

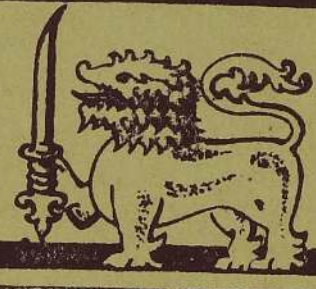
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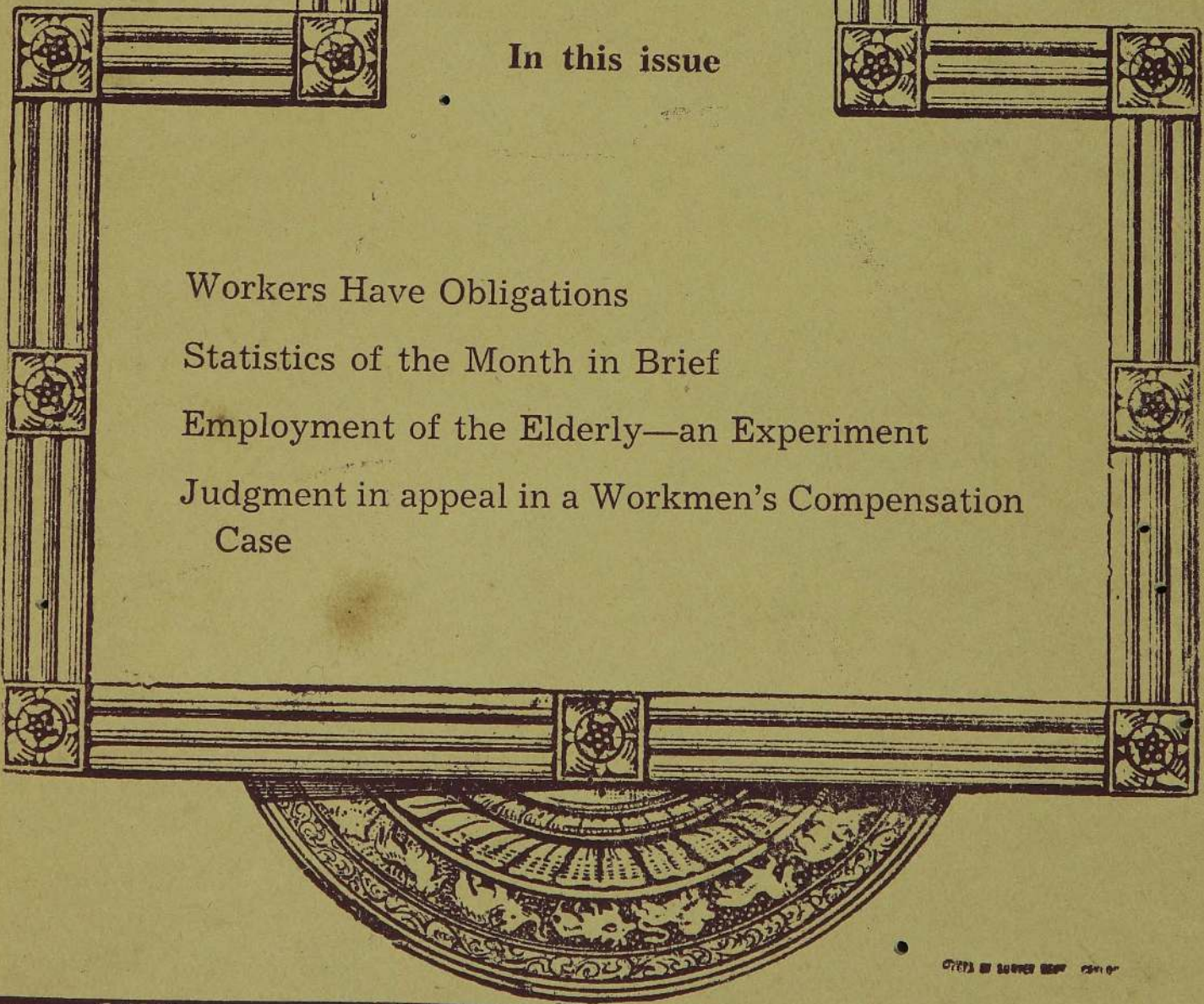


VOLUME III
No. 4

APRIL
1952

In this issue

- Workers Have Obligations
- Statistics of the Month in Brief
- Employment of the Elderly—an Experiment
- Judgment in appeal in a Workmen's Compensation Case



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CEYLON

LABOUR GAZETTE

VOLUME III, No. 4

APRIL, 1952

WORKERS HAVE OBLIGATIONS

“Whatever may be true of the political rights of man, the economic rights of man are meaningless and valueless without the acceptance of correlative economic obligations.”—Prof. E. H. CARR.

Introduction

One is quite accustomed to hearing a great deal said in defence of the rights of workers and as accustomed to social provision of the means for securing such rights to them. These rights cover such matters as wages, holidays, working hours and other items included in the term working conditions. Legislation recognises various ways of determining and enforcing these rights and chief among these ways are the statutory determination of conditions and systems of collective bargaining. The insistence on the existence of or the need for the existence of such rights often obscures the truism that such rights necessarily carry with them certain obligations. Such a concept inevitably flows from the very essence of the democratic way of life and this belief is summed up briefly but adequately in the following extract from an article on “Responsibilities and Industrial Democracy” appearing in the Journal of the National Union of General and Municipal Workers (Great Britain’s second largest Trade Union) and the author of which is no less a person than its General Secretary, Mr. T. Williamson:—

- “Democracy, while conceding certain rights, imposes responsibilities. It is inconceivable that in a democratic system all the benefits can be accepted and the obligations evaded.”

This assertion is so commonplace that its very familiarity tends to obscure its truth. Consider the obvious, would the average person agree that a worker who does not work is entitled to payment? Fairplay and justice in unison declare that a right must always carry with it corresponding obligations.

Extent of Obligations

Every business is a group of people working together and is made up of people. Businesses are dependent for their very existence on the employment of suitable persons with adequate skill, temperament and a sense of loyalty which will make it possible for them to give of their best as members of a team. This is crystal clear in respect of the individual business. But is the responsibility of a worker restricted to the carrying on the business in which he is engaged alone? The answer is a large NO. A worker's obligations lie not only to his employer but to society as a whole; that same society which makes it possible for him to work and live unmolested and which assures to him his due share of the fruits of production. Efficiency in production depends on proper industrial partnership being established between workers and management. These two partners in industry must work together in harmony if optimum productivity is to be achieved. Productivity is not the perquisite of a single group, for productivity pays everybody, employer, worker and society as a whole. A business can flourish only if society needs it; that is to say if people are prepared to pay for its products and the readiness to pay is the very evidence of its need. It will thus be seen that a worker's loyalty and obligations are due to the two groups—his employer and society as a whole. These obligations may be collective or individual.

Collective Obligations

The Administration Report of the Commissioner of Labour for 1950 showed that there had been a loss in that year of slightly over 105,000 man hours as a result of strikes and stoppages of work, whilst in 1949 the loss was almost 650,000 man hours. The figure for 1951 is not likely to be as high as the figure for 1949, but it will certainly show some appreciation on the 1950 figure. An appreciable part of this loss is attributable to lightning strikes and to token strikes in connection with disputes which have little bearing on the economic problems affecting the worker. Delving into the not too distant past one remembers the "Hartal" which was observed on a large number of estates in 1946 for political reasons and more recently there have been token strikes for a miscellany of reasons. For reasons which are not directly concerned with the economic welfare of the workers, the use of strikes even after deliberation cannot easily be justified, for after all the strike is an industrial weapon and should not be perverted to "socio-political" use.

Lightning Strikes

Whilst it is hard to justify the indiscriminate use of the strike weapon, the "lightning strike" is to be deplored even when the object is the achievement of some direct economic advantage. The article referred to earlier describes the lightning strike in the following terms :—

"The lightning strike is a lack of confidence in the capacity to argue and win; it is the gospel of defeat."

Viewed by and large it is an attempt to extract by coercion a concession which reason and justice rarely can support.

Stoppages of work have consequences for everybody and it behoves a group before they embark upon such a venture to ponder upon whether they are right in imposing these consequences on people who more often than not have little or no connection with matters in dispute. Dislocation of work and production may involve a threat to the employment of dependent workers and the serious loss of man hours must inevitably make society poorer by loss in production. It is not conscionable to say "what do we care about other workers or society" for due regard must be had to the fact, that if society re-acted in the same manner the consequences as far as the aspirations of the errant few are concerned would be disastrous. Democratic society has bestowed the right to strike with immunity but there is no moral justification of the exercise of this right with impunity.

It is an important function of Trade Unions to check thoughtless disregard of obligations to society and industry. In turn every worker who is a member of a Trade Union must allow himself to be guided by the responsible approach of Trade Unions to matters in dispute. The following further extract from Mr. Williamson's article sums up Trade Union responsibility pertinently :—

"The avoidance of stoppages of work is one of the primary objectives, and trade unionists have voluntarily accepted this development in our industrial relations. It has been realized by bitter experience that it is better sense to achieve satisfactory settlements by negotiation and conciliation than to rely on the doubtful expedient of brute force.

"A reasoned, well-thought out and prepared case firmly argued, has been found to be more effective than a strike. This course of procedure in our industrial relations has been woven into our conception of industrial democracy and is dependent always, not on compulsion or arbitrary control, but on the loyalty and sense of responsibility of the parties concerned. If it were not so it would cease to function and the democratic voluntary system would necessarily be superseded by some sort of authority backed by force and penalty.

"There are those within our midst whose peculiar notion of democracy is individual licence to do as one pleases without any regard for the rest of the community. It is usually this strange type of social democrat who attributes to himself all the virtues and all the evils to others.

"This is precisely the position of those who indulge from time to time in unofficial strike action in defiance of rules and agreements. In defence of this indefensible action the right to strike is pleaded. But unofficial stoppages of work and lightning strikes have absolutely no relation to the right to strike. Indeed, if anything is likely in the long run to prejudice the right to strike it is the unjustified abuse and defiance of agreements and the provisions for negotiation. These flagrant breaches of constitutions and rules bring trade union organization into disrepute and warrant the strongest condemnation".

To sum up, whatever importance may be attached to the right which is being sought, the seekers must first consider whether the price they propose to impose upon the opposite party and society is justified. The private citizen claims from society various rights which include the right to live in peace, protection for his person and property, freedom of speech and freedom to follow the faith he professes. If he is to enjoy these rights there is imposed upon him a corresponding obligation to assist those with whom he associates in forming society to preserve these rights for every other member of the society. Action in pursuit of an industrial right has no exemption from the normal rules of democratic behaviour. No right should be sought with flagrant disregard of the obligations imposed in relation to the rights of other people.

Individual Obligations

As pointed out earlier all businesses are made up of people. Persons employed in establishments are often referred to as "cogs in a machine" but nothing can be further from the truth. People are not machines. They do not re-act time and again under the same circumstances in the manner of inanimate machines which are built to run on particular lines. People are endowed with individual abilities, individual temperament and individual thought processes and as business necessarily brings them into contact with other people engaged on the same task, a primary obligation is the adjustment of these individual characteristics to make possible team work.

At the commencement of a contract of employment certain rights are determined as far as the worker is concerned whether as a result of contractual bargaining or the operation of legislative requirement: matters such as wages, holidays leave, &c. If the worker is to remain in enjoyment of these rights, the employer has the right to expect a specified behaviour of the worker and these employer's rights are, when viewed from the worker's angle, his obligations. Under no circumstances will it be possible to make a complete list of the obligations of a worker as these must vary with every industrial relationship and in the light of circumstances which prevail and condition such relationship. The examination of some general aspects will however be enlightening.

(a) *Attendance at Work.*—An employer is entitled to require and expect his workers to present themselves regularly at work. Regular attendance is the chief means of ensuring that the machinery of production works smoothly and without let or hindrance. A worker should present himself for work on everyday that he is able to do so and if circumstances arise which hinder such action, it is his duty to bring to the notice of his employer as early as possible the fact that he will not be able to attend to his duties on the particular occasion. Nor does this obligation stop short at attendance on every working day. It goes further and embraces punctuality. It is needless to stress that workers should be at their posts punctually at the time at which they are expected to do so as every late comer must necessarily have some effect on the smooth flow of work.

(b) *Output and Quality.*—It does not need to be stressed that the volume and quality of work could be kept at much below the optimum which the worker is capable of without getting into "trouble" with his supervisors. But each worker should answer to himself the question, "In doing work of this type am I playing the game"? The prosperity of an establishment depends on the quantity and quality of its output and as a natural consequence so does the prosperity of its workers. In not giving of his best, a worker is holding back the contribution which he can make to the advancement of the firm and is also directly injuring his own interests. The worker has a right to expect his pay packet at the end of the pay period and correspondingly he must not forget that while he expects his full pay packet on the due date it is his duty to give to his employer's business of the fulness of his ability during the period in which this pay is accruing to him. Every cut in quality or quantity means that the wealth produced in the country is reduced to that extent. Even if the worker does not suffer directly the quantitative or qualitative shortfall in national wealth, if it becomes a common feature over the whole field of production, must add up to a deterioration in social standards in the country as a whole.

(c) *Pride in Work.*—Modern employers decry the tendency on the part of workers to treat their occupations as a means of providing food, clothing and lodging for themselves and their dependants and to look upon their work in no other light. The historical pride of the craftsman in his craftsmanship it is claimed is dying out. If this is accepted as correct it must necessarily be a reflection on the self-respect of every worker. Just as much as each worker should strive to put forth his maximum effort so also should he be proud of his ability to produce and create wealth which results in the well-being of himself and his immediate dependants and in its ultimate result is a source of well-being to the society which nurtures him. Such pride not only embraces the will to do a job well but it also includes a constant self-criticism of the work so as to ensure that a steady march forward in ability and technique is assured. There must also be a constant interest in the processes of manufacture or production in the organisation as well as a constant striving to improve upon the methods adopted by preceding generations of craftsmen and artisans, for on such an attitude does material progress depend.

(d) *Responsibility.*—Flowing from the previous considerations is a further obligation that every worker owes to his employer, to himself and to society; the development of a sense of responsibility. He must cultivate the knowledge and the confidence that he is producing work which is useful to society as a whole and that he plays in that production a responsible part. As far as his employer is concerned, this sense of responsibility must instil in him a desire to look after the interests of the establishment in which he works. This includes a variety of duties such as the guarding of its secrets, the care of its equipment and economy in the use of the materials of production.

Also as repeatedly stressed, production must not be viewed merely in the light of immediate profit to the worker, employer and the

establishment concerned, but must be viewed from the angle of its value to the country as a whole. To take a domestic example. The Tea made in this country has a high reputation in the Tea drinking world and it is incumbent upon every person engaged in the production of the Tea to maintain that reputation which it has, for if there comes a decline in this reputation and a rival producer springs up it would mean a fall in the revenue of the country. The importance of such an incident needs no stressing for without adequate revenue adequate social advancement is not feasible.

(e) *Organisation and Discipline.*—Every establishment must of necessity have rules for the carrying on of its business and the conduct of its employees in relation to the business. Without such rules efficiency is not possible and chaos may well result. These rules cover such matters as punctuality, dress, holidays, overtime, safety, sanitation, working rules, and so on. Rules must also carry with them penalties for failure to observe them and workers who do not realize their obligations in regard to observance of rules must inevitably suffer the consequences of such failure. The rules are designed to facilitate the smooth working of the organisation and this depends on every person being in the right place and doing the right thing at the right time. Failure to realize the obligations of discipline and organisation are often due to carelessness, laziness or indifference. All these are ugly words which self-respecting individuals would scarcely tolerate as applicable to them. It, therefore, pays workers to avoid the pitfalls by a zealous appreciation of the obligations imposed upon them in this direction.

Conclusion

The appreciation of the need for co-operation between the two major sections in production has in the course of the last half century progressively increased. A good deal of study of the subject has been made from the angle of management and incentives and methods have been devised to enlist the support and co-operation of workers. Not so much has been done from the angle of the workers themselves. It is, however, heartening to note that in countries like the United Kingdom, the Trade Unions are paying increasing attention to this aspect of the matter. There have been many advances in the field such as real participation in the field of joint consultation in the shape of production committees or works committees. Joint consultation should not be confused with joint negotiations. As far as joint consultative committees are concerned there is an absence of the bargaining element. In this field the two partners in production are on the same side of the table striving together to improve and assist in the working of the establishment they serve. They do not concern themselves with the matters with which joint negotiation would busy itself unless such matters have an absolute and direct bearing on some production problem in the establishment itself.

One of the main hindrances to more widespread co-operation in industry between the two partners is the tendency on the part of workers to treat employers as being in a rival camp and not as

partners or comrades in the fight for common objectives. However, it must not be thought that employers do not contribute to this. There are employers and in fact even some employers' organisations who nurse the impression that workers and employers are on opposing sides of the street. Such impressions find fertile soil in countries with a background of feudalism or paternalism in economic life. However, if workers would strive to discharge their obligations zealously and loyally they would necessarily instil in their employers confidence and affection of which must be born a sense of true partnership. Such a sense must bring with it a feeling of contentment and well-being in the knowledge that the optimum is being done and unceasingly striven for.

“Men, my brothers, men the workers, ever reaping something new :

That which they have done but earnest of the things that they shall do.”—TENNYSON.

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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 March 1952, was 280 as against 286 in February, 1952. The cost of living index number for estate labourers for March, 1952, was 296, the same as for February, 1952.

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 the end of January, 1952, and February, 1952, was as given below:—

	January 1952	February 1952
Technical and clerical	6,050	6,156
Skilled	8,211	8,067
Semi-skilled	12,899	12,984
Unskilled	26,822	26,286
	<hr/>	<hr/>
	53,982	53,493
	<hr/>	<hr/>

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

	<i>January</i>	<i>February</i>
	1952	1952
Technical and clerical	248	218
Skilled	181	208
Semi-skilled	197	179
Unskilled	425	551
	<hr/>	<hr/>
	1,051	1,156
	<hr/>	<hr/>

Strikes

There were altogether three strikes in the month of January, 1952. Two of these strikes were in the Toddy, Arrack and Vinegar Manufacturing Trade involving 55 workers and a loss of 92 man-days, and the other in the Match Manufacturing Trade involving 350 workers and a loss of 14,700 man-days.

Arrivals and Departures of Indian Estate Labourers

In March, 1952, there was an excess of departures over arrivals of Indian estate labourers from the Island amounting to 1878. 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 April, 1952, to workers in the Tea Growing and Manufacturing Trade, Cocoa, Cardamom and Pepper Growing and Manufacturing Trade, the Rubber Growing and Manufacturing Trade, Coconut Growing and Manufacturing Trades and the Plumbago Trade will remain unchanged. The wages of workers in the other Trades to which Part II of the Wages Boards Ordinance has been applied, will be slightly lower than those in the previous month.

EMPLOYMENT OF THE ELDERLY

A British Experiment

Some persons who have reached retiring age desire to continue in employment because they feel that enforced idleness would create many adverse situations for themselves and their families. Some of them are unwilling to be dependent upon their pensions or their children to keep them; others are unwilling to retire either because they still feel capable of doing work, although perhaps work not calling for the same degree of sustained effort which they had been

called upon to perform in the past; there are also others who feel that owing to financial difficulties their retirement would aggravate their domestic difficulties. They all want to continue their independent and free existence which they had always enjoyed.

One of the first schemes designed to assist this class of people was the setting up of an institution described as the Sons of Rest Workshop by a firm called Messrs. Rubery Owen & Co., Ltd., in the U. K. The purpose of this scheme is to provide work for men of pensionable age who, owing to handicap of age, were finding it difficult to keep pace with the normal tempo of factory life. This workshop for the elders is presently staffed by 12 workers whose ages range from 71 to 85 years. Their average period of service under Messrs. Rubery Owen & Co., Ltd., amounts to 25 years. The institution consists of a general workshop and machine shop equipped with 11 work benches and the necessary equipment. There are also a spacious fitting and assembly shop, and an attractively decorated Rest and Social Room furnished with comfortable chairs, radio, indoor games and canteen counter.

The workshop site, which was specially chosen with a view to removing the staff from the normal crowded environment of a factory, is situated in a 14½ acre sports ground also owned by the same firm. A wide variety of work is done in this workshop by its elderly staff. It ranges from the salvage and rectification of cross thread bolts and nuts, the assembly of steel cabinet locks, drilling, hand rivetting, &c., to the repair and renewal by power sewing machine of all types of protective clothing. In addition, it manufactures and markets two products which are essentially its own—a perspex framed writing tablet and an electrode holder used in welding. The basic wage rate payable to the staff of the Sons of Rest organization is determined, as is done throughout the Engineering industry, by the worker's degree of skill. When the establishment was started, the staff were given the option of determining their own working hours. They all preferred to do a full day's work subject to the modification that they commence work one hour later than the normal working hour. It was claimed by the staff that this would give them the advantage of additional rest in bed in the mornings. These workers, who, have a 37½ hour day working week begin their daily work at 8.30 a.m. and go on till 5 p.m. with a break of one hour for lunch at noon.

The average wage earned by the staff is £5 2s. per week. Since all the members are over 70 years of age their national insurance pension is not eligible to deduction. The receipt of their insurance pension together with their normal wages assures them a comfortable living income. Absenteeism which is very low amounts to only 2½ per cent. and absenteeism due to ill-health is less than 1 per cent. The men have shown themselves to be conscientious workers who can be relied upon to do their work with the minimum supervision.

A full-time warden 77 years of age has been appointed to cater to the social requirements of the staff. In addition to his other duties he is responsible for the management of the workshop canteen and also does the majority of the clerical work connected with the enterprise.

Although this scheme was originally conceived solely from the point of view of industrial welfare, it has since revealed itself as a useful and profitable source of production, especially in view of the shortage of manpower. In this connection it is interesting to note that the British Ministry of Labour and National Service has already announced its decision to set up a National Advisory Committee on the Employment of Older Men and Women. The purpose of this Committee will be to advise and assist the Government in carrying out its policy to promote the employment of older people and thus extend the span of working life and to bring together the many and varied interests concerned with this.

NOTES OF CURRENT INTEREST

I. L. O. Advisory Committee on Salaried Employees and Professional Workers

The 2nd Session of the Advisory Committee on Salaried Employees and Professional Workers of the I.L.O. was held at Geneva during the latter part of February, 1952. Ceylon is not a member of this Committee.

The Agenda of the meeting was as follows:—

(1) General Report dealing particularly with—

- (a) Action taken in various countries in the light of the conclusions of the First Session.
- (b) Steps taken by the International Labour Office to follow up the studies and inquiries proposed by the Committee.
- (c) Recent events and developments affecting salaried employees and professional workers.

(2) General hygiene of work places in Commerce and Offices.

(3) Rights of performers as regards broadcasting, television and the mechanical reproduction of sound.

I.L.O. Published Volume of Asian Labour Laws

According to a news item in a recent issue of the *I.L.O. News*, the International Labour Office has announced the publication by the I.L.O.'s Indian branch office at New Delhi of a volume containing a representative and up-to-date Selection of the Labour laws of Asia. The 1,300 page volume is entitled "Asian Labour Laws".

The compilation has brought together legal texts of Afghanistan, Burma, Ceylon, China, the French Establishments in India, Hong Kong, India, the French States of Indo-China, Indonesia, Japan, the Federation of Malaya, Pakistan, the Philippines, Singapore and Thailand.

In a prefatory note, P. P. Pillai, Director of the I.L.O's Indian Office, points out that the vast political and socio-economic changes that have occurred in Asia since the end of the war have sensibly quickened the pace of social reform. It is the I.L.O's hope, he adds, that the new volume will help to present a picture of the stage reached by each of the Asian countries in its pursuit of social justice.

Trade Union Registrations

The following new Unions were registered under the Trade Unions Ordinance (Cap. 116) in the month of March, 1952:—

- 483 .. North Western United Peasants' & Workers' Union.
- 484 .. North Ceylon Cigar Workers' Union.
- 485 .. All Ceylon Railway Policemen's & Porters' Union.
- 486 .. Department of Industries Storekeepers' Union.
- 487 .. Local Government Department Field & Technical Officers' Association.
- 488 .. Kandy D. I. Carpentry Workshop Workers' Union.
- 489 .. Kandy District Government Sinhalese Assistant Teachers' Association.
- 490 .. Ceylon Government Industrial Teachers' Association (Department of Industries).
- 491 .. Typists' Service Union.
- 492 .. The Association of Staff Officers' of the Excise Department.

A JUDGMENT IN APPEAL IN A WORKMEN'S COMPENSATION CASE

Present : Nagalingam J.

E. J. P. ARTHUR SILVA, Respondent-Appellant *v.* A. W. M. BABY NONA, Applicant-Respondent.

S.C. No. 943—*Workmen's Compensation Case No. C25/1/51*

Workmen's Compensation—test applicable to determine whether applicant is workman or independent contractor—burden of proof.

In a proceeding under the Workmen's Compensation Ordinance the question for decision was whether the deceased person was a workman within the meaning of the Ordinance or an independent contractor.

Held—(i) the test to be applied is "was there a contract of service or not?"

(ii) the burden is on the appellant to prove that a finding of fact by the Commissioner is not warranted by the evidence, and that the inference drawn cannot be sustained.

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

S. J. V. Chelvanayakam, Q.C., for Respondent-Appellant.

K. C. de Silva, for Applicant-Respondent.

March 12, 1952. NAGALINGAM J.—

The appellant who is the employer prefers this appeal against an order of the Assistant Commissioner for Workmen's Compensation dated August 21, 1951, by which he alleged adjudged the appellant liable to pay a sum of Rs. 2,875 to the applicant, the widow of one Lewis Singho, alleged to have been a workman under the appellant. The question for decision is whether the deceased person was a workman within the meaning of the Workmen's Compensation Ordinance or whether he was an independent contractor.

On behalf of the appellant it has been contended that there were several circumstances evidence of which was given before the Commissioner all of which point in the direction of the view that Lewis Singho was one who fell under the category of an independent contractor rather than that of a workman under the appellant. The circumstances relied upon are that the deceased person was paid according to the quantity of metal that was supplied by him to the employer, that he was not paid by the day or week or according to the period of employment. It was further stressed that though the bare fact of payment according to the quantum of metal that was supplied may not be decisive and in fact not inconsistent with the deceased person having been a workman under the appellant, there was no evidence of a contract of service from which any inference could be drawn that he was a workman within the meaning of the Ordinance. Mr. Chelvanayakam rightly contended that there must be some proof of a contract of service.

Mr. de Silva for the applicant pointed to the fact that the deceased person had worked for a number of months in quarries within the Urban Council limits of Hatton in respect of which quarries the appellant it was who obtained licences to work them. This, no doubt, is a very strong circumstance and would normally lead to the reasonable inference that the workman was employed by the licensee of the quarry to work for him though payment to the workman was made on a piece work basis. It was, however, pointed out by Mr. Chelvanayakam that at the date when the deceased person met with the accident which resulted in his death he was not working in any of the quarries in respect of which the appellant had obtained a licence but that the deceased person was working in a quarry outside the Urban Council limits and situate on a neighbouring estate. He also pointed out further that there was evidence to shew that permission from the estate authorities was obtained by the deceased person.

The absence of either a licence in favour of the appellant or of evidence showing that the appellant had interested himself in securing the quarry from which the metal was to be obtained does not conclude the matter. Suppose, for instance, a firewood dealer asked a wood-cutter to cut and supply him with firewood from any forest or jungle from which he could obtain supplies and offered to pay him for the quantity of firewood supplied, there can be little doubt that the answer to the question whether the wood-cutter was a workman the firewood dealer would not be negated by the fact that the

wood-cutter was free to collect firewood from any place he liked which was never under the control of the dealer; the test could have to be, as Mr. Chelvanayakam himself suggested, was there or was there not a contract of service?

Mr. Chelvanayakam relied upon the case of *Templeton v. William Parkin and Company Limited*¹. There the facts were different, and one noteworthy feature of the contract between the parties was that the workman had to pay rent for the room of the employer which he occupied in order to perform his services and he was free to employ servants and dismiss them and take work from outside, although the employer had a first call on him. Mr. Chelvanayakam also referred to the Irish case of *Crowley v. Limerick*² where the circumstances were very similar, and in that case the workman was held to be an independent contractor. The report of this case is not available, and it is hardly satisfactory to go by a brief note of the case. Mr. de Silva pointed to other cases digested on the same page where a contrary view would appear to have been taken by the English Courts on similar facts. I do not think any of these cases can be depended upon as a binding authority. Each case has to be decided upon its own facts.

In this case the learned Commissioner has accepted the evidence of the widow that her husband was employed under the appellant, and has been influenced in that acceptance by the evidence given by a fellow worker of the deceased person who is now employed under the appellant in a similar capacity, and who was described as workman of the appellant. It is true that the appellant denied there was a contract of service. The learned Commissioner had the advantage of the test of the eye and on this appeal it is difficult to say that the finding of fact arrived at by him is wrong. The burden is on the appellant to prove that a finding is not warranted by the evidence and that the inference drawn cannot be sustained. The appellant has failed to satisfy me on this point.

I therefore affirm the order of the learned Commissioner and dismiss the appeal with costs.

Appeal dismissed.

¹ (1929) 140 L.T. 519.

² (1923) 2 I.R. 78., digested in *Butterworth : Digest of Leading Cases*, 1938 edition, page 98.

All problems become smaller if you don't dodge them but confront them. Touch a thistle timidly, and it pricks you; grasp it boldly, and its spines crumble.

WILLIAM S. HALSEY.

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 ..	197
1944	..	102 ..	94 ..	105 ..	156 ..	127 ..	200
1945	..	110 ..	94 ..	112 ..	165 ..	158 ..	221
1946	..	113 ..	111 ..	124 ..	180 ..	155 ..	229
1947	..	126 ..	121 ..	136 ..	213 ..	157 ..	252
1948	..	138 ..	101 ..	148 ..	189 ..	157 ..	260
1949	..	144 ..	97 ..	129 ..	156 ..	148 ..	258
1950	..	154 ..	102 ..	129 ..	155 ..	154 ..	272
1951	..	155 ..	112 ..	129 ..	197 ..	160 ..	283
1951—							
January	..	157 ..	113 ..	129 ..	177 ..	155 ..	281
February	..	159 ..	111 ..	129 ..	184 ..	154 ..	284
March	..	157 ..	113 ..	129 ..	195 ..	156 ..	284
April	..	156 ..	113 ..	129 ..	196 ..	158 ..	283
May	..	155 ..	116 ..	129 ..	198 ..	161 ..	283
June	..	155 ..	113 ..	129 ..	199 ..	162 ..	284
July	..	152 ..	112 ..	129 ..	201 ..	162 ..	281
August	..	152 ..	113 ..	129 ..	196 ..	161 ..	279
September	..	151 ..	109 ..	129 ..	197 ..	169 ..	279
October	..	152 ..	111 ..	129 ..	207 ..	165 ..	282
November	..	154 ..	109 ..	129 ..	210 ..	158 ..	284
December	..	158 ..	109 ..	129 ..	208 ..	159 ..	288
1952—							
January	..	158 ..	105 ..	129 ..	208 ..	168 ..	290
February	..	155 ..	108 ..	129 ..	210 ..	162 ..	286
March	..	150 ..	107 ..	129 ..	208 ..	164 ..	280

TABLE II—COST OF LIVING INDEX NUMBERS—ESTATE LABOUR

Base: July-September, 1939=100

GROUPS OF HOUSEHOLD EXPENDITURE

<i>Year</i>	<i>Food</i>	<i>Clothing</i>	<i>Fuel and Light</i>	<i>Miscel- laneous</i>	<i>Final Index Number</i>
Group Weights	64	12	8	16	
	INDEX NUMBERS				<i>(July-Sept., 1939 = 100)</i>
	<i>Base: July-September, 1939 = 100</i>				
1939 ..	100	100	100	100	100
1940 ..	106	112	107	105	107
1941 ..	119	126	108	115	119
1942 ..	160	139	117	135	154
	<i>Base: October, 1942 = 100</i>				<i>Index Number October, 1942 = 100</i>
Group Weights	701	119	14	166	
1943 ..	108	149	104	116	115 .. 199
1944 ..	110	202	105	114	122 .. 211
1945 ..	115	196	104	137	128 .. 222
1946 ..	118	214	106	131	131 .. 228
1947 ..	124	220	112	139	138 .. 239
1948 ..	142	224	112	128	149 .. 259
1949 ..	154	182	111	126	152 .. 264
1950 ..	164	162	108	134	158 .. 274
1951 ..	165	213	108	144	166 .. 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
October	159	243	108	161	169 .. 292
November	164	244	108	145	170 .. 294
December	165	240	108	152	171 .. 296
1952—					
January	162	236	111	167	171 .. 296
February	162	237	111	164	171 .. 296
March	161	236	111	169	171 .. 296

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 ..	4,784 ..	31,130 ..	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 ..	21,866 ..
1946 ..	5,636 ..	10,012 ..	7,527 ..	13,369 ..	36,544 ..
1947 ..	2,883 ..	7,325 ..	8,113 ..	16,423 ..	34,744 ..
1948 ..	4,474 ..	13,027 ..	12,443 ..	36,712 ..	66,656 ..
1949 ..	5,132 ..	11,994 ..	13,591 ..	39,015 ..	69,732 ..
1950 ..	5,627 ..	10,525 ..	13,523 ..	35,447 ..	65,122 ..
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 ..
September ..	5,718 ..	8,268 ..	12,254 ..	27,381 ..	53,621 ..
October ..	5,582 ..	8,434 ..	12,544 ..	27,298 ..	53,858 ..
November ..	5,577 ..	8,428 ..	12,791 ..	27,433 ..	54,229 ..
December ..	†5,515 ..	†8,186 ..	†12,520 ..	26,486 ..	†52,707 ..
1952 January ..	6,050 ..	8,211 ..	12,899 ..	26,822 ..	53,982 ..
February ..	6,156 ..	8,067 ..	12,984 ..	26,286 ..	53,493 ..

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

† Revised figures.

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	Kalutara	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	431	841	120	46	65	—	1,497	—	21366*
1946 ..	25,805	1,117	808	993	3,397	726	352	816	119	438	727	—	611	—	36544†
1947 ..	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	34,744
1948 ..	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	283	—	66,656
1949 ..	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	69,732
1950 ..	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	65,122
1951 Jan.	41,634	3,756	3,236	5,992	2,718	949	1,142	2,059	565	1,011	1,050	—	388	—	64,500
Feb.	41,380	3,855	3,135	5,609	2,660	863	1,102	2,086	576	996	543	567	371	—	63,743
Mar.	39,668	3,669	2,881	5,161	2,697	839	1,102	1,987	523	1,028	481	567	350	—	60,953
Apr.	38,483	3,647	2,728	4,876	2,017	784	1,085	2,020	490	962	442	677	323	—	58,534
May	37,026	3,503	2,572	4,644	1,925	626	1,039	1,758	475	837	345	952	314	—	56,016
June	35,964	3,438	2,619	4,689	1,926	607	1,067	1,706	492	850	304	1008	329	—	54,999
July	35,673	3,524	2,702	4,791	2,018	461	1,118	1,704	513	790	326	524	366	—	54,510
Aug.	35,323	3,506	2,849	4,986	1,917	467	911	1,487	576	759	359	690	344	284	54,458
Sept.	34,650	3,384	2,855	4,820	1,957	490	885	1,551	571	718	375	675	331	359	53,621
Oct.	34,628	3,567	2,920	4,515	2,037	527	868	1,628	588	771	404	716	311	378	53,858
Nov.	34,479	3,659	2,963	4,443	2,223	548	873	1,648	557	924	352	899	293	368	54,229
Dec.	33,125	3,422	2,886	4,350	2,209	‡537	886	1,587	569	904	418	1207	284	323	52707‡
1952 Jan.	33,664	3,408	2,863	4,428	2,199	662	940	1,563	574	936	587	1439	341	378	53,982
Feb.	33,055	3,363	2,902	4,459	2,096	677	948	1,602	540	900	642	1543	352	414	53,493

* 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.)

‡ Revised figures.

TABLE V

Table showing the number of Persons placed in employment since 1939

Year			<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi- Skilled</i>	<i>Unskilled</i>	<i>Total</i>
1939	..	—	..	—	..	—	.. 2,583
1940	..	—	..	—	..	—	.. 5,089
1941	..	—	..	—	..	—	.. 9,071
1942	..	—	..	—	..	—	.. 8,129
1943	..	—	..	—	..	—	.. 4,170
1944	..	—	..	—	..	—	.. 1,875
1945	..	—	.. 369	.. 1,104	.. 411	.. 2,653	.. 4,537
1946	..	—	.. 1,303	.. 3,012	.. 1,341	.. 10,130	.. 15,786
1947	..	—	.. 915	.. 1,417	.. 911	.. 4,161	.. 7,404
1948	..	—	.. 1,355	.. 1,563	.. 1,311	.. 6,118	.. 10,347
1949	..	—	.. 1,807	.. 1,616	.. 1,767	.. 9,590	.. 14,780
1950	..	—	.. 2,059	.. 1,509	.. 1,438	.. 5,773	.. 10,779
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
		September	.. 146	.. 105	.. 149	.. 294	.. 694
		October	.. 185	.. 151	.. 179	.. 347	.. 862
		November	.. 151	.. 190	.. 237	.. 600	.. 1,178
		December	.. 128	.. 116	.. 127	.. 792	.. 1,163
1952	..	January	.. 248	.. 181	.. 197	.. 425	.. 1,051
		February	.. 218	.. 208	.. 179	.. 551	.. 1,156

TABLE VI

Statement showing the number of Persons Registered and the number placed in employment during the Month of February, 1952

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Central	358	109	409	70	450	68	1,108	150	2,325	397
Negombo	43	1	30	7	75	8	185	23	333	39
Kalutara	49	5	47	—	132	6	108	1	336	12
Galle	102	21	31	1	117	4	177	14	427	40
Kandy	140	18	62	2	221	19	210	11	633	50
Nawalapitiya	9	—	8	—	40	—	87	69	144	69
Kurunegala	24	2	8	—	60	3	32	1	124	6
Jaffna	95	5	19	—	95	2	57	8	266	15
Ratnapura	20	7	2	—	20	2	21	1	63	10
Badulla	17	4	19	—	56	2	54	5	146	11
Batticaloa	22	16	27	8	37	7	103	52	189	83
Kalmunai	55	4	242	118	122	17	453	211	872	350
Trincomalee	13	4	17	—	21	2	9	—	60	6
Anuradhapura	6	1	7	—	38	11	36	4	87	16
Women's	82	21	34	2	140	28	113	1	369	52
Total	1,035	218	962	208	1,624	179	2,753	551	6,374	1,156

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	4,048½	66‡	12,399	25,937
1945 ..	28	3,514	4,285	53	28,875	153,388½
1946 ..	37	15,259	31,830½	69	39,237	250,366
1947 ..	53	11,849	199,457	52	43,485	544,174
1948 ..	33	23,100	49,933½	20	1,065	2,497½
1949 ..	66	477,412	681,340	28	2,874	14,576½
1950 ..	82	22,808	85,837	28	5,471	22,617
1951 ..	67	306,091	521,040	35	6,726	17,484
1951 January	6	2,354	21,643	3	223	1,182
February	7	2,358	12,163	3	614	1,696
March	8	1,199	3,895	5	2,306	560
April ..	4	1,123	5,621	7	1,366	9,658
May ..	8	1,325	2,335	—	—	—
June ..	5	380	675	4	49	89
July ..	6	1,353	178,556	1	564	546
August	6	770	488	1	150	150
September	2	151	90	3	148	1,078
October	2	90	90	4	947	2,126
November	8	931	931	2	240	280
December	5	294,057	294,553	2	119	119
1952 January..	—	—	—	3	405	14,792

†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 JANUARY, 1952, BY INDUSTRIES OR TRADES

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
	Plantations	Others	Plantations	Others	Plantations	Others
Plantations—Tea ..	—	—	—	—	—	—
Rubber ..	—	—	—	—	—	—
Tea-cum-Rubber ..	—	—	—	—	—	—
Coconut ..	—	—	—	—	—	—
Coconut-cum-Rubber ..	—	—	—	—	—	—
Total ..	—	—	—	—	—	—
Engineering ..	—	—	—	—	—	—
Printing ..	—	—	—	—	—	—
Motor Transport ..	—	—	—	—	—	—
Tea Export ..	—	—	—	—	—	—
Rubber Export ..	—	—	—	—	—	—
Coconut Manufacturing ..	—	—	—	—	—	—
Toddy, Arrack and Vinegar ..	—	2	—	55	—	92
Match Manufacturing ..	—	1	—	350	—	14,700
Plumbago ..	—	—	—	—	—	—
Cinema ..	—	—	—	—	—	—
Dock, Harbour and Port Transport ..	—	—	—	—	—	—
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 ..	—	—	—	—	—	—
Total ..	—	3	—	405	—	14,792
Grand Total ..	—	3	—	405	—	14,792

TABLE IX—CLASSIFICATION OF THE STRIKES IN JANUARY, 1952, BY CAUSES

Cause	Number of Strikes		Number of Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work ..	—	2	—	387
2. Wage increases. Higher rates for piece work, &c. ..	—	—	—	—
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	1	—	18
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	—	—	—	—
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 ..	—	—	—	—
11. Sympathetic strikes ..	—	—	—	—
Total ..	—	3	—	405

TABLE X—ARRIVALS AND DEPARTURES OF INDIAN ESTATE LABOURERS

Years	Arrivals			Departures			Excess of Arrivals over Departures	Excess of Departures over Arrivals
	Old	New	Total	Repatriation on Govt. account	Left Ceylon Un-assisted	Total		
1939	25,425	3,834	29,259	2,975	31,714	34,689	—	5,430
1940	2,955	363	3,318	5,560	12,578	18,138	—	14,820
1941	3,234	350	3,584	8,410	11,243	19,653	—	16,069
1942	6,585	229	6,814	5,398	33,183	38,581	—	31,767
1943	42,677	2,076	44,753	1,368	59,577	60,945	—	16,192
1944	49,354	2,623	51,977	786	59,683	60,469	—	8,492
1945	82,598	3,844	86,442	572	85,428	86,000	442	—
1946	75,269	3,325	78,594	282	75,657	75,939	2,655	—
1947	52,177	2,400	54,577	242	58,381	58,623	—	4,046
1948	47,621	2,926	50,547	151	47,115	47,266	3,281	—
1949	42,188	2,237	44,425	302	46,538	46,840	—	2,415
1950	49,385	1,525	50,910	267	55,360	55,627	—	4,717
1951	53,218	1,503	54,721	203	58,591	58,794	—	4,073
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	—
August	4,295	205	4,500	34	4,740	4,774	—	274
September	4,507	170	4,677	4	4,141	4,145	532	—
October	4,485	130	4,615	37	2,746	2,783	1,832	—
November	3,000	171	3,171	39	3,095	3,134	37	—
December	2,834	95	2,929	24	2,841	2,865	64	—
1952—								
January	2,063	79	2,142	20	6,121	6,141	—	3,999
February	3,780	83	3,863	9	7,568	7,577	—	3,797
March	5,825	95	5,920	28	7,770	7,798	—	1,878

APPENDIX I

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

Month : April 1952.

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Tea Growing and Manufacturing Trade						
<i>Daily Rates</i>						
Male worker not under 16 years	1	10	1	15	2	25
Female worker not under 15 years	0	90	0	86	1	76
Child worker	0	65	0	79	1	44
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade						
<i>Daily Rates</i>						
Male worker not under 16 years	1	10	1	15	2	25
Female worker not under 15 years	0	90	0	86	1	76
Child worker	0	65	0	79	1	44
Rubber Growing and Manufacturing Trade						
<i>Daily Rates</i>						
Male worker not under 16 years	1	30	1	15	2	45
Female worker not under 15 years	1	20	0	86	2	6
Child worker	0	95	0	79	1	74
Coconut Growing Trade						
<i>Daily Rates</i>						
The raising and maintenance of a coconut plantation : and						
The manufacture of copra—						
Kangany	0	90	1	15	2	5
Male not under 18 years	0	75	1	15	1	90
Female not under 18 years	0	60	0	86	1	46
Worker under 18 years	0	50	0	79	1	29
Coconut Manufacturing Trade						
<i>Daily Rates</i>						
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	33	2	77
Male not under 18 years	1	24	1	33	2	57
Female not under 18 years	1	0	0	99	1	99
Worker under 18 years	0	75	0	92	1	67
Outside the Colombo area—						
Kangany	1	20	1	33	2	53
Male not under 18 years	1	0	1	33	2	33
Female not under 18 years	0	80	0	99	1	79
Worker under 18 years	0	60	0	92	1	52
“ 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>						
Un-skilled labourer	1	24	1	30	2	54
Semi-skilled, Grade I	1	44	1	40	2	84
Semi-skilled, Grade II	1	28	1	40	2	68
Skilled worker	1	80	1	40	3	20
Kangany	1	60	1	40	3	0
Watcher	1	50	1	40	2	90

Month : April, 1952.

Class of Worker

*Basic
Wage
Rs. c.*

*Special
Allowance
Rs. c.*

*Total
Rs. c.*

Engineering Trade (contd.)

Trade Learners and Apprentices

1st year	..	..	0 40	..	0 42	..	0 82
2nd year	..	..	0 56	..	0 52	..	1 8
3rd year	..	..	0 72	..	0 79	..	1 51
4th year	..	..	0 96	..	0 94	..	1 90

Printing Trade

Monthly Rates

Class A worker..	..	..	100 0	..	77 0	..	177 0
" B "	..	..	75 0	..	59 0	..	134 0
" C "	..	..	50 0	..	50 0	..	100 0
" D "	..	..	40 0	..	41 0	..	81 0
" E "	..	..	37 50	..	38 79	..	76 29
" F "	..	..	18 0	..	21 20	..	39 20
" G "	..	..	40 0	..	41 0	..	81 0
Class A 1st year learner	..	..	30 0	..	24 10	..	54 10
" B "	..	..	22 50	..	18 70	..	41 20
" C "	..	..	20 0	..	20 50	..	40 50
" D "	..	..	16 0	..	16 90	..	32 90
Class A 2nd year learner	..	..	40 0	..	31 80	..	71 80
" B "	..	..	37 50	..	30 0	..	67 50
" C "	..	..	25 0	..	25 42	..	50 42
" D "	..	..	20 0	..	21 0	..	41 0
Class A 3rd year learner	..	..	50 0	..	39 50	..	89 50
" B "	..	..	45 0	..	35 90	..	80 90
" C "	..	..	30 0	..	30 50	..	60 50
" D "	..	..	24 0	..	25 10	..	49 10
Class A 4th year learner	..	..	65 0	..	50 80	..	115 80
" B "	..	..	56 25	..	44 42	..	100 67
" C "	..	..	37 50	..	37 79	..	75 29
" D "	..	..	30 0	..	31 0	..	61 0
Class A 5th year learner	..	..	80 0	..	62 60	..	142 60

Cigar Trade

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

Plumbago Trade

Daily Rates

Underground workers—

Basses	..	..	2 75	..	1 15	..	3 90
Kanganies	}	..	2 25	..	1 15	..	3 40
Loaders		..					
Overseers		..					
Shift bosses	..	..	2 8	..	1 15	..	3 23
Blasters	}	..	2 0	..	1 15	..	3 15
Drillers (hand and machine)		..					
Shaft drivers		..					
Stoppers (excavators)		..					
Timber men	}	..	1 50	..	1 15	..	2 65
Muckers		..					
Trolley men		..					
Un-skilled labourers	..	..	2 25	..	1 15	..	3 40
Onsetters or Donakatarayas	..	..	2 25	..	1 15	..	3 40

Underground and surface workers—

Electricians	}	..	2 50	..	1 15	..	65
Enginemen		..					
Fitters		..					
Hoistmen		..					
Mechanics		..					
Pumpmen		..					
Winchman		..					
Checkers	2 25	..	1 15	..	3 40

Class of Worker	Basic Wage		Special Allowance		Total				
	Rs.	c.	Rs.	c.	Rs.	c.			
Plumbago Trade (contd.)									
Underground and surface workers— <i>contd.</i>									
Electricians (assistants)	..	1	50	..	1	15			
Fitters (assistants)							..	2	65
Windlassmen (dabare workers)									
Surface workers—									
Carpenters	..	2	50	..	1	15			
Masons							..	2	25	..	3	40
Overseers	..	2	0	..	1	15			
Blacksmiths							..	1	60	..	1	15
Boilermen	..	1	50	..	1	15			
Drill sharpeners							..	2	0	..	1	15
Firewood carriers and splitters	..	1	50	..	1	15			
Carters							..	2	0	..	1	15
Watchers	..	1	24	..	1	15			
Bakkikarayas or Banksmen							..	1	24	..	1	15
Cooks	..	1	24	..	1	15			
Smithy boys							..	1	24	..	1	15
Un-skilled labourers	..	2	39	..	2	39			

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 79 cents.

Workers employed in curing and dressing—

(A) As overseers and kanganies .. 2 0 .. 1 35 .. 3 35

(B) On different jobs—

Within the Colombo area—

Male worker not under 18 years .. 1 25 .. 1 35 .. 2 60
 Female worker not under 18 years .. 1 0 .. 1 6 .. 2 6
 Worker under 18 years .. 0 50 .. 0 99 .. 1 49

Outside the Colombo area—

Male worker not under 18 years .. 1 0 .. 1 35 .. 2 35
 Female worker not under 18 years .. 0 84 .. 1 6 .. 1 90
 Worker under 18 years .. 0 40 .. 0 99 .. 1 39

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

Tea Export Trade

Daily Rates

A. Male workers not under 18 years—

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

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

C. Workers over 14 years but under 15 years 0 60 .. 0 82 .. 1 42
 „ 15 „ 16 „ 0 70 .. 0 87 .. 1 57
 „ 16 „ 17 „ 0 80 .. 0 92 .. 1 72
 „ 17 „ 18 „ 1 0 .. 1 2 .. 2 2

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Rubber Export Trade						
<i>Daily Rates</i>						
A. Male workers not under 18 years—						
(a) Grade II	1	24	1	30	2	54
(b) Intermediate Grade	1	40	1	40	2	80
(c) Grade I	1	60	1	40	3	0
(d) Watchers	1	50	1	40	2	90
B. Female workers not under 18 years	1	0	1	18	2	18
C. Workers over 14 years but under 15 years	0	60	0	82	1	42
" 15 " 16 " 	0	70	0	87	1	57
" 16 " 17 " 	0	80	0	92	1	72
" 17 " 18 " 	1	0	1	2	2	2

Toddy, Arrack and Vinegar Trade

Monthly Rates

Tope kangany	110	0	—	110	0
Toddy tavern watcher	60	0	—	60	0
Arrack tavern watcher	60	0	—	60	0
Tope watcher	50	0	—	50	0
Collecting station manager	75	0	—	75	0
Selling toddy at tavern	75	0	—	75	0
Selling arrack at tavern	75	0	—	75	0
Collecting toddy from trees in the toddy section of the trade	75	0	—	75	0
Collecting toddy from trees in the arrack section of the trade	50	0	—	50	0
Collecting toddy from trees in the vinegar section of the trade	50	0	—	50	0
Distilling toddy at distillery	75	0	—	75	0

Daily Rates

Bottling, corking and labelling arrack bottles—						
(a) for a male worker not under 16 years of age	2	25	—	2	25	
(b) for a female worker not under 16 years of age	1	85	—	1	85	
Un-skilled labourers—						
Male workers not under 16 years	2	10	—	2	10	
Female workers not under 16 years	1	70	—	1	70	

Piece rates have been fixed for certain processes.

Motor Transport Trade

Monthly Rates

Class A worker	100	0	41	0	141	0
B	90	0	41	0	131	0
C	85	0	38	50	123	50
D	100	0	41	0	141	0
E	70	0	36	0	106	0
F	67	50	41	0	108	50
G	60	0	37	40	97	40
H	50	0	37	40	87	40
J	60	0	37	40	97	40
K	90	0	37	40	127	40
L	45	0	28	25	73	25

Daily Rates

Class A worker	4	0	1	75	5	75
B	4	0	1	75	5	75
C	3	25	1	75	5	0
D	4	0	1	75	5	75
E	2	75	1	50	4	25
F	2	75	1	75	4	50
G	2	50	1	75	4	25
H	2	25	1	75	4	0
L	1	50	1	3	2	53

N.B.—Monthly rates for permanent workers and daily rates for temporary workers.

Class of Worker

<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
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Match Manufacturing Trade

Daily Rates

Grade I—

Male 18 years and over	1 80 ..	1 40 ..	3 20
Female 18 years and over	1 44 ..	1 30 ..	2 74
Young person over 14 and under 17 years ..	0 85 ..	0 84 ..	1 69
Young person 17 years and over but under 18 years	1 15 ..	1 2 ..	2 17

Grade II—

Male 18 years and over	1 40 ..	1 40 ..	2 80
Female 18 years and over	1 12 ..	1 30 ..	2 42
Young person over 14 and under 17 years ..	0 70 ..	0 84 ..	1 54
Young person 17 and over but under 18 years	0 90 ..	1 2 ..	1 92

Grade III—

Male 18 years and over	1 24 ..	1 30 ..	2 54
Female 18 years and over	1 0 ..	1 18 ..	2 18
Young person over 14 and under 17 years ..	0 60 ..	0 84 ..	1 44
Young person 17 and over but under 18 years	0 80 ..	1 2 ..	1 82

Grade IV—

Watcher	1 50 ..	1 40 ..	2 90
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Cinema Trade

Monthly Rates

Within the Municipal areas

A—Non-clerical—

Un-skilled	32 25 ..	33 60 ..	65 85
Semi-skilled	37 50 ..	36 20 ..	73 70
Skilled, Grade II	50 0 ..	38 2 ..	88 2
Skilled, Grade I	60 0 ..	38 2 ..	98 2

B—Clerical—

Grade III	45 0 ..	34 0 ..	79 0
Grade II	50 0 ..	37 0 ..	87 0
Grade I	100 0 ..	42 0 ..	142 0

Outside the Municipal areas

A—Non-Clerical—

Un-skilled	32 25 ..	33 60 ..	65 85
Semi-skilled	35 0 ..	36 20 ..	71 20
Skilled, Grade II	42 0 ..	38 2 ..	80 2
Skilled, Grade I	55 0 ..	38 2 ..	93 2

B—Clerical—

Grade III	40 0 ..	34 0 ..	74 0
Grade II	45 0 ..	37 0 ..	82 0
Grade I	100 0 ..	42 0 ..	142 0

<i>Class of Worker</i>	<i>Basic Wage</i>		<i>Special Allowance</i>		<i>Total</i>	
	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>
Dock, Harbour and Port Transport Trade						
<i>Monthly Rates</i>						
<i>Manual Work</i>						
Special Grade	65	0	..	96 75
Skilled Grade	55	0	..	82 75
Semi-skilled Grade	45	0	..	69 75
Un-skilled, Grade I	37	0	..	61 75
Un-skilled, Grade II	31	0	..	55 75
<i>Women Workers</i>						
Female Kanganies	35	0	..	59 75
Female labourers	30	0	..	54 75
<i>Non-manual Workers</i>						
Special Grade	75	0	..	112 0
Grade I	55	0	..	82 75
Building Trade						
<i>Daily Rates</i>						
<i>Un-skilled—</i>						
<i>Male labourers—</i>						
Not under 18 years	1	24	..	2 54
<i>Female labourers—</i>						
Not under 18 years	1	0	..	2 30
<i>Un-skilled labourers—</i> (irrespective of sex)						
Under 18 years of age	0	80	..	2 10
Semi-skilled, Grade II	1	44	..	2 84
Semi-skilled, Grade I	1	60	..	3 0
Skilled	1	80	..	3 20

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 1952, to Workers in the Tea Growing and Manufacturing Trade and Cocoa, Cardamom and Pepper Growing and Manufacturing Trades

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 57½	1 12½	0 45	0 43	0 88	0 32½	0 39½	0 72	½
1	1 10	1 15	2 25	0 90	0 86	1 76	0 65	0 79	1 44	1
2	2 20	2 30	4 50	1 80	1 72	3 52	1 30	1 58	2 88	2
3	3 30	3 45	6 75	2 70	2 58	5 28	1 95	2 37	4 32	3
4	4 40	4 60	9 0	3 60	3 44	7 4	2 60	3 16	5 76	4
5	5 50	5 75	11 25	4 50	4 30	8 80	3 25	3 95	7 20	5
6	6 60	6 90	13 50	5 40	5 16	10 56	3 90	4 74	8 64	6
7	7 70	8 5	15 75	6 30	6 2	12 32	4 55	5 53	10 8	7
8	8 80	9 20	18 0	7 20	6 88	14 8	5 20	6 32	11 52	8
9	9 90	10 35	20 25	8 10	7 74	15 84	5 85	7 11	12 96	9
10	11 0	11 50	22 50	0	8 60	17 60	6 50	7 90	14 40	10
11	12 10	12 65	24 75	90	9 46	19 36	7 15	8 69	15 84	11
12	13 20	13 80	27 0	10 80	10 32	21 12	7 80	9 48	17 28	12
13	14 30	14 95	29 25	11 70	11 18	22 88	8 45	10 27	18 72	13
14	15 40	16 10	31 50	12 60	12 4	24 64	9 10	11 6	20 16	14
15	16 50	17 25	33 75	13 50	12 90	26 40	9 75	11 85	21 60	15
16	17 60	18 40	36 0	14 40	13 76	28 16	10 40	12 64	23 4	16
17	18 70	19 55	38 25	15 30	14 62	29 92	11 5	13 43	24 48	17
18	19 80	20 70	40 50	16 20	15 48	31 68	11 70	14 22	25 92	18
19	20 90	21 85	42 75	17 10	16 34	33 44	12 35	15 1	27 36	19
20	22 0	23 0	45 0	18 0	17 20	35 20	13 0	15 80	28 80	20
21	23 10	24 15	47 25	18 90	18 6	36 96	13 65	16 59	30 24	21
22	24 20	25 30	49 50	19 80	18 92	38 72	14 30	17 38	31 68	22
23	25 30	26 45	51 75	20 70	19 78	40 48	14 95	18 17	33 12	23
24	26 40	27 60	54 0	21 60	20 64	42 24	15 60	18 96	34 56	24
25	27 50	28 75	56 25	22 50	21 50	44 0	16 25	19 75	36 0	25
26	28 60	29 90	58 50	23 40	22 36	45 76	16 90	20 54	37 44	26
27	29 70	31 5	60 75	24 30	23 22	47 52	17 55	21 33	38 88	27
28	30 80	32 20	63 0	25 20	24 8	49 28	18 20	22 12	40 32	28
29	31 90	33 35	65 25	26 10	24 94	51 4	18 85	22 91	41 76	29
30	33 0	34 50	67 50	27 0	25 80	52 80	19 50	23 70	43 20	30

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

APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during April, 1952, to Workers in the Rubber Growing and

Manufacturing Trade

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 65	0 57½	1 22½	0 60	0 43	1 3	0 47½	0 39½	0 87	½
1	1 30	1 15	2 45	1 20	0 86	2 6	0 95	0 79	1 74	1
2	2 60	2 30	4 90	2 40	1 72	4 12	1 90	1 58	3 48	2
3	3 90	3 45	7 35	3 60	2 58	6 18	2 85	2 37	5 22	3
4	5 20	4 60	9 80	4 80	3 44	8 24	3 80	3 16	6 96	4
5	6 50	5 75	12 25	6 0	4 30	10 30	4 75	3 95	8 70	5
6	7 80	6 90	14 70	7 20	5 16	12 36	5 70	4 74	10 44	6
7	9 10	8 5	17 15	8 40	6 2	14 42	6 65	5 53	12 18	7
8	10 40	9 20	19 60	9 60	6 88	16 48	7 60	6 32	13 92	8
9	11 70	10 35	22 5	10 80	7 74	18 54	8 55	7 11	15 66	9
10	13 0	11 50	24 50	12 0	8 60	20 60	9 50	7 90	17 40	10
11	14 30	12 65	26 95	13 20	9 46	22 66	10 45	8 69	19 14	11
12	15 60	13 80	29 40	14 40	10 32	24 72	11 40	9 48	20 88	12
13	16 90	14 95	31 85	15 60	11 18	26 78	12 35	10 27	22 62	13
14	18 20	16 10	34 30	16 80	12 4	28 84	13 30	11 6	24 36	14
15	19 50	17 25	36 75	18 0	12 90	30 90	14 25	11 85	26 10	15
16	20 80	18 40	39 20	19 20	13 76	32 96	15 20	12 64	27 84	16
17	22 10	19 55	41 65	20 40	14 62	35 2	16 15	13 43	29 58	17
18	23 40	20 70	44 10	21 60	15 48	37 8	17 10	14 22	31 32	18
19	24 70	21 85	46 55	22 80	16 34	39 14	18 5	15 1	33 6	19
20	26 0	23 0	49 0	24 0	17 20	41 20	19 0	15 80	34 80	20
21	27 30	24 15	51 45	25 20	18 6	43 26	19 95	16 59	36 54	21
22	28 60	25 30	53 90	26 40	18 92	45 32	20 90	17 38	38 28	22
23	29 90	26 45	56 35	27 60	19 78	47 38	21 85	18 17	40 2	23
24	31 20	27 60	58 80	28 80	20 64	49 44	22 80	18 96	41 76	24
25	32 50	28 75	61 25	30 0	21 50	51 50	23 75	19 75	43 50	25
26	33 80	29 90	63 70	31 20	22 36	53 56	24 70	20 54	45 24	26
27	35 10	31 5	66 15	32 40	23 22	55 62	25 65	21 33	46 98	27
28	36 40	32 20	68 60	33 60	24 8	57 68	26 60	22 12	48 72	28
29	37 70	33 35	71 5	34 80	24 94	59 74	27 55	22 91	50 46	29
30	39 0	34 50	73 50	36 0	25 80	61 80	28 50	23 70	52 20	30

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

APPENDIX III (A)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1952, to workers in the Coconut Growing and Manufacturing Trade

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-son	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
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.	
½	1 2½	0 95	0 73	0 64½	1 38½	1 28½	0 99½	0 83½	1 26½	1 16½	0 89½	0 76	½
1	2 5	1 90	1 46	1 29	2 77	2 57	1 99	1 67	2 53	2 33	1 79	1 52	1
2	4 10	3 80	2 92	2 58	5 54	5 14	3 98	3 34	5 6	4 66	3 58	3 4	2
3	6 15	5 70	4 38	3 87	8 31	7 71	5 97	5 1	7 59	6 99	5 37	4 56	3
4	8 20	7 60	5 84	5 16	11 8	10 28	7 96	6 68	10 12	9 32	7 16	6 8	4
5	10 25	9 50	7 30	6 45	13 85	12 85	9 95	8 35	12 65	11 65	8 95	7 60	5
6	12 30	11 40	8 76	7 74	16 62	15 42	11 94	10 2	15 18	13 98	10 74	9 12	6
7	14 35	13 30	10 22	9 3	19 39	17 99	13 93	11 69	17 71	16 31	12 53	10 64	7
8	16 40	15 20	11 68	10 32	22 16	20 56	15 92	13 36	20 24	18 64	14 32	12 16	8
9	18 45	17 10	13 14	11 61	24 93	23 13	17 91	15 3	22 77	20 97	16 11	13 68	9
10	20 50	19 0	14 60	12 90	27 70	25 70	19 90	16 70	25 30	23 30	17 90	15 20	10
11	22 55	20 90	16 6	14 19	30 47	28 27	21 89	18 37	27 83	25 63	19 69	16 72	11
12	24 60	22 80	17 52	15 48	33 24	30 84	23 88	20 4	30 36	27 96	21 48	18 24	12
13	26 65	24 70	18 98	16 77	36 1	33 41	25 87	21 71	32 89	30 29	23 27	19 76	13
14	28 70	26 60	20 44	18 6	38 78	35 98	27 86	23 38	35 42	32 62	25 6	21 28	14
15	30 75	28 50	21 90	19 35	41 55	38 55	29 85	25 5	37 95	34 95	26 85	22 80	15
16	32 80	30 40	23 36	20 64	44 32	41 12	31 84	26 72	40 48	37 28	28 64	24 32	16
17	34 85	32 30	24 82	21 93	47 9	43 69	33 83	28 39	43 1	39 61	30 43	25 84	17
18	36 90	34 20	26 28	23 22	49 86	46 26	35 82	30 6	45 54	41 94	32 22	27 36	18
19	38 95	36 10	27 74	24 51	52 63	48 83	37 81	31 73	48 7	44 27	34 1	28 88	19
20	41 0	38 0	29 20	25 80	55 40	51 40	39 80	33 40	50 60	46 60	35 80	30 40	20
21	43 5	39 90	30 66	27 9	58 17	53 97	41 79	35 7	53 13	48 93	37 59	31 92	21
22	45 10	41 80	32 12	28 38	60 94	56 54	43 78	36 74	55 66	51 26	39 38	33 44	22
23	47 15	43 70	33 58	29 67	63 71	59 11	45 77	38 41	58 19	53 59	41 17	34 96	23
24	49 20	45 60	35 4	30 96	66 48	61 68	47 76	40 8	60 72	55 92	42 96	36 48	24
25	51 25	47 50	36 50	32 25	69 25	64 25	49 75	41 75	63 25	58 25	44 75	38 0	25
26	53 30	49 40	37 96	33 54	72 2	66 82	51 74	43 42	65 78	60 58	46 54	39 52	26
27	55 35	51 30	39 42	34 83	74 79	69 39	53 73	45 9	68 31	62 91	48 33	41 4	27
28	57 40	53 20	40 88	36 12	77 56	71 96	55 72	46 76	70 84	65 24	50 12	42 56	28
29	59 45	55 10	42 34	37 41	80 33	74 53	57 71	48 43	73 37	67 57	51 91	44 8	29
30	61 50	57 0	43 80	38 70	83 10	77 10	59 70	50 10	75 90	69 90	53 70	45 60	30

Note.—“Colombo area” includes any place within 5 miles of the Municipal limits of Colombo; “Male” refers to male workers not under 18 years of age; “Female” to female 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 April, 1952, to workers in the Tea Export and Rubber Export Trades

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

* Applicable to Tea Export Trade only

APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1952, to workers in the Engineering Trade

No. of Days	Un-skilled Rs. c.	Semi-skilled		Skilled Rs. c.	Kan-ganies Rs. c.	Watch-ers Rs. c.	Trade Learners and Apprentices				No. of Days
		Grade I Rs. c.	Grade II Rs. c.				1st Year Rs. c.	2nd Year Rs. c.	3rd Year Rs. c.	4th Year Rs. c.	
½	1 27	1 42	1 34	1 60	1 50	1 45	0 41	0 54	0 75½	0 95	½
1	2 54	2 84	2 68	3 20	3 0	2 90	0 82	1 8	1 51	1 90	1
2	5 8	5 68	5 36	6 40	6 0	5 80	1 64	2 16	3 2	3 80	2
3	7 62	8 52	8 4	9 60	9 0	8 70	2 46	3 24	4 53	5 70	3
4	10 16	11 36	10 72	12 80	12 0	11 60	3 28	4 32	6 4	7 60	4
5	12 70	14 20	13 40	16 0	15 0	14 50	4 10	5 40	7 55	9 50	5
6	15 24	17 4	16 8	19 20	18 0	17 40	4 92	6 48	9 6	11 40	6
7	17 78	19 88	18 76	22 40	21 0	20 30	5 74	7 56	10 57	13 30	7
8	20 32	22 72	21 44	25 60	24 0	23 20	6 56	8 64	12 8	15 20	8
9	22 86	25 56	24 12	28 80	27 0	26 10	7 38	9 72	13 59	17 10	9
10	25 40	28 40	26 80	32 0	30 0	29 0	8 20	10 80	15 10	19 0	10
11	27 94	31 24	29 48	35 20	33 0	31 90	9 2	11 88	16 61	20 90	11
12	30 48	34 8	32 16	38 40	36 0	34 80	9 84	12 96	18 12	22 80	12
13	33 2	36 92	34 84	41 60	39 0	37 70	10 66	14 4	19 63	24 70	13
14	35 56	39 76	37 52	44 80	42 0	40 60	11 48	15 12	21 14	26 60	14
15	38 10	42 60	40 20	48 0	45 0	43 50	12 30	16 20	22 65	28 50	15
16	40 64	45 44	42 88	51 20	48 0	46 40	13 12	17 28	24 16	30 40	16
17	43 18	48 28	45 56	54 40	51 0	49 30	13 94	18 36	25 67	32 30	17
18	45 72	51 12	48 24	57 60	54 0	52 20	14 76	19 44	27 18	34 20	18
19	48 26	53 96	50 92	60 80	57 0	55 10	15 58	20 52	28 69	36 10	19
20	50 80	56 80	53 60	64 0	60 0	58 0	16 40	21 60	30 20	38 0	20
21	53 34	59 64	56 28	67 20	63 0	60 90	17 22	22 68	31 71	39 90	21
22	55 88	62 48	58 96	70 40	66 0	63 80	18 4	23 76	33 22	41 80	22
23	58 42	65 32	61 64	73 60	69 0	66 70	18 86	24 84	34 73	43 70	23
24	60 96	68 16	64 32	76 80	72 0	69 60	19 68	25 92	36 24	45 60	24
25	63 50	71 0	67 0	80 0	75 0	72 50	20 50	27 0	37 75	47 50	25
26	66 4	73 84	69 68	83 20	78 0	75 40	21 32	28 8	39 26	49 40	26
27	68 58	76 68	72 36	86 40	81 0	78 30	22 14	29 16	40 77	51 30	27
28	71 12	79 52	75 4	89 60	84 0	81 20	22 96	30 24	42 28	53 20	28
29	73 66	82 36	77 72	92 80	87 0	84 10	23 78	31 32	43 79	55 10	29
30	76 20	85 20	80 40	96 0	90 0	87 0	24 60	32 40	45 30	57 0	30

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1952, to workers in the Match Manufacturing Trade

No. of Days	Grade I				Grade II				Grade III				Grade IV	No. of Days
	Adults		Young Persons		Adults		Young Persons		Adults		Young Persons		Watchers	
	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years		
	1 60	1 37	0 84½	1 8½	1 40	1 21	0 77	0 96	1 27	1 9	0 72	0 91	1 45	
1	3 20	2 74	1 69	2 17	2 80	2 42	1 54	1 92	2 54	2 18	1 44	1 82	2 90	1
2	6 40	5 48	3 38	4 34	5 60	4 84	3 8	3 84	5 8	4 36	2 88	3 64	5 80	2
3	9 60	8 22	5 7	6 51	8 40	7 26	4 62	5 76	7 62	6 54	4 32	5 46	8 70	3
4	12 80	10 96	6 76	8 68	11 20	9 68	6 16	7 68	10 16	8 72	5 76	7 28	11 60	4
5	16 0	13 70	8 45	10 85	14 0	12 10	7 70	9 60	12 70	10 90	7 20	9 10	14 50	5
6	19 20	16 44	10 14	13 2	16 80	14 52	9 24	11 52	15 24	13 8	8 64	10 92	17 40	6
7	22 40	19 18	11 83	15 19	19 60	16 94	10 78	13 44	17 78	15 26	10 8	12 74	20 30	7
8	25 60	21 92	13 52	17 36	22 40	19 36	12 32	15 36	20 32	17 44	11 52	14 56	23 20	8
9	28 80	24 66	15 21	19 53	25 20	21 78	13 86	17 28	22 86	19 62	12 96	16 38	26 10	9
10	32 0	27 40	16 90	21 70	28 0	24 20	15 40	19 20	25 40	21 80	14 40	18 20	29 0	10
11	35 20	30 14	18 59	23 87	30 80	26 62	16 94	21 12	27 94	23 98	15 84	20 2	31 90	11
12	38 40	32 88	20 28	26 4	33 60	29 4	18 48	23 4	30 48	26 16	17 28	21 84	34 80	12
13	41 60	35 62	21 97	28 21	36 40	31 46	20 2	24 96	33 2	28 34	18 72	23 66	37 70	13
14	44 80	38 36	23 66	30 38	39 20	33 88	21 56	26 88	35 56	30 52	20 16	25 48	40 60	14
15	48 0	41 10	25 35	32 55	42 0	36 30	23 10	28 80	38 10	32 70	21 60	27 30	43 50	15
16	51 20	43 84	27 4	34 72	44 80	38 72	24 64	30 72	40 64	34 88	23 4	29 12	46 40	16
17	54 40	46 58	28 73	36 89	47 60	41 14	26 18	32 64	43 18	37 6	24 48	30 94	49 30	17
18	57 60	49 32	30 24	39 6	50 40	43 56	27 72	34 56	45 72	39 24	25 92	32 76	52 20	18
19	60 80	52 6	32 11	41 23	53 20	45 98	29 26	36 48	48 26	41 42	27 36	34 58	55 10	19
20	64 0	54 80	33 80	43 40	56 0	48 40	30 80	38 40	50 80	43 60	28 80	36 40	58 0	20
21	67 20	57 54	35 49	45 57	58 80	50 82	32 34	40 32	53 34	45 78	30 24	38 22	60 90	21
22	70 40	60 28	37 18	47 74	61 60	53 24	33 88	42 24	55 88	47 96	31 68	40 4	63 80	22
23	73 60	63 2	38 87	49 91	64 40	55 66	35 42	44 16	58 42	50 14	33 12	41 86	66 70	23
24	76 80	65 76	40 56	52 8	67 20	58 8	36 96	46 8	60 96	52 32	34 56	43 68	69 60	24
25	80 0	68 50	42 25	54 25	70 0	60 50	38 50	48 0	63 50	54 50	36 0	45 50	72 50	25
26	83 20	71 24	43 94	56 42	72 80	62 92	40 4	49 92	66 4	56 68	37 44	47 32	75 40	26
27	86 40	73 98	45 63	58 59	75 60	65 34	41 58	51 84	68 58	58 86	38 88	49 14	78 30	27
28	89 60	76 72	47 32	60 76	78 40	67 76	43 12	53 76	71 12	61 4	40 32	50 96	81 20	28
29	92 80	79 46	49 1	62 93	81 20	70 18	44 66	55 68	73 66	63 22	41 76	52 78	84 10	29
30	96 0	82 20	50 70	65 10	84 0	72 60	46 20	57 60	76 20	65 40	43 20	54 60	87 0	30

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during April, 1952, to workers in the Building Trade

No. of Days	Unskilled			Semi-skilled		Skilled	No. of Days
	Male	Female	Young Person	Grade II	Grade I		
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 27	1 15	1 5	1 42	1 50	1 60	½
1	2 54	2 30	2 10	2 84	3 0	3 20	1
2	5 8	4 60	4 20	5 68	6 0	6 40	2
3	7 62	6 90	6 30	8 52	9 0	9 60	3
4	10 16	9 20	8 40	11 36	12 0	12 80	4
5	12 70	11 50	10 50	14 20	15 0	16 0	5
6	15 24	13 80	12 60	17 4	18 0	19 20	6
7	17 78	16 10	14 70	19 88	21 0	22 40	7
8	20 32	18 40	16 80	22 72	24 0	25 60	8
9	22 86	20 70	18 90	25 56	27 0	28 80	9
10	25 40	23 0	21 0	28 40	30 0	32 0	10
11	27 94	25 30	23 10	31 24	33 0	35 20	11
12	30 48	27 60	25 20	34 8	36 0	38 40	12
13	33 2	29 90	27 30	36 92	39 0	41 60	13
14	35 56	32 20	29 40	39 76	42 0	44 80	14
15	38 10	34 50	31 50	42 60	45 0	48 0	15
16	40 64	36 80	33 60	45 44	48 0	51 20	16
17	43 18	39 10	35 70	48 28	51 0	54 40	17
18	45 72	41 40	37 80	51 12	54 0	57 60	18
19	48 26	43 70	39 90	53 96	57 0	60 80	19
20	50 80	46 0	42 0	56 80	60 0	64 0	20
21	53 34	48 30	44 10	59 64	63 0	67 20	21
22	55 88	50 60	46 20	62 48	66 0	70 40	22
23	58 42	52 90	48 30	65 32	69 0	73 60	23
24	60 96	55 20	50 40	68 16	72 0	76 80	24
25	63 50	57 50	52 50	71 0	75 0	80 0	25
26	66 4	59 80	54 60	73 84	78 0	83 20	26
27	68 58	62 10	56 70	76 68	81 0	86 40	27
28	71 12	64 40	58 80	79 52	84 0	89 60	28
29	73 66	66 70	60 90	82 36	87 0	92 80	29
30	76 20	69 0	63 0	85 20	90 0	96 0	30

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

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

“Unskilled young person” means labourer (irrespective of sex) under 18 years of age.

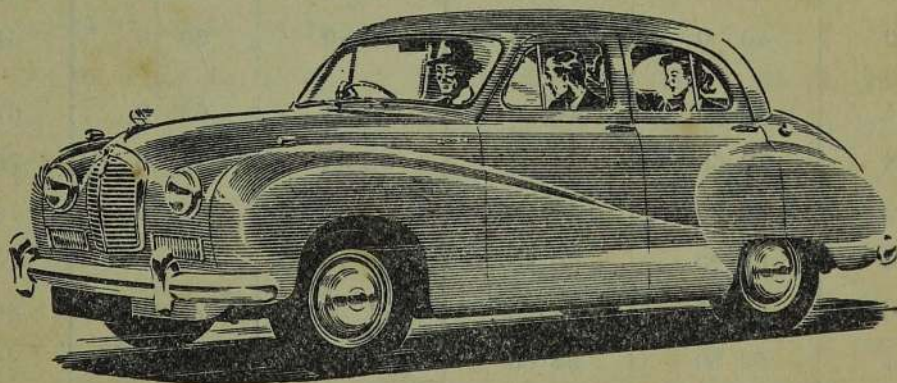
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