



PRESENTED BY

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TO THE

**EVELYN RUTNAM INSTITUTE**

**JAFFNA.**

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# CEYLON LABOUR GAZETTE

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## NOTES ON THE WAGES BOARDS (AMENDMENT) ACT, No. 5 OF 1953

THESE notes are intended to clarify the effect of the various amendments introduced by the Wages Boards (Amendment) Act, No. 5 of 1953, in so far as they affect employers and workers. Therefore, only those sections which have a bearing on this aspect of the matter are dealt with and no amplification is made of those sections of the Amending Act which deal with such matters as the constitution and procedure of Wages Boards, &c. Wherever the term "principal enactment" is used in these notes the reference is to the Wages Boards Ordinance, No. 27 of 1941.

### Deductions

SECTIONS 2 (1), (2) and (3) amend section 2 (a) of the principal enactment as already amended by Ordinance No. 40 of 1943. Two important changes are made :—

(a) The applicability of this provision to every employer in respect of *all* workers employed by him whether in his principal trade or ancillary to it is made quite definite ; and

(b) Certain changes are made in the restrictions on deductions from wages.

The amendment covering (a) above has been introduced by sections 2 (1) and 2 (2) of the Amending Ordinance. The words "every employer in every trade" have been replaced by the words "the employer of workers in any trade". This change in the wording makes it clear that what must be taken account of is the trade followed by the worker, that is, the worker's occupation ; anybody who employs a worker in such occupation becomes an employer for purposes of this section and must comply with its requirements.

The law as it stood before was interpreted by the Courts to cover only the case of workers employed in the principal trade of the employer. The change now introduced gives effect to the original intention that the provisions covering the payment of wages should be applicable in the case of all workers without exception.

The changes indicated at (b) above are given effect to by section 2 (3) of the Amending Act. Three very important changes have been made which should be noted. These are :—

(1) Payments made by a worker to his employer or an agent of his employer out of his wages immediately after those wages have been paid to him are regarded in law as a deduction from the wages

of the worker and are subject to the restrictions on deductions imposed by this section. It is therefore not legal now to recover from the worker immediately after payment sums of money which may not legally be deducted on checkroll before the payment of wages.

(2) Cash advances are no longer restricted to wages not already earned nor are they restricted by having to be made in a prescribed manner. These provisions were recognized as artificial and have so been removed. It is clear from the amendment that regulation 3 of the Wages Boards Regulations 1943 which prescribes recovery of cash advances in instalments over a period of six months is no longer effective. An employer is free to make such cash advances as he sees fit and to make arrangements for recovery subject to the overall limitation of total deductions from wages to 50 per cent. (or 75 per cent. as in the case of the plantation industries).

(3) Deductions may now be made from wages on account of any payment made by the employer at the request of the worker to any person other than the employer or an agent of the employer for the purpose of meeting any obligation of the worker or for any other purpose for which the worker desires payment to be made. Payments such as sports club subscriptions, co-operative society bills, payments to debt redemption funds such as the Lady Lochore Fund, insurance premia, charitable contributions, &c., are covered by this. It was hitherto not possible to make such deductions even when the worker so desired. It is now not necessary to apply for authority from the Department of Labour for making such deductions. It is, however, advisable that all requests made by workers for payments of this nature to be met by deductions from their wages be reduced to writing and made available for inspection by prescribed officers in order to avoid the inconvenience which investigation of such requests and consent may otherwise involve.

## Wage Periods

SECTION 2 (4) of the Amending Act replaces section 2 (b) of the principal enactment. Hitherto, the wage period was based on the period of the contract of employment of the worker. It was not always found convenient both to the employer and the worker to adhere to these circumscribed wage periods. The new provision requires the employer to fix the wage period of each worker employed by him. When he has fixed the period he must pay wages as follows:—

- (a) where the wage period does not exceed one week, payment must be made within three days of the last day of the wage period ;
- (b) where the period exceeds one week but does not exceed two weeks, payment must be made within five days of the last day of that wage period ; and
- (c) where the period exceeds two weeks, within ten days of the expiry of the wage period.

The longest wage period which an employer may fix is one month.

It is necessary now for employers in all trades whether covered by Wages Boards or not (provided that a Wages Board has not fixed a wage period under section 23) to fix wage periods in respect of the workers employed by them. Since the obligation is to fix a wage period in respect of each worker employed by him, it seems clear

that an employer is at liberty to fix different wage periods for different employees or classes of employees in his employment and that it is not necessary to have a single wage period covering the establishment.

The effect of sections 5 and 23 of the principal enactment should be noted however. Where a Wages Board fixes a wage period covering the trade for which it is set up the decision of the Wages Board will supersede the provisions of this section and that wage period must be adopted by all employers as regards their workers in the particular trade.

### **Payment of Wages on Termination of Employment**

SECTION 2 (5) introduces a new provision and that is that where an employer terminates the employment of a worker he must within two days of such termination pay to the worker concerned all wages due to him.

### **Maintenance of Records in Trades not covered by Wages Boards**

SECTION 3 of the Amending Ordinance replaces section 3 of the principal enactment. The new provision makes it clear that an employer must keep records in respect of *each* worker employed by him and whether the worker is employed in the employer's principal trade or in an ancillary occupation. It also clearly sets out the particulars which the records maintained by an employer must show and in this respect is in advance of the former section which was not very clear. The particulars required are :—

- (a) the wage period ;
- (b) the name of each worker who receives wages for such wage period ;
- (c) the number of hours or days during which each worker has worked in the wage period ;
- (d) the wages paid to each worker in respect of the wage period ;
- (e) the deductions from such wages ; and
- (f) the date of payment of such wages.

Sub-section 2 also makes an important addition to the former law which is that the record relating to each wage period must be preserved for a period of two years from the last day of the relevant wage period. The record must be produced for inspection when so required by the Commissioner of Labour or any prescribed officer, e.g., the Deputy Commissioners, Assistant Commissioners and Inspectors of Labour.

It must be noted that the foregoing provision is not applicable to a trade for which a Wages Board has been set up. In the case of trades covered by Wages Boards the record which must be kept is the register which has been prescribed under section 36 of the principal enactment.

### **Effective Date of a Wage Decision**

SECTION 9 of the Amending Act makes an amendment in the proviso to section 21 consequential to the amendment to section 2 (b). A decision of a Wages Board becomes effective in law either on the date it is published in the *Gazette* or on such later date as may be

specified in the notification of the Minister approving of the decision of the Board. Section 21, however, provides that where a decision of a Wages Board is brought into effect at some time other than at the commencement of a wage period the employer will not be obliged in law to comply with it until the commencement of the next wage period. The amendment effected by section 9 ties up the proviso with the new concept of wage period introduced into the Ordinance by section 2 (b). Its material effect however remains the same as before.

### **Payment of Wages to a Worker who works for less than the normal working day**

SECTION 10 of the Amending Act replaces section 22 of the principal enactment. The new section is in two parts; the first part deals with workers whose wages are paid at an hourly or daily rate fixed by a Wages Board whilst the second deals with workers whose wages are paid at a weekly or monthly rate, fixed by a Board.

In the case of workers who are paid at an hourly or daily rate, the provisions remain much the same as in the principal enactment. Where a worker works for less than the number of hours making up the normal working day as determined by the Wages Board he is entitled to receive wages for a full day except in cases where the failure to work for the full day has been due (a) to his unwillingness to work and not to the employer's failure to provide him with work or (b) any other circumstances as may be prescribed by the Wages Board. (It is interesting to note that no Wages Board has so far prescribed any such circumstances). It has also been made quite clear that this provision applies even to work done on a holiday. It seems clear that the term "holiday" as used here refers only to the weekly holiday as, under the law, a worker cannot be required to work during his annual holidays or on any day prescribed as a public holiday under section 25 of the principal enactment.

Sub-section (2) deals with the case of workers who are paid at weekly or monthly rates and who on any day during the week or the month fail to work for the number of hours making up the normal working hours of that day. The provision is similar to that covering daily rated workers.

### **Powers of Wages Boards**

ALTHOUGH these powers do not directly affect individual employers, and workers, they are being dealt with in this article as it is felt that an appreciation of these powers will assist them in complying with the decisions of the Wages Boards.

### **WORKING HOURS**

SECTION 11 has made a number of changes in the powers of Wages Boards affecting working hours and weekly holidays. These are—

Under the principal enactment a Wages Board was empowered to determine only a normal working day subject to a ceiling of nine hours, inclusive of an interval of not less than one hour for a meal. Wages Boards now have power to fix a normal working day inclusive of one or more intervals for meals or rest, a normal working week or a normal



working month. A normal working month is fixed by fixing the number of days which make up the month and the number of hours on each of the days in that month.

Wages Boards may now fix more than one interval within a normal working day subject to the interval allowed for the principal meal being not less than one hour as against the former power of the Board to fix only one interval. It should be appreciated that the normal working day of an individual worker may commence at any time during the day and not necessarily at some fixed hour in the morning. The time of commencement of work is a matter within the discretion of the employer.

Certain limitations are imposed on the power of Wages Boards to fix normal working days and intervals. Where the duration of the intervals specified by the Board for meals or rest does not exceed one hour in the aggregate the number of hours making up the normal working day inclusive of these intervals is limited to nine. With the increase in aggregate duration of the intervals the normal working day may be increased by the difference between one hour and the aggregate of the intervals allowed, subject to a maximum day of 12 hours. However, whatever may be the length of the normal working day inclusive of intervals, in no event is it possible for actual working hours to exceed eight hours per day.

This power to increase the normal working day to a period in excess of nine hours is one which has been vested in the Wages Boards and may only be done under a decision of a Board. In the absence of a decision of a Board, individual employers may not increase the length of the normal working day by allowing longer intervals.

The Wages Boards have also been given power to fix a longer day than 12 hours in respect of special classes of workers such as watchers, where the nature of the work is such as to require this.

The number of hours constituting a normal working day may be fixed differently for the different days of the week, or differently for different classes of workers or differently for various areas, &c.

The law now makes it quite clear that the normal working days is a continuous period covering all the time from which a worker starts work for the day to the time at which he finishes work and including all intervals allowed him during the day. Wages Boards, however, now have power to decide that the working hours of a worker may be spread over a period of time specified by the Board up to a maximum of 12 hours, that is to say, that the eight working hours may be spread over a period of 12 continuous hours at the discretion and convenience of the employer. It must be noted, however, that this distribution of working hours over a specified period may not be done unless it is permitted under the decisions of the relevant Wages Board. Any individual action by employers in the absence of a decision of the Wages Board will be a breach of the law.

The law requires the interval for the principal meal to commence at some time after the third hour and before the penultimate hour of the working day on which that interval occurs. For example, if the normal working day is one of nine hours and runs from 7 a.m. to 4 p.m. the interval for the principal meal must commence at some time after 10 a.m. and before 2 p.m.

As indicated earlier, Wages Boards have been given the power now to determine a normal working week. The ceiling duration of the normal working week has been fixed at 48 actual working hours.

Where a normal working week is fixed, presumably, it may be made up by irregular spells of work during the days constituting the week at the discretion and convenience of the employer.

## WEEKLY HOLIDAY

ANOTHER important change affects the determination of a weekly holiday. Under the principal enactment Wages Boards were enabled to specify a day of the week which must be allowed as a weekly holiday. This was found to be rigid and inconvenient. The word 'specified' has been deleted and Wages Boards may now determine that a day in the week must be allowed as a weekly holiday and leave it to the employer and his workers mutually to select a convenient day in the week.

The Board may also prescribe conditions subject to which the weekly holiday is allowed. For example, where a Board determines a paid weekly holiday it may decide that a minimum quantum of work should be put in by the worker in any week to earn the paid weekly holiday.

In the Tea Growing and Rubber Growing Trades the Wages Boards have decided that certain categories of workers should be paid extra for work done on weekly holidays but there was no obligation to allow a substitute holiday in lieu of such weekly holiday. It was not clear that such a decision was possible under the law and the amendment makes it quite clear that such a decision may be made by a Wages Board.

## ANNUAL HOLIDAYS

SECTION 12 makes certain amendments to section 25 of the principal enactment which deals with annual holidays. These are :—

Wages Boards are now empowered to fix a number of days not exceeding six to be allowed as public holidays in each year. There has been, however, no increase in the number of holidays which may be determined by a Wages Board which is still limited to 21 and any public holidays determined by a Board must be included within this number.

The power of Wages Boards to determine conditions subject to which holidays are to be allowed and remuneration to be paid in respect of such holidays has been clarified. The amendment really seeks drafting clarity.

Two important additions have been made to the section by the new sub-sections (2) and (3). These sub-sections provide that where the services of a worker are terminated before he has been allowed the annual holidays which are due to him the employer is liable to pay to him the dues in respect of those holidays. Where after termination of employment but before payment has been made the worker dies, the amount due is payable to his legal heirs. The second important addition is that where a worker dies in service before he has been able to take the holidays to which he has become entitled, the amount due in respect of those holidays must be paid to the legal heirs of the worker.

## CHANGE OF EMPLOYMENT AND HOLIDAY ENTITLEMENT

SECTION 13 has introduced a new provision into the Ordinance under which where in any establishment a change of employer occurs the period of service under the old employer in that establishment must be counted as service under the new employer for the purpose of computing the holidays which the worker may become entitled to under a decision of a Wages Board. Changes due to sales of establishments are covered by this provision.

### **Work done under an Arrangement made by way of Trade**

SECTION 19 introduces an amendment to section 33 of the principal enactment which deals with arrangements by way of trade or for commercial purposes under which any work is done by a worker in a trade for which a minimum rate of wages is applicable. The original section refers to an arrangement with a worker. The amendment substitutes the words "any other person" for the words "any worker" the object being to bring within the purview of the Ordinance all arrangements having a commercial purpose and to obviate any doubt as to whether the person so employed is a worker within the definition of the law.

### **Maintenance of Records in Trades covered by Wages Boards**

SECTION 20 of the Amending Act introduces certain changes in section 36 of the principal enactment as already amended by Ordinance No. 19 of 1945. Three important changes are made.

(a) The words "every employer in any trade" have been replaced by the words "the employer of workers in any trade". The effect of this is the same as indicated in regard to section 3 which is that an employer is obliged to keep records in respect of each of his workers covered by a Wages Board whether or not such worker is employed in the employer's principal trade. For example, the superintendent of a tea estate who employs carpenters, engine drivers and blacksmiths must maintain records, &c., in respect of these workers who are in the Engineering Trade.

(b) Among the particulars which must be shown in the record maintained under section 36 is the ages of all male workers under 18 years. Before amendment ages of male workers under 21 years had to be shown. It was felt that 18 years was sufficient as in no trade covered by a Wages Board is a male worker over 18 years paid other than as a male adult.

(c) The third important change is that the section now requires the preservation of records for a period of two years commencing from the last day of the wage period to which the records apply. The law as it stood was not clear as to the period for which the records should be preserved for inspection.

### **Exhibition of Notices under Section 21**

SECTION 21 amends section 37 of the principal enactment which was earlier amended by Ordinance No. 40 of 1943. The section as it existed imposed an obligation on "every person engaged in any trade for which a Wages Board is established" to keep exhibited in the place of work a notice setting out the latest decisions of the Wages Board, &c. This could be interpreted to impose an equal obligation on worker and employer alike and was obviously not the intention behind the provision. The amendment imposes the obligation on the employer of a

worker in a trade for which a Wages Board has been established and therefore all employers must keep exhibited notice boards showing the decisions of every Wages Board covering workers in their employment together with such other particulars as have been prescribed.

### Liability of Principal Employer

SECTION 22 of the Amending Ordinance amends section 40 of the principal enactment. Under the original provision the principal employer was made jointly liable with the immediate employer only in respect of the payment of minimum wages under the decisions of a Wages Board. The amendment now introduced extends this liability to cover all purposes of the Ordinance, that is, such matters as the exhibition of notices, maintenance of records, &c.

### Recovery of Arrears of Wages

SECTION 23 of the Amending Act amends section 41 of the principal enactment. Very important changes have been introduced by this amendment. The original provision was that where an employer had been convicted of the non-payment of minimum wages, on evidence being placed before Court he could be ordered by Court to pay to the worker, in respect of whom he was convicted, arrears shown to be due for a period of one year prior to the date on which plaint was filed.

The changes now introduced are—

- (a) The period in respect of which Court may order payment has been increased from one year prior to the filing of plaint to two years prior.
- (b) Hitherto recovery was possible only in respect of the worker whose case had been taken before Court. This involved the filing of several plaints where recovery under this provision for all workers involved was desired. Under the amendment, on an employer's conviction in respect of a *single* worker the prosecution is enabled to place before Court evidence in respect of all workers in the establishment who have been underpaid and the Court could order payment to all those workers even though no prosecutions have been launched in respect of underpayments to them.
- (c) A new sub-section has been added which has a very important bearing on the recovery of wages. Under this provision the Commissioner of Labour (or an officer authorised by him) is empowered to call upon an employer by written notice to remit within a specified time any amount which may be found to have been underpaid to a worker so that the Commissioner of Labour or the officer concerned may remit the amount to such worker. Where such a written demand is made on the employer no direct payment to the worker should thereafter be recognised. This section gives the Commissioner power to make a demand which he had not hitherto enjoyed and also makes direct payment to the workers without the consent of the Commissioner valueless from the point of view of action in Court.

## **Recovery of Wages due to non-able-bodied workers**

A NEW provision has been added by section 24 in amending section 43 under which amounts found to be underpaid to non-able-bodied workers may be recovered on conviction of an employer in Court in the same manner as provided in the case of able-bodied workers.

## **Returns by Employers**

SECTION 49 of the principal enactment empowers the Commissioner of Labour to call upon employers to furnish him with returns containing particulars which he may require. Section 25 of the Amending Act amends section 49 of Ordinance No. 19 of 1945 to make it clear that employers are bound to comply with a demand for information made by the Commissioner under this section in respect of all or any of the workers in their employment.

## **Powers of Prescribed Officers**

SECTION 50 of the principal enactment details the powers of prescribed officers in regard to entry, inspection, examination of records and persons, &c. Section 26 of the Amending Act adds a new power to those already provided which is the power to require an employer to produce his records for inspection by the prescribed officer on a specified date either at the premises in which the trade is carried on or at the office of the officer concerned. This power may be exercised only when the records are not available to the officer at an inspection of the estate or establishment.

## **First Charge on Estates**

SECTION 27 of the Amending Act amends section 51 (a) of the principal enactment inserted by Ordinance No. 19 of 1945 by the insertion of the words "employer of workers in any trade" for the words "employer in any trade". This makes it clear that the trade which must be taken into consideration in applying the section which makes wages a first charge on the assets of a trade, is that followed by the worker and not that followed by the employer; in other words, the liability imposed by the section extends to cover every worker employed by an employer.

## **Cognizable Period**

THE principal enactment provided that prosecution for a breach of the provisions of the Ordinance had to be brought within a period of one year of the commission of the offence. Section 28 of the Amending Act has increased the period to two years.

## **Definitions**

SECTION 29 of the Amending Act introduces certain new definitions. It is not necessary to deal with all of these. Three have been selected as being of interest.

(1) A new definition of employer has been substituted for the former one, and reads: "An 'Employer' means any person who on his own behalf employs or on whose behalf any other person employs any worker in any trade, and includes any person who on behalf of any other person employs any worker in any trade." The effect of this amendment is that the principal employer is now subject to the obligations, penalties, &c., imposed by the Ordinance. The former

definition caught up merely the immediate employer. The present definition includes both the immediate employer and the remote employer.

(2) *Overtime*.—The former definition of 'overtime' covered only periods in excess of the number of hours constituting the normal working day. This has now been extended to cover periods in excess of the number of hours constituting a normal working week as well.

(3) The definition of "trade" has been restricted to exclude undertakings carried on for the purpose of giving industrial training to juvenile offenders, orphans, or to persons who are destitute, dumb, deaf or blind.

D. H. G.

## STATISTICS OF THE MONTH IN BRIEF

### Note

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

### Cost of Living

THE publishing of the Colombo working class cost of living index number has been stopped as the Government has under consideration the publishing of a new index number. The cost of living index number for estate labourers for April, 1953, was 286, eight points lower than the figure for February, 1953.

### 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 February, 1953, and March, 1953, was as given below :—

	February, 1953			March, 1953		
	Males	Females	Total	Males	Females	Total
Technical and clerical	7,291	1,133	8,424	7,598	1,212	8,810
Skilled	6,987	498	7,485	6,947	505	7,452
Semi-skilled	11,580	2,643	14,223	11,440	2,696	14,136
Unskilled	22,580	1,720	24,300	22,334	1,751	24,085
	48,438	5,994	54,432	48,319	6,164	54,483

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

	February, 1953			March, 1953		
	Males	Females	Total	Males	Females	Total
Technical and clerical	133	13	146	174	28	202
Skilled	78	—	78	51	—	51
Semi-skilled	105	32	137	143	25	168
Unskilled	154	04	158	198	2	200
	470	49	519	566	55	621

### Strikes

THERE were in all 3 strikes in the month of February, 1953, involving 103 workers and a loss of 397 man-days. One of these was on a coconut estate involving 21 workers and a loss of 105 man-days. Of the remain-

ing 2 strikes, one was in the building trade involving 42 workers and a loss of 252 man-days, and the other in the fertilizer trade involving 40 workers and a loss of 40 man-days.

### **Arrivals and Departures of Indian Estate Labourers**

IN April, 1953, there was an excess of departures over arrivals of Indian estate labourers in the Island amounting to 2,469. Generally there is an excess of departures over arrivals for the first five months of the year, while for the rest of the year there is normally an excess of arrivals over departures.

### **Wage Rates**

THE minimum wages payable for the month of May, 1953, to workers in the Tea Growing and Manufacturing Trade, Cocoa, Cardamom and Pepper Growing and Manufacturing Trade, the Rubber Growing and Manufacturing Trade and the Plumbago Trade will be slightly lower than those in the previous month. The wages of workers in other trades to which Part II of the Wages Boards Ordinance has been applied will remain unchanged.

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## **NOTES OF CURRENT INTEREST**

### **Tamil Folder on ILO**

THE Indian Branch of the International Labour Office has brought out a folder in Tamil describing how the I.L.O. works, what it does, &c. Copies of the folder may be obtained on application to the Director, International Labour Office, Indian Branch, New Delhi.

(I.L.O. News Service, New Delhi)

### **1954 ILO Session to Discuss 7 Items**

THE Governing body of the International Labour Organisation has decided that seven items are to be included in the agenda of the ILO's general conference in 1954.

The Session will be held beginning June 2 at Geneva.

The "technical" questions to be considered will be (1) penal sanctions for breaches of contracts of employment, (2) the conditions of migrant workers in underdeveloped countries, and (3) vocational rehabilitation of the disabled.

A discussion of holidays with pay, which is scheduled to begin at the 1953 session, will be taken up again in 1954 if the 1953 meeting decides to follow the usual "double discussion" procedure.

The Governing Body agreed that the ILO's technical assistance programme would be reviewed by the 1954 Conference on the basis of a report which the Governing Body will submit.

The Session will also debate a report by Director-General David A. Morse, fix the ILO's annual budget, and examine the manner in which countries are fulfilling their obligations in regard to the ILO's Conventions and Recommendations.

### **Two New Pamphlets Available on Request**

TWO new pamphlets on aspects of the work of the International Labour Organisation are now available for free distribution in limited quantities to interested organisations and individuals.

They are *The ILO and Youth* and *The ILO and Women*. Both are illustrated, with covers in two colours.

Copies may be obtained on application to the Public Information Division, International Labour Office, Geneva, or to ILO Branch offices at London (38 Parliament St., S.W. 1), New Delhi (3 Jantar-mantar rd.), Ottawa (95 Rideau St.), and Washington (1262 New Hampshire Ave., N.W.).

Single review copies of the 164-page illustrated book, *Lasting Peace the ILO Way*, may also be obtained on application to the above addresses.

(I.L.O. News, Geneva)

### Trade Union Registrations

THE following new Unions were registered under the Trade Unions Ordinance (Cap. 116) in the month of April, 1953:—

- 524 .. Estate Owner Employers' Association.
- 525 .. Ceylon Railway Clerical Service Union.

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## CONSOLIDATED DECISIONS OF WAGES BOARDS\*

### X—The Rubber Export Trade

THE original decisions in respect of the Rubber Export Trade made by the Wages Board for that trade related mainly to rates of wages and they came into force on August 1, 1945. A notification relating to those decisions was published under section 27 (3) of the Wages Boards Ordinance, No. 27 of 1941, in *Ceylon Government Gazette Extraordinary* No. 9,436 of July 21, 1945. Decisions varying the earlier decisions were published in notifications appearing in *Ceylon Government Gazette* No. 9,528 of March 8, 1946, and in *Ceylon Government Gazette Extraordinary* No. 10,229 of March 30, 1951. Decisions in regard to weekly and annual holidays to the workers came into force on March 1, 1946, and a notification in respect of those decisions was published in *Ceylon Government Gazette Extraordinary* No. 9,524 of February 25, 1946. A notification varying the earlier decisions was published in *Government Gazette* No. 9,671 of February 21, 1947.

## DECISIONS RELATING TO RATES OF WAGES AND OTHER MATTERS

### PART I

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

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

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

#### *Intervals at which wages shall be paid (section 23 (1) )*

Wages shall be paid weekly and within four days of the end of the week.

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

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

on any day other than a Saturday	..	..	9
on a Saturday	..	..	7

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

Note by the Editor.



PART II

The minimum rate of wages for time work shall consist of—

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

1	2	3
Class of workers	Basic rate for a normal working day	Rate of special allowance for a normal working day in any month
	(a)	(b)
	Where the cost of living index number for the preceding month is 200, the special allowance shall be—	Where the cost of living index number for the preceding month is above or below 200, the rates prescribed in the preceding column (a) shall be increased or decreased, as the case may be, for each complete unit of 5 points by which the index number exceeds or falls short of 200 (no account being taken of any fraction of that unit) by an amount computed at the rates set out hereunder as illustrated in the tables below.
Rs. c.		
A. Male workers not under 18 years of age—		
(a) <i>Grade II.</i>		
Workers employed in—		
stripping ; clipping and bark-cutting; washing and re-smoking mouldy rubber ; general labour including moving to presses, weighing-machines and other parts of the store ; assembling, wrapping and pricking rubber for baling ; pressing, hooping and wire-tying ; cutting jute hessian covers ; painting, drying, assembling and marking ; treating jute hessian for special packing ; covering bales with jute hessian and stitching ; laying out bales ; cleaning and sweeping of stores and drains ..	1 24 ..	82 cents
(b) <i>Intermediate Grade</i>		
Workers employed in—		
weighing ; grading and sorting ; the work of press operators ..	1 40 ..	92 cents
(c) <i>Grade I.</i>		
Workers employed in—		
loading, unloading and carrying bales ; stacking ..	1 60 ..	92 cents
(d) Watchers ..	1 50 ..	92 cents
B. Female workers (not under 18 years of age) employed in—		
(i) grading and sorting ..	1 10 ..	70 cents
(ii) any work other than grading and sorting ..	1 0 ..	70 cents
C. Workers (irrespective of sex) under 18 years of age—		
Over 14 years but under 15 years ..	0 60 ..	50 cents
Over 15 years but under 16 years ..	0 70 ..	55 cents
Over 16 years but under 17 years ..	0 80 ..	60 cents
Over 17 years but under 18 years ..	1 0 ..	70 cents

3 cents in the case of a worker (irrespective of sex) not under 18 years of age  
2 cents in the case of a worker (irrespective of sex) under 18 years of age

Tables illustrating the application of the Directions set out in Column 3 (b) above

Index Numbers	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				
	Grade II Rs. c.	Grade I Inter- mediate grade and watchers Rs. c.		Rs. c.	Over	Over	Over	Over
					14 years but under 15 years Rs. c.	15 years but under 16 years Rs. c.	16 years but under 17 years Rs. c.	17 years but under 18 years Rs. c.
1. Special allowance in the event of a rise in the index number—								
200-204 ..	0 82 ..	0 92 ..	0 70 ..	0 50 ..	0 55 ..	0 60 ..	0 70 ..	
205-209 ..	0 85 ..	0 95 ..	0 73 ..	0 52 ..	0 57 ..	0 62 ..	0 72 ..	
210-214 ..	0 88 ..	0 98 ..	0 76 ..	0 54 ..	0 59 ..	0 64 ..	0 74 ..	
215-219 ..	0 91 ..	1 1 ..	0 79 ..	0 56 ..	0 61 ..	0 66 ..	0 76 ..	
220-224 ..	0 94 ..	1 4 ..	0 82 ..	0 58 ..	0 63 ..	0 68 ..	0 78 ..	
2. Special allowance in the event of a fall in the index number—								
200-196 ..	0 82 ..	0 92 ..	0 70 ..	0 50 ..	0 55 ..	0 60 ..	0 70 ..	
195-191 ..	0 79 ..	0 89 ..	0 67 ..	0 48 ..	0 53 ..	0 58 ..	0 68 ..	
190-186 ..	0 76 ..	0 86 ..	0 64 ..	0 46 ..	0 51 ..	0 56 ..	0 66 ..	
185-181 ..	0 73 ..	0 83 ..	0 61 ..	0 44 ..	0 49 ..	0 54 ..	0 64 ..	
180-176 ..	0 70 ..	0 80 ..	0 58 ..	0 42 ..	0 47 ..	0 52 ..	0 62 ..	

OVERTIME RATE

In respect of each hour of work in excess of the normal working day, the minimum overtime rate shall be the minimum hourly rate (ascertained by dividing the minimum daily rate by 8) increased by 50 per cent. of such minimum hourly rate.

DECISIONS RELATING TO WEEKLY AND ANNUAL HOLIDAYS

WEEKLY HOLIDAY (SECTION 24)

Every employer shall allow each Sunday as the weekly holiday to all workers employed under him :

Provided, however, that an employer may employ any worker on a Sunday, subject to the conditions—

- (1) that a day within the six days next succeeding such Sunday shall be allowed to that worker as a holiday ;
- (2) that in respect of work done on a Sunday that worker shall be paid as remuneration one and a half times the minimum rate of wages for a normal working day ; and
- (3) that no worker shall be employed on such Sunday for more than nine hours (inclusive of one hour for a meal).

The remuneration due to a worker for work done on the weekly holiday shall be paid along with the wages payable for that week.

ANNUAL HOLIDAYS (SECTION 25)

1. If a worker has been in continuous employment and has worked under the same employer for more than 218 days in any year (hereinafter called the "qualifying year"), he shall be allowed in the next succeeding year a holiday or holidays calculated at the rate of one holiday for each unit of five days by which the number of days on which the worker has worked exceeds 218 :

Provided, however, that it shall not be obligatory on an employer to allow any such holiday in respect of any period of work in excess of 288 days.

In this paragraph, "days on which the worker has worked" includes—

- (a) every holiday allowed by the employer to the worker under section 25, at any earlier time in any year under consideration ;
- (b) every day of absence on any grounds approved by the employer, other than absence from the Island except where such absence from the Island is absence on a holiday allowed by the employer under section 25 ;
- (c) every day of absence due to any injury to the worker caused by an accident arising out of and in the course of his employment ;
- (d) every day of absence due to any occupational disease specified in Schedule III of the Workmen's Compensation Ordinance (Cap. 117) ;
- (e) every day on which the employer fails to provide work for the worker ;
- (f) every day of absence due to a strike or lockout that is not illegal and that does not continue for more than thirty days ; and
- (g) every day of absence authorized by or under the provisions of any written law other than the Wages Boards Ordinance ;

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

2. If a worker is entitled in any year to six holidays or more he shall be allowed and he shall take those six holidays or six of those holidays on consecutive days.

3. A worker shall be allowed his holiday or holidays on a day or days to be mutually agreed upon between him and his employer.

4. The remuneration for each holiday shall be the average daily wage of the worker obtained by dividing the total wage (excluding overtime and bonuses) earned by the worker in the last four weeks of the qualifying year by the number of days on which he has actually worked during such period.

5. Where the number of holidays allowed to any worker at one time exceeds five days, one-half of the remuneration due to such worker in respect of the holidays shall be paid on the last pay day preceding the commencement of the holidays, and the other half on the first pay day after resumption of work by such worker.

6. Where a worker leaves of his own accord or is discontinued or dismissed from employment, he shall, at the time of such leaving, discontinuance or dismissal, be paid wages for the number of holidays to which he was entitled at the date of his leaving, discontinuance or dismissal.

7. In these paragraphs, "year" means a continuous period of twelve months.

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

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

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

**GROUPS OF HOUSEHOLD EXPENDITURE**

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

**INDEX NUMBERS**

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

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

*Base : November, 1942 = 100*

*Index Number  
Nov., 1942  
= 100*

Group Weights	63.66 ..	7.26 ..	7.06 ..	8.78 ..	13.24		
1943	..	103 ..	94 ..	105 ..	138 ..	118 ..	107 .. 197
1944	..	102 ..	94 ..	105 ..	156 ..	127 ..	109 .. 200
1945	..	110 ..	94 ..	112 ..	165 ..	158 ..	121 .. 221
1946	..	113 ..	111 ..	124 ..	180 ..	155 ..	125 .. 229
1947	..	126 ..	121 ..	136 ..	213 ..	157 ..	138 .. 252
1948	..	138 ..	101 ..	148 ..	189 ..	157 ..	142 .. 260
1949	..	144 ..	97 ..	129 ..	156 ..	148 ..	141 .. 258
1950	..	154 ..	102 ..	129 ..	155 ..	154 ..	149 .. 272
1951	..	155 ..	112 ..	129 ..	197 ..	160 ..	154 .. 283
1952	..	153 ..	104 ..	131 ..	192 ..	168 ..	153 .. 281

1952—

January	..	158 ..	105 ..	129 ..	208 ..	168 ..	157 .. 290
February	..	155 ..	108 ..	129 ..	210 ..	162 ..	155 .. 286
March	..	150 ..	107 ..	129 ..	208 ..	164 ..	152 .. 280
April	..	148 ..	105 ..	129 ..	205 ..	174 ..	152 .. 280
May	..	149 ..	105 ..	129 ..	195 ..	164 ..	150 .. 276
June	..	151 ..	108 ..	133 ..	190 ..	168 ..	152 .. 279
July	..	148 ..	104 ..	133 ..	186 ..	175 ..	150 .. 277
August	..	147 ..	102 ..	133 ..	182 ..	177 ..	150 .. 275
September	..	149 ..	104 ..	133 ..	181 ..	178 ..	151 .. 278
October	..	156 ..	101 ..	133 ..	182 ..	165 ..	153 .. 282
November	..	159 ..	100 ..	133 ..	178 ..	164 ..	155 .. 286
December	..	160 ..	100 ..	133 ..	173 ..	162 ..	155 .. 285

1953—

January	..	159 ..	100 ..	133 ..	168 ..	161 ..	154 .. 283
February*	..	— ..	— ..	— ..	— ..	— ..	— .. —
March*	..	— ..	— ..	— ..	— ..	— ..	— .. —
April*	..	— ..	— ..	— ..	— ..	— ..	— .. —

\* The publishing of this index number has been stopped as the Government has under consideration the publishing of a new index number.

**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

Base : July-September, 1939 = 100

(July-Sept.,  
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	150

Base : October, 1942 = 100

Index Number  
October, 1942  
= 100

Group Weights	701	119	14	166	
1943*	108	149	104	118	115
1944	110	202	105	114	122
1945	115	196	104	137	128
1946	118	214	106	131	131
1947	124	220	112	139	138
1948	142	224	112	128	149
1949	154	182	111	126	152
1950	164	162	108	134	158
1951	165	213	108	144	166
1952	158	213	111	165	165

1952—

January	162	236	111	167	171
February	162	237	111	164	171
March	161	236	111	169	171
April	157	232	111	175	168
May	151	227	111	162	161
June	148	225	111	165	159
July	151	213	111	161	159
August	152	201	111	163	159
September	158	194	111	171	164
October	164	189	111	169	167
November	164	184	111	157	164
December	170	184	111	152	168

1953—

January	171	178	111	151	168
February	172	171	111	152	168
March	175	172	111	151	170
April	170	168	111	145	165

\* Average for 9 months only.

† Average for 10 months only.

**TABLE III—WAGES INDEX NUMBERS**

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

Base : 1939 = 100

Year	Tea and Rubber Estate Workers						Unskilled Workers in Government Employment in Colombo						
	Average			Minimum			Average			Wage			
	Minimum	Daily	Rate	Wage	Rate	No. of	Monthly	Rate	Index	No. of	Real		
	rate of	rate of	Index	Index	Index	Wages	Rate of	No.	No.	Wages	Wages		
Rs. c.						Rs. c.							
1939 ..	—	..	.41	..	100	..	100	..	16.64	..	100	..	100
1940 ..	—	..	.41	..	100	..	93	..	16.64	..	100	..	96
1941 ..	—	..	.45	..	109	..	92	..	18.45	..	111	..	98
1942 ..	—	..	.68	..	165	..	107	..	24.23	..	145	..	97
1943 ..	—	..	.83	..	201	..	101	..	28.98	..	174	..	96
1944 ..	—	..	.87	..	212	..	101	..	34.03	..	204	..	110
1945 ..	—	..	1.00	..	244	..	110	..	41.92	..	252	..	123
1946 ..	—	..	1.15	..	279	..	122	..	68.52	..	412	..	194
1947 ..	—	..	1.20	..	293	..	123	..	75.74	..	455	..	195
1948 ..	—	..	1.29	..	313	..	121	..	78.16	..	470	..	195
1949 ..	—	..	1.31	..	320	..	121	..	77.81	..	468	..	196
1950 ..	—	..	1.53	..	372	..	136	..	83.11	..	499	..	198
1951 ..	—	..	1.90	..	453	..	157	..	89.79	..	540	..	206
1952 ..	—	..	1.92	..	458	..	160	..	89.79	..	540	..	207
1952 ..	January	..	1.97	..	469	..	158	..	91.64	..	551	..	205
	February	..	1.97	..	469	..	158	..	92.44	..	556	..	210
	March	..	1.97	..	469	..	158	..	91.24	..	548	..	212
	April	..	1.97	..	469	..	161	..	89.24	..	536	..	207
	May	..	1.94	..	462	..	165	..	89.24	..	536	..	209
	June	..	1.90	..	452	..	164	..	88.04	..	529	..	205
	July	..	1.87	..	445	..	161	..	89.04	..	535	..	209
	August	..	1.87	..	445	..	161	..	88.64	..	533	..	209
	September	..	1.87	..	445	..	157	..	87.84	..	528	..	205
	October	..	1.90	..	452	..	156	..	88.84	..	534	..	205
	November	..	1.94	..	462	..	162	..	90.04	..	541	..	204
	December	..	1.92	..	457	..	157	..	91.24	..	548	..	208
1953 ..	January	..	1.95	..	464	..	159	..	91.04	..	547	..	209
	February	..	1.95	..	464	..	159	..	90.24	..	542	..	208
	March	..	1.95	..	464	..	158	..	91.04	..	547	..	209
	April	..	1.95	..	464	..	162	..	91.04	..	547	..	209

TABLE IV

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

Year		Technical and Clerical	Skilled	Semi- skilled	Unskilled	Total
1939	..	3,712	11,964	5,034	5,967	26,677
1940	..	4,734	31,130	4,800	4,981	27,645
1941	..	5,274	8,882	2,351	3,951	20,458
1942	..	6,589	9,411	1,882	1,451	19,333
1943	..	2,232	2,872	1,312	1,869	8,335
1944*	..	295	358	227	173	1,053
1945	..	2,258	11,025	3,267	4,816	21,366
1946	..	5,636	10,012	7,527	13,369	36,544
1947	..	2,883	7,325	8,113	16,423	34,744
1948	..	4,474	13,027	12,443	36,712	66,656
1949	..	5,132	11,994	13,591	39,015	69,732
1950	..	5,627	10,525	13,523	35,447	65,122
1951	..	5,515	8,186	12,520	26,486	52,707
1952	January	6,050	8,211	12,899	26,822	53,982
	February	6,156	8,067	12,984	26,286	53,493
	March	6,260	7,795	12,748	25,319	52,122
	April	6,146	7,548	12,379	24,396	50,469
	May	5,823	7,100	11,656	23,534	48,113
	June	5,992	7,010	12,122	23,896	49,020
	July	†6,370	†7,247	†12,799	†24,625	†51,041
	August	6,345	†7,232	†12,910	24,488	†50,975
	September	6,494	7,398	13,131	24,618	51,641
	October	6,498	7,575	13,638	25,081	52,792
	November	6,452	7,555	13,686	24,870	52,563
	December	6,883	7,522	13,795	24,823	53,023
1953	January	8,104	7,684	14,375	24,859	55,022
	February	8,424	7,485	14,223	24,300	54,432
	March	8,810	7,452	14,136	24,085	54,483

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

† Revised figures.

TABLE V

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

## CLASSIFICATION BY EXCHANGE AREAS

Year	Colombo	Negombo	Kabutaru	Galle	Kandy	Nawalapitiya	Kurunegala	Jaffna	Ratnapura	Dehalla	Batticaloa	Kabunai	Trincomalee	Anuradhapura	Awissawella	Total
1939..	26,077	—	—	—	—	—	—	—	—	—	—	—	—	—	—	26,077
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	—	1,407	—	—	21,366*
1946..	25,805	1,117	808	993	3,397	726	352	816	119	438	727	—	611	—	—	36,544†
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	5,420	3,195	953	1,052	2,185	727	1,170	607	—	696	—	—	69,732
1950..	41,988	3,696	3,501	6,082	2,904	943	1,208	1,991	553	923	980	—	348	—	—	65,122
1951..	33,125	3,422	2,886	4,350	2,209	1,537	886	1,587	569	904	418	1,207	284	323	—	52,707‡
1952:-																
Jan.	33,664	3,408	2,863	4,428	2,199	662	940	1,563	574	936	587	1,439	341	378	—	53,982
Feb.	33,055	3,363	2,902	4,459	2,096	677	948	1,602	540	900	642	1,543	352	414	—	53,493
Mar.	32,556	3,207	2,883	4,314	1,981	672	940	1,488	564	911	665	1,195	336	470	—	52,122
Apr.	31,768	3,219	2,814	4,123	1,613	667	868	1,436	484	831	502	1,416	292	436	—	50,469
May	30,462	3,049	2,701	4,065	1,403	646	832	1,256	561	694	436	1,417	256	335	—	48,113
June	31,190	3,110	2,802	4,141	1,632	580	872	1,188	574	578	412	1,357	251	333	—	49,020
July	31,709	3,236	2,894	4,194	1,918	583	948	1,201	664	608	434	1,182	303	409	758†	51,041‡
Aug.	31,973	3,266	2,939	4,066	1,864	648	1,015	1,247	704	569	391	848	319	414	712†	50,975‡
Sept.	32,033	3,275	3,046	3,952	2,336	565	1,020	1,286	724	520	423	793	326	408	934	51,641
Oct.	32,559	3,235	3,139	3,731	2,783	604	1,072	1,345	753	538	416	986	287	402	942	52,792
Nov.	32,008	3,130	3,219	3,598	3,060	587	1,071	1,338	844	592	387	1,118	260	409	892	52,563
Dec.	32,124	3,028	3,263	3,381	3,730	547	1,162	1,435	909	663	422	992	252	437	678	53,023
1953:-																
Jan.	32,853	3,054	3,411	3,317	4,229	621	1,240	1,580	960	735	516	1,054	268	509	675	55,022
Feb.	33,023	3,038	3,425	3,122	3,677	623	1,237	1,604	953	750	555	904	281	555	685	54,432
March	33,149	3,255	3,503	3,056	3,674	646	1,227	1,538	919	793	498	772	275	552	626	54,483

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

† Total includes 141 registered at Matugama, 254 at Chilaw, and 240 at Awissawella

(These Exchanges functioned only during 1945 and 1946.)

‡ Revised figures



TABLE VI

Table showing the number of Persons placed in employment since 1939

Year		Technical and Clerical	Skilled	Semi-Skilled	Unskilled	Total
1939	..	—	—	—	—	2,583
1940	..	—	—	—	—	5,089
1941	..	—	—	—	—	9,071
1942	..	—	—	—	—	8,129
1943	..	—	—	—	—	4,170
1944	..	—	—	—	—	1,875
1945	..	869	1,104	411	2,653	4,537
1946	..	1,303	3,012	1,341	10,180	15,786
1947	..	915	1,417	911	4,161	7,404
1948	..	1,355	1,563	1,811	6,118	10,347
1949	..	1,807	1,616	1,767	9,590	14,780
1950	..	2,059	1,509	1,438	5,773	10,779
1951	..	2,019	1,546	1,867	5,874	11,306
1952	January	248	181	197	425	1,051
	February	218	208	179	551	1,156
	March	248	164	158	482	1,052
	April	224	104	66	371	765
	May	161	125	115	407	808
	June	217	173	103	416	909
	July	254	151	193	507	1,105
	August	290	214	192	466	1,162
	September	209	155	189	802	1,355
	October	375	171	202	480	1,228
	November	443	95	166	365	1,069
	December	220	61	127	385	793
1953	January	217	97	185	275	774
	February	146	78	137	158	519
	March	202	51	168	200	621

TABLE VII

Table showing the Number of Persons registered and the Number Placed in Employment during the Month of March, 1953

Employment Exchange	Technical and Clerical		Skilled		Semi-skilled		Unskilled		Total	
	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed	Regd.	Placed
Colombo	733	124	440	38	602	80	1,230	125	3,005	367
Negombo	53	3	87	—	70	5	236	2	496	10
Kalutara	60	2	43	—	125	3	110	4	338	9
Galle	112	17	51	3	165	19	158	13	486	52
Kandy	123	8	40	3	193	5	107	1	463	17
Nawalapitiya	22	—	12	—	33	6	41	4	108	10
Kurunegala	41	4	14	—	82	5	31	8	168	17
Jaffna	71	10	17	—	80	11	34	4	202	25
Ratnapura	24	13	7	—	43	11	46	3	120	27
Badulla	16	3	11	—	50	4	45	1	122	8
Batticaloa	11	3	3	1	16	4	32	12	62	20
Kalmunai	18	2	25	3	56	6	42	11	141	22
Trincomalee	17	1	4	—	17	4	8	1	46	6
Anuradhapura	17	9	4	3	30	1	23	7	74	20
Avissawella	15	3	10	—	41	4	68	4	134	11
Total	1,333	202	768	51	1,603	168	2,261	200	5,965	621

TABLE VIII—STRIKES IN CEYLON SINCE 1939

Year	Plantations			Others		
	Number of Strikes	Number of Workers Involved	Number of Man-days Lost	Number of Strikes	Number of Workers Involved	Number of Man-days Lost
1939	.. 18	.. Not available	.. Not available	4	.. Not available	Not available
1940	.. 36	.. 9,732*	.. do.	8	.. do.	.. do.
1941	.. 27	.. 4,156	.. do.	15	.. do.	.. do.
1942	.. 8	.. 949	.. do.	14	.. do.	.. do.
1943	.. 22	.. 2,436	.. 5,234	31†	.. 4,550	.. 4,359
1944	.. 26	.. 3,648	.. 4,048‡	66†	.. 12,399	.. 25,937
1945	.. 28	.. 3,514	.. 4,285	53	.. 28,875	.. 153,388‡
1946	.. 87	.. 15,259	.. 31,830‡	69	.. 39,237	.. 250,866
1947	.. 53	.. 11,849	.. 199,657	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	.. 82	.. 22,808	.. 85,837	28	.. 5,471	.. 22,617
1951	.. 67	.. 306,091	.. 521,040	35	.. 6,726	.. 17,484
1952	.. 36	.. 5,355	.. 9,414	39	.. 6,168	.. 46,990
1952 January	.. —	.. —	.. —	3	.. 405	.. 14,792
February	.. 5	.. 807	.. 1,252	4	.. 77	.. 123
March	.. 6	.. 2,964	.. 4,384	2	.. 383	.. 1,129
April	.. 6	.. 266	.. 523	1	.. 82	.. 58
May	.. 3	.. 151	.. 1,266	4	.. 246	.. 399
June	.. 2	.. 99	.. 169	5	.. 485	.. 576
July	.. —	.. —	.. —	3	.. 344	.. 563
August	.. 3	.. 200	.. 272	1	.. 21	.. 64
September	.. 3	.. 271	.. 447	2	.. 67	.. 105
October	.. 1	.. 126	.. 278	—	.. —	.. —
November	.. 5	.. 196	.. 529	6	.. 2,024	.. 22,914
December	.. 2	.. 275	.. 289	8	.. 2,034	.. 6,262
1953 January	.. 2	.. 353,091	.. 353,091	6	.. 487	.. 1,374
February	.. 1	.. 21	.. 105	2	.. 82	.. 292

\*Number of workers involved in one strike is not available.

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

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

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

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

**TABLE IX—CLASSIFICATION OF THE STRIKES IN  
FEBRUARY, 1953, BY INDUSTRIES OR TRADES**

Industry or Trade	Number of		Number of	
	Strikes	Workers involved	Workers involved	Man-days lost
Plantations—Tea ..	—	—	—	—
Rubber ..	—	—	—	—
Tea-cum-Rubber ..	—	—	—	—
Coconut ..	1	21	..	105
Coconut-cum-Rubber ..	—	—	..	—
Total ..	1	21		105
Engineering ..	—	—	..	—
Printing ..	—	—	..	—
Motor Transport ..	—	—	..	—
Tea Export ..	—	—	..	—
Rubber Export ..	—	—	..	—
Coconut Manufacturing ..	—	—	..	—
Toddy, Arrack and Vinegar ..	—	—	..	—
Match Manufacturing ..	—	—	..	—
Plumbago ..	—	—	..	—
Cinema ..	—	—	..	—
Dock, Harbour and Port Transport ..	—	—	..	—
Building Trade ..	1	42	..	252
Local Government Services ..	—	—	..	—
Service Institutions ..	—	—	..	—
Factories, Workshops, &c., run by the State ..	—	—	..	—
Textile ..	—	—	..	—
Relief Schemes ..	—	—	..	—
Fertiliser ..	1	40	..	40
Wholesale and Retail Distribution ..	—	—	..	—
Aerated Waters and Ice Manufacturing ..	—	—	..	—
Beedi Manufacturing ..	—	—	..	—
Total ..	2	82		292
Grand total ..	3	103		397

**TABLE X—CLASSIFICATION OF THE STRIKES IN  
FEBRUARY, 1953, BY CAUSES**

Cause	Number of		Number of	
	Plantations	Others	Plantations	Others
1. Dismissal or loss of employment in any way. Failure to provide work ..	—	..	—	..
2. Wage increases. Higher rates for piece work, &c. ..	1	..	21	..
3. Other wage disputes (e.g., delay in payment, cash advances, &c.) ..	—	..	2	..
4. Estate rules, working arrangements, discipline, disputes with sub-staff, &c. ..	—	..	—	..
5. Food matters. Welfare ..	—	..	—	..
6. Right of association and meeting ..	—	..	—	..
7. Factional disputes and domestic matters ..	—	..	—	..
8. External matters, e.g., arrest by Police, immorality, &c. ..	—	..	—	..
9. Assaults by employer or agent or others ..	—	..	—	..
10. General demands ..	—	..	—	..
11. Sympathetic strikes ..	—	..	—	..
Total ..	1	2	21	82

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

Year	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..	46,533..	46,840..	—	.. 2,415
1950	.. 49,385..	1,525..	50,910..	267..	55,360..	55,627..	—	.. 4,717
1951	.. 53,218..	1,503..	54,721..	203..	58,591..	58,794..	—	.. 4,073
1952	.. 55,530..	1,717..	57,247..	317..	58,132..	58,449..	—	.. 1,202
1952 January	.. 2,063..	79..	2,142..	20..	6,121..	6,141..	—	.. 3,999
February	.. 3,780..	83..	3,863..	9..	7,568..	7,577..	—	.. 3,714
March	.. 5,825..	95..	5,920..	28..	7,770..	7,798..	—	.. 1,878
April	.. 6,470..	77..	6,547..	44..	7,739..	7,783..	—	.. 1,236
May	.. 7,597..	79..	7,676..	18..	6,997..	7,015..	661..	—
June	.. 6,899..	236..	7,135..	19..	4,704..	4,723..	2,412..	—
July	.. 5,500..	73..	5,573..	38..	3,134..	3,172..	2,401..	—
August	.. 3,287..	25..	3,312..	39..	4,673..	4,712..	—	.. 1,400
September	.. 4,672..	206..	4,878..	17..	3,333..	3,350..	1,528..	—
October	.. 4,019..	408..	4,427..	16..	2,246..	2,262..	2,165..	—
November	.. 2,816..	218..	3,034..	28..	2,183..	2,211..	823..	—
December	.. 2,602..	138..	2,740..	41..	1,664..	1,705..	1,035..	—
1953 January	.. 1,307..	22..	1,329..	34..	2,534..	2,568..	—	.. 1,239
February	.. 1,895..	44..	1,939..	26..	3,184..	3,210..	—	.. 1,271
March	.. 2,965..	132..	3,097..	34..	3,645..	3,679..	—	.. 582
April	.. 2,544..	27..	2,571..	70..	4,970..	5,040..	—	.. 2,469

## APPENDIX I

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

Month: May, 1953

<i>Class of Worker</i>	<i>Basic Wage Rs. c.</i>	<i>Special Allowance Rs. c.</i>	<i>Total Rs. c.</i>
<b>Tea Growing and Manufacturing Trade</b>			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 10 ..	1 09 ..	2 19
Female worker not under 15 years ..	0 90 ..	0 82 ..	1 72
Child worker .. ..	0 65 ..	0 75 ..	1 40
<b>Cocoa, Cardamom and Pepper Growing and Manufacturing Trade</b>			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 10 ..	1 09 ..	2 19
Female worker not under 15 years ..	0 90 ..	0 82 ..	1 72
Child worker .. ..	0 65 ..	0 75 ..	1 40
<b>Rubber Growing and Manufacturing Trade</b>			
<i>Daily Rates</i>			
Male worker not under 16 years ..	1 30 ..	1 09 ..	2 39
Female worker not under 15 years ..	1 20 ..	0 82 ..	2 02
Child worker .. ..	0 95 ..	0 75 ..	1 70
<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 09 ..	1 99
Male not under 18 years ..	0 75 ..	1 09 ..	1 84
Female not under 18 years ..	0 60 ..	0 82 ..	1 42
Worker under 18 years ..	0 50 ..	0 75 ..	1 25
<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 27 ..	2 71
Male not under 18 years ..	1 24 ..	1 27 ..	2 51
Female not under 18 years ..	1 00 ..	0 95 ..	1 95
Worker under 18 years ..	0 75 ..	0 88 ..	1 63
Outside the Colombo area—			
Kangany .. ..	1 20 ..	1 27 ..	2 47
Male not under 18 years ..	1 00 ..	1 27 ..	2 27
Female not under 18 years ..	0 80 ..	0 95 ..	1 75
Worker under 18 years ..	0 60 ..	0 88 ..	1 48

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

Piece rates have been fixed for certain processes.

Month: May, 1953

Class of Worker		Basic Wage Rs. c.	Special Allowance Rs. c.	Total Rs. c.
<b>Engineering Trade</b>				
<i>Daily Rates</i>				
Unskilled labourer	..	1 24	1 30	2 54
Semi-skilled, Grade I	..	1 44	1 40	2 84
Semi-skilled, Grade II	..	1 28	1 40	2 68
Skilled worker	..	1 80	1 40	3 20
Kangany	..	1 60	1 40	3 00
Watcher	..	1 50	1 40	2 90
<i>Trade Learners and Apprentices</i>				
1st year	..	0 40	0 42	0 82
2nd year	..	0 56	0 52	1 08
3rd year	..	0 72	0 79	1 51
4th year	..	0 96	0 94	1 90

**Printing Trade**

*Monthly Rates*

Class A worker	..	100 00	77 00	177 00
"  B	..	75 00	59 00	134 00
"  C Grade I worker	..	50 00	50 00	100 00
"  C " II "	..	45 00	45 42	90 42
"  D worker	..	40 00	41 00	81 00
"  E " "	..	37 50	38 79	76 29
"  F " "	..	18 00	21 20	39 20
"  G " "	..	40 00	41 00	81 00
Class A—1st year learner	..	30 00	24 10	54 10
"  B " "	..	22 50	18 70	41 20
"  C Grade I, 1st year learner	..	20 00	20 50	40 50
"  C " II " "	..	18 00	18 70	36 70
"  D—1st year learner	..	16 00	16 90	32 90
Class A—2nd year learner	..	40 00	31 80	71 80
"  B " "	..	37 50	30 00	67 50
"  C Grade I, 2nd year learner	..	25 00	25 42	50 42
"  C " II " "	..	22 50	23 21	45 71
"  D—2nd year learner	..	20 00	21 00	41 00
Class A—3rd year learner	..	50 00	39 50	89 50
"  B " "	..	45 00	35 90	80 90
"  C Grade I, 3rd year learner	..	30 00	30 50	60 50
"  C " II " "	..	27 00	27 72	54 72
"  D—3rd year learner	..	24 00	25 10	49 10
Class A—4th year learner	..	65 00	50 80	115 80
"  B " "	..	56 25	44 42	100 67
"  C Grade I, 4th year learner	..	37 50	37 79	75 29
"  C " II " "	..	33 75	34 31	68 06
"  D—4th year learner	..	30 00	31 00	61 00
Class A—5th year learner	..	80 00	62 60	142 60

**Cigar Trade**

A piece rate of Rs. 8.0 has been fixed for every 1,000 cigars rolled

Month : May, 1953

<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>Plumbago Trade</b>			
<i>Daily Rates</i>			
Underground workers—			
Basses ..	2 75	1 9	3 84
Kanganies ..	2 25	1 9	3 34
Loaders ..	2 8	1 9	3 17
Overseers ..	2 0	1 9	3 9
Shift bosses ..	1 50	1 9	2 59
Blasters ..	2 25	1 9	3 34
Drillers (hand and machine) ..	2 0	1 9	3 9
Shaft drivers ..	2 0	1 9	3 9
Stoppers (excavators) ..	2 0	1 9	3 9
Timber men ..	2 0	1 9	3 9
Muckers ..	2 0	1 9	3 9
Trolley men ..	1 50	1 9	2 59
Unskilled labourers ..	2 25	1 9	3 34
Onsetters or Donakatarayas ..	2 25	1 9	3 34
Underground and surface workers—			
Electricians ..	2 50	1 9	3 59
Enginemen ..	2 50	1 9	3 59
Fitters ..	2 50	1 9	3 59
Hoistmen ..	2 50	1 9	3 59
Mechanics ..	2 50	1 9	3 59
Pumpmen ..	2 50	1 9	3 59
Winchmen ..	2 50	1 9	3 59
Checkers ..	2 25	1 9	3 34
Electricians (assistants) ..	1 50	1 9	2 59
Fitters (assistants) ..	1 50	1 9	2 59
Windlassmen (dabare workers) ..	1 50	1 9	2 59
Surface workers—			
Carpenters ..	2 50	1 9	3 59
Masons ..	2 50	1 9	3 59
Overseers ..	2 25	1 9	3 34
Blacksmiths ..	2 0	1 9	3 9
Boilermen ..	2 0	1 9	3 9
Drill sharpeners ..	2 0	1 9	3 9
Firewood carriers and splitters ..	1 60	1 9	2 69
Carters ..	1 50	1 9	2 59
Watchers ..	1 50	1 9	2 59
Bakkikarayas or Banksmen ..	2 0	1 9	3 9
Cooks ..	1 24	1 9	2 33
Smithy boys ..	1 24	1 9	2 33
Unskilled labourers ..	1 24	1 9	2 33

N.B.—Workers under 18 years of age performing any of the above tasks are entitled to a special allowance of only 75 cents.

Workers employed in curing and dressing—

(A) As overseers and kanganies ..	2 0	1 29	3 29
(B) On different jobs—			
Within the Colombo area—			
Male worker not under 18 years ..	1 25	1 29	2 54
Female worker not under 18 years ..	1 0	1 2	2 2
Worker under 18 years ..	0 50	0 95	1 45

Outside the Colombo area—

Male worker not under 18 years ..	1 0	1 29	2 29
Female worker not under 18 years ..	0 84	1 2	1 86
Worker under 18 years ..	0 40	0 95	1 35

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

Month : May, 1953

Class of Worker	Basic Wage		Special Allowance		Total	
	Rs.	c.	Rs.	c.	Rs.	c.
<b>Tea Export Trade</b>						
<i>Daily Rates</i>						
A. Male workers not under 18 years—						
(a) Grade II .. .. .	1	24	1	30	2	54
(b) Intermediate Grade .. .. .	1	40	1	40	2	80
(c) Grade I .. .. .	1	60	1	40	3	0
(d) Box makers and repairers .. .. .	1	40	1	40	2	80
(e) Watchers .. .. .	1	50	1	40	2	90
B. Female workers not under 18 years .. .. .						
C. Workers over 14 years but under 15 years .. .. .						
"    15    "    16    "    .. .. .	0	60	0	82	1	42
"    13    "    17    "    .. .. .	0	80	0	92	1	72
"    17    "    18    "    .. .. .	1	0	1	2	2	2

**Rubber Export Trade**

*Daily Rates*

A. Male workers not under 18 years—						
(a) Grade II .. .. .	1	24	1	30	2	54
(b) Intermediate Grade .. .. .	1	40	1	40	2	80
(c) Grade I .. .. .	1	60	1	40	3	0
(d) Watchers .. .. .	1	50	1	40	2	90
B. Female workers not under 18 years .. .. .						
C. Workers over 14 years but under 15 years .. .. .						
"    15    "    16    "    .. .. .	0	60	0	82	1	42
"    16    "    17    "    .. .. .	0	80	0	92	1	72
"    17    "    18    "    .. .. .	1	0	1	2	2	2

**Toddy, Arrack and Vinegar Trade**

*Monthly Rates*

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

*Daily Rates*

Bottling, corking and labelling arrack bottles—						
(a) for a male worker not under 16 years of age .. .. .	2	25	—	2	25	
(b) for a female worker not under 16 years of age .. .. .	1	85	—	1	85	

Unskilled labourers—

Male workers not under 16 years .. .. .	2	10	—	2	10
Female workers not under 16 years .. .. .	1	70	—	1	70

Piece rates have been fixed for certain processes.



Month: May, 1953

Class of Worker	Basic Wage		Special Allowance		Total
	Rs.	c.	Rs.	c.	Rs. c.
<b>Motor Transport Trade</b>					
<i>Monthly Rates</i>					
Class A worker	100	0	41	0	141 0
" B "	90	0	41	0	131 0
" C "	85	0	38	50	123 50
" D "	100	0	41	0	141 0
" E "	70	0	36	0	106 0
" F "	67	50	41	0	108 50
" G "	60	0	37	40	97 40
" H "	50	0	37	40	87 40
" J "	60	0	37	40	97 40
" K "	90	0	37	40	127 40
" L "	45	0	28	25	73 25

*Daily Rates*

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

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

**Match Manufacturing Trade**

*Daily Rates*

*Grade I—*

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

*Grade II—*

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

*Grade III—*

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

*Grade IV—*

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

*Monthly Rates*

*Within the Municipal areas*

*A—Non-clerical—*

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

Month : May, 1953

<i>Class of Worker</i>	<i>Basic Wage</i> Rs. c	<i>Special Allowance</i> Rs. c.	<i>Total</i> Rs. c.
<b>Cinema Trade (contd.)</b>			
<b>B—Clerical—</b>			
Grade III ..	45 0	34 0	79 0
Grade II ..	50 0	37 0	87 0
Grade I ..	100 0	42 0	142 0
<i>Outside the Municipal areas</i>			
<b>A—Non-clerical—</b>			
Unskilled ..	32 25	33 60	65 85
Semi-skilled ..	35 0	36 20	71 20
Skilled, Grade II ..	42 0	38 2	80 2
Skilled, Grade I ..	55 0	38 2	93 2
<b>B—Clerical—</b>			
Grade III ..	40 0	34 0	74 0
Grade II ..	45 0	37 0	82 0
Grade I ..	100 0	42 0	142 0

**Dock, Harbour and Port Transport Trade**

*Monthly Rates*

*Manual Work*

Special Grade ..	65 0	31 75	96 75
Skilled Grade ..	55 0	27 75	82 75
Semi-skilled Grade ..	45 0	24 75	69 75
Unskilled, Grade I ..	37 0	24 75	61 75
Unskilled, Grade II ..	31 0	24 75	55 75

*Women Workers*

Female kanganyies ..	35 0	24 75	59 75
Female labourers ..	30 0	24 75	54 75

*Non-manual Workers*

Special Grade ..	75 0	37 0	112 0
Grade I ..	55 0	27 75	82 75

**Building Trade**

*Daily Rates*

**Unskilled—**

**Male labourers—**

Not under 18 years ..	1 24	1 30	2 54
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**Female labourers—**

Not under 18 years ..	1 0	1 30	2 30
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**Unskilled labourers—  
(irrespective of sex)**

Under 18 years of age ..	0 80	1 30	2 10
Semi-skilled, Grade II ..	1 44	1 40	2 84
Semi-skilled, Grade I ..	1 60	1 40	3 0
Skilled ..	1 80	1 40	3 20

## APPENDIX II (A)

**Ready Reckoner showing the Basic Wages, Special Allowances and the Minimum Wages payable for the number of days worked during May, 1953, to Workers in the Tea Growing and Manufacturing Trade and Cocoa, Cardamom and Pepper Growing and Manufacturing Trades**

No. of Days	Men.			Women			Child Workers*			No. of Days
	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	Basic Wage	Special Allowance	Minimum Wage	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 55	0 54½	1 9½	0 45	0 41	0 86	0 32½	0 37½	0 70	½
1	1 10	1 9	2 19	0 90	0 82	1 72	0 65	0 75	1 40	1
2	2 20	2 18	4 38	1 80	1 64	3 44	1 30	1 50	2 80	2
3	3 30	3 27	6 57	2 70	2 46	5 16	1 95	2 25	4 20	3
4	4 40	4 36	8 76	3 60	3 28	6 88	2 60	3 0	5 60	4
5	5 50	5 45	10 95	4 50	4 10	8 60	3 25	3 75	7 0	5
6	6 60	6 54	13 14	5 40	4 92	10 32	3 90	4 50	8 40	6
7	7 70	7 63	15 33	6 30	5 74	12 4	4 55	5 25	9 80	7
8	8 80	8 72	17 52	7 20	6 56	13 76	5 20	6 0	11 20	8
9	9 90	9 81	19 71	8 10	7 38	15 48	5 85	6 75	12 60	9
10	11 0	10 90	21 90	9 0	8 20	17 20	6 50	7 50	14 0	10
11	12 10	11 99	24 9	9 90	9 2	18 92	7 15	8 25	15 40	11
12	13 20	13 8	26 28	10 80	9 84	20 64	7 80	9 0	16 80	12
13	14 30	14 17	28 47	11 70	10 66	22 36	8 45	9 75	18 20	13
14	15 40	15 26	30 66	12 60	11 48	24 8	9 10	10 50	19 60	14
15	16 50	16 35	32 85	13 50	12 30	25 80	9 75	11 25	21 0	15
16	17 60	17 44	35 4	14 40	13 12	27 52	10 40	12 0	22 40	16
17	18 70	18 53	37 23	15 30	13 94	29 24	11 5	12 75	23 80	17
18	19 80	19 62	39 42	16 20	14 76	30 96	11 70	13 50	25 20	18
19	20 90	20 71	41 61	17 10	15 58	32 68	12 35	14 25	26 60	19
20	22 0	21 80	43 80	18 0	16 40	34 40	13 0	15 0	28 0	20
21	23 10	22 89	45 99	18 90	17 22	36 12	13 65	15 75	29 40	21
22	24 20	23 98	48 18	19 80	18 4	37 84	14 30	16 50	30 80	22
23	25 30	25 7	50 37	20 70	18 86	39 56	14 95	17 25	32 20	23
24	26 40	26 16	52 56	21 60	19 68	41 28	15 60	18 0	33 60	24
25	27 50	27 25	54 75	22 50	20 50	43 0	16 25	18 75	35 0	25
26	28 60	28 34	56 94	23 40	21 32	44 72	16 90	19 50	36 40	26
27	29 70	29 43	59 13	24 30	22 14	46 44	17 55	20 25	37 80	27
28	30 80	30 52	61 32	25 20	22 96	48 16	18 20	21 0	39 20	28
29	31 90	31 61	63 51	26 10	23 78	49 88	18 85	21 75	40 60	29
30	33 0	32 70	65 70	27 0	24 60	51 60	19 50	22 50	42 0	30
31	34 10	33 79	67 89	27 90	25 42	53 32	20 15	23 25	43 40	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 May, 1953, to Workers in the Rubber Growing and Manufacturing Trade**

No. of Days	Men			Women			Child Workers*			No. of Day
	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 54½	1 19½	0 60	0 41	1 1	0 47½	0 37½	0 85	½
1	1 30	1 9	2 39	1 20	0 82	2 2	0 95	0 75	1 70	1
2	2 60	2 18	4 78	2 40	1 64	4 4	1 90	1 50	3 40	2
3	3 90	3 27	7 17	3 60	2 46	6 6	2 85	2 25	5 10	3
4	5 20	4 36	9 56	4 80	3 28	8 8	3 80	3 0	6 80	4
5	6 50	5 45	11 95	6 0	4 10	10 10	4 75	3 75	8 50	5
6	7 80	6 54	14 34	7 20	4 92	12 12	5 70	4 50	10 20	6
7	9 10	7 63	16 73	8 40	5 74	14 14	6 65	5 25	11 90	7
8	10 40	8 72	19 12	9 60	6 56	16 16	7 60	6 0	13 60	8
9	11 70	9 81	21 51	10 80	7 38	18 18	8 55	6 75	15 30	9
10	13 0	10 90	23 90	12 0	8 20	20 20	9 50	7 50	17 0	10
11	14 30	11 99	26 29	13 20	9 2	22 22	10 45	8 25	18 70	11
12	15 60	13 8	28 68	14 40	9 84	24 24	11 40	9 0	20 40	12
13	16 90	14 17	31 7	15 60	10 66	26 26	12 35	9 75	22 10	13
14	18 20	15 26	33 46	16 80	11 48	28 28	13 30	10 50	23 80	14
15	19 50	16 35	35 85	18 0	12 30	30 30	14 25	11 25	25 50	15
16	20 80	17 44	38 24	19 20	13 12	32 32	15 20	12 0	27 20	16
17	22 10	18 53	40 63	20 40	13 94	34 34	16 15	12 75	28 90	17
18	23 40	19 62	43 2	21 60	14 76	36 36	17 10	13 50	30 60	18
19	24 70	20 71	45 41	22 80	15 58	38 38	18 5	14 25	32 30	19
20	26 0	21 80	47 80	24 0	16 40	40 40	19 0	15 0	34 0	20
21	27 30	22 89	50 19	25 20	17 22	42 42	19 95	15 75	35 70	21
22	28 60	23 98	52 58	26 40	18 4	44 44	20 90	16 50	37 40	22
23	29 90	25 7	54 97	27 60	18 86	46 46	21 85	17 25	39 10	23
24	31 20	26 16	57 36	28 80	19 68	48 48	22 80	18 0	40 80	24
25	32 50	27 25	59 75	30 0	20 50	50 50	23 75	18 75	42 50	25
26	33 80	28 34	62 14	31 20	21 32	52 52	24 70	19 50	44 20	26
27	35 10	29 43	64 53	32 40	22 14	54 54	25 65	20 25	45 90	27
28	36 40	30 52	66 92	33 60	22 96	56 56	26 60	21 0	47 60	28
29	37 70	31 61	69 31	34 80	23 78	58 58	27 55	21 75	49 30	29
30	39 0	32 70	71 70	36 0	24 60	60 60	28 50	22 50	51 0	30
31	40 30	33 79	74 9	37 20	25 42	62 62	29 45	23 25	52 70	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 May, 1953, to workers in the Coconut Growing and Manufacturing Trades**

No. of Days	The Coconut Growing Trade				The Coconut Manufacturing Trade								No. of Days
					Within Colombo area				Outside Colombo area				
	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	Kan-gany	Male	Fe-male	Young Per-son	
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
½	0 90½	0 92	0 71	0 62½	1 35½	1 25½	0 97½	0 81½	1 23½	1 13½	0 87½	0 74	½
1	1 99	1 84	1 42	1 25	2 71	2 51	1 95	1 63	2 47	2 27	1 75	1 48	1
2	3 98	3 68	2 84	2 50	5 42	5 2	3 90	3 26	4 94	4 54	3 50	2 96	2
3	5 97	5 52	4 26	3 75	8 13	7 53	5 85	4 89	7 41	6 81	5 25	4 44	3
4	7 96	7 36	5 68	5 0	10 84	10 4	7 80	6 52	9 88	9 8	7 0	5 92	4
5	9 95	9 20	7 10	6 25	13 55	12 55	9 75	8 15	12 35	11 35	8 75	7 40	5
6	11 94	11 4	8 52	7 50	16 26	15 6	11 70	9 78	14 82	13 62	10 50	8 88	6
7	13 93	12 88	9 94	8 75	18 97	17 57	13 65	11 41	17 29	15 89	12 25	10 36	7
8	15 92	14 72	11 36	10 0	21 68	20 8	15 60	13 4	19 76	18 16	14 0	11 84	8
9	17 91	16 56	12 78	11 25	24 39	22 59	17 55	14 67	22 23	20 43	15 75	13 32	9
10	19 90	18 40	14 20	12 50	27 10	25 10	19 50	16 30	24 70	22 70	17 50	14 80	10
11	21 89	20 24	15 62	13 75	29 81	27 61	21 45	17 93	27 17	24 97	19 25	16 28	11
12	23 88	22 8	17 4	15 0	32 52	30 12	23 40	19 56	29 64	27 24	21 0	17 76	12
13	25 87	23 92	18 46	16 25	35 23	32 63	25 35	21 19	32 11	29 51	22 75	19 24	13
14	27 86	25 76	19 88	17 50	37 94	35 14	27 30	22 82	34 58	31 78	24 50	20 72	14
15	29 85	27 60	21 30	18 75	40 65	37 65	29 25	24 45	37 5	34 5	26 25	22 20	15
16	31 84	29 44	22 72	20 0	43 36	40 16	31 20	26 8	39 52	36 32	28 0	23 68	16
17	33 83	31 28	24 14	21 25	46 7	42 67	33 15	27 71	41 99	38 59	29 75	25 16	17
18	35 82	33 12	25 56	22 50	48 78	45 18	35 10	29 34	44 46	40 86	31 50	26 64	18
19	37 81	34 96	26 98	23 75	51 49	47 69	37 5	30 97	46 93	43 13	33 25	28 12	19
20	39 80	36 80	28 40	25 0	54 20	50 20	39 0	32 60	49 40	45 40	35 0	29 60	20
21	41 79	38 64	29 82	26 25	56 91	52 71	40 95	34 23	51 87	47 67	36 75	31 8	21
22	43 78	40 48	31 24	27 50	59 62	55 22	42 90	35 86	54 34	49 94	38 50	32 56	22
23	45 77	42 32	32 66	28 75	62 33	57 73	44 85	37 49	56 81	52 21	40 25	34 4	23
24	47 76	44 16	34 8	30 0	65 4	60 24	46 80	39 12	59 28	54 48	42 0	35 52	24
25	49 75	46 0	35 50	31 25	67 75	62 75	48 75	40 75	61 75	56 75	43 75	37 0	25
26	51 74	47 84	36 92	32 50	70 46	65 26	50 70	42 38	64 22	59 2	45 50	38 48	26
27	53 73	49 68	38 34	33 75	73 17	67 77	52 65	44 1	66 69	61 29	47 25	39 96	27
28	55 72	51 52	39 76	35 0	75 88	70 28	54 60	45 64	69 16	63 56	49 0	41 44	28
29	57 71	53 36	41 18	36 25	78 59	72 79	56 55	47 27	71 63	65 83	50 75	42 92	29
30	59 70	55 20	42 60	37 50	81 30	75 30	58 50	48 90	74 10	68 10	52 50	44 40	30
31	61 69	57 4	44 2	38 75	84 1	77 81	60 45	50 53	76 57	70 37	54 25	45 88	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 May, 1953, to workers in the Tea Export and Rubber Export Trades**

No. of Days	Male Workers not under 18 years of age					Female Workers not under 18 years of age	Workers (irrespective of sex) under 18 years of age					No. of Days
	Grade II	Inter-mediate Grade	Grade I	* Box Makers and Repairers	Watch-ers		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.	
1/2	1 27	1 40	1 50	1 40	1 45	1 9	0 71	0 78½	0 86	1 1	1/2	
1	2 54	2 80	3 0	2 80	2 90	2 18	1 42	1 57	1 72	2 2	1	
2	5 8	5 60	6 0	5 60	5 80	4 36	2 84	3 14	3 44	4 4	2	
3	7 62	8 40	9 0	8 40	8 70	6 54	4 26	4 71	5 16	6 6	3	
4	10 16	11 20	12 0	11 20	11 60	8 72	5 68	6 28	6 88	8 8	4	
5	12 70	14 0	15 0	14 0	14 50	10 90	7 10	7 85	8 60	10 10	5	
6	15 24	16 80	18 0	16 80	17 40	13 8	8 52	9 42	10 32	12 12	6	
7	17 78	19 60	21 0	19 60	20 30	15 26	9 94	10 99	12 4	14 14	7	
8	20 32	22 40	24 0	22 40	23 20	17 44	11 36	12 56	13 76	16 16	8	
9	22 86	25 20	27 0	25 20	26 10	19 62	12 78	14 13	15 48	18 18	9	
10	25 40	28 0	30 0	28 0	29 0	21 80	14 20	15 70	17 20	20 20	10	
11	27 94	30 80	33 0	30 80	31 90	23 98	15 62	17 27	18 92	22 22	11	
12	30 48	33 60	36 0	33 60	34 80	26 16	17 4	18 84	20 64	24 24	12	
13	33 2	36 40	39 0	36 40	37 70	28 34	18 46	20 41	22 36	26 26	13	
14	35 56	39 20	42 0	39 20	40 60	30 52	19 88	21 98	24 8	28 28	14	
15	38 10	42 0	45 0	42 0	43 50	32 70	21 30	23 55	25 80	30 30	15	
16	40 64	44 80	48 0	44 80	46 40	34 88	22 72	25 12	27 52	32 32	16	
17	43 18	47 60	51 0	47 60	49 30	37 6	24 14	26 69	29 24	34 34	17	
18	45 72	50 40	54 0	50 40	52 20	39 24	25 56	28 26	30 96	36 36	18	
19	48 26	53 20	57 0	53 20	55 10	41 42	26 98	29 83	32 68	38 38	19	
20	50 80	56 0	60 0	56 0	58 0	43 60	28 40	31 40	34 40	40 40	20	
21	53 34	58 80	63 0	58 80	60 90	45 78	29 82	32 97	36 12	42 42	21	
22	55 88	61 60	66 0	61 60	63 80	47 96	31 24	34 54	37 84	44 44	22	
23	58 42	64 40	69 0	64 40	66 70	50 14	32 66	36 11	39 56	46 46	23	
24	60 96	67 20	72 0	67 20	69 60	52 32	34 8	37 68	41 28	48 48	24	
25	63 50	70 0	75 0	70 0	72 50	54 50	35 50	39 25	43 0	50 50	25	
26	66 4	72 80	78 0	72 80	75 40	56 68	36 92	40 82	44 72	52 52	26	
27	68 58	75 60	81 0	75 60	78 30	58 86	38 34	42 39	46 44	54 54	27	
28	71 12	78 40	84 0	78 40	81 20	61 4	39 76	43 96	48 16	56 56	28	
29	73 66	81 20	87 0	81 20	84 10	63 22	41 18	45 53	49 88	58 58	29	
30	76 20	84 0	90 0	84 0	87 0	65 40	42 60	47 10	51 60	60 60	30	
31	78 74	86 80	93 0	86 80	89 90	67 58	44 2	48 67	53 32	62 62	31	

\*Applicable to Tea Export Trade only.

### APPENDIX III (C)

Ready Reckoner showing the Minimum Wages payable for the  
number of days worked during May, 1953, 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.	
‡	1 27	1 42	1 34	1 60	1 50	1 45	0 41	0 54	0 75½	0 95	‡
1	2 54	2 84	2 68	3 20	3 0	2 90	0 82	1 8	1 51	1 90	1
2	5 8	5 68	5 36	6 40	6 0	5 80	1 64	2 16	3 2	3 80	2
3	7 62	8 52	8 4	9 60	9 0	8 70	2 46	3 24	4 53	5 70	3
4	10 16	11 36	10 72	12 80	12 0	11 60	3 28	4 32	6 4	7 60	4
5	12 70	14 20	13 40	16 0	15 0	14 50	4 10	5 40	7 55	9 50	5
6	15 24	17 4	16 8	19 20	18 0	17 40	4 92	6 48	9 6	11 40	6
7	17 78	19 88	18 76	22 40	21 0	20 30	5 74	7 56	10 57	13 30	7
8	20 32	22 72	21 44	25 60	24 0	23 20	6 56	8 64	12 8	15 20	8
9	22 86	25 56	24 12	28 80	27 0	26 10	7 38	9 72	13 59	17 10	9
10	25 40	28 40	26 80	32 0	30 0	29 0	8 20	10 80	15 10	19 0	10
11	27 94	31 24	29 48	35 20	33 0	31 90	9 2	11 88	16 61	20 90	11
12	30 48	34 8	32 16	38 40	36 0	34 80	9 84	12 96	18 12	22 80	12
13	33 2	36 92	34 84	41 60	39 0	37 70	10 66	14 4	19 63	24 70	13
14	35 56	39 76	37 52	44 80	42 0	40 60	11 48	15 12	21 14	26 60	14
15	38 10	42 60	40 20	48 0	45 0	43 50	12 30	16 20	22 65	28 50	15
16	40 64	45 44	42 88	51 20	48 0	46 40	13 12	17 28	24 16	30 40	16
17	43 18	48 28	45 56	54 40	51 0	49 30	13 94	18 36	25 67	32 30	17
18	45 72	51 12	48 24	57 60	54 0	52 20	14 76	19 44	27 18	34 20	18
19	48 26	53 96	50 92	60 80	57 0	55 10	15 58	20 52	28 69	36 10	19
20	50 80	56 80	53 60	64 0	60 0	58 0	16 40	21 60	30 20	38 0	20
21	53 34	59 64	56 28	67 20	63 0	60 90	17 22	22 68	31 71	39 90	21
22	55 88	62 48	58 96	70 40	66 0	63 80	18 4	23 76	33 22	41 80	22
23	58 42	65 32	61 64	73 60	69 0	66 70	18 86	24 84	34 73	43 70	23
24	60 96	68 16	64 32	76 80	72 0	69 60	19 68	25 92	36 24	45 60	24
25	63 50	71 0	67 0	80 0	75 0	72 50	20 50	27 0	37 75	47 50	25
26	66 4	73 84	69 68	83 20	78 0	75 40	21 32	28 8	39 26	49 40	26
27	68 58	76 68	72 36	86 40	81 0	78 30	22 14	29 16	40 77	51 30	27
28	71 12	79 52	75 4	89 60	84 0	81 20	22 96	30 24	42 28	53 20	28
29	73 66	82 36	77 72	92 80	87 0	84 10	23 78	31 32	43 79	55 10	29
30	76 20	85 20	80 40	96 0	90 0	87 0	24 60	32 40	45 30	57 0	30
31	78 74	88 4	83 8	99 20	93 0	89 90	25 42	33 48	46 81	58 90	31

### APPENDIX III (D)

**Ready Reckoner showing the Minimum Wages payable for the number of days worked during May, 1953, to workers in the Match Manufacturing Trade**

No. of Days	Grade I				Grade II				Grade III				Grade IV	No. of Days
	Adults		Young Persons		Adults		Young Persons		Adults		Young Persons		Watch-ers	
	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years	Male	Fe-male	Over 14 Under 17 Years	Over 17 Under 18 Years		
1	1 60	1 37	0 84½	1 8½	1 40	1 21	0 77	0 96	1 27	1 9	0 72	0 91	1 45	1
2	3 20	2 74	1 69	2 17	2 80	2 42	1 54	1 92	2 54	2 18	1 44	1 82	2 90	2
3	6 40	5 48	3 38	4 34	5 60	4 84	3 8	3 84	5 8	4 36	2 88	3 64	5 80	3
4	9 60	8 22	5 7	6 51	8 40	7 26	4 62	5 76	7 62	6 54	4 32	5 46	8 70	4
5	12 80	10 96	6 76	8 68	11 20	9 68	6 16	7 68	10 16	8 72	5 76	7 28	11 60	5
6	16 0	13 70	8 45	10 85	14 0	12 10	7 70	9 60	12 70	10 90	7 20	9 10	14 50	6
7	19 20	16 44	10 14	13 2	16 80	14 52	9 24	11 52	15 24	13 8	8 64	10 92	17 40	7
8	22 40	19 18	11 83	15 19	19 60	16 94	10 78	13 44	17 78	15 26	10 8	12 74	20 30	8
9	25 60	21 92	13 52	17 36	22 40	19 36	12 32	15 36	20 32	17 44	11 52	14 56	23 20	9
10	28 80	24 66	15 21	19 53	25 20	21 78	13 86	17 28	22 86	19 62	12 96	16 38	26 10	10
11	32 0	27 40	16 90	21 70	28 0	24 20	15 40	19 20	25 40	21 80	14 40	18 20	29 0	11
12	35 20	30 14	18 59	23 87	30 80	26 62	16 94	21 12	27 94	23 98	15 84	20 2	31 90	12
13	38 40	32 88	20 28	26 4	33 60	29 4	18 48	23 4	30 48	26 16	17 28	21 84	34 80	13
14	41 60	35 62	21 97	28 21	36 40	31 46	20 2	24 96	33 2	28 34	18 72	23 66	37 70	14
15	44 80	38 36	23 66	30 38	39 20	33 88	21 56	26 88	35 56	30 52	20 16	25 48	40 60	15
16	48 0	41 10	25 35	32 55	42 0	36 30	23 10	28 80	38 10	32 70	21 60	27 30	43 50	16
17	51 20	43 84	27 4	34 72	44 80	38 72	24 64	30 72	40 64	34 88	23 4	29 12	46 40	17
18	54 40	46 58	28 73	36 89	47 60	41 14	26 18	32 64	43 18	37 6	24 48	30 94	49 30	18
19	57 60	49 32	30 42	39 6	50 40	43 56	27 72	34 56	45 72	39 24	25 92	32 76	52 20	19
20	60 80	52 6	32 11	41 23	53 20	45 98	29 26	36 48	48 26	41 42	27 36	34 58	55 10	20
21	64 0	54 80	33 80	43 40	56 0	48 40	30 80	38 40	50 80	43 60	28 80	36 40	58 0	21
22	67 20	57 54	35 49	45 57	58 80	50 82	32 34	40 32	53 34	45 78	30 24	38 22	60 90	22
23	70 40	60 28	37 18	47 74	61 60	53 24	33 88	42 24	55 88	47 96	31 68	40 4	63 80	23
24	73 60	63 2	38 87	49 91	64 40	55 66	35 42	44 16	58 42	50 14	33 12	41 86	66 70	24
25	76 80	65 76	40 56	52 8	67 20	58 8	36 96	46 8	60 96	52 32	34 56	43 68	69 60	25
26	80 0	68 50	42 25	54 25	70 0	60 50	38 50	48 0	63 50	54 50	36 0	45 50	72 50	26
27	83 20	71 24	43 94	56 42	72 80	62 92	40 4	49 92	66 4	56 68	37 44	47 32	75 40	27
28	86 40	73 98	45 63	58 59	75 60	65 34	41 58	51 84	68 58	58 86	38 88	49 14	78 30	28
29	89 60	76 72	47 32	60 76	78 40	67 76	43 12	53 76	71 12	61 4	40 32	50 96	81 20	29
30	92 80	79 46	49 1	62 93	81 20	70 18	44 66	55 68	73 66	63 22	41 76	52 78	84 10	30
31	96 0	82 20	50 70	65 10	84 0	72 60	46 20	57 60	76 20	65 40	43 20	54 60	87 0	31
31	99 20	84 94	52 39	67 27	86 80	75 2	47 74	59 52	78 74	67 58	44 64	56 42	89 90	31



### APPENDIX III (E)

**Ready Reckoner showing the Minimum Wages payable for the  
number of days worked during May, 1953, to workers in  
the Building Trade**

<i>No. of Days</i>	<i>Unskilled</i>			<i>Semi-skilled</i>		<i>Skilled</i>	<i>No. of Days</i>
	<i>Male</i>	<i>Female</i>	<i>Young Person</i>	<i>Grade II</i>	<i>Grade I</i>		
	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>	<i>Rs. c.</i>		
½	1 27	1 15	1 5	1 42	1 50	1 60	½
1	2 54	2 30	2 10	2 84	3 0	3 20	1
2	5 8	4 60	4 20	5 68	6 0	6 40	2
3	7 62	6 90	6 30	8 52	9 0	9 60	3
4	10 16	9 20	8 40	11 36	12 0	12 80	4
5	12 70	11 50	10 50	14 20	15 0	16 0	5
6	15 24	13 80	12 60	17 4	18 0	19 20	6
7	17 78	16 10	14 70	19 88	21 0	22 40	7
8	20 32	18 40	16 80	22 72	24 0	25 60	8
9	22 86	20 70	18 90	25 56	27 0	28 80	9
10	25 40	23 0	21 0	28 40	30 0	32 0	10
11	27 94	25 30	23 10	31 24	33 0	35 20	11
12	30 48	27 60	25 20	34 8	36 0	38 40	12
13	33 2	29 90	27 30	36 92	39 0	41 60	13
14	35 56	32 20	29 40	39 76	42 0	44 80	14
15	38 10	34 50	31 50	42 60	45 0	48 0	15
16	40 64	36 80	33 60	45 44	48 0	51 20	16
17	43 18	39 10	35 70	48 28	51 0	54 40	17
18	45 72	41 40	37 80	51 12	54 0	57 60	18
19	48 26	43 70	39 90	53 96	57 0	60 80	19
20	50 80	46 0	42 0	56 80	60 0	64 0	20
21	53 34	48 30	44 10	59 64	63 0	67 20	21
22	55 88	50 60	46 20	62 48	66 0	70 40	22
23	58 42	52 90	48 30	65 32	69 0	73 60	23
24	60 96	55 20	50 40	68 16	72 0	76 80	24
25	63 50	57 50	52 50	71 0	75 0	80 0	25
26	66 4	59 80	54 60	73 84	78 0	83 20	26
27	68 58	62 10	56 70	76 68	81 0	86 40	27
28	71 12	64 40	58 80	79 52	84 0	89 60	28
29	73 66	66 70	60 90	82 36	87 0	92 80	29
30	76 20	69 0	63 0	85 20	90 0	96 0	30
31	78 74	71 30	65 10	88 4	93 0	99 20	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.

### APPENDIX III (F)

Ready Reckoner showing the Minimum Wages payable for the number of days worked during May, 1953, to Daily-Paid workers in the Motor Transport Trade

No. of Days	Class A	Class C	Class E	Class F	Class H	Class L	No. of Days
	" B " D		" G				
	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	Rs. c.	
1	2 87½	2 50	2 12½	2 25	2 0	1 26½	1
2	5 75	5 0	4 25	4 50	4 0	2 53	2
3	11 50	10 0	8 50	9 0	8 0	5 6	3
4	17 25	15 0	12 75	13 50	12 0	7 59	4
5	23 0	20 0	17 0	18 0	16 0	10 12	5
6	28 75	25 0	21 25	22 50	20 0	12 65	6
7	34 50	30 0	25 50	27 0	24 0	15 18	7
8	40 25	35 0	29 75	31 50	28 0	17 71	8
9	46 0	40 0	34 0	36 0	32 0	20 24	9
10	51 75	45 0	38 25	40 50	36 0	22 77	10
11	57 50	50 0	42 50	45 0	40 0	25 30	11
12	63 25	55 0	46 75	49 50	44 0	27 83	12
13	69 0	60 0	51 0	54 0	48 0	30 36	13
14	74 75	65 0	55 25	58 50	52 0	32 89	14
15	80 50	70 0	59 50	63 0	56 0	35 42	15
16	86 25	75 0	63 75	67 50	60 0	37 95	16
17	92 0	80 0	68 0	72 0	64 0	40 48	17
18	97 75	85 0	72 25	76 50	68 0	43 1	18
19	103 50	90 0	76 50	81 0	72 0	45 54	19
20	109 25	95 0	80 75	85 50	76 0	48 7	20
21	115 0	100 0	85 0	90 0	80 0	50 60	21
22	120 75	105 0	89 25	94 50	84 0	53 13	22
23	126 50	110 0	93 50	99 0	88 0	55 66	23
24	132 25	115 0	97 75	103 50	92 0	58 19	24
25	138 0	120 0	102 0	108 0	96 0	60 72	25
26	143 75	125 0	106 25	112 50	100 0	63 25	26
27	149 50	130 0	110 50	117 0	104 0	65 78	27
28	155 25	135 0	114 75	121 50	108 0	68 31	28
29	161 0	140 0	119 0	126 0	112 0	70 84	29
30	166 75	145 0	123 25	130 50	116 0	73 37	30
31	172 50	150 0	127 50	135 0	120 0	75 90	31
31	178 25	155 0	131 75	139 50	124 0	78 43	31



