

# Ceylon

## LABOUR GAZETTE

29 AUG 1952  
8/19/52

RECEIVED  
LABOUR DEPARTMENT  
29 AUG 1952

VOLUME III  
No. 8

AUGUST  
1952



### In this issue

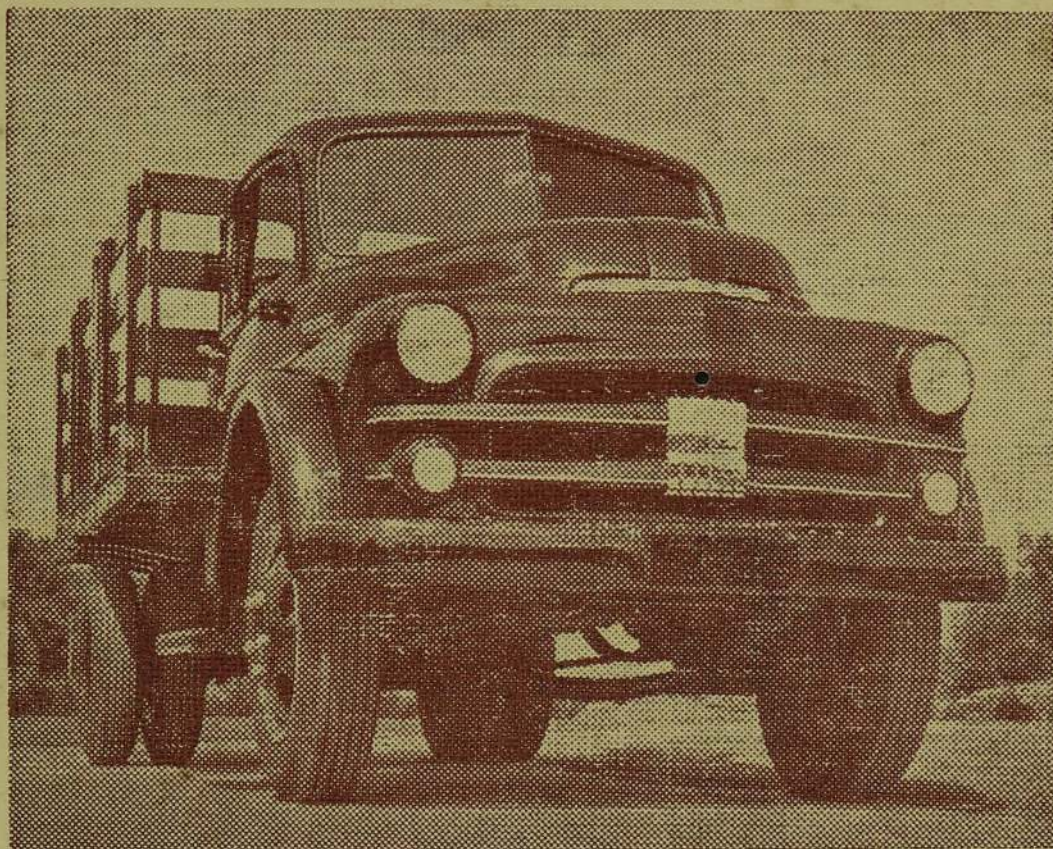
- Manpower Planning
- Statistics of the Month in Brief
- Notes of Current Interest
- Harmony in Labour-Management Relations
- Consolidated Decisions of Wages Boards—I.
- New Decisions of Wages Boards



PRINTED BY THE GOVERNMENT PRESS, CEYLON

# DODGE

## Job-Rated TRUCKS



*There's one for your job*

*Sole Distributors*

### **E. P. A. (BOGALA) MOTORS LIMITED**

No. 20, BOGALA BUILDING

Telephone  
**3535**

UPPER CHATHAM STREET, COLOMBO

Telegrams  
"EPAFO"

Listen to "MOPAR MELODIES" every Thursday at 7.45 a. m. on  
Radio Ceylon Commercial Programme

CONTENTS

PAGE

1.	Manpower Planning .. .. .	3
2.	Statistics of the Month in Brief .. .. .	8
3.	Notes of Current Interest .. .. .	9
4.	Harmony in Labour-Management Relations .. .. .	9
5.	Consolidated Decisions of Wages Boards. I—The Tea Growing and Manufacturing Trade .. .. .	12
6.	New Decisions of Wages Boards :—	
	(a) Cocoa, Cardamom and Pepper Growing and Manufacturing Trades .. .. .	17
	(b) Rubber Growing and Manufacturing Trade .. .. .	19
	(c) Printing Trade .. .. .	20
7.	Wages Boards Ordinance—Notice to Employers .. .. .	22

*Table* LIST OF TABLES

I	Cost of Living Index Numbers—Colombo Working Class since 1939 .. .. .	23
II	Cost of Living Index Numbers—Estate Labour since 1939 .. .. .	24
III	Wages Index Numbers—Tea and Rubber Estate Labourers and Unskilled Labourers in Government Employment .. .. .	25
IV	Table showing the number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island since 1939 .. .. .	26
V	Table showing the number of Registrants for employment or better employment according to registers maintained at the Employment Exchanges in the Island (Classification by Exchange areas) since 1939 .. .. .	27
VI	Table showing the number of persons placed in employment since 1939 .. .. .	28
VII	Table showing the number of persons registered and the number placed in employment during the month of June, 1952 .. .. .	29
VIII	Strikes in Ceylon since 1939 .. .. .	30
IX	Classification of the Strikes in May, 1952, by Industries or Trades .. .. .	31
X	Classification of the Strikes in May, 1952, by Causes .. .. .	31
XI	Arrivals and Departures of Indian Estate Labourers since 1939 .. .. .	32

APPENDICES

Appendix I	Statement showing the minimum rates of wages payable to workers in different trades for which Wages Boards have been established (August, 1952) .. .. .	33
II	Ready Reckoners showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during August, 1952, to workers in the—	
	(A) Tea Growing and Manufacturing Trade and Cocoa, Cardamom and Pepper Growing and Manufacturing Trade .. .. .	39
	(B) Rubber Growing and Manufacturing Trade .. .. .	40
III	Ready Reckoners showing the Minimum Wages payable for the number of days worked during August, 1952, to workers in the—	
	(A) Coconut Growing and Manufacturing Trades .. .. .	41
	(B) Tea Export and Rubber Export Trades .. .. .	42
	(C) Engineering Trade .. .. .	43
	(D) Match Manufacturing Trade .. .. .	44
	(E) Building Trade .. .. .	45
	(F) Motor Transport Trade—Daily Paid Workers .. .. .	46



# CEYLON

## LABOUR GAZETTE

VOLUME III No. 8

AUGUST, 1952

### MANPOWER PLANNING

#### What is Manpower Planning ?

Manpower planning is the organization of the country's work force in terms of its maximum usefulness in the national economic interest. It is the measurement of current and potential labour supplies against the present and prospective needs of the economic activities which constitute the working life of the nation and the development of concomitant programmes to bring about the necessary balancing of those needs. In other words, it is a budgeting of limited resources similar in character to that of the rational head of a household who establishes a pattern of immediate and future consumption expenditures in some order of relative importance to satisfy the variety of domestic, health, educational, and recreational, &c., claims of the members of the family, measuring them against his income or reserves and cutting, trimming or expanding items as the situation demands.

In actual fact, the United Kingdom introduced such an annual manpower budget procedure as a war measure to ensure that there would be no haphazard or wasteful use of labour supplies in view of the critical claims of the armed forces, war production and the basic needs of the civilian population. The post war labour shortage situation in the United Kingdom has led to the continuance of the annual manpower budget though the urgency is not as critical as in the war years. The fact that this specific aspect of manpower planning continues to be carried on however indicates that that country has realized, in its struggle for economic survival, that scarce resources must be conserved and manpower, numerically plentiful, is a limited commodity when it is examined in terms of its skills, mobility, industrial experience and utilization.

#### Manpower Facts the Basis of Manpower Planning

Manpower planning, therefore, must first of all be based on factual data derived from the labour force in its working activities in the

particular economic environment. The facts deal with the numbers, skills and aptitudes, distribution patterns and the effectiveness of its employed uses, its mobility and its potential expandability under given conditions.

The evaluation of the labour market on a day to day basis as reflected in returns of employment exchange unemployed registers and their relationship to the labour needs (or the lack of them) by industry or area or occupation is one aspect of manpower analysis preliminary to planning. Organization and analysis of manpower data is similarly involved in measuring the adequacy of vocational training programmes, on-the-job training, apprenticeship, &c. It is also concerned with the factors which bring about absenteeism, instability of job tenure or under-utilization of occupational skills for which no suitable opportunities are found. Short-run aspects of manpower planning in substance are, therefore, the effective organization of the employment market directed to the development or improvement of facilities for the recruitment, training and placing of job seekers in continuing employment at their highest skills.

Programme implementation or adaptation to the changing character of the labour market should logically be based on the intelligent uses of pertinent employment information in such a way as to provide answers to current problems of manpower planning and utilization. Idle skills are wasted skills, idle equipment without qualified operators is an economic waste which countries with limited capital resources like Ceylon, can ill afford. Hence the following types of questions which need to be examined continuously in relation to current and short range economic programmes for the purpose of intelligent integration of manpower needs and availabilities.

Is full use being made of the employment exchanges to tap local labour supplies for use outside the locality of registration? Are wage levels and working conditions on priority schemes realistically set to attract qualified workers? Is the planning of vocational guidance and training programmes being geared to produce the skills and the numbers required at the appropriate time for anticipated manpower requirements? Are local on-the-job replacements being trained for key jobs to succeed imported experts? What is being done to utilize workers who have acquired new skills as heavy equipment operators, concrete pourers, steel girder fitters and so forth on large scale primary construction projects which are tapering off? What stability of employment and promotional opportunities must be held out so that these newly acquired skills will not be lost to the nation? Is the next development project scheduled to start so as to absorb these artisans or will they drift back to their villages and join their family units to resume traditional poorly paid agricultural or handicraft activities? &c.

### Long Range Objectives

Manpower planning also has long range objectives. It must consider the implications of secular population and labour force growth and economic development. It must attempt to appraise, realistically,

generalized forecasts of long range labour requirements which are too frequently thrown in as an afterthought to economic development plans and which are likely to be drastically affected by circumstances outside the economic planning stages. Such labour forecasts need to be reviewed in terms of revisions in starting dates or development stages of proposed projects because of lack of funds, shortages of equipment or of the supply of critically short key skilled personnel at the initial stages preliminary to large scale expansion. The priority of already programmed activities may be changed thereby causing adjustments in the levels of labour requirements, bringing into balance anticipated shortages or conversely accentuating existing labour supply difficulties. Manpower planners, consequently, must be qualified to establish ranges of probability levels within which manpower demand and supply measurements can be related. Their judgments and recommendations as manpower experts should consequently be given full consideration at all stages in the planning and scheduling of economic development programmes.

In the uncertainties of the world today long range plans may only be a matter of a few years, for example, the Colombo, Six-Year Plans, &c. On the other hand, the successful development of a manpower programme may take much longer, because of the need to shape the interests and aptitudes of the children and youth who are the work force of the next generation. Manpower planning, therefore, becomes a conscious part of the overall economic and social planning which a progressive country, and especially an under-developed one, must carry out to secure the maximum use of its physical and human resources.

Manpower planning in itself cannot create jobs nor can it change the character of the current or short range labour supply. It is, however, the starting point for modifying existing manpower programmes or initiating new ones which will interact on the social and economic structure and, in turn, be affected by it.

Can manpower planning affect the traditional, sometimes intangible, sometimes material, values placed on certain types of vocational activities by the social system? It can publicize the need for manual, technical or professional skills, it can identify the opportunities and the outlook in the particular job situations. Manpower planning can indicate the problem areas in which agencies of Government must co-operate to bring about a modification in the point of view in regard to the desirability of engaging in certain types of activities. A typical example and one which is common to all the under-developed countries is the question of whether the dignity of manual work can be assimilated into the thinking of the better educated, the middle classes, so that the young man from such an environment will take up a trade, serve his apprenticeship and rise through the ranks.

Efficient economic development requires trained manpower. Above all it requires efficient supervision and leadership. Academically trained overseers are not the answer. The chain of supervision must be thoroughly interwoven from top to bottom by persons who know every phase of the activity, by supervisors who can roll up their sleeves and show subordinates just how the work should be done. Such a

class of working supervisors is substantially lacking in the Orient because of the artificial values placed on white collar careers and Governmental job security. Until this point of view is radically changed both in the educational and social spheres, Asiatic economic development will be severely handicapped and the ability to create an indigenous, technically qualified labour supply will be sharply restricted.

### **Vocational Guidance one aspect of Manpower Planning**

Hence, one essential type of manpower planning needed in the Orient is the formation of a long range vocational guidance programme. This would have to be based on the collection of employment information in regard to the structure of industrial employment, the character of job opportunities by individual occupation and their long range prospects. This may in turn may lead to changes in educational objectives so as to help fashion interests in school children by pre-training curricula in the broad areas of activity which complement the vocational pursuits.

In an under-developed country whose objectives include major changes in the character of the economy or the structure of industry, it is most essential that existing or traditional attitudes towards working careers of the school age generation be modified to respond favourably to the newly developing economic and vocational opportunities. These shifts in emphasis may require an altogether different type of educational policy—the practical as against the academic—so well illustrated in the historic changes now programmed for Ceylon's school system.

If the manpower information is of such character as to identify the kind of occupational outlook in terms of its economic rewards, its degree of work interest, its prestige, security, promotional avenues, &c., then the possibility of enhancing the supply in continuing or long-range shortage occupations can be expected to improve. If the school curricula were modified in the later stages to bring about a familiarity with the basic tools and functions of the workshop or the garage, the potential supply of qualified carpenters or mechanics can be enlarged through the awakened interest and aptitudes displayed in the formative years.

### **Occupational Testing as a Screening Device**

Occupational guidance, however, needs to be additionally reinforced by occupational testing. Interest in a particular type of career is not in itself sufficient. The most effective workers are those who have both the interest and the aptitude. The successful craftsman, supervisor or technical worker is one who reflects that combination of facility with the determination to obtain the maximum satisfaction from the type of work he enjoys.

Occupational testing varies from vocation to vocation. Manual dexterity, visual ability, capacity for detail or mechanical abilities

which for some would be tedious and for others acceptable and so forth, can be measured and used as a basis for broadly determining the probability of the individual's success in a particular vocational field.

In Ceylon there is a basic need for information on vocational opportunities coupled with necessary guidance and testing so that potential entrants into particular vocational fields may quickly learn, within broad ranges, what are the likelihood of fashioning successful careers. There are too many vocational misfits whose careers and whose contribution to the economic welfare of any country could have been greatly improved had adequate guidance and selective aptitude testing been provided at the appropriate time. This is particularly true in the higher skills and professions where specialized training involves a large investment in time and expense. The limited facilities for professional and technical training in the under-developed countries such as Ceylon make it all the more important, therefore, that these minimum resources be utilized to the best advantage, that is for training only the best potential candidates.

### Summary

In summary, therefore, manpower planning is a part of and a necessary complement to economic planning of physical resources and development. It is a part of, and a necessary complement to, educational policy and objectives. It is a necessary arm and guide to social welfare and social security objectives. It is basic to the formulation of intelligent labour legislative and administrative policies and an effective guide to programme adjustments in such fields as occupational guidance, vocational training, employment exchanges operation, &c.

The requirement for an effective manpower planning is the organized flow of employment information and the use of basic supplementary reference materials which are accumulated periodically through censuses and supplementary labour market studies. Such a programme takes time to establish and to develop the necessary sources and types of required data. The collection of statistics of employment is not sufficient. Employment or manpower information is often non-quantitative or otherwise limited. Its analysis and application to patterns involving human judgments and individual choices in a free society requires a competent manpower staff of technicians who are familiar with fields of labour and employment problems, policies and practices, population statistics as well as the economics of industry and the labour market. Such personnel must obviously be trained in a phase of applied labour economics hitherto largely neglected. Once trained, however, these labour market economists or analysts should be indefinitely assigned to this increasingly important programme because of its significance for social and economic development and its potential effect on every citizen's individual vocational welfare.

---

Contributed by :

DR. JOHN I. SAKS,  
I. L. O. Manpower Expert.

## 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 July, 1952, was 277, two points lower than the figure for June, 1952. The cost of living index number for estate labourers for July, 1952, was 276, the same figure as for June, 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 May, 1952, and June, 1952, was as given below :—

	<i>May, 1952</i>	<i>June, 1952</i>
Technical and clerical .. .. .	5,823	5,992
Skilled .. .. .	7,100	7,010
Semi-skilled .. .. .	11,656	12,122
Unskilled .. .. .	23,534	23,896
	48,113	49,020

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

	<i>May, 1952</i>	<i>June, 1952</i>
Technical and clerical .. .. .	161	217
Skilled .. .. .	125	173
Semi-skilled .. .. .	115	103
Unskilled .. .. .	407	416
	808	909

### Strikes

There were altogether seven strikes in the month of May, 1952, involving 397 workers and a loss of 1,665 man-days. Three of these strikes were on estates involving 151 workers and a loss of 1,266 man-days. With regard to the other four strikes, two were in the Toddy, Arrack and Vinegar trade, involving 85 workers and loss of 77 man-days, one was in the Coconut Manufacturing Trade, involving 122 workers and a loss of 244 man-days and the other in the Aerated Waters and Ice Manufacturing trade, involving 39 workers and a loss of 78 man-days.

### Arrivals and Departures of Indian Estate Labourers

In July, 1952, there was an excess of arrivals over departures of Indian Estate Labourers in the Island amounting to 2,401. 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 August, 1952, to workers in all the Trades, to which Part II of the Wages Boards Ordinance has been applied, will be the same as in the previous month.

---

## NOTES OF CURRENT INTEREST

### Asian Trade Union College

The Asian Trade Union College which the International Confederation of Free Trade Unions planned to start in South East Asia for the purpose of training trade union leaders will be established at Calcutta, where the office of the Asian Regional Organization of the Confederation is situated. At one time it was thought that the Asian Trade Union College would be established in Kandy.

2. The Director of the College is Mr. V. S. Mathur. The first course of study will run for 12 weeks from 15th September to 7th December, 1952. The work schedule will provide 240 class sessions, 48 hours of workshop, 6 days for visits to industrial plants and trade unions and 6 holidays. Instruction will be in English.

### Retirement Age raised to 65 in British Civil Service

The retirement age for British Civil Servants has been raised from 60 to 65 years. Retirement at 60 is optional; but those over 60 who show, on periodic efficiency tests, "an acceptable standard of efficiency" may remain at work.

"The general aim will be to employ Civil Servants for as long as practicable," said Hon. R. A. Butler, Chancellor of the Exchequer, in making the announcement.

### Trade Union Registrations

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

- 498 East Lanka Motor Workers' Union.
- 499 British Admiralty Asian Workers' Union.
- 500 Jaffna Bazaar Traders' Sangam.
- 501 Colombo Port Commission Traffic Workers' Union.

---

## HARMONY IN LABOUR-MANAGEMENT RELATIONS

### Results of a Study of Methods in Practice

Stuart Chase, writing in *The Reader's Digest* in its last month's issue, analyses the causes of Industrial Peace as revealed from a study, made of thirty American Companies, where unions and management

get along well together. This subject is of such universal interest that a summary of the study and the conclusions should be of interest to the readers of this Gazette.

It was found that eight causes of industrial peace operated in all the companies studied. Three of these causes applied primarily to management; two primarily to labour; and three to both.

The following are the three points for the management :—

- (1) *The management accepts the union as permanent and having positive value.*—If the union is a permanent institution, it is argued by the management, it would be much better to have it as a *responsible* institution. Therefore, instead of remaining neutral or antagonistic, the management helps the union to recruit new members. Sometimes the management even encourages union leaders to take responsible positions in the community—urge them to go on the School Board or stand Mayor. The larger the stake in the community as a permanent home, the more reasonable union leaders are likely to be.
- (2) *The management gives careful consideration to human relations and devotes brains and money to a top-notch personnel department.*—Personnel problems in the companies studied were rated just as highly as financial problems.
- (3) *The management recognises the union as a political institution responsible to the rank and file.*—The typical industrial company is organized like an Army, with a supreme commander at the top and each officer responsible to the man above him, whereas the typical Labour Union is organized the other way round : leaders are elected by the rank and file and are responsible to those below. The management accordingly cannot deal with union leaders as executives with power like its own. It is considered preferable to woo the rank and file for that is where power ultimately lies.

And here are the two points which apply primarily to the union :—

- (4) *The union unreservedly accepts the necessity for the company to operate at a profit.*—This eliminates at one stroke all thought of the workers benefiting at the expense of company solvency. As an example of this point, the following case is reported. A steel company was ready to close down a department employing 700 men unless they increased production. The union leader studied the facts, called the men together and said : “ You just can’t slam your way to prosperity. You must work your way there. If you want higher wages, better holidays, more security or a welfare fund, you must recognize that your company cannot give it to you unless you first give it to the company. *You’ve got to put money into the barrel if you want to take it out.*”

- (5) *Labour accepts management's responsibility to run the business. The union ceases to be a protest committee and becomes a watch-dog.*—In the early stages, all trade union labour leaders tended to be belligerent; violence was frequent; the workers were supposed to fight for their rights; the bosses were always wrong. But now, in the companies studied, the union leaders assume that managers are ordinary decent human beings. In these "good" companies, the familiar, bitter competition for the workers' loyalty is not present. The worker is loyal to both union and management.

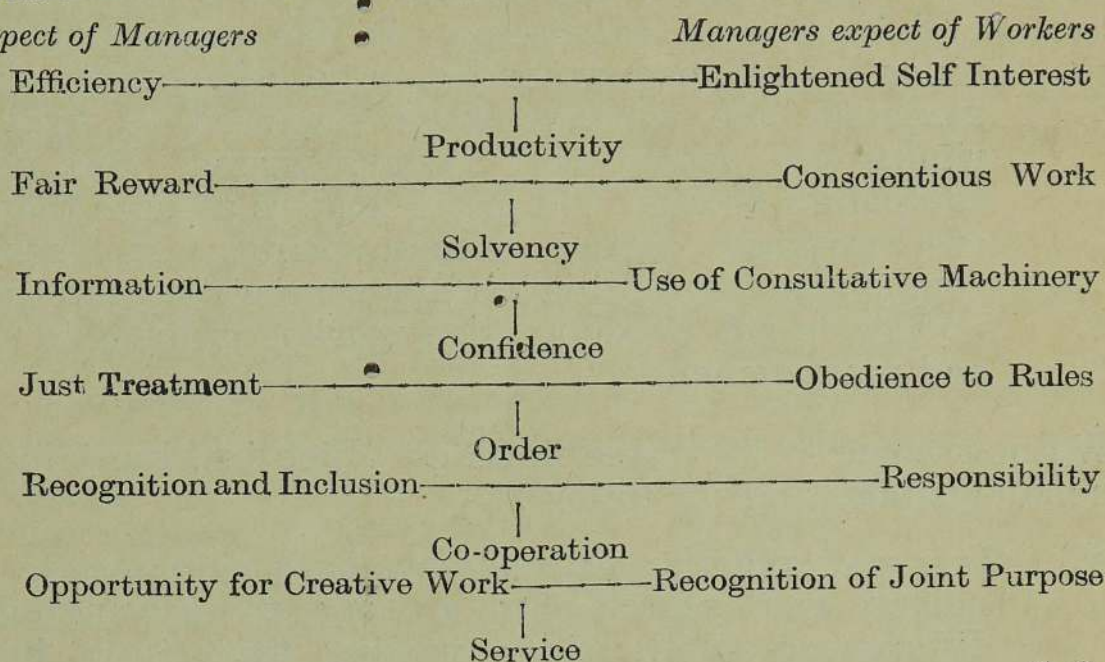
We now come to the three findings which involve joint action by the management and the union :—

- (6) *The union and the management both subordinate drives for power and search for a way to accommodate their differences.*—Both sides realize that they have many differences, some of them tough. Instead of expecting the crush through and win a victory for "our side", they expect that a mutually helpful solution can be found.
- (7) *Both union and management use the problem-solving approach rather than the legalistic approach.*—Instead of drawing sharp distinctions between what the union could do and the company could do, both sides dispensed with lawyers and fine-spun principles to settle problems on their merits as they arose.
- (8) *Both union and management keep communication-lines open, ready to discuss nearly anything, at any time, anywhere.*—Communication in a "good" company is a broad two-way street, full of traffic. From the workers goes to the management a steady stream of suggestions, grievances, arbitration cases, ideas; from the management via union leaders comes a continuous explanation of company policy and facts about new machines, new processes, new products, the competitive situation, profits, rumours to be corrected, changes contemplated which affect the rank and file. This communication highway constitutes perhaps management's greatest help to collective bargaining.

Two of the eight points described and briefly explained above are of such importance that they should be underlined. These points emphasize that it seems impossible to have stable labour-management relations under collective bargaining unless (a) *the union accepts unreservedly the importance of the company's earning a profit* and (b) *the management accepts unreservedly that the union has come to stay.*

It will be of interest also to look at an analysis of the same problem of industrial relations as carried out by another writer. Writing in the *Industrial Law Review Quarterly*—April 1951 on the subject of Industrial Rights and Duties, Robert James tabulates as follows what workers expect of managers, what managers expect of workers

and the happy result that will flow from the realization of these expectations :—



C. C.

## CONSOLIDATED DECISIONS OF WAGES BOARDS\*

### I—The Tea Growing and Manufacturing Trade

The original decisions in respect of the tea growing and manufacturing trade made by the Wages Board for that trade related mainly to rates of wages and they came into force on 1st August, 1945. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette Extraordinary* No. 9,441 of July 31, 1945. Decisions in regard to weekly and annual holidays to the workers came into force on September 1, 1946, and a notification in respect of the decisions was published in *Ceylon Government Gazette* No. 9,592 of August 23, 1946. Decisions varying earlier decisions were published in notifications appearing in *Ceylon Government Gazettes* No. 9,592 of August 23, 1946, No. 9,634 of November 22, 1946, No. 10,047 of November 25, 1949, No. 10,177 of November 24, 1950, and No. 10,429 of July 30, 1952.

#### DECISIONS RELATING TO RATES OF WAGES AND OTHER MATTERS

##### PART I

##### *Direction under section 20 (2) (b)*

The special allowance shall be computed and published monthly by the Controller of Labour.

The special allowance for a normal working day in any month shall be computed on the cost of living index number for the month immediately preceding that month.

##### *Definition of a normal working day (section 24)*

The number of hours constituting a normal working day (inclusive of one hour for a meal) shall be nine.

\* Decisions of Wages Boards, consolidated for easy reference, will be continued as a series in this Gazette.

• Note by the Editor.

PART II

The minimum time rate shall consist of—

- (1) a basic rate, and
- (2) a special allowance, as set out hereunder.

<i>Class of worker</i>	<i>Basic Rate for a normal working day</i>	<i>Rate of Special Allowance for a normal working day in any Month</i>
------------------------	--	--

Where the cost of living index number for the preceding month is 215, the special allowance shall be—  
 for a male worker not under 16 years of age 67 cents  
 for a female worker not under 15 years of age 54 cents  
 for a child worker .. 47 cents

Where the cost of living index number for the preceding month is above or below 215, the rates of the special allowance herein before prescribed shall be increased or decreased, as the case may be, for each complete unit of 5 points by which the index number exceeds or falls short of 215 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in tables below.\*

3 cents in the case of a male worker not under 16 years of age.

2 cents in the case of a female worker not under 15 years of age.

2 cents in the case of a child worker.

\* Tables illustrating the application of the preceding paragraph.

1.—Special allowance in the event of a rise in the index number.

Male worker not under 16 years of age .. Re. 1.10

Female worker not under 15 years of age 90 cents

Child worker .. 65 cents

<i>Index numbers</i>	<i>Special allowance</i>		
	<i>for a male worker not under 16 years of age Cents</i>	<i>for a female worker not under 15 years of age Cents</i>	<i>for a child worker Cents</i>
215-219 ..	67	54	47
220-224 ..	70	56	49
225-229 ..	73	58	51
230-234 ..	76	60	53
235-239 ..	79	62	55

2.—Special allowance in the event of a fall in the index number.

<i>Index numbers</i>	<i>Special allowance</i>		
	<i>for a male worker not under 16 years of age Cents</i>	<i>for a female worker not under 15 years of age Cents</i>	<i>for a child worker Cents</i>
215-211 ..	67	54	47
210-206 ..	64	52	45
205-201 ..	61	50	43
200-196 ..	58	48	41
195-191 ..	55	46	39

“Child worker” means a male worker under 16 years of age or a female worker under 15 years of age.

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum time rate for any worker engaged in plucking on a Sunday or for any worker (kangany) engaged in supervising such plucking on that day shall be one and a half times the minimum time rate fixed for such worker in respect of a normal working day.

## PART III

### *Overtime Rates*

In respect of each hour of work in excess of the normal working day, the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the daily minimum time rate by 8) increased by—

- (a) 25 per cent. of such minimum hourly rate, in case such work is performed between the hours 7 a.m. and 7 p.m.; and
- (b) 50 per cent. of such minimum hourly rate, in case such work is performed between the hours 7 p.m. and 7 a.m.

In the computation of the overtime rate—

- (1) a fraction of a cent which is less than one-half of a cent shall not be taken into account;
- (2) one-half of a cent shall be calculated according to the even number rule, that is, to the nearest even number; and
- (3) a fraction of a cent which is greater than one-half of a cent shall be counted as one cent.

Notwithstanding anything to the contrary contained in the preceding provisions of this Part, the minimum overtime rate for any worker engaged in plucking on a Sunday or for any worker (kangany) engaged in supervising such plucking on that day shall, in respect of each hour of work in excess of the normal working day, be twice the minimum hourly rate applicable to him (such hourly rate being ascertained by dividing the daily minimum time rate applicable to him by 8).

## DECISIONS RELATING TO WEEKLY AND ANNUAL HOLIDAYS

### *Weekly Holiday (section 24).*

Every employer shall allow each Sunday as the weekly holiday to all workers employed under him: Provided, however, that an employer may employ any worker on a Sunday, subject to the conditions—

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday;
- (2) that in respect of work done on a Sunday—
  - (a) a worker who has worked for 9 hours (inclusive of one hour for a meal) or for any period that falls short of nine hours by reason of the failure of the employer to provide him with work, shall be remunerated at  $1\frac{1}{2}$  times the minimum rate of wages for a normal working day,

- (b) a worker who has worked for less than 9 hours (inclusive of one hour for a meal) by reason of his unwillingness to work, shall, for each hour that he has worked, be paid  $1\frac{1}{2}$  times the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by 8),
- (c) a worker who has worked for more than 9 hours (inclusive of one hour for a meal) shall be remunerated at twice the hourly rate (ascertained by dividing the minimum rate of wages for a normal working day by 8) for each hour of work in excess of 9 hours;

and (3) that the remuneration due to a worker for work done on the weekly holiday during any period shall be paid within the time prescribed for the payment of wages for such period by section 2 (b) of the Wages Boards Ordinance.

The preceding provisions of this paragraph shall not apply to workers engaged in plucking or to workers (kanganies) engaged in supervising such plucking.

#### *Annual Holidays (section 25).*

1. (a) If a male worker of not less than 16 years of age has been in continuous employment under the same employer and has worked for more than 228 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of 1 holiday for each unit of 5 days by which the number of days on which the worker has worked exceeds 228: Provided, however, that it shall not be obligatory on any employer to allow any such holiday in respect of any period of work in excess of 288 days.

(b) If a female worker or a child worker has been in continuous employment under the same employer and has worked for more than 204 days in any year (hereinafter called the "qualifying year"), such worker shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of 1 holiday for each unit of 5 days by which the number of days on which the worker has worked exceeds 204: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 264 days.

2. (i) If a worker is entitled in any year to seven holidays he shall be allowed, and he shall take, those seven holidays on consecutive days.

(ii) If a worker is entitled in any year to more than seven holidays he shall be allowed, and he shall take, at least seven of those holidays on consecutive days.

3. Subject to the provisions of paragraph 2, a worker shall be allowed his holiday or holidays on a day or days to be mutually agreed upon between him and his employer.

4. (1) The remuneration payable in respect of each holiday which a worker is entitled to under paragraph 1 (including a holiday which such worker is entitled to under that paragraph read with paragraph 6 (a)), by reason of work performed during the preceding year, shall be his average daily wages ascertained by dividing his total wages (exclusive of overtime and bonuses) earned by him during that year by the number of days on which the worker has actually worked during that year.

(2) The remuneration payable in respect of each holiday which a worker is entitled to under paragraphs 6 (b) and 6 (c), by reason of work performed during the current year, shall be his average daily wages ascertained by dividing his total wages (exclusive of overtime and bonuses) earned by him during the current year by the number of days on which the worker has actually worked during that year.

5. The remuneration due to a worker in respect of his holiday or holidays shall be paid to him before such holiday or holidays, but not earlier than 10 days before such holiday or holidays.

6. (a) Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, every holiday that he was entitled to in respect of the previous year which he has not already taken.

(b) Where a male worker of not less than 16 years of age intends to leave his employment of his own accord or is to be discontinued or dismissed from employment by his employer during the current year, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 5 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 19: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

(c) Where a female worker or a child worker intends to leave the worker's employment of the worker's own accord or is to be discontinued or dismissed from employment by the worker's employer during the current year, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 5 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 17: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 264 days.

A worker specified in this paragraph shall be remunerated for such holidays in accordance with the provisions of paragraph 4: Provided, however, that the total number of holidays that such a worker might take in any year shall not exceed twenty-one.

7. For the purposes of the foregoing provisions—

“child worker” means a male worker under 16 years of age or a female worker under 15 years of age;

“days on which the worker has worked” shall be deemed to include—

- (i) every holiday allowed by the employer to the worker under section 25;
- (ii) every holiday or day of absence from work to which a worker is entitled by or under the provisions of any written law other than the Wages Boards Ordinance;
- (iii) every day of absence on any grounds approved by the employer other than absence from the Island except on a holiday allowed by the employer under section 25;
- (iv) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment, provided such injury had been notified to the employer;
- (v) every day of absence due to the disease of anthrax or due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 117);
- (vi) every day on which the employer fails to provide work for the worker; and
- (vii) every day of absence due to a strike or lockout that is not illegal, in case such days do not in the aggregate exceed 30 days a year

but shall not include the day fixed as the weekly holiday under section 24.

“year” means a continuous period of 12 months.

8. The foregoing decisions shall not apply in respect of employment at any time more than 12 months prior to the date on which the decisions come into force.

---

## NEW DECISIONS OF WAGES BOARDS

### (a) Cocoa, Cardamom and Pepper Growing and Manufacturing Trade

The following new decisions of the Wages Board for the Tea Growing and Manufacturing Trade, made under section 28 of the Wages Boards Ordinance, No. 27 of 1941, came into force on August 1, 1952:—

The decisions made in pursuance of the Order published in *Gazette* No. 9,546 of April 26, 1946, by the Wages Board for the Tea Growing and Manufacturing Trade in respect of workers engaged in the Cocoa, Cardamom and Pepper Growing and Manufacturing Trades and set out in the Schedule to the notification published in *Gazette* No. 9,629 of November 15, 1946, as varied in the manner set out in the notification

published in *Gazette Extraordinary* No. 10,229 of March 30, 1951, shall be further varied in Part IV of that Schedule, under the heading "Annual holidays (section 25)", as follows:—

- (1) in paragraph 4 (2), by the substitution, for "paragraph 6 (b)", of "paragraphs 6 (b) and 6 (c)," and
- (2) by the substitution for paragraph 6 of the following new paragraph:—

"6. (a) Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance or dismissal, every holiday that he was entitled to in respect of the previous year which he has not already taken

(b) Where a male worker of not less than 16 years of age intends to leave his employment of his own accord or is to be discontinued or dismissed from employment by his employer during the current year, such worker shall be entitled to take and shall take during the period immediately preceding such leaving discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 5 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 19: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

(c) Where a female worker or a child worker intends to leave the worker's employment of the worker's own accord or is to be discontinued or dismissed from employment by the worker's employer during the current year, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 5 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 17: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 264 days.

A worker specified in this paragraph shall be remunerated for such holidays in accordance with the provisions of paragraph 4: Provided, however that the total number of holidays that such a worker might take in any year shall not exceed twenty-one."

## (b). Rubber Growing and Manufacturing Trade

The following new decisions of the Wages Board for the Rubber Growing and Manufacturing Trade, made under section 28 of the Wages Boards Ordinance, No. 27 of 1941, came into force on August 1, 1952:—

The decisions made by the Wages Board for the Rubber Growing and Manufacturing Trade and set out in the Schedule to the notification published in *Gazette* No. 10,047 of November 25, 1949, as varied in the manner set out in the notifications published in *Gazette* No. 10,115 of June 30, 1950, *Gazette* No. 10,168 of October 27, 1950, and *Gazette Extraordinary* No. 10,229 of March 30, 1951, shall be further varied in Part IV of that Schedule, under the heading “Annual holidays (section 25)”, as follows:—

- (1) in paragraph 4 (2), by the substitution, for “ paragraph 6 (b) ” of “ paragraphs 6 (b) and 6 (c) ” ; and
- (2) by the substitution for paragraph 6, of the following new paragraph :—

“ 6 (a) Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, such worker shall be entitled to take and shall take during the period immediately preceding such leaving, discontinuance or dismissal, every holiday that he was entitled to in respect of the previous year which he has not already taken.

(b) Where a male worker of not less than 16 years of age intends to leave his employment of his own accord or is to be discontinued or dismissed from employment by his employer during the current year, such worker shall be entitled to take and shall take during the period immediately preceding such leaving, discontinuance or dismissal a holiday or holidays calculated at the rate of 1 holiday for each unit of 5 days by which the number of days on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 19 : Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

(c) Where a female worker or a child worker intends to leave the worker's employment of the worker's own accord or is to be discontinued or dismissed from employment by the worker's employer during the current year such worker shall be entitled to take and shall take during the period immediately preceding such leaving, discontinuance or dismissal, a holiday or holidays calculated at the rate of 1 holiday for each unit of 5 days by which the number of days

on which the worker has worked during the current year exceeds the number of days computed by multiplying the number of months during which the worker has worked in the current year by 17: Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 264 days.

A worker specified in this paragraph shall be remunerated for such holidays in accordance with the provisions of paragraph 4: Provided, however, that the total number of holidays that such a worker might take in any year shall not exceed twenty-one."

### (c) Printing Trade

The following new decisions of the Wages Board for the Printing Trade, made under section 28 of the Wages Boards Ordinance, No. 27 of 1941, came into force on August 1, 1952 :—

The decisions made by the Wages Board for the Printing Trade and set out in the Schedule to the notification published in *Gazette Extraordinary* No. 9,436 of July 21, 1945, as varied in the manner set out in the notifications published in *Gazette* No. 9,523 of February 22, 1946, *Gazette* No. 9,634 of November 22, 1946, *Gazette* No. 10,002 of July 29, 1949, and *Gazette Extraordinary* No. 10,229 of March 30, 1951, shall be further varied in Part II of that Schedule as follows :—

(a) by the substitution, for paragraph 3, of the following new paragraph :—

"3. A worker of any class specified in this Part shall be paid as wages for any month mentioned in column I below, an amount equal to the minimum monthly rate specified in respect of that class in this Part, if he has worked during the minimum number of working days specified in respect of that month in column II below. Any day on which the employer fails to provide with work any worker who presents himself therefor shall be deemed for this purpose to be a day on which the worker has worked.

I Month	II Minimum Number of Working Days	I Month	II Minimum Number of Working Days
January	.. 27	July	.. 27
February	.. 24	August	.. 27
March	.. 27	September	.. 26
April	.. 26	October	.. 27
May	.. 27	November	.. 26
June	.. 26	December	.. 27

Provided, however, that the minimum number of working days specified in column II shall be reduced by one in respect of any month which has five sundays";

(b) by the substitution for paragraph 5 of the following new paragraph :—

“ 5. Where by reason of any unauthorized absence a worker of any class specified in this Part has not worked in any month during the minimum number of working days specified in respect of that month in paragraph 3, he shall be paid as wages for that month an amount which bears to the minimum monthly rate specified in respect of that class in this Part the proportion which the difference between such minimum number of working days and the number of days of unauthorized absence bears to such minimum number of working days ”;

(c) under the heading “ Class of Worker ”—

(1) by the substitution for the words “ Class C Worker : ”; of the words “ Class C Worker—Grade I; ”

(2) by the insertion, immediately after the item relating to Class C Worker—Grade I, of the following new item, the particulars thereof being inserted in the appropriate columns :—

“ Class C Worker—Grade II :—

Platen machine minders—

Rs. 45, Rs. 18, Rs. 22·50, Rs. 27, Rs. 33·75, Rs. 27·50, Rs. 11·50, Rs. 14·25  
Rs. 17, Rs. 20·87, Re. 1·12, 45 cents, 56 cents, 67 cents, 84 cents ” ; and

(3) in the item relating to Class D Worker, by the substitution, for the words “ Platen machine minders, foundry plate chippers ”, of the words “ Foundry plate chippers ”;

(d) in the Tables illustrating the application of the directions set out in column 3 (b)—

(1) by the substitution, for “ Class C ”, of “ Class C—Grade I ”; and

(2) by the insertion, immediately after the Table relating to Class C—Grade I, of the following new Table :—

“ Class C Grade II

Worker other than Learner or Apprentice Rs. . .	Learner or Apprentice			
	1st Year Rs. c.	2nd Year Rs. c.	3rd Year Rs. c.	4th Year Rs. . .
27 50 ..	11 50	14 25	17 0	20 87
28 62 ..	11 95	14 81	17 67	21 71
29 74 ..	12 40	15 37	18 34	22 55
30 86 ..	12 85	15 93	19 1	23 39
27 50 ..	11 50	14 25	17 0	20 87
26 38 ..	11 5	13 69	16 33	20 3
25 26 ..	10 60	13 13	15 66	19 19
24 14 ..	10 15	12 57	14 99	18 35”

The decisions made by the Wages Board for the Printing Trade set out in the Schedule to the notification published in *Gazette Extraordinary* No. 9,497 of December 24, 1945, as varied in the manner set out in the notification published in *Gazette* No. 9,686 of March 28, 1947, shall be further varied by the substitution, for paragraph 5, of the following new paragraph :—

“ 5. Where a worker intends to leave his employment of his own accord or is to be discontinued or dismissed from employment, such worker shall be entitled to take and shall take, during the period immediately preceding such leaving, discontinuance, or dismissal—

- (a) every holiday that he was entitled to in respect of the previous year which he has not already taken; and
- (b) in case the worker has during the current year complied with the provisions relating to employment and work set out in paragraph 2, every holiday that he would have otherwise been entitled to in the next succeeding year;

and he shall be remunerated for each such holiday taken in any month at the rate of one day's wage in respect of that month computed in accordance with the provisions of Part II of the Schedule to the notification under section 27 (3) of the Wages Boards Ordinance published in *Gazette Extraordinary* No. 9,436 of July 21, 1945, as amended from time to time;

Provided, however, that the total number of holidays that such a worker might take in any year shall not exceed 21 ”.

---

## WAGES BOARDS ORDINANCE—NOTICE TO EMPLOYERS

The attention of all employers in the Trades for which Wages Boards have been established is invited to my notice under the above heading dated July 9, 1952, and published in *Government Gazette* No. 10,424 of July 11, 1952, *Times of Ceylon* of July 12 and 14, 1952, *Ceylon Daily News*, *Dinamina* and *Virakesari* all of July 14 and 15, 1952, calling for returns within 30 days.

Employers who have not yet sent in the returns as required therein are requested to furnish them without delay.

M. RAJANAYAGAM,  
Commissioner of Labour.

Department of Labour,  
Colombo 3, August 6, 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*

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
July ..	148 ..	104 ..	133 ..	186 ..	175 ..	150 .. 277

**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
July	151	213	111	161	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. c.</i>			<i>Rs. c.</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	203
	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
	July	..	1·87	445	161	89·04	535	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	9,758	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
May	5,823	7,100	11,656	23,534	48,113
June	5,992	7,010	12,122	23,896	49,020

\* 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	Kalutara	Galle	Kandy	Navalapitiya	Kurunegala	Jaffna	Ratnapura	Badulla	Batticaloa	Kalmunai	Trincomalee	Anuradhapura	Total
1939	26,677	—	—	—	—	—	—	—	—	—	—	—	—	—	26,677
1940	27,645	—	—	—	—	—	—	—	—	—	—	—	—	—	27,645
1941	20,458	—	—	—	—	—	—	—	—	—	—	—	—	—	20,458
1942	19,333	—	—	—	—	—	—	—	—	—	—	—	—	—	19,333
1943	8,335	—	—	—	—	—	—	—	—	—	—	—	—	—	8,335
1944	1,053	—	—	—	—	—	—	—	—	—	—	—	—	—	1,053
1945	10,784	378	2,128	1,239	2,363	259	431	841	120	46	65	—	1,497	—	21366*
1946	25,805	1,117	808	993	3,397	726	352	816	119	438	727	—	611	—	36544†
1947	21,589	2,289	1,643	2,133	4,955	564	430	481	170	490	—	—	—	—	34,744
1948	42,209	7,235	2,414	3,995	4,577	1,066	851	1,526	607	704	1,189	—	283	—	66,656
1949	44,552	5,041	4,125	5,429	3,195	953	1,052	2,185	727	1,170	607	—	696	—	69,732
1950	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	928	980	—	348	—	65,122
1951 Jan.	41,634	3,756	3,236	5,992	2,718	949	1,142	2,059	565	1,011	1,050	—	388	—	64,500
Feb.	41,380	3,855	3,135	5,609	2,660	863	1,102	2,086	576	996	543	567	371	—	63,743
Mar.	39,668	3,669	2,881	5,161	2,697	839	1,102	1,987	523	1,028	481	567	350	—	60,953
Apr.	38,483	3,647	2,728	4,876	2,017	784	1,085	2,020	490	962	442	677	323	—	58,534
May	37,026	3,503	2,572	4,644	1,925	626	1,039	1,758	475	837	345	952	314	—	56,016
June	35,964	3,438	2,619	4,689	1,926	607	1,067	1,706	492	850	304	1008	329	—	54,999
July	35,673	3,524	2,702	4,791	2,018	461	1,118	1,704	513	790	326	524	366	—	54,510
Aug.	35,323	3,506	2,849	4,986	1,917	467	911	1,487	576	759	359	690	344	284	54,458
Sept.	34,650	3,384	2,855	4,820	1,957	490	885	1,551	571	718	375	675	331	359	53,621
Oct.	34,628	3,567	2,920	4,515	2,037	527	868	1,628	588	771	404	716	311	378	53,858
Nov.	34,479	3,659	2,963	4,443	2,223	548	873	1,648	557	924	352	899	293	368	54,229
Dec.	33,125	3,422	2,886	4,350	2,209	537	886	1,587	569	904	418	1207	284	323	52707‡
1952 Jan.	33,664	3,408	2,863	4,428	2,199	662	940	1,563	574	936	587	1439	341	378	53,982
Feb.	33,055	3,363	2,902	4,459	2,096	677	948	1,602	540	900	642	1543	352	414	53,493
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
June	31,190	3,110	2,802	4,141	1,632	580	872	1,188	574	578	412	1357	251	333	49,020

\* 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
		June	..	217	..	173	..	103	..	416	909

**TABLE VII**

**Statement showing the number of Persons Registered and the number placed in employment during the Month of June, 1952.**

<i>Employment Exchange</i>	<i>Technical and Clerical</i>		<i>Skilled</i>		<i>Semi-skilled</i>		<i>Unskilled</i>		<i>Total</i>	
	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>	<i>Regd.</i>	<i>Placed</i>
Central	448	121	524	92	642	41	1,748	88	3,362	342
Negombo	41	3	63	—	62	—	243	24	409	27
Kalutara	90	2	75	3	223	1	169	8	557	14
Galle	50	12	53	4	124	6	224	4	451	26
Kandy	120	14	66	1	240	4	224	34	650	53
Nawalapitiya	14	2	24	7	43	2	59	6	140	17
Kurunegala	25	3	14	—	64	1	48	7	151	11
Jaffna	75	14	15	3	73	5	29	5	192	27
Ratnapura	25	13	8	—	40	3	48	13	121	29
Badulla	18	3	12	—	52	8	78	16	160	27
Batticaloa	19	7	14	—	31	4	42	1	106	12
Kalmunai	21	3	92	59	44	6	348	188	505	256
Trincomalee	23	4	17	—	21	3	22	20	83	27
Anuradhapura	9	1	8	—	22	3	8	2	47	6
Women's	107	15	35	4	103	16	142	—	387	35
<b>Total</b>	<b>1,085</b>	<b>217</b>	<b>1,020</b>	<b>173</b>	<b>1,784</b>	<b>103</b>	<b>3,432</b>	<b>416</b>	<b>7,321</b>	<b>909</b>

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
May ..	.. 3	.. 151	.. 1,266	.. 4	.. 246	.. 399

\*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  
MAY, 1952, BY INDUSTRIES OR TRADES**

<i>Industry or Trade</i>	<i>Number of Strikes</i>		<i>Number of Workers involved</i>		<i>Number of Man-days lost</i>
Plantations—Tea ..	—	..	—	..	—
Rubber ..	2	..	80	..	840
Tea-cum-Rubber ..	1	..	71	..	426
Coconut ..	—	..	—	..	—
Coconut-cum-Rubber ..	—	..	—	..	—
<b>Total</b> ..	<b>3</b>		<b>151</b>		<b>1,266</b>
Engineering ..	—	..	—	..	—
Printing ..	—	..	—	..	—
Motor Transport ..	—	..	—	..	—
Tea Export ..	—	..	—	..	—
Rubber Export ..	—	..	—	..	—
Coconut Manufacturing ..	1	..	122	..	244
Toddy, Arrack and Vinegar ..	2	..	85	..	77
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 ..	1	..	39	..	78
Beedi Manufacturing ..	—	..	—	..	—
<b>Total</b> ..	<b>4</b>		<b>246</b>		<b>399</b>
<b>Grand Total</b> ..	<b>7</b>		<b>397</b>		<b>1,665</b>

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

<i>Cause</i>	<i>Number of Strikes</i>				<i>Number of 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 ..	1	..	1	..	71	..	122	
2. Wage increases. Higher rates for piece work, &c. ..	—	..	2	..	—	..	85	
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	1	..	1	..	60	..	39	
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	1	..	—	..	20	..	—	
5. Food matters. Welfare ..	—	..	—	..	—	..	—	
6. Right of association and meeting ..	—	..	—	..	—	..	—	
7. Factional disputes and domestic matters ..	—	..	—	..	—	..	—	
8. External matters, e.g., arrest by Police, immorality, &c. ..	—	..	—	..	—	..	—	
9. Assaults by employer or agent or others ..	—	..	—	..	—	..	—	
10. General demands ..	—	..	—	..	—	..	—	
11. Sympathetic strikes ..	—	..	—	..	—	..	—	
<b>Total</b> ..	<b>3</b>		<b>4</b>		<b>151</b>		<b>246</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	—
July	5,500	73	5,573	38	3,134	3,172	2,401	—

APPENDIX I

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

Month: August, 1952.

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

<i>Class of Worker</i>	<i>Basic Wage</i> <i>Rs. c.</i>	<i>Special Allowance</i> <i>Rs. c.</i>	<i>Total</i> <i>Rs. c.</i>
<b>Engineering Trade (contd.)</b>			
<i>Trade Learners and Apprentices</i>			
1st year .. .. .	0 40 .. .. .	0 41 .. .. .	0 81
2nd year .. .. .	0 56 .. .. .	0 51 .. .. .	1 7
3rd year .. .. .	0 72 .. .. .	0 77 .. .. .	1 49
4th year .. .. .	0 96 .. .. .	0 92 .. .. .	1 88

**Printing Trade**

*Monthly Rates*

Class A worker .. .. .	100 0 .. .. .	75 0 .. .. .	175 0
"  B .. .. .	75 0 .. .. .	57 50 .. .. .	132 50
"  C Grade I worker .. .. .	50 0 .. .. .	48 75 .. .. .	98 75
"  C " II " .. .. .	45 0 .. .. .	44 30 .. .. .	89 30
"  D worker .. .. .	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 Grade I, 1st year learner .. .. .	20 0 .. .. .	20 0 .. .. .	40 0
"  C " II " " .. .. .	18 0 .. .. .	18 25 .. .. .	36 25
"  D 1st year learner .. .. .	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 Grade I, 2nd year learner .. .. .	25 0 .. .. .	24 80 .. .. .	49 80
"  C " II " " .. .. .	22 50 .. .. .	22 65 .. .. .	45 15
"  D—2nd year learner .. .. .	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 Grade I, 3rd year learner .. .. .	30 0 .. .. .	29 75 .. .. .	59 75
"  C " II " " .. .. .	27 0 .. .. .	27 5 .. .. .	54 5
"  D—3rd year learner .. .. .	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 Grade I, 4th year learner .. .. .	37 50 .. .. .	36 85 .. .. .	74 35
"  C " II " " .. .. .	33 75 .. .. .	33 47 .. .. .	67 22
"  D—4th year learner .. .. .	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 28
Loaders } .. .. .			
Overseers } .. .. .	2 8 .. .. .	1 3 .. .. .	3 11
Shift bosses .. .. .			
Blasters } .. .. .	2 0 .. .. .	1 3 .. .. .	3 3
Drillers (hand and machine)			
Shaft drivers			
Stoppers (excavators) } .. .. .	1 50 .. .. .	1 3 .. .. .	2 53
Timber men			
Muckers } .. .. .	2 25 .. .. .	1 3 .. .. .	3 28
Trolley men			
Unskilled labourers } .. .. .			
Onsetters or Donakatarayas .. .. .			

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Plumbago Trade (contd.)</b>						
Underground and surface workers—						
Electricians	}	..	2	50	..	3
Enginemmen						
Fitters						
Hoistmen						
Mechanics						
Pumpmen						
Winchmen						
Checkers	..	..	2	25	..	3
Electricians (assistants)	}	..	1	50	..	3
Fitters (assistants)						
Windlassmen (dabare workers)						
Surface workers—						
Carpenters	}	..	2	50	..	3
Masons						
Overseers	..	..	2	25	..	3
Blacksmiths	}	..	2	0	..	3
Boilermen						
Drill sharpeners						
Firewood carriers and splitters	..	..	1	60	..	2
Carters	}	..	1	50	..	2
Watchers						
Bakkikarayas or Banksmen	..	..	2	0	..	3
Cooks	}	..	1	24	..	2
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 kanganyies	..	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
(b) Intermediate Grade	..	..	1	40	..	1	37	..	2
(c) Grade I	..	..	1	60	..	1	37	..	2
(d) Box makers and repairers	..	..	1	40	..	1	37	..	2
(e) Watchers	..	..	1	50	..	1	37	..	2
B. Female workers not under 18 years	..	..	1	0	..	1	15	..	2
C. Workers over 14 years but under 15 years	..	..	0	60	..	0	80	..	1
,, 15           ,, 16	..	..	0	70	..	0	85	..	1
,, 16           ,, 17	..	..	0	80	..	0	90	..	1
,, 17           ,, 18	..	..	1	0	..	1	0	..	2

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	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		Special Allowance		Total
	Rs.	c.	Rs.	c.	
<b>Match Manufacturing Trade</b>					
<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

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Doek, 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 August 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.

APPENDIX II (B)

Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable\* for the number of days worked during August 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 15	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 August, 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.	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 72	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.

APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during August, 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.	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	25 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	28 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.

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

APPENDIX III (F)

Ready Reckoner showing the minimum Wages payable for the number of days worked during August, 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	23 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
31	176 70	153 45	130 20	137 95	122 45	77 50	31

*for*

**ALL YOUR ENGINEERING  
JOBS**

CONSULT

**PARAKRAMAS LTD.**

CEYLON ENGINEERING WORKS

P. O. BOX 102

Telephone: 4177

COLOMBO

**ROBERT'S FORAGE**

*Fresh Foods that Build Fine Sturdy Stock*

*for*

**Horses — Cattle — Poultry  
Dogs and Birds**

*Enquiries solicited*

**Complete Price List on request**

**ROBERTS FORAGE WORKS**

THE PROGRESSIVE FEEDING HOUSE  
58, St. Sebastian Street, Colombo

T'Grams :— "Vitamins"

'Phone :— 3832 (2 Lines)

**MORRIS MINOR**

**& FORD CONSUL OWNERS!**

We are pleased to announce the arrival of latest  
retreading equipment with

**ROAD GRIPPING TREAD DESIGNS**

for the following tyre sizes

5.00 x 14

5.00 x 16

5.90 x 13

LOOK FOR QUALITY

**TYRECRAFT LIMITED**

264, Vauxhall Street, COLOMBO 2

'Phone: 4846

'Grams: "Gentyreco"

**THE NATIONAL BANK OF INDIA, LIMITED**

(Incorporated in England—Liability of shareholders is Limited)

SUBSCRIBED CAPITAL	..	..	£ 4,562,500
PAID-UP CAPITAL	..	..	£ 2,281,250
RESERVE FUND	..	..	£ 3,675,000
NUMBER OF SHAREHOLDERS	..	..	3057

Head Office: 26, BISHOPSGATE, LONDON, E. C. 2

*Branches*

Ceylon	..	Colombo, Kandy, Nuwara Eliya.
India	..	Calcutta, Calcutta Chowringhee, Bombay, Madras, Madras Mount Road, Amritsar, Kanpur, Delhi, New Delhi, Tuticorin, Cochin, Bangalore.
Pakistan	..	Karachi, Lahore, Chittagong, Narayanganj, Khulna.
Burma	..	Rangoon.
Kenya	..	Mombasa, Nairobi, Nairobi Delamere Avenue, Thika, Nakuru, Naivasha (sub-branch to Nakuru) Kisumu, Kericho, Sotik (sub-branch to Kericho).
Uganda	..	Entebbe, Kampala, Masaka, Fort Portal, Jinja, Mbale, Soroti Tororo (sub-branch to Mbale).
Tanganyika Territory	..	Tanga, Dar-es-salam, Mwanza, Lindi.
Aden	..	
Somaliland Protectorate	..	Hargeisa.
Zanzibar Island	..	

Agency: GALLE, CEYLON—CLARK SPENCE & CO.

London Bankers: BANK OF ENGLAND, NATIONAL PROVINCIAL BANK LIMITED  
NATIONAL BANK OF SCOTLAND LIMITED

Agents for the Principal Banks in Australia and New Zealand

The Bank conducts every description of Banking and Exchange Business and has correspondents in all the principal cities of the World

The Bank's London Office undertakes Executor and Trustee Business

F. J. H. HARRISON, Manager, Colombo.