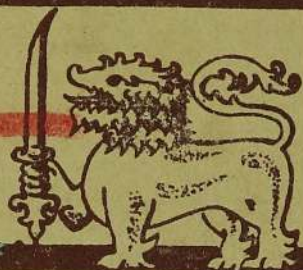


# Ceylon

## LABOUR

## GAZETTE



VOLUME III  
No. 7

JULY  
1952

In this issue

- Increase in Population and its Implications on the Employment Position in the Country
- Statistics of the Month in Brief
- Notes of Current Interest
- A Recent Wages Boards Case

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# CEYLON

## LABOUR GAZETTE

VOLUME III No. 7

JULY, 1952

### INCREASE IN POPULATION AND ITS IMPLICATIONS ON THE EMPLOYMENT POSITION IN THE COUNTRY

The problem of increasing population is engaging the attention of nearly all countries in the world. In Ceylon, too, the problem has to be described as acute in that Ceylon's rate of increase in population is amongst the highest in the world. At the present rate of increase in the population, it may even be said that before long the available resources of the country will not be adequate to maintain its population on a reasonable standard of living.

It is proposed in this article to analyse the increase in population in relation to the production and employment opportunities of the country with a view to focussing attention to the implications of the increase in population on the employment position of the country.

#### Population Figures

In the table below are shown the population figures for the census years 1871 to 1946 and the estimated mid-year population for the years 1947 to 1950. It will be noted that in recent years the population has been increasing at a rate of over 200,000 per year.

#### Population of Ceylon

(In 1,000s)

<i>Years</i>	<i>Males</i>	<i>Females</i>	<i>Total</i>
1871	1,280·1	1,120·3	2,400·4
1881	1,469·6	1,290·2	2,759·7
1891	1,593·4	1,414·4	3,007·8
1901	1,896·2	1,669·7	3,566·0
1911	2,175·0	1,931·3	4,106·4
1921	2,381·8	2,116·8	4,498·6
1931	2,811·0	2,495·4	5,306·9
1946	3,532·2	3,125·1	6,657·3
1947	3,650	3,229	6,879
1948	3,760	3,326	7,086
1949	3,872	3,425	7,297
1950	4,003	3,541	7,544

## Total and Economically Active Population

From the table above it will be noted that the population has risen from approximately  $4\frac{1}{2}$  million in 1921 to over  $6\frac{1}{2}$  million in 1946. Compared to this the increase in the economically active or "gainfully occupied population" as between these two years is rather very small. In 1921, according to the census report of that year, the total "gainfully occupied population" was 2,220,712. In 1946 this figure was only 2,611,524 showing an increase of only 390,812 as against an increase of population of a little over 2 millions. It would appear from these figures that the increase in the gainfully occupied population was totally inadequate to support the increase in population as between the two years.

In the last Census Report doubts have however been expressed about the accuracy of the figures of the "gainfully occupied population" of the earlier census. The following extracts from the Census Report of 1946 will be of interest in this connection.

• "The proportion of the 'gainfully occupied' (exclusive of the temporarily unemployed) to the total population of the Island in 1946 is seen to be 38.9 per cent. This suggests, if the figures recorded at previous censuses are regarded as comparable, a decline in employment, for the percentages at those censuses were as follows:—1901 45.9 per cent.; 1911 43.0 per cent.; 1921 49.6 per cent. The 'gainfully occupied' among males formed 57.2 per cent. of the total male population in 1946, against 60.4 per cent. in 1901, 59.2 per cent. in 1911, and 62.4 per cent. in 1921, while the proportion of females 'gainfully occupied' in 1946 was only 18.1 per cent. of the total female population contrasted with 29.4 per cent. in 1901, 24.8 per cent. in 1911, and 35.2 per cent. in 1921. But comparison becomes difficult and the accuracy of the 1921 census becomes suspect when the composition by age and sex of the employable population is considered on the basis of the 1921 figures. Since 62.4 per cent. of the male population in 1921 were 'earners' the number would be 1,486,251, but in the age-group, 15-59 years which may be regarded as the 'employable population' there were only 1,353,580 persons—suggesting not only that all the males in that age-group were 'earning' but that even some in the younger group 10-14, and the older group 60-64, together aggregating 132,671, males, were also active in 'earning'. This seems very unlikely. It will be found that in 1911 and 1901, too, the recorded number of male earners exceeded the aggregate number of males in the age-group 15-59 years, and that it is only in 1946 that the number of 'gainfully occupied' males is below that of the number of males in the age-group, 15-59 years."

## Acreages under Cultivation

It will be of interest to examine whether the increase in production in this country has been keeping pace with the increase in population. As is well known, the prosperity of this country primarily depends on the production of tea, rubber, coconut and paddy. The acreage under cultivation and the production figures in respect of these four major

crops over a period of years could therefore be safely regarded as an index showing the trend of production as a whole in the country. In the statement below are shown the acreages under cultivation of these four major products for the years 1911, 1921, 1931 and 1938 to 1950 :

Years	Acreage under Cultivation			
	Tea	Rubber	Coconut	Paddy
1911	457,277	184,551	1,030,282	644,763
1921	418,135	390,115	820,001	798,514
1931	457,000	534,000	1,100,000	850,000
1938	556,452	604,111	1,100,000	850,000
1939	553,845	615,138	1,100,000	850,000
1940	552,103	638,274	1,238,000	850,000
1941	551,548	637,632	1,238,000	850,000
1942	549,800	637,560	1,238,000	850,000
1943	549,571	657,789	1,238,000	850,000
1944	549,625	657,532	1,238,000	850,000
1945	549,886	659,833	1,238,000	856,000
1946	552,853	659,553	1,070,942	913,241
1947	554,072	658,767	1,070,942	913,241
1948	555,083	658,352	1,070,942	899,761
1949	556,576	655,111	1,070,942	899,932
1950	561,431	655,225	1,070,942	901,500

It will be noticed from these figures that the acreage under cultivation in the case of tea and coconut has more or less remained constant since 1938, while the acreage under rubber and paddy shows a very small increase compared to 1938.

### Production Figures

An analysis of the production figures also indicates that there has been either no increase in production or whatever increase there was, was not at all commensurate with the increase in the population. Below are given the statistics of production of the four major crops from 1938 to 1950:—

Years	Acreage under Cultivation			
	Tea (1,000 lbs.)	Rubber (Tons)	Coconut (Million Nuts)	Paddy (1,000 bushels)
1938	246,931	50,000	1,854	.. Not Available
1939	237,272	60,000	1,675	
1940	265,099	90,000	1,399	
1941	247,870	99,500	1,475	
1942	291,400	101,500	1,488	
1943	268,798	105,500	1,852	
1944	296,851	98,500	1,581	13,566
1945	276,903	97,500	1,670	10,800
1946	282,911	94,000	1,361	11,351
1947	298,526	89,000	1,339	11,520
1948	298,791	95,000	1,765	12,358
1949	298,559	89,000	1,763	15,235
1950	306,215	113,500	1,877	14,502

### Population and Employment Opportunities

Thus the available statistics would appear to indicate that while the population of the Island has been increasing at a rather tremendous rate, the employment opportunities available in the country have

either remained constant or increased very slightly. This would mean that year after year the number of unemployed and under-employed persons would be on the increase.

## Statistics of Unemployment

The statistics of unemployment available in the country on a regular basis is the statistics derived from the registrations in the employment exchanges. The statement below shows the number of Registrants for employment or better employment for the years 1939 to 1951. It will be noted that the unemployment position according to these figures has remained almost the same for the years 1948, 1949 and 1950, while the figure for 1951 shows a substantial drop. If these figures can be accepted as a correct measure of unemployment in the country, the economy of the country is expanding sufficiently to keep pace with the increase in population year by year. But a closer study of these figures would indicate the position as being quite different.

Years:	Technical and Clerical	Skilled	Semi- Skilled	Unskilled	Total
1939	3,712	11,964	5,034	5,967	26,677
1940	4,734	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	21,366
1946	5,636	10,012	7,527	13,369	36,544
1947	2,883	7,325	8,113	16,423	34,744
1948	4,474	13,027	12,443	36,712	66,656
1949	5,132	11,994	13,591	39,015	69,732
1950	5,627	10,525	13,523	35,447	65,122
1951	5,515	8,186	12,520	26,486	52,707

Employment exchanges are situated in all cases in urban areas and the statistics derived from the registrations at these exchanges can indicate only the trend of the unemployment position in the urban areas and not of the Island as a whole. According to the report of the Census of 1946, only 15.5 per cent. of the population lived in the urban areas. Thus when it is realized that employment exchange statistics do not relate to areas where 85 per cent. of the population live, the limitations of these figures as a measure of the unemployment position of the country could well be understood.

## Under-employment in Villages

It must however be mentioned in this connection that in villages, unemployment, in the sense that people are without any work at all does not exist to any appreciable extent. There is only under-employment in these areas as the inhabitants, being mostly peasant cultivators do not have work throughout the year. There is however no reliable information about the extent of under-employment in the villages.

## Conclusion—The Need for Surveys

The population is increasing at a very high rate, but the employment opportunities available in the country according to available statistics are not increasing sufficiently to keep pace with the increase in population. The result must therefore be an increase in unemployment or under-employment or both. The available information on unemployment however does not indicate any increase. Under these circumstances, it would appear to be reasonable to infer that the increase in population is mainly having its repercussions on village life by increasing the extent of under-employment in the villages. Year after year more and more people have to depend for their livelihood on very nearly the same area of cultivated land. Fragmentation of the already uneconomic holdings of land must probably be taking place at an alarming rate. The following quotation from the preliminary report of the Economic Survey of 108 villages by the Census and Statistics Department will be of interest in this connection.

“Statistics relating to the ownership of land by the size of the holdings serve as indices to ownership and fragmentation. 29 per cent. of the villagers have no land of their own. 35 per cent. have extents of land under 1 acre, 27 per cent. between 1 to 5 acres and only 9 per cent. over 5 acres.”

The undertaking of studies to ascertain the extent of under-employment in villages and the devising of ways and means of creating additional employment opportunities in these areas are subjects which merit very serious consideration.

Contributed by :

S. RASANAYAGAM,  
Labour Statistical Officer.

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## STATISTICS OF THE MONTH IN BRIEF

*Note* :—The following is a summary of the principal statistics listed this month. Further details will be found in the tables and appendices appearing in this issue :—

### Cost of Living

The Colombo working class cost of living index number for June, 1952, was 279, three points higher than the figure for May, 1952. The cost of living index number for estate labourers for June, 1952, was 276 as against 280 for May, 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 April, 1952, and May, 1952, was as given below :—

	April, 1952	May, 1952
Technical and clerical ..	6,146 ..	5,823
Skilled ..	7,548 ..	7,100
Semi-skilled ..	12,379 ..	11,656
Unskilled ..	24,396 ..	23,534
	<hr/> 50,469	<hr/> 48,113

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

	<i>April, 1952</i>	<i>May, 1952</i>
Technical and clerical ..	224 ..	161
Skilled ..	104 ..	125
Semi-skilled ..	66 ..	115
Unskilled ..	371 ..	407
	<hr/> 765	<hr/> 808

## Strikes

There were altogether seven strikes in the month of April, 1952, involving 465 workers and a loss of 586 man-days. Six of these strikes were on estates involving 383 workers and a loss of 528 man-days. The remaining one strike was in the Local Government Service involving 82 workers and a loss of 58 man-days.

## Arrivals and Departures of Indian Estate Labourers

In June, 1952, there was an excess of arrivals over departures of Indian Estate Labourers from the Island amounting to 2,412. Generally, there is an excess of departures over arrivals for the first five months of the year, while for the rest of the year there is normally an excess of arrivals over departures.

## Wage rates

The minimum wages payable for the month of July, 1952, to workers, in the Tea Growing and Manufacturing Trade, the Cocoa, Cardamom and Pepper Growing and Manufacturing Trade, the Rubber Growing and Manufacturing Trade, the Coconut Growing and Manufacturing Trades and the Plumbago Trade will be slightly lower than those in the previous month.

The wages of workers in the other Trades to which Part II of the Wages Boards Ordinance has been applied will remain unchanged.

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## NOTES OF CURRENT INTEREST

### Industrial Relations under the First Five-Year Plan in India

In the draft outline of the First Five-Year Plan of the Government of India, which draft was issued in July, 1951, there is a section dealing with Labour and Industrial Relations. Emphasising that peace in industry was essential for the attainment of the targets of the Plan in the industrial sector, the Planning Commission considered that it was necessary for management and labour to come to an agreement concerning the principles which should govern industrial relations. Accordingly certain proposals from all parties concerned were worked out, on the basis of which agreed conclusions were reached in the Industries Development Committee which consists of representatives of management and labour. The main features of the agreed approach, detailed below, are of considerable interest.

In an economy which is organized for planned production and distribution, for the purpose of promoting social justice and the welfare of the masses, strikes and lock-outs have no place. It is therefore necessary to find ways of avoiding disputes and securing internal settlement. In order to avoid needless friction and disputes, it is necessary to specify the duties and responsibilities of each side. The proper development of the work of shops' stewards and of personnel officers, the duties of employers in regard to defining precisely the conditions of employment under them by means of standing orders, the need for employers to lay down clearly the manner in which any worker or group of workers may approach authorities in respect of their grievances, and the need for the employers to apprise workers in advance of any contemplated change that may alter their conditions of service, are all emphasised. It is recommended that there should be Consultative Committees consisting of representatives of management and labour for the purpose of increasing production, including quality, reducing costs and eliminating wastes and that there should be a Works Committee to settle differences between workers and the management.

For the success of collective bargaining, there should be a single bargaining agent over as large a sector of industry as possible and uniform conditions should be secured in all the establishments in a particular area.

The State should step in with an offer of conciliation when the parties fail to reach an agreement. The machinery and procedure relating to compulsory arbitration and adjudication of disputes should be so designed as to secure a fair settlement based on the principles of natural and social justice with the minimum of expenditure of time and money and without legal technicalities and formalities of procedure and appeals.

A tripartite body should be set up for the determination of norms and standards that may govern relations and dealings between employers and workers and the settlement of industrial disputes. (From *Industry & Labour—May, 1952.*)

### Trade Union Registrations

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

- 495 The Union of All-Ceylon Government Swabhasha Heads of Schools.
- 496 Overseas Tele-Communication Service Local Staffs Association.
- 497 Gal Oya Development Board Motor and Machine Workers Union.

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The trouble with the world is that the stupid are cocksure and the intelligent full of doubt.

*Bertrand Russell.*

## A RECENT WAGES BOARDS CASE

### *Victimisation—Breach of Section 44 (1) of the Wages Boards Ordinance*

Mr. G. B. Middleton, Superintendent of Houpe Estate, Kahawatte, was charged recently in the Ratnapura Magistrate's Court by the Department of Labour with dismissing from employment one Mr. P. Marimuttu, a worker employed by the accused in the Tea Growing and Manufacturing Trade, by reason merely of the fact that the said P. Marimuttu had given information to the Assistant Commissioner of Labour, Ratnapura, that some of the workers employed by the accused were not being paid wages at the rates determined by the Wages Boards for that trade.

The accused was found guilty of the charge and was fined Rs. 400.

The Commissioner of Labour conducted the prosecution.

Mr. G. E. Chitty, instructed by Mr. O. M. L. Pinto and assisted by Mr. J. A. T. Perera, Legal Secretary, Ceylon Estates Employers' Federation, defended the accused.

The following is the order of the Magistrate :—

The accused is charged with dismissing from employment one P. Marimuttu, a worker employed by the accused in a Tea Growing and Manufacturing Trade, by a reason merely of the fact that the said P. Marimuttu had given information that workers in the Rubber Growing and Manufacturing Trade employed under the accused were not being paid wages at the rates determined by the Wages Board to Mr. Thirunavakarasoe, the Assistant Commissioner of Labour, Ratnapura, in breach of section 44 (1) (b) of Ordinance No. 27 of 1941 and punishable under section 44 (1) of the said Ordinance.

The accused was during the relevant period Superintendent in Charge of Houpe Estate, Kahawatta. He has employed labourers in the Tea Growing and Manufacturing Trade and Rubber Growing and Manufacturing Trade. The provisions of the Wages Board have been proclaimed to be applicable to both these Trades. One P. Marimuttu was during the period material to the present case employed under the accused in the Tea Growing and Manufacturing Trade. The workers employed under the accused had formed themselves into a Trade Union. P. Marimuttu was the leader of the Union Members. It was one of his duties to entertain complaints of other members of the Union.

It appears that attendance of workers who handed over less than five pounds of rubber and one pound scrap per day, was not marked and that they were not paid for such days. This practice is admittedly contrary to the provisions of the Wages Board. P. Marimuttu appears to have received complaints to this effect. He says he had made a minute of this complaints in the Minutes Book and handed over to the accused who had done nothing to remedy it. So Marimuttu informed one Punniam who was the Representative of the Ceylon Workers' Congress Union to which was affiliated the Houpe Estate Union. Punniam wanted substantial evidence in support of this allegation before he made representations to authorities. P. Marimuttu convened a meeting of his Union to discuss the matter. At the meeting it transpired that in addition to the usual check roll an additional pocket check roll was maintained in the estate and that that would supply the necessary evidence. Another Marimuttu appears to have

stealthily removed that book (D1) and handed over to P. Marimuttu. P. Marimuttu went to Mr. Thirunavakarasee, the Assistant Commissioner of Labour, accompanied by Punniam, the Congress Representative, with (D1). P. Marimuttu and Punniam complained to the Assistant Commissioner and also produced the book (D1) for his perusal.

Labour Inspector Manuel happened to be in office at that time. Mr. Manuel was in charge of this division. He was sent for by the Assistant Commissioner. Marimuttu explained the system of under payments to Mr. Manuel. Mr. Manuel also perused the book. The Assistant Commissioner ordered Mr. Manuel to make a routine inspection and to inquire into this complaint. Mr. Thirunavakarasee advised Marimuttu to replace the book which Marimuttu did. Mr. Manuel fixed the routine inspection for 25.6.51 by informing the accused by (D12). Mr. Manuel went to the estate on 25.6.51 for inquiry. He met the Superintendent—the accused. He told the accused that something was wrong in the estate office as a check roll book belonging to the estate was produced by Marimuttu at the Labour Office. This is common ground. According to the prosecution, on this occasion Mr. Manuel told the accused that Marimuttu had complained about under payments. This is denied by the accused. I shall deal with this aspect later.

However there happened to be three Marimuttus working in the estate. The accused sent for all of them for identification by the Inspector. Only one Marimuttu was available. He was identified to be not the Marimuttu who went to the Labour Office with check roll. Thereafter for a considerable period the accused was trying to get confirmation whether it was P. Marimuttu who went to the Labour Office. The Labour Office was not helpful to the accused.

Of the two Marimuttus who were not identified only P. Marimuttu had not worked on the day the book was alleged to have been taken to the Labour Office. Therefore the accused thought that it must be P. Marimuttu who had taken the book to the Labour Office. So, on 29.6.51 accused sent for P. Marimuttu, the other Marimuttu and the Secretary of the Union and informed Kahawatta Police by telephone. Nothing seems to have been materialised on that day. Again accused had informed P. Marimuttu to attend office on 11.8.51. According to Marimuttu he went to the office on 11.8.51, but according to the accused Marimuttu had not gone to the office. I shall deal with it later.

However P. Marimuttu was dismissed from the estate on 29.8.51 by (P3). According to (P3) the reasons for dismissal are:—(1) failure to report at the office on 11.8.51, although instructed to do so. (2) irregularity of out-turn, i.e., working 17½ days in June, 1 day in July and 4½ days in August to date.

The first question to be answered is (“Did Marimuttu give information to the Assistant Commissioner of Labour?”). Mr. Thirunavakarasee, Marimuttu, Punniam, the Congress Representative and Mr. Manuel all corroborate each other and state that Marimuttu gave the information and is supported by (P10), (P11) and (D6). I have no

reason to disbelieve these witnesses on this point. So, I hold that P. Marimuttu gave information that the workers in the Rubber Growing and Manufacturing Trade were not being paid wages at the rates determined by the Wages Board.

The next question to be answered is "Did the accused know that P. Marimuttu had given the information?". The accused himself admits that on 25.6.51, the Labour Inspector told him that a person by the name of Marimuttu took the Check Roll to the Labour Office. But the Labour Inspector Manuel states that he further told the accused that that Marimuttu complained about short payments. This witness Manuel contradicted himself on several points. Even on this point at one stage he says that he told the accused only that Marimuttu brought the Check Roll. But at another stage he says that he told him also that that Marimuttu made the complaint. This contradiction on the part of this witness is an attempt to get out of a difficulty in which he had placed himself. The Departmental instructions are that the officers should not allow such information to leak out. But this witness either thinking that he would please the accused or in a weak moment thoughtlessly has given certain information to the accused, which he ought not to have given. What are the probabilities? When Manuel told the accused that Marimuttu had brought a Check Roll belonging to the estate would not the accused have asked him as to why the book was brought? If such a question was put to Manuel could he have kept silent? I am of the opinion that Inspector Manuel had in fact told the accused that Marimuttu brought the Check Roll and made complaints about short payments. Let us for purpose of argument take it for granted that Manuel had only told the accused that one Marimuttu brought an estate pocket Check Roll. On 29.5.51, (D10) the Assistant Commissioner of Labour informs the accused: "The workers of your Rubber Division have complained to the Representative of the Ceylon Workers' Congress, that they were paid on the poundage basis and that when they bring in less than 7 lbs. latex per day they are not given a full name." This statement is contained in (D10) by which the inquiry on 25.6.51 was fixed. On 25.6.51 Inspector Manuel informs him that one Marimuttu took the Check Roll Book to the Labour Office. The accused knew what use could be made of the Pocket Check Roll. Would he not have inferred that Marimuttu had produced the Check Roll and made the complaint? However, this is of no importance in view of my finding that Inspector Manuel had informed accused that Marimuttu had made the complaint also.

Well, did accused know that the informant was P. Marimuttu and not any other Marimuttu? Accused says that he thought it must be P. Marimuttu who took the Check Roll by a process of elimination. There were only three Marimuttus on the estate. One was identified as not the person who went to the Labour Office. Another had been working in the estate on 28.5.51 the date on which Marimuttu had gone to the Labour Office. P. Marimuttu was not working on that day. Accused tried to get the information confirmed by the Labour Officials. By (P1) he desires to be confirmed that P. Marimuttu presented the underpound latex check roll. He had invited attention on three dates and by (P2) he desires that the Labour

Inspector should identify the labourer. This was not done. Although it was not confirmed accused was satisfied that P. Marimuttu was the person who went to the Labour Office. He appears to have been in consultation with the Legal Advisor of the Ceylon Estates Employers Federation. He also tried to find out P. Marimuttu's absence from work in June and July. Therefore, my finding is that the accused knew that P. Marimuttu had given information about under payment.

The burden of proving that Marimuttu was dismissed by reason of some fact other than the fact mentioned in 44 (1) (b) lies on the accused. Accused is not bound to prove it beyond reasonable doubt. It is sufficient if he can prove it by balance of evidence a lesser degree of proof. According to the accused P. Marimuttu was dismissed for (a) failure to report at the office on 11.8.51 although instructed to do so. (b) irregularity of out-turn.

Since 25.6.51 the day when Inspector Manuel informed the accused that one Marimuttu took the roll to the office, accused summoned P. Marimuttu to office on several occasions. The circumstances leading to the 11th of August are given in detail in the evidence. On 10.8.51 accused had (D13) written and passed on to the Conductor of the estate to be served on P. Marimuttu. However this was not served on Marimuttu. This was returned to the accused by the Conductor. The Conductor was not called as a witness to say as to why (D13) was not served on P. Marimuttu. On this point we are left with the story of P. Marimuttu. He says that one Sinniah went to him and wanted to give a letter to him purporting to have been sent by the Superintendent. He did not know what was written in the letter. He told Sinniah that he would meet the Superintendent personally. He also says that he knew that the Superintendent wanted him in the office. The accused says that on the 11th of August he was in office till 3 p.m. Marimuttu did not turn up so he went away with the visiting Agent. He also says that he had asked Marimuttu to attend office at 3 p.m. whereas the undelivered letter (D13) requires him to attend office at 2 p.m. Marimuttu says that he went to the office at 3 p.m. and that the visiting Agent and the accused had gone to the Factory. He waited till about 5 p.m. and went away. This is supported by Aiyadoray, the Secretary of the Union. Since the letter (D13) was not delivered to Marimuttu one cannot expect him to attend office at 2 p.m. Accused says he wanted Marimuttu to attend office at 3 p.m. He waited till 3 p.m. and went away. Marimuttu is a labourer. Ordinarily one does not expect him to have a wristlet or a clock. Even if he had one, sometimes times differ by a few minutes between two wristlets. Therefore, even accepting the evidence of the accused it is still possible that Marimuttu attended office at about 3 p.m.

Ordinarily when labourers want to see the Superintendent they wait out until they are called in. In this instance there is no evidence that the accused sent for Marimuttu and found him missing. Therefore it is possible that Marimuttu had come there and he was not called in. His story that when he went to the office the accused had gone to the factory with the Visiting Agent is highly probable. I hold that the accused had not discharged his burden of proving that Marimuttu did not attend office on 11.8.51 although instructed to do so.

On the other hand I accept the evidence of Marimuttu and Aiyadurai that Marimuttu attended office at about 3 p.m. on 11.8.51.

Now the question remains, whether P. Marimuttu was dismissed for irregularity of out-turn. What is the evidence available on this point? The accused states that after he wrote to the Ceylon Estate Employers' Federation he found out Marimuttu's absence from work in June and July. Further down he says that he discovered the poor attendance of Marimuttu. The evidence of the accused assumes that Marimuttu had been irregular in out-turn. But no evidence was led as to how many days Marimuttu had in fact worked in June, July and August.

The check rolls in which the attendance of the workers is marked were in the custody of the accused. He had not chosen to produce them or point out the number of days Marimuttu had worked. In fact some check rolls were produced by the prosecution. I searched through the entire evidence to find out as to how many days P. Marimuttu had worked in June, July and August. I do not find out any evidence on this point except a statement of Marimuttu in respect of the month of August. He says that in August he had worked 4½ days. So the position as it now stands is that there is no evidence that Marimuttu had been irregular in work in June or July.

In August Marimuttu had worked only 4½ days. Does that amount to irregularity of out-turn? I have no evidence as to what constitutes irregularity of out-turn. Accused admits that there were cases where labourers who had not worked even a single day in the month were not discharged and that persons who had worked only seven or eight days were warned. So it all depends on the circumstances of each case. In the case of Marimuttu accused says that he asked him to go to the office and explain but he did not. This refers to the 11th of August. On the available evidence I am not in a position to hold that working only 4½ days in August constituted irregularity in out-turn meriting dismissal. It is also to be noted that employees with a work record no better than Marimuttu's were not discharged.

P. Marimuttu says he was ill and that the accused asked him to go to the office very often to harass him. He says that on account of this he took refuge at Ratnapura for two weeks. Accused himself admits that he asked Marimuttu to attend office on several occasions and that Marimuttu had failed to do so. I am inclined to believe that this fear of Marimuttu was genuine.

The accused was in contact with his Legal Advisor from 25.6.51, the day on which Inspector Manuel met him and told him about the check roll. He was acting on the advices of the Legal Advisor thereafter. On the advice of the Legal Advisor he tried to find out the out-turn of P. Marimuttu. I should think that Marimuttu was asked to attend office often also on the advice of the Legal Advisor. From the circumstances of this case I am inclined to believe that the accused had made up his mind to dismiss Marimuttu and he was trying to find out some sage grounds to dismiss him.

In the case of *Denny v. South African Loan Mortgage and Mercantile Agency* referred to at page 217 of Maasdorp's *Institutes of South African Law*, Vol. III (6th Edition) it was held that the Master is not entitled to pick up a quarrel with a servant by giving an unreasonable order and then to reply on the servant's disobeying the order as a justification for dismissal. I am of the opinion that the reason which the accused gave for the dismissal at the time of dismissal were no bona fide reasons. The accused had in (P3), the discharge certificate, stated that Marimuttu had worked 17½ days in June, 1 day in July and 4½ days in August. But no evidence was led to prove this.

I hold that the accused had not proved that Marimuttu was dismissed for irregularity of out-turn.

Although the accused had not proved the existence of the two reasons mentioned in his discharge certificate, has he proved other grounds justifying dismissal of Marimuttu? In order to justify Marimuttu's dismissal the accused may reply upon the grounds discovered after the dismissal and even upon grounds which only came to his knowledge even afterwards. (Maasdorp, Vol. III, 219).

In the same way a Master, dismissing his servant summarily for a good cause need not state the grounds of his dismissal. It is sufficient if the accused satisfies me that he was justified in terminating the service. There is evidence in this case that P. Marimuttu had produced a Check Roll Book belonging to the estate. He knew that another Marimuttu had removed that book without the permission of the Estate authorities.

It has been argued that this amounted to either theft or in the least retaining stolen property. I do not think that one can attribute dishonest intention to P. Marimuttu. He has not done it dishonestly. Batt, in the "Law of Master and Servant" (4th edition) at page 160 refers to the case of *Gantside v. Outram* (1856) L.J. Ch. 113 and states that "no liability could attach for revealing the frauds or malpractices of his master; indeed he may be under a public duty to disclose these". In the present case the malpractice of not paying labourers who brought in less than a particular quantity of rubber was brought to the notice of the Assistant Commissioner of Labour and as a result the accused had to pay all these workers.

Even other-wise, the accused says that he was not definite whether it was P. Marimuttu who removed the book. Then there was a suspicion of dishonesty on P. Marimuttu since 25.6.51. But he was not dismissed till 29.8.51. I should say that even if the accused had a right to dismiss Marimuttu on this ground, he had lost it by continuing his services. Blackburn J. (*Phillips v. Foxhall* (1872) 7 Q.B. at 680) states "now the law gives the master the right to terminate the employment of a servant on his discovering that the servant is guilty of fraud. He is not bound to dismiss him, and if he elects after knowledge of the fraud to continue him in his service, he cannot on any subsequent time dismiss him on account of that which he was waived or condoned".

For these reasons I hold that the accused had not discharged the burden of proving that P. Marimuttu was dismissed for other reasons

than for giving information to the Assistant Commissioner of Labour with regard to matters under the Wages Boards Ordinance.

It has been argued on behalf of the accused that section 44 of the Wages Board Ordinance penalises only wrongful dismissal and not justifiable dismissal and that the validity of the grounds of dismissal is not to be considered. It was also argued that termination of a contract by paying a month's salary in lieu of notice was not wrongful.

The common law right of an employer to discharge or dismiss an employee has been subjected to statutory restrictions. With the emergence of modern concepts of social justice, restrictions have been placed in the matter of freedom in contracting, in order to protect the employee against vindictive or capricious action on the part of the management. With this end in view the legislature had by section 56 of the Wages Board Ordinance provided that "any contract or agreement, whether made before or after the date on which this Ordinance comes into operation whereby any right of any worker by or under this Ordinance is in any way affected or modified to his detriment or whereby any liability of any employer is in any way removed or abused, shall be null and void in so far as it purports to affect or modify any such right or to remove or reduce any such liability". If I were to hold that section 44 does not penalise dismissals by terminating a contract then section 60 has no place in the Ordinance. The words of a statute must prima facie be given their ordinary meaning. "We must not shrink from an interpretation which will reverse the previous law". Under section 60 of the Ordinance this Ordinance prevails in cases of conflict with other written law. I find it difficult to accept this contention.

It is also not disputed that the alleged information was in regard to matters under this Ordinance.

In the result I hold that the prosecution has proved that P. Marimuttu was dismissed merely of the fact that he had given information to the Assistant Commissioner of Labour with regard to matters under this Ordinance.

Under the circumstances of the case I sentence the accused to pay a fine of Rs. 400.

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The measure of a man's real character is what he would do if he knew he would never be found out.

*Macoulay.*

# Wages Boards Ordinance

## Notice to Employers

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

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

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

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

M. RAJANAYAGAM,  
Commissioner of Labour.

Labour Department,  
Colombo, July 9, 1952.

### SCHEDULE I

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

### SCHEDULE II

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

Form A

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

(i) Tea : _____.	(v) Coconut : _____.
(ii) Rubber : _____.	(vi) Pepper : _____.
(iii) Cocoa : _____.	(vii) Others : _____.
(iv) Cardamoms : _____.	
7. No. of employees as on June 30, 1952. Employees who were temporarily absent on this date due to sickness, leave or for any other reason should be included.

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

\* The term "Ceylonese" for the purposes of this return means a citizen of Ceylon by descent or by registration as prescribed in the Ceylon Citizenship Act, No. 18 of 1948.  
 † The number of employees under these Trades should be shown classified according to the class or category of workers as defined by the Wages Boards. •

Form B

1. Nature of the Trade :———.
2. Name of Establishment :———.
3. Address :———.
4. Revenue District :———.
5. Number of Employees as on June 30, 1952. Employees who were temporarily absent on this date due to sickness, leave or for any other reason should be included.

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

Grade of Employee	Ceylonese*			Non-Ceylonese			Total
	Men	Women	Young Persons i.e., under 18 years	Men	Women	Young Persons i.e., under 18 years	
(i) Managerial ..							
(ii) Technical ..							
(iii) Clerical ..							
(iv) Workers paid under the Wages Board for the—							
(a) Trade under reference ..							
(b) Other Trades (Show the number in each trade separately) ..							
(v) Workers not covered under (i)—(iv) above							

\* The term "Ceylonese" for the purposes of this return means a citizen of Ceylon by descent or by registration as prescribed in the Ceylon Citizenship Act, No. 18 of 1948.

**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
1950	..	154 ..	102 ..	129 ..	155 ..	154 ..	149 .. 272
1951	..	155 ..	112 ..	129 ..	197 ..	160 ..	154 .. 283
1951—							
January	..	157 ..	113 ..	129 ..	177 ..	155 ..	153 .. 281
February	..	159 ..	111 ..	129 ..	184 ..	154 ..	155 .. 284
March	..	157 ..	113 ..	129 ..	195 ..	156 ..	155 .. 284
April	..	156 ..	113 ..	129 ..	196 ..	158 ..	155 .. 283
May	..	155 ..	116 ..	129 ..	198 ..	161 ..	155 .. 283
June	..	155 ..	113 ..	129 ..	199 ..	162 ..	155 .. 284
July	..	152 ..	112 ..	129 ..	201 ..	162 ..	153 .. 281
August	..	152 ..	113 ..	129 ..	196 ..	161 ..	153 .. 279
September	..	151 ..	109 ..	129 ..	197 ..	169 ..	153 .. 279
October	..	152 ..	111 ..	129 ..	207 ..	165 ..	154 .. 282
November	..	154 ..	109 ..	129 ..	210 ..	158 ..	154 .. 284
December	..	158 ..	109 ..	129 ..	208 ..	159 ..	157 .. 288
1952—							
January	..	158 ..	105 ..	129 ..	208 ..	168 ..	157 .. 290
February	..	155 ..	108 ..	129 ..	210 ..	162 ..	155 .. 286
March	..	150 ..	107 ..	129 ..	208 ..	164 ..	152 .. 280
April	..	148 ..	105 ..	129 ..	205 ..	174 ..	152 .. 280
May	..	149 ..	105 ..	129 ..	195 ..	164 ..	150 .. 276
June	..	151 ..	108 ..	133 ..	190 ..	168 ..	152 .. 279

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

Base : July-September, 1939=100

**GROUPS OF HOUSEHOLD EXPENDITURE**

Year	Food	Clothing	Fuel and Light	Miscel- laneous	Final Index Number
Group Weights	64	12	8	16	
INDEX NUMBERS					(July-Sept., 1939 = 100)
Base : July-September, 1939 = 100					
1939	100	100	100	100	100
1940	106	113	107	105	107
1941	119	126	108	115	119
1942	160	139	117	135	154
Base : October, 1942 = 100					Index Number October, 1942 = 100
Group Weights	701	119	14	166	
1943	108	149	104	116	115
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
1950	164	162	108	134	158
1951	165	213	108	144	166
1951—					
January	161	172	108	134	157
February	172	181	108	137	166
March	174	185	108	134	168
April	173	194	108	137	169
May	168	202	108	135	166
June	163	217	108	136	164
July	161	230	108	141	165
August	158	225	108	151	164
September	158	222	108	162	166
October	159	243	108	161	169
November	164	244	108	145	170
December	165	240	108	152	171
1952—					
January	162	236	111	167	171
February	162	237	111	164	171
March	161	236	111	169	171
April	157	232	111	175	168
May	151	227	111	162	161
June	148	225	111	165	159

**TABLE III—WAGES INDEX NUMBERS**

**Tea and Rubber Estate Labourers and Unskilled Labourers in Government Employment**

		<i>Tea and Rubber Estate Workers</i>			<i>Unskilled Workers in Government Employment in Colombo</i>		
		<i>Average Minimum Daily rate of Wages</i>	<i>Minimum Wage Rate Index No.</i>	<i>Index No. of Real Wages</i>	<i>Average Monthly Rate of Wages</i>	<i>Wage Rate Index No.</i>	<i>Index No. of Real Wages</i>
		<i>Rs. cts.</i>			<i>Rs. cts.</i>		
1939	.. —	.. 41	.. 100	.. 100	.. 16.64	.. 100	.. 100
1940	.. —	.. 41	.. 100	.. 93	.. 16.64	.. 100	.. 96
1941	.. —	.. 45	.. 109	.. 92	.. 18.45	.. 111	.. 98
1942	.. —	.. 68	.. 165	.. 107	.. 24.23	.. 145	.. 97
1943	.. —	.. 83	.. 201	.. 101	.. 28.98	.. 174	.. 96
1944	.. —	.. 87	.. 212	.. 101	.. 34.03	.. 204	.. 110
1945	.. —	.. 1.00	.. 244	.. 110	.. 41.92	.. 252	.. 123
1946	.. —	.. 1.15	.. 279	.. 122	.. 68.52	.. 412	.. 194
1947	.. —	.. 1.20	.. 293	.. 123	.. 75.74	.. 455	.. 195
1948	.. —	.. 1.29	.. 313	.. 121	.. 78.16	.. 470	.. 195
1949	.. —	.. 1.31	.. 320	.. 121	.. 77.81	.. 468	.. 196
1950	.. —	.. 1.53	.. 372	.. 136	.. 83.11	.. 499	.. 198
1951	.. —	.. 1.90	.. 453	.. 157	.. 89.79	.. 540	.. 206
1951	.. January	.. 1.79	.. 426	.. 157	.. 87.44	.. 525	.. 202
	.. February	.. 1.81	.. 431	.. 150	.. 89.84	.. 540	.. 205
	.. March	.. 1.89	.. 450	.. 155	.. 90.44	.. 544	.. 207
	.. April	.. 1.94	.. 462	.. 158	.. 90.44	.. 544	.. 208
	.. May	.. 1.94	.. 462	.. 161	.. 90.24	.. 542	.. 207
	.. June	.. 1.92	.. 457	.. 160	.. 90.24	.. 542	.. 206
	.. July	.. 1.92	.. 457	.. 160	.. 90.44	.. 544	.. 209
	.. August	.. 1.92	.. 457	.. 160	.. 89.84	.. 540	.. 209
	.. September	.. 1.92	.. 457	.. 159	.. 89.04	.. 535	.. 207
	.. October	.. 1.92	.. 457	.. 157	.. 89.04	.. 535	.. 205
	.. November	.. 1.94	.. 462	.. 157	.. 90.04	.. 541	.. 206
	.. December	.. 1.94	.. 462	.. 156	.. 90.44	.. 544	.. 204
1952	.. January	.. 1.97	.. 469	.. 158	.. 91.64	.. 551	.. 205
	.. February	.. 1.97	.. 469	.. 158	.. 92.44	.. 556	.. 210
	.. March	.. 1.97	.. 469	.. 158	.. 91.24	.. 548	.. 212
	.. April	.. 1.97	.. 469	.. 161	.. 89.24	.. 536	.. 207
	.. May	.. 1.94	.. 462	.. 165	.. 89.24	.. 536	.. 209
	.. June	.. 1.90	.. 452	.. 164	.. 88.04	.. 529	.. 205

TABLE IV

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

Years	Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
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 ..	21,366
1946 ..	5,636 ..	10,012 ..	7,527 ..	13,369 ..	36,544
1947 ..	2,883 ..	7,325 ..	8,113 ..	16,423 ..	34,744
1948 ..	4,474 ..	13,027 ..	12,443 ..	36,712 ..	66,656
1949 ..	5,132 ..	11,994 ..	13,591 ..	39,015 ..	69,732
1950 ..	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	5,578 ..	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
March	6,260 ..	7,795 ..	12,748 ..	25,319 ..	52,122
April	6,146 ..	7,548 ..	12,379 ..	24,396 ..	50,469
May	5,823 ..	7,100 ..	11,656 ..	23,534 ..	48,113

\* 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 V

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

Years	Colombo	Negombo	Katutura	Galle	Kandy	Navalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kabunurai	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
Mar.	32,556	3,207	2,883	4,314	1,981	672	940	1,488	564	911	605	1195	336	470	52,122
Apr.	31,768	3,219	2,814	4,123	1,613	667	868	1,436	484	831	502	1416	292	436	50,469
May	30,462	3,049	2,701	4,065	1,403	646	832	1,256	561	694	436	1417	256	335	48,113

\* 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 VI

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

Year		Technical and Clerical	Skilled	Semi- Skilled	Unskilled	Total
1939	.. —	.. —	.. —	.. —	.. —	2,583
1940	.. —	.. —	.. —	.. —	.. —	5,089
1941	.. —	.. —	.. —	.. —	.. —	9,071
1942	.. —	.. —	.. —	.. —	.. —	8,129
1943	.. —	.. —	.. —	.. —	.. —	4,170
1944	.. —	.. —	.. —	.. —	.. —	1,875
1945	.. —	.. 369	.. 1,104	.. 411	.. 2,653	.. 4,537
1946	.. —	.. 1,303	.. 3,012	.. 1,341	.. 10,130	.. 15,786
1947	.. —	.. 915	.. 1,417	.. 911	.. 4,161	.. 7,404
1948	.. —	.. 1,355	.. 1,563	.. 1,311	.. 6,118	.. 10,347
1949	.. —	.. 1,807	.. 1,616	.. 1,767	.. 9,590	.. 14,780
1950	.. —	.. 2,059	.. 1,509	.. 1,438	.. 5,773	.. 10,779
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
	.. March	.. 248	.. 164	.. 158	.. 482	.. 1,052
	.. April	.. 224	.. 104	.. 66	.. 371	.. 765
	.. May	.. 161	.. 125	.. 115	.. 407	.. 808

TABLE VII

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Central	360	90	372	95	488	43	1,131	118	2,351	346
Negombo	29	2	24	—	65	5	176	87	294	94
Kalutara	43	—	16	1	92	2	77	1	228	4
Galle	49	4	62	6	70	2	225	—	406	12
Kandy	62	17	53	3	156	9	150	18	421	47
Nawalapitiya	9	—	12	—	25	—	32	10	78	10
Kurunegala	18	4	9	—	38	16	27	3	92	23
Jaffna	57	5	12	4	42	7	11	—	122	16
Ratnapura	30	2	7	—	43	1	47	1	127	4
Badulla	13	5	6	—	27	4	28	—	74	9
Batticaloa	10	6	11	3	22	12	33	8	76	29
Kalmunai	23	6	121	11	58	1	362	155	564	173
Trincomalee	12	1	9	—	15	1	13	4	49	6
Anuradhapura	18	6	6	—	25	9	11	2	60	17
Women's	78	13	18	2	79	3	77	—	252	18
Total	811	161	738	125	1,245	115	2,400	407	5,194	808

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	4	.. Not available	Not available
1940	.. 36	.. 9,732†	.. do.	.. 8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	.. 15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	.. 14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	.. 31§	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048½	.. 66†	.. 12,399	.. 25,937
1945	.. 28	.. 3,514	.. 4,285	.. 53	.. 28,875	.. 153,388½
1946	.. 87	.. 15,259	.. 31,830½	.. 69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	.. 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
February	.. 5	.. 807	.. 1,252	.. 4	.. 72	.. 123
March	.. 6	.. 2,964	.. 4,384	.. 2	.. 363	.. 1,089
April ..	.. 6	.. 383	.. 528	.. 1	.. 82	.. 58

†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.

From January 1952 strikes involving less than 5 workers or lasting less than 1 day are excluded from the statistics except in cases where the aggregate number of man-days lost exceed 50.

Note.—The number of strikes shown against each month relate to the number of strikes that ended during the month.

**TABLE IX—CLASSIFICATION OF THE STRIKES IN  
APRIL 1952, BY INDUSTRIES OR TRADES**

<i>Industry or Trade</i>		<i>Number of</i>		<i>Number of</i>	
		<i>Strikes</i>	<i>Workers involved</i>	<i>Workers involved</i>	<i>Man-days lost</i>
Plantations—Tea	..	2	135	..	242
Rubber	..	3	205	..	243
Tea-cum-Rubber	..	1	43	..	43
Coconut	..	—	—	..	—
Coconut-cum-Rubber	..	—	—	..	—
	<b>Total</b>	<b>6</b>	<b>383</b>		<b>528</b>
Engineering	..	—	—	..	—
Printing	..	—	—	..	—
Motor Transport	..	—	—	..	—
Tea Export	..	—	—	..	—
Rubber Export	..	—	—	..	—
Coconut Manufacturing	..	—	—	..	—
Toddy, Arrack and Vinegar	..	—	—	..	—
Match Manufacturing	..	—	—	..	—
Plumbago	..	—	—	..	—
Cinema	..	—	—	..	—
Dock, Harbour and Port Transport	..	—	—	..	—
Building Trade	..	—	—	..	—
Local Government Services	..	1	82	..	58
Service Institutions	..	—	—	..	—
Factories, Workshops, &c., run by the State	..	—	—	..	—
Textile	..	—	—	..	—
Relief Schemes	..	—	—	..	—
Wholesale and Retail Distribution	..	—	—	..	—
Aerated Waters and Ice Manufacturing	..	—	—	..	—
Beedi Manufacturing	..	—	—	..	—
	<b>Total</b>	<b>1</b>	<b>82</b>		<b>58</b>
	<b>Grand Total</b>	<b>7</b>	<b>465</b>		<b>586</b>

**TABLE X—CLASSIFICATION OF THE STRIKES IN  
APRIL 1952, BY CAUSES**

<i>Cause</i>		<i>Number of</i>		<i>Number of</i>		
		<i>Strikes</i>		<i>Workers Involved</i>		
		<i>Plantations</i>	<i>Others</i>	<i>Plantations</i>	<i>Others</i>	
1. Dismissal or loss of employment in any way. Failure to provide work	..	—	..	—	..	—
2. Wage increases. Higher rates for piece work, &c.	..	1	..	—	20	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.)	..	1	..	1	28	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c.	..	2	..	—	116	..
5. Food matters. Welfare	..	1	..	—	176	..
6. Right of association and meeting	..	—	..	—	—	..
7. Factional disputes and domestic matters	..	—	..	—	—	..
8. External matters, e.g., arrest by Police, immorality, &c.	..	—	..	—	—	..
9. Assaults by employer or agent or others	..	1	..	—	43	..
10. General demands	..	—	..	—	—	..
11. Sympathetic strikes	..	—	..	—	—	..
	<b>Total</b>	<b>6</b>	<b>1</b>	<b>383</b>	<b>82</b>	

**TABLE XI—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	—	3,714
March	5,825	95	5,920	28	7,770	7,798	—	1,878
April	6,470	77	6,547	44	7,739	7,783	—	1,236
May	7,597	79	7,676	18	6,997	7,015	661	—
June	6,899	236	7,135	19	4,704	4,723	2,412	—

APPENDIX I

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

Month: July, 1952.

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
<b>Tea Growing and Manufacturing Trade</b>			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 10	1 3	2 13
Female worker not under 15 years ..	0 90	0 78	1 68
Child worker ..	0 65	0 71	1 36
<b>Cocoa, Cardamom and Pepper Growing and Manufacturing Trade</b>			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 10	1 3	2 13
Female worker not under 15 years ..	0 90	0 78	1 68
Child worker ..	0 65	0 71	1 36
<b>Rubber Growing and Manufacturing Trade</b>			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 30	1 3	2 33
Female worker not under 15 years ..	1 20	0 78	1 98
Child worker ..	0 95	0 71	1 66
<b>Coconut Growing Trade</b>			
<i>Daily Rates</i>			
The raising and maintenance of a coconut plantation : and			
The manufacture of copra—			
Kangany ..	0 90	1 3	1 93
Male not under 18 years ..	0 75	1 3	1 78
Female not under 18 years ..	0 60	0 78	1 38
Worker under 18 years ..	0 50	0 71	1 21
<b>Coconut Manufacturing Trade</b>			
<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 21	2 65
Male not under 18 years ..	1 24	1 21	2 45
Female not under 18 years ..	1 0	0 91	1 91
Worker under 18 years ..	0 75	0 84	1 59
Outside the Colombo area—			
Kangany ..	1 20	1 21	2 41
Male not under 18 years ..	1 0	1 21	2 21
Female not under 18 years ..	0 80	0 91	1 71
Worker under 18 years ..	0 60	0 84	1 44
“ Colombo area ” includes any place within 5 miles of the Municipal limits of Colombo			
Piece rates have been fixed for certain processes			
<b>Engineering Trade</b>			
<i>Daily Rates</i>			
Unskilled labourer ..	1 24	1 27	2 51
Semi-skilled, Grade I ..	1 44	1 37	2 81
Semi-skilled, Grade II ..	1 28	1 37	2 65
Skilled worker ..	1 80	1 37	3 17
Kangany ..	1 60	1 37	2 97
Watcher ..	1 50	1 37	2 87

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Engineering Trade (contd.)</b>						
<i>Trade Learners and Apprentices</i>						
1st year	0	40	0	41	0	81
2nd year	0	56	0	51	1	7
3rd year	0	72	0	77	1	49
4th year	0	96	0	92	1	88
<b>Printing Trade</b>						
<i>Monthly Rates</i>						
Class A worker	100	0	75	0	175	0
" B	75	0	57	50	132	50
" C	50	0	48	75	98	75
" D	40	0	40	0	80	0
" E	37	50	37	85	75	35
" F	18	0	20	75	38	75
" G	40	0	40	0	80	0
Class A 1st year learner	30	0	23	50	53	50
" B	22	50	18	25	40	75
" C	20	0	20	0	40	0
" D	16	0	16	50	32	50
Class A 2nd year learner	40	0	31	0	71	0
" B	37	50	29	25	66	75
" C	25	0	24	80	49	80
" D	20	0	20	50	40	50
Class A 3rd year learner	50	0	38	50	88	50
" B	45	0	35	0	80	0
" C	30	0	29	75	59	75
" D	24	0	24	50	48	50
Class A 4th year learner	65	0	49	50	114	50
" B	56	25	43	30	99	55
" C	37	50	36	85	74	35
" D	30	0	30	25	60	25
Class A 5th year learner	80	0	61	0	141	0

**Cigar Trade**

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

**Plumbago Trade**

*Daily Rates*

Underground workers—

Basses	2	75	1	3	3	78
Kanganies	}	2	25	1	3	3
Loaders						
Overseers	}	2	8	1	3	3
Shift bosses						
Blasters	}	2	0	1	3	3
Drillers (hand nand machine)						
Shaft drivers						
Stoppers (excavators)						
Timber men	}	1	50	1	3	2
Muckers						
Trolley men						
Unskilled labourers		2	25	1	3	3
Onsetters or Donakatarayas		2	25	1	3	3

Underground and surface workers—

Electricians	}	2	50	1	3	3
Enginemen						
Fitters						
Hoistmen						
Mechanics						
Pumpmen						
Winchmen	}	2	25	1	3	3
Checkers						

*Class of Worker*

*Basic Wage*  
Rs. c.      *Special Allowance*  
Rs. c.      *Total*  
Rs. c.

**Plumbago Trade (contd.)**

Underground and surface workers—*contd.*

Electricians (assistants)	}	..	1 50	..	1 3	..	2 53
Fitters (assistants)							
Windlassmen (dabare workers)							

Surface workers—

Carpenters	}	..	2 50	..	1 3	..	3 53
Masons							
Overseers	..	..	2 25	..	1 3	..	3 28
Blacksmiths	}	..	2 0	..	1 3	..	3 3
Boilermen							
Drill sharpeners							
Firewood carriers and splitters	..	..	1 60	..	1 3	..	2 63
Carters	}	..	1 50	..	1 3	..	2 53
Watchers							
Bakkikarayas or Banksmen	..	..	2 0	..	1 3	..	3 3
Cooks	}	..	1 24	..	1 3	..	2 27
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 71 cents.

Workers employed in curing and dressing—

(A) As overseers and kanganies .. 2 0 .. 1 23 .. 3 23

(B) On different jobs—

Within the Colombo area—

Male worker not under 18 years	..	1 25	..	1 23	..	2 48
Female worker not under 18 years	..	1 0	..	0 98	..	1 98
Worker under 18 years	..	0 50	..	0 91	..	1 41

Outside the Colombo area—

Male worker not under 18 years	..	1 0	..	1 23	..	2 23
Female worker not under 18 years	..	0 84	..	0 98	..	1 82
Worker under 18 years	..	0 40	..	0 91	..	1 31

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

**Tea Export Trade**

*Daily Rates*

A. Male workers not under 18 years—

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

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

C. Workers over 14 years but under 15 years	..	0 60	..	0 80	..	1 40
"    15    "    16    "	..	0 70	..	0 85	..	1 55
"    16    "    17    "	..	0 80	..	0 90	..	1 70
"    17    "    18    "	..	1 0	..	1 0	..	2 0

Month : July, 1952

Class of Worker	Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
<b>Rubber Export Trade</b>			
<i>Daily Rates</i>			
A. Male workers not under 18 years—			
(a) Grade II .. .. .	1 24	1 27	2 51
(b) Intermediate Grade .. .. .	1 40	1 37	2 77
(c) Grade I .. .. .	1 60	1 37	2 97
(d) Watchers .. .. .	1 50	1 37	2 87
B. Female workers not under 18 years .. .. .	1 0	1 15	2 15
C. Workers over 14 years but under 15 years .. .. .	0 60	0 80	1 40
"    15    "    16    "    .. .. .	0 70	0 85	1 55
"    16    "    17    "    .. .. .	0 80	0 90	1 70
"    17    "    18    "    .. .. .	1 0	1 0	2 0

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

*Daily Rates*

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

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

## Class of Worker

Basic  
Wage  
Rs. c.Special  
Allowance  
Rs. c.Total  
Rs. c.

## Match Manufacturing Trade

## Daily Rates

## Grade I—

Male 18 years and over .. ..	1 80 ..	1 37 ..	3 17
Female 18 years and over .. ..	1 44 ..	1 27 ..	2 71
Young person over 14 and under 17 years ..	0 85 ..	0 83 ..	1 68
Young person 17 years and over but under 18 years	1 15 ..	1 0 ..	2 15

## Grade II—

Male 18 years and over .. ..	1 40 ..	1 37 ..	2 77
Female 18 years and over .. ..	1 12 ..	1 27 ..	2 39
Young person over 14 and under 17 years ..	0 70 ..	0 83 ..	1 53
Young person 17 and over but under 18 years	0 90 ..	1 0 ..	1 90

## Grade III—

Male 18 years and over .. ..	1 24 ..	1 27 ..	2 51
Female 18 years and over .. ..	1 0 ..	1 15 ..	2 15
Young person over 14 and under 17 years ..	0 60 ..	0 83 ..	1 43
Young person 17 and over but under 18 years	0 80 ..	1 0 ..	1 80

## Grade IV—

Watcher .. ..	1 50 ..	1 37 ..	2 87
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## Cinema Trade

## Monthly Rates

## Within the Municipal areas

## A—Non-clerical—

Unskilled .. ..	32 25 ..	32 82 ..	65 7
Semi-skilled .. ..	37 50 ..	35 42 ..	72 92
Skilled, Grade II .. ..	50 0 ..	37 24 ..	87 24
Skilled, Grade I .. ..	60 0 ..	37 24 ..	97 24

## B—Clerical—

Grade III .. ..	45 0 ..	33 50 ..	78 50
Grade II .. ..	50 0 ..	36 50 ..	86 50
Grade I .. ..	100 0 ..	41 50 ..	141 50

## Outside the Municipal areas

## A—Non-clerical—

Unskilled .. ..	32 25 ..	32 82 ..	65 7
Semi-skilled .. ..	35 0 ..	35 42 ..	70 42
Skilled, Grade II .. ..	42 0 ..	37 24 ..	79 24
Skilled, Grade I .. ..	55 0 ..	37 24 ..	92 24

## B—Clerical—

Grade III .. ..	40 0 ..	33 50 ..	73 50
Grade II .. ..	45 0 ..	36 50 ..	81 50
Grade I .. ..	100 0 ..	41 50 ..	141 50

<i>Class of Worker</i>	<i>Basic Wage</i> Rs. c.	<i>Special Allowance</i> Rs. c.	<i>Total</i> Rs. c.
<b>Dock, Harbour and Port Transport Trade</b>			
<i>Monthly Rates</i>			
<i>Manual Work</i>			
Special Grade ..	65 0	31 0	96 0
Skilled Grade ..	55 0	27 0	82 0
Semi-skilled Grade ..	45 0	24 0	69 0
Unskilled, Grade I ..	37 0	24 0	61 0
Unskilled, Grade II ..	31 0	24 0	55 0
<i>Women Workers</i>			
Female kanganies ..	35 0	24 0	59 0
Female labourers ..	30 0	24 0	54 0
<i>Non-manual Workers</i>			
Special Grade ..	75 0	36 0	111 0
Grade I ..	55 0	27 0	82 0
<b>Building Trade</b>			
<i>Daily Rates</i>			
Unskilled—			
Male labourers—			
Not under 18 years ..	1 24	1 27	2 51
Female labourers—			
Not under 18 years ..	1 0	1 27	2 27
Unskilled labourers— (irrespective of sex)			
Under 18 years of age ..	0 80	1 27	2 7
Semi-skilled, Grade II ..	1 44	1 37	2 81
Semi-skilled, Grade I ..	1 60	1 37	2 97
Skilled ..	1 80	1 37	3 17

APPENDIX II (A)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during July 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 Workers*			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 51½	1 6½	0 45	0 39	0 84	0 32½	0 35½	0 68	½
1	1 10	1 3	2 13	0 90	0 78	1 68	0 65	0 71	1 36	1
2	2 20	2 6	4 26	1 80	1 56	3 36	1 30	1 42	2 72	2
3	3 30	3 9	6 39	2 70	2 34	5 4	1 95	2 13	4 8	3
4	4 40	4 12	8 52	3 60	3 12	6 72	2 60	2 84	5 44	4
5	5 50	5 15	10 65	4 50	3 90	8 40	3 25	3 55	6 80	5
6	6 60	6 18	12 78	5 40	4 68	10 8	3 90	4 26	8 16	6
7	7 70	7 21	14 91	6 30	5 46	11 76	4 55	4 97	9 52	7
8	8 80	8 24	17 4	7 20	6 24	13 44	5 20	5 68	10 88	8
9	9 90	9 27	19 17	8 10	7 2	15 12	5 85	6 39	12 24	9
10	11 0	10 30	21 30	9 0	7 80	16 80	6 50	7 10	13 60	10
11	12 10	11 33	23 43	9 90	8 58	18 48	7 15	7 81	14 96	11
12	13 20	12 36	25 56	10 80	9 36	20 16	7 80	8 52	16 32	12
13	14 30	13 39	27 69	11 70	10 14	21 84	8 45	9 23	17 68	13
14	15 40	14 42	29 82	12 60	10 92	23 52	9 10	9 94	19 4	14
15	16 50	15 45	31 95	13 50	11 70	25 20	9 75	10 65	20 40	15
16	17 60	16 48	34 8	14 40	12 48	26 88	10 40	11 36	21 76	16
17	18 70	17 51	36 21	15 30	13 26	28 56	11 5	12 7	23 12	17
18	19 80	18 54	38 34	16 20	14 4	30 24	11 70	12 78	24 48	18
19	20 90	19 57	40 47	17 10	14 82	31 92	12 35	13 49	25 84	19
20	22 0	20 60	42 60	18 0	15 60	33 60	13 0	14 20	27 20	20
21	23 10	21 63	44 73	18 90	16 38	35 28	13 65	14 91	28 56	21
22	24 20	22 66	46 86	19 80	17 16	36 96	14 30	15 62	29 92	22
23	25 30	23 69	48 99	20 70	17 94	38 64	14 95	16 33	31 28	23
24	26 40	24 72	51 12	21 60	18 72	40 32	15 60	17 4	32 64	24
25	27 50	25 75	53 25	22 50	19 50	42 0	16 25	17 75	34 0	25
26	28 60	26 78	55 38	23 40	20 28	43 68	16 90	18 46	35 36	26
27	29 70	27 81	57 51	24 30	21 6	45 36	17 55	19 17	36 72	27
28	30 80	28 84	59 64	25 20	21 84	47 4	18 20	19 88	38 8	28
29	31 90	29 87	61 77	26 10	22 62	48 72	18 85	20 59	39 44	29
30	33 0	30 90	63 90	27 0	23 40	50 40	19 50	21 30	40 80	30
31	34 10	31 93	66 3	27 90	24 18	52 8	20 15	22 1	42 16	31

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

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

Manufacturing Trade

No. of Days	Men			Women			Child Workers*			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 51½	1 16½	0 60	0 39	0 99	0 47½	0 35½	0 83	½
1	1 30	1 3	2 33	1 20	0 78	1 98	0 95	0 71	1 66	1
2	2 60	2 6	4 66	2 40	1 56	3 96	1 90	1 42	3 32	2
3	3 90	3 9	6 99	3 60	2 34	5 94	2 85	2 13	4 98	3
4	5 20	4 12	9 32	4 80	3 12	7 92	3 80	2 84	6 64	4
5	6 50	5 12	11 65	6 0	3 90	9 90	4 75	3 55	8 30	5
6	7 80	6 18	13 98	7 20	4 68	11 88	5 70	4 26	9 96	6
7	9 10	7 21	16 31	8 40	5 46	13 86	6 65	4 97	11 62	7
8	10 40	8 24	18 64	9 60	6 24	15 84	7 60	5 68	13 28	8
9	11 70	9 27	20 97	10 80	7 2	17 82	8 55	6 39	14 94	9
10	13 0	10 30	23 30	12 0	7 80	19 80	9 50	7 10	16 60	10
11	14 30	11 33	25 63	13 20	8 58	21 78	10 45	7 81	18 26	11
12	15 60	12 36	27 96	14 40	9 36	23 76	11 40	8 52	19 92	12
13	16 90	13 39	30 29	15 60	10 14	25 74	12 35	9 23	21 58	13
14	18 20	14 42	32 62	16 80	10 92	27 72	13 30	9 94	23 24	14
15	19 50	15 45	34 95	18 0	11 70	29 70	14 25	10 65	24 90	15
16	20 80	16 48	37 28	19 20	12 48	31 68	15 20	11 36	26 56	16
17	22 10	17 51	39 61	20 40	13 26	33 66	16 15	12 7	28 22	17
18	23 40	18 54	41 94	21 60	14 4	35 64	17 10	12 78	29 88	18
19	24 70	19 57	44 27	22 80	14 82	37 62	18 5	13 49	31 54	19
20	26 0	20 60	46 60	24 0	15 60	39 60	19 0	14 20	33 20	20
21	27 30	21 63	48 93	25 20	16 38	41 58	19 95	14 91	34 86	21
22	28 60	22 66	51 26	26 40	17 16	43 56	20 90	15 62	36 52	22
23	29 90	23 69	53 59	27 60	17 94	45 54	21 85	16 33	38 18	23
24	31 20	24 72	55 92	28 80	18 72	47 52	22 80	17 4	39 84	24
25	32 50	25 75	58 25	30 0	19 50	49 50	23 75	17 75	41 50	25
26	33 80	26 78	60 58	31 20	20 28	51 48	24 70	18 46	43 16	26
27	35 10	27 81	62 91	32 40	21 6	53 46	25 65	19 17	44 82	27
28	36 40	28 84	65 24	33 60	21 84	55 44	26 60	19 88	46 48	28
29	37 70	29 87	67 57	34 80	22 62	57 42	27 55	20 59	48 14	29
30	39 0	30 90	69 90	36 0	23 40	59 40	28 50	21 30	49 80	30
31	40 30	31 93	72 23	37 20	24 18	61 38	29 45	22 01	51 46	31

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

APPENDIX III (A)

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

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
	Kangany	Male	Female	Young Person	Within the Colombo area				Outside the Colombo area				
					Kangany	Male	Female	Young Person	Kangany	Male	Female	Young Person	
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	0 96½	0 89	0 69	0 60½	1 32½	1 22½	0 95½	0 79½	1 20½	1 10½	0 85½	0 72	½
1	1 93	1 78	1 38	1 21	2 65	2 45	1 91	1 59	2 41	2 21	1 71	1 44	1
2	3 86	3 56	2 76	2 42	5 30	4 90	3 82	3 18	4 82	4 42	3 42	2 88	2
3	5 79	5 34	4 14	3 63	7 95	7 35	5 73	4 77	7 23	6 63	5 13	4 32	3
4	7 72	7 12	5 52	4 84	10 60	9 80	7 64	6 36	9 64	8 84	6 84	5 76	4
5	9 65	8 90	6 90	6 5	13 25	12 25	9 55	7 95	12 5	11 5	8 55	7 20	5
6	11 58	10 68	8 28	7 26	15 90	14 70	11 46	9 54	14 46	13 26	10 26	8 64	6
7	13 51	12 46	9 66	8 47	18 55	17 15	13 37	11 13	16 87	15 47	11 97	10 8	7
8	15 44	14 24	11 4	9 68	21 20	19 60	15 28	12 70	19 28	17 68	13 68	11 52	8
9	17 37	16 2	12 42	10 89	23 85	22 5	17 19	14 31	21 69	19 89	15 39	12 96	9
10	19 30	17 80	13 80	12 10	26 50	24 50	19 10	15 90	24 10	22 10	17 10	14 40	10
11	21 23	19 58	15 18	13 31	29 15	26 95	21 1	17 49	26 51	24 31	18 81	15 84	11
12	23 16	21 36	16 56	14 52	31 80	29 40	22 92	19 8	28 92	26 52	20 52	17 28	12
13	25 9	23 14	17 94	15 73	34 45	31 85	24 83	20 67	31 33	28 73	22 23	18 72	13
14	27 2	24 92	19 32	16 94	37 10	34 30	26 74	22 26	33 74	30 94	23 94	20 16	14
15	28 95	26 70	20 70	18 15	39 75	36 75	28 65	23 85	36 15	33 15	25 65	21 60	15
16	30 88	28 48	22 8	19 36	42 40	39 20	30 56	25 44	38 56	35 36	27 36	23 4	16
17	32 81	30 26	23 46	20 57	45 5	41 65	32 47	27 3	40 97	37 57	29 7	24 48	17
18	34 74	32 4	24 84	21 78	47 70	44 10	34 38	28 62	43 38	39 78	30 78	25 92	18
19	36 67	33 82	26 22	22 99	50 35	46 55	36 29	30 21	45 79	41 99	32 49	27 36	19
20	38 60	35 60	27 60	24 20	53 0	49 0	38 20	31 80	48 20	44 20	34 20	28 80	20
21	40 53	37 38	28 98	25 41	55 65	51 45	40 11	33 39	50 61	46 41	35 91	30 24	21
22	42 46	39 16	30 36	26 62	58 30	53 90	42 2	34 98	53 2	48 62	37 62	31 68	22
23	44 39	40 94	31 74	27 83	60 95	56 35	43 93	36 57	55 43	50 83	39 33	33 12	23
24	46 32	42 72	33 12	29 4	63 60	58 80	45 84	38 16	57 84	53 4	41 4	34 56	24
25	48 25	44 50	34 50	30 25	66 25	61 25	47 75	39 75	60 25	55 25	42 75	36 0	25
26	50 18	46 28	35 88	31 46	68 90	63 70	49 66	41 34	62 66	57 46	44 46	37 44	26
27	52 11	48 6	37 26	32 67	71 55	66 15	51 57	42 93	65 7	59 67	46 17	38 88	27
28	54 4	49 84	38 64	33 38	74 20	68 60	53 48	44 52	67 48	61 88	47 88	40 32	28
29	55 97	51 62	40 2	35 9	76 85	71 5	55 39	46 11	69 89	64 9	49 59	41 76	29
30	57 90	53 40	41 40	36 30	79 50	73 50	57 30	47 70	72 30	66 30	51 30	43 20	30
31	59 83	55 18	42 78	37 51	82 15	75 95	59 21	49 29	74 71	68 51	53 1	44 64	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.

**Ready Reckoner showing the Minimum Wages payable for the  
number of days worked during July, 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 25½	1 38½	1 48½	1 38½	1 43½	1 7½	0 70	0 77½	0 85	1 0	½
1	2 51	2 77	2 97	2 77	2 87	2 15	1 40	1 55	1 70	2 0	1
2	5 2	5 54	5 94	5 54	5 74	4 30	2 80	3 10	3 40	4 0	2
3	7 53	8 31	8 91	8 31	8 61	6 45	4 20	4 65	5 10	6 0	3
4	10 4	11 8	11 88	11 8	11 48	8 60	5 60	6 20	6 80	8 0	4
5	12 55	13 85	14 85	13 85	14 35	10 75	7 0	7 75	8 50	10 0	5
6	15 6	16 62	17 82	16 62	17 22	12 90	8 40	9 30	10 20	12 0	6
7	17 57	19 39	20 79	19 39	20 9	15 5	9 80	10 85	11 90	14 0	7
8	20 8	22 16	23 76	22 16	22 96	17 20	11 20	12 40	13 60	16 0	8
9	22 59	24 93	26 73	24 93	25 83	19 35	12 60	13 95	15 30	18 0	9
10	25 10	27 70	29 70	27 70	28 70	21 50	14 0	15 50	17 0	20 0	10
11	27 61	30 47	32 67	30 47	31 57	23 65	15 40	17 5	18 70	22 0	11
12	30 12	33 24	35 64	33 24	34 44	25 80	16 80	18 60	20 40	24 0	12
13	32 63	36 1	38 61	36 1	37 31	27 95	18 20	20 15	22 10	26 0	13
14	35 14	38 78	41 58	38 78	40 18	30 10	19 60	21 70	23 80	28 0	14
15	37 65	41 55	44 55	41 55	43 5	32 25	21 0	23 25	35 50	30 0	15
16	40 16	44 32	47 52	44 32	45 92	34 40	22 40	24 80	27 20	32 0	16
17	42 67	47 9	50 49	47 9	48 79	36 55	23 80	26 35	24 90	34 0	17
18	45 18	49 86	53 46	49 86	51 66	38 70	25 20	27 90	30 60	36 0	18
19	47 69	52 63	56 43	52 63	54 53	40 85	26 60	29 45	32 30	38 0	19
20	50 20	55 40	59 40	55 40	57 40	43 0	28 0	31 0	34 0	40 0	20
21	52 71	58 17	62 37	58 17	60 27	45 15	29 40	32 55	35 70	42 0	21
22	55 22	60 94	65 34	60 94	63 14	47 30	30 80	34 10	37 40	44 0	22
23	57 73	63 71	68 31	63 71	66 1	49 45	32 20	35 65	39 10	46 0	23
24	60 24	66 48	71 28	66 48	68 88	51 60	33 60	37 20	40 80	48 0	24
25	62 75	69 25	74 25	69 25	71 75	53 75	35 0	38 75	42 50	50 0	25
26	65 26	72 2	77 22	72 2	74 62	55 90	36 40	40 30	44 20	52 0	26
27	67 77	74 79	80 19	74 79	77 49	58 5	37 80	41 85	45 90	54 0	27
28	70 28	77 56	83 16	77 56	80 36	60 20	39 20	43 40	47 60	56 0	28
29	72 79	80 33	86 13	80 33	83 23	62 35	40 60	44 95	49 30	58 0	29
30	75 30	83 10	89 10	83 10	86 10	64 50	42 0	46 50	51 0	60 0	30
31	77 81	85 87	92 7	85 87	88 97	66 65	43 40	48 5	52 70	62 0	31

\* Applicable to Tea Export Trade only.

APPENDIX III (C)

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

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganias	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 25½	1 40½	1 32½	1 58½	1 48½	1 43½	0 40½	0 53½	0 74½	0 94	½
1	2 51	2 81	2 65	3 17	2 97	2 87	0 81	1 7	1 49	1 88	1
2	5 2	5 62	5 30	6 34	5 94	5 74	1 62	2 14	2 98	3 76	2
3	7 53	8 43	7 95	9 51	8 91	8 61	2 43	3 21	4 47	5 64	3
4	10 4	11 24	10 60	12 68	11 88	11 48	3 24	4 28	5 96	7 52	4
5	12 55	14 5	13 25	15 85	14 85	14 35	4 5	5 35	7 45	9 40	5
6	15 6	16 86	15 90	19 2	17 82	17 22	4 86	6 42	8 94	11 28	6
7	17 57	19 67	18 55	22 19	20 79	20 9	5 67	7 49	10 43	13 16	7
8	20 8	22 48	21 20	25 36	23 76	22 96	6 48	8 56	11 92	15 4	8
9	22 59	25 29	23 85	28 53	26 73	25 83	7 29	9 63	13 41	16 92	9
10	25 10	28 10	26 50	31 70	29 70	28 70	8 10	10 70	14 90	18 80	10
11	27 61	30 91	29 15	34 87	32 67	31 57	8 91	11 77	16 39	20 68	11
12	30 12	33 72	31 80	38 4	35 64	34 44	9 72	12 84	17 88	22 56	12
13	32 63	36 53	34 45	41 21	38 61	37 31	10 53	13 91	19 37	24 44	13
14	35 14	39 34	37 10	44 38	41 58	40 18	11 34	14 98	20 86	26 32	14
15	37 65	42 15	39 75	47 55	44 55	43 5	12 15	16 5	22 35	28 20	15
16	40 16	44 96	42 40	50 72	47 52	45 92	12 96	17 12	23 84	30 8	16
17	42 67	47 77	45 5	53 89	50 49	48 79	13 77	18 19	25 33	31 96	17
18	45 18	50 58	47 70	57 6	53 46	51 66	14 58	19 26	26 82	33 84	18
19	47 69	53 39	50 35	60 23	56 43	54 53	15 39	20 33	28 31	35 72	19
20	50 20	56 20	53 0	63 40	59 40	57 40	16 20	21 40	29 80	37 60	20
21	52 71	59 1	55 65	66 57	62 37	60 27	17 1	22 47	31 29	39 48	21
22	55 22	61 82	58 30	69 74	65 34	63 14	17 82	23 54	32 78	41 36	22
23	57 73	64 63	60 95	72 91	68 31	66 1	18 63	24 61	34 27	43 24	23
24	60 24	67 44	63 60	76 8	71 28	68 88	19 44	25 68	35 76	45 12	24
25	62 75	70 25	66 25	79 25	74 25	71 75	20 25	26 75	37 25	47 0	25
26	65 26	73 6	68 90	82 42	77 22	74 62	21 6	27 82	38 74	48 88	26
27	67 77	75 87	71 55	85 59	80 19	77 49	21 87	28 89	40 23	50 76	27
28	70 28	78 68	74 20	88 76	83 16	80 36	22 68	29 96	41 72	52 64	28
29	72 79	81 49	76 85	91 93	86 13	83 23	23 49	31 3	43 21	54 52	29
30	75 30	84 30	79 50	95 10	89 10	86 10	24 30	32 10	44 70	56 40	30
31	77 81	87 11	82 15	98 27	92 7	88 97	25 11	33 17	46 19	58 28	31

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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		Watch-ers	
	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years		
Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1/2	1 58 1/2	1 35 1/2	0 84	1 1/2	1 38 1/2	1 19 1/2	0 76 1/2	0 95	1 25 1/2	1 7 1/2	0 71 1/2	0 90	1 43 1/2	1/2
1	3 17	2 71	1 68	2 15	2 77	2 39	1 53	1 90	2 51	2 15	1 43	1 80	2 87	1
2	6 34	5 42	3 36	4 30	5 54	4 78	3 6	3 80	5 2	4 30	2 86	3 60	5 74	2
3	9 51	8 13	5 4	6 45	8 31	7 17	4 59	5 70	7 53	6 45	4 29	5 40	8 61	3
4	12 68	10 84	6 72	8 60	11 8	9 56	6 12	7 60	10 4	8 60	5 72	7 20	11 48	4
5	15 85	13 55	8 40	10 75	13 85	11 95	7 65	9 50	12 55	10 75	7 15	9 0	14 35	5
6	19 2	16 26	10 8	12 90	16 62	14 34	9 18	11 40	15 6	12 90	8 58	10 80	17 22	6
7	22 19	18 97	11 76	15 5	19 39	16 73	10 71	13 30	17 57	15 5	10 1	12 60	20 9	7
8	25 36	21 68	13 44	17 20	22 16	19 12	12 24	15 20	20 8	17 20	11 44	14 40	22 96	8
9	28 53	24 39	15 12	19 35	24 93	21 51	13 77	17 10	22 59	19 35	12 87	16 20	25 83	9
10	31 70	27 10	16 80	21 50	27 70	23 90	15 30	19 0	25 10	21 50	14 30	18 0	28 70	10
11	34 87	29 81	18 48	23 65	30 47	26 29	16 83	20 90	27 61	23 65	15 73	19 80	31 57	11
12	38 4	32 52	20 16	25 80	33 24	28 68	18 36	22 80	30 12	25 80	17 16	21 60	34 44	12
13	41 21	35 23	21 84	27 95	36 1	31 7	19 89	24 70	32 63	27 95	18 59	23 40	37 31	13
14	44 38	37 94	23 52	30 10	38 78	33 46	21 42	26 60	35 14	30 10	20 2	25 20	40 18	14
15	47 55	40 65	25 20	32 25	41 55	35 85	22 95	28 50	37 65	32 25	21 45	27 0	43 5	15
16	50 72	43 36	26 88	34 40	44 32	38 24	24 48	30 40	40 16	34 40	22 88	28 80	45 92	16
17	53 89	46 7	28 56	36 55	47 9	40 63	26 1	32 30	42 67	36 55	24 31	30 60	48 79	17
18	57 6	48 78	30 24	38 70	49 86	43 2	27 54	34 20	45 18	38 70	25 74	32 40	51 66	18
19	60 23	51 49	31 92	40 85	52 63	45 41	29 7	36 10	47 69	40 85	27 17	34 20	54 53	19
20	63 40	54 20	33 60	43 0	55 40	47 80	30 60	38 0	50 20	43 0	28 60	36 0	57 40	20
21	66 57	56 91	35 28	45 15	58 17	50 19	32 13	39 90	52 71	45 15	30 3	37 80	60 27	21
22	69 74	59 62	36 96	47 30	60 94	52 58	33 66	41 80	55 22	47 30	31 46	39 60	63 14	22
23	72 91	62 33	38 64	49 45	63 71	54 97	35 19	43 70	57 73	49 45	32 89	41 40	66 1	23
24	76 8	65 4	40 32	51 60	66 48	57 36	36 72	45 60	60 24	51 60	34 32	43 20	68 88	24
25	79 25	67 75	42 0	53 75	69 25	59 75	38 25	47 50	62 75	53 75	35 75	45 0	71 75	25
26	82 42	70 46	43 68	55 90	72 2	62 14	39 78	49 40	65 26	55 90	37 18	46 80	74 62	26
27	85 59	73 17	45 36	58 5	74 79	64 53	41 31	51 30	67 77	58 5	38 61	48 60	77 49	27
28	88 76	75 88	47 4	60 20	77 56	66 92	42 84	53 20	70 28	60 20	40 4	50 40	80 36	28
29	91 93	78 59	48 72	62 35	80 33	69 31	44 37	55 10	72 79	62 35	41 47	52 20	83 23	29
30	95 10	81 30	50 40	64 50	83 10	71 70	45 90	57 0	75 30	64 50	42 90	54 0	86 10	30
31	98 27	84 1	52 8	66 65	85 87	74 9	47 43	58 90	77 81	66 65	44 33	55 80	88 97	31

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during July, 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 25½	1 13½	1 3½	1 40½	1 48½	1 58½	½
1	2 51	2 27	2 7	2 81	2 97	3 17	1
2	5 2	4 54	4 14	5 62	5 94	6 34	2
3	7 53	6 81	6 21	8 43	8 91	9 51	3
4	10 4	9 8	8 28	11 24	11 88	12 68	4
5	12 55	11 35	10 35	14 5	14 85	15 85	5
6	15 6	13 62	12 42	16 86	17 82	19 2	6
7	17 57	15 89	14 49	19 67	20 79	22 19	7
8	20 8	18 16	16 56	22 48	23 76	25 36	8
9	22 59	20 43	18 63	25 29	26 73	28 53	9
10	25 10	22 70	20 70	28 10	29 70	31 70	10
11	27 61	24 97	22 77	30 91	32 67	34 87	11
12	30 12	27 24	24 84	33 72	35 64	38 4	12
13	32 63	29 51	26 91	36 53	38 61	41 21	13
14	35 14	31 78	28 98	39 34	41 58	44 38	14
15	37 65	34 5	31 5	42 15	44 55	47 55	15
16	40 16	36 32	33 12	44 96	47 52	50 72	16
17	42 67	38 59	35 19	47 77	50 49	53 89	17
18	45 18	40 86	37 26	50 58	53 46	57 6	18
19	47 69	43 13	39 33	53 39	56 43	60 23	19
20	50 20	45 40	41 40	56 20	59 40	63 40	20
21	52 71	47 67	43 47	59 1	62 37	66 57	21
22	55 22	49 94	45 54	61 82	65 34	69 74	22
23	57 73	52 21	47 61	64 63	68 31	72 91	23
24	60 24	54 48	49 68	67 44	71 28	76 8	24
25	62 75	56 75	51 75	70 25	74 25	79 25	25
26	65 26	59 2	53 82	73 6	77 22	82 42	26
27	67 77	61 29	55 89	75 87	80 19	85 59	27
28	70 28	63 56	57 96	78 68	83 16	88 76	28
29	72 79	65 83	60 3	81 49	86 13	91 93	29
30	75 30	68 10	62 10	84 30	89 10	95 10	30
31	77 81	70 37	64 17	87 11	92 7	98 27	31

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

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

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

**Ready Reckoner showing the minimum Wages payable for the number  
of days worked during July, 1952, to Daily Paid workers in the  
Motor Transport Trade**

<i>No. of Days</i>	<i>Class A ,, B ,, D</i>	<i>Class C</i>	<i>Class E ,, G</i>	<i>Class F</i>	<i>Class H</i>	<i>Class L</i>	<i>No. of Days</i>
$\frac{1}{2}$	2 85	2 47 $\frac{1}{2}$	2 10	2 22 $\frac{1}{2}$	1 97 $\frac{1}{2}$	1 25	$\frac{1}{2}$
<b>1</b>	5 70	4 95	4 20	4 45	3 95	2 50	<b>1</b>
<b>2</b>	11 40	9 90	8 40	8 90	7 90	5 0	<b>2</b>
<b>3</b>	17 10	14 85	12 60	13 35	11 85	7 50	<b>3</b>
<b>4</b>	22 80	19 80	16 80	17 80	15 80	10 0	<b>4</b>
<b>5</b>	28 50	24 75	21 0	22 25	19 75	12 50	<b>5</b>
<b>6</b>	34 20	29 70	25 20	26 70	22 70	15 0	<b>6</b>
<b>7</b>	39 90	34 65	29 40	31 15	27 65	17 50	<b>7</b>
<b>8</b>	45 60	39 60	33 60	35 60	31 60	20 0	<b>8</b>
<b>9</b>	51 30	44 55	37 80	40 5	35 55	22 50	<b>9</b>
<b>10</b>	57 0	49 50	42 0	44 50	39 50	25 0	<b>10</b>
<b>11</b>	62 70	54 45	46 20	48 95	43 45	27 50	<b>11</b>
<b>12</b>	68 40	59 40	50 40	53 40	47 40	30 0	<b>12</b>
<b>13</b>	74 10	64 35	54 60	57 85	51 35	32 50	<b>13</b>
<b>14</b>	79 80	69 30	58 80	62 30	55 30	35 0	<b>14</b>
<b>15</b>	85 50	74 25	63 0	66 75	59 25	37 50	<b>15</b>
<b>16</b>	91 20	79 20	67 20	71 20	63 20	40 0	<b>16</b>
<b>17</b>	96 90	84 15	71 40	75 65	67 15	42 50	<b>17</b>
<b>18</b>	102 60	89 10	75 60	80 10	71 10	45 0	<b>18</b>
<b>19</b>	108 30	94 5	79 80	84 55	75 5	47 50	<b>19</b>
<b>20</b>	114 0	99 0	84 0	89 0	79 0	50 0	<b>20</b>
<b>21</b>	119 70	103 95	88 20	93 45	82 95	52 50	<b>21</b>
<b>22</b>	125 40	108 90	92 40	97 90	86 90	55 0	<b>22</b>
<b>23</b>	131 10	113 85	96 60	102 35	90 85	57 50	<b>23</b>
<b>24</b>	136 80	118 80	100 80	106 80	94 80	60 0	<b>24</b>
<b>25</b>	142 50	123 75	105 0	111 25	98 75	62 50	<b>25</b>
<b>26</b>	148 20	128 70	109 20	115 70	102 70	65 0	<b>26</b>
<b>27</b>	153 90	133 65	113 40	120 15	106 65	67 50	<b>27</b>
<b>28</b>	159 60	138 60	117 60	124 60	110 60	70 0	<b>28</b>
<b>29</b>	165 30	143 55	121 80	129 5	114 55	72 50	<b>29</b>
<b>30</b>	171 0	148 50	126 0	133 50	118 50	75 0	<b>30</b>
<b>31</b>	176 70	153 45	130 20	137 95	122 45	77 50	<b>31</b>

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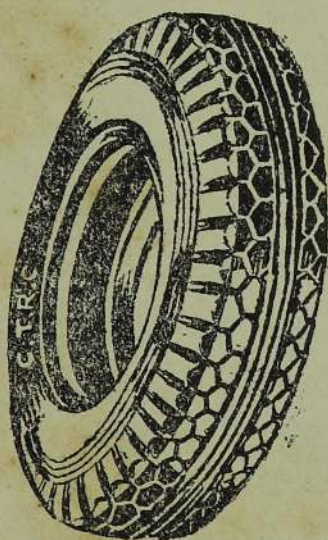
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