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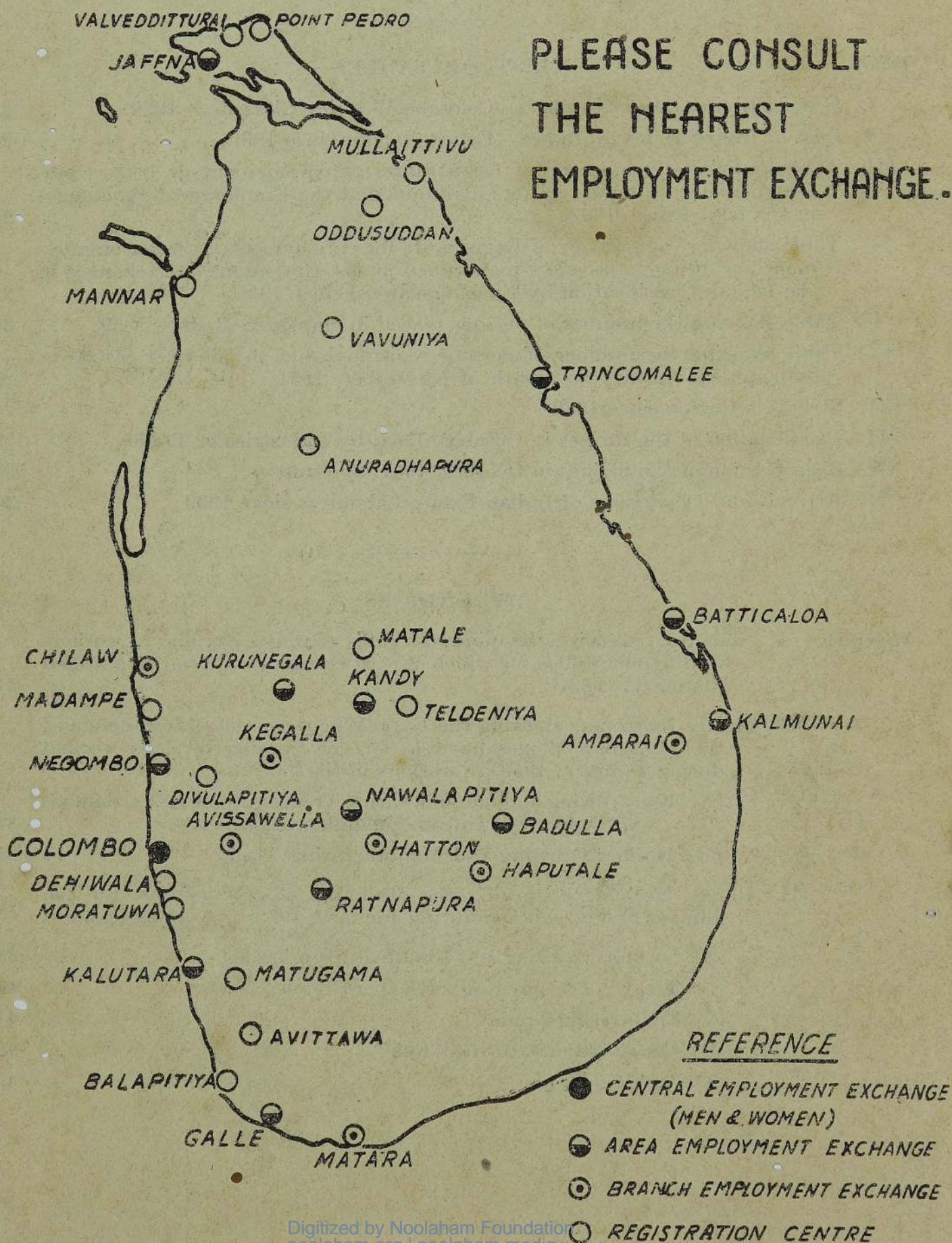
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# CEYLON

## LABOUR GAZETTE

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### WAGE INCENTIVES

#### Introduction

Minimum rates of wages are determined principally by Collective Agreements or by legislation. In either event computation of wages is usually on a time basis or on a piece basis. In this country by far the larger part of minimum wage-rates is determined by legislation and in most cases a time basis has been adopted. Although the use of the time basis in determination of minimum rates serves the purpose intended, that of protecting the worker, it is not the best medium for inducing the fullest use of individual ability and effort. Modern industrial conditions require the maximum utilization of these factors to meet the ever present need for increasing production whilst minimising costs; and this has led to a marked growth of interest in industry, particularly among smaller units of production, in the study of the ways and means of providing incentives to workers in order to elicit their best efforts.

Stabilisation or reduction of production costs should not be effected at the expense of workers' earnings if satisfactory worker-employer relations are to be maintained. It is now fully appreciated that reduction of costs can be effected by the use of wage incentives which have the effect of increasing output and increasing rather than reducing the earnings of workers at the same time, paradoxical as it may seem. Most industrially advanced countries often use wage incentive schemes in order to achieve this objective.

#### Common forms of incentive schemes

The forms which such schemes may take are numerous but they may be divided broadly into two groups (a) Individual Incentives and (b) Collective Schemes, whilst a few schemes may, with advantage, be used either individually or collectively. In the adoption of a scheme care is necessary to ensure selection of one designed to suit the circumstances in the particular establishment in which the scheme is to be introduced. Such factors as the nature of the production, the type of labour, the extent of mechanisation and the possibility for time and motion studies of the processes employed must be carefully considered and a scheme in keeping decided upon. A scheme haphazardly introduced may, in fact, prove a disability rather than an asset to the establishment.

An examination of some of the more popular schemes will illustrate the scope and value of wage incentive schemes.

## Straight Piece Work

A scheme of this type is suitable where the work is repetitive in character and is capable of easy division into similar units of production. An uniform price is paid to the worker per unit of production and the earnings of each individual worker depend entirely upon his own abilities and the extent of the effort he makes. As the same price is paid to the worker for each unit he produces, wage costs per unit remain constant but it will be seen that as output increases in the normal working time economies are effected indirectly as a result of savings on overhead costs per unit of production.

There are two methods of computing payment for straight piece work. These are known as (a) the "money piece price" and (b) the "time piece price". The practice as regards the money piece price is to pay the employee a specified amount in respect of each unit of production. This method is simple and easily understood by the workers.

In the case of the time piece price, the method is to equate the unit of production to a specified period of time and to pay the employee the equivalent of the wages due for this period multiplied by the number of units produced computed on the minimum time rate. It will be seen, however, that in effect the money price and time price are one and the same thing, because to rate an article at a unit of time computed at a specified rate in money is in effect fixing that amount of money as the money piece price of the particular unit of production. In either case at least the minimum time rate is guaranteed to the worker.

This form of wage incentive is really suitable where there is a direct relationship between the individual worker's effort and ability and his output and where such output is capable of being independently measured. Obviously there must also be continuity in the flow of work in the establishment as a spasmodic flow cannot really benefit from a stimulation of production effort.

In fixing piece rates care must be exercised to see that the rates do not err on either side—being too niggardly or too generous as in either event they will tend to defeat their own ends. In the early stages of the adoption of straight piece rates in some countries difficulties were encountered, among which was the tendency on the part of employers to impose cuts in earnings when at the new rates the traditional earning levels had been reached. On the other hand, over-generous rates may defeat their objective by inducing workers to adjust output to the level of habitual earnings. In an effort to overcome difficulties of this nature, a new type of piece rate was worked out known as the differential piece rate.

## Differential Piece Rates

These piece rates may be progressive or regressive, i.e., a piece rate is determined payable up to a certain level of production after which an adjustment is made either increasing or reducing the rate. The object is the adjustment of wage costs per unit of production in relation to output. Rates which provide for a reduction after a

certain level of output has been reached are not very greatly favoured as it is arguable that such a practice is not in keeping with the spirit of incentive schemes. The progressive method is to pay an increased piece rate after the specified level of production has been reached based on the argument that even though the wage cost per unit is increased there is no increase in overheads or if there is such an increase it is certainly of much smaller proportions than the increase in output. This type of wage incentive is suitable in similar conditions as suggested in the case of straight piece rates.

### Premium Bonus Systems

With the adoption of differential piece rates a more scientific study of wages in relation to output was stimulated, from which emerged what is known as the system of premium bonus incentives. The two best known of these systems in Great Britain are the "Halsey" and the "Rowan" systems. Both systems are based on a standard time allowance for the completion of a specified unit of work and the rewarding of the worker in proportion to the time saved on this standard allowance. Applied in its pristine form the wage cost per unit of production to the employer falls while the worker benefits by a progressive increase in his hourly rate of earnings although this increase is not in the same proportion as the increase in output.

"Halsey System".—Under this system a given unit of work is equated to a period of time. The worker is required to finish the unit within this time (but he has the guarantee of the basic time rate irrespective of the time taken to do the job of work). When the job is completed in less than the standard time allowed the worker is entitled to payment for a portion of the time saved. The usual practice is for payment to be made on the basis of the time actually taken in completing the work plus half the time saved. To quote an example. If the time allowance for a particular job of work has been fixed at 10 hours and the time actually taken is 6 hours the payment due to the worker will be as follows:—

$$6 \text{ hours} + \frac{10 - 6}{2} = 8 \text{ hrs.}$$

The proportion of the time saved paid to the worker is however, not constant but may be varied according to the nature of the work to be done or other factors.

An advantage of this system is that as output rises wage costs per unit of production falls. To illustrate this a computation may be made on the basis of the example quoted in the preceding paragraph and taking the hourly rate as 25 cts. and a premium of 50 per cent. on time saved, the wage cost per unit of work will be—

			<i>Rs. c.</i>
If time taken is 8 hours	..	..	2 25
Do. 6 "	..	..	2 0
Do. 5 "	..	..	1 87

It will be seen that while the cost per unit of work falls with progressive saving on the time allowance, the rate of hourly earnings of the worker rises. In the three cases quoted above, the hourly earnings are—

at 8 hours	..	..	28·12 cts. per hour
at 6 ,,	..	..	33·33 cts. per hour
at 5 ,,	..	..	37·4 cts. per hour

It is therefore a satisfactory scheme from the angle of the employer as well as the worker. Another point in its favour is that the scheme includes provision for the payment of wage incentives to supervisors thus encouraging them to spur on the workers under them to put out greater effort.

The system is open to one major criticism, which is that the worker receives only a proportion of the saving effected from his performance above the prescribed standard but it may be countered by the argument that the worker is in fact rewarded by a higher rate of earnings. The most commendable feature of the scheme is that it assists in meeting difficulties which frequently arise on straight piece rate systems resulting from inaccurate rate fixing. Even where some error in rate fixing has occurred the effect is not so serious under this system as the time saved for which the worker receives additional payment is constant on any particular job and the additional premium payment received by the worker is always lower than the amount which should be paid for the work in question at the basic hourly rate. This counter balancing of error in rate fixing is one of the features which directly commends this system to industrialists.

“*Rowan System.*” This system is similar to the “*Halsey*” system. A time allowance is made and wages for the work done are calculated on the following formula :

Time taken plus time taken over time allowed into time saved.

Perhaps this may be made clearer if it is translated into figures. On the basis of a job for which a time allowance of 10 hours has been made and which a worker completes in 6 hours the payment due on the basis of the formula would be—

$$6 + 6/10 \times 4 = 6 + 2.4 = 8.4 \text{ hours.}$$

If this is compared with the “*Halsey*” system it will be found that in the example quoted above the bonus is higher than that payable under that system. Under that system the bonus payable would be only 2 hours as against 2.4 hours under the *Rowan* system. This however is true only where the time saved is less than 50 per cent. Once 50 per cent. is exceeded the payment under the *Halsey* system is greater. Take as an example the same job as referred to above and assume it is done in 4 hours. The payment due under the *Rowan* system would be—

$$4 + 4/10 \times 4 \text{ which would be } 4 + 2.4 = 6.4 \text{ hours.}$$

Under the Halsey system the bonus payable would be half of 6 hours which is 3 hours and the total payment for 7 hours.

The scheme suffers from the same criticisms as referred to in connection with the Halsey scheme and has the same advantages but it is even more insensitive to errors in rate fixing and is therefore particularly suited for adoption in circumstances where the estimated time allowance is liable to be upset by circumstances which cannot be accurately forecast or foreseen.

Two other bonus systems may be mentioned. These are the Gantt Method and the Emerson's Efficiency Method.

*Gantt Method.*—This system provides for the payment of the minimum hourly rate at 66.6 per cent. efficiency on a specified task. Above the efficiency point the rate paid is increased on a graduated scale, usually fixed at a premium of about 10 per cent. for completion of work in task time or less and increasing up to as much as 30 per cent., the efficiency being computed on the saving on the time allowed for the task. Provision is made for the payment of a bonus to the supervisor as well on a similar basis and also the payment of a further bonus if all workers working under his supervision earn a bonus in the particular wage period.

*Emerson's Efficiency Method.*—The method is similar to the Gantt method. A specified time is fixed for the execution of a job and the worker who is able to complete this job in the allotted time is deemed to be 100 per cent. efficient. Where a worker takes a longer time than the allotted time, a calculation of his efficiency is made on the basis of the time allowance and he is paid a bonus for any percentage of efficiency shown in excess of 66.6 per cent. In computing the money payment for the job 66.6 per cent. is equated to the basic time rate and thereafter payment is made on a graduated scale for efficiency in excess of this percentage up to a payment of 10 per cent. bonus for 90 per cent. efficiency. Where 90 per cent. efficiency is exceeded a bonus of 1 per cent. on the basic rate is paid for every 1 per cent. by which the efficiency rating exceeds 90 per cent. and continues up to a maximum of 100 per cent. The maximum efficiency bonus payable on a job is therefore 20 per cent. In favour of this incentive method it has been claimed that it encourages the worker whose efficiency is normally rated at about 66.6 per cent. to put forth greater effort in order to strive to reach 90 per cent. at which rate payment of the higher bonus rate commences. This system is particularly useful in a transition period where an attempt is made to move from payment at normal daily rates to a high incentive bonus method.

Both these systems are most suited to quantity production conditions that allow for individual work and as the application is to the task rather than to the piece it can be used for work for which the piece work system is itself not suitable. It is essential that a smooth flow of production should be achieved by proper managerial planning and action. Also the value of job training for the workers cannot be stressed too much as efficiency to a large extent must depend on job methods and techniques.

## Collective Incentives

The systems hitherto described are intended for application in cases where individual effort must be encouraged. However a number of industries have to rely on group production systems and it has been found necessary to provide incentives even in these conditions in order to stimulate output. These group incentives are suitable where the working systems provide for interdependence of the workers on one another or where the joint output is not capable of individual measurement. In this country the coconut manufacturing industry provides a good example of this type of production. Various methods are used, some of which are described below.

### *Group or Team Methods*

Incentive rates are determined for group work on the basis of piece work or jobs. The division of the amount earned among the members constituting the group is normally undertaken in one of two principal ways. The first of these is the division of the total earnings of the group among the members on an agreed basis normally based on such factors as the skill of each member, the nature of the work and other similar factors. This is particularly useful where the various members of the group are dis-similar in skill and may include skilled, semi-skilled and unskilled workers. Where all the workers are of one level of skill, the agreed basis may merely be an equal distribution of earnings amongst the members of the group.

As distinct from the equal distribution of total earnings the second method may be described as "the equal bonus distribution scheme." In this method the basic time rate payable to each individual member is first extracted from the total earnings of the group and the residue is thereafter divided equally among the members of the group. This is usually adopted in cases where the workers belong to a similar skilled group but for various reasons have their basic rates fixed at varying levels. As the degree of the skill and the nature of the work of various members are more or less on a par, differentials in basic rates are not allowed to affect the bonus distribution which is really payment for extra effort.

### *The Priestman Bonus Scheme*

This is another example of an incentive scheme applicable to working groups fairly popular in Great Britain. It is based on the standard unit of production per man-hour (or other unit of time). The conception is that if a given number of men are capable of producing a given quantity of goods within a given unit of time and if by greater collective effort and without increasing the number of persons or the number of hours of work they can increase the quantity produced they are entitled to remuneration for the increase resulting from such effort. The normal practice is that at the end of every 4 weeks the amount produced is measured and compared against the pre-determined standard unit of output and the increase, if any, is computed as a percentage on such standard. Thereafter

for the four succeeding pay days (which in Great Britain would be the succeeding 4 weeks) all the employees concerned receive a bonus on their wages equal to the percentage increase in production. An important advantage of the scheme is that it is capable of application without exception to all employees in an establishment including managers, clerks and labourers as well as production operatives. It is flexible in its operation and has the added advantage that it is conducive to the development of the team spirit.

### *Assessment Bonus Scheme*

The criticism has been made that group schemes of the type described above have the disadvantage that payment by results make for unevenness in earnings of employees week by week and cause budgetary difficulties in family life. Earnings on a result basis are also often affected by other factors such as non-availability of materials, machine breakdown and other similar occurrences outside the control of the workers. It has also been urged that "quantity of work" should not be made the sole criterion for determining earnings. There are other factors essential to the making of a good worker which should find reflection in his earnings.

In a few undertakings, in Great Britain particularly, a new incentive bonus scheme known as the "Assessment Bonus Scheme" has been adopted to meet these criticisms.

Under this scheme the worker is paid a wage made up of the minimum wage prescribed plus a further sum based on an assessment of the various qualities possessed by him which in the opinion of the management are essential or useful to the work of the establishment. The qualities taken account of are determined by the management and an assessment is made normally at the supervisory level and counter-checked at the managerial level. Amongst the items included in the assessment are such matters as regular attendance at work, punctual starting, saving of time, quantity of work, team work and co-operation, supervision, personal conduct, care of company's equipment, general ability and aptitude, care in the use of materials, quality of work, &c. These are only examples and the qualities to be assessed are a matter for selection by each individual undertaking in the light of its own requirements. On the assessment made a number of points are awarded and the resultant total is converted into cash payment which is added to the basic wages of the worker.

The points awarded on an assessment remain effective until the next review. Reviews are undertaken at specified periods usually every 3 months or 6 months. The opportunity is also taken at the time of assessment to point out to the employee the points in which he is considered weak or wanting and to encourage him to improve these qualities before the next assessment period. It is claimed for this scheme that it possesses a high incentive value not only to improve output but also to develop the desired qualities in the employee. As it is possible to reduce the assessment of an employee when his behaviour or effort has fallen off, the system provides a very useful disciplinary sanction against employees who do not pull

their weight in the work of the establishment as well as a means of maintaining efficiency. In adopting this scheme however care must be taken to see that it is put over to the employees and is clearly understood and accepted by them. Great care must also be exercised to ensure that the assessments are properly and fairly made. If this is not done the scheme could be a fruitful cause of disturbance in industrial relationships.

### **Schemes based on Reduction of Costs**

The schemes described above would appear to indicate that the object of incentive schemes is always to increase the rate of production. This is not true. It is conceivable that schemes may be adopted the sole object of which is the reduction of costs without any increase in total output. Such schemes would be those designed by the payment of a direct bonus to economise on the quantity of materials used, the hours worked and the avoidance of waste of raw materials. It is also quite possible that a bonus on production may find justification in merely maintaining the same output with fewer persons employed or fewer hours worked. In this case although there is an increase in the individual rate of production in fact the total output of the firm will not have increased.

### **Indirect Labour Bonus**

There are other forms of incentive methods which cannot properly be described as bonus incentives. Among these is the system of task work, which it will be useful to consider.

*Task Work.*—A system of payment in which a determination is made of the amount of work expected to be performed in return for the prescribed time rate of wages. There are two variations of this system. In the one case where the work has been completed the worker is entitled to cease work for the day and receive payment at the time rate as though he had completed the full normal working day. This form is quite common in the plantation industry in this country. In other cases once the worker has completed the specified task he becomes entitled to earn additional wages for all output in excess of the specified time task. In either case, however, the employee is entitled to the receipt of the time rate irrespective of the quantity of work done.

### **Adoption of a Scheme**

The adoption of an incentive system is an important step which merits careful consideration. Before any scheme is undertaken a careful study must be made of the organisation in which it is intended to introduce the scheme with a view to ascertaining what improvements, if any, may be effected in the organisation and the methods employed. Working methods should be reviewed and where necessary the operatives should be given job training to enable them to adopt efficient techniques in their work. Until these first things are attended to, it is of little use attempting to induce the workers to

greater effort. The first step is the removal of any disabilities under which the workers may be labouring and which would hamper any increased effort which they may be able to put forth.

The next step is the careful selection of the system to be employed. It must be suitable to the type of work carried on in the establishment and must take into consideration the nature of production, materials used, the quality of labour and a variety of other matters of which the managerial unit of the establishment concerned will be the best judge. Once a system has been selected before it is introduced great care must be taken to put it over to the workers and to ensure that the system to be adopted is properly understood and is acceptable to them. Industrially advanced countries have found that one of the best ways of achieving this is to take the workers' representatives into confidence at each stage and to consult freely with them in the adoption of a scheme. It is, however, not only the workers who need to fully understand and accept the scheme, its details must be carefully worked out and assimilated by every person concerned with the running of such a scheme. This would include managers, clerks, supervisors, foremen and anybody else concerned. Only a carefully selected and conceived scheme clearly put over can be assured of success.

## Conclusion

The following extract from the Industrial Relations Handbook Supplement No. 4 of the Ministry of Labour and National Service (U.K.) is a most appropriate conclusion to this note :—

“ From the foregoing account it will be seen that wage incentive schemes are of various types. It cannot be asserted that any one type is superior to other types, since each industry has its own characteristics and what may suit one industry may not be the best for another industry. Differing circumstances can and do exist even as between individual firms within an industry. It should not be assumed that in every case the type that has been actually adopted is necessarily the most suitable. Indeed there is room not only for a more general adoption of wage incentive schemes but also for improvement in some of the schemes already established. As regards the wider application of incentive schemes, it has to be recognised that there are some processes or industries to which incentive schemes cannot appropriately be applied for various reasons, including in some cases considerations for the safety of the workers engaged. As regards the merits of existing schemes, there are certain qualities which an incentive scheme should possess if it is to fulfil the purpose for which it was designed. Such schemes must fit in with the collective agreements and working rules in operation in the particular industry; in addition some of the more important features which are characteristic of good incentive schemes may be enumerated as follows :—

- (1) Additional rewards result from extra effort and are confined as far as possible to those who do in fact put out extra effort. The scheme is not merely a disguised form of wage increase.

- (2) Careful study of each job is undertaken before fixing piece-work prices or basic times, so that errors in rate-fixing may be avoided. Similarly piece prices that have become unrealistic through lapse of time or change of circumstances are adjusted by agreement.
- (3) The scheme is based on joint consultation at all stages between management and workers or their representatives so that all parties have full confidence in the arrangements.
- (4) Increased output is not to be obtained at the expense of the quality of the product or at the cost of excessive fatigue or strain.
- (5) Where collective, as opposed to individual, incentive payments are concerned the reward is not to be too remote from the effort which earns it. Bonuses are therefore paid at intervals as short as possible."

*Contributed by :*

D. H. GREVE,  
Assistant Commissioner of Labour.

(The material for this note has been largely drawn from the Industrial Relations Handbook Supplement No. 4 of the Ministry of Labour and National Service (U.K.) entitled "Wage Incentive Schemes" and the Personnel Management series publication of the British Institute Management entitled "Wage Incentive Schemes.")

## STATISTICS OF THE MONTH IN BRIEF

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

### Cost of Living

The Colombo working class cost of living index number for December, 1951, was 288 as against 284 in November, 1951. The cost of living index number for estate labourers for December, 1951, was 296 as against 294 in November, 1951.

### 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 October and November, 1951, was as given below—

		<i>October</i> 1951		<i>November</i> 1951
Technical and clerical	..	5,582	..	5,577
Skilled	..	8,434	..	8,428
Semi-skilled	..	12,544	..	12,791
Unskilled	..	27,298	..	27,433
		53,858		54,229

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

	<i>October</i> 1951	<i>November</i> 1951
Technical and clerical ..	185	151
Skilled ..	151	190
Semi-skilled ..	179	237
Unskilled ..	347	600
	<hr/> 862	<hr/> 1,178

## Strikes

There were altogether six strikes in the month of October, 1951. Of these, two strikes were on estates involving 90 workers and a loss of 90 man-days. Of the remaining four strikes, one was in the Textile Trade involving 312 workers and a loss of 156 man-days and one in the Local Government Service involving 100 workers and a loss of 100 man-days. The details of the number of workers and man-days lost in respect of the other 2 strikes, one in the Local Government Service and one in the Match Manufacturing Trade are not yet available.

## Arrivals and Departures of Indian Estate Labourers

In December, 1951, there was an excess of arrivals over departures of Indian estate labourers from the Island amounting to 64. 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 arrival over departures.

## Wage Rates

The minimum wages payable for the month of January, 1952, to workers in all trades to which Part II of the Wages Boards Ordinance has been applied, will be slightly higher than those in the previous month.

## NOTES OF CURRENT INTEREST

### UNESCO Will Promote Workers' Education

The sixth Conference of the United Nations Educational, Scientific and Cultural Organization, held last year in Paris, voted to establish a workers' education centre, exchange of workers and fellowships for workers. It was decided to operate a workers' education centre for 3 months during the summer or early fall of 1952. Its purpose will be to train specialists in, and to improve methods of, workers' education. The programme for exchange of workers will be implemented in close collaboration with the International Labour Office. It was proposed that individual and group travel grants be awarded through appropriate international workers' organizations. Under

the 1952 programme there is provision for 10 UNESCO fellowships for qualified worker candidates for the pursuit of special studies abroad.

## **ILO Proposes Under-Employment Study**

At a session of the Asian Advisory Committee of the ILO held in Geneva recently, it was recommended that ILO undertake a number of field studies designed to shed light on the problem of under-employment in Asia. These surveys should lead to proposals for practical remedial measures which could immediately be put into action. The Committee stressed that there was an urgent need for an immediate investigation of the present extent of Asian under-employment under existing methods of cultivation. It was suggested that the proposed studies be carried out within the framework of the Expanded Programme of Technical Assistance of the U.N. and Specialised Agencies.

## **Housing for Asian Workers**

The I.L.O. has prepared a paper on the subject of Housing for Asian Workers. The paper says that the bulk of workers' housing in Asian countries today is overcrowded and insanitary, and that the critical housing situation stems largely from the growth of population out-pacing housing construction during the past decades. While citing various factors which have brought about this grave situation, such as extensive war destruction and the influx of refugees, certain principles are suggested by the ILO paper as a basis for workers' housing programmes. They are, firstly, minimum standards aimed at should be immediately practicable; secondly, an attempt should be made to evolve a type of housing suitable to the climatic conditions of each region and to make maximum use of locally available materials; and thirdly, there should be maximum utilization of the workers' own labour, through the self-help principle, in building his house and maintaining it in good repair.

## **ILO Officials on Tour**

Mr. R. M. Woodbury, Chief of the Statistical Division of the International Labour Office, who is on a mission of enquiry in a number of countries of the Asian Region, in preparation for the Far East Regional Conference of Labour Statisticians to be held in 1953, visited Ceylon early this month in connection with his work. The primary object of this mission was to survey on the spot the present organization and stage of development, together with the practical problems and requirements concerning Labour Statistics in the various countries of the Asian Region.

Mr. S. K. Jain of the Technical Assistance Division of the ILO arrived in Ceylon on January 7, 1952, to discuss with the Government questions relating to ILO Technical Assistance activities in this country. He has been authorized by the ILO to negotiate with the Government details of supplementary agreements and to receive on

behalf of the ILO agreements signed by this Government as well as fresh requests for technical assistance which the Government of Ceylon might wish to address to the ILO. Mr. Jain expects to leave the Island on the 14th instant.

### **Trade Union Registrations**

The following new Unions were registered under the Trade Unions Ordinance (Cap. 116), in the month of December, 1951 :—

- 456 .. Association of Assistant Registrars of Co-operative Societies.
- 457 .. Jaffna Teachers' Union.
- 458 .. Railway Mechanical Draughtsmen's Association.
- 459 .. Matara North Government Teachers' Association.
- 460 .. Union of Ceylon Plantation and General Labour.
- 461 .. Government Translators' Union.

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## **LABOUR STATISTICS**

### **Introduction**

“ Good labour statistics are essential to both the framing and the administration of progressive social policy. To serve this purpose fully, the statistics of employment, unemployment, wages, cost of living, family expenditures, industrial accidents and other aspects of industrial life and labour must be accurate and complete; and they must be comparable both within and between the different countries ” says the International Labour Office in its preface to its publication the International Standardisation of Labour Statistics. The need for accurate and complete labour statistics has been increasingly felt in recent years in every country and the subject is in different stages of development in different countries. A summary of the present position of labour statistics in Ceylon given below is likely to be of general interest.

### **Labour Force**

The labour force of a country is defined to include all persons above a specified age who are either employed (at work or are temporarily absent from a job) or unemployed (without a job and seeking work) and members of the armed forces. All census reports contain information of the gainfully occupied population, the definition of which corresponds with the definition of the labour force as given above except for the fact that the definition of the term ‘ gainfully occupied ’ does not include all the unemployed persons but only those of the

unemployed persons who were previously employed and who were without work at the time of the census. Subject to this limitation, it may therefore be said that details of the labour force of the country are available as on census dates. Action will have to be taken to amend the definition of the term "unemployed" to include all the unemployed persons, i.e., all persons who are without employment, who are seeking work and who are able to take a job if offered one, in the census schedules in future.

The details of the classification of the economic activities under which the gainfully occupied population is shown are indicated below in summary form.

Agriculture, Fishing and Forestry.

Industry.

Commerce.

Banking, Commission agencies, Accountancy and Secretarial Services.

Professional Services.

Public Services.

Domestic and Personal Service.

## **Employment**

Statistics of employment are being collected once a year in all trades or industries for which Wages Boards have been set up under Part II of the Wages Boards Ordinance, No. 27 of 1941, beginning from 1948. Nearly all forms of economic activities where organisable labour is employed are covered by Wages Boards and statistics of employment in these activities are thus currently available. These statistics are published annually in the following form in the administration report of the Commissioner of Labour.

### **PLANTATIONS**

1. Tea, Cocoa, Cardamoms and Pepper.
2. Rubber.
3. Coconut.

### **INDUSTRIES**

1. Coconut Manufacturing.
2. Engineering.
3. Printing.
4. Cigar Manufacturing.
5. Match Manufacturing.
6. Toddy, Arrack and Vinegar.
7. Building.

## **TRANSPORT**

1. Motor Transport.
2. Dock, Harbour and Port Transport.

## **COMMERCE**

1. Tea Export Trade.
2. Rubber Export Trade.

## **MINES**

Plumbago.

## **ENTERTAINMENT**

Cinema.

## **Unemployment**

The Statistics of unemployment available on a regular basis is the statistics derived from registrations at the employment exchanges. Employment Exchanges are functioning in all the principal towns of the Island. Generally the unemployed persons in rural areas migrate towards the towns in search of work. Under these circumstances, it may be said that the statistics of registrations at the Employment Exchanges would reflect the trend of the unemployment position of the Island as a whole.

Unemployed persons, under-employed persons and employed persons seeking to better their employment can register with the Employment Exchanges for assistance to secure employment. The statistics derived from these registrations are published monthly in the *Ceylon Labour Gazette* classified under the occupational groups, Technical and Clerical, Skilled, Semi-skilled and unskilled and under the different Employment Exchange areas.

## **Industrial Disputes**

The statistics of the number of industrial disputes, the number of workers affected and the number of man-days lost, published regularly in the annual administration reports of the Commissioner of Labour and in the *Ceylon Labour Gazette* relate only to statistics of strikes as defined in the Trade Union Ordinance. A strike under this Ordinance is defined to mean the cessation of work by a body of persons employed in any trade, or industry acting in combination or a concerted refusal, or a refusal under a common understanding of any number of persons who are, or have been so employed, to continue to work or to accept employment. The details relating to lock-outs, if any, are not included in these statistics.

There is no legal provision at present requiring either the employers or employees to notify the Labour Department whenever there is a strike. In practice, however, whenever there is a strike, the existence of the strike is immediately brought to the notice of the department by the employers, or workers' unions, or by the Police.

The Statistics of the number of strikes, the number of workers affected, and the number of man-days lost, published monthly in the *Ceylon Labour Gazette* are shown classified under the industries and under causes of the stoppages of work.

## **Wages and Hours of Work**

Details of the normal hours of work and rates of wages in trades or industries for which Wages Boards have been set up are available from the time of the establishment of the Wages Boards. The Wages Board for each industry prescribes the normal hours of work and the minimum rates of wages payable to the different categories of workers engaged in that industry. The minimum Wage consists of a basic wage and a cost of living allowance varying with changes in the cost of living index number. The Labour Department ensures that workers in industries for which Wages Boards have been established are paid at least the minimum rates of wages as prescribed by the Wages Boards by regular inspections of the workplaces engaged in these industries.

Statistics of the hours actually worked and of average earnings in these industries are also being collected twice a year as during March and September beginning from 1948 from a representative number of employers in each industry. These statistics are published in the administration reports of the Commissioner of Labour.

## **Cost of Living**

Two cost of living indices, one relating to the working class families in Colombo Town and the other to the Indian estate labour population are being calculated monthly.

The cost of living allowances paid to Government Servants, most of the mercantile employees, and to the workers in the undermentioned industries are based on the index number for working class families in Colombo Town.

1. Engineering,
2. Printing,
3. Tea Export,
4. Rubber Export,
5. Motor Transport,
6. Match Manufacturing,
7. Cinema,
8. Dock, Harbour and Port Transport,
9. Building.

The cost of living allowances paid to workers in the undermentioned industries are based on the Index number for estate labourers.

1. Tea Growing and Manufacturing,
2. Rubber Growing and Manufacturing,
3. Cocoa, Cardamom and Pepper Growing and Manufacturing,
4. Coconut Growing,
5. Coconut Manufacturing,
6. Plumbago.

### **Industrial Accidents**

The statistics of Industrial Accidents available in the country are the statistics arising from the administration of the Workmen's Compensation Ordinance. The details of the number of accidents as reported by Employers and compensation paid by them are published classified under accidents resulting in death, in permanent disablement and in temporary disablement annually in the administration reports of the Director of Social Services.

S. R.

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## **THE INDIAN PLANTATIONS LABOUR ACT**

The Plantations Labour Act, 1951, enacted for the purpose of providing for the welfare of labour, and to regulate the conditions of work, in plantations in the Republic of India received the assent of the President on November 2, 1951, and is briefly explained below for general information.

The Act applies in the first instance to all Tea, Coffee, Rubber and Cinchona plantations, but any State Government may, with the previous approval of the Central Government, apply it to any other class of plantation within that State. The Act will come into force on a date to be appointed by the Central Government.

The administration of the Act in each State will be in the hands of a Chief Inspector of Plantations, assisted by Inspectors of Plantations. These officers will have full powers, for the purpose of carrying out the objects of the Act, of inspection, examination and enquiry within the local limits for which they are appointed. There is also provision for the appointment of qualified Medical Practitioners to be certifying Surgeons to carry out such duties as may be prescribed in connection with the examination and certification of workers and to exercise such medical supervision as may be prescribed where adolescents (i.e., 15—18 years) and children (i.e., 12—15 years) are, or are to be employed in any work which is likely to cause injury to their health.

The Act provides for Health Facilities (Chapter III), Welfare (Chapter IV), Hours and Limitation of Employment (Chapter V), and Leave with Wages (Chapter VI).

## Provisions as to Health

In every plantation it shall be the duty of the employer to provide the following:—

- (a) A sufficient supply of wholesome drinking water for all workers, at convenient places in the plantation.
- (b) A sufficient number of latrines and urinals of prescribed types at places convenient and accessible to the workers.
- (c) Such medical facilities as may be prescribed, to be readily available to the workers.

## Welfare

- (a) *Canteens*.—The State Government may make rules requiring that in every plantation in which 150 workers are ordinarily employed one or more canteens shall be provided and maintained by the employer for the use of the workers.
- (b) *Crèches*.—In every plantation in which 50 or more women workers are employed there shall be provided and maintained by the employer suitable rooms for the use of children of such women who are below the age of six years.
- (c) *Housing*.—It shall be the duty of every employer to provide and maintain for every worker and his family residing in the plantation necessary housing accommodation in accordance with the rules made for the purpose by the State Government.
- (d) *Educational and Recreational Facilities*.—The State Government may make rules requiring every employer to provide such educational facilities for the children, and such recreational facilities for the workers and the children, as may be prescribed.
- (e) *Welfare Officers*.—In every plantation in which 300 or more workers are employed the employer shall employ such number of welfare officers as may be prescribed.

## Hours and Limitation of Employment

The Act provides as follows in regard to hours of work and limitation of employment:—

- (a) *Weekly Hours*.—Ordinarily no adult worker shall be required or allowed to work in any plantation in excess of 54 hours a week and no adolescent or child for more than 40 hours a week.
- (b) *Weekly Holidays*.—The State Government may make rules for
  - (i) The provision for a day of rest in every period of seven days, which shall be allowed to all workers.
  - (ii) The provision for payment for work done on a day of rest at a rate not less than the overtime rate prevailing in the area.

- (c) *Daily Intervals for Rest.*—The period of work on each day shall be so fixed that no period shall exceed five hours and that no worker shall work for more than five hours before he has had an interval of rest for at least half an hour.
- (d) *Spread-over.*—The period of work of an adult worker shall be so arranged that it shall not spread over twelve hours in all.
- (e) *Employment of Young Children.*—No child who has not completed his twelfth year shall be required or allowed to work in any plantation.
- (f) *Night Work for Women and Children.*—Except with the permission of the State Government no woman or child worker shall be employed in any plantation otherwise than between the hours of 6 a.m. and 7 p.m.
- (g) *Certificate of Fitness.*—No child who has completed his twelfth year or adolescent shall be required or allowed to work in any plantation, unless a certificate of fitness granted by a certifying surgeon regarding his fitness for work is in the custody of the employer.

### Leave with Wages

- (a) *Annual Leave with Wages.*—Every worker shall be allowed leave with wages for a number of days calculated at the rate of—
  - (i) if an adult, one day for every 20 days of work performed by him, and
  - (ii) if a young person, one day for every 15 days of work performed by him. For the leave so allowed he shall be paid at a rate equal to the daily average of his total full time wages, exclusive of any over-time earnings and bonus, but inclusive of Dearness Allowance and the cash equivalent of any advantages accruing by the concessional supply by the employer of food grains for the day on which he worked.
- (b) *Sickness and Maternity Benefits.*—Subject to rules that may be made in this behalf, every worker shall be entitled to obtain from his employer, at such rate for such period and at such intervals as may be prescribed,
  - (i) sickness allowance, in case of sickness certified by a qualified medical practitioner, and
  - (ii) if a woman worker, maternity allowance, in the case of confinement or expected confinement.

C. C.

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

**Base: November, 1938-April, 1939=100**

**GROUPS OF HOUSEHOLD EXPENDITURE**

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

**INDEX NUMBERS**

*Base: November, 1938-April, 1939 = 100*

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

*Base: November, 1942 = 100*

Year	Food	Fuel and Light	Rent	Clothing	Miscellaneous	Index Number
Group Weights	63.66	7.26	7.06	8.78	13.24	Nov., 1942 = 100
1943	103	94	105	138	118	107
1944	102	94	105	156	127	109
1945	110	94	112	165	158	121
1946	113	111	124	180	155	125
1947	126	121	136	213	157	138
1948	138	101	148	189	157	142
1949	144	97	129	156	148	141
1950	154	102	129	155	154	149
January	155	96	129	152	151	148
February	154	97	129	150	155	148
March	151	95	129	149	151	145
April	150	96	129	151	154	145
May	151	95	129	151	153	146
June	154	96	129	151	154	148
July	155	96	129	153	155	149
August	156	97	129	151	158	150
September	162	106	129	155	158	155
October	158	113	129	158	155	152
November	155	116	129	166	154	151
December	151	115	129	175	152	149
1951—						
January	157	113	129	177	155	153
February	159	111	129	184	154	155
March	157	113	129	195	156	155
April	156	113	129	196	158	155
May	155	116	129	198	161	155
June	155	113	129	199	162	155
July	152	112	129	201	162	153
August	152	113	129	196	161	153
September	151	109	129	197	169	153
October	152	111	129	207	165	154
November	154	109	129	210	158	154
December	158	109	129	208	159	157

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

**LABOUR**

**Base: July-September, 1939=100**

**GROUPS OF HOUSEHOLD EXPENDITURE**

Year	Food	Clothing	Fuel and Light	Miscellaneous	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
January	165	160	108	127	157
February	168	155	108	134	160
March	166	155	108	135	159
April	166	157	108	134	159
May	161	158	108	134	155
June	162	162	108	132	156
July	162	164	108	135	158
August	164	164	108	142	160
September	166	163	108	138	160
October	163	165	108	134	158
November	164	166	108	133	158
December	158	170	108	134	155
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

**TABLE III**

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

<i>Years</i>	<i>Technical and Clerical</i>	<i>skilled</i>	<i>Semi-Skilled</i>	<i>Unskilled</i>	<i>Total</i>
1930	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 January	5,484	11,896	13,794	39,104	70,278
February	5,633	11,685	15,789	39,030	70,137
March	5,676	11,728	13,779	39,348	70,531
April	5,528	11,523	13,289	38,231	68,571
May	5,427	11,564	13,403	38,292	68,686
June	5,427	11,285	13,051	37,987	67,750
July	5,433	11,152	13,274	37,643	67,502
August	5,500	11,364	13,427	37,806	68,097
September	5,601	11,251	13,655	37,622	68,129
October	5,788	11,292	13,938	37,661	68,679
November	5,656	11,053	14,195	37,236†	68,140
December	5,627	10,525	13,523	35,447	65,122
1951 January	6,072	10,421	13,439	34,568	64,500
February	6,330	10,300	13,384	33,729	63,743
March	6,288	9,753	13,191	31,721	60,953
April	6,077	9,215	12,757	30,485	58,534
May	5,669	8,768	12,151	29,428	56,016
June	5,573	8,505	12,179	28,742	54,999
July	5,652	8,421	12,448	27,989	54,510
August	5,806	8,348	12,398	27,906	54,458
September	5,718	8,268	12,254	27,381	53,621
October	5,582	8,434	12,544	27,298	53,858
November	5,577	8,428	12,791	27,433	54,229

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

† The figure 37,276 which appeared in the previous issues was an error.

TABLE IV

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

Classification by Exchange Areas

Years	Colombo	Negombo	Kalutara	Galle	Kandy	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 Jan.	43,323	5,331	4,344	5,405	4,012	965	1,002	2,301	708	1,379	744	—	764	—	70,278
Feb.	43,007	5,246	4,365	5,352	4,368	959	980	2,332	663	1,387	866	—	612	—	70,137
Mar.	43,108	5,314	4,551	5,451	4,350	933	1,074	2,126	589	1,471	997	—	567	—	70,531
Apr.	41,566	5,088	4,324	5,377	4,566	881	1,038	2,060	501	1,273	1,274	—	623	—	68,571
May	41,998	4,817	4,194	5,714	4,526	885	1,009	1,849	530	1,283	1,414	—	467	—	68,686
Jun.	41,174	4,536	3,881	6,011	4,766	918	1,000	1,853	580	1,073	1,458	—	500	—	67,750
Jul.	42,113	4,333	3,967	6,322	3,297	923	1,031	1,989	573	996	1,441	—	417	—	67,502
Aug.	48,020	4,342	3,915	6,370	3,052	1,047	990	1,943	570	1,057	1,327	—	464	—	68,097
Sept.	44,025	4,214	3,802	6,294	2,848	964	986	1,908	576	929	1,144	—	439	—	68,129
Oct.	44,675	4,067	3,916	6,294	2,955	959	942	1,768	530	1,032	1,109	—	432	—	68,679
Nov.	44,032	3,969	3,823	6,295	3,152	937	1,026	1,893	538	979	1,146	—	350	—	68,140
Dec.	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	3,334	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

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

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

**TABLE V**

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

<i>Year</i>		<i>Technical and Clerical</i>	<i>Skilled</i>	<i>Semi-Skilled</i>	<i>Unskilled</i>	<i>Total</i>
1939	.. —	.. —	.. —	.. —	.. —	2,583
1940	.. —	.. —	.. —	.. —	.. —	5,089
1941	.. —	.. —	.. —	.. —	.. —	9,071
1942	.. —	.. —	.. —	.. —	.. —	8,129
1943	.. —	.. —	.. —	.. —	.. —	4,170
1944	.. —	.. —	.. —	.. —	.. —	1,875
1945	.. —	.. 369	.. 1,104	.. 411	.. 2,653	.. 4,537
1946	.. —	.. 1,303	.. 3,012	.. 1,341	.. 10,130	.. 15,786
1947	.. —	.. 915	.. 1,417	.. 911	.. 4,161	.. 7,404
1948	.. —	.. 1,355	.. 1,563	.. 1,311	.. 6,118	.. 10,347
1949	.. —	.. 1,807	.. 1,616	.. 1,767	.. 9,590	.. 14,780
1950	.. —	.. 2,059	.. 1,509	.. 1,438	.. 5,773	.. 10,779
1950	.. January	.. 114	.. 136	.. 125	.. 442	.. 817
	.. February	.. 86	.. 135	.. 107	.. 521	.. 849
	.. March	.. 165	.. 174	.. 124	.. 449	.. 912
	.. April	.. 91	.. 80	.. 72	.. 269	.. 512
	.. May	.. 134	.. 108	.. 90	.. 541	.. 873
	.. June	.. 166	.. 131	.. 189	.. 449	.. 935
	.. July	.. 97	.. 120	.. 136	.. 426	.. 779
	.. August	.. 222	.. 122	.. 91	.. 774	.. 1,209
	.. September	.. 282	.. 179	.. 131	.. 540	.. 1,132
	.. October	.. 279	.. 195	.. 114	.. 568	.. 1,156
	.. November	.. 304	.. 69	.. 152	.. 399	.. 924
	.. December	.. 119	.. 60	.. 107	.. 395	.. 681
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

**TABLE VI**

**Table showing the number of Persons Registered and the number placed in employment during the Month of November, 1951**

<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	355	78	437	76	605	91	1,231	207	2,628	452
Negombo	34	6	56	3	84	16	221	6	395	31
Kalutara	40	1	49	1	126	10	208	43	423	55
Galle	78	2	53	—	138	11	204	8	473	21
Kandy	100	13	82	11	229	28	289	52	700	104
Nawalapitiya	8	—	8	—	29	—	52	—	97	—
Kurunegala	18	1	13	2	77	3	61	22	169	28
Jaffna	86	1	25	—	101	6	98	3	310	10
Ratnapura	11	4	7	—	25	2	23	2	66	8
Badulla	27	—	30	—	82	14	127	16	266	30
Batticaloa	17	7	17	3	25	2	45	2	104	14
Kalmunai	66	23	203	89	126	26	306	201	701	339
Trincomalee	16	3	8	3	25	9	14	4	63	19
Anuradhapura	7	1	13	—	36	—	36	26	92	27
Women's	104	11	39	2	131	19	109	8	383	40
<b>Total</b>	<b>967</b>	<b>151</b>	<b>1,040</b>	<b>190</b>	<b>1,839</b>	<b>237</b>	<b>3,024</b>	<b>600</b>	<b>6,870</b>	<b>1,178</b>

TABLE VII—STRIKES IN CEYLON SINCE 1939

Year	Plantains			Others		
	Number of Strike	Number of Workers Involved	Number of Man-days Lost	Number of Strike	Number of Workers Involved	Number of Man-days Lost
1939 ..	18	Not available	Not available	4	Not available	Not available
1940 ..	36	9,732†	do.	3	do.	do.
1941 ..	27	4,156	do.	15	do.	do.
1942 ..	8	949	do.	14	do.	do.
1943 ..	22	2,436	5,234	31§	4,550	4,359
1944 ..	26	3,648	4,048‡	66‡	12,399	25,937
1945 ..	28	3,514	4,285	53	28,875	153,388‡
1946 ..	37	15,259	31,830‡	69	39,237	250,366
1947 ..	53	11,849	199,457	52	43,485	544,174
1948 ..	33	23,100	49,933‡	20	1,065	2,497‡
1949 ..	66	477,412	681,340	28	2,874	14,576‡
1950 ..	81	22,684	83,853	28	5,471	22,617
1950 January	13	1,995	8,980	2	25	25
February	5	685	1,164	4	790	960
March	3	705	874	4	288	2,377
April ..	1	103	390	3	459	380
May ..	9	1,798	3,468	5	1,513	1,333
June ..	7	1,342	2,087	5	1,739	7,560
July ..	8	3,155	4,861	Nil	Nil	Nil
August	2	279	529	1	50	75
September	11	1,784	2,203	2	335	173
October	5	5,979	6,822	—	—	—
November	8	2,229	6,755	Nil	Nil	Nil
December	9	2,660	44,720	—	—	—
1951 January	5	2,246	20,455	3	223	1,182
February	6	2,058	10,909	3	614	1,696
March	8	1,199	3,895	5	2,218*	274*
April ..	4	1,123	5,621	6	536	4,678
May ..	8	1,325	2,335	—	—	—
June ..	5	380	675	4	49	89
July	5	503	2,606	1	564	546
August	6	770	488	1	150	150
September	2	151	90	3	148	1,078
October	2	90	90	4	412¶	256¶

\*These figures do not include information in respect of one strike. They will be amended to include this information when available.

†Number of workers involved in one strike is not available.

‡Number of workers involved and man-days lost in respect of one strike are not available.

§Number of man-days lost in one strike is not available.

||Includes a one-day token strike on some estates in the Bogawantalawa area.

¶These figures do not include information in respect of 2 strikes. They will be amended to include the information when available.

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

**TABLE VIII—CLASSIFICATION OF THE STRIKES IN OCTOBER, 1951, BY INDUSTRIES OR TRADES**

Industry or Trade	Number of Strikes		Number of Workers involved		Number of Man-days lost	
Plantations—Tea ..	—	..	—	..	—	..
Rubber ..	2	..	90	..	90	..
Tea-cum-Rubber ..	—	..	—	..	—	..
Coconut ..	—	..	—	..	—	..
Coconut-cum-Rubber ..	—	..	—	..	—	..
<b>Total</b> ..	<b>2</b>		<b>90</b>		<b>90</b>	
Engineering ..	—	..	—	..	—	..
Printing ..	—	..	—	..	—	..
Motor Transport ..	—	..	—	..	—	..
Tea Export ..	—	..	—	..	—	..
Rubber Export ..	—	..	—	..	—	..
Coconut Manufacturing ..	—	..	—	..	—	..
Toddy, Arrack and Vinegar ..	—	..	—	..	—	..
Match Manufacturing ..	1	..	not available	..	not available	..
Plumbago ..	—	..	—	..	—	..
Cinema ..	—	..	—	..	—	..
Dock, Harbour and Port Transport ..	—	..	—	..	—	..
Building Trade ..	—	..	—	..	—	..
Local Government Services ..	2*	..	100	..	100	..
Services Institutions ..	—	..	—	..	—	..
Factories, Workshops, &c., run by the State ..	—	..	—	..	—	..
Textile ..	1	..	312	..	156	..
Relief Schemes ..	—	..	—	..	—	..
Wholesale and Retail Distribution ..	—	..	—	..	—	..
Aerated Waters and Ice Manufacturing ..	—	..	—	..	—	..
Beedi Manufacturing ..	—	..	—	..	—	..
<b>Total</b> ..	<b>4</b>		<b>412†</b>		<b>256†</b>	
<b>Grand Total</b> ..	<b>6</b>		<b>502†</b>		<b>346†</b>	

\* No. of workers involved and Number of man-days lost are not available in respect of one strike.

† These figures do not include information in respect of 2 strikes.

**TABLE IX—CLASSIFICATION OF THE STRIKES IN OCTOBER, 1951, BY CAUSES**

Cause	Number of Strikes		Number of Workers Involved	
	Plantation	Others	Plantation	Others
1. Dismissal or loss of employment in any way. Failure to provide work ..	1	.. 1	.. 55	.. 312
2. Wage, increases. Higher, rates for piece work, &c. ..	—	.. —	.. —	.. —
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	.. —	.. —	.. —
4. Estate rules, working, arrangements, discipline, disputes with sub-staff, &c. ..	—	.. 1	.. —	.. 100
5. Food matters. Welfare ..	1	.. —	.. 35	.. —
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 ..	—	.. 2	.. —	not available
11. Sympathetic strikes ..	—	.. —	.. —	.. —
<b>Total</b> ..	<b>2</b>	<b>4</b>	<b>90</b>	<b>412*</b>

\* This figure does not include information in respect of 2 strikes.

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

Years	Arrivals			Departures			Excess of Arrivals over Departures	Excess of Departures over Arrivals
	Old	New	Total	Repatriation on Govt account	Left Ceylon Un-assisted	Total		
1939	25,425	3,834	29,259	2,975	31,714	34,689	—	5,430
1940	2,955	363	3,318	5,560	12,578	18,138	—	14,820
1941	3,234	350	3,584	8,410	11,243	19,653	—	16,069
1942	6,585	229	6,814	5,398	33,183	38,581	—	31,767
1943	42,677	2,076	44,753	1,368	59,577	60,945	—	16,192
1944	49,354	2,623	51,977	786	59,683	60,469	—	8,492
1945	82,598	3,844	86,442	572	85,428	86,000	442	—
1946	75,269	3,325	78,594	282	75,657	75,939	2,655	—
1947	52,177	2,400	54,577	242	58,381	58,623	—	4,046
1948	47,621	2,926	50,547	151	47,115	47,266	3,281	—
1949	42,188	2,237	44,425	302	46,538	46,840	—	2,415
1950	49,385	1,525	50,910	267	55,360	55,627	—	4,717
1950 January	1,146	72	1,218	29	4,205	4,234	—	3,016
February	1,854	96	1,950	41	6,402	6,443	—	4,493
March	4,424	94	4,518	44	6,980	7,024	—	2,506
April	4,548	74	4,622	15	6,713	6,728	—	2,106
May	5,893	75	5,968	22	8,439	8,461	—	2,493
June	7,668	113	7,781	29	5,565	5,594	2,187	—
July	6,684	161	6,845	15	3,350	3,365	3,480	—
August	4,332	224	4,556	29	4,042	4,071	485	—
September	4,354	251	4,605	11	3,321	3,332	1,273	—
October	3,759	127	3,886	2	2,278	2,280	1,606	—
November	2,439	110	2,549	16	1,937	1,953	596	—
December	2,284	128	2,412	14	2,128	2,142	270	—
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	—

APPENDIX I

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

Month : January, 1952.

<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>Tea Growing and Manufacturing Trade</b>			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 10 ..	1 15 ..	2 25
Female worker not under 15 years ..	0 90 ..	0 86 ..	1 76
Child worker ..	0 65 ..	0 79 ..	1 44
<b>Cocoa, Cardamon and Pepper Growing and Manufacturing Trade</b>			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 10 ..	1 15 ..	2 25
Female worker not under 15 years ..	0 90 ..	0 86 ..	1 76
Child worker ..	0 65 ..	0 79 ..	1 44
<b>Rubber Growing and Manufacturing Trade</b>			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 30 ..	1 15 ..	2 45
Female worker not under 15 years ..	1 20 ..	0 86 ..	2 6
Child worker ..	0 95 ..	0 79 ..	1 74
<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 15 ..	2 5
Male not under 18 years ..	0 75 ..	1 15 ..	1 90
Female not under 18 years ..	0 60 ..	0 86 ..	1 46
Worker under 18 years ..	0 50 ..	0 79 ..	1 29
<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 33 ..	2 77
Male not under 18 years ..	1 24 ..	1 33 ..	2 57
Female not under 18 years ..	1 0 ..	0 99 ..	1 99
Worker under 18 years ..	0 75 ..	0 92 ..	1 67
Outside the Colombo area—			
Kangany ..	1 20 ..	1 33 ..	2 53
Male not under 18 years ..	1 0 ..	1 33 ..	2 33
Female not under 18 years ..	0 80 ..	0 99 ..	1 79
Worker under 18 years ..	0 60 ..	0 92 ..	1 52
● “ Colombo area ” includes any place within 5 miles of the Municipal limits of Colombo.			
● Piece rates have been fixed for certain processes.			
<b>Engineering Trade</b>			
<i>Daily Rates</i>			
Unskilled labourer ..	1 24 ..	1 33 ..	2 57
Semi-skilled, Grade I ..	1 44 ..	1 43 ..	2 87
Semi-skilled, Grade II ..	1 28 ..	1 43 ..	2 71
Skilled worker ..	1 80 ..	1 43 ..	3 23
Kangany ..	1 60 ..	1 43 ..	3 3
Watcher ..	1 50 ..	1 43 ..	2 93

Month : January, 1952.

<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 43	0 83
2nd year .. .. .	0 56	0 53	1 9
3rd year .. .. .	0 72	0 81	1 53
4th year .. .. .	0 96	0 96	1 92
<b>Printing Trade</b>			
<i>Monthly Rates</i>			
Class A worker .. .. .	100 0	79 0	179 0
B " .. .. .	75 0	60 50	135 50
C " .. .. .	50 0	51 25	101 25
D " .. .. .	40 0	42 0	82 0
E " .. .. .	37 50	39 73	77 23
F " .. .. .	18 0	21 65	39 65
G " .. .. .	40 0	42 0	82 0
Class A 1st year learner .. .. .	30 0	24 70	54 70
B " .. .. .	22 50	19 15	41 65
C " .. .. .	20 0	21 0	41 0
D " .. .. .	16 0	17 30	33 30
Class A 2nd year learner .. .. .	40 0	32 60	72 60
B " .. .. .	37 50	30 75	68 25
C " .. .. .	25 0	26 4	51 4
D " .. .. .	20 0	21 50	41 50
Class A 3rd year learner .. .. .	50 0	40 50	90 50
B " .. .. .	45 0	36 80	81 80
C " .. .. .	30 0	31 25	61 25
D " .. .. .	24 0	25 70	49 70
Class A 4th year learner .. .. .	65 0	52 10	117 10
B " .. .. .	56 25	45 54	101 79
C " .. .. .	37 50	38 73	76 23
D " .. .. .	30 0	31 75	61 75
Class A 5th year learner .. .. .	80 0	64 20	144 20

**Cigar Trade**

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

**Plumbago Trade**

*Daily Rates*

Underground workers—

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

Underground and surface workers—

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

Class of Worker	Basic Wages		Special Allowance		Total					
	Rs.	c.	Rs.	c.	Rs.	c.				
<b>Plumbago Trade (contd.)</b>										
Underground and surface workers— <i>contd.</i>										
Electricians (assistants)	}	..	1	50	..	1	15	..	2	65
Fitters (assistants)										
Windlassmen (dabare workers)										
Surface workers—										
Carpenters	}	..	2	50	..	1	15	..	3	65
Masons										
Overseers	..	..	2	25	..	1	15	..	3	40
Blacksmiths	}	..	2	0	..	1	15	..	3	15
Boilermen										
Drill sharpeners										
Firewood carriers and splitters	..	..	1	60	..	1	15	..	2	75
Carters	}	..	1	50	..	1	15	..	2	65
Watchers										
Bakkikarayyas or Banksmen	..	..	2	0	..	1	15	..	3	15
Cooks	}	..	1	24	..	1	15	..	2	39
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 79 cents.

Workers employed in curing and dressing—

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

(B) On different jobs—

Within the Colombo area—

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

Outside the Colombo area—

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

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

**Tea Export Trade**

*Daily Rates*

A. Male workers not under 18 years—

(a) Grade II .. 1 24 .. 1 33 .. 2 57  
 (b) Intermediate Grade .. 1 40 .. 1 43 .. 2 83  
 (c) Grade I .. 1 60 .. 1 43 .. 3 3  
 (d) Box makers and repairers .. 1 40 .. 1 43 .. 2 83  
 (e) Watchers .. 1 50 .. 1 43 .. 2 93

B. Female workers not not under 18 years .. 1 0 .. 1 21 .. 2 21

C. Workers over 14 years but under 15 years 0 60 .. 0 84 .. 1 44  
 „ 15 „ 16 „ .. 0 70 .. 0 89 .. 1 59  
 „ 16 „ 17 „ .. 0 80 .. 0 94 .. 1 74  
 „ 17 „ 18 „ .. 1 0 .. 1 4 .. 2 4

Month : January, 1952

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

**Rubber Export Trade**

*Daily Rates*

A. Male workers not under 18 years—						
(a) Grade II .. .. .	1	24	1	33	2	57
(b) Intermediate Grade .. .. .	1	40	1	43	2	83
(c) Grade I .. .. .	1	60	1	43	3	3
(d) Watcher .. .. .	1	50	1	43	2	93
B. Female workers not under 18 years .. .. .	1	0	1	21	2	21
C. Workers over 14 years but under 15 years .. .. .	0	60	0	84	1	44
"    15    "    16    "    .. .. .	0	70	0	89	1	59
"    16    "    17    "    .. .. .	0	80	0	94	1	74
"    17    "    18    "    .. .. .	1	0	1	4	2	4

**Toddy, Arrack and Vinegar Trade**

*Monthly Rates*

Tope kangany .. .. .	110	0	—	110	0
Toddy tavern watcher .. .. .	60	0	—	60	0
Tope watcher .. .. .	50	0	—	50	0
Collecting station manager .. .. .	60	0	—	60	0
Selling toddy at tavern .. .. .	75	0	—	75	0
Selling arrack at tavern .. .. .	60	0	—	60	0
Preparing spadicies for tapping .. .. .	45	0	—	45	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 .. .. .	35	0	—	35	0
Distilling toddy at distillery .. .. .	60	0	—	60	0
Bottling and Corking toddy bottles—					
Male worker not under 16 years of age	Rs. 2	10	per day		
Female worker not under 15 years of age	Rs. 1	70	per day		

*Daily Rates*

Unskilled labourer—					
Male workers not under 16 years .. .. .	1	70	—	1	70
Male workers under 16 years .. .. .	1	13	—	1	13
Female worker not under 16 years .. .. .	1	30	—	1	30
Female worker under 16 years .. .. .	0	87	—	0	87

Piece rates have been fixed for certain processes.

**Motor Transport Trade**

*Monthly Rates*

Class A worker .. .. .	100	0	42	0	142	0
B .. .. .	90	0	42	0	132	0
C .. .. .	85	0	39	50	124	50
D .. .. .	100	0	42	0	142	0
E .. .. .	70	0	37	0	107	0
F .. .. .	67	50	42	0	109	50
G .. .. .	60	0	38	30	98	30
H .. .. .	50	0	38	30	88	30
J .. .. .	60	0	38	30	98	30
K .. .. .	90	0	38	30	128	30
L .. .. .	45	0	29	0	74	0

*Daily Rates*

Class A worker .. .. .	4	0	1	80	5	80
B .. .. .	4	0	1	80	5	80
C .. .. .	3	25	1	80	5	5
D .. .. .	4	0	1	80	5	80
E .. .. .	2	75	1	55	4	30
F .. .. .	2	75	1	80	4	55
G .. .. .	2	50	1	80	4	30
H .. .. .	2	25	1	80	4	5
L .. .. .	1	50	1	6	2	56

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

Class of Worker	Basic	Special	Total
	Wage	Allowance	
	Rs. c.	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 43	3 23
Female 18 years and over .. .. .	1 44	1 33	2 77
Young person over 14 and under 17 years ..	0 85	0 85	1 70
Young person 17 years and over but under 18 years	1 15	1 4	2 19
<i>Grade II—</i>			
Male 18 years and over .. .. .	1 40	1 43	2 83
Female 18 years and over .. .. .	1 12	1 33	2 45
Young person over 14 and under 17 years ..	0 70	0 85	1 55
Young person 17 and over but under 18 years	0 90	1 4	1 94
<i>Grade III—</i>			
Male 18 years and over .. .. .	1 24	1 33	2 57
Female 18 years and over .. .. .	1 0	1 21	2 21
Young person over 14 and under 17 years ..	0 60	0 85	1 45
Young person 17 and over but under 18 years	0 80	1 4	1 84
<i>Grade IV—</i>			
Watcher .. .. .	1 50	1 43	2 93

**Cinema Trade***Monthly Rates**Within the Municipal areas.**A—Non-clerical—*

Unskilled .. .. .	32 25	34 38	66 63
Semi-skilled .. .. .	37 50	36 98	74 48
Skilled, Grade II .. .. .	50 0	38 80	88 30
Skilled, Grade I .. .. .	60 0	38 80	98 30

*B—Clerical—*

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

*Outside the Municipal areas.**A—Non-Clerical—*

Unskilled .. .. .	32 25	34 38	66 63
Semi-skilled .. .. .	35 0	36 98	71 98
Skilled, Grade II .. .. .	42 0	38 80	80 80
Skilled, Grade I .. .. .	55 0	38 80	93 80

*B—Clerical—*

Grade III .. .. .	40 0	34 50	74 50
Grade II .. .. .	45 0	37 50	82 50
Grade I .. .. .	100 0	42 50	142 50

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Dock, Harbour and Port Transport Trade</b>						
<b>Monthly Rates</b>						
<i>Manual Work</i>						
Special Grade	65	0	32	50	97	50
Skilled Grade	55	0	28	50	83	50
Semi-skilled Grade	45	0	25	50	70	50
Unskilled, Grade I	37	0	25	50	62	50
Unskilled, Grade II	31	0	25	50	56	50
<i>Women Workers</i>						
Female Kanganies	35	0	25	50	60	50
Female labourers	30	0	25	50	55	50
<i>Non-manual Workers</i>						
Special Grade	75	0	38	0	113	0
Grade I	55	9	28	50	83	50
<b>Building Trade</b>						
<b>Daily Rates</b>						
<i>Unskilled—</i>						
Male labourers—						
Not under 18 years	1	24	1	33	2	57
Female labourers—						
Not under 18 years	1	0	1	33	2	33
Unskilled labourers—						
(irrespective of sex)						
Under 18 years of age	0	80	1	33	2	13
Semi-skilled, Grade II	1	44	1	43	2	87
Semi-skilled, Grade I	1	60	1	43	3	3
Skilled	1	80	1	43	3	23

APPENDIX II (A)

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

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 57½	1 12½	0 45	0 43	0 88	0 32½	0 39½	0 72	½
1	1 10	1 15	2 25	0 90	0 86	1 76	0 65	0 79	1 44	1
2	2 20	2 30	4 50	1 80	1 72	3 52	1 30	1 58	2 88	2
3	3 30	3 45	6 75	2 70	2 58	5 28	1 95	2 37	4 32	3
4	4 40	4 60	9 0	3 60	3 44	7 4	2 60	3 16	5 76	4
5	5 50	5 75	11 25	4 50	4 30	8 80	3 25	3 95	7 20	5
6	6 60	6 90	13 50	5 40	5 16	10 56	3 90	4 74	8 64	6
7	7 70	8 5	15 75	6 30	6 2	12 32	4 55	5 53	10 8	7
8	8 80	9 20	18 0	7 20	6 88	14 8	5 20	6 32	11 52	8
9	9 90	10 35	20 25	8 10	7 74	15 84	5 85	7 11	12 96	9
10	11 0	11 50	22 50	9 0	8 60	17 60	6 50	7 90	14 40	10
11	12 10	12 65	24 75	9 90	9 46	19 36	7 15	8 69	15 84	11
12	13 20	13 80	27 0	10 80	10 32	21 12	7 80	9 48	17 28	12
13	14 30	14 95	29 25	11 70	11 18	22 88	8 45	10 27	18 72	13
14	15 40	16 10	31 50	12 60	12 4	24 64	9 10	11 6	20 16	14
15	16 50	17 25	33 75	13 50	12 90	26 40	9 75	11 85	21 60	15
16	17 60	18 40	36 0	14 40	13 76	28 16	10 40	12 64	23 4	16
17	18 70	19 55	38 25	15 30	14 62	29 92	11 5	13 43	24 48	17
18	19 80	20 70	40 50	16 20	15 48	31 68	11 70	14 22	25 92	18
19	20 90	21 85	42 75	17 10	16 34	33 44	12 35	15 1	27 36	19
20	22 0	23 0	45 0	18 0	17 20	35 20	13 0½	15 80	28 80	20
21	23 10	24 15	47 25	18 90	18 6	36 96	13 65	16 59	30 24	21
22	24 20	25 30	49 50	19 80	18 92	38 72	14 30	17 38	31 68	22
23	25 30	26 45	51 75	20 70	19 78	40 48	14 95	18 17	33 12	23
24	26 40	27 60	54 0	21 60	20 64	42 24	15 60	18 96	34 56	24
25	27 50	28 75	56 25	22 50	21 50	44 0	16 25	19 75	36 0	25
26	28 60	29 90	58 50	23 40	22 36	45 76	16 90	20 54	37 44	26
27	29 70	31 5	60 75	24 30	23 22	47 52	17 55	21 33	38 88	27
28	30 80	32 20	63 0	25 20	24 8	49 28	18 20	22 12	40 32	28
29	31 90	33 35	65 25	26 10	24 94	51 4	18 85	22 91	41 76	29
30	33 0	34 50	67 50	27 0	25 80	52 80	19 50	23 70	43 20	30
31	34 10	35 65	69 75	27 90	26 66	54 56	20 15	24 49	44 64	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 January, 1952, to Workers in the Rubber Growing and Manufacturing Trade

No. of Days	Men			Women			Child Worker*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 65	0 57½	1 22½	0 60	0 43	1 3	0 47½	0 39½	0 87	½
1	1 30	1 15	2 45	1 20	0 86	2 6	0 95	0 79	1 74	1
2	2 60	2 30	4 90	2 40	1 72	4 12	1 90	1 58	3 48	2
3	3 90	3 45	7 35	3 60	2 58	6 18	2 85	2 37	5 22	3
4	5 20	4 60	9 80	4 80	3 44	8 24	3 80	3 16	6 96	4
5	6 50	5 75	12 25	6 0	4 30	10 30	4 75	3 95	8 70	5
6	7 80	6 90	14 70	7 20	5 16	12 36	5 70	4 74	10 44	6
7	9 10	8 5	17 15	8 40	6 2	14 42	6 65	5 53	12 18	7
8	10 40	9 20	19 60	9 60	6 88	16 48	7 60	6 32	13 92	8
9	11 70	10 35	22 5	10 80	7 74	18 54	8 55	7 11	15 66	9
10	13 0	11 50	24 50	12 0	8 60	20 60	9 50	7 90	17 40	10
11	14 30	12 65	26 95	13 20	9 46	22 66	10 45	8 69	19 14	11
12	15 60	13 80	29 40	14 40	10 32	24 72	11 40	9 48	20 88	12
13	16 90	14 95	31 85	15 60	11 18	26 78	12 35	10 27	22 62	13
14	18 20	16 10	34 30	16 80	12 4	28 84	13 30	11 6	24 36	14
15	19 50	17 25	36 75	18 0	12 90	30 90	14 25	11 85	26 10	15
16	20 80	18 40	39 20	19 20	13 76	32 96	15 20	12 64	27 84	16
17	22 10	19 55	41 65	20 40	14 62	35 2	16 15	13 43	29 58	17
18	23 40	20 70	44 10	21 60	15 48	37 8	17 10	14 22	31 32	18
19	24 70	21 85	46 55	22 80	16 34	39 14	18 5	15 1	33 6	19
20	26 0	23 0	49 0	24 0	17 20	41 20	19 0	15 80	34 80	20
21	27 30	24 15	51 45	25 20	18 6	43 26	19 95	16 59	36 54	21
22	28 60	25 30	53 90	26 40	18 92	45 32	20 90	17 38	38 28	22
23	29 90	26 45	56 35	27 60	19 78	47 38	21 85	18 17	40 2	23
24	31 20	27 60	58 80	28 80	20 64	49 44	22 80	18 96	41 76	24
25	32 50	28 75	61 25	30 0	21 50	51 50	23 75	19 75	43 50	25
26	33 80	29 90	63 70	31 20	22 36	53 56	24 70	20 54	45 24	26
27	35 10	31 5	66 15	32 40	23 22	55 62	25 65	21 33	46 98	27
28	36 40	32 20	68 60	33 60	24 8	57 68	26 60	22 12	48 72	28
29	37 70	33 35	71 5	34 80	24 94	59 74	27 55	22 91	50 46	29
30	39 0	34 50	73 50	36 0	25 80	61 80	28 50	23 70	52 20	30
31	40 30	35 65	75 95	37 20	26 66	63 86	29 45	24 49	53 94	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 January, 1952, to workers in the Coconut Growing and Manufacturing Trade

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
					Within the Colombo area				Outside the Colombo area				
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 2½	0 95	0 73	0 64½	1 38½	1 28½	0 99½	0 83½	1 26½	1 16½	0 89½	0 76	½
1	2 5	1 90	1 46	1 29	2 77	2 57	1 99	1 67	2 53	2 33	1 79	1 52	1
2	4 10	3 80	2 92	2 58	5 54	5 14	3 98	3 34	5 6	4 66	3 58	3 4	2
3	6 15	5 70	4 38	3 87	8 31	7 71	5 97	5 1	7 59	6 99	5 37	4 56	3
4	8 20	7 60	5 84	5 16	11 8	10 28	7 96	6 68	10 12	9 32	7 16	6 8	4
5	10 25	9 50	7 30	6 45	13 85	12 85	9 95	8 35	12 65	11 65	8 95	7 60	5
6	12 30	11 40	8 76	7 74	16 62	15 42	11 94	10 2	15 18	13 98	10 74	9 12	6
7	14 35	13 30	10 22	9 3	19 39	17 99	13 93	11 69	17 71	16 31	12 53	10 64	7
8	16 40	15 20	11 68	10 32	22 16	20 56	15 92	13 36	20 24	18 64	14 32	12 16	8
9	18 45	17 10	13 14	11 61	24 93	23 13	17 91	15 3	22 77	20 97	16 11	13 68	9
10	20 50	19 0	14 60	12 90	27 70	25 70	19 90	16 70	25 30	23 30	17 90	15 20	10
11	22 55	20 90	16 6	14 19	30 47	28 27	21 89	18 37	27 83	25 63	19 69	16 72	11
12	24 60	22 80	17 52	15 48	33 24	30 84	23 88	20 4	30 36	27 96	21 48	18 24	12
13	26 65	24 70	18 98	16 77	36 1	33 41	25 87	21 71	32 89	30 29	23 27	19 76	13
14	28 70	26 60	20 44	18 6	38 78	35 98	27 86	23 38	35 42	32 62	25 6	21 28	14
15	30 75	28 50	21 90	19 35	41 55	38 55	29 85	25 5	37 95	34 95	26 85	22 80	15
16	32 80	30 40	23 36	20 64	44 32	41 12	31 84	26 72	40 48	37 28	28 64	24 32	16
17	34 85	32 30	24 82	21 93	47 9	43 69	33 83	28 39	43 1	39 61	30 43	25 84	17
18	36 90	34 20	26 28	23 22	49 86	46 26	35 82	30 6	45 54	41 94	32 22	27 36	18
19	38 95	36 10	27 74	24 51	52 63	48 83	37 81	31 73	48 7	44 27	34 1	28 88	19
20	41 0	38 0	29 20	25 80	55 40	51 40	39 80	33 40	50 60	46 60	35 80	30 40	20
21	43 5	39 90	30 66	27 9	58 17	53 97	41 79	35 7	53 13	48 93	37 59	31 92	21
22	45 10	41 80	32 12	28 38	60 94	56 54	43 78	36 74	55 66	51 26	39 38	33 44	22
23	47 15	43 70	33 58	29 67	63 71	59 11	45 77	38 41	58 19	53 59	41 17	34 96	23
24	49 20	45 60	35 4	30 96	66 48	61 68	47 76	40 8	60 72	55 92	42 96	36 48	24
25	51 25	47 50	36 50	32 25	69 25	64 25	49 75	41 75	63 25	58 25	44 75	38 0	25
26	53 30	49 40	37 96	33 54	72 2	66 82	51 74	43 42	65 78	60 58	46 54	39 52	26
27	55 35	51 30	39 42	34 83	74 79	69 39	53 73	45 9	68 31	62 91	48 33	41 4	27
28	57 40	53 20	40 88	36 12	77 56	71 96	55 72	46 76	70 84	65 24	50 12	42 56	28
29	59 45	55 10	42 34	37 41	80 33	74 53	57 71	48 43	73 37	67 57	51 91	44 8	29
30	61 50	57 0	43 80	38 70	83 10	77 10	59 70	50 10	75 90	69 90	53 70	45 60	30
31	63 55	58 90	45 26	39 99	85 87	79 67	61 69	51 77	78 43	72 23	55 49	47 12	31

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

APPENDIX III (B)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 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	Intermediate 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 28½	1 41½	1 51½	1 41½	1 46½	1 10½	0 72	0 79½	0 87	1 2	½
1	2 57	2 83	3 3	2 83	2 93	2 21	1 44	1 59	1 74	2 4	1
2	5 14	5 66	6 6	5 66	5 86	4 42	2 88	3 18	3 48	4 8	2
3	7 71	8 49	9 9	8 49	8 79	6 63	4 32	4 77	5 22	6 12	3
4	10 28	11 32	12 12	11 32	11 72	8 84	5 76	6 36	6 96	8 16	4
5	12 85	14 15	15 15	14 15	14 65	11 5	7 20	7 95	8 70	10 20	5
6	15 42	16 98	18 18	16 98	17 58	13 26	8 64	9 54	10 44	12 24	6
7	17 99	19 81	21 21	19 81	20 51	15 47	10 8	11 13	12 18	14 28	7
8	20 56	22 64	24 24	22 64	23 44	17 68	11 52	12 72	13 92	16 32	8
9	23 13	25 47	27 27	25 47	26 37	19 89	12 96	14 31	15 66	18 36	9
10	25 70	28 30	30 30	28 30	29 30	22 10	14 40	15 90	17 40	20 40	10
11	28 27	31 13	33 33	31 13	32 23	24 31	15 84	17 49	19 14	22 44	11
12	30 84	33 96	36 36	33 96	35 16	26 52	17 28	19 8	20 88	24 48	12
13	33 41	36 79	39 39	36 79	38 9	28 73	18 72	20 67	22 62	26 52	13
14	35 98	39 62	42 42	39 62	41 2	30 94	20 16	22 26	24 36	28 56	14
15	38 55	42 45	45 45	42 45	43 95	33 15	21 60	23 85	26 10	30 60	15
16	41 12	45 28	48 48	45 28	46 88	35 36	23 4	25 44	27 84	32 64	16
17	43 69	48 11	51 51	48 11	49 81	37 57	24 48	27 3	29 58	34 68	17
18	46 26	50 94	54 54	50 94	52 74	39 78	25 92	28 62	31 32	36 72	18
19	48 83	53 77	57 57	53 77	55 67	41 99	27 36	30 21	33 6	38 76	19
20	51 40	56 60	60 60	56 60	58 60	44 20	28 80	31 80	34 80	40 80	20
21	53 97	59 43	63 63	59 43	61 53	46 41	30 24	33 39	36 54	42 84	21
22	56 54	62 26	66 66	62 26	64 46	48 62	31 68	34 98	38 28	44 88	22
23	59 11	65 9	69 69	65 9	67 39	50 83	33 12	36 57	40 2	46 92	23
24	61 68	67 92	72 72	67 92	70 32	53 4	34 56	38 16	41 76	48 96	24
25	64 25	70 75	75 75	70 75	73 25	55 25	36 0	39 75	43 50	51 0	25
26	66 82	73 58	78 78	73 58	76 18	57 46	37 44	41 34	45 24	53 4	26
27	69 39	76 41	81 81	76 41	79 11	59 67	38 88	42 93	46 98	55 8	27
28	71 96	79 24	84 84	79 24	82 4	61 88	40 32	44 52	48 72	57 12	28
29	74 53	82 7	87 87	82 7	84 97	64 9	41 76	46 11	50 46	59 16	29
30	77 10	84 90	90 90	84 90	87 90	66 30	43 20	47 70	52 20	61 20	30
31	79 67	87 73	93 93	87 73	90 83	68 51	44 64	49 29	53 94	63 24	31

\* Applicable to Tea Export Trade only.

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

No. of Days	Un-skilled	Semi-skilled		Skilled	Kan-ganies	Watch-ers	Trade Learners and Apprentices				No. of Days
		Grade I	Grade II				1st Year	2nd Year	3rd Year	4th Year	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	1 28½	1 43½	1 35½	1 61½	1 51½	1 46½	0 41½	0 54½	0 76½	0 96	½
1	2 57	2 87	2 71	3 23	3 3	2 93	0 83	1 9	1 53	1 92	1
2	5 14	5 74	5 42	6 46	6 6	5 86	1 66	2 18	3 6	3 84	2
3	7 71	8 61	8 13	9 69	9 9	8 79	2 49	3 27	4 59	5 76	3
4	10 28	11 48	10 84	12 92	12 12	11 72	3 32	4 36	6 12	7 68	4
5	12 85	14 35	13 55	16 15	15 15	14 65	4 15	5 45	7 65	9 60	5
6	15 42	17 22	16 26	19 38	18 18	17 58	4 98	6 54	9 18	11 52	6
7	17 99	20 9	18 97	22 61	21 21	20 51	5 81	7 63	10 71	13 44	7
8	20 56	22 96	21 68	25 84	24 24	23 44	6 64	8 72	12 24	15 36	8
9	23 13	25 83	24 39	29 7	27 27	26 37	7 47	9 81	13 77	17 28	9
10	25 70	28 70	27 10	32 30	30 30	29 30	8 30	10 90	15 30	19 20	10
11	28 27	31 57	29 81	35 53	33 33	32 23	9 13	11 99	16 83	21 12	11
12	30 84	34 44	32 52	38 76	36 36	35 16	9 96	13 8	18 36	23 4	12
13	33 41	37 31	35 23	41 99	39 39	38 9	10 79	14 17	19 89	24 96	13
14	35 98	40 18	37 94	45 22	42 42	41 2	11 62	15 26	21 42	26 88	14
15	38 55	43 5	40 65	48 45	45 45	43 95	12 45	16 35	22 95	28 80	15
16	41 12	45 92	43 36	51 68	48 48	46 88	13 28	17 44	24 48	30 72	16
17	43 69	48 79	46 7	54 91	51 51	49 81	14 11	18 53	26 1	32 64	17
18	46 26	51 66	48 78	58 14	54 54	52 74	14 94	19 62	27 54	34 56	18
19	48 83	54 53	51 49	61 37	57 57	55 67	15 77	20 71	29 7	36 48	19
20	51 40	57 40	54 20	64 60	60 60	58 60	16 60	21 80	30 60	38 40	20
21	53 97	60 27	56 91	67 83	63 63	61 53	17 43	22 89	32 13	40 32	21
22	56 54	63 14	59 62	71 6	66 66	64 46	18 26	23 98	33 66	42 24	22
23	59 11	66 1	62 33	74 29	69 59	67 39	19 9	25 7	35 19	44 16	23
24	61 68	68 88	65 4	77 52	72 72	70 32	19 92	26 16	36 72	46 8	24
25	64 25	71 75	67 75	80 75	75 75	73 25	20 75	27 25	38 25	48 0	25
26	66 82	74 62	70 46	83 98	78 78	76 18	21 58	28 34	39 78	49 92	26
27	69 39	77 49	73 17	87 21	81 81	79 11	22 41	29 43	41 31	51 84	27
28	71 96	80 36	75 88	90 44	84 84	82 4	23 24	30 52	42 84	53 76	28
29	74 53	83 23	78 59	93 67	87 87	84 97	24 7	31 61	44 37	55 68	29
30	77 10	86 10	81 30	96 90	90 90	87 90	24 90	32 70	45 90	57 60	30
31	79 67	88 97	84 1	100 13	93 93	90 83	25 73	33 79	47 43	59 52	31

APPENDIX III (D)

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

No. of Days	Grade I				Grade II				Grade III				Grade IV	No. of Days
	Adults		Young Persons		Adults		Young Persons		Adults		Young Persons		Watchers	
	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Female	Over 14 Under 17 Years	Over 17 Under 18 Years		
½	1 61½	1 38½	0 85	1 9½	1 41½	1 22½	0 77½	0 97	1 28½	1 10½	0 72½	0 92	1 46½	½
1	3 23	2 77	1 70	2 19	2 83	2 45	1 55	1 94	2 57	2 21	1 45	1 84	2 93	1
2	6 46	5 54	3 40	4 38	5 66	4 90	3 10	3 88	5 14	4 42	2 90	3 68	5 86	2
3	9 69	8 31	5 10	6 57	8 49	7 35	4 65	5 82	7 71	6 63	4 35	5 52	8 79	3
4	12 92	11 8	6 80	8 76	11 32	9 80	6 20	7 76	10 28	8 84	5 80	7 36	11 72	4
5	16 15	13 85	8 50	10 95	14 15	12 25	7 75	9 70	12 85	11 5	7 25	9 20	14 65	5
6	19 38	16 62	10 20	13 14	16 98	14 70	9 30	11 64	15 42	13 26	8 70	11 4	17 58	6
7	22 61	19 39	11 90	15 33	19 81	17 15	10 85	13 58	17 99	15 47	10 15	12 88	20 51	7
8	25 84	22 16	13 60	17 52	22 64	19 60	12 40	15 52	20 56	17 68	11 60	14 72	23 44	8
9	29 7	24 93	15 30	19 71	25 47	22 5	13 95	17 46	23 13	19 89	13 5	16 56	26 37	9
10	32 30	27 70	17 0	21 90	28 30	24 50	15 50	19 40	25 70	22 10	14 50	18 40	29 30	10
11	35 53	30 47	18 70	24 9	31 13	26 95	17 5	21 34	28 27	24 31	15 95	20 24	32 23	11
12	38 76	33 24	20 40	26 28	33 96	29 40	18 60	23 28	30 84	26 52	17 40	22 8	35 16	12
13	41 99	36 1	22 10	28 47	36 79	31 85	20 15	25 22	33 41	28 73	18 85	23 92	38 9	13
14	45 22	38 78	23 80	30 66	39 62	34 30	21 70	27 16	35 98	30 94	20 30	25 76	41 2	14
15	48 45	41 55	25 50	32 85	42 45	36 75	23 25	29 10	38 55	33 15	21 75	27 60	43 95	15
16	51 68	44 32	27 20	35 4	45 28	39 20	24 80	31 4	41 12	35 36	23 20	29 44	46 88	16
17	54 91	47 9	28 90	37 23	48 11	41 65	26 35	32 98	43 69	37 57	24 65	31 28	49 81	17
18	58 14	49 86	30 60	39 42	50 94	44 10	27 90	34 92	46 26	39 78	26 10	33 12	52 74	18
19	61 37	52 63	32 30	41 61	53 77	46 55	29 45	36 86	48 83	41 99	27 55	34 96	55 67	19
20	64 60	55 40	34 0	43 80	56 60	49 0	31 0	38 80	51 40	44 20	29 0	36 80	58 60	20
21	67 83	58 17	35 70	45 99	59 43	51 45	32 55	40 74	53 97	46 41	30 45	38 64	61 53	21
22	71 6	60 94	37 40	48 18	62 26	53 90	34 10	42 68	56 54	48 62	31 90	40 48	64 46	22
23	74 29	63 71	39 10	50 37	65 9	56 35	35 65	44 62	59 11	50 83	33 35	42 32	67 39	23
24	77 52	66 48	40 80	52 56	67 92	58 80	37 20	46 56	61 68	53 4	34 80	44 16	70 32	24
25	80 75	69 25	42 50	54 75	70 75	61 25	38 75	48 50	64 25	55 25	36 25	46 0	73 25	25
26	83 98	72 2	44 20	56 94	73 58	63 70	40 30	50 44	66 82	57 46	37 70	47 84	76 18	26
27	87 21	74 79	45 90	59 13	76 41	66 15	41 85	52 38	69 39	59 67	39 15	49 68	79 11	27
28	90 44	77 56	47 60	61 32	79 24	68 60	43 40	54 32	71 96	61 88	40 60	51 52	82 4	28
29	93 67	80 33	49 30	63 51	82 7	71 5	44 95	56 26	74 53	64 9	42 5	53 36	84 97	29
30	96 90	83 10	51 0	65 70	84 90	73 50	46 50	58 20	77 10	66 30	43 50	55 20	87 90	30
31	100 13	85 87	52 70	67 89	87 73	75 95	48 5	60 14	79 67	68 51	44 95	57 4	90 83	31

APPENDIX III (E)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during January, 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 28½	1 16½	1 6½	1 43½	1 51½	1 61½	½
1	2 57	2 33	2 13	2 87	3 3	3 23	1
2	5 14	4 66	4 26	5 74	6 6	6 46	2
3	7 71	6 99	6 39	8 61	9 9	9 69	3
4	10 28	9 32	8 52	11 48	12 12	12 92	4
5	12 85	11 65	10 65	14 35	15 15	16 15	5
6	15 42	13 98	12 78	17 22	18 18	19 38	6
7	17 99	16 31	14 91	20 9	21 21	22 61	7
8	20 56	18 64	17 4	22 96	24 24	25 84	8
9	23 13	20 97	19 17	25 83	27 27	29 7	9
10	25 70	23 30	21 30	28 70	30 30	32 30	10
11	28 27	25 63	23 43	31 57	33 33	35 53	11
12	30 84	27 96	25 56	34 44	36 36	38 76	12
13	33 41	30 29	27 69	37 31	39 39	41 99	13
14	35 98	32 62	29 82	40 18	42 42	45 22	14
15	38 55	34 95	31 95	43 5	45 45	48 45	15
16	41 12	37 28	34 8	45 92	48 48	51 68	16
17	43 69	39 61	36 21	48 79	51 51	54 91	17
18	46 26	41 94	38 34	51 66	54 54	58 14	18
19	48 83	44 27	40 47	54 53	57 57	61 37	19
20	51 40	46 60	42 60	57 40	60 60	64 60	20
21	53 97	48 93	44 73	60 27	63 63	67 83	21
22	56 54	51 26	46 86	63 14	66 66	71 6	22
23	59 11	53 59	48 99	66 1	69 69	74 29	23
24	61 68	55 92	51 12	68 88	72 72	77 52	24
25	64 25	58 25	53 25	71 75	75 75	80 75	25
26	66 82	60 58	55 38	74 62	78 78	83 98	26
27	69 39	62 91	57 51	77 49	81 81	87 21	27
28	71 96	65 24	59 64	80 36	84 84	90 44	28
29	74 53	67 57	61 77	83 23	87 87	93 67	29
30	77 10	69 90	63 90	86 10	90 90	96 90	30
31	79 67	72 23	66 3	88 97	93 93	100 13	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 labourer (irrespective of sex) under 18 years of age.

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