

Ceylon LABOUR GAZETTE

செயல் நூலகப் பிரிவு
மாநகர நூலக சேவை
மீட்டிங் ஹாலு.



VOLUME III
No. 6

JUNE
1952

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Personnel Management Advisory Service in U. K.



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"the greatest corporation

of all time," according to



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CEYLON

LABOUR GAZETTE

VOL. III, No. 6

JUNE, 1952

WORKMEN'S COMPENSATION IN CEYLON

The Workmen's Compensation Ordinance, No. 19 of 1934, introduced for the first time in Ceylon provision for the payment of compensation to workmen who are injured in the course of their employment. It was modelled on the Indian Workmen's Compensation Act of 1923. The administration was vested in the Commissioner of Labour as Commissioner for Workmen's Compensation but with the establishment of the Department of Social Services in February 1948, its administration was transferred to the Director of Social Services who is now the Commissioner for Workmen's Compensation.

The Scope of the Ordinance

The scope of the Ordinance was confined only to "workmen" who were defined in Section 2 as persons "employed on wages not exceeding Rs. 300 per mensem in any such capacity as is for the time being specified in Schedule II". From these words one observes that apart from introducing an income limit, no general definition of the term "Workman" was attempted. An employee could not qualify for any statutory benefit unless he came strictly within one or the other of the various occupations specified in Schedule II One is driven to the conclusion that when this early and very commendable experiment in social legislation was introduced, the intention was to embark upon no more far-reaching reform than that contemplated in England by the original Workmen's Compensation Act of 1897. It is, I think, very significant that although the draftsman of the Ceylon Ordinance had available to him, as a model, the very much wider definition of "workman" in the later English Act of 1925, he in fact adopted a definition and a schedule with a far more restricted scope similar to what was in operation under the definition (long since repealed) of the 1897 Act. I think that the language of the local Ordinance and of its relevant schedule catches up only the occupations of persons who belong to what are popularly described as "the working classes" engaged in manual labour and earning "wages" as distinct from "salaries". (Gratiaen J. in Workmen's Compensation Case No. C2/47/45, S. C. No. 1,259.)

[50 N.L.R. 306]

The term "Workman" does not include persons in all branches of the Fighting Forces, personnel of the Police Force, and casual employees who are employed otherwise than for the employer's trade or business. The list of occupations in Schedule II contains 34 items. Among the more important of the occupations in Schedule II are vehicular transport, manufacture of goods, mining, quarrying and excavating, port labour, blasting operations, building operations connected with bridges, bunds, roads, canals, tunnels, quays, wharves, &c., estates, toddy tapping, railways, telephone and telegraph services, all outdoor work in Government departments, operations connected with the training and keeping of animals, diving, manufacture of explosives, and scavenging or conservancy. Persons employed in a clerical capacity in most of these occupations have been expressly excluded from the benefits of the provisions of this Ordinance.

When is a Workman entitled to Compensation

When a workman suffers personal injury by accident arising out of and in the course of his employment, the employer will be liable to pay compensation in accordance with the provisions of the Ordinance. The employer, however, will not be liable to pay compensation where the injury does not result in a disablement for a period exceeding seven days. The employer also will not be liable where the injury, not resulting in death, is directly attributable to the workman having been at the time of the accident under the influence of drink or the wilful disobedience of the workman to an order expressly given or the wilful removal of any safety guard which he knew was provided for such purpose.

The Ordinance extends the term "accident" to include occupational diseases which are specified in Schedule III, such as, anthrax, lead poisoning, phosphorus, arsenic poisoning, &c. Anthrax excepted, a worker is required to be six months in continuous employment before liability in respect of an occupational disease may be fixed on the employer. Compensation is not payable in respect of any other disease unless it can be established that it is directly attributable to a specific injury by accident sustained by the workman arising out of and in the course of his employment.

Amount of Compensation

The amount of compensation will depend on the monthly wages of the workman at the time of the accident and the nature or extent of the disability. In the event of temporary disablement (whether total or partial), a half-monthly payment must be made on the twenty-third day after the accident, and, the amount varies from half the month's wages to Rs. 30 per half month, in accordance with Schedule IV. When the accident results in the death of the workman, the dependants will be entitled to a lump sum ranging from Rs. 500 to Rs. 4,000, and in the case of the death of a minor, Rs. 200. Where the injury results in permanent total disablement, the workman will be

entitled to a lump sum varying from Rs. 700 to Rs. 5,600. For permanent disablement resulting in a partial loss of earning capacity, the compensation is proportionate to the amount payable for total disablement. The injuries specified in Schedule I are deemed to result in permanent partial disablement. The percentage of the loss of earning capacity is also given therein. The percentage varies from 5 for the loss of any finger other than the index finger to 70 for the loss of right hand above or at the elbow. The local Ordinance has followed the Indian Act and the American, Japanese and South American Schedules, which are approximations of probable loss of earning capacity caused by the loss or permanent use of any particular member. Schedule I is, however, limited and it is more often than not that non-scheduled injuries are sustained in accidents. In the case of non-scheduled injuries, the assessment has to be based on the definition of "partial disablement" and "total disablement" and has, in most cases, to be arbitrary.

"Partial disablement" and "total disablement" are defined in the Ordinance. "Partial disablement" means "where the disablement is of a temporary nature, such disablement as reduces the earning capacity of a workman in any employment in which he was employed at the time of the accident resulting in the disablement and, where the disablement is of a permanent nature, such disablement as reduces his earning capacity in every employment which he was capable of undertaking at that time".

"Total disablement" means "such disablement whether of a temporary or permanent nature, as incapacitates a workman for all work which he was capable of performing at the time of the accident resulting in such disablement: provided that permanent total disablement shall be deemed to result from the permanent total loss of the sight of both eyes or from any combination of injuries specified in Schedule I where the aggregate percentage of the loss of earning capacity as specified in that Schedule against those injuries, amounts to one hundred per centum".

Procedure

When the accident does not result in death, the Ordinance recognizes the principle of mutual adjustment and employer and employee are allowed to settle the question of compensation between themselves. Where parties are unable to come to a settlement or when the amount offered by the employer is less than the amount prescribed by law, application for inquiry may be made to the Commissioner for Workmen's Compensation. In fatal cases, the dependants of the deceased workman may apply direct to the Commissioner who is also empowered by Section 20 to notice an employer directing him to state within 30 days whether or not he is liable to deposit compensation in respect of the accident. In terms of Section 57, the employer must report to the Commissioner any accident that occurs on his business premises or when a workman suffers personal injury by accident arising out of and in the course of employment and dies or absents himself

for a period exceeding seven days. An employer who fails to comply with any of the provisions of this Section shall be guilty of an offence and shall, on conviction after a summary trial by a Magistrate, be liable to a fine not exceeding fifty rupees.

The provisions of Section 16 (1) are important from the point of view of the injured workman. No proceedings are maintainable before a Commissioner unless notice of the accident has been given before the workman has voluntarily left the employment in which he was injured and unless the claim for compensation with respect to such accident has been instituted within six months of the occurrence of the accident, or within six months from the date of death. Notice of the accident need not be given if the claim is made in respect of the death of a workman resulting from an accident which occurred on the premises of the employer, or if the employer is proved to have had knowledge of the accident from any other source at or about the time of the accident. The Commissioner, however, is given the discretion to admit and decide any claim to compensation if he is satisfied that the failure to give notice or institute the claim within six months was due to sufficient cause. It has been held by the Supreme Court that ignorance of the provisions of Section 16 (1) of the Ordinance is not sufficient cause within the meaning of Section 16 (2) for failure to make a claim within the prescribed time. (Wijewardene C.J. in S. C. No. 314, Workmen's Compensation Case No. C3/140/47.) When the evidence shows that the employer had paid the workman moneys from time to time towards compensation and had promised to get further moneys from the Insurance Company which he failed to do, failure to make the claim within the prescribed time will amount to sufficient cause. (de Silva J. in S. C. No. 389, Workmen's Compensation Case No. C30/10,011/47).

The Workmen's Compensation Regulations, 1935, prescribe the forms, the procedure to be followed by the Commissioner in dealing with disputed cases, and the fees. An application for compensation by a workman may be made in Form 'A' and shall be accompanied by such fees as may be prescribed. An application for Order to deposit compensation by dependants of a deceased workman may be made in Form 'B'. The list of such dependants has been widely drawn to suit local conditions. A reference to a workman who has been injured, shall, where the workman is dead, include a reference to his dependants or any of them. On receiving an application, the Commissioner may call for a written statement dealing with the claim from the respondent. At the hearing, the Commissioner will ascertain upon what material proposition of fact or law the parties are at variance and will thereupon proceed to frame and record the issues upon which the right decision of the case appears to him to depend. The Commissioner is required to maintain a brief journal of the proceedings on an application. The Commissioner, in his judgment, must record the reasons for his findings on each of the issues. The Commissioner has all the powers of a civil court under the Civil Procedure Code for the purpose of taking evidence on oath and of enforcing the attendance of witnesses and compelling the productions of documents and material objects. The Commissioner is also empowered to

recover any sum or amount due from or payable by any person under the Ordinance, whether under an agreement or in terms of an award for the payment of compensation as it were a fine imposed by a Magistrate upon such person and for the purpose of such recovery has all the powers conferred upon a Magistrate for the recovery of fines imposed by him.

Registration of Agreements

There is also provision in the Ordinance for the registration of agreements. When the amount of any lump sum payable as compensation has been settled by agreement, the employer may send a Memorandum to the Commissioner, who is empowered to register it on being satisfied as to its genuineness. Where it appears to the Commissioner that an agreement as to the payment of a lump sum ought not to be registered on account of the inadequacy of the sum or amount or by reason of the agreement having been obtained by fraud or improper means, he may refuse to register it. This procedure provides not only a record of the payment but also produces speedy settlement.

How Payment should be made

In certain cases the compensation must be deposited with the Commissioner, and payment made directly by the employer will not be regarded as payment of compensation. Where the injury results in the death of the workman, the payment of a lump sum to a woman or a person under a legal disability must be made by deposit with the Commissioner. The employer, however, may pay an advance on account of compensation not exceeding a hundred rupees to the dependants of a deceased workman. The Commissioner will distribute among the dependants the compensation deposited in respect of a deceased workman in such proportion as he thinks fit. The amounts are usually invested in the Ceylon Savings Bank or in land or are paid out in small monthly instalments.

The Ordinance does not compel the employer to insure, but permits him to do so with a company licensed by the Commissioner.

Appeals

An appeal on a point of law lies to the Supreme Court against any order made by the Commissioner. When disposing of an appeal on a point of law, the Supreme Court can vary, modify, or reverse the finding of the Commissioner on any question of fact. The petition of appeal must bear uncanceled stamps to the value of Rs. 5 and must be filed in the Supreme Court within a period of thirty days reckoned from the date of the Order against which the appeal is preferred.

Some Statistics

The following are some statistics on the number of accidents reported and the amount of compensation paid since the time the Ordinance came into operation:—

Year	No. of Accidents Reported	Fatal Accidents			Non-fatal Accidents					
		No.	Compensation Paid		Permanent		Temporary			
			Rs.	c.	No.	Compensation Paid Rs. c.	No.	Compensation Paid Rs. c.		
1935 ..	1,103 ..	12 ..	8,050	0 ..	6 ..	1,110	20 ..	715 ..	8,101	24
1936 ..	3,873 ..	71 ..	60,102	28 ..	68 ..	20,013	74 ..	2,824 ..	39,262	12
1937 ..	4,581 ..	68 ..	51,312	0 ..	127 ..	45,673	73 ..	3,833 ..	57,478	72
1938 ..	5,548 ..	66 ..	44,588	16 ..	137 ..	55,243	70 ..	4,585 ..	74,649	17
1939 ..	6,158 ..	64 ..	47,664	30 ..	154 ..	49,382	92 ..	5,061 ..	75,131	12
1940 ..	7,683 ..	87 ..	56,890	50 ..	228 ..	89,739	90 ..	6,040 ..	73,814	47
1941 ..	8,618 ..	78 ..	59,770	31 ..	228 ..	101,908	97 ..	6,766 ..	100,554	81
1942 ..	6,892 ..	76 ..	64,236	69 ..	156 ..	56,407	93 ..	5,685 ..	81,944	33
1943 ..	7,006 ..	78 ..	72,489	40 ..	241 ..	103,044	52 ..	5,653 ..	94,098	23
1944 ..	7,233 ..	53 ..	67,031	41 ..	236 ..	124,887	28 ..	5,636 ..	111,077	43
1945 ..	7,418 ..	67 ..	127,385	25 ..	250 ..	147,952	11 ..	5,248 ..	125,023	73
1946 ..	8,481 ..	62 ..	84,272	0 ..	202 ..	121,626	58 ..	5,562 ..	137,713	50
1947 ..	10,153 ..	58 ..	107,968	81 ..	212 ..	144,614	28 ..	9,663 ..	183,917	60
1948 ..	9,210 ..	71 ..	131,450	0 ..	214 ..	152,929	86 ..	6,331 ..	165,225	12
1949 ..	9,708 ..	93 ..	169,200	0 ..	260 ..	186,829	6 ..	7,113 ..	198,214	95
1950 ..	9,805 ..	61 ..	115,998	0 ..	287 ..	245,026	90 ..	6,891 ..	175,362	0
1951 ..	10,317 ..	85 ..	200,476	0 ..	286 ..	248,427	84 ..	7,128 ..	238,881	21

Contributed by :

A Staff Officer of the
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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 May, 1952, was 276, four points lower than the figure for April, 1952. The cost of living index number for estate labourers for May, 1952, was 280 as against 292 for April, 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 March, 1952, and April, 1952, was as given below:—

	March, 1952	April, 1952
Technical and clerical ..	6,260	6,146
Skilled ..	7,795	7,548
Semi-skilled ..	12,748	12,379
Unskilled ..	25,319	24,396
	<u>52,122</u>	<u>50,469</u>

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

	March, 1952	April, 1952
Technical and clerical	248	224
Skilled	164	104
Semi-skilled	158	66
Unskilled	482	371
	<hr/>	<hr/>
	1,052	765
	<hr/>	<hr/>

Strikes

There were altogether eight strikes in the month of March, 1952, involving 3,327 workers and a loss of 5,473 man-days. Six of these strikes were on estates involving 2,964 workers and a loss of 4,384 man-days. The remaining two strikes were in the Toddy, Arrack and Vinegar Trade. In the case of one of these strikes, information about the number of workers involved and the number of man-days lost is not yet available. The other strike involved 363 workers and a loss of 1,089 man-days.

Arrivals and Departures of Indian Estate Labourers

In May, 1952, there was an excess of arrivals over departures of Indian Estate Labourers from the Island amounting to 661. 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 June, 1952, to workers, in all the Trades to which Part II of the Wages Boards Ordinance has been applied, will be slightly lower than those in the previous month.

NOTES OF CURRENT INTEREST

I. L. O. Internship Award to Ceylon

Ceylon has been selected by the I. L. O. for the offer of an internship to a Government nominee under its 1952 Internship Programme. The internships are awarded to nominees of Government and Employers' and Workers' Organizations. The purpose of the internships is to give the persons selected the opportunity of becoming better acquainted with the objects, functioning, and work of the International Labour Organization, so that they may be in a position to assist their Governments or Organizations in using more fully the facilities made available to them by the International Labour Office. The duration of the internship in Geneva will be two months.

Proposed I. L. O. Convention on Maternity Benefits

A new Convention designed to lead to "further progress in the protection of working mothers" is being considered by the General

Conference of the I. L. O., now in session at Geneva. The suggested Convention is a revised version of the 1919 Convention concerning the employment of women before and after childbirth. The revision has been urged by several governments on the ground that developments since that time have made necessary a broader and more flexible instrument.

The proposed new Convention, which follows the general lines of the 1919 instrument, would apply to women employed in industrial and non-industrial jobs, and it would provide for not less than 12 weeks of maternity leave before and after confinement. At least 6 weeks of this leave would be required to be taken after confinement. During maternity leave a mother would receive benefits "sufficient for the full healthy maintenance of herself and her child in accordance with a suitable standard of living". She would also receive pre-natal confinement, and post-natal care. These cash and medical benefits would be provided either under compulsory social insurance or out of public funds.

The Convention would also entitle a mother to have time off from work for nursing, and would forbid employers dismissing mothers during maternity leave.

I. L. O. Programme for White Collar Workers

Proposals for an International Labour Organization programme to improve the conditions of white collar workers were agreed upon at a recent meeting of the I. L. O. Advisory Committee on Salaried Employees and Professional Workers held in Geneva. The suggested programme will now be considered by the I. L. O. Governing Body.

It proposes that the I. L. O. take action to solve the problem of unemployment among white collar workers, and to better the working conditions of salaried women workers, teachers, and journalists. It calls also for a series of I. L. O. studies on such questions as collective agreements, pension schemes, methods of wage determination, methods of advancement, training, salary increases for age and seniority, daily rest periods, and holidays with pay.

Other proposed studies would cover the right of the salaried inventor, systems of job classification, and methods of grading.

The meeting, which brought together Government, worker and employer representatives of ten countries, advanced a series of recommendations to improve hygienic conditions in shops and offices.

Trade Union Registrations

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

No. 493 Government Cashiers' Union.

No. 494 Association of Principals of Government Training Colleges.

PERSONNEL MANAGEMENT ADVISORY SERVICE IN U. K.

The subject of personnel management came into major prominence during the war, although interest in it had been gradually developing among industrialists for some years before the war. The necessities of the war, however, made it imperative that attention to the human relationships in industry must be stimulated in order to secure that degree of efficiency and contentment without which the country's war effort could not be fully geared up. Government Departments gave particular heed to this question and encouraged among their contractors a forward attitude.

Establishment of Service

When the war was over, it was felt that the developments which had been secured in the field of personnel management should be maintained and still further extended so as to facilitate the transition from war to peace production with its accompanying problem of the resettlement of millions of ex-Servicemen. It was, in fact, recognized that if the country was to overcome the inevitable dislocation of its economy as the result of the war and find an adequate solution to the social and industrial problems with which it was faced, then questions of human relationships in industry became paramount.

Accordingly, the Personnel Management Advisory Service was established under the Factory Department of the Ministry of Labour and National Service. It was appropriately so attached at that time because, for many years, Factory Inspectors had themselves contributed in no small degree to such evolution of personnel management as had already occurred. In the course of their duties, they had not contented themselves with securing the observance of mere statutory requirements in relation to the welfare of employed persons; they influenced employers to regard the statutes only as minima and encouraged progressive improvements beyond those minimum standards. These developments in "welfare" naturally led to an interest in the more comprehensive subject of personnel management as a whole and the Inspectorate took every opportunity of fostering that interest.

It was therefore natural that at its inception the Ministry's formal Personnel Management Advisory Service should be associated with the Factory Department. A team of skilled and experienced personnel officers was recruited from industry and became the Department's Personnel Management Advisers responsible to the Chief Inspector of Factories for operating the Advisory Service.

Purpose of Service

It may perhaps be appropriate to explain the term "personnel management" in its modern connotation. It is that element in general industrial management which is primarily concerned with the human relationships in the undertaking and has as its objective

the maintenance of those relationships on a basis which encourages all those concerned to make their maximum personal contribution to the effective working of the undertaking.

The purpose of the Personnel Management Advisory Service, therefore, is to help firms to develop their personnel management along these lines by formulating a progressive personnel policy and adopting those practical techniques which are indispensable to the carrying-out of such a policy. The necessity for a formulated policy as a prerequisite of successful personnel management is clear. Without it, a firm's line executives have no chart to guide them in their relationships with those under their charge, so that efficient and sympathetic management of personnel becomes impossible.

It is to be noted that the formulation of a policy does not necessarily postulate the adoption of specific benefit schemes but is rather intended to place on record, for the information of the supervisory force and of the employees, the general attitude of the firm towards the employees. That attitude might be expressed, for example, as follows:—

“It is the objective of this Company to establish such relationships with its employees of all ranks as will encourage them to feel a satisfaction in their employment and so enable them to collaborate to the full in promoting the Company's efficiency and prosperity. In pursuance of this objective, the Company will maintain constantly under review—

1. Its methods of recruitment, selection, training, education, and promotion;
2. Its administration of industrial agreements relating to its terms of employment, methods and standards of remuneration, and working conditions;
3. Its provisions for workshop amenities and employees' services;
4. Its facilities for consultation on all appropriate matters with its employees and with their trade union representatives; and
5. Its procedures for the settlement of differences and the avoidance of disputes.”

The implementation in practice of such a declaration of policy would involve, *inter alia*—

The use of adequate and objective methods of selection for engagement;

The placing of employees in the available work most suited to their abilities;

The provision of training and educative facilities to enable employees to perform their duties competently and to fit them for promotion as opportunity offers;

The consideration of the employee, as well as of the Company, before transferring him from one job to another;

The filling of vacancies from within the Company, so long as suitable candidates are available;

The development and maintenance of methods for the regular assessment of employees' qualities and services and the use of these recorded assessments as a means of selecting employees for promotion.

The recognition of the right of the employees, assisted, if they so wish, by their union representative, to examine and check methods and calculations on which payment by results proposals are based; and

The maintenance of the highest practicable standard of workshop conditions and amenities, regarding statutory legislation on the subject merely as a minimum.

The Personnel Management Advisory Service helps firms to apply the various points in their day-to-day administration. It does so by direct advice, and/or by putting the firms into touch with an appropriate specialist organization, *e.g.*, the Institute of Personnel Management, the Industrial Welfare Society, the National Institute of Industrial Psychology, &c. The Service does not, of course, act as a professional industrial consultant; it can only set the firm on the right path and thereafter offer such general guidance as may be desired. The advantage the Service possesses is that the Advisers are all drawn from industry and by their experience are equipped with up-to-date information of a practical character.

Training of Personnel Officers

The handicap under which so many firms are suffering is the dearth of trained personnel officers to put in charge of the administration of their personnel policies and to advise them in general on those policies. One of the most important functions of the Advisory Service is to help untrained or inexperienced personnel officers both directly and by arranging lecture courses in co-operation with the educational authorities and the Institute of Personnel Management. These courses have proved of great advantage both to the individuals and to the firms by which they are employed.

The Advisory Service does not, of course, restrict its activities to the larger firms which can establish special personnel departments and employ specialist personnel officers. Much of the Advisers' work is with the small firm which, despite its smallness, wants to put its personnel management on a sound footing but obviously cannot justify a specialist department. The Advisers explain how the job can be done in those cases, by allocating the various personnel functions to appropriate members of the existing staff.

Another of the functions of the Advisory Service is to organize or help in organizing conferences of employers on personnel management so that advantage can be gained from the pooling of experience.

The Advisers also co-operate with the Appointments Department of the Ministry in order to assist employers to find suitable personnel officers.

Joint Consultation in Factories, &c.

One of the main features of any progressive personnel policy is the creation of facilities for joint consultation between management and employees on all matters of mutual interest. There is perhaps no aspect of personnel management of greater importance in these days. It is significant that this subject emerges into prominence in times of national crisis. In the emergency of the first World War, the Whitley Committee laid the foundation of Works Committees "to give employees wider interest in and greater responsibility for the conditions in which their work is performed and to prevent frictions and misunderstanding." After Dunkirk, Mr. Bevin as Minister of Labour and National Service declared in the House of Commons :

"It is my considered view that, in order to avoid conditions which cause discontent, there should be established in all industrial establishments standing joint arrangements for regular discussion between managements and properly elected representatives of the workpeople on matters in which they are mutually interested."

In 1942, when every nerve had to be strained to build up preparations for the final great attack, the Government led the way in joint consultation by forming Committees in each Royal Ordnance Factory, this step being followed by the engineering industry which agreed with the trade unions on the establishment of Joint Production Committees throughout the engineering industry.

Committees were also set up in the coal mines, in the shipyards and on civil engineering contracts. In fact, there was a great expansion of joint consultative machinery throughout industry generally.

Again, in 1946, when the economic crisis developed, one of the first steps urged by the Government was the revival of moribund Committees and the formation of new ones.

In 1947, the National Joint Advisory Council, consisting of representatives of the British Employers' Confederation and the Trades Union Congress, recommended that national organizations of employers and employed should give consideration to the desirability of building up an appropriate form of joint consultation at the factory level. The Regional Boards for Industry were invited to help in the Regions and, of course, the Ministry of Labour and National Service has been active throughout in stimulating the interest of industry in the subject.

At this particular time of national difficulty, it is becoming recognized that consultative facilities between management and employees are essential if the maximum industrial effort of the nation is to be achieved. For that reason, the Personnel Management Advisory Service is at the disposal of employers to help them to establish such facilities within the framework of their national industrial agreements where these exist, or independently where no national agreement has been reached.

It will be evident from this description of the Personnel Management Advisory Service that the Ministry places great importance on the fostering of modern ideas of personnel management as an essential factor in the improvement of human relationships in industry. In order still further to emphasize this point, the Advisory Service has been transferred from the Factory Department to the Industrial Relations side of the Ministry and the various Advisers have been attached to the Regional Industrial Relations Offices in the Regions. By this means, the whole effort of the Ministry to promote good industrial relationships is co-ordinated.

(From the U. K. Ministry of Labour Gazette)

WORKMEN'S COMPENSATION

An Interesting British Case

Judgment was delivered sometime at the end of last year in the Court of Appeal by Lord Justice Denning in *Christmas v. General Cleaning Contractors, Ltd.*, and *Christmas v. Caledonian Club Trust, Ltd.*

The cases arose out of an accident to Christmas, a window cleaner who had been sent by the firm, General Cleaning Contractors, Ltd., to the Caledonian Club to clean their windows. It would appear that the cleaner was standing on a window sill, cleaning the top part of the upper sash of one of its window panes and the lower sash came down by itself and knocked from its position the hand by which he was supporting himself by holding the upper sash. This led to his falling to the ground and injuring himself. He claimed damages from his employers and also from the club on the ground that the window was defective and was awarded £3,500 as damages against both firms, who then appealed from the order.

In dealing with the appeal Lord Justice Denning said that the only defect in the lower sash was that the balance weights were rather too light so that it ran downwards too easily. It did not follow that the club were guilty of negligence. The first question to consider was whether they were in breach of the duty of care which they owed to their members and their servants. The Lordship thought not, for the simple reason that, in spite of the defect, the window was safe enough for all ordinary purposes.

The next question was whether the club were in breach of their duty to the window cleaner. The defect rendered the sash a danger to him, but the liability of the club depended on whether that was an unusual danger. He did not agree that it was. The evidence showed quite clearly that windows which were safe enough for ordinary purposes might yet have a defect rendering them a danger to window cleaners.

What, then, was the law on the matter? Was a householder responsible for seeing that windows were safe for window cleaners to hold on to? He thought not, though the householder was concerned to see that his windows were safe for his servants to open and close and, indeed, clean. The duty which a householder owed to his servants was much higher than that which he owed to a window cleaner, who was only an invitee. A householder employed a window cleaner as an independent contractor and left it to him to decide how he should do the work and what safeguards he should take—whether he should use ladders or cradles or simply stand on the sill. The householder did not know what strains or stresses the window cleaner was going to put on the window. If the cleaner chose to rely on the window for his safety, then it was for him and not for the householder to take steps to see that it was safe for his special purposes.

The next question was whether the contractors were liable to the window cleaner as their employee. It was argued for them that employers who sent their servants out to work on the premises of other people had no responsibility for the safety of those premises. It was contended that it was for the occupier to see that the premises were safe for the workmen and not for the employer to do so. His Lordship did not agree with that proposition. It must follow that it was for the employer, who sent his men to the premises, to take reasonable care to see that the premises were safe for the men, or else take proper steps to protect the men from the dangers to which he sent them.

There was a difference between a masterman and a journeyman: the masterman, working on his own account, who knew of the dangers, had a choice before him; he need not do the work if he did not wish to run the risk. But a journeyman, working for another, had no such easy choice. He had been sent to do the work, and he might well feel that do it he must even though he knew it involved some risk. If such a man had no remedy against the occupier then it must be the duty of his employer to take reasonable care to protect him.

The question, then, was whether the contractors had taken reasonable care to protect the window cleaner. Window cleaning was a dangerous occupation, and the cleaner fell because of one of the dangers usual to it. The contractors should have taken steps to protect him from the dangers; they should have laid out the work more carefully. One way would have been to have the cleaning done from a ladder instead of a sill. Another would be to ask the householder to allow the contractors to insert hooks in the brickwork to which a safety belt could be attached.

The contractors said that those suggestions were not practicable, and that it was the usual thing for men to clean windows by standing on a sill. That answer did not satisfy him. Accordingly the appeal of the club was allowed but the appeal of the contractors was dismissed. (*From "Industrial Welfare and Personnel Management"*—January-February, 1952.)

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

Base : November, 1938-April, 1939=100

GROUPS OF HOUSEHOLD EXPENDITURE

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

INDEX NUMBERS

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

Base : November, 1942 = 100

*Index Number
Nov., 1942
= 100*

<i>Group Weights</i>	<i>63.66 ..</i>	<i>7.26 ..</i>	<i>7.06 ..</i>	<i>8.78 ..</i>	<i>13.24</i>	
1943	103 ..	94 ..	105 ..	138 ..	118 ..	107 .. 197
1944	102 ..	94 ..	105 ..	156 ..	127 ..	109 .. 200
1945	110 ..	94 ..	112 ..	165 ..	158 ..	121 .. 221
1946	113 ..	111 ..	124 ..	180 ..	155 ..	125 .. 229
1947	126 ..	121 ..	136 ..	213 ..	157 ..	138 .. 252
1948	138 ..	101 ..	148 ..	189 ..	157 ..	142 .. 260
1949	144 ..	97 ..	129 ..	156 ..	148 ..	141 .. 258
1950	154 ..	102 ..	129 ..	155 ..	154 ..	149 .. 272
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

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

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	.. 291	.. 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	.. —	.. 1.52	.. 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	.. 158	.. 89.24	.. 536	.. 209

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 ..	4,734 ..	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 January	6,072 ..	10,421 ..	13,439 ..	34,568 ..	64,500
February	6,330 ..	10,300 ..	13,384 ..	33,729 ..	63,743
March	6,288 ..	9,753 ..	13,191 ..	31,721 ..	60,953
April	6,077 ..	9,215 ..	12,757 ..	30,485 ..	58,534
May	5,669 ..	8,768 ..	12,151 ..	29,428 ..	56,016
June	5,573 ..	8,505 ..	12,179 ..	28,742 ..	54,999
July	5,652 ..	8,421 ..	12,448 ..	27,989 ..	54,510
August	5,806 ..	8,348 ..	12,398 ..	27,906 ..	54,458
September	5,718 ..	8,268 ..	12,254 ..	27,381 ..	53,621
October	5,582 ..	8,434 ..	12,544 ..	27,298 ..	53,858
November	5,577 ..	8,428 ..	12,791 ..	27,433 ..	54,229
December	†5,515 ..	†8,186 ..	†12,520 ..	26,486 ..	†52,707
1952 January	6,050 ..	8,211 ..	12,899 ..	26,822 ..	53,982
February	6,156 ..	8,067 ..	12,984 ..	26,286 ..	53,493
March	6,260 ..	7,795 ..	12,748 ..	25,319 ..	52,122
April	6,146 ..	7,548 ..	12,379 ..	24,396 ..	50,469

* 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	Navalapiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Total
1939 ..	26,677	—	—	—	—	—	—	—	—	—	—	—	—	—	26,677
1940 ..	27,645	—	—	—	—	—	—	—	—	—	—	—	—	—	27,645
1941 ..	20,458	—	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942 ..	19,333	—	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943 ..	8,335	—	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944 ..	1,053	—	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945 ..	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	—	1,497	—	21366*
1946 ..	25,805	1,117	808	993	3,397	726	352	816	119	433	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

* 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	.. — ..	869	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

TABLE VII

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

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Central	312	105	276	45	267	18	624	106	1,479	274
Negombo	24	15	20	1	39	5	187	10	270	31
Kalutara	43	5	22	1	82	8	82	5	229	19
Galle	52	2	32	—	67	1	114	4	265	7
Kandy	98	28	31	1	89	6	111	5	329	40
Nawalapitiya	8	—	8	—	25	—	43	6	84	6
Kurunegala	15	2	3	—	23	2	7	2	48	6
Jaffna	100	14	13	—	63	3	18	2	194	19
Ratnapura	22	6	6	—	19	3	17	—	64	9
Badulla	6	18	4	—	23	—	25	—	58	18
Batticaloa	11	9	15	5	20	6	49	1	95	21
Kalmunai	24	1	125	51	56	8	581	228	786	288
Trincomalee	16	5	6	—	18	1	5	—	45	6
Anuradhapura	12	11	2	—	21	2	14	2	49	15
Women's	74	3	20	—	81	3	72	—	247	6
Total	817	224	583	104	893	66	1,949	371	4,242	765

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*

†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.

*This figure does not include information in respect of one strike. It will be amended to include this information when available.

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 FEBRUARY 1952, BY INDUSTRIES OR TRADES

Industry or Trade	Number of		Number of	
	Strikes	Workers involved	Workers involved	Man-days lost
Plantations—Tea ..	1	383	383	383
Rubber ..	3	173	173	185
Tea-cum-Rubber ..	2	2,408	2,408	3,816
Coconut ..	—	—	—	—
Coconut-cum-Rubber ..	—	—	—	—
Total ..	6	2,964	2,964	4,384
Engineering ..	—	—	—	—
Printing ..	—	—	—	—
Motor Transport ..	—	—	—	—
Tea Export ..	—	—	—	—
Rubber Export ..	—	—	—	—
Coconut Manufacturing ..	—	—	—	—
Toddy, Arrack and Vinegar ..	2	263*	263*	1,089*
Match Manufacturing ..	—	—	—	—
Plumbago ..	—	—	—	—
Cinema ..	—	—	—	—
Dock, Harbour and Port Transport ..	—	—	—	—
Building Trade ..	—	—	—	—
Local Government Services ..	—	—	—	—
Service Institutions ..	—	—	—	—
Factories, Workshops, &c., run by the State ..	—	—	—	—
Textile ..	—	—	—	—
Relief Schemes ..	—	—	—	—
Wholesale and Retail Distribution ..	—	—	—	—
Aerated Waters and Ice Manufacturing ..	—	—	—	—
Beedi Manufacturing ..	—	—	—	—
Total ..	2	363*	363*	1,089*
Grand Total ..	8	3,327*	3,327*	5,473*

* This figure does not include information in respect of one strike

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

Cause	Number of		Number of	
	Strikes		Workers Involved	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work ..	1	—	50	—
2. Wage increases. Higher rates for piece work, &c. ..	—	2	—	*363
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	2	—	2,357	—
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	2	—	494	—
5. Food matters. Welfare ..	—	—	—	—
6. Right of association and meeting ..	—	—	—	—
7. Factional disputes and domestic matters ..	1	—	63	—
8. External matters, e.g., arrest by Police, immorality, &c. ..	—	—	—	—
9. Assaults by employer or agent or others ..	—	—	—	—
10. General demands ..	—	—	—	—
11. Sympathetic strikes ..	—	—	—	—
Total ..	6	2	2,964	*363

* This figure does not include information in respect of one strike

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

Years	Arrivals			Departures			Excess of Arrivals over Departures	Excess of De- partures over Arrivals
	Old	New	Total	Repatria- tion on Govt. account	Left Ceylon Un- assisted	Total		
1939	25,425	3,834	29,259	2,975	31,714	34,689	—	5,430
1940	2,955	363	3,318	5,560	12,578	18,138	—	14,820
1941	3,234	350	3,584	8,410	11,243	19,653	—	16,069
1942	6,585	229	6,814	5,398	33,183	38,581	—	31,767
1943	42,677	2,076	44,753	1,368	59,577	60,945	—	16,192
1944	49,354	2,623	51,977	786	59,683	60,469	—	8,492
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	—

APPENDIX I

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

Month: June, 1952.

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Tea Growing and Manufacturing Trade						
<i>Daily Rates</i>						
Male worker not under 16 years	1	10	1	6	2	16
Female worker not under 15 years	0	90	0	80	1	70
Child worker	0	65	0	73	1	38
Cocoa, Cardamom and Pepper Growing and Manufacturing Trade						
<i>Daily Rates</i>						
Male worker not under 16 years	1	10	1	6	2	16
Female worker not under 15 years	0	90	0	80	1	70
Child worker	0	65	0	73	1	38
Rubber Growing and Manufacturing Trade						
<i>Daily Rates</i>						
Male worker not under 16 years	1	30	1	6	2	36
Female worker not under 15 years	1	20	0	80	2	0
Child worker	0	95	0	73	1	68
Coconut Growing Trade						
<i>Daily Rates</i>						
The raising and maintenance of a coconut plantation : and						
The manufacture of copra—						
Kangany	0	90	1	6	1	96
Male not under 18 years	0	75	1	6	1	81
Female not under 18 years	0	60	0	80	1	40
Worker under 18 years	0	50	0	73	1	23
Coconut Manufacturing Trade						
<i>Daily Rates</i>						
The manufacture of desiccated coconut ;						
The manufacture of coconut oil ; and						
The manufacture of fibre and coir products—						
Within the Colombo area—						
Kangany	1	44	1	24	2	68
Male not under 18 years	1	24	1	24	2	48
Female not under 18 years	1	0	0	93	1	93
Worker under 18 years	0	75	0	86	1	61
Outside the Colombo area—						
Kangany	1	20	1	24	2	44
Male not under 18 years	1	0	1	24	2	24
Female not under 18 years	0	80	0	93	1	73
Worker under 18 years	0	60	0	86	1	46
“ Colombo area ” includes any place within 5 miles of the Municipal limits of Colombo						
Piece rates have been fixed for certain processes						
Engineering Trade						
<i>Daily Rates</i>						
Un-skilled labourer	1	24	1	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.						
Plumbago Trade (contd.)												
Underground and surface workers— <i>contd.</i>												
Electricians (assistants)	..	1	50	..	1	6						
Fitters (assistants)							..	2	25	..	1	6
Windlassmen (dabare workers)													..	2	56
Surface workers—												
Carpenters	..	2	50	..	1	6						
Masons							..	3	56			
Overseers	..	2	25	..	1	6						
Blacksmiths	..	2	0	..	1	6						
Boilermen							..	3	6			
Drill sharpeners							..	2	0			
Firewood carriers and splitters	..	1	60	..	1	6						
Carters	..	1	50	..	1	6						
Watchers							..	2	56			
Bakkikarayas or Banksmen	..	2	0	..	1	6						
Cooks	..	1	24	..	1	6						
Smithy boys							..	2	30			
Unskilled labourers							..	2	30			

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 73 cents.

Workers employed in curing and dressing—

(A) As overseers and kanganies .. 2 0 .. 1 26 .. 3 26

(B) On different jobs—

Within the Colombo area—

Male worker not under 18 years .. 1 25 .. 1 26 .. 2 51
 Female worker not under 18 years .. 1 0 .. 1 0 .. 2 0
 Worker under 18 years .. 0 50 .. 0 93 .. 1 43

Outside the Colombo area—

Male worker not under 18 years .. 1 0 .. 1 26 .. 2 26
 Female worker not under 18 years .. 0 84 .. 1 0 .. 1 84
 Worker under 18 years .. 0 40 .. 0 93 .. 1 33

“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: June, 1952

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	
Rubber Export Trade					
<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		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
Match Manufacturing Trade						
<i>Daily Rates</i>						
<i>Grade I—</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
<i>Grade II—</i>						
Male 18 years and over	1	40	1	37	2	77
Female 18 years and over	1	12	1	27	2	39
Young person over 14 and under 17 years ..	0	70	0	83	1	53
Young person 17 and over but under 18 years	0	90	1	0	1	90
<i>Grade III—</i>						
Male 18 years and over	1	24	1	27	2	51
Female 18 years and over	1	0	1	15	2	15
Young person over 14 and under 17 years ..	0	60	0	83	1	43
Young person 17 and over but under 18 years	0	80	1	0	1	80
<i>Grade IV—</i>						
Watcher	1	50	1	37	2	87

Cinema Trade*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>		<i>Special Allowance</i>		<i>Total</i>	
	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>	<i>Rs.</i>	<i>c.</i>
Dock, Harbour and Port Transport Trade						
<i>Monthly Rates</i>						
<i>Manual Work</i>						
Special Grade	..	65 0	..	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

Building Trade*Daily Rates*

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
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Semi-skilled, Grade II

Semi-skilled, Grade II	..	1 44	..	1 37	..	2 81
------------------------	----	------	----	------	----	------

Semi-skilled, Grade I

Semi-skilled, Grade I	..	1 60	..	1 37	..	2 97
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Skilled

Skilled	..	1 80	..	1 37	..	3 17
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APPENDIX II (A)

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

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 53	1 8	0 45	0 40	0 85	0 32½	0 36½	0 69	½
1	1 10	1 6	2 16	0 90	0 80	1 70	0 65	0 73	1 38	1
2	2 20	2 12	4 32	1 80	1 60	3 40	1 30	1 46	2 76	2
3	3 30	3 18	6 48	2 70	2 40	5 10	1 95	2 19	4 14	3
4	4 40	4 24	8 64	3 60	3 20	6 80	2 60	2 92	5 52	4
5	5 50	5 30	10 80	4 50	4 0	8 50	3 25	3 65	6 90	5
6	6 60	6 36	12 96	5 40	4 80	10 20	3 90	4 38	8 28	6
7	7 70	7 42	15 12	6 30	5 60	11 90	4 55	5 11	9 66	7
8	8 80	8 48	17 28	7 20	6 40	13 60	5 20	5 84	11 4	8
9	9 90	9 54	19 44	8 10	7 20	15 30	5 85	6 57	12 42	9
10	11 0	10 60	21 60	9 0	8 0	17 0	6 50	7 30	13 80	10
11	12 10	11 66	23 76	9 90	8 80	18 70	7 15	8 3	15 18	11
12	13 20	12 72	25 92	10 80	9 60	20 40	7 80	8 76	16 56	12
13	14 30	13 78	28 8	11 70	10 40	22 10	8 45	9 49	17 94	13
14	15 40	14 84	30 24	12 60	11 20	23 80	9 10	10 22	19 32	14
15	16 50	15 90	32 40	13 50	12 0	25 50	9 75	10 95	20 70	15
16	17 60	16 96	34 56	14 40	12 80	27 20	10 40	11 68	22 8	16
17	18 70	18 2	36 72	15 30	13 60	28 90	11 5	12 41	23 46	17
18	19 80	19 8	38 88	16 20	14 40	30 60	11 70	13 14	24 84	18
19	20 90	20 14	41 4	17 10	15 20	32 30	12 35	13 87	26 22	19
20	22 0	21 20	43 20	18 0	16 0	34 0	13 0	14 60	27 60	20
21	23 10	22 26	45 36	18 90	16 80	35 70	13 65	15 33	28 98	21
22	24 20	23 32	47 52	19 80	17 60	37 40	14 30	16 6	30 36	22
23	25 30	24 38	49 68	20 70	18 40	39 10	14 95	16 79	31 74	23
24	26 40	25 44	51 84	21 60	19 20	40 80	15 60	17 52	33 12	24
25	27 50	26 50	54 0	22 50	20 0	42 50	16 25	18 25	34 50	25
26	28 60	27 56	56 16	23 40	20 80	44 20	16 90	18 98	35 88	26
27	29 70	28 62	58 32	24 30	21 60	45 90	17 55	19 71	37 26	27
28	30 80	29 68	60 48	25 20	22 40	47 60	18 20	20 44	38 64	28
29	31 90	30 74	62 64	26 10	23 20	49 30	18 85	21 17	40 2	29
30	33 0	31 80	64 80	27 0	24 0	51 0	19 50	21 90	41 40	30

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

APPENDIX II (B)

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

Manufacturing Trade

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 65	0 53	1 18	0 60	0 40	1 0	0 47½	0 36½	0 84	½
1	1 30	1 6	2 36	1 20	0 80	2 0	0 95	0 73	1 68	1
2	2 60	2 12	4 72	2 40	1 60	4 0	1 90	1 46	3 36	2
3	3 90	3 18	7 8	3 60	2 40	6 0	2 85	2 19	5 4	3
4	5 20	4 24	9 44	4 80	3 20	8 0	3 80	2 92	6 72	4
5	6 50	5 30	11 80	6 0	4 0	10 0	4 75	3 65	8 40	5
6	7 80	6 36	14 16	7 20	4 80	12 0	5 70	4 38	10 8	6
7	9 10	7 42	16 52	8 40	5 60	14 0	6 65	5 11	11 76	7
8	10 40	8 48	18 88	9 60	6 40	16 0	7 60	5 84	13 44	8
9	11 70	9 54	21 24	10 80	7 20	18 0	8 55	6 57	15 12	9
10	13 0	10 60	23 60	12 0	8 0	20 0	9 50	7 30	16 80	10
11	14 30	11 66	25 96	13 20	8 80	22 0	10 45	8 3	18 48	11
12	15 60	12 72	28 32	14 40	9 60	24 0	11 40	8 76	20 16	12
13	16 90	13 78	30 68	15 60	10 40	26 0	12 35	9 49	21 84	13
14	18 20	14 84	33 4	16 80	11 20	28 0	13 30	10 22	23 52	14
15	19 50	15 90	35 40	18	12 0	30 0	14 25	10 95	25 20	15
16	20 80	16 96	37 76	19 20	12 80	32 0	15 20	11 68	26 88	16
17	22 10	18 2	40 12	20 40	13 60	34 0	16 15	12 41	28 56	17
18	23 40	19 8	42 48	21 60	14 40	36 0	17 10	13 14	30 24	18
19	24 70	20 14	44 84	22 80	15 20	38 0	18 5	13 87	31 92	19
20	26 0	21 20	47 20	24 0	16 0	40 0	19 0	14 60	33 60	20
21	27 30	22 26	49 56	25 20	16 80	42 0	19 95	15 33	35 28	21
22	28 60	23 32	51 92	26 40	17 60	44 0	20 90	16 6	36 96	22
23	29 90	24 38	54 28	27 60	18 40	46 0	21 85	16 79	38 64	23
24	31 20	25 44	56 64	28 80	19 20	48 0	22 80	17 52	40 32	24
25	32 50	26 50	59 0	30 0	20 0	50 0	23 75	18 25	42 0	25
26	33 80	27 56	61 36	31 20	20 80	52 0	24 70	18 98	43 68	26
27	35 10	28 62	63 72	32 40	21 60	54 0	25 65	19 71	45 36	27
28	36 40	29 68	66 8	33 60	22 40	56 0	26 60	20 44	47 4	28
29	37 70	30 74	68 44	34 80	23 20	58 0	27 55	21 17	48 72	29
30	39 0	31 80	70 80	36 0	24 0	60 0	28 50	21 90	50 40	30

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

APPENDIX III (A)

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

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
					Within the Colombo area				Outside the Colombo area				
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 98	0 90½	0 70	0 61½	1 34	1 24	0 96½	0 80½	1 22	1 12	0 86½	0 73	½
1	1 96	1 81	1 40	1 23	2 68	2 48	1 93	1 61	2 44	2 24	1 73	1 46	1
2	3 92	3 62	2 80	2 46	5 36	4 96	3 86	3 22	4 88	4 48	3 46	2 92	2
3	5 88	5 43	4 20	3 69	8 4	7 44	5 79	4 83	7 32	6 72	5 19	4 38	3
4	7 84	7 24	5 60	4 92	10 72	9 92	7 72	6 44	9 76	8 96	6 92	5 84	4
5	9 80	9 5	7 0	6 15	13 40	12 40	9 65	8 5	12 20	11 20	8 65	7 30	5
6	11 76	10 86	8 40	7 38	16 8	14 88	11 58	9 66	14 64	13 44	10 38	8 76	6
7	13 72	12 67	9 80	8 61	19 76	17 36	13 51	11 27	17 8	15 68	12 11	10 22	7
8	15 68	14 48	11 20	9 84	21 44	19 84	15 44	12 88	19 52	17 92	13 84	11 68	8
9	17 64	16 29	12 60	11 7	24 12	22 32	17 37	14 49	21 96	20 16	15 57	13 14	9
10	19 60	18 10	14 0	12 30	26 80	24 80	19 30	16 10	24 40	22 40	17 30	14 60	10
11	21 56	19 91	15 40	13 53	29 48	27 28	21 23	17 71	26 84	24 64	19 3	16 6	11
12	23 52	21 72	16 80	14 76	32 16	29 76	23 16	19 32	29 28	26 88	20 76	17 52	12
13	25 48	23 53	18 20	15 99	34 84	32 24	25 9	20 93	31 72	29 12	22 49	18 98	13
14	27 44	25 34	19 60	17 22	37 52	34 72	27 2	22 54	34 16	31 36	24 22	20 44	14
15	29 40	27 15	21 0	18 45	40 20	37 20	28 95	24 15	36 60	33 60	25 95	21 90	15
16	31 36	28 96	22 40	19 68	42 88	39 68	30 88	25 76	39 4	35 84	27 68	23 36	16
17	33 32	30 77	23 80	20 91	45 56	42 16	32 81	27 37	41 48	38 8	29 41	24 82	17
18	35 28	32 58	25 20	22 14	48 24	44 64	34 74	28 98	43 92	40 32	31 14	26 28	18
19	37 24	34 39	26 60	23 37	50 92	47 12	36 67	30 59	46 36	42 56	32 87	27 74	19
20	39 20	36 20	28 0	24 60	53 60	49 60	38 60	32 20	48 80	44 80	35 60	29 20	20
21	41 16	38 1	29 40	25 83	56 28	52 8	40 53	33 81	51 24	47 4	36 33	30 66	21
22	43 12	39 82	30 80	27 6	58 96	54 56	42 46	35 42	53 68	49 28	38 6	32 12	22
23	45 8	41 63	32 20	28 29	61 64	57 4	44 39	37 3	56 12	51 52	39 79	33 58	23
24	47 4	43 44	33 60	29 52	64 32	59 52	46 32	38 64	58 56	53 76	41 52	35 4	24
25	49 0	45 25	35 0	30 75	67 0	62 0	48 25	40 25	61 0	56 0	43 25	36 50	25
26	50 96	47 6	36 40	31 98	69 68	64 48	50 18	41 86	63 44	58 24	44 98	37 96	26
27	52 92	48 87	37 80	33 21	72 36	66 96	52 11	43 47	65 88	60 48	46 71	39 42	27
28	54 88	50 68	39 20	34 44	75 4	69 44	54 4	45 8	68 32	62 72	48 44	40 88	28
29	56 84	52 49	40 60	35 67	77 72	71 92	55 97	46 69	70 76	64 96	50 17	42 34	29
30	58 80	54 30	42 0	36 90	80 40	74 40	57 90	48 30	73 20	67 20	51 90	43 80	30

Note.—“Colombo area” includes any place within 5 miles of the Municipal limits of Colombo; “Male” refers to male workers not under 18 years of age; “Female” to female workers not under 18 years of age and “Young Persons” to workers under 18 years of age.

APPENDIX III (B)

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

* Applicable to Tea Export Trade only

APPENDIX III (C)

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

No. of Days	Un-skilled Rs. c.	Semi-skilled		Skilled Rs. c.	Kan-ganias Rs. c.	Watch-ers Rs. c.	Trade Learners and Apprentices				No. of Days
		Grade I Rs. c.	Grade II Rs. c.				1st Year Rs. c.	2nd Year Rs. c.	3rd Year Rs. c.	4th Year Rs. c.	
½	1 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

APPENDIX III (D)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during June, 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		
1/2	1 58 1/2	1 35 1/2	0 84	1 7 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

APPENDIX III (E)

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

“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.

APPENDIX III (F)

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

No. of Days	Class A ,, B ,, D	Class C	Class E ,, G	Class F	Class H	Class L	No. of Days
½	2 85	2 47½	2 10	2 22½	1 97½	1 25	½
1	5 70	4 95	4 20	4 45	3 95	2 50	1
2	11 40	9 90	8 40	8 90	7 90	5 0	2
3	17 10	14 85	12 60	13 35	11 85	7 50	3
4	22 80	19 80	16 80	17 80	15 80	10 0	4
5	28 50	24 75	21 0	22 25	19 75	12 50	5
6	34 20	29 70	25 20	26 70	22 70	15 0	6
7	39 90	34 65	29 40	31 15	27 65	17 50	7
8	45 60	39 60	33 60	35 60	31 60	20 0	8
9	51 30	44 55	37 80	40 5	35 55	22 50	9
10	57 0	49 50	42 0	44 50	39 50	25 0	10
11	62 70	54 45	46 20	48 95	43 45	27 50	11
12	68 40	59 40	50 40	53 40	47 40	30 0	12
13	74 10	64 35	54 60	57 85	51 35	32 50	13
14	79 80	69 30	58 80	62 30	55 30	35 0	14
15	85 50	74 25	63 0	66 75	59 25	37 50	15
16	91 20	79 20	67 20	71 20	63 20	40 0	16
17	96 90	84 15	71 40	75 65	67 15	42 50	17
18	102 60	89 10	75 60	80 10	71 10	45 0	18
19	108 30	94 5	79 80	84 55	75 5	47 50	19
20	114 0	99 0	84 0	89 0	79 0	50 0	20
21	119 70	103 95	88 20	93 45	82 95	52 50	21
22	125 40	108 90	92 40	97 90	86 90	55 0	22
23	131 10	113 85	96 60	102 35	90 85	57 50	23
24	136 80	118 80	100 80	106 80	94 80	60 0	24
25	142 50	123 75	105 0	111 25	98 75	62 50	25
26	148 20	128 70	109 20	115 70	102 70	65 0	26
27	153 90	133 65	113 40	120 15	106 65	67 50	27
28	159 60	138 60	117 60	124 60	110 60	70 0	28
29	165 30	143 55	121 80	129 5	114 55	72 50	29
30	171 0	148 50	126 0	133 50	118 50	75 0	30