	589	1,471	997	567	70,531
Apr.	41,566	5,088	4,324	5,377	4,566	881	1,038	2,060	501	1,273	1,274	623	68,571
May	41,998	4,817	4,194	5,714	4,526	885	1,009	1,849	530	1,283	1,414	467	68,686
Jun.	41,174	4,536	3,881	6,011	4,766	918	1,000	1,853	580	1,073	1,458	500	67,750
Jul.	42,113	4,433	3,967	6,322	3,297	923	1,031	1,989	573	996	1,441	417	67,502
Aug.	43,020	4,342	3,915	6,370	3,052	1,047	990	1,943	570	1,057	1,327	464	68,097
Sep.	44,025	4,214	3,802	6,294	2,848	964	986	1,908	576	929	1,144	439	68,129
Oct.	44,675	4,067	3,916	6,294	2,955	959	942	1,768	530	1,032	1,109	432	68,679
Nov.	44,032	3,969	3,823	6,295	3,152	937	1,026	1,893	538	979	1,146	350	68,140

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

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

TABLE V—UNEMPLOYMENT

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

Year		<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi- Skilled</i>	<i>Unskilled</i>	<i>Total</i>
1939	.. — ..	—	—	—	—	2,583
1940	.. — ..	—	—	—	—	5,089
1941	.. — ..	—	—	—	—	9,071
1942	.. — ..	—	—	—	—	8,129
1943	.. — ..	—	—	—	—	4,170
1944	.. — ..	—	—	—	—	1,875
1945	.. — ..	369	1,104	411	2,653	4,537
1946	.. — ..	1,303	3,012	1,341	10,130	15,786
1947	.. — ..	915	1,417	911	4,161	7,404
1948	.. — ..	1,355	1,563	1,311	6,118	10,347
1949	.. — ..	1,807	1,616	1,767	9,590	14,780
1949	.. January ..	158	185	139	585	1,067
	.. February ..	127	117	102	375	721
	.. March ..	185	209	171	600	1,165
	.. April ..	103	134	146	542	925
	.. May ..	199	190	195	966	1,550
	.. June ..	143	91	142	823	1,199
	.. July ..	152	97	171	1,536	1,956
	.. August ..	143	132	154	1,542	1,971
	.. September ..	122	100	139	795	1,156
	.. October ..	107	106	105	754	1,072
	.. November ..	204	136	171	541	1,052
	.. December ..	164	119	132	531	946
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

TABLE VI

Table showing the number of Unemployed Persons Registered and the number placed in Employment during the Month of November, 1950

<i>Employment Exchange</i>	<i>Technical and Clerical</i>		<i>Skilled</i>		<i>Semi-skilled</i>		<i>Unskilled</i>		<i>Total</i>	
	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>
Central	.. 325	.. 159	.. 532	.. 44	.. 593	.. 87	.. 1,309	.. 111	.. 2,759	.. 401
Negombo	.. 27	.. 0	.. 71	.. 13	.. 75	.. 16	.. 254	.. 63	.. 427	.. 92
Kalutara	.. 34	.. 6	.. 48	.. 1	.. 94	.. 0	.. 92	.. 14	.. 268	.. 21
Galle	.. 91	.. 23	.. 54	.. 0	.. 138	.. 9	.. 208	.. 3	.. 491	.. 35
Kandy	.. 117	.. 11	.. 97	.. 6	.. 282	.. 9	.. 405	.. 47	.. 901	.. 73
Nawalapitiya	.. 2	.. 2	.. 8	.. 0	.. 25	.. 0	.. 50	.. 9	.. 85	.. 11
Kurunegala	.. 32	.. 17	.. 28	.. 1	.. 67	.. 9	.. 100	.. 23	.. 227	.. 50
Jaffna	.. 71	.. 32	.. 40	.. 3	.. 158	.. 4	.. 169	.. 2	.. 438	.. 41
Ratnapura	.. 28	.. 2	.. 5	.. 0	.. 22	.. 3	.. 20	.. 0	.. 75	.. 5
Badulla	.. 28	.. 5	.. 24	.. 0	.. 88	.. 3	.. 91	.. 39	.. 231	.. 47
Batticaloa	.. 26	.. 34	.. 18	.. 0	.. 84	.. 10	.. 196	.. 86	.. 324	.. 130
Trincomalee	.. 8	.. 3	.. 16	.. 0	.. 28	.. 0	.. 26	.. 0	.. 78	.. 3
Women's	.. 82	.. 10	.. 42	.. 1	.. 91	.. 2	.. 197	.. 2	.. 412	.. 15
Total	.. 871	.. 304	.. 983	.. 69	.. 1,745	.. 152	.. 3,117	.. 399	.. 6,716	.. 924

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	42	.. Not available..	.. Not available..	5	.. Not available..	.. Not available..
1940	36	9,732*	do.	8	do.	do.
1941	27	4,156	do.	15	do.	do.
1942	8	949	do.	14	do.	do.
1943	22	2,436	5,234	31†	4,550	4,359
1944	26	3,648	4,048‡	66	12,399	25,937
1945	28	3,514	4,285	55	28,875	153,388‡
1946	87	15,259	31,830‡	69	39,237	250,866
1947	53	11,849	199,657	52	43,485	544,174
1948	32	4,516	31,349‡	20	1,065	2,497‡
1949	66	477,412	681,340	28	2,874	14,576‡
1949 January	4	11,207‡	12,146	4	380	1,546‡
February	1	450	450	2	90	123
March	2	522	40,073	5	138	218‡
April	2	515	4,203	2	855	995
May	2	386	386	3	187	256‡
June	4	1,146	2,586	—	—	—
July	7	432,384§	432,832	2	248	6,800
August	6	3,874||	21,217	4	311	1,879
September	6	16,597¶	17,114	1	79	395
October	14	2,403	6,991	3	516	2,076
November	5	1,892	81,231	1	24	57
December	13	6,036	62,111	1	46	230
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	330
May	9	1,798	3,468	5	1,513	1,333
June	7	1,312	3,087	5	1,739	7,560
July	8	3,155	4,861	Nil	Nil	Nil
August	2	279	529	1	50	75
September	11	1,784	2,203	2	335	173
October	5	5,979+	6,822+	—	—	—

* 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.

‡ Includes a one-day token strike on 22 estates in the Gampola and Pussellawa Districts in sympathy with strikers on Melfort Estate.

§ Includes two Island-wide token strikes on July 15 and 22, as a protest against the removal of the Rubber Growing and Manufacturing Trade from the decisions of the Wages Board.

|| Includes stoppage of work on five estates on Indian Independence Day.

¶ Includes two token strikes.

+ 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 OCTOBER, 1950, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea	..	4	..	5,949	..	6,702
Rubber	..	1	..	30	..	120
Tea-cum-Rubber	..	—	..	—	..	—
Coconut	..	—	..	—	..	—
Coconut-cum-Rubber	..	—	..	—	..	—
Total	..	5		5,979		6,822
Engineering	..	—	..	—	..	—
Printing	..	—	..	—	..	—
Motor Transport	..	—	..	—	..	—
Tea Export	..	—	..	—	..	—
Rubber Export	..	—	..	—	..	—
Coconut Manufacturing	..	—	..	—	..	—
Toddy, Arrack and Vinegar	..	—	..	—	..	—
Match Manufacturing	..	—	..	—	..	—
Plumbago	..	—	..	—	..	—
Cinema	..	—	..	—	..	—
Dock, Harbour and Port Transport	..	—	..	—	..	—
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	..	—	..	—	..	—
Total	..	—		—		—
Grand Total	..	5		5,979		6,822

TABLE IX—CLASSIFICATION OF THE STRIKES IN OCTOBER, 1950, 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	..	—	..	281	..	—
2. Wage increases. Higher rates for piece work, &c.	..	—	..	—	..	—	..	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	..	—	..	—	..	—	..	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	..	1	..	—	..	232	..	—
5. Food matters. Welfare	..	1	..	—	..	92	..	—
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	..	—	..	—	..	—	..	—
11. Sympathetic strikes	..	1	..	—	..	5,374	..	—
Total	..	5		—		5,979		—

TABLE X—ARRIVALS AND DEPARTURES OF INDIAN ESTATE LABOURERS

Years	Arrivals			Departures			Excess of Arrivals over Departures	Excess of Departures over Arrivals
	Old	New	Total	Repatriation on Govt. account	Left Ceylon Un-assisted	Total		
1939	25,425	3,834	29,259	2,975	31,714	34,689	—	5,430
1940	2,955	363	3,318	5,560	12,578	18,138	—	14,820
1941	3,234	350	3,584	8,410	11,243	19,653	—	16,069
1942	6,585	229	6,814	5,398	33,183	38,581	—	31,767
1943	42,677	2,076	44,753	1,368	59,577	60,945	—	16,192
1944	49,354	2,623	51,977	786	59,683	60,469	—	8,492
1945	82,598	3,844	86,442	572	85,428	86,000	442	—
1946	75,269	3,325	78,594	282	75,657	75,939	2,655	—
1947	52,177	2,400	54,577	242	58,381	58,623	—	4,046
1948	47,621	2,926	50,547	151	47,115	47,266	3,281	—
1949	42,188	2,237	44,425	302	46,538	46,840	—	2,415
1949 January	1,498	138	1,636	5	3,533	3,538	—	1,902
February	2,340	151	2,491	14	5,417	5,431	—	2,940
March	4,039	202	4,241	18	5,540	5,558	—	1,317
April	4,249	195	4,444	16	5,579	5,595	—	1,151
May	5,041	198	5,239	49	6,150	6,199	—	960
June	5,578	238	5,816	32	5,223	5,255	561	—
July	5,626	208	5,834	44	2,613	2,657	3,177	—
August	3,437	244	3,681	39	3,444	3,483	198	—
September	3,416	230	3,646	35	3,037	3,072	574	—
October	2,482	94	2,576	21	2,166	2,187	389	—
November	2,650	206	2,856	22	1,858	1,880	976	—
December	1,832	133	1,965	7	1,978	1,985	—	20
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	3,439	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	—

APPENDIX I

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

Month : January, 1951.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Tea Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10	0 97	2 07
Female worker not under 15 years ..	0 90	0 74	1 64
Child worker ..	0 65	0 67	1 32
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	0 58	0 97	1 55
Female worker not under 15 years ..	0 46	0 74	1 20
Child worker ..	0 41	0 67	1 08
Rubber Growing and Manufacturing Trade.			
<i>Daily Rates.</i>			
Male worker not under 16 years ..	1 10	0 97	2 07
Female worker not under 15 years ..	1 0	0 74	1 74
Child worker ..	0 75	0 67	1 42
Coconut Growing Trade.			
<i>Daily Rates.</i>			
The raising and maintenance of a coconut plantation ; and The manufacture of copra—			
Kangany ..	0 90	0 97	1 87
Male not under 18 years ..	0 75	0 97	1 72
Female not under 18 years ..	0 60	0 74	1 34
Worker under 18 years ..	0 50	0 67	1 17
Coconut Manufacturing Trade.			
The manufacture of desiccated coconut ; The manufacture of coconut oil ; and The manufacture of fibre and coir products—			
Within the Colombo area—			
Kangany ..	1 44	0 95	2 39
Male not under 18 years ..	1 24	0 95	2 19
Female not under 18 years ..	1 0	0 67	1 67
Worker under 18 years ..	0 75	0 60	1 35
Outside the Colombo area—			
Kangany ..	1 20	0 95	2 15
Male not under 18 years ..	1 0	0 95	1 95
Female not under 18 years ..	0 80	0 67	1 47
Worker under 18 years ..	0 60	0 60	1 20
" Colombo area " includes any place within 5 miles of the Municipal limits of Colombo.			
Piece rates have been fixed for certain processes.			
Engineering Trade.			
<i>Daily Rates.</i>			
Unskilled labourer ..	1 24	1 04	2 28
Semi-skilled, Grade I ..	1 44	1 14	2 58
Semi-skilled, Grade II ..	1 28	1 14	2 42
Skilled worker ..	1 80	1 14	2 94
Kangany ..	1 60	1 14	2 74
Watcher ..	1 50	1 14	2 64

Month : January, 1951.

Class of Worker		Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
Engineering Trade (contd.)				
<i>Trade Learners and Apprentices.</i>				
1st year	..	0 40	0 34	0 74
2nd year	..	0 56	0 42	0 98
3rd year	..	0 72	0 64	1 36
4th year	..	0 96	0 76	1 72
Printing Trade.				
<i>Monthly Rates.</i>				
Class A worker	..	100 0	68 0	168 0
B "	..	75 0	51 0	126 0
C "	..	50 0	42 50	92 50
D "	..	40 0	34 0	74 0
E "	..	37 50	31 91	69 41
F "	..	18 0	15 30	33 30
G "	..	40 0	34 0	74 0
Class A 1st year learner	..	30 0	20 40	50 40
B "	..	22 50	15 30	37 80
C "	..	20 0	17 0	37 0
D "	..	16 0	13 60	29 60
Class A 2nd year learner	..	40 0	27 20	67 20
B "	..	37 50	25 50	63 0
C "	..	25 0	21 18	46 18
D "	..	20 0	17 0	37 0
Class A 3rd year learner	..	50 0	34 0	84 0
B "	..	45 0	30 60	75 60
C "	..	30 0	25 50	55 50
D "	..	24 0	20 40	44 40
Class A 4th year learner	..	65 0	44 20	109 20
B "	..	56 25	38 18	94 43
C "	..	37 50	31 91	69 41
D "	..	30 0	25 50	55 50
Class A 5th year learner	..	80 0	54 40	134 40

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	0 97	3 72
Kanganies	}	..	..	..
Loaders				
Overseers	..	2 25	0 97	3 22
Shift bosses	..	2 8	0 97	3 5
Blasters	}	..	..	..
Drillers (hand and machine)				
Shaft drivers				
Stoppers (excavators)				
Timber men	}	..	..	..
Muckers				
Trolley men				
Unskilled labourers	..	1 50	0 97	2 47
Onsetters or Donakatarayas	..	2 25	0 97	3 22

Underground and surface workers—

Electricians	}
Enginemen				
Fitters				
Hoistmen				
Mechanics				
Pumpmen				
Winchmen	}
Checkers				
Electricians (assistants)				
Fitters (assistants)				
Windlassmen (dabare workers)	..	1 50	0 97	2 47

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Plumbago Trade (contd.)						
• Surface workers—						
• Carpenters	2 50	..	0 97	.. 3 47
• Masons	2 25	..	0 97	.. 3 22
• Overseers	2 0	..	0 97	.. 2 97
• Blacksmiths	1 60	..	0 97	.. 2 57
• Boilermen	1 50	..	0 97	.. 2 47
• Drill sharpeners	2 0	..	0 97	.. 2 97
• Firewood carriers and splitters	1 24	..	0 97	.. 2 21
• Carters	1 50	..	0 97	.. 2 47
• Watchers	2 0	..	0 97	.. 2 97
• Bakkikarayas or Banksmen	1 24	..	0 97	.. 2 21
• Smithy boys		
• Unskilled labourers		

N. B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 67 cents.

Workers employed in curing and dressing—

(A) As overseers and kanganies	..	..	2 0	..	0 97	.. 2 97
(B) On different jobs—						
Within the Colombo area—						
Male worker not under 18 years	..	..	1 25	..	0 97	.. 2 22
Female worker not under 18 years	..	..	0 87	..	0 74	.. 1 61
Worker under 18 years	..	..	0 50	..	0 67	.. 1 17
Outside the Colombo area—						
Male worker not under 18 years	..	..	1 0	..	0 97	.. 1 97
Female worker not under 18 years	..	..	0 70	..	0 74	.. 1 44
Worker under 18 years	..	..	0 40	..	0 67	.. 1 07

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

Tea Export Trade.

Daily Pates.

A. Male workers not under 18 years—

(a) Grade II	..	..	1 24	..	1 04	.. 2 28
(b) Intermediate Grade	..	..	1 40	..	1 14	.. 2 54
(c) Grade I	..	..	1 60	..	1 14	.. 2 74
(d) Box makers and repairers	..	..	1 40	..	1 14	.. 2 54
(e) Watchers	..	..	1 50	..	1 14	.. 2 64

B. Female workers not under 18 years .. 1 0 .. 0 92 .. 1 92

C. Workers over 14 years but under 15 years	..	..	0 60	..	0 58	.. 1 18
" 15 " 16 "	..	..	0 70	..	0 63	.. 1 33
" 16 " 17 "	..	..	0 80	..	0 68	.. 1 48
" 17 " 18 "	..	..	1 0	..	0 78	.. 1 78

Rubber Export Trade.

Daily Rates.

A. Male workers not under 18 years—

(a) Grade II	..	..	1 24	..	1 04	.. 2 28
(b) Intermediate Grade	..	..	1 40	..	1 14	.. 2 54
(c) Grade I	..	..	1 60	..	1 14	.. 2 74
(d) Watchers	..	..	1 50	..	1 14	.. 2 64

B. Female workers not under 18 years .. 1 0 .. 0 92 .. 1 92

C. Workers over 14 years but under 15 years	..	..	0 60	..	0 58	.. 1 18
" 15 " 16 "	..	..	0 70	..	0 63	.. 1 33
" 16 " 17 "	..	..	0 80	..	0 68	.. 1 48
" 17 " 18 "	..	..	1 0	..	0 78	.. 1 78

Month : January, 1951.

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

Daily Rates.

Unskilled labourers—

Male workers not under 16 years ..	1	70	—	—	1	70
Male workers under 16 years ..	1	13	—	—	1	13
Female workers not under 16 years ..	1	30	—	—	1	30
Female workers 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	34	0	134	0
B ..	90	0	34	0	124	0
C ..	85	0	31	50	116	50
D ..	100	0	34	0	134	0
E ..	70	0	29	0	99	0
F ..	67	50	34	0	101	50
G ..	60	0	30	60	90	60
H ..	50	0	30	60	80	60
J ..	60	0	30	60	90	60
K ..	90	0	30	60	120	60
L ..	45	0	21	75	66	75

Daily Rates.

Class A worker ..	4	0	1	45	5	45
B ..	4	0	1	45	5	45
C ..	3	25	1	45	4	70
D ..	4	0	1	45	5	45
E ..	2	75	1	20	3	95
F ..	2	75	1	45	4	20
G ..	2	50	1	45	3	95
H ..	2	25	1	45	3	70
L ..	1	50	0	77	2	27

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	14	2	94
Female 18 years and over ..	1	44	1	4	2	48
Young person over 14 and under 17 years ..	0	85	0	62	1	47
Young person 17 and over but under 18 years ..	1	15	0	78	1	93

Month: January, 1951.

<i>Class of Worker</i>	<i>Basic Wage</i> Rs. c.	<i>Special Allowance</i> Rs. c.	<i>Total</i> Rs. c.
Grade II—			
Male 18 years and over	1 40 ..	1 14 ..	2 54
Female 18 years and over	1 12 ..	1 4 ..	2 16
Young person over 14 and under 17 years ..	0 70 ..	0 62 ..	1 32
Young person 17 and over but under 18 years	0 90 ..	0 78 ..	1 68
Grade III—			
Male 18 years and over	1 24 ..	1 04 ..	2 28
Female 18 years and over	1 0 ..	0 92 ..	1 92
Young person over 14 and under 17 years ..	0 60 ..	0 62 ..	1 22
Young person 17 and over but under 18 years	0 80 ..	0 78 ..	1 58
Grade IV—			
Watcher	1 50 ..	1 14 ..	2 64
Cinema Trade.			
<i>Within the Municipal areas.</i>			
A—Non-clerical—			
Unskilled	32 25 ..	27 4 ..	59 29
Semi-skilled	37 50 ..	29 64 ..	67 14
Skilled, Grade II	50 0 ..	31 46 ..	81 46
Skilled, Grade I	60 0 ..	31 46 ..	91 46
B—Clerical—			
Grade III	45 0 ..	28 0 ..	73 0
Grade II	50 0 ..	31 0 ..	81 0
Grade I	100 0 ..	36 0 ..	136 0
<i>Outside the Municipal areas.</i>			
A—Non-clerical—			
Unskilled	32 25 ..	27 4 ..	59 29
Semi-skilled	35 0 ..	29 64 ..	64 64
Skilled, Grade II	42 0 ..	31 46 ..	73 46
Skilled, Grade I	55 0 ..	31 46 ..	86 46
B—Clerical—			
Grade III	40 0 ..	28 0 ..	68 0
Grade II	45 0 ..	31 0 ..	76 0
Grade I	100 0 ..	36 0 ..	136 0
Deck, Harbour, and Port Transport Trade.			
<i>Manual Work.</i>			
Special Grade	65 0 ..	30 25 ..	95 25
Skilled Grade	55 0 ..	26 25 ..	81 25
Semi-skilled Grade	45 0 ..	23 25 ..	68 25
Unskilled, Grade I	37 0 ..	23 25 ..	60 25
Unskilled, Grade II	31 0 ..	23 25 ..	54 25
<i>Women Workers.</i>			
Female Kanganies	35 0 ..	23 25 ..	58 25
Female labourers	30 0 ..	23 25 ..	53 25
<i>Non-manual Workers.</i>			
Special Grade	75 0 ..	35 0 ..	110 0
Grade I	55 0 ..	26 25 ..	81 25

Month : January, 1951.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
Building Trade.			
<i>Unskilled—</i>			
Male labourers—			
Not under 18 years	1 24 ..	1 4 ..	2 28
Female labourers—			
Not under 18 years	1 0 ..	1 4 ..	2 4
Unskilled labourers— (irrespective of sex)			
Under 18 years of age	0 80 ..	1 4 ..	1 84
Semi-skilled, Grade II	1 44 ..	1 14 ..	2 58
Semi-skilled, Grade I	1 60 ..	1 14 ..	2 74
Skilled	1 80 ..	1 14 ..	2 94

APPENDIX II (A)

The Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during January, 1951, to Workers in the Tea Growing and Manufacturing Trades

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 48½	1 03½	0 45	0 37	0 82	0 32½	0 33½	0 66	½
1	1 10	0 97	2 07	0 90	0 74	1 64	0 65	0 67	1 32	1
2	2 20	1 94	4 14	1 80	1 48	3 28	1 30	1 34	2 64	2
3	3 30	2 91	6 21	2 70	2 22	4 92	1 95	2 01	3 96	3
4	4 40	3 88	8 28	3 60	2 96	6 56	2 60	2 68	5 28	4
5	5 50	4 85	10 35	4 50	3 70	8 20	3 25	3 35	6 60	5
6	6 60	5 82	12 42	5 40	4 44	9 84	3 90	4 02	7 92	6
7	7 70	6 79	14 49	6 30	5 18	11 48	4 55	4 69	9 24	7
8	8 80	7 76	16 56	7 20	5 92	13 12	5 20	5 36	10 56	8
9	9 90	8 73	18 63	8 10	6 66	14 76	5 85	6 03	11 88	9
10	11 00	9 70	20 70	9 00	7 40	16 40	6 50	6 70	13 20	10
11	12 10	10 67	22 77	9 90	8 14	18 04	7 15	7 37	14 52	11
12	13 20	11 64	24 84	10 80	8 88	19 68	7 80	8 04	15 84	12
13	14 30	12 61	26 91	11 70	9 62	21 32	8 45	8 71	17 16	13
14	15 40	13 58	28 98	12 60	10 36	22 96	9 10	9 38	18 48	14
15	16 50	14 55	31 05	13 50	11 10	24 60	9 75	10 05	19 80	15
16	17 60	15 52	33 12	14 40	11 84	26 24	10 40	10 72	21 12	16
17	18 70	16 49	35 19	15 30	12 58	27 88	11 05	11 39	22 44	17
18	19 80	17 46	37 26	16 20	13 32	29 52	11 70	12 06	23 76	18
19	20 90	18 43	39 33	17 10	14 06	31 16	12 35	12 73	25 08	19
20	22 00	19 40	41 40	18 00	14 80	32 80	13 00	13 40	26 40	20
21	23 10	20 37	43 47	18 90	15 54	34 44	13 65	14 07	27 72	21
22	24 20	21 34	45 54	19 80	16 28	36 08	14 30	14 74	29 04	22
23	25 30	22 31	47 61	20 70	17 02	37 72	14 95	15 41	30 36	23
24	26 40	23 28	49 68	21 60	17 76	39 36	15 60	16 08	31 68	24
25	27 50	24 25	51 75	22 50	18 50	41 00	16 25	16 75	33 00	25
26	28 60	25 22	53 82	23 40	19 24	42 64	16 90	17 42	34 32	26
27	29 70	26 19	55 89	24 30	19 98	44 28	17 55	18 09	35 64	27
28	30 80	27 16	57 96	25 20	20 72	45 92	18 20	18 76	36 96	28
29	31 90	28 13	60 03	26 10	21 46	47 56	18 85	19 43	38 28	29
30	33 00	29 10	62 10	27 00	22 20	49 20	19 50	20 10	39 60	30
31	34 10	30 07	64 17	27 90	22 94	50 84	20 15	20 77	40 92	31

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

APPENDIX II (B)

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

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 48½	1 3½	0 50	0 37	0 87	0 37½	0 33½	0 71	½
1	1 10	0 97	2 7	1 0	0 74	1 74	0 75	0 67	1 42	1
2	2 20	1 94	4 14	2 0	1 48	3 48	1 50	1 34	2 84	2
3	3 30	2 91	6 21	3 0	2 22	5 22	2 25	2 1	4 26	3
4	4 40	3 88	8 28	4 0	2 96	6 96	3 0	2 68	5 68	4
5	5 50	4 85	10 35	5 0	3 70	8 70	3 75	3 35	7 10	5
6	6 60	5 82	12 42	6 0	4 44	10 44	4 50	4 2	8 52	6
7	7 70	6 79	14 49	7 0	5 18	12 18	5 25	4 69	9 94	7
8	8 80	7 76	16 56	8 0	5 92	13 92	6 0	5 36	11 36	8
9	9 90	8 73	18 63	9 0	6 66	15 66	6 75	6 3	12 78	9
10	11 0	9 70	20 70	10 0	7 40	17 40	7 50	6 70	14 20	10
11	12 10	10 67	22 77	11 0	8 14	19 14	8 25	7 37	15 62	11
12	13 20	11 64	24 84	12 0	8 88	20 88	9 0	8 4	17 4	12
13	14 30	12 61	26 91	13 0	9 62	22 62	9 75	8 71	18 46	13
14	15 40	13 58	28 98	14 0	10 36	24 36	10 50	9 38	19 88	14
15	16 50	14 55	31 5	15 0	11 10	26 10	11 25	10 5	21 30	15
16	17 60	15 52	33 12	16 0	11 84	27 84	12 0	10 72	22 72	16
17	18 70	16 49	35 19	17 0	12 58	29 58	12 75	11 39	24 14	17
18	19 80	17 46	37 26	18 0	13 32	31 32	13 50	12 06	25 56	18
19	20 90	18 43	39 33	19 0	14 6	33 6	14 25	12 73	26 98	19
20	22 0	19 40	41 40	20 0	14 80	34 80	15 0	13 40	28 40	20
21	23 10	20 37	43 47	21 0	15 54	36 54	15 75	14 7	29 82	21
22	24 20	21 34	45 54	22 0	16 28	38 28	16 50	14 74	31 24	22
23	25 30	22 31	47 61	23 0	17 2	40 2	17 25	15 41	32 66	23
24	26 40	23 28	49 68	24 0	17 76	41 76	18 0	16 8	34 8	24
25	27 50	24 25	51 75	25 0	18 50	43 50	18 75	16 75	35 50	25
26	28 60	25 22	53 82	26 0	19 24	45 24	19 50	17 42	36 92	26
27	29 70	26 19	55 89	27 0	19 98	46 98	20 25	18 9	38 34	27
28	30 80	27 16	57 96	28 0	20 72	48 72	21 0	18 76	39 76	28
29	31 90	28 13	60 3	29 0	21 46	50 46	21 75	19 43	41 18	29
30	33 0	29 10	62 10	30 0	22 20	52 20	22 50	20 10	42 60	30
31	34 10	30 7	64 17	31 0	22 94	53 94	23 25	20 77	44 2	31

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

APPENDIX II (C)

Ready Reckoner showing the Basic Wages, Special Allowances and the total Minimum Wages payable for the number of days worked during January, 1951, to workers in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trades

No. of Days	Men			Women			Child Worker *			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 29	0 48½	0 77½	0 23	0 37	0 60	0 20½	0 33½	0 54	½
1	0 58	0 97	1 55	0 46	0 74	1 20	0 41	0 67	1 8	1
2	1 16	1 94	3 10	0 92	1 48	2 40	0 82	1 34	2 16	2
3	1 74	2 91	4 65	1 38	2 22	3 60	1 23	2 1	3 24	3
4	2 32	3 88	6 20	1 84	2 96	4 80	1 64	2 68	4 32	4
5	2 90	4 85	7 75	2 30	3 70	6 0	2 5	3 35	5 40	5
6	3 48	5 82	9 30	2 76	4 44	7 20	2 46	4 2	6 48	6
7	4 6	6 79	10 85	3 22	5 18	8 40	2 87	4 69	7 56	7
8	4 64	7 76	12 40	3 68	5 92	9 60	3 28	5 36	8 64	8
9	5 22	8 73	13 95	4 14	6 66	10 80	3 69	6 3	9 72	9
10	5 80	9 70	15 50	4 60	7 40	12 0	4 10	6 70	10 80	10
11	6 38	10 67	17 5	5 6	8 14	13 20	4 51	7 37	11 88	11
12	6 96	11 64	18 60	5 52	8 88	14 40	4 92	8 4	12 96	12
13	7 54	12 61	20 15	5 98	9 62	15 60	5 33	8 71	14 4	13
14	8 12	13 58	21 70	6 44	10 36	16 80	5 74	9 38	15 12	14
15	8 70	14 55	23 25	6 90	11 10	18 0	6 15	10 5	16 20	15
16	9 28	15 52	24 80	7 36	11 84	19 20	6 56	10 72	17 28	16
17	9 86	16 49	26 35	7 82	12 58	20 40	6 97	11 39	18 36	17
18	10 44	17 46	27 90	8 28	13 32	21 60	7 38	12 6	19 44	18
19	11 2	18 43	29 45	8 74	14 6	22 80	7 79	12 73	20 52	19
20	11 60	19 40	31 0	9 20	14 80	24 0	8 20	13 40	21 60	20
21	12 18	20 37	32 55	9 66	15 54	25 20	8 61	14 7	22 68	21
22	12 76	21 34	34 10	10 12	16 28	26 40	9 2	14 74	23 76	22
23	13 34	22 31	35 65	10 58	17 2	27 60	9 43	15 41	24 84	23
24	13 92	23 28	37 20	11 4	17 76	28 80	9 84	16 8	25 92	24
25	14 50	24 25	38 75	11 50	18 50	30 0	10 25	16 75	27 0	25
26	15 8	25 22	40 30	11 96	19 24	31 20	10 66	17 42	28 8	26
27	15 66	26 19	41 85	12 42	19 98	32 40	11 7	18 9	29 16	27
28	16 24	27 16	43 40	12 88	20 72	33 60	11 48	18 76	30 24	28
29	16 82	28 13	44 95	13 34	21 46	34 80	11 89	19 43	31 32	29
30	17 40	29 10	46 50	13 80	22 20	36 0	12 30	20 10	32 40	30
31	17 98	30 7	48 5	14 26	22 94	37 20	12 71	20 77	33 48	31

* A "child worker" means a male worker under 18 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 January, 1951, to workers in the Coconut Growing and Manufacturing Trades

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
					Within the Colombo area				Outside the Colombo area				
	Kan-gany	Male	Fe-male	Young Per-sons	Kan-gany	Male	Fe-male	Young Per-sons	Kan-gany	Male	Fe-male	Young Per-sons	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 93½	0 86	0 67	0 58½	1 19½	1 9½	0 83½	0 67½	1 7½	0 97½	0 73½	0 60	½
1	1 87	1 72	1 34	1 17	2 39	2 19	1 67	1 35	2 15	1 95	1 47	1 20	1
2	3 74	3 44	2 68	2 34	4 78	4 38	3 34	2 70	4 30	3 90	2 94	2 40	2
3	5 61	5 16	4 2	3 51	7 17	6 57	5 1	4 5	6 45	5 85	4 41	3 60	3
4	7 48	6 88	5 36	4 68	9 56	8 76	6 68	5 40	8 60	7 80	5 88	4 80	4
5	9 35	8 60	6 70	5 85	11 95	10 95	8 35	6 75	10 75	9 75	7 35	6 0	5
6	11 22	10 32	8 4	7 2	14 34	13 14	10 2	8 10	12 90	11 70	8 82	7 20	6
7	13 9	12 4	9 38	8 19	16 73	15 33	11 69	9 45	15 5	13 65	10 29	8 40	7
8	14 96	13 76	10 72	9 36	19 12	17 52	13 36	10 80	17 20	15 60	11 76	9 60	8
9	16 83	15 48	12 6	10 53	21 51	19 71	15 3	12 15	19 35	17 55	13 23	10 80	9
10	18 70	17 20	13 40	11 70	23 90	21 90	16 70	13 50	21 50	19 50	14 70	12 0	10
11	20 57	18 92	14 74	12 87	26 29	24 9	18 37	14 85	23 65	21 45	16 17	13 20	11
12	22 44	20 64	16 8	14 4	28 68	26 28	20 4	16 20	25 80	23 40	17 64	14 40	12
13	24 31	22 36	17 42	15 21	31 7	28 47	21 71	17 55	27 95	25 35	19 11	15 60	13
14	26 18	24 8	18 76	16 38	33 46	30 66	23 38	18 90	30 10	27 30	20 58	16 80	14
15	28 5	25 80	20 10	17 55	35 85	32 85	25 5	20 25	32 25	29 25	22 5	18 0	15
16	29 92	27 52	21 44	18 72	38 24	35 4	26 72	21 60	34 40	31 20	23 52	19 20	16
17	31 79	29 24	22 78	19 89	40 63	37 23	28 39	22 95	36 55	33 15	24 99	20 40	17
18	33 66	30 96	24 12	21 6	43 2	39 42	30 6	24 30	38 70	35 10	26 46	21 60	18
19	35 53	32 68	25 46	22 23	45 41	41 61	31 73	25 65	40 85	37 5	27 93	22 80	19
20	37 40	34 40	26 80	23 40	47 80	43 80	33 40	27 0	43 0	39 0	29 40	24 0	20
21	39 27	36 12	28 14	24 57	50 19	45 99	35 7	28 35	45 15	40 95	30 87	25 20	21
22	41 14	37 84	29 48	25 74	52 58	48 18	36 74	29 70	47 30	42 90	32 34	26 40	22
23	43 1	39 56	30 82	26 91	54 97	50 37	38 41	31 5	49 45	44 85	33 81	27 60	23
24	44 88	41 28	32 16	28 8	57 36	52 56	40 8	32 40	51 60	46 80	35 28	28 80	24
25	46 75	43 0	33 50	29 25	59 75	54 75	41 75	33 75	53 75	48 75	36 75	30 0	25
26	48 62	44 72	34 84	30 42	62 14	56 94	43 42	35 10	55 90	50 70	38 22	31 20	26
27	50 49	46 44	36 18	31 59	64 53	59 13	45 9	36 45	58 5	52 65	39 69	32 40	27
28	52 36	48 16	37 52	32 76	66 92	61 32	46 76	37 80	60 20	54 60	41 16	33 60	28
29	54 23	49 88	38 86	33 93	69 31	63 51	48 43	39 15	62 35	56 55	42 63	34 80	29
30	56 10	51 60	40 20	35 10	71 70	65 70	50 10	40 50	64 50	58 50	44 10	36 0	30
31	57 97	53 32	41 54	36 27	74 09	67 89	51 77	41 85	66 65	60 45	45 57	37 20	31

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

No. of Days	Male Workers over 18 years of age					Female Workers over 18 years of age	Child Workers				No. of Days
	Grade II	Inter-mediate Grade	Grade I	* Box Makers and Repairers	Watchers		Over 14 under 15	Over 15 under 16	Over 16 under 17	Over 17 under 18	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	1 14	1 27	1 37	1 27	1 32	0 96	0 59	0 66½	0 74	0 89	1/2
1	2 28	2 54	2 74	2 54	2 64	1 92	1 18	1 33	1 48	1 78	1
2	4 56	5 8	5 48	5 8	5 28	3 84	2 36	2 66	2 96	3 56	2
3	6 84	7 62	8 22	7 62	7 92	5 76	3 54	3 99	4 44	5 34	3
4	9 12	10 16	10 96	10 16	10 56	7 68	4 72	5 32	5 92	7 12	4
5	11 40	12 70	13 70	12 70	13 20	9 60	5 90	6 65	7 40	8 90	5
6	13 68	15 24	16 44	15 24	15 84	11 52	7 8	7 98	8 88	10 68	6
7	15 96	17 78	19 18	17 78	18 48	13 44	8 26	9 31	10 36	12 46	7
8	18 24	20 32	21 92	20 32	21 12	15 36	9 44	10 64	11 84	14 24	8
9	20 52	22 86	24 66	22 86	23 76	17 28	10 62	11 97	13 32	16 2	9
10	22 80	25 40	27 40	25 40	26 40	19 20	11 80	13 30	14 80	17 80	10
11	25 8	27 94	30 14	27 94	29 4	21 12	12 98	14 63	16 28	19 58	11
12	27 36	30 48	32 88	30 48	31 68	23 4	14 16	15 96	17 76	21 36	12
13	29 64	33 2	35 62	33 2	34 32	24 96	15 34	17 29	19 24	23 14	13
14	31 92	35 56	38 36	35 56	36 96	26 88	16 52	18 62	20 72	24 92	14
15	34 20	38 10	41 10	38 10	39 60	28 80	17 70	19 95	22 20	26 70	15
16	36 48	40 64	43 84	40 64	42 24	30 72	18 88	21 28	23 68	28 48	16
17	38 76	43 18	46 58	43 18	44 88	32 64	20 6	22 61	25 16	30 26	17
18	41 4	45 72	49 32	45 72	47 52	34 56	21 24	23 94	26 64	32 4	18
19	43 32	48 26	52 6	48 26	50 16	36 48	22 42	25 27	28 12	33 82	19
20	45 60	50 80	54 80	50 80	52 80	38 40	23 60	26 60	29 60	35 60	20
21	47 88	53 34	57 54	53 34	55 44	40 32	24 78	27 93	31 8	37 38	21
22	50 16	55 88	60 28	55 88	58 8	42 24	25 96	29 26	32 56	39 16	22
23	52 44	58 42	63 2	58 42	60 72	44 16	27 14	30 59	34 4	40 94	23
24	54 72	60 96	65 76	60 96	63 36	46 8	28 32	31 92	35 52	42 72	24
25	57 0	63 50	68 50	63 50	66 0	48 0	29 50	33 25	37 0	44 50	25
26	59 28	66 4	71 24	66 4	68 64	49 92	30 68	34 58	38 48	46 28	26
27	61 56	68 58	73 98	68 58	71 28	51 84	31 86	35 91	39 96	48 6	27
28	63 84	71 12	76 72	71 12	73 92	53 76	33 4	37 24	41 44	49 84	28
29	66 12	73 66	79 46	73 66	76 56	55 68	34 22	38 57	42 92	51 62	29
30	68 40	76 20	82 20	76 20	79 20	57 60	35 40	39 90	44 40	53 40	30
31	70 68	78 74	84 94	78 74	81 84	59 52	36 58	41 23	45 88	55 18	31

* Applicable to Tea Export Trade only.

APPENDIX III (C)

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

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

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 1951, to workers in the Match Manufacturing Trade

No. of Days	Grade I				Grade II				Grade III				Grade IV Watchers	No. of Days
	Adults		Young Persons		Adults		Young Persons		Adults		Young Persons			
	Male	Female	Over 14 Under 17	Over 17 Under 18	Male	Female	Over 14 Under 17	Over 17 Under 18	Male	Female	Over 14 Under 17	Over 17 Under 18		
Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	1 47	1 24	0 73½	0 96½	1 27	1 8	0 66	0 84	1 14	0 96	0 61	0 79	1 32	1
2	2 94	2 48	1 47	1 93	2 54	2 16	1 32	1 68	2 28	1 92	1 22	1 58	2 64	2
3	5 88	4 96	2 94	3 86	5 8	4 32	2 64	3 36	4 56	3 84	2 44	3 16	5 28	3
4	8 82	7 44	4 41	5 79	7 62	6 48	3 96	5 4	6 84	5 76	3 66	4 74	7 92	4
5	11 76	9 92	5 88	7 72	10 16	8 64	5 28	6 72	9 12	7 68	4 88	6 32	10 56	5
6	14 70	12 40	7 35	9 65	12 70	10 80	6 60	8 40	11 40	9 60	6 10	7 90	13 20	6
7	17 64	14 88	8 82	11 58	15 24	12 96	7 92	10 8	13 68	11 52	7 32	9 48	15 84	7
8	20 58	17 36	10 29	13 51	17 78	15 12	9 24	11 76	15 96	13 44	8 54	11 6	18 48	8
9	23 52	19 84	11 76	15 44	20 32	17 28	10 56	13 44	18 24	15 36	9 76	12 64	21 12	9
10	26 46	22 32	13 23	17 37	22 86	19 44	11 88	15 12	20 52	17 28	10 98	14 22	23 76	10
11	29 40	24 80	14 70	19 30	25 40	21 60	13 20	16 80	22 80	19 20	12 20	15 80	26 40	11
12	32 34	27 28	16 17	21 23	27 94	23 76	14 52	18 48	25 8	21 12	13 42	17 38	29 4	12
13	35 28	29 76	17 64	23 16	30 48	25 92	15 84	20 16	27 36	23 4	14 64	18 96	31 68	13
14	38 22	32 24	19 11	25 9	33 2	28 8	17 16	21 84	29 64	24 96	15 86	20 54	34 32	14
15	41 16	34 72	20 58	27 2	35 56	30 24	18 48	23 52	31 92	26 88	17 8	22 12	36 96	15
16	44 10	37 20	22 5	28 95	38 10	32 40	19 80	25 20	34 20	28 80	18 30	23 70	39 60	16
17	47 4	39 68	23 52	30 88	40 64	34 56	21 12	26 88	36 48	30 72	19 52	25 28	42 24	17
18	49 98	42 16	24 99	32 81	43 18	36 72	22 44	28 56	38 76	32 64	20 74	26 86	44 88	18
19	52 92	44 64	26 46	34 74	45 72	38 88	23 76	30 24	41 4	34 56	21 96	28 44	47 52	19
20	55 86	47 12	27 93	36 67	48 26	41 4	25 8	31 92	43 32	36 48	23 18	30 2	50 16	20
21	58 80	49 60	29 40	38 60	50 80	43 20	26 40	33 60	45 60	38 40	24 40	31 60	52 80	21
22	61 74	52 8	30 87	40 53	53 34	45 36	27 72	35 28	47 88	40 32	25 62	33 18	55 44	22
23	64 68	54 56	32 34	42 46	55 88	47 52	29 4	36 96	50 16	42 24	26 84	34 76	58 8	23
24	67 62	57 4	33 81	44 39	58 42	49 68	30 36	38 64	52 44	44 16	28 6	36 34	60 72	24
25	70 56	59 52	35 28	46 32	60 96	51 84	31 68	40 32	54 72	46 8	29 28	37 92	63 36	25
26	73 50	62 0	36 75	48 25	63 50	54 0	33 0	42 0	57 0	48 0	30 50	39 50	66 60	26
27	76 44	64 48	38 22	50 18	66 4	56 16	34 32	43 68	59 28	49 92	31 72	41 8	68 64	27
28	79 38	66 96	39 69	52 11	68 58	58 32	35 64	45 36	61 56	51 84	32 94	42 66	71 28	28
29	82 32	69 44	41 16	54 4	71 12	60 48	36 96	47 4	63 84	53 76	34 16	44 24	73 92	29
30	85 26	71 92	42 63	55 97	73 66	62 64	38 28	48 72	66 12	55 68	35 38	45 82	76 56	30
31	88 20	74 40	44 10	57 90	76 20	64 80	39 60	50 40	68 40	57 60	36 60	47 40	79 20	31
31	91 14	76 88	45 57	59 83	78 74	66 96	40 92	52 8	70 68	59 52	37 82	48 98	81 84	31

APPENDIX III (E)

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

No. of Days	Unskilled			Semi-Skilled		Skilled	No. of Days
	Male	Female	Young Person	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.		
1/2	1 14	1 2	0 92	1 29	1 37	1 47	1/2
1	2 28	2 4	1 84	2 58	2 74	2 94	1
2	4 56	4 8	3 68	5 16	5 48	5 88	2
3	6 84	6 12	5 52	7 74	8 22	8 82	3
4	9 12	8 16	7 36	10 32	10 96	11 76	4
5	11 40	10 20	9 20	12 90	13 70	14 70	5
6	13 68	12 24	11 4	15 48	16 44	17 64	6
7	15 96	14 28	12 88	18 6	19 18	20 58	7
8	18 24	16 32	14 72	20 64	21 92	23 52	8
9	20 52	18 36	16 56	23 22	24 66	26 46	9
10	22 80	20 40	18 40	25 80	27 40	29 40	10
11	25 8	22 44	20 24	28 38	30 14	32 34	11
12	27 36	24 48	22 8	30 96	32 88	35 28	12
13	29 64	26 52	23 92	33 54	35 62	38 22	13
14	31 92	28 56	25 76	36 12	38 36	41 16	14
15	34 20	30 60	27 60	38 70	41 10	44 10	15
16	36 48	32 64	29 44	41 28	43 84	47 4	16
17	38 76	34 68	31 28	43 86	46 58	49 98	17
18	41 4	36 72	33 12	46 44	49 32	52 92	18
19	43 32	38 76	34 96	49 2	52 6	55 86	19
20	45 60	40 80	36 80	51 60	54 80	58 80	20
21	47 88	42 84	38 64	54 18	57 54	61 74	21
22	50 16	44 88	40 48	56 76	60 28	64 68	22
23	52 44	46 92	42 32	59 34	63 2	67 62	23
24	54 72	48 96	44 16	61 92	65 76	70 56	24
25	57 0	51 0	46 0	64 50	68 50	73 50	25
26	59 28	53 4	47 84	67 8	71 24	76 44	26
27	61 56	55 8	49 68	69 66	73 98	79 38	27
28	63 84	57 12	51 52	72 24	76 72	82 32	28
29	66 12	59 16	53 36	74 82	79 46	85 26	29
30	68 40	61 20	55 20	77 40	82 20	88 20	30
31	70 68	63 24	57 4	79 98	84 94	91 14	31

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

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

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



Like the artist
we use skill in blending

WE are often asked what makes "Black & White" such excellent Scotch. With confidence we answer that the secret is in the blending.

We draw the finest whiskies from the famous Scottish distilleries and blend them together in our own special way. The result is "Black & White" — a perfect blend of Scotch, refreshing, invigorating — a thoroughly good drink on all occasions.



*The Secret
is in the Blending*

'BLACK & WHITE'
SCOTCH WHISKY
